

SUSTAINABILITY REPORT

2019

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1



Sustainable development is one of the greatest challenges of the present and the future. As a family-owned company, WITTE Automotive has always attached great importance to the topic of sustainability, and due to recent developments, it has become even more important in society, for our customers and for us.

FOREWORD

¹⁰²⁻¹⁴
¹⁰²⁻¹⁶ Dear reader,

We recognize that WITTE Automotive can influence social and ecological developments, even beyond pure business aspects. At the same time, we are aware of the importance of sustainable development for the overall success and future performance of the company: for WITTE, sustainability also means being and remaining competitive. To meet these challenges, we have set new, challenging goals as part of the “WITTE 2028” company strategy. We include acting sustainably in all processes and decisions; sustainability is therefore an integral part of the existing Group strategy to gain a greater importance on all levels.

We are pursuing a holistic approach:

Through taking a broad view of the business environment and the total product life cycle – from development, to our suppliers, all the way to disposal or reuse of our products – new fields of action and new tasks become visible. This has caused topics that were already treated as part of our existing management system (quality, environment, energy, health and safety policy), which are integrated into all company processes, to gain even more importance. We would like to tell you about

how we will approach these topics both now and in the future in the form of this report.

Our strategic approaches and activities in the field of sustainability focus on the topics of climate protection, resource management, and sustainability in the supply chain.

Our central goal in the field of climate protection: by 2028, we want to achieve a CO₂ neutral production at all company locations. We will achieve this by implementing our Roadmap to Carbon Neutrality, which is based on the four reduction approaches of energy efficiency, renewable energy, internal energy production, and compensation. By pursuing these approaches, we will increase our contribution to the targets of the 2015 Paris Agreement and to the goals of our customers.

Topics in the context of resource management will be systematically analyzed, evaluated, and developed in the context of our environmental management systems, which have been certified under DIN EN ISO 14001 since 2003. In this field, WITTE has set two main reduction goals: By 2028, both water use and waste generation should be reduced by at least 10 % in comparison to 2019.

The majority of the environmental effects of our products occur through the sourcing of raw materials and their processing in the upstream supply chain. Here, our strategic approaches focus on reducing Scope 3 greenhouse gas emissions, reducing resource demand, and closing material loops. In this context, the planning and decision-making processes in the early phases of product development as well as close collaboration with our suppliers are the main drivers.

To reduce our resource consumption, the Development department has therefore been following the lightweight construction principle in the construction of our products for years. To further reduce consumption of primary raw materials and Scope 3 emissions, WITTE strives to develop products based on components and individual material types that can be used more and more in a circular economy. Increasing the use of secondary raw materials in our products will be an essential component of this; in this

context, the reusability of the materials used and thus the capability of our products to be disassembled and recycled is equally important.

By systematically developing sustainability activities in the supply chain, we are able to fulfill the expectations of our customers and actively promote responsible action and transparency in the global supply chain. To be able to reduce greenhouse gases in the upstream supply chain and comply with legal, ecological, social, and ethical standards, we will not only rely on our Supplier Code of Conduct (SCoC) in the future, but also on a combination of self-assessment questionnaires, sustainability audits, and close collaboration with our suppliers.

With our first sustainability report in accordance with the GRI Standards, we are documenting the current state of our sustainability achievements and are presenting our existing and planned strategies and measures.



With our strategies, goals, and measures, we are acting as a reliable business partner in supporting our customers as they achieve their ambitious sustainability goals.

A stylized signature in blue ink.

Rainer Gölz
Chief Executive Officer

A stylized signature in black ink.

Kersten Janik
Chief Operating Officer

A stylized signature in black ink.

Christian Kaczmarczyk
Chief Technology Officer

2 THE SUSTAINABLE DEVELOPMENT GOALS AND THEIR RELEVANCE IN THE COMPANY CONTEXT



The Sustainable Development Goals (SDGs) of the United Nations form the global framework and goal system for sustainable development in the sense of peace and well-being for all people and for our planet, now and in the future.

At the same time, they form the beginning of the Materiality Analysis and the superordinate framework of WITTE's sustainability strategy. The SDGs and their sub-goals picture the broad spectrum of social and business sustainability topics; for this reason, they were evaluated in the context of the Materiality Analysis (see Chapter 4) with regard to their relevance for WITTE. For WITTE, the following goals are particularly important:



- Good health and well-being 3
- Affordable and clean energy 7
- Decent work and economic growth 8
- Industry, innovation, and infrastructure 9
- Reduced inequalities 10
- Sustainable cities and communities 11
- Responsible consumption and production 12
- Climate action 13
- Life on land 15
- Peace, justice, and strong institutions 16

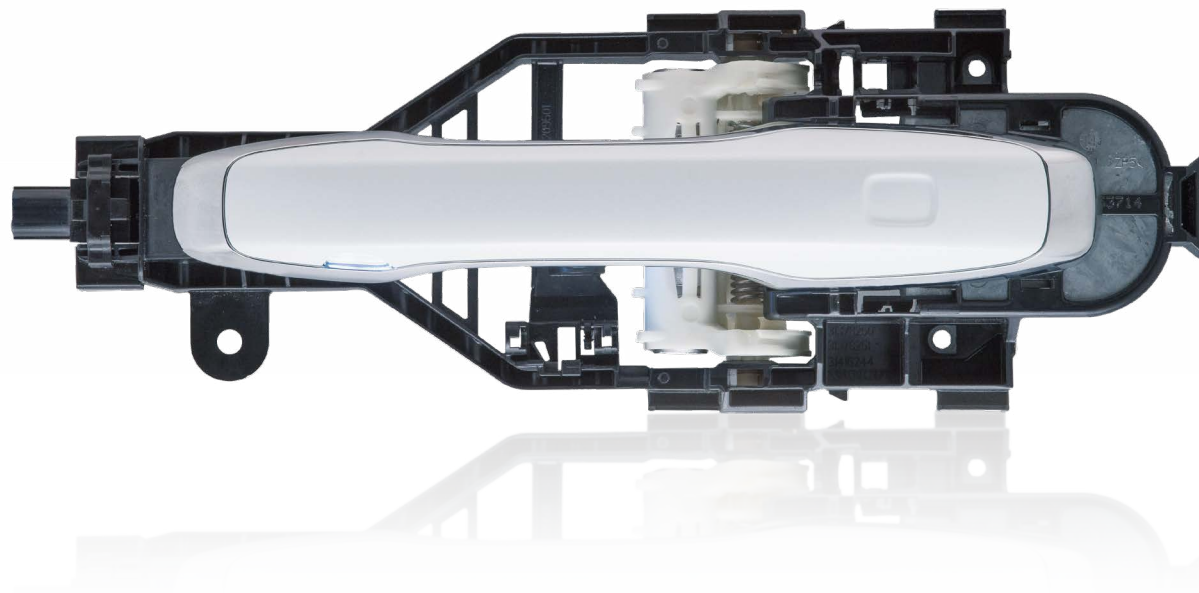
WITTE is using its results from the Materiality Analysis to align its strategic planning and sustainability activities with the SDGs. By that, WITTE contributes to the achievement of the goals and ensures transparency of its own progress.

In this report, the WITTE sustainability strategies will be described in the form of management approaches, separated by topic. In each management approach, a reference is made to those SDGs that are relevant in the context of the respective topic.

This reference will not only be created in the content itself, but also visually: the symbols of the relevant SDGs are placed near the headlines for easier orientation.

3

GENERAL INFORMATION



¹⁰²⁻¹ WITTE AUTOMOTIVE GROUP

¹⁰²⁻² WITTE Automotive – convincing concepts for the automotive world!

WITTE products can be found in all well-known automotive brands today. From the product vision and concept to production – WITTE develops intelligent closing, latching and safety systems at a high level.

The range of products is as varied as the automotive world itself: mechatronic & mechanical solutions for doors, hoods & tailgates, latches, lock sets & door handles and interior products, e.g. for car seats.

As a system supplier worldwide, WITTE focuses on standardized modular components and thus ensures consistent high quality and efficiency. WITTE continuously optimizes its range of products and offers intelligent system solutions where the controls, electronics and mechanics are perfectly coordinated.

Another business field is the WITTE tolerance compensation system, WITOL, which offers specialize solutions for fasteners with high demands for tolerance compensation and safety.

The new WITTE Digital business unit, which offers access systems with innovative key and data management for fleet managers, handles digital solutions for the mobility of tomorrow.

In addition to the four sites in Germany, WITTE Automotive has subsidiaries throughout Europe with their own locations in the Czech Republic, Bulgaria and in Sweden. WITTE Automotive has a global presence in the USA, Mexico, Brazil, India, China, Japan and Korea as part of VAST, the Vehicle Access Systems Technology Automotive Group.



¹⁰²⁻⁴ LOCATION OF OPERATIONS

D

Company	WITTE Automotive GmbH und WITTE-Velbert GmbH & Co. KG	WITTE-Velbert GmbH & Co. KG	WITTE Niederberg GmbH	WITTE Bitburg GmbH
Location	Höferstraße 3-15, 42551 Velbert	Stahlstraße 25, 42551 Velbert	Dieselstraße 36, 42489 Wülfrath	Lilienthalstraße 11, 54634 Bitburg
Description	Headquarters, administration, and product development	Former production site, now administration and special purpose machinery manufacture	Production	Basic production, Technology Center for plastic injection molding

CZ

Company	WITTE Nejdek spol. s r.o.	WITTE Nejdek spol. s r.o.	WITTE Nejdek spol. s r.o.	WITTE ACCESS TECHNOLOGY, s.r.o. WITTE Paint Application, s.r.o.
Location	Rooseveltova 1299, 36221 Nejdek	Univerzitní 2762/22, 301 00 Plzeň	Evropská 33a, 16000 Praha 6	Průmyslová 1500, 36301 Ostrov
Description	Manufacture and assembly, administration and product development	Development office	Development office	Production/assembly and paint, Center of Competence for Paint

BG

Company	WITTE Automotive Bulgaria EOOD
Location	Mestnost 'Slatina' ul. Industrialen park no. 19, 7009 Ruse
Description	Production/assembly

SE

Company	WITTE Automotive Sweden AB
Location	Askims Industriväg 9, 436 34 Askim
Description	(Sales) office

¹⁰²⁻³ Location of headquarters

WITTE Automotive
Höferstr. 3-15
42551 Velbert



NUMBERS, DATA, FACTS



The WITTE business model primarily focuses on the automotive industry. WITTE customers are offered global services in the fields of engineering, product design, logistics, and production.

