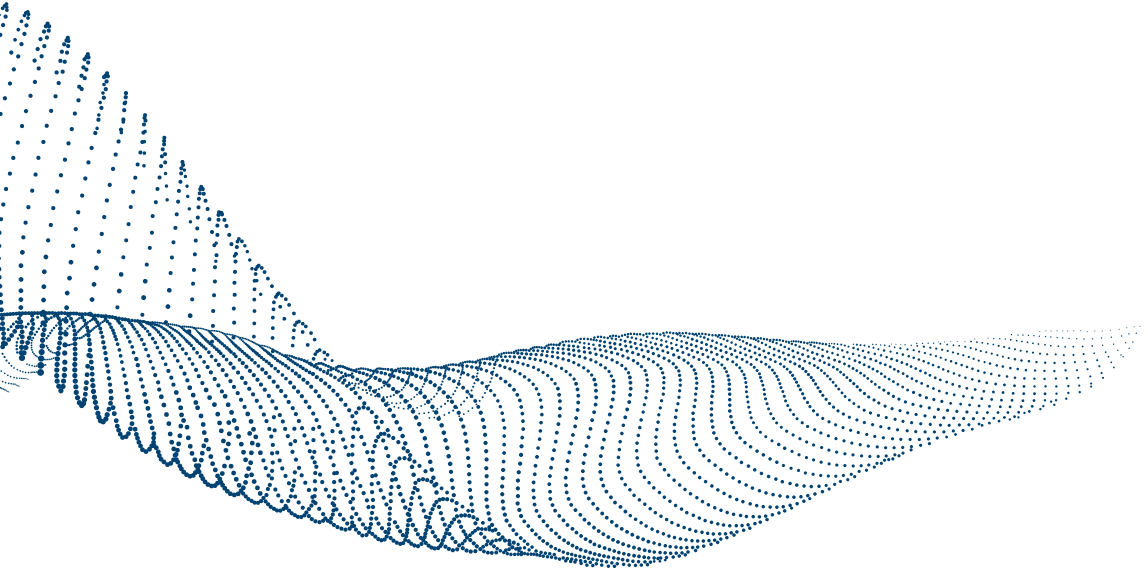




INFICON

Inspired by visions. Proven by success.



**SUSTAINABILITY
REPORT**

2024

INFICON Sustainability Report 2024

Report on non-financial matters 2024

Contents

Sustainability – a Core Pillar of INFICON's Strategy	39
Identification of Material Topics	40
Stakeholder Management and Key Stakeholder Concerns	40
INFICON's Business Model	44
Economic Aspects	46
Technology Leadership	46
Market Leadership	46
Customer Orientation	47
Product Quality and Compliance	48
Products with Economic, Social and Environmental Impacts	49
Governance Aspects	50
Good Governance	50
Responsible Supply Chain Management	52
Environmental Aspects	54
Environmental Management System	54
Energy and Carbon Emissions	55
Efficient Materials Sourcing and Use	57
Social Aspects	59
Attractive Employer	59
Diversity, Equity, and Inclusion	60
Occupational Health and Safety	61
Ongoing Education and Training	63
Community Relations	64
Outlook and Goals	65
Reference table for Art. 964b Swiss Code of Obligation	66
Climate Report	69
GRI Content Index	73

INFICON Sustainability Report 2024

Report on Non-financial Matters 2024

SUSTAINABILITY – A CORE PILLAR OF INFICON’S STRATEGY

This chapter of the Annual Report outlines INFICON's core philosophy and approach to sustainability. It explains how INFICON integrates sustainability into its business model by using its products to help customers achieve environmental objectives. Additionally, it highlights INFICON's lean manufacturing operations, which reduce waste and emissions that impact the communities where we operate and live, while also increasing profitability and lowering risk for our shareholders. This chapter also describes the general environmental, social as well as governance and leadership structure of INFICON and serves as report on non-financial matters according to the Swiss Code of Obligations. It covers the business model as well as environmental matters, social issues, employee-related issues, respect for human rights and combatting corruption issues. See also reference table for Art. 964b Swiss Code of Obligations on page 66.

INFICON's lean manufacturing operations and purchasing sparingly and sustainably use resources and ensure that suppliers are also operating and obtaining materials in an environmentally friendly, fair, and ethical manner. This approach supports the continuity of our operations and long-term stability. Beyond

environmental sustainability, high ethical standards exhibited via our corporate social responsibility standards result in reasonable dividends for shareholders, fair payments for our workers and business partners, as well as the disbursement of taxes in the various areas we operate in. It is also a key factor that helps us attract, recruit, and retain the best-suited talents. Employees are drawn to companies that prioritize their well-being, support their communities, and act responsibly on a global scale. When they understand the company's ESG approach and align with its goals, they recognize the broader impact of their work. This, in turn, increases engagement, commitment, and performance.

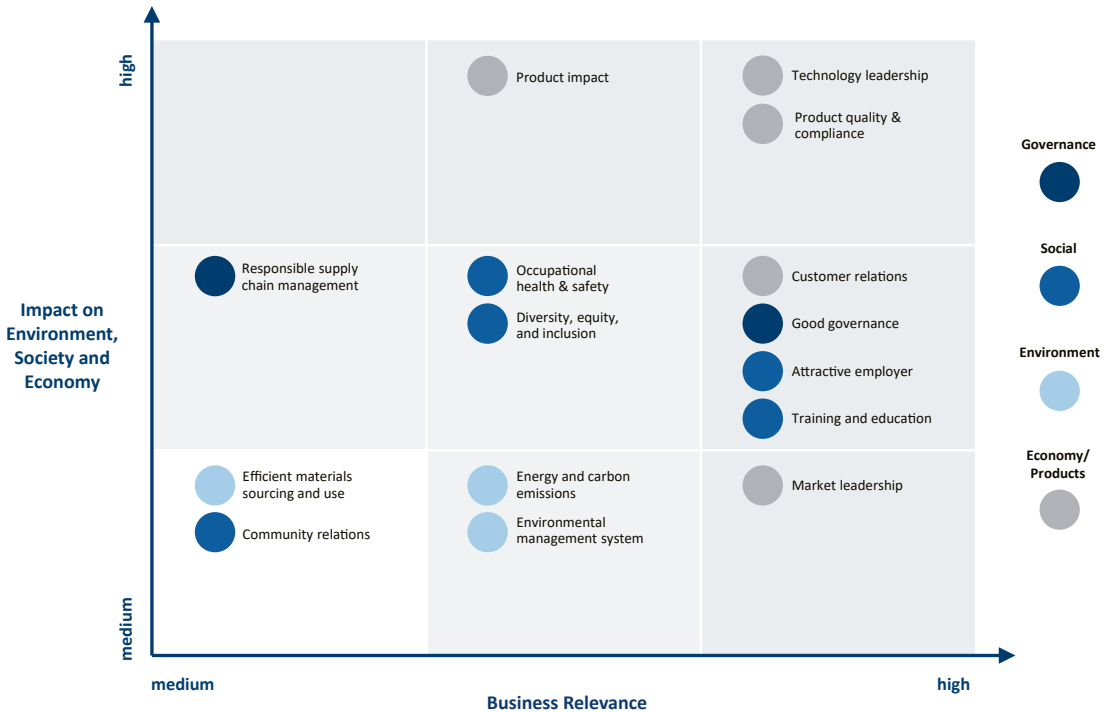
IDENTIFICATION OF MATERIAL TOPICS

INFICON has updated the materiality analysis in terms of a so-called double materiality approach. We consider topics as material that are important to INFICON regarding their business relevance, and/or have a significant economic, environmental, or social impact.

The materiality matrix below thus shows and prioritizes the identified topics. In the review year, the topics and their positioning in the matrix were reviewed and confirmed by the Members of the Board of Directors.

INFICON Sustainability Report 2024

Materiality matrix



STAKEHOLDER MANAGEMENT AND KEY STAKEHOLDER CONCERNS

Developing and maintaining good relationships with our stakeholders is key for long-term business success. INFICON regularly engages with its stakeholders in a broad and systematic variety of ways to understand their needs and to gain insights into changing market requirements, trends, and developments. Above all, day-to-day communication is the most important form of interaction. Daily contact with customers, suppliers, and business partners, as well as personal discussions among employees indicate what topics are relevant to the individual stakeholder groups.

Each organization identifies and prioritizes its stakeholders and their interests, discussion topics, and values by means of formal management reviews,

SWOT analyses, or dedicated stakeholder analyses as part of our ISO certified management system. Overall, INFICON defines stakeholders as entities or individuals that engage in economic transactions with the Company, or as entities affected by its actions. The Company's key stakeholders are customers, employees, suppliers, the academic world, shareholders, and local communities.

Customers

INFICON's customers faced an ongoing challenging global business environment in 2024. Yet, despite the continuing international trade, tax and industry policy disputes, the Russian aggression war on Ukraine, ongoing hostilities between Israel and regional armed factions, political unrest and changes in many parts of the world, including Europe, the USA, South Korea, the severe sourcing bottlenecks of the former years eased a fair bit. Overall, economic stability remains a key challenge.

INFICON Sustainability Report 2024

INFICON interacts in many different formats with its global customer base to understand their high expectations. The tables below summarize the interaction formats and topics:

Examples of engagement formats	Key needs and concerns
Daily interaction	Reliable customer service
Regular personal contact	Quality/good value products
Video conferences	Meeting the technical specs and requirements
Workshops/visits	Fast response times
Webinars, technical trainings	Reliable on-time delivery
Conferences, presentations, speaker opportunities	Health and safety impacts of products
Training and application videos	Explaining features and competitive advantages
Social media, newsletters, case study articles, emails	Providing general information, generating visibility online
Trade shows (virtual and physical)	Show and explain innovation and performance
Industry associations	Assess overall industry and technology trends
Completion of Responsible Business Alliance surveys at customer requests	

Understanding our customers' most pressing needs is a prerequisite for our business. INFICON experiences great customer loyalty and a rising demand for its products, technology, and services. Our key account managers and technical staff frequently meet with customers. In fact, close to 10% of INFICON's staff are application engineers. They provide daily support to customers, with a key emphasis on working directly at their locations around the world. This customer proximity enables INFICON to team up with its clients to research and develop the next generation of customer-oriented solutions.

INFICON addresses the broader customer base at industry-specific tradeshows and conferences, on industry association panels, through webinars and technical training videos, as well as newsletter and e-mails. The electronic formats of customer engagement have become more accepted, sophisticated, and frequent. INFICON expanded its presence on various social media platforms. INFICON's new state-of-the-art multi-

media studios allow us to create compelling videos to train our customers and to educate the public at large about the advantages of INFICON's technologically leading offering. In November 2024, INFICON hosted a Technology Day primarily targeting the financial community. Yet, the information provided on various technology and product novelties, recent developments, and INFICON's contribution to international research projects were also highly welcomed by our global customer base. All information was made available online. <https://www.inficon.com/en/company/techday-2024>

INFICON was present at numerous exhibitions and trade shows in North America, Europe and Asia. We focus especially on delivering talks and presentations on topics relevant for today's markets, on recent technological achievements, and especially on new solutions addressing our widening customer base's needs. We participated at a series of new trade shows e.g. focusing on applications such as the battery and automotive industry, food packaging, solar, gas, and hydrogen energy markets as well as security and energy markets.

INFICON Cologne/Germany invited system integrators from across Europe for a day-and-a-half inhouse exhibition to showcase the latest advancements in leak detection technology and foster collaboration among industry leaders.



Inhouse exhibition in Cologne

At the same time, INFICON continues to advocate digital interaction formats in many occurrences as ecologic alternative for frequent travels. INFICON experts en-

INFICON Sustainability Report 2024

gage with their counterparts by frequent video conferences, virtual reality assisted tools, and social media. We also regularly present our array of products and services directly at customers and renowned research institutions across the globe. In the context of our cooperations with research entities such as e.g. NASA, CERN, ETH Robotics, the University of Rhode Island, or Alfred Wegener Institute, we are continuously able to present our offering to leading researchers.

Employees

INFICON's employees are a key asset to the Group. We want to be recognized as a reliable, fair, and caring employer, keeping employees safe, highlighting job security at INFICON, ensuring the best possible attraction and retention of talent. INFICON puts a lot of emphasis on internal communication. We interact with our workforce via different channels ranging from on-site staff gatherings, hybrid to virtual town-hall meetings, from sharing information on the intranet to frequent newsletters, from job related training sessions to the INFICON culture workshops, and special topic meetings. At most locations, town-hall meetings take place monthly, in certain locations quarterly. As INFICON is expanding its global operations to accommodate future growth, hiring and especially Onboarding new employees locally require good communication and a high level of attention. INFICON also focuses on familiarizing employees at the various locations with the specific skills, achievements, and research focus of their peers at other locations. The information compiled for INFICON's Technology Day 2024 is now also being shared with colleagues across the globe.

Examples of engagement formats	Key needs and concerns
Daily interaction	Health and safety
Regular staff meetings	Job security
Regular town-hall meetings	Flexible communications and information sharing
Intranet, newsletters	Business situation
Trainings	Onboarding, daily workload
Employee representatives	Compensation, training and education

Suppliers

INFICON's suppliers are key to our flexible manufacturing model. The sourcing shortages and bottlenecks

created in the aftermaths of the COVID-19 pandemic in the former years, the ramifications of the international trade, tax, and industrial policy disputes, as well as the disruptions caused by the wars in Ukraine and in the Middle East were less constraining in the reporting year. Yet, the globally rapidly rising demand for semiconductor products, electronics, and other key components and materials still asks for attention on the sourcing markets. Well-established, mutually beneficial, reliable, and resilient supplier relationships are vital, but additional efforts are required. INFICON's purchasing departments and quality specialists daily interact with key suppliers, securing the needed quantities and the correct quality of components at reasonable prices. The quality of the components we receive from our suppliers is a critical aspect of the overall quality of INFICON products. Well-established, quarterly Quality Business Reviews (QBRs) increase the reliability and consistency of the components we use in our builds. We conduct onsite audits at customers bi-annually or more frequently, if required. We also offer specific trainings for supply partners at INFICON sites. These onsite or virtual supplier visits and audits help keeping the quality of the goods delivered to INFICON as high as possible. Overall, INFICON has increased its inspections of incoming components in recent years, focuses on dual sourcing where possible, and continues to monitor the quality of goods sourced as the Group is globally ramping up its activities.

