



WITTUR

Sustainability Report 2024

[View the highlights](#)



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Introduction

As we reflect on another year of progress, I am pleased to present the 2024 Sustainability Report for Wittur. In a world where sustainability is becoming increasingly essential, we continue to reinforce our commitment to environmental, social, and governance principles. Our efforts are not only driven by compliance, but by a genuine desire to create long-term value for our customers, employees, and communities.

Sustainability is not just a strategic priority at Wittur - it's at the heart of everything we do. From designing sustainable products to fostering strong partnerships, we have embedded sustainability into every face of our operations. This report provides an overview of our key achievements, the challenges we face, and the steps we are taking to ensure that sustainability remains a guiding principle as we continue to advance the elevator industry.



UDO AULL
Chief Executive Officer

At Wittur, we prioritize sustainability throughout our entire value chain - from sourcing to customer delivery - by fostering a culture of shared responsibility with all our stakeholders. Through active collaboration, we exchange best practices, share lessons learned, and promote continuous improvement across our network, encouraging a unified approach to sustainable development.

Our global manufacturing footprint enables us to work closely with both local and international customers, helping to minimize climate impact, promote circularity, uphold human rights, and optimize value chain efficiency from initial concept through to end-of-life.

Above all, Wittur places people at the center of our sustainability efforts, starting with our employees and extending to the communities in which we operate. We recognize the environmental and social impact of our operations, guided by a reinforced governance structure and sustainability goals that inform both our daily decision-making and long-term strategies.

While we are proud of our accomplishments, we recognize that sustainability is an ongoing journey. It is strongly embedded in one of our core values:

“Protecting people and the environment.” This principle shapes our collaborations across the entire value chain, ensuring that our actions support the well-being of individuals and the health of the planet.

As we look ahead, we remain committed to driving innovation and sustainability, ensuring that we not only lead in the elevator industry but also contribute to a more sustainable and equitable future for all.

Report Overview

Wittur has reported the information for the period of the 1st of January 2024 to the 31st of December 2024.

We are constantly elaborating and adapting our latest Sustainability Reporting acc. to GRI standard rev. 2021 towards future requirements such as CSRD (Corporate Sustainability Reporting Directive).

Standards and upcoming changes are intended to be reviewed annually.

This edition of the Global Sustainability Report includes a limited update, focusing only on mandatory and essential disclosures. While the report aligns with the Global Reporting Initiative (GRI) framework, a full update has not been conducted. Only specific sections have been revised to reflect the latest regulatory and compliance requirements.

For a comprehensive understanding of our sustainability performance, please refer to the previous full report alongside this update. This report is dated June 2025.

This report covers all 13 Wittur manufacturing plants in operation.

All the reporting principles were implemented to define content reported.

Reporting Principles for defining report content

- Inclusion of Stakeholders
- Sustainability Context
- Materiality
- Completeness
- Accuracy
- Balance
- Clarity
- Comparability
- Reliability
- Timelines



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Wittur at a Glance - Highlights

764 Mio Revenues 2024

1.

4647 employees (April 2025)

2.

6 test towers and testing labs

3.

13 production sites

4.

50+ covered countries

5.

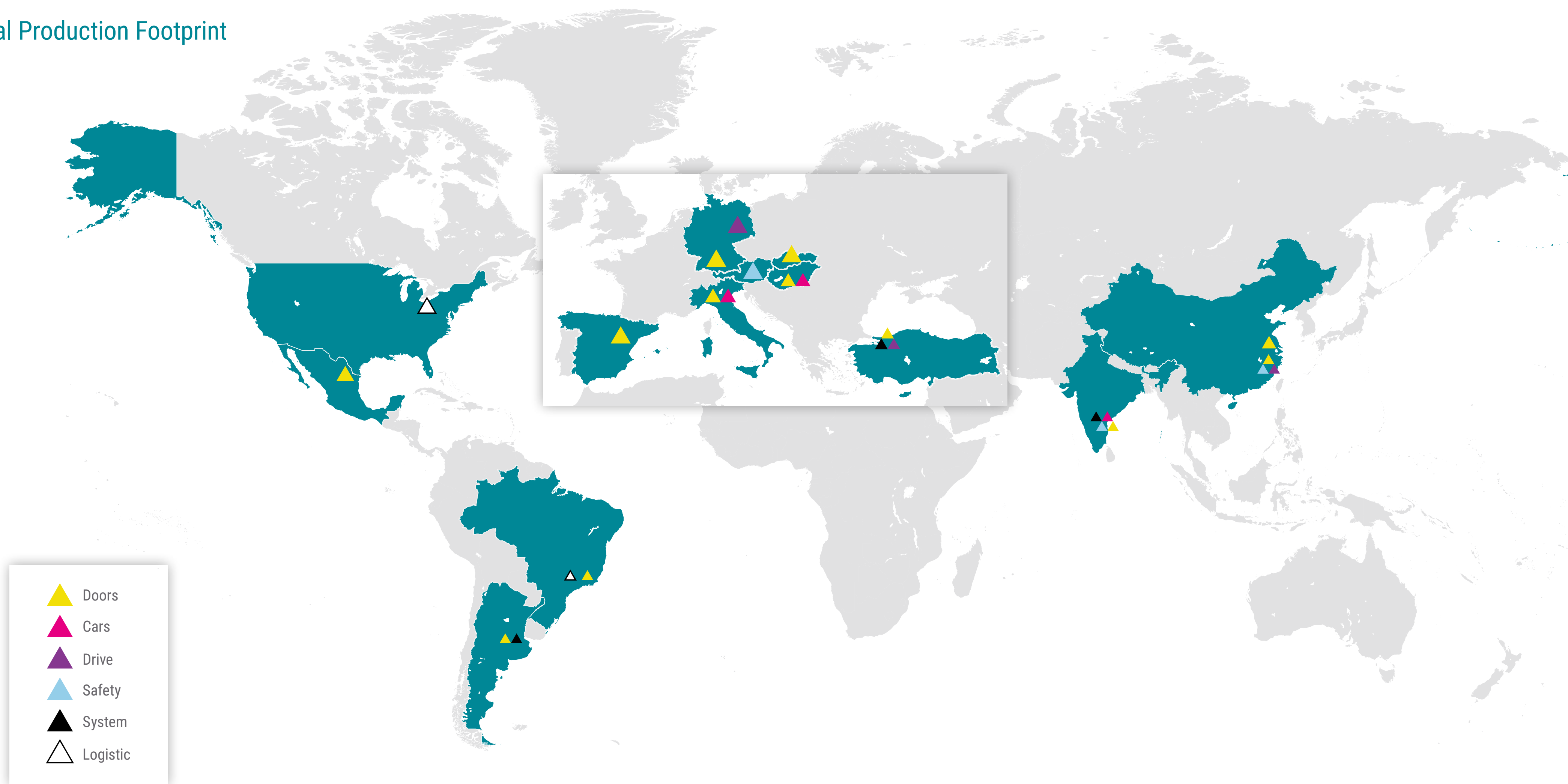
Description of the Organization

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. The Wittur portfolio offers a large range of components, constantly evolving towards ESG each 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, cars, digital tools and spare parts.

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 elevator cars. The Wittur group is indirectly owned by funds, clients and accounts managed and advised by KKR.

