



Woco Group
Sustainability report
2024



Foreword: CFO Kolja Kress – ESG

As an internationally active company in the automotive and industrial sectors, we assume responsibility for the environment, society, and future generations.

Sustainability is an integral part of our corporate strategy. We develop robust, independent, and sustainable solutions that combine the use of resource-efficient materials with efficient technology.

ESG criteria are firmly embedded in our management processes and shape our actions – both strategically and operationally.

With clear climate targets, digital transparency, and consistent compliance, we create the foundation for responsible growth in collaboration with our employees, customers, and partners.



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1 Business portrait

1.1 General information

1.1.1 Characteristics of the company's sustainability reporting

About this report

This is the fifth sustainability report of the Woco Group. Woco has reported the information contained in this GRI index for the period 01/01/2024 – 12/31/2024 with reference to the GRI standards. The structure of the report is based on the guidelines of the ESRS (European Sustainability Reporting Standards), which were published as part of the CSRD.

Reporting period, frequency

Sustainability reports were published in 2017, 2019, 2022 and 2023.

This report relates to the calendar year 2024.

The reference period for the performance indicators is the last completed fiscal year 2024, as of the time of information collection. Unless otherwise stated, the descriptions and material contents contained reflect the situation at the time of the information collection (spring 2025). The report will be published in end-2025.

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The next release of a sustainability report is planned for spring 2026, with reference to the 2025 financial year. We will report annually in the future.

Frame of reference

This report applies to the entire Woco Group, including its subsidiaries. This means that the reference frame corresponds to the group's scope of consolidation. Next to Woco GmbH & Co. KG as the parent company, 24 companies (previous year 25) are included in the consolidated financial statements, of which 7 companies (previous year 8) have their domicile in Germany and 17 companies (previous year 17) their domicile abroad.

External testing

Woco has used external support in preparing this report. No additional external review of the 2024 report is planned.



1.1.2 Overview of the business

Organization profile

The Woco Group, headquartered in Bad-Soden Salmünster, is a globally active, family-owned automotive supplier. The group's parent company, Woco GmbH & Co KG, holds all shares in Woco Franz Josef Wolf Holding GmbH, which manages the Woco Group's investments and conducts the Woco Group's worldwide operational business. The Woco Group is an internationally operating corporation with the flexibility and organization of a modern medium-sized company.

Woco Facts 2023: 588 million sales, with 12 production units, approximately 4,800 employees and 270 developers

Headquartered in Bad Soden-Salmünster, the Woco Group maintains plants, production facilities and partners in Europe, Americas and Asia. With the help of standardized processes, Woco supports its customers worldwide according to the philosophy: Woco is where the customer needs Woco.

In 2024, Woco maintains 12 production units in Germany (Bad Soden-Salmünster incl. Steinau, Kronach), the Czech Republic (Vestín and Zlín), France (Habsheim), Hungary (Budapest), the PRC (Wuxi), India (Greater Noida, Kandla), Mexico (Querétaro, Lagos de Moreno), Romania (Satu Mare).

Our production units and headquarter in Bad Soden-Salmünster are the focus of our sustainability efforts, because we can achieve the greatest impact here. Data and facts, such as the CCF calculations, should be related to this.

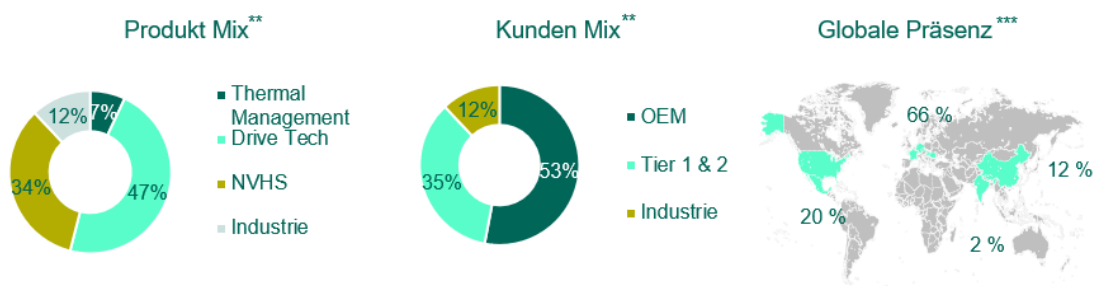
Activities - Industry, serviced markets

The Woco Group's operating business is initially divided into its business as an automotive supplier with sales of €520.7 million. This area is structured into three segments based on product focus. In addition, the Polymer Industries segment bundles various industrial applications with sales of €67.4 million. The main product areas include:

S-NVH:	Decoupling, radiator brackets, gaskets, stabilizers, foam and precision parts
Thermal Management:	Intelligent valves, thermal modules and solenoid valves
Drive Technology:	The portfolio includes electric push-air valves, battery vent valves, functional plastics, active and passive oil separators, cleaning valves, unit partitions, water valves, oil pans and lines, Valve blocks, heating elements and actuators, pneumatic control elements and pressure converters. Since mid-2023, the Drive Technology segment also includes the previously independent Air Guides segment (air ducts, resonators and air filters), Which has been integrated to simplify organizational structures.
Polymer Industries:	This segment corresponds to the old business unit Non-automotive business units: Industrial antivibration systems, measurement and control systems, pipeline systems and track superstructure.

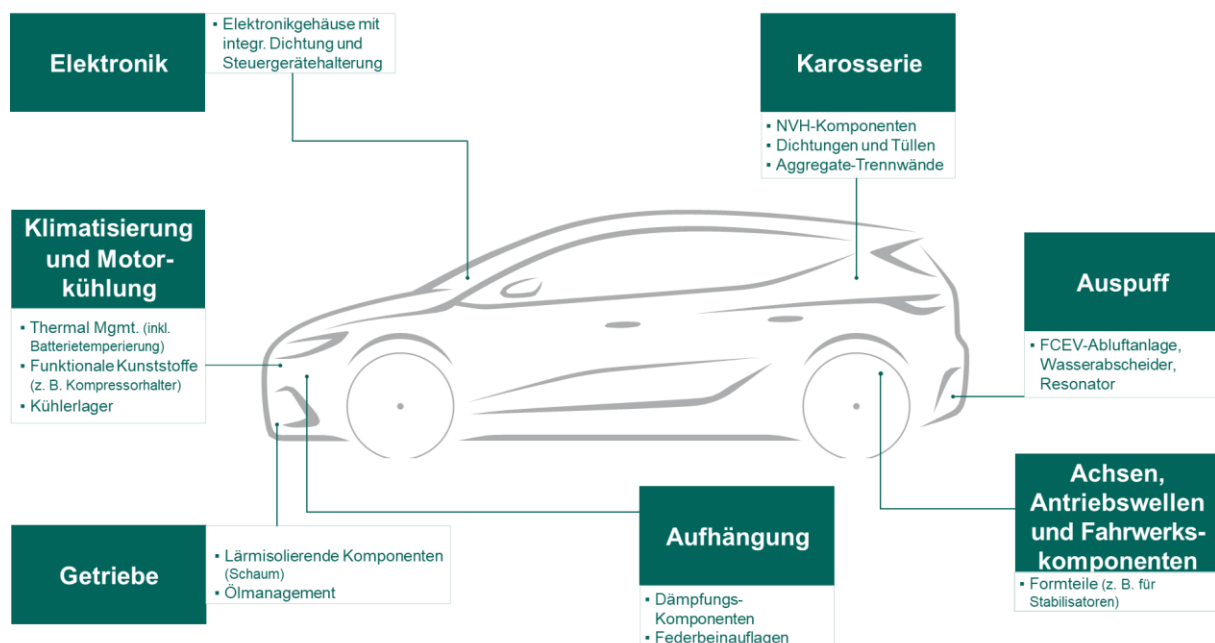
In all segments, the Woco Group's business model encompasses the development, production, and distribution of its products. The customer groups targeted by Woco in the automotive sector include both automotive manufacturers ("OEMs") and their suppliers. Woco thus acts either as a first-tier supplier ("Tier 1") or as a second-tier or higher-tier supplier ("Tier 2").

Our products and customers



The Group's core competencies lie in the development and production of either elastomer- or plastic-based products, which are primarily installed in vehicles outside the driver's field of vision or used in industrial applications. Consequently, key input factors for the Woco Group's products consist of elastomer compounds and plastic granules, which are sourced from a variety of suppliers and processed into finished products using a range of manufacturing methods.

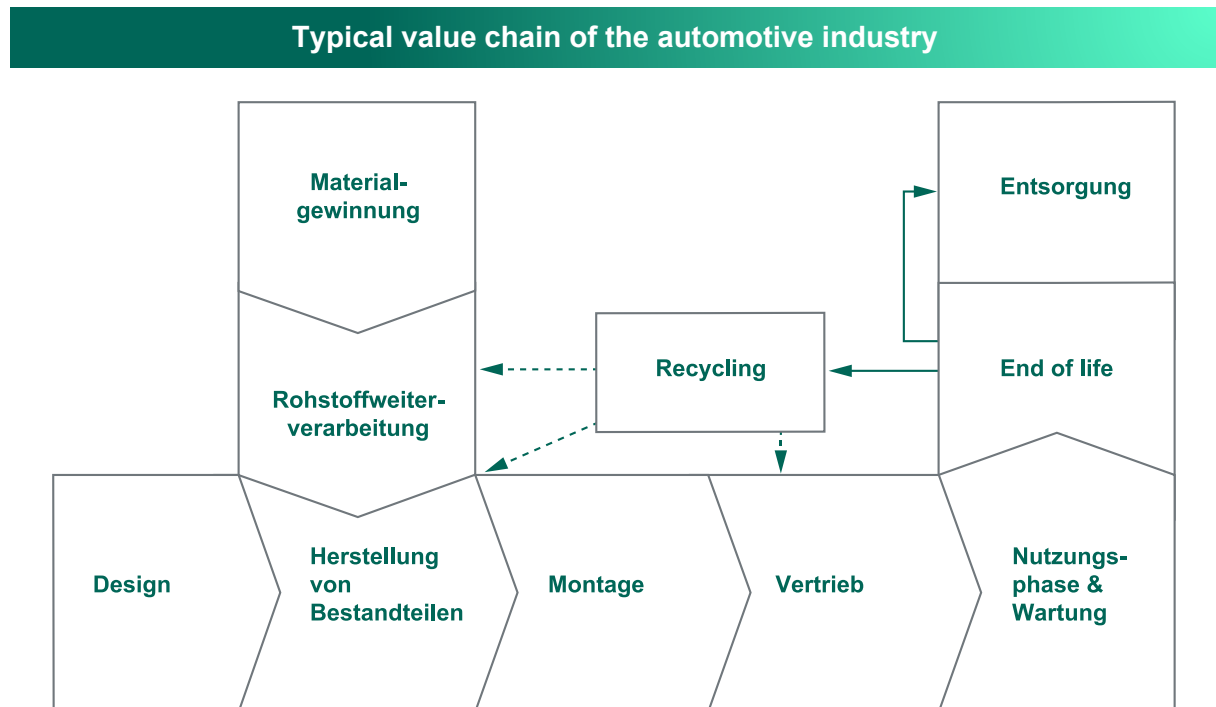
Each production site is assigned to a specific segment; if multiple segments are produced at one location, the plant is allocated to the segment with the highest revenue share.



As a supplier in the automotive industry, we are in the upstream value chain. The following diagram illustrates our role and responsibility in this. Although our influence outside the company's borders is often limited, we prepare ourselves for a change in understanding through a variety of activities, which is reflected in a variety of industry initiatives and customer requirements. We integrate appropriate specifications into our processes and will influence our suppliers within the scope of our influence.

A special case is the procurement of elastomer mixtures: The majority of these are purchased from PTE, in which Woco holds a 50% stake in the form of a joint venture. It is an internationally leading producer of mixings with production plants in Germany, France, China and Mexico.

These are usually located close to our production sites in order to leverage logistical advantages.



1.1.3 Compliance information

In particular, the following site activities were promoted in the past year:

The former production site in Eisenach was closed during the reporting year after the relocation of the articles previously manufactured there to other locations was completed in the second quarter. All employees previously employed there either left the group during the reporting year or were transferred to other group companies.

The Woco Group is pursuing a program to simplify its legal structure. For this reason, in 2024, the operational business of Polimerni Sistemi, Ljubljana, Slovenia, was integrated into Woco Industrietechnik GmbH ("Woco IT"), Bad Soden-Salmünster, and the liquidation of the company was subsequently initiated. The liquidation of the two inactive companies Woco Automotive Tianjin Co. Ltd., Tianjin, China, and Wairify GmbH, Berlin, was also initiated.

In the Polymer Industries segment, the activities previously managed within the New Industries unit – such as those related to air purification devices – have been discontinued since 2024.



Our COO left the company in the middle of the year. The role was not filled at the C-level; instead, a CTO position was created, focusing on development, projects, and processes to strengthen the Woco Group's competitiveness.

1.2 Strategy

The vision and mission of the Woco Group are the foundations for our actions and the basis of the Woco strategy.

We focus on future-proof growth areas with high profitability, particularly for new energy vehicles and sustainable products in relevant industrial segments.

We are committed to a livable future for our shared world.

Woco is a leading provider of innovative product solutions with a focus on sustainability, safety, and acoustic comfort. With our many years of expertise in engineering and materials development, we offer our customers worldwide future-proof products and development services that help them achieve their goals.

We pursue our goals based on the values of „**robustness, independence, and sustainability**“. The resulting opportunities and risks for the business model have been incorporated into the strategic realignment and transformation of the product portfolio. Thus, the following transformation goals are associated with the Woco Group:

Focus on core competencies

Focus on regional markets

Independence from the internal combustion engine

The strategy of the Woco Group is reviewed on an annual basis, taking into account the market environment, technological developments and other relevant external factors and restrictions, and is generally differentiated according to the product segments of the Group.

Other key elements and critical success factors of the strategy in the automotive sector include a reduction in development times, a focus on sales activities to increase the utilization of existing plants to reduce investment requirements, strict cost discipline and flawless production processes. Finally, customer strategies are driven across functions.

The Group's strategy is developed by the management board in collaboration with the segment and site managers, involving the corporate functions, and is updated annually. Implementation of the strategy is the responsibility of the segments in cooperation with the individual sites. The central functions are managed centrally.

The segments of the automotive sector (Thermal Management, Drive Tech and S-NVH) each have a sub-strategy that defines sub-goals for the respective segments in the context of the transformation of the automotive industry toward alternative drive technologies.

Overall, the automotive division of the Woco Group is expected to grow disproportionately in the market, primarily due to sales growth in battery-electric vehicles in the Thermal Management and Drive Tech segments. The segment focuses on the profitability of the existing portfolio.

1.2.1 Business model

The continuous development of our products, processes and materials, as well as the development of customer-specific and non-customer solutions, enables us to offer services that will help our customers to cope with the technological transformation from combustion engines to electromobility. Our services relate to the areas of manufacturing technology, product development and material development.

Our in-house technological expertise and exclusive material knowledge foster innovation. We have exclusive access to our own material developments, can develop almost all components and systems ourselves and also produce concept-defining features.

In today's world of sustainability, companies are expected to make their contribution. Requirements from international frameworks and a variety of regulatory changes resulting from the Green Deal will continue to demand the business model.

Thermal management: Implementing the transformation to electric mobility

The improvement of the range lays in detail. Optimization of aerodynamics, electric drive and energy storage is good, but expensive. Thermal Management is the cost-effective lever. Our Thermal Management makes perfect use of the hot and cold currents and thus provides more



energy for driving. This increases the range. Woco Thermal Management is the hidden champion of energy efficiency.

Advantages: Zero leakage, weight reduction, maximum resource conservation, minimization of pressure losses.

We achieve this by: Low torques, smallest actuators, optimal guidance of liquids.

Our alternative material combinations enable sustainable mobility solutions down to the last detail. They are used, for example, in hybrid, highly integrated functional components, oil management components, and battery components. Corresponding reference projects have already been implemented in all regions.

NVHS: Increasing importance due to e-mobility

In addition to the requirement to develop sustainable, high-performance materials and small parts with maximum load-bearing capacity, these properties of our NVHS products are becoming even more important due to the shift towards electromobility. With the disappearance of the combustion engine, noise in the car is perceived much more intensely. NVHS products enhance vehicle comfort by reducing noise, dampening vibrations, and sealing against environmental influences.

With our materials expertise, we develop sustainable materials and thus improve our customers' carbon footprint. With a focus on environmental protection, NVHS is the solution provider for all our development departments in line with a "Green Woco" philosophy.

Drive Technology: Benefiting from experience - Transferring ICE experience to the BEV transformation

Since the company started more than 68 years ago, we have been delivering new ideas on important mobility details. Key to Drive Technology is the focus as a reliable full-service provider with fast development processes that meet expectations in a dynamic market. We use our experience in the field of internal combustion engines for a successful transformation into battery-electric vehicles.

Industry: Precision, durability, and efficiency – that is what our engineers stand for

In order to increase customer benefits in the B2B sector, Woco Industry uses synergy effects from its automotive know-how. Our damping and sealing solutions made from high-performance polymer materials ensure reliable vibration damping and isolation in demanding applications – such as in wind power, mechanical engineering, and the automotive industry. As a specialist in sealing systems and flow solutions, we develop functional components for drinking

water, wastewater, gas, and industrial applications. We develop and manufacture customized solutions for railway track construction – from angle support plates and sleeper pads to dowels.

