wieland

Creating value for generations

2022/23 Sustainability Report

The Wieland Group at a glance

Wieland is one of the world's leading suppliers of semi-finished products made of copper and copper alloys, as well as components and system solutions. We stand out with our global presence and broad portfolio of products, technologies, and services. Our expertise is highly sought-after in a large number of sectors in areas such as eMobility, digitalization, aviation and aerospace, and refrigeration and air conditioning technology. This enables us to make a significant contribution to sustainable business in the B2B (business-to-business) sector. With our sustainability program, we have charted the course leading towards climate neutrality, among other goals. We use innovations to drive our ambitious sustainability agenda in key cutting-edge fields such as the circular economy.

GRI 2-1

9,830
employees*

6,282
million euros in sales

79
locations

223
million euros invested in tangible fixed assets

Ulm
(Germany) headquarters

620
thousand tons in sales quantities

Total turnover by sector
based on NACE (classification of economic activities), in %

30
Electronics and electrical engineering

22
Mechanical engineering

18
Trade

11
Refrigeration and air conditioning technology

8
Automotive construction

11
Other

* Reporting date as of September 30, 2023, including 50 % of the employees of Schwermetall Halbzeugwerk GmbH & Co. KG, see the section About this report.

Contents

Preface

"In the long term, we want to set the industry standard for sustainability."

Dear Readers,

At Wieland, we firmly believe that our actions today will shape the world of tomorrow. This Sustainability Report makes it clear that we see our ambitious contribution to sustainability as our responsibility towards future generations. In the past fiscal year, we have reached further important milestones on the path to achieving our aspirational sustainability goals. These efforts have also been honored by external rating agencies, such as EcoVadis and the Carbon Disclosure Project.

A decisive milestone in the past fiscal year was the creation of a new central function: Sustainability & Technology. Here, we bundle all competencies from the areas of sustainability, innovation and technology management, safety and health, global engineering, research and development, as well as environmental and energy management, and association work. In this way, we are able to anchor sustainability even more firmly throughout the entire Wieland Group and thus position ourselves as fit for the future.

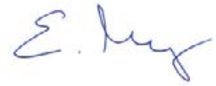
Our commitment to setting a long-term emission reduction target through the Science Based Targets initiative (SBTi), to achieve net zero emissions by 2045, was also another important step. Our validation process has already begun and is expected to be completed in the 2023/24 fiscal year. In addition, the two new recycling centers in Shelbyville, KY (USA), and in Vöhringen (Germany), which will be commissioned during 2024 and 2025 respectively, play an important role for us in closing material loops and processing scrap. With these two recycling centers, we are ensuring more efficient use of resources and reducing our CO_2 emissions. In order to better understand the environmental impact of our individual products, to prioritize their development and thus minimize the impact on the environment, we apply various calculation methods at product level. This enables us to adopt measures to improve the carbon footprint. In the 2023/24 fiscal year, these will be certified by an independent review body. In addition to expanding the electrification of our production lines, we started building a solar park in Erbach, near our company headquarters in Ulm (Germany), in November 2023. One of the largest solar parks in southern Germany is being built on an area of 24 hectares, which will help us to save around 18,000 tons of CO_2 emissions annually.

Also with regard to sustainable procurement, we have succeeded in making supply chains even more transparent and further advancing responsible corporate governance. We are continuously expanding our due diligence processes. Together with our suppliers, we are also setting new standards, for example on disclosure of emission and recycled content data. Our newly developed guideline on sustainable procurement will serve as a Group-wide compass for ethical and ecological procurement in the future.

All this progress is only possible through the commitment of our employees. Their job satisfaction and safety are our top priority. During the fiscal year, we were able to halve our LTI rate from 1.6 in the previous year to 0.8. However, in order to improve the safety of our employees even more significantly and to standardize this Group-wide, we developed the internal MySafety campaign during the fiscal year, a global safety strategy with the core message: "Everybody goes home safe every day." From October 2023, this is being rolled out globally with various measures.

We know that sustainability is an ongoing process that requires continuous efforts. However, we are determined to continue pursuing this ambitious path, to persevere with our efforts, and to keep on reaching our sustainability milestones, in order to create a future worth living in for the coming generations. I cordially invite you to accompany us along our path by reading through this report.

Kind regards



Dr. Erwin Mayr | CEO Wieland Group

Sustainability targets 2030

	Decarbonization	Circular economy	Eco-friendly products	Safety & Health	Diversity & Inclusion	Sustainable procurement
Targets for 2030	Reduce Scope 1 and 2 emissions by 46.2 %[1]	Increase the recycled content to >90 %	Reduce the use of lead in the alloy portfolio by 30 %[2]	Reduce the LTI rate[4] by 90 %[5]	Increase the share of women in leadership roles to 20 %	Increase the share of purchasing volume of relevant materials purchased from certified or audited suppliers to 100 %
Status 2022/23	–10 %	77 %	–25 %[3]	–69 %	15 %	36 %[6]

[1] Compared to the 2018/19 base year.
[2] Compared to the 2020/21 base year.
[3] Proportion of lead in alloys in Wieland's foundries. Values from previous years adjusted due to improvements in data quality.

[4] Lost time incident rate, i.e. number of work-related injuries with serious consequences/hours worked (total) * 1,000,000.
[5] Compared to the 2019/20 base year.
[6] Based on verification by The Copper Mark and the RMI (Responsible Minerals Initiative).

Strategy & Management

Business model and corporate strategy

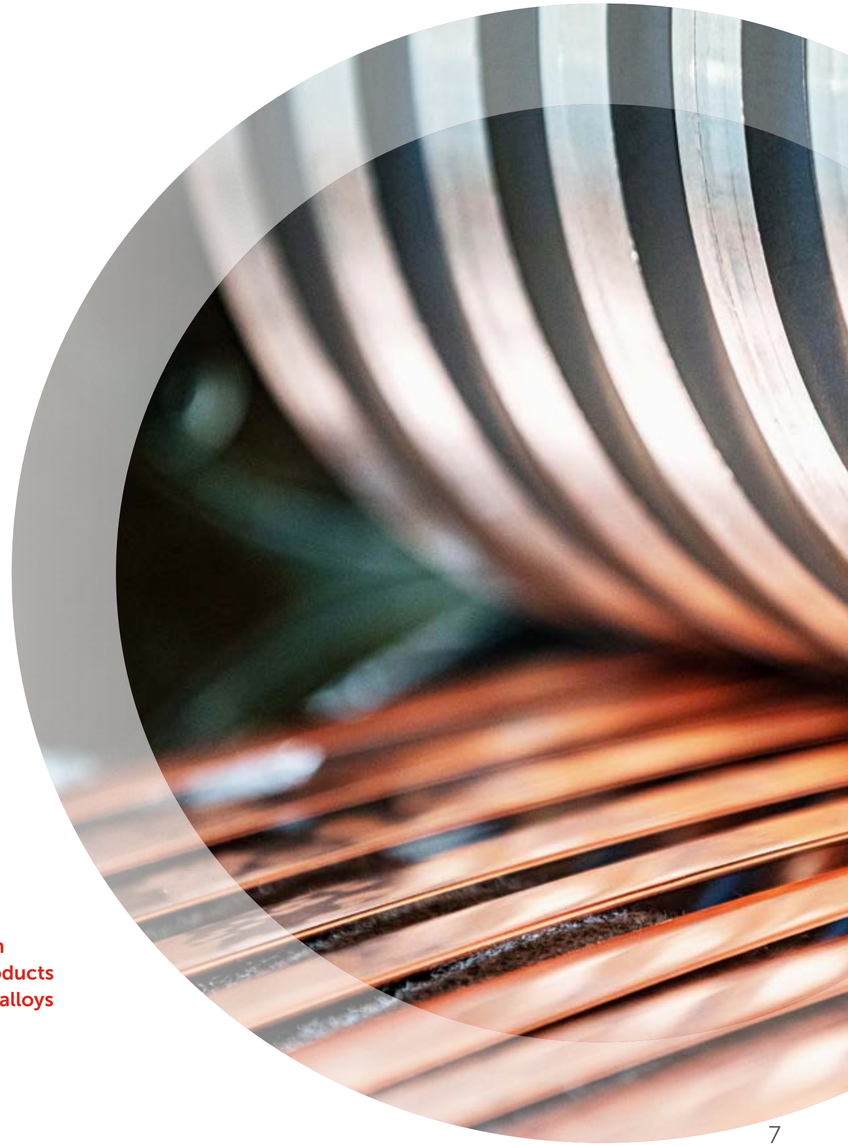
The Wieland Group sees itself as a specialist for copper and copper alloys – for more than 200 years now. Together with our clients, we develop components for cutting-edge fields, such as eMobility, power and data transmission, as well as refrigeration and air conditioning technology. Sustainability is firmly established in our corporate strategy as a key pillar of our processes, and thereby enables us to remain successful and fit for the future.

Business model

Be it on a global or local scale, the Wieland Group ensures its customers' success with its international organization, local manufacturing and service companies, and a broad product portfolio.

The knowledge and experience of our employees in the manufacture of semi-finished products are key factors in the success of our work. This is complemented by the ability to develop perfectly tailored solutions to meet customer requirements. Wieland offers a comprehensive supply concept for the markets it serves: with large and small batches, from prototypes to series production, but also ranging from stock material to customer-specific contract manufacturing assignments. Based on a wide range of high-performance materials and components, we develop the required technical solutions for cutting-edge fields such as eMobility, digitalization, or refrigeration and air conditioning technology. In addition to copper and copper alloys, we also use other metals such as aluminum, titanium, and a wide range of steels as well as plastics. Metals are increasingly in demand as global digitalization and the focus on climate protection continue – the demand for copper, in particular, is surging.

Our product portfolio comprises semi-finished products such as strips, sheets, tubes, rods, wires, and sections, for use in diverse industrial sectors. We also deliver products and solutions for applications in heating technology, slide bearings, components for eMobility, and coatings. With an extensive product range, we offer high-performance product solutions for a whole number of sectors: electronics and electrical engineering, automotive, aviation and aerospace, oil, gas, mechanical engineering, refrigeration, air conditioning and heating technology, as well as construction and installation. We also see ourselves as a service provider for consultancy and project planning, for example, in product and process development, machine tool construction, and automation technology. As at the reporting date of September 30, 2023, the Wieland Group employed a workforce of 9,830[1] worldwide.



The Wieland Group has been producing semi-finished products made of copper and copper alloys for over 200 years.

[3] Including 50 % of the employees of Schwermetall Halbzeugwerk GmbH & Co. KG.

Wieland worldwide

35
locations in North America*

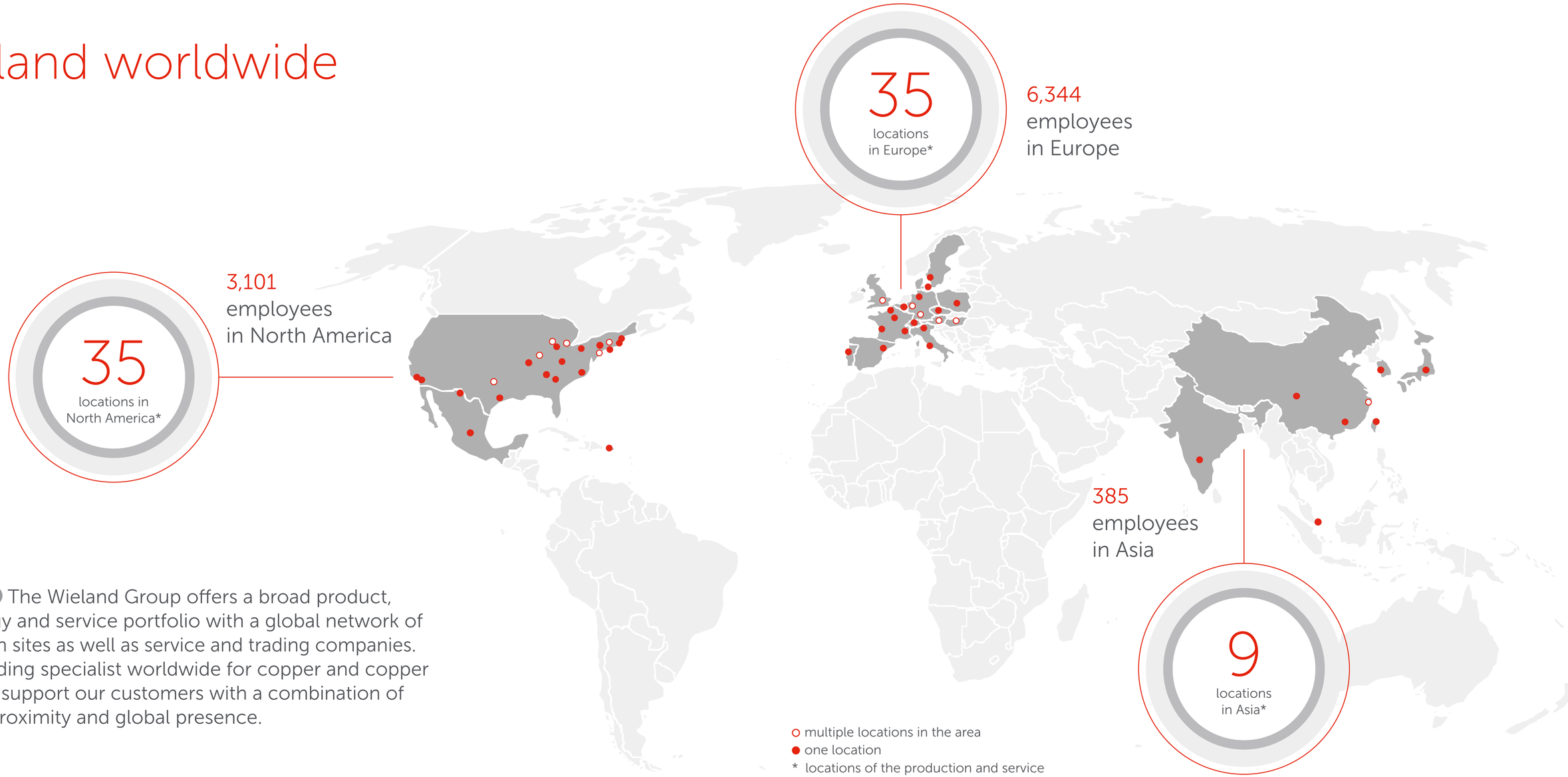
3,101
employees
in North America

35
locations
in Europe*

6,344
employees
in Europe

385
employees
in Asia

9
locations
in Asia*



GRI 2-1/6 The Wieland Group offers a broad product, technology and service portfolio with a global network of production sites as well as service and trading companies. As the leading specialist worldwide for copper and copper alloys, we support our customers with a combination of regional proximity and global presence.

○ multiple locations in the area
● one location
* locations of the production and service companies incl. sales offices

As at: September 30, 2023

Our corporate strategy

GRI 2-22 The corporate strategy of the Wieland Group is designed to ensure that our objective "Creating value for generations", is firmly established in all areas of business. With it, we focus on the continuous development of our business model, taking into account the needs of our customers and employees.

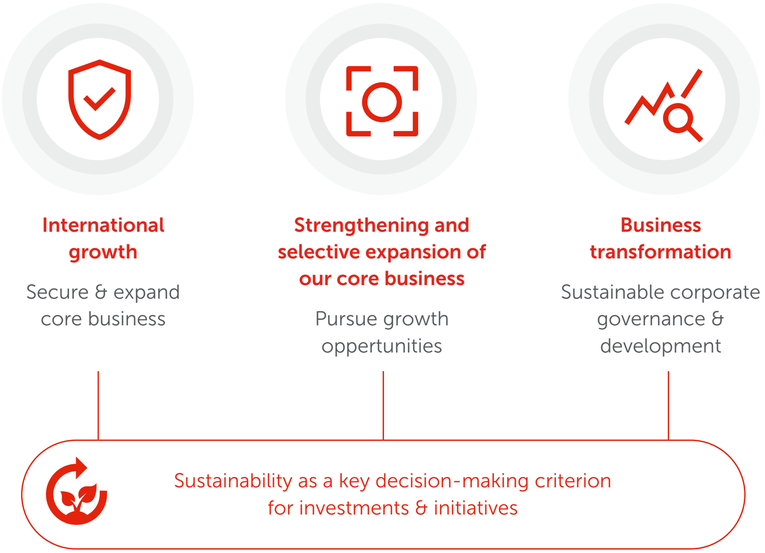
The strategy is supported by three cornerstones – these ensure that the company is on a solid, reliable and profitable path over many generations. As one of the key pillars of our business transformation, sustainability permeates our processes, technologies, business development, and strategic decisions. This is the only way we can continue to be successful going forward.

International growth: We see growth as a prerequisite for being able to operate viably and profitably in the long term. Thus, we can implement efficient and scalable processes in our business, set sustainable standards, and reduce costs. By expanding internationally, we can compensate for any market fluctuations, reduce risks, and create an even more stable position for the company in the process.

Strengthening and selective expansion of the core business: We believe that we can harness growth potential beyond our core business in both backward and forward integration. In particular, we are further expanding the strategically important recycling segment Chapter Circular economy. We believe that selective company acquisitions at all stages in our value chain offer further growth opportunities. Every acquisition process is subject to a thorough due diligence check, in which the collection of ESG-related information is of material importance: from environmental data such as energy consumption and emissions, to social aspects such as disclosure of corporate policies on diversity and equal opportunities, right through to governance information such as regulations for monitoring and reporting ESG matters to corporate governance. The ESG due diligence underlines our commitment to responsible and sustainable corporate governance.

Business transformation: We are well aware of the necessity of our own transformation process. Our Group-wide cultural vision will change both the interaction within the workforce and the leadership culture. A common understanding of values helps us establish a solid corporate culture worldwide. In this context, we are guided by the principles of focus on results, commitment, consistency, familiarity, and openness. Technical advances also play an important role: we see digitalization and automation as enablers of our strategy. Sustainability is a key element of our business transformation – it shapes our daily business as well as our strategic decisions. We aim to use these factors to consolidate our role as an industrial pioneer in the field of sustainability.

Sustainability as a strategic guiding principle: We are well aware of the urgent need for sustainable transformation and the problems associated with global climate change. This is why we have made the issue of sustainability a focal point of the company's strategic orientation process. This makes sustainability an integral component of many of our investments, decisions, and activities. Among other things, we have set ourselves the goal of achieving net zero emissions by 2045. In addition, for our capital expenditures (CapEx), we have developed 15 ESG criteria for assessing economic activities, which are based on the six environmental objectives of the EU Taxonomy Regulation. Thus, we are already taking into account the legal requirements that will apply to us in future.



Sustainability
is a key pillar and guiding principle of our corporate strategy.

Sustainability Strategy & Management

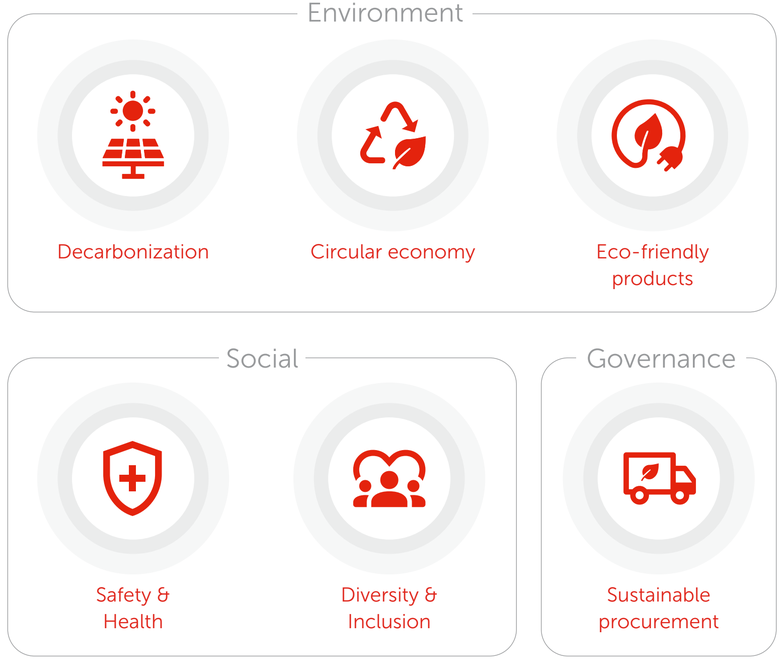
Wieland provides company-wide clear impulses, in order to advance the transformation towards a sustainable economy. In doing so, we are guided by the United Nations Sustainable Development Goals (SDGs). Our sustainability strategy, with its six focus fields, forms the basis and is the guideline for our daily actions. For more sustainability in the core business – and beyond.

Our sustainability strategy

We want to exploit the opportunities arising from the transformation of the economy, a process that is as ecologically imperative as it is politically driven. Therefore, we are rethinking our own processes and developing innovative products that are characterized by resource-friendly manufacturing, a high level of efficiency, and durability Chapter Eco-friendly products. At the same time, our solutions support our customers in their own transformation processes. This allows us to combine commercial success with sustainable action.

Our sustainability strategy forms the basis for our actions and helps to anchor sustainability in our processes. In doing so, we prioritize the six focus fields of decarbonization, circular economy, eco-friendly products, diversity and inclusion, safety and health, and sustainable procurement.

Our six strategic focus fields



We have set ourselves ambitious medium-term targets for the period leading up to 2030 for all focus fields as part of our sustainability program, and we have initiated corresponding measures Sustainability Targets 2030. Thereby, we are closely aligned with the United Nations Sustainable Development Goals (SDGs) – in particular with goals 3 (good health and well-being), 5 (gender equality), 7 (affordable and clean energy), 8 (decent work and economic growth), 12 (responsible consumption and production) and 13 (climate action).

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

We also measure our activities against the results of external ratings, such as EcoVadis or the Carbon Disclosure Project (CDP). We were awarded silver status by EcoVadis during the 2022/23 fiscal year. The CDP once again awarded us a B grade for our third participation and attested to active management of our environmental and climate impacts. In future, we will obtain both the EcoVadis and the CDP ratings on an annual basis. We want to continuously improve our sustainability performance – this development should also be reflected in our rating results.

Wieland Group sustainability organization

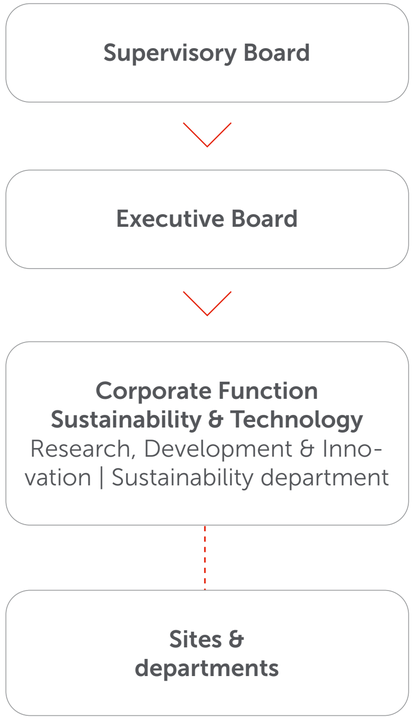
GRI 2-9/10/14 The Executive Board and Supervisory Board manage the company in accordance with nationally and internationally recognized standards. Our Supervisory Board, consisting of 12 members, is the highest governance body. Six of the members were elected by the Annual General Meeting and the other six by the workforce. The Executive Board of the Wieland Group is responsible for the company's sustainability strategy, which is refined further in ongoing dialog with the Sustainability team. The Supervisory Board is also provided with information on the current status of implementation at its meetings. Furthermore, it defines the sustainability targets that are used to incentivize the Executive Board – also with regard to the annual bonus.

