

We see the present as
part of the future.



NOW

START

Baseline report
on sustainability performance 2025
GRASS Group



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We firmly believe that sustainability not only fosters social responsibility, but also offers economic benefits. Measures such as increased energy efficiency and using renewable energies help to conserve resources and reduce costs.

This report outlines the basic data for starting down our path toward achieving this goal.

START NOW!

OVERVIEW OF KEY FIGURES

BUSINESS FIGURES 2025¹⁾

		2025	2020
Sales	Mio. EUR	360	372
Employees ¹⁾	Anzahl	1465	1316
Scope 1 GHG emissions	t CO ₂ e	3865	8141
Scope 2 GHG emissions	t CO ₂ e	239	5094
Scope 1 + 2 GHG emissions	t CO ₂ e	4104	13235
Capital expenditure	in millions EUR	14,8	32,5

1) Excluding the USA

2) GRASS Europe employees (FTE); apprentices are counted as 0.5 FTE.

3) Direct (company facilities and vehicles).

4) Indirect (electricity, heating and air conditioning for internal use).

All financial figures in the Sustainability Performance Report relate to production sites in Europe, excluding the USA.

PREFACE BY THE MANAGEMENT

We see the present as part of the future. For us, environmental protection therefore is an important prerequisite for sustainable company success.

Dear customers, dear readers,

Earth Overshoot Day demonstrates year after year that we are using more resources globally than our planet is able to regenerate. At the same time, the 1.5 °C goal of The Paris Agreement shows how urgent it is to act now. Sustainability is therefore a necessity for business - and a responsibility that we consciously take into account.

Raw material shortages, increasing energy requirements and ecological risks make it clear that conservation of resources, efficiency and innovation are key to a sustainable economy. We do not see this as a restriction, but as an opportunity. Our industry is undergoing a profound transformation - moving away from linear value chains to a genuine circular economy. And we want to play an active role in shaping this change.



Management of the GRASS Group (from right): Ercan Bal (Sales & Marketing), Richard Anrig (Commercial Director), Werner Elender (Technical Director) and Thomas Stellberger (Managing Director of GRASS Germany)

As a company, we took important steps last year to reduce emissions, keep materials in circulation for longer and further anchor sustainable processes.

But we are aware that there is still a long way to go, and we will continue on this path with determination and transparency in order to guarantee sustainable company success in the future and efficient use of our resources for the benefit of future generations..

Management of the
GRASS Group



**MEMBER OF THE
WÜRTH  GROUP**



ONE WORLD, ONE FAMILY.

The Würth Group is a committed European, but above all a global activist. As such, we have the potential, and more importantly the responsibility, to shape our world as a whole to ensure respect, intergenerational justice, and diverse perspectives.

At the same time, increasing awareness of and possibilities for sustainable economic transformation around the world offer us the opportunity to decouple growth from the consumption of finite resources—for the benefit of all living things.

THE COMPANY

GRASS A MEMBER OF THE WÜRTH GROUP

Currently, the Würth Group consists of over 400 companies in 80 different countries with over 88,393 employees, more than 44,900 of whom are working in sales. The Würth Group reported a sales volume of EUR 20,2 billion for the 2024 fiscal year: a new record.

Global market leader in the production of fastening materials

The Würth Group is the world's market leader in the development, production, and distribution of assembly and fastening materials. In its core business, the product range for the trades and industry includes more than 125,000 products: from screws, screw accessories, and anchors to tools, chemical-technical products, and personal protective equipment. The Allied Companies of the Würth Group, which operate either in business areas related to its core business or in diversified business areas, round off the range by offering products for DIY stores, material for electrical installations, electronic components such as circuit boards, and financial services.

We are a family business

Today, more than 4 million customers around the world place their trust in the Würth Group. The long-term success of the Würth Group is underpinned by real people and an extraordinary corporate philosophy. Würth is a family business that was founded in 1945 by Adolf Würth. The Honorary Chairman of the Supervisory Board of the Würth Group, Prof. Dr. h. c. mult. Reinhold Würth, took over the business at the age of 19 after his father Adolf passed away and expanded the company. Starting during the period of reconstruction in post-war Germany, he turned the former two-man business into a globally operating corporation.

1 Big family

6 Continents

9 Cultural groups

12 Linguistic areas

80 Nations

> 400 Companies

> 40.000 Suppliers

> 88.000 Employees

> 4.000.000 Customers

THE WÜRTH GROUP AROUND THE WORLD



CULTURE OF VALUES

The success of our company relies on the distinct corporate culture based on values and innovation that characterizes the Würth Group

This shared corporate culture is guided by values that are essential for sustainable economic transformation: Mutual trust, predictability, honesty, and straightforwardness both inside and outside the Group are fundamental principles that are deeply ingrained in the Würth Group.

Roughly 50 years of value-oriented corporate culture

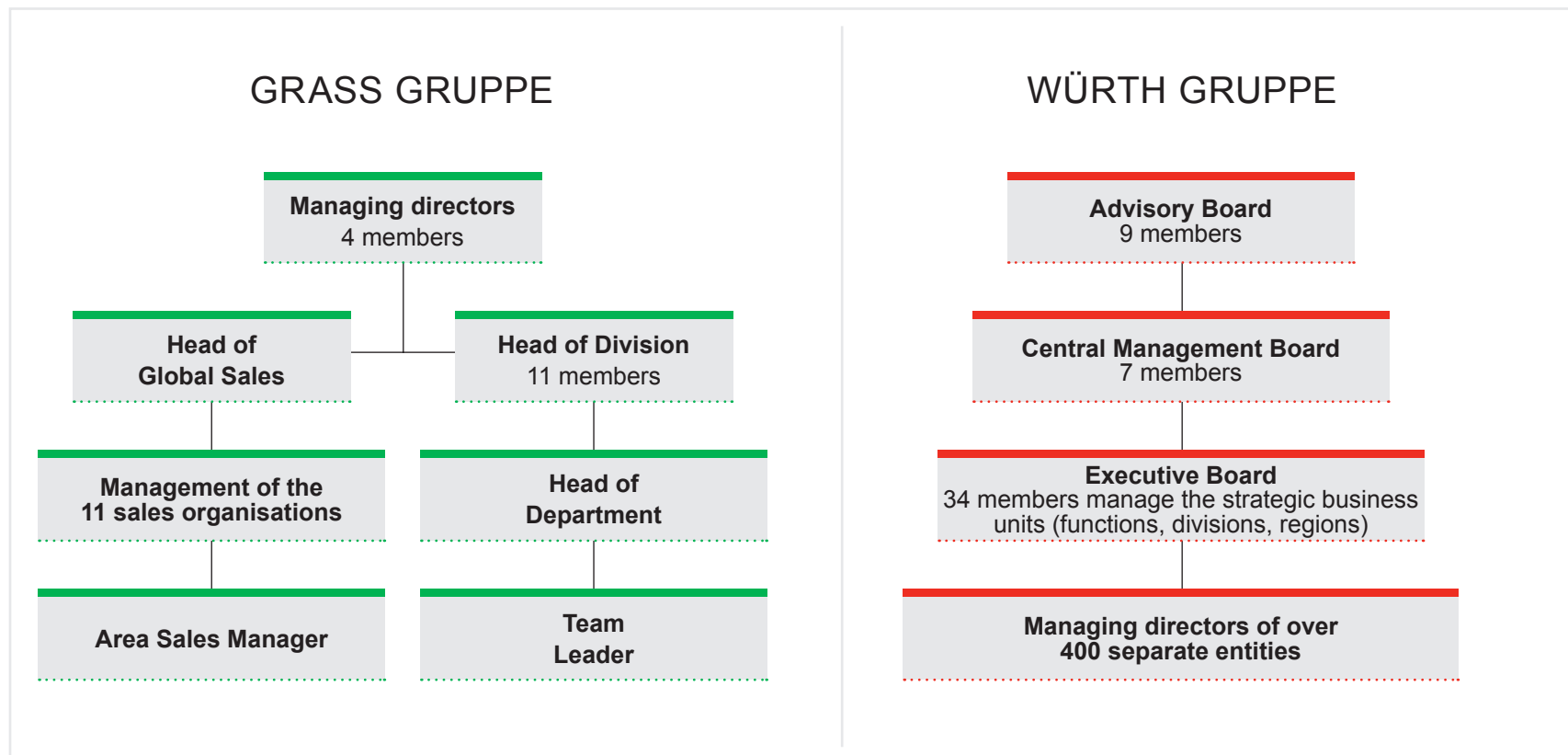
Our commitment to these values can be found as far back as the corporate philosophy penned by Prof. Dr. h. c. mult. Reinhold Würth back in the 1970s. This is not just about complying with all of the relevant legislation and internal company regulations, but also about employees adopting the right intrinsic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

