



The
SUSTAINABILITY
Code

Declaration of conformity 2024

Weiss automotive GmbH

Indicator set

GRI SRS

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Indicator set

The declaration was drawn up in accordance with the following reporting standards:

GRI SRS

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Date: 2024, source: company data.
The reporting company is responsible
for the information provided.

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General

General Information

Describe your business model (including type of company, products / services)

WEISS automotive GmbH is a system supplier to the automotive industry, specializing in the production, painting, assembly, and logistics of exterior plastic add-on parts for small, medium, and special series. Assembly, packaging, and shipping complement the range of services in line with customer-specific logistics concepts. The manufacturing of plastic parts made from PUR-RIM, thermoplastics, and Elastolit is carried out using state-of-the-art technical equipment. Process-reliable painting – including special and effect coatings – of plastic components such as bumpers, longitudinal members, rear spoilers, and small parts is one of our core competencies. Customers of WEISS automotive GmbH include, among others, the automotive manufacturers Mercedes-Benz, Mercedes-Benz AMG, Audi, BMW, VW, Porsche, Bentley, Rolls-Royce, Lamborghini, and Ford. Our production facility is located in Appenweier, with an additional branch in Oberkirch.

Additional remarks:

To simplify readability and to keep the focus on the content of the topic, we use the generic masculine form. This form is intended to include all genders. The report refers to both locations.

CRITERIA 1–10: SUSTAINABILITY POLICY

Criteria 1–4 concerning STRATEGY

1. Strategic Analysis and Action

The company declares whether or not it pursues a sustainability strategy. It explains what concrete measures it is undertaking to operate in compliance with key recognised sector-specific, national and international standards.

SUSTAINABILITY STRATEGY As WEISS automotive GmbH, we pursue an independent sustainability strategy that is holistically integrated into our overall corporate strategy. It is based on an updated materiality and stakeholder analysis (2024) and forms the foundation for our future alignment within the framework of CSRD/ESRS reporting. Our Sustainability Strategy 2024–2026 is structured into five core fields of action, integrating ecological, social, and economic aspects and ensuring close alignment with our operational processes:

FIELDS OF ACTION

Supply Chain Our aim is to ensure a high level of delivery reliability and planning security for our customers. This field of action covers the entire logistics chain—from suppliers through our production to the customer. We place particular emphasis on sustainable procurement processes and the reduction of environmental impacts along the value chain. This includes the preferential selection of regional suppliers, the use of environmentally friendly packaging, as well as measures to optimize transportation routes and reduce CO₂ emissions. In 2024, supplier evaluations are being gradually expanded to include ESG criteria. **Employees** Our employees are the key to our company's success. As an employer, we take responsibility for providing an attractive, safe, and healthy working environment. Comprehensive health management, flexible working time models, bicycle leasing, ergonomic workplaces, and targeted training opportunities support the long-term satisfaction and retention of our workforce. In 2024, we expanded our personnel development concept to further strengthen topics such as diversity, leadership culture, and sustainability-related competence building. **Products and Technology** As a system supplier to the automotive industry, we offer the full range of services, from production to painting and assembly of plastic

exterior components. Product quality is our top priority and is based on innovation, efficiency, and resource conservation. By using modern manufacturing technologies and digital process control, we reduce scrap rates and energy consumption. **Environment and Climate** Climate protection is a central component of our sustainability strategy. Based on the experiences of recent years, including rising energy costs and supply shortages, we have realigned our energy and climate strategy: We increasingly source raw parts locally, reduce transport emissions, and invest in a photovoltaic system (500 kWp, commissioning in 2024). In addition, we rely on energy compliance systems, innovative recycling processes, and measures to improve internal mobility. Our goal is to reduce our annual energy consumption by at least 1% compared to the 2023 baseline. **Governance** Sustainability is anchored at the executive management level and is supported by an interdisciplinary sustainability management team. Key focus areas include the digitalization of processes, the development of an ESG controlling system, and transparent reporting in accordance with the DNK and, going forward, the ESRS. The management promotes a participatory organizational culture and ensures compliance with all legal and ethical requirements.

STANDARDS AND OUTLOOK We continue to align our approach with the German Sustainability Code (DNK) as well as international standards such as GRI SRS and ISO 9001/IATF 16949. With regard to the CSRD, we are preparing the transition to ESRS-compliant reporting. Our strategic sustainability goals are directly derived from these five fields of action and are reviewed annually as part of the management review.

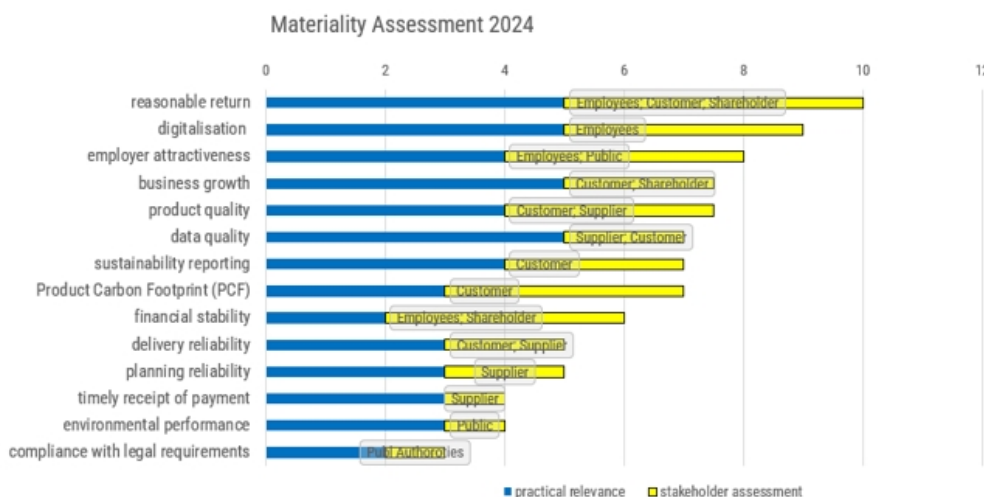
2. Materiality

The company discloses the aspects of its business operations that have a significant impact on sustainability issues and what material impact sustainability issues have on its operations. It analyses the positive and negative effects and provides information as to how these insights are integrated into the company's processes.

SPECIAL CHARACTERISTICS OF OUR LOCATION Our company operates as an automotive supplier in the Ortenau district, a region in southwestern Baden-Wuerttemberg that is economically strong and characterized by a high level of industrial activity. The location between the Rhine and the Black Forest, with its extensive natural and cultural landscapes, results in specific requirements for environmental and emissions protection as well as for resource-efficient production. The region has a highly specialized industrial structure, particularly in mechanical engineering, the automotive industry, and metal processing. This creates favorable conditions for cooperation and skilled

labor recruitment, but also leads to intensive competition for qualified personnel. The proximity to the French border strengthens logistics and the labor market but also brings additional regulatory requirements. Politically, the region is geared toward technologically advanced industries and actively supports the transformation toward climate-friendly production methods. National and European regulations—particularly those related to the automotive sector and sustainability—significantly shape our operating environment. Key factors for us include securing skilled workers, improving energy and resource efficiency, and adapting to regulatory changes.

MATERIAL SUSTAINABILITY TOPICS As part of the updated **materiality assessment** conducted in 2024, the sustainability topics relevant to WEISS automotive GmbH were identified and assessed in accordance with the principle of double materiality. The process included a moderated workshop supported externally and conducted together with the sustainability officers. In addition to internal aspects, external expectations from stakeholders—such as customers, employees, suppliers, and regional partners—were also taken into account. The objective was to identify the topics that are significantly influenced by our business activities (inside-out) as well as those that, conversely, have a significant impact on our company (outside-in).



