

WITTUR SUSTAINABILITY REPORT 2022





INTRODUCTION

This report is prepared for the calendar year of 2022. This report has been prepared in accordance with the GRI Standards and is intended to be reviewed annually. Core option is selected for the reporting. It complies with all requirements listed in reporting principles. There are no omissions; all required disclosures have been reported.

Date of this report is 2023.

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

Reporting Principles for defining report content

- Stakeholder Inclusiveness
- Sustainability Context
- Materiality
- Completeness

Reporting Principles for defining report quality

- Accuracy
- Balance
- Clarity
- Comparability
- Reliability
- Timeliness

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

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 (Environment, Social, Governance) strategies that aim to improve the impact of our global operations and make a tangible contribution to shape a better world for future generations. Whilst we have always been engaged in this area, we started to formally benchmark ourselves in 2021 when we issued our first Sustainability Report. We also asked Ecovadis the leading provider of company sustainability benchmarking to assess our performance. Last year Wittur achieved a Bronze rating. I am delighted to say that this year we have achieved a Silver rating – which reflects 12 months worth of hard work across all of our Wittur sites. It is a fantastic achievement and a real sign of continual improvement. We continue our journey to create longterm value for our customers, suppliers, employees, families and communities".

TOM STEPHENSON
Chief Executive Officer



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

Wittur prioritizes sustainability along its entire supply chain, from suppliers to customers. Our commitment is not only ours, but it is 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 transportation 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.

We are putting our sustainability strategy into action 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 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.



950 Mio €
Revenues 2022



7
Competence Centers



4984
Employees (February 2023)



50+
Countries Covered by our
Sales Network



13
Production Site



600+
Worldwide Patents with 126
Unique Inventions



140+
Engineers in R&D



1,4%
R&D Investment / Sales



800+
Product Certifications




22
New Products launches in
the last 12 months



6
Test Towers and testing labs



 **ELEVATORSENSE®**
Range of smart digital
products and services

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. Wittur portfolio offers a large range of components, constantly evolving towards ESG year over year. Components made by Wittur span from sophisticated mechatronic components for elevator cabin and landing doors (including the associated opening mechanisms) to other critical components such as gearless drives, slings, safety gears 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 2022, our Company had a workforce of 4.984 employees.



Where we are

Global Production footprint

- DOORS
- CARS
- DRIVE
- SAFETY
- SYSTEM
- LOGISTIC



WITTUR HOLDING GmbH



WITTUR Global Technology Center



WITTUR COLORNO



WITTUR HUNGARY



WITTUR INDIA



WITTUR TURKEY



WITTUR CHINA (CHANGSHU)



WITTUR CHINA (SUZHOU)



WITTUR BRAZIL



WITTUR ARGENTINA



WITTUR MEXICO



WITTUR SPAIN



WITTUR DRESDEN



WITTUR AUSTRIA



WITTUR SLOVAKIA

Wittur conducts business in more than 50 countries

Here below you will find the overall organization of Wittur.

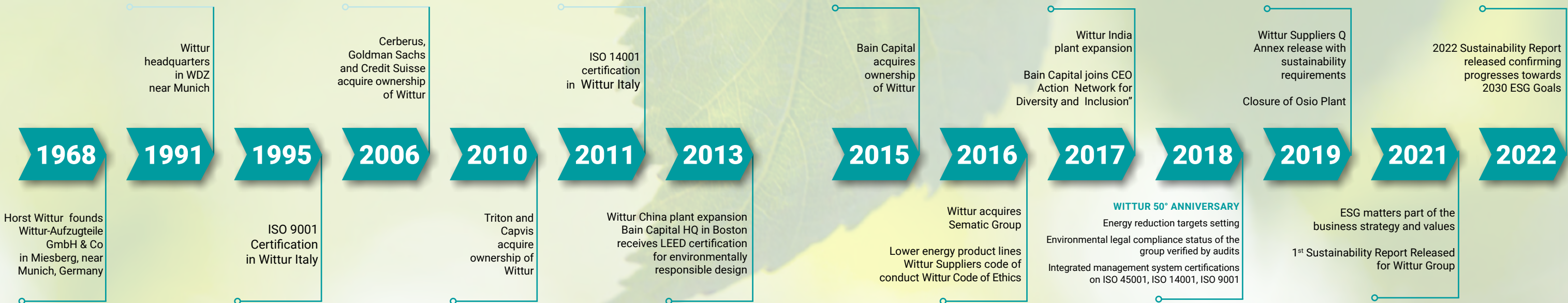
	COMPETENCE CENTERS	SALES	AFTER SALES	PRODUCTION
EUROPE				
WITTUR GLOBAL TECHNOLOGY CENTRE	●	●		
SEMATIC HUNGÁRIA KFT	●	●	●	●
WITTUR AUSTRIA GMBH	● ●	●		●
WITTUR ELECTRIC DRIVES GMBH	●	●	●	●
WITTUR ELEVATOR COMPONENTS S.A.U.		●	●	●
WITTUR B.V		●	●	
WITTUR GMBH		●	●	
WITTUR HOLDING GMBH		●		
WITTUR LIMITED		●	●	
WITTUR NORGE		●	●	
WITTUR S.A.S		●	●	
WITTUR SOUTH AFRICA		●		
WITTUR S.P.A	●	●	●	●
WITTUR SP. Z.O.O.		●	●	
WITTUR S.R.O.				●
WITTUR SWEDEN AB		●	●	



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

Wittur: more than 50 years of history

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



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

By 2030

! GHG emissions reduction by 30% (Co2 equivalent/year)

! Diversity equity and inclusion rate development by 50%

! Waste reduction by 50%

! 2030 goals are presented on page 19 and here are the most relevant ones.