Structural requirements

The compliance organization is supported by the firm conviction of the Central Management Board, the Würth family, the Supervisory Board of the Würth Group, and the Advisory Board that a living and breathing compliance culture will play a key role in ensuring the further sustainable success of the Würth Group. At the same time, the management teams of the Group companies can proactively live up to their responsibilities with regard to the mounting national and international demands that compliance organizations have to meet. (► **2024 Annual Report of the Würth Group, Group Management Report, p. 87 f.**)

ORGANIZATIONAL STRUCTURE OF THE COMPANYS

Simplified representation



PRODUCT AND SERVICE PORTFOLIO DER GRASS-GRUPPE

GRASS has always been a pioneer in the furniture industry.

From the first concealed hinge to the invention of the double-wall drawer, the history of GRASS has been shaped by visionary engineering expertise.

As a development partner and system provider to the furniture industry, the international GRASS Group is one of the world's leading specialists in Movement Systems. GRASS produces high-quality slide, drawer and hinge systems for renowned furniture manufacturers at six locations in Austria, Germany, the Czech Republic and the USA. As a wholly-owned subsidiary of the Würth Group, GRASS has 11 sales companies and 200 sales partners in 60 countries worldwide.

Integrating the entire cycle into a sustainable concept - from production and supply to eventual recycling - is one of our strategic goals. This means that our products are almost 100 % recyclable (90 to 99 %) and have a recycled material content of between 20 and 40 %¹⁾.

1) This value may vary depending on the product and manufacturer.



EIGENVERANTWORTLICH HANDEL

For GRASS, environmental protection is a fundamental corporate objective. Taking personal responsibility is part of our identity.



>20%

Proportion of recycled materials..

The proportion of recycled materials used in the production of our products is between 20 % and 40 %, depending on product and manufacturer.

100%

100% of the electricity required at our Austrian sites is supplied by renewable energy.



1.476 t

CO2 savings due to high-tech surfaces.

New system technologies and optimised production processes in the supply chain enable CO2 savings of 1,476 tonnes per year overall.

-11 Mio. [kWh]

Lower power consumption.

Annual power consumption has been reduced by 11 million kWh. This corresponds to the annual electricity consumption of 2,500 average family homes.

100%

Recycling of steel waste.

100 % of steel waste generated during production is recycled. As a result, an average of 6,000 tonnes of steel are returned to the production cycle.

-50%

50 % waste reduction.

The volume of non-recyclable waste was also reduced by 50 percent

-2.8 M [kWh]

Less energy per year required due to increased energy efficiency.

Measures to increase energy efficiency have led to savings of 2.8 million kWh per year. Translated into CO2, this represents a reduction of 636.5 tonnes per year.

3.000 kWh

Reduction in heat requirements due to heat recovery.

Compressor and exhaust gas heat exchange systems with a total output of over 3,000 kWh also improve our carbon footprint.

1.140 Solar panels

Green power.

1,140 solar panels generate around 400,000 kWh of electricity annually, saving around 200 tonnes of CO2 emissions.

30 E-charging stations for increasing use of electric vehicles.

MOVEMENT IS GREEN.

SUSTAINABLE IS THE NEW NORMAL.

We are committed to minimising our environmental footprint. All environmental aspects are assessed using key performance indicators. We identify areas for improvement and set targets. In doing so, we place particular emphasis on the following objectives:

- Save water.**
- Reduce energy consumption.**
- Reduce material consumption.**
- Prevent pollution.**
- Prevent waste.**
- CO2 decrease.**
- Increase reuse.**
- Increase the recycling rate.**
- Act responsibly.**

