



# 2023/24 Sustainability Report

Creating value for generations.

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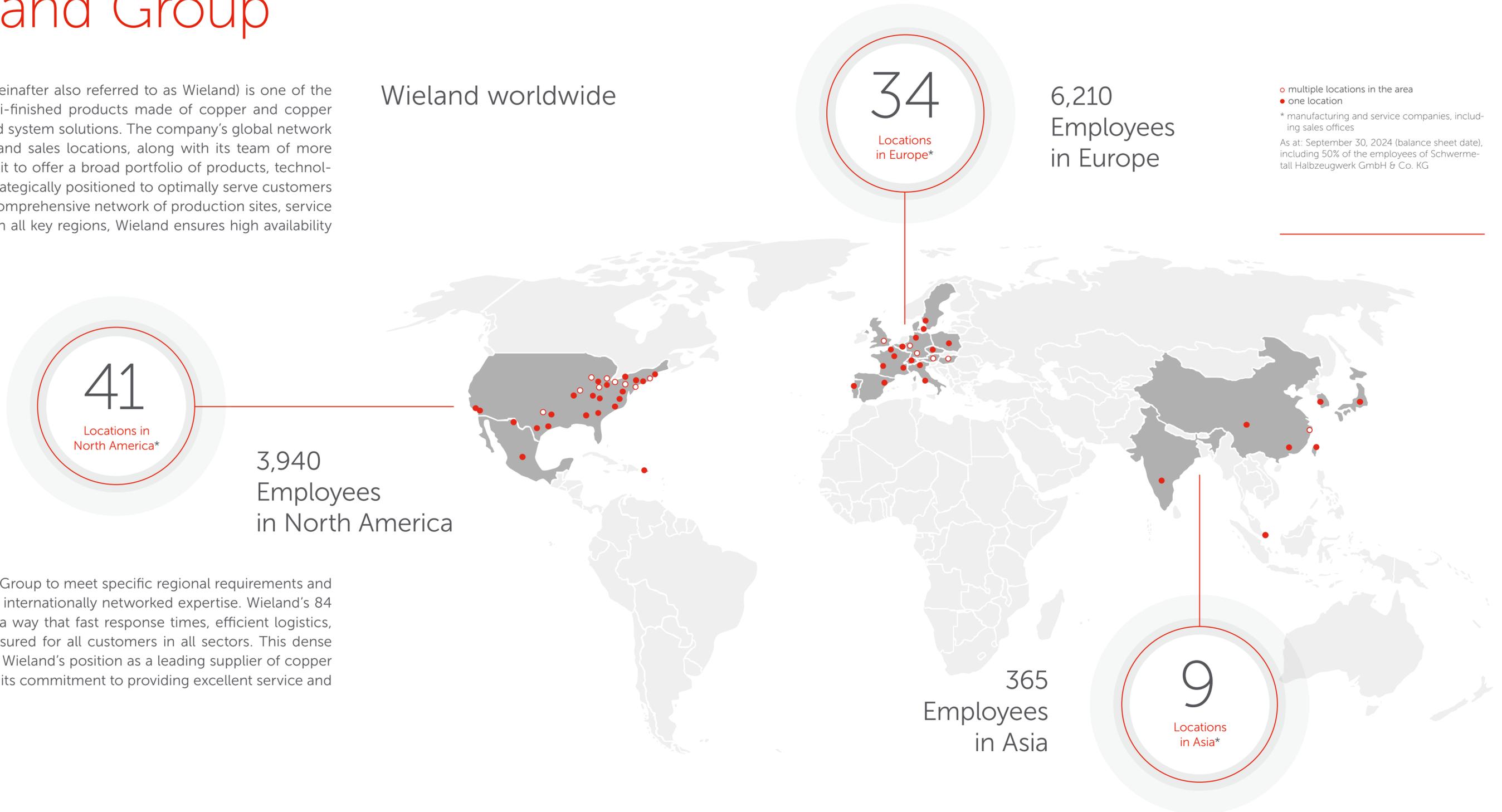
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# The Wieland Group

**GRI 2-1** The Wieland Group (hereinafter also referred to as Wieland) is one of the world's leading suppliers of semi-finished products made of copper and copper alloys, as well as components and system solutions. The company's global network of production sites and service and sales locations, along with its team of more than 10,000 employees, enables it to offer a broad portfolio of products, technologies, and services. Wieland is strategically positioned to optimally serve customers in all important markets. With a comprehensive network of production sites, service centers, and trading companies in all key regions, Wieland ensures high availability of its products and services.

## Wieland worldwide



○ multiple locations in the area  
 ● one location  
 \* manufacturing and service companies, including sales offices  
 As at: September 30, 2024 (balance sheet date), including 50% of the employees of Schwermetall Halbzeugwerk GmbH & Co. KG

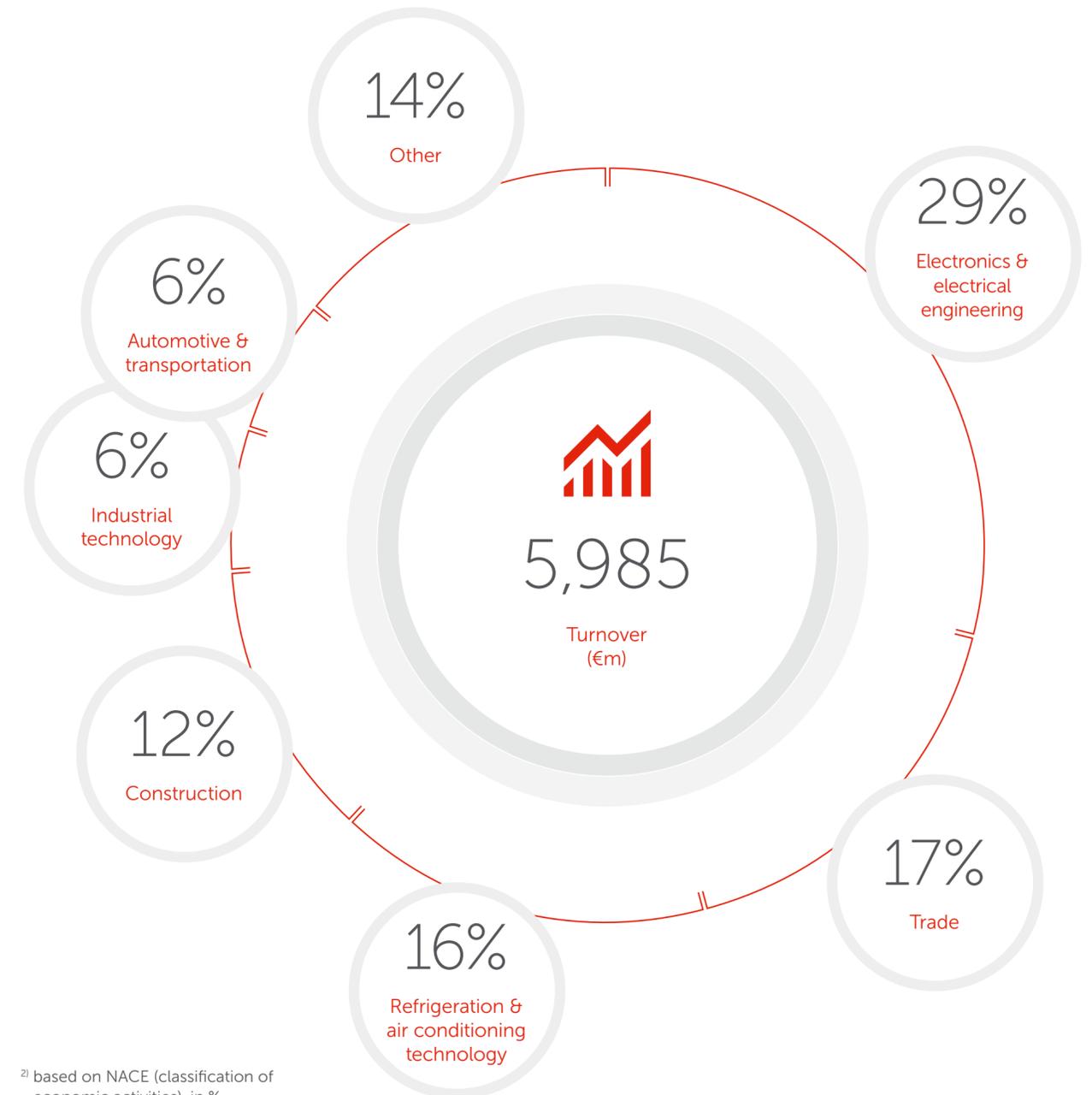
This global presence enables the Group to meet specific regional requirements and at the same time benefit from its internationally networked expertise. Wieland's 84 locations are distributed in such a way that fast response times, efficient logistics, and customized solutions are ensured for all customers in all sectors. This dense network of locations strengthens Wieland's position as a leading supplier of copper and copper alloys and underlines its commitment to providing excellent service and the highest quality worldwide.

### Wieland in numbers GRI 2-1



<sup>1)</sup> Reporting date as of September 30, 2024, including employees of Schwermetall Halbzeugwerk GmbH & Co. KG, see [About this report](#).

### Total turnover by sector<sup>2)</sup>



<sup>2)</sup> based on NACE (classification of economic activities), in %.



Dr. Erwin Mayr  
CEO Wieland Group

**“We firmly believe that our actions today will shape the world of tomorrow.**

**Dr. Erwin Mayr**

# Preface

Dear Readers,

Our primary goal is to create value that will last for generations – an aspiration that is deeply rooted in the DNA of the Wieland Group and is expressed in our guiding principle of “Creating value for generations.” This philosophy shapes our actions and is also reflected in our corporate strategy, which focuses on profitable growth and sustainable operations. With this approach, we can look back on a successful fiscal year that was characterized by many positive developments within the Wieland Group. This good business performance reflects the consistent implementation of our strategy and the measures taken to increase our global competitiveness. In doing so, we are laying the foundations for a future that creates economic, environmental and social value.

We reinvested most of the profit generated in the growth of the company and in the implementation of our ambitious sustainability strategy. In doing so, we retained our focus on our defined focus fields: Decarbonization, circular economy, eco-friendly products, safety & health, diversity & inclusion, and sustainable procurement. In the area of decarbonization, the Wieland Group is doing everything possible to become climate-neutral and has already made considerable progress. The long-term emissions reduction target of achieving net zero emissions by 2045 was confirmed by the official validation process of the Science Based Targets initiative (SBTi), which we successfully completed during the 2023/24 fiscal year. Our efforts here are focused on three key levers: increasing the share of recycled content in our products to 100%, fully electrifying our production facilities, and operating them exclusively with electricity from renewable energy sources.

In the past fiscal year, we have reached further important milestones on the path to consistently pursuing our aspirational sustainability goals. Key projects included the construction of our first copper recycling center in Shelbyville in the US state of Kentucky, the groundbreaking ceremony for the expansion of the foundry to include a recycling center at the Vöhringen site, and the opening of our own solar park in Erbach near Ulm. This is one of the largest solar parks in southern Germany and will contribute to reducing the Wieland Group’s global CO<sub>2</sub> emissions from purchased energy (Scope 2) by three percent.

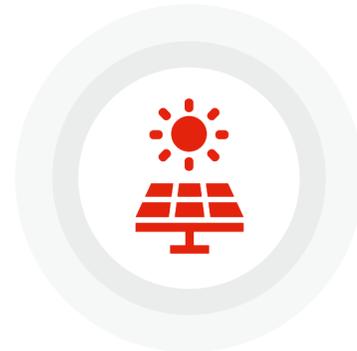
In addition, we have continued to invest heavily in the continuous improvement of our safety standards. With the global launch of the “MySafety” campaign, we have once again sent a strong signal for occupational safety in recent months. As part of our global occupational safety strategy, we have developed Group-wide safety rules, known as the “Golden rules”, which are designed to prevent serious accidents and are binding on all employees. Our vision is that all employees go home safe every day, which means that there are no work-related accidents in the Wieland Group.

As a globally active, strong and broadly diversified company, Wieland is ideally positioned to continue growing successfully and mastering challenges in the future. We firmly believe that our actions today will shape the world of tomorrow. We see our corporate strategy as an ambitious contribution to consistently linking and driving profitable growth and sustainable operations. It is in this spirit that we continue on our journey to create a future worth living for generations to come. I invite you to join us on this journey by reading this report.

Kind regards

Dr. Erwin Mayr | CEO Wieland Group

# Sustainability targets 2030



Decarbonization



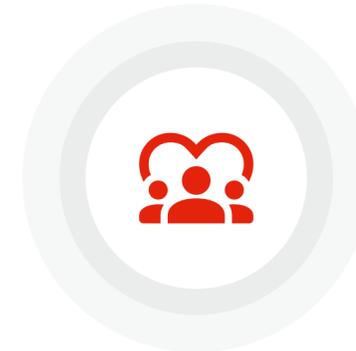
Circular economy



Eco-friendly products



Safety & Health



Diversity & Inclusion



Sustainable procurement

**Targets for 2030**

Reduce Scope 1 and 2 emissions by 46.2%<sup>1)</sup>

Increase the recycled content to >90%

Reduce the use of lead in the alloy portfolio by 30%<sup>2)</sup>

Reduce the LTI rate<sup>4)</sup> by 90%<sup>5)</sup>

Increase the share of women in leadership roles to 20%

Increase the purchasing volume from certified or audited strategic suppliers of prime metals and shapes to 100%

**Status 2023/24**

-29%

78%

-21%<sup>3)</sup>

-62%

15%

48%<sup>6)</sup>

<sup>1)</sup> Compared to the 2018/19 base year.

<sup>2)</sup> Compared to the 2020/21 base year.

<sup>3)</sup> Proportion of lead in alloys in Wieland's foundries (compared to the previous year, including two additional sites due to updated significance analysis, see [About this report](#)).

<sup>4)</sup> Lost time incident rate, i.e. accidents with lost time of at least one full shift, based on 1 million working hours.

<sup>5)</sup> Compared to the 2019/20 base year.

<sup>6)</sup> Based on verification by The Copper Mark and the RMI (Responsible Minerals Initiative).

# Strategy & Management

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# Business model & Corporate strategy

The Wieland Group has been a specialist in copper and copper alloys for over 200 years. Together with its customers, the company develops components for future-oriented fields such as e-mobility, power and data transmission, and refrigeration and air conditioning technology. Sustainability is firmly anchored in the corporate strategy as a key pillar of all processes, enabling Wieland to remain successful and fit for the future.

## Business model

**GRI 2-1, 2-6** With its global network of production sites and service and trading companies, the Wieland Group guarantees a comprehensive product, technology and service portfolio. As a leading global supplier of solutions based on copper and copper alloys, Wieland combines global reach with familiarity with local markets, in-depth know-how, and excellent service. As such, Wieland is strategically positioned to serve all customers in all key markets optimally and individually.

### Product portfolio and services

Wieland's business model is based on the unique expertise of all its employees and its broad range of alloys and products, which it is continuously expanding as a one-stop shop for its customers. These factors make Wieland a leading supplier in the metal industry, enable us to meet the diverse and specific requirements of our customers, and ensure their long-term success with high-quality and reliable solutions.

The company specializes in the manufacture of semi-finished products and special products made of copper and copper alloys. The product range mainly comprises semi-finished products such as strips, sheets, tubes, rods, wires, and profiles, which are manufactured with diverse specifications and alloys. In addition, Wieland manufactures special products such as high-performance tubes, heat exchangers, system parts, and components, which are used in demanding applications such as e-mobility, digitalization, or refrigeration and air conditioning technology. In addition to copper and copper alloys, Wieland uses other metals such as aluminum, titanium, and a wide range of steels as well as plastics in certain products. The markets that Wieland serves are just as diverse as the products themselves. The products are

used in a wide range of industries, including the automotive industry, electrical engineering and electronics, refrigeration and air conditioning technology, construction, aviation, and mechanical engineering as well as for renewable energies.

Another key component of the Wieland Group's business model is its wide range of services, which go far beyond mere product delivery. They include technical advice and the development of customized solutions, which ensure that the products can be optimally integrated into the production processes and applications of all customers. Close cooperation with customers ensures that their expectations regarding quality, reliability, and sustainability can be met at all times. Through its global sales and service network, Wieland supplies customers from diverse sectors with a wide range of products – punctually and efficiently.

### Expansion of recycling activities

The circular economy is also an important aspect of the business model. Copper and copper alloys are highly recyclable and retain their core properties, even after repeated recycling. This enables Wieland to reuse materials at the end of their life cycle and feed them back into the value chain. Given the limited availability of primary raw materials and the energy-intensive processes involved in extracting them, the Wieland Group understands the crucial role that reducing the use of primary metals can play for the environment and society. As a specialist in the processing of copper and copper alloys, the company is actively involved in the recycling process, for example by offering customers return programs for production waste and scrap materials. The recycling centers in Shelbyville, Kentucky (USA), and Vöhringen (Germany), which are equipped with state-of-the-art technology, will play a key role in expanding capacities for processing secondary materials. These investments



highlight Wieland's commitment to sustainability and the reduction of greenhouse gas emissions, and they help to ensure the availability of recycled materials for its products (see Chapter [Circular economy](#)).

## Corporate strategy

**GRI 2-22** During the 2023/24 fiscal year, the Wieland Group fundamentally analyzed and further developed its corporate strategy in order to meet the changing market conditions and the growing demands of customers and employees. The aim of “Creating value for generations” is thus anchored even more firmly in all areas of business.

The updated strategy continues to be based on three central pillars, the content of which has been revised and specified in more detail, in order to ensure the future viability of the Wieland Group in the long term. The strategy ensures that Wieland is on a reliable and profitable path across many generations. The three pillars are always based on the strategic guiding principle of sustainability. Sustainability is the key element of our transformation and permeates the processes, technologies, business development, and strategic decisions within the Wieland Group.

### Sustainability as a strategic guiding principle

Wieland is well aware of the urgent need for sustainable transformation and the problems associated with global climate change. This is why the issue of sustainability has been made a focal topic of the company’s strategic orientation. As such, sustainability is an integral part of many investments, decisions, and initiatives. Among other things, Wieland has set itself the goal of achieving net zero emissions by 2045. In addition, for the capital expenditures (CapEx, investments in property, plant and equipment), 15 ESG criteria have been developed for assessing economic activities, which are based on the six environmental targets of the EU Taxonomy Regulation. Thus, Wieland is already taking into account the statutory requirements that will apply to the company in future.

### Further development of the business portfolio

A central component of the strategy is the targeted further development and optimization of the business portfolio in order to secure and expand the company’s leading competitive position in the long term. As such, Wieland focuses on clear differentiation through exceptional quality, innovation, and first-class customer service. This approach enables us to consolidate and further expand our market leadership in a highly competitive market environment. The focus is on strengthening and expanding the core business, whereby Wieland sees growth potential in both the backward and forward integration of the value chain. Our priority is the expansion of higher-value and fast-growing business areas. In order to achieve these strategic goals, Wieland is making targeted adjustments to the capital allocation and shifting its own portfolio into more lucrative markets, thereby opening up new and profitable niches. Another focal area is expanding recycling capabilities in order to ensure

a sustainable supply of metals and maximize the share of recycled materials in the value chain. These measures not only help to reduce the environmental pollution, but also strengthen Wieland’s financial position by securing cost-effective and sustainable raw materials. With these targeted measures, the company is establishing the basis for future-proof and sustainably profitable corporate development, which will enable it to remain a leader in relevant core areas and further expand its market position.

### Profitability leadership and growth

The Wieland Group aims to achieve profitability leadership in the global metal industry and at the same time continue driving international growth. Wieland can position itself even more resiliently through the targeted exploitation of global opportunities and the management of risks. The leading position in Europe is to be further expanded, while continued expansion in North America is seen as a key prerequisite for long-term profitability and commercial success. In emerging and developing markets, particularly in Asia, Wieland acts selectively as a pioneer by focusing on higher-value and differentiated products and services. A key component of the strategy is the targeted increase in investments in profitable growth options

and the execution of strategic acquisitions in order to further accelerate growth and strengthen the global market position. These investments are being made in key areas, which will enable us to increase efficiency and diversify into more profitable business areas. Each acquisition process is subject to comprehensive due diligence, including consideration of ESG criteria, in order to ensure that any integration is both economically viable and compatible with the sustainability targets. Another important aspect of the strategy is our leading role in the automation and digitalization of the entire industry. With these strategic measures, Wieland is creating the basis for future-proof and sustainably successful corporate development, further expanding its market position, and strengthening its position as a profitable and innovative player in the global metal industry.

### Business transformation

The continuous transformation of the Wieland Group is essential in order to secure and expand its competitiveness in the long term. As such, sustainability is the central compass that guides the activities. Wieland is determined to play a pioneering role in the decarbonization of the metal industry, by continuously reducing its carbon footprint through electrification, the use of renewable energy, and comprehensive recycling. Our goal is to create a fully sustainable and safe working environment, in which the health and safety of all employees is the top priority. By expanding the global safety organization and implementing clearly defined safety standards, Wieland is focusing on preventive measures to avoid accidents and achieve the goal of zero accidents. The “Golden Rules” introduced in the 2023/24 fiscal year play a key role here, which aim to prevent any potentially life-changing or fatal incidents. At the same time, the further development of the corporate culture is a key component of the transformation. The Wieland culture, characterized by values such as ownership, ambition, reliability, optimism, and diversity, is an important competitive advantage. The focus is on a high-performance culture aimed at attracting, developing, and retaining the best talent in the long term. Managers act as role models and promote a working environment that emphasizes freedom to act, personal responsibility, and commitment to results. Through active talent management and the promotion of engineers and specialists in specialized programs such as the new “Engineering Development Program” in North America, the Wieland Group strengthens its position as an attractive employer and secures the future viability of the company. By establishing sustainability as a guiding principle and using culture as a competitive advantage, Wieland is creating the conditions for future-proof and successful corporate development.



# Sustainability strategy & management

Wieland provides Group-wide impulses in order to advance the transformation towards a sustainable economy. In doing so, the company is guided by the United Nations Sustainable Development Goals (SDGs). Wieland's sustainability strategy comprises six focus fields and forms the basis of the company's daily business activities. The sustainability strategy will be revised on the basis of regulatory requirements in the 2024/25 fiscal year.

## Wieland's sustainability strategy

**GRI 2-22** Wieland wants to take advantage of the opportunities offered by the transformation of the economy in the direction of greater sustainability. To do so, Wieland rethinks its own processes and developing innovative products, which are characterized by resource-friendly manufacturing and a high level of efficiency and durability (see Chapter [Eco-friendly products](#)). At the same time, Wieland supports its customers with their own transformation. This allows Wieland to combine commercial success with sustainable action.

### Strategic focus fields

The sustainability strategy serves as a guide for the company's economic activities and helps to anchor sustainability in the Group-wide processes. Wieland focuses on the six focus fields of decarbonization, circular economy, eco-friendly products, diversity and inclusion, safety and health, and sustainable procurement.

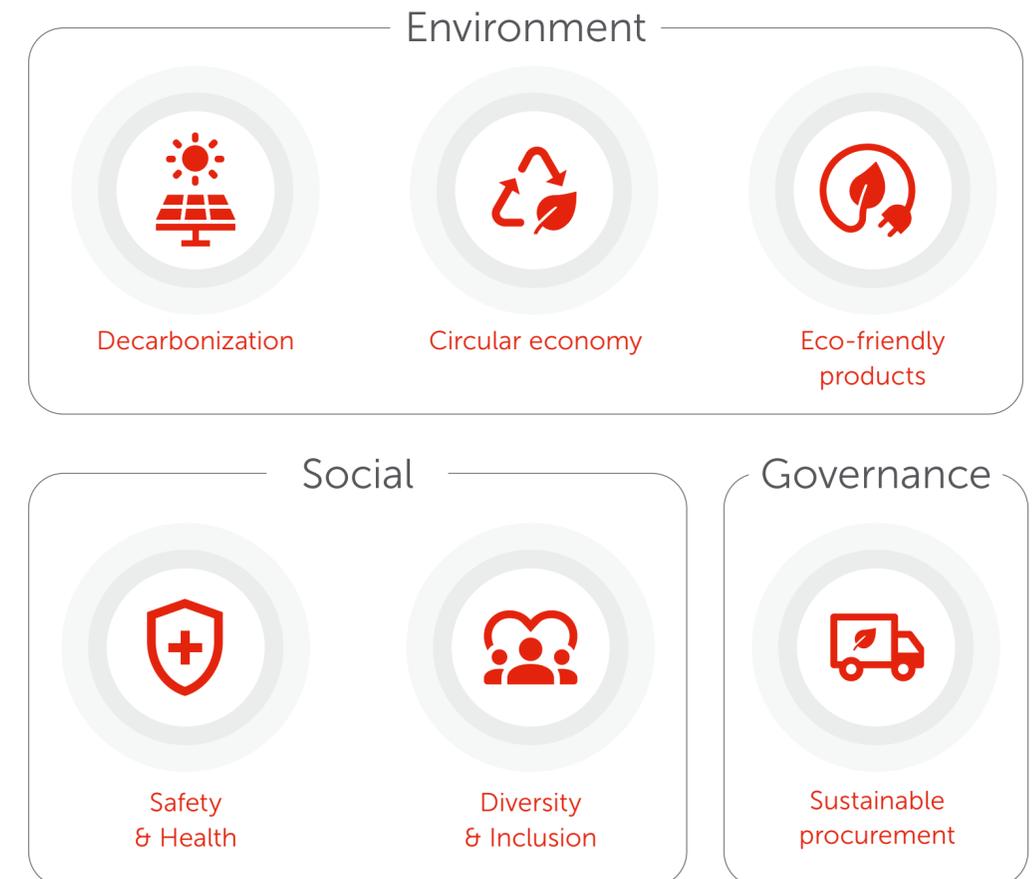
As part of the sustainability program, ambitious medium-term targets for 2030 have been set for all focus fields and corresponding measures have been initiated (see Chapter [Sustainability targets 2030](#)). The approach is closely aligned with the United Nations Sustainable Development Goals (SDGs) – in particular with goals 3 (good health and well-being), 5 (gender equality), 7 (affordable and clean energy), 8 (decent work and economic growth), 12 (responsible consumption and production), and 13 (climate action).

The sustainability strategy forms the basis for long-term risk minimization along the entire value chain. At the same time, it looks at potential opportunities for Wieland's business model that can be derived from the megatrends of climate change, electrification, and digitalization. The identification, measurement and management of non-financial risks and opportunities, as well as their impact on risk management, is being continuously expanded in consultation with the relevant Corporate Functions of sustainability governance.

### External ratings

Wieland also measures all activities against the results of external ratings, such as EcoVadis or the Carbon Disclosure Project (CDP). In the 2023/24 fiscal year, the company again received a silver status from EcoVadis, with an even better score than in the previous rating. This means, that Wieland continues to be among the top 15% of companies assessed. In its fourth year of participation, the CDP awarded Wieland again a B rating, confirming that the company actively manages its environmental and climate impacts. The company obtains both the EcoVadis and the CDP ratings on an annual basis and strives to continuously improve its sustainability performance. This ambition should also be reflected in the rating results.

### Wieland's six strategic focus fields



## Wieland Group sustainability organization

**GRI 2-9, 2-10, 2-14** The Executive Board and Supervisory Board manage the company in accordance with nationally and internationally recognized standards. The Supervisory Board, consisting of 12 members, is the highest governance body. Six of the members were elected by the Annual General Meeting and the other six by the workforce. The Executive Board of the Wieland Group is responsible for the company's sustainability strategy. This is refined further and optimized in ongoing dialogue with the Sustainability team. The Supervisory Board is also regularly provided with information on the current status of implementation. It also sets sustainability targets, the achievement of which is linked to, among other things, the amount of the annual bonus payment to the Executive Board.

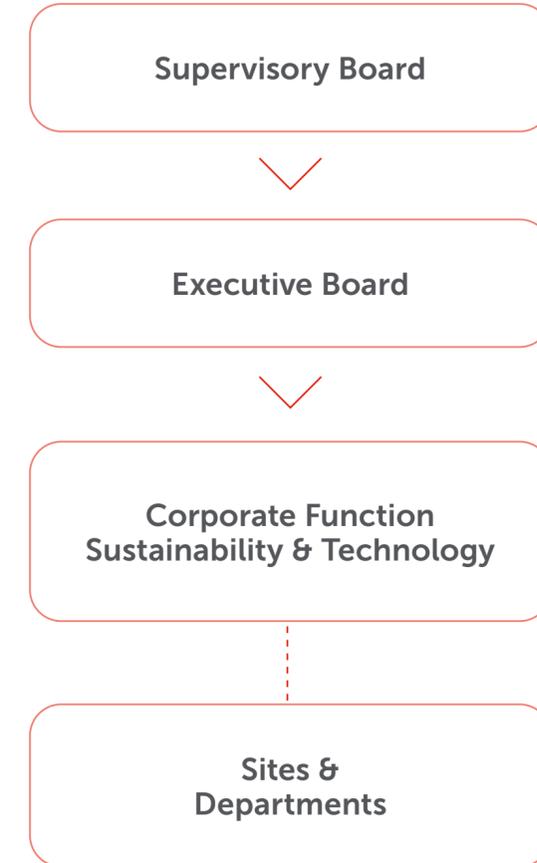
### Corporate Function Sustainability & Technology

The Corporate Function Sustainability & Technology bundles the range of topics of sustainability management, safety and health, environmental and energy management, innovation and technology management, research and development, global engineering, and association work. Sustainability forms the foundation for the strategic process of the Corporate Function. The focus is on safety and health and environmental protection. The challenges of a social and ecological nature, along with the statutory requirements related to sustainability, primarily determine the maxims for action within the company and therefore also the focus of research and development projects. The results determine the technical plans and their implementation as well as the associated local activities throughout the Group. The Senior Vice President Sustainability & Technology reports directly to the Executive Board and represents the topic of sustainability on the global Executive Committee.

The Sustainability team within the Corporate Function Sustainability & Technology develops the global sustainability strategy and manages the continuous further development of ESG performance. Together with the other corporate functions and the business units, it defines targets and key performance indicators and provides company-wide support for the implementation of sustainability measures. The Sustainability team is also responsible for internal and external sustainability reporting and leads the stakeholder dialog.

The sustainability targets are implemented in the various corporate functions and business units of the Wieland Group. The Executive Board and Supervisory Board are briefed regularly by the Senior Vice President Sustainability & Technology. In addition, the Executive Board has regular consultations with the Vice President Research, Development & Innovation | Sustainability.

### Sustainability in the corporate organization



### Process view of the new Corporate Function Sustainability & Technology



## Guidelines and principles

**GRI 2-23, 2-27** Along with the United Nations Sustainable Development Goals (SDGs), the Wieland Group also aligns its business practices with the UN Guiding Principles on Business and Human Rights (UNGPs), the ten principles of the UN Global Compact (UNGC), and the principles laid out in the provisions of the core labor standards of the International Labour Organization (ILO).

The values and binding standards are set out in the Group-wide [Code of Conduct](#), which applies to all employees and business partners. In addition, the Human Rights and Working Conditions Policy sets out a uniform understanding of human rights due diligence obligations, and it defines minimum standards to be observed with regard to working conditions in the Wieland Group.

