

SUSTAINABILITY REPORT

2020/2021

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Even though we are unable at this time to foresee how the war in Ukraine will affect us all, we at WITTE Automotive believe that as a trusted market partner, we have a responsibility to offer the level of openness and transparency presented in this second Sustainability Report.

²⁻²² INTRODUCTORY REMARKS

The political, economic and ecological challenges we currently face highlight the need to merge a long-term approach to planning and execution with short-term flexibility, as well as the importance of making our entire value chain more resilient. Shaping sustainable development is one of the biggest responsibilities facing companies at present, and, as a family-owned company, we at WITTE Automotive have made this our top priority.

The COVID-19 pandemic heavily influenced our social action during the reporting period. The disruption of global supply chains and the resulting chip shortage in particular exemplify the multifaceted challenges that can arise in a globalised, highly-interconnected world. All of these factors combined form a challenging competitive environment that we have to successfully navigate.

The following aspects demonstrate that WITTE is well-prepared for the challenges that lie ahead: Despite recording a considerable drop in revenue in connection with supply bottlenecks and temporary halts in production at our customers' plants, including a high degree of volatility and therefore planning uncertainty, we realised the biggest investment Program in WITTE's history in 2021.

Thanks to our careful planning and highly flexible production processes, we fulfilled every single customer, thereby maintaining a perfect delivery track record. Ultimately, WITTE was once again profitable. This allows us to continue investing in and developing the Company.

Despite – or perhaps precisely because of – the competitive environment, we examined the direct and indirect effects of our business activities in further detail. This has helped us to once again significantly sharpen our understanding of how vital sustainable corporate development is and to specify our contributions to the UN's Sustainable Development Goals (SDGs).

In keeping with our stakeholders' requirements, and more importantly with our own beliefs, we further developed the WITTE Sustainability Program and continued to integrate it into all company areas and departments. We recognise that everyone's business model in the automotive industry is based on sustainability. Core aspects of this include environmental protection and the associated energy topics, our responsibility in the supply chain and circular economy considerations in the product development stage. In this report, we will present in detail the specific and ambitious targets we have set and our progress in achieving them.

As a family-owned company with a storied 120-year history, we place great value on making positive contributions to society and having happy, satisfied employees. State-of-the-art, safe workplaces that are optimised to meet the demands of an ever-changing, highly flexible work environment form the foundation for this. The pandemic has drastically changed the way people work, and employees now expect a much more modern workplace. This is why we have launched and continue to implement comprehensive modernisation projects to make production processes more flexible, and why we have developed a new workplace concept.

WITTE is a financially robust, highly-flexible and solution-oriented partner for our international customers. This is only possible with a highly qualified and motivated team behind you. We would like to take this opportunity to expressly thank you, our employees, for your extraordinary commitment during these challenging times, and all our business partners for the trust you have placed in us.



Rainer Götz
Chief Executive Officer

Kersten Janik
Chief Operating Officer

Anja Wetzel
Chief Financial Director

Christian Kaczmarczyk
Chief Technology Officer



2

GENERAL DISCLOSURES

²⁻¹ WITTE AUTOMOTIVE GROUP

²⁻⁶ WITTE Automotive – Key concepts for the automotive world!

WITTE products can be found in every major car brand today. From the product vision to the concept through to large-scale series production, WITTE develops intelligent, highest-quality closing, locking and safety systems.



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

As a system supplier, WITTE focuses on standardised modular components to ensure consistently high quality and efficiency worldwide. WITTE continuously optimises its product range and offers intelligent system solutions that perfectly combine product controls, electronics and mechanics.

Another business segment is WITTE's WITOL tolerance compensation systems, which offer customised fastening solutions that satisfy highest demands regarding tolerance compensation and safety requirements.

The WITTE Digital business unit develops digital solutions to shape the mobility of tomorrow and offers access systems with innovative key and data management for fleet managers, among others.

In addition to its four locations in Germany, WITTE Automotive has established its presence in Europe with subsidiaries in the Czech Republic, Bulgaria and Sweden. As part of the Vehicle Access Systems Technology (VAST) Automotive Group, WITTE Automotive is also globally present in the United States, Mexico, Brazil, India, China, Japan and South Korea.

Industries supplied

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

Geographic locations

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

2-1 2-2 LOCATION OF OPERATIONS

Company	WITTE Automotive GmbH and WITTE-Velbert GmbH & Co. KG (WV)	WITTE-Velbert GmbH & Co. KG (WV)	WITTE-Velbert GmbH & Co. KG (WV)	WITTE Niederberg GmbH (WNI)	WITTE Bitburg GmbH (WBI)
Location	Höferstraße 3-15, 42551 Velbert	Stahlstraße 25, 42551 Velbert	Haberstraße 22, 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 and testing	Production	Basic production, Technology Center for plastic injection molding

Company	WITTE Nejdek spol. s r.o. (WNC)	WITTE Nejdek spol. s r.o. (WNC)	WITTE Nejdek spol. s r.o. (WNC)	WITTE ACCESS TECHNOLOGY, s.r.o. (WAT) WITTE Paint Application, s.r.o. (WPA)
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

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

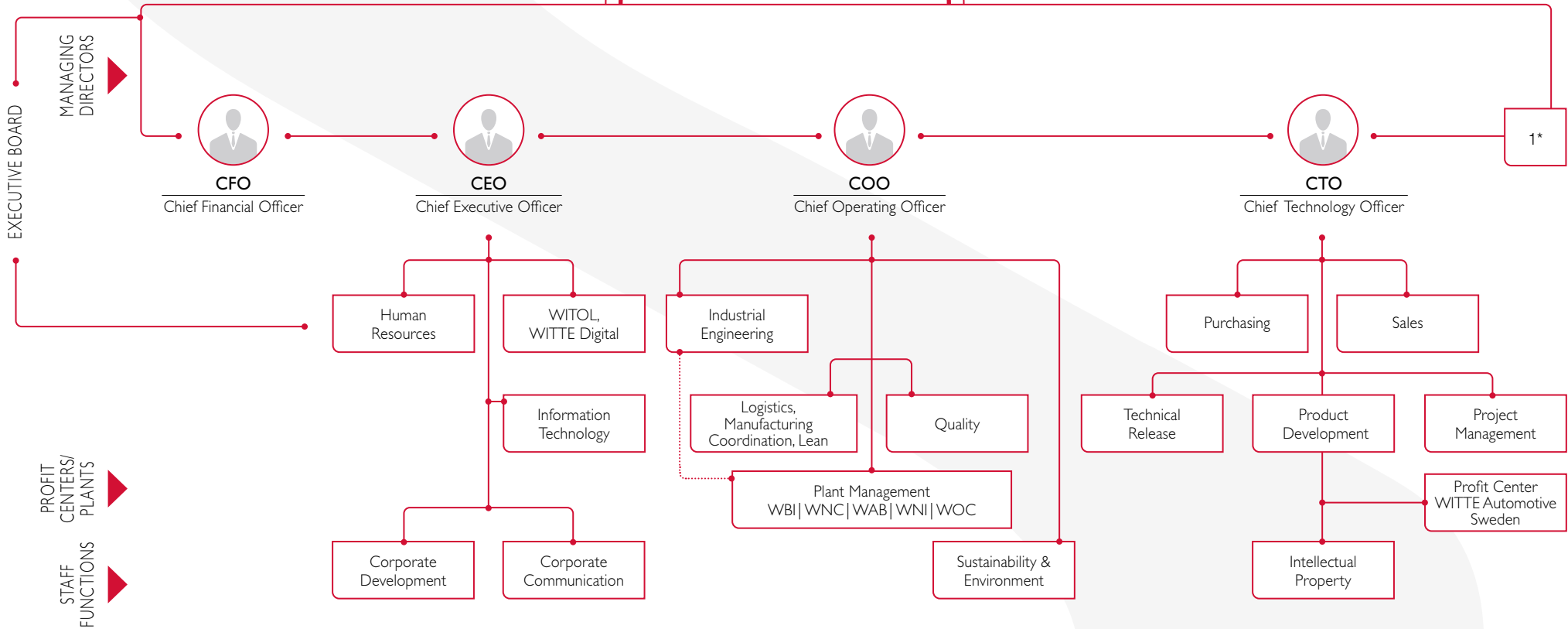
Company	WITTE Automotive Sweden AB (WAS)
Location	Askims Industriväg 9, 436 34 Askim
Description	(Sales) office

2-1 Location of headquarters

WITTE Automotive
Höferstr. 3-15
42551 Velbert



ORGANISATIONAL CHART



* Representatives & Officers: Quality Management, Information Security, Data Security, Occupational Medicine, Environmental Management, Energy Management, Occupational Safety, Compliance

3-3 GOVERNANCE, RISK AND COMPLIANCE (GRC)

WITTE's success in a strongly competitive environment is based on the early identification of, and reaction to, current risks and opportunities.

All of the WITTE Group's economic activities must comply with all binding obligations. This is clearly set out in our Code of Ethics and all applicable management system policies. Consistent application of these guidelines and policies prevents possible negative impacts.



Objectives and strategy

²⁻²³ Our strategic approaches and activities in the area of compliance are bundled in our Compliance Program, which we intend to continue to develop and optimise in the coming years. The basis of the Compliance Program is the WITTE Group's Code of Ethics.

"The WITTE Group is mindful of its moral and ethical responsibilities in its business dealings and fully committed to observing these and the fundamental principles of good business practices. The WITTE Group rejects and condemns practices that run counter to these principles.

The WITTE Group rigorously ensures compliance with laws and regulations and with all international agreements in all its dealings and across all areas of its operations. The WITTE Group extends its commitment to compliance with laws and regulations not only to its dealings with third parties and public authorities, but also with respect to its employees."

²⁻²⁴ Compliance with the principles of the Code of Ethics is ensured via our GRC organisation, by implementing our Compliance Program and the Internal Investigation & Fraud Response Program.

We continue to provide regular mandatory Compliance Program training for employees, which we consistently seek to improve and expand: We implemented an e-learning training module on LEYA, our online learning platform, which can also be used to track participation in training sessions. We have also supplemented our training Program with additional information and educational options, such as a new intranet page including an explainer video presenting our compliance principles in a nutshell.

In the future, Governance, Risk/Chances Management and Compliance will be even more closely integrated. For this reason, a GRC (Governance, Risk & Compliance) Board will be formed and a new organisational policy will be implemented.

²⁻²⁵
²⁻²⁶ Several channels and grievance mechanisms have been set up for submitting and processing complaints which are expressly referenced in the compliance documents:

- A "corporate ethics mailbox" has been set up for submitting notes in hard copy form without these being subject to any time constraints. No one other than the Compliance Officer or a designated agent is authorized to empty the corporate ethics mailbox. Reports submitted to the corporate ethics mailbox may be made anonymously if the submitting person does not wish to provide their name. This method of reporting is available to the WITTE staff as well as to external employees, suppliers and other business partners.

- We also provide an e-mail address and a hotline (answering machine that records the call) for submitting (anonymous) reports. Both the e-mail address and the telephone number are posted on our website and are therefore freely accessible to both external parties and stakeholders.

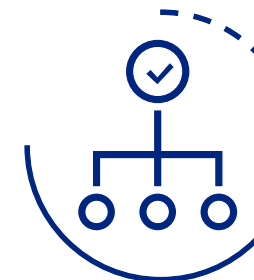
In the future, the GRC board will take over both an advisory and a supervisory role and will manage the relevant processes and organisations together with the Risk & Compliance officer.

The new R/CMS (Risk- & Compliance Management System) organisational policy complements the existing Code of Ethics and ensures that tasks and responsibilities are clearly delegated. It serves as an instrument for both documenting and communicating risk and compliance awareness.

In order to identify risks early and initiate appropriate preventive measures where necessary, systematic risk management is an integral part of our management systems with respect

to the topics of quality, environment, energy, occupational health and safety, and the group-wide Compliance Program. In each WITTE location, the topic-specific context of the organisation, interested parties and the material topics are identified and examined on a regular basis.

On this basis, SWOT analyses and specific risk assessments are performed in which the potential amount of damage as well as the likelihood of occurrence of the identified risks are assessed and the preventive and contingency measures are documented. This way, our management processes are based on the basic principle of "action before reaction".



Responsibilities and resources

Our Compliance principles and objectives are defined by C-Level Management and documented and revised in the corporate policies. Our Chief Financial Officer has temporarily taken over the role of Compliance Officer; thereafter, two new positions in GRC will be created for Risk and Compliance Management and Internal Audit & Revision.

It is the task of each and everyone working at WITTE to implement the rules and practices established in the Compliance Program; managers play a particularly important part in this regard, given their function as role models.



²⁻⁹ WITTE Automotive's C-Level Management consists of the following positions:

Chief Executive Officer, responsible for Human Resources, Information Technology, Corporate Communications, Corporate Development and the business units WITOL and WITTE Digital

Chief Financial Officer, responsible for Finance, Legal, Tax, Accounting, Controlling, Treasury and Governance, Risk & Compliance

Chief Operations Officer, responsible for Industrial Engineering, Lean & Manufacturing Coordination, Logistics, Quality, Sustainability & Environment and the production facilities

Chief Technology Officer, , responsible for Product Development, Product Release & Improvement, Project Management, Purchasing, Sales and Intellectual Property

²⁻¹⁰ The Advisory Board is responsible for selecting and nominating the C-Level Management on the basis of the professional qualifications and suitability of the individual candidates.

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²⁻⁹
²⁻¹¹ WITTE Automotive GmbH is a family-owned company and has rules of procedure, which are prescribed by the Advisory Board and govern the duties and areas of responsibility of management and of the Executive Board. Rainer Götz, a member of the owner's family, is Chief Executive Officer and thus part of C-Level Management.

²⁻¹⁸
²⁻¹⁹
²⁻²⁰ The assessment of performance as well as the determination of remuneration is also carried out by the Advisory Board: there is a basic remuneration as well as short- and long-term bonus systems. The base salary is reviewed annually by the Advisory Board and adjusted if necessary. The short- and long-term bonuses are also determined by the Advisory Board on the basis of a target agreement system and business performance. Supported by independent external sources, the Advisory Board regularly reviews whether compensation is appropriate in the market environment.

²⁻¹⁵ In the event of any potential conflict of interest, this must be disclosed in accordance with our Code of Ethics. The Code of Ethics also serves as a guide to resolving any such potential conflict.

²⁻¹²
²⁻¹⁴ As part of the Executive Board, C-Level Management is involved in managing environmental and social impacts and sustainability reporting via regular and ad hoc updates by the Sustainability & Environment department. Important topics and decisions in this regard are discussed and jointly resolved in the Executive Board meetings. In addition, the Chief Operations Officer is kept informed via scheduled weekly meetings with the Sustainability department and is involved in all sustainability management processes. The above-described communication and decision-making channels are used to further promote the collective knowledge, skills and experience of C-Level Management for sustainable development. Critical concerns are communicated to C-Level Management via defined escalation channels and hierarchy levels and discussed/decided at the C-Level Management and Executive Board meetings.

²⁻²¹ Annual total compensation ratio

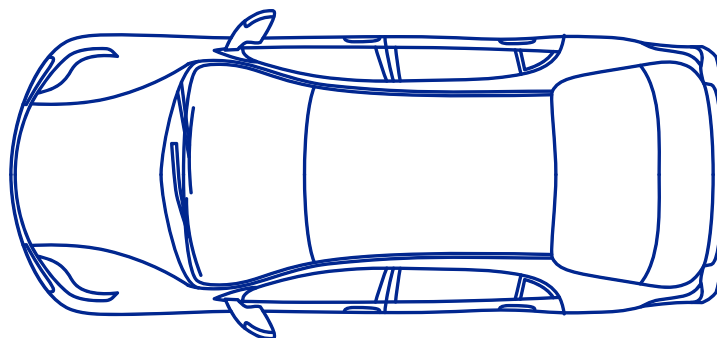
The ratio of the average salary of all WITTE employees to the average salary of Executive Board members is 1:12.9.

