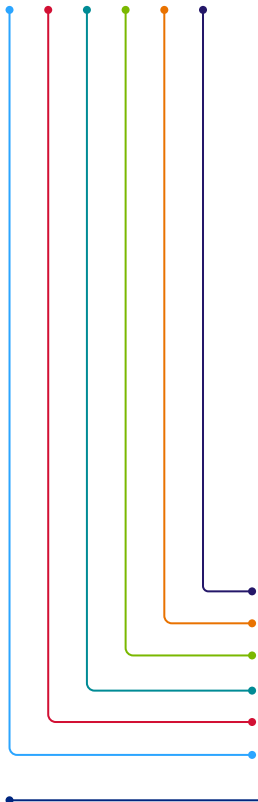


SUSTAINABILITY REPORT

2022/2023

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“Step by step, we are further integrating sustainability criteria into all our core processes.”

²⁻²² INTRODUCTORY REMARKS

Dear Readers,

In a world recently marked by multiple crises and rapidly evolving dynamics, WITTE Automotive stands resilient in the face of unparalleled challenges. Amidst COVID-19, geopolitical tensions & conflicts, supply chain disruptions, and the ever-pressing environmental issues of climate change and biodiversity loss, the past years have put this resiliency to test.

As we navigate through the complexities and rapid changes of products, markets and players in the automotive sector, our strategic acquisitions and investments in modernization reflect our dedication to long-term sustainability. We are proud of the acquisition of 100% of the shares of VAST China mid of last year and the expansion of our operations in Bulgaria and the Czech Republic, representing huge milestones in our journey towards creating a sustainable and successful future.

Step by step, we are further integrating sustainability criteria into all our core processes. An important step we have done recently is the development of new quantitative Sustainability Performance Indicators for our Central Functions Purchasing, Product Development and Sales. Our strategic direction in environmental and social sustainability has remained mostly unchanged: We still focus our activities on three fields of action – emissions reduction, circular economy, and human rights compliance in our global supply chains.

The use of recycled materials stands out as a pivotal strategy for reducing both our Scope 3 greenhouse gas emissions as well as our primary resource consumption and, by that, eventually mitigating the negative impacts of our business on biodiversity. We have therefore given the use of recycled materials, especially plastics, an even higher priority in developing new products and achieved significant progress in using recycled resins in several projects.



In all WITTE locations, we continuously work on the central levers for achieving carbon neutrality in our operations – improving energy efficiency and the transitioning to renewable energy sources. Despite the pressing challenges of high investment costs, long payback periods and equipment lifecycle considerations, we were able to reach remarkable milestones during the reporting period, including our first carbon-neutral WITTE plant in Ruse and a group wide 25% reduction in Scope 1 emissions.

The majority of our negative impacts and sustainability risks lies in our upstream supply chain. For this reason, supplier engagement and collaboration are key for achieving our sustainability targets and for contributing to the UN Sustainable Development Goals (SDGs). Within the framework of the German Supply Chain Due Diligence Law, we have further developed our Sustainable Supply Chain Management Strategy, updated existing and established new processes accordingly in order to increase transparency, mitigate risks and improve sustainability performance of our direct and indirect suppliers.

We extend our gratitude to all our employees for their competent and committed contribution and to our stakeholders for their continued support and partnership.

Together, we are navigating the challenges of today while laying the groundwork for a sustainable and prosperous future. We remain committed to transparency, accountability, and continuous improvement, hereby reporting our progress and achievements in accordance with the GRI Sustainability Reporting Standards (SRS).

Christian Kaczmarczyk
Chief Technology Officer

Kersten Janik
Chief Operating Officer

Benedikt Schultheiß
Chief Financial Officer

Rainer Götz
Chief Executive Officer



2



GENERAL DISCLOSURES

²⁻¹ WITTE AUTOMOTIVE GROUP

WITTE is an integral part of the global automotive industry. Our products can be found in all leading car brands. We are specialists in the development and manufacture of intelligent locking, latching and security systems from concept to mass production, always maintaining the highest quality standards.



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

As a system supplier, WITTE pursues an approach of standardized, modular components to ensure globally consistent quality and efficiency. Our product variety reflects the diversity of the automotive industry, including mechatronic and mechanical solutions for doors, hoods, tailgates, locks and locking systems, door handles as well as components for vehicle interiors such as car seats.

With our WITOL tolerance compensation systems, we 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.

Industries supplied

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

Geographic locations

Delivery to all production sites of OEM worldwide; every continent is covered.

²⁻² Entities included in sustainability reporting

For a better comparability with earlier sustainability reports, the scope of this report is the activities and figures of all entities of WITTE Automotive that were already part of the Group before June 2023. The report does not cover the new entities mentioned on the following page that were added following the acquisitions later in the year (e.g. VAST China). However, we pursue similar sustainability strategies and measures at these locations.

²⁻¹ LOCATION OF HEADQUARTERS

WITTE Automotive
Höferstraße 3-15
42551 Velbert
Germany

2-1 2-2 LOCATION OF OPERATIONS

Company	WITTE Automotive GmbH and WITTE-Velbert GmbH & Co. KG	WITTE-Velbert GmbH & Co. KG	WITTE-Velbert GmbH & Co. KG and WITTE Niederberg GmbH	WITTE Niederberg GmbH	WITTE Bitburg GmbH
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	Testing and back-up production	Production	Basic production, Technology Center for plastic injection molding

Company	WITTE Nejdek spol. s r.o.	WITTE Nejdek spol. s r.o.	WITTE Nejdek spol. s r.o.	WITTE ACCESS TECHNOLOGY, s r.o. WITTE Paint Application, s r.o.	IMA s r.o. (Institut Mikroelektronických Aplikací s r.o.)
Location	Rooseveltova 1299, 36221 Nejdek	Univerzitní 2762/22, 301 00 Plzeň	Evropská 33a, 16000 Praha 6	Průmyslová 1500, 36301 Ostrov	Na Valentince 1003/1, 15000 Praha 5
Description	Manufacture and assembly, administration and product development	Development office	Development office	Production/assembly and paint, Center of Competence for Paint	Institut Mikroelektronických Aplikací

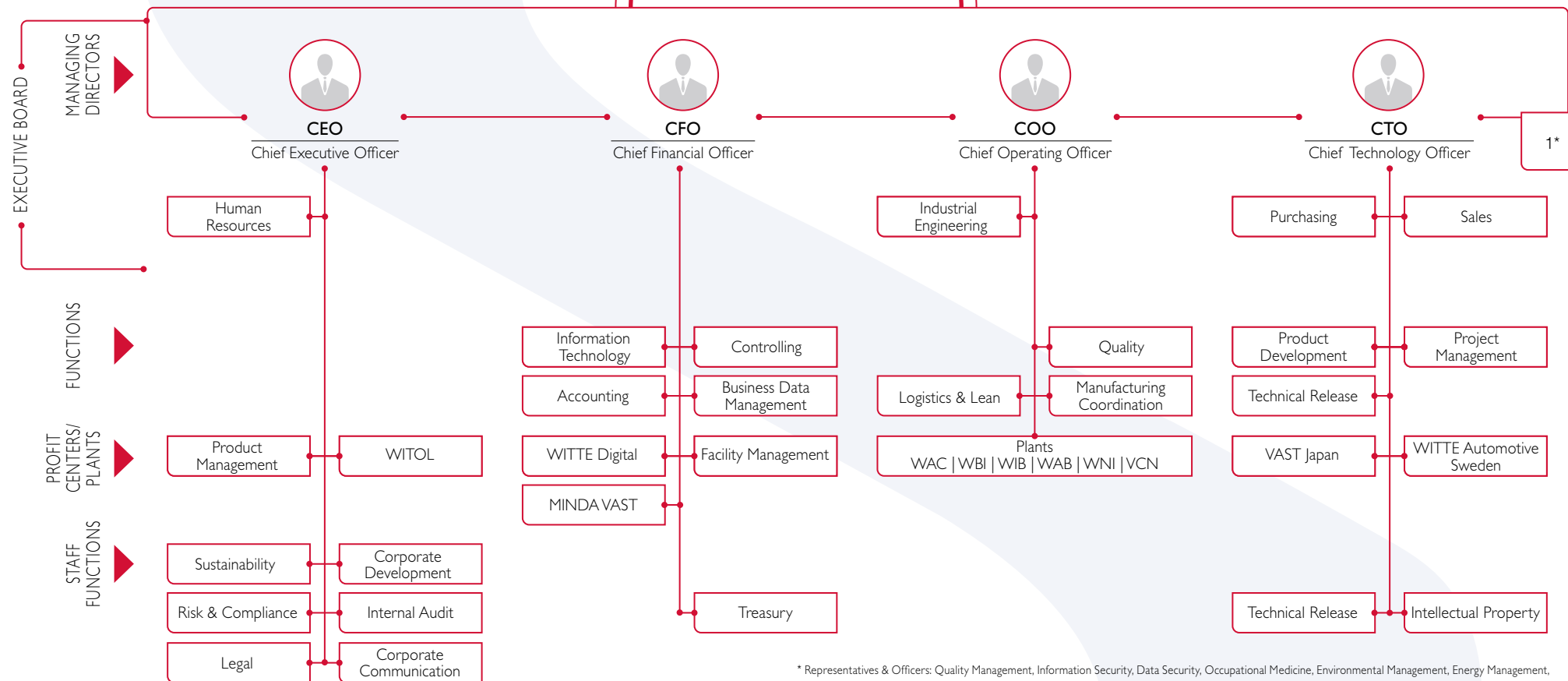
Company	WITTE Automotive Bulgaria EOOD	WITTE Injection Molding Bulgaria EOOD
Location	Mestnost 'Slatina' ul. Industrialen park no. 19, 7009 Ruse	Zh.k. Iztochna Promishlena Zona Targovska 2a Bl, 7005 Ruse
Description	Production/assembly	Plastics Injection Molding

Company	VAST China Co., Ltd	VAST (Jingzhou) Co., Ltd
Location	NO.89 East Guangzhou Road, Taicang, Jiangsu Province, China 215400	No.1 VAST Road, Jingzhou Economic & Technological Development Zone, Hubei Province, China 434000
Description	Sales & Engineering, Painting, Plastics Processing, Assembly	Painting, Plastics Processing, Assembly

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

Company	WITOL Automotive USA, Inc.	WITOL Automotive Fasteners (Kunshan)Co.,Ltd
Location	2998 Dutton Rd, Auburn Hills, MI 48326	No. 329 Jujin Road, 215321 Zhangpu, Kunshan, China
Description	WITOL Production	WITOL Production

ORGANISATIONAL CHART



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

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

Chief Executive Officer, responsible for Human Resources, Corporate Communications, Corporate Development, Internal Audit, Legal, Product Management, Risk and Compliance, Sustainability Management and the business unit WITOL

Chief Financial Officer, responsible for Accounting, Controlling, Business Data Management, Information Technology, Shared Service and Center Accounting, WITTE Facility Management and the business Unit WITTE Digital

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

Chief Technology Officer, responsible for Product Development, Product Release & Improvement, Project Management, Purchasing, Sales, Intellectual Property and the business unit WITTE IMA

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

2-11 WITTE Automotive GmbH, a family-owned company, is managed by rules of procedure laid down by the Advisory Board, which define the competencies and responsibilities of the management and the Executive Board. Rainer Gölz, a member of the owner family, acts as Chief Executive Officer and is therefore a part of C-level management.

2-18
2-19
2-20 The Advisory Board assesses performance and determines remuneration. This includes a basic salary as well as short and long-term bonus programs. The basic salary is re-evaluated annually by the Advisory Board and adjusted if necessary. The short and long-term bonuses are also determined by the Advisory Board based on a target agreement system and business performance. With the help of independent external sources, the Advisory Board regularly reviews whether remuneration is in line with the market.

2-15 In the event of a potential conflict of interest, disclosure is required in accordance with our

Code of Ethics. This Code also provides guidelines for managing such conflict situations.

2-12
2-14 As the central coordinator and contact person for sustainability issues in the central departments/sites, the Head of Sustainability Management informs and discusses progress in the management systems, sustainability reporting and all key sustainability management issues with the CEO in regular meetings. The CEO is actively involved in the decision-making process and assessment of measures, strategies and targets. In addition, the other C-level managers and members of the Executive Board are regularly informed about relevant sustainability issues via contact persons for sustainability issues in their areas of responsibility. Important decisions and changes are presented and discussed jointly in the Executive Board as required.

2-17 The communication and decision-making channels described above are used to further promote the collective knowledge, skills and experience of C-level management for sustainable development.

2-16 Critical concerns are communicated to C-level management via defined escalation channels and hierarchy levels and discussed/

decided at C-level management and Executive Board meetings.

2-13 The Sustainability Management department is responsible for the further development and adaptation of the comprehensive sustainability strategy, coordinating related activities, reporting and controlling. All other responsibilities are described in the management approaches (chapter 5).

2-28 Membership in Associations

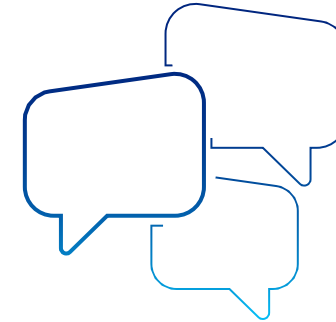
- German Association of the Automotive Industry (VDA)
- Schlüsselregion e.V. – Industrial association for Velbert and Heiligenhaus
- EIFEL Employers – Employer network of the Eifel regional brand
- Die Familienunternehmer e.V. (The Family-run Company Association)
- Regional employer associations
- FVSB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



MATERIALITY ANALYSIS

3-1 PROCESS TO DETERMINE MATERIAL TOPICS

2-29 WITTE Automotive GmbH maintains a continuous exchange with its key stakeholder groups, including customers, suppliers, employees, owners, banks, insurance companies, public authorities and the communities in regions where it operates. We hold regular meetings with our customers and suppliers to discuss expectations and assessments of general developments and specific products. Our C-level and executive management are actively involved in expert networks, including various boards, committees and associations. As a responsible employer, we place great importance on dialog with our employees' representatives. In addition, our sustainability department attends various events several times a year and takes part in online presentations, for example from industry associations, in order to continuously expand our commitment and knowledge in the area of sustainability.



In order to determine the material topics for WITTE, we have again performed a multi-step materiality analysis according to the procedure outlined in the GRI SRS Standards. We have started with a comprehensive list of 16 impact dimensions that we derived from several sustainability frameworks, such as

- UN Sustainability Development Goals (SDGs)
- The GRI Sustainability Reporting Standards (SRS)
- The European Sustainability Reporting Standards (ESRS – Draft Version)
- The UN Global Compact

During research, we identified multiple similarities within several impacts. In order to facilitate communication with our stakeholders, we have therefore merged some of them and condensed the list to 10 major impact dimensions, each including a set of various specific impacts. We have then performed three steps of assessment: We conducted a detailed assessment of the relevance of the different impacts for our stakeholders and their corresponding expectations towards WITTE. In this context, we conducted a survey with WITTE employees via our intranet, asking them about the importance and prioritization of the impacts. Additionally, we have collected all findings of our regular stakeholder communication and of different available documents, such as customer and supplier sus-

tainability reports, press releases, awarding criteria and documents as well as market analyses.

The consolidated results show that our stakeholders place a strong focus on the impact dimensions of climate change and GHG emissions, circular economy, biodiversity and global safeguarding of human rights. Our internal stakeholders in particular also attach great importance to employee satisfaction, health and safety in the workplace and being a responsible employer. The importance of the different impacts for our stakeholders was rated on a scale from 1 to 5. From the average ratings, we derived the respective diameter of each circle that is displayed in the three-dimensional graphic of significant impacts.

