WITTUR SUSTAINABILITY REPORT 2020/21

INTRODUCTION

This report is prepared for calendar year 2020 and 2021. GRI based reporting is intended to be renewed annually.

Date of this report is 2022.

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1. *Please do not print out this report considering environmental aspect.*
2. *Double page view must be selected in order to have an appropriate reading.*

"Our commitment to sustainability is pivotal to the long-term success of our company. We are developing ESG strategies that aim to improve the impact of our global operations and make a tangible contribution to shape a better world for future generations. We are seeking to create long-term value for our customers, suppliers, employees, families and communities".

TOM STEPHENSON
Chief Executive Officer

Protecting **p**eople & the **e**nvironment

Our approach to sustainability can be summed up in the few words that make up the description of one of our company's core values, "Protecting people and the environment". It says, "We partner with our customers and suppliers to ensure that our actions protect people and the environment".

Wittur thinks sustainability along its entire supply chain, from suppliers to customers. Our commitment is not only ours, but always shared with our stakeholders.

We share best practices, lessons learned and improvement initiatives throughout our suppliers' network and our entire sourcing chain, in order to foster a shared sustainable way of thinking and acting.

Our global manufacturing footprint allows us to work closely with our local and global customers, minimizing transports and shortening our supply chain.

Our product solutions, from design to end-of-life, are designed always with sustainability in mind. We look for sustainable alternatives everywhere in our value chain, from product conception and development to manufacturing and distribution.

Above all, Wittur cares for the impact of its activities on people, starting from our employees and the communities in which we operate, and on the environment. To measure our continuous commitment to sustainability, we have set ourselves goals that drive our decision making every day.

And by orienting our product design and product improvement towards sustainability, using recyclable materials in our solutions, reducing energy consumption in our operations, creating a zero-waste, zero-accident culture, we are putting our sustainability strategy into action.

We are committed to sustainability and to continue improving our sustainable practices going forward, step by step in order to strengthen our sustainability culture and make a positive mark on our customers, our employees, our shareholders, our communities, and on the future of our planet.

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Wittur at a glance-highlights
Who we are

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

835 Mio €	4776	13	7	50+	600+
REVENUES 2021	EMPLOYEES (December 2021)	PRODUCTION SITES	COMPETENCE CENTERS	COUNTRIES COVERED BY OUR SALES NETWORK	WORLDWIDE PATENTS WITH 126 UNIQUE INVENTIONS

Where we are
Global Production footprint

DOORS   CARS   DRIVES   SAFETY   SYSTEMS   LOGISTICS

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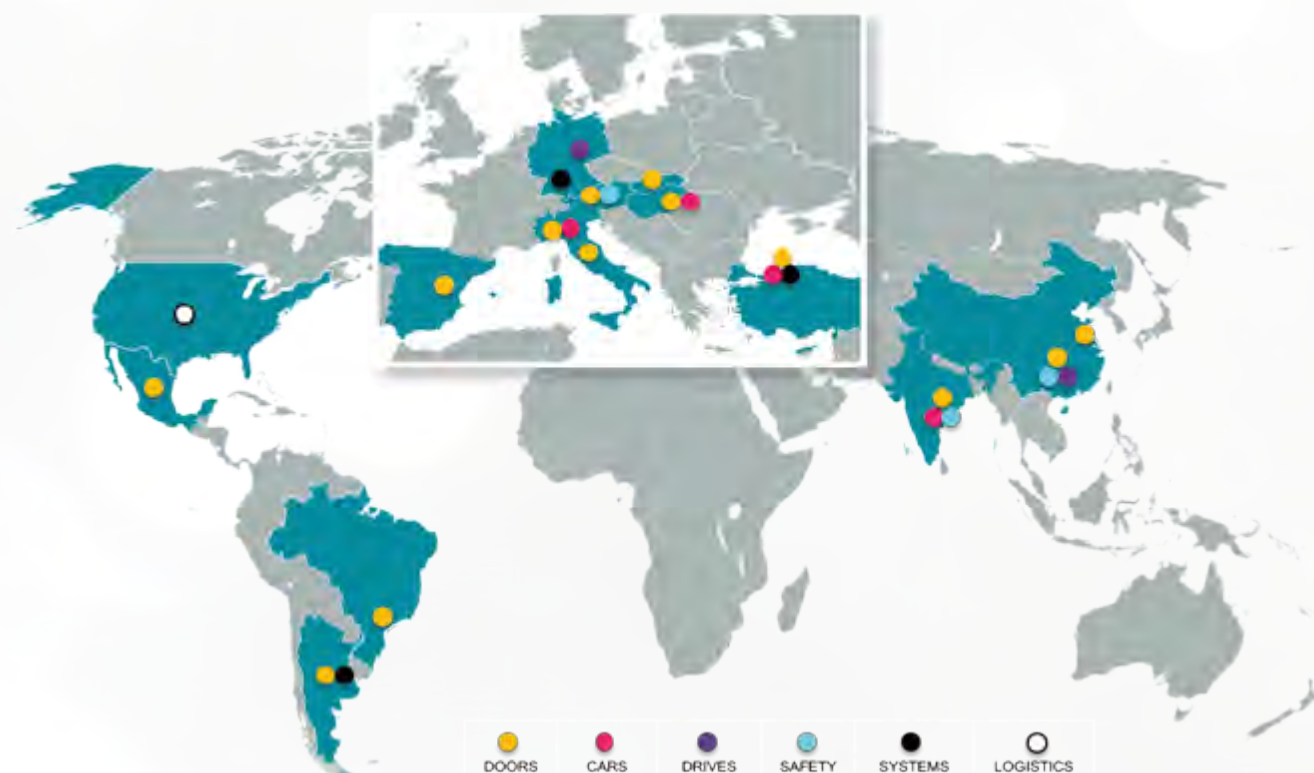
Description of the organization

Founded in 1968, Wittur is one of the world's leading independent elevator components manufacturers with an extensive global manufacturing footprint and sales network and a broad range of products. Its product offering features a large range of components for new elevator manufacturing and sourcing, for spare parts and for modernization and upgrades. Components made by Wittur span from sophisticated mechatronic components for elevator cabin and landing doors (including the associated opening mechanisms) to other critical components such as gearless drives, slings, safety gears and cars.

In 2016, Wittur further expanded its global reach and its portfolio with the acquisition of Sematic. The Italian company, founded in 1959, added a complementary product offering including complete elevator solutions, highly customized doors, electronic components and cabins. Installation of elevators and maintenance services are not part of the business.

The Wittur Group is majority owned by funds managed by Bain Capital. At the end of 2021, our Company had a workforce of 4.776 employees.

WITTUR ARGENTINA

WITTUR AUSTRIA

WITTUR BRAZIL

WITTUR CHINA (CHANGSHU)

WITTUR CHINA (SUZHOU)

WITTUR DRESDEN

WITTUR HOLDING GmbH

Headquarters are located in Rohrbachstraße
26-30 - 85259 Sulzemoos-Wiedenzhausen

WITTUR COLORNO

WITTUR Global Technology Center

WITTUR HUNGARY

WITTUR INDIA

WITTUR MEXICO

WITTUR SLOVAKIA

WITTUR SPAIN

WITTUR TURKEY

Wittur conducts business in more than 50 countries

Here below you will find the overall organization of Wittur.

Customer **C**entricity

WITTUR

EUROPE

WITTUR GLOBAL TECHNOLOGY CENTRE
SALES: Design, Sales and Corporate Management offices.

SEMATIC HUNGÁRIA KFT
SALES, AFTER SALES AND PRODUCTION: Manufacturing, sales and after sales of automatic doors, lift cabins and related components for passengers and goods lift.

WITTUR AUSTRIA GMBH
SALES AND PRODUCTION: Design, manufacturing and sales of car and landing doors mechanisms, slings, lift steel infrastructure and safety components, global technology center mechanical packages.

WITTUR ELECTRIC DRIVES GMBH
SALES, AFTER SALES AND PRODUCTION: Design, engineering, manufacturing, sales and after sales of electric motors and elevator systems.

WITTUR ELEVATOR COMPONENTS S.A.U.
SALES. AFTER SALES AND PRODUCTION: Design, manufacturing, sales and after sales of car and landing doors including mechanisms.

WITTUR B.V. - SALES AND AFTER SALES: Sales, marketing and after-sales of lift components, spare parts, systems, preparation of modernization packages. Procurement from local plants and suppliers. Local warehouse for consolidation and redistribution.