10 years focus on ESG topics

Recognized for Excellence

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 actions on strategic priorities that capture our most important sustainability challenges and opportunities. These were identified through materiality assessments and internal evaluation results with the 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.

We will communicate our progress to key stakeholders via the Sustainability report published annually. Additionally to the sustainability report we keep collecting from stakeholders customers, employees, suppliers, board, internal audits etc. feedback.

All this information collected via different channels are monthly reported to EMT and Board meetings to improve our approach on ESG.

Wittur applies QRQC (Quick response Quality Control) methodology at every level of the organization, including ESG, for the continuous improvement.

All lessons learned are created to release best practice applications within the group.

In this Sustainability report we also included some of the sustainability initiatives carried on 2022.

During 2020 Wittur performed its first Materiality analysis, with this analysis WITTUR has evaluated stakeholder expectations and compared them with own priorities and Sustainable Development Goals of United Nations. The identified material topics were ranked according to their impact on our value chain, business implications and stakeholder interest. The findings of the assessment were utilized when defining the current phase of WITTUR's strategy regarding sustainable success, as well as to drive our reporting. We have divided our material topics into seven reporting areas:

1. Green Certified Energy
2. Zero Waste
3. Green and recycled materials use
4. Greenhouse Gas reduction
5. ESG Performance of Supply Chain
6. Water Efficiency
7. Equal Opportunity Employer

WITTUR has integrated the management of its sustainability focus areas into its operations throughout the organization. Global governance, compliance, risk management, stakeholder engagement and proactive communications are the main basis of our sustainability framework.

For more information about Wittur Materiality Process please visit link : [Sustainability Highlights - Wittur - Advancing the elevator industry](#)



- ▶ Reduce absolute scope 1 and scope 2 GHG (Greenhouse Gas) Emissions by 30%
- ▶ Increase sourcing of renewable electricity by 20%
- ▶ Increase Recycled and reused 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
- ▶ Supply chain ESG criteria improvement by %50
- ▶ Increase all Wittur employee's awareness on sustainability via trainings on SDG's (Sustainable Development Goals)
- ▶ Development of smart product solutions that enable predictive maintenance on elevators
- ▶ Reduction of energy consumption during operation of product %30
- ▶ 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.





Governance & Processes

WITTUR Processes

Steering Committee

Operations Team
(HR, HSE, IT, FIN, INDU, KAM)

R&D

Purchasing

is a pillar in the strategy

This transformation is driven by all functions

ESG Activity

- Define strategy, ESG material topics.
- Define roadmap & goals.
- Define policy, standards, reports.
- Screen progress

- 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

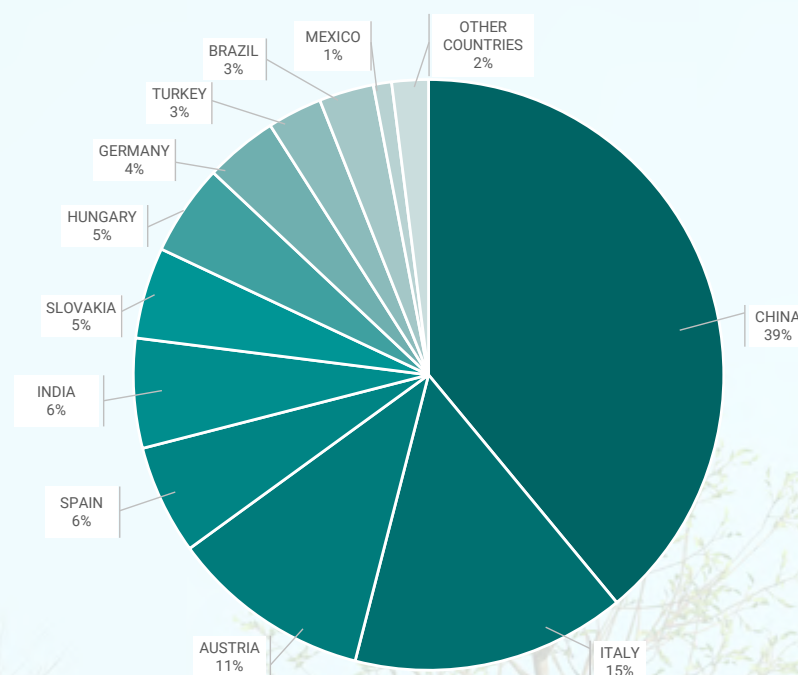
- Ensure supplier's strategy is aligned and supported with Wittur Sustainability needs
- Define needs from suppliers
- Cascade requirements to suppliers.

- ESG engagement is embedded across organization & operating mode
- Pillar in business agendas, strategy
- Processes: Provide resources for integration of processes with sustainability
- Targets: include sustainability targets in all stakeholder goals.

