

Sustainability Report

When responsibility connects:

Working together for a Sustainable Future

Dear readers,

Business and society were faced with immense challenges in 2024. The global political environment is changing rapidly and, at the same time, the regulatory requirements for sustainable business are constantly increasing. This emphasises the key role of business in overcoming global challenges, especially climate change.

In addition to these external influences, there was also a lot of movement within the Witzenmann Group. I would like to highlight two events in 2024 in particular given that they are unique in our company's 170-year history.

During the first half of the year, we had a very pleasing event to celebrate: the ground-breaking ceremony for the new headquarters in Pforzheim – this is where Witzenmann GmbH was founded in 1854 and will continue to steer the fortunes of the corporate group from here in the future. This is a clear commitment to Germany as a location and a major step towards climate protection. The new building is operated entirely without fossil fuels and fulfils the highest energy efficiency standards. In this way, we are creating a modern home for the next 170 years.

A major shock followed in the second half of the year: our Czech subsidiary was hit hard by a flood catastrophe. The entire site was more than two metres under water, rendering one of our most important production sites for the automotive industry inoperable. However, thanks to the extraordinary team spirit among our employees, excellent crisis management and the tireless efforts of our Czech colleagues, we were not only able to overcome this existentially threatening situation, but also managed to turn it into a success story. This event resulted in two key realisations: firstly, that the global Witzenmann family sticks together even during difficult times and can achieve great things. Secondly, that the effects of climate change affect us all directly and make our engagement regarding sustainability all the more important.

Our progress during the reporting year 2024 cannot be overlooked. We have reached key milestones on our way to improving sustainability, occupational safety and employer attractiveness. In terms of climate protection, we were able to have our ambitious targets

officially validated by the Science Based Targets Initiative (SBTi). In terms of occupational health and safety, we emphasised our engagement regarding protecting the health and safety of our employees with the initial certification of our headquarter in accordance with DIN ISO 45001. This commitment is also recognised by external platforms: We were awarded "Top Company" on Kununu for the third time in a row, placing us in the top 5% of all employers. In addition, EcoVadis rated us in the top 1% of the companies assessed and awarded us the Platinum Medal: the rating platform's highest honour. These achievements confirm that we are on the right track – for a sustainable future, safe working conditions and a strong employer brand.

And we are very much aware that sustainable behaviour is more than the sum of certificates and awards. Long-term success requires a strong corporate culture characterised by cooperation, trust and appreciation. This is why we have expanded our "Round Table" formats, among other things. Here, we regularly invite the responsible stakeholders in the



corporate group in order to promote dialogue between locations and divisions and to strengthen the transfer of knowledge. This close collaboration is key as sustainability is not an isolated issue for us, but an integral part of our daily activities.

We will of course continue to face major challenges. However, I am convinced that we will conquer these challenges just as successfully as the previous ones – together as the Witzenmann family. As always, my heartfelt thanks go to our employees: for their commitment on a daily basis, outstanding team spirit and great cooperation!

Our sustainability report provides you with a comprehensive overview of our progress, challenges and targets. I hope you enjoy reading this report!

Yours sincerely
Christine Wüst

CHRO | Managing Director |
People | Marketing | Sustainability

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2024 at a Glance

2024 was a year full of movement and strong momentum for the Witzenmann Group – characterised by new partnerships, genuine team spirit and important progress in terms of climate protection.



Chapter 1.1
Partner IKN – investments in future markets

Witzenmann acquires 100% of shares in IKN Ingenieurs-Planungs GmbH König-Nieder. With this step, we are specifically expanding our range of engineering services in the field of industrial plants.



Chapter 1.1
Ground-breaking ceremony for the new headquarters

A strong commitment to Germany as a business location: our headquarters will remain in Pforzheim.



Chapter 2.2
Flood in Opava

What began as one of the most serious crises in our company's history developed into an outstanding example of team spirit, resilience and success.



Chapter 4.5
EcoVadis Platinum

Witzenmann is honoured with the EcoVadis Platinum Medal – making it one of the top 1% of companies rated on the platform world-wide.

2024

2025

March

April

September

November

March



Chapter 4.2
Supplier conference India

With our first Supplier Conference in India, we strengthened the partnership-based exchange in the global supply chain – and set clear impulses for responsible growth and common sustainability targets.

June



Chapter 3.6
Family day

Our locations around the world welcome family members, and provide an insight into everyday working life at Witzenmann.

October



Chapter 1.3
Christine Wüst at Kongress BW

As part of the opening plenary session at Kongress BW, Christine Wüst is making a clear indication in favour of sustainable industrial development and social responsibility.

December



Chapter 2.3
SBTi validated

We have successfully validated the Witzenmann Group's climate targets through the Science Based Targets initiative (SBTi) – an important milestone for science-based climate protection.

Witzenmann in Figures

4,401

Employees

21

Companies

16

Countries

€742 million

Turnover



3,899 MWh

Own production of renewable energies

-27%

Scope 1 compared to 2021

-14%

Scope 2 compared to 2021

-2%

Scope 3 compared to 2021

52%

Self-assessment supplier base

Chapter 1

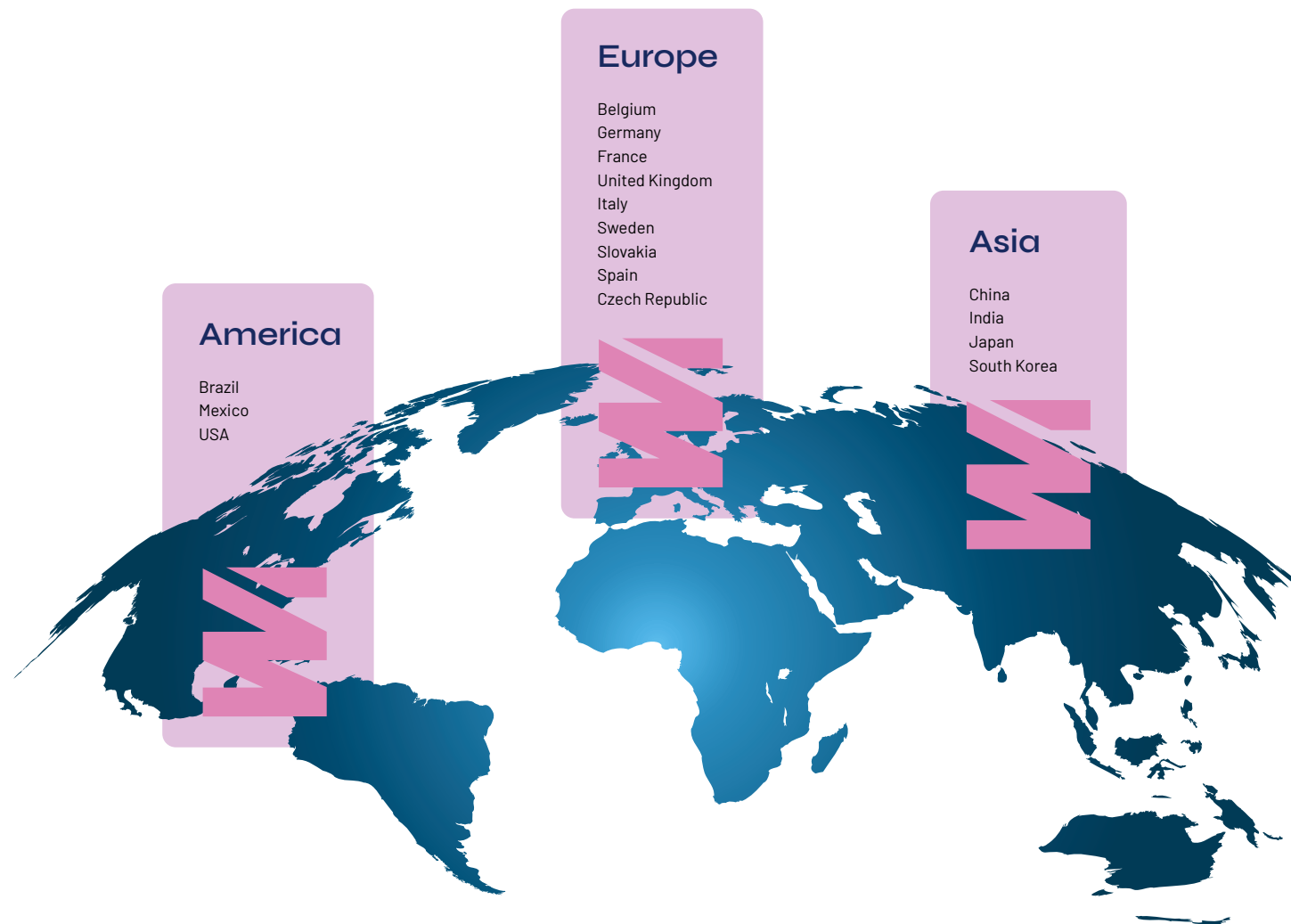
Strategy and Management

1.1 Portrait of the Witzenmann Group

Globally active

With 21 companies in 16 countries, the Witzenmann Group has a global presence in Europe, Asia and North and South America. The headquarters of our family-owned company is Witzenmann GmbH, based in Pforzheim, Germany. This is where the corporate group's overarching strategies are defined and its global activities coordinated. During the

reporting year 2024, we celebrated the ground-breaking ceremony for the start of the construction of our new headquarters – it will remain in Pforzheim and is therefore a strong commitment to Germany as a production location. With state-of-the-art technology and the highest efficiency standards, the location will operate completely without fossil fuels and will be greenhouse gas-neutral.



Our Products and Markets

Every day, the Witzenmann Group develops new solutions for demanding engineering challenges relating to vibration decoupling, expansion absorption, transmission of media and assembly compensation in piping systems. Highest product quality and innovative ideas are our trademark. Our range of products includes metal

hoses, compensators, metal bellows, pipe supports and vehicle components. Being a development partner with over 170 years of experience, we offer customized solutions and services for customers in the Mobility, Industry and Aerospace business divisions.

73%

Mobility



All well-known vehicle and system manufacturers are today among Witzenmann's customers. All well-known vehicle and system manufacturers are among Witzenmann's customers. From automotive manufacturing to the on- and off-highway sector (trucks/buses, construction machinery, agricultural machinery, rail vehicles). In a wide range of areas, Witzenmann offers solutions that perceptibly improve the service life, operating efficiency and comfort of a vehicle.

25%

Industry



From project work for highly complex components, such as for the CATOF-IN® process, to series compensators and standard compensators as well as standard metal hoses for maintenance: Witzenmann is your partner in plant and pipe construction, equipment and mechanical engineering, energy generation, and many other specialist markets.

1.5%

Aerospace



In aerospace, extreme resilience and maximum reliability are an absolute requirement. Our flexible elements are used in the Airbus A320 and A330 families, the Eurocopter EC 135, in Rolls-Royce engines and in space applications, among others.

Other 0.5%



Partner IKN - investments in future markets

During the reporting year, we acquired 100% of shares in IKN Ingenieur-Planungs GmbH König-Nieder, based in Offenbach am Main, Germany. IKN Ingenieur-Planungs GmbH has been established for over 40 years as a specialist in plant and pipeline planning for complex industrial plants in the chemistry, petrochem-

istry, pharmaceuticals, metallurgy and foodstuff industries, as well as in mechanical engineering and power plant construction. With this acquisition, we are expanding our range of engineering services for our customers. In addition, this will strengthen our technological expertise in the industrial business

across the group. For IKN-Ingenieur-Planungs GmbH, this opens up growth opportunities for the future in new markets and therefore the possibility of jointly expanding market share.

Three Major Transformations in the Company's 170-year History

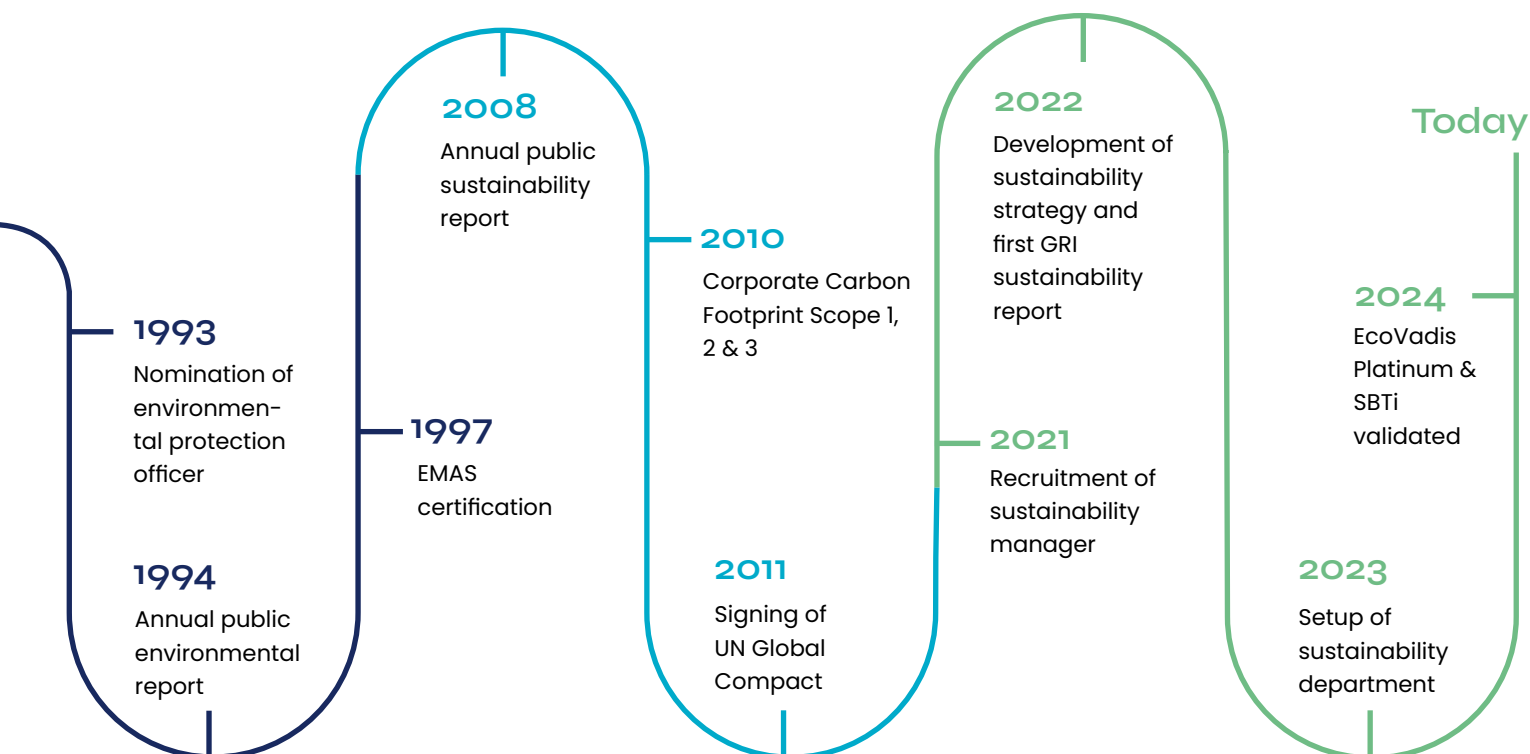
The Witzenmann Group has already undergone two major transformations in the more than 170 years of its existence. Founded in 1854 as a jewellery factory, it developed into an industrial supplier almost 40 years later. The industrial application of the metal hose was decisive for this. The second transformation took place at the beginning of the 1990s, when Witzenmann changed from a classic industrial supplier to an automotive supplier. The corporate group is currently undergoing its third major transformation to become a development partner for the decarbonised economy. New mobility, hydrogen and battery cooling systems are just three examples of the many new markets that Witzenmann is supplying today.

Despite extensive changes in recent decades, one thing has remained constant: sustainability will always be a living responsibility for Witzenmann, with a clear focus on ecological, social, and economic aspects. This attitude is reflected in our many years of development in this area, which is largely driven by the engagement of our management.

Over the years, we have already reached numerous milestones: from the nomination of an environmental protection officer in 1993 to signing the UN Global Compact in 2011 and the establishment of our own sustainability department – to name just a few examples.

These steps show that we not only live sustainability, but also continuously develop and consistently implement it. Our range of products includes metal hoses, compensators, metal bellows, pipe supports and vehicle components. Being a development partner with over 170 years of experience, we offer customized solutions and services for customers in the Mobility, Industry and Aerospace sectors.

Sustainability has been part of Witzenmann's DNA for over 30 years



Responsible Management and Clear Strategic Orientation

The management of Witzenmann GmbH, with equal representation, is responsible for the strategic direction and management of the Group during the transformation. They are nominated by the shareholders. By dividing the management into four departments, we have distributed the major tasks that this far-reaching transformation requires: Since September 2022, Christine Wüst, as CHRO (Chief Human Resources Officer), has been responsible for Human Resources, Marketing and Sustainability – the “cultural transformation”. The Chief Executive Officer (CEO), Dr. Andreas Kämpfe has been in charge of Sales together with the Central Technical Departments and Quality Management since October 2022. He is therefore responsible for the “technical transformation”. Philip Paschen (Chief Operations Officer, COO / Chief Digital Officer, CDO) is responsible for global production, IT and facility management. He is driving forward the “digital transformation” of the Group.

Since July 2023, Irene Krings has been CFO (Chief Financial Officer) with responsibility for Finance, Controlling and Compliance. In 2025, she will also coordinate the supply chain with the Purchasing and Logistics departments. Irene Krings ensures the “financial independence” of the Group.

The management is surveilled and controlled by the Supervisory Board of the Witzenmann Group, which consists of nine people. Six of these members are nominated from among the shareholders and the Shareholders' Advisory Board, while three represent the workforce and are elected by them. The term of office of the Supervisory Board members is limited to four years. The Supervisory Board is itself overseen by the Shareholders' Advisory Council.



Technical transformation
Dr. Andreas Kämpfe

CEO
Chair of the Executive Board
Strategy | Sales | Technology



Digital transformation
Philip Paschen

COO/CDO
Deputy Chair of the Executive Board
Production | Digitalisation | Operational Excellence



Cultural Transformation
Christine Wüst

CHRO
Managing director
People | Marketing | Sustainability



Financial independence
Irene Krings

CFO
Managing director
Finance | Purchasing | Law

Employees



The Witzenmann Group has 4,401 employees worldwide, 1,647 of whom work at Witzenmann GmbH. The number of employees throughout the company has remained more or less constant in recent years. Around 13% of the global headcount in 2024 was employed on a temporary basis for reasons of flexibility in personnel deployment – particularly in production. Regardless of the type of employment, all employees have the same opportunities for further training. Even contract workers are provided with job-related qualifications.

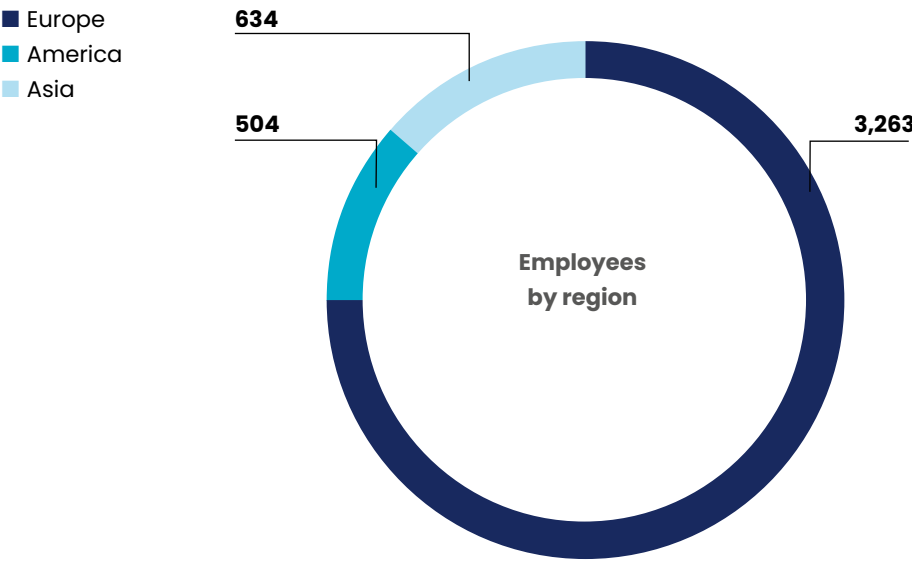
Witzenmann Group employees

	2021	2022	2023	2024	Change compared to 2023
Employees (as HC, Head Count)					
Permanent	3,802	3,655	3,822	3,822	0%
Temporary	456	491	491	417	-18%
Trainees / Students ¹	120	136	149	162	+8%

Temporary employees

	2021	2022	2023	2024	Change compared to 2023
	458	545	607	682	+11%

¹ Trainees, working students, interns



Turnover Trend

Geopolitical tensions and increasing deglobalisation continued to pose challenges for the global economy in 2024. According to the International Monetary Fund's World Economic Outlook, the overall economic situation will remain subdued in 2024, with global gross domestic product estimated to grow by 3.2%. These developments are also reflected in the Witzenmann Group's turnover. Although 2024 got off to a strong start in terms of turnover, the global economic situation and in particular the weak economic situation in Europe led to a levelling off in group sales as the year

progressed. With a turnover of €738.6 million, a decline of 6% was recorded for the reporting year 2024 compared to the previous year.

Mobility remains the strongest business sector in terms of turnover, with the two divisions Parts for Passenger Cars and Commercial Vehicles and Engines; the majority of turnover in both divisions is still attributable to combustion technology. Here we produce components in particular for OEMs (Original Equipment Manufacturers) and major automotive suppliers. Meanwhile, new mobility appli-

cations are playing an increasingly important role within both sectors. The hydrogen industry and applications are also increasingly coming into focus. Drivers include the regulatory framework conditions such as the EU Green Deal or the Inflation Reduction Act (IRA) in the USA. The global development of the hydrogen market paints a very positive picture. In particular, there is significant growth in the area of low-emission hydrogen production, in which the group intends to participate. You can find more information on this in the "Sustainable products and solutions" chapter.

