



WITTUR SUSTAINABILITY REPORT 2023

INTRODUCTION

Wittur has reported the information mentioned in the GRI standard rev. 2021 (content index in page 48) for the period of the 1st of January 2023 to the 31st of December 2023.

We are constantly elaborating and adapting our Sustainability Reporting towards future requirements such as CSRD (Corporate Sustainability Reporting Directive) and others.

Standards and upcoming changes are intended to be reviewed annually.

There are no omissions; all GRI required disclosures have been reported. It complies with all requirements listed in reporting principles. This report is dated June 2024.

This report covers all 13 Wittur manufacturing plants in operation. All the reporting principles were implemented to define content reported.

Reporting Principles for defining report content

- Inclusion of Stakeholders
- Sustainability Context
- Materiality
- Completeness

Reporting Principles for defining report quality

- Accuracy
- Balance
- Clarity
- Comparability
- Reliability
- Timelines

Contact Person for the content of this report is Ayperi Sevinçli sustainability@wittur.com, Global Sustainability Manager of Wittur.

Please do not print out this report considering the impact on the environment.



WITTUR



WITTUR



"Welcome to the third Sustainability Report of Wittur group. In an ever-changing world and a changing elevator industry, it is clear to me that every company needs to outperform itself in every aspect to be ahead of the game.

I am very pleased to see how much we have advanced in our commitment to sustainability commitment in these first three years.

By becoming more energy-efficient, generating less waste, protecting and developing our people and bringing sustainable, customer-focused innovation to our products and services, we increase the sustainability of the elevator supply chain. Most importantly, we fulfill our purpose: Advancing the Elevator Industry.

UDO AULL
Chief Executive Officer

INTRODUCTION

Our approach to sustainability is in one of our core values: "Protecting people and the environment." This principle guides our partnerships with customers and suppliers to ensure our actions safeguard both individuals and the planet.

Wittur places sustainability at the forefront across our entire supply chain, from suppliers to customers. This commitment is a collaborative effort with our stakeholders. We actively share best practices, lessons learned, and improvement initiatives throughout our supplier network and sourcing chain, promoting a collective mindset and approach to sustainability.

Our global manufacturing presence enables us to work closely with both local and international customers, reducing transportation needs and streamlining our supply chain.

Our product solutions are designed with sustainability in mind from inception to end-of-life. We seek sustainable alternatives at every stage of our value chain, from product conception and development to manufacturing and distribution.

On the top of everything Wittur prioritizes the impact of its activities on people, starting with our employees and the communities where we operate, as well as on the environment. To measure our ongoing commitment to sustainability, we have established goals that guide our decision-making daily.

We are implementing our sustainability strategy by focusing on sustainable product design and improvements, using recyclable materials, reducing energy consumption in our operations, and fostering a zero-waste, zero-accident culture.

We are dedicated to continuously enhancing our sustainable practices, step by step, to strengthen our sustainability culture and positively impact our customers, employees, shareholders, communities, and the future of our planet.



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Wittur at a glance-highlights

Who we are

Wittur is the one of the world's leading providers of components, modules and systems for the elevator industry.



Description of the organization

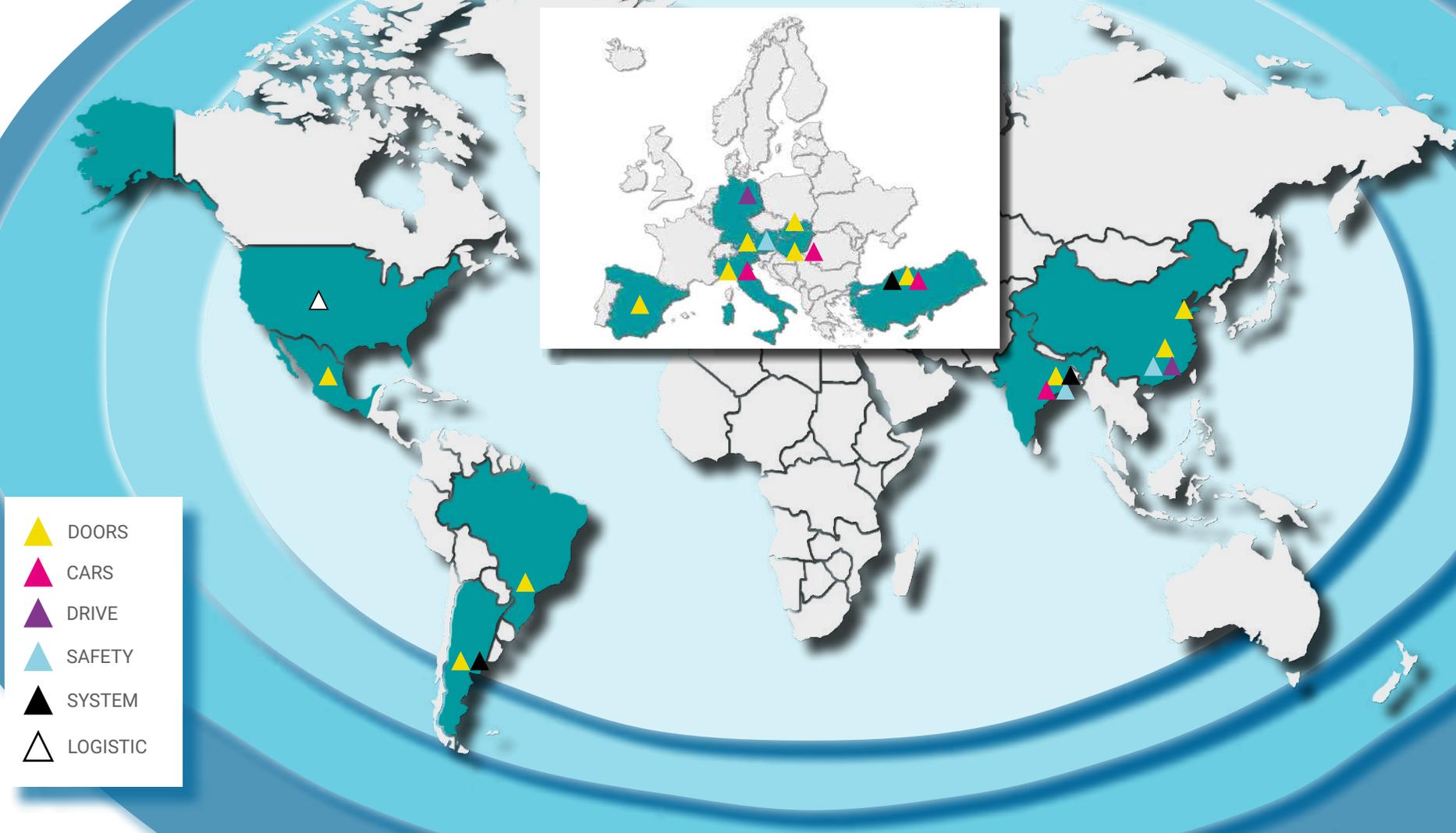
Founded in 1968, Wittur is one of the world's leading independent elevator components manufacturers with an extensive global manufacturing footprint and sales network and a broad range of products. The Wittur portfolio offers a large range of components, constantly evolving towards ESG each year. Components made by Wittur span from sophisticated mechatronic components for elevator cabin and landing doors (including the associated opening mechanisms) to other critical components such as gearless drives, slings, safety gears, cars, digital tools and spare parts.

In 2016, Wittur further expanded its global reach and its portfolio with the acquisition of Sematic. The Italian company, founded in 1959, added a complementary product offering including complete elevator solutions, highly customized doors, electronic components and elevator cars. The Wittur group is indirectly owned by funds, clients and accounts managed and advised by KKR.



Where we are

Global Production footprint





Wittur conducts business in more than 50 countries

Below you will find the overall organization of Wittur

	Competence Center	Sales	After Sales	Production
EUROPE				
WITTUR GLOBAL TECHNOLOGY CENTRE	●	●		
SEMATIC HUNGÁRIA KFT	●	●	●	●
WITTUR AUSTRIA GMBH	● ●	●		●
WITTUR ELECTRIC DRIVES GMBH	●	●	●	●
WITTUR ELEVATOR COMPONENTS S.A.U.		●	●	●
WITTUR B.V		●	●	
WITTUR GMBH		●	●	
WITTUR HOLDING GMBH		●		
WITTUR LIMITED		●	●	
WITTUR NORGE		●	●	
WITTUR S.A.S		●	●	
WITTUR SOUTH AFRICA		●		
WITTUR S.P.A	●	●	●	●
WITTUR SP. Z.O.O.		●	●	
WITTUR S.R.O.				●
WITTUR SWEDEN AB		●	●	





Wittur conducts business in more than 50 countries

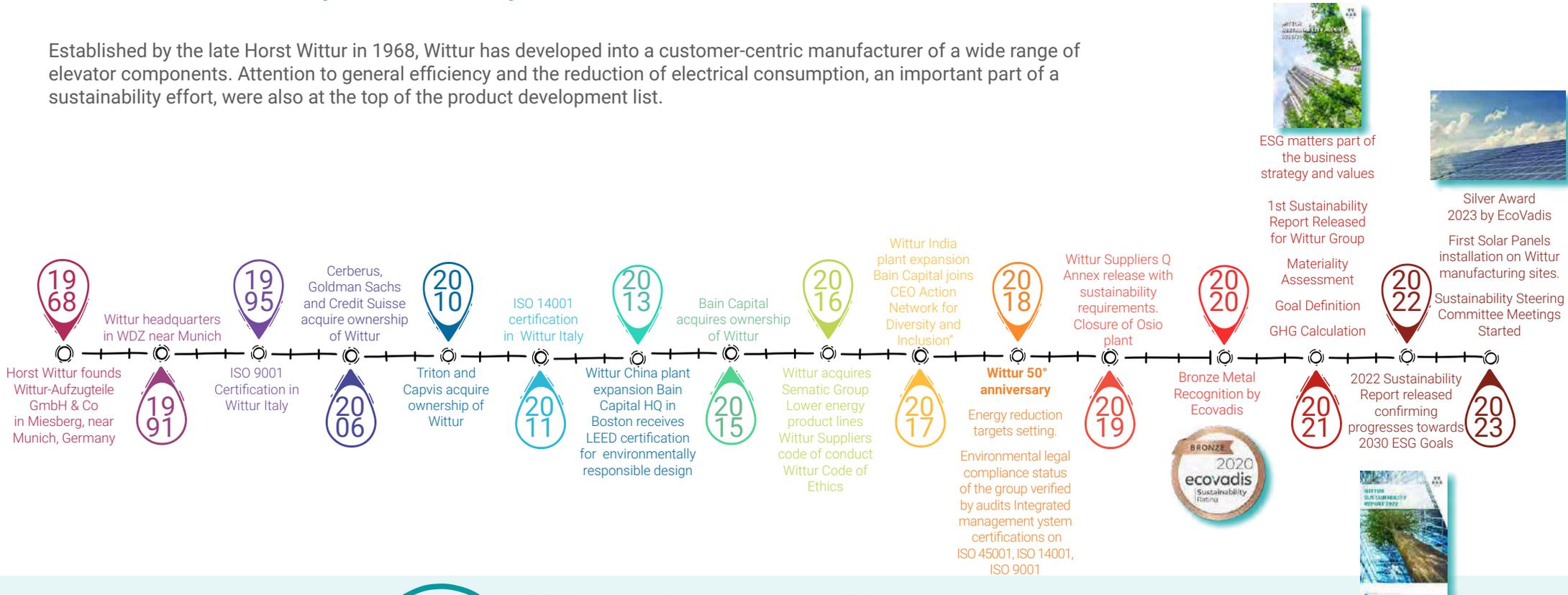
Here below you will find the overall organization of Wittur.