2-13 C-Level Management delegates the management of the various impacts of WITTE's business to the respective departments:

- The Purchasing and Logistics departments are primarily responsible for managing impacts in the upstream supply chain
- The Product Development department is responsible for managing product-related impacts via sustainable product design
- The management of production- and site-related impacts is the responsibility of the plant managers and especially of the departments for Health, Safety, Energy & Environment.
- All aspects and impacts related to the topics of employee satisfaction, working conditions, training and further education, diversity and equal opportunities are managed by the Human Resources department.
- The Sustainability & Environment department is responsible for the further development and adaptation of the overarching sustainability strategy, coordinating related activities, reporting and controlling.

2-28 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
- Catena-X Automotive Network e.V.
- VNU Verband für Nachhaltigkeits- und Umweltmanagement e. V.



2-2 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

Results and indicators

2-30 Collective bargaining agreements
Percentage of employees (entire Group) covered by collective bargaining agreements:

2019	2021
71.8%	68.0%

2-27 Total number of significant instances of non-compliance with laws and regulations during the reporting period

In the period 2018/09-2021/09 WITTE did not act completely compliant with customs regulations due to process weaknesses in import process of tool related services and tools that stayed outside Europe for production. When we recognized this issue, we investigated the case and contacted customs office. We disclosed the incident and asked to make a corrective payment which was accepted. In parallel we improved our processes, clarified responsibilities and did a training for all relevant employees. The final closure of this topic with customs office is still pending.

2-27 Operations that have been subject to human rights reviews or impact assessments

205-2 Percentage of employees that have received an anti-corruption training (Compliance Online-Training in LEYA):

2020	2021
27.7%*	90%

* Change in training cycle throughout the year.

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk
None

408-1 Operations and suppliers at significant risk for incidents of child labour
None

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour
None

100%

406-1 Total number of reports received during the reporting period via Corporate Ethics communication channels:

78

Status of the reports:

– filed	25
– statement submitted	36
– further information being obtained	2
– further action to process the report being determined	4
– closed	5
– implementation of the corrective actions reviewed	6

418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

2021: **0**

2020:
One complaint; this was classified as legitimate and corrective action was initiated immediately.

406-1 Incidents of discrimination and corrective actions taken

Total number of reports during the reporting period: **2**

One complaint was investigated, determined to be an unjustified allegation, and filed afterwards.

One complaint turned out to be justified. Corrective measures of HR were implemented. After public apology, the incident was closed.

205-1 Operations assessed for risks related to corruption

In the past assessed on an ad hoc basis; in the future will be assessed in a structured manner by Internal Audit

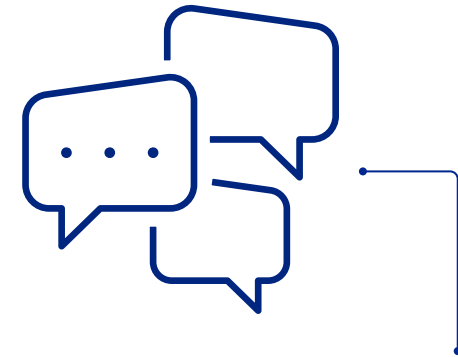
3



STAKEHOLDER- DIALOGUE AND MATERIALITY ANALYSIS

3-1 PROCESS TO DETERMINE MATERIAL TOPICS

2-29 WITTE Automotive GmbH continuously seeks to engage with its core stakeholder groups: Customers, suppliers, employees, banks, insurance companies, owners, public authorities, policy-makers, and the community in the respective region. We regularly consult with our customers and suppliers regarding expectations and assessments of general future developments and certain product-specific solutions. The C-Level and Executive Management is actively involved in networks of experts by working in various boards, committees and associations. As a responsible employer and corporate partner, we maintain a structured dialogue with our employees' representatives.

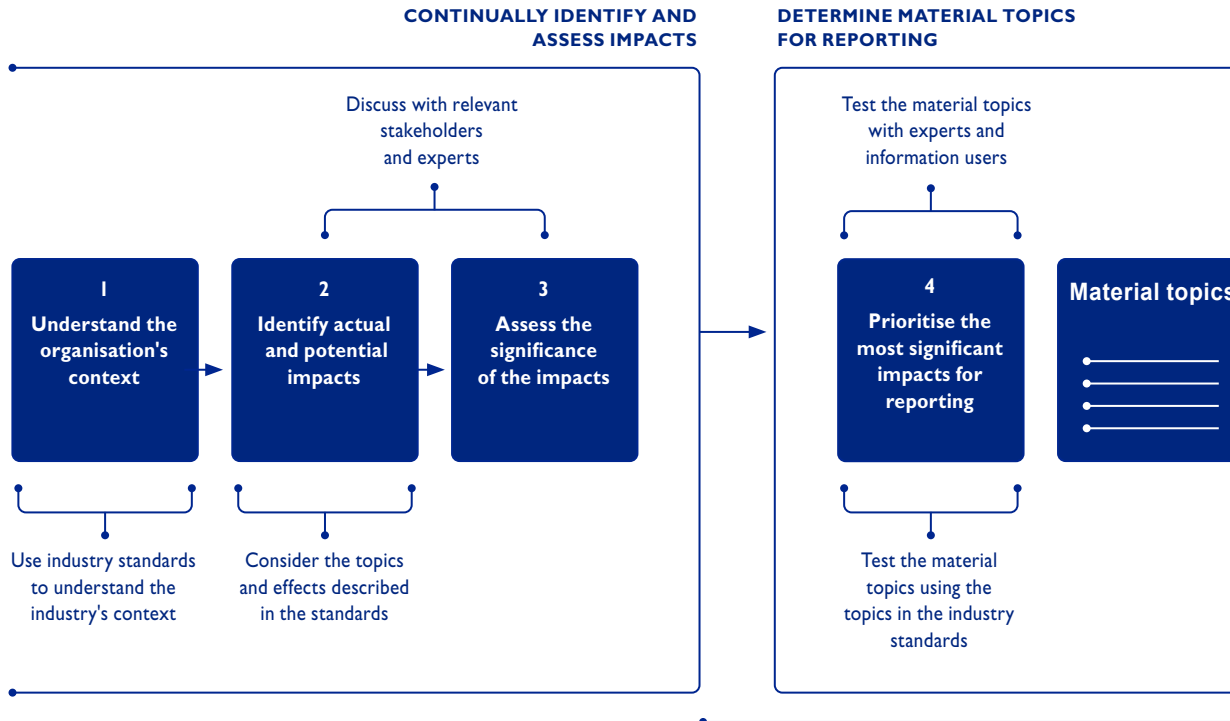


We communicate regularly with our banks and insurance companies regarding material topics. We keep the owners apprised directly and via our Advisory Board, which is involved in strategic decisions and is regularly updated on current developments by our management team. We also remain in contact with local and regional representatives. These and other daily discussions have shown us that the public's and companies' interest in sustainable development issues has increased significantly.

When we published our first Sustainability Report in 2019 we also implemented internal processes that are managed by our sustainability management specialists. We consult with our internal departments and external experts to identify and update our current and potential impact in the context of sustainability.

In accordance with the four-step process under GRI 3 2021, our initial focus was on understanding the organisation's context with regard to the social, economic, ecological and human rights-related areas of action.

The WITTE Group's impact on the economy, environment and society, as well as the significance of that impact, were recorded in a structured stakeholder dialogue, which we conducted in person or using questionnaires. Pre-selected aspects and their impacts were first discussed in detail and then evaluated on a scale of 1 (very low) to 5 (very high). In addition, we assessed the need to act in each respective case in order to record specific fields of action and to assign a valid ranking for the material topics.

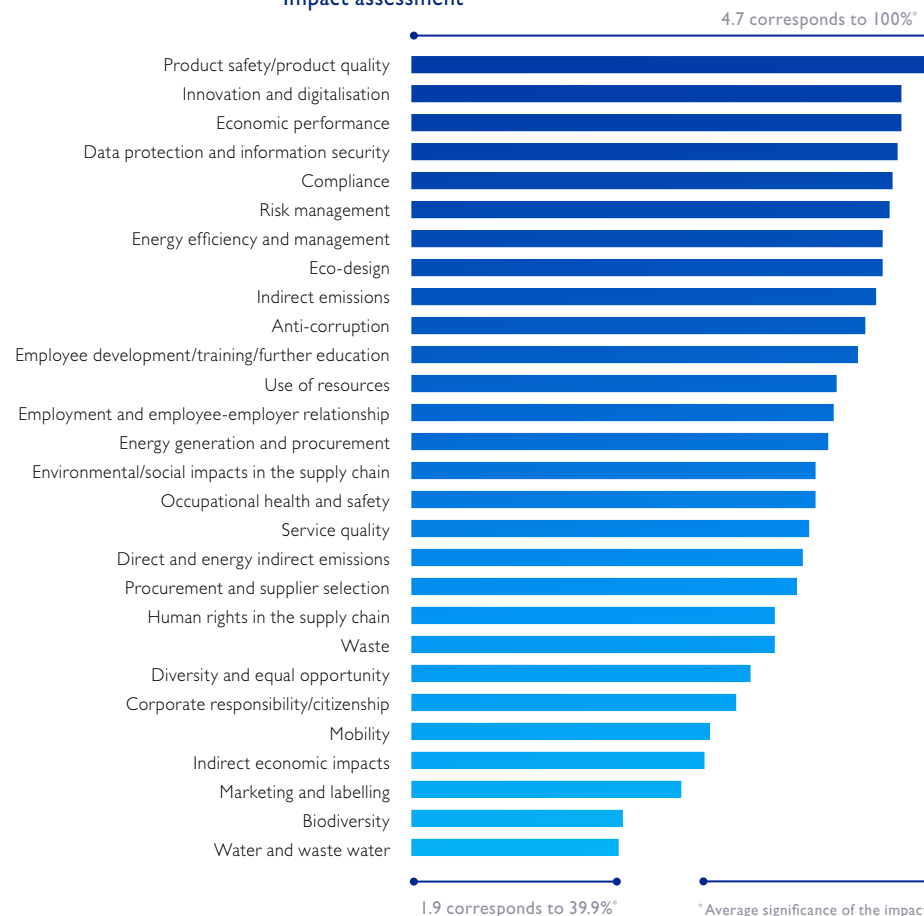


Aspects for the dialogue process were pre-selected on the basis of various sustainability-related frameworks.

These include:

- The ten principles of the UN Global Compact
- The UN's 17 Sustainability Development Goals (SDGs)
- The 20 criteria of the German Sustainability Code (Deutscher Nachhaltigkeitskodex, DNK)
- The industry-specific SASB standards
- The GRI standards including sector-specific supplements

Impact assessment



Stakeholders included the department heads, representatives of the works council in Velbert, selected customer representatives and suppliers, as well as representatives of financial institutions.

As a result of the assessments of the impacts, we identified and prioritised nine material topics. The material topics were initially prioritised on the condition that the topics have an average impact score of 3.0 and greater. We tested the prioritisation together with experts and information users in order to arrive at a well-founded list of WITTE's material topics that could then be prioritised accordingly. We used questionnaires from various institutional sustainability performance service providers such as CDP and EcoVadis and the customers' Self-Assessment Questionnaires for this purpose.

In addition, we also considered the information and recommendations provided in connection with the ISO (re-)certification of our management systems. In addition to the calculations and topics discussed above, we also included "Impact in the region" as one of our material topics.

None of the quantitatively derived and clustered topics were eliminated after a qualitative review of both the reporting framework and the expert assessment.

List of material topics

3-2

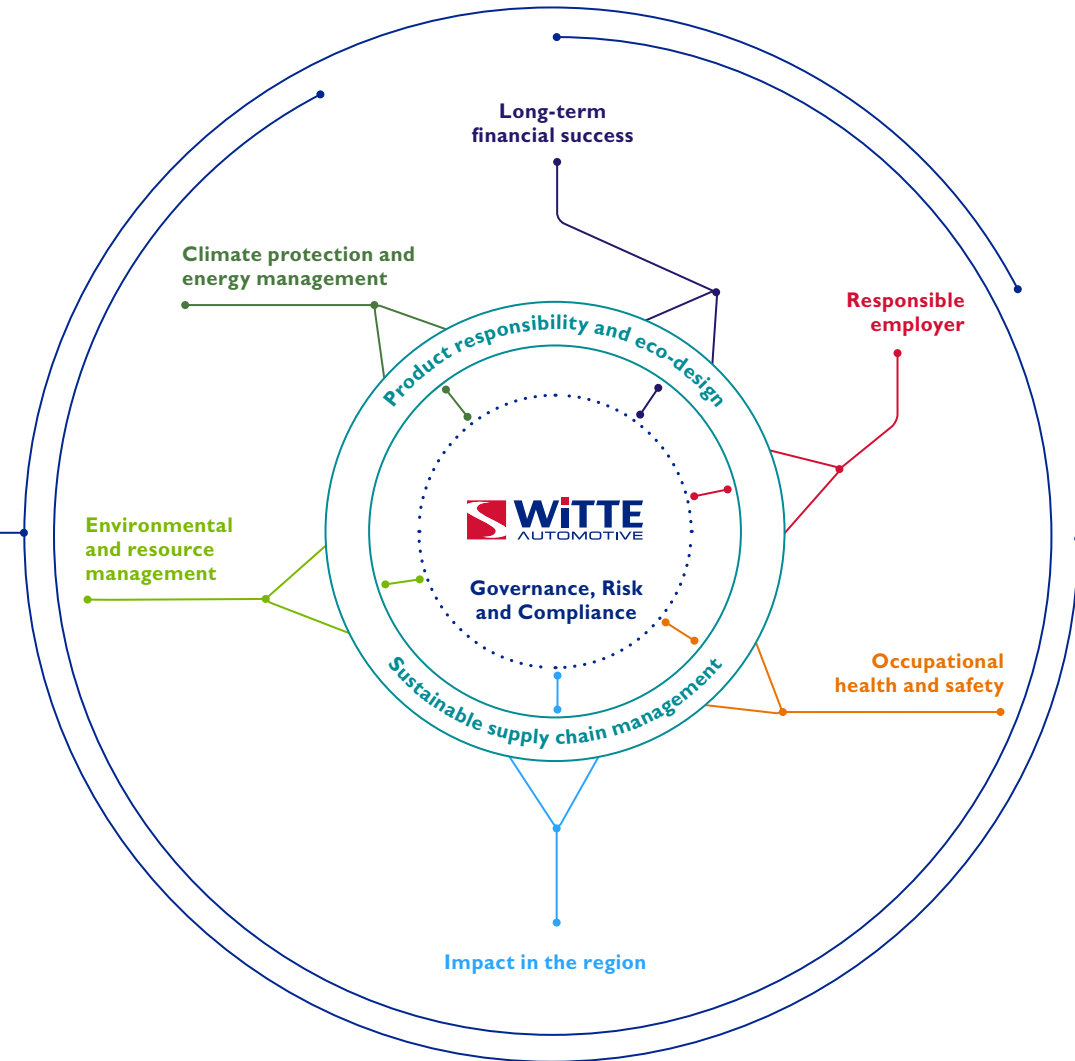
- 1 Long-term financial success
- 2 Responsible employer
- 3 Climate protection and energy management
- 4 Product responsibility and eco-design
- 5 Sustainable supply chain management
- 6 Environmental and resource management
- 7 Occupational health and safety
- 8 Governance, Risk and Compliance
- 9 Impact in the region

SUSTAINABLE DEVELOPMENT COMPASS

Changes to the material topics

The fundamental revisions to the materiality analysis in preparation of the Sustainability Report in accordance with the 2021 GRI Standards and stakeholder dialogue have resulted in greater understanding and more detailed assessments. Because of this, we have expanded our list of material topics from six in 2019 to nine in the present report.