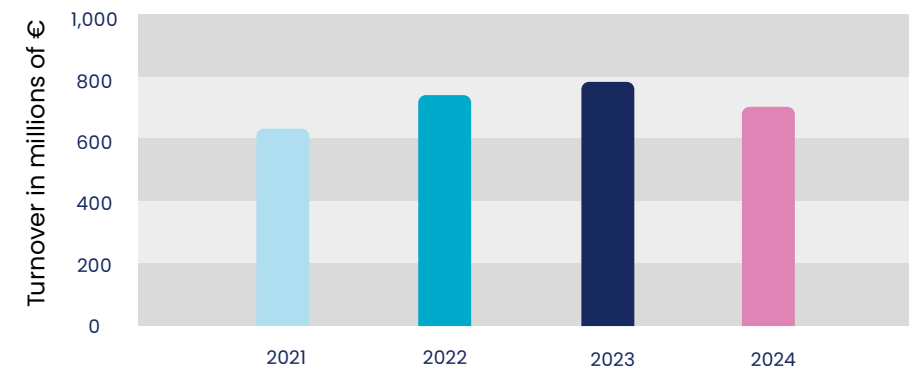
Turnover for the Witzenmann Group

Turnover by business segments	2021		2022		2023		2024		Change compared to 2023
	Millions of €		Millions of €		Millions of €		Millions of €		
Mobility	429.7	69.3%	521.7	70.7%	583.2	74.2%	542.1	73%	-7%
Aerospace	7	1.1%	11.5	1.6%	10.2	1.3%	10.6	1.4%	+3%
Industry	177.3	28.6%	199.5	27.1%	188.2	24.0%	186.7	25%	-1%
Others	5.7	0.9%	5.3	0.6%	4.0	0.5%	2.9	0.4%	-27%
Total	619.7	100.0%	738.1	100.0%	785.6	100.0%	742.3	100.0%	-6%

Turnover by region	2021		2022		2023		2024		Change compared to 2023
	Millions of €		Millions of €		Millions of €		Millions of €		
Europe	410.1	66.2%	452.2	61.3%	474.0	60.3%	444.0	60%	-6%
America	105.8	17.1%	152.8	20.7%	151.2	19.3%	144.5	19%	-4%
Asia	103.7	16.7%	133.1	18.0%	160.4	20.4%	153.9	21%	-4%
Total	619.7	100.0%	738.1	100.0%	785.6	100.0%	742.3	100.0%	-6%

Values are not adjusted for inflation. Europe incl. Africa.

Turnover Witzennann Group



1.2 Sustainability Strategy and Structure

The Materiality Analysis as a Basis

We developed and published our sustainability strategy in 2021. It is based on a materiality analysis that we carried in accordance with the applicable standards of the Global Reporting Initiative (GRI 2016). The materiality analysis enables systematic identification and prioritisation of those topics that are particularly relevant for a company's sustainable development – both from the perspective of the organisation and its stakeholders. It therefore forms a cornerstone of our strategic orientation and our sustainability reporting.

Over the years, we have always made minor updates and adjustments to the materiality analysis and strategy in order to take account of changing internal and external conditions as well as methodological changes, e.g. in the GRI Standard 2021. With the newly created European Sustainability Reporting Standard (ESRS), mandatory requirements for sustainability reporting and the associated materiality analysis have now been published for numerous companies, including the Witzemann Group. Implementation of this standard requires two changes to our materiality analysis:

1. Specified topic structure: The ESRS defines a binding list of sustainability topics that must be included in the materiality analysis. We have systematically harmonised and assigned these topics with our previous topic structure.

2. Double materiality: The methodological focus on double materiality is also new. This considers two perspectives:

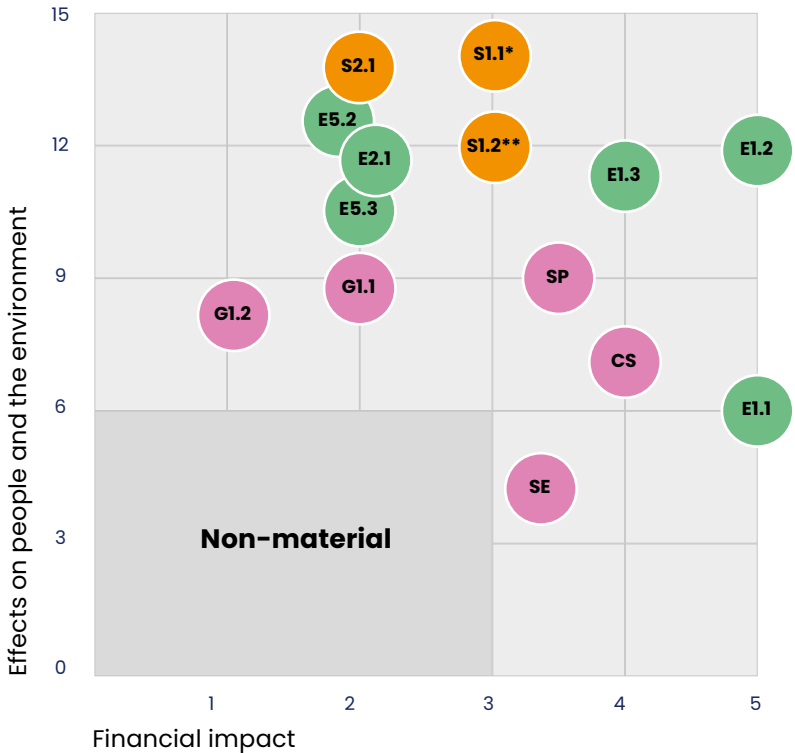
- Inside-out: What impact does our business activity have – both positive and negative – on the environment and society?
- Outside-in: What financial opportunities or risks arise for our company from external influences – e.g. regulatory, physical or market-related?

An example: the Witzemann Group's business activities cause greenhouse gas emissions. This means that we are contributing to climate change and are responsible for negative effects on the environment and society (inside-out). Progressive climate change is also affecting the Witzemann Group – for example, through the increasing risk of flooding for some of the company's locations (outside-in). On the other hand, there is an opportunity for the group in new markets for Witzemann products that are emerging in response to climate change – e.g., in the growing hydrogen industry (outside-in).

We have systematically identified, evaluated and prioritised both perspectives – including positive and negative effects – as part of the ESRS-compliant materiality analysis. In this context, the ESRS refers to IROs (Impacts, Risks & Opportunities). In order to reflect the perspective of our stakeholders, we have identified inter-

nal experts who are qualified to represent the opinions of our stakeholders. For example, the Vice President Purchasing represents the perspective of our suppliers. A total of eight internal stakeholders were directly involved in preparing the materiality analysis. For additional validation, the results were reflected upon critically and developed further in the Sustainability Steering Committee and the global Sustainability Round Table. A topic is relevant if it has a strong materiality in at least one of the two perspectives – positive or negative. For this, we have defined thresholds of eight (impact materiality) and 3 (financial materiality) on a scale of 0–15 (impact materiality) and 0–5 (financial materiality). In total, we have analysed over 200 IROs. Of these, 39 IROs exceed the relevance threshold and can be assigned to 11 overarching sustainability topics and 23 specific sub-topics. We have visualised the results in the following illustration and assigned them to our existing topic structure.

Materiality Analysis



*Material sub-topics: Secure employment | Working time | Adequate wages | Social dialogue | Freedom of association | Collective bargaining | Work/life balance | Health and safety
**Material sub-sub-topics: Fair pay | Freedom of association | Health and safety

Major topics

- E1.1 Climate change adaptation
- E1.2 Climate protection
- E1.3 Energy
- E2.1 Pollution of air
- E5.2 Resource outflows
- E5.3 Waste
- S1.1 Working conditions (own workforce)
- S1.2 Equal treatment and opportunities for all
- S2.1 Working conditions (Workers in the value chain)
- G1.1 Corporate culture
- G1.2 Protection of whistleblowers
- SE Social engagement
- SP Sustainable products and solutions
- CS Customer satisfaction

Non-material topics of the ESRS

E2.2	E3.2	S2.2	S4.3
E2.3	E4.1	S2.3	G1.3
E2.4	E4.2	S3.1	G1.4
E2.5	E4.3	S3.2	G1.5
E2.6	E4.4	S3.3	G1.6
E2.7	E5.1	S4.1	
E3.1	S1.3	S4.2	

Mapping of ESRS Topics to the Chapters of the Sustainability Report

Environment and Resources		Employees and company		Governance and sustainable business	
Chapter	ESRS coverage	Chapter	ESRS coverage	Chapter	ESRS coverage
Management approach		Management approach		Management approach	
NEW: Adjustment to climate change	• E1.1 Climate change adaptation	Learning and development	• S1.2 Training and skills development	Environmental and social standards in the supply chain	• S2.1 Adequate wages • S2.1 Freedom of association • S2.1 Health and safety
Climate protection	• E1.2 Climate protection	Occupational health and safety	• S1.1 Health and safety	Corporate compliance	• G1.1 Corporate culture • G1.2 Protection of whistleblowers
Energy efficiency	• E1.3 Energy	Management and cooperation	• G1.1 Corporate culture		
Raw material and resource efficiency	• E5.2 Resource outflows	Diversity and equal opportunities	• S1.2 Gender equality and equal pay for work of equal value • S1.2 Measures against violence and harassment in the workplace • S1.2 Diversity		
Environmental management	• E2.1 Pollution of air • E5.3 Waste	Attractive employer	• S1.1 Secure employment • S1.1 Working time • S1.1 Adequate wages • S1.1 Social dialogue • S1.1 Freedom of association • S1.1 Collective bargaining • S1.1 Work/life balance	Sustainable products and solutions	• Own topic (SP)
		Social engagement	• Own topic (SE)	Customer satisfaction	• Own topic (CS)



Clear Strategic Orientation

A strategy lives and evolves, and so does our sustainability strategy. The effects of climate change are becoming ever more noticeable, geopolitical conditions are constantly changing and regulatory requirements are steadily increasing. These developments have a direct impact on our strategic orientation.

Our previous sustainability topics remain valid and relevant. The topics of diversity and equal opportunities and employer attractiveness are moving from the watchlist to the list of key topics. The topic climate change adaptation is a new addition. We will

define specific targets for these new key topics in the coming year.

Our fundamental strategic orientation remains unchanged: we continue to differentiate between the three classic dimensions of sustainability:

- Environment | Resources
- Employees | Company
- Governance | Sustainable business

We have set strategic targets for each of these areas. To achieve this, we focus on continuous operational improvements – at three central levels of action:

- In the company, i.e. in our processes as well as our organisation and infrastructure
- In the design and manufacturing of our products
- In the value chain – with focus on the supply chain

Implementation of a comprehensive target concept

For the material topics, we have set ourselves solid and ambitious targets in cross-departmental cooperation. In the process, we always focused on the entire value chain – from the procurement of materials and primary products to our own value creation and the distribution and use of our products. At the same time, we have ensured that our objectives are in line with the United Nations Sustainable Development Goals (SDGs) and thus contribute to the most pressing sustainability issues recognized worldwide. The following chapters list our sustainability targets, our progress and contribution to the SDGs.

Generally, we distinguish between management targets and performance targets:

- **Management targets** are aimed at indirect improvements in sustainability performance. They create the structural and organisational conditions to make progress measurable – for example, by introducing an energy management system in accordance with ISO 50001. Such measures have an indirect effect on relevant KPIs such as energy efficiency.

- **Performance targets**, on the other hand, are aimed directly at concrete, measurable changes, such as the reduction of energy consumption.

Both types of target complement each other and are key components of our sustainability management. We are making great progress in implementing our target concept. The achievements in our most important targets illustrate this development (as of December 2024):

Progress of the most Important Key Targets

(in % of target achievement)

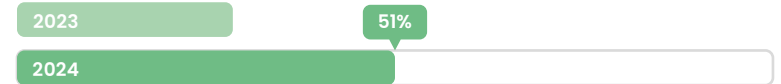
Greenhouse gas neutrality 2030

Scope 1 & 2 of all German locations, base year 2021



Regenerative energy autarky

10% of group-wide energy supply from renewable, self-generated sources by 2030



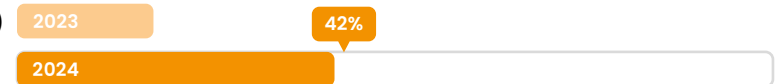
ISO 45001 coverage

65% of the Witzemann Group with ISO 45001 certification by 2025, measured by number of employees



Reduction in the frequency of accidents at work (LTIR)

Reduction in the frequency of accidents at work at Witzemann GmbH by 80 % until 2030 compared to 2021



Compliance risk analyses

Comprehensive compliance risk analyses for all company subsidiaries by 2029



Risk analyses & supplier assessment

Risk analyses for all Group suppliers & specific assessments of potentially risky suppliers by 2024



Continuous Stakeholder Dialogue

We maintain a regular dialogue with our stakeholders. This helps us to identify expectations and requirements at an early stage, respond appropriately and at the same time make an active contribution to the sustainable development of society.

Our most important stakeholder groups at a glance:

- **Customers:** Our customers are at the centre of our business activities. Therefore, it is highly relevant how they value certain sustainability aspects and what they expect from us in this context. Generally, we have noticed that our customers' demands on the sustainability performance of our company and our products are continuously increasing. To understand how these requirements are changing, our sales department communicates closely with our customers (see also the chapter on "Customer satisfaction").

- **Suppliers:** Our responsibility does

not end at the factory gates, but extends along the entire value chain. Supplier management is therefore also an important component of our sustainability management – not least due to the increasingly demanding regulatory framework (see also the "Environmental and social standards in the supply chain" chapter).

- **Employees:** Our company's success is largely based on the engagement, expertise and satisfaction of our employees. Through continuous dialogue – for example via employee appraisals, surveys or development formats – we create working conditions in which they can unfold their potential in the best possible way (see also the "Learning and development" and "Management and cooperation" chapters).

- **Corporate group:** Witzenmann operates globally. The integration of our subsidiaries is of central significance to achieving a company-wide unified strategy. We regularly bring together all relevant stakeholders in the Group at quarterly "Sustainability Round Tables".

- **Science and research:** We have been in close contact with the University of Pforzheim for many years. Over the years, we have intensified contact through regular research

projects, support with theses, co-operation and consulting services. Furthermore, we are represented in the sponsoring associations of Pforzheim University and the Heidelberg Academy, among others.

- **Politics and society:** Witzenmann GmbH is one of the largest employers in the region. Ongoing dialogue with regional and national politicians is very important to us. We maintain it just as intensively as social exchange. For example, we are a member of numerous regional support associations, associations and societies (see also the "Social engagement" chapter).

- **Business:** We regularly exchange ideas with other companies via specialist conferences, industry networks, congresses and initiatives – both within and outside our industry. The focus is on knowledge transfer, common sustainability topics, and examples of best practice.



Strengthened Sustainability Management and Organization

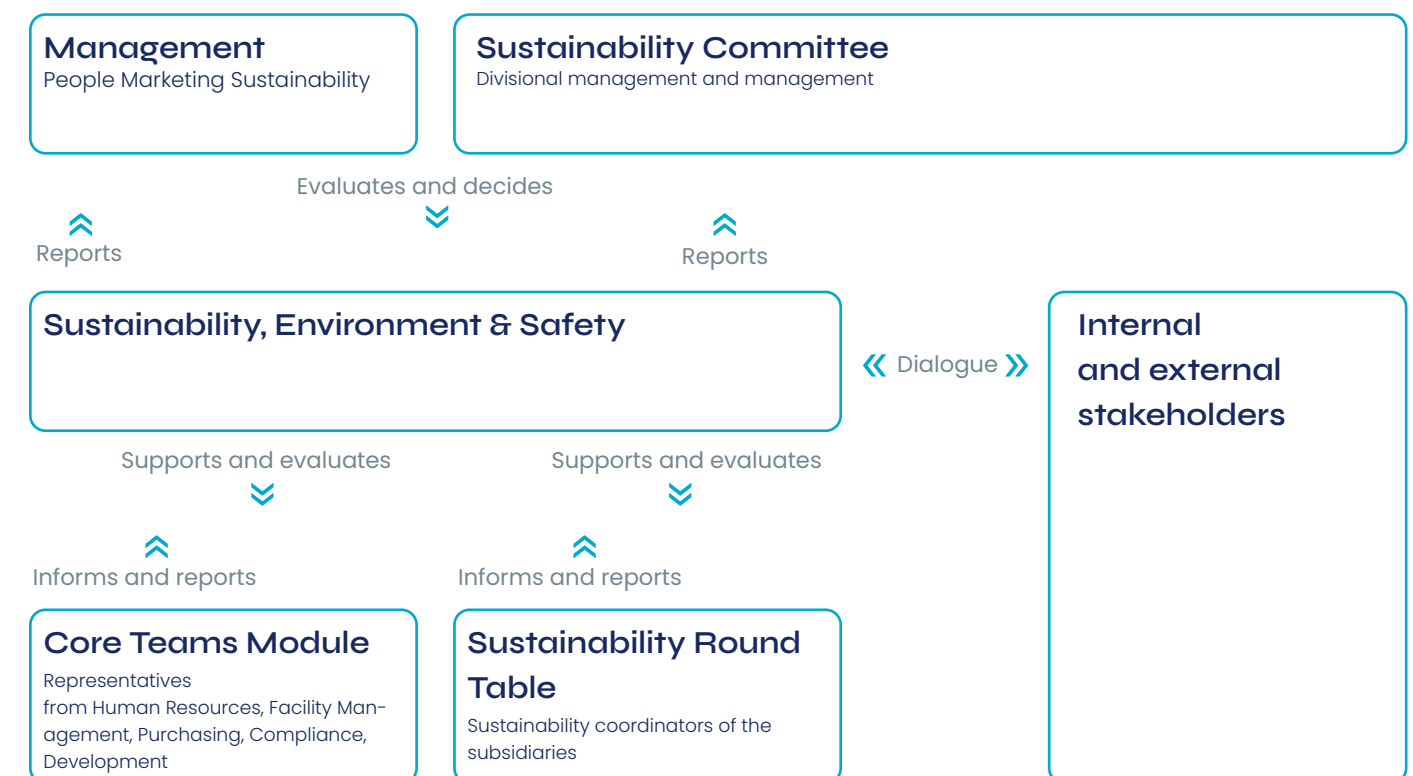
Since 2022, our sustainability management has been organised as a separate division with a direct reporting line to the management. In 2023, we integrated our environmental management and occupational health and safety management into this area. The new "Sustainability, Environment & Safety" department informs the management on a weekly basis about progress of our sustainability targets and ensures that sustainability aspects are always taken into account in their decisions. The management is also responsible for the release of the annual sustainability report.

In addition to internal and external reporting, the Sustainability, Environment & Safety department also coordinates the group-wide sustainability management processes. It is support-

ed by topic-specific core teams. For example, an interdisciplinary team from the Marketing, Human Resources and Sustainability areas manages the group's social engagement. These core teams enable us to work on the various aspects of the cross-cutting topic of sustainability in a structured and practical manner. Communication within the corporate group takes place via decentralised contact partners in the subsidiaries. We launched the "Sustainability Round Table" in 2023 in an attempt to encourage exchange. All of the sustainability coordinators of the subsidiaries meet here at least once a quarter to present examples of best practice and discuss current topics. This format also serves to guide and support the group subsidiaries in ensuring their sustainability-related compliance

and the data quality of their sustainability indicators. In the reporting year, we expanded this format to include further specialised round tables, e.g. on the topic of "Occupational Health & Safety".

The Sustainability Committee acts as a control and decision-making board. It meets at least once a year and monitors group-wide sustainability management at a strategic level.



1.3 Initiatives and Associations

Regular exchanges with stakeholders, other companies, associations and initiatives are very important to us. This enables us to identify trends, developments and risks at an early stage, work together to develop solutions for a more sustainable future and transfer knowledge. We are continuously expanding our network and contribute our technical expertise and practical experience to a wide range of platforms.

Since signing the United Nations (UN) Global Compact more than ten years ago, we have expressly committed

ourselves to its ten principles and have anchored them in our corporate mission statement. The principles comprise the areas of human rights, labour standards, the environment and corruption prevention and have a significant influence on our actions – both internally and externally. In our sustainability strategy, we have also defined how we implement the principles of the United Nations Global Compact (UNGC) operationally.

We are a member of the Baden-Württemberg Climate Alliance and have also joined the KLIMAWIN initiative

of the state of Baden-Württemberg. Together with the Federal State where our headquarter is located and many other local companies, we have therefore committed ourselves to sustainable development.

We have also been committed to the Science Based Targets Initiative (SBTi) since 2022. We developed our climate protection targets in accordance with the scientific specifications of the SBTi and had them successfully validated in the reporting year.

Other selected memberships of the Witzenmann Group



Allianz Wasserstoffmotor e. V.



BME Bundesverband Materialwirtschaft, Einkauf und Logistik e. V.



Cluster Brennstoffzelle BW



LR BW Forum Luft- und Raumfahrt Baden-Württemberg e. V.



LVI Landesverband der Baden-Württembergischen Industrie e. V.



SCE A (Supply Chain Excellence Aerospace) Deutschland e. V.



Stiftung Familienunternehmen



wvib (Wirtschaftsverband Industrieller Unternehmen Baden e. V.) – Sustainability Advisory Board



Diversity charter

Shaping the Future: Witzenmann at KONGRESS BW

In October 2024, our Managing Director Christine Wüst (CHRO) had the special honour to be part of the opening discussion of the KONGRESS BW together with Winfried Kretschmann (governor of the German State of Baden-Württemberg) and Dr Dominik von Achten (Chair of the Executive Board, Heidelberg Materials AG).