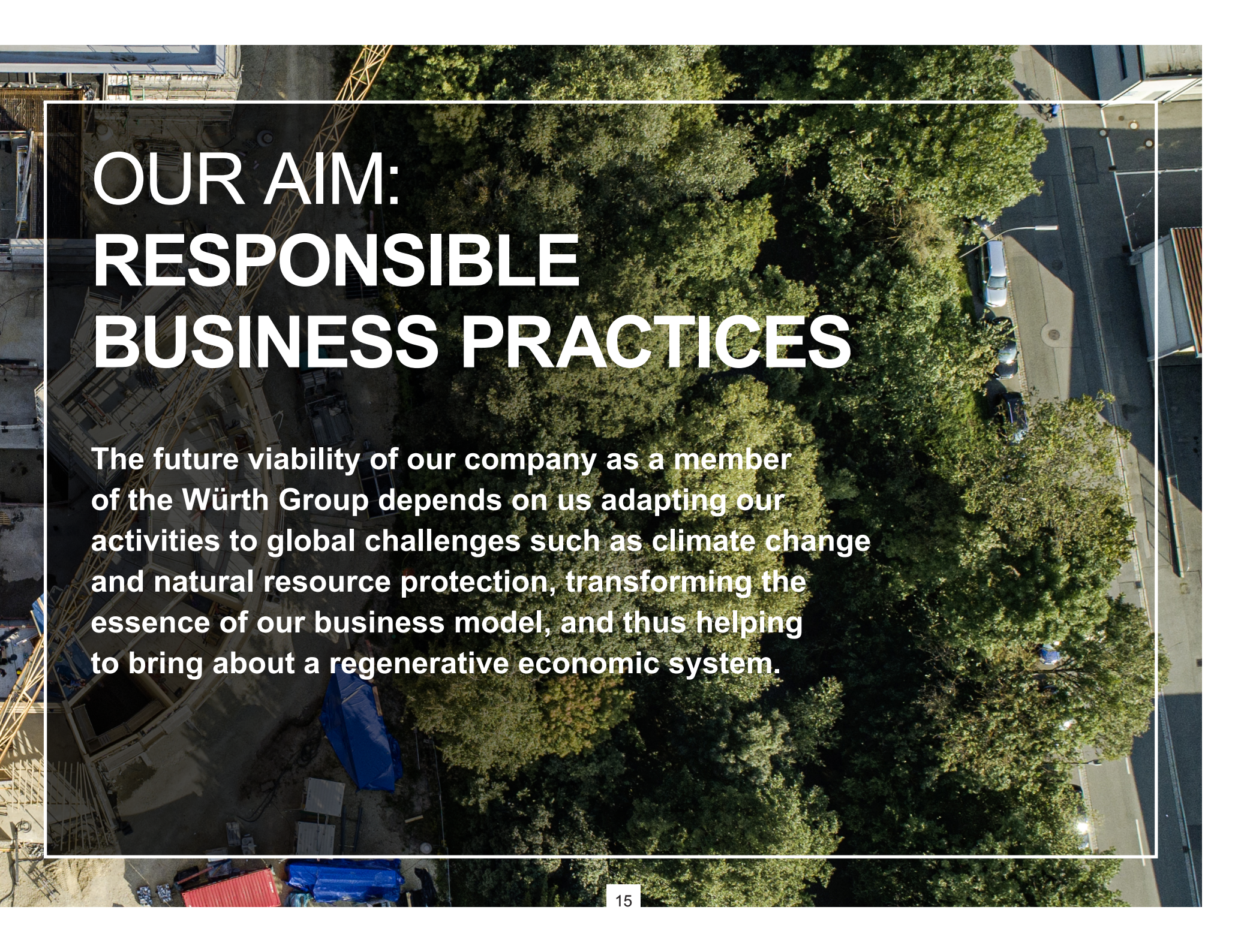


AS PART OF THE INTERNATIONAL WÜRTH GROUP, WE ARE COMMITTED TO THE GROUP'S HIGH STANDARDS AND ACTIVELY CONTRIBUTE TO ITS POSITIVE PERFORMANCE. WITH ITS CONCRETE, EFFICIENT AND DEMONSTRABLE MEASURES, GRASS IS PLAYING ITS PART IN THE SUSTAINABLE TRANSFORMATION OF THE ECONOMY.



As a leading developer and manufacturer of functional movement systems, GRASS is certified in accordance with international quality and environmental management system DIN ISO 9001 and DIN ISO 14001.



An aerial photograph showing a construction site on the left with a yellow crane and various materials, and a large, dense forest of green trees on the right. A road with a few cars is visible on the far right. The text is overlaid on the image.

OUR AIM: RESPONSIBLE BUSINESS PRACTICES

The future viability of our company as a member of the Würth Group depends on us adapting our activities to global challenges such as climate change and natural resource protection, transforming the essence of our business model, and thus helping to bring about a regenerative economic system.

SUSTAINABILITY AS AN OPPORTUNITY

MOTIVATION

The scientific recommendations of the Intergovernmental Panel on Climate Change (IPCC) for reducing the amount of CO₂e in the atmosphere call for all sectors of society, the economy, and the business world to play their part in preventing climate change. Therefore, the Würth Group is developing an effective transformation strategy in order to position itself as a sustainable and future-oriented company and pioneer beyond the political climate goals and legal requirements.

The Würth Group sees the model of the circular economy as a promising solution. This model combines economic growth with the great potential to reduce greenhouse gases and makes closed-loop material cycles possible. The image on the right illustrates how to decarbonize industrial and economic processes and demonstrates that attempting to achieve the 1.5 °C target is not realistic with the currently defined goals and measures. Instead, economic processes based on fossil fuels need to be completely redesigned and replaced by innovative technology, new business models, and other powerful tools so as to not only reduce CO₂e emissions but also actually remove carbon dioxide from the atmosphere. We have already laid the foundation for this with our new innovation center at our headquarters in Künzelsau, Germany. We plan to focus on and expand existing business units with high potential for growth, such as timber construction, and to specialize in products that can serve as carbon sinks. This also means minimizing process-related emissions in the companies of the Würth Group.

”

In the long term, the circular economy should be inextricably linked to the Würth brand. For this purpose, we aim to develop new business models.

“

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

MODEL FOR INDUSTRIAL AND ECONOMIC DECARBONIZATION

Principle and classification according to stages of economic development.