1.2.2 ESG ambition level

In line with the company's strategy, Woco has developed an ESG strategy that ensures long-term market equity, ensures sustainability compliance and specifies organizational structures for implementation.

Stakeholder interests were involved both in the definition of the main topics and in the development of the optimized ESG strategy. By participating in numerous external sustainability initiatives, we are constantly developing in this area and can thus take into account the requirements of the diverse stakeholder groups.

This results in Woco's sustainability ambition:

Woco is actively contributing to a sustainable transformation of the economy, implements it in its own company and promotes change along the entire value chain. Woco proactively tackles environmental and social challenges and thus safeguards the holistic interests of customers, employees and society.

**We have derived from this for the respective fields of action
(Performance, Environment, Social Affairs, Governance).
These are explained in the respective chapters of the report.**

1.3 Governance structures

1.3.1 Ownership

Woco is a family business with a history spanning over 69 years. The shareholders of Woco GmbH & Co. KG are the company founder Franz Josef Wolf and his descendants.

The Group's parent company, Woco GmbH & Co KG, holds all shares in Woco Franz Josef Wolf Holding GmbH, which manages the investment portfolio of the Woco Group and conducts the worldwide operational business of the Woco Group.

1.3.2 Management

The advisory board of the Woco Group appoints the management of Woco Franz Josef Wolf Holding GmbH with direct responsibility for all activities, taking into account various relevant



requirements for this role. The necessary competencies include, among others, in-depth knowledge of the industry.

The management of Woco Franz Josef Wolf Holding GmbH is carried out by Mr. Michael Lorig (CEO) and Mr. Kolja Kress (CFO).

CEO Michael Lorig

Michael Lorig has 25 years of experience in the automotive industry. Between 2014 and 2019, as CEO of the SaarGummi Group, he was responsible for the strategic realignment of the brand and for sales growth from 340 to 640 million euros. In his previous position as Global COO and Managing Director, he initiated extensive restructuring measures that resulted in significant earnings improvements.

He began his professional career at Rolls-Royce before joining the BMW Group. He studied mechanical engineering at RWTH Aachen University and aerospace engineering at the Technical University of Munich.

His career is characterized by strategic management, restructuring expertise and the ability to successfully reposition companies.

Since October 2019, he has been responsible for the realignment of the Woco Group and the transformation of the product portfolio toward electromobility.

CFO: Kolja Kress

After his training as an industrial clerk, Kolja Kress received a bachelor's degree in business informatics and a master's degree in strategic finance in evening studies. After that, Kolja Kress spent 15 years in various positions at Honeywell, a publicly listed US corporation, including as Group and Equity Controller, Financial Director for Europe, and most recently as Global CFO for Global Fire and Security Products. From 2018 on, he was Managing Director and CFO of BHTC, an international Tier 1 automotive supplier.

1.3.3 Guidelines

At Woco, sustainability is a fundamental attitude that determines how we think and act in all areas of the company. Woco Group takes on social responsibility and meets the requirements of the sustainability context. Profitability, new product ideas, innovative manufacturing processes and motivated and qualified employees are the basis for the active shaping of the future and a prerequisite for the long-term success of Woco.

Our management approach is future-focused, considering market and stakeholder needs, while integrating ecological and social aspects, Woco establishes the fundamental

mechanisms for implementing ESG (Environmental, Social, Governance) requirements in line with its transformation goals and core principles.

Woco is guided by international frameworks in order to enable future-oriented, sustainable development for both current and future generations. This includes:

- UN Sustainable Development Goals
- OECD Guidelines for Multinational Enterprises
- Universal Declaration of Human Rights
- ILO core labor standards
- UN Convention on the Rights of the Child (CRC)
- UN principles on economy and human rights.
- United Nations on human and child rights

We are committed to a livable future in our common world. These guidelines serve as a framework for Woco's integration of sustainability into its corporate strategy.

1.3.4 Sustainability management

The Woco management team is aware of its responsibility towards its employees, customers and society and meets this responsibility through a clear organization of sustainability management and through ethics, integrity and transparency.

The overall responsibility for the ESG strategy and the milestones of the Woco Group lies with the management.

The ESG strategy, which was also influenced by the expertise of the management, took into account the interests of the stakeholders both in defining the core topics and in developing the optimized ESG strategy.

The responsibilities for the respective segments and specialist areas are derived from the key topics of Woco's sustainability strategy, which was developed in 2022. For the topic of climate, we have also developed a dedicated climate strategy. The implementation of measures primarily takes place in the operating units, each of which assumes individual responsibility for the respective sub-goals. These are assessed at least once a year as part of the ESG management review and are continued or adjusted for the following years. They are reported to the management board quarterly.

By participating in numerous external sustainability initiatives, we are constantly developing in this area and can thus meet the requirements of the various stakeholder groups.

The CFO is in constant contact with the sustainability team, which tracks all processes and drives initiatives. This includes monitoring external developments and regulatory requirements relevant to ESG. These developments are subject to ongoing exchange with the responsible organizational units of the core team.

Executive Management:

- Overall responsibility for ESG strategy and all milestones
-



Central organizational unit: Core Team Sustainability

Participants:

- All major departments/
-Responsible persons incl. CFO

Tasks:

- Joint progress monitoring
- Votes and Decisions on strategic issues
- Reflection on important external issues
Developments
- Joint review of adequacy of ESG strategy, processes
and organization

Meetings & Decisions:

- Quarterly
- Event-related (ad hoc) for important new internal or
external developments
- Moderation by ESG function

ESG-Team:

- Essentially a coordinating, moderating role, with responsibility for reporting and methodical advice
-

In addition to participating in various industry-specific activities (see Chapter 3.3.5 Circular Economy and 4.2. Workers in the value chain), we support the collective development of more sustainable practices at the association level and regularly participate actively in committees and working groups on various topics. One example is the project group Lifecycle Analysis of the VDA (Association of the Automotive Industry), in which the quality manager of Woco is involved. In addition, Woco is a member of the VDMA (Association of German Machines and Plant Engineering), VDI (Association of German Engineers), WDK (Association of German Rubber Industries), DVGW (German Association of Gas and Water) and FIGAWA (Companies in the Gas and Water Sector).

1.4 Identifying key topics

The materiality analysis serves to identify sustainability issues that are of central importance to Woco and its stakeholders. Their results are incorporated into sustainability reporting and serve as the basis for strategy development. We developed this materiality analysis in the context of our strategy development "Sustainability" in the years 2021 to 2022. It remains valid for the reporting year 2024.

1.4.1 Sustainability services

To assess the sustainability performance of the Woco Group, the results of external evaluations are used.

In this process, we are guided by the requirements of initiatives such as Drive Sustainability, NGOs like CDP, and providers such as EcoVadis or Integrity Next, which continuously integrate market requirements into their assessments.

The changing market requirements and Woco's sustainability performance are monitored and further developed in discussions with the management and the organizational units of the core team.

CDP rating Climate Change



Climate Change 2023	2023	Non-public	Submitted	B	B
Climate Change 2022	2022	Non-public	Submitted	B	B
Climate Change 2021	2021	Non-public	Submitted	B	B-
Climate Change 2020	2020	Non-public	Submitted	B	B
Climate Change 2019	2019	Non-public	Submitted	B	B
Climate Change 2018	2018	Non-public	Submitted	B	B

CDP rating Water Security

Water Security 2023	2023	Non-public	Submitted	B
Water Security 2022	2022	Non-public	Submitted	B-
Water Security 2021	2021	Non-public	Submitted	B
Water Security 2020	2020	Non-public	Submitted	B-
Water Security 2019	2019	Non-public	Submitted	B-
Water Security 2018	2018	Non-public	Submitted	B-

In addition, we enable our stakeholders to understand the sustainability activities of the Woco Group through the regularly published sustainability reports. The sustainability reports of the Woco Group are released by the management in consultation with the shareholders.

In addition to the sustainability report, we would like to communicate our activities to other stakeholders, which is why we have set up our own sustainability section on our homepage.

Woco uses GRI reporting as an effective way to systematically prepare for mandatory sustainability reporting in accordance with the CSRD (Corporate Sustainability Reporting Directive) and the uniform reporting requirements of the ESRS (European Sustainability Reporting Standards). We will await the discussions in the EU at the end of the year regarding the

simplification and postponement of reporting under the CSRD before deciding on the framework to be used for future sustainability reports.

1.4.2 Materiality analysis

The materiality analysis determines which sustainability issues are of central importance to Woco and should be the focus of sustainability management and reporting. Environmental, social and business considerations should be taken into account when determining the materiality of the issues.

The following sub steps have resulted from this.

1. Composition of typical ESG topics

2. Create a shortlist:

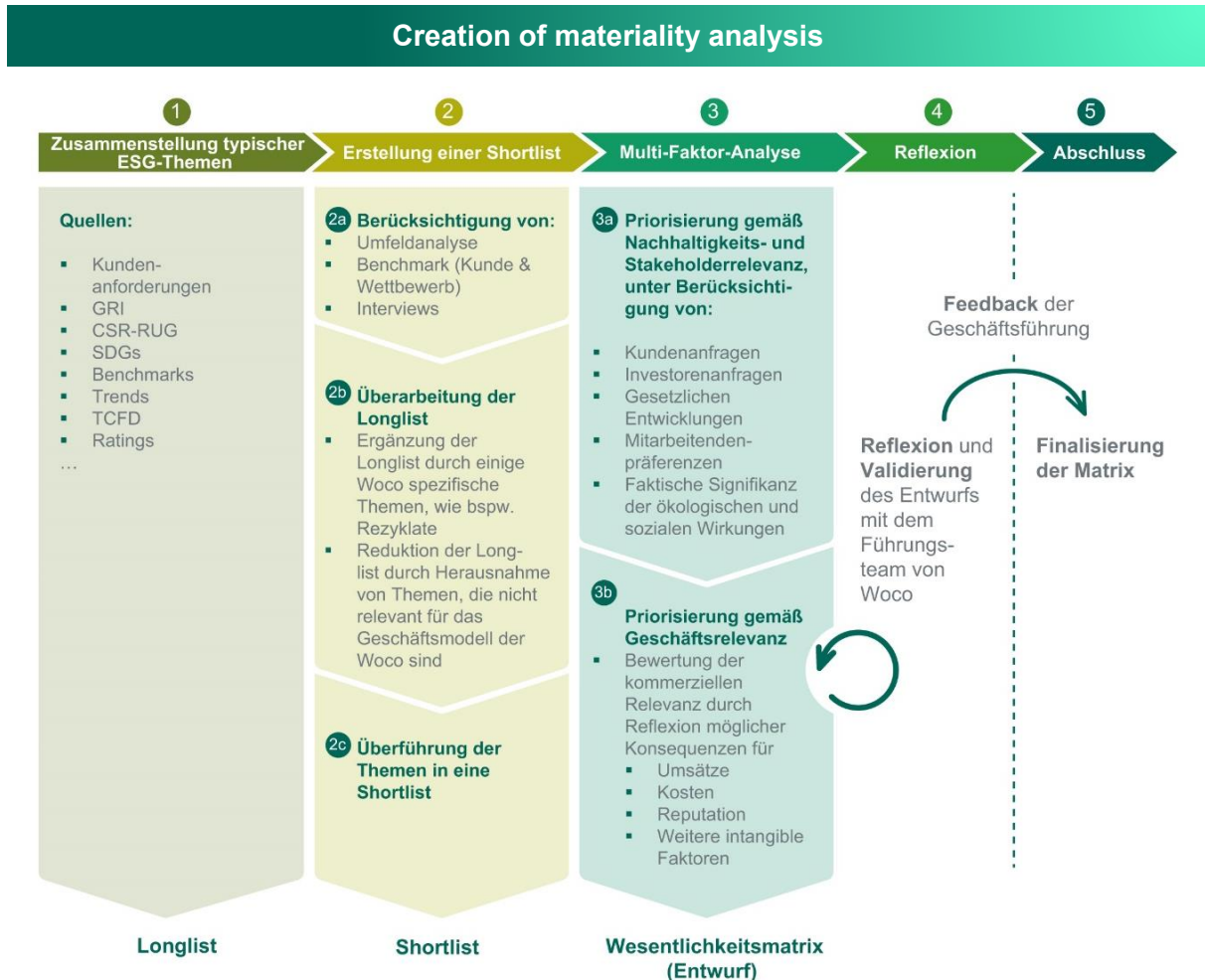
- **Findings from the environmental analysis:** Based on an overview of the requirements of regulations, ratings and customers, the relevance of the subject areas at E, S and G was determined, overarching customer requirements and strategic implications are taken into account, as well as an overview of the subject areas of customer requirements along the value chain
- **Sustainability activities of Woco compared to the competition:** The sustainability benchmark was carried out on the basis of the quality and content of the reports
- **Woco executives' current view of Woco's activities:** Interviews with managers and management determined both the assessment of the current significance in the respective field, the future required achievements (3–5 years), the assessment of Woco ESG performance and the assessment of the resulting ambition level

3. Multi-factor analysis

Evaluation and correlation of materiality using a multifactor analysis: The different scores of the materiality matrix are derived from assessments of the significance of external requirements, the business relevance and the factual ecological and social impact of the topics.

The relevance of the individual topics clustered in environmental, performance, social affairs and governance with regard to legislators, donors, customers, employees, factual environmental and social effects, which are not necessarily reflected in stakeholder opinions, was taken into account.

For the Woco materiality analysis, we must consider both business relevance and sustainability and stakeholder relevance.

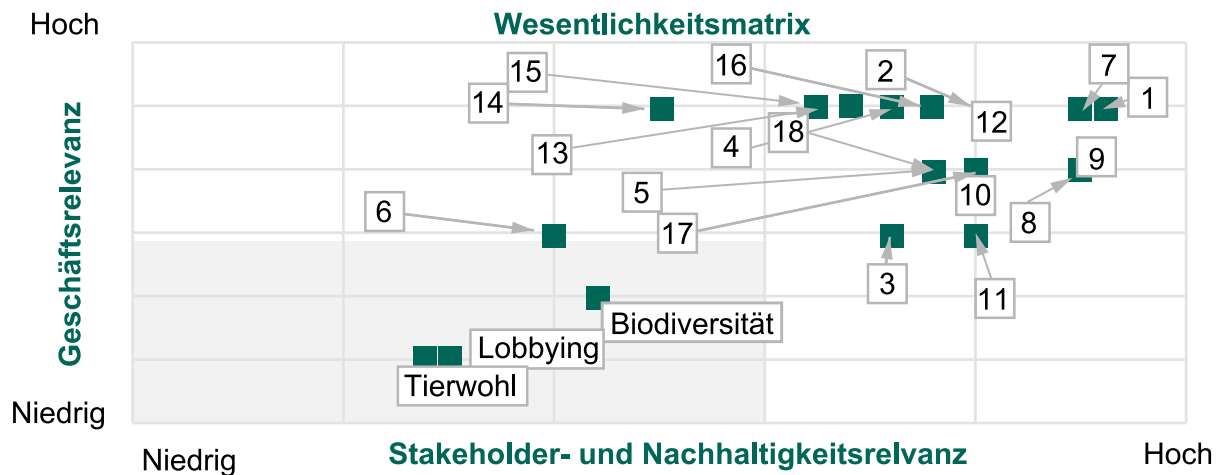


Proposed materiality threshold: All topics with a score of > 3 in either dimension is considered essential.

The issues below materiality do not prove to be significant business-relevant, nor do a significant number of stakeholders show significant interest in Woco's behavior on these issues. The actual impact of Woco on these topics can also be considered relatively low.

1.4.3 Main topics of the Woco Group

The main topics are explained in the respective chapters of the Sustainability Report.



Performance:

12. Innovation:

Investing in the innovation of sustainable products or to support sustainable business activities

13. Economic performance:

Ensuring the economic viability of the company

14. Digitization & Data:

Completion or replacement of analog processes and information by digital technology systems for processing information, communication or simulation of physical processes

Environment:

1. Decarbonization:

Capture and reduce Woco's energy consumption and emissions

2. Recycled & renewable raw materials:

Procurement, identification and use of recycled or renewable raw materials

3. Circularization of raw materials:

All approaches to implementing measures that enable circulation in the use of raw materials

4. Ecological footprint of the products:

Record and list the environmental effects of the product along the lifecycle and disclosure of essential information about the lifecycle

5. Occupational environmental protection:

All personnel, organizational, work process and workplace measures to protect the environment

6. Adapting to the consequences of climate change:

Adapting to the physical consequences of climate change such as floods, heat, drought, etc.

