

Sustainability – a core aspect 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 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.

As a global leader in instruments for gas analysis, measurement, and control, 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. INFICON's approach to sustainability is comprehensive and holistic. 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. It also is an important factor in terms of employer branding and helps INFICON attract, recruit, and retain the best-suited talents.

Our commercial accomplishments and our solid financial backbone allow INFICON not only to successfully master crises such as the current COVID-19 pandemic. They are also the grounds for our long-term and customer-centered approach to innovation, our state-of-the-art manufacturing capabilities, our strong relations with our workforce, communities, customers, investors and other stakeholders.

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. The multidimensional business and stakeholder approach allows INFICON to drive innovation and its longer-term business goals ahead while observing high ethical business standards in general, striving for the least possible impact on the environment, and providing for human and ecological health.

We are aware that employees and customers want to know the purpose of a company. When they understand 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. Well informed suppliers and customers value their relationship with a company when they can relate to the purpose of a company.

INFICON thus assumes responsibility for its actions with a view to the economy, nature, and the people. In 2021, the INFICON Management team held workshops to develop a shared understanding of the Company's DNA. We defined our aims and ambitions and described how we want to contribute to the common goals of humankind. This process led to the formulation of INFICON's identity statement. The wording was then further discussed and refined with members of the middle management in meetings around the globe. We formulated authentic, simple, individual, and future-oriented enterprise goals.

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



We enable
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for tomorrow



LIVE

We live
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individual
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CARE

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our world
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and better

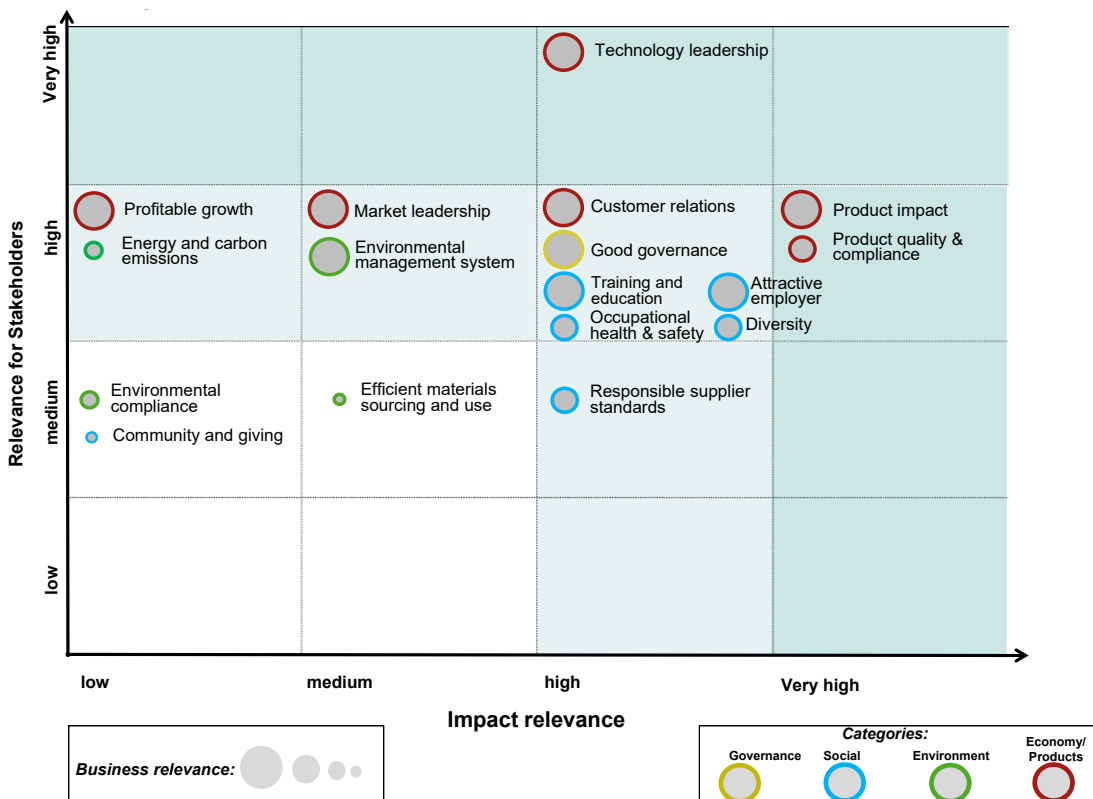
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Identification of material topics

We again expanded the scope of information in this report significantly. In doing so, the GRI Sustainability Reporting Standards and the materiality analysis carried out in 2020 served as guidance for the expansion. Topics are considered material if they are important to INFICON from an internal Company perspective, and/or from an external stakeholder perspective, and/or have a significant economic, environmental, or social impact. After carefully reviewing the 2020 assessment, INFICON included the topic “tax practices” in the topic “Good Governance” (GRI 102-46).

The materiality matrix shows the identified material topics in the three dimensions “business relevance”, “relevance for stakeholders”, and “impact relevance” (GRI 102-47).

Materiality matrix



Stakeholder Management

Developing good relationships with all stakeholders is key for the long-term business success. INFICON regularly engages with its stakeholders in a broad and systematic variety of ways to understand their needs and 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 clearly 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 the 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 are affected by its actions (GRI 102-42). The Company's key stakeholders are customers, employees, suppliers, shareholders, and local communities (GRI 102-40).

