





*"Protecting the environment is not a feeling, it is an element of genuine values. [...] For us, there has never been an antithesis of ecology and economy."*

*Dr. Walter Witzemann, Managing Director of Witzemann GmbH from 1937 to 1998*

## Sustainability and transformation: A vision for the future

Dear readers,

hardly any other topic currently dominates politics, society and the economy as much as the sustainability transformation. In the European economic area in particular, this topic is omnipresent - especially in legislation. By means of regulations, such as the Corporate Sustainability Reporting Directive, the Carbon Border Adjustment Mechanism and the German Supply Chain Due Diligence Act require companies to address the issue of sustainability. The dynamic that is developing here is now clearly noticeable. As the Witzemann Group, we are aware of the rapidly growing requirements of our stakeholders and the major tasks that European regulation presents us with.

I am very pleased that sustainability has a long tradition at Witzemann. Thanks to these many years of preparatory work and the established self-image of conducting business in

an ecologically and socially responsible manner, we are ideally equipped for current and, above all, future challenges. In this way, we can now benefit from more than a decade of experience in greenhouse gas accounting and sustainability reporting. The understanding that sustainability and business must go hand in hand is even more important than the accumulated know-how and expertise. This understanding has actually been anchored in the company and in the Witzemann family for a lot longer.

We can build wonderfully on this history and have noticeably intensified our efforts again in recent years. As a result, we were once again able to achieve some important milestones in this reporting year - this report bears witness to these successes. On the one hand, we have made organizational changes and created a separate department that is responsible for all sustainability issues. In order to

coordinate all of these topics equally across all of our subsidiaries, push sustainable measures forward and ensure knowledge transfer, we established our Sustainability Round Table in reporting year 2023 - a committee that regularly brings together all of the Group's relevant stakeholders. On the other hand, we have also improved our actual sustainability performance - for example, we have further reduced our group-wide energy consumption and greenhouse gas emissions in Scope 1 and 2, reduced our accidents at work and expanded our self-generated photovoltaic electricity. We also made progress in the areas of the supply chain and the compliance management system. This is just a small excerpt - all of the measures implemented and successes can be found in detail in this report.

Our efforts and improvements are noticed and recognized. For example, EcoVadis has awarded us the gold

medal in its sustainability ranking. This makes us to the best 5% of all companies rated on this platform. We have been named a "Top Employer" by Kununu for the third time in a row - proof of the high level of satisfaction among our employees.

Being the Witzemann Group, we have set out to make our contribution to a more sustainable future - with our own business activities and, in particular, with our products and solutions. We want to develop ourselves as a key player in the fields of new mobility, renewable energies and hydrogen, perhaps the most important energy source of the future. We benefit from our many years of experience with this element and are expanding this expertise in a targeted manner.

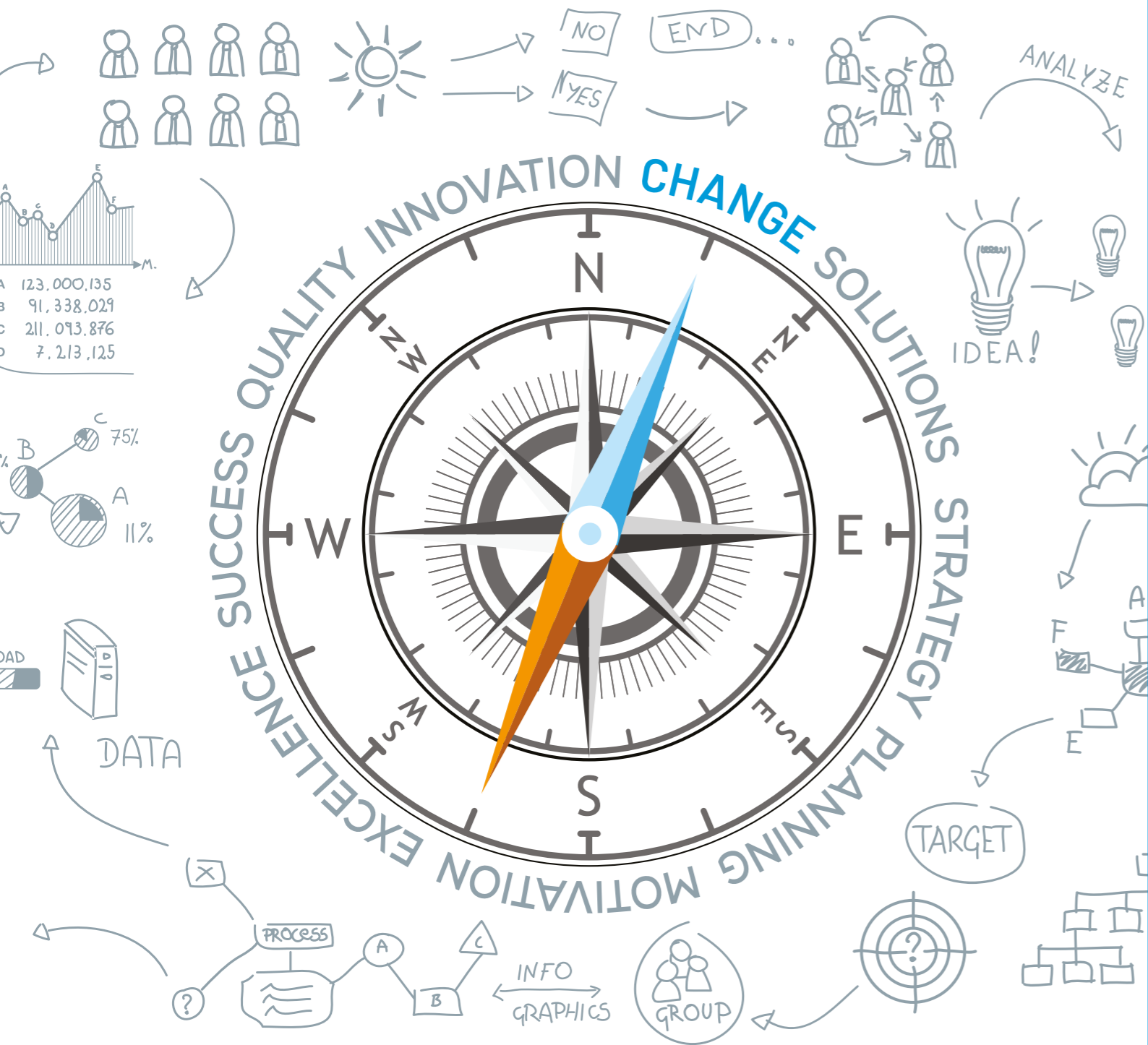
Our successes to date have already taken us a long way along this path. This is the result of our joint work. In this way, I would therefore like to take

this opportunity to thank all our employees - as I do every year! And I hope you enjoy reading our new sustainability report!

Yours sincerely  
Christine Wüst

*CHRO | Managing Director |  
People | Marketing | Sustainability*

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# 1

# STRATEGY | MANAGEMENT

Transformation is not just a one-off, fundamental change, it is a continuous optimization process. For this purpose, it requires a clear vision and strategy that sets the direction of change and ensures that all measures are aligned with it.

1.1

# Portrait of the Witzenmann Group

**Globally active**

With 21 company locations in 16 countries, the Witzenmann Group is represented in Europe, Asia and North and South America. The headquarters of the family-owned company is Witzenmann GmbH. It specifies the overarching strategies for the Group and coordinates its activities. The GmbH is based in Pforzheim.

## Europe

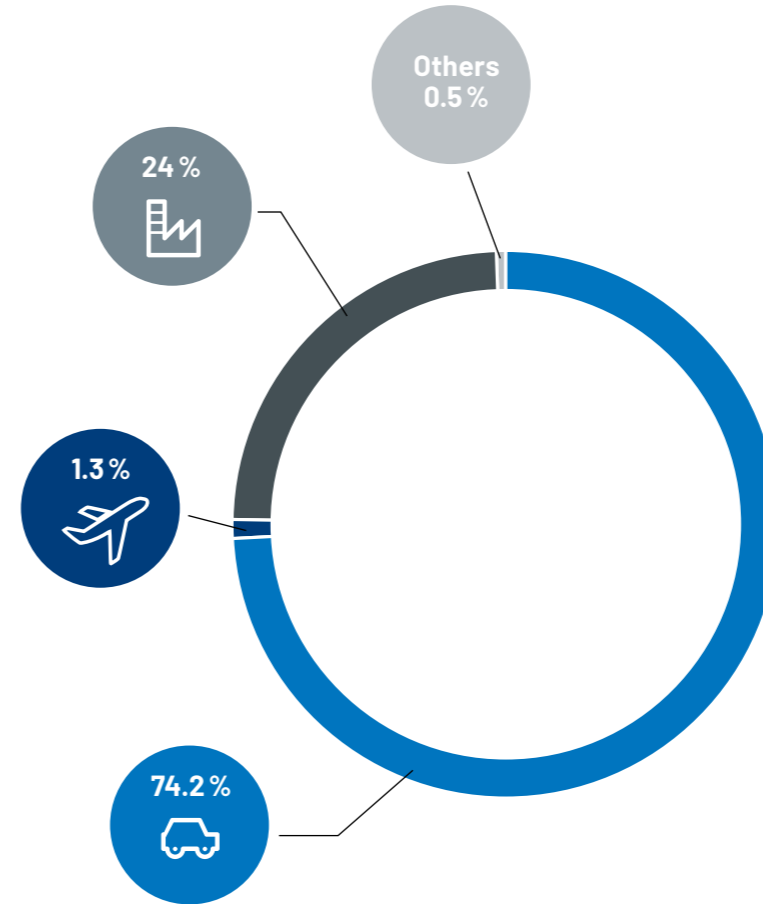
- Belgium
- Germany
- France
- United Kingdom
- Italy
- Sweden
- Slovakia
- Spain
- Czech Republic

## Asia

- China
- India
- Japan
- South Korea

## America

- Brazil
- Mexico
- USA



## Our products and markets

Each day in the Witzenmann Group, we develop new solutions for demanding engineering challenges relating to vibration decoupling, expansion absorption, media guidance and assembly compensation in piping systems. Highest product quality and innovative ideas are our trademark.

Our wide range of products includes metal hoses, compensators, metal bellows, pipe supports and vehicle parts. Being a development partner with 170 years of experience, we offer customers in our Mobility, Industry and Aerospace business units product solutions and services.



**Mobility**

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



**Industry**

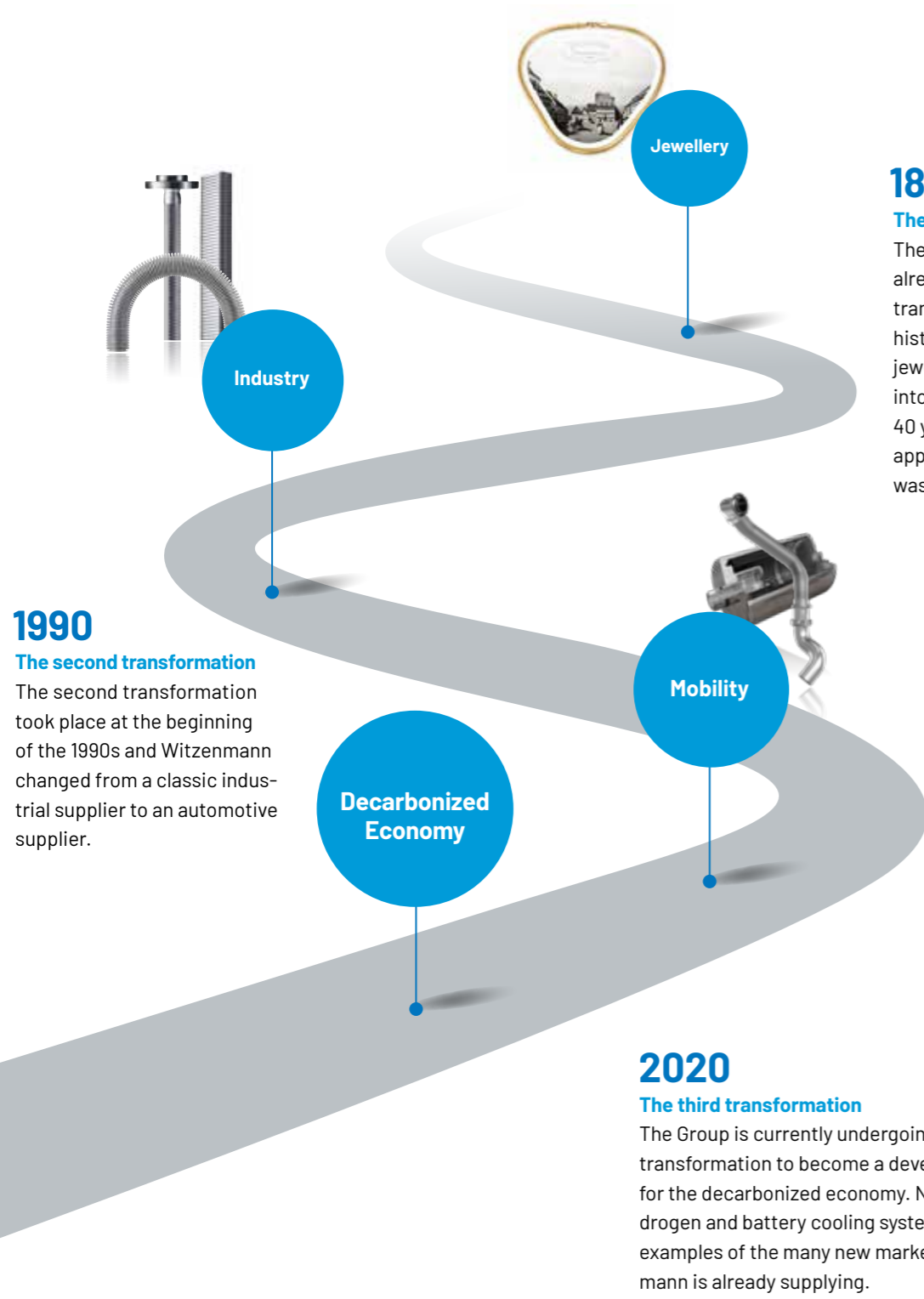
From project work for highly complex components, such as for the CATOFIN® process, to series expansion joints and standard metal hoses for maintenance applications: Witzenmann is the partner for plant engineering, pipeline construction, apparatus and mechanical engineering, power generation and many other specialist markets.



**Aerospace**

In the aerospace industry, extreme resilience and maximum reliability are an absolute must. Examples include our flexible elements in the Airbus A320 and A330 families, the Eurocopter EC 135, in Rolls-Royce engines as well as in space applications.

# The third major transformation



## 1885

### The first transformation

The Witzenmann Group has already undergone two major transformations in its 170-year history. Founded in 1845 as a jewellery company, it developed into an industrial supplier barely 40 years later. The industrial application of the metal hose was decisive for this.

## 1990

### The second transformation

The second transformation took place at the beginning of the 1990s and Witzenmann changed from a classic industrial supplier to an automotive supplier.

## 2020

### The third transformation

The Group is currently undergoing its third major transformation to become a development partner for the decarbonized economy. New mobility, hydrogen and battery cooling systems are just three examples of the many new markets that Witzenmann is already supplying.

# Responsible management

The management of Witzenmann GmbH, with equal representation, is responsible for the strategic direction and management of the Group in the midst of this transformation. They are appointed by the shareholders. By dividing the management into four departments, we have distributed the major tasks that this far-reaching transformation entails: 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 and 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 2024, 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 monitored and controlled by the Supervisory Board of the Witzenmann Group, which consists of nine people. Six of these are appointed from the ranks of the shareholders and the shareholder advisory board, three represent the employees 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. Andres Kämpfe**

CEO  
Chairman of the Executive Board  
Strategy | Sales | Technology



## Digital Transformation

**Philip Paschen**

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



## Financial independence

**Irene Krings**

CFO  
Managing director  
Financing | Purchasing | Law



## Cultural Transformation

**Christine Wüst**

CHRO  
Managing director  
People | Marketing | Sustainability



## Employees

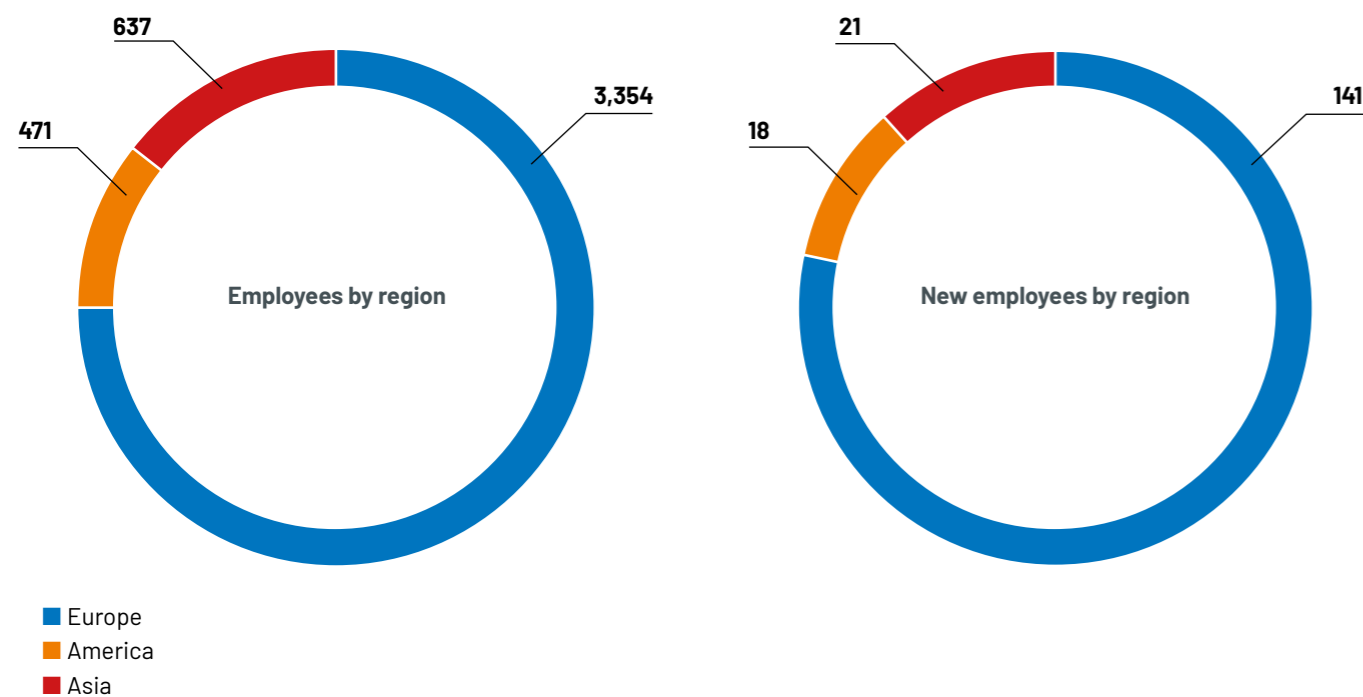
Globally, the Witzemann Group employs 4,462 people (as of December 2023), 1,669 of whom work at Witzemann GmbH. The company-wide workforce has remained roughly constant over the past few years. Around 11% of the global workforce was employed on a temporary basis in 2023 for reasons of flexibility in personnel

deployment, particularly in production. Regardless of the type of employment, all employees can take advantage of the same training opportunities. Temporary workers also receive activity-related training.