The Executive Board is the top management level. In the course of restructuring during the reporting period, the new Corporate Function Sustainability & Technology (ST) was also formed from the two departments Manufacturing Services and Research, Development & Innovation | Sustainability. It bundles the topics of safety and health, sustainability, innovation and technology management, global engineering, research and development, as well as environmental and energy management, and association work. Safety, health and environmental protection serve as the foundation for our work – sustainability is the initial consideration for all further process steps within the Corporate Function ST. We define the challenges of a social and ecological nature as well as the legal requirements related to sustainability as our global maxims for action.

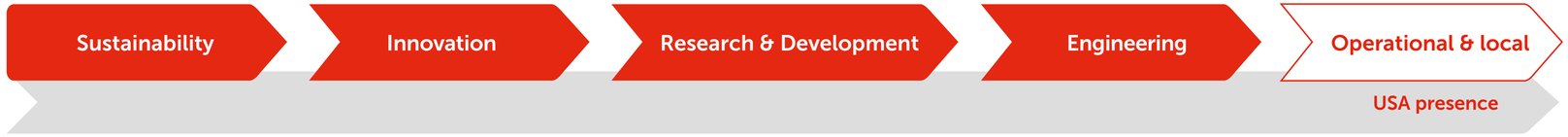
Accordingly, these maxims determine our work in innovation and technology management, which guides our research and development projects. The results of research and development then determine our technical planning and implementation, and ultimately also our local actions throughout the Group. The Senior Vice President Sustainability & Technology reports directly to the Executive Board and represents the topic of sustainability on the global Executive Committee.

The Sustainability team, headed by the Vice President Research, Development & Innovation | Sustainability, develops the global sustainability strategy and steers the continuous development of our ESG performance, by defining targets and key performance indicators together with the other corporate functions and business units, and by supporting them with the implementation of sustainability measures. The Sustainability team is also responsible for internal and external sustainability reporting and leads the stakeholder dialog.

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



Process view of the new Corporate Function Sustainability & Technology



Guidelines and principles

GRI 2-2 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, the ten principles of the UN Global Compact (UNGC), and the principles embodied in the provisions of the core labor standards of the International Labour Organization (ILO).

Our values and binding standards are set out in the Group-wide Code of Conduct, which applies to all employees and business partners. In addition, our 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.

We expect our strategic suppliers to sign our Supplier Code or provide proof of a comparable commitment – and to ensure the necessary care is taken in their own supply chains. In addition, we have developed a Group-wide procurement policy during the reporting period, which will be published in the 2023/24 fiscal year. In accordance with the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG), we have also published a Policy Statement Human Rights Strategy Chapter Sustainable procurement.

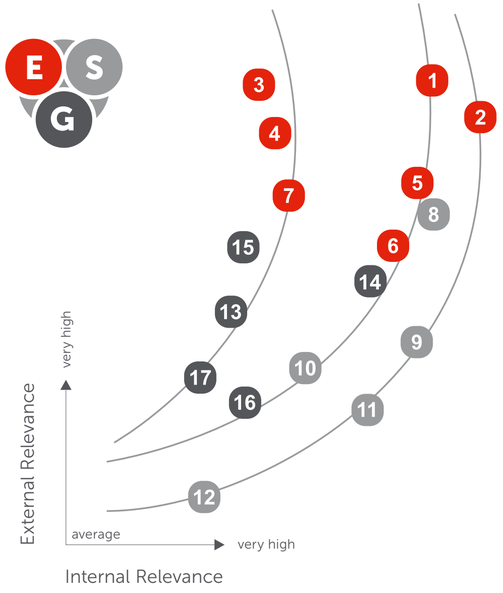
Materiality analysis

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

17 topics were ultimately classified as material and summarized in a materiality matrix. We have defined six of these topics as strategic focus fields: decarbonization, circular economy, eco-friendly products, safety and health, diversity and inclusion, and sustainable procurement. Our six strategic focus fields.

We are currently preparing a dual materiality analysis based on the requirements of the Corporate Sustainability Reporting Directive (CSRD). Implementation thereof is planned for 2024.

[1] A more detailed description of the approach to the analysis can be found in our 2019/20 Sustainability Report.



1. Environmental protection
2. Energy efficiency
3. Carbon footprint
4. Responsible consumption & production
5. Circular economy
6. Eco-friendly extension of product portfolio (including innovation, product design, sustainable cities)
7. Pollution & waste
8. Health and Safety
9. Diversity
10. Employee issues (including expertise, training, compensation)
11. Human rights
12. Social engagement
13. Product liability
14. Responsibility in the supply chain
15. Business ethics
16. Strong cooperations
17. Transparency

We are actively involved in shaping the transition towards a sustainable economy and society – **to this end, we are increasingly focusing on an intensive dialog with our stakeholders.**

Stakeholder dialog

GRI 2-28/29 We regularly assess which stakeholder groups are particularly important to the Wieland Group. Our primary stakeholders include owners, employees, customers, suppliers, financial institutions, and individuals from politics and civil society.

As well as involving our stakeholders in our materiality analysis, we rely first and foremost on direct dialog in the context of 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 graphic on the right).

For many years, we have been supporting the European Commission and the German government with sustainability-related regulation through our non-ferrous metal associations Eurometaux and WirtschaftsVereinigung Metalle. During the reporting period, the contributions concentrated on shaping the European Green Deal, as in the previous year, with a focus on the areas of energy and climate change (including energy efficiency, EU Carbon Border Adjustment Mechanism (CBAM)), the circular economy and raw materials (including the EU Critical Raw Materials Act, DERA Dialogplattform Recyclingrohstoffe (platform for dialog on secondary raw materials)), sustainable products (ecological design for sustainable products), zero-pollution ambition (including the EU Chemicals Strategy for Sustainability (CSS), EU Action Plan: Towards Zero Pollution for Air, Water and Soil), sustainable finance, and EU Taxonomy. There was also a focus on measures to secure the energy supply and energy prices.

In addition to industry-related activities, we are committed to the general principles of environmentally friendly corporate governance, guided by a sense of social responsibility and integrity. This is why the Wieland Group has been a signatory to the UNGC, which sees itself as an international forum uniting companies and organizations behind the SDGs, since 2021. We use our numerous memberships to exchange information with other companies on current sustainability developments and potential solutions.

At the beginning of 2021, we joined the Science Based Targets initiative (SBTi), because an effective reduction of greenhouse gases that are harmful to our climate must be guided by a sound scientific basis. The SBTi has confirmed that our medium-term reduction targets by 2030 are in line with achieving the 1.5 degree target. As a next step, we have committed ourselves to reducing emissions to a level that will enable us to achieve net zero emissions by 2045. We aim to have these reduction targets validated by the SBTi during the 2023/24 fiscal year Chapter Decarbonization.

We are aware that the transformation process towards a more sustainable economy and society requires intensive dialog and cooperation between different stakeholder groups. Against this background, we want to intensify discussions with our stakeholders on joint approaches to solutions for the most urgent challenges. Therefore, we are continuously expanding our stakeholder dialog.

You will find an overview of current memberships and key organizations at: Memberships. In order to sensitize our employees to the topic of sustainability and to strengthen their competence, we have developed a training program on sustainability during the reporting year. In this way, we provide in-depth knowledge of our internal sustainability strategy and the targets and measures of our strategic focus fields, as well as assistance in dealing with sustainability-related customer inquiries. One of the three training modules is specifically aimed at employees with customer contact Chapter People & Culture.

Protecting ecosystems

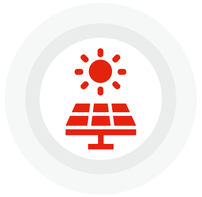
Environment – our focus

● completed ◌ ongoing ○ in preparation % status 2022/23

Environmental management

Continuously improve environmental protection

- ● Introduce a global waste database by 2023
- ◌ Develop a Group-wide target for air pollution control with regard to dust and nitrogen oxides (NOx) by 2025
- ◌ Build a global database on metal emissions in wastewater by 2025
- ◌ Introduce certification for DIN EN ISO 14001 by 2024 (83 %)



Decarbonization

Net zero by 2045

- ◌ Reduce Scope 1 and Scope 2 emissions by 46.2 % by 2030[1] (10 %)
- ◌ Reduce Scope 3 emissions by 46.2 % by 2030[1] (29 %)
- ◌ Increase the share of green electricity purchases[2] to more than one-third by 2024/2025
- ○ Validate the net zero target for 2045 by SBTi by 2024

Circular economy

Expansion of the recycling division for our own production and for customers

- ◌ Increase the recycled content to >90 % by 2030 (77 %)
- ◌ Construct a recycling center in Shelbyville, KY (USA) with a capacity of 40 kt a year, commissioning postponed to spring 2024
- ◌ Construct a recycling center for copper scrap in Vöhringen (Germany), commence test operations in 2025

Eco-friendly products

Industry benchmark for eco-friendly products

- ◌ Certification of the hybrid PCF methodology by the technical inspection agency TÜV Nord Cert GmbH in the 2023/24 fiscal year
- ◌ Reduction in lead use across the entire alloy portfolio of 30 % by 2030 (25 %)
- ◌ Development of a Group-wide concept for eco-friendly products in accordance with recognized standards by 2023
- ○ Availability of certified PCF values for all products from selected sites in the 2023/24 fiscal year
- ○ Publication of a white paper on our PCF calculation method in the 2023/24 fiscal year

[1] Compared to the 2018/19 base year.
[2] For the North America and Germany regions.

Environmental management

We attach great importance to environmental protection. We are aware of our responsibility and specifically work towards reducing our impact: we do everything we can to avoid water, soil and air pollution and to deal responsibly with waste and contaminated sites. With our environmental management system, we have undertaken to further expand our commitment to environmental protection.

Our approach to environmental management

GRI 3-3, 2-23/2 Wieland attaches great importance to eco-friendly production, in order to reduce the risks of damage to and/or pollution of water, soil, or air, and to prevent health risks for employees and residents. We set standards that go beyond the applicable regulations and laws. The basis is set out in the Corporate policy issued by the Executive Board and Executive Committee, which also covers environmental issues. In this policy, Wieland sets out its commitment to issues such as avoiding environmental pollution, e.g. emissions and waste, and to procuring and using energy-efficient facilities.

To manage the environmental issues at our production sites, we have already largely implemented an environmental management system based on the international standard DIN EN ISO 14001:2015. Through this standard, we commit ourselves to continuous improvement of environmental protection. The coverage rate for the reporting year is 83 %. The environmental management system forms part of an integrated management system (IMS) comprising ISO 9001 and IATF 16949 (quality management), ISO 14001 (environmental protection management), ISO 50001 (energy management), ISO 45001 (health and safety management), and ISO 27001 (IT security). We are currently reviewing the certification of additional global sites. Through our central IMS software, we are able to define minimum standards and goals at a global level, which can also serve as preparation for certification. In addition to the annual external audit of the environmental management system, we also carry out internal audits at specified intervals. Relevant departments, as well as those with disruptions or special incidents, are also audited annually at internal level.

With our established processes, we ensure that all applicable laws and other requirements related to environmental protection are complied with. All procedures and instructions in this regard are known to our employees.

The Executive Board, together with the Corporate Function Sustainability & Technology, is responsible for company-wide environmental management. With this newly-created central function, environmental management was combined during the reporting period with the responsibilities for safety and health, to create the global Safety, Health & Environment (SHE) department Chapter Sustainability Strategy & Management. The respective sites are responsible for the operational implementation of the environmental management system. Different teams are involved in this on the basis of a matrix organization. In future, the SHE department, represented by the Vice President Safety, Health & Environment, will be responsible for the Group-wide coordination of environmental management.

In addition, we have designated contact persons for environmental protection at all sites, or have appointed local environmental protection officers. They are closely involved in site-related environmental measures and report to the managers of the sites, as well as to the Vice Presidents Operations of the various business units. They also exchange information with the central environmental management team.

Feedback or complaints regarding environmental protection must be forwarded to the environmental protection officer at Wieland-Werke AG promptly. If necessary, they will then contact the complainants. All complaints received are documented and dealt with using a defined process.

No breaches of environmental protection legislation were identified at any of our locations during the reporting period.

In the 2022/23 fiscal year, we introduced a cloud-based software solution for the sites of Wieland-Werke AG, to enable the systematic management of our environmental issues. Further sites will be connected on a step-by-step basis. The software facilitates data processing and compliance with statutory requirements in the areas of environmental protection, energy, and safety and health.

Consideration of environmental risks

All environmental risks for Wieland-Werke AG are identified and evaluated in the context of the risk management system. Wieland also carries out regular incident and emergency drills – in coordination with the responsible authorities. Emergency and/or alarm and hazard prevention plans are in place for the individual locations. At some US sites, an external service provider regularly conducts so-called legal compliance audits. We have also made arrangements to implement compliance audits at our German sites.

In 2022, the Wieland Group investigated all production sites worldwide with regard to the risk of flooding. An increased risk was identified at three sites. During the reporting period, we designed specific plans for these sites, in order to improve flood protection and reduce the risk of flooding.

Employee engagement

We are convinced that the commitment of our employees is crucial for achieving our environmental protection targets and boosting energy efficiency. Therefore, we provide our employees with ongoing information on all environmental and energy-related topics and offer them training in online and face-to-face training courses. In Germany, during the year under review, we provided internal training on environmental issues for around 300 employees at different levels of the hierarchy. We organize these training courses centrally for the sites subject to German environmental law. We offer individual training courses for all other sites, in order to meet the regional obligations and requirements.

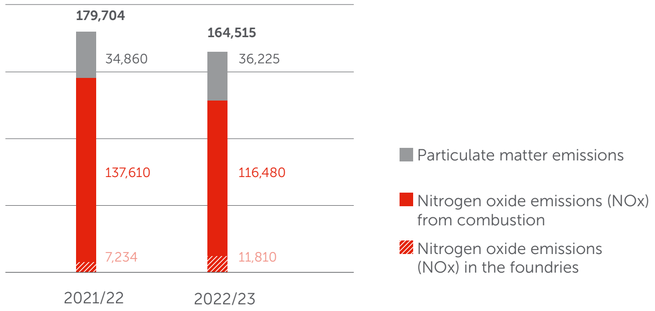
Ensuring good air quality

GRI 3-3, 305-7 Emissions are produced during the production of semi-finished non-ferrous metal products in the Wieland Group's plants, especially when metals are smelted. In addition to greenhouse gases, air pollutants are also released. Since the 2021/22 fiscal year, we have been recording emission data at all plants to quantify this. This data collection shows that the main air emissions of the Wieland Group are dust and nitrogen oxides (NOx). However, only a small proportion of these emissions is subject to mandatory measurement. Whereas dust is only significant at our foundries, NOx emissions occur in all combustion processes, such as the combustion of natural gas. We calculate NOx emissions using emission factors based on the relevant specialist literature. Due to different combustion processes, we apply a conservative mix of emission factors. This enables a uniform calculation across all sites. Based on an analysis of the emission data, the SHE department will set a Group-wide target for air pollution by 2025.

By systematically using the latest filter technologies, we have already been able to significantly reduce the specific dust emissions from our largest emission sources at the foundries in East Alton, IL (USA), Pine Hall, NC (USA), and Vöhringen (Germany). In the 2022/23 fiscal year, we also modernized the extraction system of the foundry at the Birmingham (England) site, which resulted in an increase in operating reliability and a reduction in dust emissions. In addition, during the reporting period, we managed to completely eliminate the use of nitric acid at the plant in Vöhringen (Germany). This means that NOx emissions from pickling processes will no longer be produced in future.

We are also working on programs to reduce NOx emissions at all major production sites with heating and annealing processes. To achieve this, the burner technology in the heating and annealing furnaces used is being converted to low-nitrogen oxide combustion processes, or the annealing process is being fully electrified Chapter Decarbonization.

Air emissions in kg
GRI 305-7



Protection from noise pollution

At Wieland, noise is generated by the production processes in particular, but also by transport. Protection from noise pollution is particularly important at our German sites, as they are located in or near residential areas. For this reason, we have taken appropriate protective measures, and we carry out regular measurements on a voluntary basis. This allows us to react immediately if any threshold values are exceeded. During the planning of the new recycling center at the plant in Vöhringen (Germany), an expert opinion by sound engineers was obtained in advance, covering the construction and arrangement of the buildings as well as the components used. We are fully implementing the measures recommended in the expert opinion. In this way, we ensure that residents are protected from excessive noise emissions.

Water and water protection

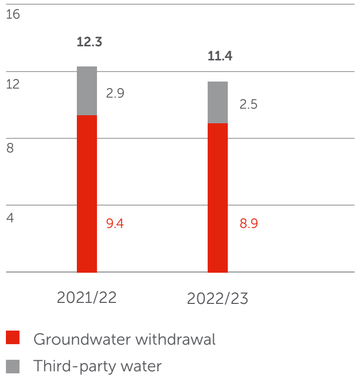
GRI 3-3, 303-1/4/5 Water is of key importance for the Wieland Group's production, especially for cooling and surface treatment. Water is relevant for all sites, but site-specific measures are required. We always comply with local laws applicable to water protection. In addition, we have set ourselves the goal of continuously improving this by avoiding the discharge of pollutants and keeping the volume of water we use to a minimum.

At the site in Villingen (Germany), we remodeled and commissioned a cooling system in the 2022/23 fiscal year. As part of the remodeling, the old evaporation cooling system was replaced, because it was susceptible to the propagation and discharge of Legionella bacteria. The new cooling system requires no circulating water, and it therefore does not require the use of biocides. In this way, we prevent the propagation of Legionella.

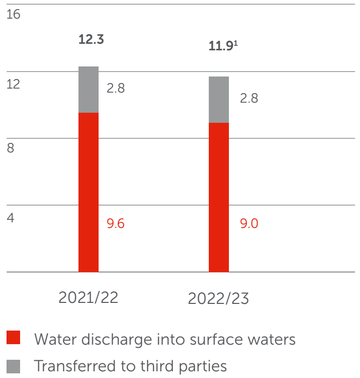
Environmental protection is a top priority for Wieland. We actively involve our employees in our commitment and provide them with comprehensive and individual training.

A total of 11.4 million m³ of water was used at our locations during the reporting year: 9.2 million m³ as cooling water, 2 million m³ as process water, and 0.1 million m³ as drinking water. Some of this water is extracted at Wieland's own German sites. Of the 2 million m³ of process water, 0.7 million m³of treated wastewater from production was discharged into public sewers or surface waters. The discharge amounts were always below the legal limits – especially for the substances copper, nickel, tin, and zinc.

Water withdrawal in million m³
GRI 303-3



Water discharge in million m³
GRI 303-4



[1] The higher water discharge volume is due to a proportion of rainwater intake.

One of our most important tasks in water management is the reduction of metal emissions in wastewater, which could pollute groundwater and other bodies of water. That is why we are currently working hard to build up a sound database for our global sites, which we aim to finalize by 2025. This will form the basis for an appraisal of our Group-wide metal emissions and enable us to initiate site-specific measures.

GRI 303-2 At all sites, threshold values set by local authorities apply to wastewater discharge – e.g. for pH, temperature, and various metal contents such as copper or tin. We comply with these thresholds. Before discharging into the public sewage system or surface waters, we check the water quality at our own final inspection points, in order to prevent pollution of rivers, lakes, and canals. These measurements fall well below the statutory thresholds and are usually below the analytical detection limits. To protect the soil and groundwater, we also ensure careful handling of substances hazardous to water and guarantee appropriate leakage protection.

Avoiding waste

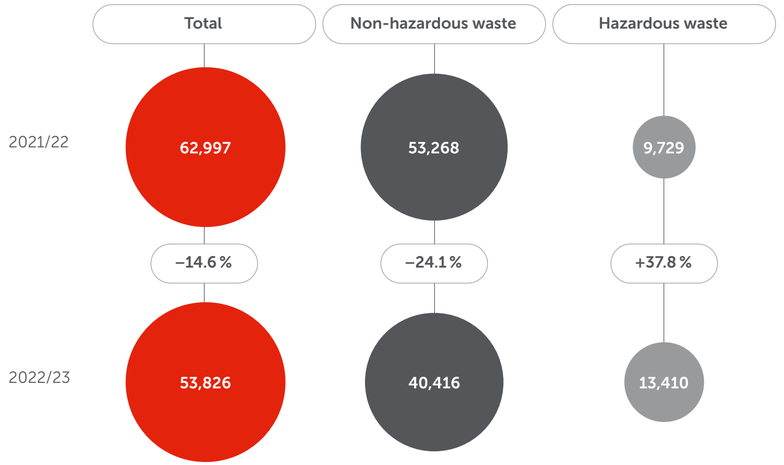
GRI 3-3, 306-1/2/3 Effective waste management is another component of corporate environmental protection at Wieland. 100 % of the metal waste generated in production can be reused in the company's own foundries, eliminating the need for external disposal Chapter Circular economy. When it comes to other waste, we follow the principles of prevention before recycling and recycling before disposal. The total volume of waste produced by the Wieland Group during the reporting year was 53,826 t. Compared to the previous year (62,997 t), we were able to reduce waste by 14.6 %. As the result of a newly-introduced Group-wide standardization for defining waste classifications, the quantity of hazardous waste has increased from 9,729 tons (2021/22) to 13,410 tons (2022/23). Accordingly, we now define hazardous waste Group-wide in accordance with the requirements of the Global Reporting Initiative Initiative (GRI) and in line with the Basel Convention as follows: Hazardous waste includes used oil, used emulsions, used chemicals, filter dust, sludge from waste water treatment from wastewater treatment, used solvents and demolition waste. In order to get an overview of our waste produced, we obtain information from all sites on the individual waste volumes of more than ten different types of waste, along with the nature of disposal. In this way, we can make cross-comparisons of individual waste streams and, if necessary, formulate individual targets in order to increase the recycling rate of the waste produced.

Wieland-Werke AG reduces the commercial waste it generates by having waste streams such as cardboard sleeves from rolling, polluted waste wood, or insulation waste from pipe manufacturing recycled, along with the more than 30 types of waste produced in connection with its production activities.

In the 2022/23 fiscal year, we invested in an existing evaporator technology for waste reduction at the site in Langenberg (Germany). This allows us to also use the plant to concentrate liquid waste, and thus reduce the amount of waste produced. In addition, we carried out local measures at the individual sites during the reporting period. In Vöhringen (Germany), for example, we have set up a waste collection container for empty spray cans, in order to ensure safe storage until proper disposal. At our site in Ulm (Germany), we have developed and implemented a waste separation concept for the entire production process.

When delivering our products, we primarily use wooden packaging, which has been reused multiple times over several years as part of a closed-loop process. We use recyclable material for packaging films and straps.

Total waste in tons



Decarbonization

Climate protection is a key part of Wieland's sustainability strategy. By 2045, we aim to achieve net zero emissions in our business operations. From this point onwards, all activities within our value chain should no longer have any negative impact on the climate. That is why we have set medium-term and long-term reduction targets. Our medium-term targets have already been validated by the Science Based Targets initiative (SBTi) – and for our long-term targets we have started the process already.

Organizational responsibility for climate protection

Wieland's new Corporate Function Sustainability & Technology (ST) is responsible for implementing the Group-wide climate protection targets. The Senior Vice President Sustainability & Technology regularly reports on the progress status to the Executive Board. The Sustainability team, as part of the Research, Development & Innovation | Sustainability (RD&I | S) department, is also anchored in the Corporate Function ST – as is the Global Engineering department, which coordinates, among other things, the global energy management and monitoring. This enables a uniform approach at the sites and supports the sharing of experience.

