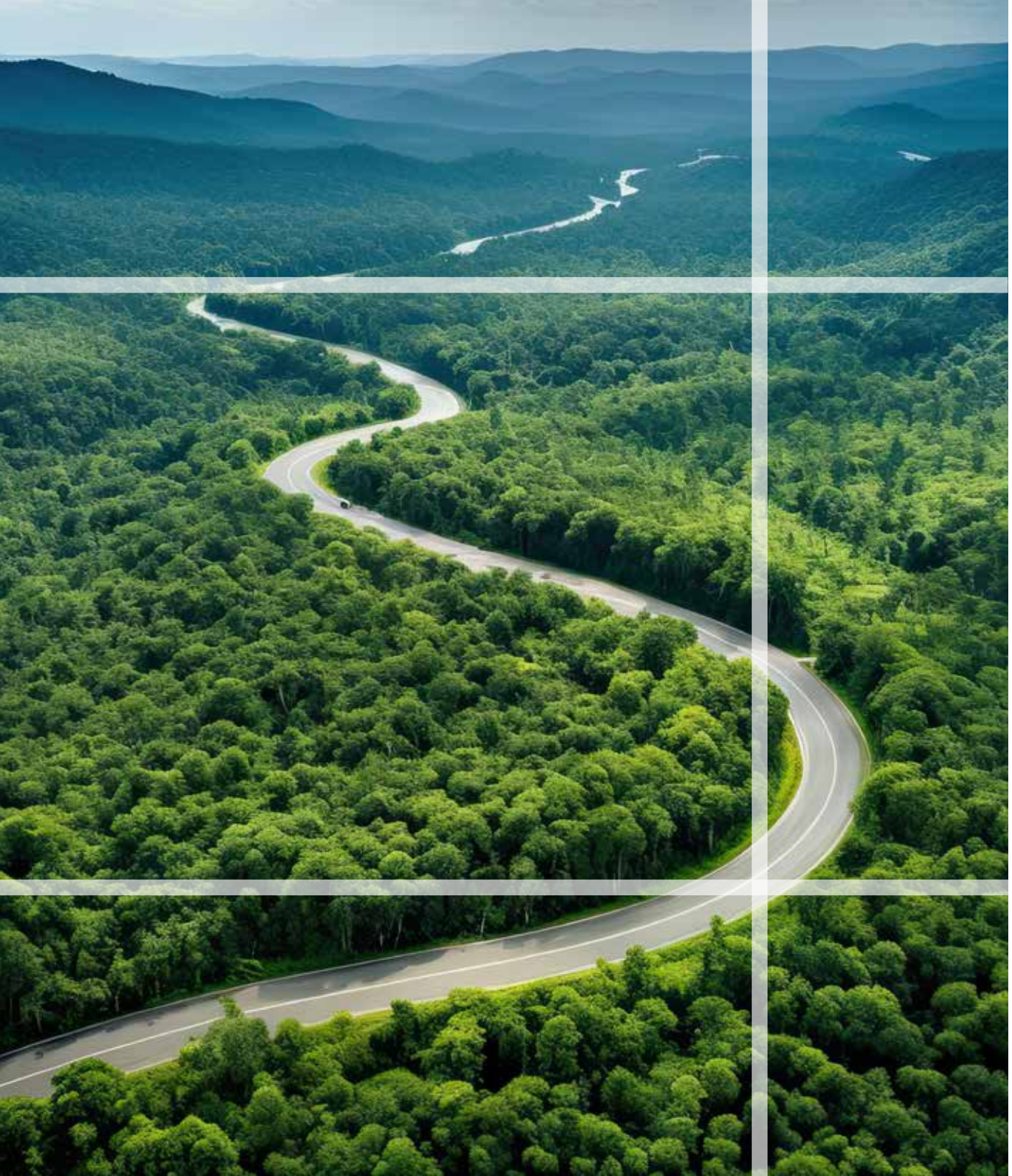


WITTE AUTOMOTIVE

SUSTAINABILITY REPORT 2026

Covering Business Years 2024/2025

CONTENTS

1

INTRODUCTORY REMARKS

INTRODUCTORY REMARKS

WITTE Automotive remains strongly committed to responsible business conduct & sustainable development

Dear Readers,

the reporting period of 2024/2025 was once again marked by a multitude of global challenges and uncertainties: Ongoing and new geopolitical conflicts, increasing fragmentation of international markets, and volatile economic conditions have significantly impacted supply chain stability, energy markets, material prices and its availability. At the same time, the automotive industry continues to undergo profound transformation, driven by new market entrants, transformation towards electric mobility, regulatory developments, and rapidly changing customer demands. These dynamics have also been accompanied by evolving, but frequently shifting sustainability-related regulations, particularly within the European Union, requiring continuous adaptation of our strategies, processes, and reporting practices.

Against this backdrop, WITTE Automotive remains strongly committed to responsible business conduct and sustainable development. In line with the principles of the GRI Sustainability Reporting Standards, our aim is to provide transparent and balanced information on our most significant impacts on the economy, environment, and society, as well as on how we manage these impacts.

Despite the challenging environment, we have consistently continued our path of sustainable growth. Strategic investments and acquisitions, including acquisition of 100% of the shares in VAST Automotive Group with locations e.g. in China in mid 2023 as well as the expansion of our production footprint in Bulgaria and the Czech Republic, strengthen our global presence and long-term competitiveness, ensuring resilience in a rapidly changing market environment.

Sustainability remains an integral part of our corporate strategy. During the reporting period, we further refined our “WITTE Sustainability Strategy 2033,” which is fully embedded in our overall corporate strategy and aligned with our long-term vision of being a global benchmark for sustainable system solutions in vehicle access technologies.

Our strategic focus continues to center on three key fields of action: Climate change mitigation, circular economy, and responsibility for our employees, products, and supply chains. We are committed to continuously reducing greenhouse gas emissions across all scopes, with an increasing emphasis on Scope 3 emissions in our upstream value chain.

Benedikt Schultheiß
CFO

Rainer Gölz
CEO

Kersten Janik
COO

Dr. Tobias Sprute
CTO

At the same time, we are advancing circular economy principles by increasing the use of recycled materials and further improving waste management. Furthermore, we strive to provide safe and attractive working conditions and to ensure compliance with human rights and environmental due diligence obligations throughout our global supply chain.

In the reporting period, we achieved measurable progress in several areas: We managed to further reduce our natural gas consumption and Scope 1 GHG emissions in the European sites. We will offset all currently unavoidable Scope 1 and 2 emissions that we continue to generate as of January 1, 2026, through high-quality carbon offsets. We also expanded the procurement of renewable electricity to our new locations in China. We significantly increased the share of recycled plastics in new development projects, contributing to both resource conservation and emissions reduction. In addition, we strengthened our sustainable supply chain management by systematically assessing sustainability performance of our suppliers and agreeing on targeted improvement measures.

In accordance with the GRI and future ESRS Standards, we continuously enhance our due diligence processes to identify, prevent, and mitigate potential adverse impacts on the environment and on people. Transparency, accountability, and continuous improvement remain central to our approach.

We are convinced that sustainability is a key driver of long-term business success: By systematically integrating sustainability into our strategy, operations, and partnerships, we strengthen our resilience, enhance our competitiveness, and contribute to the transformation of the automotive industry towards a more sustainable future.

We would like to express our sincere gratitude to our employees worldwide for their dedication and commitment, as well as to our customers, suppliers, and all other stakeholders for their continued trust and collaboration.

Together, we will continue to master the challenges ahead and consistently pursue our path towards sustainable development.

Velbert, 15.06.2026
The Management Board
WITTE Automotive GmbH

2

GENERAL DISCLOSURES

LOCATIONS OF OPERATIONS

2-1 ORGANIZATIONAL DETAILS

Legal name:
WITTE Automotive GmbH
Legal form & nature of ownership:

Privately owned, Gesellschaft mit beschränkter Haftung (GmbH)

Location of Headquarters:
Höferstraße 3-15, 42551 Velbert

Countries of operation:
See 2-2

2-2 ENTITIES INCLUDED IN THE WITTE SUSTAINABILITY REPORTING

GERMANY
WITTE Automotive GmbH
Höferstraße 3-15, 42551 Velbert

WITTE-Velbert GmbH & Co. KG
Höferstraße 3-15, 42551 Velbert

WITTE Facility Management GmbH & Co.KG
Höferstraße 3-15, 42551 Velbert

WITTE Niederberg GmbH
Dieselstraße 36, 42489 Wülfrath

WITTE Bitburg GmbH
Lilienthalstraße 11, 54634 Bitburg

CZECH REPUBLIC
WITTE Nejdek spol. s r.o.
Rooseveltova 1299, 36221 Nejdek

WITTE ACCESS TECHNOLOGY s.r.o
Průmyslová 1500, 36301 Ostrov

WITTE Paint Application s.r.o.
Průmyslová 1500, 36301 Ostrov

BULGARIA
WITTE Automotive Bulgaria EOOD
Mestnost 'Slatina' ul. Industrialen park no. 19, 7009 Ruse
WITTE Injection Molding Bulgaria EOOD
Zh.k. Iztochna Promishlena Zona Targovska 2a Bl, 7005 Ruse

CHINA
VAST China Co., Ltd
No.89 East Guangzhou Road, Taicang, Jiangsu, China 215400
VAST (Jingzhou) Co., Ltd
No.1 VAST Road, Jingzhou Economic & Technological Development Zone, Hubei, China 434000

The following entities belong to the WITTE Automotive Group, but are not included in the Sustainability Report due to non-significance for all indicators (below 1% threshold):

CZECH REPUBLIC
IMA s.r.o. (Institut Mikroelektronických Aplikací s.r.o.)
Na Valentince 1003/1, 15000 Praha 5

SWEDEN
WITTE Automotive Sweden AB
Askims Industriväg 9, 436 34 Askim

CHINA
WITOL Automotive Fasteners (Kunshan)Co.,Ltd
No. 329 Jujin Road, 215321 Zhangpu, Kunshan, China

VAST (Shanghai) Co., Ltd.
No. 211 North FuTe Road, China (Shanghai) Pilot Free Trade Zone

USA
WITOL Automotive USA, Inc.
12749 Richfield C, Livonia, MI 48150, USA

2-3 Reporting period, frequency and contact point

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 4th report, reporting in a two-year cycle. You can find an overview of the GRI information handled herein on pages xx.

The reporting period is 01.01.2024 - 31.12.2025. If not otherwise specified, the contained information relate to the respective calendar years.

Publication date: 15.06.2026

Editorial deadline: 03.06.2026

Questions about this report and the sustainability strategy can be sent in writing to:

Georg Stalter, Head of Sustainability Management

Dennis Burkhart, Junior Analyst Sustainability

sustainability@witte-automotive.com

2-4 Restatements of information

Compared with the previous report, the calculation methodology for the Waste Utilization Index (WUI) was revised. To ensure comparability with the current reporting period, the prior-year value was adjusted accordingly. As one category is no longer included in the calculation, the index scale changed by a factor of 100; therefore, the value reported in the previous year was restated by the same factor.

2-5 External assurance

No external assurance was sought. The report as submitted to all C-Level Managers for review and approval.

2-6 Activities, value chain and other business relationships

WITTE is an integral part of the global automotive industry. Our products can be found in most 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.

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 1 suppliers; these also supply other industries.

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

2-7 Employees

		HEADCOUNT EUROPE		HEADCOUNT CHINA		HEADCOUNT GROUP	
TYPE OF EMPLOYEES	GENDER	2024	2025	2024	2025	2024	2025
Total Headcount	Female	1.891	1.887	342	334	**2.233**	**2.221**
Total Headcount	Male	2.481	2.493	425	410	**2.906**	**2.903**
Total Headcount	All	4.372	4.380	767	744	**5.139**	**5.124**
Permanent	Female	1.746	1.685	342	333	**2.088**	**2.018**
Permanent	Male	2.290	2.257	424	409	**2.714**	**2.666**
Permanent	All	4.036	3.942	766	742	**4.802**	**4.684**
Temporary	Female	145	202	0	1	**145**	**203**
Temporary	Male	191	236	1	1	**192**	**237**
Temporary	All	336	438	1	2	**337**	**440**
Full-time	Female	1.803	1.814	342	334	**2.145**	**2.148**
Full-time	Male	2.270	2.274	425	410	**2.695**	**2.684**
Full-time	All	4.073	4.088	767	744	**4.840**	**4.832**
Part-time	Female	88	73	0	0	**88**	**73**
Part-time	Male	211	219	0	0	**211**	**219**
Part-time	All	299	292	0	0	**299**	**292**

2-8 Workers who are not employees

Total number of workers who are not employees (Average Headcount over Reporting Period): 161

Types of workers and contractual relationship: Freelancers, fixed-term contracts

2-9 Governance structure and composition
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, Treasury, Business Data Management, Information Technology, Shared Service and Center Accounting, WITTE Facility Management and the business Unit WITTE Digital incl. IMA as well as the Joint Venture in India
- Chief Operations Officer, responsible for Industrial Engineering, Lean & Manufacturing Coordination, Logistics, Quality, the production plants and VAST China
- Chief Technology Officer, responsible for Product Development, Product Release & Improvement, Project Management, Purchasing, Sales and Intellectual Property

2-10 Nomination and selection of the highest governance body
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 Chair of the highest governance body
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.

2-12 Role of the highest governance body in overseeing the management of impacts

2-14 Role of the highest governance body in sustainability reporting
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.

2-13 Delegation of responsibility for managing impacts
The Sustainability Management department is responsible for the further development and adaptation of the comprehensive sustainability strategy, coordinating related activities, reporting and controlling. The Head of Sustainability Management directly reports to the Chief Executive Officer. All other responsibilities are described in the management approaches.

2-15 Conflicts of interest
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.