Key stakeholder concerns

(GRI 102-43, GRI 102-44)

INFICON's customers faced a demanding global business environment in 2021. The COVID-19 pandemic, international trade and tax disputes and resulting sourcing bottlenecks continued to affect international business. INFICON interacted in many different formats with its global customer base to understand their high expectations. The table below summarizes the interaction formats and topics:

Examples of engagement formats	Key needs and concerns
Daily interaction Regular personal contact	Reliable customer service Quality/good value products Meeting the technical specs and requirements
Video conferences Workshops/visits Webinars, technical trainings	Fast response times
Conferences Social media, newsletters, emails Trade shows (virtual and physical)	Reliable on-time delivery Health and safety impacts of products
Industry associations	Providing general information Show and explain innovation and performance Assess overall industry and technology trends

Understanding our customers' most pressing needs from an early stage is a prerequisite for delivering reliable customer service in challenging times. INFICON has experienced great customer loyalty and rising demand for its products, technology, and services. As the pandemic limited international travel, new formats of customer engagement became more important. Our key account managers and technical staff invested more time into the direct relationship and the daily dialogue with their counterparts using ever more frequently video conferencing, virtual reality assisted tools, and social media. Apart from key accounts, INFICON addressed the broader customer base at industry-specific tradeshows and conferences, on industry association panels, through webinars and technical training videos as well as newsletter, e-mails and an expanded presence on social media.

INFICON's employees continue to face the consequences of the COVID-19 pandemic. It affects work in many ways, changing daily routines, limiting contacts with work colleagues, and for many it meant working from home. While the summer months granted some leeway and ease, it became clear in autumn that the virus would linger on. INFICON remained focused on being a reliable and caring employer during this second year of the pandemic, keeping employees safe, highlighting job security at INFICON and retaining existing colleagues as best as possible. Internal communication via many channels ranging from on-site staff 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. Internal communication efforts became increasingly important in a time of rising uncertainties and ambiguity, less frequent social contacts, and continuously changing precaution measures. As INFICON is expanding its operations to accommodate future growth, hiring and especially on-boarding new staff and talents became a critical task.

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

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INFICON's suppliers experienced at times severe bottlenecks. They occurred in the wake of the COVID-19 pandemic and because of the international trade disputes. What is more, 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 quite challenging. Well-established, mutually beneficial, reliable and resilient supplier relationships proved to be key in 2021. INFICON's purchasing departments and specialists closely interacted on a day-to-day basis with key suppliers, focusing on securing the needed quantities of components at reasonable prices. At the same time, INFICON continued to emphasize on site or virtual supplier visits and audits, in order not to compromise the quality of the goods delivered to INFICON given the tight conditions on the sourcing market.

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 see and know INFICON as a corporate citizen and frequently interact with the corporation on topics such as sponsorship and support of local events or initiatives. Local communities and the public at large ask for more transparency in the disclosure of environmental, social and governance figures. Regulatory developments also indicate that requirements regarding non-financial disclosures will increase.

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 obviously an important stakeholder group for a Company with listed shares. INFICON engages in a continuous dialogue with its investors and the financial community at large by means of its Annual Report, Interim Report, its quarterly earnings releases, presentations and WEB-conferences, its Annual General Meeting of Shareholders, Technology Days, as well as national and international roadshows and the attendance at financial conferences. 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. It is also important to understand INFICON's core technological competence in vacuum technology, which 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. INFICON management interacts on average with about 180 investors and analysts per year via various personal channels.

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

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.

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INFICON is member of following associations:

INFICON AG/Liechtenstein:

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

INFICON GmbH/Germany:

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

INFICON Inc. /Syracuse/USA:

- Centerstate CEO
- MACNY
- National Association of Manufacturers (NAM)
- National Defense Industrial Association
- Packaging Machinery Manufacturers Institute
- Southern Gas Association
- American Public Gas Association
- Air Conditioning, Heating & Refrigeration Institute (AHRI)
- Society of Automotive Engineers (SAE) – Interior Climate Control Committee (ICCC)
- Heating, Air Conditioning and Refrigeration International Distributors (HARDI)
- Mobile Air Conditioning Society (MACS)
- Manufacturing Leadership Council

Good governance

Since its formation, INFICON has implemented high standards of Corporate Governance and business ethics. Separate chapters on Corporate Governance and on INFICON's compensation practices disclose further information in a systematic manner. Here, it is important to note that the Board of Directors and the Executive Committee are made up of different persons, that there is no overlap of offices and are 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.

Good governance at INFICON also implies high ethical and moral standards as they are 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. Board and Management are involved and focused, ESG criteria are part of the incentive system of Group Management. 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 compliancy with the law, ordinances and regulations, as well as accounting principles and procedures. Compliancy is instrumental as we strive to avoid any violation of the law or other regulations. Regular external quality, financial, and IT audits as well as per site reviews promote compliance with our Business Ethics Policy. Due to travel restrictions (COVID-19 pandemic), per site reviews in 2021 have taken place remotely.

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The policy also forbids child or forced labor and stipulates honesty and integrity in personal behavior. It gives guidance for political contributions, gifts, fees and commissions. Our policy also covers areas 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, 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/>.

All employees joining INFICON as new complete a special training session on business ethics at any of the many Company sites around the globe. Bi-annually, all employees participate in a refresher course and renew their commitment to our high standards by signature.

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.

Tax strategy

As a globally active corporation with sites around the world, INFICON benefits from the public infrastructure and other public services at the locations we or our customers operate. Tax money generally pays for the usage of public infrastructure and other public services. As a corporate citizen, INFICON complies with the applicable tax laws and pays taxes wherever we undertake commercial activity. INFICON does not engage in any aggressive tax planning or artificial structuring to minimize tax payments. INFICON's Executive Office is in charge of tax governance, control and risk management, based on regular discussions with and recommendations from the Board of Directors and external consultants.

Economic foundation

Value creation for our customers

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.

INFICON's business model has proven to be strong for over 20 years. Our instruments, the technology and customer targeted offering allows 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-three global solution providers. See page 15 for an overview map showing INFICON's global presence.