Examples of engagement formats	Key needs and concerns
Regular, daily interaction	Prices
Supplier visits	Required volumes
Supplier audits	Specifications
Quality and pricing meetings	Reliable on-time delivery
Forecasting systems	Volumes, capacity, planning

Local communities

INFICON's local communities recognize us as a responsible corporate citizen and frequently contact us regarding topics such as sponsorship, support of local events or public service initiatives. For examples, please refer to the chapter "Community Relations" on page 65. Local communities and the public at large ask for more transparency in terms of environmental,

INFICON Sustainability Report 2024

social and governance data. Regulatory developments also raise the requirements regarding non-financial disclosures. INFICON maintains close relationships with international, national and local media as they are impactful intermediaries connecting INFICON with the public at large.

Examples of engagement formats	Key needs and concerns
Engagement projects	Sponsorship
Funding requests	Support with personnel
Open-door events	Other contributions and support
Media relations	Connecting with the public at large

Financial community

The international financial community is key for a publicly listed company. INFICON engages in a continuous dialogue with its investors and the financial community by means of its Annual and Interim Reports, its quarterly earnings releases, presentations and WEB-conferences, its Annual General Meeting of Shareholders, events including Technology Days, as well as national and international roadshows, the attendance at financial conferences, and individually and collectively receiving analysts and investors at its headquarters.

Investors and analysts are keen to understand how INFICON is generating value today and in the future. They want to learn about the product pipeline that continues to define the market benchmarks and thus secures the Company's long-term successful positioning. The financial community is specifically interested in visiting the Company on-site. Management frequently meets with analysts and investors e.g. at the Balzers, Liechtenstein worksite – close to the Group's headquarters. In 2024, INFICON pro-actively published dates when Management is available for background discussions. This initiative was warmly welcomed by the financial audience. INFICON management interacts on average with about 200 investors and analysts per year via various personal channels.

Investors and analysts want to understand INFICON's core technological competence in vacuum technology, gas analysis, and smart manufacturing. We talk about

these topics on the internet, in the financial reports and presentations.



Technology Day in Balzers

In November 2024, INFICON welcomed an international audience at its Technology Day. The event focused on INFICON's contributions to a "smart tomorrow" and took place in Balzers. Video summaries on all topics covered are available online at: <https://www.inficon.com/en/company/techday-2024>

Examples of engagement formats	Key needs and concerns
Financial reports and press releases	Growth
Annual report and Sustainability report	Profitability
Annual general meeting	Long-term success
Analyst conferences/ summits and calls	Results, product pipeline, development projects
Technology days (every four to five years)	End-market developments and key research and technology focus
Roadshows	Results, products and services, sustainability
Reversed-Roadshows	
Investor Talks	

Industry associations

International industry associations provide important interaction and discussion platforms for INFICON on a variety of topics including industry-specific compliance and conformity issues, products and process certifications and tax contributions. INFICON's management hold active memberships in several of these associations, occasionally participate in the yearly programs

INFICON Sustainability Report 2024

as speakers or podium members, and actively promote these initiatives.

INFICON is member of the following associations via its subsidiaries including but not limited to the ones listed below:

INFICON AG/Liechtenstein:

- American Vacuum Society (AVS)
- SAQ (Swiss Association for Quality)
- SEMI (Microelectronics industry association)
- Swiss-American chamber of commerce
- Swiss Association for Standardization (SNV)
- Swissmem
- Swissvacuum
- Vacuum Society

INFICON GmbH/Germany:

- BG ETEM
- Deutscher Kaffeeverband e.V.
- Deutsche Vakuu-Gesellschaft e.V.
- DIL – Deutsches Institut für Lebensmitteltechnik e.V.
- DIN – Deutsches Institut für Normung e.V.
- DLG – Deutsche Landwirtschafts-Gesellschaft e.V.
- IHK – Industrie- und Handelskammer zu Köln
- kölnmetall – Arbeitgeberverband
- SPECTARIS e.V. – Deutscher Industrieverband
- ZLV – Zentrum für Lebensmittel- und Verpackungstechnologie e.V.

INFICON Inc. /Syracuse/USA)

- Air Conditioning, Heating & Refrigeration Institute (AHRl)
- Centerstate CEO
- MACNY (Manufacturers Association of Central New York)
- Manufacturing Leadership Council
- National Association of Manufacturers (NAM)
- National Defense Industrial Association
- NY Smart I-Corridor Tech Hub
- SEMI Global Industry Association
- Semi North America Smart Manufacturing Group
- SEMI Fab Owners Alliance

Academia

Universities and research Institutes are significant technology partners. INFICON is currently part of several research projects with leading universities,

research institutes and science partnerships located in the US and in Europe. We are proud to be involved in projects such as at CERN, the European Nuclear Research Center; ITER, the world's leading fusion energy project; ETH, the Swiss Federal Institute of Technology; NASA, the US Space Agency; and various universities, colleges, and research institutes worldwide.

The cooperation with such bodies is an important source of novel expertise in new fields of research. The projects range from basic research to applied developments and industrial manufacturing, and cover areas from physics, chemistry into medical applications. INFICON also seeks to find new and refine core technologies for its vacuum technology components through the cooperation with those research institutes. The complexity of vacuum technology and its rapid technical and scientific development requires a permanent and close look at developments in the core and in neighboring and sometimes even rather distant disciplines such as optics and acoustics. We also co-develop new materials including ceramics, glasses, metal alloys, and innovative novel coatings that promise new properties beneficial for the performance and longevity of our customers' or our products, that open or require new vacuum technology procedures and applications. INFICON also cooperates with academic bodies to bring data analysis projects forward, as rapidly analyzed data are a key to next-generation innovations. On a regular basis, INFICON experts from all sites accept speaker opportunities to interact with the academic world and engage with the next generation of young engineers. We also mentor young scientist e.g. during their bachelor or master theses or in other scientific projects. Our close cooperation with universities and research institutes promotes INFICON's attractiveness as employer. Young experts get to know our products, our research and development capabilities and our technological leadership position. The close cooperation with these academic and applied scientific bodies helps INFICON to attract young talents.

INFICON'S BUSINESS MODEL

INFICON is a leading provider of innovative instrumentation, critical sensor and gas analysis technologies,

INFICON Sustainability Report 2024

and Smart Manufacturing /Industry 4.0 software solutions that enhance productivity and quality of tools, processes, and complete factories. The information compiled for INFICON's Technology Day 2024 is now also being shared with colleagues across the globe.

- We are a technology company **focusing on vacuum technology and smart manufacturing** solutions. We offer world-leading sensors, components and instruments as well as control and smart manufacturing software for a growing range of today's and tomorrow's key industries and applications.
- We want to be recognized as the **production and innovation partner** of choice capable of delivering the smartest solutions for our customers' upcoming needs.
- As a Company, we develop, produce and sell our products and services using a **flexible and lean manufacturing model** built around our own state-of-the-art manufacturing, R&D, and service units on the one side and our supplier management and our customer centricity on the other.

At INFICON, we synergistically leverage our scientific expertise in the specific, yet broad and expanding field of vacuum technology into a growing range of applications and industries. Our R&D and manufacturing efforts are group-wide coordinated and managed in three competence centers. In Syracuse/NY/USA, we focus on sensors and software. In Cologne/Germany, the focal topic is leak detection while the specialist for pressure management are located in Balzers/Liechtenstein. The Chapter on Market Leadership sheds some more light on our R&D, Sales & Service, and Innovation teams and their work.

Four defined target markets

With our combined know-how we serve four defined target markets: The biggest one being the global Semiconductor and Vacuum Coating market, followed by the based General Vacuum Application market serving both industrial as well as academic customers. Our products and service are also key in the Refrigeration, Air Conditioning, and Automotive industries. Last but not least we serve the Security and Energy market. The contribution of the various target markets to INFICON's overall Group sales are discussed in more detail in the Letter to Shareholders and the Financial Report of this Annual Report.

The backbone of our products and services in all these global markets is INFICON's mastery of vacuum technology and smart manufacturing process control and software. Our technology-driven target markets typically grow faster in the longer term than the worldwide GDP benefitting from global megatrends, as they are set out on the pages 6-7 of this report. Our target markets follow at times different economic trends and business cycles in the shorter term. INFICON's broad market approach makes the Company thus more robust and less prone to business cycles over all.

We serve our markets directly with products bearing brands of the INFICON Group, and/or indirectly through private label products we produce for third parties. This approach guarantees on all markets and in all industries the most suitable customer proximity and the best and most responsive customer service.

Lean and flexible manufacturing model

INFICON's innovation, manufacturing, and production competence rests on the three bespoke and state-of-the-art equipped Centers of Competence, and eight smaller, specialized locations. Understanding the core of vacuum technology, we develop and design solutions for the next generations of our customers' technology applications. Yet, we do not manufacture all components ourselves. In fact, INFICON's activity relies on a flexible manufacturing model and an effectively managed, international sourcing.

INFICON's has over 1000 suppliers globally. The 20 largest make up for about 40% of INFICON's sourcing. Looking at the regional split of our suppliers, around 50% of INFICON's direct suppliers come from Europe and they cover with around 63% the majority of the sourcing volume. North American suppliers represent around 36% and remainder is from Asia. The main sourcing categories are electronic, mechanical, or metalworking items, pumps and printed circuit boards. For more details, please refer to the chapter on "Responsible supply chain management" on page 52.

Managing business volatilities

The international trade, tax, and tariff disputes, and the impacts of the wars in Ukraine and the Middle East on energy supplies and international logistics have highlighted the major risks associated with INFICON's flexi-

INFICON Sustainability Report 2024

ble production model. Ensuring the right quantity of the right products at the correct quality is a key managerial responsibility. While INFICON was largely able to safeguard ongoing supplies during the last years, seamless deliveries came at a certain price, as we had to engage independent supply brokers to search and secure urgently needed components. This situation has normalized to a great extent again.

Our clear technological focus on the growing realm of vacuum technology applications, our customer-oriented approach to innovation and development, INFICON's flexible manufacturing and sourcing model, as well as our direct and indirect sales efforts help us avoid and mitigate the effects of many risks associated with international business. This gives INFICON the leeway to devote full attention to unforeseen risks that inevitably occur in today's complex world.

We believe that INFICON's successful strategy and proven business model is a long-term and sustainable basis for mutually beneficial stakeholder relations as discussed further in this report.

ECONOMIC ASPECTS

Technology leadership

Understanding and anticipating our customers' most pressing, emerging, and future needs, as well as out close relationships with leading academic and research institutions spurs and drives innovation. At INFICON, we understand industrial innovation as a multi-layered process ranging from continuous enhancements and optimization efforts for existing product categories, to screening, applying, and leveraging the latest scientific discoveries into new use cases, products, and services. Innovation power and technology leadership as a result are firm foundations of our business model.

INFICON is an expert in developing market-leading instruments for gas analysis, measurement, and control. In many industries, our products are recognized as technology benchmarks. The high innovation pace allows INFICON to hold and expand its number 1 to 2 positions in all target markets. During the reporting year, INFICON has launched a series of new and enhanced products. A summary of these innovations including photos and

descriptions is shown on the pages 8 to 9 in this report. On pages 4-5, we discuss our technological leadership positions in greater detail, highlighting how our expertise defines our offering for the various targets we serve.

As a truly customer-oriented company, we seek to translate our customers' emerging needs into our own innovation targets. Through our close cooperation with OEMs and end-product manufacturers, we gain important information about both their needs as well as the requirements of their customers, which in many instances are also our customers for end-user products.

Market leadership

INFICON's business model has proven to be strong for 25 years. Our products and services allow us to generate solid cash flows to solidify and grow the business. INFICON is active and present in the world's most important areas. We operate in very competitive target markets, where we hold leading positions, generally as one of the top-two global solution providers. Please refer to pages 6–7 for an overview on INFICON's target markets. See page 15 for an overview map showing INFICON's global presence.

INFICON covers the global target markets with three brands. We also manufacture and supply private label products for large industrial players. The goal is clear: INFICON wants to offer competent services, consultancy and training covering the full customer-buying circle. INFICON's global sales and service organization counts around 400 people, and includes functions in sales and marketing, application engineering, customer service, order management, logistics, as well as specific finance and administrative staff. Customers around the globe benefit locally and efficiently from a comprehensive range of installation, commissioning, calibrating, maintenance, repair, and device rental services. Important to note, well over 150 application engineers work most of the time directly at our key customers. They have access to their production facilities and deeply understand the customers' challenges and most urgent needs. This cooperation is an essential basis of INFICON's customer-oriented value creation.

In the years 2021 to 2023 alone, INFICON invested some USD 90 million to add some 50% additional capacity Group-wide. INFICON continues to invest and

INFICON Sustainability Report 2024

has identified the next opportunities for organic growth and seeks to complement these expansion projects also by technology acquisitions: With the acquisition of the assets of FabTime Inc, San Luis Obispo, CA/USA, INFICON expanded in 2024 its suite of Smart Manufacturing software products. This step supports our mission to enable truly autonomous semiconductor manufacturing. Together, INFICON and FabTime provide the most comprehensive industrial engineering software suite and expertise available to the semiconductor industry worldwide.

Customer orientation

Since its formation, INFICON has been deeply connected to its customers, operating with a strong customer-oriented approach. We are keen on turning our customers' emerging needs into our own innovation targets. Through daily interactions, close cooperation, and co-creation with OEMs and end-product manufacturers, we gain valuable insights into their needs, as well as those of their customers – many of whom are also our end-user clients. This customer-centric approach has helped us secure top 1 or 2 positions in the markets we serve, and we take pride in being recognized as a trusted partner for innovation and solutions.