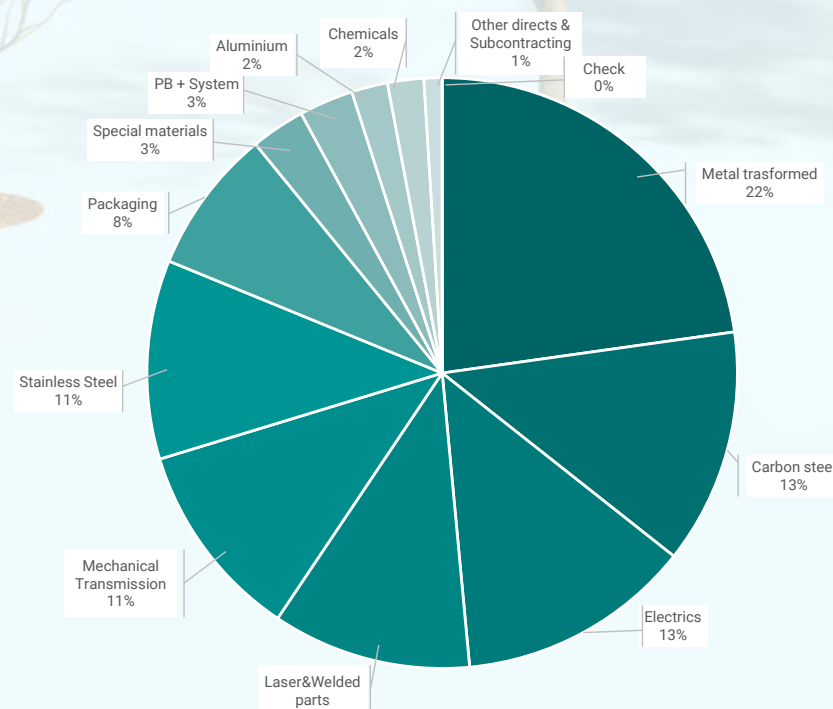
Supply chain

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: Percentage of 2022 Annual Purchase Value (APV) per Supplier Country



Direct Material: Percentage of 2022 Annual Purchase Value (APV) per Commodity type



Significant changes to the organization

There is no significant change neither in Wittur or in supply chain related operations

There was no change in shareholders structure or capital structure as well.

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.

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.

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



Wittur Values

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

The activities connected to the Purpose and Values project continued without interruption, both globally and locally. All over the world, Wittur employees became more and more familiar with our values every day. Wittur colleagues – across the globe - were involved in a series of engaging and meaningful workshops, activities and initiatives aimed at raising awareness and understanding of our new purpose and revised values, as well as stimulating thinking, discussion and reflection on the true meaning of each value across the organization.

We also distributed the newly developed Purpose & Values cards to all Wittur employees. The idea behind this tool is that employees can keep the card (credit card size) in their pockets to always have a safe anchor to hold on to and refer in case of doubt on how to act. Employees were also asked to sign the cards to show

their commitment to our Purpose & Values.
 To reinforce communication and to give more visibility to the new pillars of Wittur’s culture, our colleagues decorated production areas and canteens, specially designed
 To strengthen communication and make the new pillars of Wittur’s culture more visible, our colleagues decorated the facilities, designed special posters and artwork, and broadcast the EMT videos on purpose and values internally.
 In 2023 we are redefining our competency and leadership models in order to make sure that the future fit competencies we need will be reflected according to our shared Purpose and Values.



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 & the environment

We partner with our customers and suppliers to ensure that our actions protect people and the environment.

Governance

The governance structure of the organization is provided below, 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
Sustainability and Quality - Director Vincenzo Bruno
Sustainability Manager Ayperi Sevincli

Finances, Legal and IT	Head of Group Taxes
	Chief Compliance Officer
Operations	Global Sustainability and Quality Director Global Sustainability 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 Communication & 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, 31% of our global employees are covered by Unions and Collective Agreements. In the sites where we have Collective Agreements, they cover 90% of our employees.

Consolidated financial statements

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

WITTUR will seek external assurance for year 2023 reporting.

BUSINESS CONDUCT & COMPLIANCE



Wittur Code of Conduct

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

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


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

Speak Up!

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

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

Download

 [Wittur Code of Conduct](#) EN

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

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

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

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

Compliance at Wittur Group

Sustainability and Compliance at Wittur Group

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

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

Wittur's digital **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 and the Compliance Policies by conducting regular and ad-hoc audits.

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

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

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.

Trade Control and Export Control

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

Anti-Money Laundering

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

Tax strategy

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

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

The responsibility for all tax matters rests with the companies, and the finance managers guarantee that tax returns are filed, tax payments are executed and transfer pricing documentations are available in due time. The preparation of tax returns is supported by external tax advisors with



whom the companies have long-term business relationships. If there is a choice for a tax treatment, Wittur companies take, after consideration with the Group, the approach that is in line with the letter and the spirit of the law and does not result in a tax risk.

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.

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

Unethical or unlawful behaviour or concerns about the Group's integrity in relation to taxes can be reported to the Compliance Managers in the countries, to the Group's Chief Compliance Officer or via the 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 Head of Group Taxes and reviewed by the Head of Group Accounting as well as the CFO.

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

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

ENVIRONMENTAL



Environmental Metrics

Material use and Consumptions

Materials used, tons		2021	2022
Manufacturing	Steel	* 172.400,00	157.222,00
	St Steel	18.000,00	16.357,00
	Paint (powder)	2.403,85	2.013,00
	Aluminum	4.085,00	3.628,01
	Other Process materials	* 324,07	307,08
Packaging	Cardboard& Paper	* 3.429,98	3.783,01
	Plastics	* 2.459,69	2.390,31
	Wooden Pallet	* 58.901,79	56.762,93
Total		262.004,38	242.459,71

Energy consumption	2021	2022
Natural Gas Consumption (1000 sm3)	* 4850,00	4461,00
Electricity Consumption (MWh)	* 32.561,75	32.067,37
LPG Consumption (sm3)	* 20.910,25	29.865,13
Diesel Consumption (tons)	* 298,66	300,56
Water Consumption (m3)	* 145.617,00	137.750,00

*2021 figures amended

The above mentioned consolidated result have been impacted partially by the volume reduction and by the following projects implemented to achieve the sustainability targets set by Wittur Group.

