

FOR CHANGE

Würth Group
Sustainability Report 2023



Our values as a family business and the will to grow are the constants that tie us to our roots, while at the same time driving us forward on our path to transformation.

Sebastian Würth, Bettina Würth, Maria Würth, Prof. Dr. h. c. mult. Reinhold Würth, and Benjamin Würth (from left to right)

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Change

['tʃeɪndʒ]

Transformation process in the Würth Group

Successfully transitioning from a linear economy to a circular one depends on two crucial factors: data and people. Efficient data management is vital for measuring progress. At the same time, understanding, expertise, and courage are essential for translating information into tangible projects and pushing the transformation forward based on the data. This transformation is strongly shaped by the people who work for the Würth Group. While the Würth Group's first sustainability report focused on data management, this report now puts the spotlight on the people and provides inspiration for our future together.

Reporting boundaries

DATA BASE WÜRTH GROUP 2023

		2020	2021	2022	2023
Sales	in millions of EUR	14,413	17,060	19,933	20,396
Employees	Total	79,139	83,183	85,637	87,047
Scope 1 ¹⁾ greenhouse gas emissions	t CO ₂ e	236,879	258,922	257,874	260,463
Scope 2 ¹⁾ greenhouse gas emissions	t CO ₂ e	116,972	106,326	77,758	65,297
Scope 1+2 ¹⁾ greenhouse gas emissions	t CO ₂ e	353,851	365,248	335,632	325,760
Investments	in millions of EUR	852	861	1,178	1,312
Equity	in millions of EUR	5,920	6,824	7,913	8,761
Rating by S&P Global Ratings		A/stable	A/stable	A/stable	A/stable

The consolidated financial statements of the Würth Group are prepared in accordance with the International Financial Reporting Standards (IFRS).

1) Greenhouse gas emissions for 2020–2022 were scaled up to 100% of Würth Group sales.

The Würth Group started collecting sustainability data in 2020. In the first sustainability report for 2020–2022, a quantitative assessment was performed on the sustainability data from 156 of over 400 Group companies, which were responsible for about 88 percent of the Würth Group's total sales. For this sustainability report, the scope of the sustainability reporting has been expanded to include data from all companies in the Würth Group's scope of consolidation for the first time.

► 2023 ANNUAL REPORT,
Consolidated financial statements, p. 125 f.

BUSINESS FOCUS ACCORDING TO SALES IN REGIONS

Share of sales in relation to the Würth Group's total sales

EUROPE

81.1 %

(2022: 79.8 %)

Germany: 40.6 %
(2022: 39.4 %)

Southern Europe: 14.8 %
(2022: 14.5 %)

Western Europe: 13.2 %
(2022: 13.4 %)

Eastern Europe: 7.6 %
(2022: 7.4 %)

Scandinavia: 4.9 %
(2022: 5.1 %)

THE AMERICAS

14.7 %

(2022: 15.7 %)

ASIA, AFRICA, OCEANIA

4.2 %

(2022: 4.5 %)



Reinhold Würth and his grandson Benjamin

Gen|er|a|tional | change

[dʒɛˈnərəʃjənəl ˈtʃeɪndʒ]

As a family business, the well-being of the generations to come is particularly important to us. Intergenerational justice promotes sustainable development and fulfills the needs and interests of current generations without jeopardizing the possibilities for future ones. Long-term sustainability is the result of a fair distribution of resources, opportunities, and challenges between the generations.



WÜRTH GROUP

BRIEF PROFILE

The company

The Würth Group is the global market leader in the development, production, and sale of assembly and fastening materials. The globally operating family business, headquartered in Künzelsau, Germany, includes over 400 companies with more than 2,700 shops in 80 countries.

The Würth Group is divided into two operational units: The core business of the Würth Group involves the manufacture and distribution of assembly and fastening material. Other trading and production companies, known as the Allied Companies, operate in related business areas, ranging from electrical wholesale and electronics to financial services. The Group achieved sales of EUR 20.4 billion in the 2023 fiscal year, with an operating result of EUR 1.5 billion.

We are a family business

The success story of the Würth Group began in the middle of the last century: In 1945, Adolf Würth founded a screw wholesale business under the same name in Künzelsau. After his death in 1954, his then 19-year-old son Reinhold took over the business. With vision and entrepreneurial passion, he transformed the two-man business into a global group with more than 87,000 employees, including around 44,000 in sales. The founding company, Adolf Würth GmbH & Co. KG, is still the largest individual company in the Würth Group to this day.

The course for the future of the family business has been set for a long time: Prof. Dr. h. c. mult. Reinhold Würth, Chairman of the Supervisory Board of the Würth Group, has always attached great importance to securing the future of the company and knowing that the succession is in good hands. Since 2006, his daughter Bettina Würth has been Chairwoman of the Advisory Board of the Würth Group, the chief supervisory and controlling body of the Würth Group. Maria, Benjamin, and Sebastian Würth, the next generation of the family, are already working at the company, too.

THE WÜRTH GROUP'S PRINCIPLE OF GROWTH

Sustainable transformation means thinking in terms of long-term growth prospects.

Family businesses are characterized by consistency, long-term management, and an intrinsic motivation to succeed. Long-term thinking and acting are firmly enshrined in the Würth Group's corporate culture. Responsible use and mutual respect are our guiding principles. The Würth Group endeavors to provide a solid foundation for its system of values and corporate culture that is fair for future generations, too.

Identifying and cultivating opportunities purposefully is crucial to succeeding in a competitive environment with the best ideas. By being proactive about recognizing opportunities, the Würth Group can do more than just react to change: it can actively drive forward innovation. This effort takes courage and demands that creative thinking be encouraged when developing new ideas. It also requires constant awareness of the needs and developments on the market, as well as an open ear to the concerns of society.

The Würth Group always aspires to ensure growth continuously and sustainably. It recognizes many opportunities for further growth in the transformation to a circular economy. The Group is striving to create an environment that fosters the development of innovative solutions under the growing demands of the market and society. For us, the transition to a circular economy means integrating sustainable practices into a variety of business areas and opening up long-term growth perspectives for the entire Würth Group. The general intent is to use sustainable products, services, business models, and practices not only to boost our success as a business but also to comply with new regulatory requirements, such as the European Green Deal, while at the same time making a positive contribution to the environment and society. Together, we see the future as an opportunity, which we will systematically make a reality through the commitment and dedication of our employees.



INDUSTRY DIVERSITY IN THE WÜRTH GROUP

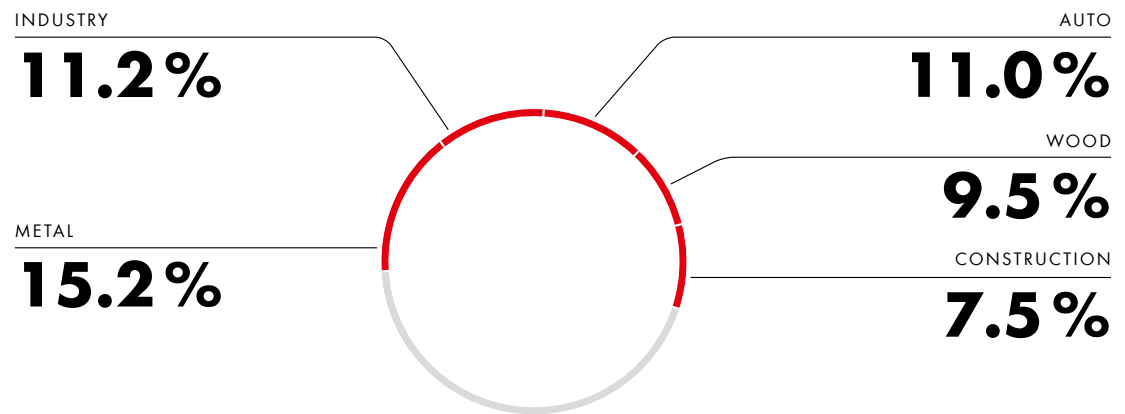
Our strength lies in the rich diversity of our various industries and business areas. This makes us independent and autonomous.

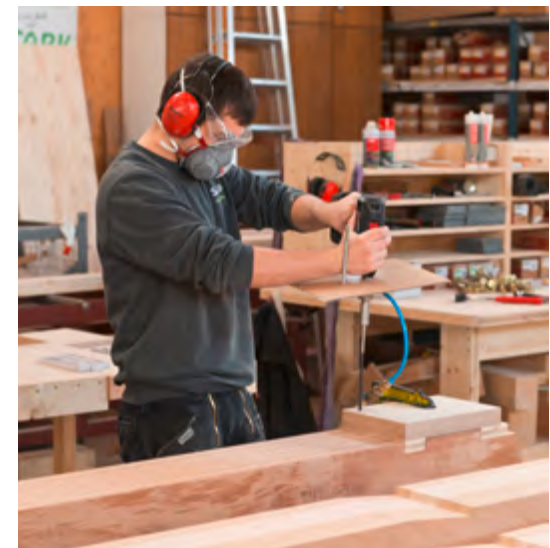
The Würth Group can trace its origins back to its German parent company, Adolf Würth GmbH & Co. KG, which operates in the field of fastening and assembly technology. The more than 400 companies of the Würth Group around the world are divided into the Würth Line and the Allied Companies.

THE DIVISIONS OF THE WÜRTH LINE

● Share of sales in relation to the Würth Group's total sales in 2023

The business activities of the Würth Line focus on the production and sale of assembly and fastening materials for customers in trade and industry. Within the Würth Line, the operating business units are split into Metal, Industry, Auto, Wood, and Construction divisions.



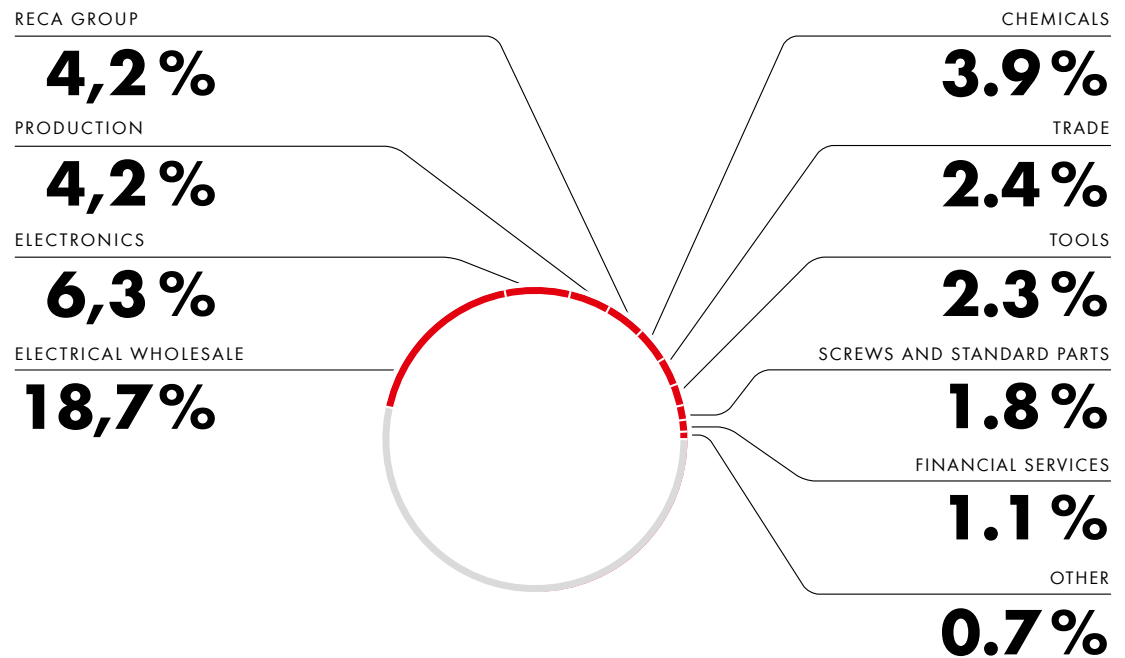


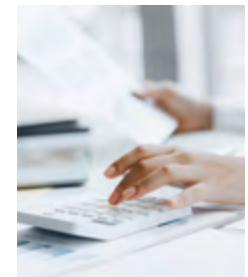


THE BUSINESS UNITS OF THE **ALLIED COMPANIES**

● Share of sales in relation to the Würth Group's total sales in 2023

The Allied Companies operate either in business areas related to the Group's core business or in diversified business areas, rounding off the Würth Group's portfolio. They are divided into nine strategic business units. With the exception of a small number of manufacturing companies, the majority are sales companies operating in related areas.





STATEMENT BY THE ADVISORY BOARD

**Ladies and gentlemen,
Dear employees,**

As a family business, we think beyond multiple generations. These are not just empty words for us. It is the fundamental principle that guides us. For us, creating a sustainable vision is therefore not just about generating economic success but rather about securing the continued existence of our company, as well as making our own contribution so that future generations can have a good life and make a difference in our world. Our values, which have been and continue to be passed down from generation to generation, are at the heart of this vision. These are what fuel our efforts and ambitions.

Curiosity, one of our core values, goes far beyond the quest for knowledge. It is the motivation to fully understand the effects of our actions and to learn from them. Curiosity is what drives us. It is the engine that we fire up when we need to find a solution, both for our customers and for our society as a whole. When it was announced in the 1980s that chlorofluorocarbons (CFCs) were leading to an increased rate of ozone depletion, our curiosity and also our feeling of responsibility to society motivated us to find different solutions for our products. We were already working on more environmentally friendly products back then. The obvious question here is what “more environmentally friendly” actually means? We must and should scrutinize our decisions repeatedly to

ensure that they are in keeping with the times and to determine whether they are in line with the latest scientific findings. However, one thing is also certain: times are changing, and access to knowledge is becoming easier than ever before, although it is becoming increasingly difficult to differentiate the truths behind this knowledge. If we are honest, as humans we probably know very little about what goes on around us. The earth, its ecosystem, and the life on it are significantly more complex than we can imagine. Nevertheless, curiosity has always helped us develop for the better as humans and learn new things.

This is precisely what we wish to do in the Würth Group. Our linear economic system has benefited us in many ways. Thanks to our successful growth, we can offer secure workplaces, provide for families, grant access to education, and much more. However, we also know that we can and must do more. Our largest warehouse, the earth and all of its raw materials, is gradually being emptied. If we simply continue to burn and destroy our raw materials in the form of products, this warehouse will not be replenished. This is a challenge that already aroused our curiosity some time ago, which in turn motivated us to take a close look at concept of a circular economy. Initial products, packaging, and even systems are already being certified within the Würth Group.



Bettina Würth

Chairwoman of the Advisory Board of the Würth Group

This fundamental understanding forms the basis for the circular way, our approach to creating a sustainable future. Our goal with this approach is also to be a reliable partner and supplier to our customers, both today and tomorrow. Our innovation center, whose one-year anniversary we recently celebrated, serves to underline these ambitions. For the first time ever, we are bringing together science, the manufacturing companies of the Würth Group, and our in-house development team here in order to cater to the various requirements of our product landscape in a solution-oriented and curious way.

This sustainability report reaffirms our understanding of this approach. Regularly compiling sustainability KPIs helps us gain a holistic picture. In the future, it will also help us identify and steer the progress of our more sustainable business activities. As such, the report is far more than just a sober collection of facts and figures; it is evidence of our collective efforts to shape a sustainable future that embodies the principles of responsibility, innovation, and appreciation for our environment.

However, this change requires more than just curiosity and knowing what challenges we are likely to face. It also requires courage: the courage to

break away from familiar patterns, to genuinely follow innovative paths, and to not shy away from challenges. This courage is not just a virtue but rather the driving force that repeatedly enables us to grow beyond ourselves, to learn, and thereby to help create a sustainable future.

Our values are far more than buzzwords on a sheet of paper. In fact, they are the vibrant heart of our corporate culture. They not only serve as guidelines for us, but also as a source of inspiration that ignites a desire for change in every one of us. This journey to a more sustainable tomorrow is both challenging and complex, although it is also full of opportunities and potential. It is a journey that we must take together, in which the concerted action of everyone involved is what makes the real difference.

I am really looking forward to taking this journey with all of you and would like to take this opportunity to offer my sincere thanks for your commitment and your support on this inspiring way.

Best regards,

Bettina Würth

Chairwoman of the Advisory Board of the Würth Group



STATEMENT BY THE CENTRAL MANAGEMENT BOARD

**Ladies and gentlemen,
Dear colleagues,**

The world is currently facing many challenges, including the wars in Ukraine and the Middle East, political conflicts between China and Taiwan, and the upcoming elections in the US. At the same time, we are battling economic problems and the drastic effects of climate change, including fires, flooding, and other extreme weather events. Simply carrying on as usual is not an option. We are in need of change.

We see a sustainable transformation both as a moral obligation and a key strategic field for long-term growth. As a family business, sustainable growth is particularly important for the Würth Group. We are keen to assume responsibility here and help shape a future that is worthwhile for our grandchildren.

Our commitment to a circular economy underlines our resolve to use resources efficiently and reduce waste, while taking into account any relevant social aspects. Above all, this means placing greater emphasis on the value of materials and handling them with care. We aspire to produce high-quality and durable products. We would also like our products not to simply be thrown

away or destroyed at the end of their useful life but rather to be transitioned into new material life cycles. For us, this means using resources respectfully. In light of the global changes, it is our responsibility and also in our own interest to establish sustainable values and strive for a circular future.

Experience gained from our first sustainability report for 2020–2022 showed that ESG data collection (environmental, social, and governance) delivers far more than just information. Indeed, the data not only depicts the status quo but also our progress and future challenges in the transformation process. This transparency helps us create clarity regarding the environmental, social, and governance-related aspects of our actions, while also facilitating data-driven decision-making processes at all corporate levels. Sustainable management needs to be further anchored in our corporate culture.

In this report, we focus on people and the human factor. After all, people are at the heart of any sustainable change. Their creativity, innovation, and personal commitment are the keys to implementing sustainable ideas. Every employee bears responsibility in terms of whether and how we achieve our



Robert Friedmann

Chairman of the Central Management Board of the Würth Group

goals. Working together, we all help shape a sustainable corporate culture and act as role models who exemplify and inspire change in both our private and professional life. We wish to create an environment that encourages everyone to live out these values.

We have numerous approaches to help ensure that the more than 87,000 employees of the Würth Group are actively included in this process. For example, Würth Elektronik eiSos GmbH & Co. KG has been hosting a Repair Café at its location in Waldenburg, Germany, since 2021, where employees can work with in-house experts to repair defective devices. This is a simple step against the throw-away society and an innovative idea for closing material cycles.

However, it is equally important to raise awareness among our employees for greenhouse gas emissions. In the company restaurant at Adolf Würth GmbH & Co. KG, the climate footprint of the various dishes is disclosed, which helps everyone gain a better understanding of their own consumption.

The subject of climate footprint is also extremely important in the discussion with the companies. Last year, we were able to increase the ratio of green electricity in the Würth Group to over 60 percent. The use of renewable electricity generated in-house was also more than doubled throughout the Group in 2023. Above all, this can be attributed to the increase in the installed capacity of our photovoltaic systems to 2,391 MWp.

The future is in our hands, and we invite you to work with us in tackling the challenges and helping shape a sustainable change.

On behalf of the Central Management Board, I would like to thank everyone who is joining us on this exciting journey: our customers, employees, business partners, suppliers, the members of the Supervisory Board and Advisory Board of the Würth Group, as well as the Würth family and, in particular, Prof. Dr. h. c. mult. Reinhold Würth and Bettina Würth.

Best regards,

Robert Friedmann

Chairman of the Central Management Board of the Würth Group





Change | in | values

[tʃeɪndʒ ɪn 'væljuːz]

A strong corporate culture is the key to success. Through clearly defined values, an actively practiced leadership culture, and the continuous transfer of knowledge, the Würth Group creates a positive work environment and enables its employees to tap into their full potential. We build on diversity and innovation to create long-term perspectives that make the Würth Group successful in the long run.



CORPORATE GOVERNANCE

VALUE CULTURE IN THE WÜRTH GROUP

The Würth Group's success relies on its distinct corporate culture, which is based on values.

Value-oriented corporate culture

Mutual trust, predictability, honesty, and straightforwardness in both internal and external interaction are fundamental principles that are deeply ingrained in Würth's corporate culture. Our commitment to these values can be found as far back as the corporate philosophy penned by Prof. Dr. h. c. mult. Reinhold Würth back in the 1970s. This is not just about complying with all of the relevant legislation and internal company regulations, but also about employees adopting the right intrinsic attitude, a key component in the sustainable corporate success of the Würth Group. Extensive internal guidelines known as the Policy and Procedure Manual (PAP) operationalize these fundamental principles in the form of descriptions of the structure and process organization, in addition to setting out specific rules and codes of conduct.

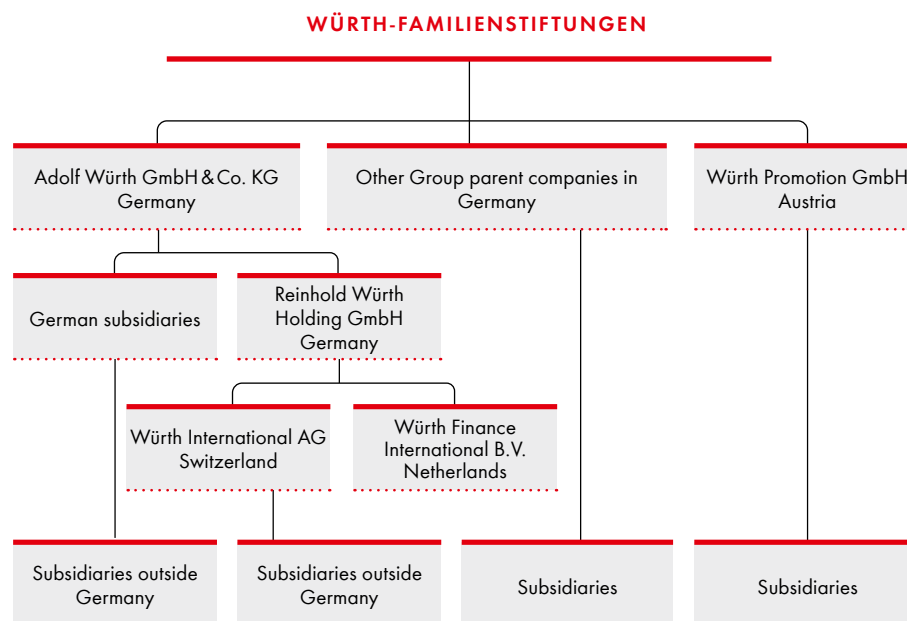
Structural requirements

The fundamental features of the corporate philosophy are summarized in a Code of Compliance and supplemented with regard to compliance with international standards. In order to anchor the compliance organization within the Group in the long term, Group-wide training sessions are conducted on compliance issues. The Group-wide reporting system means that not only employees but also customers, suppliers, and other individuals are able to report any suspected compliance breaches directly to the Würth Group's Compliance Office. The use of a system made available by an external service provider means that reports can be submitted completely anonymously.

The compliance organization is supported by the firm conviction of the Central Management Board, the Würth family, the Supervisory Board of the Würth Group, and the Advisory Board that a living and breathing compliance culture will play a key role in ensuring the further sustainable success of the Würth Group. At the same time, the management teams of the Group companies can proactively live up to their responsibilities with regard to the mounting national and international demands that compliance organizations have to meet. ► **2023 Annual Report of the Würth Group, Group management report, p. 87 f.)**

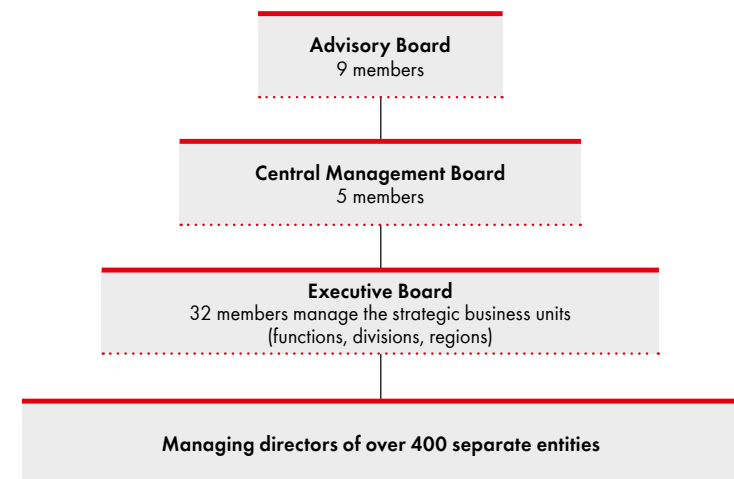
WÜRTH GROUP: LEGAL STRUCTURE

Simplified chart



ORGANIZATIONAL STRUCTURE

As of: 31 December 2023



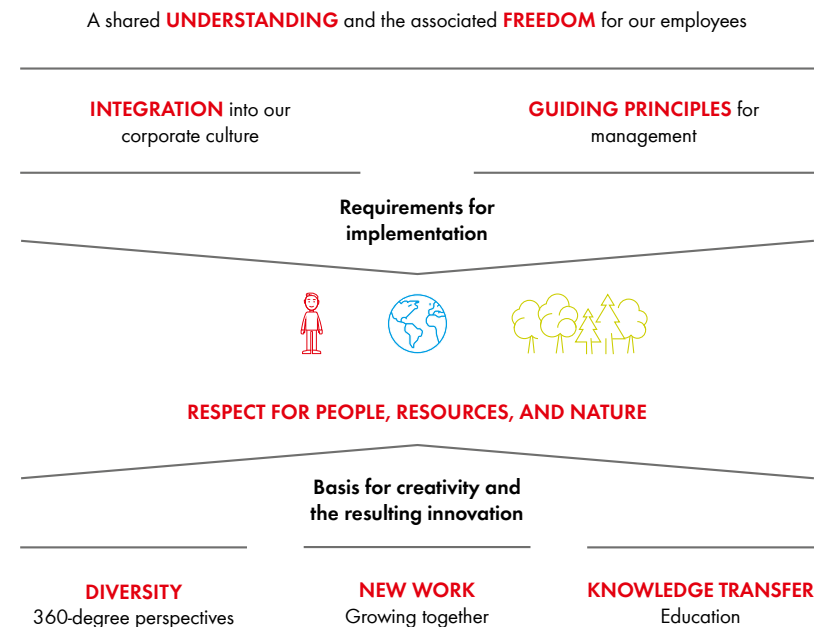
► 2023 ANNUAL REPORT,
The boards, p. 125 f.

LEADERSHIP CULTURE IN THE WÜRTH GROUP

The goal of our corporate governance is to ensure responsible and sustainable company management.

In order to fulfill the requirements of the circular economy, it is necessary to raise awareness about sustainability issues. This not only demands thinking and acting in local, global, economic, ecological, and social contexts but also requires a deeper understanding of the principles and potential of the circular economy. The management culture in the Würth Group should follow the principle of “adding value by recognizing value”. The Würth Group is continuing to develop its responsible corporate culture accordingly by focusing more closely on respect for people, resources, and nature.

The majority of the challenges and opportunities that the Würth Group faces in regard to sustainability stem from climate change, scarcity of resources, and social inequality. In order to meet the new requirements associated with these, we need guiding principles for management that we integrate into our corporate culture as well. The goal is to create a shared understanding and the corresponding freedom for our employees to develop their ideas. Diverse perspectives, an appropriate work environment, knowledge transfer, and continuing education lay the foundation for the necessary creativity and resulting innovation.



Leadership culture and mindset

Our leadership culture is described in the corporate principles for the Würth Group. In the Würth Group, leadership competence means not only setting an example of our values but the harmonious interaction of expertise and personal mindset.

Value-driven and growth-oriented

The managers of the Würth Group take on a critical role in shaping and implementing sustainable transformation within the company. We believe that positive thinking is essential to long-term success as a leader. Managers are expected to be interested in and open to new developments, to have the strong will to initiate the changes that are necessary, and to be aware of their own strengths and weaknesses. At the same time, strengthening the corporate culture and conveying the basic values to all employees in the best possible way are a high priority.

Leadership development

The Würth Group's corporate culture promotes a diverse environment and workplace. This enables us to grow together as a group and each individual employee to continue developing through empowerment and personal responsibility. We focus our efforts on identifying high-potential employees within the company to fill key roles internally. This means that we promote the development of leadership talent from within our own ranks and provide them with support over the long term. We place great value on internal and external networking because we recognize that current and future challenges can only be overcome by means of cooperation between different fields and people. The mindset described here plays a fundamental role in employee recruitment and advancement.

Focus on employee development

The Würth Group's leadership principles focus on employee development and support, as well as a culture of clear feedback. Room for further development is created by empowering employees to make effective contributions to greater sustainability.

Raising awareness for sustainability

A shared basic understanding of sustainability represents the prerequisite for sustainable action. Lifelong learning is enshrined in the Würth Group's culture. Transformative thinking requires good and ongoing communication. This is why a targeted flow of information is integrated into all existing infrastructures, which vary from informative to enabling depending on the target group, at all levels of the company. Managing directors and managers are made aware of and enabled to develop a common understanding of sustainability and to incorporate sustainable practices into the processes of their companies. The introduction of sustainability as a specialist department is an integral part of the Welcome Seminars for new functional managers and new managing directors.

Sustainability in the annual planning process

Since 2022, sustainability has been an integral element of the annual planning process for the Group companies, one into which the transformation area climate has already been established. The transformation areas material life cycles and social standards will be added in the future in order to operationalize these areas and demonstrate their strategic significance for the company as a whole.



DIVERSITY AND INCLUSION

We are committed to inclusion and diversity for the Würth Group's ongoing success.

Global diversity as a success factor

Diverse opinions and perspectives lead to more creativity, innovation, and new solutions. The diversity of the people in the Würth Group amplifies this effect: Each individual Group company, each individual business unit, and each team unit, along with all of our customers, employees, suppliers, and business partners, is important and contributes to the future-oriented transformation of our economic activities in its own way.

In order to make optimal use of the great potential offered by the diversity of the Würth Group, we not only need to establish diverse teams but also have to ensure that all employees are involved and heard. For this reason, the Würth Group provides for a work environment and basic working conditions that are free of prejudice and intolerance, enabling everyone to make a valuable contribution to the company's success. Therefore, any type of discrimination based on gender, gender identity, sexual orientation, physical or mental disabilities, social or ethnic background, age, nationality, language, skin color, religion, or any other unique characteristic that makes us human is not tolerated. At the same time, raising awareness of and promoting the diversity of our employees and our management helps foster this development.

Developing diversity and inclusion competence

The Würth Group actively seeks to have a diverse workforce, with a special focus on a higher share of women at all hierarchical levels, especially in management positions. Alongside its existing mentoring program for female high-potential employees, Würth Business Academy has implemented additional measures, one of which is developing diversity and inclusion competence. This includes webinars on the subject of diversity and inclusion for top management, as well as short video learning units on various relevant topics. The strategic panel of the Diversity and Inclusion Council was established to enable purposeful information sharing. A Diversity and Inclusion network is also intended to strengthen the connection between the Würth Group's companies and to foster the exchange of tried-and-tested practices.