We aim to use this organization to enable all sites to improve their sustainability performance on an ongoing basis. The Sustainability team analyzes all relevant information on the company's climate performance. The results are reported to the Executive Board and the Supervisory Board on a regular basis.

Our climate targets

GRI 3-3 Active climate protection plays a crucial role in Wieland's corporate governance. The melting, casting and forming of metals requires a lot of energy. We want to reduce the associated climate impacts of our production in the form of CO_2 emissions in the long term. The focus of our activities is therefore on the decarbonization of our production processes. We strive to make our contribution towards limiting the climate crisis, guided by science-based CO_2 reduction targets. In March 2021, the Wieland Group joined the Science Based Targets initiative (SBTi) and has committed itself to the 1.5 degree target. By 2030, we plan to reduce our Scope 1 and Scope 2 emissions as well as our Scope 3 emissions by 46.2 % respectively. These medium-term targets have already been validated by the SBTi. We have also committed to achieving net zero emissions by 2045. This long-term reduction target will also be validated by the SBTi in the 2023/24 fiscal year. Preparations are already underway.

Target 2045

Net zero emissions

Targets 2030

–46.2 %
Scope 1+2

–46.2 %
Scope 3

Our roadmap to net zero

To achieve net zero emissions by 2045, we have developed a decarbonization roadmap based on a bottom-up emission model: for each plant with a significant share of the energy consumption at the respective site, we have aggregated the electricity and gas consumption as well as the age and average service life. In addition, using the top-down method, we have determined all non-plant-related emissions from electricity and gas consumption for each site, by calculating the difference between the total electricity and gas consumption and the respective plant-related consumption. All the information has been brought together to form a Group-wide emissions model – this serves as a starting point for planning and managing our decarbonization activities. The responsibility for this model lies with the central innovation and technology management in the RD&I | S department.

The methodology described enabled a detailed decarbonization approach to be developed for each plant and site, the investments required to be estimated, and priorities to be set for research and development topics, such as the increased use of hydrogen. In the year under review, we presented our decarbonization roadmap at all relevant sites. For further implementation, the responsible RD&I | S department is in close contact with all departments and business units involved.

Based on our emissions model, we have defined measures for each of the three emission categories: in order to reduce our Scope 1 emissions, we are focusing on the systematic electrification of our gas-fired equipment. This leads to a potential increase in the Scope 2 emissions. In turn, we will counteract this through improved energy efficiency, and also compensate through increased in-house power generation and new electricity supply contracts from renewable energy sources. The biggest lever at our disposal for reducing our Scope 3 emissions is the further expansion of our recycling activities to reduce the share of primary metals with high emission values. In order to achieve our net zero goal, we aim to use 100 % recycled content in the long term. In the medium term, this means that our products contain a recycled content of more than 90 % Chapter Circular economy. In order to achieve net zero, we have committed ourselves – within the framework of the SBTi – to withdrawing the residual emissions that are expected to occur in 2045 from the atmosphere. The relevant neutralization methods have not yet been finalized and are currently being investigated. We deliberately refrain from using compensatory measures (carbon credits) and instead focus our efforts on our own processes and those of our suppliers.

Emissions in the reporting year

GRI 302-1, 305-1/2/3 The total energy requirements of the Wieland Group in the 2022/23 fiscal year came to approximately 1.3 TWh, which corresponds to around 0.5 million metric tons of CO_2 per year. A total of around 1.7 million metric tons of CO_2 were released in connection with our business activities, around 71 % of which were indirect emissions. A large part of these indirect emissions (Scope 3), a total of 1.2 million metric tons of CO_2, is attributable to the primary material purchased, and in particular to the energy-intensive production of casting formats, cathodes, and other prime metals. A further approx. 0.4 million metric tons of CO_2 in the form of indirect emissions arose during the reporting year due to the purchase of electrical energy (Scope 2). Only 0.1 million metric tons of CO_2 were produced directly by the Wieland Group – mainly in the heating of the halls and the operation of furnaces using natural gas (Scope 1).

GRI 305-5 Compared to the previous year, greenhouse gas emissions decreased by 17 % in the 2022/23 fiscal year. The decrease in our total emissions is primarily due to the reduction achieved in our Scope 3 emissions. Here, we were able to rely more on primary data on our suppliers' emission factors and also to increase the use of secondary raw materials. Specifically, the change in Scope 1 was –15.0% (–16 kt CO_2), in Scope 2 –11.5 % (–50 kt CO_2), and in primary material-related emissions for Scope 3 –21.1 % (–312 kt CO_2). Group-wide GHG emissions are calculated using the Greenhouse Gas Protocol Corporate Accounting and Reporting Standards (GHG Protocol) and DIN EN ISO 14064-1. The basis for this is the data from our major production sites as defined in the 2018/19 fiscal year. About this report.

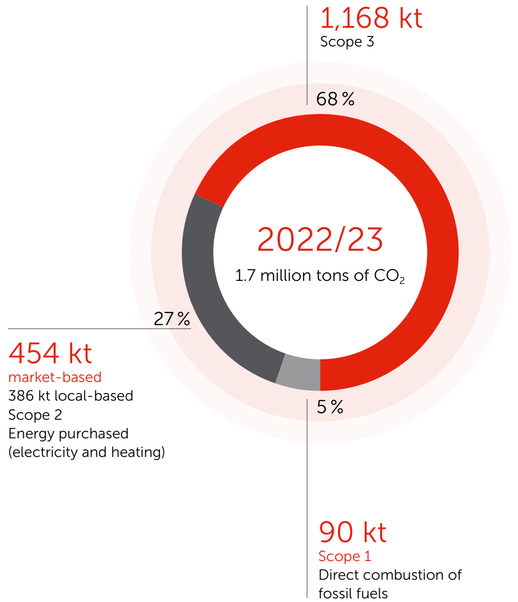
CO_2 emissions

GRI 305-1/2/3/4

	Unit	2021/22	2022/23	Change vs. previous year
Scope 1	kt CO_2	106.3	90.3	–15.0 %
Specific Scope 1 emissions	kg CO_2 /t	149.0	145.8	–2.2 %
Scope 2 (local-based)	kt CO_2	436.4	386.2	–11.5 %
Specific Scope 2 (local-based) emissions	kg CO_2 /t	611.4	623.1	+1.9 %
Scope 2 (market-based)	kt CO_2	476.2	454.2	–4.6 %
Specific Scope 2 (market-based) emissions	kg CO_2 /t	667.3	732.8	+9.8 %
Scope 1+2 (market-based)	kt CO_2	582.5	544.6	–6.5 %
Specific Scope 1+2 (market-based) emissions	kg CO_2 /t	816.2	878.6	+7.6 %
Scope 3	kt CO_2	1,479.5	1,167.9	–21.1 %

Scope 3 emissions

Scope 3 emissions	1,167.9 kt CO_2
Purchased metal raw materials and semi-finished metal products (purchased goods and services)	876.7 kt CO_2
Upstream transport and distribution	90.4 kt CO_2
Consumables and supplies (purchased goods and services)	29.7 kt CO_2
Production goods	108.3 kt CO_2
Packaging (purchased goods and services)	24.3 kt CO_2
Fuel and energy-related activities	15.0 kt CO_2
Employee commuting	7.6 kt CO_2
Waste produced by operations	0.2 kt CO_2
Business trips	9.1 kt CO_2
Dealing with products sold at the end of their life cycle	6.3 kt CO_2
Emissions of volatile gases (purchased goods and services)	0.2 kt CO_2



Spotlight on Scope 1 and 2 emissions

We can exert a great deal of influence over the emissions generated by our direct manufacturing processes. The Wieland Group has identified a number of key levers to reduce Scope 1 and Scope 2 emissions: systematic electrification in conjunction with the procurement and in-house production of electricity from renewable energy sources, CO_2 savings, for example through district heating, and increased energy efficiency through the expansion of heat recovery.

In the 2021/22 fiscal year, we made the decision to systematically electrify the production processes in the long term, particularly the heating and annealing processes. We will replace old equipment on a step-by-step basis, taking advantage of investment cycles. In doing so, any replacement or new investment should be powered by electricity. For example, in the coming 2023/24 fiscal year, an electric floating belt furnace will be commissioned in Langenberg (Germany). An electric belt furnace is also scheduled to be commissioned in Singapore by 2026. In exceptional cases, such as when electrification is not possible based on the current design, we are examining alternative approaches to decarbonization – for example, through the use of hydrogen, carbon capture solutions, or alternative manufacturing methods.

We are also constantly investigating further technological options that will reduce our emissions and are preparing to make corresponding investments. For example, the site in Ulm (Germany) will be supplied with district heating from the 2023/24 heating period onwards. Currently, the emission factor of district heating is only around 6 % of the previous heating supply using natural gas.

In addition to direct greenhouse gas emissions (Scope 1), indirect emissions (Scope 2) play a key role in our climate strategy. To this end, we are further expanding our power procurement through long-term electricity supply agreements (PPAs) and power generation plants. These measures will make an effective contribution to our Scope 1 and Scope 2 savings target of minus 46.2 %. We consider the procurement of electricity from renewable energies to be a key tool in helping us achieve the climate targets set with a view to the Wieland Group's organic growth. We are currently reviewing corresponding offers and drawing up a roadmap for our sites across the globe. We use the following guidelines as a basis in these endeavors:

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

Additionality: Renewable energy should come from facilities that would not be built without PPAs.

In Singapore, for example, a photovoltaic system installed on our buildings was commissioned via a PPA in the 2022/23 fiscal year. It delivers between 20 % and 22 % of the annual electricity requirements at the site. Two additional PPAs were concluded in Germany. At our production sites in Austria, green electricity covered 100 % of the annual electricity requirements during the reporting period. Over the next few years, we also plan to secure our production sites in Austria via PPAs.

We want to reduce our Scope 1 and Scope 2 emissions. We have identified key levers for this – from in-house electricity production from renewable energy sources to the expansion of heat recovery.

In-house electricity production

At the same time, we also want to generate more renewable energy ourselves. Around 100 years ago, a hydroelectric power plant was built in Vöhringen (Germany) to generate sustainable energy for Wieland-Werke AG. During the reporting period, we implemented comprehensive refurbishment and replacement measures for the intake structure. In addition, a 750 kWp photovoltaic system was commissioned on the plant premises at the site in Ulm (Germany) in October 2022. In the 2022/23 fiscal year, it generated around 3 % of our electricity requirements there. A second 750 kWh system will also be built on the same site. We are currently working on the structural improvements required for the installation.

Further options for in-house electricity production are being investigated for all of our global sites. To this end, feasibility studies and negotiations are underway for both solar and wind energy. In addition to the expansion of photovoltaic power generation at our plant premises, we are also examining possibilities for using undeveloped land for photovoltaic systems, within a radius of approximately 50 km of our plants. For example, a solar park will be built in Erbach, near our plants in Ulm and Vöhringen (Germany), by 2024. It is expected to generate 29 GWh per year, which corresponds to around 7 % of the Wieland Group's nationwide energy requirements. The 24-hectare area will in future lead to a reduction of around 18,000 tons of CO_2 emissions per year. In addition, we operate 17 other smaller photovoltaic systems, which already produce electricity or are currently being set up.

Across the Group, we want to expand the electricity production by means of photovoltaics in the coming years. In addition, wind energy projects are envisaged to help boost the renewable generation profile. We are also investigating technical concepts for the production of hydrogen for our own needs. For example, in order to supply the plant in Vöhringen (Germany), we successfully completed an evaluation project for the production of green hydrogen from electrolysis using green electricity during the reporting period. To date, implementation is not economically and ecologically viable, which is why we are consistently pursuing the path of electrification.

Efficient energy use

Efficient energy use in production has been a priority for us for a very long time. Corresponding improvements have already been implemented at many production sites to achieve the annual energy savings targets that apply throughout the Group. Our sites were able to save 46,471 MWh of energy in the current reporting year through an integrated energy management system in line with ISO 50001. In addition, adjustments to the annual Group-wide savings target will come into effect during the coming 2023/24 fiscal year. Thus, a relative energy saving target of 4 % compared to the previous year (based on the quantity supplied) will be applicable in future. An individual adaptation of this target for our various relevant production sites is expected to take place during the 2024/25 fiscal year.

We have laid the foundation for our efficiency programs by adopting a systematic energy management system (EnMS). It identifies potential savings and manages the reduction plan. Wieland-Werke AG, for example, has had ISO 50001 certification since 2012. By optimizing production processes, we save an average of around 5 GWh of energy annually. The coverage rates of the sites within the Wieland Group for DIN EN ISO 50001:2018 was 47 % during the reporting year.

In the 2022/23 fiscal year, three trainees at Wieland in Germany also participated in the "KlimaAzubis" (climate trainees) program and four trainees in the "Energie-Scouts" (energy scouts) Chamber of Industry and Commerce qualification. They are responsible for analyzing the energy consumption of IT equipment, for example, and for proposing measures to leverage potential savings.

Energy consumption

GRI 302-1/3

	Unit	2021/22	2022/23	Change vs. previous year
Total energy consumption within the organization	MWh	1,516,663.6	1,303,188.1	–14.1 %
+ consumption of non-renewable fuels (Scope 1)	MWh	577,993.6	488,389.3	–15.5 %
Natural gas	MWh	562,514.1	465,920.1	–17.2 %
Butane	MWh	-	-	-
Diesel	MWh	7,730.1	8,621.9	+11.5 %
Propellant gas	MWh	5,745.8	10,659.3	+85.5 %
Gasoline	MWh	752.5	840.2	+11.7 %
Heating oil (heavy)	MWh	1,251.1	2,347.9	+87.7 %
+ consumption of purchased secondary energy (Scope 2)	MWh	945,310.2	816,075.9	–13.7 %
Electricity purchased	MWh	916,477.3	787,240.9	–14.1 %
from non-renewable sources	MWh	863,979.6	741,317.0	–14.2 %
from renewable sources	MWh	52,497.7	45,923.9	–12.5 %
Steam purchased	MWh	28,832.9	28,835.1	-
+ self generation of electricity from renewable sources	MWh	6,640.2	9,484.0	+42.8 %
– electricity sold	MWh	–6,640.2	–1,277.2	–80.8 %
Energy intensity	kWh/t	2,125.2	2,102.5	–1.1 %

Reduction of energy consumption

GRI 302-4

	Unit	2021/22	2022/23	Change vs. previous year
Reduction of energy consumption according to DIN EN ISO 50001	MWh	–20,403.0	–46,471.0	+127.8 %

Our approach to reducing Scope 3 emissions

With regard to our Scope 3 emissions, we report on seven categories according to the Greenhouse Gas Protocol. This shows that 75 % of our Scope 3 emissions come from metallic raw materials such as foundry feedstock or semi-finished products. This is why we are focusing on two key levers: (1) We are refining our sustainability criteria in purchasing processes and (2) reducing the proportion of primary raw materials in our alloys by increasing our recycling activities. Our new recycling plant in the US will also supply third-party customers.

To implement (1), we want to create the right incentives in dialog with our suppliers. For this purpose, we drafted a global policy on sustainable procurement during the reporting period, which came into effect at the end of 2023. In addition, we have introduced a business partner screening tool for all existing and new suppliers Chapter Sustainable procurement.

We have initiated various recycling activities for (2). The recycling center in Shelbyville, KY (USA) is scheduled to be commissioned in 2024. We are currently building another one in Vöhringen (Germany). For details of our other recycling activities see Chapter Circular economy.

To reduce our Scope 3 emissions, we are sharpening the sustainability criteria in our purchasing processes and increasing our recycling activities.

Circular economy

Closing material loops is a key lever for reducing our environmental impact. As part of our recycling strategy, we have set ourselves the target of increasing the recycled content used in the manufacture of our products to over 90 % by 2030. For this purpose, we are increasingly focusing on the use of materials with a high recycled content and also on copper scrap. In order to further develop our business model and sustainably secure the required raw materials, we are also building two new recycling centers – and thus contributing to a circular economy.

Our approach to the circular economy

GRI 3-3 As a producer of semi-finished products made of copper and copper alloys as well as components and system solutions, the Wieland Group processes a wide range of materials. In addition to copper, this also includes aluminum, titanium, zinc, and other metals. All of these metals are increasingly in demand as global digitalization and the focus on climate protection continue – the demand for copper, in particular, is surging. Given the limited availability of primary raw materials and the energy-intensive processes involved in extracting them, we are well aware of the impact of prime metals on the environment and humanity. In order to reduce this impact, we implement targeted measures such as increased recycling activities and the closing of material loops. We see the circular economy as a global growth driver. As a sociopolitical issue for the future and a component of the European Green Deal, it is extremely important for the business development of our company and also our customers.

Responsibility for the European foundries and their recycling activities is shared between the Business Units Extruded Products and Rolled Products. In future, the Business Unit Recycling will work with the Corporate Function Global Metals Management to manage the distribution of scrap shipments in North America to our foundry sites. To complement this, the Center of Excellence Recycling was founded within the RD&I | Sustainability department during the reporting period. It develops and coordinates the recycling strategy in cooperation with the Sustainability team and the business units. In addition, the Corporate Function Global Metals Management, together with the Business Unit Recycling, manages the entire procurement process for metals, in order to help suppliers develop solutions for higher recycling rates. We process recycled materials for the foundry sites in Europe and America at three production sites each. The targets and target status of our circular economy focus field are reported regularly to the Executive Board.

2021/22	2022/23	Target 2030
76% recycled content	**77%** recycled content	**>90%** recycled content

We aim to use our recycling strategy to continuously expand our capacities for processing recyclable materials. We believe that this area offers a great deal of potential, particularly in relation to copper and copper alloys.

By 2030, we want to increase of recycled content used in the manufacture of customer products to over 90 %. In the current reporting period, we are at a level of 76.8 %, which is 1.6 % higher than in the previous year (75.6 % in 2021/22). This value represents a global average across our product portfolio.

Already during the 2021/22 fiscal year, the Wieland Group published a White paper describing a proposal for the future calculation of recycled content. In the 2022/23 fiscal year, we began calculating our recycled content according to the system boundaries described in the white paper for the first time. Thereby, the calculation method follows a two-step approach. We have already successfully completed the calculation within the system boundary 1. This resulted in a current percentage of 88% recycled material for casting formats from our foundries (2022/23 fiscal year).

In the 2023/24 fiscal year, we will also undertake the calculation for system boundary 2. In future, we will report the recycled content calculated in this way as an average value across our product portfolio. A more detailed explanation of the methodology and the system boundaries can be found on the following page, and these are also detailed in our White paper. With the defined system boundaries of the new calculation method, on the one hand we can generate more accurate results, and on the other, we're trying to establish a standard that can be used across industries and for companies of different sizes. In this way, we will also be able to offer our customers greater transparency regarding our products in the future.

Calculating the of recycled content

We define the recycled content in a product in accordance with the international standard DIN EN ISO 14021. Only production waste before use (pre-consumer scrap) and production waste after use (post-consumer scrap) may be included in the recycled content. Production waste that can be reused in the same process in which it was generated (process/recycling scrap) is not counted as pre-consumer scrap. This definition allows room for interpretation with regard to the meaning of "in the same process", which may make it difficult to compare the recycled content.

Therefore, we have described our approach for calculating the recycled content in our semi-finished products in our White paper. It follows the method set out in EN 45557 ("General method for assessing the proportion of recycled content in energy-related products") and involves a two-step process for calculation: in the first step (system boundary 1), the recycled content in the casting formats is calculated on the basis of the pre-consumer and post-consumer scrap used in the foundry along with the complementary primary metal quantities. In doing so, only scrap that is produced within the foundry and then reused is considered to be process/recycling scrap. Since the chemical composition and thus also the recycled content no longer changes in the further production process, the recycled content in a semi-finished product is then calculated as the weighted average value of the recycled content in the casting formats used for its production. This approach differs from our previous method, in which the scrap produced during further processing was also regarded as process/recycling scrap. This had proved increasingly difficult, as the recycled content calculated in this way depends significantly on the vertical integration at the part of the company involved – which thus made it difficult to compare the values, especially at product level. The new approach better reflects the production reality. In addition, the recycled content calculated in this way is more comparable, as it is independent of the vertical integration.

The second step (system boundary 2) for calculating the recycled content for semi-finished products also includes the recycled content externally purchased materials. The exact approach is described in our White paper.

With this white paper, we aim to work towards an industry-wide standard for the uniform calculation and disclosure of the recycled content. To this end, we have made it available for discussion in various industry associations, and thus contribute to standardization and comparability.

Our recycling centers

In the 2022/23 fiscal year, we pushed ahead with the construction of a new recycling center in Shelbyville, KY (USA). It is expected to be operational in spring 2024, and it will act as a hub for the circular economy as well as a refining center for external scrap. The investment amounts to approximately USD 100 million and will create up to 75 jobs in the region. The production site is being built on an area of around 30 hectares. Various kinds of copper scrap can be melted or recycled there, before being used as secondary raw materials by customers across North America and in our own manufacturing processes. The carbon footprint is expected to be 75 % lower than the global average for conventionally manufactured copper cathodes.

In addition, we are currently building an EUR 80 million recycling center for old copper at the production site in Vöhringen (Germany), which is scheduled to be operational at the beginning of 2026. Here, intelligent linking of metallurgy and semi-finished product manufacturing enables more efficient use of resources and lower energy consumption. The new material flow optimally complements the plant's metal cycle and replaces a large part of the new metal coppercathodes used in the long term. Construction is scheduled to begin in May 2024. The new buildings and the technology used in them, such as the exhaust gas purification system, comply with the latest construction and technology standards. This construction project represents our largest single measure for achieving our decarbonization goals. Once the recycling center has been put into operation, we anticipate reducing our CO_2 emissions by around 70,000 tons per year. With the construction of these two recycling centers, we are significantly increasing the amount of own and third-party scrap that can be processed, both internally and at our customers. The scrap processed therein can then be processed further – at our own production sites and also at our customers' premises. Thus, we can offer increasing quantities of high-quality metals and alloys with a high recycled content – while continuously reducing our CO_2 emissions. The production of primary copper is energy-intensive, whereas the purchased secondary raw materials (using the cut-off method based on the GHG protocol) are included in the calculation without CO_2 emissions.[1] With them, we can significantly reduce our indirect Scope 3 emissions from purchased primary metals Chapter Decarbonization.

We also plan to further expand our recycling capacities in North America and Europe. We use a tried-and-tested process for the recycling of copper scrap. We optimize this by means of more precise upstream sorting. This boosts our recycling rate and makes us more independent of primary metals. Over the next few years, we will allocate an amount running into the three-digit millions of euros for our circular business models and align our supplier management activities accordingly at the same time.

Recycling solutions for our customers

By closing material loops in our own value chain, we can also support our customers with the development of circular processes. By way of example, we give them the option of returning metal shavings or scrap through our subsidiary Wieland Metalix, so that these can be recycled based on customer specifications. Through our subsidiary Totall Metal Recycling, acquired by Wieland in 2022, we also offer the industry comprehensive recycling, dismantling, destruction and asset management services. We process metals and make them available on consumer markets, and support smelters and refineries with converting scrap into new finished products. Our goal is to expand our reach and capacity in the future to offer scrap returns to an even broader customer base, and to process these scrap returns into secondary raw materials.

