



FACTBOOK SUSTAINABILITY 2024

SUSTAINABLE DEVELOPMENT GOALS (SDGS)



Sustainable Development Goals

The SDGs represent the overarching, global system of goals for the sustainable development of the world community.

The Sustainable Development Goals **guide all our actions** in the context of sustainability.

WITTE FIELDS OF ACTION

List of Material Topics

During our materiality assessment, we have identified nine impact dimensions as relevant for WITTE.

The result is a list of **six material topics** that display our sustainability fields of action:

1 Compliance

2 Customer & Product Safety

3 Environmental Protection

4 Sustainable Supply Chain Management

5 Own Workforce

6 Local Communities



WE OPEN MOBILITY

125 years of history: as a family-run company, transformation has always accompanied us!



WITTE is an integral part of the global automotive industry. Our products can be found in all leading car brands.

Step by step, we are further integrating sustainability criteria into all our core processes. We focus our activities on three fields of action:

- Emissions reduction
- Circular economy
- Human rights compliance in our global supply chains

In all WITTE locations, we continuously work on the central levers for achieving carbon neutrality in our operations!

We now have our first carbon-neutral WITTE plant in Ruse and achieved a group-wide 25% reduction in Scope I emissions since 2021.

Together, we are navigating the challenges of today while laying the groundwork for a sustainable and prosperous future.

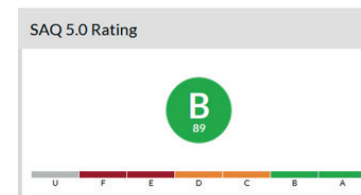
SUSTAINABILITY SCORES & RATINGS



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. Based on the SAQ answers, a comprehensive Sustainability Score is calculated by the third party company NQC.

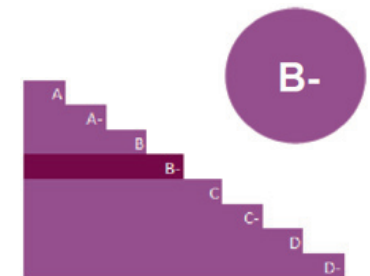
In 2023, we achieved SAQ scores of between 85-90% (B rating) for our locations.



Climate Change Rating (CDP)

In 2023, our climate protection performance was assessed and rated by the Carbon Disclosure Project for the fifth time.

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



WHAT WE ALREADY ACHIEVED



Since 2019, we...



...reduced **89%** of Scope 1 & 2 **Greenhouse Gas Emissions**



...reduced our **energy consumption** by 7.7 GWh or **13%**



...reduced **our waste** volume by **15.4%** achieving an average annual reduction of 3.85%



...improved the % of serial suppliers with an certified management system to **>90%** (environment) & **52%** (energy)

WHERE WE WANT TO GO



By end of **2025**: operate our group-wide production activities and locations balance-sheet carbon neutral

Limit overall energy consumption to max. **50 GWh** by 2028 despite company growth

Reduce overall waste quantities by **1.5%** every year until 2028

Maintaining **>90%** level for environmental management system and increased level to min. **60%** for energy management systems by 2024

WITTE COMPLIANCE PROGRAM

IMPACTS

Compliance is a fundamental priority for WITTE and encompasses business ethics, anti-corruption, governance structure, human rights compliance and intellectual property.

STRATEGY & TARGETS

Our goal is to minimize compliance risks and ensure transparency and integrity. In order to pursue these goals, we have installed a **compliance management system, which includes:**

- continuous review and adjustment of the compliance management system
- employee training, raising awareness for compliance issues
- implementing effective monitoring & control mechanisms

ACTIVITIES & RESULTS

Total number and percentage of employees that have received training on anticorruption/number of compliance training sessions conducted.

100%

We conduct regular compliance audits and ongoing trainings and have installed a whistleblowing system for reporting of compliance violations and to submit complaints.



We play by the rules!
In the years 2022 and 2023, we have reviewed, updated and systematized our compliance management once again."

OUR FOCUS ON QUALITY

IMPACTS

As a manufacturer of mechatronic locking and actuation systems, any defects or malfunctions in our products could pose serious risks to the health and safety of end users.

STRATEGY & TARGETS

It is therefore of crucial importance for WITTE to ensure the highest possible safety of our products. This is guaranteed through our comprehensive quality management system, which is certified in accordance with the ISO 9001 & IATF 16949 standards.

