



WITTUR

Wittur **Sustainability** Report 2025



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Introduction

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Year of 2025 marked another important step in Wittur’s sustainability journey, one defined by concrete actions, measurable progress, and a deepened commitment to operating responsibly across all dimensions of our business.

Environmental performance remained a central priority. We continued to reduce emissions across our manufacturing operations, expanded our portfolio of energy-efficient components, and advanced initiatives aimed at minimizing our resource footprint throughout the value chain. At the same time, we strengthened our social foundations, reinforcing health and safety standards, investing in our people, and upholding the ethical principles that underpin every business relationship we maintain.

**UDO AULL**

Chief Executive Officer

Governance has equally been a focus. Sound decision-making, transparency, and long-term thinking are the conditions under which sustainable business can truly thrive, and we have worked to embed these principles more deeply into how Wittur operates.

This report presents a transparent account of our ESG performance in 2025, the achievements, the ongoing challenges, and the commitments that will guide us in the years ahead. We recognize that sustainability demands continuous improvement, and we hold ourselves to that standard.

Wittur remains firmly committed to its role as a responsible actor in the elevator industry, contributing to a future that is cleaner, safer, and more equitable for all stakeholders.

”



Report Overview

This report covers all 13 Wittur manufacturing plants in operation. Materiality topics have been identified at a global scale and as they are consolidated, they also represent Wittur global priorities.

Wittur has reported the information in accordance with GRI standard rev.2021 towards future requirements such as CSRD (Corporate Sustainability Reporting Directive) for the period of the 1st of January 2025 to the 31st of December 2025.

Sustainability Reporting standards and upcoming changes are intended to be reviewed annually and we adopt our reporting approach accordingly. Wittur does not seek external assurance for 2025 reporting.

There are no omissions. It complies with all requirements listed in reporting principles. This report is dated August 2026.

Reporting Principles for defining report content

- Inclusion of Stakeholders
- Sustainability Context
- Materiality
- Completeness

Reporting Principles for defining report quality

- Accuracy
- Balance
- Clarity
- Comparability
- Completeness
- Sustainability context
- Timeliness
- Verifiability



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Global Head of Sustainability of Wittur

Wittur at a Glance - Highlights

752 Mio Revenues in 2025

1.

+4100 employees (as of December 2025)

2.

6 test towers and testing labs

3.

13 production sites

4.

50+ covered countries

5.

950+ patents ww, 200 unique inventions

6.

Description of the Organization

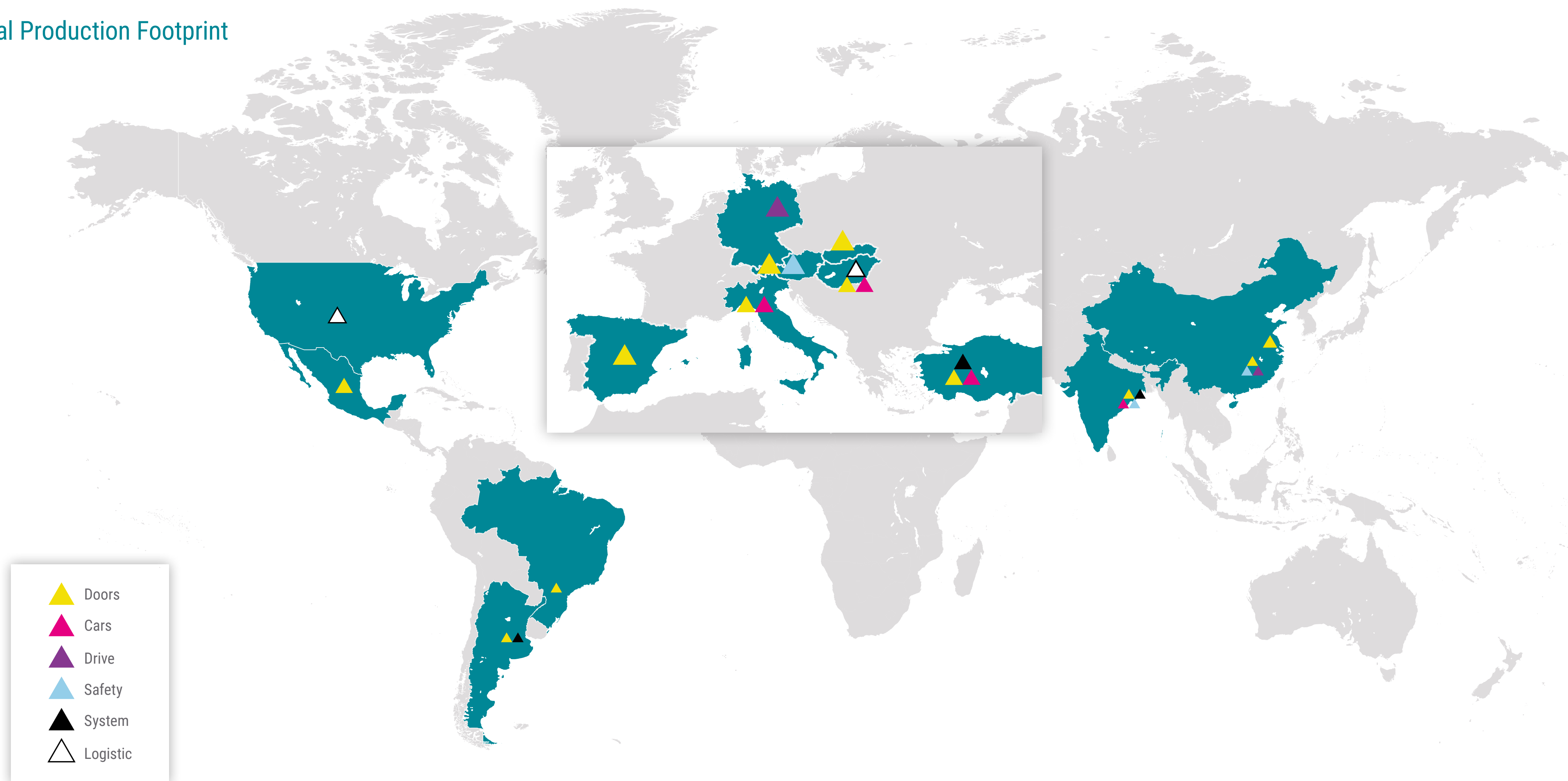
Founded in 1968, Wittur is one of the world's leading independent elevator components manufacturers with an extensive global manufacturing footprint, sales network and a broad range of products. The Wittur portfolio offers a large range of components, constantly evolving towards ESG each year. Components 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 headquarter is located in Germany and it is indirectly owned by funds, clients and accounts managed and advised by KKR.

RISE WITHOUT
LIMITS 

Where we are

Global Production Footprint





SHAPING THE FUTURE OF ELEVATOR SOLUTIONS

RISE WITHOUT
LIMITS

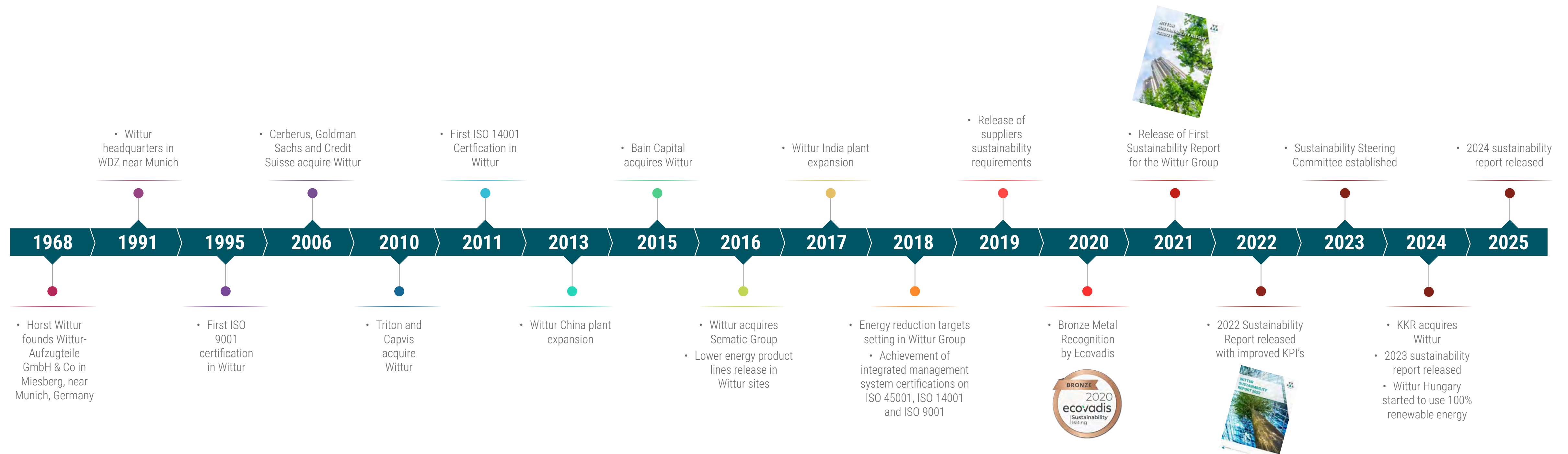
Our values



Wittur: More than 50 Years of History

Founded by 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.