Where we are

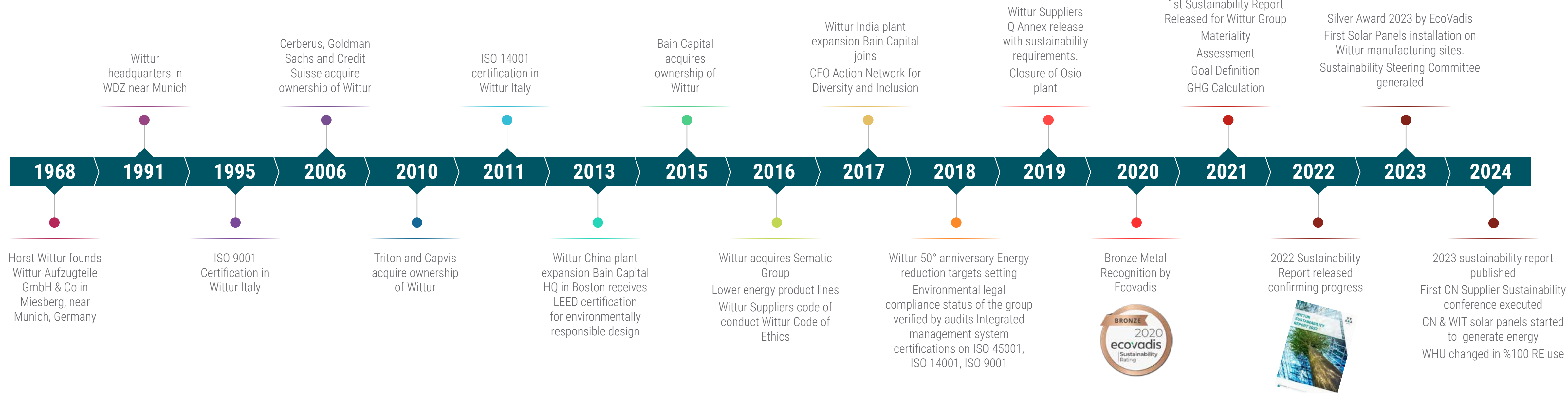
Global Production Footprint



Wittur: More than 50 Years of History

Founded by the late Horst Wittur in 1968, Wittur has evolved into a customer-focused manufacturer offering a broad array of elevator components.

Environmental and sustainability topics, which have long been a priority for Wittur, are now being managed in a more structured and strategic manner.



- ✓ GHG emissions reduction by 30% (CO₂ equivalent/year)
- ✓ Diversity equity and inclusion rate increase by 50%
- ✓ Waste reduction by 50%
- ✓ 2030 goals are presented on page 9 and here are the most relevant ones

10 years focus on ESG topics

Recognized for Excellence on ESG topics



Wittur Goals by 2030

Wittur has made notable progress across nearly all sustainability KPIs, with particularly strong improvements in employee awareness, renewable energy sourcing, and workplace safety. While a few areas still lag behind the 2030 targets, the overall trajectory is positive and demonstrates a committed and structured approach to ESG integration.

#	SDG	Wittur Goal	KPI	KPI Calculations	Act				Target by 2030	Improvement vs baseline
					2021	2022	2023	2024		
1		Eliminate workplace injuries by 75%	75% reduction from baseline year to 2030 on Incident rate (IR)	IR = (total number of reportable injuries x 200000) / total hours worked (%)	0.82	0.86	0.55	0.26	0.21	-68%
2		Improve Diversity rate by 50%	50% improvement from baseline year to 2030 on Gender Diversity	Total number of female/total number of employees (%)	0.16	0.18	0.19	0.2	0.24	25%
3		Increase annual sourcing of renewable electricity(RE) by 20%	20% improvement from baseline year to 2030 on RE use at group level	Renewable electricity use/total electricity use (%)	0	0.07	0.17	0.23	0.084	231%
4		Reduce absolute Scope 1 and 2 Green house Gas Emissions (GHG) emissions by 30%	30% reduction from baseline year to 2030 on GHG	All GHG emissions (tonCo ₂)/Total tons Steel purchased	Not comparable as less data available	Not comparable as less data available	1.39	1.29	0.97	-7%
5		Ecofriendly packaging in use 100%	Improve recycled plastic: Target instead of fully virgin material reach min 30% recycled plastic use at all facilities by 2030	Recyclable plastic tons/ Metal sheet tons in Wittur Packages (%)	0.013	0.014	0.014	0.014	0.03	8%
6		Increase Wittur employees awareness on sustainability	100% improvement from baseline year to 2030 on training hours related to Sustainability topic	Training hours / Employees (%)	No data available	0.48	0.83	1.98	0.96	313%
7		Waste reduction 50%	50% reduction from baseline year to 2030 on waste (municipal, hazardous, scrap metal, paper cardboard, electronic, plastic, glass)	Total waste tons/ Total steel tons (%)	14.5	17	16.9	18.9	7.25	30%
8		Sustain zero health and safety impact of Wittur Products	To have ZERO case reported with an injury/fatality of the travellers while using our products	Number of claims and/or recalls resulting in injury/fatalities	0	0	0	0	0	100%
9		Support development of local communities 100%	To have each plant with minimum 1 project completed with a collaborated local community annually	Cumulative # of social projects that are supporting local communities per year (#)	Not comparable as less data available	32	39	71	117	122%

Wittur Goals by 2030

The incident rate (IR) has decreased significantly from 0.82 in 2021 to 0.26 in 2024, showing a 68% improvement. This demonstrates strong progress toward the 75% reduction target by 2030. Gender diversity increased from 16% to 20% by 2024, a 25% improvement since 2021. Although positive, more efforts are needed to reach the 50% improvement target by 2030. Renewable electricity usage jumped from 0% in 2021 to 0.23 (23%) in 2024, a remarkable 231% increase, significantly surpassing the 20% improvement goal. GHG emissions have declined by 16% from 25,127 tons CO₂ to 21,214 tons CO₂ by 2024. Progress is steady, but additional measures are required to meet the 30% reduction by 2030. Recycled plastic usage in packaging has slightly increased from 1.3% to 1.4% and currently stands at 3%. This reflects only an 8% improvement, indicating significant work is needed to reach the 30% recycled plastic goal. Training hours per employee grew impressively by 313% (from 0.48 to 1.98 hours) between 2021 and 2024, highlighting a strong commitment to improving sustainability awareness. Waste relative to sheet metal tons increased from 14.5 to 18.9 tons, showing a 30% rise rather than reduction. This area requires urgent focus to achieve the 50% waste reduction target. No injuries or fatalities linked to Wittur products have been reported, maintaining a perfect record and fulfilling the zero-impact goal so far. Community projects increased from 4 in 2021 to 28 in 2024, a 124% increase. This demonstrates excellent progress in engaging and supporting local communities.

