



# SUSTAINABILITY REPORT

Würth Svenska AB, 2022



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Würth has seen positive and stable development of its business in 2022. Through committed employees with a high customer focus, we have created strong growth of 14.2%. During the year, we have welcomed over 2,000 happy customers with whom we look forward to developing cooperation, while strengthening our relationships with existing customers.

The situation in the world around us continues to challenge us all as we still have effects due to the earlier pandemic, especially negative effects on purchases and deliveries. During 2022, we have experienced terrible situations caused by war, which have affected all of our lives as well as our business operations. High energy costs are hitting hard and we need to find better ways that are also more sustainable.

2021 was the starting point for more systematic sustainability work. The previous year, a sustainability manager was appointed, who in 2022 has found a good way of working with sustainability forums and sustainability projects that have raised awareness within the organisation. During the year, we have worked hard to meet our customers' requirements for social and environmental responsibility and this is also a matter of course in our focus going forward. Important elements that are requested by our customers are traceability and transparency in the supply chain.

Our focus in 2022 has been that all parts of the organisation should work towards

defined goals to ensure that our entire organisation works actively on sustainability. We have based our sustainability work on four focus areas that are in line with the UN's global goals and we have selected the areas that have been identified as critical for our business going forward.

These four focus areas are:

- Sustainable consumption
- Sustainable purchasing
- Responsible energy consumption
- Employee satisfaction

We have made a number of important decisions so as to be able to become climate neutral in scope 1 and 2, which include the choice of renewable energy sources for energy consumption and conversion of our vehicle fleet. A major project has been run in 2022 to ensure that our vehicle fleet is continuously replaced with more climate-smart alternatives. We also have a large and strong group behind us in the Würth Group, which is investing more than ever in sustainability to contribute to a more sustainable business. This means that we, together with the group, can increase the pace of sustainability work.

As the new CEO of Würth Svenska AB, I look forward with confidence to 2023 and all that it means for us as a company. We have started a journey of change to adapt to our growth in the most efficient and sustainable way possible and we have many opportunities to help our customers streamline their management of consumable materials. I look forward to developing further with our existing customers and look forward to new relationships with new customers.

This sustainability report forms part of the administration report of the annual report for 2022, pursuant to Chapter 6, Section 11 of the Swedish Annual Reports Act.



Åsa Sterling

Chief Executive Officer

# BUSINESS MODEL AND VALUE CREATION

## We are

A family owned company and now one of Sweden's leading B2B suppliers of operating supplies, tools and machinery for the construction, automotive, crafts and engineering industries.

## Our vision

Your time is valuable, that is why there is Würth.

## What we offer

We help our customers to streamline their handling of consumables through solutions that create order. The ORSY concept, which stands for ordning och reda satt i system (order put into systems) is the heart of our offer. Customers save time and money and get a better overview and control. Our focus is to reduce our customers' total cost of purchasing and handling. Customers should be able to devote more time to their core business. We know their time is valuable – that's why we exist. Our promise to our customers is about quality, expertise, proximity, systems and service.

## We create value

Through our customer offering that helps customers save time and money. With high-quality products and optimisation of consumption, our customers can consume more sustainably.

## We strive towards

Profitable growth and increased customer value.

## Our work is characterised by

Inspiration, courage and passion.

## The company's resources

|                |                            |
|----------------|----------------------------|
| <b>1</b>       | Warehouse                  |
| <b>1</b>       | Office                     |
| <b>1</b>       | eCommerce site             |
| <b>15</b>      | Inside salespersons        |
| <b>36</b>      | Shops with 78 salespersons |
| <b>184</b>     | Account managers           |
| <b>285</b>     | Vehicles                   |
| <b>358</b>     | Suppliers                  |
| <b>466</b>     | Employees                  |
| <b>34,723</b>  | Active customers           |
| <b>250,000</b> | Items                      |



## Sustainability perspective

It is important that we as a company understand and identify the effect of our business from a sustainability perspective, on the basis of what we offer as a business. Especially because our business offering is based on a consumption of products and services that entails both negative and positive effects, primarily for the environment, but also for people and finance.

In the industry in which we operate, products are a significant part of the

carbon dioxide emissions generated by the industry. We therefore see our high-quality products as an important part of the range on the market, since they ensure a longer service life than average low-price products.

Our service concept contributes to more sustainable consumption as we help our customers optimise their consumption, a benefit both for us and our customers as we can sell fewer products with

reasonable margins, while the customer can use the products longer and thus save money by making fewer purchases. This creates benefits from both an environmental and economic perspective.

This sustainability report presents identified effects and risks based on our business model, continuously in the text.

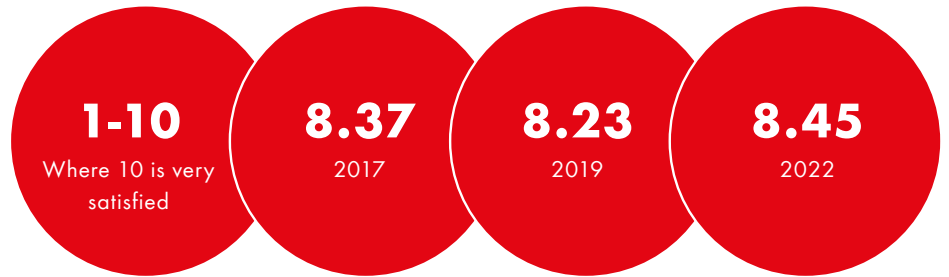


## Customers

Customers are a prerequisite for our business and business model. Every two years, we conduct a customer survey via KIM, Künzelsauer Institut für Marketing.

The purpose of the survey is to measure customer satisfaction, to ensure that what we offer creates value for our customers.

This year's survey shows an improvement in customer satisfaction. The survey shows that our strengths are above all our employees, in both sales and administrative positions, as well as the range of products.



| Goal 2022                            | Outcome 2021     | Outcome 2022                               | Trend |
|--------------------------------------|------------------|--|-------|
| * Customer balance: +2,421 customers | +1,292 customers | + 2,007 customers<br>* 83% goal fulfilment |       |

\* Customer balance means the difference between lost and new customers, i.e. the net figure.

## LEAN

Our business is based on the customer's needs and our purpose is to create value for our customers. To be able to do this, we must constantly strive to improve, in order to meet our customers' needs in the best possible way.

By utilising the knowledge, commitment and potential of all our employees, we can drive development forward with the help of a LEAN-based approach.

LEAN means working with continuous improvements to ensure quality within our processes. A way of working that creates value for our customers, while creating the conditions for sustainable growth.



| Goal 2022             | Outcome 2021     | Outcome 2022                              | Trend |
|-----------------------|------------------|---|-------|
| 355 improvements made | 351 improvements | 384 improvements,<br>110% goal fulfilment |       |

# FRAMEWORKS

Würth Svenska AB's (WSAB's) sustainability work is based on internal and external frameworks. These frameworks help us identify which areas of sustainability are relevant and material to our business.

## Internal frameworks

### Internal organisation

Internally, sustainability work is governed by the management team's delegated responsibility to the sustainability manager. The sustainability goals are instruments for sustainability work. All sustainability goals have been devised by the sustainability manager in interaction with the organisation and adopted by management. The sustainability manager is responsible for reporting the outcome of the goals to management every quarter. WSAB has a policy that specifies how we should work in respect of the environment, health, safety and quality. In 2023, this policy will be revised to clarify the business's focus areas in sustainability.

### Stakeholder dialogue

WSAB strives to have ongoing dialogues with stakeholder groups to ensure topicality in its sustainability work. This is done by identifying and confirming material issues for us and for our stakeholders. What all stakeholders have in common is that they have influence over WSAB's operations and are thus fundamental to the business's ability to achieve defined goals.

## External frameworks

### Global Reporting Initiative

The Global Reporting Initiative (GRI) is an independent standard that helps us identify and understand our impacts on climate change, human rights and corruption. Every year, we conduct the GRI context index in order to measure and monitor the business's material sustainability issues. This index gives us clear results on how the business is developing from a sustainability perspective. The full GRI index is included in this report as an appendix.

### The UN's global goals

WSAB's Sustainable Development Goals are based on the UN Agenda for Sustainable Development. These goals serve as a framework for WSAB's mapping of the consequences of our operations, i.e. the identification of positive and negative effects of our operations based on the areas contained in the global goals.

| <b>Stakeholder group</b>        | <b>Material issues for the stakeholder</b>  | <b>Method of interaction</b>   |
|---------------------------------|---|--|
| Customers                       | Transparency and traceability of products. Customers demand a certified supplier who can demonstrate and prove how they work on sustainability. Customers are asking for tools to help make more sustainable consumption decisions. | Information via supplier assessments to customers. WSAB's account managers and key account managers have ongoing dialogues with customers. |
| Employees                       | Development opportunities, benefits and a strong corporate culture (attractive employer). Diversity and inclusion and a level playing field.  | Appraisals, department meetings and surveys as well as unofficial dialogues.   |
| Würth Group                     | Strong and long-term profits and growth in the Swedish market. An attractive brand, as an employer and sales company.   | Continuous dialogue and guidelines from the group.   |
| Society and government agencies | Contribute to sustainable business, stable employer and reporting as well as transparency.  | Monitoring of new directives and laws as well as ongoing information collection via websites and reports.                                  |

# OUR CONTRIBUTION TO THE THE UNs GLOBAL GOALS

## Materiality analysis

With the help of WSAB's internal and external frameworks, we have identified significant issues for the business and then linked these issues with the UN's global goals. In doing so, we have identified which global goals are relevant to WSAB based on the impact of the business and whether we can change it.

Based on this, the five identified global goals were then adopted:

- 12** Sustainable consumption and production
- 7** Sustainable energy for all
- 5** Gender equality
- 10** Reduced inequality
- 8** Decent work and economic growth

The assumption means, until 2030, work to reduce or prevent WSAB's negative impact in selected areas and continue to contribute to sustainable development.