Customer proximity is also an important source of innovation. Our sales and service staff gain a deep understanding of our customers' technical challenges, which helps us develop new applications and fuels our own internal innovation and development. We are committed to delivering the best available technology to our customers for their complex and rapidly evolving technology production processes and tools. INFICON devices guarantee maximum accuracy in measurement results. Our products and services help customers improve process control, predictability, and productivity while reducing production time, material usage, scrap rates, and labor costs. Additionally, they help maximize the product lifecycle, minimize total cost of ownership, and promote long-term sustainability. Our dedication to innovation is backed by a team of approximately 250 people worldwide dedicated to research and development.

INFICON's global sales and service organization includes globally approximately 400 people, with around half of them being highly skilled service and application engineers in continuous dialogue with our custom-

ers. On top of that, customers can rely on INFICON's trained assistance from distributors and agents.

We analyze customer feedback carefully through collecting spontaneous responses, surveys and continuous monitoring of external and internal data, including complaints and product rejections as well as insights from our own development efforts or quality assurance processes. On these grounds, we define measures and derive actions for our own processes to close the customer feedback loop full circle.

Our commitment to customer orientation includes positioning ourselves geographically near the markets we serve: In 2024, the Vacuum gauge production line in Shanghai went on stream and the Guangzhou Application Center became fully operational, serving the leak-detection market and especially the battery industry. Application centers have proven to accelerate innovation, as they allow us to collaborate directly with customers to create tailored solutions that lead to new products, which are then specified and used by our clients. Also, during the reporting year, the opening of our Sales, Service, and Production site in Kuala Lumpur, Malaysia, further strengthened our ability to serve European and US-based customers with leak-detection products (service tools).



Vacuum gauge production line in Shanghai

Major customer groups

In the largest target market, **Semiconductor & Vacuum Coating**, we address two major customer groups: The first consists of semiconductor or thin-film coating end-users and their top-tier suppliers. They seek to optimize their manufacturing processes, maximize out-

INFICON Sustainability Report 2024

put yields, and run their operations as environment-friendly as possible. INFICON gas and vacuum instruments, sensors as well as process control and smart manufacturing software help semiconductor manufacturers (“fabs”) optimize their production processes and increase the yield and quality of their wafer production. Our products and services also help fabs to monitor the storage, transport and usage of their often corrosive and even hazardous raw and process materials and are thus vital for the environmental protection efforts of our customers and contribute thus to the overall sustainability of the industry.

Original Equipment Manufacturers (OEMs) form a second large customer group in this market. We supply them with vacuum and thin film technology components, which they integrate into their semiconductor or vacuum coating production equipment and tools.

In the **General Vacuum** market, we supply vacuum analysis, control, and measurement instruments to a broad array of customers. They include e.g., leading and innovative companies and organization in the life science and analytics industries, in the food packaging business, and the global research and academic community.

In the **Refrigeration, Air Conditioning, and Automotive** market, our customers specialize in cooling appliances and services. They focus on quality control, leak tightness of their products, and on leak detection when servicing the installed base of products. Leak tightness is also of paramount importance for many components in modern cars – from engines to fuel tanks and airbags, and an increased focus on leak-testing lithium-ion batteries, battery stacks, and fuel-cells. INFICON products support the change from combustion to electric or hydrogen powered vehicles. We have designed and developed leak-testing devices specifically for this rapidly growing market.

In the **Security & Energy** market, we supply public and private sector clients with devices to rapidly detect and analyze gases and volatile organic compounds. INFICON products help identify chemical agents and hazardous volatile compounds and thus increase the safety of people and the environment.

Product Quality and Compliance

INFICON aims to be recognized as the benchmark supplier of best-in-class products in its target markets. For a selection of INFICON's most recent product innovations, please refer to page 5. Superior product quality is of utmost importance for INFICON's long-term existence and growth. It has a profound impact on the ability to maintain and increase market shares by outperforming the competition. INFICON's quality principles apply both to design and manufacturing processes. They help reduce scrap and waste in our own production, reduce energy and raw material consumption in our customers' processes and applications, and extend the life cycle of their finished products. Thus, at INFICON, the notion of sustainability lies at the heart of our lean manufacturing and lean facility management efforts. Compliance with legal requirements ensures that no restricted materials of environmental concern enter production. This quality approach is a true differentiator and helps us position ourselves as number 1 to 2 in all target markets.

At INFICON, the design for manufacturability and the continuous improvements in production reduce scrap and ensure efficient material use of raw materials and components during all steps of production. Our compliance process ensures that replacement materials are developed and evaluated in order to eliminate raw materials, chemicals, or components of environmental concern. All locations have formulated individual goals for scrap in production and/or so-called cost of poor quality (COPQ) targets. Finding and eliminating the root cause for COPQ (scrap, waste, customer complaints, problems in production, sorting, rework etc.) is an important part of our quality management system.

On a corporate level, INFICON monitors and documents quality according to the ISO 9001:2015 requirements in a yearly Management Review. All ISO certified locations provide their respective information for a consolidated Group report. The final document covers quality performance and indicators on many levels. The manufacturing locations in Shanghai/China, Cologne/Germany, Longmont/USA and Balzers/LIE were audited according to ISO 9001 and 14001 in 2024; there were either none or at maximum only two minor non-conformances found per site. As our ISO certificate expired in 2024, we passed the re-certification audit and

INFICON Sustainability Report 2024

our new ISO certificate is valid until 2027. The certificate is ready for download at: <https://www.inficon.com/en/company/terms-standards-and-certifications>

Quality means producing results that meet the requirements for a defined purpose, ultimately generating permanent customer satisfaction. Quality is a key factor in determining our market position. Both our external and internal customers determine to what extent their requirements are met and therefore set the standard of the quality of our products and services. INFICON's quality principles are documented in our quality policy.

They include the following elements:

1. Customer satisfaction and market knowledge are determining factors: Satisfying our customers' expectations is of primary importance to our success. Our strategic orientation builds on a thorough knowledge of the markets we serve.
2. Our employees are the key to our success: We foster teamwork and understanding of environmental issues and promote extensive communication in an attractive work environment. We provide adequate vocational and advanced training and professional development to highly motivated employees that are committed to our high-quality goals.
3. Know-how ensures future success: To offer our customers innovative solutions, we constantly cultivate and enhance our know-how through active collaboration with our suppliers and future partners.
4. Quality is the result of managed processes: We constantly optimize our business processes in order to supply our customers with products and services that meet the agreed to quality standards. We comply with state-of-the-art methods and fulfill special customer requirements, e.g. CE/CC requirement (Copy Exactly / Change Control).
5. Comprehensive continuous improvement: We measure our performance with defined key metrics and take the required corrective measures.

INFICON monitors the success of its quality policy through customer feedback given during quality audits performed on-site.

Products with Economic, Social and Environmental Impacts

Our innovation efforts and our strong product pipeline inherently guarantee for the Company's technological leadership, long-term growth and prosperity. At the same time, they make an important contribution to resource conservation at our customers and help protect the environment and humankind. All our research, development, and innovation goals encompass ideas to inherently promote a positive social and environmental outcome.

Understanding how INFICON products help achieve economic, environmental and social goals is a very important aspect of the corporate purpose discussion. It helps promote the engagement and commitment of our employees and solidifies the positive reputation of INFICON in the public at large.

INFICON's flexible manufacturing model involves materials and components sourced from many different suppliers. We strive to use materials and components that minimize negative impacts on our environment. INFICON's products help reduce environmental impacts, prevent leakages etc., help customers reduce waste and increase yield.

Looking at key product categories, their positive effect can be described as follows:

- **Leak detectors** find even the most microscopic holes. Absolute tightness is often a prerequisite for the flawless and safe functioning of our customers products. Just think of diverse products and applications such as of e.g., airbags, gas pipelines, AC equipment, batteries and battery packs, and food packaging. Our leak detectors also spot harmful gases so they can rapidly be sealed off. In capital-intensive industries such as the manufacturing of semiconductors, employees must find and repair leaks very quickly.
- **Vacuum gauges** control production processes and reduce waste and energy consumption. INFICON gauges offer superior accuracy and reliability in compact designs. Four different technologies cover the whole range of vacuum from ultra-high vacuum up to atmospheric pressure. The Pirani technology enables cost-effective measurement in the low and medium vacuum range. The Capacitance Diaphragm technology

INFICON Sustainability Report 2024

gy enables precise measurement in the low vacuum range, whereas the ultra- and high-vacuum ranges are covered by the Hot or Cold Ionization technologies. Each technology is available as a standalone sensor or combined with complementary measurement technologies.

- **Process control and Smart manufacturing software** helps semiconductor manufacturers optimize their processes, minimize waste, maximize output, and – at the same time – maximize the environment-friendly and most sustainable use of raw and process materials.
- **Gas analyzers/Chemical identification systems** generate contamination profiles needed to rapidly remove a hazardous risk or to contain valuable and often hazardous process gases. INFICON developed HAPSITE® ER person-portable Gas Chromatograph-Mass Spectrometer (GC/MS) to help responders quickly identify and accurately quantify a broad range of chemicals in unknown samples to provide actionable data, in order to protect the health and safety of themselves and others. The new HAPSITE CDT is taking the HAPSITE family to the next level with improved analytical capabilities and ease of use.

INFICON's vital contribution to the sustainability of our customers' manufacturing processes was highlighted in 2024 when INFICON was presented with a supplier recognition from Lam Research Corp. Recognized from Lam Research Corp. huge ecosystem of thousands of suppliers worldwide, INFICON was one of only nine distinguished companies awarded this year for exemplifying Lam Research Corp. high standards for scalability, agility, quality, and environmentally sustainable and socially responsible business practices.



INFICON received Lam Supplier Excellence Award

Of 379 companies from 21 different industries and with 950 production locations, INFICON Balzers (LIE) has secured a top 5 position. This recognition reflects the company's commitment to excellence and innovation in a highly competitive environment. INFICON's Balzers site was honored for its achievements in Advanced Lean and Automation Techniques; Strategic Production Expansion; Focus on innovation and environmental friendliness; Strong supplier relationships; Increased quality standards, and impressive growth trajectory.

GOVERNANCE TOPICS

Good Governance

Maintaining strong governance, including the prevention of corruption, is not only essential for building trusted partnerships with our stakeholders, but also for ensuring the integrity of our business operations. Good governance ensures transparency, accountability, and ethical decision-making, which in turn strengthens trust and enhances our reputation. By adhering to high governance standards, we ensure compliance with both local and international laws, mitigating the risk of fines, sanctions and reputational damage. We believe that strong governance contributes to the creation of fair market structures, supports healthy competition, and benefits society as a whole. Hence failure to comply with local and global law and a lack of transparent governance practices can undermine fair market structures, distort competition, and harm society. If such issues arise in INFICON's operations or value chain, they could damage our reputation and expose us to legal and financial risks.

INFICON has implemented high standards of Corporate Governance and business ethics. Separate chapters on Corporate Governance and on INFICON's compensation practices are included in this report and disclose further information in a systematic manner. It is important to emphasize that the Board of Directors and Group Management are comprised of distinct individuals, with no overlap of responsibilities and no conflicts of interest. Corporate information continuously flows between Management and the Board supported by a solid information system. Stakeholders regularly receive information about INFICON's business and financial performance. As a company and corporate citizen, INFICON

INFICON Sustainability Report 2024

itself adheres to fair and good business practices in a broad sense. ESG criteria fall within the area of responsibility, scope and objectives of the Group Management. In 2024, the objectives for Group Management included ESG criteria, focussing on qualitative goals, regulatory analysis and implementation as well as support for various internal initiatives. We are also aware that a Company benefits from infrastructure and public services in the various jurisdictions where we are active. Therefore, good governance also includes fair tax practices.

Risk management

Effective risk assessment is an integral part of INFICON's Group-wide enterprise risk management and is governed by policies reviewed by the Board of Directors. Early identification and professional management of these risks is fundamental to business success and increasingly includes also social and environmental risks. The permanent observation and control of the risks is a management objective, effective risk management is a key factor in maintaining INFICON's value over the long term. Risks, threats and opportunities to specific business units as well as the Group are outlined and discussed during INFICON's Annual Strategy review with the Board of Directors. Besides other elements, the strategic review covers critical topics like Market analysis, Major projects and initiatives, SWOT Analysis and key financial data.

A risk management process at Group level ensures that risks are continuously and consistently (i) identified, (ii) assessed, (iii) monitored, (iv) managed and (v) reported. Through the risk assessment procedures, risks are identified and their likelihood of occurrence and possible extent of impact is assessed. Further the impact levels, measures and actions as well as responsibilities are defined. Good governance at INFICON also implies high ethical and moral standards as set out in the INFICON Business Ethics Policy. We expect compliance with these guiding principles in the daily work of any INFICON employee on all levels and in all functions.

Business Ethics Policy

INFICON's Business Ethics Policy defines the fundamental principles of ethical business behavior and the responsibilities of every employee and Company

representative. A proper conduct includes compliance with the law, ordinances and/or additional regulations such as e.g. the listing regulations of the Swiss Stock Exchange, as well as accounting principles and procedures. Compliance is instrumental as we strive to avoid any violation of the law or other regulations.

In addition to regular internal reviews, 2024 saw also external audits at various sites focusing on quality, financial performance, and/or IT systems and security. INFICON welcomed several customers on-site to conduct their own supplier reviews or more formalized Responsible Business Alliance surveys. All these meetings highlight the importance of our sound Business Ethics Policy and our commitment to comply with the law.

Human rights are fundamental to INFICON, and we are committed to full compliance with these principles. Our corporate culture fosters respect for human rights, and we define measures to support them. In line with this commitment, our policies explicitly prohibit child and forced labor and emphasize honesty and integrity in personal conduct. As new laws regarding child and forced labor are introduced, INFICON ensures that its reporting is updated accordingly.