Circular economy in practice

In the foundries of the Wieland Group, so-called dross is produced as a by-product – a mixture of metals, oxides, and carbon. These materials cannot be reused directly in foundries, but must be processed for reuse with mechanical and metallurgical processes. Wieland Recycling in Ulm (Germany) removes impurities in the dross. The remaining metallic components are either reused directly by Wieland Recycling, or they serve as a high-quality raw material for our large foundries. This recycling process reduces the use of new metals and shows what the closing of material loops within Wieland-Werke AG can look like.

[1] For more information on the cut-off or recycled content method, see the Green House Gas Protocol – Product Life Cycle Accounting and Reporting Standard.

Eco-friendly products

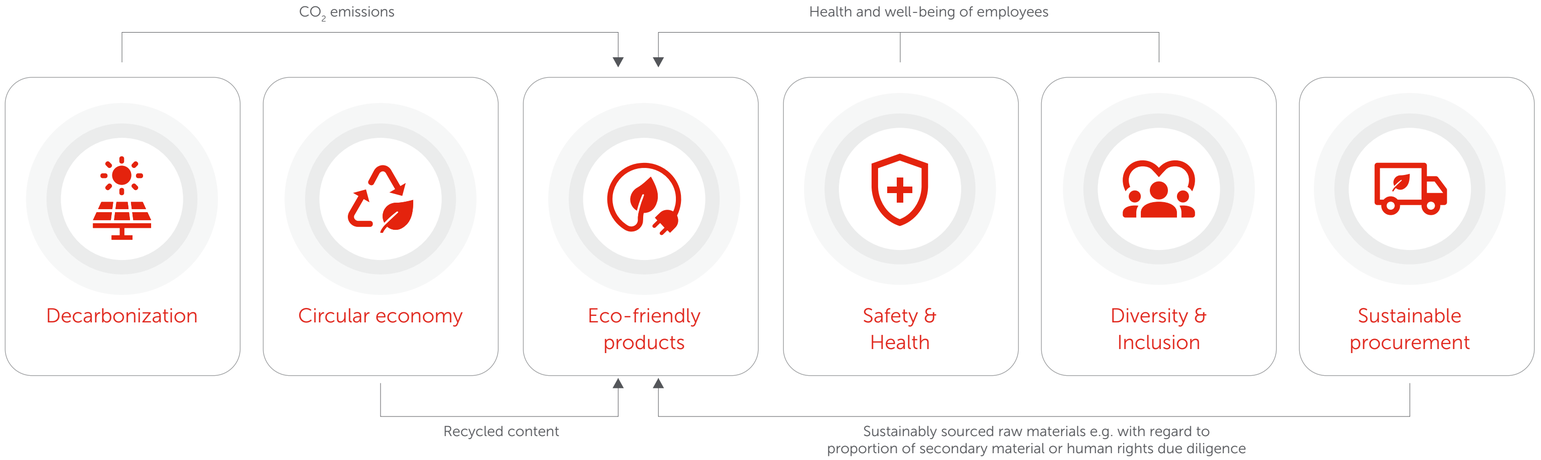
The Wieland Group focuses on the research and development of more eco-friendly products. To this end, we pay significant attention to calculation of the product carbon footprint. This enables us to identify central optimization levers and subsequently reduce the environmental impact of our products. We also continuously work on enhancing our competencies and technologies, including through partnerships we establish with other companies.

Our approach for sustainable product transformation

GRI 3-3, 416-1 We are aware of the potential negative impact of our products on humans and the environment. In addition to CO_2 emissions from production and the use of so-called TCC elements, i.e. toxic, critical materials, or conflict minerals, these also include the energy consumption required by our customers' further processing, as well as the energy source. With this in mind, we take our responsibilities seriously and work to develop more eco-friendly products, in order to reduce potential negative environmental impacts.

In our concept for more eco-friendly products, we have defined what we mean by this: these products are sourced and produced ethically. They are durable, and they are optimized regarding toxic, critical materials, and conflict minerals. In addition, they have a lower carbon footprint, contain a high recycled content, are easy to reuse regarding materials and design, and are efficient in terms of materials and energy. In this way, we combine aspects of decarbonization, circular economy, and social and economic aspirations in a holistic manner. As part of our upcoming materiality analysis, we will once again reconsider the topic of eco-friendly products and work on further enhancing our concept for eco-friendly products.

Our location of eco-friendly products in the context of our sustainability strategy



In the 2022/23 fiscal year, R&D expenses at Wieland amounted to around EUR 17 million. A large part of this went into expanding eco-friendly products and technologies. In June 2023, we received the BSFZ seal of approval for our own company research and development from the Bescheinigungsstelle Forschungszulage certification body for research grants. It confirms that we conduct research and development in our daily work – and thus drive innovation. This enables us to boost the recycled content in our products Chapter Circular economy, increasingly eradicate alloying elements that are hazardous to health and the environment, and up the proportion of certified input material. In doing so, we consider the entire value chain, and we establish valid standards for responsible production and enable the environmental supplier declaration in accordance with DIN EN ISO 14021. In this context, we have already set ambitious goals for our supply chain: by 2030, we aim to increase the share of certified input material in our supply chain to 100 % Chapter Sustainable procurement.

In order to produce more eco-friendly products, we must first understand which approaches we can use to reduce negative impacts. In particular, the product carbon footprint (PCF) provides us with valuable insights in this regard. It helps us to categorize our impacts through an internal self-assessment and to identify levers for improvement. To this end, we analyze our products from development right through the entire life cycle. Based on the results, we then implement appropriate measures. In addition, we determine how much primary raw material is contained in each of the products we deliver compared to the total quantity, and whether this includes toxic, critical materials, or conflict minerals. The result of this procedure defines the key attributes that each of our products must possess.

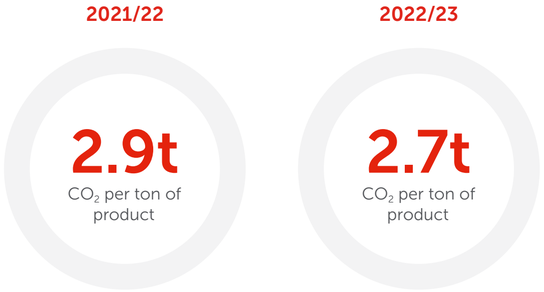
The coordination of the development of more eco-friendly products is led by the Center of Excellence Materials and Processes and the Center of Excellence Recycling of the Research, Development & Innovation department, in close cooperation with the Sustainability team, which are both anchored within the Corporate Function ST. In order to develop more eco-friendly products, we also rely on enhancing our competencies and technologies through partnerships with other companies.

Our product carbon footprint

In order to better understand the impacts of our products, and also to meet the increased demand of our customers, we once again revisited the calculation of the product carbon footprint (PCF) during the 2022/23 fiscal year. This enables us to identify key parameters for reducing the environmental impact of our products.

The PCF provides information on the volume of CO_2 emissions generated per metric ton of product. All steps in the upstream value chain are taken into account and all three scopes of CO_2 emissions are included. We use a cradle-to-gate approach – from the extraction of raw materials right through to the supply of finished products at the plant gate. Based on this approach, our product-specific carbon footprint (based on the 2018/19 data) was verified by the technical inspection agency TÜV Nord Cert GmbH. In the 2022/23 fiscal year, we calculated the average PCF for each business unit on this basis.

During the reporting year, our PCF has decreased from 2.9 (2021/22) to 2.7 metric tons of CO_2 per metric ton of product (including a 5 % uncertainty allowance). We were able to achieve this result mainly through the increased use of secondary raw materials, such as secondary copper cathodes or scrap. The PCF is to be understood as an average value for all Wieland products (top-down method).



Due to the lack of standards for the application of PCF calculations, we have developed our own bottom-up method based on DIN EN ISO 14064 and the Greenhouse Gas (GHG) Protocol during the reporting period, to determine a specific PCF for each product delivered to our customers. This calculation allows us to develop technological and process solutions for the main factors of carbon intensity and the use of toxic , critical materials, and conflict minerals at the product level. We started with all products that are delivered from the plant in Vöhringen (Germany). From the 2023/24 fiscal year onwards, we will apply the methodology throughout the company and have it verified by the technical inspection agency TÜV Nord Cert GmbH. In addition, we are currently testing various methodological approaches for a more detailed product life cycle assessment.

The bottom-up method

Unlike the top-down approach that we use to calculate our company-wide carbon footprint, we use a bottom-up approach to calculate the carbon footprint at product level. This requires more complicated data collection, but the result is more accurate: where possible, we use consumption information that is uniquely attributable to each item. In this way, individual production processes, efficiency, and quantities determine the carbon footprint of the item, and only a few average values are used for the calculation.

Top-down = use of data at plant level
~ principle of efficiency

Bottom-up = use of data at device/material level
~ principle of accuracy

The bottom-up method is based on the GHG Protocol, including the use of the defined significant categories contained therein, and incorporates information from each individual production plant for the allocation of emissions. It was developed on the basis of three guiding principles.

CCF alignment

Consistent approach between CCF and PCF calculation.[1]

Scalability of the portfolio

Data-driven, automatable approach that applies to the entire product portfolio

Global deployability

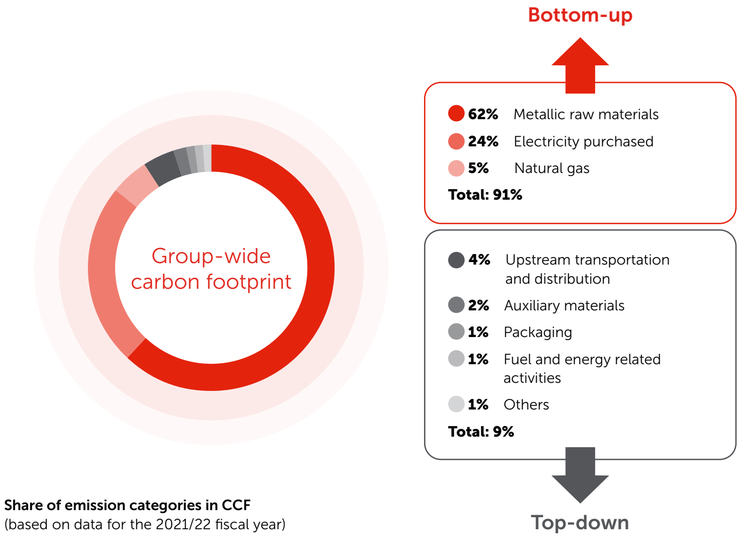
Possibility for roll-out to other business units and plants.

[1] CCF = corporate carbon footprint, i.e. Group-wide carbon footprint

We have further developed this bottom-up method into a hybrid method: in this way, we have more accurately determined most of our significant emissions using bottom-up data, and only generated a small remaining portion through assigned averages (top-down). This enables us to get the most accurate PCF value possible at the product level, while at the same time reducing complexity.

Hybrid PCF calculation methodology

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



Share of emission categories in CCF
(based on data for the 2021/22 fiscal year)

For a lead-free future

The legal requirements for avoiding lead as an alloying element have become increasingly stringent over time. For decades, we have not developed any new alloys containing lead. Instead, we research how copper alloys can be easily machined and formed despite less lead. At the same time, properties such as conductivity and corrosion resistance must be retained. The absolute use of lead in the product portfolio is therefore reduced continuously. In the reporting year, we saved a total of 1.4 million kg of lead compared with the previous year. Compared to the 2020/21 base year (6.4 million kg), we have thus already achieved a saving of 25 %. Contrary to the assumption that the total output volume remains constant, it has decreased slightly during the reporting period. Nevertheless, the proportion of lead used, which takes into account the total output volume, has decreased from 0.8 % in the 2020/21 base year to 0.7 % in the reporting year. Starting from the base year of 6.4 million kg of lead, we aim to reduce the lead content in alloys produced for our foundries to 4.5 million kg[1] by 2029/30 – a decrease of 30 % – again assuming that the total output volume remains constant. In order to achieve this goal, corresponding sub-targets have been defined in all relevant business units.

2020/21	2022/23	Target 2030
6.4 million kg lead	4.8 million kg lead	4.5 million kg lead

The Business Unit Wieland Extruded Products and the Business Unit Wieland Chase use the largest quantities of lead. Both business units have committed to reducing their lead consumption, by increasing the sale of ECOBRASS alloys and by replacing leaded brass alloys for machining. This will enable us to reduce lead consumption by 30 %. These more eco-friendly products also have a high recycled content, as has already been certified multiple times by GreenCircle: during the reporting year, the Business Unit Wieland Chase received GreenCircle recertification for three alloys (ECOBRASS C69300 Alloy, ECOBRONZE C87850 Alloy and Water Armor ECOBRASS C69300 Alloy) and a first GreenCircle certification for the ECOBRONZE C69300 Alloy. Accordingly, each of the four alloys consists of 67 % production waste and 27 % secondary metals. Thus, the total recycled content for all four alloys is 94 %. The GreenCircle certification process comprises nine steps, including an on-site visit to the production plant in Montpelier, VT (USA). Third-party partners support Wieland in further developing and marketing recyclable products. Recertification is planned annually on an ongoing basis.

We offer various machining solutions in Europe under the ecoline product line, in order to meet the growing demand. They include materials for the plumbing, electrical and automotive industries, as well as for the manufacture of accessories. During the reporting year, we expanded our ecoline portfolio by adding another alloy segment.

Drive solutions for electric vehicles

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

The electrification of transport systems will be a key lever in the quest to achieve the climate targets that have been set. Our Business Unit Engineered Products is involved in this market sector with a wide range of innovations in battery and electric motor technology: from so-called interconnection components for the efficient contacting of stators right through to our copper rotors, which enable an increase in the efficiency of asynchronous motors. Within the battery, high-precision shunt resistors from the Business Unit Engineered Products make an important contribution to monitoring the state of charge of the high-voltage storage. Against this background, we established a joint venture with the company Munich Electrification during the 2022/23 fiscal year: QULECTRA provides mobility customers with high-precision battery management systems using our shunt-based resistors. Thus, we pursue the goal of further accelerating the decarbonization of mobility.

[1] Due to new data for a site for the 2020/21 base year, the base value and target value have increased compared with the previous reporting.

Wieland Ventures

Through our investment company Wieland Ventures, we make investments in technologically innovative start-ups in the fields of metal recycling, industrial decarbonization, eMobility, and thermal systems. The focus is on sustainable business models and long-term cooperation. We provide the founders with more than just financial support, also offering them access to our extensive knowledge and wealth of experience – unlike a conventional financial investor.

Electronics cooling with high-tech liquid

With our innovative server cooling technology, we are helping to boost data center efficiency: with so-called 2-phase immersion cooling, the servers are immersed in an electrically non-conductive coolant. The liquid becomes steam, which rises and then condenses on the surface of the heat exchanger. The liquid then drips back into the cooling tank. In this way, we can not only reduce the area required by a server farm eightfold, but also save up to 97 % energy compared to conventional air cooling methods. As a result, large parts of the required infrastructure are no longer necessary.

Partnerships to boost innovative strength

The Wieland Group constantly seeks partnerships for innovation projects and expands existing business relationships. For example, we continue to support the US start-up PowerTech Water. Its ElectraMet technology allows wastewater and process waters to be purified to remove heavy metals – including copper. This not only results in less waste and toxic waste, but also avoids the mining of primary metals.

In addition, we actively collaborate with our partner Modern Hydrogen. With its methane pyrolysis hardware, the company has developed a process for converting gas into hydrogen without any CO_2 emissions, thereby focusing specifically on heavy industry. We see this technology as a potential key component of solutions for processes that are difficult to decarbonize. In order to meet the longer-term requirements of our decarbonization roadmap Chapter Decarbonization, we are researching solutions on an industrial scale together with Modern Hydrogen. In addition to our financial support, we also act as a strategic partner, in order to support Modern Hydrogen on its path to mass production and use of its innovative technology.

We have also continued our partnership with UnternehmerTUM at the Technical University of Munich. This sees us focus on collaborations with start-ups as part of the TechFounders accelerator program, in order to develop technological solutions to match our needs. We have also continued our long-standing partnership with Technip Energies, a market leader in project management, engineering, and construction in the energy industry.

High-efficiency heat exchangers

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

We have developed a spray evaporator with Wieland Provides, an acquisition made in 2022. It is as efficient as a conventionally-flooded evaporator, but requires 70 % less refrigerant. We will install these evaporators in a control system, which will make them the first smart heat exchangers worldwide. The spray evaporators can also be used in heating mode, in order to utilize process heat or waste heat in industrial and domestic applications as well as sanitary facilities, thus saving primary energy.

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

Empowering people

Social – our focus

completed ongoing in preparation % status 2022/23

People & Culture

Enable cultural transformation

- Implement an e-learning platform in 2022
- Implement global talent management software from 2022 onwards
- Realize the global HR strategy
- Implement a global employer branding strategy from the 2024 fiscal year onwards

Safety & Health

Everyone goes home safe everyday

- Develop a global safety strategy during the 2023 fiscal year
- Reduce the LTI rate by 90 % by 2030 (–69 %)
- Further reduce the absenteeism rate to 4.0 % (wage earning employees) (10 %) and 2.0 % (salaried employees) (3.6 %)
- Introduce the global safety strategy during the 2024 fiscal year
- Develop a global health strategy and a global health toolkit by the end of the 2023/24 fiscal year

Diversity & Inclusion

Promote diversity and inclusion in the company

- Increase the proportion of women in leadership roles: 15 % by 2025 and 20 % by 2030 (15 %)
- Expand intercultural training sessions by 2023
- Introduce a Wieland mentoring initiative by 2023[1]

Civil engagement

Expand engagement based on regional stakeholder requirements

- Further develop our internal donations and sponsorship policy
- Implement a Group-wide approach to civil engagement[2]

[1] In order to promote the development of our employees individually and holistically, we have decided to combine the topic of mentoring with existing instruments during the coming year, and plan to adapt the approach.
[2] Due to organizational restructuring, the target will not be pursued until the HR strategy has been fully implemented.

People & Culture

Responsibility for our employees is a key topic for the Wieland Group. We offer extensive training opportunities and allow every employee to share in the company's success in a fair way. In order to achieve a uniform understanding and a well-thought-out approach to our personnel issues, we are currently implementing a global human resources strategy, which is based on our vision and the principles of sustainable corporate governance.

Vision and strategy in human resources

GRI 3-3 We developed our Group-wide human resources (HR) vision during the reporting year. It forms the basis for further shaping our human resources work. In order to achieve a uniform understanding of this vision and the associated topics related to our employees, we have developed an HR strategy that supports us with the realization of our vision. In the year under review, we communicated both the HR vision and the HR strategy throughout the Group and began implementing the strategy. To do so, we first achieved the prerequisites in the organization and infrastructure, and documented the status quo in detail. The vision and the corresponding strategy will represent a fundamental element of the business transformation. In this way, all teams in our Corporate Function HR will translate the global strategy into their own team strategy, so that we can implement it holistically and Group-wide.

Thereby, the following vision describes the goal of our actions:

> We are the trusted partner in empowering our people to enable Wieland's success

We will fulfill this vision by pursuing coherent strategies and guiding principles, collaborating globally and generating synergies, and focusing on digitalization and automation. We ensure that structures are in place that are tailored to the company's needs, and create an inspiring environment in which all employees can develop. Our strategic actions are guided by the employee life cycle of our employees:

Employee life cycle: We consider the entire employee life cycle and provide individual support depending on the current phase of their working life. Accordingly, we already start with onboarding measures before hiring and during the recruitment process. All employees have access to our new global learning management system right from the start. We also support the physical health and the well-being of our employees Chapter Safety & Health. To support the corporate strategy, we are developing our organization, management structure, and global data infrastructure on an ongoing basis.

Organizational development: Our strategic goals can only be achieved through dynamic personnel development. For us, this means a flexible and proactive approach to continuously improving the skills, qualifications and performance of our employees. We also want to focus more on the diversity and individual potential of our applicants and employees, and therefore continuously develop our talent management. We see this as a key factor in our competitiveness. Our objective is to position Wieland even more prominently as a leading international company in the job applicant market. In this context, we always want to be perceived by specialists as a future-oriented employer. To achieve this, we have developed initial ideas for a global employer branding strategy, which was planned to be rolled out successively at all locations in 2022. However, we had to postpone this due to capacity bottlenecks and organizational restructuring: we will continue developing the employer branding strategy during the 2023/24 fiscal year. It will combine global approaches with local issues such as recruiting, and it will be aligned with the HR strategy.

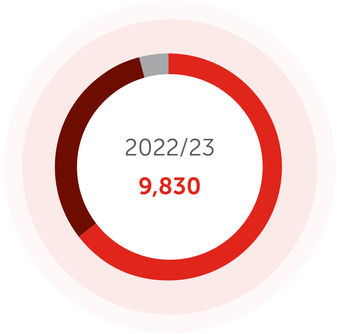
Group-wide responsibility for human resources lies with the Corporate Function HR. Our local HR departments act as direct contacts on site. Group-wide topics related to our employees are dealt with by those responsible in the regions, in cooperation with the Corporate Function HR.

Development of employees in numbers

GRI 2-7, 401-1 The number of employees increased by 6.1 % in the reporting year and amounted to 9,830 as at September 30, 2023. The increase was primarily due to the acquisition of Farmers Copper Ltd. and Small Tube Products in North America. In total, the Wieland Group hired 1,984 new employees during the reporting year. The staff turnover rate across all regions was 12.6 % (previous year 13 %).

Number of employees by region

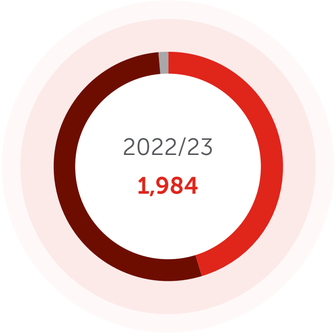
+6.1 %



	2021/22	2022/23	Change vs. previous year
Total Number of employees	**9,265**	**9,830**	**+6.1 %**
Male	7,912	8,376	+5.9 %
Female	1,353	1,454	+7.5 %
Employees by region			
Europe total	6,164	6,344	+2.9 %
North America total	2,702	3,101	+14.8 %
Asia total	399	385	–3.5 %

New employees hired by region

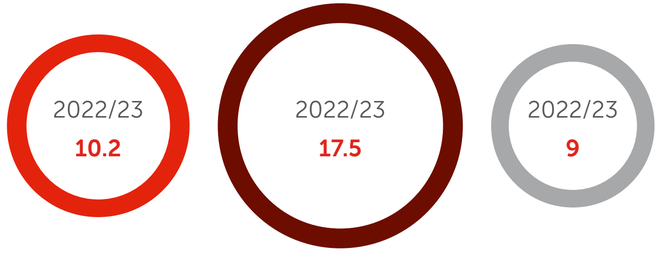
–13.4 %



	2021/22	2022/23	Change vs. previous year
Total new employees	**2,290**	**1,984**	**–13.4 %**
Male	1,937	1,641	–15.3 %
Female	353	343	–2.8 %
New employees by region			
Europe total	1,119	901	–19.5 %
North America total	1,060	1,059	–0.1 %
Asia total	111	24	–78.4 %

Employee fluctuation rate by region

–3.2 %



	2021/22	2022/23	Change vs. previous year
Total fluctuation rate	**13.0**	**12.6**	**–3.2 %**
Male	12.9	12.9	–0.1 %[1]
Female	13.6	10.9	–20.1 %
Fluctuation rate by region			
Europe total	9.3	10.2	+9.6 %
North America total	20.7	17.5	–15 %
Asia total	11.9	9	–24.5 %

[1] The figures for the 2022/23 fiscal year are rounded to one decimal place. This results in the change compared to the previous year.