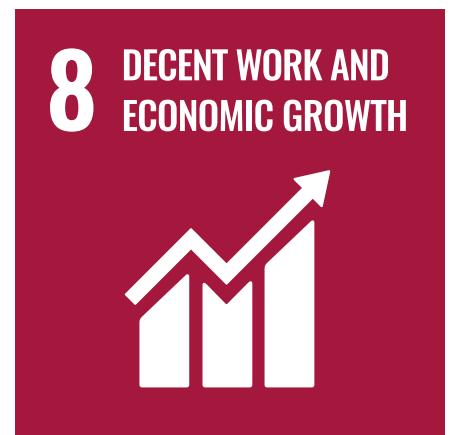
# Identified material issues

Linked to the UN's global goals

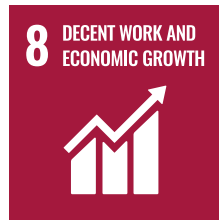
| Material issue  | Sustainability risk  | Prevention of identified risk  | Global goals   |
|---|--|--|--|
| <p><b>Sustainable consumption</b></p> <p>Together with our customers, WSAB will consume more sustainably. This means minimising the waste generated by our products, quality products with a longer service life, consisting of materials that are not harmful to health or the environment. Help our customers change consumption patterns through our service concepts such as ORSY, which contributes to changing order intervals.</p> | <p>Dissatisfied customers, reduced sales as we cannot meet customer needs.</p>   | <p>Continuous work on sustainability-improving activities. Reporting quarterly to the sustainability forum.</p> <p>* This is regulated in the company's long-term sustainability goals.</p>  | <p>8.4</p> <p>12</p> <p>12.2</p> <p>12.4</p> <p>12.6</p> <p>12.8</p> |
| <p><b>Sustainable production</b></p> <p>Sustainable supply chains that involve requirements and auditing of suppliers. Ensure compliance with our requirements based on the group's Code of Compliance.</p>   | <p>Non-compliance with human rights and contributing to unsustainable working conditions, as well as negative effects on health and the environment due to unsustainable production that we contribute to through purchasing.</p>                | <p>Ongoing sustainability forum with focus on purchasing. Improvement of internal procedures for supplier assessment and follow-up.</p> <p>* This is regulated in the company's long-term sustainability goals.</p>  |  |
| <p><b>Sustainable energy</b></p> <p>Only using sustainable, fossil-free energy sources. Invest in sustainable energy sources such as solar cells and charging stations to enable conversion to an electrified vehicle fleet, since one of WSAB's largest sources of emissions is derived from our vehicle fleet.</p>  | <p>Risk of increasing emissions in scope 1 and 2 in line with the company's growth. Involves more and greater negative effects that affect the individual as well as society. In the long run, this may have a negative impact on our brand.</p> | <p>Transition to only fossil-free energy sources for the energy consumption we can influence. By 2027, have a fossil-free vehicle fleet and until then regulate TCO levels that make electric vehicles a more favourable choice.</p> <p>* This is regulated in the company's long-term sustainability goals.</p>   | <p>7A</p> <p>7.2</p>   |
| <p><b>Gender equality, diversity and inclusion</b></p> <p>WSAB operates in a male-dominated industry, which requires us as an employer to work actively on gender equality. We want to be a workplace that is attractive to everyone, regardless of gender, age and origin.</p> <p>As a global actor, we have a responsibility to promote social, economic and political inclusion.</p>   | <p>May affect the company's brand as an employer and ability to attract new employees.</p>   | <p>Continuous work on gender equality and how we as a company can attract more women through our recruitment process. The HR manager reports quarterly to the sustainability forum based on defined goals for gender equality.</p> <p>*This is regulated in WSAB's work environment, gender equality and diversity policy, as well as in the company's long-term sustainability goals.</p> | <p>5.1</p> <p>5.5</p> <p>10.1</p> <p>10.2</p> <p>10.3</p>            |
| <p><b>Working conditions and work environment</b></p> <p>Ensure good working conditions, market-based salaries and benefits. Opportunities for development and training. A company culture that creates a safe and innovative work environment.</p>   | <p>Dissatisfied employees and high staff turnover resulting in loss of skills and quality.</p>   | <p>Compliance with laws and continuous dialogue with staff representatives. Access to internal training, both mandatory and voluntary, as well as annual appraisals. Managers and employees who work actively with the company's values, inspiration, courage and passion.</p> <p>*This is regulated in WSAB's work environment policy.</p>  | <p>8.5</p> <p>8.8</p> <p>10.3</p>                                    |

# FOCUS AREAS

In order to clarify what the identified material issues mean, we choose to handle these as four focus areas. The focus areas describe what the issues mean for WSAB, based on the UN's global goals.



## Sustainable purchasing



### Vision 2030

- 99% of A, B and C suppliers must have agreements
- 100% of A suppliers are followed up annually
- 100% of our suppliers must be committed to the WSAB Code of Conduct (2026)

\* A, B and C suppliers are based on potential and purchase volume.

### Purchasing

Purchasing is an extensive and essential part of our business and therefore sustainable purchasing is a fundamental factor in conducting a sustainable business. It is our responsibility to define clear requirements for suppliers regarding the work environment, health and the environment.


It is a prerequisite for us as a supplier to be able to contribute with transparency and traceability to our customers throughout the supply chain.

Today, approximately 57% of WSAB purchases are made through the group's suppliers, which enables enhanced control, since the group has well-established processes and solid resources for systematically auditing suppliers. As a result of the pandemic and a challenging environment, purchases through the group have decreased, which is an issue as we strive as much as possible for purchases to take place within the group's supply chains.

### The past year

An important step in managing the increasing proportion of external suppliers and increased demands from our customers is that all new, external suppliers must approve the requirements of our Code of Compliance (CoC). The CoC is a code of conduct that contains ethical guidelines and requirements that we expect all suppliers to follow. The most essential parts of the CoC refer to the UN declarations on human rights and child labour, which have previously been regulated in the purchase agreement between the supplier and us. This is now being further expanded with the full version of the CoC, which goes more deeply into environmental requirements such as waste management and recycling, the use and management of hazardous chemicals and materials, and the use of natural resources and other raw materials.

Through the requirement that all external suppliers must undertake to comply with our CoC, we can as a first step ensure that all suppliers are aware of our guidelines; the next step is to ensure compliance and we are currently working on development of the existing routines for follow-up. This is an important part of our purchasing work, so as to ensure sustainable supply chains to our customers. During the year, new and improved procedures were also added.

| Goal 2022   | Outcome 2021 | Outcome 2022                  | Trend   |
|---|--------------|-------------------------------|---|
| 20 sustainability improvement activities for purchasing | N/A          | 8 completed + several ongoing |  |

# Sustainable consumption



## Vision 2030

- 40% of all our products must have a sustainability label
- Product declarations of products within own brands
- Responsible management and minimisation of waste
- Sustainable packaging of products

## Consumption

As a sales company, it is our responsibility, together with our customers, to consume more sustainably as consumption entails obvious negative effects for both people and the environment. For us, this means a sustainable product range to help our customers more easily make a sustainable choice, which requires clear and transparent product information. How we package products is also an essential part of sustainable consumption and minimising waste related to packaging materials.

The heart of our business, ORSY, which stands for orderliness in systems, is a unique service concept that contributes to sustainable consumption. The concept has been around for a long time at Würth and it is perhaps also one of our strongest sustainability arguments, since the concept simplifies and optimises the customer's handling of consumables while helping the customer to reduce average consumption by 20%. Deliveries are often combined on one transport, which results in a reduced number of transports.

## The past year

In 2022, we have begun work on declaring the country of origin of our products, which means that the customer receives information about the origin of the product. The next step in our work is to offer our customers complete product declarations for products within our own brands. A challenging step that places demands on our group suppliers to provide this information.

During the year, our logistics department has worked to improve the cartons in which products are delivered to our customers. This resulted in the implementation of two new cartons for better and more sustainable handling of small orders, which is a rapidly growing order category. A further new type of carton introduced in 2022 is a specially adapted carton for cans and bottles, adapted for safe transport and minimising transport damage. These improvements mean faster handling, less use of corrugated board and less filling material such as plastic. Custom cartons with less air also mean

less environmental impact during delivery, while requiring less material and generating less waste, which facilitates our customers' handling of waste and recycling. There are also work environment and economic benefits such as lower costs and fewer work operations.

**Reduced consumption of corrugated cardboard: 3,730 kg per year, and a reduction of transported volume annually by 284 cubic meters.**

\*Given the same sales volume, for larger volumes the savings are greater.

| Goal 2022   | Outcome 2021        | Outcome 2022                          | Trend |
|---|---------------------|---------------------------------------|-------|
| 6 sustainability improvement activities for products    | N/A                 | 3 improvements made                   |       |
| 6 sustainability improvement activities for warehousing | 7 improvements made | 7 improvements made + several ongoing |       |
| 5 sustainability improvement activities for shops       | N/A                 | 5 improvements made                   |       |

\*Sustainability improvement activities are targeted activities that aim to have a positive effect on sustainability from an environmental, social or economic perspective.

\*\*All improvements can also be attributed to responsible energy consumption.



### **Case: Corrugated cardboard pallets for stores**

Something we are very proud of is this year's investment in disposable pallets made of corrugated cardboard. Corrugated cardboard pallets are better for the environment and also cost-effective and they also result in a better work environment as the pallets are easier to handle than conventional wooden pallets.

In 2022, as a first step, we have started using these for transports to our stores. The advantage of corrugated cardboard is that it is 100% recyclable and can be recycled in the traditional corrugated cardboard fraction.



# Responsible energy consumption



## Vision 2030

- Climate neutral in scope 1 and 2 (2027):
  - 100% fossil-free vehicles
  - 100% choice of renewable energy sources \*where we have the opportunity to influence the choice
- 100% fossil-free transport

## Energy consumption

One of the company's biggest sustainability risks is energy consumption, which is why this is an area we are actively working on. For us, this means conversion of our vehicle fleet, investment in renewable energy sources and fossil-free transport to our customers. Based on these three measures, emissions can be drastically reduced over time and we are currently seeing a positive development based on the measures that have been initiated.

## The past year

Energy consumption has been a major focus during the year as it constitutes a significant part of the business's emissions. During the year, we chose to switch to only consuming fossil-free energy such as hydro-power in the installations we can control ourselves. The business currently consists of a warehouse and office located in Örebro as well as shops that are spread throughout the country. All installations give rise to increased environmental impact and therefore it is important for us to minimise our emissions linked to our energy consumption. The challenge is the shops, a total of 40% of all shops, where we do not control the choice of energy sources. Another important decision during the year is that we have switched to completely fossil-free district

heating at the head office in Örebro. This will result in a 79% reduction in CO<sub>2</sub>e associated with district heating.

We are constantly looking for new ways to reduce energy consumption and during the year we have started an improvement that involves replacing ordinary incandescent bulbs with LED lamps in all stores. This is a costly and time-consuming process and will continue in 2023. As a result of the electricity shortage that has affected Sweden, we have also carried out a general review of our head office and warehouse to reduce energy consumption.

During the year, we have seen an increase of approximately 4% in our external transports compared to 2021, which is due to increased sales. One success factor is that we have managed to reduce CO<sub>2</sub>e per transported package by almost 10% compared to 2021. This can be attributed to optimised packaging of products being transported, less air in each package and more sustainable choices of fuels such as HVO100. However, fossil-free transport is a challenge as we are largely dependent on the transport companies' transition. Ongoing dialogues are taking place with the carriers and we aim to find a more sustainable solution in the future that is feasible based on transport distances and a cost perspective.

We are also working actively on adjusted TCO (total cost of ownership) levels, which focus on favourable levels for environmental vehicles, such as hybrid and electric cars, for our employees. Recently, a switch was also made to a new leasing company to enable a faster and easier transition to a fossil-free vehicle fleet. Our new supplier focuses on helping their customers with the transition towards a greener vehicle fleet, which was an essential issue for us when choosing a supplier. In November 2022, the previous climate bonus, which meant that environmentally adapted vehicles were rewarded with a bonus, was abolished, to appear more attractive to buyers. This poses a challenge for our transition going forward as it results in increased TCO levels and benefit values as a result of increased leasing costs attributable to the abolition of climate bonuses. There is also a certain problem when the drivers are in northern Sweden, where roads, weather and charging infrastructure are aggravating circumstances.

Despite challenges this year, our work has resulted in the company's emissions being reduced by 45% since 2020. The number of grams of CO<sub>2</sub>e per employee has been halved.

| Transport                          | 2021      | 2022      |
|------------------------------------|-----------|-----------|
| Quantity (number of packages)      | 389,548   | 404,200   |
| Number of kg                       | 3,512,138 | 3,447,756 |
| CO <sub>2</sub> e (*Well-To-Wheel) | 446,251   | 418,877   |
| CO <sub>2</sub> e per kg           | 0.13      | 0.12      |
| CO <sub>2</sub> e per package      | 1.15      | 1.04      |

\*Well-To-Wheel: carbon dioxide emissions for the production and distribution of fuel and what comes out of the exhaust pipe.



| Goal 2022   | Outcome 2021 | Outcome 2022 | Trend |
|---|--------------|--------------|-------|
| Average CO2 total vehicle fleet <90 g/km  | 120 g/km     | 100 g/km     | 😊     |
| Average CO2 purchased vehicles in 2022 <30 g/km   | 52 g/km      | 36 g/km      | 😊     |
| Total proportion of environmental vehicles in WSAB 2022 > 50%<br>*Environmental vehicles are considered to be electric or plug-in hybrid. | 20%          | 47%          | 😊     |
| Proportion of environmental vehicles of total newly purchased in 2022 > 80%   | 79%          | 89%          | 😊     |

### Case: Norrtull shop

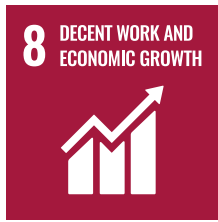
Together with our supplier, we offer fossil-free deliveries from our new shop in Norrtull in Stockholm. Deliveries are made with motorised deliveries powered by HVO100, which is 100% fossil-free diesel. This type of delivery is used when the customer is in need of regular deliveries during fixed times.