Large customers with multinational presence as well as local industrial clients and academic institutes can rely on INFICON to ensure a high level of service deployment around the globe. 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 services, consultancy and training covering the full customer buying circle. INFICON's global sales and service organization counts around 350 people, and includes functions in sales and marketing, application engineering, customer service, order management, logistics, as well as specific finance and administrative staff. Customers around the globe benefit locally and efficiently from a comprehensive range of installation, commissioning, calibrating, maintenance, repair, and device rental services.

To meet these expectations, INFICON has embarked on a comprehensive investment strategy. The completion of this 3-year program should add 50% additional capacity by 2023. Currently, INFICON is expanding the shop floor and equipment capacities at all of its major production sites. We are also continuously fine-tuning our core processes and practices, and we hire new experts and staff on all levels.

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Major customer groups per target market

INFICON serves different clients in these target markets: 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 and output yields. INFICON gas and vacuum instruments as well as process control software help semiconductor manufacturers (“fabs”) to optimize their production processes and increase the yield and quality of their wafer production. Our products also help fabs to monitor the storage, transport and usage of raw and process materials and are thus vital for environmental protection efforts of our customers. The second large customer group are Original Equipment Manufacturers (OEMs). We supply them with vacuum and thin film technology components, which they integrate into their semiconductor or vacuum coating production equipment and tools.

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

In the **Refrigeration, Air Conditioning, and Automotive** market, our customers specialize in cooling appliances and services. They focus on quality control, leak tightness of their products, and on leak detection when servicing the installed base of products. Leak tightness is also of paramount importance for many components in modern cars – from engines to fuel tanks and airbags, and an increased focus on testing lithium-ion batteries and battery stacks. 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.

Innovation and market leadership

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. Employing INFICON components leads to the overall lowest cost of ownership in the longer term.

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. 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 3 positions in all target markets.

In 2021, INFICON launched a series of new products and technologies that were developed and designed explicitly to meet emerging needs of our customers. These novelties include amongst others

- **ELT3000** – a non-destructive leak testing solution for all lithium-ion battery cells, including fragile pouch cells. (see also: <https://www.inficon.com/en/products/elt3000-battery-leak-detector>),
- a **robotic multi-gas leak detection system** combining innovative sniffer tip sensors with a 3D vision functionality that brings leak detection to the next step at the manufacturing line (see also <https://www.inficon.com/en/products/multigas-leak-detector-ecotec-e3000> and <https://www.youtube.com/watch?v=g65kQgc2XZw>),

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- the **xParts coating** service leverages recent scientific findings in the realm of sub nanometer layers. With the xParts process, highly uniform, particle free, ALD (atomic layer deposition) thin films are applied on customer specific three-dimensional parts for use in extreme harsh applications such as semiconductor production processes. xParts coatings increase the lifetime of critical components and secures the production tool's uptime.
- **SmartFDC™** Using machine learning technologies, SmartFDC empowers engineers with easy-to-use tools focused on reducing product risk and rapidly resolving semiconductor production issues. SmartFDC reduces the time to implement a fault detection program, maximizes excursion detection capabilities, and provides powerful analytical tools to engineers of all skill levels. <https://www.youtube.com/watch?v=TW7tCNfJ2tA>
- **The Mass Spectrometer Observing Lunar Operations** (MSolo) is a commercial off-the-shelf mass spectrometer modified to work in space. NASA will use MSolo to identify molecules on the surface of the Moon. Multiple MSolo instruments are destined for the Moon via the help of NASA's commercial partners, landing scientific instruments and technology demonstrations on the lunar surface as part of the Commercial Lunar Payload Services. Payloads like MSolo delivered through CLPS will help NASA advance capabilities for science, exploration and commercial development of the Moon. MSolo will be part of three CLPS deliveries slated to land on the Moon's South Pole – the region the first Artemis astronauts will explore later this decade. https://www.youtube.com/watch?v=59_vhOYoWWs

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, 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 350 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 help them develop new applications, and spur our own in-house innovation and developments. The most recent examples for this customer-centered innovation process are e.g. the xParts technology and services or the ELT3000 non-destructive battery pouch leak-testing device described above.

As cross-border travel remained difficult in 2021, national or local trips were still possible to an extent. INFICON's global presence proved to be a true asset. Yet, the COVID-19 pandemic made personal contacts more difficult. So, INFICON further increased its online and even virtual reality assisted communication skills by offering video meetings, virtual product demonstrations and technical webinars. We host user-group platforms such as e.g., the Leak Detection Academy, share technology roadmaps, run an INFICON channel on YouTube, and invite customers to virtual exhibitions or provide them with trial development kits. To tailor our virtual contacts to our customers' needs, we are providing augmented reality assisted advice, training, commissioning, or problem-solving expertise for over the shoulder (OTS) applications.

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 and reduce energy and raw material consumption in our customers' processes and applications. 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 3 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.

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. Due to the COVID-19 pandemic, there were no such customer audits in 2020 or 2021. A recertification audit (ISO 9001 and 14001) in Balzers/Liechtenstein in November 2021 revealed that there were no non-conformances.

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Products with social and environmental impact

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 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 products help reduce environmental impacts, prevent leakages etc., help customers reduce waste and increase yield.

A revenue mapping analysis made by an investment, wealth management and research institute and bank assesses that over 80% of INFICON's revenue is aligned to the United Nations Sustainable Development Goals (SDGs), including goals 3, 9a, 9b, and 12. (See also page 8, Letter to Shareholders.)