	Competence Center	Sales	After Sales	Production
AMERICAS				
WITTUR MEXICO S. DE R.L. DE C.V.				●
WITTUR INC		●	●	
WITTUR LTDA		●	●	●
WITTUR S.A.		●	●	●
ASIA PACIFIC				
SEMATIC ELEVATOR PRODUCTS (CHANGSHU) CO., LTD.	●	●	●	●
WITTUR ELEVATOR COMPONENTS (SUZHOU) CO., LTD.		●	●	●
WITTUR ELEVATOR COMPONENTS INDIA PVT. LTD.	●	●	●	●
WITTUR LTD.		●	●	
WITTUR PTE. LTD. SINGAPORE		●	●	
WITTUR PTY. LTD.		●	●	
WITTUR SEOUL		●		
WITTUR JAPAN		●		
EURASIA				
WITTUR ASANSÖR SAN. VE TIC. A.Ş. SALES,	●	●	●	●



Wittur: more than 50 years of history

Established by the late Horst Wittur in 1968, Wittur has developed into a customer-centric manufacturer of a wide range of elevator components. Attention to general efficiency and the reduction of electrical consumption, an important part of a sustainability effort, were also at the top of the product development list.



- ! GHG emissions reduction by 30% (CO2 equivalent/year)
- ! Diversity equity and inclusion rate increase by 50%
- ! Waste reduction by 50%
- ! 2030 goals are presented on page 12 and here are the most relevant ones.

10 years focus on ESG topics

Recognized for Excellence on ESG topics



Management Approach for Sustainability



Wittur's sustainability strategy started by 2016 with the first environmental certification (ISO 14001) and enhanced in 2020 with an ambitious sustainability roadmap driven by the Executive Management Team and a selection of senior managers.

It establishes a clear framework for actions on strategic priorities that capture our most important sustainability challenges and opportunities. These were identified through materiality assessments and internal evaluation results. In Wittur, we are continuously working to integrate these strategic priorities as much as possible into existing policies, management systems, and ongoing technical, business and leadership trainings.

We are communicating our progress to key stakeholders via the Sustainability Report published annually. In addition to the Sustainability Report, we continue to review and collect feedback from our stakeholders, customers, employees, suppliers, our board and our internal auditing.

The first materiality assessment was completed in 2020 evaluating stakeholder expectations and compared them with our own priorities and the Sustainable Development Goals of United Nations (SDG).

For more information about Wittur Materiality Assessment Process, please visit link: [Sustainability Highlights - Wittur - Advancing the Elevator Industry](#)

The identified Material topics were ranked according to their impact on our value chain, business implications and stakeholder interest. The findings of the assessment were utilized when defining the current phase of WITTUR's strategy regarding sustainable success, as well as to drive our reporting. We have divided our material topics into seven reporting.

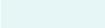
1. Green Certified Energy
2. Zero Waste
3. Green and Recycled Materials Use
4. Greenhouse Gas Reduction
5. ESG Performance of Supply Chain
6. Water Efficiency
7. Equal Opportunity Employer

All goals set in Wittur will be consistent with actions required to keep global warming to 1.5° C. according to Paris agreement. Wittur is following a pragmatic approach on goal definition:

1. 2030 Goal setting based on the initial materiality
2. 2040 Goal setting
3. 2050 Goal setting

Wittur Goals by 2030

#	SDG	Wittur Goal	KPI	ACT			Target by 2030	Improvements VS 2021	Comments
				2021	2022	2023			
1		Eliminate workplace injuries by 75%	75% reduction from baseline year to 2030 on Incident rate (IR)	0,82	0,86	0,55	0,21	-33%	Incident rate reduced by 33% compared to the baseline year, aligning with our 2030 target
2		Improve Diversity rate by 50%	50% improvement from baseline year to 2030 on Gender Diversity	0,16	0,18	0,19	0,24	19%	Gender diversity increased by 19% compared to the baseline year, in line with our 2030 target
3		Increase annual sourcing of renewable electricity (RE) by 20%	20% improvement from baseline year to 2030 on RE use at group level	0	0,07	0,117	0,084	67%	<ul style="list-style-type: none"> Annual sourcing of renewable electricity increased by 67% compared to the baseline year Target overachieved. Steering committee to evaluate setting a more stringent 2030 target
4		Reduce absolute Scope 1 and 2 Greenhouse Gas Emissions (GHG) emissions by 30%	30% reduction from baseline year to 2030 on GHG	25.127	23.866	22.969	17.589	-9%	Scope 1 and 2 GHG emissions decreased by 9%, which is in line with our target 2030
5		Supply Chain ESG criteria improvement by 50%	50% improvement from baseline year to 2030 registered direct key supplier answers on sustainability requirements	N.A.	N.A.	N.A.	N.A.	N.A.	Consolidation of supplier ESG performance results will be included in 2024 Sustainability Report.
6		Eco-friendly packaging in use 100%	100% improvement from baseline year to 2030 on use of recyclable plastic in packaging	0,013	0,014	0,014	0,03	8%	<ul style="list-style-type: none"> Use of recyclable plastic increased only by 8% compared to baseline year. Several actions ongoing in many plants in 2024 to recover the gap
7		Change of traditional manufacturing processes with greener alternatives 70%	70% improvement from baseline year to 2030 on use of Eco-friendly materials	N.A.	N.A.	N.A.	N.A.	N.A.	Kick-off in 2024
8		30% improvement from baseline year to 2030 on N° of common components in N° of platforms (For Buy components, assuming 80% of total components)	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.	Kick-off in 2024

 represent baseline year

Wittur Goals by 2030

#	SDG	Wittur Goal	KPI	ACT			Target by 2030	Improvements VS 2021	Comments
				2021	2022	2023			
9		Increase the awareness of sustainability among employees at Wittur	100% improvement from baseline year to 2030 on training hours related Sustainability topic	N.A.	0,48	0,83	0,96	73%	Awareness of Wittur employees increased by 73%, which is in line with our target 2030
10		Waste reduction 50%	50% reduction from baseline year to 2030 on waste (municipal, hazardous, scrap metal, paper cardboard, electronic, plastic, glass)	14,5	17,0	16,9	0,04	17%	<ul style="list-style-type: none"> Waste generation by steel worsened by 17% vs baseline year. It is due to: <ul style="list-style-type: none"> » Metal scrap worsening due to component insourcing activities (nesting optimization) from 2022. » Scrap of obsolete materials Activity is ongoing to improve the scrap value chain and hazardous waste reduction
11		Sustain zero health and safety impact of Wittur Products	To have ZERO case reported with an injury /fatality of the travelers while using our products	0	0	0	0	100%	Wittur is deeply and continuously committed to the safety of the end-users, with a primary objective of achieving zero accidents worldwide. As for the previous years, also in 2023 the goal has been fully achieved 100%
12		Increase material's recycled content 30%	30% improvement from baseline year to 2030 on purchased material recycled content availability	N.A.	N.A.	N.A.	N.A.	N.A.	Kick-off in 2024
13			30% reduction from baseline year to 2030 on Energy consumption per year during operation of the product (only for system, based on theoretical calculation)	N.A.	N.A.	N.A.	N.A.	N.A.	Kick-off in 2024
14		Development of smart product solutions that enable predictive maintenance on elevators	50% improvement from baseline year to 2030 on use of digital testing (simulations, acceleration testing, smart testing) to reduce the number of validation samples	N.A.	N.A.	0,25	0,38	-	Kick-off in 2024
15			30% improvement from baseline year to 2030 on Recyclable components availability after end of life	N.A.	N.A.	0,025	0,03	-	Kick-off in 2024
16		Support development of local communities 100%	To have each plant with a minimum 1 project completed with a collaborated local community annually	4	28	7	121	48%	39 peace projects have been completed in last three years In 2023, the goal has been fully-achieved

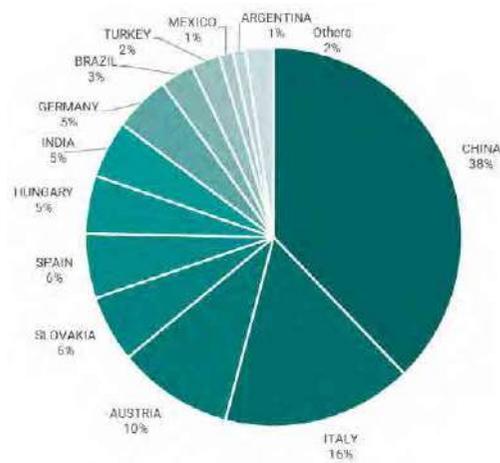
 represent baseline year



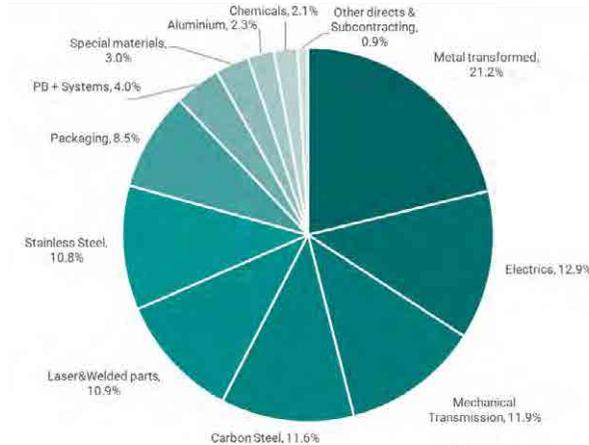
Supply Chain

Wittur's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services are shown below as per Supplier Country and per Commodity.

