

2025

2025

 **witzenmann**

Sustainability Report



Staying on course in times of change

Dear Readers,

The economic situation in Europe was generally tense in 2025. Geopolitical uncertainties, weak growth in key markets, persistent inflation risks, and structural challenges in key industries continue to shape an environment of change. For export-oriented, industrial, and automotive-focused companies like the Witzenmann Group, this means one thing above all: high volatility and increasing complexity.

Against this backdrop, the political and regulatory framework is changing increasingly, particularly in the area of sustainability. The voices calling for relief for the economy are getting louder. Initiatives such as the so-called "Omnibus" aim to simplify existing sustainability regulations and reduce bureaucratic hurdles.

In practice, however, these developments lead less to relief for companies like ours and more to new requirements. New and revised regulations increase complexity and require additional coordination as well as adjustments to our systems. Added to this are further laws, such as the upcoming Ecodesign Regulation. Thanks to clear structures, established processes, and a well-positioned organization, however, we are in a position to meet these challenges confidently and proactively.

We continue to face high expectations. Both our customers and regulators set clear requirements for transparency, accountability, and sustainable action. These remain ambitious and shape our daily actions.

For us, however, sustainable business practices are far more than a reaction to external requirements. They are a fundamental condition for the long-term viability of our company. To achieve lasting success, we must use resources efficiently, build resilient supply chains, and become more independent in our energy supply.

That is why we continued to make strategic investments in the reporting year—in more efficient processes, sustainable structures, and modern work environments. A particular milestone is the construction of our new headquarters in Germany. It is a prime example of our commitment to combining future-oriented work environments with the highest standards of efficiency, sustainability, functionality, and identity.

At the same time, we are consistently advancing the transformation of our product portfolio. At the heart of our strategic focus are solutions for a decarbonized economy—from components for heat pumps to systems for battery thermal management. With these technologies, we are making an active contribution to sustainable development while simultaneously accessing new future markets.

Even though the current economic and political conditions remain challenging and the topic of sustainability occasionally loses attention, one thing is clear to us: We are on the right track. We are consistently pursuing the path we have chosen and developing our company to be sustainable and resilient.

With this report, we provide you with insight into our activities and progress in 2025. We cordially invite you to continue on this journey with us.

Enjoy reading!

Sincerely
Christine Wüst



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2025 at a glance

The year 2025 was marked by significant milestones in sustainability, corporate culture, and employer attractiveness. Events provided additional impulses for innovation, transformation, and shaping the future.



Topping-out ceremony for our new headquarters

The topping-out ceremony for our new headquarters in the Buchbusch industrial park in Pforzheim marked a major milestone for of Witzemann's most important future projects. The new "WI+" facility represents modern, digitally connected, and sustainable production, as well as a clear commitment to Pforzheim as a business location.



Launch of the "Incredible India" project

Through the "Incredible India" project, we are strengthening our presence in the growing Indian market. A modern production and service hub is being built at our new location in Palur, near Chennai. This will lay the foundation for further growth in one of the world's most dynamic economic regions.



Mind Change Award 2025 for Corporate Culture

In 2025, the Witzemann Group received the Mind Change Award® in the "Corporate Culture" category. The award recognized our global Train-the-Trainer program, which strengthens leadership development worldwide and promotes a shared understanding of corporate culture within the Group.



Panel Discussion on Sustainable Business Practices

At the "Zukunft made in THE LÄND" conference, Christine Wüst (CHRO) discussed the role of climate protection in corporate strategy with representatives from the business and academic sectors. The focus was on opportunities and perspectives for companies as they transition toward a more sustainable economy.



Empowerment Summit 2025

With the Empowerment Summit, we sent a strong message in support of women's empowerment and equal opportunities. More than 180 participants joined experts from the business and social sectors to discuss diversity, leadership, and equality.



JobMotor 2025 – Award for Innovative Human Resources Practices

Witzemann received an award at the JobMotor 2025 competition for its concept "Attracting and Retaining Employees—Focus on Women." Through this initiative, we are actively promoting equal opportunities and innovative approaches to recruitment and retention.



(c) Philipp Kupfer

upGREAT – New Corporate Design

Our updated brand identity underscores our position as a technology leader and showcases our transformation to the outside world. At the same time, our values, expertise, and commitment remain the foundation of everything we do.



Visit by the Environment Minister to our new headquarters

To kick off her summer tour, Baden-Württemberg's Environment Minister Thekla Walker visited the construction site of our new headquarters in Buchbusch. During her visit, she praised Witzemann as a "ZUKUNFTS.LÄND.MACHER" and highlighted the project as a visible symbol of sustainable transformation and industrial innovation.



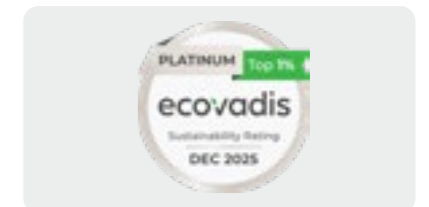
Innovation Forum 2025

At the Innovation Forum held at our new "π.Lab" in Pforzheim, teams presented their current projects focused on the future and innovation. The event provided an opportunity for exchange, new inspiration, and open dialogue about the technologies and ideas that will shape Witzemann's future developments.



EcoVadis Platinum Reconfirmed

We have once again been awarded the EcoVadis Platinum Medal, continuing to rank among the top companies worldwide on the assessment platform. This award confirms the high level of maturity of our processes in the areas of the environment, labor and human rights, ethics, and sustainable procurement.



Witzenmann in figures

4,297

Employees



21

Companies



16

Countries



706 Mio.€

Turnover

4,276 MWh

Own production of renewable energies



-40 %

Scope 1 compared to 2021



-31 %

Scope 2 compared to 2021



-10 %

Scope 3 compared to 2021

Chapter 1

Strategy and Management

1.1 Portrait of the Witzenmann group

Globally active

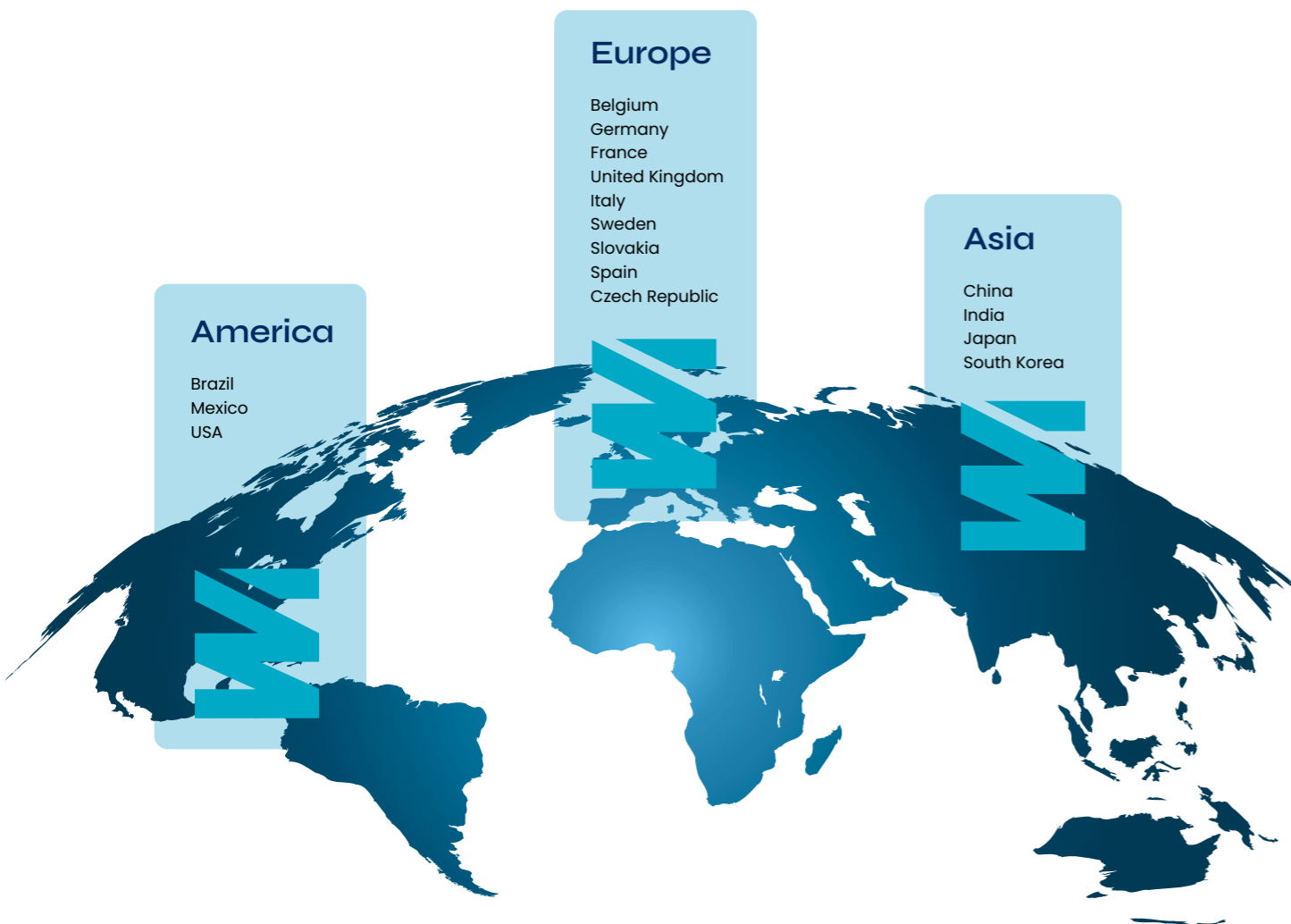
Witzenmann is a specialist in flexible metal components. Based on our guiding principle of "Managing Flexibility," we develop solutions that safely compensate for movement, vibrations, and changes in pressure and temperature in complex piping systems. With 21 locations in 16 countries, we are present globally—in Europe, Asia, as well as North and South America.

The headquarters of our family-owned company is the Witzenmann GmbH in Pforzheim. This is where we define the strategic guidelines for the corporate group and coordinate

our global activities. For us, however, Pforzheim is far more than just an administrative location: it is our origin, our innovation center, and the heart of our corporate group. With the groundbreaking ceremony in 2024, we laid the foundation for our new flagship plant and thus for the next generation of our site. In the 2025 reporting year, we made significant progress on the new construction. You can find all the details in Chapter 2.4. For us, this project represents a clear commitment to Germany as a production location and to our long-term roots in our home region. At the same time, we

are thereby creating the conditions for the sustainable further development of our corporate group.

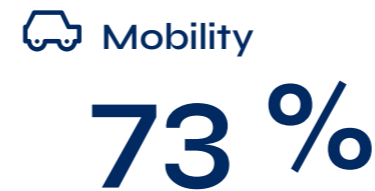
The new headquarter will be equipped with state-of-the-art, fully electrified building technology. Our goal is greenhouse gas-neutral operation in accordance with the highest efficiency standards starting in 2026. In this way, we combine securing our economic future with our commitment to taking responsibility for future generations.



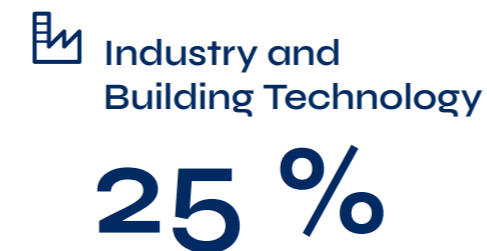
Our products and markets

Our product range includes metal hoses, expansion joints, metal bellows, pipe supports, and automotive components. These key technologies contribute significantly to the safety, durability, and efficiency of technical systems.

As a development partner with over 170 years of experience, we offer customized solutions and services to our customers in the mobility, industry and aerospace sectors.



In the mobility sector, we serve as development partner to leading vehicle and system manufacturers in both on-highway and off-highway segments. Our solutions enhance the lifespan, cost-effectiveness, and comfort of vehicles while also contributing to emissions reduction and thermal management in modern powertrain systems, such as in the field of e-mobility.



From engineering highly complex components for applications such as the CATOFIN® process to supplying series-produced expansion joints and standard components for maintenance and service, we are a trusted partner across plant engineering, piping systems, process equipment, mechanical engineering, power generation, and a wide range of specialized industries. Our solutions ensure the safe transmission of media, improve operational reliability, and contribute to the efficient use of resources.

Our components enhance the energy efficiency and service life of modern heating and utility systems, supporting their safe and reliable operation.



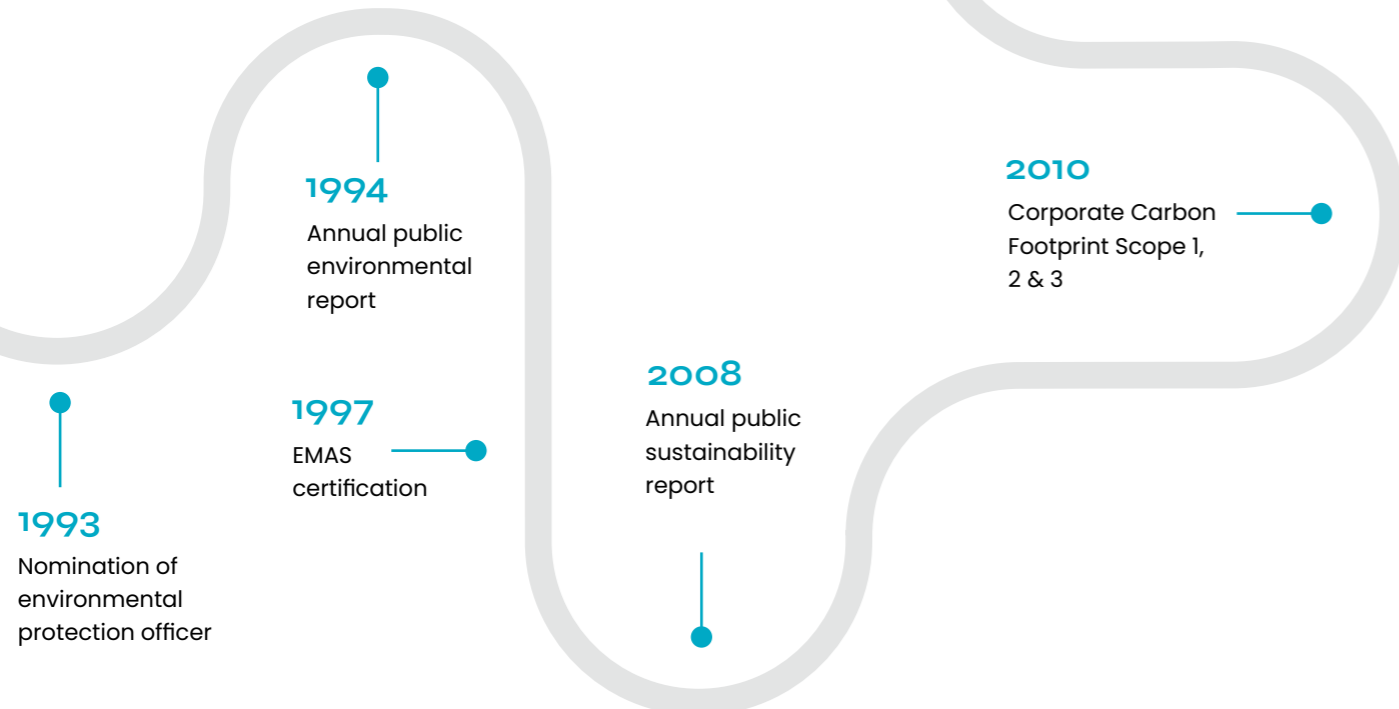
In the aerospace industry, extreme durability and the highest level of reliability are essential. Our flexible components are used in the Airbus A320 and A330 families, the Eurocopter EC 135, Rolls-Royce engines, and space applications, among others. Here, our products meet the most stringent requirements for safety, precision, and material durability.

Other 0.5%

Sustainability as a core business principle

Despite all the changes, one thing remains consistent: for Witzemann, sustainability is a commitment we put into practice—ecologically, socially, and economically. This commitment is reflected in numerous milestones throughout our company’s history: from the nomination of an environmental protection officer in 1993, to the signing of the UN Global Compact in 2011, to the establishment of our own sustainability department. Today, we combine technological excellence with a clear commitment to environmental responsibility. We continuously invest in CO₂ reduction, resource efficiency, and renewable energy, while simultaneously further developing our global supply chain according to ecological and social criteria. In this way, sustainability becomes an integral part of our strategic corporate management.

Sustainability has been part of Witzemann’s DNA for over 30 years



Responsible corporate management and clear strategic direction

The Executive Management Board of Witzemann GmbH is responsible for the strategic direction and sustainable management of the Group during a period of profound transformation. Appointed by the shareholders, its members lead the organization with clearly defined areas of responsibility. To systematically advance technological, digital, cultural, and organizational change, the Executive Management Board is organized around key transformation fields:

Dr. Andreas Kämpfe, Chief Executive Officer (CEO), has been responsible for sales, the central technical departments, and quality management since October 2022. In this role, he is primarily responsible for steering the group’s technological transformation and the further development of our innovation and market strategy.

Philip Paschen (Chief Operations Officer, COO/Chief Digital Officer, CDO) is responsible for global production, IT and facility management. He leads the digital transformation and ensures efficient, resilient, and future-proof production and process structures.

Christine Wüst, CHRO (Chief Human Resources Officer), is responsible for Human Resources, Marketing, and Sustainability. She is shaping the cultural transformation of the corporate group and ensures that sustainability is strategically embedded and effectively implemented across the organization.

Irene Krings, CFO (Chief Financial Officer), is responsible for finance, controlling, and compliance. As of this reporting year, she has also taken on responsibility for the supply chain. In

this role, she strengthens the financial stability and resilience of the corporate group.

The management of the Witzemann Group is monitored and controlled by the Supervisory Board. It consists of nine members, six of whom are appointed by the shareholders. Three members are elected by the employees. The term of office for Supervisory Board members is four years. The shareholders, in turn, are responsible for overseeing and discharging the Supervisory Board.

Employees



The Witzemann Group employs approximately 4,297 people worldwide, 1,637 of whom work at Witzemann GmbH. The total number of employees has declined slightly compared to the previous year. In 2025, approximately 8.7% of the global workforce was employed on a temporary basis, primarily to enable flexible staffing in production. Regardless of the type of employment, all employees have the same training and development opportunities. Temporary workers are also trained according to their specific roles.

Witzemann Group employees

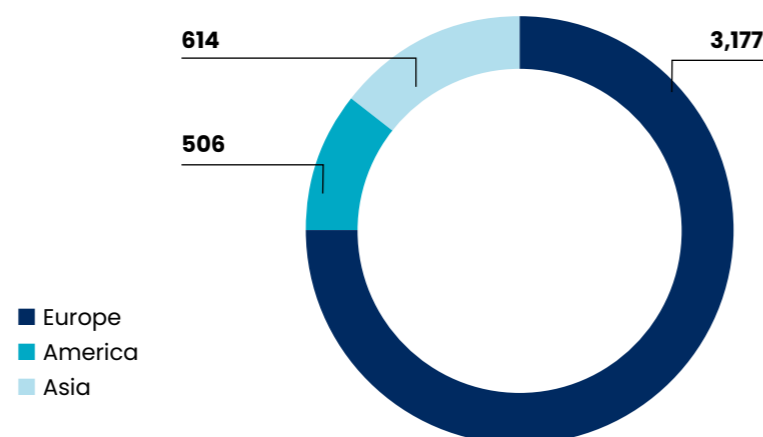
Employees (as HC, Head Count)				
	2021 (Base year)	2024	2025	Change compared to 2024
Permanent	3,802	3,822	3,772	-1 %
Fixed-term	456	417	374	-11 %
Trainees / Students ¹	120	162	151	-7 %
Total	4,378	4,401	4,297	-2 %

Temporary employees

	458	682	534	-28 %
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¹ Trainees, working students, interns

Employees by region



Turnover trend

In 2025, the economy continued to be shaped by geopolitical tensions, rising trade barriers, and the ongoing regionalization of the global economy. While some regions experienced growth, industrial development in Europe remained weak. Rising costs, particularly for labor and materials, posed additional challenges for many industrial companies.

