wieland

2024/25 Sustainability Report

Creating value for generations.

Contents

Preface

Dear Readers,

For the Wieland Group, sustainability is far more than just a strategic goal. It is a key driver of innovation, competitiveness, and long-term success. Our sustainability strategy is based on seven core elements, with Decarbonization, Circular economy, and Safety and Health at its core. In the 2024/25 fiscal year, we again made substantial progress and achieved milestones that are driving our development in the long term.

Our climate targets are ambitious and have been validated by the Science Based Targets initiative (SBTi): We aim to significantly reduce our emissions by 2030 and to achieve net zero by 2045. In this way, Wieland is making an active contribution to achieving the 1.5-degree target of the Paris Climate Agreement.
In calculating the product carbon footprint, we further improved our database, automated key calculation steps, and significantly increased data transparency. This strengthens our leading role in the global non-ferrous metals industry and lays the foundation for more precise analyses, more reliable assessments of our product portfolio, and even more targeted decarbonization measures.

To further improve our emissions performance, we pursue electrification and the use of renewable energies. Examples include the commissioning of an electrically powered hardening furnace in Enzesfeld (Austria) and the modernization of our site in East Alton, IL (USA), where we are investing around USD 600 million in a low-emission rolling mill. A project that is unique in North America. We have also significantly expanded our supply of solar power through long-term power purchase agreements and in-house electricity generation. In October 2024, we commissioned our solar park in Erbach. It is one of the largest in southern Germany and generated around 23 gigawatt hours of emission-free electricity in the past fiscal year.

Circular economy is another guardrail of our strategy and is crucial for the future viability of the business model. The goal is clear: By 2030, the recycled content in our products should increase to over 90%. The newly built recycling centers in Shelbyville, KY (USA), and Vöhringen (Germany), as well as the new recycling site in Monterrey (Mexico), are essential for this. They enable us to reduce the carbon footprint of our products significantly below the global industry average and create a clear competitive advantage. At the same time, we are developing models that enable our customers to allocate their direct melt return scrap to the recycled content and the carbon footprint of their products. This allows them to make targeted improvements to the carbon footprint and recycled content figures of their own products, while simultaneously promoting circular material flows along the entire value chain.

In occupational safety, which is our top priority, we have achieved a historic record: The LTI rate, which measures accidents resulting in lost working time per one million hours worked, fell significantly by 60% compared to the previous year's already very good figure, to a new level of 0.4. We owe this remarkable result to our global "MySafety" initiative and the strong commitment of our employees. With the new "Leading safely at Wieland" safety manual, we have created a globally applicable reference document for the first time, which unites our shared understanding of safety.

The positive developments show: We are acting decisively and investing strategically and extensively in Wieland's sustainable transformation. Fully in line with our guiding principle of "Creating value for generations". Together with our customers and partners, we are shaping solutions that already have an impact today and will inspire future generations. I invite you to discover our progress and achievements in detail in this Sustainability Report.

Kind regards

Dr. Erwin Mayr | CEO Wieland Group

Sustainability program

Core elements	Wieland ambitions	Deliverables	Target year	Status
Decarbonization	We will achieve net zero emissions by 2045.	Scope 1 and Scope 2 emissions reduced by -46.2%[1]	2029/30	–31%
		Scope 3 emissions reduced by -46.2%[2]	2029/30	–53%
		SBTi targets re-validated	2025/26	↻
		Number of energy meters installed and connected to energy data management system increased	2027/28	↻
Circular economy	We will increase the share of recycled content in our products to >90% by 2030, supporting a circular economy and resource efficiency.	Recycling center commissioned in Shelbyville, KY (USA)	2024/25	✓
		Recycling center commissioned in Vöhringen (GER)	2026/27	↻
		Corporate foundry- and fabricator-recycled content calculation semi-automated and third-party validated	2024/25	✓
		(Customer-specific) PRC[3] calculation rolled-out in line with PCF[4] roll-out and third-party verified	2025/26	↻
		Concept developed for >90% recycled content in copper, supported by supplier agreements	2029/30	↻
		Concept outlined to enhance recycled content in alloying elements zinc, tin and lead	2029/30	↻
Environmental responsibility	We minimize environmental risks and reduce environmental impacts through structured assessments and robust control mechanisms.	Improved hazardous substance management system implemented at Wieland-Werke AG	2029/30	↻
		Best-practice reviews conducted at all relevant production sites in North America	2025/26	↻
	We limit the use of hazardous substances and substances of very high concern and invest in the development of innovative materials and customer solutions.	Lead use in cast alloys reduced by 30% across all global foundries[5]	2029/30	–24%[6]

✓ Completed ↻ In progress » Started

[1] Compared to the 2018/19 base year
[2] Compared to the 2018/19 base year. Target definition for Scope 3 category "purchased goods and services"
[3] PRC = product recycled content, product-specific recycled content
[4] PCF = product carbon footprint, product-specific carbon footprint
[5] Compared to the 2020/21 base year
[6] Compared to the 2020/21 base year, with the inclusion of two additional sites based on an updated significance analysis (see About this report)

Core elements	Wieland ambitions	Deliverables	Target year	Status
Safety and Health	We ensure that everyone goes home safe every day.	Lost Time Incident (LTI) rate[7] reduced by 90%[8]	2029/30	–85%
		MySafety e-learning completed by 90% of all employees	2025/26	✓
		Safety culture strengthened through Safety Days, Safety Walks and Safety Ambassador Award	2025/26	↻
		Safety data management system implemented	2024/25	✓
	We promote a health-oriented leadership culture that places key emphasis on physical and mental well-being at the workplace.	Guiding principles defined for global health management approach	2026/27	»
		Proactive risk management established to identify psychological stressors at work	2025/26	»
		Mental Health First Aid (MHFA) support network established	2025/26	↻
People and Culture	We evolve our HR function by standardizing, digitalizing and automating core processes – enabling a more efficient, data-driven, employee-centric organization.	Communication and HR marketing concept for targeting students and trainees further developed for Wieland-Werke AG	2025/26	»
		Digitalization of Corporate Function Human Resources: HR-system landscape implemented	2029/30	↻
		People development portfolio and structure revised and updated	2029/30	»
Corporate responsibility	We uphold legal and ethical business practices, fostering a culture of integrity and compliance across our operations.	ISO 37301 compliance management system certification obtained at relevant sites	2026/27	↻
		Global directive for human rights and protection against harassment and discrimination executed	2025/26	↻
		Regular target-group specific training conducted on compliance topics, incl. human rights, anti-harassment and anti-discrimination	2025/26	↻
Sustainable procurement	We ensure responsible sourcing of conflict minerals and a sufficient supply chain due diligence, safeguarding human rights and environmental standards.	Annual assessment of all suppliers conducted on the basis of environmental and social risks	2024/25	✓
		Supplier Code for strategic suppliers[9] accepted or equivalent Code of Conduct received	2025/26	81%
	We improve supplier-specific data availability and actively decarbonize our supply chain.	Availability of supplier-specific PCF and RC data improved for strategic suppliers of pure metals, shapes and master alloys[10]	2026/27	92%

✓ Completed ↻ In progress » Started

[7] Lost Time Incident rate, i.e. number of LTI / hours worked in TTM (Trailing Twelve Months) * 1,000,000
[8] Compared to the 2019/20 base year
[9] Based on the share of total purchasing volume for metals, capital goods, (in)direct materials, and strategic relevance
[10] Based on the share of total metals purchasing volume and strategic relevance

The Wieland Group

GRI 2-1 The Wieland Group 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. With a global network of production sites and service and sales locations, Wieland offers a wide range of products, technologies, and services.

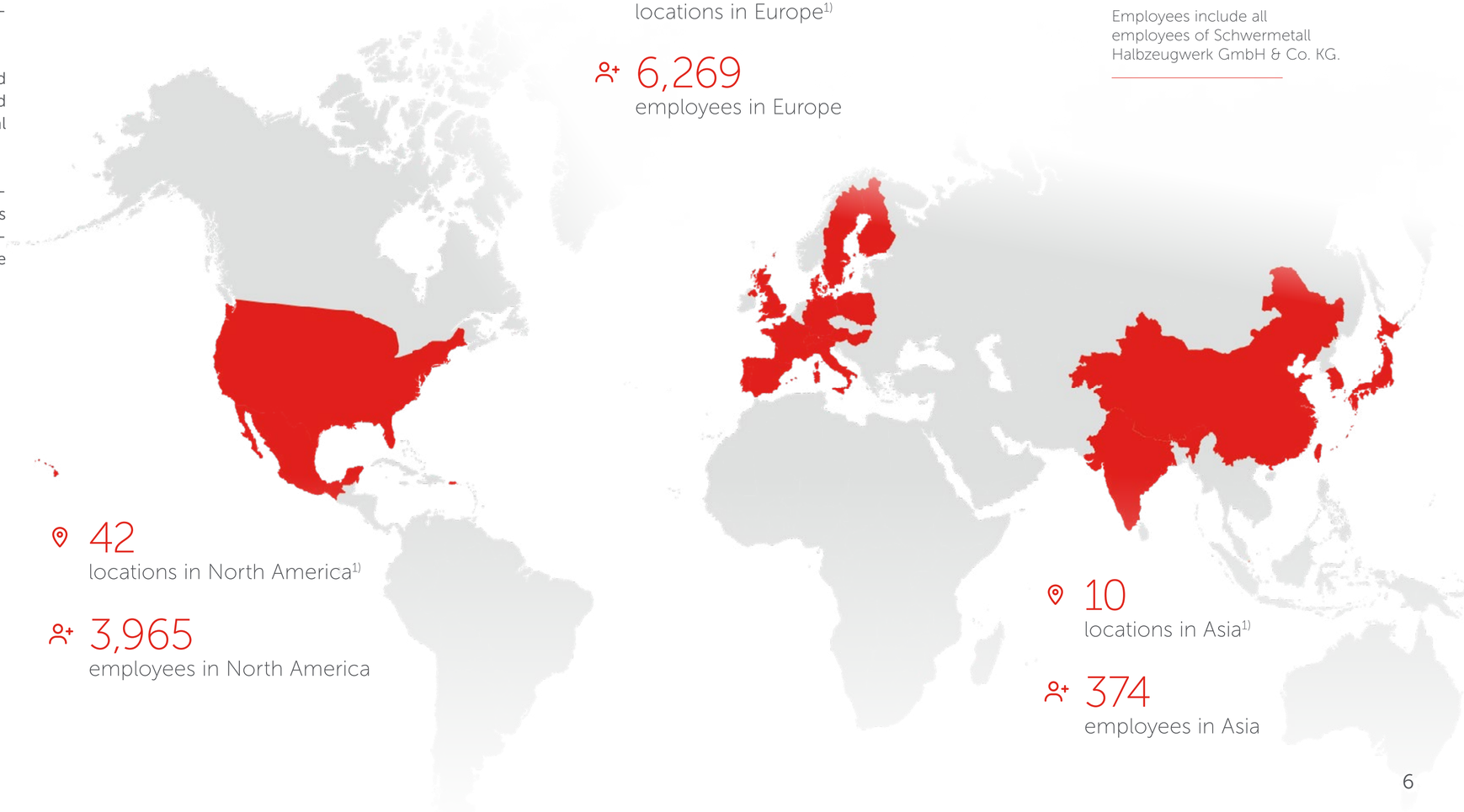
Wieland's presence in all key regions provides the basis for customer proximity and direct market access. This ensures a reliable supply of high-quality products and services. At the same time, it allows the company to specifically address regional differences and to benefit from its global network.

The distribution of locations worldwide ensures rapid responses, efficient logistics, and tailor-made solutions for customers from a wide range of industries. This underlines Wieland's role as a leading supplier in the semi-finished copper product industry and reaffirms its aim to offer the highest quality and excellent service worldwide.

Wieland worldwide

As at: September 30, 2025 (balance sheet date)

Employees include all employees of Schwermetall Halbzeugwerk GmbH & Co. KG.



42
locations in North America[1)]

3,965
employees in North America

37
locations in Europe[1)]

6,269
employees in Europe

10
locations in Asia[1)]

374
employees in Asia

[1)] Production and service locations including sales offices

Wieland in numbers GRI 2-1

10,608
Employees

6,619
Turnover (€m)

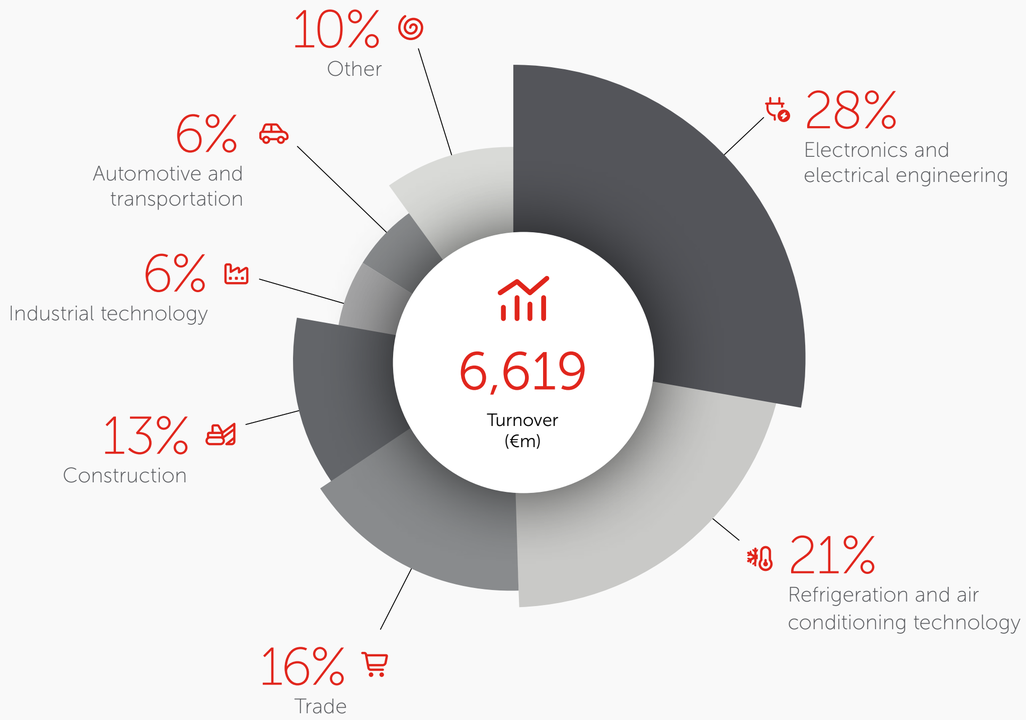
323
Investments in property, plant, and equipment (€m)

707
Operating EBITDA (€m)

89
Locations

10.4
ROIC after taxes (%)

Total turnover by sector



As at: September 30, 2025 (balance sheet date), employees include all employees of Schwermetall Halbzeugwerk GmbH & Co. KG

Business model and corporate strategy

The Wieland Group has been a global specialist in copper and copper alloys for over 200 years. Together with its customers, the company develops solutions for key cutting-edge fields such as e-mobility, power and data transmission, and refrigeration and air conditioning technology. The vision of "Creating value for generations" combines tradition and future and highlights the focus on sustainable, profitable growth. Sustainability is anchored as a fundamental element of all processes and shapes the long-term business model as well as the overarching corporate strategy.

Business model

GRI 2-1, 2-6 Wieland believes it has a responsibility to help shape the transformation to a sustainable economy with the highest standards of quality, innovation, and service. The business model is geared towards the long term and aims to take responsibility for the environment, society, and future generations.

Product portfolio and services

With its global network of production sites, service units, and trading companies, the Wieland Group offers a comprehensive portfolio of products, technologies, and services. As a leading global supplier of solutions based on copper and copper alloys, Wieland combines international reach with local market knowledge, in-depth materials expertise, excellent service, and more than 200 years of company history. This combination enables customized solutions of the highest quality. A unique feature is the wide range of alloys, products, and services, with which Wieland is continuously expanding its role as a "one-stop shop" and thus reliably meeting the diverse requirements of its customers.

The company specializes in the manufacture and trade of semi-finished products and special products made of copper and copper alloys. The range includes semi-finished products such as strips, sheets, tubes, rods, wires, and profiles, which are manufactured with diverse specifications and alloys. Wieland also manufactures special products such as high-performance tubes, heat exchangers, system parts, and components for demanding applications in areas such as electromobility, digitalization, or refrigeration and air conditioning technology. Other materials are also used, such as aluminum, titanium, various steels, and plastics. The Wieland Group's products are used in numerous industries, including the automotive sector, electronics and electrical engineering, refrigeration and air conditioning technology, construction, aviation, and mechanical engineering.

The value chain ranges from responsible raw material procurement, to comprehensive recycling activities and efficient production processes, right through to sales and service. The input materials, including cathodes and continuous casting shapes, are procured worldwide, with a focus on sustainability, transparency, and compliance with high ethical standards. The supply chains meet strict environmental and social standards and ensure consistently responsible procurement. The raw materials are processed in various processes such as melting, casting, rolling, drawing, and pressing in the ultra-modern production facilities. These production steps are continuously optimized with the aim of ensuring the highest product quality, using resources efficiently, and minimizing the environmental impact. The products are characterized by precision and reliability, supported by the use of state-of-the-art technologies and efficient automation solutions in production.

A key component of the business model is the comprehensive range of services, which goes far beyond mere product delivery. This includes providing technical advice, developing customer-specific solutions, and working closely with customers to meet their requirements in terms of quality, efficiency, and sustainability in the best possible way. Through its global sales and service network, Wieland delivers its products reliably and on time to customers from a wide range of industries.

Expansion of recycling activities
The circular economy is a central pillar of the business model. Copper and copper alloys can be recycled almost indefinitely and retain their core properties, even after repeated recycling. At the end of their life cycle, Wieland consistently returns metals to the production cycle and feeds them back into the value chain. Reducing the use of primary metals is a key lever for protecting the environment and conserving resources. As a specialist in the processing of copper and copper alloys, Wieland is actively involved in the recycling process, for example, through return programs for production waste and residual materials. The recycling center in Shelbyville, KY (USA), and the plant currently under construction in Vöhringen (Germany) play a key role in expanding processing capacities for secondary materials. Equipped with state-of-the-art technology, they make an important contribution to reducing greenhouse gas emissions and at the same time securing the supply of high-quality recycled content for production.

Long-term and trust-based partnerships
In addition, Wieland maintains strong and reliable partnerships along the entire value chain – from customers and raw material suppliers right through to leading machine and plant manufacturers. These collaborations make it possible to continuously modernize production facilities and implement new technologies quickly and efficiently. Close cooperation with universities and research institutes promotes the development of innovative materials, products, and manufacturing processes, which will meet future market requirements. The relationships with industry associations and regulators are also strategically important. They ensure compliance with applicable norms and regulations and offer the opportunity to actively contribute to the further development of industrial standards.

Corporate strategy

GRI 2-1, 2-6 During the 2023/24 fiscal year, the Wieland Group fundamentally developed its corporate strategy further in order to meet the changing market conditions and the growing demands of customers and employees. The strategy will also be regularly reviewed and fine-tuned in the future in order to systematically exploit new opportunities and react flexibly to dynamic developments. The aim of "Creating value for generations" is not just a guiding principle, but it also shapes the strategic orientation and daily activities in all areas of business.

The strategy is based on three central pillars that are designed to secure the long-term viability of the Wieland Group in the long term and to focus the business model on reliability and profitable growth. Sustainability is the strategic and overarching guiding principle that primarily determines the company's transformation and influences all processes, technologies, and decisions.

Sustainability as a strategic guiding principle
Wieland recognizes the urgent need for sustainable transformation and the challenges associated with global climate change. Sustainability is therefore a fundamental element of the strategic focus and shapes investments, initiatives, and business decisions. A key goal is to achieve net zero emissions by 2045. In the 2024/25 fiscal year, the targets of the sustainability strategy were further refined based on the current requirements of the European Sustainability Reporting Standards. In addition, the ESG criteria for investment decisions, which are aligned with the environmental targets of the EU Taxonomy Regulation, were evaluated. Wieland is thus already taking into account regulatory requirements that will only become mandatory in the future.

Further development of the business portfolio
The targeted further development and optimization of the business portfolio is a strategic focal area in order to secure and expand market leadership in the long term. Differentiation is achieved through outstanding quality, innovation, and excellent customer service. In addition to strengthening and expanding its core business, Wieland sees significant growth potential in particular in expanding recycling capabilities for the supply of raw materials and in expanding its own activities along downstream stages of the value chain. The focus is on higher-value and forward-looking business areas that contribute to profitable growth. Capital allocation takes place in a targeted and market-oriented manner in order to open up attractive markets and strengthen the company's competitive position. The expansion of recycling capabilities not only makes a decisive contribution to decarbonization, but also increases the security of supply of critical raw materials. With these measures, Wieland is creating the basis for resilient, future-proof and sustainably profitable corporate development.

Leader in earning power and growth
Wieland aims to achieve a leading position in earning power in the global metal industry and at the same time to expand international growth in a targeted manner. By tapping into global market opportunities and practicing proactive risk management, the company is strengthening its resilience to volatile market conditions. The leading position in Europe will be further consolidated, while expansion in North America is seen as a key growth driver. In emerging markets, particularly in Asia, Wieland operates selectively by focusing on higher-value and differentiated products, specialized applications, and top-class services.

A key component of the strategy is targeted investment in profitable growth areas and strategic expansion through acquisitions. The activities are focused on key areas with high efficiency potential and attractive margins in order to drive diversification into high value-added business areas. Every acquisition process is subject to a comprehensive due diligence check, which takes financial, legal, tax, operational, technological and sustainability criteria into account. This ensures that each transaction is both economically attractive and strategically sound and is in line with the sustainability targets.

Another strategic focal area is the further development of automation and digitalization. Wieland is already one of the technology leaders in the metal industry and makes targeted investments in automation and digitalization projects in order to sustainably increase productivity, quality, and competitiveness. Last but not least, the quality of the workplace is being improved, which is crucial for Wieland's attractiveness as an employer. With this strategic orientation, Wieland is creating the basis for future-proof 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 crucial to securing its long-term competitiveness. Sustainability is the central compass for its activities and is firmly anchored in all business processes. Wieland pursues the goal of playing a pioneering role in decarbonization of the metal industry. The carbon footprint is systematically reduced through electrification, the use of green energy, and comprehensive recycling.