Direct Material: Percentage of 2023 Annual Purchase Value (APV) per Supplier Country



Direct Material: Percentage of 2023 Annual Purchase Value (APV) per Commodity Type



Significant Changes to the Organization

Wittur organization changed in 2023 in a significant way. As a result of the following divisions and functions were established:

- Project Business and Field Services EMEA Division;
- Long-term Contract Business Division Europe and Asia Region;
- Supply Chain and Operational Excellence Group Function.

The newly established Regions are designed to facilitate the growth of our business over the next years, allowing Wittur to address several emerging trends in the elevator market, get closer to our customers and build sustainable competitive advantage. The new group Function has the target to ensure strong systems and processes, as well as to supervise compliance and legal and trade custom requirements.

External Initiatives

Wittur ensures adherence to pertinent legal regulations on a national/international scale across the jurisdictions where its manufacturing facilities are located. While the company prioritizes the development and refinement of structures aligned with customer and industry requirements, it also sets goals toward engaging in more voluntary initiatives.

At Wittur since 3 years Ecovadis assessment is in place which helps companies to manage ESG risk and compliance, meet corporate sustainability goals, and drive impact at scale by guiding the sustainability performance improvement of our company and our value chain. (Further details and the performance results for Wittur on this initiative is described on chapter “Creating Value in the Sustainability Journey to our Customers”).

Further initiatives are continuously evaluated by the Sustainability Steering Committee to be adopted as participation to this approved SBTI (Science Based Target Initiative), which will start in 2025.

Membership of Associations

- **EECMAI**, Elevator & Escalator Component Manufacturers’ Association of India.
- **ANIE** AssoAscensori, Italy
- **ANICA**, Associazione Nazionale delle Industrie di Componenti per Ascensori, Italy
- **ANACAM**, Associazione Nazionale Imprese di Costruzione e Manutenzione Ascensori, Italy
- **ELA**, European Lift Association
- **NAEC**, National Association of Elevator Contractors, USA
- **VFA-Interlift e.V.**, Verband für Aufzugstechnik, Germany
- **CEA**, China Elevator Association, China
- **LEIA**, Lift and escalator industry association, UK
- **NEII**, National Elevator Escalator Industry, Germany
- **VDMA**, Network and voice of mechanical engineering, Germany
- **DIN**, Deutsches Institut für Normung, Germany
- **Beuth** Verlag Gmbh, Normen, Standards & Fachliteratur kaufen, Germany
- **EEA** Association, European Economic Area, Germany



WITTUR

Wittur Values

In 2023, we took another step to ensure that our values are firmly embedded in the company culture.

We are pleased to announce that our corporate values are now an integral part of our employee conversations. This means the employees have the chance to regularly reflect on their actions and decisions within the context of our shared values and receive feedback on them. By integrating our values into employee discussions, we do not only strengthen awareness of our corporate culture but also promote consistent alignment with our shared goals and values throughout the Wittur organization.

Additionally, in 2023, we developed the Wittur Leadership Compass. This compass outlines the competencies and skills required for effective leadership, tailored to each of our core values. By aligning leadership qualities with our values, we ensure that our leaders embody the principles we hold dear, fostering a culture of integrity, collaboration, and innovation at all levels of the organization.

Furthermore, as part of our commitment to recognizing and celebrating the embodiment of our values, in 2023 we locally initiated an employee recognition program. This program identifies and honours individuals who consistently demonstrate our values in their daily work. Through this initiative, we aim to inspire all employees to strive for excellence in upholding our core values.

Moreover, communication plays a pivotal role in fostering a values-driven culture. In all our communication efforts we emphasize the alignment of our actions with our values. By consistently highlighting the connection between our communication and our values, we reinforce the importance of our values in all aspects of our operations.





Governance

Our organization operates under a consolidated matrix governance structure that aligns our regional and functional teams with our global strategy. This structure ensures comprehensive decision-making and collaboration across all areas of our business, including economic, environmental, and social topics.

Structure for Sustainability activities

Sponsorship by Sustainability Steering Committee

CSO_Chief Supply Chain Officer Wittur Group

CPO_Chief People Officer

CTO_Chief Technology Officer

CBMD_Contract Based Managing Director

LTCB_Long term Contract Based

PB&FS_Project Based and Field Service

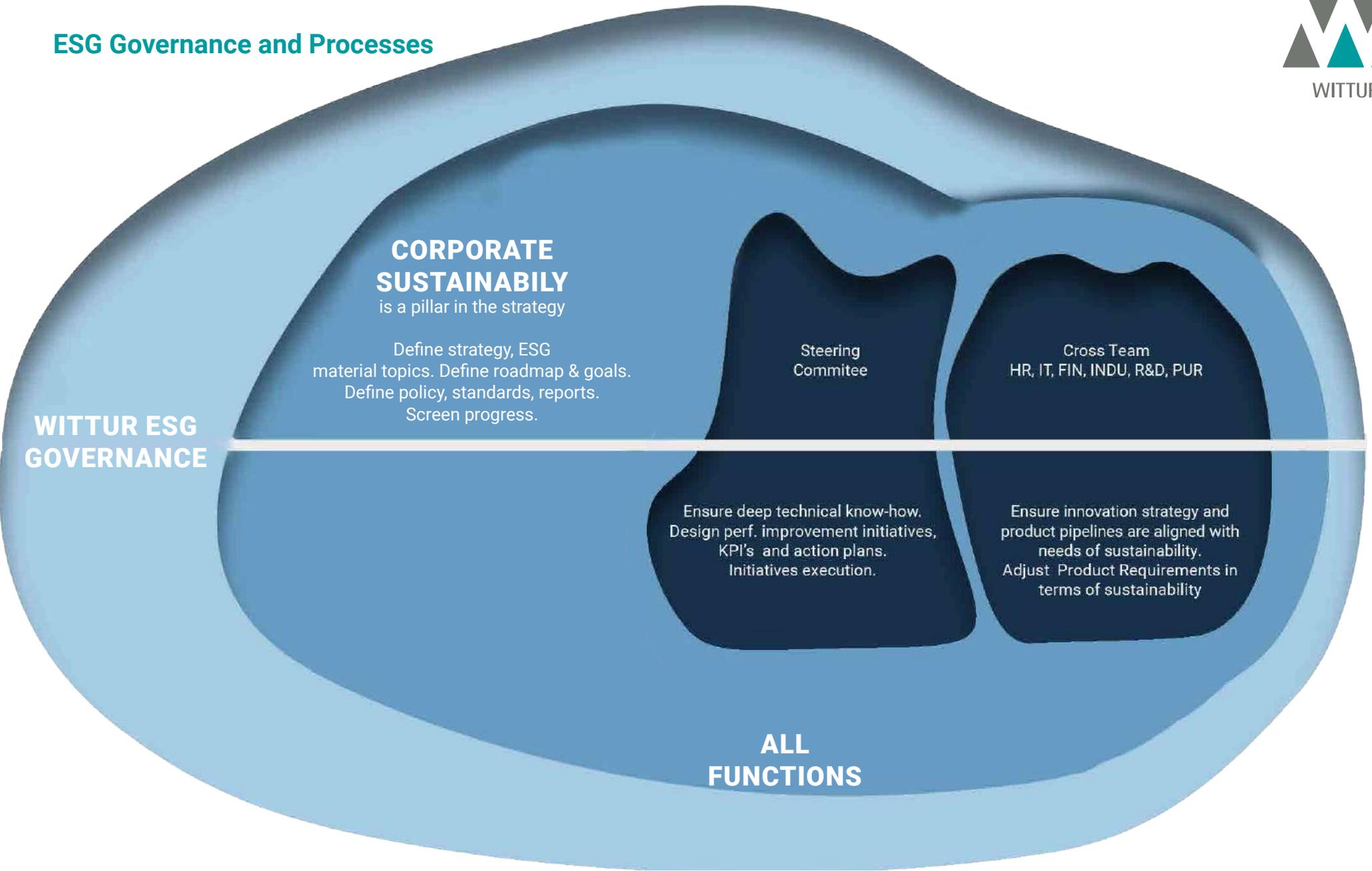
Coordination by Corporate Sustainability

Sustainability and Quality - Director | Vincenzo Bruno

Sustainability Manager | Ayperi Sevincli



ESG Governance and Processes



BUSINESS CONDUCT & COMPLIANCE





Wittur Code of Conduct

At Wittur, we follow and commit to a Code of Conduct, shared with everyone in the organization and also publicly available through Wittur website to bind our commitment.

<https://www.wittur.com/en/wittur-group/compliance.aspx>

At Wittur, we expect everyone to conduct our business with integrity, respect and in compliance with all applicable laws and external and internal rules and regulations.

Speak Up!

Responsible conduct matters to all of us – do your part!

Wittur Code of Conduct is accessible in all the local languages of the countries where we have business units.

Download

 [Wittur Code of Conduct EN](#)

Our Speak-Up Policy helps us to make this an everyday reality:

<https://www.bkms-system.com/bkwebanon/report/clientInfo?cin=7LUpPY&c=-1&language=eng>

Our Values are publicly shared to express our commitment to them:

<https://www.wittur.com/en/wittur-group.aspx>

Compliance at Wittur Group

Sustainability and Compliance at Wittur Group.

The Wittur Group has established a comprehensive system of processes to ensure that Wittur's business is carried out in accordance with the laws as well as with Wittur's internal principles and rules. Wittur Group's **Compliance Organization** as well as a global Code of Conduct and global Compliance Policies contribute to an efficient Compliance Management System.