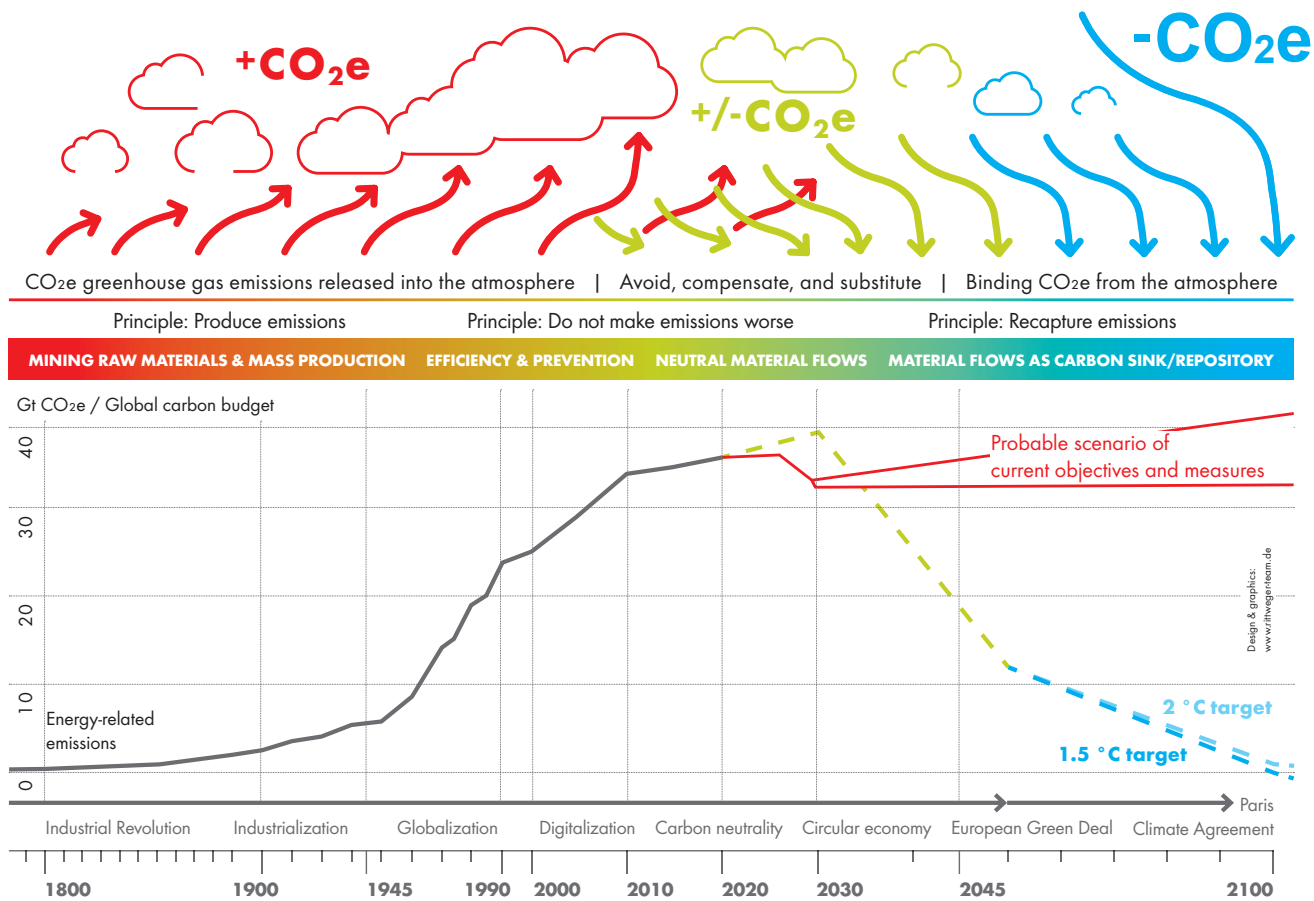
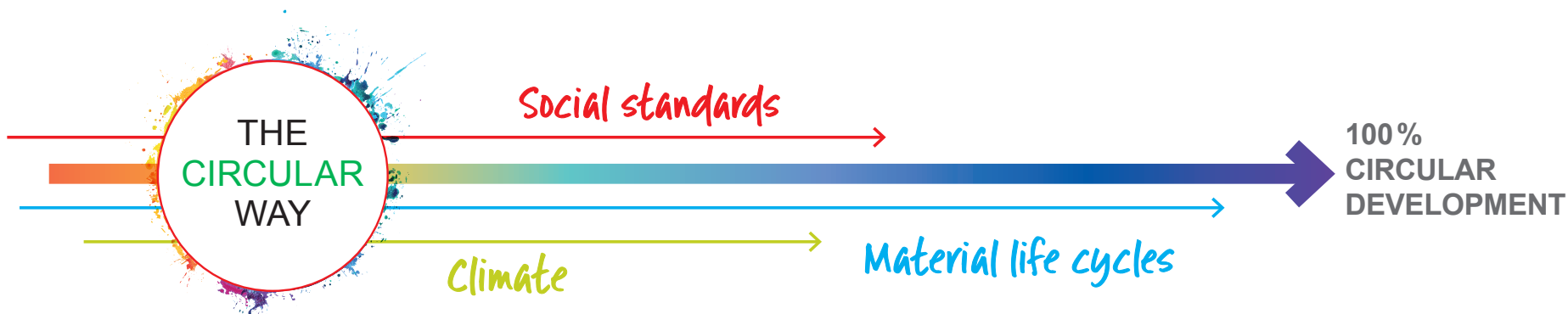


Diagram on decarbonisation © Würth Group

FRAMEWORKS

The Würth Group has defined three key areas of transformation for the transformation process on its path toward a circular economy, which are mandatory for us as a subsidiary



Based on the global challenges of today, such as climate change and environmental degradation, the Würth Group has defined three key areas of transformation to serve as a guide for 100 % circular development:

- › **Climate**
- › **Material life cycles**
- › **Social standards**

Sustainability in management practices

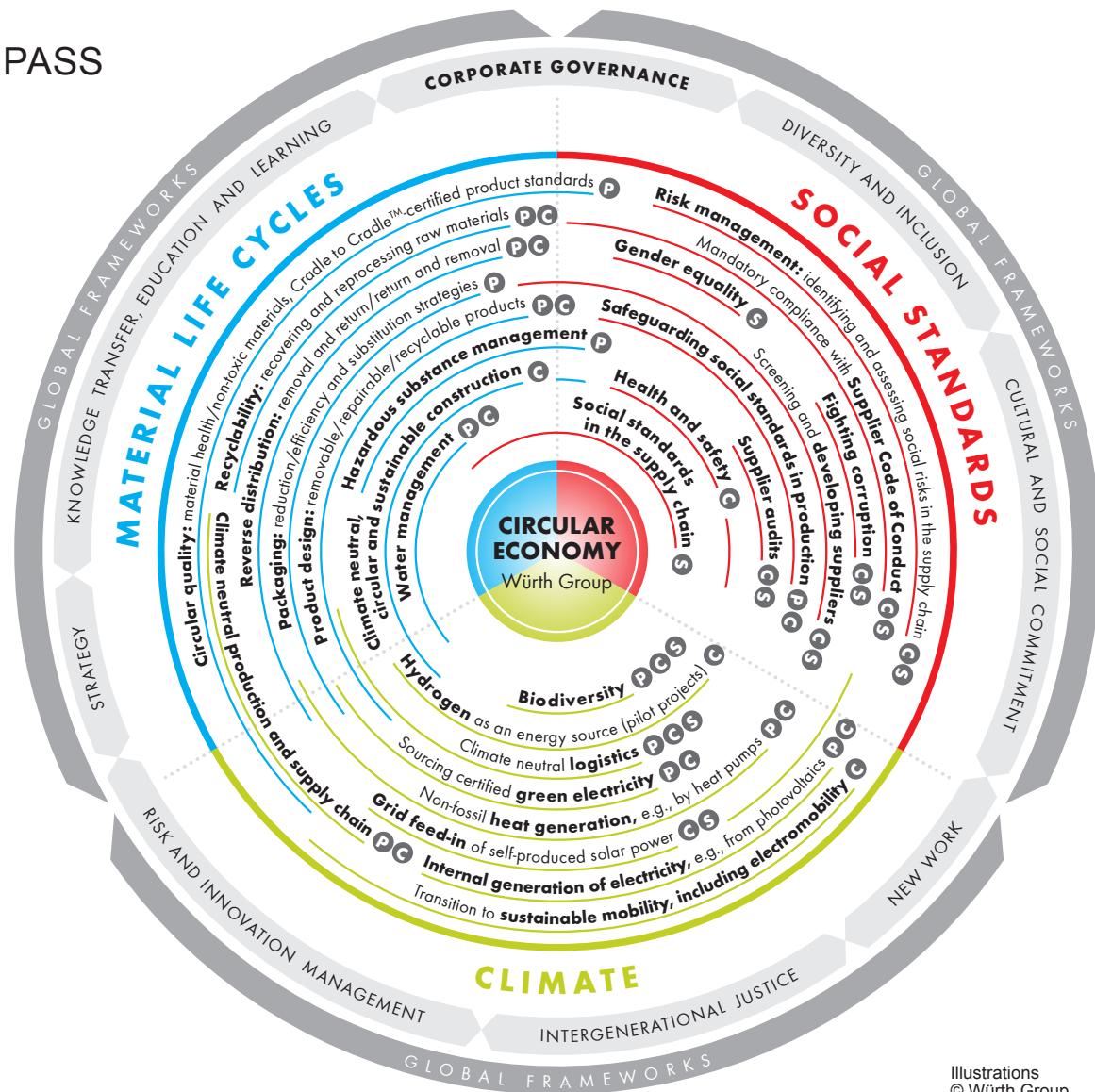
The three transformation areas were derived from many years of experience with Group-wide pilot projects in the field of sustainability and the resulting empirical findings. As a multinational corporation, the Würth Group is striving for a future-proof and circular economy based on this innovative approach. We see circular economy as the key to sustainable growth that respects and preserves