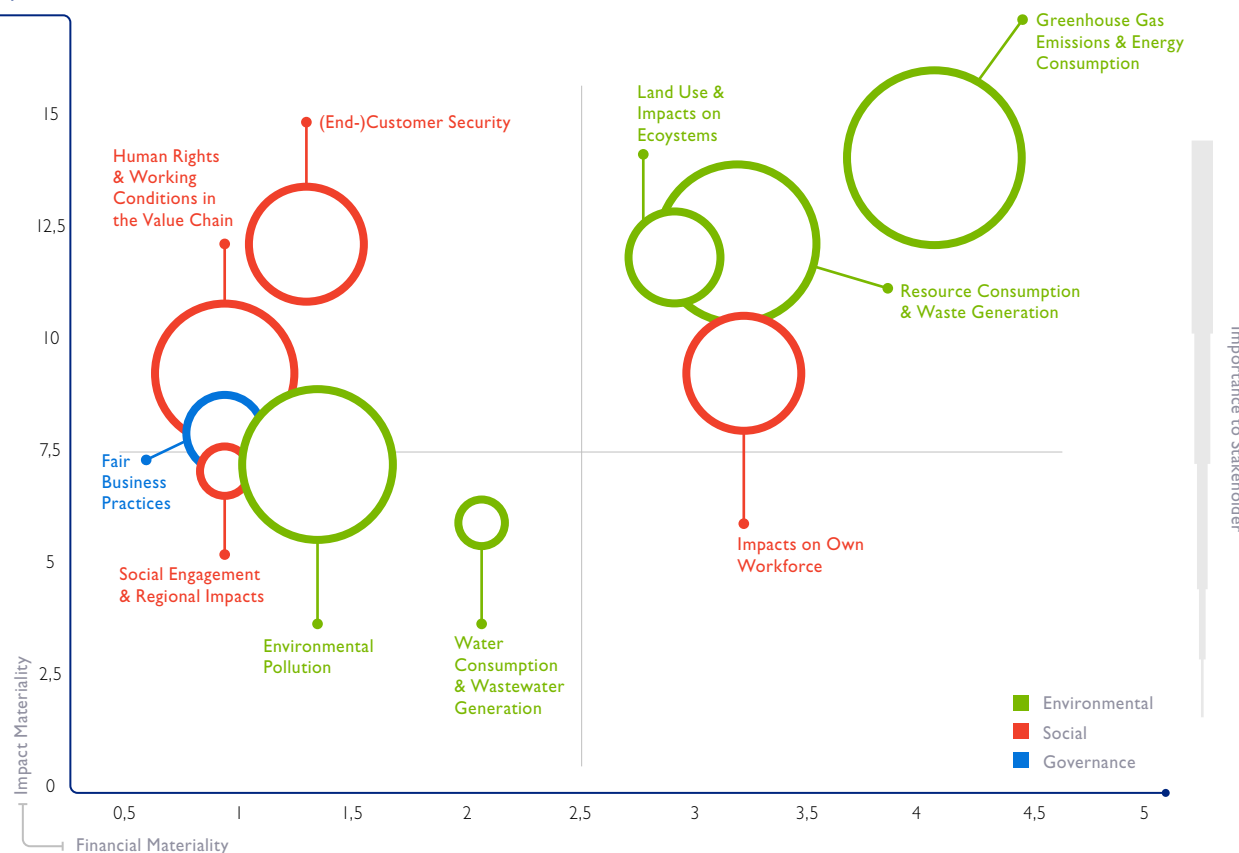
Significance of Impacts

In parallel, we analyzed the identified impact dimensions in terms of their inside-out effects related to WITTE (impact analysis) and the associated financial risk (financial materiality analysis).

In order to determine the impact materiality for the selected topics, we assessed them in terms of scale, scope and irremediability and rated them in each category on a scale of 1-5.

The scale of the impact was graded from none (1) to very high (5), the scope of the impact from none (1) to global (5) and the irremediability of the impact from very easy to remedy (1) to irreversible (5). We then summed up all points achieved by the individual topics in the three categories.

In order to examine the financial risks, chances and consequences of the respective impacts on WITTE's performance, we assessed them in terms of their financial risks. For each topic, we described the actual and potential financial risks and opportunities and then assessed the extent of the impact and the probability of occurrence.



3-2 List of Material Topics

As shown in the graphic, we have identified nine impact dimensions as relevant for WITTE (Water Consumption & Wastewater Generation is not considered material, being located in the bottom-left quadrant of the matrix). For all material ecological impact dimensions (climate protection & energy management, biodiversity & protection of ecosystems, circular economy and environmental pollution), we follow a comprehensive strategic approach to tackle them in an efficient way. In order to avoid redundancies in the report, we have decided to group these impact dimensions and handle them as one material topic “Environmental Protection”. The result is the following list of six material topics:

1 Compliance

2 Customer & Product Safety

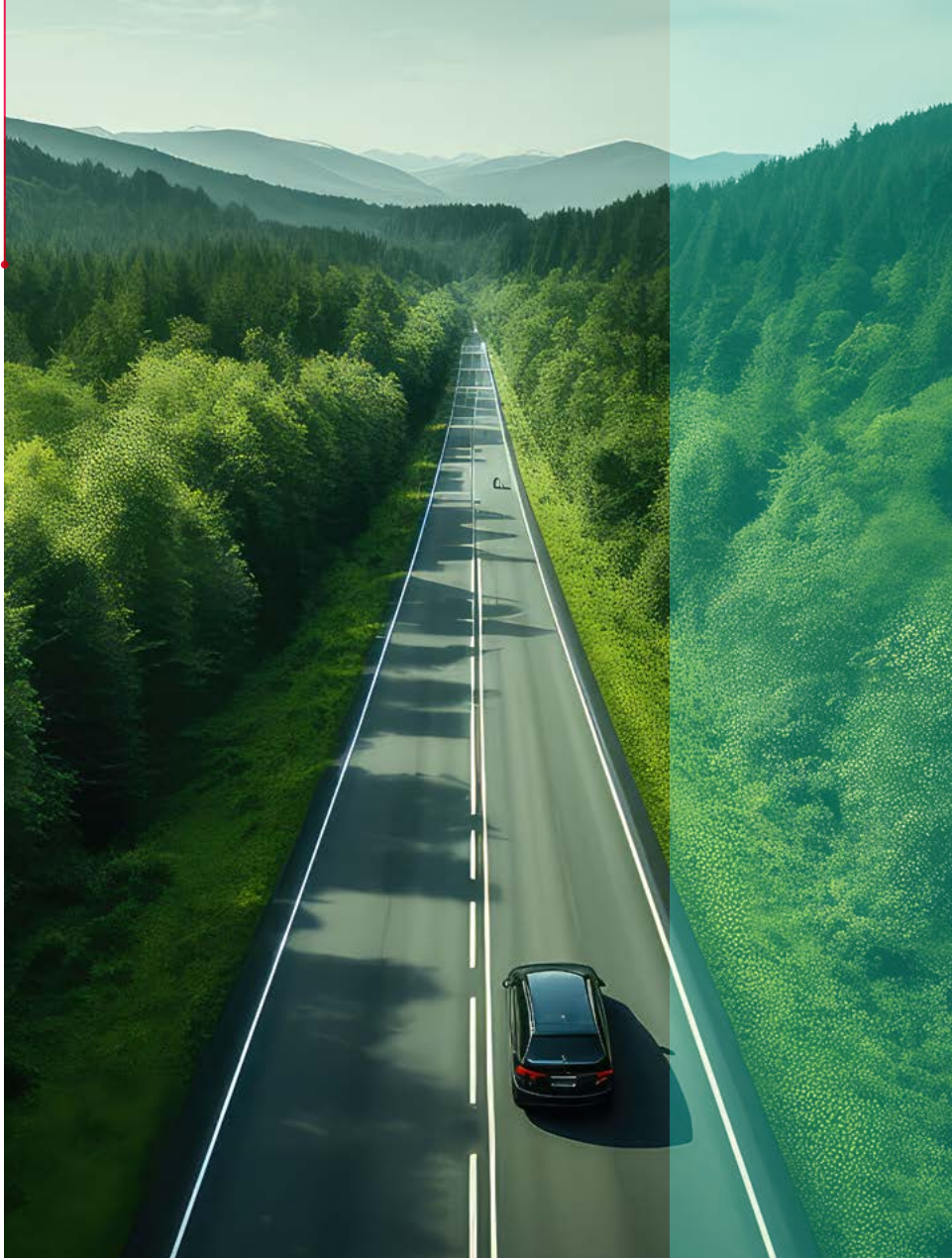
3 Environmental Protection

4 Sustainable Supply Chain Management

5 Own Workforce

6 Local Communities

4



WITTE SUSTAINABILITY STRATEGY

²⁻²² "WITTE 2033" CORPORATE STRATEGY

The overarching "WITTE 2033" Corporate Strategy aims at sustainably securing our financial success and describes our strategic direction for the coming years. It is a set of guidelines and commitments all employees follow to pursue our goals on a daily basis. We align all subordinate strategies of the divisions and departments with the corporate strategy.



WITTE 2033

This chapter provides a brief overview of our overall corporate strategy and the sustainability strategy as an integral part of it. The details of the sustainability strategy and its main fields of action are described in the management approaches in chapter 5.

The basis of our strategy is our "EWA" principle that outlines the foundation for our success:

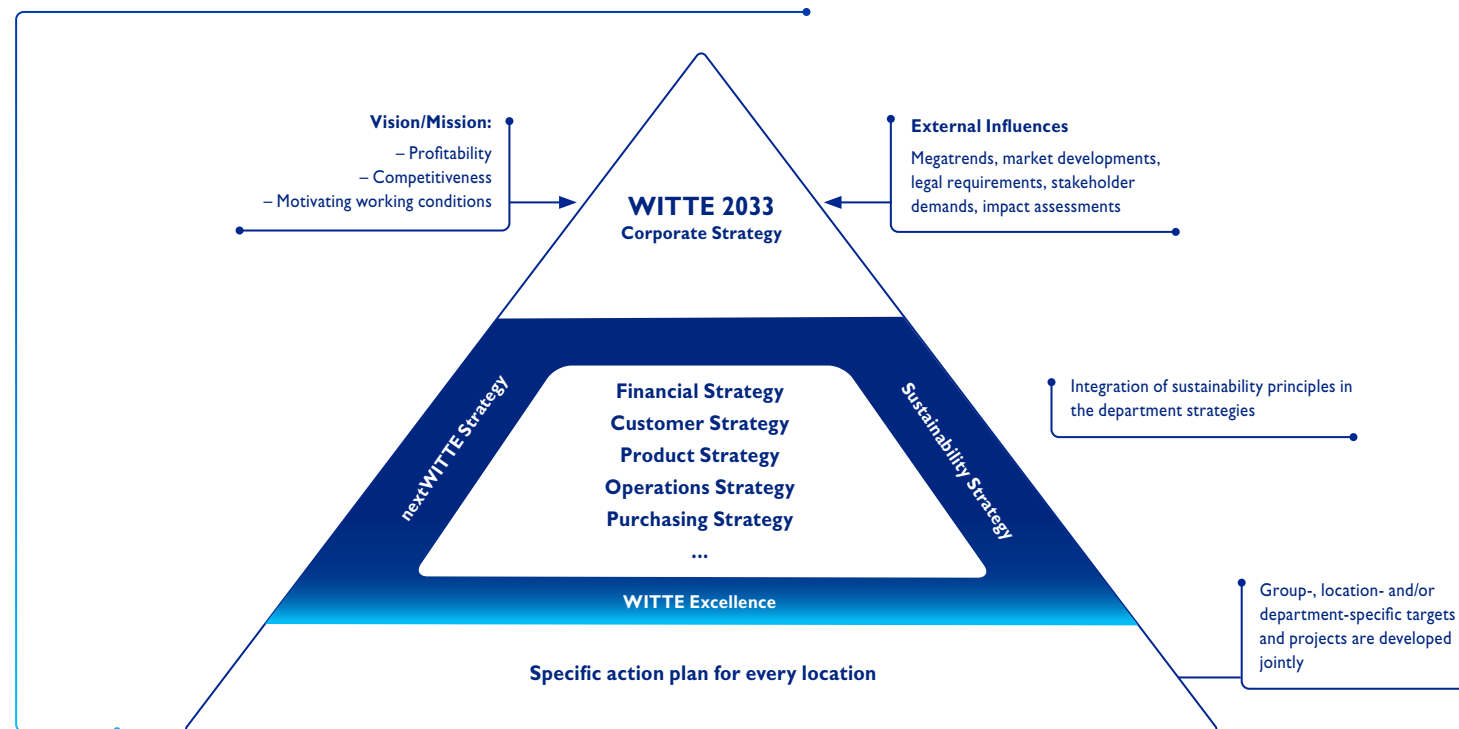
- **Earning power** ("Ertragskraft"): With key concepts we inspire our investors; the yield, based on long-term considerations, provides the financing of our future.
- **Competitiveness** ("Wettbewerbsstärke"): With key concepts we inspire our customers; our solutions are functional, quality, ecological and value-added, competitively priced, top-rate performers.
- **Motivating working conditions** ("Arbeitsbedingungen"): With key concepts we inspire our employees; enabling them into the position to realize inspiring solutions.

By aligning our business activities with these goals, we want to continue to fulfill our responsibility for society and the environment and thus contribute to sustainable development.

Structure of the Sustainability Strategy in the context of the organisation

The Sustainability Strategy is an integral key component of the Corporate Strategy and further defines our Company's understanding of sustainability as well as our ambitions for sustainable development. It applies to all functions and departments: Based on strategic targets, specific measures and KPIs we develop key sustainability aspects to be integrated into 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.

The Sustainability Strategy is derived from the "WITTE 2033" Corporate Strategy



WITTE Sustainability Strategy – Main Fields of Action & Targets

Based on the new results of our materiality analysis, we have also revised and sharpened our sustainability strategy once again. However, our key objectives and areas of action have remained largely unchanged.

One major new development is our stakeholders' increasing emphasis and the general gain in importance of biodiversity. Following this, we have performed a comprehensive assessment of WITTE's direct and indirect impacts on biodiversity and ecosystem functions. Summed up, the result of our analysis is that our major negative impacts are our direct and indirect Greenhouse Gas emissions and our consumption of (primary) resources. The Minimization of these negative impacts is already the focus of our Sustainability Strategy; our strategic approaches therefore remain unchanged and are also applied to manage the biodiversity topic:

Zero Emissions in Operations: Carbon Neutrality & Emissions Reduction

Locally caused emissions have a global impact on all aspects of the environment. Even though Scope 1 & 2 emissions only account for a small proportion of our total emissions, reducing these emissions is at the heart of our strategy, as we have direct influence here. We focus on increasing energy efficiency as well as using and expanding green energy production and procurement. Replacing our fossil-fuel-powered facilities and equipment such as our heating systems, our paint line and our company vehicles with systems that are supplied by renewable energies remains crucial to making our local operations climate-neutral and future-proof.

Resource Consumption and Use: Circular Economy & Resource Efficiency

Our negative environmental impacts largely occur indirectly in our upstream supply chain; they arise in connection with the extraction and processing of raw materials that we need for our products. For this reason, our strategies for circular economy and resource efficiency have the potential to achieve the most significant positive impacts.

During the design phase, we continuously strive to make our products lighter and to consider sustainability criteria when selecting materials, processes and technologies.

Through sustainable product design and the optimization of production processes, we strive to minimize waste from the outset. For waste that is not avoidable yet we conduct systematic analyses in order to recycle it in the best possible way in line with circular economy principles. Both internal and external recycling are key elements of our strategy to reduce resource consumption and minimize our environmental impact.

Our purchasing department constantly scans and analyzes the market for new suppliers and materials in order to increase the quantities of sustainable materials.

Protection of Human Rights: Sustainable Supply Chain Management, Due Diligence Practices and our Compliance Program

In the area of compliance, our focus is on ensuring adherence to laws, codes and guidelines. Our Code of Ethics forms the foundation on which we build our business practices in order to meet ethical and legal standards.

Sustainable supply chain management plays a central role in our strategy, which aims to minimize environmental and social risks within our upstream supply chain. Through preventive measures and the training of relevant areas of the company, we ensure compliance with human rights and enforce sustainability requirements along the entire supply chain.

Our Sustainable Supply Chain Management strategy, which is an integral part of our purchasing strategy, focuses on raising awareness of sustainability issues among our suppliers, promoting sustainable actions, conducting regular sustainability assessments and implementing a comprehensive risk management system.

All other material topics are covered and handled by our general Corporate Strategy and the subordinate department strategies such as our Finance, HR Development, Product Development, Quality Management and Compliance Strategy.

Sustainability Scores & Ratings

We constantly monitor and disclose our overall corporate sustainability via different scoring and rating systems. Amongst others, the most important are:

Self-Assessment-Questionnaire (SAQ)

Following customer requirements, we complete and regularly update the Drive Sustainability Self-Assessment-Questionnaire (SAQ 5.0) for all WITTE locations.