### Key figures on the employees of the Witzemann Group (12.2023)

	2021	2022	2023	Change compared to 2022
<b>Employees (as HC, Head Count)</b>				
Permanent	3,802	3,655	3,822	5%
Temporary	456	491	491	±0%
Trainees / Students <sup>1</sup>	120	136	149	9%
<b>Total</b>	<b>4,378</b>	<b>4,282</b>	<b>4,462</b>	<b>±4%</b>
<b>Temporary employees</b>				
	458	545	607	4%

<sup>1</sup> Trainees, working students, interns



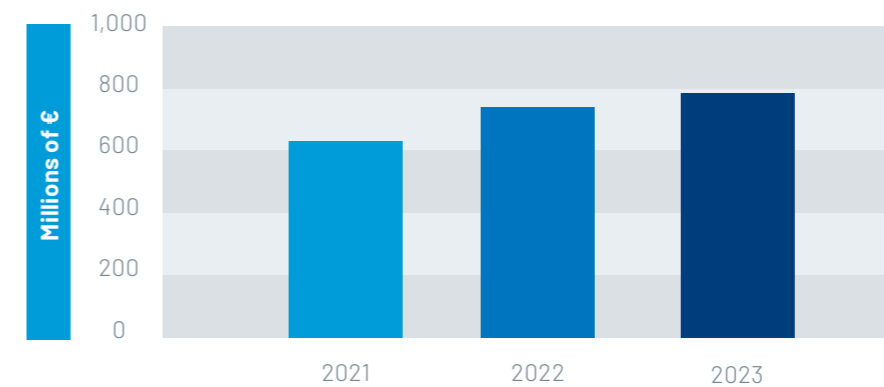
## Turnover trend

The pandemic may have been overcome, but the reporting year was characterized by rising global inflation, the war in Ukraine and political developments in China, which resulted in an uncertain economic situation. Nevertheless, the Witzemann Group's sales performance in 2023 was solid. With total sales of 785 million euros, the Witzemann Group achieved non-inflation-adjusted sales growth of 6% compared to the previous year. Growth took place

in the American and, in particular, the Asian markets. Mobility remains the strongest business sector in terms of turnover, with the two divisions Vehicle Parts 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, the share of

sales in the New Mobility segment within both divisions is growing steadily thanks to targeted product development. 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. You can find more information on this in the "Sustainable products and solutions" chapter.

### Turnover in the corporate group



Turnover by business area	2021		2022		2023		Change compared to 2022
	Millions of €	%	Millions of €	%	Millions of €	%	
Mobility	429.7	69.3	521.7	70.7	583.2	74.2	12%
Aerospace	7	1.1	11.5	1.6	10.2	1.3	-11%
Industry	177.3	28.6	199.5	27.1	188.2	24.0	-6%
Others	5.7	0.9	5.3	0.6	4.0	0.5	-24%
<b>Total</b>	<b>619.7</b>	<b>100.0</b>	<b>738.1</b>	<b>100.0</b>	<b>785.6</b>	<b>100.0</b>	<b>6%</b>

Turnover by region	2021		2022		2023		Change compared to 2022
	Millions of €	%	Millions of €	%	Millions of €	%	
Europe	410.1	66.2	452.2	61.3	474.0	60.3	5%
America	105.8	17.1	152.8	20.7	151.2	19.3	-1%
Asia	103.7	16.7	133.1	18.0	160.4	20.4	20%
<b>Total</b>	<b>619.7</b>	<b>100.0</b>	<b>738.1</b>	<b>100.0</b>	<b>785.6</b>	<b>100.0</b>	<b>6%</b>

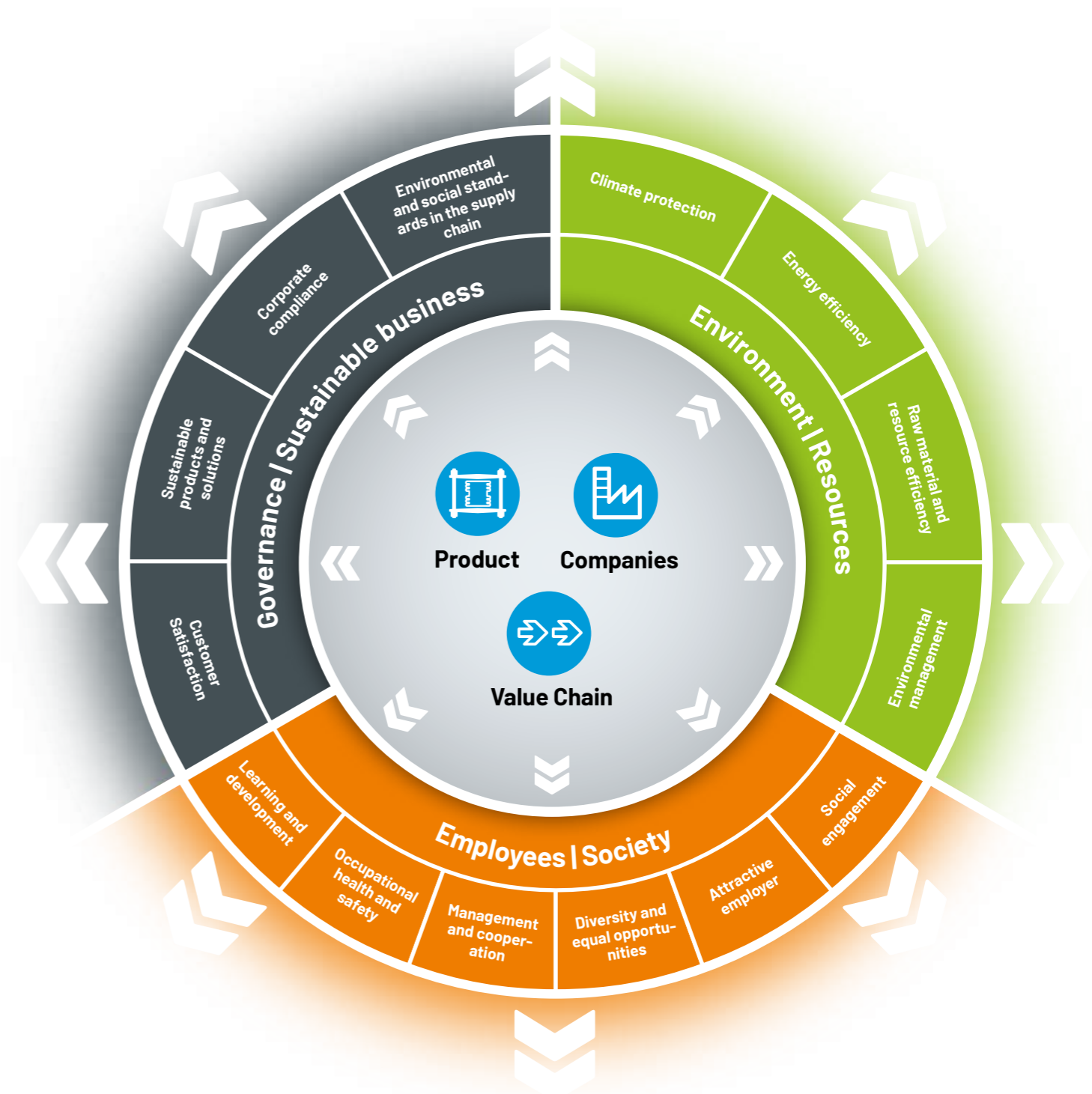
Values are not adjusted for inflation. Europe incl. Africa

1.2

# Sustainability strategy and structure



## Strategic orientation: Interplay between the fields of action and topic areas



### Clear strategic orientation

Our "Sustainability Strategy 2025" is the result of extensive development work in 2021 and 2022. We have tailored it precisely to our corporate group, the overarching corporate strategy and the associated mission statement. Our mission statement is already a clear commitment to sustainable development. We have anchored the concept of sustainability in our values, our guiding principles and our purpose "We help to make the world cleaner and more reliable".

Our sustainability strategy is structured in line with the three classic dimensions of sustainability:

- Environment | Resources
- Employees | Society
- Governance | Sustainable Business

We formulated separate strategic goals for each of these topic areas. We want to achieve this through operational improvements at three levels of actions:

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



Guiding corporate principles

## Materiality analysis leads strategy

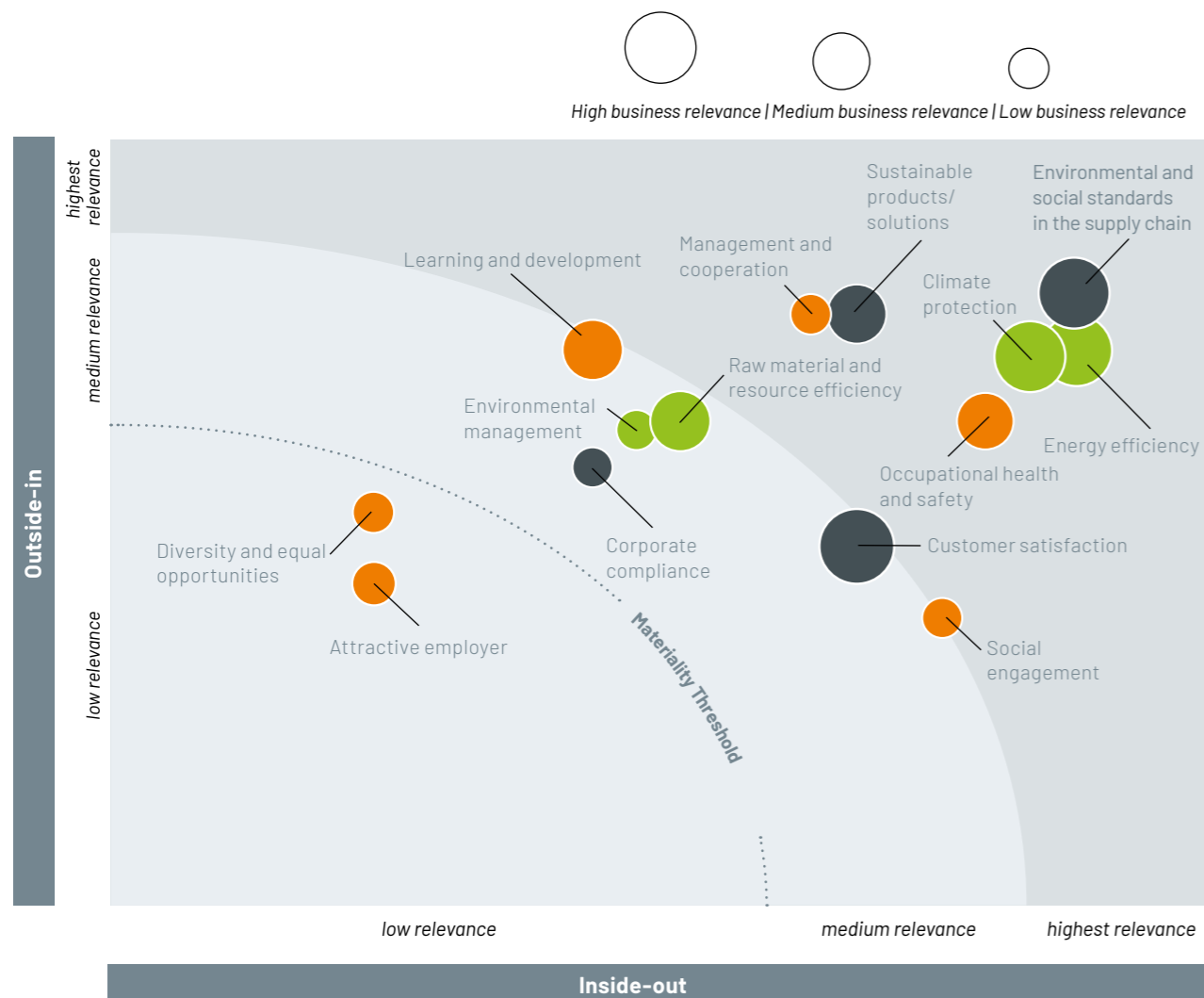
The strategy is based on a materiality analysis that we carried out in accordance with the 2016 Global Reporting Initiative (GRI) standards. In a comprehensive situation and environment analysis, we first recorded and evaluated all key external and internal framework conditions for the sustainable development of the Witzemann Group.

Among other things, we analysed the current and planned political action plans (e.g. the European Green Deal), our competitive environment and numerous examples of best practice. Relevant initiatives and organizations

(e.g. the UN Global Compact or the Sustainable Development Goals) and our own current sustainability performance were also taken into account. The result was an extensive list of sustainability topics that are potentially relevant for the Witzemann Group.

To prioritize the list, we examined how our activities are distributed across the identified sustainability topics and where they form priorities. In doing so, we took into account both the assessments of our stakeholders, as defined below, as well as our own perspective.

We involved the stakeholders through large-scale surveys and interviews. Our own perspective was developed in a workshop with the responsible management.



### Three perspectives and three key questions:

- Outside-in:** How do the stakeholders rate the relevance of sustainability topics in relation to the Witzemann Group?
- Inside-out:** How do we ourselves rate our impact intensity and our potential for improvement in the respective sustainability topics?
- Business relevance:** To what extent do the sustainability topics have an impact on the course of business, the business results and the development of the Witzemann Group?

The topics that received the highest ratings were climate protection, energy efficiency, environmental and social standards in the supply chain and occupational health and safety. In contrast, we placed the topics of diversity and equal opportunities as well as employer attractiveness below the materiality threshold (< 7 on a scale of 0-10) and placed them on a watch list. We have not yet set any goals for them in our sustainability strategy. However, we are aware of the high and growing importance of these two topics, but we also believe that our company is already very well positioned here and therefore consider the potential for improvement to be moderate compared to other topics. We have therefore decided to also report on these topics in this

Sustainability Report. In order to comply with the new GRI Standards 2021, we have made further adjustments. For our identified sustainability topics, we have also worked out our positive and negative impacts on the economy, environment and society based on the existing situation and environment analysis. We prioritized the assessment of the identified impacts according to the relevance of the sustainability topics associated with them and address them in the respective topic chapters. In spring 2024, we will renew our materiality analysis for two reasons. On the one hand, a materiality analysis is only valid for a limited period of time. Internal and external conditions and influences change over time, which means that the prioritization of topics can also shift. We have therefore set ourselves the goal of updating our materiality analysis at regular intervals. On the other hand, we want to adapt our materiality analysis to the requirements of the European Sustainability Reporting Standard (ESRS), which will be mandatory for our Group from the 2025 reporting year.





## Comprehensive goal concept developed

For the topics identified as major, we have set ourselves solid and ambitious goals 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 topic chapters list our sustainability goals, their progress and contribution to the SDGs.

Generally, we distinguish between management goals and performance goals. Management goals only indirectly serve to improve sustainability KPIs. However, they are important: By achieving management targets, for example by establishing an energy management system in accordance with ISO 50001, we also indirectly improve key performance indicators such as energy efficiency.

Performance goals, on the other hand, are aimed directly at concrete, measurable improvements, such as the reduction of energy use. We are taking great strides forward in implementing our target concept. Progress on our most important key objectives illustrates this development (as at December 2023):

## Progress of the most important key objectives

(in % of goal achievement)

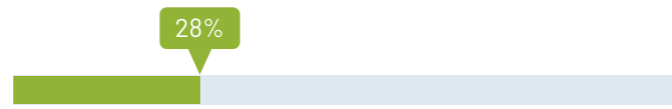
### Greenhouse gas neutrality 2030

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



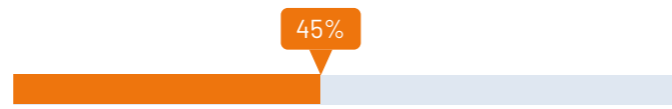
### Renewable energy self-sufficiency

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



### ISO 45001 coverage

65% of the Witzenmann 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 Witzenmann GmbH by 80 % until 2030 compared to 2021



### Compliance risk analyses

Comprehensive compliance risk analyses for all company subsidiaries by 2029



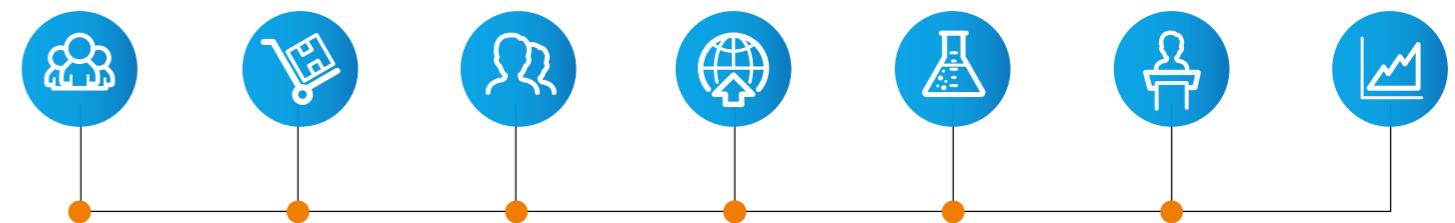
### Risk analyses & supplier assessment

Introduction of regular risk analyses & supplier assessment according to sustainability criteria by 2024



## Continuous stakeholder dialogue

We are in regular dialog with our stakeholders. This is how we want to ensure that we can properly assess and meet their expectations and at the same time contribute to the sustainable development of our society. As part of the materiality analysis described above, we obtained the assessments of members of the following stakeholders through extensive surveys and interviews:



- **Customers:** Our customers are at the centre of our business activities. Therefore, it is highly relevant how they view 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:** The success of our company depends largely on

our employees. To offer optimal working conditions in which they can unfold their potential in the best possible way, we engage in intensive dialogue with them (see also the chapters on "Learning and development" and "Management and cooperation").

- **Corporate group:** Witzenmann operates globally. The integration of our subsidiaries is of central importance for a consistent strategy throughout the company. 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 Pforzheim University for many years. Over the years, we have intensified contact through regular research projects, support in the preparation of theses, cooperation and consulting services. Moreover, amongst others, we are also represented in the support associations of Pforzheim University and the Heidelberg Academy.

- **Politics and society:** Witzenmann GmbH is one of the largest employers in the region. The ongoing dialogue with regional and supraregional politics is extremely important for us. We intensively maintain it, just as we do social exchange. For example, we are a member of numerous regional support associations, organizations and clubs (see also the "Social engagement" chapter).