Steel improvements:

Wittur improvements on steel use are concentrated mainly on improved door designs that eliminate not added value steel weights: the reduced mass inertia results in lower total energy consumption of the elevator during its life cycle.

There are also improvements made on thickness reduction of the steel, which have no impact on the product functionality and its performance, as optimized designs offer a high degree of stiffness.

Wittur keeps continuously on further innovations and improvements regarding product portfolio which may reinforce the Co2 footprint reduction of the Wittur operations and products.

Packaging improvements:

The packaging improvement strategy have been further developed in 2022, through the usage of more sustainable and ecofriendly material (cardboard vs plastic and wood)

1. Wittur Products Packaging
 - i. Reusable Packaging(mechanism, drives etc.)
 - ii. Plastic Packaging Reduction
 - iii. Re-design of Metal Boxes in order to improve container saturation, CO2 emissions reduction
 - iv. Packaging Waste reduction
 - v. Transformation from wood to cardboard packaging
2. Wittur Spare parts Packaging
 - i. 100% from recycled material & 100% recyclable, allowing Circular Sustainability in spare part boxes
 - ii. Paper used for cardboard is FSC certified (Forest Stewardship Council)
3. Restricted packaging materials reduction
 - i. Polyurethane foam fillers elimination,
 - ii. Foams replaced with recycled paper
4. Wittur has several significant reductions on plastic use supported by projects. However more actions (product, technology or material changes) are under evaluation for the coming years to make sure the target will be reached by 2030



Energy Improvement:

1. Reduced energy because of usage of Renewable sources on the purchased energy. 2022 RE usage increase 7 % at overall group, this trend will continue also in the next year enabling Wittur target long before 2030.
2. Mix of gas change due to LPG use in 3 main plants for production purposes
3. Increased Company car usage after pandemic conditions impacted diesel consumption. However actions taken on smart working have had a positive impact on this. Further actions will be implemented in 2023.

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. Included below are some of the initiatives linked to energy efficiency are shown in last year.

Energy diagnosis system installation
Management of behaviour and general room temperature
Streching film use instead of shrinked via gas
Replacing halogen bulbs with LED bulbs in Manufacturing areas
Pre-treatment area gas burner replacements
Installation of motion sensors for lighting
Powder coating area hook dimension revisions to reduce & electricity consumption
Reduction of usage of N2 gas cylinders.
Ceramic coating inside the powder oven to reduce gas consumption.

In 2022, Wittur Italy has managed energy consumption better despite the increase in production. Comparing the previous year, the Colorno Plant achieved a total saving of 325 TEP for electricity, methane gas, and LPG, certified by Enea consultants.



Emissions

CO₂, CH₄, N₂O, HFCs are taken into account in GHG inventory calculations. There are no biogenic emissions related to WITTUR operations.

For GWP, IPCC 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.

Total Greenhouse Gas Emissions, tCo2		2021	2022
Category 1	Stationary & Mobile Combustion	11.337,74	10.834,53
	Total Category 1	11.337,74	10.834,53
Category 2	Electric	13.101,63	12.502,31
	Total Category 2	13.101,63	12.502,31
Category 3	Upstream Transport	Not reported	25792,5
	Downstream Transport	Not reported	22189,24
	Total Category 3	-	47981,74
Category 4	4.3. Waste Disposal	688	529,64
	Total Category 4	688	529,64
Total Category 1, 2,4 emissions		25.127,37	23.866,48

The consolidated GHG result at group level according the goal definition (tons CO2/revenue) achieved 29% reduction on 2021 baseline.

However considering the inflation and the related prices increased in 2022, the GHG reduction has been also reviewed vs ton of steel used.

Despite several constrains (ex: supply chain disruption, material shortage , transportations etc.) happened in 2022, that impacted the efficiencies of the production processes, the projects implemented for GHG reduction improved the Wittur group performance by %4, in line with the 2030 target set for GHG reduction for Wittur Group. (as shown on the table above)

This achievement was possible because in almost all operation sites, Co2 emissions were reduced towards the goal set, enabling to reach the planned group reduction for 2022.

Wittur is increasing the percentage of renewable energy usage in key plants in Europe. A long term plan has been defined to deploy the self production or usage of green energy in all facilities.

In this report of 2022 Wittur started to report also the category 3 upstream and downstream transportation related emissions. Other subcategories will be evaluated during further reports.

Minor amendments had been made in 2021 data as reclassification of LPG vs NG use in some of the plants.

Creating Value in the Sustainability Journey to our Customers

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

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

The way to sustainability is still in progress for the elevator industry: its best minds are working in a continuous improvement process, and independent companies such as Ecovadis and CDP are providing tools and reporting processes to help companies to check, measure and acknowledge each step they take in the right direction. Wittur has obtained the Ecovadis Silver Award for the successful sustainability initiatives performed so far; moreover, the main Wittur plants were awarded with a Green Level of sustainability maturity for 2022 by KONE Supplier Excellence Certification.

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

WITTUR SUSTAINABILITY REPORT 2022

#1

Hydra Landing Door Sustainability Assessed by BVB Sweden

Wittur Hydra Landing Door was assessed by **Byggarubedömningen (BVB) Sweden**, an association that created a standard for the environmental assessment of building materials.

We are proud to announce that the Hydra door received the assessment “Accepted” after being examined on chemical content, life-cycle, and sustainable supply chains.

Works are already underway to assess the Wittur Pegasus landing door shortly.

Special **thanks to Wittur Sweden** who started a project that involved a cross-functional team including R&D, Industrial Engineering, Sustainability&Quality, and purchasing.