Wittur Goals by 2030

#	SDG	Wittur Goals	Unit	Target by 2030	Years				
					2021	2022	2023	2024	2025
1		Reduce incident rate(IR) (IR: total number of reportable injuries x 200000)/total hours worked)	rate	0.21	0.82*	0.86	0.55	0.26	0.27
2		Increase employment of women in senior management	number	24	16*	18	19	20	21
3		Increase share of electricity consumption sourced by renewables	%	50	0*	7	17	23	34
4		Reduce plastic packaging usage **	plastic tons/metal processed	1	NA	NA	1.44*	1.39	0.33
5		Sustain ZERO landfill waste	tons	0	14.5*	17	16.9	18.9	0
6		Sustain ZERO case reported with an injury /fatality with Wittur elevators	case	0	0*	0	0	0	0
7		Increase share of recyclable components after end of life	%	30	NA	NA	8.73*	10.07	11.4
8		Reduce energy consumption of system products	kwh/year	494	NA	NA	NA	705*	655
9		Number of local social projects execution	project	120	4*	32	39	71	77
10		Reduce Greenhouse Gas (GHG) emissions per metal processed from baseline year (2023)	GHG tons/metal processed	0.97	NA	NA	1.39*	1.29	1.30
11		Increase engagement of direct suppliers with Supplier Code of Conduct	%	95					New KPI

* Baseline year of each goal shown in bold font

** Target to be revised for further improvement

Wittur's Progress Towards Goals for 2030

Wittur aims to reduce its employee incident rate to 0.21 by 2030.

The rate declined significantly from the 2021 baseline of 0.82 to 0.27 in 2025, although further improvement is required. Wittur also continues to meet its product-safety objective, with zero reported injuries or fatalities involving Wittur elevators throughout 2021–2025. About gender equality, Wittur aims to increase the number of women in senior management to 24 by 2030. This figure has risen steadily from 16 in 2021 to 21 in 2025, demonstrating continued progress towards more inclusive leadership.

Wittur targets sourcing 50% of its electricity from renewable sources by 2030.

The renewable electricity share increased from 0% in 2021 to 34% in 2025. Wittur also aims to reduce GHG emissions intensity from the 2023 baseline of 1.39 to 0.97 tCO₂e per tonne of metal processed. The 2025 result of 1.30 remains below the baseline but indicates that additional emission-reduction measures will be needed.

Wittur aims to reduce the annual energy consumption of its system products from the 2024 baseline of 705 kWh to 494 kWh per year by 2030.

Energy consumption decreased to 655 kWh in 2025, showing initial progress towards more energy-efficient product design.

Plastic packaging intensity reduced from 1.44 tonnes per tonne of metal processed in 2023 to 0.33 in 2025, already exceeding the current 2030 target of 1.0; consequently, this target is expected to be revised for further improvement. Wittur also achieved its zero-waste-to-landfill target in 2025, following 18.9 tonnes of landfill waste in 2024. In parallel, the share of recyclable components at the end of product life increased from 8.73% in 2023 to 11.4% in 2025, against a 2030 target of 30%. A new responsible-sourcing KPI has also been introduced, targeting engagement of 95% of direct suppliers through the Supplier Code of Conduct.

Additional to others mentioned previously, Wittur seeks to implement 120 local social projects by 2030. The cumulative number of projects increased substantially from four in 2021 to 77 in 2025, reflecting the company's growing contribution to local communities.

Overall, the results demonstrate strong progress in product safety, plastic reduction, landfill diversion, renewable electricity and community engagement, while further action is required to meet the 2030 targets for workplace safety, gender representation, GHG intensity, product energy efficiency and end-of-life recyclability.



Supply Chain

Wittur's supply chain volumes are driven by steel and metal stamping suppliers. Those materials are mainly from EMEA and China regions.

Spain with the higher spend locations while China is more locally driven by Chinese suppliers.

Globally Wittur keeps developing sustainable and responsible sourcing practices over the years. Suppliers are evaluated by the Wittur audit teams regarding sustainability requirements both at the commissioning phase and the PPAP (Production part approval process) phase.



External Initiatives

Wittur maintains full compliance with applicable legal requirements at both national and international levels across all jurisdictions in which its manufacturing sites operate. In parallel, the company continuously develops and strengthens its internal frameworks to better align with evolving customer expectations and industry requirements, while also setting ambitious targets to participate in voluntary sustainability initiatives.

Over the years, Wittur keeps reporting to the EcoVadis assessment as a key tool to manage ESG-related risks, ensure compliance, and advance its corporate sustainability objectives with the Bronze medal scoring and 61 percentile ecovadis score. This approach has also supported broader value creation by improving sustainability performance not only within the company but across its extended value chain.

In addition, the Sustainability Steering Committee actively reviews and evaluates new initiatives based on customer and market requests.

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, 36% of our global employees are covered by Unions and Collective Agreements.

In the sites where we have Collective Agreements, they cover 91% of our employees.

Membership of associations

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

Governance and Significant Changes

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.

Throughout 2025, Wittur closely monitored the evolving European sustainability regulatory landscape, ensuring continuous alignment with the latest developments related to the Corporate Sustainability Reporting Directive (CSRD), including the Omnibus proposals and the ongoing simplification of the European Sustainability Reporting Standards (ESRS). These activities were further supported by the systematic assessment of requirements arising from the EU Taxonomy and the Corporate Sustainability Due Diligence Directive (CSDDD), enabling the Group to proactively prepare for future compliance obligations and stakeholder expectations.

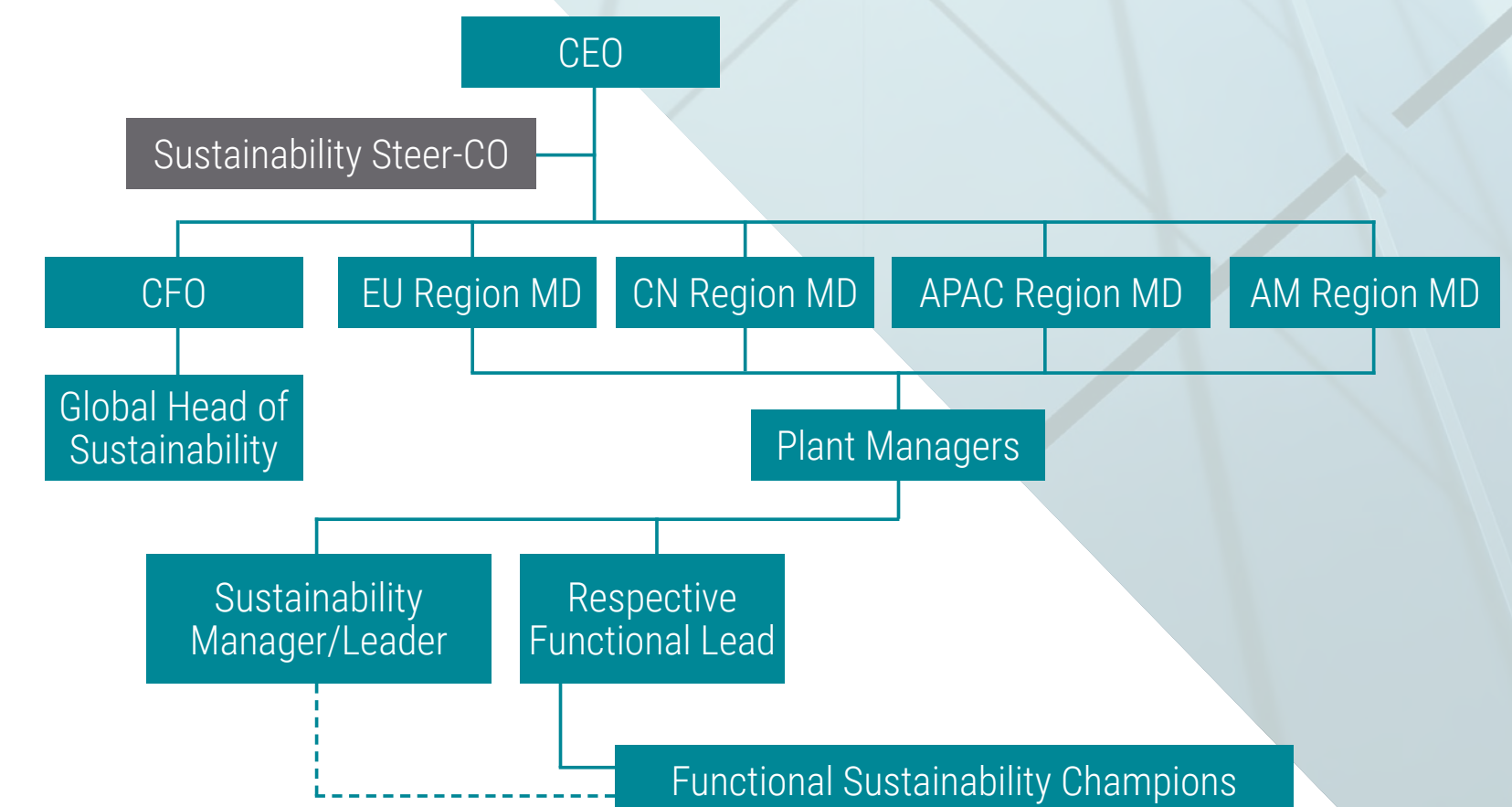
Wittur continues to communicate its progress to key stakeholders via the sustainability report published annually. Additional to the sustainability report we keep collecting feedback from stakeholders customers, employees, Suppliers and the board. All this information collected via different channels are monthly reported to Executive Management team (EMT) and Board meetings to improve our approach on ESG.