The Governance, Risk and Compliance topic is presented at length in the general disclosures. Therefore, to avoid redundancy, this topic is no longer covered under the "Material topics" section.



4

WITTE SUSTAINABILITY STRATEGY



2-22
2-23
2-24

"WITTE 2028" CORPORATE STRATEGY

The overarching "WITTE 2028" Corporate Strategy aims at sustainably securing our financial success and describes our strategic direction for the coming years. It is a set of guidelines that all employees use to implement our goals on a daily basis. The subordinate strategies of the divisions and departments are aligned with the corporate strategy.

The WITTE Group's structured strategy process ensures the consistent implementation of the overall "WITTE 2028" strategy throughout the entire company and bundles all guidelines and commitments relating to economic performance.

The Core idea behind all processes is our "EWA" principle: Earning power, competitiveness and motivating working conditions are fundamental for our success.

- With key concepts we inspire our customers, our solutions are functional, quality, 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

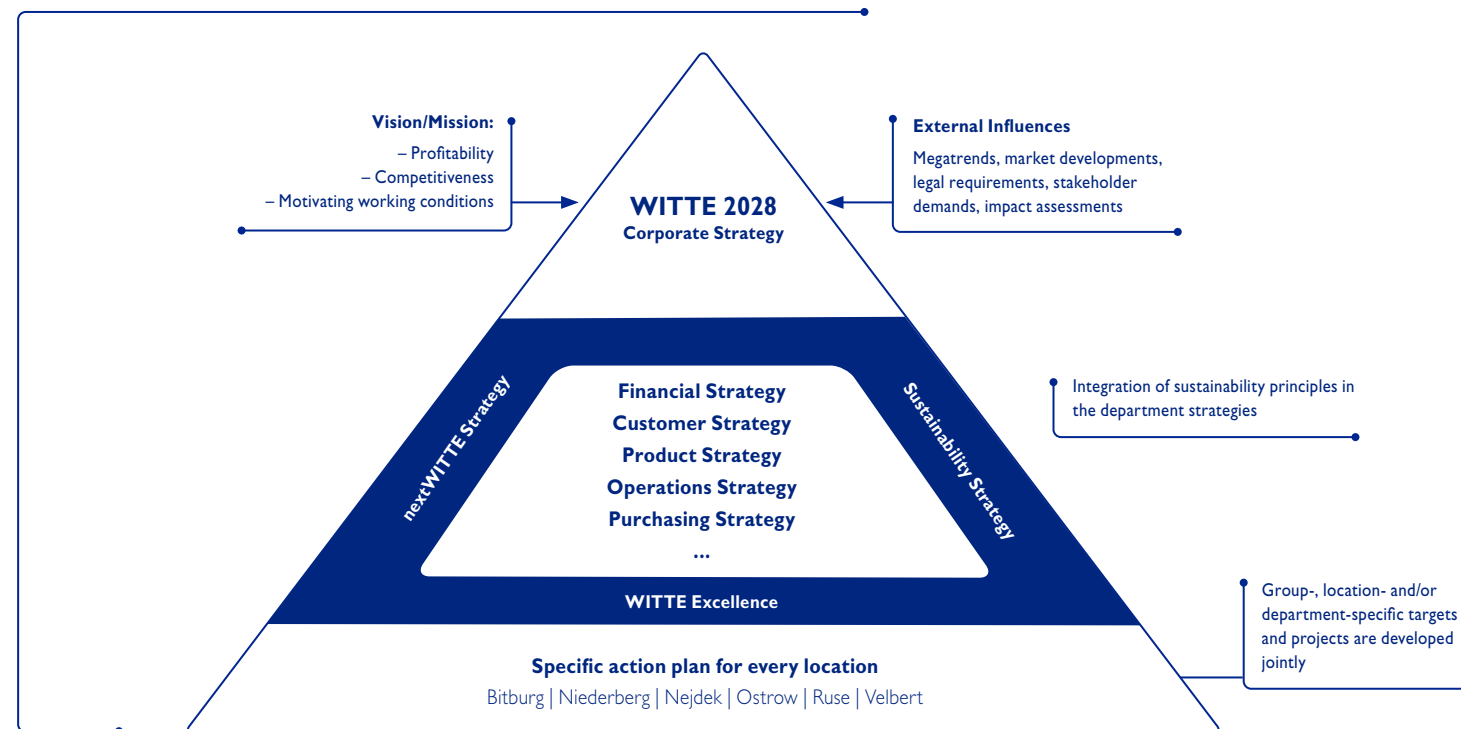
WITTE 2028

Structure of the Sustainability Strategy in the context of the organisation

The Sustainability Strategy is an integral key component of the Corporate Strategy and defines our Company's understanding of sustainability according targets. It applies to all functions and departments: Strategic targets, specific measures and KPIs are used to develop and continuously update an integrated action plan and roadmap for the strategies of the various departments (Operations, Purchasing, Product, IT, Finance, etc.).

The Sustainability Strategy therefore does not represent the approach of an own, single department, but rather supports the holistic and sustainable development of the WITTE Group through the joint development of sustainability-relevant targets, measures and metrics in the various departments.

The Sustainability Strategy is derived from the WITTE 2028 Corporate Strategy



Main points of the Sustainability Strategy

As a family-owned company sustainable development has been a priority for the WITTE Group since more than 120 years. The accelerating pace of transformation as well as rising social demands and customer expectations motivate us even more to actively shape our path to sustainable development.

We believe that the only way to efficiently manage the requirements of the green and digital transformation is through an integrated and strategic approach. This is why we are ensuring our overall success and future performance by managing key economic, social and environmental issues in a responsible, stakeholder-oriented manner.

As the result of a structured and continuous stakeholder dialogue and a materiality analysis, we have identified the topics described in the previous section as being material for the WITTE Group.

Based on the assessment of the most important impacts on our organisational environment, our focus lies in particular on the following strategic sustainability topics:

Strategic sustainability topics

Climate protection and energy management

The objective is to make the WITTE Group carbon neutral (scope 1 and 2 emissions) by 2025. Strategic steps include the further development of the energy management systems at all of our locations, the group-wide coordination of investment measures to increase energy efficiency and use of renewable energy, and clearly communicated targets.

Our progressive yet flexible procurement model allows us to pursue a forward-looking energy procurement process with a focus on carbon neutrality. We will develop a concept to offset our CO₂ emissions. We are offsetting our unavoidable scope 1 and 2 CO₂ emissions beginning in 2025, have estimated our scope 3 emissions for the first time, and have started to calculate the carbon footprint at product level in a pilot project.

Responsibility in the supply chain

We will implement the new Sustainable Supply Chain Management Strategy as a sub-strategy in Purchasing in predefined steps. We will ensure that our suppliers accept the Supplier Code of Conduct (SCoC). As part of a cooperative approach, we are focussing on communicating with suppliers and empowering them to act sustainably on the basis of defined sustainability requirements. Control measures include the systematic and efficient screening of suppliers' ESG performance, self-assessment processes and sustainability audit schemes.

Product responsibility and eco-design in context of circular economy

We plan to deploy new software tools to automatically collect relevant sustainability data, such as recycled content, conflict minerals and tier-n suppliers.

Other key milestones are the definition of eco-design criteria and specifications, the integration of those criteria in the WITTE Development Process (WDP) and the establishment of a systematic data management system. We are currently assessing the carbon footprint for a pilot product.

Processes, communication and "WITTE Excellence"

We are constantly optimising our processes and communication and use the progress made with our "WITTE Excellence" Program. We have defined a Group-wide sustainability KPI system for ESG targets; in the short term, our focus is on operational Health, Safety, Energy and Environment (HSEE) KPIs. We have conducted resource planning at the level of the relevant corporate departments. We are preparing transparent reports on the WITTE Group's sustainable development on a regular basis.

Sustainability aspects of the department strategies

Strategic purchasing

Our upstream supply chain is responsible for the majority of our negative ESG impacts. That is why our Sustainable Supply Chain Management (SSCM) strategy is a key part of our overall Sustainability Program. The development and implementation of the SSCM strategy ensures compliance with current and future regulations and increasing customer requirements.

Climate change poses a major challenge that we aim to address by increasing the use of recycled materials and renewable energy in our supply chain. Sustainability criteria represent an integral component of our overall supply chain risk management system and our procurement processes.

We use a combination of industry standards and initiatives, external software and services, and internal solutions, such as our supplier portal, to integrate sustainability in our processes and achieve transparency in the supply chain.

In order to help our suppliers improve their performance, we set out ambitious requirements, define escalation mechanisms and focus in particular on qualifications by offering our suppliers training sessions, technical assistance and cooperation. We improve the sustainability skills of our employees on an ongoing basis through training courses on the subject.

Assessing and improving the sustainability performance of tier 1 suppliers and cascading the requirements to tier n suppliers are key factors for ensuring that we remain competitive and successful.

Product development

Product development is key to achieving WITTE's sustainability goals, particularly in the areas of climate protection and the circular economy. One of the most important sustainability targets for the WITTE Group and our customers is reducing the carbon footprint of our products and the consumption of primary resources.

By selecting low-emission and recycled materials, Product Development continuously reduces the carbon footprint of WITTE products and

makes a valuable contribution to the circular economy.

Sustainability criteria, such as the use of recycled materials, the calculation of a product's carbon footprint, and the ability to recycle and decompose materials, components and compounds, are integrated into the WITTE development process (WDP) and are regularly assessed along each step of the process.

Sustainable development at the product and company level has become one of the most important competitive factors in the automotive industry. By proactively satisfying our customers' requirements and offering them optimised products, we help our customers meet their sustainability targets and strengthen our own market position.

Competitiveness

Dialogue and cooperation with our customers when it comes to sustainability are the keys to our success. Transparent communication regarding challenges, conflicting targets and possible solutions helps to secure our current business and the future of our company.

Operations

Improving our sustainability performance at our locations is key to achieving our targets.

The further improvement of our HSEE management systems, particularly with regard to energy management, highly contributes to this. The energy management systems at our German locations have already been certified in accordance with DIN EN ISO 50001:2018, and we plan to introduce and certify the systems at our international locations within the next two years.

The most important sustainability target for our production activities is to achieve carbon neutrality (scope 1 and 2 emissions) by the end of 2025. This involves reducing overall energy consumption, modernising heating systems, supporting the Purchasing department in

procuring green electricity, and examining ways to replace natural gas with carbon neutral alternatives. A project for the installation of photovoltaic system has just started in our bulgarian plant; further PV projects in all our other plants are under investigation.

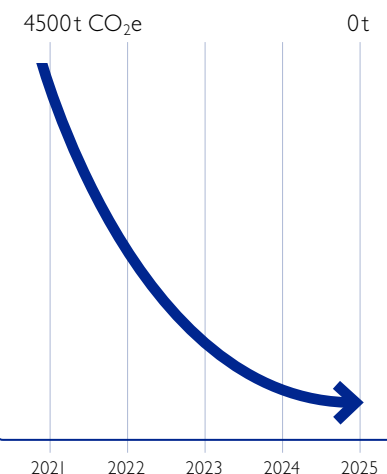
Furthermore, we are also in the process of improving working conditions and employee satisfaction through our "NewWork" Program.

Our goal is to reduce the waste we generate each year by 1.5% by improving our strategic waste management. Sustainability aspects are integrated into the Plant Score Cards as procedural tools.

Overview of the strategic sustainability goals of the WITTE Group

Strategic sustainability topics	Targets and key milestones	Target achievement
Climate protection and energy management	<p>WITTE Group carbon neutral (scope 1 and 2 emissions)</p> <p>Energy management: Transition and certification of all production locations in accordance with the new ISO 50001:2018.</p> <p>Since 1 January 2021, all of our WITTE locations use 100% green electricity which is generated using renewable sources. Permanently secure the purchase of green electricity at all locations.</p> <p>Generating renewable energy ourselves: installation of photovoltaic modules (minimum of 2500 sqm.).</p> <p>Develop a concept to finance offsetting projects to offset our still unavoidable emissions.</p>	<p>End of 2025</p> <p>End of 2023</p> <p>Ongoing</p> <p>2023</p> <p>2023</p>
Sustainable supply chain management	<p>The Supplier Code of Conduct, updated in 2021, signed by at least 90% of series suppliers.</p> <p>More than 90% of series suppliers have an environmental management system, preferably certified in accordance with DIN ISO 14001.</p> <p>Conflict minerals: Fully completed reporting templates available from all partners identified as risky suppliers.</p> <p>Steel and plastic: On average, our plastic and steel suppliers should cover at least 50% of their energy requirements with renewable energies.</p> <p>Plastics purchasing: At least 25% of the total volume should be recycled.</p> <p>Sustainability performance of suppliers: 70% of the audited series suppliers have a green rating in the "Drive Sustainability" SAQ 4.0.</p> <p>We will hold SSCM training courses for Purchasing and Product Development employees and conduct these sessions annually.</p> <p>Initial training sessions for direct suppliers of plastics, steel and electronic components will be offered.</p> <p>Logistics: Implement optimisation projects to reduce CO₂ emissions by at least 300 t.</p>	<p>2024</p> <p>2022</p> <p>End of 2023</p> <p>End of 2023</p> <p>2025</p> <p>2024</p> <p>End of 2023</p> <p>End of 2022</p> <p>End of 2023</p>
Product responsibility and eco-design	<p>Automated recording of relevant sustainability data using new software tools; establish systematic data management.</p> <p>Define eco-design criteria and specifications and integrate these criteria in the WITTE development process (WDP).</p> <p>Calculate the carbon footprint for several pilot projects and derive a CFP measurement approach applicable to all products.</p>	<p>2024</p> <p>2023</p> <p>2023</p>
Reportig and controlling	Introduction and expansion of Group-wide sustainability KPI system for ESG targets.	2022

Achievement of balance sheet climate neutrality (Scope 1 and 2) for the WITTE Group until 2025



SUSTAINABLE DEVELOPMENT GOALS (SDGS)



The United Nations Sustainable Development Goals (SDGs) represent the overarching, global system of goals for the sustainable development of the world community. Together with the criteria of the GRI Sustainability Reporting Standards, the UN Global Compact, the Sustainable Accounting Standards Board (SASB) and the German Sustainability Code, they formed basis for identifying the WITTE Group's relevant impacts and defining the material topics in the materiality analysis process. The specific goals that we have previously discussed in the organisation's context contribute to the following SDGs in particular:



Our management team continues to work on further specifying these contributions in the future and integrating them into WITTE's governance structures. This requires a continuous transfer of global perspectives to the corporate level and vice versa in line

with customer requirements, legal requirements and societal expectations. Our direction is clearly predefined by the declaration of the management to continuously work on achieving the SDG-related targets.

We have therefore explained our activities relating to the aforementioned SDGs in more detail in the "Material topics" section.

5

MATERIAL TOPICS



3-3 LONG-TERM FINANCIAL SUCCESS

The more financially successful our Company is, the more we can positively contribute to the environment and society as a whole: positive financial results allow us to make further investments in the Company's sustainable development and thereby contribute to societal and ecological transformation.



Digital transformation is one of the keys to our Company's success. For this reason, in 2021, we developed the "nextWITTE" Digital Transformation Program strategy, which, like the Sustainability Strategy, is an integral part of the "WITTE 2028" Corporate Strategy and helps shape all other strategies.