INSIDE-OUT PERSPECTIVE Our business activities as a system supplier to the automotive industry have direct impacts on ecological and social aspects along the value chain. Particularly relevant in this context are **data quality** and **delivery reliability**. High data quality forms the basis for our digital process control and thus for efficient, resource-conserving production. Well-maintained data sets allow us to optimize workflows, minimize downtime, and reduce material consumption. Inadequate data management, on the other hand, can lead to missing parts, increased scrap rates, and inefficient processes. In the supply chain, on-time delivery is a key quality criterion that not only ensures economic stability but also influences environmental impacts:

unplanned special transports increase costs and CO2 emissions. By optimizing logistics and planning processes, strengthening collaboration with regional suppliers, and improving production control, we make a positive contribution to environmental protection and resource efficiency. Overall, our internal measures in process optimization, digitalization, and quality assurance promote both ecological and economic sustainability.

OUTSIDE-IN PERSPECTIVE External influences on our company stem primarily from regulatory, market-related, and societal developments. Increasing reporting obligations, customer expectations, and legal requirements significantly shape our sustainability efforts. **Sustainability reporting** has thus become a strategic factor: it enhances transparency and competitiveness but simultaneously requires additional resources for data collection and system integration. In the long term, we see opportunities for efficiency gains, improved reputation, and strengthened employer attractiveness. Another key topic is the determination of the **Product Carbon Footprint (PCF)**. By analyzing product-related emissions along the entire life cycle, from raw material processing to the final product, we aim to identify targeted reduction potentials in the future. Currently, the complete assessment of the PCF still presents methodological and technical challenges, which we plan to address over the coming years. The trend toward greater transparency and measurable climate impact has a positive effect, strengthening both environmental responsibility and customer trust in our products.

OPPORTUNITIES, RISKS AND CONCLUSION FOR SUSTAINABILITY MANAGEMENT The identified sustainability topics present both opportunities and risks for WEISS automotive GmbH, which we actively integrate into our sustainability management. Key **opportunities** include efficiency improvements through digital process optimization, energy savings, and increased regional sourcing. These measures contribute to cost reduction, emission reduction, and higher customer satisfaction. In addition, transparency, ESG reporting, and sustainable product development strengthen our market position and employer attractiveness. We address **risks** through proactive management and clear responsibilities. These include the increased resource requirements for reporting and data management, investments in new technologies, and potential adjustments to processes and structures. External factors such as regulatory requirements or volatile energy prices are also regularly assessed. In **conclusion**, we are aligning our sustainability management more strategically: ESG objectives are integrated into corporate steering, relevant KPIs are regularly reviewed, and employees receive targeted training. In doing so, we are transforming sustainability from a reporting obligation into a management tool that equally reflects ecological, social, and economic aspects.

3. Objectives

The company discloses what qualitative and/or quantitative as well as temporally defined sustainability goals have been set and operationalised and how their level of achievement is monitored.

GOALS OF THE SUSTAINABILITY STRATEGY As part of our sustainability strategy, WEISS automotive GmbH has defined the following medium- and long-term goals for the period 2024 to 2026:

- **Adequate profitability** – Ensuring economic stability and competitiveness (Indicator: EBIT)
- **Establishment** of a structured **sustainability management system**, including the introduction of an ESG KPI system and biennial reporting in accordance with DNK/ESRS
- **Recertifications** according to ISO 9001:2015, ISO 45001:2018, IATF 16949:2016, ISO 14001:2015
- **Fast and qualified staffing**
(Ø time-to-fill ≤ 15 days for industrial positions / ≤ 35 days for administrative positions)
- **Reduction of absence rate**
(Target ≤ 3.8% sick leave)
- **Reduction of employee turnover**
(Target < 1% by 2026)
- **Energy savings**
(≥ 1% per year compared to 2023, measured in ECON)
- **Reduction of special transports** in logistics to improve our climate footprint and reduce costs.

KEY PRIORITIES AND FOCUS AREAS Several of these goals are treated as especially high priority, as they have the greatest influence on our sustainable corporate development: **1) Establishment of sustainability management and reporting** This is a key priority due to its high social relevance and the growing customer expectations regarding ESG transparency as a procurement criterion. Building a clear reporting structure and introducing measurable ESG KPIs are essential for our future viability and credibility. Moreover, integrating sustainability management into corporate governance

and strategy can unlock potential and create synergies. **2) Energy efficiency and environmental performance** With the installation of an additional photovoltaic system (500 kWp, commissioning in 2025) and the annual energy-saving target of at least 1%, we make a concrete contribution to emission reduction. This goal is not only ecological but also economically important, as rising energy costs pose a long-term risk for our production. **3) Employer attractiveness and employee retention** Securing qualified skilled workers and ensuring employee well-being are top priorities. Only with a stable, motivated workforce can we achieve our sustainability and quality targets. Through health promotion, modern working conditions, and development opportunities, we create an environment that ensures long-term employment. **4) Delivery reliability and product quality** Ensuring consistently high product quality and on-time delivery is essential for our customer relationships. Strategic logistics planning and process optimization help reduce special transports while improving our carbon footprint. This prioritization is based on the criteria of strategic relevance for the company, ecological and social impact, and regulatory significance. It enables a balanced target system that secures the company's stability, strengthens our responsibility toward employees and the environment, and ensures early compliance with upcoming sustainability regulations.

MONITORING OF TARGET ACHIEVEMENT AND RELATION

TO THE SUSTAINABLE DEVELOPMENT GOALS The achievement of our sustainability goals is monitored quarterly by the management and the sustainability officer. All relevant indicators such as energy consumption, sick leave, and turnover are reviewed, evaluated, and incorporated into strategic planning. This ensures that progress remains measurable and that corrective actions can be initiated promptly if needed. There is currently no direct alignment with the United Nations Sustainable Development Goals (SDGs), as we primarily orient ourselves toward the sustainability requirements of our customers. Nevertheless, there are thematic overlaps: With our corporate health management and ergonomic workplaces, we contribute to SDG 3 – Good Health and Well-being, while our measures for energy efficiency, process optimization, and resource conservation contribute to SDG 12 – Responsible Consumption and Production.

4. Depth of the Value Chain

The company states what significance aspects of sustainability have for added value and how deep in the value chain the sustainability criteria are verified.

STAGES OF THE VALUE CHAIN The value chain of WEISS automotive GmbH comprises all steps from project planning to procurement, production, and distribution. At each stage, ecological, social, and economic aspects are

firmly embedded. In **project management**, environmental standards are already considered during the planning phase. Energy-efficient tools and digital planning processes are used to minimize resource consumption and energy demand. In **materials management** and procurement, we focus on sustainable suppliers, prioritize regional sourcing, and promote the use of recycled materials. Packaging materials are reduced, and through the use of a sludge extraction system in the painting process, we reduce paint losses and waste volumes. **Production** includes raw part manufacturing, painting, and assembly. Here, we rely on energy-efficient equipment, environmentally friendly coatings, and modern control systems. With a photovoltaic system (500 kWp, commissioning in 2025), we increase the share of renewable energy and reduce our emissions. In **distribution**, we optimize logistics processes and transport routes, use environmentally friendly packaging, and reduce special transports to lower both emissions and costs. Across all stages, we take responsibility for fair working conditions, resource efficiency, and economic stability. The effectiveness of these measures is regularly reviewed through the SAQ 5.0 rating, internal audits, and management reviews.

SOCIAL AND ENVIRONMENTAL ISSUES WITHIN THE VALUE CHAIN In the reporting year 2024, WEISS automotive GmbH did not identify any social or environmental violations along the value chain. Participation in the SAQ 5.0 rating, along with regular supplier evaluations and audits, made it possible to assess and rule out potential risks in the areas of environment, human rights, and working conditions. We maintain close communication with our suppliers and require compliance with environmental and social standards. Should any irregularities arise in the future, they will be documented, assessed, and addressed within the scope of our supplier management processes.

