

INFICON Sustainability Report 2023

Report on non-financial matters 2023

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INFICON Sustainability Report 2023

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SUSTAINABILITY – A CORE PILLAR OF INFICON’S STRATEGY

This chapter of the Annual Report outlines INFICON’s perception and understanding of sustainability and the respective actions taken. It explains the customer-focused, technological, and sustainable approach of INFICON’s value proposition and describes the Company’s relationships with its stakeholder groups including customers, employees, investors, the hosting communities, its business partners, and suppliers. This chapter also describes general environmental, social as well as governance and leadership related aspects of INFICON’s business. This chapter 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 68.

As a global leader in instruments for gas analysis, measurement and control, and smart manufacturing solutions. INFICON’s business model is deeply rooted in its commitment to do business sustainably in economic, environmental and social terms as well as regarding governance and leadership. In our business decisions and conduct, we consider economic, environmental and social aspects at both strategic and operational levels. This approach lies at the heart of the Group’s long-term strategic orientation, its value creation, market leadership, and thus long-term success and profitable growth. Our emphasis on sustainability provides guidelines for INFICON’s customer-oriented innovation management, its global purchasing and production processes, its risk management as well as the conduct of its customer relations. Sustainability is also a primary goal of all our innovation work; INFICON products help our customers to minimize the impact of their activities on the economy, nature, and people.

INFICON aims at sparingly and sustainably utilizing resources and compensating appropriately for their use, allowing prosperity today and for future generations. This compensation includes reasonable dividends for shareholders, fair payments for our workers and business partners, as well as the disbursement of taxes in the various jurisdictions we operate in. Sustainability is also an important factor that helps us attract, recruit, and retain the best talents. We are aware that employees and customers want to understand the purpose of a company. When they comprehend a corporation’s approach to ESG, and know and share its goals, employees see their work as a meaningful contribution to the company, the society, and the planet. This increases motivation, loyalty, and performance. Suppliers and customers, too, value their relationship with a company more when they can relate to the purpose of a company.

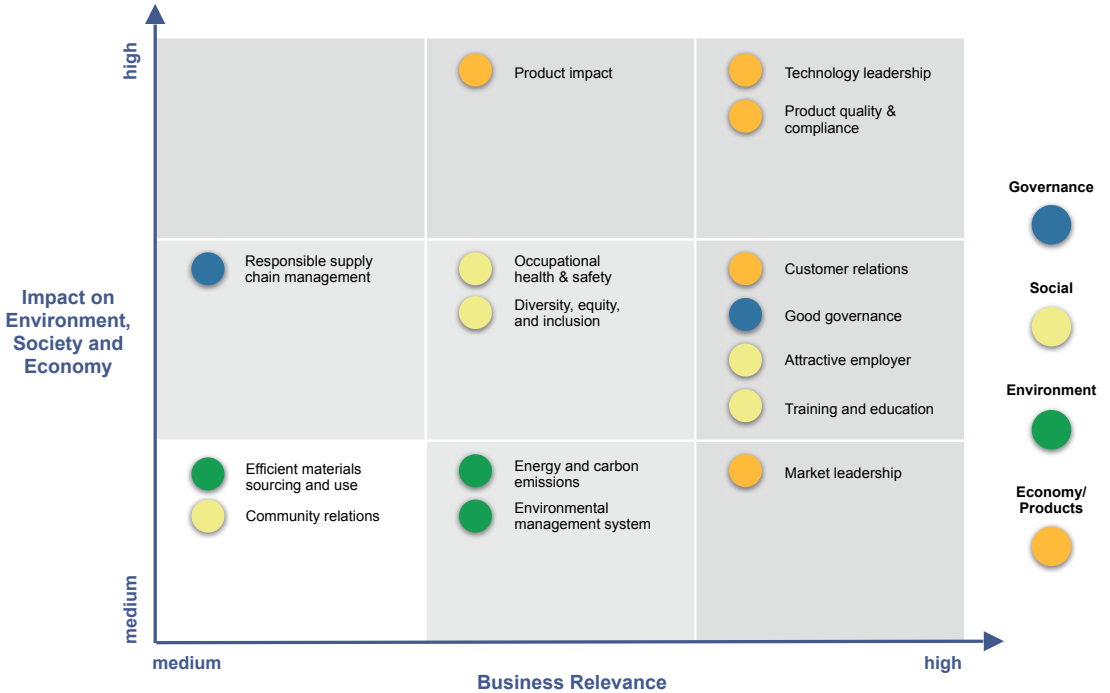
IDENTIFICATION OF MATERIAL TOPICS

For the 2023 sustainability report and report on non-financial matters, we have reviewed all the gathered information and available data and consecutively; we modified, updated, and further expanded the scope of this report.

At the start of this process, we have updated the materiality analysis in terms of a double materiality approach. We consider topics as material that are important to INFICON with regard to their business relevance, and/or have a significant economic, environmental, or social impact.

The materiality matrix on next page shows and prioritises the identified topics. The sustainability and non-financial report is structured according to these material topics into the categories Economy/Products, Governance, Environment, and Social.

Materiality matrix



STAKEHOLDER MANAGEMENT AND KEY STAKEHOLDER CONCERNS

Developing and maintaining good relationships with all 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 communications are 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 that engage in economic transactions with the Company, or as entities affected by its actions. The Company’s key stakeholders are described below.

INFICON’s customers faced a demanding global business environment in 2023. In addition to the ongoing international trade, tax and industry policy disputes, the Russian aggression war on Ukraine, the war between Israel and Palestine caused sourcing bottlenecks for certain components and materials, and clogged or disrupted international trade routes.

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

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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, technologies, 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 work daily with – and even more importantly so at – our customers, worldwide. This customer intimacy enables INFICON to team-up with its clients to research and develop the next generation of customer-oriented solutions.

Over the last couple of years, new electronic formats of customer engagement became more frequent. 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. INFICON has also expanded its presence on various social media platforms. INFICON's new state-of-the-art multimedia studios allows 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 our robust exhibition schedule in North America, Europe and Asia, we focus especially on delivering talks and presentations on topics relevant for today's market challenges. We participated also in a series of new industry trade shows e.g. focusing on the battery and car industry as well as food packaging.

At the same time, INFICON continues to advocate the electronic interaction formats in many occurrences as ecologic alternative for frequent travels. INFICON experts engage with their counterparts by frequent video conferences, virtual reality assisted tools, and social media. We also like to accept opportunities to present our array of products and services directly at customers and research institutions. During the reporting year 2023, INFICON was e.g. invited to present its offering at CERN, the European Organization for Nuclear Research, in Geneva/Switzerland, or at Global Foundries, Dresden/Germany.

INFICON's employees are a key asset to the Group. We want to be known as a reliable, fair, and caring employer keeping employees safe, highlighting job security at INFICON, and attracting and retaining talents as best as possible. INFICON intensified internal communication in the past years via different channels ranging from on-site staff gatherings, hybrid to virtual town-hall meetings, from sharing information on the intranet to more frequent newsletters, from job related training sessions to the INFICON identity workshops, and special topic meetings. Depending on the locations, e.g. town-hall meetings take mostly place monthly, in certain locations quarterly. As INFICON is expanding its global operations to accommodate future growth, hiring and especially on-boarding new staff and talents locally requires good communication skills and a high level of attention.

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

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INFICON's suppliers are key to our flexible manufacturing model. Shortages had occurred in the wake of the COVID-19 pandemic, the different national strategies to cope with it, and more recently because of the international trade, tax, and industrial policy disputes, the wars in the Ukraine and in the Middle East. The globally rapidly rising demand for semiconductor products, electronics and other key components created shortages on the supply markets. Continuous sourcing of certain components became very challenging, especially in Asia and China in particular. Well-established, mutually beneficial, reliable and resilient supplier relationships are vital, yet not sufficient. INFICON had to engage various brokers to safeguard its supply of certain components and materials.