Wittur's Global **Compliance Policies** provide important guidance on the critical issues of Anti-Trust, Anti-Corruption Compliance and Trade Control. The goal of Wittur's **Code of Conduct** is to codify the ethical aspects within the Wittur Group and for all of those who work within it, and to raise further awareness of compliance within Wittur.

Wittur's digital **Whistle-blowing System** ensures that every employee and business partner of Wittur can inform the Compliance organization of potential misconducts or infringements anonymously, through a web-based reporting tool, which is compliant with the new 2019/1937 EU directive.

Wittur Group has appointed a **Chief Compliance Officer (CCO)** who coordinates Regional Compliance Managers (RCM) in all regions worldwide where Wittur Group is active (Europe, Asia, Asia Pacific, Eurasia, North and South America). This network of compliance specialists monitors compliance

with Wittur's Code of Conduct and the Compliance Policies by conducting regular and ad-hoc audits.

An Investigations Policy sets out rules and limits for internal investigations carried out by the Compliance Department or the Internal Audit Department to investigate potential violations of Wittur's Code of Conduct or the Compliance Policies that become known.

The CCO is periodically reporting to the Management Board and to the Audit Committee.

Consolidated financial statements

A list of all entities included in Wittur's consolidated financial statements is presented in the audited consolidated financial statements of Elevate (BC) S.C.A., Senningerberg, Luxembourg, which are published in the German federal gazette ("Bundesanzeiger").

The requested list of all entities can be found in section 2.1 ("Liste der Konzerngesellschaften").

WITTUR will seek external assurance for year 2024 reporting.



WITTUR

Anti-Bribery and Anti-Corruption (ABAC)

Wittur Group avoids any interactions with suppliers and other business partners that conflict, or may appear to conflict, with our duty to act in the best interest of Wittur. Everyone at Wittur must disclose a potential conflict of interest to his/her respective manager or supervisor, who must then take the appropriate decision.

Wittur Group's ABAC Policy and Sponsoring and Charity Policy ensure good business practice by a strict approval process within the Wittur Group. No sponsoring or charity activity is allowed without prior local, regional and corporate approval.

Anti-Trust

Wittur Group's Competition Guidelines ensure that Wittur conducts its business in a way that is compliant with Anti-Trust laws.

Trade Control and Export Control

Wittur Group's Trade Control Policy aims to inform our employees about the key principles of applicable trade sanctions and export control laws and to explain internal rules, organization and processes which all employees need to respect so that Wittur complies with the legal requirements.

Anti-Money Laundering

Wittur Group's Cash Management Guidelines ensure that Wittur conducts its business in a way that is compliant with Anti-Money Laundering laws.

Tax strategy

The tax strategy of the Group is not publicly available and is described in a tax manual.

The tax strategy is reviewed and approved by the CFO of the Group; the Head of Group Taxes is implementing and executing the tax strategy related to current and deferred taxes, whereas the Group's Transfer Pricing manager is implementing and executing the tax strategy related to Transfer Pricing.

The responsibility for all tax matters rests with the companies, and the finance managers guarantee that tax returns are filed, tax payments are executed, and transfer pricing documentations are available in due time. The preparation of tax returns is supported by external tax advisors with whom the companies have long-term business relationships. If there is a choice for a tax treatment, Wittur companies take, after consideration with the Group, the approach that is in line with the letter and the spirit of the law and does not result in a tax risk.

The companies are in a continuous discussion with their tax advisors and flag tax risks to the Group.

There is a yearly tax compliance survey in place that is executed and evaluated by the Head of Group Taxes and the Group's Transfer Pricing Manager.

Unethical or unlawful behaviour or concerns about the Group's integrity in relation to taxes can be reported to the Compliance Managers in the countries, to the Group's Chief Compliance Officer or via the Whistle-blower hotline.

The data for the Group's tax disclosures are collected by a web-based tool to eliminate transitions or calculation errors; the tax disclosures are prepared by the Head of Group Taxes and reviewed by the Head of Group Accounting as well as the CFO.

The tax authorities are approached in a professional but kind manner; questions are answered in time, in a professional manner and truthfully. The Group is not performing public policy advocacy.

The Country-by-Country Reporting is filed on level of the ultimate parent entity in Luxembourg and prepared with the support of the Group's Transfer Pricing Manager and Head of Tax.

ENVIRONMENTAL





Environmental Metrics Material use and Consumptions

On average there is an 8% reduction in processed materials due to market shrinkage at Wittur for 2023, in addition to similar reductions across different varied materials.

At Wittur Energy Consumption is proportional to material processed.

The installation of new, more efficient water heating systems, along with projects focused on heat recovery systems and process optimizations in the paint lines at some plants, has collectively resulted in a 6% reduction in natural gas consumption by steel.

Electricity by steel as shown is not in line with the volume reduction because of:

- Unfavourable Product mix
- Not optimized components in-sourcing to offset volume reduction

LPG consumption by steel has been reduced by 14% due to the installation of new wrapping machines, which have completely eliminated the need for LPG.

Materials used, tons		2022	2023
Manufacturing	Total Steel	* 172.608	158.301
	Paint (powder)	2.013	1.849
	Aluminum	3.628	3.359
	Other Process materials	307	284
Packaging	Cardboard & Paper	3.783	3.502
	Plastics	2.390	2.213
	Wooden Pallet	56.762	52.558
TOTAL		* 241.492	222.067
Revenue (M EU)		950	864

Energy consumption	2022	2023	Variation by steel **
Natural Gas Consumption (1000 sm3)	4.461	3.841	-6%
Electricity Consumption (MWh)	* 32.202	30.789	4%
LPG Consumption (sm3)	* 268.436	210.746	-14%
Fuel Consumption (tons)	* 201	187	1%
Water Consumption (m3)	* 137.751	124.603	-1%

* 2022 data restated
 ** KPIs are normalized to the total steel processed (St. Steel & Carbon Steel)



Waste generation and significant waste-related impacts

Wittur is closely monitoring waste generated by its operations across all sites and adhering to laws and regulations regarding waste management in each country where it operates. All Wittur sites are environmentally compliant with local laws. As part of the company's proactive approach, Health, Safety, and Environment (HSE) legal compliance audits are conducted every 2-3 years. During these audits, independent experts assess each site's adherence to relevant regulations. This rigorous auditing process helps ensure that Wittur maintains high environmental standards and continues to operate in accordance with legal requirements, fostering sustainability and responsible business practices.

While waste generation in the supply chain remains unknown, the company's commitment to managing waste responsibly is evident through environmental audits conducted at operation sites.

Furthermore, Wittur's global procedure for waste management provides comprehensive guidance on waste management practices and suggestions for reduction activities.

Despite the absence of on-site waste handling or processing activities, this proactive approach ensures that waste management remains a priority for the company, promoting sustainability and environmental stewardship throughout its operations.

Waste types and amounts generated by Wittur operations are given in below table:

Waste (tons)		2022	2023	Variation by steel **
Waste (tons)	Municipal and food waste	420	369	-4%
	Hazardous waste	1.397	1.179	-8%
Solid waste for recycling	Scrap metal	14.750	14.065	4%
	Paper & cardboard	655	486	-19%
	Electronic waste	10	14	43%
	Plastics	107	94	-5%
	Glass	6	15	144%
Water	Waste Water	12.070	10.527	-5%
TOTAL WASTE		29.420	26.752	-1%
Total Sheet metal (tons)		172.608	158.301	

* 2022 figures amended

** KPIs are normalized to the total steel processed (St. Steel & Carbon Steel)

The waste generated by steel processing has shown a slight improvement compared to 2022. Notably, within the hazardous waste category, there has been an 8% reduction, attributed to upgrades in the paint process and reductions in rinsing water consumption, which have effectively lowered waste generation. Additionally, packaging materials waste, such as paper, cardboard, and plastic, has significantly decreased due to improved waste segregation and the installation of automatic packaging lines at multiple sites. Wittur remains committed to prioritizing waste management to effectively achieve its sustainability goals.

Emissions

Wittur takes a meticulous approach on accounting for greenhouse gas (GHG) emissions in its operations. By considering CO₂, CH₄, N₂O, and HFCs in its GHG inventory calculations, Wittur demonstrates a comprehensive understanding of its environmental impacts.

Wittur's adoption of the operational control approach for consolidation, encompassing 13 plants in 12 countries, reflects a commitment to transparency and accountability across its global operations.

From 2023 Wittur group has included all scopes and categories in its emissions report.

Moreover, conducting calculations in accordance with ISO 14064-1:2018 Standard and GHG Protocol confirms the company's adherence to internationally recognized standards for greenhouse gas accounting.

The projects implemented in 2023 for GHG reduction improved the Wittur group performance by 9%, in line with the 2030 target set for GHG reduction for all entities (as shown on the table page #10).

In 2023 the first energy renewable system installation started in our Austrian plant and in 2024 Wittur Group will be able to report significant increase in renewable self produced energy in Europe and in China.

Scope	Categories	2021	2022	2023
Scope 1	Category 1 Direct	11.338	10.835	10.605
	Direct Emissions	162	382	458
	Mobile Combustion	1	938	787
	Stationary Combustion	11.175	9.514	9.361
Scope 2	Category 2 Indirect - Imported Energy	13.102	12.502	12.363
	Electricity Consumption	13.102	12.502	12.363
Scope 3	Category 3 Indirect - Transportation	-	47.982	59.264
	Business Travel	not reported	not reported	1.281
	Downstream Transportation and Distribution	not reported	22.189	22.646
	Employee Commuting	not reported	-	9.030
	Upstream Transportation and Distribution	not reported	25.793	26.634
	Category 4 Indirect - Used Products (Upstream)	688	530	135.359
	Capital Goods	not reported	not reported	3.554
	Purchased Goods and Services	not reported	not reported	131.363
	Waste Generated in Operations	688	530	426
	Water	not reported	not reported	15
Category 5 Indirect - Use of Products (Downstream)			1.878	
End-of-life Treatment of Sold Products	not reported	not reported	1.878	
*Grand Total		25.127	71.848	219.470

* Wittur included new categories in the calculation year over year so the Grand total is not comparable. ref for the calculation: IPCC Fifth Assessment Report for Global Warming Potential (GWP) and emission factors from Defra and IPCC guidelines.