PREVENTION AND INTERVENTION STRATEGIES IN THE SUPPLY CHAIN As a system supplier in the automotive sector, WEISS automotive GmbH maintains regular and close communication with its suppliers, business partners, and customers to identify risks at an early stage and develop sustainable solutions collaboratively. Communication takes place through various channels: regular **Teams meetings** and **monthly coordination sessions** with key suppliers address current topics, quality issues, and optimization potential. In addition, we conduct **workshops** and **training sessions** to promote best-practice approaches along the supply chain. Our management is also in direct contact with major customers to discuss requirements, market developments, and sustainability topics at an early stage. Furthermore, regular internal coordination meetings are held between management, procurement, quality management, project management, and production to consolidate information from the supply chain and align joint measures. Information is exchanged in real time via **digital platforms** and **communication systems**, enabling rapid implementation of feedback, reviews, and corrective actions. Daily communication by e-mail or phone also allows for immediate response to urgent matters or issues. Through this

close and structured collaboration, we ensure that potential risks along the value chain are identified preventively, addressed promptly, and resolved sustainably together with our partners.

Criteria 5–10 concerning PROCESS MANAGEMENT

5. Responsibility

Accountability within the company's management with regard to sustainability is disclosed.

RESPONSIBILITY FOR SUSTAINABILITY TOPICS Responsibility for sustainability topics at Weiss automotive GmbH is clearly structured and anchored on several levels. The **management** holds overall responsibility for the sustainability strategy, its implementation, and the integration of ecological, social, and economic aspects into corporate governance. It regularly reviews progress and the achievement of targets within the defined fields of action. At the operational level, responsibility lies with the **respective heads** of the five fields of action: Supply Chain, People, Products & Technology, Environment/Climate, and Governance. They are responsible for implementing and monitoring measures within their areas and report regularly to the management. The **sustainability officers** coordinate activities across departments, support data collection, reporting, and the further development of sustainability management. They act as an interface between the operational units and company management. For technical support, especially regarding the further development of the materiality analysis and reporting in line with the German Sustainability Code (DNK) and, in the future, CSRD/ESRS, we also involve our **tax advisor** specializing in sustainability reporting. This clear allocation of roles ensures that strategic decisions and operational implementation are closely aligned and that sustainability remains integrated as a cross-cutting topic throughout all company processes.

6. Rules and Processes

The company discloses how the sustainability strategy is implemented in the operational business by way of rules and processes.

ANCHORING THE SUSTAINABILITY STRATEGY IN OPERATIONS Our sustainability strategy is firmly embedded in our daily business processes. The foundation is the SAQ 5.0 rating (completed in March 2024; rating green/B; score: 80), which evaluates topics such as corporate governance, occupational health and safety, environmental management, and responsible supply chains. It serves as a tool for the systematic review and further development of our

sustainability performance. In addition, we rely on established management systems such as IATF 16949:2016 and ISO 9001:2015, which ensure quality and process reliability. The introduction of ISO 14001 and ISO 50001 further supports us in permanently integrating environmental and energy-related aspects into our processes. Sustainability requirements are bindingly embedded in our operations, particularly in procurement, production, logistics, and human resources, and are regularly reviewed through internal audits and management reviews. This ensures that sustainability is practiced throughout the entire company and continuously improved.

7. Control

The company states how and what performance indicators related to sustainability are used in its regular internal planning and control processes. It discloses how suitable processes ensure reliability, comparability and consistency of the data used for internal management and external communication.

PERFORMANCE INDICATORS FOR SUSTAINABILITY GOALS To monitor the achievement of our sustainability goals, Weiss automotive GmbH regularly collects and evaluates various performance indicators. In the **economic** area, EBIT serves as a key figure for monitoring adequate profitability and thus economic stability. In addition, the number of special trips in the material procurement process is recorded. Reducing these trips contributes not only to cost savings but also to a decrease in environmental impact. In the **social** area, we use indicators such as the average time required to fill a vacancy, the sickness rate as an indicator of employee health and workload, and the turnover rate to assess employee retention and employer attractiveness. Furthermore, the number of training sessions carried out is documented to ensure traceability in the development and qualification of our employees. These indicators are evaluated quarterly and analyzed in the management review to assess progress and initiate targeted improvement measures.

RELIABILITY, COMPARABILITY AND CONSISTENCY OF DATA To ensure the reliability, comparability, and consistency of our sustainability data, Weiss automotive GmbH uses digital systems and defined control mechanisms. A large portion of the performance indicators is monitored systemically, ensuring that current values are available at any time through direct data queries. **Environmental indicators** such as energy consumption (kWh), water consumption (m³), or waste volumes (t) are recorded, evaluated, and regularly checked for plausibility using appropriate tools and software. **Social** and **economic** data are derived from our internal HR and financial systems. To prevent errors and ensure data quality, we apply the four-eyes principle: all

relevant key figures are checked and approved by two independent individuals. This approach ensures transparency, traceability, and comparability of the collected data across different reporting years.

Key Performance Indicators to criteria 5 to 7

Key Performance Indicator GRI SRS-102-16: Values

The reporting organization shall report the following information:

a. A description of the organization's values, principles, standards, and norms of behavior.

We have a Code of Conduct, which can be accessed via the following link:

<https://weiss-automotive.de/philosophie/>

8. Incentive Systems

The company discloses how target agreements and remuneration schemes for executives and employees are also geared towards the achievement of sustainability goals and how they are aligned with long-term value creation. It discloses the extent to which the achievement of these goals forms part of the evaluation of the top managerial level (board/managing directors) conducted by the monitoring body (supervisory board/advisory board).

INCENTIVE SYSTEMS Weiss automotive GmbH already has a monetary incentive system in place, which is currently being further developed and gradually implemented. The aim is to integrate sustainability aspects into individual and team-based performance evaluations in the future. This is intended to strengthen both performance motivation and long-term employer attractiveness. The **planned** approach includes linking performance bonuses and target agreements to sustainability-related indicators, such as:

- Reduction of transport costs by decreasing special deliveries by 2026
- Reduction of scrap in production through more efficient process control
- Optimization of paint shop capacities to improve resource utilization and energy efficiency

In addition, **non-monetary** incentives such as training opportunities, health initiatives, JobRad leasing, and flexible working time models are used to promote sustainable behavior and long-term employee retention.

Achievement of these goals within the incentive system is monitored by the respective managers, for example through regular performance evaluations.

The management's **bonus** is tied exclusively to the company's financial performance.

Key Performance Indicators to criteria 8

Key Performance Indicator GRI SRS-102-35: Remuneration policies

The reporting organization shall report the following information:

a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration:

i. Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares;

ii. Sign-on bonuses or recruitment incentive payments;

iii. Termination payments;

iv. Clawbacks;

v. Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees.

b. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.

COMPENSATION POLICY Employee and management compensation at Weiss automotive GmbH is based on the company's long-term overall economic performance as well as individual performance. The goal is to provide a fair, transparent, and performance-oriented compensation system that promotes motivation, responsibility, and sustainable action. Compensation consists of a fixed base salary and (depending on the role) variable performance-related components. In addition, there are non-tariff bonus schemes, such as the "Employees Recruit Employees" program, which supports the recruitment of qualified professionals.

Key Performance Indicator GRI SRS-102-38: Annual total compensation ratio

The reporting organization shall report the following information:

a. Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.

For competitive reasons, no further information is provided on this.

9. Stakeholder Engagement

The company discloses how the socially and economically relevant stakeholders are identified and integrated into the sustainability process. It states whether and how an ongoing dialogue takes place with them and how the results are integrated into the sustainability process.