NEW WORK

The day-to-day business of the Würth Group is increasingly focused on developing creative, innovative, and practical solutions.

New Work as a transformative environment

Real, sustainable transformation starts in the mind. For this reason, we aim to create the optimal working conditions for our employees to unfurl their innovative strength and potential as best possible. The “New Work” approach accompanies this transformation of the working world, which is driven by new requirements and the changing needs of our employees. New Work sets out to redefine our understanding of work to take into account digitalization, diverse ways of life, and novel work structures. New avenues are being pursued to make the world of work in the Würth Group even more innovative, attractive, flexible, and employee-oriented. This includes workspaces, leadership culture, work methods, digital work, work models, and benefits. Establishing a mindset focused on people and on learning in the daily work culture is essential for this purpose.

For this reason, we are continuously working to offer our employees the option to adjust their work hours to their personal circumstances. This flexibility allows them to balance work commitments with personal interests more effectively, which in turn can contribute to greater employee satisfaction. It is important to establish new principles and methods of collaborating in order to address the challenges that can result from this, especially with regard to ensuring effective communication and coordination within the team.

As a company that operates all over the world, the Würth Group actively promotes a modern and global work style. This framework allows staff to be deployed internationally, giving them the opportunity to experience new cultures and expand their professional capabilities in international contexts. A comprehensive Global Mobility Policy Landscape has been devised to ensure that this approach is implemented fairly and transparently while also safeguarding the company’s interests. It is intended to serve as the basis for international staff deployments, to guarantee fairness and transparency, and to ensure that legal compliance requirements are adhered to.



TRANSFER OF KNOWLEDGE

Lifelong learning is an important part of our culture – the effective transfer of knowledge is essential for our long-term transformation.

Our increasingly complex world demands agile evolution in order to keep up with changing requirements, develop innovative solutions, and thus ensure a successful transition into a circular economy. Consistent sustainability communication throughout the Group helps to foster the continual exchange of information to develop awareness for sustainability, while at the same time strengthening operational capabilities in the individual companies of the Group. Joint communication platforms are intended to create a common understanding and vision. It is a matter of everyone involved pulling together and enabling the Group companies to foster their individual sustainability development.



... Growing our knowledge requires curiosity, careful observation, open-mindedness, and imagination.



Bettina Würth, Chairwoman of the Advisory Board of the Würth Group

International Sustainability Panel

The Würth Group's International Sustainability Panel has convened twice a year since 2021. Its aim is to communicate a detailed overview, updates, and announcements on current sustainability topics and to clarify the most recent legal requirements. In this way, those responsible for and interested in sustainability in the Group companies are integrated into the direction and developments of the entire Würth Group.

#CircularWay newsletter

In 2023, the #CircularWay sustainability newsletter was launched, aimed at everyone in the Würth Group who is interested in sustainability. Once a month it provides insights into sustainability management and information about news, progress, and challenges. But the newsletter is not just a source of information; it also helps to inspire employees and foster a shared understanding of what sustainability means.

Updates in the internal WGC network and best-practice sharing

WürthGroup Connections (WGC) is the group intranet of the Würth Group. It provides for a regular flow of information between the companies of the Würth Group. Important information and relevant documents about Group-wide sustainability management are shared via the platform, along with the companies' best practices. With examples of best practice, experiences and

ideas regarding sustainability can be exchanged and serve as inspiration for sustainable in-house projects and the development of synergies.

E-learning courses on quality and sustainability management

A number of e-learning courses relating to quality and sustainability were put together in 2023 and made available to the entire Würth Group. This includes in particular extensive learning units on the management systems that form the foundation for the structured setup of a solid data base. The sustainability module communicates the basic concepts of sustainability and demonstrates what they mean in the context of the Group. It also illustrates how these concepts are implemented and integrated within the Würth Group. E-learning courses are currently available in up to six languages, with more to be added in stages.

Future sustainability training program

We also plan to roll out an internal, Group-wide training program in 2024, aimed at establishing comprehensive basic knowledge, fostering a common understanding of sustainability, raising employee awareness, and facilitating the implementing of measures toward a circular economy. The digital training program covers a number of short video units focusing on different topics, such as general sustainability, the Würth Group's sustainability strategy, sustainability communication and reporting, and the three transformation areas: climate, material life cycles, and social standards. The training program is primarily intended for those in the Group companies who are responsible for sustainability, but it will be available to all employees.

Tools for collecting sustainability data for sustainability reporting

As part of their sustainability reporting, the Group companies use various tools to collect data in the internal reporting system. At a kick-off event, all previous and new Group company managers were taught about and trained in sustainability reporting for this year to achieve a uniform level of knowledge. The sustainability reporting handbook developed specifically for the Würth Group is updated each year. It contains definitions, background information, explanations, and tips for data entry, as well as information on how to handle missing data in order to ensure a common understanding. In addition to the handbook, a manual on preparing for the future legal audit requirement and the corresponding data collection audit was made available to Group companies in 2023. There were also Q&A sessions to facilitate the data collection process, at which frequently asked questions were shared with all participants and managers were able to ask questions about individual challenges.

Kit for preparing a company sustainability report

The Würth Group's sustainability management team has put together a template for the individual Group companies, which they can use to publish sustainability information quickly and comprehensively in a company-specific sustainability report.

Individual support for specific topics

If individual companies in the Group have specific needs regarding sustainability, the Würth Group's central sustainability management team provides assistance with focused individual advice, trainings, or workshops.

(► Transformation, p. 54f., 68f., 82f.)

CULTURAL AND SOCIAL INVOLVEMENT

Around the world, Würth Group companies are involved in social projects.



Donations for the Sue Ryder home for the elderly in the Czech Republic

Würth spol. s r.o.

For more than ten years, Würth Czech Republic has supported the Sue Ryder home for the elderly with a charity soccer match. Sue Ryder is a charity that has been providing social services for the elderly and their families in the Czech Republic since 1998. This is done based on a special approach: Care is provided with a focus on the previous life and habits of the people, respecting their routines and giving them loving care, attention, and time. In addition to the soccer match, Würth Czech Republic decided to make a generous donation of tools and essential items for everyday operations to the Sue Ryder Home in 2023.



Fundraiser for Colombian communities in need

Würth Colombia S.A.S.

In 2021, Würth Colombia launched its "Donatón" program, an annual campaign during which funds and gifts for various Colombian communities in need are raised. The total sum donated by the employees in 2022 was directly deducted from their paychecks. In addition, Würth Colombia supported the project by doubling the donation. In 2023, the company asked to donate Christmas gifts for 200 children in need in Chocó and Bogotá. This brought even more joy to the communities.



We Mill project helps to create livelihoods for women in India

Würth Elektronik Services India Pvt. Ltd.

Since 2019, Würth Electronics Services India and a local NGO have jointly supported a social business project in the South Indian State of Karnataka. The aim is to offer women in rural areas in India the opportunity to provide for their own livelihood based on a sustainable subsistence model. They are given extensive training on how to make products from traditional types of grain and sell them. A particular focus is on Ragi, an ancient crop that is a staple in the Indian diet as it is rich in nutrients. Not only do the participants in the project report being met with more respect thanks to this source of income, but they are now also able to pay for their children's education and repairs to their homes. The fact that the minister for economic affairs of the State of Uttar Pradesh has shown an interest in multiplying the model in this state in northern India demonstrates how the success of the project is drawing attention.



Volunteer day for employees of Würth Canada

Würth Canada Ltd., Ltée

Würth Canada has set up a volunteer day to encourage the social involvement of its employees. They can volunteer for one day to support a charitable organization or purpose of their choice to give back to society and to those who are less privileged. The North Field Food farm is one example. Volunteers pick fruits and vegetables that are given to food banks for people in need. Marianne's Place, an accessible emergency shelter in Guelph-Wellington, Ontario, that provides temporary housing for those experiencing gender-based violence, is another example. A group of employees volunteered in the shelter, helping to sort donated kitchen, household, and hygiene items.



Change | in | a|ware|ness

[tʃeɪndʒ ɪn ə'weɪnəs]

With more than 400 companies in 80 countries, the Würth Group has more than just significant potential; it also has a clear responsibility to actively help shape our world into one that is respectful, fair for all generations, and fit for the future. Increasing awareness of and possibilities for transforming our economy around the world offer us the opportunity to decouple growth from the consumption of finite resources, for the benefit of our planet and all living things on it.

CORPORATE SUSTAINABILITY

INTEGRATION, PROCESS CONTROL, AND DATA MANAGEMENT

Transformational management approach

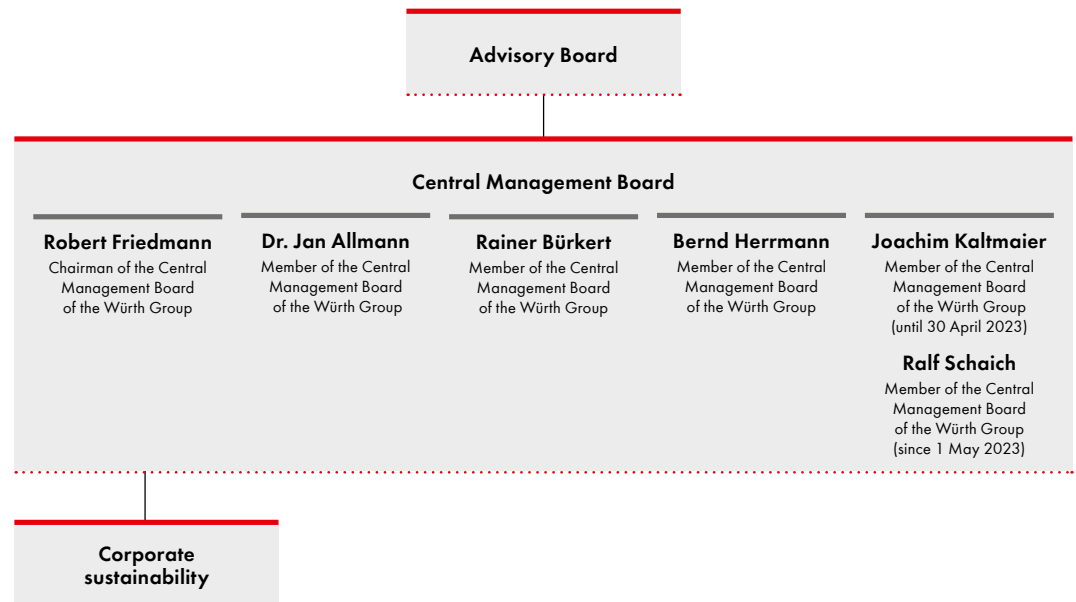
A Group-wide sustainability management approach creates synergies and encourages the transfer of knowledge between the individual Group companies and other Group functions. This calls for a shared understanding of common requirements and goals, provides data, process structures, orientation and a basis for decision-making, and helps to transform the Würth Group together with its diverse business units and over 400 companies around the world.

The Würth Group’s sustainability management is a management support unit of the Central Management Board. As a Group function, the sustainability team reports directly to the Central Management Board on a regular basis. As the chief supervisory and controlling body of the Würth Group, the Advisory Board is also involved in important decision-making processes along with the Central Management Board.

In the future, the central sustainability management team will be strengthened by international employees in order to bring global requirements for specific markets and customers in line with the Würth Group’s sustainability strategy.

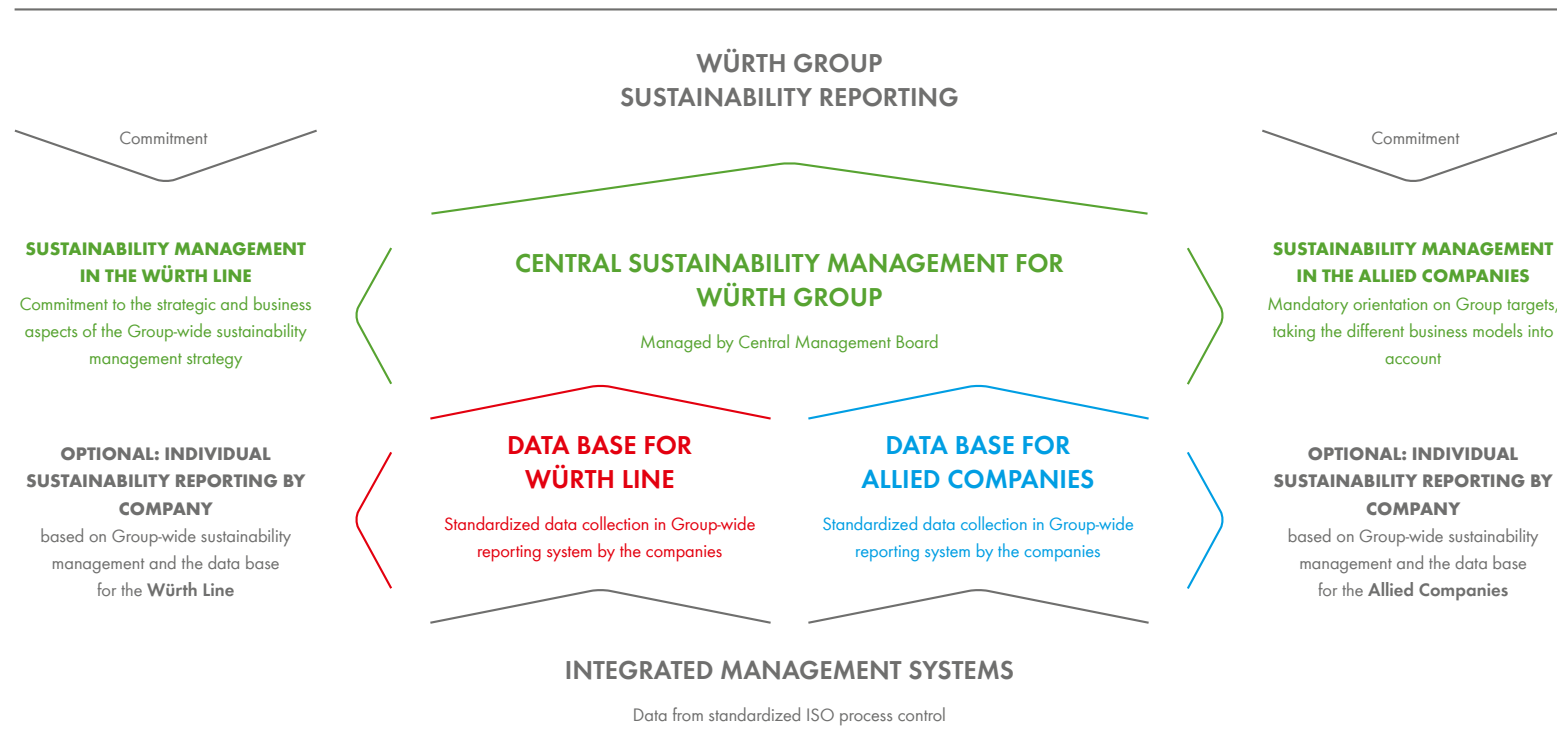
WÜRTH GROUP: STRUCTURAL INTEGRATION OF SUSTAINABILITY MANAGEMENT

Responsibilities since 2022



HOW SUSTAINABILITY MANAGEMENT WORKS IN THE WÜRTH GROUP

General overview as of 31 December 2023



Uniform data management ensures quality and transparency for a sustainable transformation.

Process control via ISO-standardized management systems

In the Würth Group, standardized management systems also form the basis for collecting sustainability data. The implemented processes provide a solid pool of data from which to obtain the relevant sustainability information. The uniform generation of data by all companies in the Group allows for comparability, which in turn guarantees high-quality data and transparency. Including economic, ecological, and social indicators at the same time creates a comprehensive data base for the Würth Group.

Transformation indicators as a management tool for sustainable development

As part of our sustainability reporting, we have expanded our existing management processes to include valuable transformation indicators from each individual company in the Group and form the basis for Group-wide sustainability management. International sustainability standards serve as a guide for the underlying data management. The existing economic indicators were combined with ecological and social sustainability indicators. The indicators thus reflect both the outside-in and the inside-out perspectives of double materiality. Standardized management systems that were already integrated into the Würth Group's companies provide verified process data and thus guarantee the data quality and industry-specific standards in advance.

COMBINATION OF PROCESS CONTROL AND DATA MANAGEMENT



Measuring sustainability performance through standardized reporting

Instead of wasting time and resources collecting, analyzing, and reporting the data from each individual company, we have developed an efficient Group solution. We make use of the existing reporting system in order to achieve the goals of the Würth Group and ensure the individual advancement of the sustainable transformation in the companies. To make sure the large volume of data being collected can be evaluated efficiently and easily, we have added social and ecological indicators to our internal reporting system for economic indicators. This provides us with a practical and integrative solution as a basis for the standardized reporting of our transformation indicators.

A uniform data base is essential for the Würth Group as it ensures the data quality, the comparability, and thus the usability of the information, forming the foundation of our day-to-day work. This transparency gives the Würth Group insight into the current progress of its individual companies and the ability to derive potential for action from it. Data is collected on an annual basis with the help of software, which ensures that the data can be compared, also against historic data, and the progress of the transformation can be visualized. The climate footprint (scope 1 and 2 according to the Greenhouse Gas Protocol) is calculated using both standard and country-specific emission factors in accordance with the International Energy Agency (IEA). Furthermore, validation checks are included in the reporting system to ensure the quality of the data. This data is processed for the different interest groups. It forms the basis for the sustainability report, for ESG ratings, and for the transparency of our sustainability performance vis-à-vis our customers. In addition to greater efficiency and validity at the level of the Würth Group, central data collection also serves as a uniform pool of data in the decentralized structure for our

individual companies. There is comparability within the Würth Group for ranking individual progress.

Collecting sustainability indicators in over 400 Group companies

The Würth Group has carried out sustainability reporting since 2020. Reporting was initially introduced for the Group companies with strong sales or high-risk profiles or that committed to reporting on a voluntary basis. These 156 Group companies accounted for about 88 percent of the Würth Group's sales in 2022. Reporting was expanded in 2023 to include data from all companies in the Würth Group's scope of consolidation in order to foster transparency and the value of the information and to comply with future legal requirements.

The scope of the indicators was also expanded. In 2020, reporting was structured on the basis of the voluntary international framework of the Global Reporting Initiative (GRI) standards. In the future, the European Union's Corporate Sustainability Reporting Directive (CSRD) will also require the Würth Group to disclose sustainability figures in accordance with the European framework, the European Sustainability Reporting Standards (ESRS). The internal reporting system is being revised and gradually adapted to the ESRS indicators for this purpose.



RISK MANAGEMENT

Dealing with risks

As a globally active company, the Würth Group is constantly exposed to risks, but also makes systematic use of opportunities that present themselves. Opportunities and risks can arise both as a result of our own actions or failure to act and as a result of external factors. The risk and opportunities policy of the Würth Group is aimed at meeting the company's medium-term financial objectives and at ensuring the sustainable, long-term growth of the Group. To ensure this, the Würth Group introduced a system that identifies entrepreneurial opportunities and risks, records and assesses them using a standardized system, weighs them against each other, and communicates them. Our conscious and systematic approach to addressing opportunities and risks is inextricably linked to our entrepreneurial activities.

The Würth Group has a three-tier risk management system (RMS), comprising the cyclical monitoring system of the Group Auditing Department, the Group Controlling Department, and the early warning system. The Central Management Board of the Würth Group holds overall responsibility for the Group-wide risk management process and defines the principles of our risk policy and risk strategy. The management of each company within the Group is responsible for installing a functioning and efficient RMS for themselves. They are supported by the risk manager, who reports directly to the Central Management Board of the Würth Group and coordinates risk management at the Group level. The risk manager remains in close contact with the risk controller of the Advisory Board, who reports directly to the Chairwoman of the Advisory Board.

The Central Management Board identifies, analyzes, and assesses the Group's risks at a dedicated annual workshop. This workshop determines focus risks that could pose a threat to the net assets, financial position, and results of operations of individual entities or the Würth Group as a whole in the short, medium, or long term. Furthermore, partly with the support of the local risk managers, all major Group companies carried out a risk inventory and recorded and assessed focus risks and other risks in the reporting system. The processes in place were developed further, improved, and adjusted to meet changing internal and external requirements in 2023.

Risks are evaluated for one calendar year at a time, including their impact on the next 12 to 24 months. In the 2021 reporting period, sustainability was identified as a possible opportunity with a positive impact on the net assets, financial position, and results of operations, which is why it was integrated into the process for the first time.

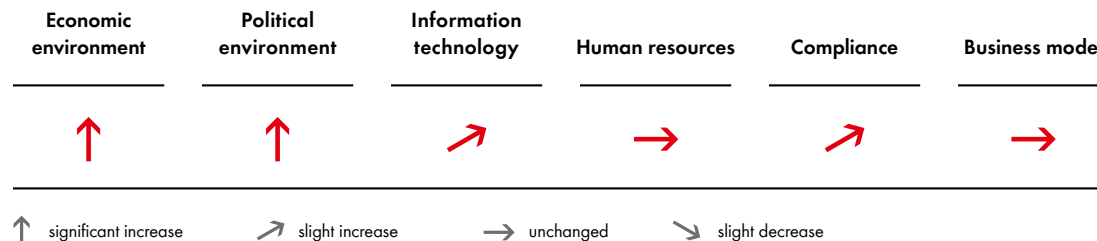
Recording the risk situation and risk management

The reporting system was designed for the risk identification process and to perform a standardized analysis and recording of the risk with an option to aggregate. A risk owner is appointed and reported for each risk. This person is responsible for the operative management of the risk and, in particular, for implementing and following up on existing and planned measures. Due to the constantly changing business environment, risk management is considered an ongoing process, where risk monitoring plays an essential role.

In the risk universe (our risk catalog), based on which risks are identified and categorized, a separate sustainability risk category was established in 2023, containing five risks. As part of the analysis of sustainability-related opportunities and risks, the risks associated with climate change are also assessed. These include the rise in ambient temperatures, water availability, and energy supply. In addition, risks related to the consumption of resources along the supply chain are analyzed, as are risks related to human rights and

the environment along the supply chain. Moreover, occupational safety was added to the Employees category in the risk universe. Both in 2023 and in years prior, no sustainability risks were reported in the risk management system that would have endangered the continued existence of the Würth Group according to the risk and opportunities policy.

Risk development in the Würth Group in 2023



► 2023 ANNUAL REPORT,
Group management report, p. 82 ff.

MATERIALITY ASSESSMENT PROCESS

Continuous dialogue with our stakeholders is essential for developing our full potential. Together, we can avoid blind spots and focus on what matters.

The Würth Group is active in a variety of industries and business fields around the globe. This is why a comprehensive and broad view is especially important for the purposes of the materiality assessment. We are also constantly experiencing new and rapidly changing working and environmental conditions, such as technological innovations, regulatory changes, and market dynamics. A permanent and ongoing materiality assessment process that integrates all relevant perspectives is crucial to ensuring that we remain focused on the topics that matter.

Ongoing materiality assessment process with active stakeholder dialogue

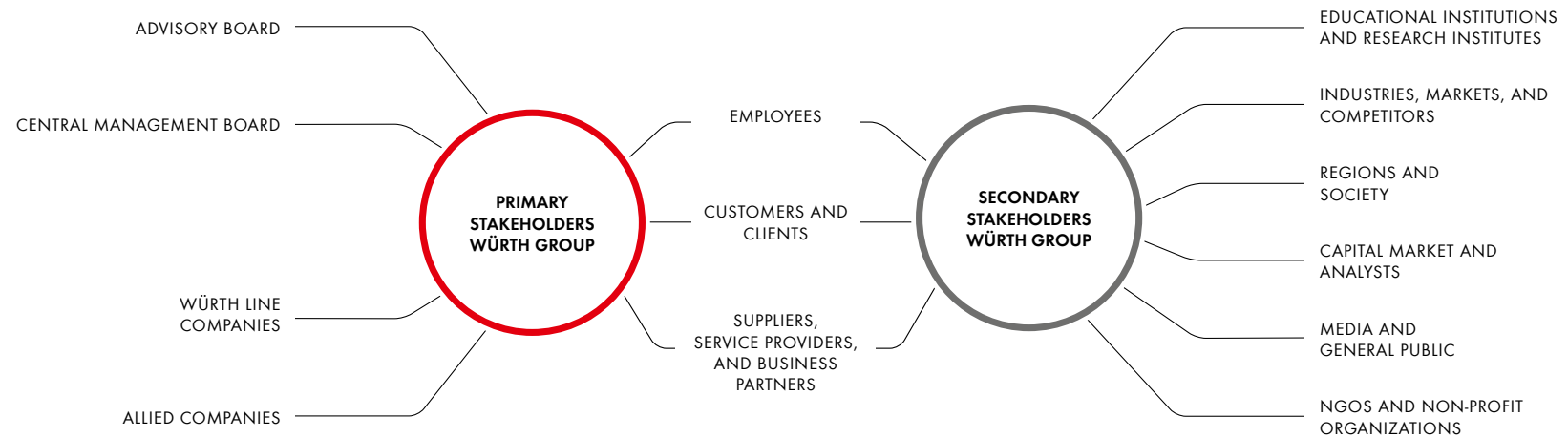
The materiality assessment is the foundation of the Würth Group's transformation strategy. Based on the constant dialogue with our stakeholders, the transformation of individual Group companies as part of the permanent materiality assessment process is also being continually reassessed, scrutinized, and adjusted where necessary. The advanced data transparency in particular makes it possible to control the transformation of our over 400 companies in a targeted way. We are also enabling people at every level of the company to play an active role in helping to shape this control. Last but not least, the dialogue with external stakeholders helps to identify measures and goals for the future. This results in successful interaction of data-driven control and empathetic support from and for the people both inside and outside the Würth Group.

DIFFERENTIATING THE STAKEHOLDERS IN THE WÜRTH GROUP

The legal and organizational structure of the Würth Group and the business relationships within the Group result in two perspectives when assigning primary and secondary stakeholder groups:

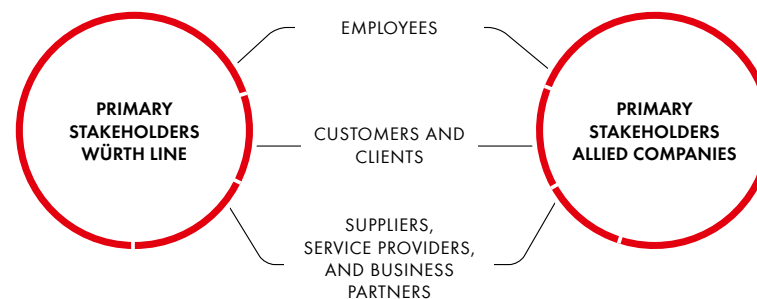
The Würth Group regards customers, clients, employees, suppliers, service providers, and business partners as secondary stakeholders, whereas the Würth Line companies and

Allied Companies consider them to be primary stakeholders. Because the Würth Group comprises the Würth Line companies and Allied Companies, these stakeholders are considered both primary and secondary stakeholders.



Contact points in 2023 stakeholder dialogue

Basis: 6,169 contact points with primary stakeholders of Group companies





The materiality assessment process was also fully adapted to the ESRS for this year's sustainability report. This provides for a two-stage process in which both the impact materiality and the financial materiality of the respective spheres of influence in a company are analyzed and evaluated.

Impact materiality process

For impact materiality, we began by conducting a survey about our stakeholder dialogue. We were able to survey over 6,200 stakeholders, 62 percent of whom represent the Würth Line, 36 percent the Allied Companies, and two percent the interested public. This survey allowed us to consider internal viewpoints, especially those of the different companies, industries, and geographic regions of the Würth Group, as well as the external perspectives of customers, suppliers, and the public. Respondents were able to rate the Würth Group's impact on a total of 31 different topics related to environmental, social, and governance issues on a scale.

In the next step, we held four workshops with internal and external experts from all stakeholder areas of the Würth Group. At these workshops, participants were given the opportunity to discuss the 31 different topics based on the ESRS and contribute their points of view. The severity, magnitude, and reversibility of the Würth Group's impact on topics such as greenhouse gas emissions and working conditions in the value chain were assessed. The results of the survey and the workshops are reflected in the impact materiality. It became apparent that the Würth Group, the experts, and the other stakeholders all had a similar understanding of sustainability impacts.

Financial materiality process

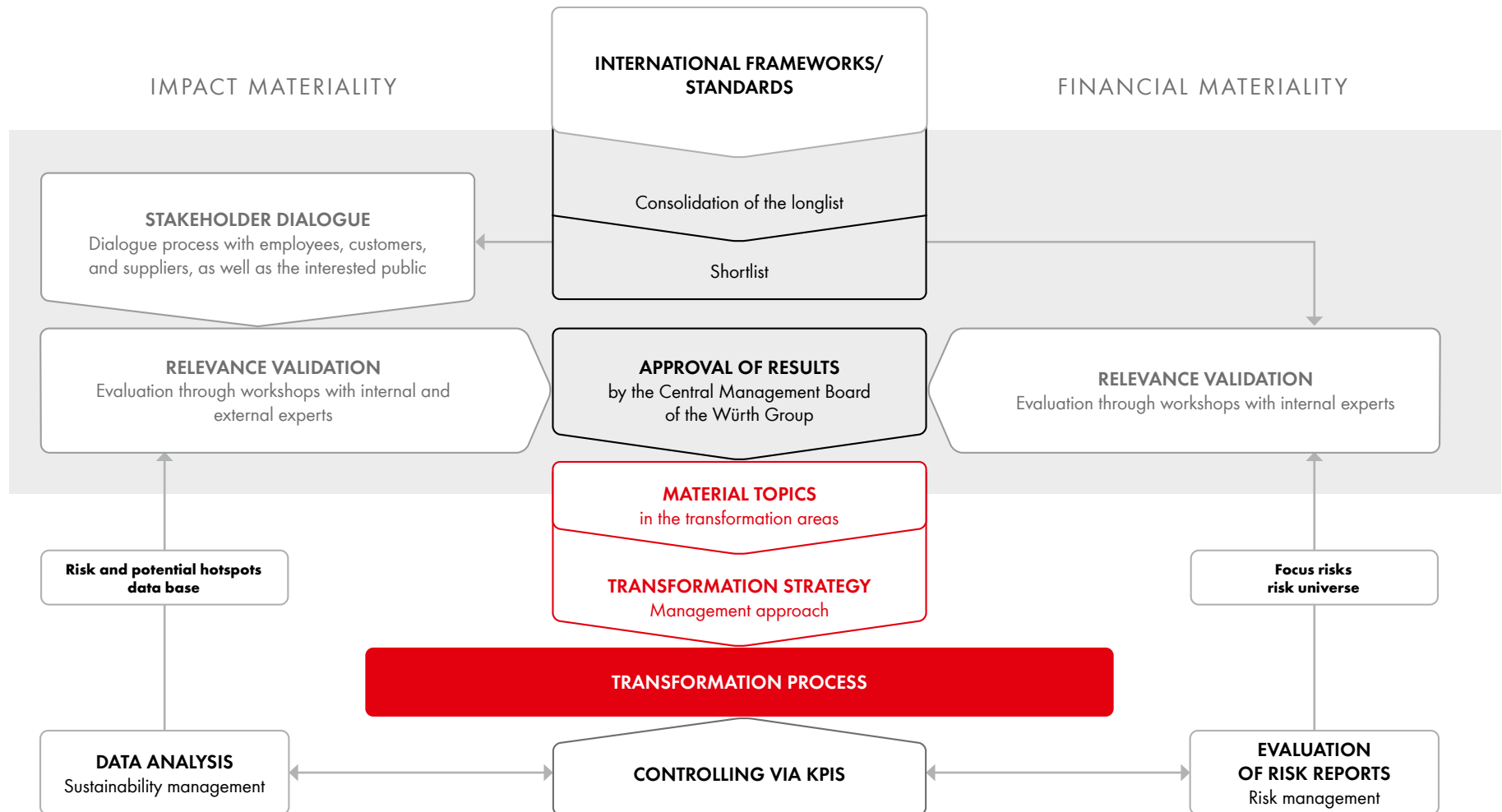
In the second step, the materiality assessment will be expanded to incorporate the aspect of financial materiality. The aim is to determine which sustainability topics will affect the Würth Group's financial position in the future and to what extent. To that end, the topics considered during the impact materiality stage were assessed based on the two dimensions, "dependency on relationships"

and "continuing use of resources." For each dimension, the focus was also on the question of how the individual topics impact the six different types of capital: financial capital, production capital, natural capital, intellectual capital, human capital, and social/relational capital.

