



SUSTAINABILITY STATEMENT

Company: VINCORION Holding GmbH
Last updated: October 2025

1. COMPANY PROFILE

VINCORION is a leading international technology company in the defense and security sector, specializing in electric power and drive systems. Our customers and end users have trusted our rugged, high-performance products for decades to support their mission-critical operations. We serve the core segments of Vehicle Systems, Power Systems, and Aviation, and therefore have a strong presence in the most important defense and selected civilian markets. Approximately 900 highly qualified employees develop and manufacture our solutions at three locations in Germany and one location in the USA.

Everyone deserves to be safe. This conviction defines our approach to sustainable business leadership. As a leading technology company in the defense and security sector, we take responsibility for ensuring safety today and safeguarding the resources of future generations. We view sustainability as an integral part of our corporate strategy and the foundation for our long-term growth.

2. OUR UNDERSTANDING OF SUSTAINABILITY

Sustainability plays a central role across all areas of our business. Guided by ESG standards, we actively work to reduce our environmental impact, embrace social responsibility, and ensure sound corporate governance.

Sustainable development, however, goes beyond ecological responsibility. Social and economic sustainability, together with effective governance, form the basis of an approach that integrates sustainability throughout our organization.

3. OUR ACTIONS AT A GLANCE

ENVIRONMENT

Our company is committed to implementing environmentally friendly practices and minimizing our ecological footprint. This includes actions such as:

- Use of renewable energy sources
- Waste reduction and recycling (e.g., reconditioning of spare parts)
- Environmental and energy management in accordance with ISO 14001 and 50001
- Carbon emissions monitoring and reduction targets (Scope 1 & 2)



SOCIAL

We assume responsibility for our employees, customers, and society as a whole. Our principles include:

- Respect for human rights
- Fair working conditions and equitable pay
- Occupational health management
- Salaries based on collective bargaining agreements and employee benefits
- Cooperative education programs and vocational training

GOVERNANCE

We are committed to responsible and sustainable corporate governance. This commitment is supported by:

- A company policy on labor and human rights
- A Code of Conduct for employees
- A Supplier Code of Conduct ensuring respect for human rights
- Export control and compliance management systems (CMS)
- An internal whistleblowing platform

4. OUR PATH FORWARD

By 2030, we aim to reduce our carbon intensity (tCO₂/revenue) with respect to Scope 1 and 2 emissions by more than 40% compared to the baseline year of 2023. We continuously evaluate the use of renewable energy and other process optimizations to further increase efficiency. In addition, we are taking preparatory actions to meet the upcoming requirements of the EU CSRD.

Wedel, October 27, 2025



Kajetan von Merzingen
CEO
VINCORION Holding GmbH



Dieter Holst
CFO
VINCORION Holding GmbH