WITTUR GMBH - SALES AND AFTER SALES: Sales and after-sales of lift components and spare parts, preparation of modernization packages. Procurement from local plants and suppliers. Local warehouse for spare parts, consolidation and redistribution

WITTUR HOLDING GMBH - CORPORATE OFFICES: Design, sales and after sales of car and landing doors, car and landing doors mechanisms, cabins, lift steel infrastructures and related components for passengers and goods lifts. Design, manufacturing and after sales of elevator safety components.

WITTUR LIMITED - SALES AND AFTER SALES: Sales and after-sales of lift components, spare parts, systems, preparation of modernization packages. Procurement from local plants and suppliers. Local warehouse for consolidation and redistribution.

WITTUR NORGE - SALES AND AFTER SALES: Sales and after-sales of lift components, spare parts, systems, preparation of modernization packages. Procurement from local plants and suppliers. Local warehouse for consolidation and redistribution.

WITTUR S.A.S. - SALES AND AFTER SALES: Marketing and after-sales of lift components, spare parts, systems, preparation of modernization packages. Procurement from local plants and suppliers. Local warehouse for consolidation and redistribution.

WITTUR SOUTH AFRICA - SALES

WITTUR S.P.A. - SALES, AFTER SALES AND PRODUCTION: Design, manufacturing, sales and after sales of car and landing doors, mechanisms, cabins and related components for passengers and goods lift.

WITTUR SP. Z.O.O. - SALES AND AFTER SALES: Sales and after-sales of lift components, spare parts, systems, preparation of modernization packages. Procurement from local plants and suppliers. Local warehouse for consolidation and redistribution.

WITTUR S.R.O. - PRODUCTION: Manufacturing of car and landing door mechanisms, complete landing doors, slings, safety components and related components for passengers and goods lift.

WITTUR SWEDEN AB - SALES AND AFTER SALES: Sales and after-sales of lift components, spare parts, systems, preparation of modernization packages. Procurement from local plants and suppliers. Local warehouse for consolidation and redistribution.

WITTUR SWEDEN AB - FINLAND SITE - SALES AND AFTER SALES: Sales and after-sales of lift components, spare parts, systems, preparation of modernization packages. Procurement from local plants and suppliers. Local warehouse for consolidation and redistribution.

AMERICAS

WITTUR MEXICO S. DE R.L. DE C.V. PRODUCTION SITE: Manufacturing of cabins, car and landing doors including mechanisms. Configuration of customized products.

WITTUR INC.- SALES AND AFTER SALES: Sales and after sales of cabins, car and landing doors including mechanisms, safety components. Configuration of customized products.

WITTUR LTDA - SALES, AFTER SALES AND PRODUCTION: Manufacturing, sales and aftersales or car and landing doors, car and landing door mechanisms. Resale of electrical and hydraulic drives, cabins, lift steel infrastructures, safety gears, and related components for passengers and good lift.

WITTUR S.A. - SALES, AFTER SALES AND PRODUCTION Design, developing, manufacturing, sales and after sales of complete integral mechanical solutions for hydraulics and traction elevators, and elevator components like complete car and landing doors, operators, mechanisms, cabins, slings, shaft steel components, structures and accessories, safeties. Sales and after sales of electric and hydraulic drives, electrical control boards and complete elevators (traction and hydraulics).

EURASIA

WITTUR ASANSÖR SAN. VE TIC. A.Ş. SALES, AFTER SALES AND PRODUCTION: Design, manufacturing, sales and after sales of systems and components (car door, landing door, mechanism, cabins, sling) for passengers and goods lift.

ASIA PACIFIC

SEMATIC ELEVATOR PRODUCTS (CHANGSHU) CO., LTD. SALES, AFTER SALES AND PRODUCTION: Design, manufacturing, sales and after sales of car and landing doors, car and landing door mechanism and related components for passengers and goods lift.

WITTUR ELEVATOR COMPONENTS (SUZHOU) CO., LTD. SALES, AFTER SALES AND PRODUCTION: Design, manufacturing, sales and after sales of car and landing doors, car and landing door mechanisms, gearless drives, and related components for passengers and goods lift; Manufacturing, sales and after sales of elevator safety components

WITTUR ELEVATOR COMPONENTS INDIA PVT. LTD. ALES, AFTER SALES AND PRODUCTION: Design, manufacturing, sales and after sales of car and landing doors, car and landing door mechanisms, cabins, slings, safety gears. Traction Lifts and related components for passengers and goods lift.

WITTUR LTD. - SALES AND AFTER SALES: Sales and after sales of lifts system, car and landing door system, spare parts, drives system and elevator safety components.

WITTUR PTE. LTD. SINGAPORE - SALES AND AFTER SALES: Sales and after-sales of lift components, spare parts, systems, preparation of modernization packages. Local warehouse for spare parts distribution.
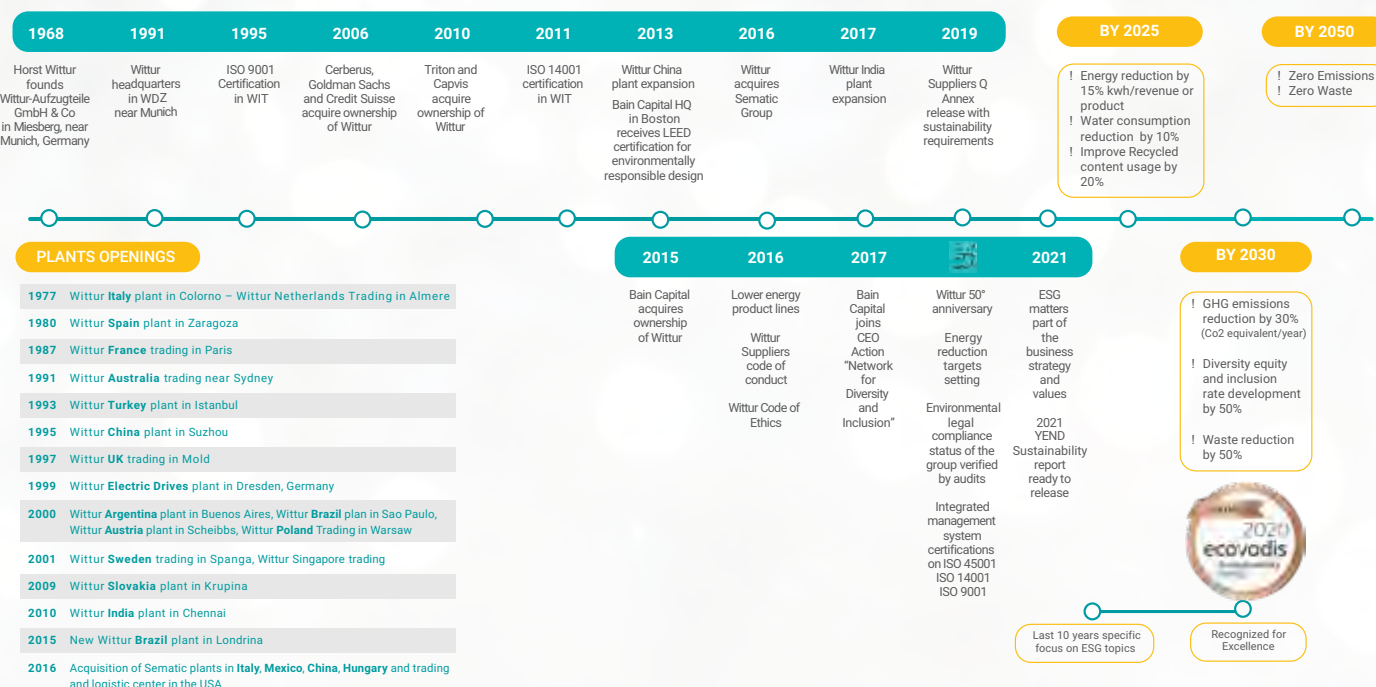
WITTUR PTY. LTD. - SALES AND AFTER SALES: Sales and after-sales of lift components, spare parts, systems, preparation of modernization packages. Procurement from local plants and suppliers. Local warehouse for consolidation and redistribution

WITTUR SEOUL - SALES

Wittur: more than 50 years of history

Established by the late Horst Wittur in 1968, Wittur has developed into a customer centric manufacturer of a wide range of elevator components. Attention to general efficiency and the reduction of electrical consumption, an important part of a sustainability effort, were also at the top of the product development list. The first Energy efficiency certificate according to the VDI4707 guidelines - later incorporated in ISO 25745-2 norm - was given to a Wittur product in 2014.