At the same time, the safety and health of employees is a top priority. The global safety organization is continuously developed further based on clearly defined standards and preventive measures. The aim is to prevent occupational accidents and achieve the vision of a safe working environment with zero accidents at work. The "Golden Rules" for occupational safety and the vision that "Everyone goes home safe every day" play a key role here, as they aim to prevent any potentially life-changing or fatal accidents.

At the same time, the further development of the corporate culture is a key factor in the transformation. The Wieland culture is characterized in particular by the values of ownership, ambition, reliability, optimism, respect, and diversity, and it creates an environment that facilitates performance and retains talent. Managers act as role models and promote a working environment that emphasizes freedom to act, personal responsibility, and commitment to results. Through targeted HR development and training and the promotion of engineers and specialists in specialized programs such as the Engineering Development Program in North America, the Wieland Group strengthens its position as an attractive employer in order to secure the future viability of the company. By establishing sustainability as a guiding principle and specifically using corporate culture as a competitive advantage, Wieland is creating the conditions for successful and future-proof development.

Sustainability strategy and management

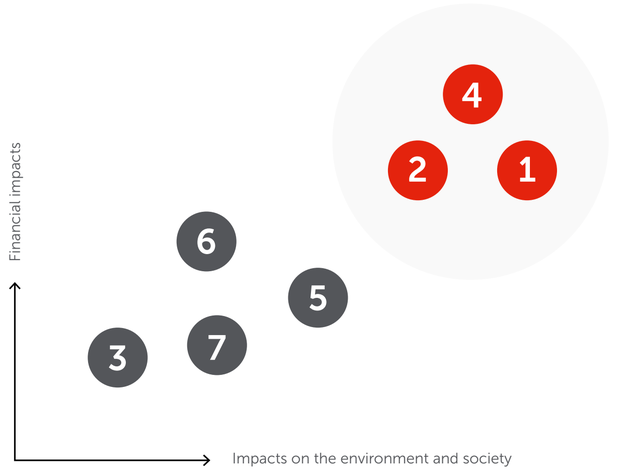
Wieland pursues the company-wide goal of actively shaping the transformation towards a sustainable economy. The basis for doing so is a clear strategic orientation in line with the United Nations Sustainable Development Goals (SDGs). The Wieland Group's sustainability strategy is based on seven core elements that were defined and refined as part of the double materiality assessment. They form the strategic framework for the company's daily business activities and long-term orientation.

Double materiality assessment

GRI 3-1, 3-2 Due to the EU Omnibus regulation, the Wieland Group's reporting obligations, including the disclosure of economic activities in accordance with the EU Taxonomy Regulation for the classification of sustainable economic activities, are expected to be postponed until the 2027/28 fiscal year. Nevertheless, a double materiality assessment was carried out in the past fiscal year in accordance with the requirements of the European Sustainability Reporting Standards (ESRS). Based on ESRS and in close cooperation with the relevant departments and the Corporate Function Finance, the company's material impacts on people and the environment, as well as the financial risks and opportunities in connection with specific sustainability matters, were identified and evaluated. Based on this, a start was made during the fiscal year on incorporating the identified material risks and opportunities into Group-wide risk management and adapting the associated processes.

The double materiality assessment carried out in the 2024/25 fiscal year enabled the Wieland Group's sustainability strategy to be confirmed and the corresponding medium-term and long-term targets to be further refined. The targets and corresponding actions are divided into seven newly-defined core elements: Decarbonization, Circular economy, Environmental responsibility, Safety and Health, People and Culture, Corporate responsibility, and Sustainable procurement.

Material sustainability topics based on internal and external stakeholder perspectives



1 Decarbonization
2 Circular economy
3 Environmental responsibility
4 Safety and Health
5 People and Culture
6 Corporate responsibility
7 Sustainable procurement

Wieland's sustainability strategy

GRI 2-22 Wieland aims to actively leverage the opportunities presented by the economic transformation towards greater sustainability as well as the company-specific potential identified as part of the double materiality assessment. The Group-wide sustainability strategy serves as a guideline for reviewing and adapting corporate processes and for continuously developing the product portfolio. In doing so, Wieland focuses on innovative products that are characterized by resource-efficient manufacturing, high efficiency, and durability, and that are produced under the best possible social and environmental conditions. In this way, Wieland also supports its customers with their sustainable transformation and combines economic success with responsible actions.

Strategic core elements

As part of the sustainability strategy, Wieland focuses on the seven core elements of Decarbonization, Circular economy, Environmental responsibility, Safety and Health, People and Culture, Corporate responsibility, and Sustainable procurement. The content of the core elements is closely aligned with the United Nations Sustainable Development Goals (SDGs), particularly with goals 3 (good health and well-being), 5 (gender equality), 7 (affordable and clean energy), 8 (decent work and economic growth), 9 (industry, innovation, and infrastructure), 12 (responsible consumption and production), and 13 (climate action).

Medium-term ambitions have been set and corresponding actions derived for all core elements. They form the basis for implementing the sustainability strategy and enable targeted management of relevant topics.

Wieland's seven strategic core elements

External ratings

Wieland regularly subjects itself to external sustainability ratings in order to make its own performance transparent and to continue improving it in a targeted manner. In the 2024/25 fiscal year, the company underwent independent assessments by EcoVadis and CDP (Carbon Disclosure Project). EcoVadis awarded Wieland Silver status, while CDP awarded Wieland a B rating, confirming that the company actively manages its environmental and climate impacts. The goal remains to continuously improve sustainability performance and to make this improvement visible in the results of external ratings.

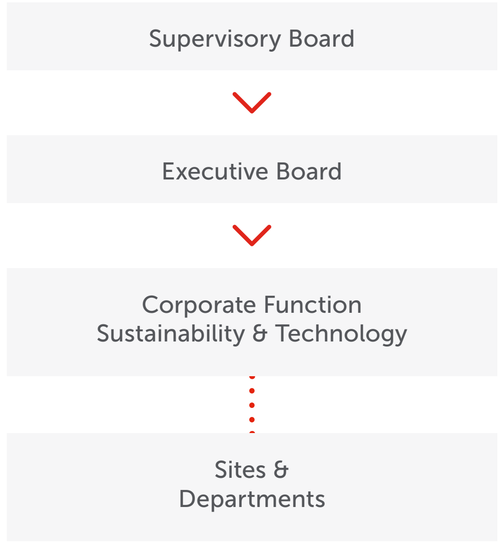
Wieland Group sustainability organization

GRI 2-9, 2-10, 2-14, 2-22 The Executive Board and Supervisory Board manage the company in accordance with nationally and internationally recognized standards. The Supervisory Board, consisting of twelve 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 continuously refined 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 is the central guiding principle for the strategic process of the corporate function, and it thus influences research and development activities, technical planning and implementation, and local activities. 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. In collaboration with the other Corporate Functions and the Business Units, it defines targets and key performance indicators and also 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 dialogue.

Sustainability in the corporate organization



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. 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. Expansion of the Group-wide policy, with a stronger focus on protecting employees from discrimination and harassment, is planned for the 2025/26 fiscal year. Strategic suppliers are expected to sign the Supplier Code or provide proof of a comparable commitment. They are also expected to ensure the necessary due diligence in their own supply chains. The Group-wide Sustainable Procurement Policy and Conflict Minerals Policy create a binding framework for this and support the integration of sustainability criteria into all relevant procurement processes in order to ensure high standards in quality, efficiency, and sustainability. In order to meet the requirements of the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG), the Policy Statement Human Rights Strategy is applied (see chapter Sustainable procurement).

Stakeholder dialogue

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. Selected stakeholder groups that are particularly relevant for the assessment of material sustainability topics were involved in the double materiality assessment.

Involvement in industry and sustainability initiatives

As well as involving the stakeholders in the materiality assessment, 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 dialogue graphic). 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, the focus was on the EU Omnibus regulation on sustainability with the topics of the Corporate Sustainability Reporting Directive (CSRD), Corporate Sustainability Due Diligence Directive (CSDDD), and Ecodesign for Sustainable Products Regulation (ESPR), as well as on the initiatives of the Clean Industrial Deal with regard to the circular economy, recycling, and critical raw materials, such as the Steel and Metals Action Plan, the Circular Economy Act, and the Critical Raw Materials Act.

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. You can find an overview of current memberships and key initiatives at: Memberships

Training program for employees

Wieland has established a company-wide training program in order to strengthen the sustainability expertise of all employees. It conveys in-depth knowledge of the internal sustainability strategy, the goals of the strategic core elements, and the actions already implemented. In addition, it supports dealing with customer inquiries related to Wieland's sustainability performance or product-specific sustainability data. The training program is designed to raise awareness of sustainability and to strengthen implementation in the respective functions. Where necessary, it is adapted or expanded (see chapter People and Culture).

Overview of stakeholder dialogue

	Owners	Employees	Customers	Suppliers	Financial institutions	Policymakers, associations, civil society
FORMATS	Annual General Meeting, Audit Committee, Supervisory Board meetings, personal dialogue	Intranet, employee discussions and surveys, employee award, specific sustainability training	Materiality assessment, fairs and conferences, ESG self-assessments, dialogues	ESG self-assessments, supplier days, workshops	Regular discussions/dialogues	UN Global Compact, econsense Competence Program, industry-specific associations
TOPICS	ESG strategy, decarbonization roadmap, EU regulations	Safe work, flexible working hours models, further training offers, employer brand, sustainability strategy and performance	Sustainability performance, ESG self-assessment, (product-related) carbon footprint, circular economy	ESG self-assessment, (product-related) carbon footprint and recycled content, certification	Sustainability strategy, non-financial risk assessment, sustainability ratings, sustainable financing	EU regulations and EU Green Deal, climate strategy, circular economy, sustainable products

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-term and long-term reduction targets, which have been successfully validated by the Science Based Targets initiative (SBTi). As part of the decarbonization strategy, a key focus during the reporting year was on improving the availability and quality of product-specific emission data (product carbon footprint, PCF).

Organizational responsibility for climate protection

The Corporate Function Sustainability & Technology (ST) is responsible for implementing the Group-wide climate protection strategy 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, plant engineering and planning, and research and development 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 for achieving the company's medium-term 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 Against the background of the energy-intensive production processes for casting and forming copper alloys, active climate protection plays a crucial role in Wieland's business conduct. As part of its decarbonization strategy, the company aims to reduce the climate impact of its manufacturing processes in the form of CO_2 emissions in the long term. Therefore, Wieland committed itself in 2021 to the 1.5-degree target of the Paris Agreement and developed corresponding CO_2 reduction targets. Wieland has set itself the goal of reducing Scope 1 and Scope 2 emissions, as well as Scope 3 emissions, by –46.2% each by 2030 compared to the 2018/19 base year and of achieving net zero emissions by 2045. These reduction targets have been validated by the independent SBTi as in line with the 1.5-degree pathway. Due to the adjustment of the baseline as a result of inorganic growth, a revalidation of the medium-term and long-term targets will be carried out in the 2025/26 fiscal year.

During the reporting year, Wieland reduced Scope 1 and Scope 2 emissions by a total of 31% compared to the 2018/19 base year. In the prior year, the reduction was 29%, which corresponds to an additional improvement of 2 percentage points. The Scope 3 emissions target relates to the purchased goods and services category. In this category, emissions were reduced by 53% compared to the 2018/19 base year (FY 2023/24: 54%). Wieland thus remains below the SBTi target defined for 2030.

Targets for 2030

–46.2%	–46.2%
Scope 1+2	Scope 3

Target 2045

Net zero emissions

Roadmap to net zero emissions

GRI 3-3 In order to achieve net zero emissions by 2045, Wieland has developed a decarbonization roadmap. To do so, data was collected 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, all non-plant-related emissions from electricity and gas consumption were determined, by calculating the difference between the total electricity and gas consumption and the respective plant-related consumption. The central Sustainability team used this information to develop a Group-wide emissions model, which forms the starting point for planning and managing the decarbonization activities.

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 sites, 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, such as development projects for more sustainable materials.

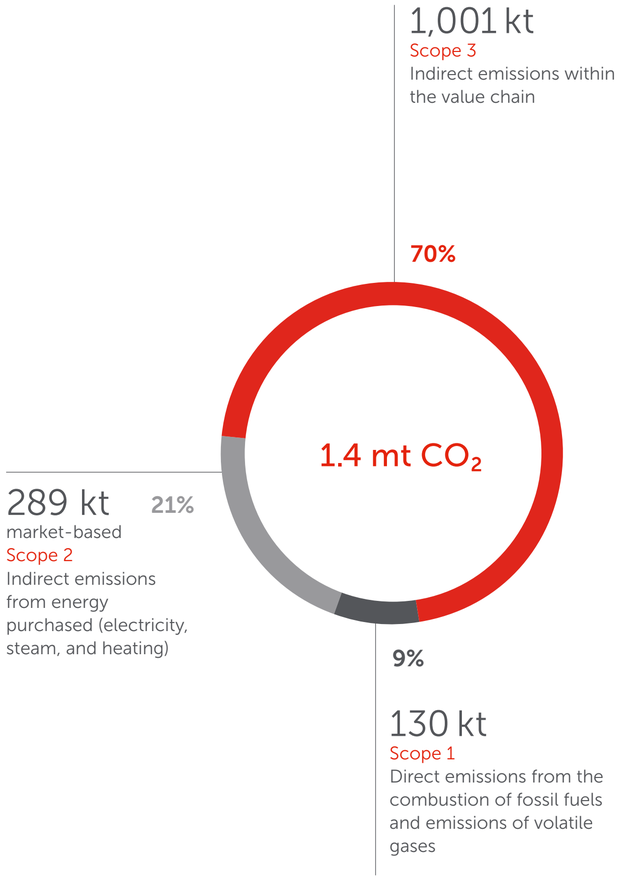
The company-wide decarbonization roadmap is reviewed and updated annually. In doing so, the underlying assumptions are validated and, if necessary, adjusted. Reduction measures adopted during the reporting year are integrated to reflect the current implementation status. The roadmap is also reconciled annually with the actual emission data of the completed fiscal year. Based on this reconciliation, any deviations from the targets are identified and communicated transparently to the Executive Board, the Supervisory Board, and relevant internal stakeholders. The deviations identified form the basis for deriving and prioritizing further decarbonization measures as well as for the continuous further development of the roadmap.

Actions to achieve the reduction targets

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, the reduction achieved through in-house electricity generation and the conclusion of further long-term supply contracts for electricity from renewable sources (power purchase agreements, PPAs) plays a crucial role. Improved energy efficiency, for example through heat recovery, process optimization, and plant modernization, also supports the reduction of Scope 1 and Scope 2 emissions.

The biggest levers for reducing Scope 3 emissions are Wieland's continuous expansion of the recycling activities and the strategic procurement of low-emission primary materials, particularly 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 almost 100%. By 2030, the products should contain an average of over 90% recycled content (see chapter Circular economy). In order to achieve net zero emissions, Wieland has committed to remove from the atmosphere the residual emissions expected to exist until 2045 as part of the SBTi.

Wieland's GHG emissions



Emissions in the reporting year

GRI 302-1 305-1, 305-2, 305-3, 305-4, 305-5 Compared to the previous year, greenhouse gas emissions associated with Wieland's business activities increased by 10.4% to around 1.4 mt CO_2 in the 2024/25 fiscal year (FY 2023/24: 1.3 mt CO_2). 91% of emissions were generated indirectly. Specifically, the change in Scope 1 was +46.5% (+41 kt CO_2), in Scope 2 –15.4% (–53 kt CO_2), and in emissions from primary materials per Scope 3 +16.9% (+145 kt CO_2).

The change in emissions during the reporting year is due to various factors. The increase in total emissions is primarily attributable to the expansion of the scope of consolidation to include two additional significant sites in Buffalo, NY (USA), and Shelbyville, KY (USA). In this context, the Scope 1 emissions increased, whereas Scope 2 emissions could still be reduced through targeted actions. These include both targeted procurement of and increased in-house generation of electricity from renewable sources. There was an overall increase in indirect emissions from the upstream value chain (Scope 3). This was due to higher investment-related emissions and a more detailed database for fuel-related and energy-related activities. The emissions of purchased metallic raw materials in the purchased goods and services category remained constant despite additional sites. Targeted supplier dialogue as well as improved emission data and higher data quality made a significant contribution to this. In contrast to the increase in total emissions, the relative carbon footprint of the products remained constant despite the expansion to include two additional significant sites (see section Average carbon footprint of the products).

Group-wide GHG emissions are calculated using the Greenhouse Gas Protocol Corporate Accounting and Reporting Standards (GHG Protocol) and ISO 14064-1. The basis for this is the data from our material production sites as defined in the 2024/25 fiscal year (see About this report). In the 2023/24 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 2024/25).

Greenhouse gas emissions[1] GRI 305-1, 305-2, 305-3, 305-4

		Unit	2018/19 base year	2023/24	2024/25	Compared to previous year
Scope 1, 2, and 3	Total	kt CO_2	2,096.4	1,287.6	1,421.0	+10.4%
Direct GHG emissions (Scope 1)	Total	kt CO_2	101.6	89.0	130.4	+46.5%
	Intensity ratio	kg CO_2/t	134.6	154.6	215.7	+39.5%
Indirect energy-related GHG emissions (Scope 2), location-based	Total	kt CO_2	450.7	322.3	346.6	+7.5%
	Intensity ratio (location-based)	kg CO_2/t	597.1	560.0	573.4	+2.2%
Indirect energy-related GHG emissions (Scope 2), market-based	Total	kt CO_2	502.0	342.0	289.1	–15.4%
	Intensity ratio (market-based)	kg CO_2/t	665.2	594.1	478.4	–19.5%
Scope 1 and Scope 2 GHG emissions (market-based)	Total	kt CO_2	603.6	430.9	419.5	–2.7%
	Intensity ratio based on sales volumes (market-based)	kg CO_2/t	799.8	748.7	694.1	–7.3%
	Intensity ratio based on revenue (market-based)	kg CO_2/t	-	0.07	0.06	–11.9%
Other indirect GHG emissions (Scope 3)	Total	kt CO_2	1,492.7	856.7	1,001.5	+16.9%
	Intensity ratio	kg CO_2/t	1,977.9	1,488.4	1,656.9	+11.3%
	Upstream	kt CO_2	1,492.7	845.2	998.3	+18.1%
	Downstream	kt CO_2	0.0	11.5	3.2	–72.5%
	Purchased metal raw materials and semi-finished metal products (purchased goods and services)	kt CO_2	1,256.1	559.7	555.7	–0.7%
	Other (purchased goods and services)	kt CO_2	74.5	56.3	75.1	+33.4%
	Capital goods	kt CO_2	49.7	119.0	180.5	+51.7%
	Fuel and energy-related activities	kt CO_2	13.6	28.9	92.4	+219.6%
	Upstream transport and distribution	kt CO_2	60.6	61.9	70.8	+14.4%
	Waste generated in operations	kt CO_2	21.1	0.2	0.3	+55.6%
	Business travels	kt CO_2	10.1	10.6	12.5	+17.7%
	Employee commuting	kt CO_2	7.0	8.5	11.0	+29.0%
	Use of sold products	kt CO_2	0.0	0.0	0.1	-
	End-of-life treatment of sold products	kt CO_2	0.0	11.5	3.1	–73.2%

[1] Wieland reports GHG emissions based on the Greenhouse Gas Protocol and the German industry standard ISO 14064-1.

Spotlight on Scope 1 and Scope 2 emissions

GRI 305-5 Compared to the previous year, the Wieland Group's total energy requirement increased by around 29% from 1.29 TWh (FY 2023/24) to 1.66 TWh (FY 2024/25). At 289 kt CO_2, the majority of energy-related emissions during the reporting year resulted from the purchase of electrical energy (electricity). The use of fossil fuels, such as for heating the halls and operating furnaces with natural gas, produced 130 kt CO_2 in the reporting year.

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. In this regard, for example, an electrically powered hardening furnace was commissioned in Enzesfeld (Austria) during the period under review. In addition, an electric chamber furnace is scheduled to be commissioned at the same site by 2026. At our production site in Singapore, the installation of the electric floating belt furnace has been largely completed.

Wieland also constantly explores further technical options for reducing the emissions produced. At the Enzesfeld site, for example, the installation of innovative measuring and control technology allows the energy efficiency of the melting process to be monitored and managed more precisely. During the reporting year, Wieland also celebrated the groundbreaking ceremony for the modernization project in East Alton, IL (USA). With an investment of USD 500 million, existing installations will be modernized in particular to make them more energy efficient. Completion is scheduled for 2028.

In addition to specific production processes, Wieland also considers local supply and operating infrastructure for decarbonization. For example, at the Vöhringen site, the gradual decommissioning of the local steam network for heat supply was further advanced. Wieland is also continuing the gradual conversion to LED lighting, including at the Business Unit Global Services sites in Caguas, PR (USA), Carol Stream, IL (USA), and Waterbury, CT (USA).

Electricity procurement through power purchase agreements (PPAs)

In addition to reducing direct greenhouse gas emissions (Scope 1), the continuous reduction of indirect emissions from purchased energy (Scope 2) also plays a decisive role in achieving the reduction target of –46.2% by 2030. 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. Overall, Wieland has concluded long-term power purchase agreements from solar and wind energy of up to 82 MWp. In doing so, the company prefers physical PPAs with a connection to our local sites and is guided by the criterion of additionality.

In-house electricity production from renewable energy sources
Another element of Wieland's decarbonization strategy is the generation of own electricity from renewable sources. Here, the company relies on photovoltaic (PV) systems on its own roofs and on larger PV projects in the surrounding area.

