Woco Group

Sustainability report

2025

Foreword: CFO Christoph Görtz – ESG

Over the past year, Woco has continued to strengthen the foundations of its sustainability management. By improving data quality, increasing transparency, and integrating ESG topics more deeply into our business processes, we are creating the basis for informed decisions and long-term value creation.

Sustainability is not only about meeting reporting requirements. For Woco, it is about continuously improving the way we operate, from resource efficiency and responsible business conduct to employee development and customer collaboration.

The progress achieved during the reporting year reflects the commitment of our employees and the close cooperation with our customers, suppliers, and business partners. Together, we will continue to focus on practical actions that support both sustainable development and the long-term success of our business.

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1 General disclosures [ESRS 2]

1.1 Disclosure requirements

1.1.1.1 Basis for preparation of the sustainability statement [BP-1]

This Sustainability Report was prepared with reference to the European Sustainability Reporting Standards (ESRS). While the report follows the ESRS structure and incorporates selected ESRS disclosure requirements, it is not intended to represent full compliance with the ESRS and has not been externally assured. The scope of the consolidation corresponds to that used in the preparation of the financial statements. As of December 31, 2025, Woco Group comprised of a total of 21 fully consolidated entities in 9 countries.

Next to Woco GmbH & Co. KG as the parent company, 20 companies (previous year: 24) are included in the consolidated financial statements, of which 6 companies (previous year: 7) have their domicile in Germany and 14 companies (previous year: 17) their domicile abroad.

As of December 31, 2025, Woco maintains 11 production units in Germany (Bad Soden-Salmünster, Steinau, Kronach), the Czech Republic (Vsetin), Hungary (Budapest), the People's Republic of China (Wuxi), India (Greater Nodia, Kandla), Mexico (Queretaro, Lagos de Moreno), Romania (Satu Mare).

In preparing this Sustainability Report, Woco Group considered the full range of relevant activities, resources, and relationships associated with its business model and operating environment. This includes the Group's own operations as well as relevant upstream and downstream value chain activities. Consideration was also given to the financial, geographical, geopolitical, and regulatory contexts in which the Group operates. Environmental, social, and governance (ESG) related impacts, risks, and opportunities were assessed at Group level and monitored on an ongoing basis.

Woco Group did not make use of any exemptions that would allow the omission of sustainability-related information on the grounds of confidentiality or ongoing negotiations. To the best of the Group's knowledge, the report provides a transparent and balanced presentation of material sustainability matters relevant to the reporting period.

1.1.1.2 Specific information if the undertaking uses phasing-in options [BP-2]

BP-2 relates to the use of ESRS phasing-in provisions in an ESRS sustainability statement. As this report is prepared with reference to the ESRS framework and does not constitute a fully ESRS-compliant sustainability statement, Disclosure Requirement BP-2 is not applicable.

1.1.2 Governance

1.1.2.1 The role of the administrative, management and supervisory bodies in relation to sustainability [GOV-1]

Woco is a family-owned company with a history spanning over 70 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.

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 Dr. Michael Borbe (CEO) and Mr. Christoph Görtz (CFO). Dr. Michael Borbe has more than 25 years of experience in the global automotive industry and has already served as CTO at the WOCO Group since mid-2024. Previously, he held top management positions in the automotive supplier industry at Keiper, Johnson Controls, Faurecia (Forvia), Adient and Grammer. He has an extensive customer network in all major markets and, as a technology and development expert, has set standards for successful implementation in series production, including in the areas of lightweight construction, e-mobility, standardization, modularization and sustainable product strategy. Furthermore, Dr. Borbe has global leadership skills as well as extensive experience in restructuring, reorganization, and post-merger integration. Christoph Görtz has more than 25 years of experience in the financial management of medium-sized and international companies as well as over 20 years of expertise in the automotive industry. In management positions at plant, divisional, and Group CFO level, he was responsible for a wide range of business areas, including Finance, Controlling, Treasury, IT, Purchasing, Compliance, Quality Management, and Shared Services. His areas of expertise include the successful implementation of transformations, restructurings, and realignment programs as well as the sustainable optimization of corporate structures and processes. Thanks to his international leadership experience in Europe, North and South America, India and China, he combines strategic foresight with a strong hands-on mentality and a clear focus on sustainable results.

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.

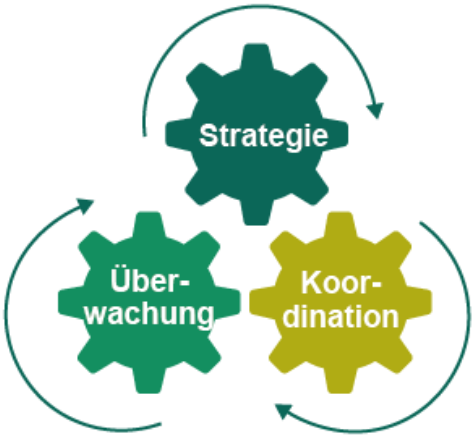
In line with the company's strategy, Woco has developed an ESG strategy that ensures long-term market equity, ensures sustainability compliance and specifies organizational structures for implementation.

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.

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.

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:

- Main role to coordinate with responsibility for reporting and methodical advice

The responsibilities for the respective segments and specialist areas are derived from the key topics of Woco's ESG strategy, which was developed in 2025. 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.

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. Woco is committed to fulfill ESG- and sustainability-related customer requests, which include major global OEMs.

1.1.2.2 Integration of sustainability-related performance in incentive schemes [GOV-2]

Sustainability-related performance is integrated into the variable remuneration of senior leadership at Woco Group. Incentive schemes include environmental performance criteria linked to the achievement of CO_2 reduction targets, thereby aligning management objectives with the Group's climate ambitions and sustainability strategy.

1.1.2.3 Statement on due diligence [GOV-3]

Woco Group integrates sustainability considerations into its governance, risk management and materiality assessment activities. The identification and assessment of sustainability-related impacts, risks, and opportunities are reflected in the Group's Double Materiality Assessment, which considers actual and potential impacts arising from the Group's operations and value chain.

The outcomes of these assessments inform the determination of material sustainability matters, the development of sustainability objectives and targets, and the implementation of related actions and measures.

The key elements of Woco Group's approach to sustainability due diligence are reflected throughout this Sustainability Report, including:

- Governance of sustainability matters (GOV-1 and GOV-2);
- Double Materiality Assessment and identification of material impacts, risks and opportunities (IRO-1);
- Sustainability policies and management approaches (Disclosures on policies and management approaches in the respective topic standards);

- Sustainability actions, targets and performance indicators (Disclosures on actions, metrics, and targets in the respective topic standards);
- Stakeholder engagement activities, where applicable.

1.1.2.4 Risk management and internal controls over sustainability reporting [GOV-4]

Woco Group’s risk management approach, which also applies to sustainability matters, is integrated into the Group's governance and reporting processes. Responsibility for identifying, assessing, documenting and managing risks is assigned to the relevant reporting units and process owners, with oversight provided by Group Risk Management. Risks are assessed based on their probability of occurrence and potential impact and are regularly reviewed and updated through a structured reporting process.

In relation to sustainability reporting, Woco Group applies processes and controls intended to support the completeness, consistency and accuracy of reported information. Sustainability-related data is collected and reviewed by the responsible functions and consolidated at Group level. Reported information is subject to management review and plausibility checks and is prepared based on the best available data and assumptions.

This Sustainability Report is primarily based on Woco Group’s 2025 Corporate Carbon Footprint (CCF), which serves as a key source of environmental performance data. The underlying greenhouse gas inventory, including Scope 1, Scope 2 and Scope 3 emissions, was subject to external limited assurance by an independent third party, covering 100% of the reported emissions inventory. This external review provides additional assurance regarding the completeness and reliability of the reported greenhouse gas data and the climate-related information presented in this report.

Through the combination of established risk management procedures, defined reporting responsibilities, management reviews and external assurance activities, Woco Group seeks to ensure the integrity and quality of sustainability-related information disclosed in this report.

1.1.3 Strategy

1.1.3.1 Strategy, business model and value chain [SBM-1]

Headquartered in Bad Soden-Salmünster, Woco Group maintains plants, production facilities, and partners in Europe, Americas, and Asia. 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. With the help of standardized processes, Woco supports

its customers worldwide according to the philosophy: Woco is where the customer needs Woco.

Woco Group's main product areas include:

NVHS	Damping parts, seals, 2K parts, grommets, foam parts
Thermal Management	Thermal modules, solenoid valves, smart valves, vampire
Drive Technology	Structure integration parts, oil management for Battery Electric Vehicle (BEV), functional plastics
Polymer Industries	Non-automotive business units: Anti-Vibration, sealings, and railway fastening systems

The segments of the automotive sector (Thermal Management, Drive Tech, and NVHS) 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.

In all segments, 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).

The Group's core competencies lie in the development and production of elastomer- and 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.

The Group's strategy is developed by the management board in collaboration with the segment and site leaders, 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, providing guidance, expertise, and on-site support to all locations.

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.

As a supplier to the automotive and industrial sectors, Woco Group forms part of the value chain between raw material suppliers and end customers. Upstream, the Group sources elastomer compounds, plastic granules, components and services from a broad supplier network. Downstream, Woco's products are integrated into customer systems and final products by automotive manufacturers, automotive suppliers and industrial customers.

Overall, the Automotive Division of the Woco Group is expected to continue its growth trajectory, primarily driven by increasing sales of battery-electric vehicles in the Thermal Management and Drive Tech segments. At the same time, the division is focused on enhancing the profitability of its existing portfolio.

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, customers, and a variety of regulatory changes resulting from the Green Deal will continue to demand the business model.