Our business ethics policy provides guidance on matters such as political contributions, gifts, fees, and commissions. Our policy also covers topics such as conflict of interest and other potential misconduct. It provides employees with guidelines about how to behave in the international business environment, how to handle corporate and confidential information, it defines employment practices, as well as health and safety procedures. INFICON's Business Ethics Policy is publicly available online at <https://www.inficon.com/about-us/company/>.

All employees joining INFICON complete a special training session on business ethics at any of their respective Company site around the globe. Bi-annually, all employees participate in a refresher course and renew their commitment to our high standards by signature. This process is overseen by the local HR teams.

Violations of the Code of Conduct must be reported promptly by the employee to his/her direct supervisor

INFICON Sustainability Report 2024

or, if necessary, to the audit committee of INFICON corporate management (Dr. Reto Suter, In der Deisten 11, 8125 Zollikerberg, Switzerland, email: INFICON@whistleblowercontact.com). Last year, we implemented an alternative and additional option to contact the audit committee. Employees can also now also use the international phone number +40 221 2888375 to report any violations or issues. All information received from the employee will be treated confidentially to the greatest possible extent. During the reporting year 2024, there were no incidents reported by means of this channel.

Anti-Corruption

INFICON maintains a strict zero-tolerance policy towards corruption. We have comprehensive anti-corruption guidelines that are communicated to all employees, with regular training provided to ensure full understanding and compliance. INFICON annually assesses if there were any reported breaches of compliancy with the policy, any confirmed incidents of corruption, or any legal actions for anti-competitive behavior or any anti-trust issues.

No incidents of corruption nor bribery were reported for the year under review.

Responsible Supply Chain Management

By ensuring responsible sourcing and respect for human rights, we promote fair labor practices and safe working conditions throughout our supply chain. This contributes to the well-being of communities and support the achievement of sustainable development goals. The risk of human rights violations, such as forced labor or unsafe working conditions in our supply chain not only harms the well-being of individuals, but could also damage our reputation and lead to legal consequences. Failure to ensure ethical sourcing practices could result in supply chain and business disruptions, particularly if key suppliers are found to be non-compliant with human rights or environmental standards. This could also lead to delays, increased costs, and loss of business continuity. On the other hand, INFICON's commitment to responsible sourcing and human rights creates a competitive advantage by enhancing our brand reputation.

INFICON's supplier base is truly global and counts over 1000 production material suppliers. The group of the 20 biggest ones, make up for about 40% of INFICON's sourcing. Looking at the regional split of our suppliers, Europe accounts for about 50% of the direct suppliers. Some 63% of the sourcing volume comes from Europe. North America accounts for about 36% of the suppliers and around 30% of the sourcing volume. Hence, most of the sourcing comes from areas where INFICON's major production sites are also located. Based on the geographic closeness, we share the same values and a mutually beneficial understanding of longer-term business relations. The proximity to our supplier base not only fosters close supplier relations but also minimizes risks associated with purchasing.

Tier 1 suppliers are predominantly located in the main sourcing regions Europe and America. This does not include their tier 2 and 3 contractors. The proportion of material and components originally manufactured in Asia is therefore higher than the roughly 8% of direct sourcing volume suggest.

The Asian supply markets carry a moderate risk due to reliance on international shipments and logistics, as well as political developments in the region. Additionally, the significant proportion of suppliers based in Western Europe (primarily Germany and Switzerland) contributes to a relatively low general risk profile in our supply chain. Looking at the sourced materials or items, 49% of INFICON's purchased input concerns electronic, mechanical, or metalworking items, while pumps account for 21%, and printed circuit boards for 11%.

Supplier capacity building

The close cooperation with suppliers is the backbone of INFICON's flexible manufacturing model. INFICON therefore devotes a lot of attention to the careful selection, the ongoing management and continuous development of our suppliers. Key suppliers have e.g., signed an agreement outlining INFICON's expectations regarding requirements on the production change control process (CE/CC).

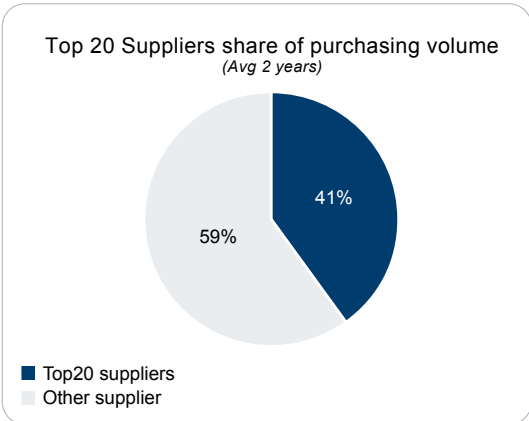
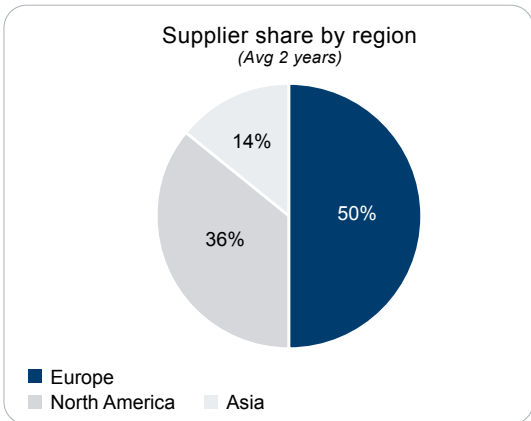
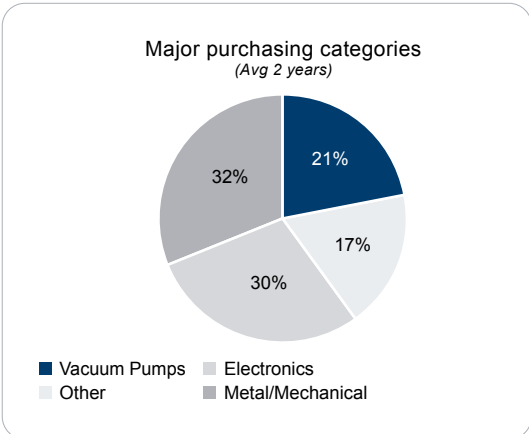
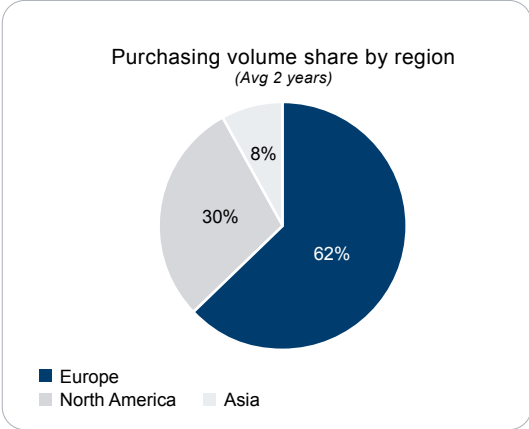
In addition to many quality aspects, our discussions and assessments also include aspects with regard to environmental and social topics. Environment-friendly

INFICON Sustainability Report 2024

processing, compliance with environmental regulations, labor practices, and the fulfillment of occupational safety standards among our suppliers is of great importance to us and part of the supplier risk management approach. We also include vital elements such as the prevention of child or forced labor in our supplier contracts. Compliance with our business ethics policy is a standard topic in our regular supplier meetings, whereby all relevant elements are reviewed during both meetings and audits. As many of our supplier relationships are long-standing and build on a common long-term business perspective, INFICON liaises with its key suppliers regularly. Formal quality, technical, and legal meetings and audits are conducted at least once a year with major suppliers.

In the reporting year 2024, INFICON reviewed the due diligence obligations regarding child labor and conflict minerals and metals in accordance with the newly applicable Swiss law pursuant to Art. 964j et seq. CO. It was determined that all European INFICON manufacturing locations for the reporting year 2024 are exempt from the due diligence and reporting obligations regarding conflict mineral.

The examination with regard to child labor concluded that there were no reasonable grounds to suspect child labor in the reporting year 2024 and that INFICON is exempt from the due diligence and reporting obligations regarding child labor s for the reporting year 2024.



ENVIRONMENTAL ASPECTS

Environmental management system

Environmental protection, safety as well as product stewardship and management are key priorities at INFICON. We strive to reduce any negative impact of its business. These measures have often multiple effects – in terms of health and safety benefits for the employees, optimization of our own production processes, the minimization of environmental damage, and the quality, longevity, and recyclability of our products and services. Assessing, studying, and optimizing our environmental management system has brought us valuable insights on how INFICON can continuously optimize its environmental management.

All INFICON manufacturing sites adhere to ISO 14001:2015. According to this ISO release, all manufacturing locations are required to analyze their risks and opportunities with respect to environmental performance in a systematic way, to minimize their ecological risks, and to identify any corresponding need for action. Each manufacturing facility is in charge of setting priorities and implementing the actions they deem necessary. The environmental managers at each location have created teams and programs to monitor, analyze and minimize energy consumption and other aspects detrimental to our carbon footprint.

INFICON Syracuse is a good example of how we promote these efforts: the ISO14001:2015 Committee formed in 2023 refreshed the local Environmental Management System and introduced sustainable design tools in the product engineering process. INFICON has purchased Life Cycle Assessment Software to identify the environmental impacts of products. We have also updated our Computer Aided Design software to a version that aids in the selection of environmentally friendly alternatives.

In its fourth year of existence, the former “Green Team” has transitioned to a Sustainability Working Group. This body is made up of volunteers from all business departments. The Group is split into five tactical teams: 1) Circular Economy Team, 2) Education Team, 3) Packaging Team 4) Sustainable Transport, 5) Energy, water, effluent and air emission.

The Circular Economy Team promotes creative initiatives to achieve two goals: 1) Establishing a circular business model (cradle-to-cradle) for our finished products during the usage period and end of life period. 2) Establishing a circular process (cradle-to-cradle) during the design period and sourcing period to reduce environmental impact.

In 2024 the group organized e.g., a Coffee & Campus Clean Up event on the premises. In addition, Syracuse has added a packaging engineer to improve the sustainability of product packaging. Their goal is to improve packaging efficiency and sustainability through standardization and optimization of packaging. Furthermore, to reduce the quantity of non-sustainable packaging that is received from suppliers, ISS has created a Corporate social responsibility addendum that specifies environmentally sustainable packaging requirements for shipments of materials. This effort was complemented by a native landscaping project where 443 native plant species were planted. This project enhances the environmental value of our premises, supports the habitat for many species and promotes biodiversity. INFICON Syracuse is meeting Global Reporting Index Biodiversity standards, reduced Scope 1 Greenhouse Gas emissions, reduced pollution discharge into the environment from landscape maintenance activities, reduced energy use, and provides a place for active recovery of employees.

INFICON Syracuse benefited from the contributions of a sustainability intern. We organized a bat and bird-house-building workshop for children in collaboration with the 4H group. The event was hosted and run by summer interns, who were paired with children to assist them throughout the activity. Another event was a native plant workshop held for student interns held by the «Sustainability intern» to teach about native plants. Student interns again planted seeds from various native species.

Later in the year we planted 10 trees on the INFICON campus in partnership with the Cornell Cooperative Extension (CCE) – thanks to a generous grant from our janitorial service provider, CleanTec Services – as part of the CCE’s Community Forestry Program. Volunteers were on site to help with the planting – and the

INFICON Sustainability Report 2024

first 50 participants received a free white spruce seedling as a thank you for their efforts.

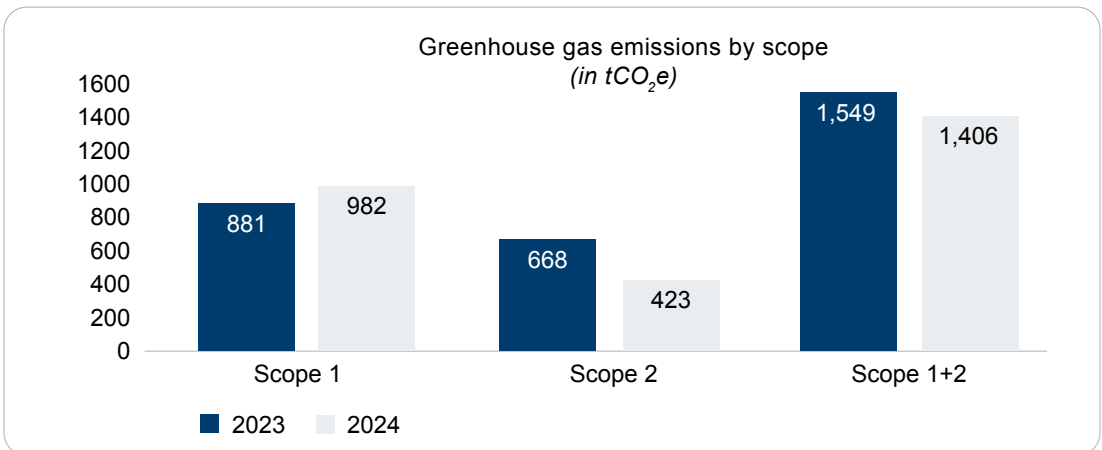
Key suppliers are required to sign quality and environmental agreements, ensuring their compliance with all environmental laws. Group companies dealing with chemical substances observe the European Union’s regulation on chemicals and their safe use (Registration, Evaluation, Authorization and Restriction of Chemicals-REACH). INFICON complies with the European Union’s directive on the Restriction of Hazardous Substances (RoHS) addressing the use of certain hazardous substances in electrical and electronic equipment. We monitor the list of substances of very high concern (SVHC Candidate List), and focus in the US on so-called conflict materials (CMRT, EMRT, TSCA). In addition, INFICON also observes the standards set out in the code of conduct of the Responsible Business Alliance (RBA) – a non-profit coalition of leading electronics companies dedicated to sustainability and improving corporate social responsibility. Moreover, the Company observes the UN Security Council Report S/2006/525 regarding “conflict minerals”. INFICON has realized that there are more and more regulations to be observed and is aware of new emerging regulations and requirements.