In addition to this, ad hoc deliveries are offered in the form of flexible express couriers by car and bicycle directly to the customer, also 100% fossil-free.

All deliveries are within Stockholm City and are based on the current map and postal code matrix that has been developed specifically for Würth.



# Employee satisfaction



- Vision 2030**
- A workplace that reflects the society in which we operate
  - 50% female managers
  - Development opportunities for all
  - Reduced staff turnover

## Employees

In Sweden, we have about 500 employees and what characterises an employee at Würth is that we all want more. We feel passionate about our work and have the courage to act while being inspired by each other. Our workplace should reflect the society in which we operate, which is why diversity and equality are a matter of course in the business. A multifaceted business leads to a more creative and innovative work environment while increasing customer orientation as it helps us understand the needs of different target groups better, which generates competitive advantages.

We are humbled by the fact that we operate in a male-dominated industry, which is also illustrated in the distribution between men and women within the business. This therefore requires us to actively work to attract both women and men of all ages. The proportion of women and men is monitored in all parts of our business, which is important in order to identify where there is development potential.

All employers face a challenge in the dynamic labour market, which is to achieve and maintain sustainable staff turnover where we can take advantage of skills but also attract new employees. One area that we believe is important for getting employees to stay longer is development opportunities. Every employee should have the chance to develop with us. This can be to develop in their existing role or move internally. This requires continuous dialogues with all employees, both day to day and through teacher-led training and e-learning.

### The past year

For 2022, we aimed to have a staff turnover that did not exceed 9.5%, a starting point from which we can recruit new resources that can contribute positively to the business while preserving important skills. The outcome was 14.2%, which is a higher staff turnover than desired. This is due, among other things, to a dynamic market where the employee has greater choice, as there is a general lack of skills.

During the year, we have worked actively to attract more women to our business through, among other things, adapted job advertisements and recruitment templates for skills-based recruitment. The goal for 2022 was to increase the proportion of women in the business, which we did, but not enough to achieve the defined goal. Despite this, we believe that we are well on the way to seeing an increase in the long term as a result of the efforts that are being made and the awareness that is beginning to occur throughout the business.

An important part of our work on Employer Branding is Talent Management. Talent Management strengthens our reputation as an attractive employer where employees are given professional and personal development opportunities. The opportunity for training is also an important part of Employer Branding and in 2022 an average of 14 hours of training was conducted per employee.

| Goal 2022            | Opening value | Outcome 2022 | Trend |
|----------------------|---------------|--------------|-------|
| Staff turnover 9.5 % | 11.1%         | 14.2%        |       |
| 30% women at WSAB    | 22.2%         | 23.3%        |       |
| 25% female managers  | 21.2%         | 19.6%        |       |





# CORPORATE GOVERNANCE

## Risk analysis

Risk identification takes place in accordance with the group's standard and action plans are drawn up based on identified risks.

| Area              | Identified risk  | Identified risk<br>Consequence 1-4:<br>1: Negligible<br>2: Moderate<br>3: Significant<br>4: Serious | Probability of<br>occurrence 1-4:<br>1: Very small<br>2: Small<br>3: Great<br>4: Very great | Management and follow-up  |
|-------------------|--|---|---|---|
| <b>Fraud</b>      | Risk that the business is exposed to fraud attempts in the form of unauthorised issuers of customer numbers, goal monitors and false invoices.   | 2   | 3   | Built-in fraud filter in e-commerce and development of identification via Bank ID when creating customer numbers (deployment in Q1 2023). Extended procedures for credit assessment and credit monitoring as well as internal training on fraud and how employees should act to prevent this. Also internal control mechanisms such as the four eyes principle.<br><br>Follow-up takes place via confirmed customer losses and credits with the cause code "fraud". |
| <b>IT</b>         | Security and operation of our systems. We are dependent on functioning systems for the business to function. Any outages or cyberattacks affect the business's ability to accomplish its purpose. Also includes handling of information and risk of information leakage. | 4   | 1   | Complies with Würth Group standards and high internal awareness.<br><br>Training in information security and GDPR.  |
| <b>Logistics</b>  | System breakdown or interruption in our logistics system, which affects our ability to deliver goods to customers.   | 3   | 2   | Continuous service, preventive maintenance and monthly reconciliations with supplier. In case of incidents, root cause analysis is carried out.   |
| <b>Purchasing</b> | High dependence on individual suppliers. Negative effects due to supply chain delays/disruptions, raw material shortages and higher transport costs.   | 2   | 2   | Service level is monitored daily. Price alerts and price negotiations as well as supplier meetings and supplier assessments/evaluations.<br><br>Annual volume and potential assessment.   |

# ONE WORLD ONE WÜRTH

| Area                    | Identified risk  | Identified risk<br>Consequence 1-4:<br>1: Negligible<br>2: Moderate<br>3: Significant<br>4: Serious | Probability of<br>occurrence 1-4:<br>1: Very small<br>2: Small<br>3: Great<br>4: Very great | Management and follow-up   |
|-------------------------|--|---|---|--|
| <b>Employees</b>        | <p><u>Skills shortages:</u><br/>Risk of not attracting the right staffing/skills in a challenging labour market.</p> <p><u>High fluctuation:</u><br/>Risk of increased fluctuation due to unrest in society and the outside world as well as enticing offers from other employers.</p> | 3   | 3   | <p>Employer Branding strategy that meets needs and market. Focus on leadership in order to retain the employees we have. Investment in existing staff through various training activities, talent management and attractive benefits.</p> <p>Monitoring takes place via staff turnover.</p>  |
| <b>Work environment</b> | <p><u>Health and safety:</u><br/>Risk of accidents or incidents at the workplace. Our workplace is spread all over Sweden, in office, warehouse, shops or vehicles. After the pandemic, the home has also become a workplace for many.</p>   | 3   | 2   | <p>Our work environment policy regulates how we should work to ensure a safe work environment. To ensure compliance with this, training is required, but also review of permanent workplaces via our health and safety committee. Safety inspections are carried out every two months and the purpose is to identify any risks and thus prevent these. The work is based on established checklists.</p> <p>In the event of an incident, incident reporting takes place and in the event of an accident, an investigation is carried out instead. Reporting and investigation are essential to prevent new incidents or accidents. This is regulated in our procedure for incidents and occupational accidents.</p> |
| <b>Sales</b>            | <p>The pricing of our products is fundamental for profitable growth, especially during these times when input prices have increased. Pricing must take into account customer satisfaction and competitiveness.</p>   | 4   | 3   | <p>Clear pricing strategy and continuous monitoring of the market.</p>   |

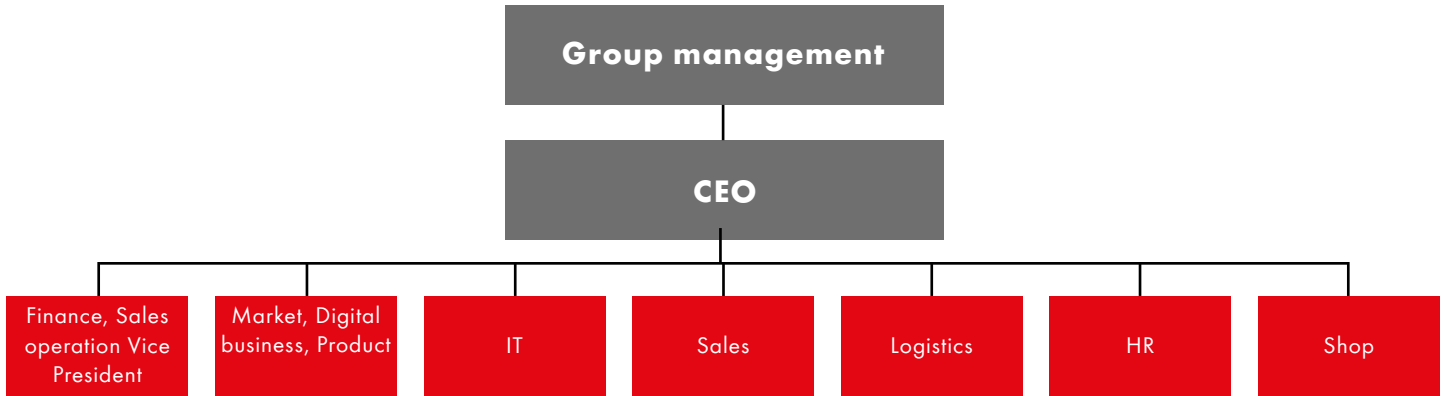
# ONE FAMILY



# Group management and management team

The Würth Group governs Würth Svenska AB through the formal regulations Policy and Procedure, PAP. Governance also takes place through the annual budget process and ongoing decisions from group management, which are then communicated to subsidiaries.

The Swedish management consists of a management team. The management team consists of the operational managers where the CEO is chair and the purpose of this group is to make decisions that cannot or may not be decided in the line organisation.



## Group policy

The group provides a number of common policies that guide operations. It is the management team's responsibility to implement and ensure compliance with the policies established by the group. Internal policies are established and implemented by the

national management team. The company's central governing documents are Policy and Procedure, Code of Compliance, Quality-Environment-Health and Safety Policy and Work Environment Policy.

## Policy and Procedure, PAP

A group-wide regulatory system for all Würth companies. The purpose of PAP is to coordinate working methods and communicate clear instructions, mandatory for all companies. To ensure compliance, the group conducts internal audits every three years.





### Code of Compliance, CoC

The group's CoC contains guidelines for how employees should act as representatives of Würth. This includes what is considered acceptable regarding the acceptance or giving of gifts within a business relationship, as well as zero tolerance of bribery to prevent corruption. To ensure compliance internally, mandatory training on CoC is conducted.

In total, 86% and 80% respectively of our employees completed the mandatory Compliance training.

Since the implementation rate is not in line with the target of 91%, it is a potential risk and therefore we must in the future establish procedures for follow-up and requirements for responsible managers to ensure that all employees complete the training.

### Whistleblowing

Speak up is a system where both internal and external stakeholders can anonymously report violations or unsatisfactory conditions. In the event of reporting, an investigation is carried out to ensure that the same actions or behaviour do not occur again. Speak up is in line with the statutory directive regarding whistleblowing and the Act on Measures to Protect a Person Who Reports Unsatisfactory Conditions (2021:890).

In 2022, two violations related to discrimination were reported. The cases were handled based on established procedures.

| Mandatory training          | Expected implementation rate | Outcome |
|-----------------------------|------------------------------|---------|
| Information security part 1 | *91%                         | 86%     |
| Information security part 2 | *91%                         | 85%     |
| GDPR                        | *91%                         | 69%     |
| Compliance basics           | *91%                         | 86%     |
| Compliance competition      | *91%                         | 80%     |

\* 91% is the flat rate that includes the loss of employees who are not expected to complete the training due to sick leave, leave of absence, parental leave or recent appointment.