At the same time, Wittur continued to create value for its customers by advancing sustainability-focused initiatives across its operations and value chain. Life Cycle Assessment (LCA) analyses remained an important tool for evaluating the environmental impacts of products and supporting customers in their own sustainability journeys. The Group also strengthened its sustainable sourcing practices, working closely with suppliers to enhance transparency and environmental performance throughout the supply chain.

Lower emission steel solution developments are also under tracking in order to support Wittur's commitment to reduce the carbon footprint of its products. In parallel, Environmental Product Declaration (EPD) activities continued to expand, providing customers with verified and transparent environmental information and supporting the growing demand for sustainable products.

To ensure transparent communication of its sustainability performance and continuous improvement efforts, Wittur also maintained its participation in the EcoVadis assessment process throughout 2025, reinforcing its commitment to responsible business practices and sustainable value creation for all stakeholders.

Following the changes in 2024 within the Wittur organization in 2025 a new regional organization has been announced and several global roles have been decentralized. This new structure is aiming for more empowerment to the local organizations and better deployment of central decisions to local priorities have been successfully executed. There had been no significant change recorded in supply chain.





Business Conduct & Compliance

Wittur Code of Conduct

At Wittur, we have implemented a Code of Conduct which is shared with everyone in the organization.

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").

Main Policy and Current actions

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



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.

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 and the GlobE Information Return under the OECD Pillar Two framework (Global Minimum Taxation) are filed on level of the ultimate parent entity in Germany.



Environmental





Environmental Metrics

Material use and Consumptions

In 2025, Wittur continued to focus on improving resource efficiency while supporting business growth and maintaining high manufacturing standards based on the material topics defined as a result of double materiality assessment performed. Wittur defined material topics as climate change (mitigation & adaptation), energy, pollution, water, waste, resource inflow, health and safety (own and supplier), diversity, corporate culture. Wittur continue to report its KPI’s based on the materiality priorities.

Total material consumption increased to 186,966 tons, reflecting higher production volumes compared to 2024. Steel remained the primary raw material, accounting for the majority of material use, with consumption reaching 180,151 tons. The increase in steel, aluminum, paint, and other process materials was aligned with production requirements and customer demand across key markets.

At the same time, the Group achieved significant progress in reducing the use of packaging plastics. Plastic packaging consumption decreased by 73.5% compared with 2023 baseline. This achievement reflects ongoing initiatives to optimize packaging solutions, reduce material intensity, and promote more sustainable packaging practices throughout the value chain.

Alongside material management efforts, Wittur continued to improve the efficiency of its energy use. Natural gas consumption decreased from 3,841 thousand standard cubic meters in 2023 to 3,251 thousand standard cubic meters in 2025, while electricity consumption declined steadily to 26,745 MWh. These reductions were supported by targeted energy-efficiency projects implemented across production sites, including equipment upgrades, process optimization measures, and investments in renewable energy generation.

Water stewardship also remained an important focus area. Total water consumption decreased by approximately 23% compared to 2023, reaching 95,800 m³ in 2025.

This reduction demonstrates the effectiveness of initiatives aimed at improving water management practices, increasing operational efficiency, and minimizing environmental impact.

Overall, the 2025 results demonstrate Wittur’s commitment to decoupling resource consumption from operational growth through continuous improvement, responsible resource management, and investments in sustainable manufacturing practices. By enhancing material efficiency, reducing energy and water consumption, and minimizing packaging waste, the Group continued to create value for customers while supporting its long-term sustainability objectives.

Materials Used (tons)	2023	2024	2025
Manufacturing			
Total steel	158,301.00	136,164.57	180,151.00
Paint	1,849.00	1,580.74	2,091.38
Aluminum	3,359.26	2,871.88	3,799.61
Other process materials	284.33	243.08	321.60
Plastics used in packaging	2,277.49	1,892.14	602.00
Total Materials used	166,071.08	142,752.41	186,965.59
Total revenue(EU)	864,000,000.00	764,000,000.00	752,000,000.00
Energy consumption	2023	2024	2025
Natural Gas Consumption (1000 sm3)	3,841	3,343	3,251
Electricity Consumption (MWh)	30,789.50	27,054.93	26,745.39
LPG Consumption (sm3)	210,746.32	165,043.00	205,996.00
Fuel Consumption (tons)	187.24	34.22	60.67
Water Consumption (m3)	124,603.33	105,149.63	95,800.00

Waste Generation and Significant Waste-Related Impacts

Responsible waste management remains a key pillar of our environmental strategy, helping to reduce environmental impacts, improve resource efficiency, and support our circular economy objectives. Throughout 2025, we continued to focus on waste prevention, material recovery, and the responsible treatment of waste generated across our operations.

Total waste generation in 2025 amounted to 25,666.64 tonnes, remaining virtually unchanged compared to 2024 (25,660.18 tonnes). This stability demonstrates consistent operational performance while maintaining effective waste management controls across our manufacturing sites.

Scrap metal and wastewater continued to represent the largest waste streams, accounting for the majority of total waste generated. Scrap metal volumes increased to 13,656 tonnes compared to 12,183 tonnes in 2024, reflecting production activity levels and the continued recovery of valuable materials through recycling processes. Wastewater generation decreased by more than 1,500 tonnes year-on-year, from 12,644.87 tonnes to 11,084 tonnes, indicating improvements in water management practices and operational efficiency.

A particularly positive development was the continued reduction in hazardous waste. Hazardous waste generation declined from 588 tonnes in 2024 to 323 tonnes in 2025, representing a reduction of approximately 45%. This achievement highlights the effectiveness of ongoing initiatives aimed at process optimization, improved material handling, and the minimization of waste requiring specialized treatment.

In 2025 Wittur also started to track plastic consumption in packages which is 603 tons while recyclable plastic amount was 293 tons.

Electronic waste also continued its downward trend, decreasing from 9.4 tonnes in 2024 to 5.17 tonnes in 2025. This reduction reflects efforts to extend equipment lifecycles, improve maintenance practices, and maximize the utilization of existing assets before replacement.

Other waste streams, including municipal and food waste as well as paper and cardboard, increased compared to the previous year but remained below or close to historical levels observed in 2023. These fluctuations were primarily associated with operational activities, facility projects, and changes in site occupancy and consumption patterns.

Looking ahead, we remain committed to further strengthening waste reduction initiatives, increasing recycling and recovery rates, and identifying new opportunities to enhance resource efficiency across our operations. By continuously improving our waste management practices, we aim to support sustainable growth while minimizing our environmental footprint. 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 3 years independent experts on legal scope audits each Wittur site.

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

Waste	2023	2024	2025
Municipal and food waste	369.55	67.68	172.19
Hazardous waste	1,180	588	323
Waste water	10,527.70	12,644.87	11,084.00
Scrap metal	14,065	12,183	13,656
Paper & cardboard	486.63	167.23	426.28
Electronical waste	14	9.4	5.17
Total (tons)	26,642.88	25,660.18	25,666.64



Emissions

As part of our ongoing commitment to environmental stewardship and transparency, we track and report our greenhouse gas emissions in accordance with the Greenhouse Gas Protocol and ISO standards. Over the past three financial years spanning 2023 through 2025, our total carbon footprint has reflected both shifting operational demands and strategic procurement efforts. In 2025, our grand total emissions stood at 234,262.02 metric tons of carbon dioxide equivalent, which represents an increase from the 175,060.58 tons recorded in 2024. This change was driven primarily by production volume, supply chain adjustments and variations in upstream transportation. Crucially, however, our operational efficiency remained stable. Steel production volume is used as the intensity denominator due to its relevance as the primary material input. Our emissions-to-revenue ratio stood at 0.031% at the close of the 2025 fiscal period. 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.

GHG EMISSIONS		REPORTING YEAR		
GHG Protocol Scopes	ISO Categories	2023	2024	2025
Scope 1	Category 1	10,605.98	10,272.76	14,898.06
	Category 1 - Direct	10,605.98	10,272.76	14,898.06
	Direct Emissions	458.24	19.96	5.03
	Mobile Combustion	786.99	686.17	5,258.68
	Stationary Combustion	9,360.75	9,566.64	9,632.74
Scope 2	Category 2	12,363.43	10,940.99	9,452.56
	Category 2 - Indirect - Imported Energy	12,363.43	10,940.99	9,452.56
	Electricity Consumption	12,363.43	10,940.99	9,452.56
Scope 3	Category 3	59,264.32	19,982.48	75,511.86
	Category 3 - Indirect - Transportation	59,264.32	19,982.48	75,511.86
	Business Travel	1,281.46	1,419.08	636.24
	Downstream Transportation and	22,646.50	8,520.23	13,035.49
	Employee Commuting	9,030.26	2,193.965	8,745.333
	Upstream Transportation and	26,306.09	7,016.50	42,084.35

[View the full table](#)

* Ref for the calculation: IPCC Sixth Assessment Report for Global Warming Potential (GWP) and emission factors from Defra and IPCC guidelines. Scope 3 boundary expanded in 2025. Year-on-year total emissions are not directly comparable.