The City of Cologne conducted an environmental inspection audit at the Cologne site in 2024; the site passed the audit without any non-conformities. The next planned inspection will be in five years.

INFICON did not encounter any non-compliance with environmental laws in 2024.

Energy and Carbon Emissions

Greenhouse gases are emitted at various stages in our value chain. For certain manufacturing processes associated with our instrumentation and technologies, fossil fuels are used, resulting in climate impacts. Some energy-intensive machinery or equipment rely on fossil fuel or electricity from non-renewable sources resulting in carbon emissions. In addition, the manufacturing of specific components, such as sensors, uses raw materials or chemicals that generate greenhouse gas emissions during their extraction, processing or use phase. However, our innovative instrumentation such as measurement and control instruments play a critical role in detecting gas leaks in the refrigeration and automotive industries, helping to reduce greenhouse gas emissions on the customer side. Despite these positive contributions, INFICON is exposed to climate-related physical and transition risks including the threat of flooding at our Asian sites or Carbon pricing. These risks and related risk management are discussed in our climate reporting section (p. 68).



The data covers all of INFICON’s 8 production sites (Balzers in Liechtenstein, Syracuse, Overland Park and Longmont in the USA, Cologne in Germany, Aaland in Finland, Linköping in Sweden and Shanghai in China). The previous year’s data was adjusted accordingly by supplementing the data for all 8 production sites. Published data for the Annual Report 2023 included only Balzers (LI), Cologne (DE), Syracuse (USA) and Aaland (FI).

INFICON Sustainability Report 2024

Given INFICON's business model and value chain, our operational carbon footprint (Scope 1 and 2) is rather minor, roughly equivalent to the annual emissions of about 60 average households. Yet, fully understanding where INFICON as a company consumes energy and causes carbon emissions helps us strive for further improvements. For this reason, we have extended the scope of our emissions evaluation to all our 8 production sites, newly including Linköping in Sweden, Shanghai in China and Longmont as well as Overland Park in the United States. Additionally, we have included the fuel combustion emissions of our own cars.

Within our own boundaries, INFICON was repeatedly able to minimize its carbon footprint. We also want to investigate how we can further reduce our impact by carefully managing our supply chain and taking responsibility for the ongoing usage of our products and systems at our customers (Scope 3 domain). In both Scope 3 categories, a screening analysis was initiated in the reporting year. We are fully aware that a company's carbon footprint is an important topic in many stakeholder relations ranging from existing to potential employees, suppliers, customers, investors and the public at large and insufficient engagement can result in reputational problems.

Our main environmental impacts and efforts relate to energy consumption and CO₂ emissions and we strive for in-house reductions of CO₂ emissions, a decrease in resource consumption and a decrease in our ecological footprint. INFICON promotes the use of E-Vehicles with the installation of more and more charging stations at our locations and thus encourages the replacement of combustion engines with electric cars.

	2023	2024	Delta 2024- 2023
Total energy consumption in MWh	19,238	20,772	8%
Electricity	14,687	15,428	5%
of which certified green electricity	93%	96%	
Natural gas ²	2,564	2,828	10%
Petrol	624	741	19%
Diesel	798	933	17%
District heating (wood chips)	565	842	49%
Energy consumption in MWh per employee	14.1	14.8	5%
Greenhouse gas emissions in tCO₂e³	1,549	1,406	(9%)
Scope 1:			
Natural gas ²	520	573	10%
Scope 1: Petrol	145	172	19%
Scope 1: Diesel	216	237	10%
Scope 2: Electricity & district heating ⁴	668	423	(37%)
Greenhouse gas emissions in tCO₂e per employee	1.1	1.0	(12%)
Scope 3: Process gases use-phase	359	337	(6%)
Biogenic CO ₂ emissions are reported outside of scopes	198	295	49%

¹ The Data covers all of INFICON'S 8 production sites (Balzers in Liechtenstein, Syracuse, Overland Park and Longmont in the USA, Cologne in Germany, Aaland in Finland, Linköping in Sweden and Shanghai in China). The previous year's data was adjusted accordingly by supplementing the data for all 8 production sites. Published data for the Annual Report 2023 included only Balzers (LI), Cologne (DE), Syracuse (USA) and Aaland (FI).

² For district heating fueled by wood chips, Scope 2 emissions cover methane and nitrous oxide emissions not absorbed during growth. Biogenic CO₂ emissions are reported out of scopes and amounted to 152 tCO₂e for 2023

³ Newly, Emissions from the car fleet and from process gases are accounted for, as their contributions to the overall balance has surpassed a 5% volume with the reductions in energy related emissions (due to Inficon's environmental initiatives like alternative heating systems and renewable energy purchases)

⁴ Emission factors from DEFRA and IEA, market-based emission factors from RECs/GOs from utilities systems and renewable energy purchases)

INFICON Sustainability Report 2024

INFICON has tracked the energy intensity (measured against net sales) for the past 6 years, formerly represented in a graph. Due to the expansion of the reporting boundary, these indicators are not comparable anymore. Nevertheless, the development over the last 2 years shows a continuation of the observed downward trend, with the energy intensity for 2024 marking 31.0 kWh/kUSD net sales (28.6 kWh/kUSD for 2023). After extensive analysis and discussion, we have defined the following areas as important and highly relevant, and therefore as focus areas.

Renewable electricity: We have converted all major production sites to 100% certified renewable electricity. While the sites in Balzers, Aaland, and Cologne were converted in 2021, Syracuse followed in 2023.

In Finland, solar panels produce electricity on the roofs of our facilities. INFICON Cologne installed solar panels on the roofs of its buildings in 2024.

Optimized Buildings, technical installations, premises: Our production and office buildings offer many interesting angles to promote sustainability, reduce energy consumption and emission of greenhouse gases.

INFICON AG in Balzers needed no additional external heating; all heat comes from a new HVAC system including an energy recovery system installed in 2023. In addition, a new closed-loop cooling water concept for the laboratories and production shop floors should result in a 87% lower water consumption.

At Cologne, a new air conditioning system was installed. An innovative measurement and control system should further reduce the amount of energy consumed.

At INFICON Aaland, a new building was finished in 2024. It includes power stations for electric cars, e-bikes and of course ventilation and heating optimized for low energy consumption. Solar panels were added to the new roofs as well. What is more, a closed loop cooling system for all buildings is reaching its completion and will soon considerably reduce water consumption.

Commuter traffic: Knowing that many issues cannot be tackled individually, INFICON AG, Balzers, has teamed up with other local industrial companies to highlight the need of a new Swiss Railway train station close to Balzers. Various industrial companies and the local towns co-finance the project together. INFICON invested some 100'000 CHF into the establishment of this new train stop at Trübbach/Fährhütte. This new train stop and additional bus line will provide commuters with a more comfortable public transport option for their work commute starting in 2025. Regular bus service to Balzers will complement this public transport project.

Efficient materials sourcing and use

INFICON not only manufactures products that help our customers to optimize their own manufacturing processes, save resources and materials, and maximize output. In our purchasing and manufacturing endeavors, we strive to find and use materials and components that minimize negative impacts on our environment in our own production processes and during their use at our customers. Designing new products or refining and enhancing existing instruments is generally done with environmental consequences in mind. We understand these efforts as a key contribution to INFICON's reputation as an environmentally conscientious corporation. Our developers think about ways to separate and recycle valuable materials at the end of a product's life cycle.

An agreement reached with ASML last year is a good example for these efforts. Since about 2020, INFICON and ASML take back used parts and components from older and no longer upgradeable equipment used by ASML. INFICON and ASML have now agreed that INFICON pays a certain amount to recuperate ("harvest") still perfectly working parts to re-use them in new equipment or as a stock of parts for repair work. Through this initiative, parts in perfect working order are used longer and waste overall is reduced.

Often, waste is not only associated with the actual components or products sourced, but rather with packaging. In 2024, INFICON was successful in reducing packaging waste through various projects: In Cologne, the packaging of various leak detectors was changed, resulting in less waste generated at the customers. In addition, we are now exploring hiring a packaging

INFICON Sustainability Report 2024

engineer to systematically improve the packaging of supplied goods, inhouse packaging, and the packaging of finished goods and spare parts. Some projects involve a shift in packaging materials e.g. away from new foam protection to using recycled foam or cardboard. This is not only favorable for the environment, but eventually also cheaper. Other projects were solved by a fresh look at the task: Some products were traditionally shipped with packaging sleeves that mainly served decorative and marketing purposes. We now replaced these throw-away sleeves with permanent stickers on the products themselves.

At Balzers, we decided to no longer include instructions with the shipment of the products. This information is available online at <https://www.inficon.com/en/service-and-support/download-documents>. What seems to be a simple act, has multiple effects: the decision to omit over 100'000 printed instructions resulted not only in a lower paper consumption, but also lower printing, and transportation costs – and at the customers – to less waste. In addition, INFICON Syracuse has hired a packaging engineer to improve the sustainability of product packaging. Our goal is to improve packaging efficiency and sustainability through standardization and optimization of packaging. Furthermore, to reduce the quantity of non-sustainable packaging that is received from suppliers. We succeeded in consolidating and reducing foam packaging via sling package. We consolidated 10 different packages that used styrofoam down to one universal packaging that uses a corrugated box, thin film plastic sling and scored corrugated cardboard.

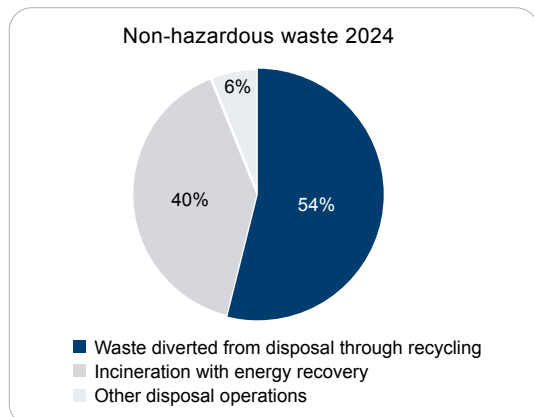
INFICON Syracuse has created a corporate social responsibility addendum that specifies environmentally sustainable packaging requirements for shipments of materials.

Talking to suppliers, we found ways for them to collect and reuse Isopropanol and Isopentan glass containers that formerly were scrapped when empty. Re-assessing daily routines can lead positive environmental effects and savings: At some locations, we changed hand towel and soap dispensers. The Paper is now eco-certified, more environment-friendly and even cheaper. And the soap dispensers now run battery free.

Waste

	2023	2024	Delta
Total waste in metric tons	394	430	9%
Waste diverted from disposal through recycling	224	219	(2%)
Waste directed to disposal	170	211	24%
Incineration with energy recovery	148	161	9%
Other disposal operations	23	50	119%

The data covers all of INFICON's 8 production sites (Balzers in Liechtenstein, Syracuse, Overland Park and Longmont in the USA, Cologne in Germany, Aaland in Finland, Linköping in Sweden and Shanghai in China). The previous year's data was adjusted accordingly by supplementing the data for all 8 production sites. Published data for the Annual Report 2023 included only Balzers (LI), Cologne (DE), Syracuse (USA) and Aaland (FI).



The data covers all of INFICON's 8 production sites (Balzers in Liechtenstein, Syracuse, Overland Park and Longmont in the USA, Cologne in Germany, Aaland in Finland, Linköping in Sweden and Shanghai in China).

The data for 2024 show an increase in the total amount of waste. While waste diverted from disposal could be slightly reduced the amount of waste directed to disposal did increase by 24% mainly due to construction and renovation work in our entities in Finland and USA.

SOCIAL ASPECTS

Attractive employer

INFICON's corporate culture plays a key role in shaping the engagement, well-being and satisfaction of its employees. When employees are satisfied and engaged, their increased motivation directly contributes to the company's overall performance and long-term success. Empowered employees also drive innovation, which fosters continued growth. In addition, our commitment to core values strengthens our reputation and helps us attract new talent. On the other hand, a decline in employee satisfaction could lead to the loss of valuable team members, reduced productivity, and higher costs associated with recruiting and training new staff.

INFICON is active in a highly competitive marketplace. In our quest for talents, we compete not only with often much larger corporations but also with universities, research laboratories and scientific institutions. Our success relies on attracting, developing, empowering, and retaining the most talented employees.



The identity statements serve to communicate in simple terms why employees as an INFICON family member get up in the morning, go to work with a smile, and are passionate and enjoy what we do.

In 2024, INFICON Management, as well as various functions and organizations from the majority of our sites met for workshops with the goal to deepen the understanding of INFICON's DNA. Our corporate culture rests on this Identity Statement with three authentic, simple, individual, and future-oriented enterprise goals.

Being recognized as an attractive, modern, and fair, ESG conscientious employer where people at all levels are motivated and happy to work, helps INFICON attract, recruit and retain the best suited talents. While INFICON does not run a formal employer branding policy, the attractiveness of INFICON positions is well known in the industry. We discuss these topics with all job applicants and supporting employment agencies. Apart from competitive payment, we offer all our workers attractive performance-

based financial benefits. We also recognize, that our sustainability efforts are enablers that support and allow us to execute the strategic initiatives and growth plans. The personal goals for INFICON's top management include certain sustainability targets such as to support efforts expanding the scope of ESG information, facilitate non-financial data gathering, promote our commitment to be sustainable as a company, or define further KPIs.

Wellbeing of workforce

Our colleagues welcome INFICON's flexible working hours and work patterns, our canteens where staff of all levels meet and mingle, attractive lifelong learning and development programs, and many after-work social activities that often include the families of our colleagues. A comprehensive HR program structures INFICON's dialogue with its staff and workforce. Every new colleague receives a formal introduction to the Group and the respective site on their first day. HR continues to be in regular contact with all employees supported by numerous programs rolled out across the whole group. These include courses on our company values and business ethics, professional health and safety training, the pillars of personal health (body, spirit, and soul), INFICON's value-based approach to corporate governance, leadership, and motivation.