In October 2024, Wieland commissioned one of the largest solar parks in southern Germany. During the reporting year, the solar park in Erbach (Germany) generated around 22.6 GWh of electricity, which corresponds to about 7% of the electricity requirements of Wieland-Werke AG. Wieland has 14 other PV projects that are either already installed or in the planning stage, for example in Singapore, Shanghai, and Guangzhou (China), Northampton (United Kingdom), Barcelona (Spain), and the plant in Querétaro (Mexico), which was commissioned in August 2024. In Europe in particular, the expansion of solar projects is largely complete, which is why the medium-term focus is on complementary electricity generation from wind energy. Specifically, Wieland is currently conducting feasibility studies and talks with potential partners in order to initiate projects in Germany. Wind turbines with a capacity of approximately 50 GWh are envisaged for Wieland-Werke AG, with delivery starting at the beginning of 2029.

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 action plan. In the reporting year, 41% of the significant production sites within the Wieland Group were certified according to ISO 50001 (see About this report).

A specific relative energy saving target of 1% (based on the energy efficiency measures implemented) was set for the Wieland-Werke AG sites. In the 2024/25 fiscal year, the target was achieved with 1.13% (corresponding to approx. 5.9 GWh). The ISO 50001-certified locations of the Wieland Group were able to achieve total savings of 7.4 GWh.

Wieland's approach to reducing Scope 3 emissions

GRI 305-5 For Scope 3 emissions, Wieland reports seven categories in accordance with the Greenhouse Gas Protocol. 57% of the Wieland Group's Scope 3 emissions come from metallic raw materials such as foundry feedstock or purchased shapes and 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 cycles 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 cycles
Wieland has already implemented a range of initiatives in order to close its own material cycles. In doing so, the company focuses, on the one hand, on closing direct cycles with its customers through the return of production scrap, such as press remnants or chips. On the other hand, with the construction of the two recycling centers, Wieland is expanding its competencies in processing mixed scrap and scrap with a higher level of impurities. The recycling center in Shelbyville, KY (USA), commenced operations in the 2024/25 fiscal year and is already supplying low-emission primary material to the own production sites and to customers. The secondary raw materials produced in the recycling center have a carbon footprint that is more than 75% lower than the global average for conventionally produced copper cathodes. The company is building another recycling center for copper scrap at its German production site in Vöhringen, which will commence operations at the beginning of 2026.

Increasing transparency among suppliers
In order to reduce the carbon footprint of its product portfolio, Wieland also relies on dialogue and collaboration with its suppliers. The aim is particularly to increase transparency regarding upstream emissions in order to derive appropriate improvement measures. Wieland has integrated this component into the framework agreements for strategic suppliers of pure metals, shapes, and master alloys. By means of a so-called carbon disclosure letter, these strategic suppliers are required to regularly report the emission data and recycled content values of the raw materials they supply (see chapter Sustainable procurement).

Average carbon footprint of the products

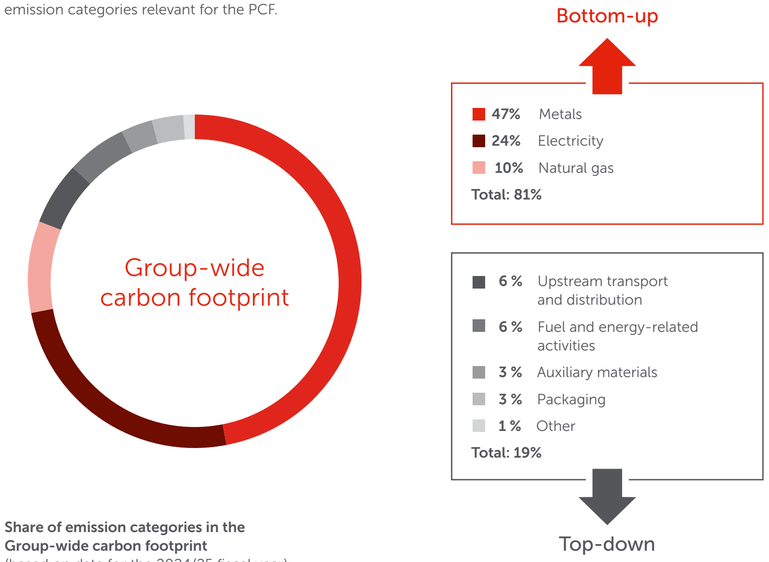
The carbon footprint of Wieland's products (product carbon footprint, PCF) is an important lever for understanding and reducing the environmental impact. The average corporate PCF provides information on the CO_2 emissions that are produced on average across all products per metric ton of product (top-down allocation). In its calculation, Wieland follows a cradle-to-gate approach that takes into account all steps in the value chain – from the mining of raw materials right through to the supply of finished products at the plant gate – within the relevant emission categories of Scope 1-3.

During the reporting year, Wieland's average PCF remained constant at 2.1 t of CO_2 per metric ton of product, in each case including a 5% uncertainty allowance. Although Scope 2 intensity was reduced by 19% due to a higher share of renewable electricity and improved emission factors, increases in Scope 1 and Scope 3 more than offset these improvements.

2023/24	2024/25
2.1t	**2.1t**
CO_2 per ton of product	**CO_2 per ton of product**

Hybrid method for calculating the product-specific carbon footprint

The data collection focuses on the main emission categories relevant for the PCF.



Share of emission categories in the Group-wide carbon footprint
(based on data for the 2024/25 fiscal year)

In order to further increase the quality of product-related emission data, in addition to the company-wide average PCF, Wieland also calculates specific emission values for individual products at article level. For this purpose, a calculation method based on ISO 14040, ISO 14044, ISO 14067, and the Greenhouse Gas (GHG) Protocol is used. For the significant emission categories, Wieland uses actual consumption data that can be clearly assigned to each product (bottom-up). For example, production processes, plant efficiency, material usage, and output volume have an impact on the product's carbon footprint. This consumption information is supplemented by average values for non-significant emission categories (top-down). 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.

For 2026, Wieland is planning to publish a detailed technical article on the calculation of the product-specific carbon footprint. In this way, Wieland aims to contribute to increasing data transparency along the entire value chain and, in the interests of all customers, to promote the standardization of PCF calculation within the copper processing industry.

After the successful implementation and certification of the calculation method in the 2023/24 fiscal year, the focus in the completed fiscal year was on the updating of data and the rollout to additional sites of the Wieland Group. The calculation of PCF values at product level was expanded from four to eleven sites, meaning that data is now also available for additional plants in the USA and Asia. In total, article-specific emission values are currently available for around 23,000 products of the Wieland Group.

In parallel with the expansion of the calculation, the internal data management and provision were optimized. This enables more in-depth analyses to identify decarbonization potential at product level. In addition, the increased transparency of emission data at product level forms the basis for more intensive dialogue with our customers and supports decarbonization along the entire value chain.

The company's goal is to meet customer requirements even better in the future and to establish effective mechanisms to promote the circular economy. In particular, the closing of direct metal cycles with customers will be reflected in future product-specific emission calculations. For this purpose, Wieland has further developed the method for PCF calculation so that customer-specific allocation of return scrap from their production processes is possible. This gives Wieland's customers the opportunity to actively drive the reduction of their product-specific Scope 3 emissions.

Customer-specific accounting will be applied for the first time in the 2025/26 fiscal year by means of a pilot project and will be verified by an independent auditor as part of a re-certification.

Wieland provides employees worldwide with an established e-learning module which, in addition to the general section on sustainability at Wieland, conveys a basic understanding of product-specific emission values, their key elements, and the calculation methodology. Numerous employees have already successfully completed the training.

Decarbonization through energy-efficient thermal solutions

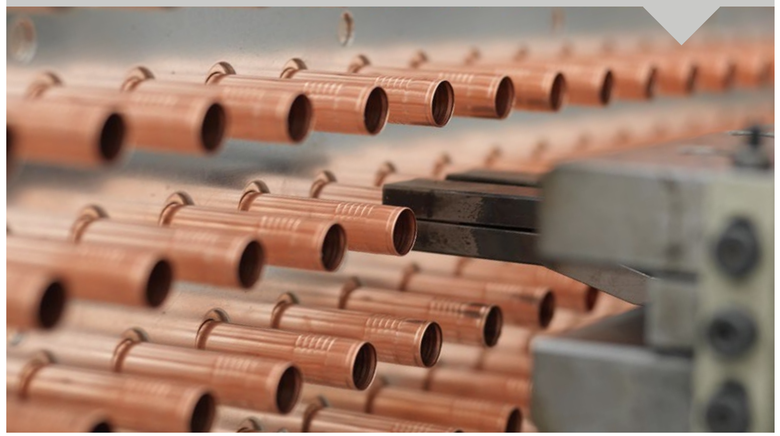
Wieland's Business Unit Thermal Solutions offers a broad portfolio of products with optimal thermal performance, which enable the lowest possible material and energy consumption. With the acquisition of Onda S.p.A. in October 2024, the Business Unit significantly expanded its portfolio, which now includes components for highly efficient heat pump systems with outputs ranging from 1 kW to 60 MW. These components are designed to replace conventional fossil-based heating technologies – in particular natural gas and diesel boilers – in a wide range of applications, including industrial processes, data centers, district heating and cooling networks, and commercial HVAC systems. In doing so, they make an active contribution to achieving Wieland's decarbonization targets (see right).

EXAMPLE OF A PRODUCT SOLUTION

Highly efficient heat exchangers for decarbonization

By electrifying thermal processes that were previously based on combustion, Wieland's solutions make a direct contribution to reducing Scope 1 emissions and support customers with achieving their decarbonization targets. The expanded product portfolio includes brazed plate heat exchangers (BPHX), shell and tube heat exchangers for large industrial plants, and special models for huge heat pumps in large-scale district heating networks.

These technologies promote decarbonization by enabling the recovery and reuse of waste heat, increasing overall energy efficiency, and reducing primary energy demand. Onda's dry and adiabatic coolers further contribute to sustainability by minimizing water and electricity consumption for heat dissipation.



Circular economy

Closing material cycles is a key lever for reducing Wieland's environmental impact and, at the same time, it makes a strategic contribution to securing the long-term supply of raw materials that are classified as critical. As part of the company-wide recycling strategy, Wieland aims to increase the recycled content in the production of its products to more than 90% by 2030. To this end, the company focuses in particular on processing scrap and is investing in expanding its own recycling capabilities and expertise. In doing so, Wieland is actively contributing to a functioning circular economy and strengthening its resilience to volatile developments in procurement markets.

Wieland's approach to the circular economy

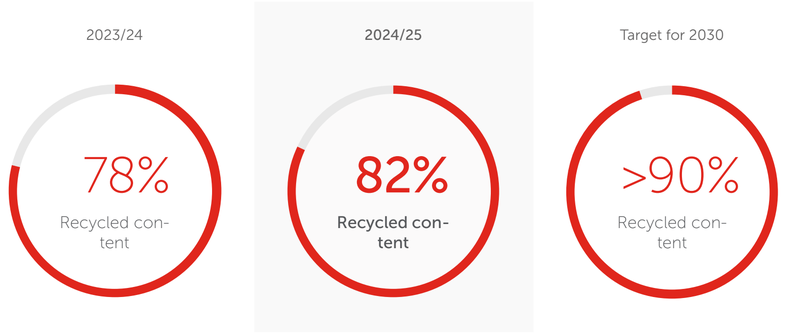
GRI 3-3 As a producer of semi-finished products made of copper and copper alloys as well as components and system solutions, the Wieland Group processes a wide range of metals, including copper, aluminum, titanium, and zinc. These metals are in demand worldwide due to digitalization and the growing focus on climate protection. Against the backdrop of geopolitical and regulatory developments, the reliable supply of raw materials is becoming increasingly important. At the same time, Wieland is aware of the impact of primary raw material extraction. Wieland is meeting these challenges with a clear strategy: Secure the supply of critical raw materials through recycling and closing material cycles. The circular economy is therefore a key element of risk minimization and long-term business development.

Wieland's recycling strategy aims to increase the recycled content to more than 90% and to continuously expand its capacities for processing recyclable materials. The Corporate Function Global Metals Management is responsible for implementing the company-wide recycling strategy. In doing so, it leads the dialogue with strategic raw material suppliers and cooperates closely with the Sustainability team regarding target achievement and measures. The Executive Board is informed regularly about the current progress. The Business Units Rolling & Recycling and Global Extruded & Cast Products bear operational responsibility for the Wieland recycling centers and for the further processing of the secondary raw materials obtained there in the foundries and production plants.

Increase recycled content, close material cycles, and secure critical raw materials

Wieland pursues a multidimensional approach in order to continuously increase the recycled content of its products. Firstly, the company is intensifying exchanges with suppliers of primary metals and cast shapes in order to jointly develop solutions for higher recycled contents and to improve the associated data quality. However, the main focus of the strategy is to increase the use of secondary raw materials, i.e., scrap, and to secure the corresponding material availability. Wieland relies on a mix of so-called pre-consumer scrap (materials that have been separated from the waste stream during a production process) and post-consumer scrap (materials recovered from end products that can no longer be used for their intended purpose). To promote the return of pre-consumer scrap, the company offers its customers targeted buyback models and continuously develops these models further. By commissioning the two recycling centers, Wieland is not only expanding its capacities but especially its competencies in processing post-consumer scrap. Through innovative processes, scrap with a higher level of impurities can be recycled into material of primary-material quality. As a result, Wieland reduces the use of primary metals produced with high energy input and actively lowers the Scope 3 emissions of its products.

Wieland measures progress with implementing the global recycling strategy based on the average recycled content in customer products, which should increase to more than 90% by 2030. During the reporting period, this figure was 82.4%. This corresponds to an increase of 5% compared with the previous year (FY 2023/24: 78.5%). The increase is due, on the one hand, to a higher recycled content in the cast shapes from the foundries. On the other hand, the figures from suppliers have improved. Another major lever was the first-time availability of reliable recycled content figures from several strategic suppliers of pure metals, shapes, and master alloys, which were specifically requested. In the future, Wieland intends to further intensify its dialogue with suppliers and to continue increasing recycled content (see chapter Sustainable procurement). If no specific supplier data is available, Wieland applies a conservative approach and reports a recycled content of 0%.



Recycled content calculation

Wieland defines the recycled content of a product in accordance with international standard ISO 14021 and its method set out in EN 45557 ("General method for assessing the proportion of recycled material content in energy-related products"). In order to determine the recycled content, Wieland has translated the approach of EN 45557 into a two-step calculation methodology and, in the associated "Recycled Content" white paper, has developed a more precise definition of the process and system boundaries to be taken into account. These system boundaries allow more precise results to be achieved and set a standard that can be applied across industries by companies of different sizes and different degrees of vertical integration. By disclosing its calculation methodology, Wieland aims in particular to enable transparent and comparable assessments within the metals sector and to support the transformation towards closed material cycles. The two-step calculation method was explained in detail in the 2023/24 Sustainability Report. During the reporting year, both steps of the recycled content calculation were validated by TÜV Süd GmbH. In the first step, Wieland calculates the recycled content of its cast shapes based on the quantities of primary metals used, as well as the pre-consumer and post-consumer scrap. In the second step, the recycled content of a semi-finished product is calculated as a weighted average of the recycled content of all cast shapes used for this purpose. The validation confirms that Wieland meets the requirements of standards ISO 14021 and EN 45557 and has established a transparent, traceable procedure for determining recycled content.

Increased transparency

In the 2024/25 fiscal year, the focus was on calculating the recycled content for individual products (product recycled content, PRC). For this purpose, the same two-step methodology was applied: First, the recycled content is calculated at alloy level for cast shapes, after which additional primary materials are taken into account to determine a weighted average per fiscal year, alloy, and shape. This calculation has already been successfully implemented at nine international sites. In addition, the methodology has been further refined and recycled content values of coatings have been included in the calculation. Furthermore, optimizations were identified and implemented in data processing and provision, so that the increased data transparency and quality can be used for targeted discussions with our customers. Based on the insights gained, further measures for the strategic alignment of procurement can also be derived, with the aim of increasing recycled content in the future.

Wieland's recycling centers

Building up in-house recycling capabilities is a key element of the Wieland recycling strategy. Through two new recycling centers, Wieland can significantly increase the amount of own and third-party scrap that can be processed in-house and offer an ever-increasing range of high-quality metals and alloys with a high recycled content.

In the 2024/25 fiscal year, Wieland successfully commissioned the new recycling center in Shelbyville, KY (USA). In an initial production run, copper scrap was shredded, sorted, fire-refined, and cast into ingots in a highly automated process. As a central hub, the center enables the processing of a wide variety of copper scrap, which is then used to produce semi-finished products at Wieland's North American plants. The Shelbyville site thus ensures a reliable and high-quality supply of recycled copper, with an expected CO_2 footprint that is around 75% lower than the global average for conventionally produced copper cathodes. As part of the validation of the calculation of the recycled content by TÜV Süd GmbH, it was also confirmed that only material with 100% recycled content is used at the Shelbyville site to produce the copper ingots.

At the production site in Vöhringen (Germany), Wieland has built another state-of-the-art recycling center for copper scrap with an investment volume of around €80 million. Commissioning is planned for the end of 2025, with ramp-up to full operating capacity during 2026. The new buildings and the technology used, such as the exhaust gas purification system, comply with the latest construction and technology standards. At the Vöhringen recycling center, the intelligent linking of metallurgy and semi-finished product manufacturing enables more efficient use of resources and lower energy consumption. The copper billets produced there from 100% recycled content complement the metal cycles at the Vöhringen plant and enable the replacement of primary copper cathodes. A wide range of copper scrap and granulates as well as scrap from local production will be used at the Vöhringen recycling center, some of which is directly usable and the rest requires processing on site. With this investment, Wieland is strengthening its raw materials independence and strategically expanding its recycling capabilities in Europe. The recycling center will supply production plants in Europe and parts of Asia with high-quality semi-finished copper products.

Wieland expects the commissioning of the two recycling centers to significantly reduce CO_2 emissions. These two investments represent the largest individual measures in the Group-wide decarbonization roadmap.

Close loops, ensure quality, and promote innovation

By closing material cycles within its own value chain, Wieland helps its customers to integrate circular economy principles into their business models. Wieland offers its customers the opportunity to return production scrap such as chips or press remnants (so-called pre-consumer scrap), so that it can be reused directly or recycled, depending on its properties and quality. It is currently being examined how this return system can be made even more attractive and expanded to a broader customer base. A key future element will be product-level allocation of return scrap, enabling customers to allocate their direct melt return scrap to the recycled content of products made from the same alloy. This allows them to actively increase their product-specific recycled content and directly contribute to a more effective circular economy. At the same time, this approach has positive impacts on the ecological balance of the products: A higher recycled content reduces the Scope 3 share of product-specific emissions and enables customers to actively influence the product carbon footprint.

Wieland is also increasingly expanding its recycling activities to include the collection, sorting, processing and utilization of end-user waste (post-consumer scrap) and scrap with higher levels of contamination. For this purpose, Wieland opened a new site in Monterrey (Mexico) during the fiscal year. As part of the Business Unit Rolling & Recycling North America, metal scrap is collected there and either sold directly to local industrial customers or distributed within the Wieland Group for further processing and refinement. Thanks to its strategically favorable location near the US border, the site serves as an additional hub for recycling activities in North America and supplies the Wieland recycling site in Granite City, IL (USA), in particular.

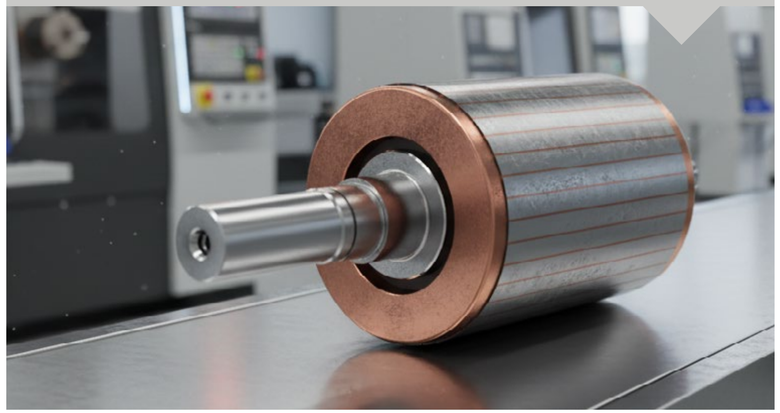
At the operational level, the use of scrap is closely linked to product requirements and the quality of recycling streams. In order to continuously reduce the need to incorporate primary metals in production, Wieland is developing measures to detect impurities in directly recyclable scrap at an early stage and to manage its use in the foundries even more precisely. A key lever for minimizing material contamination is a stringent incoming goods process with a thorough inspection. This process is currently being completely revised and redesigned. The aim is to raise awareness of nonconformities and to significantly improve material traceability. This is intended to enable incoming scrap to be clearly traced right through to the melting furnace and beyond. The resulting transparency is crucial for quality assurance and for increasing the recycled content in a targeted manner, especially for alloying elements. In this context, Wieland is already working on increasing the use of recycled material in high-performance alloys and further reducing the use of primary raw materials at the foundry in Vöhringen (Germany).

EXAMPLE OF A PRODUCT SOLUTION

Innovation for resource-saving drive systems

Since September 2025, Wieland eTraction Systems GmbH has been a partner in the "Kreisläufer" research project, which is coordinated by the Chair of Production Engineering of E-Mobility Components (PEM) at RWTH Aachen University and funded by the Federal Ministry for Economic Affairs and Energy. The project addresses the challenge of aligning the production processes of electric motors with the principles of the circular economy.

The focus is on developing circular product and production concepts to boost recyclability and resource efficiency. At Wieland, the focus is particularly on the ZPR die-cast rotor, which is a key component of electric motors. With its expertise in copper, copper die casting, and rotor technologies, Wieland makes an active contribution to establishing sustainable and circular value chains in the field of electric drive systems and e-mobility.



Environmental responsibility

Wieland is aware of its responsibility with regard to reducing its environmental impact and aims to continuously improve environmental protection. 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. Ongoing risk assessments enable an early identification of potential environmental impacts and implementation of appropriate mitigation measures.

Wieland's approach to environmental management

GRI 3-3, 2-23 At Wieland, compliance with all applicable laws and regulations is a fundamental principle. We complement this with clear standards that reflect our commitment to environmental responsibility. The corporate policy adopted by the Executive Board and Executive Committee sets the core principles regarding environmental protection and outlines Wieland's commitment to reduce the risks of damage to and pollution of water, soil, or air, and to prevent health risks for employees and residents.