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

- **Leak detectors** 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. INFICON's newest solution is **UL6000Fab**. It is not only the most precise, durable and thus reliable testing system on the market, it saves time throughout the testing sequence. <https://www.inficon.com/en/products/ul6000-fab>

- **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 stand-alone sensor or combined with complementary measurement technologies. A recent example of such a combined gauge is Augent™ OPG550. This Optical Plasma Vacuum Gauge combines two sensor technologies into one compact device for gas type monitoring from 1×10^{-7} to 5 mbar and to measure total pressure from atmosphere down to 1×10^{-7} mbar at the same time. An integrated Pirani sensor to switch off plasma above 20 mbar protects Augent. In the measurement range between 1×10^{-7} and 5 mbar, the gauge allows the detection of gases such as oxygen, nitrogen, hydrogen or argon. <https://www.inficon.com/en/products/opg550>. To learn more about the full range of INFICON gauges, view: <https://products.inficon.com/en-us/nav-products/category/product-group/pg-wide-range-vacuum-gauges/>
- **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. <https://www.inficon.com/en/markets/military/hapsite-cdt-introduction>. Another example is Transpector APX, the latest model in the family of market-leading Transpector RGAs, specifically designed for advanced semiconductor processes such as ALD, CVD, and Etch. <https://www.inficon.com/en/products/residual-gas-analyzers>

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Social responsibility

Employees – a core asset at INFICON

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.

In 2021, INFICON Management and personnel committees at all sites met for workshops with the goal to define INFICON's DNA. Our corporate culture rests on this Identity Statement with three authentic, simple, individual, and future-oriented enterprise goals



Being recognized as an attractive, modern, and fair 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.

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, 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. In Cologne/Germany, INFICON has introduced in 2021 a life-long instead of yearly working hour balance, a concept that is rare at small and medium sized enterprises. At all production sites, we strive to implement smart/modern working environments. In that context, colleagues in Syracuse celebrated important milestones and/or team achievements during the reporting year.

Social activities take place regularly at all locations (such as e.g., barbecue or summer festivals, family days, Christmas and year-end parties, planned and spontaneous get-togethers to celebrate success, Company outings) and also take local customs and workforce preferences into account (as e.g., skiing days in Switzerland and Liechtenstein with international participation; moon festival or Lunar New Year celebrations in Asia). 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 and Cologne, everyone prepares individually for these annual discussions. At Balzers, so-called energizing talks complement this process mid-year. The Human Resources departments oversee this process and assess the long-term success with key performance indicators such as employee satisfaction, loyalty, and fluctuation, as well as participation in the various ongoing training, workshops, and development programs.

In 2021, the HR Team in Cologne analyzed the development turnover rate during the reporting year; the COVID-19 pandemic along with new and changing national health and safety measures on the one hand and a rising number of new colleagues joining INFICON due to the ongoing expansion process were major turnover factors. Even in these challenging times, INFICON managed to fill openings in its staff

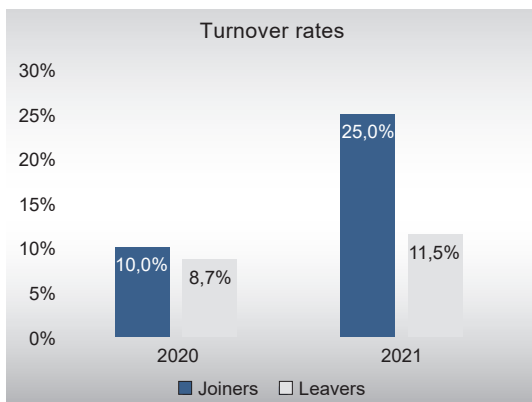
INFICON Sustainability Report 2021

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.

Turnover rates

All numbers in Headcount	2021	2020
Joiners in Headcount	247	89
Leavers in Headcount	114	77
Joiner Rate	25.0%	10.0%
Leaver Rate	11.5%	8.7%

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



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 responsibilities and perform in their respective jobs. These trainings 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.

Data from our locations in Balzers (LI), Cologne (DE) and Syracuse (USA) as well as our manufacturing site in Aaland/FI show that in the current year, the average hours of training per employee reached a level of 7.6 hours. In 2021, INFICON trained especially sales personnel in the area of virtual and augmented reality. These new technologies help us interact with our

customers even in times when travelling is difficult. In addition, INFICON focuses on its younger colleagues and on high potential middle management to promote their careers internally.

Health and Safety at INFICON

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 worksites. Training of occupational health and safety related topics is e.g. part of the onboarding program for every new colleague.

In 2021, INFICON engaged a consultant in Syracuse to review the local EHS program with the objective to design a road map for a thorough relaunch in 2022. A safety committee is now in charge of the EHS program roll out and the respective trainings. They focus on how to increase safety, build awareness and promote ergonomics.

The COVID-19 pandemic asked for special attention in 2021. As a Group, INFICON mastered the COVID challenges very well with a series of special measures taken at the various work sites.

In Syracuse, e.g., INFICON offered on-site flu and COVID vaccination and held various town hall meetings with a virologist from the local university to explain the rapidly changing COVID situation to the entire workforce. INFICON continues to evaluate the changing

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climate regarding COVID-19 and comply with all local and federal OSHA guidelines. The Company has implemented kiosk check-in devices that track temperature and well-being attestations.

At INFICON in Balzers, the implemented COVID-19 health and safety measures proved to be very successful. There was no significant impact from COVID-19 on e.g. working days lost due to sickness of employees. Strikingly enough, this figure was even lower than in 2019/2020. All production equipment must be CE compliant. Identification and assessment of risks with the help of SUVA (Swiss work accident insurance) guidelines/checklists or external experts if appropriate.

At INFICON in Cologne, COVID-19 related issues became part of the risk assessments and databases for all jobs in 2021. A risk assessment is prepared for each workplace. The risk assessment describes the process of systematically identifying and evaluating all relevant hazards to which employees may be exposed in the course of their work. The Company has a designated external occupational safety specialist, a Company physician and an occupational safety committee. In addition, designated people have special tasks regarding e.g. fire or radiation protection, hazardous substances or materials. In order to fight COVID-19, the Company provides medical facemasks, even FFP2 masks where needed, and installed access restrictions. Only employees who are either fully vaccinated or prove recovered status can enter the Company premises with their individual access card. Everybody else – including contractors and visitors – must provide a current official test certificate before getting access. The local authorities successfully audited the implemented measures. There has been no spread of the virus on the Cologne premises.

