

Weidmüller Sustainability Report

Family business with corporate responsibility



2024

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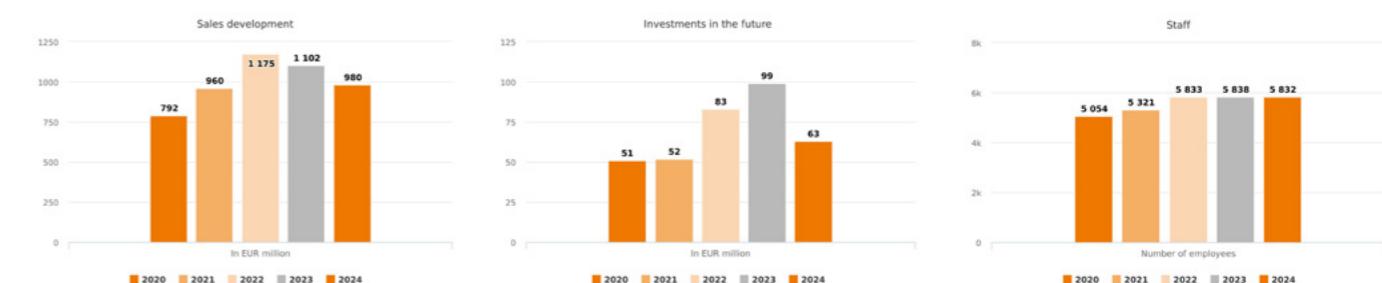
Company profile

GRI 2-1, 2-6

Smart Industrial Connectivity: Electrification, automation, digitalisation, electrical connectivity and renewable energies – markets in which Weidmüller feels right at home. The family-owned company established in 1850 has production facilities and sales companies in over 80 countries. As a global player in electric connection technology, Weidmüller achieved a turnover of almost one billion euros in the 2024 financial year with around 5,700 employees worldwide – around 2,000 of whom work at the company's headquarters in Detmold, in the heart of East Westphalia-Lippe, Germany. What Weidmüller lives by: **Diversity with respect**.

For more information see: www.weidmueller.com

KPIs in a nutshell



Weidmüller at a glance

Industry
Company for
electrotechnology

Divisions

- Cabinet Products
- Device and Field Connectivity
- Automation Products and Solutions

Focus Markets

- Maschinery
- Process
- Energy
- Device Manufacturers
- Transportation
- Building infrastructure

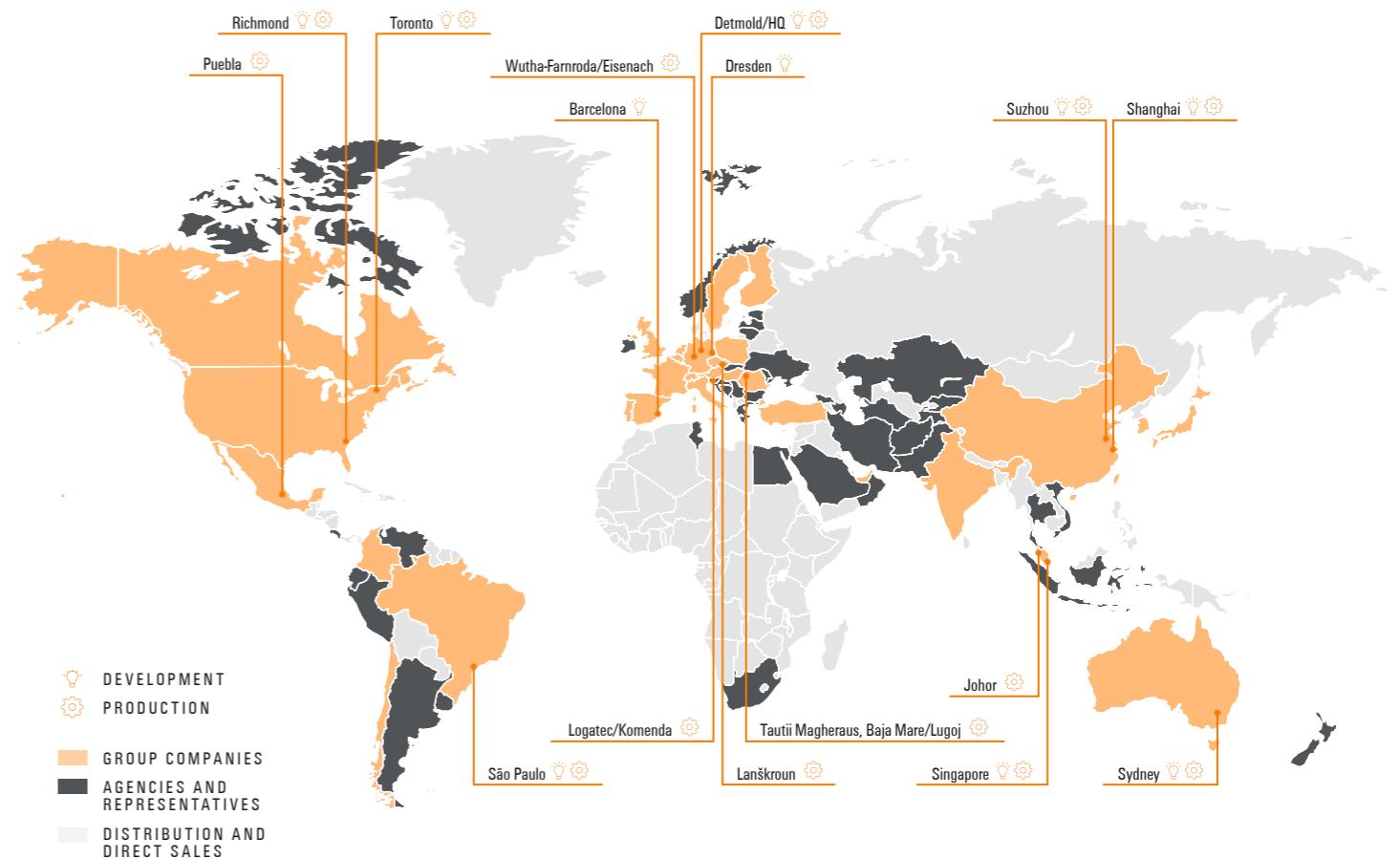
Position
Market leader of Smart Industrial Connectivity

Foundation
1850

Headquarters
Detmold, Germany

Executive Board
Dr. Sebastian Durst (CEO)
Dr. Timo Berger (CTO)
André Sombecki (CFO)
Dr. Christian von Toll (CSO)

Our locations worldwide



Our Commitment to Sustainability

GRI 2-22

Statement from the Executive Board on the Sustainability Report, April 2025

Sustainability is viewed holistically at Weidmüller. For us, it includes more than just climate and environment. A future worth living requires industrial processes that conserve resources as well as reimagined technologies and social responsibility. Holistically sustainable – that is our credo for the future.

Even in times of the 'European Green Deal', we understand sustainability as more than just the formal fulfilment of new regulations and reporting obligations. For Weidmüller, it is rather an ongoing commitment to the environment, our fellow human beings and our economic activities. Striving for a sustainable future is an incentive for us to innovate, and we continue to develop solutions for renewable energies, digitalization, electrification and automation. We see these areas as decisive levers for the long-term sustainable transformation of our society. With our products and solutions, we are enablers of sustainability.

We are also working hard to ensure our internal processes are increasingly led by sustainable thinking. For example, with circular value creation, the decarbonisation of production and products and extensive eco design workshops for every newly developed product. Sustainability is also a constant focus in our new construction projects: Recently we proudly opened our new Weidmüller Distribution Centre which will serve as the new distribution hub in Central Europe.

This is very much in line with our local-for-local concept in China and the USA, which will reduce transportation routes and the associated CO2 emissions. A further such example of this thinking is our new electronics plant in Detmold, which we are putting into operation this year – This includes a roof installation of PV.

In order to implement all these important topics effectively, we will continue to rely on creative people who are responsibly committed to our family business. For this reason, we focus on the professional training of our own specialists and a well-connected, local educational community. For example, in the intergenerational education village at our headquarters in Detmold.

Our path to greater sustainability is long-term and clearly defined. In November 2024, we were once again awarded a gold medal by EcoVadis for our commitment in this area.

You can read about the topics and projects we have implemented and what we are planning for the future in detail in this sustainability report. We look forward to a dialog with you.

Kind Regards



Dr. Sebastian Durst
Chief Executive Officer
and Chief Operations Officer

Dr. Timo Berger
Chief Technology Officer

André Sombecki
Chief Financial Officer

Dr. Christian von Toll
Chief Sales Officer



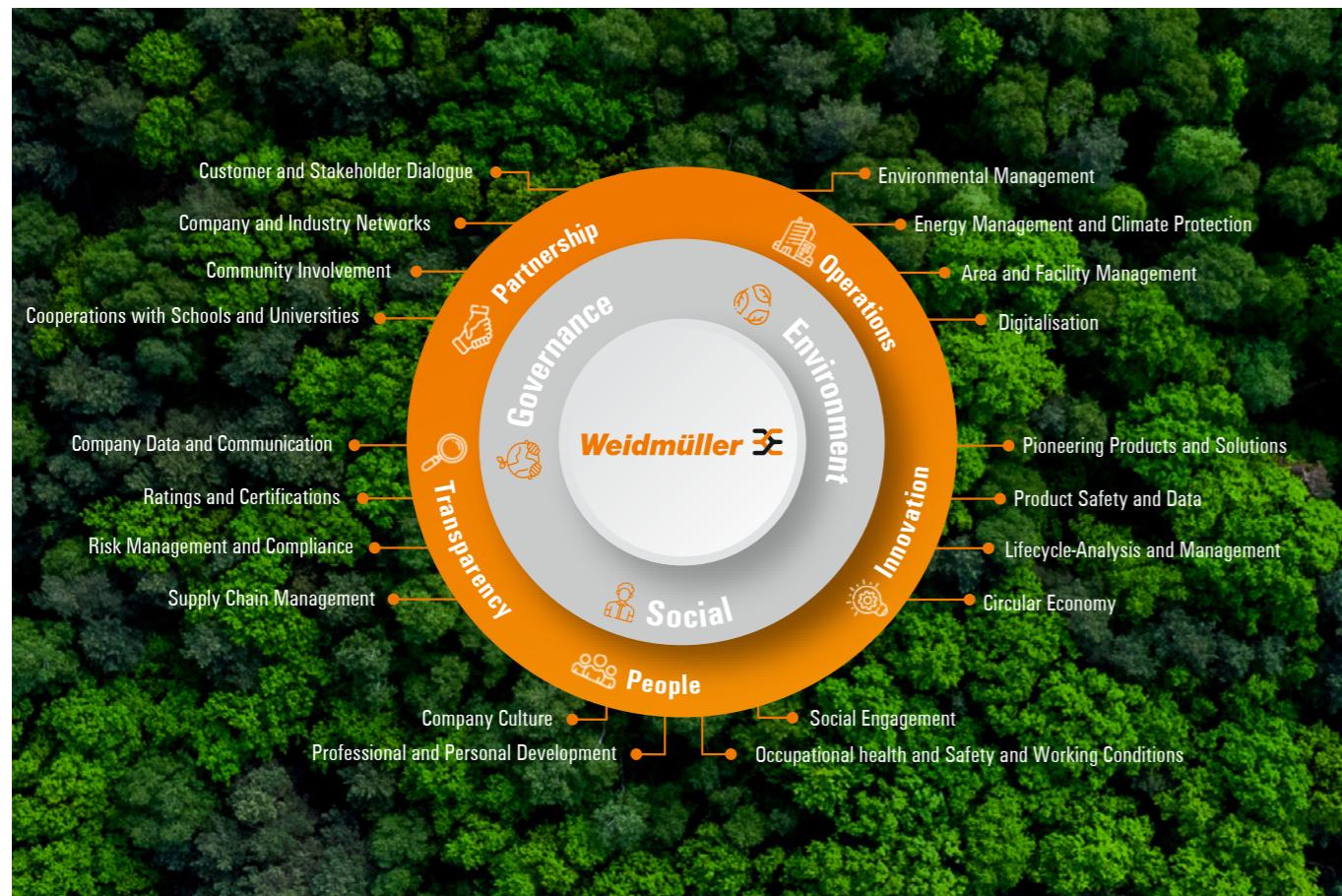
Weidmüller Executive Board: (from left to right)
Dr. Christian von Toll, Dr. Timo Berger, Dr. Sebastian Durst and André Sombecki

Our Responsibilities

We think and act responsibly and with an eye to the future in order to secure Weidmüller's long-term business success and a future worth living for generations to come.