INFICON's purchasing departments and quality specialists closely interacted on a day-to-day basis with key suppliers, focusing on 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 our overall INFICON product quality. To increase the reliability and consistency of the components we use in our products, we have instituted Quality Business Reviews (QBRs). These important QBRs are conducted every quarter to assure that quality is maintained. We conduct onsite audits bi-annually or more frequently, if required. We also offer specific trainings for supply partners at INFICON sites. We continue to emphasize on site or virtual supplier visits and audits, in order to keep the quality of the goods delivered to INFICON up as best 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

INFICON's local communities know the Company as a responsible corporate citizen and frequently contact us regarding topics such as sponsorship and support of local events or even political initiatives. Local communities and the public at large ask for more transparency in terms of environmental, social and governance data. Regulatory developments also rise the requirements regarding non-financial disclosures.

Examples of engagement formats	Key needs and concerns
Engagement projects	Sponsorship
Funding requests	Support with personnel
Open-door events	Other contributions and support

The international financial community is an important stakeholder group for a publicly listed Company. INFICON engages in a continuous dialogue with its investors and the financial community by means of its Annual Report, Interim Reports, its quarterly earnings releases, presentations and online conferences, its Annual General Meeting of Shareholders, Technology Days, as well as national and international roadshows, the attendance at financial conferences, and receiving visitors at its headquarters.

The 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 has more frequently received analysts and investors e.g. at the Balzers (LIE) worksite – close to its headquarters – than in previous years. Investors and analysts want to understand INFICON's core technological competence in vacuum technology. Information on this topic is publicly available on the internet, highlighted in INFICON's reports and presentations, and addressed at the Technology Days that take place from time to time. A next Technology Day is planned for late 2024. INFICON management interacts on average with about 200 investors and analysts per year via various channels.

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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	Product pipeline, development projects
Technology days (every four to five years)	End-market developments
Roadshows	Sustainability
Reversed-Roadshows	

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 is member of the following associations via its subsidiaries:

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 Vakuum-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):

- AAFP (Arkansas Association, Food Protection)
- Air Conditioning, Heating & Refrigeration Institute (AHRI)
- American Public Gas Association
- Centerstate CEO
- Heating, Air Conditioning and Refrigeration International Distributors (HARDI)
- IAFP (International Association, Food Protection)
- Interior Climate Control Committee (ICCC)
- MACNY (Manufacturers Association of Central New York)
- MEMA – Vehicle Suppliers Association
- Mobile Air Conditioning Society (MACS)
- Manufacturing Leadership Council
- National Association of Manufacturers (NAM)
- National Coffee Association
- National Defense Industrial Association
- Packaging Machinery Manufacturers Institute
- Poultry Federation
- SWANA (Solid Waste Association of North America)
- Society of Automotive Engineers (SAE)
- Southern Gas Association
- Wisconsin Cheese Makers Association

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. To name a few, we are proud to be part of projects e.g. at CERN, the European Nuclear Research Center, at ITER, the most ambitious fusion energy projects in the world today, at ETH, the Swiss Federal Institute of Technology, or at NASA, the US Space Agency.

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

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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, we also 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, 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's strategy and business model anchor on our core competencies. We are (1) a technology company focusing on vacuum technology. 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 (2) innovation partner of choice capable of delivering the smartest solutions for our customers' upcoming needs. And, last but not least, as a Company, we (3) develop, produce and sell our products and services using a flexible manufacturing model built around our own state-of-the-art manufacturing, R&D, and service units on the one side and our excellent 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 (USA) we focus on sensors and software. In Cologne (DE), the focal topic

is leak detection while the specialists for pressure management are located in Balzers (LIE). The Chapter on Market Leadership sheds some more light on our R&D, Sales & Service, and Innovation teams and their work.

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 General Vacuum Application market serving both industrial as well as academic customers. Our products and services 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.

While the backbone of our products and services in all these global markets is INFICON's mastery of vacuum technology, they are quite diverse. Common to all of them is the fact that these technology driven markets typically grow faster in the longer term than the worldwide GDP benefitting from global megatrends and growth drivers as shown on page 6. Our target markets follow at times different economic trends and business cycles in the shorter term. INFICON's broad market position makes the Company thus less prone to business cycles overall.

The complexity of the markets we serve also shows in INFICON's customer orientation. Cooperation, collaboration, co-creation are key in continuously bringing our offering to the next level of excellence. Many INFICON colleagues daily work with and even at our clients. At INFICON, we thoroughly understand our customers' most pressing needs. This approach has allowed us to secure top 1 or 2 position in the markets we serve. We are proud to be acknowledged as the trusted "must-go-to" innovation and solution partner to our customers.

INFICON's innovation, manufacturing, and production competence rests on the three above-mentioned, state-of-the-art equipped Centers of Competence, and seven smaller, specialized locations. Understanding the vital underlying aspects of vacuum technology, we develop and design solutions for the next generations of our

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customers' technology applications. Yet, we do not manufacture all components ourselves. In fact, INFICON's activity relies on a flexible manufacturing model and an excellently managed, international sourcing.

INFICON's has over 1,000 suppliers globally. The largest 20 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 the 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 chapter "Responsible supply chain management" on page 53.

The Covid-19 pandemic, the international trade, tax, and tariff disputes, and the ramifications of the war in the Ukraine and the Mideast conflict into the stable energy supply and international logistics have highlighted the major risks associated with INFICON's flexible production model. Securing the right amount of the right products in the correct quality has become a challenge. While INFICON has mostly been able to safeguard ongoing supplies, the seamless deliveries came at a price. Like many other companies, we had to engage independent supply brokers to search and secure urgently needed components for INFICON on the international sourcing markets.

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. INFICON has sales and service centers all over the world, as shown on page 15 of this report.

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 TOPICS

Technology leadership

Understanding and anticipating our customers' most pressing, emerging, and future needs, 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 position 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 8–9 in this report. On page 5, we discuss our technological leadership positions in greater detail, highlighting how our expertise defines our offering for the various targets we serve.

Market leadership

INFICON's business model has proven to be strong for over 20 years. Our products and services allow us to generate solid cash flows to solidify and grow the business. INFICON is active and present in all world areas. We operate in very competitive target markets, where we hold leading positions, generally as one of the top-two global solution providers. 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. Please refer to pages 6–7 for an overview on INFICON's target markets. The goal is clear: INFICON wants to offer competent

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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 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 really understand the customers' challenges and most pressing needs. This cooperation is an essential basis of INFICON's customer-oriented value creation.

To meet these expectations, INFICON has embarked on a comprehensive investment strategy in 2021. This 3-year program saw its completion in 2023. The initiative has added some 50% additional capacity Group-wide. INFICON has already identified the next opportunities for organic growth and plans to complement these expansion projects also by targeted technology acquisitions.

Global competition keeps the innovation pace high. INFICON strives to provide customers with the best available technology for their complex and rapidly evolving vacuum technology production processes and tools. INFICON devices guarantee maximum accuracy of measurement results. Our products and services help customers gain the best control and predictability of their processes and maximize productivity and yield while minimizing production time, material usage, scrap rate and labor and maximizing the product life cycle. Employing INFICON components and instruments leads to the overall lowest cost of ownership and best sustainability in the longer term. Group-wide, some 250 people are primarily devoting their work for our research and development work.

INFICON operates as a truly customer-oriented Company. We are keen on turning our customers' emerging needs into our own innovation targets. Through our close cooperation with Original Equipment Manufacturers (OEMs) and end-product manufacturers, we gain important information about both their needs as well as the needs of their customers, which in many instances are also our customers for end-user products.