GHG EMISSIONS			REPORTING YEAR		
GHG Protocol Scopes	ISO Categories	2023	2024	2025	
Scope 1	Category 1	10,605.98	10,272.76	14,898.06	
	Category 1 - Direct	10,605.98	10,272.76	14,898.06	
	Direct Emissions	458.24	19.96	5.03	
	Mobile Combustion	786.99	686.17	5,258.68	
	Stationary Combustion	9,360.75	9,566.64	9,632.74	
Scope 2	Category 2	12,363.43	10,940.99	9,452.56	
	Category 2 - Indirect - Imported Energy	12,363.43	10,940.99	9,452.56	
	Electricity Consumption	12,363.43	10,940.99	9,452.56	
Scope 3	Category 3	59,264.32	19,982.48	75,511.86	
	Category 3 - Indirect - Transportation	59,264.32	19,982.48	75,511.86	
	Business Travel	1,281.46	1,419.08	636.24	
	Downstream Transportation and Distribution	22,646.50	8,520.23	13,035.49	
	Employee Commuting	9,030.26	2,193.965	8,745.333	
	Upstream Transportation and Distribution	26,306.09	7,846.24	53,092.38	
	Category 4	135,359.28	133,475.94	134,391.91	
	Category 4 - Indirect - Used Products (Upstream)	135,359.28	133,475.94	134,391.91	
	Capital Goods	3,554.96	2,936.44	1,502.00	
	Purchased Goods and Services	131,362.92	130,399.61	116,501.05	
	Waste Generated in Operations	426.31	126.82	131.00	
	Water	15.08	13.06	197.77	
	Category 5	1,877.76	388.41	337.78	
	Category 5 - Indirect - Use of Products (Downstream)	1,877.76	388.41	337.78	
	End-of-life Treatment of Sold Products	1,877.76	210.80	20.29	
	Use of Sold Products	Not reported	177.61	317.49	
	Purchased renewable electricity	Not reported	Not reported	-330.14	
	GHG emissions Grand Total	219,470.77	175,060.58	234,262.02	
	full categories GHG/tons/steel	1.39	1.29	1.30	
	GHG/revenue(€)	0.025%	0.023%	0.031%	

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

Packaging Improvements

Wittur is undertaking many actions in Packaging sector with the aim to meet European Packaging and Packaging Waste Regulation (PPWR), with full applicability by 2030.

Wittur Packaging Improvement with examples:

1. Recyclable Packaging Material

We are updating our packaging solutions in order to minimize the use of unrecyclable material

Example: Cabins packaging in WHU (Wittur Hungary): polyurethane bags totally removed and substituted by cardboard + recycled bubble foil

2. Metal to Cardboard Boxes

Traditional metal crates are being changed to cardboard boxes in containers from China to Europe in top layers (no material loaded on top)

Example: A.EVO Accessory Boxes from China to WSK (Wittur Slovakia)

3. Packaging Design Change & CO2 emission reduced Loading Optimization

Technical Redesign enables package size reduction, Improving Container Loading and decreasing CO2 emission

Example: vertical to horizontal LD packaging from WIT (Wittur Italy)

4. Increase the use of Recycled Plastic & Paper

Post-consume & recycled material are more and more included in the recipe of our packaging items, according to new European PPWR

Example: green recycled bubble foil in use



Creating Value in the Sustainability Journey to our Customers

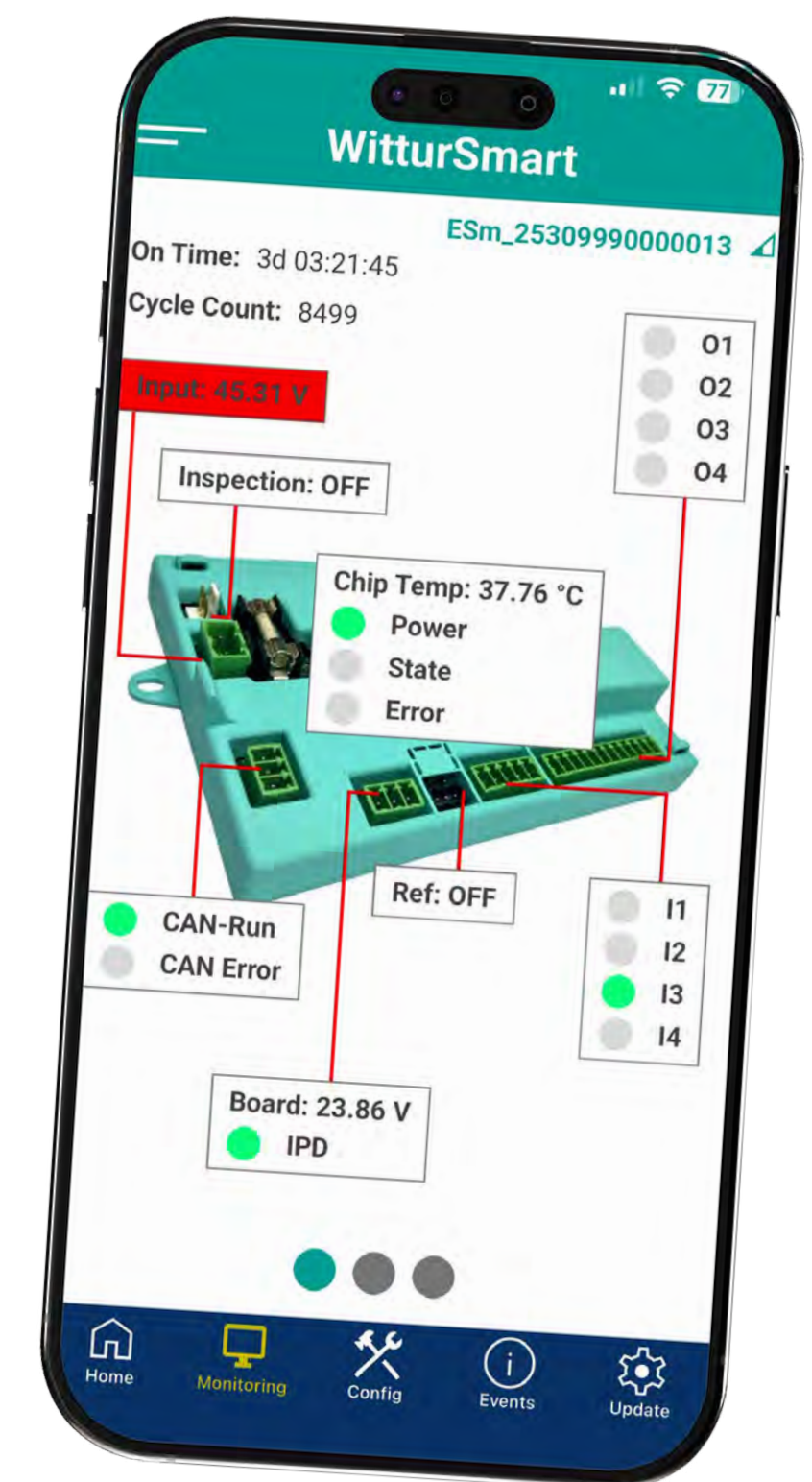
ECOx

The ECOx Smart Drive is Wittur's next-generation electronic platform for elevator door systems, developed to enhance operational efficiency, reliability and digital integration. It enables full configuration, monitoring and diagnostics via a wireless mobile application, eliminating the need for additional hardware tools and simplifying on-site activities.

The platform contributes to improve resource efficiency by minimizing physical components (e.g. wiring, switches and external tools) and enabling remote diagnostics, which can reduce maintenance-related travel and downtime. In addition, its standardized platform design, compatible with multiple configurations, allows for optimized inventory management and supports product reuse across different applications, contributing to a more efficient use of materials and extended product lifecycle.

The solution also incorporates an optimized motor design requiring a lower amount of critical raw material compared to previous generations, contributing to reduce supply risks and environmental impact.

Overall, the ECOx Smart Drive reflects Wittur's commitment to integrating digital innovation with responsible resource management, supporting more efficient and sustainable elevator operations.