our livelihood and that of future generations. We see the potential to boost economic growth, prosperity, jobs, and resilience, while at the same time reducing greenhouse gas emissions, waste, and pollution across the globe. This is why sustainability is embedded in the management practices of the Würth Group. The aim is to keep valuable resources within climate-conscious, socially just material cycles.

CIRCULAR ECONOMY COMPASS OF THE WÜRTH GROUP

Management model for the sustainable transformation of the Würth Group on its path toward a circular economy

The Circular Economy Compass developed by the Würth Group envisions a circular economy. The Würth Group is embarking on this comprehensive process of transformation together with its subsidiaries, which it refers to as the “circular way.” The Compass contains the three transformation areas: climate, material life cycles, and social standards. Their individual aspects have different positive effects on products **P**, company **C**, and/or society **S**. The Würth Group operates within these areas in compliance with various global frameworks, such as the Greenhouse Gas Protocol and the Sustainable Development Goals of the United Nations. The group-wide corporate governance system establishes the necessary framework for successfully completing the transformation process.



Illustrations © Würth Group

With the 17 sustainable development goals of the United Nations (UN SDGs) as a guide, we are making an important contribution to achieving Agenda 2030.

Globally recognized frameworks allow for standardized benchmarking and offer a uniform response to the different legal requirements and standards. As a subsidiary, we are investing in SDGs 8, 9, 12, and 13, which are the four core objectives of the Würth Group. They are directly related to the areas of transformation defined for the Würth Group: climate, material life cycles, and social standards.

We also consider the following SDGs to be relevant for our company:

- › SDG 3
- › SDG 5
- › SDG 6
- › SDG 7



We are contributing to the following SDGs with our projects and activities:



Health

- › Active running sessions and bike leasing.
- › Extensive safety training.
- › First aider training.
- › Company doctor.



Gender equality

- › Fair, gender-neutral pay.
- › Promoting part-time work.
- › Memberships in initiatives for empowerment of women in male-dominated professions.



Clean energy

- › 100 % of electricity from renewable energy (Austria).
- › 1,140 solar panels generate 400,000 kWh of electricity.
- › Installation of 30 e-charging stations.
- › Optimisation of cooling and heat recovery.



Industry, innovation and infrastructure

- › Own 5G network at sites in Austria.
- › Recirculation and increased efficiency.
- › Installation of meters and an energy cockpit.



Clean water

- › Closed water circuits.
- › Reduced water consumption due to recirculation and increased efficiency.



Climate protection measures

- › Replacing the vehicle fleet with electric vehicles.
- › 100 % of steel waste recycled.
- › Plastic waste reduced by 69 %.
- › Steel with 25 % recycled content.
- › Reduced powder quantities through switching to single-layer coatings.
- › Reduced energy consumption due to increased energy efficiency.





OUR STRENGTH: THE WIDE VARIETY OF SOLUTIONS IN THE WÜRTH GROUP

As part of the Würth Group, we have access to perspectives from 80 countries, viewpoints from over 88,000 people, and a wealth of experience from a wide range of different sectors and from more than 4 million customers around the world. This diversity can help us to make a real contribution to sustainable development across all continents on earth. If we join together and work with our customers and suppliers, we can develop solutions for global challenges and a better future – our future.

DEVELOPING SOLUTIONS TOGETHER

CORPORATE GOVERNANCE

Our corporate governance, the principles of the Würth Group’s corporate culture, promotes responsible and sustainable management practices

In order to meet the requirements of the circular economy, it is necessary to raise awareness about sustainability issues. This requires thinking and acting on a local and global scale, while taking into account the economic, ecological, and social aspects. The management culture in the Würth Group should follow the principle of “adding value by recognizing value.”

Climate change, saving resources, intergenerational justice, diversity and inclusion, and risk and innovation management represent both the challenges and opportunities of today’s age. Responding to these new demands requires guiding management principles on the one hand and the integration of those principles into our corporate culture on the other. The goal is to create a shared understanding and the corresponding freedom for our employees to develop their ideas. Diverse perspectives, an appropriate work environment, knowledge transfer, and continuing education lay the foundation for the necessary creativity and resulting innovation.

A shared **UNDERSTANDING** and the associated **FREEDOM** for our employees

INTEGRATION into our corporate culture

GUIDING PRINCIPLES for management

Prerequisites for success



RESPECT FOR PEOPLE, RESOURCE, AND NATURE

Basis for creativity and the resulting innovation

DIVERSITY
360-degree perspectives

NEW WORK
Growing together

KNOWLEDGE TRANSFER
Education

We are continuing to develop our responsible corporate culture by focusing even more on respecting people, resources, and nature.

Diversity as a driver of transformation

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

In order to make optimal use of the great potential offered by the diversity of the Würth Group, we not only need to establish diverse teams, but also have to ensure that all employees are involved and heard. For this reason, the Würth Group provides for a work environment and basic working conditions that are free of prejudice and intolerance, enabling everyone to make a valuable contributi-

on. Therefore, any type of discrimination based on gender, gender identity, sexual orientation, physical or mental disabilities, social or ethnic background, age, nationality, language, skin color, religion, or any other unique characteristic that makes us human is not tolerated. At the same time, raising awareness of and promoting the diversity of our employees and our management helps foster this development. Diversity is also promoted during the recruitment process.