The following topics are covered and assessed by the SAQ:

- Company Management
- Human Rights and Working Conditions
- Health and Safety
- Business Ethics
- Responsible Supply Chain Management
- Responsible Sourcing of Raw Materials

Based on the SAQ answers, a comprehensive Sustainability Score is calculated by the third-party company NQC. We use this score for external disclosure and internal monitoring of our locations' overall sustainability performance.

In 2023, we achieved SAQ scores of between 85-90% (B rating) for our locations.

CDP Climate Change Rating

In 2023, our climate protection performance was assessed and rated by the Carbon Disclosure Project for the fifth time. The Carbon Disclosure Project (CDP) as well uses an extensive self-assessment questionnaire to collect and evaluate the performance of participating companies and publishes it in its database.

CDP assesses the companies according to the following criteria:

- Management's assessment of risks and opportunities associated with climate change for the company
- Systematic recording of greenhouse gas emissions (carbon accounting)
- Management strategies regarding the reduction of greenhouse gas emissions, risk management and exploitation of potentials
- Corporate governance with regard to climate change

In the reporting period, we improved and maintained our score in the CDP Climate Change Report to the B level (management level).

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:



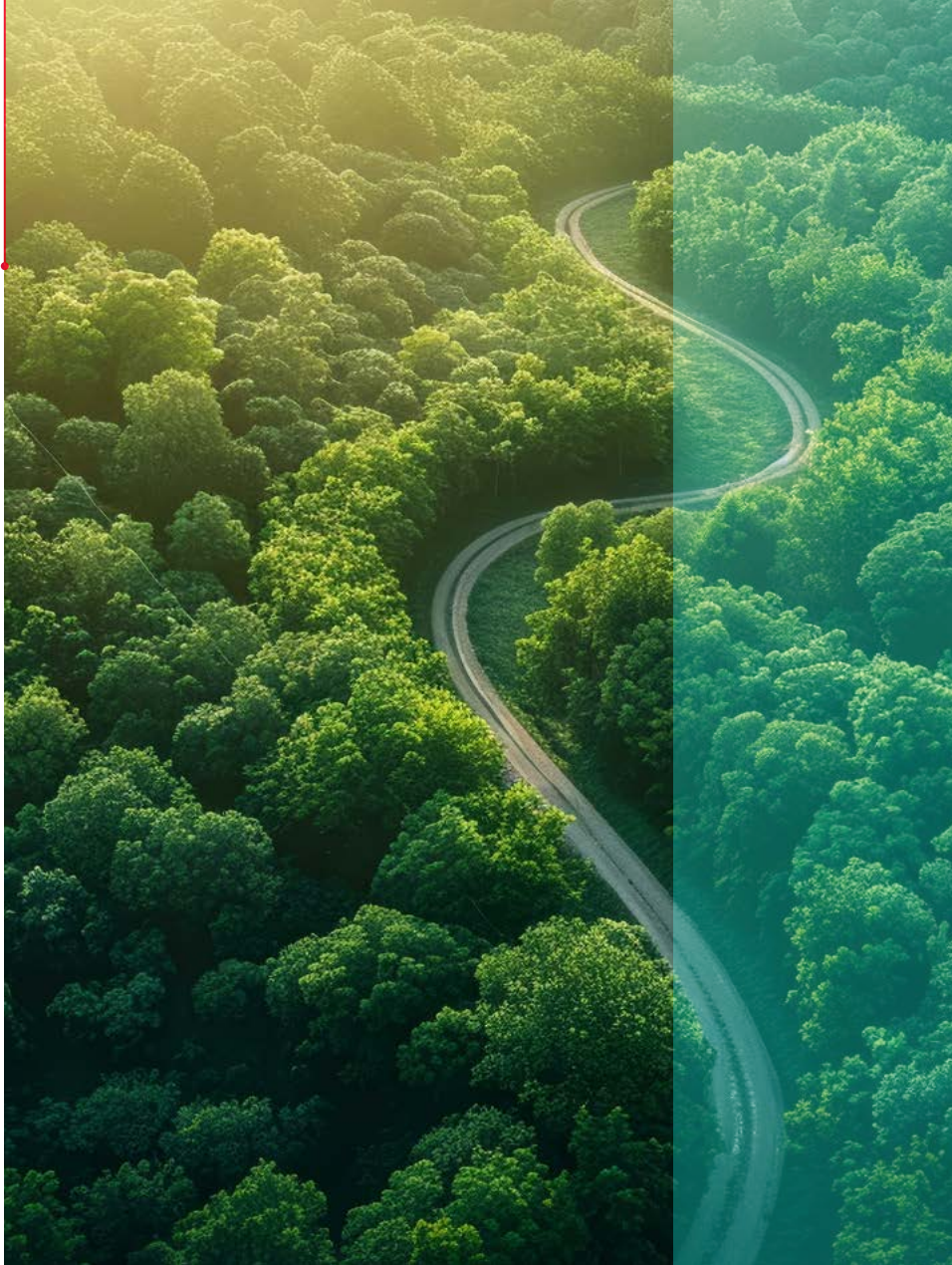
Good health and well-being 3
 Quality education 4
 Affordable and clean energy 7
 Decent work and economic growth 8
 Industry, innovation and infrastructure 9
 Reduced inequalities 10
 Sustainable cities and communities 11
 Responsible consumption and production 12
 Climate action 13
 Life on land 15
 Peace, justice and strong institutions 16

The Sustainable Development Goals guide all our actions in the context of sustainability. We continuously transfer global perspectives and developments to the corporate level and vice versa, thus considering the SDGs in our strategy

development and governance structures. In Chapter 5 of this report, we explain the contributions of each of our management approaches to the SDGs in detail.

The SDGs to which the respective management approach and the associated goals contribute are represented in the form of small icons at the top of each first page.

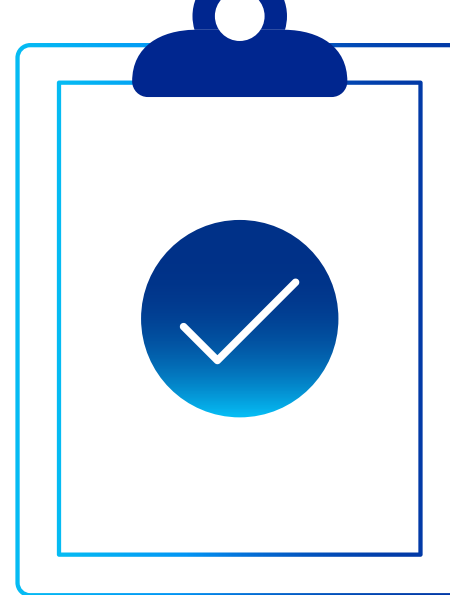
5



MATERIAL TOPICS

3-3 2-25 COMPLIANCE

Compliance is a fundamental priority for WITTE and encompasses business ethics, anti-corruption, governance structure, human rights compliance, and intellectual property. Adhering to legal regulations and internal policies is a central component of WITTE's corporate culture and essential for the company's long-term success and sustainability.



Actual & potential Impacts

By complying with these policies and regulations, we positively contribute to fair competition and business, equal chances and opportunities and safeguarding of human rights. Our compliance system draws up practical rules and regulations so that our departments can carry out their activities in compliance with the law. By that, it increases the integrity of the company.

A potential negative impact on the economic sustainability is the need for resources to conduct investigations and the slow-down of

processes and business transactions due to approval procedures, such as strict application of the 4-eyes-principle. These resources are then not available for other productive tasks in the different departments.

2-23 2-24 Policies & Commitments

Our WITTE Code of Ethics summarizes all principles, commitments and guidelines in the context of compliance the company has set up. It is binding for all WITTE employees and we conduct annual mandatory trainings in which

the content of the Code and its application are taught. The Code of Ethics is accompanied and expanded by additional detailed policies, such as the Corporate Compliance Internal Investigations Guideline and the Anti-Corruption Guideline.

Roles & Responsibilities

Overall responsibility for compliance lies directly with the executive management, supported by the Compliance Officers.

The WITTE Group's compliance organization currently consists of the Group Compliance Officer and two Local Compliance Officers, who are responsible for compliance in the WITTE entities in the Czech Republic and Bulgaria.

All managers are responsible for promoting compliance within their areas. Consequently, ensuring compliance in all WITTE processes and in the daily business is the task of each WITTE employee.

Strategies, Targets, Actions & Indicators

WITTE has set the goal of minimizing compliance risks, ensuring a high level of transparency and integrity by establishing and further developing a fully functional compliance management system. Strategies include the continuous review and adjustment of the compliance management system, employee training, raising awareness for compliance issues, and implementing effective monitoring and control mechanisms.

We follow these principles with a pragmatic approach, based on frequent communication and early involvement of the specialist departments.

2-26 WITTE conducts regular compliance audits and provides ongoing training. For reporting of compliance violations and submitting of complaints, we have established a whistleblowing system. The communication channels of our grievance mechanism and our processes for handling complaints and protecting whistleblowers are described on our homepage and in the respective published rules of procedure. We regularly report and control the following performance indicators in order to track the progress of our efforts to improve our compliance management:

2-27 **Total number of significant instances of non-compliance with laws and regulations during the reporting period**
No significant instance occurred during the reporting period.

205-1 **Operations assessed for risks related to corruption**

Total number and percentage of operations assessed for risks related to corruption:
We do not yet run specific risk assessments, but a continuous communication process to maintain and raise awareness.

Significant risks related to corruption identified through the risk assessment:
By our current processes, we did not identify any significant risk for corruption within our operations

205-2 **Total number and percentage of employees that have received training on anticorruption/ number of compliance training sessions conducted**

100%

of the WITTE employees have to participate in an annual general compliance training that includes the topic of anticorruption. Additionally, we started a specific anticorruption training in February 2024.

Compliance is an integral part of WITTE's sustainability strategy. It supports the company in maintaining legal and ethical standards, protecting its reputation, and building trust with stakeholders.



Strategies, Targets, Actions & Indicators

406-1 Incidents of discrimination and corrective actions taken

No incident was reported/identified during the reporting period

Number and nature of reported compliance violations and effectiveness of measures taken to address them

A distinction is made between suspected cases of compliance and inquiries. A suspected case of compliance is usually reported after an action has been taken. An inquiry, on the other hand, is characterized by the fact that the person concerned seeks advice from a compliance officer before making a compliance-related decision. For WITTE, received inquiries are a positive indicator for the awareness and sensitivity for compliance-related topics.

In 2022 and 2023, there were 13 suspected compliance cases and 5 inquiries.

All suspected compliance cases were investigated intensively. The majority of the suspected cases were unfounded compliance cases. The

few substantiated suspected cases did not constitute a serious breach. No third parties were harmed, only the WITTE Group itself. All suspected compliance cases and inquiries have been conclusively processed and closed.

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

408-1 Operations and suppliers at significant risk for incidents of child labour

409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour

We have not identified any significant risks for occurrence of such incidents within our own operations.

However, the WITTE Group companies are indirectly supplied by smelters or refiners from Russia (number: 20), Uganda (1), Zimbabwe (1)

and Sudan (1). These 23 smelters are on sanctions lists. It can be assumed that there could be an increased risk of threats to freedom of association, child labor and/or compulsory labor in these smelters or refiners. We are continuously working on removing sanctioned and non-conformant sub-suppliers from our supply chain and have recently expanded our processes for identification, communication and escalation of such cases.

In the years 2022 and 2023, we have reviewed, updated and systematized our compliance management once again. We have started to establish the new comprehensive compliance management system at all WITTE Group companies, led by the Compliance Officer. This included the following actions:

- Creating a compliance culture set and exemplified by the management of the WITTE Group through the "Tone from the Top";
- Systematic Identification of compliance risks, in particular corruption;

- Management of these risks by establishing a guideline, creating a training program and a training concept;
- Establishment of a new organizational structure in Compliance Management by appointing a Group Compliance Officer and two Local Compliance Officers in the Czech Republic and Bulgaria;
- Clarification of a various number of suspected cases;
- Answering a large number of compliance inquiries.

To continuously optimize our compliance management system, our focus for the upcoming years is on developing and establishing several new guidelines accompanied by a wide range of training courses on specific compliance topics. One of our prioritized topics will be antitrust laws.

3-3 CUSTOMER & PRODUCT SAFETY

Actual & potential Impacts

Any defects or malfunctions in our products could pose serious risks to the health and safety of end users. It is therefore of crucial importance for WITTE to ensure the highest possible safety of our products.

2-23 Policies & Commitments

EWA goal competitive strength: 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.

Error prevention before error correction, no repeat errors

Only through process control and directly correct execution we approach the zero defect target. If an error occurs despite all care, we use this as an opportunity to eliminate not only

the error but also the cause forever. In doing so, we immediately take up every hint of error and determine the true cause (not the culprit) and target-oriented measures in an open and clear communication on site and with the involvement of all relevant employees and management levels. In our efforts, we are satisfied only with those corrective measures that lead to the elimination of the problem. Repeated errors are the result of poor analysis and half-hearted measures.

Quality for our supplies

We ensure that our external as well as internal suppliers deliver in agreed quality and understand that the quality of their deliveries determines the quality of our customer supply.

Therefore, we actively work with our suppliers to develop their quality performance. We inspect the production processes of our suppliers directly on site.

Continuous improvement is our program

Even if changes sometimes hurt: A continuous improvement of our processes and systems is the task of all of us and a necessary prerequisite for the sustainability of the companies of WITTE Automotive - standing still is a step backwards.



Everyone is responsible for quality

We commit ourselves to quality. Everyone – from sales and development to production, as well as in the management and support processes – assumes the responsibility at their place of work to consistently fulfill their tasks. If we cannot solve a problem on our own, we help ourselves as a team or involve our managers.

As a manufacturer of mechatronic locking and actuation systems, WITTE products play an important role in vehicle safety technology.

Responsibilities & Resources

The Project Management Office is responsible for making changes to the WITTE Development Process (WDP) and integrating new criteria into the overall process. The Central Quality Management department monitors product safety and quality using the QM systems.

Product Safety & Conformity Representatives (PSCR) are appointed at each location. They support the Product Safety & Conformity Representatives of the WITTE Group in the respective site activities.

As part of our product development, we have a specialized testing department that is responsible for carrying out safety tests. These tests are based on our customers' specifications and ensure that our products meet the defined standards in practice once they have been developed. In addition, there are QM departments in the respective plants that continuously monitor quality during production.

Strategies, Targets, Actions & Indicators

The Quality Strategy as part of the Operations Strategy is essentially based on the corporate strategy WITTE 2033.

416-1 Assessment of the health and safety impacts of product and service categories

We guarantee the safety and quality of our products through our comprehensive quality management system, which is certified in accordance with the ISO 9001 and IATF 16949 standards. Our quality policy defines the guiding principles that govern our actions at WITTE. Customer satisfaction and product safety are our top priorities:

Our primary goal is to continuously ensure the satisfaction of our customers. Every day, we strive to prove this by delivering impeccable products, developments and work results. We achieve this by thoroughly understanding our customers' expectations and requirements, making clear agreements and reliably fulfilling them.

We also strive not only to meet our customers' expectations, but to exceed them. We are proactive and offer our customers effective solutions promptly. Our managers maintain a style of open and clear communication.

In order to achieve these goals and maintain this status, we implemented and continued numerous measures and projects in 2022 and 2023.

In 2022, the last employees were trained for their role as PSCR at the respective locations in order to have a specific person responsible for the QM requirements for the respective location-specific activities.

Following the successful completion of the pilot phase in 2021, a group-wide roll-out was carried out for all development projects from acquisition till handover to production. Regular quality reviews now take place several times a week for ongoing projects. These reviews include a thorough assessment of the product and process maturity of each development project, with a particular focus on specific features that have a significant impact on product safety.

The development of a database is planned for 2024 and 2025 to record all errors and improvements from current and past projects. This database will serve as a basis for new projects to enable an efficient review and avoid the repetition of old errors. In addition, extensive analyses are planned that will deal with new customer requirements and their developments.