# GRI-INDEX



| <b>GRI 100</b>  |  | Unit | "Actual 2022 December" | "Actual 2021 December" |
|-----------------|--|------|------------------------|------------------------|
| <b>100</b>      | <b>General disclosures</b>   |      |                        |                        |
| <b>103-3</b>    | <b>Evaluation of the management approach</b>                                     |      |                        |                        |
| 103-3-0010      | Has the company implemented a quality management system?                         |      |                        |                        |
| 103-3-0020      | yes  |      | ✓                      | ✓                      |
| 103-3-0020-0000 | certified according to ISO 9001  |      | ✓                      | ✓                      |
| 103-3-0020-0005 | certified according to other standard (please describe)                          |      |                        |                        |
| 103-3-0020-0010 | non-certified standard (please describe)   |      |                        |                        |
| 103-3-0030      | no   |      |                        |                        |
| 103-3-0040      | Has the company implemented an occupational health and safety management system? |      |                        |                        |
| 103-3-0050      | yes  |      |                        |                        |
| 103-3-0050-0000 | certified according to ISO 45001   |      |                        |                        |
| 103-3-0050-0005 | certified according to other standard (please describe)                          |      |                        |                        |
| 103-3-0050-0010 | non-certified standard (please describe)   |      |                        |                        |
| 103-3-0060      | no   |      | ✓                      | ✓                      |
| 103-3-0070      | Has the company implemented an environmental management system?                  |      |                        |                        |
| 103-3-0080      | yes  |      | ✓                      | ✓                      |
| 103-3-0080-0005 | certified according to ISO 14001   |      | ✓                      | ✓                      |
| 103-3-0080-0010 | certified according to other standard (please describe)                          |      |                        |                        |
| 103-3-0080-0015 | non-certified standard (please describe)   |      |                        |                        |
| 103-3-0090      | no   |      |                        |                        |
| 103-3-0100      | Has the company implemented an energy management system?                         |      |                        |                        |
| 103-3-0110      | yes  |      |                        |                        |
| 103-3-0110-0000 | certified according to ISO 50001   |      |                        |                        |
| 103-3-0110-0005 | certified according to other standard (please describe)                          |      |                        |                        |
| 103-3-0110-0010 | non-certified standard (please describe)   |      |                        |                        |
| 103-3-0120      | no   |      | ✓                      | ✓                      |

| <b>GRI 200</b>  |  | Unit | "Actual<br>2022<br>December" | "Actual<br>2021<br>December" |
|-----------------|--|------|------------------------------|------------------------------|
| <b>201</b>      | <b>Economic performance</b>  |      |                              |                              |
| <b>201-1</b>    | <b>Direct economic value generated and distributed</b>   |      |                              |                              |
| 201-1-0010      | Total sales (incl. internal sales)   | LC   | 1 172 544 297,38             | 1 032 357 791,86             |
| 201-1-0015      | Total sales (external only)  | LC   | 1 172 431 225,09             | 1 026 029 699,33             |
| <b>201-2</b>    | <b>Financial implications and other risks and opportunities for the company due to climate change</b>  |      |                              |                              |
| 201-2-0020      | Are business operations subject to any financial implications and other risks due to climate change?   |      |                              |                              |
| 201-2-0020-0000 | yes, already   |      |                              |                              |
| 201-2-0020-0005 | to be expected in the short term (in the next 1-5 years)   |      |                              |                              |
| 201-2-0020-0010 | to be expected in the medium term (in the next 6-10 years)   |      | ✓                            | ✓                            |
| 201-2-0020-0015 | to be expected in the long term (in more than 10 years)  |      |                              |                              |
| 201-2-0020-0020 | no   |      |                              |                              |
| 201-2-0020-0025 | not specified  |      |                              |                              |
| 201-2-0030      | Has climate change created any business opportunities?   |      |                              |                              |
| 201-2-0030-0000 | yes, already   |      | ✓                            | ✓                            |
| 201-2-0030-0005 | to be expected in the short term (in the next 1-5 years)   |      |                              |                              |
| 201-2-0030-0010 | to be expected in the medium term (in the next 6-10 years)   |      |                              |                              |
| 201-2-0030-0015 | to be expected in the long term (in more than 10 years)  |      |                              |                              |
| 201-2-0030-0020 | no   |      |                              |                              |
| 201-2-0030-0025 | not specified  |      |                              |                              |
| <b>201-3</b>    | <b>Defined benefit plan obligations and other retirement plans</b>   |      |                              |                              |
| 201-3-0010      | Does the company have defined benefit plan obligations and other retirement plans?   |      |                              |                              |
| 201-3-0010-0005 | Amount from P/L  | LC   | 0,00                         | 0,00                         |
| <b>203</b>      | <b>Indirect economic impacts</b>   |      |                              |                              |
| <b>203-1</b>    | <b>Infrastructure investments and services supported</b>   |      |                              |                              |
| 203-1-0010      | Has the company invested (>50,000 EUR) in local infrastructure or services that benefit the community and local economy in the reporting period? |      |                              |                              |
| 203-1-0010-0000 | yes  |      |                              | ✓                            |
| 203-1-0010-0010 | Total amount   | LC   | 0,00                         | 1 045 590,00                 |
| 203-1-0020      | Type of investment in local infrastructure or services   |      |                              |                              |
| 203-1-0020-0000 | Traffic and transportation   |      |                              | ✓                            |
| 203-1-0020-0005 | Utilities  |      |                              |                              |
| 203-1-0020-0010 | Digital infrastructure   |      |                              |                              |
| 203-1-0020-0015 | Community social facilities  |      |                              |                              |
| 203-1-0020-0020 | Health and welfare   |      |                              |                              |
| 203-1-0020-0025 | Sports facilities  |      |                              |                              |
| 203-1-0020-0030 | Education  |      |                              |                              |
| 203-1-0020-0035 | Science & research   |      |                              |                              |
| 203-1-0020-0040 | other (please name)  |      |                              |                              |
| 203-1-0010-0005 | no   |      | ✓                            |                              |



| <b>GRI 200</b>  |   | Unit   | "Actual 2022 December" | "Actual 2021 December" |
|-----------------|---|--------|------------------------|------------------------|
| <b>204</b>      | <b>Procurement impacts</b>  |        |                        |                        |
| <b>204-1</b>    | <b>Proportion of spending on local suppliers</b>  |        |                        |                        |
| 204-1-0010      | Please enter the percentage of local external suppliers in your pool of suppliers (direct suppliers, percentage of procurement volume (>50,000 EUR)). |        |                        |                        |
| 204-1-0010-0000 | We only source from local suppliers (100 %).  |        |                        |                        |
| 204-1-0010-0005 | 80 % to 99 %  |        |                        |                        |
| 204-1-0010-0010 | 50 % to 79 %  |        |                        |                        |
| 204-1-0010-0015 | 20 % to 49 %  |        |                        |                        |
| 204-1-0010-0020 | less than 20 %  |        | ✓                      | ✓                      |
| 204-1-0010-0025 | We do not source from local suppliers (0 %).  |        |                        |                        |
| 204-1-0010-0030 | It is no documentation available.   |        |                        |                        |
| <b>205</b>      | <b>Anti-corruption</b>  |        |                        |                        |
| <b>205-3</b>    | <b>Confirmed incidents of corruption and actions taken</b>  |        |                        |                        |
| 205-3-0010      | Are there any confirmed incidents of corruption?  |        |                        |                        |
| 205-3-0010-0000 | yes   |        |                        |                        |
| 205-3-0010-0005 | Please enter the total number of confirmed incidents of corruption in reporting period.   | Number | 0                      | 0                      |
| 205-3-0010-0010 | Total number of confirmed incidents in which employees were dismissed or disciplined  | Number | 0                      | 0                      |
| 205-3-0010-0015 | Total number of confirmed incidents when contracts with business partners were terminated   | Number | 0                      | 0                      |
| 205-3-0010-0020 | Public legal cases regarding corruption brought against the company or its employees  | Number | 0                      | 0                      |
| 205-3-0020-0020 | no  |        | ✓                      | ✓                      |
| <b>206</b>      | <b>Anti-competitive behavior</b>  |        |                        |                        |
| <b>206-1</b>    | <b>Legal actions for anti-competitive behavior, anti-trust, and monopoly practices</b>  |        |                        |                        |
| 206-1-0010      | Is your company subject to legal action for anti-competitive behavior, anti-trust, and monopoly practices?  |        |                        |                        |
| 206-1-0010-0000 | yes, please explain in the comment field  |        |                        |                        |
| 206-1-0010-0005 | no  |        | ✓                      | ✓                      |

| <b>GRI 300</b>  |  | Unit                      | "Actual 2022 December" | "Actual 2021 December" |
|-----------------|--|---------------------------|------------------------|------------------------|
| <b>301</b>      | <b>Materials</b>   |                           |                        |                        |
| <b>301-1</b>    | <b>Materials used by weight or volume</b>  |                           |                        |                        |
| 301-1-0010      | Please enter the total weight of all packaging materials placed on the market in metric tons (t).  | t                         | 287,000                | 208,900                |
| 301-1-0010-0000 | of which glass   | t                         | 0,002                  | 0,000                  |
| 301-1-0010-0005 | of which paper, cardboard  | t                         | 187,700                | 201,400                |
| 301-1-0010-0010 | of which ferrous metals  | t                         | 0,000                  | 0,000                  |
| 301-1-0010-0015 | of which aluminum  | t                         | 0,000                  | 0,000                  |
| 301-1-0010-0020 | of which plastics  | t                         | 9,300                  | 7,500                  |
| 301-1-0010-0025 | of which other composite packaging   | t                         | 0,000                  | 0,000                  |
| 301-1-0010-0030 | of which textile fabrics   | t                         | 0,000                  | 0,000                  |
| 301-1-0010-0033 | of which wood  | t                         | 90,000                 | 215,6                  |
| 301-1-0010-0035 | other (please list individually in comments)   | t                         | 0,000                  | 0,000                  |
| 301-1-0010-0038 | The weight is not available for all material types used.   |                           |                        |                        |
| 301-1-0010-0040 | The use of materials is not reported by type of material.  |                           |                        |                        |
| 301-1-0020      | No packaging material is used.   |                           |                        |                        |
| <b>301-2</b>    | <b>Recycled input materials used</b>   |                           |                        |                        |
| 301-2-0010      | Is the company using recycled materials for packaging?   |                           |                        |                        |
| 301-2-0010-0000 | yes  |                           | ✓                      |                        |
| 301-2-0030-0005 | If yes, please enter the weight of all recycled materials used for packaging in metric tons (t) and the material type(s) in the comment field.                             | t                         | 9,300                  | 0,000                  |
| 301-2-0030-0010 | no data available  |                           |                        |                        |
| 301-2-0010-0003 | no   |                           |                        |                        |
| 301-2-0040      | Is recycled material used in product manufacturing? (ONLY production/manufacture)  |                           |                        |                        |
| 301-2-0040-0003 | ja   |                           |                        |                        |
| 301-2-0040-0000 | If yes, please enter the total weight of all materials used in product manufacturing in metric tons (t).   | t                         | 0,000                  | 0,000                  |
| 301-2-0040-0005 | If yes, please enter the weight of all recycled materials used in product manufacturing in metric tons (t) and the material type(s) in the comment field.                  | t                         | 0,000                  | 0,000                  |
| 301-2-0040-0010 | no data available  |                           |                        |                        |
| 301-2-0010-0005 | no   |                           | ✓                      | ✓                      |
| <b>302</b>      | <b>Energy</b>  |                           |                        |                        |
| <b>302-1</b>    | <b>Energy consumption within the company</b>   |                           |                        |                        |
| 302-1-0010      | Total heating consumption  | kWh                       | 1 502 673,00           | 2 529 794,00           |
| 302-1-0010-0000 | Heating oil  | kWh                       | 0,00                   | 0,00                   |
| 302-1-0010-0005 | Natural gas  | kWh                       | 0,00                   | 0,00                   |
| 302-1-0010-0010 | Biogas   | kWh                       | 0,00                   | 0,00                   |
| 302-1-0010-0012 | Liquefied petroleum gas (LPG)  | kWh                       | 0,00                   | 0,00                   |
| 302-1-0010-0013 | Propane gas  | kWh                       | 0,00                   | 0,00                   |
| 302-1-0010-0015 | Electricity input for heat pump (included in total electricity consumption)  | kWh                       | 0,00                   | 0,00                   |
| 302-1-0010-0020 | District heating   | kWh                       | 1 502 673,00           | 2 529 794,00           |
| 302-1-0010-0023 | If specific emission factor of the supplier for district heating is available, please specify it incl. type of supply (e.g. biogas, biomethane, ...) in the comment field. | g CO <sub>2</sub> e / kWh | 78 138 970,00          | 151 787 640,00         |