2-16 Communication of critical concerns
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.

2-17 Collective knowledge of the highest governance body
The communication and decision-making channels described in the general Disclosures 2-9 – 2-16 are used to further promote the collective knowledge, skills and experience of C-level management for sustainable development.

2-18 Evaluation of the performance of the highest governance body

2-19 Remuneration policies

2-20 Process to determine remuneration
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.

2-23 Policy commitments

2-24 Embedding policy commitments
WITTE´s major policy, the Code of Ethics, is approved by the General Management, and outlines the company´s fundamental principles for responsible business conduct:

The values of WITTE Group are based on respect towards, and observance of the law; they reflect the obligations arising from international treaties, fundamental moral and ethical principles, and the basic principles of fair business dealings and interpersonal relations.
WITTE Group insists that fundamental moral and ethical principles and the basic principles of fair business dealings be observed in all it does. WITTE Group rejects and condemns any conduct which is in conflict with these principles.
WITTE Group insists on compliance with the laws and legal regulations and international treaties in all areas in which it entertains a presence, and in all its activities and operations.
WITTE Group‘s insistence on compliance applies both in outward relations with third parties and public authorities and internally, vis-a-vis Staff.
When in doubt as to the applicability of the generally binding provisions of statutory law to their conduct/activities, Staff must immediately consult the given matter with their Superior or the Legal Department.

The Code of Ethics is accompanied by the Declaration of Principles on Respect for Human Rights, issued by General Management. The declaration as well as more detailed information on our Compliance Program and Complaint Procedure, can be found on the WITTE homepage: https://www.witte-automotive.com/company/compliance.
In addition to the Code of Ethics and the Declaration of Principles on Respect for Human Rights, specific policies are in place, amongst others on the topics of:

- Anti-Corruption
- Supplier Management, Business Relations and Due Diligence (Supplier Code of Conduct)
- Energy and Environmental Management
- Health and Safety Management
- Quality Management

The content of these policies is described in more detail in the following chapters on the respective material topics.

The policies refer to major comprehensive frameworks and intergovernmental instruments such as:

- The German Supply Chain Due Diligence Law (Lieferkettensorgfaltspflichtengesetz)
- The International Labour Organization (ILO) convention and labour standards
- The UN Global Compact
- The OECD Due Diligence Guidelines

The policies are communicated to all workers and interested parties via all active communication channels, including the WITTE homepage, the Intranet, notices/posters in all locations, and regular mandatory trainings.

2-25 Processes to remediate negative impacts

We acknowledge our corporate responsibility to uphold and respect human rights. We are therefore committed to respecting human rights in our own business activities as well as in our global supply and value chains. Furthermore, we aim to facilitate access to remedies for those affected by human rights violations.

To fulfill our responsibility to respect human rights, we employ various measures, including effectiveness controls, complaint mechanisms, and remedial actions. These measures aim to protect (potentially) affected individuals and prevent or minimize adverse human rights impacts.

If the company directly causes human rights violations, we act quickly to stop the activities or make them compliant with human rights standards. Employee behavior incompatible with human rights results in appropriate sanctions. In cases where our business activities contribute to potential or actual human rights violations, we work toward appropriate remediation and timely redress by responsible parties. We investigate substantiated reports of possible human rights violations within the company or value chain thoroughly and decisively. Business partners are expected to cooperate fully and promptly in such investigations. Depending on the severity of violations, we may take measures ranging from immediate corrective actions to legal steps or termination of business relationships.

The detailed processes to remediate negative impacts in the scope of each material topic are described within the management approaches in the chapter „Material Topics“.

2-26 Mechanisms for seeking advice and raising concerns

WITTE conducts regular compliance audits and provides ongoing training. For reporting compliance violations and submitting 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 policies (see disclosures 2-23 and 2-24).

2-27 Compliance with laws and regulations

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

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
- Fachverband Schloss- und Beschlagindustrie (FVSB) - Professional Association for the Locks and Fittings Industry - Car Connectivity Consortium (CCC) - Datenraum Mobilität
- Catena-X Automotive Network e.V. (terminated by end of 2024)
- VNU Verband für Nachhaltigkeits- und Umweltmanagement e. V.

2-30 Collective bargaining agreements

Percentage of employees that are covered by collective bargaining agreements/under tariff negotiations:
2024: 18,7%
2025: 17,89%

3

MATERIALITY ASSESSMENT

MATERIALITY ASSESSMENT

This chapter includes the disclosures:
2-29 - approach to stakeholder engagement
3-1 Process to determine material topics
3-2 List of material topics
3-3 Management of material topics

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, to continuously expand sustainability knowledge.

To determine the material topics for WITTE, we have once again reviewed and extensively updated our materiality analysis, following the procedures outlined in the GRI SRS Standards as well as the new EU ESRS Standards.

The comprehensive list of topics to be assessed was created based on the contents of both reporting standards listed above, additionally considering global frameworks like the UN Sustainable Development Goals and the UN Global Compact.

WITTE provides detailed information on its Economic Performance in the annual financial report. The sustainability report focuses on non-financial performance; therefore, we decided to not include the topics contained in GRI 200 in the longlist for materiality analysis, even though it is material to the company.

All topics included in this list were assessed in two dimensions:

1. Financial Materiality: Extent of financial effects for WITTE resulting from impacts, risks and opportunities associated with the respective topic
2. Impact Materiality: Extent and severity of direct (own operations) and indirect (up- and downstream value chain) impacts on environment and society created by WITTE business activities, products and processes and associated with the respective topic

Procedure for Financial Materiality Assessment
In a first step, all potential impacts, risks and opportunities with a potential financial effect on WITTE were collected and structured for each topic by the central sustainability department, with extensive support from specialists of different other departments. In this step, all stakeholder requirements derived from regular communications and exchanges, as well as press articles, customer documents, legal texts and other similar sources were screened and systematically analyzed.

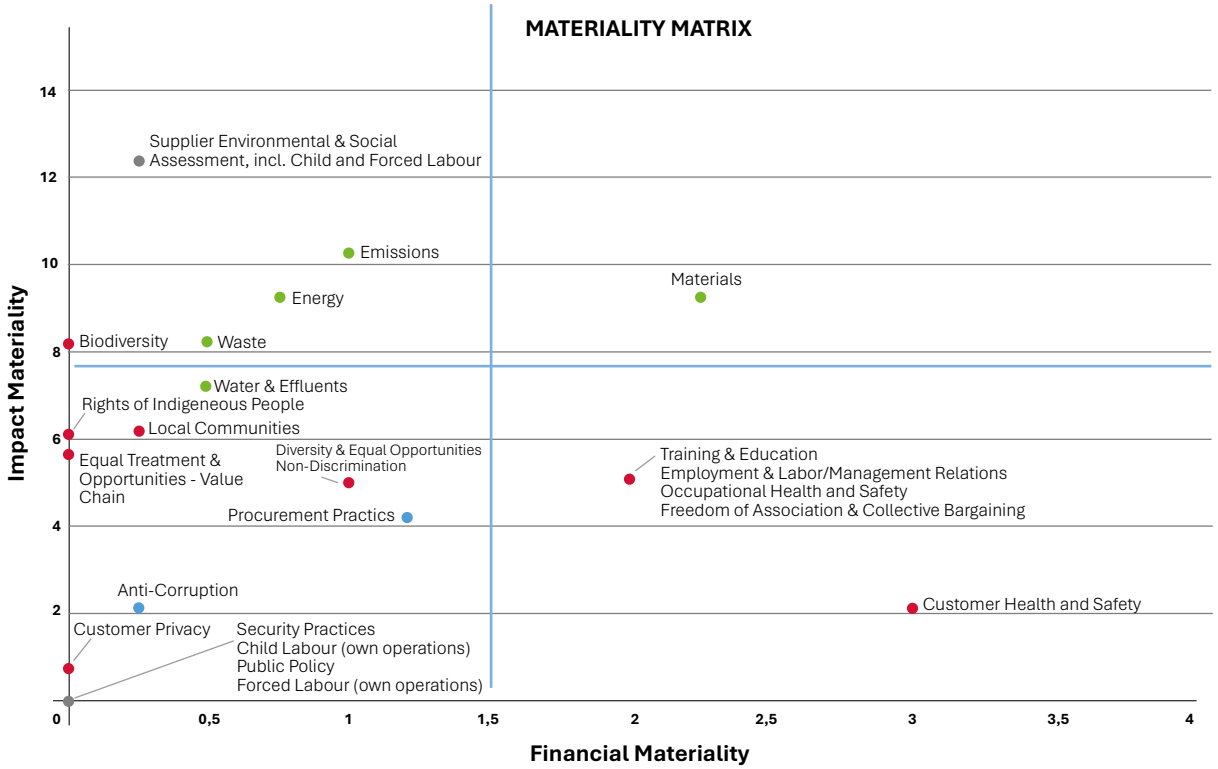
The condensed insights formed the basis for the following **detailed assessment performed by the WITTE Executive Board** in a workshop format. All topics and the incorporated risks and opportunities were scored in terms of their financial extent and the probability of occurrence. By multiplying both scores, the final Financial Materiality Score was determined.

Procedure for Impact Materiality Assessment
In order to determine the impact materiality for the selected topics, the Sustainability Management Team assessed them in terms of scale, scope and irremediability and rated them in each category on a scale of 1-5. This was done by summarizing all existing results of each location already performed analyses in the context of our management systems in each locations and combining them with new data from external scientific literature and sector-specific studies.

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 remediability 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. The score was afterwards multiplied with the probability of occurence of the impact (0-1) to achieve the final Impact Score.

Results

The results are shown in our materiality matrix below. We have set the threshold for financial materiality to a score of 1,5 (medium impact 3 * medium probability 0,5) and the threshold for impact materiality to 7,5 (half of the maximum score of 15).



List of material topics:

1. Materials
2. Energy
3. Emissions
4. Biodiversity
5. Waste
6. Supplier Environmental & Social Assessment
7. Own Workforce, including:
    a. Employment
    b. Labor / Management Relations
    c. Occupational Health & Safety
    d. Training and Education and
    e.Freedom of Association and Collective Bargaining
8. Customer Health & Safety

4

WITTE SUSTAINABILITY STRATEGY

SUSTAINABILITY STRATEGY

2-22 Statement on sustainable development strategy

Sustainable development is an integral part of our corporate understanding and is firmly anchored in our WITTE 2033 Corporate Strategy. As a global automotive supplier, we recognize our responsibility to reduce negative environmental and social impacts while contributing with solutions that support a sustainable transformation of our industry. With our Sustainability Strategy, we clearly define how we meet this responsibility and how we align our business model with the expectations of our stakeholders, regulatory developments, and the results of our double materiality assessment.

Our Contribution to the Sustainable Development Goals

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, they provide the framework for identifying the WITTE Group's relevant impacts, determining the material topics and prioritizing our actions.

With our strategies and measures, we especially strive to contribute to achieving the following SDGs:

3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
7 AFFORDABLE AND CLEAN ENERGY
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
10 REDUCED INEQUALITIES
11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
15 LIFE ON LAND
16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Our Vision for Sustainable Development

Sustainability is a core aspect of how we design our products, operate our plants, and manage our supply chain. This strategic orientation is reinforced by overarching developments and challenges such as climate change, resource scarcity and social inequality.
As a result, sustainability management is not handled as a separate initiative. Instead, it is embedded in all corporate and functional strategies. Based on our strategic targets, we define specific actions, responsibilities and KPIs for each central function and each plant. This ensures that our sustainability principles are consistently integrated into daily decision-making throughout the WITTE Group.

Our Material Topics and Fields of Action

Our Sustainability Strategy is based on the results of our double materiality assessment (see chapter Materiality Assessment). It identifies those environmental and social impacts that are most significant for us and our stakeholders. The assessment highlights five material topic areas: Climate Change, Resource Consumption, Own Workforce, Supply Chain Due Diligence, and Customer & Product Safety. We address these through three central and interlinked fields of action:

1. Climate Change & GHG Emissions Reduction

We have set ourselves the clear goal of achieving balance-sheet carbon neutrality in Scope 1 and 2 at our own sites by the end of end of 2025. We have already reduced the Scope 1&2 emissions by 88% compared to the baseline year 2019 and we will offset all GHG emissions that remain in 2026 ff. We have also defined a new goal for achieving absolute climate neutrality: by 2035 at the latest, we will be operating all WITTE sites using 100% renewable energy.
To reach this goal, we focus on:

- Further increasing energy efficiency across all plants,
- expanding the use and on-site generation of renewable energy,
- electrifying all remaining fossil-fuel-based production processes and heating systems.

Most of our greenhouse gas emissions lie within Scope 3, specifically in the upstream stages of the value chain for purchased materials and components. We aim to gradually reduce these indirect emissions and finally achieve Scope 1-3 Carbon Neutrality by considering and prioritizing the Product Carbon Footprint in material selection and design choices as well as selecting suppliers based on their Corporate Carbon Footprint and renewable energy use. Our climate strategy emphasizes areas where we can directly influence outcomes while collaborating closely with customers and suppliers to address upstream emissions.

2. Circular Economy & Resource Efficiency

Reducing primary raw material use is essential for lowering environmental impacts and for contributing to climate and biodiversity protection. Accordingly, we pursue the following strategic priorities:

- integrating recycled materials in our products wherever technically and economically feasible,
- promoting design principles that enable disassembly and recyclability,
- systematically reducing scrap in production,
- strengthening internal waste sorting and recycling processes,
- developing sustainable packaging concepts, including reusable and lightweight solutions.

Our purchasing department continuously evaluates the market for circular materials and suppliers, while Product Development incorporates eco-design principles from the earliest stages of the product lifecycle.