102-6

MARKETS SERVED

INDUSTRIES SUPPLIED

All significant automotive manufacturers and tier 1 suppliers; these also supply other industries

GEOGRAPHIC LOCATIONS

Delivery to all production sites of OEM world-wide, every continent is covered; Europe is the primary market



102-8

INFORMATION ON EMPLOYEES AND OTHER WORKERS

Employees by gender

♀ 1,979
♂ 2,880

Headcount as of 12/31/2019

Total number of employees by employment relationship

Full time and part time

4,651 full time
208 part time

Total number of employees by country

DE 1,194
CZ 2,689
BG 971
SE 5



Number of external workers and temporary workers

249



102-5

OWNERSHIP AND LEGAL FORM

GmbH

Family-owned company



102-7

SCALE OF THE ORGANIZATION

4,859



Number of employees

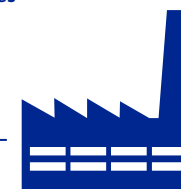
Headcount as of 12/31/2019

Total number of premises

10

2019 net turnover

659 € million



171.9 € million
Equity capital

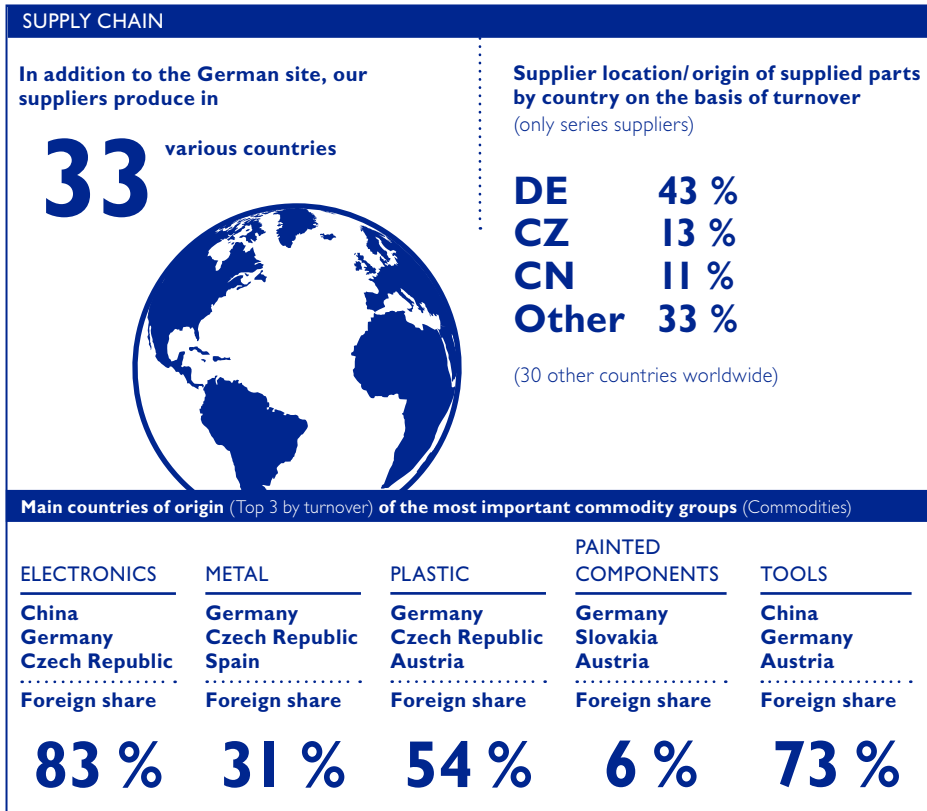
117.1 € million
Borrowed capital

Number of products offered

3,845 (Without indexes and color codes)

The data was collected in WITTE personnel management (HR) with the aid of local and central SAP systems.

102-9



102-11 Precautionary principle or approach

In the context of a complex and drastically changing business environment, WITTE faces a wide range of both financial and non-financial risks that could significantly impair financial and sustainable performance.

To recognize these risks early and to be able to initiate appropriate precautionary measures, systematic risk management is a basic and important component of our management system for the topics of quality, environment, energy, occupational health and safety, and compliance programs throughout the Group.

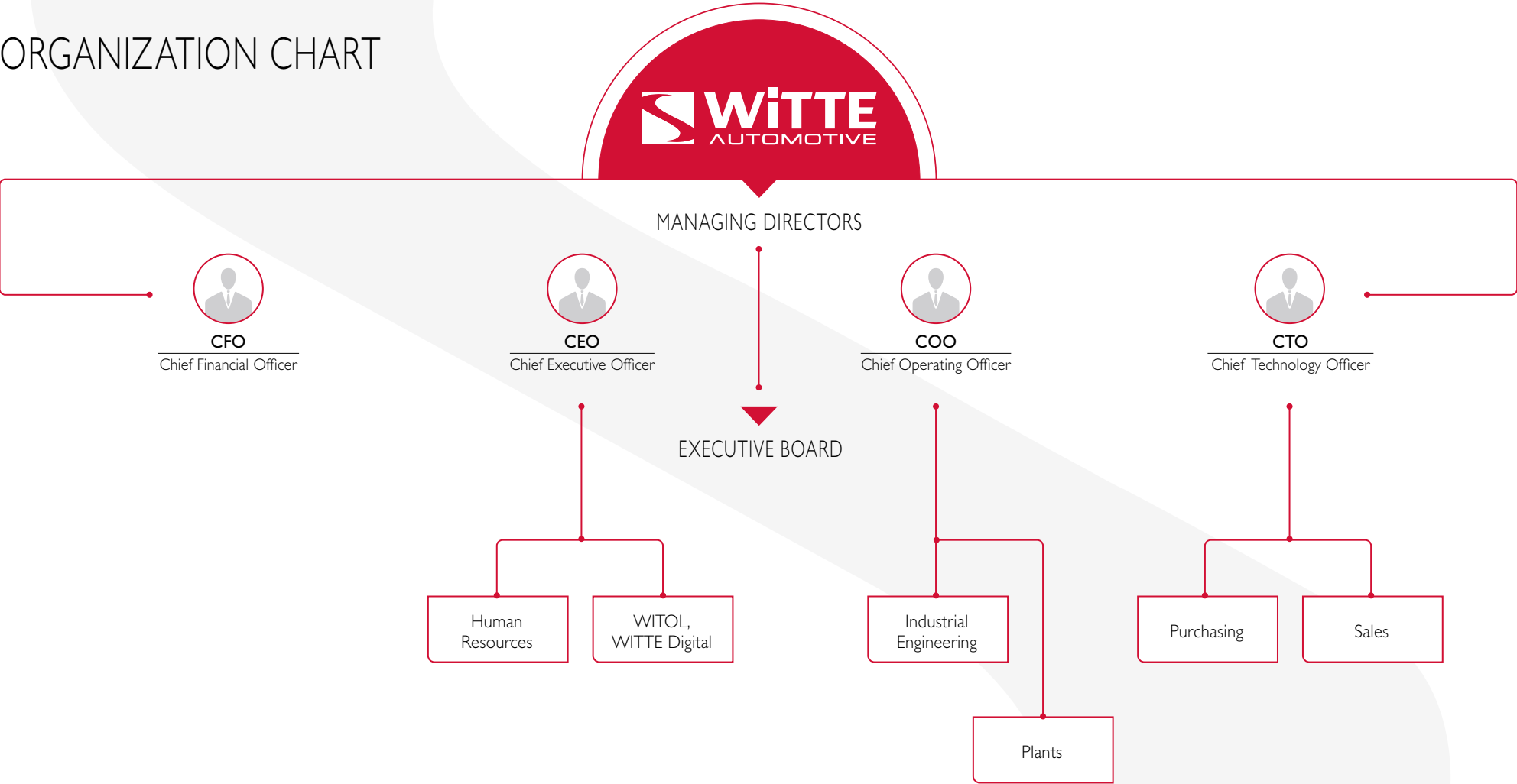
For example, at all locations in the context of the environmental management system under DIN EN ISO 14001:2015, the context of the company location is regularly investigated, interested parties are found, and environmental aspects are analyzed and evaluated in terms of their relevance. On this basis, both a SWOT analysis

and a specific environmental risk evaluation are carried out, which allow the potential damages and the likeliness of occurrence of the risks that have been determined to be evaluated and make it possible for precautionary and emergency measures to be determined. In this way, we pursue the fundamental principle of "prevention before reaction" in our management processes.

102-12 102-13 External initiatives, membership in associations

- German Association of the Automotive Industry (VDA)
- Schlüsselregion e.V. – Industrial association for Velbert and Heiligenhaus
- EIFEL Employers – Employer network of the Eifel regional brand
- Die Familienunternehmer e.V. (The Family-run Company Association)
- Regional employer associations
- FVSB – The Professional Association for the Locks and Fittings Industry

102-18 ORGANIZATION CHART



102-40 List of stakeholder groups

Shareholders/advisory board/outside creditors
 Non-governmental organizations (NGOs)
 Supervisory authorities
 Professional association
 Neighborhood
 Customers
 Suppliers
 General public
 Employees
 Advisory boards, unions

102-41

COLLECTIVE BARGAINING AGREEMENTS

Percentage of employees (entire Group) covered by collective bargaining agreements:

71.8%

102-42 Determination and selection of stakeholders:

Stakeholders were selected on the basis of our management system according to ISO 9001, I4001, 50001, and OHSAS 18001. Learn more about this in the "Materiality Analysis" on → Page 15.

102-43 Approach for the inclusion of stakeholders

WITTE measures its performance in the fields of quality and logistics using specific indicators and, in the fields of engineering and sales, through collaboration in frequent face-to-face business meetings, which allow customer satisfaction to be discussed directly. Measures are taken in accordance with customer feedback. The entire process of sustainability communication and coordination between automotive customers and their supplier basis still has potential for further development and systematization.

As the investors of the WITTE Group, the shareholders monitor the company with the help of an advisory board, which is informed by the management on a quarterly basis, or more frequently as needed. Shareholder meetings take place annually, or more often when needed. The investors (banks) are regularly briefed by the Chief Financial Officer (CFO) or by

the management about the state of business, typically quarterly.

The dialog with our suppliers takes place through the quarterly monitoring and evaluation of the suppliers through what is referred to as "Supplier Scorecards" in the categories of Production/Logistics, Quality, Technology, and Purchasing. Quarterly evaluations also cover in-time delivery, and how returns are handled. Other important indicators include the reliability and financial stability of our suppliers.

The tools we use include questioning suppliers using checklists, emergency plans, and occupational health and safety checklists. Results are evaluated on a regular basis.

For core suppliers, we conduct audits regularly and introduce countermeasures in the event of deviations. All suppliers and partners are subject to our Supplier Code of Conduct. A dialog between the advisory boards and unions as representatives of employees and management takes place regularly.



102-44 Important topics and concerns raised by stakeholders

The specific requirements of the OEM are essential and have an important influence on company decisions.