At Weidmüller, we see sustainability as an inseparable component of corporate success and...

- recognise our responsibility for people and the environment and act according to the precautionary principle.
- contribute towards sustainable development at local and global level within the scope of our influence.
- strive to integrate sustainability into all our activities from strategic planning to day-to-day operations.
- promote dialogue and cooperation with all our stakeholders in the spirit of sustainability.



Weidmüller sustainability compass

Weidmüller takes responsibility for a future worth living, for our environment, and for society. The sustainability compass, defined together with our board, forms the basis for a balanced and specifically tailored sustainability strategy for the Weidmüller Group, where we align our responsibilities.

To make sustainability measurable and comparable, we have revised our previous compass and aligned it with the standards of the Global Reporting Initiative (GRI) and the Sustainable Development Goals (SDGs). The GRI standard includes the ESG criteria (Environment, Social, Governance). In addition to these three classic ESG levels of sustainability, our compass places a special focus on our operations, innovation, partnerships, transparency, and people. Here, we clearly see the greatest relevance for our company. Operations encompass environmental management, energy management/climate protection, area/facility management, and digitalisation. The overarching theme of innovation includes pioneering products and solutions, product safety and data, circular economy and lifecycle analysis and management. The People area covers our employees and corporate culture, occupational health and safety, working conditions and social engagement. Transparency covers the topics of corporate data and communication, ratings and certifications, risk management and compliance and supply chain management. From Weidmüller's perspective, the partnership includes stakeholder and customer dialog, company and industry networks, social commitment, as well as cooperation with schools and universities. With the various topics and focus areas, we can make our sustainability strategy measurable through derived key indicators.

With the various topics and focus areas, we can make our sustainability strategy measurable through derived KPIs, as different topics can be interconnected.

Materiality analysis

GRI 3-2

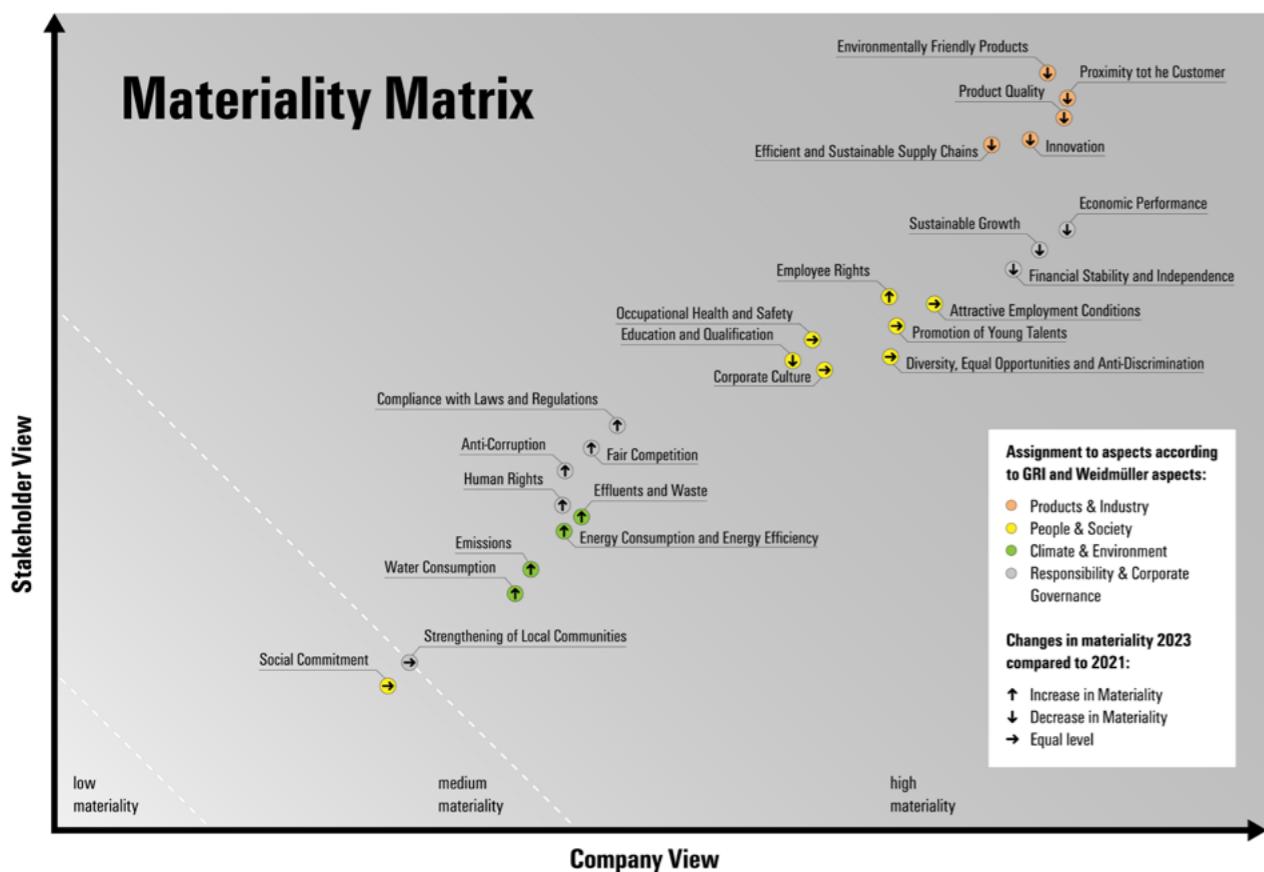
As a family-owned company with 175 years of history, long-term and future-oriented action has always been of great importance to Weidmüller. For this reason, sustainability is of key importance in the corporate strategy. Through constant dialogue with our stakeholders, the needs, values and expectations of various stakeholder groups are taken into account in our sustainability management and integrated into strategies and processes. Our materiality analysis is used to systematically assess these demands on Weidmüller as a company. The 25 topics considered in the materiality analysis, which are based on the GRI standard and focused on Weidmüller-specific aspects, are incorporated into the corporate strategy and thus also the sustainability strategy.

The 25 topics are assigned to the following four areas of the sustainability compass:

- Product & Industry
- People & Society
- Climate & Environment
- Responsibility & Corporate Management

The matrix is structured as follows:

- x-axis: materiality from the company perspective
- y-axis: materiality from the stakeholder perspective
- Categorisation into low, medium and high materiality
- Arrows: change in materiality in 2023 compared to 2021



In the materiality assessment, which is based on surveys, the interview participants prioritised between all 25 topics. The wide range of stakeholders and activities of Weidmüller and its stakeholders result in a diverse positioning of materiality. The participants each adopted a pre-defined stakeholder perspective for the assessment, which included the views of employees, customers, suppliers and the public. At the same time, managers from various Group companies, the Executive Board and the Supervisory Board evaluated from the company perspective. With this cross-section of interview participants, the results are representative of the entire company. In principle, all topics are considered and included in the company organisation, but the materiality analysis helps us to get a differentiated picture.

The prioritisation of the 25 topics in the results matrix from low to high materiality from a stakeholder and company perspective identifies the areas of action for Weidmüller to strengthen our responsibility and address negative impacts within the material topics. The result shows that the focus is on the area of Products & Industry. This area includes the aspects of environmentally friendly products, proximity to customers, sustainable innovations, product quality as well as efficient and sustainable supply chains. According to the result, strong economic performance, financial stability, independence and sustainable growth along with healthy, motivated and qualified employees form the basis for long-term success. Compliance with laws and regulations as well as the continuous optimisation of our use of resources continue to be key sustainability issues. We continue to pursue social commitment out of deep conviction to fulfil our social responsibility.

Contribution to sustainable development (SDGs)

In 2015, the United Nations adopted the 2030 Agenda – a plan for a better future. At the heart of the 2030 Agenda are 17 **sustainable development goals (SDGs)**. Together, these represent a response to the key economic, social and environmental challenges of our time. At Weidmüller, we recognise the high relevance of all 17 goals. Our focus is aligned with the strength of our influence and the expectations of our stakeholders. Based on the materiality analysis, Weidmüller focuses on and actively pursues the following four SDGs.



SDG 7 – Affordable and Clean Energy

Weidmüller's product portfolio and innovations in the field of renewable energies promote their global expansion, thereby contributing to providing access to affordable and clean energy by 2030. We focus on advancing solar and wind energy, which will ultimately increase the share of renewable energy in the global energy mix (7.2). By continuously developing and innovating our technologies we are also increasing the efficiency of these renewable energies (7.3). Weidmüller's renewable energy product portfolio supports their generation, storage and use. Some examples of products and solutions for the energy transition by sector are as follows:



Photovoltaics:

- Products for the installation level between PV panel and inverter
- Overvoltage protection, monitoring, data communication

Wind energy:

- Control cabinet components
- LED systems
- enclosures

Hydrogen energy:

- Condition monitoring of electrolysis stacks
- Weidmüller is also a founding member of the „AquaVentus“ offshore project

E-Mobility:

- Ladestationen
- Lade-Lastmanagement

SDG 8 – Decent Work and Economic Growth



Our employees represent an important resource for Weidmüller, which is why it is a particular concern of ours to offer them humane work. A safe workplace is offered to all groups of people by adhering to and upholding various guidelines and values at Weidmüller. Some examples of implementation and assurance are as follows:

- Safe and fair workplaces for all employees are guaranteed through our occupational safety management (8.3, 8.8).
- Orientation to the Diversity Charter in the hiring process ensures that both men and women, young people and people with disabilities have a fair chance of finding a job at Weidmüller or that these factors do not have a decisive influence on hiring (8.5).
- Our education village and the academy with training center train our junior staff and offer them an easy start into the working environment at Weidmüller (8.6).
- Young employees have the opportunity to complete internships with us while they are still at school in order to gain first insights (8.6).
- Forced labour, child labour and modern slavery are prohibited at Weidmüller and are deeply despised. Complying with internationally recognized human rights standards, e.g., principles for human rights, decent work and the ILO regulation, helps us to continue to avoid despised forms of labour (8.7).

In addition, economic growth is to be driven by Weidmüller's activities. Our technological upgrades and innovations are developed, for example, in our Eco-Design Workshop* (8.2) and deliver positive added value for Weidmüller's sales.

At the same time, we are constantly working to increase our resource efficiency and reduce our waste. Our sustainable consumption & production patterns are promoted by:

- The use of environmentally friendly materials and resource savings in our product design (8.4).
- Closed-loop recycling and our circular value chain (8.4) Energy savings in buildings

*During an Eco-Design Workshop, innovation and modification processes for a safe and environmentally friendly product design are discussed.