(c) Photo from Kongress BW by Jan

With the main theme of “Decarbonization as an opportunity: Baden-Württemberg preparing for the future,” this was an outstanding opportunity for Witzenmann to present our company and our comprehensive commitment to sustainability and industrial decarbonization to a broad audience of experts.

KONGRESS BW is the largest platform for resource efficiency and the circular economy in German-speaking countries and brings together numerous companies, specialists and political decision-makers who are actively working on solutions for a sustainable industrial transformation every year.

Our participation in opening the congress emphasises Witzenmann's leading role in the area of sustainable business and shows how we contribute with concrete solutions to the future viability of the industry.

Chapter 2

Environment and Resources

2.1 Management Approach

The Witzenmann Group is a manufacturing company and therefore energy-, material-, and raw material-intensive. This results in a responsibility for the associated negative impacts on humans and the environment – for example through greenhouse gas emissions, raw material extraction or waste – which we naturally want to keep as low as possible. Consequently, the topic of environment and resources represents one of the three central fields of action of our sustainability strategy. The major topics are climate change adaptation, climate protection, energy efficiency, material and resource efficiency and environmental management. They are interlinked and are therefore managed holistically in order to achieve continuous improvement in performance.

In the reporting year, the topic of climate change adaptation became a significant focus for our corporate group. We have been using well-founded climate risk analyses for all our locations since 2024. Targeted prevention is one of our most important tasks for the coming years and decades.

We have been preparing an annual corporate carbon footprint and implementing measures to reduce emissions for over ten years. These measures include improving material efficiency, using renewable energies and reducing energy consumption. In order to use energy more responsibly, we have implemented a comprehensive energy management system. Our aim is to manage at least 90% of our energy consumption with an efficient-

cy-oriented management system by 2030. Group-wide reporting, the expansion of the measurement infrastructure and corresponding software support help us to achieve this.

In order to reduce the environmental impact of our waste and other emissions, we have been operating ISO 14001-certified environmental management systems at all major production sites (> 100 employees) in the corporate group for many years. Our environmental and energy policy defines our obligations and provides our employees with clear guidelines.

A high degree of transparency has already been achieved at company level, particularly through the group-wide measurement of the corporate carbon footprint and the management systems mentioned above. The next step is to increase this transparency at product level as well. In the reporting year, we set the course for the future and initiated the creation of automated product life cycle assessments.



2.2 Climate Change Adaptation

The consequences of climate change are increasingly noticeable. Extreme weather events are intensifying in both frequency and impact – unfortunately, we experienced this firsthand in 2024. In view of the increasing potential for physical climate risks,

it is essential that we as a corporate group address these challenges at an early stage and take targeted precautions. This is the only way we can ensure the long-term resilience of our locations.

Flood Catastrophe in Opava, Czech Republic



In the reporting year 2024, we were hit by one of the biggest disasters in the Witzenmann Group's 170-year history. In September, the River in the Czech town Opava burst its banks and flooded large areas of our site there to a height of over two metres. It took days for the tidal wave to subside, leaving the entire city in a state of devastation.

Our production site, one of the most important for the automotive industry, was also heavily affected and completely shut down:

- 15,000 square metres of production area were covered with a centimetre-thick layer of mud.



- Over two million components were scattered around the production area.
- 269 machines were defective.
- 1,900 tools had to be retrieved from the inoperable paternoster shelves – with the help of industrial climbers.



We immediately declared a crisis and put together the "Phoenix" crisis team under the leadership of COO/CDO Philip Paschen. What followed was an impressive team performance, supported by the entire corporate group:

- 439 employees in the Czech Republic fought tirelessly for weeks – despite many personal strokes of fate. In total, more than 950 employees were involved in the Phoenix project.
- Large parts of production were relocated to other group sites at short notice.
- More than 50 employees coordinated the crisis team at the headquarters.
- 282 employees in Pforzheim worked extra shifts in production.
- 65 employees travelled to Opava and lent a hand on site.
- Even customers sent reinforcements to help rebuild the machines.

Thanks to the extraordinary engagement of all employees, especially our Czech "colleagues", it was possible to put the plant in Opava back into operation in record time. The production lines were gradually ramped up again, while stocks were also cleaned and repackaged.

Thanks to the rapid relocation of production capacities, we were able to compensate for production downtime and avoid production stoppages for our customers. In just six weeks, the

plant experienced a true resurrection – in accordance with the name of the crisis team: like a phoenix rising from the ashes.

Despite the immense challenges, there was only one week where no parts could be delivered from Opava. All expectations were far exceeded, including our own. Concerned customers became satisfied customers.

"You have a team that is not often found in the industry!" [...] "It was an honour for me to work with Witzenmann" – Mercedes Benz AG crisis manager

This extreme situation has shown us that, together, we can overcome any challenge! What began as an unbelievable crisis situation developed into a huge success story for the Witzenmann Group.

The crisis was overcome thanks to outstanding crisis management and strong team spirit. We have impressively demonstrated that we can respond flexibly and efficiently in the shortest possible time, even under extreme conditions.



Climate risk analyses as a basis for prevention

Even before this event – at the beginning of the reporting year – we had already started to prepare climate risk analyses for all of our companies.

These well-founded climate risk analyses enable us to identify potential risks at an early stage and derive targeted prevention strategies. In order to ensure that the analyses are comprehensive and practical, the Sustainability, Environment & Safety department work closely with Facility Management, which has group-wide responsibility for infrastructure.

2.3 Climate Protection

Climate change is one of the most significant challenges facing humanity and requires a collective social effort to overcome it. In our corporate group, we are committed to making our contribution to climate protection at all locations worldwide – through clear measures, specific targets and transparent reporting.

Complete group-wide carbon footprint

We have recognised the need for a comprehensive carbon footprint at an early stage. Making our greenhouse gas (GHG) emissions transparent is the only way to identify and exploit potential for improvement. For this reason, Witzenmann GmbH has been calculating its emissions in accordance with the Greenhouse Gas (GHG) Protocol for more than ten years and is reporting them across all three GHG scopes. This footprint has applied to the entire group since 2023. We now report emissions in Scope 1, 2 and 3 for all companies in the Witzenmann Group – with the exception of the downstream area.

Data quality improved

In addition to expanding the footprint framework, we have also further improved the data quality of our corporate carbon footprint. The

method we use to calculate Scope 3 is based on the principles of a monetary model ("spend-based approach"), which takes into account statistical emissions data from over 500 sectors from all around the world. The model also uses the environmental life cycle assessment approaches to further improve the quality of the results. All relevant greenhouse gas emissions (CO₂, CH₄, N₂O, HFCs, etc.) are taken into account, with the specific emission intensities following the "cradle to gate" principle.

By improving the underlying data quality and extending the footprint to the entire group, the corporate carbon footprint was updated retroactively to 2021. This is the base year for our reduction targets.

Implementing our ambitious reduction targets

The Witzenmann Group has been committed to the Science Based Targets Initiative (SBTi) since 2022. This initiative enables companies to set their climate targets in a scientifically established and internationally comparable manner. Our corporate carbon reduction targets were determined on the basis of SBTi's science-based methodology and successfully validated in the report-



ing year. In this way, we are making a verifiable contribution to achieving the targets of the Paris Climate Protection Agreement.


Our science-based targets are divided into two categories:

The targets for Scope 1 and Scope 2 are based on the 1.5 degree target of the Paris Agreement. The pursued reduction in Scope 3 supports the global target of limiting global warming to below two degrees Celsius.

With the group-wide expansion of GHG footprint to all scopes, an important basis for the scientifically based validation of our climate targets was created in 2023. In the reporting year 2024, we were able to systematically evaluate the data obtained and use it to review our progress in the context of the science-based targets. This ensures the traceability and transparency of our climate protection measures – both within the group and in comparison with companies internationally.

Climate protection targets

	KPI	Target	Progress	Target year	Scope	Contribution to SDGs
Management targets						13 CLIMATE ACTION 
Increase in primary data	[% Scope-3-Emissions]	40%	0%	2030	Group	
Performance targets						7 AFFORDABLE AND CLEAN ENERGY 
GHG neutrality of Scopes 1 & 2	[% reduction compared to 2021]	100%	84%	2030	GmbH	
Reduction of Scopes 1 & 2	[% reduction compared to 2021]	42%	16%	2030	Group	
Reduction of Scope 3	[% reduction compared to 2021]	25%	2%	2030	Group	
Regenerative energy autarky	[% own renewable generation of consumption]	10%	5%	2030	Group	



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Our climate targets are validated.



For information

The accounting of greenhouse gas emissions (GHG emissions) according to the GHG Protocol includes three scopes:

Scope 1: Direct GHG emissions

Direct GHG emissions originate from sources owned or controlled by the company. This includes emissions from combustion in own or controlled boilers, furnaces, vehicles and from chemical production in process plants.

Scope 2: Indirect GHG emissions from energy procurement

Scope 2 comprises the indirect GHG emissions caused by the purchase of energy, such as electricity or district heating. Physically, Scope 2 emissions occur in the plant where the energy is generated.

Scope 3: Other indirect GHG emissions

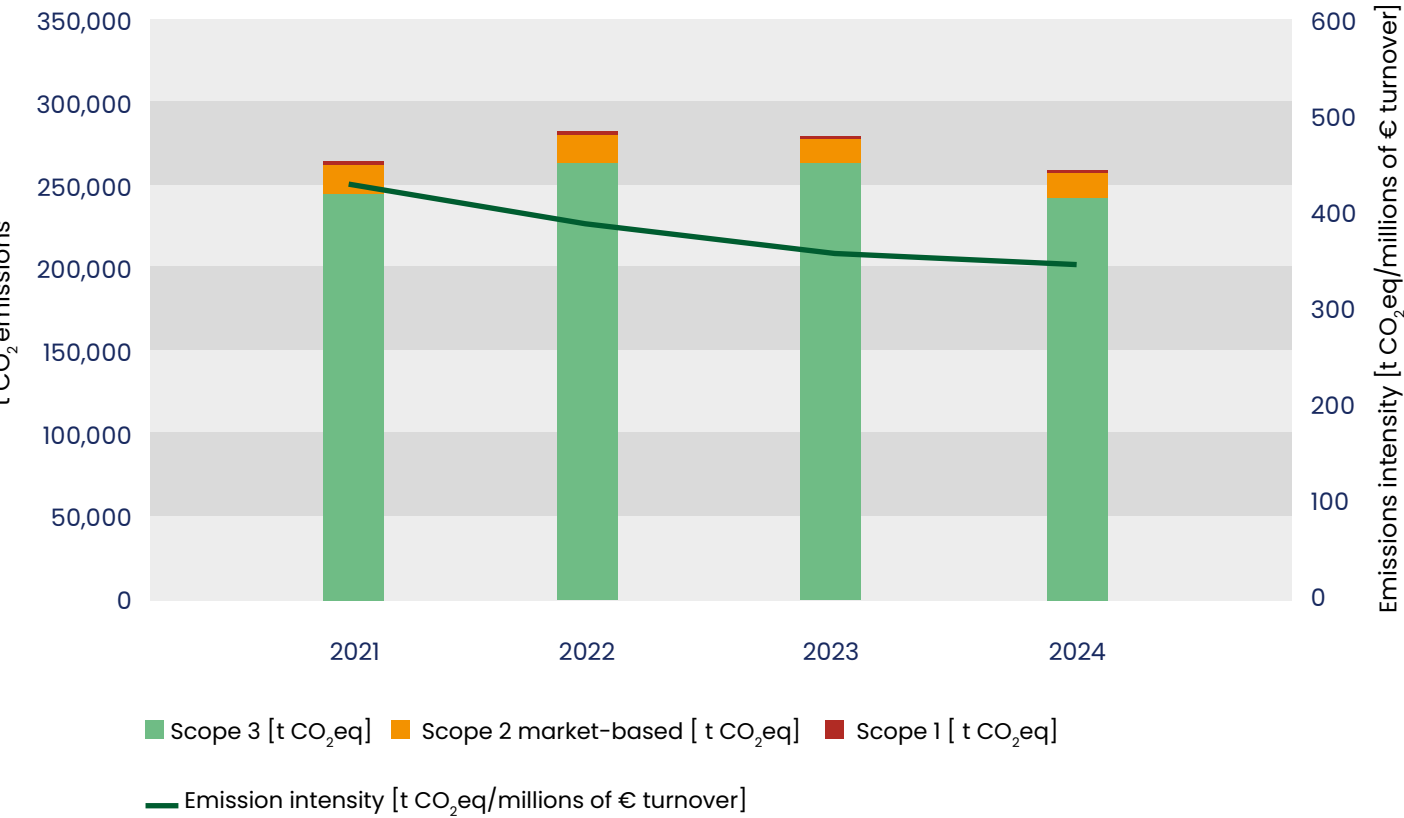
Scope 3 emissions are a consequence of the company's activities in the value chain and come from sources it does not own or control. These GHG emissions arise, among other things, from the upstream extraction and production of (purchased) materials, the transportation of (purchased) fuels by external parties and the downstream use of (sold) products and services.

Greenhouse gas emissions of the Witzenmann Group in tCO₂eq

	2021	2022	2023	2024	Change (compared to 2023)	Change (compared to 2021)
Scope 1	3,644	3,252	2,906	2,664	-8%	-27%
Scope 2 (market-based)	18,765	19,502	16,408	16,074	-2%	-14%
Scope 2 (location-based)	22,795	23,931	16,785	16,314	-3%	-28%
Total CO₂eq emissions of Scope 1 and 2 (market-based) [t]	22,409	22,754	19,313	18,738	-3%	-16%
Scope 3 (upstream)						
3.1 Purchased goods & services / 3.2 Capital goods	230,372	248,027	249,203	228,516	-8%	-1%
3.3 Energy-related activities	6,316	6,395	6,495	5,821	-10%	-8%
3.4 Upstream transport	9,182	7,765	9,045	9,131	+1%	-1%
3.5 Waste from the company	310	293	344	326	-5%	+5%
3.6 Business trips	75	682	1,346	1,253	-7%	+1582%
3.7 Employee commuting	6,363	6,515	6,742	6,766	0%	+6%
Total CO₂eq emissions of scope 3 [t]	246,687	264,713	267,272	242,798	-9%	-2%
Total CO₂eq emissions of all scopes	269,096	287,466	286,585	261,535	-9%	-3%
Employees (headcount)	4378	4282	4462	4354	-2%	-1%
CO₂eq emissions / employees	61	67	64	60	-6%	-2%
Turnover (millions of €)	620	738	786	742	-6%	20%
CO₂eq emissions / million € turnover	434	390	365	352	-3%	-19%

Total emissions using the market-based approach and operational control.
Footprint of Scope 1 emissions using the specific emission factors of the information sheet CO₂ factors of the Federal Office of Economics and Export Control.

Development of CO₂eq emissions and intensity of the Witzenmann Group



Continuous Improvement
in Four Operating Areas



In order to achieve greenhouse gas neutrality for Witzenmann GmbH in scopes 1 and 2 and to reduce the group-wide emissions by at least 42%, we are concentrating on the following four operating areas:

- 1. Improvement of energy efficiency**
The continuous improvement of energy efficiency is an ongoing process in which we have already made significant progress in recent years. Further information on this can be found in the "Energy efficiency" chapter.
- 2. Expansion of in-house generation from renewable energies**
The expansion of renewable energies is progressing according to plan. We have already installed over 3.7 MWhp of photovoltaic capacity on the roofs of our production sites across the group. This means that we have generated more than 3,899 MWh of renewable energy in the reporting year and consumed over 90% of it ourselves. We will continue to intensify this development in the coming years.
- 3. Conversion of external procurement to renewable energies**
Since the beginning of 2023, Witzenmann GmbH and its German subsidiaries have been covering their electricity consumption entirely from renewable energy sources. The subsidiary in Spain has also been purchasing certified green electricity since 2021. This measure will be gradually applied across the group.
- 4. Electrification and use of environmentally friendly technologies**
By increasing the use of electricity from renewable sources, we are reducing our carbon footprint in other areas as well. In the future, heating requirements will increasingly be covered by electric heat pumps. Some locations, e.g. Witzenmann-Rhein-Ruhr, have already switched to heat pumps. In addition, a decisive step towards greenhouse gas-neutral mobility was taken in 2023. In collaboration with our new partner Belmonto and a newly developed car policy, we are on the way to a fully electric vehicle fleet. Key measures include the targeted promotion of fully electric vehicles via a green allowance and the creation of a wide range of offers that make it as easy as possible for our employees to switch to electromobility. Witzenmann Benelux is currently serving as a role model for the Group - the mobility of this subsidiary has been fully electric since 2023.

Achieving Targets

The realisation of our Scope 1 and 2 targets is proceeding according to plan. Greenhouse gas emissions have already been significantly reduced both at the GmbH and at group level through targeted measures in the four areas of action. In concrete, the reduction is 14% compared to the base year 2021.

No significant progress has yet been made in the area of Scope 3 emissions. This is primarily due to the calculation methodology currently used: The use of generic emission factors in the "spend-based approach" does not yet reflect the actual reductions in the supply chains, e.g. through measures taken by our suppliers. We are therefore working intensively on gradually switching to primary data from our suppliers in order to significantly improve both the data quality and the transparency of the Scope 3 footprint. Nevertheless, there are effects that have led to a slight decrease in Scope 3 emissions. These include, in particular, declines in production that have a direct impact on upstream emissions. There are also positive effects in the

area of business-related mobility: The increased proportion of mobile working has reduced the number of commutes and business trips have also fallen further compared to the previous year.

In order to achieve the reduction target for Scope 3, we are currently reviewing a large number of measures along the entire value chain. They include Power-to-X technologies, in which wind or solar power is converted into storable energy sources such as process gases. We also use life cycle assessments to systematically analyse the environmental impact of our products – both in the upstream and downstream process chain at our customers. Another focus is on improving material and raw material efficiency, which is treated as a separate topic in our sustainability strategy. We are also investigating the possibility of substituting conventionally produced steel with low-emission production routes, such as direct reduction with hydrogen. Initially, it will be important to wait and see how the market develops. In addition, the use of

recycled steel is an effective measure for reducing Scope 3 emissions. A significant proportion of our raw material already consists of steel scrap, and we want to further increase this proportion in future.

Scope 3 emissions also include emissions caused by our employees commuting to and from work. The increasing spread of mobile working means that many of these routes can be avoided. At the same time, we are working on making the remaining mobility as environmentally friendly as possible. In addition to the "job bike concept", we have also been offering our employees a subsidized train tickets (Deutschland Ticket) since 2023, which allows them to travel on public transport in Germany for a reduced rate. In the medium term, the Green Allowance for electromobility will also have a positive effect here.

Outlook



Our measures in the defined areas aim to completely reduce our greenhouse gas emissions in Scope 1 and 2 by 2030. Emissions that cannot be completely avoided by then will be offset with the help of internationally recognized and qualitatively assured compensation measures such as the Gold Standard. We expect to see a significant reduction in Scope 3 over

the coming years, particularly following the conversion of our footprint methodology to real emissions data from the supply chain. The measures described above will significantly support the reduction of Scope 3 GHG emissions and help us to achieve our targets.

2.4 Energy Efficiency



Today, the efficient use of energy is more important than ever before. Affordable and usable energy is not only an increasingly scarce commodity, but also continues to be responsible for a significant proportion of global greenhouse gas emissions. At the same time, the legal requirements for companies are becoming increasingly stringent. Against this backdrop, it pays off that we have been continuously promoting the topic of energy efficiency in our company for many years and paid attention to the resili-



ence of our business processes at an early stage. We will continue to step up these efforts in the future and will increasingly expand them within our corporate group.

Implementation of energy management

The energy management systems of Witzenmann GmbH and our subsidiary in the Czech Republic have been certified to ISO 50001 since 2022. The management system helps us to systematically plan, implement and

monitor energy efficiency measures. In 2025, we will certify our subsidiary Witzenmann-Sachsen for the first time. Our long-term target is to control at least 90% of the energy used in the Witzenmann Group via a central management system. Group-wide energy monitoring, which has been established since 2022, is an important component of this – it creates the necessary transparency with regard to consumption structures and efficiency potential.

Energy Efficiency Targets

	KPI	Target	Progress	Target year	Scope	Contribution to SDGs
Management targets						<div>13 CLIMATE ACTION</div> <div></div> <div>7 AFFORDABLE AND CLEAN ENERGY</div> <div></div>
Energy management	[% Group]	90%	45%	2030	Group	
Performance targets						
Reduction of energy intensity ¹	[% reduction compared to 2021]	35%	24%	2030	GmbH	
Reduction of energy intensity ¹	[% reduction compared to 2021]	15%	22%	2030	Group	

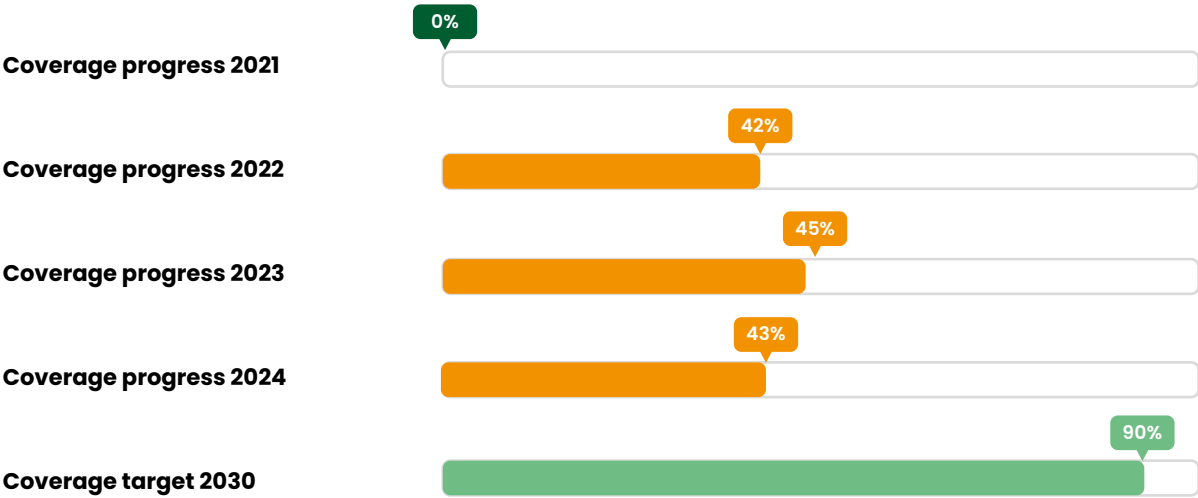
¹Energy intensity in MWh/million € turnover, not adjusted for inflation. The rapid progress or overachievement of the target is due to the high inflation rate in 2022, a relatively warm winter and intensive energy saving measures due to the energy crisis. Consequently, we expect a slightly declining trend in the coming years.