These conditions also shaped the Witzemann Group's business performance. Group revenue in 2025 was around €706 million. Weak demand in Europe, in particular, impacted revenue growth. Furthermore, rising costs—including higher labor costs and additional trade barriers—weighed on

operating profit. Regionally, market trends are becoming increasingly divergent. While Europe continues to offer only limited growth momentum, North America and parts of Asia are gaining in importance. Against this backdrop, Witzemann is aligning its international footprint more closely with global growth regions and pursuing further localization of value creation and supply chains.

At the same time, technological transformation processes are creating new market opportunities. New application possibilities for Witzemann products are opening up, particularly in the fields of energy and decarbonization, IT infrastructure, and thermal man-

agement for battery technologies. Developments in the fields of hydrogen, heat pumps, battery cooling, and the semiconductor industry also offer long-term growth prospects. The Group is therefore focusing on further adjusting its cost structures, strengthening its regional market presence, and actively tapping into new applications and markets.

Turnover of the Witzemann Group

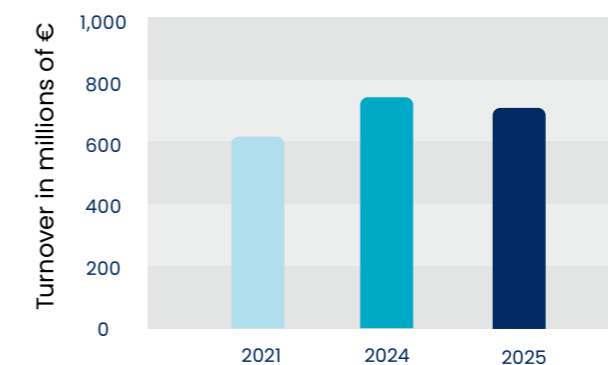
Turnover by business segment	2021 (Base year)		2024		2025		Change compared to 2024
	Mio. €	%	Mio. €	%	Mio. €	%	
Mobility	429.7	69.3	542.1	73%	512.1	73%	-6%
Aerospace	7	1.1	10.6	1%	14.6	2.1%	39%
Industry	177.3	28.6	186.7	25%	175.5	25%	-6%
Others	5.7	0.9	2.9	0%	3.5	0.5%	20%
Total	619.7	100.0	742.3	100.0	705.7	100.0	-5%

Turnover by region

Europe	410.1	66.2	444.0	60%	419.9	60%	-5%
America	105.8	17.1	144.5	19%	144.1	20%	0%
Asia	103.7	16.7	153.9	21%	141.7	20%	-8%
Total	619.7	100.0	742.3	100.0	705.7	100.0	-5%

Figures are not adjusted for inflation. Europe, including Africa.

Turnover of the Witzemann Group



1.2 Sustainability strategy and structure

Strategic ambition

With our Sustainability Strategy 2030, we aim to embed sustainability even more consistently as an integral part of our corporate management. The strategy combines long-term ambitions with clearly defined operational measures and lays the foundation for transparent, measurable, and continuous progress monitoring.

Our fundamental strategic direction remains unchanged. We continue to structure our sustainability activities along the three classic dimensions:

- Environment | Resources
- Employees | Society
- Governance | Sustainable Business Practices

For each of these focus areas, we have defined specific strategic targets that take into account both regulatory requirements and business opportunities. Implementation takes place at three key levels of action:

Within the company: Optimizing our processes, organizational structures, and infrastructure—with a focus on efficiency, transparency, and resilience.

In the design and manufacturing of our products: Further developing our solutions in terms of energy efficiency, durability, and resource efficiency.

In the value chain: Strengthening sustainable standards throughout the entire value chain, with a particular focus on the supply chain.

Through this multidimensional approach, we ensure that sustainability is not considered in isolation, but is effectively embedded in both our internal processes and our products and partnerships.

”We aspire to make the world a cleaner and more reliable place.“



Targets and KPIs

Operative actions

Further development of our sustainability strategy

We developed and published a comprehensive sustainability strategy in 2021 with a time horizon extending until 2025. For the first time, this strategy defined clear strategic focus areas, objectives, and measures, and systematically embedded sustainability into our corporate management. With the original strategy period coming to an end, a fundamental review and further development of this strategic direction was due in the reporting year. A strategy is not a static concept;

it must be regularly reviewed, refined, and adapted to changing conditions.

Since 2021, our business environment has changed significantly. The impacts of climate change are becoming increasingly tangible and require proactive action. At the same time, geopolitical and economic conditions have become more volatile. Global supply chains are under pressure, energy and raw materials markets

are subject to sharp fluctuations, and regulatory requirements, particularly at the European level, are evolving rapidly.

We have taken these developments as an opportunity to comprehensively review and further develop our sustainability strategy. Our goal was to confirm existing priorities, set new focal points, and consistently update our strategic targets for 2030.

Mapping of ESRS topics to the chapters of the sustainability report

Environment and resources	
Chapter	ESRS coverage
Management approach	
NEW: Adjustment to climate change	• E1.1 Adjustment to climate change
Climate protection	• E1.2 Climate protection
Energy efficiency	• E1.3 Energy
Raw material and resource efficiency	• E5.2 Resource outflows
Environmental management	• E2.1 Air pollution • E5.3 Waste

Employees and company	
Chapter	ESRS coverage
Management approach	
Working at Witzenmann	• S1.2 Training and skills development • G1.1 Corporate culture • S1.1 Secure employment • S1.1 Working time • S1.1 Adequate wages • S1.1 Social dialogue • S1.1 Freedom of association • S1.1 Collective bargaining • S1.1 Work-life balance
Occupational health and safety	• S1.1 Occupational health and safety
Diversity and equal opportunities	• S1.2 Gender equality and equal pay for equal work • S1.2 Measures against violence and harassment in the workplace • S1.2 Diversity
Social engagement	• Own topic (SE)

Governance and sustainable business	
Chapter	ESRS coverage
Management approach	
Environmental and social standards in the supply chain	• S2.1 Adequate wages • S2.1 Freedom of association • S2.1 Occupational health and safety
Corporate compliance	• G1.1 Corporate culture • G1.2 Protection of whistleblowers
Sustainable products and solutions	• Own topic (NP)
Customer satisfaction	• Own topic (NP)

Our approach to revising our strategy



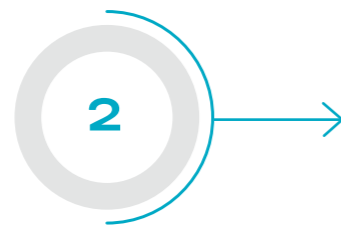
Recap and Gap Analysis

The first step in the strategic review was a comprehensive assessment of our existing sustainability strategy for the period from 2021 to 2025. In doing so, we systematically analyzed the implementation status and effectiveness of the defined areas of action, objectives, and measures. The focus was on evaluating in which areas the set targets had been achieved, where we are progressing as planned, and where deviations exist.

In addition, we examined the extent to which the implemented measures are contributing to the desired impact and in which areas further adjustments are needed. This also revealed that changing conditions, particularly new regulatory requirements and market shifts, necessitate an adjustment of previous assumptions in certain areas.

We also considered qualitative aspects of strategic implementation. These include the integration of sustainability into operational decision-making processes, clear responsibilities, and appropriate management and control mechanisms. Furthermore, we analyzed potential for optimization in data collection, transparency, and target measurement.

The results of this gap analysis form the basis for the further development of our sustainability strategy with a time horizon of 2030.



Context Analysis

Parallel to the internal review, we analyzed the changing operating environment both externally and internally. The goal was to adapt our sustainability strategy to the current and future realities of our business.

The focus was particularly on comprehensive regulatory developments at the European level, increasing transparency requirements, and customer expectations regarding decarbonization and supply chain transparency. At the same time, geopolitical uncertainties, volatile energy prices, and rising demands for security of supply influence our strategic decisions.

In addition, internal developments were taken into account, including structural changes in production and organization, progress in digitalization, and new technological developments in our markets.

The analysis served both to identify risks and to evaluate strategic opportunities. These opportunities arise particularly in growth markets related to decarbonization, energy efficiency, and sustainable technologies.



Updated dual materiality analysis

The double materiality analysis, which was comprehensively updated in the 2024 reporting year, served as the methodological basis for our strategic development. The revision was carried out in accordance with the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). This marked an important step toward regulatory compliance. As part of this update, the impacts of our business activities on the environment and society (impact perspective) as well as financial risks and opportunities for the company were systematically assessed. The results are presented in detail in the 2024 Sustainability Report on pages 14 and 15. The updated double materiality analysis ensures that our sustainability strategy is based on a transparent, structured, and forward-looking assessment of key issues.



Definition of targets and measures

Based on the results of our analyses, we have defined ambitious yet realistic target pathways and prioritized focus areas for the period up to 2030. These were structured around clearly defined areas of action. For each prioritized area, specific action plans were developed and responsibilities clearly assigned. This creates transparency regarding implementation steps and progress. With this structured approach, we ensure that our sustainability strategy is understood not as an abstract list of targets, but as a binding framework for operational decisions, investments, and transformation projects through 2030.

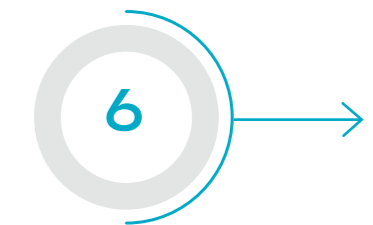


Alignment with internal core teams

The further development of our sustainability strategy took place in close coordination with internal core teams and key stakeholders. In a series of structured workshops, the defined targets were discussed, refined, and reviewed for their operational feasibility. The focus was particularly on the following questions:

- Which targets are strategically ambitious yet realistically achievable?
- Where are there interdependencies between the individual areas?
- What resources and processes are required for successful implementation?

This dialogue-oriented approach fostered a shared understanding of priorities, responsibilities, and pathways to achieving goals. At the same time, it ensured that measures are not viewed in isolation but are coordinated across departments and integrated into existing management and decision-making processes.



Approval of the 2030 Sustainability Strategy

Following the completion of the analysis and consultation process with general management, the revised 2030 Sustainability Strategy was finalized and adopted. It is now a binding component of the Group's strategic direction. It serves as the overall framework for our sustainable development in the coming years and establishes clear guidelines for investment decisions, operational priorities, and the further development of our management systems. With its formal adoption, the management board underscores the strategic importance of sustainability as an integral part of corporate governance. The implementation of the defined targets and measures will be regularly reviewed and integrated into the existing management and reporting structure. A detailed presentation of the content, targets and measures of the 2030 Sustainability Strategy will be provided in the Sustainability Report for the 2026 reporting year.

The refinement of our sustainability strategy took place through a structured, multi-step process. Each step is outlined below.

Comprehensive target concept

For the material topics, we have set ourselves solid and ambitious targets in cooperation with our core teams. In the process, we always focused on the entire value chain – from the procurement of materials and primary products to our own value creation and the distribution and use of our products. At the same time, we have ensured that our objectives are in line with the United Nations Sustainable Development Goals (SDGs) and thus contribute to the most pressing sustainability issues recognized worldwide. The following chapters list our sustainability targets, our progress and contribution

to the SDGs. Generally, we distinguish between management targets and performance targets:

• **Management targets** are aimed at indirect improvements in sustainability performance. They create the structural and organisational conditions to make progress measurable – for example, by introducing an energy management system in accordance with ISO 50001. Such measures have an indirect effect on relevant KPIs such as energy efficiency.

• **Performance targets**, on the other hand, are aimed directly at concrete, measurable changes, such as the reduction of energy consumption. Both types of target complement each other and are key components of our sustainability management. We are making great progress in implementing our target concept. The achievements in our most important targets illustrate this development (as of December 2025)

Progress of the Most Important Key Targets

(in % of target achievement)

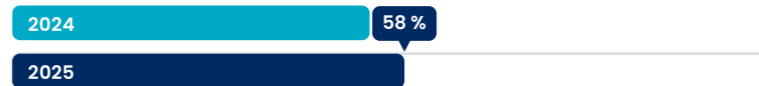
Greenhouse gas neutrality 2030

Scope 1 & 2 of all German locations, base year 2021



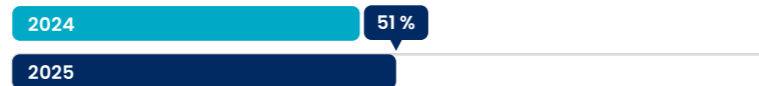
Renewable energy self-sufficiency

10% of group-wide energy supply from renewable, self-generated sources by 2030



Reduction in the frequency of accidents at work (LTIR)

Reduction in the frequency of accidents at work at Witzemann GmbH by 80 % until 2030 compared to 2021



Compliance risk analyses

Comprehensive compliance risk analyses for all company subsidiaries by 2029



Sustainable Procurement (New Target)

Systematic training of procurement employees on sustainable sourcing requirements



Continuous stakeholder dialogue

We maintain a regular dialogue with our stakeholders. This helps us to identify expectations and requirements at an early stage, respond appropriately and at the same time make an active contribution to the sustainable development of society.

Our most important stakeholder groups at a glance:

- **Customers:** Our customers are at the centre of our business activities. Therefore, it is highly relevant how they value certain sustainability aspects and what they expect from us in this context. Generally, we have noticed that our customers' demands on the sustainability performance of our company and our products are continuously increasing. To understand how these requirements are changing, our sales department communicates closely with our customers (see also the chapter on "Customer satisfaction").
- **Suppliers:** Our responsibility does not end at the factory gates, but extends along the entire value chain. Supplier management is therefore also an important component of our sustainability management – not least due to the increasingly demanding regulatory framework (see also the "Environmental and social standards in the supply chain" chapter).
- **Science and research:** We have been in close contact with the University of Pforzheim for many years. Over the years, we have intensified contact through regular research projects, support with these, cooperation and consulting services. Furthermore, we are represented in the sponsoring associations of Pforzheim University and the Heidelberg Academy, among others.
- **Employees:** Our company's success is largely based on the engagement, expertise and satisfaction of our employees. Through continuous dialogue – for example via employee appraisals, surveys or development formats – we create working conditions in which they can unfold their potential in the best possible way (see also the "Learning and development" and "Management and cooperation" chapters).
- **Politics and society:** Witzemann GmbH is one of the largest employers in the region. Ongoing dialogue with regional and national politicians is very important to us. We maintain it just as intensively as social exchange. For example, we are a member of numerous regional support associations, associations and societies (see also the "Social engagement" chapter).
- **Corporate group:** Witzemann operates globally. The integration of our subsidiaries is of central significance to achieving a company-wide unified strategy. We regularly bring together all relevant stakeholders in the Group at quarterly "Sustainability Round Tables". (See also the chapter "Strengthening Sustainability Management and Organization").
- **Business:** We regularly exchange ideas with other companies via specialist conferences, industry networks, congresses and initiatives – both within and outside our industry. The focus is on knowledge transfer, Common sustainability topics and examples of best practice.



Strengthened sustainability management and organization

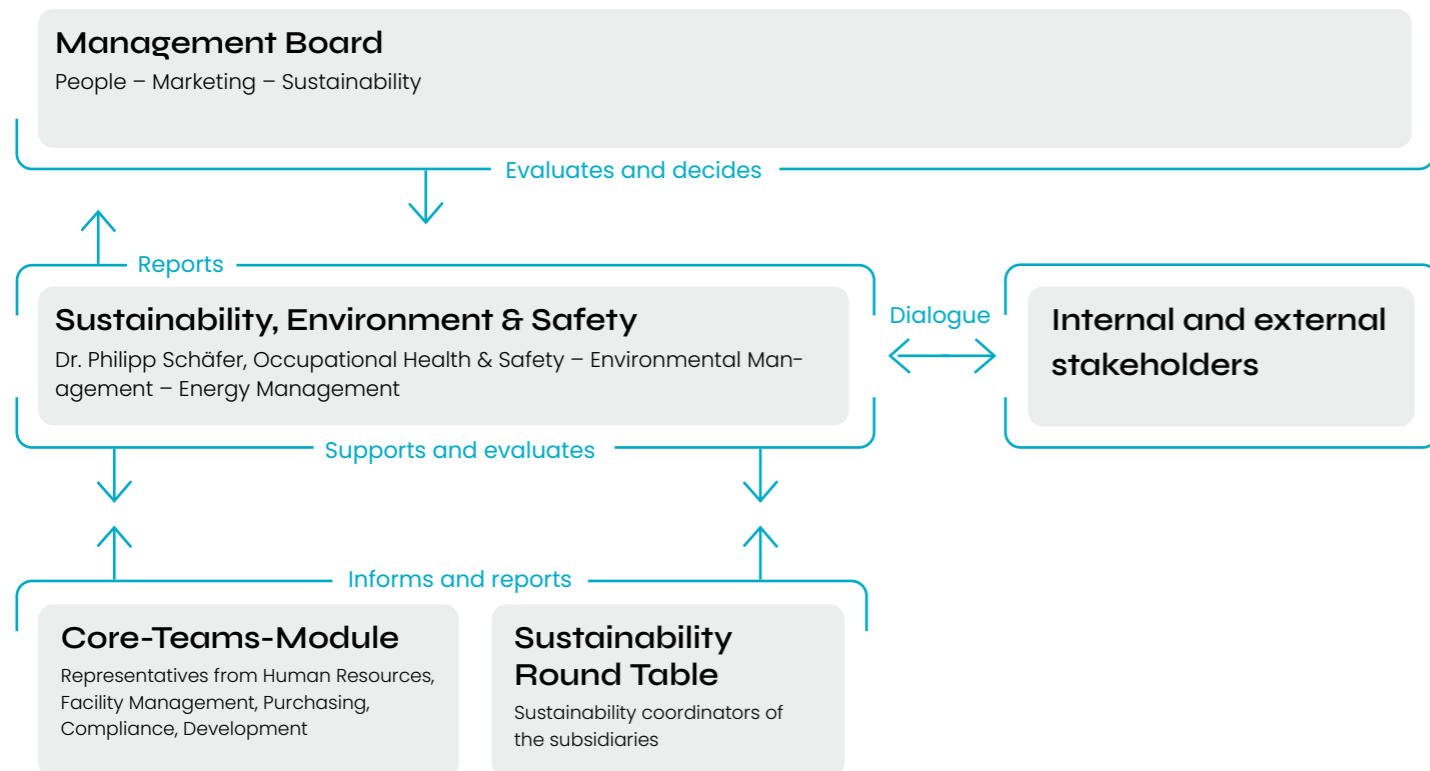
Since 2022, our sustainability management has been organized as an independent business unit reporting directly to the Executive Board. In doing so, we have structurally embedded sustainability at the executive level and established clear lines of responsibility. In 2023, environmental management and occupational safety management were also integrated into this division. Under the name "Sustainability, Environment & Safety" (SES), we have since consolidated the central functions in the areas of sustainability, environment and safety into a single organizational unit. The SES division regularly informs the Executive Board about progress in implementing our sustainability targets and ensures that sustainability considerations are systematically incor-

porated into strategic and operational decisions. The Executive Board is also responsible for approving the annual sustainability report, thereby underscoring the strategic importance of the topic. In addition to internal and external reporting, SES coordinates group-wide sustainability processes. The division is supported by topic-specific core teams composed of interdisciplinary members who address specific priority areas. For example, a team composed of members from Marketing, Human Resources, and Sustainability manages the corporate group's social engagement. This structure enables a practical and cross-functional implementation of the sustainability strategy. Operational implementation within the Group is carried out through decen-

tralized contacts in the subsidiaries. To promote international exchange, we launched the "Sustainability Round Table" in 2023. At least once a quarter, the companies' sustainability coordinators meet here to exchange best practices, discuss regulatory developments, and further improve the data quality of sustainability metrics. In 2024, this format was expanded to include additional subject-specific round tables, including one in the area of "Occupational Health & Safety." The Sustainability Steering Committee serves as the strategic steering and oversight body. It meets at least once a year and monitors the further development of Group-wide sustainability management at the strategic level.