Wieland Ideas Competition

With our Wieland Ideas Competition (Wieland-Ideen-Wettbewerb, WIW), we actively involve our employees at our German and Austrian sites in the improvement and design of our operational processes. We regularly award prizes for the ideas submitted – whether in the areas of safety and health, environmental protection, energy management, or work processes and working conditions. In the 2022/23 fiscal year, 914 ideas were submitted, of which 495 ideas were implemented, resulting in an annual net benefit of around EUR 666,900. For example, it was suggested that the performance of the extractor hoods of the rollers at the site in Villingen (Germany) should be adjusted to the actual demand for extraction capacity, which has resulted in an energy saving of 100 MWh per year. In addition to the suggestions for improvements in safety and health, environmental protection, and energy management, the improvements in production processes generate a high added value. For example, by optimizing the inductor at our pre-melting furnace at the site in Enzesfeld (Austria), an annual added value of EUR 92,000 was achieved.

Our employees are rewarded for the value generated by the ideas implemented. Steering groups made up of Works Council members and employer representatives decide on the amounts of the awards. The participation of all employees allows us to boost our competitive standing and secure jobs within the Wieland Group.

Fair working conditions and family-friendly solutions

GRI 3-3 At all locations, we adhere to the currently applicable statutory requirements and follow our principles from our Code of Conduct – for example on equal opportunities and fair working conditions. We attach great importance to co-determination in the workplace. We therefore engage in regular dialog with employee representatives and trade unions, in order to reach joint decisions.

GRI 2-30, 401-2 Our goal is to remunerate the work of our employees in a fair and performance-oriented manner. We offer them appropriate compensation and fair working conditions, which at least meet the statutory requirements, for example related to working hours. The legally guaranteed minimum wages in the respective labor markets are regularly exceeded. Since October 1, 2023, all German sites of Wieland-Werke AG have been members of the respective employers' association, and they are therefore bound by the collective bargaining agreements concluded.

By adhering to collective bargaining agreements, we continue to ensure transparent and non-discriminatory pay within the Wieland Group. There are also other remuneration components such as performance bonuses and profit-sharing schemes.

By offering flexible working hours models and a transparent workload, thanks to options for taking time off in lieu of overtime and working time accounts, we aim to help our employees strike a balance between their professional and personal commitments. In particular, the compatibility of work and family is of great importance to us. At our headquarters in Ulm (Germany), we opened the "Kupfernest" Wieland daycare center in September 2022. We expected to have fully utilized the capacity of 45 places in September 2024. In addition, we offer a subsidy for regional holiday childcare at cooperation partners for various sites. We also make it easier for our employees to return to work after parental leave, for example by offering part-time models. In addition, employees on parental leave can participate in our training program. To balance out the stresses of daily work, we offer our employees various sports and leisure activities. In addition, during the reporting period, we decided to grant a bicycle subsidy: all employees at the site in Ulm (Germany) can apply for financial support for the purchase and servicing of their bicycle.

With our general works agreement on teleworking, we enable our employees to flexibly structure their daily work. This goes hand-in-hand with training courses for managers, which we offer as part of the new online learning management system introduced during the reporting period. Here, the participants learn how to support their employees who are working from home and create additional opportunities for remote collaboration. In addition, we are currently developing training on how to use technologies for teleworking – for example how to effectively use internal communication tools such as Microsoft Teams. Currently, 1,033 out of a total of 4,509 employees at Wieland-Werke AG are making use of the teleworking possibilities (as at: September 30, 2023). Here, we follow the principle: 60 % working time spent at Wieland, 40 % working from home – related to a period of 12 months.

Investing in the future: vocational training and degree programs

GRI 3-3 We attach a great deal of importance to providing young people with good opportunities for the future in the form of sound training. This allows us to live up to our social responsibility and at the same time invest in the future of the Wieland Group. As a result, we continued with our global activities to train and recruit future specialists and managers during the reporting period. In the 2022/23 fiscal year, 274 students and trainees were employed at Wieland throughout Germany. During the reporting year, we have once again succeeded in filling all training and study positions advertised at our German sites.

The high proportion of male trainees of around 86 % is due to the excess number of male applicants. In order to achieve a better balance, we once again took part in Girls' Day during the reporting year, an event organized by the Federal Ministry of Education and Research, among others. We also maintain an educational partnership with a girls' school in the region. In addition, we attach a great deal of importance to closely integrating vocational training, degree programs, and professional practice, which is why we also offer dual or cooperative degree programs in Germany – for both technical and business management studies.

During the reporting period, our employees in Germany invested an average of **35.7 hours in further training.**

Professional qualifications and training

Our professional development programs are based on the requirements of the operating business and are executed based on standardized processes. After each training session, the learning process of the respective employee is evaluated, and the achievement of objectives is assessed by their manager.

We have bundled all further training courses under the umbrella of the Wieland Training Academy, which offers our employees face-to face training and e-learning sessions, as well as self-study programs. In addition, the HR Development department develops individual training measures as and when required, from coaching to resilience, right through to topics such as leadership, how employees present themselves, and what sort of impact they have. We place particular emphasis on leadership qualities. Every new manager has to complete a series of seminars, in which he or she can explore Wieland's typical management style – self-aware, self-motivated, proactive – in practice.

Another focus of our professional development programs is on digital transformation. For this purpose, we have rolled out a Group-wide e-learning platform during the reporting period: the AI-supported human capital management system fully digitalizes the talent management process. In this way, the process is standardized and made more efficient. Employees can register for internal and external training at their own initiative. The online course offering has been expanded by 10,000 courses in different languages.

GRI 404-1 During the 2022/23 fiscal year, our employees in Germany invested an average of 35.7 hours (2021/22: 21.5 hours) in further training. These figures not only reflect an actual increase in the training provided, but they are also attributable to improved data tracking by the new learning management system. Since its introduction, we have increasingly offered online training courses.

Global sustainability training

Sustainability increasingly permeates our processes, technologies, business developments, and strategic decisions. The Sustainability team has developed a three-part global e-learning program, in order to strengthen expertise on the topic of sustainability strategy, our focus fields and targets, as well as a uniform approach to customer communication. Training via the online learning portal is mandatory for certain employees – the program is also available to all other employees worldwide and can be carried out on a voluntary basis. We are planning an expansion in the form of a fourth module on the subject of product carbon footprint (PCF) for the coming fiscal year.

Values in Action

At Wieland, we pursue and stand for the values of occupational safety, health and the environment, ambition, respect, reliability, diversity, optimism, and entrepreneurship. To enable continuous improvement, we rely on the ingenuity and dedication of our employees, teams, and sites. With our global Values in Action program, we highlight and recognize these efforts. Our employees around the world regularly share positive stories via our intranet.

For example, one of the Values in Action during the year under review was the "guest internship" of the Wieland sustainability team in the canteen in Vöhringen (Germany): in this way, we aim to make sustainability tangible in everyday working life, and strengthen the health and well-being of our employees. The insight into and exchanges with other teams, as well as the goal of making the food offered more sustainable, reflect our values of ambition, optimism, health, and the environment.

In addition, there was an extraordinary example of teamwork: more than 200 employees from various departments and plants jointly carried out cleaning, servicing and maintenance measures at the slab foundry in Vöhringen (Germany). The two-day cleaning workshop included employees from the areas of purchasing, finance, marketing, and sales.

Safety & Health

For the Wieland Group, there is nothing more important than the safety and health of our employees. We strive to create a working environment that reduces accidents, injuries, and health problems to an absolute minimum. We have adapted our global structures, in order to address the issues in a consistent, thoughtful and comprehensive manner. Our new global safety strategy forms the basis for our measures.

Safety and health management

GRI 3-3, 403-1/8 Safety and health in the Wieland Group are managed by the Safety, Health & Environment (SHE) department. This is part of the newly created Corporate Function Sustainability & Technology (ST). The VP for 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 VP ST.

The newly organized SHE department will create the necessary framework conditions to prevent work-related accidents and illnesses. In addition, it will in future be responsible for formulating all Group guidelines on the topics of safety, health, and environmental protection, and for setting Group-wide targets in connection with the global safety strategy. Although these overarching frameworks and policies are developed by a global team, the implementation occurs at a local level. The (plant) managers have overall responsibility for safety and health, thereby ensuring compliance with applicable laws and our own binding on-site requirements. Our approach to safety and health applies equally to employees, temporary workers, and external service providers.

In future, the SHE department will coordinate a worldwide network in the Wieland Group, in which representatives from all sites can exchange ideas and information. The employee representative body also participates in the quarterly meetings of the health and safety committees at the biggest German sites. These committees develop strategies to improve our occupational health and safety performance and initiate any training requirements.

Our health and safety management system helps us with continuously improving the well-being of our employees. This guiding principle for our work forms an integral part of all processes and decisions. In the 2022/23 fiscal year, the coverage rate of the management system for health and safety in accordance with the standard DIN EN ISO 45001 was 53 % at the production sites. The Wieland Recycling Ulm (Germany) site was recertified during the reporting period. However, the certification will not be our main focus in the future. Instead, our global guidelines for health and safety in the workplace are the key levers for improvements. These apply equally to all production sites.

Occupational safety: our strategy

Wieland is committed to ensuring that all employees can go home safe every day. For this purpose, safety experts are assigned to the individual sites, supported by the global SHE team. In this way, we ensure that the site managers receive the necessary support to ensure safe work.

During the 2022/23 fiscal year, we developed a global safety strategy, in order to create a common understanding of safety and a safe working environment for all employees. The "House of Safety" lies at the heart of the strategy. It builds on a strong foundation, safety data management, and is supported by stable pillars that highlight our safety priorities: safety standards, golden rules, corporate governance, leaderhsip, and employee engagement. The global safety strategy will be implemented at the beginning of the 2023/24 fiscal year. As a result, we are continuing the internal SHE restructuring and expanding our personnel capacities. In this way, we are improving and strengthening our global SHE structure. The new strategy is being launched under the slogan "my safety - our commitment". Within this framework, we plan measures to communicate our strategy to our employees and to involve them in our "safety journey".

Our eight golden rules

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

Ensuring safe working conditions

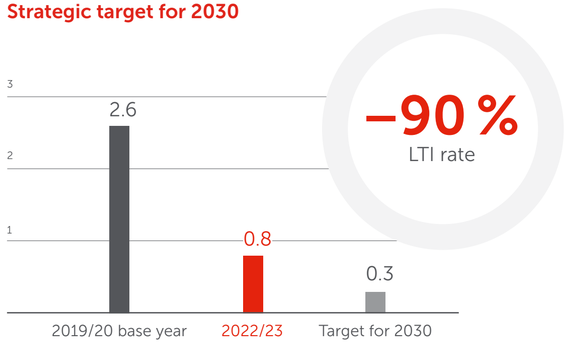
GRI 403-7/9 We are pursuing the long-term objective of reducing the lost time incident rate (LTI rate) by 90 % by 2030 compared with the 2019/20 fiscal year. In the reporting year, the LTI rate improved once again to 0.8 (2021/22: 1.6) – which represents a decrease of 69 %. The most common types of work-related injuries during the reporting period included crushing and fractures in the foot and hand areas, as well as burns. Where possible, we are increasingly focusing on the use of physical barriers, or automation in the form of robots, in order to protect our employees – in this way, they should be exposed to fewer dangers.. As part of our "Away from the smelter" project, we put the focus on the employees at the foundry. In this way, we want to prevent them from working in the vicinity of molten metal.

We conduct training courses and workshops on safety-related topics at regular intervals. During our safety walks, the safety experts and managers talk to employees about safety-related topics and exchange ideas about potential hazards. In addition, our employees are informed about safety-related topics such as transport or safety equipment during workshops and events. We conduct these so-called "safety days" on an ad-hoc basis, as required, and they can be initiated on a voluntary basis.

With our Safety Awards, we recognize sites and employees that have been able to ensure a safe working environment through extremely prudent and exemplary behavior, over a period of several years. In this way, we motivate the workforce to ensure a safe working environment. During the 2022/23 fiscal year, more than 50 % of the sites were awarded prizes, as there were no accidents with lost time there for one year or multiple consecutive fiscal years.

We are also in close contact with our partner companies and carry out appropriate safety briefings. These include information on various hazards, which both our employees and employees of our partner companies may face, as well as instructions on safe behavior. In addition, we regularly advise partner companies to implement our safety briefings and to report incidents. Our project managers check the construction sites regularly and ensure that the rules are followed. When selecting the companies that we work with, we take into account the criteria of health and safety. If partner companies repeatedly violate our health and safety regulations, we will terminate the cooperation, and we will also no longer consider the company in future selection processes.

Strategic target for 2030



	Base year (2019/20)	2022/23	Change
LTI rate[1]	2.6 %	0.8 %	–69.2 %
LT rate[2]	0.38 %	0.16 %	–57.9 %
Number of work-related fatalities[3]	-	-	-

[1] Lost time incident rate, i.e. number of work-related injuries with serious consequences/hours worked (total) * 1,000,000.
[2] Lost time rate, i.e. working hours lost/hours worked (total) * 1,000.
[3] Including third parties.

Assessment of hazards

GRI 403-2/4/7 Potential hazards or stresses include existing and future work processes in regular operations, special work assignments, and in the event of an incident. As a preventative measure, our local safety experts assess health hazards and individual requirements in the workplace, explicitly involving employees and, if necessary, other departments.

In accordance with a standardized process, we carry out hazard and stress assessments and evaluate the corresponding risks using a matrix. We pass on these findings to our employees in the form of safety-related operating instructions. We then take appropriate measures to reduce the risks. Potential residual risks are discussed with employees, and appropriate ways of dealing with them are investigated. In addition, we are currently working on a pilot project to implement a risk assessment of mental stress in the workplace – this is required by law at European and national level.

We use workplace measurements and internal audits to evaluate the effectiveness of our risk mitigation measures. These audits take place regularly every two to three months and on a case-by-case basis – the focus is on the activities of the individual employees. Topics such as mental health or maternity leave also play a key role in this process. In addition, 13 workshops on mental stress were held at Wieland-Werke AG during the reporting year. Participants included the company medical service, employees from areas such as health and safety and HR, as well as other interested employees, members of the Works Council, and managers.

The Wieland Group explicitly welcomes suggestions from employees for actively helping to shape safety and health. In the year under review, 323 ideas were submitted by employees at Wieland-Werke AG alone for the Wieland Ideas Competition (Wieland-Ideen-Wettbewerb, WIW), which relate to the topics of safety and health. 191 of these ideas have been implemented Chapter People & Culture.

Reporting and investigating incidents

GRI 403-2/4/9 In line with our internal reporting system, all sites are obliged to report accidents resulting in at least one day of lost time to the Group headquarters within 24 hours. This is followed by a safety alert with a detailed description of the accident, pictures, and immediate measures via our intranet Wieland ONE.

All sites have a digital monitoring tool for this purpose. This enables all employees around the world to voluntarily document incidents directly, easily, and independently. Not only the reporting of accidents, but also that of critical situations helps our employees: proactively pointing out potential health and safety risks can help to prevent health hazards.

The local safety experts within the departments analyze all events and their causes, with the support of the SHE department, and develop appropriate measures. The documentation and communication takes place Group-wide via a database. In the future, we will draw on our experience of recent years as a basis, and develop measures to ensure the safety of all employees.

Health protection: prevention and assistance

GRI 403-3/6 Protecting the health of employees is a top priority for Wieland. Our goal is to have healthy and highly productive employees. Against this background, the Wieland Group pursues the long-term goal of reducing the absenteeism rate to 4.0 % for wage-earning employees and 2.0 % for salaried employees. In the 2022/23 fiscal year, the absenteeism rate fell to 3.6 % (for salaried employees) and 10.0 % (wage-earning employees) respectively.

Absenteeism rate[1]

	2021/22	2022/23	Change
Wage-earning employees	10.1 %	10.0 %	–1.0 %
Salaried employees	3.8 %	3.6 %	–5.3 %

[1] Based on employees of Wieland-Werke AG, including those on long-term sick leave without salary continuation.

The most frequent incapacity to work that can be influenced within Wieland-Werke AG is due to musculoskeletal complaints or illnesses. In order to reduce these complaints, the SHE organization offers various measures within the framework of health management: from weekly personnel training including vibration training, to active breaks and prevention courses, right through to specialist orthopedic care within 48 hours.

In the 2022/23 fiscal year, we offered back check-ups for the prevention of illnesses. We are also planning various preventive examinations for our employees during the 2023/24 fiscal year. In addition, we have employed on-site trainers for selected areas, who advise our wage-earning employees on ergonomic behavior and exercises to compensate for the activities they carry out. Ergonomic consultations were also offered in the workplace for our salaried employees on request. During the 2023/24 fiscal year, we will develop a new ergonomic process at Wieland-Werke AG. In addition, we are currently conducting two pilot projects at the site in Villingen (Germany), to test workplace-oriented vibration training as well as individual health coaching.

In the reporting period, we also concluded a corporate fitness partnership with the fitness company EGYM Wellpass. This allows our employees to take advantage of various local sports, wellness and health services as well as a variety of online courses.

We have also introduced a health voucher for preventive measures, with which employees can book back courses, nutritional advice, support with giving up smoking, coaching, and health holidays. In addition, we regularly offer presentations on various health topics. The trainees are also offered a broad training program related to health.

Our extensive range of health services goes well beyond the measures described above, and it also covers the area of mental health. For example, we offer psychological consultations in cooperation with the Ulm University Medical Center at the Ulm and Vöhringen sites (both in Germany). We have also implemented an employee assistance program, in the form of an anonymous hotline, which offers support with everyday issues, professional and personal problems, and crises. Addiction counselors are also available to assist the workforce at the German sites. They also help with obtaining therapy placements. In addition, managers receive regular training on dealing with affected employees.

The MyHealth health campaign was launched during the 2022/23 fiscal year. Its aim is to inform employees about the existing services, to raise their awareness of health issues, and to reinforce their sense of taking personal responsibility.

All employees at Wieland-Werke AG have access to all health-related services, both digital and analog. We will review all initiatives launched during the reporting year and work towards increasing their usage rates by the end of the 2023/24 fiscal year.

In addition to the measures described above, we offer a company medical service with our 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, in particular, 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, the selection and testing of body protection products, occupational physiology, occupational psychology, as well as other ergonomic and occupational hygiene issues. Our company doctors regularly carry out occupational health check-ups. These serve to prevent work-related illnesses and promote health in the workplace. Furthermore, the company medical service is responsible for organizing first aid at the company. Group-wide hygiene rules are communicated, in order to prevent illnesses of the upper respiratory tract. The company medical service also offers all employees a free influenza vaccination and related consultation every year.

To complement all this, the company medical service regularly provides support with the implementation of occupational rehabilitation management and the reintegration of employees. In addition, it offers employees regular vaccinations and related consultations, travel clinics, support with rehabilitation applications, and an annual vital signs check, consisting of an analysis of employees' vital signs and blood values along with a related consultation.

Analogous to our global health and safety strategy, we will also develop a global strategy for health protection during the 2023/24 fiscal year. In this framework, we will develop a health toolkit in consultation with our SHE stakeholders, which includes a corresponding concept and performance indicators.

Training and information for employees

GRI 403-4/5 5 The occupational safety specialists and the company medical service have extensive expertise in occupational health and safety. Annual training is supplemented by hazard-related instructions.

All employees must undergo an initial health and safety briefing. The content ranges from topics such as working with machines and equipment as well as transport and traffic, to personal protective equipment, handling hazardous substances, and fire protection, right through to conduct in the event of an occupational accident. We also provide regular training for both wage-earning and salaried employees on health and safety in the workplace. The training for wage-earning employees is much more comprehensive, as they are exposed to more hazards in their working environment.

Recurring emergency and evacuation drills are conducted at all sites. All parties affected are involved. Safety briefings, health programs, and other information are available to all employees on the Wieland ONE intranet.

We will develop a global strategy for health strategy during the 2023/24 fiscal year.

Diversity & Inclusion

Diversity and inclusion are firmly anchored in our corporate culture. We guarantee our employees fair treatment 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. Our goal is to further promote diversity in our workforce and contribute to an inclusive society. In order to achieve this, we have finalized a new concept in the year under review.

Our ambition

diversity and inclusion in the company

Target 2025

15%

women in leadership roles

Target 2030

20%

women in leadership roles

Our diversity management is integrated into the Corporate Function Human Resources (HR). Especially in recent years, we have become internationalized and are now present at more than 75 different locations. Therefore, everyone shares responsibility at Wieland – this is the only way we can implement diversity, justice, inclusion, and a sense of belonging in our culture, in our daily working life, and in the working environment. Managers have a special function as role models in this regard. Within the Wieland Group, we want to cultivate an inclusive culture, which is characterized by respect, and which values and makes use of different perspectives.

Our approach to diversity and inclusion

GRI 3-3 Diverse teams and an inclusive corporate culture are crucial to Wieland's success. Promoting diversity, fairness, inclusion, and a sense of belonging has a positive impact on our talent diversity and competitiveness. Our ambition is to improve business processes, attitudes, and behaviors, and to anchor diversity and inclusion in the company.

Our vision of a diverse and inclusive workforce

We are aware that each individual has their own view of the world – based on diverse characteristics such as personal talents, skills, education, and origin. An open and humane work culture creates a stronger community and enriches us all. This will not only help us make Wieland better today, but will shape our path into the future.

Our concept for diversity and inclusion

We developed a new concept for diversity and inclusion during the 2022/23 fiscal year. The focus on diverse teams and on an inclusive working environment are thus anchored in our HR strategy. Based on this concept – and in consultation with the Executive Board and the Sustainability team – an international, interdisciplinary team has developed a catalog of measures. The intention is to integrate diversity and inclusion aspects throughout the so-called employee life cycle and to make these aspects tangible for our employees Chapter People & Culture. In doing so, we have ensured that the measures contribute to different dimensions of diversity, and are in line with our cultural vision.

One focus of the concept is on preventing unconscious prejudices and cognitive perception distortions (unconscious bias/implied bias) in our recruiting processes: we want to put the emphasis on the qualifications of the applicants. For example, in the year under review, in the DACH region (Germany, Austria, Switzerland) we converted the mandatory demographic data of "gender" and "date of birth" into voluntary fields in our application system, in order to prevent potential discrimination against other applicants.

At the same time, we want to implement a gender-appropriate communication throughout the entire employee life cycle. In addition to optimizing our internal communication, we have already adapted content on social media, in job ads, and in advertising campaigns and formulated it on a gender-neutral basis. We have also adapted our communication on the Wieland careers website. In this way, we welcome a diverse range of applicants, regardless of age, gender, religion, and ethnic or social origin. The initial contact with applicants is also on a gender-neutral basis.

When implementing such measures, we take into account regional differences. For example, gender-neutral language is no top priority in North America. Here, we increasingly and specifically address underrepresented groups in the recruiting process, in order to promote diversity and equal opportunities across locations.

Another focus of our diversity and inclusion concept is the talent management process. Here, the HR and Sustainability team have jointly developed measures. For example, a training program for our HR staff is designed to ensure that diversity and inclusion are even more integrated into the annual talent management process. The focus here is also on unconscious prejudices. The training is designed to help identify unconscious bias in talent selection and assessment and thus to reduce or prevent it. The implementation of these training courses is planned for spring 2024, as part of the ongoing development of our talent management approach.