#2

Systems design for recyclability

The latest Wittur complete elevator design, W line SLS, is designed to increase general use of recyclable components.

For a reference 630kg complete elevator, 1m/s, 15m travel, pre-recyclable material use has increased by +8.7 % compared to previous Wittur design, while post-recyclable material use has increased by 4.5%.



#3 ELEVATORSENSE®

ELEVATORSENSE
GET THE BEST
OUT OF YOUR
WITTUR DOORS

#4 Lightweighting initiatives on wittur cars

Doors are the most exposed moving elevator component: 70% of elevator callbacks are due to doors. Quality of door installation and service are critical elements to ensure smooth operation and avoid frequent callback: this means obtaining full customer satisfaction and optimizing service costs.

Therefore, Wittur has developed ElevatorSense: a smart hardware-software platform that offers multiple products in one, for different services, to collect data from all door components, analyze them in the cloud with state-of-the-art algorithms developed from Wittur long time experience and give you precise and timely information to:

- Solve any door installation issues
- Monitor elevator operations in real time
- Plan service intervention based on real data
- Increase the service level to your customers by reducing downtime

Platform



Users



Products & Services

AVAILABLE		COMING SOON	
Installation Control	Wireless Programming	Real Time Diagnostics	Preventive Maintenance

By performing a thorough check of installation quality and settings, ElevatorSense Installation Control and Wireless Programming reduce the occurrence of unplanned troubleshooting visits on site. This allows to optimize the technicians travels related to callbacks.

ElevatorSense Real Time Diagnostics and Preventive Maintenance enable early detection of problems that can lead to unnecessary malfunctions and additional energy consumption. Elevators monitored by ElevatorSense can operate under ideal working conditions, keeping energy consumption, wear and tear and downtime to a minimum.

In the development of its latest car for residential elevators, called VESTA, Wittur has developed advanced designs for lightweighting purposes.

Mirrors are 62% lighter than those used in the previous car generation. Cladded executions use reduced thickness cladding material with a reduction of more than 5 tons of wood and steel panels in 2024- 2025 (UK market forecast only). A new eco-friendly package has been designed to eliminate the use of foam bags. This will lead to a saving of more than 5.5 tons of plastic packaging material during 2024-2025.



#5 Midi V2 Car Door Drive

Midi V2 is the latest update of Wittur Car Door Drives. Among other features it offers a fully automatic speed profile setup.

The optimized speed profile implemented provides the lowest door cycle times under the condition of lowest possible power consumption for highest power efficiency.

This feature can save up to 15% energy consumption versus a non-optimized setup.

The motor state – meaning position, speed, torque and losses – is continuously monitored and analyzed regarding the most important technical parameters of the door.

By using this information, it is possible to provide not only the most power saving and smooth operation of the door but also optimal and automatic setting of reliability parameters like force and speed limit values.



#6 Reduction of operating noise of elevator doors

Wittur has developed new rollers for its range of doors with an optimized design offering lower noise during operation.

Noise tests performed on Augusta Evo door comparing the old roller design in new and used state and the new roller design in new and used state have demonstrated that new rollers offer 3 times less noise intensity during opening and closing of the door, and this performance is kept during the complete life cycle of the rollers.



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.

Wittur also holds a global procedure for waste management, which defines all waste management practices and suggestions for reduction activities.

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

Waste (tons)		2021	2022
Solid waste	municipal and food waste	410,32	335,48
	hazardous waste	* 1383,00	1575,00
Solid waste for recycling	scrap metal	12.791,00	11.004,00
	paper & cardboard	* 685,03	536,33
	electronic waste	7,05	7,83
	plastic	* 524,99	302,45
	glass	5,16	4,89
Total		15.807,00	13.766,22

* 2021 figures amended

In waste category 2021 data for hazardous waste, paper and cardboard waste and plastic waste restated due to improved data collection methodology. Wittur keeps holding projects in order to reduce waste from all facilities. 2022 result shows a good reduction however more actions (product, technology or material changes) are under evaluation for the coming years to make sure the target will be reached by 2030

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.

The 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. None of the audits detected any major deviation from norms.