Products & Industry

SDG 9 – Industry, Innovation and Infrastructure



Weidmüller supports the goal of making industry more sustainable and seeks to fulfil this goal through innovation and a more efficient use of resources. Through various pilot projects, we strive to close our material cycles through Circular Value Creation, which consumes fewer resources. Our product design also ensures that environmentally friendly and efficient raw materials are used for our products. (9.4)

For Weidmüller, technology and innovation are indispensable for a world worth living in. We contribute to and enable sustainable and progressive solutions for our customers. Weidmüller has set itself the goal of driving the transformation from fossil fuels to renewable energies obtained from wind, sun and hydrogen, through its constant developments and innovations. From the automation of processes to extraction, storage and use, to problems facing our industry, Weidmüller delivers solutions through its innovative product portfolio. These innovations provide customer-specific solutions, for example for wind energy, which reduce investment and operating costs.

Weidmüller is a German technology company in the field of electrical connectivity and electronics. Throughout its 175-year history, Weidmüller has been a pioneer in innovative products, supporting and promoting technological and social change. Sustainability is taking on an increasingly relevant role in this context. We support the change with our products and solutions for the energy transition (PV, wind, e-mobility, hydrogen). That is why we see our products and innovations in particular as a major driver for greater sustainability. In addition, customers and partners actively demand solutions, such as the provision of a carbon footprint for our products as well as the transformation of our products. In addition to our products for the renewable power market, we focus on sustainable design in the development of our products. We aim to make our products more sustainable through energy efficiency, environmentally friendly materials and environmentally friendly product design with the help of product life cycle analyses, including the product carbon footprint. In production, cycles are closed by reusing materials, such as metals and plastics. Digitization is becoming a lever to proactively conserve resources and make our processes more efficient and climate-friendly..

SDG 12 – Responsible Consumption and Production



The current way of doing business must be adapted in order to live considerably within the environment and to deal with its resources. Therefore, sustainable consumption of resources and production that is as environmentally friendly as possible is of high importance to Weidmüller. Various activities of the company are already being realized in this context:

- Sustainable management and efficient use of natural resources is realized with the help of Life Cycle Analyses, Circular Value Creation and our Eco-Design Workshops (12.2), which can ensure a reduction in waste and a decoupling of value creation from raw material consumption (12.5) (see SDG 8.2 & 8.4).
- Our greenhouse gas reduction targets by 2030 release fewer emissions into the air compared to 2019 (12.4)
- Water withdrawals are done responsibly and are treated and reused when possible (12.4)

All these practices and activities for the sustainable transformation of our consumption and production are communicated annually through our Sustainability Report to the entire society (12.6) in order to clearly position us in society for sustainability and environmental awareness.

Our Products and Solutions for the Energy Transition

GRI 2-6



As a supplier of smart industrial connectivity and automation technology, we support the technological change required for sustainable development. Whether CO2-neutral mobility and production, renewable energy generation or smart, intelligent infrastructure – with our products and solutions, we enable the necessary supply and networking of intelligent systems, better resource efficiency and data transparency for our customers. In addition to innovations and industrial design, we focus on quality, application expertise and resource-saving production. Weidmüller is not only one of the leading suppliers in the areas of electronics and electrical connectivity, but also has in-depth practical expertise in wind energy as well as in the photovoltaic industry. With its portfolio for the electromobility and hydrogen industries, Weidmüller also offers products and solutions for the storage and use of regenerative energies. With our products for the generation and use of regenerative energies, we are paying tribute to the United Nations' SDGs 7 and 9.

A wide range of products for photovoltaic systems

Power generation through photovoltaics (PV) represents a clean and future-proof energy supply. Thanks to the sun as a basically inexhaustible natural source of energy, photovoltaics is one of the most environmentally friendly ways to generate electricity, thus making a sustainable contribution to the energy transition. The use of a photovoltaic system generally reduces the emission of air pollutants, meaning damage to the environment such as the greenhouse effect is reduced. Weidmüller supports this form of energy generation and contributes to optimising the use of this renewable energy with its PV products. Weidmüller's range of photovoltaic products covers the entire installation level between the PV panel and the inverter and provides features such as surge protection, monitoring and data communication for PV systems of all sizes. This enables operation that is safe and profitable in the long term, reduces the time and cost of manual monitoring and maintenance, and thus facilitates photovoltaic expansion on a large scale.



Customised solutions for wind energy

Wind energy is an important building block for achieving climate goals on the basis of a renewable energy source. This industry has developed rapidly in recent years: ever larger turbines, more energy yield and ever longer rotor blades. To support this development and make it more efficient, Weidmüller offers customised components and solutions for the construction of wind turbines. In addition to control cabinet components, we offer condition monitoring of rotor blades and screw connections, complete LED systems for the tower, nacelle and hub, as well as customised housing solutions. These solutions are not only used in new turbines, but are also used as retrofit solutions. Besides long, damage-free and optimised operation of the wind turbines, the focus is also on efficiency and public acceptance. For example, aircraft detection lighting systems make a decisive contribution to increasing acceptance among the population. Weidmüller's products and solutions contribute to the sustainability and efficiency of wind turbines and thus also play a major role in the expansion of wind energy.



Comprehensive solutions for the hydrogen industry

From energy production to storage to consumption: Producing hydrogen and using it efficiently is a multi-layered process requiring close interlinking and coordination of a number of technical components. As a specialist in Smart Industrial Connectivity, Weidmüller supports its customers all over the world with products, solutions, and services in the field of energy, signals, and data. The development of solutions specifically for the expansion of the hydrogen industry has also already been initiated: For example, we are implementing the first systems for condition monitoring of electrolysis stacks. At the heart of every system are the stacks in which the water (H₂O) is split into H₂ and O₂. Accordingly, this part of the system is particularly important. In this way, the company is making an important contribution to the development of hydrogen production. In addition, Weidmüller is involved as a founding member in the pioneering "AquaVentus" project off the coast of Helgoland, which is one of the most prominent offshore projects for the production of hydrogen at sea. The funding association has set itself the goal of generating ten gigawatts of green hydrogen from wind energy by 2035. Concepts and products are needed along the entire process chain of hydrogen production to advance the hydrogen industry, thus paving the way for a new, climate- neutral energy landscape of the future.



E-mobility products for the expansion of the charging infrastructure

Electric vehicles will play a central role in mobility in the future. Weidmüller has set itself the goal of promoting a nationwide and demand-oriented charging infrastructure with its e-mobility products. In addition to charging stations, the product portfolio also includes intelligent cloud-based services designed to make the use and management of Weidmüller's e-mobility products as simple and convenient as possible. The Weidmüller wallbox family and our load management system, for example, allow the best possible use of the available power from the electricity grid and PV system for private and commercial charging points. As a pioneer in Smart Industrial Connectivity, Weidmüller is already shaping the future of tomorrow with innovative and creative charging infrastructure solutions.

Sustainable Product Design

GRI 306-2

In addition to our products for the regenerative energies market, one focus in the development and modification process is on the sustainable transformation of our processes. Our aim is to make our products more environmentally friendly through energy efficiency, environmentally friendly materials and product design. This transformation is supported by product life cycle analyses including the Product Carbon Footprint (PCF). The development of sustainable products is an important part of our sustainability strategy, and the reuse of materials in the production process will also become a focus in the future. This is the only way to save resources and close loops.

Product life cycle analyses and digital product data

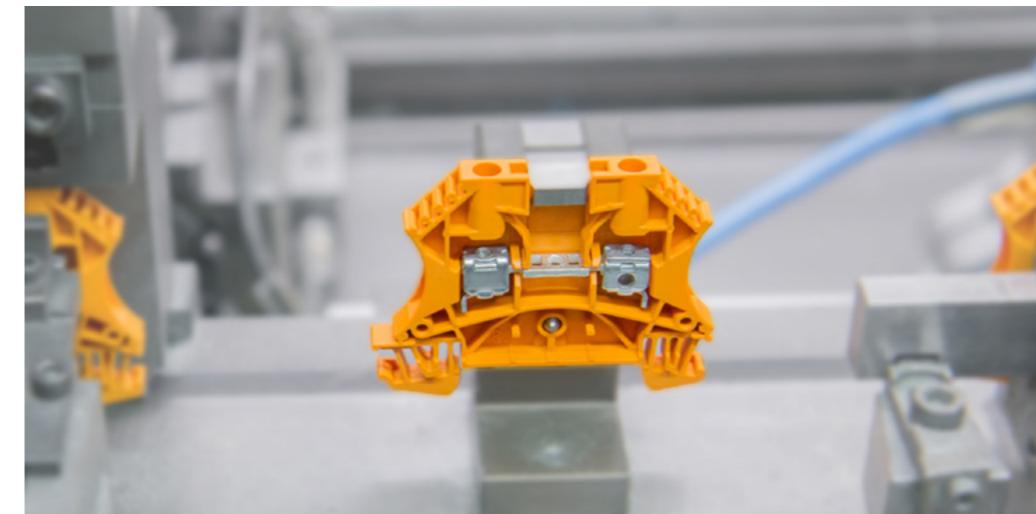
Weidmüller is continuously evaluating its products in terms of their impact on the environment and improving them wherever possible. Since 2022, we have also been using detailed life cycle analyses (LCA) of our products for this purpose. In the framework of an LCA, the entire life cycle of a product is evaluated – from the initial extraction of raw materials to the end of its service life. This includes all environmental impacts that occur during production, the use phase and disposal. It also includes the associated upstream and downstream processes, such as the production of raw materials, consumables and supplies. A life cycle analysis involves collecting data for the product carbon footprint, the water footprint and energy footprint, among other things. We then use the results to optimise our products in a targeted and efficient way. Our current LCA strategy is to balance all of Weidmüller's products and thus make our entire product portfolio more environmentally friendly in a goal-oriented manner.

The PCF is an important component for calculating a company's emissions, essentially in Scope 3, and an important indicator of a product's environmental impact over all its life phases. The PCF brings transparency to the CO₂ emissions in the supply chain that arise from the manufacture and use of products. It can be used to identify the most important influential factors and potentials for reduction, enabling a quantified assessment of product properties and product improvements with regard to their environmental impact. The objective is an automated calculation and transfer of data within the supply chain as well as the implementation of improvements with the help of the findings from the calculations. Through participation in many committees, we support the process of LCA analyses and the associated improvement of products and share our knowledge and ideas.

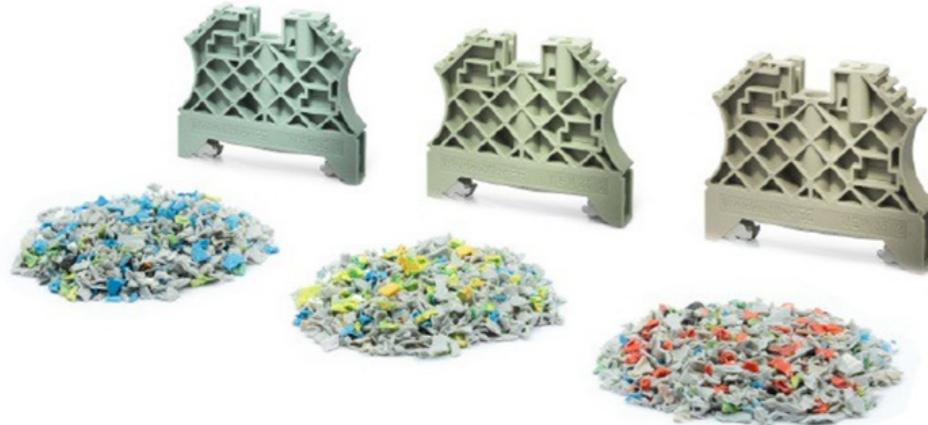
Circular value creation

The reuse of materials in the production process and beyond is one of our areas of focus. The challenges of our time, which reflect our linear economy, include the growing scarcity of raw materials, environmental pollution from waste and the consequences of climate change. Only with a circular economy can we counteract this process, which is harmful to our planet. The aim is therefore to decouple value creation from raw material consumption. Within circular value creation, we distinguish between post-industrial and post-consumer. Post-industrial refers to Weidmüller's production, while post-consumer goes beyond this.