Woco Group is not active in the fossil fuel sector, the prohibited weapons industry or the cultivation and production of tobacco. While certain manufacturing activities involve the processing of chemical substances and materials, the Group's primary business activities do not consist of chemicals production as defined under NACE Division 20.2.

1.1.3.2 Interests and views of stakeholders [SBM-2]

Woco Group recognizes that the interests and perspectives of stakeholders are important inputs to its sustainability management approach, strategic decision-making processes, and Double Materiality Assessment (DMA). Stakeholder views were considered both in the identification and assessment of sustainability-related impacts, risks, and opportunities and in the further development of the Group's sustainability strategy.

As part of the Double Materiality Assessment, Woco Group identified and considered a broad range of internal and external stakeholders across its own operations as well as the upstream and downstream value chain. These stakeholder groups included employees, customers, suppliers, workers in the value chain, local communities, end consumers, investors and financial institutions, industry associations, public authorities and regulators, non-governmental organizations (NGOs), competitors, and the natural environment as silent stakeholder.

Stakeholder interests and expectations were gathered through a combination of stakeholder dialogue, expert interviews, customer and supplier interactions, industry initiatives, regulatory monitoring, sustainability disclosures published by relevant organizations and publicly available information. Internal experts representing relevant stakeholder perspectives also contributed to the assessment process.

Through participation in industry initiatives, ongoing dialogue with business partners and the continuous monitoring of regulatory and market developments, Woco Group seeks to maintain an understanding of evolving stakeholder expectations and sustainability-related developments. These insights help inform the Group's sustainability strategy and reporting approach.

1.1.3.3 Interaction of material impacts, risks and opportunities with strategy and business model, and financial effects [SBM-3]

Woco Group's strategy and business model are shaped by the material sustainability-related impacts, risks, and opportunities identified through its Double Materiality Assessment (DMA). The assessment identified Climate Change, Energy, Circular Economy and Resource Inflows, Adequate Working Conditions of Own Workforce, Corporate Culture and Anti-Corruption, and Supplier Relationships as material topics with either impact materiality, financial materiality, or both.

The Group's most significant sustainability-related risks and opportunities arise from the ongoing transformation of the automotive industry towards low-emission and electrified mobility solutions. Regulatory developments, changing customer requirements, and technological

advances are accelerating the transition from internal combustion engine (ICE) vehicles to hybrid and battery-electric vehicles (BEVs). However, the pace of this transition remains uncertain. While this development may reduce demand for certain conventional product applications over time, it also creates significant opportunities for innovative products and technologies supporting electrification, energy efficiency, and sustainable mobility.

To address these developments, Woco continuously adapts its product portfolio and innovation activities. Strategic focus areas include Thermal Management solutions, battery-related components, lightweight design solutions, energy-efficient systems, and innovative materials. In addition, the Group continues to develop products and applications that support the transition towards more sustainable mobility concepts while maintaining competitiveness in existing markets.

The material topic of Circular Economy and Resource Inflows is reflected in Woco's efforts to increase the use of recycled and more sustainable materials. In the thermoplastics sector, recycled materials have been qualified to replace virgin fossil-based materials, while additional development activities focus on more sustainable elastomer compounds. These initiatives support greater resource efficiency and contribute to reducing the environmental footprint of products throughout their lifecycle.

Energy-related considerations influence both product development and operational activities. Woco's solutions in the areas of thermal management, material innovation, and lightweight design contribute to improved energy efficiency for customers. At the same time, the Group continuously evaluates opportunities to improve the efficient use of resources within its own operations.

The availability of skilled employees, safe working conditions, and attractive employment conditions are important factors supporting Woco Group's operational performance, innovation capabilities, and long-term competitiveness. Consequently, workforce-related topics are considered in management processes and business planning activities. Likewise, maintaining reliable supplier relationships and responsible supply chain management remains important for ensuring business continuity, operational resilience, and the availability of critical materials and components.

The transformation of the automotive market is already reflected in Woco Group's business development. The share of order intake associated with technologies independent of conventional internal combustion engines has increased significantly in recent years and represents an important element of the Group's future growth strategy. At the same time, market

uncertainties regarding the speed of the transition to battery-electric vehicles may influence future demand patterns, investment decisions, and revenue composition.

To enhance the resilience of its business model, Woco Group reviews its strategy annually, considering market developments, technological trends, regulatory requirements, and sustainability-related risks and opportunities. The resulting insights are incorporated into strategic planning, investment decisions, innovation activities, and portfolio management to support the Group's long-term competitiveness and sustainable value creation.

1.1.3.4 Description of the process to identify and assess material impacts, risks and opportunities and material information to be reported [IRO-1]

Double materiality assessment

Woco's double materiality assessment (DMA) forms the basis for identifying the sustainability matters to be addressed in the sustainability statement. The assessment covers impacts, risks, and opportunities (IROs) related to Woco's own operations as well as its upstream and downstream value chain

The DMA was originally developed in 2024 on the basis of the sustainability matters listed in ESRS 1, Application Requirement 16 (AR 16) of Delegated Regulation (EU) 2023/2772. In 2026, Woco with external support performed a targeted review and update of the existing assessment. Rather than conducting the assessment from the beginning again, Woco retained the existing analytical basis where it remained applicable and focused the update on validating and refining the existing IRO inventory and assessments.

The 2026 update was prompted primarily by changes in internal responsibilities and by developments in the regulatory framework. It also incorporated outstanding observations arising from the previous external pre-assurance review. The update included a review of the underlying longlist, selected IRO descriptions and assessments, the supporting rationales, and the allocation of relevant stakeholder perspectives.

Identification of sustainability matters and IROs

The identification of sustainability matters and the corresponding IROs is based on a combination of internal and external sources rather than on a single assessment method.

The sources considered include, where relevant:

- analysis of regulatory and sustainability reporting requirements;
- media and document analysis;

- industry and sector analysis;
- customer and competitor analysis;
- internal expert knowledge obtained through interviews and workshops with relevant functions and management;
- existing sustainability and risk-related information; and
- Woco's ESG strategy, which was used as an additional point of comparison to assess alignment between identified IROs and the Group's strategic sustainability priorities.

The use of multiple sources is intended to reduce the risk that potentially relevant sustainability matters are excluded because they are not identified through one particular source or stakeholder perspective.

Previous materiality assessments conducted by Woco considered stakeholder expectations, business relevance, and actual environmental and social impacts. While these assessments and the resulting sustainability topics informed the development of the Double Materiality Assessment (DMA) by providing historical context, they were not used as a substitute for the ESRS-based identification and assessment of impacts, risks, and opportunities (IROs).

Scope and value-chain consideration

The assessment considers potential and actual impacts as well as sustainability-related risks and opportunities arising from Woco's own operations and, where relevant, from its business relationships and upstream and downstream value chain.

The relevance of the different parts of the value chain was considered in relation to the individual IROs rather than by applying a uniform assessment to all value-chain stages. Relevant stakeholder groups were assigned to individual IROs or sustainability sub-topics using a proxy approach. This allows the assessment to incorporate stakeholder perspectives where direct consultation with every potentially affected stakeholder group is not practicable.

Internal subject-matter experts and relevant functions were involved in validating the identified matters and their assessment. The expert workshops constitute one input into the assessment and are complemented by the external and internal analytical sources described above.

Assessment and prioritization of impacts, risks, and opportunities

Identified IROs were assessed individually using defined assessment criteria.

For impacts, the assessment distinguishes between the characteristics of the impact, including its scale, scope and, for negative impacts, irremediable character, as applicable. The likelihood

of an impact is additionally considered where required by the methodology. These dimensions provide the basis for assessing the severity and likelihood of identified impacts.

For sustainability-related risks and opportunities, the assessment considers their likelihood and the potential magnitude of the financial effect on Woco. The assessments are supported by qualitative rationales and underlying sources to ensure traceability of the conclusions.

The assessment is conducted at IRO level. The resulting assessments are subsequently aggregated to the relevant sustainability matter or sub-topic for the purpose of determining which matters are material for reporting.

Particular attention is given to circumstances that may increase the likelihood or severity of negative impacts, including relevant characteristics of Woco's activities, business relationships, and geographical exposure. Existing actions and management measures to prevent, mitigate, minimize or remediate negative impacts are considered as part of the supporting assessment where relevant, while the identification of an impact is not excluded solely because corresponding mitigation measures are already in place.

Review and decision-making in 2026

As part of the 2026 update, the existing IRO inventory and its underlying assessments were reviewed by Woco Sustainability Management.

The review focused particularly on those assessments for which updated information, previous review comments or changes in the underlying circumstances indicated a need for reassessment. Six risk assessments were reassessed by Sustainability Management with external support. Following the reassessment, a total of seven sustainability-related risks were classified as material.

The review also included an update of the longlist, selected adjustments to individual assessments and supporting rationales, and validation of the stakeholder allocation to IROs and sub-topics.

Changes compared with the previous assessment

The 2026 update did not constitute a complete redesign of Woco's DMA methodology. The principal objective was to validate and update the advanced 2024 assessment while preserving methodological continuity and traceability.

In addition to the targeted reassessment of selected IROs, Woco aligned the presentation of its sustainability matters with the topic structure reflected in the 2026 ESRS development. This

resulted in the regrouping of certain previously separate sustainability matters as sub-topics of broader topics.

The regrouping is structural rather than substantive. Existing IRO identifiers were retained and IROs were regrouped rather than deleted. The underlying assessments, qualitative rationales, sources and stakeholder allocations were retained where still applicable in order to preserve traceability to the preceding assessment and expert workshops.