IDENTIFICATION OF STAKEHOLDERS The key stakeholder groups of Weiss automotive GmbH were identified based on our strategic corporate orientation and the associated five fields of action. In addition, the identification was supported by our existing quality management system according to IATF 16949:2016 and ISO 9001:2015, which requires the regular assessment and involvement of relevant stakeholders. Both internal and external groups that have a significant influence on our business activities or are affected by them were analyzed. Identification took place within the framework of management reviews, internal workshops and process audits to ensure that all relevant perspectives were taken into account.

KEY STAKEHOLDER GROUPS Based on this analysis, the following stakeholder groups were identified as particularly relevant for our company:

- **Customers** (OEM and non-OEM): central partners for product requirements, quality, and sustainability criteria
- **Suppliers and service providers:** responsible for material procurement and process reliability along the supply chain
- **Employees and applicants:** essential for expertise, innovation capacity, and employer attractiveness
- **Shareholders:** key to strategic business development and sustainable investment decisions
- **Authorities and public institutions:** relevant for permits, regulations, and legal compliance
- **Public and regional community:** the environment in which we assume economic, social, and environmental responsibility

The relevance of these groups is reviewed regularly and adjusted when necessary to ensure that our sustainability management aligns with the expectations and requirements of all key stakeholders.

DIALOGUE WITH STAKEHOLDERS At Weiss automotive GmbH, communication with our stakeholders takes place continuously and on various levels. We maintain close dialogue with **customers** and **suppliers** through personal discussions, regular project meetings, and supplier evaluations in both directions, ensuring transparency and jointly advancing quality and sustainability requirements. Our **shareholders** are involved in strategic decisions through regular meetings, while our **employees** are kept informed about corporate developments and sustainability topics via information events, annual reviews, and internal communication channels. The insights and feedback gained from these interactions directly feed into the continuous improvement of our sustainability management. They influence both operational measures—such as supply chain management, energy efficiency, or personnel development—and the strategic alignment of our sustainability goals. In this way, we ensure that our corporate strategy remains aligned with the expectations and requirements of our stakeholders.

Key Performance Indicators to criteria 9

Key Performance Indicator GRI SRS-102-44: Key topics and concerns

The reporting organization shall report the following information:

- a.** Key topics and concerns that have been raised through stakeholder engagement, including:
- i.** how the organization has responded to those key topics and concerns, including through its reporting;
 - ii.** the stakeholder groups that raised each of the key topics and concerns.

KEY TOPICS OF THE STAKEHOLDER GROUPS 1) **Customers** Topics: ESG documentation, supply chain transparency, quality & delivery reliability Measures: Participation in the SAQ 5.0 rating, regular provision of ESG data via customer portals (ECON) 2) **Employees** Topics: Preventive health measures, workplace design, training and development, strengthening internal communication Measures: Ergonomic workstations, introduction/expansion of communication channels, modernization of office spaces 3) **Suppliers** Topics: Sustainability requirements and documentation, delivery stability, fair cooperation Measures: Review of mutual supplier evaluations, communication on sustainability criteria, stronger involvement of regional partners, participation in sustainability assessments (SAQ) 4) **Public** Topics: Energy consumption Measures: Installation of the photovoltaic system, expansion of local supplier relationships

10. Innovation and Product Management

The company discloses how innovations in products and services are enhanced through suitable processes which improve sustainability with respect to the company's utilisation of resources and with regard to users. Likewise, a further statement is made with regard to if and how the current and future impact of the key products and services in the value chain and in the product life cycle are assessed.

IMPACTS OF OUR PRODUCTS AND SERVICES Weiss automotive GmbH produces, paints and assembles high-quality plastic exterior parts for the automotive industry. In doing so, we ensure the highest quality while maintaining resource-efficient and effective processes. The main **environmental impacts** arise from energy and resource consumption during production as well as from transport and packaging. Through energy-efficient machinery, consolidated shipments, reusable packaging systems and regional sourcing, we reduce emissions and waste. Our new photovoltaic system further reduces electricity demand from fossil energy sources. The **social impacts** mainly relate to fair working conditions, health and safety in the workplace, and securing regional employment. Training and ergonomically designed workstations promote the well-being of our employees. Environmental and social impacts are regularly reviewed using key performance indicators, audits and management assessments to implement improvements and firmly anchor sustainability in product and innovation management. As a company specializing in small- and medium-series production, we do not conduct our own research. Innovations and developments from large-scale production are transferred to our company.

SUSTAINABLE INNOVATION PROCESSES At Weiss automotive GmbH, innovation is a key driver for quality, efficiency and sustainability. Along the entire value chain, we continuously optimize our processes to reduce energy consumption, waste and emissions. Through energy-efficient machinery, digital process monitoring and optimized tooling technology, material usage and scrap are reduced. In the painting process, a recirculation system minimizes paint loss, and recyclable materials contribute to resource conservation. Our business partners are actively involved in innovation processes. Together, we develop solutions for (energy savings), quality improvement and process optimization. These efforts are supported by clear requirements set out in our Code of Conduct and regular consultations. In this way, we promote innovations that strengthen both our competitiveness and sustainable development along the entire value chain.

Key Performance Indicators to criteria 10

Key Performance Indicator G4-FS11

(report also in accordance with GRI SRS): Percentage of assets subject to positive and negative environmental or social screening.
(Note: the indicator should also be reported when reporting to GRI SRS)

For reasons of competition, confidentiality and data protection, we do not provide any further details on this.

Criteria 11–20: Sustainability Aspects

Criteria 11–13 concerning ENVIRONMENTAL MATTERS

11. Usage of Natural Resources

The company discloses the extent to which natural resources are used for the company's business activities. Possible options here are materials, the input and output of water, soil, waste, energy, land and biodiversity as well as emissions for the life cycles of products and services.

BUSINESS ACTIVITIES – NATURAL RESOURCES The most important **raw materials** for our production are:

- Paints for component coating
- Plastic granulate for component manufacturing
- Isocyanates and diisocyanates for component manufacturing

The following **energy sources** are used:

- Electricity, primarily for our production
- Natural gas for operating the paint systems and exhaust air purification systems
- Heating oil for operating the heating system and paint systems in Oberkirch
- Diesel and gasoline
- Water

Waste Scrap wood, solvents and solvent mixtures, paint and coating waste, other oil-water mixtures (wastewater from the powder coating system), and sortable waste according to the German Commercial Waste Ordinance (GewAbfV) **Land use** Production and logistics halls, administrative buildings, parking areas, and access roads

RANKING OF MATERIAL RESOURCES Natural resources as a share of **total consumption** of 32,448,431 kWh in **2024**:

- Electricity
Appenweier: 44.29%
Oberkirch: 0.09%

- Gas
Appenweier: 54.29%
- Heating oil
Appenweier: 0.02%
Oberkirch: 1.08%

Natural resources as a share of **total consumption** of 33,181,441 kWh in **2023:**

- Electricity
Appenweier: 42.5%
Oberkirch: 0.1%
- Gas
Appenweier: 56.4%
- Heating oil
Oberkirch: 1%

12. Resource Management

The company discloses what qualitative and quantitative goals it has set itself with regard to its resource efficiency, in particular its use of renewables, the increase in raw material productivity and the reduction in the usage of ecosystem services, which measures and strategies it is pursuing to this end, how these are or will be achieved, and where it sees there to be risks.

GOALS AND MEASURES We aim to achieve an annual energy saving of 1% based on our currently defined **energy baseline**. Regarding **energy sources**, we plan to focus on renewable energies in the future. For this purpose, a photovoltaic system with 500 kWp has been planned, completed in 2024, and will go into operation in 2025. Additionally, another solar installation will be built and commissioned on a new hall area in 2025. The goal of saving 1% of the energy baseline was achieved in the years 2022 to 2024.

RISKS The main environmental risks from our business activities to our ecosystem are air, soil, and water pollution caused by leaking solvents or diffuse emissions.