- **Economy:** We are in dialog with other companies from a wide range of industries through congresses, specialist conferences, working groups and initiatives. We regularly exchange information with them on industry and sustainability topics as well as best practice examples.

## Strengthened sustainability management and organisation

Since 2022, our sustainability management has been structured as a separate corporate area with a direct reporting line to the company management. In 2023, we integrated our environmental management and occupational safety management into this area. The new "Sustainability, Environment & Safety" area informs the management on a weekly basis about the status of the implementation of our sustainability goals and helps to ensure that sustainability aspects are always taken into account in their decisions. Moreover, the management is also responsible for the release of the annual sustainability report.

In addition to internal and external reporting, the Sustainability, Environment & Safety area also coordinates the group-wide sustainability management processes. It is supported here by topic-specific core teams. For example, a core team made up of employees from the Marketing, Human Resources and Sustainability, Environment & Safety areas coordinate the social commitment of the group. These teams enable us to optimally cover all facets of the multidisciplinary topic of sustainability. Communication within the Group takes place via decentralized contact partners in the subsidiaries. In the reporting

year, we established a "Sustainability Round Table" for this purpose. All of the sustainability coordinators of the subsidiaries meet here at least once a quarter to present examples of best practice and discuss current issues. This format also serves to guide and support the company subsidiaries in ensuring their sustainability-related compliance as well as the data quality of their key sustainability figures.

The Sustainability Committee acts as a control and additional decision-making body. 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 facilitate the transfer of knowledge. We are constantly expanding our network.

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 set out how we implement the principles of the United Nations Global

Compact (UNGC) in our operations. After joining the Baden-Württemberg Climate Alliance in 2022, we have now also signed the WIN Charter of the Federal State of Baden-Württemberg in the reporting year. Together with the Federal State where our headquarters are 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 have drawn up our climate protection targets in accordance with the scientific SBTi specifications and are currently having them validated against them. We also signed the Diversity Charter in 2022, once again clearly underlining that our Group attaches great importance to a working environment in which all employees are equally valued and promoted.

### 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





# 2

## ENVIRONMENT | RESOURCES

The ecological transformation is the fundamental change in the way the economy and society interact with the environment in order to achieve a more sustainable state. Key aspects are decarbonization, recycling management, resource efficiency and a change in social values.

## 2.1

# Management approach

The Witzenmann Group is a manufacturing company and is therefore dependent on the use of energy, raw materials and other resources. This results in a responsibility for the associated negative impacts on nature and the climate – 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. Among the major topics are climate protection, energy efficiency, material and raw material efficiency and environmental management. As they are all interrelated, we manage them holistically with the aim of constantly improving our performance. For more than a decade, we have

been preparing climate balances and implementing measures to reduce emissions – such as improving material efficiency, using renewable energies and reducing energy consumption. To ensure a more responsible use of energy, we have introduced a comprehensive energy management system in accordance with ISO 50001 and are gradually rolling this out. Our aim is to manage at least 90% of our energy consumption under an efficiency-oriented management system by 2030. Group-wide reporting, the expansion of the measurement infrastructure and corresponding energy management software solutions help us to achieve this.

In order to reduce the environmental impact of our refuse and water use, we have been operating ISO 14001-certified environmental

management systems at all major production sites (> 100 employees) in the Group for many years. Our environmental and energy policy defines our obligations and provides our employees with clear guidelines. We already have a high degree of transparency 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 increasingly break this transparency down to product level. In the reporting year, we started to draw up life cycle assessments for our products and will intensify these efforts in the coming years.



## 2.2

# Climate protection

Climate change is one of the greatest challenges facing humanity and can only be overcome by society as a whole. In our corporate group, we are using all relevant levers at all locations worldwide to make our contribution to climate protection.

### Complete group-wide carbon footprint

We have recognized the need for a comprehensive carbon footprint at an early stage. We can identify and exploit potential for improvement only if we make our greenhouse gas emissions (GHG emissions) transparent. This is why we have been calculating the emissions of Witzenmann GmbH for over ten years according to the specifications of the Greenhouse Gas (GHG) Protocol and report them for all three GHG scopes. In 2022, we were able to extend this footprint to the Group, with a coverage rate of 85%<sup>1</sup>. In the mean time, we have now achieved full coverage of our entire corporate group across all three GHG scopes (except downstream) – also retroactively to the base year of our reduction targets 2021.

### Data quality improved

We have not only expanded the scope of the assessment, but also improved the data quality on which the greenhouse gas assessment is based. The accounting method we use to calculate Scope 3 is based on the principles of a monetary model ("spend-based approach"), which draws on statistical emissions data from over 500 sectors from all countries 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 (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, etc.) are taken into account. The specific emission intensities follow the "Cradle to Gate" principle.

By improving the underlying data quality and extending our accounting framework to the entire Group, we have adjusted our corporate carbon footprint retroactively to 2021. This year is the base year for our reduction targets.

## INFO



The accounting of greenhouse gas emissions (GHG emissions) in accordance with the GHG Protocol comprises 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.

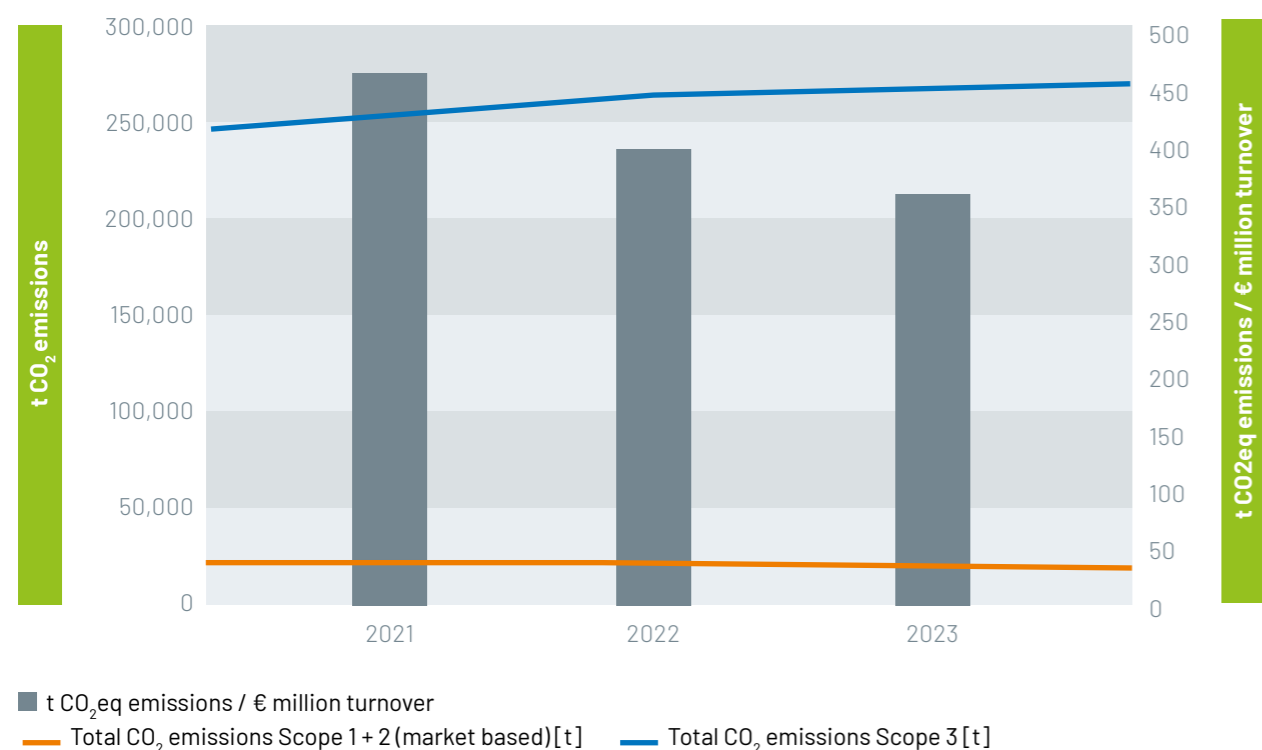
#### Scope 3: Other indirect GHG emissions

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 in tons CO2eq of the Witzenmann Group

	2021	2022	2023	Change (compared to 2022)	Change (compared to 2022)
Scope 1	3,644	3,252	2,906	-11%	-20%
Scope 2 (market-based)	18,765	19,502	15,131	-22%	-19%
Scope 2 (location-based)	22,795	23,931	16,785	-30%	-26%
<b>Total CO2eq emissions Scope 1 and 2 (market-based)</b>	<b>22,409</b>	<b>22,754</b>	<b>18,037</b>	<b>-21%</b>	<b>-20%</b>
Scope 3 (upstream)					
3.1 Purchased goods & services / 5.2 Capital goods	230,372	248,027	249,203	0.5%	8%
3.3 Energy-related activities	6,316	6,395	6,495	2%	3%
3.4 Upstream transport	3,251	2,800	3,143	12%	-3%
3.5 Waste from the company	310	293	344	17%	11%
3.6 Business trips	75	682	1,346	97%	1706%
3.7 Employee commuting	6,363	6,515	6,742	3%	6%
<b>Total CO2eq emissions Scope 3</b>	<b>246,687</b>	<b>264,713</b>	<b>267,272</b>	<b>1%</b>	<b>8%</b>
<b>Total CO2eq emissions of all scopes</b>	<b>269,096</b>	<b>287,466</b>	<b>285,309</b>	<b>-1%</b>	<b>6%</b>
Employees (headcount)	4,378	4,282	4,462	4%	2%
<b>CO2eq emissions / employees</b>	<b>61</b>	<b>67</b>	<b>64</b>	<b>-5%</b>	<b>4%</b>
Turnover (millions of €)	620	738	786	6%	27%
<b>CO2eq emissions / € million turnover</b>	<b>434</b>	<b>390</b>	<b>363</b>	<b>-7%</b>	<b>-16%</b>

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



## Scope 3 dominates the corporate carbon footprint

Scope 3 accounts for over 93% of our group-wide GHG emissions. This is where we report upstream emissions, i.e. those that are upstream of our company. We also report downstream emissions, but do not yet publish them. The main reason for this is that there are still no clear accounting regulations for the use phase of our products. With more

than 94%, the majority of Scope 3 GHG emissions are attributable to purchased goods and services. This Scope 3 category is dominated by the procurement of steel and stainless steel in the form of raw materials (such as strips or sheets) and metallic preliminary products. These groups of goods conceal the greatest uncertainties in our accounting method, as

it uses generic emissions data. We are working with our suppliers to replace this generic data with real emissions data from our suppliers.

### Climate protection goals

	KPI	Goal	Progress	Target year	Scope	Contribution to SDGs
Management goals						
Group-wide greenhouse gas footprint	[% Group]	100 %	100 %	2023	Group	13 CLIMATE ACTION
Performance goals						
GHG neutrality Scope 1 + 2	[% reduction compared with 2021 <sup>1</sup> ]	100 %	82 %	2030	GmbH	13 CLIMATE ACTION
Reduction Scope 1 + 2	[% reduction compared with 2021 <sup>1</sup> ]	42 %	20 %	2030	Group	7 AFFORDABLE AND CLEAN ENERGY
Reduction Scope 3	[% reduction compared with 2021 <sup>1</sup> ]	25 %	0 %	2030	Group	7 AFFORDABLE AND CLEAN ENERGY
Renewable energy self-sufficiency	[% own renewable generation of consumption]	10 %	3 %	2030	Group	7 AFFORDABLE AND CLEAN ENERGY

<sup>1</sup>We have defined 2021 as the base year, partly to avoid distortions due to pandemic-related production declines.

## 30 % target achievement of renewable energy self-sufficiency



## Implementing the ambitious reduction goals

In 2022, we joined the Science Based Targets Initiative (SBTi) and have been calculating our GHG reduction targets according to its methodology ever since. In doing so, we want to make a scientifically verifiable contribution to the goals of the Paris Climate Agreement. With our Scope 1 and 2 targets, we are contributing to achieve the 1.5 degree target; with our Scope 3 reduction target, we are supporting the goal of limiting

global warming to well below two degrees Celsius. We will complete the validation of these targets by the SBTi in 2024.

With these ambitions, we have also made a commitment to our region and joined the Baden-Württemberg Climate Alliance in October 2022. Being one of, in the mean time, almost 50 pioneering companies (as of the end of 2023), we are united in

this partnership by the goal of supporting each other in the systematic implementation of corporate climate protection.



## Steady improvement in four areas of work

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

### 1: Improving energy efficiency

The improvement of energy efficiency is a constant process in which we have already been able to register significant progress in previous years. Further information can be found in the "Energy efficiency" chapter.

### 2: Expansion of in-house generation from renewable energies

The expansion of our renewable energies is in full progress. We have already installed over 2.7 MWhp of photovoltaic capacity on the roofs of our production sites across the Group. This means that we have generated more than 2,000 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 the reporting year, Witzenmann GmbH and its German subsidiaries have been purchasing electricity from 100% renewable energy sources. Our subsidiary in Spain has also been purchasing certified green electricity since 2021. This measure is gradually being rolled out across the Group.

### 4: Electrification and use of environmentally friendly technologies

By expanding the range of electricity we use from renewable sources, we are also reducing our footprint in other areas. For this reason, we want to meet our heating needs in the future with the help of electrically powered heat pumps. We also took a decisive step towards greenhouse gas-neutral mobility in the reporting year. Together with our new partner Belmonto and a new mobility policy, we are on the way to a fully electric vehicle fleet. Important measures include the targeted promotion of fully electric vehicles via a green allowance and making it as easy as possible for our

employees to get started with electromobility through a wide range of offers. Witzenmann Benelux is currently serving as a role model for the Group - the mobility of this subsidiary has been fully electric since the current reporting year.



## Progress of goal achievement

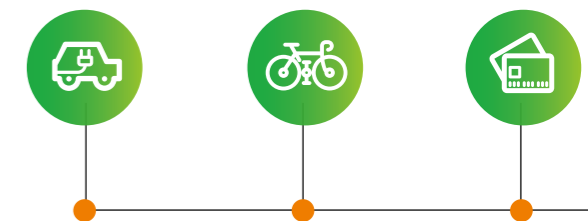
We are making great progress in achieving the Scope 1 and 2 goals. We were able to significantly reduce our absolute GHG emissions at the GmbH as well as throughout the Group by means of targeted measures in our four fields of activity. We are not yet able to communicate any significant progress in the area of Scope 3 emissions. The group-wide increase in production volume has also led to an increase in absolute GHG emissions. We have already achieved success in decoupling production volume from GHG emissions with initial measures.

It is naturally of great importance for climate protection not only to achieve pure decoupling, but above all to reduce our absolute Scope 3 emissions. In order to achieve our Scope 3 reduction target, we are

already examining numerous options for the upstream process chain - these include the use of power-to-X technologies that convert wind or solar power into storable energy sources, such as process gases. Moreover, we are also actively analysing potential product improvements with the help of environmental life cycle assessments. In addition to the upstream process chain, we also include the downstream process chain at our customers. The improvement of material and raw material efficiency is also a crucial area. We treat this as a separate topic in our sustainability strategy.

Scope 3 emissions also include the emissions caused by our employees commuting to and from work. Thanks to the extensive possibilities

of mobile working, a large proportion of employee commuting can be avoided altogether. We try to make the routes that cannot be avoided as environmentally friendly as possible. In addition to the Job Bike, Witzenmann has also been offering the "Deutschland-Ticket" (Germany Ticket) for public transport since 2023. This allows our employees to use local public transport throughout Germany at a reduced price. In the medium term, the Green Allowance for electromobility will also have a positive effect here.



## Outlook



Our measures in the defined areas of work aim to completely reduce our greenhouse gas emissions in Scope 1 and 2 by 2030. Scope 1 and 2 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. Our subsidiaries in France and Slovakia have already taken part in tree square campaigns and thus made a contribution to offsetting CO2 emissions - even if we do not list these measures as compensation measures.

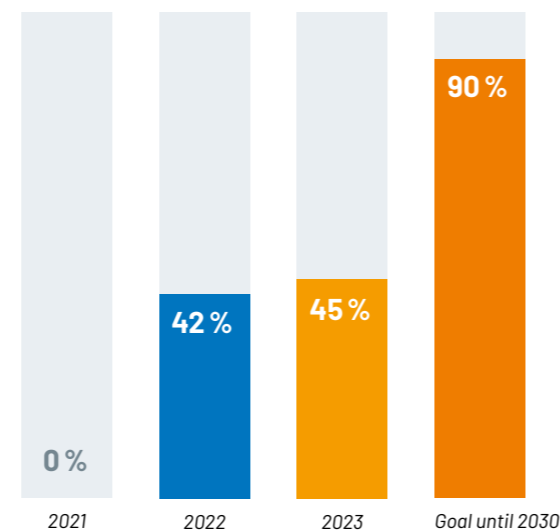
2.3

# Energy efficiency

Using energy efficiently is probably more important than ever before. In addition to the fact that affordable and usable energy is generally a scarce commodity and is also still responsible for a large proportion of greenhouse gas emissions, there are now also numerous legal regulations in this regard. The fact that we have continuously promoted the topic of energy efficiency in our company for many years and paid attention to the resilience of our business processes at an early stage is now paying off. We will continue to step up these efforts in the future and will increasingly bring them to our corporate group.

**Rolling out energy management**  
The energy management systems of Witzemann GmbH and our subsidiary in the Czech Republic have been certified to ISO 50001 since 2022. The management system helps us to plan energy efficiency actions in a structured way and to implement them in a controlled manner. We are currently also introducing it at our German subsidiaries Witzemann-Sachsen and Witzemann-Speck. In the long term, we want to manage at least 90% of the energy used in the Witzemann Group in a central management system. Since 2022, we have been using a group-wide system for monitoring energy consumption as an important component of this.

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



Energy efficiency goals

	KPI	Goal	Progress	Target year	Scope	Contribution to SDGs
Management goals						
Group-wide greenhouse gas footprint	[% Group]	100 %	100 %	2023	Group	13 CLIMATE ACTION
Energy management	[% Group]	90 %	45 %	2030	Group	
Performance goals						
Reduction of energy intensity <sup>1</sup>	[% reduction compared with 2021]	35 %	24 %	2030	GmbH	7 AFFORDABLE AND CLEAN ENERGY
Reduction of energy intensity <sup>1</sup>	[% reduction compared with 2021]	15 %	22 %	2030	Group	

<sup>1</sup>Energy intensity in MWh/€ million turnover, not adjusted for inflation. The rapid progress or overachievement of the goal 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 Witzemann Group

	2021	2022	2023	Change (compared to 2022)	Change (compared to 2021)
Electricity purchased externally	49,230	52,453	52,098	-1%	6%
PV generation (own consumption)	94	940	1,852	97%	1866%
District heating	7,771	6,745	6,013	-11%	-23%
Natural gas	13,631	11,686	8,906	-24%	-35%
Heating oil	1,352	1,103	1,170	6%	-13%
Other <sup>1</sup>	2,158	2,105	3,346	59%	55%
<b>Total energy consumption (in MWh)</b>	<b>74,300</b>	<b>74,278</b>	<b>73,385</b>	<b>-1%</b>	<b>-1%</b>
<b>Energy intensity (in MWh/€ million turnover)</b>	<b>120</b>	<b>101</b>	<b>94</b>	<b>-7%</b>	<b>-22%</b>

<sup>1</sup> Fuels diesel, petrol and E10 (esp. vehicle fleet).