The Würth Group actively seeks to have a diverse workforce, with a special focus on a higher share of women at all hierarchical levels, especially in management positions. Alongside its existing mentoring program for female high-potential employees, Würth Business Academy has implemented additional measures, one of which is developing diversity and inclusion compe-

tence. This includes webinars on the subject of diversity and inclusion for top management, as well as short video learning units on various relevant topics. The strategic panel of the Diversity and Inclusion Council was established to enable purposeful information sharing. A Diversity and Inclusion network is also intended to strengthen the connection between the Würth Group's companies and to foster the exchange of tried-and-tested practices.



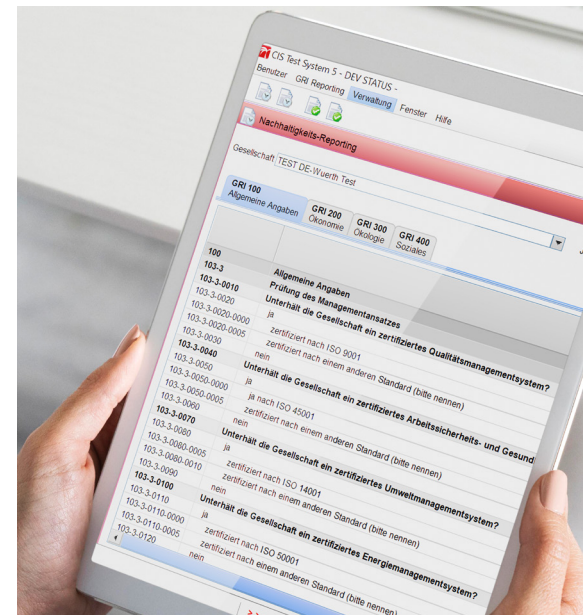
DIGITAL DATA MANAGEMENT AND REPORTING

A standard Group-wide data management system provides us with the necessary material to ensure a high-quality and transparent transition to a more sustainable company.

Information transparency is a material topic for us. Instead of wasting time and resources collecting, analyzing, and reporting the data from each individual company, we have developed an efficient Group solution. By using Group-wide reporting for relevant sustainability indicators in accordance with the GRI standards, we save internal resources while at the same time ensuring reliable and comparable data sources and establishing a guide for sustainability management for the whole Würth Group.

Developing a standardized Group-wide data infrastructure

We make use of the existing reporting structure in order to achieve the common goals of the Würth Group and ensure the individual advancement of the sustainable transformation in the companies. To make sure the large volume of data being collected can be evaluated efficiently and easily, we have added social and ecological indicators to our internal reporting system for economic indicators. This provides us with a practical and integrative solution as a basis for the standardized reporting of our performance and transformation indicators.



Simple, interview-based survey of relevant sustainability indicators via Würth's existing Group-wide internal reporting tool

Process control via standardized management systems

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

direction laid out by the 17 targets defined by the United Nations to ensure sustainable development: the Sustainable Development Goals.

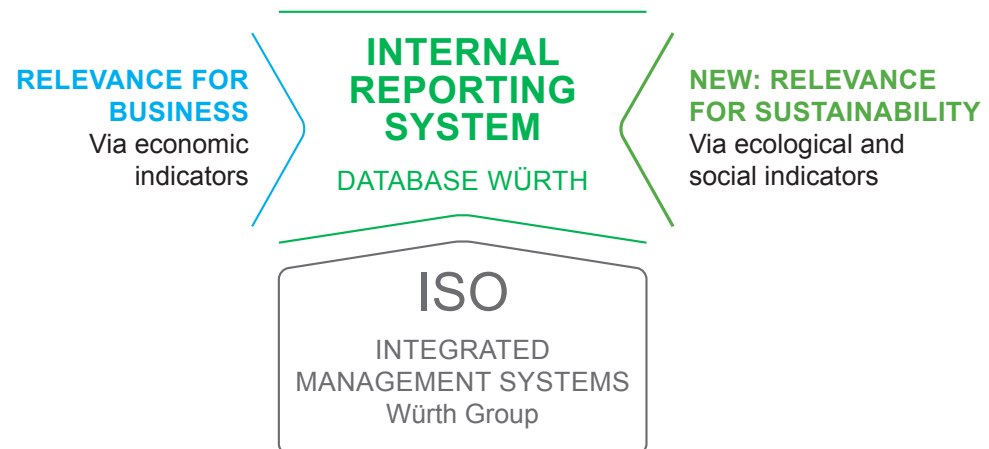
These building blocks are required for complying with the global sustainability standards. They serve as a guide for our data management system. Ecological and social

sustainability indicators were combined with the existing economic indicators in a central GRI database. Standardized management systems that have already been integrated into the subsidiaries of the Würth Group provide underlying and verified process data from the business activities of the Würth Group, thus guaranteeing data quality and industry-specific standards in advance..

Transformation indicators as a management tool for sustainable development

As part of our sustainability reporting, we have added aspects to our existing management processes to provide valuable transformation indicators in each individual company and to form the basis for Group-wide sustainability management. These building blocks contain the global sustainability indicators defined by the Global Reporting Initiative (GRI), the accounting standard for greenhouse gas emissions according to the Greenhouse Gas Protocol, and the strategic

COMBINATION OF PROCESS CONTROL AND DATA MANAGEMENT





FOCUS CLIMATE

OUR CONTRIBUTION TO THE TRANSFORMATION AREA CLIMATE OF THE WÜRTH GROUP

For the Würth Group, active climate protection means minimizing direct and indirect greenhouse gas emissions that are harmful to the environment in the long term, including throughout the supply chain. With the climate footprint analysis, we create transparency regarding our greenhouse gas emissions and their sources. We base our climate strategy on this analysis. This includes awareness of efficient energy use and emission sources, promoting renewable resources, and transitioning the vehicle fleet to alternative fuels.