102-45 Entities included in the consolidated financial statements

WITTE Automotive GmbH
 WITTE-Velbert GmbH & Co. KG
 WITTE Nejdek, spol. s.r.o.
 WITTE Nejdek, Entwicklungsbüro Pilsen
 WITTE Nejdek, Entwicklungsbüro Prag
 WITTE ACCESS TECHNOLOGY, s.r.o.
 WITTE Paint Application, s.r.o.
 WITTE Niederberg GmbH
 WITTE Bitburg GmbH
 WITTE Automotive Bulgaria EOOD
 WITTE Automotive Sweden AB
 WITTE Facility Management GmbH & Co. KG

102-46 Defining report content and topic boundaries

See the explanations of the Materiality Analysis on → Page 15.

102-47 List of material topics

→ Materiality Analysis/Matrix

102-48 Restatements of information

None, as this is the first report

102-49 Changes in reporting

None, as this is the first report

102-50 Reporting period

01/01/2019 – 12/31/2019

102-51 Date of most recent report

None, as this is the first report

102-52 Reporting cycle

Every 2 years

102-53 Contact person for questions about the report

Georg Stalter, Sustainability Manager,
Kersten Janik, Chief Operating Officer

102-54 Claims of reporting in accordance with the GRI Standards:

This report has been prepared in accordance with the GRI Standards: Core option..

102-55 GRI content index

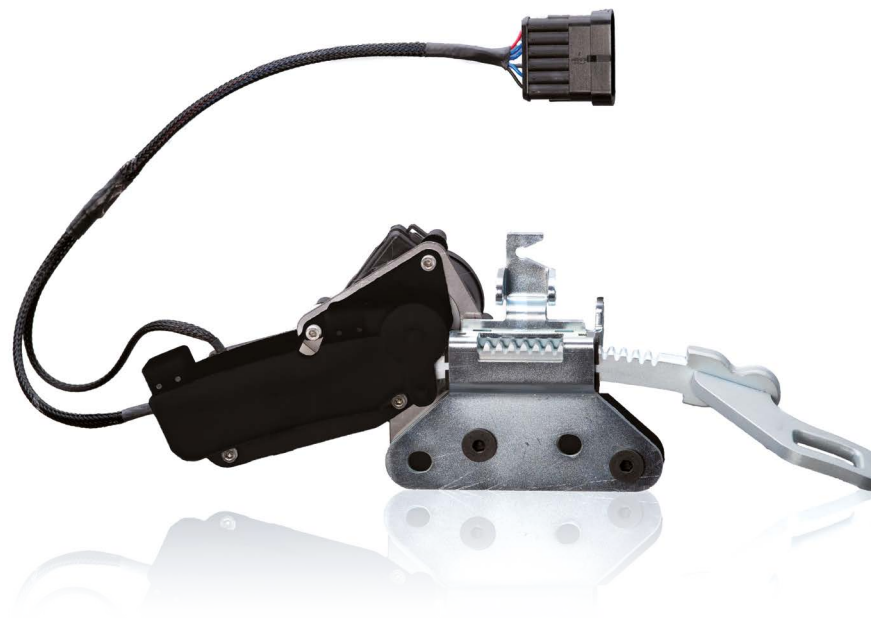
→ The content index is on pages 44-46.

102-56 External assurance

No external review was performed.

4

MATERIALITY ANALYSIS



102-42
102-43
102-46
102-47

MATERIALITY ANALYSIS

Explanation of procedures:

Following the GRI Standards, topics connected to sustainability were first collected in November 2019 in the context of business activity, and their relevance for WITTE was then assessed regarding **two dimensions**:

1. **Significance of the economic, ecological, and social effects, and**
2. **Influence on assessments and decisions of stakeholders**

The topics to be assessed were collected on the basis of the Sustainable Development Goals (see section 2) and the GRI Standards. When assessing the significance of the effects, priority was given to the results from the management

system, especially to environmental management according to DIN EN ISO 14001: To identify the most important fields for action in environmental management, WITTE has used the method of ecological scarcity (MöK) to estimate the extent of the environmental effects that are caused by the business activity since 2016.

To assess the social effects, internal questionnaires and expert assessments by the project team were used.

To evaluate the second dimension, internal stakeholder groups (the “management/executive board” and “employees, represented by the advisory board”) were asked personally. For all other (external) stakeholders, information available to the

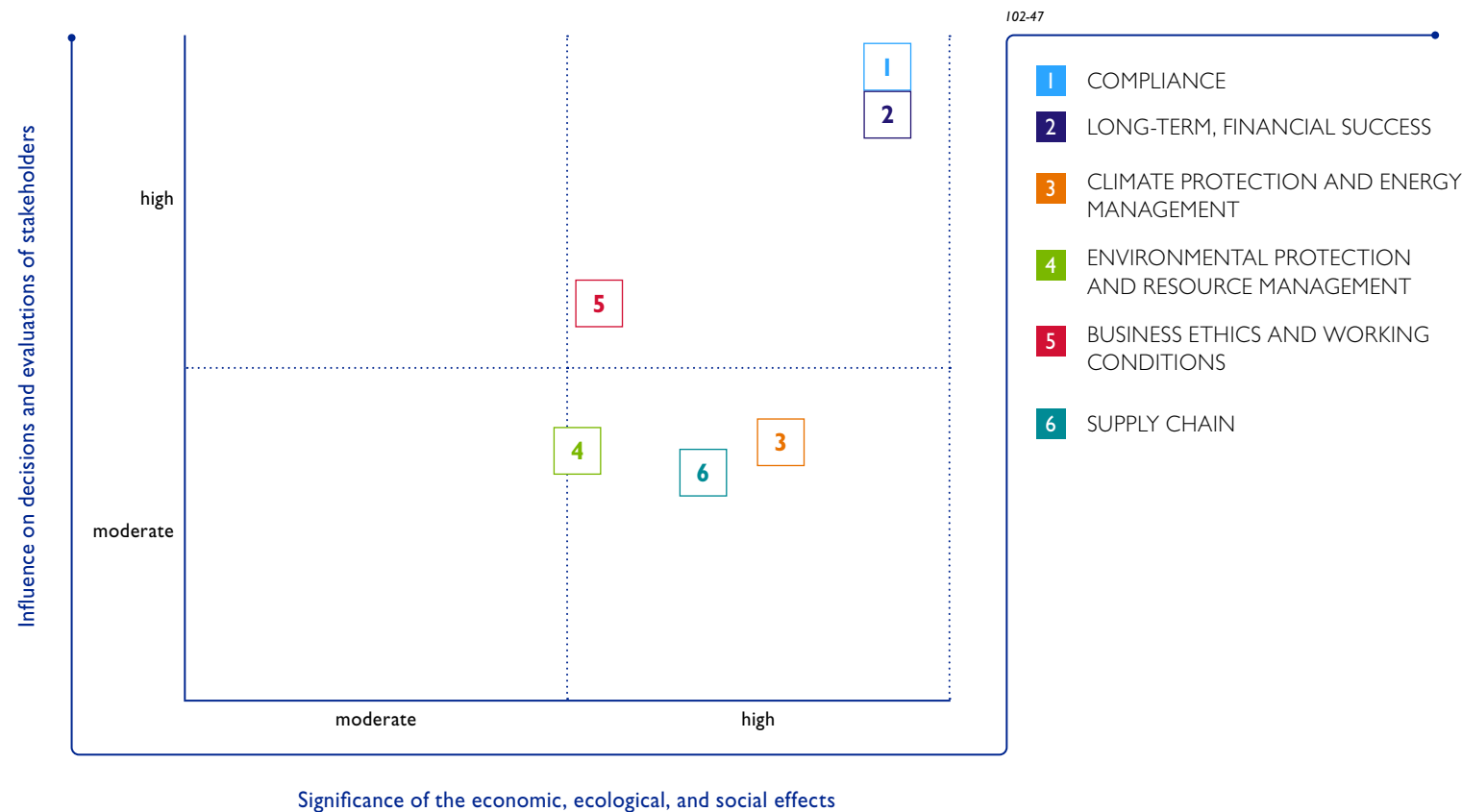
project team (including sustainability reports of customers and suppliers, scientific articles about current sustainability developments in the automotive industry, in the financial sector; and in the sociopolitical environment), an expert assessment was carried out.

Following the GRI Standards, various sustainability aspects were investigated, discussed, and evaluated. In the course of this, 16 aspects with moderate to high importance in both dimensions were identified. These 16 aspects were clustered according to their thematic similarity and internal responsibilities and were organized into six material topics, which are described in the Materiality Matrix → page 16.



MATERIALITY MATRIX

Identification and prioritization of the six material sustainability topics for the WITTE Group