Social:

15. Employee Development and Qualification:

Continuous training and upskilling of the workforce

16. Occupational health and safety:

Prevention of health disorders caused by work activities, by associated occupational diseases or on the way to work

17. Diversity and equal opportunities:

Inclusion and abolition of barriers to minorities, other religions, women and mothers/dads

18. Workers' rights:

All statutory rights of employees, such as fair remuneration, holidays and freedom of assembly

Governance:

7. Ethics, Integrity:

Ensure compliance and implementation of ethical principles and integrity

8. Supply chain due diligence:

Basic management of social and ecological issues in the upstream chain

9. Risk management:

Structures, processes and responsibilities to classify, prevent or minimize risks

10. ESG Governance:

Structures and responsibilities for monitoring and implementing the ESG topics; collective awareness within Woco for social and environmental factors

11. Transparency of sustainability performance:

All external and internal communication on sustainability performance and efforts by Woco

The comparison with the materiality matrix from 2017 to 2019 shows that the topic of sustainability is becoming more and more complex and that the requirements are increasing. It also shows that the business relevance shown in the Performance chapter is becoming more important. The main topics from 2017 – 2019 have retained their significance. Despite the continuous improvement process, these topics are still in the Woco Group's catalog of objectives and measures.

Main topics 2022		Main topics 2017 – 2019	
02: Performance	▪ Innovation ▪ Economic performance ▪ Digitization and data		
04: Employees	▪ Employee development and qualification ▪ Occupational health and safety ▪ Diversity and equal opportunities	Employers	▪ Working conditions and employment ▪ Health and Occupational safety
03: Climate change	▪ Decarbonization ▪ Adapting to the consequences of climate change	Ecology	▪ Energy and Greenhouse gas emissions
03: Material usage/ Circular economy	▪ Recycled materials and renewable raw materials ▪ Circularization of Raw materials	Products	▪ Sustainable products
03: Ecological Footprint of the Products	▪ Ecological Footprint of the products		
03: Environmental contamination	▪ Occupational environmental protection		
05: Business Conduct	▪ Ethics, integrity	Compliance	▪ Compliance with laws – anti-competitive behavior ▪ Health of the customers and product security ▪ Anti-corruption
02: Workers in the Value chain	▪ Duties of care in the supply chain	Supply chains	▪ Sustainable procurement
05: Governance	▪ Risk management		
05: Governance	▪ ESG - Governance		
01: Business portrait – materiality	▪ Transparency of sustainability performance		

Next Steps:

- Following the revision and publication of the new CSRD and ESRS requirements, we will update our timeline for the transition from GRI to ESRS.
- We have suspended our work on the double materiality assessment in accordance with the published ESRS standards and will await the revised standards from the EU before updating and adapting our existing preliminary work accordingly.

2 Performance

Through the continuous development of our products, processes and materials, as well as the development of tailor-made and independent solutions, we offer a product portfolio that helps our customers cope with the technological transition from an internal combustion engine to electromobility. New business models and e-mobility products must be established and already exist.

The target picture for the performance field of action developed in the ESG strategy 2021/2022 is:

Woco's economic performance and quality promise go hand in hand with the continuous optimization of sustainability performance, which is consistently aligned to the diverse needs of Woco's customers.

In the materiality analysis, the following main topics arise:

Performance:

12. Innovation:

Investing in the innovation of sustainable products or to support a sustainable business

13. Economic performance:

Ensuring the economic viability of the company

14. Digitization & Data:

Completion or replacement of analog processes and information by digital technology systems for processing information, communication or simulation of physical processes

2.1 Economic performance

We strive to provide our customers with the most innovative and customer-friendly products and development services. We want to be the preferred partner for our customers and make a valuable contribution to society. Woco is aware of its responsibility toward its customers, employees and society. We are proactive in meeting ecological and social challenges.

In addition to sales of goods (€519.2 million), the Woco Group's revenue from external customers is also generated through project sales (€33.0 million), raw material trading (€33.0 million compared to €35.4 million in the previous year) and other revenues (€2.9 million compared to €4.0 million in the previous year).

2.1.1 Organization and responsibilities

In the Woco Group, the headquarters determine the strategic orientation of the global production sites, while the operational implementation and management are the responsibility of the segment managers together with the local managers. The allocation of production volumes to the locations of the Woco Group is based on segment and technology and taking logistical aspects into account.

Monthly performance review meetings with production unit management validate the implementation of rationalization measures and quality improvement programs to increase efficiency and review their impact on financial metrics. Weekly SIOP reviews (Sales, Inventory, Operations Planning) supplement the factory control system.

2.1.2 Opportunities and risks

In the context of climate change and regulatory initiatives such as the “ban on internal combustion engines” decided by the European Union for 2035, there is a trend away from purely internal combustion engines towards alternative drive systems – such as hybrid drives or purely battery-electric vehicles (BEVs). The implementation of this regulation is currently being reviewed again.

The transition to electromobility is progressing, but less dynamically than expected. Accordingly, the decline in the market for internal combustion engines (ICE) is also slowing down.

After Woco has identified and assessed the potential impact and likelihood of this risk, a strategy has been developed to control this: The existing product portfolio will be evaluated and adapted for use in electric or hybrid vehicles, new solutions will be developed, and new markets will be opened up.

Woco's share of the overall market for conventional internal combustion engines is below the overall market level, particularly due to the high proportion of powertrain-independent components. In line with general market trends, Woco is also seeing an increase in its share of future-oriented business (BEV/FCEV & PHEV). Woco is therefore continuously transforming its portfolio to secure full market access. Despite deviations compared to November 2023, the trend remains intact. Battery electric vehicles (BEVs) continue to gain market share.

The trend of recent years continues: By 2030, the share of internal combustion engines will continue to steadily decline to around 53%, while the share of battery electric vehicles (BEVs) will increase to around 33% in the same period.

The aforementioned shift in powertrain technologies requires, among other things, new and optimized products and manufacturing processes from supplier companies (see Woco Group business model, Chapter 1.2.1).

2.2 Innovation

New drive technologies present new business opportunities for the Woco Group. Development activities have emerged in areas related to battery modules; for example, burst and vent valves as well as particle filters for battery housing have been developed. Furthermore, work continues on solutions for heat dissipation from the battery cells and optimization in terms of light-weight design for the battery housing and component carrier by replacing metal with plastic.

2.2.1 Organization and responsibilities

Basic research, independent development work, and the development of series products in close coordination with customer requirements are carried out under the leadership of Woco Industrietechnik ("Woco IT") and using the resources of various group companies worldwide.

In the core development area, 227 employees (previous year: 248) were employed Group wide as of the balance sheet date. In the reporting year, development expenditures in the low double-digit millions of euros were incurred within the Woco Group.

2.2.2 Opportunities and risks

In the thermal management segment, the transformation to battery electric vehicles (BEVs) is already well advanced. The fundamental principles for this in research and development are continuously being further developed. Other key development areas include solutions for reducing air resistance, component solutions for actively intervening in the thermal energy management of the drive technology, components and modules for downsizing strategies in drives with supercharging systems, products for reducing flow losses in intake systems, the development of polymer materials, and products for future CO₂-neutral "design fuels". In addition, existing products are continuously being improved.

In 2024, the Woco Group further intensified its sustainability activities. Particularly noteworthy are the material development and substitution projects (see Chapter 3.3 Material Use). In the thermoplastics sector, several recycled materials were qualified. These replace virgin materials derived from fossil fuels, thus closing loops in line with the principles of the circular economy

and reducing the CO₂ footprint of our products. In the elastomers sector, Woco is developing new, more sustainable materials that are being used in pilot projects with customers.

Woco is also developing new materials on the customer side to reflect the trend towards sustainable products. In 2024, 10 new patents were filed.

The transformation in automotive product segments is reflected in the order intake, which is independent of the internal combustion engine. The expected strong growth in the BEV sector was delayed in most of the Woco Group's core markets, and numerous manufacturers had to revise their volume forecasts for this market segment, with indirect consequences for the Woco Group.

- 2021: 39%
- 2022: 74%
- 2023: 81%
- 2024: 66%

2.3 Digitization

As an international company, the Woco Group must be able to process a large amount of data in order to achieve business objectives, complete tasks and fulfill obligations. The digitalization of business processes is being driven continuously, including the introduction of paperless offices, the use of cloud solutions, modern IT security measures and the implementation of digital communication tools.

The protection of data of customers, employees, contractors or other third parties is just as important as the protection and safeguarding of the know-how of the Woco Group. By implementing modern digital solutions, we want to make our processes more efficient and environmentally friendly.

The Woco digitization strategy includes the integration of digital collaboration tools to improve collaboration and efficiency in the enterprise, and to promote the reduction of paper consumption.

The introduction of a data management software tool (Qlik) enables effective monitoring and analysis of key sustainability metrics and performance indicators to track and communicate environmental goals transparently.

By integrating these digital solutions holistically, Woco is pursuing its sustainability goals while boosting productivity and competitiveness.

2.3.1 Organization and responsibilities

Excerpt from Woco Corporate Policy:

- As a global company, the Woco Group processes a large amount of data and information to achieve its business objectives, fulfill its tasks and fulfill its obligations. We protect data from customers, employees, contractors, and third parties, and safeguard Woco's know-how. To achieve this goal, i.e. to protect information from external and internal threats, to ensure continued business operations at all times and to minimize damage in the event of possible incidents, an Information Security Management System (ISMS) has been introduced. Policies define technical and organizational measures that guarantee an appropriate level of information security for the Woco Group.
- Information security management and data protection management is part of the Woco corporate strategy and is integrated into the OneIMS integrated management system.

The privacy and information security policies serve as a guide and documentation for the integrated management system, which includes the ISMS and the DSMS.

The target groups of the directive are the management responsible for the design of the IMS and the employees of the security and data protection organization in all companies.

Woco Group will gradually introduce certification in accordance with TISAX at various production sites. TISAX® is a cross-company testing and exchange procedure for information security in the automotive industry.

Furthermore, the Woco Group is implementing the requirements of the new NIS2 legislation at all its European locations to ensure a consistently high level of protection for network and information systems. This includes, among other things, stricter reporting obligations for security incidents, the regular review and adaptation of technical and organizational measures, and comprehensive risk management processes tailored to the specific threat landscape and legal requirements within Europe. In this way, Woco ensures that all relevant locations are proactively prepared for new cybersecurity challenges and comply with all applicable laws and regulations.

Data protection

Woco Group relies on IT-supported processes. Personal data must be processed. In this situation, it is essential to ensure the enforcement of data protection in order to create the necessary reliability in everyday business and to meet legal requirements.

Furthermore, we understand data protection as an essential customer and supplier service that protects the confidentiality, availability and integrity of personal information and ensures the regularity of the relevant processes.

The highest data protection objectives within the Woco Group are availability, integrity and confidentiality. In addition, authenticity, commitment, compliance and the continuous and measurable improvement of the data protection management system (DMS) are defined as further protection goals.

Information security

To ensure information security, a global information security management system (ISMS) is established.

The goal of information security policies is to protect information from external and internal threats, ensure continued business operations, and minimize damage to potential security incidents.

Information can be in one or more forms, such as electronically stored data, paper data, or physical prototypes. This policy forms the basis for a comprehensive information security management system (ISMS). The technical and organizational measures to be taken are based on established regulations on information security, such as the ISO 27001 standard and the basic IT protection of the Federal Office for Information Security (BSI), customer guidelines and specifications as well as recommendations from the German Association of the Automotive Industry (VDA).

Managed Security Operation Center

A Managed Security Operations Center (MSOC) is being established to centralize monitoring and proactive responses to cyber threats. The MSOC serves as the central hub for security monitoring and management of our IT security measures, enabling swift detection and remediation of threats.

2.3.2 Opportunities and risks

As processes become increasingly digitalized, the attack surfaces for cyberattacks on companies are expanding. Woco Group is addressing this risk with a cybersecurity roadmap through

2025 as part of its transformation, coordinated with bundles of measures to mitigate risks, led by the Transformation Office and IT management.

Opportunities

- Increase efficiency: Digitization enables us to accelerate and optimize processes, resulting in higher productivity.
- Environmentally friendly: Reduce paper consumption and CO₂ emissions through the use of digital technologies.
- Innovation: Strengthening competitiveness through innovative digital solutions.
- Security: A global ISMS increases the security of our data and the MSOC improves security incident responsiveness and protects against IT security incidents and cyber threats.

Risks

- Data security: Increased risk of cyber-attacks and data loss, which requires strict security measures and robust ISMS.
- Investment costs: High initial investment in digital infrastructure, new technologies, the implementation of ISMS and the development of the MSOC.

During the 2023 reporting period, no complaints were received from external organizations or regulators regarding breaches of customer data protection.

Our commitment to protecting our customers' corporate information and data remains unchanged and we continue to apply the highest standards and practices to ensure the security and confidentiality of all personal information. This includes regular audits, comprehensive training for our employees, and the implementation of advanced technical safeguards.

- Number of confirmed complaints by external organizations or supervisory authorities in the reporting period 2023: 0
- Information Security Audit Results: No vulnerabilities were identified during the reporting period, and six sites received the TISAX label.
- Share of digitized processes in the overall business processes:
 - Target 2025: 80%
 - Target 2030: 100%
- Paper consumption: The amount of paper consumed in kilograms per year
 - Target value 2025: Reduction by 70%
 - Target 2030: Virtually paperless office

3 Environment

As a manufacturing company with energy- and material-intensive production, the environmental impact of our activities has always been the focus of our sustainability efforts. The importance of environmental impact arises, among other things, from the specific requirements of the legislator, the customers and other stakeholders.

The target picture for the environmental field of action developed in the ESG strategy is:

Woco faces the ecological challenges of today beyond legal enforcements and in line with the sustainability strategies of our customers. Woco pursues a differentiated innovation strategy in which the proportion of environmentally friendly and circular economy-oriented products is continuously increased.

In the materiality analysis, the following main topics arise:

Environment:

- 1. Decarbonization:**
Capture and reduce Woco's energy consumption and emissions
- 2. Recycled and renewable raw materials:** Procurement, identification and use of recycled or renewable raw materials
- 3. Circularization of raw materials:**
All approaches to implementing measures that enable circulation in the use of raw materials
- 4. Ecological footprint of the products:**
Record and list the environmental effects of the product along the lifecycle and disclosure of essential information about the lifecycle
- 5. Occupational environmental protection:**
All personnel, organizational, work process and workplace measures to protect the environment
- 6. Adapting to the consequences of climate change:**
Adapting to the physical consequences of climate change such as floods, heat, drought, etc.

Our previous orientation toward the Global Compact has been extended to include other internationally recognized guidelines, such as the OECD Guidelines and the ILO core labor standards. These claims are also reflected in our new Woco Code of Conduct, which was published in May 2023. We want to continue to contribute to the achievement of the UN SDGs.



Our Code of Conduct policy is complemented by the Woco corporate policy, which applies to the entire Woco Group. The Woco corporate policy identifies clear fields of action and principles that highlight the areas of production, logistics and development. The environmental impact of our products in the downstream value chain is taken into account, as is the performance of our own suppliers and service providers.

Excerpt from Woco corporate policy:

- The product philosophy is characterized by environmentally friendly products and forward-looking solutions, avoiding the use of non-socially acceptable supply chains.
- Woco focuses on resource-efficient development, production and logistics.
- We support the requirements for implementing a circular economy and always keep an eye on the entire product life cycle.
- Continuous improvements in product creation and product realization processes reduce the environmental impact of our products and processes.
- We protect the environment and natural resources to reduce consumption and environmental impact (emissions, pollutants, waste).
- Avoidance of greenhouse gas emissions is continuously promoted.
- We are committed to sustainable production with the associated goal of continuously improving energy efficiency at our locations wherever it is cost-effective to implement.
- Implementation focuses on the following:
 - Design and procurement of energy-efficient products and services.
 - Energy consumption is systematically recorded, analyzed, and gradually reduced.
 - A continuous evaluation of energy efficiency and energy savings takes place.

3.1 Climate change: Decarbonization and adaptation to the Climate change

Limiting climate change is one of the greatest challenges of our time. One of the guidelines that Woco is guided by is to follow the guidelines of the 2015 Paris climate agreement to limit global warming to well below 2 degrees and 1.5 degrees, respectively.

As a company, we are required to integrate the associated challenges into the business model and to be future-oriented.

The Woco Group began establishing a climate management system back in 2017. Since 2018, we have been reporting annually on our climate management activities within the framework of the CDP Supply Chain Program. The continuous improvement process associated with this is reflected in our consistently good CDP rating of “B” on the topic of “climate change”, despite the annually increasing requirements of CDP.

In order to make a measurable and fair contribution to the Paris Agreement and to assume responsibility for this, Woco has set science-based climate targets as part of its climate strategy. In this way, we are aligning our decarbonization path with what is scientifically necessary to limit global warming to 1.5 degrees Celsius or well below 2 degrees Celsius.

3.1.1 Organization and responsibility

The adoption of the climate strategy was accompanied by the development of a consistent transition plan. In this context, we will adapt our internal production processes and product portfolio to align with the overall corporate goals for combating global climate change.

By defining these clear targets and the clear emission mitigation path, clear guidelines will be established for management, segment managers and specialists in the central departments with regard to the annual emission reductions required to achieve the specified emission mitigation path by 2030.

Different categories were evaluated and 24 individual KPIs were defined with corresponding annual targets. These are assigned to the respective specialist areas. To this end, a list of priorities has been drawn up, which first refers to the years 2022 to 2025.

The achievement of the KPIs is checked by an annual review and by the evaluation by the management, if necessary, adjustments are made.



3.1.2 Decarbonization – Climate Strategy according to SBTi

In 2022, Woco developed and adopted a climate strategy for emission reduction based on SBTi requirements with external support. The SBTi validated the targets in 2023.