Objectives and strategy

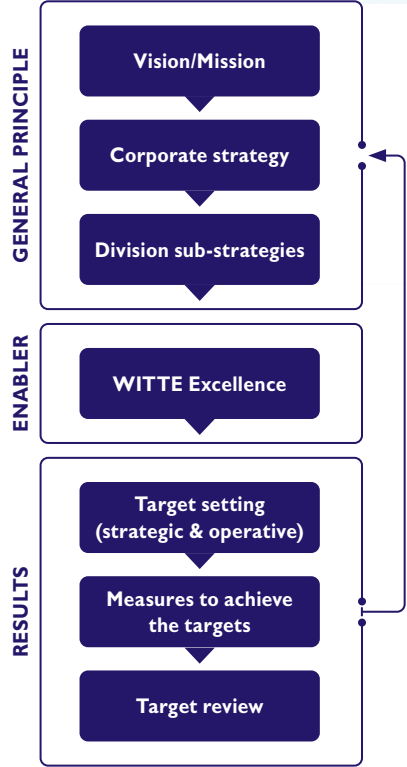
The **structured strategy process** ensures that strategies are implemented consistently throughout the entire company. It represents the sum of our commitments, policies and guidelines. The strategy process is based on and revolves around our vision and mission: **"We deliver key concepts for the automotive world"**.

By aligning our business activities to these objectives, we want to continue to fulfil our responsibility to society and the environment and thereby contribute to sustainable development.

Our WITTE 2028 Corporate Strategy comprises the following core elements:

- Ensuring sustainable profitability through our financial strategy
- Inspiring our customers, and incorporated in our sales strategy
- WITTE's product strategy is based on four pillars comprising hoods, doors, seats and tailgates, expanded by new business fields
- Modern and lean organisation
- Collaboration of our locations in the production network, steered via our operations strategy
- Being a global competitor, as set out in the WITTE internationalisation strategy
- Stable and reliable procurement process and early involvement of suppliers
- WITTE as an attractive employer
- Management culture: Enthusiasm, clarity and appreciation

At WITTE, we view digital transformation as a holistic, active and ongoing change process that addresses changing customer needs through the use of digital technologies. It effects all areas of the business, from decision-making, business processes and infrastructure to the corporate culture, with a general distinction being drawn between production, services and customer service.



All division strategies are aligned with the corporate strategy. We ensure the definition, review, achievement and further development of targets in line with the strategies through our structured target process.

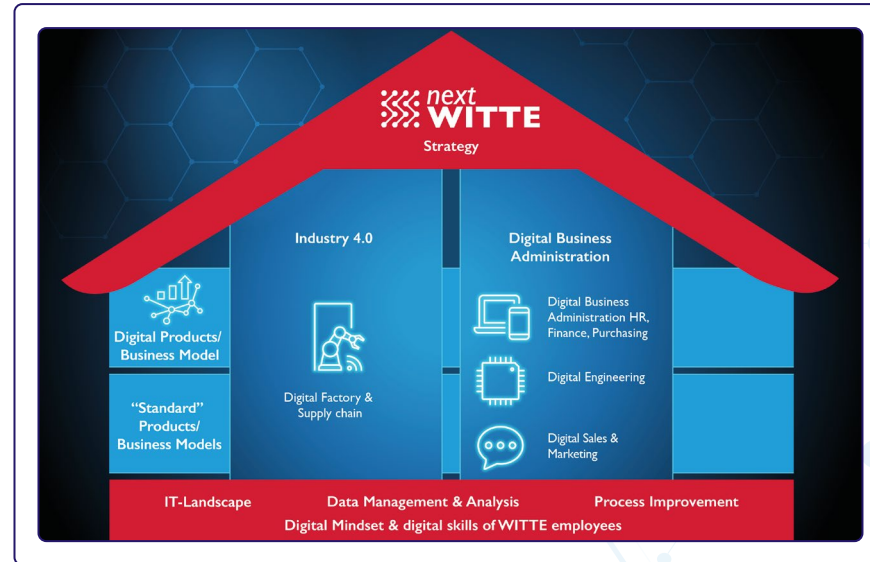


Understanding how critical digital transformation is for the success of the company, we have made it a strategic priority. The "nextWITTE" digitalisation strategy bundles all strategies and activities relating to digital transformation.

We have structured the key elements of the nextWITTE strategy in the form of a house in order to best illustrate the many components that make up the Program:

We pursue the following strategic principles and targets with individual core elements of the nextWITTE strategy:

- **Digital business administration:** We are drivers of innovation and use technology trends in a cost-optimized and demand-oriented manner. As a global unit, we use cross-company efficient and, where appropriate, standardized processes that are digitally supported in a harmonized system landscape. We ensure continuous transparent communication and have access to a consistent data landscape at all times. We empower our employees in an open change culture and create an attractive modern working environment.
- **Industry 4.0:** Digitalization enables us to increase our productivity and flexibility across the entire supply chain. We reduce our process costs by using digital systems and technologies. Our machines and plants are interlinked and visualize our production processes transparently in real time. We have access to our production data at all times and can make forward-looking decisions based on automatically generated information.



- **Digital products and business models:** As a key driver of digital mindset at WITTE, we develop and operate fast and agile, innovative and scalable digital business models with our broad partner network for the benefit of our diversified customers. Building on the strengths of WITTE Automotive, we create a growing value contribution.

The nextWITTE house clearly demonstrates that the digital transformation effects not just production and industry 4.0, but our entire organisation. In particular, it represents a new challenge in terms of our corporate culture and the abilities and skills of our staff:

- **Digital awareness** and having a digital mindset means being willing to leave your comfort zone and try new things – without being afraid to make mistakes. In order to promote this mentality, it is important to actively involve the staff. When we communicate with our employees, we focus on what benefits change can bring and try to allay their fears and concerns early on.
- **Digital capability** summarises the collective abilities and skills of the staff that are needed for the digital transformation. This includes the use of digital tools, problem-solving skills and interdepartmental teamwork.

Responsibilities and resources

Key strategic decisions are discussed, voted on and jointly taken by WITTE's Executive Board.

The Corporate Development department is responsible for further refining the company's corporate strategy and managing the strategy process. In January 2021, the Strategic Project Management Office (SPMO) was formed as part of the Corporate Development department and is tasked with the following:

Objectives

- Selecting, prioritising and monitoring of strategic projects to achieve the WITTE 2028 Corporate Strategy
- Providing the Executive Board with relevant, transparent project and progress reports
- Defining group-wide methods for standardising the approach for performing strategic projects

HR has created a new Change Management Specialist position, which was filled on 1 January 2022. She is responsible in particular for promoting the digital mindset and awareness of our staff.

Our business unit WITTE Digital has newly established a Digital Innovation Unit which takes over a leading role in terms of digital business models.

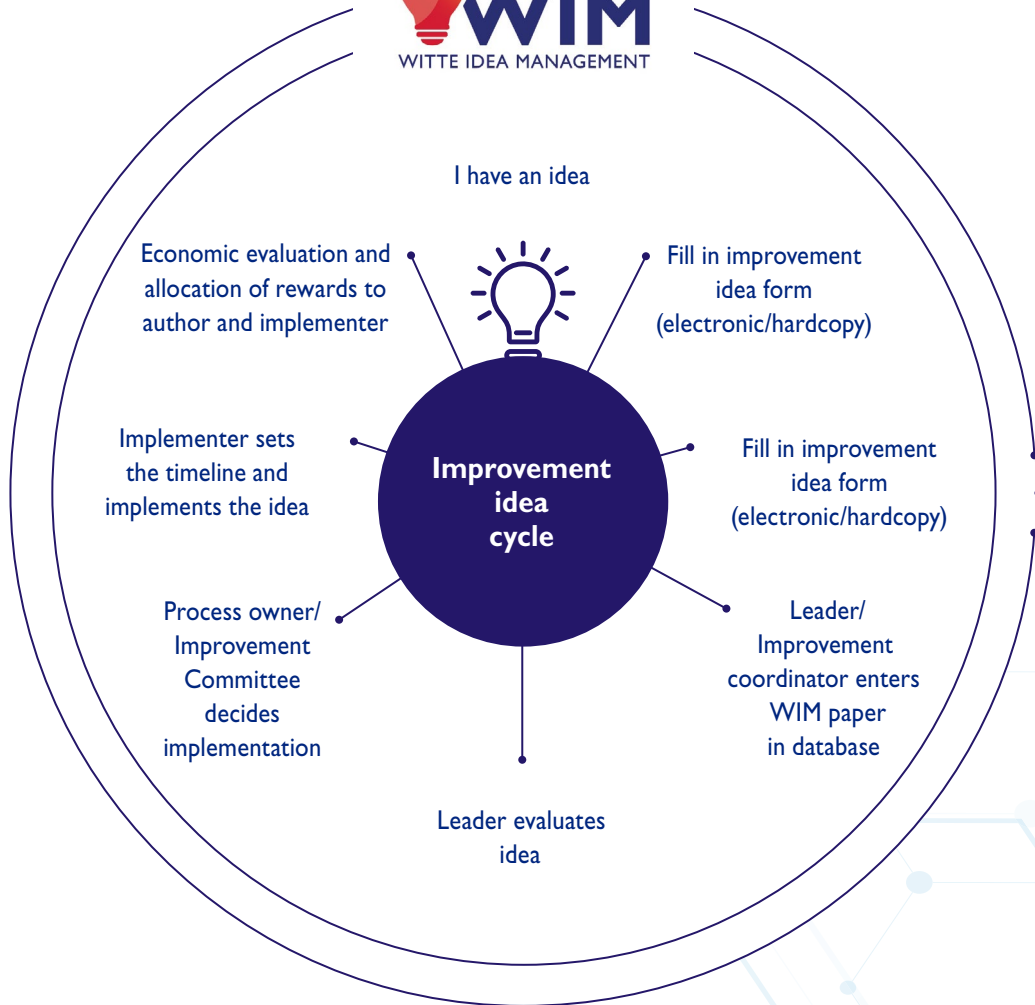
Measures and projects

The SPMO selects, prioritises and manages the implementation of ongoing strategic projects.

In connection with the digital transformation, we conducted a maturity level analysis and gap analysis together with external partners. The analyses provided important insights on how the next WITTE strategy can be (further) developed.

This year we introduced a new PLM/PDM system for product development that gives us a variety of new opportunities with regard to data management, digital product twins and simulations.





WITTE Idea Management (WIM) is our idea management tool that employees can use to submit suggestions on how processes and the workplace can be improved at WITTE. "Improve" in this case means making the processes more efficient, faster and safer, and the workplace healthier, more comfortable and environmentally friendly.

Ever since the first suggestion was submitted in 1962, there have been many worthwhile ideas in WIM. Ideas that have benefited

- the company by improving results
- the employees by introducing innovative work processes
- the person who had the idea by giving them the recognition they deserve – the appreciation of their co-workers as well as financial benefits

In early 2021, we rolled out a new, Group-wide WIM database. The WIM database harmonises the process for suggesting improvements throughout the entire WITTE Group.

At the same time, a new, efficient process is also being implemented, where the person who comes up with the idea works together with the respective process owner to implement the idea. The database also automatically prioritises and escalates ideas with the aim of promoting timely implementation.

Results and indicators

201-1 Direct economic value generated and distributed

	2020
Revenues	€554.3 million
Operating costs	€408 million
Employee wages and benefits	€130.8 million
Economic value retained: "direct economic value generated" less "economic value distributed"	€15.5 million

By the time of the editorial deadline for this report, the financial figures for business year 2021 were not yet finally determined and released.

201-3 Defined benefit plan obligations and other retirement plans

2020	2021
€1,855,407	€1,766,465

Number of ideas received and implemented via the WITTE idea management tool (WIM):

2021: 428 

ideas submitted, of which 195 have been implemented.

Total savings attributable to implemented ideas:

€1,076,131

(approx. €5,500 per idea)

3-3 PRODUCT RESPONSIBILITY AND ECO-DESIGN



A product's design significantly influences its direct and indirect CO₂ emissions and its recycleability. A product's impact is determined early on in the product development cycle by its basic design and shape as well as the selection of materials, fastening and manufacturing technologies.

Product-related sustainability criteria have become a key factor in the awarding process and thus represent a crucial competitive factor: product sustainability is just as important today as are technical performance, quality and cost.

⁴¹⁶⁻¹ WITTE's portfolio consists primarily of safety-relevant products. If a product is defective or does not function properly, this could potentially put the health and safety of our end customers at serious risk. That is why we have always placed high importance on product safety at WITTE.

Objectives and strategy

⁴¹⁶⁻¹ We ensure the safety and quality of our products through our comprehensive quality management systems that are certified in accordance with ISO 9001 and IATF 16949.

Our quality policy describes the principles that guide WITTE's actions. Customer satisfaction and safety are our highest priority:

The satisfaction of our customers is our goal and we want to prove this to them every day. We deliver flawless products, developments and other work results by understanding, agreeing and then fulfilling the requirements of our external and internal customers ("Doing what we say"). Furthermore, we want to exceed their expectations.

We are proactive and show our customers immediate solutions. Our managers exemplify open and clear communication.

Our **WITTE Development Process (WDP)** organises and manages the development of new products. We continue to refine the WDP – just recently we released Update 2.1.0.

When developing sustainable, environmentally-friendly products, WITTE focuses on two primary objectives: **climate protection and the circular economy**. By considering the impacts in the entire product lifecycle and applying respective criteria in the early phases of product development, we aim to minimize our products' ecological footprint and to enable a circular flow of products and materials.

We intend to define key eco-design criteria for WITTE and integrate them in the WDP in order to systematically drive this process forward. The criteria must then be reviewed in the early product development stages before the respective milestones are completed.

The use of secondary materials is vital to not only climate protection but also the **circular economy** and is therefore also central to our customers' sustainability requirements. Particularly where plastics are used, we will place even greater focus on the use of recycled materials. Where technically and economically feasible, we prefer to use secondary materials. In connection with this, we also review what options are available to us in terms of using mechanical or chemical recyclates. In order to unlock this potential and to balance any conflicting targets, we remain in close contact with our customers and discuss prospective suppliers, procurement channels, quality criteria and cost structures with them.

Going forward, a further key focus when it comes to developing sustainable products will be on making WITTE products more **recyclable** and easier to disassemble. As part of an end-of-life assessment, Product Development

will identify potentials in this regard and implement improvements. Purchasing will provide assistance by involving suppliers in product development early on. Both departments will continue to jointly decide on which materials will or will not be used.

With regard to the **product carbon footprint (PCF)**, the focus in the coming years will be placed on improving the data base and quality as well as how the PCF is measured and calculated: "Only what can be measured precisely can also be managed effectively." Using the findings from multiple pilot projects, we want to develop a general, preferably automated approach to calculating the PCF. Initially, we will use generic emissions factors, before gradually phasing these out in favour of supplier-specific data, as soon as these are made available to us. At the same time, we are working to lower the carbon footprint of our products through our supply chain and supplier management activities and our use of recyclates.

Responsibilities and resources

The Product Development, Purchasing and Controlling departments work together closely, in particular with regard to the use of secondary raw materials. Given their front-office function, our Sales department and Quotation Teams are also closely involved in these activities. For this purpose, a core team of employees from these departments was formed in the previous year to develop strategies for increasing the use of recyclates across the product range and customer base.



The Sustainability and Product Development departments are working closely together with the environmental management team at the headquarters in Velbert to create the eco-design checklist.

The Project Management Office is responsible for making changes to the WDP and for integrating the new criteria in the overall process. The Corporate Quality Management department manages product safety and quality via the QM systems.

Measures and projects

In 2021, together with an external partner, we carried out a first pilot project to calculate the PCF of a selected WITTE product. A second pilot project will be launched soon and will focus on capturing the carbon footprint of the electronic components.

The average emission factors from leading databases will be integrated into the internal PDM/PLM software landscape in a timely manner so that they are directly available to developers as a decision-making criterion during the design and material-selection stages. As the introduction of a new PLM/PDM software is currently pending, we are following the corresponding project plan for the software rollout. The average factors will be gradually replaced by supplier-specific emission data, just as soon as these are available to WITTE. This will help illustrate the progress made in decarbonising the supply chain.