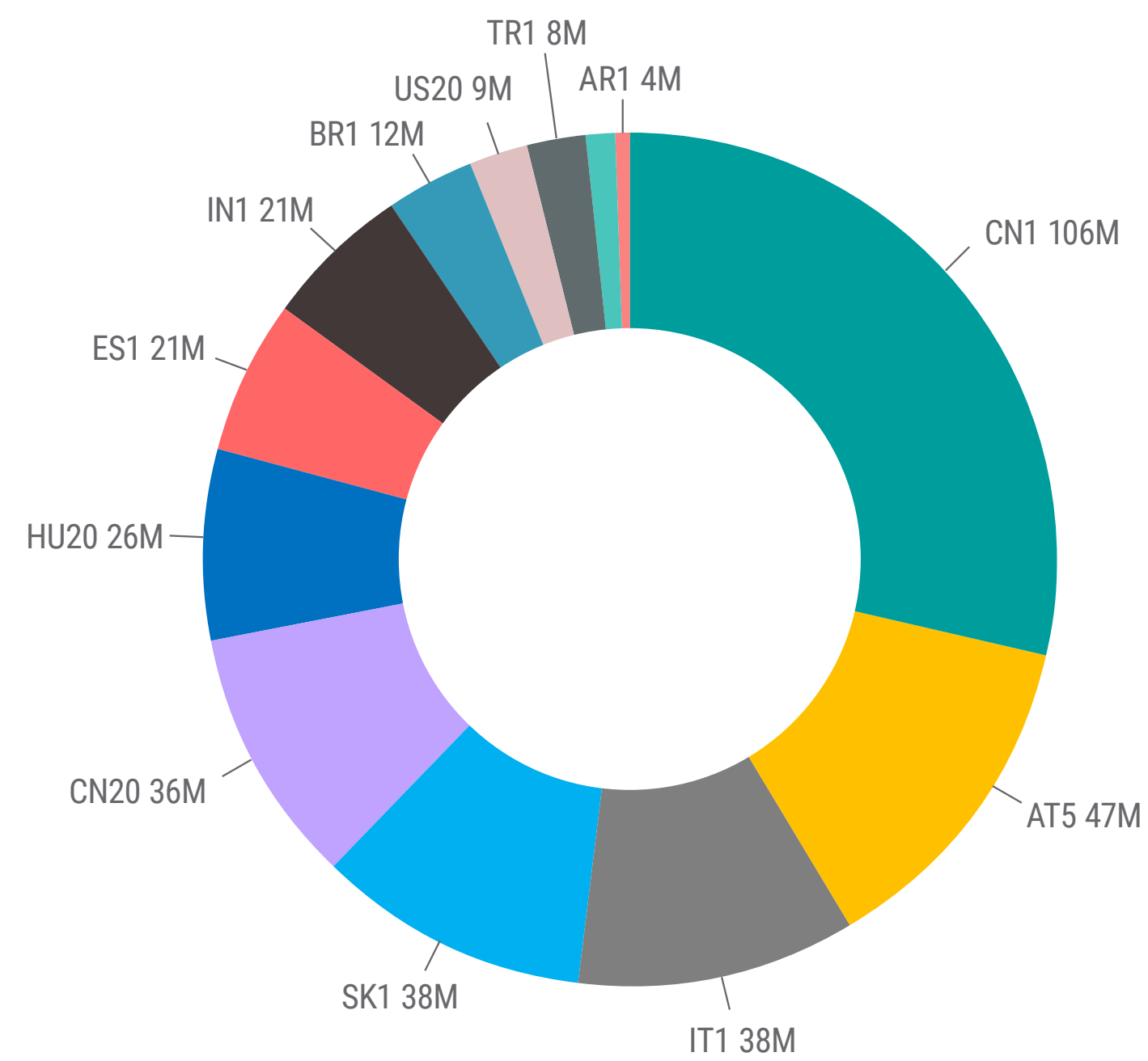
In conclusion; it is important to maintain the current momentum in key areas such as safety, employee training, community engagement, and renewable energy sourcing. At the same time, efforts to reduce greenhouse gas emissions and increase the use of eco-friendly packaging—particularly recycled plastic—should be accelerated, as these areas are at risk of not meeting the 2030 targets. Where progress is ahead of schedule, it will be beneficial to consider raising internal targets to sustain ambition and maintain stakeholder engagement.



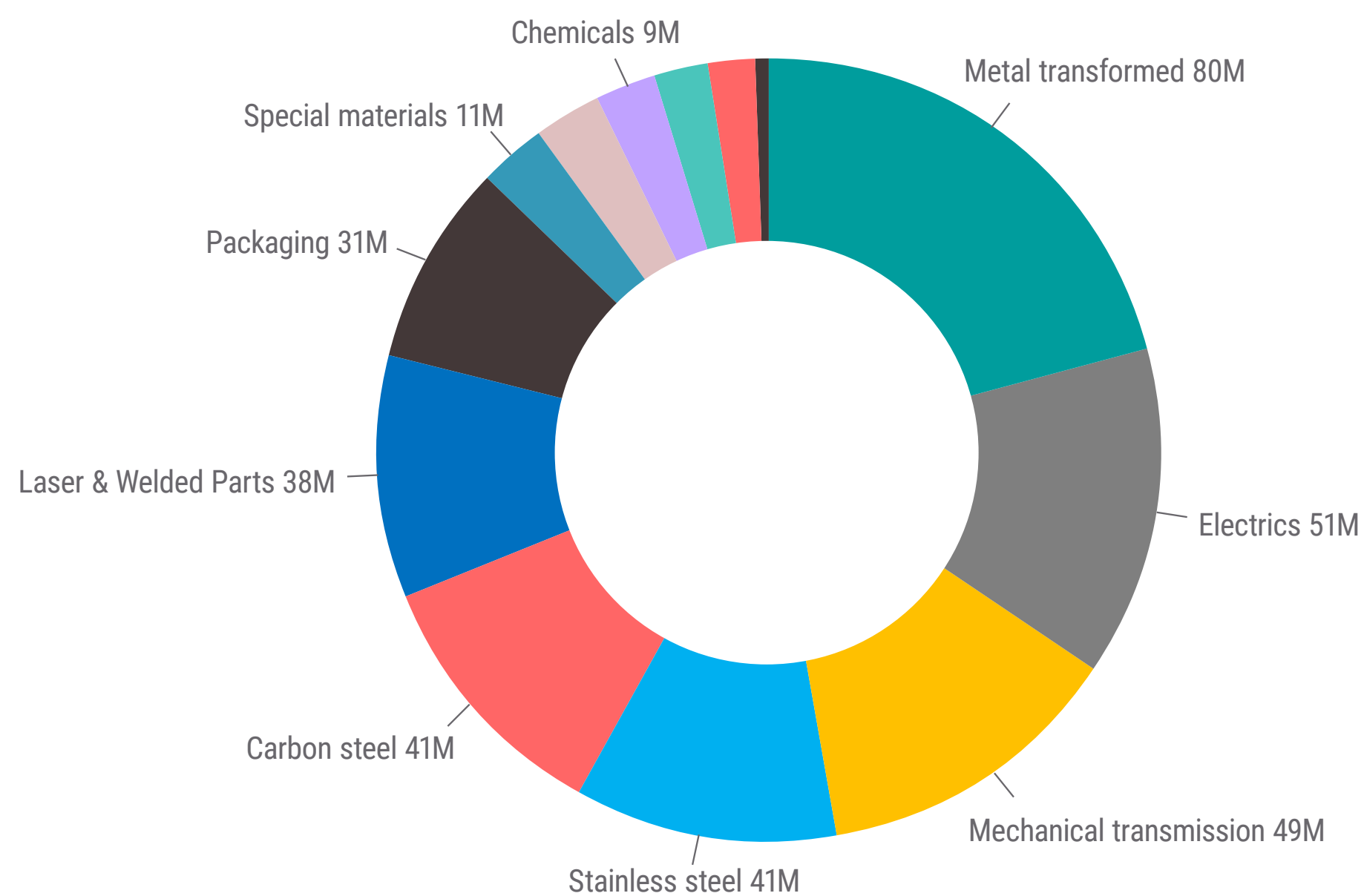
Supply Chain

Wittur's supply chain, encompassing its key components in relation to the organization's operations, primary brands, products, and services, is outlined below by Supplier Country and Commodity.