Key Performance Indicators to criteria 11 to 12

Key Performance Indicator GRI SRS-301-1: Materials used

The reporting organization shall report the following information:

- a.** Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:
- i.** non-renewable materials used;
 - ii.** renewable materials used.

For reasons of competition, no information is provided.

Key Performance Indicator GRI SRS-302-1: Energy consumption

The reporting organization shall report the following information:

- a.** Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.
- b.** Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.
- c.** In joules, watt-hours or multiples, the total:
- i.** electricity consumption
 - ii.** heating consumption
 - iii.** cooling consumption
 - iv.** steam consumption
- d.** In joules, watt-hours or multiples, the total:
- i.** electricity sold
 - ii.** heating sold
 - iii.** cooling sold
 - iv.** steam sold
- e.** Total energy consumption within the organization, in joules or multiples.
- f.** Standards, methodologies, assumptions, and/or calculation tools used.
- g.** Source of the conversion factors used.

a) Due to the low consumption data, this value was not collected by us. b) None c) Energy i) Electricity consumption: 14,401,347 kWh ii) Heating oil

consumption: 430,000 kWh iii) Cooling: not determinable iv) Steam: – d) –
e) 133,212.88 GJ f) Direct measurements, invoices g) "Guideline for
Determining Total Energy Consumption," BAFA 2020

Key Performance Indicator GRI SRS-302-4: Reduction of energy consumption

The reporting organization shall report the following information:

- a.** Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.
- b.** Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.
- c.** Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.
- d.** Standards, methodologies, assumptions, and/or calculation tools used.

a) 2022: 521,000 kWh 2023: 1,186,817 kWh 2024: – b) – c) Energy baseline (EnAB) as of 22.07.2023 d) In the years 2022–2024, the projects could only be determined based on calculations and plausibility checks against the EnAB due to the nature of the energy-saving potentials.

Key Performance Indicator GRI SRS-303-3: Water withdrawal
The reporting organization shall report the following information:

- a.** Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:
 - i.** Surface water;
 - ii.** Groundwater;
 - iii.** Seawater;
 - iv.** Produced water;
 - v.** Third-party water.

- b.** Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:
 - i.** Surface water;
 - ii.** Groundwater;
 - iii.** Seawater;
 - iv.** Produced water;
 - v.** Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv.

- c.** A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories:
 - i.** Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids);
 - ii.** Other water ($> 1,000$ mg/L Total Dissolved Solids).

- d.** Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

a) Water consumption & wastewater 2024 for both sites:

Location Appenweier

Type	Water Consumption [m ³]		Wastewater [m ³]	
	2023	2024	2023	2024
Total	31,350.00	43,644.00	31,350.00	43,644.00

Location Oberkirch

Type	Water Consumption [m ³]		Wastewater [m ³]	
	2023	2024	2023	2024
Total	291.00	303.00	291.00	303.00

b) No water withdrawal

Key Performance Indicator GRI SRS-306-3: Waste generated
The reporting organization shall report the following information:

- a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.
- b. Contextual information necessary to understand the data and how the data has been compiled.

Waste for **Recovery** as a Share of **Total Consumption** of 1,017,111 kg in **2024**:

- Reaction residues, pasty, polyol, isocyanate: 0.00%
- Paint or coating sludges: 24.40%
- Other organic solvents, washing liquids: 2.28%
- Other solvents and solvent mixtures: 0.27%
- Paint shop waste (brushes, rags, etc.): 3.25%
- Halogen-free processing emulsions: 0.76%
- Paint and coating waste with organic solvent: 0.01%
- Mixed municipal waste: 21.82%
- Plastics: 21.10%
- Wood: 8.58%
- Paper/cardboard: 10.59%
- Mixed metals: 6.93%

Waste for **Disposal** as a Share of **Total Consumption** of 255,772 kg in **2024**:

- Commercial waste Oberkirchen: 1.4%
- Commercial waste Appenweier: 85.3%
- Paint shop waste: 12.9%
- Mixed construction and demolition waste: 0.4%

13. Climate-Relevant Emissions

The company discloses the GHG emissions in accordance with the Greenhouse Gas (GHG) Protocol or standards based on it and states the goals it has set itself to reduce emissions, as well as its results thus far.

EMISSION SOURCES The most significant sources of our Scope 1 and Scope 2 emissions are:

- Electricity consumption
- Natural gas consumption

- Heating oil consumption

Our company is actively committed to reducing climate-relevant emissions and increasing the use of renewable energy. For 2024 and beyond, we have planned several important measures: **2024: Construction of a photovoltaic system**: This system enables us to cover part of our energy demand with solar power. **Procurement of green electricity from hydropower in Norway**: By sourcing green electricity, we significantly reduce our carbon footprint. **Planned consolidation of the afterburner systems of the paint lines**: This measure will lead to more efficient combustion and a reduction in natural gas consumption. **2025**: Planning, construction and commissioning of an additional photovoltaic system. One of our company's **strategies** to reduce climate-relevant emissions is to decrease natural gas consumption. Various planning processes are currently underway, but they have not yet resulted in specific measures. The **concrete measures** for the reporting year 2024 include the construction of a photovoltaic system and the use of green electricity to reduce our carbon footprint, as well as the consolidation of the afterburner systems of the paint lines to reduce gas consumption.

Key Performance Indicators to criteria 13

Key Performance Indicator GRI SRS-305-1: Direct (Scope 1) GHG emissions

The reporting organization shall report the following information:

a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent.

b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all.

c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.

d. Base year for the calculation, if applicable, including:

i. the rationale for choosing it;

ii. emissions in the base year;

iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.

e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.

f. Consolidation approach for emissions; whether equity share, financial control, or operational control.

g. Standards, methodologies, assumptions, and/or calculation tools used.

a) **2024:** 4,801 tCO₂e **2023:** 5,134 tCO₂e **2022:** 4,937 tCO₂e b) no information provided c) no information provided d) **2023**, adjustment of the EnAb e) Information sheet on CO₂ factors; Federal Office for Economic Affairs and Export Control f) operational control g) invoices, measurements

Key Performance Indicator GRI SRS-305-2: Energy indirect
(Scope 2) GHG emissions

The reporting organization shall report the following information:

a. Gross location-based energy indirect (Scope 2) GHG emissions
in metric tons of CO₂ equivalent.

b. If applicable, gross market-based energy indirect (Scope 2)
GHG emissions in metric tons of CO₂ equivalent.

c. If available, the gases included in the calculation; whether CO₂,
CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.

d. Base year for the calculation, if applicable, including:

i. the rationale for choosing it;

ii. emissions in the base year;

iii. the context for any significant changes in emissions that
triggered recalculations of base year emissions.

e. Source of the emission factors and the global warming potential
(GWP) rates used, or a reference to the GWP source.

f. Consolidation approach for emissions; whether equity share,
financial control, or operational control.

g. Standards, methodologies, assumptions, and/or calculation
tools used.

a) **2024:** 6,264 tCO₂e **2023:** 6,333 tCO₂e **2022:** 6,109 tCO₂e b) no
information provided c) no information provided d) **2023**, adjustment of
the EnAb e) Information sheet on CO₂ factors; Federal Office for Economic
Affairs and Export Control f) operational control g) invoices, measurements

Key Performance Indicator GRI SRS-305-3: Other indirect (Scope 3) GHG emissions

The reporting organization shall report the following information:

a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent.

b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.

c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.

d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.

e. Base year for the calculation, if applicable, including:

i. the rationale for choosing it;

ii. emissions in the base year;

iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.

f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.

g. Standards, methodologies, assumptions, and/or calculation tools used.

Other Indirect GHG Emissions (Scope 3) Due to capacity constraints and the lack of data from subcontractors, this information cannot currently be provided and will be collected once all required data is available. At present, no specific timeline can be given.