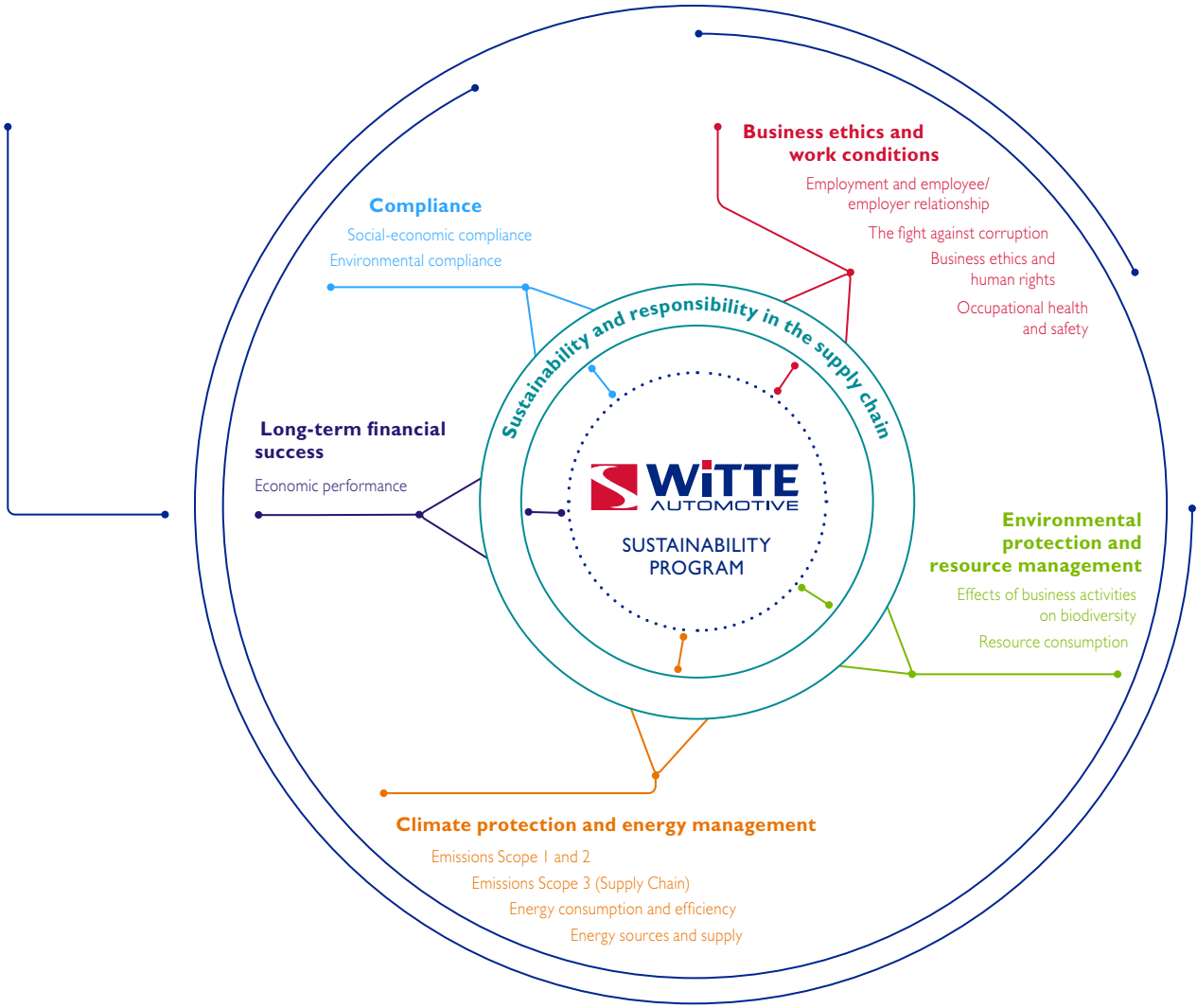


MATERIALITY COMPASS

For each material topic in the compass, this report will show the actions WITTE Automotive is taking and which improvements are being pursued in the form of a company management approach.

The management approach of each topic will cover all subordinate aspects.

Due to their high relevance and as a cross-sectional topic that relates to all other material topics, "Sustainability and responsibility in the supply chain" will take a special role in the WITTE sustainability program. The topic was therefore placed in an intermediate ring of the compass and will be explicitly handled additionally in the form of a separate, sixth management approach.



5

MANAGEMENT APPROACHES



LONG-TERM, FINANCIAL SUCCESS

The superordinate “WITTE 2028” company strategy to sustainably secure our economic success describes our strategic direction for the coming years. It is directed towards all employees as action guideline for daily implementation in their working environment. All department strategies will be derived from and aligned with the company strategy.

The structured strategy process of the WITTE Group ensures consistent implementation of the overall “WITTE 2028” strategy in all company areas and thereby forms the sum of all guidelines and obligations in the field of economic performance.

We deliver convincing concepts for the automotive world

- With key concepts we inspire our **customers**, our solutions are functional, qualitative, ecological and value-added, competitively priced, top-rate performers.
- With key concepts we inspire our **investors**, the yield, based on long-term considerations, provides the financing of our future.
- With key concepts we inspire our **employees**, enabling them into the position to realize inspiring solutions.

We know that these three goals are only fully effective with each other and in a mutually supportive manner.

We are proud of the achievements of our employees and our company. By aligning our business activities with these goals, we want to continue to fulfill our responsibility for society and the environment and thus contribute to sustainable development.

Information about this material topic

201-1 Direct economic value generated and distributed

419-1 Non-compliance with laws and regulations in the social and economic area

WITTE 2028

COMPLIANCE

Compliance with all binding obligations is a basic prerequisite for all economic activities of the WITTE Group. This is clearly formulated in our Code of Ethics and in all policies of the management systems.

Goals and strategic approaches:

WITTE has started with the implementation of the recently developed Compliance Program. Goals for the coming years focus on increasing efficiency and functionality as well as regular reviews of the program. This should ensure a continuous improvement process. Legal changes should be implemented quickly and comprehensively, and errors and omissions should be reliably avoided. Via the Compliance Program, the understanding for the importance of legal conformity in the daily working processes should be further enhanced.

Regular reviews are carried out at all locations for this purpose. Controlling how legal requirements are handled is performed at all organizational levels, and it is therefore a set part of the tasks of all management personnel.

Compliance management especially includes the following aspects and activities:

- All business processes are compliant with current applicable laws, documented procedures, and internal guidelines and policies
- All employees will always act professionally and correctly. This requires systematic and ongoing training
- All decision-making and control processes within the company are transparent and understandable for all employees
- Regular internal checks by the management and the Compliance department
- Reliable and timely provision of the information necessary for decision-making (internal reporting)



Responsibilities and resources

The Executive Board will set superordinate goals in the field of Compliance, which will be valid for all locations and processes. This also and especially includes compliance with and observation of all norms and contractually binding content (binding obligations, such as from ISO norms, purchasing and delivery agreements, etc.). The department-specific implementation of the goals and compliance with the obligations is delegated to the respective department managers.

Reviewing the success of implementation is the responsibility of the department of Legal Compliance, specifically the Compliance Officer. The Compliance Officer is responsible for the professional support and advisory of the departments and for maintenance and improvement of the compliance program. Effective implementation in daily business is the sole responsibility of the respective manager.

If necessary, the Compliance Officer can also call on external support.

Measures and projects

To strengthen and deepen the awareness and knowledge of all employees concerning the fundamental of compliance at WITTE, the “We play by the rules” project was brought to life.



WE PLAY BY THE RULES

This should also strengthen the identification of employees with the WITTE company culture and the associated ethical values. The project was accompanied by intensive communication over the intranet and was visualized in several forms, including an explanatory video.

In order to be able to work efficiently, the compliance department needs intensive support of all employees and (executive) managers. For this reason, the responsibility of managers should be communicated more clearly in the future, involving them more strongly in compliance work.

Information about this material topic

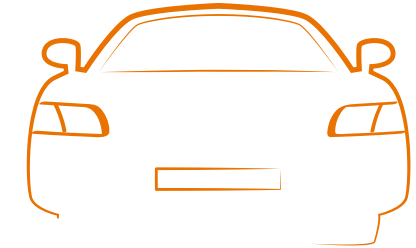
- 307-1** Noncompliance with environmental laws and regulations
- 402-1** Minimum notice periods regarding operational changes
- 419-1** Non-compliance with laws and regulations in the social and economic area

103-1 103-2 103-3 CLIMATE PROTECTION AND ENERGY MANAGEMENT

In society, for our customers, and for us at WITTE, the importance of climate protection has drastically increased. For this reason, this topic is one focus of our strategic approaches and activities in the field of sustainability.

To achieve this goal, we have developed a Roadmap to Carbon Neutrality that is based on **four strategic approaches**:

- 1 The top priority is to **increase the energy efficiency**: By 2028, we want to implement efficiency measures that result in a reduction of our energy consumption by at least 15%.
- 2 The remaining required energy, especially the electricity, is to be procured from **renewable resources** only at all locations.
- 3 In the future, we want to produce as much energy as possible internally with the help of **photovoltaic** systems and, where appropriate, combined heat and power (CHP) and thermal power station (BHKW) systems.
- 4 All remaining emissions that are impossible to avoid for us will be offset by suitable **compensation projects** as of 2028.



By pursuing these strategies, we will increase our contribution to the targets of the 2015 Paris Agreement and to the goals of our customers.



For WITTE, sustainability also means being and remaining competitive: With our strategies, goals, and measures, we are acting as a reliable business partner supporting our customers in achieving their ambitious climate protection goals.

Through the reduction of greenhouse gas emissions, WITTE is particularly able to make a contribution to the Sustainable Development Goals 7, 12, 13, 14, and 15.

Goals and strategic approaches:

Our central goal: By 2028, we want to achieve a CO₂ neutral production at all company locations.

(Scope 1 and 2 in accordance with the GHG Protocol)

The **reduction of energy consumption** mentioned in point 1 on page 22 is intended to be achieved through the following strategic measures:

Modernization/renovation of building infrastructure, including:

- Heating (efficiency, demand monitoring and steering)
- Lighting (continuing complete change to LED, flexible lighting as necessary)
- Ventilation systems (review of suitability, demand management)
- Compressed air system
- Optimization of space utilization and thus reduction of space

Process optimizations in production and increase in efficiency for all systems

Intelligent equipment control via IoT/ Industry 4.0 solutions

In the field of emissions in the upstream value chain (Scope 3), WITTE faces significant challenges due to the size and great complexity of the supplier network, as does the entire automobile industry.

The central strategic approach for the coming years here consists of increasing the transparency and availability of reliable data. Read more in the "Sustainability and responsibility in the supply chain" section.

Responsibilities and resources

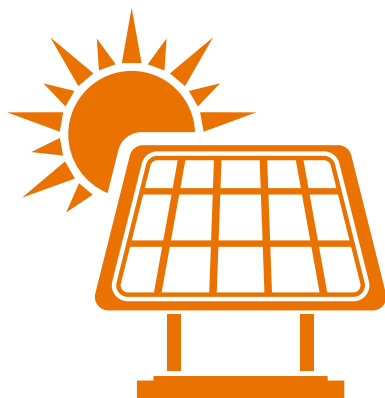
Climate protection and energy management are comprehensive topics that must be considered and implemented accordingly in all company processes and departments.

The Group-wide strategic direction, including superordinate goals, is set by the executive management with technical support from the staff function Sustainability & Environment.

For the derivation and development of plant-specific goals and measures and for the support and safeguarding of implementation, the HSEE departments of the plants, especially the respective officers for environmental and energy management, are responsible. Implementation is primarily the responsibility of the plant manager; the operative departments in all plants, and the central technical divisions of Sales, Logistics, IT, Product Development and Industrial Engineering. Supported by the staff function Sustainability Management, the central departments also integrate climate protection and energy aspects in their department strategies, develop corresponding measures, and implement these.

The Facility Management departments also participate significantly in planning and realizing modernization measures in connection with the company buildings.





Existing and planned measures

Another big step towards greenhouse gas neutrality has already been set for 2021:

From 2021, WITTE will procure all its electricity for all production sites solely from renewable sources. The contracts on the corresponding certificates for the required quantities of electricity have already been signed.

In addition, tests regarding the installation possibilities for photovoltaic systems on company roofs are currently running, and various business model options (purchase or lease of systems) are being evaluated in parallel.

All German locations have a certified energy management system in accordance with DIN EN ISO 50001:2011. The conversion to the new norm revision from 2018 is planned for 2020 (Bitburg) and 2021 (Niederberg and Velbert). At the Czech and Bulgarian locations, energy audits are being carried out.

At the locations in Velbert and Wülfrath, the consultation opportunities of the Energy Efficiency Agency of NRW was used several times in 2019, such as with regard to the Corporate Carbon Footprint, energy-saving potential, and layout of photovoltaic systems. For 2020, the Bitburg location is planning to decrease energy consumption by 100 MWh through conversion

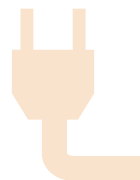
and insulation of injection molding machinery and the reduction of gas consumption for flame treatment. In March 2020, a master's thesis on energy efficiency potentials was prepared at the Bitburg location, which was able to identify savings potential of approx. 22 % of the total energy consumption. The measures that were investigated will now be gradually implemented according to their respective feasibility.