| <b>GRI 300</b>  |   | Unit                      | "Actual 2022 December" | "Actual 2021 December" |
|-----------------|---|---------------------------|------------------------|------------------------|
| 302-1-0010-0025 | Biomass   | kWh                       | 0,00                   | 0,00                   |
| 302-1-0010-0027 | Wood pellets  | kWh                       | 0,00                   | 0,00                   |
| 302-1-0010-0030 | other (please list individually in comments)  | kWh                       | 0,00                   | 0,00                   |
| 302-1-0010-0035 | It is heated electrically (included in total electricity consumption)   |                           |                        |                        |
| 302-1-0010-0040 | There is no heat demand   |                           |                        |                        |
| 302-1-0015      | Refrigerant refill amount   |                           |                        |                        |
| 302-1-0015-0000 | R22   | kg                        | 0,0                    | 0,0                    |
| 302-1-0015-0005 | R134a   | kg                        | 0,0                    | 0,0                    |
| 302-1-0015-0010 | R404A   | kg                        | 0,0                    | 0,0                    |
| 302-1-0015-0015 | R410A   | kg                        | 0,0                    | 0,0                    |
| 302-1-0015-0020 | R407C   | kg                        | 0,0                    | 0,0                    |
| 302-1-0015-0025 | R-32   HFC-32   | kg                        | 0,0                    | 0,0                    |
| 302-1-0015-0030 | Other (please specify in comment field)   | kg                        | 0,0                    | 0,0                    |
| 302-1-0020      | Total electricity consumption   | kWh                       | 1 890 698,00           | 1 790 684,00           |
| 302-1-0020-0014 | of which conventional electricity   | kWh                       | 0,00                   | 0,00                   |
| 302-1-0020-0015 | of which green electricity purchased (please specify type in comment field)   | kWh                       | 1 890 698,00           | 1 780 796,00           |
| 302-1-0020-0020 | If specific emission factor of the supplier for the external electricity purchase is available, please specify this value incl. type of purchase (e.g. hydropower, coal-fired power, ...) in the comment field. | g CO <sub>2</sub> e / kWh | 0,00000                | 0,00000                |
| 302-1-0020-0025 | Self-generated electricity (TOTAL)  | kWh                       | 0,00                   | 0,00                   |
| 302-1-0020-0005 | Feeding into the public grid (for payment)  | kWh                       | 0,00                   | 0,00                   |
| 302-1-0020-0030 | of which photovoltaic   | kWh                       | 0,00                   | 0,00                   |
| 302-1-0020-0000 | of which own consumption photovoltaic   | kWh                       | 0,00                   | 0,00                   |
| 302-1-0020-0035 | of which electricity from photovoltaics fed into the public grid  | kWh                       | 0,00                   | 0,00                   |
| 302-1-0020-0040 | Installed capacity for the reporting period   | kW <sub>peak</sub>        | 0,00                   | 0,00                   |
| 302-1-0020-0045 | of which block heat and power plant   | kWh                       | 0,00                   | 0,00                   |
| 302-1-0020-0050 | of which own consumption block heat and power plant   | kWh                       | 0,00                   | 0,00                   |
| 302-1-0020-0055 | of which electricity from the block heat and power plant fed into the public grid   | kWh                       | 0,00                   | 0,00                   |
| 302-1-0020-0060 | of which hydroelectric power plant  | kWh                       | 0,00                   | 0,00                   |
| 302-1-0020-0065 | of which own consumption hydroelectric power plant  | kWh                       | 0,00                   | 0,00                   |
| 302-1-0020-0070 | of which electricity from the hydroelectric power plant fed into the public grid  | kWh                       | 0,00                   | 0,00                   |
| 302-1-0020-0075 | of which diesel (e.g. emergency generator)  | kWh                       | 0,00                   | 0,00                   |
| 302-1-0020-0080 | Diesel used for power generation (not included in total diesel)   | l                         | 0,0                    | 0,0                    |
| 302-1-0020-0085 | of which other electricity generation (please name in the comment field)  | kWh                       | 0,00                   | 0,00                   |
| 302-1-0020-0010 | of which own consumption Other  | kWh                       | 0,00                   | 0,00                   |
| 302-1-0020-0090 | of which electricity from other fed into the public grid  | kWh                       | 0,00                   | 0,00                   |
| 302-1-0030      | Mobility  |                           |                        |                        |
| 302-1-0040      | Total number of vehicles owned or controlled by the company   | Number                    | 283                    | 287                    |
| 302-1-0040-0000 | of which combustion engines   | Number                    | 171                    | 250                    |
| 302-1-0040-0005 | of which hybrids  | Number                    | 97                     | 32                     |

| <b>GRI 300</b>  |  | Unit   | "Actual 2022 December" | "Actual 2021 December" |
|-----------------|--|--------|------------------------|------------------------|
| 302-1-0040-0010 | of which electric (please specify number of existing & ordered vehicles in the comment field)                  | Number | 14                     | 4                      |
| 302-1-0040-0015 | of which hydrogen  | Number | 1                      | 1                      |
| 302-1-0030-0001 | Fuel for vehicles owned or controlled by the company   |        |                        |                        |
| 302-1-0030-0000 | Gasoline   | l      | 60 574,0               | 57 136,0               |
| 302-1-0030-0005 | Diesel   | l      | 457 510,0              | 568 201,0              |
| 302-1-0030-0007 | Jet fuel   | kg     | 0,0                    | 0,0                    |
| 302-1-0030-0008 | AdBlue   | l      | 923,00                 | N/A                    |
| 302-1-0030-0009 | Ethanol (please specify origin in comment field)   | l      | 91,00                  | N/A                    |
| 302-1-0030-0010 | Electricity  | kWh    | 8 739,00               | 2 864,00               |
| 302-1-0030-0017 | of which charging on the company premises  | kWh    | 5 271,00               | 2 864,00               |
| 302-1-0030-0018 | of which charging outside the company premises   | kWh    | 3 468,00               | N/A                    |
| 302-1-0030-0019 | Number of charging points on the company premises  | Number | 24                     | 24                     |
| 302-1-0030-0020 | Hydrogen   | kg     | 823,00                 | 1 167,00               |
| 302-1-0030-0025 | Other (Please specify energy source and consumption in the comment field)                                      |        |                        |                        |
| <b>302-3</b>    | <b>Energy intensity</b>  |        |                        |                        |
| 302-3-0010      | Total energy consumption (Electricity, Heating & Mobility)   | kWh    | 8 893 103,20           | 10 972 607,06          |
| 302-3-0020      | Own electricity quota (renewable energies)   | %      | 0,00                   | 0,00                   |
| 302-3-0030      | Share of renewable energies in total energy consumption  | %      | 21,26                  | 16,23                  |
| <b>302-4</b>    | <b>Reduction of energy consumption</b>   |        |                        |                        |
| 302-4-0010      | Percentage change in total energy consumption compared to previous year  | %      | 88,31                  | 230,86                 |
| <b>302-5</b>    | <b>Reductions in energy requirements of products and services</b>  |        |                        |                        |
| 302-5-0010      | change in total energy consumption/sales ratio compared to previous year                                       | kWh/LC | -0,00304               | 0,00700                |
| 302-5-0020      | ratio of total energy consumption/sales ratio compared to previous year  | %      | 71,35830               | 292,99442              |
| <b>303</b>      | <b>Water and effluents</b>   |        |                        |                        |
| <b>303-1</b>    | <b>Interactions with water as a shared resource</b>  |        |                        |                        |
| 303-1-0010      | Is water an essential resource for business operations?  |        |                        |                        |
| 303-1-0010-0000 | yes  |        |                        |                        |
| 303-1-0010-0005 | no   |        | ✓                      | ✓                      |
| <b>303-2</b>    | <b>Management of water discharge-related impacts</b>   |        |                        |                        |
| 303-2-0010      | Which minimum standards are set for the quality of effluent discharge?   |        |                        |                        |
| 303-2-0010-0000 | There are mandatory standards that are met. (please name in the comment field)                                 |        |                        |                        |
| 303-2-0010-0005 | There are no mandatory standards.  |        | ✓                      |                        |
| 303-2-0010-0010 | Voluntary quality standards that go beyond the mandatory standards are met. (please name in the comment field) |        |                        |                        |
| <b>303-3</b>    | <b>Water withdrawal</b>  |        |                        |                        |
| 303-3-0010      | Please enter your total water withdrawal in liters (l).  | l      | 2 022 000,0            | N/A                    |
| 303-3-0010-0000 | of which withdrawn from public drinking water supply   | l      | 2 022 000,0            | N/A                    |
| 303-3-0010-0015 | of which groundwater from own wells  | l      | 0,0                    | 0,0                    |
| 303-3-0010-0017 | of which from surface water  | l      | 0,0                    | 0,0                    |



| <b>GRI 300</b>  |   | Unit                             | "Actual 2022 December" | "Actual 2021 December" |
|-----------------|---|----------------------------------|------------------------|------------------------|
| 303-3-0010-0005 | of which from rainwater (cistern)   | l                                | 0,0                    | 0,0                    |
| 303-3-0010-0010 | of which seawater   | l                                | 0,0                    | 0,0                    |
| 303-3-0010-0020 | of which internally treated water   | l                                | 0,0                    | 0,0                    |
| 303-3-0010-0025 | no data available   |                                  |                        |                        |
| <b>303-4</b>    | <b>Water discharge</b>  |                                  |                        |                        |
| 303-4-0010      | Please enter your total water discharge in liters (l).  | l                                | 2 022 000,0            | N/A                    |
| 303-4-0010-0015 | of which in own processing plants   | l                                | 0,0                    | 0,0                    |
| 303-4-0010-0000 | of which into public sewage systems   | l                                | 2 022 000,0            | N/A                    |
| 303-4-0010-0005 | of which into surface water   | l                                | 0,0                    | 0,0                    |
| 303-4-0010-0007 | of which into seawater  | l                                | 0,0                    | 0,0                    |
| 303-4-0010-0010 | of which into groundwater   | l                                | 0,0                    | 0,0                    |
| 303-4-0010-0020 | no data available   |                                  |                        |                        |
| <b>303-5</b>    | <b>Water consumption</b>  |                                  |                        |                        |
| 303-5-0010      | Calculation of water consumption in liters (withdrawal (303-3)-discharge(303-4))  | l                                | 0,0                    | 0,0                    |
| <b>304</b>      | <b>Biodiversity</b>   |                                  |                        |                        |
| <b>304-2</b>    | <b>Significant impacts of activities, products, and services on biodiversity in or adjacent to protected areas and areas of high biodiversity value outside protected areas</b> |                                  |                        |                        |
| 304-2-0010      | Do the company's business operations significantly impact biodiversity?   |                                  |                        |                        |
| 304-2-0010-0000 | yes   |                                  |                        |                        |
| 304-2-0020      | If yes, in what is the nature these impacts?  |                                  |                        |                        |
| 304-2-0020-0000 | Construction or expansion   |                                  |                        |                        |
| 304-2-0020-0005 | Mining  |                                  |                        |                        |
| 304-2-0020-0010 | Emissions (e.g. exhaust air, substances, noise)   |                                  |                        |                        |
| 304-2-0020-0015 | other (please list in comments)   |                                  |                        |                        |
| 304-2-0010-0005 | no  |                                  | ✓                      | ✓                      |
| 304-2-0010-0010 | unknown   |                                  |                        |                        |
| <b>304-3</b>    | <b>Habitats protected or restored</b>   |                                  |                        |                        |
| 304-3-0010      | Has the company implemented measures to protect or restore habitat areas?   |                                  |                        |                        |
| 304-3-0010-0000 | yes (please specify in the comments)  |                                  |                        |                        |
| 304-3-0010-0005 | no  |                                  | ✓                      | ✓                      |
| 304-3-0010-0010 | unknown   |                                  |                        |                        |
| <b>305</b>      | <b>Emissions</b>  |                                  |                        |                        |
| <b>305-1</b>    | <b>Direct (Scope 1) greenhouse gas emissions</b>  |                                  |                        |                        |
| 305-1-0010      | Calculation of direct greenhouse gas emissions based on greenhouse gas emission factors   | t CO <sub>2</sub> e              | 1 391,4                | 1 584,8                |
| <b>305-2</b>    | <b>Energy indirect (Scope 2) greenhouse gas emissions</b>   |                                  |                        |                        |
| 305-2-0010      | Calculation of energy indirect greenhouse gas emissions based on energy consumption data and greenhouse gas emission factors  | t CO <sub>2</sub> e              | 0,0                    | 0,1                    |
| <b>305-4</b>    | <b>Greenhouse gas emissions intensity</b>   |                                  |                        |                        |
| 305-4-0010      | Ratio of total greenhouse gas emissions per employee  | g CO <sub>2</sub> e per employee | 248 943,3              | 297 691,5              |