We have also developed a new concept for employee resource groups (ERGs) during the 2022/23 fiscal year. It intends to encourage our employees to create groups for exchanges and networking. The aim is to strengthen the sense of belonging of minorities and eliminate prejudices within the organization. A first initiative is the women's network in the Danube Valley (Ulm site, Germany), which was jointly initiated by female employees of Wieland and female representatives of other companies. It is intended to promote mutual support for women across companies in the Danube Valley and to provide a platform for women's interests in the world of work. The women's network in the Danube Valley was launched in October 2023. In the 2023/24 fiscal year, we plan to finalize and implement a framework for ERGs. In doing so, we want to encourage all employees to set up further groups in future.

In order to promote diversity and inclusion, it is important to reduce unconscious bias. We are addressing this topic and, in the year under review, among other things we have changed the mandatory demographic information in the application process to voluntary information.

Equal opportunities for women

Promoting the networking of women contributes to our goal of more women in leadership positions, among other things. In the year under review, the proportion of female managers Group-wide fell from 16 % to 15 % Facts and figures: Diversity at Wieland. We have noted this development with concern. We suspect that our actions to date have not been sufficiently effective and, at the same time, we have not acted consistently enough in order to achieve our ambitions. To counteract this development, we will analyze our measures taken to date and then derive specific strategies.

However, at Wieland, the advancement of women already begins with vocational training: we take part in career information days and the annual Girls' Day. We use these events to give girls insight into technical professions and promote the next generation of engineers. We also attend university fairs to attract women to a career at our company. In 2023, we were part of the her CAREER-Expo for the first time: a platform for female empowerment and female career planning. In future, we want to focus more on measures to promote career advancement for women in the company. These should take place holistically along the entire employee life cycle – from recruiting, to onboarding, right through to individual development and qualification.

Inclusive work culture

We aim to create a motivating and inclusive working environment, characterized by appreciation and equal opportunities. To this end, we promote diversity and inclusion through intercultural workshops as well as team-building, awareness-raising and qualification measures for the workforce. In 2023, for example, our US team commemorated and explained Black History Month, and on International Women's Day, we introduced various female employees through interviews and shared the story of their careers at Wieland. We also promote the compatibility of family and career: we use a wide range of measures and programs to enable our workforce to work flexible hours. In addition, we support all employees with ongoing further development measures and help them to incorporate new working methods and learning techniques into their everyday working lives Chapter People & Culture.

International dialog

As a global company, we have 79 sites in 20 countries. Our workforce includes 75 different nationalities. Therefore, we promote the international mobility of our employees and support them when they move to a new place of residence and work. In the 2022/23 fiscal year, the number of employees on secondment (expats) remained the same as in the previous year. We also enable our trainees and students to gain international experience at our sites abroad. The German Language Group was founded during the year under review: this group of interested employees from East Alton, IL (USA) learns German together every week. This voluntary and self-organized initiative is an exemplary contribution to the cultural transformation at Wieland, and demonstrates the interest of our employees in promoting and helping to shape this.

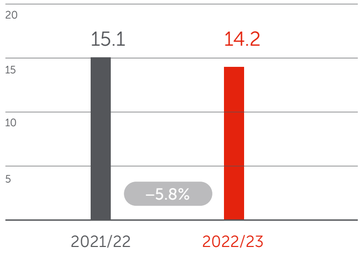
Facts and figures: diversity at Wieland

GRI 405-1 Regardless of location, we aim to maintain the long-term employability of our employees at every stage in their lives. Our safety strategy and the versatile occupational health management system are fundamental for achieving this Chapter Safety & Health.

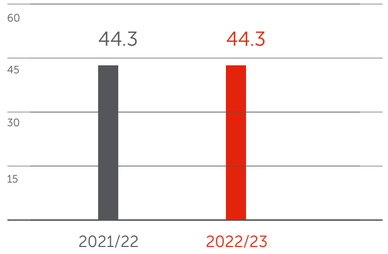
The average length of service with the company in the reporting year was 14.2 years, which corresponds to a decrease around 5.8 % compared to the previous year (15.1 years). The average age of Wieland employees worldwide was 44.3 in the year under review. Against the backdrop of demographic change, we expect the average age of our workforce to rise in the coming years. In order to respond appropriately to this development, we rely on measures that promote the performance and health of our employees. For this, we provide support such as our new sports, wellness and health offer Chapter Safety & Health as well as various offers alongside our employee life cycle, such as part-time and flexible working models or teleworking Chapter People & Culture. Our current age structure and length of service are shown in the following illustrations.

GRI 405-1 In the year under review, women accounted for 15 % of the Wieland Group's total worforce, which is on a par with the previous year. The proportion of women in leadership roles is also currently around 15 % (previous year: 16 %). Although we have already reached our target for 2025, we have deteriorated compared to the previous year. We want to change this and work even more ambitiously on providing opportunities for women to take up responsible leadership positions. By 2030, our goal is to increase the proportion of women in leadership roles to 20 %.

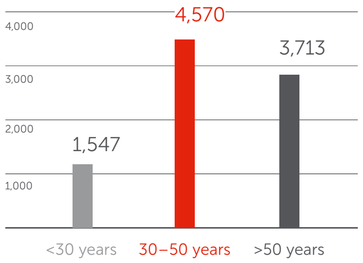
Average length of service in years



Global average age in years



Age structure in years



Women in leadership roles in 2022/23

Chief Officers[1]

2 male 0 female

Top management[1,2]

12 male 0 female

Management[1]

250 male 10 female

Employees with managerial responsibility[1]

547 male 120 female

Status 2023

15 %[3]

Target 2030

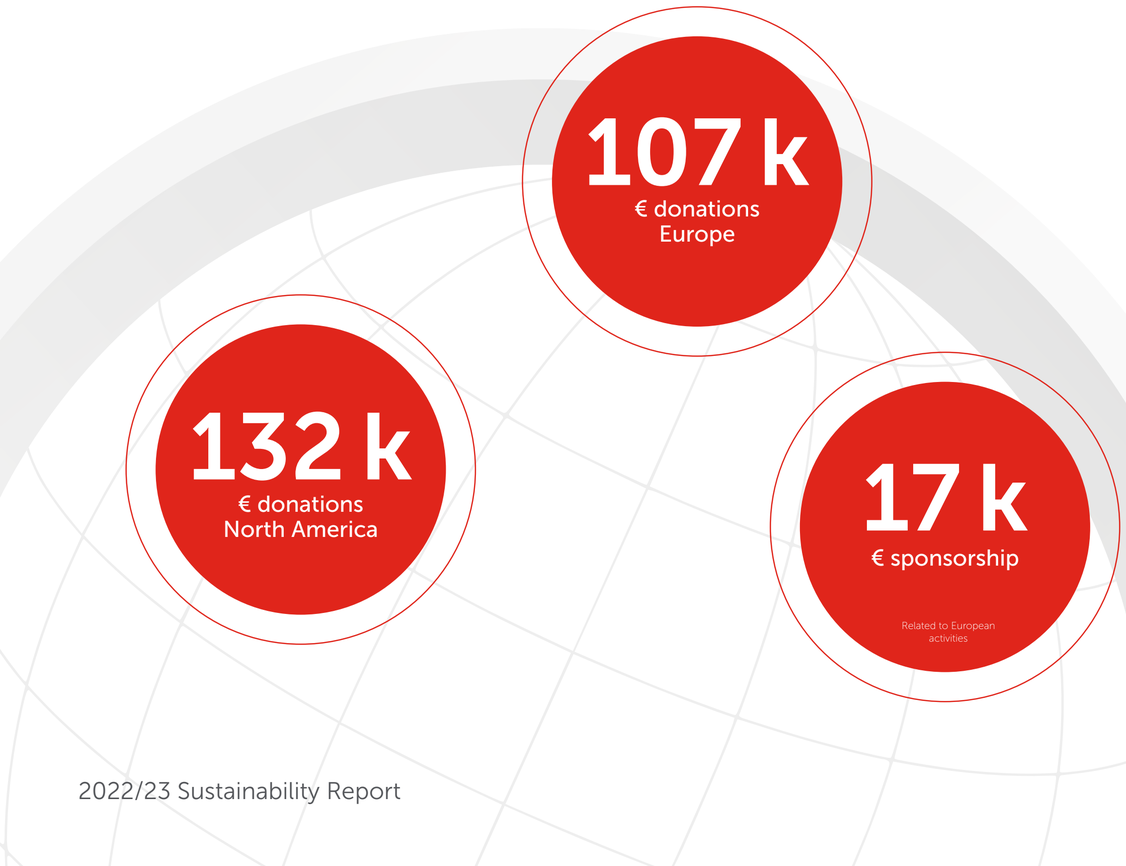
20 %[3]

[1] Excluding employees of Schwermetall Halbzeugwerk GmbH & Co. KG.
[2] Including passive members of the Executive Committee.
[3] Including employees of Schwermetall Halbzeugwerk GmbH & Co. KG.

Civil engagement

As a company with global operations and a long tradition behind it, civil engagement has long been one of the central pillars of our corporate governance. Not only because we have a significant responsibility – but also because it corresponds to our understanding of who we are. In doing so, we focus on four main topics: education & science, social issues, health & sport, and arts & culture.

Donations and sponsorships



30+

Scholarships for students at various universities

€ 85,000

Support for the Wieland North America Scholarship Program

€ 363,000

Donations to Berufsbildungswerk charitable foundation

Focus on the greater good

We are aware of our social responsibility, and we therefore support non-profit and non-commercial organizations based on our Code of Conduct and the newly revised donations and sponsorship policy. In this policy, we have enshrined the following principles for providing support: we prefer projects and organizations which particularly benefit the site regions that affect a large number of people – e.g. groups or teams – and which provide long-term practical help. We also especially want to assist organizations which our employees support, or which enable the participation of our employees. Political interest groups, parties, non-church religious groups, and ideological groups are all excluded as a matter of principle; furthermore, individuals and private persons cannot be considered on their own. We also refrain from making multiple donations to the same cause within a fiscal year.[1]

We define fundraising campaigns as either in-kind or cash donations. We do not expect anything in return for the support provided. We categorize sponsorship projects as publicly identifiable partnerships. These are coordinated worldwide with the Marketing & Communications department. In contrast, our donation activities are coordinated locally and documented globally through our Finance department. All requests for funding projects and partnerships are evaluated and reviewed according to the criteria set out in the policy. In the year under review, for example, we supported various projects in the German-speaking region alone with a total funding volume of € 96,583. These include social projects, organizations, and direct aid, as well as long-term support for institutions. We implemented donation and sponsorship projects worldwide amounting to € 256,646. An overview of the donation and sponsorship volume is shown on the left.

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

Commitment to education and science

GRI 413-1 We have been supporting education, research, art, and culture through a charitable foundation – Berufsbildungswerk Philipp Jakob Wieland – since 1970. This includes donations, subsidies for employees, scholarships, and covering other expenses. In schools, the foundation supports projects relating to digitalization in industry or robotics, as well as theater and activities to promote good health. The funding provided in total around € 363,000 in the reporting year. As part of the Deutschlandstipendium scholarship program, Berufsbildungswerk supported 30 students from various colleges and universities in the year under review. Further scholarships were awarded to participants in the Master Online Advanced Oncology degree program at the Medical Faculty of the University of Ulm, and to employees who opted for a full-time Master's degree program. We also support the "Lebensspur" foundation by providing three scholarships annually in Baden-Württemberg for school pupils with inclusion needs, in order to make it easier for them to start their careers. In addition to Wieland-Werke AG, which sponsors the Ulm Innovation Region and the regional "Jugend forscht" youth research competition, the Berufsbildungswerk also provides funding here.

Since 1969, we have provided financial support for children of Wieland employees at the Business Unit Rolled Products in the USA for their college education: in 2022, we introduced the Wieland North America Scholarship Program for all our business units in the United States. We continued this program during the year under review and donated a total of USD 85,000. Of this, six new scholarships of USD 30,000 were awarded to high school graduates. Since the 2022/23 fiscal year, we have also sponsored the Fire Science Academy at a community college in East Alton, IL (USA). The Wieland site fire department in East Alton supports the development of this academy and the training provided, in order to support even more locally trained junior staff. Furthermore, long-term cooperation is planned, in which the training center will continue to benefit from donations in kind and training equipment from Wieland in the future.

Cultural and social commitment

Our cultural and social sponsorships focus primarily on the needs of the individual communities at our locations across the globe. One of the projects we have provided long-term funding for is the Süddeutsche Kinderhospiz-Stiftung children's hospice, which is the only institution that offers support for families and children with cancer and incurable diseases in the region of southern Germany. This includes outpatient and inpatient treatment facilities and direct assistance for affected families. We also support the Lichtersee nature reserve, which is located near the company headquarters in the Danube Valley. As part of our support, we donated an observation telescope together with the Landesstiftung Naturschutzfonds state foundation and the city of Ulm (Germany). It is used to observe rare bird species and other animals, is within easy walking distance for the employees, and is also a good opportunity to spend time in nature and promote ecological understanding. We have also made a financial contribution to the Uniting Partners for Women and Children (UP) organization in Louisville, KY (USA). It provides support to homeless women and their children, as well as marginalized people, in the United States.

Socio-ecological impact with used equipment

Since the beginning of 2022, Wieland has been a cooperation partner of Arbeit für Menschen mit Behinderung (AfB) GmbH, which provides work for people with disabilities. It specializes in refurbishing used IT devices from companies and returning them to the economic cycle. 45 % of employees are people with disabilities. Since the start of the collaboration in January 2022, AfB GmbH has collected a total of 672 IT and mobile devices with a total weight of 2.6 tons from Wieland sites. AfB was able to re-market 23 % of these old devices after data destruction, hardware testing, spare parts procurement, repairs, upgrades, and cleaning. Our employees also benefit from the cooperation: the two sales campaigns held so far in Vöhringen and Ulm (Germany) have been very well received by our workforce.

Commitment to health and sport

For us, commitment in this area means promoting mental and physical health, as well as physical activity and sport. One example is our support for the “Pedal the Cause” non-profit organization in St. Louis, MO (USA). Every year, it organizes a bicycle race lasting several days, in which donations are collected for cancer research. In Germany, we support the "Donauhaie" wheelchair rugby team in Illerrieden. During the year under review, we sponsored the team with 40 jerseys in two designs each. Members from the region have been participating in the sport for a long time and now play in the regional league and the Bundesliga. The project is all the more important because one of our employees is a team member.

Sustainability Award 2023

In February 2023, we presented the Wieland Sustainability Award on a one-off basis. In doing so, we supported students as well as their professors and ideas with a focus on sustainability. The winning topic was about the implementation of sustainability in the product development processes. The second and third-placed topics were about the recycling of metals from industrial waste, especially batteries. The teams that achieved the top three places received prize money totaling € 20,000.

Nomination as a “Volunteer-friendly employer”

In 2023, Wieland was nominated as a "Volunteer-friendly employer in Villingen-Schwenningen". The state of Baden-Württemberg presents this award annually to 30 companies, which have been supporting their employees with voluntary work for many years. Our site fire department in Villingen (Germany) is very active on a voluntary basis. As an employer, it is important for us to enable our workforce to engage in voluntary work.

Strengthening governance

Governance – our focus

● completed ◌ ongoing ○ in preparation % status 2022/23

Responsible corporate governance

Establish our values in the corporate culture in the long term

- ● Introduce a Group-wide compliance risk assessment by 2022. Regularly perform the compliance risk assessment from 2023 onwards
- ● Introduce a Group-wide anti-corruption policy by 2022
- ◌ Certify the Compliance Management System of the majority-owned operating companies in Germany in accordance with DIN EN ISO 37301 by 2024
- ◌ Conduct Group-wide mandatory training on corruption prevention
- ○ Certify the Compliance Management System of the operating companies in the USA in accordance with DIN EN ISO 37301 by 2026

Sustainable procurement

Establish sustainable procurement processes and ESG assessment of suppliers

- ● Introduce a global business partner screening tool for all existing suppliers from 2022 onwards
- ◌ Extend the framework agreements to include the mandatory disclosure of an annual PCF and the recycled content for strategic suppliers of prime metals and shapes by 2025
- ◌ Increase purchasing volume from certified or audited suppliers of prime metals and shapes to 100 % by 2030 (36 %)
- ◌ Develop and publish a Group-wide policy on sustainable procurement by the end of 2023

Responsible corporate governance

For Wieland, corporate governance means management that is responsible, legally compliant, and focused on long-term value creation. Efficient cooperation between the Executive Board and the Supervisory Board, transparent reporting, and appropriate risk and compliance management are essential for achieving this. We also act responsibly within the supply chain and take our due diligence obligations seriously.

Ensuring good corporate governance

GRI 3-3 In our view, the value of our company can only be safeguarded and increased through responsible corporate governance. The key instrument for this purpose is the integrated risk control system (RCS), which combines the risk management, the internal control system (ICS) and the Compliance Management System. We work on the Group-wide standardization of individual management systems and on the harmonization of integrative structures on an ongoing basis.

Our Compliance department continuously develops and improves the compliance structures, which serve as orientation for all employees of the company. In addition to the position of Group Compliance Officer, a Compliance Committee has been established to create the framework for the Compliance Management System.

To ensure increasingly sustainable value creation, the Executive Board and Supervisory Board manage the company in accordance with nationally and internationally recognized standards Chapter Sustainability Strategy & Management.

Anti-corruption and anti-competitive behavior

For Wieland, preventing corruption and anti-competitive behavior is a central element of compliance. Both our Code of Conduct and the related policies such as our anti-corruption policy set the guardrails for acting with integrity. We strictly reject any form of corruption – be it active or passive. This Group-wide ban applies not only to members of the government and public officials, but also to business partners. In the year under review, we conducted training courses on topics such as corruption prevention and antitrust prevention. Both topics are part of our focal compliance areas (data protection, antitrust prevention, corruption prevention, export control, supply chain compliance, and money laundering prevention). In the 2023/24 fiscal year, we will once again focus on the prevention of corruption. For this we are planning measures, to raise awareness among our employees, sales partners, and other business partners.

We do not tolerate corruption. Therefore, we implement measures to raise awareness amongst our employees.

Identifying, assessing and controlling risks

GRI 3-3 The Wieland Group's varied risk and opportunity management system helps us to identify and evaluate potential hazards systematically and, if necessary, take action in response to them. In doing so, we consider corporate risks and compliance risks 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, a unit independent of the business area is responsible for controlling the risk management system and the RCS. By this, the risk is 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, and the internal guidelines.

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 our statutory due diligence duties and the obligation to furnish evidence for the management and the Supervisory Board, the reliability of financial information and accounting, compliance obligations based on legislation and internal guidelines, as well as the prevention of misuse of our 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.

A Group-wide compliance risk assessment, which is conducted in a three-year cycle, helps to identify and evaluate potential risks for the Wieland Group in advance and to derive adequate measures for risk mitigation. First, the relevance of the defined risk scenarios is determined for the respective company, in order to then establish the probability of occurrence and the potential risk consequences, without the risk minimization measures that are already implemented (gross risk). In the next step, the measures already implemented are identified and their appropriateness and effectiveness for minimizing the respective risk are assessed (net risk). These results are incorporated into the planned measures.

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

No non-financial risks were identified for the 2022/23 fiscal year that are highly likely to have a serious negative impact on employees, environmental issues, respect for human rights, the fight against corruption and bribery, or social issues. However, it is impossible to rule out a negative impact on the main non-financial issues.

Our Compliance Management System (CMS)

Compliance is an integral part of the corporate culture at Wieland. In our Code of Conduct, we explicitly commit to promoting integrity and simultaneously sanctioning non-compliant behavior. This applies both within the Wieland Group and in our dealings with business partners.

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

The CMS focuses in particular on the topics of corruption, antitrust and money laundering prevention, export control, data protection, and supply chain compliance. In future, it is to be certified according to ISO 37301:2021 throughout the Group; for the parent company and the German companies, certification is to take place during the 2023/24 fiscal year.

GRI 2-25/26 Wieland's integrity portal is an important tool for identifying compliance violations, both in the Wieland Group and in our supply chain. The whistleblower platform has been implemented Group-wide and is available in all languages spoken throughout the Wieland Group. Information from employees, business partners, and other third parties can be reported by telephone or online via the integrity portal. Reporting in person is also possible. 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. Ten internal investigations were initiated in the 2022/23 fiscal year based on corresponding reports.

GRI 205-2 Wieland has established a training program, in order to make employees sufficiently aware of the various compliance obligations. Mandatory training on the focal compliance areas is offered via a newly implemented learning management system. One of these training courses is aimed at managers and covers the new human rights and working conditions policy.

Opportunities and risks associated with climate change

GRI 201-2 The Wieland Group also explicitly includes non-financial risks and opportunities in its risk management system, such as the implications of climate change. The climate crisis is causing increasing risks of natural disasters worldwide. These can also affect our sites as well as our production and service companies, and lead to corresponding business interruptions and damage to company assets. For example, a production plant of Wieland-Werke AG in Langenberg (Germany) was also flooded during the catastrophic floods that hit western Germany in July 2021. In order to counter any natural disasters, all 17 production sites are being audited externally to determine their exposure to flood risks. We are also investigating possible countermeasures in connection with insurance coverage. Due to an increased risk, we are currently implementing additional measures with a budget of approximately € 15 million at the Ulm and Vöhringen sites (both in Germany) in cooperation with specialist engineers.

We also see opportunities for our business model in the fight against climate change. For example, the introduction of, or conversion of vehicles to electrically powered engines will lead to a significant increase in demand for copper and copper alloys in the coming years. This means that both increasing vehicle electrification and the stronger focus on the circular economy have the potential to create additional business and earnings opportunities for us. We aim to exploit this potential both for our organic growth (CapEx in accordance with the EU Taxonomy) and for inorganic acquisitions (ESG due diligence) Chapter Business model and corporate strategy. Market opportunities are also arising from the energy transition initiated by the German government. Due to their high thermal and electrical conductivity, copper alloys make a significant contribution to boosting energy efficiency in various applications, notably in energy management and distribution, renewable energies, as well as in refrigeration, air conditioning and heating systems.

Compliance with tax legislation

GRI 3-3, 207-1/2/3 Compliance with all national and international tax laws is part of responsible corporate governance for the Wieland Group. The overriding objective of our global tax policy is to pursue an economically efficient, legally compliant tax strategy while at the same time mitigating tax risks. The 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 our tax policy and defines the individual measures, including the role played by the management as well as the Tax department.

We adhere to the applicable tax legislation in our business activities and follow the corresponding interpretation of the legislation, as well as transfer pricing guidelines. The arm's-length standard for transfer pricing according to the Organisation for Economic Cooperation and Development (OECD) and the requirements of the country concerned are taken into account.

Key tax compliance, risk, and related matters are presented to, and approved by, the Chief Financial Officer (CFO) and the Executive Board. Tax matters are reported directly to the CFO on a monthly basis. All relevant information on case-related value added tax (VAT) risks as well as mitigation measures is documented centrally on a monthly basis and used for internal communication. This includes the five largest exposures to risk along with planned countermeasures, the prioritization, the minimum and maximum potential monetary risk, as well as certain special topics.

In addition to internal controls, the tax management system is subjected to an external audit of VAT risks. The latest report attests that the principles defined and measures taken provide sufficient security in respect of risk mitigation. In addition, the results of special VAT audits and requests for information from abroad are also documented. The findings from these audits are analyzed and measures for improvement are derived. At the end of the year, the Tax department also carries out a data analysis which directly evaluates and, if necessary, corrects any uncertainty in the supporting documents.

The control and, in particular, the risk management of our tax strategy with regard to VAT are ensured at Wieland-Werke AG thanks to certification in accordance with IDW PS 980. The Tax Compliance Management System is regularly adapted to match the 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 (APA) have been concluded with various foreign tax authorities. In addition, we are further developing the certified Tax Compliance Management System in the area of VAT, with the help of software-assisted automation of control processes.