Our Quality Management policy consists of the following basic principles:

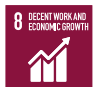
- The satisfaction of our customers is our goal and we want to prove this to them every day
- Error prevention before error correction, no repeat errors
- Quality for our suppliers: We actively work with our suppliers to develop their quality performance.
- Continuous improvement is our program
- Everyone is responsible for quality

ACTIVITIES & RESULTS

Incidents of non-compliance with legal or voluntary regulations concerning product safety and security of (end-) customers.

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„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.”



ON THE PATH TOWARDS CLIMATE NEUTRALITY

Emissions & Energy in Operations

IMPACTS

In our own locations, the Greenhouse Gas emissions related to energy consumption represent one of our major negative environmental impacts

STRATEGY & TARGETS

Our major targets remain stable and are pursued with high priority:

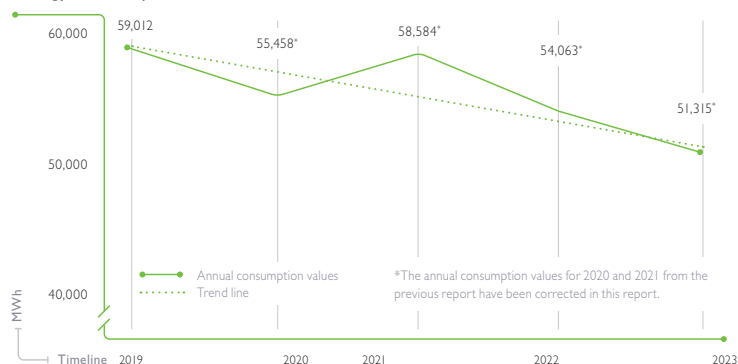
- Balance sheet carbon neutrality by end of 2025
- 15% reduction of energy consumption by end of 2028 (baseline 2019)

For achieving these targets, we keep applying four essential strategic approaches:

1. Increase Energy Efficiency
2. Switch to Renewable Energies
3. Produce Renewable Energies
4. Offset Remaining Emissions

ACTIVITIES & RESULTS

Energy Consumption WITTE Automotive 2019-2023



The switch to green electricity at all our locations since 2021 has reduced our Scope 2 emissions by almost **98%** compared to 2019.

In 2022 and 2023, we successfully implemented various measures to further **increase our energy efficiency and minimize our greenhouse gas emissions** at all our locations!

Reduction of Energy Consumption: compared to base year 2019 (MWh)



WITTE'S FIRST ZERO PRODUCTION PLANT

Ruse is powered by 100% Renewables

ACTIVITIES & RESULTS

Since 2023, our production plant in Ruse (BG) is powered with **100% renewable energies** and became WITTE's first carbon neutral production plant!

We planned and implemented the following projects and measures to achieve this great success:

- Since 2020, we procure **100% green energy** from renewable sources
- We replaced the gas-powered heating system with a **state-of-the-art heat pump cascade**, saving approximately

140 tons of CO₂e and **250 MWh** of gas annually.

- Solar panels installed in 2023 supply on average 16% of its yearly electricity needs, with further expansions planned for 2024 ff
- Several **additional efficiency improvement projects** reduce our overall energy demand and enable a cost-efficient coverage via renewable energies.



Heat pump cascade and photovoltaic modules in Ruse



WASTE MANAGEMENT & RECYCLED MATERIALS

Our Contributions to a Circular Economy

STRATEGY & TARGETS

In the action field of Circular Economy, in our operations we focus on the minimization and optimization of waste streams from production processes. In this context, we pursue three major approaches:

1. Avoidance of waste generation & reduction of use of hazardous substances
2. Reuse of production waste
3. Clean disposal of remaining waste

In Product Development, WITTE strives to increase the use of recycled materials, with a special focus on plastics.

ACTIVITIES & RESULTS

The majority of our plastic waste is generated from our injection molding processes. **About 80% of that waste was used again**, mostly by physical material recycling (65%).

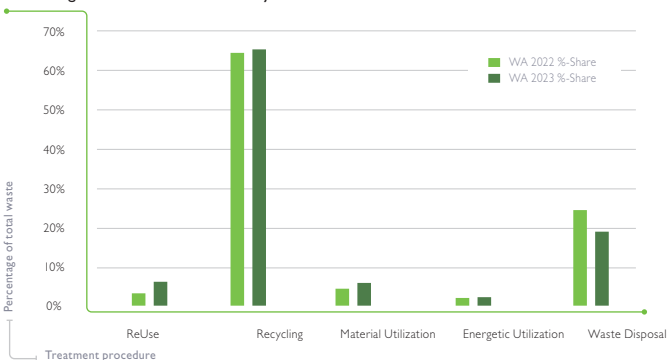
We managed to reduce our waste amounts **by 15.4%** compared to 2019, **over-fulfilling** our initially set goal of a 10% reduction by 2028.