Across worldwide production sites, Wieland has implemented suitable environmental management systems to manage environmental issues and improve local environmental protection. 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. Internal audits take place at fixed intervals and on an ad hoc basis. Additionally, 73% (70% FY 2023/24) of the company's major production sites have received ISO 14001 certification and will continue to conduct regular external audits of their environmental management system (see About this report). During the reporting year, the Business Unit Rolled Products location in Singapore received ISO 14001 certification, underscoring the team's unwavering commitment to environmental stewardship and dedicated efforts. Wieland is continuously reviewing the expansion of external certification to additional sites. The Executive Board and the Corporate Function Sustainability & Technology oversee the company's environmental management. The Safety, Health & Environment (SHE) department coordinates the implementation of the environmental agenda and improves global and local data insights. In direct reporting line to the Business Units' Vice Presidents Operations, the site managers are responsible for compliance with site-specific environmental regulations. They are supported by designated contact persons or environmental protection officers who deal with site-specific environmental issues and are in dialogue with local environmental authorities. 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 are contacted.

Consider environmental risks

The environmental risks relevant to the Wieland Group are identified and assessed as part of the corporate risk management system. Wieland regularly conducts internal audits and has established an internal process to validate local compliance with legal and other requirements at all sites. At the German sites, additional external legal compliance audits were completed during the 2024/25 fiscal year. Identified potential for improvement is translated into action plans, which are implemented in appropriate timeframes. Additionally, best practice reviews began during the reporting year and will be fully implemented at the relevant North American sites by the 2025/26 fiscal year.

In 2022, the three Wieland production sites in Vöhringen, Langenberg (both Germany) and Wheeling, IL (USA) were identified as high-risk locations with regard to flooding. To mitigate this risk and improve flood protection, Wieland is implementing additional prevention and protection measures. For example, a dam to protect against flooding is being reinforced at the strategically important foundry site in Vöhringen. Completion is expected by the end of 2026. At the Langenberg site, implementation of extensive flood protection measures is expected to be completed by 2027.

At most North American locations, the company has implemented stormwater pollution prevention plans (SWPPP) to identify and prevent damage caused by stormwater pollution. For further risk mitigation, Wieland carries out regular accident and emergency drills – in coordination with the responsible authorities. Emergency or alarm and hazard prevention plans are in place for individual locations.

Involve stakeholders

Raising employee awareness
Wieland is convinced that improved environmental protection can only be achieved with committed employees. The company therefore ensures that its employees are informed regularly about all environment-related topics. This is supplemented by training courses, which are held both online and as face-to-face training sessions. During the reporting year, approximately 29% of Wieland employees completed internal or external environmental training to meet specific regional commitments and requirements.

Feedback from stakeholders and incident reporting
As part of our environmental management approach, Wieland ensures transparent and responsible handling of environmental concerns. We operate a whistleblower portal that allows employees and external stakeholders to confidentially report

environmental incidents, among other things. In addition, we actively engage with residents and communities surrounding our sites, taking their feedback seriously and working collaboratively to address potential environmental impacts such as noise, emissions, or water usage.

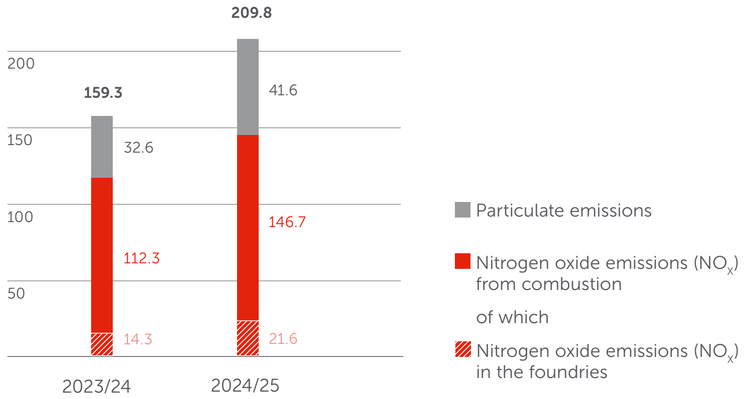
Ensure good air quality

GRI 3-3, 305-7 During the cast and fabrication processes for semi-finished non-ferrous metal products, greenhouse gas emissions and air pollutants are released. At Wieland, particulate matter and nitrogen oxides (NO_x) account for the majority of air pollutants. Whereas particulate matter is only significant at foundries, NO_x emissions occur in all combustion processes, such as the combustion of natural gas. Wieland complies with mandatory measurement requirements for these pollutants and aims to continuously improve data transparency to ensure good air quality. NO_x emissions are calculated using literature-based emission factors, applying a conservative mix due to the variety of combustion processes across the sites. During the reporting year, emissions of particulate matter rose by 27.6%, nitrogen oxide emissions (NO_x) from combustion increased by 30.6%, which is mainly attributable to the inclusion of the two significant new sites Buffalo, NY (USA) and Shelbyville, KY (USA) (see About this report).

Wieland continuously works on programs to reduce NO_x emissions at all major production sites with heating and annealing processes. For example, specific control systems will be implemented at the slab furnace in East Alton, IL (USA) as part of the overarching modernization project. Where possible, the company is converting the burner technology in heating and annealing furnaces to low-nitrogen oxide combustion processes or converting to fully electrified processes. During the reporting year, Wieland installed a state-of-the-art system for air pollution control and exhaust air purification to ensure adherence to strict emission limits specified in the operating permit of the recycling center in Vöhringen (Germany).

Air emissions in t

GRI 305-7



Protect against noise pollution

At the German Wieland sites, protection from noise pollution is particularly important, as they are located in or near residential areas. At these sites, regular measurements are carried out and immediate measures are taken when noise levels are too high. To protect residents from excessive noise pollution during the construction of the recycling center in Vöhringen (Germany), Wieland obtained expert opinions from sound engineers on the construction and arrangement of the buildings as well as the components used before construction began. All recommended prevention and protection measures, such as noise barriers and soundproofed fans, were fully implemented.

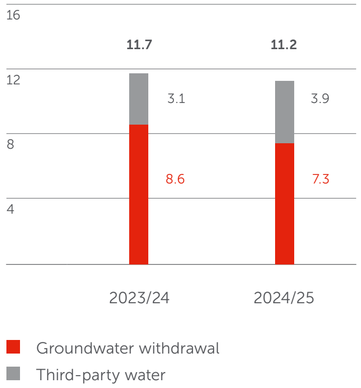
Protect water resources, ensuring water quality

GRI 3-3, 303-1, 303-2, 303-3, 303-4, 303-5 Water is of key importance for the Wieland Group's production processes, especially for cooling and surface treatment. Wieland not only complies with local laws on water protection but has also set the goal of reducing its own water usage and consumption to a minimum and avoiding the discharge of pollutants.
During the reporting year, a total of 10.0 million m^3 of water was used at the Wieland locations: 7.8 million m^3 as cooling water, 2.1 million m^3 as process water and 0.1 million m^3 as sanitary and drinking water. Of the 2.1 million m^3 of process water, 1.4 million m^3 of treated wastewater from production was discharged into public sewers or surface waters. Pollution limits were complied with or appropriate corrective measures were implemented.

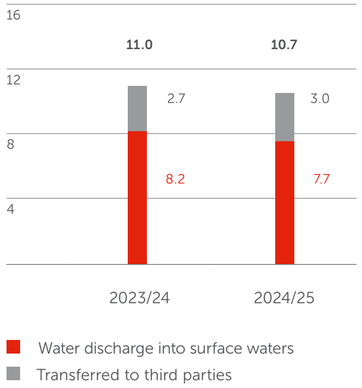
At the East Alton, IL (USA) production site, in-depth analyses of measurement systems and the technical infrastructure were conducted in the 2024/25 fiscal year to identify potential for minimizing water usage at the brass mill. Optimized shut-down procedures and targeted maintenance measures led to successfully reducing annual water consumption of the foundry and the brass mill by 0.3 million m^3, which led to a total reduction of 10% compared to the previous year. Having planned the installation of measurement systems and identified potential for improvement, the East Alton team aims to cut consumption by another 10% in the next fiscal year.

One of the company's focus areas in water management is to reduce metal emissions in wastewater, as they pose a risk of polluting groundwater and other bodies of water. At all sites, Wieland adheres to threshold values set by local authorities for wastewater discharge, e.g., for pH, temperature, and various metal contents such as copper or tin. Before discharging into the public sewage system or surface waters, the company checks the water quality at its own final inspection points to prevent pollution of rivers, lakes, and canals. The inspection 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. At the German sites, for example, the company has begun analyzing containers of substances hazardous to water to identify and reduce the potential risk of leakage during transport or storage. Specific measures have been derived to further reduce the risk of water pollution. At Montpelier, OH (USA), a new filter press for wastewater treatment and a system processor and modernized control system were installed to reduce water pollution.

Water withdrawal in million m³
GRI 303-3



Water discharge in million m³
GRI 303-4



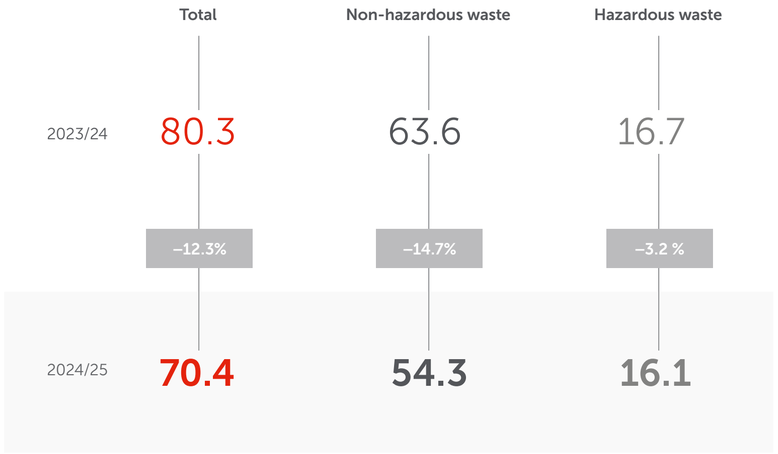
Avoid waste

GRI 3-3, 306-1, 306-2, 306-3 Effective waste management is another component of corporate environmental protection at Wieland. Most of the metal waste generated during production processes can be reused in the company's foundries, making external disposal redundant (see chapter Circular economy). Some by-products such as slag and dross require additional processing for reuse or recovery. When it comes to other waste, Wieland follows 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 70,397 metric tons. Compared to the previous year (80,310 t), this represents a 12.3% decrease. The total volume of hazardous waste decreased by 3.2% from 16,677 metric tons (FY 2023/24) to 16,147 metric tons (FY 2024/25). To gain an overview of the volume and type of waste produced, Wieland obtains information from all sites on the individual volumes of 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 (Germany) site, production processes have been improved, eliminating the need to dispose of contaminated wastewater as an emulsion. Instead, the wastewater will be discharged at the municipal wastewater treatment plant.

The issue of packaging waste presents companies with the challenge of finding and implementing sustainable solutions. Wieland primarily uses wooden packaging, which is reused multiple times over several years as part of a closed-loop system. For other packaging and foils, Wieland aims to use recyclable materials and engages with suppliers to foster sustainable business practices. At Wieland Austria Ges.m.b.H. and Wieland-Werke AG, VCI-foils for packaging with a recycled content of 30% (post-consumer) were used during the 2024/25 fiscal year. By switching to packaging foils with 35% post-consumer recycled content as of the 2025/26 fiscal year, Wieland complies with upcoming requirements of the EU Packaging and Packaging Waste Regulation ahead of schedule.

Total waste in kt



EXAMPLE OF A PRODUCT SOLUTION

Sustainable innovation on track

Wieland's Business Unit Engineered Products was recognized with the Austrian State Prize for Innovation for its maintenance-free roller devices for railway switch-points. Austroroll® enables savings of up to 25 liters of lubricant per railway turnout each year. This not only protects the track infrastructure but also contributes to conserving resources and reducing pollution. Austroroll® is a prime example of how Wieland combines technological leadership with sustainable value creation, delivering solutions that are both environmentally and economically attractive.

Hazardous substances and substances of very high concern

GRI 3-3, 416-1 As a manufacturer of semi-finished copper products, Wieland recognizes the critical importance of understanding and managing hazardous substances and particularly substances of very high concern. The company systematically assesses the presence and use of such substances both within products and across production processes. This includes evaluating alloy compositions, monitoring chemical substances used in surface treatments and auxiliary materials, and ensuring compliance with all relevant regulatory frameworks. The approach focuses not only on identifying and reducing potential risks to human health and the environment, but also on increasing transparency for customers, partners, and regulators. By proactively addressing substances of (very high) concern, Wieland aims to support responsible materials stewardship, drive continuous improvement in operational practices, and contribute to safer, more sustainable industrial ecosystems.

For all German sites, Wieland plans to introduce a digital platform to improve hazardous substance management. The system is designed to streamline documentation, strengthen regulatory compliance, and enhance safety in handling processes. This initiative will support more transparent and efficient environmental management going forward. Wieland is committed to the continuous improvement of environmental protection in line with the existing environmental management systems.

In 2020, an analysis was conducted to identify the company's main levers for reducing substances of (very high) concern used in products. As a result, Wieland has set the target to reduce lead consumption in casting processes by 30% by 2030 (based on FY 2020/21 data). During the reporting period Wieland used 4.9 kt of lead in casting processes across global foundries, which equals a reduction of around 4% compared to the previous fiscal year 2023/24 (5.1 kt of lead) and a reduction of around 24% compared to the base year 2020/21 (6.4 kt of lead).

2020/21	**2024/25**	Target for 2030
6.4 kt	**4.9 kt**	4.5 kt
lead	**lead**	lead

The legal requirements to avoid the use of lead as an alloying element have become increasingly stringent over time. Over the last decades, Wieland has proactively invested in research on copper-based alloys that can easily be machined and formed without the use of lead as an alloying element, while retaining certain properties such as conductivity and corrosion resistance. 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 was further expanded due to growing demand.

EXAMPLE OF A PRODUCT SOLUTION

Let's go lead-free

Following the ecoline® customer event at the Wieland headquarters in Ulm in 2024, the business units Global Extruded & Cast Products and Global Services continued "The Wieland eco experience" event series at Wieland France and Wieland Delari during the reporting year. In expert sessions, customers were given a compact overview of current legal developments and associated opportunities. The presentations and live machining demonstration outlined the application areas and advantages of Wieland's ecoline® alloy portfolio. Wieland will continue to drive the adoption of the ecoline® alloys to reduce environmental impact and minimize the utilization of substances hazardous to health and the environment.

Safety and Health

The Wieland Group is committed to providing a safe and healthy working environment that not only meets but often exceeds applicable occupational safety and health legislation. The company's vision "Everyone goes home safe every day" reflects a deeply embedded safety culture and leadership mindset. Through its global safety strategy, Wieland takes a proactive and systematic approach to minimizing workplace accidents, injuries, and health risks. This strategy serves as the foundation for all safety and health-related measures and is continuously refined to ensure consistent implementation across all sites and functions.

Wieland's approach to occupational safety and health

GRI 3-3, 403-1/8, 403-8 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. Group-wide monthly safety reporting ensures transparency on target achievement to the Executive Board and global leadership team. Relevant safety and health topics are reviewed in different management formats, such as the monthly Executive Committee meeting, the Wieland Group monthly report and during a variety of meetings at site and Business Unit level.

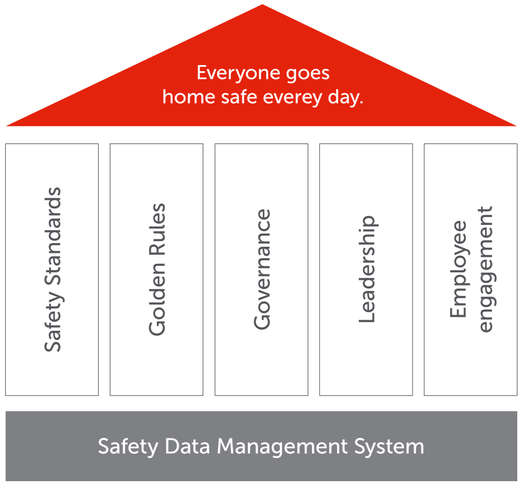
The SHE department creates the necessary framework to prevent occupational accidents and illnesses at all sites worldwide. In this context, it is responsible for formulating overarching guidelines for safety, health, and environmental protection and setting Group-wide targets in line with the global safety strategy. Within the 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 continuously improved. All Wieland sites have implemented a suitable management system, several larger sites have obtained certification of their system in accordance with the ISO 45001 standard. Several larger sites have had their management system certified in accordance with ISO 45001. In the reporting year, 50% of the significant production sites were ISO 45001 certified (see About this report).

Global safety strategy

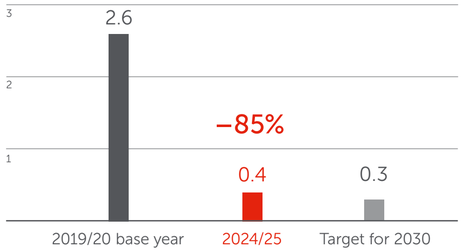
GRI 3-3, 403-9 Wieland works continuously toward the vision that "Everyone goes home safe every day". This is a vision representing a unique culture and way of leadership which will not only keep employees safe but also contribute to a high-performing business environment. To implement this vision, defined responsibilities of the global SHE team and operational leaders are embedded in every Business Unit, ensuring consistent and seamless cascading of all relevant topics.

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. In the reporting year, the LTI rate decreased to 0.4 from 1.0 in the 2023/24 fiscal year, representing a reduction of 60% year on year and 85% compared to the 2019/20 base year. To further improve occupational safety, Wieland introduced a global safety strategy in the 2023/24 fiscal year and has been continuously refining it ever since. 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: global safety standards, Golden Rules, business conduct, leadership, and employee engagement. Within the strategy, this is summarized as the "House of Safety".

Wielands „House of Safety"



LTI rate strategic target for 2030



Target for 2030

–90%

LTI rate

	2019/20 base year	2024/25	Compared to base year
LTI rate[1)]	2.6	0.4	–85%
LT rate[2)]	0.38	0.22	–42%
Number of work-related fatalities[3)]	0	0	-

[1)] Lost Time Incident rate, i.e. number of LTI / hours worked in TTM (Trailing Twelve Months) * 1,000,000
[2)] Lost Time rate (directly caused by incidents) /hours worked in TTM (Trailing Twelve Months) * 1,000
[3)] Including temporary workers and external service providers.

Global frameworks and standards

Following the general introduction of Wieland's global safety strategy in the 2023/24 fiscal year, the eight Golden Rules were gradually brought into focus during the reporting year: each month, one of the eight rules was published and discussed during meetings with frontline employees. This created a continuous momentum throughout the year to raise awareness and embed the principles into everyday work practices. Local managers speak continuously to all colleagues about related risks in their different work areas and the applicable standards to prevent them.

Compliance with the Golden Rules is mandatory and non-negotiable. They require the commitment of all employees at Wieland, regardless of their location, workplace, or position and apply to all employees, contractors and visitors. Training courses on the Golden Rules were rolled out during the reporting period and are to be completed by all employees. The Golden Rules are also embedded in other programs of the safety strategy.

Wielands eight "Golden Rules"

Molten Metal
I will keep metal and scrap streams free from contaminants and liquids.

Lifting Operations
I will never work or walk under a suspended load.

Confined Spaces
I will ensure all safeguards are in place before entering a confinded space.

Machinery Safety
I will not place any body parts in moving equipment.

Driving Safety
I will plan ahead to avoid distractions while driving.

Lock-Out Tag-Out
I will always control all hazardous energy before I start working on equipment.

Work at Height
I will protect myself against a fall when working at height.

Transport Safety
I will maintain a safe distance between mobile equipment and pedestrians at all times.

Besides the Golden Rules, Wieland's safety standards form another key pillar of the company's safety strategy. They are intended to supplement legal requirements and aim to further strengthen occupational safety across all Wieland locations. As each site has specific operational conditions, the standards are designed to ensure a consistently high safety level despite technological differences. They establish controls to mitigate the risk of Serious Injuries or Fatalities (SIF, see Reporting and investigation of events and incidents). By the 2024/25 fiscal year, all standards for high-risk areas have been introduced and consistently implemented, supporting the systematic reduction of significant safety risks within the company.

Promote a safe work environment

GRI 403-2, 403-4, 403-7, 403-9 Since the introduction of the global safety strategy, training and dialogue with employees on the eight Golden Rules have taken place across all locations. In parallel, further training courses and workshops on specific safety-related topics, including dedicated safety training for the Executive Committee were organized. Leaders in the company also perform safety walks and meaningful safety conversations. During these safety walks, the safety experts and managers talk to employees on site about safety-related topics and potential hazards. At a strategic level, regular SHE management workshops, attended by all Vice Presidents Operations and Directors SHE for the various Business Units, facilitate best practice sharing and developing programs for better reporting, training and standardization throughout the company.

The publication of the safety handbook "Leading safely at Wieland – Our toolbox" marked a significant milestone in the implementation of Wieland's global safety strategy during the reporting year. This comprehensive document consolidates the work of the past three years and represents the complete summary of Wieland's safety strategy to date. The handbook is available to all employees across the Wieland Group. It serves as a practical and strategic guide to occupational safety, containing clear definitions, core concepts, decision-making frameworks, and standardized procedures. The handbook outlines key elements such as the House of Safety, the Golden Rules, and the (Potential) Serious Injury or Fatality (PSIF/SIF) methodology: It provides leaders and employees alike with tools to identify risks, prevent serious incidents, and foster a culture of shared accountability and continuous improvement. By making this resource accessible Group-wide, Wieland ensures that safety knowledge is not only centralized but actively embedded in daily operations across all sites. The rollout of this handbook marks a major step forward in aligning leadership and workforce around a common understanding of safety – and in driving meaningful change toward the vision that everyone goes home safe every day.