Energy KPIs of the Witzenmann Group

	2021	2022	2023	2024	Change (compared to 2023)	Change (compared to 2021)
Electricity purchased externally	49,230	52,453	52,098	49,552	-5%	+1%
PV generation (own consumption)	94	940	1,821	3,656	+101%	+3,782%
District heating	7,771	6,745	6,013	6,705	+12%	-14%
Natural gas	13,631	11,686	8,906	7,028	-21%	-48%
Heating oil	1,352	1,103	1,170	1,195	+2%	-12%
Other ¹	3,083	3,543	3,501	3,714	+6%	+20%
Total energy consumption (in MWh)	75,160	76,471	73,509	71,850	-2%	-4%
Energy intensity (in MWh/ million € turnover)	121	104	94	97	+3%	-20%

¹ Fuels diesel, petrol and E10 (esp. vehicle fleet).

Share of the Witzenmann Group's energy consumption that is subject to an energy management system (e.g. ISO 50001)



Energy Consumption

The total energy consumption of the Witzenmann Group fell by around 3.5% in the reporting year compared to the previous year. This development is due to improved energy efficiency across the group, but also to slight declines in production. In contrast, energy intensity – in relation to the

group's sales volume – increased by 1% compared to the previous year. The main reason for this development is poorer capacity utilisation due to declines in production while fixed energy consumption for lighting or heating, for example, remains the same.

Group-wide Energy Efficiency Programmes



the group's heating systems in the reporting year – including in Witzennann-Benelux, Witzennann-Hamburg and Witzennann-Rhein-Ruhr. At the Rhine-Ruhr location, for example, hot water generation was decoupled from the central fossil-fuelled heating system and switched to a highly efficient heat pump powered by certified green electricity. This allows the gas boiler to be switched off completely during the summer months. This has helped to reduce gas consumption at the site by over 50% compared to the base year 2021.

Transparent monitoring is a key element of energy management. Digital energy monitoring was significantly expanded at the locations in Czech Republic and India. It creates detailed transparency about energy consumption, enables potential savings to be identified and forms the basis for sound, data-based energy management.

Training and awareness-raising measures with regard to employee behaviour also help to reduce energy consumption. For example, we have anchored the topic of energy efficiency as a fundamental component of our training programmes. We are constantly working to further raise awareness among our employees. With these measures, we are strengthening energy efficiency across the group – economically, technologically and in line with our climate strategy.

Throughout the Witzenmann Group, we are continuously reducing our energy consumption. Switching to the most energy-efficient technology is one of the most important measures. In the reporting year, for example, our companies in the Czech Republic and Slovakia switched to the latest, energy-efficient air compressors – an important contribution to reducing electricity consumption in production.

One potential for efficiency that has already been intensively realised in the past, but still offers opportunities for savings in the current reporting year, is lighting. In 2024, the locations in India, China, Brazil, Slovenia and the Czech Republic continued with the conversion to LED technology in conjunction with automated lighting control. In addition, motion detectors were installed to enable the lighting in ancillary and storage areas to be

dimmed or switched off automatically as required.

At the UK site, the building exterior was extensively modernized during the reporting year – including triple glazing of the production hall, insulation of all exterior walls and insulation and cladding of the hall roof. The measures significantly reduce the heating energy consumption by 70%.

Efficiency measures were also implemented in the area of building technology, particularly in heating and cooling technology. At our locations in India and Slovakia, for example, we were able to extend automated temperature reduction to off-peak times (such as weekends or night-time hours) and, in doing so, realise further energy efficiency potential. At the same time, we made significant progress in the electrification of

2.5 Raw Material and Resource Efficiency



As a metal processing company, Witzenmann has a special responsibility for the efficient use of materials and raw materials. We are committed to reducing their use, closing the loop as far as possible and continuously improving in this area.

Demand for raw materials dominated by steel

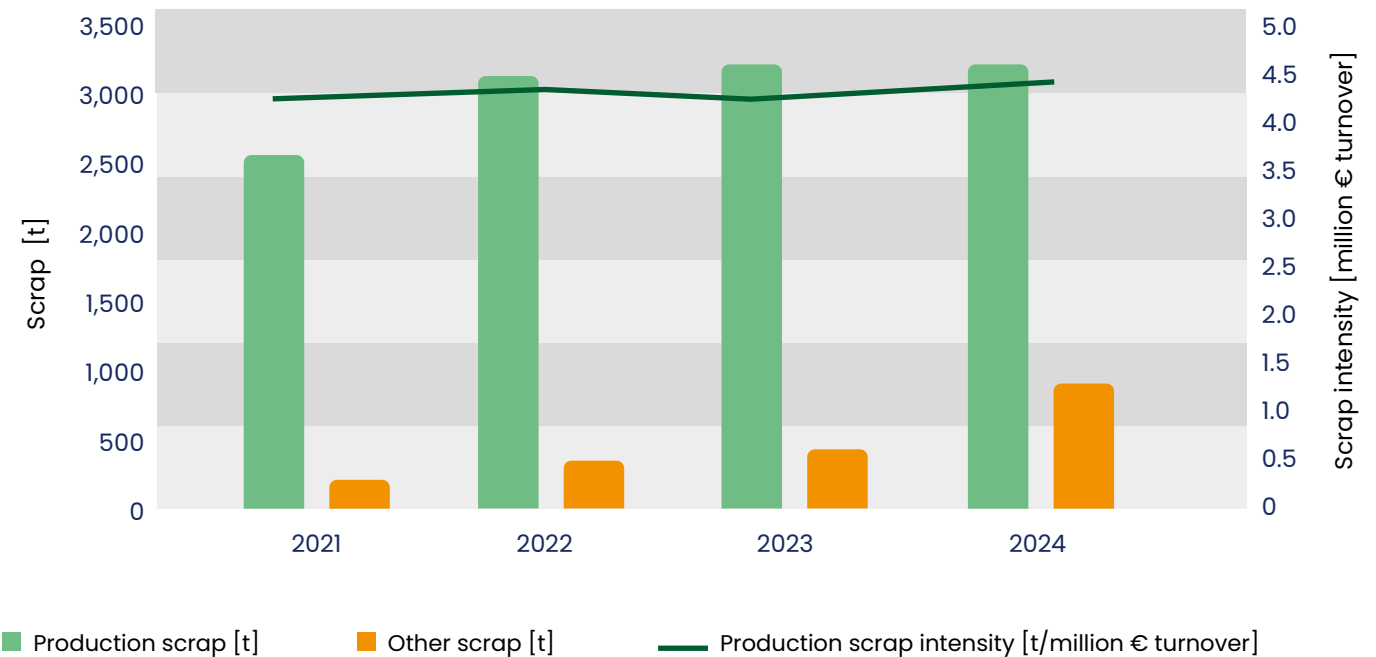
In 2024, the Witzenmann Group purchased around 16.7 kilotons of raw materials. This figure has fallen slightly compared to previous years – in line with production volumes. With more than 95%, steel and stainless steel alloys account for the largest share by far. The remaining five percentage points are shared by copper, nickel, aluminium and titanium alloys. In addition to the raw materials, Witzenmann GmbH purchases a large number of components and assemblies. Well over 90% of these are also made of steel and stainless steel alloys. In contrast to purchased raw materials, for purchased parts there is little further processing that could have an influence on materials efficiency. Our main focus is therefore initially on efficiency improvements in raw materials.

Group-wide improvement in material efficiency

Transparency is the first step towards improvement, which is why we have been monitoring our waste and scrap volumes across the group since 2022. Production-related waste in particular allows direct conclusions to be drawn about the material and raw material efficiency of our production locations. Production scrap fell slightly in the reporting year, which is directly attributable to the slight drop in production output. By contrast, production scrap intensity, measured in tonnes of production scrap per million € in turnover, increased by 5% in the reporting year. This increase is due to one-off effects unrelated to production. In the reporting year, a complete production line was relocated from Germany to Spain. As part of this process, obsolete stocks were returned to the recycling system and thus to the metal cycles. This one-off effect could not be fully compensated for by the numerous efficiency measures implemented within the corporate group. These improvements are exemplified by measures from Witzenmann Brazil and Witzenmann Slovakia, where, among other things,

quality- and process-related scrap was further reduced through improved KPI monitoring. Witzenmann China was able to implement another exemplary measure: Here, the raw welding process was optimised so that deburring pipes is no longer necessary and the process-related waste can be reduced to a minimum. In addition to the reduction of production scrap and the more efficient utilisation of raw materials, other material efficiency measures were also implemented. During the reporting year, for example, Witzenmann Czech Republic began to rework parts of the pressing tools instead of purchasing new ones. Witzenmann UK was able to reduce the use of filter material to zero by changing the technology involved in a welding process. This not only reduced harmful welding fumes, but also the number of filters contaminated with pollutants. These two measures are just two examples of the numerous optimisations that were implemented worldwide within the Witzenmann Group during the reporting year.

Development of scrap intensity and scrap volume of the Witzenmann Group



Life Cycle Assessments increase Transparency

Life cycle assessments provide us with information on where and to what extent our processes and products have a negative impact on the environment and where there is potential for improvement. We are already preparing life cycle assessments for our first products in accordance with ISO 14040/44 and corresponding EPD standards. These analyses also sup-

port our customers in pursuing their sustainability targets. In the reporting year, we prepared further product life cycle assessments and started to automate the preparation of life cycle assessments at the same time. In future, we will be able to create an life cycle assessment for all our products at the touch of a button. The basic framework of an life cycle

assessment is the material flow analysis, which provides information on material and resource flows. We use this information to identify and exploit efficiency potential. This enables us to save resources and reduce our Scope 3 emissions (see "Climate protection" chapter).

Raw material and resource efficiency targets

	KPI	Target	Progress	Target year	Scope	Contribution to SDGs
Management targets						
Coverage of environmental life cycle assessments	[% Products turnover]	30%	2%	2030	Group	12 RESPONSIBLE CONSUMPTION AND PRODUCTION

2.6 Environmental Management

The Witzenmann Group has long been committed to the target of making its processes as environmentally friendly as possible. Back in the 1990s, we committed ourselves to the careful use of natural resources – far beyond our legal obligations. Since 1997 we have been reporting on this.

High coverage through environmental management systems
In order to continuously reduce our environmental impact and prevent environmental damage, we operate certified environmental management systems in accordance with ISO 14001 in almost all companies of the Witzenmann Group. They help us to continuously improve our perfor-

mance in environmental issues such as waste avoidance or reducing water utilisation. By now, we have reached a coverage of 91%. Our aim is to operate a certified environmental management system at all locations with at least 100 employees by 2025. Based on the current number of employees, this corresponds to 93% coverage.

ISO 14001 coverage measured against the number of employees at the sites.



Environmental management targets

	KPI	Target	Progress	Target year	Scope	Contribution to SDGs
Management targets						
ISO 14001 coverage	[% Group]	93%	91%	2025	Group	<div>15</div> <div>LIFE ON LAND</div>
Performance targets						
Reduction of waste intensity ¹	[% reduction compared to 2021]	45%	28%	2030	GmbH	
Reduction of fresh water intensity ²	[% reduction compared to 2021]	20%	14%	2030	GmbH	

¹ Waste intensity in t/m € turnover
² Fresh water intensity in m³/employee & temporary worker

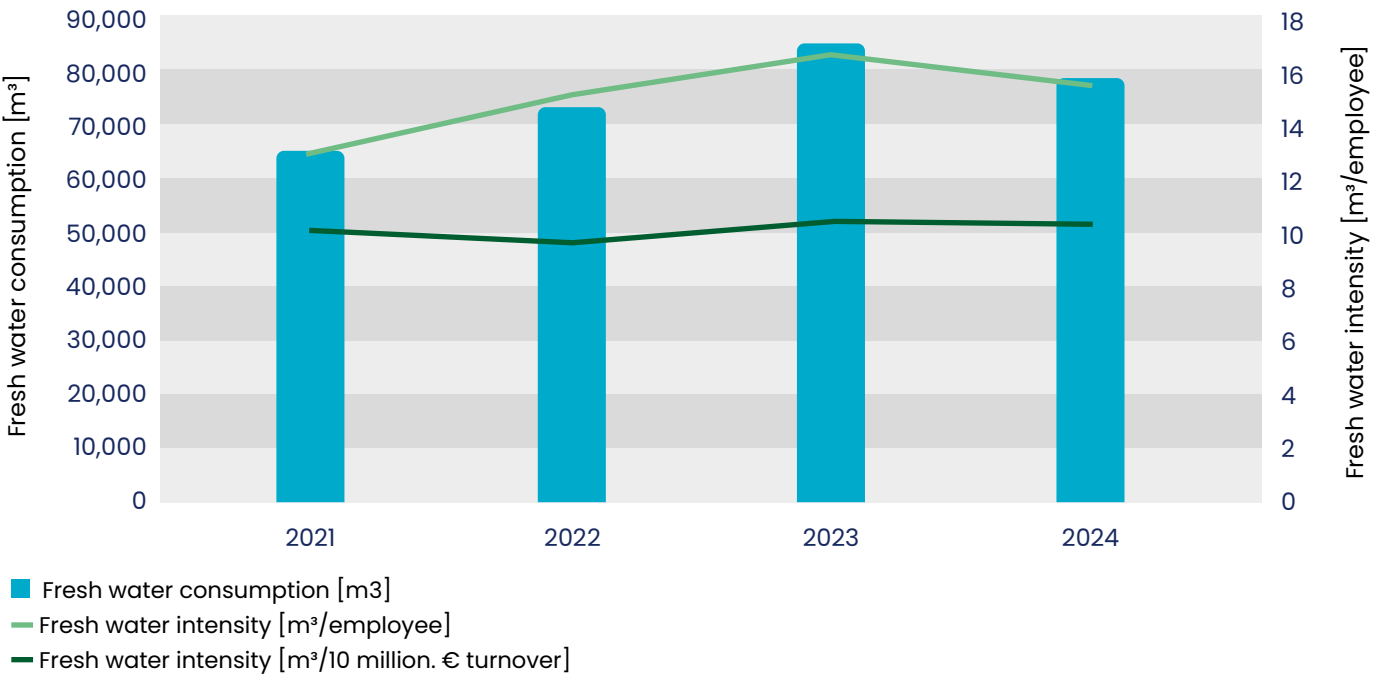
Water Utilisation in Production

In the Witzenmann Group, water – apart from negligible evaporation – is not consumed but used. Contaminated fluids are processed by specialist companies and returned to the water cycle. This topic is therefore not identified in our materiality analysis. Nevertheless, we want to reduce our water consumption and report on our progress. Thanks to well-functioning environmental management systems, we regularly achieve improvements in production: In the reporting year 2024, we were able to reduce our fresh water usage at Witzenmann GmbH by a further 2% compared to the previous year. This means that we have already been able to reduce fresh water usage by 10% compared to the base year 2021. In terms of fresh

water intensity, which is calculated based on the number of employees, a 14% reduction was achieved compared to the base year. Improvement measures could also be implemented in the Group. Witzenmann Brazil has upgraded its bellows press systems with water filter systems. This means that the water required there can be used in the cycle for even longer. Our colleagues in the Czech Republic have upgraded their sanitary facilities to the latest and most efficient technologies, and a monitoring system for fresh water utilisation was set up in India during the reporting year. Across the entire corporate group, water consumption fell compared to the previous year. Despite the current positive trend and the numerous measures,

there is still an increase compared to the base year 2021. There are several reasons for this: the increase in production output, the commissioning of additional cleaning systems and a hot summer in southern countries since water is often used as a medium for air conditioning. The fresh water intensity reflects this. Thanks to well-functioning environmental management systems, which can be seen in the measures mentioned as examples, the intensity per employee and the intensity per production output could be slightly reduced again.

Water consumption and water intensity of the Witzenmann Group in annual comparison



Continuous Waste Avoidance

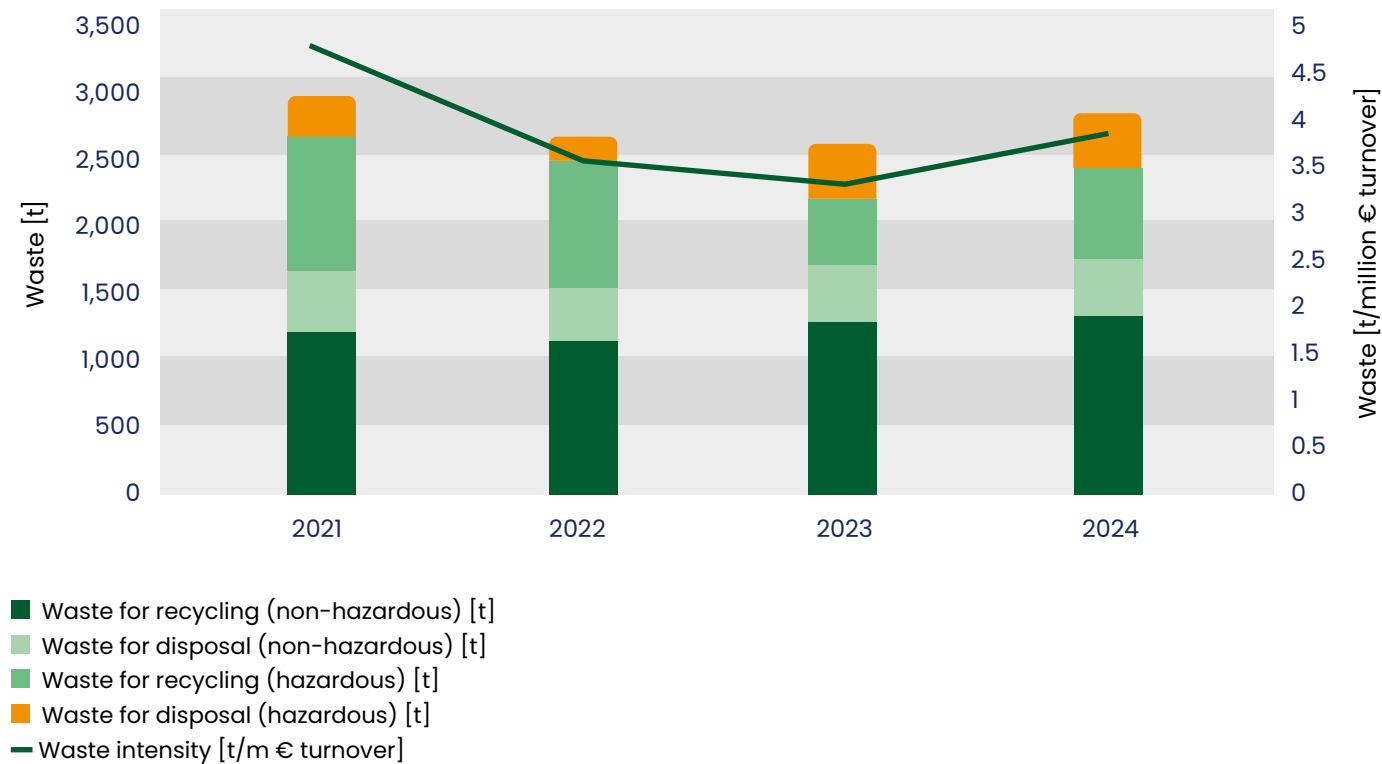


The reduction of waste and hazardous substances is an important task of our environmental management. The volume of waste at the GmbH declined during the reporting year. As turnover has also fallen slightly at the same time, the GmbH's waste intensity remains unchanged and the target achievement remains at 28% of the 45% targeted by 2030. We also made

significant progress at many of our subsidiaries during the reporting year. Witzemann China has optimised machine cleaning processes and thus achieved a reduction in cleaning waste. In addition, the company switched from a one-way logistics system to a reusable concept. A similar measure was implemented at Witzemann Mexico. Witzemann Brazil has switched its disposal processes to the best possible recycling solution. For example, certain types of waste are used as raw materials for other companies. This company pays particular attention to the recycling of organic waste, which is processed into high-quality fertiliser by a third-party supplier. Our company in Belgium is making continuous progress in waste sorting and was thus able to reduce hazardous waste by a further 10% in the reporting year compared to the

previous year. However, none of these exemplary measures were able to compensate for the situational waste volumes in the reporting year. A flood disaster submerged our subsidiary in Opava in the Czech Republic under more than two metres of water for several days. Naturally, this disaster resulted in increased waste volumes – e.g. due to the disposal of damaged furnishings, packaging materials. The closure of a site in Italy also led to a one-off increase in waste disposal. These events are the reason why the absolute volume and intensity of waste increased slightly in 2024.