| <b>GRI 300</b>  |  | Unit             | "Actual 2022 December" | "Actual 2021 December" |
|-----------------|--|------------------|------------------------|------------------------|
| 305-4-0020      | Ratio of total greenhouse gas emissions to sales   | g CO2e per sales | 1,2                    | 1,5                    |
| <b>305-5</b>    | <b>Reduction of greenhouse gas emissions</b>   |                  |                        |                        |
| 305-5-0010      | Change of company's total CO2 emissions compared to previous year  | %                | -12,21                 | -37,52                 |
| <b>306</b>      | <b>Waste</b>   |                  |                        |                        |
| <b>306-2</b>    | <b>Management of significant waste-related impacts</b>   |                  |                        |                        |
| 306-2-0010      | Has the company introduced actions, including circularity measures, to prevent waste generation in its value chain?  |                  |                        |                        |
| 306-2-0010-0000 | yes  |                  | ✓                      | ✓                      |
| 306-2-0020      | If yes, which of the following measures are being implemented?   |                  |                        |                        |
| 306-2-0030      | Input material choices and product design  |                  |                        |                        |
| 306-2-0030-0000 | Improving materials selection and product design through consideration for longevity and durability, repairability, modularity and disassembly, and recyclability                      |                  |                        |                        |
| 306-2-0030-0005 | Reducing the use of raw and finite materials by procuring secondary materials (e.g., used or recycled input materials) or renewable materials  |                  |                        |                        |
| 306-2-0030-0010 | Substituting inputs that have non-hazardous characteristics with inputs that are nonhazardous  |                  |                        |                        |
| 306-2-0040      | Collaboration in the value chain and business model innovation   |                  |                        |                        |
| 306-2-0040-0000 | Setting policies for procurement from suppliers that have sound waste prevention and waste management criteria.  |                  |                        |                        |
| 306-2-0040-0005 | Engaging in or setting up industrial symbiosis as a result of which the company's waste or other outputs (e.g., by-products from production) become inputs for another company         |                  |                        |                        |
| 306-2-0040-0010 | Participating in a collective or individual extended producer responsibility scheme, which extends the producer's responsibility for a product or service to its end of life           |                  | ✓                      | ✓                      |
| 306-2-0040-0015 | Transitioning to and applying new business models, including product service systems, repair services or product leasing that use services instead of products to meet consumer demand |                  |                        |                        |
| 306-2-0040-0020 | Engaging in or setting up take-back schemes and reverse logistics processes to divert products and materials from disposal   |                  | ✓                      | ✓                      |
| 306-2-0050      | End-of-life interventions  |                  |                        |                        |
| 306-2-0050-0000 | Establishing and improving facilities for waste management, including facilities for the collection and sorting of waste.  |                  | ✓                      | ✓                      |
| 306-2-0050-0005 | Recovering products, components, and materials from waste through preparation for reuse and recycling  |                  | ✓                      | ✓                      |
| 306-2-0050-0010 | Concepts for the implementation of or implementation of Cradle to Cradle®  |                  |                        |                        |

| <b>GRI 300</b>  |   | Unit | "Actual 2022 December" | "Actual 2021 December" |
|-----------------|---|------|------------------------|------------------------|
| 306-2-0050-0015 | Engaging with customers to raise awareness about sustainable consumption practices, such as product repair, product sharing, exchange, reuse, and recycling |      | ✓                      | ✓                      |
| 306-2-0010-0005 | no  |      |                        |                        |
| 306-2-0010-0010 | unknown   |      |                        |                        |
| <b>306-3</b>    | <b>Waste generated</b>  |      |                        |                        |
| 306-3-0010      | Please enter the total weight of waste generated in the reporting period in metric tons (t).  | t    | 152,082                | 148,611                |
| 306-3-0010-0005 | of which paper/cardboard  | t    | 95,407                 | 89,000                 |
| 306-3-0010-0010 | of which plastics   | t    | 5,064                  | 3,900                  |
| 306-3-0010-0015 | of which metals   | t    | 20,190                 | 23,540                 |
| 306-3-0010-0020 | of which textiles   | t    | 0,000                  | 0,000                  |
| 306-3-0010-0025 | of which glass  | t    | 0,002                  | 0,000                  |
| 306-3-0010-0027 | of which wood   | t    | 14,120                 | 12,150                 |
| 306-3-0010-0030 | of which non-metallic minerals  | t    | 0,000                  | 0,000                  |
| 306-3-0010-0035 | of which natural materials/bio waste  | t    | 0,000                  | 0,000                  |
| 306-3-0010-0040 | of which hazardous waste  | t    | 8,280                  | 5,721                  |
| 306-3-0010-0045 | of which other composite materials  | t    | 12,085                 | 14,300                 |
| 306-3-0010-0047 | of which other (please name in the comment field)   | t    | 0,000                  | 0,000                  |
| 306-3-0010-0048 | The weight is not available for all types of waste generated.   |      |                        |                        |
| 306-3-0010-0050 | The generation of waste is currently not reported by type of waste.   |      |                        |                        |
| <b>306-4</b>    | <b>Waste diverted from disposal</b>   |      |                        |                        |
| 306-4-0010      | How much of the waste generated is not disposed but is sent for processing for reuse?   | t    | 90,000                 | 215,600                |
| <b>307</b>      | <b>Environmental compliance</b>   |      |                        |                        |
| <b>307-1</b>    | <b>Non-compliance with environmental laws and regulations</b>   |      |                        |                        |
| 307-1-0010      | Was the company subjected fines or non-monetary sanctions for non-compliance with environmental laws and/or regulations in the reporting period?            |      |                        |                        |
| 307-1-0010-0000 | yes, please explain in the comment field.   |      |                        |                        |
| 307-1-0020      | If yes, please enter total monetary value of significant fines.   |      |                        |                        |
| 307-1-0020-0000 | Enter value   | LC   | 0,00                   | 0,00                   |
| 307-1-0010-0005 | no  |      | ✓                      | ✓                      |
| <b>308</b>      | <b>Supplier environmental assessment</b>  |      |                        |                        |
| <b>308-1</b>    | <b>New suppliers that were screened using environmental criteria</b>  |      |                        |                        |
| 308-1-0010      | Are NEW external suppliers screened using environmental criteria? (Purchasing volume >50,000 EUR)   |      |                        |                        |
| 308-1-0010-0000 | yes   |      | ✓                      | ✓                      |
| 308-1-0020      | If yes, please enter the percentage of new suppliers that were screened using environmental criteria.   |      |                        |                        |
| 308-1-0020-0000 | all (100 %)   |      |                        |                        |
| 308-1-0020-0005 | 80% to 99%  |      | ✓                      | ✓                      |

| <b>GRI 300</b>  |  | Unit   | "Actual 2022 December" | "Actual 2021 December" |
|-----------------|--|--------|------------------------|------------------------|
| 308-1-0020-0010 | 50% to 79%   |        |                        |                        |
| 308-1-0020-0015 | 20% to 49%   |        |                        |                        |
| 308-1-0020-0020 | less than 20 %   |        |                        |                        |
| 308-1-0020-0030 | It is no documentation available.  |        |                        |                        |
| 308-1-0010-0005 | no   |        |                        | ✓                      |
| 308-1-0010-0010 | unknown  |        |                        |                        |
| 308-2           | Negative environmental impacts in the supply chain and actions taken   |        |                        |                        |
| 308-2-0010      | Please enter the number of external suppliers assessed for environmental impacts. (Purchasing volume > 50,000 EUR)   | Number | 3                      | 0                      |
| 308-2-0020      | Has the company identified suppliers as having negative environmental impacts?   |        |                        |                        |
| 308-2-0020-0000 | yes  |        |                        |                        |
| 308-2-0030      | If yes, please enter the percentage of external suppliers identified as having actual and potential negative environmental impacts with which improvements were agreed upon as a result of the assessment. |        |                        |                        |
| 308-2-0030-0000 | all (100 %)  |        |                        |                        |
| 308-2-0030-0005 | 80% to 99%   |        |                        |                        |
| 308-2-0030-0010 | 50% to 79%   |        |                        |                        |
| 308-2-0030-0015 | 20% to 49%   |        |                        |                        |
| 308-2-0030-0020 | less than 20 %   |        |                        |                        |
| 308-2-0030-0030 | It is no documentation available.  |        |                        |                        |
| 308-2-0040      | Please enter the percentage of external suppliers identified as having actual and potential negative environmental impacts with which relationships were terminated as a result of the assessment.         |        |                        |                        |
| 308-2-0040-0000 | all (100 %)  |        |                        |                        |
| 308-2-0040-0005 | 80% to 99%   |        |                        |                        |
| 308-2-0040-0010 | 50% to 79%   |        |                        |                        |
| 308-2-0040-0015 | 20% to 49%   |        |                        |                        |
| 308-2-0040-0020 | less than 20 %   |        |                        |                        |
| 308-2-0040-0030 | It is no documentation available.  |        |                        |                        |
| 308-2-0020-0005 | no   |        | ✓                      | ✓                      |
| 308-2-0020-0010 | unknown  |        |                        |                        |



| <b>GRI 400</b>  |  | Unit   | "Actual 2022 December" | "Actual 2021 December" |
|-----------------|--|--------|------------------------|------------------------|
| <b>401</b>      | <b>Employment</b>  |        |                        |                        |
| <b>401-1</b>    | <b>New employee hires</b>  |        |                        |                        |
| 401-1-0010      | Total number of new employee hires during the reporting period and gender  | Number | 97                     | 91                     |
| 401-1-0010-0000 | of which male  | Number | 72                     | 58                     |
| 401-1-0010-0005 | of which female  | Number | 25                     | 33                     |
| 401-1-0010-0010 | of which divers  | Number | N/A                    | N/A                    |
| 401-1-0010-0015 | of which under 30 years  | Number | 31                     | 33                     |
| 401-1-0010-0020 | of which between 30 and 50 years   | Number | 59                     | 54                     |
| 401-1-0010-0025 | of which over 50 years   | Number | 7                      | 4                      |
| <b>401-2</b>    | <b>Employee Benefits</b>   |        |                        |                        |
| 401-2-0010      | What benefits are offered in the reporting company?  |        |                        |                        |
| 401-2-0010-0000 | Insurance services, including life insurance, special terms, etc.  |        | ✓                      | ✓                      |
| 401-2-0010-0005 | Health care, fitness or health management programs   |        | ✓                      | ✓                      |
| 401-2-0010-0010 | Company canteen  |        |                        |                        |
| 401-2-0010-0015 | Traineeships, other training or education programs   |        | ✓                      | ✓                      |
| 401-2-0010-0020 | Parental leave, child care services  |        | ✓                      | ✓                      |
| 401-2-0010-0025 | Flexible working models, mobile/home office  |        | ✓                      | ✓                      |
| 401-2-0010-0030 | Retirement provisions  |        | ✓                      |                        |
| 401-2-0010-0035 | Special bonuses, vacation or Christmas bonus   |        |                        |                        |
| 401-2-0010-0037 | Shareholding   |        |                        |                        |
| 401-2-0010-0040 | Company events and cultural activities   |        | ✓                      | ✓                      |
| 401-2-0010-0045 | Sabbaticals  |        | ✓                      | ✓                      |
| 401-2-0010-0050 | other (please list in comments)  |        | ✓                      | ✓                      |
| 401-2-0010-0055 | not specified  |        |                        |                        |
| <b>401-3</b>    | <b>Parental leave</b>  |        |                        |                        |
| 401-3-0010      | Please enter the total number of employees that took parental leave  | Number | 76                     | 58                     |
| 401-3-0010-0000 | of which female  | Number | 21                     | 17                     |
| 401-3-0010-0005 | of which male  | Number | 55                     | 41                     |
| 401-3-0010-0010 | of which divers  | Number | 0                      | 0                      |
| <b>403</b>      | <b>Occupational health and safety</b>  |        |                        |                        |
| <b>403-2</b>    | <b>Hazard identification, risk assessment, and incident investigation</b>  |        |                        |                        |
| 403-2-0010      | How are work-related hazards identified and risks assessed within the company?   |        |                        |                        |
| 403-2-0010-0000 | The company complies with all legal occupational safety requirements.  |        | ✓                      | ✓                      |
| 403-2-0010-0005 | The company has implemented continuous process to assess hazards and risks to prevent or mitigate significant negative occupational health and safety impacts. |        | ✓                      | ✓                      |
| 403-2-0010-0010 | The company has implemented an internal process for workers to report work-related hazards and hazardous situations.   |        | ✓                      | ✓                      |
| 403-2-0010-0015 | The company has implemented policies and routine processes to avoid injury, accidents or hazardous situations.   |        | ✓                      | ✓                      |
| 403-2-0010-0020 | not specified  |        |                        |                        |