Sustainability Organization

"We aspire to make the world a cleaner and more reliable place"



1.3 Initiatives and associations

Regular exchanges with stakeholders, other companies, associations and initiatives are very important to us. This enables us to identify trends, developments and risks at an early stage, work together to develop solutions for a more sustainable future and transfer knowledge. We are continuously expanding our network and contribute our technical expertise and practical experience to a wide range of platforms. Since signing the United Nations (UN) Global Compact more than ten years ago, we have expressly committed ourselves to its ten

principles and have anchored them in our corporate mission statement. The principles comprise the areas of human rights, labour standards, the environment and corruption prevention and have a significant influence on our actions – both internally and externally. In our sustainability strategy, we have also defined how we implement the principles of the United Nations Global Compact (UNGC) operationally. We are a member of the Baden-Württemberg Climate Alliance and have also joined the KLIMAWIN initiative of the state of Baden-Württem-

berg. Together with the Federal State where our headquarter is located and many other local companies, we have therefore committed ourselves to sustainable development. We have also been committed to the Science Based Targets Initiative (SBTi) since 2022. We developed our climate protection targets in accordance with the scientific specifications of the SBTi and had them successfully validated in the reporting year 2024.

Other selected memberships of the Witzenmann Group

 <p>Allianz Wasserstoffmotor e. V.</p>	 <p>BME Bundesverband Materialwirtschaft, Einkauf und Logistik e. V.</p>	 <p>Cluster Brennstoffzelle BW</p>
 <p>LR BW Forum Luft- und Raumfahrt Baden-Württemberg e. V.</p>	 <p>LVI Landesverband der Baden-Württembergischen Industrie e. V.</p>	 <p>SCE A (Supply Chain Excellence Aerospace) Deutschland e. V.</p>
 <p>Stiftung Familienunternehmen</p>	 <p>wvib (Wirtschaftsverband Industrieller Unternehmen Baden e. V.) – Nachhaltigkeitsbeirat</p>	 <p>Charta der Vielfalt</p>

Buchbusch II (WI+) as a visible symbol of sustainable transformation

As part of her summer tour, Thekla Walker, Minister for the Environment, Climate, and Energy of the State of Baden-Württemberg, visited the construction site of our new headquarters in Buchbusch (Pforzheim) during the reporting year. The visit underscores the project's significance as a visible symbol of our sustainable transformation.

Covering an area of over 23,000 m², a connected control center is being built in Buchbusch that consistently combines technological innovation with sustainable infrastructure. The site will be fully electrified and is therefore designed to be greenhouse gas-neutral. A photovoltaic system with an installed capacity of 1.3 MWp, along with a storage concept featuring multiple decentralized storage technologies (Power-to-X), increases self-sufficiency and strengthens resilience against external energy fluctuations.

Combined with energy-efficient construction, smart building technology, and digitally networked production processes, this creates a headquarter that unites environmental responsibility with industrial performance. At the



same time, modern manufacturing processes for mobility and hydrogen applications are being further expanded and digitized at the site.

“Sustainability and technological progress are central components of our strategy. The new building combines both by digitizing production while simultaneously operating the building climate-neutral.” Irene Krings, CFO

The project exemplifies our strategic commitment to not treating sustainability and technological progress as separate entities, but rather to develop them as an integral part of one another. The “ZUKUNFTS.LÄND.MACHER” award from the Baden-Württemberg Ministry of the Environment recognizes this commitment and confirms our approach of consistently linking environmental responsibility with corporate transformation.

Buchbusch II (WI+) is thus more than just a construction project: It is a central component of our Sustainability Strategy 2030 and a clear commitment to a climate-friendly, resilient, and sustainable industry.

You can find more details about the project in the following chapter under “Energy Efficiency.”



Chapter 2

Environment and Resources

2.1 Management approach



As a manufacturer, the Witzenmann Group is particularly dependent on energy, materials, and raw materials. This comes with a clear responsibility for the environmental impact of our business activities: from greenhouse gas emissions and resource use to waste and other emissions. Our goal is to systematically analyze these impacts, ensure transparency, and continuously reduce them. The environment and resources are therefore one of the three central focus areas of our sustainability strategy. The focus is particularly on climate protection, climate change adaptation, energy efficiency, and material and resource efficiency. These topics are closely interlinked and are managed in an integrated approach in order to leverage synergies and continuously improve our environmental performance.

Since 2024, we have relied on robust climate risk analyses at all of our locations. The systematic assessment of

physical risks—such as those caused by extreme weather events or changing climatic conditions—forms the basis for preventive measures and the long-term strengthening of site resilience. The “Climate Change Adaptation” section provides a more detailed look at risk analysis.

At the same time, we are systematically continuing our measures to reduce greenhouse gas emissions. For more than ten years, we have been preparing an annual carbon footprint report, from which we derive targeted reduction measures. These include increasing material efficiency, expanding renewable energy, and continuously reducing our energy consumption.

A key management tool is our energy management system. By 2030, at least 90% of our energy consumption is to be monitored and controlled under a management system. Group-

wide reporting, the expansion of the measurement infrastructure, and digital software solutions enhance transparency and manageability.

To reduce further environmental impacts, we operate an ISO 14001-certified environmental management system at all major production sites. Our sustainability policy defines binding guidelines and lays the foundation for continuous improvement. At the group level, we have already achieved a high degree of transparency, particularly through the group-wide assessment of our corporate carbon footprint. We are increasingly extending this commitment to the product level.

2.2 Climate change adaptation



The consequences of climate change are becoming increasingly apparent. In 2024, our facility in Opava, Czech Republic, was flooded following heavy rainfall. Thanks to fast, coordinated response within the Witzenmann Group, reconstruction was completed quickly. At the same time, the incident highlighted the immediate relevance of physical climate risks to our facilities. Further details are provided in the 2024 Sustainability Report. Against this backdrop, we are addressing physical climate risks in a systematic approach to ensure the long-term resilience of our sites.

Climate risk analyses as a basis for prevention

Based on in-depth analyses, we identify physical climate risks at an early stage and develop targeted prevention and adaptation measures. The analyses are conducted using a structured process and consider

location-specific hazards and their potential impacts. The Sustainability, Environment & Safety department works closely with Facility Management on the project. The methodology is based on the requirements of the Delegated Act on the EU Taxonomy and ISO Standard 14091.

Identification of relevant climate hazards

In the first step, the relevant physical climate hazards at each location are identified. This is based on the climate risks listed in the EU Taxonomy as well as scientifically recognized hazard categories. These include, among others:

- River flooding and heavy rainfall events
- Storms, hail, and lightning strikes
- Heat waves and heat stress
- Droughts
- ...

Assessment of exposure and vulnerability

The next step involves analyzing the extent to which a site is exposed to an identified climate hazard (exposure). In the case of flood risks, for example, an assessment is made of the topographical location, the distance to waters and the existing protective infrastructure.

In addition, the site's vulnerability is examined. Which operational processes, buildings, or technical facilities would be affected in the event of damage? What impact would an event have on production, supply chains, or the energy supply?

The actual risk results from the interaction of climate hazard, exposure, and vulnerability.

Consideration of climate scenarios and time horizons

A key element of the analysis is the consideration of various climate scenarios. The internationally recognized IPCC scenarios (e.g., SSP1-2.6, SSP2-4.5, and SSP5-8.5) are used for this purpose. These scenarios represent different global warming pathways.

The risk assessment is conducted for several time horizons:

- short term (approx. 0–10 years)
- medium term (through 2050)
- long term (through 2100)

This ensures that both current risks and future developments, such as an increase in extreme precipitation or heat waves, are considered.

Risk Assessment and Prioritization

The identified risks are then assessed in regard to their likelihood of occurrence and potential extent of damage. Prioritization is typically based on a qualitative risk matrix (e.g., low, medium, high).

- For flood risks, for example, the following are assessed:
- Probability of a 100-year or 500-year event
- Potential flood depth
- Potential property damage
- Potential production losses
- ...

Based on this, risks are prioritized and integrated into the company-wide risk management system.

Identification of adjustment measures

The final step involves defining specific adaptation measures. These may be structural, technical, or organizational, such as flood protection measures, modifications to drainage systems, the protection of critical infrastructure, emergency plans, or adjustments to the energy infrastructure.

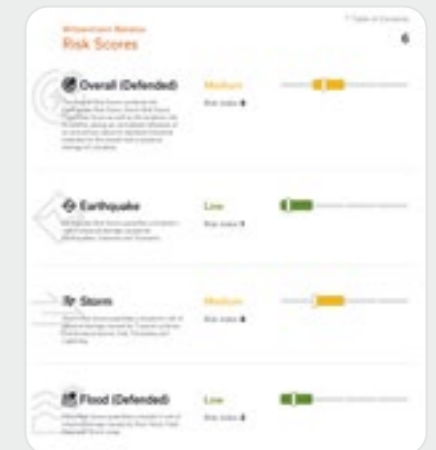
The analysis is reviewed regularly and updated in line with new scientific research or regulatory changes.



Belgium site – results of the climate risk assessment



The climate risk analysis conducted indicates an overall moderate physical risk profile for our site in Belgium. Storms and thunderstorms—including high winds, hail, and lightning strikes—were identified as particularly relevant. Heavy rainfall events with the potential for local flooding (flash floods) also pose a significant risk. River- or coast-related flood risks, on the other hand, are classified as low. Similarly, the current water stress at the site is low. In the long term, however, an increase in heat and drought stress is expected. These developments can impact working conditions, building systems, and energy demand and are therefore taken into account in site planning and facility management. Based on the analysis, site-specific prevention and adaptation measures are defined. These include inspecting the building envelope and drainage infrastructure, protecting sensitive technical systems, and further developing emergency and recovery plans. The goal is to sustainably strengthen the site's resilience and integrate climate-related risks into operational and strategic decisions at an early stage.



2.3 Climate protection

Climate change is one of the most important challenges of our time and requires decisive action at all levels. As a globally operating industrial company, we take responsibility and do our part to combat climate change. To this end, we set clear targets, take specific measures, and report transparently and based on data.

Comprehensive group-wide carbon footprint

A transparent and comprehensive carbon footprint is the foundation of effective climate management. Only by systematically monitoring our greenhouse gas emissions can we effectively identify and manage opportunities for reduction.

Witzenmann GmbH has been reporting its emissions in accordance with the Greenhouse Gas (GHG) Protocol for over ten years, categorizing them under Scopes 1, 2, and 3. Since 2023, this accounting has been consistently carried out at the level of the entire corporate group.

As a result, we now track the emissions of all companies in Scopes 1, 2, and 3—with the exception of the downstream sector—thereby creating

a uniform, reliable data foundation for managing our climate targets.

Improving the carbon footprint and data quality

Continuous improvement of data quality is a crucial part of our greenhouse gas accounting and an essential requirement for the targeted management of our emissions. To calculate our Scope 3 emissions, we use a monetary approach (the “spend-based approach”) that is based on extensive global emissions data from over 500 sectors and supplemented by life-cycle assessment methods. In this way, all relevant greenhouse gases are systematically recorded and assessed according to the “cradle-to-gate” principle.

At the same time, we are continuously working to further improve the reliability of our carbon footprint. A key factor is the increasing use of primary data throughout our supply chain. While spend-based approaches provide a good foundation for an initial assessment, primary data enables a significantly more accurate representation of actual emissions and opens up additional control options. Against this backdrop, we have set ourselves the target of capturing approximately

80% of our Scope 3 emissions related to purchased raw materials (measured by the share of corresponding expenditures) based on primary data by 2030. To this end, we are intensifying our collaboration with our suppliers and systematically expanding the corresponding data collection processes. We have already achieved a rate of 36%.

The increasing integration of primary data improves the transparency and quality of our emissions data and enables us to derive, implement, and measure targeted emissions reduction measures along the value chain.

Implementation of Our Ambitious Reduction Targets

The Witzenmann Group has been a committed partner of the Science Based Targets Initiative (SBTi) since 2022. This initiative enables us to set our climate targets in a scientifically based and internationally comparable manner. Our greenhouse gas reduction targets have been defined and validated using the SBTi methodology. They make a measurable contribution to achieving the targets of the Paris Agreement.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Our climate targets are validated.

Climate protection targets

	KPI	Target	Progress	Target Year	Scope	Contribution to SDGs	
Management targets							
Increase in primary data	[% raw material costs]	80 %	36 %	2030	Group		
Performance targets							
GHG neutrality of Scopes 1 & 2	[% reduction compared to 2021]	100 %	87 %	2030	Germany		
Reduction of Scopes 1 & 2	[% reduction compared to 2021]	42 %	32 %	2030	Group		
Reduction of Scope 3	[% reduction compared to 2021]	25 %	10 %	2030	Group		
Renewable energy self-sufficiency	[% own renewable generation of consumption]	10 %	5,8 %	2030	Group		

Our Science Based Targets are divided into two categories :

- The targets for Scope 1 and Scope 2 are aligned with the 1.5-degree target.
- The target for Scope 3 supports the global target of limiting global warming to well below two degrees Celsius.

In fiscal year 2025, the focus was on further operationalizing and managing our climate targets. Group-wide greenhouse gas accounting served as the central basis for continuously measuring progress. On this basis, we were able to transparently track our emissions trends and identify and prioritize targeted reduction measures.



For information

The accounting of greenhouse gas emissions (GHG emissions) according to the GHG Protocol covers three scopes:

Scope 1: Direct GHG emissions

Direct GHG emissions originate from sources owned or controlled by the company. These include emissions from combustion in the company’s own or controlled boilers, furnaces, and vehicles, as well as from chemical production in process plants.

Scope 2: Indirect GHG Emissions from Energy Procurement

Scope 2 covers indirect GHG emissions resulting from the procurement of energy, such as electricity or district heating. Physically, Scope 2 emissions occur at the facility where the energy is generated.

Scope 3: Other Indirect GHG Emissions

Scope 3 emissions result from the company’s activities in the value chain and originate from sources that it does not own or control. These GHG emissions arise, among other things, from the upstream extraction and production of (purchased) materials, the transport of (purchased) fuels by third parties, and the downstream use of (sold) products and services.

Greenhouse gas emissions of the Witzenmann Group in tCO₂eq

	2021 Basic Year	2024	2025	Change compared to 2024	Change compared to 2021
Scope 1 ¹	3,627	2,531	2,173	-14%	-40%
Scope 2 (market-based) ¹	16,794	11,642	11,641	0%	-31%
Scope 2 (location-based) ¹	22,430	22,141	21,801	-2%	-3%
Total CO₂eq emissions of Scope 1 and 2 (market-based) [t]	20,421	14,173	13,814	-3%	-32%
Scope 3 (Upstream)					
3.1 Purchased goods & services / 3.2 Capital goods ²	230,372	228,516	206,489	-10%	-10%
3.3 Energy-related activities ¹	6,278	6,057	5,877	-3%	-6%
3.4 Upstream transport	9,182	9,131	7,743	-15%	-16%
3.5 Waste from the company	310	326	377	16%	22%
3.6 Business trips	75	1,253	954	-24%	1180%
3.7 Employee commuting ¹	7,122	7,374	7,270	-1%	2%
Total CO₂eq emissions of scope 3 [t]	253,339	252,657	228,710	-9%	-10%
Total CO₂eq emissions of all scopes	273,760	266,830	242,524	-9%	-11%
Employees (Headcount)	4378	4354	4297	-1%	-2%
CO₂eq emissions / employees	63	61	56	-8%	-10%
Turnover (Mio. €)	620	742	706	-5%	14%
CO₂eq emissions / million € turnover	442	359	344	-4%	-22%

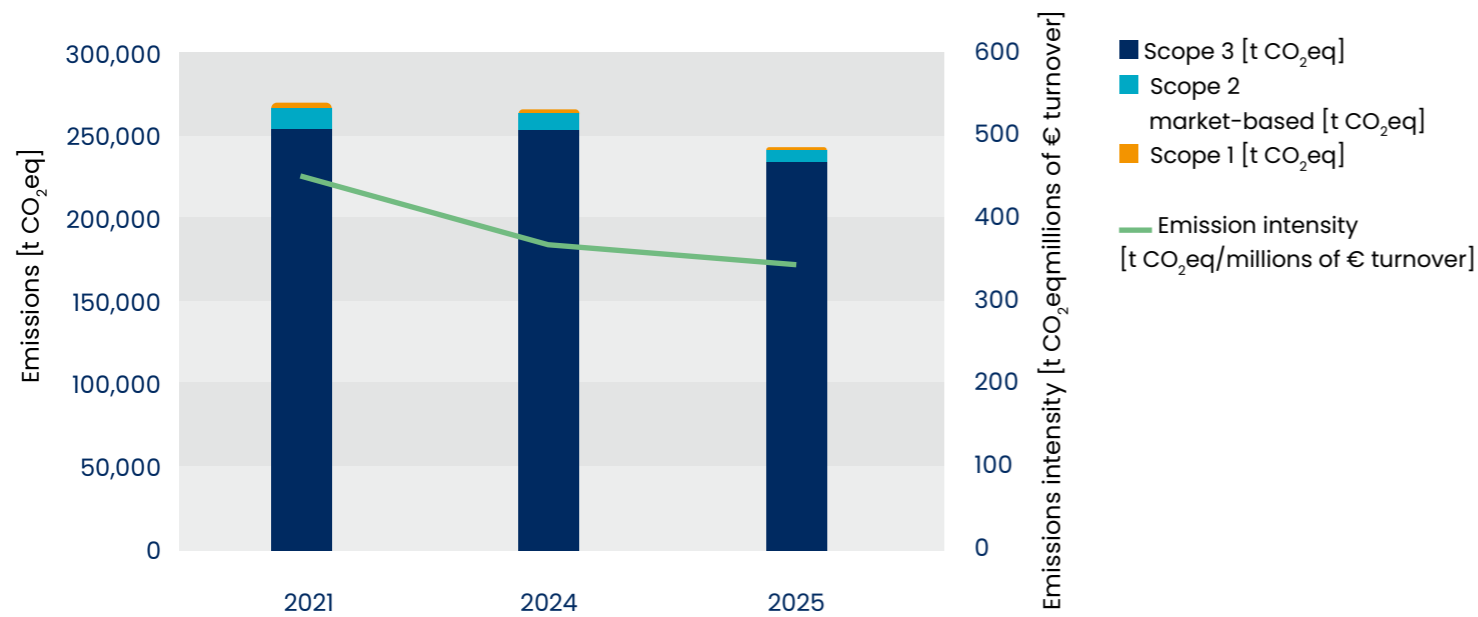
Total emissions using the market-based approach and operational control.

Footprint of Scope 1 emissions using the specific emission factors of the information sheet CO₂ factors of the Federal Office of Economics and Export Control.

¹ The prior-year figures reported have been retrospectively adjusted based on revised data and methodological improvements.

² In 2025, approximately 36% of raw material expenditures were accounted for based on PCFs or EPDs rather than the spend-based approach. Since the resulting emissions variance is below the materiality threshold, the base year was not recalculated.

Development of CO₂eq emissions and intensity of the Witzenmann Group



During the reporting period, we were able to reduce our direct emissions (Scope 1) by 40% compared to 2021. The electrification of our vehicle fleet and the transition to new heating sys-

tems at our production sites were key factors in this reduction. One example is the new administration building at our site in Saxony, which operates entirely without natural gas heating and

relies on an electric heating system. Measures such as these underscore our consistent commitment to a more sustainable energy and operational structure.

