



Version 3.0

Labor and Human Rights Policy

What we do for labor and human rights

Created on December 5, 2025

Public

At VAT, we change the world with vacuum solutions – that is our purpose as the world's leading developer and manufacturer of leading-edge vacuum valves. We are committed to conducting business with the highest standards of integrity, responsibility, and respect for human rights.

We continuously strive to strengthen labor and human rights across all our operations, focusing on the following principles:

- We comply with all applicable local, regional, national and international laws and regulations relating to labor and human rights in every country where we operate.
- All employment is freely chosen. VAT strictly prohibits forced, bonded, trafficked, or prison labor.
- Workers are not charged any fees or costs associated with recruitment or employment.
- All employees and applicants are provided equal employment opportunities.
- Discrimination of any kind, including based on race, color, age, gender, sexual orientation, disability, pregnancy, religion, marital status, ethnicity, national, origin, or any other non-job-related characteristic, is not tolerated. That includes also our commitment to ensuring equal pay for men and women for equal work.
- We provide a safe and healthy work environment, including training and access to relevant safety information.
- We comply with applicable laws governing working hours, rest days, and overtime.
- Wages and benefits meet or exceed legal requirements and are paid transparently on time.
- Employees have the right to freely form or join lawful associations or unions and to bargain collectively or not, in accordance with local laws, without fear of retaliation.
- Harassment, inhumane treatment, or retaliation against individuals who raise concerns or participate in investigations in good faith is strictly prohibited.
- Personal information is handled confidentially and in compliance with applicable data protection and privacy laws.
- VAT conducts business with integrity, transparency, and accountability.
- Bribery, corruption, and other unethical practices are strictly prohibited.
- Confidential and accessible reporting channels are maintained for unethical conduct or human rights violations. Good-faith reporters are protected from retaliation.
- VAT asks suppliers, contractors, and business partners to adhere to the same labor and human rights standards outlined in this policy.

Our leadership team is responsible for ensuring that all VAT entities, operations and supply chain partners comply with the principles set out in this policy. Upholding these standards is fundamental to VAT's values and sustainable business practices.

Group Executive Committee

December 15, 2025