On top of that, customers can rely on the INFICON's trained assistance from distributors and agents. We analyze customer feedback carefully. We collect spontaneously expressed responses. In addition, we sporadically distribute customer surveys in the various regions, for specific markets, or certain product categories to unveil otherwise unexpressed customer wishes and opinions. We also systematically monitor external and internal data such as customer complaints, 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.

The proximity to our customers is an important source of innovation. Our sales and service staff learn about our customers' technical challenges help them develop new applications, and spur our own in-house innovation and developments. Customer proximity includes also the strategy to be geographically as close as possible to our customers. In 2023, INFICON moved physically again closer to customers in Asia:



Celebration ceremony for new production line in Shanghai Nov 2023

Vacuum gauge production line in Shanghai: On November 3rd, INFICON celebrated the opening of our new vacuum gauge production line at the factory in Shanghai, a strong sign of our commitment to our customers in the Chinese market. Together with international and local management, employees and partners, our CEO Oliver Wyrsh proudly inaugurated the new site.

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Guangzhou Application Center. China is a world leader in battery development and production. A close cooperation with China enables us to stay close to technological progress and to gain shares in this very important market. That is why INFICON has started to establish an Application Center in Guangzhou. At the beginning, the focus will be on leak-detection products related to the battery business. The official opening of the Guangzhou Application Center will be March 4, 2024.



Guangzhou (CN) Application Center

Sales, Service, and Production site in Malaysia. In 2023, INFICON took first steps to found and set up a new Sales, Service, and Production site in Malaysia. This new entity is also expected to open in 2024.

Customer Relations

Strongly connected to our customers, INFICON was formed and operates since as a truly customer-oriented Company. We are keen on turning 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 needs of their customers, which in many instances are also our customers for end-user products.

INFICON's global sales and service organization includes globally approximately 400 people. In addition to office staff, about half of them are highly skilled service and application engineers who are in constant dialogue with our customers. On top of that, customers can rely on the INFICON's trained assistance from distributors and agents. We analyze customer feedback carefully. We collect spontaneously expressed

responses. In addition, we sporadically distribute customer surveys in the various regions, for specific markets, or certain product categories to unveil otherwise unexpressed customer wishes and opinions.

We also systematically monitor external and internal data such as customer complaints, 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.

The proximity to our customers is an important source of innovation. Our sales and service staff learn about our customers' technical challenges. Our aim is to develop new applications that address our customers' most pressing needs. The valuable customer feedback spurs our own in-house innovation and development processes. While our research and development efforts are congregated according to the Group's centers of technological competence, the outcome of INFICON's innovations process is then focused on the four target markets we serve. In each of these target markets, we serve various 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 output 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.

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.

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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 wants to be recognized as the benchmark supplier of best-in-class products in its target markets. 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 all 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. While there are no Group-wide targets, 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 contains over 200 pages and covers quality performance and indicators on many levels. An audit (ISO 9001 and 14001) conducted at INFICON Balzers (LIE) in November 2022 revealed no non-conformances. During 2023 INFICON Aaland (FI) passed an audit with very good results, too. There were no non-conformances, just some recommendations. INFICON Balzers (LIE) and INFICON Cologne (DE) passed their audits without any non-conformances.

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 by the 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.

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- **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 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 2023 when TSMC recognized INFICON for their impact supporting TSMC's ESG performance. INFICON sensors and smart manufacturing software help semiconductor manufacturers around the world meet their production and ESG goals. Fabs use INFICON products to measure during process to ensure chip quality, optimize material and power consumption during critical steps like chamber cleans, reduce down time during preventative maintenance cycles, and monitor abatement systems to reduce greenhouse gas usage, driving reliable semi operations with maximum productivity and highest efficiency. Being recognized by TSMC,

reinforces the significant role INFICON solutions play in driving semiconductor manufacturing sustainability roadmaps.



TSMC Supplier Recognition for Production Support & ESG Collaboration

INFICON's commitment to innovation and market leadership was also recognized when INFICON Balzers (LIE) won a 2023 Swiss Manufacturing Award for Industry Excellence. This prestigious award, presented by the University of St. Gallen (HSG) in collaboration with ETH Zurich, recognizes the company's significant contribution to improving the industrial landscape of Switzerland and Liechtenstein. This recognition is a symbol of the company's commitment to maintaining and improving Swiss manufacturing standards on a global scale.



Employees of INFICON Balzers (LIE) with the HSG Manufacturing 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

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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

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. Here, it is important to note that the Board of Directors and Group Management comprise different persons, that there is no overlap of offices, and no conflicts of interest. Corporate information continuously flows between Management and the Board supported by a solid information system. Employees, shareholders and the public at large regularly receive information about INFICON's business and financial performance.

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, the 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 the critical topics like Market analysis, Major projects and initiatives, SWOT Analysis and key financial data. A risk management process at the 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. As a Company and corporate citizen, INFICON itself adheres to fair and good business practices in a broad sense. ESG criteria are part of the incentive system of Group Management. In 2023, the objectives for Group Management included qualitative targets, analysis and implementation of new regulations (local and global) as well as supporting 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.

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 regulations, as well as accounting principles and procedures. Compliance is instrumental as we strive to avoid any violation of the law or other regulations. In 2023, INFICON has closely monitored the various legal revisions made or planned in various jurisdictions to early adapt its processes to upcoming ESG reporting requirements. Compliant with the requirements in force, we have again expanded the scope and content of this report.

In addition to regular internal reviews, 2023 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 important to INFICON; as a company we want to be fully compliant with Human Rights. Our corporate culture promotes compliance with Human Rights and we define measures to support them. So, our corporate policies also forbid child or forced labor and stipulate honesty and integrity in personal behavior. As new laws came and come into force regarding child or forced labor, INFICON augmented its report accordingly.

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Our business ethics policy gives guidance for 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. We seek to support diversity on all hierarchy levels. INFICON's Business Ethics Policy is publicly available online at <https://www.inficon.com/about-us/company/>.

Violations of the Code of Conduct must be reported promptly by the employee to his/her direct supervisor or, if necessary, to the audit committee of INFICON's Board (Dr. Reto Suter, In der Deisten 11, 8125 Zollikerberg, Switzerland, email: INFICON@whistleblowercontact.com). All information received from the employee will be treated confidentially to the greatest possible extent. During the reporting year 2023, there were no incidents reported by means of this channel.

All employees joining INFICON complete a special introduction and 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.

Anti-Corruption

Corruption is categorically rejected – there is no tolerance at INFICON. We have guidelines on the prevention of corruption. They are communicated to all employees; all employees are also regularly trained in this subject.

INFICON assesses every year if there were any reported breaches of compliance 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 were reported for the year under review.

Responsible supply chain management

INFICON's supplier base is truly global and counts over 1,000 production material suppliers. The group of the 20 biggest ones, make up for about 41% of INFICON's sourcing. Looking at the regional split of our suppliers, Europe accounts for about 50% of the direct suppliers. Some 62% of the sourcing volume comes from Europe. North America accounts for about 36% of the suppliers and around 30% of the sourcing volume. So, 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.

The predominance of Europe and America as the main sourcing regions obviously reflects the actual invoicing addresses of the tier 1 suppliers. It does not include their tier 2 and 3 contractors. The proportion of material and components originally manufactured in Asia is therefore certainly higher than the roughly 8% of direct sourcing volume suggest.

There is a certain but overall rather moderate risk associated with the Asian supply markets due to the dependency on international shipment and logistics on the one hand but also on the political developments in that area on the other. In addition the very high proportion of Western European suppliers (majority from Germany and Switzerland) mean that the general risk profile of the supply chain is relatively low.