Two more workshops were held for this purpose, with a total of five internal and external experts. The discussions in these workshops were also based on personal experiences, estimates, and opinions, as well as on the pool of sustainability reporting data and central risk management ratings. The financial materiality is defined based on the results of the workshops. It also becomes apparent at this point that the transparent pool of sustainability reporting data is decisive in terms of advancing the evaluation of risks and opportunities from a sustainability standpoint. Once the results of the financial materiality and impact materiality were certain, the Central Management Board was consulted to validate the findings and add their perspectives.

ONGOING MATERIALITY ASSESSMENT PROCESS

Transformation and sustainability management in the Würth Group



System boundaries and findings from the 2023 double materiality assessment

Together the two basic approaches, impact materiality and financial materiality, form the principle of double materiality. In contrast to the other types of materiality assessments, here a sustainability topic is always considered material whenever it is evaluated as important or material from a financial or impact-related standpoint, or both. Thus, the focus is greatly expanded, which leads to even more topic areas being analyzed and controlled in the future as part of the transformation strategy. For this purpose, sustainability reporting was also expanded so that all material topics areas would continue to be covered.

It is important to note that both materiality assessment approaches also influence each other in the long term. Topics that are important from the current standpoint of impact materiality are highly likely to develop into financially material topics as well. As a result, the double materiality assessment is essential in order to avoid blind spots in the future through ongoing and active dialogue with our stakeholders. The materiality assessment findings are shown in the materiality matrix. Only the topics in the lower left quadrant are considered to be immaterial. All the other topics are classified as material for the Würth Group from a financial and/or impact-related standpoint.

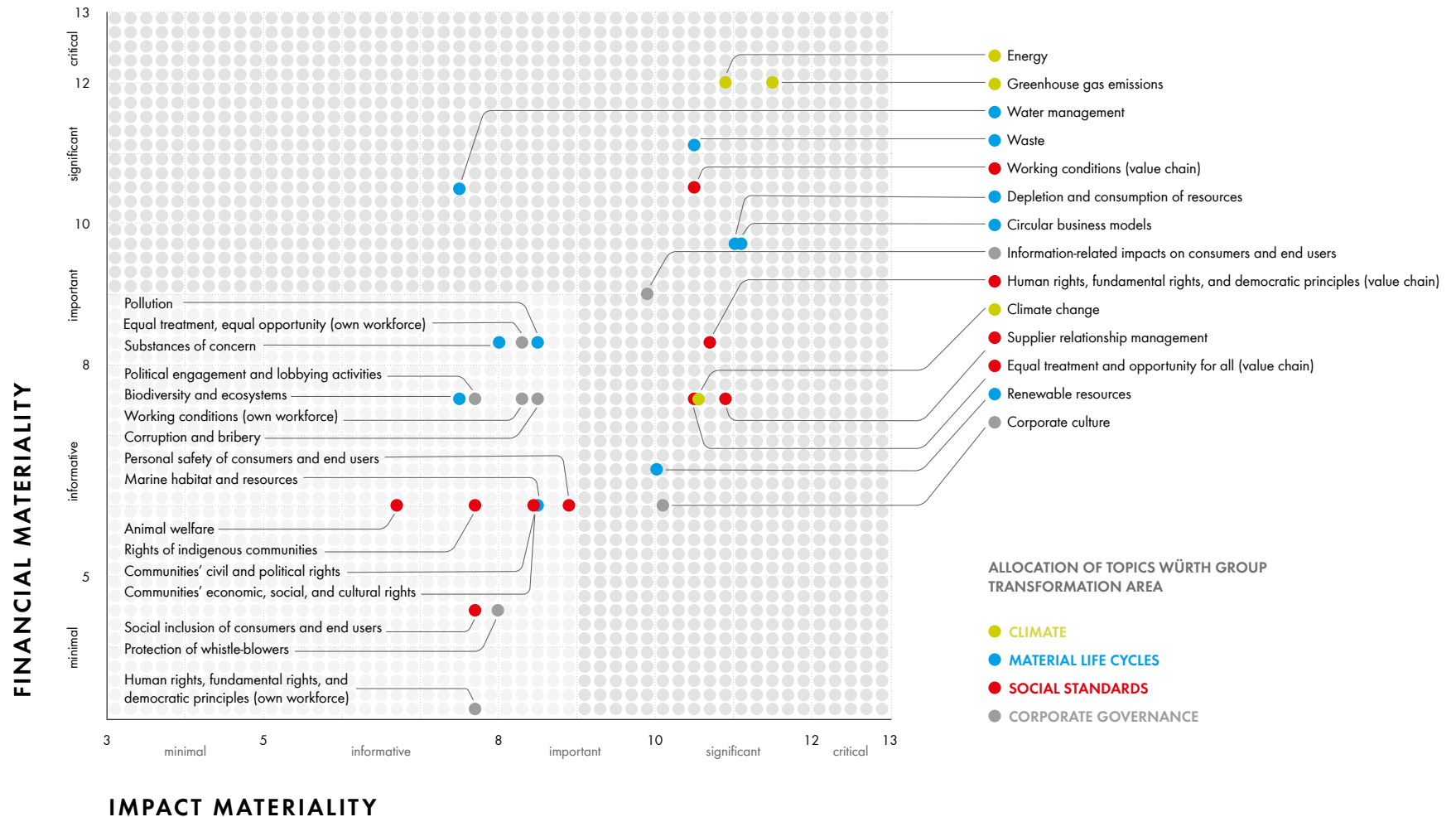
Unlike in the ESRS, the topics in the Würth Group materiality matrix are not divided into the areas of environment, social, and governance but are instead categorized based on the circular economy compass (► **p. 44 f.**).

These areas consist of the three transformation areas (climate, material life cycles, and social standards), as well as the framework of corporate governance, and are highlighted in color throughout the rest of the report to distinguish them better.

The materiality threshold for the purposes of this assessment is the axis value 9. This value corresponds to the midpoint of the “important” scale range. The intervals defined along the full scale are: 0–5 minimal, 5–8 informative, 8–10 important, 10–12 significant, and 12–15 critical. The topics are looked at in a higher level of detail than in last year’s materiality assessment. For example, environmental, energy, and water management were noted as one thematic point on the matrix in 2022. In this year’s assessment, the topics of energy, water management, pollution, climate change, and greenhouse gas emissions are separate topics. The Würth Group wants to promote sustainable development in the 16 topics determined to be material through its global activities and along the value chain. It is important for the material topics to bear opportunities as well and not only risks. The corporate culture, for example, has been a crucial factor for ensuring the Würth Group’s success for many years now. But the use of renewable resources or the transition to circular business models can also become key competitive advantages in the future.

MATERIAL TOPICS FOR THE WÜRTH GROUP

2023 materiality assessment





Ec|o|nom|ic | change

[ɛkə'nomɪk tʃeɪndʒ]

The circular economy represents the key to the Würth Group's sustainable growth and protects the livelihood of current and future generations. Our objective is to help create a regenerative economic system with a sustainable and future-oriented business model through the substantial transformation from a linear to a circular economy – our circular way.

TRANSFORMATION

TRANSFORMATION APPROACH CIRCULAR WAY

The Würth Group is developing an effective transformation strategy in order to position itself as a sustainable and future-oriented company and pioneer beyond the legal requirements.

Transformation to the circular economy

If we look at the world as a metaphorical warehouse filled with valuable resources, then we humans are currently pulling resources out of it without paying attention to the remaining inventory. The warehouse thus grows emptier and emptier while we chase growth targets in the global economy.

The Würth Group sees the model of the circular economy as a promising solution. That is why we are striving to transform the linear economy into a circular one in order to make sure that our warehouse will continue to be fully stocked in the future.

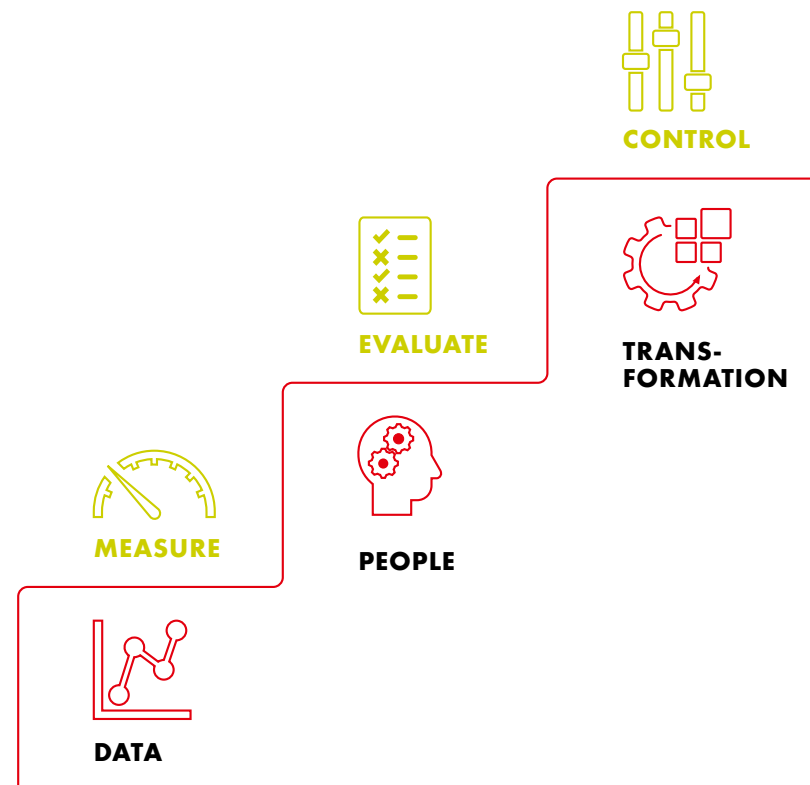
The circular economy enables us to decouple our business activities from finite primary resources, while offering huge potential to reduce greenhouse gases and promote social justice. Closing material life cycles ensures the availability of raw materials so that we can grow sustainably in the future as well.

Data and people as success factors in the Würth Group's transformation

A successful transformation is directly connected to two vital elements: data and people. Data provides the foundation for sound decision-making and allows for the measurement of progress, while people, with their knowledge, their dedication, and their ability to implement change, are the true drivers of transformation. A synergistic combination of high-quality data and the active contribution of people are thus crucial to ensuring a sustainable and successful transformation.

Making progress together requires a fundamental change in awareness both in society and in the economy.

This transformation refers to the necessity of using resources more efficiently, minimizing waste, and supporting a more sustainable production and consumer culture. Within the Würth Group, we are initiating the appropriate changes to create awareness for the integration of circular economy principles. By doing so, we are taking a regenerative, recycling-oriented approach, which in the long term will contribute to a sustainable future.





We have defined three transformation areas for our circular way, the process of transformation to a circular economy.

The Würth Group sees the circular economy as the key to sustainable growth, which comes with advantages that everyone can enjoy: economically, environmentally, and socially. The circular economy makes it possible to improve both economic growth and social prosperity by promoting job creation, while simultaneously increasing our resilience to global challenges. From an environmental standpoint in particular, it offers the potential to minimize environmental impacts by reducing global greenhouse gas emissions, waste,

and pollution. We are striving to transform the Würth Group from a linear to a circular economy, focusing on three transformation areas: climate, material life cycles, and social standards. The aim is to keep valuable resources within climate-neutral, socially just material cycles.

Climate

+ Material life cycles

+ Social standards

REDUCTION OF
GREENHOUSE GAS
EMISSIONS

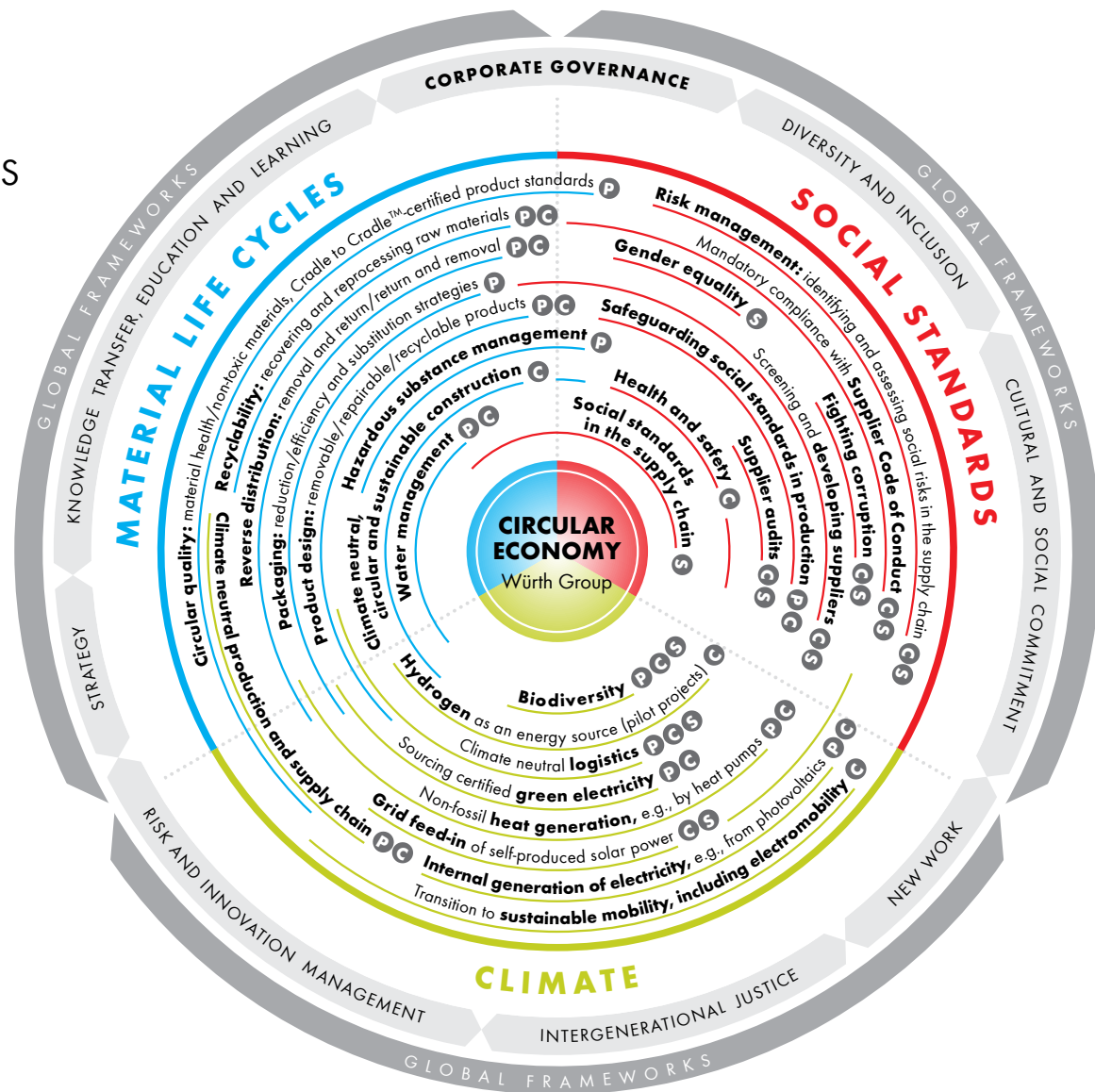
DECOUPLING GROWTH
AND USE OF RESOURCES

LEAVE NO ONE BEHIND,
NO PERSON AND
NO PLACE

CIRCULAR ECONOMY COMPASS OF THE WÜRTH GROUP

The Circular Economy Compass illustrates the vision of a circular economy. The Compass contains the three transformation areas climate, material life cycles, and social standards. Their individual aspects have different positive effects on products **P**, companies **C**, and/or society **S**.

The Würth Group's material topics are an integral component of the Compass and are reflected in our strategic focus. The Würth Group operates within these transformation areas in compliance with various global frameworks, such as the Greenhouse Gas Protocol and the Sustainable Development Goals of the United Nations. Our corporate governance system establishes the necessary framework for successfully completing the transformation process.





Transformation area climate

The Würth Group accepts its responsibility to contribute meaningfully to climate protection and to achieving the goals of the Paris Agreement. The transparency of the climate footprint analysis can help us to better understand direct and indirect greenhouse gas emissions and to take targeted steps to reduce them, such as obtaining energy from renewable sources, using energy efficiently, and converting the vehicles in our fleet to alternative drive systems. In this way, we strive to grow while respecting the environment.

Circular Way →

TRANSFORMATION AREA CLIMATE

To the Würth Group, active climate protection means reducing the direct and indirect greenhouse gas emissions that are harmful to our climate to a minimum in the long term, including throughout the supply chain.

Shaping a future-oriented world

Active climate protection and the use of renewable energy associated with it offer us a chance to make a more sustainable world for people. In a time when we are feeling the global effects of climate change more and more distinctly and the urgency of climate protection is on the rise, it is important to take responsibility and help shape a future that remains worthwhile for our grandchildren. Efficient use of resources and the use of renewable energy and sustainable technologies are integral parts of protective measures. Climate protection drives innovation and technological progress and can thus create a multitude of economic possibilities. Through sustainable business practices, we create a perspective for future generations to do business in a way that is compatible with nature. This requires us to pull together and cooperate with people from around the globe. That is the only way we can sustain a livable environment and quality of life in the long run.

Opportunities based on the use of regenerative energy

The focus on renewable energy and reducing greenhouse gas emissions in the daily operations of Würth Group companies is more than a step toward environmental protection; it also opens up a variety of opportunities. Renewable energy sources such as solar power, wind power, and hydropower are derived from naturally regenerating resources that are inexhaustible. In contrast to non-renewable energy sources, such as oil and natural gas, they are able to supply energy for much longer and more sustainably. Increasing the use of renewable energy reduces dependency on fossil fuels and imports, which in turn ensures the supply of energy and reduces vulnerability to geopolitical risks and fluctuations in energy prices. Furthermore, it creates the basis for focusing on and expanding the opportunities and potential of renewable energy, including along the value chain.

Significance to the Würth Group

As a globally active company, the Würth Group supports the goals of the Paris Agreement as not only do we contribute to global greenhouse gas emissions, we also have the power to effect positive changes. Energy, greenhouse gas emissions, and climate change represent material topics for the Würth Group. To contribute actively to climate protection, it focuses on reducing greenhouse gas emissions and orienting its operations so as to grow and conduct business on the basis of renewable energy sources to the greatest extent possible.

Assessing our transformation in the area of climate requires us to calculate greenhouse gas emissions along the entire value chain. The Würth Group bases its understanding on the Corporate Standard of the Greenhouse Gas Protocol. With the climate footprint analysis, we create transparency regarding our greenhouse gas emissions and their sources. It is on this basis that we can work out the crucial factors and derive appropriate measures to make a real contribution to the reduction of greenhouse gases. We believe it is important to establish the understanding necessary to implement such measures among all the employees of the Group companies.

Key aspects of our circular way

First, this means avoiding all harmful direct and indirect greenhouse gas emissions. If it is not possible to avoid these emissions, the Würth Group strives to reduce them to a minimum. We have already defined starting points for reducing our direct greenhouse gas emissions, those that occur within the Würth Group (scope 1), as well as the indirect greenhouse gas emissions that arise from purchased energy and energy generated outside the company (scope 2).

Efficient use of energy is an important part of these efforts. The Würth Group is also continually expanding its own regenerative electricity production and sourcing of green electricity, which in turn promotes the expansion of renewable energies on the energy market. We are also endeavoring to gradually convert our fleet to alternative drive systems and more climate-friendly fuels. In addition, it is important to pursue comprehensive energy concepts and to find and use customized solutions for non-fossil heat generation. The reduction of all greenhouse gas emissions from upstream and downstream value chains poses a challenge for the future. Due to the Würth Group's complex supply chains, it is necessary to first establish the processes required for uniform data collection in the Group companies.

Climate →



To mitigate the risks of climate change, the Würth Group is focusing on a climate strategy centered around the countries with the highest emissions.

Risk assessment

Using energy causes greenhouse gases to be emitted, thus actively contributing to climate change. This results in various risks for the Würth Group companies that can impact different business units and locations. These can include climate-induced physical risks and transitory risks and both have to be reduced. The aim of the Paris Agreement seeks to limit global warming to a maximum of 1.5 degrees Celsius above the pre-industrial level in order to avert any serious consequences of climate change. This represents a global challenge in terms of taking the appropriate measures to reduce global greenhouse gas emissions.

The global Climate Risk Index shows how severely the different countries around the world are affected by extreme weather conditions, such as heat waves or flooding. It creates transparency regarding global risks related to specific locations and supply chains. The Würth Group has locations in two of the ten most affected countries: Japan and India. The effects of climate change can already be felt not only in these high-risk countries but also in other regions of the world. Extreme weather conditions can cause damage to company infrastructure such as buildings, production facilities, and means of transportation. The resulting business disruptions affect supply chains. By reducing greenhouse gas emissions, the Würth Group can contribute to

minimizing the negative effects of climate change, such as extreme weather conditions, rising sea levels, and loss of biodiversity, and stave off critical tipping points. This can lower costs for climate damage and adaptive measures.

Using the double materiality approach, both the regions of focus based on the Climate Risk Index and the countries with the highest levels of greenhouse gases in which the Würth Group operates are analyzed and evaluated as part of the risk assessment. In 2023, Group companies located in Germany accounted for 31.4 percent of the Würth Group's total greenhouse gas emissions. The US, Italy, China, Spain, Austria, and France made up another 36.8 percent. The Group companies in these seven countries are responsible for nearly 70 percent of the total emissions. As this represents the greatest potential for reducing the Würth Group's greenhouse gas emissions, our primary focus is on these countries. We are striving to reduce greenhouse gas emissions in all other Group companies as well. To counter all of these risks, it is important to analyze them and evaluate them carefully and to develop a comprehensive climate strategy that includes both preventive and reactive measures.

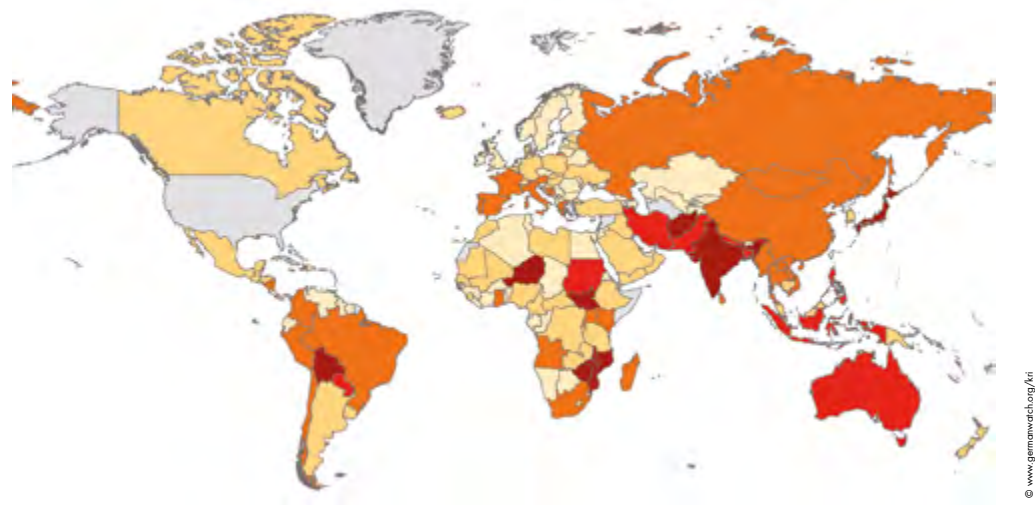
GLOBAL FOCUS REGIONS

Risk assessment according to Climate Risk Index

CRI 2021: Most affected countries 2019

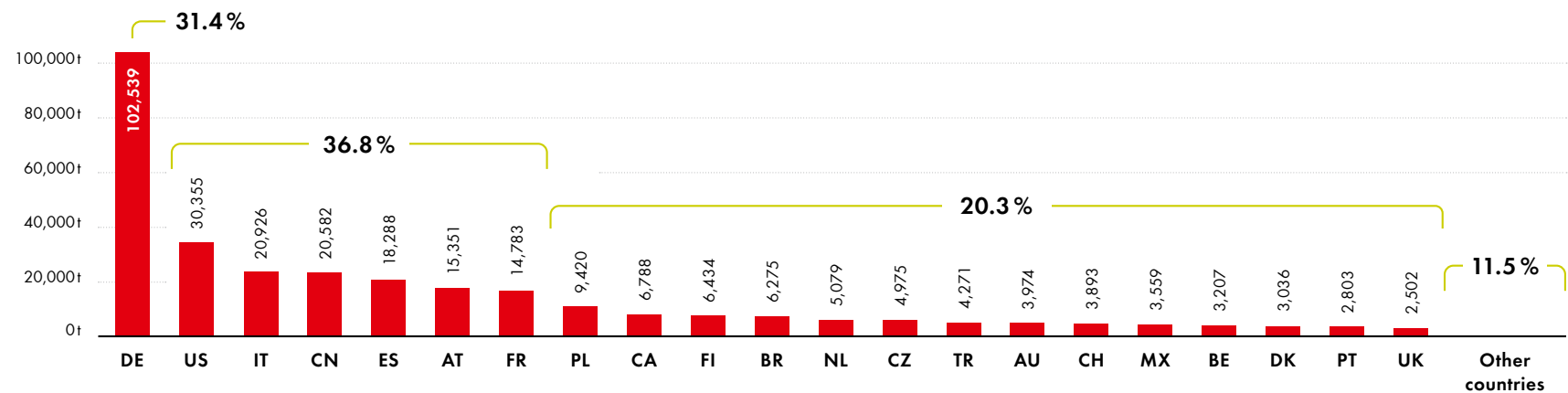
- 1-10 (highest risk level)
- 11-20
- 21-50
- 51-100
- >100 (lowest risk level)
- No data available

Source: Germanwatch and Munich Re NatCatSERVICE



Greenhouse gas emissions (CO₂e) of the Würth Group according to location

Absolute volume in tons of CO₂e and share within the Würth Group as a percentage in 2023





The Würth Group takes a variety of measures to effectively reduce greenhouse gas emissions in scopes 1 and 2.

Continual improvement

The Würth Group successfully implemented a number of targeted measures to reduce greenhouse gas emissions in its companies over the course of 2023. At the same time, we are working to continually improve the quality of data. By establishing processes to collect data, we achieve increased transparency, which in turn can result in a higher climate footprint because greenhouse gas emissions that were previously unknown are now being recorded. This data forms the foundation for developing our Group-wide climate strategy. The Würth Group's climate strategy aims to utilize all of the potential that arises from the detailed analysis of data. The primary objective is to reduce our greenhouse gas emissions in order to make a real contribution to climate protection. We make a point of including our employees around the world in this objective so that they understand the climate data, become more aware of it, and take responsibility for reducing the emissions in their own Group company.

Energy consumption and top emitters

A look at the energy consumption in 2023 reveals that the Würth Group's vehicle fleet is the largest energy consumer, accounting for 52.9 percent. This is also reflected in the climate footprint (scopes 1 and 2) since it accounts for 60.9 percent of greenhouse gas emissions. The kerosene used in our airport operations falls under scope 1 and makes up 1.6 percent of total emissions. We consume 17.8 percent of the total energy in the form of electricity. The second largest share of our greenhouse gas emissions can

be attributed to the use of electricity, which illustrates the importance of developing and sourcing green electricity.

Successful measures in the companies

The two greatest keys to reducing our greenhouse gas emissions are switching to electricity from renewable energy sources and converting our vehicle fleet. Accordingly, the measures implemented in 2023 focused in particular on expanding the production of our own energy supply on the basis of renewable energy and on switching to purchasing green electricity. We were able to increase the production of our own electricity based on renewable energy to 26,054 MWh (5.8 percent of the total electricity) in 2023. We also increased our green electricity consumption to 262,215 MWh (58.1 percent of the total electricity). In the framework of a joint master agreement, 50 German Group companies have been purchasing green electricity and promoting the expansion of renewable energy since 2023 (190,728 MWh/42.3 percent of the total electricity). It was possible to pool resources, thus expanding the procurement of renewable energy. Another measure involves converting the fleet to alternative drive systems and more climate-friendly fuels. Meanwhile, additional measures for improving energy efficiency and identifying potential for cutting greenhouse gas emissions should also be kept in mind. The current focus is on preventing and reducing scope 1 and 2 emissions. We are also simultaneously building data transparency for scope 3 by establishing internal processes to evaluate the effects of today's measures in scope 3 and express them transparently in a quantifiable way.