Strategic suppliers are expected to sign the Supplier Code or provide proof of a comparable commitment – and to ensure the necessary care is taken in their own supply chains. In addition, a Group-wide procurement policy was published during the reporting period, the [Sustainable Procurement Policy](#). With regard to the requirements of the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG), Wieland has also published a Policy Statement Human Rights Strategy (see Chapter [Sustainable procurement](#)).

## Materiality analysis

**GRI 3-1, 3-2** In order to define the strategic sustainability priorities and define the content to be reported on, the Wieland Group conducted its most recent materiality analysis in 2020. This involved interviewing various stakeholders – from international executives within the company, to customers of all business units, right through to financial market players. This was supplemented by a benchmark of key players at all stages in the value chain.<sup>1)</sup>

As a result, 17 topics were classified as material and summarized in a materiality matrix. Six focus fields were defined as strategic focal topics: Decarbonization, circular economy, eco-friendly products, safety and health, diversity and inclusion, and sustainable procurement (see graphic [Wieland's six strategic focus fields](#)).

<sup>1)</sup>A more detailed description of the approach to the analysis can be found in the [2019/20 Sustainability Report](#).

In 2024, Wieland conducted a double materiality analysis based on the requirements of the Corporate Sustainability Reporting Directive (CSRD), which once again confirmed the strategic priorities. Based on the results of this analysis, work commenced on adapting the sustainability strategy to further sharpen the strategic focus. Corresponding measures are being developed, which will be implemented in the subsequent fiscal years. Specifically, integration of the CSRD requirements into the individual departmental strategies is being prepared, while governance structures, management systems, and processes, such as ESG controlling, risk management, and reporting, are being adapted.



**We are actively involved in shaping the transition towards a sustainable economy through intensive dialog with our stakeholders.**

## Stakeholder dialog

**GRI 2-28, 2-29** Stakeholder groups of particular importance to the Wieland Group are assessed on a regular basis. The primary stakeholders include owners, employees, customers, suppliers, financial institutions, and individuals from politics and civil society.

### Involvement in industry and sustainability initiatives

In addition to involving the stakeholders in the materiality analysis, Wieland focuses on direct dialogue through industry and sustainability initiatives: The Wieland Group is an active member of the most important national and international business, industry and trade associations in its fields of business (see also stakeholder dialog graphic on the right).

For many years, Wieland has been supporting the European Commission and the German government with sustainability-related regulation through the non-ferrous metal associations Eurometaux and Wirtschaftsvereinigung Metalle. During the reporting period, as in the previous year, the contributions concentrated on shaping the European Green Deal, with a focus on the areas of energy and climate change, the circular economy and raw materials, sustainable products, zero-pollution ambition, sustainable finance, and EU Taxonomy. There was also a focus on the measures to secure the energy supply and energy prices.

In addition to industry-related activities, the Wieland Group is committed to the general principles of environmentally friendly corporate governance, guided by a sense of social responsibility and integrity. That is why Wieland has been a signatory to the United Nations Global Compact (UNGC), which sees itself as an international forum uniting companies and organizations behind the SDGs, since 2021. Through selected memberships, Wieland exchanges information with other companies on current sustainability developments and potential solutions.

At the beginning of 2021, Wieland joined the Science Based Targets initiative (SBTi), because an effective reduction of greenhouse gases that are harmful to our climate must be guided by a sound scientific basis. The SBTi has confirmed that Wieland's medium-term reduction targets by 2030 are in line with achieving the 1.5 degree target of the Paris Agreement. The long-term target of reducing emissions to such an extent that net zero emissions are achieved by 2045 was also validated by the SBTi in the 2023/24 fiscal year (see Chapter [Decarbonization](#)).

You can find an overview of current memberships and key initiatives at: [Memberships](#).

### Training program for employees

A training program on sustainability has been developed during the 2022/23 fiscal year in order to sensitize employees to the topic of sustainability and to strengthen their competence. It conveys in-depth knowledge of the internal sustainability strategy and the goals of the strategic focus fields as well as the measures already taken,

and it offers assistance in dealing with sustainability-related customer inquiries. An additional (fourth) training module on the topic of product carbon footprint has been developed during the reporting year. It is completed as one-off mandatory training by all employees with customer contact and is permanently available to all other employees as voluntary training (see Chapter [People & Culture](#)).

## Overview of stakeholder dialog



# Protecting ecosystems

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# Environment – Wieland’s focus

● completed
○ ongoing
○ in preparation
⦿ Status 2023/24



## Environmental management

Continuously improve environmental protection

- Introduce a global waste database by 2023
- Develop a Group-wide target for air pollution control with regard to dust and nitrogen oxides (NO<sub>x</sub>) by 2025
- Build a global database on metal emissions in wastewater by 2025
- Introduce certification for DIN EN ISO 14001 70%



## Decarbonization

Net zero by 2045

- Reduce Scope 1 and 2 emissions by 46.2% by 2030<sup>1)</sup> -29%
- Reduce Scope 3 emissions by 46.2% by 2030<sup>1)</sup> -54%
- Increase the share of green electricity purchases to more than one-third by 2024/25<sup>2)</sup> 17%
- Validate the net zero target for 2045 by SBTi by 2024



## Circular economy

Expansion of the recycling division for own production as well as for customers

- Increase the recycled content to >90% by 2030 78%
- Construct a recycling center in Shelbyville, Kentucky (USA), with a capacity of 40 kt a year, commissioning in 2025
- Construct a recycling center for copper scrap in Vöhringen (Germany), commence test operations in 2025



## Eco-friendly products

Industry benchmark for eco-friendly products

- Certify the hybrid PCF methodology by the technical inspection agency TÜV NORD CERT GmbH in the 2023/24 fiscal year
- Reduce lead use across the entire alloy portfolio by 30% by 2030 -21%
- Develop a Group-wide concept for eco-friendly products in accordance with recognized standards by 2023
- Ensure availability of certified PCF values for all products from selected sites
- Publish a white paper on Wieland’s PCF calculation method

<sup>1)</sup> Compared to the 2018/19 base year.

<sup>2)</sup> For the Germany and North America regions.

# Environmental management

Wieland is aware of its responsibility with regard to reducing its environmental pollution. Therefore, various measures have been taken to prevent water, soil and air pollution, to handle waste responsibly, and to avoid potential health risks for employees and residents. A comprehensive environmental management system is used to manage environmental issues at the company locations and to continuously improve environmental protection.

## Wieland’s approach to environmental management

**GRI 3-3, 2-23** Wieland sets standards that go beyond the applicable regulations and laws. They are intended to reduce the risks of damage to and pollution of water, soil, or air and to prevent health risks for employees and residents. The basis is the corporate policy adopted by the Executive Board and Executive Committee. Wieland is also committed to avoiding environmental pollution, for example through emissions and waste, and to procuring and using energy-efficient facilities.

Wieland has implemented environmental management systems worldwide to manage environmental issues at the company’s production sites. The proportion of production sites with an environmental management system in accordance with the international standard DIN EN ISO 14001:2015 fell temporarily to 70% during the reporting year (FY 2022/23: 83%), as three new major production sites were integrated (see [About this report](#)). Wieland is currently reviewing the ISO certification of additional global sites. The environmental management system is part of an integrated management system (IMS). The central IMS software can be used to set minimum standards and targets at a global level. This can serve as a preparatory step for implementing environmental protection at the company. Wieland is committed to the continuous improvement of environmental protection in line with the existing environmental management systems.

### Organizational implementation and responsibilities

With well-established processes, Wieland ensures that all applicable laws and other requirements related to environmental protection are complied with and that all employees are aware of all relevant processes and instructions.

The environmental management system based on DIN EN ISO 14001:2015 is audited annually. Additional internal audits take place at fixed intervals. Relevant departments undergo an additional internal audit every year and on an ad hoc basis.

The Executive Board and the Corporate Function Sustainability & Technology oversee the company’s entire environmental management. The Safety, Health & Environment (SHE) department is responsible for implementing the environmental agenda. In doing so, the focus is on compliance with local regulations and improving global and local data insights. The site managers and local environmental teams are responsible for compliance with the environmental regulations at their respective sites. Each site also has designated contact persons or environmental protection officers who deal with site-specific environmental issues. They report to their site managers and ultimately to the Vice Presidents Operations in the individual business units. They also communicate regularly with the central environmental management team.

Feedback or complaints regarding environmental protection must be forwarded immediately to the local environmental protection officers. All complaints received are documented and dealt with using a defined process. If necessary, the complainants will be contacted.

## Consideration of environmental risks

The environmental risks for the Wieland Group are identified and evaluated in the context of the risk management system. Wieland also carries out regular accident and emergency drills – in coordination with the responsible authorities. Emergency or alarm and hazard prevention plans are in place for the individual locations. The company has also implemented stormwater pollution prevention plans (SWPPP) at the Wieland sites in the USA in order to identify and prevent damage caused by stormwater pollution. During the 2023/24 fiscal year, a plan was developed for regular audits to ensure compliance with legal requirements at relevant US sites. In North America, Wieland has commissioned a leading environmental consulting firm to plan and organize Safety, Health and Environment & Transportation Audits (SHE & T) audits for the 2024/25 fiscal year. This includes determining the scope of the audit, carrying out a gap analysis, and defining a suitable audit timetable based on the risks identified. Once the audits have been completed, action plans will be developed to rectify the deviations identified. Special emphasis is placed on the main sites – including the foundries, recycling plants, and other high-risk locations.

At the German sites, the legal compliance audits are already carried out in cooperation with an external auditor. The German ISO 14001 audits also take place within this regular framework.

In 2022, the Wieland Group investigated all production sites worldwide with regard to the risk of flooding. An increased risk was identified at three sites. Therefore, specific plans were developed for these sites in order to improve flood protection and reduce the risk of flooding. Accordingly, Wieland is currently implementing additional measures with a budget of approximately €15 million at the Langenberg and Vöhringen sites (both in Germany) and the site in Wheeling, Illinois (USA), in cooperation with specialist engineers.

## Employee engagement

Wieland is convinced that the company's environmental protection targets and the increase in energy efficiency can only be achieved with committed employees. The company therefore ensures that its employees are informed regularly about all environmental and energy-related topics. This is supplemented by training courses, which are held both online and as face-to-face training. During the reporting year, approximately 26% of Wieland employees completed internal or external environmental training in order to meet the specific regional commitments and requirements.

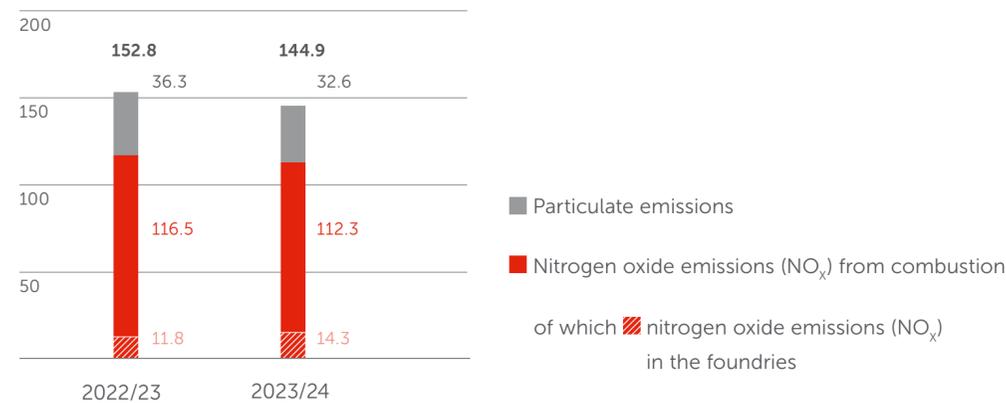
**Protecting the environment is a top priority for us – we actively involve our employees and provide them with comprehensive training.**

## Ensuring good air quality

**GRI 3-3, 305-7** Emissions are produced during the production of semi-finished non-ferrous metal products in the Wieland Group's plants, especially when metals are cast. In addition to greenhouse gases, air pollutants are also released. Since the 2021/22 fiscal year, emission data has been monitored and quantified at all plants. The data collection shows that the main air emissions of the Wieland Group are particulate matter and nitrogen oxides (NO<sub>x</sub>). However, only a small proportion of these emissions is subject to mandatory measurement. Whereas particulate matter is only significant at foundries, NO<sub>x</sub> emissions occur in all combustion processes, such as the combustion of natural gas. NO<sub>x</sub> emissions are calculated using emission factors based on the relevant literature. Due to the different combustion processes, a conservative mix of emission factors is applied here. This approach enables a uniform calculation across all sites. The SHE department is currently working on gaining a comprehensive overview and further optimizing the data quality. The next step is to define specific targets. To this end, technical discussions are also held with relevant experts.

### Air emissions in t

**GRI 305-7**



During the reporting year, Wieland successfully developed and implemented a system for air pollution control and exhaust air purification in order to obtain the environmental permit for the recycling center in Vöhringen (Germany). The new exhaust air purification system is state of the art and thus ensures compliance with the strict emission limits.

Wieland also works continuously on programs to reduce NO<sub>x</sub> emissions at all major production sites with heating and annealing processes. To achieve this, the company is converting the burner technology in the heating and annealing furnaces to low-nitrogen oxide combustion processes, or the annealing process is being fully electrified (see Chapter [Decarbonization](#)).

## Protection from noise pollution

At Wieland, noise is generated by the production processes in particular, but also by transport. Protection from noise pollution is particularly important at the German sites, as they are located in or near residential areas. Therefore, appropriate protective measures have been taken. In addition, regular measurements are carried out on a voluntary basis. This enables an immediate reaction if the limits are exceeded. During the planning phase of the new recycling center at the plant in Vöhringen (Germany), an expert opinion by sound engineers was obtained in advance, covering the construction and arrangement of the buildings as well as the components used. The recommended measures were fully implemented, including elements such as noise barriers and sound-proofed fans. This successfully protects residents from excessive noise emissions.

## Water and water protection

**GRI 3-3, 303-1, 303-4, 303-5** Water is of key importance for the Wieland Group's production, especially for cooling and surface treatment. Wieland not only complies with local laws on water protection, but has also set itself the goal of reducing its own water consumption to a minimum and avoiding the discharge of pollutants. This requires site-specific measures.

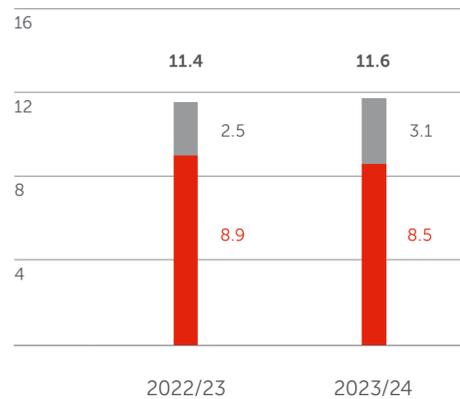
At the Vöhringen site (Germany), for example, Wieland succeeded in increasing the temperature of the water required to cool various systems in the foundry during the reporting year. This means that significantly less cold, fresh groundwater is required, and the overall water usage is reduced. The new findings can also be applied to other production sites.

A total of 11.2 million m<sup>3</sup> of water was used at the Wieland locations during the reporting year: 8.8 million m<sup>3</sup> as cooling water, 2.3 million m<sup>3</sup> as process water and 0.1 million m<sup>3</sup> as drinking water. Some of this water was extracted at Wieland's own German sites. Of the 2.3 million m<sup>3</sup> of process water, 0.6 million m<sup>3</sup> of treated wastewater from production was discharged into public sewers or surface waters. The discharge amounts were always below the legal limits – especially for the substances copper, nickel, tin, and zinc.

One of the company's most important goals in the area of water management is to reduce metal emissions in wastewater, as they pose a risk of polluting groundwater and other bodies of water. Therefore, Wieland is striving to establish a well-founded database for all global locations. The database is to be completed by 2025 in order to form the basis for an assessment of Group-wide metal emissions and to enable site-specific measures to be derived. In addition, Wieland is investing in a new filter press for wastewater treatment at its site in Montpelier, Ohio (USA), and has implemented a system processor and modernized the wastewater treatment plant's control system.

**Water withdrawal in million m<sup>3</sup>**

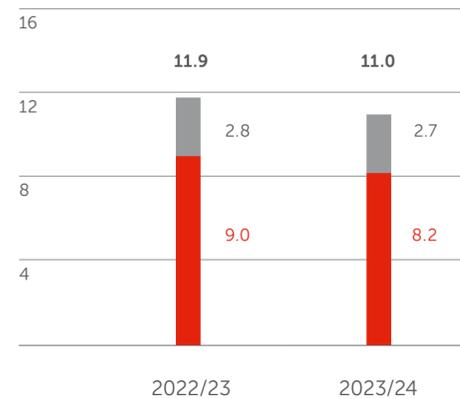
GRI 303-3



■ Groundwater withdrawal  
■ Third-party water

**Water discharge in million m<sup>3</sup>**

GRI 303-4



■ Water discharge into surface waters  
■ Transferred to third parties

**GRI 303-2** At all sites, threshold values set by local authorities apply to wastewater discharge – e.g., for pH, temperature, and various metal contents such as copper or tin. Wieland adheres to these limits. Before discharging into the public sewage system or surface waters, the company checks the water quality at its own final inspection points in order to prevent pollution of rivers, lakes, and canals. These results are well below the legal limits and usually below the detection limits of the analysis. The company also ensures careful handling of substances hazardous to water and guarantees appropriate leakage protection.

## Avoiding waste

**GRI 3-3, 306-1, 306-2, 306-3** Effective waste management is another component of corporate environmental protection at Wieland. 100% of the metal waste generated during production processes can be reused in the company's foundries. This makes external disposal obsolete (see Chapter [Circular economy](#)). When it comes to other waste, we follow the principles of prevention before recycling and recycling before disposal. The total volume of waste produced by the Wieland Group during the reporting year amounted to 80,310 metric tons. Compared to the previous year (53,826 t), this represents a 49% increase. The total volume of hazardous waste increased by 24% from 13,410 (2022/23) to 16,676 metric tons (2023/24). These increases are primarily due to demolition waste from the decommissioning in Vöhringen (Germany) in preparation for construction of the new recycling center. In order to get an overview of the volume and type of waste produced, Wieland obtains information from all sites on the individual volumes of more than ten different types of waste, along with the nature of disposal. This enables comparisons to be made between the individual waste streams and, if necessary, leads to individual targets for increasing recycling rates.

Wieland-Werke AG reduces the commercial waste it generates as far as possible, by not only recycling the more than 30 types of waste produced in connection with its production activities, but also recycling waste streams such as cardboard sleeves from rolling, contaminated waste wood, or insulation waste from pipe manufacturing. At the Ulm site (Germany), it was also possible to replace the cutting oil used previously with a more eco-friendly alternative. In Pine Hall, North Carolina (USA), the company introduced a recycling program in cooperation with a regional waste disposal company during the 2023/24 fiscal year.

The issue of packaging waste presents companies with the challenge of finding and implementing sustainable solutions. Wieland primarily uses wooden packaging, which has been reused multiple times over several years as part of a closed-loop system. Recyclable materials are used for packaging foils and straps. This underlines our commitment to sustainable business practices.

**Total waste in kt**



# Decarbonization

Climate protection is a key part of Wieland’s sustainability strategy. By 2045, the company aims to achieve net zero emissions in its business operations. From then onwards, there should no longer be any activities along the value chain with a negative impact on the climate. Wieland has therefore set medium- and long-term reduction targets, which have been successfully validated by the Science Based Targets initiative (SBTi).

## Organizational responsibility for climate protection

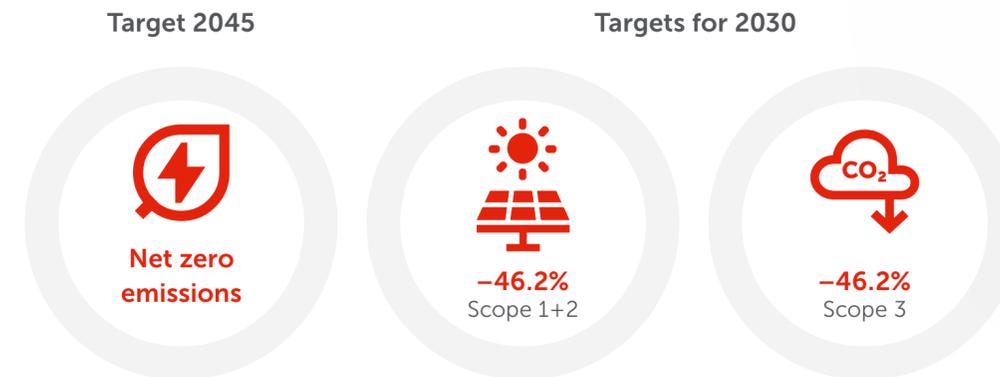
The Corporate Function Sustainability & Technology (ST) is responsible for implementing the Group-wide climate protection goals at Wieland. The Senior Vice President Sustainability & Technology regularly reports on the progress to the Executive Board. The overarching Sustainability team and the specific responsibilities for energy management and monitoring are anchored in the Corporate Function Sustainability & Technology. This enables the individual locations to be supported with improving their sustainability performance through a holistic approach and promotes Group-wide exchange of experience. The Sustainability team analyzes all relevant information on climate protection and achievement of the company’s medium- and long-term climate targets. The results are reported to the Executive Board and the Supervisory Board on a regular basis.

## Climate targets

**GRI 3-3** Active climate protection plays a decisive role in corporate governance at Wieland. The melting, casting and forming of metals requires a lot of energy. As part of its decarbonization strategy, the company aims to reduce the climate impact of its production processes in the form of CO<sub>2</sub> emissions in the long-term. Wieland strives to make a contribution towards limiting the climate crisis, guided by science-based CO<sub>2</sub> reduction targets. Therefore, the Wieland Group joined the Science Based Targets initiative (SBTi) in March 2021 and committed to the 1.5 °C

target of the Paris Agreement. By 2030, Wieland aims to reduce Scope 1 and 2 emissions and Scope 3 emissions each by 46.2% and has committed to achieving net zero emissions by 2045. After the medium-term target was validated in the previous reporting period, the SBTi also successfully validated the long-term reduction target during the reporting year.

In the year under review, Wieland has already reduced its Scope 3 emissions by 54% compared to the base year 2018/19. This means that a reduction has already been achieved that corresponds to the 2030 target achievement level. Wieland is striving to maintain this status or to reduce emissions even further. The reduction in Scope 1 and 2 emissions is currently 29% compared to the base year.



## Roadmap to net zero

In order to achieve net zero emissions by 2045, Wieland has developed a decarbonization roadmap based on a bottom-up emissions model: the first step was to collect data on electricity and gas consumption, age and average life for all plants that account for a significant proportion of energy consumption at the respective sites. In addition, using the top-down principle, the company has determined all

**From systematic electrification to the expansion of green power generation, we have identified key levers for reducing our emissions.**

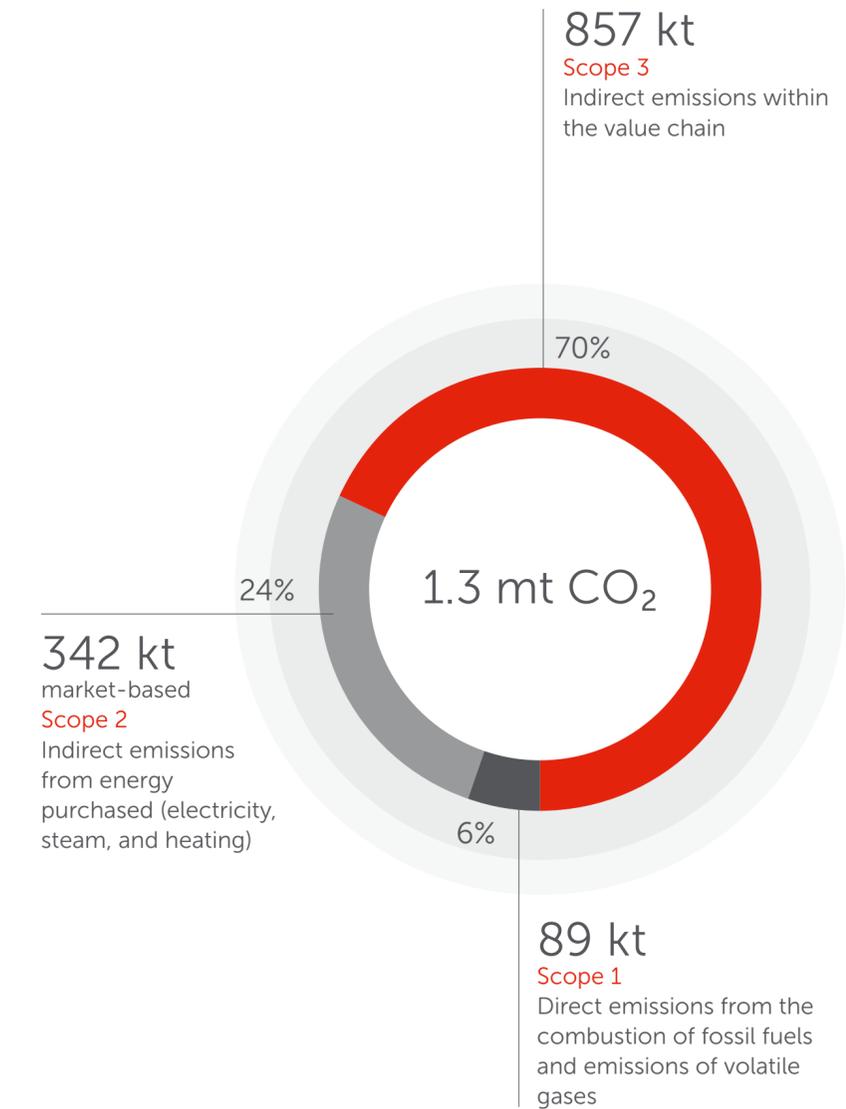
non-plant-related emissions from electricity and gas consumption, by calculating the difference between the total electricity and gas consumption and the respective plant-related consumption. This information was used to develop a Group-wide emissions model, which forms the starting point for planning and managing decarbonization activities. The responsibility for this model lies with the central Sustainability team.

The methodology described enables the management and monitoring of target achievement for the entire Group, the development of a detailed approach for the decarbonization of all business units and their locations, and an estimate of the investments required for this. In addition, overarching projects and initiatives as well as research and development projects are derived from this, for example technology scouting for the increased use of hydrogen or development projects for more sustainable materials. For further implementation, the Sustainability team is in close contact with all corporate functions and business units involved.

### Measures to achieve the reduction targets in Scope 1 to 3

Wieland has defined measures for each emissions category (Scope 1 to 3). In order to reduce Scope 1 emissions, the focus is on the systematic electrification of gas-fired systems. As this may lead to an increase in Scope 2 emissions, improved energy efficiency and the reduction achieved through in-house electricity generation and the conclusion of further long-term supply contracts for electricity from renewable energy sources (power purchase agreements, PPAs) play a crucial role. The biggest levers for reducing Scope 3 emissions are Wieland's continuous expansion of recycling activities and the strategic procurement of scrap. This should reduce the proportion of primary metals with high emission values. In the long term, the company is aiming for a recycled content of 100%. By 2030, the products should contain an average of at least 90% recycled content (see Chapter [Circular economy](#)). In order to achieve net zero, Wieland has committed to remove from the atmosphere the residual emissions expected to exist until 2024 as part of the SBTi. Suitable methods for this neutralization are currently being tested.

### Wieland's GHG emissions



## Emissions in the reporting year

**GRI 302-1, 305-1, 305-2, 305-3** Compared to the previous year, greenhouse gas emissions associated with Wieland's business activities fell by 27% to around 1.3 mt CO<sub>2</sub> in the 2023/24 fiscal year (FY 2022/23: 1.7 mt CO<sub>2</sub>). 94% of emissions were generated indirectly. Specifically, the change was -4.6% (-4 kt CO<sub>2</sub>) for Scope 1, -27.6% (-131 kt CO<sub>2</sub>) for Scope 2, and -35.3% (-336 kt CO<sub>2</sub>) for primary-material-related emissions in Scope 3. The decrease in our total emissions is attributable to various factors. The reduction in Scope 2 emissions was achieved through improved market-based emission factors. Wieland also recorded an overall reduction in sales volumes compared to the previous year, which had a direct impact on primary-material-related emissions. Furthermore, the decrease in Scope 3 emissions is due to the improved availability of supplier-specific primary data for emission values for primary materials used as well as the increased use of secondary material. For example, during the reporting year, Wieland was able to use supplier-specific emission factors for 75% of the primary copper purchased and only used average values from secondary sources for the remaining 25%. This not only enabled a reduction in primary-material-related Scope 3 emissions, but also, and in particular, increased the accuracy of their calculation. This progress can be attributed to Wieland's efforts in the area of sustainable procurement (see Chapter [Sustainable procurement](#)).

Group-wide GHG emissions are calculated using the Greenhouse Gas Protocol Corporate Accounting and Reporting Standards (GHG Protocol) and DIN EN ISO 14064-1. The basis for this is the data from our major production sites as defined in the 2023/24 fiscal year. Compared to the previous fiscal years, three additional sites were identified as significant during the reporting year (see [About this report](#)). The emissions of these sites were taken into account on a pro rata basis according to their date of joining the Wieland Group. In the 2022/23 fiscal year, the calculation of the Wieland Group's GHG emissions was verified by TÜV NORD CERT GmbH. A new verification will be carried out on the basis of the current emissions data (FY 2023/24).