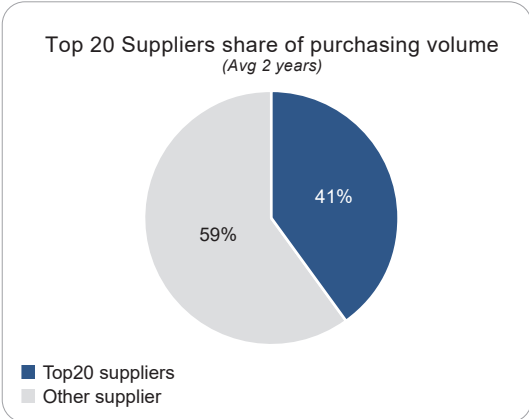
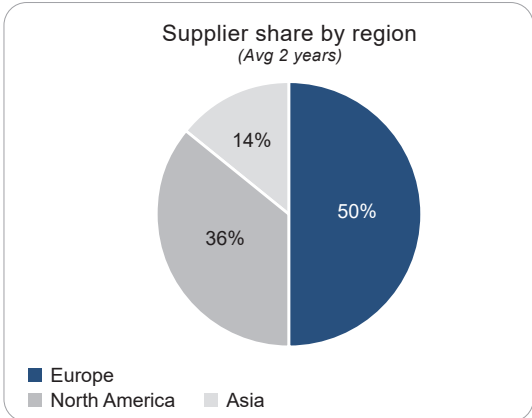
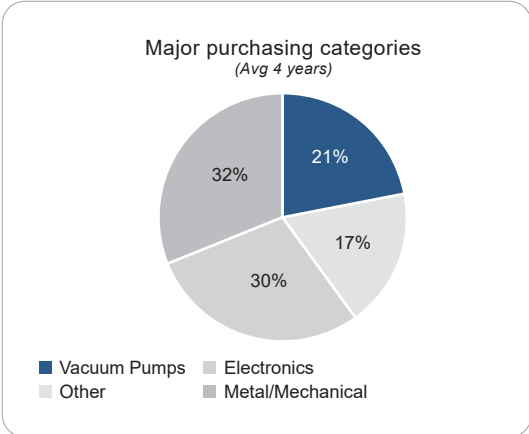
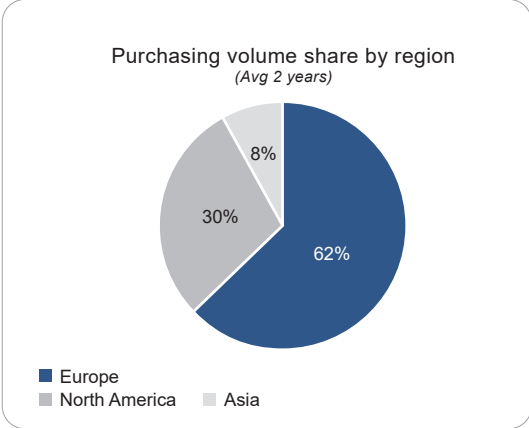
Looking at the sourced materials or items, 49% of INFICON's purchased input concerns electronic, mechanical, or metalworking items, while pumps account for 21%, and printed circuit boards for 11%.

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. Selected key suppliers have e.g., signed an agreement outlining INFICON's expectations regarding requirements on the production change control process (CE/CC).

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In addition to many quality aspects, our discussions and assessments also include aspects with regard to environmental and social topics. Environment-friendly 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 at our regular supplier meetings and audits. All of these elements are checked during supplier meetings and audits. As most of our supplier relations go back in time 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 2023, 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. For the production sites in Europe and Liechtenstein in particular, it was determined that for the reporting year 2023 Inficon is exempt from the due diligence and reporting obligations regarding conflict minerals. The examination with regard to child labor concluded that there were no reasonable grounds to suspect child labor in the reporting year 2023 and that Inficon is exempt from the due diligence and reporting obligations regarding child labor for the reporting year 2023.



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ENVIRONMENTAL TOPICS

Environmental management system

Environmental protection, safety and product stewardship are key priorities at INFICON as shown and discussed in various sections of this comprehensive Annual Report and especially the Sustainability report. Sustainability and environmental management are key components of our Company's DNA. INFICON engages in many efforts 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. The manufacturing facilities are themselves 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 (USA) is a good example of how we promote these efforts: 2023 saw e.g. the formation of new ISO14001:2015 Committee to refresh Environmental Management System and introduce sustainable design tools in product engineering process.

Created in 2020, the "Green Team" in Syracuse (USA) focused in 2023 on a facility wide energy audit, the installation of occupancy and motion sensing sensors and switches to shut off lights automatically. At Syracuse (USA), the campus lawn is becoming a biologically more valuable territory to increase bird habitat, reduce heavy rainwater run-offs, reducing landscaping expenses. Currently, we are evaluation the use of engineered floating island reactors to promote the natural self-cleaning capacities of our ponds. We have also found out that the new aspect of the campus is more inspiring for employees during their breaks. Employee newsletters, a dedicated information and bookstand, an even art contest address sustainability issues on a regular basis.

To increase the visibility and importance of INFICON's sustainability efforts for all employees, we created special steering committees e.g. at the Syracuse (USA) factory. This body, led by a dedicated sustainability manager who serves as point of contact, sees to it that sustainability is incorporated into the local strategies. The manager makes sure measures are aligned with corporate goals, that teams are held accountable for progress in this area and that the momentum of the efforts is kept high, that all levels are directed onto a shared sustainability path. The team has started in 2022 to use a Kanban board to formalize, support and better visualize and prioritize the respective project management an initiatives. One of the key priorities in 2022 was the efficient data collection. We currently evaluate software to best connect to corporate data portals to support the compilation of environmental data. Internally, the importance of sustainability is highlighted by educational activities such as a new speaker series, the dissemination of internal media posts, and the creation of a confluence page to more easily disseminate information.

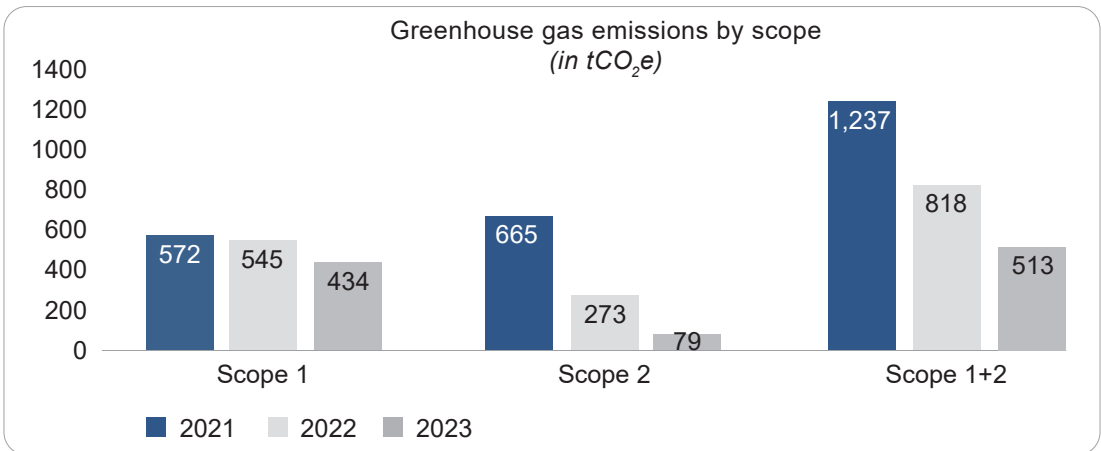
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All manufacturing facilities observe and comply with international and regional legislation, as well as guidelines. All suppliers have to sign quality and environmental agreements that they comply with all environmental laws. The Company observes the 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 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. INFICON also completed a RBA audit in 2022 to keep abreast with the latest developments in this area. 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 reporting. We are currently assessing of how to best tackle these challenges on a Group-wide level, rather than dealing with these issues on a site per site basis.