Direct Material: Percentage of 2024 Annual Purchase Value (APV) per Supplier Country



Direct Material: Percentage of 2024 Annual Purchase Value (APV) per Commodity Type



Key:

- AR1 WITTUR Argentina
- AT5 WITTUR Austria GmbH (former AT1)
- BR1 WITTUR Brazil
- CN1 WITTUR China
- ES1 WITTUR Spain
- IN1 WITTUR India
- IT1 WITTUR Italy
- SK1 WITTUR Slovakia
- TR1 WITTUR Turkey
- CN20 Sematic Changshu China
- HU20 Sematic Hungary KFT
- US20 Tyler Elevator Products LT

External Initiatives

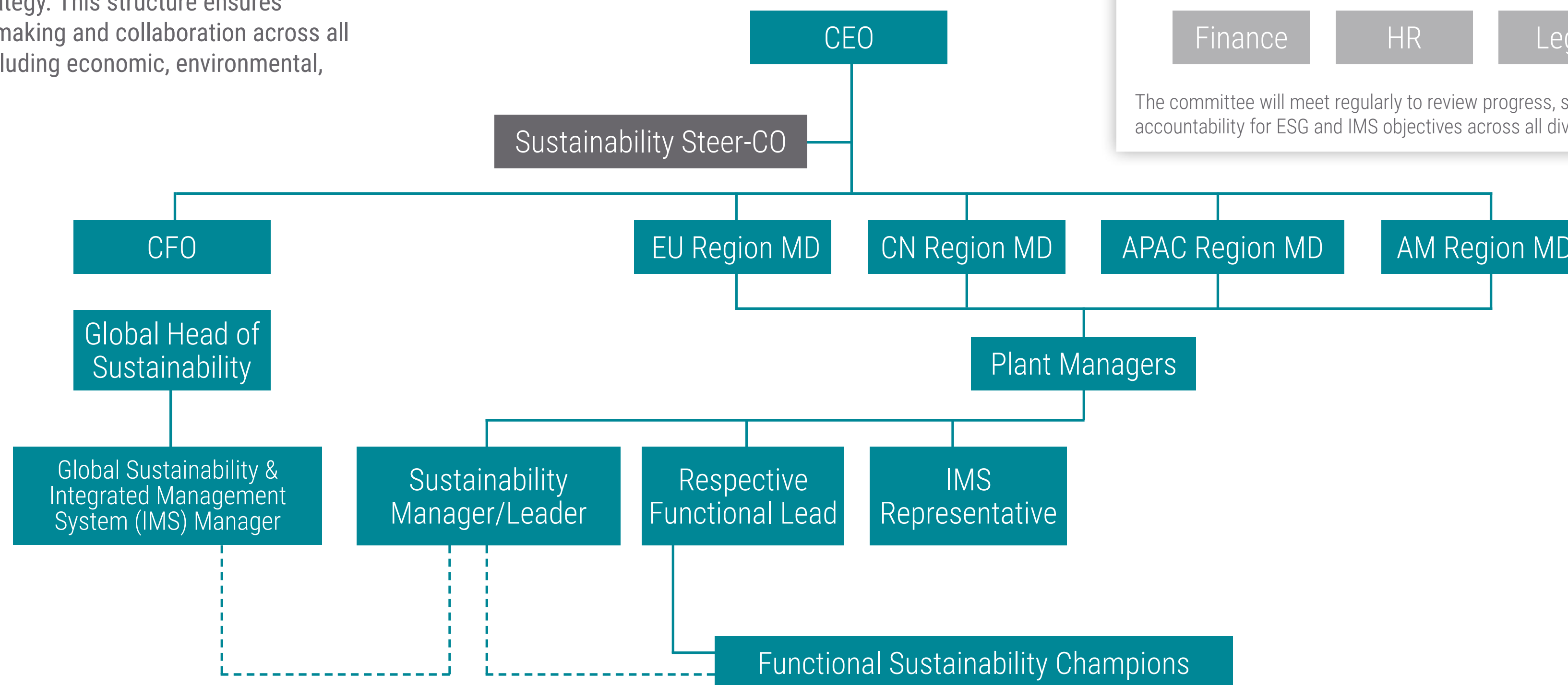
Wittur ensures compliance with relevant legal regulations on both national and international levels in all jurisdictions where its manufacturing facilities operate. While the company focuses on developing and enhancing structures that align with customer and industry needs, it also sets ambitious goals to engage in additional voluntary initiatives.

For the past four years, Wittur has been using the Ecovadis assessment to help manage ESG risks and compliance, achieve corporate sustainability objectives, and create a broader impact by improving the sustainability performance of both the company and its value chain.

Additionally, the Sustainability Steering Committee continuously evaluates new initiatives for adoption, including participation in the approved Science Based Target Initiative (SBTi), CDP, UN Global Compact within the upcoming years.

Governance

Our organization operates under a consolidated matrix governance structure that aligns our regional and functional teams with our global strategy. This structure ensures comprehensive decision-making and collaboration across all areas of our business, including economic, environmental, and social topics.



Sustainability Steer-CO

CEO (chair)/CFO (sponsor)/Region MD

Head of Sustainability - Wittur Group

EU	CN	APAC	AM
Finance	HR	Legal	IT

The committee will meet regularly to review progress, set priorities, and ensure accountability for ESG and IMS objectives across all divisions



Business Conduct & Compliance

Wittur Code of Conduct

At Wittur, we have implemented a Code of Conduct which is shared with everyone in the organization. The Code of Conduct is published on our Wittur website under the following link to make our commitment transparent: [Click here](#)

We expect everyone in our organization to follow the principles set out therein and to conduct our business with integrity and respect as well as in compliance with all applicable laws and internal rules and regulations.

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

Wittur Code of Conduct is accessible in all local languages of those countries where Wittur operates with own business units.

Download

Wittur Code of Conduct EN: [Click here](#)

Speak Up!

We encourage every employee as well as business partners, customers and other third parties to report concrete indications of possible rule violations within the Wittur Group: [Click here](#)

Our Values are publicly shared to express our commitment to them: [Click here](#)

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 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 Chief Compliance Officer is periodically reporting to the Management Board and to the Audit Committee.

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").

Anti-Corruption (ABAC)

Wittur Group avoids any interactions with business partners and their representatives 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. We do not offer or accept gifts or invitations to or from representatives of potential customers or business partners that could appear to influence their or our decisions in an improper way.

Wittur Group's ABAC 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 ensure 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 Tax 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.

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 Tax 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 Whistle-blower 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 Tax 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 and Head of Tax.