Health and safety is everybody's objective

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, any injury and accident is reported to the Human Resources

Department using a special form. In the case of work/travel accidents with a lost time of more than three working days, it is also reported to the Employer's Liability Insurance Association. If an accident occurs, the nature and scope of occupational health and safety compliance are investigated. If necessary, experts help to clarify the situation, reassess risks and implement corrective measures. Syracuse has a reporting ticket system; an incident is reported to the EHS manager who then follows up with employees, supervisors and witnesses to determine the root cause and possible risk mitigation steps. In Balzers, an accident report form supports the notification process to the HR department. In addition, all accidents and near accidents are brought to the attention of the safety officer for a root cause analysis and for the implementation of corrective/preventive actions as appropriate with the help of SUVA checklists.

On a more personal level, INFICON Balzers supports programs such as the cycle to work initiative, yoga sessions, and encourages workers to join jogging or walking groups. Most INFICON work sites have canteens. They offer freshly cooked food for lunch that is partly paid for by the Company. INFICON also offers fresh fruits free of charge and invites people to drink enough water at fresh water dispensers available all over the facilities. Our safety manual also calls to take the necessary measures to prevent home and leisure accidents (e.g. warm-up).

Occupational Health and Safety

	2021	2020
Accidents resulting in at least one lost work day	8	4
Lost work days	31	19
Accident Frequency Rate (AFR)	1.1	0.6
Accident Severity Rate (ASR)	4.1	2.7

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

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Diversity at INFICON

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 and fairness in employment decisions. 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.

INFICON's workforce is very diverse in terms of nationalities: 13 different nationalities of our employees working at our Balzers/FL location. Also at the other major production sites in Cologne and Syracuse, our colleagues have widespread national backgrounds.

Against the backdrop of our diverse global workforce, the so-called "I3C Initiative" helps create a common INFICON approach and understanding in working together. Launched five years ago, the I3C initiative (Care, Commit, and Change) promotes the following key understandings:

- We care about our customers, our Company, and ourselves.
- We commit to accept responsibilities.
- We change to deliver better results.

In the context of this I3C initiative, a continued focus lies on how INFICON colleagues interact with each other. Tentcards on the tables of meeting rooms remind everyone that it is essential to formulate requests clearly and help colleagues understand why the request was made and by when an answer is expected. This has added a lot of commitment and accountability to internal business requests and speeded up reaction time.

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.

In 2021, no discrimination incidents were reported throughout the Group.

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Composition of workforce

All numbers in

Headcount	2021	Share	2020	Share
Employees (excl. apprentices, interns, trainees, externals)	949	96%	828	93%
Apprentices, interns, trainees, externals	40	4%	58	7%

Employees by employment contract

(excl. apprentices, interns, trainees, externals)

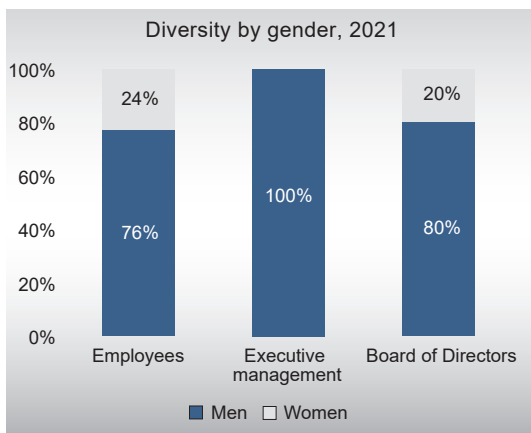
Permanent	860	91%	796	96%
Fixed-term	89	9%	32	4%

Employees by employment type

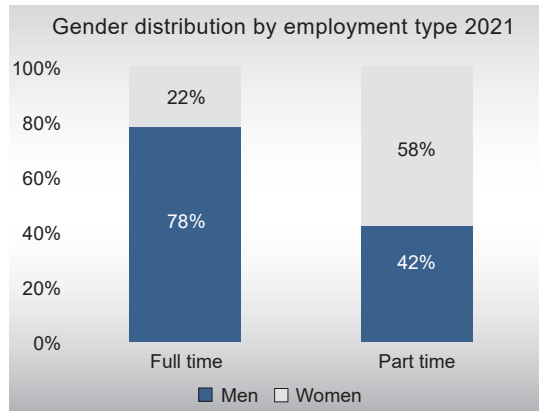
(excl. apprentices, interns, trainees, externals)

Full time	896	94%	775	94%
Part time	53	6%	53	6%

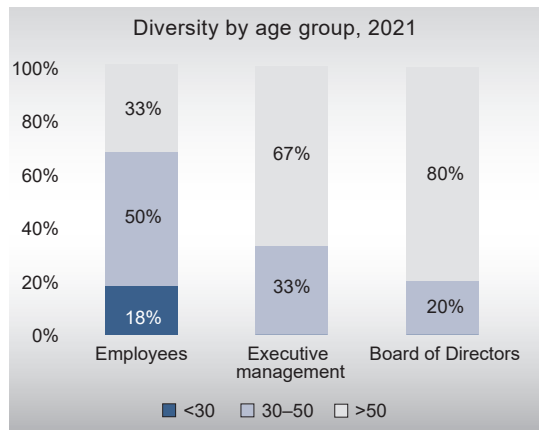
The data covers our 4 largest sites: the 3 competence centers Balzers (LI), Cologne (DE) and Syracuse (USA) as well as our production site in Aaland (FI)



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Excl. apprentices, interns, trainees, externals