1968	1991	1995	2006	2010	2011	2013	2016	2017	2019
Horst Wittur founds Wittur-Aufzugteile GmbH & Co In Miesberg, near Munich, Germany	Wittur headquarters in WDZ near Munich	ISO 9001 Certification in WIT	Cerberus, Goldman Sachs and Credit Suisse acquire ownership of Wittur	Triton and Capvis acquire ownership of Wittur	ISO 14001 certification in WIT	Wittur China plant expansion Bain Capital HQ in Boston receives LEED certification for environmentally responsible design	Wittur acquires Sematic Group	Wittur India plant expansion	Wittur Suppliers Q Annex release with sustainability requirements

BY 2025
! Energy reduction by 15% kwh/revenue or product
! Water consumption reduction by 10%
! Improve Recycled content usage by 20%

BY 2050
! Zero Emissions
! Zero Waste

PLANTS OPENINGS

1977	Wittur **Italy** plant in Colorno – Wittur Netherlands Trading in Almere
1980	Wittur **Spain** plant in Zaragoza
1987	Wittur **France** trading in Paris
1991	Wittur **Australia** trading near Sydney
1993	Wittur **Turkey** plant in Istanbul
1995	Wittur **China** plant in Suzhou
1997	Wittur **UK** trading in Mold
1999	Wittur **Electric Drives** plant in Dresden, Germany
2000	Wittur **Argentina** plant in Buenos Aires, Wittur **Brazil** plan in Sao Paulo, Wittur **Austria** plant in Scheibbs, Wittur **Poland** Trading in Warsaw
2001	Wittur **Sweden** trading in Spanga, Wittur Singapore trading
2009	Wittur **Slovakia** plant in Krupina
2010	Wittur **India** plant in Chennai
2015	New Wittur **Brazil** plant in Londrina
2016	Acquisition of Sematic plants in **Italy, Mexico, China, Hungary** and trading and logistic center in the USA

2015	2016	2017		2021
Bain Capital acquires ownership of Wittur	Lower energy product lines; Wittur Suppliers code of conduct; Wittur Code of Ethics	Bain Capital joins CEO Action "Network for Diversity and Inclusion"; Environmental legal compliance status of the group verified by audits; Integrated management system certifications on ISO 45001 ISO 14001 ISO 9001		Wittur 50° anniversary; Energy reduction targets setting; 2021 Sustainability report ready to release

ESG matters part of the business strategy and values

BY 2030
! GHG emissions reduction by 30% (Co2 equivalent/year)
! Diversity equity and inclusion rate development by 50%
! Waste reduction by 50%

Last 10 years specific focus on ESG topics

Recognized for Excellence

2020 ecovadis

Management Approach for Sustainability

Wittur's sustainability roadmap was launched in 2020 and is driven by the Executive Management team. It establishes a clear framework for action on strategic priorities that capture our most important sustainability challenges and opportunities. These were identified through materiality assessments and internal evaluation results with the Group Executive Management team and a selection of senior managers. In Wittur we are continuously working to integrate these strategic priorities as much as possible into existing policies, management systems, and ongoing technical, business and leadership trainings. We have therefore defined accountabilities, identified targets, and selected performance indicators to measure our progress.

Process driven culture

We will communicate our progress to key stakeholders via a Sustainability report that will be published annually starting from 2020 and 2021 results. Apart from Sustainability reports, we intend to keep collecting feedback from financial audits, our employees, customer audits /visits and our shareholders and we also respond to our key customers sustainability assessments via external platforms.
All these information collected via different channels feed Wittur's monthly EMT (Executive Management Team) and Board meetings to continuously improve our approach.
Wittur applies QRQC (Quick response Quality Control) methodology at every level of the organization in order to improve current conditions. All lessons learned cards are released to keep the history always accessible and to create best practice applications within the group.

Wittur sustainability priorities

1) Wittur goals & KPI's set for 2030

WITTUR GOALS & UN SDG'S MATCH

Climate Action	13
Affordable and clean energy	7
Responsible consumption and production	12
Gender Equality	5
Peace, Justice and Strong institutions	16
Industry Innovation and infrastructure	9
Sustainable cities and communities	11
Good Health and Wellbeing	3

WITTUR KPI's

- Reduce absolute scope 1 and scope 2 GHG Emissions by 30%
- Increase sourcing of renewable electricity by 20%
- Increase Recycled content use by 30%
- Design of sustainable, eco-friendly packages, made of recyclable materials 100%
- Waste reduction by 50%
- Improve DEI rate by 50%
- Support development of local communities at 100% of Wittur sites
- Eliminate workplace injuries by 75%
- Sustain Zero health and safety impact of Wittur products
- Supplier audits ESG results improvement by 50%
- Increase all Wittur employee's awareness on sustainability via trainings on SDG's
- Development of smart product solutions that enable predictive maintenance on elevators
- Reduction in overall packaging weight and size to optimize transportation
- Change of traditional manufacturing processes with greener alternatives

All goals set in Wittur will be consistent with actions required to keep global warming to 1.5° C. according to Paris agreement.

2) Stakeholders and topic boundaries

The main stakeholder groups identified by WITTUR are employees, customers, shareholders represented by board members and suppliers.

WITTUR has already been in contact with its main customers and suppliers with regular meetings, and has shared and contributed their approach to sustainability. For the development of this report, more detailed surveys have been organized. The materiality analyses are to be renewed as frequently as necessary when there are major changes in global sustainability trends, supply chain structure requests and updates in Sustainable Development Goals (SDGs).

Key customers' views have been collected via surveys and interviews. They have been selected based on their contribution to the gross profit of WITTUR. With this method, all key customers that share the same sustainability ambitions with WITTUR have been included in the stakeholder materiality analyses.

Representative groups of employees have been selected from different functions in different locations and have been interviewed via the stakeholder materiality survey. Representative groups of employees have been determined to include blue collar employees, white collar employees, employee representatives and managers.

Suppliers were requested to answer a survey and their responses have been consolidated.
Board members also replied to the stakeholder materiality survey. WITTUR aims to increase contribution of stakeholders to these surveys in the upcoming reporting periods.

Survey questions had been customized to each focus group based on their possible interest in sustainability.
All responses by stakeholders have been consolidated to a final materiality matrix by WITTUR.

Results have been consolidated and displayed in the materiality matrix. When materiality results were analyzed, it became clear that the parameters affecting stakeholder decisions were in line with what the WITTUR board saw as major risks for future operations (energy efficiency, supply chain and renewable materials).

There are no conflicting views among different stakeholders.

Materiality Results

Bar chart values: equal opportunity employer 2; water efficiency 2,1; ESG performance of supply chain 2,5; GHG reduction 2,6; green and recycled materials 2,68; zero waste 2,7; green certified energy 2,8

		Relevant SDGs	Relevant SDG target
2	Equal opportunity employer	GOAL 10: REDUCED INEQUALITIES	10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.
2,1	Water efficiency	GOAL 6: CLEAN WATER AND SANITATION	6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity.
2,5	ESG performance of supply chain	GOAL 9: INDUSTRY, INNOVATION, AND INFRASTRUCTURE	9.3 Increase the access of small-scale industrial and other enterprises, in particular in developing countries, to financial services, including affordable credit, and their integration into value chains and markets.
2,6	GHG reduction	GOAL 7: AFFORDABLE AND CLEAN ENERGY GOAL 13: CLIMATE ACTION	7.3 By 2030, double the global rate of improvement in energy efficiency 13.2 Integrate climate change measures into national policies, strategies and planning.
2.68	Green and recycled materials	GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.
2,7	Zero waste	GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION	12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.
2,8	Green certified energy	GOAL 7: AFFORDABLE AND CLEAN ENERGY GOAL 13: CLIMATE ACTION	7.3 By 2030, double the global rate of improvement in energy efficiency. 13.2 Integrate climate change measures into national policies, strategies and planning.

With this analyses, WITTUR has evaluated stakeholder expectations and compared them with own priorities and Sustainable Development Goals of United Nations. The topics that have been determined to be more material are reported in detail and WITTUR Sustainability Goals are defined accordingly. Wittur did not set any goal for water efficiency topic as because Wittur operations have a very low even zero impact on it.