### Greenhouse gas emissions<sup>1)</sup> **GRI 305-1, 305-2, 305-3, 305-4**

|   |   | Unit                  | 2022/23 | 2023/24 | Compared to previous year |
|---|---|-----------------------|---------|---------|---------------------------|
| Scope 1, 2, and 3   | Total   | kt CO <sub>2</sub>    | 1,766.4 | 1,287.6 | -27.1%                    |
| Direct GHG emissions (Scope 1)                                | Total   | kt CO <sub>2</sub>    | 93.3    | 89.0    | -4.6%                     |
|   | Intensity quotient  | kg CO <sub>2</sub> /t | 150.6   | 154.6   | +2.7%                     |
| Indirect energy-related GHG emissions (Scope 2), site-based   | Total   | kt CO <sub>2</sub>    | 407.4   | 322.3   | -20.9%                    |
|   | Intensity quotient (site-based)   | kg CO <sub>2</sub> /t | 657.3   | 560.0   | -14.8%                    |
| Indirect energy-related GHG emissions (Scope 2), market-based | Total   | kt CO <sub>2</sub>    | 472.6   | 342.0   | -27.6%                    |
|   | Intensity quotient (market-based)   | kg CO <sub>2</sub> /t | 762.5   | 594.1   | -22.1%                    |
| Scope 1 + Scope 2 GHG emissions (market-based)                | Total   | kt CO <sub>2</sub>    | 565.9   | 430.9   | -23.9%                    |
|   | Intensity quotient (market-based)   | kg CO <sub>2</sub> /t | 913.1   | 748.7   | -18.0%                    |
| Other indirect GHG emissions (Scope 3) <sup>2)</sup>          | Total   | kt CO <sub>2</sub>    | 1,200.4 | 856.7   | -28.6%                    |
|   | Intensity quotient  | kg CO <sub>2</sub> /t | 1,936.7 | 1,547.6 | -20.1%                    |
|   | Upstream  | kt CO <sub>2</sub>    | 1,193.7 | 879.2   | -26.3%                    |
|   | Downstream  | kt CO <sub>2</sub>    | 6.7     | 11.5    | +72.0%                    |
|   | Purchased metal raw materials and semi-finished metal products (purchased goods and services) | kt CO <sub>2</sub>    | 876.7   | 559.7   | -36.1%                    |
|   | Other (purchased goods and services)  | kt CO <sub>2</sub>    | 75.3    | 51.9    | -31.1%                    |
|   | Capital goods   | kt CO <sub>2</sub>    | 108.3   | 119.0   | +9.9%                     |
|   | Fuel and energy-related activities  | kt CO <sub>2</sub>    | 30.3    | 28.9    | -4.5%                     |
|   | Upstream transport and distribution   | kt CO <sub>2</sub>    | 85.9    | 61.9    | -28.0%                    |
|   | Waste generated in operations   | kt CO <sub>2</sub>    | 0.2     | 0.2     | -7.4%                     |
|   | Business trips  | kt CO <sub>2</sub>    | 9.4     | 10.6    | +13.1%                    |
|   | Commuting by employees  | kt CO <sub>2</sub>    | 7.6     | 8.5     | +11.5%                    |
|   | Use of products sold  | kt CO <sub>2</sub>    | 0.4     | 0.0     | -100.0%                   |
|   | Disposal of products sold   | kt CO <sub>2</sub>    | 6.3     | 11.5    | +83.8%                    |

<sup>1)</sup> Wieland reports on GHG emissions based on the Greenhouse Gas Protocol and the German industry standard DIN EN ISO 14064-1. Figures for the 2022/23 fiscal year have been adjusted due to better data availability.

<sup>2)</sup> The categories use of products sold and disposal of products sold were added retroactively to the calculation for FY 2022/23 and will be included from FY 2023/24.

## Spotlight on Scope 1 and 2 emissions

The Wieland Group has identified several levers to reduce Scope 1 and Scope 2 emissions from its own production processes: systematic electrification in conjunction with the procurement and in-house generation of electricity from renewable energy sources, as well as improved energy efficiency, for example, through heat recovery, process optimization, and plant modernization.

Compared to the previous year, the Wieland Group’s total energy requirement fell by around 4% from 1.34 TWh (FY 2022/23) to 1.28 TWh in 2023/24 fiscal year. At 0.3 mt CO<sub>2</sub>, the majority of energy-related emissions during the reporting year resulted from the purchase of electrical energy (electricity). The use of fossil fuels, e.g., for heating the halls and operating furnaces with natural gas, produced 89 kt CO<sub>2</sub> in the reporting year. At the Ulm site (Germany), a reduction in gas and oil consumption of around 50% was achieved by switching to district heating.

### Electrification and other technical options

In the long term, Wieland is systematically electrifying production processes, particularly in the area of heating and annealing processes. Old equipment will be replaced on a step-by-step basis, taking advantage of investment cycles. Any replacement or new investment should be powered by electricity. In this regard, for example, an electric floating belt furnace was commissioned in Langenberg (Germany) during the reporting period. An electric floating belt furnace is also scheduled to be commissioned in Singapore by 2026. In exceptional cases, such as when electrification is not possible based on the current design, Wieland is examining alternative approaches to decarbonization – whether through the use of hydrogen, carbon capture solutions, or alternative manufacturing methods.

In addition, further technical options for reducing the emissions produced are constantly being examined. During the reporting period, for example, Wieland successfully implemented district heating at the Ulm (Germany) site. This has an emission factor of 0 g CO<sub>2</sub>/kWh. Measures are also planned for more efficient heat distribution at this site. The large sites in Vöhringen and Ulm (both in Germany) have also switched to energy-efficient LED lighting. This has significantly reduced energy consumption and CO<sub>2</sub> emissions.

### Electricity procurement through power purchase agreements (PPAs)

In addition to direct greenhouse gas emissions (Scope 1), indirect emissions (Scope 2) also play an important role in Wieland’s climate strategy. In this context, the company is focusing on expanding its electricity procurement through long-term power purchase agreements (PPAs) and its own power generation plants. These measures will make a significant contribution to the reduction target of –46.2% for Scope 1 and Scope 2. Wieland considers the procurement of renewable energy to be important in achieving the climate targets set for the Group’s organic growth, following two main principles: Wieland is guided by the following principles:

**Regionality:** There must always be a direct link to our local sites. We plan to achieve this using on-site or off-site green PPAs.

**Additionality:** The renewable energy should come from facilities that would not be built without PPAs.

This should be achieved through green PPAs directly at the site or in its vicinity. During the reporting period, PPAs were increased from 10 MW to 37 MW. Additional increases of 45 MW from 2025 and a further 9 MW from 2027 are planned.



## New electricity partnership with Vattenfall

During the reporting year, Wieland signed a new PPA with Vattenfall with a term of ten years. From 2025, fossil-free and renewable energy from a solar park in Nauen, Brandenburg, will be available for processing metal. The photovoltaic project has an output of 45 MW. This means that Wieland-Werke AG can cover around 10% of its energy requirements in Germany with renewable energies. Together, Vattenfall and Wieland are thereby establishing the basis for an increasingly climate-neutral energy transition.

## In-house electricity production from renewable energy sources

Another element of Wieland’s decarbonization strategy is the generation of own electricity from renewable energy sources. Here, the company relies on photovoltaic (PV) systems on its own roofs and on larger PV projects in the surrounding area. The company is currently evaluating which open spaces within a radius of around 50 km of the Group’s main sites are suitable for further projects. The solar projects in Europe are almost complete, so the medium-term focus for the expansion of in-house generation is on the North American locations. In both North America and Europe, there is an additional focus on the expansion of wind power.

In October 2024, Wieland commissioned one of the largest solar parks in southern Germany. The solar park in Erbach (Germany) is set to generate 29 GWh of electricity per year. This corresponds to around 8% of Wieland-Werke AG’s energy requirements. In future, the 24-hectare site will ensure that CO<sub>2</sub> emissions are reduced by around 18,000 metric tons per year. Wieland has 14 other small PV projects either already installed or under construction, including in Singapore, Shanghai and Guangzhou (China), Northampton (UK), Barcelona (Spain), and Querétaro (Mexico). The photovoltaic system at the Ulm site (Germany), for example, covered around 3% of the electricity requirements there during the fiscal year. The projects that are already up and running, including the solar park in Erbach (Germany), currently generate 35 GWh of electricity per year. All planned projects are expected to generate a total of 40 GWh of electricity per year.

Further options for in-house electricity production from wind energy are being investigated at all locations worldwide. Specifically, Wieland is currently conducting feasibility studies and talks with potential partners in order to initiate projects close to the main production sites. Wind turbines with a capacity of around 50 GWh are planned for Wieland-Werke AG, with delivery starting at the beginning of 2029. In addition, activities are underway in the area of electricity storage in order to optimize the company’s consumption and enable the use of renewable energies during transitional phases and at night. Wieland has also investigated technical concepts for the production of green hydrogen through electrolysis for its own use. However, as no economically or ecologically viable solution has yet been identified in this area, the company continues to pursue the path of electrification.

## Efficient energy use

The efficient use of energy in production processes has long been a priority at Wieland. Corresponding improvement measures have already been implemented at many production sites. The basis for Wieland’s efficiency programs was established by the introduction of a systematic energy management system (EnMS). This system identifies potential savings and manages the reduction plan. During the reporting year, 40% of the main sites within the Wieland Group achieved or retained certification of their energy management system in accordance with DIN EN ISO 50001:2018.

At the German sites of Wieland-Werke AG, a specific relative energy savings target of 1% (based on the energy efficiency measures implemented) was set compared to the previous year. The sites covered by the integrated energy management system in accordance with ISO 50001 were able to reduce their energy consumption by a total of 14.8 GWh during the 2023/24 fiscal year. Wieland is currently developing a global energy savings target based on the current approach of Wieland-Werke AG.

## Wieland’s approach to reducing Scope 3 emissions

For Scope 3 emissions, Wieland reports seven categories in accordance with the Greenhouse Gas Protocol. 65.4% of the Wieland Group’s Scope 3 emissions come from metallic raw materials such as foundry feedstock or purchased semi-finished products. Therefore, Wieland is focusing on two important levers to reduce the Scope 3 emissions:

- (1) Reducing the proportion of primary raw materials in alloys by expanding recycling capabilities and skills and strengthening closed material loops with customers.
- (2) Actively enabling suppliers to increase the availability and transparency of data on emissions and recycled content in order to derive specific targets and roadmaps for improving their own carbon footprint and recycled content.

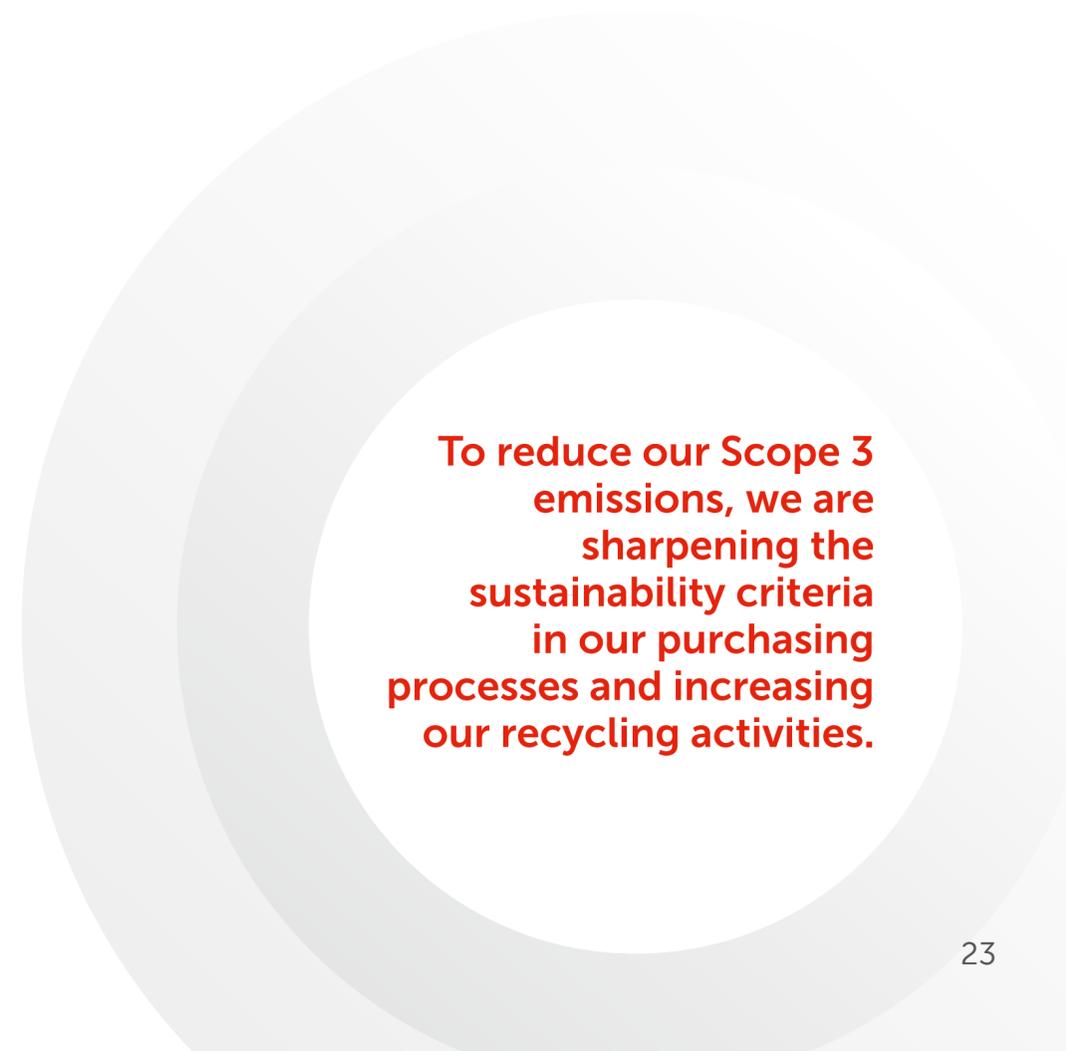
### Closed material loops

Wieland has already implemented a range of initiatives in order to close its own material cycles. The recycling center in Shelbyville, Kentucky (USA), is scheduled to commence operations during the 2024/25 fiscal year. It is intended as a central hub to strengthen the circular economy at our North American sites and will process different types of copper scrap for reuse. Scrap from copper and copper alloys is melted and recycled into secondary raw materials. These materials are then delivered to the Wieland sites in North America and used in their production processes. The recycling center aims to reduce the carbon footprint of the secondary raw materials it produces by 75% of the global average for conventionally produced copper cathodes. The company is also building another recycling center for copper scrap at its German production site in Vöhringen, which is scheduled to commence operations at the beginning of 2026. By expanding its competencies, Wieland also enables its customers to strengthen elements of the circular economy in their own operational processes.

On the other hand, customers are offered the opportunity to return scrap produced within their value chain (pre-consumer scrap or post-consumer scrap) to Wieland. In this way, Wieland aims to ensure the availability of high-quality materials with low emission values. Ideally, this scrap can be reused as a primary material in Wieland’s manufacturing processes without further processing. Further details on Wieland’s recycling activities can be found in Chapter [Circular economy](#).

### Increasingly transparent data in the supply chain

In order to reduce its own carbon footprint and increase the recycled content in its products, Wieland also relies on dialog and cooperation with its suppliers. In particular, this is intended to increase the availability and quality of data on upstream emissions and the recycled content so that appropriate improvement measures can be derived. With strategic suppliers of primary metals and sheets, Wieland intends to increasingly integrate these components into framework agreements and establish them as an important criterion when selecting suppliers. In addition, intensive discussions are being held with strategic suppliers in order to jointly develop approaches to increase the recycled content and thus reduce emissions from primary materials (see Chapter [Sustainable procurement](#)).



# Circular economy

Closing material loops is a key lever for reducing Wieland’s environmental impact. As part of its recycling strategy, Wieland has set itself the goal of increasing the recycled content used in the manufacture of its products to over 90% by 2030. To achieve this, the company is increasingly focusing on the use of materials with a high recycled content and also on copper scrap. Wieland is building two new recycling centers to further develop its business model and secure the required raw materials in the long term. These measures make a significant contribution to the circular economy.

## Wieland’s approach to the circular economy

**GRI 3-3** As a producer of semi-finished products made of copper and copper alloys as well as components and system solutions, the Wieland Group processes a wide range of materials. In addition to copper, this also includes aluminum, titanium, zinc, and other metals. These metals are increasingly in demand due to global digitalization and the overarching focus on climate protection. In particular, the demand for copper is growing exponentially. In view of the energy intensity and the link between protecting human rights and extracting primary raw materials, Wieland is aware of the impacts of these activities on the environment and society. Targeted measures to promote the circular economy – such as increased recycling and closing material cycles – are the best method to reduce these impacts. Wieland considers this approach to be an essential component of the European Green Deal. The company also sees the circular economy as a global growth driver and a key element of its own business development. Copper is an essential component of the circular economy, as its use makes economic sense and is environmentally friendly.

### Recycling strategy – increase the recycled content and close metal loops

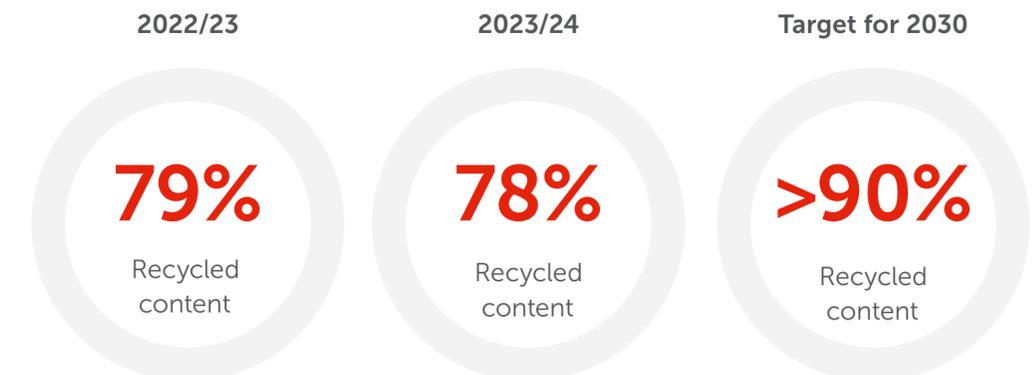
Wieland’s recycling strategy aims to continuously expand its capacity for processing recyclable materials. The Corporate Function Global Metals Management is responsible for the entire procurement process for metals and supports suppliers with developing solutions for higher recycled content. In North America, Global Metals Management and the Business Unit Recycling work together on the distribution of

scrap shipments to Wieland’s foundries. In Europe, responsibility for the foundries and their recycling activities is shared between the Business Units Extruded Products and Rolled Products. In order to exploit global synergies and expertise, the Center of Excellence Recycling (Corporate Function RD&I | Sustainability) develops and coordinates the recycling strategy in collaboration with the Sustainability team and the business units. The target achievement rate for our recycled content is reported to the Executive Board regularly.

As described in the 2022/23 Sustainability Report, part of Wieland’s approach to the circular economy is the development of a calculation method for recycled content that enables standardization and comparability within the metal industry. The method used and its two-step approach are described in the company’s [White Paper Recycled Content](#), which was published during the 2021/22 fiscal year. The system boundaries defined there achieve more precise results and set a standard that can be applied across industries for companies of different sizes. For customers, this results in greater transparency about Wieland’s products and their recycled content.

By implementing the recycling strategy, the company aims to continuously expand its capacity for processing recyclable materials. Clear targets have been set for this purpose: Wieland aims to increase the recycled content in customer products to over 90% by 2030. During the reporting period, the figure was 78%, representing a slight decrease compared to the previous year (FY 2022/23: 79%)<sup>1)</sup>. This figure represents a global average across the company’s product portfolio.

If no specific supplier data is available, Wieland applies a conservative approach and reports a recycled content of 0%. Wieland sees this as an opportunity to work even harder on data transparency within its supply chains in future. Wieland wants to enter into targeted dialog with its strategic metal suppliers in particular.



<sup>1)</sup> The figure for FY 2022/23 was recalculated based on the new calculation method and adjusted accordingly. The new method promises improved data quality (full consideration of material flows), and in particular more information on the recycled content of materials purchased.

## Calculating the recycled content

Wieland defines the recycled content of a product in accordance with the international standard DIN EN ISO 14021. According to this standard, only materials that have been separated from the waste stream during a production process (pre-consumer scrap or post-consumer scrap) and materials that are obtained from end products that can no longer be used for their intended purpose (post-consumer scrap) may be included in the recycled content. Production waste that can be reused in the same process in which it was generated (run-around scrap) is not counted as pre-consumer scrap. This definition allows room for interpretation with regard to the meaning of "in the same process," which can make it difficult to compare the recycled content. Against this background, Wieland's precise calculation approach for recycled content in semi-finished products is explained in the [White Paper Recycled Content](#). With this white paper, Wieland aims to work towards an industry-wide standard for the uniform calculation and disclosure of recycled content.

### Two-step calculation method

Wieland's approach to the calculation follows the method set out in EN 45557 ("General method for assessing the proportion of recycled material content in energy-related products") and involves a two-step calculation process:

- In the first step (system boundary 1), the recycled content in the cast shapes is calculated on the basis of the pre-consumer and post-consumer scrap used in the foundry along with the complementary primary metal quantities. As scrap generated during the melting and casting processes can only be reused by means of foundry processes, all scrap generated in the foundry is classified as run-around scrap and is not included in the calculation of the recycled content.
- Since the chemical composition and thus also the recycled content of cast shapes no longer change in the further production process, the recycled content in a semi-finished product is then calculated in a second step as the weighted average value of the recycled content in the cast shapes and other primary materials used for its production (system boundary 2). In this way, the recycled content of externally procured primary materials is also taken into account (for details see the [White Paper Recycled Content](#)).

Wieland's new calculation approach differs from our previous method, in which the scrap produced during further processing was also regarded as run-around scrap. This had proved increasingly difficult, as the recycled content calculated in this way

<sup>2)</sup> See [White Paper Recycled Content of Semi-finished Products](#), page 7, equation 6: Average recycled content of a downstream system.

depends significantly on the vertical integration of the company involved. This made it difficult to compare the values, especially at product level. The new approach is more in line with the realities of production and enables better comparability, because it is independent of a company's vertical integration.

Based on the new method, the average recycled content (system boundary 2) of Wieland's products is 78.5% (78.9% in FY 2022/23)<sup>2)</sup>. In Wieland's last [Sustainability Report](#), a recycled content of 76.8% was stated for the 2022/23 fiscal year based on the previous calculation method (see [2021/22 Sustainability Report](#), page 6). In addition to the change in the calculation method, the recycled content calculated is also influenced by other, sometimes opposing effects. This includes, for example, better recording of the relevant material flows, higher data quality, and more information on the recycled content of materials procured.

## Wieland's recycling centers

With the construction of two new recycling centers, Wieland is significantly increasing the amount of its own and third-party scrap that it can process. This enables Wieland to achieve its target of reducing the use of primary metals while at the same time meeting the expectations and needs of its customers. In this way, it is possible to offer more and more high-quality metals and alloys with a high recycled content. The production of primary copper is also energy intensive, whereas the purchased secondary raw materials are included in the calculation with a low, almost zero, emission factor. This means that indirect Scope 3 emissions from purchased primary metals can be reduced significantly (see Chapter [Decarbonization](#)).

Following construction delays, the new recycling center in Shelbyville, Kentucky (USA), is scheduled to be commissioned during the 2024/25 fiscal year. It will be a hub for the circular economy as well as a refining center for third-party scrap. The investment amounts to approximately USD 100 million and will create up to 75 jobs in the region. The production site is located on an area of around 30 hectares. Various types of copper scrap can be melted or processed there, before being used for the production of semi-finished products in Wieland's North American plants. The carbon footprint is expected to be 75% lower than the global average for conventionally manufactured copper cathodes. The shredding and sorting plant was commissioned during the reporting period.



In the course of this mechanical preparation, copper scrap is processed by shredding and advanced sorting processes in order to separate unwanted elements such as iron, nickel, and tin. Initial tests with metals are already being carried out. Other sorting processes such as eddy current separators, magnetic separation using rare earth magnets, and XRF sorting systems are also in use or being developed.

In addition, Wieland is currently building an €80 million recycling center for copper-containing scrap at the production site in Vöhringen (Germany), which is scheduled to be operational at the beginning of 2026. Construction began once all official approvals had been obtained in May 2024. Since last year's report, part of an existing building has been demolished to make way for construction of the recycling center. Wieland began construction just one week later. Installation and commissioning of the melting furnace will start as planned at the beginning of 2025. Full operating capacity will be reached in 2026. The new buildings and the technology used, such as the exhaust gas purification system, comply with the latest construction and technology standards. Here, intelligent linking of metallurgy and semi-finished product manufacturing enables more efficient use of resources and lower energy consumption. The new material flow perfectly complements the plant's metal cycles and is the key to replacing the primary copper cathodes used in production in the long term. Copper scrap and granulate as well as scrap from local production are used as primary materials in Vöhringen (Germany). With this investment in Europe, Wieland is ultimately establishing a strategic basis for the supply of materials, as the plants in Europe and parts of Asia will be supplied with high-quality semi-finished copper products from Vöhringen (Germany). This project represents the most extensive individual measure to achieve Wieland's decarbonization targets. Wieland expects the commissioning of the two recycling centers to reduce CO<sub>2</sub> emissions by around 140,000 metric tons per year (based on the emissions in the 2018/19 fiscal year). Pure ingots with 100% recycled content are produced at the site in Shelbyville, Kentucky (USA), while pure copper billets with 100% recycled content are produced at the recycling center in Vöhringen (Germany).

Wieland also plans to expand its recycling capabilities in North America and Europe with a proven recycling process for copper scrap, which will be optimized through more precise pre-sorting. This will increase the recycled content and strengthen independence from primary metals. Over the next few years, it is planned that a triple-digit million euro sum will be made available for Wieland's circular business models and that supplier management activities will be aligned accordingly.

## Recycling initiatives and solutions for customers

By closing material loops in its own value chain, Wieland also enables its customers to integrate elements of the circular economy into their respective business activities. Wieland is therefore pursuing a twofold approach: firstly, taking back the pre-consumer scrap generated during production at the customers' sites and, secondly, collecting, sorting and processing the post-consumer scrap from end products. Wieland offers its customers the option of returning metal shavings or other pre-consumer scrap so that it can be directly reused or recycled based on its properties and quality. Through Wieland Recycling in Granite City, Illinois (USA), Wieland also carries out comprehensive activities for the separation, processing, recycling or disposal of post-consumer waste. Wieland's goal is to expand its reach and capacity in the future to offer scrap returns to an even broader customer base, and to process these scrap returns into secondary raw materials

At operational level, the reduction of primary raw materials is linked to certain products and the corresponding quality of internal recycling streams. This is why, at Wieland, measures to prevent impurities and the resulting dilution with new metals are being continuously developed and implemented. In addition, the focus is increasingly shifting from copper to the other alloying elements used in Wieland's products. In this context, Wieland is currently working at its foundry in Vöhringen (Germany) on increasing the recycled content in foundry feedstock. A key lever for the replacement of primary materials is the early detection of impurities in the scrap and the minimization of these impurities. Against this backdrop, an investigation into the development of more environmentally friendly high-performance alloys, which should allow an increased scrap input, also began during the reporting year (see Chapter [Eco-friendly products](#)).

Another milestone was reached during the 2023/24 fiscal year with the expansion of the recycling portfolio to include the disposal of IT assets (IT asset disposition, ITAD) and the opening of an ITAD center in South Carolina (USA). The team, which is based at Wieland Recycling Granite City, Illinois (USA), offers an IT asset disposal solution for customers. First, the old devices are checked for functionality and sorted. If they are functional, the data is securely deleted from the drives using certified and tested procedures, components are tested and replaced if defective. The refurbished appliances are then resold. If the devices are not functional, they are disassembled, sorted, and processed as electronics scrap in Wieland's standard processes. Cooperation with a similar company was already launched in Germany in 2022: There, Wieland is a partner of AfB gGmbH, which specializes in refurbishing

used IT devices from companies and returning them to the economic cycle (see Chapter [Civil engagement](#)).

During the reporting period, Wieland also introduced scrap collection and processing in the Mexico region by using the local sites of the Business Unit Metal Services in Querétaro and Ciudad Juarez for the collection of customer scrap in the main production regions. The operation in Monterrey (Mexico) was started to offer local industrial customers the processing and refining of scrap from other parts of Mexico and to serve as a central point of contact for Wieland Recycling Granite City, Illinois (USA).



# Eco-friendly products

Research and development play a key role in the Wieland Group's efforts to develop increasingly eco-friendly products. This includes calculating and reducing the carbon footprint of products, for example by increasing the recycled content while at the same time reducing the use of toxic and critical materials and conflict minerals. This approach enables the company to identify central optimization levers and subsequently reduce the negative environmental impact of its products. Wieland is also constantly striving to advance key competencies and technologies, for example through partnerships with other companies.

## Wieland's approach for sustainable product transformation

**GRI 3-3, 416-1** Wieland is aware of the potentially negative impact of its products on people and the environment, and of its responsibilities. A corresponding analysis carried out in 2020 showed the proportion of TCC elements (TCC: toxic critical materials, or conflict minerals) in alloys that Wieland was processing at the time and identified the most important levers for further reduction. This led Wieland to set a reduction target for lead, which is hazardous to health – an area in which particularly effective reduction opportunities had been identified. In addition to the use of TCC elements, negative impacts also include CO<sub>2</sub> emissions from purchased goods and services, non-sustainable energy sources, and other production-related emission categories. With this in mind, Wieland takes its responsibilities seriously and works to develop more eco-friendly products in order to reduce potential negative environmental impacts.

Location of eco-friendly products in the context of the sustainability strategy



**Eco-friendly: definition and concept**

Wieland’s definition of eco-friendly products combines aspects of decarbonization, circular economy, and social and economic aspirations in a holistic manner.

**Eco-friendly products – definition according to Wieland**

- Ethically sourced and produced
- Durable and optimized with regard to the avoidance of toxic materials, critical materials, and conflict minerals
- Lower carbon footprint
- Higher recycled content
- Easily recyclable in terms of materials and design
- Efficient in terms of materials and energy

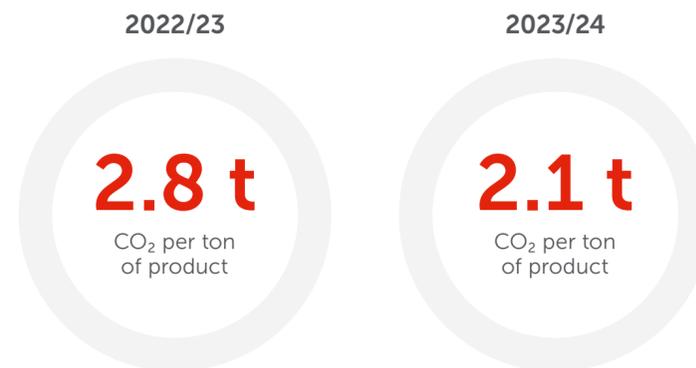
During the 2023/24 fiscal year, research and development expenses at Wieland amounted to around €17 million. A large part of this went into expanding eco-friendly products and technologies. In the year under review, Wieland began investigations into the development of eco-friendly high-performance alloys. The studies analyzed how different degrees of purity in copper scrap affect the properties of high-performance alloys. A better understanding of the influence of these purity levels on material properties such as thermal or electrical conductivity should enable more scrap to be used in the production of high-performance alloys in the future, thereby reducing the carbon footprint of these alloys. This not only enables a higher recycled content in the company’s products (see Chapter [Circular economy](#)), but also serves to eliminate alloying elements with properties that are hazardous to health or the environment and to increase the proportion of certified primary material. In doing so, Wieland considers the entire value chain, establishes valid standards for responsible production and enables environmental supplier declarations in accordance with DIN EN ISO 14021. In this context, ambitious targets have been set for the supply chain: The proportion of certified input materials at Wieland should be increased to 100% by 2030 (see Chapter [Sustainable procurement](#)). The coordination of the development of more eco-friendly products is led by the Center of Excellence Materials and Processes and the Center of Excellence Recycling of the Research, Development & Innovation department, in close cooperation with the Sustainability team. Both are anchored in the Corporate Function Sustainability & Technology. In order to develop more eco-friendly products, Wieland also relies on enhancing its competencies and technologies through partnerships with other companies.

## Average carbon footprint of the products

The carbon footprint of Wieland’s products (product carbon footprint, PCF) is an important lever for understanding and reducing the environmental impact. The calculation of the average company PCF helps to better understand the main emission categories and forms the basis for Wieland’s decarbonization roadmap and strategy.