Supplier Environmental Assessment

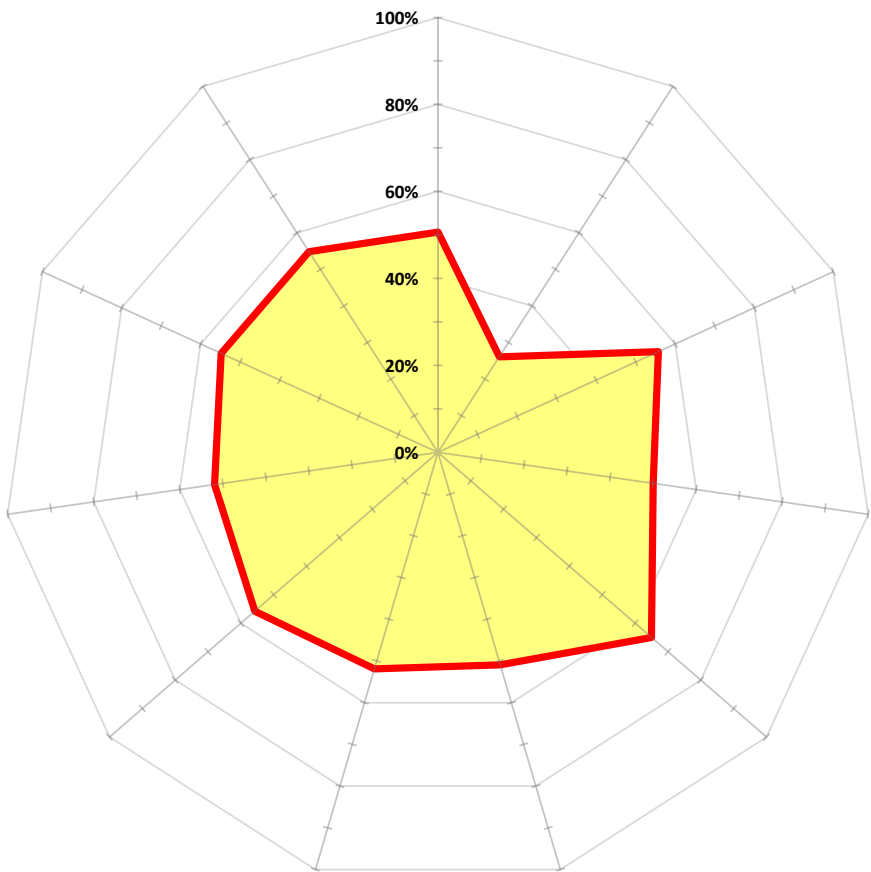
Wittur has developed a supplier manual including sustainability requirements. Sustainability & Quality agreement is an annex to the Purchasing Frame Agreement signed by suppliers. Supplier Quality Department supported by Subject Matter Expert is in charge to audit all suppliers following the above mentioned requirements. Starting from 2022, there are sustainability goals for the suppliers which are also in line with Wittur ESG development goals. Now the structure is provided and methodology for supplier sustainability is set. In 2022 ESG audits, triggered by the corporate SQD team has been used as baseline for 2030 goal.

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>

The results from 2022 Audits made among Wittur suppliers are included below. Sustainability requirements for our supply chain is still an improvement point while it is progressing very fast year over year.



Sustainability Audit Section Requirements

3.1	The supplier calculates GHG of its operations and keeps readily available reports to share when requested
3.2	The supplier is capable to present recycled material content % and use in the products
3.3	The supplier present at least one project completed on energy reduction /year
3.4	The supplier keeps material declarations and Life cycle assesments readily available
3.5	Supplier has a written code of conduct deployed to all organization and its sub suppliers
3.6	Supplier has a written document covering Human Rights, modern slavery in its organization deployed to all organization and its sub suppliers
3.7	Supplier has a written policy/statement that prohibits child labour
3.8	Supplier has a written policy/statement that prohibits forced labour
3.9	Supplier has a written non-discrimination policy or similar type of commitment statement
3.10	Supplier has a policy to improve diversity inclusion and equity rate in its organization



SOCIAL

EMPLOYEES

In the reported period Wittur hired new people as shown in the following table. In 2022 we had a fluctuation rate of 20,2%.

By Gender	Nr. of new hires 2021-2022	Rate of new hires 2021-2022
Female	176	19,09%
Male	746	80,91%
Total	922	100%

By Age Group	Nr. of new hires 2021-2022	Rate of new hires 2021-2022
under 30	369	40,02%
30-50 years old	507	54,99%
over 50	46	4,99%
Total	922	100%

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.

Labour and human rights are a very important issue for Wittur and are therefore also firmly anchored in our Code of Conduct and in our values. All our activities are geared towards



- complying with legal working conditions;
- maintaining and promoting social dialogue with our employees and
- prohibiting child labour, forced labour and human trafficking and are audited on a regular basis.

We do this because of our compliance standards, legal requirements and obligations, but above all because of our moral obligation to our employees. Thus, we have implemented systems, processes and instructions in our companies to pursue and comply with Labour & Human Rights. To name two examples: The Health, Safety & Environment Committee holds regular meetings, which are attended by the responsible persons such as the Operations Manager and Union Labour Representative in order to work safely and to promote personal exchange. We also have systems in place that monitor the performance and improvement on human rights topics in Wittur to have our efforts also visible in figures.

By Region	Nr. of new hires 2021-2022	Rate of new hires 2021-2022
Americas	82	8,89%
APAC	80	8,68%
China	293	31,78%
EU Plants	384	41,65%
EU Tradings	26	2,82%
Eurasia	57	6,18%
Total	922	100,00%

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.

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 % 2021	Total % 2022
Male	83%	82%
Female	17%	18%
Total	100%	100%

	Total % 2021	Total % 2022
Permanent	96,22%	96,80%
Temporary	3,78%	3,20%

	Female % 2021	Male % 2021	Female % 2022	Male % 2022
Permanent	92,28%	91,01%	94,60%	97,28%
Temporary	7,72%	8,99%	5,40%	2,72%

The number of temporary employees has decreased compared to the previous year. Within the female employees, above 94% are permanent, and within the male employees, above 97% are permanent. In 2021 the trends continues very similarly.



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%

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

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.

	2021 %	2022 %
Full time (FT)	96,3	96,18
Part time (PT)	3,07	3,82
Total	100	100

	2021 %	2022 %		2021 %	2022 %
FT. Female	15,32	16,69	PT. Female	49,33	53,12
FT. Male	84,68	83,31	PT. Male	50,67	46,87
Total	100	100	Total	100	100

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 2022 we can observe that part time employment is more equally distributed among the genders, however, we have less than 4% part time employment.