Development of the waste volume and waste intensity of the Witzemann Group



Biodiversity

In our corporate environmental and energy policy, we made a commitment to preserving the natural foundations of life at an early stage. Biodiversity is a fundamental component. Although we are not obliged to report on this topic according to the logic of our materiality analysis, we nevertheless consider it to be a significant sustainability issue and therefore report on it voluntarily.

Our subsidiary in France provided the impetus for the entire corporate group in 2023: by planting trees and setting up insect hotels, our French colleagues made an active contribution to preserving biodiversity. This positive example has now been followed by numerous other companies in the reporting year 2024. In India, International World Environment Day was the occasion for a large-scale tree-planting campaign. Further comparable measures were implemented at our companies in Slovakia, the Czech Republic and the United Kingdom.

At our new headquarters, we place great importance on creating sufficient green spaces to at least partially offset the sealing of surfaces. In order to make the green spaces as species-friendly as possible, we will be working with a local nature conservation association. As part of our social engagement (see also chapter 3.5 "Social engagement"), we have revised our sponsorship and donation concept to emphasise the preservation of natural habitats and biodiversity in the area of the environment.



Biodiversity projects at Witzemann France and Slovakia



Biodiversity

"Biodiversity describes the entire biological diversity of the earth, including all plant and animal species, genes, habitats, etc. Biodiversity makes an intrinsic contribution to a functioning ecosystem. Overexploitation of nature has resulted in huge biodiversity losses in the past. It is one of the planetary boundaries that has already been significantly exceeded." (Rockström et al., 2009)

Today, 15 years later, the extinction of species has once again accelerated significantly.



Chapter 3

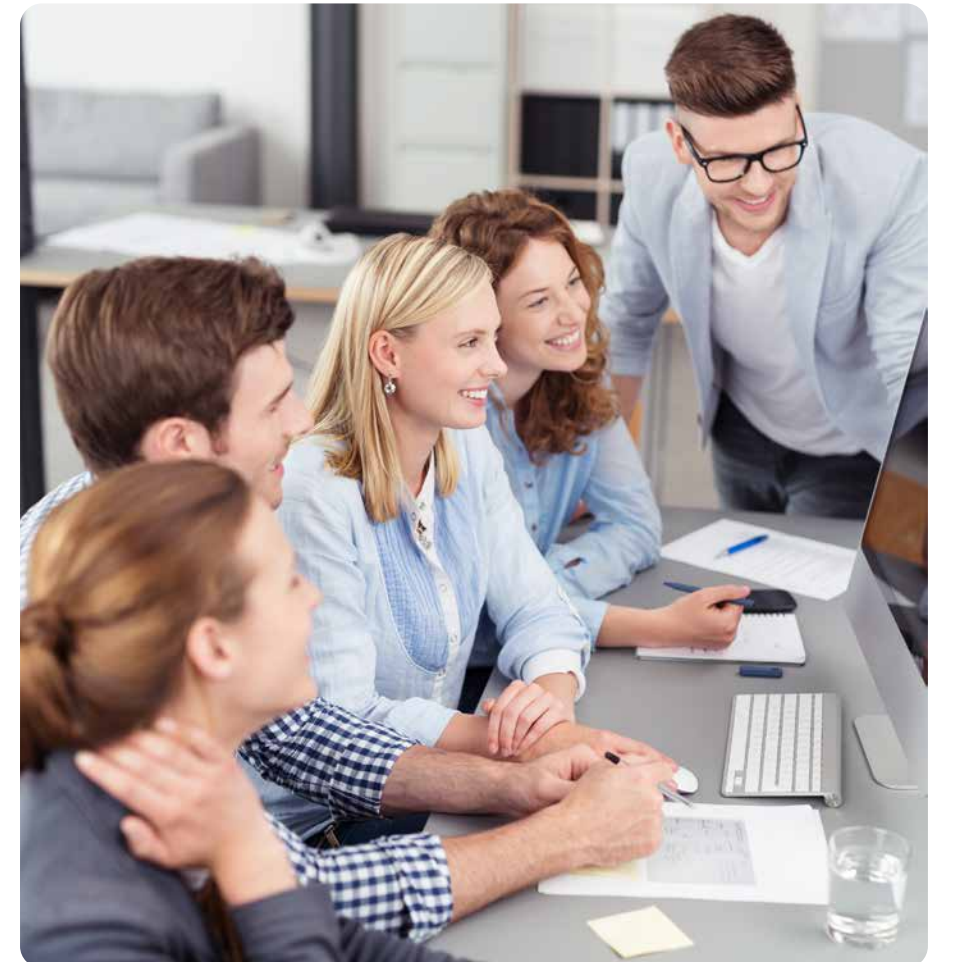
Employees and Society

3.1 Management Approach

Sustainable and successful corporate development requires innovative business models, forward-looking products and digital technologies. However, our employees and their active engagement are just as essential to our long-term success. With their expertise and commitment, they play a key role in shaping the future of Witzenmann and driving our global corporate success. The framework conditions for our actions as a company are subject to constant change – markets, technologies and entire industries are undergoing profound transformation. In order to remain agile, innovative and competitive in this dynamic environment, we are continuously developing our corporate and collaboration culture. To achieve this, we are establishing an environment that continuously encourages the development of our employees, provides opportunities for new job profiles, and aligns our work processes specifically with the requirements of the future.

Investing in the professional and personal development of our employees is a key component of our strategy. We promote a culture of lifelong learning and support our employees in actively and constructively shaping change. We are committed to the well-being of our employees through modern, inspiring working conditions, attractive employer benefits and a healthy, safe working environment.

As a traditional family business, we ensure diversity, work/life balance and a trusting, respectful working relationship. Our special team spirit and our strong cooperation are the basis for a successful future – for our employees and for Witzenmann.



3.2 Learning and Development

The skills and knowledge of our employees are the foundation of our global corporate success. Their expertise, ideas and impulses drive innovation and ensure our competitiveness. This is why we promote a shared learning culture that supports lifelong learning and enables continuous development throughout an employee's career. It is particularly important to us to prepare our employees specifically for the digital transformation and to establish learning as an integral part of everyday working life.

Our personnel development is based on four central key elements:

- Informal learning in the workplace through instruction, projects and cross-departmental collaboration
- Collaborative learning in the form of workshops and keynote speeches
- Classroom training sessions for further training on specific special topics or special activities
- Learning nuggets that can be used flexibly and self-directed as online offers via our eAcademy

These development formats are designed to harmonise the specialist knowledge, motivation and performance of our employees with the company's requirements. We encourage our employees to take active responsibility for their qualifications and to shape their career prospects independently.



Lifelong Learning, Growth and Performance

In order to meet the constantly changing requirements, we are continuously working development and optimization of our qualification formats. In addition to developing future-oriented skills, we attach great importance to enabling our employees to acquire new knowledge quickly and flexibly. This is why we deliberately focus on diverse and needs-oriented training that is geared towards future topics. Our aim is to provide our employees with the best possible support through targeted programmes and development discussions so that they can continue to develop their qualifications in line with their career path, skills and interests.

In 2024, Witzenmann GmbH once again invested heavily in the training and development of its workforce. A total of 12,108 internal continued training qualifications and 238 external continued training qualifications were achieved. This included 186 internal and 167 external programmes. The total number of continued training hours completed totalled 21,118 hours,

which corresponds to an average of 12.5 hours per employee per year.

Our investments in professional training reflect our strategic priorities:

- 500,974.29 € for professional training
- € 483,957.08 for management development

The quality of our professional training programmes is systematically evaluated. Participant feedback flows directly into the continued development of our training formats. In addition, we support our employees and managers through structured employee appraisals, potential analyses and targeted development programmes in order to define individual targets and derive suitable measures.

With the rollout of our eAcademy 2021, the introduction of the digital training dialogue and the expansion of the learning platform at an international level, we have created a solid basis for modern, flexible and transparent

professional training. Thanks to the self-service overviews for employees and managers, training courses and standard instructions, e.g. on data protection or compliance, can be managed efficiently.

In 2024, the focus was particularly on intercultural training courses for the entire Witzenmann Group. In addition, the Speex language learning platform was further expanded to specifically promote language skills, particularly in English. The topics of health, resilience and safety have become key elements in our personnel development programmes.

Promoting Young Talent



As a family business with a long tradition, it is particularly important to us to accompany, support and encourage young people on their career path. On-the-job training has been an integral part of Witzenmann for years and forms the basis for the specialists and managers of the future. With a wide range of training programmes, we create attractive prospects for young talent and focus on needs-oriented training.

In 2024, we significantly increased the number of training positions – from 18 to 28, which corresponds to an increase of 55.6% compared to the previous year and 133.3% compared to 2022. The hiring rate has also continued to rise: in 2024, almost 91% of trainees and dual students were hired, half of them permanently.

We are particularly proud of our initiatives to promote individual career paths: in 2024, we enabled a young man to start an apprenticeship as a machine and plant operator after a six-month introductory qualification. In addition, one production employee was given the opportunity to retrain as a construction mechanic. The promotion of women in technical professions also remains a key objective. As at 31 December 2024, we had a total of eight women in technical training programmes or STEM degree programmes. This corresponds to around 18%. This year, one female student started a dual study programme in industrial engineering, while two female trainees began their careers in STEM professions – as a materials tester

and as a metal technology specialist with focus on welding technology. One of our junior welders also took part in "Jugend schweißt", a competition for talented young welders.

In addition to traditional training, we offer students the opportunity to gain valuable practical experience and an in-depth insight into our working world through internships, student traineeships and dissertations. In doing so, we rely on close cooperation with universities and colleges.

A particular highlight in 2024 was once again our social project with the German "Lebenshilfe", in which eleven trainees worked together to implement small but effective improvement projects – a valuable contribution to society and a valuable experience for our young talents.

3.3 Management and Cooperation

In times of change and constantly evolving conditions, our managers play a crucial role. They are not only responsible for the successful implementation of transformation processes, but also for shaping an appreciative and trusting corporate culture. We are therefore focussing on the continuous development of our management and cooperation culture.

We support our managers throughout the company with customized leadership programmes that combine practical knowledge with targeted training. External impetus on current management topics are combined with cross-functional exchange and networking within the corporate group.

The development of our managers is based on two central programmes:

- **WI-Lead** – a programme specially developed for new and young managers that offers targeted support through mentoring from experienced managers.
- **WI-Empower** – a group-wide development programme that supports all managers in several phases to reflect on and further develop key aspects of modern management

Our managers are responsible for creating a motivating, inclusive and performance-enhancing working environment. Their behaviour has a decisive influence on the quality of cooperation and our company's long-term success. We therefore expect them to act as reliable role models, build trust and actively empower their teams to take responsibility and develop creative solutions.

Shaping the future through strong management: WI-Lead and WI-Empower

The continuous development of our management culture is a central component of strategic personnel development at Witzenmann. With the two programmes WI-Lead and WI-Empower, we create the basis for modern, responsible management in an increasingly complex working environment.



WI-Lead – Foundation for modern Management

The WI-Lead programme has been a central component of our management development since 2021. The focus is on topics such as communication, self-image and the image of others, understanding roles and conducting employee performance reviews. From 2022, the programme was specifically expanded to include content such as self-management, motivation, care and resilience. WI-Lead is supplemented by an internal mentoring initiative in which new managers are supported by experienced colleagues. In 2023, two further groups of German managers took part. WI-Lead was also introduced for the first time at international locations such as Belgium and India. In 2024, training courses followed in France, Brazil, the USA, Slovakia and the Czech Republic – each with the support of trained HR managers according to the train-the-trainer principle, which enables sustainable implementation worldwide. The foreman network was also established in 2023 to strengthen the management culture on the shop floor. In supervised group meetings, foremen exchanged views on everyday management situations and jointly developed practical solutions.

WI-Empower – Culture of Trust and Empowerment

With the WI-Empower programme launched in 2021, we are specifically strengthening a culture of collaboration, personal responsibility and positive management. The aim is to support managers in actively shaping change, empowering employees and at the same time promoting innovation across departments and states.

The three waves of the programme build on each other:

- Wave 1 (2021): Development of a common understanding of management, reflection on own management behaviour and feedback to colleagues
- Wave 2 (2022): Practical implementation of the new management principles with support from the culture check – an anonymous feedback tool based on our corporate values
- Wave 3 (from the end of 2023): Focus on positive management, resilience, self-reflection and handling feedback professionally

In 2023, evaluation dialogues were held across the group in which managers analysed their feedback from the culture check together with personnel development and derived specific measures. The third wave of WI-Empower was successfully completed in spring 2024 with the final workshops. A total of twelve workshops were held in which managers from all areas of the company took part.



Shaping the Future of Management together

The WI-Lead and WI-Empower programmes are integral components of our understanding of sustainable corporate development. They not only strengthen management skills, but also promote dialogue, mutual appreciation and resilience throughout the company. Active participation by the management in all workshop waves and the continuous international expansion emphasise the high value placed on management at Witzemann – today and in the future.

Representing the interests of our employees

An open and trusting dialogue with our employee representatives is essential for us to successfully and sustainably shape the necessary change processes. We rely on close, constructive cooperation with our works councils and maintain a regular, transparent exchange. We inform both our employees and their elected representatives comprehensively and at an early stage about significant operational changes. Our

approach is always based on national laws and applicable company agreements. The co-determination rights of our employees are enshrined in various agreements and are strengthened by regular works meetings.

In addition to collective agreements, we see co-determination as a key instrument for ensuring good working conditions and giving our employees the opportunity to actively participate and help shape our company's future.

Culture Checks rolled out internationally



The second round of culture checks began in summer 2024, initially at Witzemann GmbH in Germany. Over 1,050 employees took part and 135 managers received sophisticated feedback. The culture checks have

been gradually implemented at international locations since October 2024. Full evaluation is planned by mid-2025.



Culture Check

The culture check is a survey-based development tool for managers and their teams. Self-assessment by managers and the team members' assessment of the manager's professional behaviour are recorded. Its purpose is not purely to collect data, but to encourage reflection on management behaviour, dialogue within the team and behavioural change. The resulting leadership report is not a conclusion, but the beginning of a development process. The focus is not on measuring KPIs, but on an honest and transformative examination of management and collaboration.

3.4 Occupational Health and Safety

Our primary aim in the area of occupational safety is to consistently prevent accidents at work, identify hazards at an early stage and minimise them effectively – with the aim of ensuring maximum safety in the workplace. Actively promoting the health of our employees is just as important to us. With our occupational health management (OHM), we provide preventative support, strengthen well-being in the workplace and contribute to the long-term performance of our teams.

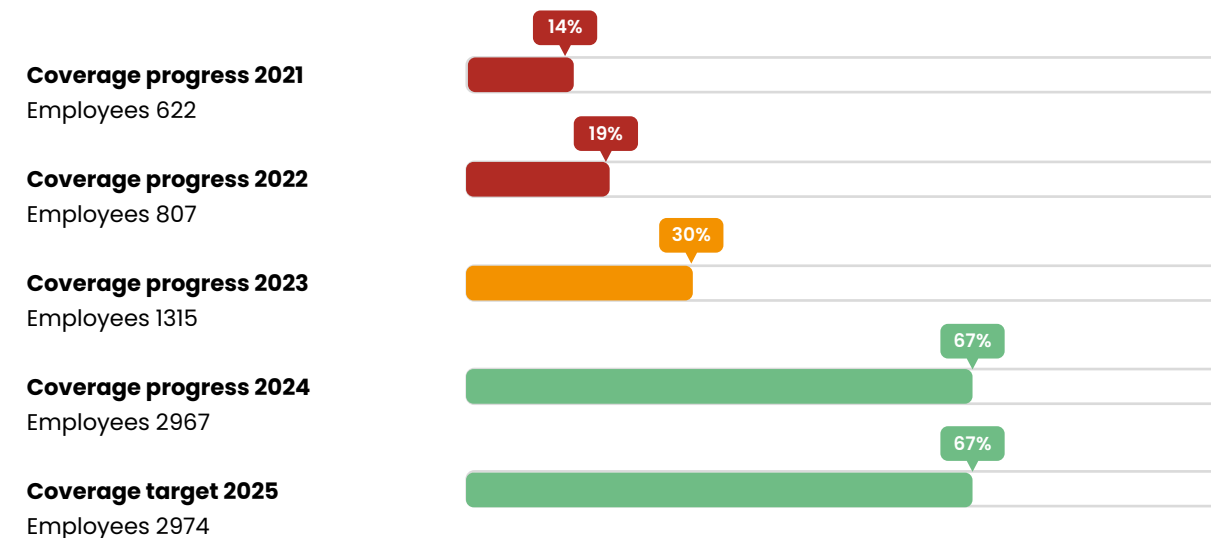
Expansion of certified occupational health and safety management systems

With our occupational health and safety management systems, we create a structured framework to ensure and continuously improve safety in the workplace. We identify, evaluate and prioritise potential risks to the health and safety of our employees at regular intervals. From this we derive concrete measures for improvement. In the past, we have further improved employees' personal protective equipment, carried out dedicated analyses of mental stress and introduced a digital reporting function for unsafe situations and near misses for all employees.

In the reporting year, we successfully had the occupational health and safety management system at our headquarters certified in accordance with ISO 45001 for the first time. This means that we have achieved a group-wide coverage of 67% and fulfilled our self-imposed target as planned. This high level of coverage must now be maintained.

In the reporting year, we began to standardise occupational health and safety at all German locations and started to manage it entirely in-house. This includes a standardised management and control structure as well as the same standards and systems. We have set ourselves the target of completing this process by 2026.

ISO 45001 coverage



Work Accidents continuously reduced

Our progress in group-wide occupational safety management is particularly evident in the continuous reduction of work accidents. In 2024, we recorded 10.4 work accidents per 1 million hours worked (2023: 11.8; 2022: 12.6; 2021: 12.4). We want to continue this trend. Our current target relates to Witzenmann GmbH, the group's headquarters. We want to reduce the frequency of accidents at work by at least 80% by 2030 (compared to 2021). By 2025, we will define occupational health and safety targets for the entire Witzenmann Group.

We have already made significant progress in achieving our occupational health and safety targets.

By the end of the reporting year, we had reduced the frequency of work accidents at our headquarters by more than 34% compared to the base

year 2021 – a further improvement of 21% compared to the previous year. Both tried-and-tested measures and targeted further developments contribute to this success. These include

- reducing hazardous substances,
- further improving personal protective equipment (PPE),
- and intensifying training courses in behaviour-oriented occupational health and safety.

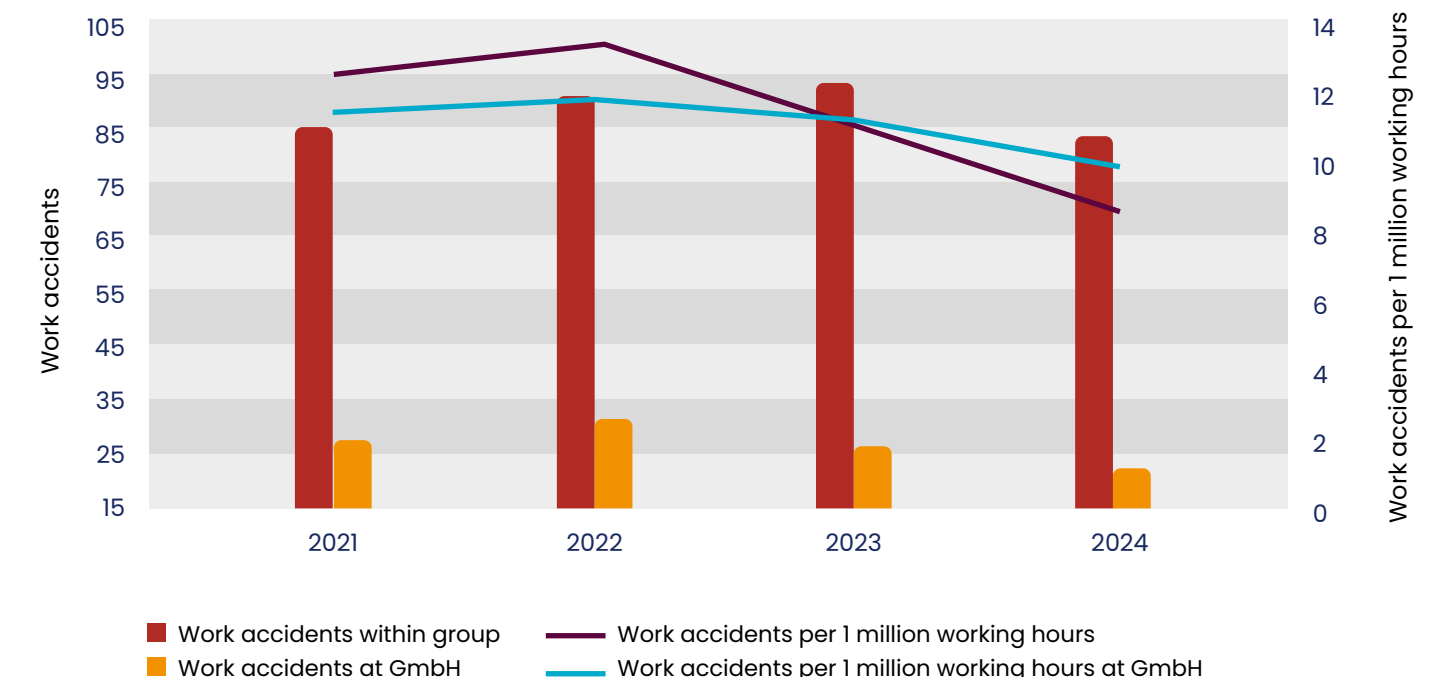
Our established reporting system is also a key component: it enables our employees to consistently record accidents and near misses. This allows potential risks to be identified, analysed and eliminated at an early stage.