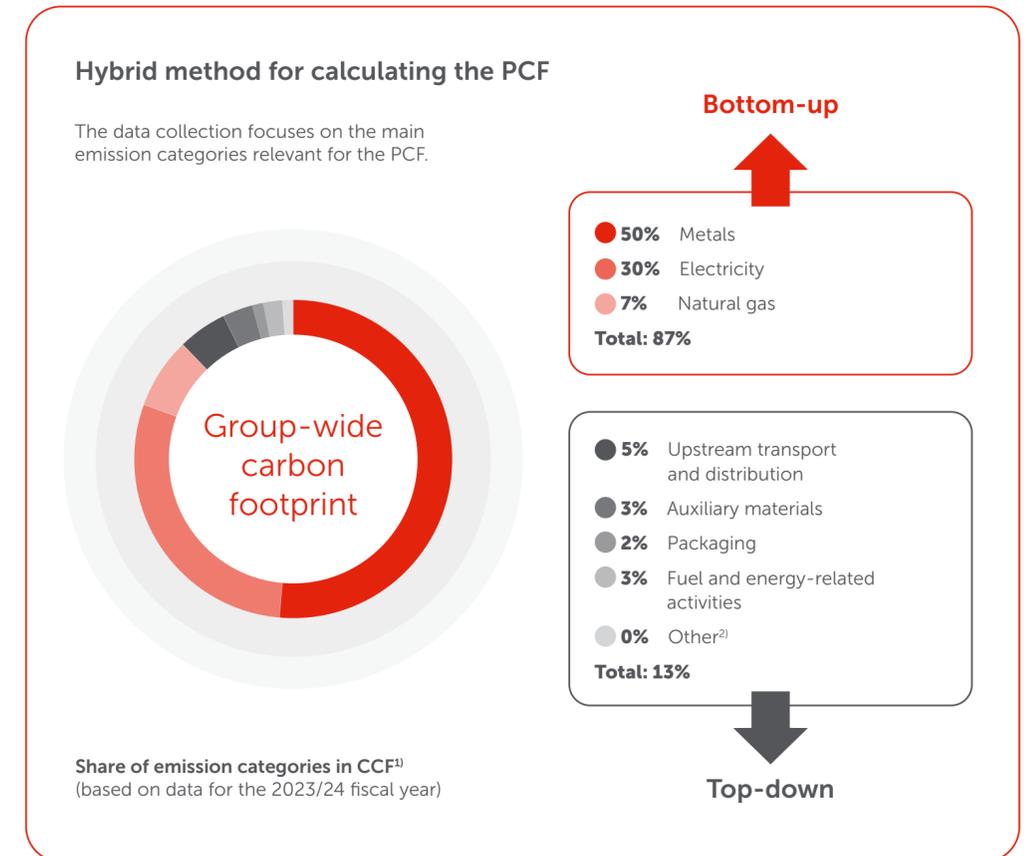
The PCF provides information on the volume of CO<sub>2</sub> emissions generated per metric ton of product. All steps in the upstream value chain are taken into account and all three scopes of CO<sub>2</sub> emissions are included. Wieland uses a cradle-to-gate approach – from the extraction of raw materials right through to the supply of finished products at the plant gate.

During the reporting year, Wieland’s PCF has decreased from 2.8 t CO<sub>2</sub> (FY 2022/23) to 2.1 t CO<sub>2</sub> per metric ton of product (including a 5% uncertainty allowance). This result was primarily achieved through the increased use of secondary raw materials, such as secondary copper cathodes or scrap, as well as improved emission factors within the supply chain. The PCF is to be understood as an average value for all Wieland products (top-down method).



## Hybrid method for calculating the PCF at Wieland

In contrast to the top-down approach used by Wieland to calculate its company-wide average PCF, a hybrid approach is used to calculate the PCF values at product level. This involves a combination of a top-down and bottom-up approach. The hybrid PCF calculation method was developed on the basis of DIN EN ISO 14067 and the Greenhouse Gas (GHG) Protocol. This requires more extensive data collection, but the result is more precise: Wherever possible, Wieland uses consumption data that can be clearly assigned to each product. In this way, individual production processes, efficiency, and quantities determine the carbon footprint of the product. Beyond this, very few average values are used for the calculation. The PCF values include the emissions of all three scopes within the cradle-to-gate system boundaries and take into account the specific production processes of each plant.



<sup>1)</sup> CCF = corporate carbon footprint, i.e. Group-wide carbon footprint.

<sup>2)</sup> 0% as a result of rounding.

The development of the hybrid PCF calculation method was completed during the 2023/24 fiscal year, and it was applied to various plants of the Wieland Group, not only in Germany but also in the USA. The PCF values of around 10,000 individual products from the plants in Vöhringen (Germany) and Pine Hall, North Carolina (USA), have already been determined, demonstrating the suitability of the new approach for the different regions and business units.

The availability of PCF values for individual products strengthens the understanding and significance of CO<sub>2</sub> emissions within the organization. Furthermore, levers for decarbonization can be identified. The aforementioned PCF calculations for around 10,000 products also formed the basis for the external certification process by TÜV Nord Cert GmbH, which was successfully completed during the reporting year. As a result, after applying the PCF calculation method to two additional plants (Villingen and Langenberg, both in Germany), Wieland can now provide its customers with PCF values of approximately 16,000 products, which were determined based on a third-party verified calculation method in accordance with DIN EN ISO 14040:2021, 14044:2021 and 14067:2019. This increases the credibility of the PCF values for customers and strengthens Wieland's position as a sustainability leader in the industry. On this basis, PCF calculation will be introduced at all other plants in Germany (Ulm) and Austria (Enzesfeld and Amstetten) as well as at additional plants in the USA and Asia.

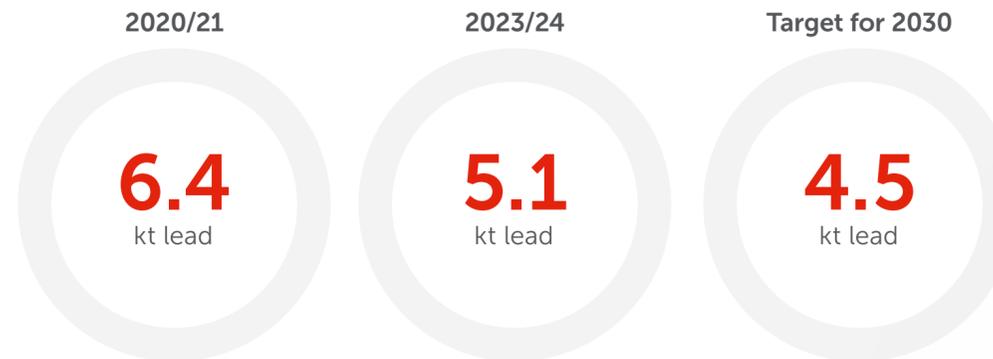
In the next fiscal year, Wieland aims to further develop the PCF calculation method to also include customer-specific primary material. This will allow Wieland to further increase the level of detail and accuracy of the PCF calculations. It will also give customers an active lever to reduce their own Scope 3 emissions.

Wieland has also developed an e-learning module that provides employees worldwide with a basic understanding of the PCF, its key components, and the calculation method (see Chapter [Strategy & Management](#) and Chapter [People & Culture: Global training program on sustainability](#)).

<sup>1)</sup> The scope of data collection for lead consumption was adjusted during the 2023/24 fiscal year to include newly added production sites. The base value (FY 2020/21) was not adjusted.

## For a lead-free future

The legal requirements to avoid the use of lead as an alloying element have become increasingly stringent over time. Wieland has not developed a new alloy containing lead for decades. Instead, Wieland researches how copper alloys can be easily machined and formed despite less lead use, while retaining certain properties such as conductivity and corrosion resistance.



The Wieland Group used 5.1 kt<sup>1)</sup> of lead during the fiscal year, an increase of around 273 t compared to the previous year. This can be attributed to the acquisition and inclusion of Concast Metal Products with two production sites (see [About this report](#)), which increased the Wieland Group's lead consumption by a total of 637 t during the reporting year. Compared to the 2020/21 base year, in which Wieland used 6.4 kt, the lead consumption fell by 1.3 kt despite the acquisition of Concast Metal Products. By 2030, Wieland aims to reduce its lead consumption by 30% compared to the 2020/21 base year. According to this target set, the lead consumption during the current year must be less than 5.8 kt in order to achieve the target as planned. With lead consumption of 5.1 kt during the 2023/24 fiscal year, Wieland was well below this figure.

### Wieland ecoline®

Wieland offers various machining solutions in Europe under the ecoline® product line. They include materials for the plumbing, electrical and automotive industries, as well as for the manufacture of accessories. During the reporting year, the ecoline portfolio has been expanded further due to growing demand.

The Business Unit Wieland Extruded Products and the Business Unit Wieland Chase use the largest quantities of lead. Both business units have committed to reducing their lead consumption, by increasing the sale of ECOBRASS alloys, which are part of the ecoline® product line, and by replacing leaded brass alloys for machining. This can reduce lead consumption by 30%. The ECOBRASS alloys also impress with their high recycled content. This has already been confirmed several times through independent audits by GreenCircle Certified, LLC. The GreenCircle certification process comprises nine steps. It includes an on-site visit to the production facility in Montpelier, Ohio (USA).



In April 2024, the Business Unit Extruded Products organized a two-day customer event to mark the official launch of SZ3, a new type of lead-free machining brass. At the headquarters in Ulm and Vöhringen (both in Germany), 200 selected customers were welcomed to the presentation of the new SZ alloys for lead-free machining brasses. The sustainable ecoline® and eco SZ3 were presented to customers in keynote speeches, specialist conferences, demonstrations, and factory tours. The guests were given an insight into the individual innovation and production steps at several points of interest in the two plants. With its ecoline® alloys, Wieland is a driving force in lead-free machining brasses, recycling, and sustainability.

## Drive solutions for electric vehicles

The megatrends of sustainability and sustainable business practices are well-established in the mobility industry. Parts of the product portfolio of the Business Unit Engineered Products are manufactured from more environmentally friendly materials that have better material efficiency, a reduced lead content or no lead at all, and a high recycled content. At the same time, these materials meet all market requirements for high performance and rapid availability, while also remaining economical.

The electrification of transport systems is a key lever in the quest to achieve the climate targets. Wieland’s Business Unit Engineered Products is involved in this market sector with a wide range of innovations in battery and electric motor technology: from interconnection components for the efficient contacting of stators right through to its copper rotors, which enable an increase in the efficiency of asynchronous motors. In batteries, high-precision shunt resistors from the Business Unit Engineered Products make an important contribution to monitoring the state of charge of high-voltage storages. Against this background, Wieland established a joint venture with Munich Electrification during the 2022/23 fiscal year: QULECTRA supplies its mobility customers with high-precision battery management systems using shunt-based resistors from Wieland. During the 2023/24 fiscal year, QULECTRA set up series production for shunt-based current sensors and received nominations for them from global automotive and truck OEMs. In this way, Wieland’s products are helping to further accelerate the decarbonization of mobility.

## High-efficiency heat exchangers

The products offered by Wieland’s Business Unit Thermal Solutions enable optimum thermal performance, with low levels of material and energy consumption during production. Heat exchangers are utilized for heat recovery, among other things. This makes it possible to use process heat or waste heat in industry, households, or sanitary facilities and to thus save primary energy. Modern refrigeration machines for the air conditioning industry use special tubes, which are up to ten times more efficient than conventional tubes. This enables the lowest possible material and energy consumption, which thus reduces refrigerant charge quantities and greenhouse gas emissions.

Wieland Provides, which was acquired in 2022, previously developed a spray evaporator with Wieland. The spray evaporator is as efficient as a conventionally-flooded evaporator, but requires 70% less refrigerant. Another development was achieved and introduced in 2024 – the world’s first “SMART” heat exchanger. In this innovation, Wieland’s flooded evaporator is equipped with an AI-controlled system, which can also be used as a retrofit application. The AI system is used to control the functioning of the heat exchanger. This improved the heat capacity by more than 30%. This represents a significant reduction in the carbon footprint of future heat exchangers and a positive contribution to sustainability. When the AI system becomes standard in spray evaporators, which is planned for spring 2025, Wieland’s carbon footprint will be further reduced. This further development makes the shell and tube heat exchanger the most efficient heat exchanger currently available on the market, and Wieland has made a further contribution to sustainable product transformation within the company.

## Partnerships

The Wieland Group constantly seeks partnerships for innovation projects and expands existing business relationships. For example, Wieland supports the US start-up PowerTech Water. Its ElectraMet technology allows wastewater and process waters to be purified to remove heavy metals – including copper. This not only results in less waste and toxic waste, but also avoids the mining of primary metals. Wieland also works with Modern Hydrogen, both as a financial backer and in a strategic partnership. Modern Hydrogen has developed a process for CO<sub>2</sub> emission-free conversion of gas into hydrogen. With its methane pyrolysis hardware approach, the Wieland partner is focusing in particular on heavy industry. For Wieland this technology is an important potential solution component for processes that are difficult to decarbonize. Therefore, Wieland sees the research with Modern Hydrogen into solutions

on an industrial scale as a promising contribution to achieving its own decarbonization targets (see Chapter [Decarbonization](#)). The partnership with UnternehmerTUM at the Technical University of Munich, which is part of Wieland’s cooperation with start-ups in conjunction with the TechFounders accelerator program, has also been continued. The long-standing partnership with Technip Energies, a market leader in project management, engineering and construction in the energy sector, remains in place.

**Through partnerships, we use synergies, make our knowledge available – and drive innovation.**

# Empowering people

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# Social – Wieland's focus

● completed    ○ ongoing    ○ in preparation    % status 2023/24



## People & Culture

Enable cultural transformation

- Realize the global HR strategy



## Safety & Health

Everyone goes home safe every day

- Reduce the LTI rate by 90% by 2030. **-62%**
- Reduce the absenteeism rate to 4.0% (wage-earning employees) **10.4%** and 2.0% (salaried employees) **3.1%**
- Introduce the global safety strategy in 2024
- Implement training on the global safety strategy by 2025
- Introduce a global safety data management system by 2025
- Develop a global health strategy and a global health toolkit by the end of 2025



## Diversity & Inclusion

Promote diversity and inclusion in the company

- Increase the share of women in leadership roles: 15% by 2025 and 20% by 2030 **15%**
- Expand intercultural training sessions by 2023



## Civil engagement

Expand engagement based on regional stakeholder requirements

- Further develop the international donations and sponsorship policy
- Implement a Group-wide approach to civil engagement<sup>1)</sup>

<sup>1)</sup> Due to organizational restructuring, the target will not be pursued until the HR strategy has been fully implemented.

# People & Culture

An effective human resources strategy strengthens organizational resilience and adaptability and establishes the conditions for sustainable growth. Wieland offers extensive training opportunities and ensures that all employees can participate fairly in the company's success. In order to achieve a uniform understanding and a well thought-out approach to the company's human resources (HR) issues, the HR vision was further refined and the strategy was raised to the next level on the basis of the corporate vision and the principles of sustainable corporate governance.

## Vision and strategy in human resources

**GRI 3-3** Strong HR practices are essential for organizations to succeed in a dynamic business environment. Effective approaches improve the recruitment, development and retention of employees and help to foster a motivated and skilled workforce. Group-wide responsibility for human resources at Wieland lies with the Corporate Function Human Resources (HR). The local HR departments act as regional contacts on site. Group-wide topics related to the employees are dealt with by those responsible in the regions, in cooperation with the Corporate Function HR. Wieland's Corporate Function Human Resources also ensures compliance with employment laws, promotes a positive working culture, and facilitates communication between HR and the workforce. This contributes to increased productivity and satisfaction among employees. By aligning the HR strategy with the overall corporate strategy, innovations can be driven forward, performance improvements realized, and competitive advantages maintained. Ultimately, strong HR practices also ensure the development of a resilient and agile organization that focuses on growth.

### Strategic realignment

Wieland's company-wide vision forms the basis for both the vision and the strategic activities within HR. Both the HR vision and the strategic implementation were further refined during the reporting year. A stronger focus and a more precise description of the target status, combined with a step-by-step implementation approach, makes it easier for employees to understand and thus enables them to actively contribute to the HR vision and its implementation.

The newly defined HR vision is:

#### Wieland's HR vision

As a strategic partner we add value, collaborate globally and act as a lean organization.

The HR strategy was developed further during the reporting year and is realigned towards the current needs of the organization. The strategy will be communicated Group-wide by December 2024. As a next step it will be incorporated into departmental strategies by all HR teams and translated into strategic priorities.



### Employee life cycle and organizational development

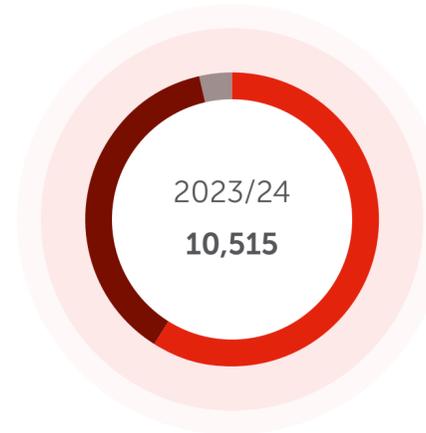
The aim of the Corporate Function Human Resources is to fulfil the vision by pursuing coherent strategies and guiding principles, collaborating globally, creating synergies, and focusing on digitalization and automation. HR ensures that structures are in place that are tailored to the company's needs and creates an inspiring environment in which ambitious employees can develop. The strategic actions within the corporate function are guided by the employee life cycle of the employees. Wieland considers the entire employee life cycle with the individual phases of attraction, recruiting, onboarding, development, retention, and separation (see graphic) and provides support to all employees according to the current phase of their working life.

## Development of employees in numbers

**GRI 2-7, 401-1** The number of employees increased by 7.0% during the reporting year and totaled 10,515 as at September 30, 2024 (FY 2022/23: 9,830). The increase is largely due to the acquisition of the former Aurubis AG plant in Buffalo (USA). The staff turnover rate across all regions amounted to 11.6% (previous year: 12.6%).

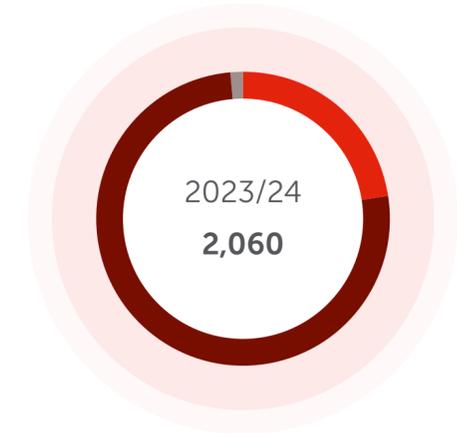


### Number of employees by region



|                        | 2022/23 | 2023/24 | Compared to previous year |
|------------------------|---------|---------|---------------------------|
| Total no. of employees | 9,830   | 10,515  | +7.0%                     |
| Male                   | 8,376   | 8,988   | +7.3%                     |
| Female                 | 1,454   | 1,527   | +5.0%                     |
| Employees by region    |         |         |                           |
| ● Europe total         | 6,344   | 6,210   | -2.1%                     |
| ● North America total  | 3,101   | 3,940   | +27.1%                    |
| ● Asia total           | 385     | 365     | -5.2%                     |

### Number of new employees hired by region



|                         | 2022/23 | 2023/24 | Compared to previous year |
|-------------------------|---------|---------|---------------------------|
| Total new employees     | 1,984   | 2,060   | +3.8%                     |
| Male                    | 1,641   | 1,755   | +6.9%                     |
| Female                  | 343     | 305     | -11.1%                    |
| New employees by region |         |         |                           |
| ● Europe total          | 901     | 467     | -48.2%                    |
| ● North America total   | 1,059   | 1,570   | +48.3%                    |
| ● Asia total            | 24      | 23      | -4.2%                     |

## Fair working conditions and family-friendly solutions

**GRI 3-3** At all locations, Wieland adheres to the currently applicable statutory requirements and follows its [Code of Conduct](#) – for example on the topics of equality and fair working conditions. Wieland also attaches great importance to co-determination in the workplace. Therefore, the company engages in regular dialog with employee representatives and trade unions in order to reach joint decisions.

### Fair pay

**GRI 2-30, 401-2** Wieland’s goal is to remunerate the work of the employees in a fair and performance-oriented manner. It is therefore a matter of course that employees are offered appropriate compensation and fair working conditions, which at least meet the statutory requirements, for example related to working hours. The legally guaranteed minimum wages in the respective labor markets are regularly exceeded. Since October 1, 2023, all German sites of Wieland-Werke AG have been members of the respective employers’ association, and they are therefore bound by the collective bargaining agreements concluded. By adhering to collective bargaining agreements, we continue to ensure transparent and non-discriminatory pay within the Wieland Group. There are also other remuneration components such as performance bonuses and profit-sharing schemes.

### Flexibility

By offering flexible working hours models and a transparent workload, thanks to options for overtime reduction and working time accounts, the company aims to help its employees strike a balance between their professional and personal commitments. In particular, the compatibility of work and family is of great importance to Wieland. In September 2022, the company opened the “Kupfernest” Wieland daycare center at its headquarters in Ulm (Germany). Wieland also makes it easier for employees to return to work after parental leave, for example by offering part-time models. In addition, employees on parental leave can participate in training programs. To balance out the stresses of daily work, the company offers various sports and leisure activities. For example, the contract for the corporate fitness cooperation with Wellpass, which is very popular, was extended for a further year (see Chapter [Safety & Health](#)).

In addition, the company offers opportunities for mobile work at all four Wieland-Werke AG sites. Here, the company follows the principle of 60% attendance and 40% mobile work – viewed over twelve months.

## Wieland Ideas Competition

### Ideas that create value

With the Wieland Ideas Competition (Wieland-Ideen-Wettbewerb, WIW), Wieland actively involves the employees at its German and Austrian sites in the improvement and design of the operational processes. The company regularly awards prizes for the ideas submitted – including in the areas of health and safety, environmental protection, energy management, work processes, and working conditions. In the 2023/24 fiscal year, 868 ideas were submitted, of which 427 ideas were implemented, resulting in annual net savings of around €980,000. For example, it was proposed to reduce the output of the gas burners (ladle heaters) in the foundry at the Enzesfeld plant (Austria) in a process-optimized manner, which led to a saving of 135,000 m<sup>3</sup> of natural gas per year. Furthermore, by optimizing the alloy transition of the continuous casting of billets, an essential production process in the foundry at the Vöhringen plant (Germany) was improved through the company suggestions scheme. This resulted in annual savings of €72,000.

### Rewards

The employees are rewarded for the value generated by the ideas implemented. Steering groups made up of works council members and employer representatives decide on the amounts of the awards. The participation of all employees allows the company to boost its competitive standing and secures jobs within the Wieland Group.

## Investing in the future: vocational training and degree programs

### Young talents

**GRI 3-3** Wieland attaches great importance to providing young people with good opportunities for the future in the form of sound training. In this way, the company fulfils its social responsibility and at the same time invests in the future of the Wieland Group. 259 students and apprentices were employed by Wieland throughout Germany during the 2023/24 fiscal year. As in the previous year, all apprenticeship and student positions advertised at the German sites during the reporting year were filled successfully.

### Gender ratio

The high proportion of male apprentices of around 87% is due to the excess number of male applicants. In order to achieve a better balance, Wieland once again

took part in Girls’ Day during the reporting year, an event organized by the Federal Ministry of Education and Research, among others. The company also maintains an educational partnership with a girls’ school in the Ulm region (Germany). In addition, it attaches great importance to closely integrating vocational training, degree programs, and professional practice. Therefore, it also offers dual and cooperative degree programs in Germany – for both technical and business management studies.



## Engineering Development Program for young engineers

In June 2024, Wieland welcomed the first cohort of the Engineering Development Program (EDP) at Wieland North America in Louisville, Kentucky (USA). The EDP is a two-year training program at Wieland for young engineers. During this time, they get to know two different areas of the company. The aim is to give these talented young people straight out of university a comprehensive insight into the company and to make optimum use of their competencies in the development of future innovations. This year, 19 young people from different parts of the USA joined the program.

## Professional qualifications and training

### Wieland Training Academy

Wieland’s professional development programs are aligned with the needs of the business and are carried out in accordance with standardised processes. The learning processes of the respective employees are evaluated after each training measure. At the same time, the achievement of training objectives is assessed by their managers.

Wieland has bundled all further training programs under the umbrella of the Wieland Training Academy, which offers face-to-face, online or combined training programs. The ‘Learning and Training’ team in the HR department also develops individual and customized training measures as required, on topics ranging from intercultural collaboration right through to personal development. Wieland also pays particular

attention to the development of managers and has therefore redesigned the training program to further align it with the cultural vision. The company has introduced the My Leadership Style program for new managers and also offers a new change management course and various transformation workshops. In addition, support through coaching was intensified, which opened up numerous new opportunities for further development for managers.

**GRI 404-1** In 2023/24, employees at the sites in Germany, Austria (excluding Möllersdorf) and North America invested an average of 9.4 hours in training (FY 2022/23: 20.2 hours). Wieland sees this significant decline as motivation for all departments to promote the topics of further training and development even more strongly in future.

**Digital assistance**

In addition to formal learning, there is also a new example of digital transformation: the performance support tool 'Orange', a digital coach for learning on the job. The 'Orange' is intended to gradually reduce errors in the execution of internal processes. The focus here is on the software that supports employees whenever help is needed. It contains more than 5,100 guidelines, including a special, context-dependent online view (Orange QuickAccess). Experts from Wieland's operational processes are primarily responsible for the content.

**Global "Sustainability" training program**

Sustainability increasingly permeates the processes, technologies, business developments, and strategic decisions at Wieland. The Sustainability team has developed a global e-learning program, which originally consisted of three parts, in order to strengthen expertise on the topic of the sustainability strategy, the focus fields and goals, as well as a uniform approach to customer communication. A fourth training module was introduced during the reporting year, focusing on the product carbon footprint (PCF). This module is designed to provide a basic understanding of the PCF, including its key components and the calculation methodology. Employees with customer contact or a technical link to sustainability issues were selected for the introduction of the module. The training is mandatory for this group. All other employees can complete the training on a voluntary basis. A total of 1,692 employees took part in training during the 2023/24 fiscal year (see section [Stakeholder dialog](#)).

## Values in Action

Wieland pursues and stands for the values of safety, health and environment, ambition, respect, reliability, diversity, optimism, and ownership. The company relies on the ingenuity and commitment of its employees, teams, and locations in order to constantly improve. The global Values in Action program highlights and recognizes these efforts. Employees from around the world regularly share positive stories via the intranet.

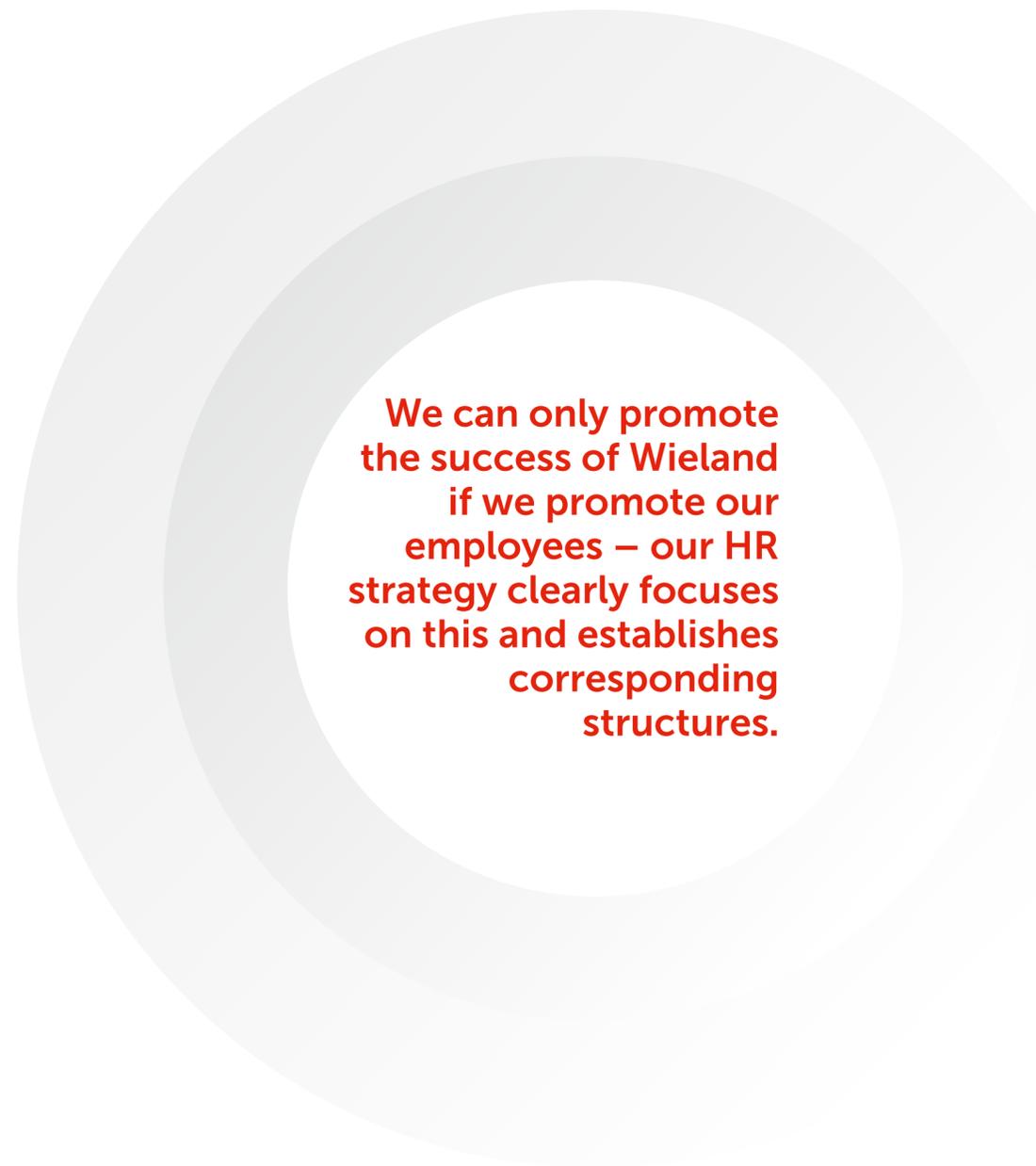
**Wieland's values**

- Safety, health and environment
- Ambition
- Respect
- Reliability
- Diversity
- Optimism
- Ownership

**Initiatives**

One of the Values in Action initiatives carried out during the reporting year was internships in production in Germany (Ulm and Vöhringen). New managers spent a week accompanying a production manager. These insights and exchanges with other teams reflect the values of ambition, respect, and ownership.

In order to further improve safety, Wieland has thoroughly reviewed its safety approach and thereafter developed a global safety strategy. This was launched during the reporting period under the slogan "my safety – our commitment." The implementation is an ongoing process (see Chapter [Safety & Health](#)).