3. Employer, Product & Supply Chain Responsibility

We are committed to acting responsibly within our own operations and throughout our entire value chain. This includes:

- Implementing and further developing our group-wide Compliance Program.
- Improving workplace health, safety, and wellbeing.
- Ensuring equal opportunities in recruitment and personnel development.
- Guaranteeing product safety and customer satisfaction through robust development and quality management processes.
- Complying with human rights requirements and due diligence obligations.
- strengthening sustainability performance within our supplier network.

We work closely with our supply chain partners, require transparency on sustainability performance, and support compliance with international standards and legal requirements. This includes cascading expectations into the upstream value chain.

5

MATERIAL TOPICS

GRI 301 – MATERIALS

Actual and potential Impacts:
Including description of activities and business relationships leading to negative 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, electronic components, contains various rare earth elements and precious metals. The extraction of these raw materials (potentially) causes destructions of valuable natural areas and ecosystems. 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 stages of the upstream value chain up to the final WITTE product.

Policies and Commitments:
The goal of minimizing the use of primary resources is incorporated in our Corporate Environmental & Energy Policy:

"The resources of our earth are finite. Every company – but also every individual – has a special environmental responsibility. [...] The basis for sustainable and environmentally friendly products is laid during their development. This includes a well-planned use of resources [...]. 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."

WITTE is committed to all sustainability agreements with customers and concludes binding sustainability agreements with direct suppliers. This includes agreements and requirements concerning responsible resource use as well as circularity of materials and products.

Engagement with Stakeholders:
Often, the use of alternative materials requires balancing different target dimensions such as quality, cost, availability, security of supply, circularity, and/or emissions reduction. In discussions with our customers, we aim to make conflicts between those target dimensions transparent and together find solutions that fulfill all targets sufficiently. This also includes joint three-party projects and collaborations with both our customers and suppliers.

Strategies, Processes and Actions taken to manage the topic:
Circular Economy is one of our key fields of action outlined in our Sustainability Strategy. The biggest levers for the reduction of primary resource consumption lie in our **Product Design** and our **Supply Chain Management.**

1 Sustainable Supply Chain Management (SSCM)

2 Eco-Design - Selection of low-emission materials & components

With our comprehensive Sustainable Supply Chain Management Strategy, that is also described in the management approach „Supplier Environmental and Social Assessment", we pursue the target of increasing the overall environmental sustainability performance of our upstream supply chain. This includes 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. All these goals and approaches put a special emphasis on the topics of Circular Economy and responsible use of resources. By offering training sessions to our suppliers, we actively engage with them on environmental topics and increase their knowledge in this field.

WITTE strives to improve the circularity of products by promoting and increasing the use of recycled materials. We drive progress in using innovative recycled materials by engaging in cross-functional projects. At the same time, we are constantly screening the market for new alternative materials that are available in stable quantities and suitable for use in our products.

In product development, we continue to integrate eco-design criteria into the product development process. Feasibility checks for use of recycled materials are mandatory in all new development projects. All WITTE products adhere to our long-standing design principle of lightweight construction, while improving recyclability and disassembly of WITTE products remains key.
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 collect differentiated data related to the share of recycled and biomass-based material contained in the plastics we use and integrate these data into our Product Lifecycle Management software. To further improve the foundation for design decisions and reduce the effort required for data management, we are continuing to work on connecting the various data sources (data sheets, IMDS, external databases, Catena-X), automatically consolidating them, and making them easy to use.

Goals, Targets, Indicators and Progress:
Our primary goal regarding resource consumption remains to increase the proportion of recycled materials, with a particular focus on plastics. A special emphasis is on the selection of recycled materials in new projects.

For this reason, over the past two years we have conducted training sessions on recycled materials for all product developers, during which the potentials, properties, and current challenges associated with the use of different mechanically and chemically recycled materials were explained and discussed.

WITTE manufactures technically complex, safety-critical products. As a result, we face high demands on the durability and performance of materials, which often leads to target conflicts regarding cost and sustainability. This applies in particular to the use of recycled materials. For this reason, we have also trained our sales team on this topic and are in ongoing discussions with our customers in the context of new contracts to determine how these conflicting priorities can be resolved or balanced.

301-1 Materials used by weight

MATERIAL TYPE	SCOPE	VOLUME 2023 [T]	VOLUME 2024 [T]	VOLUME 2025 [T]	CHANGE 25 VS 23 [%]
Steel & Metals (incl. Chrome-plated metal parts)	Europe	**20.585**	**19.006**	**17.864**	**-13,2**
	China	**/**	**3555**	**3.035**	
	Group		**22.561**	**20.899**	
Plastics (including recycled materials, painted and coated plastic parts)	Europe	**12.945**	**14.014**	**13.482**	**+4,1**
	China	**/**	**936**	**915**	
	Group		**14.950**	**14.397**	
Electronic components	Europe	**1.683**	**1.784**	**1.521**	**-9,6%**
	China	**/**	**333**	**304**	
	Group		**2.117**	**1.825**	
Coatings, paint and hardener	Europe	**461**	**360**	**379**	**-17,8**
	China	**/**	**135**	**129**	
	Group		**495**	**508**	
Others, incl. Auxiliary and packaging materials	Europe	**4.066**	**4.090**	**3.882**	**-4,5**
	China	**/**	**14**	**11**	
	Group	**4.066**	**5.004**	**3.893**	
Total	Europe	**39.740**	**39.254**	**37.128**	**-6,5**
	China	**/**	**4.973**	**4.385**	
	Group	**39.740**	**44.227**	**41.513**	

While the total volume of metal goods purchased has declined significantly over the past two years, the total weight of plastics has increased slightly compared to 2023. This was primarily due to changes in the product portfolio and corresponding trends in product design. The declines in other product categories and in the total weight of purchased goods are primarily due to a decrease in production volume, but are also partly the result of design trends toward smaller, lighter exterior door handles, as well as changes in our product portfolio and mix.

A significant decline is also evident in the category of packaging materials (-4.5%). This is attributable, among other things, to the increase of reusable systems,resulting in a decrease of single-use packaging by 41t. Additionally, we replaced parts of our bubble wrap and padding materials by re-using packaging delivered by suppliers for cushioning purposes. Some plastics packaging is also now included in the plastics category because we received additional data on the specific material of the packaging.

301-2 Recycled Input Materials Used

	2023	2024	2025
Total weight of plastics with recycled content [t]	**2.052**	**1.815**	**1.770**
Share in overall plastics volume EU [%]	**15,85**	**12,95**	**13,13**
Share in overall plastics volume Total [%]	**/**	**12,14**	**12,29**

The total weight of recycled plastic purchased, as well as the proportion of recycled material within the total plastics volume, has declined slightly over the past two years. This was primarily because a key product in which we used large quantities of recycled material reached the end of its production cycle and was discontinued.

In new development projects and orders set to begin production in the coming years, we have made good progress regarding the use of recycled materials: **In the new projects we secured in 2025, we were able to increase the proportion of recycled material in the plastic parts to an average of 20,4%.** We expect that this success will also be reflected in the KPIs shown above in the coming years.

GRI 302 & 305 – ENERGY & EMISSIONS

Actual and potential Impacts:
Limiting global warming is one of the greatest challenges of our time and is of vital importance to both society and the economy. As a result, stakeholders - particularly our customers - are placing an increasing emphasis on energy efficiency and decarbonization, setting new requirements and expectations for transparent and measurable progress.

As a manufacturing company, a certain level of energy consumption is inherently linked to our business activities. The most significant actual negative impacts we can influence arise from energy use at our own sites, particularly from the continued reliance on limited fossil fuels for heating and certain production processes. While all our locations are supplied with 100% renewable electricity, dependencies on fossil energy sources remain in specific areas of our operations. Consequently, greenhouse gas emissions associated with energy consumption represent the most material environmental impact of our production activities.

Beyond our own operations, energy consumption in the upstream value chain is also of high relevance, although it is not directly controlled by us. The procurement of raw materials and components - especially plastics, metals and electronic parts - is associated with substantial energy use and greenhouse gas emissions. These effects can occur across multiple stages of the value chain and contribute to our overall environmental footprint.

At the same time, significant positive impacts arise from our energy-related initiatives. The implementation of energy management systems and continuous efficiency measures contributes to reducing overall energy consumption and operating costs over time. The transition to renewable electricity, on-site energy generation (e.g. solar power), and the electrification of processes help to lower actual emissions and conserve remaining fossil resources. Furthermore, integrating energy efficiency and emission reduction requirements into supplier management supports the amplification of positive impacts along the value chain.

Policies and Commitments:
Our approach to managing energy consumption and greenhouse gas emissions is anchored in the WITTE Environmental & Energy Policy, which defines the overarching principles and commitments for all locations worldwide. WITTE Automotive is committed to reducing greenhouse gas emissions, increasing energy efficiency and expanding the use of renewable energy sources as core elements of its corporate strategy.

The policy establishes a framework for the continuous improvement of energy-related performance and the systematic development of environmental and energy management systems. This includes compliance with all applicable legal requirements as well as the definition, monitoring, and regular review of energy-related targets. Management ensures that the necessary resources are provided and assumes responsibility for driving continuous improvement.

Energy and emissions considerations are integrated across the product lifecycle. From the development phase onwards, WITTE focuses on energy-efficient design and production methods, aiming to minimize environmental impacts during manufacturing, use and end-of-life.

These commitments are complemented by binding sustainability agreements with customers and the integration of sustainability and energy-related requirements into supplier relationships.

Engagement with Stakeholders:
WITTE Automotive maintains an active dialogue with key stakeholders regarding energy consumption and greenhouse gas emissions. Customers increasingly expect transparent reporting, energy-efficient operations, and measurable progress in decarbonization, which WITTE addresses by aligning internal processes and performance monitoring accordingly.

Collaboration with customers and suppliers primarily focuses on reducing greenhouse gas emissions along the value chain. This includes the evaluation of alternative materials and purchased components with lower carbon footprints, for example due to less energy-intensive production processes. While energy efficiency aspects are also considered, the main emphasis lies on emission reduction potentials related to purchased goods and materials. Customer requirements are adopted by WITTE and further communicated along the supply chain, supporting the transition towards lower-emission products and processes.

Strategies & Processes to manage the topic:
As part of our environmental responsibility, we aim to minimize the environmental impact of our business activities — both at our own locations and along the upstream and downstream stages of the product life cycle.

Based on detailed assessments and the experience gained in recent years, we have defined and solidified two key strategic areas for environmental protection: **Carbon Neutrality & Emissions Reduction and Circular Economy & Resource Efficiency.**

These areas guide our actions across our own operations, supply chains, and product life cycles.

The implementation of our energy and environmental strategies is embedded in our organizational structures and management systems. At all WITTE locations, the Health, Safety, Energy and Environment departments are responsible for managing the environmental and energy management systems and for coordinating the related activities. Targets and measures are defined in close cooperation with the relevant department heads and senior management teams. Our central Sustainability Management Department coordinates, supports and advises the functions and locations involved in implementing the strategies and identifying new solutions. It is responsible for group-wide strategy development and target setting in the field of sustainability, including energy- and emissions-related topics.

We also consider employee involvement an important element of our approach. Regular training courses raise awareness of energy-efficient and environmentally friendly behavior and provide insights into the principles and objectives of our management systems. Managers act as role models and encourage employees to contribute their own ideas.

Our approach to managing Carbon Neutrality & Emissions Reduction in the upstream value chain is shared across several central functions and is described in more detail in the chapters „Supplier Environmental & Social Assessment and Materials“. Purchasing integrates environmental criteria into supplier selection and explores more sustainable material options, Product Development is responsible for Ecodesign strategies and actions, and the logistics department works on the ecological optimization of transport processes.

For the reduction of GHG emissions and energy consumption in our own plants and facilities, particularly Scope 1 and Scope 2 emissions, our key strategies to achieve our targets remain unchanged:

1. Increase Energy Efficiency
Through the consistent implementation of our energy management systems in accordance with DIN EN ISO 50001:2018, we continuously improve our energy efficiency, reduce our energy consumption, and lower associated greenhouse gas emissions. This remains the most important and cost-efficient lever for reducing our energy use.

2. Switch to Renewable Energies
Since January 1, 2021, all all European WITTE locations have been sourcing 100% of their electricity from renewable sources through the purchase of corresponding certificates of origin. At the same time, we are gradually electrifying the remaining processes currently powered by fossil fuels to increase the share of renewable energy sources in our plants to 100%.

3. Produce Renewable Energies
Wherever feasible, we install photovoltaic systems on company roofs and properties. In addition, we use heat pumps to make use of the energy contained in ambient air for heating and cooling purposes.

4. Offset Remaining Emissions
Starting in 2026, we will offset all remaining Scope 1 & 2 emissions that cannot yet be avoided by investing in high-quality, certified Carbon avoidance and/or removal projects.

Goals, Targets, Actions, Indicators and Progress:
Goals & Targets
For the reduction of greenhouse gas emissions and energy consumption in our own plants and facilities, particularly Scope 1 & 2 emissions, our major targets mostly remain stable, but have been reviewed, updated and supplemented by additional objectives:

- **From 2026 on, we will offset all remaining Scope 1 and 2 emissions of the European plants.** The estimated remaining emissions expected for 2026 have already

been included in the 2026 cost planning, and the corresponding budget has been allocated for the purchase of emission certificates.
- We aim to operate all facilities and processes with 100% green energy by the end of 2035 latest.
- By the end of 2028, we aim to reduce Group-wide energy consumption by 15% compared to the base year 2019.
- As part of our systematic energy management approach, we plan to achieve ISO 50001 certification for our Czech plants by end of 2026.
- A comprehensive metering infrastructure and close monitoring of our energy consumption form the basis for identifying and realizing energy-saving and efficiency potentials. We are continuously expanding and systemizing this data basis in order to increase transparency, identify relevant consumption patterns and derive targeted measures.
- To ensure the long-term viability and efficiency of our building infrastructure, we will continue to implement modernization programs at numerous locations. These programs focus in particular on heating, ventilation and air conditioning systems and are based on comprehensive system solutions that reflect the latest state of the art.