TRANSFORMATION LEVERS RELATED TO CLIMATE IN THE WÜRTH GROUP

Electricity, heat, mobility

Calculating greenhouse gas emissions creates transparency in terms of identifying the greatest potential for improving and conserving. For the companies in the Würth Line, the greenhouse gas emissions related to mobility are the highest, accounting for 73.8 percent. The procurement of electricity and heat made up the largest shares of the climate footprint for the Allied Companies in 2022. Nevertheless, due to the increasing conversion to green electricity and the production of our own electricity using renewable energy sources, the main focus of greenhouse gas emissions has shifted. Now, mobility accounts for 40.2 percent of greenhouse gas emissions, followed by heat with a share of 31.9 percent. The area of mobility thus represents the greatest lever to transformation for both the Würth Line and the Allied Companies.¹⁾

MOBILITY: 73.8%

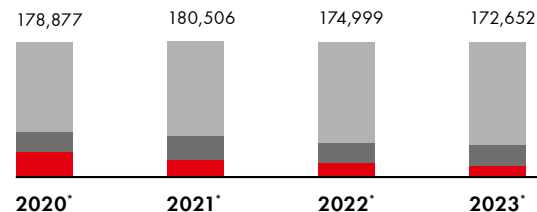
2023: 140,817t CO₂e

HEAT: 14.8%

2023: 28,276t CO₂e

ELECTRICITY: 11.4%

2023: 21,800t CO₂e



**GREENHOUSE GAS EMISSIONS
WÜRTH LINE**
► GRI 305-1, 305-2
CO₂e footprint
scopes 1+2

GREENHOUSE GAS EMISSIONS in tons of CO₂e

- MOBILITY
- HEAT
- ELECTRICITY

MOBILITY: 40.2%

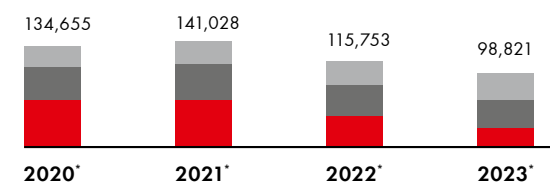
2023: 52,119t CO₂e

HEAT: 31.9%

2023: 41,295t CO₂e

ELECTRICITY: 27.9%

2023: 36,203t CO₂e



**GREENHOUSE GAS EMISSIONS
ALLIED COMPANIES**
► GRI 305-1, 305-2
CO₂e footprint
scopes 1+2

*limited reporting scope comprising 156 companies

1) Kerosene for aircraft is included directly in the Würth Group calculation. As a result, there is a difference between the individual results for the Würth Line and Allied Companies and for the Würth Group.

Climate footprints 2022-2023

► DATA BASE climate on p. 96 ff.



By empowering our employees, we are investing in active climate protection.

Transmitting climate knowledge purposefully within the Würth Group and empowering individual employees in each Group company are essential to us. Our employees must understand the significance before they can seek out new paths forward. Not only does this awareness encourage efficient cooperation and innovative approaches to solutions and improve performance, it also results in concrete, targeted measures to reduce greenhouse gas emissions at each individual company in the Group.

Group-wide tool for calculating the climate footprint

The Corporate Carbon Footprint tool (CCF tool) is an Excel tool we have developed ourselves, which makes it much easier for the individual Group companies to put together their climate footprint thanks to automatic calculations and links. Users can enter comprehensive data, such as consumption levels from the areas of mobility, heat, and electricity, and obtain the corresponding greenhouse gas emissions in tons of CO₂e for scope 1 and 2 in accordance with the Greenhouse Gas Protocol and, where possible, for scope 3 as well. While the tool facilitates comparability of scopes 1 and 2 for Group companies, it allows for analyses of scope 3 hot spots as well. The CCF tool was launched in the Group companies in 2023, with the goal of creating a uniform basis for calculation. In addition to simplifying calculations, it also allows users to identify reduction potential and includes tips for systematically starting scope 1 and 2 reduction measures. The calculation of scope 3 serves as an opportunity to look into the topic, while at the same time establishing standardized processes and ensuring uniform data quality.

The Würth Group's "climate management" training program

Our priority is to boost the abilities and qualifications of our employees in the area of climate. With a Group-wide digital training program, we make it possible for employees with different levels of familiarity to build on and expand their knowledge on the topic of climate management. The training program is broken down into five modules, in which learning units can be completed independently of each other depending on the personal level of knowledge. It starts with a basic and easy-to-understand explanation of all the contents. Building on that explanation, the program explores the climate basics, the historical development, the difference between CO₂ and CO₂e, how to calculate climate footprints, and the three scopes of the Greenhouse Gas Protocol in detail and how to calculate them using the CCF tool.

Climate round table: Let's talk about CLIMATE

The climate round table "Let's talk about CLIMATE" was introduced in 2023 to deepen the understanding of the transformation area climate within the Würth Group. Around 100 climate experts from Würth Group companies around the world meet here every six weeks to deepen their knowledge of climate management and clear up any unresolved questions in an open discussion led by the corporate sustainability management team. The meetings focus on changing themes that build on one another. In the year under review, they addressed how to handle customer queries in addition to location descriptions and system boundaries for scope 1 and 2, as well as the individual categories of scope 3 one by one. Now that the individual categories of scope 3 have been jointly worked out and a comprehensive understanding has been created, the climate round table serves as a venue for exchanging ideas and networking in the Würth Group.

Upcoming climate handbook for the Würth Group

We are planning to issue a climate handbook, written especially for the needs of the Würth Group, in the next year so that we can establish the knowledge we have acquired in the long term. It will document all climate-relevant aspects in writing and serve as a reference. Along with the basics, such as system boundaries and location descriptions, the handbook will address scopes 1, 2, and 3 in detail. We are also planning to put together a kit that contains step-by-step instructions on which actions to take and when.





Climate transformation in the Würth Line

PROJECTS 2023

There are different strategies and approaches to reducing our greenhouse gas emissions in the Würth Group. Three different examples show how the companies in the Würth Line are lowering their climate footprint and thus making their contribution to climate protection.

Up to 30 percent self-sustaining thanks to the biggest photovoltaic system in the region:

Würth Norge AS, Norway

Würth Norway has taken a big step toward self-sufficiency by installing 810 solar panels with a capacity of 375 kWp so it can produce its own energy. This installation, which is also the biggest in the Nittedal region, delivers an output of up to 320,000 kWh per year. Through this measure alone, the office buildings, warehouse, and art gallery at the headquarters have achieved a self-sufficiency quota of between 10 and 30 percent. Combined with the geothermal heat pumps already in place, the site's total self-sufficiency quota is between 40 and 60 percent. Multiple live dashboards in the company's headquarters provide information about the current volume of energy generated, as well as the greenhouse gas emissions that were avoided, and give an overview of the system's performance over the past days, months, and years. The remaining electricity needed is covered by green electricity, which means that all of the energy for both heat and electricity comes from renewable sources. By not using fossil fuels, the company is making an important contribution to reducing greenhouse gas emissions. Furthermore, Würth Norway is shaking its reliance on economic conditions because it has enough sunlight, wind, and water power at its disposal.





Zero Impact Logistics Hub and new company car policy: Würth S.r.l., Italy

In 2023, Würth Italy laid the foundation for its new “Zero Impact Logistics Hub” in Egna. Not only does the logistics center allow for faster order processing that is more efficient and less prone to error, it is also operated using regenerative energy. The photovoltaic system's maximum capacity is 210 kWp, and the nominal geothermal capacity is 180 kW. Because proximity to customers is an integral part of the sales company's business model, the vehicle fleet alone made up 68 percent of the company's total scope 1 and 2 CO₂e emissions in 2022. The company car policy was revised as a result and now only offers all-electric or hybrid vehicles. In 2023, 28 new charging points were also installed at the Egna and Capena headquarters. Further charging infrastructure improvements are in the works. The full impact of the change has yet to be determined, but initial data shows that both mobility costs and greenhouse gas emissions can be reduced in this way.



Large photovoltaic facade and pilot project for supplying with electric trucks:

Würth Industrie Service GmbH & Co. KG, Germany

Würth Industrie Service celebrated the completion of one of the biggest photovoltaic facade system in Europe during the year under review. Installed on the south side of the logistics center in Bad Mergentheim, this system is intended to make a major contribution to the site's sustainable energy supply, with an area of over 4,600 square meters, more than 2,000 modules, and a capacity of over 1,000 kWp, thus generating a total capacity of just under 2,000 kWp and a generated volume of about 1,500,000 kWh for the Würth Industrial Park.

In December 2023, as part of a pilot project, Würth Industrie Service sent its first delivery with an electric truck to a customer 308 km away. Making this weekly trip all-electric will help conserve fossil fuels. The successful pilot project will be expanded to other customers as well in the future.

Climate transformation in the **Allied Companies**

PROJECTS 2023

A number of changes intended to push forward the climate transformation area are underway in the Allied Companies as well. While photovoltaic systems are a major factor for replacing fossil fuels, the infrastructure and style of our buildings are also significant in reducing greenhouse gas emissions.

New energy-efficient production building:

ARNOLD UMFORMTECHNIK GmbH & Co. KG, Germany

Arnold Umformtechnik has achieved another milestone with its new production building. With more than 3,400 square meters, the new building provides the perfect basis for optimizing the cold forming technology used here, which cuts down on greenhouse gas emissions by up to 70 percent or more compared to other forming methods. The integration of photovoltaic systems with around 115 kWp, regenerative heat generation via heat pumps, and energy-efficient free cooling via the refrigeration system in the new building underscore Arnold's commitment to the environment. The company also uses heat recovery from processes to conserve resources. The building was constructed in accordance with the BEG 40 EE standard, which reduces the primary energy requirement by over 70 percent compared to the standard reference building. Further measures, such as roof greening to retain rainwater and cool the building, timber construction, and a rainwater cistern for more efficient use of service water, also contribute to environmental protection.





In-house energy production using combined heat and power unit and photovoltaics:

Grass GmbH, Austria

With heavy price fluctuations and potential bottlenecks, it is becoming increasingly important to have an independent energy supply.

Grass in Austria was able to cover 31 percent of its energy requirements with in-house production in 2022 by using a combined heat and power unit (CHP) in conjunction with a photovoltaic system and the intelligent use of process heat. The CHP has a capacity of 2 MW and currently powers a generator with fossil fuels, which generates the electricity needed for the site.

Excess energy is fed into the grid. The entire building is heated using the thermal discharge from the CHP and heat recovery from processes and compressors. The thermal discharge can also be recycled to cool halls and machines using an absorption chiller with a cooling capacity of 1,200 kW. The direction for the future is clear: Even in current new buildings, all thermal output should be generated by three heat pumps and supplemented with a photovoltaic system in order to cover as much of the energy required as possible.



Photovoltaic systems installed on aerated concrete roofs:

TOGE Dübel GmbH & Co. KG and Adolf Würth GmbH & Co. KG, Germany

The expansion of photovoltaic systems is one of many measures being taken for climate-friendly energy production. Unfortunately, not all roofs are suitable for installing photovoltaic systems right away. Aerated concrete roofs have thus far made it more difficult to expand photovoltaics due to their lower load-bearing capacity. For this reason, TOGE worked with Würth Germany to develop Reinforce AC, a system that helps to distribute the load across the roof's surface area. This allows an additional load of up to 80 percent to be placed on the roof. What is special about this system is that it is easy to implement retroactively during running operations. Companies save significant costs and resources because they do not require a new roof. The system is also resource-friendly because most of the product components can be fed back into the material life cycle after their service life. In 2023, the company was awarded the Baden-Württemberg Environmental Technology Prize in the "Material Efficiency" category for this development.



Transformation area material life cycles

We see the raw materials that the Earth provides as family heirlooms. This means that we should use them with care and respect in order to preserve them for future generations. To achieve this, the Würth Group aims to use resources more efficiently and to minimize the consumption of primary materials. Closed material life cycles are crucial for this purpose. They are the only way that the Würth Group can achieve future growth that is decoupled from the consumption of finite resources.

Circular Way →



TRANSFORMATION AREA MATERIAL LIFE CYCLES

To the Würth Group, material life cycles mean appreciating resources, keeping them in loops, and developing them into new, intelligent quality products over and over again.

Raw materials for future generations

Closed material life cycles offer opportunities for the environment, economy, and people. Preserving resources is vital; it is a fundamental prerequisite to fulfilling the basic needs of future generations. Constant population growth and economic development are contributing to the growing scarcity of natural resources such as fossil fuels, minerals, and metals, as well as water and soil. The limited availability of resources can have far-reaching effects on the environment, the economy, and the structure of society. This calls for careful handling of the Earth's finite resources so that the generations to come have the same opportunities that we do in the future. If we continue our activities within the framework of a linear economy, the situation with raw materials will worsen further. We have recognized the need for a systematic shift toward a circular economy in order to secure the future growth of the Würth Group and are pushing to decouple our activities from finite resource consumption by integrating material cycles.

Opportunities offered by decoupling

Recycling and reusing materials purposefully in closed loops helps to reduce the depletion of new raw materials. On the one hand, this is conducive to resource efficiency; and on the other hand, it prevents finite natural resources from being wasted. Material life cycles can also improve supply security by minimizing the dependency on and demand for primary raw materials and replacing them with secondary raw materials that can be sourced locally. Closed material life cycles thus enable long-term growth. Reducing volumes of waste, prolonging the service life of products by means of repair and recycling, promoting innovation and technology, and the corresponding reduction of greenhouse gas emissions are other positive effects. Developing new business models, such as renting out products instead of selling them, opens up new areas of business.

Significance to the Würth Group

Material life cycles play a critical role for the Würth Group. We see waste as a resource that can continuously be fed back into the production process. By developing technically innovative and resource-friendly methods, we aim to support the recirculation and reuse of resources. The Würth Group is gradually establishing material life cycles and, in doing so, pursuing the long-term goal of a more environmentally friendly and resource-efficient way of doing business that can face up proactively against the challenges associated with finite resources and their impact on the environment. Depletion and consumption of natural resources, circular business models, and waste and water management are material topics for the Würth Group in the material life cycles transformation area.

In the circular economy concept, the entire life cycle of the product is considered, from raw material extraction and production to use and the end of its service life. By systematically establishing circular processes, we aim to optimally use the Würth Group's organizational structure and rely on mechanisms that foster collaboration between the many and varied companies in the Group in order to create synergy effects. Transparent data management is crucial due to the wide variety of products in order to respond to changing market and customer demands, advancing digitalization, and growing data volumes. Based on the data collected, we can quantify, assess, control, and advance our transformation process so that we can gradually close our material cycles in the future.

Key aspects of our circular way

The development of circular product designs is a fundamental component of the circular economy for the Würth Group. For this purpose, the products have to be designed so that they can be separated easily into their individual components in order to ensure various possibilities for reuse: for example, recyclability. In doing so, it is important to consider the environmental impact of the materials used and to utilize resources in the best way possible. In this process, the Würth Group strives to reduce the use of primary material and increase the use of secondary materials. This step also helps to reduce the climate footprint of production processes and along product value chains in a targeted manner. Using alternative, resource-friendly materials and innovative technologies can reduce the impact of products. Another key step is to establish and develop reverse logistics aimed at optimizing the value chain. This process is crucial to ensuring sustainable closed material life cycles and entails rerouting products and materials away from the landfill so that they can be reused as secondary raw materials.

Material life cycles





The Würth Group analyzes risks in terms of resource availability in order to purposefully transform them into opportunities.

Risk assessment

The linear economy, which follows the principle of “take, make, waste,” poses a major risk to the Würth Group as it leads to a considerable loss of valuable resources and threatens the basis of our economy. The scarcity of certain raw materials can directly affect the prices of raw materials, especially when there is an imbalance between supply and demand. Political instruments for achieving global climate goals can mean additional financial burdens in individual Group companies for goods with high greenhouse gas emissions. Depending on certain raw materials can lead to bottlenecks or outages and thus significantly interfere with business processes. Supply security, which is so important to the Würth Group, is influenced by the declining availability of raw materials combined with rising demand. A lack of focus on the sustainable use of resources and environmentally friendly practices could also represent a disadvantage for the Würth Group against the competition as demand for sustainable products on the market is rising.

Prices for relevant raw materials serve as a risk indicator for availability on global markets. The Würth Group observes and analyzes how the prices of various raw materials change. This analysis has revealed significant price increases since 2021. This development is also reflected in the procurement prices for the raw materials used by the Würth Group.

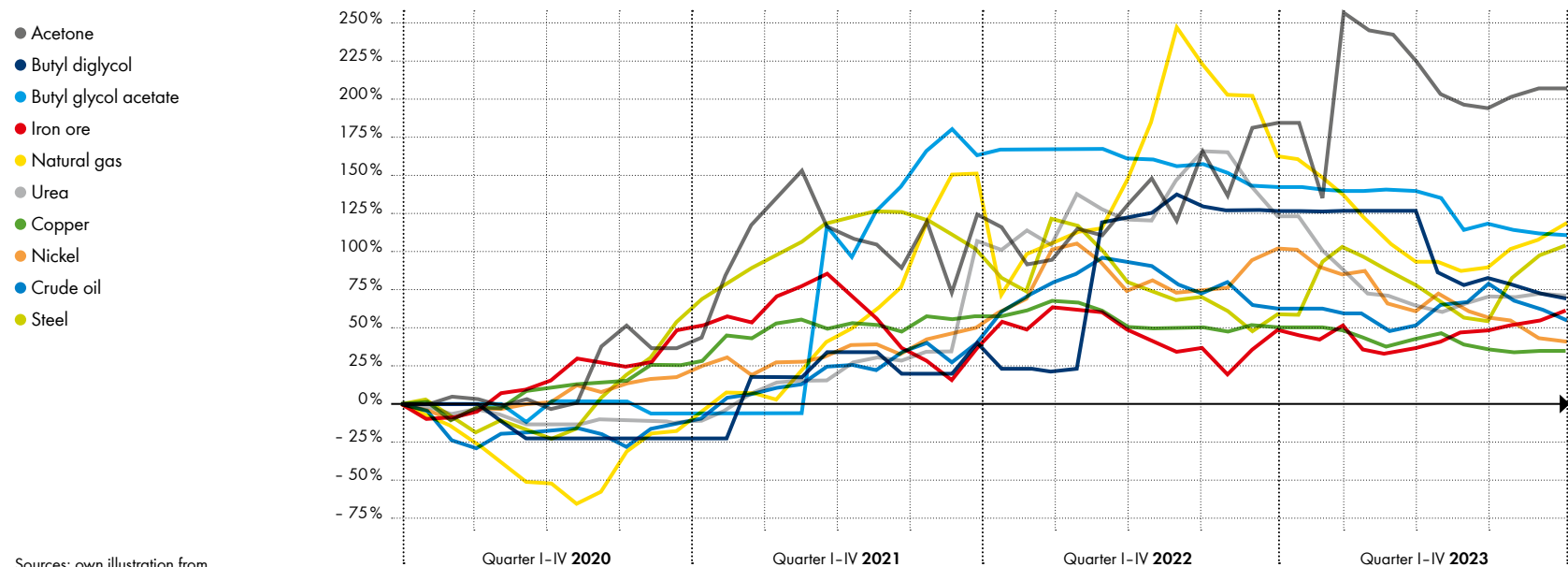
Prices are influenced by many factors and are therefore volatile and not appropriate as the sole indicators of risk – especially for the purpose of illustrating long-term risks. Other sources of data and indicators are essential to best anticipate and evaluate risks. The static range, for example, indicates how long the supply could be guaranteed based on the currently known global reserves at a constant rate of production. The recyclability and availability of secondary materials indicate how demand can be fulfilled by secondary materials. Future technologies and global trends can lead to major increases in demand for specific raw materials, which is why they also play an important role in the long-term security of raw material availability.

We need to develop innovative technological solutions for reprocessing commodities and materials and for using them in closed-loop cycles. In addition to expertise and innovative approaches, this requires a strategy for pooling synergies within the Würth Group and tapping the resulting growth potential for new business models.

GLOBAL RAW MATERIAL ASSESSMENT

Pricing for relevant raw materials in the Würth Group as risk indicator for availability on global markets

The graph below illustrates how raw material prices developed in the years 2020–2023. Both raw materials that are categorized as relevant for the Würth Group and those with particularly dynamic prices are currently being analyzed.



Sources: own illustration from the Würth Finance International B.V. database

Changes in raw material price as percentage in 2020–2023



The raw materials and resources used to manufacture our products represent valuable assets for the Würth Group's future and are the key to decoupling our activities from finite resource consumption.

Collecting and analyzing commodity and material data

Data transparency regarding the composition of the materials in products and packaging, as well as their share of recycled materials and the waste produced, is of fundamental importance to the Würth Group for establishing material life cycles. The pool of data was expanded to include the use of renewable raw materials and the various methods of disposing of waste, such as recycling, thermal recovery, or landfill dumping. We also record the measures taken by Group companies to implement the circular economy. The Würth Group is continually expanding its understanding of data and improving the quality of its data at the same time.

Refining the product assessment matrix

With the aim of creating a high level of transparency based on ecological and social criteria for our customers when choosing products, the products of the Würth Line are tested to determine their sustainability performance and evaluated using 4 + 1 categories. The four categories of climate-friendly, environmentally friendly, resource-friendly, and low-emission/low pollutant represent ecological aspects. Another category deals with evaluating the product suppliers in terms of social and fair working conditions. Due to the supplier-customer relationships within the Würth Group, the assessment methodology is also applied to the Allied Companies at the supplier level. The product assessments provide the basis for developing our product portfolio further. The process for the Würth Line was developed first.

It is continually being adapted to statutory and market requirements, and we aim to integrate it into our systems. In the next step, we plan to expand the concept to the Allied Companies, although the test phase has already started for individual Allied Companies with similar business units to the Würth Line.

CO₂e footprints and environmental product declarations

To meet the increasing customer demand, we determine the environmental impact of relevant products and provide information about it. The product life cycle is analyzed in terms of various impacts based on CO₂e footprints (product carbon footprints; PCF) and environmental product declarations (EPD). The analyses allow the greenhouse gas emissions in scope 3 to be recorded more accurately and products to be improved sustainably.

Creating transparency with the material passport

The material passport ensures that our product data remains transparent. It contains all the important information about material, social, and technical compliance. In order to create a material passport, it is necessary to disclose the product components and their material properties up and down the supply chain. Among other things, this includes indicators such as origin, toxicity of ingredients, and share of recycled materials. This data transparency needs to be continuously expanded.

TRANSFORMATION LEVERS RELATED TO MATERIAL LIFE CYCLES IN THE WÜRTH GROUP

Packaging materials and products

The collaboration of all stakeholders along the Würth Group's value chain is indispensable for ensuring that commodities and materials from products circulate in material loops and are available in the necessary quality and quantity. Packaging represents the initial transformation lever.

There are already established material flows, infrastructures, and high data transparency with regard to the materials being used.

PAPER, CARDBOARD: 62.0 %

2023: 20,526 t

PLASTICS: 17.6 %

2023: 5,843 t

FERROUS METALS: 9.4 %

2023: 3,098 t

OTHER ²⁾: 11.0 %

2023: 3,652 t

PACKAGING
MATERIALS USED¹⁾
WÜRTH LINE
► GRI 301-1

PAPER, CARDBOARD: 36.6 %

2023: 24,520 t

PLASTICS: 38.5 %

2023: 25,821 t

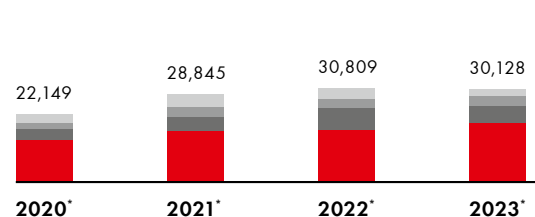
FERROUS METALS: 11.2 %

2023: 7,543 t

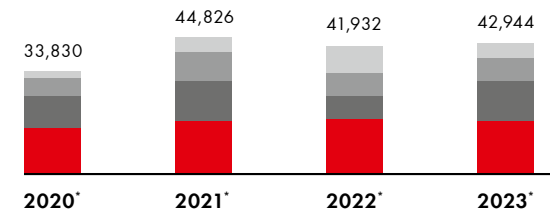
OTHER ²⁾: 13.7 %

2023: 9,186 t

PACKAGING
MATERIALS USED¹⁾
ALLIED COMPANIES
► GRI 301-1



MATERIALS USED
in t



*limited reporting scope comprising 156 companies

1) The definition of the packaging material recorded was updated in 2023 and includes the active material used/added.

2) "Other" comprises glass, aluminum, other compounds, textile fabrics, and other materials. This category also covers the difference resulting from the Group companies that do not provide a detailed breakdown of the materials used in their reports.

Key sustainability figures for 2022-2023

► DATA BASE material life cycles on p. 106 f.



Awareness for material life cycles is crucial for handling materials responsibly in the first step.

Developing an awareness for the importance of material life cycles in the Würth Group is vital when it comes to extending product life cycles, minimizing waste, and using resources efficiently. By building an understanding for the principle of the circular economy and its advantages in the Würth Group, employees, as well as customers and suppliers, are encouraged to pursue innovative approaches to solutions. Providing various tools and strengthening individual Group companies makes it possible to drive the transformation to the circular economy forward by implementing targeted measures in the Group companies.

Individual support in proof of concept for new requirements

The Würth Group's central sustainability management team helps improve the operating abilities, knowledge, and competence of its strongest-selling Group companies through individual training and consulting, which are offered both in person and virtually. The aim is to supervise new processes as proof of concept for the Würth Group and to share the experience gained with other companies in the Group. Furthermore, the central sustainability management team supports and oversees the creation of PCFs and EPDs and the contact with suppliers required for them in order to make optimal use of existing experience and thus meet the requirements of customers.

Product assessment guidelines

The central sustainability management team of the Würth Group has put together a set of guidelines as part of its product assessment process (► p.66). They function as a manual to ensure consistency and accuracy in assessing the products throughout the Würth Group. The principles defined serve to establish the basic knowledge necessary in product-related areas. We also use the guidelines as a training tool to familiarize employees with the relevant criteria and practices. They also empower the product owners to assess the sustainability performance of products based on the criteria defined. This enhances awareness for the effects of their decisions on the sustainable development of their products.

International sustainable product management meetings

International sustainable product management meetings have taken place several times a year since 2021. They are intended to train employees in product management across the different Group companies and to create awareness for sustainable product management practices. The Würth Group companies thus obtain an overview of the relevance of sustainable product management and of current developments. This helps them to implement these practices in their own company. Furthermore, the meetings serve to

jointly clarify any regulatory requirements, standards, and their practical implementation. The topics of the international sustainable product management meetings held in 2023 included, for example, product assessment using the assessment matrix, creating PCFs and EPDs, the procedure for Cradle to Cradle Certified® certifications, and communicating more sustainable products to customers.

Tools for sustainable packaging design

The packaging is just as important as the product itself when it comes to establishing material life cycles. A general internal packaging manual has been written to create a shared basic understanding of product packaging design. A comprehensive chapter on sustainability is a key section of this manual, which is aimed at the Würth Line companies and also offers general starting points for the Allied Companies. The manual serves to provide employees in product-related areas with general principles of packaging design as it relates to sustainability and offers an easy way to assess the sustainability level of product packaging. It is also intended to encourage more sustainable designs for existing and new product packaging. The packaging manual gives an overview of preferred alternative options for packaging designs from a sustainability standpoint, as well as options that

should be avoided. It thus helps to identify potential for optimization in terms of sustainability. One part of the manual is a checklist that offers suggestions for improving packaging from a sustainability standpoint in six chapters. The checklist should serve not only as an internal guide but also as a helpful tool for talking with suppliers and other relevant partners.





Material life cycles transformation in the Würth Line

PROJECTS 2023

The companies of the Würth Line have implemented various innovative and sustainable projects related to material life cycles. The circularity of the materials in our products is a crucial step toward decoupling our future growth from finite resources. Having products with the longest service life possible and frequently recycling materials keeps our impact on people and nature as low as possible.

Circular power tools: **Adolf Würth GmbH & Co. KG, Germany**

Thinking, implementing, and measuring the circular economy in a comprehensive way – that was what the interdisciplinary collaboration on the “Circular Power Tools” project aspired to do. The circularity of the ABS 18 Compact and ABS 18 Subcompact cordless drills, including the 18V batteries, as well as the ORSY® system cases, is developed and evaluated based on five categories as part of Cradle to Cradle Certified® certifications. These five categories are material health, product circularity, clean air and climate protection, water and soil stewardship, and social fairness. There are five different levels of certification: Basic, Bronze, Silver, Gold, and Platinum. The cordless drill drivers achieved bronze level (version 3.1) and the cases have even reached silver level (version 3.1). The cordless drills expand the range of already certified products to include one of the most complex product categories in the wide array of product ranges and make it possible to collect useful empirical data for developing and measuring circular products.





Resource-friendly reusable box system:

Würth Handelsgesellschaft m.b.H., Austria

Transport packaging makes up a huge portion of a trading company's use of resources. This is why Würth Austria decided to establish a reuseable box system for supplying its shops in 2010. The folding boxes can be palletized automatically, and the lids of the boxes can also be used as wrap-around packaging that, when combined with a securing strap, replaces the film wrapping of pallets. After being delivered to over 70 shops, the deposit boxes are stacked and returned to the warehouse. Another system update is currently being planned: Instead of repacking the supplier's goods onto a pallet first to send them to Austria for storage, their deliveries will be transported and sent directly in deposit boxes in the future. This almost fully eliminates the need for repacking, and the goods can be transferred directly into the shuttle system.



Reusing old cardboard as filling material:

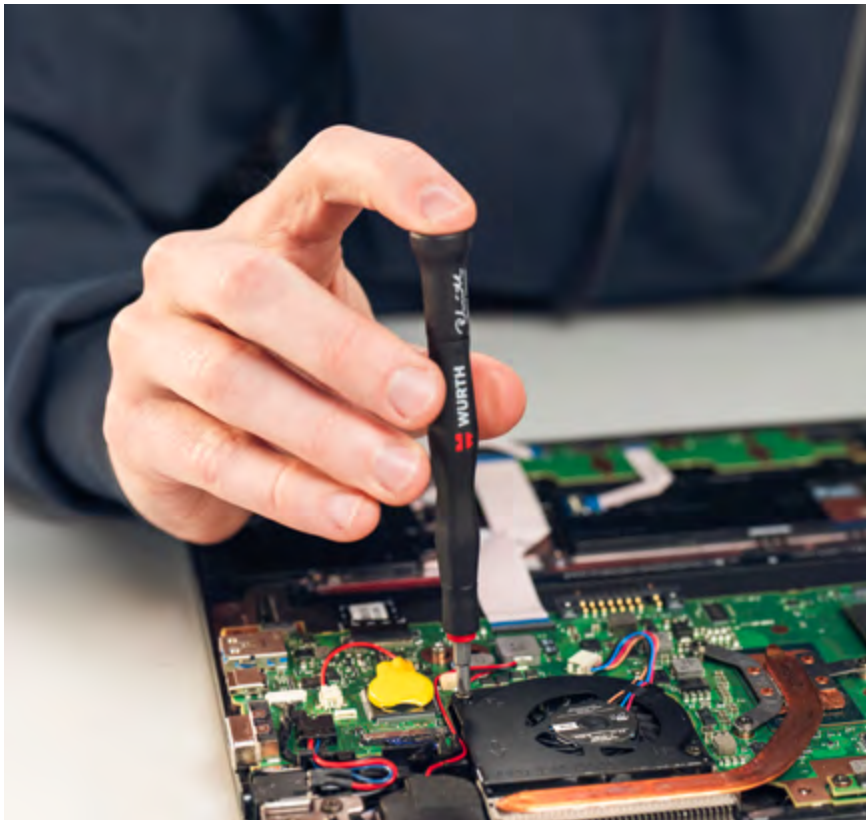
Würth Industry Service (China) Co., Ltd., China

In the past, Würth Industry Service China used filling material made of plastic to guarantee the safe transport of products to customers. Since November 2021, an industrial cardboard shredder has allowed for old, scrapped cardboard to be repurposed as shredded filling material. Not only does this save about 7 tons of plastic per year, it also cuts costs significantly. As an additional measure, neutral boxes are checked by suppliers and, if their quality is satisfactory, reused for shipping products. This saves another 18 tons of additional cardboard every year. Würth Industry Service China also uses pallet strapping made from recycled plastic bottles, thus preventing another 1.6 tons of plastic per year.