Total weight of plastics with recycled content
Share in overall plastics purchasing volume
Total weight of recycled plastics
Share in overall plastics purchasing volume

	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%

Percentage Distribution of Waste by Treatment



TACKLING THE SCOPE 3 CHALLENGES

Managing Indirect Emissions

STRATEGY & TARGETS

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

We have recently sent our Commitment letter to the Science Based Targets Initiative (SBTi), currently preparing to submit our emission **reduction targets and get them verified.**

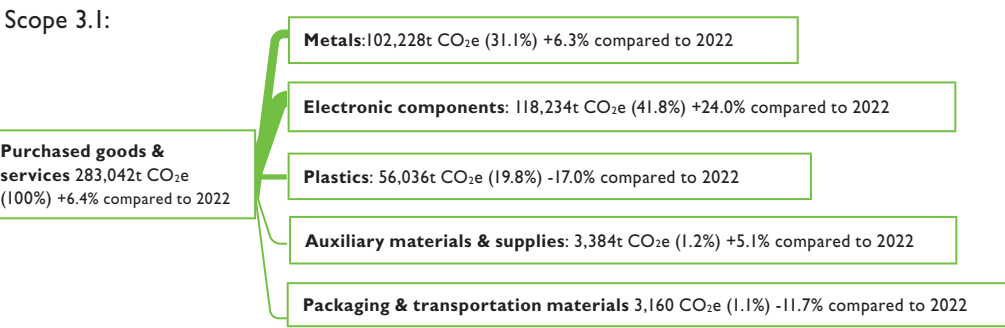
ACTIVITIES & RESULTS

From our SSCM Strategy we have derived the goal to increase the use of renewable energy in our direct suppliers' production. In 2023, our steel and plastic suppliers used an average of **37.5%** green electricity.

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

In product development, we have continued to pursue our approach of integrating eco-design criteria into the product development process. The check for use of recycled materials is now mandatory in all new development projects.

Scope 3.1:



BOOSTING RESILIENCE & COLLABORATION

WITTE Sustainable Supply Chain Management

IMPACTS

Being part of complex global supply networks in the automotive industry, different actual and potential negative impacts are connected with our direct and indirect business relationships.

STRATEGY & TARGETS

Mitigating those risks and negative impacts is one of our most important Sustainability Goals.

Our Sustainable Supply Chain Management (SSCM) Strategy is an integral component of our Purchasing Strategy, it includes targets for:

- passing on our mandatory sustainability requirements
- increasing transparency in the supply chain
- raising suppliers' awareness of sustainability issues
- sustainability assessment of suppliers
- minimizing greenhouse gas emissions

ACTIVITIES & RESULTS

1. Agreement on meeting sustainability standards: **76%** of serial suppliers signed our Supplier Code of Conduct (SCoC) by end of 2023 (target: min. 75%). New target for 2024: improve to min. **90%**

2. Sustainability Performance Assessment: We have implemented the Sustainability Assessment Questionnaire (SAQ 5.0), added a Sustainability Score to our Supplier Score Card and introduced the SAQ to selected suppliers. In 2024 we will request all suppliers of our nomination pool. Target: min. **60%** achieve green Sustainability Score

3. Training & Engagement: Since 2022, we provide e-learnings on Sustainable Supply Chain Management as well as individual support for completing the SAQ and improving sustainability performance to all our serial suppliers



We leverage the trusted relationships forged by our Purchasing department to cascade sustainability requirements seamlessly across our supply chain!



HEALTHY, SATISFIED & SKILLED EMPLOYEES

Foundation for our Success

WHY EMPLOYEES

Our employees are our most valuable asset. That is why we create a safe, motivating, inclusive and diverse working environment, that promotes equal opportunities and combats all forms of discrimination.

STRATEGY & TARGETS

We develop and implement extensive **training & development programs** which positively contribute to the target of quality education.

Creating **optimal working conditions** is a core element of our vision/mission. WITTE offers modern forms of work, including flexible part time and parental leave models, and enables mobile working wherever possible.