- **Post-industrial:** Weidmüller already recycles production waste and examines the use of secondary raw materials. This closes cycles in our production by reusing materials. Thanks to a successfully completed lighthouse project with the University of Paderborn, we have realised a closed cycle in metal strip processing. We collect the metal waste from the stamping processes by type and return it to our suppliers for reprocessing. We have been working towards implementing this clean process for a number of years, but not always with success. The decisive factor is that our employees have to collect the materials strictly by type, which was a problem that had to be solved. For example, by reducing the number of strip variants as well as centralised purchasing of metal strips via globally uniform partners and, above all, through nudging, i.e. approaches to behavioural control, we now successfully separate 100 percent of the punching waste in our production.
- **Post-consumer:** We take a closer look at the life phases of our products to identify potential for bringing the products themselves or the valuable materials back into the cycle. Aspects in this context include reparability or the recycling of secondary raw materials. We can achieve the latter, for example, by developing solutions to retrieve our products from the market so that we can recycle the high-value materials and sustainably preserve them. To create a closed cycle, it is important to have the end of the product in mind at an early stage and, for example, to think about minimising residual materials and recyclability as well as the dismantling of products during the product development process. Our product managers discuss all these topics in eco-design workshops together with the experts from the Product Compliance team during the course of product development.



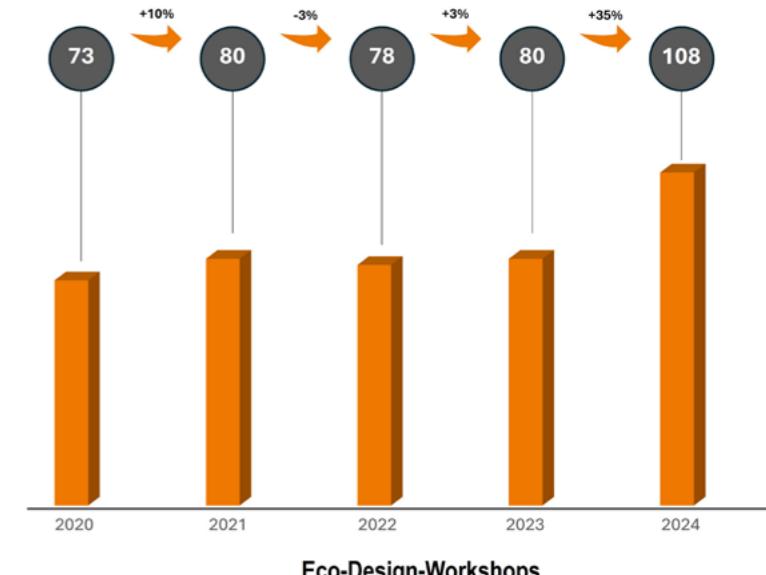
Innovative sustainability: first product made from 100% recycled plastic



In view of the growing importance of sustainability, we are setting new standards by being the first company in the world to offer end brackets made from 100% recycled plastic. This innovative solution actively contributes to reducing the carbon footprint by lowering CO2 emissions during production while conserving valuable natural resources. By reusing materials, we are making an important contribution to the circular economy and helping to minimise waste. Our world's first terminal block product made from 100% recycled plastic (post-industrial material) supports the circular economy by reusing valuable materials and reducing waste. In this way, we actively contribute to the conservation of natural resources and promote the responsible use of raw materials. More than 80 percent CO2 savings through 100% recycled plastic material is a significant step towards reducing the ecological footprint and underlines our commitment to a sustainable future. Thanks to highly developed expertise at the Detmold site and the separation of waste by type within the production sites, we ensure that only high-quality recycled material is used. Special preparation of the plastic and optimised adaptation of the injection moulding process ensure that the end bracket has the same outstanding mechanical and electrical properties as conventionally manufactured products. When manufacturing end brackets from recycled material, production surpluses are reutilised. As these surpluses contain different materials and colour pigments, the colour of the end products can vary. Depending on the composition of the recycled materials, end brackets are produced in different colours, which is both economical and environmentally friendly as there is no need for additional colouring agents. These colour variations make each product unique and underline the sustainable nature of the production process.

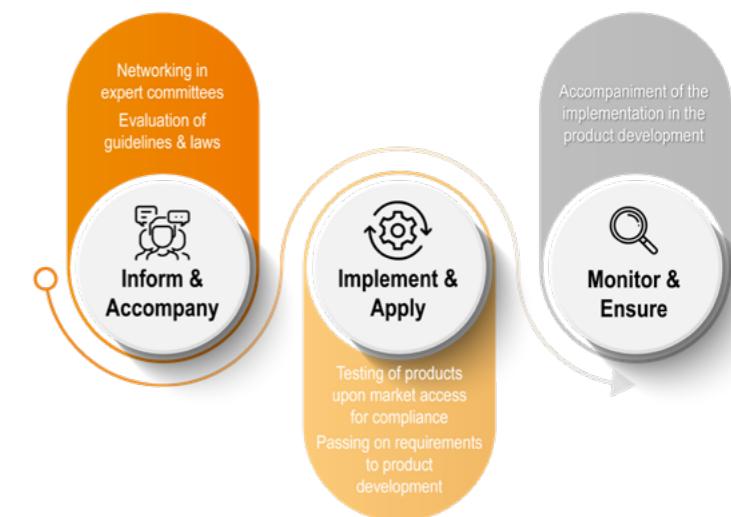
Eco Design Workshop

During the eco-design workshop in the innovation and modification process, Product Management and the Product Compliance team discuss requirements for a safe and environmentally friendly product design, such as regulated substances (RoHS, REACH), packaging regulations, WEEE, etc. The requirements are recorded, and the implementation is checked in a review meeting. The product is then released. Since being introduced in 2018, 482 eco-design workshops have been held with Product Management, of which 108 workshops were held in 2024. One sustainable success from our workshops, to give an example, is the avoidance of plastic packaging by replacing it with other packaging, or generally reducing our product packaging.



Product Compliance Management

The Product Compliance Management team is responsible for ensuring product integrity, product safety and product conformity. Standards and approvals as well as green compliance are key issues. "Green compliance" refers to the implementation of and adherence to both legal requirements and voluntary sustainability standards for our products. A large number of regulatory changes and innovations are currently being pushed forward by the EU, such as the Ecodesign for Sustainable Products Regulation (ESPR). An early consideration of product development as well as applicable and expected approvals and standards, such as UL approval or Ex approval, are urgently required for both Weidmüller and our customers. For this reason, Weidmüller has created an interdisciplinary team for these topics that deals comprehensively with product compliance. All relevant content [on product compliance](#) and [declarations of conformity](#) (including RoHS and REACH) can be found on our website.



Climate & Environment

Weidmüller operates certified environmental and energy management systems according to ISO 14001 and ISO 50001. We take our responsibility for climate protection very seriously and are continuously working to reduce our emissions. We strive to reduce water consumption and the generation of waste as much as possible to conserve important resources. State-of-the-art production and office buildings with photovoltaic systems, district heating as well as geothermal energy contribute to the continuous reduction of our ecological footprint. We reinforce climate and environment awareness of our employees through training and a variety of campaigns.



Climate neutrality and energy management

We have committed ourselves in our [Climate Protection Declaration](#) to proactively drive climate protection and contribute to the fulfilment of the Paris climate protection agreement. In doing so, we are guided by the cornerstones of our EU climate protection strategy as well as other relevant national and international targets and integrate the climate goals of the German government into our actions. We developed our Climate Strategy 2019 to 2030 with the aim of steadily reducing CO₂e emissions from Weidmüller in Germany and meeting the sector targets set out in the 2019 Climate Protection Act.

Our reduction pledge on the way to becoming a climate-neutral company stipulates that we reduce our GHG emissions for all German companies in the Weidmüller Group by 35 percent by 2030. In doing so, we are implementing the goal of reducing annual Scope 1 and Scope 2 emissions in Germany from 14,000 t CO₂e in 2019 to 9,000 t CO₂e by 2030.

Greenhouse gases such as carbon dioxide, methane and nitrous oxide affect the atmosphere to varying degrees. To make this effect comparable, the different greenhouse gases are converted into CO₂ equivalents and summarised. The target achievement represents a total saving of 31,000 t CO₂e over a period of ten years. By constantly substituting existing energy sources, using sustainable energy products and other energy efficiency measures, we are making an active contribution to climate protection and continue to ensure Weidmüller's sustainable and future-oriented energy supply. As a matter of principle, we are constantly working to minimise climate-damaging CO₂e emissions. Since 2013, we have been an active member of the [Climate Protection Companies](#), committed to ambitious climate protection and energy efficiency targets and working together to optimise the use of power and protect the climate.

Environmental- and Energymangement

GRI 303-5, 305-1, 305-2, 306-3

Weidmüller operates an environmental management system certified to ISO 14001 and an energy management system certified to ISO 50001. 63 percent of Weidmüller employees at our international and national production sites as well as in our warehouses are covered by ISO 14001 and 49 percent by ISO 50001. Weidmüller does not only pursue the goals of energy and environmental management internally, but also offers its customers and partners sustainable products and solutions. At product level, every new development and modification goes through an eco-design workshop, which is part of the product development process and focuses on environmental and eco-design criteria. In addition, non-compliance with product-specific environmental management criteria (for example RoHS/REACH) leads

to supplier exclusion as early as the onboarding process. Employees are involved in environmental protection through campaigns, for example through Weidmüller's Idea Management, most recently through the "Conserve resources – save energy!" campaign. An annual day is organised with the new apprentices and students in the dual study programme, during which the topics of occupational safety and sustainability are addressed intensively alongside that of environmental protection.

Emissions

The level of our greenhouse gas emissions is significantly influenced by the electricity we purchase. According to the Greenhouse Gas Protocol (GGP), we distinguish between the following methods of accounting. According to the GGP, both approaches must be reported.

• „Market-based“

With this method, emissions are calculated using an emission factor that takes into account the "electricity mix" purchased by the company. Green electricity tariffs are accounted for with zero greenhouse gas emissions.*

• „Location-based“

With this method, emissions are calculated using an emission factor that takes into account the national electricity mix. In our case, we use the emission factor of the German electricity mix, which is published annually by the Federal Environment Agency.

Our calculated CO₂e emissions (Scope 1 + Scope 2) for all German locations of the Weidmüller Group decreased by about 17.6 percent compared to the previous year. At a global level, our greenhouse gas emissions have decreased by 22 %. In 2024, a total of 41.232.461 kWh (41.232 MWh) of energy was consumed at German Weidmüller sites. Consequently, the total energy consumption of non-renewable energy is 24.548.579 kWh (24.549 MWh) (total energy consumption minus total electricity generation with renewable energy). Our Scope 1 emissions were reduced considerably, primarily due to the purchase of district heating at our site in Detmold. Weidmüller's total power generation with renewable energies in Germany amounted to 25,10MWh in 2024. In 2023, Weidmüller's largest connected PV system to date was go into operation with 150 kWp. In 2024, the largest connected PV system to date went into operation with 650 kWp.

Scope 1 and 2 market-based in t CO ₂ e Germany	2023	2024	Difference to previous year
Scope 1	3,987	2,332	- 41.5 %
Scope 2 market-based in t CO ₂ e*	7,422	7,073	- 4.7 %
Total	11,409	9,405	- 17.6 %

Scope 1 und 2 market-based in t CO ₂ e Global	2023	2024	Difference to previous year
Scope 1	5,436	3,787	- 30.3 %
Scope 2 market-based in t CO ₂ e*	16,411	13,232	- 19.3 %
Total	21,847	17,029	- 22 %

*) Our climate management is based on the calculation of the company carbon footprint according to the "market-based" approach. However, contrary to the conventional approach, we do not use the emission factors of our suppliers, but instead base our calculations on the emission factors published by the German Federal Environment Agency. Ecological added value only arises when incentives are created for the expansion of renewable energies. This is often not the case with conventional or "green" electricity tariffs. The electricity comes from existing renewable energy systems in Germany and abroad. According to a [study by the Federal Environment Agency](#), even an increased demand for green electricity products could be met without an increase in renewable energy by means of trading in proofs of origin. We therefore view the use of these emission factors with a critical eye. For this reason, we are currently looking into solutions such as power purchase agreements (PPAs) and certified green electricity tariffs, so that our electricity purchases have real ecological added value.