Creating Value in the Sustainability Journey to our Customers

Matchdoor®

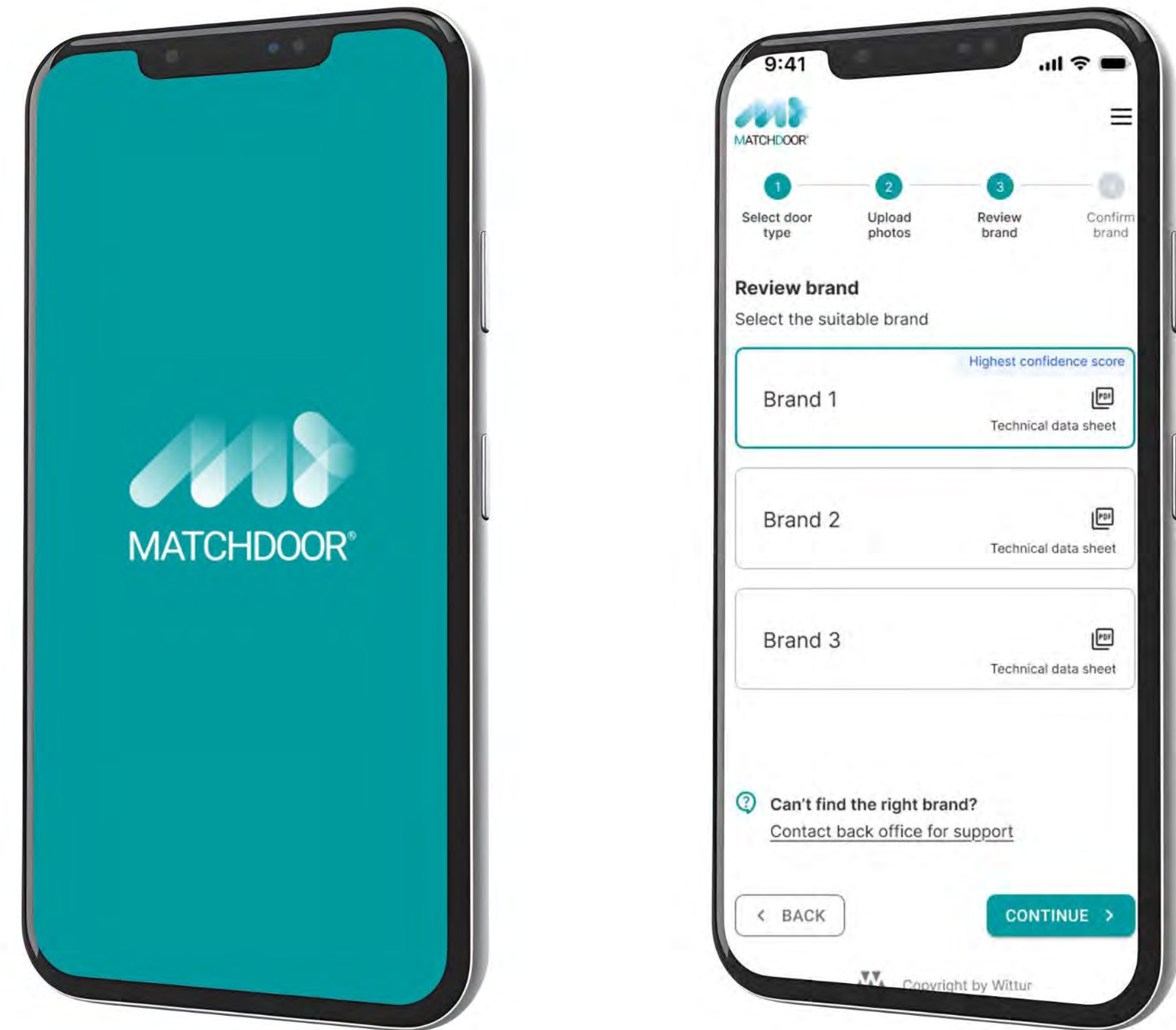
MatchDoor® is Wittur's AI-based digital tool designed to support the identification and modernization of existing elevator door systems. By enabling the automated recognition of door type through image analysis, it simplifies and accelerates the selection of suitable modernization solutions.

The solution contributes to a more efficient modernization process by reducing the time required to identify existing components and minimizing errors in product matching, supporting faster and more accurate decision-making.

From a sustainability perspective, MatchDoor® supports the optimization of maintenance and modernization activities by enabling targeted interventions on existing installations. This approach helps extend the useful life of elevator systems and avoids unnecessary full replacements, keeping in the place the parts that are still in good conditions.

The fully digital workflow, based on remote image recognition and guided recommendations, also contributes to reducing manual processes and the need for repeated on-site inspections.

Overall, MatchDoor® reflects Wittur's approach to digitalization as an enabler of more efficient and sustainable service processes by facilitating modernization strategies.



Creating Value in the Sustainability Journey to our Customers

Modernization Kits (i.e. MOGEN®, MODSX and MODSMART®)

Elevators' installed base is aging and Wittur is supplying integrated modernization solutions for upgrading the most diffuse existing elevator systems on the market. Our modernization kits are designed to improve performance, reliability and installation efficiency while extending the useful life of existing installations.

By enabling the modernization of installed equipment without requiring major structural modifications, the solution supports a more sustainable use of existing assets, helping to avoid full system replacement and reducing material consumption and waste generation over the lifecycle of the installation.

The system combines a high-efficiency gearless machine with an optimized traction system, contributing to stable and reliable long-term operation while minimizing downtime and maintenance needs.

In addition, the kit is designed for fast and simplified installation, including solutions that allow the reuse of existing structural elements (e.g. maintaining the original bedplate and avoiding additional drilling), further limiting the use of materials and on-site activities.

The use of high-performance components, such as PU-coated ropes designed to reduce wear over time, contributes to extended component lifespan and lower maintenance-related resource consumption.

Overall, Wittur Modernization Kits contribute to a resource-efficient modernization approach, supporting circularity principles by upgrading existing systems and reducing the need for new materials.



Creating Value in Sustainability Journey to Customers

Wittur is proud to share an important milestone in Group sustainability journey: our **Complete Systems** have successfully passed the assessment process of **Bygghvarubedömningen (BVB)** and are now officially recognized as a **Green Product in Sweden's** national environmental database.

This recognition represents much more than a formal approval. It reflects the consistent work of our teams to ensure that our products meet high environmental standards and support our customers in achieving their own sustainability goals. By complying with the strict evaluation criteria of the Swedish market, we further strengthen Wittur's position as a responsible and forward-looking partner.

The BVB assessment followed the release of our new Environmental Product Declaration (EPD) for the Complete Systems product family. The EPD provides transparent, verified data on the environmental performance of our products throughout their life cycle. With sustainability requirements becoming increasingly demanding across global markets, this level of transparency is essential. It enables our customers to make informed decisions and simplifies compliance with green building standards and procurement guidelines.

As **Protecting people and the environment** is one of Wittur's seven core values, it is not just a statement; it is a commitment we live every day. From product development and sourcing to manufacturing and customer support, we continuously work to reduce environmental impact, improve resource efficiency, and ensure safe, sustainable solutions for the communities we serve.

The Green Product recognition in Sweden demonstrates how our strategic focus on sustainability translates into tangible results. It also reinforces our dedication to transparent environmental reporting and responsible innovation. The EPD documentation is available and can be shared with customers upon request, further supporting them in markets where environmental documentation is a key requirement.

Wittur Complete Systems Recognized as a Green Product in Sweden





Energy Improvements

Improving energy efficiency remained a key priority for Wittur throughout 2025 as part of its commitment to reducing environmental impacts, lowering operational costs, and supporting the transition to a more sustainable manufacturing footprint. Across several locations, targeted investments and improvement projects were implemented to optimize energy consumption, increase the use of cleaner technologies, and enhance energy management practices.

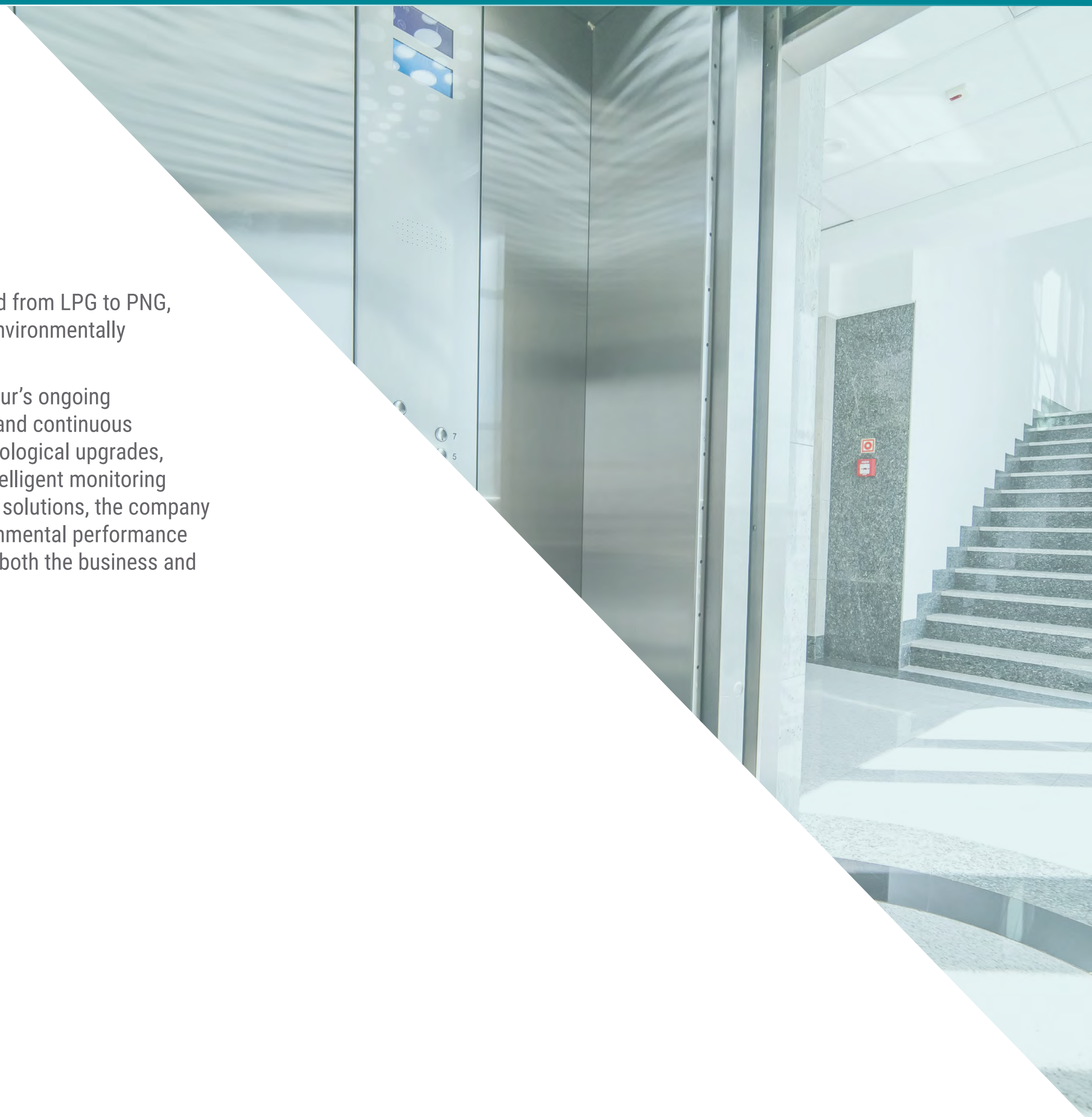
Energy efficiency initiatives focused on upgrading facility infrastructure through the completion of an external lighting replacement projects, converting conventional lighting systems to energy-efficient LED technology. In addition, motion and occupancy sensors were installed to further reduce unnecessary electricity consumption.