Responsible handling of data

GRI 3-3 In a world of digital business processes, data protection and data security have to meet legal requirements while at the same time helping to foster trust.

Our customers, suppliers, and employees expect us to process their data responsibly and securely. In addition to a Group data protection officer, the Wieland Group has a reporting process for data breaches, as well as standardized processes for fulfilling data subjects' rights. In addition, we maintain a processing record in accordance with the statutory requirements, in which relevant data processing processes and risk assessments are documented.

In order to minimize the IT security risk, we have reorganized the Corporate Function IT globally. This reorganization takes their needs into account. The reorganization enabled us to strengthen the link between global organizational units. The new IT Security and Compliance unit specializes exclusively in IT security within the global IT. Wieland protects itself against data loss, espionage, and malware through coordinated IT security measures and up-to-date defenses such as firewalls and malware protection. We are also migrating technologies such as VPNs, mail security, and firewalls to more powerful solutions. We use awareness campaigns to sensitize our employees to topics related to cybersecurity. We rely on unified global processes as well as infrastructure and application platforms, which enable efficient control and communication.

Sustainable procurement

As a company with global operations, responsible procurement is of particular importance to the Wieland Group. We are aware of our responsibility to ensure environmental and social standards in the supply chain. To do so, we have implemented appropriate processes and work closely with our suppliers. Our policy on sustainable procurement, developed during the reporting period, takes into account the Wieland sustainability goals and will be applicable to all sites and employees of the Wieland Group.

Focus on due diligence

GRI 2-6 As a global industrial company, we are committed to working towards good practices in all phases of our supply chains and production chains with regard to safety, health, the environment, human and labor rights, as well as business ethics. As a manufacturer of semi-finishes products, we source raw materials from 60 countries worldwide. We strive to purchase our materials from suppliers that consistently respect human rights and environmental regulations. In particular when sourcing from countries with lower sustainability standards, we take our due diligence obligations seriously: we implement measures and processes, in order to minimize relevant risks as much as possible.

The German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG) has entered into force on January 1, 2023. The Wieland Group complies with its statutory requirements and reviews them regularly and on a case-by-case basis. With regard to our due diligence obligations in the supply chain, internationally recognized standards form the basis for our actions. We are guided by the UN Guiding Principles on Business and Human Rights and the provisions of the core labor standards of the International Labour Organization (ILO). Since 2021, we have been a signatory to the UNGC and have made a commited to implement the ten principles relating to human rights, labor standards, environmental protection, and the fight against corruption in our business activities.

We work purposefully with our suppliers, in order to continuously improve the sustainability standards throughout our supply chain. Our goal is to continuously increase the transparency within the supply chain. For this purpose, we are also in contact with safety experts, industry consortia, our customers, and our employees.

The requirements for sustainable procurement at Wieland were bundled in the Center of Excellence in the Corporate Function Global Procurement & Logistics during the reporting period. However, the relevant specialist purchasing functions are still operationally responsible for implementing them. The Center of Excellence works closely with the Corporate Function 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, and is thus our focus from a procurement perspective with regard to the circular economy and climate protection. The Corporate Function Global Procurement & Logistics is responsible for capital goods, consumables and supplies, spare parts, direct materials, energy, logistics, and services. Wieland's global supplier base consists of around 14,000 suppliers.

75 % of our Scope 3 emissions are associated with metallic primary materials Chapter Decarbonization. More than two-thirds of the metals we use consists of secondary raw materials, primarily sourced from suppliers in Europe and North America, with one-third relating to primary raw materials and shapes, such as billets and slabs.

Guidelines for sustainable procurement

GRI 3-3, 204-1, 308-1 As an industrial company with global operations, we take responsibility, together with our many suppliers and subcontractors, to comply with with the applicable laws and recognized standards. We aim to cooperate with them to promote more sustainable and fairer supply chains.

The sustainability standards for our value chain are documented in our Supplier Code, which was last updated in April 2023. It contains minimum requirements for compliance with internationally defined human rights based on the fundamental principles of the Universal Declaration of Human Rights and corresponding UN documents, as well as the minimum standards for climate and environmental protection. Should a supplier fail to recognize our Supplier Code without presenting its own equivalent Code of Conduct, we reserve the right to impose sanctions. In such cases, we also consider terminating the business relationship. Appropriate agreements, which include requirements for topics such as the recycled content or the CO_2 emissions, form an integral part of new contract negotiations with our strategic suppliers of prime metals and shapes. During the reporting period, 67 % of our strategic suppliers[1] signed such an agreement. In addition, from 2030 onwards, 100 % of our purchasing volume should come from new metal suppliers that are certified or audited according to the internationally recognized The Copper Mark standard or equivalent standards. The Copper Mark framework focuses on promoting responsible practices in the copper, molybdenum, nickel and zinc value chains.

To complement the Supplier Code, we developed a Group-wide policy on sustainable procurement during the 2022/23 fiscal year, with the participation of various internal stakeholders such as purchasing, compliance, human resources, and recycling. It aims to ensure compliance with environmental and social standards by our suppliers, taking into account our sustainability goals.

The Sustainable procurement policy will be published at the beginning of the year and will apply from then onwards to all sites and employees of the Wieland Group. During the reporting period, we also provided our business partners with a statement on our approaches and measures in the interests of sustainable procurement.

[1] Strategic suppliers are the top suppliers, which account for 80 % of the total turnover of the Corporate Function Global Metals Management.

Ensuring sustainable procurement processes

We have defined sustainability requirements for our own field of business, based on which we evaluate our environmental and social impact. We place the same demands on our suppliers.

To ensure our requirements are met, we assess our strategic suppliers of prime metals and shapes on various sustainability criteria every two years using a standardized questionnaire. We exceeded our target to having assessed 90 % of our strategic suppliers by 2022 with 93 %.

In accordance with the legal requirements of the LkSG, we review our suppliers annually and on a case-by-case basis for relevant sector and country risks. Preventive and corrective actions help to minimize risks. In addition, regular effectiveness checks serve as an early warning system: by identifying risks within our supply chain in a timely manner, we can take corrective measures.

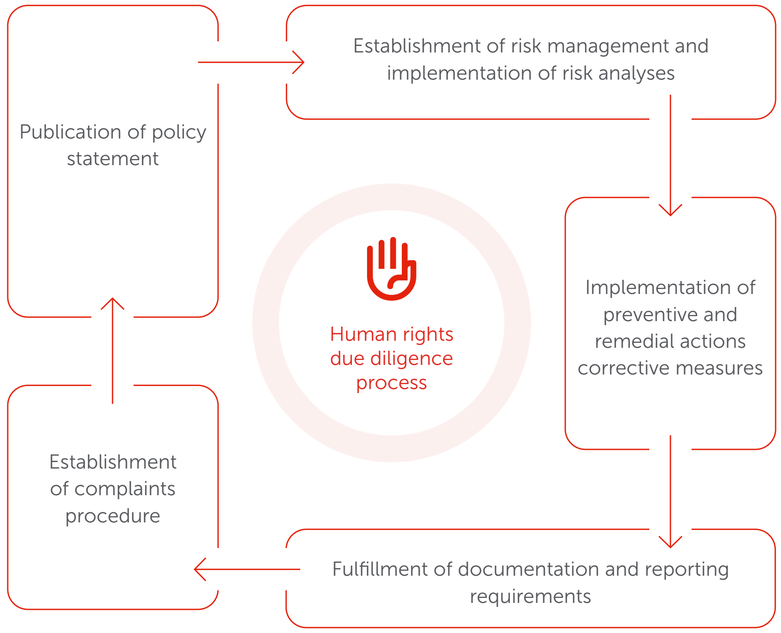
In addition, we request our strategic suppliers to disclose emission data and the recycled content. Furthermore, we plan to create transparency with regard to the product carbon footprint (PCF) in the supply chain from strategic prime metals and shapes suppliers by 2025, and to include this as an additional element in our framework agreements. We will also consider the PCF as an evaluation criterion when selecting suppliers. This enables us to implement effective measures to reduce our Scope 3 emissions Chapter Decarbonization. In this way, we can make a significant contribution to increasing transparency in our supply chain.

GRI 414-1 In 2023, we introduced a global business partner screening tool for all existing and new suppliers. This risk and sustainability monitoring is based on the OECD Due Diligence Guidance and the German LkSG for direct and indirect suppliers. In the year under review, we have thus verified the extent to which our existing and new suppliers comply with human rights and labor practices, as well as standards of business ethics and environmental standards. In the future, the screening tool is also to be used for assessments based on ESG criteria where applicable. To this end, in the 2023/24 fiscal year, we will examine how our internal ESG assessment can be sensibly linked with the requirements of the LkSG.

In focus: human rights due diligence

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

In accordance with the requirements of the LkSG, our Policy Statement Human Rights Strategy sets out the fundamental process for fulfilling our human rights due diligence. Within the Wieland Group, the Corporate Functions Human Resources



and Legal & Insurance deal with the issues of human rights and working conditions, in dialog with the Sustainability team. Our Human Rights Officer also serves as a central contact person for all issues related to human rights. Our guidelines that we follow are described in the Chapter Responsible corporate governance. To complement this, a Group-wide binding internal policy on human rights due diligence and working conditions summarizes the most important points in this regard. It provides a uniform understanding of good and fair working conditions, fair interaction with each other – both between employees and with business partners – as well as the measures required to comply with human rights standards. In doing so, we ensure a uniform minimum level of human rights protection in our sphere of influence, in every single region of the world we operate. During the reporting period, the content of the policy was communicated to all managers throughout the Group using e-learning, and then regularly refreshed in the form of so-called awareness training sessions.

We also use the business partner screening tool described above for supplier risk analysis and have defined objective criteria. In doing so, we assess, the country and sector risks of the respective supplier annually and on a case-by-case basis. The risk analysis of our own field of business is integrated into the compliance risk assessment Chapter Responsible corporate governance. In this context, we have analyzed the relevance, probability and extent of damage of large risk situations of the Wieland Group, which can be derived from human rights risks and environmental risks pursuant to the LkSG.

After careful assessment, we have found that certain suppliers carry increased risks. In order to mitigate these risks, we have implemented appropriate strategies for the high-risk suppliers, or are further developing these strategies. We also have appropriate preventative and corrective measures in place for suppliers with a high risk profile. The Wieland Group will publish a report on the fulfillment of its due diligence obligations no later than four months after the end of the current fiscal year.

We also carried out an LkSG-compliant review of compliance with human rights at 63 Wieland companies during the reporting period. This review will also be covered by our business partner screening tool in the future.

Whistleblower system

GRI 2-25 Our objective is to use our due diligence process to enhance the existing protection of human rights, good working conditions, and the environmental standards within the Wieland Group. Our whistleblower system is an essential part of our compliance strategy and gives us the opportunity to react quickly to shortcomings. All employees, suppliers, business partners, and all other stakeholders, including private individuals, have the opportunity to report deficiencies or violations of human rights or environmental standards within the Wieland Group, or at our suppliers and their subcontractors. These reports can be submitted confidentially at any time via our anonymous Wieland's integrity portal.

Involvement in industry initiatives

GRI 2-28 Our main industry associations, the WirtschaftsVereinigung Metalle (WVMetalle) and the International Copper Association (ICA), support their members in establishing sustainable supply chains. For example, we are involved in the MARS (Metal Alliance for Responsible Sourcing) initiative of WVMetalle. MARS supports its members in the procurement of sustainable raw materials. In addition, the initiative helps companies implement increasingly stringent due diligence requirements in the supply chains of their processes, in accordance with OECD guidelines.

Dealing with conflict materials

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

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

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

Overview of key figures

Environment

Environmental management

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Production sites with ISO 50001 certification[1]		%	47.1	47.1	47.1	-
Production sites with ISO 14001 certification		%	82.4	82.4	82.4	-
Production sites for which an environmental risk assessment has been conducted		%	82.4	82.4	82.4	-
Employee trained on environmental topics	Proportion of the total workforce that has received (internal or external) training on environmental topics	%	24.4	22.8	21.5	–6.0%

[1] At all major production sites (the definition of our production sites can be found in the report profile: About this report).

Energy

GRI 302-1/3/4

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Energy consumption at our company	Total	MWh	1,541,192.6	1,516,663.6	1,303,188.1	–14.1 %
Energy consumption at our company	Proportion of consumption of renewable energies	%	3.3	3.4	3.5	+1.8 %
Consumption of non-renewable fuels (Scope 1)	Total	MWh	582,623.3	577,993.6	488,389.3	–15.5 %
	Natural gas	MWh	564,988.2	562,514.1	465,920.1	–17.2 %
	Butane	MWh	1,993.0	-	-	-
	Diesel	MWh	9,874.0	7,730.1	8,621.9	+11.5 %
	Propane	MWh	4,989.2	5,745.8	10,659.3	+85.5 %
	Gasoline	MWh	428.1	752.5	840.2	+11.7 %
	Heating oil (heavy)	MWh	350.8	1,251.1	2,347.9	+87.7 %
Consumption of purchased secondary energy (Scope 2)	Total	MWh	962,074	945,310	816,076	–13.7 %
	Electricity	MWh	936,431	916,477	787,241	–14.1 %
	from non-renewable sources	MWh	885,582	863,980	741,317	–14.2 %
	from renewable sources	MWh	50,849	52,498	45,924	–12.5 %
	Steam	MWh	25,643.0	28,832.9	28,835.1	-
Electricity generated in-house from renewable sources	Total	MWh	6,401.0	6,640.2	9,484.0	+42.8 %
	Hydropower	MWh	6,366.0	6,607.0	6,968.3	+5.5 %
	Photovoltaic	MWh	35.0	33.2	2,515.8	+7,485.3 %
Consumption of electricity generated in-house from renewable sources	Total	MWh	-	-	7,204.8	-
	Hydropower	MWh	-	-	5,178.8	-
	Photovoltaic	MWh	-	-	2,026.8	-
Electricity sold to third parties		MWh	–3,504.6	–6,640.2	–1,277.2	–80.8 %
Energy intensity[1]		kWh/t	2,060.5	2,125.2	2,102.5	–1.1 %
Reduction of energy consumption	as a direct result of saving and efficiency initiatives	MWh	10,345.1	20,403.0	46,471.0	+127.8 %

[1] The values relate to the amount sold by the Wieland Group.

Environment

Greenhouse gas emissions

GRI 305-1/2/3/4

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Scope 1, 2, and 3	Total	kt CO_2	1,739.1	2,062.1	1,712.2	–16.9 %
Direct emissions (Scope 1)	Total[1]	kt CO_2	107.2	106.3[4]	90.3	–15.0 %
	Specific[2]	kt CO_2 /t	143.3	149.0	145.8	–2.2 %
Indirect emissions (Scope 2) local-based	Total[1]	kt CO_2	400.6	436.4	386.2	–11.5 %
	Specific[2]	kt CO_2 /t	535.6	611.4	623.1	+1.9 %
Indirect emissions (Scope 2) market-based[3]	Total[1]	kt CO_2	436.8	476.2	454.2	–4.6 %
	Specific[2]	kt CO_2 /t	583.9	667.3	732.8	+9.8 %
Scope 1 + Scope 2 emissions (market-based)	Total[1]	kt CO_2	544.0	582.5	544.6	–6.5 %
	Specific[2]	kt CO_2 /t	727.2	816.2	878.6	+7.6 %

[1] Wieland reports emissions in line with the Greenhouse Gas Protocol/the German industry standard DIN EN ISO 14064-1.
[2] The values relate to the amount sold by the Wieland Group.
[3] There are market-based emission factors available for approximately 95 % of the consumption, and the rest was determined on a local basis.
[4] Value from the 2020/21 fiscal year adjusted due to improvements in data quality.

Greenhouse gas emissions

GRI 305-1/2/3/4

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Indirect emissions (Scope 3)[1]	Total	kt CO_2	1,195.2	1,479.5	1,167.9	–21.1 %
	Upstream	kt CO_2	1,180.1	1,465.2	1,169.6	–20.2 %
	Downstream	kt CO_2	15.0	14.4	6.7	–53.3 %
	Specific	kt CO_2 /t	1,597.9	2,073.1	1,897.2	–8.5 %
	Purchased metal raw materials and semi-finished metal products (purchased goods and services)	kt CO_2	983.0	1,219.0	876.7	–28.1 %
	Upstream transport and distribution	kt CO_2	68.8[2]	78.1	90.4	+15.8 %
	Consumables and supplies (purchased goods and services)	kt CO_2	43.0	49.3	29.7	–39.8 %
	Production goods	kt CO_2	38.3	59.5	108.3	+82.1 %
	Packaging (purchased goods and services)	kt CO_2	18.9	21.5	24.3	+13.2 %
	Fuel and energy-related activities	kt CO_2	18.5	18.4	15.0	–18.4 %
	Employee commuting	kt CO_2	6.5	7.3	7.6	+4.9 %
	Waste produced by operations	kt CO_2	1.6	10.6	0.2	–97.9 %
	Business trips[3]	kt CO_2	1.5	1.5	9.1	+494.0 %
	Dealing with products sold at the end of their life cycle	kt CO_2	15.0	14.4	6.3	–56.3 %
	Emissions of volatile gases (purchased goods and services)	kt CO_2	-	-	0,2	-

[1] All categories of the Greenhouse Gas Protocol/German industry standard DIN EN ISO 14064-1 relevant for the Wieland Group were taken into account. As of the 2021/22 fiscal year, dealing with products sold at the end of their life cycle is taken into account in the Scope 3 category; previous values have been adjusted retroactively.
[2] Value from the 2020/21 fiscal year adjusted due to improvements in data quality.
[3] Significant increase due to expanded use of actual measurements instead of extrapolation.

Environment

Air emissions

GRI 305-7

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Particulate matter		t	39.5	34.9	36.3	+4.0 %
Nitrogen oxides (NOx)	Discharged into the air during combustion	t	150.3	137.6	116.5	–15.4 %
	Discharged into the air by the foundries	t	13.1	7.2	11.8	+63.2 %

Water withdrawal

GRI 303-3

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Water withdrawal[1]	Total	Million m³	13.7	12.3	11.4	–7.2 %
Water withdrawal groundwater	Total	Million m³	9.6	9.4	8.9	–5.2 %
	In areas with water stress	Million m³	-	0.1	0.1	–20.5 %
Water withdrawal surface water	Total	Million m³	-	-	-	-
	In areas with water stress	Million m³	-	-	-	-
Water withdrawal seawater[2]		Million m³	-	-	-	-
Other water from third parties (incl. drinking water)	Total	Million m³	4.1	2.9	2.5	13.7 %
	In areas with water stress	Million m³	3.5	2.3	2.1	–7.6 %
Areas with water stress	Water withdrawn from regions with high or extremely high water stress	%	25.3	18.9	18.7	–0.9 %
Water intensity of the products	In areas with water stress	m³/t	18.3	17.2	18.4	–6.0 %
Intended use of the water	Cooling water	Million m³	11.3	9.8	9.2	–6.0 %
	Process water	Million m³	1.9	2.0	1.9	–2.8 %
	Sanitary & drinking water	Million m³	0.1	0.1	0.1	–4.6 %

[1] At all production sites, only fresh water is withdrawn.
[2] Seawater is not used as a source of water at any of the sites.

Water consumption

GRI 303-5

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Water consumption	Total	Million m³	0.6	-	–0.4	+1,374.8 %[1]

[1] A positive percentage change compared to the previous year is due to an increase in the amount of rainwater discharged, which is not classified as water withdrawal.

Water discharge

GRI 303-4

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Water discharge	Total[1]	Million m³	13.1	12.3	11.9	–3.8 %
	In areas with water stress	Million m³	3.5	2.7	2.7	+1.2 %
	Surface water	Million m³	11.2	9.6	9.0	–5.5 %
	Municipal wastewater treatment facilities and third parties	Million m³	1.9	0.5	0.4	–9.4 %
	Other third parties	Million m³	-	2.3	2.4	+4.4 %
Untreated water discharge		Million m³	12.4	11.6	11.2	–3.5 %
Treated water discharge		Million m³	0.7	0.7	0.7	–9.9 %

[1] The total volume includes both the sewage system and discharge to service companies.

Discharge of pollutant emissions into water

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Pollutant emissions into water	Total	kg	-	-	201.6	-
	Copper	kg	-	-	66.5	-
	Zinc	kg	-	-	20.3	-
	Lead	kg	-	-	114.8	-

Environment

Waste

GRI 306-3/4/5

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Waste	Total[1]	t	49,009.0	62,997.5	53,825.6	–14.6 %
	Hazardous waste	t	12,214.0	9,729.2	13,409.5	+37.8 %
	Non-hazardous waste[2]	t	36,795.0	53,268.2	40,416.1	–24.1 %
Disposal of waste avoided	Recycling	t	43,172.0	51,931.5	45,400.0	–12.6 %
	Hazardous waste	t	10,516.0	8,415.0	13,409.5	+59.4 %
	Non-hazardous waste	t	32,656.0	43,516.5	31,990.5	–26.5 %
Waste delivered for disposal[3]	Total	t	8,871.0	11,206.1	8,425.6	–24.8 %
	Combustion (hazardous waste)	t	-	-	-	-
	Landfill (hazardous waste)	t	-	-	-	-
	Combustion (non-hazardous waste)	t	8,871.0	11,206.1	8,425.6	–24.8 %
	Landfill (non-hazardous waste)	t	-	-	-	-

[1] Total amount of waste (sum of all quantities defined as waste).
[2] This includes steel, metals, slag/dross, oven ceramics, wood (e.g. packaging), paper, cardboard, plastic (e.g. film), and others.
[3] A standardized category for hazardous and non-hazardous waste was introduced in the 2022/23 fiscal year. The previous years were adjusted accordingly.

Materials

GRI 301-2

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Recycled content		%	-	75.6	76.8	+1.6 %
Lead in total alloy portfolio[1]	Proportion	kg	5,294,415.0	6,416,332.0	4,808,351.0	–22.0 %

[1] Amount of lead used for alloy production at the foundry sites. Values from previous years were adjusted due to improved data quality.

Research and development expenses

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Research and development expenses	Total	Million euros	10.0	10.0	17.0	+70.0 %

Carbon footprint of the products

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Product carbon footprint (PCF)	Average at Group level	t CO_2 /t product	2.4	2.9	2.7	–7.6 %

Social issues

Employee issues

GRI 2-7, GRI 2-8, GRI 2-30

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Employees[1]	Total	No.	8,364	9,265	9,830	+6.1 %
Employees by type of employment and gender[2]	Full-time employees total	No.	3,715	3,961	4,091	+3.3 %
	Full-time employees male	No.	3,436	3,639	3,749	+3.0 %
	Full-time employees female	No.	279	322	342	+6.2 %
	Full-time employees non-binary	No.	-	-	-	-
	Part-time employees total	No.	357	392	415	+5.9 %
	Part-time employees male	No.	142	170	183	+7.6 %
	Part-time employees female	No.	215	222	232	+4.5 %
	Part-time employees non-binary	No.	-	-	-	-
Employees employed through third parties[3]		No.	44	25	1	–96.0 %
Employees subject to labor agreements[4]		%	94.2	94.4	94.2	–0.2 %

[1] Including employees of Schwermetall Halbzeugwerk GmbH & Co. KG.
[2] Based on employees of Wieland-Werke AG. The local working time regulations apply.
[3] Based on temporary employees of Wieland-Werke AG.
[4] Based on white-collar and blue-collar employees of Wieland-Werke AG.