The main structural changes included the integration of:

- Energy under Climate Change (E1);
- Substances of Concern and Microplastics under Pollution (E2);
- Marine Resources within Water Use (E3);
- Biodiversity-related matters within four sub-topics under Biodiversity and Ecosystems (E4);
- Waste under Circular Economy and Resource Use (E5); and
- Corruption and Bribery within the relevant Corporate Culture sub-topic under Business Conduct (G1).

Political engagement and lobbying activities and management of relationships with suppliers continue to be treated separately within Business Conduct.

The most recent update of the double materiality assessment was performed in 2026.

Materiality thresholds

Woco applies a standardized scoring methodology using a scale from 1 (lowest relevance) to 5 (highest relevance). An IRO is classified as material where its overall score is 3 or higher, considering the relevant assessment criteria, including scale, severity, and probability. Material IROs determine the sustainability matters considered material for reporting.

1.1.3.5 Material impacts, risks and opportunities and disclosure requirements included in the sustainability statement [IRO-2]

Woco Group performed a double materiality assessment to identify the sustainability matters that are material from an impact and/or financial materiality perspective. The assessment considers the impacts of the Woco Group on people and the environment as well as sustainability-related risks and opportunities that may affect the Group.

Based on the updated assessment as of September 2026 and the applied materiality threshold of ≥ 3.0, Woco Group identified 27 material impacts, risks and opportunities (IROs). These

comprise 10 negative impacts, 6 positive impacts, 7 financial risks and 4 financial opportunities.

The assessment identified material sustainability matters relating to climate change (ESRS E1), resource use and circular economy (ESRS E5), own workforce (ESRS S1), and business conduct (ESRS G1).

ESRS	Material sustainability matter	Materiality	Negative impact	Positive impact	Financial risk	Financial opp.
E1	Climate Change	Impact & Financial	2	1	1	1
E1	Energy	Impact & Financial	2	0	1	0
E5	Circular economy and Resource inflows	Impact & Financial	2	2	2	1
S1	Health and safety of own workforce	Impact	2	1	0	0
S1	Adequate working conditions of own workforce	Impact & Financial	2	0	2	1
S1	Equal treatment and opportunities for own workforce	Impact	0	1	0	0
G1	Corporate culture & anti-corruption and bribery	Financial	0	0	1	0
G1	Management of relationships with suppliers including payment practices	Financial	0	1	0	1
Total number of material IROs		**27**	**10**	**6**	**7**	**4**

Accordingly, the following ESRS topical standards contain material sustainability matters for Woco Group:

- ESRS E1 Climate Change: Climate change and energy were identified as material from both an impact and a financial perspective. Together, these matters account for four negative impacts, one positive impact, two financial risks, and one financial opportunity.

- ESRS E5 Resource Use and Circular Economy: Circular economy and resource inflows were identified as material from both an impact and a financial perspective, comprising two negative impacts, two positive impacts, two financial risks and one financial opportunity.
- ESRS S1 Own Workforce: Health and safety, adequate working conditions, and equal treatment and opportunities were identified as material sustainability matters. Health and safety and equal treatment and opportunities are material from an impact perspective, while adequate working conditions are material from both an impact and financial perspective. In total, the S1 matters comprise four negative impacts, two positive impacts, two financial risks, and one financial opportunity.
- ESRS G1 Business Conduct: Corporate culture and anti-corruption and bribery, as well as the management of relationships with suppliers including payment practices, were identified as material from a financial perspective. The identified matters comprise one positive impact, one financial risk, and one financial opportunity.

The policies, actions, targets and metrics relating to these material sustainability matters, together with the relevant disclosure requirements and datapoints, are addressed in the respective sections of the sustainability statement.

Relationship with the Woco Group's previous material topics

The updated double materiality assessment further develops the Woco Group's previous approach to identifying sustainability priorities. A number of topics addressed in earlier materiality assessments remain reflected within the sustainability matters identified as material under the ESRS framework.

In particular, the previous topics of decarbonization and climate-related energy considerations are reflected in ESRS E1 Climate Change; topics concerning recycled and renewable raw materials and the circularization of raw materials are reflected in ESRS E5 Resource Use and Circular Economy; topics relating to occupational health and safety, working conditions, diversity, and equal opportunities are reflected in ESRS S1 Own Workforce; and topics concerning ethics, integrity, and supplier relationships are reflected in ESRS G1 Business Conduct.

This evolution reflects the transition from the Woco Group's previous catalogue of main sustainability topics towards a double-materiality-based assessment of impacts, risks and opportunities and the corresponding ESRS reporting structure.

2 Environment

2.1 Climate change [ESRS E1]

Limiting climate change is one of the greatest challenges of our time. Woco follows 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.

2.1.1 Strategy

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.

2.1.1.1 Transition plan for climate change mitigation [E1-1]

The climate strategy in place at Woco Group at the time of reporting does not yet include a detailed transition plan fully aligned with the ESRS requirements. Woco Group is currently developing such a plan and intends to publish it in future Sustainability Reports. The transition plan will outline specific actions, timelines, milestones, and governance measures to support the systematic achievement of the Group's climate objectives and decarbonization targets.

2.1.1.2 Identification of climate-related risks and scenario analysis [E1-2]

Woco identifies and assesses climate-related risks and opportunities as part of its double materiality assessment and risk assessment processes. Climate-related risks and opportunities are assessed according to their likelihood of occurrence and expected financial effects and are considered across the short, medium and long term and, where relevant, across Woco's own operations and value chain.

The assessment identified material climate-related risks as well as opportunities relating to the transition of Woco's product portfolio and the use of renewable energy.

Methodology for identifying and assessing climate-related risks and opportunities

The assessment considers the likelihood and potential magnitude of the financial effects of identified climate-related risks and opportunities. Likelihood is assessed on a scale from 0 to 1, corresponding to an estimated probability between 0% and 100%. Financial magnitude is assessed on a five-level scale ranging from financial effects below EUR 100 thousand to effects exceeding EUR 10 million.

The assessment distinguishes between the following time horizons:

- short term: one year;
- medium term: less than five years; and
- long term: more than five years.

For physical climate risks, Woco identified exposure to climate-related hazards including flooding, storms, and other natural disasters. The assessment considers potential damage to production facilities, warehouses, and administrative facilities, as well as potential disruption to supply-chain infrastructure. The resulting financial effects considered include repair costs, business interruption, and delivery delays.

For transition risks, Woco considered regulatory developments, developments in energy markets, and the transition towards renewable energy. Potential financial effects considered include additional compliance and monitoring costs, higher energy costs and investments associated with the transition to renewable electricity and own energy generation.

For climate-related opportunities, Woco considered the transition of its product portfolio towards components and assemblies that are independent of combustion-engine technologies. This transition is expected to open up new market potential and is aligned with Woco's strategic direction. The opportunity is considered highly likely, as Woco has already been implementing corresponding product changes for several years. The financial effect is assessed at the highest magnitude level, reflecting the potential contribution of new businesses associated with combustion-engine-independent technologies. In 2025, more than 80% of new orders were already independent of combustion-engine technologies.

Woco also identified an opportunity related to the expansion of renewable energy through measures such as power purchase agreements and photovoltaic installations. Increasing the use of renewable energy and own electricity generation may reduce Woco's financial dependence on external energy suppliers and exposure to energy-cost volatility. While the likelihood of this development is assessed as high, the financial magnitude of the opportunity is assessed at the lowest level because significant initial investment requirements limit the expected net financial benefit. The opportunity is expected to materialize primarily over the long term.

The assessment principally covers Woco's own operations. For risks related to disruption of supply-chain infrastructure, the assessment also covers the upstream value chain.

Climate-related scenario analysis

Woco did not use climate-related scenario analysis in identifying and assessing the climate-related risks and opportunities reported for the current reporting period.

Accordingly, no high-emission physical-risk scenario or 1.5°C transition-risk scenario was applied, and no scenario-specific temperature projections, assumptions or scenario-analysis scopes are reported.

2.1.1.3 Resilience in relation to climate change [E1-3]

Woco addresses climate-related risks within its Group-wide risk management framework. The framework covers the entire value chain, including upstream activities, direct operations, and downstream activities, and considers short-, medium-, and long-term time horizons.

The Group has identified natural disasters, including floods, storms, and hurricanes, and the resulting disruption of infrastructure as relevant climate-related risks. These risks may directly affect Woco's own operations or may materialize across the supply chain. Potential effects identified include temporary interruptions to production and higher operating costs.

Climate-related risks are assessed as part of the Group's general risk management process. Identified risks are analyzed regarding their causes, effects, and possible interactions with other risks and are evaluated according to their potential damage impact, on a scale from insignificant to catastrophic, and their probability of occurrence, on a scale from rare to near-safe. The Group's overall risk position is derived from the consolidation of individual risk areas and supplemented by cross-sectional risks from a Group perspective. Risk assessments are updated regularly by the respective reporting units, with particular focus on new risks and changes compared with the previous reporting period.

To manage the identified risks related to natural disasters and infrastructure disruption, Woco carries out monitoring measures intended to enable early preventive action. In addition, Woco maintains comprehensive insurance coverage to further reduce its exposure to these risks.

The existing organizational structure supports the management of identified risks. The strategic orientation of Woco's global production sites is determined by headquarters, while operational implementation and management are the responsibility of segment managers in cooperation with local managers. Group Risk Management defines the conceptual framework for Group-wide risk management and coordinates the overall process.

Based on the information currently available, no further conclusions are presented regarding the implications of climate-related risks for Woco's overall strategy and business model, the use or results of climate-related scenario analysis, significant areas of uncertainty in the assessment of climate resilience, or Woco's capacity to adjust or adapt its strategy and business model to climate change over the short, medium and long term.