## Improved energy intensity

In the reporting year, the total energy consumption of the Witzemann Group increased by around 11% compared to the previous year, although this is directly attributable to the increased production output of the Group. By contrast, the group-wide energy intensity - measured in terms of the Group's sales volume - has improved by a further 7% compared to 2022. The energy intensity of the GmbH was also reduced by a further 4.6%.

are representative of many other efficiency measures that we were able to implement within our corporate group in the reporting year.

Training and awareness-raising measures regarding employee behaviour also contribute to reducing 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 workforce.



Group-wide energy efficiency programmes

Every year, we work throughout the Witzemann Group to continuously reduce our energy consumption. In the reporting year, for example, we optimised the heating system at Witzemann GmbH by improving night-time reduction. Witzemann Slovakia has upgraded its building insulation and thus improved its thermal efficiency. In Slovakia as well as in Italy, the Czech Republic and France, the remaining savings potential in lighting was also utilised. Our Czech subsidiary was able to implement energy savings in the air compressors, the central heating system and the building envelope. These examples



2.4

# Raw material and resource efficiency

As a metal processing company, Witzemann has a special responsibility to handle materials and raw materials efficiently. We are committed to reducing their use wherever possible, to closing the loop as much as possible and to constantly improving in this respect.

### Raw materials dominated by steel

In 2023, the Witzemann Group purchased around 17 kilotons of raw materials. This figure is almost unchanged compared to previous years - despite the increase in production turnover. 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, Witzemann GmbH purchases a large number of components and component groups. Well over 90 % of these also consist 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.

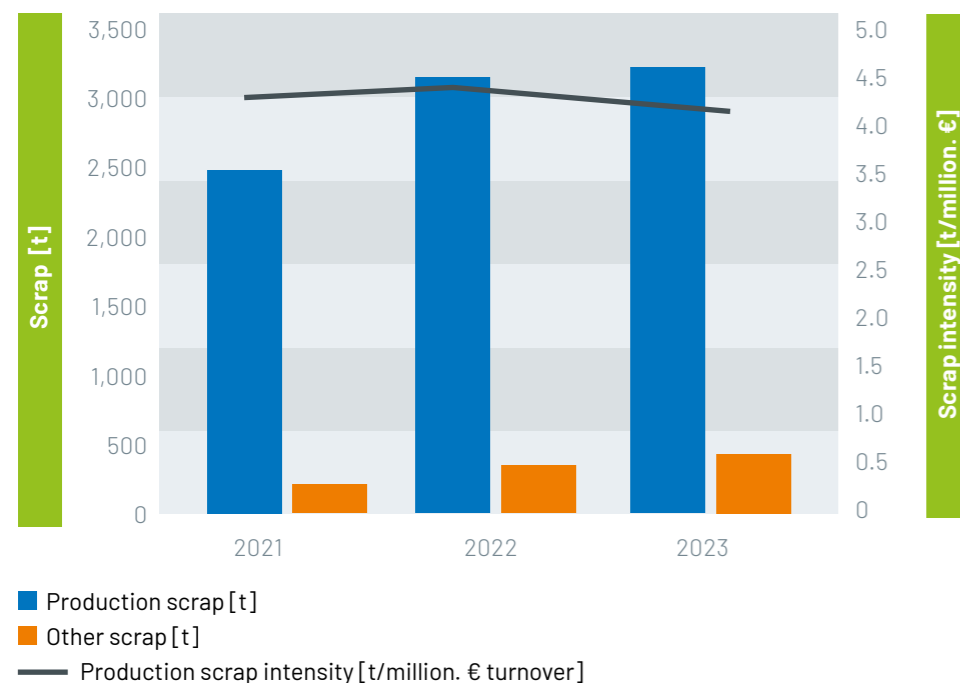
### Group-wide improvement in material efficiency

As the first, very important step towards a structured improvement of the raw material and resource efficiency, we want to provide transparency on the quantities of scrap and the potential for improvement.

In 2022, we set up a group-wide monitoring system for scrap volumes. This is because the production scrap allows us to draw direct conclusions about the material and raw material efficiency of our production facilities.

In the reporting year, production-related scrap increased slightly, but this is directly attributable to the increase in production output. Production scrap intensity fell by 4% in the reporting year, which represents an improvement in material efficiency. These improvements are exemplified by measures implemented at Witzemann Slovakia and Witzemann Spain, where quality- and process-related scrap was further reduced, among other things.

Development of scrap intensity and scrap volume of the Witzemann Group



## Environmental life cycle assessments increase transparency

Environmental life cycle assessments provide us with information on where and to what extent our processes and products have an environmental impact and where there is potential for improvement. Since last year, we have been preparing environmental life cycle assessments for our first products in accordance with ISO

14040/44 and the corresponding EPD standards. These analyses also help our customers to pursue their sustainability goals.

The basic framework of an environmental 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. On the one hand, this enables us to save resources and on the other hand, to also reduce our Scope 3 emissions (see "Climate protection" section).

### Raw material and resource efficiency goals

	KPI	Goal	Progress	Target year	Scope	Contribution to SDGs
Management goals						
Group-wide monitoring of scrap volumes	[% Group]	100 %	100 %	2023	Group	
Coverage of environmental life cycle assessments	[% Products turnover]	30 %	1%	2030	Group	

## Group-wide continuous improvement



Witzemann Española saves 2.5 tons of stainless steel per year

The continuous improvement of material and raw material efficiency in production is a key issue that has been successfully pursued by the Witzemann Group for years. For example, Witzemann-Spain was able to reduce the use of raw materials and, at the same time, the amount of production scrap by reducing waste in the reporting year. This measure alone will save 2.5 tons of stainless steel per year in the future. Our Spanish colleagues have also improved the sorting of unavoidable scrap so that it can be recycled to a higher quality. In the reporting year, Witzemann-Slovakia introduced organizational measures in order to further reduce the amount of production-related scrap. The success of these measures will be visible in the following months.



2.5

# Environmental management



Witzenmann has long been committed to the goal of making its processes as environmentally friendly as possible. Back in the 1990s, we committed ourselves to using natural resources sparingly - far beyond our legal obligations. Since 1997 we have been reporting on this.

### High coverage with environmental management systems

To ensure that our environmental impact is continuously reduced and environmental damage can be excluded, we operate environmental management systems in accordance with ISO standard 14001 in almost all companies of the Witzenmann Group. They help us to continuously improve our performance on environmental issues such as reducing waste or lowering water consumption.

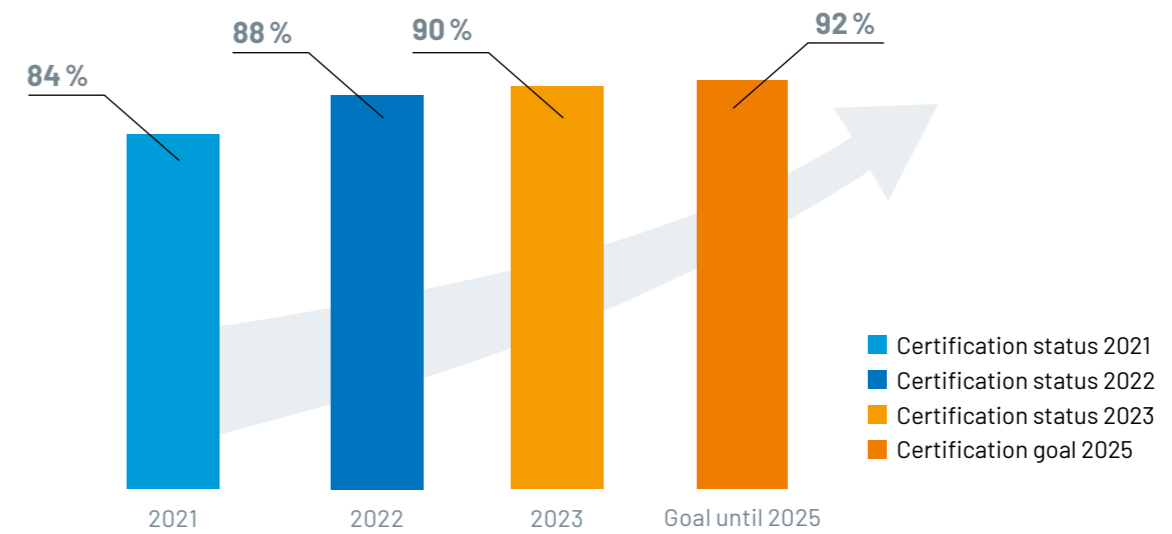
For this reason, we are continuously working to further increase the coverage of ISO 14001 certification in the corporate group. In the mean time, we have achieved coverage of 90 %. Our goal is to operate a certified environmental management system at all locations with at least 100 employees by 2025. Based on the current employee figures, this corresponds to a coverage of 91%.

### Environmental management goals

	KPI	Goal	Progress	Target year	Scope	Contribution to SDGs
Management goals						
Group-wide monitoring of environmental key figures	[% Group]	100 %	100 %	2023	Group	
coverage ISO 14001	[% Group]	91 %	89 %	2025	Group	
Performance goals						
Reduction of waste intensity <sup>1</sup>	[% reduction compared with 2021]	45 %	29 %	2030	GmbH	
Reduction of fresh water intensity <sup>2</sup>	[% reduction compared with 2021]	20 %	10 %	2030	GmbH	

<sup>1</sup> Waste intensity in t/m € turnover <sup>2</sup> Fresh water intensity in m<sup>3</sup>/employee

### ISO 14001 coverage



Coverage measured against the number of employees at the sites.

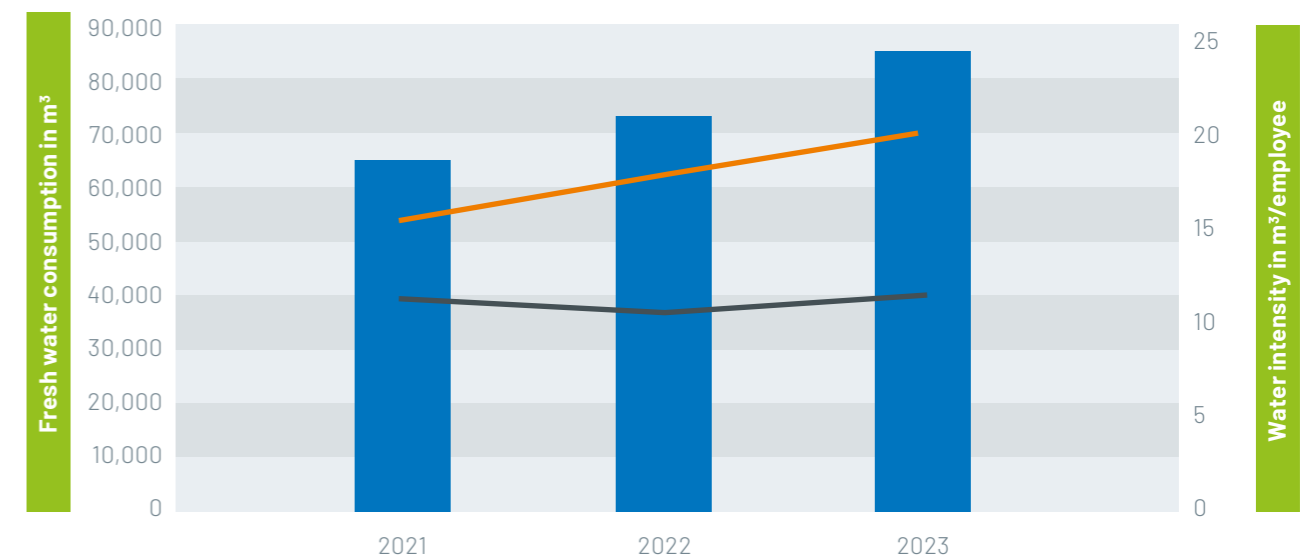
### Water utilization in production

Thanks to well-functioning environmental management systems, we regularly achieve improvements in production: In the 2023 reporting year, we were able to reduce our fresh water consumption at Witzenmann GmbH by 5% compared to the previous year. That corresponds to almost 1,000 m<sup>3</sup>. Improvement measures could also be implemented in the Group. One ex-

emplary measure is the optimization of the cooling systems of our brazing furnaces at Witzenmann-Czech Republic. These measures alone will save the company 350 m<sup>3</sup> of fresh water per year in future. However, water consumption has increased slightly across our entire corporate group. There are several reasons for this increase - the rise in production output, the commissioning of additional cleaning systems and a hot

summer in southern countries, as water is often used as a medium for air conditioning. Based on the fresh water intensities, these reasons can be seen. Whereas the intensity per employee has increased, the intensity per production output has remained constant.

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



■ Fresh water consumption [m<sup>3</sup>]  
 — Fresh water intensity [m<sup>3</sup>/employee]  
 — Fresh water intensity [m<sup>3</sup>/10 million. € turnover]

**Continuous waste reduction**

The reduction of waste and hazardous substances is also an important task of our environmental management. In the reporting year, we made notable progress at our subsidiaries in Slovakia, Italy and the USA, among others. Witzenmann-Slovakia has improved waste sorting, resulting in a higher recycling rate. BT-Flex, one of the two Italian Witzenmann companies, has agreed with customers to reuse packaging material.

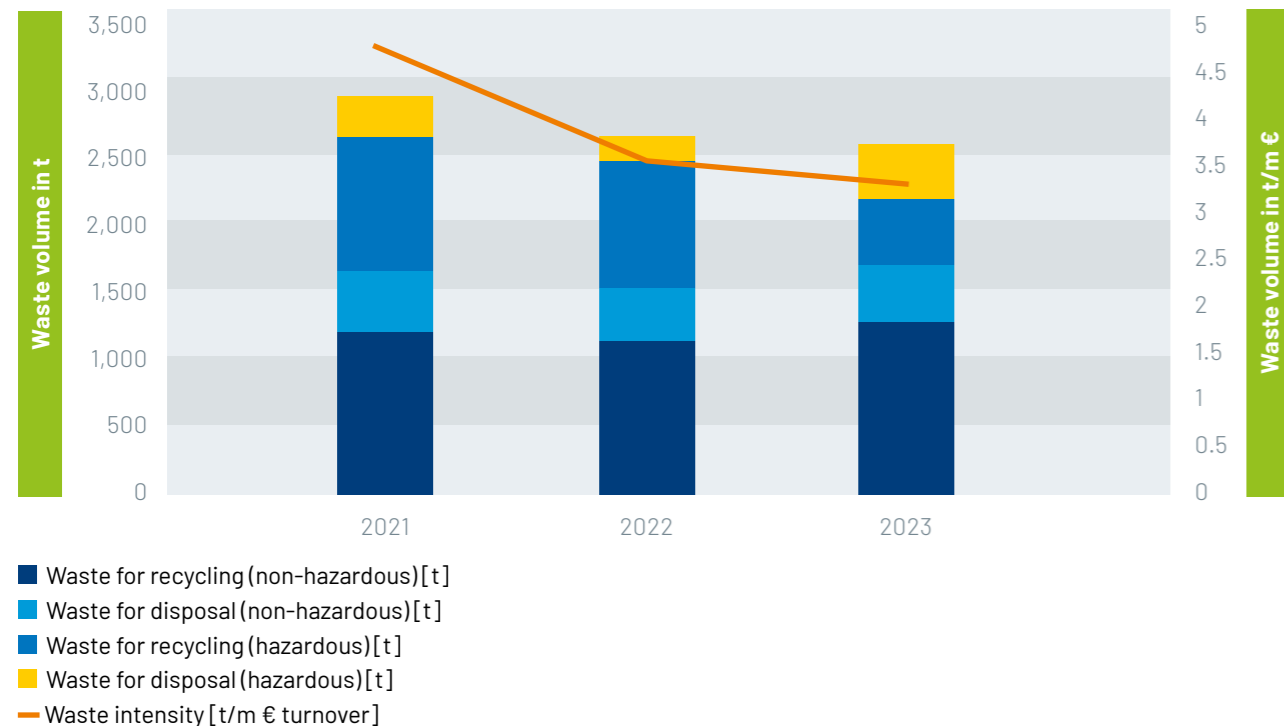
This has enabled BT-Flex to significantly reduce the use of resources and the volume of waste. Thanks to an improved sorting and recycling program, our colleagues in the USA were able to divert over 50 tonnes of waste from landfill to recycling. The development of waste intensity reflects these measures. The key figure improved by 5% in the reporting year. Despite an increase in production output, the absolute volume of waste only rose marginally by around 1%.

At Witzenmann GmbH, in the reporting year, we introduced the reCup reusable system for takeaway meals in our company restaurant. This reduces packaging waste for us and our employees at home. At the same time, this project sends out an important signal to our workforce.



**Sorting and recycling program optimized**  
Witzenmann USA diverted 50 tons of waste from landfill to recycling.

**Development of the waste volume and waste intensity of the Witzenmann Group**



**Biodiversity**

In our corporate environmental and energy policy, we committed ourselves to preserving the natural foundations of life at an early stage. Biodiversity is its fundamental component. Our subsidiary in France plays a pioneering role in the Witzenmann Group and actively supports the preservation of biodiversity by planting trees and providing insect hotels. These pilot projects serve as impulses for the rest of the corporate group. Our subsidiary in Slovakia has also been supporting regional reforestation projects since the reporting year, thereby contributing to the preservation of natural habitats. In the planned construction of the new headquarters of Witzenmann GmbH, we attach great importance to creating sufficient green spaces

to at least partially compensate for the sealing of the 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 the "Social engagement" chapter), we have reorganized our sponsorship and donation concept to place a special focus on the preservation of natural habitats and biodiversity in the area of the environment.

INFO

"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)*

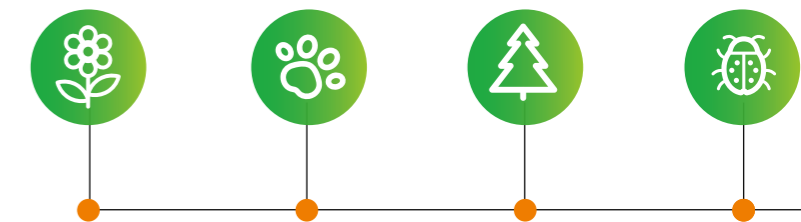
Today, 15 years later, the extinction of species has once again accelerated significantly.