Environmental

Environmental Metrics Material use and Consumptions

Between 2023 and 2024, Wittur achieved meaningful reductions in both material usage and energy consumption, reflecting ongoing efforts to enhance environmental performance. Total steel usage decreased by 14%, while other manufacturing materials such as paint, aluminum, and other process materials each saw slight declines of approximately 1%. Packaging materials, including cardboard, plastics, and wooden pallets, also experienced modest reductions, contributing to an overall 0.25% decrease in total material consumption. Energy consumption trends were similarly positive, with natural gas and electricity. Significant reductions were observed in LPG consumption (-9%) and fuel consumption, which dropped sharply by 79% due to LPG fueled forklift usage elimination from sites. Water usage also improved, falling by 2%. However, these gains occurred alongside a 12% decrease in total EU revenue, suggesting a possible correlation between reduced production volumes and resource consumption. Overall, these results demonstrate Wittur’s commitment to sustainability while highlighting the importance of balancing growth and environmental responsibility.

Materials used (tons)	2023	2024	Variation by steel
Manufacturing			
Total steel	158,301.00	136,164.57	-14%
Paint (powder)	1,849.00	1,580.74	-1%
Aluminum	3,359.26	2,871.88	-1%
Other Process materials	284.33	243.08	-1%
Packaging			
Cardboard & Paper	3,502.78	2,994.58	-1%
Plastics	2,277.49	1,892.14	-3%
Wooden Pallet	52,558.27	44,932.79	-1%
Total materials used	222,132.21	190,679.85	-20%
Total revenue (EU)	864,000,000	764,000,000	-12%
Energy consumption			
	2023	2024	Variation by steel
Natural Gas Consumption (1000 sm3)	3841	3343	1%
Electricity Consumption (MWh)	30,789.50	27,054.93	2%
LPG Consumption (sm3)	210,746.32	165,043.00	-9%
Fuel Consumption (tons)	187.24	34.221	-79%
Water Consumption (m3)	124,603.33	105,149.63	-2%

Waste Generation and Significant Waste-Related Impacts

Between 2023 and 2024, Wittur achieved 79% decrease in municipal and food waste, a 42% reduction in hazardous waste, and substantial declines in paper and cardboard (-60%), plastic (-56%), electronic waste (-22%), and glass waste (-90%). However, wastewater volume increased by 40%, and scrap metal recycling decreased slightly by 1%. While these results reflect progress in some waste reduction efforts, however also highlighting areas, particularly wastewater management and waste intensity relative to production, where further improvements are needed to support sustainable operations.

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

	Waste (tons)	2023	2024	Variation by steel
Solid Waste				
Municipal and food waste		369.55	67.68	-79%
Hazardous waste		1180	588	-42%
Waste water		10,527.70	12,644.87	40%
Solid Waste for recycling				
Scrap metal		14,065	12,183	1%
Paper & cardboard		486.63	167.23	-60%
Electronical waste		14.00	9.40	-22%
Plastic		94.35	35.33	-56%
Glass		15.31	1.30	-90%
Total Waste		26,752.84	25,697.39	12%
Total waste /total steel		16.90%	18.87%	30%

CATEGORY 4

Emissions

Wittur takes a meticulous approach on accounting for greenhouse gas (GHG) emissions in its operations.

By considering CO₂, CH₄, N₂O, and HFCs in its GHG inventory calculations, Wittur demonstrates a comprehensive understanding of its environmental impacts.

Wittur’s adoption of the operational control approach for consolidation, encompassing 13 plants in 12 countries, reflects a commitment to transparency and accountability across its global operations.

From 2023 Wittur group has included all scopes and categories in its emissions report.

Moreover, conducting calculations in accordance with ISO 14064-1:2018 Standard and GHG Protocol confirms the company’s adherence to internationally recognized standards for greenhouse gas accounting.

In 2023 the first energy renewable system installation started in our Austrian plant and in 2024 Wittur Group is now able to report significant increase in renewable self produced energy in Europe and in China.

In 2024, Wittur continued to make progress in reducing absolute greenhouse gas (GHG) emissions across its value chain, despite expanding the scope and granularity of its reported categories over the years. Improvements were achieved in Scope 1 and Scope 2 emissions, driven by enhanced energy efficiency in direct operations and a reduced dependency on imported energy sources due to elimination of energy source use as LPG from several sites. Scope 3 emissions also demonstrated a decline,

particularly in areas such as transportation, employee commuting, and purchased goods and services as well as waste generated emissions in operations by 2024 also decreased due to eliminated landfill from various sites. These reductions reflect ongoing efforts to enhance data collection methods and establish more robust data sources. This work is being actively supported also by internal process owners and reinforced through targeted supply chain collaboration and the implementation of optimized logistics practices.

Although upstream emissions related to capital goods and raw materials remain the largest contributors, it is important to note that the data granularity for these categories is still being enhanced to improve reporting accuracy. Notably, total reported emissions have decreased year-over-year, despite the inclusion of additional reporting categories such as product use and visitor-related emissions.

This trend highlights Wittur’s strong commitment to comprehensive and transparent climate reporting, as well as its ability to decouple emissions from business growth—evidenced by the ongoing decline in emissions intensity per unit of revenue and per ton of steel produced.

GHG Protocol Scopes	ISO Categories	GHG EMISSIONS		REPORTING YEAR	
		2023	2024	2023	2024
Scope 1	Category 1	10,605.98	10,272.76	10,605.98	10,272.76
	Category 1 - Direct	10,605.98	10,272.76	10,605.98	10,272.76
	Direct Emissions	458.24	19.96	458.24	19.96
	Mobile Combustion	786.99	686.17	786.99	686.17
	Stationary Combustion	9,360.75	9,566.64	9,360.75	9,566.64

[View the full table](#)

*Wittur included new categories in the calculation year over year so the Grand total is not comparable. ref for the calculation: IPCC Fifth Assessment Report for Global Warming Potential (GWP) and emission factors from Defra and IPCC guidelines.



GHG Protocol Scopes	GHG EMISSIONS		REPORTING YEAR	
	ISO Categories	2023	2024	
Scope 1	Category 1	10,605.98	10,272.76	
	Category 1 - Direct	10,605.98	10,272.76	
	Direct Emissions	458.24	19.96	
	Mobile Combustion	786.99	686.17	
	Stationary Combustion	9,360.75	9,566.64	
Scope 2	Category 2	12,363.43	10,940.99	
	Category 2 - Indirect - Imported Energy	12,363.43	10,940.99	
	Electricity Consumption	12,363.43	10,940.99	
Scope 3	Category 3	59,264.32	19,982.48	
	Category 3 - Indirect - Transportation	59,264.32	19,982.48	
	Business Travel	1,281.46	1,419.08	
	Downstream Transportation and Distribution	22,646.50	8,520.23	
	Employee Commuting	9,030.26	2,193.96	
	Upstream Transportation and Distribution	26,306.09	7,846.24	
	Incoming Customers and Visitors	0.00	2.96	
	Category 4	135,359.28	133,475.94	
	Category 4 - Indirect - Used Products (Upstream)	135,359.28	133,475.94	
	Capital Goods	3,554.96	2,936.44	
	Purchased Goods and Services	131,362.92	130,399.61	
	Waste Generated in Operations	426.31	126.82	
	Water	15.08	13.06	
	Category 5	1,877.76	388.41	
	Category 5 - Indirect - Use of Products (Downstream)	1,877.76	388.41	
End-of-life Treatment of Sold Products	1,877.76	210.80		
Use of Sold Products	Not reported	177.61		
GHG emissions Grand Total (ton CO₂)		219,470.77	175,060.58	
All Green house Gas Categories /steel tons		1.39	1.29	
GHG/revenue(€)		0.025%	0.023%	

* Wittur included new categories in the calculation year over year so the Grand total is not comparable. ref for the calculation: IPCC Fifth Assessment Report for Global Warming Potential (GWP) and emission factors from Defra and IPCC guidelines.