Wieland also maintains close and proactive communication with its partner companies to ensure a shared commitment to occupational safety. Regular safety briefings are conducted to inform partners about potential hazards and to provide clear instructions on safe working practices. These briefings are complemented by ongoing reminders to implement the defined safety measures and to report any incidents without delay. To ensure compliance, project managers at construction sites carry out routine inspections and monitor adherence to safety protocols. Safety and health performance are also key criteria in the selection of partner companies. In cases of repeated non-compliance with Wieland's safety standards, partnerships are terminated permanently, with no option for future collaboration.

Assessment of potential hazards and risks
Potential hazards and risks may arise in connection with existing and future work processes during regular operations as well as during non-routine tasks. As a preventive measure, local safety experts assess potential risks and individual requirements in the workplace for each individual task. They explicitly involve the affected employees and, if necessary, other departments. Risk assessments are performed using a standardized process, and appropriate measures are then taken to reduce these risks. Potential residual risks are discussed with the employees, and appropriate ways of dealing with them are investigated. The Wieland safety standards support harmonized risk assessments and implementation of preventive measures across the company. With the help of workplace inspections, Wieland evaluates the effectiveness of its own preventive 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 Health prevention and promotion).

Reporting and investigation of events and incidents

GRI 403-2, 403-4, 403-9 In line with Wieland's internal reporting standards, all sites are required to document and report every safety-related event. This includes improvement suggestions, observations and near misses, incidents with and without lost time, as well as cases involving first aid, medical treatment, or restricted work. With the newly established method for evaluating and analyzing (Potential) Serious Injuries and Fatalities (PSIF/SIF), Wieland systematically analyzes every reported event to determine whether it classifies as a PSIF or SIF. With this approach, Wieland focuses not only on actual incidents but also on near misses and unsafe situations that potentially could have led to life threatening or life altering events. Each PSIF is systematically analyzed using a multi-phase investigation model to identify precursors, root causes, define corrective actions, and share learnings across the organization. The goal is to shift from reactive to proactive safety management and to allocate resources where the potential risk is highest. Continuous leadership involvement and data-driven decision-making are key elements of this approach. By integrating PSIF and SIF analysis into daily operations, Wieland enhances transparency, strengthens its safety culture, and ensures that safety is embedded in all business processes.

To complement the Lost Time Incident (LTI) rate, PSIF rate and SIF rate, Wieland has introduced additional safety metrics to enhance transparency and comparability across the Group. These include the number of medical treatments, the number of reportable incidents resulting in restricted work, and the total number of hours lost due to Lost-Time-Incidents (LTIs). Together, these indicators form the Recordable Case rate (RC rate), which serves as a metric for analyzing safety performance across the organization.

As a basis for uniform, transparent, and effective processes in occupational safety at all Wieland locations worldwide, the roll-out of a new safety data management system was completed during the 2024/25 fiscal year. It forms the backbone of the House of Safety and supports Wieland in improving decision-making, prioritization, and continuous improvement processes by enhancing transparency on safety-related data. Furthermore, it increases employee engagement, facilitates risk identification at an early stage and taking informed decisions to prevent incidents.

Safety training and employee engagement

GRI 403-4, 403-5 All employees receive safety training during onboarding, covering site-specific topics such as machine and equipment handling, transport and traffic safety, personal protective equipment, hazardous substances, fire protection, and emergency procedures. This training is supplemented by annual training and task-specific instructions. Wieland provides regular safety and health training for both hourly and salaried employees. To support the implementation of Wieland's global safety strategy, a comprehensive e-learning series has been introduced during the reporting year, comprising the three main modules "My Safety – our commitment", "Golden Rules" and "Serious Injury and Fatality (SIF) Prevention". It is designed to onboard new employees and refresh existing employees on the core principles of Wieland's safety approach. All employees across the organization are required to complete this training, ensuring a shared understanding of safety expectations and responsibilities. Additional safety courses are available online through the Wieland Training Academy. Emergency and evacuation drills are conducted regularly at all sites, involving all relevant personnel. Safety standards, key contacts, and related information are accessible to all employees via the intranet and message boards on site. In addition to reports via the safety data management system, observations and concerns regarding occupational safety and health at Wieland can also be reported confidentially via the group-wide whistleblower system (see chapter Corporate responsibility).

Since the 2024/25 fiscal year, Wieland has been presenting the Safety Ambassador Award for outstanding commitment to safety, with employees being nominated for their exemplary safety awareness. The proactive attitude, innovative ideas and commitment of employees are crucial to establishing a strong safety culture. With the Safety Ambassador Award, Wieland honors employees who show outstanding commitment to safety.

Wieland's approach to occupational health management

GRI 403-10 In line with Wieland's commitment to employee safety and health and the implementation of the global safety strategy, the company has started to conceptualize a global health management approach in the 2024/25 fiscal year.

Initial efforts concentrate on identifying priority areas, which will serve as the foundation for establishing general health standards and guidelines across the entire Wieland Group. The overarching goal is to foster a healthy work environment, minimize health risks, support sustainable employee performance, and provide the knowledge needed to lead a healthy lifestyle. Against this background, the Wieland Group promotes a health-oriented leadership culture that emphasizes both physical and mental well-being in the workplace. This approach supports the continuos improvement of employees' ability to work and their health. In the 2024/25 fiscal year, the absenteeism rate for wage-earning employees fell further to 10.1% and decreased to 2.6% for salaried employees.

Absenteeism rate[1)]

	2023/24	2024/25	Compared to previous year
Wage-earning employees	10.4%	10.1%	–2.9%
Salaried employees	3.1%	2.6%	–16.1%

[1)] Based on employees of Wieland-Werke AG, including employees with long-term illnesses without continued remuneration.

Health prevention and promotion

GRI 403-3, 403-6 Wieland-Werke AG offers various prevention initiatives as part of its health management program, particularly regarding musculoskeletal disorders. These include weekly personal training sessions onsite, as well as specialist orthopedic care within 48 hours for acute or chronic back and joint complaints. For further prevention, Wieland-Werke AG carries out ergonomics consultations directly at employees' workplaces and workstations. During the 2024/25 fiscal year, further prevention programs such as non-smoking seminars, health check-ups and screenings, e.g. skin cancer screening, as well as seminars on nutrition and sleep, were offered to employees. The Wieland-Werke AG Health Management program is continuously reviewed and adapted to meet employees' needs and support long-term target achievement. The leadership team are regularly informed about the program and its further development to ensure that they are equipped to effectively support their teams and to recognize early signs of stress, mental health challenges, or other well-being-related concerns, as well as to point out available resources and support options. Individual elements of the existing program will be incorporated into Wieland's global health management approach.

In addition to Wieland's internal program, the newly established cooperation with EGYM Wellpass provides employees with broad access to a wide range of physical activity and fitness opportunities, supporting individual health and well-being beyond the workplace. The offering has been exceptionally well received by employees, and participation rates have continued to increase during the 2024/25 fiscal year with 1,400 Wieland employees now being active users.

In North America, the Vitality App encourages employees to actively engage in health and well-being. Through a point-based system, preventive actions such as screening and physical exercise are rewarded with financial incentives. This fosters and supports a culture of health and well-being.

Mental health
Wieland has launched several initiatives aimed at acknowledging the importance of mental health and strengthening mental well-being across the organization. At the German sites Ulm and Vöhringen, Wieland offers psychological counseling in cooperation with Ulm University. As part of this program, employees can receive confidential therapeutic sessions as an early form of support. In cases of involving addiction, local counselors provide targeted support and help those affected to find a suitable treatment program. Additionally, Wieland managers receive regular training on how to recognize and appropriately support employees dealing with such issues.

In October 2025, Wieland launched its Mental Health First Aiders (MHFA) initiative to strengthen mental health support across the organization. The program includes awareness sessions for employees and managers to enhance understanding of mental health in the workplace and to foster a culture that actively supports the mental health of all employees. Furthermore, in-person training courses are offered to build a global network of Mental Health First Aiders across all hierarchy levels and locations. To ensure long-term impact, the program includes regular exchange and networking among Mental Health First Aiders.

Wieland has launched a pilot project to implement the legally required psychological risk assessment (GBU Psyche) in Germany. Using a standardized questionnaire, the pilot aimed to identify psychological stress factors in the workplace and derive targeted measures to prevent and reduce mental strain. A full-scale employee survey is planned for the 2025/26 fiscal year. Based on the results of the GBU Psyche, Wieland will develop and offer tailored measures to promote mental well-being across its workforce, reinforcing its commitment to a safe and healthy working environment.

As of the reporting year, a holistic advisory approach known as the Employee Assistance Program (EAP) has been available to employees of Wieland-Werke AG and its subsidiaries. The program is designed to support employees not only with mental health concerns but also issues related to financial matters, personal challenges or care management such as finding specialist or therapy placements.

Medical service
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 personal protective equipment, 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.

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

People and Culture

People and culture are key success factors for ensuring Wieland's future viability. An effective human resources strategy strengthens organizational resilience and adaptability and establishes the conditions for sustainable growth. Wieland continuously develops its HR function by digitalizing and optimizing processes and adapting to regional conditions. In addition, the HR strategy focuses on attracting, developing and retaining ambitious talent. Wieland relies on attractive working conditions and targeted vocational training and further training offers, as well as a culture characterized by respect, reliability, and optimism.

Wieland's human resources approach

GRI 3-3 Effective HR practices are critical to success and improve the recruitment, development and retention of employees, and foster a motivated, qualified workforce. At Wieland, Group-wide responsibility for human resources lies with the Corporate Function Human Resources (HR), which is organized into global and regional areas depending on the topic. The HR Communication & Strategy department supports the other departments as the global point of contact for defining and implementing their respective targets. In terms of topics, the Corporate Function Human Resources is structured into three core areas: HR Business Partners, HR Services, and HR Center of Excellence. The individual regional and global specialist departments, such as HR Digitalization or Learning and Development, are allocated to the respective core areas. In addition, local HR departments act as direct contacts on site.

Human resources strategy: concept and implementation

The human resources strategy, which was updated during the reporting year, aims to position Wieland as an attractive employer for ambitious talents and to optimize and digitalize the associated processes. In doing so, the Corporate Function Human Resources pursues the vision of acting as a strategic partner for managers and employees with a lean and globally networked organization. Wieland's HR strategy is aligned with the entire employee life cycle, from employer attractiveness and recruiting, to onboarding and employee retention, right through to resignation or retirement. The objective is to provide targeted support to both employees and managers during every phase.

As part of the strategy process, the individual specialist departments in Europe have already defined their strategic priorities in the past fiscal year and translated them into medium-term targets and actions. The key objectives of the globally responsible HR Digitalization department include the digitalization of the HR system landscape, which is to be fully implemented by the 2029/30 fiscal year. A primary goal of the recruiting strategy is to combine recruiting speed and candidate suitability as effectively as possible. The aim is to attract motivated employees who become aware of Wieland quickly and at the same time match the requirements of the respective role. This includes, among other things, simplifying the application process – for example, through a one-click application. In this way, Wieland lowers barriers and enables a smooth start to the application process wherever possible.

An important component of the learning strategy is aligning further training offers more closely with current and foreseeable business requirements. The aim is to further develop learning content step by step so that it provides employees with the competencies that are crucial for future tasks. This also includes making systematic decisions about which training courses will be offered in the future and which target groups they are relevant for. In this way, Wieland ensures that learning not only supports the individual development of employees, but also contributes to the company's further development.

Development of employees in numbers

GRI 2-7, 401-1, 405-1 The number of employees at the Wieland Group increased by 1% during the reporting year and totaled 10,608 as at September 30, 2025 (FY 2023/24: 10,515) The staff turnover rate across all regions was 13.6% (FY 2023/24: 11.6%).

Number of employees by region

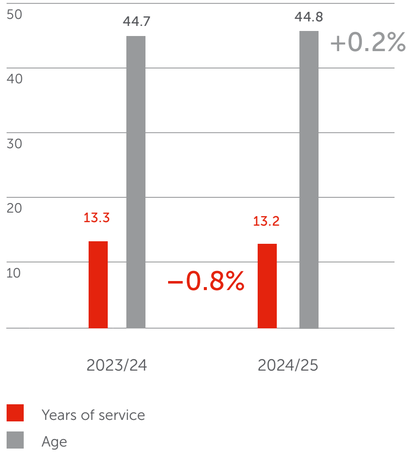
	2023/24	2024/25	Compared to previous year
Total number of employees	**10,515**	**10,608**	**+0.9%**
Male	8,988	9,044	+0.6%
Female	1,527	1,564	+2.4%
Number of employees by region			
Europe total	6,210	6,269	+1.0%
North America total	3,940	3,965	+0.6%
Asia total	365	374	+2.5%

Number of new employees hired by region

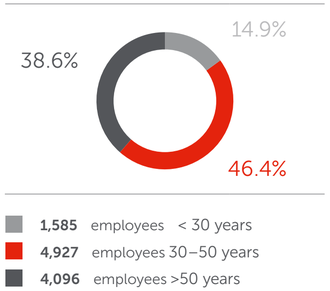
	2023/24	2024/25	Compared to previous year
Total new employees	**2,060**	**1,768**	**–14.2%**
Male	1,755	1,448	–17.5%
Female	305	320	+4.9%
New employees by region			
Europe total	467	737	+57.8%
North America total	1,570	991	–36.9%
Asia total	23	40	+73.9%

The average length of service with the company in the reporting year was 13.2 years, down by around 1% compared with the previous year (FY 2023/24: 13.3 years). The proportion of women in the total workforce was approximately 15%, thus remaining at the prior-year level. The average age of employees at Wieland worldwide rose during the reporting year from 44.7 to 44.8. Against the backdrop of demographic change, it is likely that the average age will rise in the coming years. The wide range of measures in the area of safety and health (see chapter Safety and Health) are intended to boost the long-term employability of employees throughout the Wieland Group.

Average years of service and global average age in years



Age structure total workforce 2024/25



Percentages may not add up to exactly 100% due to rounding

Inspire people: employer attractiveness and recruiting

The employees of the Wieland Group are a key factor in the company's sustainable success. However, demographic change and the increasing shortage of skilled workers are making it more difficult to attract and retain qualified talent in many places. To counteract this, Wieland is strengthening its employer attractiveness both internally and externally through targeted measures. Wieland presents itself as a reliable and future-oriented employer with a clear commitment to sustainability and an open, international corporate culture. The employer brand is based on a values-driven corporate culture and on factors that promote employees' motivation and well-being: challenging tasks, individual development and scope for creativity, performance-based compensation with attractive additional benefits, and modern and safe working environments that offer appropriate flexibility.

Employer communication relies on authenticity and proximity: Employees are at the center of various online and offline formats and, through personal insights, provide a realistic picture of the working environment at Wieland. As credible ambassadors, they shape the perception of the company both internally and externally and strengthen the employer brand sustainably. In addressing new talent, Wieland draws on early-stage, target group-specific measures designed in particular to inspire young people to pursue a professional future with the company. Wieland raises its profile through information events, plant tours, guest lectures, internships, and participation in career fairs. In this context, Wieland is further developing the communications and marketing approach for addressing students and apprentices for Wieland-Werke AG. For example, the company is currently developing a structured approach that systematically organizes the recruitment of interns from schools for Wieland-Werke AG and their subsequent employment in vocational training. The next step will be to modernize the content of the technical internship on offer and make it more practice-oriented.

Empower people: working conditions, collaboration, and equal opportunities

GRI 3-3 At all sites, Wieland is committed to complying with statutory requirements, and it practices the principles set out in its Code of Conduct, particularly with regard to fair working conditions and equality. Employee co-determination is of great importance: Joint solutions are developed and decisions are made transparently in regular dialogue with employee representatives and trade unions. As part of the further development of the human rights policy, Wieland will focus on the topics of harassment and discrimination even more in the future. In doing so, the company is sending a clear signal in favor of a working environment in line with its values of respect, ambition, reliability, diversity, optimism, and ownership, and which is characterized by safety and health as the top priority.

Fair pay

GRI 2-30, 401-2 Wieland pursues the goal of adequately remunerating the performance of its employees. In doing so, it goes without saying that appropriate remuneration and fair and legally compliant working conditions are ensured, including full compliance with statutory requirements, for example with regard to working hours. The legally guaranteed minimum wages in the respective labor markets are regularly exceeded. All German sites of Wieland-Werke AG are 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 Wieland-Werke AG.

Flexibility

By offering flexible working hours models with options for overtime reduction and working time accounts, the company aims to help its employees strike a balance between their professional and personal commitments. At its headquarters in Ulm (Germany), the company operates the "Kupfernest" Wieland daycare center. 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 EGYM Wellpass, which is very popular, was extended for a further two years (see chapter Safety and 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, based on a period of twelve months.

Equal opportunities and the advancement of women

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. In the recruiting process, for example, unconscious prejudices and cognitive perception distortions (so-called unconscious bias) are identified and avoided by not using mandatory fields for personal data such as gender or date of birth.

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. In addition, Wieland actively supports the Frauennetzwerk im Donautal (women's network in the Danube Valley) in Ulm, which is committed to the advancement of women in the working world. Following its launch in October 2023, the network became further established during the reporting period: Events such as "Career Paths and Development" and the "Marketplace of Opportunities" provided practical impetus and opportunities for exchange in the reporting year. For the 2025/26 fiscal year, the plan is to attract more female participants through a broader and more structured program and thus create a well-established network. The kick-off event is a networking event held at Wieland's headquarters in November 2025, which will focus in particular on the topic of resilience.

Internationality and intercultural exchange

As a global company, Wieland has 89 sites in 22 countries. The workforce comprises 75 different nationalities. Wieland therefore promotes international mobility and supports employees when they move to a new place of residence and work. International work fosters intercultural exchange between the Wieland sites and improves understanding of different working methods and cultural backgrounds.

In the reporting year, Wieland strengthened intercultural exchange and appreciation of employees at all North American sites by celebrating Manufacturing Month. Through employee spotlights, employees from various sites presented themselves and showcased the achievements of the different production areas. These activities help to promote understanding of the various business areas, highlight the diversity of the workforce, and intensify collaboration. In addition, Wieland aims to emphasize appreciation for work in production and to promote a respectful corporate culture.

Develop and empower people: personell development and training

GRI 3-3 Targeted training and professional development is a key lever for safeguarding Wieland's future viability. The focus is on continuous qualification of employees through a diverse range of training and learning opportunities that foster individual strengths and systematically develop professional expertise. Programs such as the two-year Engineering Development Program (EDP) for university graduates in North America specifically target young talents.

Investing in the future: vocational training and degree programs

Wieland attaches great importance to offering young people attractive future prospects through sound vocational training and practice-oriented study programs. In doing so, the company plays an important role in securing skilled workers while at the same time investing in its own future viability.

At its German sites, Wieland offers a wide range of vocational training and dual study programs. All advertised study and vocational training positions were filled during the reporting year. 312 apprentices and students were employed by Wieland throughout Germany during the reporting period. In addition to professional qualifications, Wieland places great emphasis on practical projects and personal responsibility. One example is the Eco Scouts initiative, in which apprentices independently develop and implement sustainability projects – from energy-saving ideas right through to recycling concepts. In addition to environmental awareness, these projects also promote teamwork and innovation. Another focus is on integrating total productive maintenance (TPM) into vocational training. Apprentices learn how they can increase efficiency and operate production equipment optimally through preventive maintenance and continuous improvement processes. Apprentices and students are given the opportunity to gain international experience at sites abroad. During the 2024/25 fiscal year, eleven students from Germany experienced living and working at different sites in the USA and Asia.

Wieland also focuses on promoting young talent at the international level. In the United States, the two-year Engineering Development Program (EDP) has been established for university graduates. Participants rotate through various areas of business and gain comprehensive insights into processes and technologies. The aim is to leverage the competencies of young engineers specifically for the development of future innovations. Following a successful start to the program in the 2023/24 fiscal year, the second cohort began during the reporting year with 15 participants.

Continuous performance management

As part of the vision of "Creating value for generations," Wieland is introducing a new, agile approach to performance development in North America: continuous performance management (CPM). Instead of traditional annual reviews, CPM focuses on regular conversations, clear goal setting, and timely feedback. This approach promotes open communication, individual development, and a learning-oriented corporate culture. New tools and learning resources support employees and managers with the effective implementation of CPM. By strengthening the performance culture, CPM creates the basis for sustainable growth and long-term talent development.

Professional qualification and training

GRI 404-1 Wieland's professional development programs are consistently aligned with the requirements of day-to-day operations and the company's strategic orientation. They are implemented according to uniform standards and are continuously enhanced to meet the growing demands of a dynamic working world. As part of the Wieland Training Academy, the Learning and Training department develops customized qualification programs that promote language and intercultural competencies as well as technical and digital skills, sales and project management knowledge, and personal development. In addition, it supports managers with targeted formats, including "Leading in times of change," to actively and responsibly shape transformation processes in a dynamic working environment characterized by continuous change.

In the coming years, the portfolio and structure of the Wieland Training Academy will be revised and updated. The aim is to establish an agile and data-driven learning architecture that supports individual career paths and ensures the company's long-term competitiveness. During the reporting year, salaried employees[1)] invested an average of 14.3 hours in training, a significant increase compared to the prior year (FY 2023/24: 9.4 hours). This progress underscores the growing importance of qualification and serves as an incentive to embed the topic of training and development even more firmly in all areas in the future.

EXAMPLE OF A SOCIAL COMMITMENT

Social responsibility in vocational training

In recent years, apprentices and students at Wieland-Werke AG have taken part in a one-week social project during their training program at the Donau-Iller Werkstätten workshops, which provide jobs for people with disabilities, as well as at various sites of the illerSENIO Caritas retirement homes and other institutions. Over the course of the week, day-to-day life was characterized by interaction and mutual support. The apprentices and students helped with meals, accompanied activities, played, exercised, and worked in individual areas. The apprentices and students themselves as well as the institutions and their staff benefit from this social commitment in the region.