Biodiversity projects at Witzenmann France and Slovakia



**Raising employee awareness**

Our employees have a decisive influence on both the negative and positive environmental impact of our company. For this reason, it is of central importance for us to always keep them informed about our goals, measures and progress in the area of environmental management. We therefore hold regular training courses to raise their awareness of environmental issues and how they can contribute to the protection of our natural resources.





3

## EMPLOYEES | SOCIETY

For society, transformation means a new model of coexistence and economic activity. It is orientated towards the long term, justice and sustainability. The process requires technological and social innovations and safeguards the quality of life and livelihoods of future generations.

3.1

# Management approach

Our employees form the basis of our success. With their great commitment and professional expertise, they play a key role in shaping the global success of the company and thus the future of Witzemann. The framework conditions for our actions as a company are changing dynamically - markets, technologies and entire industries are in a state of transition. This highly dynamic change also demands adaptation, agility, innovation and (further) development from us. In order to actively shape these changes, we are systematically developing our corporate and collaboration culture. The prerequisite for successfully shaping such transformation processes is the ability to adapt to a constantly changing environment. To this end, we create a framework in which our employees are constantly expanding their skills, new tasks and job profiles are created within the company and our work processes as well as structures are adapted future-orientated.

In order to remain competitive in the long term, we therefore invest in the training and development of our employees - both professionally and personally. We raise our employees' awareness of lifelong learning and support them in dealing with change in a situational and constructive manner and growing as a result. With appealing and sustainable workplaces as well as attractive and inspiring working conditions, we treat our employees as partners and offer them a wide range of varied employer benefits and opportunities. Fulfilling our duty of care is a priority for us - we offer our employees a healthy and

safe working environment. Being a company with a family tradition, we stand for the promotion of diversity, work-life balance, respectful and trusting cooperation as a team as well as a special cohesion among each other.



3.2

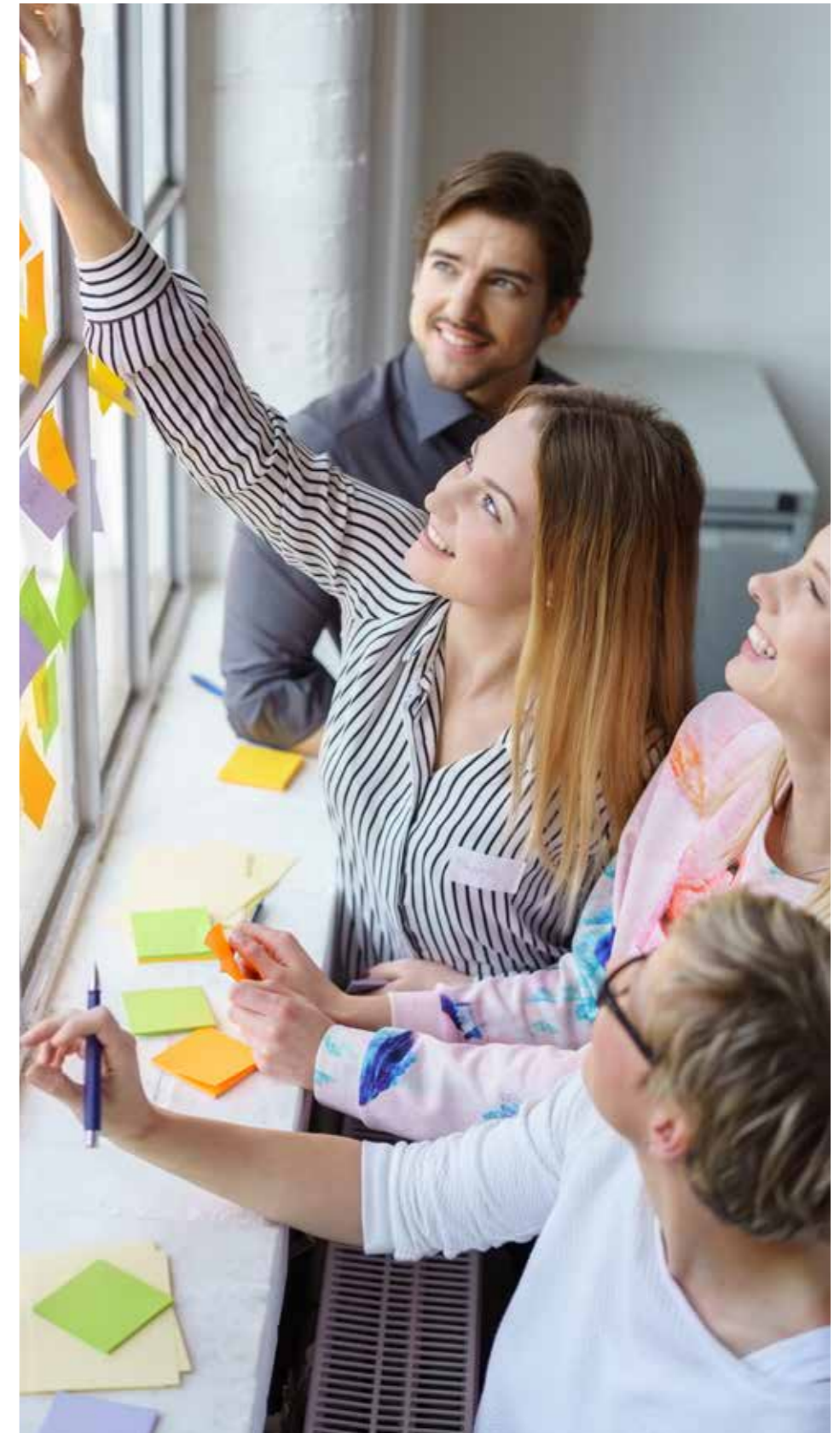
# Learning and development

The skills and knowledge of our employees form the foundation of our global corporate success. Their skills and ideas, as well as impetus for improvements and innovations, have a significant influence on our continued growth and competitiveness. With our aspiration to promote a shared learning culture, we support our employees in developing and qualifying themselves throughout their entire career (Lifelong Learning). Our particular concern is to make all employees fit for digital change within an appropriate framework and to integrate learning into everyday working life on an individual basis.

**The development of our employees is based on four building blocks:**

- Informal learning in the workplace in the form of instruction and interdisciplinary project work,
- Collaborative learning in the form of workshops, supported by impulse lectures,
- Classroom training for further training on special topics or for specific activities and learning nuggets,
- Independent learning modules that employees use independently via the eAcademy in the form of online offers.

Our development modules are aimed at aligning our employees' expertise, motivation and willingness to perform with the requirements of our company. We expect our employees to take an active role in their own qualification process and develop their career prospects independently.



## Lifelong learning, growth and performance



In order to take account of the constantly changing framework conditions, we are continuously working on the further development and optimization of all employee development formats. This includes building and developing skills that will be relevant in the future, but also enabling employees to acquire new knowledge quickly and flexibly. This is why we deliberately focus on diverse and needs-oriented training and adapt our training courses and job profiles to the topics of the future (e.g. digitalization and artificial intelligence). Our aspiration is to support employees with a variety of offers as well as development discussions and to help them choose professional qualifications in line with their skills and interests. That is why we invest heavily in the education and training of our workforce. In 2023, Witzemann GmbH spent € 1,135,000 on the further development of all employees - of which € 496,000 was for management development and € 639,000 for the professional development of employees. While each employee spent an average of around seven hours in face-to-face or virtual training courses and lectures in 2021,

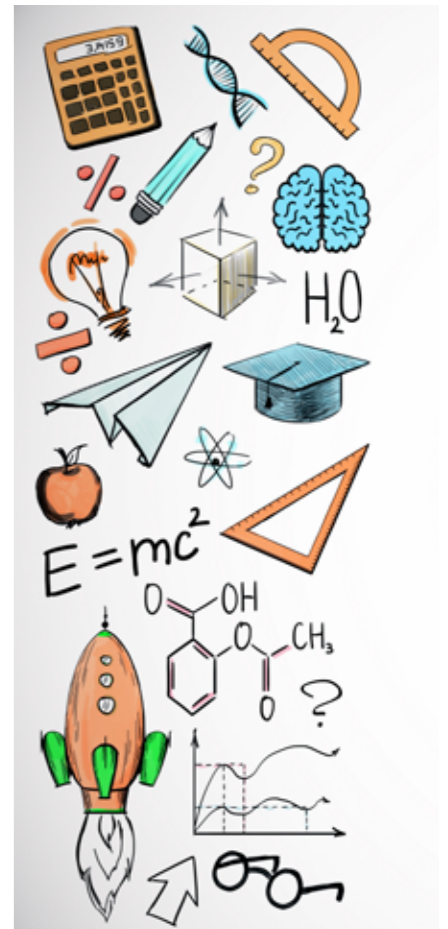
the figure was around twelve hours in 2022 and just under ten hours in 2023. All further training measures are systematically evaluated. The feedback collected from employees is analysed internally and taken into account in the further development of training courses. Moreover, the human resources department supports employees as well as managers alike in discussing individual development goals and jointly agreeing on suitable measures to achieve these goals as part of employee appraisals, potential assessments and development programmes. With the rollout of our eAcademy in 2021, the implementation of the digital training dialogue as well as the start of the internationalisation of the learning platform in 2022, we have created a solid foundation. With the help of the self-service overview for employees and the manager self-service for our managers, we offer a transparent overview of planned training courses and standard instructions (amongst others, on data protection and compliance). In 2023, the focus was primarily on intercultural training. In addition, we have integrated the Speex language

learning platform, which is available to all employees of the Witzemann Group, focussing primarily on learning English - the language of our corporate group. Moreover, our personnel development programmes also include topics such as health, resilience and safety. Since 2023, for example, we have been offering all employees of Witzemann GmbH and at the Kieselbronn site seminars on smoking cessation or (every two years) free driver safety training to all employees of Witzemann GmbH.

## Promoting young talents

As a family business with a long tradition, it is particularly important to us to accompany, support and encourage young people on their path. In-company training has been an integral part of Witzemann's promotion of young talent for years. Our trainees and dual students are our specialists and managers of tomorrow - they are part of our future. With the help of comprehensive training programmes, we create attractive employment prospects for young people and provide needs-oriented training. In 2023, Witzemann GmbH trained 30 apprentices in ten different professions. As in previous years, we offer many of our young

trainees a permanent position. In 2023, the retention rate was 83%. We will continue to attach a particular role to promoting young talent in the future when it comes to building up expertise. Internships, student traineeships and final theses for students and doctoral candidates offer both excellent practical relevance and a deep insight into Witzemann's fields of work. We therefore attach great importance to co-operation and intensive exchange with universities and colleges.



3.3

# Occupational health and safety

Our primary goal in the area of occupational health and safety is to prevent work accidents, identify and minimise accident risks and thus ensure the best possible safety in the workplace. Equally important is the active promotion of our employees' health through our occupational health management (OHM).



### Expansion of the coverage of certified occupational health and safety management systems

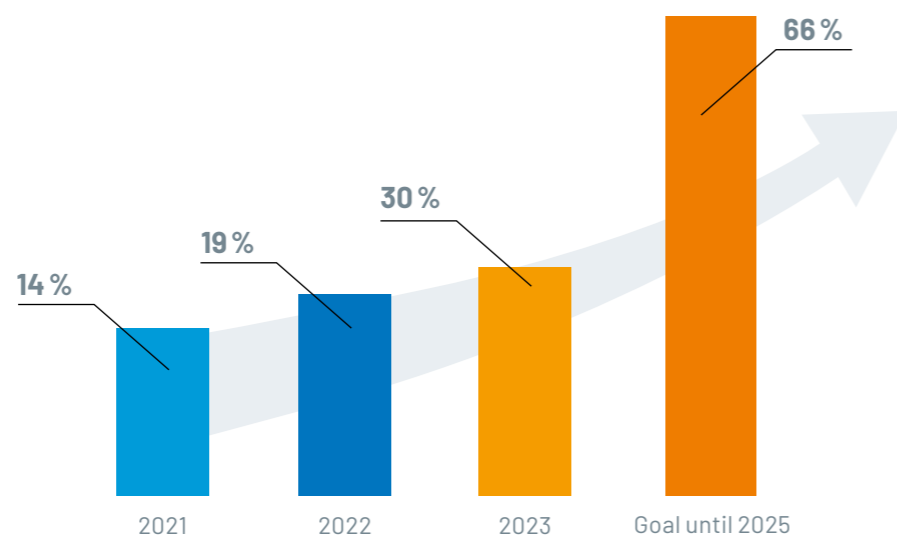
Our occupational health and safety management systems provide a structured framework for us to ensure and continuously improve safety in the workplace. We identify, evaluate and prioritize potential risks to the health and safety of our employees on a regular basis. From this we derive specific measures for improvement. For instance, in the past we have optimised the mapping of hazardous material storage facilities, introduced measures to promote mental resilience or further improved the prevention of cut injuries.

At the end of 2023, 30% of the Witzemann Group's employees worked at a site with an occupational health and safety management system certified in accordance with ISO standard 45001. By 2025, at least

65% of the Witzemann Group's employees should be working at a certified location.

### ISO 45001 coverage

- Certification status 2021
- Certification status 2022
- Certification status 2023
- Certification goal 2025



Measured by the number of employees at the locations.

### Continuous reduction of work accidents

Our progress in group-wide occupational safety management is particularly evident in the continuous reduction of work accidents. In 2023, we registered 8.7 occupational accidents per 1 million working hours (2022: 10.2, 2021: 10.4, 2020: 11.2). This trend is expected to continue. Our current goal relates to Witzemann GmbH: Our aim here is to reduce the frequency of accidents at work by at least 80% by 2030 (compared to 2021). By 2025, we will define occupational safety goals for the entire Witzemann Group.

We have already made significant progress in achieving our goals. By the end of the reporting year, we had already reduced the frequency of accidents at work by over 23% compared to 2021. Measures that help us to achieve our goals include, amongst others, the reduction of hazardous substances, the standardisation of personal safety equipment and intensified training in behaviour-oriented occupational safety. In the reporting year, for example, we introduced a fully digitalised system for reporting near misses. In the reporting year, for example, we introduced fully digitalised near-miss reporting. In the reporting year, we converted our safety officer training into an in-house event. In combination with company-specific training content, this enables us to achieve a higher level of participation and significantly better training results. We will also be introducing a safety

officer forum in 2024. This will enable us to sensitise, network and inform our safety officers even better.

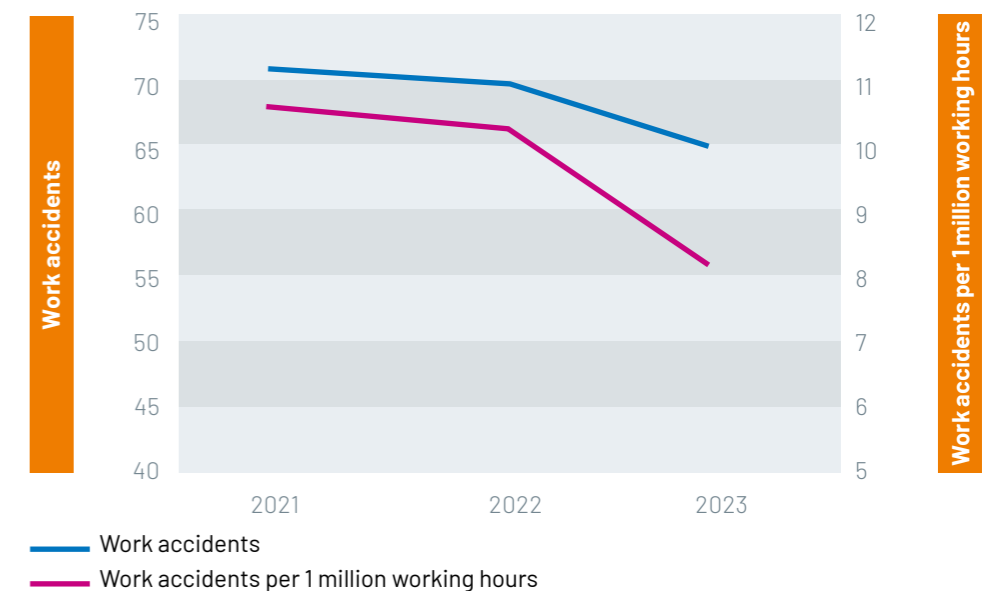
Our occupational safety specialists always carry out a comprehensive accident analysis for all work accidents and derive appropriate measures to prevent similar accidents in the future. By means of regular workplace or activity-related risk assessments, we are able to determine the necessary technical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

### Work accidents in the Witzemann Group



### Goals for occupational health and safety

	KPI	Goal	Progress	Target year	Scope	Contribution to SDGs
Management goals						
ISO 45001 coverage	[% Group]	65 %	30 %	2025	Group	3 GOOD HEALTH AND WELL-BEING
Performance goals						
Reduction in the frequency of accidents at work [work accidents per 1 million working hours]	[% reduction compared with 2021]	80 %	23 %	2030	GmbH	

## Occupational health management

As a traditional family business, we have always taken our obligation 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, which can certainly be the case in production. Equally important is to prevent bad posture and illnesses through sufficient balancing exercises. At Witzemann 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. In the reporting year, we expanded the Health Day format introduced in 2022 to a "Health Week". The focus was again on preventive measures. In addition to the familiar topics of preventing physical complaints, the focus was on mental resilience - a topic that has become much more relevant due to the increasingly fast-paced world of work and, above all, the pandemic. In addition to the Health Week, a campaign on the subject of quitting smoking was also carried out in the reporting year and our employees were given the opportunity to use a job bike.

In addition, Witzemann employees can improve their personal fitness by participating in various sports groups. The diversity of activities

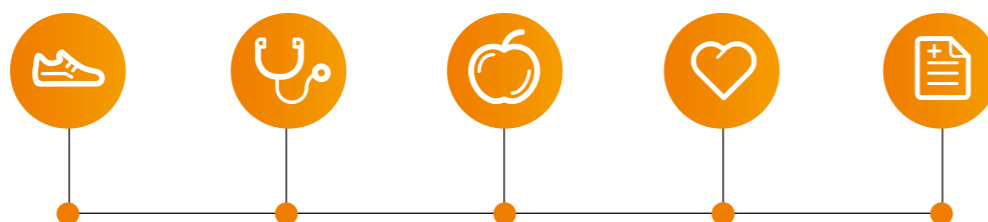


ranges from tennis and hiking to yoga, with the design and organization of these activities being primarily in the hands of the employees.

We offer freshly prepared meals in our canteen. As a special service, the healthy meals on offer can also be purchased as take-away meals for family members, for example.

Furthermore, we offer appropriate services within the framework of the ordinance on preventive occu-

pational 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.



### 3.4

## Management and cooperation

The management have a special role and responsibility in the transformation and under rapidly changing conditions. It is important to us to continuously and jointly develop our management and collaboration culture. We therefore rely on our company-wide leadership programs, which provide managers at all levels with suitable knowledge and training. In doing so, this combines external impulses on the topic of leadership with the idea of networking and cross-functional as well as company-wide exchange.