Significant progress was achieved through the commissioning of a photovoltaic systems, increasing the share of renewable energy in operations. Further efficiency gains were realized through the installation of a fiber laser machine with lower energy consumption and the optimization of heating processes by reducing gas heating temperatures in the spray dip coating area.

Also the company continued to support sustainable mobility by installing four charging points for electric vehicles. In parallel, diesel-powered company vehicles were replaced with hybrid alternatives where possible, contributing to lower fuel consumption and reduced greenhouse gas emissions.

The facilities with LPG transitioned from LPG to PNG, resulting in a more efficient and environmentally favorable energy source.

These initiatives demonstrate Wittur's ongoing commitment to energy efficiency and continuous improvement. By combining technological upgrades, renewable energy investments, intelligent monitoring systems, and sustainable mobility solutions, the company continues to strengthen its environmental performance while creating long-term value for both the business and its stakeholders.





Social

Employees Details

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 % 2024		Total % 2025
Female	19,40%	18,45%
Male	80,60%	81,55%
Total	100%	100%

Total % 2024		Total % 2025
Permanent	96,67%	97,04%
Temporary	3,33%	2,96%
Total	100%	100%

Contract type by gender

	Female % 2024	Male % 2024	Female % 2025	Male % 2025
Permanent	94,76%	97,13%	95,09%	97,49%
Temporary	5,24%	2,87%	4,91%	2,51%

The temporary employee share has continued to decline slightly compared to the previous year. Within the female employees, over 95% are permanent, while among male employees, nearly 97.5% hold permanent contracts, reflecting our ongoing commitment to stable employment.





Contract type by region

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%

2025	Americas %	APAC %	China %	EU & Eurasia %
Permanent	9,18%	6,85%	28,41%	55,55%
Temporary	8,06%	0,00%	3,23%	88,71%
Total	9,15%	6,65%	27,67%	56,53%

When considering regional distribution, most of our temporary staff continues to be located in Europe & Eurasia (88.71%), which remains the region with our largest overall employee population.

Working hours by gender

	2024 %	2025 %
Full time (FT)	96,00%	96,00%
Part time (FT)	4,00%	4,00%
Total	100%	100%

	2024 %	2025 %
Full time, Female	18,04%	17,20%
Part time, Female	52,02%	48,21%
Total	19,40%	18,45%

	2024 %	2025 %
Full time, Male	81,96%	82,80%
Part time, Male	47,98%	51,79%
Total	80,60%	81,55%

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

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

By Gender	Nr. of new hires 2024-2025	Rate of new hires 2024-2025
Female	68	15,14%
Male	381	84,86%
Total	449	100%

By Age Group	Nr. of new hires 2024-2025	Rate of new hires 2024-2025
Under 30	158	35,19%
30-50 years old	271	60,36%
Over 50	20	4,45%
Total	449	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
- Strictly prohibit child labour, forced labour, and human trafficking.

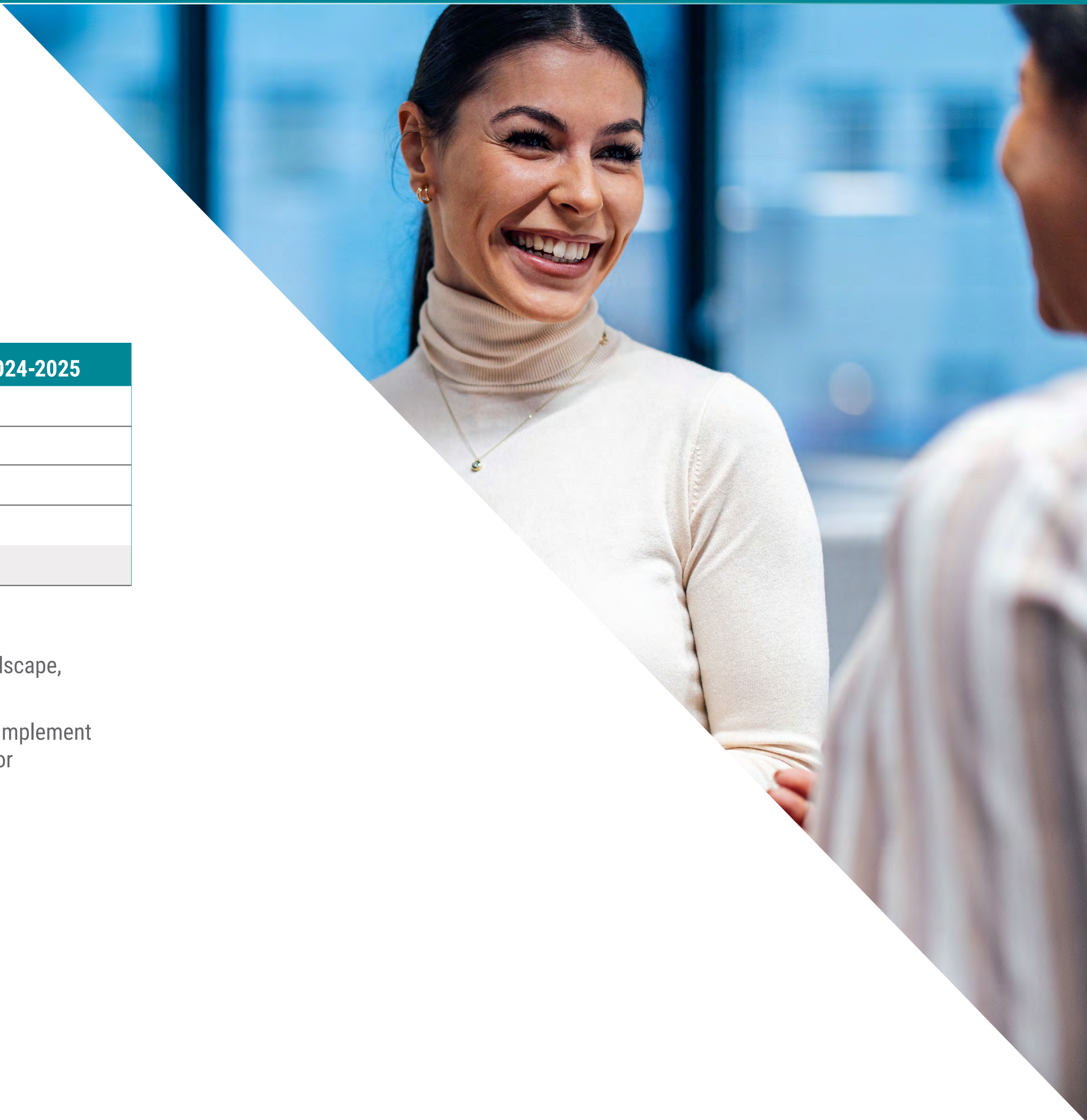
Our practices undergo regular audits to ensure compliance.

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 2024-2025	Rate of new hires 2024-2025
Americas	96	21,38%
APAC	49	10,91%
China	199	44,32%
EMEA	105	23,39%
Total	449	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.





Diversity and Equal Opportunity

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 top management positions within our company, including Directors and Senior Managers.

The following chart illustrates the distribution of the remaining employees.