As part of the "**New Ways of Working**" strategic initiative at WITTE, "Development & Training", "Skill & Competence Assessment" and "Talent Management & Succession Planning" were implemented.

Every two years, we carry out our comprehensive, **group-wide employee survey**.

ACTIVITIES & RESULTS

Creating optimal working conditions is a core element of our vision & mission. It is integrated into all company processes as a preventive measure.

Our **health & safety management** systems in place at all WITTE locations are certified according to DIN ISO 45001:2018.

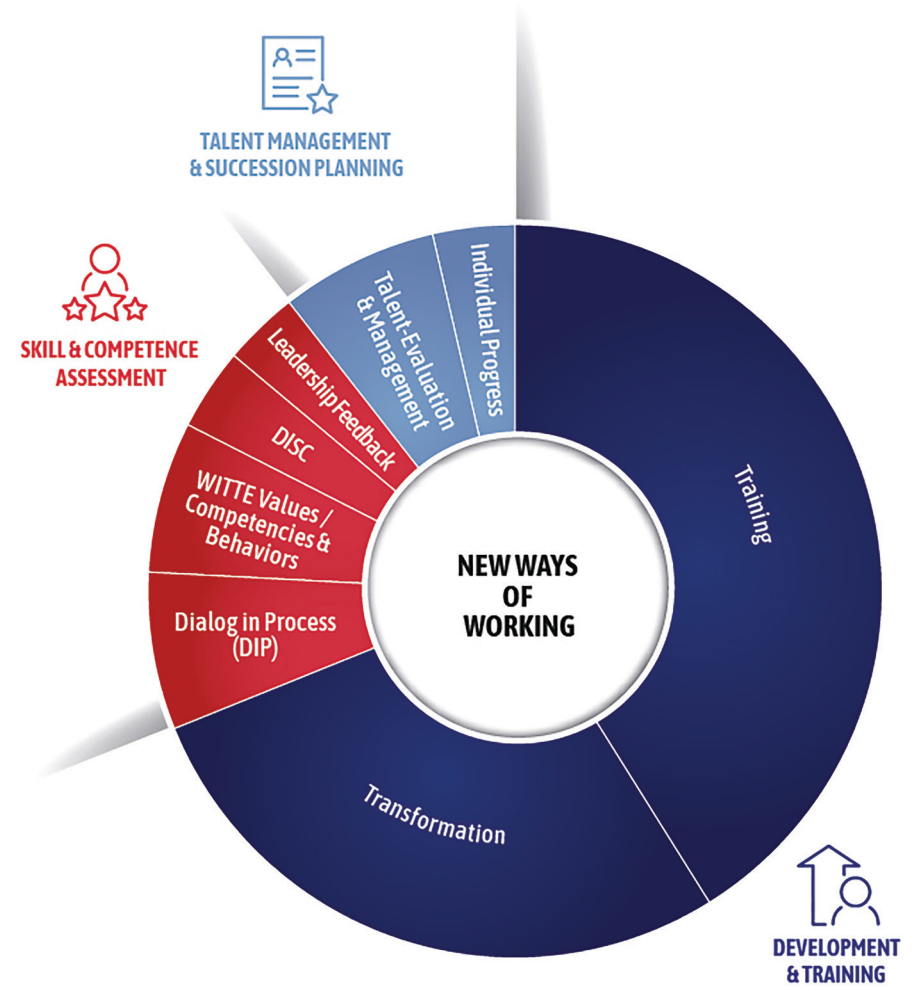
In 2023, we noticed a total number of 36 work accidents. The goal for 2024 is to reduce the number to less than 30.

Total number of conducted health and safety trainings

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

Workers covered by an occupational health and safety management system

2021	2022	2023
100%	100%	100%



SUPPORTING LOCAL COMMUNITIES

Our Regional CSR Activities

Together with regional authorities and charities, we are committed to social development, strengthening local communities as well as contributing to long-term environmental conservation, to improve the local quality of life.

Through financial support and donations, 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.

CHARITABLES

- Support for Ukraine (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: support with donations (CZ)
- Partnership with the Křižovatka Foundation (CZ)
- Support for the Karlovy Vary region rescue service (CZ)
- Wishing tree campaign (DE)
- Participation in the Schlüssel-region e. V. Action Day (DE)
- Donations to:
 - the Tafel Niederberg, the Velbert animal shelter, the Leuchtturm foundation 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)





125^{years}
unlocking
tomorrow

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