The inclusion of a first eco-design criterion in the Reviews of Technics represented a key step towards integrating sustainability criteria in the WDP. Every review is based on an examination of the most important points in the design process. The review must be approved before the next WDP phase can commence. In a total of four reviews, which are conducted in the project definition phase prior to the approval of a concept, it must now be reviewed whether alternative materials, in particular recyclates, can be used. If so, the use of secondary materials is preferred.

Furthermore, the customers' other sustainability requirements are also checked, in particular with regard to their technical feasibility. The other eco-design criteria that will be defined and integrated going forward will cover the following topics:

- Dematerialisation/lightweight design/construction
- Use of recyclates
- Carbon footprint
- Recyclability
- Ease of disassembly/dismantling

Sustainability x flinkey – WITTE products support sustainable mobility.

On average, cars sit unused about 90% of the time, making them extremely inefficient and space-consuming. The latter in particular is a problem in densely populated areas: The high demand for parking spaces leads more ground being paved over, particularly in cities.

New car-sharing models and mobility concepts will enable significantly more efficient use of vehicles, thereby helping to conserve resources. In the future, it is likely that fewer cars per person will be needed. The flinkey system allows to freely share digital keys, affording our customers various advantages in how they use vehicles and with regard to sustainable mobility:

- **flinkey helps the private car-sharing industry to become more successful:** The simple, retrofittable systems is gaining acceptance among operators and is rated highly by users (vehicles are booked 4-7 times more often if they can be digitally unlocked). flinkey can digitally unlock the majority of vehicles on the road today.



- **flinkey helps SMEs avoid unnecessary trips:** Vehicles can be parked "free floating" and do not need to be parked at a specific place. This is of high advantage e.g. for vehicles for temporary staff or care service providers.
- **In-van deliveries:** Service vehicles/vans equipped with flinkey can be optimally loaded with products or spare parts overnight as needed depending on the route. This eliminates the need to have technicians pick up the spare parts themselves from various locations during the day.

flinkey is currently being used by several thousand people. In particular our partner companies that use the flinkey digital key system are helping to steadily spread the word about our unique product.

Results and indicators

416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

There were no violations in the reporting period against legal or voluntary regulations in terms of product safety and security of (end-)consumers.



301-1 Primary materials used for production by weight

Materials used	2019	2020	2021
Steel	20,038 t	16,762 t	17,190 t
Zinc die-cast	3,524 t	3,066 t	3,242 t
Plastic	13,931 t	10,966 t	11,492 t
Paints, coats, varnishes	372 t	885 t	983 t
Electronics	–	1,352 t	1,408 t
Other	173 t	5,414 t	5,883 t
Total	38,038 t	38,445 t	40,198 t

301-2 Recycled input materials used

Materials	Total amount of input [kg]	Recycled content	Amount of recyclate [kg]
PA6	500	30%	150
PBT	1,601,432	70%	1,121,002.4
	1.601.432		1,121,002.4

2-6 3-3 SUSTAINABLE SUPPLY CHAIN

The comprehensive analyses that we conducted in 2021 revealed that the majority of the adverse ecological and social effects of our business activities are occurring in our upstream supply chain. That is why sustainable supply chain management is a core component of our overall Sustainability Program.

In 2021, we developed a holistic Sustainable Supply Chain Management (SSCM) Strategy. It is an integral component of our purchasing strategy and is derived from our corporate and sustainability strategies.

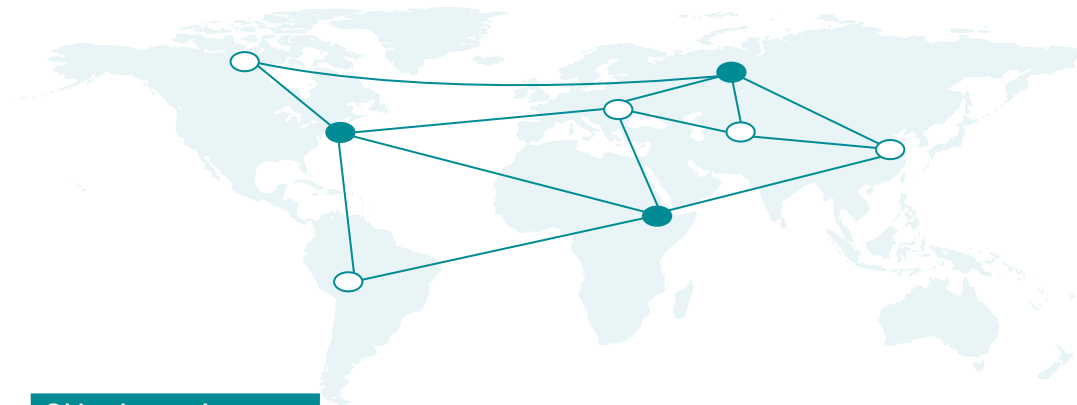


By implementing the SSCM Strategy, we ensure that we comply with current and future legislation and guidelines and can meet increasing customer requirements. Central fields of action are the reduction of emissions, the increase in the use/purchase of recycling materials and transparency in the procurement of potentially critical raw materials, particularly with regard to the respect for human rights.

Objectives and strategy

A core component of the strategy is the conclusion of **binding agreements on sustainability standards** with direct series suppliers, which, in turn, must also place their sub-suppliers under the same obligations. This ensures that the requirements are complied with along the entire supply chain. A particular focus is placed on respecting human rights, especially where critical raw materials are concerned. By signing our **Supplier Code of Conduct**, which we significantly expanded in 2021, and the applicable **Responsible Minerals Sourcing Policy**, our suppliers agree to comply with these agreements.

^{4/4-1} WITTE analyses its supply chain for sustainability risks on an ad hoc and regular basis. We do this on the one hand by analysing the goods and services we procure and on the other by incorporating sustainability criteria into the risk supplier risk management system. Whenever risks are identified, we prioritise and then mitigate them accordingly by reviewing our direct suppliers through questionnaires or sustainability audits. When it comes to critical raw materials, our focus lies on ensuring transparent supply chains by using appropriate software tools and databases.





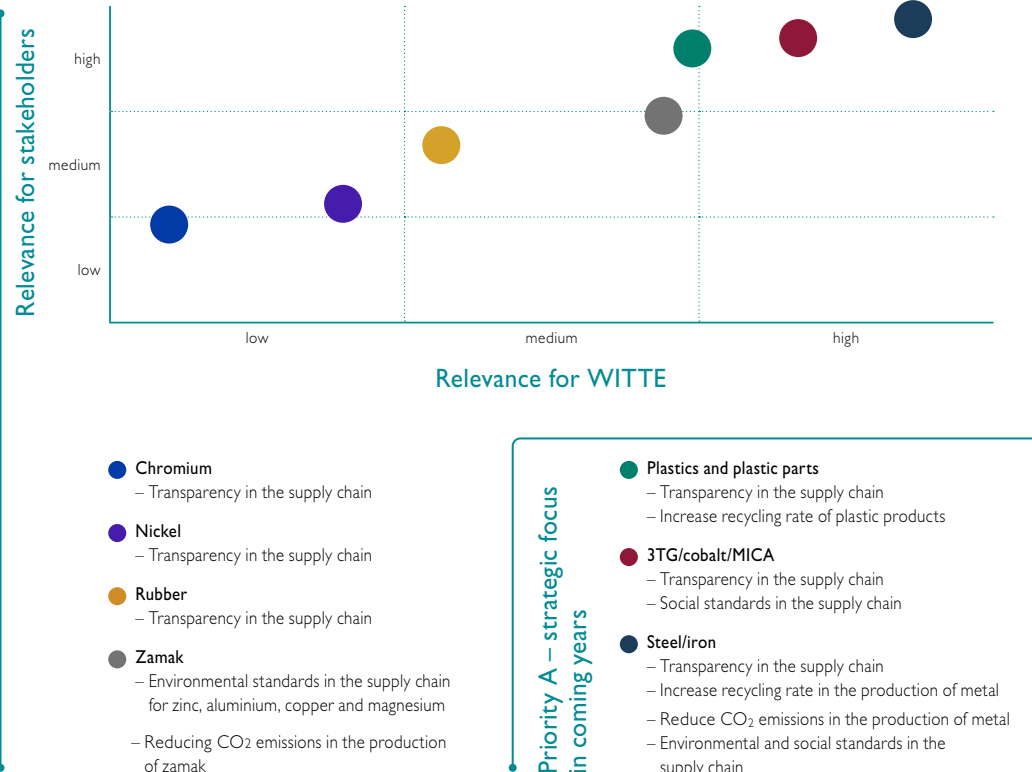
Assessing and improving the sustainability performance of tier 1 suppliers and passing the requirements on downstream to their sub-suppliers (tier n suppliers) are key factors that determine the success of sustainability management, risk management and purchasing. We use a combination of industry standards and initiatives, external software and services, and internal solutions, such as our supplier portal and regularly scheduled audits, to assess our suppliers' sustainability performance.

Sustainability criteria will also represent a new target dimension in our offer process. The challenge lies primarily in bringing the sustainability criteria in line with the other award criteria, such as costs, quality/performance and supply security. In any event, the sustainability requirements of WITTE and its customers must be met.

We will gradually increase the use of supplier-specific data to calculate the indirect greenhouse gas emissions. One of WITTE's key ways to reduce its scope 3 emissions is to increase the use of recycling materials, which we do by working closely with our Product Development department and our customers.

In order to help our suppliers improve their sustainability performance, we set out ambitious requirements, define escalation mechanisms and focus in particular on qualifications by offering our suppliers training sessions, technical assistance and cooperation.

A key focus for WITTE Automotive is the reduction of CO₂ emissions, which are the main driver of climate change. WITTE calculates its scope 3 emissions on a regular basis and has identified the following goods and services it purchases as the primary source of these emissions:



We continuously improve the sustainability skills of our employees involved in the SSCM processes by offering and conducting appropriate training courses.

These training courses give these key "sustainability ambassadors" the skills they need to identify sustainability risks early on, report suspected risks and inform suppliers on the ground.

In order to implement our entire SSCM Strategy as efficiently as possible while maintaining a high level of quality and comparability, we strive to use industry-specific and general industry standards and/or join sustainability initiatives such as:



In logistics, our focus is on reducing the greenhouse gas emissions in the transport processes. First, we aim to increase transparency and improve the data quality so that we can gain a more precise understanding of what primarily drives emissions and thus where emissions can potentially be reduced.

The key to reducing our transport emissions is to optimise our transport routes and processes, which is why this will remain our main field of action. We are looking to shorten our transport routes by expanding our network of local suppliers. We are also aiming to increase the number of collection runs/milk runs and optimise delivery frequency in coordination with our logistics partners.



Objectives

In the course of developing our SSCM Strategy, we set ourselves a number of ambitious objectives that were approved by Purchasing and will be systematically monitored in the coming years. In certain areas, the status quo will first need to be recorded exactly. Once this has been defined, the objectives will be again be reviewed and adjusted, if necessary. Percentage targets are always based on the share of revenue.

- The Supplier Code of Conduct, updated in 2021, must be signed by at least 90% of series suppliers by 2024. If the suppliers do not sign the Supplier Code of Conduct after receiving our initial letter, we will contact them at regular intervals asking them to sign, enter into a dialogue with them and, if necessary, initiate appropriate escalation measures.

- It is important to WITTE that our suppliers at a minimum have an environmental management system, preferably once that is ISO 14001 certified. 90% of our series suppliers already have such certified systems. We strive to at least maintain this level and, if possible, increase it further.

- One of our primary objectives with regard to the use of potential conflict materials is to make the origin of the raw materials more transparent: Following an in-depth analysis in 2022, the objective is to receive and evaluate, by the end of 2023, the fully completed reporting templates from all partners that have been identified as risk suppliers. Further action will then be taken and, if necessary, escalation mechanisms will be initiated.

- In order to further reduce our indirect greenhouse gas emissions in the supply chain, we are first focussing on steel and plastic goods, which come with particularly high emissions: By the end of 2023, our plastics and steel suppliers, who filled out the Self-Assessment Questionnaire (SAQ), should, on average, use at least 50% renewable energy. Furthermore, at least 25% of our plastics purchasing should be recycled by end of 2025.

- We will also systematically record the total sustainability performance of the suppliers in our primary action areas (steel, plastics, electronics) and initiate improvements. We will use the Drive Sustainability initiative's SAQ 4.0 to record the data. The objective is that at least 70% of the audited series suppliers achieve a green rating in the SAQ by 2024.

- By the end of 2023, we will firmly establish the recently introduced SSCM training courses for Purchasing and Product Development employees and conduct these sessions annually. Furthermore, by the end of 2022, the initial training sessions for direct suppliers of plastics, steel and electronic components will be offered.
- In logistics, we have set ourselves the objective of reducing our CO₂ emissions by at least 300 t through optimisations projects by the end of 2023.





Measures and projects

In 2020 and 2021, our sustainable supply chain management activities were shaped by the systematic and comprehensive development and initial implementation of our SSCM Strategy: First, numerous analyses were carried out on our internal and external situation, on the sustainability-related effects of our procurement activities and the consumption volume of different resources. From this, we derived a materiality matrix and prioritised action areas as the basis of our strategy.

308-2
414-2

■ We use Drive Sustainability's Self-Assessment Questionnaire, which is available in our supplier portal, to assess the sustainability performance of our suppliers. Only just recently in 2022, we sent the SAQ to our first 50 suppliers we had prioritised and asked them to respond.

■ In 2021, we recorded our indirect emissions (scope 3) for the first time. The findings were informative and used to further develop the purchasing and logistics strategies. Going forward, emissions will be recorded annually and the process will be continually refined. In this context, we are also reviewing the use of new digital tools and services that will help us to automate and improve how emissions are recorded.

■ WITTE views the grievance mechanism as an important part of its Due Diligence along the sustainable supply chain. External parties can now also anonymously express complaints by calling the hotline or writing to the e-mail address provided on our Company's website.

■ At the end of 2021, WITTE became a member of the Catena-X Automotive Network and joined various working groups focussing on supply chain transparency, in particular with regard to sustainability-relevant data, such as emissions and the use of conflict minerals.

404-2 ■ We recently started the first initial training courses for employees in the purchasing department (supplier managers and buyers). The next training courses for product development employees are scheduled to take place in the third quarter of 2022.

■ We made an agreement with our logistics partner UPS to offset the emissions resulting from our shipments with UPS: UPS used its own tool to calculate the resulting emissions and in 2020 on behalf of WITTE offset approximately 69 t of CO₂ emissions via various SGS-certified offsetting projects. We are continuing with the agreement, but the figures for 2021 are not yet available.

WITTE is in touch with the German Association of the Automotive Industry (VDA) to learn about the new Responsible Supply Chain Initiative and what possibilities there are to use the shared audit system. WITTE considers the initiative and its plans to be a promising tool to efficiently record and assess the sustainability performance of suppliers. For that reason, we will continue to follow these developments closely.

Results and indicators

³⁰⁸⁻¹ Percentage of series suppliers that are certified in accordance with DIN EN ISO 14001

2019	2020	2021
89%	89%	90%

⁴⁰⁴⁻² Number of internal training courses conducted on sustainable supply chain management

Number of courses

5

Total number of participants

115

³⁰⁵⁻³ Scope 3 emissions

2020

238,804 t CO₂e

2021

280,650 t CO₂e

The greenhouse gas (scope 1, 2 and 3) emissions were calculated in accordance with the Greenhouse Gas (GHG) Protocol (see page 48)



3-3 CLIMATE PROTECTION AND ENERGY MANAGEMENT

Limiting global warming is one of the greatest challenges of our time and of existential importance for society and the economy. Energy-related greenhouse gas emissions represent the majority of the adverse ecological effects of our production activities. This is why energy management and climate protection in connection with our production and administration processes are at the heart of our sustainability activities.