### The development of our management teams is based on two building blocks:

- WI-Lead, which is aimed at new and young managers and provides them with targeted mentoring from experienced managers
- WI-Empower, which familiarises all managers throughout the Group with various aspects of leadership in three waves

We see leadership qualities as the basis for good, trusting and appreciative cooperation. Our goal is therefore for managers to act as role models, create or strengthen trust and promote an open and inclusive culture as reliable partners. In doing so, it is important that they empower employees to contribute to solutions as a supporting force.





**WI-Lead: Basis for our new leadership culture and the master network**

The basis for our managers has been placed in the 'WI Lead' programme, which started in 2021. The content focuses on communication, self-image and the image of others, understanding roles and conducting employee performance reviews. Supplemented by the mentoring initiative from our experienced managers, the focus in 2022 was on self-management, motivation, care and resilience. In 2023, two new management groups completed the 'WI-Lead' programme. Moreover, the programme was also carried out for the first time at foreign locations of the Witzenmann Group, in Belgium and India. The sites in France, Brazil, the USA, Slovakia and the Czech Republic are to follow in 2024. In order to ensure the continuous implementation of the WI Lead programme, human resources managers at the respective locations are trained by the management development department from the headquarters according to the train-the-trainer principle. In addition, the first master of craft network took place in 2023, in which the masters of craft employed at Witzenmann

received impulses for leadership on the shop floor in small groups. In the scope of a collegial case consultation, the guided groups exchanged views on challenges in day-to-day management and discussed possible solutions.

**WI-Empower: Creating a culture of trust and empowerment**

We expect our managers to actively shape change and deal with risks and uncertainties in a constructive and situational manner. If you want to successfully support and guide others, you must first learn to lead yourself. In this way, we strengthen the resilience of our management team and consciously place people at the centre when dealing with change. This is the basis for guiding our employees safely through change.

With the 'WI-Empower' programme launched in 2021, we are focusing on the culture of cooperation and the autonomy of employees. Key aspects are the promotion of cross-divisional and cross-location collaboration and strengthening the culture of innovation against the backdrop of the fast-moving VUCA world. The programme is divided into three

waves. In 2021, we started Group-wide with the development of a common understanding of leadership and culture. With the help of external impetus, constructive feedback from colleagues and individual reflection, our management team explored the principles of modern leadership, their individual leadership behaviour and cross-divisional collaboration.

The second wave followed in 2022. The main task here was to combine the new management philosophy with practical experience. This was also supported by a feedback process (culture checks) worldwide. The managers were assessed by the employees assigned to them in the team anonymously and based on an internal catalogue of questions in line with the company values. The results help our managers to further develop their leadership behaviour and to analyse and continuously improve their own performance. In 2023, the personnel development department conducted evaluation dialogues with all managers. In these dialogues, all managers across the Group discussed the feedback they had received, learned about new methods and derived measures with which

they could approach their team again in dialogue.

The third wave of "WI-Empower" started at the end of 2023. The focus was now placed on positive leadership, self-assessment, accepting as well as implementing feedback and resilience. It is important to us to enable managers to fulfil their role in supporting change and to successfully drive the company forward together with employees. In addition, Witzenmann's management team took part in dialogue rounds in all three waves and was available to answer questions from our management team.

**Representing the interests of our employees**

We are convinced that the change processes necessary for our competitiveness can be supported in consensus with the employee representatives. As management, we therefore maintain an open, constructive dialogue with our works councils on an ongoing basis. We inform the employee representatives at regular intervals in a transparent and timely manner, when considering the respective circumstances. For example, both the employees as well as their elected representatives are informed in good time and comprehensively about significant changes

to operational procedures and organisation and are involved in these. In doing so, we consider national laws and applicable company agreements. Moreover, the rights of our employees are laid down in various works agreements, among other things. In addition, the workforce is regularly informed at works meetings. In addition to collective agreements, co-determination is an important instrument for good work, as it helps to ensure that employees are actively involved.

**INFO**

The VUCA model attempts to describe and explain current developments in today's world. The word is made up of the first letters of the English terms volatility, uncertainty, complexity and ambiguity.





3.5

# Diversity and equal opportunities

Being a globally active company, Witzemann is committed to openness and fairness and in particular promotes diversity and equal opportunities. For us, diversity means the recognition, inclusion and interaction of different ways of thinking, attitudes, experiences, backgrounds, competences and life plans - across all hierarchical levels, divisions and locations. We are convinced that diversity makes us successful. With appropriate measures - including membership of the "Diversity Charter" - we promote a working environment and a culture of cooperation that is based on mutual understanding and appreciation and respects individual needs. We see these as

strategic fields of action:

- Promotion of women,
- internationality and
- equal opportunities.

Diversity and equal opportunities are guiding principles that form an integral part of our corporate mission statement. Our self-image is: fair, appreciative and respectful treatment of all - regardless of skin colour, age, gender, sexual identity and orientation, disability, ethnic or social origin, religion or world view.



### Women empowerment

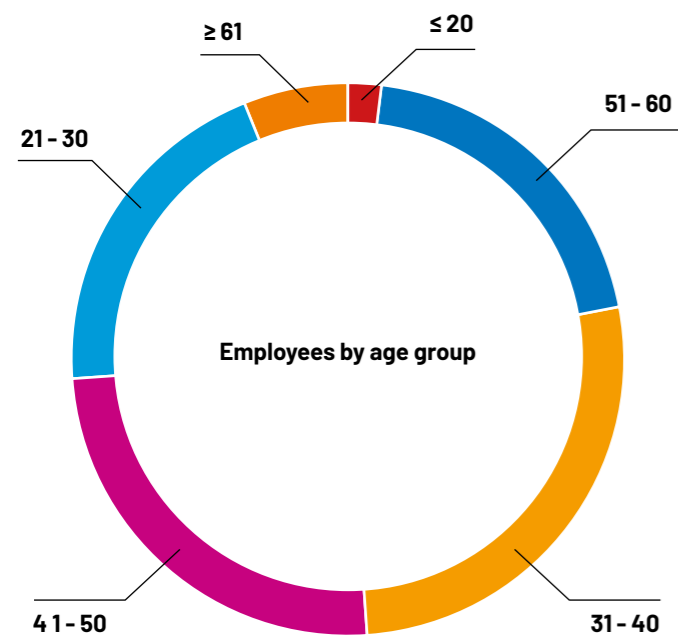
We are working on a diverse and equal-opportunity corporate culture. We see our potential particularly in the area of women empowerment. In 2023, the proportion of women in the Group's total workforce will be 28%, the proportion of women at the top management level will be 10% and the proportion of women at the second and third management levels worldwide will be 19% and 13% respectively. In 2023, a total of six young women were in technical apprenticeships or STEM degree programmes. We realised our goal of achieving a 50% female share in the management of the Witzemann Group in 2022 and maintained it in 2023. In the future, Witzemann would like to fill more senior management positions with women world-

wide. We are therefore focussing our future activities on increasing the proportion of women in the overall workforce and in management positions in particular. With appropriate measures, we are working specifically on employer branding that appeals to potential female talent and experts, setting a quota for women in the future high-potential programme and establishing framework conditions in which the work-life balance is further strengthened so that our employees can organise their working hours individually, flexibly and according to their phase of life.

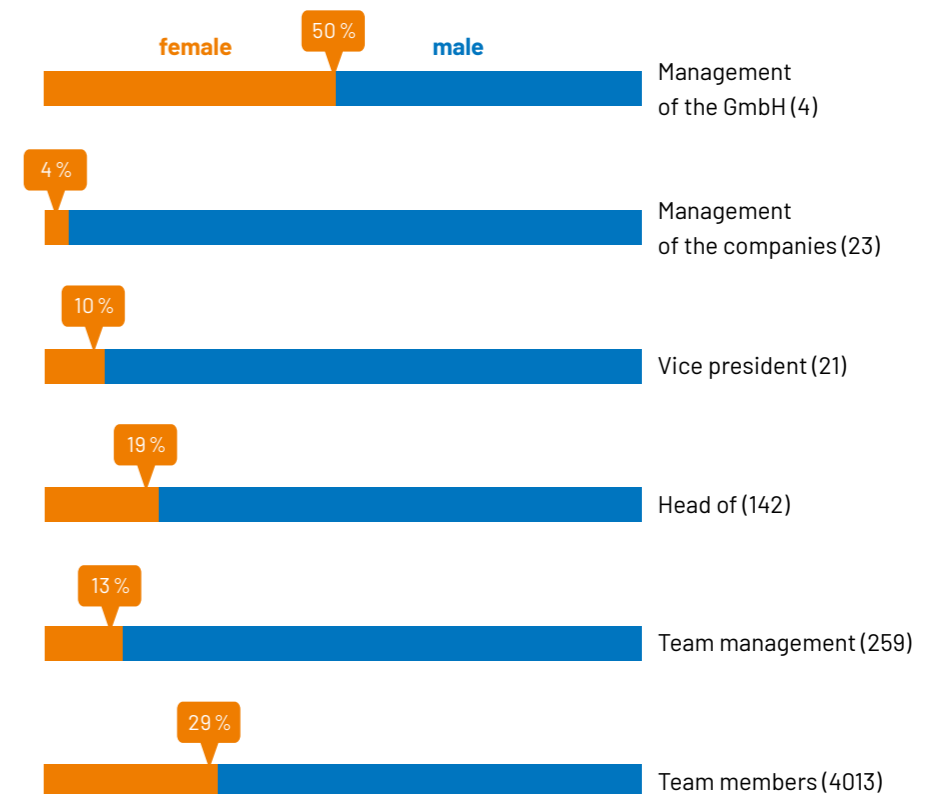


"Diversity at Witzemann enables us to consider a wide variety of perspectives on all important topics. That always brings us forward and brings us together."

Thomas Gremmelmaier  
Executive Assistant to the CHRO



### Employees by gender



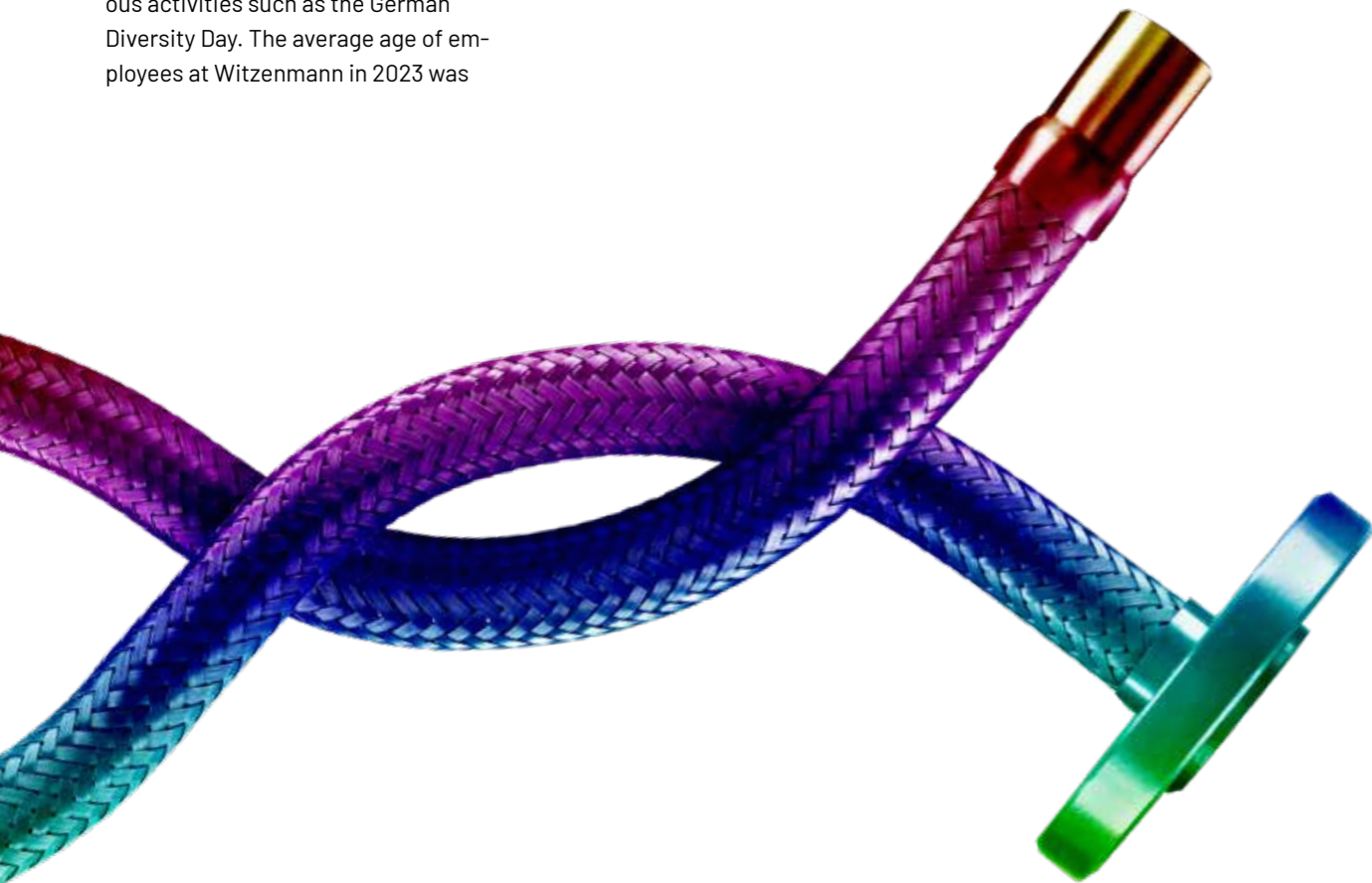
No mentions of non-binary genders in the reporting year.

## Diversity and equal opportunities as success factors

The cultural diversity of our workforce and the close, trusting dialogue help us to understand the different regional needs of our customers and to align our products and services accordingly. We deliberately support international assignments for our employees. Our employees are regularly deployed around the world to America, Mexico, India, China and the Czech Republic. At the same time, many employees from our foreign locations also come to Germany. In addition, Witzemann promotes diversity and equal opportunities in recruiting and personnel development. We sensitise our employees through training and courses on intercultural competence. We place particular importance on a cross-cultural and cross-national exchange at eye level. We also send out a clear signal in favour of diversity and inclusion management with numerous activities such as the German Diversity Day. The average age of employees at Witzemann in 2023 was



42. We see this aspect of diversity as an opportunity. That is why we invest in a working environment that promotes the performance and health of both younger and older employees. Moreover, we have been offering our employees the option of partial retirement for years, so that they can manage the transition from working life to retirement well.



### 3.6

## Attractive employer

In a highly competitive labour market, it is important for us to attract the best talent that fits our corporate culture. However, keeping them enthusiastic about Witzemann in the long term is also of central importance. We focus on the following strategic fields of action:

- Work-life balance,
- flexibility in the workplace and flexible working time models,
- fair and attractive remuneration as well as further training and
- modern, attractive working conditions and benefits.

Our Group owes its global success above all to our motivated workforce. With their expertise, innovative ideas and impetus, our employees deliver outstanding performance and make a significant contribution to the joint success of the company.

### A modern and attractive medium-sized employer

We offer our employees competitive and attractive remuneration, flexible

working time models and the opportunity to achieve a personalised work-life balance. For example, we support this with a company daycare centre near the headquarters or the option of purchasing pre-cooked meals for the family. With numerous measures, we want to fulfil our claim to be one of the most attractive employers in the medium-sized company sector. One indicator of our attractiveness is the prestigious award we received for the second time in a row in 2023: 'Top Company 2023', awarded by the employer rating platform Kununu. This puts us once again in the top 5% of the best-rated employers in Germany. Another indicator in favour of Witzemann is the high level of loyalty among our workforce. The figures show, firstly, that our employees have been with the company for many years and, secondly, that our employees rarely terminate their employment contracts.

### Attractive framework conditions

Witzemann continuously invests in the qualification of its own workforce. Our training programmes support our employees in their professional and personal development. To this end, we offer individual development paths, promote the necessary skills and continuously qualify our employees for the future. In this way, we give everyone the opportunity to grow personally and at the same time help shape the future of the company. In addition, at Witzemann, we also create an attractive working environment that allows everyone to focus on their individual needs according to their stage of life and situation. For this reason, we offer a great deal of freedom in the organisation of work (New Work), such as mobile working, flexible working hours, part-time solutions and conscious support in reconciling work and private life. In order to meet the various requirements of social, economic and technological change with foresight, it is our responsibility to keep an eye on current and future developments that have an impact on our organisation and employees and to actively shape them. At the same time, it is important to us to keep our decision-making processes transparent for our employees and to enable them to participate in them. Our employees are one of our most important stakeholder groups. We therefore actively involve them in this role in the future direction of Witzemann by means of surveys and feedback processes, ideas and innovation management.



3.7

# Social engagement

## Future-orientated commitment based on tradition

In our 170-year company history, social engagement has always been a high priority. Over the 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. In the reporting year, we began to reorganise our social engagement 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. In the future, 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 the future, our social engagement will be based on four pillars and characterised by long-term and close partnerships. This will ensure that our commitment is targeted and

bears sufficient fruit. The four pillars encompass education & culture, sport & leisure, social & health and the 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 commitment 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 Witzenmann (\*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 China supports the education of socially disadvantaged students. Witzenmann Korea regularly donates to the local primary school and to a regional development fund. The Italian subsidiary BT-Flex and Witzenmann USA also supported projects at local schools in the reporting year. Witzenmann GmbH has supported the Pforzheim Youth Research Centre (JFZ) since it was founded in 2022. A place for young inventors has been created here. Witzenmann 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 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 anthroposophical research institute works on the development of pharmaceutical processes and the scientific monitoring of the use of mistletoe preparations in cancer therapy. Our subsidiary in China regularly donates to the local Red Cross. In the reporting year, Witzenmann Slovakia sponsored the local event "Hug the Tones" to support people with intellectual disabilities. The city of Pforzheim, where our headquarters are located, was named the host city for the Special Olympics in 2023. We were delighted to sponsor the world's largest sporting event for people with intellectual disabilities and people with multiple disabilities in our home town.



### Sport & Leisure

Witzenmann GmbH regularly supports sporting events such as the 'Run for Life' or the Pforzheim City Run. Since 2012, we have sponsored the 'Rennschmiede', the Formular Student racing team at Pforzheim University. Here, we specifically promote student research and development in the field of electromobility - a project that also makes a strong contribution to the education pillar. We also work together as a sponsor with the multiple world champion in "bicycle trial" Nina Reichenbach. Examples from the Group in the 2023 reporting year come from Witzenmann Rhein-Ruhr and Witzenmann BeNeLux, which sponsor the local tennis club and basketball team, among others. One event that we supported, in particular with the help of our employees, was the Children's Day in Pforzheim - a weekend of entertainment and information for the city's children and young people. As one of the largest employers in the region, we were present with a knowledge and games stand.