FOKUS KLIMA

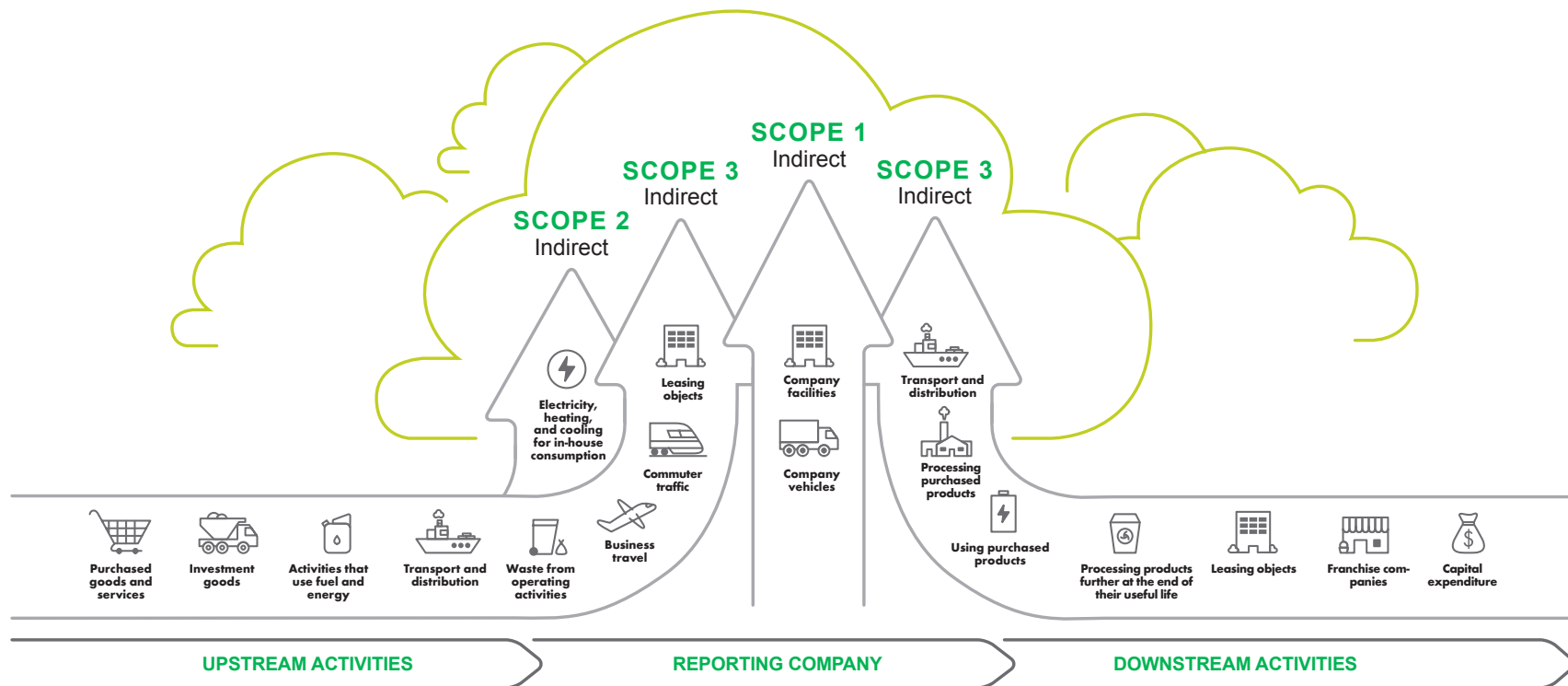
Environmental protection means conserving resources and creating environmentally sound production conditions that are continuously improved.

First, this means avoiding all harmful direct and indirect greenhouse gas emissions. If it is not possible to avoid these emissions, the Würth Group strives to reduce them to a minimum. Lastly, all greenhouse gas emissions that cannot be avoided or reduced are offset with investments in certified climate action projects, preferably in the field of biodiversity. This is underpinned by the reporting of our greenhouse gas emissions, which is based on the Corporate Standard of the Greenhouse Gas Protocol.

GRASS's strong environmental commitment and dedicated projects dating back many years and have been certified in accordance with the international environmental management system ISO 14001 since 2010.

EMISSION AREAS OF THE WÜRTH GROUP

Group-wide standard according to Greenhouse Gas Protocol



SCOPE 1

Scope 1 includes all direct, meaning from sources within the company, emissions produced as a result of power generation, vehicles, and production activities.

SCOPE 2

These indirect emissions are produced by energy generated outside the company and purchased, such as electricity, heat, and cooling.

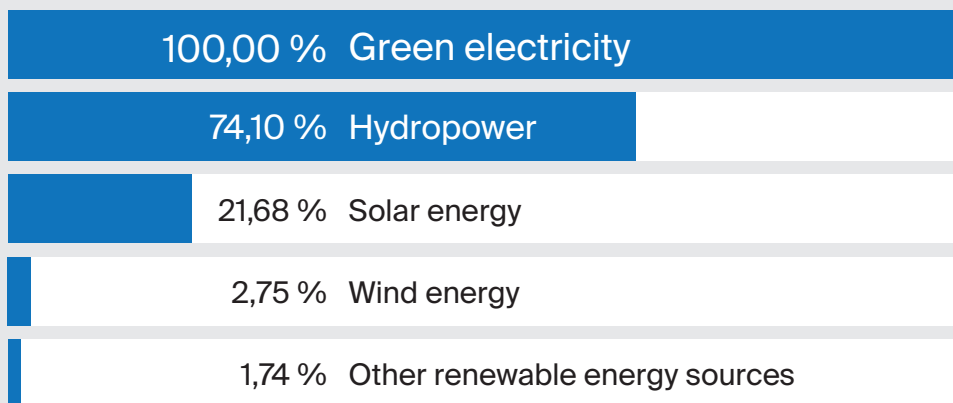
SCOPE 3

Scope 3 contains all other indirect emissions. These include emissions from manufacturing and transporting purchased goods, from distributing and using products, and from disposing of those products. Emissions resulting from business trips taken without a company vehicle and the employees' commute to work are included here.

Our projects and activities with a focus on the **climate protection**.

The following examples illustrate how we have already implemented measures to protect the climate and what is planned for the future.

Primary energy sources



CO₂-Emissions: none
 Radioactive waste: none
 Source: 100% Austria

Secondary (comprehensive) electricity labelling.
 Period: 1 January 2023 to 31 December 2023 in accordance with Sections 78 and 79 of the Electricity Industry and Organisation Act 2010 and the Electricity Labelling Regulation 2022

Source: illwerke vkw AG – www.vkw.at

Through the strategic expansion of our decentralised energy generation using photovoltaic systems and the promotion of climate-friendly mobility concepts, especially in the area of e-mobility, we are making a significant contribution to the decarbonisation of our company

5,904 tonnes of CO₂ emissions prevented each year through purchasing 100 % green electricity.

To cover the electricity requirements that cannot be met by the electricity we generate ourselves using renewable energies, GRASS exclusively purchases green electricity from Austria at all Austrian sites. With this green electricity from Vorarlberger Kraftwerke AG and Salzburg AG, GRASS prevents around 5,904 tonnes of CO₂ emissions annually compared to the German power mix.

The Würth Group matches 100 % of the grey energy used in Germany through Guarantees of Origin.

Currently, no electricity provider on the German market is able to fully cover the amount of electricity required by Würth each year using energy from renewable sources. Therefore, the Würth Group relies on Guarantees of Origin (GoO). These ensure that for each kilowatt hour of „grey energy“ used, the same amount of electricity from renewable energy sources is fed back into the grid in the same calendar year.



Company cars are gradually being replaced by electric models.

The company's fleet currently operates 21 electric vehicles and well over 20 charging stations at our production sites in Austria.



Replacement of compressors including integration in heat recovery (energy savings of 426 MWh/a).

Heat recovery through the use of waste heat from the compressors and installation of a new compressor with heat recovery.