[1)] Based on salaried employees of Wieland-Werke AG, Wieland Austria Ges.m.b.H., Amstetten and Enzesfeld, and salaried employees in the United States

Support people: involvement in social projects and local partnerships

GRI 413-1 As a company with a long tradition, Wieland has long supported various donation and sponsorship projects in the regions where its sites are located around the world. This social commitment reflects Wieland's aspiration to assume responsibility beyond its own core business and corporate boundaries. The focus is on projects and organizations that provide long-term and practical help and that benefit a wider group of people, such as groups or teams. Wieland focuses on four main priority topics: education and science, social issues, health and sports, arts and culture.

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.[1)]

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.

Since 1970, Wieland has been supporting education, research, art, and culture through a charitable foundation, the Berufsbildungswerk Philipp Jakob Wieland. The support includes donations, subsidies for employees, scholarships, and other educational initiatives. The funding provided totaled around €350,000 in the reporting year. Among other things, these funds were used to support a project to promote reading skills among elementary school pupils (see right). In addition, Wieland is committed to academic support: Through the Deutschlandstipendium scholarship program, the company assists students at various universities both financially and with non-material support.

With the Bridge Year program at the Baden-Wuerttemberg Cooperative State University (DHBW), Wieland enables international talents to make a structured start with learning German culture and their studies, thereby contributing to global networking and securing skilled workers.

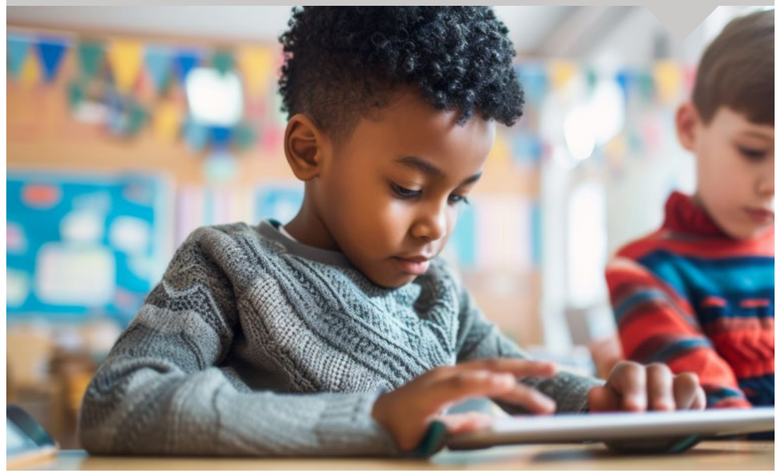
Wieland also provides financial support to regional projects, e.g., the Arbeitsgemeinschaft Wasenlöcher Illerberg/Thal e.V. (Wasenlöcher Illerberg/Thal working group) for implementing specific nature conservation measures in the nature reserve of the same name, which is part of the European Natura 2000 network of nature protection areas. The aim of this EU-wide program is to preserve biological diversity in Europe on a lasting basis. The area, which covers around 68 hectares, is a former lowland moor that is being returned to its original state through targeted rewetting. The Wasenlöcher working group pursues key goals such as preserving the moor for climate protection reasons, combating invasive species, and reintroducing native flora and fauna. Wieland supports the financing of these measures and additionally promotes environmental education for schoolchildren through field trips and educational activities on site – contributing to the preservation of biological diversity and raising awareness of the value of intact ecosystems.

In North America, the Business Unit Thermal Solutions supported the Life House Youth Center (LHYC) in Missouri during the reporting year. This non-profit organization offers programs and courses to children in the surrounding counties, regardless of their social or economic background, which foster their personal development and teach them important life skills. The offering is supplemented by a free hot lunch. Since it was founded in 2017, LHYC has reached more than 44,000 children and provided more than 55,000 meals. The center helps children develop a strong sense of self-worth and shows them new perspectives – a particularly important contribution in a region where more than half of the children grow up in families affected by addiction. In this way, Wieland makes an important contribution to promoting equal opportunities and strengthening social structures in the regions where it operates.

EXAMPLE OF A SOCIAL COMMITMENT

Promoting reading among elementary school pupils

During the reporting year, Wieland supported the introduction of the Alphaben reading app at five elementary schools. The app provides access to more than 500 digital books and thus promotes children's reading skills. By financing annual licenses, Wieland makes a direct contribution to educational equity and the development of digital competencies. The aim is to make it easier for children to access high-quality literature, regardless of their social background, and to increase the joy of reading.



[1)] Exceptions are the Berufsbildungswerk Philipp Jakob Wieland (individual support as well as multiple donations) and the Wieland North America Scholarship Program (individual support).

Corporate responsibility

The Wieland Group understands corporate responsibility as business conduct that is responsible, compliant with the law, and geared toward 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. This aspiration is also pursued consistently in the supply chain through the active implementation of human rights and environmental due diligence.

Wieland's approach to responsible corporate governance

GRI 3-3 Responsible corporate governance is the basis for a company's long-term success and value. At Wieland, the key management tool is the integrated risk control system (RCS). It combines risk and opportunity management, the internal control system (ICS), and the Compliance Management System (CMS), thus ensuring holistic control and management. The Corporate Function Internal Audit regularly monitors risk management through systematic audits and by implementing the ICS. As a body that is independent of the company's processes, it contributes to compliance, the improvement of business processes, and the effectiveness of the systems and controls that have been put in place.

Wieland works on the Group-wide standardization and harmonization of the individual management systems and 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), ISO 45001 (health and safety management), and ISO 37301:2021 (compliance management), which are implemented at various sites.

Compliance Management System (CMS)

As part of the Corporate Function Legal & Insurance, the Compliance department continuously develops the binding structures for all employees in the Wieland Group. In addition to the Group Compliance Officer, a Compliance Committee has been established that defines the framework for the CMS. The Executive Board and Supervisory Board manage the company in accordance with national and international standards. The Code of Conduct of the Wieland Group provides a universally applicable framework and obliges all employees to act responsibly and in accordance with the law, while supporting them with acting on their own responsibility. This applies both within the Wieland Group and in our dealings with business partners.

As part of the RCS, the CMS ensures that all salaried employees, and all groups of persons treated as such, act in compliance with the law and uphold corporate values. The aim is to detect and prevent violations at an early stage. The CMS focuses on data protection, corruption prevention and antitrust prevention, export control, supply chain compliance, and money laundering prevention. Its specific design and priorities are based on ISO 37301:2021. The German and Austrian majority shareholdings of Wieland-Werke AG were successfully certified in accordance with ISO 37301:2021 by 2025. In the next step, the relevant US majority shareholdings of the Wieland Group will be certified by the end of 2027. Where necessary, the key compliance topics will be adapted to the specific circumstances of the respective regions.

Corruption and antitrust prevention

GRI 3-3, 205-2 For Wieland, preventing corruption and anti-competitive behavior is a central element of compliance. The Code of Conduct and the supplementary guidelines, such as the antitrust prevention, anti-corruption, donations and sponsorships and gifts and invitations policies, provide the cornerstones 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.

Whistleblower portal

GRI 2-25, 2-26, 2-27 Wieland's Integrity Portal is an important tool for identifying compliance violations, both in the Wieland Group and within the supply chain. The whistleblower portal 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 2024/25 fiscal year, 50 reports were received and 44 led to internal investigations.

Compliance training

GRI 205-2 Wieland has established a structured training program in order to raise employee awareness of the wide range of compliance requirements. Through the learning management system, mandatory training on key compliance topics, including the Code of Conduct and the whistleblower system, are offered regularly or as needed. A new cycle of this mandatory training was launched during the reporting year. All salaried employees worldwide must successfully complete the training within a defined completion period. In addition, managers and employees in relevant specialist areas are required to complete further in-depth training – including on antitrust prevention. Additional anti-corruption measures were also implemented during the reporting year, including in-person training, in order to sustainably raise awareness of this topic among employees as well as sales and business partners.

Based on the update of the Human Rights and Working Conditions Policy, a topical expansion of the associated management training is planned for the 2025/26 fiscal year. The focus will increasingly be on protecting employees from discrimination and harassment. At the North American sites of the Wieland Group, extensive management training on anti-discrimination and anti-harassment was already carried out in the past fiscal year.

Implementation of the risk control system

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.

During the reporting year, Wieland began integrating the material sustainability risks and opportunities into the existing risk and opportunity management system. The aim is to holistically integrate the risks and opportunities arising from environmental, social and governance topics into the control and management mechanisms in the future. To this end, a concept for process harmonization was developed that redefines the interfaces between the risk and opportunity management, ICS, and CMS. Implementation is planned for the coming fiscal year and will expand the RCS to include sustainability dimensions.

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. In the coming fiscal year, Wieland will begin defining appropriate criteria for systematically integrating sustainability matters into the internal control system (ICS) and internal audits, with the aim of identifying sustainability risks at an early stage and managing them holistically.

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").

In addition, the company's own entities[1)] are assessed with regard to environmental and human rights risks. The process is based on the requirements of the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG) and, in addition to country and sector risk, also includes alerts for environmental and human-rights-related issues.

Wieland uses the results of this process to further develop and improve corresponding measures. The Executive Board and the Supervisory Board are informed about the results and measures, both at the annual Audit Committee meeting and via the risk report.

[1)] Refers to operationally active and majority-owned companies that are evaluated annually from FY 2023/24 onward, or in the event of an incident that requires re-evaluation

Sustainability opportunities and risks

GRI 201-2 Wieland addresses its sustainability opportunities and risks in a targeted and forward-looking manner. The focus is on developing products with the lowest possible carbon footprint and a high recycled content, as well as implementing corresponding measures: the electrification of plants, the use of renewable energies and secondary materials, and the expansion of recycling capabilities. These steps make a significant contribution to reducing greenhouse gas emissions at Wieland and its customers. In addition, attractive business and growth opportunities are emerging – for example through the increasing electrification of vehicles, the growing demand for thermal solutions for refrigeration and air conditioning technology, and the strengthening of the circular economy. At the same time, Wieland takes into account risks such as the increasing complexity of regulatory requirements for processes and compliance structures. Targeted precautionary measures are also taken to counteract the physical impacts of climate change, such as extreme weather events – in particular floods and storms. The global safety strategy pursues a systematic approach to minimizing safety and health risks.

During the reporting period, as part of the double materiality assessment, Wieland systematically recorded and assessed both the sustainability impacts on people and the environment and the (non-)financial opportunities and risks associated with specific sustainability matters. The results of this analysis will gradually be integrated into the risk control system (RCS) in the future. The respective specialist departments are responsible for managing the actions and processes derived from this.

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 Co-operation 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 Compliance 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) are 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 the 2025/26 fiscal year is to extend the TCMS to the areas of income tax and payroll tax.

Responsible handling of data

GRI 3-3 The Wieland Group counters the growing cyberthreats with a systematic and multi-layered security approach. Technical safeguards such as firewalls, secure communication channels, and modern authentication procedures are continuously developed further, and they are supplemented by a central Security Operations Center (SOC). A dedicated team coordinates all activities of the IT security organization throughout the Group in close cooperation with data protection.

Particularly challenging are the dynamic threats posed by generative AI, which enable individualized phishing campaigns and new attack methods. State-sponsored cyberattacks and risks in global supply chains further increase the requirements for resilience and protective measures. Wieland responds to this with proactive security strategies that take into account international standards such as ISO 27001 and European regulations such as NIS2.

Digitalization and global standardization
Alongside strengthening IT security, Wieland is systematically advancing the digitalization and standardization of its processes. The introduction of globally standardized platforms such as ERP, CRM and production systems reduces complexity and creates the basis for a stable IT landscape. Service portals and interfaces are continuously improved to increase transparency and efficiency.

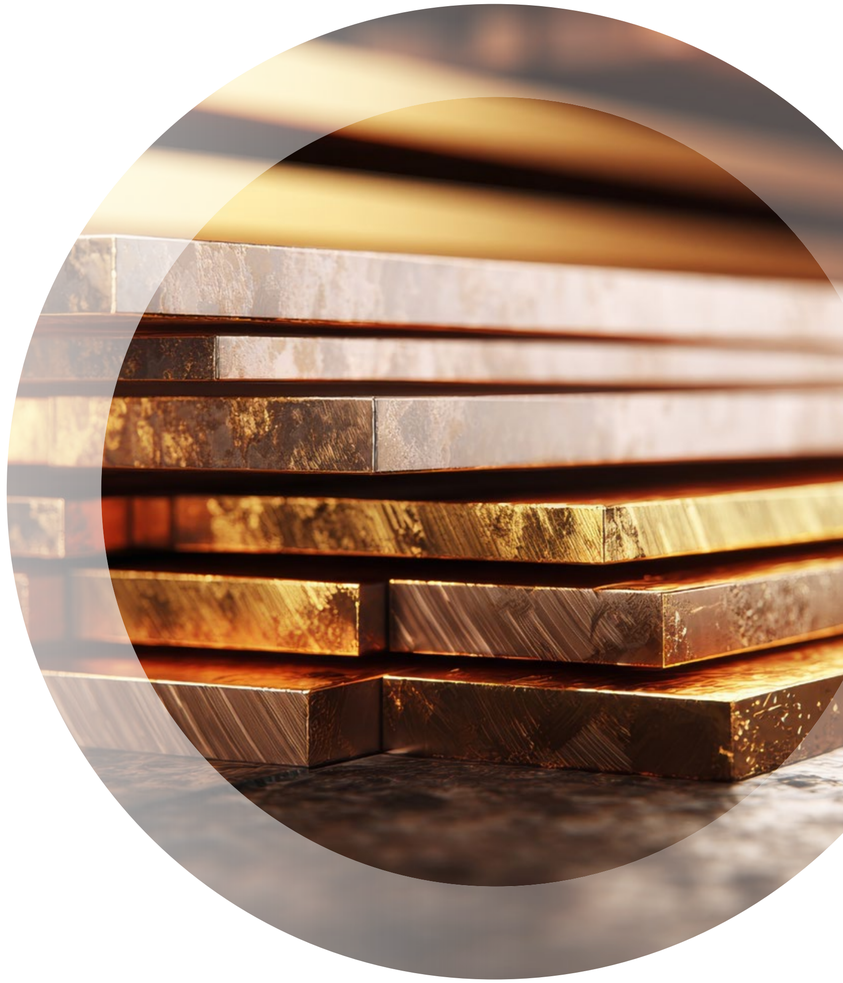
Artificial intelligence plays a dual role in this context: It entails risks due to new forms of attacks, but at the same time offers opportunities for innovation and efficiency gains. A central working group evaluates all relevant digitalization projects not only from a technical perspective, but also from ethical and legal standpoints. This ensures that new technologies are used responsibly and profitably.

Economic framework conditions and strategic resilience
The economic situation, with limited resources, presents companies with the challenge of implementing necessary investments in IT security and digitalization in a targeted and efficient manner. Delays or reluctance to invest can increase the attack surface and hamper innovation. At the same time, regulatory requirements and customer expectations are rising.
Wieland addresses these challenges by prioritization of critical projects, strategic planning, and early preparation for certifications. IT security, digitalization, and economic stability are regarded as factors of equal importance that influence each other and must be developed in a balanced manner.

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, cyberattacks on Wieland continued during the 2024/25 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 has been implemented in all cases and is ensured by the IT Security team.

Sustainable procurement

Wieland works closely with its suppliers to ensure and continuously improve environmental and social standards. Guidelines such as the Supplier Code, the Sustainable Procurement Policy, and supplier due diligence all support this effort. A particular focus is placed on improving the transparency and data quality of supplier-specific emission and recycled content data. The aim is to promote sustainable value creation through systematic measures.



Wieland's approach to sustainable procurement

GRI 3-3 The strategic direction as well as the targets and actions for sustainable procurement at Wieland are defined in the Center of Excellence of the Corporate Function Global Procurement & Logistics. The respective specialist purchasing functions are responsible for their operational implementation and for achieving the targets. 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 the net zero emissions target, the procurement activities of the Corporate Function Global Metals Management are therefore in the spotlight. 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 16,000 suppliers.

Strategic focus on metal procurement

As a manufacturer of semi-finished products, Wieland sources raw materials worldwide, with a focus on the procurement of metals. At Wieland, the use of metals consists largely of secondary metals (pre-consumer and post-consumer), which are mainly sourced from suppliers in Europe and North America, as well as primary metals and cast shapes such as billets and slabs.

The procurement of metallic raw materials accounts for 57% of the company's greenhouse gas emissions and for the majority of the Scope 3 category of purchased goods and services. To achieve the Group-wide target of reducing Scope 3 emissions, Wieland is increasingly focusing on procuring metallic raw materials with a low carbon footprint and is actively promoting the circular economy (see chapter Decarbonization). Wieland expects all strategic suppliers of pure metals, shapes, and master alloys[1)] to disclose the product carbon footprint (PCF) and the recycled content of their products upon request. For this purpose, a carbon disclosure letter was drafted in the past fiscal year, which is enclosed for signing with all contractual documents. The goal is to obtain supplier-specific data from all strategic suppliers of pure metals, shapes, and master alloys by fiscal year 2026/27. During the reporting period, 92% of these strategic suppliers had already signed the agreement and provided the corresponding data. In both contract amendments with existing suppliers and new negotiations, Wieland uses material-specific emission and recycled content data as decision criteria. In this way, Wieland actively promotes the decarbonization of the value chain and the implementation of the circular economy.

[1)] Based on the share of total purchasing volume for metals and the strategic importance

Responsibility in the supply chain: Focus on due diligence

GRI 2-6 As a metal-processing company, one of Wieland's core tasks and responsibilities is to reconcile economic success with the health and well-being of people and the environment. In order to fulfill its corporate due diligence obligations, Wieland conducts risk analyses and requires suppliers to comply with defined standards. This addresses the growing customer demand for eco-friendly and responsibly manufactured products.

The Wieland Group complies with the statutory requirements of the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG) and reviews environmental and human rights standards on a regular and ad-hoc basis. Furthermore, Wieland is guided by internationally recognized standards such as the UN Guiding Principles on Business and Human Rights and the principles of the core labor standards of the International Labour Organization (ILO). Since 2021, Wieland has been a signatory to the UN Global Compact 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.

Due diligence assessment for existing and new suppliers

GRI 2-24, 414-1, 414-2, 308-1, 308-2 To fulfil its due diligence obligations, Wieland has introduced a continuous process that identifies, mitigates, and prevents actual or potential human rights violations and environmental risks, in particular those related to its direct suppliers. The process is based on the OECD Due Diligence Guidance and the German LkSG and is intended to ensure responsible and ethical sourcing and production of minerals and metals, alignment with external expectations, and compliance with regulations. Internal responsibilities have been defined for the implementation, monitoring and follow-up of this process. On the basis of the risk assessment, Wieland works with its tier 1 suppliers to evaluate their business practices and to support the achievement of a responsible supply chain. Regular and ad-hoc risk analyses, based on country and sector risks as well as daily alerts on human rights and environmental violations, serve to identify high-risk suppliers. As a first step, these suppliers must agree to Wieland's Supplier Code. Depending on the severity of the violation or violations, further corrective and risk mitigation measures are taken, starting with a self-assessment by the suppliers. The aim is to jointly develop potential solutions and to collaborate with suppliers in a targeted manner. Regular effectiveness checks through annual risk analyses help Wieland to further improve the standards at its suppliers.

In addition, Wieland has established a permanent Supplier Risk Committee (SRC) with Group-wide responsibility, which is made up of management representatives from various functions. Its tasks include, among other things, identifying and regularly reviewing supplier risk profiles, defining preventive measures in the Wieland companies' own entities, defining remedial actions, and monitoring their implementation. Moreover, the SRC decides on a case-by-case basis how to deal with suppliers from the "very high" risk cluster and, upon request, with suppliers from the "high" risk cluster.

Supplier Code and Sustainable Procurement Policy

GRI 3-3, 204-1 Wieland's company-wide values and binding standards are set out in the Group-wide Code of Conduct, which applies to all employees. In addition, the Human Rights and Working Conditions Policy sets out the relevant principles in more precise terms (see chapter Corporate responsibility). These high requirements also apply to suppliers. They are obliged to respect and implement the defined values or to demonstrate that they have equivalent standards in place, which are also applied in their own supply chains. The Supplier Code sets out Wieland's binding expectations regarding human rights and labor rights, climate and environmental protection, responsible procurement, and corporate responsibility. By the 2025/26 fiscal year, all strategic suppliers[1)] must either accept the Supplier Code or present an equivalent code of conduct. In the reporting year, 81% of the defined strategic suppliers met this requirement.

In addition to the Supplier Code, the global Sustainable Procurement Policy defines the framework for a holistic and responsible procurement approach at Wieland. It supports the implementation of corporate due diligence, contributes to promoting fair competition conditions, and includes binding requirements related to human rights and environmental standards.

[1)] Based on the share of total purchasing volume for metals, capital goods, (in)direct materials, and the strategic importance

Materials compliance

GRI 3-3 For conflict minerals and metals such as tantalum, tin, tungsten, gold, and their ores (cassiterite, columbite-tantalite, and wolframite, often referred to as 3TG), Wieland uses the standardized OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (CAHRA) process. At the same time, Wieland relies on compliance audits by the Responsible Minerals Initiative (RMI), which focus on social and environmental standards in mineral and metal supply chains.

Wieland works with partners that meet the RMI requirements, i.e., whose production sites are either RMI compliant or who source from smelters or refineries that are listed on the RMI's Conformant List or Active List.

Based on current standards, Wieland continuously works to improve and update materials compliance regulations. As part of this process, Wieland has established its own Conflict Minerals Policy, which must be complied with by all suppliers of conflict minerals.

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 Sustainability strategy and management). The main industry associations, the Wirtschafts-Vereinigung Metalle (WVMetalle) and the International Copper Association (ICA), support their members with establishing sustainable supply chains.