### Disaster aid

The Witzenmann Group always has a special budget available for unforeseeable disasters. In 2023, we supported humanitarian aid in the earthquake region of Turkey and Syria through the Action Alliance for Disaster Relief.





# 4

## GOVERNANCE | SUSTAINABLE BUSINESS

Governance sets the framework for managing and shaping change. It enables changes to be implemented systematically, purposefully and with broad acceptance.

4.1

# Management approach

The main guiding principle for us at Witzemann in the topic of governance and sustainable business is our commitment: "We take responsibility". It can be found in many places in our mission statement and is firmly anchored in our Group's self-image.

Our corporate responsibility extends across the entire value chain, from the extraction of metals in mines and the processing of scrap to the utilisation and disposal of products. Negative impacts on people and the environment can occur everywhere, and we have to face up to them – whether as buyers, manufacturers and employers or as suppliers. The key topics in this chapter range from our supply chain to our processes and products to our customers. Our Compliance Management System (CMS) ensures that legal regulations, the 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 internal rules of the company: Our corporate mission statement sets out our values as well as the corporate and management principles on which we base our activities. Our compliance guideline sets out specific requirements for compliant behaviour and formulates our expectations of the employees of the Witzemann Group. Our Supplier Code of Conduct sets out the requirements for our suppliers.

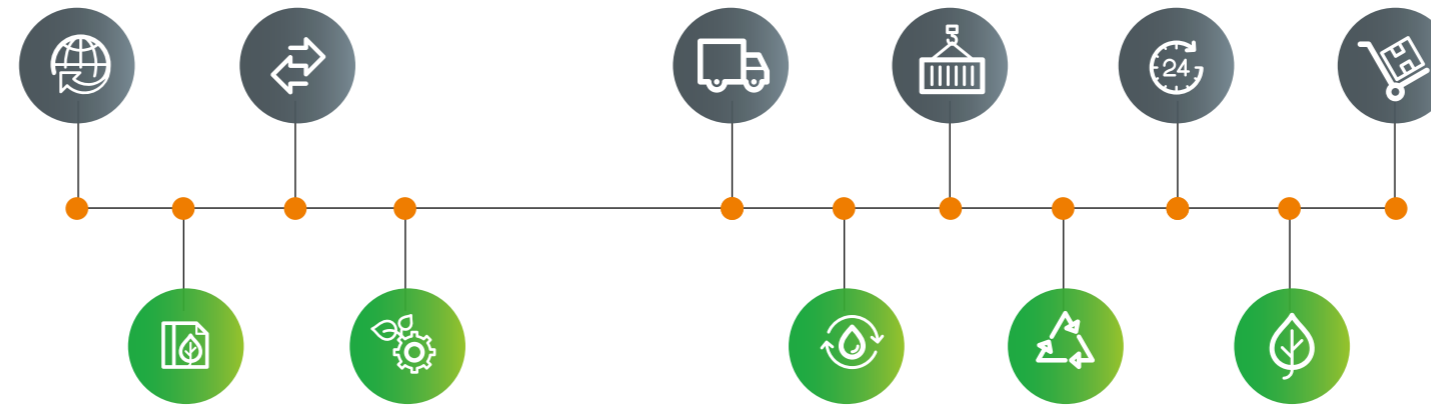
Our sustainable procurement policy defines our ecological, social and ethical procurement guidelines. The quality requirements for our products and production processes are defined in our quality policy. These guidelines and policies provide us and our stakeholders with the normative framework.



“ We take responsibility.”

4.2

# Environmental and social standards in the supply chain



Most Witzemann 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 utilisation of scrap metal or the extraction of iron ore. Our responsibility is to continuously minimise or completely eliminate 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 for all links in the chain, we are working intensively on increasing 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 Act on Corporate Due Diligence Obligations in Supply Chains (LkSG). In addition to drawing up a clear concept for implementing the law, we also created the organisational structures in the reporting year. 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. From 2024, we will carry out a risk analysis of our supplier base with software support for the first time. We laid all the foundations for this in the reporting year. Based on this, we will obtain 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. In cases of doubt, the suppliers are also audited.

**Goals of the topic environmental and social standards in the supply chain**

	KPI	Goal	Progress	Target year	Scope	Contribution to SDGs
<b>Management goals</b>						
Introduction of regular risk analyses & supplier evaluation according to sustainability criteria	-	100 %	50 %	2024	Group	8 DECENT WORK AND ECONOMIC GROWTH
Supplier assessment according to sustainability criteria (self-assessment)	[% of procurement turnover]	50 %	-	2026	Group	
Determination of Tier 2 suppliers	[% of procurement turnover raw material]	50 %	-	2028	Group	



## Extensive network of suppliers

Our nearly 5,900 direct suppliers are spread across more than 35 countries. Each of these countries is subject to certain risks, which we quantify and categorise using the relevant indices (e.g. Human Slavery Index or the Environmental Performance Index) and the software support mentioned above. The majority of the Witzemann Group's procurement turnover relates to production materials, which consist of raw materials as well as parts and assemblies. The total procurement volume in 2023 totalled around EUR 490 million, which is only a slight increase on the previous year.

### INFO

**Responsible Minerals Initiative**  
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 addressing topics of responsible procurement of metals and minerals in supply chains. The RMI provides a range of tools and materials to help companies make informed decisions about the responsible procurement of metals and minerals in their supply chains.



## Responsible procurement

We are conscious that our responsibility extends beyond the boundaries of our own 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 outlined these requirements in detail in our Code of Conduct for Suppliers. All providers who wish to work with us must formally recognise it by signing it. The implementation of the German Act on Corporate Due Dil-

igence Obligations in Supply Chains is expected to improve compliance in our supply chain - through systematic risk analyses and comprehensive supplier surveys.

Witzemann 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 procurement of conflict minerals always comes from controlled, safe sources by conducting annual enquiries of all suppliers affected by this using a template from the Responsible Minerals Initiative, the "Conflict Minerals Reporting Template" or the "Extended Minerals Reporting Template".

### 4.3

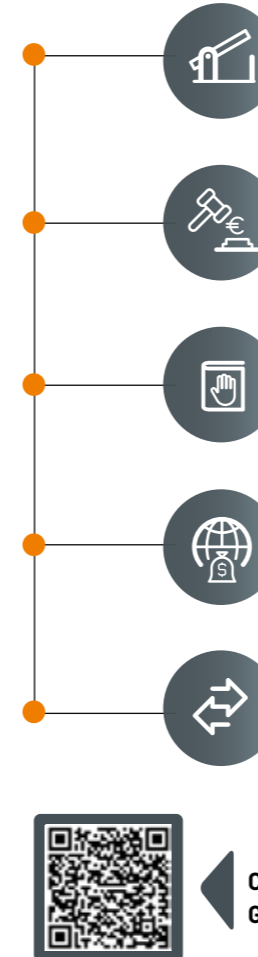
# Corporate compliance

The conformity of our business 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 following its ten principles with regard to human rights standards, labour rights, environmental protection standards and anti-corruption measures.

#### Group-wide Compliance Management System (CMS)

The purpose of compliance management at Witzemann is to ensure that all sites of the Witzemann Group in the various countries comply with the applicable legal provisions and consistently follow our internal corporate guidelines as well as ethical principles and international standards. It 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.

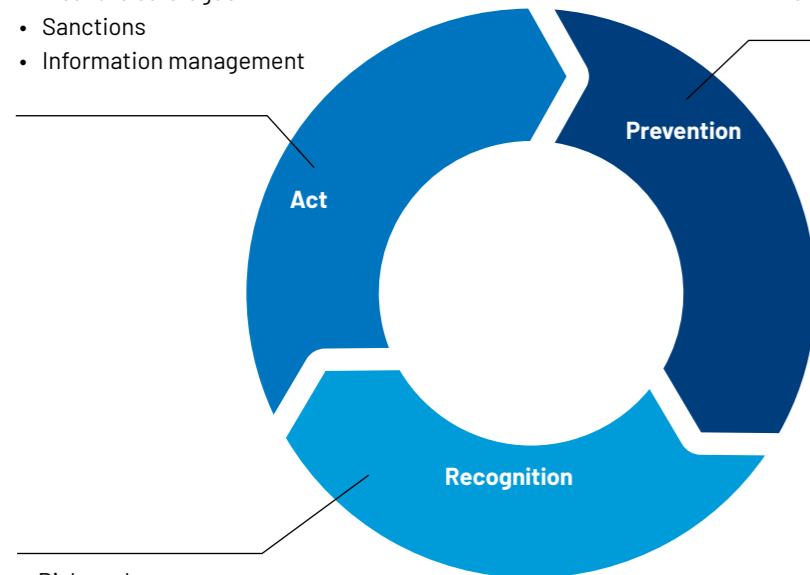
With the help of the CMS, we have established a continuous process in the Witzemann Group that ensures that we reliably achieve our compliance goals. It comprises basically of three successive phases that are repeated regularly: Prevent, Recognise and Act. As a result of this iterative approach and the preventive orientation of the CMS, we can identify risks and potential violations at an early stage and address them appropriately. The coordination of these activities is carried out centrally by Witzemann GmbH. Operational implementation is carried out locally by the respective subsidiaries on the instructions of the central office. We are currently working on anchoring the responsibility for compliance management more firmly in the subsidiaries.



**CMS cycle with important measures**

- Measure catalogues
- Sanctions
- Information management

- Code of Conduct
- Directives
- Trainings



- Risk analyses
- Whistleblower system

Our compliance management is based on a comprehensive risk analysis repeated at regular intervals. For this purpose, we conduct interviews with senior employees throughout the Group with the involvement of neutral third parties. Based on the results of the survey, the risks are assessed, measure catalogues are drawn up and processed according to the priorities. Regular controls and monitoring measures accompany this process.

We want to gradually integrate all subsidiaries fully into the process. By 2029, every subsidiary must have undergone a risk analysis at least once. Thereafter, the process is made permanent. At the time of going to press, we had not recorded any compliance violations within the Witzemann Group.



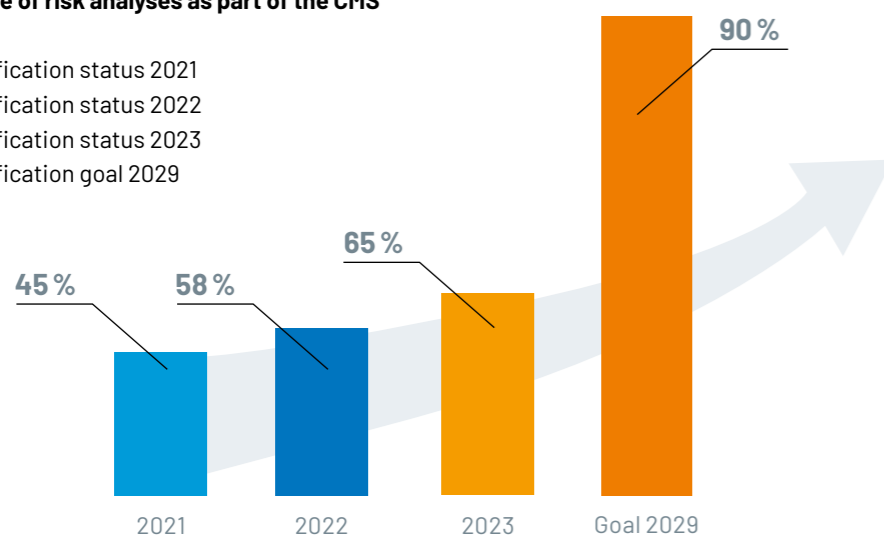
**Goal of the corporate compliance**

	KPI	Goal	Progress	Target year	Scope	Contribution to SDGs
Management goals						
Coverage of risk analyses <sup>1</sup>	[% Group]	100 %	65 %	2029	Group	16 PEACE, JUSTICE AND STRONG INSTITUTIONS

<sup>1</sup>Measured against the number of employees at the sites

**Coverage of risk analyses as part of the CMS**

- Certification status 2021
- Certification status 2022
- Certification status 2023
- Certification goal 2029



Measured by the number of employees at the locations.

**Organisation within the group-wide CMS**

At the Witzemann 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 provision of suitable and transparent processes as well as the provision of the necessary resources, we bring the CMS to life throughout the Witzemann Group.

The Legal and Compliance Department of Witzemann GmbH is responsible for the operation of the CMS. It reports regularly – immediately if necessary – and directly to the responsible member of the management. The department also 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 Witzemann 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 guideline defines clear requirements**

With the Witzemann Group's compliance guidelines, we inform our employees of the binding rules for working together on a daily basis. It highlights the social and societal responsibility of the Witzemann 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 combination with other topic-specific guidelines, for instance on work ethics, we provide them with comprehensive guidelines for this purpose, the specifications of which often go beyond what is required by law. Our guideline on work ethics 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 Organization (ILO/ILO). Our guidelines are approved by the management.

4.4

# Sustainable products and solutions

With the defined corporate purpose 'We help make the world cleaner and more reliable', the Witzemann Group has not only set a clear guideline for the further development of operating processes, but has also formulated a vision for the technological transformation of our products and solutions in all of our divisions.

Our mission:  
"We are experts in the safe transmission of media and energy for mobility and industry."  
Guiding corporate principles

## Renewable energies

Witzemann's flexible metallic elements and pipe brackets are used in many energy generation plants. Not only do our products ensure safety and optimal operation in conventional power plant construction, but increasingly also in renewable energies. Our metal bellows and hoses are used in solar thermal power plants - with extreme temperature requirements - as well as in wind turbines. Our flexible hoses also ensure optimum operation in biogas plants. We supply our bellows to hydroelectric power plants, among others.

Our customers in the energy sector include a Swedish start-up. It brings stationary battery systems to the market that temporarily store electricity from renewable sources and thus secure the energy supply in the so-called dark calm when neither

solar nor wind energy can be produced. The complex and technically sophisticated cooling line systems for optimum thermal management, which is essential for maximising the efficiency of the battery, come from Witzemann.

Some of our components are used in nuclear fusion research projects. Nuclear fusion are subject to extreme temperatures. Our products help, among other things, 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.



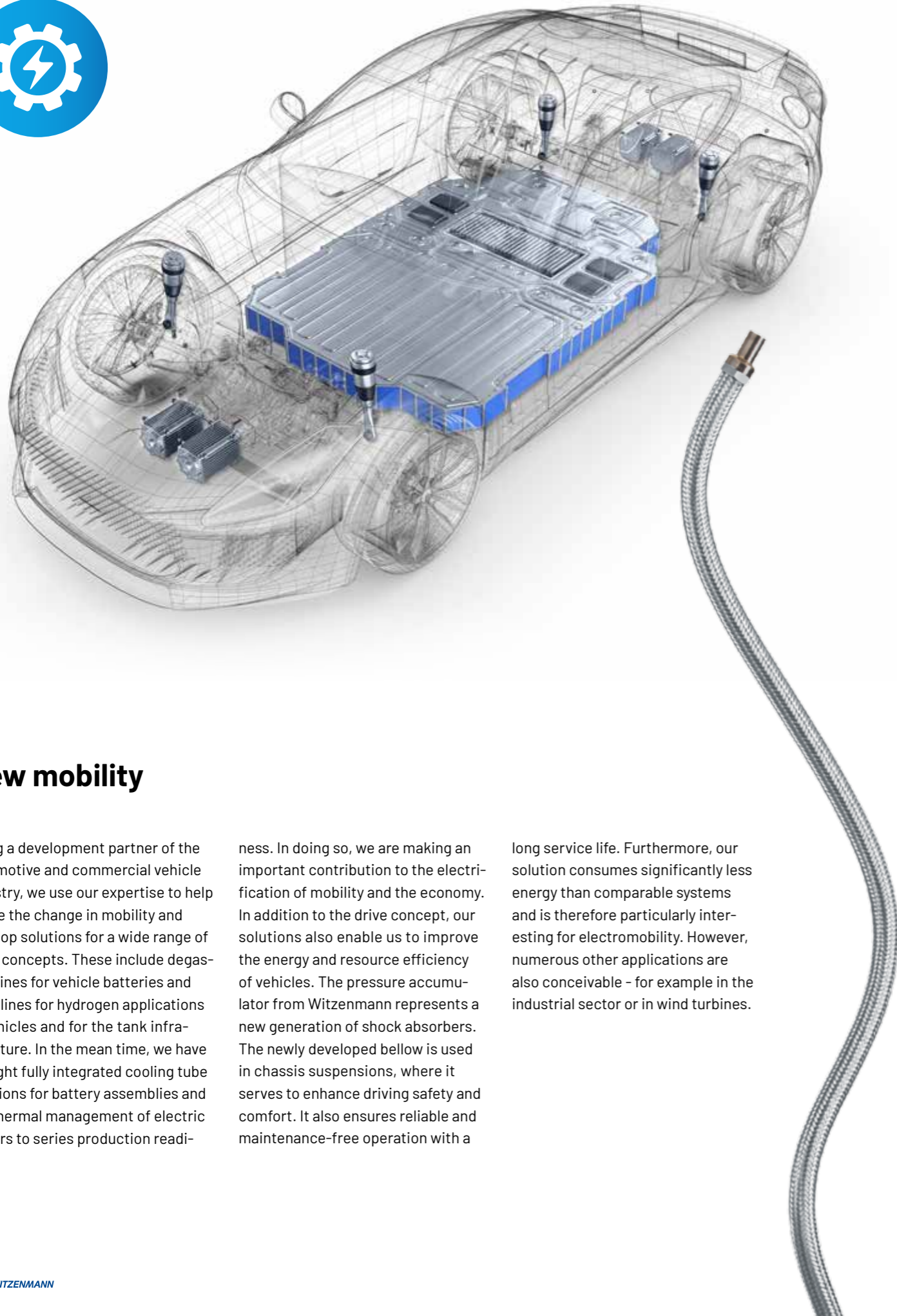
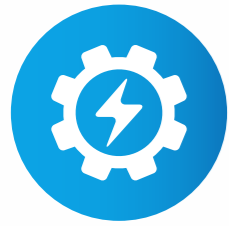
## Efficient building

Home ventilation systems are now standard in new buildings. They are necessary because the very well insulated new 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 the building 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 sector. The core product here is the metal hose. Thanks to its corrugated profile, it has an enlarged surface area for better heat transfer, which contributes to increased energy efficiency of the system.