Material life cycles transformation in the **Allied Companies**

PROJECTS 2023



The Allied Companies have also developed various approaches to get them closer to reaching their major goal of becoming circular by improving processes and carefully selecting the materials they use. The key here is to use as few primary resources as possible and to keep them in the material cycle for as long as possible.

Repair Café as a stand against the throwaway society: Würth Elektronik eiSos GmbH & Co. KG, Germany

An initiative that not only brings employees together but also gives many products a second life is the Repair Café run by Würth Elektronik eiSos in Germany three times a year.

To work against the “throwaway” concept, the Group company has organized events at its Waldenburg location since 2021, where employees can have their damaged electronic devices repaired by in-house professionals. This saves electronic waste and unnecessary expenses. Not only does this initiative save electrical products from the trash can, it also inspires employees to rethink whether every broken item really needs to be thrown straight out or if, with a little effort and expertise, one could save the money it would cost to replace it, protect the environment, save resources, and repair cherished electronic devices.

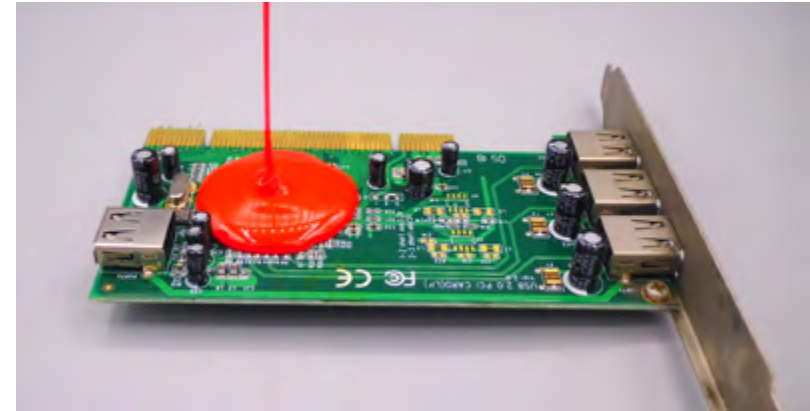


Automated, resource-friendly logistics:

HAHN+KOLB Werkzeuge GmbH, Germany

Hahn+Kolb's central logistics center is working to guarantee the company's success while conserving resources by making sustainable investments in intralogistical processes and concepts that focus on the long term.

An example of this is its automated order storage and retrieval system (OSR), which automatically retrieves the correct product from the storage area for the customer's order. This achieves a comparatively high order-picking output with a low error rate. A carton reducer automatically cuts the height of a shipping carton to the size that is actually needed and conserves resources through two clear advantages: One, only the amount of paper filler that is really needed to protect the products in the box is used; and two, packages adjusted to fit the volume of their contents make better use of the storage space in their means of transportation and ultimately mean fewer trips and greenhouse gas emissions when transporting products to customers.



Vegetable oil derivative for manufacturing polyurethane plastic:

Kisling (Deutschland) GmbH, Germany

Kisling uses renewable raw materials in the form of vegetable oil derivatives for manufacturing polyurethane plastic in an effort to conserve petrochemical resources. The plastics in the range used as resin and hardeners were developed to protect electronic modules and are thus ideal for grouting sensors, transformers, and electrical components.

Kisling developed the product using bio-based raw materials as an alternative to petrochemically produced raw materials, in this case polyols. The polyurethane resin compound produced using this method is made of up to 90 percent renewable raw materials.



Transformation area social standards

The Würth Group pursues a business strategy that is in harmony with people and the environment. Mutual respect and transparency form the basis of our business relationships. We are committed to sustainable supply chain management that not only optimizes efficiency and quality in the supply chain but also improves working and living conditions for people in countries associated with high social risks. We attach particular importance to respecting human rights and preserving natural resources.

Circular Way →



TRANSFORMATION AREA SOCIAL STANDARDS

The Würth Group understands social standards as helping to align the needs of people, the environment, and the economy and ensuring efficiency, social justice, and environmental friendliness at all stages in supply chains.

Social justice for everyone

Social standards set minimum requirements regarding respect for fundamental human rights in the world of work. These include, for example, fair pay, reasonable working hours, safe working conditions, and a ban on child and forced labor. International human rights conventions, such as the Universal Declaration of Human Rights or the core labor standards of the International Labour Organization (ILO), set standards for fundamental human rights and labor standards. Countries that ratify these conventions are obliged to take appropriate measures to establish and comply with these standards. Setting standards safeguards the rights of employees and encourages or obliges companies to promote safe and healthy working conditions. Social standards in the supply chain go hand in hand with environmental standards.

Opportunities associated with sustainable supply chain management

Complex global value chains expose us to social, ecological, and economic risks. As a result, incorporating social standards into the supply chain is essential to enable the Würth Group to ensure ethical and sustainable business practices. Social standards are of direct significance to people. Compliance with fundamental aspects such as fair pay, reasonable working hours, safe working conditions, protection against corruption, and equal opportunities allows the people who contribute to our business success to enjoy a better quality of life. Ethical business practices have the potential to help improve the quality of work in the long term. The fulfillment of due diligence obligations and compliance with social standards promote stability in the supply chain and also support further economic development. By promoting sustainable practices in the supply chain, the Würth Group helps to minimize its environmental impact and respect human rights in its supply chains.

Significance to the Würth Group

The companies of the Würth Group take an interdisciplinary and collaborative approach to developing a global and sustainable supply chain management system that not only correlates efficiency and quality of supply but also strives to create a more participatory, more equitable, and safer living environment, especially for people in countries associated with high social risks. We focus on upholding human rights, ensuring fair working conditions, and advocating for the conservation of nature. Supplier management, working conditions, human rights, equal treatment, and equal opportunities in the value chain are the key topics addressed by the Würth Group in the social standards transformation area. The Würth Group considers minimizing social risks in supply chains to be an integral part of sustainable and circular development.

As trading companies, the companies in the Würth Line primarily purchase end products. Because they share many of the same suppliers, the purchasing departments cooperate closely with one another. The Allied Companies also include manufacturing companies that are further up the value chain and, in some cases, purchase directly from raw material suppliers. The supply chains of the Allied Companies and Würth Line also overlap. The different positions in the value chain also mean different approaches to compliance with social standards in the supply chain.

Key aspects of our circular way

The Würth Group pursues a three-pronged approach to future-proof and sustainable procurement: commitment, assessment, development. As a company with international operations, the Würth Group sees global frameworks for social and environmental standards as guidelines to ensure consistent compliance with our corporate due diligence obligations. This means that we need our suppliers to commit to certain sustainability standards. Additionally, identifying and minimizing major social risks in the supply chain is decisive for the qualitative development of the circular economy in the Würth Group. This requires a differentiated risk assessment, the qualitative evaluation of shortcomings, and the implementation of effective measures, both preventive and reactive. In addition, a public complaints mechanism provides the possibility to report human rights violations. In the future, a standardized management system will make it possible to define, manage, and share the status and processes in the supplier network across the Group.

Social standards





Sustainability in the supply chain means using a transparent supplier management system and ensuring that suppliers comply with environmental and social standards.

Risk assessment

When it comes to social responsibility in the supply chain, the Würth Group pursues a holistic approach to risk assessment in the area of social standards. The focus is on ensuring respect for human rights and compliance with environmental standards. The requirements for social standards are constantly on the rise, be it due to developments in the applicable legislation, social progress, or economic necessities. The Würth Group is continuously adapting its purchasing practices in response to these changes. Identifying risks is crucial so that they can be counteracted in an effective and targeted manner.

The central purchasing companies of the Würth Group and other companies perform systematic risk assessments. The assessment of the supply chain takes into account the risks associated with the procurement countries and sectors. Information from external sources and experience from relevant internal units, such as procurement, are included in the risk classification. At present, the Würth Group's risk assessment focuses on the upstream value chain.

The findings of the risk analysis play a decisive role in the supplier rating and selection. The Würth Group recently identified the following risks as being particularly relevant: anti-corruption and anti-bribery, environmental protection, human and labor rights, occupational health and safety, responsibility in the supply chain, and conflict minerals.

Ensuring transparency in its broad portfolio of suppliers and products is a top priority for the Würth Group. Standardized management and the ongoing evaluation of sustainability criteria ensure that suppliers meet the requirements imposed on them. We take regional and cultural aspects into account in order to achieve the social standards defined for the Würth Group and are committed to future-oriented and sustainable procurement. Our efforts are aimed at ensuring both quality and compliance with social standards in all of our sourcing regions.

The Würth Group's business partners and suppliers, as well as their direct and indirect partners, commit to respecting, complying with, and promoting human rights, and to acting in accordance with the defined principles. If a company qualifies as a Würth Group supplier, they commit to complying with the Code of Compliance and Supplier Code of Conduct, which can be adjusted to reflect country-specific features, within the scope of their supplier agreements. For example, suppliers are also obliged to comply with ethical business practices, human rights, and environmental standards. In terms of content, the requirements of the Supplier Code of Conduct are based on the ten principles of the UN Global Compact, which are derived from the Universal Declaration of Human Rights, the core labor standards of the International Labour Organization (ILO), and the Rio Declaration on Environment and Development.

GLOBAL FOCUS REGIONS FOR ENVIRONMENTAL AND SOCIAL STANDARDS

General consideration of global risk groups for sustainable supply chains

The Würth Group considers general country-specific risks with regard to anti-corruption and anti-bribery, environmental protection, human and labor rights, and occupational health and safety worldwide. External quantitative indicators of the risk groups form the basis for assessing country risks. Based on this assessment, the following regions, among others, are associated with the highest environmental and social risks: Africa, Asia, and Central and South America.

RISK GROUPS ASSESSED

Anti-corruption and anti-bribery

- › Corruption Perceptions Index
- › Corruption control

Environmental protection

- › Basel Convention (hazardous wastes)
- › Stockholm Convention (persistent organic pollutants)
- › Mercury emissions
- › Minamata Convention (mercury)

Human and labor rights

- › Children's Rights in the Workplace Index
- › Child labor
- › Global Rights Index

Occupational health and safety

- › Fatal accidents at work





By using an international quality and supplier management system, the Würth Group upholds due diligence for human rights, the environment, and quality standards within its supply chains.

Commitment: Supplier Code of Conduct

As part of its global supply chain management system, the Würth Group aims to establish not only efficiency and quality but also sustainability. With this goal in mind, clear exclusion criteria have been defined for cooperation with suppliers: for example, with regard to child labor, forced labor, or gross breaches of occupational health and safety standards. The Würth Group has also defined a Supplier Code of Conduct and made it available to companies as a template. If violations occur at the level of a supplier, depending on the severity of the violation, improvement measures have to be implemented by a set deadline and their implementation is monitored. If no improvements are made, this can result in the supplier relationship being terminated. The preferred solution is, however, improvement. This approach is also an expression of economic and social responsibility.

Assessment: risk analysis using a Group-wide platform

To ensure that supply chain management is implemented successfully, the Würth Group relies on a platform solution that enables efficient analysis of the broad-based supplier portfolio. The risk assessment process is largely automated and comprises two stages: First, an abstract analysis of the country-specific and sector-specific risks is conducted using databases. Based on this analysis, a concrete risk analysis of the pre-filtered suppliers is carried out using direct questionnaires via the platform. These are divided into the categories of anti-corruption and anti-bribery, environmental protection, human and

labor rights, occupational health and safety, and responsibility in the supply chain. The risk assessment process was initially carried out for all suppliers of the central purchasing companies and has been expanded on an ongoing basis. Prioritization is based on statutory and market-based requirements. The Würth Group has since been able to evaluate more than 15,000 suppliers using the abstract risk analysis and, based on the results, additional concrete risk analyses have been carried out for over 7,000 of them. In addition, the central sustainability management team continuously scans the media for any critical press releases. If problematic information is identified, the suppliers concerned are contacted immediately by the purchasing department to ensure that the supply chain complies with the defined standards.

Development: Group-wide audit network

The Würth Group is committed to the very highest quality standards. To ensure cooperation with suitable suppliers, a pre-assessment process has been established at the central purchasing companies and is now gradually being rolled out at the other companies. Potential future suppliers are checked for potential risks before a business relationship is established; the process thus serves as a preventive measure to safeguard social and ecological standards. The supplier auditor network also audits and develops suppliers across the globe. Going forward, these audits will focus even more heavily on social and ecological standards.

TRANSFORMATION LEVERS RELATED TO SOCIAL STANDARDS IN THE WÜRTH GROUP

Checking suppliers for compliance with social criteria

Certified quality management systems represent the greatest transformation lever with regard to social standards in the supply chain. The lion's share of the sales generated by companies in the Würth Line and Allied Companies is covered by a quality management system that is certified according to ISO 9001. In addition, around 30 supplier audits and more than 850 supplier activities were carried out throughout the Würth Group in 2023.

CERTIFIED ACCORDING TO ISO 9001:
80.6 %

OTHER CERTIFICATION:
0.1 %

NOT CERTIFIED:
19.3 %

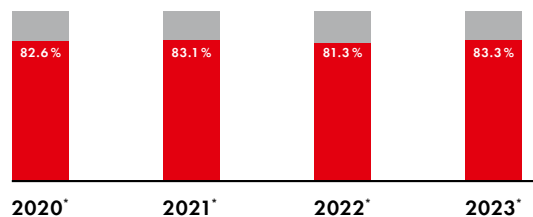
SHARE OF SALES COVERED
BY STANDARDIZED QUALITY
MANAGEMENT SYSTEMS
WÜRTH LINE
▶ GRI 3-3

CERTIFIED ACCORDING TO ISO 9001:
76.2 %

OTHER CERTIFICATION:
1.7 %

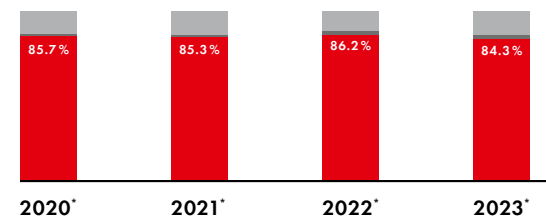
NOT CERTIFIED:
22.1 %

SHARE OF SALES COVERED
BY STANDARDIZED QUALITY
MANAGEMENT SYSTEMS
ALLIED COMPANIES
▶ GRI 3-3



STANDARDIZED
QUALITY MANAGEMENT SYSTEMS
SHARE OF SALES

- NOT CERTIFIED
- OTHER CERTIFICATION
- CERTIFIED ACCORDING TO ISO 9001



*limited reporting scope comprising 156 companies

Key sustainability figures for 2022–2023
▶ DATA BASE social standards on pp. 108 f.



The Würth Group actively focuses on a common understanding and synergies for sustainable supply chain management.

It is crucial for the Würth Group that employees develop an awareness of just how important it is to ensure a sustainable supply chain and safeguard human rights. This means not only complying with all applicable regulations and legislation but also ensuring that employees maintain the proper mindset, which represents a key component for the success of the Würth Group. Raising awareness and promoting skills with regard to supply chain management play a central role in this. It is therefore essential to provide companies with the necessary support to help them understand and implement these principles. Working together to create a sustainable supply chain helps to bring about positive change by exploiting synergy potential and to shape supply chains in such a way that they are founded on the principles of environmental friendliness, social justice, and economic sustainability.

Group solution for sustainable supply chain management

To implement the Group-wide strategy for sustainable supply chain management, the Würth Group's central sustainability management department offers extensive tools and solutions to meet the mounting corporate due diligence requirements. The tools provided include various templates for documents such as policy statements, complaints management, and the Supplier Code of Conduct. These templates are flexible and can be customized to suit the specific requirements of the company concerned. In addition to the communication documents, solutions for risk analysis and possible preventive and corrective action are also shared across the Group. By providing this support, the Würth Group pools synergies to ensure that ethical and sustainable practices are implemented consistently along the entire supply chain.

Group-wide platform solution instead of individual solutions

Establishing a Group-wide platform solution not only makes internal processes more efficient but also leads to more standardized and optimized communication with suppliers. This platform allows for a simple and efficient analysis of the extensive supplier portfolio and supports the identification and successful management of sustainability risks along the entire supply chain. Collaboration via the platform allows the Würth Group to pinpoint critical suppliers with a high risk potential for people and the environment across the Group and develop corresponding measures. The largely automated process enables the companies to guide their numerous suppliers through the evaluation process and implement targeted improvement measures. The central sustainability management department within the Würth Group supports and assists the companies with onboarding their suppliers. This Group-wide solution results in increased transparency, better risk assessments, faster identification of critical suppliers, and more efficient implementation of improvement measures.

Training and individual project support

Since 2022, the Würth Group's sustainability management team has been offering in-house training on sustainable supply chain management and the German Act on Corporate Due Diligence in Supply Chains (LkSG). In addition, managers at the individual companies are provided with support throughout the entire process in individual consultation sessions.

Another part of the program involves training purchasers and other responsible individuals. Priorities are set based on size and risk. In addition, there are currently plans to develop e-learning courses for individuals responsible within the companies and the supply chain.



Social standards transformation in the Würth Line

PROJECTS 2023

The companies of the Würth Group are involved in several partnerships to make their supply chains even more transparent and thus fairer. The following examples show what measures the companies of the Würth Line are taking already to ensure fair labor conditions and effective environmental standards along the supply chain.

Audit of central purchasing suppliers of the Würth Group: Würth International AG, Switzerland

Würth International is one of three central purchasing companies in the Würth Group. Compliance with social standards in the supply chain is among the most essential pillars of procurement management. Würth International AG's declared aim is to establish and further develop long-term supplier relationships in compliance with sustainable and social standards, for which the German Supply Chain Due Diligence Act and its direct counterpart, the Swiss Responsible Business Initiative, form the legal foundation.

Würth International only considers companies that meet specified social standards to be reliable partners. This is monitored by setting up a risk management system, conducting regular risk analyses, and taking appropriate remedial measures such as training, mandatory declarations, and regular assessments to further develop suppliers.





On the path to transparent supply chains:
Würth MODYF GmbH & Co. KG, Germany

The OEKO-TEX® MADE IN GREEN label guarantees standards both in the area of social responsibility and supply chain traceability by using a product ID or a QR code with information about the companies and their production stages, as well as the countries in which the products are produced. Eight products in Würth Modyf's Cetus collection feature the OEKO-TEX® MADE IN GREEN label and are designated as such in the Würth Modyf catalog.

In addition, Würth Modyf has been a member of the global association Amfori since 2022, which advocates for open and sustainable trade in accordance with the Sustainable Development Goals (SDGs) of the United Nations. As a member, Würth Modyf obtains valuable contacts and instruments to sustainably increase justice and human prosperity in global supply chains.



Member of the Ethical Trading Initiative:
Würth Norge AS, Norway

By being a member of the Ethical Trading Initiative (ETI), Würth Norway shows that it is serious about adhering to and improving social standards. The ETI is a global coalition of companies, trade unions, and NGOs that work together to promote ethical and responsible economic activities in global supply chains. Ethical Trading Norway (ETN) is also associated with the ETI but focuses specifically on standards and laws in Norway. Membership in the ETI requires voluntary commitment to complying with the ETI/ETN basic code, principles such as freedom of association, fair wages, appropriate work hours, and safe working conditions. As a member, Würth Norway also has access to forums and exchange opportunities in order to develop solutions for common challenges with other member companies. This has helped Würth Norway conform to the Norwegian Transparency Act (Åpenhetsloven) and to create its Supplier Code of Conduct, among other things.



Social standards transformation in the **Allied Companies**

PROJECTS 2023



Responsibility for one's own supply chain has been enshrined into law in several countries. Measures to ensure that social standards are observed, and how exactly the companies in the Würth Group fulfill their due diligence obligations, are showcased in the following best-practice examples from the Allied Companies.

Voluntary fulfillment of legal requirements:

INDUNORM Hydraulik GmbH, Germany

Indunorm demonstrates the priority given to meeting social standards with its voluntary commitment to compliance with the Act on Corporate Due Diligence in Supply Chains. Although Indunorm is below the statutory threshold with fewer than 1,000 employees, the company has voluntarily pledged to meet the requirements of the act anyway. Indunorm began in 2022 by creating a master list of contact data and information about suppliers of both merchandise and indirect material. Thanks to this list and with the help of the Group-wide platform solution, it is now possible to prepare an abstract risk analysis for the majority of suppliers based on the assigned NACE codes. Indunorm also publishes the required policy statement, the complaints mechanism, and a supplier code of conduct adapted to Indunorm activities on its company homepage.



Supplier self-assessments as a prerequisite for working together:

Würth Electronics (Shenyang) Co., Ltd., China

In order to verify whether suppliers meet social standards, Würth Electronics in Shenyang, China, uses self-assessment forms before initiating a business relationship. This has applied to major suppliers of raw materials since 2019 and to suppliers that only supply equipment since 2023. Prospective suppliers first receive two questionnaires: one on environmental safety measures and one to assess their own social responsibility. To be considered as a business partner, they must score a minimum number of points on each questionnaire. They must also sign a supplier code of conduct before the business relationship can begin. Through these measures, Würth Electronics Shenyang wants to deliberately avoid business relationships with risky suppliers from the outset.



Implementing the German Supply Chain Due Diligence Act: **HAHN+KOLB Werkzeuge GmbH, Germany**

The Würth Group is responsible for guiding and supporting the individual companies in the Group in fulfilling their due diligence obligations. Hahn+Kolb is one of these companies and has already made a great deal of progress in implementing the requirements. It began cooperation in August 2022 and set up a separate page on the company website based on that cooperation. The page makes the human rights policy statement, code of procedure, and the resulting complaints mechanism available to the public, along with information about Hahn+Kolb's human rights officer. The next steps of the strategy will be implemented in 2024: namely, the abstract supplier risk analysis and the onboarding of all suppliers on the Würth Group's platform solution.



Struc|tur|al | change

[ˈstrʌktʃərəl tʃeɪndʒ]

Creating a reliable pool of data is a top priority for the Würth Group. This pool of data is being gradually expanded and the data quality improved on an ongoing basis. The data plays a crucial role in allowing the Würth Group to transparently track the progress it has made in its sustainable transformation. We identify existing potential and take specific measures to exploit it as best we can.



DATA BASE

A DAY IN THE WÜRTH GROUP 2023¹⁾

Ø 3,847  hours

**of training and continuing education
are completed every day**

Würth Line: Allied Companies:
Ø 2,492 h/d Ø 1,355 h/d



Ø 274  metric tons

**of packaging material
are used each day**

Würth Line: Allied Companies:
Ø 91 t/d Ø 183 t/d



Ø 220  metric tons

**of waste (resources)
are produced each day**

Würth Line: Allied Companies:
Ø 81 t/d Ø 139 t/d



 Ø 125 cubic meters

of water are consumed each day

Würth Line: Allied Companies:
Ø 25 m³/d Ø 100 m³/d



Ø 891  MWh

**of power are needed
for heating each day**

Würth Line: Allied Companies:
Ø 379 MWh/d Ø 512 MWh/d



Ø 1,236  MWh

of electricity are consumed daily

Würth Line: Allied Companies:
Ø 447 MWh/d Ø 789 MWh/d



1) All figures are average values (Ø) derived from the total annual values from 2023 for 365 days to calculate 1 day/year.

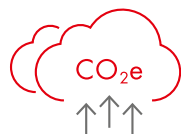
Würth Line: Allied Companies:
 ø EUR 30.4 million/d ø EUR 25.5 million/d

ø EUR **55.9** million



in sales are generated each day

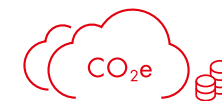
ø **892** metric tons



ø **10** kilograms



ø **16** grams



of CO₂e emissions are produced each day
 in total (scope 1+2)^{2) 3)}

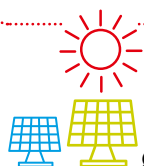
Würth Line: Allied Companies:
 ø 523 t/d ø 355 t/d

of CO₂e emissions are produced each day per
 employee (scope 1+2)^{2) 3)}

Würth Line: Allied Companies:
 ø 10 kg/d ø 10 kg/d

of CO₂e emissions are produced per euro in
 sales (scope 1 + 2)^{2) 3)}

Würth Line: Allied Companies:
 ø 17 g/EUR ø 14 g/EUR



ø **42** MWh

of electricity are generated and used each
 day by in-house photovoltaic systems

Würth Line: Allied Companies:
 ø 18 MWh/d ø 24 MWh/d

ø **221,288** liters



of gasoline and diesel are used by the
 in-house vehicle fleet per day

Würth Line: Allied Companies:
 ø 163,095 l/d ø 58,193 l/d

ø **23,402** kWh



of electricity are used each day
 by electric vehicles

Würth Line: Allied Companies:
 ø 8,775 kWh/d ø 14,627 kWh/d



of which green electricity:
 Würth Line: 1,835 kWh/d, Allied Companies: 1,970 kWh/d

2) Sources for conversion and emission factors: IEA 2023, IPCC, DEFRA 2023

3) Kerosene for aircraft is included directly in the Würth Group calculation. As a result, the individual results vary between the Würth Line and Allied Companies and the Würth Group. ▶ Climate footprint mobility, p. 100)

Data base corporate governance

EMPLOYEES ► GRI 405-1

	Scope of reporting			Limited scope of reporting*						
	Würth Line	Allied Companies	Würth Group	Würth Line		Allied Companies		Würth Group		
	2023	2023	2023	2023	2022	2023	2022	2023	2022	2023 : 2022 Change
	%	%	%	%	%	%	%	%	%	pp.
Germany	19.6	47.3	31.2	22.7	22.4	63.2	62.9	37.4	36.9	+0.5
Southern Europe	19.1	11.6	16.0	20.3	20.4	11.2	11.0	17.0	17.1	-0.1
Western Europe	14.2	12.9	13.7	16.9	17.2	12.2	12.7	15.2	15.6	-0.4
The Americas	18.5	3.6	12.3	19.2	19.0	3.3	3.2	13.4	13.3	+0.1
Asia, Africa, Oceania	12.4	11.6	12.0	8.2	8.5	3.9	3.8	6.7	6.7	0.0
Eastern Europe	9.5	11.9	10.5	5.1	5.0	5.3	5.5	5.2	5.2	0.0
Scandinavia	6.7	1.1	4.3	7.6	7.5	0.9	0.9	5.1	5.2	-0.1

**EMPLOYEES OF THE
WÜRTH GROUP**
by region

24.3 %

**Ratio of personnel expenses
to sales in 2023**
(2022: 23.9 %)

DIVERSITY AMONG WORKFORCE

Share of employees by gender and age structure^{1) 2)}

Male	74.7	65.9	70.9	75.2	75.6	70.4	65.7	73.4	71.8	+1.6
Female	25.3	34.1	29.1	24.8	24.4	29.6	34.3	26.6	28.2	-1.6
Other	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
< 30 years	18.1	19.7	18.8	17.7	18.3	20.3	19.3	18.7	18.7	0.0
30–50 years	59.2	54.8	57.3	58.4	59.2	51.4	54.2	55.8	57.2	-1.4
> 50 years	22.7	25.5	23.9	23.9	22.5	28.3	26.5	25.5	24.1	+1.4
People with disabilities	1.5	2.2	1.8	1.6	-	2.5	-	1.9	-	-

* limited reporting scope comprising 156 companies

1) Allocation based on the number of employees per capita

2) Refers to companies that can break down the age structure of their employees

DIVERSITY

► GRI 401-1, 405-1

<13 %

Overall staff turnover rate
in 2023

(2022: < 15 %)

73.8 %

of the companies in the
Würth Group have women in
management positions ^{1) 2)}

Würth Line: 82.1 %

Allied Companies: 69.6 %

- * limited reporting scope comprising 156 companies
1) Allocation based on the number of employees per capita
2) Refers to companies that can break down the age structure of their employees
3) Management includes all employees with administrative responsibility in the organization.
4) Top management comprises the Central Management Board, Executive Board, and Senior Vice Presidents, as well as the management of the Group companies.

DIVERSITY AMONG MANAGEMENT ^{1) 2) 3)}

	Scope of reporting			Limited scope of reporting*						
	Würth Line	Allied Companies	Würth Group	Würth Line		Allied Companies		Würth Group		
	2023	2023	2023	2023	2022	2023	2022	2023	2022	2023 : 2022 Change
	%	%	%	%	%	%	%	%	%	pp.
Male	80.4	78.8	79.7	81.5	82.9	81.2	81.4	81.4	82.3	-0.9
Female	19.6	21.2	20.3	18.5	17.1	18.8	18.6	18.6	17.7	+0.9
Other	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
< 30 years	2.8	4.1	3.4	2.9	2.8	4.0	3.5	3.3	3.1	+0.2
30-50 years	66.6	63.2	65.2	65.0	65.9	61.9	61.7	63.9	64.3	-0.4
> 50 years	30.6	32.7	31.4	32.1	31.3	34.1	34.8	32.8	32.6	+0.2

DIVERSITY AMONG TOP MANAGEMENT ^{1) 2) 4)}

	Scope of reporting			Limited scope of reporting*						
	Würth Line	Allied Companies	Würth Group	Würth Line		Allied Companies		Würth Group		
	2023	2023	2023	2023	2022	2023	2022	2023	2022	2023 : 2022 Change
	%	%	%	%	%	%	%	%	%	pp.
Male	85.0	86.2	85.7	85.1	-	87.4	-	86.3	-	-
Female	15.0	13.8	14.3	14.9	-	12.6	-	13.7	-	-
Other	0.0	0.0	0.0	0.0	-	0.0	-	0.0	-	-
< 30 years	1.5	0.2	0.7	1.1	-	0.5	-	0.8	-	-
30-50 years	41.5	48.7	45.9	37.0	-	44.2	-	40.8	-	-
> 50 years	57.0	51.1	53.4	61.9	-	55.3	-	58.4	-	-



DIVERSITY

► GRI 401-1, 405-1

17.1 %

of employees joined the
workforce in 2023 ¹⁾

Würth Line: 17.4%

Allied Companies: 16.8%

	Scope of reporting			Limited scope of reporting*						
	Würth Line	Allied Companies	Würth Group	Würth Line		Allied Companies		Würth Group		
	2023	2023	2023	2023	2022	2023	2022	2023	2022	2023 : 2022 Change
	%	%	%	%	%	%	%	%	%	pp.