2.1.2 Impact, risk and opportunity management

2.1.2.1 Policies related to climate change mitigation and adaptation [E1-4]

Woco Group is committed to climate change mitigation and adaptation – in respect of the product portfolio transformation and the decarbonization of its own manufacturing facilities. Woco Group addresses climate change-related impacts, risks, and opportunities through a set of directives, policies, and management systems. The key governing documents include the management systems described in this report, the Woco Group Group Policy, the Woco Group

Code of Conduct, the Woco Group Environmental Commitment Policy, and the Woco Group Supplier Guideline Code of Conduct.

Management systems

The majority of Woco Group's facilities maintain certified management systems in accordance with ISO 14001 (Environmental Management), ISO 50001 (Energy Management), and ISO 45001 (Occupational Health and Safety), supported by quality management systems certified to ISO 9001 and IATF 16949. In addition, information security processes are aligned with TISAX requirements. These management systems provide the framework for monitoring environmental performance, improving energy efficiency, reducing operational impacts, and supporting the Group's climate-related objectives.

Woco Group Environmental Commitment Policy

This policy sets out Woco Group's commitments to climate change mitigation, responsible climate governance, and stakeholder engagement in support of the transition to a low-carbon economy. The Group is committed to continuously assessing opportunities to increase the use of renewable energy across its operations, considering technical feasibility and economic viability. To support the decarbonization of its activities, Woco seeks to improve energy efficiency, evaluate renewable electricity procurement options, and consider the implementation of onsite renewable energy generation where appropriate. Furthermore, the Group supports science-based approaches to climate action and is committed to complying with applicable environmental and climate-related legislation. Woco does not knowingly support organizations or initiatives whose primary purpose is to challenge established climate science or oppose environmental, and climate regulations aimed at reducing greenhouse gas emissions and protecting the environment. Recognizing that effective climate action requires cooperation across the value chain, Woco actively engages with employees, customers, suppliers, industry associations, and other business partners to enhance environmental performance, promote knowledge sharing, and foster awareness of climate-related challenges and opportunities.

Woco Group Group Policy

Woco Group addresses climate change mitigation through a comprehensive framework of corporate policies and management systems that integrate environmental and energy considerations into business operations. The Group is committed to reducing its environmental footprint by minimizing greenhouse gas emissions, improving energy efficiency, and promoting resource-conserving development, production, and logistics processes. Climate-related

performance is monitored through established management systems aligned with internationally recognized standards, and continuous improvement is supported through regular reviews, audits, performance evaluations, and management oversight. The Group further recognizes the avoidance of greenhouse gas emissions as an ongoing objective and seeks to reduce environmental impacts throughout the entire product lifecycle.

Woco Group Code of Conduct

The Woco Code of Conduct reinforces this commitment by establishing climate protection as a key element of the Group's environmental responsibility. In support of the objectives of the Paris Climate Agreement, Woco strives to reduce CO_2 emissions through the increased use of renewable energy sources, energy-efficient technologies, and environmentally preferred materials wherever technically and economically feasible. The policy framework also emphasizes the efficient use of natural resources, particularly energy, water, and raw materials, while promoting measures that contribute to the long-term transition toward a lower-carbon economy. Climate protection efforts are supported by initiatives to improve energy performance, minimize energy waste, and continuously enhance environmental management practices across the Group's operations.

Woco Group Supplier Guideline Code of Conduct

Woco's climate-related policies extend beyond its own operations and encompass expectations throughout the value chain. Through its Supplier Code of Conduct, suppliers are expected to actively contribute to climate protection by improving energy efficiency, increasing the use of renewable energy, and establishing transparency regarding both direct and indirect greenhouse gas emissions. Suppliers are encouraged to set ambitious emissions reduction targets and to support the transition to more sustainable production methods and materials. This approach enables Woco to promote climate-related responsibilities across its supply chain and strengthens collective efforts to reduce emissions and support the long-term resilience of the business in the context of a changing climate.

2.1.2.2 Actions and resources in relation to climate change mitigation and adaptation [E1-5]

To counter the risks and leverage the opportunities brought by climate change, Woco Group has launched globally uniform initiatives across all its operational locations. A key part of this strategy is the early transformation of its product portfolio toward sustainable mobility. The automotive segment of Woco Group accounts for roughly 84% of its business operations. As

part of this corporate transformation, the company continues to support traditional internal combustion engine parts but focuses more on components designed for electric vehicles (EVs).

Simultaneously, Woco Group recognizes that creating zero-emission products must go hand-in-hand with establishing a sustainable, eco-friendly manufacturing framework across the complete value chain. To achieve this, the Group focuses on several key decarbonization mechanisms:

1. **Mitigating Scope 3.1 Emissions Through Deep Supplier Collaboration**

Addressing Woco Group's primary carbon hotspot requires an aggressive focus on Scope 3.1 emissions, which represent the vast majority of our supply chain footprint. To manage this effectively, we must move away from industry averages and actively collect primary Product Carbon Footprint (PCF) values directly from our vendors. Collaborating closely with these partners allows us to pinpoint efficiency gaps and collectively implement targeted carbon reduction strategies. Key to this transformation will be driving our suppliers to transition to 100% renewable electricity within their production facilities. Furthermore, by incentivizing them to significantly increase the recycled content rate in the raw materials they provide, we can systematically lower our upstream impact and meet our global decarbonization goals. Demonstrating our commitment to data transparency, our 2025 Corporate Carbon Footprint (CCF) has successfully undergone external third-party assurance, with over 50% of our Scope 3.1 purchased goods now fully accounted for using primary Product Carbon Footprint (PCF) values rather than generic industry averages.

2. **Process Adjustments to Increase Energy 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 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 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 consumption reduction is 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.

3. Renewable Electricity Procurement

Woco Group 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:

- In 2023, we switched to 100% renewable sources at all our German locations.
- Our facilities in Noida, Satu Mare, and Budapest sourced more than one third of their electricity from renewable sources in 2025.
- 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. Here, the self-generation of green electricity has reached the maximum capacity.
- Self-generated solar electricity is also available at our facility in Kronach, Germany, where the plant consumed 92 MWh electricity from this source.

2.1.3 Metrics and targets

2.1.3.1 Targets related to climate change [E1-6]

In 2022, Woco Group developed and adopted a climate strategy for emission reduction based on SBTi requirements with external support. The SBTi validated the targets in 2023. The Group commits to reduce its absolute GHG Scope 1 and 2 emissions by 46.2% and its absolute Scope 3 GHG emissions by 27.5% by 2030, based on base year 2019.

The achievement of the climate targets is driven by the key decarbonization levers outlined in ESRS E1-3. These levers provide the foundation for site-specific targets and actions that support the Group's overall decarbonization efforts. Thanks to this, the Group has been able to continuously reduce its absolute emissions.

Compared to the previous reporting year, the Group's reported emissions increased as previously unidentified data gaps and inconsistencies were addressed, resulting in improved data quality and reporting accuracy. In addition, the 2025 Corporate Carbon Footprint (CCF) was subject to external assurance for the first time.

Emissions data for more than 50% of purchased goods were matched with supplier-specific Product Carbon Footprints (PCFs) for the first time. While the increased use of primary data significantly improved the accuracy and reliability of Scope 3.1 calculations, supplier-specific PCFs were in many cases higher than the industry-average emission factors previously obtained from secondary databases such as Ecoinvent. As a result, reported emissions increased despite methodological improvements.

Woco Group will continue to work closely with its suppliers to reduce the carbon footprint of purchased goods and improve supply-chain emissions performance. The externally assured CCF provides a robust baseline for future emissions management and establishes a strong foundation for developing a transition plan towards a low-carbon economy.

Woco Emissions reduction pathway since 2019

Scopes	Value in 2025	Value in 2024	Value in 2019 (BY)	Unit	SBTi req. per year	SBTi req. in BY	Change (2025 vs. 2024)	Change (2025 vs. BY 2019)
Scope 1+2	53,481	43,981	66,050	t CO_2e	-4,2% p.a.	-21%	+22%	-19%
Scope 3	308,392	265,841	497,776	t CO_2e	-2,5% p.a.	-12,5%	+16%	-38%
Total	361,873	309,822	563,826	t CO_2e			-3%	-36%

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.

Table 1 Energy consumption and mix [ESRS E1-7]

Energy consumption and mix	*Unit*	*2025*
Fuel consumption from coal and coal products	MWh	0
Fuel consumption from crude oil and petroleum products	MWh	3 575
Fuel consumption from natural gas	MWh	7 821
Fuel consumption from other fossil sources	MWh	0
Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	MWh	55 902
Total fossil energy consumption	**MWh**	**67 298**
Share of fossil sources in total energy consumption	**%**	**59%**
Consumption from nuclear sources	**MWh**	**11 040**
Share of consumption from nuclear sources in total energy consumption	**%**	**10%**
Fuel consumption from renewable sources, including biomass)	MWh	0
Consumption of purchased or acquired electricity, heat, steam, or cooling from renewable sources	MWh	34 275
Consumption of self-generated non-fuel renewable energy	MWh	754
Total renewable energy consumption	**MWh**	**35 029**
Share of renewable sources in total energy consumption	**%**	**31%**
Total energy consumption	**MWh**	**113 368**

Energy intensity per net revenue	*Unit*	*2025*
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors	MWh/EUR k	0,20

2.1.3.2 Gross scope 1, 2, 3 emissions [E1-8]

Woco Group has been calculating its Corporate Carbon Footprint (CCF) including the relevant upstream and downstream indirect emissions since the 2016 financial year.