Continuous improvement in four key areas

To achieve greenhouse gas neutrality for Witzenmann GmbH in Scope 1 and 2 and reduce group-wide emissions by at least 42% in line with our Science Based Targets, we are focusing on four key areas:



- 1

Energy efficiency

Continuous improvement in energy efficiency remains a key driver for reducing emissions. Based on our established energy management systems, we continuously identify and implement efficiency improvements in our production and infrastructure systems. Further information on this topic can be found in the “Energy Efficiency” section.
- 2

Expansion of self-generated renewable energy

We are consistently expanding our photovoltaic systems at our locations. Group-wide, we have an installed capacity of more than 3.9 MWp. This enabled us to generate approximately 4,300 MWh of renewable energy during the reporting year. The majority of this (more than 92%) is used directly on-site, allowing us to continuously reduce our dependence on external energy sources.
- 3

Transition to renewable energy in purchased electricity

A key component of our climate strategy is the transition of our electricity procurement to renewable energy sources. Witzenmann GmbH and its German subsidiaries already source all of their electricity from certified renewable sources. This measure will be rolled out across to the group over the next years.
- 4

Electrification and the use of climate-friendly technologies

The electrification of our processes and equipment is a key factor in further reducing emissions. This includes, among other things, the increased use of heat pumps, as well as the transition of our vehicle fleet to electric vehicles. The first sites, such as Witzenmann Belgium and Witzenmann UK, have already successfully implemented this change and serve as models for the ongoing group-wide transformation.

Progress towards the targets

The realization of our Scope 1 and 2 targets is proceeding according to plan. Both at Witzemann GmbH and at the Group level, greenhouse gas emissions have been further reduced through targeted measures. Compared to the base year 2021, this results in an overall reduction in emissions of 32% (Scope 1 and 2 combined).

Scope 3 emissions reveal a mixed picture. The spend-based methodology, which has been predominantly used to date, only partially reflects actual emission reductions in the supply chain. At the same time, we made significant progress in further developing our data foundation during the reporting year.

By increasing the collection of primary data, we are continuously improving the transparency and reliability of our Scope 3 emissions inventory. In this context, the improved data quality has already led to a reduction in Scope 3 emissions of approximately 3%. This suggests that the actual emissions generated in our supply chain are, in many cases, below the average values previously used in the spend-based methodology. Furthermore, effects that are not directly related to structural improvement measures must be taken into account. In particular, declines in production have contributed to a slight decrease in upstream emissions.

At the same time, we are implementing measures along the value chain. The focus is particularly on increasing material and resource efficiency, the increased use of recycled materials, and the evaluation of lower-emission raw material and production routes. We also continuously monitor technological developments, for example in the field of hydrogen or Power-to-X, and evaluate their potential for our purposes.

In this context, a Power-to-X concept was implemented at the Saxony site—the first location within the Witzemann Group to do so. This involves using solar power to generate and temporarily store process gas in the form of nitrogen. This is used in the laser process as needed, thereby helping to reduce external energy and resource consumption.

In addition, we address emission-related areas such as business-related travel. Measures such as promoting remote work, offering public transportation options, and the ongoing electrification of our vehicle fleet help to reduce emissions in this area as well.



Outlook

Through the measures we have defined in our key focus areas, we are consistently working toward the target of reducing our Scope 1 and 2 greenhouse gas emissions as much as possible by 2030. Emissions that cannot be completely avoided by that time for technical or economic reasons will be offset through high-quality, internationally recognized offset measures—such as those certified under the Gold Standard.

We also expect significant progress in the Scope 3 area in the coming years. In particular, the increasing shift to primary data from the supply chain will significantly improve the transparency and manageability of our emissions. On this basis, we can derive more targeted measures along the value chain and assess their impact more reliably.

The continuous improvement of our data infrastructure, close collaboration with our suppliers, and the consistent implementation of our measures are crucial to achieving our climate targets in the long term and sustainably reducing our emissions.



2.4 Energy efficiency



Energy efficiency is a key driver of competitiveness and climate protection. In an increasingly challenging environment marked by rising energy prices, growing regulatory requirements, and mounting uncertainties in energy supply, the efficient use of energy is becoming ever more important. For the Witzemann Group, energy efficiency is therefore not only an ecological necessity but an integral part of resilient and sustainable production. Through the consistent expansion of our management systems and the continuous identification

of efficiency potential, we have already achieved significant progress in recent years. We are continuing along this path and further advancing the group-wide development of our energy efficiency measures.

Rollout of energy management within the group

The energy management systems at Witzemann GmbH and our subsidiary in the Czech Republic have been certified to ISO 50001 since 2022. This helps us systematically plan, implement, and continuously monitor energy efficiency measures.

In the reporting year, we also successfully had our Witzemann Saxony site certified to ISO 50001, thereby taking another important step in the group-wide expansion of our energy management. In the long term, we aim to manage at least 90% of the energy used within the Witzemann Group via a centralized management system. A key component of this is the group-wide energy monitoring system established in 2022, which provides transparency into consumption patterns and enables the identification of efficiency potential.

Targets of energy efficiency

	KPI	Target	Progress	Target Year	Scope	Contribution to SDGs
Management targets						
Energy management	[% Group]	90 %	47 %	2030	Group	13 CLIMATE ACTION
Performance targets						
Reduction of energy intensity ¹	[% reduction compared to 2021]	15 %	19 %	2030	Group	7 AFFORDABLE AND CLEAN ENERGY

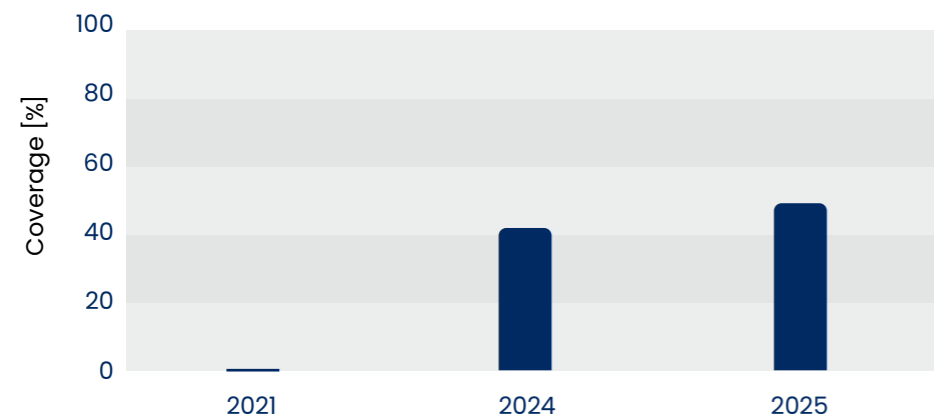
¹Energy intensity in MWh/million euros in revenue, not adjusted for inflation.

Energy KPIs of the Witzemann Group

	2021 Basic Year	2024	2025	Change compared to 2024	Change compared to 2021
Electricity purchased externally ² (in MWh)	48,699	48,237	47,207	-2%	-3%
PV generation, own consumption ² (in MWh)	94	3,656	3,940	8%	4083%
District heating (in MWh)	7,771	6,705	6,920	3%	-11%
Natural gas ² (in MWh)	12,596	6,982	5,645	-19%	-55%
Heating oil ² (in MWh)	1,281	889	926	4%	-28%
Other ^{1,2} (in MWh)	2,803	3,317	2,938	-11%	-5%
Total energy consumption (in MWh)	73,245	69,785	67,576	-3%	-8%
Energy intensity (in MWh/million € turnover)	118	94	96	2%	-19%

¹ Fuel types: diesel, gasoline (especially for company vehicles).
² The prior-year figures reported have been retrospectively adjusted based on revised data and methodological improvements.

Share of the Witzemann Group's energy consumption that is subject to an energy management system (e.g. ISO 50001)



Energy consumption trend

Total energy consumption within the Witzemann Group fell by approximately 3 percent in the reporting year compared to the previous year. This positive trend is attributable, on the one hand, to targeted efficiency measures in our production and infrastructure processes, and, on the other hand, to a slight decline in production output in certain areas.

Energy intensity relative to turnover volume, however, remained largely unchanged. This is due to lower utilization of production capacities. While absolute energy consumption is declining, certain energy-related base loads (for example, for lighting, heating, ventilation, or the IT infrastructure) remain largely constant and can only be adjusted to a limited extent in the short term.

During periods of lower capacity utilization, these fixed consumption levels have a greater impact on key performance indicators and partially offset the efficiency gains achieved. In the long term, we aim to further reduce both absolute energy consumption and energy intensity.

Group-wide energy efficiency initiatives



Continuous improvement in energy efficiency remains a key component of our sustainability strategy. During the reporting year, numerous measures were implemented across the Witzemann Group.

A major focus was on optimizing energy-intensive production equipment, particularly compressed air systems, which are among the largest energy consumers in our manufacturing processes. Targeted efficiency measures were implemented at several locations for this purpose. These include, among other things, the introduction of smart control systems for demand-based regulation of energy consumption, such as at Witzemann Spain, as well as the use of frequency-controlled compressors, for example in China and the Czech Republic.

At the Czech Republic site, the lighting systems in secondary areas were also modernized, and the building envelope was optimized by replacing insulated doors. This measure alone results in energy savings of approximately 14 MWh per year. In the reporting year, efforts were also initiated to consolidate work areas to optimize space utilization and realize the associated energy-saving potential.

Measurable successes are evident at the UK site: The comprehensive facade renovation carried out in the previous year led to a reduction in gas consumption of around 25% in the reporting year compared to 2024. Building on this, further measures were implemented to further improve thermal insulation and permanently reduce energy demand. At the same time, heating controls were optimized at several locations to better align energy use with actual demand.

Another key factor is increasing transparency regarding energy consumption. Group-wide energy monitoring was further expanded during the reporting year. At the main plant in Pforzheim, detailed tracking is now possible down to the floor level. This made it possible to identify systems that were not operating optimally, particularly during low-demand periods. Simply by optimizing system settings—without additional investments—significant savings in electricity consumption were achieved.

With these measures, we are continuously strengthening our energy efficiency—both technologically and organizationally. In this way, we are contributing to a sustainable and resilient energy supply.

Future Initiative “WI+”: a new lead plant for sustainable transformation



With the construction of our new headquarters in the Buchbusch industrial park in Pforzheim, we are reaching a major milestone in the transformation of the Witzemann Group. The “WI+” project represents far more than just a construction project. It embodies our vision for the future: a state-of-the-art production site that combines technological excellence, digital innovation, and sustainability under one roof.

The project officially started with the groundbreaking ceremony in 2024. From the outset, we recognized its strategic importance for the long-term development of the Witzemann Group. With an investment of more than €40 million in the first construction phase, WI+ is the largest single investment project in the company’s history and a clear commitment to Germany as a business location.

Another significant milestone was reached with the topping-out ceremony in May 2025. The future headquarters is steadily taking shape as a smart factory and will serve as the flagship facility of the international Witzemann Group, setting new benchmarks in efficiency, digitalization, and sustainability.

The new facility will provide approximately 23,000 square meters of production space, where more than 700 machines will be connected through an integrated digital network. Advanced technologies such as real-time monitoring, automation, and machine learning will enable end-to-end optimized manufacturing processes. At the same time, workflows are being redesigned according to lean management principles, creating the foundation for highly efficient and flexible production.

The site will also establish new standards in sustainability. The facility is designed to be fully electrified and operated with a net-zero greenhouse gas footprint. A photovoltaic system with a capacity of 1.3 MWp, combined with decentralized energy storage solutions, will provide a high degree of energy self-sufficiency while increasing resilience against external energy market fluctuations.

In addition, modern working environments are being created to meet the needs of a future-oriented organization. The new production and office areas follow the principles of New Work, fostering collaboration, continuous learning, and employee well-being.

With the WI+ project, we are laying the foundation for our future competitiveness while sending a strong signal of our commitment to innovation, sustainability, and the long-term development of our home location in Pforzheim.



2.5 Material and resource efficiency

The responsible use of materials and raw materials is a key factor in reducing environmental impacts throughout our value chain.

As a manufacturing company, a significant portion of our environmental impacts originates in upstream value creation, particularly through the production and processing of raw materials such as steel. These account for a significant share of our Scope 3 emissions.

Against this backdrop, we aim to continuously optimize material usage, close cycles, and systematically reduce resource consumption throughout our processes and products.

Steel dominates raw material demand

In 2025, the Witzemann Group purchased almost 16 kilotons of raw materials. This means that the procurement volume was slightly below the previous year's level, in line with the trend in production volume.

At over 95%, steel and stainless steel alloys continue to account for the vast majority. The remaining shares are distributed among copper, nickel, aluminum, and titanium alloys. A similar picture emerges for purchased components and assemblies: the majority also consists of steel and stainless steel alloys.

While there is generally limited scope to influence material efficiency in the case of purchased parts, our primary focus is on optimising the use of raw materials. Accordingly, we concentrate on efficiency measures in the area of raw materials to reduce



resource consumption and simultaneously minimise our environmental impact.

Group-wide improvement in material efficiency

Continuously improving material efficiency is a central component of our resource strategy and a key factor in reducing our environmental impact. This is based on group-wide monitoring of our waste and scrap volumes,

which has provided a high level of transparency regarding material flows and sources of loss for several years. Production-related waste, in particular, provides valuable insights into efficiency potential in our production processes and enables targeted control at the site and process levels.

Both the absolute volume of production scrap and the scrap intensity increased in the reporting year.

However, this development is largely attributable to structural effects, particularly the relocation of production lines within the Group and the lower sales volume. As a result, existing base loads and transitional effects have a stronger impact on the key figures and partially overshadow the efficiency gains achieved.

Regardless of this, numerous measures to improve material efficiency were implemented across the Group. A key approach involves reducing scrap and defect rates through the continuous optimization of production processes. For example, Witzemann Slovakia succeeded in significantly reducing the internal defect rate and technological scrap through targeted measures to stabilize processes, achieving a scrap reduction of approximately 18%.

Systematic approaches are also being adopted at other locations. For example, Witzemann Spain has developed a comprehensive action plan to reduce production scrap. At the Czech Republic site, various additional initiatives were implemented, including the refurbishment of tool components and the use of 3D printing to manufacture spare parts. These measures not only contribute to reducing metal waste but also extend the service life of equipment while simultaneously reducing the need for new materials. These approaches are supported by daily scrap meetings and structured audits, which ensure continuous process improvement.

Furthermore, efficiency potential is increasingly being leveraged through technological advancements. For example, Witzemann UK was able to significantly reduce the consumption of welding materials by using orbital welding. At the same time, the process change led to a significant reduction in rework, as the number of leaks was noticeably lowered. This demonstrates

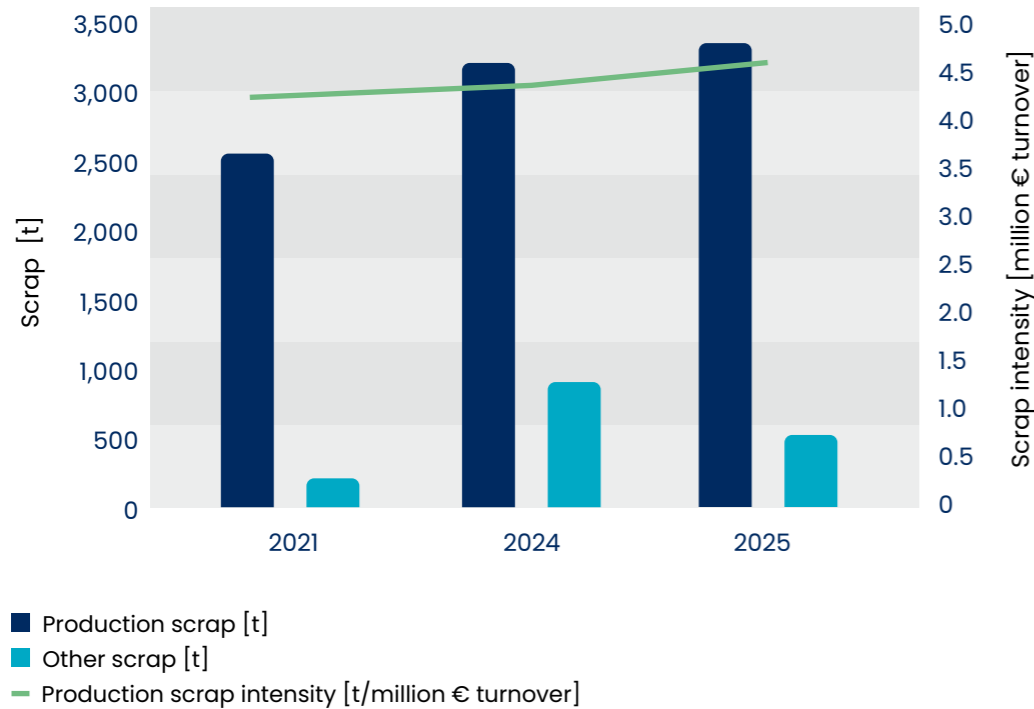
that quality improvements and material efficiency are closely linked and reinforce one another.

Overall, we pursue a holistic approach that focuses on both reducing material losses and the more efficient use of raw materials. Through a combination

of transparency, continuous process optimization, and targeted investments in technologies, we are laying the groundwork to further improve our material and raw material efficiency in the long term and reduce our environmental impact along the entire value chain.



Development of scrap intensity and scrap volume of the Witzenmann Group



Life cycle assessments increase transparency

Life cycle assessments are a key tool for systematically analyzing and managing the environmental impacts of our products and processes. They identify where environmental impacts arise throughout the life cycle and where there is concrete potential for improvement.

We are already preparing life cycle assessments for our first products in accordance with ISO 14040/44 standards and based on recognized EPD

methodologies. We use the insights gained not only for internal optimization but also make them available to our customers to support their sustainability targets and create transparency in the supply chain.

In the reporting year, we advanced the preparation of additional product life cycle assessments and, in parallel, further expanded the automation of the underlying processes. Our goal is to be able to prepare life cycle assessments efficiently and in a stand-

ardized manner for our entire product portfolio in the future.

The foundation of every life cycle assessment is a detailed analysis of material and energy flows. This analysis enables us to transparently present material inputs, energy consumption, and emissions along the value chain. On this basis, we specifically identify efficiency potentials, reduce resource use, and simultaneously improve our environmental performance.

Raw material and resource efficiency target

	KPI	Target	Progress	Target Year	Scope	Contribution to SDGs
Management targets						
Coverage of environmental life cycle assessments	[% Products turnover]	30%	2%	2030	Group	12 RESPONSIBLE CONSUMPTION AND PRODUCTION

2.6 Environmental management

The Witzenmann Group has long been committed to designing its processes to be as environmentally friendly as possible.

As early as the 1990s, we demonstrated our commitment to the responsible use of natural resources by appointing an environmental protection officer—going far beyond legal requirements. We have been reporting on this since 1997.

High coverage through environmental management systems

To continuously reduce our environmental impact and prevent envi-

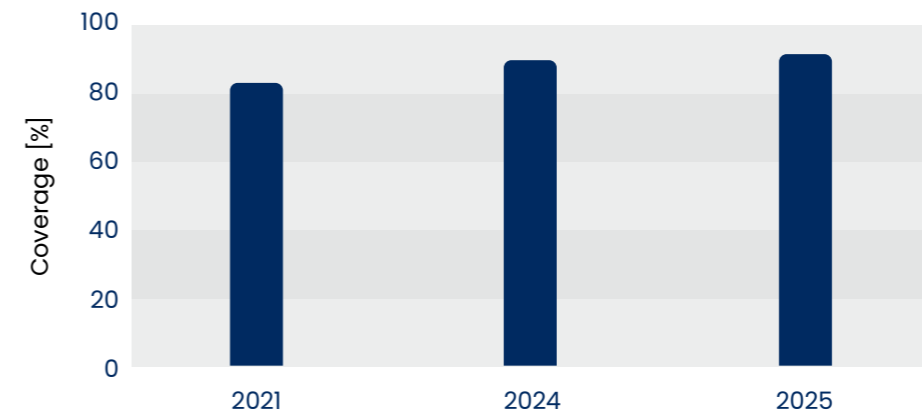
ronmental damage, we operate ISO 14001-certified environmental management systems at nearly all subsidiaries of the Witzenmann Group. These systems help us systematically improve our environmental performance in areas such as waste prevention and water use.

We have now achieved 92% coverage. Our goal was to implement a certified environmental management system

at all locations with at least 100 employees by 2025. Based on the current number of employees, this corresponds to a target coverage of 93%. Due to delays, this goal could not yet be fully achieved in the reporting year. However, we expect to fully achieve the target coverage by 2026.