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

	2021		2022	
	Men	Woman	Men	Woman
Total # number of employees that were entitled to parental leave	71	63	94	71
Total # number of employees that took parental leave	64	61	89	66
Total # number of employees that returned to work in the reporting period after parental leave ended	64	28	88	25
Total # number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	n/a	n/a	73	20
Return to work rates of employees that took parental leave	100%	45,90%	98,88%	37,88%
Retention rates of employees that took parental leave	n/a	n/a	82,02%	30,30%

Golden Safety Rules

In WITTUR, “Golden Safety Rules” it is the standard to ensure the implementation of health and safety measures at every level of the organization. Here below please see the details:

- 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 a HSE (Health, Safety , Environmental) 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 and “Protecting People and the Environment” value



Core Safety KPI's	2021	2022
Incident Rate (IR)	0.82	0.86
Severity Rate (SR)	8.44	14.29

The Incident Rate in 2022 slightly worsened due to a couple of plant performances impacting group result because of single case issues. However the rest of the group performed according to the targets and outstanding accident free results as described in the following pages. Wittur management has taken immediate and effective actions to address the IR low performing plants and reinforcing for the entire group the commitment for the improvement towards 2030 goal.(75% injury reduction)

In Wittur, all employees including external and contractors as well, zero fatality case occurred in Wittur.

Wittur tracks all cases and reports every single case including near misses and first aid cases within group Safety Alerting system.

In Wittur there are several projects ongoing which focuses on Behaviour Based Safety Methodology. With this kind of methodology setting Wittur is aiming to improve towards the goals set for 2030 at a quicker pace. Also in every plant Wittur has a goal of Kaizen realization focusing on safety improvements. On this scope it is mandatory for every manufacturing site to realize 1/month at minimum a kaizen.

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.

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.

LIFE PILLS @WITTUR



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

Wittur shows that we are engaging with our teams on safety through our value of Protecting People and the Environment. In September our Corporate HSE team kicked off the Behavior Based Safety (BBS) methodology in Wittur Hungary together with all leaders in the production and at the management level. This methodology is already effective in many others Wittur Plants.

Since 2015, Wittur Italy has been supporting the Non-Ti Scordar Di Me (Don't Forget Me) Association in Colorno through donations and voluntary work such as spending one hour per week as a voluntary service to the association.

Wittur India crossed an extremely relevant milestone and reached the 2 Years Without accident goal. Health and Safety in the workplace are the number one concern of most businesses. 0 Accident requires dedication and continuous improvement in our daily routine at work.



Wittur Electric Drives was the first European plant to reach 2 Years Without an accident target.

Wittur Mexico started a series of safety training last June 2022, the training series is ongoing with instructional events. During the events, Wittur colleagues showed that Safety First is not just a motto for Wittur, it emphasizes our commitment.



Wittur China upholds the highest health and safety standards. The Environment, Health, and Safety celebration was a great reflection of our hard work and dedication to HSEQ.



Wittur Spain contributed to creating a Sensorial Garden in a new nursing home in Zaragoza, through ASPACE (Association of Cerebral Palsy), and CEDES (Working for the rights, equal opportunities, inclusion, and active participation in society of people with intellectual and developmental disabilities). Wittur team's donation contribute to furnishing sheltered flats to provide care for people with intellectual disabilities.



Wittur introduced WiConnect: a new and interactive format for our Wittur Executive Management Team to share and connect in person with all Wittur employees in their locations, with the goal to reward and celebrate some of our accomplishments and share our success stories, also for the topics of safety and sustainability. We kicked off the format in Spain and laid special focus on the long history of change in Wittur Spain.



Wittur Argentina celebrated Safety, Health, and Environment Day and Metallurgical Day together with all its employees and organized five different activities intending to increase awareness on the topic.

SIPATMA (Semana Interna de Prevenção de Acidentes de Trabalho e Meio Ambiente) took place in Wittur Brazil, an Internal Week of Occupational Accident Prevention and Environment, to raise awareness of the need for a prevention culture in the company.



Wittur Turkey was inspired by one of our seven values, Protecting People and the Environment, and as a result of a strong commitment to sustainability, became a part of a social responsibility initiative. Our colleagues from Turkey teamed up for Wittur Cute Paws, which is established by volunteer team members to protect animal friends and take care of their physical and emotional needs. The initiative was announced to the whole WTR organization, and the number of volunteers increased rapidly.



Wittur India embraced the initiative and organized a series of activities to increase awareness on use and misuse of plastics as well as to motivate eco-friendly behaviors among our employees. The celebration started with displaying the Environment Day banner at the entrance of the plant and shop floor. All employees have received communication on Environment Day theme subsequently Operations Manager and QHSE Head gave a speech regarding Environment and Its Importance.



Promotion of worker's health

Together for Better Health!

Our colleagues from Dresden gathered together with the aim of celebrating **HSE Day**. The concept of the celebration was "**a healthy mind in a healthy body**". Our team in Dresden took this opportunity to increase awareness of the importance of health and safety.

The first event was planned as a combination of medical control for our colleagues such as spine measurement, with the Medi Mouse, hand strength measurement, and lung function test.

Professionals shared easily practical valuable tips with our colleagues to improve their daily routines.

Another remarkable event of the celebration was the first aid course, our colleagues showed a great interest in training.

Besides the theoretical information, our colleagues experienced **first aid** movement on models and **underwent cardiopulmonary resuscitation and wound care training**.

Our first Health Day was rounded off with fresh fruits, vegetables, and healthy juices, which were provided free of charge for all employees. All in the spirit of "**one apple a day keeps the doctor away**".



Wittur Hungary Recognized Blood Donor Friendly Workplace

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

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

During the event, each year only one company awarded as **Blood Donor Friendly Workplace**. **This year Hungarian Red Cross recognized Wittur Hungary as Blood Donor Friendly Workplace**. What a great honor! This recognition belongs to all our colleagues.