Reporting principles

Reporting Principles for defining report content	Reporting Principles for defining report quality
• Stakeholder Inclusiveness • Sustainability Context • Materiality • Completeness	• Accuracy • Balance • Clarity • Comparability • Reliability • Timeliness

Reporting format and boundaries

This report covers all 13 plants in operation.
Materiality topics have been identified at a global scale and as they are consolidated; they represent WITTUR's global priorities.

All the reporting principles were implemented to define report content.
Trading companies of Wittur are excluded from this first initial report.

This report has been prepared in accordance with the GRI Standards: Core option. It complies with all requirements listed in reporting principles. There are no omissions; all required disclosures have been reported. All included disclosures have been reported in accordance with the GRI Standards.
At the end of 2021, our Company had a workforce of 4.776 employees.

Wittur Processes and ESG Engagement

WITTUR Processes	Steering Commitee	Governance & Processes	Operations Team (HR, HSE, IT, FIN, INDU,KAM)	R&D	Purchasing
	is a pillar in the strategy	**is embedded across organization & operating mode**	**This transformation is driven by all functions**		
ESG Activity	• Define strategy, ESG material topics. • Define roadmap & goals. • Define policy, standards, reports. • Screen progress	• Pillar in business agendas, strategy • Processes: Provide resources for integration of processes with sustainability • Targets: include sustainability targets in all stakeholder goals.	• Ensure deep technical know-how. • Design perf. improvement initiatives, KPI's and action plans. • Initiatives execution.	• Ensure innovation strategy and product pipelines are aligned with needs of sustainability. • Adjust Product Requirements in terms of sustainability	• Ensure supplier's strategy is aligned and supported with Wittur Sustainability needs • Define needs from suppliers • Cascade requirements to suppliers.

Innovative outlook

WITTUR

Employees Information

This is the distribution of our staff by contract type, segregated by gender, and then by Region. As shown in the charts, we tend to create long term, stable jobs.

	Total % 2020	Total % 2021
Male	83%	83%
Female	17%	17%
Total	100%	100%

	Total % 2020	Total % 2021
Permanent	96,27%	96,22%
Temporary	3,73%	3,78%

Overall, less than 4% of our staff is temporary. Within the female employees, above 92% are permanent, and within the male employees, above 97% are permanent. In 2021 the trends continues very similarly.

	Female % 2020	Male % 2020	Female % 2021	Male % 2021
Permanent	92,27%	97,08%	92,28%	91,01%
Temporary	7,73%	2,92%	7,72%	8,99%

In terms of Regional distribution, most of our temporary staff is based in Europe & Eurasia, being that the Region where we have our biggest population in total.

2020	Americas %	APAC %	China %	EU & Eurasia %
Permanent	7,33%	3,38%	34,89%	54,40%
Temporary	6,60%	0,00%	0,00%	93,40%
Total	7,30%	3,25%	33,59%	55,86%

2021	Americas %	APAC %	China %	EU & Eurasia %
Permanent	7,01%	3,85%	35,97%	53,17%
Temporary	6,80%	0,00%	0,00%	93,20%
Total	7,00%	3,72%	34,74%	54,54%

In a similar way, most of our staff is working full time. This is the distribution of full time and part time by gender, in 2021 we can observe that part time employment is more equally distributed among the genders, however, we have less than 4% part time employment.

	2020 %	2021 %
Full time (FT)	96,96	96,3
Part time (PT)	3,04	3,07
Total	100	100

|	2020 %	2021 %		2020 %	2021 %
FT. Female	15,55	15,32	PT. Female	58,38	49,33
FT. Male	84,45	84,68	PT. Male	41,62	50,67
Total	100	100	Total	100	100

Empowering people

Supply chain

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

Direct Material supplier base - 2021 Full Year (FY)
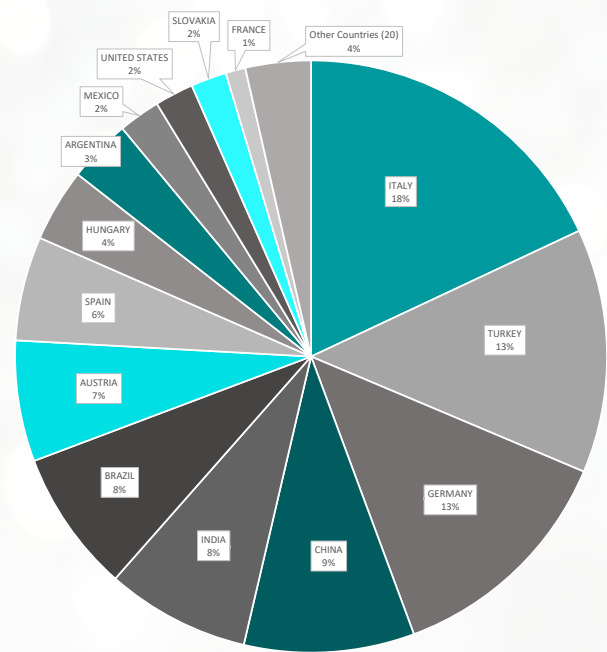
Percentage of suppliers per Commodity - 2021 Annual Purchase Value (APV)
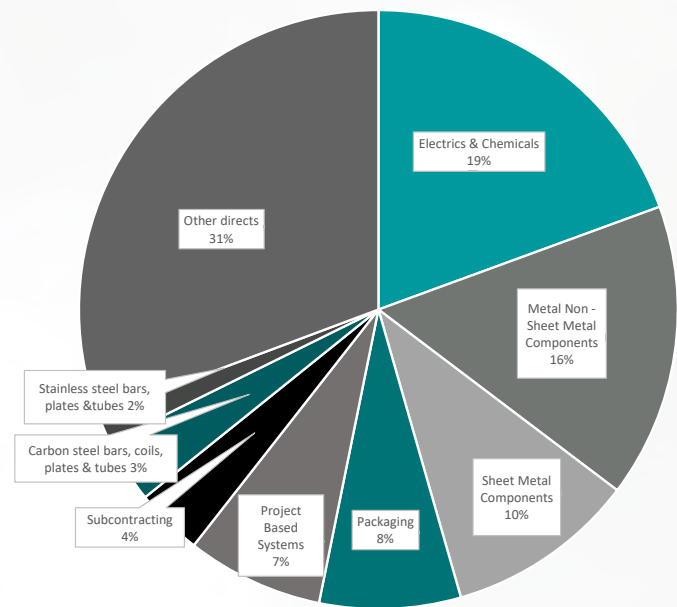
Significant changes to the organization

Wittur Italy operations were reduced in 2021: one plant in Osio Sotto ceased its production at the end of March 2021.

Customers of products manufactured in Osio Sotto are since then served by other production plants of Wittur Group.

There is no significant change in supply chain related operations. Alternative suppliers homologation processes increased due to Pandemic limitations.

There was no change in shareholders structure or capital structure.

External Initiatives

WITTUR complies with all relevant legal regulations at national scale in the countries where its manufacturing facilities are located.

Although WITTUR develops and improves a structure that considers and complies with customer criteria, it is not part of any voluntary initiatives.

Membership of Associations

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

In the recent years, Wittur became more global than ever, with larger and more complex supply chains. In general, this can increase the exposure of Wittur to risks that might arise due to global operations and / or changes in the operating environment.

When dealing with any kind of risks, the organization has to consider every aspect of all its objectives. To deal with these possible risks, our management and corporate teams enhanced the safety of our products and services by a high level of attention to our design, manufacturing and maintenance processes.

Our policies, processes, and tools enable all our business activities to be organized and conducted in a structured and globally harmonized way, to guarantee that our products and services are in full compliance with all related codes and standards.

Safety is a crucial part of Wittur product development process, while risk management is also another defined tool to follow. Potential safety hazards affecting the products' life cycle are identified structurally and eliminated before releasing the products, and also during the maintenance of the existing portfolio.

Risk Management attempts to reduce risks through risk identification, risk assessment, measurement, mitigation, monitoring and reporting.