ISO 14001 coverage

measured against the number of employees at the sites



Environmental management targets

	KPI	Target	Progress	Target Year	Scope	Contribution to SDGs
Management targets						
ISO 14001 coverage	[% Group]	93 %	92 %	2025	Group	15 CLEAN WATER AND SEA OCEANS
Performance targets						
Reduction of waste intensity ¹	[% reduction compared to 2021]	45 %	22 %	2030	GmbH	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Reduction of fresh water intensity ²	[% reduction compared to 2021]	20 %	10 %	2030	GmbH	

¹ Waste intensity in t/m € turnover

² Fresh water intensity in m³/employee & temporary worker

Water usage in production

Within the Witzemann Group, apart from negligible losses due to evaporation, water is not consumed but is mainly recycled. Water contaminated during production processes is treated by specialized service providers and returned to the water cycle. Due to these closed systems, water continues to be of secondary importance in our materiality analysis. Nevertheless, we pursue the target of continuously optimizing our fresh water usage and reporting transparently on developments.

In the reporting year, fresh water demand increased at the Group level. At the same time, fresh water intensity also worsened. The main cause of this, in addition to increased water demand, is in particular the decline in turnover, which means that existing

baseline consumption has a greater impact on the key figures.

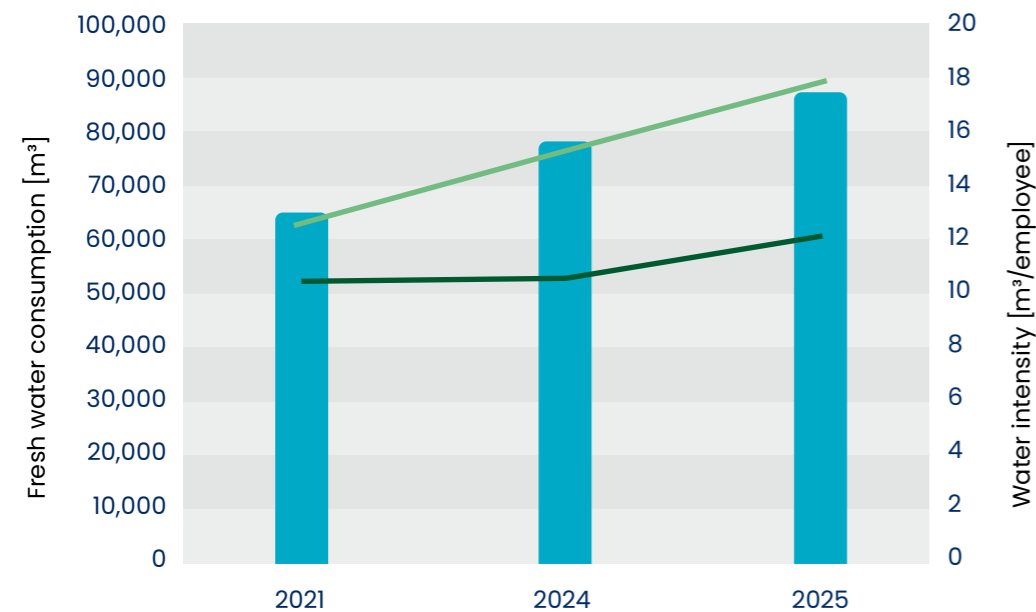
The increase in water consumption is primarily attributable to site-specific developments. In several regions, climatic factors—particularly higher temperatures—led to an increased need for cooling and air-conditioning services. Furthermore, the commissioning of new facilities and adjustments to existing processes have further increased water demand.

Regardless of this, targeted measures to improve water efficiency were implemented during the reporting year. These include, in particular, the optimization of recirculation systems, the modernization of technical equipment—for example, by replacing valves in piping systems and installing

particle filters—as well as the further expansion of the measurement infrastructure. The goal is to make water consumption more transparent, identify efficiency potential early on, and systematically reduce resource use.

Developments in the reporting year show that external factors and structural changes can have a significant impact on absolute water consumption. At the same time, the continuous improvement of water efficiency remains a central component of our environmental management.

Water consumption and water intensity of the Witzemann Group in annual comparison



■ Fresh water consumption [m3]
 — Fresh water intensity [m³/employee]
 — Fresh water intensity [m³/10 million. € turnover]

Continuous waste avoidance



Reducing waste and hazardous substances is a central component of our environmental management. Our target is to continuously minimize waste volumes, close material cycles, and further increase the proportion of recycled materials.

In the reporting year, waste generation across the Group was reduced in

all relevant categories compared to the previous year. This development is partly attributable to the decline in production, which has a direct impact on waste generation. At the same time, however, the continuous optimization of our processes and the targeted implementation of measures for waste prevention and recycling are increasingly showing results.

At the site level, numerous concrete measures were implemented. For example, Witzemann China was able to reduce waste volume by approximately 35% through the use of new systems for high-temperature concentration of molding compounds and emulsions.

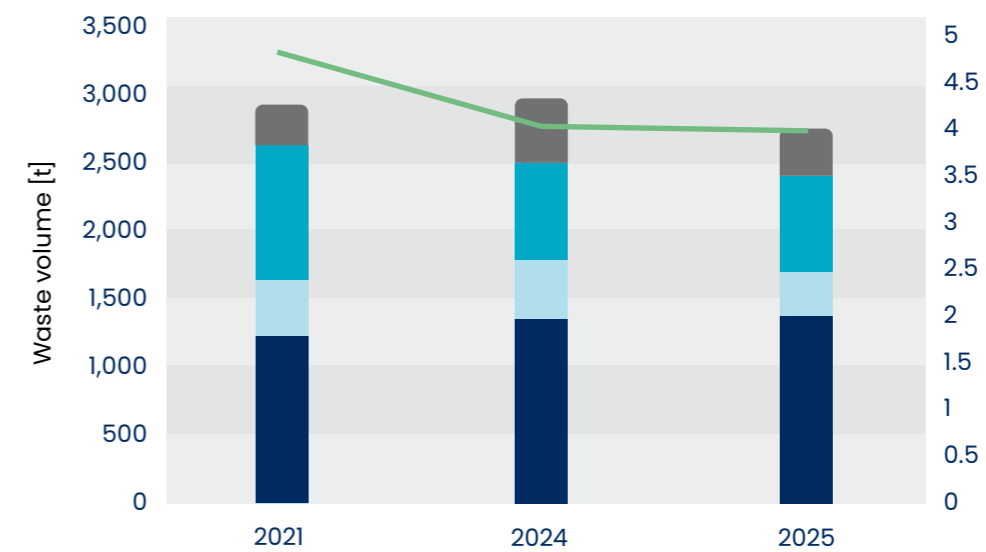
Witzemann Slovakia has placed greater emphasis on the recycling of metal waste and packaging materials,

thereby further increasing the recycling rate.

At the Czech Republic site, following the flooding the previous year, the air pump in the hydroforming presses was rebuilt and optimized. This enables more efficient water exchange and led to a reduction in hazardous waste of 17 tons in the reporting year compared to 2024.

Overall, the results confirm that the combination of technological measures, process optimizations, and a consistent focus on the circular economy contributes significantly to waste reduction. In this way, we are making an important contribution to resource conservation and the continuous improvement of our environmental performance.

Development of the waste volume and waste intensity of the Witzemann Group



■ Waste for recycling (non-hazardous) [t]
 ■ Waste for disposal (non-hazardous) [t]
 ■ Waste for recycling (hazardous) [t]
 ■ Waste for disposal (hazardous) [t]
 — Waste intensity [t/m € turnover]

Biodiversity

The protection of biodiversity is an important part of our understanding of sustainable business practices.

Although this topic is not currently a priority reporting requirement in our materiality analysis, we view biodiversity as a relevant area of action and therefore report on our activities on a voluntary basis.

During the reporting year, measures to promote biodiversity were implemented at several locations. Building on the momentum generated by individual subsidiaries in previous years, an increasing number of sites are now engaging in concrete initiatives. These include tree-planting campaigns, the creation of nature-friendly areas, and measures to promote insect habitats. These activities contribute to the preservation of ecological diversity while simultaneously raising awareness of environmental and nature conservation among our workforce.

A concrete example is the Saxony site: on a 2,100 m² area, new habitats for insects and plants were created in collaboration with the "INSEKTA" funding project and the Landschaftspflegeverband Westsachsen (West Saxony Landscape Conservation Association). As a complementary awareness-raising measure for employees, two bee colonies moved onto the company premises during the reporting year. Revenue from honey sales is entirely reinvested in the care of the bee colonies.

Raising employee awareness is another key component in promoting an understanding of biodiversity. Witzemann Mexico has developed a particularly effective concept for this purpose. As part of an Environmental Day, universities with students majoring in environmental engineering, as well as the municipality's environmental department, are involved to present projects on topics such as composting, waste separation, and water quality.

We also consider biodiversity aspects in the context of construction projects. In the construction of our new headquarters in Pforzheim, special attention is being paid to creating green spaces and at least partially offsetting the effects of soil sealing. The target is to design these areas to be as close to nature and species-friendly as possible, including through collaboration with local nature conservation organizations.



Chapter 3

Employees and Society

3.1 Management approach



Sustainable and successful corporate development requires innovative business models, future-oriented products, and the strategic use of digital technologies. Equally crucial to our long-term success are our employees and their active engagement. With their expertise and dedication, they play a key role in shaping the future of Witzenmann and driving our global corporate success.

The conditions for our business operations are constantly changing. Markets, technologies, and value chains are undergoing profound transformation. To remain competitive in the long term, we are systematically developing our corporate and collaborative culture. In doing so, we create the conditions for further development, evolving job profiles, and future-oriented work processes.

The continuous professional and personal development of our employees is a central component of our strategy. We promote a culture of lifelong learning and support our employees in actively and responsibly shaping change. At the same time, we invest in modern working conditions, attractive employee benefits, and a safe and healthy work environment.

As a family-owned company with a long tradition, we stand for reliability, diversity, and a trusting working relationship. Work-life balance and respectful collaboration are core values for us. Our team spirit forms the foundation for sustainable corporate success, today and in the future.



3.2 Working at Witzenmann

In the reporting year, we consolidated the previously separate topics of “Learning and Development,” “Leadership and Collaboration,” and “Attractive Employer” under the new section “Working at Witzenmann.” This allows us to provide a more comprehensive overview of all aspects of working at Witzenmann and highlights the close connection between professional development, leadership culture, and working conditions.

Learning and Development

The skills and knowledge of our employees form a central foundation of our global business success. Professional expertise, experience, and fresh ideas and insights drive innovation and strengthen our competitiveness. With this in mind, we encourage a learning culture that supports lifelong learning and enables continuous professional development throughout an employee’s career.

We believe that learning is an integral part of everyday work and an essential requirement for individual development as well as for the long-term sustainability of our company. A particular focus is on preparing our workforce for the digital transformation and building future-oriented skills.

Our human resources development is based on a diverse and needs-based approach that combines various learning formats. These include:

- Informal learning in the workplace, including through on-the-job training, projects, and cross-functional collaboration
- Collaborative learning in form of workshops and keynote presentations



- Classroom training to deepen understanding of specific technical topics or particular tasks
- Digital learning courses (Learning Nuggets) that can be accessed flexibly and self-directed via our eAcademy

These development formats are designed to align our employees’ expertise, motivation, and performance with the company’s requirements. We encourage our employees to take responsibility for their own professional development and to actively shape their career paths.

In 2025, Witzenmann GmbH once again made significant investments in the training and continuing education of its workforce. In Germany, a total of 33,880 hours of training were completed. With approximately 1,100 employees, this corresponds to an average of about 30 hours of training per person. International training hours cannot yet be fully tracked, as the integration of the learning platform is still under development.

Our investments in training reflect our strategic priorities:

- €550,374 for employee development
- €133,791 for leadership development



We systematically evaluate the quality of our training programs. Participant feedback is directly incorporated into the further development of our training programs. In addition, we support our employees and managers through structured performance reviews, potential analyses, and targeted development programs to set individual development goals and derive appropriate measures.

Our digital learning platform, eAcademy, forms the central foundation for modern, flexible, and transparent training. In 2025, the user interface was comprehensively redesigned and the range of learning opportunities further expanded. In addition to expanding existing e-learning content, the offering was also strengthened internationally, for example through additional learning modules for Witzemann China.

Furthermore, initial topic clusters for a Sales and Engineering Academy were established within the eAcademy to more effectively bundle and specifically develop technical qualifications. At the same time, mandatory training for Witzemann GmbH and its German subsidiaries was made more efficient and, in some cases, reduced.

Another focus was on building new skills in the field of artificial intelligence. With training formats such as "AI at Witzemann" or "The ABCs of AI," we are establishing a foundation of knowledge for the responsible and productive use of new technologies. Additional formats, for example on the topic of prompting, are in the planning stages.

As a family-owned company with a long tradition, we are particularly committed to supporting young people on their career paths, assisting them, and providing targeted development. In-house training has been an integral part of Witzemann for years and forms the foundation for our future specialists and managers. With a wide range of training programs, we create attractive opportunities for young talent and focus on needs-based training.

In 2025, we offered 15 new apprenticeship positions and, as of December 31, 2025, employed a total of 60 apprentices and dual students (2024: 57). The retention rate for apprentices was 100%; for dual students, it was 80%.



Promoting individual career paths remains particularly important to us. That is why we specifically create opportunities for different entry-level and development paths—for example, through entry-level qualifications or retraining programs. In this way, we open up new prospects within our company for both young talent and employees with professional experience.

Promoting women in technical careers remains a key priority. As of December 31, 2025, a total of six women were enrolled in technical apprenticeship programs or STEM degree programs. One of our young female welders took second place in the regional competition of the "Jugend schweiß&t" contest and is now pursuing further training to become a construction mechanic.

In addition to traditional training, we provide students with hands-on insight into our work environment through internships, part-time student jobs, and thesis projects. Furthermore, we are involved in various initiatives—such as practical workshops for young people through the BWK Metall, through our support of "Jugend forscht," and through projects led by our trainees, for example in the π-Lab. We are systematically expanding the digitalization of our training programs. A key component of this is the gradual provision of personal laptops to all trainees to enable modern and flexible learning.



Promoting young talent

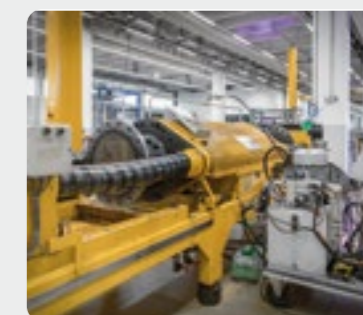


For information

π.Lab^W

With the π-Lab, Witzemann has created a central hub for innovation and interdisciplinary collaboration. The π-Lab combines state-of-the-art research and development infrastructure with flexible spaces for workshops and new ways of working.

It is open to all divisions of the company and promotes cross-divisional exchange as well as the joint development of future-oriented solutions. As a central hub, the π-Lab will in the future consolidate key innovation activities and support the targeted advancement of key technological areas. In this way, Witzemann is creating the framework for developing, testing, and implementing new ideas even faster.



Leadership and collaboration



Culture Check

With the Culture Check—a survey-based tool for development and feedback designed for leaders and their teams—we encourage ongoing reflection on leadership behavior and collaboration. The group-wide results serve as an important foundation for the continued development of our leadership culture.

In times of change and constantly shifting conditions, our leaders play a crucial role. They are not only responsible for the successful implementation of transformation processes, but also help shape a corporate culture based on respect and trust. That is why we are committed to the continuous development of our leadership and collaboration culture.

Across the company, we support our leaders through customized leadership programs that combine practical knowledge with targeted training. External insights on current leadership topics are combined with cross-functional exchange and networking within the corporate group.

The development of our leaders is based on two core programs:

- **WI-Lead** – a program specifically designed for new and young leaders that teaches the fundamentals of modern leadership and is supplemented by a year of mentoring with experienced leaders.
- **WI-Empower** – a group-wide development program that supports leaders in reflecting on and further developing key aspects of modern leadership.

Our leaders are responsible for ensuring a motivating, inclusive, and performance-enhancing work environment. Their behavior significantly shapes the quality of collaboration and the long-term success of our company. That is why it is important to us that our leaders act as reliable role models and build trust to actively empower their teams to take on responsibility and develop creative solutions.

In 2025, the existing programs were consistently continued. These include, among other things, individual leadership coaching, the WI-Lead program with its two training modules, and the subsequent mentoring year for new leaders. In addition, Culture Check reviews with leaders continued to take place, during which feedback from the teams was evaluated and development measures were identified.

In addition, the international WI-Empower Best-of program was offered in German and English and was utilized by managers from various countries. Supplementary training sessions—such as those on fair performance evaluation—as well as digital refresher courses on conducting performance review meetings further support managers in their day-to-day leadership roles.

In 2025, the Empowerment Circles format, among others, provided new impulses. This format focuses on peer-to-peer case consultation and offers managers a space to discuss current challenges, particularly in the context of leadership during challenging times. To further embed our programs internationally, we also conducted train-the-trainer sessions for HR managers at international locations, including for WI-Lead and the Empowerment Circles. In this way, we ensure that core leadership principles are consistently communicated and applied worldwide.



Attractive employer

As a modern company with an international focus, our goal is to provide a work environment that combines long-term career opportunities, individual development prospects, and a strong corporate culture. In an increasingly competitive job market, we focus on attracting qualified professionals, developing their potential, and ensuring our employees remain enthusiastic about Witzenmann over the long term.

- Our strategic priorities focus on
- work-life balance,
 - flexible work schedules and workplace models,
 - a modern range of professional development opportunities, and
 - attractive benefits.

In 2025, we consistently continued and expanded our commitment to enhancing our appeal as an attractive employer. The renewed “Top Company” award from Kununu—for the fifth time in a row—confirms the high satisfaction of our employees and underscores our position as an attractive employer. Additionally, we were recognized as a “IA Training Company,” highlighting the quality of our support for young talent. We were also awarded the Jobmotor prize for our concept “Finding and Retaining Employees – Focus on Women.”

In 2025, the Witzenmann Group was further honored with the Mind Change Award® in the “Corporate Culture” category. The award recognized the global Train-the-Trainer program as part of the WI-Lead Program. With this approach, we empower our international locations to independently develop their own leaders and promote a shared understanding of leadership. In doing so, we strengthen personal responsibility, global cohesion, and the resilience of the entire Witzenmann Group.

Another focus is on specifically targeting and recruiting young talent. In addition to existing partnerships, we established an educational partnership with Kepler-Gymnasium Pforzheim in 2025 to inspire students early on to pursue technical careers and provide them with insights into our working world. We also continue to support “Jugend forscht,” thereby encouraging young talent in STEM fields.

We also take targeted steps to create an attractive work environment: Through offerings such as a children’s vacation program, joint activities for employees, and cultural events—for example, attending the Christmas fairy tale at the Theater Pforzheim—we strengthen team spirit and support work-life balance.

Furthermore, it is important to us to actively incorporate the opinions and ideas of our employees. Through feedback channels, a culture of innovation management, and regular surveys, we create opportunities for employee involvement and continuous improvement.

The high level of employee retention within the corporate group is further evidence of our employees’ loyalty to Witzenmann. To ensure this in the long term, we consistently invest in a modern work environment that promotes both individual development and a collegial, respectful working atmosphere. *Der Beleg für die Verbundenheit unserer Mitarbeitenden mit Witzenmann. Um diese langfristig zu sichern, investieren wir konsequent in ein modernes Arbeitsumfeld, das die individuelle Entwicklung ebenso fördert wie ein kollegiales, respektvolles Miteinander.*



3.4 Occupational health and safety

Our top priority in the area of occupational safety is the consistent prevention of workplace accidents. To this end, we identify risks at an early stage and effectively minimize them to ensure the highest level of safety in the workplace. Equally important to us is the active promotion of our employees’ health. Through our Occupational Health Management, we provide preventive support, enhance their well-being in the workplace, and contribute to the long-term performance of our teams.