Employee issues

GRI 401-1

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Total new hires[1]	Total	No.	1,271	2,290	1,984	–13.4 %
	Male	No.	1,027	1,937	1,641	–15.3 %
	Female	No.	244	353	343	–2.8 %
	Non-binary	No.	-	-	-	-
	Europe	No.	454	1,119	901	–19.5 %
	North America	No.	769	1,060	1,059	–0.1 %
	Asia	No.	48	111	24	–78.4 %
	<30 years	No.	584	900	828	–8.0 %
	30–50 years	No.	522	1,051	843	–19.8 %
	>50 years	No.	165	339	313	–7.7 %
Fluctuation[2]	Total	Rate	12.3	13.0	12.6	–3.2 %
	Male	Rate	11.6	12.9	12.9	–0.1 %
	Female	Rate	15.9	13.6	10.8	–20.1 %
	Non-binary	Rate	-	-	-	-
	Europe	Rate	7.9	9.3	10.2	+9,6 %
	North America	Rate	21.0	20.7	17.5	–15,0 %
	Asia	Rate	14.7	11.9	9	–24,5 %
	<30 years	Rate	20.4	21.9	23.4	+7.1 %
	30–50 years	Rate	9.2	10.6	9.3	–11.7 %
	>50 years	Rate	12.1	11.3	0.5	–7.1 %

[1] Based on white-collar and blue-collar employees of Wieland-Werke AG
[2] Calculation based on the Schlueter formula. Including employees of Schwermetall Halbzeugwerk GmbH & Co. KG.

Social issues

Employee issues

GRI 401-1

	Unit	2020/21	2021/22	2022/23	Change vs. previous year
Average number of training sessions[1]	Hours/employee	4.8	21.5	35.7	66.0 %
Vocational and specialist training[2]	%	-	-	19.2	-

[1] Based on employees of Wieland-Werke AG up to the 2020/21 fiscal year and Wieland-Werke AG, Wieland Austria Ges.m.b.H. and the USA since the 2021/22 fiscal year. The local working time regulations apply. The data unit has been updated from days to hours.
[2] Percentage of the total workforce who have participated in training to improve the knowledge and skills of employees in relation to their work or their professional advancement. Compulsory training and Works Council training are excluded.

Diversity

GRI 405-1

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Total workforce[1]	Male	No.	7,140	7,912	8,376	+5.9 %
	Female	No.	1,224	1,353	1,454	+7.5 %
	Non-binary	No.	-	-	-	-
	Europe	No.	5,687	6,164	6,344	+2.9 %
	North America	No.	2,334	2,702	3,101	+14.8 %
	Asia	No.	343	399	385	–3.5 %
	<30 years	No.	1,193	1,481	1,547	+4.5 %
	30–50 years	No.	3,751	4,241	4,570	+7.8 %
	>50 years	No.	3,420	3,543	3,713	+4.8 %

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

Diversity

GRI 405-1

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Wage earning employees[1]	Male	No.	5,114	5,676	5,972	+5.2 %
	Female	No.	258	275	280	+1.8 %
	Non-binary	No.	-	-	-	-
	Europe	No.	3,649	3,949	4,041	+2.3 %
	North America	No.	1,571	1,824	2,042	+12.0 %
	Asia	No.	152	178	169	–5.1 %
	<30 years	No.	877	1,086	1,106	+1.8 %
	30–50 years	No.	2,313	2,598	2,780	+7.0 %
	>50 years	No.	2,182	2,267	2,366	+4.4 %
Salaried employees[1]	Male	No.	2,026	2,236	2,404	+7.5 %
	Female	No.	966	1,078	1,174	+8.9 %
	Non-binary	No.	-	-	-	-
	Europe	No.	2,038	2,215	2,303	+4.0 %
	North America	No.	763	878	1,059	+20.6 %
	Asia	No.	191	221	216	–2.3 %
	<30 years	No.	316	395	441	+11.6 %
	30–50 years	No.	1,438	1,643	1,790	+8.9 %
	>50 years	No.	1,238	1,276	1,347	+5.6 %

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

Social issues

Diversity

GRI 405-1

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Chief Officers, Chief Executive Officers, Chief Financial Officers[1,2]	Male	No.	4	4	3	–25.0 %
	Female	No.	-	-	-	-
	Non-binary	No.	-	-	-	-
	<30 years	No.	-	-	-	-
	30-50 years	No.	1	1	1	-
	>50 years	No.	3	3	2	-
Top management (Senior Vice Presidents)[2]	Male	No.	10	10	12	+20.0 %
	Female	No.	-	-	-	-
	Non-binary	No.	-	-	-	-
	<30 years	No.	-	-	-	-
	30–50 years	No.	3	4	6	-
	>50 years	No.	7	6	6	-
Management (M1-M4)[2]	Male	No.	549	625	661	+5.8 %
	Female	No.	120	148	162	+9.5 %
	Non-binary	No.	-	-	-	-
	<30 years	No.	15	19	59	+210 %
	30–50 years	No.	342	421	443	+5.2 %
	>50 years	No.	312	333	321	–3.6 %

[1] Including passive Executive Board members.
[2] Not including employees of Schwermetall Halbzeugwerk GmbH & Co. KG.

Diversity

GRI 405-1

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Employees with managerial responsibility[1]	Male	No.	250	308	333	+8.1 %
	Female	No.	10	28	20	–28.6 %
	Non-binary	No.	-	-	-	-
	<30 years	No.	7	13	17	+30.7 %
	30–50 years	No.	123	170	183	+7.6 %
	>50 years	No.	130	153	153	-
Trainees, interns[1]	Male	No.	175	170	235	+38.2 %
	Female	No.	25	31	39	+25.8 %
	Non-binary	No.	-	-	-	-
	<30 years	No.	197	198	262	+32.3 %
	30–50 years	No.	3	3	10	+233.3 %
	>50 years	No.	-	-	2	-
Average age globally[2]		Age	45.0	44.3	44.3	-
Average years of service globally[2]		Years	17.0	15.1	14.2	–5.8 %
Women in leadership positions[2]	Proportion of women in leadership positions	%	14	16	15	–2.5 %
Women in leadership positions[2]	Number of women in leadership positions	No.	131	176	182	+3.4 %
Nationalities within the Wieland Group		No.	63	75	75	-
Expatriates within the Wieland Group		No.	11	10	10	-

[1] Not including employees of Schwermetall Halbzeugwerk GmbH & Co. KG.
[2] Including employees of Schwermetall Halbzeugwerk GmbH & Co. KG.

Social issues

Civil engagement

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Donations[1] and sponsoring[2]	Total volume	€	517,000	610,000	619,414	1.5 %

[1] From the 2022/23 fiscal year, the total volume incl. sponsorships.
[2] Sponsoring related to European activities.

Safety and health

GRI 403-9

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Production sites that have an externally audited health and safety management system[1]	Coverage of ISO 45001 certification	%	52.9	52.9	52.9	-
Hours worked	Employees	Hours/employee	13,882,095	14,732,603	15,821,001	7.4 %
Deaths from work-related injuries	Employees	No.	-	-	-	-
	Rate	Proportion	-	-	-	-
	Third-party providers	No.	-	-	-	-
	Rate at third parties	Proportion	-	-	-	-
Work-related injuries with serious consequences (without deaths)	No.	No.	1	1	2	+100.0 %
	Rate[2]	Proportion	0.07	0.07	0.13	+86.2 %
Reportable work-related injuries[3]	Employees	No.	23	23	12	–47.8 %
	LTI rate[4]	Proportion	1.7	1.6	0.76	–51.4 %
	LT rate[5]	Proportion	0.54	0.24	0.16	–33.3 %
Absenteeism rate[6]	Wage-earning employees	Proportion	7.9	10.1	10.0	–1.0 %
	Salaried employees	Proportion	2.7	3.8	3.6	–5.3 %

[1] At all major production sites – the definition of our production sites can be found in the report profile.
[2] Number of work-related injuries with serious consequences/hours worked * 1,000,000.
[3] A reportable work-related accident refers to an accident with lost time = or > 1 shift (excluding the day of the incident).
[4] Lost time incident rate, i.e. number of work-related injuries with serious consequences/hours worked (total) * 1,000,000.
[5] Lost time rate, i.e. working hours lost/hours worked (total) * 1,000.
[6] Based on employees of Wieland-Werke AG.

Governance

Compliance

GRI 205-1, GRI 205-2

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Proportion of Wieland companies integrated into the Compliance Management System[1]		%	100	93	83	–10.7 %
Internal investigations carried out (based on whistleblower system)[2]		No.	4	2	3	50.0 %
Business activities that are audited for risks related to business ethics[3]	Worldwide	%	100	93	5	–95.0 %
Business activities that are audited for corruption risks[3]	Worldwide	No.	-	57	62	+8.8 %
		%	-	93	95	+2.6 %
Members of the management body who have been informed of the organization's anti-corruption policies and procedures[4]	Worldwide	No.	2	2	2	-
		%	100	100	100	-
	Europe	No.	2	2	2	-
		%	100	100	100	-
	North America	No.	-	-	-	-
		%	-	-	-	-
	Asia	No.	-	-	-	-
		%	-	-	-	-
Employees who have been informed of the organization's anti-corruption policies and procedures		%	100	100	100	-
Business partners who have been informed of the organization's anti-corruption policies and procedures	Percentage share of suppliers	%	100	100	100	-

[1] Percentage of companies with active business, which are majority owned by Wieland-Werke AG and have a designated compliance coordinator. The share has fallen due to acquisitions in recent years. We continuously work on the integration of the new business units.
[2] Number of reported potential compliance violations for which internal investigations have been initiated by the Compliance Committee.
[3] Related to operating companies and companies that are majority-owned.
[4] Related to active members of the Executive Board.

Governance

Compliance

GRI 205-2

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Governance body members trained on anti-corruption[1]	Worldwide	No.	2	2	2	-
		%	100	100	100	-
	Europe	No.	2	2	-	–100.0 %
		%	100	100	100	-
	North America	No.	-	-	-	-
		%	-	-	-	-
	Asia	No.	-	-	-	-
		%	-	-	-	-
Employees trained on anti-corruption[2]		%	100	100	90	–10.3 %

[1] Related to active members of the Executive Board.
[2] Related 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	2020/21	2021/22	2022/23	Change vs. previous year
Sites that have undergone a human rights audit or impact assessment[1]	Sites evaluated	No.	-	57	72	+8.8 %
	Austria	No.	-	2	2	-
	China	No.	-	3	4	+33.3 %
	Denmark	No.	-	1	1	-
	France	No.	-	1	1	-
	Germany	No.	-	11	11	-
	Hungary	No.	-	1	1	-
	India	No.	-	1	1	-
	Italy	No.	-	2	2	-
	Japan	No.	-	1	1	-
	Mexico	No.	-	1	1	-
	Poland	No.	-	1	1	-
	Portugal	No.	-	1	1	-
	Singapore	No.	-	1	1	-
	Spain	No.	-	1	1	-
	Switzerland	No.	-	1	1	-
	United Kingdom	No.	-	3	3	-
	USA	No.	-	25	29	+16.0 %

[1] Related to operating and majority-owned companies that are evaluated every three years, or in the event of an incident requiring re-evaluation.

Governance

Human rights

GRI 410-1

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Sites that have undergone a human rights audit or impact assessment[1]	Sites evaluated	%	-	93	95	+2.1 %
	Austria	%	-	100	100	-
	China	%	-	75	100	+33.3 %
	Denmark	%	-	100	100	-
	France	%	-	100	100	-
	Germany	%	-	92	100	+9.1 %
	Hungary	%	-	50	50	-
	India	%	-	100	100	-
	Italy	%	-	100	100	-
	Japan	%	-	100	100	-
	Mexico	%	-	100	100	-
	Poland	%	-	100	100	-
	Portugal	%	-	100	100	-
	Singapore	%	-	100	100	-
	Spain	%	-	100	100	-
	Switzerland	%	-	100	100	-
	United Kingdom	%	-	100	100	-
	USA	%	-	96	94	–2.7 %

[1] Related to operating and majority-owned companies that are evaluated every three years, or in the event of an incident requiring re-evaluation.

Human rights

GRI 410-1

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Security personnel who have received formal training on the human rights policies or the specific processes of the organization and their application		%	-	-	28	-
Training security personnel on human rights policies and processes[1]	Employees	%	-	-	72	-
	Third-party providers	%	-	-	100	-

[1] Related to the security personnel of Wieland-Werke AG and Wieland Austria Ges.m.b.H.

Governance

Sustainable procurement

GRI 308-1, GRI 308-2, GRI 414-1, GRI 414-2

		Unit	2020/21	2021/22	2022/23	Change vs. previous year
Suppliers that were screened using environmental criteria		%	-	-	100	-
Negative environmental impacts in the supply chain and measures taken	Suppliers that have been audited for environmental impacts in accordance with the criteria of the German Supply Chain Act (Lieferkettengesetz)	No.	-	-	14,869	-
	Suppliers for which negative environmental impacts have been identified in accordance with the criteria of the German Supply Chain Act	No.	-	-	-	-
	Suppliers with an improvement agreement	%	-	-	-	-
	Suppliers with terminated relationships	%	-	-	-	-
New suppliers that were screened using social criteria		%	-	-	100	-
Negative social impacts in the supply chain and measures taken	Suppliers that have been audited for social impacts in accordance with the criteria of the German Supply Chain Act (Lieferkettengesetz)	No.	-	-	14,869	-
	Suppliers for which negative social impacts have been identified in accordance with the criteria of the German Supply Chain Act	No.	-	-	36	-
	Suppliers with an improvement agreement	%	-	-	-	-
	Suppliers with terminated relationships	%	-	-	-	-

Sustainable procurement

GRI 308-1, GRI 308-2, GRI 414-1, GRI 414-2

	Unit	2020/21	2021/22	2022/23	Change vs. previous year
Proportion of relevant materials in the purchasing volume that are sourced from certified or audited suppliers[1]	%	5	42	36	–14.3 %
Strategic suppliers of primary metals and shapes, which have accepted a legally valid clause to recognize the Suppliers Code	%	4	50	67	+34.0 %
Suppliers for which information on conflict minerals is available	%	-	100	100	-

[1] Certified by The Copper Mark or RMI. Only primary metals, shapes, and secondary raw materials are considered that do not originate directly from a production process (e.g. internal scrap and customer scrap).

GRI content index

Sustainability reporting by the Wieland Group is based on the GRI standards (2021) of the Global Reporting Initiative. The Wieland Group is committed to the ten principles of the UN Global Compact in the areas of human rights, labor standards, the environment, and the fight against corruption. The GRI content index therefore also shows which of the GRI indicators answered simultaneously cover one or more of the principles of the UN Global Compact. Reference is also made to the respective contribution to the United Nations Sustainable Development Goals (SDGs).

Application statement	The Wieland Group has reported the information contained in this GRI index for the period from October 1, 2022 to September 30, 2023 with reference to the GRI standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard(s)		Pages	Omission note	SDGs	UNGC
GRI 2: General Disclosures 2021					
The organization and its reporting practices					
2-1	Organizational details	2, 8	Wieland-Werke AG is an unlisted family business and the parent company of the Wieland Group.		6
2-2	Entities included in the organization's sustainability reporting	67			
2-3	Reporting period, reporting frequency, and contact point	67			
2-4	Correction or restatements of information	67			
2-5	External assurance		The 2022/23 Sustainability Report was not subject to any external assurance process.		
Activities and workers					
2-6	Activities, value chain, and other business relationships	49			
2-7	Employees	32, 56	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 employees	56			6
Corporate governance					10
2-9	Governance structure and composition	11			
2-10	Nomination and selection of the highest governance body	11			
2-14	Role of the highest governance body in sustainability reporting	11			
Strategy, policies, and practices				17	
2-22	Statement on sustainable development strategy	9			
2-23	Statement on commitment to policy and conduct	12, 16, 50			10
2-25	Processes to remediate negative impacts	47, 51			
2-26	Mechanisms for seeking advice and raising concerns	47			
2-27	Compliance with laws and regulations	16			
2-28	Memberships in associations and interest groups	13, 51		17	
Stakeholder engagement					
2-29	Approach to stakeholder engagement	13			
2-30	Collective bargaining agreements	33, 56			3

GRI Standard(s)		Pages	Omission note	SDGs	UNGC
GRI 3: Material topics 2021					
3-1	Process to determine material topics	12			
3-2	List of material topics	12			
GRI 201: Economic performance 2016					
201-2	Financial implications and other risks and opportunities due to climate change	48		13	
GRI 204: Procurement practices 2016					
3-3	Management of material topics	50		8, 12, 17	1, 2, 3, 4, 5, 7, 8
204-1	Proportion of spending on local suppliers	50	The information is not available in a sufficient quality. We are working internally on an international definition of the geographical term "local", so that more data can be collected.		
GRI 205: Anti-corruption 2016					
3-3	Management of material topics	46		16, 17	10
205-1	Operations assessed for risks related to corruption	59			
205-2	Communication and training on anti-corruption policies and procedures	59			
GRI 207: Tax 2019					
3-3	Management of material topics	48			
207-1	Approach to tax	48			
207-2	Tax governance, control, and risk management	48			
207-3	Stakeholder engagement and management of concerns related to tax	48			

GRI Standard(s)		Pages	Omission note	SDGs	UNGC
GRI 301: Materials 2016					
3-3	Management of material topics	23			
301-2	Recycled input materials used	55			
GRI 302: Energy 2016					
3-3	Management of material topics				
302-1	Energy consumption within the organization	20, 22, 52			
302-3	Energy intensity	22, 52			
302-4	Reduction of energy consumption	22, 52			
GRI 303: Water and wastewater 2018					
3-3	Management of material topics	17		6, 12	7, 8, 9
303-1	Interactions with water as a shared resource	17			
303-2	Management of water discharge-related impacts	18			
303-3	Water withdrawal	18, 54			
303-4	Water discharge	17, 18, 54	Regarding areas with water stress, see 303-5		
303-5	Water consumption	17, 53	The information is not available in a sufficient quality. The volume of water withdrawal from areas with water stress cannot be fully assessed at this time. The Wieland Group is working on collecting this information at global level.		
GRI 305: Emissions 2016					
3-3	Management of material topics	17			
305-1	Direct GHG emissions (Scope 1)	20, 53			
305-2	Indirect energy-related GHG emissions (Scope 2)	20, 53			
305-3	Other indirect GHG emissions (Scope 3)	20, 53			
305-5	Reduction of greenhouse gas emissions	20		13	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	17, 53	The Wieland Group currently collects data on nitrogen oxide and particulate emissions.		

GRI Standard(s)		Pages	Omission note	SDGs	UNGC
GRI 306: Waste 2020					
3-3	Management of material topics	18		12, 15	7, 8
306-1	Waste generation and significant waste-related impacts	18			
306-2	Management of significant waste-related impacts	18			
306-3	Waste generated	18, 55			
306-4	Waste diverted from disposal	55			
306-5	Waste directed to disposal	55			
GRI 308: Supplier Environmental Assessment 2016					
308-1	New suppliers that were screened using environmental criteria	50, 62			
308-2	Negative environmental impacts in the supply chain and actions taken	62			
GRI 401: Employment 2016					
3-3	Management of material topics	31		4, 8, 10	3, 6
401-1	New employee hires and employee turnover	32, 56, 57	Definition of fluctuation rate: Employees who leave the organization voluntarily, through redundancy, retirement, or death (staff leaving/staff at beginning of period x 100)		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	33			
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. However, the legislation does not provide for any specific deadline.		

GRI Standard(s)		Pages	Omission note	SDGs	UNGC
GRI 403: Occupational Health and Safety 2018					
3-3	Management of material topics	35		3, 8	
403-1	Occupational health and safety management system	35			
403-2	Hazard identification, risk assessment, and incident investigation	37			
403-3	Occupational health services	37			
403-4	Worker participation, consultation, and communication on health and safety in the workplace	37, 38			
403-5	Worker training for health and safety in the workplace	37, 38			
403-6	Promotion of worker health	37			
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	36			
403-8	Workers covered by an occupational health and safety management system	35			
403-9	Work-related injuries	36, 37, 59	All non-Wieland employees are not currently recorded in our documentation, as we would have to ask employers for the required figures and this process is currently associated with a high manual effort.		
GRI 404: Training and education 2016					
3-3	Management of material topics				
404-1	Average hours of training per year per employee	34	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 Standard(s)		Pages	Omission note	SDGs	UNGC
GRI 405: Diversity and Equal Opportunity 2016					
405-1	Diversity of governance bodies and employees	41, 57, 58	For confidentiality reasons, no personal information is provided about the Supervisory Board members.		
GRI 408: Child Labor 2016					
408-1	Operations and suppliers at significant risk for incidents of child labor	50	No information is available at present, as this data is not yet collected. Wieland is working on introducing a human rights management system that includes a risk analysis process (human rights impact assessment) Chapter Sustainable procurement.		
GRI 409: Forced or Compulsory Labor 2016					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	50	No information is available at present, as this data is not yet collected. Wieland is working on introducing a human rights management system that includes a risk analysis process (human rights impact assessment) Chapter Sustainable procurement.		
GRI 410: Security Practices 2016					
410-1	Security personnel trained in human rights policies or procedures	61			
GRI 413: Local Communities 2016					
413-1	Operations with local community engagement, impact assessments, and development programs	43			
GRI 414: Supplier Social Assessment 2016					
414-1	New suppliers that were screened using social criteria	50, 62			
414-2	Negative social impacts in the supply chain and measures taken	62			

GRI Standard(s)		Pages	Omission note	SDGs	UNGC
GRI 416: Customer Health and Safety 2016					
3-3	Management of material topics	25		12	
416-1	Assessment of the health and safety impacts of product and service categories	25	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 fourth time, acknowledging the mounting importance of ecological, economic and social sustainability in the corporate sector. We provide information on how we deal with material sustainability topics, take stock of how we have progressed in the year under review, and explain the impacts associated with our business activities.

In preparing our Sustainability Report, we follow 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 2022/23 fiscal year and extends from October 1, 2022 to September 30, 2023. The editorial deadline was January 18, 2024. 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, 2023, unless otherwise stated. In this context, we also include production-related majority shareholdings that are controlled by the Wieland Group in operational or financial terms. This report was prepared on behalf of the Executive Board and with the approval of the Supervisory Board, and was reviewed and approved by the Executive Board.

Principles for data collection and presentation

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

In deviation from the above-mentioned principles, employee data is generally the data as at the reporting date of September 30, 2023. 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 sites, service companies, and administrative units.

Energy consumption is used as the benchmark for consolidating environmental and energy indicators and greenhouse gas emissions. Accordingly, the reporting relates to the 17 main production sites of the Wieland Group (see list on the right). These correspond to the majority of energy consumption and emissions. In the 2018/19 to 2022/23 fiscal years, they were responsible for more than 99 % of the Group's total energy consumption. The coverage rates of the international standards DIN ISO 45001:2018, DIN EN ISO 50001:2018 and DIN EN ISO 14001:2015 certifications also refer to the production sites listed on the right.

Our 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 DIN EN ISO 14064-1:2018. 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.

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 English. In the event of discrepancies, the original German version takes precedence over the English translation.

Contact and feedback

GRI 2-3 We aim to improve and further develop our commitment to sustainability. Therefore, we would be delighted to hear your opinion about this Sustainability Report and our sustainability performance. Please send any questions, comments, and feedback to the following e-mail address: sustainability@wieland.com

Main production sites

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

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