Objectives and strategy

Based on our own ambitions and the dynamic developments in the business environment, we have further tightened our targets for direct and energy-related greenhouse gas emissions: By the end of 2025, WITTE's Group-wide production activities will be carbon neutral. Our strategic approaches have not changed, but are being given even higher priority:

1 Increasing our energy efficiency:
Our locations in Germany are now certified in accordance with the new ISO 50001:2018 standard. By the end of 2023, we will also establish energy management systems at our production locations in Nejdek, Ostrov (CZ) and Ruse (BG) and have these certified in accordance with the revised standard. This will represent a

giant leap forward for us in terms of our ability to systematically identify and unlock potential energy savings. The basis for this is the expansion of our metering infrastructure, which we are driving forward significantly in the short term. At the same time, we are launching comprehensive energetic modernisation Programs at our locations.

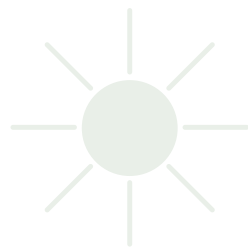
2 Procurement of renewable energy:
Since 1 January 2021, all of our WITTE locations have been using 100% green electricity which is generated using renewable sources by purchasing the corresponding guarantees of origin and certificates. We will continue to procure green electricity in the coming years and are continuously reviewing new purchasing options and models.

In light of current developments surrounding the war in Ukraine, calls for a move away from fossil fuels are once again gaining traction. However, the price and availability still represent major hurdles as far as the purchase of biogas is concerned.

We will further reduce the amount of natural gas we need by using heat pumps to heat our buildings.

3 Generating renewable energy ourselves:
As part of the modernisation of our corporate headquarters in Velbert, we will be installing a photovoltaic system (area: approx. 600 sqm.) in the coming year. The first phase of a two-stage PV project will be completed this year at our Ruse location: The photovoltaic modules (area: approx. 2,100 sqm.) installed as part of the first phase will have a capacity of about 500 kWp and will be able to generate roughly 700 MWh of electricity per year. We are also planning PV projects at our other locations.

4 Offsetting emissions:
To offset our emissions that are still unavoidable in 2025, we will develop a concept for financing high-quality projects with independently verified and proven reduction effects. Together with the Velbert-based Schlüsselregion e.V. association, we are currently also developing ideas for calculating the emissions of a selected WITTE product and making that product carbon neutral.



At WITTE, it is every employee's duty to conserve energy and identify where we have the potential to save energy. Our HSEE managers can be consulted at any time about new ideas. New ideas can also be submitted via the WITTE's idea management tool (WIM) and are rewarded if they are successfully implemented.

Responsibilities and resources

The Sustainability Management team works closely with management to continuously develop and adapt the climate protection strategy and targets as part of the overall Sustainability Strategy.

The Purchasing department is responsible for procuring energy and is assisted and advised in this by the Sustainability Management team and an external partner organisation.

The implementation of the climate neutrality roadmap is based on the activities relating to our energy management systems at the individual locations. These systems are managed by the Health, Safety, Energy and Environment (HSEE) departments, which coordinate all of the activities promoting energy efficiency.

Measures and projects

In 2021, we **reduced our energy-related greenhouse gas emissions by 85%** by purchasing **100% green electricity** and implementing a wide range of efficiency measures at our locations.

(compared to base year 2019)

In 2020, we reduced our emissions by 30% year on year due to a decline in production and the purchase of green electricity at our location in Bulgaria. The remaining emissions result from the use of natural gas for heating purposes and for painting processes. Therefore, the focus of our energy management activities is on reducing the consumption of natural gas by increasing efficiency, using waste heat and promoting electrification.

We conducted comprehensive energy concepts in connection with the modernisation work being conducted at our Velbert, Niederberg and Nejdk locations. The results are now being used in the course of the projects to make our locations fit for the future, in terms of energy efficiency.

For its vehicle fleet, WITTE is focussing on e-mobility. The new company car policy sets out that only hybrid or electric vehicles may be ordered. To meet the demand for charging stations, we installed 15 wall boxes in 2021 at our Niederberg location. Furthermore, the location now also has four fully-electric pool vehicles in use. We are also adding a large number of charging stations as part of the modernisation work being conducted at our new headquarters in Velbert.

Business travel declined significantly during the coronavirus pandemic, which in turn reduced our emissions. We would like to use the positive experiences we have had with video conferencing and, among other things, remote audits to limit travel-related emissions.

In 2021, we conducted a full screening, initial measurements and calculations of our indirect emissions in upstream and downstream value chains for the first time. Since over 90% of the total emissions are scope 3 emissions attributable in particular to materials purchased for production and products, this is a key action area for us.

Together with an external partner, we launched a first pilot project to calculate the carbon footprint of a selected WITTE product. Further projects are planned in the near term. The objective is to use the project findings to develop a system for calculating the carbon footprint of all WITTE projects.**

** For detailed results and the resulting measures, please see the section on supply chain management.

** For more information, please see the section on product responsibility and eco-design.

Results and indicators

302-1 302-3 The organisation's energy consumption and energy intensity

Plant Location	Energy consumption 2019 [MWh]	Energy consumption 2020 [MWh]	Energy consumption 2021 [MWh]	Energy intensity 2019 [kWh/€k]	Energy intensity 2020 [kWh/€k]	Energy intensity 2021 [kWh/€k]
Velbert (Höfer-, Stahl-, Haberstraße)	4,227	4,220	3,969	979	4,581	6,924
Niederberg	6,547	5,705	7,220	97	102	171
Bitburg	6,139	4,992	4,871	400	428	427
Nejdek (CZ)	17,301	17,651	16,992	181	225	253
Ostrov (CZ)	21,651	20,520	23,125	329	320	342
Ruse (BG)	3,147	3,215	3,793	63	73	67
Total	59,012	56,303	59,970	189	221	246

302-5 Reduction in energy requirements of products not covered

In 2021, we participated in CDP's climate change reporting for the third time and improved our score to "C – Awareness Level".

302-4 Reduction of energy consumption compared to base year 2019

2020 **-2,708,492 kWh**

Increase of energy consumption compared to base year 2019

2021 **957,775 kWh**

Results and indicators

305-1 Direct (Scope 1) GHG emissions, energy indirect (Scope 2) GHG emissions and emissions intensity

305-2
305-3
305-4

Plant Location	Scope 1 emissions CO ₂ e [t]			Scope 2 emissions market-based / CO ₂ e [t]			Scope 2 emissions location-based / CO ₂ e [t]			Scope 1 and 2 emissions market-based / CO ₂ e [t]			Scope 1 and 2 emissions location-based / CO ₂ e [t]			Scope 1 and 2 emissions intensity location-based / kg CO ₂ e/€k		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Velbert (Höfer-, Stahl-, Haberstraße)	1,106	923	601	945	67	–	945	422	507	2,051	990	601	2,051	1,345	1,108	475	1,460	1,933
Niederberg	769	370	562	2,198	193	–	2,198	1,222	1,367	2,967	563	562	2,967	1,593	1,929	44	29	46
Bitburg	111	83	77	2,775	230	–	2,775	1,461	1,439	2,886	313	77	2,886	1,544	1,516	188	132	133
Nejdek (CZ)	476	775	606	9,395	8,242	584	9,395	6,187	6,161	9,871	9,017	1,190	9,871	6,962	6,767	103	89	101
Ostrov (CZ)	1,830	1,763	1,818	8,167	7,418	–	8,167	5,398	5,987	9,997	9,181	1,818	9,997	7,161	7,805	152	112	115
Ruse (BG)	199	230	215	1,029	–	–	1,029	999	1,256	1,228	230	215	1,228	1,228	1,471	26	28	26
Total	4,490	4,144	3,879	24,509	16,150	584	24,509	15,689	16,717	28,999	20,294	4,463	28,999	19,833	20,596	98	78	84

Scope 3 emissions – 2020
CO₂e [t]

238,804

Scope 3 emissions – 2021
CO₂e [t]

280,650

The greenhouse gas (scope 1, 2 and 3) emissions were calculated in accordance with the Greenhouse Gas (GHG) Protocol.

Scope 1 emissions include the our consumption of natural gas and heating oil as well as the petrol and diesel consumption of our company vehicles. The

corresponding emissions factors were provided by our energy suppliers and the German Environment Agency.

Scope 2 emissions include our electricity consumption and the amount district heating purchased for heating purposes at our Nejdek (CZ) location. Since the beginning of 2021, all WITTE locations have procured 100% green electricity via corresponding guarantees of origin (GoOs) under the European Energy Certificate System (EECS). For

the market-based calculation method, we therefore set the emissions factor for electricity consumption at 0. The location-based approach was carried out using the emission factors for the respective country-specific 2020 electricity mix in Germany, the Czech Republic and Bulgaria (the factors for 2021 were not yet available at the time this report was prepared).

Together with an external partner, we screened and for the first time calculated

the WITTE Group's scope 3 emissions for the 2020 financial year in June and July 2021. The calculation covered 12 of the 15 categories listed in the GHG Protocol. The categories 3.10 – Processing of Sold Products 3.11 – Use of Sold Products 3.13 – Downstream Leased Assets 3.14 – Franchises were classified as not relevant during the screening and were therefore not included in the calculation.

In the absence of more up-to-date emission factors, the same factors used for the prior-year calculation were again used as the basis for calculating the 2021 scope 3 emissions.

The increase is due to higher material and logistics volumes as well as to a correction/improvement of the logistics calculation.



3-3 ENVIRONMENTAL AND RESOURCE MANAGEMENT

Minimising the consumption of resources and the adverse ecological effects of producing WITTE products is a key task in the context of sustainable corporate development. In addition to the reduction of energy consumption, to which a separate section has been dedicated due to its high relevance, the focus of our environmental protection efforts at our various locations is on systematic waste management. The major goals are to reduce the waste volumes and to recycle materials.

This section covers the management of the direct impact that our (production) locations have on the environment. We report separately on our approaches in the upstream and downstream stages of the product life cycle in the sections on supply chain management and eco-design.

Objectives and strategy

We consistently maintain and continuously improve our DIN ISO 14001:2015-certified environmental management systems at each WITTE location. In early 2021, we revised and expanded our environmental and energy policy.

304-2 "The resources that our earth holds are finite. Every company – but also every individual – has a special ecological responsibility. That is why protecting the environment, reducing greenhouse gas emissions, using renewable energy and using energy efficiently are key components of WITTE Automotive's corporate policy. "

306-2
303-1 By minimising our waste, water consumption and emissions and by handling chemicals and hazardous materials responsibly, we help to preserve the environment, especially with regard to air and water quality. The plant managers ensure the continuous improvement of environmental and energy-related performance and the ongoing development of environmental and energy management systems.

306-1 Systematic waste management is a key component of the environmental management systems. Our top priority is to reduce waste, for example by reducing scrap and sprues. Our waste management target is to reduce our absolute waste Group-wide by at least 1.5% every year.

306-2 Nevertheless, in line with the circular economy, any waste produced should be recycled or, if this not possible, processed further. In addition to internal recycling processes such as the re-granulation of plastic sprues, it is extremely important that the materials are separated and collected as accurately as possible.

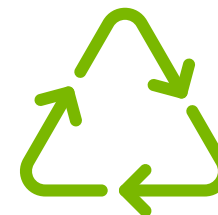
303-2 Besides being used for sanitary purposes in the WITTE Group, water is also used for the paint shop at the Ostrov location and for cooling equipment at several production locations. However, the potential to reduce water consumption is very limited. In terms of its water consumption, the paint shop is already state-of-the-art. In the cooling water systems, the water is circulated and changed only once a year; any evaporation losses are replenished. The water is regularly checked for contaminants; no irregularities whatsoever were found.

All employees are continuously sensitised and encouraged to deal responsibly with environmentally relevant issues through training courses and various other communication channels. We expect our partner companies, suppliers and service providers to do the same.

Responsibilities and resources

The Health, Safety, Energy and Environment (HSEE) departments at all of the WITTE locations are responsible for managing the environmental management systems and coordinated the related activities. The targets are defined in close coordination with the department heads and the respective senior management teams. In light of the increasing importance of HSEE, we are currently building up human resources in this area.

Trained internal and external waste management officers coordinate the waste management activities.



Managers are role models in every respect: They set the example and show what it means to be environmentally conscious. At the same time, they motivate their employees to come up with their own ideas about how they can help protecting the environment.

306-1 Measures and projects

For some time now, the sprues from the plastic injection moulding processes have been – in line with the limits set by our customers – ground in, regranulated and reused in the process at the Bitburg and Ostrov locations. This leads to energy-efficient recycling directly within the process.

At the Niederberg location, a new concept for coffee vending machines and cups is being planned for the new common areas: Until now, the vending machines used plastic cups, which lead to high volumes of waste. The new vending machines do not use plastic cups, and employees can fill up their own cups.



Results and indicators

301-1 Primary materials used for production by weight

Materials used	2019	2020	2021
Steel	20,038 t	16,762 t	17,190 t
Zinc die-cast	3,524 t	3,066 t	3,242 t
Plastic	13,931 t	10,966 t	11,492 t
Paints, coats, varnishes	372 t	885 t	983 t
Electronics	–	1,352 t	1,408 t
Other	173 t	5,414 t	5,883 t
Total	38,038 t	38,445 t	40,198 t

2-27 Non-compliance with environmental laws and regulations

IED audit by district government:
No violations found

301-2 Recycled input materials used

Materials	Total amount of input [kg]	Recycled content	Amount of recyclate [kg]
PA6	500	30%	150
PBT	1,601,432	70%	1,121,002.4
	1.601.432		1,121,002.4



Results and indicators

303-3 303-4 303-5 Interactions with water: water consumption, sources and waste water treatment

Plant Location	Water consumption [m³]			Use	Source	Waste water discharge
	2019	2020	2021			
Velbert (Höfer-, Stahl-, Haberstraße)	4,042	2,228	1,494	Plumbing	Public drinking water network	Municipal waste water network
Niederberg	5,264	4,692	4,602	Cooling system, plumbing, cleaning	not specified	not specified
Bitburg	2,679	1,595	1,381	Cooling system, plumbing, cleaning	Well – City of Bitburg	Waste water treatment plant – City of Bitburg
Nejdek (CZ)	12,872	11,230	6,825	Cooling system, heating system replenishment, plumbing, catering, cleaning	not specified	not specified
Ostrov (CZ)	11,816	10,890	14,125	Painting, plumbing, cooling water for moulding, building cooling in paint and assembly areas	Public drinking water network	Municipal waste water network
Ruse (BG)	10,186	8,367	8,534	Plumbing	Regional water supplier, rain water	Municipal waste water network
Total	46,859	39,002	36,961			

306-3 306-4 306-5 Waste by type and disposal method

Plant Location	2019		2020		2021	
	Type	Amount [t]	Type	Amount [t]	Type	Amount [t]
Velbert (Höfer-, Stahl-, Haberstraße)	Hazardous	0	Hazardous	-	Hazardous	0
	Non-hazardous	76	Non-hazardous	46	Non-hazardous	85
	Total	76	Total	47	Total	85
Niederberg	Hazardous	31	Hazardous	39	Hazardous	42
	Non-hazardous	6,413	Non-hazardous	4,758	Non-hazardous	4,623
	Total	6,444	Total	4,797	Total	4,665
Bitburg	Hazardous	12	Hazardous	8	Hazardous	17
	Non-hazardous	315	Non-hazardous	111	Non-hazardous	102
	Total	327	Total	119	Total	119
Nejdek (CZ)	Hazardous	50	Hazardous	52	Hazardous	82
	Non-hazardous	1,053	Non-hazardous	838	Non-hazardous	825
	Total	1,103	Total	890	Total	907
Ostrov (CZ)	Hazardous	1,624	Hazardous	418	Hazardous	569
	Non-hazardous	580	Non-hazardous	494	Non-hazardous	364
	Total	2,204	Total	912	Total	933
Ruse (BG)	Hazardous	6	Hazardous	8	Hazardous	10
	Non-hazardous	275	Non-hazardous	202	Non-hazardous	389
	Total	281	Total	210	Total	399
	Hazardous	1,723	Hazardous	525	Hazardous	719
	Non-hazardous	8,712	Non-hazardous	6,449	Non-hazardous	6,328
	Total	10,434	Total	6,974	Total	7,046