The Woco Group commits to reduce its absolute GHG Scope 1 and 2 emissions by 46.2% by 2030, based on base year 2019.

The Woco Group also commits to reduce its absolute Scope 3 GHG emissions by 27.5% over the same period.

Implementing the emissions reduction pathway requires extensive discussions with our customers and suppliers to expand our existing activities in the area of emissions reduction. Woco's supply chain also includes processes and industries with relatively high energy consumption – for example, in the production of plastic raw materials or metal products. To minimize the resulting environmental impact, Woco places great emphasis on sustainable procurement.

Energy consumption

The production and processing of plastic parts require electrical energy to heat the plastic tools. Other important processes are the vulcanization of elastomers and assembly.

Thus, power consumption is determined by the direct energy consumption of the production plants as well as secondary consumers, for example in the area of compressed air and lighting. Storage and office buildings as well as fuel consumption of the vehicle fleet play a lesser role.

The current energy intensity amounts to approximately 88.78 GJ/FTE.

All energy consumption outside the company is reported under Scope 3 emissions according to GRI 305-3. A separate breakdown of this consumption is not possible. The calculation of Scope 3 emissions follows the Greenhouse Gas Protocol, an international guideline.

The following table shows the energy consumption of fuels, electricity, and district heating:

*	2024 (GJ)	2023 (GJ)	2022 (GJ)
Diesel	9.231,41	10.266,42	9.334,42
Petrol	3.181,65	3.471,57	3.293,39
Natural Gas	29.233,20	33.529,07	35.484,078
LPG	410,34	476,63	492,77
Burning Oil	1.377,44	1.521,40	1.955,30
Sum	43.434,03	49.265,08	50.559,96

*	2024 (GJ)	2023 (GJ)	2022 (GJ)
Power	247.486,97	284.063,38	382.836,48
Green electricity	124.912,96	91.540,15	31.404,29
District heating	7.910,80	9.188,79	9.403,20
Sum	380.310,73	384.792,33	423.643,97

Greenhouse gas emissions

The Woco Group has been calculating its corporate carbon footprint (Corporate Carbon Footprint) including the relevant upstream and downstream indirect emissions since the 2016 financial year. The company-wide greenhouse gas balance was carried out in cooperation with the DFGE – Institute for Energy, Ecology and Economics in accordance with the Greenhouse Gas Protocol (GHG Protocol):

- Includes direct emissions from fuel and fuel use (Scope 1), indirect emissions from energy purchase (Scope 2) and other relevant indirect emissions (Scope 3)
- Considered greenhouse gases: CO₂ as well as CH₄, N₂O, HFCs, PFCs, SF₆, NF₃. All emissions are represented in CO₂ equivalents (CO₂e).
- Reference period: Calendar year 2019 (base year SBT)
- Consolidation approach: Operational control (excluding minority interests)
- No relevant biogenic emissions

As part of the development of the climate strategy, we have changed the method of calculation. Our 2019 baseline has been included in the recalculation. Comparability of the data is thus given for 2019 - 2021 – 2022 – 2023.

Corporate Carbon Footprint (in accordance with GHG)

Scope	Category	2024	2024	2023	2023	2019	2019
	[t CO ₂ e]	[t CO ₂ e]	[%]	[t CO ₂ e]	[%]	(recalc) [t CO ₂ e]	(recalc) [%]
Scope 1	Combustion - Motor vehicles	805	< 1 %	886	< 1 %	910	< 1 %
	Combustion – within company facilities	1,604	1 %	1,836	1 %	2,488	< 1 %
	Volatile emissions	--	--	--	--	--	--
	Process emissions	--	--	--	--	--	--
	Sum Scope 1	2,409	1 %	2,723	1 %	3,398	< 1 %
Scope 2	Purchase of electricity	41,178	13%	45,809	14 %	62,246	11 %
	Supply of steam	--	--	--	--	--	--
	Obtaining heat	395	< 1 %	459	< 1 %	406	< 1 %
	Obtaining cold	--	--	--	--	--	--
	Sum Scope 2**	41,572	13 %	46,268	14 %	62,652	12 %
Scope 3	Up-stream						
	Purchased goods and services	212,951	69 %	212,015	66 %	400,997	74 %
	Capital goods	4,522	1 %	5,460	2 %	25,619	5 %
	Fuel and energy related activities (not included in Scope 1 and 2)	12,561	4 %	13,359	4 %	14,156	3 %
	Upstream transport and distribution	16,885	5 %	19,614	6 %	21,244	4 %
	Waste produced in workflows	1,195	< 1 %	1,478	< 1 %	1,553	< 1 %
	Business travel	38	< 1 %	44	< 1 %	670	< 1 %
	Shuttle service of Employees	7,757	3 %	8,211	3 %	8,027	1 %
	Leased assets in upstream activities	--	--	--	--	--	--
	Down-stream						
	Subsequent transport and distribution	2,905	1 %	3,142	1 %	4,657	< 1 %
	Processing Products sold	6,045	2 %	7,088	2 %	--	--
	Use of sold products	--	--	--	--	--	--
	Disposal Products sold	982	< 1 %	951	< 1 %	440	< 1 %
	Leased assets in down-stream activities	--	--	--	--	--	--
	Franchises	--	--	--	--	--	--
	Investments	--	--	--	--	--	--
Sum Scope 3		265,840	86 %	271,362	85 %	477,363	88 %
Total		309,821	100 %	320,351	100 %	543,413	100 %

Emission reduction: Scope 3.1 hotspot “purchased goods and services”

Typical for manufacturing companies is the large proportion of emissions generated by the production of materials and precursors purchased from Woco. As already evident in previous years, “Purchased Goods & Services” is a hotspot category. Over 2/3 (212.951 t CO₂e) of the total emissions in 2024 are caused here. The most important activities to reduce emissions are:

- Continuous increase in the proportion of recyclates
- Development of alternative polymer mixtures

Further explanations are given in the section “Material usage – Circular management”. Here in particular, the importance of the supply chain is unmistakable.

Emissions reduction: Scope 2 – Hotspot “Electricity procurement”

Woco has reduced sufficiently for the Scope 1 and Scope 2 targets in recent years. Scope 2 has further potential to reduce emissions by gradually increasing the proportion of energy from renewable sources.

Energy procurement from renewable sources:

- Our production site in Kronach has been sourcing 100% of its electricity from renewable sources since 2021.
- In 2023, we switched to 100% renewable sources at all our German locations.
- In 2024, our plant in Hungary was also converted to 100% renewable energy, and the share of renewable sources increased further in other countries as well.
- We are reviewing all electricity supply contracts and continuously converting additional production plants to electricity from 100% renewable energy sources.

Self-power generation by PV systems:

- We are successively testing all sites with regard to the generation of own electricity by PV systems.
- In 2022, we were able to implement a first plant on the roof of our production plant in China.
- In 2023, we implemented another system at our production plant in Czech Republic.

Emission reduction: Scope 1 – Process adjustments to increase efficiency

In the manufacturing industry, the efficient use of energy in production processes is an important cost factor. The implementation of energy efficiency measures is also an important approach to reducing emissions.

The increasing automation of production processes, however, increases the direct energy consumption of the production plants, so that consideration of energy efficiency is an essential procurement criterion.

The topic of energy efficiency is dealt with within the framework of the environmental management system DIN ISO 14001 implemented for all production sites. In addition, the Woco Group's Integrated Management System has been extended to include the specifications of an energy management system (in accordance with DIN ISO 50001).

This ensures a continuous improvement process at all production sites. Energy efficiency and management are fundamental objectives. Due to the diverse product range, energy targets are defined according to local conditions. The necessary resources are provided by top management.

The achievement of individual measures is regularly reviewed and consolidated in the internal management review. The effectiveness of environmental management in achieving our environmental goals is assessed, and adjustments are made as needed. Individual measures range from process optimization, lighting, changes to procurement practices, energy efficiency in buildings, insulation, substitution of process materials, machine/equipment replacement, waste heat recovery, to compressed air optimization.

Management systems provide training at least once a year. This means that all employees around the world are sensitized to the topic and can contribute their ideas within the framework of the Woco suggestion system.

Emissions intensity

An important parameter in this context is the CO₂ intensity of business activity, as it can also provide information about progress achieved, regardless of changes, for example in production volume. The relative emissions per turnover for the last few years are shown in the table below.

	2024	2023	2022	2019
Employees	4.773	4,600	4,600	5,950
Sales (€ million)	588	600	614	730
Scope 1 (t CO ₂ e)	2.409	2,723	2,876	3,398
Scope 2 (t CO ₂ e)	41.572	46,268	55,996	62,652
Scope 3 (t CO ₂ e)	265.840	271,362	318.69	477,363
Total (t CO ₂ e)	309.821	320,251	377,039	543,413
Emissions per sales (t CO ₂ e / million €)	526,91	533.92	614.07	744.401
Emissions per employee (t CO ₂ e / million €)	64,91	69.40	81.965	91.329

Achieving climate strategy goals – emissions reduction pathway according to SBTi

Woco has been able to continuously reduce its absolute emissions.

Woco has achieved sufficient reductions in recent years to meet its Scope 1 and Scope 2 targets.

Significant progress has been made in Scope 3. We will continue our efforts in this area in the coming years.

Woco Emissions reduction pathway since 2019

Scopes	Value in 2024	Value in 2023	Value in 2022	Value in 2019 (BY)	Unit	SBTi req. per year	SBTi req. in BY	Change (2024 vs. 2023)	Change (2024 vs. BY 2019)
Scope 1+2	43,981	48,991	58,870	66,050	t CO ₂ e	-4,2% p.a.	-21%	-11%	-40%
Scope 3	265,840	271,362	318,169	477,363	t CO ₂ e	-2,5% p.a.	-12,5%	-2%	-57%
Total	309,821	320,351	377,039	543,413	t CO ₂ e			-3%	-55%

3.1.3 Adaptation to climate change

Woco has identified the risk of natural disasters such as floods, storms or hurricanes and the resulting infrastructure disruption as relevant.

These can have a direct impact on our operations or manifest themselves throughout our supply chain. Possible effects are temporary interruptions to production or higher operating costs. In order to control these risks, we carry out monitoring measures that enable us to prevent the

effects of early prevention measures. We have also taken out comprehensive insurance coverage that further reduces our exposure to this risk.

3.2 Occupational environmental protection – prevention of environmental pollution

ISO 14001 is the internationally recognized standard for environmental management systems (EMS). It provides a framework for us to continuously improve Woco's environmental management system and environmental performance. By adhering to this standard, we can ensure that we take proactive measures to minimize our environmental footprint, comply with relevant legal requirements, and achieve our environmental goals. The Woco UMS covers various aspects, such as resource use, pollution prevention, circular economy, environmental performance monitoring, and stakeholder involvement in environmental commitments.

3.2.1 Organization and responsibility

Responsibility for the introduction and maintenance of the respective locations lies with the relevant product segment managers and plant managers. The locations themselves are responsible for implementing specific measures and for complying with the applicable laws.

There are dedicated environmental management officers at larger locations. At the other locations, this area of responsibility is the responsibility of the plant managers. Internal and external environmental audits are used to monitor the set standards.

3.2.2 ISO 14001 to improve environmental performance

Environmental management requires the timely identification of environmental opportunities and risks and compliance with legal requirements for all Woco operational processes and products. In addition, environmental management is intended to create sustainable behaviors with regard to employees.

An external ISO 14001 certification confirms the functionality of our system, which contributes to continuous improvement. The measures developed from the environmental aspects are intended to promote environmental protection and to improve environmental conditions.

We have achieved our goal of having all production plants in the automotive sector certified according to ISO 14001. New plants are gradually included in this certification process. In the non-automotive sector, we have also introduced certification in accordance with ISO 14001. In

this case, we can also prove certification according to ISO 14001, except for a few smaller facilities.

The topic of environmental protection is dealt with in the course of training courses for the environmental management system DIN ISO 14001 implemented for all production sites at least once a year. This means that all employees around the world are sensitized to the topic and can contribute their ideas within the framework of the Woco suggestion system.

Legal compliance will be assessed in separate audits. Should deviations occur, this will be changed accordingly in the plants. In 2024, we did not pay any fines for non-compliance with environmental laws or regulations.

In addition, all stakeholders can report observed and suspected violations through our complaint mechanism (see Governance – Complaint Mechanism).

In 2023, the OECD Guidelines for Multinational Enterprises were amended with a comprehensive revision of the environmental chapter.

The amendment takes account of developments in international environmental policy and the principles and objectives of various international agreements, including those that have recently been adopted, such as Agenda 2030, the Paris Climate Change Agreement or the Kunming-Montreal Global Biodiversity Framework.

The OECD underlines the central role of companies in responding to environmental challenges such as climate change, biodiversity loss and increasing resource consumption, and specifies how companies can prevent and address negative environmental impacts and contribute to achieving international environmental goals.

On the one hand, the environmental chapter clarifies that companies should also extend their due diligence obligations to environmental aspects such as climate change, biodiversity loss, pollution and deforestation, as part of environmental management systems. On the other hand, the explanatory notes specify various expectations of the OECD countries for companies.

In its Code of Conduct, Woco refers to the OECD guidelines and the associated guidelines because they are among the most important frameworks for sustainable corporate governance. In 2024, we began comparing the changes in the environmental chapter of the OECD Guidelines with our existing Woco processes. We will complete this work in 2025 and integrate any necessary changes into our processes.

3.2.3 Assessment of environmental aspects

Group-wide ISO 14001 procedures are used to evaluate and update the environmental aspects and the resulting environmental impacts of Woco.

The environmental aspects are recorded for the respective Woco locations and include both direct and indirect environmental impacts. These are based on a uniform form set with the following subject areas for recording:

1. Water, wastewater
2. Soil protection and storage
3. Air, odors, dust and noise
4. Energy
5. Waste
6. Safety (hazard analysis and emergency planning)

The significant environmental impacts are evaluated based on established criteria. Based on their relevance, the environmental aspects are prioritized, objectives are defined, and actions are outlined, specifying responsibility, timeline, verifiability, and resources. Each production site's environmental program is determined by these actions, from which environmental objectives are set. Once the defined actions have been effectively implemented, a reassessment is conducted.

The topic of climate change was officially integrated into ISO management system standards such as ISO 14001 (environmental management) and ISO 50001 (energy management) in February 2024 through so-called amendments (AMD 1:2024-02). We will conduct a corresponding review of our processes and documents throughout the year.

3.2.4 Responsible chemical management

Responsible chemical management, i.e. the lifecycle of chemicals including handling, storage and disposal, is also taken into account in the management requirements of ISO 14001.

Here, a group-wide procedural instruction describes the rules for handling hazardous materials and dangerous goods that must be observed in the Woco plants. Hazardous materials must be released prior to procurement and may only be procured with a current safety data sheet (not older than 2 years).

The measures concern occupational safety and environmental protection. For this reason, in individual cases, coordination between the respective persons responsible is necessary. The

regulation of the handling of hazardous substances is intended to reduce hazards and stresses on people and the environment, to avoid accidents and thus to reduce downtime. This goal is also achieved by the constant search for substitutes in order to replace hazardous substances with less or non-hazardous substances or to reduce the use of hazardous substances in their quantity.

Through the International Material Data System IMDS, Woco provides the necessary information on material compositions for all products in the automotive sector. Compliance with the REACH Regulation (European Chemicals Regulation for the Registration, Evaluation, Authorisation and Restriction of Chemical Substances) is maintained. In addition, Woco has demonstrated that limit values for certain substances are not exceeded by means of declarations of conformity, e.g. according to RoHS (Restriction of the Use of Certain Hazardous Substances).

3.3 Material usage – circular economy

Woco requires various raw materials and precursors to manufacture the products. Woco also buys components and individual parts on a larger scale. In terms of quantity, the most important material groups are plastic granules (thermoplastics and thermoplastic elastomers) as well as elastomer mixtures.

A total of 28.344 tons were used in the plastic granules sector in 2024. Polyamides account for by far the largest proportion of this, at around 66%. In the elastomers' segment with a total volume of 10.754 t, EPDM dominates with 73 %.

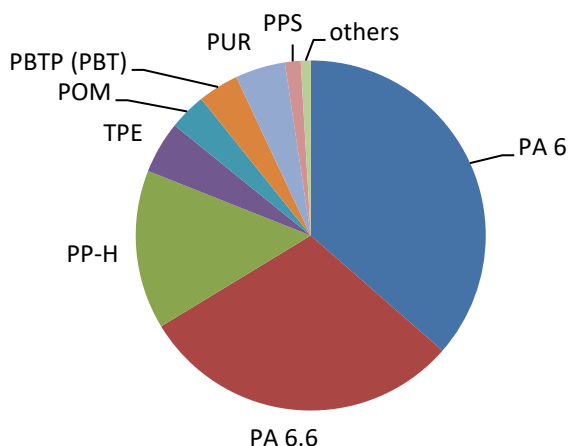
In 2024, Woco further intensified its sustainability activities. Particularly noteworthy are material development and substitution projects. Several recyclates in thermoplastics replace fossil materials, supporting a closed-loop economy and the CO₂ footprint of our products is reduced.