Indicators and Actions:
Energy Management:
302-4 Reduction of energy consumption
Building on the defined targets, the following section describes the measures implemented 2024 & 2025 to improve energy performance across the organization:

At the Bitburg plant, several energy efficiency measures were implemented to reduce electricity and overall energy consumption. In 2024, the shutdown behavior of machines was optimized, resulting in electricity savings of **46 MWh**. In addition, an old injection molding machine was replaced with a new, more energy-efficient machine, achieving further savings of **96 MWh**. In 2025, the replacement of an old compressor with a newer model contributed to an additional reduction in electricity consumption of **33 MWh**. Furthermore, the use of heat recovery from the compressor to support the heating system reduced overall energy consumption by **57 MWh**.

In Ostrov, the temperature in the drying cabins of the paint shop was reduced to the technically required minimum to ensure qualitative painting. This measure resulted in an energy saving of **565 MWh and around 100t CO2.**

In 2024, our headquarters in Velbert reduced energy demand by switching to SAP Cloud and shutting down local servers. Additional savings resulted from the temporary closure of office areas, monitoring of the heating system and the closure of the Haberstraße location. Together, these measures accounted for an energy reduction of **27 MWh and substantial savings in GHG-Emissions.**
In 2025, the Velbert site continued to improve energy efficiency by replacing fluorescent tubes with energy-efficient LED technology. This measure resulted in electricity savings of **99 MWh.**

Exterior view of the Ruse plant

A major focus at the Niederberg plant was the optimization of lighting. The implementation of the lighting concept in construction phase 1, without lighting control, resulted in energy savings of **174 MWh**. In construction phase 2, the lighting concept was further enhanced with controlled lighting, leading to additional savings of **86 MWh.**

Further energy savings were achieved by optimizing production capacities. Two casting machines were shut down and the corresponding capacities were consolidated with other die-casting machines, resulting in a reduction of **71 MWh.**

Additional measures focused on the improvement of technical infrastructure. The batch operation of the remelting furnace contributed to energy savings of **43 MWh**. In the compressor station, the replacement of the dryer reduced energy consumption by **10 MWh**, while the installation of a frequency-controlled compressor achieved further savings of **32 MWh.**

At our plant in Ruse, Bulgaria, several measures were implemented to reduce energy consumption. In 2024, the technical optimization of a process step in the production line resulted in energy savings of **4 MWh**. Further savings were achieved through the replacement of fluorescent lighting with energy-efficient LED lighting in production areas.

Although the absolute energy savings could not be measured precisely, the measure is expected to reduce electricity consumption by approximately **30%** in the affected areas. In addition, Ruse implemented several process optimization measures that contributed to combined energy savings of **2 MWh** as well as significant productivity improvements.

At our VAST China locations, during 2024 conventional lighting in the production halls was replaced with LED lighting, large industrial fans were installed to reduce the need for air conditioning, and the winter temperature control of the ESD room was optimized after technical testing.

In 2025, the compressed-air system was retrofitted with leak detection and automatic shut-off, an energy monitoring system was introduced, low-energy air-conditioning units were installed, and an intelligent lighting control system was implemented. These measures resulted in cumulative electricity savings of **271 MWh** in 2024 and **316 MWh** in 2025.

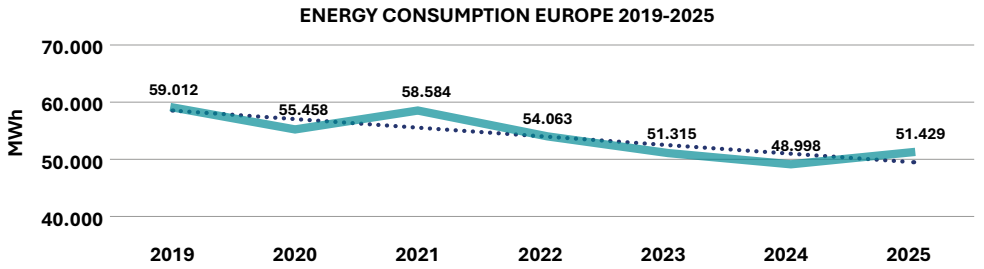
Overall, the quantifiable measures implemented in 2024 and 2025 resulted in calculated energy savings of approximately 1.932 MWh, complemented by additional optimizations and effects whose impact was not individually tracked or separately quantified.

As a result of the measures implemented, WITTE was initially able to continue the positive trend in energy consumption and energy intensity in 2024.

In 2025, the development of energy consumption was influenced by several structual opposing effects. New production areas in Ostrov (Ostrov 2) and Ruse (WAB 3), as well as the acquisition of Forez BG in 2024, led to additional energy consumers compared to 2019. Additional gas consumption in the heating systems at the WNI and WAC sites also had a negative impact on energy consumption and Scope 1 & 2 emissions during the 2024/2025 heating periods.

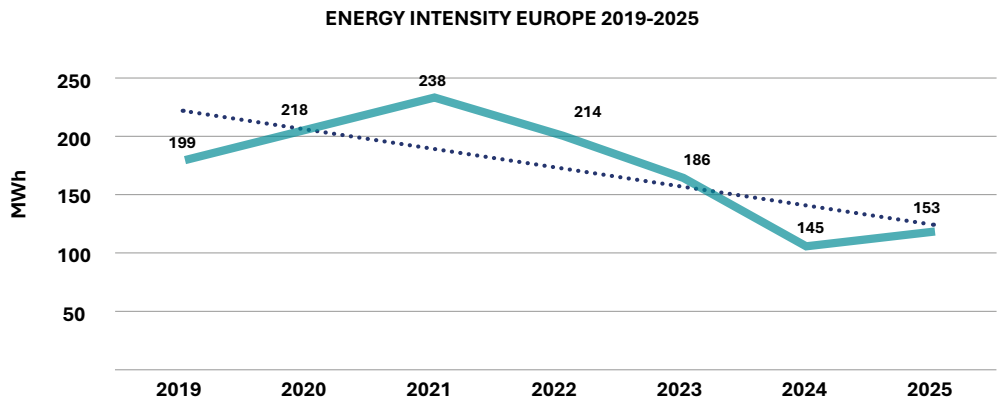
In addition, the effects of the economic slowdown in Automotive industry became noticeable from 2025 onwards. Lower customer call-offs and reduced production volumes meant that equipment and processes could not always be operated at optimal efficiency levels. At the same time, cost pressure, lower margins and rising material costs increased economic pressure. As a result, individual measures to improve energy efficiency had to be postponed. Higher material costs and lower value creation also had a negative impact on energy intensity.

302-1 Energy Consumption within the organization



	2024	2025
China [MWh/t€]	**24.917**	**26.488**
Group [MWh/t€]	**73.915**	**77.917**

302-3 Energy Intensity



	2024	2025
China [MWh/t€]	**286**	**303**
Group [MWh/t€]	**174**	**184**

With regard to the target of limiting Group-wide energy consumption to around **50,000 MWh by 2028**, the development remains challenging. This target is further complicated by the continuous expansion of the reporting boundary.

WITTE remains fully committed to the targets. Further measures have already been planned, implemented or are currently being implemented for 2026.

302-2 Energy Consumption outside of the organization

Energy consumption outside the organization comprises fuel and electricity consumption from company vehicles.

302-5 Reductions in energy requirements of products and services

No data available

Greenhouse Gas Emissions:

305-5 Reduction of GHG emissions

The following emissions reduction measures were implemented in our locations during the reporting period:

In Ostrov, the temperature in the drying cabins of the paint shop was reduced to the technically required minimum while ensuring the required painting quality. Beyond the energy savings already reported, this measure also resulted in an estimated reduction of approximately **100 t CO_2**.

Across our German locations, the share of e-mobility increased from 23 vehicles (19.5%) in 2023 to 31 vehicles (26.5%) in 2024 and further to 34 vehicles (32%) in 2025. This supports the reduction of fuel-related emissions from the vehicle fleet.

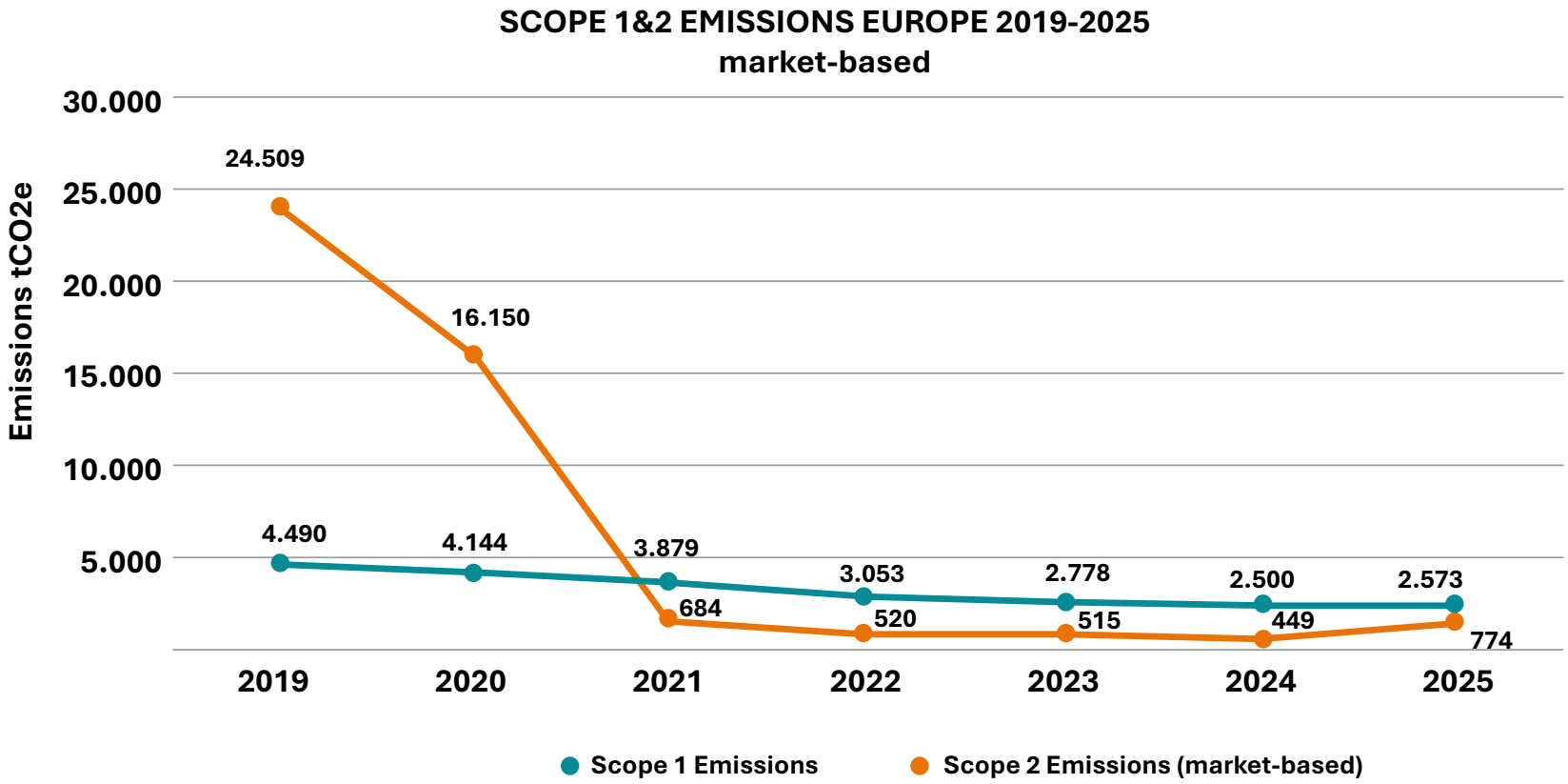
Our headquarters in Velbert expanded the use of renewable energy: A photovoltaic system was put into operation in January 2025 and generated an energy-related effect of **39 MWh**. This measure contributes to increasing the share of self-generated renewable electricity and reducing the site's dependence on externally sourced energy.

At the Ruse plant, direct emissions were reduced through the replacement of LPG/propane-butane forklifts with electric forklifts in internal logistics, resulting in a CO_2 reduction of approximately **11.4 t**. In addition, reduced employee transport for Injection Molding employees resulted in further savings of **12 t CO_2**. Overall, the quantified CO_2 reduction from the Injection Molding relocation amounts to **13.1 t CO_2**.

At VAST China, CO2 reductions were achieved by optimizing furnace schedules, switching 22 diesel forklifts to electric forklifts, and increasing green power procurement from 35% in 2024 to 85% in 2025. This resulted in combined reductions of **5.654 tCO_2.**

The quantified measures resulted in CO_2 savings of approximately 124 t. Beyond these measured effects, additional non-quantified improvements are expected to have contributed positively to overall emissions performance. By implementing new measures and continuing existing initiatives, WITTE Automotive Europe was able to maintain the positive trend in 2024.