Segments	Top Management 2024	Top Management 2025
Female	20,00%	21,31%
30-50 years old	13,85%	16,39%
over 50	6,15%	4,92%
under 30	0,00%	0,00%
Male	80,00%	78,69%
30-50 years old	41,54%	39,34%
over 50	38,46%	39,34%
under 30	0,00%	0,00%

Segments	2024	2025
Female	19,40%	18,40%
30-50 years old	11,90%	11,74%
over 50	4,26%	3,76%
under 30	3,25%	2,91%
Male	80,60%	81,60%
30-50 years old	50,09%	53,59%
over 50	17,94%	16,68%
under 30	12,56%	11,32%



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. This initiative initiated its second edition in 2025 with a new group of 20 worldwide professionals.

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.

Wittur Voice intranet is our platform to promote diversity and inclusion on a global scale to our employees. By showcasing Wittur projects and a diverse set of local initiatives from all the entities we cover 4 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 training was incorporated since then to our onboarding learning content too. 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

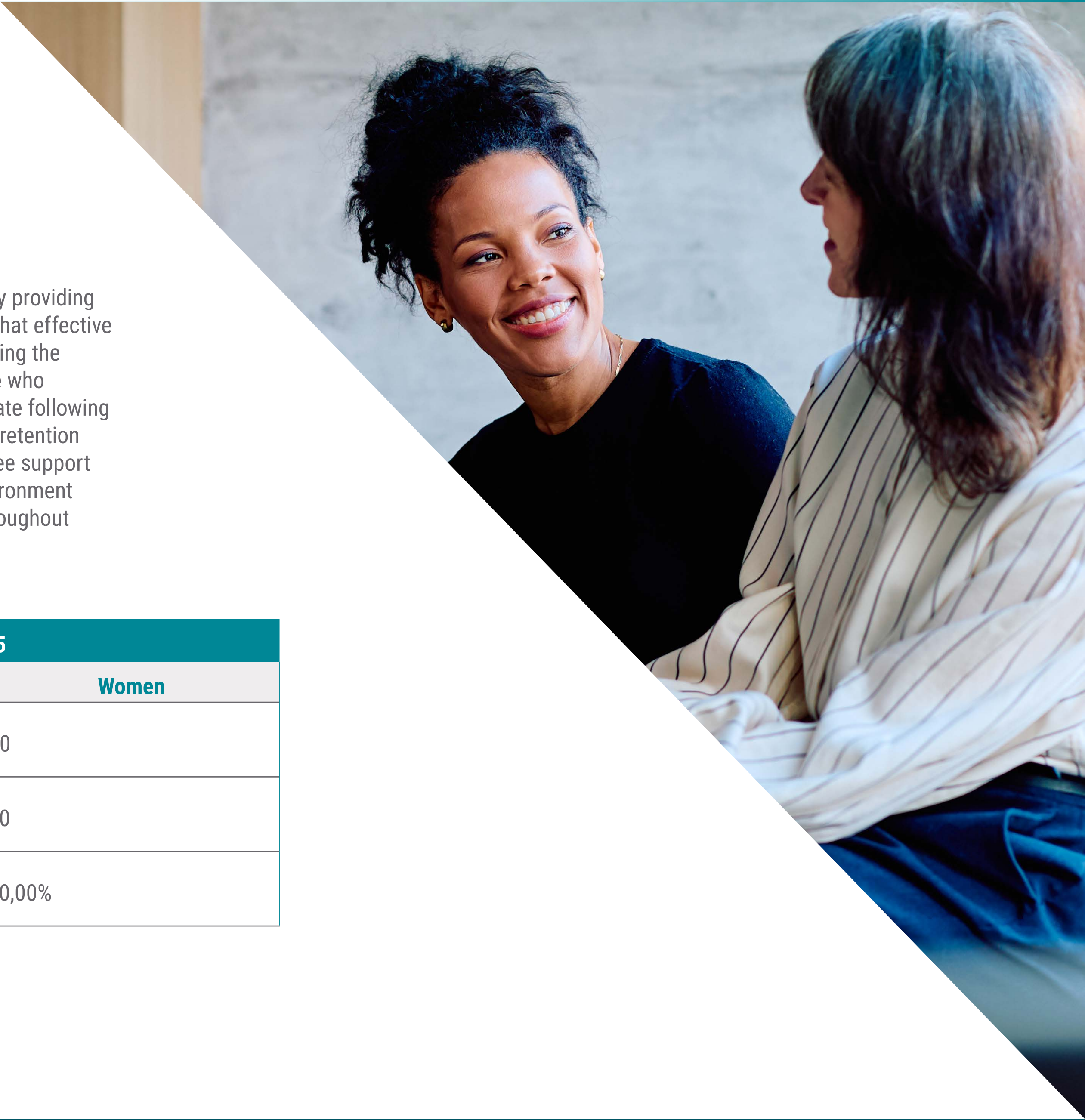
The existence of Unions and Collective Agreements varies from country to country, and it is influenced by local laws, regulations and cultural practices.

In total, 36% of our global employees are covered by Unions and Collective Agreements. In the sites where we have Collective Agreements, they cover 91% of our employees.

Parental Leave

Wittur is committed to supporting employees in balancing their professional and personal responsibilities by providing parental leave in accordance with applicable local legislation and company policies. The Group recognizes that effective parental leave practices contribute to employee well-being, talent retention, and an inclusive workplace. During the reporting period, a total of 156 employees took parental leave, comprising 116 men and 40 women. Of those who completed their leave during the reporting period, 123 men and 30 women returned to work. The retention rate following return from parental leave was 91.4% for men and 70.0% for women. Wittur continues to monitor return and retention indicators to better understand workforce trends and to identify opportunities to further strengthen employee support before, during, and after parental leave. The Group remains committed to fostering an inclusive working environment through family-friendly policies, equal employment opportunities, and initiatives that support employees throughout different stages of their careers.

	2025	
	Men	Women
Total number of employees that took parental leave	116	40
Total number of employees that returned to work in the reporting period after maternity / paternity / parental leave	123	30
Retention rates of employees that took parental leave	91,38%	70,00%



Occupational Health and Safety

Since 2023 Golden Safety rules of Wittur is a safety reference for the whole Group. As protecting the wellbeing of our entire workforce including our employees, contractors, visitors, and trainees is a foundational value in Wittur, we pledge to uphold rigorous protective protocols at every location, guaranteeing a flawlessly secure atmosphere for everyone present.

Following 2024 significant milestone in our safety journey, with notable improvements in 2025 performance, again several manufacturing plants reported zero injuries throughout the year and also the severity rate of the injuries has been also decreased to 2,42. This decrease in severity rate justifies clearly that machine and behavioural safety actions taken are fully effective. Wittur is firmly on track to achieve its ambitious 2030 objective of incidence rate 0.21. This progress reflects the organization's strategic focus and consistent execution across all levels. Effective risk management begins with the timely identification and evaluation of safety related events. At Wittur, all incidents from minor first-aid cases to near misses are systematically captured through the Group Safety Alerting System and reviewed to identify lessons learned. The process supports consistent communication across locations, helps uncover underlying causes, strengthens risk awareness, and drives the implementation of preventive actions. By transforming incident data into actionable insights, the organization promotes a preventive mindset and ongoing enhancement of workplace safety performance.

Our enduring achievements rely on the strict application of the ISO 45001 framework for Occupational Health and Safety. Since 2018, Wittur has proudly sustained this worldwide accreditation across all factories and commercial hubs, leaving absolutely zero operations, workstations, or staff members uncovered.

There is a unified HSE Leadership in Wittur, means Global Health, Safety, and Environmental (HSE) direction originates from our central leadership team, securing standardized practices, cohesive planning, and successful safety campaigns across the globe. Additionally, each Wittur branch is equipped with specialized HSE professionals, anchoring our safety commitments from the top down and the ground up.

We consistently track vital benchmarks, including incident frequency and severity metrics, throughout the company. These data points are essential for fostering global accountability and ongoing progress as we strive toward an absolutely incident-free workspace.

Safety KPI's	2022	2023	2024	2025
Incident Rate (IR)*	0.86	0,55	0,26	0,27
Severity Rate (SR)**	14.29	14	6,52	2,42

* Incident rate (IR); Calculated as: number of reportable injuries /total hours worked X200,000 hours

** Severity rate (SR);Calculated as: number of lost working days /total hours worked X200,000 hours



Occupational Health and Safety

Golden Safety Rules

1.

Health and Safety is a team effort

- 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 improvements with the goal of ZERO accidents

Occupational Health and Safety

Golden Safety Rules

Sustainability at Wittur takes shape through the everyday actions of our people, across our plants, our offices, and the communities where we operate.

Throughout 2025, colleagues from our global sites came together to mark significant moments, take on meaningful challenges, and demonstrate that our commitment to people and the environment runs deep, from strategic priorities down to daily decisions on the ground. We follow to the United Nations Global Compact, Wittur actively engages with internationally recognized days of action from Zero Waste Day and Earth Day to World Health Day and International Women’s Day.

These moments serve as catalysts for reflection, dialogue, and collective action, encouraging our teams worldwide to connect global sustainability goals with local, tangible initiatives.