Wittur Values

This is how we understand the values we hold each other accountable for:

EMPOWERING PEOPLE	We build high performing teams by empowering people, creating opportunities for personal growth and recognizing both individual and team effort.
PROCESS DRIVEN CULTURE	We drive cost and speed for competitive advantage, through building safe lean processes as part of a quick response quality culture.
INNOVATIVE OUTLOOK	We are open to new ideas from anywhere and constantly search for improvement in all the areas of our business to add value to everything we do.
CUSTOMER CENTRICITY	We proactively design solutions to meet and anticipate our customers' needs, delivering added value propositions and building partnerships where everybody wins.
WINNING TOGETHER	We embrace diverse experiences and backgrounds and act globally as One Diverse Wittur, working with our stakeholders, to achieve success together.
INTEGRITY	Acting ethically, we demonstrate transparency, professionalism, honesty and respect in all our interactions.
PROTECTING PEOPLE AND THE ENVIRONMENT	We partner with our customers and suppliers to ensure that our actions protect people and the environment.

Wittur Values and Purposes were redefined in 2021. Our goal was to find an approach more representative of the new times, new generations and new priorities in the Wittur family.

This has been a truly participative project with different phases so we could voice the expectations and needs of all the stakeholders – customers, people, suppliers, society... for this, we created groups with Wittur people from all Regions and Functions, and we extended the collaboration to all our office and production employees worldwide through a survey, available in all local languages.

One of the key outcomes is that we give more visibility to the "Sustainability" concept in a clear value that we will refer to as "Protecting People and the Environment".

Wittur Code of Conduct

At Wittur, we follow and commit to a Code of Conduct, shared with everyone in the organization and also publicly available through Wittur website to bind our commitment.
https://www.wittur.com/en/wittur-group/compliance.aspx

Wittur Group
Code of Conduct

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

Speak Up!

Responsible conduct is a matter for all of us – do your part!

It is accessible in all the local languages of the countries where we have business units.

Download

Wittur Code of Conduct EN   Download

Our Speak-Up Policy helps us to make this an everyday reality:
https://www.bkms-system.com/bkwebanon/report/clientInfo?cin=7LUpPY&c=-1&language=eng

Our Values are publicly shared to express our commitment to them:
https://www.wittur.com/en/wittur-group.aspx

Governance

Here we present the governance structure of the organization, showing our matrix structure by Region and Function; every Region ensures alignment with the global strategy and collaborates with the Functions to make decisions, also on economic, environmental and social topics.

Structure for Sustainability activities

Sponsorship & Coordination
COO	Hans Koenigshofer
HSEQ - Director	Vincenzo Bruno
HSE Manager	Ayperi Sevincli

Finances, Legal and IT	Tax Manager
	Legal Counsel
Operations	Global HSEQ Director Corporate HSEQ Manager
	Packaging Technical Leader
Purchasing	Performance Office Manager
Technology	Head of the Product Management & Development
	Process & Tools Manager
	Corporate Marketing Communication
HR	Learning & Development Manager
	Internal Comunication & Employee Engagement Manager

Collective agreements

The existence of Unions and Collective Agreements varies from country to country, and it is influenced by local laws, regulations and cultural practices.
In total, 40% of our global employees are covered by Unions and Collective Agreements. In the sites where we have Collective Agreements, they cover 97% of our employees.

Boundaries of consolidated financial statements

A list of all entities included in Wittur consolidated financial statements or equivalent documents is present in the audited consolidated financial statements of Elevate (BC) S.C.A., Senningerberg, Luxembourg, which are published in the German federal gazette ("Bundesanzeiger").
The requested list of all entities can be found in section 2.1 ("Liste der Konzerngesellschaften").

This is the first Sustainability report released, therefore there is no restated information.

WITTUR does not seek external assurance for year 2020 and 2021 reporting.

Main Policy and Current actions

Material topics are identified according to the results of stakeholder materiality assessment.Stakeholders have assessed the topics in all reporting boundary, all items have been evaluated in all boundary. Strategy definitions are global; however, impacts of material topics are felt at local level for each site.

Material topic	Policy&current actions	SDG _Goal&target	Management team
Green and recycled materials	HSEQ Policy, ISO 14001 certification, HSEQ and sustainability annex & Supplier agreement	• Increase **Recycled content use by** from a base year 2020 • 100% Design of sustainable, eco-friendly packages, made of recyclable materials.	HSEQ Research and Development Industrial Engineering Packaging Purchasing
GHG reduction	Group wide energy Consumption reduction targets, Expansion of energy monitoring systems at sites.	Reduce absolute scope 1 and 2 **GHG emissions 30% by 2030 from base year 2020.**	HSEQ Research and Development Industrial Engineering
Use of green certified energy	IRECs purchased at Austria Plant	Increase sourcing of **renewable electricity by 20% from base year 2020.**	Purchasing
ESG performance of supply chain by 2030	HSEQ and sustainability annex & Supplier agreement Supplier portals for awareness on sustainability goals	Improve Sustainable supply chain 50% from base year 2020.	Purchasing Supplier Quality Development
Zero waste	Group wide Waste management Procedure HSEQ policy Iso 14001 certificate	Waste reduction by 50% by 2030 from base year 2020.	Operations team
Equal opportunity employer	Wittur Vision	Improve **DEI rate by 50% from base year 2020**.	EMT

ECONOMIC

Compliance Policy

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

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

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

Wittur Group has appointed a **Chief Compliance Officer (CCO)** who coordinates Regional Compliance Managers (RCM) in all regions worldwide where Wittur Group is active (Europe, Asia, Asia Pacific, Eurasia, North and South America). This network of compliance specialists monitors compliance with Wittur's Code of Conduct by conducting regular and ad-hoc audits. The CCO is periodically reporting to the Management Board and to the Audit Committee.

Integrity

Anti-Bribery and Anti-Corruption (ABAC)

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

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

Anti-Trust

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

Tax strategy

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

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

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

For bigger transactions with an international dimension, tax advisors of Big 4 companies are involved; in this way the tax structure of the Group has been implemented at the time when Bain Capital purchased the Group.

Integrity

The companies are in a continuous discussion with their tax advisors and flag tax risks to the Group.
There is a yearly tax compliance survey in place that is executed and evaluated by the Group´s Senior Manager Taxes and the Group´s Transfer Pricing Manager.

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

The data for the Group´s tax disclosures are collected by a web based tool to eliminate transitions or calculation errors; the tax disclosures are prepared by the Senior Manager Group Taxes and reviewed by the Group Accounting Director as well as the CFO.

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

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

ENVIRONMENTAL

Protecting **P**eople & the environment

Materials

Total weight of materials that are used to manufacture WITTUR products during 2020 and 2021 are demonstrated below:

Raw materials	total weight of used material(tons)	
	2020	2021
Steel	155,285.00	168,000.00
Paint (powder)	2,114.39	2,403.40
Aluminum	4,000.00	4,085.00
TOTAL	**161,399.39**	**174,488.40**

Steel is the most important input for the processes in Wittur. It is followed by Aluminium and Powder paint. Process materials that are consumed during production process are mainly pretreatment chemicals and some lubricants.

	total weight of used material (tons)	
	2020	2021
Process materials input	264	259

The packaging materials used are:

Packaging material used	Total weight (tons)	
	2020	2021
Cardboard+paper	3,176.00	3,762.20
Plastic	4,655.15	2,416.69
Wooden pallet	64,163.64	58,522.82
TOTAL	**71,994.79**	**64,701.71**

In Wittur higher volume of packaging material used is wooden pallets as renewable material. It is followed by plastics where there is already significant improvement observed.

All materials have been supplied from external sources. All data is based on evidences that are either measurements or ERP records of Wittur shipments.

Projects realized on reduction of packaging material and wooden pallet optimization drived this significant improvements in both material.

Energy

Natural gas consumptions are given below:

	2020	2021
Natural Gas Consumption (1000 Sm^3)	4,127.00	4,345.00
Total metal sheet used as raw material (1000 ton)	155.29	168.00
Natural Gas Consumption per input (1000 Sm^3/1000 ton metal sheet)	**27.00**	**26.00**

The increase in quantity of natural gas consumption over years is mainly caused by the increase in heating purposes and also process needs. However, when we examine the data considering the increase in production tonnage, we see that the related KPI is in improvement over the specified time period.

Projects to decrease natural gas consumption have also been implemented and these improvement projects are presented in disclosure 302-4.

Diesel consumption are given below:

Diesel Consumption (ton)	2020	2021
Generators	49.90	63.70
Company cars	122.80	90.30
Trucks	7.60	7.70
Forklifts	117.00	91.20
TOTAL	297.30	252.90

Diesel consumption has decreased due to the decrease in company car usage for COVID situation all over the world. Diesel consumption has been reduced by all possible means (switching to electric forklifts).