EMPLOYEES WITH A TEMPORARY EMPLOYMENT CONTRACT ¹⁾

Male	71.1	60.3	65.6	71.3	-	60.6	-	66.5	-	-
Female	28.9	39.7	34.4	28.7	-	39.4	-	33.5	-	-
Other	0.0	0.0	0.0	0.0	-	0.0	-	0.0	-	-

EMPLOYEES WITH A PERMANENT EMPLOYMENT CONTRACT ¹⁾

Male	74.9	66.4	71.3	75.5	-	71.3	-	73.9	-	-
Female	25.1	33.6	28.7	24.5	-	28.7	-	26.1	-	-
Other	0.0	0.0	0.0	0.0	-	0.0	-	0.0	-	-

NEW HIRES ¹⁾

Male	72.0	64.9	69.1	72.8	72.8	69.1	55.0	71.5	65.9	+5.6
Female	28.0	35.1	30.9	27.2	27.1	30.9	45.0	28.5	34.0	-5.5
Other	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1	-0.1

*limited reporting scope comprising 156 companies

1) Allocation based on the number of employees per capita

DIVERSITY

► GRI 401-3, 404-1, 405-1

52.2 %

of employees each received
more than 20 hours of training
and continuing education

Würth Line: 63.8 %

Allied Companies: 36.6 %

DIVERSITY AMONG PART-TIME EMPLOYEES ¹⁾²⁾

	Scope of reporting			Limited scope of reporting*						
	Würth Line	Allied Companies	Würth Group	Würth Line		Allied Companies		Würth Group		
	2023	2023	2023	2023	2022	2023	2022	2023	2022	2023 : 2022 Change
	%	%	%	%	%	%	%	%	%	pp.
Male	30.4	26.2	27.9	28.9	30.4	24.6	23.4	26.5	26.6	-0.1
Female	69.6	73.8	72.1	71.1	69.6	75.4	76.6	73.5	73.4	+0.1
Other	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
< 30 years	11.4	14.3	13.1	9.9	13.6	12.7	10.6	11.5	11.9	-0.4
30–50 years	55.0	52.5	53.5	55.4	53.8	53.2	54.9	54.1	54.4	-0.3
> 50 years	33.6	33.2	33.4	34.7	32.6	34.1	34.5	34.4	33.7	+0.7

WORK-LIFE BALANCE ¹⁾

Share of employees on parental leave

	Scope of reporting			Limited scope of reporting*						
	Würth Line	Allied Companies	Würth Group	Würth Line		Allied Companies		Würth Group		
	2023	2023	2023	2023	2022	2023	2022	2023	2022	2023 : 2022 Change
	%	%	%	%	%	%	%	%	%	pp.
Male	34.2	53.2	43.1	32.8	39.7	50.2	59.3	39.4	48.3	-8.9
Female	65.8	46.8	56.9	67.2	60.1	49.8	40.7	60.6	51.6	+9.0
Other	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.1	-0.1

* limited reporting scope comprising 156 companies

1) Allocation based on the number of employees per capita

2) Refers to companies that can break down the age structure of their employees



Data base climate

CLIMATE FOOTPRINT ELECTRICITY ► GRI 302-1, 305-1, 305-2, 305-5

	System boundaries	Scope	Scope of reporting		Limited scope of reporting*				
			2023		2023		2022		2023 : 2022 Change
			Consumption	Emissions	Consumption	Emissions	Consumption	Emissions	
				t CO2e		t CO2e		t CO2e	
COUNTRY-SPECIFIC ELECTRICITY PROCUREMENT									
Country-specific electricity mix ¹⁾²⁾ in kWh	Würth Line	2	65,964,003	21,677	54,085,083	16,424	70,581,188	19,898	-17.5
	Allied Companies	2	106,266,275	36,057	82,410,986	26,474	176,975,028	41,661	-36.5
	Würth Group	2	172,230,278	57,734	136,496,069	42,898	247,556,216	61,559	-30.3
IN-HOUSE ELECTRICITY GENERATION FROM FOSSIL FUELS									
Combined heat and power ³⁾ in kWh	Würth Line	1	1,892,482	384	1,891,111	383	2,209,690	449	-14.7
	Allied Companies	1	4,103,049	832	3,515,580	711	8,196,802	1,664	-57.3
	Würth Group	1	5,995,531	1,216	5,406,691	1,094	10,406,492	2,113	-48.2
	Feeding into public power grid		217,479		213,759		1,471,963		
Diesel generator in kWh	Würth Line	1	515,466	122	309,545	73	29,592	7	+927.3
	Allied Companies	1	621,476	146	103,427	25	421,602	101	-74.9
	Würth Group	1	1,136,942	268	412,972	98	451,194	108	-9.2

	System boundaries	Scope	Scope of reporting		Limited scope of reporting*				
			2023		2023		2022		2023 : 2022 Change
			Consumption	Emissions	Consumption	Emissions	Consumption	Emissions	
				t CO2e		t CO2e		t CO2e	
GREEN ELECTRICITY PROCURED FROM RENEWABLE ENERGY SOURCES									
Green electricity ²⁾ in kWh	Würth Line	2	90,041,648	0	89,603,293	0	66,389,052	0	0.0
	Allied Companies	2	172,173,900	0	165,847,040	0	88,782,625	0	0.0
	Würth Group	2	262,215,548	0	255,450,333	0	155,171,677	0	0.0
IN-HOUSE ELECTRICITY GENERATION FROM RENEWABLE ENERGY SOURCES									
Photovoltaic and hydropower in kWh	Würth Line	1	7,484,597	0	6,589,250	0	2,977,758	0	0.0
	Allied Companies	1	18,569,578	0	11,430,987	0	5,706,197	0	0.0
	Würth Group	1	26,054,175	0	18,020,237	0	8,683,955	0	0.0
	Feeding into public power grid	1	10,585,990		3,553,873		1,959,440		
TOTAL EMISSIONS ELECTRICITY		1+2	58,002		42,996		61,667		-30.3

*limited reporting scope comprising 156 companies

1) The country-specific energy mix includes electricity as fuel for e-mobility and electricity for heat pumps. To calculate the country-specific GHG emissions, the specific data sets from the International Energy Agency (IEA) were used.

2) Due to the considerable differences between countries, the country-specific electricity mix is calculated using the location-based method and the green electricity is calculated using the market-based method.

3) In-house electricity generated with a combined heat and power unit (CHP), which is operated with natural gas. Greenhouse gas emissions are included in the climate footprint for heat from fossil fuels, natural gas (scope 1). (► Climate footprint heat, p. 98 f.)

Sources for conversion and emission factors: IEA 2023, IEA 2022, IPCC, DEFRA 2023, DEFRA 2022



CLIMATE FOOTPRINT HEAT ► GRI 302-1, 305-1, 305-2, 305-5

	System boundaries	Scope	Scope of reporting		Limited scope of reporting*				
			2023		2023		2022		2023 : 2022 Change
			Consumption	Emissions	Consumption	Emissions	Consumption	Emissions	
				t CO ₂ e		t CO ₂ e		t CO ₂ e	%
HEAT FROM FOSSIL FUELS AND CLIMATE-RELEVANT REFRIGERANTS									
Heating oil in kWh	Würth Line	1	4,817,484	1,251	4,783,241	1,243	3,926,271	1,020	+21.9
	Allied Companies	1	20,591,340	5,349	19,908,492	5,171	21,973,958	5,708	-9.4
	Würth Group	1	25,408,824	6,600	24,691,733	6,414	25,900,229	6,728	-4.7
Natural gas in kWh	Würth Line	1	105,075,231	21,296	98,096,299	19,881	101,898,349	20,611	-3.5
	Allied Companies	1	155,307,986	31,476	134,913,480	27,343	159,802,476	32,105	-14.8
	Würth Group	1	260,383,217	52,772	233,009,779	47,224	261,700,825	52,716	-10.4
District heating in kWh	Würth Line	2	16,153,548	3,957	15,678,729	3,829	19,196,275	4,806	-20.3
	Allied Companies	2	9,754,763	2,399	8,420,962	2,038	7,854,238	1,921	+6.1
	Würth Group	2	25,908,311	6,356	24,099,691	5,867	27,050,513	6,727	-12.8
Other fuels ¹⁾ in kWh	Würth Line	1	3,120,365	735	3,106,154	720	2,043,967	473	+52.2
	Allied Companies	1	1,072,716	247	1,032,798	238	995,510	229	+4.0
	Würth Group	1	4,193,081	982	4,138,952	958	3,039,477	702	+36.5
Refrigerants in kg	Würth Line	1	577	1,007	511	884	308	585	+51.0
	Allied Companies	1	967	1,822	651	1,247	598	591	+111.2
	Würth Group	1	1,544	2,829	1,162	2,131	906	1,176	+81.2
HEAT FROM COUNTRY-SPECIFIC ELECTRICITY PROCUREMENT									
Heat pump (country-specific elec- tricity mix) ²⁾ in kWh	Würth Line	2	544,514	133	1,385,844	343	157,839	53	+552.3
	Allied Companies	2	1,203,765	388	460,916	308	506,917	128	+139.7
	Würth Group	2	1,748,279	521	1,846,760	651	664,756	181	+259.7

	System boundaries	Scope	Scope of reporting		Limited scope of reporting*				
			2023		2023		2022		2023 : 2022 Change
			Consumption	Emissions	Consumption	Emissions	Consumption	Emissions	
				t CO _{2e}		t CO _{2e}		t CO _{2e}	%
HEAT FROM RENEWABLE ENERGY SOURCES									
Biogas in kWh	Würth Line	1	0	0	0	0	0	0	0.0
	Allied Companies	1	112,972	0	112,972	0	3,081,957	1	-97.1
	Würth Group	1	112,972	0	112,972	0	3,081,957	1	-97.1
Geothermal and hydrothermal energy in kWh	Würth Line	1	6,235,000	0	0	0	-	-	-
	Allied Companies	1	46,375	0	46,375	0	-	-	-
	Würth Group	1	6,281,375	0	46,375	0	-	-	-
Heat pump (green electricity) ²⁾ in kWh	Würth Line	2	5,982,535	0	5,251,319	0	560,236	0	0.0
	Allied Companies	2	1,477,625	0	932,782	0	2,501,628	0	0.0
	Würth Group	2	7,460,160	0	6,184,101	0	3,061,863	0	0.0
HEAT FROM RENEWABLE RESOURCES									
Wood chips, pellets (wood) in kWh	Würth Line	1	2,820,683	30	2,819,810	30	2,331,385	25	+23.4
	Allied Companies	1	146,052	2	145,845	2	59,871	1	+147.6
	Würth Group	1	2,966,735	32	2,965,655	32	2,391,256	26	+21.7
TOTAL EMISSIONS HEAT		1+2		69,571		62,626		68,076	-8.0

* limited reporting scope comprising 156 companies

1) Other fuels include, for example, propane and liquid gas, which means that multiple emission factors are used in the climate footprint analysis.

2) The electricity for the heat pumps is shown in the country-specific electricity procurement or in the procurement of green electricity from renewable energy sources (scope 2). ▶ Climate footprint electricity, p. 96 f.)

Sources for conversion and emission factors: IEA 2023, IEA 2022, IPCC, DEFRA 2023, DEFRA 2022

CLIMATE FOOTPRINT MOBILITY ▶ GRI 302-1, 305-1, 305-2, 305-5

	System boundaries	Scope	Scope of reporting		Limited scope of reporting*				
			2023		2023		2022		2023 : 2022 Change
			Consumption	Emissions	Consumption	Emissions	Consumption	Emissions	
				t CO ₂ e		t CO ₂ e		t CO ₂ e	
MOBILITY WITH FOSSIL FUELS									
Gasoline in l	Würth Line	1	23,239,204	48,744	20,234,343	42,441	16,246,998	35,123	+20.8
	Allied Companies	1	4,250,312	8,915	1,820,644	3,819	1,230,121	2,545	+50.1
	Würth Group	1	27,489,516	57,659	22,054,987	46,260	17,477,119	37,668	+22.8
Diesel in l	Würth Line	1	36,290,412	91,164	34,337,795	86,259	36,095,811	92,327	-6.6
	Allied Companies	1	16,990,101	42,680	12,777,744	32,098	12,159,634	30,846	+4.1
	Würth Group	1	53,280,513	133,844	47,115,539	118,357	48,255,445	123,173	-3.9
Liquefied petroleum gas in l	Würth Line	1	23,115	34	2,469	2	-	-	-
	Allied Companies	1	96,718	148	25,513	40	-	-	-
	Würth Group	1	119,833	182	27,982	42	-	-	-
Kerosene in kg	Würth Group	1	1,652,130	5,251	1,652,130	5,251	1,447,434	4,605	+14.0
MOBILITY WITH COUNTRY-SPECIFIC ELECTRICITY PROCUREMENT									
Electricity charged on the company premises ¹⁾ in kWh	Würth Line	2	1,384,319	554	1,293,274	535	123,662	36	+1,392.9
	Allied Companies	2	1,253,217	148	1,141,352	137	162,421	47	+192.9
	Würth Group	2	2,637,536	702	2,434,626	672	286,083	83	+713.1
Electricity charged out- side the company premises in kWh	Würth Line	2	3,235,460	833	3,190,661	825	408,600	96	+766.9
	Allied Companies	2	1,279,964	374	976,099	324	184,237	45	+616.3
	Würth Group	2	4,515,425	1,207	4,166,760	1,149	592,837	141	+718.4

	System boundaries	Scope	Scope of reporting		Limited scope of reporting*				
			2023		2023		2022		2023 : 2022 Change
			Consumption	Emissions	Consumption	Emissions	Consumption	Emissions	
				t CO ₂ e		t CO ₂ e		t CO ₂ e	%
MOBILITY WITH RENEWABLE ENERGY SOURCES									
Green electricity charged on the company premises ¹⁾ in kWh	Würth Line	2	669,736	0	653,286	0	13,960	0	0.0
	Allied Companies	2	719,108	0	751,261	0	30,065	0	0.0
	Würth Group	2	1,388,844	0	1,404,547	0	44,025	0	0.0
Hydrogen (H ₂) and bioethanol in l	Würth Line	1	861,059	42	861,059	42	752,675	26	+62.1
	Allied Companies	1	50,113	2	14,799	2	6,443	0	+2,933.3
	Würth Group	1	911,172	44	875,858	44	759,118	26	+68.7
TOTAL EMISSIONS MOBILITY		1+2		198,187		171,103		165,613	+3.3

* limited reporting scope comprising 156 companies

1) The electricity charged on the company premises is shown in the country-specific electricity procurement or in the procurement of green electricity from renewable energy sources (scope 2). ► [Climate footprint electricity, p. 96 f.](#)

Sources for conversion and emission factors: IEA 2023, IEA 2022, IPCC, DEFRA 2023, DEFRA 2022



CLIMATE FOOTPRINT WÜRTH GROUP, SCOPE 1 AND SCOPE 2 ▶ GRI 302-1, 305-1, 305-2, 305-5

SCOPE 1	System boundaries	Scope of reporting	Limited scope of reporting*	
		2023 emissions	2023 emissions	2022 emissions
		t CO ₂ e	t CO ₂ e	t CO ₂ e
ELECTRICITY				
In-house electricity generation from fossil fuels and renewable energy sources	Würth Line	122	73	7
	Allied Companies	146	25	101
	Würth Group	268	98	108
HEAT				
Heat from fossil fuels, renewable energy sources and renewable raw materials ¹⁾ , and climate-relevant refrigerants	Würth Line	24,319	22,758	22,714
	Allied Companies	38,896	34,001	38,635
	Würth Group	63,215	56,759	61,349
MOBILITY				
Mobility with fossil fuels and renewable energy sources ²⁾	Würth Line	139,984	128,744	127,477
	Allied Companies	51,745	35,959	33,390
	Kerosene ³⁾	Würth Group	5,251	5,251
	Würth Group	196,980	169,954	165,472
TOTAL SCOPE 1 EMISSIONS		260,463	226,811	226,928

SCOPE 2	System boundaries	Scope of reporting	Limited scope of reporting*	
		2023 emissions	2023 emissions	2022 emissions
		t CO ₂ e	t CO ₂ e	t CO ₂ e
ELECTRICITY				
Country-specific electricity procurement and green electricity from renewable energy sources, market-based method ⁴⁾	Würth Line	21,677	16,424	19,898
	Allied Companies	36,057	26,474	41,661
	Würth Group	57,734	42,898	61,559
HEAT				
Externally provisioned heat	Würth Line	3,957	3,829	4,806
	Allied Companies	2,399	2,038	1,921
	Würth Group	6,356	5,867	6,727
MOBILITY				
Electricity charged in kWh	Würth Line	833	825	96
	Allied Companies	374	324	45
	Würth Group	1,207	1,149	141
TOTAL SCOPE 2 EMISSIONS		65,297	49,914	68,427
TOTAL SCOPE 1+2 EMISSIONS		325,760	276,725	295,356

*limited reporting scope comprising 156 companies

1) Renewable energy sources and renewable raw materials include biogas, wood chips, and wood pellets.

2) Renewable energy sources include fueling with green electricity, bioethanol, and hydrogen.

3) Kerosene for aircraft is included directly in the Würth Group calculation.

4) Due to the considerable differences between countries, the country-specific electricity mix is calculated using the location-based method and the green electricity is calculated using the market-based method.

Sources for conversion and emission factors: IEA 2023, IEA 2022, IPCC, DEFRA 2023, DEFRA 2022



CLIMATE FOOTPRINT WÜRTH GROUP, ENERGY AND GREENHOUSE GAS INTENSITY ► GRI 302-3, 305-4

	Scope of reporting				Limited scope of reporting*						
	Würth Line	Allied Companies	Würth Group		Würth Line		Allied Companies		Würth Group		
	2023	2023	2023		2023	2022	2023	2022	2023	2022	2023 : 2022 Change
	MWh	MWh	MWh	%	MWh	MWh	MWh	MWh	MWh	MWh	%
ENERGY CONSUMPTION											
Total¹⁾	947,547	714,313	1,661,860	100.0	867,092	829,516	587,501	618,947	1,454,593	1,448,463	+0.4
of which from fossil fuels	835,892	522,902	1,358,794	81.8	768,080	757,818	409,918	518,404	1,177,998	1,276,222	-7.7
of which from renewable energy sources	111,655	191,411	303,066	18.2	99,012	71,698	177,583	100,543	276,595	172,241	+60.6
of which fuel consumption from renewable energy sources, including biomass ²⁾	14,128	667	14,796	0.9	2,820	2,331	305	6,054	3,125	8,385	-62.7
of which purchased or acquired electricity, heat, steam, and cooling from renewable energy sources ³⁾	90,042	172,174	262,216	15.8	89,603	66,389	165,847	88,783	255,450	155,172	+64.6
of which renewable energy generated in-house that does not come from fuel ⁴⁾	7,485	18,570	26,054	1.6	6,589	2,978	11,431	5,706	18,020	8,684	+107.5
IN-HOUSE PRODUCTION											
Total	9,892	23,294	33,186	100.0	8,792	5,219	15,262	15,795	24,054	21,014	+14.5
of which fossil fuels	2,407	4,724	7,131	21.5	2,203	2,241	3,831	10,089	6,034	12,330	-51.1
of which renewable energy	7,485	18,570	26,055	78.5	6,589	2,978	11,431	5,706	18,020	8,684	+107.5
of which feeding into public power grid	1,002	9,801	10,803	32.6	697	296	3,071	3,135	3,768	3,431	+9.8

19 MWh

Total energy consumption¹⁾ per employee in 2023
(2023*: 21 MWh/employee | 2022*: 22 MWh/employee)

Würth Line: 20 MWh/employee (2023*: 23 MWh/employee | 2022*: 26 MWh/employee)
 Allied Companies: 19 MWh/employee (2023*: 20 MWh/employee | 2022*: 19 MWh/employee)

0.08 kWh/€

Total energy consumption¹⁾ per euro in sales in 2023
(2023*: 0.08 kWh/€ | 2022*: 0.08 kWh/€)

Würth Line: 0.09 kWh/€ (2023*: 0.08 kWh/€ | 2022*: 0.08 kWh/€)
 Allied Companies: 0.08 kWh/€ (2023*: 0.08 kWh/€ | 2022*: 0.08 kWh/€)

*limited reporting scope comprising 156 companies

1) Total energy includes all energy sources for electricity, heat, mobility; all converted into kWh.

2) Fuels include biogas, biomass, geothermal energy, and hydrothermal energy to produce heat, as well as hydrogen (H2) and bioethanol for mobility; all converted into kWh. (► Climate footprint heat, p. 98 f., ► Climate footprint mobility, p. 100 f.)

3) Includes externally sourced green electricity (► Climate footprint electricity, p. 96 f.)

4) Includes photovoltaics and hydropower (► Climate footprint electricity, p. 96 f.)

Calculation basis: Energy consumption data and climate footprint are divided by the number of employees and sales.

CLIMATE FOOTPRINT WÜRTH GROUP, SCOPE 1+2 ▶ GRI 302-3, 305-4



3.8 t

CO₂e emissions per employee 2023
(2023*: 4.0t/employee | 2022*: 4.4t/employee)

Würth Line: 3.8t/employee
(2023*: 4.0t/employee | 2022*: 4.1 t/employee)

Allied Companies: 3.6t/employee
(2023*: 4.0t/employee | 2022*: 4.8t/employee)



16.0 g

CO₂e emissions per euro in sales in 2023
(2023*: 15.7 g/€ | 2022*: 17.3 g/€)

Würth Line: 17.3 g/EUR
(2023*: 16.8 g/€ | 2022*: 17.8 g/€)

Allied Companies: 13.9 g/EUR
(2023*: 13.4 g/€ | 2022*: 16.0 g/€)

3.8 t

**Market-based
CO₂e
emissions per employee 2023**
(2023*: 4.0t/employee |
2022*: 4.4 t/employee)

Würth Line: 3.8t/employee
(2023*: 4.0t/employee |
2022*: 4.1 t/employee)

Allied Companies: 3.6t/employee
(2023*: 4.0t/employee |
2022*: 4.8t/employee)

4.7 t

**Location-based
CO₂e emissions
per employee 2023**
(2023*: 5.2t/employee |
2022*: 5.1 t/employee)

Würth Line: 4.3t/employee
(2023*: 4.5t/employee |
2022*: 4.4 t/employee)

Allied Companies: 5.2t/employee
(2023*: 6.2t/employee |
2022*: 6.0t/employee)

16.0 g

**Market-based
CO₂e emissions
per euro in sales 2023**
(2023*: 15.7 g/€ |
2022*: 17.3 g/€)

Würth Line: 17.3 g/€
(2023*: 16.8 g/€ | 2022*: 17.8 g/€)

Allied Companies: 13.9 g/€
(2023*: 13.4 g/€ | 2022*: 16.0 g/€)

20.1 g

**Location-based
CO₂e emissions
per euro in sales 2023**
(2023*: 20.3 g/€ |
2022*: 19.8 g/€)

Würth Line: 19.6 g/€
(2023*: 19.2 g/€ | 2022*: 19.4 g/€)

Allied Companies: 20.2 g/€
(2023*: 21.0 g/€ | 2022*: 19.7 g/€)



Data base material life cycles

PRODUCTION AND PACKAGING ► GRI 301-1, 301-2

	Scope of reporting				Limited scope of reporting*						
	Würth Line	Allied Companies	Würth Group		Würth Line		Allied Companies		Würth Group		2023 : 2022 Change
	2023	2023	2023		2023	2022	2023	2022	2023	2022	
	tons	tons	tons	%	tons	tons	tons	tons	tons	tons	%
PACKAGING MATERIALS ¹⁾											
Paper, cardboard	20,526	24,520	45,046	45.0	19,219	17,139	17,381	18,284	36,600	35,423	+3.3
Plastics	5,843	25,821	31,664	31.6	5,564	7,333	13,176	11,061	18,740	18,394	+1.9
Ferrous metals	3,098	7,543	10,641	10.6	3,046	2,891	7,466	7,266	10,513	10,157	+3.5
Aluminum	640	115	755	0.8	597	733	113	77	710	810	-12.3
Other composite materials	42	96	138	0.1	42	17	82	22	124	40	+210.2 ⁴⁾
Other (e.g., glass, textile fabrics) ²⁾	2,970	8,974	11,944	11.9	1,659	2,695	4,726	5,222	6,385	7,917	-19.4 ⁴⁾
Total weight	33,119	67,070	100,189	100.0	30,128	30,809	42,944	41,932	73,071	72,741	+0.5
of which recycled materials ³⁾	6,440	9,008	15,448	15.4	5,569	3,333	3,543	3,745	9,112	7,078	+28.7
of which renewable raw materials ³⁾	17,232	36,576	53,808	53.7	15,289	-	18,190	-	33,479	-	-
MATERIAL USED IN PRODUCT MANUFACTURING ¹⁾											
Total weight	868	117,658	118,526	100.0	868	-	105,271	-	106,139	-	-
of which recycled materials	191	18,964	19,155	16.2	191	-	16,944	-	17,135	-	-
of which renewable raw materials	0	16,003	16,003	13.5	0	-	15,993	-	15,993	-	-

* limited reporting scope comprising 156 companies

1) Deviations between individual results and the overall result are due to rounding. The definition of the packaging material recorded was adjusted in 2023 and includes actively used/added material.

2) Incl. difference: In 2023, 6.9% (2023*: 6.5%, 2022*: 10.3%) of companies did not report according to type of material; Würth Line 7.9% (2023*: 9.7%, 2022*: 11.3%); Allied Companies 6.5% (2023*: 4.3%, 2022*: 9.6%)

3) In addition, 38 companies use material made from renewable raw materials or recycled material, but no data is available on the weight (Würth Line 9, Allied Companies 29).

4) Improved data availability has resulted in shifts as some of the material types that were previously recorded under "Other" can now be assigned to the correct categories.

5) Incl. difference: In 2023, 25.5% (2023*: 11.0%, 2022*: 20.5%) of companies did not report according to type of waste; Würth Line 24.3% (2023*: 19.4%, 2022*: 32.3%); Allied Companies 26.2% (2023*: 5.4%, 2022*: 12.8%)

6) The reduction in water consumption is due to improved data available and the commissioning of a new equalizing tank for a heat treat furnace with a simultaneous fluctuation in capacity utilization at one company.

WASTE AND NATURAL RESOURCES ▶ GRI 303-1, 303-3, 303-4, 303-5, 306-3

	Scope of reporting				Limited scope of reporting*						
	Würth Line	Allied Companies	Würth Group		Würth Line		Allied Companies		Würth Group		2023 : 2022 Change
	2023	2023	2023		2023	2022	2023	2022	2023	2022	
											%
											%
TYPES OF WASTE (in t) ¹⁾											
Metals	1,576	20,898	22,474	28.0	1,467	1,188	18,562	23,113	20,029	24,301	-17.6
Paper, cardboard	13,441	6,764	20,205	25.2	12,836	9,217	5,497	5,879	18,334	15,096	+21.4
Plastics	1,214	1,563	2,777	3.5	1,102	797	1,358	1,389	2,460	2,186	+12.5
Other composite materials	1,184	1,551	2,734	3.4	601	893	1,488	2,059	2,089	2,952	-29.2
Biomass	146	1,182	1,327	1.7	95	101	1,106	2,132	1,202	2,233	-46.2
Nonmetallic minerals	43	180	224	0.3	24	20	176	126	200	146	+36.8
Other (e.g., glass, textile fabrics) ⁵⁾	10,472	7,532	18,003	22.4	9,943	4,807	5,455	13,528	15,399	18,335	-16.0
Total weight of non-hazardous waste	28,075	39,669	67,744	84.4	26,069	17,023	33,642	48,225	59,712	65,248	-8.5
Hazardous waste (excl. radioactive waste)	1,512	10,988	12,500	15.6	1,465	1,052	10,684	9,739	12,149	10,791	+12.6
Radioactive waste	0	0	0	0.0	0	-	0	-	0	-	-
Total weight of hazardous waste	1,512	10,988	12,500	15.6	1,465	1,052	10,684	9,739	12,149	10,791	+12.6
Total weight	29,587	50,657	80,244	100.0	27,535	18,074	44,326	57,965	71,861	76,039	-5.5
WATER (in m³)											
Water withdrawal	406,362	703,252	1,109,614	100.0	346,840	203,647	523,162	681,634	870,003	885,281	-1.7
Water discharge	397,122	666,835	1,063,957	95.9	338,875	96,018	491,868	538,188	830,744	634,206	+31.0
Total water consumption	9,240	36,417	45,657	4.1	7,965	107,630	31,294	143,446	39,259	251,076	-84.4 ⁶⁾
Total water consumption per € in sales	834.7	3,911.9	2,240.5		774.0	10,959.9	1,449.0	3,756.6	2,223.0	14,716.5	-84.9
Total water consumption per employee	184.0	1,006.4	528.4		182.2	2,505.4	390.8	1,246.1	573.0	3,751.4	-84.7

Data base social standards

PROCESS AND QUALITY MANAGEMENT ▶ GRI 3-3

CERTIFIED MANAGEMENT SYSTEMS

	Scope of reporting			Limited scope of reporting*						
	Würth Line	Allied Companies	Würth Group	Würth Line		Allied Companies		Würth Group		
	2023	2023	2023	2023	2022	2023	2022	2023	2022	2023 : 2022 Change
	%	%	%	%	%	%	%	%	%	pp.
Share of sales generated by companies with a quality management system	80.9	79.2	80.0	83.3	81.3	86.4	86.4	84.8	83.7	+1.1
Share of sales covered by ISO 9001	80.6	76.2	78.3	83.3	81.3	84.3	84.7	83.8	83.0	+0.8
Share of sales generated by companies with an environmental management system	63.4	28.3	45.2	66.6	66.0	29.9	32.0	48.6	49.1	-0.5
Share of sales covered by ISO 14001	62.8	27.2	44.3	66.6	66.0	29.4	31.5	48.4	48.9	-0.5
Share of employees at companies with an occupational health and safety system	42.8	31.4	38.0	44.3	40.0	27.2	32.9	37.9	37.2	+0.7
Share of employees covered by ISO 45001	33.4	16.4	26.2	36.3	33.3	15.6	26.6	28.6	30.7	-2.1
Share of energy consumption at companies with an energy management system	38.9	35.8	37.6	42.3	41.1	41.2	44.8	41.8	42.7	-0.9
Share of energy consumption covered by ISO 50001	35.7	29.8	33.2	38.9	37.9	35.4	35.8	37.5	37.0	+0.5

* limited reporting scope comprising 156 companies

SOCIAL STANDARDS ▶ GRI 204-1, 308-1, 414-1, 414-2

SUPPLIER REVIEW ¹⁾

	Scope of reporting			Limited scope of reporting [*]						
	Würth Line	Allied Companies	Würth Group	Würth Line		Allied Companies		Würth Group		
	2023	2023	2023	2023	2022	2023	2022	2023	2022	2023 : 2022 Change
	%	%	%	%	%	%	%	%	%	pp.
Share of expenditure for local suppliers ²⁾	43.8	57.3	52.2	44.9	-	59.6	-	53.9	-	-
Share of new suppliers evaluated on the basis of environmental criteria ³⁾	81.8	38.4	45.9	81.7	-	53.7	-	58.6	-	-
Share of all suppliers evaluated on the basis of environmental criteria ³⁾	45.1	21.1	29.5	47.8	-	25.5	-	33.8	-	-
Share of new suppliers evaluated on the basis of social criteria ³⁾	77.4	36.3	43.4	77.0	-	50.6	-	55.2	-	-
Share of all suppliers evaluated on the basis of social criteria ³⁾	56.3	20.3	32.9	60.4	-	23.8	-	37.5	-	-

^{*} limited reporting scope comprising 156 companies

1) Refers exclusively to external suppliers that are not part of the Würth Group

2) The geographical definition of "local" refers to the national level (national borders).