- 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: CO_2 as well as CH_4, N2O, HFCs, PFCs, SF_6, NF_3. All emissions are represented in CO_2 equivalents (CO_2e).
- Reference period: Calendar year (SBT base year: 2019)
- Consolidation approach: Operational control (excluding minority interests)
- No relevant biogenic emissions

Corporate Carbon Footprint (in accordance with GHG)							
Scope	Category	2025 ✓	2025 ✓	2024	2024	2019 (recalc)	2019 (recalc)
	[t CO_2e]	[t CO_2e]	[%]	[t CO_2e]	[%]	[t CO_2e]	[%]
Scope 1	Sum Scope 1	2,521	1%	2,409	1%	3,398	< 1 %
Scope 2	Sum Scope 2**	50,961	14%	41,572	13%	62,652	12 %
Upstream	Purchased goods and services	263,970	73%	212,951	69 %	400,997	74 %
	Capital goods	4,992	1%	4,522	1 %	25,619	5 %
	Fuel and energy related activities (not included in Scope 1 and 2)	5,422	1%	12,561	4 %	14,156	3 %
	Upstream transport and distribution	6,730	2%	16,885	5 %	21,244	4 %
	Waste produced in workflows	8,856	2%	1,195	< 1 %	1,553	< 1 %
	Business travel	1,711	0%	38	< 1 %	670	< 1 %
	Shuttle service of Employees	--	--	7,757	3 %	8,027	1 %
	Leased assets in upstream activities	--	--	--	--	--	--
Downstream	Subsequent transport and distribution	--	--	2,905	1 %	4,657	< 1 %
	Processing Products sold	16,711	5%	6,045	2 %	--	--
	Use of sold products	--	--	--	--	--	--
	Disposal Products sold	--	--	982	< 1 %	440	< 1 %
	Leased assets in downstream activities	--	--	--	--	--	--
	Franchises	--	--	--	--	--	--
	Investments	--	--	--	--	--	--
Scope 3	Sum Scope 3	308,392	85 %	265,840	86 %	477,363	88 %
	Total	**361,873**	**100 %**	**309,821**	**100 %**	**543,413**	**100 %**

2.1.3.3 GHG removals and GHG mitigation projects financed through carbon credits [E1-9]

Woco Group does not currently rely on GHG removals or GHG mitigation projects financed through carbon credits to achieve its climate objectives. The company remains focused on reducing emissions within its own operations and value chain. The potential role of GHG removals and carbon credits will be reviewed periodically as part of Woco Group's evolving

climate strategy, with any future consideration subject to an assessment of feasibility, credibility, regulatory developments, and alignment with the company's sustainability goals.

2.1.3.4 Internal carbon pricing [E1-10]

Woco Group does not currently operate with a Group-wide internal carbon pricing system. The company will continue to monitor developments in this area and periodically assess whether the introduction of such a mechanism would be feasible and beneficial from both a sustainability and business perspective.

2.1.3.5 Anticipated financial effects from material physical and transition risks and potential climate-related opportunities [E1-11]

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.

2.2 Resource Use and Circular Economy [ESRS E5]

2.2.1 Impacts, risks and opportunities' management

2.2.1.1 Policies related to resource use and circular economy [E5-1]

Woco's approach to resource use and circular economy focuses on waste prevention, material efficiency, increased use of recycled materials, and the preparation for emerging circular economy requirements within the automotive industry.

Resource-related responsibilities are coordinated through the central ESG and Engineering Services functions in cooperation with Purchasing and Research & Development. Material-related information is integrated into procurement processes, while the assessment and implementation of alternative and recycled materials are conducted in close collaboration with customers and suppliers. Within Woco's Product Development Process (PEP), the procurement function evaluates material availability, including opportunities to increase the use of recycled materials.

Woco continuously monitors regulatory developments relating to circular economy requirements and product transparency. Since 2021, the company has participated in industry initiatives addressing the Digital Product Passport (DPP) and has followed developments related to the Ecodesign for Sustainable Products Regulation (ESPR) and data-sharing initiatives such as Catena-X. These activities support the company's understanding of future requirements regarding product traceability, material transparency and circular value chains.

In 2025, Woco introduced a global Waste Policy applicable to all regions of the Group. The policy establishes requirements for environmentally responsible waste management and compliance with applicable legal requirements. Waste officers have been appointed at manufacturing sites to oversee implementation and ensure compliance with local regulations.

The Waste Policy follows the waste hierarchy principle. Waste prevention and reduction are prioritized, followed by reuse, recycling and other recovery options, with landfill disposal considered the least preferred treatment method. The objective of the policy is to reduce waste generation, increase material recovery and support the efficient use of resources throughout Woco's operations. Woco further supports circular economy objectives through the evaluation and use of recycled materials and through collaboration with suppliers, customers and industry partners to identify opportunities for increased circularity and resource efficiency across its products and operations.

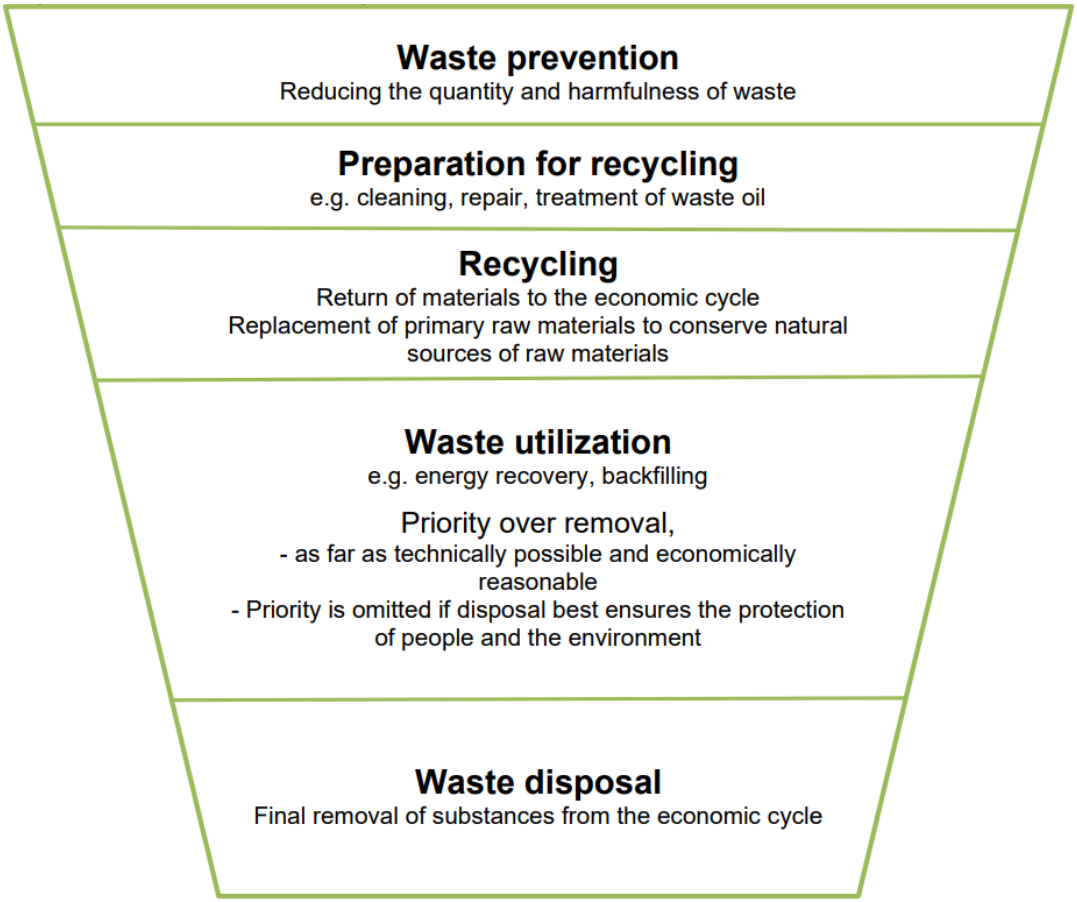


Figure 1 Order of priorities according to the Group Waste Policy

2.2.1.2 Actions and resources related to resource use and circular economy [E5-2]

Woco implements actions to promote circular material flows, increase the use of secondary and recycled materials, and prepare for emerging circular economy requirements within the automotive industry.

A key focus area is the evaluation and qualification of alternative materials that reduce the consumption of virgin resources while maintaining product quality and performance requirements. As part of its material approval processes, Woco assesses the suitability of recycled materials, post-consumer recycled (PCR) materials, chemically recycled materials, mass-balance materials, recycled fillers and bio-based materials for use in its product portfolio. Material alternatives are evaluated through internal testing and qualification procedures and, where applicable, through customer-specific approval processes.

To support the transition towards more circular material use, Woco continues to engage with customers and suppliers regarding the implementation of recycled and alternative materials. Procurement, Research & Development, and material specialists collaborate to identify, test, and qualify materials that meet both technical and sustainability requirements.

In addition, Woco maintains an active dialogue with raw material suppliers and other market participants on topics such as recycling, life-cycle considerations and circular material solutions. The company also monitors developments relating to Digital Product Passports, Catena-X and evolving regulatory requirements affecting circular economy practices within the automotive value chain.

For 2025 and beyond, Woco's planned actions include:

- development of a strategic roadmap for circular transformation;
- further increase of post-consumer recycled material use;
- continuation of activities related to International Sustainability & Carbon Certification (ISCC)+ certified materials and mass-balance approaches;
- integration of findings from the 'Recycling 2' project; and
- continued assessment of circular economy requirements and industry initiatives to support future implementation measures.