For the Velberg location, the strategic energy goal of realizing total savings of up to 20 % by 2024 was set. This is intended to be achieved by the modernization and exchange of heating units, complete conversion to LED lighting, modernization and/or disuse of compressors and optimization of ventilation systems and climatic chambers.

The locations in the Czech Republic and Bulgaria already have a very modern state of technology; thus, the energy saving potential is relatively little at this sites.

Information about this material topic

- 301-1 Materials used by weight or volume
- 302-1 Energy consumption within the organization
- 302-3 Energy intensity
- 305-1 Direct greenhouse gas emissions (Scope 1)
- 305-2 Energy indirect (Scope 2) GHG emissions
- 305-4 GHG emissions intensity



ENVIRONMENTAL PROTECTION AND RESOURCE MANAGEMENT


Topics in the context of environmental protection are systematically analyzed, evaluated, and developed in the context of our environmental management systems, which are certified according to DIN EN ISO 14001. In the past years, WITTE has identified and examined sustainability topics on a superior level more and more intensively. This has caused previously discussed topics to gain in importance. In this context, we are examining the entire product life cycle from development to disposal of our products, including our suppliers, and we are striving for continuous reduction of all negative environmental effects.




Through the reduction of environmental impacts and our resource consumption, we are particularly contributing to Sustainable Development Goals 6, 9, 12, 13, 14, and 15.

Goals and strategic approaches:

WITTE has two central reduction goals in the field of environmental and resource management: By 2028, both water use and waste generation should be reduced by at least 10 % in comparison to 2019.

 Current water consumption can be traced primarily to the coolings systems, sanitary facilities, the paint shop, and other items such as the canteens and cleaning. Here, the focus will be on exploiting existing savings potentials in all areas. Locally, treated process water can be used.

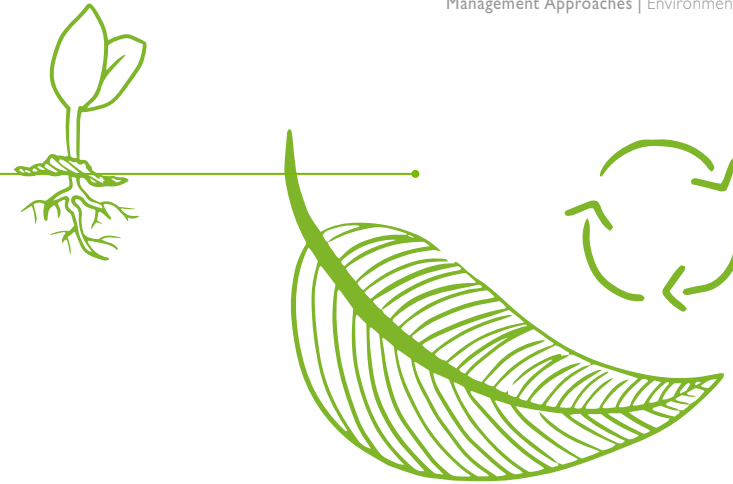
 In all administrative areas, WITTE separates waste consequently. The majority of the waste occurs in production processes and in the plants, in productive and administrative areas. Here, the emphasis is on avoiding waste (e.g. recycling plastics and metals directly at the machines). When this is not possible, negative consequences should be minimized through reuse (recycling of all materials) and correct disposal. For machines and equipment,

repairability of all systems is emphasized from the beginning of the design stage, allowing the systems to run as long and with as few problems as possible. Here, we are working with the strategic TPM (Total Productive Maintenance) approach.

The majority of the negative environmental effects of our products occur through the acquisition of raw materials and their processing in the upstream supply chain. Here, our strategic approaches focus on reducing Scope 3 greenhouse gas emissions, reducing resource requirements, and closing material loops.

Here, strategic planning and decision-making processes in the early phases of product development as well as close collaboration with our suppliers are the main drivers.

→ You can read more about this topic in the “Sustainability and responsibility in the supply chain” section.



Responsibilities and resources

The fields of environmental protection and resource management, like those of climate protection and energy management, are interdepartmental, cross-sectional topics and are therefore considered and implemented by all departments in their processes.

The goal and strategy definition is undertaken by the Executive Board, supported by professional consultation of the staff function Sustainability Management. The staff function is also responsible for the coordination and support of all activities. The development of new ideas and the realization of corresponding measures falls within the scope of responsibility of the respective departments, especially the central departments of Product Development, Purchasing and Sales and the operative departments of the plants, including Facility Management. In the process, the departments are supported by the HSEE roles of the location and the respective environmental management officers. These are also responsible for maintaining the management system in accordance with ISO 14001. For the field of waste, WITTE also has external waste consultants who work together with the HSEE staff.

To reduce our resource consumption, the Product Development department has therefore been following the lightweight construction principle in the construction of our products for years.

Existing and planned measures

All environmental topics have been systematically analyzed, evaluated, and developed at all WITTE locations since 2003 (in Bitburg and Velbert, all other locations since foundation/beginning of production) in the context of the certified environmental management systems in accordance with DIN EN ISO 14001. In the context of environmental management, even stronger focus is intended to be placed on the effects of business activity (including the supply chain) on biodiversity, e.g. diversity of species as a basis for the functionality of our ecosystem. This topic is identified as increasingly relevant. In this context, possibilities regarding the development of partnerships to promote biodiversity will also be investigated, such as with NABU.

To further reduce the consumption of primary raw materials and Scope 3 emissions, WITTE strives to develop products based on

components and individual material types that can be used more and more in a circular economy. In the process, increasing the use of secondary raw materials in our products is an essential component. Close coordination and collaboration with the development and quality management departments of our customers will be essential. In this context, the reusability of the materials and thus the capability of our products to be disassembled and recycled is equally important. We intend to place a strong focus on this in product development in the future. In addition, work is being done in the fields of Product Development, Sales and Logistics on how greenhouse gas emissions can be determined, calculated, and integrated in the corresponding work and decision-making processes in the upstream supply chain. For example, the carbon footprint of various

materials should be considered as a criterion in the construction of new products; however, for this, a reliable data basis and the integration into the development process (WITTE Development Process – WDP) is necessary. In the course of these considerations, a multi-day workshop with a company specialized on software solutions in the field of life cycle assessment has already taken place.

Information about this material topic

301-1 Materials used by weight or volume

303-1 Water withdrawal by source

306-2 Waste by type and disposal method

307-1 Noncompliance with environmental laws and regulations

103-1 103-2 103-3 BUSINESS ETHICS AND WORK CONDITIONS

To prevent potential incidents of corruption, discrimination, and all other undesired behaviors even more efficiently, one of the goals for the coming years will be the improvement of the compliance program, especially regarding the efficiency of the process and its application in daily work.

Business ethics, human rights, and the fight against corruption

Goals and strategic approaches:

The **fight against corruption, observance of human rights** and our principles for business ethics at all WITTE locations are covered by the recently updated compliance program (see also Management Approach Compliance).

102-16 Responsibilities and resources

The superordinate goals valid for all locations will be developed by the executive management in collaboration with the Compliance department and documented in the internal Code of Conduct (ethical code of the WITTE Group).

The Compliance department is also responsible for technical support and advisory of the departments and for maintenance and improvement of the compliance program.

The effective implementation of the program and the pursuit of the company principles in daily business is the responsibility of management. They demand corresponding behavior from their employees.

Selected measures and projects

In the context of the work of the Compliance department and the Human Resources processes, regular mandatory trainings are held for all employees on the topics of "Ethical Company Principles" and "Fighting Corruption" and on the compliance program. These are supplemented with additional campaigns and trainings, which raise the employees' awareness and are intended to increase their consciousness for these topics.

The compliance program is regularly reviewed for suitability and functionality. In the review process, one focus lies on the communication structures and grievance mechanisms (mailbox, email, and hotline for corporate ethics, personal messages to the Compliance Officer).

These are primarily critically reviewed and adjusted when necessary with regard to the aspects of

- Accessibility and consistency of the communication channels
- Use by whistleblowers
- Controlled interaction and handling of notifications received

Information about this material topic

- 205-1 Operations assessed for risks related to corruption
- 205-2 Communication and training about anti-corruption policies and procedures
- 406-1 Incidents of discrimination and corrective actions taken
- 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
- 408-1 Operations and suppliers at significant risk for incidents of child labor
- 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor
- 412-1 Operations that have been subject to human rights reviews or impact assessments
- 419-1 Non-compliance with laws and regulations in the social and economic area

Employment and employee development

Supporting systematic employee development for constant improvement of capabilities and processes is essential to us, and is also the basic prerequisite in achieving lasting success for our company and living out our values as a family-run company. At the same time, this also fulfills the expectations of our customers.

Goals and strategic approaches:

With our company vision, we express our belief that satisfied and motivated employees are of decisive importance for the success of our company: **One of the three goals of the vision is that all employees are able to promote ideas with excitement and a strong focus on goals, using their own chances for development.**

The topic of “Motivating working conditions” also takes on a special importance in our HR vision: “We are creating an environment in which all employees of WITTE are motivated and able to efficiently achieve company goals.” Here, we are concentrating on solutions that are as local as necessary and as global as possible.

The basis for our systematic employee development process is the communication between managers and their direct employees. To create a framework for this communication, we have introduced “Dialog-in-Process – DiP” as a three pillar instrument for continuous communication and feedback:

1. **Pillar:**
Daily communication
2. **Pillar:**
Event-based feedback
3. **Pillar:**
Systematic development dialog

Based on the results of this communication process, we are starting talent conferences (People in Progress (PiP) meetings), allowing us to discuss promotables and high potentials with 1st Level Management, create development plans, and discuss options for successors within the company. To improve the involvement of our managers, we are integrating this topic in the regular meetings of our HR business partners/HR managers with their respective managers.

Excellent leadership ability requires both an appropriate framework and internal, professional support. For this, we use the Lean Leadership Program, an international development program that is carried out top-down, beginning with the management level. The introduction of manager development programs for new target groups, e.g. supervisors, will begin 2020/2021.

In addition, we have defined clear expectations of employees and executives within our WITTE skills and behaviors. The evaluation of these expectations is integrated into the Dialog in Process.

With our Learning Management System, we administer and evaluate training measures systematically. Basic data such as training times and quality of the trainings are collected systematically and evaluated on a regular basis. In addition, we have an overview of mandatory trainings and an escalation process integrated into the system. Currently, we are working on integrating various instruments into this tool. Results from the quality matrix and the PiP meetings should be harmonized with individual development and training plans (IDTP). The implementation of this IDTP will begin in 2021 and will be continuously expanded and improved.