3) Suppliers with procurement volumes > EUR 50,000

SOCIAL STANDARDS ▶ GRI 403-9, 403-10

OCCUPATIONAL HEALTH AND SAFETY

	Scope of reporting				Limited scope of reporting*						
	Würth Line	Allied Companies	Würth Group		Würth Line		Allied Companies		Würth Group		
	2023	2023	2023		2023	2022	2023	2022	2023	2022	2023 : 2022 Change
	Total	Total	Total	%	Total	Total	Total	Total	Total	Total	%
Total number of work-related injuries and accidents recorded	1,322	1,273	2,595	100.0	1,259	-	1,189	-	2,448	-	-
of which work-related injuries and accidents requiring more than first aid	559	511	1,070	41.2	540	680	470	566	1,010	1,246	-0.2
work-related injuries/accidents with serious consequences	33	12	45	1.7	31	22	11	12	42	34	+0.1
fatalities due to work-related injuries/accidents	2	2	4	0.2	2	1	0	5	2	6	-66.7

* limited reporting scope comprising 156 companies

SOCIAL STANDARDS ▶ GRI 402-1, 403-5, 403-9



96.5 %

Average
health rate
in 2023

Würth Line: 97.4 %

Allied Companies: 96.1 %



80.9 %

of companies trained employees
in occupational health and safety
in 2023

Würth Line: 84.3 %

Allied Companies: 79.2 %



59.4 %

of companies had company agreements
on working conditions and terms of
employment in 2023

Würth Line: 70.0 %

Allied Companies: 54.1 %



Change | of | per|spec|tive

[tʃeɪndʒ ðv pə'spektɪv]

As a company with global operations, the Würth Group has far-reaching responsibilities. Globally recognized standards and frameworks serve as guidelines for the sustainable transformation of the Würth Group. They offer a uniform response to the different legal requirements and standards, providing guidance and support in the decision-making process. This creates a standardized means of comparing and classifying our activities for our stakeholders.



FRAMEWORKS

UN SDG CORE OBJECTIVES

Global frameworks form the basis for Group-wide transformation management within the Würth Group and all of its global companies.

Globally recognized frameworks allow for standardized benchmarking and offer our stakeholders guidance and support when making decisions in order to assess the Würth Group's status in terms of sustainable development. These frameworks serve as the basis for our sustainability management. Using the 17 Sustainable Development Goals of the

United Nations (UN SDGs) as a guide allows us to make a major contribution to achieving Agenda 2030. Core objectives 8, 9, 12, and 13 are of particular strategic relevance to the Würth Group. They are important for our three transformation areas: climate, material life cycles, and social standards.

UN SDG CORE OBJECTIVES WITHIN THE WÜRTH GROUP



GRI CONTENT INDEX

Reporting in accordance with the standards set out by the Global Reporting Initiative (GRI) allows for a global assessment and comparability of our economic, environmental, and social performance.

About this sustainability report

The purpose of this non-financial report is for the Würth Group to inform its stakeholders of its initial data-based status, Group-wide sustainability management activities, strategic management approaches, and project stages for the sustainable transformation of its companies. This sustainability report refers to the business activities of all the companies belonging to the Würth Group. Any deviating GRI reporting boundaries are indicated accordingly. The Würth Group has reported in accordance with the GRI standards for the period from 1 January to 31 December 2023. Several requirements cannot yet be fully met with the current underlying data; for the purpose of transparency, the information that is available at the moment has been disclosed. In the management approaches (GRI 3-3), we refer to the core objectives of the 17 Sustainable Development Goals of the United Nations (SDGs) and the principles of the UN Global Compact (UNGC) as global frameworks. These are indicated in the GRI Content Index next to the corresponding GRI indicators. The relevance for the reported topics is based on the materiality assessment from the

► **Materiality assessment process, p. 34 ff.**

Reservations

We do not assume liability for mistakes, technical errors, and printing errors. No external audit was performed. Any statements regarding future developments are based on the information and forecasts available at the time of publication. Therefore, we cannot guarantee that the predicted future development will materialize.

General disclosures

THE ORGANIZATION AND ITS REPORTING PRACTICES

GRI 2-1

Organizational details

Würth Group
Adolf Würth GmbH & Co. KG
Reinhold-Würth-Strasse 12-17
74653 Künzelsau-Gaisbach, Germany

The information in this sustainability report was provided by Adolf Würth GmbH & Co. KG and its affiliated companies.

- ▶ www.bundesanzeiger.de
- ▶ [Reporting boundaries inside cover, p. 3](#)
- ▶ [Brief profile, p. 4 f.](#)
- ▶ [Industry diversity, p. 6 ff.](#)
- ▶ 2023 Annual Report of the Würth Group, Group management report, p. 52 ff.

GRI 2-2

Entities included in the organization's sustainability reporting

This sustainability report refers to the business activities of the Würth Group as a whole. For the 2023 reporting year, the companies included in quantitative terms match the scope of consolidation of the Würth Group.

- ▶ [Reporting boundaries inside cover, p. 3](#)
- ▶ [Industry diversity, p. 6 ff.](#)
- ▶ 2023 Annual Report of the Würth Group, Consolidated financial statements, p. 180

GRI 2-3

Reporting period, frequency, and point of contact

As with the annual report, the reporting period covers the period from 1 January 2023 to 31 December 2023.
The Würth Group's sustainability report is published annually.
Date of publication: 14 May 2024
Contact for any questions regarding the report: sustainability@wuerth.com

GRI 2-4

Restatements of information

The first sustainability report for 2020-2022 initially included, in quantitative terms, the sustainability data from 156 of the Group's more than 400 companies.

These companies accounted for around 88% of the Würth Group's total sales. For this sustainability report, the scope of sustainability reporting was expanded so that for the first time, the data from all of the companies in the Group was collected in the same way as for the Würth Group's consolidated group.

If the data available on the reference date of the data collection is not sufficient, data is projected. The projections for 2022 were compared with the real data as soon as it became available and were adjusted in the event of deviations. A deviation of more than 5 % was identified in the climate footprint, which is why the data for 2022 has been corrected in this report. Changes in the definitions of the key figures are indicated as a footnote to the figure.

- ▶ [Reporting boundaries inside cover, p. 3](#)

GRI 2-5

External assurance

No external audit was performed for the sustainability report in the current reporting year. In preparation for a potential audit in the future, the Würth Group is conducting an "Assurance Readiness Assessment" together with an auditing company for the 2023 reporting year in order to identify potential gaps and improve the quality of the information and data for subsequent reporting periods. This also involves looking at the materiality assessment process and the resulting estimates with regard to the Würth Group's approach, documentation, and conclusions.

ACTIVITIES AND WORKERS

GRI 2-6

Activities, value chain, and other business relationships

- ▶ [Brief profile, p. 4 f.](#)
- ▶ [Industry diversity, p. 6 ff.](#)
- ▶ 2023 Annual Report of the Würth Group, Group management report, p. 52 ff., Consolidated financial statements, p. 108

GRI 2-7

Employees

The number of employees is reported as full-time equivalents.
Where reference is made to employees per capita on the 31 December 2023 reporting date, this is indicated in a footnote.

- ▶ [GRI 405-1](#)
- ▶ [Data base corporate governance, p. 92 ff.](#)
- ▶ 2023 Annual Report of the Würth Group, Group management report, p. 91 f.



GRI SRS	Content/explanations	GRI SRS	Content/explanations
GOVERNANCE			
GRI 2-9	Governance structure and composition <ul style="list-style-type: none"> ▶ Value culture, p. 16 f. ▶ Integration, process control, and data management, p. 28 ▶ Data base corporate governance, p. 93 ▶ 2023 Annual Report of the Würth Group, Group management report, p. 46 ff. 		reporting on sustainability. The results of the materiality assessment were validated in an additional workshop with the Central Management Board and expanded to include the latter's perspectives. <ul style="list-style-type: none"> ▶ Statement by the Advisory Board, p. 10 f. ▶ Statement by the Central Management Board, p. 12 f. ▶ Materiality assessment process, p. 34 ff.
GRI 2-10	Nomination and selection of the highest governance body <ul style="list-style-type: none"> ▶ 2023 Annual Report of the Würth Group, Group management report, p. 46 ff. 	GRI 2-15	Conflicts of interest <p>Corporate governance is ensured in the Würth Group by the following regulations and provisions to avoid conflicts of interest:</p> <ul style="list-style-type: none"> › Dual management system, meaning separation of operative management and supervisory bodies › Group Auditing Department › Auditing of individual and consolidated financial statements by independent auditors › Risk management and risk controlling › Planning process at Group and company level › Controlling methods to create transparency in operating units › Rating process by international rating agencies › Code of Compliance
GRI 2-11	Chair of the highest governance body <ul style="list-style-type: none"> ▶ 2023 Annual Report of the Würth Group, Group management report, p. 46 ff. 		
GRI 2-12	Role of the highest governance body in overseeing the management of impacts <ul style="list-style-type: none"> ▶ Value culture, p. 16 ▶ Integration, process control, and data management, p. 28 f. ▶ Materiality assessment process, p. 34 ff. 		
GRI 2-13	Delegation of responsibility for managing impacts <p>As a Group function, the corporate sustainability team is responsible for centralized sustainability management in the Würth Group and reports to the Central Management Board at regular intervals.</p> <p>In addition to the Central Management Board, the Advisory Board is also involved in important decision-making processes. At least one person responsible for sustainability reporting has been appointed at each of the Würth Group companies. This person is responsible for recording the company's sustainability data. The central, Group-wide sustainability management team works closely with the individuals responsible for sustainability and meets several times a year.</p> <ul style="list-style-type: none"> ▶ Value culture, p. 16 f. ▶ Integration, process control, and data management, p. 28, 31 ▶ 2023 Annual Report of the Würth Group, Group management report, p. 46 ff. 	GRI 2-16	Communication of critical concerns <p>The communication culture in the Würth Group is characterized by open communication across all hierarchical structures. Both external and internal stakeholders can communicate critical concerns anonymously to the responsible points of contact via the SpeakUp whistleblower system. Furthermore, all employees are welcome to discuss their concerns directly with their supervisor or with the designated compliance officer. In the reporting period, a total of 112 reports received via the SpeakUp whistleblower system were reported to the competent supervisory body. These reports related mainly to process compliance, data protection, discrimination, and customer complaints. A total of 13 violations of compliance rules were identified. Any critical concerns are handled by the compliance officers. These concerns are documented using audit-proof case management software within the relevant whistleblower system. The controlling body is responsible for all Würth Group companies.</p> <ul style="list-style-type: none"> ▶ GRI 2-26 ▶ www.bkms-system.net/wuerth
GRI 2-14	Role of the highest governance body in sustainability reporting <p>Overall responsibility lies with the Central Management Board of the Würth Group. The Chairman of the Central Management Board himself supervises the sustainability management team as far as sustainability reporting is concerned in accordance with his function, but he does not play an active role in this context. He commissions the head of central sustainability management with the task of</p>	GRI 2-17	Collective knowledge of the highest governance body <ul style="list-style-type: none"> ▶ Integration, process control, and data management, p. 28

GRI SRS	Content/explanations
GRI 2-19	<p>Remuneration policies</p> <p>The members of the Advisory Board of the Würth Group receive fixed annual remuneration. The members of the Central Management Board and senior executives receive a basic salary and variable remuneration, generally based on the sales and operating result achieved by the Würth Group companies for which they are responsible. The Würth Group does not offer sign-on bonuses or other payments as a recruitment incentive. In the event that members of the highest governance body or senior executives are dismissed, severance payments are only made if this is provided for by law or if they are dismissed before the end of their contract; this also applies to other employees. Remuneration already paid is not clawed back. Company pension benefits are not granted unless this is required by law; this is taken into account when setting the amount of the basic salary.</p>
GRI 2-20	<p>Process to determine remuneration</p> <p>The remuneration of the members of the Advisory Board is determined by the joint Supervisory Board of the Würth-Familienstiftungen, the remuneration of the members of the Central Management Board is determined by the Advisory Board of the Würth Group, and the remuneration paid to senior executives is determined by the Central Management Board in agreement with the Advisory Board of the Würth Group. The amount of remuneration paid to the members of the highest governance body and senior executives is determined taking into account standard market remuneration for companies of a comparable size and market position with the involvement of independent external remuneration consultants.</p> <p>► GRI 2-19</p>
STRATEGY, POLICIES, AND PRACTICES	
GRI 2-22	<p>Statement on sustainable development strategy</p> <p>► Statement by the Advisory Board, p. 10 f.</p> <p>► Statement by the Central Management Board, p. 12 f.</p>
GRI 2-23	<p>Policy commitments</p> <p>► Value culture, p. 16</p> <p>► Transformation area social standards, p. 75 ff.</p> <p>► 2023 Annual Report of the Würth Group, Group management report, p. 87 f.</p> <p>► Code of Compliance of the Würth Group</p> <p>► UNGC Principle 7</p>

GRI SRS	Content/explanations
GRI 2-25	<p>Processes to remediate negative impacts</p> <p>Employees have been informed about external reporting bodies in accordance with the EU Whistleblower Protection Directive. The web-based SpeakUp whistleblowing system allows whistleblowers to obtain information on the current processing status and follow-up measures. We comply with all statutory deadlines for providing feedback. Regular quantitative and qualitative reporting in the Compliance Board provides information on the effectiveness of the whistleblower system. In addition to the SpeakUp whistleblower system, a grievance mechanism has also been set up in accordance with the requirements laid out in the Act on Corporate Due Diligence in Supply Chains (LkSG).</p> <p>► GRI 2-16, 2-26</p> <p>► Transformation area social standards, p. 75 ff.</p> <p>► www.bkms-system.net/wuerth</p>
GRI 2-26	<p>Mechanisms for seeking advice and raising concerns</p> <p>A compliance management system serves to comply with national and international laws, regulations, self-imposed obligations, and internal guidelines. On this basis, general rules of conduct were defined for all companies of the Würth Group in the form of a Code of Compliance in 2017 in order to provide managers and employees with guidelines regarding the conduct and behavior expected of them by the company.</p> <p>All Group employees have access to the Code of Compliance, which describes the following:</p> <ul style="list-style-type: none"> › General rules of conduct › Standards for dealing with business partners › Rules for avoiding conflicts of interest › Rules for handling information › Instructions for application in everyday life <p>In the event of a potential breach of compliance rules, all employees of the Würth Group and external stakeholders of the companies are invited to use SpeakUp, the Würth Group's anonymous reporting hotline, to report the matter. Of course, employees can also contact the Company Compliance Officer responsible for their company directly or other people within the compliance organization to voice their concerns. Confidentiality is of utmost importance when handling compliance issues. This guarantees the commitment to the stipulated principles that whistleblowers will not be punished in any way for reporting a violation (in accordance with legal guidelines/ILO core labor standards).</p>



GRI SRS	Content/explanations
	<p>► GRI 2-16, 2-25</p> <p>► 2023 Annual Report of the Würth Group, Group management report, p. 87 ff.</p> <p>► www.bkms-system.net/wuerth</p>
GRI 2-27	<p>Compliance with laws and regulations</p> <p>Information on material violations is provided in the consolidated financial statements of the Würth Group.</p> <p>► Value culture, p. 16</p> <p>► 2023 Annual Report of the Würth Group, Group management report, p. 87</p>
GRI 2-28	<p>Membership associations</p> <p>The Würth Group is actively engaged in shaping public opinion, among other things, as a member of the following associations:</p> <ul style="list-style-type: none">› Federation of German Industries (BDI)› German Electro and Digital Industry Association (ZVEI)› Federation of German Wholesale, Foreign Trade and Services (BGA)› The Economic Council (Wirtschaftsrat der CDU e.V.)› Centre for European Policy (cep)› International Chamber of Commerce (ICC)› German Chamber of Commerce and Industry (DIHK)› German Association of Screw Wholesalers (FDS e. V.)

GRI SRS	Content/explanations
	<p>STAKEHOLDER ENGAGEMENT</p>
GRI 2-29	<p>Approach to stakeholder engagement</p> <p>The Würth Group ensures transparency and engages in constant dialogue with its stakeholders. Relevant stakeholders are identified, grouped together by interests, and weighted according to their relevance for the business activities of the Würth Group. Communication is coordinated according to interest group via various company publications. Reports and publications that are relevant to the interests of the stakeholders are publicly accessible.</p> <p>► Materiality assessment process, p. 34 ff.</p>
GRI 2-30	<p>Collective bargaining agreements</p> <p>In 2023, 41.8% of the companies in the Würth Group will have collective bargaining agreements in place for the majority of employees or use such agreements as a guide. In addition, 59.4% of companies had a company agreement in place regarding working conditions and terms of employment in 2023.</p> <p>► Data base corporate governance, p.111</p> <p>► GRI 402-1</p>

GRI 3 Material Topics

UNIVERSAL STANDARD

GRI 3-1

Process to determine material topics

► [Materiality assessment process, p. 34 ff.](#)

GRI 3-2

List of material topics

There have been changes to the names of the material topics compared to the previous reporting period due to the preparation of the list of topics based on the European Sustainability Reporting Standards. Last year, only topics that were both of utmost relevance to stakeholders and had the biggest impact on sustainable development were identified as material. In this reporting period, a sustainability topic is always material if it is considered to be important from either a financial or impact-related perspective or both.

The following new topics were identified as material in the 2023 reporting year: equal treatment and equal opportunities in the value chain, corporate culture.

► [Materiality assessment process, p. 38 f.](#)

GRI 200 Economic topics

GRI 201

ECONOMIC PERFORMANCE

GRI 3-3

Management of material topics

► [Brief profile, p. 4 f.](#)

► [Industry diversity, p. 6 ff.](#)

► [Materiality assessment process, p. 34 ff.](#)

► 2023 Annual Report of the Würth Group

► UNGC Principle 7



GRI 201-1

Direct economic value generated and distributed

► [Reporting boundaries inside cover, p. 3](#)

► 2023 Annual Report of the Würth Group, Consolidated financial statements, p. 105

► www.bundesanzeiger.de

GRI 201-2

Financial implications and other risks and opportunities due to climate change

In 2023 and in previous years, no sustainability risks were reported as part of the risk management system that could jeopardize the company's survival in accordance with the established risk and opportunity policy.

► [Risk management, p. 32 f.](#)

► [Transformation area climate, p. 50 f.](#)

► 2023 Annual Report of the Würth Group, Group management report, p. 82 ff.

GRI 201-3

Defined benefit plan obligations and other retirement plans

The actuarial valuation of pension obligations was carried out as at the balance sheet date.

► 2023 Annual Report of the Würth Group, Consolidated financial statements, p. 153 ff.

GRI 201-4

Financial assistance received from government

► 2023 Annual Report of the Würth Group, Consolidated financial statements, p. 173



GRI SRS Content/explanations

GRI 202 MARKET PRESENCE

GRI 3-3 **Management of material topics**
 ▶ Brief profile, p. 4 f.
 ▶ Industry diversity, p. 6 f.
 ▶ Materiality assessment process, p. 34 ff.
 ▶ 2023 Annual Report of the Würth Group

GRI 202-2 **Proportion of senior management hired from the local community**
 Junior managers are primarily recruited from an in-house pool of talented employees and developed further by means of in-house development programs for managers. Our priority is to recruit local managers at the companies. In addition to their own employee development program, all companies have options available at Akademie Würth and Würth Business Academy for developing junior management. Managers have administrative responsibility for other employees.

 ▶ GRI 404
 ▶ Leadership culture, p. 18 f.

GRI 204 PROCUREMENT PRACTICES

GRI 3-3 **Management of material topics**
 We give preference to regional suppliers in line with regional value creation, provided they meet the criteria of our supplier audit and, above all, comply with our basic principles of profitability and product quality. All companies of the Würth Line (Industry + Craft) are required to cover the majority of their needs through the central purchasing companies. In doing so, it is possible to ensure compliance with relevant regulations along the supply chains using a relatively central approach, the aim being to optimize goods procurement.

 ▶ Transformation area social standards, p. 85 ff.

GRI 204-1 **Proportion of spending on local suppliers**
 ▶ Data base social standards, p. 109



GRI SRS Content/explanations

GRI 300 Environmental topics

GRI 301 MATERIALS

GRI 3-3 **Management of material topics**
 ▶ Transformation area material life cycles, p. 61 ff.




GRI 301-1 **Materials used by weight or volume**
 Packaging material includes actively used packaging materials added, meaning additionally circulated, by the company itself (product and transport packaging). Reusable packaging is not included. Recycled materials are obtained by reprocessing waste material. Renewable raw materials come from renewable, natural sources and are primary raw materials.

 ▶ Data base material life cycles, p. 106
 ▶ UNGC Principles 7, 8, 9

GRI 301-2 **Recycled input materials used**
 ▶ Data base material life cycles, p. 106

GRI 301-3 **Reclaimed products and their packaging materials**
 Information not available/incomplete

GRI SRS	Content/explanations
GRI 302	ENERGY
GRI 3-3	Management of material topics ▶ Transformation area climate, p. 47 f. ▶ UNGC Principles 7, 8, 9
  	
GRI 302-1	Energy consumption within the organization ▶ Data base climate, p. 96 ff.
GRI 302-2	Energy consumption outside of the organization ▶ Data base climate, p. 96 ff.
GRI 302-3	Energy intensity ▶ Data base climate, p. 104 ff.
GRI 302-4	Reduction of energy consumption ▶ Data base climate, p. 96 ff.
GRI 302-5	Reductions in energy requirements of products and services Information not available/incomplete ▶ GRI 302-3 ▶ Data base climate, p. 104 ff.

GRI SRS	Content/explanations
GRI 303	WATER AND EFFLUENTS
GRI 3-3	Management of material topics ▶ Transformation area material life cycles, p. 61 ff.
	
GRI 303-1	Interactions with water as a shared resource Water is considered a fundamental resource for an organization's operation if its revenues depend on water consumption. Water is a fundamental resource for the business activities of 9.0 % of the Würth Group companies in 2023 (Würth Line: 3.6 %, Allied Companies: 11.7 %). ▶ Data base material life cycles, p. 107
GRI 303-2	Management of water discharge-related impacts In 2023, 1.2 % of companies (2023*: 1.9 %, 2022*: 3.2 %) met voluntary quality standards with regard to effluent discharge that go beyond the regulations imposed by the legislator in the country concerned (Würth Line 2023: 1.4 %, 2023*: 1.6 %, 2022*: 1.6 % / Allied Companies 2023: 1.1 %, 2023*: 2.2 %, 2022*: 4.3 %).
GRI 303-3	Water withdrawal Total water withdrawal in 2023 was distributed among the following withdrawal sources: › 80.9 % (897 MI) public drinking water supply (2023*: 81.6 % [710 MI] , 2022*: 66.0 % [584 MI]) (Würth Line 2023: 85.4 % [347 MI], 2023*: 86.4 % [300 MI], 2022*: 70.6 % [144 MI] / Allied Companies 2023: 78.2 % [550 MI], 2023*: 78.4 % [410 MI], 2022*: 64.5 % [440 MI]) › 18.3 % (203 MI) groundwater from the company's own wells (2023*: 18.1 % [157 MI], 2022*: 33.6 % [298 MI]) (Würth Line 2023: 13.2 % [54 MI], 2023*: 13.5 % [47 MI], 2022*: 29.4 % [60 MI] / Allied Companies 2023: 21.2 % [149 MI], 2023*: 21.1 % [110 MI], 2022*: 34.9 % [238 MI])

* limited reporting scope comprising 156 companies



GRI SRS	Content/explanations	GRI SRS	Content/explanations
	<div>› 0.6 % (7 MI) surface water (2023*: 0.0 % [0 MI], 2022*: 0.0 % [0 MI]) (Würth Line 2023: 1.4 % [6 MI], 2023*: 0.1 % [0 MI], 2022*: 0.0 % [0 MI] / Allied Companies 2023: 0.2 % [1 MI], 2023*: 0.0 % [0 MI], 2022*: 0.0 % [0 MI])</div> <div>› 0.2 % (3 MI) rainwater (cistern) (2023*: 0.3 % [3 MI], 2022*: 0.4 % [4 MI]) (Würth Line 2023: 0.0 % [0 MI], 2023*: 0.0 % [0 MI], 2022*: 0.0 % [0 MI] / Allied Companies 2023: 0.4 % [3 MI], 2023*: 0.5 % [3 MI], 2022*: 0.6 % [4 MI])</div> <div>› 0.0 % (0 MI) seawater (2023*: 0.0 % [0 MI] 2022*: 0.0 % [0 MI]) (Würth Line 2023: 0.0 % [0 MI], 2023*: 0.0 % [0 MI], 2022*: 0.0 % [0 MI] / Allied Companies 2023: 0.0 % [0 MI], 2023*: 0.0 % [0 MI], 2022*: 0.0 % [0 MI])</div> <div>▶ Data base material life cycles, p. 107</div>	<div>› 3.4 % (36 MI) surface water (2023*: 3.2 % [27 MI], 2022*: 5.1 % [33 MI]) (Würth Line 2023: 1.7 % [7 MI], 2023*: 0.5 % [2 MI], 2022*: 3.7 % [4 MI] / Allied Companies 2023: 4.3 % [29 MI], 2023*: 5.0 % [25 MI], 2022*: 5.3 % [29 MI])</div> <div>› 0.0 % (0 MI) seawater (2023*: 0.0 % [0 MI], 2022*: 0.0 % [0 MI]) (Würth Line 2023: 0.0 % [0 MI], 2023*: 0.0 % [0 MI], 2022*: 0.0 % [0 MI] / Allied Companies 2023: 0.0 % [0 MI], 2023*: 0.0 % [0 MI], 2022*: 0.0 % [0 MI])</div> <div>▶ Data base material life cycles, p. 107</div>	
GRI 303-4	<div>Water discharge Total water discharge in 2023 was distributed among the following destinations:</div> <div>› 81.6 % (869 MI) public wastewater systems (sewerage) (2023*: 83.3 % [692 MI], 2022*: 87.0 % [552 MI]) (Würth Line 2023: 85.8 % [341 MI], 2023*: 86.3 % [292 MI], 2022*: 95.0 % [91 MI] / Allied Companies 2023: 79.1 % [528 MI], 2023*: 81.3 % [400 MI], 2022*: 85.6 % [461 MI])</div> <div>› 15.0 % (159 MI) groundwater (2023*: 13.5 % [112 MI], 2022*: 7.9 % [50 MI]) (Würth Line 2023: 12.5 % [49 MI], 2023*: 13.2 % [45 MI], 2022*: 1.3 % [1 MI] / Allied Companies 2023: 16.6 % [110 MI], 2023*: 13.7 % [67 MI], 2022*: 9.1 % [49 MI])</div>	<div>GRI 303-5</div> <div>Water consumption ▶ Data base material life cycles, p. 107</div>	

* limited reporting scope comprising 156 companies

GRI SRS Content/explanations

GRI 305 EMISSIONS

GRI 3-3 Management of material topics

- Transformation area climate, p. 47 f.
- UNGC Principles 7, 8, 9



GRI 305-1 Direct (scope 1) GHG emissions

- Data base climate, p. 96 ff.

GRI 305-2 Energy indirect (scope 2) GHG emissions

- Data base climate, p. 96 ff.

GRI 305-3 Other indirect (scope 3) GHG emissions

Information not available/incomplete.

The Würth Group is currently in the process of ensuring data transparency for scope 3 by establishing appropriate internal processes.

- Transformation area climate, p. 47 f.

GRI 305-4 GHG emissions intensity

- Data base climate, p. 104 ff.

GRI 305-5 Reduction of GHG emissions

- Data base climate, p. 96 ff.

GRI 306 WASTE

GRI 3-3 Management of material topics

- Transformation area material life cycles, p. 61 ff.



GRI 306-1 Waste generation and significant waste-related impacts

Information not available/incomplete.

GRI SRS Content/explanations

GRI 306-2 Management of significant waste-related impacts

46.1 % of the reporting companies implemented at least one of the measures listed to avoid waste in their own value chain in 2023
(2023*: 71.0 %, 2022*: 60.9 %;
Würth Line 2023: 57.9 %, 2023*: 72.6 %, 2022*: 59.7 % /
Allied Companies 2023: 40.1 %, 2023*: 69.9 %, 2022*: 61.7 %).

Input material choices and product design:

- › Improving selection of materials and product design by taking into account longevity and durability, reparability, modularity and disassembly, and recyclability
- › Reducing the use of raw and finite materials by procuring secondary materials (e.g., used or recycled input materials) or renewable materials
- › Substituting inputs that have hazardous characteristics with inputs that are nonhazardous

Collaboration in the value chain and business model innovation:

- › Setting policies for procurement from suppliers that have sound waste prevention and waste management criteria.
- › Engaging in or setting up industrial symbiosis as a result of which the organization's waste or other outputs (e.g., by-products from production) become inputs for another organization
- › Participating in an extended producer responsibility scheme, which extends the producer's responsibility for a product or service to its end of life
- › Transitioning to and applying new business models, including product service systems, repair services, or product leasing models that use services instead of products to meet consumer demand
- › Engaging in or setting up take-back schemes and reverse logistics processes to divert products and materials from disposal

End-of-life interventions:

- › Establishing and improving facilities for waste management, including facilities for the collection and sorting of waste
- › Recovering products, components, and materials from waste through preparation for reuse and recycling
- › Implementing new concepts or continuing the use of concepts in line with the cradle-to-cradle principle
- › Engaging with customers to raise awareness about sustainable consumption practices, such as repairing instead of repurchasing a product, product sharing, exchange, reuse, and recycling

- Transformation area material life cycles, p. 61 ff.