As part of our commitment to fostering a positive and fulfilling workplace, we employ various engagement and satisfaction measurement approaches across different countries. These tailored initiatives are designed to address the unique needs of each region, Business Unit and teams, ensuring that we gather meaningful insights from all employees. By focusing on key areas such as employee satisfaction and engagement, we can translate feedback into targeted actions that drive continuous improvement and enhance our overall work environment.

Every employee annually discusses their performance and achievements, satisfaction, motivation, personal development goals as well as communication aspects at work with their immediate managers in a structured appraisal dialogue. At Balzers and Cologne, everyone prepares individually for these annual discussions. At Balzers, so-called energizing talks complement this process mid-year. The Human Resources departments oversee this process and assess the long-term success with key performance indicators such as employee satisfaction,

INFICON Sustainability Report 2024

loyalty, and fluctuation, as well as participation in the various ongoing training, workshops, and development programs.

Social activities take place regularly at all locations. Apart from these yearly get-togethers, INFICON hosted special activities at various worksites targeting especially women and women in STEM activities in particular: In Syracuse, INFICON held a Women's Employee Resource Group Workshop with a guest speaker guiding on topics of communication and public speaking. By this token, it is noteworthy to mention that two female engineers serve on the panel of SUNY Oswego Women in Engineering Panel.

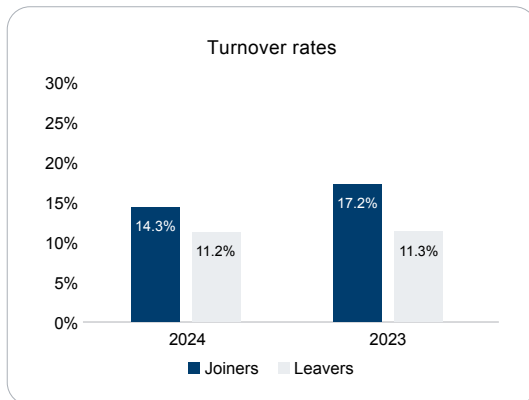
A next meeting invited female employees to connect with other women and have professional photo portraits taken. The Women's Employee Resource Group and DEI Council also teamed up in 2024 to create 250 science kits for the summer program of a local elementary school. The science kit focuses on chromatography and involves separating mixtures. In this experiment, students see how marker ink, made of different colors, can be separated using paper chromatography. The water acts as a solvent, causing the different colored molecules to move at various speeds and create a beautiful separation on the paper. This collaboration showcases our commitment to giving back to the local community through engaging STEM activities and inspiring a love for science in young minds.

INFICON managed to fill openings in its staff in reasonably short times. The HR teams also conducted farewell interviews when colleagues retired or chose to continue their careers outside of INFICON to systematically collect feedback on INFICON as an employer.

All numbers in Headcount	2023	2024
Employee turnover	242	209
Joiners in Headcount	160	164
Leaver Rate	17%	14%
Joiner Rate	11%	11%

1 Data covers the employees at the following INFICON's locations: Balzers in Liechtenstein, Cologne in Germany, Syracuse in USA, Aaland in Finland, Linköping in Sweden, Shanghai in China, Overland Park in USA, Longmont in the USA and Bad Ragaz in Switzerland. The previous year's data was adjusted accordingly by supplementing the data for all 8 production sites. Published data for the Annual Report 2023 included only Balzers (LI), Cologne (DE) and Syracuse (USA) and Aaland (FI).

2 Rates are calculated by dividing the total number of joiners/leavers by the total number of employees in the respective year.



Data covers the employees at the following INFICON's locations: Balzers in Liechtenstein, Cologne in Germany, Syracuse in USA, Aaland in Finland, Linköping in Sweden, Shanghai in China, Overland Park in USA, Longmont in the USA and HOLDING AG, Bad Ragaz. The previous year's data was adjusted accordingly by supplementing the data for all 8 production sites. Published data for the Annual Report 2023 included only Balzers (LI), Cologne (DE) and Syracuse (USA) and Aaland (FI).

Diversity, Equity, and Inclusion

Fostering a strong culture of diversity, equity and inclusion not only empowers our employees, but also contributes to the diversity of the entire society by promoting equal opportunities in the technology industry. Embracing diverse perspectives drives innovation and helps us create innovative solutions. Diversity, equity, and inclusion enables us to attract a wider range of talent. In contrast, a lack of diversity, equity, and inclusion can lead to discrimination, damage our brand reputation, and hinder our ability to attract new talent.

At INFICON we believe that we perform better, innovate more, and minimize risks when we actively welcome and bring together people from diverse backgrounds and perspectives. We also believe that as a company we can thus make a difference for our colleagues, hosting communities, and the society at large.

INFICON's long-term success as a high-tech Company active in a competitive marketplace relies on its competent workforce. We are therefore always looking for the best available person for any job opening and seek to create the right mix of people, technical capabilities, and human competence across our Group. INFICON's employment policies and procedures provide for equal opportunity, pay, and fairness in employment decisions. They comply with the respective laws in the various

INFICON Sustainability Report 2024

jurisdictions our major worksites are located. In this way, we also aim to reduce interpersonal conflicts, which are detrimental to the corporate culture and employee motivation and, last but not least, also harbor the risk of legal disputes, and a negatively impacted reputation e.g. as a supplier.

As an illustration, we pay standard competitive, market-oriented salaries and regularly compare these with companies in the region. This is based on function, training, experience, and market wages. Regularly means that we e.g. take part in the Swiss machinery industry association's (Swissmem) salary comparison every year. This comparison allows us to check whether equal pay is guaranteed for the same job and function.

The extract from the Balzers employment regulations states that "Equality between women and men: INFICON ensures that there is no gender-specific discrimination, particularly with regard to employment, allocation of tasks, organization of working conditions, remuneration, training and further training, promotion and dismissal".

Embracing a diverse workforce

INFICON's workforce is very diverse in terms of nationalities: The employees working at e.g. our Balzers location come from 15 different nationalities. INFICON's global workforce includes team members from more than 40 nationalities. Also, at the other major production sites in Cologne and Syracuse, our colleagues have widespread national backgrounds. We do not discriminate based on race, color, ancestry, place of origin, religious belief, physical or mental disability, age, gender, sexual orientation, marital status, family status or source of income, and we take steps to comply with all applicable legislation.

In 2024, INFICON Syracuse received the InterFaith Works, a non-profit organization that strives to create relationships and understanding through education, service and dialogue in the Central New York Community for a networking event onsite. INFICON's DEI Council as well as a diverse group of professionals from industries like technology, education, legal, non-profit, and finance gathered. The event evolved into a group discussion and allowed the DEI Council to strengthen its network in the community.

INFICON Syracuse also sponsored a "Building Bridges" community event in support of the ongoing work of the El-Hindi Center for Dialogue and Action.



Community event at INFICON Syracuse

The Diversity, Equity, and Inclusion Committee seeks to assist management and employees in creating a welcoming, supportive workplace for all our employees. In this context, INFICON Syracuse refurbished its nursing room. We also endeavor to ensure that all employees are treated fairly in all aspects of the employment relationship, including performance appraisals, compensation, opportunities for advancement, and disciplinary matters. The age split shows that all age groups are well represented in INFICON's workforce, more evenly spread on a staff level, while management and board have higher average ages.

In 2024, no discrimination incidents were reported throughout the group.

Occupational Health and Safety

The safety and well-being of our staff is very important to INFICON. As in any other industrial company, our work-force is potentially exposed to certain job-related risks. Negative impacts may stem from production processes, used materials and substances and their incorrect handling. We want to be known as a company offering safe, ergonomically optimized, inspiring jobs that foster a harmonious work spirit. In doing so, we not only minimize job related risks in terms of health and safety, but we also make a positive contribution to the well-being of our workforce and their families at large. By investing in the health of our employees, we also ensure that our operations run smoothly. At the same time, we minimize the risks of productivity losses and disrupt-

INFICON Sustainability Report 2024

tions, potential costs from litigation, penalties, or fines. Very important to us, we want to be seen and known as an attractive employer. A positive reputation is important to safeguard future growth opportunities.

The Business Ethics Policy declares personal health and safety of all employees a top priority. We have adopted policies and procedures to ensure that we meet and exceed all applicable health and safety laws and regulations as well as prevailing industry standards. We track these measures by key performance indicators on incidents, accidents, absenteeism. We evaluate feedback from our human resources departments, our workforce, and from our insurance companies.

A regularly reviewed training program ensures implementation of all safety policies and procedures. Training topics range from general safety at work courses, specific instructions for special jobs or equipment and sessions on how to adjust one's workstation ergonomically, to firefighting courses, lessons on applicable chemical laws, and teachings on how to correctly handle critical chemicals, to name a few examples. Regular escape, rescue and evacuation drills familiarize the employees with the facilities at the various works sites. Training of occupational health and safety related topics is e.g. part of the onboarding program for every new colleague.

Managing health and safety

At INFICON, employees are involved in the development, implementation and evaluation of the occupational health and safety management system. Everybody should report any relevant EHS findings, incidents, accidents or potential risks to their supervisors or a dedicated safety officer and all employees are invited to make suggestions. The work sites have clearly structured reporting schemes. At Cologne, any injury and accident is brought to the attention of the Human Resources Department using a special form. In the case of work/travel accidents with a lost time of more than three working days, it is also reported to the Employer's Liability Insurance Association. If an accident occurs, the nature and scope of occupational health and safety compliance are investigated. If necessary, experts help to clarify the situation, reassess risks and implement corrective measures. Syracuse has a reporting ticket system; an incident is flagged to

the EHS manager who then follows up with employees, supervisors, and witnesses to determine the root cause and possible risk mitigation steps. In Balzers, an accident report form supports the notification process to the HR department. In addition, all accidents and near accidents are brought to the attention of the safety officer for a root cause analysis and for the implementation of corrective/preventive actions as appropriate with the help of SUVA SUVA (Swiss National Accident Insurance Fund) checklists.

At INFICON's Syracuse plant all employees are trained in work safety, health, and work-place ergonomics. Reanimation and cardiopulmonary resuscitation (CPR) certification training was offered and lead by our EHS Coordinator, Radiation Safety Officer. The safety of our employees also implies their commute. INFICON encourages colleagues to cycle to work. At INFICON Syracuse, we offered a bespoke bicycle workshop hosted by the Safety Committee and the Bike Club to make sure the bicycles are ready and fully functional. The workforce participated eagerly in corporate sporting events of all sorts, including a mid-winter fitness challenge, regular yoga sessions, or the Syracuse workforce run with over 40 participants. A workshop on how to create healthy grain and veggie bowls was also well attended.

At INFICON in Balzers, we promote a strict if-sick-stay-at-home policy and cautiousness in any physical contact. All production equipment is CE compliant. Identification and assessment of risks is done with the help of SUVA guidelines/checklists or external experts if appropriate.

On a more personal level, INFICON Balzers supports already for years programs such as the "Bike to work" initiative. 65 colleagues participated in 2024, achieving the third-best result of all participating companies and organizations. We also offer free yoga sessions twice a week, and encourage workers to join jogging or walking groups, or participate in local employee runs. INFICON also supports a corporate soccer team – the IFCN Kickers – who compete with other corporate football teams in a local championship. They offer freshly cooked food for lunch that is partly paid for by the Company. INFICON also offers fresh fruits free of charge and invites people to drink enough water at fresh water

INFICON Sustainability Report 2024

dispensers available all over the facilities, where our colleagues can refill their personalized bottles.

At INFICON Cologne, the use of bottled drinking water was drastically lowered by water dispensers located throughout the premises. Free fruit as well as allowances for sport clubs and other ways to promote a healthy lifestyle complement the efforts.

INFICON Aaland supports a “no smoking” project to encourage and support colleagues wanting to quit smoking. In addition, a local health team meets monthly to discuss ways of supporting a healthy lifestyle. All employees get some financial support to join local sports clubs, gym memberships, or equivalent. In 2024, we participated at local health and sustainability days.

Occupational health and safety

	2023	2024
Accidents resulting in at least one lost work day	6	1
Lost work days	48	1
Accident Frequency Rate (AFR)	0.6	0.1
Accident Severity Rate (ASR)	5.0	0.1

¹ Data covers the employees at the following INFICON's locations: Balzers in Liechtenstein, Cologne in Germany, Syracuse in USA, Aaland in Finland, Linköping in Sweden, Shanghai in China, Overland Park in USA, Longmont in the USA and Bad Ragaz in Switzerland. The previous year's data was adjusted accordingly by supplementing the data for all 8 production sites. Published data for the Annual Report 2023 included only Balzers (LI), Cologne (DE) and Syracuse (USA) and Aaland (FI).

² Rates are calculated by dividing accidents/lost work days and are per 200'000 working hours.

Ongoing education and training

INFICON sees itself as a learning organization. It therefore offers ongoing training for all employees to empower everyone with the required knowledge and skills to optimally fulfil their current responsibilities and perform in their respective jobs. Internal job openings are transparently made accessible to employees, ensuring equal opportunities for career advancement within the company. Fostering an atmosphere where our staff realizes how their contribution is appreciated builds trust, resilience, and commitment. Investing into ongoing education and training is therefore well worthwhile. This is even true, if an employee at some stage in his or her career decides to seek opportunities outside of INFICON, as they will continue to be ambassadors for INFICON on the global job market.

The trainings offered and/or supported respond both to the needs of the individuals as well as the requirements of the market and the company as a whole. They unleash the employees' potential, creativity, and motivation to secure, stimulate and transfer expertise and knowledge. While INFICON does not provide many inhouse courses except for some language classes, we support our colleagues to join external trainings focusing on job-related capabilities, leadership aspects. We also support high-potential colleagues when they move on in their academic careers.

Data from our locations in Balzers, Cologne and Syracuse as well as our manufacturing site in Aaland show that in 2024, the average hours of training per employee reached a level of 5.0 hours.