| <b>GRI 400</b>  |   | Unit | "Actual 2022 December" | "Actual 2021 December" |
|-----------------|---|------|------------------------|------------------------|
| 403-2-0020      | How does the company handle work-related incidents?   |      |                        |                        |
| 403-2-0020-0000 | Work-related incidents are investigated internally and statistically evaluated, including a process to reassess and improve hazardous situations and risks relating to the incidents. |      |                        |                        |
| 403-2-0020-0005 | Internal statistics are used to monitor work-related incidents that are evaluated at least once every fiscal year.  |      |                        |                        |
| 403-2-0020-0010 | Only recordable work-related incidents are included in these internal statistics.   |      | ✓                      | ✓                      |
| 403-2-0020-0015 | Work-related incidents are not documented internally.   |      |                        |                        |
| <b>403-3</b>    | <b>Occupational health services</b>   |      |                        |                        |
| 403-3-0010      | Does the company have occupational health services to ensure occupational health and safety?  |      |                        |                        |
| 403-3-0010-0000 | yes   |      | ✓                      | ✓                      |
| 403-3-0020      | If yes, then...   |      |                        |                        |
| 403-3-0020-0000 | ... the privacy of employees and the confidentiality of their personal health data are fully guaranteed via a recognized, approved management system.                                 |      | ✓                      | ✓                      |
| 403-3-0020-0005 | ... the workers' personal health-related information is protected on the basis of the applicable legal requirements.  |      | ✓                      | ✓                      |
| 403-3-0020-0010 | ... the use of these occupational health services is voluntary.   |      | ✓                      | ✓                      |
| 403-3-0010-0005 | no  |      |                        |                        |
| 403-3-0010-0010 | not specified   |      |                        |                        |
| <b>403-4</b>    | <b>Worker participation, consultation, and communication on occupational health and safety</b>  |      |                        |                        |
| 403-4-0010      | Is there an opportunity for employees to participate in the company's decisions on occupational health and safety issues or to take part in measures?                                 |      |                        |                        |
| 403-4-0010-0000 | yes   |      | ✓                      | ✓                      |
| 403-4-0020      | If yes, please describe existing measures   |      |                        |                        |
| 403-4-0020-0000 | Appointment of a formally recognized health and safety officer  |      | ✓                      | ✓                      |
| 403-4-0020-0005 | Company physician   |      | ✓                      | ✓                      |
| 403-4-0020-0010 | Gym or fitness programs   |      |                        |                        |
| 403-4-0020-0015 | Works council   |      | ✓                      | ✓                      |
| 403-4-0020-0020 | other (please list in comments)   |      | ✓                      | ✓                      |
| 403-4-0010-0005 | no  |      |                        |                        |
| 403-4-0010-0010 | not specified   |      |                        |                        |
| <b>403-5</b>    | <b>Worker training on occupational health and safety</b>  |      |                        |                        |
| 403-5-0010      | Is occupational health and safety training provided to workers?   |      |                        |                        |
| 403-5-0010-0000 | yes   |      | ✓                      | ✓                      |
| 403-5-0020      | How is the training designed?   |      |                        |                        |
| 403-5-0020-0000 | Mandatory general training for everyone   |      | ✓                      | ✓                      |
| 403-5-0020-0005 | Voluntary training offers on specific work-related hazards  |      | ✓                      | ✓                      |
| 403-5-0020-0015 | other (please list in comments)   |      | ✓                      | ✓                      |
| 403-5-0030      | How is the training delivered?  |      |                        |                        |
| 403-5-0030-0000 | Training sessions are held by internal employees  |      | ✓                      |                        |
| 403-5-0030-0005 | Training sessions are held by external experts  |      | ✓                      | ✓                      |

| <b>GRI 400</b>  |   | Unit   | "Actual 2022 December" | "Actual 2021 December" |
|-----------------|---|--------|------------------------|------------------------|
| 403-5-0030-0010 | not specified   |        |                        |                        |
| 403-5-0040      | When is the training delivered?   |        |                        |                        |
| 403-5-0040-0000 | Training sessions are held during paid working hours  |        | ✓                      | ✓                      |
| 403-5-0040-0005 | Training sessions are held outside paid working hours   |        |                        |                        |
| 403-5-0040-0010 | not specified   |        |                        |                        |
| 403-5-0010-0005 | No training is provided.  |        |                        |                        |
| 403-5-0010-0010 | not specified   |        |                        |                        |
| <b>403-6</b>    | <b>Promotion of worker health</b>   |        |                        |                        |
| 403-6-0010      | Which voluntary non-occupational health promotion services and programs are offered to workers?                     |        |                        |                        |
| 403-6-0010-0000 | Fitness, exercise & sports programs   |        |                        |                        |
| 403-6-0010-0005 | Healthy food  |        |                        |                        |
| 403-6-0010-0010 | Mental health programs  |        |                        |                        |
| 403-6-0010-0015 | Stress-reducing programs  |        |                        |                        |
| 403-6-0010-0020 | Voluntary medical prevention programs (vaccinations, typing, etc.)  |        | ✓                      |                        |
| 403-6-0010-0025 | Prevention and treatment of substance abuse   |        |                        |                        |
| 403-6-0010-0030 | other (please list in comments)   |        |                        |                        |
| 403-6-0010-0035 | not specified   |        |                        | ✓                      |
| <b>403-9</b>    | <b>Work-related injuries</b>  |        |                        |                        |
| 403-9-0010      | Number of recordable work-related incidents   |        |                        |                        |
| 403-9-0010-0020 | Number of fatalities due to work-related injuries/accidents   | Number | 0                      | 0                      |
| 403-9-0010-0025 | Number of work-related injuries / accidents with serious consequences (absence > 6 months)                          | Number | 0                      | 0                      |
| 403-9-0010-0000 | Total number of work-related injuries and accidents beyond first aid  | Number | 0                      | 0                      |
| 403-9-0010-0015 | Total days lost due to work-related injuries / accidents  | Number | 0                      | 0                      |
| 403-9-0010-0005 | Total number of lost workdays (= total time lost)   | Number | 0                      | 0                      |
| 403-9-0010-0010 | Health rate ((regular working days - total days lost) / regular working days)                                       | %      | 100,00                 | 100,00                 |
| <b>404</b>      | <b>Training and education</b>   |        |                        |                        |
| <b>404-1</b>    | <b>Average hours of training per year per employee</b>  |        |                        |                        |
| 404-1-0010      | Please enter the average hours of training that the company's employees have undertaken during the reporting period |        |                        |                        |
| 404-1-0010-0000 | more than 30 hours  |        |                        |                        |
| 404-1-0010-0005 | 20 - 29 hours   |        |                        |                        |
| 404-1-0010-0010 | 10 - 19 hours   |        | ✓                      | ✓                      |
| 404-1-0010-0015 | > 0 - 9 hours   |        |                        |                        |
| 404-1-0010-0020 | none  |        |                        |                        |
| <b>404-2</b>    | <b>Programs to improve employee skills and provide transitional assistance</b>                                      |        |                        |                        |
| 404-2-0010      | Please enter the type and scope of programs implemented and assistance provided to upgrade employee skills          |        |                        |                        |
| 404-2-0010-0000 | Internal training courses   |        | ✓                      |                        |
| 404-2-0010-0005 | Funding support by the company for external training or education   |        | ✓                      | ✓                      |
| 404-2-0010-0007 | Guarantee of educational leave with job guarantee   |        | ✓                      |                        |

| <b>GRI 400</b>  |  | Unit   | "Actual 2022 December" | "Actual 2021 December" |
|-----------------|--|--------|------------------------|------------------------|
| 404-2-0010-0010 | Training courses and programs provided by Akademie Würth   |        | ✓                      | ✓                      |
| 404-2-0010-0015 | Internal training courses provided by Würth Business Academy   |        | ✓                      |                        |
| 404-2-0010-0020 | other (please list in comments)  |        |                        |                        |
| 404-2-0010-0025 | not specified  |        |                        |                        |
| <b>404-3</b>    | <b>Percentage of total employees who received a regular performance and career development review</b>            |        |                        |                        |
| 404-3-0010      | Please enter the percentage of total employees who received a regular performance and career development review: |        |                        |                        |
| 404-3-0010-0000 | all employees (100 %)  |        |                        |                        |
| 404-3-0010-0005 | 75 - 99 %  |        | ✓                      | ✓                      |
| 404-3-0010-0010 | 50 - 74 %  |        |                        |                        |
| 404-3-0010-0015 | 25 - 49 %  |        |                        |                        |
| 404-3-0010-0020 | 1 - 24 %   |        |                        |                        |
| 404-3-0010-0025 | none (0 %)   |        |                        |                        |
| <b>405</b>      | <b>Diversity and equal opportunity</b>   |        |                        |                        |
| <b>405-1</b>    | <b>Diversity of governance bodies and employees</b>  |        |                        |                        |
| 405-1-0010      | TOTAL employees  | Number | 473                    | 453                    |
| 405-1-0010-0000 | of which male  | Number | 367                    | 356                    |
| 405-1-0010-0005 | of which female  | Number | 106                    | 98                     |
| 405-1-0010-0010 | of which divers  | Number | N/A                    | N/A                    |
| 405-1-0010-0015 | of which under 30 years  | Number | 71                     | 68                     |
| 405-1-0010-0020 | of which between 30 and 50 years   | Number | 240                    | 231                    |
| 405-1-0010-0025 | of which over 50 years   | Number | 162                    | 154                    |
| 405-1-0020      | of which part-time employees   | Number | 13                     | 11                     |
| 405-1-0020-0000 | of which male  | Number | 7                      | 3                      |
| 405-1-0020-0005 | of which female  | Number | 6                      | 8                      |
| 405-1-0020-0010 | of which divers  | Number | N/A                    | N/A                    |
| 405-1-0020-0015 | of which under 30 years  | Number | 3                      | 2                      |
| 405-1-0020-0020 | of which between 30 and 50 years   | Number | 3                      | 3                      |
| 405-1-0020-0025 | of which over 50 years   | Number | 7                      | 6                      |
| 405-1-0030      | number of employees in management positions  | Number | 51                     | 57                     |
| 405-1-0030-0000 | of which male  | Number | 41                     | 45                     |
| 405-1-0030-0005 | of which female  | Number | 10                     | 12                     |
| 405-1-0030-0010 | of which divers  | Number | N/A                    | N/A                    |
| 405-1-0030-0015 | of which under 30 years  | Number | 0                      | 0                      |
| 405-1-0030-0020 | of which between 30 and 50 years   | Number | 28                     | 32                     |
| 405-1-0030-0025 | of which over 50 years   | Number | 23                     | 25                     |
| 405-1-0040      | Does the company have defined diversity goals?   |        |                        |                        |
| 405-1-0040-0000 | yes, please explain in the comment field.  |        | ✓                      |                        |
| 405-1-0040-0005 | no   |        |                        |                        |
| 405-1-0050      | Which of the following measures for increasing diversity have been defined in the company?                       |        |                        |                        |
| 405-1-0050-0000 | The relevance of the topic of diversity and inclusion is regularly communicated to all employees.                |        |                        |                        |
| 405-1-0050-0005 | Training on various aspects of diversity and inclusion for all employees.  |        |                        |                        |