INFICON did not encounter any non-compliance with environmental laws in 2023.

Energy and carbon emissions

Given INFICON's business model and value chain, the operational carbon footprint (Scope 1 and 2) of INFICON is rather minor. Yet, fully understanding where INFICON as a company consumes energy and causes carbon emissions helps us strive for further improvements. Within our own boundaries, INFICON was repeatedly able to minimize its carbon footprint. We also want to investigate how we can further reduce our negative impact by carefully managing our supply chain and taking responsibility of the ongoing usage of our products and systems at our customers (Scope 3 domain). In both Scope 3 categories, a screening analysis was started in the reporting year. We are fully aware that a company's carbon footprint is an important topic in many shareholder relations ranging from existing to potential employees, suppliers, customers, investors and the public at large and insufficient engagement can result in reputational problems. We therefore want to be known as a company not only compliant with ESG norms, but as a company willing to go the extra mile.



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Since the first implementation of ISO 14001 as early as 1998, INFICON closely monitors and analyzes resource consumption and emissions. 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 consumptions and a lowering of our ecological footprint.

	2021	2022	2023	Delta 2023– 2022
Total energy consumption in MWh	15,429	15,075	15,817	5%
Electricity	11,591	11,812	13,241	12%
of which certified green electricity	51%	81%	100%	
Natural gas ²	3,110	2,693	2,141	(21%)
District heating (wood chips)	729	570	435	(24%)
Energy consumption in MWh per employee	16.3	13.2	13.4	1%
Greenhouse gas emissions in tCO₂e³	1,237	818	513	(37%)
Scope 1: Natural gas ²	572	545	434	(20%)
Scope 2: Electricity & district heating ⁴	665	273	79	(71%)
Greenhouse gas emissions in tCO₂e per employee	1.3	0.7	0.4	(39%)
Biogenic CO ₂ emissions are reported outside of scopes	192	201	152	(24%)

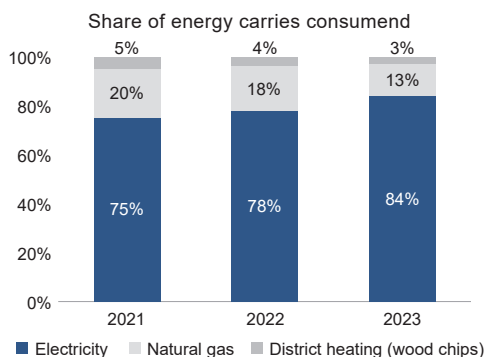
¹ The data covers our 4 largest sites: the 3 competence centers Balzers (LIE), Cologne (DE) and Syracuse (USA) as well our production site in Aaland (FI)

² In 2022 for our site Cologne (DE) only a partial consumption of natural gas was reported which is adjusted in this report.

³ Data is calculated on a market-based approach. For 2022 data Scope 2 marked-based calculations were adjusted due to more precise emission factors. For the location-based method Scope 2 emissions count 1,695t for 2023 and 1,562t for 2022. Emission factors are sourced from DEFRA 2023 and IEA 2023 and domestic electricity/district heat providers.

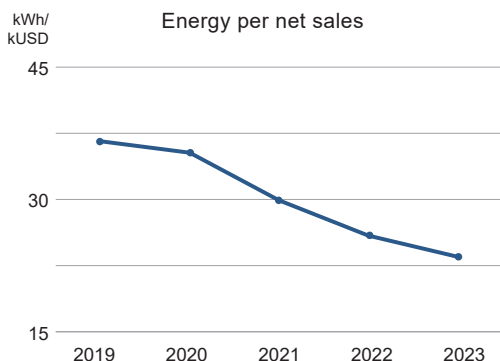
⁴ For district heating fueled by wood chips, Scope 2 emissions cover methane and nitrous oxide emissions not absorbed during growth. Biogenic CO₂ emissions are reported out of scopes and amounted to 152 tCO₂e for 2023 and 202 tCO₂e in 2022.

In 2023 the overall emission of greenhouse gases could again be lowered. After a reduction of 33% in the preceding year, 2023 saw a further reduction of 37%. INFICON was able to curtail its consumption of natural gas by 21% in the reporting year, resulting in 20% lower greenhouse gas emissions. The major contributors to this result were as follows: The measures taken to save energy for the heating and cooling of the Balzers (LIE) worksite now shows for a full year and resulted in literally zero greenhouse gas emissions from district heating. Another source of savings was the ventilation scheme at Cologne (DE) which was set back to pre-Covid-19 conditions. During the pandemic, 100% fresh outside air was pumped into the buildings. This had requested a higher proportion of cold air to be heated. As the standard ambient ventilation now only holds 35% of fresh outside air, this figure was largely reduced. We see these achievements as an incentive and stimulus to further minimize any negative impact of our economic activity as best as we can.



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As the data in the table shows, INFICON managed to limit its energy consumption to an increase of just 5% while growing its Group sales by almost 16%. We see this development as a great achievement, given the unprecedented growth registered literally at all locations.



The data covers our 4 largest sites: the 3 competence centers Balzers (LI), Cologne (DE) and Syracuse (USA) as well as our production site in Aaland (FI)

The graph above is another view and proof of INFICON's successful environmental management. Over the past five years, the energy consumption continuously went down in relation to net sales. A clear indication that the Group's operations have become more energy-efficient over time.

After much analysis and discussion, we have defined the following areas as important and highly relevant, and therefore as focus areas.

Green electricity: We have converted all major production sites to 100% certified green electricity. While the sites in Balzers (LIE), Aaland (FI) and Cologne (DE) were already converted in 2021, Syracuse (USA) has now followed suit and utilizes 100% certified green electricity.

In Finland, solar panels produce electricity on the roofs of our facilities.

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, Balzers (LIE) installed a new HVAC system including an energy recovery system in 2022. Now fully operational for a full year, the system stood its test: INFICON needed no additional external heating anymore. With that a drastic reduction of energy usage was achieved. The consumption for heating and cooling went from 432,032 kWh in 2021 down to 204,606kWh in 2022 and now in 2023 down to zero. In addition, a new closed-loop cooling water concept for the laboratories and production shop floors resulted in a 87% lower water consumption.

Other actions and efficiency measures around the world

In the USA, too, sustainability is a key priority. In order to tackle the most promising and most urgent projects first, INFICON developed a 3-year environmental sustainability roadmap. Reducing food waste and composting unavoidable leftovers was such a project. At Syracuse (USA), some 5,000 pounds of food waste, leftovers and coffee grounds were composted.

At Syracuse (USA), the campus lawn is converted into a biologically more valuable habitat to increase bird habitat, reduce heavy rainwater run-offs, reducing landscaping expenses. INFICON collaborated with the State University of New York School of Environmental Forestry and their Senior Conservation Biology Capstone course to develop plans to naturalize the landscape around the East Syracuse (USA) facility. Students were invited to design plans that increased biodiversity and if possible minimized storm water run-off. We received about 20 plans. We then selected a few to proceed with.

At INFICON Aaland (FI), the rented workspace is currently being expanded by 2,000 m² of new production area. The new building is expected to be ready by the fourth quarter of 2024. The new building will include many initiatives to make it environmentally friendly. It includes i.e. charging stations for electric cars, e-bikes and of course ventilation and heating optimized for low energy consumption. Solar panels will be 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.

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In addition to several smaller projects in the area of environmental protection and sustainability, INFICON Cologne (DE) is planning to install solar systems on the roofs of its buildings in 2024. These will be able to cover around 6% of annual consumption and we will be able to save around 40 tons of CO₂ with these installations.