Packaging Improvements

Wittur Packaging Strategy have been further developed in 2024, through the use of more eco-friendly, recycled and certified materials and by redesigning packaging for smart material & volume reduction.

Here's our main focus:

1. Returnable Packaging

Tew projects have been initiated in collaboration with our Customers in order to enhance Wittur Circular Economy by using Returnable Metal Packaging

1.

2. Plastic Packaging Reduction

Technology of our new Packaging Automation allows a Fast Packing Process with a thin stretching plastic film: before that, traditional manual fire-shrinking process was effective just with thick film

2.

3. Packaging Design Change & CO2 emission reduced thanks to Truck Loading Optimization

Technical Redesign is enabling both the transition from wood to cardboard packaging and a general package size reduction, improving Truck&Container Loading and related CO2 emission

3.

4. Increase the use of Recycled Plastic & Paper

Post-consume/recycled material is included in the recipe of our packaging items, combined with virgin material just where mechanical properties are required

4.

Wittur is undertaking multiple global-scale projects aimed at advancing Global Goals. These initiatives will persist into the future to ensure the attainment of Targets by 2030.





Social



Employees Information

These charts illustrate the distribution of our staff by contract type, categorized by gender and region. As depicted, our focus leans towards establishing enduring, stable employment opportunities.

	Total % 2023	Total % 2024
Female	19,27%	19,40%
Male	80,73%	80,60%
Total	100%	100%

	Total % 2023	Total % 2024
Permanent	96,49%	96,67%
Temporary	3,51%	3,33%
Total	100%	100%

	Female % 2023	Male % 2023	Female % 2024	Male % 2024
Permanent	94,56%	96,95%	94,76%	97,13%
Temporary	5,44%	3,05%	5,24%	2,87%

The temporary employees have undergone slight changes compared to the previous year. Within the female employees, above 94% are permanent, and within the male employees, almost 97% are permanent.





2023	Americas %	APAC %	China %	EMEA %
Permanent	8,38%	5,90%	27,30%	58,42%
Temporary	8,54%	0,00%	0,00%	91,46%
Total	8,38%	5,69%	26,35%	59,58%

2024	Americas %	APAC %	China %	EU & Eurasia %
Permanent	8,23%	6,55%	25,78%	59,44%
Temporary	6,25%	0,00%	0,00%	93,75%
Total	8,16%	6,34%	24,92%	60,58%

When considering regional distribution, most of our temporary staff is located in Europe & Eurasia (91,46%), being that the Region where we have our biggest population overall.

	2023 %	2024 %
Full time (FT)	96,24%	96,00%
Part time (FT)	3,76%	4,00%
Total	100%	100%

	2023 %	2024 %
Full time, Female	18,01%	18,04%
Part time, Female	51,70%	52,02%
Total	100%	100%

	2023 %	2024 %
Full time, Male	81,99%	81,96%
Part time, Male	48,30%	47,98%
Total	100%	100%

The majority of our staff is employed on a full-time basis. There is a trend towards fewer women working part-time and a corresponding increase in men, while simultaneously witnessing a rise in full-time employment among women and a decline among men.

All benefits offered are provided equally to full time and part time employees. For benefits that may be tied to weekly hours, such as summer or Christmas bonuses, they are always prorated accordingly.

New Employees Central

In the reported period Wittur hired new employees as shown in the following table.

By Gender	Nr. of new hires 2023-2024	Rate of new hires 2023-2024
Female	65	20,44%
Male	253	79,56%
Total	318	100%

By Age Group	Nr. of new hires 2023-2024	Rate of new hires 2023-2024
Under 30	120	37,74%
30-50 years old	174	54,72%
Over 50	24	7,55%
Total	318	100%

At Wittur, we uphold equal opportunity principles. We are committed to non-discrimination and proactively implemented measures to prevent discrimination in various aspects of employment, including recruitment, compensation, termination, promotions and other employment conditions. We pledge to treat all employees and job applicants fairly, regardless of race, colour, nationality, age, creed, disability, sexual orientation, gender identity or gender expression.

At Wittur, we maintain a zero-tolerance stance towards discrimination, harassment, child labour, forced labour, and human rights abuses within our own operations and those of our suppliers. This commitment is ensured through our Code of Conduct.

Labour and human rights represent fundamental values for Wittur. Every aspect of our operations is oriented towards upholding these principles:

- We adhere to legal working conditions;
- Foster ongoing social dialogue with our employees and
- Strictly prohibit child labour, forced labour, and human trafficking.

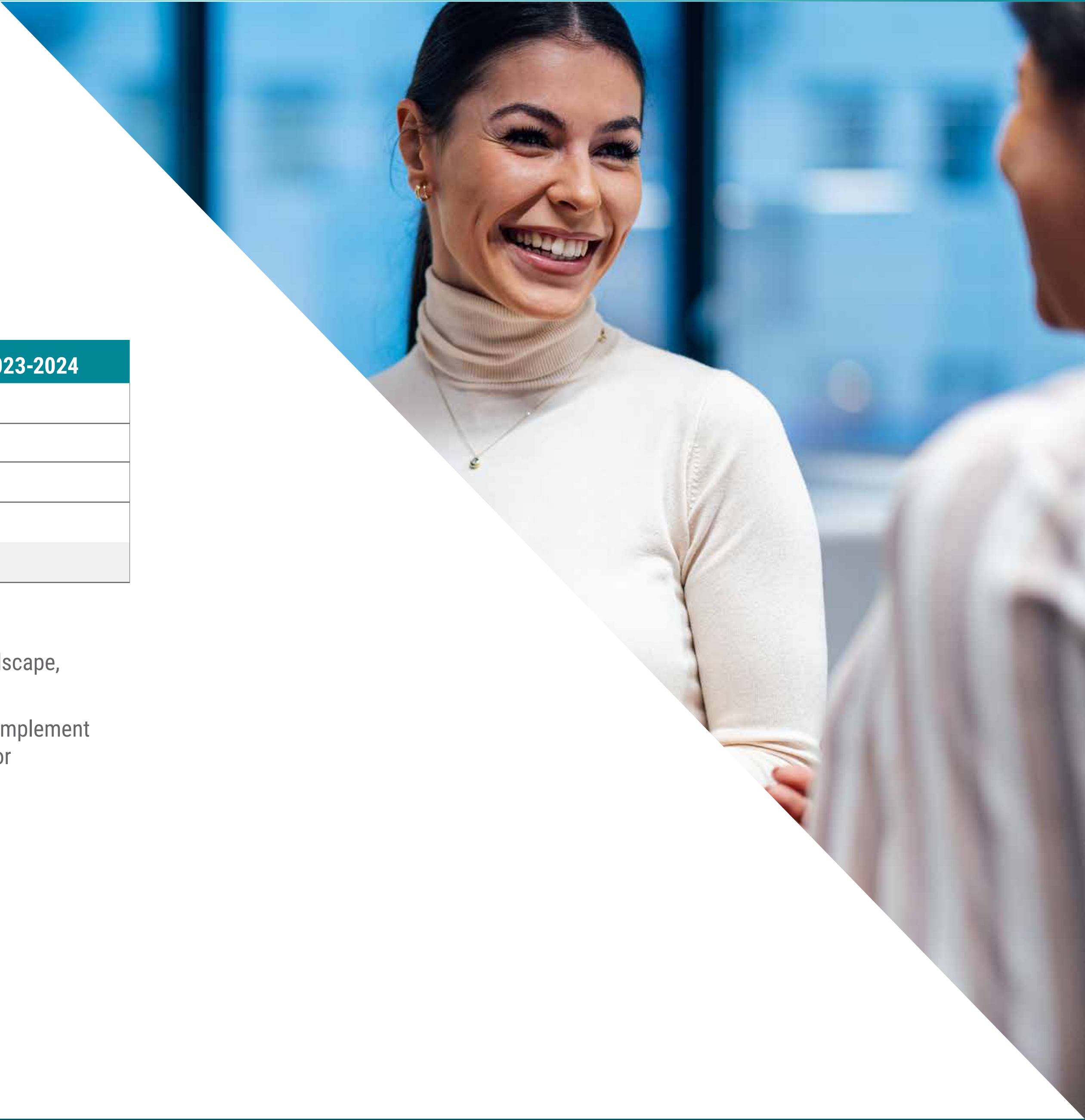
Our practices undergo regular audits to ensure compliance.