2.2.2 Metrics and targets

2.2.2.1 Targets related to resource use and circular economy [E5-3]

Woco has established targets and management objectives to support the efficient use of resources, reduce waste generation, and promote circular material flows across its operations.

The Group's primary objective is to minimize the consumption of virgin resources and reduce the amount of waste and production scrap generated throughout its activities. To support this objective, resource efficiency and waste reduction considerations are incorporated into operational and material-related decision-making processes.

In accordance with the global Waste Policy introduced in 2025, Woco applies the waste hierarchy as the guiding principle for waste management. Waste prevention and reduction constitute the preferred treatment option, followed by preparation for reuse, recycling, and other recovery measures. Disposal represents the least preferred option and is only applied where higher-ranking treatment options are not feasible.

The Waste Policy applies to all regions, departments, business units, and staff functions of Woco Group and is supported by appointed waste officers at manufacturing locations. The

effectiveness of the policy is monitored through waste recording, waste balancing, and oversight of disposal routes and treatment methods.

In addition, Woco has defined a quantitative resource circularity target to increase the share of secondary materials used in production to more than 10% of total raw material consumption. This target supports the substitution of virgin raw materials with recycled and secondary material inputs. Where technically feasible and in line with customer requirements and product specifications, Woco is committed to maximizing the use of recycled and secondary materials and is ready to supply products incorporating such materials while meeting the required technical and quality standards.

Furthermore, Woco aims to increase the use of post-consumer recycled materials through ongoing material qualification activities, supplier engagement, and participation in industry initiatives and research projects focused on recycled materials.

At present, Woco tracks progress through the monitoring of material use, recycled material content, waste generation, and waste treatment routes. The Group will continue to evaluate additional resource use and circular economy targets as part of the planned development of its circular transformation roadmap.

2.2.2.2 Resource inflows [E5-4]

Woco requires various raw materials, precursor materials, and purchased components to manufacture its products. As a manufacturer of polymer- and elastomer-based solutions for the automotive industry, the Group's key material groups are thermoplastics, thermoplastic elastomers, and elastomer compounds.

In 2025, the total volume of key materials used amounted to 37,236 tons, consisting of 27,359 tons of thermoplastics, and thermoplastic elastomers and 9,877 tons of rubber and elastomer compounds.

Within the thermoplastics and thermoplastic elastomer category, polyamides represented the largest material group. The most significant materials used in 2025 were:

- PA6: 9,835 t (35.9% of thermoplastics)
- PA6.6: 5,916 t (21.6%)
- PP: 4,418 t (16.1%)
- PA6.66: 1,811 t (6.6%)
- PBT: 1,534 t (5.6%)

- PUR: 1,137 t (4.2%)
- TPE: 1,084 t (4.0%)

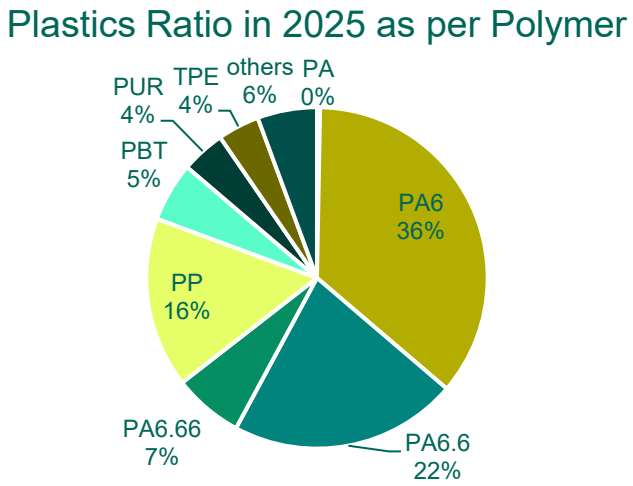


Figure 2 Plastics Ratio in 2025 as per Polymer

Within the elastomer and compound category, EPDM represented the dominant material group. The most significant materials used in 2025 were:

- EPDM: 8,066 t (81.7% of elastomer materials)
- Natural Rubber (NR): 700 t (7.1%)
- Liquid Silicone Rubber (LSR): 341 t (3.5%)
- NBR/PVC: 297 t (3.0%)
- Other elastomer materials: 473 t (4.7%)

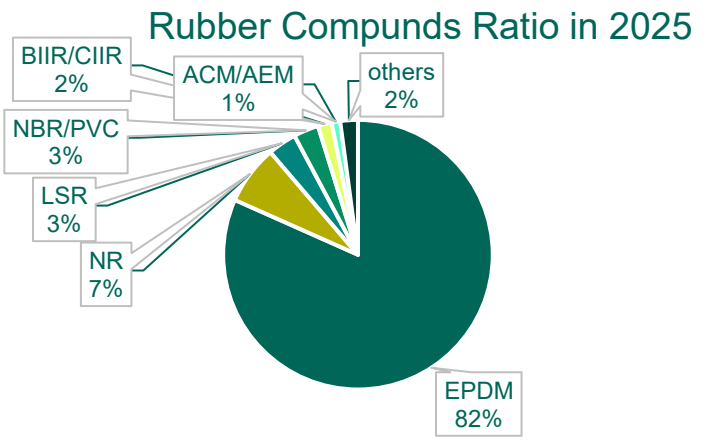


Figure 3 Rubber Compounds Ratio in 2025

Woco also utilizes secondary materials as part of its efforts to support resource efficiency and circular material flows. In 2025, approximately 2,700 tons of materials containing secondary material content were used, corresponding to approximately 8.5% of purchased raw material volumes.

Certain purchased goods and components may contain critical or strategic raw materials as defined by Regulation (EU) 2024/1252. However, these materials are not considered key materials within Woco's primary material groups and therefore do not represent a significant share of the Group's direct material consumption.

2.2.2.3 Resource outflows [E5-5]

As a manufacturer of high-performance polymer and elastomer products, Woco's main waste streams consist of plastics, rubber and elastomer materials. Additional waste streams include metals, paper and cardboard, wood, organic waste and hazardous waste.

In 2025, approximately 65% of waste generated across the Group was sent for recycling, while 17% underwent energy recovery, 15% was landfilled, 2% underwent specialized treatment and 1% was incinerated without energy recovery.

The most significant waste streams generated during the reporting period were:

- Rubber and elastomers: 2,057 t
- Mixed non-hazardous waste: 950 t
- Plastics: 599 t
- Paper and cardboard: 529 t
- Wood: 314 t
- Metals: 271 t

- Hazardous waste: 209 t

Recycling represented the primary treatment route for most material streams, including metals, paper and cardboard, wood, plastics and rubber materials. Metals, paper and cardboard, and wood were almost entirely directed to recycling processes. Rubber and elastomer waste represented the largest individual waste stream, with most volumes managed through recycling routes, while smaller quantities were landfilled, recovered for energy or sent for specialized treatment. Hazardous waste amounted to approximately 209 tons during the reporting period. The principal treatment routes for hazardous waste were specialized treatment and transfer handling (26%), incineration without energy recovery (25%), recycling (24%), and energy recovery (17%). Only a limited proportion of hazardous waste (7%) was disposed of through landfill. Hazardous waste streams primarily arise from manufacturing activities and include contaminated packaging, oil-containing wastes, absorbents, laboratory chemicals, and other regulated waste fractions requiring dedicated treatment methods.

Woco's approach to resource outflows is guided by the waste hierarchy principle established in the Group Waste Policy, which prioritizes waste prevention, reuse, recycling, and recovery over disposal. Through material qualification processes, increased use of secondary materials, and continuous evaluation of recycling opportunities, the Group aims to further improve circularity and reduce waste sent to final disposal.

Waste treatment method	Landfill (kg)	Recycling (kg)	Specialized treatment / transfer handling (kg)	Energy recovery (incineration with recovery) (kg)	Incineration without recovery (kg)
Plastics (non-hazardous)	37,676	320,336	-	240,570	-
Rubber & Elastomers	405,620	1,559,285	32,250	59,820	-
Metals	-	270,712	-	-	-
Paper & Cardboard	-	529,258	-	-	-
Wood	-	313,523	-	-	-
Organic / Biodegradable waste	55,250	107,900	420	-	-
Mixed non-hazardous waste	259,814	159,494	343	530,250	-
Hazardous waste	14,244	50,788	54,536	36,190	53,153

Figure 4 Resource outflows in 2025

3 Social

3.1 Own workforce [ESRS S1]

3.1.1 Impacts, risks, and opportunities management

3.1.1.1 Policies related to own workforce [S1-1]

Woco recognizes that qualified, motivated, and engaged employees are a key factor in maintaining productivity, product quality, and innovation capacity. The Group is committed to providing fair working conditions, supporting employee development, and maintaining a safe and healthy working environment across all Group operations.

The policies and principles applicable to Woco's own workforce apply to all employees of the Woco Group. They are informed by internationally recognized frameworks, including the United Nations Global Compact, the OECD Guidelines for Multinational Enterprises, the ILO Core Labour Standards, and the UN Guiding Principles on Business and Human Rights.

Employee-related commitments are further reflected in the Woco Corporate Policy, which promotes mutual respect, reliability, trust, employee participation, occupational health and safety, and continuous improvement of working conditions. Woco is committed to providing safe and healthy working conditions, preventing work-related injuries and illnesses, and eliminating hazards and reducing occupational health and safety risks.

As part of its ESG strategy, Woco focuses on four key workforce topics:

- employee development and qualification;
- occupational health and safety;
- diversity and equal opportunities; and
- workers' rights.