Every year, Wittur sites across the globe respond with creativity, energy, and purpose.

While advancing our environmental objectives, we maintained an unwavering focus on employee health, safety, and wellbeing during 2025. Reflecting our core value of “Protecting People,” Wittur continued to strengthen a culture of safety across all operations, striving to ensure that every colleague can perform their work in a secure environment and return home safely every day.

PLANTS CELEBRATED ZERO INJURY IN 2025

Wittur China

Wittur Argentina

Wittur Dresden

Wittur Hungary

Wittur India

Wittur Mexico



Local Actions, Global Impact: Wittur's Sustainability Journey in 2025

Sustainability in Action: Our People, Our Planet, All Year Long.

Health, Safety, and Well-being: A Year-Round Priority

The well-being of our people stands as a cornerstone of Wittur's sustainability approach. Aligned with our core value of Protecting People and the Environment, we are committed to creating workplaces where employees feel safe, supported, and empowered – in terms of physical safety, mental health, work-life balance, and personal development. The following initiatives reflect that commitment in practice.

One Team, One Run – Wittur Spain *ESIC Corporate Run 2025*

Wittur Spain participated in the ESIC Business & Marketing School Corporate Run 2025, joining organizations from across the region in an event that combines physical activity with the values of teamwork and community. Colleagues from different departments ran side by side, supporting one another from start to finish. Events like this reinforce a culture of solidarity and well-being that extends well beyond the workplace, a reflection of Wittur's belief that a healthy team is a strong team.

5th Wittur–Nyíregyháza Running Festival – Wittur Hungary

What began five years ago as a local community initiative has grown into the city of Nyíregyháza's largest annual sporting event. In 2025, more than 900 runners gathered to take part in a celebration of endurance, inclusion, and community spirit. As title sponsor, Wittur Hungary once again played a central role in bringing people of all ages together through the shared experience of sport. The festival stands as a powerful expression of our long-term commitment to the communities in which we operate.

2nd Women's Throwball Tournament – Wittur India

Wittur India hosted the second edition of its Women's Throwball Tournament, bringing colleagues together over two days of competition, camaraderie, and mutual encouragement. The tournament reinforced one of Wittur's core values – Winning Together – by creating a space where participation, team spirit, and healthy competition take precedence. Initiatives such as this contribute to a workplace culture that values inclusion, engagement, and the well-being of every individual.

Sports Month – Wittur China

Wittur China launched a month-long series of sports and wellness activities, drawing nearly 200 participants from across departments. The programme included a digital fitness challenge and a scenic group hike along the Suzhou Ancient City Wall. The initiative reflected a shared commitment to physical well-being, team cohesion, and the Wittur value of Protecting People and the Environment – demonstrating that sustainability also means investing in the health of our people.

Back Fitness Training – Wittur Austria, Scheibbs

Twenty colleagues from various departments at the Scheibbs site participated in a dedicated back fitness training session led by health experts. Through targeted exercises focused on posture, strength, and mobilization, participants gained both practical tools and greater awareness of their physical well-being in everyday working life. Workplace health initiatives of this nature form an integral part of Wittur's commitment to creating safe, healthy, and supportive environments for all employees.





Local Actions, Global Impact: Wittur's Sustainability Journey in 2025

Sustainability in Action: Our People, Our Planet, All Year Long.

A Bench in Blue: A Symbol of Inclusion – Wittur Italy, Colorno

During World Autism Awareness Month in April, Wittur Italy contributed to a community project initiated by the Municipality of Colorno in collaboration with Parma Aut A.P.S. A blue bench, a recognized international symbol of autism awareness – was installed in the heart of the town's public playground, carrying a simple but powerful message: Autism is part of the world, not a world apart. Wittur's participation reflects our broader commitment to social inclusion, respect for diversity, and the role that business can play in building more equitable and compassionate communities.

International Women's Day – Global Celebration Across Wittur Sites

Across Wittur's global operations, International Women's Day 2025 was marked with events celebrating the contributions, leadership, and expertise of women throughout the organization. From engineering and operations to management and customer-facing roles, women continue to shape the future of Wittur and the broader vertical transportation industry. These celebrations reaffirm Wittur's commitment to gender equality, diversity, and the creation of workplaces where every individual can thrive.

Annual Closing Celebration and Community Contribution – Wittur Austria

At the close of the year, employees and management of Wittur Austria came together to reflect on the challenges and achievements of 2025. Beyond the celebration itself, the occasion provided an opportunity to give back – channeling the spirit of the season into a meaningful contribution to society. This initiative exemplifies Wittur's conviction that corporate responsibility extends to the communities around us, and that our people are among our most powerful advocates for positive change.

HSEQ Awareness Day – Wittur Germany, Dresden

The Dresden site organized a dedicated Health, Safety, Environment, and Quality (HSEQ) awareness day, designed to equip employees with practical tools for well-being, performance, and resilience. Sessions covered cognitive health through neuro brainathletics, stress management strategies, autogenic relaxation techniques, and personalized cardioscan health assessments. A nutrition workshop rounded out the day, bringing teams together around the topic of healthy eating in the workplace. The event embodied Wittur's holistic approach to employee health – addressing physical, mental, and nutritional well-being as interconnected pillars of a thriving workforce.

These are only some of the many initiatives that took place across Wittur sites in 2025. Together, they reflect an organization where sustainability is a living culture, shaped by the people who bring it to life every day.



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.

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

The identification process complements our global Performance Management Process WiGrow. This process encourages continuous dialogues between manager and employees and supports talents and potential development.

The process is supported by SAP SuccessFactors, that covers white collar employees and allows us to continuously improve our training offerings, supporting talent development and ensuring business impact and continuity.

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

Wittur Academy activity	2024	2025
Number of training actions	186	141
Total hours	7,426	7,121
Participants	1,443	1,274

Our global training initiatives are corporate-defined learning programs or single measurements, typically managed under the Wittur Academy. Especially the programs address specific development topics, target defined employee groups, or apply specific learning methods.

These initiatives are delivered through a combination of on-site sessions, online courses, and an e-learning platform, ensuring broad accessibility for all office employees.

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





Training

On group-level we provide a set of mandatory trainings on Compliance, Anti-corruption, and Information Security.

As Wittur cares for the impact of sustainability on people starting with our employees and the communities in which we operate, as well as the environment our online course “Sustainability” trains all our employees on this concept. In 2025 the Introduction Training for our Sustainability Champions was conducted to onboard functional leads from different departments to support sustainability topics within their domains.

To enhance efficiency and effectiveness across teams a strategic Kaizen initiative was launched late 2024. Hands-on training session on Kaizen and the Lean culture was conducted in 2025 for our KAIZEN champions marking the start of the internal rollout, equipping them with the tools and mindset needed to lead change locally. This project is more than a one-time initiative—it’s a mindset shift.

To strengthening industry expertise and knowledge Wittur initiated a new project “Wittur Academy 2.0” in 2023, which focuses on product training. What started as a project became a key pillar of our Wittur Academy architecture, the Product Academy, designed to structure our product trainings on four levels (basic, advanced and expert).

In 2024/2025, we completed our Product Fundamental trainings (Level 1) conducted by our pool of internal trainers giving a basic insight in our product portfolio to all employees.

In 2025, additional product trainings were targeted at our sales population and last but not least the “Back to School” Initiative was aiming on the product knowledge of Engineering.

The “Back to School” initiative was hosted in our new Showroom and European Training Center. This new facility opened its doors at Wittur Italy in Colorno and stands for: a place where knowledge, products, and people come together. Another main focus in 2025 and ongoing are the training initiatives accompanying the Go Live and implementation of our new Product Lifecycle Management (PLM) system.



Closing





Conclusion

As we present this year's Sustainability Report, we continue to reinforce our commitment to generating sustainable, long-term value for all our stakeholders through responsible business practices and continuous improvement. The achievements and initiatives highlighted throughout this report demonstrate the progress we have made while also acknowledging the challenges and opportunities that remain on our path toward a more sustainable future.

At WITTUR, we consider sustainability an ongoing process driven by innovation, collaboration, and a commitment to making a positive impact. Our journey continues with a clear focus on integrating environmental, social, and governance (ESG) principles into our strategies, decision-making processes, and daily operations. Through transparency, accountability, and responsible actions, we aim to strengthen our contribution to a more resilient and sustainable future.

This report contains forward-looking perspectives based on WITTUR management's current assessments, expectations, strategic priorities, and available information. Although these assumptions are developed with careful consideration, actual outcomes may vary due to evolving economic conditions, market dynamics, regulatory changes, competitive factors, or other External developments beyond our control.

We would like to express our sincere appreciation to our employees, customers, business partners, investors, and communities for their continued trust, support, and collaboration. Their engagement remains essential as we work together to create lasting value and advance toward a future built on sustainability, inclusiveness, and resilience.



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GRI Content Index - Wittur Sustainability Report 2025

Statement of use	Wittur has reported in accordance with the GRI Standards for the period from 1 January 2025 to 31 December 2025.
GRI1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None applicable
Material topics reported	Climate change (mitigation & adaptation); Energy; Pollution; Water; Waste; Resource inflow; Health and safety (own operations and suppliers); Diversity; Corporate culture

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