With our occupational health and safety management systems in accordance with ISO 45001, we create a structured framework to continuously improve safety in the workplace. Risks are systematically identified, assessed, and prioritized, from which

concrete measures are derived. Among other things, several noise reduction measures were identified during the reporting year. Due to technical complexity, the implementation of these measures will extend into 2026. The potential is enormous: noise levels can be reduced by well over 20 dB(A) through these targeted measures. Crucial to identifying this potential is the strong network of our occupational safety specialists within the corporate group, which facilitates the transfer of knowledge and technology.

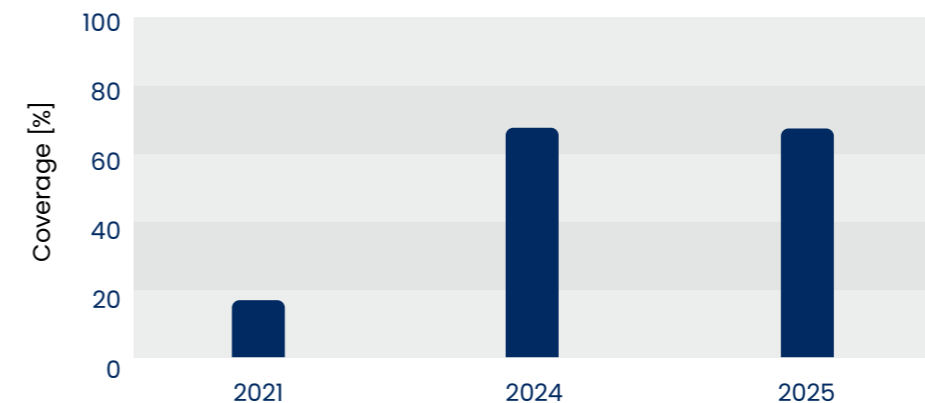
We achieved our goal of certifying at least 67% of our corporate group to ISO 45001 on schedule in 2024. As part of the revision of our sustainability strategy, we have refined this goal. By 2030, we aim to increase coverage to

at least 70% and thus further improve the quality of our group-wide occupational safety.

In the reporting year, we fully centralized and standardized occupational safety at all German locations. We have thus already achieved our goal, set for 2026, of a centralized and uniform in-house management and control system. In the coming years, we will continuously expand this structure and these standards to the entire corporate group.

ISO 45001 coverage

Measured by the number of employees at the locations



Steady decrease in workplace accidents

Our progress in occupational safety management is reflected in the steady decline in workplace accidents. In the base year of 2021, we recorded 12.4 workplace accidents per 1 million working hours (LTIR – “Lost Time Injury Rate”). In the reporting year, the LTIR was just 7.5.

Our newly set goal for 2030 is to reduce this figure to a maximum of 3.7. This corresponds to a 70% reduction compared to the base year 2021.

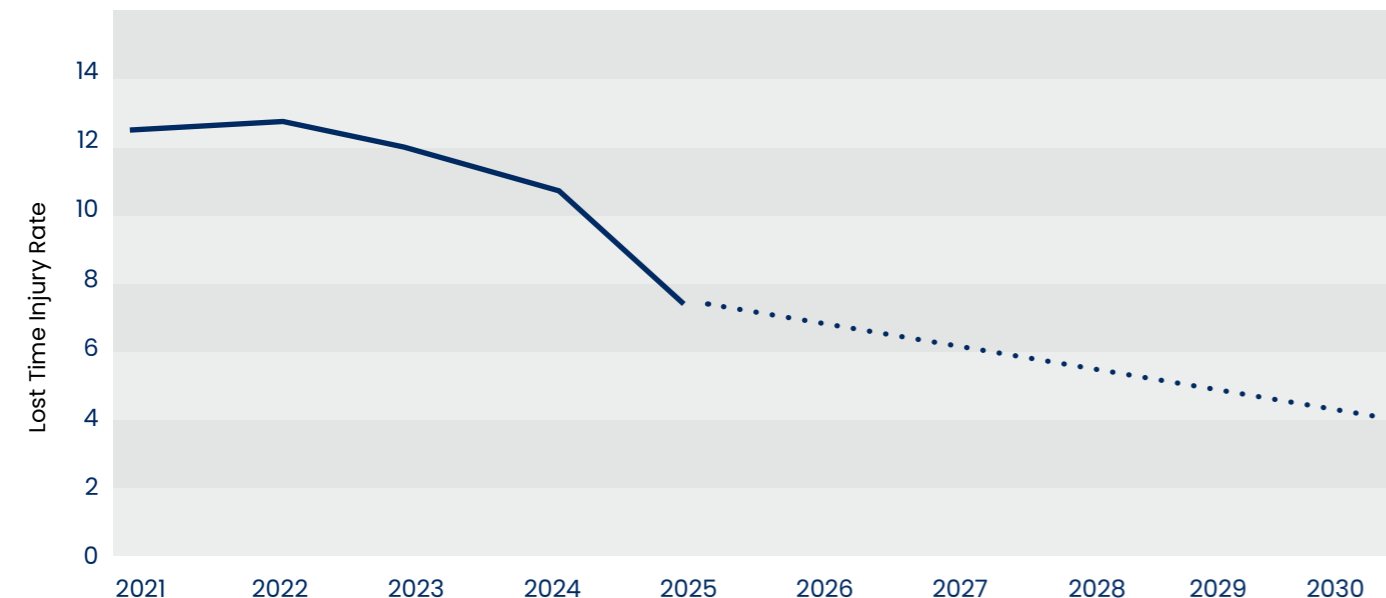
A wide range of measures has been implemented to prevent workplace accidents. One example is the introduction of so-called “One-Point Lessons”: a short, simple, and memorable training format that can be integrated into regular team meetings on the shop floor and illustrates typical mistakes and hazardous situations in workplace safety. Through such

measures, we can proactively avoid unsafe situations. If unsafe situations do occur, our established reporting system helps by enabling the consistent recording of accidents and near-misses. This allows potential risks to be identified, analyzed, and eliminated at an early stage. In the reporting year, we were able to expand this system to the entire corporate group. The focus now is on consolidating the system.

In the reporting year, we fully centralized and standardized occupational safety at all German locations. In doing so, we have already achieved our goal set for 2026 of a centralized and uniform in-house management and control system. In the coming years, we will continuously expand this structure and these standards across the entire corporate group.

Despite these preventive measures, workplace accidents still occur. Our occupational safety specialists conduct comprehensive analyses of all workplace accidents and derive targeted measures to prevent similar accidents in the future. With the help of regular risk assessments, technical and organizational measures can be determined at an early stage. The implementation and effectiveness of these measures are verified through regular inspections. Comprehensive audits are conducted in all relevant areas at least every three years.

Development Lost Time Injury Rate



Targets for occupational health and safety

	KPI	Target	Progress	Target Year	Scope	Contribution to SDGs
Management targets						
ISO 45001 coverage	[% Group]	70 %	66 %	2030	Group	3 GOOD HEALTH AND WELL-BEING
Central in-house management	-	achieved	-	2026	GmbH	
Performance targets						
Reduction in the frequency of accidents at work [work accidents per 1 million working hours]	[% reduction compared to 2021]	70%	41%	2030	GmbH	



Comprehensive safety training

A key component of our occupational safety management system is raising employee awareness of safety issues. All employees—from trainees to managers—undergo mandatory safety training, often digitally through

our eAcademy. We also use newsletters, posters, and videos to effectively communicate occupational safety information. We are constantly working to improve our training and instruction programs. Instruction on the shop floor is now also fully digitized.



Occupational health management



As a family-owned company with a long tradition, Witzenmann GmbH has always taken responsibility for the health and safety of its employees. Through our operational health management program, we aim to raise awareness of healthcare and prevention, promote employees' health knowledge, and minimize the risk of occupational diseases. Prevention is a central component of this: ergonomically designed workstations are particularly important for physically demanding tasks, such as those found in production. To prevent incorrect posture and health issues, our comprehensively trained health guides offer group training sessions in every department at least once a week.

In 2024, we also launched the "WI CARE" initiative. It specifically supports employees' mental and physical health, strengthens resilience across all job categories, and contributes to a mindful approach to stress. An important component of WI CARE is the risk assessment of psychological stress. This allows risks to be identified and addressed at an early stage.

In addition, an external, anonymous counseling service is available to all employees, which addresses both professional and personal concerns and refers them to professional services as needed. Lectures, training sessions, and e-learning courses provide guidance on how to handle challenging situations. This creates a sustainable corporate culture in which mental health is actively taken into account.

In 2025, we also held a health and safety day at our headquarters in Pforzheim. The focus was on stress prevention, fitness and relaxation exercises, as well as the topic of "brain and superfoods." Similar events were also held at our international subsidiaries, including in the Czech Republic and India.

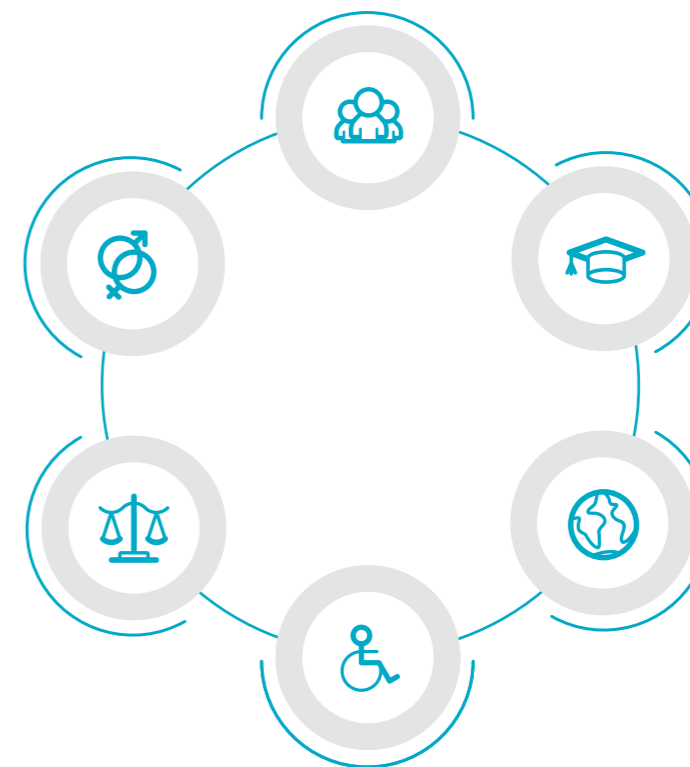
In addition to these health days, smoking cessation seminars are offered regularly, and the Caritas Association of Pforzheim provides additional knowledge on preventive care and health topics through a series of expert lectures.

Personal fitness is also actively promoted. Employees can participate in various sports groups, ranging from tennis and hiking to yoga. The organization of these activities is primarily in the hands of the employees themselves.

Awareness of healthy eating is reinforced through freshly prepared meals in the company cafeteria. Additionally, employees have the option to take advantage of healthy takeaway meals for family members. As part of our occupational health care program, we also offer additional measures such as the annual flu vaccination. The company's reintegration management program following a long-term illness also plays an important role in the health of our employees over the long term. It ensures close collaboration between the respective manager, the HR business partners, and the company medical service.



3.5 Diversity and equal opportunities



As a global company, the Witzenmann Group is committed to open-mindedness, fairness, and respectful collaboration. We are convinced that diversity is a key factor for success and fosters innovation, cooperation, and business strength. For us, diversity means consciously incorporating different perspectives, experiences, lifestyles, and skills—across all locations and levels of the organization.

This approach is firmly anchored in the company's mission statement. It is based on the conviction that all people—regardless of gender, age, ethnic or social background, sexual identity, religion, worldview, or health impairment—deserve equal opportunities and respectful treatment. Through our membership in the Diversity Charter, we are sending a clear signal in support of an inclusive corporate culture.

Strategic Priorities in Diversity Initiatives

Our initiatives to promote diversity and equal opportunities are based on three strategic focus areas:

- Advancing women in all areas and at all levels
- International cooperation and intercultural exchange
- Practicing equal opportunities in recruiting and talent development

Focus: Women in Management

A key focus of our HR strategy is on sustainably increasing the proportion of women in our workforce—particularly in leadership positions. Our executive board already has equal representation of men and women. At all other management levels, we are systematically expanding our efforts to attract more female leaders in the long term.

We are committed to making career opportunities more transparent and to identifying and specifically promoting female talent early on—including through a set quota for women in the future high-potential program. Through our employer branding, we specifically target female experts to inspire them to join the Witzenmann Group and showcase attractive career development opportunities.

In 2025, we continued and expanded our initiatives. As part of the second round of the cross-company mentoring program in collaboration with Spitzenfrauen Baden-Württemberg, female employees once again have the opportunity to be supported by experienced mentors over a period of one year. The goal is to specifically empower women in their professional development and further improve their chances of advancing to leadership positions.



Additional impulses were provided in 2025 by the first-ever “Empowerment Summit,” through which the Witzemann Group sent a clear signal in support of women’s advancement and equal opportunity. The goal of the event was to strengthen dialogue across gender boundaries and actively involve all employees in promoting diversity. The high level of participation—including male attendees—underscores the growing importance of a shared understanding of equal opportunity within the company.

During the summit, participants gained insights through keynote speeches and practical breakout sessions with representatives from various companies. Topics such as work-life balance, modern leadership, and diversity were among the key focuses. The Empowerment Summit

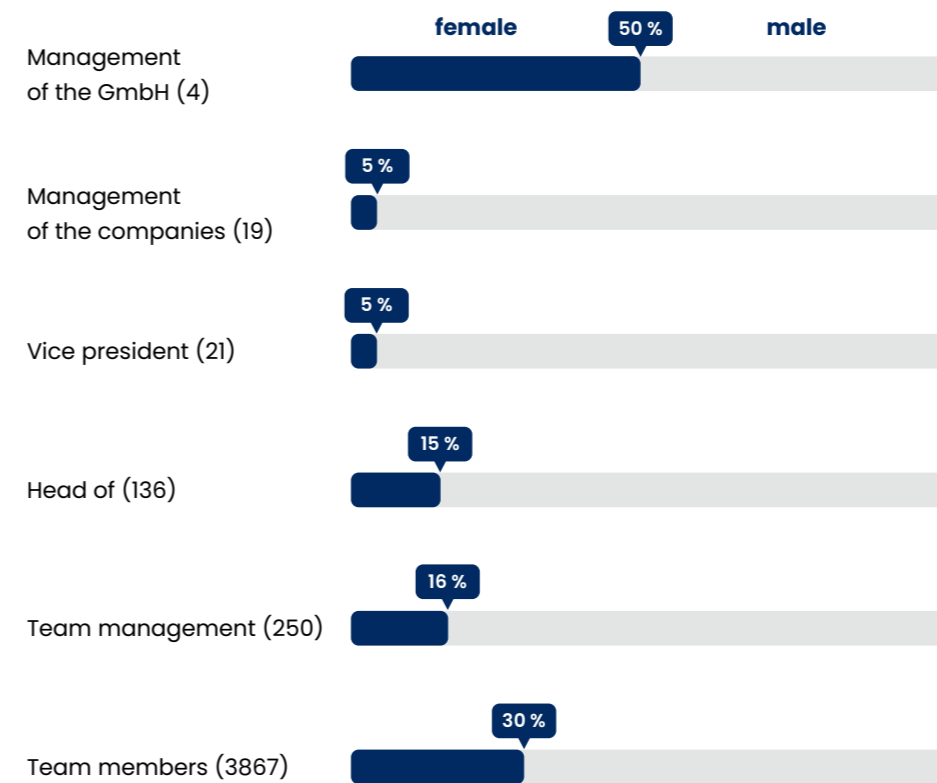
strengthens exchange and networking across company boundaries and contributes to further embedding equal opportunity and modern leadership at Witzemann.

We also place particular emphasis on promoting women in technical professions and STEM fields within our training programs to highlight attractive career development prospects early on and specifically attract female talent to technical careers.

Furthermore, we create conditions that support equal opportunity in everyday work and promote work-life balance. Flexible work schedules, remote work options, and individual flexibility help us accommodate the different life stages and personal needs of our employees.



Employees by gender



No mentions of non-binary genders in the reporting year.



Cultural Diversity as a Strength
Our employees come from a wide variety of cultures, countries, and backgrounds. This diversity helps us better understand customer expectations worldwide and develop solutions that are relevant to local markets.

International staff assignments and cross-location exchanges are integral parts of our daily work—for example, through assignments to Mexico, India, Japan, or China, as well as through visits by international colleagues to our headquarters in Germany. To specifically promote intercultural skills, we offer regular training and workshops.

In addition, we also strengthen intercultural exchange in our day-to-day work—for example, through initiatives that bring cultural diversity to life, such as international food offerings in our cafeteria on national holidays at our international locations.

Through our participation at the Diversity Day and our involvement in Christopher Street Day in Pforzheim, we also send a clear signal of diversity, openness, and inclusion.

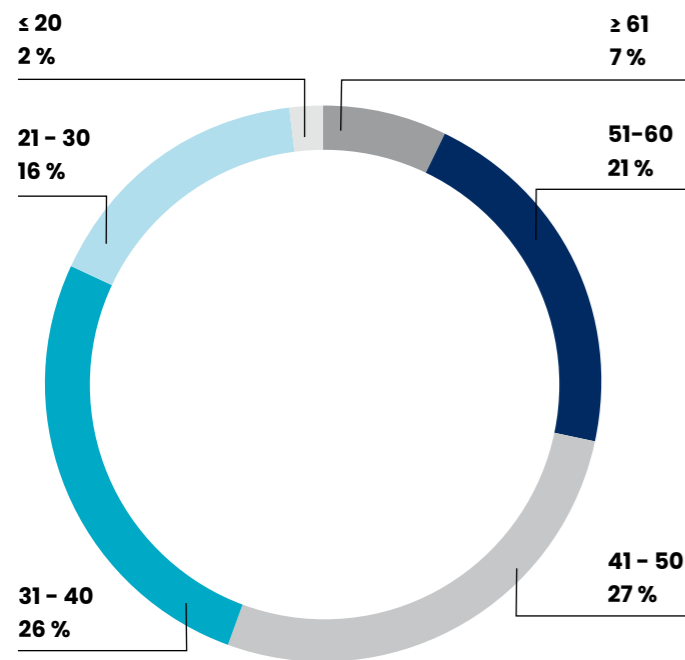
Shaping Generational Diversity
With a diverse age profile, the Witzenmann Group actively addresses the challenges and opportunities presented by demographic change. We believe in striking a healthy balance between experience and fresh thinking. That is why we invest in age-appropriate working conditions, health and well-being programs, and professional development opportunities for all generations.

We also support a smooth transition into retirement—for example, through our partial retirement program, which has already been widely utilized.

3.7 Social engagement



Employees by age group



Responsibility built on tradition, oriented towards the future

Social engagement has been an integral part of our corporate history for over 170 years. Over time, we have developed a wide-ranging commitment that particularly strengthens the regions surrounding our locations. Building on this tradition, we are continuously refining our social responsibility initiatives.

Our commitment rests on four central pillars: education and culture, sports and recreation, social issues and health, and the environment. This structure ensures that our projects are implemented in a targeted manner and have a lasting impact. A clear decision-making matrix guides the selection of projects—with a focus on alignment with our corporate values and our transformation process.

Group-wide engagement

Education & culture



We have a long tradition of supporting education. One example is our support for Pforzheim University: The Faculty of Engineering was established in part through the dedication of our former managing director, Dr. Walter Witzenmann (b. 1908, d. 2004), who was also an honorary senator at the university. To this day, Witzenmann GmbH provides financial support to the university, and employees benefit from a quota of tickets for the chamber orchestra and the municipal theater.

Our international subsidiaries continue this engagement worldwide. Examples include:

- **United States** of America: Support for local schools and the Warren Center of Performing Arts.
- **China:** Provision of learning materials and classroom supplies for elementary schools in poorer regions in the western part of the country.
- **Mexico:** financial support for special education schools and donations to the Mexican Institute of Social Security.
- **Czech Republic:** support for the local kindergarten and a benefit concert for a children's home.