Results and indicators

306-3 306-4 306-5	Waste generated directed to recovery or disposal	Comments	Plant	Unit	Value 2020	Value 2021
	Total weight of non-hazardous waste	Overall value including the waste amounts that are recycled	WV	t	25,07	41,582
		Overall value including the waste amounts that are recycled	WNI	t	2356,008	4639,087
		Overall value including the waste amounts that are recycled	WBI	t	216,111	230,732
		Overall value including the waste amounts that are recycled	WNC	t	838	825
		Overall value including the waste amounts that are recycled	WOC	t	494,919	384,97
		Overall value including the waste amounts that are recycled	WAB	t	201,735	388,552
	Weight of waste that is recycled onsite	Internally in WITTE plant	WV	t	0	0
		Internally in WITTE plant	WNI	t	not tracked	not tracked
		Internally in WITTE plant	WBI	t	not tracked	not tracked
		Internally in WITTE plant	WNC	t	not tracked	not tracked
		Internally in WITTE plant	WOC	t	0	0
		Internally in WITTE plant	WAB	t	0	0
	Weight of waste that is recycled offsite	By external recycling companies	WV	t	18,228	27,758
		By external recycling companies	WNI	t	2553,048	4635,629
		By external recycling companies	WBI	t	120,273	124,874
		By external recycling companies	WNC	t		
		By external recycling companies	WOC	t	165,892	55,431
		By external recycling companies	WAB	t	191,1	369,474
	Weight of waste that is incinerated offsite		WV	t	6,843	13,824
			WNI	t	2,96	3,458
			WBI	t	95,838	105,858
			WNC	t		
			WOC	t	329,027	329,539
			WAB	t	10,635	19,078
	Weight of waste that is disposed on landfills		WV	t	0	0
			WNI	t	0	0
			WBI	t	0	0
			WNC	t	0	0
			WOC	t	0	0
			WAB	t	0	0

3-3 RESPONSIBLE EMPLOYER



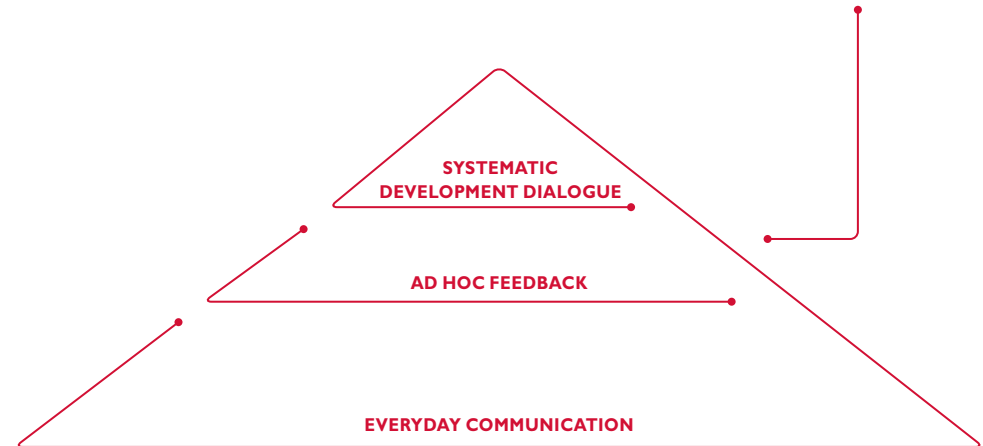
As a family-owned company with a storied 120-year history, we place great value on making positive contributions to society and having happy, satisfied employees. Motivated, content and capable employees are the key for our Company's long-term success. By systematically developing our employees, creating motivating working conditions, offering flexible working models and promoting diversity and equal opportunities, we have a positive social impact that we continue to build on.

Objectives, strategy and measures

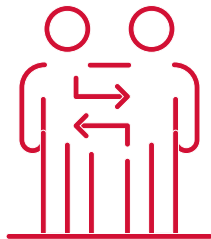
Creating motivating working conditions is a primary objective of our HR strategy: "We create an environment in which every WITTE employee is enabled and motivated to efficiently achieve the Company's targets". We focus on solutions that are as local as necessary and as global as possible.

⁴⁰⁴⁻² Our **People in Progress (PiP)** process guides our HR development activities. It includes a number of interconnected, international instruments that contribute to the targeted development of our employees.

The **Dialogue in Process (DiP)** summarizes our feedback systems and is more than an annual employee performance review. Its objective is to make feedback a part of every employees everyday work, as the three components of the DiP make clear:



Constructive, respectful communication is key to improving effectiveness and target achievement. Ongoing communication with the aim of providing timely and specific feedback helps to develop employees and successfully complete assignments.



The various modules are structured in such a way that the individual elements build on one another. The application of the overall tool helps to systematically nurture our employees.

⁴⁰⁴⁻³ The **systematic development dialogue (SDD)** consists of an annual performance review that managers hold with their employees. It covers the following topics:

- Experience and performance
- WITTE competencies and behaviour
- Potential indicators (enablers)
- Career development
- Individual development during the year

The WITTE competencies and behaviour, divided into "Leading myself" (for all employees) and "Leading people" (for managers), form the cornerstones of our actions and reflect the expectations of the company.

The SDD has been available online on the HR portal since this year. Employees as well as managers can use this to prepare their feedback and then agree on and document the next steps during their meeting together.

We make use of PiP (People in Progress) meetings for our talent management and succession planning. These are meetings in which the potential talents identified before in the development dialogue are discussed on the basis of a systematic development assessment prepared by the manager. The aim of the PiP meeting is to systematically plan succession and development potential.

Secondly, the Orientation Centre held after these meetings provides us with even more detailed and employee-specific information on the extent to which a career in management or a specialist track can and should be pursued.

Development potential and possible subsequent career steps are identified. The Orientation Centre helps us to identify the optimal career path for our individual talents, both from the perspective of the company and, in particular, of the employee.

⁴⁰⁴⁻² We summarise our strategies and activities on the subject of training and further education under the term "Development and Training". In addition to individual training measures, this also includes development Programs for specialists and managers. Other tools we use are the Qualification Matrix and the resulting Individual Development and Training Plan (IDTP):

The Qualification Matrix defines the skills and qualifications needed for individual positions and certain employees. The Qualification Matrix documents the skills and qualifications employees in a given department should have and actually have. Based on this gap analysis managers define how and when the desired level of specific skills and qualifications is reached (mentoring, coaching, exchange of knowledge, training, etc.).



The derived development needs are then further processed in line with the HR qualification process. The Individual Development and Training Plan (IDTP) provides an overview of an employee's individual qualification and development topics for a defined time period. It is integrated in our "LEYA" online learning management system and includes the individual overviews for a period of several years. The basis for this plan is the development needs identified using the Qualification Matrix.

Our comprehensive offering of training courses is managed via the LEYA online system, and completed training courses are documented. In recent years we have significantly expanded our offering of e-learning courses. The "easyGenerator" program has made creating new e-learning courses significantly easier, including for our own employees.

The Digital Transformation is one of the top strategic topics at WITTE. As discussed in the section "Long-term financial success, innovation and digitalisation", a major challenge here is the change in our corporate culture and the development of the digital mindset and digital capabilities of our employees.

That is why we have launched numerous communications and support campaigns on change management and the digital mindset in recent months in order to bring employees on board at an early stage and actively involve them:

- ▶ **#weareexcellent:** We use this series of short and compact (max. 30 minutes) digital events to inform our employees on a regular basis about the various topics relating to our strategic initiatives. The goal is to provide our employees with information and new perspectives in small, interesting and manageable units.
- ▶ **Digital Buddies:** Digital Buddies are broken down into scouts and surfers. While scouts are on the trail of big and small innovations surrounding the topic of digitalisation and like to share their knowledge with others (#sharingiscaring, #inspireme), surfers focus on accompanying departmental digitalisation projects and offer their assistance in the change process.
- ▶ **Change toolbox:** The toolbox is the foundation of our change management activities and assist our managers and surfers to implement change projects. The goal is to look at how big the change will be for the employees from the very beginning of these projects (change impact analysis) and how to best assist in this process (change architecture).
- ▶ **Success Stories:** Success should be celebrated. Success not only motivates us but also serves as (good) example for our colleagues. Using the hashtags #kudos and #learnfromthebest, these positive examples are shared and discussed with others. The company can also learn important lessons from failures. The hashtag #messedup is used to discuss these experiences.

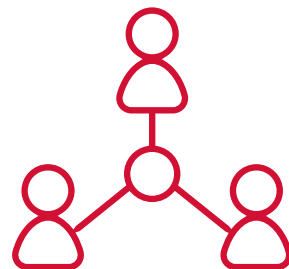
To ensure that our activities and initiatives reach as many WITTE employees as possible in the future, we plan to introduce a WITTE communications app. Employees will be able to access the app and its extensive content using their private end devices.

Every two years we carry out our extensive, Group-wide employee survey in order to obtain detailed feedback from our employees, receive suggestions on what can be improved and evaluate whether previous initiatives and projects were a success.

The most recent survey led to the following focus topics:

- Fair, open and honest
- Collaboration and knowledge sharing
- Sustainable solutions for excellence
- Roles and responsibilities

Measures (some local, some Group-wide) have been developed and implemented for the individual topics. These include, for instance, the expansion of our Lean Leadership Program to cover further target groups and the addition of refresher courses, the introduction of Leadership Feedback, the implementation of the digital qualification matrix, the preparation of a new communications guide, the kick-off of the #WEareexcellent events or the launch of a specialist career.



Going forward, WITTE will place an even greater focus on the issue of diversity and equal opportunity: Specific diversity targets will be integrated into the HR target system. We are currently developing a new concept with this in mind.

During the coronavirus pandemic, mobile working arrangements were introduced as part of the SAFE WITTE Program to protect the administration staff from contracting the virus. The rules were clear: employees were only to come to the office if it was necessary. We want to keep the positive aspects of mobile working and will continue to allow our employees to work remotely wherever possible depending on their position. In order to make further improvements in this regard and to create additional models for new types of collaboration, we are continuing to think of and develop new types of working arrangements, which we describe under the section entitled "New ways of working" and the subsections "Spaces and environment", "Tools and technology", "Organisation and structure", and "People and culture".

WITTE also offers its employees, especially fathers, flexible part-time and parental leave models.

In the WITTE Group, we also offer different comprehensive benefit packages that are tailored to the different locations.

Responsibilities and resources

The responsibility for refining and implementing our strategic activities to promote employee satisfaction and development lies primarily in the Human Resource Department (HRD). The HRD team, which is part of the HR departments, is responsible for further developing and coordinating the implementation of the People in Progress process.

HRD also established a new Change Management Specialist position, which was filled on 1 January 2022. She is responsible in particular for promoting the digital mindset and awareness of our staff. On 1 May 2022, WITTE's new Digital Training Officer will begin working. He / she will then drive the digital evolution of the learning environment and the corresponding learning fields. HR works closely together with the Corporate Communications department on the communications campaigns.

Results and indicators

2-7 Number of employees – Headcount

	2020	2021
Women ♀	1,812	1,731
Men ♂	2,551	2,516

2-7 Total number of permanent employees

	2020	2021
Women ♀	1,812	1,731
Men ♂	2,551	2,516

2-7 Total number of employees with fixed-term contracts

	2020	2021
Women ♀	14	6
Men ♂	41	22

2-7 Total number of freelance employees

	2020	2021
Women ♀	62	36
Men ♂	65	31

2-7 Total number of full-time employees

	2020	2021
Women ♀	1,736	1,684
Men ♂	2,534	2,480

2-7 Total number of part-time-employees

	2020	2021
Women ♀	68	64
Men ♂	25	19

401-1 Fluctuation rate

Number of terminated employment relationships divided by total number of employees

	2020	2021
	6.89	8.69

2-8 Workers who are not employees

	2020	2021
	299	153

2-30 Percentage of employees that are covered under tariff negotiations

	2020	2021
	58.29	53.43

405-1 Number of newly hired employees

	2020	2021
Women ♀	241	172
Men ♂	300	275



405-1 Percentage of executives/leadership personnel (without Executive Board and first level management)

	2020	2021
Women ♀	22%	15%
Men ♂	78%	85%

age 30-50	66%	69%
age over 50	34%	31%

405-1 Percentage of other employees

	2020	2021
Women ♀	43%	44%
Men ♂	57%	56%

under age 30	20%	17%
age 30-50	53%	53%
age over 50	28%	29%

Results and indicators

²⁻⁷ Number of employees

Plant Location	Number of employees (FTE)		
	2019	2020	2021
Velbert (Höfer-, Stahl-, Haberstraße)	494	348.76	338.30
Niederberg	448	403.07	352.96
Bitburg	240	189.56	173.67
Nejdek (CZ)	1,910	1,625.09	1,590.39
Ostrov (CZ)	693	613.80	617.38
Ruse (BG)	969	773.32	1,035.42
Total	4,754	3,953.60	4,108.12

FTE figures on annual average basis

²⁻⁷ Number of apprentices

		2020	2021
female	♀	9	5
male	♂	27	28

⁴⁰⁴⁻¹ Average training hours per employee and year (without apprenticeship & trainee hours)

2019	2020	2021
16.0	4.9	5.6

The decrease of average training hours compared is related to several effects & measures in the context of the Corona pandemic. Especially the cancellation of all presence trainings and the periods of short time working led to the decline.



⁴⁰⁴⁻³ Percentage of employees receiving regular performance reviews

100%

3-3 OCCUPATIONAL HEALTH AND SAFETY

Safe and healthy working conditions that motivate employees are the basis of the Company's success and one of WITTE's primary responsibilities as an employer. Occupational health and safety is a top priority for WITTE, which is why the goal of creating optimal working conditions is a core element in our Vision/Mission statement. Our primary objective is to proactively prevent work accidents and injuries.



403-1 Objectives and strategy

403-8 Certified occupational health and safety management systems are in place at all WITTE locations. In 2021, the management systems previously certified in accordance with OHSAS 18001 were certified in accordance with DIN ISO 45001:2018. We use the management systems to achieve continuous improvement.

403-2 **Protecting the health of our employees and creating safe working environments for them is not something that is deeply rooted in the self-conception of WITTE Automotive.**

Our occupational health and safety management covers the following topics: disaster preparedness, incident and accident management, fire protection, the handling of chemicals and hazardous substances, machine and equipment safety, personal protective equipment, workplace ergonomics, first aid measures, and medical care in the event of an emergency. By systematically adhering to the following principles, we aim to prevent accidents and illnesses, continuously improve occupational health and safety, comply with statutory and other requirements, and steadily increase employee satisfaction:

- 403-3 ■ Work processes and workplaces are systematically reviewed through risk assessments. Risks are minimised by taking appropriate action using state-of-the-art methods.
- Occupational health and safety is integrated into all company processes. We aim for zero work-related accidents.

- Managers act as role models. They take responsibility for their occupational health and safety duties. Unsafe situations are reviewed critically, and action is always taken against risky behaviour.

403-4 ■ We involve our employees in decisions concerning occupational health and safety. Through regular updates and training, we promote the skills and awareness of our employees and encourage them to actively help create safe working conditions throughout the entire company.

- 403-7 ■ The same safety standards apply to our partner companies as to our employees. This is taken into account when selecting and working with our partner companies.
- We regularly review and assess the effectiveness and achievement rate of our occupational health and safety targets. Areas of improvement are identified early on and action is taken accordingly.