Employee development and qualification form a central element of Woco's people strategy. Woco promotes the continuous development of professional, methodological, leadership, language, and digital skills and seeks to support long-term employability and career development across the Group. Annual employee discussions are used to assess competencies, review performance, and identify individual development and training needs.

Woco is committed to promoting diversity, equal opportunities and inclusion. The Group promotes a working environment based on mutual respect, tolerance, and equal treatment and rejects all forms of discrimination. These principles are reflected in the Woco Code of Conduct and apply across all Group operations.

Woco respects internationally recognized labor rights, including freedom of association, collective bargaining, freedom of assembly and fair remuneration. Where local legal frameworks restrict certain rights, Woco seeks alternative approaches that are consistent with the principles of the ILO Core Labour Standards.

Human rights principles are integrated into Woco's Code of Conduct, which is publicly available and accessible to employees through the Group's internal management system. The Code of Conduct incorporates international human rights principles and supports the Group's commitment to preventing human rights violations throughout its operations.

Woco does not tolerate child labor, forced labor, compulsory labor or trafficking in human beings. These principles are embedded in the Group's Code of Conduct and human rights due diligence approach.

3.1.1.2 Engagement with own workforce and workers' representatives, existence of channels for own workforce to raise concerns or needs and approaches to remedy [S1-2]

Woco engages with its workforce through its local and central Human Resources functions, management structures, and established communication channels at site and Group level. Employee-related matters are coordinated by the central Human Resources function in cooperation with business segments and production sites.

Woco engages with employees through a range of formal and informal communication channels. These include annual employee discussions, local Human Resources processes, management communication, and the global employee information platform 'Woconnect'. Through these channels, employees receive information on company developments, organizational changes, policies, technical developments, and other matters relevant to their employment.

To ensure accessibility across its international workforce, key information and policies are made available in relevant languages. Important documents, including the Code of Conduct and internal procedures, are accessible through the Group's management systems and intranet platforms.

Employees and external stakeholders have access to a whistleblower and reporting system through which concerns can be raised confidentially. The system is available to employees and external stakeholders and can be used to report concerns relating to compliance, human rights, labor practices, or other potential misconduct.

Reports received through the grievance mechanism are reviewed in accordance with established internal procedures. Where appropriate, corrective and remedial actions are defined and implemented. Woco considers the accessibility of reporting channels, the ability to report concerns confidentially, and the implementation of corrective actions as key elements of an effective grievance process.

3.1.1.3 Actions and resources related to own workforce [S1-3]

Woco undertakes a range of actions to manage workforce-related impacts, risks, and opportunities, with particular emphasis on employee development, occupational health and safety, human rights due diligence, and employee retention.

Responsibility for the implementation of workforce-related activities lies with the central Human Resources function in cooperation with business segments and production sites. Human Resources activities are supported through ongoing efforts to digitalize personnel management processes, improve workforce-related data collection and enhance reporting capabilities.

Occupational health and safety remains a key focus area. Woco operates certified management systems and continuously implements measures aimed at preventing work-related injuries and illnesses, reducing occupational risks, and improving workplace safety conditions. Employees are expected to actively contribute to occupational health and safety improvements through participation and continuous improvement initiatives.

In 2025, Woco strengthened its due diligence activities through independent verification procedures and potential site audits based on recognized standards such as the Responsible Supply Chain Initiative (RSCI) or Responsible Business Alliance (RBA) frameworks. The objective of these assessments is to evaluate the effectiveness of existing processes, identify potential shortcomings, and implement corrective actions where necessary.

The effectiveness of workforce-related actions is monitored through established management system processes, workforce-related reporting, internal assessments, grievance mechanisms, and continuous improvement activities.

Employee development

Woco continues to invest in employee development, qualification, and retention through its Experience Management (HR-XM) framework. The framework supports the employee lifecycle through recruitment, onboarding, development, performance management, and employee retention activities. Annual employee reviews are used to evaluate performance, assess competencies, and define individual development measures and training requirements.

Employee development actions focus on strengthening technical, leadership, methodological, language, and digital competencies. These activities are intended to support both individual career development and the organizational capabilities required to address the ongoing transformation of the automotive industry.

Diversity

To support diversity and equal opportunities, Woco continues to implement measures aimed at increasing transparency, promoting objective remuneration structures, improving work-life balance, and strengthening the representation of women in leadership positions. In addition, the Group has initiated a global job architecture project intended to establish globally comparable job profiles and remuneration structures and to improve the transparency of workforce-related analyses.

Occupational health and safety

Occupational health and safety remains a key focus area of Woco's workforce management approach. Occupational health and safety requirements are embedded within the Group's integrated management system and Code of Conduct. Woco applies the requirements of ISO 45001 across its production operations and continues to strengthen the implementation of occupational health and safety management systems throughout the Group.

Occupational accidents and related indicators are regularly monitored and reviewed by management. Corrective actions are implemented where necessary, and a structured exchange of information between sites supports the identification and dissemination of best practices. The Group aims to achieve full coverage of production sites under externally certified occupational health and safety management systems and uses the ISO 45001 framework to continuously improve risk identification, accident prevention and employee participation in workplace safety initiatives.

3.1.2 Metrics and targets

3.1.2.1 Targets related to own workforce [S1-4]

Woco has established workforce-related objectives that support employee wellbeing, occupational health and safety, equal opportunities, employee development, and the protection of human rights. These objectives are embedded within the Group's policies, management systems, and human resources processes.

The Group's primary workforce-related objectives are to:

- maintain safe and healthy working conditions;
- prevent work-related injuries and illnesses;
- provide opportunities for employee development and qualification;
- promote diversity, equal treatment and equal opportunities;
- respect workers' rights and human rights; and
- support employee motivation, engagement and retention.

At present, Woco has not established Group-wide quantitative, outcome-oriented targets for all material workforce topics. The Group nevertheless monitors the effectiveness of its workforce-related policies and actions through established management system processes, health and safety reporting, human resources reporting, risk assessments, grievance mechanisms, and continuous improvement activities.

Occupational health and safety performance is regularly monitored as part of the Group's management systems, while workforce-related topics such as training, employee development, diversity, and employee retention are reviewed through Human Resources processes and reporting. Where improvement opportunities are identified, appropriate corrective or preventive actions are implemented.

Woco will continue to evaluate the development of additional workforce-related targets as part of the ongoing maturation of its sustainability management system and ESRS reporting framework.

3.1.2.2 Characteristics of the undertaking's employees [S1-5]

Table 2 Employee headcount by gender

Gender	Number of employees (headcount)
Male	2,195
Female	1,610
Other	0
Not reported	0
Total	3,805

Table 3 The number of employees by headcount for each of the countries in which it has 50 or more employees and that are the ten largest countries in terms of employee numbers

Country	Number of employees (headcount)
Mexico	1,153
Germany	772
India	583
Czech Republic	437
Hungary	316
China	308
Romania	223

Table 4 Information on employees by contract type, broken down by gender

Category	Number of permanent employees	Number of temporary employees	Number of non-guaranteed hours employees
Female	1,610	588	0
Male	2,195	646	0
Other	0	0	0
Not reported	0	0	0
Total	3,805	1,234	0

Table 5 Average employee turnover

Average employee headcount	The number of employees who leave voluntarily or due to dismissal, retirement or death in service	Employee turnover
3,805	1,282	33.69%

3.1.2.3 Characteristics of non-employees in the undertaking's own workforce [S1-6]

Non-employees primarily consist of temporary workers, agency personnel and other external labour engaged to support operational activities.

Table 6 Number of non-employees

Number of non-employees
985

3.1.2.4 Collective bargaining coverage and social dialogue [S1-7]

Table 7 The percentage of total employees covered by collective bargaining agreements

Category	Value
Number of employees covered by collective bargaining agreements	1,460
Number of employees	3,805
Employees covered by collective bargaining agreements	38.37%

Table 8 Collective bargaining coverage and social dialogue in European Economic Area (EEA) countries (for countries with > 50 employees included in the ten largest countries)

	Collective Bargaining Coverage		Social dialogue
Coverage rate	Employees – EEA	Employees – non-EEA	Workplace representation (EEA only)
0-19%	0	0	0
20-39%	0	0	0
40-59%	0	167	0
60-79%	0	0	0
80-100%	658	635	0

3.1.2.5 Gender diversity in top management [S1-8]

Table 9 Gender diversity in top management

Category	Value	Gender distribution ratio
Female at top management level	47	18.43%
Male at top management level	208	81.57%

3.1.2.6 Adequate wages [S1-9]

Based on country-specific minimum wage requirements, collective agreements, and local remuneration frameworks, 100% of employees received at least an adequate wage during the reporting period.

3.1.2.7 Social protection [S1-10]

Table 10 Social protection

Category	Value
Percentage of employees covered by social protection	100%
Percentage of employees not covered by social protection	0%

3.1.2.8 Persons with disabilities [S1-11]

Table 11 Persons with disabilities

Category	Value
Number of employees with disabilities amongst employees	8

Figures reflect only disability information that may be legally collected under applicable local legislation.

3.1.2.9 Training and skills development metrics [S1-12]

Table 12 Training and skills development metrics

Category	Value
Number of employees who participated in formalized performance and career development review	930
Number of employees according to S1-5	3,805
The percentage of employees that participated in formalized performance and career development reviews	24%
Total number of training hours offered to and completed by employees	22,600
Total number of employees	3,805
The average number of training hours per employee	5.94

3.1.2.10 Health and safety metrics [S1-13]

Table 13 Health and safety metrics

Category	Value
Number of employees covered by occupational safety and health management system based on legal requirements and/or on recognized standards or guidelines	2,720*
Total number of employees	3,805
The percentage of people in its own workforce who are covered by occupational safety and health management systems based on legal requirements and/or on recognized standards or guidelines	0
The number of recordable work-related accidents	76
The number of total hours worked by people in the own workforce	9,792,560
The rate of recordable work-related accidents	7.76
The number of days lost to recordable work-related accidents and recordable work-related ill health	3,490 hours (=436 days)

* This value is based solely on data received from the following plants: Woco STV, Woco PSC ROM, Woco Ipartechnika, Woco Tech USA, Woco Noida, Woco Kandla, and Woco Wuxi. No corresponding data was provided by other locations.