Composition of workforce

All numbers in	2023	Share	2024	Share
Headcount				
Employees (excl. apprentices, interns, trainees, externals)	1,360	96%	1,405	96%
Apprentices, interns, trainees, externals	51	4%	59	4%

Employees by employment contract (excl. apprentices, interns, trainees, externals)

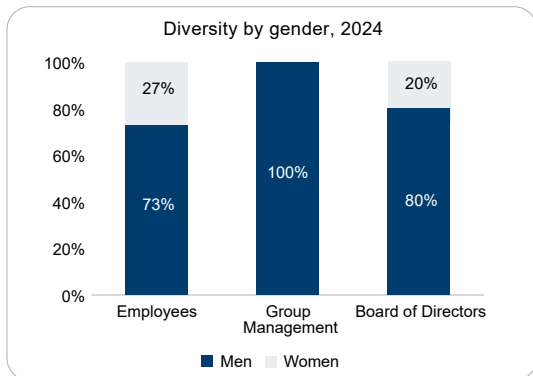
Permanent	1,287	91%	1,336	95%
Fixed-term	73	5%	69	5%

Employees by employment type (excl. apprentices, interns, trainees, externals)

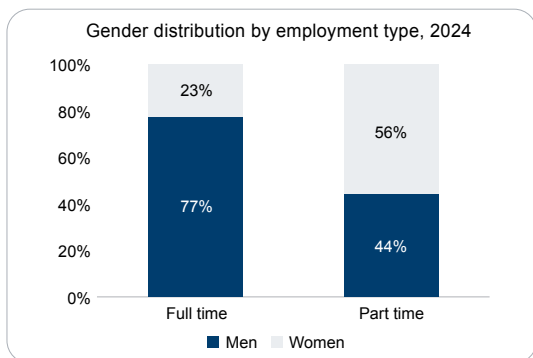
Full time	1,291	95%	1,323	94%
Part time	69	5%	82	6%

Data covers the employees at the following INFICON's locations: Balzers in Liechtenstein, Cologne in Germany, Syracuse in USA, Aaland in Finland, Linköping in Sweden, Shanghai in China, Overland Park in USA, Longmont in the USA and Bad Ragaz in Switzerland. The previous year's data was adjusted accordingly by supplementing the data for all 8 production sites. Published data for the Annual Report 2023 included only Balzers (LI), Cologne (DE) and Syracuse (USA) and Aaland (FI).

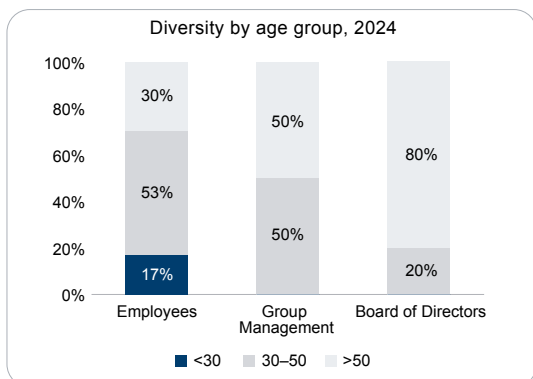
INFICON Sustainability Report 2024



Data covers the employees at the following INFICON's locations: Balzers in Liechtenstein, Cologne in Germany, Syracuse in USA, Aaland in Finland, Linköping in Sweden, Shanghai in China, Overland Park in USA, Longmont in the USA and HOLDING AG in Bad Ragaz.



Data covers the employees at the following INFICON's locations: Balzers in Liechtenstein, Cologne in Germany, Syracuse in USA, Aaland in Finland, Linköping in Sweden, Shanghai in China, Overland Park in USA, Longmont in the USA and HOLDING AG in Bad Ragaz, but excl. apprentices, interns, trainees, externals.



Data covers the employees at the following INFICON's locations: Balzers in Liechtenstein, Cologne in Germany, Syracuse in USA, Aaland in Finland, Linköping in Sweden, Shanghai in China, Overland Park in USA, Longmont in the USA and HOLDING AG in Bad Ragaz.

Community Relations

As a global company with entities in 18 countries, our sites are strongly integrated into their local environments and interact with the surrounding communities. We contribute to these communities by creating jobs and supporting the local economy. In addition, our employees are an integral part of these communities, further strengthening our local ties. However, our operations can have some negative impacts, such as increased noise or traffic around our sites.

INFICON cares for its employees not only when they are at work. We understand that our colleagues are part of their communities and the society. By means of our workforce and directly as a corporate citizen, INFICON is part of these communities, too. We strive for good relations with our hosting communities, our direct neighbors, the educational systems, and many other kinds of networks relevant for our staff and for us as a company. INFICON thus supports many local activities where our colleagues eagerly participate. It makes us proud to be recognized as an active, caring, responsible and thus attractive employer and partner to society.

The INFICON Management team discusses the Company's DNA and INFICON's identity statement at meetings and workshops at all sites and at various management and employee levels to promote a shared understanding. We remind our colleagues about the essentials of this initiative on posters, behavioral anchors, personalized pins and notebooks. Our identity statement forms an integral part of our employee surveys. Our identity statement focusses on authentic, simple, individual, and future oriented ambitions.

- **Create:** We enable visionary technologies for tomorrow
- **Live:** We live performance, joy and individual growth
- **Care:** We make our world safer and better

Besides our commitment to the training of young colleagues and the ongoing education of our own workforce, we host e.g., in the Principality of Liechtenstein, special out-of-school weeks for students. INFICON Balzers hosted the annual "Business Week" in cooperation with the Liechtenstein Gymnasium and the Liechtenstein Chamber of Commerce and Industry. The project week combines theory, practice and production tours. The students experienced business up close

INFICON Sustainability Report 2024

and gained valuable insights into operational processes. In a dynamic simulation environment, the students faced real-life challenges and explored various business topics. This immersive experience gave them valuable practical insights into the business world.

In addition, INFICON sponsors the work on a bachelor thesis at a local university of applied sciences in south-eastern Switzerland.

In the USA, INFICON supports non-profit organizations that are dear and important to our employees and the local community. A voluntary team of eight employees forms a Council that manages the corporate budget for charitable contributions. This involvement provides opportunities for INFICON colleagues to do voluntary work with the Samaritan Center, the Salvation Army, the Humane Association and others, or to participate individually in charity funding walks, runs, or bike-a-thons. In 2024, we sponsored the Paige's Butterfly Run, raising funds to support local pediatric cancer care. A special focus of INFICON Syracuse lies on the next generation: We support Onondaga Community College (OCC). OCC offers degree programs in electrical technology, electromechanical technology, mechanical technology, and other certificates that graduate potential candidates for our workforce. We also frequently host high school students from the Syracuse school district in our facility to give them an overview of how STEM (science, technology, engineering and mathematics) learning can turn into career opportunities. And we co-hosted a four-hour event to build bat and bluebird houses with local children. The goal of the event was to educate the children on the importance of these two species and to extend a neighborly welcome to our community. It was coordinated by our Sustainability Intern.

The Care Crew – a dedicated group within our Events Council – is a fun, passionate team dedicated to supporting causes that reflect our values, such as education, health and wellness, environmental sustainability, and more. They review donation requests and make sure we're partnering with organizations that make a positive impact, all while staying committed to diversity, equity, and inclusion. In honor of Breast Cancer Awareness Month, the Care Crew is making donations to support important causes. The first is a USD 1,000

donation to CancerConnects, a local CNY non-profit that provides free programs and services to support individuals on their cancer journey; a USD 1,000 donation will go to the National Breast Cancer Foundation, which focuses on educating people about breast cancer and the importance of early detection.

In Finland, INFICON is a member of the local sustainability community called "Bärkraft". This entity was founded by the local government. We attend meetings every other month to discuss and promote local sustainability matters together with government and other local companies, understanding that some issues should be tackled not alone but together. (www.barkraft.ax)

OUTLOOK AND GOALS

Our goals and outlook for the coming years is to focus on the following areas:

- Further improvements in production buildings are developed and analyzed as part of the strategy development process, then continuously discussed in the review and budget process and brought to a conclusion (e.g., energy recovery, geothermal and solar energy, thermal insulation).
- Scope 3 Emission screening: Build on results from US pilot project and extend screening
- Circularity in Production/Products: Pilot circularity initiatives in production and products, with one pilot project serving as a testing ground.
- Team Health: Prioritize the health and well-being of teams, ensuring a positive and sustainable work environment.
- Diversity and Inclusion: Champion diversity and inclusion initiatives to create a more equitable and innovative workplace.
- Technology Leadership: Foster technology leadership through continuous innovation and pivot experiments.
- ECO design: launch an ecodesign initiative in innovation process. Includes analysis, review and life cycle assessments to better understand the CO₂ footprint of the products
- `Scope 4`: impacts of our products and services to support decarbonization and efficient use of resources
- Define global on-boarding training and seminars that include INFICON's sustainability goals & principles

INFICON Sustainability Report 2024

- Closely follow the requirements from EU legislation (CSRD, EU Taxonomy). We will also follow and watch the various regional and local developments and requirements, examine their implementation and, if necessary, address them step-by-step.

To support these sustainability goals, the individual targets for 2025 of the Group Management will include the above described sustainability ambitions and goals.

To strengthen its sustainability approach, the Board of Directors had defined a dedicated representative for ESG and sustainability matters. The formal Sustainability Council established in 2023 is led by Lukas Winkler, Member of the board of Directors, as Chairperson; Reto Suter, Member of the Board of Directors, and Matthias Tröndle, CFO, complement this task force. The council defines a roadmap, reviews targets, studies the regulatory developments in the ESG area and supports the Audit Committee in non-financial reporting.

REFERENCE TABLE FOR ART. 964B SWISS CODE OF OBLIGATIONS

The table below shows which material topics cover the required elements of non-financial reporting in accordance with the requirements of Art. 964b of the Swiss Code of Obligations. The signature of the Board of Directors (p.66) confirms its approval of the sections of the report listed below. Also the vote of the General Meeting to approve the report on non-financial matters pursuant to Art. 964c of the Swiss Code of Obligations in the form of a note is limited to the content of these sections.

Requirements of Art. 964b CO	Referenced chapters in the non-financial report	Page
General information		
Business model	INFICON's Business Model	44
Identification of material non-financial matters	Identification of material topics	40
Non-financial matters		
Environmental matters	Environmental management system	54
	Energy and carbon emissions	55
	Efficient materials sourcing and use	57
	Climate report	68
Social issues	Community relations	64
Employee-related issues	Attractive Employer	59
	Diversity, equity, and inclusion	60
	Occupational health and safety	61
Respect for human rights	Ongoing education and training	63
	Good governance	50
Combating corruption	Responsible supply chain management	52
	Good governance	50

For the Board of Directors:



Dr. Beat L. Lüthi
Chairman of the Board of Directors



Dr. Reto Suter
Chairman of the Audit Committee

March 12, 2025

INFICON Climate report 2024

guided by TCFD recommendations

Contents

CLIMATE REPORT	68
GOVERNANCE	68
STRATEGY	68
Climate-related risks and opportunities	68
Resilience of INFICON's business model	71
Transition plan	71
RISK MANAGEMENT	72
METRICS AND TARGETS	72

CLIMATE REPORT

In the year under review, INFICON identified and assessed climate-related physical and transition risks as well as opportunities based on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Additionally, we initiated the integration of climate considerations into our enterprise risk management framework. This climate report has been prepared in accordance with the Swiss Ordinance on Climate Reporting which refers to Art. 964a ff Swiss Code of Obligations (CO). It provides an overview of how INFICON identifies and manages climate-related risks and opportunities and outlines their potential impact on the company's business success. A strategic element of this report is our climate transition plan in line with Switzerland's net zero targets.

Governance

INFICON's Board of Directors determines the corporate strategy and therefore has the ultimate responsibility for all sustainability matters, including climate-related topics. As part of this, the Board of Directors oversees and approves the implementation of the climate transition plan including our climate-related metrics and targets. At least three times a year, the Board of Directors gets informed on climate-related topics by the Group Management. Climate-related matters are integrated into our sustainability governance framework. Further information on INFICON's sustainability governance can also be found in the Corporate Governance section of this Annual Report.

Our Board of Directors is also responsible for the corporate risk management and the definition of the risk landscape which include climate-related risks and opportunities.

In 2023, a Sustainability Council has been formally established. This is chaired by Board member Lukas Winkler and also includes Board member and Chairman of the Audit Committee Dr Reto Suter and CFO Matthias Tröndle. The council is responsible for defining the sustainability roadmap, setting targets and monitoring regulatory developments in the sustainability area. The management of climate-related

impacts, risks and opportunities is also part of their responsibility. The council furthermore collaborates with the operational sustainability teams on implementing the sustainability strategy and the climate transition plan. This includes identifying and assessing climate-related risks and opportunities, developing action plans to increase carbon footprint transparency, reduce emissions, and address material risks and opportunities with appropriate measures.

Strategy

Climate-related risks and opportunities

INFICON's business model and value chain can have an impact on our climate, and the company is exposed to climate-related physical and transition risks. Climate-related opportunities influence INFICON's strategy, which focuses on technological innovation and collaboration with our customers.

Acute physical risks related to climate change are event driven (extreme weather events such as heavy rainfall and floods) and chronic physical risks manifest as long-term shifts in climate patterns such as increased temperatures. Climate-related transition risks arise from transitioning to a lower carbon economy. Such risks can manifest in evolving ESG regulations, changes in customer preferences, and shifts in technology to tackle climate change. Efforts to mitigate and adapt to climate change can produce opportunities for organizations, such as development of new products and access to new markets.

In 2024, we identified material climate-related risks and opportunities along INFICON's value chain. We categorised the identified risks and opportunities into short- to long-term. To better understand the potential future impact of these risks and opportunities on our business model and strategy, we conducted risk assessments for climate-related risks related to our activities and locations. This involves projecting future societal and environmental conditions. We assessed our transition risks under a Below 2°C scenario.