Commuter traffic and business trips: Knowing that many issues cannot be tackled individually, INFICON AG, Balzers (LIE), has teamed up with other local industrial companies to highlight the need of a new train Swiss Railway train station close to Balzers (LIE). INFICON will cover some of the costs of the establishment of this new train stop at Trübbach/Fährhütte as this will allow commuters from the Swiss Rhine Valley to commute more comfortably to work by public transport. Regular bus service to Balzers will complement this public transport project.

To support this eco-friendly way to commute to work, INFICON installed a special charging station for bicycle or scooter batteries. Charging their batteries during work, colleagues can rapidly e-pedal or ride home after work. The parking facility for commuter cars is now supported and managed by means of a new software including the functionality to organize shared rides.

In the USA, we promote more environmental friendly ways to commute to work. INFICON colleagues now have access to a share-a-ride platform with other companies. The benefits are obvious: less people travel by themselves. This fosters a community feeling. More people can relax during the commute rather than focusing on the traffic behind the wheel. Fewer cars on the road reduces gasoline consumption.

At Syracuse (USA), 2023 saw the installation of further 10 charging ports for electric cars, expanding the overall ability to charge electric vehicles during working hours to 15 vehicles. We also installed a new bicycle shelter to encourage colleagues to ride their bikes to work.

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. INFICON's flexible manufacturing model involves materials and components sourced from many different suppliers. 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.

Often, waste is not only associated with the actual components or products sourced, but rather with packaging. In 2023, INFICON has thus drafted an Addendum to its Corporate Supplier Responsibility focusing on reducing packaging waste. This has resulted in a successful joint re-engineering project with a supplier to reduce plastic foam in packaging.

Obviously, we want to "walk the talk" ourselves: When it comes to shipping our products to our customers, INFICON in Syracuse (USA) has changed to biodegradable pallet overwraps. A bigger project included the standardization of product packaging over eight product lines with the aim to reduce packaging material. This effort resulted in using now a sling mechanism to protect our finished products during shipments rather than encapsulating them in plastic foam as before. This leads to a considerable reduction in the use of plastic foam in packaging at INFICON and to much less waste at our customers when they receive our products.

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Similar efforts were taken in Cologne (DE): A project supported by an external consultant looks at ways of packaging our products more sustainably for shipping. Tests are now in preparation to verify that the new packaging options will support the needs and guarantee safe shipment of our products. If successful, the project should save up to 90% of foam packaging. Another project looks at alternatives to replace single packaging of small items such as flanges and centering rings with blister boxes.

Waste

	2022	2023	Delta
Total waste in metric tons	296	345	17%
Waste diverted from disposal through recycling	138	205	48%
Waste directed to disposal	158	140	(11%)
Incineration with energy recovery	157	140	(11%)
Other disposal operations	0.3	0.3	7%

The data covers our 4 largest sites: the 3 competence centers Balzers (LI), Cologne (DE) and Syracuse (USA) as well as our production site in Aaland (FI)



The data for 2023 show an increase in the total amount of waste. This has to be seen against the backdrop of the massive renovation, remodeling and expansion program INFICON had concluded in 2023. The new machines and equipment installed at the various sites, obviously arrived with a fair amount of packaging. The installation work then also created additional waste. Last but not least, the higher production output requested an increased amount of materials and components sourced from outside.

SOCIAL TOPICS

INFICON – an attractive employer

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. Smart colleagues drive innovation and product excellence.

With our recently launched people initiatives the focus lies on two main objectives – Culture and People Development. This initiative will build on the positioning statement, the identity and the behavior anchors that we launched in recent years. It aims to build on the existing strong cultural foundation including also components from the past program I3C – Care, Commit, and Change.

Identity statement



CREATE
We enable visionary technologies for tomorrow



LIVE
We live performance, joy and individual growth



CARE
We make our world safer and better

During 2023 we have set up the initiative and ran a large number of workshops across the organization. All organizations are involved over a 2–3 year plan. Next to strengthening the identity and the behavior anchors further we are rolling out a global program for typology work-shops for which we have internal certified coaches and work on strengthening core concepts such as ownership, self-management, entrepreneurship, relationship and team building. In an internal process we have selected “oneINFICON” as the name of our cultural journey.

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

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enablers that supports and allows us to execute the strategic initiatives and growth plans. The personal goals for INFICON's top management include certain sustainability targets such as e.g. 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.

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.

Social activities take place regularly at all locations. They include e.g. barbecue or summer festivals, family days, Christmas and year-end parties, planned and spontaneous get-togethers to celebrate success and pre-defined milestones, Company outings. These events also take local customs and workforce preferences into account (as e.g., skiing days in Switzerland and Liechtenstein or jointly visiting the Carnival at Cologne (DE) with international participation; moon festival or Lunar New Year celebrations in Asia, mid-summer parties in Scandinavia, St. Patrick's day or Halloween in the USA). Apart from these instances, regular management updates at every INFICON site create a shared culture that fosters identification, team spirit, creative cooperation, and intercultural inclusion.

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 his or her 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.

Every colleague annually discusses his or her performance and achievements, satisfaction, motivation, personal development goals as well as communication aspects at work with their immediate managers in

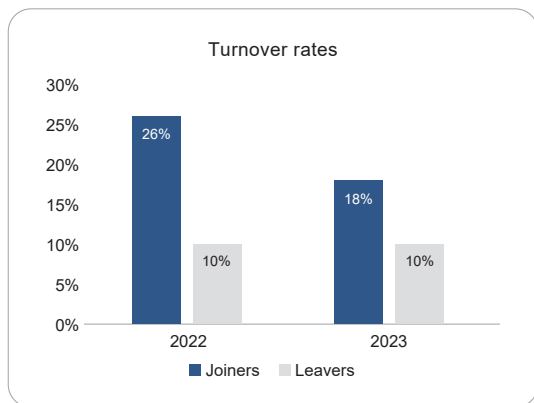
a structured appraisal dialogue. At Balzers (LIE) and Cologne (DE), everyone prepares individually for these annual discussions. At Balzers, so-called energizing talks complement this process mid-year. The Human Resources departments oversee this process and assess the long-term success with key performance indicators such as employee satisfaction, loyalty, and fluctuation, as well as participation in the various ongoing training, workshops, and development programs.

Even in these challenging times, 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.

Fluctuation

All numbers in Headcount	2022	2023
Employee turnover	288	217
Joiners in Headcount	117	127
Leavers in Headcount	26%	18%
Joiner Rate	10%	10%

*The data covers our 4 largest sites: the 3 competence centers Balzers (LIE), Cologne (DE) and Syracuse (USA) as well as our production site in Aaland (FI)
Rates are calculated by dividing the total number of joiners/leavers by the total number of employees in the respective year.*



Diversity, equity, and inclusion

INFICON's long-term success as a high-tech Company active in a competitive marketplace relies on its competent staff. 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 jurisdictions where 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. In Balzers (LIE) we pay standard market salaries and regularly compare these with companies in the region. This is based on function, training, experience and market wages. Regularly means that we take part in the 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 employment regulations from Balzers (LIE) 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".

INFICON's workforce is very diverse in terms of nationalities: our employees working at our Balzers (LIE) location come from 13 different nationalities. Also, at the other major production sites in Cologne (DE) and Syracuse (USA), 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 affirmative action legislation. Since 2021, INFICON job offers explicitly invite diverse, female, and male applicants.



Diversity Equity Inclusion

The societal narrative of the past few years has raised the awareness for additional aspects of diversity. At INFICON, we are convinced that we perform better, are more innovative, and even minimize risks, if and as we welcome and actively bring together people with all sorts of backgrounds and personal orientation. We also believe that as a company we can thus make a difference for our colleagues, hosting communities, and the society at large. In 2023, we thus put a special focus on Diversity, Inclusion, and Equity.