We also reached an important milestone at our headquarters during the reporting year: by setting up a safety


officer forum, we have created a platform for information and exchange that makes a significant contribution to networking and raising awareness among our safety officers – i.e. our safety specialists and multipliers in the respective departments.

At group level, we have also launched a project to promote the exchange of information and knowledge between group companies. Our "Occupational Health & Safety Round Table", which we initiated in 2024, is already showing the first visible signs of success. For example, many of our locations have the same or very similar machines and systems. Their level of safety is high across the group, but is continuously being improved through initiatives at the various locations. The entire group can benefit from this knowledge.

Work accidents in the Witzenmann Group



Targets for occupational health and safety

	KPI	Target	Progress	Target year	Scope	Contribution to SDGs
Management targets						
ISO 45001 coverage	[% Group]	67%	67%	2025	Group	
Central in-house management	-	-	-	2026	GmbH	
Performance targets						
Reduction in the frequency of accidents at work [work accidents per 1 million working hours]	[% reduction compared to 2021]	80%	34%	2030	GmbH	



Our occupational safety specialists always carry out a comprehensive accident analysis for all work accidents and derive appropriate measures to prevent similar accidents in the future. By means of regular workplace or activity-related risk assessments, we are able to determine the necessary technical and organisational measures at an early stage and instruct our employees accordingly. In doing so, we always focus on our target of avoiding accidents at work altogether. We also carry out regular inspections to check

the status of the implementation and the effectiveness of the measures. All relevant areas must be audited by our occupational safety specialists at least every three years.

Comprehensive safety training courses

A key component of our occupational health and safety management system is to raise our employees' awareness of safety-related issues and provide them with the necessary knowledge. We therefore offer a range

of safety training courses that all employees must complete – from our trainees to managers. Many training courses are also available digitally in our eAcademy. We also use other communication tools such as newsletters, posters and videos to raise our employees' awareness of occupational safety issues.

Occupational Health Management



As a traditional family business, we have always taken our responsibility to ensure the health and safety of our employees very seriously. We use various measures and offers to promote health awareness and health competence among our employees and reduce the risk of occupational illnesses to a minimum.

Prevention is an important part of our health management. An ergonomically designed workstation is particularly important for physically demanding work, as can occur in production. Equally important is to prevent bad posture and illnesses through sufficient balancing exercises. At Witzenmann GmbH, this is the responsibility of our "health guides". Each department has comprehensively trained employees who carry out joint training at least once a week.

We launched our WI CARE initiative in the reporting year 2024. It specifically supports the mental and physical health of our employees and strengthens resilience in the various professional groups. An important part of this is the risk assessment of mental stress in order to recognise risks at an early stage. In addition, all employees have access to WI CARE, an external,

anonymous counselling centre for professional and private concerns – with the option of referral to professional services. The programme is supplemented by presentations, training courses and e-learning courses that provide inspiration for dealing with challenging situations. With WI CARE, we are setting an example for mindfulness, openness and a sustainable corporate culture in which mental health is taken into account.

We organised a Health Day twice in 2024. Together with the health insurance funds AOK and Techniker Krankenkasse, we informed our employees about numerous health-related topics in spring and autumn. How proper nutrition and healthy sleep work, what you should do for a healthy gut and what you need to pay attention to at work so that your back health is not neglected are just some of the topics that were covered on these two days. Outside of the Health Days, we offered our employees an anti-smoking seminar, as we do every year. In addition, a series of specialist lectures on various preventive care and health topics was organised exclusively for our employees by the charity organisation Caritasverband e. V. Pforzheim.

Our employees can improve their personal fitness by taking part in various sports groups. The activities on offer range from tennis and hiking to yoga, with the design and organisation primarily in the hands of the employees. Those who also wanted to compete in sports could, for example, take part in the BASF Company Cup. More than 50 employees of Witzenmann GmbH crossed the finish line in 2024.

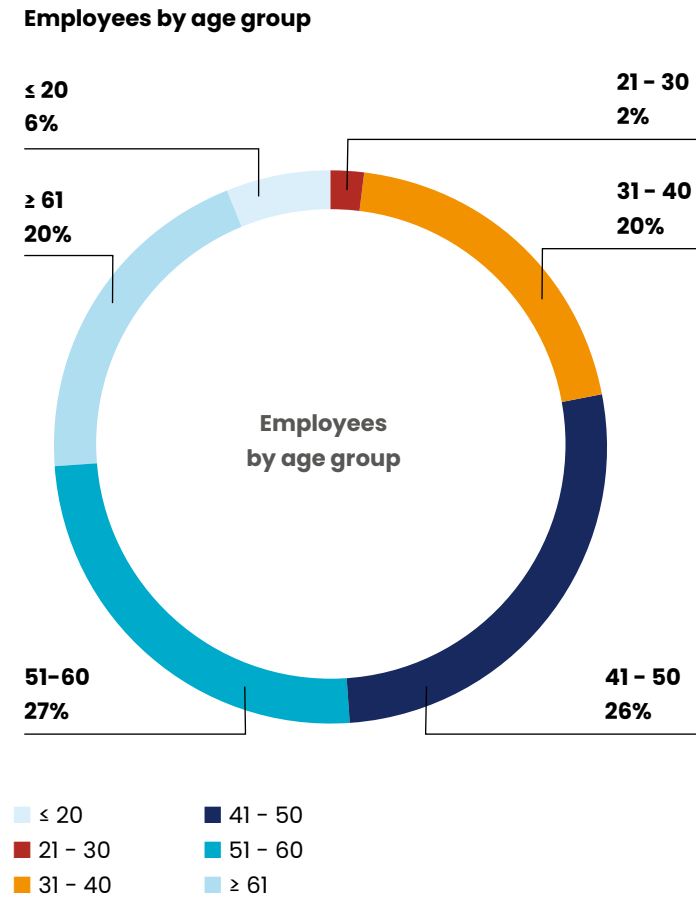
We offer freshly prepared meals in our company restaurant. As a special service, it is also possible to purchase the healthy food on offer as take-away meals, for example for family members.

Furthermore, we offer appropriate services within the framework of the ordinance on preventive occupational medicine. This includes, for instance, the annual flu vaccination. Our company integration management system also plays an important role in the health of our employees after long periods of illness. In doing so, the employee's manager, HR business partner and the company medical service work closely together on this.

3.5 Diversity and Equal Opportunities



© Steffen Reinhold



As an international company, the Witzenmann Group is committed to openness, fairness and respectful cooperation. We are convinced that diversity is a key success factor and promotes innovation, collaboration and entrepreneurial strength. For us, diversity means consciously incorporating different perspectives, experiences, lifestyles and skills – across locations and hierarchies.

This attitude is firmly anchored in the company’s mission statement. It is based on the conviction that all people – regardless of gender, age, ethnic or social background, sexual identity, religion, ideology or health impairment – deserve equal opportunities and respectful treatment. With our membership of the Diversity Charter, we are sending out a clear signal in favour of an inclusive corporate culture.

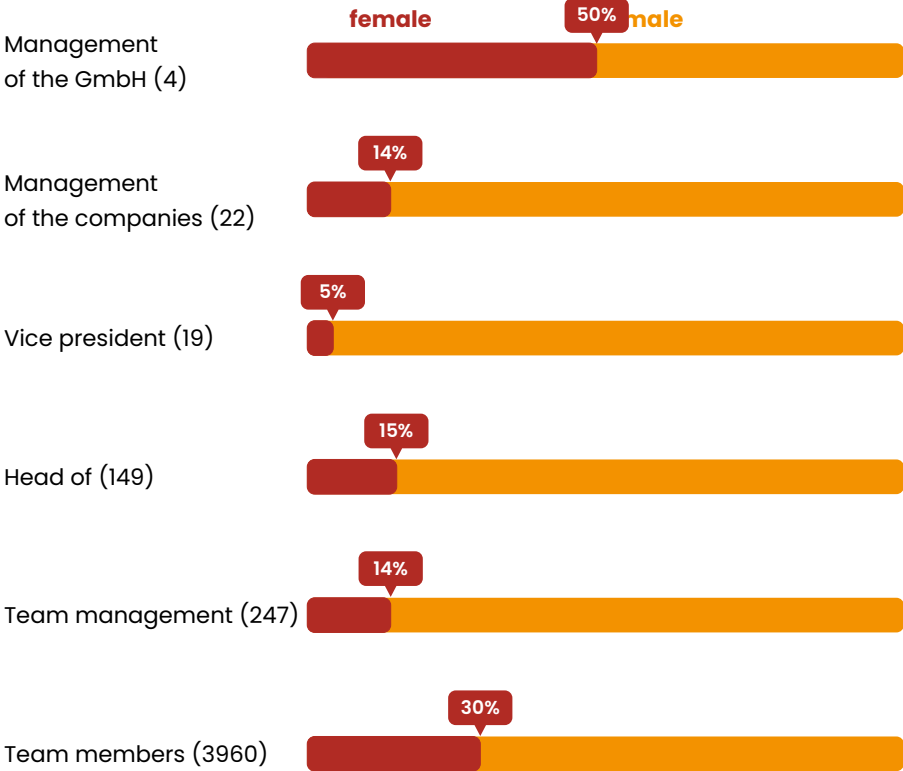
Strategic priorities in diversity work
Our activities to promote diversity and equal opportunities are centred on three strategic areas of action:

- Women empowerment in all areas and at all levels
- International cooperation and intercultural exchange
- Practising equal opportunities in recruiting and personnel development

Focus: Women in management
A key focus of our personnel strategy is on sustainably increasing the proportion of women in the workforce – particularly in management positions. The general management is already organised on a parity basis. We are systematically expanding our activities at all other management levels in order to recruit more female managers in the long term.

We are working on making career opportunities more transparent, identifying female talent at an early stage and promoting it in a targeted manner – for example by setting a quota

Employees by gender



No mentions of non-binary genders in the reporting year.

for women in the future high-potential programme. With our employer branding, we specifically address female experts in order to inspire them for the Witzenmann Group and show them attractive development prospects.

In 2024, we also further expanded our measures to empower women: as part of a cross-company mentoring programme in collaboration with Spitzenfrauen Baden-Württemberg and companies such as Bosch, Porsche and EnBW, female employees are given the opportunity to be supported by experienced mentors for a year. The aim is to specifically empower women in their professional development and further improve their opportunities for management positions.

We also attach particular importance to promoting women in technical professions and STEM degree programmes in the area of training in

order to open up attractive career development prospects for them at an early stage. By taking part in Girls' Day, we give interested girls practical insights into technical professions and make them aware of career paths in industry in a fun way. Our engagement is aimed at breaking down possible prejudices and awakening enthusiasm for technology and innovation.

In addition, we create framework conditions that strengthen the compatibility of work and private life – through flexible working time models, mobile working options and individual room for manoeuvre that do justice to the different life phases of our employees.

Cultural Diversity as a Strength

Our employees come from a wide variety of cultures, countries and backgrounds. This diversity helps us to better understand customer expectations worldwide and develop locally relevant solutions. International personnel assignments and exchange between locations are an integral part of our day-to-day work – whether through secondments to Mexico, India or China or through international colleagues visiting our headquarters in Germany.

We regularly offer targeted training to foster intercultural competence. We attach particular importance to open dialogue across cultural differences. We also regularly take in "Diversity Day" as a visible sign of diversity and inclusion in everyday working life.

Shaping generational diversity



With a diverse age profile, the Witzenmann Group is actively facing up to the challenges and opportunities of demographic change. A healthy balance of experience and fresh thinking is important to us. This is why we invest in age-appropriate working conditions, health programmes and training opportunities for all generations. We also support a smooth transition to retirement – for example through our partial retirement programme, which has already been taken up by many.



3.6 Attractive Employer

As a modern medium-sized company with an international focus, our aim is to offer a working environment that combines long-term prospects, individual development opportunities and a strong corporate culture. In an increasingly competitive labour market, our focus is on attracting qualified specialists, developing potential and keeping our employees enthusiastic about Witzenmann.

Our strategic areas of action focus on

- work/life balance,
- flexible working time and workplace models,
- modern continued training opportunities and
- attractive additional benefits.

In 2024, we further expanded our engagement in strengthening our attractiveness as an employer. A key element of this is the targeted approach to new target groups: we work together with JobTeaser, a platform for students and young professionals, in order to make contact with young talent at an early stage. We are also cooperating with the online platform Superheldin.io to reach specialists via alternative channels and make our vacancies more widely visible.

We are also active in recruiting young talent: as part of a practical project, we cooperate with Pforzheim University, are involved in welcoming first-semester students and offer students direct insights into our practice. In 2024, together with the German Chamber of Industry and Commerce and Südwestmetall, we participated in a film project to give young people an understanding of the attractiveness of professions in the metal and electronics sector.

A high degree of identification with the company is also evident in everyday life: with campaigns such as free ice cream for our employees in the summer, a new children's holiday programme to improve the work/life balance and a blood donation campaign in cooperation with the German Red Cross, we strengthen team spirit and promote social engagement within the workforce. Our participation in Christopher Street Day in Pforzheim also underlines our clear commitment to diversity and openness – we had our own stand for the first time in 2024.

It is also important to us to actively incorporate the opinions and ideas of our employees. We use feedback formats, active innovation management and regular surveys to create space for co-design. The "Top Company" award from the Kununu platform – which we received for the fourth time in a row in 2024 – confirms that we are on the right track and shows that our engagement is also recognised and valued externally.

The high level of seniority within the corporate group is further proof of the loyalty of our employees to Witzenmann. In order to secure this in the long term, we consistently invest in a modern working environment that promotes individual development as well as collegial, respectful cooperation.



Our global Family Days 2024

What connects people across locations, languages and cultures?

At Witzenmann, we believe it is shared experiences, genuine encounters and the openness to share one's own working environment with others – especially with the family.

A global sign of appreciation

With the global Family Days 2024, we created space for precisely this: our locations opened their doors to relatives and offered personal insights into everyday working life – approachable, authentic and organised with great commitment.



One concept – many faces

In a globally harmonised format with a local character, events were created that were as diverse as the regions themselves – and yet had one thing in common: appreciation, closeness and enthusiasm.

A day for young and old:

Impressions from our locations

In Pforzheim, our headquarter was transformed into a party location with over 3,000 guests.

Family Day also offered a wonderful opportunity to take a look behind the scenes with families at our subsidiaries. Factory tours, creative programmes and diverse culinary offerings created an open, inviting atmosphere world-wide.



"We really appreciated the opportunity to experience the family atmosphere at Witzenmann for ourselves."



More than a celebration: culture brought to life

The Family Days 2024 were more than just celebrations – they were a living example of corporate culture.

They showed that there are people behind every technology, every structure and every location. And that a company is particularly strong when it not only promotes performance, but also relationships – openly, respectfully and with one another.

3.7 Social Engagement



Future-orientated engagement based on tradition

Society has always been a high priority in our 170-year company history. Over headquarter decades, we have developed a wide-ranging commitment that is primarily focussed on the regions surrounding our locations. On this basis, we are continuously developing our corporate citizenship activities. We are currently in the process of reorganising our social commitment for the entire group. This is how we want to meet the demands and needs of a changing civil society and the enormous importance of environmental and climate protection. Furthermore, we also want to involve

our employees even more, facilitate corporate volunteering and give them the opportunity to develop and drive forward their own ideas and initiatives. We also want to tighten our network of local initiatives even further in the future and also encourage our international subsidiaries to intensify their local activities.

In future, our social engagement will rest on four pillars and be characterised by long-term and close partnerships. This will ensure that our engagement is targeted. The four pillars are education & culture, sport & leisure, social & health and environment. We want to be active in all

pillars. A clear decision-making matrix determines which projects and partnerships are suitable for us – the focus is on harmony with our company, our values and our transformation.

Group-wide Engagement on a broad Basis

Education & Culture



The founding of the Faculty of Engineering at Pforzheim University was partly due to the initiative and financial commitment of our former Managing Director Dr Walter Witzemann (*1908, died 2004). He was an honorary senator of the university and the largest lecture hall is named after him. To this day, we support the university with an annual grant. Our subsidiary in the USA supported projects at a local school and an art centre in the reporting year. Witzemann Brazil also sponsored projects at a local school and supported a sponsorship programme for low-income pupils with outstanding academic achievements or special commitment. Witzemann India also supported schools for pupils in need with donations and equipped them with modern technology.

Witzemann GmbH has supported the Pforzheim Youth Research Centre (JFZ) since it was founded in 2022. A place for young inventors has been created here. Witzemann GmbH has been a supporter of the Southwest German Chamber Orchestra and the Pforzheim Theatre for many years. Our employees are provided with a contingent of tickets for the chamber orchestra and the municipal theatre.

Social & Health



We support the German "Gesellschaft zur Förderung der Krebstherapie e. V." with regular monetary donations. It is the sponsor of the Carl Gustav Carus Institute in Niefern-Öschelbronn. The interdisciplinary anthropological research institute works on the development of pharmaceutical processes and the scientific monitoring of the use of mistletoe preparations in cancer therapy. Witzemann Spain organised a blood donation campaign in the reporting year. The Brazilian subsidiary donated a large amount of food to an orphanage and initiated a collection campaign for plastic bottle tops, which contribute to environmental pollution. These were turned into donations for a nursing home. Witzemann USA supported several local soup kitchens and food banks and sponsored a charity run to raise awareness about breast cancer. Witzemann Benelux also contributed to the fight against cancer with donations. In addition, the Slovakian subsidiary was involved in a local event to support people with physical and mental disabilities.

Sport & Leisure



Witzemann GmbH regularly supports sporting events such as the "Run for Life" or the Pforzheim City Run. We have sponsored the "Rennschmiede", a student racing team at Pforzheim University, since 2012. Here, we specifically promote student research and development in the field of electromobility – a project that also makes a contribution to education. We also work together as a sponsor with the multiple world champion in "bike trial" Nina Reichenbach.

In the reporting year 2024, several companies of the Witzemann Group were involved in a wide range of local activities – particularly in the areas of sport and culture:

- Witzemann Rhein-Ruhr and Witzemann Benelux supported the local tennis club and a basketball team, among others.
- Witzemann UK employees sponsored a football club in Bellshill.
- Our Spanish subsidiary sponsored several sporting events, concerts and musicals.
- Witzemann Czech Republic supported local initiatives, including marathons and other sporting activities.

These examples show social engagement is an integral part of the corporate culture throughout the Witzemann Group – anchored locally and implemented in a variety of ways.

Chapter 4

Governance and Sustainable Business

4.1 Management Approach



The main point of orientation for us in the area of governance and sustainable business is a voluntary commitment: "We take responsibility". It can be found in many places in our mission statement and is firmly anchored in the corporate group.

Our corporate responsibility covers the entire value chain, from the extraction of metals in mines or the processing of scrap to the utilisation and environmentally friendly disposal of our products. Negative impacts on people and the environment can occur everywhere, and we have to face up to them – whether as buyers, producers and employers or as suppliers. The main topics range from our supply chain to our processes and products to our customers. Our Compliance

Management System (CMS) ensures that legal regulations, standards relevant to our business and our own codes are adhered to along the entire value chain.

We have laid the foundations for our compliance management by clearly communicating the company's internal rules: our corporate mission statement sets out our values as well as the corporate and management principles on which we base our actions. Our compliance policy provides concrete requirements for rule-compliant behaviour and formulates our expectations of the employees of the Witzenmann Group. Our Supplier Code of Conduct sets out the requirements for our suppliers. Our sustainable procurement policy defines our ecolog-

ical, social and ethical procurement guidelines. The quality requirements for our products and production processes are defined in our quality policy. These guidelines and policies provide us and our stakeholders with the normative framework.

4.2 Environmental and Social Standards in the Supply Chain

Most Witzenmann products are made of stainless steel and are therefore durable, extremely resilient and highly recyclable. However, this also means that we need corresponding raw materials and components on a large scale. Our supply chain begins with the extraction and production of iron and steel, whether through the recycling of scrap or the extraction of iron ore. Our responsibility is to continuously minimise or completely avoid the impact of this supply chain on people and the environment by taking various measures.

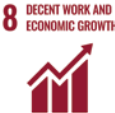
Transparent supply chain

The first step towards more sustainable value creation is a transparent supply chain. In order to ensure compliance with human rights and environmental standards at all links in the chain, we are working hard to increase transparency. The areas we are analysing for this purpose are diverse. They range from the working conditions of our direct and indirect suppliers to possible environmental impacts.

In recent years, we have prepared intensively for the new obligations arising from the German Supply Chain Due Diligence Act (LkSG). In addition to a clear concept for implementing the law, we have also created the organisational structures. The heads of Purchasing, Legal & Compliance and Sustainability, Environment & Safety form our Human Rights Committee. This committee meets quarterly with the responsible management as part of a steering committee. The law is enforced by a newly created position in the Legal & Compliance department. In the reporting year, we introduced supporting software and carried out a risk analysis of our entire supplier base for the first time. Based on this, we have obtained a self-assessment from potentially high-risk suppliers – also supported by software – which we can use to check whether the environmental and social standards we require are being met. In cases of doubt, the suppliers are also audited. To date, we are not aware of any violations in our supply chain.

In the reporting year, we already achieved our target of evaluating at least 50% of our suppliers – measured in terms of procurement turnover – using a self-assessment by 2026. The new target is to maintain this high level of coverage.