- 1 Gas hoses
- 2 Heat exchangers
- 3 Flexible connection for solar applications
- 4 Home ventilation system
- 5 Kitchen and bathroom hoses





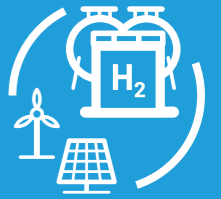
## New mobility

Being a development partner of the automotive and commercial vehicle industry, we use our expertise to help shape the change in mobility and develop solutions for a wide range of drive concepts. These include degassing lines for vehicle batteries and hose lines for hydrogen applications in vehicles and for the tank infrastructure. In the mean time, we have brought fully integrated cooling tube solutions for battery assemblies and the thermal management of electric motors to series production readi-

ness. In doing so, we are making an important contribution to the electrification of mobility and the economy. In addition to the drive concept, our solutions also enable us to improve the energy and resource efficiency of vehicles. The pressure accumulator from Witzemann represents a new generation of shock absorbers. The newly developed bellow is used in chassis suspensions, where it serves to enhance driving safety and comfort. It also ensures reliable and maintenance-free operation with a

long service life. Furthermore, our solution consumes significantly less energy than comparable systems and is therefore particularly interesting for electromobility. However, numerous other applications are also conceivable - for example in the industrial sector or in wind turbines.

## Hydrogen technologies



Hydrogen is regarded as the energy carrier of the future and a key technology for decarbonisation. From extraction by electrolysis to storage and transport in liquid or gaseous form, to application in industry and the mobility sector, we offer specific solutions depending on the technical requirements. Being the first element in the periodic table, hydrogen poses great challenges for safe handling due to its high reactivity, among other things. We benefit here from our many years of experience in dealing with hydrogen. We are constantly expanding our expertise in products and solutions for handling hydrogen. Since August 2022, we have been a member of the

"Wasserstoffmotor e. V." Hydrogen Engine Alliance, which brings together the expertise of industry and research. Their goal is to present the internal combustion engine powered by green hydrogen as a contribution to more sustainable mobility. The association enables automotive companies, suppliers, engineers and research institutes to intensively exchange information on the development potential of hydrogen propulsion. We intend to further expand the share of those products and solutions that support sustainable development. This goal is firmly anchored in our sustainability strategy (more information on this can be found in the "Strategy and management" chapter).

We already supply numerous products and solutions to the hydrogen industry - for example, piping systems that enable the safe filling 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 sectors of mobility.



4.5

# Customer satisfaction

"The requirements of our customers are our motivation, their satisfaction our future."

Extract from our quality policy



Highest product quality, outstanding innovative strength as well as environmentally friendly and socially responsible business practices – this is what our customers expect from us. Our goal is to meet these expectations in full. Only in this way can we operate successfully and sustainably in the long term.

### Highest quality standards

The quality of the products is always our top priority. We have adopted the high quality standards of our customers in order to fulfil all their requirements and satisfy them completely. An important quality feature we pursue in this regard is the longevity of our products. In this way, we also make an indirect 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 manufacturing companies is certified according to at least one quality management system (e.g. IATF or ISO 9001) – the group-wide level of coverage is therefore 100%.

### Innovation by tradition

"Tomorrow we start the tests." With this phrase Heinrich Witzenmann founded the era of the metal hose industry in 1885. Together with his business friend Eugéné 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 Witzenmann's product world.

We still develop products and technologies with the same passion today. This allows us to offer our customers the best possible solutions

for their purposes.

### Confirmed high-level sustainability performance

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

The Witzenmann Group has also been represented on the EcoVadis sustainability rating platform for many years. We have steadily improved our evaluation results thanks to our continuous efforts. In our sustainability strategy, we have set ourselves the ambitious goal of achieving EcoVadis Gold by 2026. As many of our measures are already bearing fruit, we were able to fulfil this target three years early and have been certified at EcoVadis Gold level since the beginning of this reporting year. This puts our corporate group in the top 4% of its sector.

We also achieved above-average results across the Group on the NQC Supplier Assurance platform. This is another area where we have set ourselves the goal of continuously improving our performance. We also want to further increase the number of sustainability ratings in which we participate.

### Confirmation of high customer satisfaction

Our customers are at the centre of everything we do – we have anchored this in our corporate vision. Their satisfaction is of the utmost importance to us. To measure it, we use the recognised Net Promoter Score (NPS). The score has developed positively throughout the last few years. We attribute this in part to the fact that we were able to offer our customers consistent quality and delivery reliability even during the pandemic in 2020-2022. We aim to continuously improve this score in the future with an even more intensive customer focus.

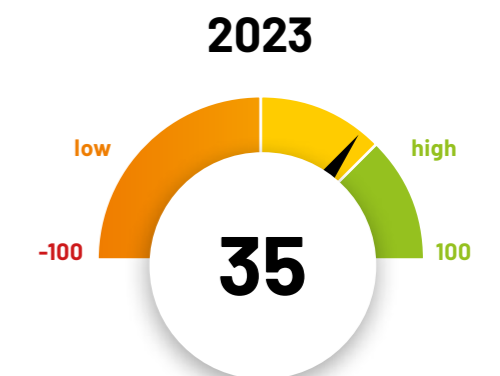
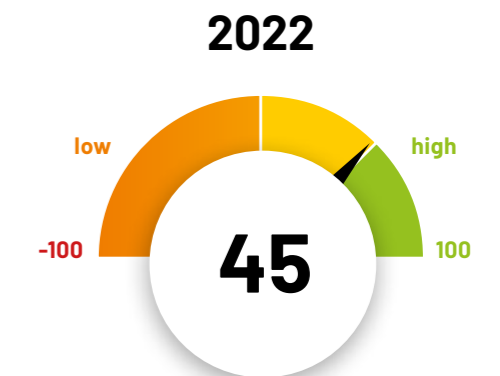
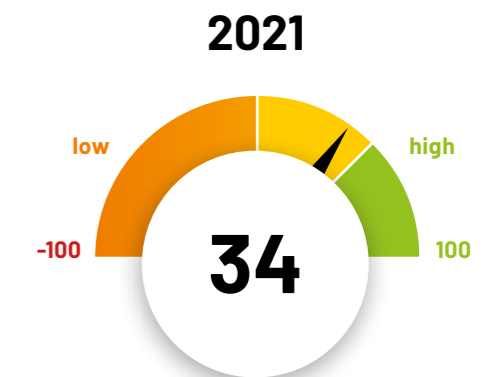
With an outstanding NPS score of 35, we continued to demonstrate an extremely high level of customer satisfaction with our products and services in the reporting year. This value is well above our target of > 20 and is impressive proof of our customers' trust in our products.

We were able to foresee the slight deterioration compared to the previous year. The longer procurement times for our primary materials led to longer delivery times, which had an impact on the overall satisfaction of our customers. Increased material and energy costs also contributed to the fact that we had to adjust our prices. These changes have influenced our customers' ratings, even if to a small extent.

Despite these challenges, we remain committed to exceeding our customers' expectations and continuously

working to improve our processes. Our commitment to 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.

### Net Promoter Score (NPS)



### INFO

#### Net Promoter Score

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 Witzenmann 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.

## 5 KEY FIGURES

# Figures

Other facts, figures and data on sustainability reporting

We are continuously increasing our group-wide data depth and data quality. Here you will find further KPIs from our reporting.

## Witzenmann Group employees by region and type of employment

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

\* Apprentices, working students and interns

## Witzenmann Group employees by region, gender and working time model (2023)

	Europe	America	Asia	Total
<b>Total number of employees</b>	<b>3,354</b>	<b>471</b>	<b>637</b>	<b>4,462</b>
<b>Employees in the direct area</b>	<b>1,523</b>	<b>160</b>	<b>273</b>	<b>1,956</b>
<b>Full time</b>	<b>1,425</b>	<b>160</b>	<b>273</b>	<b>1,858</b>
Female	357	61	57	475
Male	1,068	99	216	1,383
<b>Part time</b>	<b>98</b>	<b>-</b>	<b>-</b>	<b>98</b>
Female	30	-	-	30
Male	68	-	-	68
<b>Employees in the indirect area</b>	<b>1,831</b>	<b>311</b>	<b>364</b>	<b>2,506</b>
<b>Full time</b>	<b>1,575</b>	<b>311</b>	<b>364</b>	<b>2,250</b>
Female	361	138	72	571
Male	1,214	173	292	1,679
<b>Part time</b>	<b>256</b>	<b>-</b>	<b>-</b>	<b>256</b>
Female	155	-	-	155
Male	101	-	-	101

## 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 %

## Employees of the Witzenmann Group by region, gender and employment relationship (2023)

	Europe	America	Asia	Total
<b>Employees</b>	<b>3,354</b>	<b>471</b>	<b>637</b>	<b>4,462</b>
<b>Permanent employees</b>	<b>3,036</b>	<b>471</b>	<b>464</b>	<b>3,971</b>
<b>Permanent employees in the direct area</b>	<b>1,281</b>	<b>160</b>	<b>199</b>	<b>1,640</b>
Female	226	61	8	295
Male	1,055	99	191	1,345
<b>Permanent employees in the indirect area</b>	<b>1,755</b>	<b>311</b>	<b>265</b>	<b>2,331</b>
Female	488	138	43	669
Male	1,267	173	222	1,662
<b>Temporary employees</b>	<b>318</b>	<b>-</b>	<b>173</b>	<b>491</b>
<b>Temporary employees in the direct area</b>	<b>242</b>	<b>-</b>	<b>74</b>	<b>316</b>
Female	161	-	49	210
Male	81	-	25	106
<b>Temporary employees in the indirect area</b>	<b>76</b>	<b>-</b>	<b>99</b>	<b>175</b>
Female	28	-	29	57
Male	48	-	70	118

## KPIs for occupational safety

	2021	2022	2023
Number of reportable work accidents	71	70	65
Number of fatalities as a result of work-related injuries	0	0	0
Lost-Time Injuries frequency rate (LTIFR)	10.5	10.2	8.1

## Environmental management KPIs

	2021	2022	2023
Fresh water consumption [m <sup>3</sup> ]	66,030	73,615	85,096
Fresh water intensity [m <sup>3</sup> /MA]	15.1	17.2	19.1
Fresh water intensity [m <sup>3</sup> /10 million. € turnover]	10.7	10.0	10.8
Waste (non-hazardous) [t]	1,621.4	1,500.0	1,671.0
Waste for recycling (non-hazardous) [t]	1,188.9	1,124.3	1,263.0
Waste for disposal (non-hazardous) [t]	432.5	375.7	408.0
Waste (hazardous) [t]	1,261.2	1,113.2	984.0
Waste for recycling (hazardous) [t]	1,044.3	946.4	541.0
Waste for disposal (hazardous) [t]	216.9	166.8	443.0
Waste intensity [t/m € turnover]	4.7	3.5	3.4

## 6 INDICES

## GRI &amp; UNGC

Reporting in accordance with the GRI standard and the UNGC principles

Since 2011, Witzenmann GmbH has published an annual sustainability report as part of the progress reporting of the UN Global Compact. Since reporting year 2022, we have also been reporting in accordance with the Global Reporting Initiative standard.

## 6.1 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 2023, the entire Witzenmann Group will be included in sustainability reporting. Witzenmann GmbH has reported in accordance with the GRI Standards ('in accordance with GRI') for the period 01.01.2023-31.12.2023. In order to reflect the development of the sustainability performance of the corporate group over time, the years 2021 and 2022 are also included in the figures. There was no external audit of the report. The last sustainability report of Witzenmann GmbH was published in May 2023 with reporting year 2022. The English version was published in June. The Sustainability Report 2024 is expected to appear in Spring 2025.

### GRI 2: General information 2021

Information	Information title	References	Additional information and explanations of omissions
2-1	Organisational profile	P. 6-9	
2-2	Entities included in the sustainability report of the organisation	P. 6, Group financial statements 2023 Annex II	
2-3	Period under review, reporting frequency and contact point	P. 72	
2-4	Correction or restatement of information	P. 23, 24	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. 72	
2-6	Activities, value chain and other business relationships	P. 7, 57-58	
2-7	Non-manual workers	P. 9, 69, 70	No non-binary genders were named in the reporting year.
2-8	Staff members who are not employees	P. 9, 69	Temporary workers are mainly employed in the production.
2-9	Management structure and composition	P. 8, 17	
2-10	Nomination and selection of the highest supervisory body	P. 9	The group management is appointed by the shareholders.
2-11	Chairperson of the highest supervisory body	P. 9, Consolidated financial statement 2023 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. 9, 18	
2-13	Delegation of responsibility for the impact management process	P. 18	
2-14	Role of the highest supervisory body in sustainability reporting	P. 18	
2-15	Conflicts of Interest	P. 9, 59-61	
2-16	Communicating critical concerns	P. 59-61	(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. 18	
2-18	Assessment of the performance of the highest supervisory body	P. 9	
2-19	Remuneration policy	Group financial statement 2023 Annex II	
2-20	Process for determining the remuneration	Group financial statement 2023 Annex II	
2-21	Ratio of total annual remuneration	Group financial statement 2023 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 courses of action	P. 59-61	

### GRI 2: General information 2021

Information	Information title	References	Additional information and explanations of omissions
2-24	Integration of political commitments	P. 59-61	
2-25	Procedures for the elimination of negative impacts	P. 59-61	There were no complaints in the year under review.
2-26	Procedures for seeking advice and reporting concerns	P. 59-61	
2-27	Compliance with laws and regulations	P. 59-61	There were no violations in the year under review.
2-28	Membership in associations and interest groups	P. 19	
2-29	Approach to stakeholder engagement	P. 14, 15, 17	
2-30	Wage agreements	-	The percentage of employees covered by wage agreements will be reported from the next year under review.

### 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. 14	

### 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. 11	
GRI 205: Anti-corruption 2016			
3-3	Management of major topics	P. 56, 59-61	
205-1	Operating sites that have been checked for corruption risks	P. 60	BT-Flex S.r.l. (Italy), Idrosapiens S.r.l. (Italy), Witzenmann BeNeLux nv (Belgium), Witzenmann do Brasil Ltda. (Brazil), Witzenmann France S.A.R.L. (France), Witzenmann India Private Limited (India), Witzenmann Metal Products Co., Ltd. (China), Witzenmann GmbH (Germany)
205-2	Communication and training on anti-corruption policies and procedures	P. 61	
205-3	Confirmed incidents of corruption and measures taken	P. 60	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. 22, 30-35	
301-1	Materials used by weight or volume	P. 30	
301-2	Recycled raw materials used	P. 30	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. 30, 31	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. 22, 28-29	
302-1	Energy consumption within the organisation	P. 29	
302-2	Energy consumption outside the organisation	P. 24	Energy consumption outside the Witzemann Group is covered by Scope 3 emissions. Scope 3 emissions are determined according to the Greenhouse Gas Protocol. Further information can be found in chapter 2.1.
302-3	Energy intensity	P. 29	
302-4	Reduction of energy consumption	P. 28-29	
302-5	Reducing the energy demand for products and services	-	Witzemann 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. 22, 32-34	
303-1	Water as a shared resource	-	The Witzemann 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 Witzemann Group complies with all applicable laws. Further data on this topic will be collected and published in the future.
303-3	Water extraction	P. 33	A differentiation by water stress region will be published next year.
303-4	Water recirculation	P. 32-33	The water is returned via the sewage system and, in the case of emulsions etc., via certified disposal companies.
303-5	Water consumption	P. 33	Water consumption in the reporting year corresponds to water withdrawal.

## 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. 22, 35	Biodiversity is not a (direct) major topic according to the current materiality analysis. The Witzemann Group treats this topic as an integral part of environmental protection and therefore also implements corresponding measures to preserve biodiversity.
GRI 305: Emissions 2016			
3-3	Management of major topics	P. 22-26	
305-1	Direct GHG emissions (Scope 1)	P. 24	
305-2	Indirect energy-related GHG emissions (Scope 2)	P. 24	
305-3	Other indirect GHG emissions (Scope 3)	P. 24	
305-4	Intensity of GHG emissions	P. 24	
305-5	Reduction of GHG emissions	P. 23-26	
305-6	Emissions of ozone-depleting substances (ODS)	-	No measurable quantities of ozone-depleting substances are emitted at any of the plants of the Witzemann 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. 22, 34	
306-1	Waste generated and significant waste-related impacts	P. 34	
306-2	Management of significant waste-related impacts	P. 34	
306-3	Waste generated	P. 34	
306-4	Waste diverted from disposal	P. 34	
306-5	Waste forwarded for disposal	P. 34	
GRI 308: Environmental assessment of suppliers 2016			
3-3	Management of major topics	P. 56-58	
308-1	New suppliers assessed against environmental criteria	P. 57-58	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. 57-58	Due to the high number and complexity of suppliers and the supply chain, it is currently not possible to provide percentage figures. However, the Witzemann 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 Diligence 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. 38	
401-1	Newly hired employees and employee turnover	P. 10, 69	

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. 38, 42-44	
403-1	Management system for occupational safety and health protection	P. 42-44	
403-2	Hazard identification, risk assessment and incident investigation	P. 42-44	
403-3	Occupational health services	P. 44	
403-4	Employee participation, consultation and communication on occupational health and safety	P. 42-44	
403-5	Employee training on occupational health and safety	P. 43	
403-6	Promoting the health of employees	P. 44	
403-7	Prevention and mitigation of occupational health and safety impacts directly related to business relationships	P. 42-44	Contractor briefings ensure sufficient training on occupational safety.
403-8	Employees covered by an occupational health and safety management system	P. 44	
403-9	Work-related injuries	P. 43	
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. 38-41	
404-1	Average number of hours for training and further education per year and employee	P. 40	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. 39-41	
404-3	Percentage of employees receiving regular performance and career development reviews	P. 40	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. 39, 48-49	
405-1	Diversity in supervisory bodies and among employees	P. 49	
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. 56-58	
414-1	New suppliers that have been screened according to social criteria	P. 57	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. 56-58	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 Diligence Obligations in Supply Chains.

6.2 UN Global Compact Index

UN Global Compact principles	Relevant policies & commitments	Reference in the sustainability report
<b>Principles 1 - 5</b>		
Companies should support and respect the protection of international human rights.	Code of Conduct for Suppliers, Compliance Guideline	<b>Corporate compliance, environmental and social standards in the supplier chain</b> Respecting national and international rights and laws as well as ethical principles is an essential part of our self-image. In doing so, we assume 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.		
<b>Principle 6</b>		
Companies should work towards the elimination of discrimination in employment and occupation.	Compliance Guideline	<b>Diversity &amp; equal opportunities</b> 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.
<b>Principles 7 + 8</b>		
Companies should follow the precautionary principle when dealing with environmental problems.	Environment and energy policy	<b>Climate protection, energy efficiency, material and raw material efficiency, environmental management</b> 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.		
<b>Principle 9</b>		
Companies should accelerate the development and dissemination of environmentally friendly technologies.	Environment and energy policy	<b>Sustainable products and solutions</b> We create awareness for sustainability - within the company and beyond - and support the transformation to a more sustainable world with our products.
<b>Principle 10</b>		
Companies should take a stand against all forms of corruption, including extortion and bribery.	Code of Conduct for Suppliers, Compliance Guideline	<b>Corporate compliance</b> We endeavour to fight corruption in all its forms. We are ideally equipped with our Group-wide compliance management system.

# Persons in charge of the sustainability team



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