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




Training

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

We cover global internal training from the Wittur Academy, focused on internal product and processes training, and also some transversal skills, such as Project Management 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.

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

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

Wittur Academy activity		2021	2022
Number of training actions		93	116
Total hours		9671	11968
Participants		7933	11588
Employees in scope		1800	1800

Specific and dedicated ESG trainings have been given in 2022. Worth to remember that the " Sustainability Introduction" training mandatory for all Wittur white collars (860 hours) and the "Sustainable Development Goals" training and test for all HSE team members world wide completed in 2022 including the local deployment in every plant.



Wittur started the trainings in 2022 and baseline has been set accordingly.

In 2022, we offered an average of 6.6 hours per employee from Wittur Academy excluding the local training activities. We can observe in the figures how the implementation of a new Learning Managing System has made the training more accessible for employees, with more flexibility for self-learning and time management.

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

In 2022, the journey of Project Management training continues in Wittur. During the year we delivered basic session and advanced session to different targeted group, for a total sum of 600 hours of training, reaching 94 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 (370 hours in total for 353 participants).

In 2022, the Wittur Academy developed new eLearning courses <Wittur Purpose> and <Wittur Values> to promote the new Wittur strategy and raise awareness of how we should achieve it.

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

Another example is the increased promotion of <diversity> education, as diversity helps Wittur to be more innovative, inclusive and engaged and is in line with the concept of Sustainability.

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.

We have a Goals and Performance Management process supported by SAP SuccessFactors, that covers around 40% of our employees. For production and warehouse employees, performance is discussed between the leaders and local HR, to understand needs, necessary actions, and possible internal movements or change of function. Wittur Performance Management encourages continuous dialogues between manager and employees and supports talents and potential development, from 2023 onwards quarterly feedback sessions between manager and employee are foreseen as a standard.



Diversity and Equal Opportunity

We support diversity in all its definitions, and we are committed to being an equal opportunities 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 believe that diversity is one of the keys to success. We actively work to promote diversity in every way, also in backgrounds and mindset.

Even though the highly technical skills we require for many of our positions means that we do not always find profiles in the under-30 or female segments, depending on the country, culture and region, we actively put measures in place to increase diversity in our workforce.



The distribution of our staff in the gender and age segments are included below.

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

As in 2021, 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 2022 to 2021, which reflects a higher focus on diversity in the decision making process for promotion and recruitment. Wittur is now inline with the expected improvement to reach 2030 target for diversity improvement.

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

Segments	EMT	Top Management 2021	Top Management 2022
Female	7,14%	20,70%	21,81%
30-50 years old	0,00%	16,33%	17,16%
over 50	7,14%	3,50%	3,43%
under 30	0,00%	0,87%	1,22%
Male	92,86%	79,30%	78,19%
30-50 years old	35,71%	53,06%	55,88%
over 50	57,14%	24,20%	20,10%
under 30	0,00%	2,04%	2,21%

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

Segments	2021	2022
Female	16,35%	18,09%
30-50 years old	10,68%	11,36%
over 50	2,56%	2,91%
under 30	3,11%	3,82%
Male	83,65%	81,91%
30-50 years old	53,15%	50,16%
over 50	11,12%	13,01%
under 30	19,38%	18,74%



The highly technical qualification we need for most of our positions means that we find most of our talent pool from people over the age of 30. However, some of our locations in Wittur have established Trainee and Apprentice Programs to encourage the recruitment of young professionals who complete their internship in Wittur. This helps us to balance the age distribution and hire young talents who can learn our business from scratch.

In terms of gender diversity, we have put in place new policies in recent years to increase the gender diversity. We find the biggest challenge to hire the required profiles in our production lines, especially in some locations where women are less likely to have the skill or experience in production due to cultural aspects or because factories are in remote areas.

Thus some of our locations have put focus on identifying qualified female profiles for the production lines by adapting the facilities and workstations in terms of ergonomic aspects and developing an action plan with the recruitment providers. This action plan has resulted in an increase of more than 11% in the rate of women working in the factory in the last 3 years. Many local initiatives have been driven in Wittur for the improvement. For example, Wittur India initiated “Safe Workplace for Women”, “Equity@Wittur”, “Mother’s Day Celebration” in 2022 for the improvement of gender diversity and equity. Wittur Spain has developed an Equality Plan, where all processes have been analyzed in the entire operation, including hiring and recruitment procedures, training, promotion, working conditions, professional classification systems, work-life balance, the under representation of women, remuneration, and many others. Aiming to achieve equality between women and men in the workplace, this Equality Plan is approved by the company and also submitted for registration with the Register of Collective Bargaining Agreements and Collective Labor Agreements since 2020.

The Journey on Diversity never ends in Wittur. Wittur has initiated a new strategic project of Diversity and Inclusion at global level called Unique@Wittur, starting 2022. The project of Diversity and Inclusion has four main targets:

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

The project team of Diversity and Inclusion is continuously driving and supporting the initiatives both at group level and local level to reach the targets. For example, eLearning for the topic of Diversity in planning, local initiatives for gender equality or age, competency of inclusion leadership. Wittur is aiming to foster the concept of Diversity & Inclusion in Wittur processes, not only recruitment, but also in the DNA of Wittur Talent Management and leadership.



We actively support and promote diversity in all its definitions, and we are committed 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 setting 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 C company from potential discrimination practices.

We have not identified any incident of discrimination during 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 (Failure Mode Effects Analysis) all potential risk and hazards during the production, installation and the life time of the product are analyzed and removed. Also in 2022 Wittur did not receive any notification related product safety confirming a superior quality and reliability of Wittur products.

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.