Targets of the topic of environmental and social standards in the supply chain

	KPI	Target	Progress	Target year	Scope	Contribution to SDGs
Management targets						
Introduction of regular risk analyses & supplier assessment according to sustainability criteria	-	100%	100%	2024	Group	
Supplier assessment according to sustainability criteria (self-assessment)	[% of procurement turnover]	50%	52%	2026	Group	
Determination of Tier 2 suppliers	[% of procurement turnover for raw materials]	50%	-	2028	Group	

Extensive Network of Suppliers



Our around 6,000 direct suppliers are spread across more than 35 countries. Each of these countries carries certain risks, which we quantify and classify with the help of relevant indices (e.g. Human Slavery Index or Environmental Performance Index) and the software support mentioned above. The majority of the Witzenmann Group's procurement turnover is accounted for by production materials, which consist of raw materials as well as parts and assemblies. The total procurement volume in 2024 was around EUR 455 million, a slight decrease compared to the previous year due to lower turnover.

Responsible procurement

We are conscious that our responsibility extends beyond the boundaries of our company. Our sustainable procurement policy describes our ecological, social and ethical procurement principles. We place the same high demands on our suppliers as we do on ourselves. In addition to our high quality standards, we are paying more attention to the sustainability performance of providers when awarding contracts and specifically enquire about this using our self-assessment

questionnaires. We expect our suppliers to behave in a legally compliant and ecologically and socially responsible manner. We have set out these requirements in detail in our Code of Conduct for Suppliers. All suppliers who want to work with us must formally recognise this by signing it. The implementation of the German Supply Chain Due Diligence Act is intended to improve compliance in our supply chain through systematic risk analyses and comprehensive supplier surveys.

Witzenmann also sources a small amount of conflict minerals such as tantalum, nickel, tungsten and cobalt. Responsible procurement is an important matter for us. We ensure that our conflict minerals always come from controlled, safe sources by conducting annual surveys of all affected suppliers by using a template from the Responsible Minerals Initiative, the "Conflict Minerals Reporting Template" and the "Extended Minerals Reporting Template".



For information

The Responsible Minerals Initiative (RMI) was founded in 2008 by members of the Responsible Business Alliance and the Global e-Sustainability Initiative and has become one of the most respected initiatives in the field of responsible procurement of metals and minerals in supply chains. The RMI provides a range of instruments and materials to help companies make informed decisions about the responsible procurement of metals and minerals in their supply chains.



Global Responsibility, local Dialogue – Supplier Conference in India 2024



On the third day, the event opened up to over 30 Indian suppliers, who presented their products and expertise at their own booths as part of a supplier fair. In addition to specialist presentations, personal meetings and portfolio insights, a highlight was the ceremonial presentation of the Witzenmann Supplier Award in three categories: "Supplier of the Year", "Newcomer" and "Local Hero" – a symbolic thank you for special achievements and partnership commitment.

The conference was accompanied by a cultural programme with visits to Mahabalipuram and an exchange on economic developments, values and cooperation.

The Supplier Conference India was a complete success – both in terms of organisation and content. It not only promoted mutual understanding between the Witzenmann companies and their partners, but also actively contributed to strengthening long-term, responsible supplier relationships. At the same time, it provided impetus for transparency, resilience and sustainability along the supply chain – in India and beyond.

In March 2024, the Witzenmann Group organised its first Supplier Conference in India – a strong sign of partnership-based cooperation and the strategic development of our global supply chain.

In an increasingly complex world, close coordination with our supply partners provides a crucial basis for sustainable growth, resilience and common quality standards. The event was part of our regular purchasing and logistics formats and brought together key stakeholders from purchasing, logistics and the global supplier network.

The three-day programme began with a site visit of Witzenmann India, including a factory tour and informal

discussions at a joint evening event. The second day was all about internal development with international participants from the Witzenmann Group. Key topics such as supply chain security, the German Supply Chain Due Diligence Act (LkSG), the Carbon Border Adjustment Mechanism (CBAM) and challenges relating to export and import regulations were discussed in detail.

A particular focus was placed on the importance of the Indian procurement market within the group, digitalisation strategies and the role of dual sourcing and resilience in a changing market environment. In a World Café, the participants were able to discuss and prioritise solutions across all locations.



4.3 Corporate Compliance

The conformity of our company culture with the applicable laws, internal company guidelines, ethical principles and international standards, in short compliance, is an essential part of our self-image. To underline this basic attitude, we signed the UN Global Compact over a decade ago and committed ourselves to complying with its ten principles with regard to human rights, labour rights, environmental protection standards and anti-corruption.

Group-wide Compliance Management System (CMS)

The aim of compliance management at Witzenmann is to ensure that the applicable legal provisions are complied with at all Witzenmann Group locations in the various countries and that our internal company guidelines, ethical principles and international standards are consistently observed. This is controlled via our group-wide CMS, which is based on the ISO 37301 standard. It promotes conduct with integrity and ethics that complies with the rules throughout our corporate group and among our business partners. The CMS also supports our employees in dealing responsibly with compliance risks.

With the help of the CMS, we have established a continuous process in the Witzenmann Group that ensures that we reliably achieve our compliance targets. It essentially consists of three phases that build on each other and are run through regularly: Prevent, Recognise and Act. As a result of this iterative approach and the preventive orientation of the CMS, we can recognise risks and potential violations at an early stage and address them appropriately. These activities are coordinated centrally by Witzenmann GmbH. Operational implementation is carried out locally by the respective subsidiaries under the guidance of the central office. We are gradually anchoring responsibility for compliance management more firmly in the subsidiaries.

Our compliance management is based on a comprehensive risk analysis repeated at regular intervals. To this end, we conduct surveys of managers throughout the Group with the involvement of neutral third parties. The risks are assessed on the basis of the survey results, and catalogues of measures are drawn up and prioritised. Regular controls and monitoring measures accompany this process.

We want to gradually integrate all subsidiaries fully into the process. By 2029, every subsidiary should have undergone a risk analysis at least once. The process will then be made permanent.

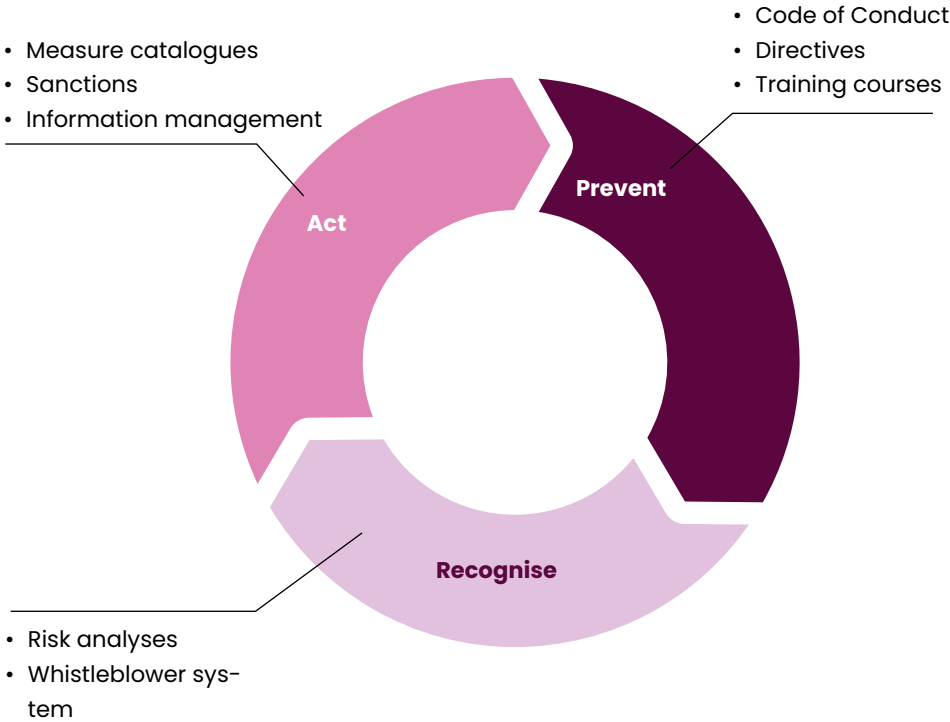
In August 2024, WI-China was made aware of cases of potential bribery and collusion. In cooperation with an independent law firm, this led to extensive internal investigations, which ultimately resulted in dismissals and consequent legal action. As a result, the headquarters immediately implemented measures to improve internal controls in cooperation with WI-China. Additional training and awareness-raising measures were also introduced and the compliance knowledge of all employees was once again comprehensively refreshed to ensure adherence to the compliance guidelines.

Targets of corporate compliance

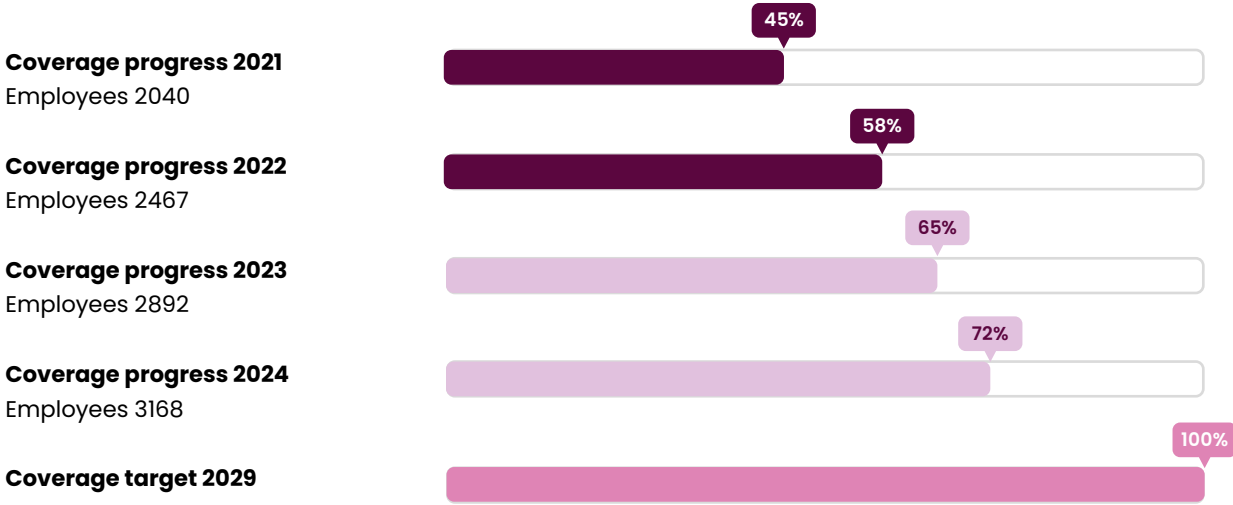
	KPI	Target	Progress	Target year	Scope	Contribution to SDGs
Management targets						<div>16</div> PEACE, JUSTICE AND STRONG INSTITUTIONS
Coverage of risk analyses*	[% Group]	100%	72%	2029	Group	

*Measured by the number of employees at the locations

CMS cycle with important measures



Coverage of risk analyses as part of the CMS



Organisation within the group-wide CMS

At the Witzenmann Group, compliance is the responsibility of all managers in the company. The respective departments are responsible for topic-specific regulations. Through organisational measures, in particular the creation of suitable and transparent processes as well as the provision of the necessary resources, we bring the CMS to life throughout the Witzenmann Group.

The Legal and Compliance Department of Witzenmann GmbH is responsible for the operation of the CMS. It reports regularly – immediately if necessary – and directly to the responsible member of the management. In addition, the department continuously develops the group-wide standards for compliance management and advises the divisions as the first point of contact for all compliance issues.

The Legal and Compliance department is supported by the worldwide compliance network of the Witzenmann Group. For each of the international subsidiaries, there is a local compliance contact at a renowned law firm. They support the management in complying with the rules and implementing the group-wide standards in compliance with the respective applicable national or regional law.

Compliance policy defines clear requirements

With the Witzenmann Group's compliance guidelines, we inform our employees of the binding rules for daily cooperation. It highlights the social and societal responsibility of the Witzenmann Group and requires our employees to behave in accordance with the law at all times and to act fairly and with integrity towards customers, suppliers and other business partners as well as our competitors.

In conjunction with other topic-specific guidelines, e.g. on work ethics, we provide them with comprehensive guidelines, the requirements of which in many cases go beyond what is required by law. Our work ethics policy is based, for example, on the "Universal Declaration of Human Rights and the Guiding Principles on Business and Human Rights" and takes into account the OECD Guidelines and the labour standards of the International Labour Organisation (ILO). Our guidelines are adopted by the management.

Systematic complaints management

We rely on the cooperation of our employees to counteract possible violations of laws and regulations. A web-based whistleblower and complaints system that fully complies with the requirements of the German Supply Chain Due Diligence Act is available to them – as well as to those affected outside our corporate group – for reporting suspected cases. In order to rule out conflicts of interest, the system is supervised by an external and independent law firm. Complaints and reports of suspected cases that we receive in this or any other channel are investigated immediately and comprehensively. Any shortcomings discovered are immediately remedied by taking appropriate countermeasures.

In the reporting year, five reports were submitted group-wide via the whistleblower system. All reports have been checked by independent law firms. Three reports could have fallen within the material scope of the German Supply Chain Due Diligence Act. After careful investigation, however, there were no reports of behaviour in breach of duty in any of the cases.

Group-wide compliance training and communication

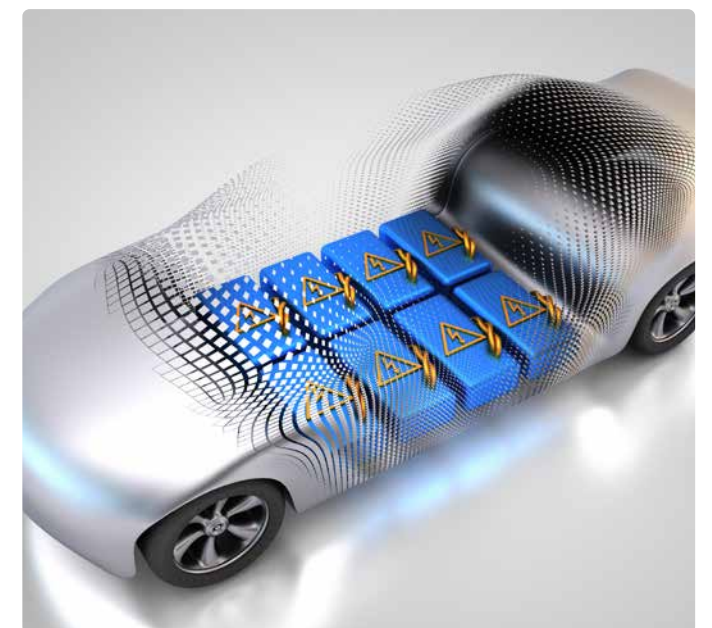
Our training measures make an important contribution to the prevention of compliance violations. Besides the classic general compliance training courses, our employees regularly complete topic-specific training courses, including on contract management in purchasing and sales or on the topics of anti-corruption and antitrust law. They learn how to behave with integrity and in accordance with the rules in everyday business life. We take care to respond individually to the respective training needs and level of knowledge, as we have to address our trainees differently to our managers. Besides the training courses, we regularly communicate our guidelines via notices and our intranet. Our stakeholders can also view the relevant policies on our website.



Compliance guideline

4.4 Sustainable Products and Solutions

With the corporate purpose "We aspire to make the world a cleaner and more reliable place", the Witzenmann Group has not only set itself a clear guideline for the continued development of operational processes, but has also formulated a vision for the technological transformation of our products and solutions in all areas of the company.





Renewable Energies



Witzenmann's flexible metallic elements and pipe brackets are used in many energy generation plants. Our products ensure safety and optimised operation not only in conventional power plant construction, but increasingly also in the field of renewable energies. Our metal bellows and hoses are used, for example, in wind turbines and solar thermal power plants with extreme temperature requirements. Our flexible hoses also ensure optimum operation in biogas plants. We also supply our bellows to hydroelectric power plants, for example.

Our solutions for the energy sector also include cooling systems for battery-electric stationary energy storage solutions. They can temporarily store electricity from renewable sources and thus, among other things, secure the energy supply during the dark doldrums when neither solar nor wind energy can be generated. The complex and technically sophisticated cooling line systems for optimum thermal management, which is essential for maximising the efficiency of the batteries, come from Witzenmann.

Some of our components are used in nuclear fusion research projects. Extreme temperatures occur during nuclear fusion. Among other things, our products help to cool down the superconducting magnets that are required for nuclear fusion under gigantic temperatures and high pressures. Nuclear fusion technology is one of the great opportunities for providing sufficient quantities of greenhouse gas-neutral energy in the future – without the problem of final storage.

Energy-efficient Buildings



Residential ventilation systems are now standard in new buildings. They are necessary because the very well insulated buildings allow less natural air exchange and have to be actively ventilated. A major advantage is that the thermal energy of the building is kept inside as efficiently as possible via a heat exchanger. For these ventilation systems, we supply flat ducts for space-saving installation in walls, floors or ceilings. In addition to ventilation ducts, we also offer assemblies for heat exchangers in this area. The core product here is the metal pipe. Thanks to its corrugated profile, it has an enlarged surface area for better heat transfer, which contributes to higher energy efficiency of the system.

Hydrogen



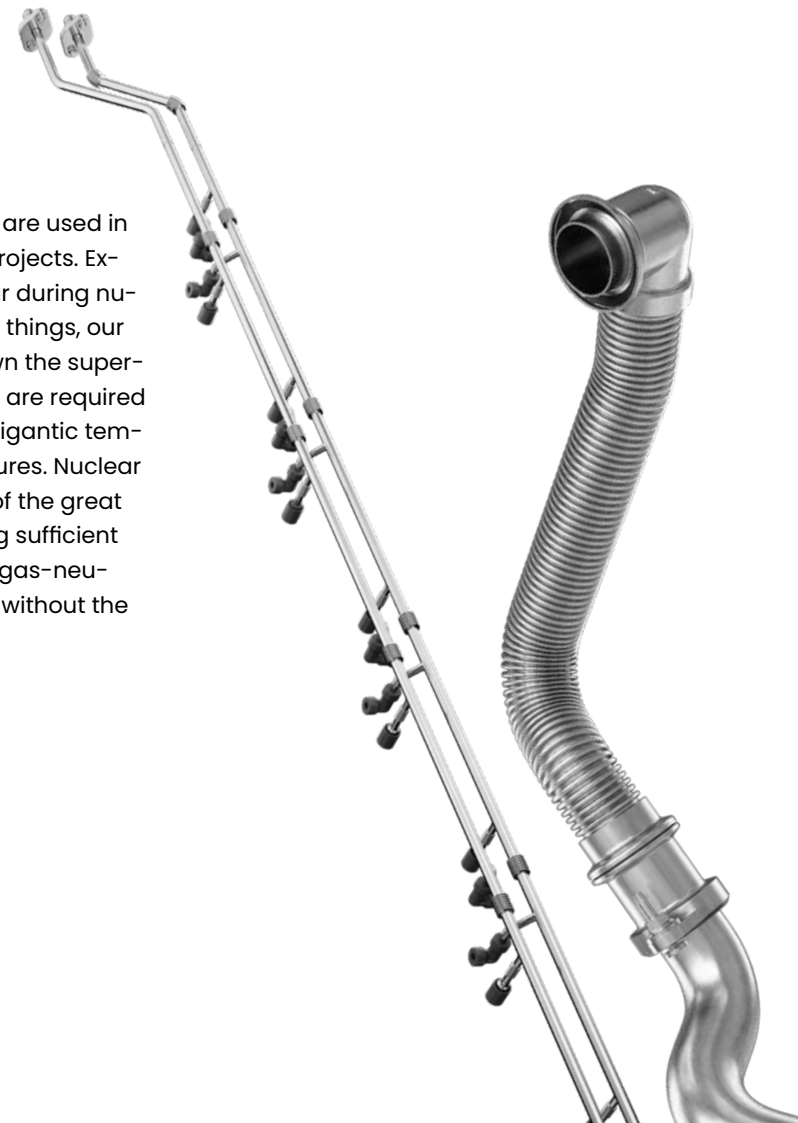
Hydrogen is considered the energy carrier of the future and a key technology for decarbonisation. From generation by electrolysis to storage and transport in liquid or gaseous form, to application in industry and mobility, we offer specific solutions depending on the technical requirements. Being the first element in the periodic table, hydrogen poses great challenges for safe handling, partly due to its high reactivity. This is where we benefit from our many years of experience in dealing with hydrogen. We are continuously expanding this expertise in products and solutions for handling hydrogen. Since August 2022, we have been a member of the Allianz Wasserstoffmotor e.V., which unites the knowledge of industry and research. Their aim is to present the internal combustion engine powered by green hydrogen as a contribution to more sustainable mobility. The association enables car manufacturers, suppliers, engineers and research institutes to engage in an intensive exchange of ideas on the development potential of hydrogen drive systems. We intend to further expand the share of products and solutions that support sustainable development. This aim is firmly anchored in our sustainability strategy (more information on this in the "Strategy and management" chapter).

We already supply numerous products and solutions for the hydrogen industry – for example, piping systems that enable the safe loading and unloading of HGVs used to distribute hydrogen. We supply similar piping systems, which transport hydrogen within a vehicle to the fuel cell or combustion engine, to almost all mobility sectors.

New Mobility



Being a development partner of the automotive and commercial vehicle industry, we use our expertise to help shape the transformation of mobility and develop solutions for a wide range of drive concepts. This includes degassing lines for vehicle batteries and hose lines for hydrogen applications in vehicles and for the tank infrastructure. We have now brought fully integrated cooling tube solutions for battery modules and the thermal management of electric motors to series production readiness. In doing so, we are making an important contribution to the electrification of mobility and the economy. Beyond the drive concept, our solutions also make it possible to improve the energy and resource efficiency of vehicles. The pressure accumulator from Witzenmann represents a new generation of shock absorbers. The newly developed bellows are used in chassis suspensions to improve driving safety and comfort. Our solution also impresses with its reliable, maintenance-free operation and long service life. It consumes significantly less energy than comparable systems and is therefore particularly interesting for use in electromobility. At the same time, it is suitable for a wide range of other applications – for example in industry or in wind turbines.