305-1 Direct (Scope 1) GHG emissions
305-2 Energy indirect (Scope 2) GHG emissions



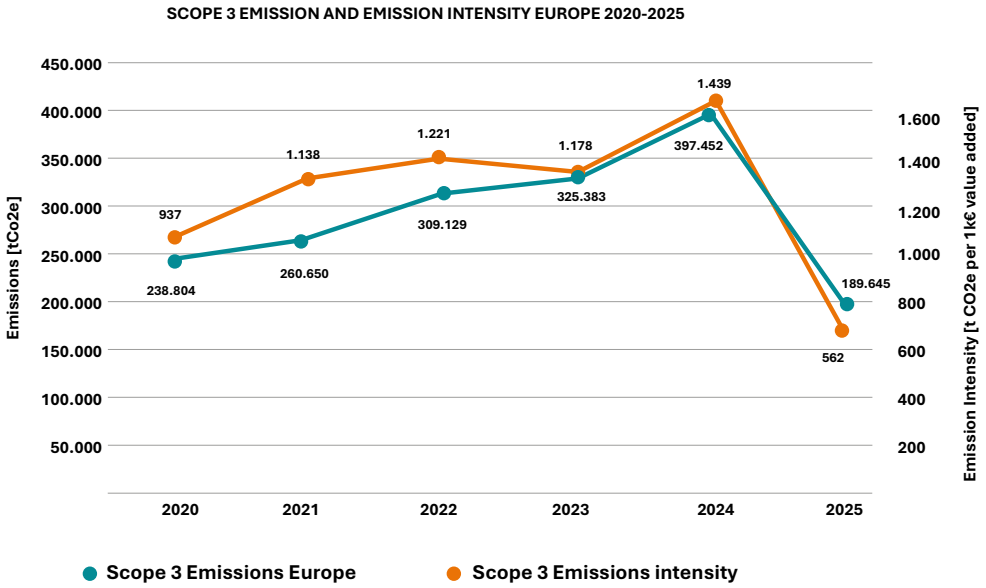
	2019	2020	2021	2022	2023	2024	2025
Europe Scope 2 (location based) [tCO2e]	**24.509**	**15.689**	**16.717**	**16.774**	**16.313**	**15.240**	**15.675**

		2024 [tCO2e]	2025 [tCO2e]
Scope 1	China	1.504	1.474
Scope 1	Global	3.963	3.970
Scope 2 (market based)	China	277	59
Scope 2 (market based)	Global	768	864
Scope 2 (location based)	China	10.356	9.532
Scope 2 (location based)	Global	25.638	25.742

As with energy consumption, we could not continue the positive emissions trend in 2025. This was mainly driven by higher facility-related emissions and postponed investments due to the economic situation. A colder winter compared with the previous period led to generally higher heating demand and increased gas consumption, particularly at the Niederberg and Nejdek sites due to their facility conditions. At Nejdek, this effect was further intensified by the relocation of injection molding machines, as the loss of waste heat from production equipment had to be compensated by the heating system.
Countermeasures have already been implemented end of 2025 and beginning of 2026, and consumption as well as related emissions at the Ostrov and Niederberg sites are expected to decrease again. Furthermore, the gradual relocation activities within our new production network setup are expected to contribute to lower emissions in 2026 and the following years.

Until the planned facility investments can be realized, a residual level of emissions will remain, which WITTE Automotive Europe will compensate through high-quality carbon offsets, as described above.

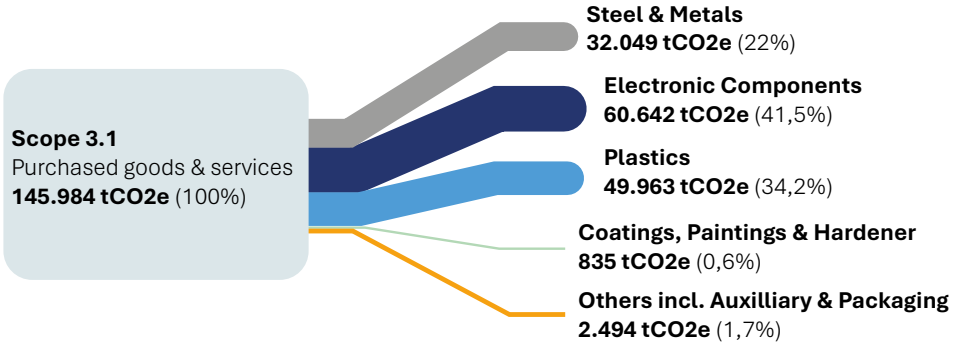
305-3 Other indirect (Scope 3) GHG emissions
305-4 GHG emission intensity

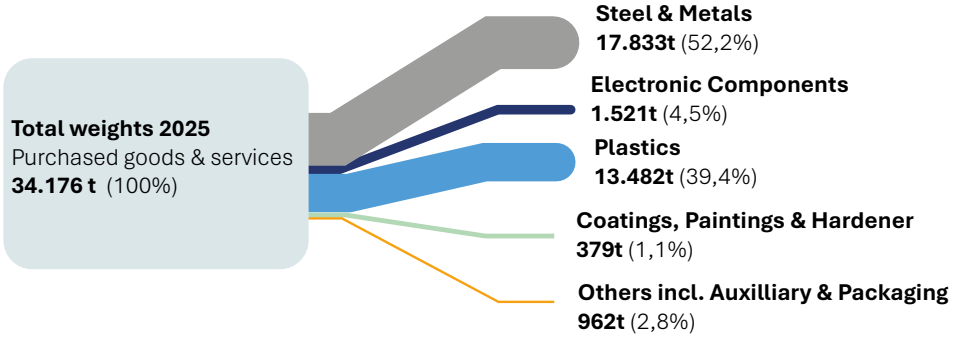


		2024	2025
Scope 3 Emission [tCO2e]	China	67.057	67.367
Scope 3 Emission intensity [tCO2e/t€*]	China	771	771
Scope 3 Emission [tCO2e]	Global	464.509	257.012
Scope 3 Emission intensity [tCO2e/t€*]	Global	1.094	607

*Added Value (revenues - material costs) is used as reference value.

Scope 3.1 Purchased Goods and services – Detail view on Emissions & Weights Europe (2025)





Our Scope 3 emissions decreased substantially by a total of 52.3% in 2025 due to the following activities and factors:

- The total weight of purchased parts, particularly steel and metal, has decreased (see chapter “Materials”)
- We conducted deep-dive analyses and breakdown of our purchased goods and the materials they contain, with a focus on electronic parts.
- During 2025, we gained access to additional databases for emission factors by using new software. This has enabled us to select and apply more specific emission factors for the differentiated goods.

The effects were particularly pronounced for steel (-30%) and electronics (-75%). It showed that the non-differentiated, top-down approach for the Scope 3.1 calculation we followed in the recent years, combined with the use of generic emission factors, provided a good overview of the emissions hotspots, but did not deliver a precise picture of the actual status quo. Following this insight, we will continue and prioritize our actions to gain access to primary emissions data from the upstream supply chain and to further improve our calculation methodologies.

305-6 Emissions of ozone-depleting substances (ODS)
No ODS emissions recorded

305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions
No direct Emissions / Information‘s recorded

GRI 304 – BIODIVERSITY

Actual and potential Impacts:

304-2 Significant impacts of activities, products and services on biodiversity
Our business activities have numerous potential and actual negative impacts on biodiversity. 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.

The greatest negative effects on biodiversity are caused by the destruction of natural habitats as a result of land use for raw material extraction. Furthermore, the production and processing of goods such as plastics, metals, and electronic products generate various forms of environmental pollution, which eventually have a negative impact on the number and diversity of species.

Furthermore, our direct and indirect CO2 emissions also have a negative impact on biodiversity.

Our facilities occupy a significant amount of land, most of which is now sealed/paved. However, all of these facilities are located on developed land and/or sites that were previously used for economic activities.

Policies and Commitments:
All biodiversity-related topics and actions, especially resource and energy management, are covered by our Environmental & Energy Policy:

"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."

Engagement with Stakeholders:
We maintain an open, trusting, and appreciative relationship with all our stakeholders, including customers, neighbors, authorities, and the public.

We communicate transparently about how WITTE fulfills its environmental and social responsibilities, including our goals and actions to reduce negative impacts on biodiversity.

Whenever appropriate, we engage with local communities, conservation NGOs, and scientific institutions to better understand and conserve local biodiversity values biodiversity values.

Strategies & Processes to manage the topic:
We recognize that biodiversity and functional ecosystems are fundamental to planetary health, community resilience, and long-term business stability. We strive to contribute to avoiding net loss of natural habitats, protecting threatened species, and promoting nature-positive outcomes where possible.

Biodiversity considerations are integrated into our risk management and environmental management system. Site-level environmental impact assessments include biodiversity screening.

Operations:
For all relevant new construction projects, such as the construction of new facilities or the expansion of our existing sites, we commission a comprehensive environmental impact assessment. This includes identifying and analyzing any potential negative effects the project may have on biodiversity. If necessary, we make appropriate adjustments based on the findings of these assessments to minimize the project's negative impacts.

Within our environmental management system, we closely monitor and assess all processes, resource outflows and emissions that have a (potential) negative impact on biodiversity and ecosystems. Risk prevention is a fundamental guiding principle in all areas of our company. If limit values are nonetheless exceeded or damage occurs, we will immediately take corrective action and repair the damage, if possible.

Supply Chain:
As described above, our greatest negative impacts on biodiversity are linked to our primary resource consumption and our direct and indirect greenhouse gas emissions. Our strategies for reducing these impacts therefore focus on increasing the use of recycled materials and the circularity of our products, as well as on reducing emissions, particularly in Scope 3.

Details on these strategies can be found in the respective management approaches for GRI 301 – Materials and GRI 302 & 505 – Energy and Emissions.

Goals, Targets, Actions, Indicators and Progress:
Our ongoing target is to avoid operations in UNESCO World Heritage sites and IUCN-protected areas, as well as preventing any negative impact on endangered species by our direct operations and future construction activities.

Measuring indirect and supply chain impacts remains complex. Our goal for the upcoming years concerning biodiversity protection in our value chain is to develop comprehensive biodiversity footprint metrics and to expand supplier engagement programs to include all high-impact commodities.

In our future carbon offsetting activities, we will prioritize financing projects with additional positive impacts on biodiversity promotion, ecosystem conservation and restoration.

304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas
0% of our major operational sites are located within or adjacent to legally protected areas or Key Biodiversity Areas (KBAs).

304-3 Habitats protected or restored
No habitats protected or restored in the reporting period. We have not taken the initiative or been requested by relevant organizations to engage in public welfare activities related to protecting and restoring habitats.

304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations

Our operation activities do not affect habitats of any species on the IUCN Red List and any on national conservation lists.

GRI 306 – WASTE

306-1 Actual and potential Impacts:
As a manufacturer of components for the automotive industry, WITTE Automotive's business activities are associated with actual and potential environmental impacts related to waste generation. These impacts occur both within our own operations and along the upstream and downstream value chain.

The main materials used in our products include plastics, metals and purchased electronic components. Waste-related impacts may arise during the extraction, processing, manufacturing, or transport of these materials and products. Although these impacts mainly occur in the upstream value chain and outside our direct operational control, they are connected to our business activities through our procurement decisions, material requirements, product design and supplier relationships.

Within our own operations, waste is mainly generated through production processes, such as production scrap, packaging, maintenance activities, and administrative processes. Relevant waste streams include plastics, metals, mixed commercial waste, electronic waste, emulsions, paper, and cardboard. Most of these are non-hazardous. If not properly handled, these waste streams may lead to negative impacts such as soil or water contamination, unnecessary use of landfill or incineration capacity, and the loss of valuable materials.

Waste-related impacts are also influenced by product design and packaging concepts. Material selection, recyclability, reusable packaging and optimized logistics can help reduce waste volumes and support a more circular use of resources.

Policies and Commitments:
Our approach to managing waste-related impacts is anchored in the WITTE Environmental & Energy Policy, which defines the environmental principles and commitments for all locations worldwide. WITTE Automotive is committed to minimizing waste, using resources responsibly, reducing the use of primary raw materials and ensuring the safe handling of chemicals and hazardous substances.

The policy supports the continuous improvement of environmental performance and includes compliance with legal requirements, proper waste separation, storage and disposal, as well as measures to reduce negative environmental impacts.

Waste prevention and resource efficiency are closely linked to our material strategy. We aim to integrate recycled materials wherever technically and economically feasible, promote design principles that enable disassembly and recyclability, reduce scrap in production, improve internal waste sorting and recycling processes and develop sustainable packaging concepts such as reusable and lightweight solutions.

These commitments are supported by Purchasing, Product Development, Logistics and HSEE. Purchasing evaluates circular materials and suppliers, while Product Development integrates eco-design principles from the early stages of the product lifecycle. Employees are trained and encouraged to handle resources responsibly, separate waste correctly and identify improvement opportunities.

Engagement with Stakeholders:
WITTE Automotive engages with relevant stakeholders to improve waste management, resource efficiency and circular economy practices. Key stakeholders include customers, suppliers, waste management and recycling service providers, authorities and employees.

Customer and supplier dialogue focuses on waste reduction, recycled and recyclable materials, reusable packaging concepts and the integration of circular economy principles into products and processes. Customer requirements are assessed internally and, where relevant, communicated along the supply chain.

WITTE cooperates with qualified waste management and recycling service providers to ensure proper waste separation, recycling and disposal in line with legal requirements. Exchange with authorities supports regulatory compliance and the continuous improvement of waste-related processes.

Employees are involved through training, briefings and internal communication to promote responsible waste handling, correct separation of waste streams and the identification of improvement opportunities in daily operations.

306-2 Strategies & Processes to manage the topic

WITTE Automotive manages waste-related impacts as part of its circular economy approach. The focus lies on optimizing waste streams from production processes, minimizing waste quantities and ensuring that unavoidable waste is treated in the best possible way. Waste management is integrated into the DIN ISO 14001:2015-certified environmental management systems at our locations.

Our approach follows the waste hierarchy:

1. We first aim to avoid and reduce waste, including the use of hazardous substances, by implementing low-waste processes and environmentally friendly operating materials.
2. Secondly, we seek to reuse production waste wherever technically and economically feasible, for example by feeding sprues, scrap and other residues back into internal or external recycling processes.
3. Waste that cannot be avoided or reused is separated by type and transferred to qualified waste management or recycling service providers, with material recycling preferred over energy recovery or disposal. Particular attention is given to hazardous waste, which is handled, stored, documented and disposed of in accordance with applicable legal requirements.