* limited reporting scope comprising 156 companies



GRI SRS	Content/explanations
GRI 306-306	Waste generated ► Data base material life cycles, p. 107
GRI 306-4	Waste diverted from disposal 52.2 % (41,871 t) of the total waste generated was sent for recycling in 2023 (Würth Line 2023: 34.2 % [10,125 t] / Allied Companies 2023: 62.7 % [31,746 t]). ► Data base material life cycles, p. 107
GRI 306-5	Waste directed to disposal The waste generated in 2023 can be broken down into the following disposal methods: › 25.0 % (20,130 t) incineration (Würth Line 2023: 440 % [13,014 t] / Allied Companies 2023: 14.0 % [7,116 t]) › 8.8 % (7,042 t) landfilling (Würth Line 2023: 9.9 % [2,944 t] / Allied Companies 2023: 8.1 % [4,098 t]) › 14.0 % (11,201 t) other disposal operations (Würth Line 2023: 11.8 % [3,504 t] / Allied Companies 2023: 15.2 % [7,697 t]) ► GRI 306-4 ► Data base material life cycles, p. 107

GRI SRS	Content/explanations
GRI 308	SUPPLIER ENVIRONMENTAL ASSESSMENT
GRI 3-3	Management of material topics A platform solution helps to identify and successfully manage sustainability risks within the supply chain. The risk assessment process comprises a two-stage risk analysis: First, an abstract risk analysis is carried out on the basis of databases for country- and sector-specific risks. Based on this analysis, a concrete risk analysis of the pre-filtered suppliers is carried out using direct questionnaires via the platform. The suppliers of products that are critical to quality from the field of fasteners are audited and developed by source quality engineers (SQE). Process audits, follow-up audits, and quality meetings are conducted and collectively recorded as supplier activities. A total of 883 supplier activities were carried out in 2023. In terms of general risks assessed in the process audits, source quality engineers are required to rate compliance with social standards, management of risks related to environmental hazards, and occupational work and safety. A poor rating in one of these areas results in a ban if no immediate improvements are made. ► Transformation area social standards, p. 75 ff.
GRI 308-1	New suppliers that were screened using environmental criteria ► Data base social standards, p. 109
GRI 308-2	Negative environmental impacts in the supply chain and actions taken Actual or potential negative environmental impacts were identified for 340 of the 4,958 suppliers assessed in 2023 (Würth Line: 85 / Allied Companies: 255). This corresponds to a share of 6.9 % (Würth Line: 3.2 % / Allied Companies: 11.1 %). Improvements were agreed for 2.1 % as a result of the assessment (Würth Line: 4.7 % / Allied Companies: 1.2 %). In 0.0 % of cases, the business relationship was terminated as a result of a negative environmental assessment and a lack of agreement on improvements (Würth Line: 0.0 % / Allied Companies: 0.0 %). ► Data base social standards, p. 109 ► UNGC Principle 8

GRI 400 Social topics

GRI 401

EMPLOYMENT

GRI 3-3



Management of material topics

- Diversity, p. 20
- New Work, p. 21
- UNGC Principles 3, 6

GRI 401-1

New employee hires and employee turnover

Employee retention is a top priority for the Würth Group, which is why avoiding employee turnover is a key strategic issue. The development of staff turnover as a key figure is monitored in all business areas, especially in sales. Staff turnover is analyzed using various approaches in order to determine the causes and take countermeasures accordingly.

In addition to this quantitative staff turnover analysis, a qualitative cause analysis is carried out by means of check-out interviews. These interviews focus on finding out the reasons behind staff turnover. The results of the interviews are recorded and compiled in a database.

Based on the quantitative and qualitative findings, concrete measures are defined and implemented in the companies to fight staff turnover.

Overall employee turnover in the Würth Group is below 15% in a comparison spanning a period of several years. Well-established teams are constantly being enriched with new and different perspectives through new hires.

- **41.4% of new hires in 2023 were under the age of 30**
(2023*: 43.6%, 2022*: 41.7%)
(Würth Line 2023: 40.3%, 2023*: 42.2%, 2022*: 42.0% /
Allied Companies 2023: 42.9%, 2023*: 46.1%, 2022*: 41.2%).
- **50.2% were between 30 and 50 years old**
(2023*: 48.3%, 2022*: 49.9%)
(Würth Line 2023: 52.1%, 2023*: 50.0%, 2022*: 50.5% /
Allied Companies 2023: 47.5%, 2023*: 45.1%, 2022*: 48.9%).

- **8.4% were over 50**
(2023*: 8.1%, 2022*: 8.4%)
(Würth Line 2023: 7.6%, 2023*: 7.8%, 2022*: 7.5% /
Allied Companies 2023: 9.6%, 2023*: 8.8%, 2022*: 9.9%).
Values refer to companies that can break down the age structure of their employees.

► GRI 405-1

- Data base corporate governance, p. 93 f.

GRI 401-2

Benefits provided to full-time employees that are not provided to temporary or part-time employees

In the Würth Group, no distinction is made between full-time and part-time employees when it comes to fringe benefits.

Every company offers different individual benefits.

Across the Group, a positive general attitude is communicated regarding mobile office, and a 3:2 (office:mobile office) arrangement is recommended as a rough guideline. In accordance with their options, business models, and local requirements, this is defined independently by the companies.

Share of Würth Group employees who were able to take advantage of the following fringe benefits in 2023:

- **97.7% parental leave and child care services**
(2023*: 98.2%, 2022*: 88.4%)
(Würth Line 2023: 99.5%, 2023*: 99.7%, 2022*: 91.3% /
Allied Companies 2023: 95.4%, 2023*: 95.7%, 2022*: 83.9%)
- **97.6% company events and cultural activities**
(2023*: 97.9%, 2022*: 88.9%)
(Würth Line 2023: 99.3%, 2023*: 99.3%, 2022*: 94.2% /
Allied Companies 2023: 95.4%, 2023*: 95.5%, 2022*: 80.5%)
- **94.8% traineeships, continuing education, or training seminars**
(2023*: 97.6%, 2022*: 93.0%)
(Würth Line 2023: 96.3%, 2023*: 98.2%, 2022*: 93.4% /
Allied Companies 2023: 92.8%, 2023*: 96.5%, 2022*: 92.2%)

* limited reporting scope comprising 156 companies



GRI SRS	Content/explanations
	<p>› 88.8% mobile office (2023*: 94.6%, 2022*: 94.7%) (Würth Line 2023: 90.9%, 2023*: 95.3%, 2022*: 94.6% / Allied Companies 2023: 85.8%, 2023*: 93.6%, 2022*: 94.9%)</p> <p>› 88.1% special bonuses, vacation, and Christmas bonus (2023*: 90.0%, 2022*: 87.7%) (Würth Line 2023: 90.1%, 2023*: 92.6%, 2022*: 88.9% / Allied Companies 2023: 85.3%, 2023*: 85.5%, 2022*: 85.9%)</p> <p>› 82.9% health care, fitness, or health management programs (2023*: 86.6%, 2022*: 85.5%) (Würth Line 2023: 86.7%, 2023*: 90.8%, 2022*: 88.2% / Allied Companies 2023: 77.7%, 2023*: 79.5%, 2022*: 81.2%)</p> <p>› 82.0% insurance services (2023*: 84.0%, 2022*: 72.4%) (Würth Line 2023: 88.6%, 2023*: 91.0%, 2022*: 71.9% / Allied Companies 2023: 73.0%, 2023*: 72.1%, 2022*: 73.3%)</p> <p>› 72.5% retirement provisions (2023*: 75.8%, 2022*: 76.2%) (Würth Line 2023: 71.5%, 2023*: 73.8%, 2022*: 75.6% / Allied Companies 2023: 73.7%, 2023*: 79.3%, 2022*: 77.3%)</p> <p>› 66.9% company canteen (2023*: 76.5%, 2022*: 75.6%) (Würth Line 2023: 74.8%, 2023*: 81.5%, 2022*: 80.2% / Allied Companies 2023: 56.2%, 2023*: 68.0%, 2022*: 68.3%)</p> <p>› 43.8% sabbatical (2023*: 47.0%, 2022*: 40.3%) (Würth Line 2023: 51.2%, 2023*: 55.1%, 2022*: 45.5% / Allied Companies 2023: 33.6%, 2023*: 33.2%, 2022*: 32.1%)</p> <p>(Multiple answers possible)</p>
GRI 401-3	<p>Parental leave ▶ Data base corporate governance, p. 95</p>

GRI SRS	Content/explanations
GRI 402	LABOR/MANAGEMENT RELATIONS
GRI 3-3	<p>Management of material topics ▶ Leadership culture, p. 18 f. ▶ New Work, p. 21 ▶ 2023 Annual Report of the Würth Group, Group management report, p. 92 f. ▶ UNGC Principle 3</p>
GRI 402-1	<p>Minimum notice periods regarding operational changes We comply with all statutory notice periods.</p> <p>▶ Data base social standards, p. 111</p>
GRI 403	OCCUPATIONAL HEALTH AND SAFETY
GRI 3-3	<p>Management of material topics The health of our employees is a key asset. We offer a work environment that helps maintain and promote employee health in the long term. When developing our health management program, we take into account the connection between work, leadership, and health. We consider physical and psychological stress factors and help prevent burnouts in both areas. The management plays an essential role in this regard.</p> <p>▶ Leadership culture, p. 18 f. ▶ New Work, p. 21</p>
GRI 403-1	<p>Occupational health and safety management system The Würth Group attaches considerable importance to the health and safety of its employees in the workplace. There are already several companies that have introduced a management system for occupational health and safety or are certified in accordance with German industry standard (DIN) EN ISO 45001. The Würth Group will systematically enhance its standards by rolling out DIN EN ISO 45001 at selected companies in the future.</p> <p>▶ Data base social standards, p. 108</p>

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
GRI SRS	Content/explanations
GRI 403-2	<p>Hazard identification, risk assessment, and incident investigation Hazards in the workplace are assessed in the companies of the Würth Group based on legal compliance and monitoring guidelines. Most employees are also protected by:</p> <ul style="list-style-type: none"> › A continuous process to assess hazards and risks to prevent or mitigate significant negative impacts on occupational health and safety (2023: 87.9%, 2023*: 93.7%, 2022*: 92.1%) (Würth Line 2023: 91.0%, 2023*: 93.9%, 2022*: 91.9% / Allied Companies 2023: 83.6%, 2023*: 93.4%, 2022*: 92.4%), › An internal process for workers to report work-related hazards and hazardous situations (2023: 73.7%, 2023*: 78.4%, 2022*: 77.2%) (Würth Line 2023: 70.2%, 2023*: 71.7%, 2022*: 69.0% / Allied Companies 2023: 78.3%, 2023*: 89.7%, 2022*: 90.1%) and › Policies and routine processes to avoid injury, accidents, or hazardous situations (2023: 90.0%, 2023*: 94.3%, 2022*: 90.9%) (Würth Line 2023: 91.2%, 2023*: 93.1%, 2022*: 92.7% / Allied Companies 2023: 88.4%, 2023*: 96.3%, 2022*: 88.1%).
GRI 403-3	<p>Occupational health services In 2023, 90.6% of employees were able to make use of external occupational health services to ensure occupational health and safety within the company. Care is taken to protect employees' personal health-related data. (2023*: 96.1%, 2022*: 95.1%) (Würth Line 2023: 92.0%, 2023*: 94.8%, 2022*: 94.1% / Allied Companies 2023: 88.6%, 2023*: 98.2%, 2022*: 96.6%).</p>
GRI 403-4	<p>Worker participation, consultation, and communication on occupational health and safety In 2023, 91.3% of employees had access to opportunities for worker participation and consultation in the development, implementation, and evaluation of occupational health and safety measures. (2023*: 94.8%, 2022*: 92.9%) (Würth Line 2023: 94.1%, 2023*: 95.9%, 2022*: 92.8% / Allied Companies 2023: 87.5%, 2023*: 93.0%, 2022*: 92.9%).</p>

GRI 403-5	<p>Worker training on occupational health and safety In addition to the relevant statutory requirements that apply in individual countries, some countries have digital training media: for example, on occupational safety, handling hazardous substances, or fire protection. Akademie Würth also offers seminars on occupational safety.</p>
GRI 403-6	<p>Promotion of worker health Share of Würth Group employees who were able to participate in the following benefits to promote health in 2023:</p> <ul style="list-style-type: none"> › 67.4% fitness, exercise, and sports programs (2023*: 73.4%, 2022*: 69.9%) (Würth Line 2023: 66.3%, 2023*: 71.5%, 2022*: 68.9% / Allied Companies 2023: 68.8%, 2023*: 76.6%, 2022*: 71.6%) › 62.7% healthy eating (2023*: 72.0%, 2022*: 68.8%) (Würth Line 2023: 64.4%, 2023*: 70.4%, 2022*: 73.4% / Allied Companies 2023: 60.3%, 2023*: 74.7%, 2022*: 61.6%) › 60.1% voluntary health care (2023*: 66.7%, 2022*: 68.5%) (Würth Line 2023: 60.8%, 2023*: 64.5%, 2022*: 63.9% / Allied Companies 2023: 59.1%, 2023*: 70.3%, 2022*: 75.9%) › 48.5% stress management (2023*: 53.5%, 2022*: 58.6%) (Würth Line 2023: 51.4%, 2023*: 56.3%, 2022*: 63.7% / Allied Companies 2023: 44.5%, 2023*: 48.6%, 2022*: 50.5%) › 46.4% mental training (2023*: 49.8%, 2022*: 48.3%) (Würth Line 2023: 55.9%, 2023*: 60.0%, 2022*: 57.2% / Allied Companies 2023: 33.4%, 2023*: 32.4%, 2022*: 34.2%) › 41.5% prevention and treatment of substance abuse (2023*: 50.3%, 2022*: 49.6%) (Würth Line 2023: 49.3%, 2023*: 55.7%, 2022*: 54.3% / Allied Companies 2023: 31.0%, 2023*: 41.1%, 2022*: 42.3%) <p>(Multiple answers possible) ▶ New Work, p. 21</p>

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GRI SRS	Content/explanations
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships ▶ GRI 403-1, 403-2, 403-4, 403-5, 403-6 ▶ New Work, p. 21
GRI 403-8	Workers covered by an occupational health and safety management system ▶ Data base social standards, p. 108
GRI 403-9	Work-related injuries ▶ Data base social standards, p. 110
GRI 403-10	Work-related ill health ▶ Data base social standards, p. 110

GRI SRS	Content/explanations
GRI 404	TRAINING AND EDUCATION
GRI 3-3	 Management of material topics In parallel to the work of the HR and HR development departments, there are two central providers in the Würth Group dedicated to training and development: <ul style="list-style-type: none"> › Akademie Würth is the global contact in all areas related to developing employees and providing companies with advice. The programs are intended for both in-house Würth Group employees and external customers. › The Würth Business Academy (WBA) is responsible for executive development and offers various development programs for this purpose. It also offers management seminars for active managers. <p>In addition to these two providers, the Learning Campus is available to the employees with digital training modules on various topics.</p> <p>▶ Leadership culture, p. 18 f. ▶ New Work, p. 21 ▶ Transfer of knowledge, p. 22 f.</p>
GRI 404-1	Average hours of training per year per employee in 2023, 30.8% of the participating companies spent an average of more than 20 hours per employee on training and continuing education. (2023*: 35.5%, 2022*: 33.5%) (Würth Line 2023: 36.4%, 2023*: 48.4%, 2022*: 45.2% / Allied Companies 2023: 28.0%, 2023*: 26.9%, 2022*: 25.5%). <p>Only 21 companies did not offer any training or continuing education opportunities to employees in the 2023 reporting year.</p> <p>In 2023, more than 3,000 educational products such as seminars, online courses, or e-learning sessions accounting for a total learning time of over 500,000 hours were conducted and completed via the Learning Campus.</p> <p>In 2023, the ratio of new participants in development programs offered by Würth Business Academy was as follows:</p> <ul style="list-style-type: none"> › In the Würth Potential Program, 50.7% women (2022: 38.6%) and 49.2% men (2022: 61.4%)

* limited reporting scope comprising 156 companies

GRI SRS	Content/explanations
	<ul style="list-style-type: none"> › In the High Potential Program, 32.5 % women (2022: 17.9 %) and 67.5 % men (2022: 82.1 %). › In the Top Potential Program, 22.6 % women (2022: 0 %) and 77.4 % men (2022: 100 %). <p>► Data base corporate governance, p. 95 ► 2022 Sustainability Report, p. 122</p>
GRI 404-2	<p>Programs for upgrading employee skills and transition assistance programs Share of employees whose company organized the following training and continuing education programs in 2023:</p> <ul style="list-style-type: none"> › 97.5 % internal training courses (2023*: 98.7 %, 2022*: 99.4 %) (Würth Line 2023: 97.6 %, 2023*: 98.5 %, 2022*: 100.0 % / Allied Companies 2023: 97.4 %, 2023*: 99.1 %, 2022*: 98.4 %) › 90.2 % external training and continuing education courses funded by the organization (2023*: 94.2 %, 2022*: 92.3 %) (Würth Line 2023: 89.2 %, 2023*: 91.8 %, 2022*: 91.5 % / Allied Companies 2023: 91.6 %, 2023*: 98.3 %, 2022*: 93.5 %) <p>(Multiple answers possible)</p>
GRI 404-3	<p>Percentage of employees receiving regular performance and career development reviews One of our corporate principles is that every employee has the right to two performance reviews per year.</p>

GRI SRS	Content/explanations
GRI 405	DIVERSITY AND EQUAL OPPORTUNITY
GRI 3-3	<p>Management of material topics ► Diversity, p. 20 ► UNGC Principles 1, 2, 6</p>
GRI 405-1	<p>Diversity of governance bodies and employees ► Data base corporate governance, p. 92 ff.</p>
GRI 405-2	<p>Ratio of basic salary and remuneration of women to men At 66.3 % of companies, the salary structure was reviewed for equal pay in 2023.</p>
GRI 407	FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING
GRI 3-3	<p>Management of material topics The Code of Compliance of the Würth Group requires us and our suppliers to comply with relevant legislation and to adhere to the guidelines of the International Labour Organisation (ILO). Several companies ensure that their suppliers comply by means of a Supplier Code of Conduct. The Würth Group has a template for this purpose.</p> <p>► Transformation area social standards, p. 75 ff. ► UNGC Principle 3</p>
GRI 407-1	<p>Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk In 2023, the right to freedom of association and collective bargaining of employees along the supply chain was ensured at:</p> <ul style="list-style-type: none"> › 23.2 % of companies through voluntary agreements and codes of conduct (2023*: 25.2 %, 2022*: 19.9 %) (Würth Line 2023: 34.3 %, 2023*: 30.6 %, 2022*: 32.3 % / Allied Companies 2023: 17.6 %, 2023*: 21.5 %, 2022*: 11.7 %)

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GRI SRS	Content/explanations	GRI SRS	Content/explanations
	<ul style="list-style-type: none">› 35.6% via the contractually binding Supplier Code of Conduct or comparable codes (2023*: 53.5%, 2022*: 51.9%) (Würth Line 2023: 45.0%, 2023*: 53.2%, 2022*: 50.0% / Allied Companies 2023: 30.8%, 2023*: 53.8%, 2022*: 53.2%)› 13.4% of companies through their terms of purchase (2023*: 18.1%, 2022*: 19.2%) (Würth Line 2023: 20.7%, 2023*: 25.8%, 2022*: 24.2% / Allied Companies 2023: 9.7%, 2023*: 12.9%, 2022*: 16.0%)› 47.3% of the companies did not have any mechanisms in place (2023*: 29.7%, 2022*: 34.6%) (Würth Line 2023: 32.1%, 2023*: 25.8%, 2022*: 27.4% / Allied Companies 2023: 54.8%, 2023*: 32.3%, 2022*: 39.4%) <p>(Multiple answers possible)</p>	<ul style="list-style-type: none">› 57.8% of companies require their suppliers to comply with the Supplier Code of Conduct (2023*: 77.4%, 2022*: 75.0%) (Würth Line 2023: 67.9%, 2023*: 83.9%, 2022*: 85.5% / Allied Companies 2023: 52.7%, 2023*: 73.1%, 2022*: 68.1%)› 15.8% ensured this by conducting audits (2023*: 18.7%, 2022*: 20.5%) (Würth Line 2023: 22.9%, 2023*: 27.4%, 2022*: 27.4% / Allied Companies 2023: 12.2%, 2023*: 12.9%, 2022*: 16.0%)› 13.8% ensured this through contractual terms of purchase (2023*: 21.9%, 2022*: 25.6%) (Würth Line 2023: 20.0%, 2023*: 25.8%, 2022*: 29.0% / Allied Companies 2023: 10.8%, 2023*: 19.4%, 2022*: 23.4%)› 36.5% of the companies did not have any special mechanisms in place for this purpose (2023*: 19.4%, 2022*: 20.5%) (Würth Line 2023: 27.9%, 2023*: 14.5%, 2022*: 14.5% / Allied Companies 2023: 40.9%, 2023*: 22.6%, 2022*: 24.5%) <p>(Multiple answers possible)</p>	
GRI 408	CHILD LABOR		
GRI 3-3	<p>Management of material topics</p> <p>The Code of Compliance of the Würth Group requires us and our suppliers to comply with relevant legislation and to reject any form of child labor. Several companies ensure that their suppliers comply by means of a Supplier Code of Conduct.</p> <p>The Würth Group has a template for this purpose. An inquiry regarding the verification of the age of employees and adherence to legal regulations is one potential risk indicator for assessing compliance with social standards in process audits.</p> <p>► Transformation area social standards, p. 75 ff.</p> <p>► UNGC Principle 5</p>		
GRI 408-1	<p>Operations and suppliers at significant risk for incidents of child labor</p> <p>In addition to the Würth Group's Code of Compliance, the following measures were implemented in 2023 to mitigate the risk of child labor:</p>		

* limited reporting scope comprising 156 companies

GRI SRS

Content/explanations

GRI 409 FORCED OR COMPULSORY LABOR

GRI 3-3


Management of material topics

The Code of Compliance of the Würth Group requires us and our suppliers to comply with relevant legislation and to reject any form of forced labor. Several companies ensure that their suppliers comply by means of a Supplier Code of Conduct. The Würth Group has a template for this purpose. An inquiry into discernible indications of forced labor is a potential risk indicator for assessing compliance with social standards in process audits.

► Transformation area social standards, p. 75 ff.

► UNGC Principle 4

GRI 409-1

Operations and suppliers at significant risk for incidents of forced or compulsory labor

In addition to the Würth Group's Code of Compliance, the following measures were implemented in 2023 to mitigate the risk of forced or compulsory labor:

- 57.5% of companies require their suppliers to comply with the Supplier Code of Conduct
(2023*: 76.1%, 2022*: 75.0%)
(Würth Line 2023: 67.1%, 2023*: 80.6%, 2022*: 83.9% / Allied Companies 2023: 52.7%, 2023*: 73.1%, 2022*: 69.1%)
- 15.5% ensured this by conducting audits
(2023*: 20.6%, 2022*: 22.4%)
(Würth Line 2023: 20.0%, 2023*: 24.2%, 2022*: 27.4% / Allied Companies 2023: 13.3%, 2023*: 18.3%, 2022*: 19.1%)
- 13.6% ensured this through contractual terms of purchase
(2023*: 21.3%, 2022*: 24.4%)
Würth Line 2023: 14.3%, 2023*: 19.4%, 2022*: 27.4% / Allied Companies 2023: 10.4%, 2023*: 18.3%, 2022*: 22.3%)
- 37.5% of the companies did not have any special mechanisms in place for this purpose
(2023*: 19.4%, 2022*: 19.2%)
(Würth Line 2023: 29.3%, 2023*: 16.1%, 2022*: 12.9% / Allied Companies 2023: 41.6%, 2023*: 21.5%, 2022*: 23.4%)

(Multiple answers possible)

GRI SRS

Content/explanations

GRI 414 SUPPLIER SOCIAL ASSESSMENT

GRI 3-3


Management of material topics

► GRI 308

► Transformation area social standards, p. 75 ff.

► UNGC Principles 1, 2, 3, 4, 5, 6, 10

GRI 414-1

New suppliers that were screened using social criteria

► Data base social standards, p. 109

GRI 414-2

Negative social impacts in the supply chain and actions taken

Actual or potential negative social impacts were identified for 501 of the 5,528 suppliers assessed in 2023 (Würth Line: 99 / Allied Companies: 402).

This corresponds to a share of 2.1 %

(Würth Line: 0.2% / Allied Companies: 1.9%).

Improvements were agreed for 1.0% as a result of the assessment

(Würth Line: 1.0% / Allied Companies: 0.0%).

In 0.0% of cases, the business relationship was terminated as a result of a negative assessment and a lack of agreement on improvements

(Würth Line: 0.0% / Allied Companies: 0.0%).

► Data base social standards, p. 109

* limited reporting scope comprising 156 companies

GRI SRS	Content/explanations
GRI 416	CUSTOMER HEALTH AND SAFETY
GRI 3-3	<p>Management of material topics</p> <p>Development activities for new, environmentally friendly products, as well as products to enhance customer health and safety, are carried out by the Würth Group companies at their own research locations and in cooperation with external institutions and research facilities.</p> <p>Any risks to human life and health associated with the manufacture, use, or disposal of the products are minimized by a wide range of measures (e.g., substitution of ingredients, design, etc.) implemented at the companies. In addition, further risk reduction measures are taken with the help of a global network by auditing suppliers and by performing random inspections of products. Statutory requirements continue to be monitored and implemented in the Würth Group through the introduction of a product safety and compliance board.</p> <p>► UNGC Principle 9</p>
GRI 416-1	<p>Assessment of the health and safety impacts of product and service categories</p> <p>Information not available/incomplete</p>
GRI 416-2	<p>Incidents of non-compliance concerning the health and safety impacts of products and services</p> <p>In 2023, there was one breach of regulations relating to the impact of products and services on health and safety that resulted in a fine or sanction. The amount of the fine was EUR 2,000.</p>

GRI SRS	Content/explanations
GRI 417	MARKETING AND LABELING
GRI 3-3	<p>Management of material topics</p> <p>The Würth Group bases its marketing activities on the marketing and public relations/PR principles that are firmly established in its corporate philosophy and in the Policy and Procedure Manual (PAP). The Press and Public Relations department is a central administrative unit that reports to the Chairman of the Central Management Board of the Würth Group. The PR departments at the individual companies responsible for serving the local media are bound by the instructions issued by the Group Public Relations department. The Group presents itself in strict compliance with the Corporate Identity/Corporate Design manual. The Würth Group provides the individual companies with marketing material for their own use via a centrally managed media database (MAM).</p>
GRI 417-1	<p>Requirements for product and service information and labeling</p> <p>The Würth Group complies with the relevant laws that apply in the individual countries with regard to providing information and labeling. This applies to both the country of production and the delivery country. All packaging and products feature written and visual warnings regarding health risks related to the product, as well as instructions for proper use, in a language and format that are appropriate for the users concerned.</p> <p>As a rule, safety data sheets are published and distributed for relevant products containing the necessary data, recommendations and information on handling substances and mixtures, and required measures to protect health, promote safety at the workplace, and ensure environmental protection. Hazardous substances and mixtures are generally labeled properly in accordance with legal labeling requirements. This also applies to the storage, transport, and processing of raw materials, as well as the handling of waste.</p>
GRI 417-2	<p>Incidents of non-compliance concerning product and service information and labeling</p> <p>In 2023, there were 8 breaches of regulations relating to product and service information and labeling that resulted in a fine or sanction. The amount of the fines was EUR 10,500.</p>
GRI 417-3	<p>Incidents of non-compliance concerning marketing communications</p> <p>In 2023, there were 2 breaches of regulations relating to marketing and communication, including advertising, promotion, and sponsorship, that resulted in a fine or sanction. The amount of the fines was EUR 3,700.</p>

GRI 418

CUSTOMER PRIVACY

GRI 3-3

Management of material topics

All companies of the Würth Group have signed a global data transfer agreement. In doing so, we ensure a standard level of data protection based on the technical and organizational measures defined in the agreement. This agreement also defines the companies that process order data for companies of the Würth Group along with the services they provide. In principle, this legitimizes what are referred to as C2C (controller-to-controller) and C2P (controller-to-processor) relationships.

In addition to this agreement, every company is required to appoint in writing a data protection officer and an information security officer, seconded by a deputy, as part of internal guidelines. These officers report to the IT Compliance Officer of the Würth Group. The officers for each company are saved in a centralized identity management system. They are continuously provided with new information via the information page on our Group intranet WGC.

In addition, a position was created in 2023 to address the topic of data protection in the context of the EU GDPR.

GRI 418-1

Substantiated complaints concerning breaches of customer privacy and losses of customer data

Total number of substantiated complaints received concerning breaches of customer privacy, categorized by:

- 1) Complaints from external parties that were substantiated by the organization: not known at international level
- 2) Complaints from regulatory authorities: none
- 3) Total reported incidents of data theft and data loss in connection with customer data: We had no cyberattacks in 2023 that led to a loss of customer data. A total of four incidents of employee misconduct were reported to the relevant data protection authorities.



MEDIA CENTER AND CONTACT INFORMATION

Find out more about the sustainable development of the Würth Group.

Würth Group sustainability media



ONLINE VERSION

Excerpts from the sustainability report as an online version including download of the full PDF
www.wuerth.com/sr2023



OFFICIAL SUSTAINABILITY WEBSITE

of the Würth Group including download of the 2023 Sustainability Report
www.wuerth.com/sustainability



2020–2022 SUSTAINABILITY REPORT

Download of the 2020–2022 Sustainability Report
<https://bit.ly/44famBI>



MAGAZINE "THE CIRCULAR WAY"

Magazine on sustainability development in the Würth Group
<https://bit.ly/3TTQWgA>

Further publications



2023 ANNUAL REPORT OF THE WÜRTH GROUP

www.wuerth.com/ar2023



NEWSROOM

News portal of the Würth Group
<https://news.wuerth.com/en>



COMPLIANCE

Code of Compliance of the Würth Group
https://www.wuerth.com/downloads/pdf/Compliance/EN-Compliance_Buch_2021.pdf

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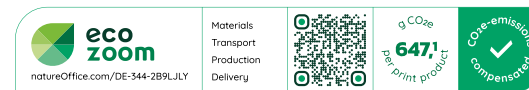
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www.wuerth.com/nachhaltigkeit
www.wuerth.com/sustainability
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Thank | you

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Showing gratitude for, and recognizing, the achievements of our employees is something we consider to be an absolute must for the successful further development of our company. Our managers put these values into practice in their daily work and act as role models. They ensure transparency within the company and map out the potential path toward a successful future for the Würth Group. Communication is crucial in this respect. This sustainability report for the entire Würth Group is the ideal example of this. Thank you to everyone who helped us with this and who continues to drive the Würth Group forward on its transformation toward a circular economy.



INSPIRATION

www.wuerth.com/sustainability