In addition to these product-related topics, the use of recycled materials, the reduction of rare or resource-intensive materials in production, as well as the reuse of products at the end of the life cycle are of particular importance for the sustainability of a company.

Increasing resource efficiency will become more and more important in the coming years as certain raw materials are becoming less and less available. The sensible use and the increase in the recyclability of the materials is therefore becoming increasingly important.

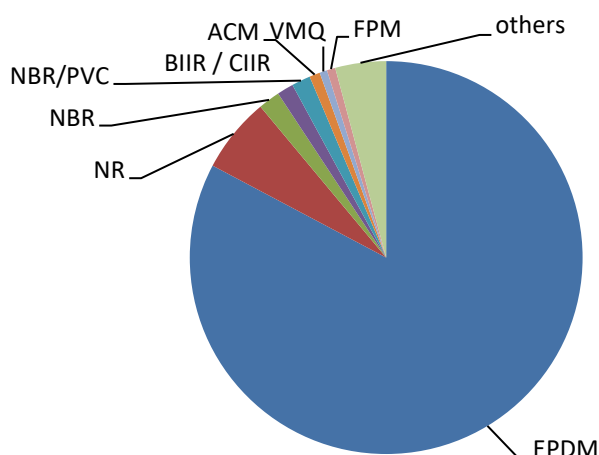
Raw Materials (Scope 3: Purchased Goods & Materials)

Plastics Volume 2024 as per Polymer [tons p.a.]



	Vol. (t) p.a.
PA 6	10.326
PA 6.6	8.469
PP-H	4.167
TPE	1.363
POM	970
PBTP (PBT)	1,067
PUR	1,310
PPS	454
others	259
Total	28,344

Rubber Compounds Volume 2024 as per Polymer [tons p.a.]



	Vol. (t) p.a.
EPDM	8.899
NR	666
NBR	192
BIIR / CIIR	146
NBR / PVC	166
ACM	94
VMQ	67
FPM	75
others	450
Total	10.754

3.3.1 Organization and responsibilities

Material-related issues, such as the procurement, testing and use of recycled materials, are closely coordinated with the customer in order to make changes to alternative materials.

The primary driver for optimizing product-related sustainability is the Research and Development department, centrally organized at the main site. This department lays the foundation for innovative materials, products, and manufacturing processes. During project execution within Woco's Product Development Process (PEP), the procurement team assesses material availability, such as recycled materials.

With the adoption of Woco's Climate Strategy through 2030, each relevant department is assigned specific emissions reduction targets, reviewed annually and adjusted as needed. Emissions from "Purchased Goods and Services" under Scope 3.1 are a central focus due to their significance in the corporate carbon footprint (CCF).

3.3.2 Recycled materials

In order to be able to offer alternative materials to customers, we have carried out extensive tests on the usual technical specifications for various recycled materials since 2018. We continue to pursue these activities and continue to actively engage in dialog with the customer in order to present the alternatives and thus enable the increased use of recycled materials.

The Woco product portfolio usually includes highly loaded and, in some cases, safety-relevant components. These components must meet the highest requirements in terms of strength, chemical and/or temperature resistance over the lifetime of the vehicles. In addition to the general material suitability, stable production processes are a fundamental prerequisite for the part function.

As part of the technical qualification process, we intensively examine the various options for high-quality recyclates and check whether the alternative materials can be used for the Woco product range as part of the internal approval processes. The following aspects are included in the review process:

- Use of standard recycled materials for components with low to medium requirements
- Use of chemically recycled materials and/or mass balance types for highly stressed components and/or challenging manufacturing processes
- Use of plastics with low PCF where suitability has been demonstrated
- Use of post-consumer recycled materials for components with low stress
- Use of bio-based plastics
- Use of recycled fillers

Use of recyclates since 2018

2018	3%
2019	5%
2020	6%
2021	7%
2022	9%
2023	10%
2024	9,2%

Figures in tons – quantities processed exclusively at Woco without purchased parts

In 2024, the proportion of recycled materials decreased slightly. Reasons for this include, for example, delays in planned new projects using 100% recycled materials and the phasing out of some ongoing projects that previously incorporated recycled materials. Furthermore, the commercial conditions for recycled materials are changing, meaning that the price advantages that previously existed are no longer available due to increased demand.

3.3.3 Emission-optimized primary materials, bio-based materials:

In addition to the use of recyclates, the use of CO₂-optimized primary materials is another option for reducing emissions. If market availability, specific quality requirements or price are against the use of recyclates, primary materials can be offered to customers.

Bio-based materials are also considered as alternative material. However, the effects on other environmental aspects, which may lead to conflicting objectives, must be considered.

Due to our extensive tests on materials and internal material release, we already have the opportunity in 2023 to offer customer emission-optimized alternatives. The use of these alternatives depends on customer acceptance, as emission-optimized materials usually involve additional costs.

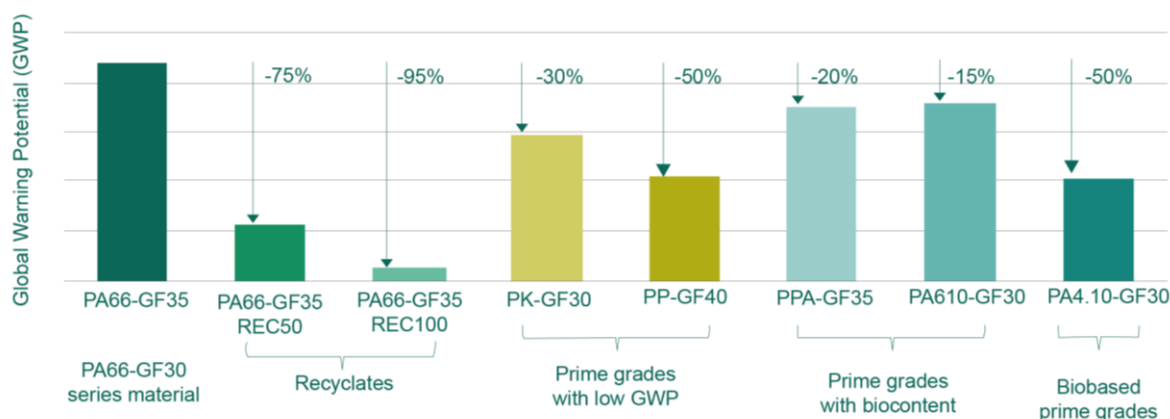
This procedure is illustrated as an example in a coolant application for BEV:

A PA66-GF30 is required by the customer as a series material. Using partial or full recyclates could save up to 95% CO₂. Since the recyclates cannot be used due to the poorer property profile, further alternative materials were considered. Partial or fully bio-based polyamides have up to 50% lower PCF than standard polyamides. In 2024, we expanded our list of bio-based materials that, based on internal quality tests, are approved for Woco applications and are regularly offered as alternatives in the quotation process. However, these materials are not

competitively priced. Using polyketone or polypropylene would allow similar CO₂ savings at an attractive price.

In addition to polyamide, we currently also use polyketone for coolant applications (Thermal Management in BEV).

Potentials for CO₂ reduction
Example: coolant application up to 100°C



3.3.4 New development of more sustainable materials

Our material and process expertise, especially the in-house production of elastomer materials with specific property profiles, gives us a unique position in the market. This material and process know-how also plays an important role in supporting the transformation of our product portfolio.

Material development projects in 2021/2022 are particularly noteworthy here. In the field of elastomers, we are developing new, more sustainable materials that will be used in initial pilot projects with customers.

This development work was based on extensive tests of various material alternatives:

- Basis of used tires (raw materials examined: 35)
 - Pyrolysis soot recovered carbon black (rCB)
 - Devulcanized raw materials

- Fine grinding
- Bio-based raw materials (investigated raw materials: 12)
 - Polymers
 - Plasticizer
 - Fillers based on rice husks/lignin
- Use of ISCC+ certified raw materials
 - In the area of ISCC+ certified raw materials, EPDM polymers or plasticizers are currently of particular interest. This refers to raw materials that are produced according to the mass balance principle and thus have identical properties to the standard products. The raw materials used are, for example, bi-onaphtha or pyrolysis oil from the circular economy. Voluntary certification guarantees traceability, as well as ecological and socially sustainable supply chains.

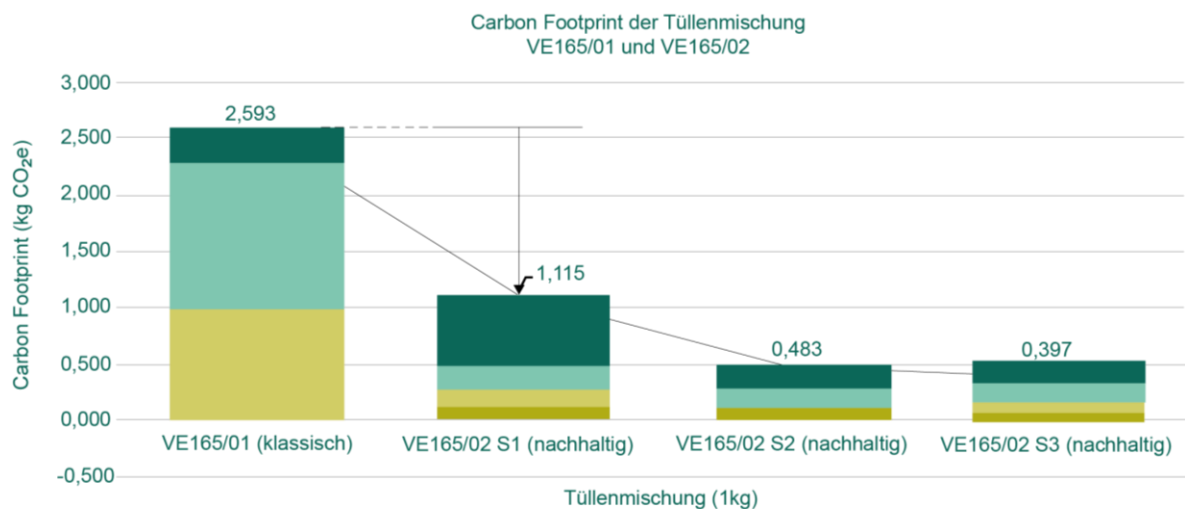
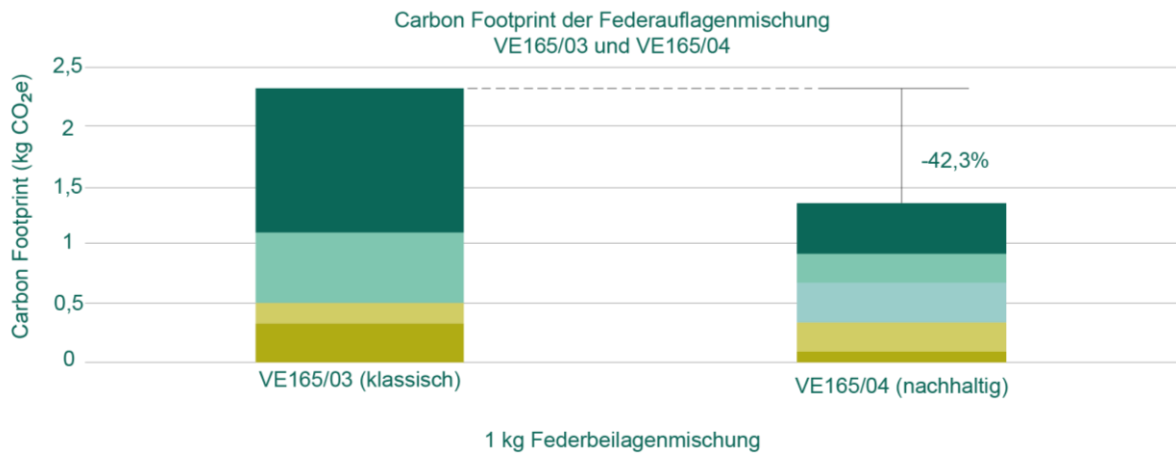
As part of the new product development process, extensive testing and laboratory analyses are necessary to verify the technical specifications. Furthermore, it is required to obtain material approval through the customer's material-specific approval processes.

In 2024, a new EPDM compound was developed. We have had the associated emission reduction potential verified externally once again. To this end, we have compared two Woco products made from conventional materials and the EPDM material alternatives developed by Woco.

The calculations were able to prove that the new Woco development "EPDM" has an average CO₂ reduction of 50%.

Ergebnisse

Carbon Footprint - Federauflagenmischung



Continuous monitoring of the market for new raw materials is part of our commitment. That is why we have successfully implemented the „EPDM and ISCC+ certification” material

composition for 2024. The corresponding approval processes are taking place within the framework of a pilot project with a customer.

3.3.5 Circular economy

Only 6.9 percent of the materials used worldwide come from secondary sources. Circular approaches offer potential for German industry – particularly with regard to increasing the resilience of global supply chains.

Resource-intensive sectors such as the automotive industry face strategic challenges, including geopolitical uncertainties, resource scarcity, and strict regulatory frameworks. These factors jeopardize the resilience and competitiveness of the supply chain.

The Ecodesign Regulation, the Digital Product Passport (DPP), and the EU End-of-Life Vehicles Directive, which is scheduled to come into force in 2026, are also creating regulatory frameworks that make circular economy principles a business necessity.

This presents OEMs and suppliers with the opportunity to specifically integrate circular principles along the entire product lifecycle: from the selection of recyclable materials and second-life concepts to digital traceability.

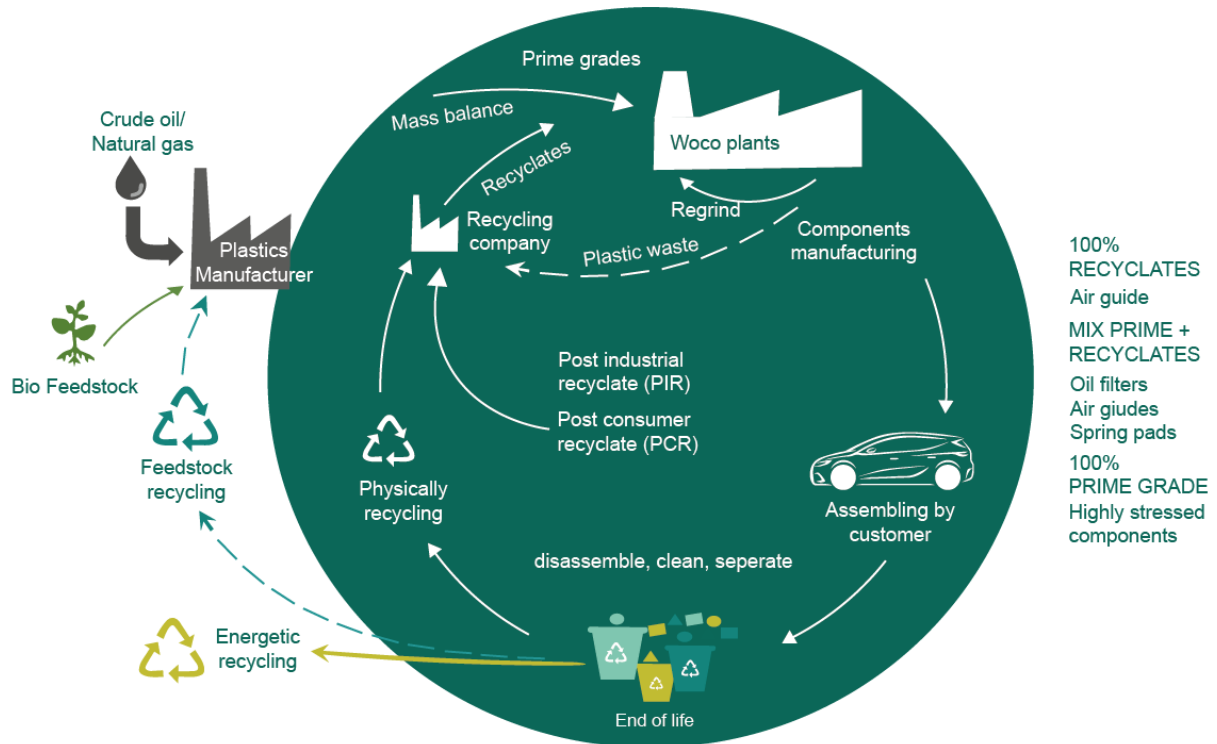
Especially in exchange with stakeholders, new ideas can arise, and one's own procedures can be questioned once again. That is why Woco has participated in several multi-stakeholder initiatives.

2021: Circular Economy in Family Businesses: Study Challenges, Approaches and Recommendations for Action by the Foundation Family Businesses (completed)

2021 – 2023: Participation in the CEWI – Circular Economy project as an innovation driver for a climate-neutral & resource-efficient economy
(<https://www.cewi-projekt.de/>)

The findings from this exchange and the diverse market-specific requirements are taken into account in the ES (Engineering Services) area and in our development and research department in order to evaluate the various requirements with regard to our product portfolio.

Closed loop plastics material cycle – future goal



3.4 Ecological footprint

The ecological footprint is a measure of the environmental impact that a person, organization, or society leaves behind. It measures how much natural resources we consume – compared to how much the earth can replenish. Companies contribute a significant share of the overall footprint, while having the opportunity to make a big difference. Woco is not just about responsibility to the planet. Reducing the environmental footprint is often associated with improving efficiency, strengthening our market position, and helping us respond to future regulatory requirements and meet customer needs.