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

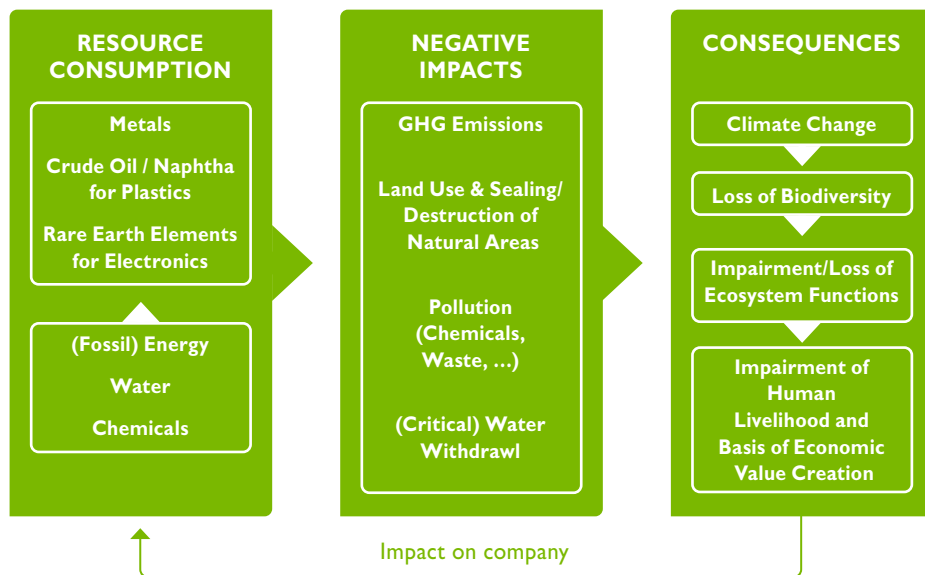
There were no violations in the reporting period against legal or voluntary regulations in terms of product safety and security of (end-) consumers.

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

2022	2023
0	0

3-3 ENVIRONMENTAL PROTECTION

Limiting global warming and preserving natural ecosystems and resources is one of the greatest challenges of our time and of existential importance for society and the economy. Consequently, all our stakeholders, especially legislators and our customers, increasingly emphasize this challenge and set new requirements.



Actual & potential Impacts

As a manufacturer of products for the automotive industry, our business activities have numerous potential and actual negative impacts on the environment. We are mainly involved in these impacts through our indirect business relationships – most of which result from the procurement of (primary) resources and components for our products.

Various plastics and metals make up the majority of the raw materials used in WITTE products. The third major commodity, purchased electronic components, contains various rare earths. The extraction of these raw materials (potentially) causes **destructions of valuable**

304-2 natural areas and ecosystems (Significant impacts of activities, products and services on biodiversity). It is also associated with high **greenhouse gas emissions, pollution from chemicals and other environmentally harmful substances**. These negative impacts also occur (to varying extent) at all further stages of the value chain up to the final WITTE product.

In our own production, the major negative impacts are the **greenhouse gas emissions associated with our energy consumption and the environmental pollution resulting from the treatment of waste** generated in our facilities.



2-23 Policies & Commitments

Our WITTE Environmental & Energy Policy summarizes our guiding principles and general approaches in managing our ecological impacts in all WITTE locations:

The resources of our earth are finite. Every company – but also every individual – has a special environmental responsibility. Therefore, environmental protection, the reduction of greenhouse gas emissions, the use of renewable energies and the efficient energy usage play an important role in the corporate policy of WITTE Automotive. By minimizing our waste, water consumption and emissions as well as a responsible handling with chemicals and hazardous substances, we contribute to the preservation of natural resources, in particular air and water quality.

Company management ensures to enhance environmental and energy-related performance, as well as the continual improvement of the environmental and energy management system.

While doing so, WITTE Automotive also takes all compliance obligations into account and, in addition, the following six principles:

- The basis for sustainable and environmentally friendly products is laid during their development. This includes a well-planned use of resources, as well as the selection of energy-efficient production methods. Our aim is to use the best available techniques, while taking economic efficiency into account.
- At WITTE Automotive we think and act in a sustainable manner. We develop our products with the aim of minimizing the environmental impact as much as possible already during manufacture, during their service life and, finally, when they are recycled or disposed at the end of the product life cycle.
- We maintain a good relationship with our customers, neighbors, authorities and other interested parties and communicate openly how WITTE Automotive assumes its ecological responsibility.
- All our employees are continuously sensitized to responsible use of energy and environment by means of training courses, briefings and other information. We expect the same from our partner companies, suppliers and service providers.
- In line with this policy, we have defined strategic and operational objectives. We check and evaluate these objectives systematically to recognize and implement potential improvements at an early stage. To achieve these objectives, we provide all necessary resources and information.
- Managers are role models in every respect: Their actions are exemplary regarding environmental protection and energy-efficiency. At the same time, they motivate their employees to develop their own ideas to prevent harmful impacts on the environment.

In the area of climate protection, we are committed to the goals of the 2015 Paris Agreement and pledge to make our contribution to

achieving the target of limiting global warming. In line with this commitment, we are currently preparing to submit our emission reduction targets to the Science Based Targets Initiative (SBTi) and get them verified.

WITTE is also committed to all sustainability agreements with customers and concludes binding sustainability agreements with direct suppliers.



Responsibilities & Resources

The Health, Safety, Energy and Environment departments (HSEE) at all of the WITTE locations are responsible for managing the environmental, energy and occupational health & safety management systems and coordinating the corresponding activities. Our Human Resource Department is responsible for health management, supported by the HSEE departments. HSEE defines the respective targets in close cooperation with the department heads and senior management teams. In light of the increasing importance of HSEE, we keep investing additional resources (personnel, competence, tools) in this area.

We attach great importance to encouraging every employee to make an active contribution. Regular training courses increase sensitivity on how they can act in an energy-efficient and environmentally friendly manner and provide insights into the principles of our management systems and their objectives. This promotes a common understanding and helps us to achieve

our goals together. Managers act as role models and actively motivate their employees and colleagues to contribute with their own ideas. Employees can also submit ideas via the WITTE Idea Management Tool (WIM) and are rewarded in case of a successful implementation.

Managing the environmental impacts occurring in our upstream supply chain is a shared responsibility of our central functions. While the Purchasing Department is mainly responsible for selecting suppliers based on environmental criteria and investigating new purchasing options for more sustainable materials, Product Development has the responsibility for all EcoDesign strategies and actions. Logistics is responsible for ecologically optimizing our transport processes.

Our central Sustainability Management Department coordinates, supports and consults the mentioned functions and locations in implementing the strategies and finding new solutions. It is responsible for the group-wide strategy development and target setting.

Strategy, Targets, Actions & Indicators

As part of our responsibility for the environment, we strive to minimize our environmental impacts in all aspects of our business activities: the direct impacts at our own locations and the upstream and downstream indirect impacts along the whole product life cycle. Based on a deep-dive assessment, we have derived two key strategic areas of action in the field of environmental protection:

- Carbon Neutrality & Emissions Reduction
- Circular Economy & Resource Efficiency

These two fields of actions are our guideline for all our activities in both our own operations and our supply chains/product lifecycles.

3-3 Managing direct impacts in our own locations:

For the reduction of GHG emissions and energy consumption in our own plants and facilities (Scope 1 & 2), our major targets remain stable and are pursued with high priority:

- By the end of 2025, WITTE's Group-wide production activities and locations will be run net (balance-sheet) carbon neutral
- By the end of 2028, we will reduce our group-wide energy consumption by 15% compared to 2019

For achieving these targets, we keep applying four essential strategic approaches (sorted by priority):

1

INCREASE ENERGY EFFICIENCY

By consistently applying our energy management systems (in accordance with DIN EN ISO 50001:2018), we are continuously improving our energy efficiency and reducing our energy consumption. This is the most important and cost-efficient way to reduce emissions.

2

SWITCH TO RENEWABLE ENERGIES

Since January 1, 2021, all of our WITTE locations have been sourcing 100% of their electricity from renewable sources by purchasing corresponding certificates of origin. At the same time, we are gradually electrifying the remaining processes that are powered by fossil fuels in order to bring the proportion of renewable energy sources in our plants to 100%.

3

PRODUCE RENEWABLE ENERGIES

Wherever feasible, we install photovoltaic systems on the company's roofs and properties as well as heat pumps to utilize the energy contained in the ambient air and soil for heating and cooling purposes.

4

OFFSET REMAINING EMISSIONS

Starting in 2026, we will offset all our Scope 1 & 2 emissions that are still unavoidable at this point in time by investing in high-quality, certified projects. With the three approaches described above, we strive to eliminate the need for offsetting in the years 2026ff.



Production plant in Ruse (BG)

Measures

In 2022 and 2023, we successfully implemented various measures to increase our energy efficiency and minimize our greenhouse gas emissions at our locations, amongst others the following:

- Since 2023, our production plant in **Ruse (BG)** is powered with **100% renewable** energies and became WITTE's first carbon-neutral production plant. This was achieved by replacing the gas-powered heating system with a state-of-the-art heat pump cascade, saving approximately 140 tons of CO₂e
- By optimizing the “Power Wash” process in our paint shop in **Ostrov (CZ)**, which now achieves the required cleaning effect with cold instead of hot water, we were able to save approx. 1 GWh of gas.

and 250 MWh of gas annually. Solar panels installed in 2023 supply on average **16%** of its yearly electricity needs, with further expansions planned. Several additional efficiency improvement projects, including the installation of LED lighting, quick-action doors, wind protection curtains to minimize heat loss, and additional light sensors, have also been implemented

- In our plant in **Wülfrath (DE)**, we developed and implemented a **new lighting concept** that saves over 190 MWh electricity per year. The optimization of machine utilization generated further savings of 110 MWh p.a. Since end of 2023, Niederberg collaborates with the external partner Bosch Building Technology on a modernization concept for greater energy efficiency and climate neutrality of the Heating, Ventilation and Air Conditioning (HVAC) system.

- The replacement of an old and **optimization of existing injection molding machines** has saved around 200 MWh of electricity at our plant in **Bitburg (DE)**.

- The **roof renovation** of our plant in **Nejdek (CZ)** has led to a significant reduction in gas consumption, as the heat is now kept inside the building more effectively.

- The proportion of **electric and hybrid vehicles** in our fleet is rising steadily, reducing fuel consumption and increasing vehicle efficiency.



Modern workplaces in the new "WITTE Project Space"

- At our headquarters in **Velbert (DE)**, we operate the new **WITTE Project Space** (opened end of 2022) and the newly renovated former die-casting hall (opening Q2/2024) with heat pumps and achieved significant efficiency gains in the past heating period by optimizing the control of the heating system.



Modernization of the former die-casting hall

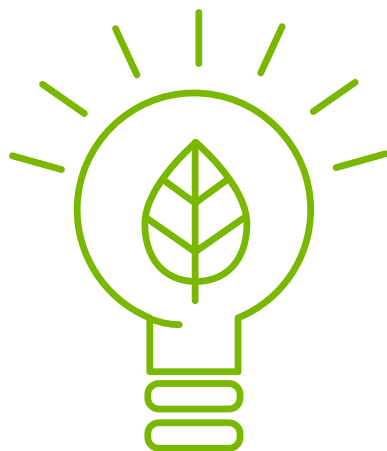
All these and many more measures added up to significant reductions of our energy consumption and GHG emissions.

302-4 Reduction of Energy Consumption

Reduction of energy consumption compared to base year 2019 [MWh]

2022
-4,949 MWh

2023
-7,697 MWh

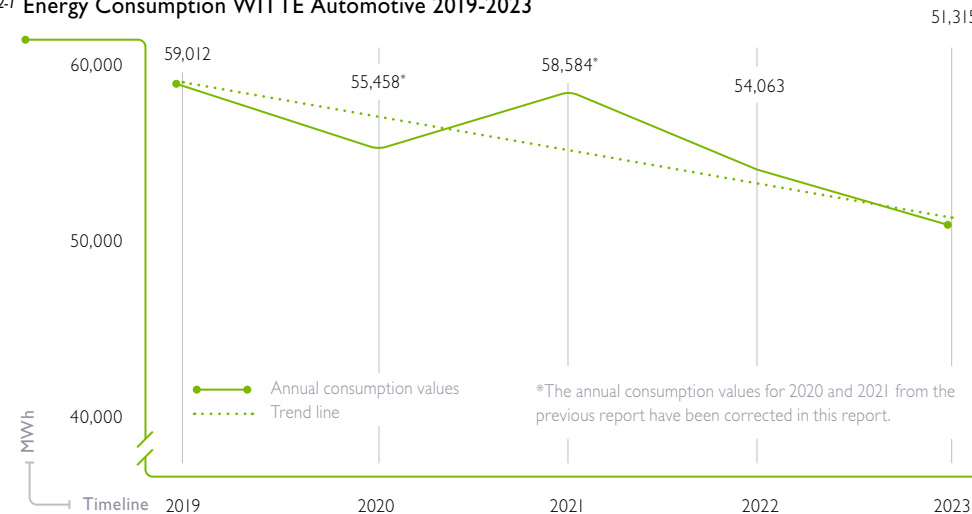


Energy intensity depicts the ratio of energy consumption to value added (production performance – material costs).

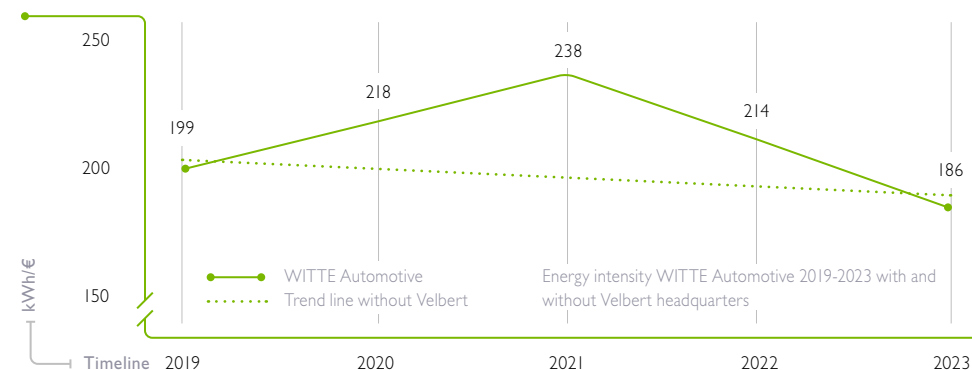
While energy efficiency has increased, higher material and energy costs that were not or only partially covered by our customers and high inventories in response to past supply bottlenecks led to a deterioration in the key figure in 2020-2022.

From 2023, the individual levers such as further increases in energy efficiency, rising production volumes and better price conditions with our suppliers have led to an improvement in value added and thus also in energy intensity.

302-1 Energy Consumption WITTE Automotive 2019-2023



302-3 Energy Intensity WITTE Automotive 2019-2023



302-4 Reduction of Energy Consumption

The development of energy consumption within the WITTE Automotive Group clearly shows a negative trend. It is important to note that after the decline in 2020 due to the COVID-19 pandemic, production activities recovered only minimally in 2021, but increased again in 2022 and 2023. Measured sales figures (€ and units), 2023 was the first year to exceed 2019 again. The opposing development of energy consumption and production activities demonstrate an improvement in energy efficiency.

The temporary increase in 2021 compared to 2020 is partly due to a recovery after release of COVID-19 restrictions, but largely to an increase in gas consumption in Ostrov: Due to processual necessities, the water temperature in the boilers for the paint shop's "Power Wash"

process was increased from 70 to 80 degrees. In summer 2022, the plant switched to a cold water process (described before), which, in addition to the measures taken at the other sites, made a significant contribution to reducing energy consumption in 2022 and 2023.