Key Performance Indicator GRI SRS-305-5: Reduction of GHG emissions

The reporting organization shall report the following information:

- a.** GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent.
- b.** Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- c.** Base year or baseline, including the rationale for choosing it.
- d.** Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).
- e.** Standards, methodologies, assumptions, and/or calculation tools used.

a) **2022:** 226 t CO₂ **2023:** 516 t CO₂ **2024:** 0 t CO₂ Federal Office for Economic Affairs and Export Control / EEW Information Sheet on CO₂ Factors, dated 15.02.2024 b) CO₂ c) EnAB 22.07.2023 d) Scope 1 + 2 e) GHG Protocol; the calculations refer to Weiss automotive GmbH as a whole.

Criteria 14–20 concerning SOCIETY

Criteria 14–16 concerning EMPLOYEE-RELATED MATTERS

14. Employment Rights

The company reports on how it complies with nationally and internationally recognised standards relating to employee rights as well as on how it fosters staff involvement in the company and in sustainability management, what goals it has set itself in this regard, what results it has achieved thus far and where it sees risks.

OBJECTIVES Based on our materiality analysis, we have set concrete and measurable goals in the area of employer attractiveness: by 2026, we aim to gradually fill open positions more quickly while simultaneously reducing the turnover rate (see also Criterion 3).

STRATEGIES AND MEASURES We ensure that all legal requirements in the area of employee rights are met. Our company rules define all rights and obligations of our employees. At regular intervals, the management informs employees about the current situation at WEISS automotive during employee information meetings. Once a year, we conduct mandatory training for all employees on occupational safety, health protection, working conditions, and human rights.

INVOLVEMENT IN SUSTAINABILITY MANAGEMENT For the year 2024, the topic of sustainability was communicated to employees as part of employee information meetings. For 2025, we plan further information events led by the management.

LOCATIONS We do not have any sites abroad.

RISKS Our company places great importance on safeguarding employee rights and has implemented appropriate measures to minimize potential risks. From our business activities, business relationships, and our products and services, no significant risks are apparent that are likely to have negative impacts on employee rights. This assessment is based on the following points: **Code of Conduct:** Our company has a comprehensive Code of Conduct, in which aspects of employee rights are clearly defined and

consistently implemented. **Whistleblower hotline and mailbox:** We have established a whistleblower hotline and a mailbox through which potential violations can be reported anonymously. **No reported cases or complaints:** No cases have been reported, and no complaints are known to the company. These measures ensure that potential issues can be identified and resolved at an early stage. Due to the measures described above and the fact that no cases or complaints have been recorded to date, we currently see no significant risks of negative impacts on employee rights. However, we remain vigilant and will continue to ensure that our standards are upheld and continuously improved.

15. Equal Opportunities

The company discloses in what way it has implemented national and international processes and what goals it has for the promotion of equal opportunities and diversity, occupational health and safety, participation rights, the integration of migrants and people with disabilities, fair pay as well as a work-life balance and how it will achieve these.

OBJECTIVES WEISS automotive aims to ensure fair compensation for all employees and implements this through defined compensation principles. We have established these principles independently of gender or nationality. Furthermore, it is important to us that our employees can develop both professionally and personally. To support this, we offer internal training and, when needed, external training programs. To minimize language barriers, we provide German and English language courses for our employees. Beyond this, we have not defined additional objectives, as we currently see no further need for action in this area.

STRATEGIES AND MEASURES Within WEISS automotive, we have defined compensation principles for all employee groups and job roles and compensate our employees accordingly. All employees are remunerated based on their role, with no differences between genders or nationalities. We address the needs of our employees by offering part-time work and flexible working time models, among other benefits.

PAST OBJECTIVES We have successfully established our compensation principles. Compared to industry benchmarks, we compensate our employees at a level similar to other companies in the sector.

16. Qualifications

The company discloses what goals it has set and what measures it has taken to promote the employability of all employees, i.e. the ability of all employees to participate in the working and professional world, and in view of adapting to demographic change, and where risks are seen.

OBJECTIVES Our company is actively committed to promoting the employability of all employees, particularly in the areas of (further) education, digitalization, and demographic change.

Qualitative goals:

Continuing education has a high priority at WEISS automotive. All employees should receive necessary training in a timely manner. Upcoming training needs can be discussed during annual employee reviews. We offer full-time and part-time training opportunities, such as master craftsman, technician, business administrator, or bachelor's degree programs. We also provide training to improve digital skills to meet the requirements of the modern working world, as well as measures to integrate and support all age groups within the company. Based on our materiality analysis, we have set the goal of expanding our health management system and reducing the absenteeism rate (sick leave).

For us, promoting employability is an ongoing process. Therefore, we have not defined a fixed time horizon. We continuously adapt our measures to the changing needs of our employees and the requirements of the market.

STRATEGIES AND MEASURES We regularly offer German and English language courses for our employees. The current shortage of skilled workers poses challenges, which we aim to address through a targeted campaign. In the coming years, we will expand our talent management to be able to fill key positions with our own employees. This is particularly important to us, as it enables valuable knowledge to be passed on from one employee to another. This campaign benefits all parties involved. We have been successfully training apprentices for many years in the following professions: industrial clerk, warehouse and logistics specialist, automotive refinishing painter, and IT specialist for system integration. Each year, we offer several young people the opportunity to complete an apprenticeship at WEISS automotive. As a rule, apprentices are taken on after successfully passing their exams. We also offer opportunities for further training on both a full-time and part-time basis, such as advancing to master craftsman, technician, business administrator, or completing a bachelor's degree. During the annual appraisal meetings, employees have the opportunity to raise training-related topics. Mandatory training—for example in production, assembly, and administration—is carried out regularly as part of occupational health and safety management. Additionally, employees may lease a "job bike," which promotes both mobility

and health.

PAST OBJECTIVES In recent years, we have successfully established qualification measures within our company. Examples include regular cybersecurity training and digital work training. We have also already implemented a comprehensive health management system. Together with AOK and local pharmacies, we offer an annual "Health Day," where employees can test their fitness at various stations and receive extensive advice on different topics. We also offer annual medical examinations through our company physician. Risk assessments are carried out for all workplaces to proactively counteract potential health risks.

RISKS We see risks relating to employee qualification due to the increasing shortage of skilled workers. We address this by positioning ourselves as an attractive employer. We also see a risk of overload and excessive demands on employees due to the increasing complexity of the working environment. This is accompanied by the risk of psychological strain, which we must address through our health management system.

Key Performance Indicators to criteria 14 to 16

Key Performance Indicator GRI SRS-403-9: Work-related injuries
The reporting organization shall report the following information:

a. For all employees:

- i.** The number and rate of fatalities as a result of work-related injury;
- ii.** The number and rate of high-consequence work-related injuries (excluding fatalities);
- iii.** The number and rate of recordable work-related injuries;
- iv.** The main types of work-related injury;
- v.** The number of hours worked.

b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:

- i.** The number and rate of fatalities as a result of work-related injury;
- ii.** The number and rate of high-consequence work-related injuries (excluding fatalities);
- iii.** The number and rate of recordable work-related injuries;
- iv.** The main types of work-related injury;
- v.** The number of hours worked.

You will find the remaining numbers c-g of the indicator SRS 403-9 in the GRI standard and may additionally report them here.

Key Performance Indicator GRI SRS-403-10: Work-related ill health

The reporting organization shall report the following information:

a. For all employees:

- i.** The number of fatalities as a result of work-related ill health;
- ii.** The number of cases of recordable work-related ill health;
- iii.** The main types of work-related ill health.

b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:

- i.** The number of fatalities as a result of work-related ill health;
- ii.** The number of cases of recordable work-related ill health;
- iii.** The main types of work-related ill health.