3.4.1 Organization and responsibility

We have been following the topic since 2022 and have formed an internal team from the central ESG and ES (Engineering Services) division, which is responsible for the discussions about the calculation methods and system boundaries. In close coordination and cooperation with the Purchasing department, material-related information is integrated into the material procurement processes.

3.4.2 PCF (Product Carbon Footprint)

In addition to the Corporate Carbon Footprint as the basis for Woco's emission reduction, the article-related Product Carbon Footprint (PCF) is increasingly becoming the focus of attention.

The Product Carbon Footprint is a metric that represents the total amount of greenhouse gas emissions during the life cycle of a product. The Corporate Carbon Footprint balances direct and indirect GHG emissions at the corporate level.

The PCF thus quantifies the sum of the quantities of GHG emitted and the quantities of GHG withdrawn in a product system, expressed as CO₂e and based on a life cycle assessment using the single impact category climate change. Emissions from Scope 3.1: Purchased material account for between 70 and 95% of PCF, depending on location and use. That is why we have developed a roadmap for querying and integrating emission data into the Woco processes.

In 2023, the automotive industry agreed on the "cradle-to-gate" system boundaries. The calculation should be carried out in accordance with the specifications of DIN ISO 14067. We aim for a software-based calculation of the PCF in order to be able to take this value into account in the Woco processes and the internal product development process (PEP).

In 2024, we reviewed a variety of software-based solutions for emissions calculation and focused on three providers. Ideally, the emissions calculation solution should allow for integration into the legally required sustainability reporting. A final decision was not made by the end of the year.

To calculate the Product Carbon Footprint (PCF), we need reliable data from the supply chain. Because this data is often unavailable, secondary data from recognized databases (such as ecoinvent or GaBi) is frequently used. This secondary data represents the average emission values for specific materials. However, this approach does not take into account company-specific aspects and improvement processes in material production. In 2023, we began

systematically surveying our raw material suppliers for so-called primary data, including product-related CO₂ equivalents.

Based on our experience in 2024, we have set concrete goals for 2025 regarding the collection of primary data from the supply chain.

Thanks to our internal material approval process and our intensive focus on alternative, emission-optimized materials, our material specialists are able to conduct internal quality checks on the PCF primary data.

3.4.3 PEF (Product Environmental Footprint)

The PCF refers exclusively to the greenhouse gas effect of a product and neglects other environmental aspects. This means that no statement can be made with the PCF regarding the environmental compatibility of a product.

If other environmental effects such as land use, biodiversity or toxicity have a higher impact, the PCF can lead to incorrect product evaluations and recommendations for action. That is why, in addition to the activities on the PCF, we will follow the EU's discussions on the subject of PEF (Product Environmental Footprint) in order to be able to react early on.

3.4.4 Digital Product Passport

The EU's legal requirements for the Digital Product Passport (DPP) are a central element of the European sustainability strategy, particularly within the framework of the European Green Deal and the Ecodesign Regulation for Sustainable Products (ESPR). This results in far-reaching requirements for the automotive industry and its supply chain.

Ecodesign Regulation (ESPR – Regulation (EU) 2024/1781)

- In force since June 2024.
- Objective: To improve the circularity, energy efficiency, and sustainability of products.
- Introduction of the Digital Product Passport (DPP) as a mandatory instrument for many product groups.

Introduction by product group

- Batteries (e.g., for electric vehicles): mandatory from February 2027 (according to EU Battery Regulation 2023/1542).
- For the automotive industry, the DPP will be introduced gradually for vehicle components such as batteries, electronics, body parts, and drive systems.

The digital product pass is intended to promote the circular economy through standardized data.

Since 2021, Woco has been addressing this topic as part of the CEWI project by participating in the project group "Digital Product Pass": CEWI – Subgroup Digital Product Pass: <https://www.cewi-projekt.de/fokus-automobil/ergebnisse/idee-1-cyberfruehstueck-produktpass/>.

As part of this stakeholder initiative, we participated in the discussions and developments from an early stage and recognized the foreseeable legal obligation for the Digital Product Passport (DPP).

At Woco, we are following the developments of the industry initiative "CantenaX". CantenaX is an open data ecosystem for the automotive industry that forms data chains to optimize the value chain.

According to CantenaX, these applications are associated with this: "With the introduction of our first offering, we are at the forefront of innovation and focus on key issues, including: CO₂ footprint of products, battery and product passports, robust supply chains, part traceability, circular economy, and master data management. Together, we can reduce costs, accelerate implementation, and create unmatched business value compared to point solutions".

3.4.5 Dialogue with stakeholders

In addition, we meet with market participants to discuss recycling and life cycle analysis, generating new ideas. We are therefore in constant communication with our raw material suppliers and also collaborate, for example, in the joint project "Recycled Plastics" with the Lüdenscheid Plastics Institute.

The current project "Recycling 2", which already started in 2024, focuses on post-consumer recycled materials for technical applications. Key aspects of the project include batch consistency, long-term behavior, emissions during processing, and the odor of the materials. The project has a duration of two years and will run until 2026.

Post-consumer recycled materials (PCR) are becoming increasingly important in the automotive industry – for both ecological and regulatory reasons.

- ✓ Sustainability and circular economy: Reducing the environmental footprint, reusing materials, and decreasing dependence on fossil fuels.
- ✓ Meeting regulatory requirements: Statutory recycled content quotas from PCR within the framework of EU regulations (End-of-Life Vehicle Regulation).

- ✓ Technological advancements: Chemical recycling (e.g., pyrolysis) enables the recovery of high-quality plastics from mixed waste.

Next Steps:

- Annual review of progress towards SBTi targets. Here, we continue to focus on hotspot activities in Scope 2 (electricity procurement) and 3.1 “purchased goods and services”.
- Gradual increase in the share of renewable sources in electricity procurement – 100% conversion of our STV plants in 2025 and India in 2026.
- Gradual assessment of further locations for on-site electricity generation.
- Continuous review and implementation of energy efficiency measures at all Woco production sites.
- In 2025, after completing the review of our processes to align with the requirements regarding the changes to the environmental chapter of the OECD Guidelines for Multi-national Enterprises on responsible business conduct, further course of action will be determined.
- 2025/2026: Development of a strategic roadmap for circular transformation, considering emerging regulatory changes.
- Share of raw materials used with secondary materials >10%.
- By 2026: Participation in the “Recycling 2” project of the Plastics Institute Lüdenscheid and integration of the results.
- 2025: In future activities, we will increasingly focus on increasing the proportion of post-consumer recycled materials.
- 2025, 2026: Develop mass balance procedures for the Woco roadmap to ISCC+ certifications.
- 2025: Request and record CO₂ values for the raw materials used (target for > 90% of purchasing volume).
- 2025: Request and record CO₂ values for purchased items (target > 20% of purchasing volume).
- 2025: Continuation of approval processes for material composition “EPDM and ISCC+ certification”.
- Ongoing: Market monitoring of Catena-X and determination of the further course of action for integration.

4 Social

Qualified and motivated employees are the largest asset of Woco. They ensure the company's productivity, quality and ability to innovate and consider fulfilling customer expectations as their guiding principle. We therefore want to establish ourselves as an attractive employer with above-average employee satisfaction in order to compete in global competition.

Woco is aware of its responsibility as an employer and creates jobs with positive working conditions and fair pay, both for the safety and health of employees and the hired employees.

The target picture for the field of action social affairs developed in the ESG strategy 2021 – 2022 is:

Woco's employees value Woco as an excellent employer, who balances individual development needs and life situations and for whom health, diversity, equal opportunities and participation are anchored values.
Regarding suppliers, Woco focuses on compliance with international social standards and works together with them to achieve this through industrial initiatives.

The main issues arising from this are:

Social:

15. Employee Development and Qualification:

Continuous training and upskilling of the workforce

16. Occupational health and safety:

Prevention of health disorders caused by work activities, by associated occupational diseases or on the way to work

17. Diversity and equal opportunities:

Inclusion and abolition of barriers to minorities, other religions, women and mothers/dads

18. Workers' rights:

All statutory rights of employees and employees, such as fair remuneration, holidays and freedom of assembly

Our previous orientation toward the Global Compact has been extended to include other internationally recognized guidelines such as the OECD guidelines, the ILO Core Labour Standards, the UN Principles for Economic Affairs and Human Rights. In doing so, we want to continue to contribute to the achievement of the UN SDGs.

These principles are complemented by the Woco Corporate Policy, which applies to the entire Woco Group:



Woco Corporate Policy:

- Reliability, openness, trust and mutual appreciation are the cornerstones of Woco's culture. We live this culture together with business partners and employees, and it is the basis of close and successful collaboration.
- The employees are actively involved in the implementation of the company policy.
- Achieving demanding targets in the market requires outstanding performance by all employees. Motivation is the most important motor at Woco, and the managers promote it in a targeted manner.
- All employees contribute to occupational health and safety by using the equipment provided as intended and by participating in the continuous improvement of occupational health and safety conditions through ideas and suggestions. Our managers are role models and are aware of their particular responsibility in this regard.
- At Woco, we ensure safe and healthy working conditions for the prevention of work-related injuries and illnesses. In addition, we are committed to eliminating hazards and minimizing safety and health risks.

4.1 Employees

The strategic realignment of Woco was also further advanced at the organizational level. The direct allocation of our global production sites to the newly created product segments and the ongoing transformation led to a major change in the required global competency profiles of our employees, which is being shaped alongside the ongoing demographic change of HR.

The positive side effects of measures taken during the pandemic period (e.g. mobile work, reduction of travel activities, digitization initiatives) were continued or, in some cases, firmly established within the group.

4.1.1 Organization and responsibility

Digitally supporting global employee development and retention is central to HR goals, which we want to have implemented by the end of 2024. In this context, we will optimize data collection, define appropriate KPIs and optimize our reporting by 2024 at the latest. In addition, digital technologies now enable a very efficient systematization of many personnel management processes.

The implementation of all HR-relevant topics is managed by the HR central department and is carried out in consultation with the person responsible for the segments and plants.

The focus of our work in recent years has been on the aspects of “human rights due diligence” and “occupational safety and health”.

4.1.2 Duties of care for our production units

We took the issue of human rights due diligence into account in our production units as early as 2019. The focus was on the UN Principles for Economy and Human Rights and a first country-specific risk analysis based on the CSR Risk Check. The CSR Risk Check is an online tool from MVO for assessing the local human rights situation as well as environmental, social and governance issues. This tool continues to be used within the Woco Group to ensure a continuous improvement process.

Commitment to human rights

Our Code of Conduct is the central document of our commitment to all stakeholders. The first version of the Code of Conduct was introduced in 2017. The current version of the Woco Code of Conduct 2.0 takes into account international frameworks and the requirements of human rights due diligence.

The Woco Code of Conduct (2.0) has been available to all stakeholders via our homepage since May 2023. In addition, all employees can access it via our internal OneIMS (Integrated Management System).

Risk analysis

For our production units, we will continue to use the CSR Risk Check to obtain a country-specific overview of the risk situation. In 2024, we used the current country-specific CSR Risk Check as a basis document to compare the country-specific risks with the Woco processes already in place.

Preventive and remedial measures

Our management systems ISO 14001 (environmental management system) and ISO 45001 (occupational health and safety) cover a wide range of relevant environmental and social care obligations at the sites.

In 2022 and 2023, we optimized the internal whistleblower system from 2017 and made it accessible to all stakeholders. Language barriers were also taken into account to facilitate access to the reporting system for all employees and stakeholders. Further explanations can be found in Chapter 5 Governance – Complaint Mechanism.

In 2025, Woco will utilize the existing country-specific risk analysis of the CSR Risk Check to prepare for potential on-site checks (audits). This includes an audit according to the Responsible Supply Chain Initiative (RSCI) or RBA (Responsible Business Alliance) standards. This verification by independent third parties will allow us to determine whether our current activities are sufficient. If any discrepancies are found, a corrective action plan will be developed, as with any audit, to address the shortcomings. This will enable us to demonstrate to our stakeholders that we are implementing human rights due diligence at Woco's production sites.

4.1.3 Employee development and qualification

With our Experience Management (HR-XM), we offer tailored solutions for the entire employee lifecycle. Our goal is to make our solutions modern, digital and efficient. We see ourselves as the designers of transformation and the driver of digitalization. Focused on the people at Woco, the individual solutions are divided into the following categories:

- Recruiting: Solutions for recruiting and onboarding
- Employees: Solutions for enablement, performance, development, and retention
- Alumni experience: Offboarding and networking for former employees





We want to find the best talent, specialists, retain people in the long term and develop them individually and continuously. We want to offer our employees a corporate culture in which they feel comfortable and in which teams grow together to form permanent units. In doing so, we create working models that fit in with private and professional life and communicate with them at eye level.

In the reporting year 2024, the company employed an average of 4,773 (previous year: 4,803) employees worldwide (excluding trainees), of whom 15% (previous year: 17%) were employed domestically and 85% (previous year: 83%) abroad.

Region	Headcount	Training	Temporary	Inactive Employees	Total HC excluding inactive employees	FTE I
AMERICA	1287	0	9	0	1329	1287.0
ASIA	887	0	560	0	1329	872.0
EUROPE	2171	68	160	185	1144	1966.2
Total	4345	68	729	185	3802	4125.2

Personnel movement

In the 2024 reporting year, the closure of the Eisenach site, which had already begun in 2023, was gradually implemented until the middle of the year, and all employees at the site were laid off and compensated by the end of the year, or in individual cases, transferred to employment relationships in other group companies. Furthermore, in the context of the earnings situation, natural attrition in Germany was utilized to reduce capacity at the Kronach and Bad Soden Salmünster sites. As a result, the number of employees in Germany decreased by 101 on average compared to the previous year. To support local results, minor personnel adjustments were also made in China (-21.5 FTE) and Woco STV (-49 FTE). The largest increases at the level of individual companies occurred in Noida (+72 FTE), Querétaro (+58 FTE), and Lagos de Moreno (+45 FTE on average) – in all cases, these were due to volume increases and product launches.

Education and career plans

At Woco, the development process encompasses the areas of specialist, methodological, management, language and computer skills. In addition to the development of individual employees, the rapid and disruptive changes in the automotive industry require flexibility in the



development of new teams, in local and international cooperation or in the further development of entire organizational units.

In addition, employee interviews are held annually. Here, the target achievement of the previous year is discussed with the respective managers and the target agreement for the current year is defined. The assessment of functional, IT, language and Woco competencies is part of the discussion. An assessment is made independently of each other by the interlocutors, which is assessed during the interview.

Employee interviews are also used to define the training measures, which are then coordinated by the HR departments responsible.

Approximately €2.6 million was allocated for training and professional development measures in 2024 (previous year: €2.4 million).

Employee satisfaction

Employees are involved through a variety of activities. We inform our employees worldwide via our newly created information platform, "Woconnect". This includes developments and challenges at our global locations, personnel changes, technical innovations, and social events and celebrations. The posts are translated into all necessary languages to break down language barriers.

Important documents are available to employees at all times via the intranet in German and English (e.g., Code of Conduct, other guidelines, procedures, forms). Furthermore, each plant is responsible for providing translation into the respective local language.

Average length of service provides insight into employee retention. However, it is important to consider the varying growth rates in different regions – new hires due to site expansions, changes in production processes, and increased staffing levels lower the average length of service.

Strengthening employee satisfaction at Woco

Average length of company service

Region	FEMALE	MALE	Total
AMERICA	3.2	3.1	3.2
ASIA	6.5	6.3	6.4
EUROPE	11.9	11.8	11.8
Total	8.2	8.0	8.1

4.1.4 Diversity and equal opportunities

As a global company, Woco has a large number of employees with very different cultural backgrounds. Diversity is one of the factors in our business environment that makes us successful and contributes to the diversity of the Woco family.

The focus is on the personality of the employees. We promote partnership, diversity and tolerance and reject any form of discrimination.

In order to establish a common denominator of coexistence, we have the Woco Code of Conduct as the central rule document. Version 2.0 explains our standards against which we want to be measured.

As Woco, we adhere to the legal regulations of the respective countries on the subject of working hours. If there are no requirements for this, we will orient ourselves to the corresponding ILO conventions. These are defined in the Woco Code of Conduct 2.0. The Woco Code of Conduct is available to all stakeholders via the homepage.

There are various ways to support diversity and equal opportunities and to actively establish an improvement process through various measures. These include:

- Creating transparency
- Fair and objective compensation systems
- Promoting women in leadership positions
- Improving the work-life balance
- Monitoring and continuous improvement, raising awareness and fostering cultural change

As a family business, we want to actively support the reconciliation of work and family life. For example, at our German locations, we provide all employees with basic information on the subject of “Parental Allowance, Parental Allowance Plus, Parental Leave” and a leaflet via our intranet. As a further information sheet (accessible to all), the responsibilities of the supervisors on the subject of maternity protection can be viewed.

The reintegration of employees on parental leave is of particular concern to us. Regular communication during the parental leave period should be emphasized. Returning employees are almost invariably redeployed to the original work area at German locations.

In order to improve the balance between work and family life, we have different working time models. Country-specific legal requirements are taken into account and, where available, the trade unions are involved.