We undertake these actions to uphold our compliance standards, meet legal requirements, and fulfil our moral obligation to our employees. As a result, we have implemented systems, processes, and guidelines across our companies to actively pursue and adhere to labour and human rights standards. For instance, our Health, Safety & Environment Committee convenes regular meetings attended by key personnel such as the Operations Manager and Union Labour Representative to ensure workplace safety and foster open communication. Additionally, we utilize monitoring systems to track performance and progress on human rights issues within Wittur.

By Region	Nr. of new hires 2023-2024	Rate of new hires 2023-2024
Americas	55	17.30%
APAC	61	19.18%
China	24	7.55%
EMEA	178	55.97%
Total	318	100%

We recognize the necessity for some level of turnover, given our dynamic and rapidly evolving technical landscape, which demands the infusion of fresh skills and ideas.

Nevertheless, we place great value on retaining our core knowledge and talents. To foster engagement, we implement initiatives such as regular Engagement Surveys and Exit Interviews, allowing us to gain insights into areas for improvement in the Employee Experience.



Parental Leave

Here we present data regarding parental leave entitlement, usage, as well as our rates of return to work and retention following parental leave.

In the following table you can find:

- Total number of employees that were entitled to parental social policies
- Number of Employees that had a baby during the year
- Total number of employees that took parental leave
- Total number of employees that returned to work in the reporting period after maternity / paternity / parental leave
- Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work
- Return to work number of employees that took parental leave
- Retention numbers of employees that took parental leave

	2024	
	Men	Women
Total number of employees that were entitled to parental social policies	262	78
Number of Employees that had a baby during the year	84	33
Total number of employees that took parental leave	236	69
Total number of employees that returned to work in the reporting period after maternity / paternity / parental leave	131	34
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	112	30
Return to work number of employees that took parental leave	55.51%	49.28%
Retention numbers of employees that took parental leave	47.46%	43.48%

Occupational Health and Safety

At Wittur, the health and safety of our employees, contractors, visitors, and trainees is a foundational value. We are committed to maintaining the highest safety standards across all our facilities, ensuring that every individual on-site operates in a secure and protected environment.

2024 marked a significant milestone in our safety journey, with notable improvements in performance. Several manufacturing plants reported zero injuries throughout the year.

Our continued success in this critical area is underpinned by the implementation of the ISO 45001 Occupational Health and Safety Management System. Since 2018, Wittur has maintained global certification across all manufacturing sites and trading offices, with full coverage—no activity, workplace, or employee is excluded.

Health, Safety, and Environmental (HSE) management is led at the global level by our HSE Director, ensuring unified standards, strategic alignment, and effective deployment of safety initiatives worldwide. Each entity within Wittur also has dedicated HSE personnel, reinforcing our commitment at both local and global levels.

We closely monitor and report on key performance indicators such as incident rate and severity rate across all organizational levels. These metrics are critical in driving accountability and continuous improvement, reflecting our unwavering focus on creating a zero-harm workplace.

These KPI's are used comprehensively to measure safety performance, encompassing lost work days and other impacts on employee job functions.

Safety KPI's	2021	2022	2023	2024
Incident Rate (IR)	0.82	0.86	0,55	0,26
Severity Rate (SR)	89	14.29	14	6,52

In 2024, Wittur achieved a 53% improvement in both Incident Rate and severity rate compared to 2023. Additionally, there were zero major cases or fatalities involving all employees, including external contractors.

Wittur is firmly on track to achieve its ambitious 2030 objective: a 75% reduction in key safety performance indicators. This progress reflects the organization's strategic focus and consistent execution across all levels.

A cornerstone of our approach is rigorous incident tracking and transparent reporting. Through Wittur's Group Safety Alerting System, every case—including near misses and first-aid incidents—is reported and analyzed. This system not only ensures accountability but also enables knowledge sharing across the organization, allowing teams to understand root causes, assess risks, and implement effective mitigation measures. It fosters a culture of continuous improvement and proactive risk management.

To further accelerate progress, Wittur is driving several initiatives centered on Behaviour-Based Safety (BBS) and the implementation of our **Golden Safety Rules**. These programs are designed to embed safe practices deeply into daily operations and decision-making processes. The **Golden Safety Rules** serve as a universal standard across all sites, reinforcing consistent application of health and safety measures company-wide.

These targeted efforts, combined with a strong safety culture, are key to achieving our long-term safety vision.

Local Actions, Global Impact: Wittur's Sustainability Journey in 2024

At Wittur, we believe that local action creates a global impact. Sustainability is a shared mission embraced across all our locations globally.

Powering Operations with Clean Energy

Throughout the year, several Wittur locations took significant steps toward reducing the environmental footprint by implementing clean energy solutions. Wittur Austria set a strong example by installing sustainable energy systems, reaffirming our commitment to green power and long-term ecological responsibility. In Italy, the transition to renewable energy marked another key milestone. The team at Wittur Italy not only changed their energy source but also took part in "M'illumino di Meno," Italy's national day dedicated to energy saving and sustainable lifestyles. By participating in this initiative, employees reflected on their energy habits and joined a broader movement to promote more conscious living.

Inspiring the Next Generation

In **Wittur Hungary**, sustainability education took a creative turn. Employees' children were invited to answer the question: "**How do you see sustainability?**" Their responses came in the form of drawings and powerful messages.

These artistic expressions were displayed throughout the plant, offering a reminder of what's at stake and inspiring daily conversations among employees. Sometimes, a child's

perspective can powerfully reframe how we see our world and our duty to protect it.

Standing Together in Times of Crisis

In 2024, parts of Spain were impacted by **torrential rains and flooding**. In response, **Wittur Spain** rallied together, organizing a donation drive that gathered and delivered **eight large baskets of essential supplies**. These included boots, shovels, hygiene products, gloves, disinfectants, and more.