Pollutant emissions

In 2023, an environmental audit was carried out by the approval authority of the Detmold district government and no deviations were found. Pollutant emissions are cleaned by exhaust air purification systems before being discharged into the atmosphere. The legally required control emission measurements were carried out by independent experts. The results show that we are well below the permissible limits.

Water

Water consumption for manufacturing processes and sanitation at our main production sites in Germany (Detmold and Thuringia) corresponds to 27.612 m³ for the year 2024. The absolute water consumption volumes have increased as expected due to positive growth and the commissioning of a new strip electroplating plant and new production halls. We strive to minimise the level of water consumption through process engineering measures such as increased recirculation of water as well as employee sensitisation. The wastewater discharged into the sewer system from our processes is regularly checked by independent laboratories. In 2024, all limits were significantly undercut.

Waste

The amount of waste, including recycled content, at our main production sites in Germany (Detmold and Thuringia incl. Logistics) corresponds to 1.636 t for 2024. Thereof, 454 t are classified as hazardous waste. The total weight of non-hazardous waste for 2024 is therefore 1182 t. Metals are not listed in the waste balance sheet, as they are mostly recycled. Waste volumes increased by 513 t last year due to our new logistic site in Thuringia. The combined recovery and recycling rate in the reporting year amounts to 71%, while the recycling rate included in this figure increased significantly from 32% to 36%. The rate refers to the [recovery process according to the Circular Economy Act, Annex 2](#). Employees are regularly trained and sensitised to avoid waste. The concepts for metal and plastics recycling are constantly being optimised to achieve even greater resource efficiency and circular value creation. Waste that is not recycled is sent for disposal.

Energy-efficient buildings

Weidmüller Facility Management is responsible for the planning, new construction and leasing of national and international properties. We are aware that the building sector has a high influence on CO₂ emissions, but also on the use of resources and energy consumption. For this reason, our activities are geared to the following focal points, whereby the planning phase is the most important phase, as this is where the most important basic points and framework conditions are determined.

Activities in the planning phase

For us, the local and national energy efficiency standards generally represent the minimum requirements for new buildings. In addition, we started to define standards and basic principles for global construction planning in 2022. These include guidelines regarding energy efficiency, the use of renewable energy sources, substitution possibilities and diversification of energy sources. Ensuring supply redundancy for our production is also taken into account. In each project, we evaluate the building infrastructure to determine which technical solution is the most effective over the lifetime of the building. We observe these aspects especially with regard to the subsequent operating costs and later use. Our new administration building, the logistics center and the Weidmüller Academy exemplify the results of our activities:



Customer and Technology Center (Administration Building)

- 70 % of heat from geothermal energy
- 30 % of heat from climate- neutral district heating
- 30 kW peak PV system and roof greening
- LED technology with modern presence control
- 24 charging points for electric vehicles

Weidmüller Distribution Center (Logistics Center)

- 150-kW peak PV system and partial roof greening
- 760 kW heat pump

Weidmüller Electronics Production

- PV system with 650-kW- peak
- Heat from climate-neutral district heating
- Full LED technology
- Production space on two floors

Activities in the construction phase

- Commissioning of specialised companies that comply with our standards
- Close cooperation with local authorities
- Implementation of applicable environmental regulations
- Ongoing construction supervision is the responsibility of our own engineers
- Use of new technologies to optimise automation & energy monitoring
- Use of our products

Activities in Building Operations

In Building Operations, we focus on the efficient use of all building services systems. We achieve this through the use of:

- Qualified personnel
- State-of-the-art controls
- Environmentally friendly refrigerants
- Preventative maintenance
- Automatic night/weekend temperature reduction
- Monitoring of building consumption

Biodiversity

Weidmüller pays attention to the promotion of biodiversity at its sites. Thus, the sites are predominantly planted with native plants and trees that promote biodiversity. In new buildings, the promotion of biodiversity is considered from the start of planning, including extensive green roofs wherever possible, as the focus is simultaneously on the installation of photovoltaics. In existing buildings, the opportunities to create biodiversity are increasingly being examined for their implementation. At the Detmold site, riverbanks of the watercourses „Werre“ and the „Knochenbach“ are being renaturalized in cooperation with the city of Detmold. At the Detmold site as well as in Thuringia, unused areas remain in a natural state. In addition, our own bee colonies are managed at our sites to further promote biodiversity and support existing measures.



Biodiversity at Weidmüller (from left to right): renaturalised Werre river at our main site, bee colony at electronics production in Detmold, green roof on our Customer Technology Center

People & Society

Our employees are our most important resource and the foundation of our success. Weidmüller can only remain efficient and fit for the future with motivated, healthy and qualified employees. We attach great importance to an appreciative corporate culture, diversity as well as employee development and the promotion of young talent. The health and safety of all our employees is our highest priority. Racism and discrimination have no place at Weidmüller. Since 2009, we have explicitly committed ourselves to the [Diversity Charter](#). As a family-owned company with more than 170 years of tradition, we feel responsible towards society and create added value beyond our business activities. Out of a deep conviction, we stand up for social justice and are committed worldwide to providing prospects for those in need.



Lifelong learning

GRI 404-1, 404-2

Learning & Development is the central department at Weidmüller that bundles all training and development topics and organises them across all locations. At three locations in Germany, Asia and North America, the focus is on the training of junior staff, the ongoing further qualification of employees and initiatives to build up knowledge within the company through qualified exchange with other education partners. Our digital learning management system is at the heart of our employees' continuing education. A comprehensive catalogue of classroom training, online courses and web-based training is available there. The latter can also be accessed around the clock on mobile devices. The result is a comprehensive training programme geared to specific topics such as feedback and agile project management and target groups such as sales or executive staff. Simultaneously, we also offer our customers and distribution partners training on Weidmüller products and solutions.



EHS Apprentice Day 2024

For our apprentices, the EHS Apprentice Day on Friday, 20 September 2024 focused on environmental and energy management as well as sustainable product development. Bridges were built to explain the topics and the apprentices were given the opportunity to engage with and learn about energy, the environment, circular value creation and sustainability. A waste collection campaign was also organised on the Weidmüller campus in Detmold to raise environmental awareness. This was followed by a barbecue with the entire team, managers and members of the Executive Board and an invitation to an active dialogue.



Apprenticeship

Weidmüller gives young people an insight into the world of work while they are still at school, helping them to choose their future careers and study paths. Various apprenticeship and study opportunities are available once they leave school. We provide apprenticeships in eleven technical and four commercial professions, and we offer nine different dual courses of study at various universities. Careers in IT and electronics are gaining prominence. The number of junior staff (apprentices and dual students) in Germany increased to 257 in 2024. Of these, 36 percent have already completed a student internship with us. Last year, 32 apprentices and seven dual students started their careers at Weidmüller. The trainee ratio, which is above average in an industry comparison, was increased to 8.1 percent in 2024. This ratio shows the proportion of our junior staff, our apprentices and dual students, to our permanent employees.

Our basic aim is to expand career guidance activities and cooperation with schools to secure the demand for junior staff. With our apprenticeship programme, we give young people the chance to start their careers while ensuring that the company has outstandingly qualified employees. The proportion of apprentices taken on with a permanent contract as well as dual and sponsored students in Germany has risen continuously since 2020 and was 91 percent last year. Taking into account graduates who are going to university or planning their future outside Weidmüller, we are aiming for a takeover rate of at least 80 percent.

We also offer various opportunities for young academics to gain practical experience, be it internships, working student activities or degree theses. We support students taking their first steps into the practical world of work, while making sure that we have access to the latest research knowledge and new and committed young talent. Of the 156 students employed in 2024, 11 were hired on a permanent contract.

Advanced training

The pure training quota without taking trainees into account is 6.9 training hours per employee. This rate refers exclusively to continuing education via the offerings in the Learning Management System.

The International Training Center has increased the reach of training courses at Weidmüller through digitalisation. In 2024, the hours of successfully completed on-demand and online training in Weidmüller's Group companies was a total of 9.069 hours, 39 percent of which were completed with a trainer. By comparison, a total of 4.130 training hours were completed in 2020, equally divided between online courses with a trainer and on-demand courses. The increase in training hours and quality was made possible by an increased production of learning videos and livestreams in a dedicated video studio and the establishment of a digital learning team. On-site training courses were replaced, thus saving travel costs and emissions.

In addition to digitalisation, translation into local languages brings quantifiable learning success. In 2024, the number of hours and participants in successfully completed on-demand training for wholesalers in the Distribution Pro programme increased to 607 participants, with an increase of the total hours of 2.231 training hours. This was made possible, among other things, by translation of the learning content into 13 national languages and the global roll-out. The distribution programme accounts for a significant share of the Weidmüller Group's sales and profits. Feedback on the more than 84 courses provided has been very positive. For example, in 2024, more than half of our employees (53 percent) received discrimination awareness training.



Educational Village and Academy

The new building of the Weidmüller Academy in Detmold has been located in the immediate vicinity of the production facilities on Klingenbergstraße in Detmold since October 2021. It is used for training and by the International Training Centre. Together with the Peter Gläsel School, the building forms the core of the Educational Village, which is characterised by its close connection between education and the living environment. The Educational Village "Pöppenteich" day care centre, which is owned by the Peter Gläsel Foundation, is close to the Educational Village. Thanks to the immediate vicinity to the production facilities, employees have direct access to further training, and the communication channels between the training centre and the company are short. The Educational Village unites four generations. In this way, we pursue the goal of strengthening employees' bonds to Weidmüller and to each other and of broadening everyone's horizons.



Working conditions and occupational safety

GRI 2-7, 403-1, 403-6, 403-8, 403-9, 405-1

Weidmüller has steadily increased the number of employees worldwide in recent years. In 2024, Weidmüller had 5,832 employees worldwide, 35.4 percent of whom were women. The proportion of employees working in Germany was 51 percent. Of 5,832 employees, 55 percent are aged between 30 and 50, 13 percent are under 30 and 32 percent are older than 50.

At Weidmüller, 60 percent of our employees worldwide are represented by a works council, which can mediate between employees and managers within the company and can advocate for the well-being of the workforce in various cases. Moreover, in 2024 the share of employees covered by collective agreements was 47 percent. In addition, 100 percent of our employees at all locations worldwide receive social security benefits.

At the Weidmüller site in Detmold, involuntary staff turnover is at a low level of 2 percent, i.e. voluntary departures in relation to the average number of employees. The aim is to continue to achieve a high level of staff retention, especially in key positions, and thus keep the turnover rate low. In 2024, the sickness rate has fallen to 4.4 percent compared to previous years. Despite this increase, Weidmüller remains below the industry average of 5.85 percent. The goal is to maintain the health of the workforce through targeted measures and thus consolidate the sickness rate at a low level.

Staff	2023	2024	Difference to previous Year
Total	5,838	5,832	-0,1 %
Female	2,028	2,071	+2, %
Male	3,810	3,764	-1,2 %

Occupational health management

Our occupational health management ensures that the health of employees is not only protected, but also additionally strengthened. Low accident figures and a low sickness rate testify to the success of our measures, whereby we work every day to become even better in the interests of our employees.