The Diversity, Equity, and Inclusion (DEI) Committee seeks to assist management and employees in creating a welcoming, supportive workplace for all our employees. In 2023, the Committee introduced our Diversity of Thought (DoT) Model as a guiding principle of our efforts, which values diverse perspectives, ideas, and opinions within the organization. This model encourages the inclusion of individuals with different backgrounds, experiences, and viewpoints, and supports our belief that the best decisions are made when a variety of viewpoints are considered. By fostering a culture of open-mindedness and inclusivity, we hope to benefit from a wider range of creative solutions, better decision-making, and a more innovative and adaptable environment. We feel this approach is crucial not just to live the INFICON values, but to remain a leading-edge innovator with our customers.

Our committee's other 2023 accomplishments include the release of our 2026 Target State and the development of the organization's growth plans to implement the DoT Model across the organization; establishing All-Gender, Single-Use Bathroom Spaces; and creating dedicated Expectant Mother parking spaces. We use these efforts to live our DEI values day-to-day.

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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. While INFICON supports a gender diverse personnel policy, the nature of our technology driven business may serve as a reason why the workforce, the Executive Management, and the Board of Directors consist of more men than women. 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.

INFICON Aaland (FI) supported the local government in 2023 and welcomed an apprentice with disabilities to work in the factory for two days a week. This is part of a program to rehabilitate people with disabilities so they can get a job. This was a valuable experience for everyone.

Occupational health and safety

The safety and well-being of our staff is very important to INFICON. 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 ensure that our operations run smoothly. At the same time, we minimize the risks of productivity losses and disruptions, 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 all these measures by key performance indicators on incidents, accidents, absenteeism. We evaluate feedback from our human resource 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.

At INFICON's Syracuse (USA) plant all employees are trained in work safety, health, and work-place ergonomics. Various hygienic measures put in place to fight the COVID-19 pandemic remain in place: Masks and hand-sanitizing gels are still widely available on the premises.

As in prior years, INFICON put up an on-site flu shot clinic in October 2023 as a service for all employees.

At INFICON in Balzers (LIE), hand-sanitizing gel is still available at the entrances and we promote social health measures such as sneezing etiquette, 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 (Swiss work accident insurance) guidelines/checklists or external experts if appropriate. In 2023, a special focus was the replacement of office furniture with ergonomically adjustable workstations.

At INFICON, employees and workers 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 (DE), 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

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health and safety compliance are investigated. If necessary, experts help to clarify the situation, reassess risks and implement corrective measures. Syracuse (USA) 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 (LIE), 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 checklists.

On a more personal level, INFICON Balzers (LIE) supports already for years programs such as the cycle to work initiative. 75 colleagues participated in 2023, cycling jointly on 1,482 days a total of 24,291 km saving the equivalent of 4,285 kg of CO₂ emissions. We offer free yoga sessions twice a week, and encourage workers to join jogging or walking groups, or participate in local employee runs. INFICON 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 offers fresh fruits free of charge and invites people to drink enough water at fresh water dispensers available all over the facilities. We handed personalized drinking bottles out all colleagues to promote this effort and to reduce the waste caused by disposable drinking cups. For each drinking bottle handed out to our employees, INFICON Balzers (LIE) donated in total CHF 5,000 for charitable purposes. Colleagues who prefer hot beverages can get boiling water for free. Our safety manual also calls to take the necessary measures to prevent home and leisure accidents (e.g. warm-up).

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

INFICON Aaland (FI) 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. Another outcome of these meetings is the participation for 2024 at local health and sustainability days.

At INFICON Syracuse (USA), the workforce participated eagerly in corporate sporting events of all sorts, including a mid-winter fitness challenge, regular yoga sessions, or the Syracuse (USA) workforce run. This community-wide 5K event benefits a local charity. The 2023 beneficiary of the run's success was AccessCNY, an organization that offers person-centered services that empower individuals of all ages and abilities to reach their full potential as part of our shared community.

INFICON workers regularly meet in organized corporate groups.

Occupational health and safety

	2022	2023
Accidents resulting in at least one lost work day	7	6
Lost work days	17	48
Accident Frequency Rate (AFR)	0.9	0.7
Accident Severity Rate (ASR)	2.1	5.7

The data covers our 4 largest sites: the 3 competence centers Balzers (LIE), Cologne (DE) and Syracuse (USA) as well as our production site in Aaland (FI). Rates are calculated by dividing accidents/lost work days and are per 200,000 working hours.

Reported figures from all worksites suggest that INFICON colleagues stayed healthy during the reporting year.

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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. We also want to inspire our colleagues so they internally apply for opportunities for new or different jobs. These are e.g. jobs with more responsibilities or jobs where they can better contribute to the overall success, performance, and innovation power of the Group with their accumulated and continuously broadened education and training. 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 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. At INFICON Balzers (LIE), employees are e.g. offered English lessons with the aim to train our colleagues to take Cambridge Exams at various levels. INFICON Syracuse (USA) offers German-language classes through a local teacher.

Data from our locations in Balzers (LIE), Cologne (DE) and Syracuse (USA) as well as our manufacturing site in Aaland (FI) show that in 2023, the average hours of training per employee increased again and reached a level of 9.4 hours.

Composition of workforce

All numbers in	2022	Share	2023	Share
Headcount				
Employees (excl. apprentices, interns, trainees, externals)	1,091	97%	1,181	96%
Apprentices, interns, trainees, externals	31	3%	43	4%

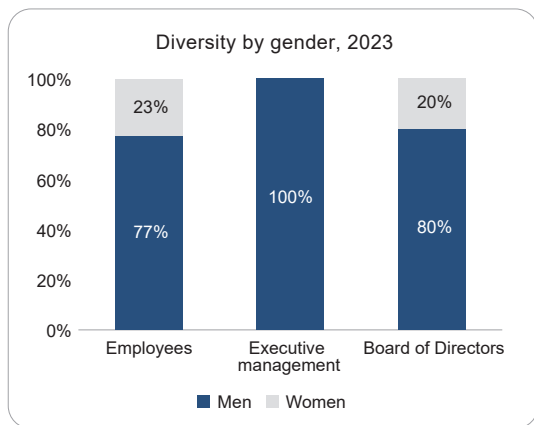
Employees by employment contract (excl. apprentices, interns, trainees, externals)

Permanent	1,056	97%	1,131	96%
Fixed-term	35	3%	50	4%

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

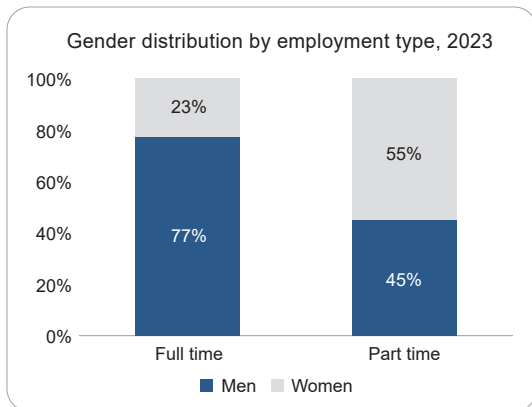
Full time	1,034	95%	1,120	95%
Part time	57	5%	61	5%

The data covers our 4 largest sites: the 3 competence centers Balzers (LIE), Cologne (DE) and Syracuse (USA) as well as our production site in Aaland (FI)

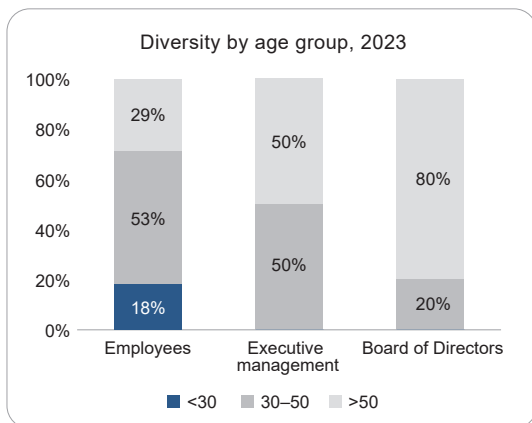


The data covers our 4 largest sites: the 3 competence centers Balzers (LIE), Cologne (DE) and Syracuse (USA) as well as our production site in Aaland (FI)

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Excl. apprentices, interns, trainees, externals



The data covers our 4 largest sites: the 3 competence centers Balzers (LIE), Cologne (DE) and Syracuse (USA) as well as our production site in Aaland (FI)

Community relations

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.