Waste-related data is collected based on actual waste collections at the WITTE locations. Depending on the waste stream and local requirements, waste is either collected regularly or picked up on demand by external waste management service providers. For each collection, transfer or collection documents are issued by the service provider. These documents provide the basis for recording relevant waste data, such as waste type, quantity, disposal or recycling route and service provider. The data is entered into Quentic, our HSEE software, and is additionally maintained in Excel files where needed for location-specific analyses, plausibility checks and further internal evaluations. This enables WITTE to monitor waste quantities, track developments over time and identify opportunities for improvement.

Responsibility for waste management lies with the HSEE departments at the WITTE locations, which coordinate activities, monitor compliance and define targets together with department heads and senior management. Central functions also contribute to managing waste-related impacts: Purchasing evaluates circular materials and suppliers, Product Development integrates EcoDesign principles such as material efficiency and recyclability, and Logistics supports waste reduction through optimized transport and packaging concepts. The central Sustainability Management Department coordinates group-wide strategies and supports the implementation of improvement measures.

Employees are actively involved through training, briefings and internal communication on responsible resource use, correct waste separation and environmental management objectives. Managers act as role models and encourage employees to contribute improvement ideas, including through the WITTE Idea Management Tool.

Goals, Targets, Actions, Indicators and Progress:

Goals & Targets

Based on this approach, our most important quantitative target is to reduce total waste volumes by **1.5% per year by 2028 compared with the 2019 reference year**. In addition, WITTE Automotive uses the **Waste Utilization Index (WUI)** as a qualitative steering indicator to assess the circularity of our waste. The aim is to improve the utilization of waste streams and reduce the WUI over time by increasing reuse and recycling while minimizing less favorable disposal methods such as energy recovery or landfilling.

Indicators and Progress

In support of our waste-related targets, WITTE Automotive implemented a range of measures in the reporting years 2024 and 2025 aimed at reducing waste quantities, improving waste separation and increasing recycling potential.

At our administrative location in Velbert, waste-related measures focused mainly on improving waste separation and reducing mixed commercial waste. Previously, waste streams such as plastic parts, foils and coffee residues were partly disposed of as mixed commercial waste, where valuable materials could only be recovered to a limited extent. By separating these materials at the source and transferring them to specialized waste management service providers, material recovery was improved and their retention in the circular economy strengthened. This included approximately **0.4 t** of plastic parts for granulation in 2024 and a further **1.4 t** of better-sorted plastic parts in 2025. From 2025 onwards, around **0.12 t of foils per year** and approximately **1.4 t of coffee residues per year** were also collected separately. These measures improved the quality of waste treatment and had a positive effect on the Waste Utilization Index. In addition, donation initiatives for office

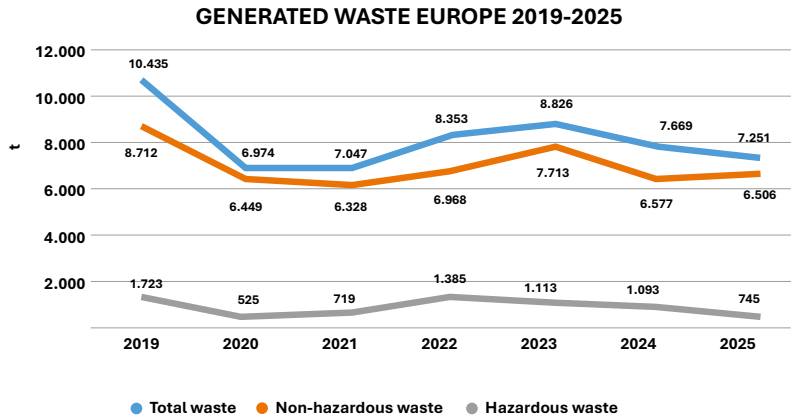
furniture, monitors and laptops contributed to waste prevention by enabling reuse instead of disposal.

A major measure was implemented in the paint shop, where paint residues had previously occurred mainly as paint-water mixtures. Due to their composition, these waste streams were classified as hazardous waste. By introducing chemical and physical separation processes, the water can now be separated from the paint residues and discharged through the appropriate public disposal systems, while the remaining paint residues are collected and disposed of separately. This significantly reduced the amount of hazardous waste generated. In 2025 alone, approximately **228 t** of hazardous waste were avoided through this measure. As the process has been permanently changed, the reduction is expected to continue in future reporting periods.

At the Bulgarian site, waste prevention was supported through the digitalization of processes in different Departments. By reducing paper-based processes, approximately **0.3 t of paper waste** were avoided, with similar annual savings expected in future periods.
In addition, operational process improvements following the relocation of the PCT IM activities contributed to a reduction in packaging material. While the exact amount could not be quantified at the time of reporting, the measure is expected to have a positive impact on waste prevention.

At VAST China, waste volumes were reduced by replacing carton material with recyclable packaging, dewatering and drying paint sludge, and recycling contaminated gun-washing water. Further reductions were achieved through regrinding molding scrap for reuse and measures to reduce zinc slag, resulting in waste reductions of **46 t** in 2024 and **60 t** in 2025

306-3 Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.



		2024	2025
China	Total Waste [t]	924	993
China	Non-Hazardous Waste	621	608
China	Hazardous Waste	303	385
Group	Total Waste [t]	8.594	8.244
Group	Non-Hazardous Waste	7.198	7.114
Group	Hazardous Waste	1.396	1.130

Total waste volumes decreased continuously between 2023 and 2025. Starting from a comparably high level in 2023, among others due to scrapping and relocation efforts related to the closure of the Stahlstraße site, the reduction in 2024 was particularly pronounced in the category of non-hazardous waste. Hazardous waste remained stable in 2024 before decreasing significantly in 2025.

Many of our production processes are already highly optimized in terms of material efficiency. The largest share of our waste consists of direct production scrap, which is closely linked to production volumes and offer only limited further optimization potential. As a result, our overall waste generation remains strongly influenced by production conditions.

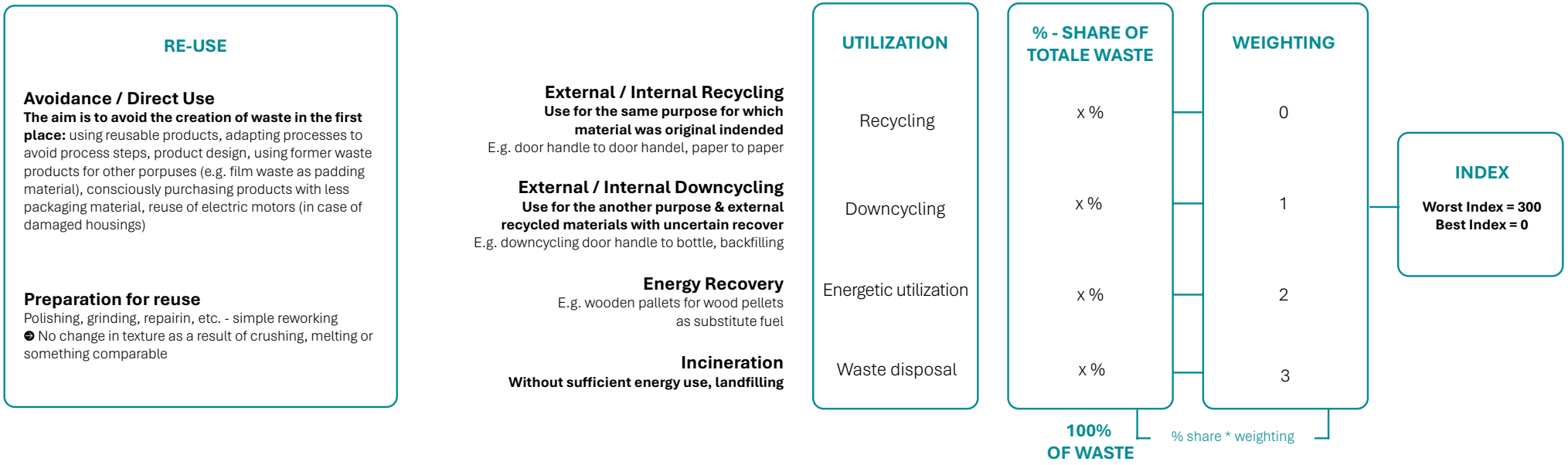
In 2024, the Intensification of the challenging economic situation and the effects of restructuring activities led to lower production volumes and, consequently, to a reduction in waste quantities. This effect was particularly evident in non-hazardous waste, as these waste streams mainly arise from regular production processes and are therefore closely linked to production utilization.

Hazardous waste, however, initially remained almost unchanged. Although routine production-related hazardous waste also decreased, additional special waste was generated as part of the restructuring activities. This included waste from the clearing and cleaning of work areas and warehouses, as well as the disposal of old production equipment and machinery. These additional waste volumes partly offset the production-related decrease, so that the amount of hazardous waste changed only marginally in 2024.

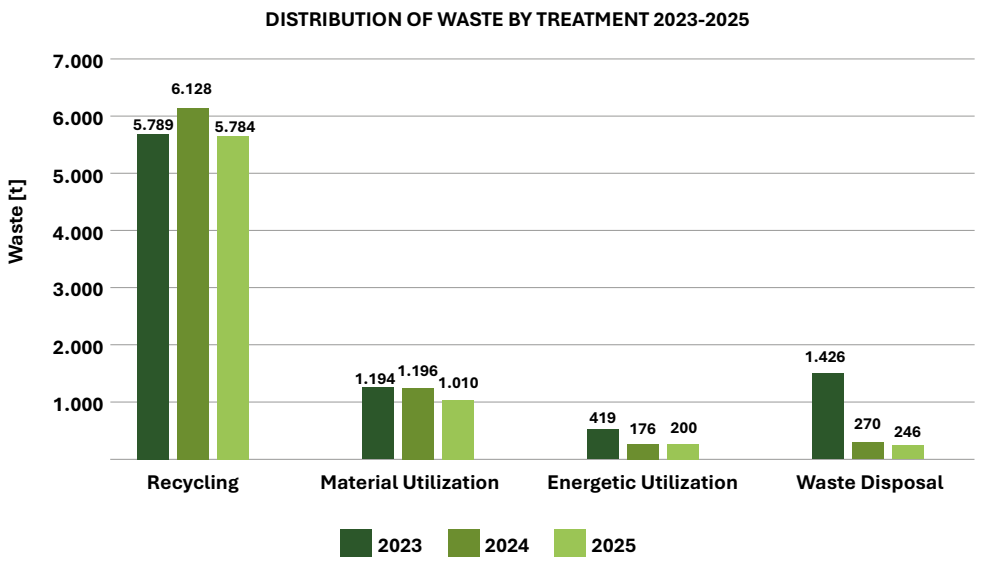
In 2025, non-hazardous waste remained largely stable, reflecting the continued level of production activity. Hazardous waste, however, decreased significantly. This trend was supported by reduced waste volumes resulting from relocation efforts and by the waste prevention measures implemented in the paint shop: By separating paint-water mixtures, the amount of hazardous waste generated in routine processes was substantially reduced.

New Structure of the Waste Utilization Index – WUI

The Waste Utilization Index (WUI) methodology was revised to better reflect the achievable circularity of our waste streams. Previously, the index included five utilization categories, with reuse representing the best possible option. In the revised methodology, the reuse category was removed, and recycling now represents the highest utilization level with a weighting of 0. This reflects the fact that not all waste streams can be directly reused without further processing, while recycling is the most broadly applicable circular treatment option. As a result,



Disclosure 306-4 Waste diverted from disposal
Disclosure 306-5 Waste directed to disposal



	2023	2024	2025
WUI - Waste Utilization Index	66	30	29

The Waste Utilization Index improved significantly from 2023 to 2024 and then remained largely stable from 2024 to 2025. The strong improvement in 2024 was mainly driven by increased data quality and greater transparency regarding the actual treatment of our waste streams. As the WUI was still relatively new at the time of the previous reporting period, several waste streams had initially been assessed using a conservative worst-case approach. During 2023/2024, additional efforts were made to improve sorting processes, engage more closely with waste management service providers and obtain more detailed information on the actual disposal and recovery routes.

As a result, several waste streams could be reclassified more accurately in 2024. In some cases, improved segregation or changes in waste management service providers allowed waste streams to be transferred to more suitable recovery routes. This is reflected in a lower share of disposal and a corresponding shift towards recycling and material utilization in 2024.

From 2024 to 2025, the index remained broadly stable. Although further waste-related measures were implemented, the overall development was influenced by changes in the composition of waste streams. Due to lower production volumes, the amount of recyclable routine production waste also decreased, reducing the positive weighting effect within the index. At the same time, disposal-related waste decreased only slightly, as restructuring and construction activities continued to generate special.

GRI 308 & 414 SUPPLIER ENVIRONMENTAL & SOCIAL ASSESSMENT

This management approach covers and includes the following material topics:
GRI 308 - Supplier Environmental Assessment
GRI 414 - Supplier Social Assessment

Disclaimer: This management approach, including the disclosed indicators, describes the actions of our central Purchasing department of the headquarters in Velbert, focusing on our European plants and business activities. The actions of our VAST China organization partly differ due to varying market conditions, regulatory requirements and resource availability. We are continuously working on harmonizing our goals and actions globally.

Actual and potential 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. 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.

Our 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 based on 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.

The vast majority of our environmental risks and impacts occur in our upstream supply chain: Various plastics and metals make up the largest share of the raw materials used in WITTE products. The third major commodity, purchased electronic components, contains various minerals, precious metals, and rare earth elements. The extraction of all these raw materials causes destructions of valuable natural areas and ecosystems. 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.