E-bike leasing has been very popular with employees across Germany since its introduction in 2015. The attractiveness of the e-bike leasing programme is increasing, not least due to an extension of the dealer portfolio and an increase in the maximum gross list price. Especially in times of high fuel prices, employees are happy to have the option of using a company e-bike as an alternative to a car for their daily commute. At the same time, this results in a particularly noteworthy fitness effect for the employees, which boosts both body and mind. Since the start of the e-bike leasing programme, over 994 e-bikes have already been leased, which are used for both business and private travel. In 2024, 120 new leasing contracts were concluded. This is a decrease of 14 percent compared to the previous year.

Our employees have the opportunity to take part in a variety of sports activities to enjoy exercise together and promote their health. At our locations in Germany, we offer a wide range of sports, including football, badminton, mountain bike tours and squash.

Corporate Run in Bad Salzuflen - The Park Turned Orange!



At this year's corporate run in Bad Salzuflen, Weidmüller made quite an impression: with around 120 colleagues, we formed the largest team and turned the Kurpark a vibrant shade of orange. The atmosphere was fantastic – full of team spirit, motivation, and a great sense of sportsmanship. But we didn't just shine in terms of numbers: we also showed impressive speed and proudly secured second place in the race. A huge thank you to everyone who ran, cheered, or helped organize – it was a fantastic performance we can all be proud of!

Health and safety

With our comprehensive occupational safety management system, we ensure that risks are identified in advance and systematically minimised. Human-friendly and ergonomic workplace design is an embodied practice at our company. These values build on the ISO 45001 management systems for occupational safety and health and provide us with a frame to address all occupational safety and health issues within the organisation. Through the management systems, we ensure the continuous improvement of occupational safety. Currently, three production sites are already certified to ISO 45001, which means that in 2024 63 percent of the employees at production sites and in our warehouses work in the certified occupational safety system. The aim is to further increase this ratio in the future. A health and safety committee has also been established at eight production sites, which means that today 87 percent of employees at production sites are represented by such a committee.

The "working healthier together" ("gemeinsam gesünder arbeiten", gga) system was developed and introduced to identify possible mental stress and to be able to take active preventive measures. This system is being applied at Weidmüller's German sites as a first step. Potential causes of mental stress in daily work practice are identified and assessed in various phases. Together with the employees, improvement measures are then defined and implemented. The goal is to continuously improve and reduce the working conditions in regard to the causes of mental stress. For 2025, it is planned to supplement the concept with the offer of social counselling for employees.



At Weidmüller, a strategic and sustainable reduction in accidents through a positive occupational safety culture is achieved with "Ferdi". He shows how accidents in the workplace can be prevented through mindfulness and an awareness of potential hazards. Since 2017, eleven "Ferdi" have already been displayed and used for current topics. Due to its simplicity, the comic figure is low-threshold and versatile, motivates our employees and has a high level of recognition. In 2024, the number of accidents at work worldwide with at least one day of absence was 39 for all Weidmüller production sites. Resulting into a total number of 412 days lost. The amount of working hours for the Weidmüller production sites was 8.380.104 hours. The overall development of occupational safety is measured by the lost time injury frequency rate (LTIFR) at the main production sites worldwide. In 2024, the LTIFR, the quantity of accidents with at least one lost day per one million productive hours, was 4,7. This means that the target value of less than four accidents per million working hours was not achieved. Due to the increase in productive hours during the year, the number of accidents has also risen slightly. Measures such as the consideration of near misses with the early detection of hazards, accident analyses and the communication of findings are being continued. Since 2022, the severity of accidents has also been recorded in terms of days of incapacity to work or days lost per occupational accident. In 2024, the average value was 10,6 lost days per accident worldwide. This key figure helps to identify potential hazard spots in terms of their severity and to derive targeted measures.

we weidmüller employees lead



Corporate culture

"WE Lead" stands for Weidmüller Employees Lead Weidmüller

Digitalisation, fast-moving and dynamic markets, growth and an increasingly complex business require interaction at all levels of the company. This is accomplished by recognising and living shared values that influence our actions and become part of our culture over time. WE Lead is a long-term cultural programme that gives us orientation. The goal is to involve all employees in a dialogue about how we want to live the values of the company. What we stand for as individuals, as a team and as a company should be jointly reflected upon.

- I** As an individual, I am responsible for my daily actions at work.
- WE** As a team, we show leadership in the way we work with others.
- WEIDMÜLLER** As a company, we all contribute to the outcome together.

How does WE Lead promote sustainability at Weidmüller?

WE Lead brings employees together in their teams as part of the WE Lead Dialogues to exchange values and experiences and to share success stories. In the dialogues, people talk about which individual and team practices lead to success. This creates awareness of the team's success factors and how they can contribute to the growth of the Weidmüller Group as a result. In the dialogues, teams also discover their potential and can work together on further development in the follow-up process.

Another key to the company's future orientation is the identification of employees with Weidmüller, established by our shared beliefs, values and practices. We consciously shape our corporate culture in a co-creative process so that all employees have the opportunity to contribute their experiences and values. This way, we promote the identification of our employees and release the potential for steady and sustainable growth, which provides long-term security for the employees, their families and the region.



Weidmüller Women Network

In August 2023, representatives from various departments came together to set the framework for a women's network at Weidmüller in a joint workshop. André Sombecki and Andreas Grießer, two important supporters of the network, were also present. An external impulse provided inspiration on how best to set up a women's network. There was a great deal of interest during and after the event. As a result, a core team was quickly formed, which gradually defined the initial guidelines.

The members support each other, learn from each other and exchange experiences and best practices. Weidmüller's success is at the centre of all activities. The members bring a high level of diversity to the network and thus enable different perspectives and solutions for the issues at hand.



Social engagement

Our social commitment is a shared task: it not only comes from Weidmüller as a company, but is also embodied by the enthusiasm of our employees and is driven by their commitment. The following examples illustrate this:

Building Bridges in the Community **Christmas Tree Event**



Weidmüller Cent-Spende e.V.



One of the cornerstones of cultivating a strong and supportive culture in Richmond is building bridges within our community. To achieve this, our group company Weidmüller USA launched a company-wide initiative called WeCare in autumn 2023. As the academic committee's first volunteer effort, a month-long school supply and coat drive was organised to support Richmond Public Schools. The WeCare committees have already planned numerous activities, including delivering meals and preparing meals for families whose children are hospitalised. Once the weather warms up in the spring, the Environmental Committee has planned several outdoor activities related to natural habitats and gardens.

Weidmüller employees give children and young people from difficult life situations a wonderful Christmas. Many children and young people from Detmold aged between four and 19 from the Sankt Elisabeth Foundation wrote their gift wishes on self-made tree decorations. These were then hung on the wish tree in the Customer and Technology Centre, CTC. All colleagues had the opportunity to fulfil a personal wish for a child or young person. Within a very short space of time, all the wish lists had been picked, presents wrapped, cards written and placed under the tree.

Thanks to many helping hands, employees have the opportunity to donate the cent amounts of their net salary to social projects in and around Detmold. This year, we supported a total of six projects with €5,000, including a house fire, two family tragedies, Klüt support after flooding and Long Covid support.

Photovoltaic Project in Tanzania



Christman Event in Romania



Waste Collection Event in Suzhou



Through our education project in Tanzania, we're creating prospects with renewable energy. Since 2015, Weidmüller has been supporting missio Munich's project to build an integration and further education centre in Mbeya and, among other things, promoting both the establishment and implementation of a training course in solar energy and photovoltaics and the equipping of the school with PV systems.

The Weidmüller plant in Baia Mare, Romania, is committed to numerous local social projects. In recent years, this has included providing financial support to a hospital, enabling children to take part in a robotics competition, promoting women's mobility with bicycles, and even a Christmas party attended by the children of all our employees and a costumed Santa Claus.

Weidmüller employees in Suzhou, China, are committed to a clean environment. It has included collecting rubbish as well as the construction of a new production facility in Suzhou in 2018, where work was actively carried out to improve air quality. For example, the measurement results from 2019 showed that the air quality is twenty times better than required by law. This is positive for employees and the environment alike.

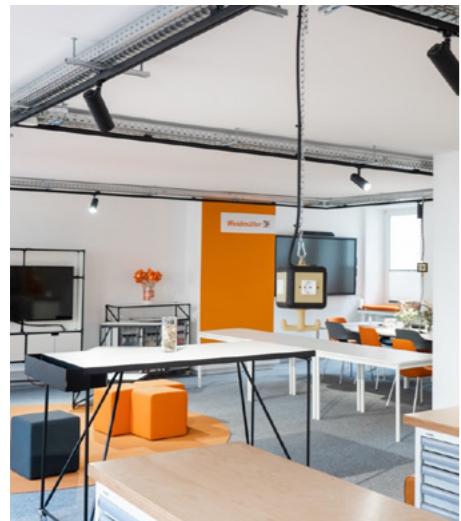
Weidmüller-World

Our Weidmüller-World is located in the heart of Detmold city centre at our headquarters. In the middle of the lively pedestrian zone, we offer an experiential space where we engage in conversation with people from the city and the entire region. We display our latest innovations, explain and present – without technical jargon, in an approachable style and in ever-changing exhibitions.

E-mobility day

On Saturday, 13 May 2023 we organised a day on the topic of electromobility in Detmold's pedestrian zone. The e-mobility day took place in the "Weidmüller Welt" in Detmold city centre. The day of action was the start of an e-mobility exhibition, which remained open until 17 June. We informed interested visitors about technologies, trends and products.

The advancing climate change requires new energy and mobility concepts. In addition to many products and concepts for renewable energy generation, our product portfolio also includes solutions in the field of electromobility. For example, wall boxes for charging electric vehicles are developed and manufactured at the Detmold site. Comprehensive information on the topic as well as products and solutions for the field of e-mobility will be presented to all interested visitors at the e-mobility exhibition in Weidmüller Welt. Among other things, we will explain how to make the transition to e-mobility as uncomplicated as possible, even in a private context. The company's experts will also explain how photovoltaic systems and smart power distribution can be integrated. Visitors will also be able to familiarise themselves with Weidmüller's AC SMART wallbox family.



Detmold Sustainability Business Lunch 2024

On June 13, 2024, more than 30 guests attended the fifth Detmold Sustainability Business Lunch, hosted by Weidmüller, the Municipality of Detmold and Gilde-Wirtschaftsförderung at the "Weidmüller Welt". The topics relating to sustainability at Weidmüller were explained and an opportunity for discussion was provided. The "Weidmüller Welt" was the right place to present the topic of sustainability from Weidmüller's point of view in a transparent and comprehensive manner. The main topics on the program were „CSR: A matter of the heart instead of a temporary trend“ and „From supply chains to products: Sustainability management at Weidmüller“. Weidmüller was also able to report on receiving the OWL 2024 CSR Award and the EcoVadis Gold result.



Responsibility & Corporate Governance

Weidmüller's sustainability management ensures the path for continuous improvement of our sustainability performance. Weidmüller does not tolerate any form of corruption by its employees, business partners or customers. Compliance with all applicable laws in the countries in which we operate is a matter of course for us. To ensure compliance at Weidmüller, we work continuously on our compliance programme and compliance management system. This also includes compliance with internationally recognised human rights standards. Weidmüller actively maintains networks for sustainable development at Weidmüller and beyond.

Sustainability Management

GRI 2-12 und 2-13

In response to global challenges and in line with our responsibility, we continuously monitor and improve our sustainability performance. The foundation for this is our international sustainability management system, which is anchored in company-wide guidelines. We consider the Sustainable Development Goals (SDGs) of the United Nations and their goal targets, are guided by the ISO 26000 standard for social responsibility with its various fields of action and other ESG and CSR standards, such as the CSRD sustainability reporting standard. The transfer into processes is monitored through internal audits.