Gender Pay Gap

Regarding equal pay for men and women, studies such as the WSI study (Hans-Böckler Foundation, 2023) show significant differences in the automotive industry and its supplier companies. The reasons for this include:

- Male-dominated structures and technical professions
- Fewer women in leadership positions
- Part-time and mini-jobs are more common among women – also in supplier companies
- Collective bargaining agreements and job evaluations have a stabilizing effect but are not sufficient to close the gap.

This results in the following challenges for Woco, which are further compounded by structural, cultural, and educational factors depending on the region, such as in India or Mexico. These factors limit the options available to companies – improvements therefore require a different timeframe.

In this regard, Woco has launched a global project to standardize its global job architecture. A globally uniform job architecture ensures that job profiles and compensation models are globally comparable and can be analyzed transparently. The accompanying central reporting structure will also help to establish diversity analyses that structurally address the gender pay gap and anchor it as a topic within the organization.



Average unadjusted gender pay gap is 36%¹.

Female representation

The percentage of women employed in the entire organization is 42%. Woco employs a total of 1,894 female employees and a total of 4,555 employees. The percentage of women in top management, based on the employee type “Manager”², is 18%.

4.1.5 Employee rights

All employees are entitled to fair, non-discriminatory remuneration for their contribution.

Woco will comply with the applicable collective agreements by region and country. In countries where tariff rules apply, we adhere to the country-specific minimum requirements.

As described in our Code of Conduct, we as Woco respect the right of our employees to freedom of association, freedom of assembly, collective bargaining and collective bargaining. If freedom of association and collective bargaining are restricted by law, we will seek alternative ways to best comply with the principles of ILO Conventions Nos. 87 and 98 with local laws.

Due to the heterogeneous requirements, Woco therefore does not maintain statistics on how many percent of employees are employed within existing collective agreements.

4.1.6 Occupational safety and health

Woco ensures the safety and health of all employees, temporary workers, and visitors. A limited responsibility must be assumed for external companies that operate on Woco's premises on their own responsibility, as we are not authorized to issue instructions here.

In a processing plant with processes that require the use of machines and chemicals, special hazards can occur depending on the workplace.

4.1.6.1 Organization and responsibility

The topic of occupational health and safety is part of our internal guidelines (Woco Code of Conduct 2.0) as well as part of the integrated management system.

¹ Calculation used: Average unadjusted gender pay gap = [Average earnings of men - Average earnings of women] ÷ Average earnings of men x 100. The difference between the average gross hourly earnings of employees who identify as male and employees who identify as female, as a percentage of the average gross hourly earnings of employees who identify as male. Unlike the adjusted gender pay gap, the unadjusted gender pay gap does not take into account pay differences due to factors such as different years of experience, job titles, contract types, or roles.

² Top management includes all senior executives (CEO, CFO, CTO, etc.) and all members of middle and upper management (directors, VPs, team leaders, etc.) and excludes members of the board of directors.

With the integrated management system, we have been following the requirements of ISO 45001 since 2018. Thus, the necessary requirements for an occupational health and safety management system based on ISO 45001 are binding for all production units in order to set up an internal management system.

The senior management has appointed a senior management member who, regardless of other responsibilities, has responsibilities and powers that include:

- Ensure that an SGA management system is implemented, implemented and maintained in accordance with the requirements of the relevant international standard
- Report on the performance of the SGA management system to the top management for evaluation, including recommendations for improvements

The resulting activities of the internal management system are under the responsibility and management of the plant management, who assess the effectiveness and fulfillment of the occupational safety and health program in the management review.

In addition, as already announced in the 2019 Sustainability Report, we have the functionality of the system confirmed by an external certification. From 2020, we were able to implement external certification in accordance with ISO 45001 at 80% of the Automotive production units.

4.1.6.2 Accident statistics

Due to the corona pandemic upheavals, not all production sites have participated in an external certification process. Full coverage of all production plants is planned for the next few years.

Key figures in this area include the number of accidents, aggregate downtime, and standardized indicators such as the injury rate and lost day rate, each in relation to the calendar year 2018.

The metric “Number of accidents at work including near misses” is part of the plants’ monthly performance report to the management. Appropriate action plans are created continuously. Starting in 2023, a systematic exchange of information between the plants on the subject of “occupational accidents” will take place in order to learn from each other and to establish ideas for improvement in the Woco world.

Woco also expects suppliers to comply with all legal obligations and to actively engage in occupational health and safety.

Key figures for accidents

	Reporting year	Accidents			Down-time	Rate of lost work-days	Injury rate
		1-3 days	> 3 days	Total	Hours	Downtime in working hours per 1 million hours	Accidents per 1 million working hours
EUROPE	2024	7	17	24	3374	812	5.6
AMERICA	2024	2	4	6	2679	995	2.2
ASIA	2024	0	9	9	680	225	3.4

We will complete our goal of achieving 100% coverage of all Woco production sites with external certification according to ISO 45001 standards in 2025. With this, we aim to further strengthen our processes regarding occupational safety and health. Continuous improvement is ensured through the application of the PDCA cycle (Plan-Do-Check-Act). The ISO 45001 standard provides a structured framework for:

- Identifying and assessing workplace risks
- Implementing preventive measures to avoid workplace accidents
- Integrating safety aspects into the corporate strategy
- Promoting a safety culture in which employees are actively involved

The standard goes beyond physical safety and considers:

- Mental health and the general well-being of employees
- Prevention of work-related illnesses
- Promotion of healthy working conditions, e.g., through ergonomic design and stress prevention

4.2 Workers in the value chain

In order to meet its social and environmental responsibility holistically, every company must systematically and in the long term take care of its own supply chain in order to minimize the associated risks. This entails social and corporate responsibility to respect human rights and the environmental rights that they entail.

Unforeseen incidents such as the coronavirus pandemic, the associated supply bottlenecks, water shortages and natural disasters, or even stricter environmental regulations, can lead to price increases or supplier failures and thus influence the company's own business.

Only in close cooperation with the supply chain can important social requirements such as decarbonization, the promotion of the circular economy or the implementation of due diligence obligations be achieved.

The Woco Group is committed to meeting the demands of sustainability in the procurement sector. This is not only required by legislators, stakeholders and society, but is also one of our primary corporate objectives.

4.2.1 Organization and responsibility

Woco essentially controls strategic purchasing via a central product group management system. In addition, strategic purchasers in the plants in all regions form the interface to the local demand carriers. Responsibility for operational purchasing and the disposition of the scope of purchased parts is also in the plants.

The purchasing processes as well as the guidelines and procedural instructions are centrally designed and responsible and are closely linked to the product development process in terms of new business allocation.

4.2.2 Supply chain due diligence

In order to implement the UN principles within the framework of a national action plan, industry actors from companies, associations, trade unions, civil society organizations and other initiatives have decided to develop solutions together with the Federal Ministry of Labour and Social Affairs, to improve the human rights situation along the global supply and value chains of the German automotive industry in the context of an industry dialog.

As Woco, we have joined the multi-stakeholder forum process of the automotive industry from 2020 to 2024. It is made up of relevant actors from the automotive industry and civil society with expertise on human rights risks in the automotive supply and value chains.

In the industry dialog for the automotive industry, instructions for the five core elements of human rights care (declaration of principle, risk analysis, measures, reporting and complaint mechanism) were developed.

They are self-contained guides and fully address the requirements of the NAP. In addition, the requirements of the truck control unit are taken into account and marked separately. The

implementation-oriented instructions act as toolboxes and guardrails in the individual and ongoing process of implementing human rights due diligence obligations.

The instructions for action were presented in September 2022. They should be understood as a "learning journey", as implementation can only be carried out in cooperation with the partners, both the customers, the employees and the suppliers.

The aim and result of this work can be viewed at the following link: <https://www.csr-in-deutschland.de/DE/Wirtschaft-Menschenrechte/Umsetzungshilfen/Branchendialoge/Automobilindustrie/automobilindustrie.html>.

Further participation in the industry dialogue was unfortunately no longer sustainable. We established the foundations for our work through our participation. From 2024 onwards, our focus will be on the independent implementation of the integration processes.

4.2.1 Commitment to human rights – implementation

Based on the guidance, we revised our Supplier Code of Conduct in 2023. Version 2.0 takes account of the international frameworks that serve as guidelines for integrating human rights issues and related environmental rights.

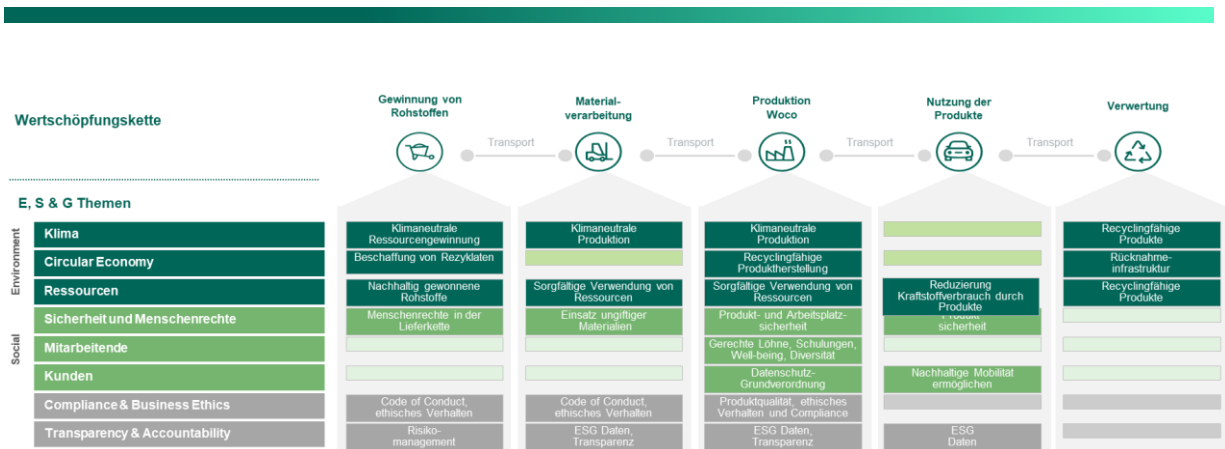
The Supplier Code of Conduct is transparently stored on the homepage. This is how we define our expectations and encourage suppliers to set up a due diligence process.

The Supplier Code of Conduct forms the basis of our supplier relationships. It is an integral part of our contracts with both direct and indirect suppliers. By signing these contracts, suppliers commit to upholding human rights and related environmental rights.

4.2.2 Risk analysis

With the help of a human rights risk analysis, actual and potentially adverse effects are systematically identified, evaluated and prioritized.

In the first step, we have broken down the topics of materiality analysis into the value chain. In the abstract risk analysis, we decided to concentrate our capacities on the Automotive product segment, because we generate 85% of sales here. In a 2nd step, we will transfer the processes generated here to the non-automotive business, whereby there is a large overlap between automotive and non-automotive in material-specific topics.



Material-specific risk identification

Within the scope of the material-specific topics, an analysis of the indirect supply chain is given. Here we take into account information from the material change report of Drive Sustainability, in which 37 of the most important raw materials were evaluated in 2018 with regard to ESG risks: https://drivesustainability.org/wp-content/uploads/2018/07/Material-Change_VF.pdf. In 2021, Drive Sustainability launched the Raw Material Outlook (RMO), a platform dedicated to the management and mitigation of human rights violations and ESG impacts of materials used in the automotive value chain (link: <https://www.drivesustainability.org/sustainable-raw-materials-4/>). Here, an examination takes place up to the first stage (extraction of raw materials). In addition, we obtain further information from the EU Raw Materials Profiles (link: <https://rmis.jrc.ec.europa.eu/rmp/>).

Country-specific risk identification

In the context of a country-specific risk analysis, we have made a selection from a variety of different indices recommended by BAFA or as part of the recommendations for action of the industry dialog. Social, environmental and rule of law assessments should be taken into account. The following indices are included in our country-specific risk assessment.

- ITUC: Focus on employee rights
- Environmental Performance Index: "Ecological performance balance" of states, factors are environmental health, air quality, biodiversity, etc.
- Corruption Perception Index: Perceived level of corruption in the public sector
- Political stability no violence: The level of violence against journalists, opposition, trade unions, etc.

- Rule of Law: Functionality of the rule of law

Event-based risk identification

In addition, we need a process for identifying event-related risks. We currently lack the necessary resources for this. Therefore, we have been in discussions with various service providers to develop a systematic process. We will make a decision on how to proceed in 2026.

In addition, information from the appeal mechanism set up in 2023 will be taken into account.

Risk assessment

On the basis of an internal risk assessment, we will evaluate various material groups successively and derive the necessary measures. To establish this process, we started evaluating three materials in 2023. Additional material groups will be defined in 2024. In doing so, we will be guided by the requirements of Drive Sustainability and the material groups prioritized by them.

All countries from which Woco purchases goods are considered. Various indices are used for this purpose. The results of the indices per country are harmonized and consolidated into a risk score.

The results of the risk assessment are transferred to the BI tool Qlik Sense for analysis and linking with data from the ERP systems (sales, articles, etc.). In the application "A5e. CSR risk score", the results are displayed graphically.

Different reports can be logically linked together via individual analysis. The specific risk analysis will be updated at least once a year, and the next steps will be determined.

Prioritization of risk fields

When prioritizing risk areas, we take into account the probability of occurrence and severity. Particularly relevant risks must be seen in their irreversibility, for example in the case of occupational accidents resulting in death. In this context, we define minimum requirements for defining effective measures. In the field of occupational safety, this is, for example, the establishment of a management system in accordance with ISO 45001. We set our priorities in the areas of occupational safety and environmental protection management systems, including chemical management.



4.2.3 Preventive measures and remedial measures

The Supplier Code of Conduct is an integral part of our contracts for direct and indirect suppliers. With this, we obligate suppliers to uphold human rights and the associated environmental rights.

Supplier screening

We evaluate the percentage of suppliers with sustainability practices, whether they have an environmental management system, a Code of Conduct, or a sustainability report. We do this for suppliers that account for 70% of our purchasing volume; in 2023, about 60% of these suppliers had such measures in place. Our goal is to increase the number of suppliers with extensive sustainability ambitions. We focus primarily on suppliers from our core product area of polymer technology. Suppliers who have extensive sustainability services and/or where we as market participants have no influence will not be prioritized further. For the remaining suppliers with risk potential, the need for activities is determined in accordance with the polluter pays principle.

Supplier assessments

Suppliers register online. As part of this registration process, we have also integrated issues relating to sustainability services. The supplier evaluation process takes into account sustainability performance in addition to other quality requirements.

The information gathered during the registration process provides us with an initial overview of the sustainability aspects. For suppliers about whom we do not yet have sufficient information regarding their sustainability and/or human rights activities, we will use a more comprehensive self-assessment questionnaire to inquire about and evaluate their ESG activities.

In 2024, we conducted training on human rights due diligence for our purchasing department to further raise awareness among all employees on this topic.

We did not offer any additional training for our suppliers in 2024. Extensive training programs are already offered by OEMs and large Tier 1 suppliers, particularly in the automotive sector, so we did not see a need to provide our own.

Supplier Development

We will define minimum ESG requirements in 2025. These requirements will be tailored according to company size. We will differentiate the requirements based on company size to enable even smaller companies to participate in the market through feasible business processes.

Further concrete steps, such as conducting on-site audits in accordance with RSCI or RBA, are carried out as risk-based control measures at suppliers. The on-site audits are used to develop corrective action plans as required. The tests and controls for implementation are carried out by independent third parties.

In addition to on-site audits, we will also take into account raw material certifications.

If the previous activities do not provide sufficient mitigation or remedy, a temporary suspension of the business relationship or the termination of the business relationship is to be expected.

Furthermore, we will accompany the activities of the automotive industry dialog and incorporate the findings into our work.

Next Steps:

- In 2025, a roadmap for conducting social audits in all production units will be developed. This certification serves as proof of Woco's activities regarding human rights due diligence in its production units.
- In the coming years, after the completion of our digitalization initiatives in the HR department, we will develop a catalog of measures on the topic of diversity and equal opportunities, taking regional circumstances into account.
- The topic of "occupational safety and health" will be further emphasized in 2025 as part of the Woco Group's strategic planning, aiming for 100% coverage of all production sites with defined target dates.
- We will expand our material-related risk identification to include additional material groups in 2025 (according to EMRT).
- In 2025, we will define minimum requirements for our suppliers.
- The processes for fulfilling human rights due diligence obligations will be carried out at least once a year, and their effectiveness will be reviewed.
- If substantiated information is received, the due diligence processes will be carried out during the year.

5 Governance

Woco considers correct and ethical conduct as the foundation for values-based, sustainability-focused corporate governance, and thus a vital key to economic success. Economic success and a strong reputation require that our corporate entities, management, shareholders, and ultimately all employees adhere to the applicable legal framework and universally accepted standards.

The target picture for governance as defined in the ESG Strategy 2021/2022 is as follows:

Woco's leadership team is committed to his responsibility to its employees, customers and society and can address this through the clear organization of management of sustainability issues as well as through ethics, integrity and transparency. Sustainability risks in Woco's value chain are dealt with systematically and carefully.