**We can only promote the success of Wieland if we promote our employees – our HR strategy clearly focuses on this and establishes corresponding structures.**

# Safety & Health

The Wieland Group provides a safe working environment that meets and even exceeds the relevant occupational health and safety standards. The company takes appropriate measures to prevent injuries in the workplace and work-related illnesses. The vision strived for is that everyone goes home safe every day. Wieland is committed to reducing accidents, injuries and health problems to an absolute minimum and to tackling these issues in a consistent and comprehensive manner. Wieland’s global safety strategy forms the basis for the measures to be taken.

## Safety and health management

**GRI 3-3, 403-1/8** Safety and health is one of Wieland’s core values. The company ensures a safe and healthy working environment that meets or even exceeds the relevant standards. Numerous appropriate measures are taken to prevent injuries in the workplace. The company also offers its employees around the world a range of health measures. Wieland’s approach to safety and health applies equally to employees, temporary workers, and external service providers.

The Safety, Health & Environment (SHE) department, which is part of the Corporate Function Sustainability & Technology (ST), is responsible for the Wieland Group’s occupational safety and health programs. The Vice President Safety, Health & Environment leads the global SHE department and bundles the responsibilities for the areas of safety, health, and environmental protection. He reports to the Senior Vice President Sustainability & Technology.

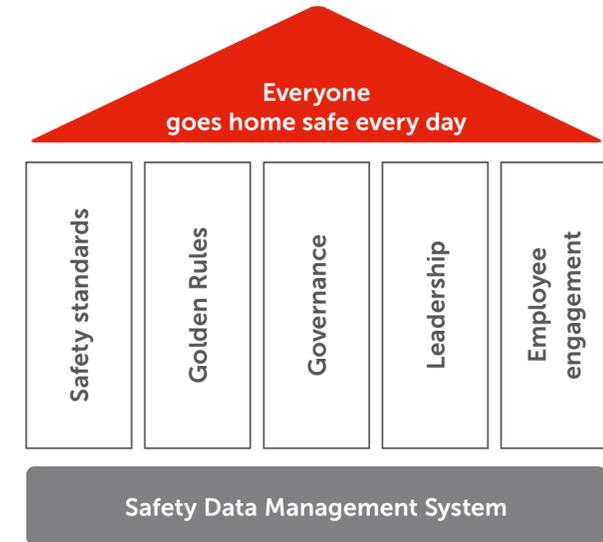
### Framework and targets

The SHE department creates the necessary framework to prevent occupational accidents and illnesses at all sites worldwide. In this context, it is responsible for formulating overarching guidelines for safety, health, and environmental protection and setting Group-wide targets in line with the global safety strategy. Within the various business units, the respective site managers and their teams are responsible for ensuring that the applicable global and local laws are complied with. The global SHE team coordinates a worldwide network in which representatives from all sites exchange ideas and measures. The works councils are actively involved and participate in regular meetings of the safety and health committees.

Wieland’s occupational health and safety management system ensures that the well-being of all employees, temporary workers, and external service providers is constantly improved. Such a management system is in place at all sites, while some of the most important production sites have obtained certification of their system in accordance with the ISO 45001 standard. In this fiscal year, 48% of the relevant production sites were covered.<sup>1)</sup>

<sup>1)</sup> In the 2022/23 fiscal year, the coverage rate was 53%. The decrease of 5% compared to the previous year is due to a new significance analysis and the inclusion of new production sites without ISO 45001 certification.

Wieland’s ‘House of Safety’



## Global safety strategy

Safety is a top priority at Wieland. The motivation of all employees and the shared vision is to work in a safe environment and to ensure that everyone goes home safe every day. To implement this vision, safety experts are organizationally assigned to each site, and they are assisted by the global SHE team to ensure that the site managers also receive the necessary support.

Safety at Wieland has improved significantly over the last few years. In order to further optimize this level of safety and ultimately achieve the goal of zero accidents, Wieland has fundamentally reviewed its safety concept and developed a global safety strategy. This strategy is based on a shared understanding of safety and a safe working environment. It is built on a strong foundation, the safety data management system, and is supported by stable pillars that emphasize the safety priorities: safety standards, Golden Rules, governance, leadership, and employee engagement. Within the strategy, this is summarized as the 'House of Safety'. The introduction of the global safety strategy with the slogan "my safety – our commitment" began during the reporting period. Part of the ongoing process includes restructuring the internal SHE team and increasing the relevant staffing levels.

**Wieland's eight 'Golden Rules'**

At the beginning of the 2023/24 fiscal year, Wieland introduced its eight Golden Rules at all Wieland sites worldwide. They are one of the most important pillars of the strategy, binding and non-negotiable for all employees, contractors, and visitors worldwide. They aim to prevent life-changing or fatal incidents and to create a uniform understanding of safe behavior in the workplace. At the same time, they mark the start of Wieland's new global safety strategy.



**Employee engagement**

Wieland's global safety strategy was introduced in October 2024 during an event held simultaneously at all sites worldwide. This was followed by the implementation of various accompanying communication measures. After the event, Wieland provided information on a different one of the eight Golden Rules each month, such as "Confined Spaces," "Work at Height," or "Driving Safety," including a two-page overview of the respective topic. Local managers spoke to all colleagues about the increased risks in their work areas. Compliance with these rules is mandatory and non-negotiable.

The Golden Rules require the commitment of all employees at Wieland, regardless of their location, workplace, or position. Training courses on the Golden Rules were held during the reporting period. These should be repeated regularly as required.

Wieland's safety standards are also defined as part of the safety strategy, drawing on the expertise of employees worldwide. These safety standards are intended to supplement legal requirements and take Wieland to a new level of occupational safety-worldwide. The aim is to implement them consistently at all sites. This enables high safety risks at Wieland to be minimized. Wieland's safety standards for the high-risk areas of "Confined Spaces" and "Molten Metals" were already published during the past fiscal year.

**Ensuring safe working conditions**

**GRI 403-7, 403-9** Wieland's long-term goal is to reduce the lost time incident rate (LTI rate) by 90% by 2030 compared to the 2019/20 base year. Although the LTI rate deteriorated to 1.0 during the reporting year (FY 2022/23: 0.8), an overall reduction of 62% has already been achieved compared to the 2019/20 fiscal year. In order to further reduce the number of accidents at Wieland, the company introduced its approach to preventing (potentially) serious injuries and deaths during this fiscal year. Wieland focuses on all safety incidents, from injuries right through to near misses. This involves analyzing whether the incident in question could have led to a serious injury or death. To this end, the company identifies levers that would potentially have had the greatest impact on employee health and safety.

Since the introduction of the global safety strategy, training and dialog with employees on the eight Golden Rules have taken place. At a strategic level, there were regular SHE management workshops attended by all Vice Presidents Operations and SHE directors of the various business units. In addition to sharing best practices, these strategic meetings also developed programs for better reporting, training and standardization throughout the company. Wieland regularly organizes further training courses and workshops on safety-related topics, including special safety training for the Executive Committee. The company also offers safety walks, which can take place ad hoc and as required on a voluntary basis. During these safety walks, the safety experts and managers talk to employees on site about safety-related topics and exchange ideas on potential hazards.

Wieland introduces the Safety Ambassador Award for outstanding commitment to safety. In the past, accident-free sites were recognized for their achievements, but now employees are nominated for their exemplary safety awareness. The proactive attitude, innovative ideas and commitment of employees are crucial to establishing

**Strategic target for 2030**



|   | 2019/20 base year | 2023/24 | Change |
|---|-------------------|---------|--------|
| LTI rate <sup>1)</sup>                          | 2.6               | 1.0     | -62%   |
| LT rate <sup>2)</sup>                           | 0.4               | 0.2     | -50%   |
| Number of work-related fatalities <sup>3)</sup> | 0                 | 0       | 0%     |

<sup>1)</sup> Lost time incident rate, i.e. accidents with lost time of at least one full shift, based on 1 million working hours.  
<sup>2)</sup> Lost time rate, i.e. lost time due to accidents, based on 1 million working hours.  
<sup>3)</sup> Including temporary workers and external service providers.

a strong safety culture. With the Safety Ambassador Award, Wieland honors employees who show outstanding commitment to safety.

The company is also in close contact with partner companies and conducts regular safety briefings. During these briefings, the partners are informed about various hazards and receive instructions on safe behavior. In addition, Wieland regularly reminds the partner companies to implement the measures set out in the instructions and to report incidents. The project managers at the construction sites carry out regular inspections to ensure compliance with the rules. Wieland also takes safety and health issues into account when selecting partner companies. If a partner repeatedly violates Wieland's rules, the cooperation will be terminated and cannot be resumed in the future.

## Assessment of hazards

**GRI 403-2, 403-4, 403-7** Potential hazards or stresses include existing and future work processes in regular operations, during special work assignments, and in the event of an incident. As a preventive measure, local safety experts assess health hazards and individual requirements in the workplace for each individual task. They explicitly involve the affected employees and, if necessary, other departments. Hazard and stress assessments are performed using a standardized process, and the corresponding risks are evaluated using a matrix. Appropriate measures are then taken in order to reduce these risks. Potential residual risks are discussed with the employees, and appropriate ways of dealing with them are investigated. Wieland is gradually introducing new global safety standards in order to standardize risk assessment and remedial measures for risks worldwide.

With the help of workplace measurements, Wieland evaluates the effectiveness of its own remedial measures for risks regularly or on a case-by-case basis. Here, topics such as mental illness and maternity protection also play an important role (see section on the right: Health protection: prevention and assistance).

The Wieland Group explicitly welcomes suggestions from employees to actively participate in safety and health. In the year under review, 344 ideas were submitted by employees at Wieland-Werke AG for the Wieland Ideas Competition (Wieland-Ideen-Wettbewerb, WIW), which relate to the topics of safety and health. 186 of these ideas have been implemented (see Chapter [People & Culture](#)).

## Reporting and investigating incidents

**GRI 403-2, 403-4, 403-9** In accordance with our internal reporting requirements, all sites report all safety-related events: suggestions for improvement, critical situations/near misses, incidents with and without lost time, and incidents that resulted in first aid measures, medical treatment, and work restrictions/restricted work. All reported incidents are analyzed regarding their categorization as (potentially) serious injuries or deaths, and appropriate measures are taken.

During the reporting period, Wieland introduced a new key figure for recording safety-related incidents: For the Group as a whole, the company records the number of medical treatments, the number of reportable incidents resulting in work restrictions/restricted work, and the number of hours of work restrictions/restricted work. The total number of reportable incidents (RC rate = recordable case rate) is therefore also recorded as an additional key figure in the safety reporting system. Wieland also introduced this program to monitor (potential) serious injuries and fatalities.

These improved parameters are a key step for the introduction of the new global reporting software for safety and health, which started during the reporting year and will be completed in 2025. As part of the safety data management system, this reporting tool forms the basis of the House of Safety (see graphic on [Wielands „House of Safety“](#)) and supports the introduction of the global safety strategy. By collecting global data (leading indicators and retrospective analysis, trend analysis of preliminary stages, reporting for continuous improvement), Wieland aims to promote reliable decision-making and prioritization and to achieve greater transparency and standardization throughout the company.

## Health protection: prevention and assistance

**GRI 403-3, 403-6** Protecting health is a high priority at Wieland, combined with the overriding goal of a healthy and highly motivated workforce. Against this background, the Wieland Group pursues the specific long-term target of reducing the absenteeism rate to 4.0% for wage-earning employees and 2.0% for salaried employees. In fiscal year 2023/24, the absenteeism rate for salaried employees fell further to 3.1%, while it increased slightly from 10.0% to 10.4% among wage-earning employees. Musculoskeletal disorders are among the most common causes of absenteeism. Wieland offers various prevention initiatives as part of its health management program. They include weekly personal training (including vibration training), active breaks, and prevention courses, as well as specialist orthopedic care within 48 hours.

During the 2023/24 fiscal year, further prevention programs such as skin cancer screening, bowel cancer screening, health checks, and non-smoking seminars were offered to employees. Wieland’s partnership with Wellpass got off to a very successful start. Over 1,000 employees are already using the program. In December 2024, Wellpass will also be introduced at the subsidiaries of Wieland-Werke AG. The contract with Wellpass has been extended for a further year.

Wieland has also introduced a health voucher for preventive measures, with which employees at the German sites can book back courses, nutritional advice, smoking cessation, coaching, and health holidays. The voucher system has been very well received, and numerous vouchers have already been used. Presentations on various health topics are also offered on a regular basis. The trainees are also offered a broad training program related to health.

Ergonomics consultations for employees were carried out directly at the respective workplaces during the reporting year and are being extended to all Wieland-Werke AG sites. An ergonomics concept has also been developed and will be introduced following the successful launch of the safety software.

### Absenteeism rate<sup>1)</sup>

|                        | 2022/23 | 2023/24 | Change |
|------------------------|---------|---------|--------|
| Wage-earning employees | 10.0%   | 10.4%   | +4.0%  |
| Salaried employees     | 3.6%    | 3.1%    | -13.9% |

<sup>1)</sup> Based on employees of Wieland-Werke AG, including employees with long-term illnesses without continued remuneration.

### Mental illness

Wieland’s health offer goes far beyond the measures already mentioned. It also covers the area of mental illness and includes psychological counseling in cooperation with Ulm University Medical Center. At the Ulm and Vöhringen sites (both in Germany), Wieland has an employee support program to improve the well-being of its employees. As part of this program, employees receive confidential support and resources in the event of personal difficulties or problems in their working lives. In the event of an addiction problem, local counselors support those affected and help them find a place in a treatment program. In addition, Wieland managers receive regular training on how to deal with affected employees. A mental health week was held in October 2024, during which various presentations were made to provide

information and raise awareness of the topic. The introduction of mental health first aiders (MHFA) is planned for next year. These first aiders are primarily intended to recognize the first signs of mental illness and act as contact persons for affected colleagues. In addition to these measures, the pilot project for a risk assessment of mental illness was also launched in the form of a survey. The results are currently being evaluated by a steering committee, which will derive and implement appropriate measures. The project will be extended to the entire AG in 2025.

Overall, Wieland reported more participants in the various health programs. In the coming year, the company wants to raise awareness among employees of the large number of initiatives and identify additional needs within the company.

### Medical service

In addition to the measures described above, Wieland offers a company medical service with its own company doctors and first aid stations at the two largest sites of Wieland-Werke AG, Ulm and Vöhringen (both in Germany). Company doctors support the employer in all matters related to health and safety in accordance with the German Occupational Safety Act (Arbeitssicherheitsgesetz). These include the planning, implementation and maintenance of operational facilities and social and sanitary facilities, the procurement of technical work equipment, and the introduction of working methods and working materials. They also deal with matters related to the selection and testing of body protection products, occupational physiology, occupational psychology, and other ergonomic and occupational hygiene issues. The company doctors carry out regular occupational health examinations to prevent occupational illnesses and promote health in the workplace. Furthermore, the company medical service is responsible for organizing first aid at the company. Group-wide hygiene rules are communicated. All employees are offered free vaccinations each year, for example against influenza.

To complement all this, the company medical service regularly provides support with the implementation of occupational rehabilitation management and the re-integration of employees. It also provides support with applying for rehabilitation measures and offers an annual check-up including a blood test and related consultation.

### Vision and targets

In connection with Wieland's focus on employee health and safety, the global safety strategy, and access to extensive support initiatives, the company will begin work on a global health strategy next year. This will happen immediately once all elements of the safety strategy have been implemented. Wieland will initially identify focus areas in order to then develop general health standards and guidelines for the entire Wieland Group. The aim is to create a healthy working environment in order to reduce health risks, establish a sustainable level of performance among Wieland employees, and equip them with the required knowledge for a healthy lifestyle, which has a significant impact on overall well-being and productivity.

## Training and information for employees

**GRI 403-4, 403-5** The occupational safety specialists and the company medical service have extensive expertise in occupational health and safety matters. Annual training is supplemented by hazard-related instructions. All employees must undergo an initial safety briefing. The content ranges from topics such as working with machines and equipment, to transport and traffic, personal protective equipment, handling hazardous substances, and fire protection, right through to conduct in the event of an occupational accident. Wieland also provides regular training on safety and health in the workplace for both wage-earning and salaried employees. The training for wage-earning employees is much more comprehensive, as they are exposed to more hazards in their working environment. During the reporting period, Wieland organized a three-day safety training course for the members of the Executive Board and the Vice Presidents Operations. Safety training was also provided as part of the global safety strategy. The Wieland Training Academy also offers various safety training courses online. Recurring emergency and evacuation drills are also conducted at all sites. All parties affected are involved. Safety briefings, health programs, and other information are available to all employees on the intranet. Concerns relating to safety and health can be reported via the whistleblower system (see Chapter [Responsible corporate governance](#)).

# Diversity & Inclusion

As a global company, Wieland cultivates a corporate culture that is characterized by respect and sees different perspectives as an enrichment. All employees are treated fairly and appreciatively at all times – regardless of their religious beliefs, cultural or ethnic background, political views, sexual orientation, age, gender, health conditions, and mental or physical limitations. Wieland believes that fostering diversity and inclusion is a competitive advantage and recognizes the positive impact it has on the diversity of talent and ideas, competitiveness and the success of the company.

## Anchoring in the company

**GRI 3-3** Promoting diversity, fairness, inclusion, and a sense of belonging has a positive impact on talent diversity, competitiveness, and business success. Wieland therefore strives for an inclusive corporate culture and designs business processes and behaviors to promote diversity and inclusion within the company.

Diversity management at Wieland is anchored directly within the Corporate Function Human Resources (HR), which takes diversity and inclusion into account in all HR processes throughout the Group. Especially in recent years, Wieland has become increasingly internationalized and now operates at 84 different locations worldwide. This is why all areas of business, managers and employees at Wieland are called upon to make diversity, fairness, inclusion, and belonging a tangible part of daily working life and the working environment and thus anchor them in the corporate culture. Managers have a special function as role models in this regard. Within the Wieland Group, an inclusive culture is cultivated that is characterized by respect and that values and utilizes different perspectives. An open and humane work culture creates a stronger community and enriches everyone.

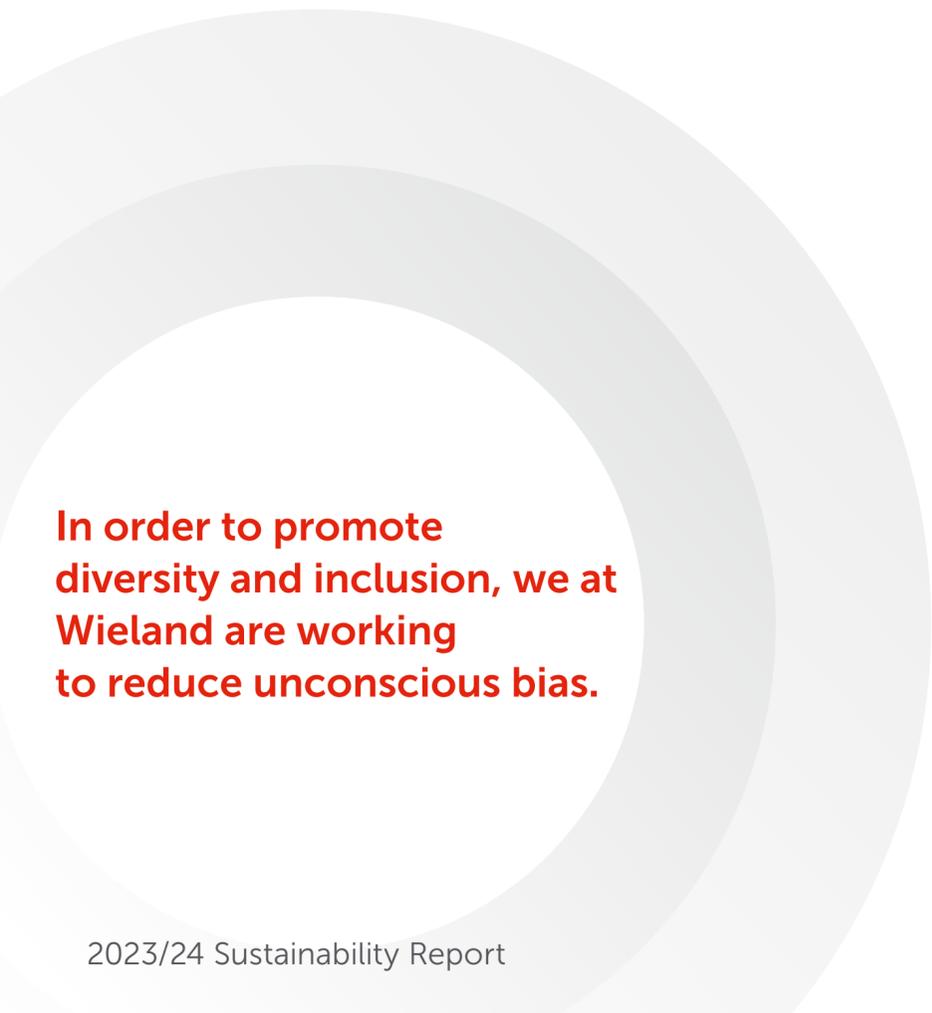
## Measures for diversity and inclusion

An international and interdisciplinary team has developed a catalog of measures that has a positive impact on the corporate culture and different dimensions of diversity. Based on this catalog of measures, diversity and inclusion aspects are to be integrated into the entire employee life cycle (see Chapter [People & Culture](#)). Selected pilot projects were implemented during the reporting year.

## Equal opportunities

**Avoidance of unconscious bias:** Throughout the processes along the employee life cycle, unconscious prejudices and cognitive perception distortions (known as unconscious bias) should be recognized and avoided. During the recruitment process, for example, Wieland places special emphasis on the qualifications and competencies of the applicants. Therefore, it is not necessary to provide specific personal data, such as gender or date of birth. In addition, numerous employees of the Corporate Function Human Resources have taken part in special training that enables them to recognize, reflect on and reduce unconscious bias. Active engagement with unconscious bias has also been integrated into the talent selection and management process. The managers involved were sensitized through training and structured self-reflection.





**In order to promote diversity and inclusion, we at Wieland are working to reduce unconscious bias.**

**Talent management and employee development:** During the reporting period, various tools were put in place to promote employee development at Wieland. Among other things, an employee profile was introduced via the global training platform, which can be used to link the information stored there with development discussions and support measures in the area of learning and training. This initiative means that employees are actively involved in the development of their own careers. The voluntary opportunity for employees to share their competencies and development goals also promotes equal opportunities within the Wieland Group.

Employees have been able to share their profile with HR since fall 2024. Experience is currently being gathered on how the information there can be used for future coordinated development opportunities. The plan is to integrate the information stored in the system into the development discussions between employees, managers, and HR.

**Advancement of women:** During the reporting year, the proportion of female managers across the Group remained at the previous year's level of 15% (see section on [Facts and figures: Diversity at Wieland](#)). In order to promote positive development and get closer to the 2030 target, the measures taken so far in the area of equal opportunities are being analyzed and specific steps for improvement derived from the results. Wieland is paying increased attention to filling advertised positions with women if they have equivalent candidate profiles. At Wieland, the advancement of women already begins with vocational training: The company takes part in career information days and the annual "Girls' Day". In this way, Wieland wants to help introduce girls to technical professions and promote the next generation of engineers. Wieland also attends university fairs to attract women to a career at the company. A further component is the relevant networks that Wieland actively supports. For example, the Frauennetzwerk im Donautal (women's network in the Danube Valley) is a platform that campaigns for women's interests in the working world. Promoting networking among women also helps to enable more women to reach senior management positions. The Frauennetzwerk im Donautal was launched in October 2023. Until September 2024, there have already been five meetings with an average of 50–100 participants.

## Inclusive work culture

**Gender-neutral approach:** Gender-neutral wording should be used on social media, in job advertisements, and in advertising. This also applies to communication on the Wieland careers website. This approach also makes it clear to the public that Wieland welcomes diverse applicants regardless of age, gender, religion, or ethnic and social background.

**Exchange and networks:** In order to strengthen the sense of belonging of minorities and reduce prejudices within the organization, the company encourages employees to set up their own employee resource groups (ERGs), such as the women's network (see Advancement of women on the left). During the 2023/24 fiscal year, a framework for the ERGs was developed and finalized at Wieland, but not yet rolled out. The framework is intended to motivate all employees to set up further resource groups in future.

**Team building, sensitization, qualification:** In order to create an inclusive working environment that is characterized by appreciation and equal opportunities, Wieland promotes diversity and inclusion, for example through intercultural workshops as well as team-building, awareness-raising and qualification measures. In 2024, the US team once again celebrated "Black History Month" and "Martin Luther King Day" and raised awareness of their backgrounds. On "International Women's Day", a campaign was launched that featured a female Wieland employee on the intranet every week in March. The company also promotes a good work-life balance: A wide range of measures and programs enables the workforce to work flexible hours. In addition, all employees are supported with their ongoing further development and incorporating new working methods and learning techniques into their everyday working lives (see Chapter [People & Culture](#)).

## International dialog

As a global company, Wieland has 84 sites in 22 countries. The workforce comprises 76 different nationalities. Therefore, international mobility is essential, and Wieland supports employees when they move to a new place of residence and work. In the 2023/24 fiscal year, the number of seconded employees (expats) increased from 10 to 11 compared to the previous year.

Wieland also enables trainees and students to gain international experience at sites abroad. During the 2023/24 fiscal year, ten students from Germany experienced living and working at five different sites in the USA and Singapore.

A German Language Group was founded in East Alton, Illinois (USA), during the last fiscal year and still meets to learn German together. This voluntary and self-organized initiative makes an exemplary contribution to intercultural exchange at Wieland and demonstrates the interest among employees in promoting and helping to shape a corporate culture of openness and diversity.

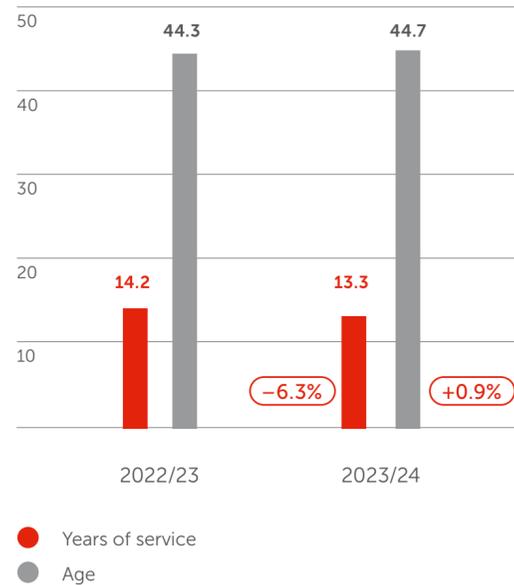
## Facts and figures: Diversity at Wieland

**GRI 405-1** The average years of service with the company was 13.3 in the reporting year. This represents a decrease of around 6% compared with the previous year (FY 2022/23: 14.2 years). The average age of Wieland employees worldwide was 44.7 in the year under review. Against the backdrop of demographic change, it is likely that the average age will rise in the coming years. The safety strategy and the multifaceted health management (see Chapter [Safety & Health](#)) are intended to boost the long-term employability of employees throughout the Wieland Group.

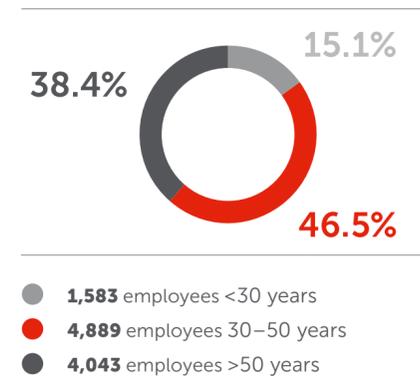
In order to respond to the demographic developments, Wieland is focusing on additional offers and measures that promote the performance and health of its employees. In addition to the sports, wellness and health program Wellpass (see Chapter [Safety & Health](#)), this also includes individual working time models such as part-time work, flexible working hours, or mobile work (see Chapter [People & Culture](#)).

**GRI 405-1** In the year under review, the Wieland Group employed 14.5% women in the total workforce – 0.5 percentage points lower than in the previous year (15%). In contrast, the share of women in leadership roles has not changed compared to the previous year and is once again at 15%. Although the interim target of 15% women in leadership roles was repeatedly achieved early on, Wieland intends to make further progress in this area and examine further advancement opportunities. By 2030, Wieland aims to achieve a share of women in leadership roles of at least 20%.

**Average years of service and global average age in years**



**Age structure total workforce 2023/24**



**Status 2023/24**



**Target for 2025**



**Target for 2030**



# Civil engagement

As a company with long tradition and global operations, Wieland has long supported various donation and sponsorship projects in the regions where its sites are located around the world. The company's social commitment extends beyond its own factory gates to meet its own standards of good and responsible corporate governance. The initiatives and organizations funded focus on immediate and long-term activities in the respective regions.

## Focus on the greater good

Wieland supports charitable and non-profit organizations on the basis of the [Code of Conduct](#) and the internal donations and sponsorship policy. The donations and sponsorship policy sets out the company-wide principles for providing support. Preference is given to projects and organizations whose focus is particularly beneficial to the site regions, which provide long-term and practical help, and which affect a large number of people, such as groups or teams. In particular, the aim is to support organizations in which employees are already involved or which enable such employee involvement. Political interest groups, parties, non-church religious groups, and ideological groups are all excluded, along with private individuals. The company also refrains from making multiple donations to the same cause within a fiscal year.<sup>1)</sup>

Wieland implements donations in kind or in cash without expecting anything in return. They are made locally and documented globally through the Corporate Function Finance. Sponsorships are highlighted as publicly recognizable partnerships and always coordinated with the Corporate Function Corporate Communications. Requests for funding projects and partnerships come from local and regional associations, communities, or organizations and are reviewed as part of the decision-making process for the allocation of funds. They are reviewed against the criteria set out in the donations and sponsorship policy.

<sup>1)</sup> Exceptions are the Berufsbildungswerk Philipp Jakob Wieland (individual support as well as multiple donations) and the Wieland North America Scholarship Program (individual support).

In the reporting year, a large number of projects were supported in Europe alone with a total donation volume of €130,000. This includes supporting social projects and organizations, providing direct aid, and long-term support for institutions. During the reporting year, the company supported donation and sponsorship projects around the world with over €300,000.

## Commitment to education and science

**GRI 413-1** Wieland has been supporting education, research, art, and culture through a charitable foundation since 1970: the Berufsbildungswerk Philipp Jakob Wieland. The support includes donations, subsidies for employees, scholarships, and covering other expenses. In schools, the foundation supports projects relating to digitalization and robotics, as well as theater and activities to promote good health. The funding provided totaled around €380,000 in the reporting year. As part of the Deutschlandstipendium scholarship program, the Berufsbildungswerk Philipp Jakob Wieland supported 30 students from various universities in the year under review. Further scholarships were awarded to participants in the Master Online Advanced Oncology degree program at the Medical Faculty of Ulm University and to employees who opted for a full-time Master's degree program.

Wieland also supports the Bridge Year program at the Baden-Wuerttemberg Cooperative State University (DHBW) in Heidenheim, which helps young people from all over the world to gain an insight into German culture. The "Lebensspur" foundation in Baden-Wuerttemberg is supported with three scholarships annually, which are awarded to pupils with inclusion needs and are intended to make it easier for them to start their careers. Together with the Berufsbildungswerk, Wieland-Werke



AG also sponsors the 'Innovationsregion Ulm' and the regional "Jugend forscht" youth research competition.