Responsibilities and resources

WITTE employs an HR staff which is specialized on employee development. Their primary task in times of shortage of skilled workers is to promote the potential of individual employees and managers, helping to improve their abilities and satisfaction.

The Lean Leadership Program for promoting talents, as well as other topics connected to improving our leadership, is coordinated in our Steering Committee for Leadership Excellence with our Executive Board at a high level, allowing them to coordinate next steps.

Selected existing and planned measures/projects

Employee survey

At all sites, we use the feedback from our regularly conducted employee surveys. In the analysis phase, we don't just compare our internal results and trends, but also look to external benchmarks (country-specific and high performance). When looking at the current trend (2018 in comparison to 2020), it becomes visible that we were able to improve in almost all dimensions.

From the analysis of the trends and benchmarks, we can find new approaches for improvements and can also evaluate whether previous efforts have paid off.

The core HR team supports our managers in communicating results and determining local or department-specific measures. Group-wide measures are coordinated and controlled by the Executive Board.

Involvement of employees in the process of redesigning and improving working conditions:

Market-appropriate working conditions allow us to recruit and keep talented and skilled employees. That's why we discuss modern and motivating working conditions, e.g. in currently running work groups, to involve employees from all departments and all age groups in the process. To ensure that the needs of trainees are also considered, representatives of the JAV (Youth and Trainee Representation) were also included in the groups.

In the meetings, many contemporary and innovative approaches for improvement were collected, discussed, and began to be implemented.

The following topics are currently worked on:

- Distributing fresh fruit, installing water dispensers
- Employee surveys about the canteen and menu selection
- Offering hygiene articles in the women's restroom
- Reviewing and improving lighting at work stations
- Providing loaner umbrellas in the reception area
- Modification of rules regarding break times
- Mobile work

Information about this material topic

- 402-1 Minimum notice periods regarding operational changes
- 404-1 Average hours of training per year per employee
- 404-3 Percentage of employees receiving regular performance and career development reviews
- 405-1 Diversity of governance bodies and employees

The communication of the strategy and news that are relevant for the whole Group was significantly improved with the introduction of the new communication platform, WE-net (intranet) in all plants.

Not only can news about current topics from the various fields be found there, but also information from the Executive Board. This doesn't just increase the speed of communication, but also the transparency of our communication of changes. We plan to use this tool even more in the future.



Occupational health and safety policy

Protecting health and ensuring a safe working environment are among the essential duties of a company and are thus a matter of course for WITTE Automotive. Healthy employees are more motivated, more efficient, and more satisfied; that's why it's our goal to create a working environment that contributes to sustainable improvement in the health of our employees.

Through the consistent work on occupational health and safety, we are especially able to contribute to Sustainable Development Goals 3 and 8.

Strategic approaches and goals:

Through consistent compliance with the principles set down in our occupational health and safety policy, we want to avoid accidents and illnesses, consistently improve **occupational health and safety**, and thereby constantly improve employee satisfaction. For us, fulfilling legal requirements is a matter of course.

The following principles and fields for action are among them:

- Pursuing our vision of 0 work accidents
- Systematically reviewing workstations and processes in the form of risk assessments
- Minimizing risks through appropriate measures and the use of modern technology
- Preventative inclusion of occupational health and safety policy in all company processes
- Accountable observation of all assumed duties in the field of occupational health and safety by all managers; consequent reactions to risky behavior
- Promoting the skills and consciousness of employees for safe work through regular information and trainings
- The same standards for partner companies as for our employees
- Regular inspection and evaluation of the effectiveness and achievement of the occupational health and safety goals, early recognition and implementation of potential improvements

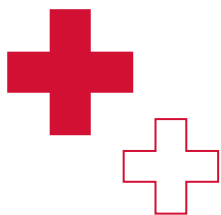
Responsibilities and resources

For carrying out the Health and Safety management system according to OHSAS 18001, the HSSE roles (Health, Safety, Security, Environment) at the individual locations are responsible. They also support all departments with regard to specialist topics, processes, and documents in the field of occupational health and safety. For the (department-specific) implementation of the (legal and internal) rules and goals and communication to the employees, all managers are ultimately responsible.

At the same time, every individual employee is encouraged and obligated to act with independent responsibility when working in buildings, on sites, and with machines, thus minimizing accidents and health risks. All employees receive trainings tailored to their working environment on a regular basis.

The field of occupational safety is also processed by the HR department. For example, they take care of training and the organization of health weeks and other events.

In addition, precautionary and routine investigations and (primary) treatments are carried out by a company doctor.



Selected existing and planned measures

- All locations are certified according to OHSAS 18001; this facilitates systematic embedding of the occupational health and safety topics in all business processes. The conversion to ISO 45001 has already taken place in Bulgaria, and is planned for the German locations.
 - Systematic embedding of occupational health and safety topics in all business processes
- Preparation and analysis of accident statistics and derivation of corresponding measures to minimize the risk of accidents
- Regular mandatory trainings on all relevant occupational health and safety topics
- Annual health weeks at all locations
- Internal audits, risk assessments, and ergonomic checks
- Ergonomics checklist when developing and designing new production facilities
- Comprehensive obligation to wear safety shoes
- Wearing personal protective equipment is mandatory in all signed areas
- Trainings and notices to comply with set hygiene rules and measures
- Company doctor carries out precautionary examinations, e.g. regular vision tests.
- Extensive exercise opportunities for employees, partially focused on challenges in daily office life (stretching, strengthening the muscles of the back, etc.)
- Company runs, most recently the Charity Run

NOTIFICATION ABOUT 2020 COVID-19 HYGIENE MEASURES:

To provide our employees with the best possible protection against the coronavirus, we were quick to implement extensive protective and hygiene measures, including:

- Changing/loosening home office regulations
- Daily cleaning and disinfection of the offices and all areas
- Obligation to wear masks in the company buildings, provision of masks at no charge
- Dividers in the production areas
- Increasing the number of disinfectant dispensers
- Quick communication of all measures, rules, and updates over the intranet

Based on the newest information about the virus, the measures are constantly being updated to include new circumstances and requirements.

Information about this material topic

403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities



103-1 103-2 103-3 SUSTAINABILITY AND RESPONSIBILITY IN THE SUPPLY CHAIN

Increasing transparency and reducing negative ecological and social effects in the supply chain will be a focus of the WITTE sustainability program in the future. Many elements of sustainable supplier management were therefore already incorporated in the company's new purchasing strategy.

Strategic approaches and resources

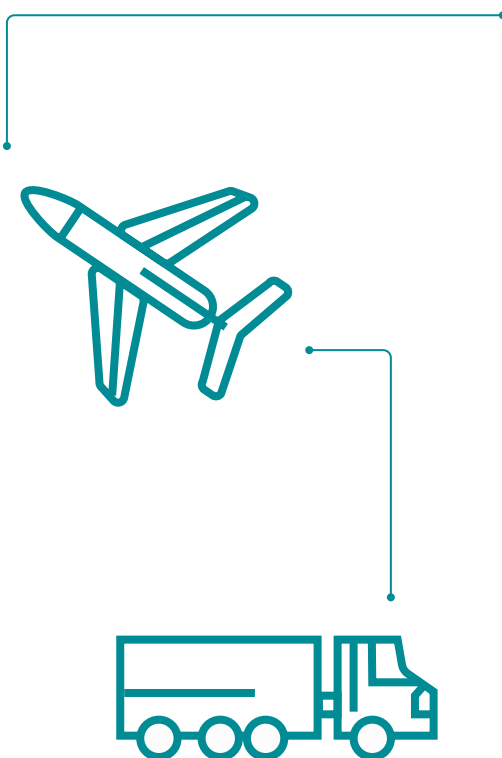
By systematically developing sustainability activities in the supply chain, WITTE Automotive ensures that its customer's expectations will be fulfilled and provides its contribution to the supply chain strategies of its customers. Existing resources and skills from the departments of Purchasing and Logistics are used and supplemented by technical support from the Sustainability and HSEE departments.

To determine and reduce greenhouse gas emissions in the upstream supply chain and ensure compliance with legal, ecological, and social/ethical standards, WITTE is pursuing **four essential strategic approaches**:

- 1** In the **Supplier Code of Conduct** (SCoC), suppliers confirm to comply with the set standards and guidelines.
- 2** In the future, compliance with the requirements defined in the SCoC will be monitored in **Sustainability Audits** as a component of the regular supplier audits.
- 3** In the future, WITTE intends to **collect and evaluate data relevant to sustainability**, especially **emission quantities**, with self-disclosure questionnaires. In addition, various options for collaboration with partners are currently being assessed for suitability.
- 4** To improve **sustainability in the supply chain**, WITTE plans to integrate additional sustainability criteria in the tendering process. To reduce emissions and negative ecological and social effects, it is also necessary to collaborate with suppliers on these topics, to exchange experiences/ best practices, and to develop industry standards together.

In the process, the first step is raising awareness and creating a common understanding for the importance of sustainability.





Existing and planned measures and results

Observing ethical principles, complying with legal provisions, and a responsible management of all internal and upstream business processes is required of suppliers by the Supplier Code of Conduct (SCoC). The SCoC is regularly reviewed and updated and/or expanded when necessary.

The most recently edited version contains changes and criteria on the topics of:

- Responsible raw material procurement
- Reduction of emissions, waste, and resource consumption
- Management systems for environmental and occupational health and safety
- Observing human rights, prohibition of child, compulsory, and slave labor, securing the freedom of assembly, safety and health at the workplace
- Compliance with laws, standards, and guidelines
- Prohibition of corruption and bribery
- Demanding the requirements named above from all upstream suppliers

As of 2019, a high percentage of the 1st tier series suppliers of WITTE have signed the SCoC or sent their own Code of Conduct that contained criteria of equal or greater quality. WITTE is currently editing the SCoC and setting itself the goal of further increasing the number of series suppliers that have signed the SCoC or have a document of equal value even further by 2022.

Beyond the SCoC, the WITTE supplier portal is used to review and evaluate whether suppliers have a certified environmental management system under DIN EN ISO 14001 or EMAS and an occupational health and safety manage-

ment system under OHSAS 18001/DIN EN ISO 45001. Currently, according to turnover volumes, for example, 87 % of production suppliers have a certified environmental management system (Goal for 2021: 90 %).

The carbon footprint and its collection over the entire upstream supply chain is intended to be increasingly considered as a very important criterion for procurements in the future. Due to the size, diversity, and complexity of the supplier network, WITTE, like the industry as a whole, is dependent on a standardized and coordinated form of data collection.

To review and secure compliance with the requirements formulated in the SCoC, we plan to develop a sustainability audit system step by step, which will be linked to the existing supplier audits and will use the correspondingly available resources.