We have created organisational structures and responsibilities that ensure functioning sustainability management in the company. Our sustainability officers play a central role in this process. They organise the quarterly sustainability committee together with representatives from various departments, discuss sustainability developments and make groundbreaking decisions for Weidmüller. These decisions are incorporated into the strategic orientation and operational business. The representatives from the Sustainability Circle are in close consultation with their colleagues from the specialist departments and accompany the operational implementation. There is also a regular exchange between the representatives from the sustainability committee and the sustainability officers and local sustainability managers in the Weidmüller Group companies. Sustainability management is closely interlinked with the tasks of the Global EHS (Environment, Health, Safety) division, which ensures smooth integration into environmental, energy and occupational health and safety management.



The result of the latest developments is the sustainability compass defined together with our Executive Board. This compass forms the basis for a balanced sustainability strategy that is specifically geared towards the Weidmüller Group. The meeting of the Advisory Board with a representative of the shareholder family and the Executive Board takes place once a year and serves as an intensive exchange on sustainability development with the sustainability officers. Last year, we also established local sustainability organizations at our major international production sites. The complementary skills of the individual team members and the introduction of the „Three Lines of Defense“ model help to ensure that sustainability management and its goals are achieved as efficiently as possible.

We measure and certify our sustainability development once a year through the EcoVadis rating.



Compliance

GRI 2-23, 2-26, 205-2

Responsible social behaviour in accordance with the relevant legal regulations is a matter of course for the Weidmüller Group. The [Code of Conduct of the Weidmüller Group](#), which is our global standard for ethical business forms the principles for our corporate management and employees within the scope of our entrepreneurial/economic activities. It is based on the ZVEI-VDMA Code of Conduct. The two associations ZVEI e. V. – the German Electro and Digital Industry Association and VDMA e. V. – the German Machinery and Equipment Manufacturers Association have jointly developed the aforementioned code of conduct. Weidmüller is acting according to these ethics and has integrated the Code of Conduct into its global processes. It is binding for our employees and business partners.

Centrally managed and organised by the Group Compliance department, Weidmüller's compliance management system comes to life in particular through the participation of locally responsible persons. Both the respective management and the local compliance officers ensure the implementation and enforcement of the compliance organisation in each unit of the Weidmüller Group. Regular exchanges between the local managers and Group Compliance as well as regular risk analyses form the basis for the continuous revision and further development of the compliance management system and the respective current compliance programme. Within the framework of the compliance organisation, there is a compliance programme every calendar year. In this programme, current, risk-based and fundamental topics are reviewed and targeted awareness-raising measures are implemented. Examples of this are contributions on the Compliance SharePoint or topic-specific classroom training. The main focus is on creating a basic understanding of compliance among all employees and imparting more in-depth knowledge depending on the topic or target group. 100 percent of all Weidmüller employees have access to new web-based compliance training courses. At the end of 2024 around 99 percent of the relevant employees to whom the compliance e-training was assigned – especially managers, sales, purchasing and other groups with increased risk or need – have successfully completed the training.

In addition to directly contacting Group Compliance and the local compliance officers, internal and external stakeholders can also turn to our external [ombudsman](#) (anonymously) in the event of violations or other grievances. This option is available worldwide via the Weidmüller website and the internal Compliance SharePoint. Weidmüller does not tolerate any kind of corruption or behaviour that violates competition or antitrust law. Indications of such violations or other irregularities are carefully examined and - if necessary - comprehensively investigated and remedied.



Ethics & sincerity

GRI 2-23

As a family-owned company, Weidmüller respects and supports compliance with internationally recognised human rights standards:

- The United Nations Universal Declaration of Human Rights
- The OECD Guidelines for Multinational Enterprises
- The ILO Declaration on Fundamental Principles and Rights at Work
- The United Nations Guiding Principles on Business and Human Rights
- The ten principles of the UN Global Compact

We consider human rights to be a fundamental part of responsible corporate management. Our Code of Conduct incorporates these principles and the Guiding Principles. It is binding for our employees and business partners and applies in all of our company's subsidiaries, production sites and business units worldwide. As a participant in the United Nations Global Compact, we are committed to upholding human rights and respecting the rights of employees and their representatives. We are dedicated to preventing, mitigating and, as far as possible, eliminating adverse impacts on human rights within the framework of our business operations worldwide. For us, social responsibility is an essential factor for the long-term success of our company. To create a uniform social standard within the Weidmüller Group and to demonstrate compliance with social values, Weidmüller has introduced its [Principles for Human Rights and Decent Work](#) based on the standards SA 8000 and ISO 26000. These principles apply to our employees and business partners.

We support the UN Global Compact

Since 2011, Weidmüller has been committed to the UN Global Compact corporate responsibility initiative and its [ten principles](#) in the area of human rights, labor, environment, and anti-corruption. Further information on our activities in the context of the UN Global Compact can be found in the [Weidmüller membership profile](#).



Sustainable procurement

Our supplier management system is based on a documented process for evaluating, qualifying and managing our suppliers. The Weidmüller Code of Conduct defines the corresponding expectations and requirements for our suppliers. 100 percent of our suppliers accept our Code of Conduct.

In addition to high quality standards, our requirements for occupational safety, environmental protection and ethical behaviour must also be met. This is regularly checked by certified auditors and improvement measures are jointly agreed. In doing so, Weidmüller strives for long-term partnerships and continuous improvement. Through this comprehensive supplier management process, we also ensure our ability to deliver and identify and avoid bottlenecks.

German Act on Corporate Due Diligence in Supply Chains (LkSG)

As a family-owned company, compliance with human rights and protection of the environment as well as sustainable actions are of great importance to Weidmüller. To fulfill the due diligence obligations arising from the German Act on Corporate Due Diligence in Supply Chains and to meet our corporate responsibility, we have established appropriate measures and processes for monitoring and ensuring compliance.

In particular, this includes an appropriate risk management system and due diligence checks to identify potential human rights and environmental risks and violations, which cover both our own business operations and our external supply chain. In 2024, 14 of our locations worldwide were assessed for human rights and environmental risks. Additionally, 100 percent of our suppliers with a high risk according to the LkSG risk analysis were assessed last year.

The Human Rights Committee (Corporate Social Responsibility Committee), which is headed by two CSR-Governance Officers, is responsible for and organizes the topic internally. It investigates potential risks and violations and, where necessary, develops and monitors mitigation strategies.

In addition to the internal Group Compliance department, which is part of the Human Rights Committee, employees and third parties can also contact [Dr. Carsten Thiel von Herff](#), the external ombudsman for the Weidmüller Group, confidentially (anonymously if desired). We take reports of potential grievances very seriously and investigate them diligently in order to remedy any violations identified within the scope of our possibilities.

We also sensitize our employees and business partners to human rights and environmental standards. We expect our business partners to show an equally consistent commitment to the protection of human rights and the environment. This is verified through contractual regulations as well as audits and assessments.

Our measures and processes are subject to regular review and further development to ensure that we meet both the legal requirements and our own standards.

As a company, we strive for transparent communication and partnership-based cooperation along our supply chain in order to make a joint contribution to the promotion of human rights and sustainable action. You can view our policy statement on compliance with human rights and environmental due diligence obligations in accordance with Section 6 (2) of the Act on Corporate Due Diligence Obligations in Supply Chains of July 16, 2021 (Lieferkettensorgfaltspflichtengesetz – LkSG) on our [website](#).

Conflict Minerals

We take due diligence measures to avoid the use of conflict minerals in our products so as to prevent human rights abuses, corruption and funding of armed groups or other such issues. To comply with US SEC regulations, many Weidmüller customers are required to disclose whether the products they purchase originate in the Democratic Republic of Congo or adjoining countries. These "conflict minerals" include tin, tantalum, tungsten, gold and their derivatives. To ensure the flow of information in the supply chain, corresponding processes have already been established in the area of supplier management. For further questions on this topic, please contact our Customer Service. You can also obtain our current Conflict Minerals Reporting Template (CMRT) there. Another measure to prevent the use of conflict minerals in our products is to check our suppliers. In 2024, information on conflict minerals was available for 100 percent of our relevant suppliers.

Carbon Border Adjustment Mechanism (CBAM)

The Carbon Border Adjustment Mechanism (CBAM) was introduced on 1 October 2023 in accordance with Regulation (EU) 2023/956. The aim is to counteract the risk of carbon leakage. This means that a report on goods imported from non-EU countries must be submitted every quarter.

At Weidmüller, we have set up an internal team from Logistics and Sustainability Management to ensure that the EU requirements for CBAM are fully met. All goods imported by us are subject to careful scrutiny and the materials concerned are comprehensively reported in accordance with the requirements of the EU Commission.

Through our auditing and fulfilment of the EU Commission's requirements, we can ensure that our Weidmüller products meet the highest standards in terms of sustainability and the regulations imposed by the EU. We can assure you that we have implemented all measures to comply with the EU regulation by the deadline and will comply with the applicable requirements at all times.

Stakeholder dialogue

GRI 2-28, 2-29

We are in continuous dialogue with our stakeholders and place great value on openness and trust. There are numerous examples of this self-image of dialogue: customer and employee surveys, press work, trade fairs, cooperation with universities, participation in committees and associations as well as company meetings, an annual kick-off event by the board of directors and many others. We are increasingly entering into intensive dialogue with both individual customers and distributors to discuss sustainability developments, future requirements as well as our role and contribution, and to define goals. Through active participation in networks, we always have our ear to the ground and take the interests of our stakeholders into account in our actions. In addition to our network partners in committees and associations, our stakeholders including our (future) employees, (future) business partners, starting with our suppliers, our customers, our consumers and local communities.

As a global player, we are active regionally, nationally and internationally.

Examples of this include:

- **Regional:** **it's OWL** (sustainability - digitalisation), **CirQuality OWL** (circular economy), Lippe sustainability mission (sustainability strategy for the district of Lippe)
- **National / EU:** Industry associations **ZVEI** and **VDMA** (participation in expert committees on sustainability)
- **International:** **Estainium e. V.** (pre-competitive, industry-based association for the decarbonisation of industry), **EcoVadis** (annual certification of our sustainability development), **Achilles JQS** (annual certification of sustainability aspects, among others)



Cooperation with local universities

On 18 December 2024 we hosted the Ostwestfalen-Lippe University of Applied Sciences in Detmold. The focus was on important topics such as circular value creation and sustainable production. After an exchange on these topics, we went to the plastics production facility on the Weidmüller campus, where circular value creation was demonstrated in a practical way. The interactive exchange actively involved the students and made the dialogue exciting.



Sustainability Rating by EcoVadis



In 2024, we had ourselves assessed by EcoVadis in order to make our sustainability development transparent. As an independent international platform for sustainability ratings, EcoVadis analyses and evaluates the performance of companies in the key areas of sustainability and corporate social responsibility (CSR). In the assessment in November 2024, we were awarded the gold medal. This result puts Weidmüller in the top five per cent of all companies rated by EcoVadis.

CSR OWL Award 2024

Weidmüller received the CSR Award OWL for its holistic social, sustainable and cultural commitment in the area of Corporate Social Responsibility. CSR is not a trend for us, but has always been a matter close to our hearts. As a family business, we take responsibility and want to make a positive contribution: for the people who work for us, for the next generation, for the location, for the environment and for the society in which we live. This award is something very special for us because it recognises the entire team and its daily commitment. Our colleagues live these values and are constantly working to become even better in all areas, so communicated at the award ceremony.



Contact

At Weidmüller, sustainable thinking and action have been part of everyday practice for decades, so they are deeply anchored in the company. To ensure that this remains and that trending developments such as decarbonisation, circular value creation and social standards are recognised at an early stage and solutions initiated, we the Sustainability Core Team would like to work with many other drivers in our globally active company.