Climate-related physical risks

INFICON has identified floodings as a potentially material physical risk to its operations. Flooding can occur as a result of rising sea levels, and more commonly as a result of extreme weather events such as heavy rainfall. Flooding can damage infrastructure and pose potential water quality risks for our sites. Our three largest locations – Cologne, Germany; Balzers, Liechtenstein; and Syracuse, United States – are not directly located on the coast, making the risk of flooding, particularly from rising sea levels, very low at these sites. However, this risk is more pronounced at our Shanghai location. Therefore, we have installed a mobile flood barrier as a precautionary measure. Smaller sites, which are primarily focused on sales rather than production, offer greater flexibility in mitigating such risks.

In addition, we have identified rising temperatures as a relevant physical risk. In particular, our Asian sites in China (Shanghai and Guangzhou), Taiwan, Singapore and South Korea are exposed to higher temperatures and heat waves. Also the air quality may periodically be a matter of concern. Our approximately 250 employees in above locations are experiencing the effects of these hotter temperatures already now. We consider increasing temperatures as short-term risk with low financial impacts. However, the rising temperatures and air pollution could impair our employees' health. To ensure a comfortable working environment, INFICON intends to upgrade its cooling systems and air filtering while ensuring effective building insulation when needed.

Overall, all of our sites are actively assessing the potential risks of climate-related physical events but are well-insured against flooding and extreme weather events. In 2025, INFICON will undertake a more detailed climate risk assessment and address these risks in different climate scenarios. This assessment will offer a comprehensive understanding of potential climate-related physical risks across all our sites.

Climate-related transition risks

In our Below 2°C climate scenario, enhanced international cooperation fosters shared climate mitigation efforts and resource-sharing, ensuring a unified global response to climate change. A major shift to renewable energy drastically reduces dependence on fossil fuels, significantly lowering carbon emissions across various industries. The widespread adoption of circular economies minimizes reliance on virgin materials, emphasizing recycling, reusing, and remanufacturing to ensure sustainability. Greenhouse gas emissions are drastically reduced, effectively keeping global warming below a critical 2°C threshold. This controlled warming results in more stable and predictable climate patterns, improving climate resilience and supporting both ecosystems and communities in adapting to future challenges.

INFICON's identified climate-related transition risks align with its enterprise risk inventory, including factors such as supply chain and logistics risk, compliance risk, and competitive risk. Consequently, the same assessment criteria were applied.

Risk characteristics (Overall risk inventory topic, impacted value chain, time horizon)	Risk description	Potential impact on INFICON	Measures
Supply chain and logistic risk Materials + suppliers Mid- to long-term	Availability of materials and fluctuations in prices As part of the manufacturing industry, INFICON is dependent on supply of raw materials and intermediate goods for its products. Climate change is expected to lead to an increased likelihood of storms and natural disasters, which could cause temporary disruptions to supply chains globally.	Higher procurement costs, lower availability of materials and energy, disruptions in the supply chain Impact: medium to high	<ul style="list-style-type: none"> – Diversification of supplier base (dual sourcing) – Diversification of materials used
Compliance risk, technology development, specific market demand risk Whole value chain Mid- to long-term	Environmental regulations, customer preferences and technological progress Current and future environmental and climate regulations, such as the EU's Ecodesign Directive, as well as changes in customer preferences may affect INFICON and the entire value chain. Many regulations and potentially changing customer preferences towards circularity of products could change product demand and impact material availability, product composition and performance.	Increased operational costs for value chain coordination and documentation, increased R&D and business process change costs, increased procurement costs, decreased revenue/market share Impact: medium to high	<ul style="list-style-type: none"> – Client-centric innovation – Product portfolio adaptations – Regular tracking of current and upcoming environmental and climate regulations
Competitive risk Reputation overall Short- to long-term	Reputation regarding climate action Reputational risks can arise from different expectations of investors, customers and other stakeholders regarding the ambition of climate goals and the progress towards these goals.	Damage of reputation, lower revenues, availability and attractiveness of financing conditions Impact: low to medium	<ul style="list-style-type: none"> – Client-centric innovation – Investments in sustainability program and production infrastructure

The prioritized climate-related opportunities in the Below 2°C scenario for INFICON are summarized in the following table.

Opportunity characteristics (Overall topic, impacted value chain, time horizon)	Opportunity description	Potential impact on INFICON	Measures
Product/ Services	Customer preferences and technological progress	Increase in revenues and market share Impact: medium to high	– Client-centric innovation – Joint development projects – Product portfolio adaptations
Entire value chain	We support decarbonization and efficient use of resources through our products and services that enable more efficient production processes and manufacturing, For example gas analyzers, leak detectors and smart manufacturing software solutions.		
Short- to long-term			
Market	Enabler for clients to increase efficiency and reduce emissions	Increase in revenues and market share Impact: medium to high	– Client-centric innovation – Product integration for emissions and energy savings – Optimizing environmental footprint through our software solutions
Whole value chain	With our technology and product portfolio, we are in a position to utilize climate-related opportunities that can expand our business and make our range of services more diverse. For example, renewable energies, in particular solar energy, batteries and electric vehicles, are applications that offer many opportunities.		
Short- to long-term			

Resilience of INFICON's business model

INFICON is close to its customers and offers innovative solutions with a customer-centric approach. INFICON's approach to innovation and its efforts to diversify its customer and supplier base can help INFICON increase the resilience of its business model to a variety of risks, including climate-related risks, and help the company take advantage of opportunities. The resilience of INFICON's business model is determined by its flexibility and ability to adapt to different challenges. In a Below 2°C scenario, resilience depends primarily on the effective implementation of mitigation measures, compliance with climate and ESG-related regulations, the integration of more efficient technologies and the development of more sustainable use cases for customers. INFICON considers its business model and approach to be generally resilient in this regard. However, INFICON is in the early stages of climate risk analysis and recognizes the importance of further refining and strengthening its financial impact analysis under different climate scenarios.

Transition plan

INFICON's Climate Transition Plan defines its strategic approach to achieving a low-carbon economy. It outlines the company's approach to reducing its carbon footprint, mitigating climate-related risks and capitalizing on climate-related opportunities.

Since 2019, INFICON has been measuring and reporting annually the greenhouse gas emissions of its own operations (Scope 1 and 2), see Sustainability Report, pages 55-56. The analysis of greenhouse gas emissions in the value chain (Scope 3) has been initiated, with a pilot assessment completed for one site. Expanding the analysis across the entire company is underway and will progress as methodologies and data collection processes are further developed.

INFICON supports Switzerland's climate strategy to achieve net-zero emissions by 2050. Compared with 2020, greenhouse gas emissions have already been significantly reduced thanks to energy efficiency measures and the change to electricity from renewable sources in recent years, despite strong business growth.

For our own operations our near-term goal is to reduce Scope 1 and 2 emissions by 40–50% by 2030 compared with the base year 2020, while anticipating business growth and maintaining these reduced levels on a continuous basis. We selected 2020 as the base year because this was the first report which included major elements of GRI standards and data. For this purpose, a reference value of 2525 t CO₂e has been recalculated for INFICON's operational carbon emissions in 2020, taking into account all manufacturing sites around the world. This reference value is higher than the value published in previous reports, as only the four largest production sites were analyzed in these previous reports.

INFICON strives to actively protect the climate by investing in the reduction of greenhouse gas emissions. This includes continuously upgrading its infrastructure to the latest technological standards and increasing the share of renewable energy. Furthermore, in alignment with its innovation strategy, INFICON is continuously transforming its product portfolio to deliver more sustainable performance, helping customers across various applications to reduce energy consumption and minimize greenhouse gas emissions. Measures and examples are described in the Sustainability Report on pages 57 and 58.

These are often closely linked to INFICON's innovation strategy, which drives the transformation of the product portfolio towards more sustainable performance and helps customers in various applications to use less energy or emit less greenhouse gases, see Sustainability Report, pages 49 and 50.

Risk management

Effective risk management and the continuous observation of material risks are key element of INFICON's business success. INFICON maintains a robust, ongoing risk management process for the identification, evaluation, prioritisation and response to risks. The Group-wide enterprise risk assessment is reviewed and approved by the Board of Directors. Early identification, standardised policies, guidelines and professional management of risks are key pillars of the risk management.

On a yearly basis, potential risks and opportunities which are material to specific business units as well as the Group are outlined and discussed during the Annual Strategy review. INFICON's Audit Committee / Board defines guidelines for the risk assessment process to be implemented and maintained by the management. The responsibility for the first identification and assessment of risks obtains to the Group Management consisting of the CEO and CFO. In regular Audit Committee meetings, INFICON discusses potential risks and opportunities, agreeing on targets and actions, while also reviewing the internal risk management processes.

In the year under review, INFICON identified and assessed climate-related risks and opportunities for the first time. For the future, the company will more explicitly and systematically integrate climate-related issues into their existing risk categories.

Metrics and targets

Detailed information on our decarbonization plans and approaches to reduce greenhouse gas emissions can be found in the Energy and Carbon Emissions section of the sustainability report.



INFICON has reported in accordance with the GRI Standards for the period from 01 January 2024 to 31 December 2024. For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was performed on the English version of the report.

GRI 1 used	GRI 1: Foundation 2021
Applicable GRI sector standard(s)	None

General Disclosures

GRI Standard	Disclosure	Location/Information	Omission
GRI 2: General Disclosures 2021	2-1 Organizational Details	p. 18	
	2-2 Entities included in the organization's sustainability reporting	p. 84, 85	
	2-3 Reporting period, frequency and contact point	Fiscal year 2024, annually Publication date: March 13, 2025 Contact: Matthias Tröndle, Vice President and CFO INFICON HOLDING AG, Hintergasse 15 B CH-7310 Bad Ragaz, Switzerland Tel. +41 81 300 4980 Fax +41 81 300 4988 E-mail: matthias.troendle@inficon.com	
	2-4 Restatements of information	The previous year's data for 2023 was adjusted by supplementing the data for all 8 production sites.	
	2-5 External assurance	no external assurance	
Activities and workers			
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	p. 44–46	
	2-7 Employees	p. 63–64	
	2-8 Workers who are not employees	p. 63–64	

INFICON Sustainability Report 2024

GRI Standard	Disclosure	Location/Information	Omission
Governance			
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	p. 20–24	
	2-10 Nomination and selection of the highest governance body	p. 20–24	
	2-11 Chair of the highest governance body	p. 23	
	2-12 Role of the highest governance body in overseeing the management of impacts	p. 21, 66	
	2-13 Delegation of responsibility for managing impacts	p. 21, 66	
	2-14 Role of the highest governance body in sustainability reporting	p. 21, 66	
	2-15 Conflicts of interest	p. 25, p.50	
	2-16 Communication of critical concerns	p. 51–52	
	2-17 Collective knowledge of the highest governance body	p. 23–24	
	2-18 Evaluation of the performance of the highest governance body	p. 30–32	
	2-19 Remuneration policies	p. 30–32	
	2-20 Process to determine remuneration	p. 30–32	
	2-21 Annual total compensation ratio	p. 35	
Strategy, policies and practices			
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	p. 11–12	
	2-23 Policy commitments	p. 50–52	
	2-24 Embedding policy commitments	p. 50–52	
	2-25 Processes to remediate negative impacts	p. 51–52	
	2-26 Mechanisms for seeking advice and raising concerns	p. 51–52	
	2-27 Compliance with laws and regulations	p. 52	
	2-28 Membership associations	p. 43–44	
Stakeholder engagement			
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	p. 40–43	
	2-30 Collective bargaining agreements	Collective bargaining agreements exist in Germany and Sweden (about 21% of work force).	

INFICON Sustainability Report 2024

MATERIAL TOPICS

GRI Standard	Disclosure	Location/Information	Omission
GRI 3: Material Topics 2021	3-1 Process to determine material topics	p. 39	
	3-2 List of material topics	p. 40	
Economic topics			
Technology leadership			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 46	
Market leadership			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 46–47	
Customer relations			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 47–48	
Product quality and compliance			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 48-49	
Product impact			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 49–50	
Governance topics			
Good governance			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 50–51	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	p. 52	
	205-2 Communication and training about anti-corruption policies and procedures	p. 50–52	
	205-3 Confirmed incidents of corruption and actions taken	p. 52	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p. 52	
Responsible supply chain management			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 52–53	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	p. 52–53	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	p. 52–53	

INFICON Sustainability Report 2024

GRI Standard	Disclosure	Location/Information	Omission
Environmental topics			
Environmental management system			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 54–55	
Energy and carbon emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 55–56	
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	p. 56	
	302-3 Energy intensity	p. 56	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p. 56	
	305-2 Energy indirect (Scope 2) GHG emissions	p. 56	
	305-5 Reduction of GHG emissions	p. 56	
Efficient materials sourcing and use			
GRI 3: Material topics 2021	3-3 Management of material topics	p. 57–58	
GRI 306: Waste 2020	306-3 Waste generated	p. 58	
	306-4 Waste diverted from disposal	p. 58	
	306-5 Waste directed to disposal	p. 58	
Social topics			
Attractive employer			
GRI 3: Material topics 2021	3-3 Management of material topics	p. 59–60	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p. 60	
Diversity, equity, and inclusion			
GRI 3: Material topics 2021	3-3 Management of material topics	p. 61	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	p. 64	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	p. 61	
Occupational health and safety			
GRI 3: Material topics 2021	3-3 Management of material topics	p. 61–62	
GRI Standard	Disclosure	Location/Information	Omission

INFICON Sustainability Report 2024

GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p. 61–62	
	403-2 Hazard identification, risk assessment, and incident investigation	p. 61–62	
	403-3 Occupational health services	p. 61–62	
	403-4 Worker participation, consultation, and communication on occupational health and safety	p. 61–62	
	403-5 Worker training on occupational health and safety	p. 61–62	
	403-6 Promotion of worker health	p. 61–62	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 61–62	
	403-9 Work-related injuries	p. 63	
Training and education			
GRI 3: Material topics 2021	3-3 Management of material topics	p. 63	
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	p. 63	
Community relations			
GRI 3: Material topics 2021	3-3 Management of material topics	p. 64–65	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	p. 64–65	