You will find the remaining numbers c-e of the indicator SRS 403-10 in the GRI standard and may additionally report them here.

WORK-RELATED INJURIES a) i. 0 ii. 0 iii. 15 total from 01/24–12/24 iv.

Cuts, lacerations, bruises v. Not specified in each case for competitive reasons... b) i. 0 ii. 0 iii. 8 total from 01/24–12/24 iv. Bruises, cuts v. Not specified in each case for competitive reasons...

WORK-RELATED ILLNESSES a) i. 0 ii. 9 total from 01/24–12/24 iii. Cuts, lacerations, bruises b) i. 0 ii. 1 iii. Cut injury

Key Performance Indicator GRI SRS-403-4: Worker participation on occupational health and safety

The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:

a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.

b. Where formal joint management–worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.

Management System for Occupational Health and Safety a) and b) A Health and Safety Committee meeting (ASA) is held every quarter. Participants include the management, plant management, human resources management, materials management, maintenance and repairs, our external occupational safety specialist, as well as the occupational health physician from the employers' liability insurance association. The following **topics** are discussed during the meeting:

- Evaluation of workplace accident occurrences
- Updating and reviewing risk assessments
- Organizing training on occupational safety
- Conducting annual occupational safety trainings
- Optimizing occupational safety processes
- Discussions on improving occupational health and safety

Key Performance Indicator GRI SRS-404-1: Average hours of training

The reporting organization shall report the following information:

a. Average hours of training that the organization's employees have undertaken during the reporting period, by:

- i. gender;
- ii. employee category.

TRAINING AND FURTHER EDUCATION On average, each employee receives 15 hours of training per year. We do not conduct any gender-specific evaluations.

Key Performance Indicator GRI SRS-405-1: Diversity

The reporting organization shall report the following information:

a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:

- i. Gender;
- ii. Age group: under 30 years old, 30-50 years old, over 50 years old;
- iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).

b. Percentage of employees per employee category in each of the following diversity categories:

- i. Gender;
- ii. Age group: under 30 years old, 30-50 years old, over 50 years old;
- iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).

DIVERSITY a) i. 100% male ii. Under 30 years: 0% 30–50 years: 50% > 50 years: 50% iii. No information b) i. 23.95% women and 76.05% men (total within the company) ii. < 30 years: 7.98% 30–50 years: 37.25% > 50 years: 45.23% iii. No information

Key Performance Indicator GRI SRS-406-1: Incidents of discrimination

The reporting organization shall report the following information:

- a. Total number of incidents of discrimination during the reporting period.
- b. Status of the incidents and actions taken with reference to the following:
 - i. Incident reviewed by the organization;
 - ii. Remediation plans being implemented;
 - iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;
 - iv. Incident no longer subject to action.

DISCRIMINATION None (zero)

Criterion 17 concerning RESPECT FOR HUMAN RIGHTS

17. Human Rights

The company discloses what measures it takes, strategies it pursues and targets it sets for itself and for the supply chain for ensuring that human rights are respected globally and that forced and child labour as well as all forms of exploitation are prevented. Information should also be provided on the results of the measures and on any relevant risks.

TARGETS AND MEASURES Respect for human rights is an important concern for us as a company. For this reason, we commit to upholding them in our own Code of Conduct. This Code emphasizes the essential importance of human rights and their strong anchoring in our corporate culture. We also require our suppliers and service providers to comply with these standards.

Qualitative targets: Compliance with human rights: Ensuring respect for human rights within our own company, subsidiaries, and among our suppliers and service providers. **Monitoring:** Regular internal and external audits to verify compliance. A specific time horizon has not been defined, as the protection of human rights is an ongoing and evolving process in which we continuously strive to improve. To date, no

incidents have been reported, neither through the anonymous hotline nor via the anonymous mailbox for reporting such violations. **ACHIEVEMENT OF PREVIOUS TARGETS** A whistleblower hotline has been in place since 2022. At this time, we have no information about any human rights violations within our company or among our suppliers and service providers.

RISKS We are currently not aware of any significant risks arising from our business activities that could likely have negative impacts on human rights. This assessment is based on the following **measures**: **Review of temporary employment agencies**: The temporary employment agencies we work with are regularly reviewed by the Federal Employment Agency to ensure that all legal requirements and human rights standards are met. **Use of local resources and suppliers**: We source our materials from suppliers primarily located in Germany and the EU, where strict legal requirements and high human rights standards apply. We rely on continuous monitoring and have established an **anonymous hotline** as well as an **anonymous mailbox** for reporting violations. Combined with regular inspections by the employment agency, these measures help us identify and remedy potential risks at an early stage, ensuring a safe and fair working environment.

Key Performance Indicators to criteria 17

Key Performance Indicator GRI SRS-412-3: Investment agreements subject to human rights screenings

The reporting organization shall report the following information:

a. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.

b. The definition used for ‘significant investment agreements’.

INVESTMENT AGREEMENT As a medium-sized company, we do not have a defined concept of investment agreements.

Key Performance Indicator GRI SRS-412-1: Operations subject to human rights reviews

The reporting organization shall report the following information:

a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.

AUDITED OPERATIONS None (zero). WEISS automotive GmbH operates two business locations in Germany, where human rights are fully upheld.

Responsibility for this lies with the management. We operate a plant in Appenweier and a site in Oberkirch for special projects. At both locations, the internal Code of Conduct applies and is actively practiced. Since no violations are known to management at either site, nor have any been reported, there is currently no need for audits.

Key Performance Indicator GRI SRS-414-1: New suppliers subject to social screening

The reporting organization shall report the following information:

a. Percentage of new suppliers that were screened using social criteria.

ASSESSMENT OF NEW SUPPLIERS – SOCIAL ASPECTS None (zero).

At WEISS automotive GmbH, we consciously focus on long-term, stable partnerships with local suppliers, primarily from Germany and the European Union. When selecting new business partners, we place great importance on reliability, transparency, and shared values. A central element of our collaboration is the recognition of our company-wide Code of Conduct, which sets binding ethical principles and human rights standards. Due to the geographic orientation of our supply chain, with a focus on Germany and Europe, our direct suppliers are subject to European legislation, which imposes strict requirements regarding labor, social, and human rights. Against this background, we currently see no need for a separate human rights risk analysis or impact assessment. A formal review in accordance with the Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz) has not yet been conducted. Nevertheless, we closely monitor developments in corporate due diligence requirements and are prepared to further develop our processes as needed to ensure a responsible and legally compliant supply chain in the future.

Key Performance Indicator GRI SRS-414-2: Social impacts in the supply chain

The reporting organization shall report the following information:

- a. Number of suppliers assessed for social impacts.
- b. Number of suppliers identified as having significant actual and potential negative social impacts.
- c. Significant actual and potential negative social impacts identified in the supply chain.
- d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.
- e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.

SOCIAL IMPACTS IN THE SUPPLY CHAIN Currently, we do not conduct social audits with our suppliers or sub-suppliers. Due to limited personnel and organizational resources, implementation is not planned at this time. Instead, we rely on partnership-based collaboration and trustful business relationships to ensure responsible conduct along the supply chain. In the future, we will evaluate the extent to which additional measures regarding social responsibility in the supply chain are reasonable and feasible.

Criterion 18 concerning SOCIAL MATTERS

18. Corporate Citizenship

The company discloses how it contributes to corporate citizenship in the regions in which it conducts its core business activities.

CONTRIBUTIONS TO THE COMMUNITY As a regionally rooted company, it is important to us to make an active contribution to the community. Weiss automotive GmbH annually supports local clubs and non-profit organizations with **financial contributions** within an appropriate framework. Our focus is deliberately on regional initiatives that strengthen social, cultural, and sporting life in our surrounding area. In addition, our holding company is engaged on a supra-regional level, for example through **donations** to the Children's

Cancer Aid Freiburg, thereby emphasizing the shared sense of social responsibility within the corporate group.