The supplies were delivered to **Larrode School in Catarroja**, a central institution supporting nearly 1,000 children as well as local families and small businesses. This act of solidarity reflects the heart of our company: caring for the communities where we live and work.

Growing Roots for the Future

To combat deforestation and encourage environmental stewardship, Wittur launched an inspiring, long-term initiative in 2024:

"No Wittur Employee Without a Tree."

The idea is simple yet powerful, every employee will plant at least one tree during their time at Wittur. This ongoing project not only contributes to reforestation but symbolizes the growth we nurture together, both personally and professionally.

Alongside our environmental goals, the safety and well-being of our employees remained a top priority in 2024. Wittur's commitment to ensure that every employee returns home safe is a central focus across all sites. **LIST OF THE PLANTS CELEBRATED ZERO INJURY**

Wittur Argentina

Wittur Mexico

Wittur Hungary

Wittur Dresden

Wittur Turkey

Wittur India

Wittur China (Changshu plant)

Training



At Wittur, we strategically leverage both global and local resources to efficiently identify and address all our training needs. This collaborative approach ensures that we meet the diverse skill development requirements across the organization.

Our global internal training programs are managed through the Wittur Academy, with a strong focus on product knowledge, process training, and key transversal skills such as Project Management, QRQC, and specialized product training. These programs are delivered through a combination of on-site sessions, online courses, and an e-learning platform, ensuring broad accessibility for all office employees.

To enhance our training management system, Wittur utilizes the SAP SuccessFactors Learning Management System. This tool allows us to continuously improve our training offerings, supporting talent development, ensuring business continuity, and helping to realize our overarching purpose: "Advancing the Elevator Industry."

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

Wittur Academy activity	2023	2024
Number of training actions	114	186
Total hours	9042	7426
Participants	1700	1443

Specific and dedicated ESG trainings have been given since 2022 and on going. Worth to remember that the " Sustainability Introduction" training mandatory for all Wittur white collars and the "Sustainable Development Goals" training and test for all HSE team members world wide completed in 2023 including the local deployment in every plant.

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



In 2023, the Wittur Academy developed new eLearning courses “Embrace Diversity, Unleash Uniqueness” to raise awareness and openness with our employees to build diverse teams and to allow the uniqueness of the teams to ensure advancement and innovation.

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

In 2023, Wittur initiated a new project “Wittur Academy 2.0”, which focuses on product training and aims at strengthening

industry expertise and knowledge. The project tries to design and deliver the product trainings to different targeted persons (new joiners, sales, engineers...), with different levels of basic, advanced and expert knowledge.

Additionally, we have mandatory training on Compliance, Anti-corruption, 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 “Lift Up Dialogue” between manager and employee are foreseen as a standard.



Diversity and Equal Opportunity

While the highly technical nature of many of our positions may limit the availability of candidates within the under-30 or female demographics, we recognize the importance of diversity in our workforce. Therefore, we proactively implement measures tailored to each country, culture, and region to enhance diversity within our organization.

Below, you'll find the breakdown of our staff by gender and age segments. The chart represents our Executive Management Team (EMT members) and the top management positions within our company, including Directors and Senior Managers.

In contrast to previous years, we have observed a declining trend in the representation of females in leadership positions within these groups. Examining the male demographic, there has been an increase in the proportion of men aged over 50, accompanied by a decrease in the percentage of men under 50.

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

Segments	EMT	Top Management 2023	Top Management 2024
Female	12,50%	19,27%	20,00%
30-50 years old	0,00%	15,36%	13,85%
over 50	12,50%	3,35%	6,15%
under 30	0,00%	0,56%	0,00%
Male	87,50%	80,73%	80,00%
30-50 years old	0,00%	54,19%	41,54%
over 50	87,50%	25,70%	38,46%
under 30	0,00%	0,84%	0,00%

The following chart illustrates the distribution of the remaining employees. There has been an overall increase in the representation of females, juxtaposed with a decrease in the proportion of males. Particularly notable is the decline observed within the male demographic under the age of 30.

Segments	2023	2024
Female	19,27%	19,40%
30-50 years old	12,44%	11,90%
over 50	3,33%	4,26%
under 30	3,50%	3,25%
Male	80,73%	80,60%
30-50 years old	51,35%	50,09%
over 50	14,68%	17,94%
under 30	14,70%	12,56%

Our stringent technical requirements for the majority of our positions lead us to primarily source talent from individuals aged 30 and above. Nevertheless, selected locations within Wittur have implemented Trainee and Apprentice Programs to foster the recruitment of young professionals who undergo internships at Wittur. This strategic initiative aids in diversifying our age demographic and enables the recruitment of promising young talent capable of acquiring a comprehensive understanding of our business operations from the ground up.

In 2023, we launched the Young Professional Network in Europe. Young Professional Network serves as a valuable resource for early-career professionals seeking to develop their skills, expand their network, and advance their careers in a supportive and collaborative environment.

Several of our locations have placed emphasis on identifying qualified female candidates for production roles. This has involved adapting facilities and workstations to accommodate ergonomic needs and collaborating with recruitment providers to develop tailored action plans. As a result of these initiatives, we have witnessed an increase in the representation of women in our production workforce. However, the journey towards diversity and inclusion at Wittur continues.

The strategic project Unique@Wittur, launched in 2022, aims at promoting diversity and inclusion on a global scale. This project encompasses 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.

In 2023, we launched a comprehensive training program focused on addressing unconscious bias within our organization. This initiative aims to foster greater awareness and understanding among our team members, empowering them to recognize and mitigate unconscious biases in their daily interactions.

By embracing diversity and inclusion, we strive to cultivate a more equitable and supportive workplace culture at Wittur.

At Wittur, we actively advocate for and uphold diversity in all its forms, affirming our commitment to being an equal opportunity employer. We assess applicants based on qualifications, irrespective of race, religion, national origin, gender, gender identity, sexual orientation, disability, or age.

We embrace an inclusive approach in our job descriptions and criteria for recruitment, internal mobility, promotions, and project assignments. Discrimination in any form is strictly prohibited within our organization.

Our Code of Conduct and Speak Up Policy, as detailed in the preceding section, serve as safeguards against potential discriminatory practices.

Throughout the reporting period, we have not encountered any incidents of discrimination.

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, 34% of our global employees are covered by Unions and Collective Agreements. In the sites where we have Collective Agreements, they cover 92% of our employees.



Closing





Conclusion

As we conclude this year's Sustainability Report, we reaffirm our strong commitment to creating long-term value for all stakeholders through responsible and sustainable practices. The progress presented in this report reflects both our achievements and the ongoing challenges we face in our journey toward a more sustainable future.

We view sustainability not as a destination, but as a continuous journey of improvement, innovation, and collaboration. While we are proud of the steps we've taken, we recognize there is still much to do. Guided by transparency and integrity, we will continue to embed environmental, social, and governance (ESG) principles into every aspect of our operations.

This report includes forward-looking statements based on the current expectations, known factors, decisions, and plans of WITTUR's management. While these expectations are considered reasonable, there can be no assurance they will prove accurate. Actual results may differ materially due to various factors, including changes in economic, market, and competitive conditions, regulatory developments, or government actions.

We extend our sincere thanks to our employees, partners, customers, investors, and communities for their continued trust and engagement. Together, we are working toward a future that is resilient, inclusive, and sustainable.

We look forward to sharing our continued progress with you in the years ahead.

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