In Germany, we are also involved with the Pforzheim Youth Research Center and create spaces for young inventors.

Social responsibility & health



A particular focus is placed on supporting health and social projects:

Germany: Support for the Society for the Promotion of Cancer Therapy (Gesellschaft zur Förderung der Krebstherapie e. V.), the organization that operates the Carl-Gustav-Carus Institute, which develops pharmaceutical methods and provides scientific support for Misteltherapie (mistletoe therapy). In addition, Witzenmann GmbH organizes blood donation campaigns every year.

- **Spain:** Organization of blood donation campaigns.
- **United States of America:** Support for soup kitchens and "Toys for Tots."
- **Slovakia:** Sponsorship of a benefit concert for people with intellectual and physical disabilities, as well as participation in the "How much Love fits in a Shoe Box" initiative with Christmas gifts for seniors.

Sports & leisure



Sports and physical activity are also a key focus of our social engagement:

- **Germany:** Witzenmann GmbH regularly supports events such as the "Run for Life" and the Pforzheim City Run, and sponsors the student racing team at Pforzheim University.
- **United Kingdom:** Sponsorship of the Merthyr Half Marathon and participation in the 50-mile run for Dementia UK.
- **Czech Republic:** Support for local sports activities, marathons, and other events.

Social engagement is thus an integral part of our corporate culture—rooted locally, connected internationally, and focused on sustainable impact.

Chapter 4

Governance and Sustainable Business

4.1 Management approach

In the area of governance and sustainable business practices, our commitment to “taking responsibility” serves as our central guiding principle. It is firmly anchored in our mission statement and shapes our business activities throughout the entire value chain.

Our responsibility extends from the sourcing of raw materials through production to the use and disposal of our products. In all phases, impacts on people and the environment may arise, which we actively address. This applies equally to our roles as a buyer, producer, employer, and supplier. Our compliance management system ensures that legal requirements, relevant standards, and our own guidelines are adhered to throughout the entire

value chain. It forms the foundation for responsible and compliant business practices within the company. The basis of our compliance approach is clear and binding communication of our principles. Our corporate mission statement defines our values as well as our corporate and leadership principles. The Compliance Policy specifies the requirements for compliant behavior for all employees of the Witzemann Group. In addition, the

“Supplier Code of Conduct” sets out the expectations for our suppliers. Our sustainable procurement policy describes the environmental, social, and ethical requirements in purchasing. The quality standards for our products and processes are anchored in our quality policy. All these guidelines and policies form the binding framework for our actions and create transparency for our stakeholders.



Wir übernehmen Verantwortung.

4.2 Environmental and social standards in the supply chain

Most of our products are made of stainless steel. The materials we use are durable, resilient, and highly recyclable. At the same time, our production requires the use of significant amounts of raw materials and components. At the beginning of our supply chain are the extraction and production of iron and steel, both through the mining of iron ore and the recycling of scrap metal. These processes are associated with potential impacts on people and the environment. It is our responsibility to systematically address these impacts throughout the supply chain and minimize them through appropriate measures.

Transparent supply chain
A transparent supply chain is the foundation for sustainable value creation. To ensure compliance with human rights and environmental standards, we are constantly working to increase transparency throughout our supply chain. In doing so, we analyze both working conditions at direct and indirect suppliers and potential environmental impacts.

To implement the requirements of the Supply Chain Due Diligence Act, we have established clear structures and processes. A cross-functional human rights committee, consisting of representatives from Purchasing, Legal & Compliance, Sustainability, Environment & Safety, oversees these activi-

ties and maintains regular communication with management. Operational implementation is managed centrally by the Legal and Compliance department.

We conduct our risk analyses of our supplier base using software-supported tools. Based on this, we assess suppliers with potential risks using self-assessments. In cases involving a higher risk, we conduct additional audits. To date, we are not aware of any violations in our supply chain. We have already assessed over 50 percent of our suppliers, measured by procurement volume, through self-assessments. We aim to maintain this level in the future.

Targets of the topic of environmental and social standards in the supply chain

	KPI	Target	Progress	Target year	Scope	Contribution to SDGs
Management targets						
Systematic training of procurement employees on sustainable sourcing requirements	[% of purchasing staff in the group]	100 %	-	2030	Group	

As part of our updated sustainability strategy (see Chapter 1), we systematically analyzed and evaluated the progress and achievement of our existing measures. In doing so, we also reviewed the target of identifying Tier 2 suppliers in the area of raw

materials. The analysis shows that the greatest potential for reducing environmental impacts currently lies with our direct suppliers. Approximately 20 percent of our Scope 3 emissions are generated at this stage of the value chain.

With this in mind, we are prioritizing our activities on collaboration with our direct suppliers and are putting the target of identifying Tier 2 suppliers on hold for the moment. Through the targeted expansion of the collaboration with our suppliers, we aim to identify and implement joint measures to reduce emissions.

Extensive supplier network



Our approximately 6,000 direct suppliers operate in more than 35 countries. We systematically assess country-specific risks using relevant indices such as the “Human Slavery Index” or the “Environmental Performance Index,” as well as software-based analyses. The majority of our procurement revenue is attributable to production materials, particularly raw materials, parts, and assemblies. Total procurement volume in 2025 was approximately 410 million euros, representing a slight decrease from the previous year due to lower turnover.

Responsible Procurement

We are aware that our responsibility extends beyond the boundaries of our company. Our sustainable procurement policy defines our environmental, social, and ethical principles for procurement. Just as we hold ourselves to high standards, we also set high standards for our suppliers. In addition to strict quality requirements, we take suppliers’ sustainability performance into account when awarding contracts and specifically assess this using self-assessment questionnaires.

We expect our suppliers to conduct themselves in a manner that is legally compliant and environmentally and socially responsible. We have detailed these requirements in our Code of Conduct for Suppliers. All suppliers that work with us must formally acknowledge this by signing it. The implementation of the LkSG is intended to improve compliance in our supply chain through systematic risk analyses and comprehensive supplier surveys.

To a limited extent, Witzemann also sources conflict minerals such as tantalum, nickel, tungsten, or cobalt. Their responsible sourcing is a key priority for us. Using a template from the Responsible Minerals Initiative—the “Conflict Minerals Reporting Template” or the “Extended Minerals Reporting Template”—we survey all affected suppliers annually to ensure that our conflict minerals always come from controlled and secure sources.



For information

Responsible Minerals Initiative

The Responsible Minerals Initiative (RMI) was founded in 2008 by members of the Responsible Business Alliance and the Global e-Sustainability Initiative and has become one of the most respected initiatives in the field of responsible sourcing of metals and minerals in supply chains. The RMI provides a range of tools and resources to help companies make sound decisions regarding the responsible sourcing of metals and minerals in their supply chains.



4.3 Corporate compliance

Compliance with laws, internal policies, ethical principles, and international standards is an integral part of our identity at Witzemann. We underscore this commitment through our membership in the UN Global Compact, which we joined more than ten years ago. Through this membership, we commit to comply with the ten principles in the areas of human rights, labor rights, environmental protection, and anti-corruption.

Group-wide Compliance Management System (CMS)

The goal of compliance management at Witzemann is to ensure that all locations within the Witzemann Group comply with applicable legal

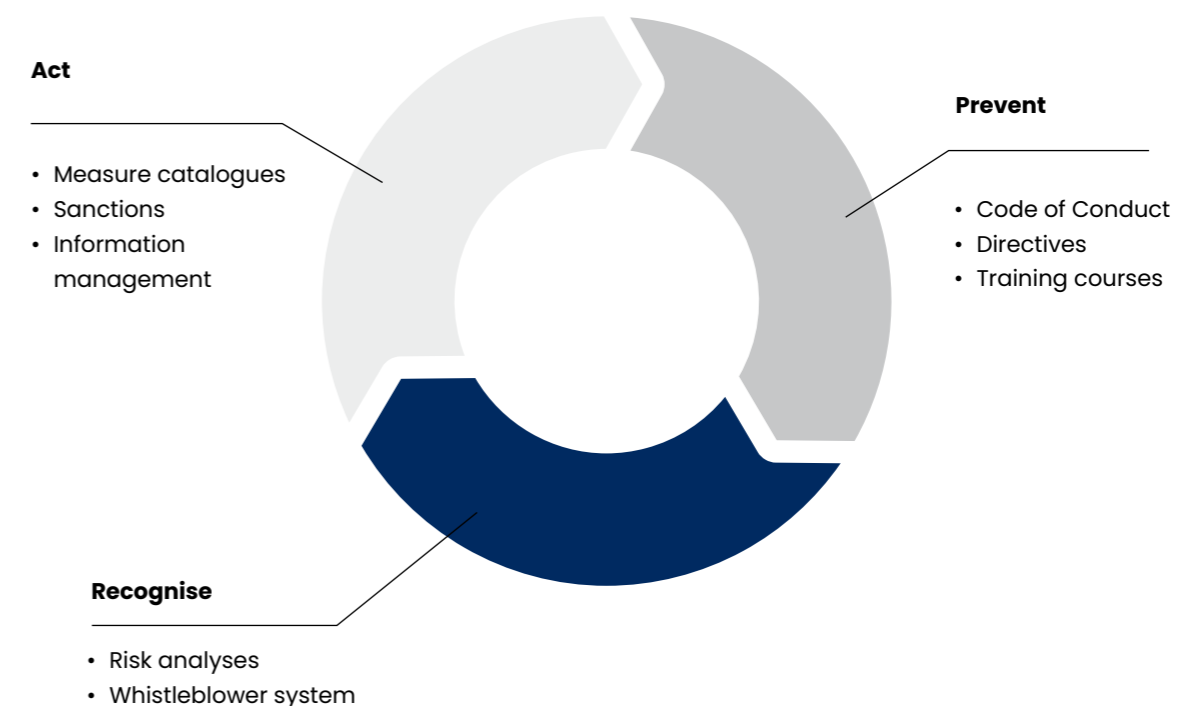
requirements and adhere to our internal guidelines, ethical principles, and international standards. This is managed through a group-wide compliance management system based on the ISO 37301 standard.

With the help of the CMS, we encourage compliant, ethical and integrity-based behavior throughout our entire corporate group as well as among our business partners. At the same time, it supports our employees in responsibly managing compliance risks. The CMS is based on a continuous process comprising the phases of prevention, detection and response, which are regularly cycled through. This preventive approach allows us to

identify risks and potential violations at an early stage and address them appropriately.

Compliance activities are coordinated centrally by Witzemann GmbH. Operational implementation is the responsibility of the respective local subsidiaries, which are supported by central guidelines. As a result, responsibility for compliance management is anchored firmly within the local organizations.


CMS cycle with important measures



Our compliance management is based on a comprehensive and regular risk analysis. We conduct group-wide surveys of our executives with the involvement of independent third parties. Based on the results, we assess the identified risks, develop appropriate measures, and prioritize their implementation. This process is supported by regular control and monitoring measures.

Our goal was to gradually integrate all subsidiaries into this process by 2029 and ensure that every company undergoes at least one risk analysis. We have already achieved this goal in the reporting year. The task now is to establish the process permanently and continue it on an ongoing basis.

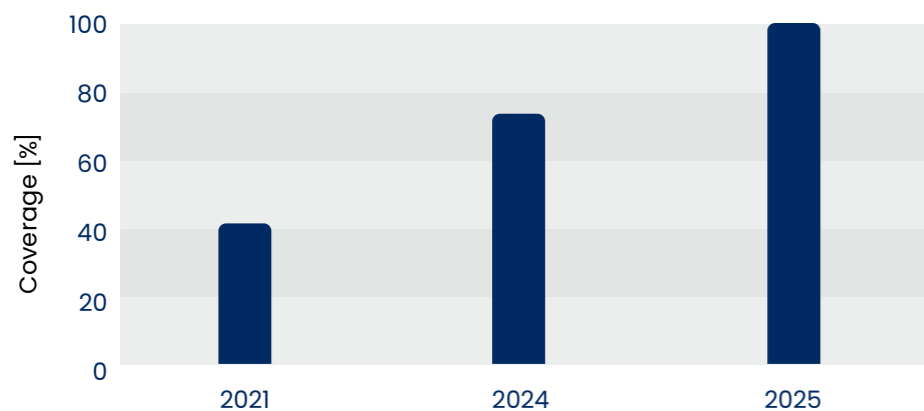
Ziel der Corporate Compliance

	KPI	Target	Progress	Target year	Scope	Contribution to SDGs
Managementziele						
Coverage of risk analyses*	[% Group]	100 %	100 %	2029	Group	

*Measured by the number of employees at the locations

Coverage of risk analyses

Measured by the number of employees at the locations



Organization within the group-wide CMS

Within the Witzenmann Group, compliance is a shared responsibility. While all managers are accountable for ensuring compliance within their areas of responsibility, ownership of subject-specific regulations remains with the respective functional departments. Through clear organizational structures, transparent processes, and the provision of appropriate resources, we ensure that our Compliance Management System (CMS) is effectively implemented and embedded throughout the Group.

The Legal and Compliance Department of Witzenmann GmbH is responsible for the overall operation and continuous development of the CMS. It reports regularly—and, where necessary, directly and without delay—to the member of the Executive Management Board responsible for compliance. In addition, the department further develops Group-wide compliance standards and serves as the central point of contact for all compliance-related matters across the business units.

To ensure effective implementation worldwide, the Legal and Compliance Department is supported by the Witzenmann Group's global compliance network. Each international subsidiary is assigned a local compliance contact from a reputable law firm. These experts support local management in complying with applicable regulations and implementing Group-wide standards while taking national and regional legal requirements into account.

Compliance Policy Sets Clear Standards

Through the Witzenmann Group's Compliance Policy, we establish binding rules for our day-to-day collaboration. It underscores our social and

corporate responsibility and requires all employees to act in compliance with the law and to treat customers, suppliers, business partners, and competitors fairly and with integrity.

In addition, we provide comprehensive guidelines through further topic-specific policies—such as those on work ethics—whose requirements often exceed legal standards. The Code of Business Conduct is based, among other things, on the Universal Declaration of Human Rights, the Guiding Principles on Business and Human Rights, the OECD Guidelines, and the labor standards of the International Labour Organization (ILO). All policies are approved by the Executive Board.

Systematic Complaint Management

To prevent potential violations of laws and regulations, we rely on the cooperation of our employees and external stakeholders. A web-based whistleblower and complaint system is available for reporting suspected violations, which complies with the requirements of the Supply Chain Due Diligence Act.

To avoid conflicts of interest, the system is managed by an external and independent law office. Incoming reports are reviewed immediately and thoroughly. Any identified issues are promptly addressed through appropriate measures.

During the reporting year, five reports were submitted via the whistleblower system across the Group. All reports were reviewed by independent law firms. In three cases, the material scope of application of the Supply Chain Due Diligence Act (LkSG) could have been affected. However, after careful investigation, there was no evidence of conduct in violation of obligations in any of the cases.



Group-wide compliance training and communication

Our training programs play a key role in preventing compliance violations. In addition to general compliance training, our employees regularly participate in topic-specific training sessions, including contract management in procurement and sales, as well as anti-corruption and anti-trust law. Through these programs, we provide practical knowledge to ensure compliant and ethical conduct in day-to-day business operations. The training formats are adapted to the respective level of knowledge of the target groups. For example, our trainees have different needs than our managers. In addition, we regularly communicate our guidelines via notices and the intranet. Relevant guidelines are also publicly available on our website



Compliance Policy

4.4 Sustainable products and solutions

With our corporate purpose “We aspire to make the world a cleaner and more reliable place” we have established a clear guiding principle for the further development of our business processes. At the same time, this sets out a vision for the technological transformation of our products and solutions across all areas of the company.

Renewable energies



The energy transition places high demands on the safety, efficiency, and reliability of technical systems. Flexible metal components and pipe supports from Witzemann play a key role in meeting these demands. They are used in numerous power generation facilities, both in conventional power plant construction and, increasingly, in the renewable energy sector.

Our metal bellows and hoses are designed to perform reliably under demanding operating conditions. They are used in applications such as wind turbines and solar power plants, where they are exposed to high temperatures and dynamic loads. Our solutions also support the safe and efficient operation of biogas and hydropower plants, contributing to the reliable generation of renewable energy.

Furthermore, we support the integration of renewable energy through our components for stationary energy storage systems. Our cooling line

systems for battery-electric storage solutions ensure reliable thermal management and thus high efficiency and service life. These storage systems enable the temporary storage of electricity from renewable sources, making it available even during periods of low energy generation.

In addition to established technologies, we are also involved in future topics of energy supply. For example, Witzemann components are used in nuclear fusion research projects where extreme temperatures and physical conditions must be controlled. Among other things, our solutions contribute to the cooling of superconducting magnets, thereby supporting the development of a potentially greenhouse gas-neutral energy source that avoids the challenges of radioactive waste disposal.

Energy-efficient buildings



Modern buildings are characterized by high energy efficiency and air-

tight building envelopes. As a result, controlled residential ventilation is becoming increasingly important for ensuring adequate air exchange while minimizing heat loss.

Witzemann supplies space-saving flat ducts for this purpose, which can be flexibly integrated into walls, floors, or ceilings. In addition, we offer assemblies for heat exchangers. A key component here is the metal tube with a corrugated profile, which provides an increased surface area and thus enables improved heat transfer. In this way, our solutions contribute to higher energy efficiency in ventilation systems.

Hydrogen



Hydrogen is considered the energy source of the future and a key technology for decarbonization. Throughout the entire value chain—from production via electrolysis, through storage and transport in liquid or gas form, to its use in industry and mobility—we offer specific solutions according to technical requirements.

As the first element in the periodic table, hydrogen poses special challenges for safe handling, partly due to its high reactivity. This is where our many years of experience come into play, which we are continuously expanding. Since August 2022, we have been a member of the Allianz Wasserstoffmotor e. V., which combines knowledge from industry and research and promotes the exchange of ideas for the further development of hydrogen-based propulsion technologies.

We already supply numerous products and solutions for the hydrogen industry. These include piping systems that enable the safe loading and unloading of transport vehicles, as well as applications that route hydrogen within vehicles to fuel cells or internal combustion engines. Our solutions are used in various mobility sectors. We aim to further expand the share of

products and solutions that support sustainable development. This target is deeply rooted in our sustainability strategy.

New mobility



As a development partner to the automotive and commercial vehicle industries, we are actively shaping the transformation of mobility and developing solutions for various powertrain concepts. These include degassing lines for vehicle batteries as well as flexible hoses for hydrogen applications in vehicles and refueling infrastructure.

In addition, we have brought fully integrated cooling tube solutions for battery modules and the thermal management of electric motors to series production, thereby making an important contribution to the electrification of mobility. Even beyond the powertrain concept, our solutions contribute to improving the energy and resource efficiency of vehicles.

One example of this is Witzemann's pressure accumulator for a new generation of shock absorbers. The newly developed bellows are used in suspension systems and enhances both driving safety and ride comfort. At the same time, the solution stands out for its maintenance-free operation, long service life, and lower energy consumption compared to conventional systems. This makes it particularly suitable for use in electric mobility, but also for other applications, such as in industry or in wind turbines.



4.5 Customer satisfaction

Our customers expect the highest product quality, a strong commitment to innovation, and environmental and social responsibility. We are committed to consistently meeting these expectations, thereby laying the foundation for our company's long-term and sustainable success.

Highest quality standards

The quality of our products is our top priority. We consistently focus on meeting our customers' high standards and are committed to fulfilling them consistently. A key quality feature is the durability of our products. It creates added value for our customers while also helping to reduce resource consumption. We ensure the continuous improvement of our product quality through certified quality management systems in accordance with the international standards ISO 9001 and IATF 16949 for the automotive industry. Compliance with these standards is regularly verified through internal and external audits. Since all production companies are certified under at least one quality management system, we achieve 100 percent group-wide coverage.