Together with colleagues, we discuss current sustainability topics and developments in the sustainability committee and put them on the path to implementation. In addition to us, the sustainability committee is made up of managers from various functions such as Purchasing, Division, Logistics, Quality, Production, Facility Management, Human Resources and Sales.

For the planning and operational implementation of sustainability measures, important partners such as building and energy management as well as the global EHS network (EHS: Environment, Health, Safety) act on a local level. The EHS network consists of various specialists in the areas of sustainable products, corporate environmental protection, occupational safety and employee health. In addition, there are colleagues around the world – and we need more – who are committed to supporting our path to a sustainable future in the spirit of our sustainability compass.

About this Report

Report profile and framework

GRI 2-5, 2-2, 2-3

Our reporting reflects our assumption of corporate responsibility for sustainability. In October 2021, we published an ongoing sustainability report on the Weidmüller website. Since then, we report annually, concurrently with the announcement of our business figures. This report was prepared with reference to the guidelines of the Global Reporting Initiative (GRI). Beyond this, no external audit of the Sustainability Report 2024 is carried out.

We want to take an integrated view of our sustainability performance and build a comprehensive reporting structure. For this reason, we generally include the entire Weidmüller Group with all its locations in our sustainability reporting for the 2024 financial year (calendar year). The reporting framework and time interval mentioned applies equally to the Group Management Report. Although we have already made significant progress in the data collection required for sustainability reporting, not all data to be collected is currently available for each site. Where data deviates from the above reporting framework, it is marked accordingly. The quantitative data was collected as of 31 December 2024. Qualitative data was collected up to the editorial deadline in February 2025. The report is essentially based on the Weidmüller sustainability compass. Our Sustainability Report 2024 is available online and in PDF-formate in German and English.



Team Sustainability: (from left to right) Mark Edler, Anne-Kathrin Grote, Robin Fischer

Do you have any questions about this report? If so, please feel free to contact us.

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Global Reporting Initiative (GRI) Index

Weidmüller has reported the information cited in this GRI content index for the period from 01.01.2024 to 31.12.2024 with reference to the GRI Standards.

GRI Indicator	Topic/Link	Page
GRI 2: GENERAL DISCLOSURE		
2-1 Organizational details	Company profile	S. 4-5
2-2 Entities included in the organization's sustainability reporting	About this Report	S. 49
2-3 Reporting period, frequency and contact point	About this Report	S. 49
2-5 External assurance	About this Report	S. 49
2-6 Activities, value chain and other business relationships	Products & Industry Company Profile	S. 15-21 S. 4-5
2-7 Employees	Employees	S. 27-39
2-12 Role of the highest governance body in overseeing the management of impacts	Responsibility & Corporate Governance	S. 40-47
2-13 Delegation of responsibility for managing impacts	Responsibility & Corporate Governance	S. 40-47
2-22 Statement on sustainable development strategy	Our Commitment to Sustainability	S. 6-7
2-23 Policy commitments	Responsibility & Corporate Governance	S. 40-47
2-26 Mechanisms for seeking advice and raising concerns	Responsibility & Corporate Governance	S. 40-47
2-28 Membership associations	Responsibility & Corporate Governance	S. 40-47
2-29 Approach to stakeholder engagement	Responsibility & Corporate Governance	S. 40-47
GRI 3: MATERIAL TOPICS		
3-2 List of material topics	Our Commitment to Sustainability	S. 6-7
GRI 200: ECONOMIC TOPICS		
GRI 205: Anti-corruption		
205-2 Communication and training about anti-corruption policies and procedures	Responsibility & Corporate Governance	S. 40-47

GRI Indicator	Topic/Link	Page
GRI 300: ENVIRONMENTAL TOPICS		
GRI 303: Water and Effluents		
303-5 Water consumption	Climate & Environment	S. 22-26
GRI 305: Emissions		
305-1 Direct (Scope 1) GHG emissions	Climate & Environment	S. 22-26
305-2 Energy indirect (Scope 2) GHG emissions	Climate & Environment	S. 22-26
GRI 306: Waste		
306-2 Management of significant waste- related impacts	Products & Industry	S. 15-21
306-3 Waste generated	Climate & Environment	S. 22-26
GRI 400: SOCIAL TOPICS		
GRI 403: Occupational Health and Safety		
403-1 Occupational health and safety management system	People & Society	S. 27-39
403-6 Promotion of worker health	People & Society	S. 27-39
403-8 Workers covered by an occupational health and safety management system	People & Society	S. 27-39
403-9 Work-related injuries	People & Society	S. 27-39
GRI 404: Training and Education		
404-1 Average hours of training per year per employee	People & Society	S. 27-39
404-2 Programs for upgrading employee skills and transition assistance programs	People & Society	S. 27-39
GRI 405: Diversity and Equal Opportunity		
405-1 Diversity of governance bodies and employees	People & Society	S. 27-39

Sustainability data at a glance

Update 12. November 2025

KPI	Chapter	GRI Index	Year 2022	Year 2023	Year 2024	"Change on previous year (%)"	Unit
Total number of eco-design workshops held	Products and industry	306-2	280	360	482	34	
Number of eco-design workshops conducted per year	Products and industry	306-3	78	80	108	35	
Site coverage ISO 14001	Climate and environment	303-5, 305-1, 305-2, 306-3	62	57	63	11	%
Site coverage ISO 50001	Climate and environment	303-5, 305-1, 305-2, 306-3	49	45	49	9	%
Scope 1 CO2e Emissions Germany	Climate and environment	303-5, 305-1, 305-2, 306-3	4333	3987	2332	-42	tCO2e
Scope 2 (marketbased) CO2e Emissions Germany	Climate and environment	303-5, 305-1, 305-2, 306-3	8602	7422	7073	-5	tCO2e
Scope 1 & 2 total Germany	Climate and environment	303-5, 305-1, 305-2, 306-3	12931	11409	9405	-18	tCO2e
Scope 1 CO2e Emissions Global	Climate and environment	303-5, 305-1, 305-2, 306-4	-	5436	3787	-30,3	tCO2e
Scope 2 (marketbased) CO2e Emissions Global	Climate and environment	303-5, 305-1, 305-2, 306-5	-	16411	13232	-19,3	tCO2e
Scope 1 & 2 total Global	Climate and environment	303-5, 305-1, 305-2, 306-6	-	21847	17029	-22	tCO2e
Total energy consumption (incl. district heating) in Germany	Climate and environment	303-5, 305-1, 305-2, 306-3	-	41198	41232	0	MWh
Total electricity generation with renewable energies	Climate and environment	303-5, 305-1, 305-2, 306-3	31,8	28,1	25	-11	MWh
Total energy consumption of non-renewable energies	Climate and environment	303-5, 305-1, 305-2, 306-3	27986	25221	24549	-3	MWh
Water consumption (production and sanitary) for main sites in Germany	Climate and environment	303-5, 305-1, 305-2, 306-3	37111	31395	27612	-12	m³
Waste volumes including recovery rates for main sites in Germany	Climate and environment	303-5, 305-1, 305-2, 306-3	1275	1157	1636	41	t
Total weight of hazardous waste	Climate and environment	303-5, 305-1, 305-2, 306-3	597	509	454	-11	t
Total weight of non-hazardous waste	Climate and environment	303-5, 305-1, 305-2, 306-3	694	648	1182	82	t

KPI	Chapter	GRI Index	Year 2022	Year 2023	Year 2024	"Change on previous year (%)"	Unit
Recovery rate	Climate and environment	303-5, 305-1, 305-2, 306-3	70	67	71	6	%
Recycling rate	Climate and environment	303-5, 305-1, 305-2, 306-3	25	32	36	13	%
Number of Apprentices	People and society	404-1, 404-2	177	235	257	9	
Internship rate among our Apprentices	People and society	404-1, 404-2	40	40	36	-10	%
Apprentice retention	People and society	404-1, 404-2	47	27	39	44	
Apprentice rate	People and society	404-1, 404-2	6,4	8	8,1	1	%
Permanent contract retention rate	People and society	404-1, 404-2	86	88	91	3	%
Retention of working students	People and society	404-1, 404-2	17	23	11	-52	
Training hours per employee (total)	People and society	404-1, 404-2	8,4	8,8	6,9	-22	h
Share of hours conducted via on-demand and online training	People and society	404-1, 404-2	9750	9804	9069	-7	h
Trainings conducted with a trainer	People and society	404-1, 404-2	60	40	39	-3	%
Participants in distributor training	People and society	404-1, 404-2	425	760	607	-20	
Share of hours of on-demand and online training conducted by distributors	People and society	404-1, 404-2	1373	2219	2231	1	h
Number of courses provided	People and society	404-1, 404-2	60	72	84	17	
Number of employees worldwide	People and society	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	5833	5838	5832	0	
Number of employees under 30	People and society	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	933	818	758	-7	
Percentage of employees under 30	People and society	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	16	14	13	-7	%
Number of employees between 30 and 50	People and society	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	3150	3269	3208	-2	

KPI	Chapter	GRI Index	Year 2022	Year 2023	Year 2024	"Change on previous year (%)"	Unit
Percentage of employees between 30 and 50	People and society	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	54	56	55	-2	%
Number of employees over 50	People and society	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	1750	1751	1866	7	
Percentage of employees over 50	People and society	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	30	30	32	7	%
Number of female employees	People and society	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	2131	2028	2065	2	
Percentage of female employees	People and society	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	36,5	34,7	35,4	2	%
Number of male employees	People and society	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	3702	3810	3767	-1	
Percentage of male employees	People and society	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	63,5	65,3	64,6	-1	%
Involuntary employee turnover rate	People and society	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	2,1	1,6	2	25	%
Percentage of employees under collective agreements	People and society	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	45	46	47	2	%
Sickness rate	People and society	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	5,4	4,5	4,4	-2	%
Number of e-bike leasing contracts	People and society	700	874	994	14		
Number of new e-bike leasing contracts	People and society	143	174	120	-31		
ISO 45001 coverage rate of production sites	People and society	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	62	57	63	11	%
Number of health and safety committees	People and society	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	7	8	8	0	
Percentage of employees represented by the committee	People and society	78	83	87	5		%

KPI	Chapter	GRI Index	Year 2022	Year 2023	Year 2024	"Change on previous year (%)"	Unit
Percentage of social security benefits coverage for employees globally	People and society		100	100	100	0	%
Number of workplace accidents with at least one lost workday	People and society	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	27	21	39	86	
Total number of lost workdays	People and society	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	227	142	412	190	
Number of productive work hours at production sites	People and society	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	8939132	8088423	8380104	4	h
LTIFR - Lost Time Injury Frequency Rate	People and society	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	3	2,6	4,7	81	
Average lost workdays per workplace accident globally	People and society	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	8,4	6,8	10,6	56	
Supplier information available regarding conflict minerals	Responsibility and corporate governance	2-23,	50	100	100	0	%
Discrimination awareness training rate	Responsibility and corporate governance	2-23,	49	48	53	10	%
Rate of employees with elevated risk and need who received training	Responsibility and corporate governance	2-23,	99	99	99	0	%
Employee representation by a works council globally	Responsibility and corporate governance	2-23,	62	61	60	-2	%
Proportion of suppliers that accept our Code of Conduct	Responsibility and corporate governance	2-23,	100	100	100	0	%
Locations assessed for human rights & environmental risks	Responsibility and corporate governance		-	-	14	100	
High-risk suppliers screened for human rights & environmental risks	Responsibility and corporate governance		-	-	100	100	%

As experienced experts we support our customers and partners around the world with products, solutions and services in the industrial environment of power, signal and data. We are at home in their industries and markets and know the technological challenges of tomorrow. We are therefore continuously developing innovative, sustainable and useful solutions for their individual needs. Together we set standards in Smart Industrial Connectivity.

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