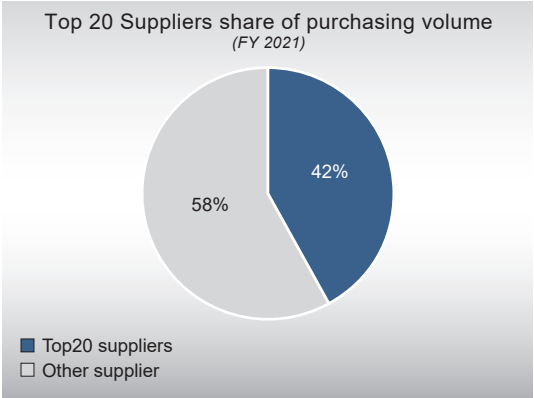
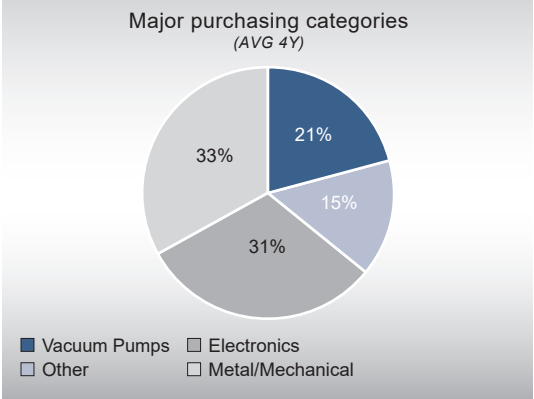
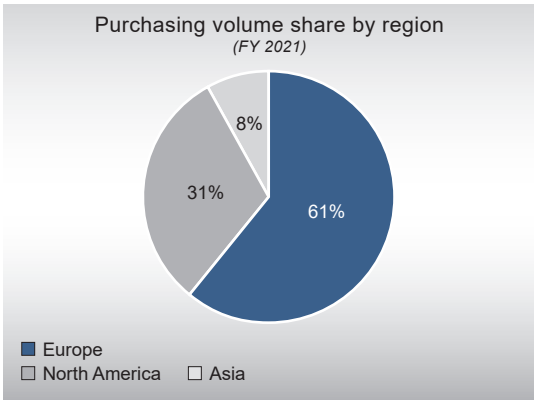
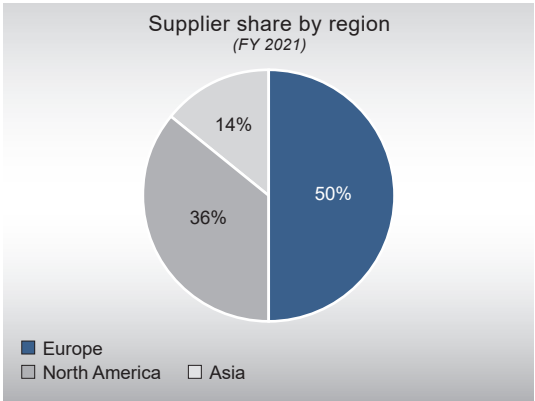
The data covers our 4 largest sites: the 3 competence centers Balzers (LI), Cologne (DE) and Syracuse (USA) as well as our production site in Aaland (FI)

Responsible supplier standards

The close cooperation with suppliers is the backbone of INFICON's flexible manufacturing model. INFICON therefore devotes a lot of attention to the careful selection, the ongoing management and continuous development of our suppliers. Key suppliers have e.g., signed an agreement outlining INFICON's expectations regarding requirements on the production change control process (CE/CC). We also include vital elements such as the prevention of child or forced labor in our supplier contracts. Compliancy with our business ethics policy is a standard topic at our regular supplier meetings.

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INFICON's supplier base of over 1000 production material suppliers is truly global. Yet, the largest 20 suppliers make up for almost half of INFICON's sourcing. Looking at the regional split of our suppliers, most of INFICON's direct suppliers come from Europe (50%), followed by North American (36%), and Asian suppliers. This view, obviously, looks at the actual invoicing addresses of the tier 1 suppliers and does not reflect tier 2 and 3 contractors. The proportion of material and components originally manufactured in Asia is certainly higher at INFICON than this regional split or the purchasing volume analysis suggest. 61% of the sourcing volume is coming from Europe and here mainly from Germany and Switzerland, 31% from America, and 8% from Asia. 37% of INFICON's sourced input concerns electronic, mechanical, or metalworking items, while pumps account for 20%, and printed circuit boards for 12%.



Partner to our hosting communities

INFICON also cares for the communities of its employees. As a corporate citizen, we support many local activities where our colleagues eagerly participate e.g., the yearly cycle to work contest. For years, the Balzers workforce regularly ranks in the top three positions of the Liechtenstein companies whose workers manage to cycle to work on more than 50% of the summer period. In 2021, INFICON AG, Balzers, won a "Tailwind" (Rückenwind) silver medal from the Government of the Principality of Liechtenstein as a bicycle-friendly employer in 2021. These "Tailwind" awards honor companies and government agencies that are especially successful in promoting the use of bicycles for the daily commutes of their staff. In addition, in the months May to September, 17% of all the Balzers staff at INFICON used their bikes to commute to work – a record level presented with a special award.

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Besides our commitment to the training of young colleagues and the ongoing education of our own workforce, we support e.g., in the Principality of Liechtenstein special out-of-school weeks for students. INFICON annually hosts a whole class for one week in a special business-oriented course where the students familiarize themselves with economy, business, and management. 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 some 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 individually participate in walks, runs, or bike-a-thons.

Environmental protection

Environmental protection, safety and product stewardship have long been key priorities at INFICON. 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, minimization of environmental damage, and the quality of our products and services.

Environmental management system

All 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. We monitor progress yearly.

Created in 2020, the “Green Team” in Syracuse focused in 2021 on improvements to the HVAC system, an optimization of the heat pumps and the installation of power supplies for charging electric vehicles and thus promoting e-mobility.