Innovation with tradition

"Tomorrow we'll start the tests." With these words, Heinrich Witzenmann laid the foundation for the metal hose industry in 1885. Together with his business partner Eugène Lévasseur, he observed how dusty streets were being sprayed with a hemp hose, from which more water leaked out of the holes than through the actual opening. From this came the idea of a metal hose with an embedded sealing thread, which is significantly more durable and reliable. Efficiency and reliability have been the foundation of our product range ever since. To this day, we continue to develop our products and technologies with the same passion. In this way, we create solutions that meet our customers' needs while setting new standards for quality and reliability.

Outstanding Sustainability Performance Confirmed

Sustainability ratings provide us with a well-founded assessment of our performance and highlight areas where we can improve further. At the same time, they offer our stakeholders an independent and comparable evaluation of our sustainability performance.

We have been listed on the EcoVadis platform for many years. Through continuous improvements, we have been able to gradually raise our rating. We achieved our goal of reaching the Gold rating by 2026 ahead of schedule in 2023. In the reporting year, we were awarded with the Platinum medal for the second time in a row, thereby remaining among the top one percent of the companies evaluated.

We also achieved above-average results across the Group on the NQC Supplier Assurance platform. Our commitment is to continuously improve our performance and expand our participation in relevant sustainability ratings.



Our customers' expectations are our motivation; their satisfaction is our future

Excerpt from our quality policy



As a family-owned company, we will become one of the most profitable companies in our markets – driven by digitalization and a strong customer focus.

Corporate Vision

High customer satisfaction confirmed

Our customers are at the center of everything we do. Their satisfaction is our top priority, and we regularly measure it using the Net Promoter Score (NPS). The NPS has remained at a consistently high level for several years. In the reporting year, we once again achieved a very high level of customer satisfaction with a score of 46.7. This places us well above our target of >20 and confirms our customers' trust in our products and services. Our goal is to ensure this high level of satisfaction in the long term through continuous improvements in quality and service.

The positive trend in NPS scores is attributable in particular to the consistent strengthening of our customer focus. This includes the continuous analysis of customer feedback as well as the targeted improvement of customer-oriented processes, for example in the area of telephone availability. In addition, the consistent follow-up of customer feedback by our business units in direct contact with customers contributes significantly to the further development of our service quality.

The expansion of customer surveys and the positive trend in the ratio of promoters to detractors have also contributed to the high level of customer satisfaction. Our goal remains to secure this high level in the long term through continuous improvements in quality, service, and customer focus.

NPS development of Witzenmann GmbH



For information

The NPS is a KPI that reflects customer satisfaction, loyalty, and retention. It allows us to measure the ratio of positive customers—who would recommend our company—to negative customers—who are more likely to complain—on a scale from zero to ten.

The NPS is determined through a standardized survey consisting of a single question:

"How likely are you to recommend Witzenmann to your friends or colleagues?"

A score of zero to six corresponds to a critic (no recommendation), seven and eight are neutral scores, and nine and ten correspond to a promoter (recommendation). The NPS is calculated as the percentage of promoters minus the percentage of critics.

KPIs and Indices

Witzenmann Group employees by region and type of employment

		Total number of employees				
		Total	Permanent	Temporary	Trainees / students*	Temporary workers
2021	Total	4,378	3,802	456	120	458
	Europe	3,393	3,031	266	96	214
	America	426	425	-	1	17
	Asia	559	346	190	23	227
2024	Total	4,401	3,935	466	162	633
	Europe	3,263	2,971	292	130	322
	America	504	504	-	16	17
	Asia	634	460	174	16	294
2025	Total	4,297	3,986	311	151	534
	Europe	3,177	3,019	158	116	201
	America	506	496	10	12	13
	Asia	614	471	143	23	320

* Apprentices, working students and interns

Witzenmann Group employees by region, gender and working time model (2025)

	Europe	America	Asia	Total
Total number of employees	3,177	506	614	4,297
Employees in the direct area	1,386	288	267	1,941
Full time	1,276	288	267	1,831
Female	338	153	45	536
Male	938	135	222	1,295
Part time	110	-	-	110
Female	32	-	-	32
Male	78	-	-	78
Employees in the indirect area	1,791	218	347	2,356
Full time	1,532	209	347	2,088
Female	356	57	71	484
Male	1,176	152	276	1,604
Part time	259	9	-	268
Female	173	4	-	177
Male	86	5	-	91

Voluntary fluctuation Witzenmann Group by region

	Europe	America	Asia	Total
2021	4.4 %	34.4 %	8.2 %	7.8 %
2024	4.5 %	21.2 %	7.2 %	6.8 %
2025	3.7 %	13.5 %	10.1 %	5.74 %

Employees of the Witzenmann Group by region, gender and employment relationship (2025)

	Europe	America	Asia	Total
Employees	3,177	506	614	4,297
Permanent employees	3,019	496	471	3,986
Permanent employees in the direct area	1,274	278	206	1,758
Female	330	145	16	491
Male	944	133	190	1,267
Permanent employees in the indirect area	1,745	218	265	2,228
Female	501	61	48	610
Male	1,244	157	217	1,618
Temporary employees	158	10	143	311
Temporary employees in the direct area	112	10	61	183
Female	40	8	29	77
Male	72	2	32	106
Temporary employees in the indirect area	46	-	82	128
Female	28	-	23	51
Male	18	-	59	77

KPIs for occupational safety

	2021	2024	2025
Number of reportable work accidents	85	84	58
Number of fatalities as a result of work-related injuries	0	0	0
Lost-Time Injuries frequency rate (LTIFR)	12.4	10.4	7.4

Environmental management KPIs

	2021	2024	2025
Fresh water consumption [m³]	66,030.0	79,272.0	86,879.3
Fresh water intensity [m³/MA]	15.1	15.7	20.2
Fresh water intensity [m³/10 million, € turnover]	10.7	10.7	12.3
Waste (non-hazardous) [t]	1,621.4	1,754.0	1,696.0
Waste for recycling (non-hazardous) [t]	1,188.9	1,341.0	1,345.0
Waste for disposal (non-hazardous) [t]	432.5	413.0	351.0
Waste (hazardous) [t]	1,261.2	1,147.0	1,064.3
Waste for recycling (hazardous) [t]	1,044.3	736.0	723.5
Waste for disposal (hazardous) [t]	216.9	411.0	340.7
Waste intensity [t/m € turnover]	4.7	3.9	3.9

GRI-Index

GRI 1: Foundation 2021

Since 2011, Witzenmann GmbH has published an annual sustainability report as part of its reporting under the UN Global Compact. This 2025 Sustainability Report includes the entire Witzenmann Group in its sustainability reporting. Witzenmann GmbH has reported in accordance with the

GRI Standards ("in accordance with GRI") for the period January 1, 2025, through December 31, 2025. To illustrate the historical development of the Group's sustainability performance, the figures for 2021, 2022, 2023, and 2024 are also included. The report has not been subject to an external audit. Witzenmann GmbH's most recent

sustainability report, covering the 2025 reporting year, was published in July 2026. The 2026 sustainability report is expected to be published in the spring of 2027.

GRI 2: General information 2021

Information	Information title	References	Additional information and explanations of omissions
2-1	Organisational profile	P. 7-10	
2-2	Entities included in the sustainability report of the organisation	P. 15, Konzernabschluss 2025 Anlage II	
2-3	Period under review, reporting frequency and contact point	P. 76	
2-4	Correction or restatement of information	P. 26, 28	The corporate carbon footprint was determined using an optimised database. In order to ensure comparability with the base year, the calculations were carried out retrospectively up to 2021.
2-5	External audit	P. 76	
2-6	Activities, value chain and other business relationships	P. 8, 62-63	
2-7	Non-manual workers	P. 11, 74-75	No non-binary genders were named in the reporting year.
2-8	Staff members who are not employees	P. 11, 70	Temporary workers are mainly employed in the production.
2-9	Management structure and composition	P. 11, 18	
2-10	Nomination and selection of the highest supervisory body	P. 11	The group management is appointed by the shareholders.
2-11	Chairperson of the highest supervisory body	P. 11, Consolidated financial statement 2024 Annex II	Chairman of the Executive Board: Dr. Andreas Kämpfe; Chairman of the Supervisory Board: Prof. Dr. h. c. Manfred Hans Bertold Broy
2-12	Role of the highest supervisory body in overseeing the impact management process	P. 11, 19	
2-13	Delegation of responsibility for the impact management process	P. 19	
2-14	Role of the highest supervisory body in sustainability reporting	P. 19	
2-15	Conflicts of Interest	P. 10, 66-68	
2-16	Communicating critical concerns	P. 66-68	(Potentially) critical concerns are communicated directly to the Executive Board. The number of (potentially) critical concerns has not yet been recorded for the reporting period.
2-17	Accumulated knowledge of the highest supervisory body	P. 19	
2-18	Assessment of the performance of the highest supervisory body	P. 11	
2-19	Remuneration policy	Group financial statement 2025 Annex II	
2-20	Process for determining the remuneration	Group financial statement 2025 Annex II	
2-21	Ratio of total annual remuneration	Group financial statement 2025 Annex II	This KPI is not yet assessed. The mean value of the remuneration of the management is recorded in the management report.

GRI 2: General information 2021

Information	Information title	References	Additional information and explanations of omissions
2-22	Application statement regarding the Sustainable Development Strategy	P. 2-3	
2-23	Declaration of commitment to principles and courses of action	P. 66-68	
2-24	Integration of political commitments	P. 62-67	
2-25	Procedures for the elimination of negative impacts	P. 65-67	During the reporting year, five reports were submitted Group-wide via the whistleblower system. All reports were reviewed by independent law firms.
2-26	Procedures for seeking advice and reporting concerns	P. 65-67	
2-27	Compliance with laws and regulations	P. 65-67	There were no violations in the year under review.
2-28	Membership in associations and interest groups	P. 21	
2-29	Approach to stakeholder engagement	P. 14, 15, 17, 19	
2-30	Wage agreements	P.12, 72-73	In the reporting year, at least 64% of employees were employed under collective labour agreements or similar concepts.

GRI 3: Major topics 2021

Information	Information title	References	Additional information and explanations of omissions
3-1	Procedures for determining major topics	P. 15-16	
3-2	List of major topics	P. 15	

Major topics: GRI 200 Economy

Information	Information title	References	Additional information and explanations of omissions
GRI 201: Economic performance 2016			
3-3	Management of major topics	-	Nach aktueller Wesentlichkeitsanalyse, kein wesentliches Thema.
201-1	Direct economic value generated and distributed	P. 13	
GRI 205: Anti-corruption 2016			
3-3	Management of major topics	P. 62	
205-1	Operating sites that have been checked for corruption risks	P. 66	
205-2	Communication and training on anti-corruption policies and procedures	P. 64-65	
205-3	Confirmed incidents of corruption and measures taken	P. 67	Keine Compliance-Verstöße im Berichtsjahr.

Major topics: GRI 300 Ecology

Information	Information title	References	Additional information and explanations of omissions
GRI 301: Materials 2016			
3-3	Management of major topics	P. 25, 38-40	
301-1	Materials used by weight or volume	P. 38-40	
301-2	Recycled raw materials used	P. 38-40	Over 95% of the raw materials used are steel, with a tendency towards a high proportion of recycled materialP.
301-3	Recycled products and their packaging materials	P. 38-40	Information regarding the recycling rates of production waste and scrap. The database is being successively expanded.
GRI 302: Energy 2016			
3-3	Management of major topics	P. 25, 33-37	
302-1	Energy consumption within the organisation	P. 34	
302-2	Energy consumption outside the organisation	P. 30	Energy consumption outside the Witzemann Group is covered by Scope 3 emissionP. Scope 3 emissions are determined according to the Greenhouse Gas Protocol. Further information can be found in chapter 2.1.
302-3	Energy intensity	P. 34	
302-4	Reduction of energy consumption	P. 34	
302-5	Reducing the energy demand for products and services	-	Witzemann products do not require any energy during their utilisation phase, or only indirectly through their weight and use in mobility.
GRI 303: Water and wastewater 2018			
3-3	Management of major topics	P. 25, 42	
303-1	Water as a shared resource	P. 42	The Witzemann Group complies with all applicable lawP. Further data on this topic will be collected and published in the future.
303-2	Dealing with the effects of water recirculation	P. 42	The Witzemann Group complies with all applicable lawP. Further data on this topic will be collected and published in the future.
303-3	Water extraction	P. 42	A differentiation by water stress region will be published next year.
303-4	Water recirculation	P. 42	The water is returned via the sewage system and, in the case of emulsions etc., via certified disposal companiesP.
303-5	Water consumption	P. 42	Water consumption in the reporting year corresponds to water withdrawal.

Major topics: GRI 300 Ecology

Information	Information title	References	Additional information and explanations of omissions
GRI 304: Biodiversity 2016			
3-3	Management of major topics	P. 25, 39	Biodiversity is not a (direct) major topic according to the current materiality analysisP. The Witzemann Group treats this topic as an integral part of environmental protection and therefore also implements corresponding measures to preserve biodiversity.
GRI 305: Emissions 2016			
3-3	Management of major topics	P. 25, 28-31	
305-1	Direct GHG emissions (Scope 1)	P. 30	
305-2	Indirect energy-related GHG emissions (Scope 2)	P. 30	
305-3	Other indirect GHG emissions (Scope 3)	P. 30	
305-4	Intensity of GHG emissions	P. 30	
305-5	Reduction of GHG emissions	P. 30	
305-6	Emissions of ozone-depleting substances (ODS)	-	No measurable quantities of ozone-depleting substances are emitted at any of the plants of the Witzemann Group. However, the company cannot rule out very low levels of ozone-depleting emissionP. These are within the legally permissible limits and are not charged separately by the company.
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	-	Random sample measurements are used to ensure that no limit values are exceeded.
GRI 306: Waste 2020			
3-3	Management of major topics	P. 25, 43	
306-1	Waste generated and significant waste-related impacts	P. 43	
306-2	Management of significant waste-related impacts	P. 43	
306-3	Waste generated	P. 43	
306-4	Waste diverted from disposal	P. 43	
306-5	Waste forwarded for disposal	P. 43	
Environmental assessment of suppliers 2016			
3-3	Management of major topics	P. 62	
308-1	New suppliers assessed against environmental criteria	P. 63-67	New suppliers are audited not only for quality certifications, but also for ISO 14001 certification. However, these certificates are not yet proactively demanded.
308-2	Negative environmental impacts in the supply chain and measures taken	P. 63-67	Due to the high number and complexity of suppliers and the supply chain, it is currently not possible to provide percentage figureP. However, the Witzemann Group already has clear objectives for more transparency in the supply chain. Preventive measures are also being planned in connection with the fulfilment of the German Act on Corporate Due Diligence Obligations in Supply ChainP.

Major topics: GRI 400 Social

Information	Information title	References	Additional information and explanations of omissions
GRI 401: Employment 2016			
3-3	Management of major topics	P. 46	
401-1	Newly hired employees and employee turnover	P. 12, 72-73	

Major topics: GRI 400 Social

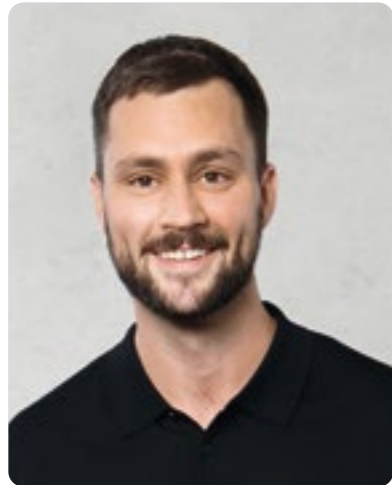
Information	Information title	References	Additional information and explanations of omissions
GRI 403: Occupational health and safety 2018			
3-3	Management of major topics	P. 46, 53-55	
403-1	Management system for occupational health and safety	P. 53	
403-2	Hazard identification, risk assessment and incident investigation	P. 54	
403-3	Occupational health services	P. 54-55	
403-4	Employee participation, consultation and communication on occupational health and safety	P. 55	
403-5	Employee training on occupational health and safety	P. 55	
403-6	Promoting the health of employees	P. 56	
403-7	Prevention and mitigation of occupational health and safety impacts directly related to business relationships	P. 55	Contractor briefings ensure sufficient training on occupational safety.
403-8	Employees covered by an occupational health and safety management system	P. 55	
403-9	Work-related injuries	P. 54	
403-1	Work-related illnesses	-	Data is not yet collected across the group.
GRI 404: Education and training 2016			
3-3	Management of major topics	P. 46	
404-1	Average number of hours for training and further education per year and employee	P. 47	The number of hours of training and education is not yet collected for the whole group.
404-2	Employee skills enhancement and transition assistance programmes	P. 44-49	
404-3	Percentage of employees receiving regular performance and career development reviews	P. 47	All employees have annual feedback sessions to assess their performance and professional development.
GRI 405: Diversity and equal opportunities 2016			
3-3	Management of major topics	P. 46, 57	
405-1	Diversity in supervisory bodies and among employees	P. 57	
405-2	Ratio of women's basic salary and remuneration to men's basic salary and remuneration	-	KPI not yet assessed. We are working on being able to publish this KPI as soon as possible.
GRI 414: Social assessment of suppliers 2016			
3-3	Management of major topics	P. 62	
414-1	New suppliers that have been screened according to social criteria	P. 63-64	New suppliers are audited not only for quality certifications, but also for ISO 45001 certification. However, these certificates are not yet proactively demanded.
414-2	Negative social impacts in the supply chain and measures taken	P. 63-67	Due to the high number and complexity of suppliers and the supply chain, it is currently not possible to provide percentage figureP. However, the Witzenmann Group already has clear objectives for more transparency in the supply chain. Preventive measures are also being planned in connection with the fulfilment of the German Act on Corporate Due Diligence Obligations in Supply ChainP.



UN Global Compact Index

UN Global Compact principles	Relevant policies & commitments	Reference in the sustainability report
Principles 1 - 5		
Companies should support and respect the protection of international human rights.	Code of Conduct for Suppliers, Compliance Guideline	Corporate compliance, environmental and social standards in the supplier chain Respecting national and international rights and laws as well as ethical principles is an essential part of our self-image. In doing so, we take responsibility for our entire value chain
Companies should ensure that they are not complicit in human rights violations.		
Companies should uphold the freedom of association and the effective recognition of the right to collective bargaining.		
Companies should uphold the elimination of all forms of forced and compulsory labour		
Companies should uphold the abolition of child labour.		
Principles 6		
Companies should work towards the elimination of discrimination in employment and occupation.	Compliance Guideline	Diversity & equal opportunities We see diversity as an opportunity - which is why we promote framework conditions that create awareness for the topic of diversity. Discrimination has no place with us.
Principles 7 + 8		
Companies should follow the precautionary principle when dealing with environmental problems.	Environment and energy policy	Climate protection, energy efficiency, material and raw material efficiency, environmental management We attach great importance to preventive environmental protection. We are continuously reducing our emissions, energy consumption and use of raw materials.
Companies should take initiatives to promote greater environmental awareness.		
Principles 9		
Companies should accelerate the development and dissemination of environmentally friendly technologies.	Environment and energy policy	Sustainable products and solutions We create awareness for sustainability - within the company and beyond - and support the transformation to a more sustainable world with our products.
Principles 10		
Companies should take a stand against all forms of corruption, including extortion and bribery.	Code of Conduct for Suppliers, Compliance Guideline	Corporate compliance We endeavour to fight corruption in all its forms. We are ideally equipped with our group-wide compliance management system.

Persons in charge of the sustainability team



Dr. Philipp Schäfer
Head of Sustainability,
Environment & Safety



Sandra Kälber
Head of Culture & People Strategy



Michael Schmid
Vice President Purchasing



Jochen Geiger
Vice President Marketing & Innovation



Torsten Hotop
Vice President Legal & Compliance



Matthias Wode
Vice President Administration
Facility Management

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Legally responsible for content
Jochen Geiger, jochen.geiger@witzenmann.com
Dr. Philipp Schäfer, philipp.schaefer@witzenmann.com

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