WITTUR

Electricity consumption is given below:

	2020	2021
Total electricity consumption in MWh (all uses)	30,973	27,876

When we observe closely the electricity consumption per sheet metal processed, we see that there is a decrease in 2021 when compared to previous year. Wittur continues to take significant actions in order to reduce Electricity consumption.

LPG Consumption is given below:

Although LPG usage has decreased gradually year over year, Wittur will keep LPG as a potential back up for possible Natural Gas shortages.

	2020	2021
LPG consumption (Sm³)	56,376	45,827

All energy consumption data has been collected from utility records of plants.

Total Energy consumption of WITTUR for 2020 & 2021 can be demonstrated as:

	2020	2021	Share (%)
Natural Gas (TJ)	132.71	139.74	57.91
Diesel (TJ)	0.01	0.01	0.00
LPG (TJ)	1.47	1.19	0.49
Electricity (TJ)	111.50	100.35	41.59
Total Energy Consumption (TJ)	**245.69**	**241.30**	**100.00**

WITTUR energy consumption is 241,3 TJ in 2021 and mainly comes from natural gas and electricity usage, the shares being %58 and %42, respectively.

Energy Intensity

	2020	2021
Total Energy Consumption (TJ)	245.69	241.30
Total metal sheet used as raw material (1000 ton)	155.29	168.00
Total energy consumption per sales revenue (TJ/MILLION EUR revenue)	0.30	0.27
Total energy consumption per metal sheet used as raw material (TJ/1000 ton metal sheet)	**1.58**	**1.43**

Total energy consumption per 1000 steel ton used is decreased from 1.58 TJ to 1.43 over the years reported.

Which shows precautions taken and projects developed are successfully supporting Wittur goals towards energy consumption reduction.

Energy reduction

In the elevator industry, more importance is given to energy efficient products and lower energy consumption of lifts through their useful life. Technological improvements are therefore very important... In Wittur the energy consumption of elevators is measured with specific standards like VDI 4707 or ISO 25745.

Wittur products are always developed according to those norms, providing solutions like 0 W standby (ECO, MIDI, SUPRA car door drives), high efficiency motors (WSG), continuous mass reduction, led lighting, allowing all our customers to achieve a Class A certifications in their elevators.

Energy Efficiency Projects in Wittur

Wittur continuously strives for new developments and initiatives within the industry and global trends, so the investment plans are aligned accordingly . Here below some of the initiatives linked to energy efficiency are shown in last year.

Replacement of traditional lamps with LED lamps
Screw type sludge dryer implementation to reduce waste
Reduce the quantity of Material waste , scrap sheet metal reduction (optimized cutting solutions)
Apply the advanced process solutions such as clinching line to replace the painting and welding process
Water treatment process development to reuse it in the chemical surface treatment process
WC reservoirs(flush tanks) water consumptions improvement projects
Heat recovery from compressors to painting line
Heat recovery from extraction pipe of welding
Heat pumps for heating instead of gas
Insulation of the roofs where needed
Sunheat prevention foil films implementation on the building
Energy consumption tracking software installation
Charging station for e-cars installation
Replacement of gas forklifts with electric forklifts
Updating of hall cooling and heating systems
Elimination of air leaks
Awareness creation with trainings and via HSE Sustainability days
Increase usage of reusable packaging inhouse
Environmental Friendly Packaging usage projects internal and external (supplier and customer)

Protecting people & the environment

Water

Water data for 2020 and 2021 are given below:

	2020	2021
Total Water Withdrawal (m³)	123,938.00	145,617.00
Total water withdrawal per sales revenue (m³/MILLION EUR revenue)	153.41	165.12
Total metal sheet used as raw material (1000 ton)	155.29	168.00
Total water withdrawal per ton of metal sheet used (m³/1000 ton)	**798.13**	**866.77**

Water is supplied for 78% from local municipalities and only withdrawn from wells when possible (22%). Water is consumed for sanitary purposes, paint works and cooling.

It is observed that in 2021 there is an increase in water withdrawal on the top of the organic grow. It is mainly due to Pandemic consequences.
In 2020 some of the employees performed remote working which resulted in a lower water withdrawal. While in 2021 employees restarted to work from offices with an extra cleaning precautions.

When water consumption is evaluated considering sales revenue and raw material input, it is noted that total water withdrawal per sales revenue is 165.12 m³/MILLION EUR revenue, and total water withdrawal per ton of metal sheet used is 866.77 m³/1000 ton.

Water discharge is monitored to be as:

	2020	2021
Total Industrial Water Discharged (m³)	92,974.00	100,783.00
Total water discharge per sales revenue (m³/MILLION EUR revenue)	115.08	114.28
Total metal sheet used as raw material (1000 ton)	155.29	168.00
Total water discharge per ton of metal sheet used (m³/1000 ton)	598.73	599.90

Reported data for discharged water represents only the value for industrial discharge. Offices, canteens and sanitary are excluded . Reporting will be improved over the next reporting periods.

Emissions

CO_2, CH4, N2O, HFCs are taken into account in GHG inventory calculations. There are no biogenic emissions related to WITTUR operations.

Base year is determined to be 2020 as it is the first year of inventory calculation. For GWP, IPPC Fifth Assessment Report is used. For emission factors, Defra and IPCC guidelines are referred to.

Operational control approach is used for consolidation, 13 plants in 12 countries have been taken into account. All calculations are implemented in line with ISO 14064-1:2018 Standard and GHG Protocol.

In WITTUR GHG calculations, Category 1 emission sources and corresponding emissions are calculated as:

97% of direct (category 1) emissions comes from the consumption of natural gas. Solvent usage causes global warming by the formation of non-methane volatile organic compounds (NMVOC) and these have been converted to CO_2 emissions to take into account.

Indirect emissions arise from usage of electricity. Currently there is no generation of electricity within Wittur facilities, except for a photovoltaic system installed at Wittur Australia.

Emission factors for countries are taken from "CARBON FOOTPRINT COUNTRY SPECIFIC ELECTRICITY GRID GREENHOUSE GAS EMISSION FACTORS Last Updated: June 2020"

available on
https://www.carbonfootprint.com/docs/2020_06_emissions_factors_sources_for_2020_electricity_v1_1.pdf.

For 2021 "waste generated in operations" is the only category quantified and reported.

Waste water and waste related emissions have been accounted for this scope.

2020	GHG emission of scope (tCO$_2$e)	SOURCE	GHG emission caused by source (tCO$_2$e)	GHG Emission per Net sales revenue (tCO$_2$e/ MILLION EUR)	GHG emission per total metal sheet used as raw material (tCO$_2$/1000 ton)
CATEGORY 1	7,854	Natural Gas	7,542.00	9.34	48.66
		LPG	92.62	0.11	0.60
		Diesel (stationary and mobile)	0.99	0.00	0.01
		CO2 (firefighting+welding gas)	47.92	0.06	0.31
		Solvent used for surface cleaning (bintech, thinners, cataphores coating)	0.18	0.00	0.00
		Spray paint	37.14	0.05	0.24
		R410-A	17.18	0.02	0.11
		R22	116.16	0.14	0.75
		R-407C	-		0.00
CATEGORY 2	11,881	electricity	11,881.25	14.71	76.65
CATEGORY 4	711	Waste water	25.29	0.03	0.16
		municipal+food waste	177.85	0.22	1.15
		hazardous	15.43	0.02	0.10
		scrap metal	302.41	0.37	1.95
		wood	23.30	0.03	0.15
		paper-cardboard	67.63	0.08	0.44
		electronical waste	0.19	0.00	0.00
		plastic	99.12	0.12	0,64
		glass	0.09	0.00	0.00
TOTAL	20.447		20,447.00	25.31	131.91

2021	GHG emission of scope (tCO$_2$e)	SOURCE	GHG emission caused by source (tCO$_2$e)	GHG Emission per Net sales revenue (tCO$_2$e/ MILLION EUR)	GHG emission per total metal sheet used as raw material (tCO$_2$/1000 ton)
CATEGORY 1	8,085	Natural Gas	7,847.11	8.90	46.71
		LPG	75.29	0.09	0.45
		Diesel (stationary and mobile)	0.84	0.00	0.01
		CO2 (firefighting+welding gas)	43.15	0.05	0.26
		Solvent used for surface cleaning (bintech, thinners, cataphores coating)	0.13	0.00	0.00
		Spray paint	33.72	0.04	0.20
		R410-A	11.60	0.01	0.07
		R22	59.84	0.07	0.36
		R-407C	13.48	0,02	0.08
CATEGORY 2	12,060	electricity	12,060.16	13.68	71.79
CATEGORY 4	688	Waste water	27.41	0.03	0.16
		municipal+food waste	183.10	0.21	1.09
		hazardous	16.84	0.02	0.10
		scrap metal	272.36	0.31	1.62
		wood	36.23	0.04	0.22
		paper-cardboard	80.11	0.09	0.48
		electronical waste	0.15	0.00	0.00
		plastic	51.46	0.06	0.31
		glass	0.11	0.00	0.00
TOTAL	20,813		20,813.00	23.60	123.89

Hotspots identified as natural gas and electricity usage. Other indirect emissions reporting here covers Waste results only. Other categories under other indirect category will be enriched over the years in the calculation.