Creating Value in the Sustainability Journey to our Customers

The Elevator industry has committed, like the whole manufacturing community worldwide, to the Sustainable Development Goals of UN, a universal call to action to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere.

A wealth of initiatives are being embedded in the processes of Elevator installation companies at all levels. Wittur, as one of the biggest independent supplier of elevator components is one of the main contributor to the success of most elevator companies worldwide according to the needs of a sustainable future. Wittur is part of their value chain and is committed to support its customers and all elevator industry stakeholders in their endeavours.

The way to sustainability is still in progress for the elevator industry: its best minds are working in a continuous improvement process, and independent companies such as Ecovadis and CDP are providing tools and reporting processes to help companies to check, measure and acknowledge each step they take in the right direction. Wittur has obtained the Ecovadis Silver Award for the successful sustainability initiatives performed so far; moreover, the main Wittur plants were awarded with a Green Level of sustainability maturity for 2023 by KONE Supplier Excellence Certification.

Wittur is convinced that those targets cannot be achieved by a single company; it is rather the whole supply chain from raw materials to components to final assembly that needs to move in a synchronous way towards the goals. We are committed to the goals; we have embraced the tools provided by Ecovadis and CDP, and we stand with our partners, suppliers and customers, providing them added value in their sustainability journey, in the spirit of the “Winning together” Wittur value.

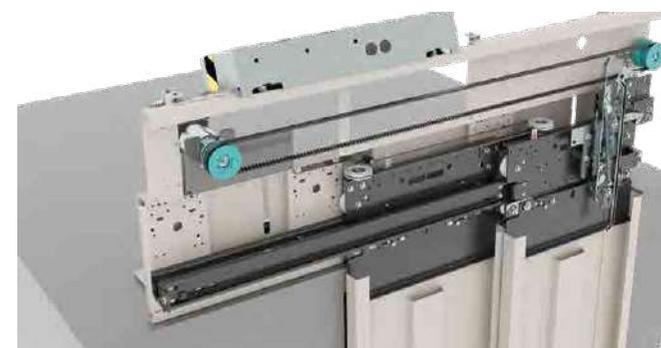
Wittur products and services unveiled in 2023 represent an integral part of this sustainability journey.

In particular:

Introduction of Witturshop.com: online shopping, while ensuring you get genuine Wittur spare parts designed to maximise performance and reliability of your elevator installation, has also important implications for sustainability: optimized logistics means reduced emissions from transportation and consolidated deliveries, reducing the number of delivery trucks on the road.



Sematic Evolution Kits: replacement of selected door components (electronics and motor) brings added value and higher performance while avoiding complete replacement and disposal of the still functioning mechanical part (operator, panels). This is responsible choice, in line with the circular economy concept.



New Wittur door rollers: introducing a global harmonized design for all Wittur door rollers, designed and built to guarantee reliability and long-lasting quality and to reduce operating noise. In addition to that, the new rollers offer easier, uncomplicated maintenance and a more efficient spare parts management for customers and technicians.



Packaging improvements

The packaging improvement strategy have been further developed in 2022-2023, through the usage of more sustainable and eco-friendly materials and also more eco-friendly solutions. Please find details on main projects and deliverables below:

- 1. Returnable Packaging:** Adaptation of current wooden adapter and fixing tools into the metal structures.
- 2. Reusable Packaging for Internal Shuttles:** Replacement of single use box separators for ropes with a reusable packaging solution.
- 3. Plastic Packaging Reduction:** With the reduction of material thickness while keeping quality standards additionally investments on automatized stretching machine applications in plants.
- 4. Packaging Design change & CO2 emissions reduction due to optimal loading:** Design changes enabling use of cardboard instead of wood as well as with an impact of volume and weight reduction of the package.
 - Less Trucks
 - Less Waste
- 5. Increase the use of Recycled Plastic to support Circular economy:** Change from 100% virgin plastic in to 30% recycled plastic film use.
- 6. Start using Certified Cardboard acc. to FSC (Forest Stewardship Council):** Use of FSC certified boxes for big dimensions.

Wittur is currently undertaking multiple global-scale projects aimed at advancing Global Goals. These initiatives will persist into the future to ensure the attainment of targets by 2030.





WITTUR

Energy Efficiency Projects in Wittur

It's evident that Wittur remains committed to innovation and staying ahead of industry trends, aligning its investment plans accordingly. Below are some initiatives from the past year focused on energy efficiency:

1. **Solar Energy Projects:** Approval of solar energy projects at two plants, with more in the pipeline, demonstrates Wittur's commitment to renewable energy sources.
2. **LED Lighting Installation:** Installation of LED lights across facilities helps reduce energy consumption and lower carbon emissions.
3. **Preventive Maintenance for Air Leaks:** Structured preventive maintenance activities targeting air leaks at several sites contribute to energy conservation efforts.
4. **Promotion of Hybrid/Electric Vehicles:** Encouraging the use of hybrid/ electric vehicles for company cars/ trucks and job bikes promotes cleaner transportation options and reduces reliance on fossil fuels.
5. **Elimination of Diesel Forklifts:** Phasing out the use of diesel forklifts among facilities aligns with sustainability goals and reduces emissions.
6. **Utilization of Ovens for Thermal Energy:** leveraging thermal energy from ovens in paint lines demonstrates a resource-efficient approach to energy usage.
7. **Compressor Investments:** Investments in new compressors enable energy

reduction and enhance operational efficiency.

8. **Promotion of Electronic Documents:** Encouraging the use of electronic documents over paper reduces paper waste and supports sustainability efforts.
9. **Implementation of Smart Meters:** Smart meters help monitor energy usage more efficiently, enabling better management and optimization of energy consumption. Installation of Sensors: Installation of sensors for automatic shut-down of electrical equipment enhances energy efficiency by minimizing energy wastage during periods of inactivity.

These initiatives collectively reflect Wittur's holistic approach to sustainability, encompassing energy efficiency, renewable energy adoption, waste reduction, and environmentally friendly practices across its operations.

Additionally in 2023 Wittur Italy Plant has achieved significant energy savings during Y2023 compared to Y2022, totalling 232.33 TEP (tones Equivalent Petroleum). This notable achievement demonstrates the Plant's commitment to improving energy efficiency and optimizing consumption across production processes and micro-climate management, including heating and lighting systems. By implementing more efficient practices and technologies, Wittur continues to make meaningful strides towards sustainability and reducing its environmental footprint.



Suppliers Sustainability in Wittur

The Supplier Sustainability Journey started in 2019 with the first Sustainability requirements included into the Wittur Supplier Sustainability and Quality Agreement.

From 2022, Wittur has set sustainability goals for suppliers, aligning them with the company's ESG (Environmental, Social, and Governance) development objectives and goals. ESG audits conducted in 2022 were taken as a baseline for gap assessment and the achievement of Wittur 2030 goals. Wittur is monitoring and coaching the relevant suppliers to reach full compliance on these requirements.

The framework and methodology for supplier sustainability has been further developed in 2023 as follows:

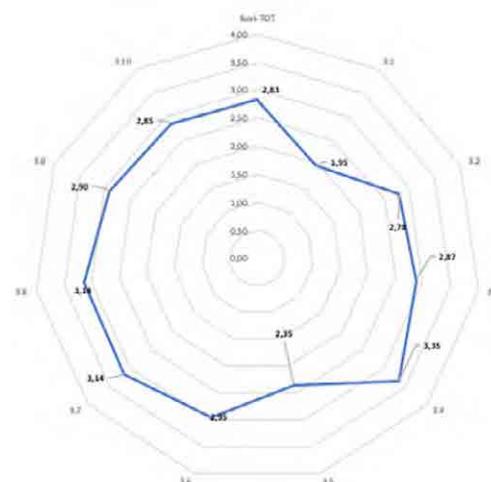
*** Supplier Sustainability and Quality agreement:** Mandatory guideline for Supplier Sustainability that includes, Health, Safety and Environmental Commitments & Sustainability requirements (ESG).

*** Supplier Sustainability Audit:** In the scope of this audit topics are included; emissions, material compliance, energy, life cycle assessment, social topics and human rights, child labor, forced labor and diversity etc.

*** Supplier portal:** Wittur supplier portal (managed by purchasing) that includes comprehensive recipe for supplier sustainability documentation. All the

supplier requirements, relevant for Wittur Group, are embedded in this portal as well as compliance to material requirements as (REACH, ROHS, 3TG etc) and regular reporting requirements.

*** New Business Hold Process (NBH):** Sustainability requirements have been included in NBH process in order to assure the ESG factors compliance and improvement in the value chain. In 2023 the kick off of supplier sustainability workshops was planned at the relevant locations worldwide to ensure Wittur sustainability strategy is deployed and cascaded through the relevant suppliers. The workshops will be focused on the sustainability audit results, upcoming regulations requirements (CBAM etc) and they will take place during 2024. 2023 Sustainability audits results shown below:

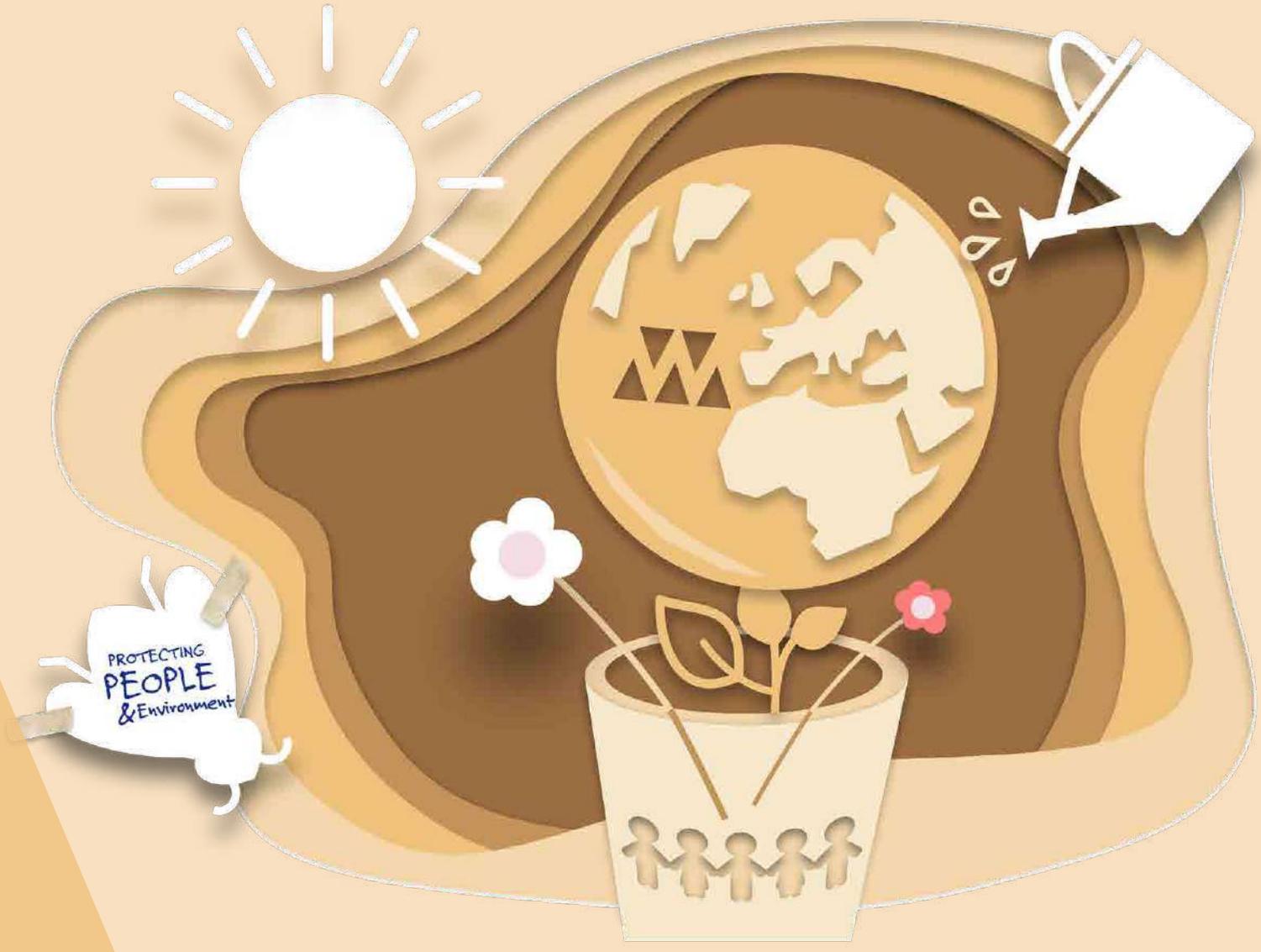


2023 Supplier Audits results focusing sustainability chapter

This result shows us that in Wittur Suppliers need to improve more the points 3.1, 3.2 and 3.5 which are the topics on:

- Supplier calculating GHG (Greenhouse gas emissions) of its operations;
- Suppliers capability to present recycled material content % and use in the products;
- Suppliers written Code of Conduct availability deployed to all organization and its sub suppliers.

SOCIAL





Employees Information

These charts illustrate the distribution of our staff by contract type, categorized by gender and region. As depicted, our focus leans towards establishing enduring, stable employment opportunities.

	Total % 2022	Total % 2023
Female	18%	19,27%
Male	82%	80,73%
Total	100%	100%

	Total % 2022	Total % 2023
Permanent	96,80%	96,49%
Temporary	3,20%	3,51%

	Female % 2022	Male % 2022	Female % 2023	Male % 2023
Permanent	94,60%	97,28%	94,56%	96,95%
Temporary	5,40%	2,72%	5,44%	3,05%

The temporary employees have undergone slight changes compared to the previous year. Within the female employees, above 94% are permanent, and within the male employees, almost 97% are permanent.



2022	Americas %	APAC %	China %	EU & Eurasia %
Permanent	7,44%	5,26%	31,98%	55,31%
Temporary	6,83%	0,00%	0,00%	93,17%
Total	7,42%	5,09%	30,96%	56,53%

2023	Americas %	APAC %	China %	EU & Eurasia %
Permanent	8,38%	5,90%	27,30%	58,42%
Temporary	8,54%	0,00%	0,00%	91,46%
Total	8,38%	5,69%	26,35 %	59,58%

When considering regional distribution, most of our temporary staff is located in Europe & Eurasia (91,46%), being that the Region where we have our biggest population overall.

	2022 %	2023 %		2022 %	2023 %		2022 %	2023 %
Full time (FT)	96,18%	96,24%	Full time (FT) Female	16,69%	18,01%	Full time (FT) Male	83,31%	81,99%
Part time (PT)	3,82%	3,76%	Part time (PT) Female	53,12%	51,70%	Part time (PT) Male	46,87%	48,30%
Total	100%	100%	Total	100%	100%	Total	100%	100%

The majority of our staff is employed on a full-time basis. There is a trend towards fewer women working part-time and a corresponding increase in men, while simultaneously witnessing a rise in full-time employment among women and a decline among men. All benefits offered are provided equally to full time and part time employees. For benefits that may be tied to weekly hours, such as summer or Christmas bonuses, they are always prorated accordingly.

New Employees

In the reported period Wittur hired new employees as shown in the following table. In 2023 we had a total fluctuation rate of 19,2%.

By Gender	Nr. of new hires 2022-2023	Rate of new hires 2022-2023
Female	100	18,59%
Male	438	81,41%
Total	538	100%

By Age Group	Nr. of new hires 2022-2023	Rate of new hires 2022-2023
under 30	235	43,68%
30-50 years old	274	50,37%
over 50	32	81,41%
Total	541	100%



At Wittur, we uphold equal opportunity principles. We are committed to non-discrimination and proactively implemented measures to prevent discrimination in various aspects of employment, including recruitment, compensation, termination, promotions and other employment conditions. We pledge to treat all employees and job applicants fairly, regardless of race, colour, nationality, age, creed, disability, sexual orientation, gender identity or gender expression.

At Wittur, we maintain a zero-tolerance stance towards discrimination, harassment, child labour, forced labour, and human rights abuses within our own operations and those of our suppliers. This commitment is ensured through our Code of Conduct. Labour and human rights represent fundamental values for Wittur. Every aspect of our operations is oriented towards upholding these principles:

- We adhere to legal working conditions;
- Foster ongoing social dialogue with our employees and
- Strictly prohibit child labour, forced labour, and human trafficking.

Our practices undergo regular audits to ensure compliance.



We undertake these actions to uphold our compliance standards, meet legal requirements, and fulfil our moral obligation to our employees. As a result, we have implemented systems, processes, and guidelines across our companies to actively pursue and adhere to labour and human rights standards. For instance, our Health, Safety & Environment Committee convenes regular meetings attended by key personnel such as the Operations Manager and Union Labour Representative to ensure workplace safety and foster open communication. Additionally, we utilize monitoring systems to track performance and progress on human rights issues within Wittur.

By Region	Nr. of new hires 2022-2023	Rate of new hires 2022-2023
Americas	96	17,84%
APAC	68	12,64%
China	43	7,99%
EU Plants	269	50,00%
EU Tradings	17	3,16%
Eurasia	45	8,36%
Total	538	100%

We recognize the necessity for some level of turnover, given our dynamic and rapidly evolving technical landscape, which demands the infusion of fresh skills and ideas. Nevertheless, we place great value on retaining our core knowledge and talents. To foster engagement, we implement initiatives such as regular Engagement Surveys and Exit Interviews, allowing us to gain insights into areas for improvement in the Employee Experience.



Parental leave

Here we present data regarding parental leave entitlement, usage, as well as our rates of return to work and retention following parental leave.

In the following table you can find:

- Total number of employees that were entitled to parental leave, by gender.
- Total number of employees that took parental leave, by gender.
- Total number of employees that returned to work in the reporting period after parental leave ended, by gender.
- Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. Return to work and retention rates of employees that took parental leave, by gender.

	2022		2023	
	Men	Woman	Men	Woman
Total # number of employees that were entitled to parental leave	94	71	107	89
Total # number of employees that took parental leave	89	66	62	67
Total # number of employees that returned to work in the reporting period after parental leave ended	88	25	60	29
Total # number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	73	20	56	26
Return to work rates of employees that took parental leave	98,88%	37,88%	96,77%	43,28%
Retention rates of employees that took parental leave	82,02%	30,30%	90,32%	38,80%



Occupational Health and Safety

Health & Safety of Wittur People including contractors, visitors, trainees is a core value of Wittur.

All employees working in Wittur facilities are kept always in safe conditions. 2023 was a very successful year that ended with a significant improvement on Safety.

In 2023, six plants reached zero injuries, and one plant achieved a consecutive two-year period with zero injuries.

Wittur sustains year over year success using systems such as occupational health and safety management system ISO 45001. Wittur is certified since 2018 including all manufacturing sites and trading offices worldwide. There is no worker, activity, or workplace excluded.

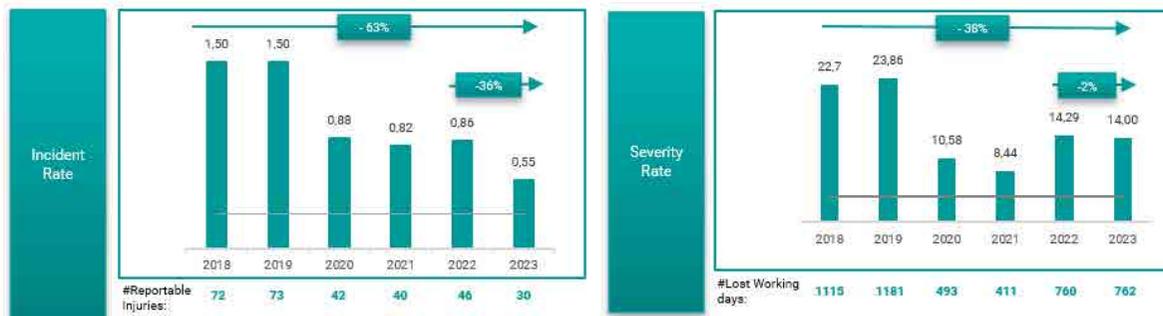
In Wittur HSE (Health, Safety, Environmental) is led at the Global Director level. This enables consistent and standardized application of systems and projects deployment. Additionally each entity has assigned resources for HSE strategy deployment.