In the USA, Wieland has already been supporting college education for children of employees at the Business Unit Rolled Products North America since 1969. In 2022, the Wieland North America Scholarship Program was launched for all business units in the United States. During the reporting year, it continued successfully with a donation amount of USD 115,000 (seven scholarships and 16 scholarship extensions). In addition, Wieland sponsored three robotics teams in the Southern Illinois region that participated in the FIRST® Tech Challenge (FTC). Through various team-based robotics challenges, the technology competition helps young people discover their passion for mathematics, information technology, natural sciences, and technology (MINT).

## Cultural and social commitment

Wieland's cultural and social commitments focus primarily on the needs of the individual communities at its locations across the globe. One particular event took center stage during the reporting period, which Wieland became intensively involved in at short notice: After the flood disaster in Bavaria and Baden-Wuerttemberg in May and June 2024, an internal fundraising campaign was started to provide flood relief for affected employees in the Danube-Iller region. The sum of around €30,000 donated by employees worldwide was doubled by Wieland. The donations were used to support affected employees and local initiatives in the flooded areas.

In the long term, Wieland is involved regionally in the field of culture and makes a cultural contribution to the city of Ulm, for example by sponsoring the "ulmer zelt" cultural program. The program is presented over several weeks every year and offers cultural events for young and old. In addition, employees receive a subsidy for the Vöhringer Kulturabonnement cultural subscription, which includes seven selected events at the Kulturzentrum.



### Wieland Innovation Prize for Sustainability

In April 2024, the Wieland Innovation Prize for Sustainability was awarded to a master's degree thesis on the "Development of a method with numerical tools for the development of innovative heat pump systems," which was written at Envola GmbH. The prize underlines Wieland's commitment to innovation and research and serves as recognition for outstanding achievements in the field of applied sciences. It has been awarded every two years since 1999 and is endowed with a total of €6,000.



### Nomination as a "Volunteer-friendly employer"

At Wieland, employees are given time off for assignments that arise at short notice due to their voluntary work. On October 26, 2023, the company received the "Ehrenamtsfreundlicher Arbeitgeber im Bevölkerungsschutz" award as a volunteer-friendly employer in civil protection, which is presented annually by the state of Baden-Wuerttemberg. Wieland was honored not only for the uncomplicated release of employees who work for the volunteer fire service, the Red Cross, or similar organizations, but also for its overall significant commitment to the fire service in Villingen.

## Socio-ecological impact with used equipment

Since the beginning of 2022, Wieland has been a cooperation partner of Arbeit für Menschen mit Behinderung (AfB) GmbH, which provides work for people with disabilities. It specializes in refurbishing used IT devices from companies and returning them to the economic cycle. 45% of employees are people with physical and/or mental disabilities. Since the start of the collaboration in January 2022, AfB GmbH has collected a total of 2,073 IT and mobile devices with a total weight of almost eleven tons from Wieland sites. AfB was able to re-market 36% of these old devices after data destruction, hardware testing, spare parts procurement, repairs, upgrades, and cleaning. The employees also benefit from the cooperation. During the reporting period, sales campaigns were held for the third time at the Vöhringen and Ulm sites (both in Germany) with devices from the AfB inventory available at attractive prices.

## Commitment to health and sport

Initiatives in the area of exercise and sport make an important contribution to promoting and maintaining mental and physical health. Wieland is also actively involved in this area – for example through its sponsorship of Pedal the Cause in St. Louis, Missouri (USA). Every year, the non-profit organization initiates a multi-day bicycle race to raise funds for cancer research. In Germany, the company supports the "Donauhaie" wheelchair rugby team in Illerrieden (Germany), among others. During the reporting year, a visit to the "Donauhaie" was made possible for a class in the 10th grade at the Michael-von-Jung-Schule in Kirchdorf (Germany) thanks to a donation from Wieland. On this day, the pupils were also able to experience sitting in a wheelchair and playing with the team. A lasting educational highlight for the class.

# Strengthening governance

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# Governance – Wieland’s focus

● completed    ○ ongoing    ○ in preparation    % status 2023/24



## Responsible corporate governance

Establish our values in the corporate culture in the long term

- Certify the Compliance Management System of the majority-owned operating companies in Germany in accordance with DIN EN ISO 37301 by 2024
- Conduct group-wide mandatory training on corruption prevention
- Certify the Compliance Management System of the operating companies in the USA in accordance with DIN EN ISO 37301 by 2026



## Sustainable procurement

Establish sustainable procurement processes and ESG assessment of suppliers

- Extend the framework agreements to include the mandatory disclosure of an annual PCF and the recycled content for strategic suppliers of prime metals and shapes by 2025
- Increase purchasing volume from certified or audited strategic suppliers of prime metals and shapes to 100% by 2030 **48%**
- Develop and publish a Group-wide policy on sustainable procurement by the end of 2023



# Responsible corporate governance

The Wieland Group understands corporate governance as management that is responsible, legally compliant, and focused on long-term value creation. Efficient cooperation between the Executive Board and the Supervisory Board, transparent reporting, and appropriate risk and compliance management are essential for achieving this. The company is also committed to responsible business practices within the supply chain and fulfills its due diligence obligations.

## Ensuring good corporate governance

**GRI 3-3** The value of a company can only be safeguarded and increased through responsible corporate governance. The key to this is the integrated risk control system (RCS), which combines risk management, the internal control system (ICS) and the Compliance Management System (CMS). Wieland works on the Group-wide standardization of individual management systems and on harmonization of the related integrative structures on an ongoing basis. The Group-wide integrated management system (IMS) includes the standards ISO 9001 and IATF 16949 (quality management), ISO 14001 (environmental management), ISO 50001 (energy management) and ISO 45001 (health and safety management), which are implemented at various sites.

The Compliance department continuously develops and improves the compliance structures that are relevant for all employees of the Wieland Group. In addition to the position of Group Compliance Officer, a Compliance Committee has been established to define the framework for the Compliance Management System (CMS).

In order to ensure increasingly sustainable value creation, the Executive Board and Supervisory Board manage the company in accordance with nationally and internationally recognized standards (see section on [Sustainability strategy & management](#)).

## Corruption and antitrust prevention

**GRI 3-3** For Wieland, preventing corruption and anti-competitive behavior is a central element of compliance. The [Code of Conduct](#) and supplementary guidelines such as the Anti-corruption, Donations and sponsorships as well as Gifts and invitations policies set the guidelines for acting with integrity. Wieland prohibits all forms of corruption – whether active or passive. This Group-wide ban applies equally to

members of the government and public officials as well as to business partners. In the year under review, selected groups of people were trained in the area of compliance, including on the topics of corruption prevention and antitrust prevention. Both topics are part of the compliance focus fields (data protection, antitrust prevention, corruption prevention, export control, supply chain compliance, and money laundering prevention). The next general training cycle for all salaried employees begins in the first quarter of 2025.

In the 2024/25 fiscal year, the company will continue its efforts to prevent corruption, including the implementation of additional measures to raise awareness about this issue among employees, sales partners, and other business partners.

## Identifying, assessing and controlling risks

In the course of the double [Materiality analysis](#) for identifying the material impacts, opportunities and risks (IROs) of Wieland’s business activities, the material impacts on people or the environment associated with sustainability, as well as the financial opportunities and risks associated with specific sustainability aspects, were identified and evaluated in close cooperation with the respective departments and the Corporate Function Finance. The finalization of the assessment, including implementation of the identified impacts, opportunities and risks in the Group-wide risk management system, will take place during the 2024/25 fiscal year. The adjustment of processes for Group-wide non-financial reporting in accordance with the CSRD has also started.

## Multifaceted risk and opportunity management

**GRI 3-3** The Wieland Group’s multifaceted risk and opportunity management helps to systematically identify and evaluate potential risks and, if necessary, respond to them with appropriate measures. Corporate and compliance risks are considered based on their respective specific characteristics.

The individual business units and corporate functions are responsible for identifying, documenting and assessing risks and the underlying control processes. In addition, an independent unit monitors the risk management system and the risk control system centrally. The risk situation is thus constantly evaluated. In addition, internal audits are conducted once a year and on an ad hoc basis, in order to review the implementation and effectiveness of the ICS, the Compliance Management System (CMS), and the internal guidelines.

## Internal control system (ICS)

The ICS uses effective monitoring tools to ensure key business processes and activities run as efficiently and smoothly as possible. Among other things, this relates to the statutory due diligence duties and the obligation to furnish evidence for the management and the Supervisory Board, the reliability of financial information and accounting, and the compliance obligations based on legislation and internal guidelines. The same applies to preventing misuse of the corporate values and any resulting damage. The ICS is expanded on an ongoing basis and reviewed step-by-step in the framework of internal audits conducted throughout the Wieland Group.

**Regular risk analyses**

The Wieland Group conducts a Group-wide compliance risk assessment every three years, a process that helps to identify and evaluate potential risks for the Group in an informed and proactive manner. It enables Wieland to derive adequate measures for risk mitigation and to review the effectiveness of measures already implemented. For this purpose, the relevance of the defined risk scenarios is first determined for the respective company in order to then calculate the probability of occurrence and the potential risk consequences that could result from scenarios without the risk mitigation measures already implemented ("gross risk"). In the next step, the measures already implemented are identified in order to assess their appropriateness and effectiveness in minimizing the respective risk ("net risk").

Wieland uses the results of these established processes to further develop and improve corresponding measures. The Executive Board and the Supervisory Board are provided with information on this both at the annual Audit Committee meeting and via the risk report.

During the 2023/24 fiscal year, no non-financial risks have been identified and assessed as having a high likelihood of resulting in a serious negative impact on employees and environmental matters, respect for human rights, the fight against corruption and bribery, or social issues. However, it is impossible to completely rule out a negative impact on the main non-financial issues.

## Compliance Management System (CMS)

**Compliance as an integral part of the corporate culture**

The [Code of Conduct](#) is an explicit commitment to promoting integrity and at the same time to sanctioning non-compliant behavior. This applies both within the Wieland Group and when dealing with business partners and other stakeholders. Compliance is an integral part of the corporate culture at Wieland.

As part of the RCS, the CMS should ensure that all employees, and all groups of persons treated as such, behave in accordance with the law and in accordance with Wieland's corporate values. The aim is to avoid possible violations and negative consequences, or if this is not possible, to detect and remedy them at an early stage.

The CMS focuses on the topics of corruption, antitrust and money laundering prevention, export control, data protection, and supply chain compliance. In the future, these are to be certified throughout the Group in accordance with ISO 37301. The German majority shareholdings of Wieland-Werke AG were already successfully

certified in 2024. In the next step, the Austrian majority shareholdings of Wieland-Werke AG will be certified in the course of 2025 and the US majority shareholdings by the end of 2027. The compliance focus fields are adapted to the specific circumstances of the respective regions.

**Whistleblower platform**

**GRI 2-25, 2-26** Wieland's [Integrity Portal](#) is an important tool for identifying compliance violations, both in the Wieland Group and within the supply chain. The whistleblower platform has been implemented Group-wide and is available in all relevant languages throughout the Wieland Group. Information from employees, business partners, and other third parties can be reported by telephone or online via the Integrity Portal. Providing a report in person is also possible through the Group Compliance Officer. The relevant rules of procedure for handling internal and external reports are accessible to all whistleblowers in the portal. Group-wide harmonized case management ensures that all reports are investigated in line with the rules. In the reporting year, 34 reports were received and 30 led to internal investigations.

**Compliance training**

**GRI 205-2** Wieland has established a training program in order to make employees sufficiently aware of the various compliance obligations. A learning management system, which has also been newly implemented, is used to provide mandatory training on the compliance focus fields, but also on the [Code of Conduct](#) and the whistleblower system (see section on [Corruption and antitrust prevention](#)). One of these training courses is aimed at managers and covers the new Human Rights and Working Conditions Policy.

**Opportunities and risks associated with climate change**

**GRI 201-2** In the reporting period, the sustainability activities related to strategic risks focused on implementing the non-financial reporting requirements that will be mandatory for Wieland from the 2025/26 fiscal year in accordance with the Corporate Sustainability Reporting Directive (CSRD), including the disclosure of economic activities in line with the EU Taxonomy Regulation on the classification of sustainable economic activities. In this context, Wieland is revising its global risk management with regard to sustainability risks (see Chapter [Strategy & Management](#)).

**Opportunities from transformation of the economy**

The Wieland Group also explicitly includes non-financial risks and opportunities in its risk management system, for example in relation to the consequences of climate change. The opportunities include, for example, the fact that the introduction of, or conversion of vehicles to, electrically powered engines will lead to a significant

increase in demand for copper and copper alloys in the coming years. This means that both increasing vehicle electrification and the stronger focus on the circular economy have the potential to create additional business and growth opportunities. Wieland aims to exploit this potential for its organic growth and for inorganic acquisitions (see section on [Business model & Corporate strategy](#)). Market opportunities are also arising from the energy transition initiated by the German government. Due to their high thermal and electrical conductivity, copper materials make a key contribution to boosting energy efficiency in diverse applications – especially in the areas of energy management and distribution, renewable energies, and refrigeration, air conditioning and heating technology.



**Risk of natural disasters**

Climate change also poses risks for companies. For example, the climate crisis is increasing the risks associated with natural disasters. These can also affect Wieland’s sites as well as production and service companies and lead to corresponding business interruptions and damage to company assets. In order to counter any natural disasters, all 20 production sites are being audited externally to determine their exposure to flooding. Possible countermeasures in connection with insurance coverage are also being investigated. Due to an increased risk, Wieland is currently implementing additional measures with a budget of approximately €12 million at the Langenberg and Vöhringen sites (both in Germany) in cooperation with specialist engineers.

## Compliance with tax legislation

**GRI 3-3, 207-1, 207-2, 207-3** In all its business activities, Wieland complies with applicable tax laws and the corresponding interpretation of the legislation as well as the transfer pricing guidelines. The arm’s-length standard for transfer pricing according to the Organisation for Economic Cooperation and Development (OECD) and the requirements of the country concerned are taken into account. The overriding goal is to pursue an economically efficient, legally compliant tax strategy while at the same time mitigating tax risks. The Wieland Group does not allow any inappropriate tax planning strategies and pays taxes in the places where it creates value. The tax strategy is set out in the tax policy and defines the individual measures, including the role played by the management as well as the Tax department.

Key tax compliance, risk and related matters are presented to, and approved by, the Chief Financial Officer (CFO). A tax dashboard is used for monthly tax reporting directly to the CFO. All relevant information on case-related, VAT-related and other tax risks as well as mitigating measures are documented. This enables communication about existing risks, emerging risks, and measures to counteract the risks identified, thus sharpening the tone from the top. The dashboard contains all important information for the CFO at a glance. This includes the five largest exposures to risk along with planned countermeasures, the prioritization of the overarching categories of the respective risk areas (including VAT/EDP, transfer pricing/business premises), the minimum and maximum potential monetary risk of all exposures, and currently pending special topics.

**Tax Compliance Management System (TCMS)**

In addition to internal controls, the tax management system was subjected to an external audit with regard to VAT risks in accordance with IDW PS 980: “Principles

for the Proper Performance of Reasonable Assurance Engagements Relating to Compliance Management Systems.” The latest report attests that the principles defined and the measures taken by Wieland provide sufficient security in respect of risk mitigation. The Tax Compliance Management System is regularly adapted to current requirements. With regard to country-by-country reporting, the top parent company, Schwenk Donau GmbH & Co. KG, complies with all statutory reporting and notification obligations and submits all required reports/information to the relevant authorities.

One key topic in the area of tax compliance relates to the definition of arm’s-length transfer price corridors for transactions between affiliated companies. In order to ensure compliance with the methodology, advance pricing agreements (APAs) have been concluded with various foreign tax authorities. In addition, the certified Tax Compliance Management System has been enhanced with regard to VAT with the aid of software-supported automation of management processes. The plan for 2025 is to extend the TCMS to the areas of income tax and payroll tax.

## Responsible handling of data

**Digitalization and global standardization**

**GRI 3-3** Shrinking product life cycles and innovation cycles as well as increasing customer-specific requirements combined with cost pressure require a transformation in the value chain. Wieland is continuously adapting to new market requirements by optimizing processes and is pushing ahead with the digital transformation as well as the automation of processes in all areas of the company.

Like every paradigm shift, the digitalization and networking of the working world also harbors risks, for example in connection with artificial intelligence (AI), increasing dependence on cloud providers, ever shorter life cycles, failures of critical IT infrastructures, and data and identity theft. However, the biggest risk could potentially lie in not implementing digitalization quickly enough and losing the corresponding competitive advantages. With the help of global IT governance and management concepts, Wieland regularly identifies and integrates new, often cross-divisional findings into standard processes and IT systems.

As part of the digitalization and standardization strategy, there are plans to carry out further ERP rollouts over the next few years in order to rely on standardized ERP systems internationally. This is accompanied by an increased implementation risk, which is countered by well-organized and experienced project management.

**Resilient IT infrastructure**

Cyber risks pose a global threat to the availability, integrity and confidentiality of information and IT-supported operating resources. Data and information security are becoming increasingly relevant. In order to demonstrably meet the future requirements, measures have been implemented with the aim of preparing for official certification in accordance with CMMC V2.0 and ISO 27001. Wieland protects itself against data loss, espionage, and malware through group-wide IT security coordination and regularly tested IT infrastructure with up-to-date defense mechanisms such as firewall and antivirus programs. Similarly, systems such as VPN, mail security, firewall, Internet breakouts, and DNS have been or are being migrated to new, more powerful and up-to-date solutions. IT security coordination activities are bundled in a dedicated team within Corporate Function Information Technology (IT). In close cooperation with the data protection officer, this unit initiates and coordinates all measures to minimize risks relating to data and information security.

**Awareness and reaction safety**

As the “human factor” is increasingly being exploited as a weak point for cyber attacks, the technical measures are supported by awareness campaigns, regular information updates, and ad hoc reports in the event of new threat scenarios. The workforce and their security awareness are a key success factor in avoiding becoming a victim of an IT attack. Despite all the measures, cyber attacks on Wieland continued during the 2023/24 fiscal year. In these cases, a prompt, targeted response is necessary to avert possible (further) financial damage to the company and to be prepared for comparable attacks in future. This occurred in all cases and is ensured by a 24/7 Security Operations Center (SOC).

# Sustainable procurement

Wieland collaborates closely with its suppliers to ensure sustainable procurement that guarantees environmental and social standards in the supply chain. Suitably effective processes have been implemented at the company. Binding guidelines such as the Supplier Code and the procurement policy published at the beginning of 2024 contribute to achieving Wieland’s sustainability targets, as does the global business partner screening tool for all existing and new suppliers, which was already introduced in 2023.

## Focus on due diligence

### Transparency within the supply chain

**GRI 2-6** As a global industrial company, Wieland is committed to working towards good practices in terms of safety, health, the environment, human and labor rights, and business ethics at all stages of the supply and production chains. As a manufacturer of semi-finished products, the company strives to purchase raw materials and primary materials from suppliers that consistently uphold human rights and environmental protection regulations. In particular when sourcing from countries with lower sustainability standards, the company takes its due diligence obligations seriously. Accordingly, measures and processes are implemented in order to minimize relevant risks as much as possible.

The German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG) came into effect on January 1, 2023. The Wieland Group complies with its statutory requirements and reviews them regularly as well as on a case-by-case basis. With regard to the due diligence obligations in the supply chain, internationally recognized standards form the basis for Wieland’s actions. Wieland is guided by the UN Guiding Principles on Business and Human Rights and the provisions of the core labor standards of the International Labour Organization (ILO). Since 2021, Wieland has been a signatory to the UNGC and has made a commitment to implementing the ten principles relating to human rights, labor standards, environmental protection, and the fight against corruption in its business activities. The organization works with its suppliers in a targeted manner, to continuously improve compliance with sustainability standards throughout the supply chain. The goal is to continuously increase

the transparency within the supply chain. To this end, the company is also in on-going dialog with security experts, industry consortia, customers, and employees.

### Center of Excellence Sustainable Procurement

The requirements for sustainable procurement at Wieland were bundled in the Center of Excellence in the Corporate Function Global Procurement & Logistics during the 2022/23 fiscal year. However, the relevant specialist purchasing functions are still operationally responsible for implementing them. The Center of Excellence works closely with the Corporate Function Global Metals Management, which is responsible for tasks such as procuring the feedstock for the foundry as well as the sale of residues and scrap that can no longer be used. With a view to the circular economy and climate protection, the Corporate Function Global Metals Management is therefore the focus of Wieland’s procurement activities. The Corporate Function Global Procurement & Logistics is responsible for capital goods, auxiliary materials, spare parts, direct materials, energy, logistics, and services. Wieland’s global supplier base consists of around 15,000 suppliers.

65% of the company’s Scope 3 emissions are associated with metallic raw materials (see Chapter [Decarbonization](#)). More than two-thirds of the metals used at Wieland consist of secondary raw materials, primarily sourced from suppliers in Europe and North America, with one-third relating to primary raw materials and shapes such as billets and slabs.



## Ensuring sustainable procurement processes

Wieland has defined sustainability requirements for the own field of business, based on which the environmental and social impact are evaluated. The same standards also apply to suppliers.

In order to ensure the requirements are met, the strategic suppliers<sup>1)</sup> of prime metals and shapes are surveyed on various sustainability criteria every two years using a standardized questionnaire. The target set was to survey 90% of the strategic suppliers by 2022. This target was exceeded by 3% in the most recent survey. The implementation of the comprehensive ESG survey of strategic suppliers planned for the 2024/25 fiscal year is currently in preparation. This survey also covers the upcoming requirements under the European reporting obligations.

### Supplier Code

**GRI 3-3, 204-1, 308-1** As a globally active industrial company, Wieland assumes responsibility together with its suppliers to comply with applicable laws and recognized standards and to promote more sustainable and fairer supply chains. The sustainability standards for Wieland’s value chain are documented in the [Supplier Code](#), which was last updated in April 2023 and must be accepted during every order process. It contains minimum requirements for compliance with internationally defined human rights based on the fundamental principles of the Universal Declaration of Human Rights and corresponding UN documents, as well as the minimum standards for climate and environmental protection. Suppliers are contractually obliged to ensure that their own suppliers comply with the requirements of the prevailing laws and recognized standards that are applicable to Wieland. Should a supplier fail to recognize the Supplier Code without presenting its own equivalent Code of Conduct, Wieland reserves the right to impose sanctions. In such cases, Wieland also considers terminating the business relationship.

### Procurement policy

To complement the Supplier Code, Wieland developed a Group-wide policy on sustainable procurement during the 2022/23 fiscal year, with the participation of various internal stakeholders such as purchasing, compliance, human resources, and recycling. It aims to ensure compliance with environmental and social standards by our suppliers, taking into account Wieland’s binding sustainability targets. The [Sustainable Procurement Policy](#) was published at the start of 2024 and now applies to all locations and employees of the Wieland Group. During the reporting period, Wieland also provided the business partners with a statement on its approaches and measures to advance sustainable procurement. The development of a more extensive concept for supplier commitment with accompanying measures is planned for the coming year.

### Screening tool for existing and new suppliers

**GRI 414-1** In accordance with the statutory requirements of the LkSG, Wieland reviews its suppliers annually and on a case-by-case basis for relevant sector and country risks. In 2023, a global business partner screening tool was introduced for all existing and new suppliers. This risk and sustainability monitoring is based on the OECD Due Diligence Guidance and the German LkSG for direct and indirect suppliers. In the year under review, Wieland thus verified the extent to which existing and new suppliers comply with human rights and labor practices, as well as standards of business ethics and environmental standards. In accordance with the LkSG, Wieland proactively submitted the report with preventive and remedial measures to the Federal Office for Economic Affairs and Export Control (BAFA). The pre-emptive and corrective measures documented therein help to minimize risks. In addition, regular effectiveness checks serve as an early warning system: By recognizing risks within the supply chain in good time, effective remedial measures can be introduced.

In addition, strategic suppliers of prime metals and shapes are requested to disclose emissions data and the recycled content; this is an integral part of new contract negotiations. During the reporting period, 75% of the strategic suppliers signed such an agreement. Where possible, the product carbon footprint (PCF) should be used as a decision-making criterion. In this way, Wieland aims to further increase transparency within the supply chain and work towards reducing Scope 3 emissions (see [Decarbonization](#)). In addition, from 2030 onwards, 100% of the purchasing volume should come from strategic suppliers of prime metals and shapes that are certified or audited according to the internationally recognized The Copper Mark standard or equivalent standards. The Copper Mark framework focuses on promoting responsible practices in the copper, molybdenum, nickel and zinc value chains.

## Dealing with conflict materials

**GRI 3-3** The responsible procurement of primary raw materials – especially the conflict minerals tin, tungsten, tantalum, or gold along with their ores (cassiterite, columbite-tantalite, and wolframite) – is an important concern of the Wieland Group. In doing so, Wieland follows the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (CAHRA). With the help of this standardized process, risks in the supply chain can be identified and minimized by implementing targeted measures. In addition, the company has set out its expectations for responsible business conduct with regard to the procurement of conflict minerals in the [Conflict minerals policy](#).

Wieland is also guided by the US “Dodd-Frank Act” as well as compliance audits by the Responsible Minerals Initiative (RMI). The RMI particularly focuses on social and environmental standards in minerals and metals supply chains. Wieland prefers to work with business partners who fulfill the RMI requirements. Their sites must either be RMI-compliant themselves, or they must source their goods directly or indirectly from smelting plants or refineries listed in the RMI’s Conformant List or Active List. Only smelting plants and refineries that have passed an audit to verify compliance with RMI standards or are currently undergoing an audit are included in these lists. Site-specific conflict minerals reporting templates are provided to customers upon request. Wieland continuously works on improving the material compliance processes, based on the OECD Due Diligence Guidance and the EU Conflict Minerals Regulation.

<sup>1)</sup> Strategic suppliers are suppliers of prime metals and shapes that have been determined based on a defined purchasing volume and relevance.

### Involvement in industry initiatives

**GRI 2-28** Wieland's relationships with various industry associations and regulators also help to ensure that all products and production processes comply with the applicable norms, regulations, and standards. Through these relationships, Wieland is also actively involved in the further development of industry standards, particularly with regard to sustainability and ethical business practices (see Chapter [Strategy & Management](#)). The main industry associations, the Wirtschaftsvereinigung Metalle (WVMetalle) and the International Copper Association (ICA), support their members with establishing sustainable supply chains.

## In focus: human rights due diligence

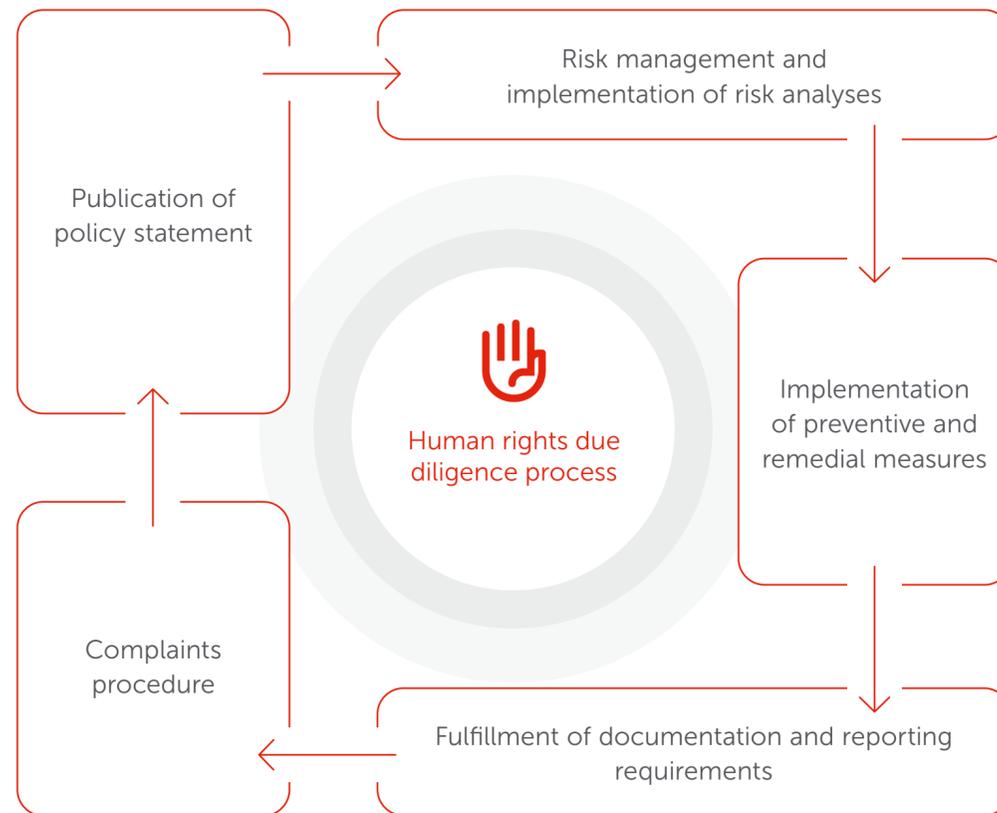
**GRI 2-23, 408-1, 409-1** The Wieland Group rejects any kind of child, forced or compulsory labor. The company sources primary raw materials from all over the world – including from countries where human rights are perhaps not respected systematically. As a result, responsibility for safeguarding human rights at all stages in the supply chain is a special challenge for Wieland.

The [Policy Statement Human Rights Strategy](#), formulated in accordance with the requirements of the LkSG, sets out the fundamental process for fulfilling human rights due diligence: Within the Wieland Group, the Corporate Functions Human Resources and Legal & Insurance deal with issues relating to human rights and working conditions, in dialog with the Sustainability team. The human rights commissioner also serves as a central contact person for all issues related to human rights. Supplementary guidelines are described in Chapter [Responsible corporate governance](#).

### Policy Human Rights and Working Conditions

The Group-wide binding internal Policy Human Rights and Working Conditions provides a uniform understanding of good and fair working conditions. At the same time, it provides an understanding of fair interaction between employees and with business partners as well as the measures required to uphold human rights standards. Thereby, Wieland ensures a uniform minimum level of human rights protection in its sphere of influence, in every single region of the world where it operates. During the reporting period, the content of the policy was communicated to all managers throughout the Group using e-learning and this is regularly refreshed in the form of awareness training sessions. In addition, the entire global purchasing organization, including managers, received training on the German Act on Corporate

Due Diligence Obligations in Supply Chains (LkSG). During the reporting period, Wieland also reviewed 72 business units of the Wieland Group using the business partner screening tool (see Section [Ensuring sustainable procurement processes](#)) for LkSG-conform compliance with human rights (see Chapter [Responsible corporate governance](#)). The detailed assessment found that certain suppliers carry increased risks. In order to mitigate these risks, appropriate strategies were implemented and/or developed further for the high-risk suppliers. Appropriate preventive and remedial measures have also been initiated for suppliers with a high risk profile. The Wieland Group will report on the fulfillment of its due diligence obligations no later than four months after the end of the fiscal year.