3.1.2.11 Work-life balance metrics [S1-14]

Woco recognizes the importance of supporting employees in balancing their professional and personal responsibilities. Employees are generally entitled to family-related leave in accordance with applicable national legislation, collective agreements, and local employment arrangements.

During the reporting period, Woco did not yet maintain a consolidated Group-wide reporting system capable of capturing and aggregating the eligibility of employees for all categories of family-related leave required under ESRS S1-14, including maternity leave, paternity leave, parental leave, and carers' leave across all jurisdictions in which the Group operates.

As a result, the corresponding metric is not disclosed for the 2025 reporting period. Woco intends to further develop its global HR data collection and reporting processes to improve the availability and consistency of workforce-related information and enable disclosure of this metric in future reporting periods.

3.1.2.12 Remuneration metrics [S1-15]

Woco is currently developing its global remuneration reporting processes to ensure the completeness, consistency, and comparability of remuneration-related information across all reporting entities and jurisdictions.

During the reporting period, the Group identified data gaps and methodological limitations relating to the collection and consolidation of remuneration information required under ESRS S1-15, including components of total remuneration and the calculation of the annual remuneration ratio across all locations.

As a result, Woco has determined that the available information does not yet provide a sufficiently robust basis for the disclosure of remuneration metrics in accordance with the requirements of ESRS S1-15. Consequently, the relevant remuneration metrics are not disclosed for the 2025 reporting period.

Woco intends to further strengthen its HR reporting framework and remuneration data collection processes to enable the disclosure of remuneration-related metrics in future reporting periods.

3.1.2.13 Incidents of discrimination and other human rights incidents [S1-16]

No incidents of discrimination or human rights violations relating to Woco's own workforce were identified during the reporting period. Accordingly, no related fines, penalties or compensation payments were recognized.

Table 14 Incidents of discrimination and other human rights incidents

Category	Value
Number of discrimination incidents	0
Number of human rights incidents	0
Fines, penalties and compensation	0

4 Governance

4.1 Impact, risk and opportunity management

4.1.1 Policies related to business conduct [G1-1]

Woco has established a framework of policies and procedures designed to promote ethical business conduct, legal compliance and responsible corporate behavior across all Group operations.

The central element of this framework is the Woco Code of Conduct, which applies to all Woco Group companies, employees, temporary workers, and individuals acting on behalf of the Group. The Code of Conduct sets out the principles and behavioral expectations governing internal business practices and external relationships with customers, suppliers, public authorities, and other stakeholders.

The Code of Conduct is aligned with internationally recognized frameworks, including the United Nations Global Compact, the OECD Guidelines for Multinational Enterprises, the ILO Core Labour Standards and the UN Guiding Principles on Business and Human Rights. These principles form the basis of Woco's approach to integrity, human rights, fair competition, responsible business conduct, and compliance.

In addition to the Code of Conduct, Woco has established supporting policies covering specific compliance topics, including:

- Anti-Corruption Policy;
- Conflict of Interest Policy;
- Sponsorship Policy; and
- Whistleblowing (SpeakUp) Policy.

Accordingly, Woco confirms that it maintains policies addressing anti-corruption and anti-bribery and provides mechanisms for the protection of whistleblowers and individuals reporting suspected misconduct.

The Code of Conduct and related policies are communicated to employees through onboarding processes, mandatory training activities, the Group's intranet and other internal communication channels. The Code of Conduct is also publicly available to external stakeholders through the Group's website.

In accordance with its risk assessment processes, Woco has identified functions with elevated exposure to corruption and bribery risks. These primarily include Procurement, Sales, and management positions with decision-making authority, particularly where interactions with suppliers, customers, public authorities, or other external parties occur.

4.1.2 Actions related to business conduct [G1-2]

Woco implements actions designed to promote responsible business conduct throughout its operations and business relationships. These actions focus on responsible supplier management, compliance, anti-corruption, whistleblower protection, and the prevention of misconduct.

Supplier relationships

Sustainability considerations are increasingly integrated into supplier management and procurement processes. Woco engages with suppliers on environmental, social, and governance topics, including human rights due diligence, sustainability reporting requirements, product carbon footprint data collection, recycled materials, and responsible sourcing practices.

The Procurement function works closely with ESG, Engineering Services, and other relevant functions to address sustainability-related requirements in supplier relationships and material procurement activities. Supplier engagement activities are used to improve transparency, increase the availability of sustainability-related information and support continuous improvement within the value chain.

In addition, procurement personnel are involved in sustainability-related initiatives and processes relating to supplier due diligence, regulatory developments, and sustainability data collection.

Prevention, detection and response to corruption and bribery

Woco has established procedures to prevent, detect, investigate, and respond to potential violations relating to corruption, bribery and other forms of misconduct. These procedures form part of the Group's compliance management framework.

A global whistleblower system (‘otris’) is available to employees, business partners, and other stakeholders. Reports can be submitted confidentially and, where legally permissible, anonymously through a web-based reporting platform available in multiple languages. Additional reporting channels are available via e-mail, telephone and direct contact with compliance representatives.

All reported concerns are subject to an initial assessment. Where a reported matter falls within the scope of the compliance framework, appropriate investigation, and follow-up measures are initiated. Whistleblowers acting in good faith are protected against retaliation and discrimination.

To strengthen awareness of business conduct requirements, Woco communicates the principles of its Code of Conduct and related compliance topics to all employees. Production employees receive the relevant policies and guidance materials as part of employee communications, while office-based employees complete online compliance training and assessments. Additional compliance-related training is provided to employees working in functions with elevated corruption and bribery risks, including Procurement, Sales, and management positions with decision-making authority.

Where breaches of compliance requirements, anti-corruption procedures, or business conduct standards are identified, corrective actions are initiated in accordance with internal procedures. Depending on the nature of the breach, these measures may include investigations, corrective actions, additional training, process improvements, or disciplinary measures.

4.2 Metrics and targets

4.2.1 Targets related to business conduct [G1-3]

Woco has not established formal Group-wide quantitative, outcome-oriented targets related to business conduct during the reporting period.

Nevertheless, the Group continuously seeks to strengthen ethical business conduct, compliance awareness, and adherence to applicable legal and internal requirements. The objectives of Woco's business conduct framework are to:

- promote integrity and ethical behavior throughout the organization;
- prevent corruption, bribery, and other forms of misconduct;
- ensure compliance with applicable laws, regulations and internal policies;
- encourage the reporting of concerns through established reporting channels; and
- maintain an effective compliance and whistleblower framework.

The effectiveness of business conduct policies and related actions is monitored through the Group's compliance management system, whistleblower reporting mechanisms, compliance reviews, internal assessments, and the activities of the Compliance Board. Reported concerns, investigation outcomes, identified compliance risks, and corrective actions are reviewed and used to continuously improve the effectiveness of the compliance framework.

In addition, Woco monitors the implementation of compliance-related training, the operation of its whistleblower system, and compliance with the requirements of its Code of Conduct and related policies. Findings are incorporated into ongoing compliance, governance, and risk management activities.

At present, Woco considers these monitoring and continuous improvement processes to be appropriate for managing its material business conduct risks and opportunities. The Group will continue to evaluate whether the future development of measurable business conduct targets would support the further maturity of its governance framework.

4.2.2 Metrics related to corruption or bribery [G1-4]

During the reporting period, Woco did not identify any confirmed cases of corruption or bribery.

The Group did not receive any convictions or sanctions for violations of anti-corruption or anti-bribery laws during the reporting period. Furthermore, no fines related to violations of anti-corruption or anti-bribery laws were recognized in the financial statements.

Table 15 Metrics related to corruption or bribery

Category	Value
Confirmed cases of corruption or bribery	0
Convictions for violations of anti-corruption or anti-bribery laws	0
Sanctions for violations of anti-corruption or anti-bribery laws	0
Total amount of fines related to violations of anti-corruption or anti-bribery laws	0

4.2.3 Metrics related to political influence, including lobbying activities [G1-5]

Woco does not participate in political activities and does not provide financial or in-kind contributions to political parties, political organizations, elected representatives, or candidates for political office.

During the reporting period, Woco did not make any direct or indirect political contributions.

The Group does not maintain lobbying activities aimed at influencing legislation, regulation or public policy. Consequently, no material lobbying positions or lobbying expenditures were identified during the reporting period.

Furthermore, during the reporting period, no members of the administrative, management or supervisory bodies were appointed who had held a comparable position in public administration, regulatory authorities, or government bodies during the preceding two years.

Table 16 Metrics related to political influence, including lobbying activities

Category	Value
Direct political contributions	0
Indirect political contributions	0
Lobbying expenditures	0
Members of administrative, management or supervisory bodies appointed from public administration in the preceding two years	0

4.2.4 Metrics related to payment practices [G1-6]

Woco has established payment processes and contractual payment terms with its suppliers. However, the Group does not currently maintain consolidated reporting for the metrics required under ESRS G1-6, including standard payment terms by supplier category and the percentage of payments made in accordance with those terms. The Group intends to evaluate the availability of the required information and further develop its reporting processes for future reporting periods.

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