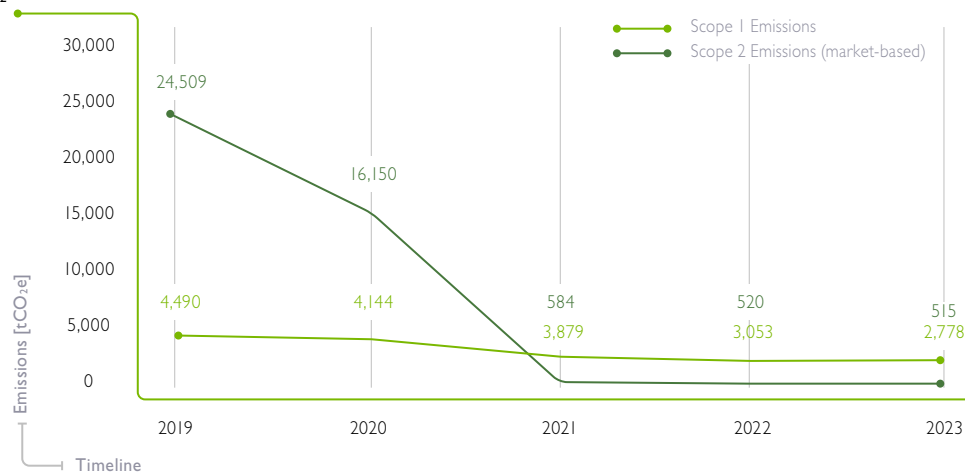
In view of the target of limiting energy consumption to 50,000 MWh by 2028 and the planned measures for 2024/2025 we are on a promising path to even exceeding this target for the existing facilities. However, the expansion activities of WITTE Automotive are expected to lead to an increase in production volume and thus also in absolute electricity consumption. In view of the growing production volume, we will introduce additional bottom-up targets focusing on adding up active energy saving effects from implemented savings measures.



Paint shop in Ostrov (CZ)



305-1 Scope 1 & 2 Emissions WITTE Automotive 2019-2023



305-2 Scope 2 Emissions location-based [tCO₂e]

2019	2020	2021	2022	2023
24,509	15,689	16,717	16,774	16,313

Scope 1 emissions, caused by gas consumption for heating, the paint shop in the Czech Republic and the vehicle fleet, fell between 2020 and 2022 due to the effects of COVID-19. In addition to the energy saving measures and the reduced utilization of the paint shop, the reduced use of office space (establishment of mobile working options) also led to this decline. Furthermore, the increase in online meetings and the ongoing electrification of the vehicle fleet have helped to reduce the need for physical business trips and cut fuel consumption.

From 2022 onwards, our employees returned to the offices more frequently again, which increased gas consumption. We continued replacing many business trips with digital meetings, keeping fuel consumption levels low. In addition, the measures taken to reduce gas consumption in Bulgaria and the Czech Republic in particular led to significant successes in reducing Scope 1 emissions from 2022 onwards.

The switch to green electricity at all our locations has reduced our Scope 2 emissions by almost 98% from 2021 compared to 2019. Only the steam consumption in Nejdek (used for heating) remained as a Scope 2 emission source.

Upon many others, we plan to implement the following new measures for 2024 and 2025 to further expand our progress and achieve our goals for reduction of energy consumption and Scope 1 & 2 emissions:

- In **Ruse**, we will not only equip the new factory building “WAB 3”, with modern heat pumps, but will also install new photovoltaic systems. In addition, we plan to install sun protection devices, air curtains between production halls and warehouses and window opening sensors. These measures will reduce the load on the heat pumps in both the winter and summer months and help to reduce electricity consumption.
- At the **Bitburg** site, we will further increase efficiency by replacing an old compressor and switching from a chemical to a physical water treatment method for tool cooling. We will also implement measures derived from a deep-dive analysis of our heat losses and its utilization potentials we conducted last year.
- Following the best practice of **Niederberg**, we plan to develop a similar energy concept for the Velbert location and to implement saving measures accordingly.

³⁻³
³⁰⁶⁻¹
³⁰⁶⁻² In the action field of **Circular Economy**, Environmental management in our operations focuses on the optimization of waste streams from production processes in order to find ways to minimize waste amounts and dispose them in the best possible way. We consistently maintain and improve our DIN ISO 14001:2015-certified environmental management systems at each WITTE location.

Our major target still is to reduce our overall waste quantities compared to 2019 by 1.5% every year until 2028.

At the same time, we are striving to improve the quality of our waste treatment. Oriented on the waste hierarchy of the German Kreislaufwirtschaftsgesetz, we have defined three approaches to achieve this:

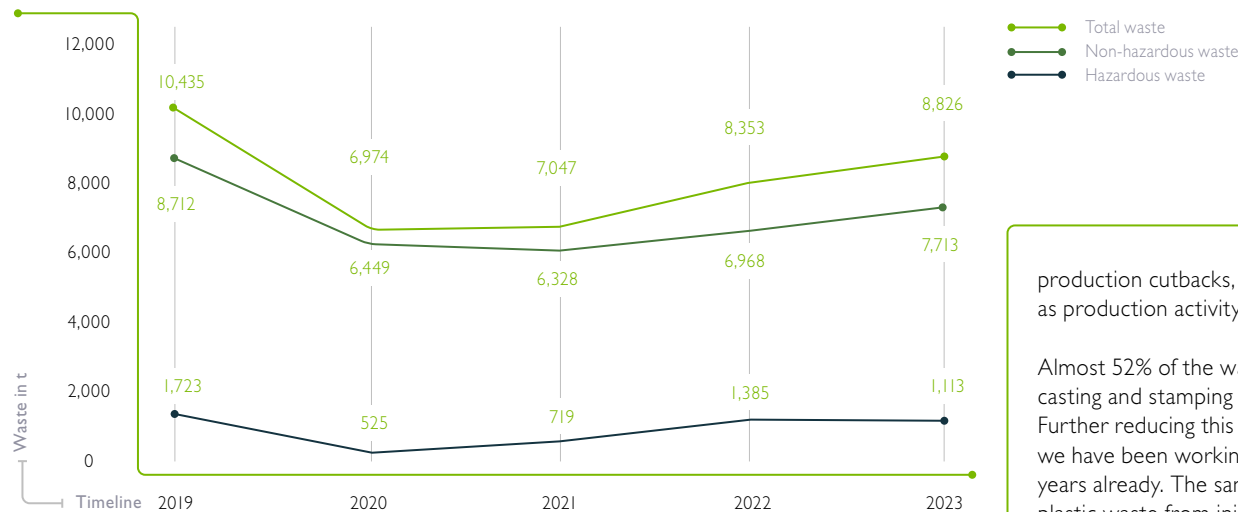
- 1 Avoidance/Reduction of generated waste & use of hazardous substances**
The aim is to reduce the generation of waste and the use of hazardous substances in our processes systematically and consistently in order to prevent potential environmental impacts from arising in the first place. We achieve this by implementing low-waste processes and increasing the use of environmentally friendly operating materials and processes.
- 2 Reuse of production waste**
We try to reuse as much production waste as possible and avoid disposing it (disposal would lead to poorer preservation of material quality). This is done primarily in internal or external recycling processes, in which production waste such as sprues and scrap are (re-)processed directly by us or by an external service provider and then fed back into the production process. The maximum proportion of internal recyclates in products is precisely determined in consultation with our quality management and our customers.
- 3 Clean disposal of waste**
For waste that cannot be avoided or be processed for reuse, we strive for high quality recycling through our waste disposal companies. As far as possible, we separate waste by type and select suitable disposal companies for the respective waste streams. Material recycling is preferred over energy recovery and we try to avoid disposal without any further recycling.



We have been able to implement various waste management measures in 2022 and 2023, amongst others the following:

- At the Bitburg and Ostrov plants, the sprues and recyclable materials from the plastic injection molding processes are either recycled internally and fed back into the process – in accordance with our customers' limit values – or processed to high-quality re-granulate by an external service provider.
- At the Niederberg plant, we re-melt the scrap from the die-casting process (zinc alloy material) internally into ingots that can be returned to the production process without any quality loss.
- In our painting line in Ostrov, we achieved savings on the purchase of new and disposal of used thinner by distilling and re-processing the thinner. We also achieved improvements in waste separation, especially for organic waste and cans.
- In the context of our “nextWITTE” digitization activities, our administration is working increasingly paperless.

306-3 Generated Waste WITTE Automotive 2019-2023



The data shows that waste volumes were reduced by around 15.4% compared to 2019, although production performance have exceeded pre-COVID levels in 2023. This means we have already overfulfilled our targets of reducing amounts by 10% compared to 2019 (Report 2019) as well as our target of 1.5% average annual reduction until 2028 (Report 2020/21). Another positive aspect is the

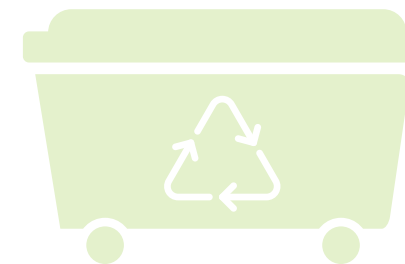
decrease in hazardous waste in 2023; we have successfully reduced the use of hazardous substances or replaced them with safer and more environmentally friendly alternatives.

The development of waste volumes at WITTE Automotive from 2019 to 2023 reflects similar trends to energy consumption. After a sharp decline in 2022 due to the pandemic-related

production cutbacks, waste volumes rose again as production activity increased.

Almost 52% of the waste results from the die-casting and stamping processes in Niederberg. Further reducing this waste is challenging, as we have been working very efficiently here for years already. The same is also valid for our plastic waste from injection molding. Based on legal obligations, both material streams have to be declared as waste regardless of subsequent recycling.

Additionally, the decided and planned expansions of production space and volume will lead to an increase in our waste volumes over the next few years. For this reasons, we have decided to establish a new KPI for a more precise steering of our progress in waste management:



New KPI Waste Utilization Index

We have implemented the Waste Utilization Index, which is based on the German Kreislaufwirtschaftsgesetz and aims to systematically track improvements in recycling and optimal disposal of unavoidable waste.

The index is based on the percentage of our waste that is fed into the respective waste treatment process. We then multiplied these percentages with a weighting factor. The worse the process contributes to the circular economy, the higher the weighting and the worse the overall index. Thus, the index is able to show as well qualitative improvements that do not directly lead to a reduction in waste volumes, but contribute to a circular economy.

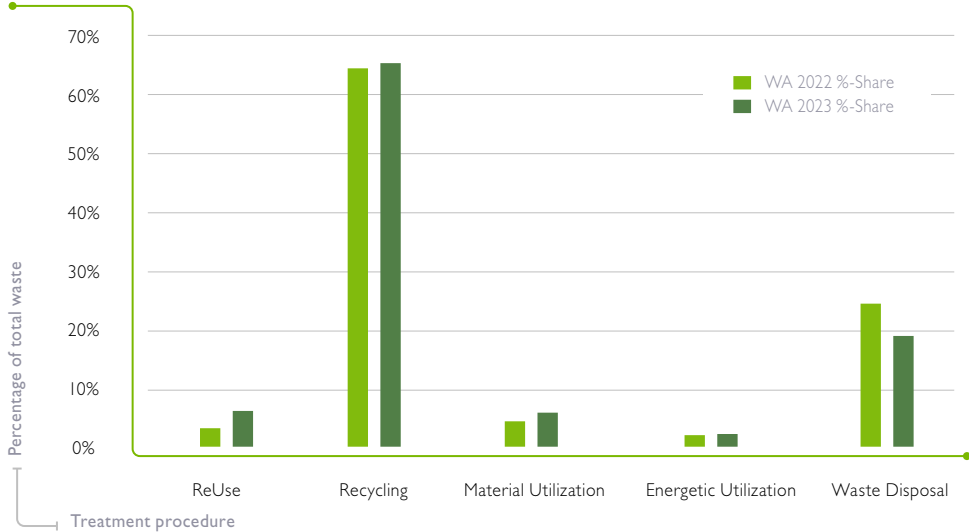
Structure of new KPI
"Waste Utilization Index"

- Untreated and/or direct reuse: E.g. reuse of electric motors in case of damaged housings
- External and internal preparation for reuse for the same purpose for which the material was originally intended: E.g. door handle to door handle, waste paper to new paper
- Preparation for reuse for another purpose and externally recycled materials with uncertain recovery: E.g. downcycling door handle to bottle, back filling
- Energy recovery: E.g. wooden pallets for wood pallets as substitute fuel
- Incineration without sufficient energy use, landfilling

Total

Utilization	%-Share of Total Waste	Weighting	Index Worst Index = 400 Best Index = 0
ReUse	X%	0	
Recycling	X%	1	
Material Utilization	X%	2	
Energetic Utilization	X%	3	
Waste Disposal	X%	4	
100% of waste			

306-4
306-5
Percentage Distribution of Waste by Treatment



The improvement of the Waste Utilization Index reflects these positive developments. The index also shows that WITTE is already successfully recycling the majority of its waste.

Also due to our success and improvements in the past, it has become challenging for us to identify new measures that can significantly reduce our waste volumes or improve the Waste Utilization Index. Additional limitations

for further improvement of the figures are legal requirements for the declaration of waste (as mentioned), specific customer requirements for use of certain production processes and special materials, as well as limited options/allowance for internal recycling.

Nevertheless, we plan to implement numerous measures in the next years. Our efforts will focus in particular on analyzing waste streams

in more detail and exploiting the identified potentials for waste reduction and recycling-oriented disposal.

In our plant in Ostrov, we plan to optimize wastewater treatment in the paint shop, which will lead to a significant reduction in hazardous waste volumes.

Waste Utilization Index WITTE Group

2022

180

2023

162

3-3 Managing indirect impacts in our Supply Chain & Product Lifecycle:

308-2 Negative environmental impacts in the supply chain and actions taken

The vast majority of our total GHG emissions occurs in our upstream supply chain. To reduce these indirect emissions related to the sourcing, processing and transportation of resources for our products, we follow two main approaches:

- 1 Sustainable Supply Chain Management (SSCM)
- 2 Eco-Design – Selection of low-emission materials & components

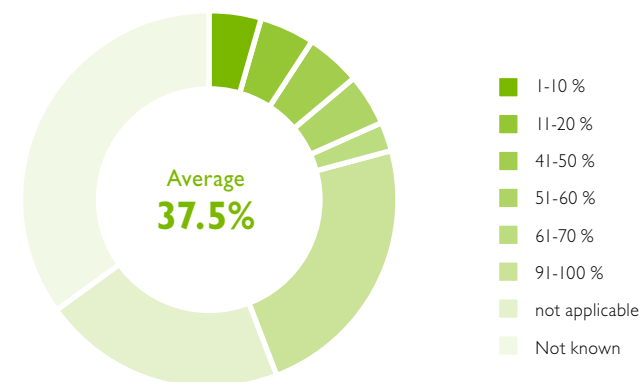


With our comprehensive SSCM Strategy, that is described in detail in a separate management approach (see below), we pursue the target of increasing the overall social and environmental sustainability performance of our upstream supply chain. The strategy includes targets for passing on our mandatory sustainability requirements and increasing transparency in the supply chain, raising suppliers' awareness of sustainability issues as well as sustainability assessment of suppliers and minimizing greenhouse gas emissions. In the environmental dimension, we have derived the goal to increase the percentage of renewable energy that is used in the production at our direct suppliers. In 2023, our direct suppliers in the focus commodities steel and plastic used an average of 37.5% green electricity in their production.

Our target is to increase this value to 50% in 2024 and to 75% in 2025 by achieving corresponding agreements with our suppliers.

Via our Supplier Code of Conduct we require our suppliers to meet a set of environmental minimum standards, including maintaining an environmental management system. In the recent years, over 90% of our serial suppliers

2023: Percentage of Renewable Electricity used (Based on number of suppliers)



had an environmental management system according to DIN EN ISO 14001 in place. By offering trainings to our suppliers, we actively engage with them on environmental topics and increase their knowledge in this field. Environmental criteria such as the sustainability score based on the Sustainability Self Assessment Questionnaire SAQ 5.0 are fixed part of our supplier selection and awarding process.

WITTE strives to reduce CO₂ emissions by promoting and increasing the use of recycled materials. Cross-functional projects with customers and suppliers drive progress, while enhancing recyclability and disassembly of WITTE products remains key. We are constantly screening the market for new alternative materials that contribute to circular economy and carbon neutrality. One of those alternative

materials is the group of mass-balanced plastics. Based on our success in a pilot project for the use of chemical recycled and biomass-based plastics in an outer door handle in 2022, we conducted a master thesis on the “potentials, challenges and possible solutions in the use of mass-balanced plastics in the automotive industry”. The thesis included a deep-dive analysis of the material and production process characteristics as well as interviews with multiple stakeholders about the attractiveness and acceptance of mass-balanced plastics. This has enabled us to significantly deepen our expertise in these materials and offer them to our customers as a promising, albeit currently still significantly more expensive option.