## Whistleblower system

**GRI 2-25** The aim is to use the due diligence process that is anchored within the company to enhance the existing protection of human rights and good working conditions and compliance with environmental standards within the Wieland Group. The whistleblower system is an essential part of the compliance strategy and enables the company to react quickly to shortcomings. All employees, suppliers, business partners, and all other stakeholders, including private individuals, have the opportunity to report deficiencies or violations of human rights or environmental standards within the Wieland Group, or at its suppliers and their subcontractors. These reports can be submitted confidentially at any time via an anonymous whistleblower portal. The Wieland website publishes detailed [Information on how to handle complaints about violations](#).

**With our whistleblower system, we help detect and take action against violations of human rights or environmental standards.**

# Appendix

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# Overview of key figures

## Environment

### Energy and environmental management

|   | Unit | 2021/22 | 2022/23 | 2023/24 | Compared to previous year |
|---|------|---------|---------|---------|---------------------------|
| Production sites with ISO 50001 certification <sup>1)</sup>   | %    | 47.1    | 47.1    | 40.0    | -15.0%                    |
| Production sites with ISO 14001 certification <sup>1)</sup>   | %    | 82.4    | 82.4    | 70.0    | -15.0%                    |
| Production sites for which an environmental risk assessment has been conducted                              | %    | 82.4    | 82.4    | 70.0    | -15.0%                    |
| Proportion of the total workforce that has received (internal or external) training on environmental topics | %    | 22.8    | 21.5    | 25.6    | +19.1%                    |

<sup>1)</sup> At all material production sites (the definition of our production sites can be found in the report profile [About this report](#)).

### Energy GRI 302-1, 302-3, 302-4

|   | Unit  | 2021/22 | 2022/23     | 2023/24     | Compared to previous year |         |
|---|---|---------|-------------|-------------|---------------------------|---------|
| Energy consumption within the organisation                      | Total   | MWh     | 1,516,663.6 | 1,342,940.4 | 1,284,862.4               | -4.3%   |
|   | Share of renewable energy consumption   | %       | 3.5         | 3.4         | 10.3                      | +201.0% |
| Consumption of non-renewable fuels (Scope 1) <sup>1)</sup>      | Total   | MWh     | 577,993.6   | 499,558.2   | 475,467.6                 | -4.8%   |
|   | Natural gas   | MWh     | 562,514.1   | 477,439.6   | 456,600.5                 | -4.4%   |
|   | Butane  | MWh     | -           | -           | -                         | -       |
|   | Diesel  | MWh     | 7,730.1     | 8,642.5     | 8,031.5                   | -7.1%   |
|   | Propane   | MWh     | 5,745.8     | 10,287.9    | 9,343.7                   | -9.2%   |
|   | Gasoline  | MWh     | 752.5       | 820.3       | 630.4                     | -23.1%  |
| Consumption of purchased secondary energy (Scope 2)             | Heating oil (heavy)   | MWh     | 1,251.1     | 2,367.9     | 861.5                     | -63.6%  |
|   | Total   | MWh     | 945,310.2   | 844,659.4   | 811,173.7                 | -4.0%   |
|   | Electricity   | MWh     | 916,477.0   | 815,824.4   | 774,590.7                 | -5.1%   |
|   | from non-renewable sources  | MWh     | 863,979.6   | 769,900.5   | 642,325.8                 | -16.6%  |
|   | from renewable sources  | MWh     | 52,497.7    | 45,923.9    | 132,264.9                 | +188.0% |
|   | Heating <sup>2)</sup>   | MWh     | -           | -           | 9,417.0                   | -       |
| Self-generation of energy from renewable sources                | Steam   | MWh     | 28,832.9    | 28,835.1    | 27,166.0                  | -5.8%   |
|   | Total   | MWh     | 6,640.2     | 9,484.0     | 9,606.9                   | +1.3%   |
|   | Hydropower  | MWh     | 6,607.0     | 6,968.3     | 6,565.4                   | -5.8%   |
| Consumption of self-generation of energy from renewable sources | Photovoltaic  | MWh     | 33.2        | 2,515.8     | 3,041.5                   | +20.9%  |
|   | Total   | MWh     | -           | 7,204.8     | 8,970.1                   | +24.5%  |
|   | Hydropower  | MWh     | -           | 5,178.8     | 6,565.4                   | +26.7%  |
| Energy sold to third parties                                    | Photovoltaic  | MWh     | -           | 2,026.0     | 2,404.7                   | +18.7%  |
|   | Total   | MWh     | -6,640.2    | -1,227.2    | -1,778.9                  | +39.3%  |
|   | Heating   | MWh     | -           | -           | -296.6                    | -       |
| Energy intensity <sup>3)</sup>                                  | Electricity   | MWh     | -6,640.2    | -1,277.2    | -1,482.2                  | +16.1%  |
|   | Total   | kWh/t   | 2,125.2     | 2,166.7     | 2,232.2                   | +3.0%   |
| Reduction of energy consumption                                 | Reduction based on the implemented savings and efficiency measures of the ISO 50001-certified energy management systems | MWh     | -20,403.0   | -46,471.0   | -14,801.0                 | -68.2%  |

<sup>1)</sup> Figures for the 2022/23 fiscal year have been adjusted due to better data availability.

<sup>2)</sup> Commissioning of the district heating connection at the Ulm site (Germany).

<sup>3)</sup> Values are based on the volume sold by the Wieland Group.

**Greenhouse gas emissions<sup>1)</sup>** GRI 305-1, 305-2, 305-3, 305-4

|   |  | Unit                  | 2021/22 | 2022/23 | 2023/24 | Compared to previous year |
|---|--|-----------------------|---------|---------|---------|---------------------------|
| Scope 1, 2, and 3   | Total  | kt CO <sub>2</sub>    | 2,062.1 | 1,766.4 | 1,287.6 | -27.1%                    |
| Direct GHG emissions (Scope 1)                                  | Total  | kt CO <sub>2</sub>    | 106.3   | 93.3    | 89.0    | -4.6%                     |
|   | Intensity ratio  | kg CO <sub>2</sub> /t | 149.0   | 150.6   | 154.6   | +2.7%                     |
| Indirect energy-related GHG emissions (Scope 2), location-based | Total  | kt CO <sub>2</sub>    | 436.4   | 407.4   | 322.3   | -20.9%                    |
|   | Intensity ratio (location-based)   | kg CO <sub>2</sub> /t | 611.4   | 657.3   | 560.0   | -14.8%                    |
| Indirect energy-related GHG emissions (Scope 2), market-based   | Total  | kt CO <sub>2</sub>    | 476.2   | 472.6   | 342.0   | -27.6%                    |
|   | Intensity ratio (market-based)   | kg CO <sub>2</sub> /t | 667.3   | 762.5   | 594.1   | -22.1%                    |
| Scope 1 + Scope 2 GHG emissions (market-based)                  | Total  | kt CO <sub>2</sub>    | 582.5   | 565.9   | 430.9   | -23.9%                    |
|   | Intensity ratio based on sales volumes (market-based)  | kg CO <sub>2</sub> /t | 816.2   | 913.1   | 748.7   | -18.0%                    |
|   | Intensity ratio based on revenue (market-based)  | kg CO <sub>2</sub> /t | 0.09    | 0.09    | 0.07    | -20.1%                    |
| Other indirect GHG emissions (Scope 3) <sup>2)</sup>            | Total  | kt CO <sub>2</sub>    | 1,479.5 | 1,200.4 | 856.7   | -28.6%                    |
|   | Intensity ratio  | kg CO <sub>2</sub> /t | 2,073.2 | 1,936.7 | 1,488.4 | -23.1%                    |
|   | Upstream   | kt CO <sub>2</sub>    | 1,465.2 | 1,193.7 | 845.2   | -29.2%                    |
|   | Downstream   | kt CO <sub>2</sub>    | 14.4    | 6.7     | 11.5    | +72.0%                    |
|   | Purchased metallic raw materials and semi-finished metal products (purchased goods and services) | kt CO <sub>2</sub>    | 1,219.0 | 876.7   | 559.7   | -36.2%                    |
|   | Other (purchased goods and services)   | kt CO <sub>2</sub>    | 70.8    | 75.3    | 51.9    | -31.1%                    |
|   | Capital goods  | kt CO <sub>2</sub>    | 59.5    | 108.3   | 119.0   | +9.9%                     |
|   | Fuel and energy-related activities   | kt CO <sub>2</sub>    | 18.4    | 30.3    | 28.9    | -4.5%                     |
|   | Upstream transport and distribution  | kt CO <sub>2</sub>    | 78.1    | 85.9    | 61.9    | -28.0%                    |
|   | Waste generated in operations  | kt CO <sub>2</sub>    | 10.6    | 0.2     | 0.2     | -7.4%                     |
|   | Business travels   | kt CO <sub>2</sub>    | 1.5     | 9.4     | 10.6    | +13.1%                    |
|   | Employee commuting   | kt CO <sub>2</sub>    | 7.3     | 7.6     | 8.5     | +11.5%                    |
|   | Use of sold products   | kt CO <sub>2</sub>    | 0.0     | 0.4     | 0.0     | -100.0%                   |
|   | End-of-life treatment of sold products   | kt CO <sub>2</sub>    | 14.4    | 6.3     | 11.5    | +83.8%                    |

**Science Based Targets initiative<sup>1)</sup>**

|                            |   | Unit | 2021/22 | 2022/23 | 2023/24 | Compared to previous year |
|----------------------------|---|------|---------|---------|---------|---------------------------|
| 2030 target completion     | Scope 1 and 2 reduction of -46.2%   | %    | 7.6     | 13.5    | 61.9    | +358.1%                   |
|                            | Scope 3 reduction of -46.2% (purchased goods and services)  | %    | 6.6     | 61.6    | 116.2   | +88.7%                    |
| Net-zero target completion | Scope 1 and 2 reduction of -90%   | %    | 3.9     | 6.9     | 31.8    | +358.1%                   |
|                            | Scope 3 reduction of -90% (purchased goods and services, fuel and energy-related activities, upstream transportation and distribution, and waste generated in operations) | %    | 2.3     | 27.9    | 56.0    | +101.1%                   |

<sup>1)</sup> Reduction targets relate to the base year 2018/19.

<sup>1)</sup> Wieland reports carbon emissions based on the Greenhouse Gas Protocol/German industry standard DIN EN ISO 14064-1. FY 2022/23 value adjusted due to TÜV Nord Audit.

<sup>2)</sup> The categories "use of products sold" and "disposal of products sold" were added retroactively to the calculation for FY 2022/23 and will be included from FY 2023/24.

**Emissions to air** GRI 305-7

|                                    | Unit                           | 2021/22 | 2022/23 | 2023/24 | Compared to previous year |
|------------------------------------|--------------------------------|---------|---------|---------|---------------------------|
| Particulate matter                 | t                              | 34.9    | 36.3    | 32.6    | -10.1%                    |
| Nitrogen oxides (NO <sub>x</sub> ) | Emitted to air from combustion | 137.6   | 116.5   | 112.3   | -3.6%                     |
|                                    | Emitted to air from foundry    | 7.2     | 11.8    | 14.3    | +21.4%                    |

**Water withdrawal** GRI 303-3

|  | Unit  | 2021/22 | 2022/23 | 2023/24 | Compared to previous year |
|--|---|---------|---------|---------|---------------------------|
| Water withdrawal <sup>1)</sup>                   | Total   | 12.3    | 11.4    | 11.7    | +2.1%                     |
| Water withdrawal groundwater <sup>1)</sup>       | Total   | 9.4     | 8.9     | 8.5     | -4.3%                     |
|  | In areas with water stress <sup>3)</sup>  | 0.1     | 0.1     | 0.1     | +8.5%                     |
| Water withdrawal surface water <sup>1)</sup>     | Total   | -       | -       | -       | -                         |
|  | In areas with water stress <sup>3)</sup>  | -       | -       | -       | -                         |
| Water withdrawal seawater <sup>2)</sup>          | Total   | -       | -       | -       | -                         |
|  | In areas with water stress <sup>3)</sup>  | -       | -       | -       | -                         |
| Water withdrawal third-party water <sup>1)</sup> | Total   | 2.9     | 2.5     | 3.1     | +25.3%                    |
|  | In areas with water stress <sup>3)</sup>  | 2.3     | 2.1     | 2.7     | +28.5%                    |
| Areas with water stress <sup>3)</sup>            | Water withdrawn from regions with high or extremely high water stress <sup>3)</sup> | 18.9    | 18.7    | 23.4    | +25.3%                    |
| Water intensity of the products <sup>4)</sup>    | m <sup>3</sup> /t   | 17.2    | 18.4    | 20.3    | +10.0%                    |
| Intended use of the water                        | Cooling water   | 9.8     | 9.2     | 8.8     | -4.6%                     |
|  | Process water   | 2.0     | 1.9     | 2.3     | +20.4%                    |
|  | Sanitary and drinking water   | 0.1     | 0.1     | 0.1     | +1.3%                     |

<sup>1)</sup> At all material production sites freshwater is withdrawn exclusively.

<sup>2)</sup> Seawater is not used as a water source at any of the material production sites.

<sup>3)</sup> The material production plants in sites with water stress are: East Alton, Illinois (USA), Pine Hall, North Carolina (USA), Shanghai (China), Stolberg (Germany).

<sup>4)</sup> Referring to all material production sites.

**Water consumption** GRI 305-5

|                   | Unit  | 2021/22 | 2022/23            | 2023/24 | Compared to previous year |
|-------------------|-------|---------|--------------------|---------|---------------------------|
| Water consumption | Total | 0.0     | -0.4 <sup>1)</sup> | 0.6     | -245.8%                   |

<sup>1)</sup> Negative water consumption due to discharged rainwater at one production site that is not assigned to the water withdrawal category.

**Water discharge** GRI 303-4

|                           | Unit  | 2021/22 | 2022/23 | 2023/24 | Compared to previous year |
|---------------------------|---|---------|---------|---------|---------------------------|
| Water discharge           | Total <sup>1)</sup>   | 12.3    | 11.9    | 11.0    | -7.1%                     |
|                           | In areas with water stress <sup>2)</sup>                    | 2.7     | 2.7     | 2.4     | -10.3%                    |
|                           | Surface water   | 9.6     | 9.0     | 8.2     | -8.9%                     |
|                           | Municipal wastewater treatment facilities and third parties | 0.5     | 0.4     | 0.4     | -2.9%                     |
|                           | Other third parties   | 2.3     | 2.4     | 2.3     | -1.1%                     |
| Untreated water discharge | million m <sup>3</sup>                                      | 11.6    | 11.2    | 10.1    | -9.4%                     |
| Treated water discharge   | million m <sup>3</sup>                                      | 0.7     | 0.7     | 0.6     | -8.5%                     |

<sup>1)</sup> The total volume includes both the wastewater system and the discharge to service companies.

<sup>2)</sup> The material production sites in areas with water stress are: East Alton, Illinois (USA), Pine Hall, North Carolina (USA), Shanghai (China), Stolberg (Germany).

**Emissions to water**

|            | Unit   | 2021/22 | 2022/23 | 2023/24 | Compared to previous year |
|------------|--------|---------|---------|---------|---------------------------|
| Pollutants | Total  | -       | 201.6   | 321.4   | +59.4%                    |
|            | Copper | -       | 66.5    | 132.4   | +99.1%                    |
|            | Zinc   | -       | 114.8   | 160.8   | +40.0%                    |
|            | Lead   | -       | 20.3    | 28.2    | +38.8%                    |

**Waste generated<sup>1)</sup>** GRI 306-3, 306-4, 306-5

|  |                                    | Unit | 2021/22  | 2022/23  | 2023/24  | Compared to previous year |
|--|------------------------------------|------|----------|----------|----------|---------------------------|
| Waste                                    | Total                              | t    | 62,997.5 | 53,825.6 | 80,309.7 | +49.2%                    |
|  | Hazardous waste                    | t    | 9,729.2  | 13,409.5 | 16,676.2 | +24.4%                    |
|  | Non-hazardous waste                | t    | 53,268.2 | 40,416.1 | 63,633.5 | +46.6%                    |
|  | Hazardous waste ratio              | %    | 15.4     | 24.9     | 20.8     | -16.7%                    |
| Waste diverted from disposal (Recycling) | Total                              | t    | 51,931.5 | 45,400.0 | 66,539.6 | +46.6%                    |
|  | Hazardous waste                    | t    | 8,415.0  | 13,409.5 | 11,272.5 | -15.9%                    |
|  | Non-hazardous waste                | t    | 43,516.5 | 31,990.5 | 55,276.1 | +72.8%                    |
| Waste directed to disposal               | Total                              | t    | 11,206.1 | 8,425.6  | 8,366.5  | -0.7%                     |
|  | Incineration (hazardous waste)     | t    | -        | -        | -        | -                         |
|  | Landfill (hazardous waste)         | t    | -        | -        | -        | -                         |
|  | Incineration (non-hazardous waste) | t    | 11,206.1 | 8,425.6  | 8,366.5  | -0.7%                     |
|  | Landfill (non-hazardous waste)     | t    | -        | -        | -        | -                         |

<sup>1)</sup> A standardized category for hazardous and non-hazardous waste was introduced in the 2022/23 fiscal year. The previous years were adjusted accordingly.

**Circular Economy** GRI 301-2

|                  |  | Unit | 2021/22 | 2022/23 | 2023/24 | Compared to previous year |
|------------------|--|------|---------|---------|---------|---------------------------|
| Recycled content | Recycled content of casted formats         | %    | 86.0    | 88.0    | 89.6    | +1.8%                     |
|                  | Recycled content of semi-finished products | %    | -       | 78.9    | 78.5    | -0.6%                     |

**Eco-friendly products**

|   |                        | Unit                         | 2021/22 | 2022/23 | 2023/24 | Compared to previous year |
|---|------------------------|------------------------------|---------|---------|---------|---------------------------|
| Research and development expenses           | Total                  | million €                    | 10.0    | 17.0    | 15.0    | -11.8%                    |
| Lead in total alloy portfolio <sup>1)</sup> | Proportion             | t                            | 6,167.4 | 4,808.4 | 5,080.8 | +5.7%                     |
| Product carbon footprint (PCF)              | Average at Group level | t CO <sub>2</sub> /t product | 2.9     | 2.8     | 2.1     | -25.3%                    |

<sup>1)</sup> Share of lead for alloy use in Wieland foundries. Report scope adjusted in FY23/24 to include newly added material sites. Baseline not adjusted.

## Social

### Employee issues GRI 2-7, 2-8, 2-30

|   |                   | Unit | 2021/22 | 2022/23 | 2023/24 | Compared to previous year |
|---|-------------------|------|---------|---------|---------|---------------------------|
| Employees <sup>1)</sup>   | Total             | No.  | 9,265   | 9,830   | 10,515  | +7.0%                     |
| Employees by type of employment and gender <sup>2)</sup>            | Total full-time   | No.  | 3,961   | 4,091   | 3,932   | -3.9%                     |
|   | Full-time male    | No.  | 3,639   | 3,749   | 3,605   | -3.8%                     |
|   | Full-time female  | No.  | 322     | 342     | 327     | -4.4%                     |
|   | Full-time diverse | No.  | 0       | 0       | 0       | 0.0%                      |
|   | Total part-time   | No.  | 392     | 415     | 435     | +4.8%                     |
|   | Part-time male    | No.  | 170     | 183     | 188     | +2.7%                     |
|   | Part-time female  | No.  | 222     | 232     | 247     | +6.5%                     |
|   | Part-time diverse | No.  | 0       | 0       | 0       | 0.0%                      |
| Employees employed through third parties <sup>3)</sup>              |                   | No.  | 25      | 1       | 0       | -100.0%                   |
| Employees covered by collective bargaining agreements <sup>4)</sup> |                   | %    | 94.4    | 94.2    | 94.4    | +0.2%                     |

<sup>1)</sup> Including employees of Schwermetall Halbzeugwerk GmbH & Co. KG.  
<sup>2)</sup> Only referring to employees of Wieland-Werke AG. Local working hours regulations apply.  
<sup>3)</sup> Only referring to temporary workers of Wieland-Werke AG.  
<sup>4)</sup> Referring to salaried and wage-earning employees of Wieland-Werke AG.

### Employee issues GRI 401-1

|                                  |               | Unit | 2021/22 | 2022/23 | 2023/24 | Compared to previous year |
|----------------------------------|---------------|------|---------|---------|---------|---------------------------|
| New employee hires <sup>1)</sup> | Total         | No.  | 2,290   | 1,984   | 2,060   | +3.8%                     |
|                                  | Male          | No.  | 1,937   | 1,641   | 1,755   | +6.9%                     |
|                                  | Female        | No.  | 353     | 343     | 305     | -11.1%                    |
|                                  | Diverse       | No.  | 0       | 0       | 0       | 0.0%                      |
|                                  | Europe        | No.  | 1,119   | 901     | 467     | -48.2%                    |
|                                  | North America | No.  | 1,060   | 1,059   | 1,570   | +48.3%                    |
|                                  | Asia          | No.  | 111     | 24      | 23      | -4.2%                     |
|                                  | <30 years     | No.  | 900     | 828     | 684     | -17.4%                    |
|                                  | 30-50 years   | No.  | 1,051   | 843     | 872     | +3.4%                     |
|                                  | >50 years     | No.  | 339     | 313     | 504     | +61.0%                    |
| Fluctuation <sup>2)</sup>        | Total         | Rate | 13.0    | 12.6    | 11.6    | -8.3%                     |
|                                  | Male          | Rate | 12.9    | 12.9    | 11.3    | -12.7%                    |
|                                  | Female        | Rate | 13.6    | 10.8    | 13.2    | +21.6%                    |
|                                  | Diverse       | Rate | 0       | 0       | 0       | 0.0%                      |
|                                  | Europe        | Rate | 9.3     | 10.2    | 8.8     | -13.5%                    |
|                                  | North America | Rate | 20.7    | 17.5    | 15.6    | -10.8%                    |
|                                  | Asia          | Rate | 11.9    | 9.0     | 10.5    | +17.3%                    |
|                                  | <30 years     | Rate | 21.9    | 23.4    | 29.0    | +24.0%                    |
|                                  | 30-50 years   | Rate | 10.6    | 9.3     | 10.2    | +8.8%                     |
|                                  | >50 years     | Rate | 11.3    | 10.5    | 4.1     | -60.5%                    |

<sup>1)</sup> Including employees of Schwermetall Halbzeugwerk GmbH & Co. KG.  
<sup>2)</sup> Calculation based on the Schlueter formula. Including employees of Schwermetall Halbzeugwerk GmbH & Co. KG.

**Employee issues** GRI 401-1

|  | Unit           | 2021/22 | 2022/23 | 2023/24 | Compared to previous year |
|--|----------------|---------|---------|---------|---------------------------|
| Average hours of training <sup>1)</sup>          | Hours/employee | 21.5    | 20.2    | 9.4     | -53.5%                    |
| Career- or skills-related training <sup>2)</sup> | %              | -       | 19.2    | 49.0    | +155.2%                   |

<sup>1)</sup> Only referring to salaried employees of Wieland-Werke AG, Wieland Austria Ges.m.b.H. and USA since FY2021/22. Local working hours regulations apply. FY 22/23 value was adjusted (35.7 to 20.2) as data quality has been improved.

<sup>2)</sup> Percentage of the total workforce who have participated in training to improve the knowledge and skills of employees in relation to their work or their professional advancement. Compulsory training and Works Council training are excluded.

**Diversity** GRI 405-1

|                               | Unit          | 2021/22 | 2022/23 | 2023/24 | Compared to previous year |       |
|-------------------------------|---------------|---------|---------|---------|---------------------------|-------|
| Total workforce <sup>1)</sup> | Male          | No.     | 7,912   | 8,376   | 8,988                     | +7.3% |
|                               | Female        | No.     | 1,353   | 1,454   | 1,527                     | +5.0% |
|                               | Diverse       | No.     | 0       | 0       | 0                         | 0.0%  |
|                               | Europe        | No.     | 6,164   | 6,344   | 6,210                     | -2.1% |
|                               | North America | No.     | 2,702   | 3,101   | 3,940                     | 27.1% |
|                               | Asia          | No.     | 399     | 385     | 365                       | -5.2% |
|                               | <30 years     | No.     | 1,481   | 1,547   | 1,583                     | +2.3% |
|                               | 30–50 years   | No.     | 4,241   | 4,570   | 4,889                     | +7.0% |
|                               | >50 years     | No.     | 3,543   | 3,713   | 4,043                     | +8.9% |

<sup>1)</sup> Including employees of Schwermetall Halbzeugwerk GmbH & Co. KG.

**Diversity** GRI 405-1

|                                      | Unit          | 2021/22 | 2022/23 | 2023/24 | Compared to previous year |        |
|--------------------------------------|---------------|---------|---------|---------|---------------------------|--------|
| Wage-earning employees <sup>1)</sup> | Male          | No.     | 5,676   | 5,972   | 6,413                     | +7.4%  |
|                                      | Female        | No.     | 275     | 280     | 313                       | +11.8% |
|                                      | Diverse       | No.     | 0       | 0       | 0                         | 0.0%   |
|                                      | Europe        | No.     | 3,949   | 4,041   | 3,951                     | -2.2%  |
|                                      | North America | No.     | 1,824   | 2,042   | 2,614                     | +28.0% |
|                                      | Asia          | No.     | 178     | 169     | 161                       | -4.7%  |
|                                      | <30 years     | No.     | 1,086   | 1,106   | 1,141                     | +3.2%  |
|                                      | 30–50 years   | No.     | 2,598   | 2,780   | 2,989                     | +7.5%  |
|                                      | >50 years     | No.     | 2,267   | 2,366   | 2,596                     | +9.7%  |
| Salaried employees <sup>1)</sup>     | Male          | No.     | 2,236   | 2,404   | 2,575                     | +7.1%  |
|                                      | Female        | No.     | 1,078   | 1,174   | 1,214                     | +3.4%  |
|                                      | Diverse       | No.     | 0       | 0       | 0                         | 0.0%   |
|                                      | Europe        | No.     | 2,215   | 2,303   | 2,259                     | -1.9%  |
|                                      | North America | No.     | 878     | 1,059   | 1,326                     | +25.2% |
|                                      | Asia          | No.     | 221     | 216     | 204                       | -5.6%  |
|                                      | <30 years     | No.     | 395     | 441     | 442                       | +0.2%  |
|                                      | 30–50 years   | No.     | 1,643   | 1,790   | 1,900                     | +6.1%  |
|                                      | >50 years     | No.     | 1,276   | 1,347   | 1,447                     | +7.4%  |

<sup>1)</sup> Including employees of Schwermetall Halbzeugwerk GmbH & Co. KG.

Diversity GRI 405-1

|                                  |             | Unit | 2021/22 | 2022/23 | 2023/24 | Compared to previous year |
|----------------------------------|-------------|------|---------|---------|---------|---------------------------|
| Executive Board <sup>1),2)</sup> | Male        | No.  | 4       | 3       | 2       | -33.3%                    |
|                                  | Female      | No.  | 0       | 0       | 0       | 0.0%                      |
|                                  | Diverse     | No.  | 0       | 0       | 0       | 0.0%                      |
|                                  | <30 years   | No.  | 0       | 0       | 0       | 0.0%                      |
|                                  | 30–50 years | No.  | 1       | 1       | 1       | 0.0%                      |
|                                  | >50 years   | No.  | 3       | 2       | 1       | -50.0%                    |
| Top management <sup>2)</sup>     | Male        | No.  | 10      | 12      | 11      | -8.3%                     |
|                                  | Female      | No.  | 0       | 0       | 0       | 0.0%                      |
|                                  | Diverse     | No.  | 0       | 0       | 0       | 0.0%                      |
|                                  | <30 years   | No.  | 0       | 0       | 0       | 0.0%                      |
|                                  | 30–50 years | No.  | 4       | 6       | 6       | 0.0%                      |
|                                  | >50 years   | No.  | 6       | 6       | 5       | -16.7%                    |
| Management <sup>2)</sup>         | Male        | No.  | 625     | 661     | 749     | +13.3%                    |
|                                  | Female      | No.  | 148     | 162     | 180     | +11.1%                    |
|                                  | Diverse     | No.  | 0       | 0       | 0       | 0.0%                      |
|                                  | <30 years   | No.  | 19      | 59      | 17      | -71.2%                    |
|                                  | 30–50 years | No.  | 421     | 443     | 498     | +12.4%                    |
|                                  | >50 years   | No.  | 333     | 321     | 414     | +29.0%                    |

<sup>1)</sup> Including passive members of the Executive Board.

<sup>2)</sup> Excluding employees of Schwermetall Halbzeugwerk GmbH & Co. KG.

Diversity GRI 405-1

|  |                                     | Unit | 2021/22 | 2022/23 | 2023/24 | Compared to previous year |
|--|-------------------------------------|------|---------|---------|---------|---------------------------|
| Employees with other leadership responsibilities <sup>1)</sup> | Male                                | No.  | 308     | 333     | 339     | +1.8%                     |
|  | Female                              | No.  | 28      | 20      | 17      | -15.0%                    |
|  | Diverse                             | No.  | 0       | 0       | 0       | 0.0%                      |
|  | <30 years                           | No.  | 13      | 17      | 17      | 0.0%                      |
|  | 30–50 years                         | No.  | 170     | 183     | 182     | -0.5%                     |
|  | >50 years                           | No.  | 153     | 153     | 157     | +2.6%                     |
| Trainees and interns   | Male                                | No.  | 170     | 235     | 224     | -4.7%                     |
|  | Female                              | No.  | 31      | 39      | 35      | -10.3%                    |
|  | Diverse                             | No.  | 0       | 0       | 0       | 0.0%                      |
|  | <30 years                           | No.  | 198     | 262     | 244     | -6.9%                     |
|  | 30–50 years                         | No.  | 3       | 10      | 14      | +40.0%                    |
|  | >50 years                           | No.  | 0       | 0       | 0       | 0.0%                      |
| Average age globally <sup>2)</sup>                             | Age                                 |      | 44.3    | 44.3    | 44.7    | +0.9%                     |
| Average years of service globally <sup>2)</sup>                | Years                               |      | 15.1    | 14.2    | 13.3    | -6.3%                     |
| Women in leadership roles <sup>1)</sup>                        | Share of women in leadership roles  | %    | 15.7    | 15.3    | 15.2    | -0.7%                     |
| Women in leadership roles <sup>1)</sup>                        | Number of women in leadership roles | No.  | 176     | 182     | 197     | +8.2%                     |
| Nationalities within the Wieland Group                         |                                     | No.  | 75      | 75      | 76      | +1.3%                     |
| Expatriates within the Wieland Group                           |                                     | No.  | 10      | 10      | 11      | +10.0%                    |

<sup>1)</sup> Excluding employees of Schwermetall Halbzeugwerk GmbH & Co. KG.

<sup>2)</sup> Including employees of Schwermetall Halbzeugwerk GmbH & Co. KG.