Policies and Commitments:
Our **"Declaration of Principles on Respect for Human Rights"** (available in "Compliance"-section on company homepage) summarizes our core values commitments and guiding principles to ensure respect for human rights, with a particular focus on business partners and the upstream supply chain:

"We, the management of the WITTE Group, acknowledge our corporate responsibility to respect human rights. Therefore, we commit to upholding human rights in our own business operations as well as throughout our global supply and value chains. We also strive to ensure that those affected by human rights violations have access to remedies. Our business practices align with the internationally recognized United Nations Guiding Principles on Business and Human Rights, thereby implementing the requirements of the National Action Plan for Business and Human Rights. Furthermore, our understanding and human rights due diligence processes are based on the following international human rights frameworks, which we endorse:
- The International Bill of Human Rights
- The Core Labor Standards of the International Labour Organization (ILO)

We expect our customers, suppliers, and other business partners to also commit to respecting human rights, establishing appropriate due diligence processes, and passing on this expectation to their own suppliers."

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**.

Engagement with Stakeholders:
WITTE seeks to engage in regular and ad hoc dialogue with suppliers, customers, and other relevant stakeholders on the topic of sustainable supply chains. A core principle of our supply chain strategy is “empowerment over exclusion”; therefore, we place great emphasis on frequent communication with and support services for our suppliers.

Strategies & Processes to manage the topic:
Mitigating the above-mentioned risks and negative impacts is one of our most important Sustainability Goals. Therefore, Sustainable Supply Chain Management remains a core component of our overall Sustainability Strategy 2033.

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.

Our risk mitigation efforts meet with a heterogeneous supplier base and different levels of awareness. We are noticing positive effects of our engagement particularly regarding small and medium-sized enterprises that are not yet subject to supply chain legislations and/or OEM requirements.

Goals, Targets, Actions, Indicators and Progress:
WITTE has set clear, measurable targets to be achieved by the end of 2025 to ensure a high level of compliance with environmental and social standards across its supplier base. These included:

- Achieving a share of at least 95% of direct serial suppliers (based on purchasing volume, without directed-buy suppliers) signing the Supplier Code of Conduct (SCoC) or providing an equivalent standard
- Maintaining ≥90% certification coverage for ISO 14001 environmental management systems, increasing ISO 45001 (occupational health and safety) and ISO 50001 (energy management) certification to ≥55%. (based on purchasing volume).
- Improve supplier sustainability performance through the use of standardized self-assessment questionnaires (SAQ); increase the share of suppliers (based on total no.) with a “green”* sustainability rating to at least 60%

  **Green: Score of at least 60 (max. 100) in SAQ 5.0. The SAQ is a standardized tool used by the majority of automotive companies.*
- Promoting the use of renewable electricity within the supply chain.

To achieve these goals, we have successfully implemented the following measures:

- Increasing transparency for WITTE and suppliers on signed Supplier Code of Conducts by integrating data from our Contract Management System to the Supplier Portal.
- Add the Supplier Code of Conduct and the SAQ Score to our Supplier Score Card.
- Focusing on improving/developing “nomination pool” suppliers (=qualified for new contract awards) with a SAQ score < 40 (zero tolerance criterion leading to status new business on hold).

- Improving cross-department collaboration between Purchasing and Product Development in escalations regarding conflict minerals reporting & compliance,
- Adding Product Carbon Footprint (PCF) fields for focus commodities to our awarding platform split up to the different scopes for plausibility check (voluntary base in 2025 to introduce the concept to suppliers).
- Preparing and providing a PCF "step by step" guideline to suppliers and offering extensive support upon request.
- Providing PCF training to all WITTE purchasers.
- Adding Carbon Border Adjustment Mechanism (CBAM) costs to the cost breakdown calculation.
- Continuing the market and supplier analysis to systematically identify potential alternative materials in the plastics sector.
- Automating KPI calculation and visualization for 3 SAQ-related calculation and display of key supplier sustainability performance indicators by using the API interface of the external platform.

By implementing all these measures, we achieved most of the defined targets by the end of 2025:

- The share of suppliers committed to the SCoC reached 96%.
- ISO 14001 coverage remained stable at 90%, meeting the defined target level.
- ISO 45001 certification increased to 56%, surpassing the target of ≥55%.
- The share of suppliers with a "green" sustainability rating improved to 65%, exceeding the initial target of ≥60%.
- The SAQ process showed measurable improvements, including a reduction of suppliers with critical ("red") ratings and the elimination of such ratings among key supplier groups.

At the same time, some targets were only partially achieved:

- ISO 50001 certification reached 49%, staying below the target of ≥55%, primarily due to limited implementation capacities among certain suppliers.
- In 2025, the transition towards higher shares of recycled materials in new projects faced delays due to both technical/market limitations and customer priorities, combined with limited capacities, especially within product development. While still focusing on fulfilling customer requirements regarding the use of recycled materials, internal quantitative targets were therefore replaced by qualitative, process-oriented objectives focusing on enabling conditions and collaboration.

Building on the progress made, WITTE has defined an updated set of targets and measures for 2026, further aligning its supply chain management with regulatory developments (e.g., CSRD, CSDDD) and stakeholder expectations:

- Further strengthening compliance: Maintain SCoC coverage at min. 95% (excluding directed-buy suppliers) and enhancing integration into sourcing processes.
- Improving supplier sustainability performance: Raising the share of suppliers with green SAQ ratings to ≥70%.
- Advancing decarbonization: Request suppliers to use renewable electricity - achieve at least 50% renewable electricity use by end of 2026; aiming to achieve 100% in the following years.
- Systematically collect PCF data and enhance PCF transparency during inquiries.
- Enhancing circular economy initiatives: Establish systematic processes for identifying and scaling recycled material applications in the steel commodity (e.g., EAF steel), regularly conduct technology scouting and market analysis.
- Expanding due diligence and transparency: Further digitalization of sustainability data collection and integration into procurement systems, as well as targeted supplier development measures.

Through these actions, WITTE aims to continuously improve its management of environmental and social impacts in the supply chain, strengthen resilience, and contribute to sustainable development.

Objective	Status 2023	Status 2024	Target 2025	Status 2025	Achieved?	Target 2026
Supplier certification: ISO 14001	91%	90%	>90%	90%	Yes	>90%
Supplier certification: ISO 45001	52%	53%	>55%	56%	Yes	>55%
Supplier certification: ISO 50001	52%	51%	>55%	49%	No	>50%
Supplier Code of Conduct signature	76%	96%	>95%	96%	Yes	>95%
Green rating SAQ 5.0	Initial Assessment	59%	>60%	65%	Yes	>70%
Renewable energy usage by suppliers	Initial Assessment	38%	>50%	39,1%	No	>50%

308-1a. Percentage of new suppliers that were screened using environmental & social criteria
414-1a. Percentage of new suppliers that were screened using social criteria
All serial suppliers (=100%) who are qualified for new contract awards were previously screened regarding their sustainability performance, using the "Drive Sustainability" Sustainability Assessment Questionnaire (SAQ 5.0). This includes, amongst other criteria, the criteria whether the suppliers have an have an environmental management system acc. to ISO 14001:2015 and a Health & Safety management system acc. to ISO 45001:2015 in place.

308-2 Negative environmental impacts in the supply chain and actions taken
414-2 Negative social impacts in the supply chain and actions taken

a. Number of suppliers assessed for environmental & social impacts
WITTE Europe: 160* (All series suppliers of nomination pool)
VAST China: 72
Total: 230*
**Average figure throughout reporting period*

b. Number of suppliers identified as having significant actual and potential negative environmental & social impacts
In 2024, we conducted a comprehensive analysis of sustainability-related risks in our supply chain. Using various public indices, we identified and assessed both the risks associated with the country of origin/production of each supplier and the risks associated with each product category the respective supplier delivers to WITTE.

WITTE requires all suppliers with a high risk score to complete the Drive Sustainability SAQ 5.0 and provide evidence of a green sustainability rating. If a supplier provides a green rating, we assume that the actual risk for negative impacts is low.

Of the suppliers with high risk scores, two suppliers had not yet completed an SAQ in 2024 (excluding directed-buy suppliers). Therefore, at that time, we assumed that these suppliers were potentially causing negative environmental and social impacts in the supply chain.

c. Significant actual and potential negative environmental & social impacts identified in the supply chain
Potential negative impacts include all risks listed in "Drive Sustainability Material Change – A study of risks and opportunities for collective action in the materials supply chains of the automotive and electronics industry": Artisanal and small-scale mining, child labour and forced labour, countries with weak rule of law, corruption, high-intensity conflicts, high CO_2 emissions, incidents of conflicts with indigenous peoples, incidents of overlap with areas of conservation importance, potential of acid discharge to the environment, potential for harm from hazardous materials and chemicals, preconditions for radioactive materials in ores/tailings.

These potential negative environmental and social impacts are not limited to the operations of our direct suppliers, but have the highest probability of occurence in the n-tier upstream supply chain.

d. Percentage of suppliers identified as having significant actual and potential negative environmental & social impacts with which improvements were agreed upon as a result of assessment
100%. Both suppliers identified in 2024 as having potential negative impacts (see above in point c.) were required having potential negative impacts were required to provide an SAQ score. In 2025, both suppliers achieved a green rating with a high SAQ score, indicating a low risk for negative impacts.

e. Percentage of suppliers identified as having significant actual and potential negative environmental & social impacts with which relationships were terminated as a result of assessment, and why
None.

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

408-1 Suppliers at significant risk for incidents of child labour

409-1 Suppliers at significant risk for incidents of forced or compulsory labour
The WITTE Group companies are indirectly supplied by smelters or refiners from a total of 26 smelters that were listed on sanctions lists (status: Conflict Minerals and Extended Minerals Reports for business year 2024, issued in 2025). Another 25 smelters were flagged as “High risk – CAHRA (conflict-affected high risk areas)”.

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.

GRI 401-404 – OWN WORKFORCE

This management approach covers and includes the following material topics:
GRI 401 – Employment
GRI 402 - Labor / Management Relations
GRI 403 – Occupational Health & Safety
GRI 404 - GRI 404 – Training and Education
GRI 407 - Freedom of Association and Collective Bargaining

Actual and potential Impacts:
Our employees are our most valuable asset and our foundation of success. Measures to promote health, safety, and employee development make a significant contribution to productivity and innovation, strengthen employee commitment, and promote sustainable corporate development. By creating an attractive, safe & motivating 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 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.

Compliance is a fundamental priority for WITTE and, amongst others, encompasses business ethics, anti-corruption and human rights compliance. This also includes ensuring the freedom of association and collective bargaining. 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. Non-compliance with human rights could lead to severe negative impacts for the affected people as well as significant financial and reputational damages to the company.

Policies and Commitments:
Our groupwide Health & Safety Policy is valid and binding for all WITTE employees and contracted workers. It summarizes our vision, principles, responsibilities, and rules regarding Occupational Health and Safety:
“Protecting Health and ensuring a save 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:

- 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.
- 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.
- 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 achievement of the health and safety objectives are checked and evaluated regularly. Potentials for improvement are identified and implemented early on.

Engagement with Stakeholders:
We maintain an open and continuous dialogue with our employees and their representatives in order to ensure that workforce-related topics are addressed transparently and effectively. Where established, workers' councils are key partners in this exchange. Regular meetings at various organizational levels, as well as occasion- and topic-specific consultations, enable a constructive and trust-based collaboration and ensure that employee interests are appropriately considered in decision-making processes.
In addition, we foster direct communication with our workforce through a variety of formats and channels. Our internal communication via employee app serves as a central information hub and exchange platform, providing timely updates on company developments and enabling employees to actively engage and share feedback.
We also organize regular information events and dialogue formats for employees, creating opportunities for personal exchange with management and subject matter experts. These formats support transparency, strengthen employee involvement, and contribute to a shared understanding of strategic and operational topics across the organization.
With regard to health and safety issues, we maintain regular communication with professional associations and industry groups such as the Berufsgenossenschaften. We occasionally draw on their advice and support to further improve our practices. Our managers are actively involved in health and safety management, particularly through occupational safety committees, and are regularly updated on the current status at each location.

Strategies & Processes and Actions to manage the topic:
Employee Development:
Motivated employees who are able to adapt to constantly changing requirements are key to success. We create an environment in which all WITTE employees are able and motivated to reach the company goals in an efficient way.
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 regular 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.
Our Personnel Development measures are divided into three focus areas:

- Development & Training: Integrated and lifelong development of employees through training and transformation.
- Skill & Competence Assessment: Utilization of self- and external reflection -feedback directed towards both leaders and employees.
- Talent Management & Succession Planning: Individual career development of employees, providing orientation with the individual elements.

New officce space in our plant in Ruse

Our perspective on careers is not limited to management responsibility and hierarchical promotion but also includes comparable career opportunities for specialists. Therefore, our training programs include the target groups of lateral managers (focus on technical leadership and leadership in project teams), specialists, and high potentials. The programs are accompanied by 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 Guiding Principles and discussed in a moderated manner. As well formats like leadershiplab support young leaders to network and therefore share common experience supported by guest speakers.

In addition to external training content in person and online, we promote the active exchange of knowledge between our employees. Our #whoknowsteaches initiative addresses this objective. Above that our employees create more and more e-learnings themselves to support knowledge-sharing.

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

- People in Progress (PiP) process for personnel development activities.
- 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 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
- AI Ambassadors: Exchange and support on the topics of digitalization and AI
- Change Toolbox: support for managers in implementing change projects

Labor/Management-Relations: tbd

Occupational Health & Safety:
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 according to DIN ISO 45001:2018 are in place at all WITTE sites. 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.