Our overall aim and long-term occupational health and safety target is 0 work-related accidents. For 2022, the Group-wide target is to keep the total number of reportable work-related accidents below 30 and to achieve an LTIS of below 600.

Responsibilities and resources

Responsibility for the occupational health and safety management systems at each location lies with the respective Health, Safety, Energy and Environment (HSEE) department.

It is the duty and responsibility of every manager to ensure that their employees have a safe work environment. This also and in particular includes the implementation of instructions and risk assessments.

⁴⁰³⁻⁶ HR is responsible for preventive occupational health measures and works closely with HSEE to manage these risks.

⁴⁰³⁻⁵ Measures and projects

Regularly scheduled and supplemental training courses and risk assessments are carried out in connection with the occupational health and safety management systems. A training course on air freight shipping of hazardous materials was organised and held for our employees at the Velbert and Niederberg locations. The focus was specifically on how to properly handle batteries during packaging, labelling and shipping. The training course will be offered to other employees in the near future.

As part of its preventative occupational health and safety measures, WITTE normally organises health days at least once a year, where employees can, for instance, undergo a check up or receive advice about healthy eating habits and ergonomics. However, we unfortunately had to cancel the most recent events due to the pandemic. We hope to be able to organise the health days again in the near future. The pandemic also forced us to cancel many of our sports events in the past two years. However, we found creative solutions and were able to organise some online sport courses.



Results and indicators

403-9 403-10 Work-related accidents, days of work lost, absence and number of work-related fatalities

Plant Location*	Number of employees (FTE)			Reported work-related accidents (>1 day of work lost)			Absence days Total			Health rate		
	2019	2020	2021	2019	2020	2021	2019	2020	2021	2019	2020	2021
Velbert (Höfer-, Stahl-, Haberstraße)	494	348.76	338.30	4	–	–	125	–	–	94.01%	97.80%	97.78%
Niederberg	448	403.07	352.96	15	2	3	272	56	31	90.83%	91.12%	91.96%
Bitburg	240	189.56	173.67	10	6	2	164	157	19	92.42%	94.27%	94.74%
Nejdek (CZ)	1,910	1,625.09	1,590.39	16	14	19	351	310	632	92.93%	91.92%	90.79%
Ostrov (CZ)	693	613.80	617.38	6	4	5	92	322	61	93.92%	95.33%	91.38%
Ruse (BG)	969	773.32	1,035.42	1	1	1	38	56	7	95.53%	94.80%	94.00%
Total	4,754	3,953.6	4,108.12	52	27	30	1,042	901	750	93.27%	94.21%	93.44%

FTE figures on annual average basis

403-5 Group wide health and safety trainings

2020
2,334

2021
1,755



Work-related fatalities			LTIS**		
2019	2020	2021	2019	2020	2021
0	0	0	1,227	–	–
0	0	0	2,687	690	398
0	0	0	3,512	4,654	575
0	0	0	785	822	2,315
0	0	0	641	1,896	372
0	0	0	161	241	27
0	0	0	932	920	1,009

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

The KPI WITTE uses to analyse the frequency of work-related accidents is **Lost Time Injury Severity (LTIS)**. It is calculated as follows:

LTH = Lost Time Hours

Work hours lost due to a work-related accident with an absence of 1 day or more

Wmh = work man hours

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

**LTIS is expressed in the unit "accident-related days of work lost/1 million work hours."

* with ISO 45001-certified management system

3-3 IMPACT IN THE REGION

413-1

At WITTE, we never just think about ourselves, but help where it is really needed. We apply the company's social responsibility mainly in the places where our branches operate by supporting various areas.

But we are one team as WITTE Automotive, regardless of whether our colleagues are from Germany, the Czech Republic, Bulgaria or other countries. And that's why we like to look for common challenges that will support our team spirit and also contribute to charity.



Responsibilities and resources

Our Corporate Communications department coordinates and manages our "social responsibility" activities.

Measures and projects

WITTE has participated in the Rotary charity run for many years now. The charity run was held "live" in Velbert most recently in 2018. In 2020, the 5th edition of the Rotary charity run was organised as a virtual event due to the pandemic: Using various running apps, runners

could record the number of kilometres they ran from 17 August to 14 September 2020 and upload the screenshots to the event organiser. For every kilometre that was run, €1 was donated to a charity. The fact that the charity run was organised as a virtual event meant that we were able to field an international team comprising runners from all of our locations.

Our WITTE team, which consisted of 110 employees from the Czech Republic, Bulgaria and Germany, ran a total of 5,819 km.

WITTE is a longstanding member of the Velbert-based Schlüsselregion e.V. association, and our Managing Director Rainer Gölz is one of the association's board members. Schlüsselregion e.V. is the industry network association for the Velbert/Heiligenhaus region. Some 200 companies use the association to network and communicate with one another, to launch cooperation projects and to promote the next generation of skilled professionals in the region.

After being approached and asked by WITTE, Schlüsselregion e.V. launched the environmental project "Klimaschutz mit der Schlüsselregion" in November 2020. The project brings together companies of different sizes and from different sectors to share experiences and best practices in an effort to tackle climate change together.

In November 2021, employees from our Legal and Purchasing departments bedded out a hundred beech trees to symbolise the first one hundred suppliers who we were able to get to electronically sign a contract via our WITTE supplier portal. In this way, we were able to multiply the positive environmental effect of moving to electronic signatures.

Every year on 1 March, an age-old tradition is celebrated in Bulgaria: Baba Marta Day ("Baba" means "grandmother" and "Marta" means "March") celebrates the end of winter and the start of spring. On this and the following days, Bulgarians exchange and wear "Martenitsas", which are decorative pieces made from red and white twisted yarn that symbolise health and happiness and are considered good luck charms that ward off evil spirits. In 2021 and 2022, our Ruse plant participated in this tradition and organised charity events. In 2021, more than 1,000 hand-made Martenitsas were purchased by a charity that supports children and distributed to our employees in exchange for a small donation. The money collected was then donated to help children in need.

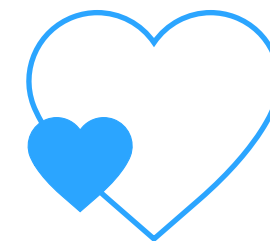


After being cancelled in the previous year, the **Mattoni Karlovy Vary Half Marathon** was held on 26 June 2021, and the **WITTE Bike Team** was back at the starting line. After completing the 21-kilometre race, our team donated the special sports wheelchair to the family of Fanda Lehner from Sokolov. Our team also competed with 4 other carts that WITTE had donated in prior years.

WITTE organises aid for Ukraine and in particular refugees through various channels and organisations. In Germany, WITTE works with IHLA, an association promoting peaceful coexistence, to collect and ship relief aid, putting up displaced Ukrainians with host families, and organising transportation for refugees from a large refugee centre on the Polish-Ukrainian boarder directly to Germany. WITTE also offered IHLA the use of the "WITTE Hotel", which employees from other locations usually use for overnight accommodation, to house these people in need. We also offered IHLA that it could temporarily use our warehouse space at our Stahlstraße address to store relief aid if needed. We also recently decided to empty large parts of our offices at our Stahlstraße address and make them available for housing refugees. This includes the wash rooms and cafeteria.

Czech Republic: WITTE is actively helping Ukrainian citizens. First and foremost, we are helping our Ukrainian employees and their families. We are organising transportation from the Ukrainian-Slovakian border or other refugee centres that their family members reach. Furthermore, we have also organised other accommodations. Our cafeteria offers lunch and dinner free of charge, and will even deliver the meals to the accommodations. We provide advice and, where necessary, administrative assistance and will help to arrange legal counsel. At our WITTE locations in the Czech Republic we are organising donation initiatives. We transparently donate the money collected to organise medical aid, food, clothing and recreational activities for children and adults. Once they arrive in the Czech Republic, refugees can apply for a work permit. To the extent there are vacant positions suited to the family members of our displaced employees, we will give them a job at either our Ostrov or Nejdeč location. Alternatively, we will try to find a suitable position with a different employer.

Men who submit a dismissal order will be released from their work and be given an excused absence. Men who do not have a dismissal order and would like to return to active military service can sign and submit a declaration to WITTE stating that they wish to be granted leave to go and protect their homeland. The draft order will be subsequently submitted. Everyone will be allowed to return to their jobs after the end of the conflict. We will assist family members for 3 months.



Due to the growing demand, our location in Ruse, Bulgaria, is helping to collect donated items to help the victims in Ukraine. Our colleagues have donated essential items such as clothing, bed linens, warm blankets and hygiene and sanitation products. The donations are delivered to the Red Cross in Ruse, which then distributes the items to those in need.

6 GRI CONTENT INDEX

Content Index in accordance with the GRI Standards

WITTE Automotive GmbH has reported in accordance with the GRI Standards for the period: 1.1.2020 to 31.12.2021

	Specification		Page/direct answer	Compliance	Comments	
GRI 1: Foundation 2021						
	I	Foundation	70	●		
GRI 2: General Disclosures 2021						
1.The organization and its reporting practices	2-1	Organizational details	6, 7, 11	●		
	2-2	Entities included in the organization's sustainability reporting	7	●		
	2-3	Reporting period, frequency and contact point	70	●		
	2-4	Restatements of information	70	●		
	2-5	External assurance	70	●		
2. Activities and workers	2-6	Activities, value chain and other business relationships	37, 38	●		
	2-7	Employees	58, 59	●		
	2-8	Workers who are not employees	58	●		
3. Governance	2-9	Governance structure and composition	11	●		
	2-10	Nomination and selection of the highest governance body	11	●		
	2-11	Chair of the highest governance body	11	●		
	2-12	Role of the highest governance body in overseeing the management of impacts	11	●		
	2-13	Delegation of responsibility for managing impacts	12	●		
	2-14	Role of the highest governance body in sustainability reporting	11	●		
	2-15	Conflicts of interest	11	●		
	2-16	Communication of critical concerns	11	●		
	2-17	Collective knowledge of the highest governance body	11	●		
	2-18	Evaluation of the performance of the highest governance body	11	●		
	2-19	Remuneration policies	11	●		
	2-20	Process to determine remuneration	11	●		
	2-21	Annual total compensation ratio	11	●		
	4. Strategy, policies and practices	2-22	Statement on sustainable development strategy	3, 20	●	
		2-23	Policy commitments	9, 20	●	
2-24		Embedding policy commitments	9, 20	●		
2-25		Processes to remediate negative impacts	10	●		
2-26		Mechanisms for seeking advice and raising concerns	10	●		
2-27		Compliance with laws and regulations	13, 51	●		
2-28		Membership associations	12	●		
2-29		Approach to stakeholder engagement	15	●		
5. Stakeholder engagement	2-30	Collective bargaining agreements	13, 58	●		

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report.

Fulfillment: ● totally, ● partially, ○ not

Content Index in accordance with the GRI Standards

	Specification		Page/direct answer	Compliance	Comments
GRI 3: MATERIAL TOPICS 2021					
GRI 3: MATERIAL TOPICS 2021	3-1	Process to determine material topics	15	●	
	3-2	List of material topics	17	●	
GOVERNANCE, RISK AND COMPLIANCE					
GRI 3: Material Topics 2021	3-3	Management of material topics	9	●	
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	13	●	
	205-2	Communication and training about anti-corruption policies and procedures	13	●	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	13	●	
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	13	●	
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	13	●	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	13	●	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	37	●	
LONG-TERM FINANCIAL SUCCESS					
GRI 3: Material Topics 2021	3-3	Management of material topics	28	●	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	33	●	
	201-3	Defined benefit plan obligations and other retirement plans	33	●	
PRODUCT RESPONSIBILITY AND ECODESIGN					
GRI 3: Material Topics 2021	3-3	Management of material topics	34	●	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	37	●	
	301-2	Recycled input materials used	37	●	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	34	●	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	34	●	
SUSTAINABLE SUPPLY CHAIN MANAGEMENT					
GRI 3: Material Topics 2021	3-3	Management of material topics	38	●	
GRI 305: Emissions 2016	305-3	Other indirect (Scope 3) GHG emissions	43	●	
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	37, 43	●	
	308-2	Negative environmental impacts in the supply chain and actions taken	42	●	

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report.

Fulfillment: ● totally, ① partially, ○ not

Index in accordance with the GRI Standards

GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	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 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	38	●	
	414-2	Negative social impacts in the supply chain and actions taken	42	●	
CLIMATE PROTECTION AND ENERGY MANAGEMENT					
GRI 3: Material Topics 2021	3-3	Management of material topics	44	●	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	47	●	
	302-3	Energy intensity	47	●	
	302-4	Reduction of energy consumption	47	●	
	302-5	Reductions in energy requirements of products and services	47	●	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	48	●	
	305-2	Energy indirect (Scope 2) GHG emissions	48	●	
	305-3	Other indirect (Scope 3) GHG emissions	43, 48	●	
	305-4	GHG emissions intensity	48	●	
ENVIRONMENTAL AND RESOURCE MANAGEMENT					
GRI 3: Material Topics 2021	3-3	Management of material topics	49	●	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	51	●	
	301-2	Recycled input materials used	51	●	
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	49	●	
	303-2	Management of water discharge-related impacts	50	●	
	303-3	Water withdrawal	52	●	
	303-4	Water discharge	52	●	
	303-5	Water consumption	52	●	
GRI 304: Biodiversity 2016	304-2	Significant impacts of activities, products and services on biodiversity	49	●	
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	49, 50	●	
	306-2	Management of significant waste-related impacts	49, 50	●	

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report.

Fulfillment: ● totally, ● partially, ○ not

Index in accordance with the GRI Standards

	306-3	Waste generated	53	●	
	306-4	Waste diverted from disposal	53	●	
	306-5	Waste directed to disposal	53		
RESPONSIBLE EMPLOYER					
GRI 3: Material Topics 2021	3-3	Management of material topics	54	●	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	58	●	
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	69	●	Four weeks
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	59	●	
	404-2	Programs for upgrading employee skills and transition assistance programs	54, 55	●	
	404-3	Percentage of employees receiving regular performance and career development reviews	55	●	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	58	●	
OCCUPATIONAL HEALTH AND SAFETY					
GRI 3: Material Topics 2021	3-3	Management of material topics	60	●	
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	60	●	
	403-2	Hazard identification, risk assessment, and incident investigation	60	●	
	403-3	Occupational health services	60	●	
	403-4	Worker participation, consultation, and communication on	60	●	
	403-5	Worker training on occupational health and safety	61	●	
	403-6	Promotion of worker health	61	●	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	60	●	
	403-8	Workers covered by an occupational health and safety management system	60	●	
	403-9	Work-related injuries	62	●	
	403-10	Work-related ill health	62		
IMPACT IN THE REGION					
GRI 3: Material Topics 2021	3-3	Management of material topics	63	●	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	63	●	

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the Standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report.

Fulfillment: ● totally, ● partially, ○ not

7 ABOUT US

²⁻¹ Author

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²⁻³ Contact point for questions

Questions about this report and the sustainability strategy can be sent in writing to:
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Kersten Janik, Chief Operating Officer
Georg.Stalter@witte-automotive.de

¹ Notice

²⁻³ This report was created in accordance with the GRI Standards. The choice of content for our Sustainability Report follows the principles of completeness, significance, and inclusion of stakeholders.

²⁻³ The present report is the second from WITTE Automotive GmbH in a two year cycle. You can find an overview of the GRI information handled herein on pages 66-69.

The reporting period is 2020 and 2021. If not otherwise specified, the information relates to the respective calendar years.

²⁻⁵ External assurance:

None

External Support

Sustainability consultants
Dr. Sebastian Reich, SRC GmbH,
Ingo Schwarz,
Kugelfisch Kommunikation GmbH,
www.kugelfisch.ruhr

²⁻³ ²⁻⁴ Editorial Note

The editorial deadline for this report was May 1, 2022.

There were no restatements of information regarding the previous report necessary.

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.