In product development, we have continued to pursue our approach of integrating eco-design criteria into the product development process and the therein-obligatory Reviews of Technics over the past two years. The check for use of recycled materials is now mandatory in all new development projects. We plan to expand this approach in the next years by establishing additional criteria that follow the sustainability requirements and priorities of our customers. Generally, we observe a trend to smaller, low-volume and therefore lightweight design concepts

for outer door handles, which positively contributes to our ecological sustainability targets. In any case, all WITTE products adhere to our long-standing design principle of lightweight construction.

We continuously work on increasing transparency regarding the sustainability performance of our products by improving the availability of supply chain data and its management. For this reason, we have started to integrate data on the greenhouse gas emissions and the proportion of recyclates contained in the materials we use into our product development databases. At the same time, we request this specific data from our suppliers. In all cases where we do not yet receive supplier-specific emissions data, we use average values from recognized and/or public databases.

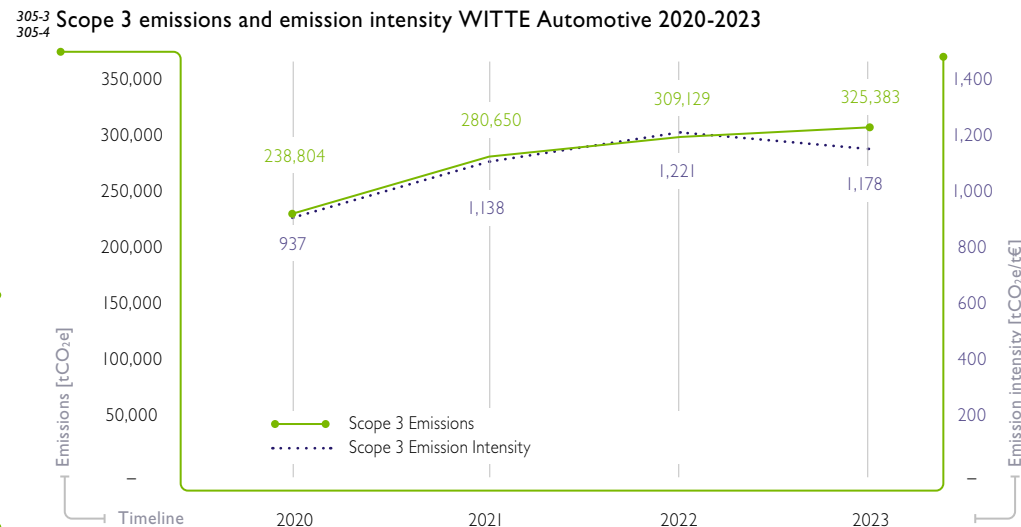
With our collaborative actions and efforts in sustainable supply chain management and ecological product design, we strive to reduce our Scope 3 emissions and the consumption of primary resources.

For the future, one of the most promising solutions for sharing and management of supply chain sustainability data is the data ecosystem Catena-X. WITTE is an active member of the Catena-X network and is actively involved in several use cases, promoting

and further developing the ecosystem. For us, the only possible solution to the common sustainability challenges in global supply chains is “radical collaboration”; we support and spread this basic principle of the Catena-X Association.



Scope 3 emissions and emission intensity WITTE Automotive 2020-2023

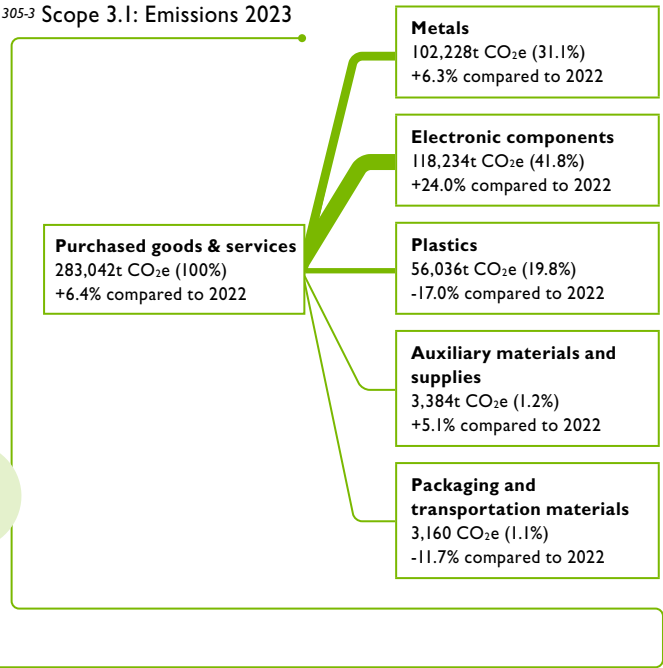


Despite increased efforts and targeted measures to reduce emissions, our Scope 3 emissions have risen continuously since 2019. At 87% in 2022 (compared to 86% in the previous year), the Scope 3.1 "purchased goods and services" category in particular makes a significant contribution to total emissions and their growth.

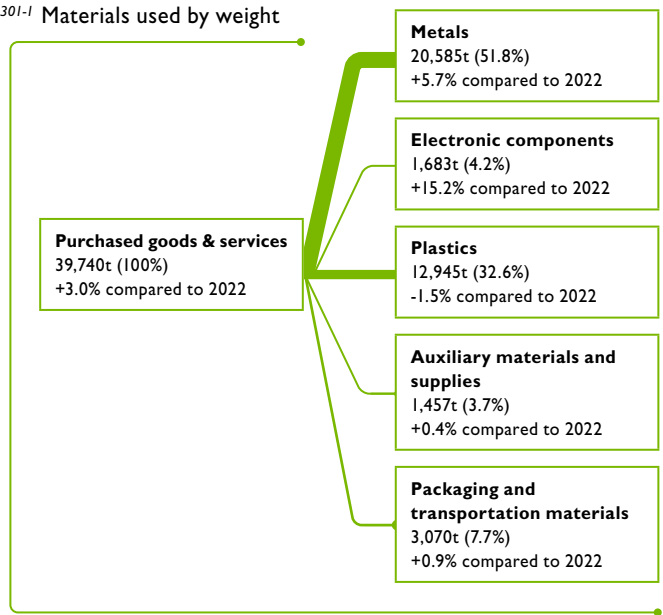
A more detailed analysis of category 3.1 shows that metals, plastics and electronic components are the main sources of emissions.

Two main reasons for the ongoing increase in emissions since 2019 can be identified:
Firstly, production volumes and the volume of goods purchased have risen steadily since 2020, which has inevitably led to higher emissions.

Secondly, WITTE products are becoming increasingly more complex: The increased demands on comfort, additional functionalities and automation require the increased use of electronic components and sensors. Due to the metals and rare earths contained in electronic components, they are particularly emission-intensive; this consequently lead to an increase of our Scope 3 Corporate Carbon Footprint.



The described development is also reflected in the change in the proportion of weight from 2022 to 2023:



Nevertheless, we managed to increase the amount and overall share of recycled plastics in our plastics purchasing volume significantly due to the intensified efforts to improve material efficiency and the selection of mechanical and chemical recycled resins.

Achieving meaningful improvements in the areas of metals, plastics and electronic components remains a challenge. Often there are no or only limited alternative materials with lower emissions that are economically viable. In addition, the choice of materials and components is strongly driven by customer requirements regarding quality and performance of the materials and products. The optimization of our packaging and transport materials has as well contributed to reducing emissions: Wherever feasible, we switched to reusable systems or alternative packaging materials and also achieved major process improvements.

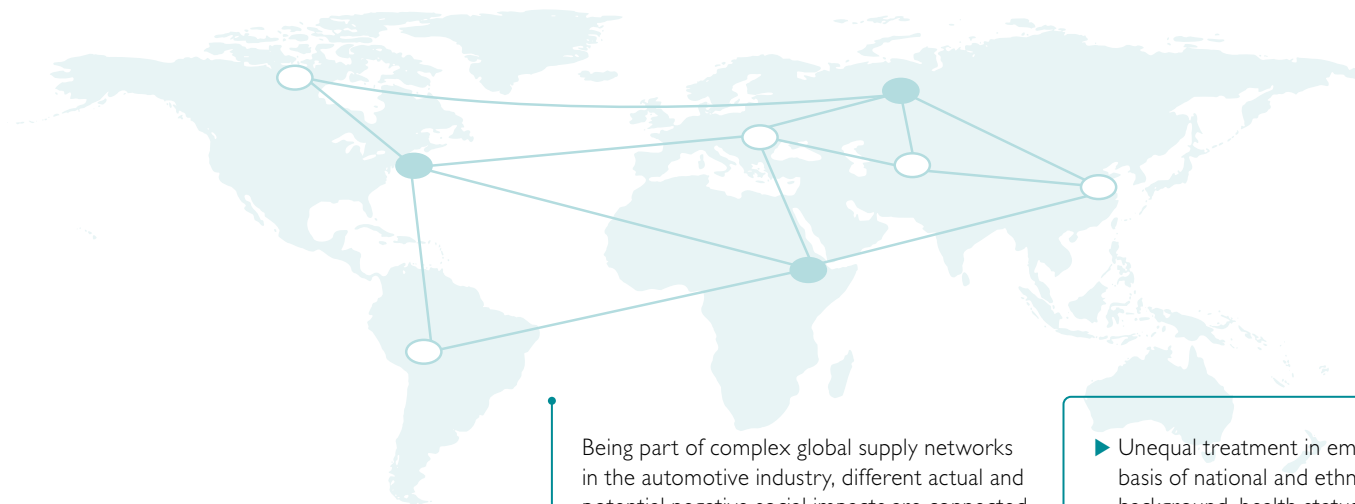
Between 2020 and 2022, emissions intensity developed in parts parallel with total emissions and energy intensity.

The production of increasingly complex products with more emission-intensive materials, combined with lower capacity utilization compared to pre-COVID times and simultaneously rising costs for materials, energy and personnel, led to a deterioration in emissions intensity. From 2023, however, various factors brought about a trend reversal: The increase in material efficiency, the use of lower-emission materials, increasing production figures, optimized production processes as well as improvements in other emission categories and a renewed increase in profitability with customers and suppliers contributed to improved value creation and thus to a positive development in emissions intensity.

301-2 Recycled input materials used

	2021	2023
Total weight of plastics with recycled content	1,601.43t	2,051.73t
Share in overall plastics purchasing volume	13.94%	15.85%
Total weight of recycled plastics	1,121.0t	1,296.70t
Share in overall plastics purchasing volume	9.7%	10.01%

2-6 3-3 SUSTAINABLE SUPPLY CHAIN MANAGEMENT



The fundamentals remaining unchanged, major impacts in terms of ecological and social effects continue to arise in our upstream supply chain.

While we have explained the ecological impacts in the management approach “Environmental Protection”, in this chapter we focus on the social impacts and our approach to manage them.

Being part of complex global supply networks in the automotive industry, different actual and potential negative social impacts are connected with our direct and indirect business relationships. Our n-tier supply chains consist of multiple sub-suppliers that operate in countries associated with a high risk of violations of various human rights, including

- ▶ Modern slavery, child, forced and compulsory labor
- ▶ Violations of health & safety standards
- ▶ Restrictions of the freedom of association and collective bargaining

- ▶ Unequal treatment in employment on the basis of national and ethnic origin, social background, health status, disability, sexual orientation, age, gender, political opinion, religion or belief
- ▶ Withholding of appropriate wages

Additional negative impacts include violations of the law, corruption, unfair business practices and violations of property rights.

Mitigating those risks and negative impacts is one of our most important Sustainability Goals and core of most of the 17 SDGs. Therefore,

Sustainable Supply Chain Management remains a core component of our overall Sustainability Program.

Our risk mitigation efforts meet with a heterogeneous supplier base and different levels of awareness. We are noticing positive effects of our endeavors particularly with regard to small and medium-sized enterprises that are not yet subject to supply chain legislation.

2-23 Policies & Commitments

Embedding Policy Commitments

Faced with upcoming legislation both on the German and on European level, WITTE places a strategic focus on compliance with these requirements. In 2023 the most emphasis was put on compliance with the German Act on Corporate Due Diligence Obligations in Supply Chains to which WITTE has been subjected as of January 2024, focusing on:

► The implementation of preventative measures, such as

- Development and implementation of appropriate procurement strategies and practices that prevent or minimize identified risks
- Carrying out training courses for relevant internal business areas
- Consideration of human rights and environmental expectations in the selection of a direct supplier
- Contractual assurance from a direct supplier that it will comply with the human rights and environmental expectations required by the company's management

and adequately address them along the supply chain

- Carrying out training and further education for direct suppliers
- Agreement of appropriate contractual control mechanisms and their risk-based implementation to verify compliance with the human rights strategy by the direct supplier

► Carrying out corrective action.

WITTE establishes binding sustainability agreements with direct suppliers, ensuring requirements are cascaded to upstream tiers. Human rights and critical raw materials are emphasized through the **Supplier Code of Conduct and Responsible Minerals Sourcing Policy**.

Roles & Responsibilities

At WITTE, we leverage the trusted relationships forged by our Purchasing department to cascade sustainability requirements seamlessly across our supply chain. Our vision encompasses a culture of awareness and action.

To achieve this, we have adopted a “platform & standards” approach. By harmonizing processes and minimizing bureaucratic complexities, we empower both WITTE and our suppliers to contribute effectively to our sustainability objectives. Nevertheless, we face limiting factors such as our relatively small company size compared to steel manufacturers or major electronics conglomerates in our supply base.

Strategies, Targets, Actions & Indicators

Our Sustainable Supply Chain Management (SSCM) Strategy is an integral component of our Purchasing Strategy and is derived from our Corporate and Sustainability Strategy.

The primary goal of the SSCM strategy is to identify and minimize risks in our supply chain as well as to comply with legal and customer requirements. It includes targets for passing on our mandatory sustainability requirements and increasing transparency in the supply chain, raising suppliers' awareness of sustainability issues as well as sustainability assessment of suppliers and minimizing greenhouse gas emissions. Following the initial definition of the strategy in 2021, we

have derived and pursued corresponding annual targets in the recent years. Based on the results and insights gained in 2022 und 2023, we have reviewed and partially updated the targets. In 2023, we placed a special focus on the integration of sustainability aspects into the regular supplier and risk management systems. A further important step was the streamlining of our suppliers' sustainability assessments. We will continue these efforts and implement according measures in 2024.

Sustainability criteria will play a more significant role in supplier selection, including mandatory risk evaluations during sourcing. Balancing awarding criteria remains a challenge, but compliance with WITTE's and customers' sustainability requirements is essential. By using acknowledged, industry-standard software tools, we perform regular sustainability assessments, identify sustainability risks and improve transparency.



1

Besides the ecological targets of the SSCM strategy mentioned in the chapter “Environmental Protection”, we have defined targets in four major dimensions and achieved the following results:

Agreement and compliance with sustainability standards/requirements: Supplier Code of Conduct and certified management systems

In 2021, we updated and significantly expanded our Supplier Code of Conduct (SCoC), containing a comprehensive set of sustainability requirements and standards to be met. Signature of the SCoC is preliminary for all new contract awardings. WITTE considers the Supplier Code of Conduct and the annexed Responsible Minerals Sourcing Policy to be an essential basis for risk mitigation and for instigating improvements in the n-tier supply chain. When suppliers refuse to sign the WITTE document and refer to their own, WITTE carefully checks the suppliers’

documents to ensure that all relevant clauses were covered. On this basis, we then negotiate appropriate Side Letters.

Our target was to get the SCoC signed by at least 50% of our serial suppliers (based on turnover) by end of 2022 and by at least 75% until end of 2023. We achieved these objectives with results of 59% (2022) and 76% at the end of last year.

Our new target for 2024 is to improve the figure to min. 90%. Due to enhanced customer requirements and requirements of the German ‘Act on Corporate Due Diligence Obligations in Supply Chains’, WITTE revised its Supplier Code of Conduct at the end of 2023. As of December 2023 this revised document is concluded with every supplier not yet covered by the former document.

The revised version contains further requirements in the areas of Social Responsibility, Environmental Responsibility, Decarbonization & Circular Economy.

We expect our suppliers to maintain management systems for environment, energy and occupational health and safety, preferably certified in accordance with the relevant DIN ISO standards. Our target is to increase the share of suppliers that have such certifications in place continuously.