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. We welcome a whole class for one week in a special business-oriented course where the students familiarize themselves with economy, business, and management. Students of the local university of applied sciences were also given a tour through our production followed by a Q&A session with management. We also support special initiatives to promote technical vocational training and science-oriented jobs for young adults, hold so-called future days when kids can accompany their parents or relatives to learn more about their work. In addition, INFICON sponsors the work on a bachelor thesis at a local university of applied sciences in southeastern Switzerland.

INFICON Cologne (DE) yearly welcomes girls aged 12 to 14 to give them more insight into technical and scientific job opportunities. Internships for pupils and students as well as the cooperation with various agencies that run such programs or help students to find part-time employment during their study years complement this initiative.

In the USA, INFICON supports not-for-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. A special focus of INFICON Syracuse (USA) 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 (USA) school district in our facility to give them an overview of how STEM (science, technology, engineering and mathematics) learning can turn into career opportunities. We also contribute to the MACNY (MACNY – The Manufacturers Association of Central New York) collegiate sponsorships.

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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)

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 the yearly 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

OUTLOOK AND GOALS

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

- Concrete plans for 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: Understanding, testing feasibility and implementation, and screening of indirect greenhouse gas emissions in the value chain.
- 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 working 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.
- **Bottom-Up and Local Initiatives**
 - Foster change through bottom-up and local initiatives, empowering teams to take ownership. Encourage innovation and adaptation based on regional needs and contexts.
 - Globalize sustainability education efforts.
 - Define global on-boarding training and seminars that include INFICON’s sustainability goals & principles.
- Closely follow the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) for Swiss companies and the EU taxonomy regulations. We will 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 goals, the individual targets of the Group Management for 2024 also contain elements of the sustainability ambitions described above.

To strengthen its sustainability approach, the Board had defined a dedicated representative for ESG and sustainability matters. In 2023, a formal Sustainability Council was established. It is led by Lukas Winkler, Board member, as Chairperson; Reto Suter, Board member, and Matthias Tröndle, CFO, complement this group. The council will define a roadmap, reviews targets, studies the regulatory developments in the ESG area and supports the Audit Committee in non-financial reporting.

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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. 68) 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	45
Identification of material non-financial matters	Identification of material topics	40
Non-financial matters		
Environmental matters	Environmental management system	55
	Energy and carbon emissions	56
	Efficient materials sourcing and use	59
Social issues	Community relations	66
Employee-related issues	INFICON – an attractive employer	60
	Diversity, equity, and inclusion	62
	Occupational health and safety	63
	Ongoing education and training	65
Respect for human rights	Good governance	52
	Responsible supply chain management	53
Combating corruption	Good governance	52

For the Board of Directors:



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



Dr. Reto Suter
Chairman of the Audit Committee

March 4, 2024



INFICON has reported in accordance with the GRI Standards for the period from 01 January 2023 to 31 December 2023. 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	18	
	2-2 Entities included in the organization's sustainability reporting	80	
	2-3 Reporting period, frequency and contact point	Fiscal year 2023, annually 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	no restatements of information	
	2-5 External assurance	no external assurance	
Activities and workers			
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	45–46	
	2-7 Employees	65–66	
	2-8 Workers who are not employees	65–66	

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GRI Standard	Disclosure	Location/Information	Omission
Governance			
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	20–24	
	2-10 Nomination and selection of the highest governance body	20–24	
	2-11 Chair of the highest governance body	21, 23	
	2-12 Role of the highest governance body in overseeing the management of impacts	21	
	2-13 Delegation of responsibility for managing impacts	25	
	2-14 Role of the highest governance body in sustainability reporting	21	
	2-15 Conflicts of interest	25, 52	
	2-16 Communication of critical concerns	52	
	2-17 Collective knowledge of the highest governance body	23	
	2-18 Evaluation of the performance of the highest governance body	30	
	2-19 Remuneration policies	30	
	2-20 Process to determine remuneration	30, 31	
	2-21 Annual total compensation ratio	35	
Strategy, policies and practices			
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	40	
	2-23 Policy commitments	52	
	2-24 Embedding policy commitments	52	
	2-25 Processes to remediate negative impacts	52, 55	
	2-26 Mechanisms for seeking advice and raising concerns	41	
	2-27 Compliance with laws and regulations	52, 56, 63	
	2-28 Membership associations	44	
	Stakeholder engagement		
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	41	
	2-30 Collective bargaining agreements	Collective bargaining agreements exist in Germany and Sweden (about 21% of work force).	

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MATERIAL TOPICS

GRI Standard	Disclosure	Location/Information	Omission
GRI 3: Material Topics 2021	3-1 Process to determine material topics	40	
	3-2 List of material topics	41	
Economic topics			
Technology leadership			
GRI 3: Material Topics 2021	3-3 Management of material topics	46	
Market leadership			
GRI 3: Material Topics 2021	3-3 Management of material topics	46–48	
Customer relations			
GRI 3: Material Topics 2021	3-3 Management of material topics	48–49	
Product quality and compliance			
GRI 3: Material Topics 2021	3-3 Management of material topics	49–50	
Product impact			
GRI 3: Material Topics 2021	3-3 Management of material topics	50–52	
Governance topics			
Good governance			
GRI 3: Material Topics 2021	3-3 Management of material topics	52–53	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	53	
	205-2 Communication and training about anti-corruption policies and procedures	53	
	205-3 Confirmed incidents of corruption and actions taken	53	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	53	
Responsible supply chain management			
GRI 3: Material Topics 2021	3-3 Management of material topics	53–54	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	53–54	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	53–54	

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GRI Standard	Disclosure	Location/Information	Omission
Environmental topics			
Environmental management system			
GRI 3: Material Topics 2021	3-3 Management of material topics	55–56	
Energy and carbon emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	56–59	
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	57	
GRI 302: Energy 2016	302-3 Energy intensity	57	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	57	
	305-2 Energy indirect (Scope 2) GHG emissions	57	
	305-5 Reduction of GHG emissions	57, 59	
Efficient materials sourcing and use			
GRI 3: Material topics 2021	3-3 Management of material topics	59–60	
GRI 306: Waste 2020	306-3 Waste generated	60	
	306-4 Waste diverted from disposal	60	
	306-5 Waste directed to disposal	60	
Social topics			
Attractive employer			
GRI 3: Material topics 2021	3-3 Management of material topics	60–61	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	61	
Diversity, equity, and inclusion			
GRI 3: Material topics 2021	3-3 Management of material topics	62–63	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	65	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	62	
Occupational health and safety			
GRI 3: Material topics 2021	3-3 Management of material topics	63–64	

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GRI Standard	Disclosure	Location/Information	Omission
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	63	
	403-2 Hazard identification, risk assessment, and incident investigation	63	
	403-3 Occupational health services	63–64	
	403-4 Worker participation, consultation, and communication on occupational health and safety	63	
	403-5 Worker training on occupational health and safety	63	
	403-6 Promotion of worker health	64	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	64	
	403-9 Work-related injuries	64	
Training and education			
GRI 3: Material topics 2021	3-3 Management of material topics	65	
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	65	
Community relations			
GRI 3: Material topics 2021	3-3 Management of material topics	66–67	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	66–67	