Waste generation and significant waste-related impacts

Waste and waste water formation data of Wittur operations are kept at all sites of Wittur. Waste generation in the supply chain is yet unknown. Waste is managed as per laws and regulations in each operation country. In each operation country, environmental audits are carried out. There is no on –site waste handling or waste processing activity in Wittur sites.

The only circularity application is the usage of recycled counterweights. Where applicable, in countries of operation, waste is transferred to recycling facilities by licensed companies and this licensing process is monitored via internal audits. All applications are designed according to local laws and regulations.

Wittur also holds a global procedure for waste management, which defines all waste management practices and suggestions for reduction activities. In Wittur there is also a global legal compliance auditing structure, and every 2-3 years plants are audited by third parties. This application is described in the Global Legal Compliance auditing procedure.

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

Waste		Amount in 2020 (ton)	Amount in 2021 (ton)
Waste water		92,974.00	100,783.00
solid waste: not recycled	municipal+food waste	398.55	410.32
	hazardous	683.94	790.92
solid waste: sent for recycling	scrap metal	14,201.91	12,790.59
	paper-cardboard	3,176.00	3,762.20
	electronical waste	8.69	7.05
	plastic	4,655.15	2,416.69
	glass	4.35	5.16

In all Wittur operation countries, waste is handled as per regulations. All Wittur sites are environmentally compliant with local laws. Wittur has a system of HSE legal compliance auditing. Every 2-3 years independent experts on legal scope audits each Wittur site.

Purpose of this activity is to protect managers and the company and ensure the legal requirements are satisfied. This initiative is in place since 3 years and regardless pandemic restrictions already 9 sites audits are completed. Non of the audits detected any major deviation from norms.

Supplier Environmental Assessment

Wittur has a Supplier manual including sustainability requirements. Also Sustainability & Quality agreement is an annex to commercial contracts signed by suppliers. All existing and new supplier selection and screening processes are managed inline with this manual. Supplier quality department audits and business hold procedures work inline with the results of those criterias listed in annex. Starting from 2021 Wittur assigned goals also for its suppliers on sustainability material topics. This process screening and auditing is under the responsibility of Wittur Supplier Quality development teams.

Full requirements of Wittur from its suppliers is accessible on Supplier Portal created in 2021.
To see in details please insert link:
https://www.wittur.com/en/supplier-portal.aspx"

Process driven culture

Winning together

SOCIAL

WITTUR

Employees

In the reported period Wittur hired new people as shown in the following table. In 2021 we had a fluctuation rate of 6,5%.

By Gender	Nr. of new hires 2020-2021	Rate of new hires 2020-2021
Female	289	14,74%
Male	1671	85,26%
Total	1960	100%

By Age Group	Nr. of new hires 2020-2021	Rate of new hires 2020-2021
under 30	773	39,44%
30-50 years old	1107	56,48%
over 50	79	4,08%
Total	1960	100%

By Region	Nr. of new hires 2020-2021	Rate of new hires 2020-2021
Americas	133	6,79%
APAC	87	4,44%
China	977	49,85%
EU Plants	598	30,51%
EU Tradings	48	2,45%
Eurasia	117	5,97%
Total	1960	100,00%

WITTUR is an equal opportunity employer. We do not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, compensation, termination, promotions, and other conditions of employment against any employee or job applicant on the bases of race, colour, national origin, age, creed, disability, sexual orientation, gender identity or gender expression.

WITTUR has no tolerance for discrimination, harassment, child and forced labour and human rights violations at own operations as well as suppliers operations. This is guaranteed with Code of Conduct signed by all suppliers.

We embrace a certain level of fluctuation, because we are acting in a highly technical, evolving environment and we need to bring in the newest skills and ideas.

However, we are keen to keep our key knowledge and talents, so we put actions in place to promote engagement, such as regular Engagement Surveys, and Exit interviews to understand what and how we can improve in terms of Employee Experience.

Protecting **p**eople & the environment

All benefits provided are given equally to full time and part time employees. In the case of a benefit which may be linked to weekly hours, such as a summer or Christmas extra payment, it would be always prorated.

Parental leave

Here we report information on parental leaves entitlement and utilization, and our return and retention rates after parental leave.

In the following table you can find:
- Total number of employees that were entitled to parental leave, by gender.
- Total number of employees that took parental leave, by gender.
- Total number of employees that returned to work in the reporting period after parental leave ended, by gender.
- Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.

Return to work and retention rates of employees that took parental leave, by gender.

	2020		2021	
	Men	**Woman**	**Men**	**Woman**
Total # number of employees that were entitled to parental leave	62	36	71	63
Total # number of employees that took parental leave	58	36	64	61
Total # number of employees that returned to work in the reporting period after parental leave ended	57	25	64	28
Total # number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	53	20	n/a	n/a
Return to work rates of employees that took parental leave	**98,27%**	**69,45%**	**100%**	**45,90%**
Retention rates of employees that took parental leave	**91,38&**	**55,56%**	**n/a**	**n/a**

Golden Safety Rules

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

2 - Think before You start work
- Never take shortcuts on SAFETY
- Motivate positive habits

3 - Be Compliant
- Report ALL cases and take actions

4 - Sustainable improvement with the goal of ZERO accident

Occupational Health and Safety

Safety is a core value of Wittur. All customers using Wittur products, all employees working in Wittur facilities and all subcontractors are kept always in safe conditions. We secure this in Wittur using systems such as occupational health and safety management system. This system has been implemented based on ISO 45001 management system standard and it has been in use since 2018.

All workers, activities and workplaces in Wittur are covered by the occupational health and safety management system. There is no worker, activity, or workplace excluded.

Wittur has an HSE organization defined at global director level. Both at global and local levels, occupational health and safety professionals are responsible for the management system.

Safety Performance of the group is the first KPI traced daily and reported weekly at all levels of the organization with the core mindset of continuous improvement.

Protecting people & the environment

Empowering people

All processes in Wittur have an assessment in place, identifying work-related hazards and risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks. These assessments are applied via cross-functional teams which includes employees, dept. managers, company doctors, safety experts and other relevant functions.

Wittur ensures the quality of these processes by implementing systematic internal and external audits every year. Process KPI's are defined to evaluate and continually improve the occupational health and safety management system. Incident rate and severity rate are a comprehensive safety indicator that measures not only the number of lost work days due to injuries, but also includes cases where an employee cannot perform his or her regular job.

Incident rate is formulized as "number of reportable injuries of last 12 months X 200,000 hours / total hours worked in last 12 months" and "severity rate is formulized as "number of lost working days in last 12 months X 200,000 hours / total hours worked in last 12 months.

	2020	2021
Incident Rate (IR)	0.88	0.82
Severity Rate (SR)	10.58	8.44

In Wittur everyone can report work-related hazards and hazardous situations via QRQC meetings happening every shift. All reported unsafe conditions are evaluated immediately and containment actions are put in place within 8 hours maximum. Near-miss reporting is also a channel where all employees can report the cases experiences on the work site.

There is a HSE Reporting policy in place, which defines how to report deviations from standards in a structured way. In Wittur there is a methodology called QRQC, which is used also for accident investigation and root cause analysis. All QRQC investigations are loaded on a common platform in Wittur, which every employee can access.
In Wittur there is a tool called Safety Walk, which enables all managers to perform risk assessment every day in one or several areas of the factory. This helps also to keep safety risk assessment continuously updated and sites at minimum risk level.