WITTE empowers suppliers to assess and mitigate sustainability risks through training and education. Moreover, WITTE trains its employees to raise their awareness and detect early sustainability risks, report irregularities, and provide valuable insights to suppliers.

	2021	2022	2023	Target 2023	Target 2024
Environmental Management: DIN ISO 14001:2015	89%	88%	91%	Min. 90%	Min. 90%
Energy Management: DIN ISO 50001:2018	41%	50%	52%	Min. 60%	Min. 60%
Health & Safety Management: DIN ISO 45001	24%	51%	52%	Min. 52%	Min. 60%

2

4/1-1 Assessment of suppliers' sustainability performance: SAQ 5.0

Suppliers that were screened using social criteria

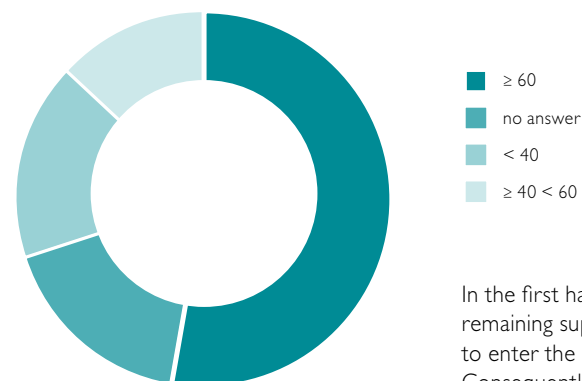
In 2022, we decided to implement the Sustainability Assessment Questionnaire (SAQ) of the Drive Sustainability Initiative and to add a Sustainability Score based on the SAQ results to our existing supplier score card. After a first status-quo determination in 2022, the target was to improve the sustainability score in the following years. The SAQ was integrated into the WITTE Supplier Portal and 51 suppliers from prioritized risk areas were selected and invited to complete it. The turnover of these 51 suppliers represented 64% of the annual purchasing volume of 2022.

4/1-2 Following reminders and supportive measures, the supplier turnover response rate stabilized at 78%, falling below our expectations. Two root causes for the low response rate we identified were additional/double work for suppliers as well as technical difficulties. To overcome these challenges, we decided to partner with the renowned company NQC and manage the SAQ data on their SupplierASSURANCE platform, starting with the introduction of the SAQ version 5.0.

The cooperation started in mid-2023 – after a pre-engagement email the selected 51 suppliers were invited to register on the platform and complete the SAQ 5.0. Two training sessions for suppliers were offered in August.

After some initial troubles and delays, the results and response rates were substantially better than those from the WITTE Supplier Portal. By the end of 2023 the status quo was as follows:

2023: SAQ Evaluation Supplier – Purchasing Volume (in EUR)



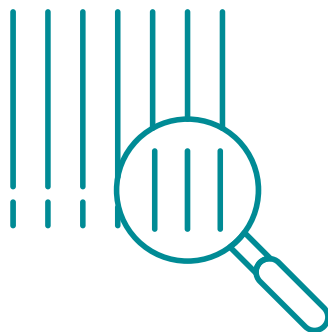
In the first half of 2024, we will request all 95 remaining suppliers of our “nomination pool” to enter the platform and answer the SAQ 5.0. Consequently, our sourcing decisions will be strongly linked to the Sustainability Score.

Our target for 2024 is that at least 60% of the requested suppliers achieve a green Sustainability Score. For a green score, an SAQ rating of at least 60% has to be achieved. We support our suppliers in improving their scores by providing general and specific trainings as well as individual consulting upon request.

3

Increase supply chain transparency with a focus on steel and conflict minerals.

Our target for 2022 included a market analysis for steel manufacturers in our supply chain. WITTE purchases around 17,000 tons of steel and iron in the form of coil material and metal components each year, representing only a small player on the steel market with very limited impact on the steel manufacturers.



Due to this, WITTE uses steel distributors and thus has no direct business relations with the steel manufacturers. Supply chain laws or guidelines recommend to use or to join multi-stakeholder initiatives in case of lacking leverage. Therefore, as a first step in 2022 we conducted a steel analysis to reveal which steel producers are contained in WITTE's supply chain. Steel distributors and suppliers of metal components were engaged to provide information on the steel manufacturers involved in the production of WITTE products. In 2023 we determined which of these steel manufacturers are a member of the Responsible Steel Initiative.

In 2024, we concluded that, due to the challenges described above, only minimal results were achievable with disproportionate effort. Instead of further pursuing the approach via the Responsible Steel Initiative Membership, we decided to focus on obtaining Product Carbon Footprint data from steel suppliers and implement this requirement in the contract awarding process process.

For the material group of critical minerals (sourcing of conflict minerals, Mica and cobalt), we did not fully achieve the target for 2022 to conduct an analysis over all series and raw materials. Available analytics and data extraction features as well as data quality proved to be too limited. Past interactions in the process of data collection had revealed that cross-departmental cooperation needed to be improved.

We therefore decided to revise the target and redefine the process as well as the corresponding tasks for the involved functions at WITTE. The set target for 2024 is to complete the process definition for conflict minerals management and implement it accordingly, including a new systematic escalation process.

4

414-2 Trainings for WITTE employees and suppliers

Employee training on human rights policies or procedures

Our first target for the recent two years was to provide an initial general SSCM training to all directly affected WITTE employees of the departments Purchasing, Product Development and Sales.

We provided these internal SSCM trainings in two sessions: The introductory SSCM 1 training set up as an e-learning course with a follow-up quiz and the more in-depth SSCM 2 course conducted by a trainer. The first group to receive the trainings were the supplier managers in the 1st quarter of 2022 as these were strongly involved in the upcoming tasks related to the SSCM targets. This was followed by the trainings for the purchasers in the 2nd quarter of 2022.

Together with an external training provider, we prepared and conducted a comprehensive, WITTE-specific sustainability training for our supplier managers in November and December 2023, enabling them to include sustainability topics into their regular supplier quality audits.

Our second target was to provide sustainability and SSCM trainings to our suppliers in the focus commodities (plastics, steel and electronics) as well as to “high risk” suppliers.

In the 3rd quarter of 2022 the SSCM 1 e-learning courses for our suppliers started: The easy and efficient use of an online learning tool allowed us to address all of our series suppliers at the same time. Still, by the end of 2022 only 45% of suppliers in terms of turnover had completed the training. It was therefore decided to extend the training effort into 2023 and require the purchasers to escalate this topic with their suppliers. By mid 2023 the training initiative came to a halt at 63% in terms

of turnover. SAQ trainings for suppliers were provided during the SAQ email campaign to support suppliers in their efforts to complete the SAQ.

In the following years, our approach in terms of employee trainings will be to stronger focus on more detailed, topic-specific trainings, such as the use of recycled plastics resins. Regarding our suppliers, we will emphasize trainings on completing the SAQ 5.0, as well as managing and improving the resulting score.

411-1 Incidents of violations involving rights of indigenous peoples

No incidents have been reported/identified by our risk management processes and complaints procedures.



3-3 OWN WORKFORCE

Actual & potential Impacts

Our employees are our most valuable asset. Measures to promote health, safety and employee development make a significant contribution to productivity and innovation, strengthen employee commitment and promotes sustainable corporate development.

By creating a safe, motivating, inclusive and diverse working environment, WITTE creates positive impacts in the areas of health and well-being (SDG 3), decent work and economic growth (SDG 8) as well as reduced inequalities (SDG 10). Our extensive training and development programs positively contribute to the target of quality education (SDG 4).

Despite maintaining and continuously further developing our Health & Safety management systems, accidents still occur and cannot be completely prevented. Accidents pose a negative impact on the health and well-being of our employees.

In parts of our processes, employees handle hazardous substances that are potentially harmful to health. We have corresponding processes, documents and specific trainings in place to prevent these negative impacts.



Protecting Health and ensuring a Safe Working Environment are a matter of course for WITTE Automotive. Our occupational health and safety management includes (but is not limited to) the topics: Emergency preparedness, incident and accident management, fire protection, handling of chemicals and hazardous substances, machinery and plant safety, personal protective equipment, workplace ergonomics, first aid measures as well as medical care in the event of an emergency. By consistently complying with the following principles, we want to avoid accidents and illnesses, continuously improve health and safety, comply with the corresponding legal and other requirements and continuously increase employee satisfaction.

2-23 2-24 Policies & Commitments

WITTE is strongly committed to creating an inclusive and diverse working environment that promotes equal opportunities and combats all forms of discrimination.

⁴⁰³⁻³ Work processes and work stations are systematically checked through risk assessments. Risks are minimized through implementation of suitable measures according to the state of the art.

— Managers are role models. They carry out the health and safety duties assigned to them in a responsible manner. They question unsafe situations critically and react firmly to risky behavior.

⁴⁰³⁻⁴ We involve our employees in occupational health and safety decisions. Through regular information and training, we promote their skills, awareness and active participation for safe working in all areas of our company.

— Health and safety is integrated into all company processes as a preventive measure. Our vision are zero work accidents.

⁴⁰³⁻⁷ The same safety standards as for our employees also apply to partner companies. This is taken into account for the selection of and cooperation with the partner companies.

— Efficiency and achieving of the health and safety objectives are checked and evaluated regularly. Potentials for improvement are identified and implemented early on.

Roles & Responsibilities

Our HR Development department is responsible for developing our strategies and ensuring their implementation in the area of employee development. The implementation of these strategies and the derived measures is monitored by the department heads in cooperation with the HR department and the safety officers. The management is responsible for providing the necessary resources and monitoring progress.

⁴⁰³⁻⁶ Our HSEE departments at all our locations maintain and continuously improve the management systems for occupational health and safety. Our plant managers ensure the effectiveness of the management systems in the form of regular management reviews. It is the duty and responsibility of every manager to ensure that their employees have a safe working environment. This includes, above all, the implementation of instructions and risk assessments. The HR department is responsible for preventive measures in the area of occupational health and works closely with HSEE to manage these risks.

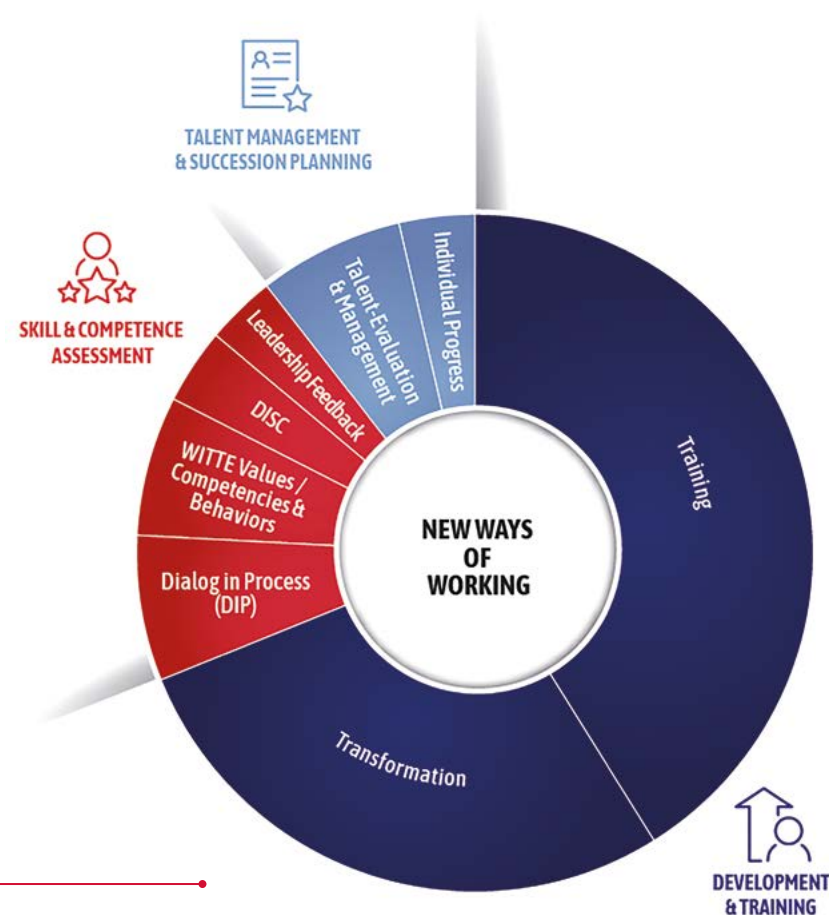
Strategies, Targets, Actions & Indicators:

1 EMPLOYEE DEVELOPMENT

Transformation has always accompanied us as a family-run company with almost 125 years of history. Motivated employees who are able to adapt to constantly changing requirements are always the key to success. Key concepts in our employee development programs are personal responsibility and diversity of learning approaches. Actively sharing knowledge outside of traditional learning situations and learning within the framework of networking is another facet of learning.

Our goals include increasing employee satisfaction, as measured by annual surveys, and reducing the fluctuation rate.

We ensure the effectiveness of our measures through regular reviews and adjustments. The employee surveys serve as an important tool for assessing satisfaction and identifying areas for improvement.



WITTE offers its employees modern forms of work and enables mobile working wherever possible. There are also flexible part-time and parental leave models for employees.

⁴⁰⁴⁻² As part of the "New Ways of Working" strategic initiative at WITTE, we implemented new programs, processes and initiatives in the areas of "Development & Training (Training and Transformation)", "Skill & Competence Assessment" and "Talent Management & Succession Planning" during the reporting period.

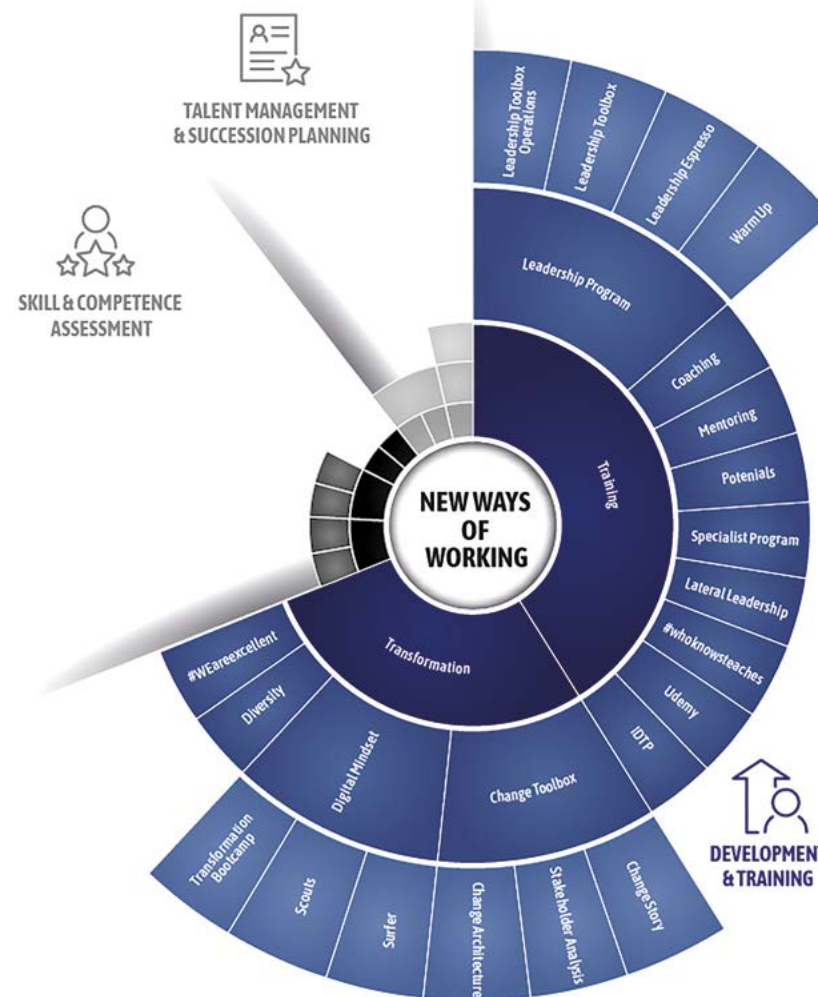
Our perspective on careers is not limited to management responsibility and hierarchical promotion, but also includes comparable career opportunities for specialists. In this context, we have expanded our training programs (previously Lean Leadership) to include the target groups of lateral managers (focus on technical leadership and leadership in project teams), specialists and high potentials.

As part of this expansion, we have also introduced mentoring as a development tool for high-potential employees.