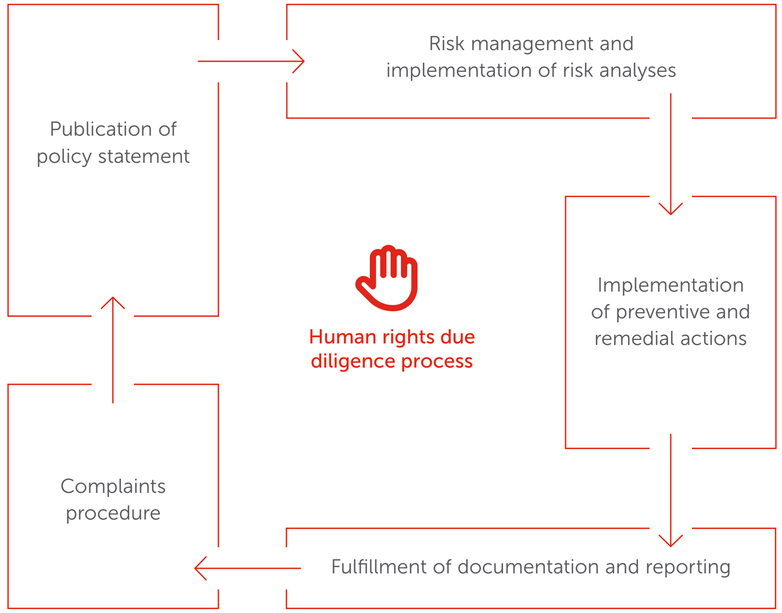
In focus: Human rights due diligence

GRI 2-23, 408-1, 409-1 The Wieland Group is committed to the UN Guiding Principles on Business and Human Rights, the ten principles of the UN Global Compact, and the core labor standards of the International Labour Organization (ILO). These principles form the basis for business conduct and are anchored in the Group-wide Human Rights and Working Conditions Policy, which is aimed at all employees.

As part of the human rights due diligence, a Policy Statement Human Rights Strategy was formulated in accordance with the requirements of the German LkSG. Responsibility for implementation lies with the Corporate Functions Human Resources and Legal & Insurance. In addition, a human rights commissioner acts as a central point of contact for all relevant issues.

Suppliers are expected to comply with the defined human rights and environmental standards and to ensure their implementation in their own business relationships. The Wieland Group is committed to sourcing from responsible sources that provide a high level of assurance and take into account relevant environmental, labor and human rights regulations. These requirements are set out in the Supplier Code, which is updated as required and supplemented by the global Sustainable Procurement Policy.

In order to raise awareness of human rights issues, Group-wide awareness training for managers is held on a regular basis. During the reporting period, 82 companies' own entities were also assessed for compliance with human rights and environmental standards using an AI-supported screening tool (see chapter Corporate responsibility).



Whistleblower portal

GRI 2-25, 2-26 Wieland has set up a whistleblower portal, which is also intended for issues related to the supply chain. It is an essential component of Wieland's compliance strategy and enables a rapid response to shortcomings. All employees, suppliers, business partners, and all other stakeholders, including private individuals, have the right and the opportunity to report deficiencies or violations of human rights and environmental due diligence within the Wieland Group or at Wieland's suppliers and their subcontractors. These and many other reports can be submitted confidentially at any time via the whistleblower portal, which can also be used anonymously.

Overview of key figures

Use natural resources responsibly

Energy and environmental management

	Unit	2022/23	2023/24	2024/25	Compared to previous year
Production sites with ISO 50001 certification[1]	%	47.1	40.0	41.0	+2.5%
Production sites with ISO 14001 certification[1]	%	82.4	70.0	73.0	+4.3%
Production sites for which an environmental risk assessment has been conducted	%	82.4	70.0	73.0	+4.3%
Proportion of the total workforce that has received (internal or external) training on environmental topics	%	21.5	24.1	29.0	+20.4%

[1] At all material production sites (the definition of the production sites can be found in About this report)

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

		Unit	2022/23	2023/24	2024/25	Compared to previous year
Energy consumption within the organisation	Total	MWh	1,342,940.4	1,289,532.5	1,661,211.1	+28.8%
	Share of renewable energy consumption	%	3.4	10.3	10.2	−0.8%
Consumption of non-renewable fuels[1]	Total	MWh	499,558.2	475,467.6	698,212.9	+46.8%
	Natural Gas	MWh	477,439.6	456,600.5	678,155.0	+48.5%
	Butane	MWh	-	-	-	-
	Diesel	MWh	8,642.5	8,031.5	8,061.4	+0.4%
	Propane	MWh	10,287.9	9,343.7	9,259.6	−0.9%
	Gasoline	MWh	820.3	630.4	577.4	−8.4%
	Heating oil (heavy)	MWh	2,367.9	861.5	2,159.5	+150.7%
Consumption of purchased secondary energy	Total	MWh	844,659.4	815,843.7	965,323.1	+18.3%
	Electricity	MWh	815,824.4	779,260.7	926,521.1	+18.9%
	from renewable sources[2]	MWh	45,923.9	132,264.9	168,983.8	+27.8%
	from non-renewable sources	MWh	769,900.5	646,995.8	757,537.3	+17.1%
	Heating	MWh	-	9,417.0	10,644.0	+13.0%
	Steam	MWh	28,835.1	27,166.0	28,158.0	+3.7%

[1] Figures for the FY 2022/23 have been adjusted due to better data availability
[2] Of this, 22,639 MWh of electricity (FY 2024/25) comes from the solar park in Erbach (Germany) (see chapter Decarbonization). The electricity generated is traded on the electricity market, and the associated certificates of origin remain with Wieland

Self-generation of energy from renewable sources	Total	MWh	9,484.0	9,606.9	9,801.3	+2.0%
	Hydropower	MWh	6,968.3	6,565.4	6,730.5	+2.5%
	Photovoltaic	MWh	2,515.8	3,041.5	3,070.7	+1.0%
Consumption of self-generation of energy from renewable sources	Total	MWh	7,204.8	8,970.1	8,970.1	0.0%
	Hydropower	MWh	5,178.8	6,565.4	6,730.5	+2.5%
	Photovoltaic	MWh	2,026.0	2,404.7	2,239.6	–6.9%
Energy sold to third parties	Total	MWh	–1,227.2	–1,778.7	–2,324.9	+30.7%
	Heating	MWh	-	–296.6	–418.6	+41.1%
	Electricity	MWh	–1,277.2	–1,482,1	–1,906.3	+28.6%
Energy intensity[3]		kWh/t	2,166.7	2,240.4	2,748.4	+22.7%
Reduction of energy consumption	Reduction based on the implemented savings and efficiency measures of the ISO 500001-certified energy management systems	MWh	–46,471.0	–14,801.0	–7,365.9	–50.2%

[3] Values are based on the volume sold by the Wieland Group

Greenhouse gas emissions[1] GRI 305-1, 305-2, 305-3, 305-4

		Unit	Base year 2018/19	2023/24	2024/25	Compared to previous year
Scope 1, 2 and 3	Total	kt CO_2	2,096.4	1,287.6	1,421.0	+10.4%
Direct GHG emissions (Scope 1)	Total	kt CO_2	101.6	89.0	130,4	+46.5%
	Intensity ratio	kg CO_2/t	134.6	154.6	215.7	+39.5%
Indirect energy-related GHG emissions (Scope 2), location-based	Total	kt CO_2	450.7	322.3	346.6	+7.5%
	Intensity ratio (location-based)	kg CO_2/t	597.1	560.0	573.4	+2.4%
Indirect energy-related GHG emissions (Scope 2), market-based	Total	kt CO_2	502.0	342.0	289.1	–15.4%
	Intensity ratio (market-based)	kg CO_2/t	665.2	594.1	478.4	–19.5%
Scope 1 + Scope 2 GHG emissions (market-based)	Total	kt CO_2	603.6	430.9	419.5	–2.7%
	Intensity ratio based on sales volumes (market-based)	kg CO_2/t	799.8	748.7	694.1	–7.3%
	Intensity ratio based on revenue (market-based)	kg CO_2/€	-	0.07	0.06	–11.9%
Other indirect GHG emissions (Scope 3)[2]	Total	kt CO_2	1,492.7	856.7	1001.5	+16.9%
	Intensity ratio	kg CO_2/t	1,977.9	1,488.4	1,656.9	+11.3%
	Upstream	kt CO_2	1,492.7	845.2	998.3	+18.1%
	Downstream	kt CO_2	0.0	11.5	3.2	–72.5%
	Purchased metallic raw materials and semi-finished metal products (purchased goods and services)[3]	kt CO_2	1,256.1	559.7	555.7	–0.7%
	Other (purchased goods and services)	kt CO_2	74.5	56.3	75.1	+33.4%
	Capital goods	kt CO_2	49.7	119.0	180.5	+51.7%
	Fuel and energy-related activities	kt CO_2	13.6	28.9	92.4	+219.6%
	Upstream transport and distribution	kt CO_2	60.6	61.9	70.8	+14.4%
	Waste generated in operations	kt CO_2	21.1	0.2	0.3	+55.6%
	Business travels	kt CO_2	10.1	10.6	12.5	+17.7%
	Employee commuting	kt CO_2	7.0	8.5	11.0	+29.0%
	Use of sold products	kt CO_2	0.0	0.0	0.1	-
	End-of-life treatment of sold products	kt CO_2	0.0	11.5	3.1	–73.2%

[1] Wieland reports on GHG emissions based on the Greenhouse Gas Protocol and the German industry standard DIN EN ISO 14064-1. This is based on the material production sites defined in the 2024/25 fiscal year which can be found in About this report)
[2] The categories "use of products sold" and "end-of-life treatment of sold products" were added retroactively to the calculation for FY 2022/23 and will be included from FY 2023/24
[3] Customer-provided material excluded since FY 2024/25

Science Based Targets initiative[1)]

		Unit	2022/23	2023/24	2024/25	Compared to previous year
2030 target completion	Scope 1 and 2 reduction of -46.2%	%	13.5	61.9	66.0	+6.6%
	Scope 3 reduction of -46.2% (purchased goods and services)	%	61.6	116.2	113.8	–2.1%
Net zero target completion	Scope 1 and 2 reduction of -90%	%	6.9	31.8	33.9	+6.6%
	Scope 3 reduction of -90% (purchased goods and services, fuel and energy-related activities, upstream transportation and distribution, and waste generated in operations)	%	27.9	56.0	50.3	–10.2%

[1)] Reduction targets relate to the 2018/19 base year

Product Carbon Footprint (PCF)

		Unit	2022/23	2023/24	2024/25	Compared to previous year
Product Carbon Footprint (PCF)	Average at Group level	tCO_2/t product	2.77	2.08	2.08	+0.4%

Circular economy GRI 301-2

		Unit	2022/23	2023/24	2024/25	Compared to previous year
Recycled content	Average at Group level	%	78.9	78.5	82.4	+5.0%

Environmental responsibility

		Unit	Base year 2020/21	2023/24	2024/25	Compared to previous year
Lead in total alloy portfolio[1)]	Proportion	t	6,416.3	5,080.8	4,886.1	–3.8%

[1)] Lead use in cast alloys across all global foundries. Compared to the base year 2020/21, with reference to two additional sites (see About this report). Data for the base year has not been adjusted retroactively

Emissions to air GRI 305-7

		Unit	2022/23	2023/24	2024/25	Compared to previous year
Particulate matter		t	36.3	32.6	41.6	+27.6%
Nitrogen oxides (NO_x)	Emitted to air from combustion	t	116.5	112.3	146.7	+30.6%
	Emitted to air from foundry	t	11.8	14.3	21.6	+50.4%

Water withdrawal GRI 303-3

		Unit	2022/23	2023/24	2024/25	Compared to previous year
Water withdrawal[1)]	Total	million m^3	11.4	11.7	11.2	–4.1%
Water withdrawal groundwater[1)]	Total	million m^3	8.9	8.6	7.3	–15.0%
	In areas with water stress[3)]	million m^3	0.06	0.06	0.05	–15.2%
Water withdrawal surface water[1)]	Total	million m^3	-	-	-	-
	In areas with water stress[3)]	million m^3	-	-	-	-
Water withdrawal seawater[2)]	Total	million m^3	-	-	-	-
	In areas with water stress[3)]	million m^3	-	-	-	-
Water withdrawal third-party water[1)]	Total	million m^3	2.5	3.1	3.9	+25.6%
	In areas with water stress[3)]	million m^3	2.1	2.7	2.7	+0.3%
Areas with water stress[3)]	Water withdrawn from regions with high or extremly high water stress[3)]	%	18.7	23.4	24.4	+4.3%
Water intensity of the products[4)]		m^3/t	18.4	20.3	18.5	–8.7%
Intended use of the water	Cooling water	million m^3	9.2	8.8	7.8	–11.0%
	Process water	million m^3	1.9	2.3	2.1	–9.7%
	Sanitary and drinking water	million m^3	0.1	0.1	0.1	–3.1%

[1)] At all material production sites freshwater is withdrawn exclusively
[2)] Seawater is not used as a water source at any of the material production sites
[3)] The material production plants in sites with water stress are: East Alton, IL (USA), Pine Hall, NC (USA), Shanghai (China), Stolberg (Germany)
[4)] Referring to all material production sites

Water consumption GRI 303-5

		Unit	2022/23	2023/24	2024/25	Compared to previous year
Water consumption	Total	million m³	–0.4[1]	0.6	0.5	–18.0%

[1] 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	2022/23	2023/24	2024/25	Compared to previous year
Water discharge	Total[1]	million m³	11.9	11.0	10.7	–3.3%
	In areas with water stress[2]	million m³	2.7	2.4	2.3	–4.5%
	Surface water	million m³	9.0	8.2	7.7	–6.3%
	Municipal wastewater treatment facilities and third parties	million m³	0.4	0.4	1.3	+196.7%
	Other third parties	million m³	2.4	2.3	1.7	–29.3%
Untreated water discharge		million m³	11.2	10.1	9.0	–10.8%
Treated water discharge		million m³	0.7	0.6	1.4	+123.3%

[1] The total volume includes both the wastewater system and the discharge to service companies
[2] The material production sites in areas with water stress are: East Alton, IL (USA), Pine Hall, NC (USA), Shanghai (China), Stolberg (Germany)

Emissions to water

		Unit	2022/23	2023/24	2024/25	Compared to previous year
Pollutants	Total	kg	201.6	321.4	1,189.5	+270.4%
	Copper	kg	66.5	132.4	525.1	+297.2%
	Zinc	kg	114.8	160.8	641.9	+299.6%
	Lead	kg	20.3	28.3	22.5	–20.3%

Waste generated GRI 306-3, 306-4, 306-5

		Unit	2022/23	2023/24	2024/25	Compared to previous year
Waste	Total	t	53,825.6	80,310.5	70,397.2	–12.3%
	Hazardous waste	t	13,409.5	16,676.2	16,146.9	–3.2%
	Non-hazardous waste	t	40,416.1	63,633.7	54,250,3	–14.7%
	Hazardous waste ratio	%	24.9	20.8	22.9	+10.5%
Waste diverted from disposal (Recycling)	Total	t	45,400.0	66,540.4	58,459.2	–12.1%
	Hazardous waste	t	13,409.5	11,273.1	14,885.7	+32.0%
	Non-hazardous waste	t	31,990.5	55,267.1	43,573.5	–21.2%
Waste directed to disposal	Total	t	8,425.6	13,770.1	11,938.0	–13.3%
	Incineration (hazardous waste)	t	-	-	-	-
	Landfill (hazardous waste)	t	-	5,403.7	1,261.2	–76.7%
	Incineration (non-hazardous waste)	t	8,425.6	8,366.4	10,676.7	+27.6%
	Landfill (non-hazardous waste)	t	-	-	-	-

Value and empower people

Safety and Health GRI 403-9

		Unit	2022/23	2023/24	2024/25	Veränderung zu Vorjahr
Production sites with ISO 45001 certification[1]		%	52.9	50.0	50.0	0.0%
Hours worked	Total	Hours	15,821,001	16,231,386	18,271,352	+12.6%
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.	2	0	1	-
		Rate[2]	0.1	0.0	0.1	–

[1] At all material production sites (the definition of the production sites can be found in About this report)
[2] Number of work-related injuries with high consequences / hours worked in TTM (Trailing Twelve Months) * 1,000,000

Safety and Health GRI 403-9

		Unit	Base year 2019/20	2023/24	2024/25	Compared to previous year
Recordable Cases[1]	LTI[2]	Anzahl	33	16	7	–56.3%
	LTI	Rate[3]	2.6	1.0	0.4	–60.0%
	Recordable Case	Rate[4]	-	8.81	9.96	+13,1%
	LT	Rate[5]	0.38	0.19	0.22	+15.8%

[1] Recordable Cases include LTI, Medical Treatment and Restricted Work. The sum of these three categories are reported as amount of Recordable Cases
[2] An LTI is a sudden external impact on the body, that results in an injury, with lost time ≥ 1 shift (excluding day of incident)
[3] Lost Time Incident rate, i.e. number of LTI / hours worked in TTM (Trailing Twelve Months) * 1,000,000
[4] The Recordable Case Rate is a sum of LTI + Restricted Work Cases (RW) + Medical Treatment Cases (MT) / hours worked in TTM (Trailing Twelve Months) * 1,000,000
[5] Lost Time rate (directly caused by incidents) /hours worked in TTM (Trailing Twelve Months) * 1,000

Safety and Health GRI 403-5, 403-9

		Unit	2022/23	2023/24	2024/25	Compared to previous year
Absenteeism rate[1]	Wage-earning employees	%	10.0	10.4	10.1	–2.9%
	Salaried employees	%	3.6	3.1	2.6	–16.1%
Employees completed MySafety e-learning[2]	Employees	%	-	-	11.6	-

[1] Referring to employees of Wieland-Werke AG
[2] Introduction in the FY 2024/25, therefore no previous year data available yet

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

		Unit	2022/23	2023/24	2024/25	Compared to previous year
Employees[1]	Total	No.	9,830	10,515	10,608	+0.9%
Employees by type of employment and gender[2]	Total full-time	No.	4,091	3,932	3,318	–2.9%
	Full-time male	No.	3,749	3,605	3,492	–3.1%
	Full-time female	No.	342	327	326	–0.3%
	Full-time diverse	No.	0	0	0	0.0%
	Total part-time	No.	415	435	413	–5.1%
	Part-time male	No.	183	188	177	–5.9%
	Part-time female	No.	232	247	236	–4.5%
	Part-time diverse	No.	0	0	0	0.0%
Employees employed through third parties[3]		No.	1	0	0	0.0%
Employees covered by collective bargaining agreements[4]		%	94.2	94.4	94.5	+0.1%

[1] Including employees of Schwermetall Halbzeugwerk GmbH & Co. KG
[2] Referring to employees of Wieland-Werke AG. Local working hours regulations apply
[3] Referring to temporary workers of Wieland-Werke AG
[4] Referring to salaried and wage-earning employees of Wieland-Werke AG

Employee issues GRI 401-1

		Unit	2022/23	2023/24	2024/25	Compared to previous year
New employee hires[1]	Total	No.	1,984	2,060	1,768	–14.2%
	Male	No.	1,641	1,755	1.448	–17.5%
	Female	No.	343	305	320	+4.9%
	Diverse	No.	0	0	0	0.0%
	Europe	No.	901	467	737	+57.8%
	North America	No.	1,059	1,570	991	–36.9%
	Asia	No.	24	23	40	+73.9%
	<30 years	No.	828	684	733	+7.2%
	30–50 years	No.	843	872	763	–12.5%
	>50 years	No.	313	504	272	–46.0%
Fluctuation[2]	Total	Rate	12.6	11.6	13.6	+17.9%
	Male	Rate	12.9	11.3	13.3	+18.2%
	Female	Rate	10.8	13.2	15.3	+16.2%
	Diverse	Rate	0	0	0	0.0%
	Europe	Rate	10.2	8.8	9.8	+10.6%
	North America	Rate	17.5	15.6	19.6	+25.2%
	Asia	Rate	9.0	10.5	7.7	–27.4%
	<30 years	Rate	23.4	29.0	31.6	+8.7%
	30–50 years	Rate	9.3	10.2	12.8	+26.2%
	>50 years	Rate	10.5	4.1	5.1	+23.0%

[1] Including employees of Schwermetall Halbzeugwerk GmbH & Co. KG
[2] Calculation based on the Schlueter formula. Including employees of Schwermetall Halbzeugwerk GmbH & Co. KG as well as students

Employee issues GRI 401-1

	Unit	2022/23	2023/24	2024/25	Compared to previous year
Average hours of training[1]	Hours/employee	20.2	9.4	14.3	+52.1%
Career- or skills-related training[2]	%	19.2	49.0	57.9	+18.2%

[1] Referring to salaried employees of Wieland-Werke AG, Wieland Austria Ges.m.b.H., Amstetten and Enzesfeld and salaried employees in the USA
[2] Percentage of employees that has participated in training to improve their knowledge and skills in relation to their work or their professional advancement. Compulsory training and Works Council training are excluded

Diversity GRI 405-1

		Unit	2022/23	2023/24	2024/25	Compared to previous year
Total workforce[1]	Male	No.	8,376	8,988	9,044	+0.6%
	Female	No.	1,454	1,527	1,564	+2.4%
	Diverse	No.	0	0	0	0.0%
	Europe	No.	6,344	6,210	6,269	+1.0%
	North America	No.	3,101	3,940	3,965	+0.6%
	Asia	No.	385	365	374	+2.5%
	<30 years	No.	1,547	1,583	1,585	+0.1%
	30–50 years	No.	4,570	4,889	4,927	+0.8%
	>50 years	No.	3,713	4,043	4,096	+1.3%

[1] Including employees of Schwermetall Halbzeugwerk GmbH & Co. KG

Diversity GRI 405-1

		Unit	2022/23	2023/24	2024/25	Compared to previous year
Wage-earning employees[1]	Male	No.	5,972	6,413	6,281	–2.1%
	Female	No.	280	313	329	+5.1%
	Diverse	No.	0	0	0	0.0%
	Europe	No.	4,041	3,951	3,791	–4.0%
	North America	No.	2,042	2,614	2,648	+1.3%
	Asia	No.	169	161	171	+6.2%
	<30 years	No.	1,106	1,141	1,074	–5.9%
	30–50 years	No.	2,780	2,989	3,053	+2.1%
	>50 years	No.	2,366	2,596	2,483	–4.4%
Salaried employees[1]	Male	No.	2,404	2,575	2,763	+7.3%
	Female	No.	1,174	1,214	1,235	+1.7%
	Diverse	No.	0	0	0	0.0%
	Europe	No.	2,303	2.259	2,478	+9.7%
	North America	No.	1,059	1,326	1,317	–0.7%
	Asia	No.	216	204	203	–0.5%
	<30 years	No.	441	442	704	+59.3%
	30–50 years	No.	1,790	1,900	1,942	+2.2%
	>50 years	No.	1,347	1,447	1,352	–6.6%