Both at global and local level, occupational health and safety professionals are present and responsible for the management system application.

In Wittur Incident rate and Severity rate are the main KPI's that are traced continuously and reported at all levels of the organization.

These KPI's are used comprehensively to measure safety performance, encompassing lost work days and other impacts on employee job functions.

Safety KPI's	2021	2022	2023
Incident Rate (IR)	0.82	0.86	0,55
Severity Rate (SR)	89	14.29	14



In 2023, Wittur achieved a 36% improvement in the Incident Rate compared to 2022. Additionally, there were zero major cases or fatalities involving all employees, including external contractors.

Looking ahead to our 2030 goal of a 75% reduction in this key performance indicator, Wittur is progressing well and remains on track to meet our targets. Wittur tracks all cases and reports every single case including near misses and first aid cases within group Safety Alerting system. This reporting provides a valuable opportunity to share with others what happened and the risk detected together with the mitigation for continuous improvement.

At Wittur, several ongoing projects focus on implementing the Behaviour-Based Safety Methodology and Golden Safety Rules to accelerate progress toward our 2030 goals. This approach aims to enhance safety outcomes at a faster pace. In Wittur, "Golden Safety Rules" is the standard to ensure the implementation of health and safety measures at every level of the organization. Here below please see the details:



Golden Safety Rules

1 Health and Safety is a team effort

- Look after each other
- Safety rules are clear and available for every worker, and interested parties
- All employees have the right of stopping work when risk is not properly managed

2 Think before You start work

- Never take shortcuts on SAFETY
- Motivate positive habits

3 Be Compliant

- Report ALL cases and take actions

4 Sustainable improvement with the goal of ZERO accident

In 2023 keeping Golden Safety rules as safety reference for the Group, plants started in 2023 to work on a tailored initiative called “10 Safety rules”. The aim of this evolution is to better identify plant specific risk factors for a more effective observation.

Each Wittur plant has a monthly goal of performing at least one Kaizen improvement, prioritizing safety enhancements across operations. Work-related hazards and risks are systematically assessed across all Wittur processes, involving cross-functional teams comprising employees, department managers, company doctors, safety experts, and relevant stakeholders. This approach ensures the identification and elimination of hazards through the application of control measures.

Wittur fosters a culture of proactive safety reporting through quick response quality control methodology (QRQC) meetings held during each shift, enabling immediate evaluation and containment of reported unsafe conditions and behaviours within 8 hours. All investigations made during these meetings are accessible to employees through a common platform.

Wittur has also a structured HSE Reporting policy that settles the frame of the reporting rules in Wittur. It enables consistent and reliable reporting at all sites worldwide.

Additionally, Wittur utilizes the Safety Walk tool, empowering managers to conduct daily risk assessments in factory areas. This proactive approach helps to maintain daily safety risk assessments and minimize site-specific risks.

SAFETY FIRST!

LIFE PILLS @WITTUR

Local actions in Wittur Group are making differences and our plants around the world are prioritizing Sustainability.

In April 2023, in cooperation with the municipality and local companies, **Wittur Slovakia** sponsored an event mainly dedicated to children, and their education on sustainability.

Groups of students from different ages worked in different parts of the city of Krupina; they started collecting garbage, then they learned how to separate waste in a proper way and were trained to recognise and appreciate local plants, trees, and flowers. Finally they engaged in a series of environment games to reinforce their new knowledge.

In 2023, Wittur Turkey obtained the **Zero Waste Certificate**, a certification that consolidates the model to recognize efforts on the waste management and recovery of the waste fractions.

The Wittur Turkey team analysed plant wastes and throwaways and prepared action plans. In order to increase awareness on the topic every employee received a “zero waste” training.

At the end of the assessment and actions, the Turkish **Ministry of Environment and Urbanization** granted **Wittur Turkey** a “Zero Waste” Certificate.

Wittur India, like every year, celebrated in 2023 the **National Safety Week**.

The National Safety Council of India announced “**Our Aim – Zero Harm**” as a theme for 2023 in order to accentuate the importance of **Protecting People**.

In accordance with this purpose, **Wittur India** established a series of events and a training to expand awareness of **Health and Safety in the workplace**.

Safety banners were installed on the main gate; a competition for all employees was started for the best safety poster and Safety slogan. More than 100 safety videos were displayed on screens during the week, and a doctor trained Wittur teams about basic first aid.

Finally, all critical production machinery was inspected for safety and all observations identified and collected for improvement actions.

On the occasion of the 2023 INTERNATIONAL DAY OF ZERO WASTE, Wittur locations seized the opportunity to show environmental responsibility through a series of impactful initiatives.



Wittur Dresden: Embracing the ethos of reducing plastic waste, Wittur Dresden installed water dispensers and coffee machines.

Wittur Turkey: Recognizing the importance of educating our workforce, Wittur Turkey organized informative training sessions during lunch breaks. These sessions focused on waste separation and disposal.

Wittur Hong Kong: To minimize single-use plastics, Wittur Hong Kong started providing paper cups for visitors and employees. Additionally, offices adopted a zero-waste paper policy.

Wittur India: Wittur India implemented a comprehensive strategy to optimize waste management processes, introducing colour-coded waste bins for efficient segregation, conducting awareness trainings on waste disposal protocols, and ensuring proper waste handling practices across all workstations.

In 2023, Wittur achieved the remarkable feat of zero accidents at six plants:

- ★ Wittur Mexico | May 23
- ★ Wittur Argentina | June 23
- ★ Wittur China Changshu | August 23
- ★ Wittur Spain | August 23
- ★ Wittur Dresden | November 2023
- ★ Wittur India | December 2023

Wittur Mexico was one of the plants that reached **1 Year Without Accidents milestone**. They decided to utilize the resources of this award to benefit a nursing home in Monclova, The Monclova Retirement Home, which has been giving essential care services to the local community since 1955.

The support of Wittur Mexico will enable the nursing home to enhance its facilities and construct additional bathrooms, which will expand the nursing home's capacity to serve more individuals and provide better care to the elderly in the community.

During 2023, **Wittur Spain** achieved a remarkable safety milestone of 847 consecutive days without any accidents. To share the success and the positive impact of this achievement with the local community, Wittur Spain decided to donate to two different charities, the Association of Neuromuscular Patients of Aragon (Asem) and the Association of Women with Genital and Breast Cancer (Amac-Gema), to promote the prevention and research of these illnesses.

Breast cancer is the world's most prevalent cancer worldwide and is responsible for the most cancer-related deaths among women.

In October 2023 **Wittur Brazil** has taken the lead in inspiring all colleagues to take action and raise awareness about breast cancer and to encourage people to undergo self-examination and periodic mammograms.

Among many initiatives, they asked all employees to support **Pink October** by wearing pink on Fridays throughout October

In September 2023, Wittur launched its first **Young Professionals Network program, "WittuRize,"** to bring together young professionals (under 35) from different countries and functional areas within the organization, inspire them with Wittur goals, values, and strategies, foster their collaboration through project work, and support their professional and personal development.

27 young professionals working in our plants, trading companies, and Group functions are taking part in the first wave of the program, which will run for two years. During this time, they will participate in monthly virtual workshops with internal and external experts on various topics such as **Agile methodology**, Kaizen and Flow.

Wittur China has been awarded the Second-level Safety Production Standardization Enterprise title in Jiangsu Province. This prestigious honour was bestowed upon the company for its compliance with the safety production standardization specifications for mechanical manufacturing enterprises (AQ/T 7009-2013).

The assessment evaluated Wittur China's essential safety management, thermodynamics and explosion, electrical safety, mechanical safety, occupational health, and environmental requirements.



Promotion of worker's health

Together for Better Health!

At Wittur, we believe that well-being is key to keep the employees energized, resilient, motivated and engaged. Our culture and values reflect our care for our employees, by having individual activities at different Wittur sites.

Wittur India did it again by being certified as a Great Place to Work for the second consecutive time! This recognition reflects the dedication to empowering each person on our team. At Wittur, we believe in fostering an environment where every individual can thrive, grow, and succeed.

Wittur India always prioritizes the well-being and development of its workforce. Their success is measured not only by their accomplishments but also by the positive impact they create on each other's lives.

Another remarkable event of the celebration was the Wittur Turkey Goodness Team participated in the "Istanbul Marathon 8K - Corporate" in 2023 to help disabled children. They decided to raise funds for children who lost their limbs in the earthquake. The team raised a total amount of about 50.000 TL with the help of 131 donors and 20 volunteer colleagues. The funds were used to provide necessary treatments to 10 children.

Wittur Hungary Recognized Blood Donor Friendly Workplace

Every year Hungary celebrates **National Blood Donors Day**. This year our colleagues participated in the celebrations at the Congress Center in Budapest.

In 2022 Wittur Hungary organized three blood donation campaigns and 146 volunteer donors attended the campaign. It is also remarkable that our colleague József Harsányi (Production manager cabin) donated his blood 58 times in his life.

During the event, each year only one company awarded as **Blood Donor Friendly Workplace**.

This year Hungarian Red Cross recognized Wittur Hungary as Blood Donor Friendly Workplace.

What a great honour! This recognition belongs to all our colleagues.

We would like to take this opportunity also remind you of the importance of blood donation to save lives.





Training



In terms of training, we coordinate global and local resources to identify and cover as efficiently as possible all our training needs. This is how we work on training needs identification.

We cover global internal training from the Wittur Academy, focused on internal product and processes training, and also some transversal skills, such as Project Management, QRQC and product trainings. These trainings are organized on site, on line, and with an e-learning platform, and they are accessible to all our office employees.

With SAP SuccessFactor Learning Management System, Wittur continuously improves its overall training management to support talent development, ensure business continuity and realize Wittur’s Purpose of “Advancing the Elevator Industry”.

We are providing here the figures for the Wittur Academy training activity:

Wittur Academy activity	2022	2023
Number of training actions	116	114
Total hours	11968	9042
Participants	11588	7306
Employees in scope	1800	1700

Specific and dedicated ESG trainings have been given since 2022 and on going. Worth to remember that the " Sustainability Introduction" training mandatory for all Wittur white collars (1190 hours) and the "Sustainable Development Goals" training and test for all HSE team members world wide completed in 2023 including the local deployment in every plant.