Environmental compliance

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 directive on the Restriction of Hazardous Substances (RoHS) addressing the use of certain hazardous substances in electrical and electronic equipment, the European Union’s regulation on chemicals and their safe use (Registration, Evaluation, Authorization and Restriction of Chemicals-REACH). It monitors the list substances of very high concern (SVHC Candidate List). In addition, INFICON also observes the standards set out in the code of conduct of the Responsible Business Alliance (RBA) – a non-profit coalition of leading electronics companies dedicated to sustainability and improving corporate social responsibility. Moreover, the Company observes the UN Security Council Report S/2006/525 regarding “conflict minerals”.

INFICON did not encounter any non-compliance with environmental laws in 2021.

Energy and carbon emissions

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.

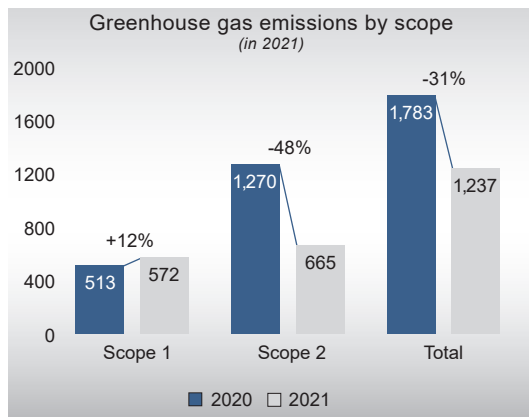
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As the data in the table shows, INFICON managed to curtail its energy consumption to an increase of just 10% while growing its Group sales by 30%. At the same time, the overall emission of greenhouse gases could be lowered by 31%. We see these achievements as an incentive and stimulus to further minimize any negative impact of our economic activity as best as we can.

Our goal is to focus on the following areas:

- All major production sites will be converted to 100% certified green electricity
 - Balzers (FL), Aaland (FI) and Cologne (DE) are in the meantime fully converted and we target to increase the share of green electricity in Syracuse (US) substantially.
- Plans for improvements in production buildings are analyzed and developed within the strategy development and review/budget process (e.g. energy recovery, geothermal and solar energy, thermal insulation)
- Review of mobility concepts, support the programs and the needed infrastructure
- Experience and skills gained during the pandemic will be the basis to reduce business travel although not a major contributor to the Company's emissions

In this way, we support the global goals for reducing CO₂ emissions. In 2022, we will develop more concrete reduction goals. We will also closely follow the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) for Swiss companies, examine their implementation and, if necessary, address them step-by-step.



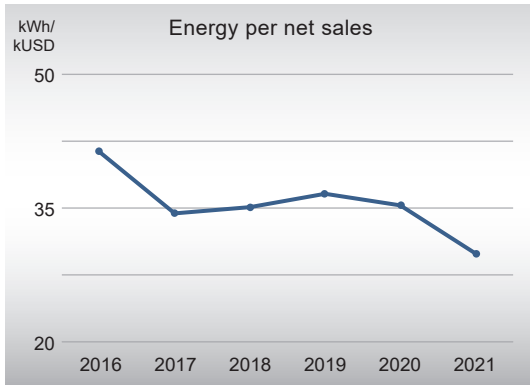
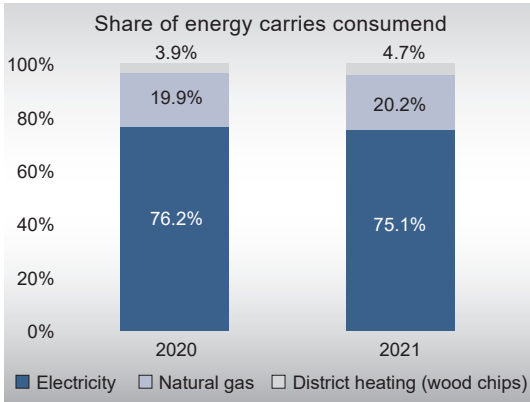
Energy and Emission

	2021	2020	Delta
Total energy consumption in MWh	15,429	14,024	10%
Electricity	11,591	10,691	8.4%
of which certified green electricity	51%	25%	
Natural gas	3,110	2,788	12%
District heating (wood chips)	729	544	34%
Energy consumption in kWh per employee	15,601	15,828	(1%)
Greenhouse gas emissions in tCO₂e	1,237	1,783	(31%)
Scope 1: Natural gas	572	513	12%
Scope 2: Electricity & district heating ¹	665	1,270	(48%)
Greenhouse gas emissions in kgCO₂e per employee	1,251	2,012	(38%)

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)
Emission factors from DEFRA and IEA.

¹ 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 outside of scopes and amounted to 258 tCO₂ in 2020 and 192 tCO₂ in 2019.

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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)

Due to the COVID-19 pandemic, the amount of business travel decreased in 2021. INFICON adopted augmented and virtual reality strategies to best interact with customer over distance. Management meetings were held online. Many investor meetings were held online.

Efficient materials sourcing and use

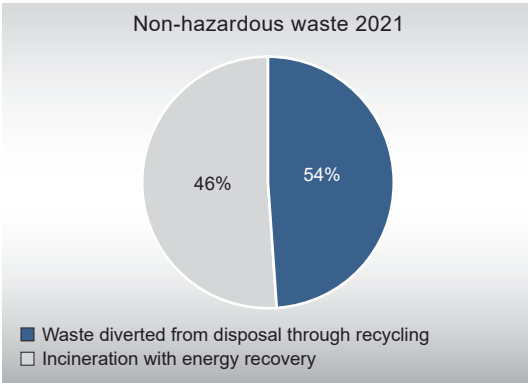
INFICON not only manufactures products that help our customers to optimize their own manufacturing processes, save resources and materials, and maximize output. INFICON's flexible manufacturing model involves materials and components sourced from many different suppliers. In our purchasing and manufacturing endeavors, we strive to find and use materials and components that minimize negative impacts on our environment in our own production processes. Designing new products or refining and enhancing existing instruments is generally done with environmental consequences in mind. Our developers think about ways to separate and recycle valuable materials at the end of a product's life cycle.