[1] Including employees of Schwermetall Halbzeugwerk GmbH & Co. KG

Diversity[1] GRI 405-1, 2-9

		Unit	2022/23	2023/24	2024/25	Compared to previous year
Executive Board and Executive Committee	Male	No.	-	-	13	-
	Female	No.	-	-	0	-
	Diverse	No.	-	-	0	-
	<30 years	No.	-	-	0	-
	30–50 years	No.	-	-	8	-
	>50 years	No.	-	-	5	-
Management	Male	No.	-	-	948	-
	Female	No.	-	-	268	-
	Diverse	No.	-	-	0	-
	<30 years	No.	-	-	60	-
	30–50 years	No.	-	-	606	-
	>50 years	No.	-	-	550	-
Apprentices and students	Male	No.	-	-	252	-
	Female	No.	-	-	60	-
	Diverse	No.	-	-	0	-
	<30 years	No.	-	-	302	-
	30–50 years	No.	-	-	10	-
	>50 years	No.	-	-	0	-
Employees	Male	No.	-	-	7,831	-
	Female	No.	-	-	1,236	-
	Diverse	No.	-	-	0	-
	<30 years	No.	-	-	1,223	-
	30–50 years	No.	-	-	4,303	-
	>50 years	No.	-	-	3,541	-

[1] Prior-year figures not available due to methodology change. Including employees of Schwermetall Halbzeugwerk GmbH & Co. KG

Diversity GRI 405-1

		Unit	2022/23	2023/24	2024/25	Compared to previous year
Average age globally[1]		Age	44.3	44.7	44.8	+0.2%
Average years of service globally[1]		Years	14.2	13.3	13.2	–0.8%
Women in leadership positions[1]	Proportion of women in leadership positions	%	15.3	15.2	13.8	–9.1%
	Number of women in leadership positions	No.	182	197	143	–27.4%
Nationalities within the Wieland Group		No.	75	76	75	–1.3%

[1] Figures for FY 2024/25 result from a change in the methodology. Including employees of Schwermetall Halbzeugwerk GmbH & Co. KG

Strengthen trust and integrity

Compliance GRI 205-1, 205-2

		Unit	2022/23	2023/24	2024/25	Compared to previous year
Proportion of Wieland companies integrated into the Compliance Management System[1]		%	83.1	79.0	86.5	+9.5%
Internal investigations carried out (based on whistleblower system)[2]		No.	3	34	44	+29.4%
Operations assessed for risks related to business ethics[3]	Worldwide	%	4.6	99.2	100.0	+0.9%
Operations assessed for risks related to corruption[3]	Worldwide	No.	62	61	61	0.0%
		%	95.4	84.7	85.0	+0.3%
Governance body members to whom the organization's anti-corruption policies and procedures have been communicated[4]	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 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[5]		%	100.0	100.0	100.0	0.0%

[1] Percentage of companies with active business, which are majority owned by Wieland-Werke AG
[2] Number of reported potential compliance violations for which internal investigations have been initiated by the Compliance Committee
[3] Referring to operationally active and majority owned entities
[4] Referring to active members of the Executive Board
[5] 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[1]	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[2]		%	89.7	90.0	90.0	0.0%

[1] Referring to active members of the Executive Board
[2] 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	2022/23	2023/24	2024/25	Compared to previous year
Total number of operations that have been subject to human rights reviews or impact assessments[1]	Operations evaluated	No.	62	72	82	+13.9%
	Austria	No.	2	2	3	+50.0%
	China	No.	4	4	6	+50.0%
	Denmark	No.	1	1	1	0.0%
	Finland	No.	-	-	1	-
	France	No.	1	1	1	0.0%
	Germany	No.	11	11	14	+27.3%
	Hungary	No.	1	2	2	0.0%
	India	No.	1	1	1	0,0%
	Italy	No.	2	2	3	+50.0%
	Japan	No.	1	1	1	0.0%
	Mexico	No.	1	2	2	0.0%
	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.	29	37	39	+5.4%

[1] Referring to operationally active and majority owned entities that are evaluated every year from FY 2023/24 onwards, or in the event of an incident requiring re-evaluation

Human Rights GRI 412-1

		Unit	2022/23	2023/24	2024/25	Compared to previous year
Percentage of operations that have been subject to human rights reviews or impact assessments[1]	Operations evaluated	%	95.4	95.8	100.0	+4.3%
	Austria	%	100.0	100.0	100.0	0.0%
	China	%	100.0	100.0	100.0	0.0%
	Denmark	%	100.0	100.0	100.0	0.0%
	Finland	%	-	-	100.0	-
	France	%	100.0	100.0	100.0	0.0%
	Germany	%	100.0	100.0	100.0	0.0%
	Hungary	%	50.0	50.0	100.0	+100.0%
	India	%	100.0	100.0	100.0	0.0%
	Italy	%	100.0	50.0	100.0	0.0%
	Japan	%	100.0	100.0	100.0	0.0%
	Mexico	%	100.0	50.0	100.0	+100.0%
	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	%	93.5	97.3	100.0	+2.8%

[1] Referring to operationally active and majority owned entities that are evaluated every year from FY 2023/24 onwards, or in the event of an incident requiring re-evaluation

Human Rights GRI 410-1

		Unit	2022/23	2023/24	2024/25	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	100.0	0.0%
Training security personnel on human rights policies and processes[1]	Mitarbeitende	%	28.0	36.0	36.0	0.0%
	Third-party providers	%	72.0	64.0	64.0	0.0%

[1] Referring to security personnel of Wieland-Werke AG and Wieland Austria Ges.m.b.H. Amstetten and Enzesfeld

Sustainable Procurement GRI 308-1, 308-2, 414-1, 414-2

		Unit	2022/23	2023/24	2024/25	Compared to previous year
Strategic suppliers of pure metals, shapes and master alloys which have signed the Wieland Carbon Disclosure Letter for specific PCF and RC data[1] [3]	Strategic suppliers	%	-	-	92.0	-
Strategic suppliers that accepted the Wieland Supplier Code of Conduct (SCoC) or provided an equivalent CoC[2] [3]	Strategic suppliers	%	-	-	81.0	-

[1] Based on the share of total purchasing volume for metals and strategic importance
[2] Based on the share of total purchasing volume for metals, capital goods, (in)direct materials, and strategic importance
[3] Introduction in the FY 2024/25, therefore no previous year data available yet

Sustainable Procurement[1] GRI 308-1, 308-2, 414-1, 414-2

		Unit	2022/23	2023/24	2024/25	Compared to previous year
New suppliers that were screened using environmental criteria		%	100.0	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	16,026	+8.4 %
	Supplier for which negative social impacts have been identified in accordance with the criteria of the German Supply Chain Act	No.	0	0	0	0.0 %
	Suppliers with an improved agreement	%	0.0	0.0	0.0	0.0 %
	Suppliers with terminated relationships	%	0.0	0.0	0.0	0.0 %
New suppliers that were screened using social criteria		%	100.0	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	16,026	+8.4 %
	Suppliers for which negative social impacts have been identified in accordance with the criteria of the German Supply Chain Act	No.	36	8	15	+87.5 %
	Suppliers with an improved agreement	%	0.1	0.0	0.0	0.0 %
	Suppliers with terminated relationships	%	0.0	0.0	0.0	0.0 %

[1] Referring to data from previous year (FY 2023/24)

GRI content index

Application statement
The Wieland Group has reported the information contained in this GRI index for the period from October 1, 2024 to September 30, 2025 with reference to the 2021 GRI Standards.

GRI Standard(s)		Pages	Explanations and omissions	SDGs	UNGC
GRI 1: Foundation 2021					
GRI 2: General Disclosures 2021					
The organization and its reporting practices					
2-1	Organizational details	6, 7, 8, 9	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	59			
2-3	Reporting period, reporting frequency, and contact point	59			
2-4	Correction or restatements of information	59			
2-5	External assurance		The 2024/25 Sustainability Report was not subject to any external assurance process.		
Activities and workers					
2-6	Activities, value chain, and other business relationships	8, 9, 42			
2-7	Salaried employees	33, 49	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	49			6
Business conduct					10
2-9	Governance structure and composition	12, 51			
2-10	Nomination and selection of the highest governance body	12			
2-14	Role of the highest governance body in sustainability reporting	12			
Strategy, policies, and practices				17	
2-22	Application statement on sustainable development strategy	11, 12			
2-23	Statement on commitment to policy and conduct	13, 23, 43			10
2-24	Incorporation of the statements on commitment to policy and conduct	42			
2-25	Processes to remediate negative impacts	38, 43			
2-26	Mechanisms for seeking advice and raising concerns	38, 42			
2-27	Compliance with laws and regulations	13, 38			
2-28	Memberships in associations and interest groups	13, 42		17	
Stakeholder engagement					
2-29	Approach to stakeholder engagement	13			
2-30	Collective bargaining agreements	29, 49			3
GRI 3: Material topics 2021					
3-1	Process to determine material topics	11			
3-2	List of material topics	11			
GRI 201: Economic performance 2016					
3-3	Management of material topics	37			
201-2	Financial implications of climate change for the organization and other risks and opportunities due to climate change	39		13	
GRI 204: Procurement practices 2016					
3-3	Management of material topics	41, 42		8, 12, 17	1, 2, 3, 4, 5, 7, 8
204-1	Proportion of spending on local suppliers	42	The information is not available in a sufficient quality. An international definition of the geographical term "local" has to be defined first so that more data can be collected.		

GRI Standard(s)		Pages	Explanations and omissions	SDGs	UNGC
GRI 205: Anti-corruption 2016					
3-3	Management of material topics	37		16, 17	10
205-1	Operations assessed for risks related to corruption	52			
205-2	Communication and training about anti-corruption policies and procedures	38, 52			
GRI 207: Tax 2019			-		
3-3	Management of material topics	39			
207-1	Approach to tax	39			
207-2	Tax governance, control, and risk management	39			
207-3	Stakeholder engagement and management of concerns related to tax	39			
GRI 301: Materials 2016					
3-3	Management of material topics	29		12, 15	7, 8, 9
301-2	Recycled input materials used	46			
GRI 302: Energy 2016					
3-3	Management of material topics	14		7, 13	7, 8, 9
302-1	Energy consumption within the organization	15, 44			
302-3	Energy intensity	44			
302-4	Reduction of energy consumption	44			
GRI 303: Water and wastewater 2018					
3-3	Management of material topics	24		6, 12	7, 8, 9
303-1	Interactions with water as a shared resource	24			
303-2	Management of water discharge-related impacts	24			
303-3	Water withdrawal	24, 25, 46			
303-4	Water discharge	24, 25, 47			
303-5	Water consumption	24, 47			

GRI Standard(s)		Pages	Explanations and omissions	SDGs	UNGC
GRI 305: Emissions 2016					
3-3	Management of material topics	14			
305-1	Direct GHG emissions (Scope 1)	15, 16, 45		13	7, 8, 9
305-2	Indirect energy-related GHG emissions (Scope 2)	15, 16, 45			
305-3	Other indirect GHG emissions (Scope 3)	15, 16, 45			
305-4	Intensity of greenhouse gas emissions	15, 16, 45			
305-5	Reduction of greenhouse gas emissions	15, 16, 17		13	
305-7	Nitrogen oxides (NO_x), sulphur oxides (SO_x), and other significant air emissions	24, 46	The Wieland Group currently collects data on nitrogen oxide and particulate emissions.		
GRI 306: Waste 2020					
3-3	Management of material topics	24		12, 15	7, 8
306-1	Waste generation and significant waste-related impacts	25			
306-2	Management of significant waste-related impacts	25			
306-3	Waste generated	25, 47			
306-4	Waste diverted from disposal	47			
306-5	Waste directed to disposal	47			
GRI 308: Supplier environmental assessment 2016					
3-3	Management of material topics	41, 42		12, 13	7
308-1	New suppliers that were screened using environmental criteria	42, 54			
308-2	Negative environmental impacts in the supply chain and measures taken	42, 54			
GRI 401: Employment 2016					
3-3	Management of material topics	32		4, 8, 10	3, 6
401-1	New employee hires and employee fluctuation	33, 49, 50	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	34			

GRI Standard(s)		Pages	Explanations and omissions	SDGs	UNGC
GRI 402: Labor/management relations 2016					
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.		
GRI 403: Occupational health and safety 2018					
3-3	Management of material topics	27		3, 8	
403-1	Occupational health and safety management system	27			
403-2	Hazard identification, risk assessment, and incident investigation	28, 29			
403-3	Occupational health services	30			
403-4	Worker participation, consultation, and communication on safety and health in the workplace	28, 29			
403-5	Worker training on safety and health in the workplace	29, 48			
403-6	Promotion of worker health	30			
403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	28			
403-8	Workers covered by an occupational health and safety management system	27			
403-9	Work-related injuries	27, 28, 29, 48	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.		
403-10	Work-related ill health	30			

GRI Standard(s)		Pages	Explanations and omissions	SDGs	UNGC
GRI 404: Training and education 2016					
3-3	Management of material topics	35			
404-1	Average hours of training per year per employee	35	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.		
GRI 405: Diversity and equal opportunities 2016					
3-3	Management of material topics	32		5, 10	6
405-1	Diversity of governance bodies and employees	33, 50, 51	For confidentiality reasons, no personal information is provided about the Supervisory Board members.		
GRI 408: Child labor 2016					
3-3	Management of material topics	41, 42		8	1, 2, 3, 4, 5
408-1	Operations and suppliers at significant risk for incidents of child labor	43	Wieland reviews suppliers and its own operational business units for risks of (potential) child labor but does not disclose any information for confidentiality reasons (see chapter Sustainable procurement).		
GRI 409: Forced or compulsory labor 2016					
3-3	Management of material topics	41, 42		8	1, 2, 3, 4, 5
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	43	Wieland reviews suppliers and its own operational business units for risks of (potential) forced or compulsory labor but does not disclose any information for confidentiality reasons (see chapter Sustainable procurement).		

GRI Standard(s)		Pages	Explanations and omissions	SDGs	UNGC
GRI 410: Security practices 2016					
410-1	Security personnel trained in human rights policies or procedures	54		4	
GRI 413: Local communities 2016					
413-1	Operations with local community engagement, impact assessments, and development programs	36			
GRI 414: Supplier social assessment 2016					
3-3	Management of material topics	41, 42			2
414-1	New suppliers that were screened using social criteria	42, 54			
414-2	Negative social impacts in the supply chain and actions taken	42, 54			
GRI 416: Customer health and safety 2016					
3-3	Management of material topics	26		12	
416-1	Assessment of the health and safety impacts of product and service categories	26	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 sixth 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 2024/25 fiscal year and extends from October 1, 2024 to September 30, 2025. The editorial deadline was March 11, 2026. 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, 2025, 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. 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.

In the reporting year, Wieland revised and adjusted the job level categorizations for all employees. For this reason, comparisons with the previous year are not applicable. The reporting period 2024/25 will be the new base year in the future.

Energy consumption is used as the benchmark for consolidating environmental and energy figures as well as greenhouse gas emissions. A corresponding significance analysis was carried out in the 2024/25 fiscal year. As a result, reporting from this reporting year onward now covers 22 (previously 20) significant production sites of the Wieland Group (see next page). These account for the majority of energy consumption and emissions. In the 2019/20 to 2024/25 fiscal years, they were responsible for more than 95% of the Group's total energy consumption. Once a site has been classified as significant, it remains significant in subsequent years, regardless of energy consumption. The coverage rates of the international ISO 45001, ISO 50001, and ISO 14001 certifications also refer to the listed production sites (see next page).

The Group-wide and product-related CO_2 emissions are calculated using the Greenhouse Gas Protocol Corporate Accounting and Reporting Standards (GHG Protocol) and the international standard ISO 14064-1. The use of the term CO_2 emissions in this report includes the consideration and determination of other greenhouse gases that are harmful to the climate, such as methane (CH_4) and nitrous oxide (N_2O) (CO_2 equivalents). All information in this report on CO_2 emissions corresponds to CO_2 equivalents.

Due to improved data quality, figures on the Corporate Carbon Footprint (CCF) were updated in June 2026 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 forward-looking statements to reflect future events or developments.

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.

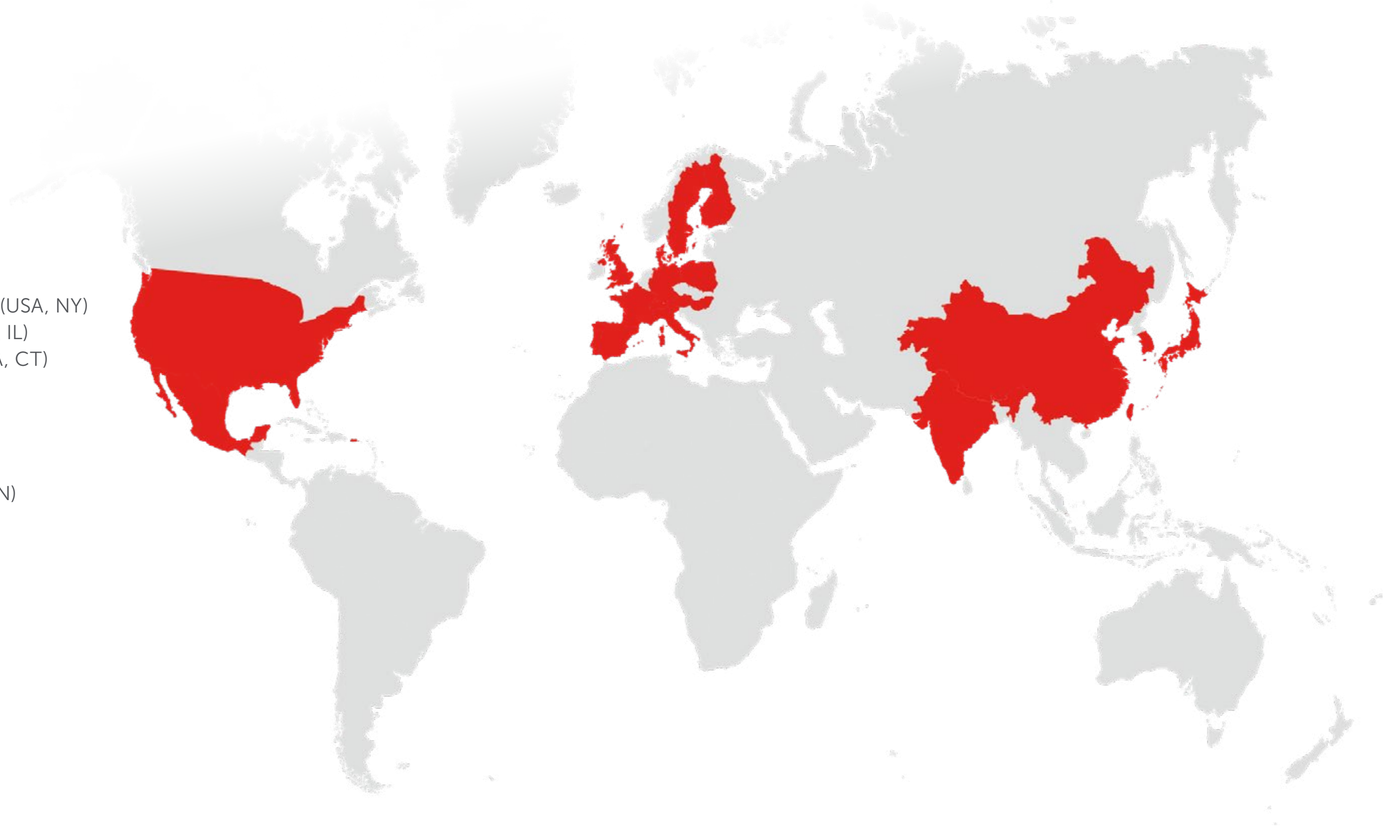
The cover photo shows Benedikt Schad, Maintenance Manager of the Business Unit Rolled Products at the foundry in Vöhringen, Germany.

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.

Material production sites

Wieland-Werke AG, Ulm (DEU)
Wieland-Werke AG, Vöhringen (DEU)
Wieland-Werke AG, Villingen (DEU)
Wieland-Werke AG, Langenberg (DEU)
Schwermetall Halbzeugwerk GmbH & Co. KG, Stolberg (DEU)
Wieland Recycling GmbH, Ulm (DEU)
Wieland Austria Ges.m.b.H., Amstetten (AUT)
Wieland Austria Ges.m.b.H., Enzesfeld (AUT)
Wieland Metals Birmingham Ltd., Birmingham (UK)
Wieland Copper Products LLC, Pine Hall (USA, NC)
Wieland Chase LLC, Montpelier (USA, OH)
Wieland Metals Inc., Wheeling (USA, IL)
Wieland Thermal Solutions Inc., Wheeling (USA, IL)
Wieland Rolled Products North America Buffalo, Inc., Buffalo (USA, NY)
Wieland Rolled Products North America LLC, East Alton (USA, IL)
Wieland Rolled Products North America, LLC, Waterbury (USA, CT)
Concast Wrought Products, LLC, Mars (USA, PA)
Concast Birmingham LLC, Birmingham (USA, OH)
Wieland Small Tube Products, LLC, Duncansville (USA, PA)
Wieland Metals Singapore (Pte.) Ltd., Singapore (SGP)
Wieland Thermal Solutions (Shanghai) Co. Ltd., Shanghai (CHN)
Wieland North America Recycling, LLC, Shelbyville (USA, KY)



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Wieland Holdings Inc.
4803 Olympia Park Plaza, Suite 3000
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United States

wieland.com

Contact
Veronica Ziegler, ESG Strategy Manager,
Sina Groß, Project Manager Sustainability,
Nathalie Kutter, Director Sustainability
Wieland-Werke AG, Ulm
E-mail sustainability@wieland.com

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