However, the development of managers remains an important topic in the context of employee satisfaction. Leadership feedback is an approach in which feedback from employees is systematically recorded anonymously and based on the WITTE Competencies and Behaviors and discussed in a moderated manner. This approach was rolled out from C level via 1st level management to next level management.

However, it has become apparent that requirements differ significantly at a local level. We have therefore adapted the management development program (Lean Leadership) and its modules and values once again. In line with the approach we took when developing our values, we considered global and local aspects, resulting in a mix of three fixed global modules and local components.

In this context, we have also revised the WITTE Competencies and Behaviors and have adapted them to the corporate values and current requirements.



To further support the development of our employees, we have added the external platform Udemy to our learning formats. Udemy is an online e-learning platform and offers a wide range of topics, complementing our existing internal platform LEYA.

In addition to external content in person and online, we want to promote the active exchange of knowledge between our employees. Our #weareexcellent and #whoknowsteaches initiatives address this objective: Employees share their knowledge with colleagues in short, interactive sessions as part of #whoknowsteaches. With the #weareexcellent events, employees present topics from the fields of sustainability, digital transformation and WITTE Excellence in a maximum of 20 minutes. Using a content creation tool, our employees also have the opportunity to create their own e-learning courses, document their knowledge for colleagues and interactively support the transfer of knowledge into practice.

All of these tools complement the existing employee development tools. These include:

- the **People in Progress** (PiP) process for personnel development activities
- the **Dialogue in Progress** (DiP) as a comprehensive feedback system for assessing employee performance with the three components Systematic Development Dialogue (SDD), Ad Hoc Feedback and Everyday Communication
- the **Orientation Center** to find the optimal career path for the respective employee
- the **Qualification Matrix**, in which the skills and qualifications required for certain positions are defined and the resulting Individual Development and Training Plan (IDTP)
- the **online learning management system Leya**, in which the IDTP is integrated, with an extensive range of training courses – several communication and support campaigns on change management and digital mindset to actively involve employees
- **#weareexcellent**: short, digital events to inform our employees about strategic topics
- **Digital Buddies**: Guidance and support on the topics of digitalization and the change process
- **Change Toolbox**: support for managers in implementing change projects
- **Success Stories**: employees share their successes and failures using specific hashtags

Details and further information on these measures and tools can be found in the "Responsible Employer" section of the Sustainability Report 2020/21.

Every two years, we carry out our comprehensive, group-wide employee survey in order to obtain detailed feedback from our employees, receive suggestions for improvement and evaluate whether the initiatives and projects to date have been successful.

2 OCCUPATIONAL HEALTH & SAFETY

403-1

In addition to the measures and tools for the promotion and further development of WITTE employees, the safety of our employees in the workplace is particularly important to us. Safe and healthy working conditions that motivate employees are the basis of the company's success and one of WITTE's main tasks as an employer.

Occupational health and safety is a top priority for WITTE. That is why the goal of creating optimal working conditions is a core element of our vision/mission. Our primary goal is to proactively prevent accidents and injuries at work. Collecting accident data helps us to continuously improve the effectiveness of our safety measures.

Certified occupational health and safety management systems are in place at all WITTE sites. 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.

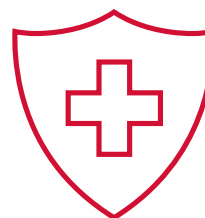
In the area of health and safety, we aim to reduce the number of reportable accidents at

work to less than 30 per year; in the long term, we are pursuing the vision of zero serious accidents.

We regularly review and evaluate the effectiveness and degree of fulfillment of our objectives in the area of health and safety at work and thus identify opportunities for improvement at an early stage so that we can act appropriately.

403-5 As part of the occupational health and safety management system, regular planned and supplementary training and risk assessments are carried out.

403-6 WITTE regularly organizes health days where employees can, for example, be examined or receive advice on healthy nutrition and ergonomics.



Results and Indicators

2-7 Number of employees – Headcount

	2022	2023
Headcount	4,358	4,253

2-7 Total number of permanent employees

	2022	2023
Women	1,736	1,765
Men	2,240	2,298

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

	2022	2023
Women	187	81
Men	195	109

2-7 Total number of full-time employees

	2022	2023
Women	1,850	1,765
Men	2,386	2,338

2-7 Total number of part-time employees

	2022	2023
Women	68	81
Men	35	69

401-1 Fluctuation rate

Number of terminated employment relationships divided by total number of employees

	2022	2023
Fluctuation rate	9.53	8.51

2-8 Workers who are not employees

	2022	2023
Workers who are not employees	130	157

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

	2022	2023
Percentage of employees that are covered under tariff negotiations	68%	66%

402-1 Minimum notice periods regarding operational changes

4 weeks

405-1 Number of newly hired employees

	2022	2023
Women	263	268
Men	290	262

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

	2022	2023
Women	15%	17%
Men	85%	83%

	2022	2023
under age 30	3%	6%

	2022	2023
age 30-50	63%	60%

	2022	2023
age over 50	34%	34%

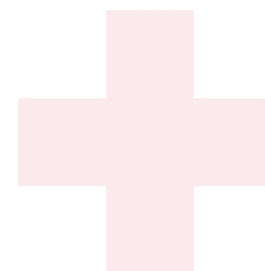
405-1 Percentage of other employees

	2022	2023
Women	46%	45%
Men	54%	55%

	2022	2023
under age 30	19%	17%

	2022	2023
age 30-50	54%	53%

	2022	2023
age over 50	27%	30%



Results and Indicators

404-1 Number of apprentices

	2022	2023
Women ♀	5	5
Men ♂	23	30

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

	2022	2023
	9	11

404-3 Percentage of employees receiving regular performance reviews

	2022	2023
	100%	100%



403-5 Total number of conducted health and safety trainings

	2021	2022	2023
	1,755	8,357	8,140

403-8 Workers covered by an occupational health and safety management system

	2021	2022	2023
	100%	100%	100%



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

	2021	2022	2023
Reported work-related accidents	30	32	36
Absence days	750	1,148	1,384
Health rate	93.44	93.11	92.93
Work-related fatalities	0	0	0
LTIS (accident-related days of work lost/ 1 million work hours)	1.009	660	769

3-3 LOCAL COMMUNITIES

Responsibilities and scope

The Corporate Communications Department coordinates and manages social responsibility activities. This department works closely with local leaders to ensure that initiatives effectively address community needs and provide support where it is most needed. We define 'Impact in the region' as 'Affected communities'. We limit this to neighboring communities of WITTE subsidiaries, as unfortunately we have little information about the affected communities along our supply chain.

Continuous improvement

WITTE is committed to continuously evaluating and improving its strategies and initiatives. This includes regularly reviewing the impact of measures on local communities and adapting strategies to changing needs and conditions.

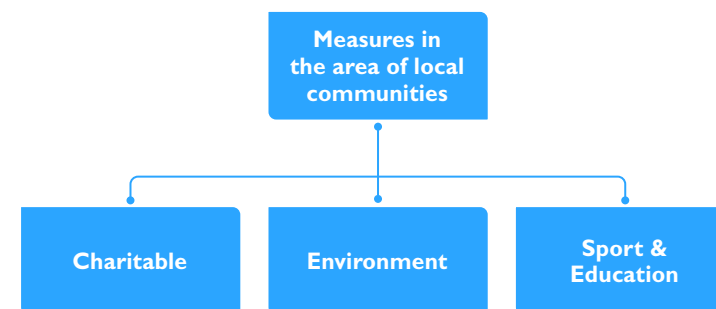
This approach demonstrates WITTE's commitment to sustainable development and social responsibility in the regions in which it operates and ensures that its activities make a positive contribution to the local community and environment.

Measures and projects

413-1 Operations with local community engagement, impact assessments, and development programs

In order to make a positive impact locally, WITTE takes measures in the areas of charity, the environment, sport and education. During the reporting period, we implemented the following projects in these three areas:

At WITTE, we get involved where it really counts. We assume our social and ecological responsibility as a company primarily – but not exclusively – in the areas surrounding our branches. Together with regional authorities and charitable organizations, we are committed to social development. Through financial support and donations in kind, we promote projects that have a positive impact on our environment, the development of infrastructure, the promotion of barrier-free mobility, support for disadvantaged children and cultural and sporting activities. By strengthening local communities and promoting sustainable practices, WITTE aims to improve the local quality of life and contribute to long-term environmental conservation.



Charitable

- ▶ Support for Ukraine with aids and transportation (DE, CZ and BG)
- ▶ Tumble dryers for the residential center for children and young people with disabilities (BG)
- ▶ Pictures for the Center for Obstetrics and Gynecology in Ruse (BG)
- ▶ Charity fair for the Šance onkoláčkům Foundation (CZ)
- ▶ Support for children's homes: Every year we participate in the purchase of a social vehicle for a selected children's home and provide ongoing support with donations (CZ)
- ▶ Partnership with the Křižovatka Foundation and sponsorship of a respiratory monitor for newborns (CZ)
- ▶ Support for the Karlovy Vary region rescue service (CZ)
- ▶ Wishing tree campaign for children from families with backgrounds of addiction (DE)
- ▶ Participation in the Schlüsselregion e.V. Action Day: Projects in kindergartens, at the vocational college and in the environmental education center (DE)
- ▶ Donations to:
 - the Tafel Niederberg, the Velbert animal shelter, the Leuchtturm foundation ("pocket filler" project) and the AWO-Treff in Wülfrath (DE)
 - the Equilibrium Community Support Center for Children (BG)
 - the Ostrov regional charity organization, the Onkotým organization, kindergartens in Nejdek and Ostrov (CZ)



Environment

- ▶ Tree planting events: Together we planted hundreds of trees (CZ)
- ▶ Clean-Up-Events in the area around the plant (BG)
- ▶ "Caps for future" – Collection and donation of plastic bottle caps (BG)

Sport & Education

- ▶ Laminate Depot Run (charity event) (DE)
- ▶ Rotary charity run (DE)
- ▶ Karlovy Vary Half Marathon & donation of a special sports wheelchair every year (CZ)
- ▶ Supporting the First Lego League - research and robotics competition that introduces children aged 10 to 16 to science, technology, engineering and math through fun and exciting learning (CZ)
- ▶ Sponsoring for the first national casting sports championship for children (BG)
- ▶ Job orientation days for local partner school (DE)

Content Index in accordance with the GRI Standards

WITTE Automotive GmbH has reported in accordance with the GRI Standards for the period: 1.1.2022 to 31.12.2023

	Specification	Page/direct answer	Compliance	Comments
GRI 1: Foundation 2021				
	I Foundation		●	
GRI 2: General Disclosures 2021				
1. The organization and its reporting practices	2-1	Organizational details	6, 7, 60	●
	2-2	Entities included in the organization's sustainability reporting	6, 7	●
	2-3	Reporting period, frequency and contact point	60	●
	2-4	Restatements of information	60	●
2. Activities and workers	2-5	External assurance	60	●
	2-6	Activities, value chain and other business relationships	6, 41	●
	2-7	Employees	52	●
	2-8	Workers who are not employees	52	●
3. Governance	2-9	Governance structure and composition	9	●
	2-10	Nomination and selection of the highest governance body	9	●
	2-11	Chair of the highest governance body	9	●
	2-12	Role of the highest governance body in overseeing the management of impacts	9	●
	2-13	Delegation of responsibility for managing impacts	9	●
	2-14	Role of the highest governance body in sustainability reporting	9	●
	2-15	Conflicts of interest	9	●
	2-16	Communication of critical concerns	9	●
	2-17	Collective knowledge of the highest governance body	9	●
	2-18	Evaluation of the performance of the highest governance body	9	●
	2-19	Remuneration policies	9	●
	2-20	Process to determine remuneration	9	●
4. Strategy, policies and practices	2-21	Annual total compensation ratio		● Confidential information
	2-22	Statement on sustainable development strategy	3, 15	●
	2-23	Policy commitments	21, 24, 27, 42, 47	●
	2-24	Embedding policy commitments	21, 24, 27, 42, 47	●
	2-25	Processes to remediate negative impacts	21	●
	2-26	Mechanisms for seeking advice and raising concerns	22	●
5. Stakeholder engagement	2-27	Compliance with laws and regulations	22	●
	2-28	Membership associations	9	●
	2-29	Approach to stakeholder engagement	11	●
	2-30	Collective bargaining agreements	52	●

Fulfillment: ● totally, ● partially, ○ not

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	Specification		Page/direct answer	Compliance	Comments
GRI 3: MATERIAL TOPICS 2021					
GRI 3: MATERIAL TOPICS 2021	3-1	Process to determine material topics	11	●	
	3-2	List of material topics	13	●	
COMPLIANCE					
GRI 3: Material Topics 2021	3-3	Management of material topics	21	●	
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	22	●	
	205-2	Communication and training about anti-corruption policies and procedures	22	●	
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	23	●	
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	23	●	
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	23	●	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	23	●	
CUSTOMER & PRODUCT SAFETY					
GRI 3: Material Topics 2021	3-3	Management of material topics	24	●	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	25	●	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	25	●	
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	25	●	
ENVIRONMENTAL PROTECTION					
GRI 3: Material Topics 2021	3-3	Management of material topics	26, 29, 34, 37	●	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	40	●	
	301-2	Recycled input materials used	40	●	
GRI 302: Energy 2016	302-1	Energy consumption within the organization	31	●	
	302-3	Energy intensity	31	●	
	302-4	Reduction of energy consumption	31, 32	●	
GRI 304: Biodiversity 2016	304-2	Significant impacts of activities, products and services on biodiversity	26	●	
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	33	●	
	305-2	Energy indirect (Scope 2) GHG emissions	33	●	
	305-3	Other indirect (Scope 3) GHG emissions	38, 39	●	
	305-4	GHG emissions intensity	38	●	

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GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	34	●	
	306-2	Management of significant waste-related impacts	34	●	
	306-3	Waste generated	35	●	
	306-4	Waste diverted from disposal	36	●	
	306-5	Waste directed to disposal	36		
GRI 308: Supplier Environmental Assessment 2016	308-2	Negative environmental impacts in the supply chain and actions taken	37	●	
SUSTAINABLE SUPPLY CHAIN MANAGEMENT					
GRI 3: Material Topics 2021	3-3	Management of material topics	41	●	
GRI 305: Emissions 2016	305-3	Other indirect (Scope 3) GHG emissions	38	●	
GRI 308: Supplier Environmental Assessment 2016	308-2	Negative environmental impacts in the supply chain and actions taken	37	●	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	23	●	
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	23	●	
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	23	●	
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	46	●	
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	44	●	
	414-2	Negative social impacts in the supply chain and actions taken	44, 46	●	

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OWN WORKFORCE

GRI 3: Material Topics 2021	3-3	Management of material topics	47	●	
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	52	●	
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	52	●	Four weeks
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	51	●	
	403-2	Hazard identification, risk assessment, and incident investigation	52	●	
	403-3	Occupational health services	47	●	
	403-4	Worker participation, consultation, and communication on	47	●	
	403-5	Worker training on occupational health and safety	51, 53	●	
	403-6	Promotion of worker health	48, 51	●	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	47	●	
	403-8	Workers covered by an occupational health and safety management system	53	●	
	403-9	Work-related injuries	53	●	
	403-10	Work-related ill health	53	●	
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	53	●	
	404-2	Programs for upgrading employee skills and transition assistance programs	49	●	
	404-3	Percentage of employees receiving regular performance and career development reviews	53	●	
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	52	●	

LOCAL COMMUNITIES

GRI 3: Material Topics 2021	3-3	Management of material topics	54	●	
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	54	●	

Fulfillment: ● totally, ● partially, ○ not

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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.

The present report is WITTE Automotive's third report, reporting in a two-year cycle. You can find an overview of the GRI information handled herein on pages 56-59.

The reporting period is 2022 and 2023. If not otherwise specified, the contained information relate to the respective calendar years.

External support

Kugelfisch Kommunikation GmbH,
www.kugelfisch.ruhr

²⁻³ Editorial note

The editorial deadline for this report was April 30th, 2024.

System limits

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

²⁻⁴ It was necessary to reformulate the following information from the previous report:

The annual energy consumption for 2021 and 2022 was corrected.

²⁻⁵ No external assurance was sought. The report was submitted to the Executive Board and the respective chapters to the senior executives for final approval.