Waste

	2021	2020	Delta
Total waste in metric tons	386	249	55%
Waste diverted from disposal through recycling	206	162	27%
Waste directed to disposal	181	88	106%
Incineration with energy recovery	173	86	101%
Other disposal operations	8.0	1.6	416%

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)

INFICON has initiated comprehensive refurbishing and shop floor expansion programs at its Syracuse and Balzers plants. This has led to considerably higher reported waste tonnages in the reporting year.



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The Global Reporting Initiative (GRI) provides the world's most widely used framework for sustainability reporting, offering a structured format to share information coherently and comprehensively about material issues, performance metrics and the management of sustainability-related issues.

GRI Content Index



**MATERIALITY
DISCLOSURES SERVICE**

2022

For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report.

Universal Standards

Reference	Disclosure	Further information*
GRI 101: Foundation (2016)		
GRI 102: General Disclosures (2016)		
1. Organizational profile		
GRI 102-1	Name of the organization INFICON HOLDING AG	
GRI 102-2	Activities, brands, products, and services	6
GRI 102-3	Headquarters INFICON HOLDING AG, Hintergasse 15 B, CH-7310 Bad Ragaz, Switzerland	
GRI 102-4	Location of operations	15
GRI 102-5	Ownership and legal form	18
GRI 102-6	Markets served	6
GRI 102-7	Scale of the organization	2
GRI 102-8	Information on employees and other workers	51
GRI 102-9	Supply Chain	52
GRI 102-10	Significant changes to the organization and its supply chain None	
GRI 102-11	Precautionary Principle	53
GRI 102-12	External Initiatives	8
GRI 102-13	Membership of associations	41
2. Strategy		
GRI 102-14	Statement from senior decision-maker	8
3. Ethics and integrity		
GRI 102-16	Values, principles, standards, and norms of behavior	41
4. Governance		
GRI 102-18	Governance structure	17, 20
5. Stakeholder Engagement		
GRI 102-40	List of stakeholder groups	39
GRI 102-41	Collective bargaining agreements exist in Germany and Sweden (about 21% of work force).	
GRI 102-42	Identifying and selecting stakeholders	39
GRI 102-43	Approach to stakeholder engagement	39
GRI 102-44	Key topics and concerns raised	39

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6. Reporting practice

GRI 102-45	Entities included in the consolidated financial statements	66
GRI 102-46	Defining report content and topic Boundaries	38
GRI 102-47	List of material topics	38
GRI 102-48	Restatements of information None	
GRI 102-49	Changes in reporting None	
GRI 102-50	Reporting period Fiscal year 2021	
GRI 102-51	Date of most recent report 03.03.2021	
GRI 102-52	Reporting cycle Annually	
GRI 102-53	Contact point for questions regarding the report 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	
GRI 102-54	Claims of reporting in accordance with the GRI Standards This report has been prepared in accordance with the GRI Standards: Core option.	
GRI 102-55	GRI content index	56
GRI 102-56	External assurance No external assurance was performed.	

Topic-specific Standards

Reference	Disclosure	Further information*	Reasons for omission
GRI 200: Economic			
GRI 201: Economic Performance (2016)			
GRI 103: 103-1/103-2/103-3	Management Approach (2016)	42	
GRI 201-1	Direct economic value generated and distributed	62, 63	
GRI 205: Anti-Corruption (2016)			
GRI 103: 103-1/103-2/103-3	Management Approach (2016)	41	
GRI 205-3	Confirmed incidents of corruption and actions taken	42	
GRI 206: Anti-competitive Behavior (2016)			
GRI 103: 103-1/103-2/103-3	Management Approach (2016)	41	
GRI 206-1	Legal actions for anti-competitive behavior	42	

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Reference	Disclosure	Further information*	Reasons for omission
GRI 300: Environmental			
GRI 302: Energy (2016)			
GRI 103:			
103-1/103-2/103-3	Management Approach (2016)	53	
GRI 302-1	Energy consumption within the organization	54	
GRI 305: Emissions (2016)			
GRI 103:			
103-1/103-2/103-3	Management Approach (2016)	53	
GRI 305-1	Direct (Scope 1) GHG emissions	54	
GRI 305-2	Energy indirect (Scope 2) GHG emissions	54	
GRI 305-5	Reduction of GHG emissions	54	
GRI 306: Waste (2020)			
GRI 103:			
103-1/103-2/103-3	Management Approach (2016)	55	
GRI 306-1	Waste generation and significant waste-related impacts	55	
GRI 306-2	Management of significant waste-related impacts	55	
GRI 306-3	Waste generated	55	
GRI 307: Environmental Compliance (2016)			
GRI 103:			
103-1/103-2/103-3	Management Approach (2016)	53	
GRI 307-1	Non-compliance with environmental laws and regulations	53	

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Reference	Disclosure	Further information*	Reasons for omission
GRI 400: Social			
GRI 401: Employment (2016)			
GRI 103: 103-1/103-2/103-3	Management Approach (2016)	47	
GRI 401-1	New employee hires and employee turnover	48	
GRI 403: Occupational Health and Safety (2018)			
GRI 103: 103-1/103-2/103-3			
GRI 403-1	Management Approach (2016)	48	
GRI 403-1	Occupational health and safety management system	48	
GRI 403-2	Hazard identification, risk assessment, and incident investigation	48	
GRI 403-3	Occupational health services	48	
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	48	
GRI 403-5	Worker training on occupational health and safety	48	
GRI 403-6	Promotion of worker health	48	
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	48	
GRI 403-9	Accidents and day lost	49	
GRI 404: Training and Education (2016)			
GRI 103: 103-1/103-2/103-3	Management Approach (2016)	48	
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