**Civil engagement**

|  | Unit    | 2021/22 | 2022/23 | 2023/24 | Compared to previous year |
|--|---------|---------|---------|---------|---------------------------|
| Donations and sponsorships <sup>1)</sup> | € Total | 610,000 | 619,414 | 688,347 | +11.1%                    |

<sup>1)</sup> Total volume of donations (worldwide) and sponsorships (Europe and North America) including the Berufsbildungswerk Philipp Jakob Wieland charitable foundation.

**Safety & Health** GRI 403-9

|   | Unit                                  | 2021/22            | 2022/23    | 2023/24    | Compared to previous year |        |
|---|---------------------------------------|--------------------|------------|------------|---------------------------|--------|
| Production sites covered by an externally audited health and safety management system <sup>1)</sup> | Coverage of ISO 45001 certification % | 52.9               | 52.9       | 50.0       | -5.6%                     |        |
| Hours worked  | Total Hours                           | 14,732,603         | 15,821,001 | 16,231,386 | +2.6%                     |        |
| Fatalities as a result of work-related injury   | Employees                             | No.                | 0          | 0          | 0                         | 0.0%   |
|   |                                       | Rate               | 0          | 0          | 0                         | 0.0%   |
|   | Third-party providers                 | No.                | 0          | 0          | 0                         | 0.0%   |
|   |                                       | Rate               | 0          | 0          | 0                         | 0.0%   |
| High-consequence work-related injuries (excluding fatalities)                                       | No.                                   | 1                  | 2          | 0          | -100.0%                   |        |
|   | Rate <sup>2)</sup>                    | 0.1                | 0.1        | 0.0        | -100.0%                   |        |
| Recordable work-related injuries <sup>3)</sup>  | LTI                                   | No.                | 23.0       | 12.0       | 16.0                      | +33.3% |
|   |                                       | Rate <sup>4)</sup> | 1.6        | 0.8        | 1.0                       | +25.0% |
|   | LT <sup>5)</sup>                      | Rate               | 0.24       | 0.16       | 0.19                      | +18.8% |
| Absenteeism rate <sup>6)</sup>  | Wage-earning employees                | Rate               | 10.1       | 10.0       | 10.4                      | +4.0%  |
|   | Salaried employees                    | Rate               | 3.8        | 3.6        | 3.1                       | -13.9% |

<sup>1)</sup> At all material production sites (the definition of the production sites can be found in Chapter [About this report](#)).

<sup>2)</sup> Number of work-related injuries with high consequences/hours worked \* 1.000.000.

<sup>3)</sup> A reportable work-related injury refers to an injury with lost time = or > 1 shift (excluding day of incident).

<sup>4)</sup> Lost Time Incident rate, i.e. number of work-related injuries with serious consequences/hours worked (total) \* 1.000.000.

<sup>5)</sup> Lost time (h directly caused by incidents / total work hours \* 1000).

<sup>6)</sup> Only referring to employees of Wieland-Werke AG.

**Governance**

**Compliance** GRI 205-1, 205-2

|   | Unit          | 2021/22 | 2022/23 | 2023/24 | Compared to previous year |
|---|---------------|---------|---------|---------|---------------------------|
| Proportion of Wieland companies integrated into the Compliance Management System <sup>1)</sup>                                  | %             | 93.0    | 83.0    | 79.0    | -4.9 %                    |
| Internal investigations carried out (based on whistleblower system) <sup>2)</sup>   | No.           | 2       | 3       | 34      | +1,033.3%                 |
| Operations assessed for risks related to business ethics <sup>3)</sup>  | Worldwide %   | 93.0    | 4.6     | 99.2    | +1,924%                   |
| Operations assessed for risks related to corruption <sup>3)</sup>   | Worldwide No. | 57      | 62      | 61      | -1.6%                     |
|   | %             | 93.0    | 95.4    | 84.7    | -11.2%                    |
| Governance body members to whom the organization's anti-corruption policies and procedures have been communicated <sup>4)</sup> | Worldwide No. | 2       | 2       | 2       | 0.0%                      |
|   | Europe %      | 100.0   | 100.0   | 100.0   | 0.0%                      |
|   | Europe No.    | 2       | 2       | 2       | 0.0%                      |
| North America   | %             | 100.0   | 100.0   | 100.0   | 0.0%                      |
|   | No.           | -       | -       | -       | -                         |
|   | %             | -       | -       | -       | -                         |
| Asia  | No.           | -       | -       | -       | -                         |
|   | %             | -       | -       | -       | -                         |
|   | %             | 100.0   | 100.0   | 100.0   | 0.0%                      |
| Employees to whom the organization's anti-corruption policies and procedures have been communicated                             | %             | 100.0   | 100.0   | 100.0   | 0.0%                      |
| Business partners to whom the organization's anti-corruption policies and procedures have been communicated <sup>5)</sup>       | %             | 100.0   | 100.0   | 100.0   | 0.0%                      |

<sup>1)</sup> Percentage of companies with active business, which are majority owned by Wieland-Werke AG and have a designated compliance coordinator. The percentage has fallen due to acquisitions in recent years. Wieland continuously works on the integration of the new business units.

<sup>2)</sup> Number of reported potential compliance violations for which internal investigations have been initiated by the Compliance Committee.

<sup>3)</sup> Referring to operationally active and majority owned entities.

<sup>4)</sup> Referring to active members of the Executive Board.

<sup>5)</sup> Referring to suppliers of the Wieland Group.

**Compliance** GRI 205-2

|  |               | Unit | 2021/22 | 2022/23 | 2023/24 | Compared to previous year |
|--|---------------|------|---------|---------|---------|---------------------------|
| Governance body members trained on anti-corruption <sup>1)</sup> | Worldwide     | No.  | 2       | 2       | 2       | 0.0%                      |
|  |               | %    | 100.0   | 100.0   | 100.0   | 0.0%                      |
|  | Europe        | No.  | 2       | 2       | 2       | 0.0%                      |
|  |               | %    | 100.0   | 100.0   | 100.0   | 0.0%                      |
|  | North America | No.  | -       | -       | -       | -                         |
|  |               | %    | -       | -       | -       | -                         |
| Asia   | No.           | -    | -       | -       | -       |                           |
|  | %             | -    | -       | -       | -       |                           |
| Employees trained on anti-corruption <sup>2)</sup>               |               | %    | 100.0   | 89.7    | 90.0    | +0.3%                     |

<sup>1)</sup> Referring to active members of the Executive Board.

<sup>2)</sup> Referring to employees of the Wieland Group who have access to the e-learning platform. North America is not currently part of this training program.

**Human rights** GRI 412-1

|   |                      | Unit | 2021/22 | 2022/23 | 2023/24 | Compared to previous year |
|---|----------------------|------|---------|---------|---------|---------------------------|
| Total number of operations that have been subject to human rights reviews or impact assessments <sup>1)</sup> | Operations evaluated | No.  | 57      | 62      | 72      | +16.1%                    |
|   | Austria              | No.  | 2       | 2       | 2       | 0.0%                      |
|   | China                | No.  | 3       | 4       | 4       | 0.0%                      |
|   | Denmark              | No.  | 1       | 1       | 1       | 0.0%                      |
|   | France               | No.  | 1       | 1       | 1       | 0.0%                      |
|   | Germany              | No.  | 11      | 11      | 11      | 0.0%                      |
|   | Hungary              | No.  | 1       | 1       | 2       | +100.0%                   |
|   | India                | No.  | 1       | 1       | 1       | 0.0%                      |
|   | Italy                | No.  | 2       | 2       | 2       | 0.0%                      |
|   | Japan                | No.  | 1       | 1       | 1       | 0.0%                      |
|   | Mexico               | No.  | 1       | 1       | 2       | +100.0%                   |
|   | Poland               | No.  | 1       | 1       | 1       | 0.0%                      |
|   | Portugal             | No.  | 1       | 1       | 1       | 0.0%                      |
|   | Singapore            | No.  | 1       | 1       | 1       | 0.0%                      |
|   | Spain                | No.  | 1       | 1       | 1       | 0.0%                      |
|   | Switzerland          | No.  | 1       | 1       | 1       | 0.0%                      |
|   | United Kingdom       | No.  | 3       | 3       | 3       | 0.0%                      |
| USA   | No.                  | 25   | 29      | 37      | +27.6%  |                           |

<sup>1)</sup> Referring to operationally active and majority owned entities that are evaluated every year from FY 23/24 onwards, or in the event of an incident requiring re-evaluation.

**Human rights** GRI 412-1

|   | Unit | 2021/22 | 2022/23 | 2023/24 | Compared to previous year |
|---|------|---------|---------|---------|---------------------------|
| Percentage of operations that have been subject to human rights reviews or impact assessments <sup>1)</sup> |      |         |         |         |                           |
| Operations evaluated  | %    | 93.4    | 95.4    | 95.8    | +0.5%                     |
| Austria   | %    | 100.0   | 100.0   | 100.0   | 0.0%                      |
| China   | %    | 75.0    | 100.0   | 100.0   | 0.0%                      |
| Denmark   | %    | 100.0   | 100.0   | 100.0   | 0.0%                      |
| France  | %    | 100.0   | 100.0   | 100.0   | 0.0%                      |
| Germany   | %    | 92.0    | 100.0   | 100.0   | 0.0%                      |
| Hungary   | %    | 50.0    | 50.0    | 50.0    | 0.0%                      |
| India   | %    | 100.0   | 100.0   | 100.0   | 0.0%                      |
| Italy   | %    | 100.0   | 100.0   | 100.0   | 0.0%                      |
| Japan   | %    | 100.0   | 100.0   | 100.0   | 0.0%                      |
| Mexico  | %    | 100.0   | 100.0   | 50.0    | -50.0%                    |
| Poland  | %    | 100.0   | 100.0   | 100.0   | 0.0%                      |
| Portugal  | %    | 100.0   | 100.0   | 100.0   | 0.0%                      |
| Singapore   | %    | 100.0   | 100.0   | 100.0   | 0.0%                      |
| Spain   | %    | 100.0   | 100.0   | 100.0   | 0.0%                      |
| Switzerland   | %    | 100.0   | 100.0   | 100.0   | 0.0%                      |
| United Kingdom  | %    | 100.0   | 100.0   | 100.0   | 0.0%                      |
| USA   | %    | 96.2    | 93.5    | 97.3    | +4.0%                     |

<sup>1)</sup> Referring to operationally active and majority owned entities that are evaluated every year from FY 23/24 onwards, or in the event of an incident requiring re-evaluation.

**Human rights** GRI 410-1

|   | Unit | 2021/22 | 2022/23 | 2023/24 | Compared to previous year |
|---|------|---------|---------|---------|---------------------------|
| Security personnel who have received formal training on the human rights policies or the specific processes of the organization and their application | %    | -       | 100.0   | 100.0   | 0.0%                      |
| Training security personnel on human rights policies and processes <sup>1)</sup>  |      |         |         |         |                           |
| Employees   |      | -       | 28.0    | 36.0    | +28.6%                    |
| Third-party providers   | %    | -       | 72.0    | 64.0    | -11.1%                    |

<sup>1)</sup> Referring to security personnel of Wieland-Werke AG and Wieland Austria Ges.m.b.H.

**Sustainable procurement** GRI 308-1, 308-2, 414-1, 414-2

|  | Unit | 2021/22 | 2022/23 | 2023/24 | Compared to previous year |
|--|------|---------|---------|---------|---------------------------|
| Proportion of relevant materials in the purchasing volume that are sourced from certified or audited suppliers <sup>1)</sup> | %    | 42.0    | 36.0    | 48.1    | +33.5%                    |
| Strategic suppliers of primary metals and shapes, which have accepted a legally valid clause to recognize the Suppliers Code | %    | 50.0    | 67.0    | 75.0    | +11.9%                    |
| Suppliers for which information on conflict minerals is available  | %    | 100.0   | 100.0   | 100.0   | 0.0%                      |

<sup>1)</sup> Certified by The Copper Mark or RMI. Only prime metals and shapes and secondary raw materials are considered that do not originate directly from a production process (e.g. internal scrap and customer scrap).

**Sustainable procurement<sup>1)</sup>** GRI 308-1, 308-2, 414-1, 414-2

|  |   | Unit | 2021/22 | 2022/23 | 2023/24 | Compared to previous year |
|--|---|------|---------|---------|---------|---------------------------|
| New suppliers that were screened using environmental criteria        |   | %    | -       | 100.0   | 100.0   | 0.0%                      |
| Negative environmental impacts in the supply chain and actions taken | Number of suppliers assessed for environmental impacts based on German Supply Chain Act criteria                                | No.  | -       | 14,869  | 14,786  | -0.6%                     |
|  | Suppliers for which negative social impacts have been identified in accordance with the criteria of the German Supply Chain Act | No.  | -       | 0       | 0       | 0.0%                      |
|  | Suppliers with an improvement agreement   | %    | -       | 0.0     | 0.0     | 0.0%                      |
|  | Suppliers with terminated relationships   | %    | -       | 0.0     | 0.0     | 0.0%                      |
|  |   | %    | -       | 100.0   | 100.0   | 0.0%                      |
| Negative social impacts in the supply chain and actions taken        | Suppliers that have been audited for social impacts in accordance with the criteria of the German Supply Chain Act              | No.  | -       | 14,869  | 14,786  | -0.6%                     |
|  | Suppliers for which negative social impacts have been identified in accordance with the criteria of the German Supply Chain Act | No.  | -       | 36      | 8       | -77.8%                    |
|  | Suppliers with an improvement agreement   | %    | -       | 10.0    | 0       | -100.0%                   |
|  | Suppliers with terminated relationships   | %    | -       | 0       | 0       | 0.0%                      |
|  |   | %    | -       | 100.0   | 100.0   | 0.0%                      |

<sup>1)</sup> Referring to data from previous year (2022/23).

# GRI content index

## Application statement

The Wieland Group has reported the information contained in this GRI index for the period from October 1, 2023 to September 30, 2024 with reference to the 2021 GRI Standards.

| GRI Standard(s)                              | Pages  | Explanations and omissions | SDGs   | UNGC |
|--|--|----------------------------|--|------|
| <b>GRI 1: Foundation 2021</b>                |  |                            |  |      |
| <b>GRI 2: General Disclosures 2021</b>       |  |                            |  |      |
| The organization and its reporting practices |  |                            |  |      |
| 2-1  | Organizational details   | 3, 4, 8                    | Wieland-Werke AG is an unlisted family business and the parent company of the Wieland Group.   | 6    |
| 2-2  | Entities included in the organization's sustainability reporting | 70                         |  |      |
| 2-3  | Reporting period, reporting frequency, and contact point         | 70                         |  |      |
| 2-4  | Correction or restatements of information                        | 70                         |  |      |
| 2-5  | External assurance   |                            | The 2023/24 Sustainability Report was not subject to any external assurance process.   |      |
| Activities and workers                       |  |                            |  |      |
| 2-6  | Activities, value chain, and other business relationships        | 8, 51                      |  |      |
| 2-7  | Salaried employees   | 34, 59                     | The Wieland Group cannot currently provide a complete breakdown of employees by employment contract and employment relationship, as we are unable to record this data systematically. Collecting this data manually would involve a disproportionate effort. As we continue to enhance the data we collect, we are aiming to refine the breakdown of data into the required categories for the purposes of future reporting. | 6    |
| 2-8  | Workers who are not salaried employees                           | 59                         |  | 6    |

| GRI Standard(s)                            | Pages   | Explanations and omissions | SDGs      | UNGC                |
|--|---|----------------------------|-----------|---------------------|
| Corporate governance                       |   |                            |           |                     |
| 2-9  | Governance structure and composition  | 11                         |           |                     |
| 2-10                                       | Nomination and selection of the highest governance body   | 11                         |           |                     |
| 2-14                                       | Role of the highest governance body in sustainability reporting   | 11                         |           |                     |
| Strategy, policies, and practices          |   |                            |           |                     |
| 2-22                                       | Application statement on sustainable development strategy   | 9, 10                      |           |                     |
| 2-23                                       | Statement on commitment to policy and conduct   | 12, 16, 53                 |           | 10                  |
| 2-25                                       | Processes to remediate negative impacts   | 49, 53                     |           |                     |
| 2-26                                       | Mechanisms for seeking advice and raising concerns  | 49                         |           |                     |
| 2-27                                       | Compliance with laws and regulations  | 12                         |           |                     |
| 2-28                                       | Memberships in associations and interest groups   | 13, 53                     | 17        |                     |
| Stakeholder engagement                     |   |                            |           |                     |
| 2-29                                       | Approach to stakeholder engagement  | 13                         |           |                     |
| 2-30                                       | Collective bargaining agreements  | 35, 59                     |           | 3                   |
| <b>GRI 3: Material topics 2021</b>         |   |                            |           |                     |
| 3-1  | Process to determine material topics  | 12                         |           |                     |
| 3-2  | List of material topics   | 12                         |           |                     |
| <b>GRI 201: Economic performance 2016</b>  |   |                            |           |                     |
| 3-3  | Management of material topics   | 48                         |           |                     |
| 201-2                                      | Financial implications of climate change for the organization and other risks and opportunities due to climate change | 49                         | 13        |                     |
| <b>GRI 204: Procurement practices 2016</b> |   |                            |           |                     |
| 3-3  | Management of material topics   | 52                         | 8, 12, 17 | 1, 2, 3, 4, 5, 7, 8 |
| 204-1                                      | Proportion of spending on local suppliers   | 52                         |           |                     |

| GRI Standard(s)                           | Pages  | Explanations and omissions | SDGs   | UNGC    |
|---|--|----------------------------|--------|---------|
| <b>GRI 205: Anti-corruption 2016</b>      |  |                            |        |         |
| 3-3                                       | Management of material topics  | 48                         | 16, 17 | 10      |
| 205-1                                     | Operations assessed for risks related to corruption                      | 62                         |        |         |
| 205-2                                     | Communication and training about anti-corruption policies and procedures | 49, 62, 63                 |        |         |
| <b>GRI 207: Tax 2019</b>                  |  |                            |        |         |
| 3-3                                       | Management of material topics  | 50                         |        |         |
| 207-1                                     | Approach to tax  | 50                         |        |         |
| 207-2                                     | Tax governance, control, and risk management                             | 50                         |        |         |
| 207-3                                     | Stakeholder engagement and management of concerns related to tax         | 50                         |        |         |
| <b>GRI 301: Materials 2016</b>            |  |                            |        |         |
| 3-3                                       | Management of material topics  | 24                         |        |         |
| 301-2                                     | Recycled input materials used  | 58                         |        |         |
| <b>GRI 302: Energy 2016</b>               |  |                            |        |         |
| 3-3                                       | Management of material topics  | 19                         |        |         |
| 302-1                                     | Energy consumption within the organization                               | 21, 55                     |        |         |
| 302-3                                     | Energy intensity   | 55                         |        |         |
| 302-4                                     | Reduction of energy consumption  | 55                         |        |         |
| <b>GRI 303: Water and wastewater 2018</b> |  |                            |        |         |
| 3-3                                       | Management of material topics  | 17                         | 6, 12  | 7, 8, 9 |
| 303-1                                     | Interactions with water as a shared resource                             | 17                         |        |         |
| 303-2                                     | Management of water discharge-related impacts                            | 18                         |        |         |
| 303-3                                     | Water withdrawal   | 17, 18, 57                 |        |         |
| 303-4                                     | Water discharge  | 17, 57                     |        |         |
| 303-5                                     | Water consumption  | 57                         |        |         |

| GRI Standard(s)  | Pages   | Explanations and omissions | SDGs     | UNGC  |
|--|---|----------------------------|----------|---|
| <b>GRI 305: Emissions 2016</b>                         |   |                            |          |   |
| 3-3  | Management of material topics   | 19                         |          |   |
| 305-1  | Direct GHG emissions (Scope 1)  | 21, 56                     |          |   |
| 305-2  | Indirect energy-related GHG emissions (Scope 2)   | 21, 56                     |          |   |
| 305-3  | Other indirect GHG emissions (Scope 3)  | 21, 56                     |          |   |
| 305-4  | Intensity of greenhouse gas emissions   | 21, 56                     |          |   |
| 305-5  | Reduction of greenhouse gas emissions   | 57                         | 13       |   |
| 305-7  | Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions | 17, 57                     |          | The Wieland Group currently collects data on nitrogen oxide and particulate emissions.  |
| <b>GRI 306: Waste 2020</b>                             |   |                            |          |   |
| 3-3  | Management of material topics   | 18                         | 12, 15   | 7, 8  |
| 306-1  | Waste generation and significant waste-related impacts  | 18                         |          |   |
| 306-2  | Management of significant waste-related impacts   | 18                         |          |   |
| 306-3  | Waste generated   | 18, 58                     |          |   |
| 306-4  | Waste diverted from disposal  | 58                         |          |   |
| 306-5  | Waste directed to disposal  | 58                         |          |   |
| <b>GRI 308: Supplier environmental assessment 2016</b> |   |                            |          |   |
| 3-3  | Management of material topics   | 52                         |          |   |
| 308-1  | New suppliers that were screened using environmental criteria   | 52, 64, 65                 |          |   |
| 308-2  | Negative environmental impacts in the supply chain and measures taken                                     | 64, 65                     |          |   |
| <b>GRI 401: Employment 2016</b>                        |   |                            |          |   |
| 3-3  | Management of material topics   | 33                         | 4, 8, 10 | 3, 6  |
| 401-1  | New employee hires and employee fluctuation   | 34, 59, 60                 |          | Definition of fluctuation rate: Employees who leave the organization voluntarily, through redundancy, retirement, or death (departures/(headcount at the beginning of the period + additions) *100) |
| 401-2  | Benefits provided to full-time employees that are not provided to temporary or part-time employees        | 35                         |          |   |

| GRI Standard(s)                                     | Pages   | Explanations and omissions  | SDGs | UNGC |
|---|---|---|------|------|
| <b>GRI 402: Labor/management relations 2016</b>     |   |   |      |      |
| 402-1   | Minimum notice periods regarding operational changes  |   |      |      |
|   |   | Under the German Works Constitution Act (Betriebsverfassungsgesetz), the works council must be informed of any major changes within the company in good time. The legislation does not, however, provide for any specific deadline. |      |      |
| <b>GRI 403: Occupational health and safety 2018</b> |   |   |      |      |
| 3-3   | Management of material topics   |   | 3, 8 |      |
| 403-1   | Occupational health and safety management system  |   |      |      |
| 403-2   | Hazard identification, risk assessment, and incident investigation  |   |      |      |
| 403-3   | Occupational health services  |   |      |      |
| 403-4   | Worker participation, consultation, and communication on safety and health in the workplace                   |   |      |      |
| 403-5   | Worker training on safety and health in the workplace   |   |      |      |
| 403-6   | Promotion of worker health  |   |      |      |
| 403-7   | Prevention and mitigation of occupational health and safety impacts directly linked to business relationships |   |      |      |
| 403-8   | Workers covered by an occupational health and safety management system  |   |      |      |
| 403-9   | Work-related injuries   | All non-Wieland employees are not currently recorded in our documentation, as we would have to ask employers for the required figures and this process is currently associated with a high manual effort.                           |      |      |

| GRI Standard(s)                                      | Pages  | Explanations and omissions  | SDGs | UNGC |
|--|--|---|------|------|
| <b>GRI 404: Training and education 2016</b>          |  |   |      |      |
| 3-3  | Management of material topics  |   |      |      |
| 404-1  | Average hours of training per year per employee  | No employee breakdown by gender and employee category can be provided due to the system. Collecting this data manually would involve a disproportionate effort. As we continue to enhance the data we collect, we are aiming to refine the breakdown of data into the required categories for the purposes of future reporting. |      |      |
| <b>GRI 405: Diversity and equal opportunity 2016</b> |  |   |      |      |
| 3-3  | Management of material topics  |   |      |      |
| 405-1  | Diversity of governance bodies and employees   | For confidentiality reasons, no personal information is provided about the Supervisory Board members.   |      |      |
| <b>GRI 408: Child labor 2016</b>                     |  |   |      |      |
| 3-3  | Management of material topics  |   |      |      |
| 408-1  | Operations and suppliers at significant risk for incidents of child labor                | No information is available at present, as this data is not yet collected. Wieland is working on introducing a human rights management system that includes a risk analysis process (human rights impact assessment) – see chapter on <a href="#">Sustainable procurement</a> .   |      |      |
| <b>GRI 409: Forced or compulsory labor 2016</b>      |  |   |      |      |
| 3-3  | Management of material topics  |   |      |      |
| 409-1  | Operations and suppliers at significant risk for incidents of forced or compulsory labor | No information is available at present, as this data is not yet collected. Wieland is working on introducing a human rights management system that includes a risk analysis process (human rights impact assessment) – see chapter on <a href="#">Sustainable procurement</a> .   |      |      |

| GRI Standard(s)                                 |  | Pages      | Explanations and omissions   | SDGs | UNGC |
|---|--|------------|--|------|------|
| <b>GRI 410: Security practices 2016</b>         |  |            |  |      |      |
| 410-1   | Security personnel trained in human rights policies or procedures                        | 64         |  |      |      |
| <b>GRI 413: Local communities 2016</b>          |  |            |  |      |      |
| 413-1   | Operations with local community engagement, impact assessments, and development programs | 44         |  |      |      |
| <b>GRI 414: Supplier social assessment 2016</b> |  |            |  |      |      |
| 3-3   | Management of material topics  | 52         |  |      |      |
| 414-1   | New suppliers that were screened using social criteria                                   | 52, 64, 65 |  |      |      |
| 414-2   | Negative social impacts in the supply chain and measures taken                           | 64, 65     |  |      |      |
| <b>GRI 416: Customer health and safety 2016</b> |  |            |  |      |      |
| 3-3   | Management of material topics  | 27         |  | 12   |      |
| 416-1   | Assessment of the health and safety impacts of product and service categories            | 27         | A percentage of the product and service categories whose health and safety impacts have been reviewed for improvement potential cannot be reported at present. |      |      |

# About this report

In this Sustainability Report, the Wieland Group is publishing non-financial information on its business activities for the fifth time, acknowledging the mounting importance of ecological, economic and social sustainability in the corporate sector. The report provides information on how the company deals with key sustainability issues, takes stock of how it has progressed during the reporting year, and explains the impacts associated with its business activities.

In preparing the Sustainability Report, Wieland follows the internationally recognized standards for sustainability reporting published by the Global Reporting Initiative (GRI), the principles of completeness, materiality, and stakeholder engagement. This report has been prepared in line with the GRI Standards. Relevant GRI indicators are shown in the text as well as in the GRI index ([GRI content index](#)).

**GRI 2-3** The reporting period corresponds to the 2023/24 fiscal year and extends from October 1, 2023 to September 30, 2024. The editorial deadline was January 31, 2025. Sustainability Reports have been published annually since the 2019/20 fiscal year.

**GRI 2-2** The report covers all business units of all corporate entities belonging to the Wieland Group as at the balance sheet date of September 30, 2024, unless otherwise stated. In this context, Wieland also includes production-related majority shareholdings that are controlled by the Wieland Group in operational or financial terms. This report was prepared on behalf of the Executive Board and with the approval of the Supervisory Board, and was reviewed and approved by the Executive Board.

## Principles for data collection and presentation

In some cases, appropriate estimates/projections have to be made when preparing the report in order to fully cover the entire survey period. These estimates/projections are documented within the company. Actual values may differ from these estimates. If necessary, these deviations are corrected in the following year's report. Methodological and structural changes in data collection are corrected as a matter of principle. Deviations exceeding 5% are also commented on accordingly. Differences may occur due to rounding of amounts and percentages.

In deviation from the above-mentioned principles, employee data is generally the data as at the reporting date of September 30 of the reporting year. The term

“employee” in this report refers to all permanently employed individuals who have a valid employment contract with a company of the Wieland Group. This also includes temporary staff, trainees, and interns. Agency employees and employees whose employment relationship is suspended are not included. The scope of consolidation of the key employee figures refers to the entire Wieland Group, including all production locations, service companies, and administrative units.

Energy consumption is used as the benchmark for consolidating environmental and energy indicators and greenhouse gas emissions. A corresponding significance analysis was carried out during the 2023/24 fiscal year. Accordingly, the reporting from this fiscal year onwards relates to 20 (previously 17) material production sites of the Wieland Group (see list on the right). These correspond to the majority of energy consumption and emissions. In the 2018/19 to 2023/24 fiscal years, they were responsible for more than 95% of the Group's total energy consumption. The coverage rates of the international standards DIN ISO 45001:2018, DIN EN ISO 50001:2018 and DIN EN ISO 14001:2015 certifications also refer to the production sites listed on the right.

The Group-wide and product-related CO<sub>2</sub> emissions are calculated using the Greenhouse Gas Protocol Corporate Accounting and Reporting Standards (GHG Protocol) and the international standard DIN EN ISO 14064-1:2018. The use of the term CO<sub>2</sub> emissions in this report includes the consideration and determination of other greenhouse gases that are harmful to the climate, such as methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O) (CO<sub>2</sub> equivalents). All information in this report on CO<sub>2</sub> emissions corresponds to CO<sub>2</sub> equivalents. Due to improved data quality, figures on waste volumes and recycled content were adjusted in October 2025, and in February 2026 an additional adjustment was made only to recycled content. In addition, the Corporate Carbon Footprint (CCF) was updated based on audit results from TÜV NORD CERT. Please note that these updates may differ from figures presented in earlier versions of this report.

## Forward-looking statements in the report

**GRI 2-4** This Sustainability Report contains certain forward-looking statements based on current assessments of future developments and the assumptions and forecasts that are currently available. These statements are always subject to a number of risks and uncertainties, meaning that assumptions may prove to be incorrect and actual developments may differ from the developments presented in this report. The Wieland Group assumes no liability for, and does not intend to update, these

## Editorial information

The Sustainability Report is also available in German. In the event of discrepancies, the original German version takes precedence over the English translation. forward-looking statements to reflect future events or developments.

## Contact and feedback

**GRI 2-3** Wieland aims to improve and further develop its commitment to sustainability. Therefore, the employees in the Sustainability team would be delighted to hear your opinion about this Sustainability Report and Wieland's sustainability performance. Wieland welcomes questions, comments, and feedback via the following e-mail address: [sustainability@wieland.com](mailto:sustainability@wieland.com)

## Material production locations

- Wieland-Werke Ulm, Germany
- Wieland-Werke Vöhringen, Germany
- Wieland-Werke Villingen, Germany
- Wieland-Werke Langenberg, Germany
- Schwermetall Halbzeugwerk Stolberg, Germany
- Wieland Recycling Ulm, Germany
- Wieland Austria Amstetten, Austria
- Wieland Austria Enzesfeld, Austria
- Wieland Metals Birmingham, United Kingdom
- Wieland Copper Products Pine Hall, United States
- Wieland Chase Montpelier, United States
- Wieland Rolled Products North America Wheeling, United States
- Wieland Thermal Solutions Wheeling, United States
- Wieland Rolled Products North America East Alton, United States
- Wieland Rolled Products North America Waterbury, United States
- Wieland Concast Mars, United States
- Wieland Concast Wakeman, United States
- Wieland Small Tube Products Duncansville, United States
- Wieland Metals Singapore, Singapore
- Wieland Thermal Solutions Shanghai, China

# Imprint

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