In the materiality analysis, the following main topics arise:

Governance:

19. Ethics, Integrity:

Ensure compliance and implementation of ethical principles and integrity

20. Supply chain due diligence:

Basic management of social and ecological issues in the upstream chain

21. Risk management:

Structures, processes and responsibilities to classify, prevent or minimize risks

22. ESG Governance:

Structures and responsibilities for monitoring and implementing the ESG topics; collective awareness within Woco for social and environmental factors

23. Transparency of sustainability performance:

All external and internal communication on sustainability performance and efforts by Woco



5.1 Governance, risk management and internal control

For us as Woco, compliance means that we orient ourselves according to the legal regulatory and culturally ethical framework conditions.

5.1.1 Ethics & Integrity – Compliance Management

Woco established comprehensive, central compliance management in 2017 due to the great importance of the topic complex. Woco's compliance management aims to ensure compliance with applicable laws, regulations and guidelines and to actively counteract any problems and violations. It serves to ward off material damage and to avoid loss of reputation.

The Code of Conduct is the central instrument of compliance management. As early as 2017, uniform, practically applicable and consistent information was provided for integrity and correct behavior in everyday business situations. We have revised the Code of Conduct and adapted it to the dynamic requirements of the market. The Code of Conduct 2.0 will be available from May 2023.

Our goal is to always act according to the highest standards and to be a model for integrity and transparency. Only strict observance of this Code of Conduct can avoid significant legal and economic risks for our company and therefore for all of us. Our compliance rules form the framework for our compliant behavior toward our employees and business partners.

We have implemented an effective compliance program to meet obligations. To this end, we have set up a Compliance Board that meets quarterly.

The Woco Group's Compliance Board is headed by the Director of Governance, Risk and Compliance (GRC), who reports to the CFO, who in turn reports directly to the shareholders.

The Director of GRC is responsible for the design and management of information, control, and documentation activities. Reporting to him are the risk coordinators at various locations or individual companies. They implement the tasks of the compliance organization at the local level and report to the Group's Compliance Officer.

The Compliance Board is responsible for reporting on the whistleblower system. The whistleblower system enables our employees, business partners and other stakeholders to report potential compliance violations. (See the Complaint Mechanism chapter.)

In 2024, no fines or penalties were imposed for significant violations of laws and regulations. There were no complaints regarding breaches of customer data or loss of customer data.

5.1.2 ESG - Governance

As early as 2019, sustainability was placed under the direct responsibility of the CFO in order to ensure a stronger link with economic aspects in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

The CFO is also responsible for risk management.

The members of the management board must regularly participate in ESG information sessions conducted by the sustainability manager. The aim of these training sessions is to impart sufficient basic knowledge relevant to decisions on optimizing the existing sustainability strategy and planning the corresponding budgets. After successfully completing two training sessions, a member of the management board is considered ESG-competent.

The insights gained from these sessions will be incorporated into the new Woco strategy.

5.1.3 Risk management

Woco Group's risk management approach, which also applies to climate-related risks, is based on the company's current organizational structure. The strategic orientation of the global production sites is determined by the headquarters. The operational implementation and management are the responsibility of the segment managers in cooperation with the local managers. It is responsible for recording, evaluating, documenting, reporting and managing risks.

The group risk results from the consolidated individual risk areas, supplemented by the cross-sectional risks from the group's point of view. Group risk management, acting on behalf of the management board, defines the conceptual framework for group-wide risk management and ensures through overall coordination that the requirements in the sense of the Law on Control and Transparency in the Corporate Division are met for Woco.

Group risk management covers all areas of our value chain (upstream, direct operations and downstream) and also covers horizons (short-term, medium-term, long-term).

The aim of the risk assessment is to provide a complete and structured record of all risks relevant to the company. Relevant means existing or future risks that may affect a company. To support risk inventory, group risk management has defined potential risk areas and risks. Once identified, the risks must be analyzed and evaluated. The aim of the analysis is to identify causes, effects and possible interactions with other risks. All identified risks must be assessed to determine their potential threat; a risk is assessed by the possible damage impact (on a scale from insignificant to catastrophic) and probability (on a scale from rare to near-safe). All identified risks should be evaluated using this scale. The derivation of a risk assessment must

always be comprehensible. In an initial risk assessment, Woco evaluated more than 100 risks in terms of probability of occurrence and potential damage using a special software tool ("Qlik").

This risk situation is updated every six months by the notifying bodies by means of a written risk assessment. The report focuses on new risks and changes compared to the previous period. The risk reports of the reporting units must be released according to the four-eye principle (risk coordinator and local process owner) and forwarded on time to the group risk manager, who then creates a summary of all the reports of the Woco Group.

5.2 Business Code of Conduct

The Code of Conduct is the central instrument of compliance management. This has already created 2017 principles that provide consistent, practically applicable and consistent indications of integrity and correct behavior in everyday business situations.

Our previous commitment to the Global Compact has been expanded to include other internationally recognized guidelines such as the OECD Guidelines, the ILO Core Labour Standards, and the UN Guiding Principles on Business and Human Rights. In this way, we aim to continue contributing to the achievement of the UN Sustainable Development Goals (SDGs).

These requirements are also reflected in our new Woco Code of Conduct, Version 2.0, which was published in May 2023. The Code of Conduct will be made available to all stakeholders when it is published on our website.

The Code of Conduct applies to all Woco Group companies, both domestically and internationally, as well as to all companies in which Woco holds a direct or indirect majority stake. This also applies to all temporary employees and anyone acting on behalf of Woco. The guidelines and the associated rights and obligations are clearly communicated to all employees. The Code of Conduct covers both internal company processes and external relationships with customers, suppliers, government agencies, and other parties and individuals.

5.2.1 Organization and responsibility

We have decided to monitor the topics of compliance, ESG and risk management in a separate committee. In view of the diverse requirements and changes resulting from the EU's Green Deal, it seems sensible to integrate the topics even more closely. That is why we founded a compliance, risk management and ESG steering committee at the beginning of 2023.

During the initial phase, we reported quarterly to all members of management on the achievement of the defined measures and the next steps. From 2024 onwards, the review will be conducted according to Woco's established processes. The findings will be incorporated into the definition of the annual sustainability strategy.

5.2.2 Training concept

The Code of Conduct is available to all stakeholders on the company website.

Furthermore, the Code of Conduct is available on the Woco Group's intranet in both German and English versions and can be accessed by employees at any time. For employees without access to the intranet (particularly in production), keeping a printed copy ensures that they can familiarize themselves with the content. All new employees receive the Code of Conduct with their employment contract. Translations into other languages are provided by the respective plants.

Training on the Code of Conduct is mandatory for all new hires and employees who are transferred to a new position. Proof of training is documented for each employee.

The respective plant managers are responsible for the training and must ensure that new employees receive it.

To provide our employees with even greater security in various areas, we have created additional topic-specific guidelines for 2024:

- Anti-Corruption Policy
- Sponsorship Policy
- Conflict of Interest Policy

For the other topic-specific guidelines, we have been using online training formats in the respective local languages since 2024.

5.2.3 Complaint mechanism

Since 2023, the complaints mechanism has been accessible to all parties involved via the homepage. In this way, we enable our employees, business partners, and other stakeholders to report potential compliance violations.

The central component is a web-based reporting platform, which is available via the homepage in 14 different languages. This allows encrypted and protected messages to be submitted to contact the compliance board. Incoming notices will be handled independently and confidentially. The reporting platform offers the possibility of anonymous reporting and communication.

There is also the option of contacting the compliance board by e-mail or by telephone. Mail or direct contact with the Chief Compliance Officer is also available. We also refer to other external hotlines if the aforementioned hotlines do not wish to be used.

Employees who report a violation in good faith will be protected and under no circumstances discriminated against on the basis of their report.

5.2.4 Reported violations

Depending on the chosen reporting method, the whistleblowers receive an acknowledgment of receipt of the message within 7 days, provided that we have been given a contact option or the message has been submitted via the web-based reporting platform. The compliance board will first check whether this is a report that falls within the scope of the compliance board and the whistleblower protection act. If further processing by the compliance board is not required, the whistleblower will immediately receive a corresponding notification, possibly with suggestions as to who can be contacted as an alternative to the request.

If the initial review of the message reveals that the message is a process that falls within the competence of the compliance board, the compliance board handles the case and initiates the necessary steps. After the case processing has been completed, but no later than 3 months, the whistleblower receives qualified feedback for reporting either via the contact details provided or, if this was used for reporting, via the anonymous mailbox of the web-based reporting platform.

Under our complaint mechanism, which is implemented through the Code of Conduct, there are no discrimination incidents by the end of 2023.

Serious economic/social (socioeconomic compliance) cases, corruption or anti-competitive behavior and environmental concerns were not reported in 2023. There are no known violations and no fines have been imposed.

6 GRI-Index

This report has been created with reference to the GRI standards. The GRI index shows where the indicators set by the GRI are to be found in the report.

Application Statement	WOCO has the information listed in this GRI index for The 01/01/2023 - 12/31/2024 period with reference to The GRI standards report.
GRI 1 used	GRI 1: Basics 2021

GRI-Standard	Disclo-sure	Name	Page	Comple-teness	Comment	Reason for o-mission
GRI 2 General information 2021						
2	1	Organization profile	1-2	Complete		
2	2	Entities involved in the organization's sustainability reporting be considered	1-2	Complete		
2	3	Reporting period, reporting frequency and contact point	1	Complete		
2	4	Correction or representation of information	5	Complete		
2	5	External testing	1		No external Check	Not applicable
2	6	Activities, value chain and others business relationships	2-5	Complete		C: Relevant Business relationship – 50% Joint Venture Polymer Technik GmbH Wittenberg -
2	7	Staff				Information unavailable/ incomplete
2	8	Employees who are not employees				Information unavailable/ incomplete
2	9	Management structure and composition	9-11	Complete		https://www.woco-group.com/de/company
2	10	Nomination and selection of the highest control body	9-10	Partly	Point b is not reported	
2	11	Chairperson of the highest supervisory body	9-10	Complete		
2	12	Role of the highest control organs at the supervision of	12-13, 77	Complete		

GRI-Standard	Disclosure	Name	Page	Completeness	Comment	Reason for omission
		the management of the effects				
2	13	Delegation of responsibility for that management of effects	12-13	Complete		
2	14	Role of the highest monitoring bodies in sustainability reporting	11-12, 16	Complete		
2	15	Conflicts of interest				Information unavailable/incomplete
2	16	Transmission critical concerns	73-74	Partly		
2	17	Collected knowledge of the highest control body	77	Complete		
2	18	Assess the performance of the highest control body				Information unavailable/incomplete
2	19	Remuneration policy				Information unavailable/incomplete
2	20	Procedures for determining the remuneration				Information unavailable/incomplete
2	21	Ratio of total annual compensation				Information unavailable/incomplete
2	22	Declaration of application of the sustainable development strategy			Preface: Michael Lorig - ESG	
2	23	Commitment principles and actions	11-12, 30-31, 60-61,	Partly	Points e, f are not reported	
2	24	Inclusion of political commitments	68-69, 76-77, 79	Partly	Point a, partially covered	
2	25	Procedures for eliminating negative effects	76.77	Complete		https://www.woco-group.com/de/company
2	26	Procedures for obtaining advice and reporting concerns	76.77	Complete		https://www.woco-group.com/de/company
2	27	Compliance with laws and regulations	76	Complete		
2	28	Membership in associations and interest groups	13-14			
2	29	Approach to stakeholder engagement	9-10, 13-14, 54, 58	Partly	No categories of stake holders and	

GRI-Standard	Disclosure	Name	Page	Completeness	Comment	Reason for omission
					description of their involvement	
2	30	Collective agreements	66	Partly	Quantitative data missing	

GRI-Standard	Disclo-sure	Name	Page	Comple-teness	Comment	Reason for o-mission
GRI 3 Main topics 2021						
3	1	Procedures for identifying key topics	16-18	Complete		
3	2	List of essential Topics	18-20	Complete		
3	3	Management of Key topics				
		P. 21 Performance: P. 16 Economic performance 22 Innovation P. 26 Digitization & Data P. 30 Environment P. 31 Decarbonization P. 47 Recycled materials P. 53 Circularization P. 55 Ecological footprint P. 41 Occupational environmental protection P. 41 Adapting to the consequences of climate change P. 58 Social affairs: P. 62 Employee Development P. 66 Occupational safety & health P. 65 Diversity & equal opportunities P. 66 Workers' rights P. 75 Governance P. 75 Ethics, integrity P. 69 Duties of care in the Supply chain P. 77 Risk management P. 77 ESG - Governance			Material topics are in the following chapters	



GRI-Standard	Disclo-sure	Name	Page	Comple-teness	Comment	Reason for omission
Economic performance (economic performance)						
GRI 201 Economic performance 2016						
201	1	Directly generated and distributed economic value	2	Partly	No concrete splitting, specification of sales for 2023	
201	2	Financial consequences of the climate change for the organization and other risks and opportunities associated with climate change	41, 76	Partly	Method not disclosed, costs of measures not reported	
201	3	Liabilities for performance-oriented pension plans and other provision plans				Information unavailable/incomplete
201	4	Financial support from the public authorities				Information unavailable/incomplete
Anti - Corruption (Ethics, Integrity)						
GRI 205 Anti-Corruption 2016						
205	1	Establishments that have been tested on corruption risks				Information not available /incomplete
205	2	Communication and training on guidelines and procedures for fighting corruption	80-81	Partly	No splitting of category and region	
205	3	Confirmed corruption incidents and taken measures	78	Partly	Points (b), (c), (d) are not reported	
Anti-competitive behavior (ethics, integrity)						
GRI 206 Anti-competitive behavior 2016						
206	1	Legal proceedings for anti-competitive behavior; cartel and monopoly education	78	Complete		
Materials (recyclates & renewable raw materials / circularization)						
GRI 301 Materials 2016						
301	1	Materials used by weight or volume	45-58	Partly	No split into non-renewable and renewable materials	
301	2	Recycled used raw materials	47-48	Partly	Formula not reported	
301	3	Recycled products and their packaging materials				Information unavailable/incomplete
Energy (ecological footprint of products / environmental protection at company level)						
GRI 302 Energy 2016						

GRI-Standard	Disclosure	Name	Page	Completeness	Comment	Reason for omission
302	1	Energy consumption within the organization	33-35	Partly	Consumption calculated Basis of the CCF, no information on points b, d	
302	2	Energy consumption outside the organization	33-35	Partly	See statement, p. 33	
302	3	Energy intensity	34-35	Partly	Points b, c not reported Base/denominator: Total FTE in 2023 (4600)	
302	4	Reduction of energy consumption				Information unavailable/incomplete
302	5	Reducing energy demand for products and services				Information unavailable/incomplete

Emissions (decarbonization / adaptation of climate change / ecological footprint of the products/ environmental protection in the company)
GRI 305 Emissions 2016

305	1	Direct GHG emissions (Scope 1)	34-37	Complete		
305	2	Indirect energy-related GHG emissions (Scope 2)	34-37	Complete		
305	3	Other indirect GHG emissions (Scope 3)	34-37	Complete		
305	4	Intensity of greenhouse gas emissions	40	Partly	Point d, not reported	
305	5	Reducing the greenhouse gas emissions	35-39, 48-50	Partly	From CDP, point b, c not reported	
305	6	Emissions of ozone degrading substances				Information unavailable/incomplete
305	7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions				Information unavailable/incomplete

Environmental assessment of suppliers (under business portrait)
GRI 308 Environmental assessment of suppliers 2016

308	1	New suppliers who were checked based on environmental criteria	72-73	Partly	Quantitative data is not available Supplier Portal: https://www.wocogroup.com/de/company	
308	2	Negative environmental impact effects in the supply chain and seized measures	73-74	Partly	Point (b), (c), (d), (e) not reported	

Education and training (employee development)
GRI 404 Education and training 2016

GRI-Standard	Disclosure	Name	Page	Completeness	Comment	Reason for omission
404	1	Average number of hours of education and training per year and employee				Information unavailable/incomplete
404	2	Programs for improving the competencies of staff and for transition support	63-64	Complete		
404	3	Percentage of employees who regularly receive an assessment of their performance and their professional development	63-64	Partly	Currently no quantitative information available	
Diversity and equal opportunities (diversity and equal opportunities) GRI 405 Diversity and equal opportunities 2016						
405	1	Diversity in control organs and among employees	9-11	Partly	Executive Management: M / Age: 30-50 No splitting of employees in m/f/d and age possible.	
405	2	Ratio of base salary and remuneration of women to base salary and remuneration of men				Information unavailable/incomplete
Non-discrimination (diversity and equal opportunities) GRI 406 Non-discrimination 2016						
406	1	Discrimination incidents and remedial measures taken	76	Partly	Point b is not reported	
Social evaluation of suppliers (due diligence in the supply chain) GRI 414 Social evaluation of suppliers 2016						
414	1	New suppliers who were checked based on social criteria	72-73		No quantitative information available. Supplier Portal: https://www.woco-group.com/de/company	Information unavailable/incomplete
414	2	Negative social effects in the supply chain and actions taken	72-73			Information unavailable/incomplete
Protection of customer data (digitization) GRI 418 Protection of customer data 2016						
418	1	Justified complaints relating to the violation of the protection of customers data and loss of customer data	77	Partly	Item a not reported	