4.5 Customer Satisfaction

The highest product quality, outstanding innovative strength along with environmentally-friendly and socially responsible business; this is what our customers expect from us. Our aim is to fulfil these expectations completely. Only in this way can we operate successfully and sustainably in the long term.

Highest quality standards

The quality of our products is the most important thing for us. We have adopted the high quality standards of our customers in order to fulfil all their requirements and make them completely satisfy. An important quality feature we pursue in this regard is the longevity of our products. Not only do our customers benefit from this, but we also make an important contribution to conserving resources.

We ensure the continuous improvement of the quality of our products through certified quality management systems in accordance with the globally recognised standards ISO 9001 and IATF 16949 (for the automotive industry). Compliance with these standards is regularly checked and confirmed by internal and external audits. Each of our production companies is certified in accordance with at least one quality management system (e.g. IATF or ISO 9001) – the group-wide coverage is thus 100%.

Innovation by tradition

"Tomorrow we start the tests." With this phrase Heinrich Witzemann founded the era of the metal hose industry in 1885. Together with his business partner Eugène Lévasseur, he watched dusty streets being sprinkled with a hemp hose. More water poured out of the holes in the hose than out of the actual opening. His vision was of a metal hose with a sealing thread inserted, which would be able to fulfil its purpose more reliably and for longer. Efficiency and durability are therefore the cornerstone of Witzemann's product world.

We continue to develop products and technologies with the same passion to this day. This enables us to offer our customers the best possible solutions for their applications.

Sustainability performance confirmed at the highest level

Sustainability ratings provide us with a good impression of where we stand and in which topic areas we still need to improve. Furthermore, they provide interested stakeholders and especially our customers with a qualified and independent assessment of our sustainability performance.



The Witzemann Group has also been represented on the EcoVadis sustainability rating platform for many years. Thanks to our continuous efforts, we have steadily improved our evaluation results. In our sustainability strategy, we have set ourselves the ambitious target of achieving EcoVadis Gold by 2026. Thanks to specific measures, we were able to achieve this target as early as 2023. We made another leap forward during the reporting year – we were awarded the EcoVadis Platinum Medal for our sustainability performance. This puts our corporate group in the top 1% of the industry.

We also achieved above-average results across the group on the NQC SupplierAssurance platform. Here, too, we have set ourselves the target of continuously improving our performance. We also want to further increase the number of sustainability ratings in which we participate.



Our customers' requirements are our motivation, their satisfaction our future.

Extract from our quality policy



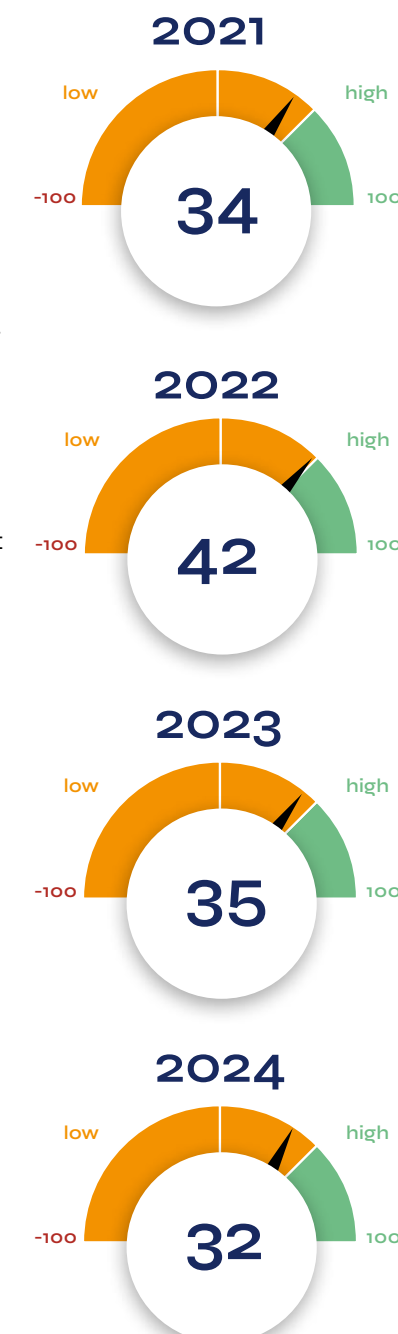
As a family business, we are becoming one of the most profitable companies in our markets – by all means digital and customer-centric.

Corporate vision

Confirmation of high customer satisfaction

Our customers are at the centre of everything we do – we have anchored this in our corporate vision. Customer satisfaction is our top priority. To measure this, we use the recognised Net Promoter Score (NPS). This has remained at a consistently high level in recent years. With an outstanding NPS value of 32, we once again demonstrated a very high level of customer satisfaction with our products and services in the reporting year. This value is well above our target of > 20 and is impressive proof of our customers' trust in our products. Our engagement with high product quality and excellent customer service remains unchanged, and we are confident that we will continue to successfully fulfil our customers' needs in the future.

NPS development of Witzemann GmbH



For information

NPS is a KPI that represents customer satisfaction, loyalty and retention. It measures the ratio between positive customers who would recommend our company to others and negative customers who tend to criticise it, presented on a scale of zero to ten.

The NPS is assessed through a standardised survey with only one question:

"How likely is it that you would recommend Witzemann to your friends or colleagues?"

A rating of zero to six corresponds to a critic (no recommendation), seven and eight are neutral ratings, nine and ten correspond to an advocate (recommendation). The NPS is calculated from the percentage of advocates minus the percentage of critics.

KPIs and Indices

Witzenmann Group employees by region and type of employment

		Total number of employees				
		Total	Permanent	Temporary	Trainees / students*	Temporary workers
2021	Total	4,378	3,802	456	120	458
	Europe	3,393	3,031	266	96	214
	America	426	425	-	1	17
	Asia	559	346	190	23	227
2022	Total	4,282	3,655	491	136	545
	Europe	3,213	2,831	293	89	344
	America	453	445	-	8	14
	Asia	616	379	198	39	187
2023	Total	4,462	3,822	491	149	607
	Europe	3,354	2,915	318	121	325
	America	471	460	-	11	11
	Asia	637	447	173	17	271
2024	Total	4,401	3,935	466	162	633
	Europe	3,263	2,971	292	130	322
	America	504	504	-	16	17
	Asia	634	460	174	16	294

* Apprentices, working students and interns

Witzenmann Group employees by region, gender and working time model (2024)

	Europe	America	Asia	Total
Total number of employees	3,263	504	634	4,401
Employees in the direct area	1,441	287	280	2,008
Full time	1,333	287	280	1,900
Female	338	159	55	552
Male	1,002	128	225	1,355
Part time	105	-	-	105
Female	36	-	-	36
Male	65	-	-	65
Employees in the indirect area	1,822	217	354	2,393
Full time	1,558	202	354	2,114
Female	351	55	75	481
Male	1,207	147	279	1,633
Part time	264	15	-	279
Female	171	9	-	180
Male	93	6	-	99

Voluntary fluctuation Witzenmann Group by region

	Europe	America	Asia	Total
2021	4.4%	34.4%	8.2%	7.8%
2022	5.3%	23.2%	8.3%	7.5%
2023	6.8%	34.5%	9.8%	10.0%
2024	4.5%	21.2%	7.2%	6.8%

Employees of the Witzenmann Group by region, gender and employment relationship (2024)

	Europe	America	Asia	Total
Employees	3,263	504	634	4,401
Permanent employees	2,971	504	460	3,935
Permanent employees in the direct area	1,239	287	203	1,729
Female	299	159	24	482
Male	940	128	179	1,247
Permanent employees in the indirect area	1,732	217	257	2,206
Female	488	64	44	596
Male	1,243	153	213	1,609
Temporary employees	292	-	174	466
Temporary employees in the direct area	202	-	77	279
Female	75	-	31	106
Male	127	-	46	173
Temporary employees in the indirect area	90	-	97	187
Female	34	-	31	65
Male	57	-	66	123

KPIs for occupational safety

	2021	2022	2023	2024
Number of reportable work accidents	85	91	94	84
Number of fatalities as a result of work-related injuries	0	0	0	0
Lost-Time Injuries frequency rate (LTIFR)	12.4	12.6	11.8	10.4

Environmental management KPIs

	2021	2022	2023	2024
Fresh water consumption [m³]	66,030.0	73,615.0	85,096.0	79,272.0
Fresh water intensity [m³/MA]	15.1	17.2	19.1	15.7
Fresh water intensity [m³/10 million. € turnover]	10.7	10.0	10.8	10.7
Waste (non-hazardous) [t]	1,621.4	1,500.0	1,671.0	1,754.0
Waste for recycling (non-hazardous) [t]	1,188.9	1,124.3	1,263.0	1,341.0
Waste for disposal (non-hazardous) [t]	432.5	375.7	408.0	413.0
Waste (hazardous) [t]	1,261.2	1,113.2	984.0	1,147.0
Waste for recycling (hazardous) [t]	1,044.3	946.4	541.0	736.0
Waste for disposal (hazardous) [t]	216.9	166.8	443.0	411.0
Waste intensity [t/m € turnover]	4.7	3.5	3.4	3.9

GRI Index

GRI 1: Foundation 2021

Since 2011, Witzenmann GmbH has published an annual sustainability report as part of the progress reporting of the UN Global Compact. With this Sustainability Report 2024, the entire Witzenmann Group will be included in sustainability reporting. Witzen-

mann GmbH has reported in accordance with the GRI Standards ('in accordance with GRI') for the period 01.01.2024–31.12.2024. In order to reflect the development of the sustainability performance of the corporate group over time, the years 2021, 2022 and 2023 are also included in the figures.

There was no external audit of the report. The last sustainability report of Witzenmann GmbH was published in July 2024 with reporting year 2023. The English version was published in August. The Sustainability Report 2025 is expected to appear in Spring 2026.

GRI 2: General information 2021

Information	Information title	References	Additional information and explanations of omissions
2-1	Organisational profile	P. 7-10	
2-2	Entities included in the sustainability report of the organisation	P. 15, Group financial statements 2024 Annex II	
2-3	Period under review, reporting frequency and contact point	P. 76	
2-4	Correction or restatement of information	P. 26, 28	The corporate carbon footprint was determined using an optimised database. In order to ensure comparability with the base year, the calculations were carried out retrospectively up to 2021.
2-5	External audit	P. 76	
2-6	Activities, value chain and other business relationships	P. 8, 62-63	
2-7	Non-manual workers	P. 11, 74-75	No non-binary genders were named in the reporting year.
2-8	Staff members who are not employees	P. 11, 70	Temporary workers are mainly employed in the production.
2-9	Management structure and composition	P. 11, 18	
2-10	Nomination and selection of the highest supervisory body	P. 11	The group management is appointed by the shareholders.
2-11	Chairperson of the highest supervisory body	P. 11, Consolidated financial statement 2024 Annex II	Chairman of the Executive Board: Dr. Andreas Kämpfe; Chairman of the Supervisory Board: Prof. Dr. Herbert Paschen
2-12	Role of the highest supervisory body in overseeing the impact management process	P. 11, 19	
2-13	Delegation of responsibility for the impact management process	P. 19	
2-14	Role of the highest supervisory body in sustainability reporting	P. 19	
2-15	Conflicts of Interest	P. 10, 66-68	
2-16	Communicating critical concerns	P. 66-68	(Potentially) critical concerns are communicated directly to the Executive Board. The number of (potentially) critical concerns has not yet been recorded for the reporting period.
2-17	Accumulated knowledge of the highest supervisory body	P. 19	
2-18	Assessment of the performance of the highest supervisory body	P. 11	
2-19	Remuneration policy	Group financial statement 2024 Annex II	
2-20	Process for determining the remuneration	Group financial statement 2024 Annex II	
2-21	Ratio of total annual remuneration	Group financial statement 2024 Annex II	This KPI is not yet assessed. The mean value of the remuneration of the management is recorded in the management report.
2-22	Application statement regarding the Sustainable Development Strategy	P. 2-3	
2-23	Declaration of commitment to principles and wcourses of action	P. 66-68	

GRI 2: General information 2021

Information	Information title	References	Additional information and explanations of omissions
2-24	Integration of political commitments	P. 66-68	
2-25	Procedures for the elimination of negative impacts	P. 66-68 (62-64)	There were no complaints in the year under review.
2-26	Procedures for seeking advice and reporting concerns	P. 66-68	
2-27	Compliance with laws and regulations	P. 66-68	There were no violations in the year under review.
2-28	Membership in associations and interest groups	P. 20	
2-29	Approach to stakeholder engagement	P. 14, 15, 18	
2-30	Wage agreements	-	In the reporting year, at least 64% of employees were employed under collective labour agreements or similar concepts.

GRI 3: Major topics 2021

Information	Information title	References	Additional information and explanations of omissions
3-1	Procedures for determining major topics	P. 14-15	
3-2	List of major topics	P. 15	

Major topics: GRI 200 Economy

Information	Information title	References	Additional information and explanations of omissions
GRI 201: Economic performance 2016			
3-3	Management of major topics	-	According to current materiality analysis, not a major topic.
201-1	Direct economic value generated and distributed	P. 13	
GRI 205: Anti-corruption 2016			
3-3	Management of major topics	P. 61, 66, 68	
205-1	Operating sites that have been checked for corruption risks	P. 67	
205-2	Communication and training on anti-corruption policies and procedures	P. 68	
205-3	Confirmed incidents of corruption and measures taken	P. 67, 68	There were no compliance violations in the year under review.

Major topics: GRI 300 Ecology

Information	Information title	References	Additional information and explanations of omissions
GRI 301: Materials 2016			
3-3	Management of major topics	P. 23, 34-39	
301-1	Materials used by weight or volume	P. 34-35	
301-2	Recycled raw materials used	P. 34-35	Over 95% of the raw materials used are steel, with a tendency towards a high proportion of recycled materials.
301-3	Recycled products and their packaging materials	P. 34-35	Information regarding the recycling rates of production waste and scrap. The database is being successively expanded.
GRI 302: Energy 2016			
3-3	Management of major topics	P. 23, 31-33	
302-1	Energy consumption within the organisation	P. 32	
302-2	Energy consumption outside the organisation	P. 28	Energy consumption outside the Witzenmann Group is covered by Scope 3 emissions. Scope 3 emissions are determined according to the Green-house Gas Protocol. Further information can be found in chapter 21.
302-3	Energy intensity	P. 32	
302-4	Reduction of energy consumption	P. 31-33	
302-5	Reducing the energy demand for products and services	-	Witzenmann products do not require any energy during their utilisation phase, or only indirectly through their weight and use in mobility.
GRI 303: Water and wastewater 2018			
3-3	Management of major topics	P. 23, 36-38	
303-1	Water as a shared resource	-	The Witzenmann Group complies with all applicable laws. Further data on this topic will be collected and published in the future.
303-2	Dealing with the effects of water recirculation	-	The Witzenmann Group complies with all applicable laws. Further data on this topic will be collected and published in the future.
303-3	Water extraction	P. 37	A differentiation by water stress region will be published next year.
303-4	Water recirculation	P. 37	The water is returned via the sewage system and, in the case of emul-sions etc., via certified disposal companies.
303-5	Water consumption	P. 37	Water consumption in the reporting year corresponds to water with-drawal.

Major topics: GRI 300 Ecology

Information	Information title	References	Additional information and explanations of omissions
GRI 304: Biodiversity 2016			
3-3	Management of major topics	P. 23, 39	Biodiversity is not a (direct) major topic according to the current materi-ality analysis. The Witzenmann Group treats this topic as an integral part of environmental protection and therefore also implements correspond-ing measures to preserve biodiversity.
GRI 305: Emissions 2016			
3-3	Management of major topics	P. 23, 26-29	
305-1	Direct GHG emissions (Scope 1)	P. 28	
305-2	Indirect energy-related GHG emissions (Scope 2)	P. 28	
305-3	Other indirect GHG emissions (Scope 3)	P. 28	
305-4	Intensity of GHG emissions	P. 28	
305-5	Reduction of GHG emissions	P. 26-29	
305-6	Emissions of ozone-depleting substances (ODS)	-	No measurable quantities of ozone-depleting substances are emitted at any of the plants of the Witzenmann Group. However, the company cannot rule out very low levels of ozone-depleting emissions. These are within the legally permissible limits and are not charged separately by the company.
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	-	Random sample measurements are used to ensure that no limit values are exceeded.
GRI 306: Waste 2020			
3-3	Management of major topics	P. 23, 38	
306-1	Waste generated and significant waste-related impacts	P. 38	
306-2	Management of significant waste-related impacts	P. 38	
306-3	Waste generated	P. 38	
306-4	Waste diverted from disposal	P. 38	
306-5	Waste forwarded for disposal	P. 38	
GRI 308: Environmental assessment of suppliers 2016			
3-3	Management of major topics	P. 61-63	
308-1	New suppliers assessed against environmental criteria	P. 61-63	New suppliers are audited not only for quality certifications, but also for ISO 14001 certification. However, these certificates are not yet proactively demanded.
308-2	Negative environmental impacts in the supply chain and measures taken	P. 61-63	Due to the high number and complexity of suppliers and the supply chain, it is currently not possible to provide percentage figures. However, the Witzenmann Group already has clear objectives for more transpar-ency in the supply chain. Preventive measures are also being planned in connection with the fulfilment of the German Act on Corporate Due Dilligence Obligations in Supply Chains.

Major topics: GRI 400 Social

Information	Information title	References	Additional information and explanations of omissions
GRI 401: Employment 2016			
3-3	Management of major topics	P. 41	
401-1	Newly hired employees and employee turnover	P. 12, 74-75	

Major topics: GRI 400 Social

Information	Information title	References	Additional information and explanations of omissions
GRI 403: Occupational health and safety 2018			
3-3	Management of major topics	P. 41, 48-51	
403-1	Management system for occupational health and safety	P. 48-51	
403-2	Hazard identification, risk assessment and incident investigation	P. 48-51	
403-3	Occupational health services	P. 51	
403-4	Employee participation, consultation and communication on occupational health and safety	P. 48-51	
403-5	Employee training on occupational health and safety	P. 50	
403-6	Promoting the health of employees	P. 51	
403-7	Prevention and mitigation of occupational health and safety impacts directly related to business relationships	P. 48-51	Contractor briefings ensure sufficient training on occupational safety.
403-8	Employees covered by an occupational health and safety management system	P. 51	
403-9	Work-related injuries	P. 49	
403-1	Work-related illnesses	-	Data is not yet collected across the group.
GRI 404: Education and training 2016			
3-3	Management of major topics	P. 41-44	
404-1	Average number of hours for training and further education per year and employee	P. 43	The number of hours of training and education is not yet collected for the whole group.
404-2	Employee skills enhancement and transition assistance programmes	P. 41-44	
404-3	Percentage of employees receiving regular performance and career development reviews	P. 43	All employees have annual feedback sessions to assess their performance and professional development.
GRI 405: Diversity and equal opportunities 2016			
3-3	Management of major topics	P. 42, 52-53	
405-1	Diversity in supervisory bodies and among employees	P. 53	
405-2	Ratio of women's basic salary and remuneration to men's basic salary and remuneration	-	KPI not yet assessed. We are working on being able to publish this KPI as soon as possible.
GRI 414: Social assessment of suppliers 2016			
3-3	Management of major topics	P. 61-63	
414-1	New suppliers that have been screened according to social criteria	P. 62	New suppliers are audited not only for quality certifications, but also for ISO 45001 certification. However, these certificates are not yet proactively demanded.
414-2	Negative social impacts in the supply chain and measures taken	P. 61-63	Due to the high number and complexity of suppliers and the supply chain, it is currently not possible to provide percentage figures. However, the Witzenmann Group already has clear objectives for more transparency in the supply chain. Preventive measures are also being planned in connection with the fulfilment of the German Act on Corporate Due Dilligence Obligations in Supply Chains.



UN Global Compact Index

UN Global Compact principles	Relevant policies & commitments	Reference in the sustainability report
Principles 1 – 5		
Companies should support and respect the protection of international human rights.	Code of Conduct for Suppliers, Compliance Guideline	Corporate compliance, environmental and social standards in the supplier chain Respecting national and international rights and laws as well as ethical principles is an essential part of our self-image. In doing so, we take responsibility for our entire value chain
Companies should ensure that they are not complicit in human rights violations.		
Companies should uphold the freedom of association and the effective recognition of the right to collective bargaining.		
Companies should uphold the elimination of all forms of forced and compulsory labour		
Companies should uphold the abolition of child labour.		
Principles 6		
Companies should work towards the elimination of discrimination in employment and occupation.	Compliance Guideline	Diversity & equal opportunities We see diversity as an opportunity – which is why we promote framework conditions that create awareness for the topic of diversity. Discrimination has no place with us.
Principles 7 + 8		
Companies should follow the precautionary principle when dealing with environmental problems.	Environment and energy policy	Climate protection, energy efficiency, material and raw material efficiency, environmental management We attach great importance to preventive environmental protection. We are continuously reducing our emissions, energy consumption and use of raw materials.
Companies should take initiatives to promote greater environmental awareness.		
Principles 9		
Companies should accelerate the development and dissemination of environmentally friendly technologies.	Environment and energy policy	Sustainable products and solutions We create awareness for sustainability – within the company and beyond – and support the transformation to a more sustainable world with our products.
Principles 10		
Companies should take a stand against all forms of corruption, including extortion and bribery.	Code of Conduct for Suppliers, Compliance Guideline	Corporate compliance We endeavour to fight corruption in all its forms. We are ideally equipped with our group-wide compliance management system.

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