Wittur started the trainings in 2023 and baseline has been set accordingly. In 2023, we offered an average of 5.1 hours per employee from Wittur Academy excluding the local training activities.

We can observe in the figures how the implementation of a new Learning Managing System has made the training more accessible for employees, with more flexibility for self-learning and time management.

Training activities are planned and deployed every year with different priorities and focus, according to the training needs identification process detailed before.

In 2023, the journey of Project Management training continues in Wittur. During the year we delivered basic session and advanced session to different targeted group. There are also PM Webinars organised, which cover all Key Wittur processes, including 20 topics and 24.5 hours of content, related to product development and maintenance projects. Around 1688 participants from different locations and functions self-registered for the Webinars via LMS, with a good actual participation rate and feedback.

In 2023, the Wittur Academy developed new eLearning courses "Embrace Diversity, Unleash Uniqueness" to raise awareness and openness with our employees to build diverse teams and to allow the uniqueness of the teams to ensure advancement and innovation.

We have also developed and continue the eLearning course "Sustainability" to train all our employees with this fantastic concept as Wittur cares for the impact of sustainability on people, starting with our employees and the communities in which we operate, as well as on the environment.

In 2023, Wittur initiated a new project "Wittur Academy 2.0", which focuses on product training and aims at strengthening industry expertise and knowledge. The project tries to design and deliver the product trainings to different targeted persons (new joiners, sales, engineers...), with different levels of basic, advanced and expert knowledge.

Additionally, we have mandatory training on Compliance, Anti-corruption, and Information Security.

At the sites, regular job-related training is delivered, with special focus on quality, safety and environment.

We have a Goals and Performance Management process supported by SAP SuccessFactors, that covers around 40% of our employees.

For production and warehouse employees, performance is discussed between the leaders and local HR, to understand needs, necessary actions, and possible internal movements or change of function. Wittur Performance Management encourages continuous dialogues between manager and employees and supports talents and potential development, from 2023 onwards quarterly feedback sessions "Lift Up Dialogue" between manager and employee are foreseen as a standard.





Diversity and Equal Opportunity

While the highly technical nature of many of our positions may limit the availability of candidates within the under-30 or female demographics, we recognize the importance of diversity in our workforce. Therefore, we proactively implement measures tailored to each country, culture, and region to enhance diversity within our organization.

Below, you'll find the breakdown of our staff by gender and age segments. The chart represents our Executive Management Team (EMT members) and the top management positions within our company, including Directors and Senior Managers.

In contrast to previous years, we have observed a declining trend in the representation of females in leadership positions within these groups. Examining the male demographic, there has been an increase in the proportion of men aged over 50, accompanied by a decrease in the percentage of men under 50.

No significant changes in the EMT structure between the 2 years.

Segments	EMT	Top Management 2022	Top Management 2023
Female	8,33%	21,81%	19,27%
30-50 years old	0,00%	17,16%	15,36%
over 50	8,33%	3,43%	3,35%
under 30	0,00%	1,22%	0,56%
Male	91,67%	78,19%	80,73%
30-50 years old	25,00%	55,88%	54,19%
over 50	66,67%	20,10%	25,70%
under 30	0,00%	2,21%	0,84%



The following chart illustrates the distribution of the remaining employees. There has been an overall increase in the representation of females, juxtaposed with a decrease in the proportion of males. Particularly notable is the decline observed within the male demographic under the age of 30.

Segments	2022	2023
Female	18,09%	19,27%
30-50 years old	11,36%	12,44%
over 50	2,91%	3,33%
under 30	3,82%	3,50%
Male	81,91%	80,73%
30-50 years old	50,16%	51,35%
over 50	13,01%	14,68%
under 30	18,74%	14,70%

Our stringent technical requirements for the majority of our positions lead us to primarily source talent from individuals aged 30 and above. Nevertheless, selected locations within Wittur have implemented Trainee and Apprentice Programs to foster the recruitment of young professionals who undergo internships at Wittur. This strategic initiative aids in diversifying our age demographic and enables the recruitment of promising young talent capable of acquiring a comprehensive understanding of our business operations from the ground up.

In 2023, we launched the Young Professional Network in Europe. Young Professional Network serves as a valuable resource for early-career professionals seeking to develop their skills, expand their network, and advance their careers in a supportive and collaborative environment.

Several of our locations have placed emphasis on identifying qualified female candidates for production roles. This has involved adapting facilities and workstations to accommodate ergonomic needs and collaborating with recruitment providers to develop tailored action plans. As a result of these initiatives, we have witnessed an increase in the representation of women in our production workforce. However, the journey towards diversity and inclusion at Wittur continues.



The strategic project Unique@Wittur, launched in 2022, aims at promoting diversity and inclusion on a global scale. This project encompasses four main targets:

1. Raise awareness and openness with Wittur leaders to build diverse teams and to allow the uniqueness of the teams to ensure advancement and innovation
2. Provide a work environment and a leadership mindset that allows multiple target groups to feel welcome and able to join our company
3. Promote internal diversity and uniqueness in order to create a culture of openness and curiosity and the ability for having conflicts (at eye-level)
4. Eliminate unconscious biases within Wittur HR processes and challenge ourselves the way we are thinking and acting in our everyday work.

In 2023, we launched a comprehensive training program focused on addressing unconscious bias within our organization. This initiative aims to foster greater awareness and understanding among our team members, empowering them to recognize and mitigate unconscious biases in their daily interactions.

By embracing diversity and inclusion, we strive to cultivate a more equitable and supportive workplace culture at Wittur.

At Wittur, we actively advocate for and uphold diversity in all its forms, affirming our commitment to being an equal opportunity employer. We assess applicants based on qualifications, irrespective of race, religion, national origin, gender, gender identity, sexual orientation, disability, or age.

We embrace an inclusive approach in our job descriptions and criteria for recruitment, internal mobility, promotions, and project assignments. Discrimination in any form is strictly prohibited within our organization. Our Code of Conduct and Speak Up Policy, as detailed in the preceding section, serve as safeguards against potential discriminatory practices.

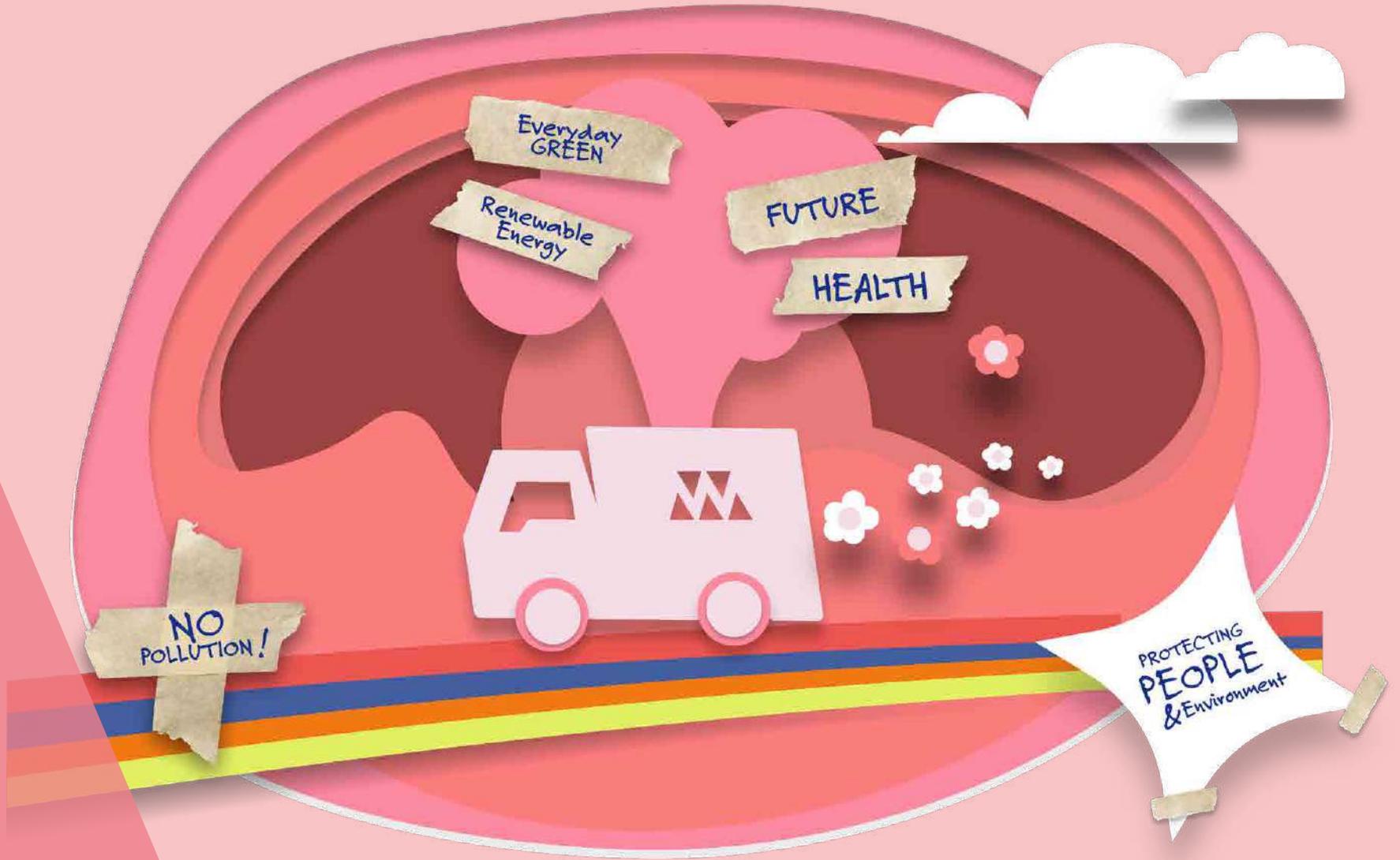
Throughout the reporting period, we have not encountered any incidents of discrimination.

Collective agreements

The existence of Unions and Collective Agreements varies from country to country, and it is influenced by local laws, regulations and cultural practices.

In total, 34% of our global employees are covered by Unions and Collective Agreements. In the sites where we have Collective Agreements, they cover 92% of our employees.

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There are no omissions for mandatory disclosures of Core Option.



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