Key Performance Indicators to criteria 18

Key Performance Indicator GRI SRS-201-1: Direct economic value generated and distributed

The reporting organization shall report the following information:

- a.** Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:
- i.** Direct economic value generated: revenues;
 - ii.** Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;
 - iii.** Economic value retained: 'direct economic value generated' less 'economic value distributed'.
- b.** Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.

As a medium-sized company, we do not conduct a survey in this regard.

Criteria 19–20 concerning ANTI-CORRUPTION AND BRIBERY MATTERS

19. Political Influence

All significant input relating to legislative procedures, all entries in lobby lists, all significant payments of membership fees, all contributions to governments as well as all donations to political parties and politicians should be disclosed by country in a differentiated way.

CURRENT LEGISLATIVE PROCEDURES We monitor all laws relevant to us but do not provide input on individual legislative proposals.

POLITICAL INFLUENCE As a company, we commit to political neutrality and emphasize this through a clear distinction from partisan engagement. We follow all relevant legal developments but do not directly influence legislative processes and do not provide statements on individual legislative proposals. To date, no political donations have been made, and we do not plan any financial contributions to political parties or organizations in the future. This deliberate approach serves to maintain our political independence and to avoid potential conflicts of interest. Our engagement is limited to membership in business-related networks that facilitate exchange and the promotion of regional economic structures. For example, we are active members of the Wirtschaftsverband Industrieller Unternehmen Baden (wvib) and Nectanet, an organization focused on location marketing and economic development. Through this form of participation, we contribute to strengthening the economic location without representing partisan interests or exerting political influence.

Key Performance Indicators to criteria 19

Key Performance Indicator GRI SRS-415-1: Political contributions
The reporting organization shall report the following information:

- a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.
- b. If applicable, how the monetary value of in-kind contributions was estimated.

POLITICAL DONATIONS None (zero)

20. Conduct that Complies with the Law and Policy

The company discloses which measures, standards, systems and processes are in place to prevent unlawful conduct and, in particular, corruption, how they are verified, which results have been achieved to date and where it sees there to be risks. The company depicts how corruption and other contraventions in the company are prevented and exposed and what sanctions are imposed.

STRATEGIES, MEASURES, AND MONITORING Within the framework of

our Code of Conduct, behavioral guidelines are established, which are reviewed through internal and external audits. The whistleblower hotline has been in place since 2022.

MONITORING OF IMPLEMENTATION As part of our **company-wide compliance** strategy, we set clear standards to prevent unlawful behavior, particularly regarding corruption. A central element is our Code of Conduct, which defines binding behavioral guidelines for all employees and managers. These guidelines are regularly reviewed through internal and external audits to ensure compliance and to enable continuous improvement. To promote an open corporate culture and the early identification of potential violations, we established a **whistleblower hotline** in 2022. This allows employees and external stakeholders to confidentially report possible compliance violations. Incoming reports are reviewed by an independent service provider and, if necessary, followed up with appropriate measures. Through these structured measures, we create transparency, strengthen trust in our organization, and actively contribute to preventing corruption and ensuring legally compliant corporate governance.

RESPONSIBILITY The responsibility for maintaining and further developing our compliance structures lies with the management. In addition, external service providers oversee the technical and organizational implementation of our whistleblower hotline, which has been available as a confidential reporting channel since 2022.

INTERNAL AWARENESS To raise awareness of compliant behavior, our managers and employees are regularly trained through workshops, internal audits, and informational events. The goal is to establish and promote a shared understanding of ethical behavior and legal requirements.

PREVIOUS GOALS We pursue a clear **zero-tolerance strategy** towards corruption and other forms of unlawful behavior. This stance is embedded in the Code of Conduct, which serves as a binding guideline for all employees. For anonymous reporting of potential violations, both a hotline and an anonymous digital mailbox are available. To date, no violations related to corruption or other compliance-relevant matters have been reported to management. Based on the results of our materiality analysis, no quantitative targets have been defined for this area. Nevertheless, the topic remains an integral part of our corporate responsibility.

RISKS Preventing corruption and bribery across all areas of our business activities, business relationships, and in our products and services is of high importance to us. Currently, no significant risks are known that are likely to negatively affect the prevention of corruption and bribery. This assessment is based on the following points: No reported violations: Since the establishment of our anonymous hotline, there have been no known compliance violations. Although no formal risk analysis has been conducted,

we remain vigilant and rely on continuous monitoring to ensure adherence to our **Code of Conduct** and internal controls, enabling us to identify and address potential risks early. We will continue to take measures to ensure an honest and transparent working environment.

Key Performance Indicators to criteria 20

Key Performance Indicator GRI SRS-205-1: Operations assessed for risks related to corruption

The reporting organization shall report the following information:

- a. Total number and percentage of operations assessed for risks related to corruption.
- b. Significant risks related to corruption identified through the risk assessment.

CORRUPTION RISKS We do not conduct an assessment of corruption risks, as we see no need to do so due to our established processes and the results of our risk analysis.

Key Performance Indicator GRI SRS-205-3: Incidents of corruption

The reporting organization shall report the following information:

- a. Total number and nature of confirmed incidents of corruption.
- b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.
- c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.
- d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.

CORRUPTION CASES None (zero) In 2024, no cases of corruption violations were reported.

Key Performance Indicator GRI SRS-419-1: Non-compliance with laws and regulations

The reporting organization shall report the following information:

- a.** Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:
 - i.** total monetary value of significant fines;
 - ii.** total number of non-monetary sanctions;
 - iii.** cases brought through dispute resolution mechanisms.

- b.** If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.

- c.** The context against which significant fines and non-monetary sanctions were incurred.

NON-COMPLIANCE – LAWS & REGULATIONS None (zero)

Overview of the GRI indicators in the Sustainable Code declaration

In this Sustainable Code declaration, we have reported according to the "comply or explain" principle on the GRI indicators listed below. This document refers to the GRI Standards 2016, unless otherwise noted in the table.

Areas	Sustainable Code criteria	GRI SRS indicators
STRATEGY	1. Strategic Analysis and Action	
	2. Materiality	
	3. Objectives	
	4. Depth of the Value Chain	
PROCESS MANAGEMENT	5. Responsibility	GRI SRS 102-16
	6. Rules and Processes	
	7. Control	
	8. Incentive Systems	GRI SRS 102-35 GRI SRS 102-38
	9. Stakeholder Engagement	GRI SRS 102-44
	10. Innovation and Product Management	G4-FS11
ENVIRONMENT	11. Usage of Natural Resources	GRI SRS 301-1
	12. Resource-Management	GRI SRS 302-1 GRI SRS 302-4 GRI SRS 303-3 (2018) GRI SRS 306-2 (2020)*
	13. Climate-Relevant Emissions	GRI SRS 305-1 GRI SRS 305-2 GRI SRS 305-3 GRI SRS 305-5
SOCIETY	14. Employment Rights	GRI SRS 403-4 (2018)
	15. Equal-Opportunities	GRI SRS 403-9 (2018)
	16. Qualifications	GRI SRS 403-10 (2018) GRI SRS 404-1 GRI SRS 405-1 GRI SRS 406-1
	17. Human Rights	GRI SRS 412-3 GRI SRS 412-1 GRI SRS 414-1 GRI SRS 414-2
	18. Corporate-Citizenship	GRI SRS 201-1
	19. Political Influence	GRI SRS 415-1
	20. Conduct that Complies with the Law and Policy	GRI SRS 205-1 GRI SRS 205-3 GRI SRS 419-1

*GRI has adapted GRI SRS 306 (Waste). The revised version comes into force on 01.01.2022. In the course of this, the numbering for reporting on waste generated has changed from 306-2 to 306-3.