HSE Days celebrations

An important part of the process of raising awareness about the importance of sustainable products, processes and behaviours is the timely organization of Health, Safety and Environment Days celebrations for Wittur employees and sometimes also for their families. These initiatives are being celebrated in all Wittur locations; their targets are to:
- Increase awareness on the risks that are present in the workplace;
- Promote education on safe, healthy and environment-friendly behaviours;
- Encourage the importance of care and well-being in our daily work environments;
- Create an environment that encourages all employees to be leaders in their own health while at work, at home and in their communities.

"Zero injuries": a clear target for Wittur group

Starting from 2019 onwards, the entire Wittur organization reinforced the "Breakthrough on Safety" initiative, an important journey towards the significant reduction of the number of injuries in all Wittur factories with the final goal of creating a permanent "Zero Injuries" work environment.
The project aimed at improving awareness on the risks that are present in the workplace, whilst promoting education on safe behaviours.
Discipline is the process through which all the team encourages all the teammates to act in the ways they are supposed to, providing positive motivation and reinforcement.
A number of Wittur companies have already reached the first milestone of this continuous journey, the "One Year Without Accidents", and were able to celebrate it, while keeping attention and dedication towards the "two years without accidents" milestone, already reached by some of them.

Promotion of workers' health

At Wittur we work to protect our employee's health and welfare; besides occupational health care, we also promote non-occupational health with different initiatives, that differ from country to country.
Here we explain some of the most relevant initiatives implemented in some of our plants:

- Physical check provided to employees every year, additional to the mandatory ones by Occupational Health Law in some of the plants, doctor in company in some other sites;
- Extra Health Insurances are available in some sites (Medicover, Metasalute);
- Many of our sites offer a canteen, and some of them are starting to offer special healthy diets;
- Some sites are reviewing the vending machines service to install healthy options;
- There is a new project in one site to offer physiotherapy service (for treatment and prevention);
- We offer a global health insurance for employees while they are travelling for work;
- Global regular safety and ergonomy trainings.

Protecting **p**eople & the environment

Work-related injuries

In Wittur total number of working hours in 2021 was 9.743.075. For all employees including external and contractors as well, zero fatality case occurred in Wittur.
Total number of recordable work related injuries were 40 with an incident rate of 0.82. There was only 1 minor injury happened with a contractor employee involved within all Wittur in 2020.

Wittur strictly tracks all cases and reports every single case including near misses and first aid cases within group Safety Alerting system. In 2020 there was 1 case having higher severity out of 42 cases happened in total. Incident rate calculation in Wittur follows 200.000 hours base.

In Wittur the most common work related hazards are detected in the assembly lines. Several improvements are applied in order to prevent injuries on these lines. Also Ergonomics projects are continuously improving working conditions of Wittur employees. In Wittur we have also lower severity rate, as most of the cases are occurring only as minor scratches or cuts.

WITTUR

Training

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

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

We recently implemented the SAP SuccessFactors LMS (go-live in May 2021) to improve our overall training management, evaluation, continuous improvement and reporting, and make trainings more accessible by improving the effectiveness of the e-learning platform.

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

Wittur Academy activity	2020	2021
Number of training actions	98	93
Total hours	10770	9671
Participants	4186	7933
Employees in scope	1800	1800

In 2020 and 2021 we offered and average of 5,5 hours per employee in Scope. We can observe in the figures how the implementation of a new Learning Managing System has made the training more accessible for employees, with more flexibility for self-learning and time management.

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

In 2020, we can highlight our Project Management training. During the year we delivered 9 basic programs, a total sum of 40 hours of training, reaching 120 participants; in addition, 3 advanced sessions were organized, for a total sum of 82 hours of training, reaching140 participants. This Program continued in 2021 with similar impact, including the novelty of Webinars for external customers that were also made accessible to our internal employees (398 participants).

In 2021 a new and important focus was the training on our Quality QRQC methodology, creating 3 on-line courses available to all our offices employees (1800+ participants reached) plus instrcutor-led sessions delivering a total of 3248 hours in 2021, plus the internal trainers development course, with around 65 QRQC trainers certified.

We would also like to mention the Global English Program, for 50 participants with a total of 100 hours per employee. This Program is now having local continuations, depending on the specific needs.

As another example, we would add the Communication and Training skills, where 34 participants attended different sessions to improve in their reporting and presentation activities and/or in their internal trainers role. Of course, we have mandatory training on Compliance, Anticorruption, and Information Security.

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

Empowering people

We have a Goals and Performance Management process supported by SAP SuccessFactors, that covers around 40% of our employees. For production and warehouse employees, performance is discussed between the leaders and local HR, to understand needs, necessary actions, and possible internal movements or change of function.

We present here the distribution of our staff in the gender and age segments.

This is the chart for our Executive Management Team (EMT members) and the Top Management in our company (Directors and Senior Managers).

We see an increasing trend in the female succession for responsibility positions in these groups, when we compare Top Management with EMT. And a more positive impact on diversity in the Top Management group comparing 2021 to 2020, which reflects a higer focus on diversity in the decision making process for promotion and recruitment.

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

Segments	EMT	Top Management 2020	Top Management 2021
Female	7,69%	18,39%	20,70%
30-50 years old	0,00%	15,70%	16,33%
over 50	7,69%	2,24%	3,50%
under 30	0,00%	0,45%	0,87%
Male	92,31%	81,61%	79,30%
30-50 years old	30,77%	57,85%	53,06%
over 50	61,54%	23,77%	24,20%
under 30	0,00%	0,00%	2,04%

Diversity and Equal Opportunity

We support diversity in all its definitions, and we commit to being an equal opportunity employer. We consider qualified applicants regardless of race, religion, national origin, gender, gender identity, sexual orientation, disability or age. Being a truly international, global Company, we are confident that diversity is one of the keys to success. We actively work to promote diversity in all terms, also in backgrounds and mindset.

Even though the highly technical qualification we require for many of our positions means that we do not always find profiles in the segments of people below 30 years old, or among women, depending on the country, culture, region, we actively put in place actions to increase diversity in our staff.

Empowering people

Next chart is the distribution for the rest of the employees, no significant changes reflected in this group yet.

Segments	2020	2021
Female	16,85%	16,35%
30-50 years old	11,34%	10,68%
over 50	2,43%	2,56%
under 30	3,08%	3,11%
Male	83,15%	83,65%
30-50 years old	51,79%	53,15%
over 50	11,19%	11,12%
under 30	20,17%	19,38%

The highly technical qualification we require for most of our positions means that we find most of our talent pool in people above 30 years old, who have had the time to acquire the training and experience we need.

However, we have built trainees and apprentices programs in some of our locations, mainly in Europe, to promote the hire of young professionals, who develop part of their education program while working in our companies. This is helping us to balance the age distribution and engage young talents who can learn our business from the basis.

In terms of gender diversity, we have put in place new policies in the past years to increase the gender diversity in our staff. We find the biggest challenge to hire the required profiles in our production lines, especially in some locations where, due to cultural aspects or being the factories in remote locations, it is less likely to find the technical qualifications and manufacturing experience in women.

Our trainees and apprentices programs are also helping us to hire young women professional who can learn our business from the basis.

In addition, some of our locations have put focus on identifying qualified women profiles for the production lines through adapting the facilities and job posts in terms of Ergonomic aspects, and developing an action plan with the recruitment providers. This action plan has resulted in an increase of 8% in the rate of women working in the factory in the last 3 years.

We support and actively promote diversity in all its definitions, and we commit to being an equal opportunity employer. We consider qualified applicants regardless of race, religion, national origin, gender, gender identity, sexual orientation, disability or age.

We consider an inclusive approach when describing our jobs offers and when stablishing criteria for recruitment, internal movements, promotions and new projects assignments.

Discrimination is not tolerated at the Wittur Group. Our Code of Conduct and Speak Up Policy, explained in the previous section, protect our Company from potential discrimination practices.

We have not identified any incident of discrimination in the reporting period.

Customers' Health and Safety

All our products during the product develop or during the product maintenance are always keeping the highest standards in terms of safety and health. Since the beginning starting from FMEA all potential risk and hazards during the production, installation and the life time of the product are analyzed and removed.

Production sites are qualified according to ISO 9001, 14001 and 45001 standards and apply high value methodologies like, 5S, Management Walks and QRQC (Quick Response Quality Control) to ensure that any risk is continuously removed from production and does not arrive to the market, to always protect our customers.

Wittur's Corporate Policy: Environment Health & Safety and Quality

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There are no omissions for mandatory disclosures of Core Option.