WITTE has set itself the goal of carrying out annual Sustainability Audits starting in 2021.



To determine and incrementally reduce greenhouse gas emissions in the supply chain (Scope 3), the possibilities of collaboration with partner organizations such as the Carbon Disclosure Project (CDP) or EcoVadis are currently being reviewed as a possibility to require our direct suppliers to disclose their Corporate Carbon Footprints and their strategy and organization concerning climate protection.

In parallel, the collection and evaluation of supply-chain relevant data is intended to be performed more professional and automatic, allowing us to determine supply chain emissions and product carbon footprints more precisely and efficiently.

As another sustainability-relevant criterion, the reusability of materials, components, and purchased parts and the opportunities for using renewable resources is intended to be

included in the decision-making process in the future. To make employees in Purchasing more aware of the topic of sustainability, trainings will be carried out and opportunities for further education will be offered.

Sustainability aspects will be added to the risk management and risk portfolio in the future. In addition, a country- and material-related matrix of sustainability risks should be created with regard to WITTE procurement markets.

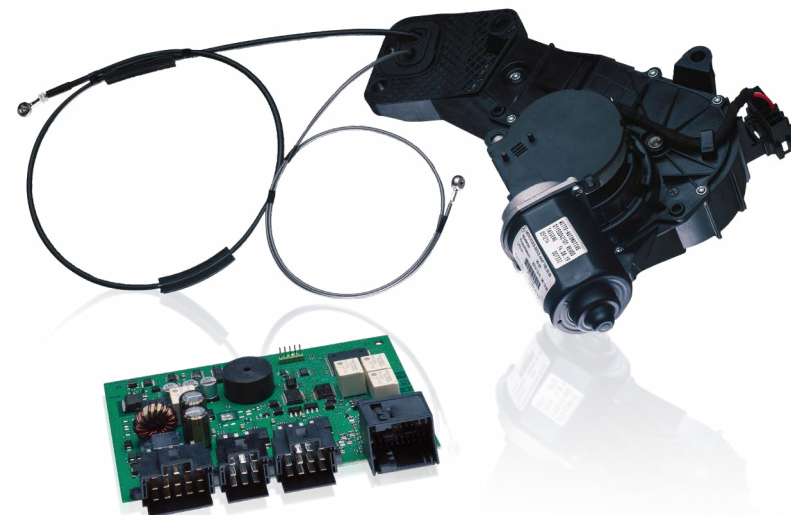
In the Logistics department, WITTE is pursuing the strategic approach of ongoing route optimization, short delivery routes to the respective production plants, and the selection and specification of low-emission means of transportation to minimize environmental effects. For this reason, collaboration with our partner companies, especially freight forwarders, will be significantly intensified. The top priority goal in the field of Logistics in the short term is the further reduction of CO₂ emissions through route optimization and local procurement strategies.

Information about this material topic

- 301-1 Materials used by weight or volume
- 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
- 408-1 Operations and suppliers at significant risk for incidents of child labor
- 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor
- 412-1 Operations that have been subject to human rights reviews or impact assessments
- 414-1 New suppliers that were screened using social criteria

6

INFORMATION ABOUT TOPIC-SPECIFIC STANDARDS



201-1 Direct economic value generated and distributed

Revenues

€659.0 million

Operating costs

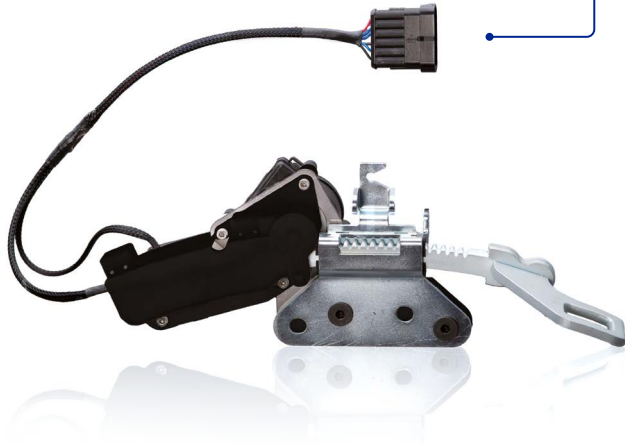
€479.4 million

Wages and bonuses for employees

€162.8 million

Retained economic value:
"directly created economic value" minus
"distributed economic value"

€16.8 million



205-1

OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION

WNC Nejde
WAT Access Technology Ostrov
WPA Paint Application Ostrov
WV Velbert
WAB Ruse
WNC Prague

6 Number of locations investigated

Remaining locations will follow over the implementation of the compliance program

Percentage of the total number of locations

60 %

Identified corruption risks

0

205-2

COMMUNICATION TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES

Percentage of employees to whom the anti-corruption policy was communicated:

100 %

Over the intranet, as part of the onboarding process, and through signs and posters in every plant

Percentage of production suppliers: (Communication over SCoC)

100 %
64 %

amount that have agreed (by turnover)

Number of employees that participated in an anti-corruption training in 2019:

208 

Up to 2019, the training took place in a 5 year rhythm; since 2020, this has changed to a mandatory annual training

301-1 Essential materials used in production by weight

Material	Weight in t	Percentage of total weight
Total steel	20,038.170	52.68 %
Total plastic	13,930.735	36.62 %
Zamac (Zinc alloy with aluminum, copper, and magnesium components)	3,523.831	9.26 %
Paint material	372.381	0.98 %
Other materials (alloys, aluminum, rubber, composites, felt, Teflon, adhesive tape)	173.310	0.46 %
Total	38,038.427	

The data listed in the table refers to series suppliers which are about 78 % of our total purchasing volume (measured by turnover). Because all packaging comes from non-production suppliers, they are not included in the table. All material that is less than 1 % of the total weight of listed materials are included in the "Other Materials" category.

The list is not a complete overview of the total weight of all materials used, but rather realistically lists the percentages of material types used in the total quantities of resources used.



302-1
302-3

Energy consumption and energy intensity of the organization

Plant Location	Type of energy	Energy consumption [kWh]	Value creation [€ 1,000]	Energy intensity [kWh/(€ 1,000 value creation)]
Velbert (Höfer-, Stahl-, Haberstrasse)	Current	1,993,904		
	Oil	8,521		
	Gas	2,224,574		
	Total	4,226,999	4,316	979.37
Niederberg	Current	4,636,909		
	Gas	1,910,000		
	Total	6,546,909	67,560	96.91
Bitburg	Current	5,855,221		
	Gas*	283,502		
	Total	6,138,723	15,336	400.28
Nejdek (CZ)	Current	14,011,410		
	Gas	174,434		
	Total	14,185,844	94,786	149.66
Ostrov (CZ)	Current	13,327,640		
	Gas*	8,322,893		
	Total	21,650,533	65,740	329.34
Ruse (BG)	Current	2,504,960		
	Gas	642,378		
	Total	3,147,338	47,531	63.36
Total	Current	42,330,044		
	Oil	8,521		
	Gas	13,557,781		
Total		55,896,346	295,270	189.31

* In Bitburg and Ostrov, gas is used in production (Bitburg) and in painting (Ostrov) as well as for heating; the consumption is included here.

303-1

Interactions with water: Water consumption, sources, and wastewater treatment

Plant Location	Water consumption [m³]	Type of use	Source	Wastewater discharge
Velbert (Höfer-, Stahl-, Haberstrasse)	4,042	Sanitary facilities	Public drinking water network	Municipal wastewater system
Niederberg	5,264	Cooling system, sanitary facilities, cleaning	no information	no information
Bitburg	2,679	Cooling system, sanitary facilities, cleaning	Deep wells of the city of Bitburg	Wastewater treatment systems of the city of Bitburg
Nejdek (CZ)	12,872	Cooling systems, refilling heating system, sanitary facilities, catering, cleaning	no information	no information
Ostrov (CZ)	11,816	Painting, sanitary facilities, cooling water for molding, cooling of the halls for painting and assembly	Public drinking water network	Municipal wastewater system
Ruse (BG)	10.2	Sanitary facilities	Regional water supplier, rain water	Municipal wastewater system
Total	36,683.2			

305-1
305-2
305-4

Direct greenhouse gas emissions (Scope 1), indirect, energy-related greenhouse gas emissions (Scope 2) and intensity of emissions

Plant Location	Emissions Scope 1 CO ₂ [t]	Emissions Scope 2 CO ₂ [t]	Emissions Scope 1 and 2 CO ₂ [t]	Emission intensity [(kg CO ₂ equivalents)/ (€ 1000 value creation)]
Velbert (Höfer-, Stahl-, Haberstrasse)	1,105.776	945.110	2,050.89	475.14
Niederberg	768.882	2,197.895	2,966.78	43.91
Bitburg	110.695	2,775.375	2,886.07	188.19
Nejdek (CZ)	476.269	9,394.997	9,871.27	103.08
Ostrov (CZ)	1,829.762	8,166.578	9,996.34	152.08
Ruse (BG)	198.867	1,028.972	1,227.84	25.83
Total	4,490.252	24,508.928	28,999.18	97.89

The greenhouse gas emissions were determined in accordance with the GHG Protocol and contain both gas, oil, and electricity consumption (see GRI 302-1), additional purchased quantities of process steam in Nejdek, emissions from gas and mileage consumption from all company vehicles and the emissions caused by an emission of coolants estimated at 0.5 % p.a.

The emission factors were taken from validated databases and publications. Sources: German Federal Environmental Agency, GEMIS, German Institute for Applied Ecology/ProBas

The data shown above was collected for this report in this form for the first time. For that reason, it cannot be directly compared with data collected at earlier dates. It therefore forms the first benchmark for future monitoring and success monitoring of our processes and activities with which we intend to achieve our climate protection goals under Scope 1 and 2.

To date, Scope 3 emissions have not been calculated due to the lack of a uniform standard and reliable data collection. WITTE is engaged in an intensive discussion with relevant institutions to drive the development of a corresponding, effective system.

Following the standards of the Greenhouse Gas Protocol, WITTE differentiates between three types of scopes in its greenhouse gas accounting:

- **Scope 1:** Emissions caused directly by internal company processes and systems (creation of energy and heat, as well as the company fleet).
- **Scope 2:** Indirect emissions that occur in the creation of purchased energy (electricity, steam, heat, cold).
- **Scope 3:** Indirect emissions that occur in the upstream and downstream processes of our company activity.

We are sure that Scope 3 reporting will play an important role in fighting climate change in the future.

WITTE is aware of its responsibility in this context. We want to support our customers in decreasing CO₂ emissions that are not only caused in the use-phase of vehicles by the customer, but also along the upstream value chain.

The corresponding strategic approaches and goals can be found in the management approach on the topic of "Sustainability and responsibility in the supply chain" (→ Page 32).