| <b>GRI 400</b>  |  | Unit   | "Actual 2022 December" | "Actual 2021 December" |
|-----------------|--|--------|------------------------|------------------------|
| 405-1-0050-0010 | Supplementary training courses related to diversity and inclusion for specific target groups such as managers, HR, etc.        |        |                        |                        |
| 405-1-0050-0015 | In-house network or mentoring program for one or more diversity dimensions.  |        |                        |                        |
| 405-1-0050-0030 | Other (please specify in the comments field)   |        |                        |                        |
| 405-1-0050-0035 | Currently there are no measures to increase diversity.   |        | ✓                      |                        |
| <b>406</b>      | <b>Non-discrimination</b>  |        |                        |                        |
| <b>406-1</b>    | <b>Incidents of discrimination and corrective actions taken</b>  |        |                        |                        |
| 406-1-0010      | Have any incidents of discrimination occurred during the reporting period?   |        |                        |                        |
| 406-1-0010-0000 | yes  |        | ✓                      |                        |
| 406-1-0010-0003 | Number of discrimination related occurrences   | Number | 2                      | 0                      |
| 406-1-0020      | Have corrective actions been defined or implemented?   |        |                        |                        |
| 406-1-0020-0000 | yes, please explain in comment field   |        |                        |                        |
| 406-1-0020-0005 | no   |        | ✓                      |                        |
| 406-1-0030      | Did any of these incidents result in legal action?   |        |                        |                        |
| 406-1-0030-0000 | Yes  |        |                        |                        |
| 406-1-0030-0005 | no   |        | ✓                      |                        |
| 406-1-0010-0005 | no, unknown  |        |                        | ✓                      |
| <b>407</b>      | <b>Freedom of association and collective bargaining</b>  |        |                        |                        |
| <b>407-1</b>    | <b>Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk</b>          |        |                        |                        |
| 407-1-0010      | Do the company's employees have the unrestricted rights to exercise freedom of association and collective bargaining?          |        |                        |                        |
| 407-1-0010-0000 | Yes, we recognize the core labor standards of the International Labor Organization (ILO).                                      |        | ✓                      |                        |
| 407-1-0010-0005 | Yes, but we cannot fully guarantee these rights.   |        |                        | ✓                      |
| 407-1-0010-0010 | no   |        |                        |                        |
| 407-1-0020      | How does the company ensure the right to freedom of association and collective bargaining of employees along the supply chain? |        |                        |                        |
| 407-1-0020-0000 | through voluntary agreements and codes of conduct  |        |                        |                        |
| 407-1-0020-0005 | through our purchasing terms   |        |                        | ✓                      |
| 407-1-0020-0010 | through the binding Supplier Code of Conduct of the Würth Group (or comparable codes of conduct)                               |        | ✓                      |                        |
| 407-1-0020-0015 | We have no codes or regulations to this effect.  |        |                        |                        |
|                 |  |        |                        |                        |
| <b>408-1</b>    | <b>Operations and suppliers at significant risk for incidents of child labor</b>   |        |                        |                        |
| 408-1-0010      | In addition to the Code of Compliance of the Würth Group, how does the company prevent the risk of child labor?                |        |                        |                        |
| 408-1-0010-0000 | through the Supplier Code of Conduct of the Würth Group  |        | ✓                      |                        |
| 408-1-0010-0005 | through an internal code of compliance / code of conduct   |        |                        |                        |
| 408-1-0010-0010 | through own audits in the SQE network  |        |                        |                        |
| 408-1-0010-0015 | through contractual terms of purchasing  |        |                        | ✓                      |



| <b>GRI 400</b>  |  | Unit   | "Actual 2022 December" | "Actual 2021 December" |
|-----------------|--|--------|------------------------|------------------------|
| 408-1-0010-0020 | through audits by external service providers   |        |                        |                        |
| 408-1-0010-0025 | There are no separate codes or regulations to this effect.   |        |                        |                        |
| <b>409</b>      | <b>Forced or compulsory labor</b>  |        |                        |                        |
| <b>409-1</b>    | <b>Operations and suppliers at significant risk for incidents of forced or compulsory labor</b>                                |        |                        |                        |
| 409-1-0010      | In addition to the Code of Compliance of the Würth Group, how does the company prevent the risk of forced or compulsory labor? |        |                        |                        |
| 409-1-0010-0000 | through the Supplier Code of Conduct of the Würth Group  |        | ✓                      |                        |
| 409-1-0010-0005 | through an internal code of compliance / code of conduct   |        |                        |                        |
| 409-1-0010-0010 | through own audits in the SQE network  |        |                        |                        |
| 409-1-0010-0015 | through contractual terms of purchasing  |        |                        | ✓                      |
| 409-1-0010-0020 | through audits by external service providers   |        |                        |                        |
| 409-1-0010-0025 | There are no separate codes or regulations to this effect.   |        |                        |                        |
| <b>414</b>      | <b>Supplier social assessment</b>  |        |                        |                        |
| <b>414-1</b>    | <b>New suppliers that were screened using social criteria</b>  |        |                        |                        |
| 414-1-0010      | Are NEW external suppliers screened using social criteria? (Purchasing volume > 50,000 EUR)                                    |        |                        |                        |
| 414-1-0010-0000 | yes  |        | ✓                      | ✓                      |
| 414-1-0020      | If yes, please enter the percentage of new external suppliers that were screened using social criteria                         |        |                        |                        |
| 414-1-0020-0000 | all (100 %)  |        |                        | ✓                      |
| 414-1-0020-0005 | 80% to 99%   |        | ✓                      |                        |
| 414-1-0020-0010 | 50% to 79%   |        |                        |                        |
| 414-1-0020-0015 | 20% to 49%   |        |                        |                        |
| 414-1-0020-0020 | less than 20 %   |        |                        |                        |
| 414-1-0020-0030 | It is no documentation available.  |        |                        |                        |
| 414-1-0010-0005 | no   |        |                        |                        |
| 414-1-0010-0010 | not specified  |        |                        |                        |
| <b>414-2</b>    | <b>Negative social impacts in the supply chain and actions taken</b>   |        |                        |                        |
| 414-2-0010      | Please enter the number of external suppliers screened using social criteria (Purchasing volume > 50,000 EUR)                  | Number | 3                      | 1                      |
| 414-2-0020      | Has the company identified suppliers where significant actual and potential negative social impacts have been identified?      |        |                        |                        |
| 414-2-0020-0000 | yes  |        |                        |                        |
| 414-2-0030      | If yes, what was the percentage of those identified as having a negative impact on social criteria?                            |        |                        |                        |
| 414-2-0030-0000 | all (100 %)  |        |                        |                        |
| 414-2-0030-0005 | 80% to 99%   |        |                        |                        |
| 414-2-0030-0010 | 50% to 79%   |        |                        |                        |
| 414-2-0030-0015 | 20% to 49%   |        |                        |                        |
| 414-2-0030-0020 | less than 20 %   |        |                        |                        |
| 414-2-0030-0030 | It is no documentation available.  |        |                        |                        |

| <b>GRI 400</b>  |   | Unit   | "Actual 2022 December" | "Actual 2021 December" |
|-----------------|---|--------|------------------------|------------------------|
| 414-2-0020-0005 | no  |        | ✓                      | ✓                      |
| 414-2-0020-0010 | unknown   |        |                        |                        |
| <b>415</b>      | <b>Public policy</b>  |        |                        |                        |
| <b>415-1</b>    | <b>Political contributions</b>  |        |                        |                        |
| 415-1-0010      | Were any financial (in monetary value) and in-kind political contributions made?  |        |                        |                        |
| 415-1-0010-0000 | yes   |        |                        |                        |
| 415-1-0020      | Total monetary value of financial and in-kind political contributions (estimated monetary value)                                | LC     | 0,00                   | 0,00                   |
| 415-1-0020-0000 | unknown   |        |                        |                        |
| 415-1-0010-0005 | no  |        | ✓                      | ✓                      |
| 415-1-0010-0010 | not specified   |        |                        |                        |
| <b>419</b>      | <b>Socioeconomic compliance</b>   |        |                        |                        |
| <b>419-1</b>    | <b>Non-compliance with laws and regulations in the social and economic area</b>   |        |                        |                        |
| 419-1-0010      | Where fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area imposed? |        |                        |                        |
| 419-1-0010-0000 | yes, please explain in the comment field.   |        |                        |                        |
| 419-1-0010-0001 | if yes, total value of fines  | LC     | 0,00                   | 0,00                   |
| 419-1-0010-0002 | if yes, total number of non-monetary sanctions  | Number | 0                      | 0                      |
| 419-1-0010-0003 | If yes, number of cases brought in dispute resolution proceedings   | Number | 0                      | 0                      |
| 419-1-0010-0005 | no  |        | ✓                      | ✓                      |

**Thank you for joining us on our journey to become more sustainable!**

We are humbled by the fact that the journey has only just begun and are excited about what lies ahead. A lot has happened in our business, while major challenges remain ahead. I look back with pride on 2022 as the year when we started our sustainability work in earnest; together we have managed to put sustainability on the agenda and created an awareness of why it is important, for both us and our customers.

**Cornelia Ljungberg**

Sustainability Manager and Compliance Officer

Contact details

[cornelia.ljungberg@wuerth.se](mailto:cornelia.ljungberg@wuerth.se)

+46 703 740 560



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## SUSTAINABILITY REPORT 2022

**Würth Svenska AB** · Box 1705 · 701 17 Örebro · 019-35 10 00 · Street address: Berglundavägen 38 · 702 36 Örebro  
[info@wuerth.se](mailto:info@wuerth.se) · [www.Wuerth.se](http://www.Wuerth.se) **Kundsupport** · 019-35 10 30 · [kundsupport@wuerth.se](mailto:kundsupport@wuerth.se)

### SHOPS

**Avesta** 0226-578 00 **Borlänge** 0243-833 50 **Borås** 033-12 10 00 **Eskilstuna** 016-13 37 80 **Gällivare** 0970-121 10 **Gävle** 026-12 12 12 **Göteborg Backa** 031-51 82 40 **Göteborg Högsbo** 031-45 20 20 **Göteborg Mölndal** 031-27 14 10 **Hudiksvall** 0650-235 10 **Helsingborg** 042-15 21 35 **Jönköping** 036-71 35 50 **Kalmar** 0480-49 31 50 **Karlstad** 054-85 03 20 **Kiruna** 0980-181 50 **Linköping** 013-10 29 50 **Luleå** 0920-138 35 **Malmö Bulltofta** 040-21 80 51 **Malmö Fosie** 040-21 80 50 **Norrköping** 011-12 27 10 **Skellefteå** 0910-70 23 90 **Skövde** 0500-48 48 00 **Stockholm Länna** 08-771 00 71 **Stockholm Norrtull** 08-23 35 10 **Stockholm Solna** 08-26 78 00 **Stockholm Spånga** 08-36 10 00 **Stockholm Upplands Väsby** 08-590 805 36 **Stockholm Västberga** 08-744 25 95 **Sundsvall** 060-12 02 10 **Södertälje** 08-550 100 05 **Umeå** 090-12 06 10 **Uppsala** 018-14 21 50 **Västerås** 021-41 10 30 **Växjö** 0470-131 90 **Örebro Aspholmen** 019-31 05 75 **Örebro Berglunda** 019-35 10 31