Goals, Targets, Indicators and Progress:
401-1a Newly hired employees

	2024	2025
Europe - male	238	278
Europe - female	204	248
Europe - Total	442	526
China - male	27	56
China - female	7	28
China - Total	34	84
Group - male	**265**	**334**
Group - female	**211**	**276**
Group - Total	**476**	**610**

The reporting period was shaped by the overall economic environment and market development within the automotive industry and reduced revenues. Consequently, recruitment activities varied depending on regional and operational requirements. Individual events and short-term business developments may also have resulted in temporary deviations in the reported figures. As recruitment activities are closely linked to operational demand and business development, no fixed target value has been defined for this indicator.

401-1b Fluctuation rate

	2023	2024	2025
Europe	8,51	9,44	7,21
China	/	10,4	9,3
Group	**/**	**9,57**	**7,52**

The increase in the fluctuation rate in 2024 was mainly influenced by the overall economic environment and organizational challenges in individual locations, particularly within the Czech operations. In response to these developments, leadership structures were reviewed and adjustments within the management organization were implemented to support long-term stability and employee retention. In addition, regular employee pulse surveys and the resulting follow-up measures contributed to a positive development, reflected in the improved fluctuation rate in 2025. Here, we managed to stay well below our 2025 target value of max. 7,7% fluctuation rate.

401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees

We provide the same benefits for temporary and part-time employees as for full-time employees.

401-3 Parental leave

Total number of employees that took parental leave, by gender.

	2024	2025
Group - male	**66**	**66**
Group - female	**128**	**111**

Total number of employees that returned to work in the reporting period after parental leave ended, by gender.

	2024	2025
Group- male	**77**	**66**
Group- female	**103**	**107**

Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.

	2024	2025
Group - male	**72**	**59**
Group- female	**93**	**98**

Return to work and retention rates of employees that took parental leave, by gender.

		2024	2025
Return to work rate		**100%**	
Retention rate			
Europe	**male**	100%	100%
	female	72,95%	96,04%
China	**male**	83,3%	78,9%
	female	71,4%	100%

402-1 Minimum notice periods regarding operational changes
Four weeks

403-1 Occupational health and safety management system
Certified occupational health and safety management systems according to DIN ISO 45001:2018 are in place at all WITTE sites.

403-2 Hazard identification, risk assessment, and incident investigation
403-3 Occupational health services
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, including routine and non-routine risk assessments and incident investigations. They question unsafe situations critically and react firmly to risky behavior. Workers are encouraged to report on critical and/or (potentially) unsafe situations via regular communication channels as well as our anonymous grievance mechanism. This mechanism includes procedures to ensure non-retaliation of whistleblowers/reporters.

403-4 Worker participation, consultation, and communication on occupational health and safety
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.

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

403-6 Promotion of worker health
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 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 occupational health and works closely with HSEE to manage these risks.
WITTE regularly organizes health days where employees can, for example, be examined or receive advice on healthy nutrition and ergonomics.

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships
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.

403-8 Workers covered by an occupational health and safety management system
100%

Modern workplaces and new canteen in our plant in Ruse

403-9 Work-related injuries
403-10 Work-related ill health

		2023	2024	2025
Reported work-related accidents	**Europe**	**36**	**48**	**33**
	China	No data	0	1
	Group	36	48	34
Absence days (accident-related lost-time hours divided by 7,5)	**Europe**	**1.384**	**1.291**	**783**
	China	No data	6	55
	Group	1.384	1.291	838
Health rate	**Europe**	**92,93**	**92,39**	**94,49**
	China	No data	98,96	98,96
	Group	92,93	93,80	95,14
Work-related fatalities	Group	0	0	0
Lost-Time Incident Severity (accident-related days of work lost per one million work hours)	**Europe**	**769**	**1211**	**823**
	China	No data	22	210
	Group	769	1.047	684

Our goals for 2025 for the European plants included achieving a health rate of min 94%, staying below a maximum number of 25 reported work-related accidents, and achieving an LTIS of below 500.
In 2024, we had an exceptionally high number of 48 working accidents, negatively influencing the LTIS as well. Despite a positive trend in 2025, we still did not manage to fully achieve our targets. Major root causes for the accidents were low awareness, concentration, and, in some cases, insufficient training and deviations from working instructions.

Our actions in the area of health management showed positive results in 2025, as we were able to close the year with a health rate of 94,5% for the European plants.
Our new goals for 2026 are:

- Health rate: min. 94%
- Working accidents: max. 24
- LTIS: max. 500

404-1 Average hours of training per year per employee

	2022	2023	2024	2025
Europe	**9**	**11**	**9,1**	**8,5**
China	/	/	14,3	19,3
Group	/	/	9,9	10,1

Excluding the temporary increase in 2023, the average number of training hours per employee remained relatively stable at around nine hours per year for the European plants. Training activities continue to be aligned with operational requirements and employee development needs.

404-3 Percentage of employees receiving regular performance and career development reviews

	2023	2024	2025
Europe	**100**	**100**	**100**
China	/	100	100
Group	/	100	100

GRI 416 – CUSTOMER HEALTH AND SAFETY

Actual and potential Impacts:
As a manufacturer of mechatronic locking and actuation systems, WITTE products play an important role in vehicle safety technology. Any defects or malfunctions in our products could pose serious risks to the health and safety of end users, causing also severe financial damage to both our company and our customers. It is therefore of crucial importance for WITTE to ensure the highest possible safety of our products.

Policies and Commitments:
Our Quality Policy summarizes our commitments and guidelines in the context of customer and product safety:

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 halfhearted 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 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.

Engagement with Stakeholders:
The company maintains continuous dialogue with its key stakeholder groups, including customers, employees, suppliers, investors, authorities, and employee representatives. Stakeholder expectations are regularly evaluated regarding their relevance, influence, opportunities, and risks for the company.

Key stakeholder topics include, amongst others, product quality and delivery reliability, safe and attractive working conditions, and compliance with legal (safety) requirements.

Stakeholders are engaged through structured communication and management processes, including regular customer and supplier evaluations, employee discussions, KPI monitoring, audits, training activities, and ongoing exchange with authorities and employee representatives.

The company responds to stakeholder expectations through certified management systems, continuous improvement processes, performance monitoring, employee qualification programs, supplier management, and compliance activities. These measures support sustainable business development and strengthen long-term stakeholder relationships.

Strategies & Processes to manage the topic:
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.

Risk-based methods such as FMEA and preventive quality planning are applied throughout the product lifecycle to identify and mitigate potential risks at an early stage. We ensure compliance with all applicable legal, regulatory, and customer-specific requirements related to product safety and performance. Product and process performance are continuously monitored through audits, quality KPIs, corrective and preventive actions, and continuous improvement activities. In addition, employees receive regular training on quality and product safety requirements to ensure consistent implementation across all relevant functions.

Goals, Targets, Actions, Indicators and Progress:
In 2024/2025 we reviewed and further improved the methodical approach of FMEA. This measure included investing in new FMEA software to increase our failure prevention. Database for Mother-FMEAs was set up as a basis for lessons learned to reduce failures and learn from the past for future projects.

416-1 Assessment of the health and safety impacts of product and service categories
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement: 100%

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.

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GRI STANDARD CONTENT INDEX

CONTENT INDEX

TOPIC	GRI NO.	DISCLOSURE	PAGE	COMPLIANCE	COMMENT/REASON FOR OMISSION
GRI 2: GENERAL DISCLOSURES					
The organization and its reporting practices	**2-1**	Organizational details	**7**	yes	
	2-2	Entities included in the organization's sustainability reporting	**7**	yes	
	2-3	Reporting peri-od, frequency and contact	**8**	yes	
	2-4	Restatements of information	**8**	yes	
	2-5	External assurance	**8**	yes	
Activities and workers	**2-6**	Activities, value chain and other business relationships	**8**	yes	
	2-7	Employees	**9**	yes	
	2-8	Workers who are not employees	**9**	yes	
Governance	**2-9**	Governance structure and composition	**10**	yes	
	2-10	Nomination and selection of the highest governance body	**10**	yes	
	2-11	Chair of the highest governance body	**10**	yes	
	2-12	Role of the highest governance body in overseeing the management of impacts	**10**	yes	
	2-13	Delegation of responsibility for managing impacts	**10**	yes	
	2-14	Role of the highest governance body in sustainability reporting	**10**	yes	
	2-15	Conflicts of interest	**11**	yes	
	2-16	Communication of critical concerns	**11**	yes	
	2-17	Collective knowledge of the highest governance body	**11**	yes	
	2-18	Evaluation of the performance of the highest governance body	**11**	yes	
	2-19	Remuneration policies	**11**	yes	
	2-20	Process to determine remuneration	**11**	yes	
	2-21	Annual total compensation ratio		no	confidential

TOPIC	GRI NO.	DISCLOSURE	PAGE	COMPLIANCE	COMMENT/REASON FOR OMISSION
GRI 2: GENERAL DISCLOSURES					
Strategy, policies and practices	**2-22**	Statement on sustainable development strategy	**17**	yes	
	2-23	Policy commitments	**11**	yes	
	2-24	Embedding policy commitments	**11**	yes	
	2-25	Processes to remediate negative impacts	**12**	yes	
	2-26	Mechanisms for seeking advice and raising concerns	**12**	yes	
	2-27	Compliance with laws and regulations	**12**	yes	
	2-28	Membership associations	**12**	yes	
Stakeholder engagement	**2-29**	Approach to stakeholder engagement	**14**	yes	
	2-30	Collective bargaining agreements	**12**	yes	
GRI 3: MATERIAL TOPICS					
Disclosures on Material Topics	**3-1**	Process to determine material topics	**14**	yes	
	3-2	List of material topics	**14**	yes	
	3-3	Management of material topics	**14**	yes	
GRI 301: MATERIALS					
	301-1	Materials used by weight or volume	**22**	yes	
	301-2	Recycled input materials used	**23**	yes	
GRI 302: ENERGY					
	302-1	Energy consumption within the organization	**27**	yes	
	302-2	Energy consumption outside of the organization	**28**	yes	
	302-3	Energy intensity	**28**	yes	
	302-4	Reduction of energy consumption	**26**	yes	
	302-5	Reductions in energy requirements of products & services	**28**	yes	No data available/ not applicable

TOPIC	GRI NO.	DISCLOSURE	PAGE	COMPLIANCE	COMMENT/REASON FOR OMISSION
GRI 304: BIODIVERSITY					
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	**33**	yes	
	304-2	Significant impacts of activities, products and services on biodiversity	**32**	yes	
	304-3	Habitats protected or restored	**33**	yes	
	304-4	IUCN Red List species and national conservation list spe-cies with habitats in areas affected by operations	**33**	yes	
GRI 305: EMISSIONS					
	305-1	Direct (Scope 1) GHG emissions	**29**	yes	
	305-2	Energy indirect (Scope 2) GHG emissions	**29**	yes	
	305-3	Other indirect (Scope 3) GHG emissions	**30**	yes	
	305-4	GHG emissions intensity	**30**	yes	
	305-5	Reduction of GHG emis-sions	**28**	yes	
	305-6	Emissions of ozone-depleting substances (ODS)	**31**	yes	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant	**31**	yes	
GRI 306: WASTE					
	306-1	Waste generation and significant waste-related impacts	**34**	yes	
	306-2	Management of significant waste-related impacts	**35**	yes	
	306-3	Waste generated	**36**	yes	
	306-4	Waste diverted from disposal	**38**	yes	
	306-5	Waste directed to disposal	**38**	yes	

TOPIC	GRI NO.	DISCLOSURE	PAGE	COMPLIANCE	COMMENT/REASON FOR OMISSION
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT					
	308-1	New suppliers that were screened using environmental criteria	**42**	yes	
	308-2	Negative environmental impacts in the supply chain and actions	**42**	yes	
GRI 401: EMPLOYMENT					
	401-1	New employee hires and employee turnover	**46**	yes	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	**47**	yes	
	401-3	Parental leave	**47**	yes	
GRI 402: LABOR/MANAGEMENT RELATIONS					
	402-1	Minimum notice periods regarding operational changes	**48**		
GRI 403: OCCUPATIONAL HEALTH AND SAFETY					
	403-1	Occupational health and safety management system	**48**	yes	
	403-2	Hazard identification, risk assessment, and incident investigation	**48**	yes	
	403-3	Occupational health services	**48**	yes	
	403-4	Worker participation, consultation, and communication on occupational health and safety	**48**	yes	
	403-5	Worker training on occupational health and safety	**48**	yes	
	403-6	Promotion of worker health	**48**	yes	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	**48**	yes	
	403-8	Workers covered by an occupational health and safety management system	**48**	yes	
	403-9	Work-related injuries	**49**	yes	
	403-10	Work-related ill health	**49**	yes	

TOPIC	GRI NO.	DISCLOSURE	PAGE	COMPLIANCE	COMMENT/REASON FOR OMISSION
GRI 404: TRAINING AND EDUCATION					
	404-1	Average hours of training per year per employee	**49**	yes	
	404-2	Programs for upgrading employee skills and transition assistan-ce programs		yes	
	404-3	Percentage of employees receiving regular performance and career development reviews	**49**	yes	
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING					
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	**43**	yes	
GRI 408: CHILD LABOR					
	408-1	Operations and suppliers at significant risk for incidents of child labor	**43**	yes	
GRI 409: FORCED OR COMPULSORY LABOR					
	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	**43**	yes	
GRI 414: SUPPLIER SOCIAL ASSESSMENT					
	414-1	New suppliers that were screened using social cri-teria	**42**	yes	
	414-2	Negative social impacts in the supply chain and actions taken	**42**	yes	
GRI 404: CUSTOMER HEALTH & SAFETY					
	416-1	Assessment of the health and safety impacts of product and service cate-gories	**51**	yes	
	416-2	Incidents of non-compliance concerning the health and safe-ty impacts of products and services	**51**	yes	