306-2 Waste by type and disposal method

Plant Location	Type of waste	Quantity [t]	Process for disposal
Velbert (Höfer-, Stahl-, Haberstrasse)	Hazardous	0.11	Transfer to a disposal company for recovery, 8.3 % incineration/landfill (municipal waste)
	Non-hazardous	76.07	
	Total	76.18	
Niederberg	Hazardous	30.53	
	Non-hazardous	6,412.60	
	Total	6,443.13	
Bitburg	Hazardous	12.26	Transfer to a disposal company for recovery
	Non-hazardous	314.73	
	Total	326.99	
Nejdek (CZ)	Hazardous	49.95	75 % recycling 25 % landfill
	Non-hazardous	1,052.62	
	Total	1,102.57	
Ostrov (CZ)	Hazardous	1,624.01	Incineration
	Non-hazardous	580.11	
	Total	2,204.12	
Ruse (BG)	Hazardous	5.68	85 % recyclable (transfer to disposal company) 15 % landfill
	Non-hazardous	275.01	
	Total	280.69	
	Hazardous	1,722.54	
	Non-hazardous	8,711.14	
	Total	10,433.68	

307-1

NONCOMPLIANCE CASES WITH REGARD TO
ENVIRONMENTAL LAWS AND REGULATIONS

0

Noncompliance cases with regard to environ-
mental laws and regulations

402-1

MINIMUM NOTICE PERIODS REGARDING
OPERATIONAL CHANGESThe minimum notice period for business
changes is **4 weeks**

403-2 Work accidents, work days lost, absences
and number of work-related deaths

Plant Location	Number of employees (VZÄ/FTE)	Reported work accidents (>1 day work days lost)	Days of absence Total	Health quota	Work-related deaths	LTIS*
Velbert (Höfer-, Stahl-, Haberstrasse)	494	4	125	94.01 %	0	1,227
Niederberg	448	15	272	90.83 %	0	2,687
Bitburg	240	10	164	92.42 %	0	3,512
Nejdek (CZ)	1910	16	351	92.93 %	0	785.4
Ostrov (CZ)	693	6	92	93.9 2%	0	640.6
Ruse (BG)	969	1	38	95.53 %	0	160.7

$$LTIS = \frac{\sum LTH}{wmh} * 1,000,000$$

* The LTIS (Lost-Time-Injury-Severity) is the KPI used by WITTE to analyze the frequency of accidents. It is calculated as follows:

LTH = Lost-Time-Hours

lost time hours due to work-related accidents with loss of work of 1 day or longer

Wmh= work-man-hours

Total work hours, calculated from the number of employees * 1,760 h (220 work days p.a., 8 h/day)

The LTIS is indicated in the "accident related work days lost/1 million working hours."

404-1

AVERAGE HOURS OF TRAINING PER YEAR
PER EMPLOYEE

24

including training and trainee hours

16

without training and trainee hours

404-3

100 %

Percentage of employees receiving regular performance and career development reviews

405-I

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

Advisory board by age group

30-50 years **20 %**
 over 50 years **80 %**

I and 2 Management by age group

under 30 years **0 %**
 30-50 years **38 %**
 over 50 years **62 %**

Other managers by age group

under 30 years **0 %**
 30-50 years **59 %**
 over 50 years **41 %**

Employees by age group

under 30 years **24 %**
 30-50 years **49 %**
 over 50 years **23 %**

Advisory board by gender

Women **2 ♀**
 Men **3 ♂**

I and 2 Management by gender

Women **5 % ♀**
 Men **95 % ♂**

Other managers by gender

Women **12 % ♀**
 Men **88 % ♂**

Employees by gender

Women **42 % ♀**
 Men **58 % ♂**

406-I

CASES OF DISCRIMINATION

Number of reported or
 identified cases of
 discrimination **0 %**

414-I We currently ensure compliance with human rights and other social criteria by our suppliers using the Supplier Code of Conduct.

To be able to monitor our suppliers more systematically in the future with regard to social, human rights-related, and ecological risks, a corresponding risk management system, including audits, is currently being developed (see also page 32 → Sustainability and responsibility in the supply chain).

407-I

OPERATIONS AND SUPPLIERS IN WHICH THE RIGHT TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING MAY BE AT RISK

Own business premises:

0

408-I

OPERATIONS AND SUPPLIERS AT SIGNIFICANT RISK FOR INCIDENTS OF CHILD LABOR

Own business premises:

0

409-I

OPERATIONS AND SUPPLIERS AT SIGNIFICANT RISK FOR INCIDENTS OF FORCED OR COMPULSORY LABOR

Own business premises:

0

412-I

OPERATIONS THAT HAVE BEEN SUBJECT TO HUMAN RIGHTS REVIEWS OR IMPACT ASSESSMENTS

Own business premises:

100 %

419-I

NON-COMPLIANCE WITH LAWS AND REGULATIONS IN THE SOCIAL AND ECONOMIC AREA

0

7 GRI CONTENT INDEX



For the Materiality Disclosures Service, GRI Services reviews whether the GRI Content Index is clearly depicted and the references for statements 102-40 to 102-49 correspond to the relevant sections in the report.

Fulfillment: ● totally, ● partially, ○ not

Index in accordance with the GRI Standards (Core option)

Specification			Page/direct answer	Compliance	Comments
GRI 101: Foundation 2016					
	101	Foundation	47	●	
GRI 102: General Disclosures 2016					
Organization Profile	102-1	Name of the organization	47	●	
	102-2	Activities, brands, products, and services	7	●	
	102-3	Location of headquarters	8, 47	●	
	102-4	Location of operations	8	●	
	102-5	Ownership and legal form	9	●	
	102-6	Markets served	9	●	
	102-7	Scale of the organization	9	●	
	102-8	Information on employees and other workers	9	●	
	102-9	Supply chain	10	●	
	102-10	Significant changes to the organization and its supply chain	44	●	none
	102-11	Precautionary principle or approach	10	●	
	102-12	External initiatives	10	●	
	102-13	Membership of associations	10	●	
Strategy	102-14	Statement from senior decision-maker	3	●	
Ethics and Integrity	102-16	Values, principles, standards, and norms of behavior	3, 27	●	
Governance	102-18	Governance structure	11	●	
Stakeholder Engagement	102-40	List of stakeholder groups	12	●	
	102-41	Collective bargaining agreements	12	●	
	102-42	Identifying and selecting stakeholders	12, 15	●	
	102-43	Approach to stakeholder engagement	12, 15	●	
	102-44	Key topics and concerns raised	13	●	
Reporting Practice	102-45	Entities included in the consolidated financial statements	13	●	
	102-46	Defining report content and topic boundaries	13, 15	●	
	102-47	List of material topics	13, 15, 16	●	
	102-48	Restatements of information	13	●	
	102-49	Changes in reporting	13	●	
	102-50	Reporting period	13	●	
	102-51	Date of most recent report	13, 47	●	
	102-52	Reporting cycle	13	●	
	102-53	Contact point for questions regarding the report	13, 47	●	
	102-54	Claims of reporting in accordance with the GRI Standards	13	●	
	102-55	GRI Content Index	13	●	
	102-56	External assurance	13, 47	●	none

Index in accordance with the GRI Standards (Core option)

	Specification		Page/direct answer	Compliance	Comments
MATERIAL TOPICS					
LONG-TERM FINANCIAL SUCCESS					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	19	●	
	103-2	The management approach and its components	19	●	
	103-3	Evaluation of the management approach	19	●	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	36	●	
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	43	●	
COMPLIANCE					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	20	●	
	103-2	The management approach and its components	20	●	
	103-3	Evaluation of the management approach	20	●	
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	40	●	
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	40	●	
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	43	●	
CLIMATE PROTECTION AND ENERGY MANAGEMENT					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	22	●	
	103-2	The management approach and its components	22	●	
	103-3	Evaluation of the management approach	22	●	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	37	●	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	38, 39	●	
	302-3	Energy intensity	38	●	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	39	●	
	305-2	Energy indirect (Scope 2) GHG emissions	39	●	
	305-4	GHG emissions intensity		●	
ENVIRONMENTAL PROTECTION AND RESOURCE MANAGEMENT					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	25	●	
	103-2	The management approach and its components	25	●	
	103-3	Evaluation of the management approach	25	●	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	37	●	
GRI 303: Water 2016	303-1	Water withdrawal by source	38	●	
GRI 306: Effluents and Waste 2016	306-2	Waste by type and disposal method	40	●	
GRI 307: Environmental Compliance 2016	307-1	Non-compliance with environmental laws and regulations	40	●	

For the Materiality Disclosures Service, GRI Services reviews whether the GRI Content Index is clearly depicted and the references for statements 102-40 to 102-49 correspond to the relevant sections in the report.

Fulfillment: ● totally, ● partially, ○ not

Index in accordance with the GRI Standards (Core option)

	Specification		Page/direct answer	Compliance	Comments
BUSINESS ETHICS AND WORK CONDITIONS					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	27	●	
	103-2	The management approach and its components	27	●	
	103-3	Evaluation of the management approach	27	●	
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	36	●	
	205-2	Communication and training about anti-corruption policies and procedures	36	●	
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	40	●	
GRI 403: Occupational Health and Safety 2016	403-2	Types of injury and rates of injury; occupational diseases, lost days, and absenteeism, and number of work-related fatalities	41	●	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	41	●	
	404-3	Percentage of employees receiving regular performance and career development reviews	41	●	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	42	●	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	42	●	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	43	●	
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	43	●	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	43	●	
GRI 412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	43	●	
GRI 419: Socioeconomic Compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	43	●	
SUSTAINABILITY AND RESPONSIBILITY IN THE SUPPLY CHAIN					
GRI 103: Management Approach 2016	103-1	Explanation of the material topic and its boundary	32	●	
	103-2	The management approach and its components	32	●	
	103-3	Evaluation of the management approach	32	●	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	37	●	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	43	●	
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	43	●	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	43	●	
GRI 412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	43	●	
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	43	●	

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Fulfillment: ● totally, ● partially, ○ not

8 ABOUT US

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¹⁰¹ **Notice**

This report was created in accordance with the GRI Standards: created applying the "core" option. The choice of content for our Sustainability Report follows the principles of completeness, significance, and inclusion of stakeholders.

The present report is the first from WITTE Automotive GmbH in a two year cycle. You can find an overview of the GRI information handled herein on pages 44-46.

The reporting period is 2019. If not otherwise specified, the information relates to the 2019 calendar year.

¹⁰²⁻⁵⁶ **External Support**

Matthias Friebe, Advisory

¹⁰²⁻⁵¹ **Editorial Note**

The editorial deadline for this report was October 1, 2020.

To promote legibility, this report waived any distinction between the grammatical genders and typically used the masculine form. Such terms fundamentally apply for all genders.

System limits

Financial figures refer to the consolidated companies of WITTE Automotive GmbH.