Optimisation of cooling and heat recovery (energy savings of 1,540 MWh/a).

Instead of the compression refrigeration system, a 500 kW free-cooling system was installed, which supplies the required amount of cooling for various processes primarily in the winter months. The absorption refrigeration system fed by the combined heat and power plant is only used for cooling in the summer months.

400,000 kWh of electricity generated ourselves from PV systems.

1,140 solar panels generate around 400,000 kWh of electricity per year for our own consumption. This prevents 200 tonnes of CO2 emissions and enables the entire electricity requirements of the Austrian production sites to be covered using renewable energy. In addition, measures to increase energy efficiency have reduced energy consumption by 11 million kWh/year, which corresponds to the average annual electricity consumption of more than 2,500 family homes.



Our products are almost 100% (90 to 99%) recyclable.
The proportion of recycled material in our products is over 20% (depending on the product and manufacturer, this figure can vary between 20% and 40%).

FOCUS RAW MATERIALS AND RESOURCES

**OUR CONTRIBUTION TO THE TRANSFORMATION AREA
MATERIAL LIFE CYCLES OF THE WÜRTH GROUP**

The raw materials and resources used to manufacture our products represent valuable assets for our future and are the key to decoupling our activities from finite resource consumption. If we hope to create value in the future, we will have to appreciate resources, keeping them in material life cycles, and develop them into new, intelligent quality products over and over again. In doing so, we are creating a qualitative foundation for action and growth together with permanent resource availability.

FOCUS ON RAW MATERIALS AND RESOURCES

We take advantage of opportunities and assess risks through key figures and independent experts, allowing us to ensure conservation of raw materials and subsequent recycling.

Resource availability and rising prices for raw materials make sustainable growth essential. By systematically rethinking our activities and establishing closed-loop material cycles, we can decouple our future growth from finite resource consumption. The Würth Group's understanding of circular forms the basis for this endeavor. By changing our business practices, we are helping to secure the supply of raw materials.

100 % of steel waste is recycled, thus preserving raw materials and significantly reducing CO2e emissions. By using steel with a recycled content of at least 25 % and environmentally friendly powder coatings, we are strengthening our resource efficiency and minimising environmental impact along the entire value chain. This systematic anchoring of ecological and quality requirements supports us on our journey to becoming a climate-conscious and sustainable company.

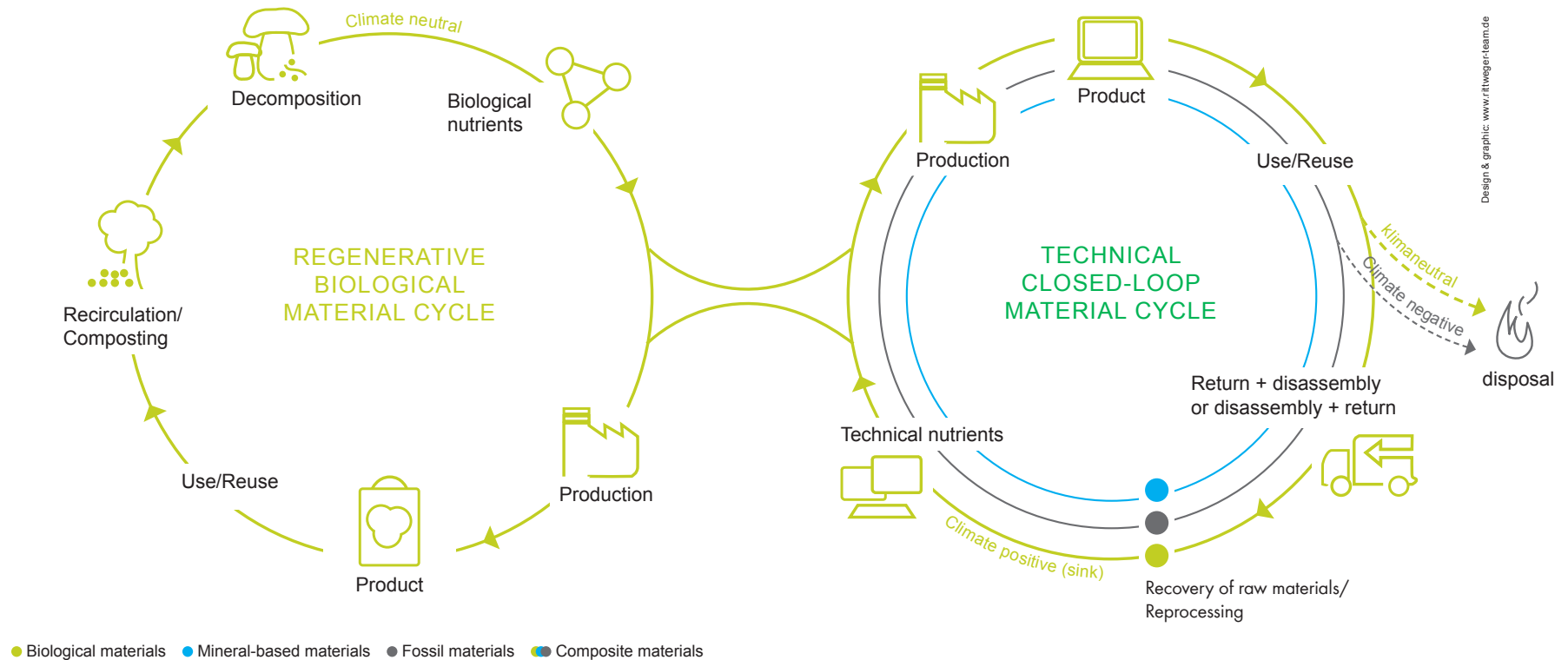
Management systems such as ISO 9001 and ISO 14001 have been incorporated in the company for many years and ensure transparency. But our ecological understanding and actions go far beyond that.

THE WÜRTH GROUP'S UNDERSTANDING OF CIRCULAR

Material-specific decarbonization in the circular economy

The objective of the Würth Group is to make it possible to recover virtually all of the materials used in a product after its life cycle in order to use them as raw material for new products. For this purpose, the products have to be designed so that they can be broken down easily into their individual components in order to allow the raw materials to circulate in closed loops. After neutralizing the emissions generated by the products as a result of their energy consumption, we evaluate the carbon footprint of the material life cycles in accordance with different types of materials: biological, mineral, and fossil materials, as well as composite materials. While biological materials in regenerative material

life cycles enclose natural closed-loop ecosystem processes and are therefore climate neutral, they form a carbon sink in technical closed-loop material life cycles. For example, they sequester carbon from the atmosphere as long as they are kept in this closed-loop cycle and grow back during that time. Fossil materials remain climate neutral in technical closed-loop material cycles until they leave the material cycle by disposal. They then release additional carbon into the atmosphere and are considered climate negative. In general, we consider mineral-based materials to be climate neutral.



Under the conditions of climate-neutral production processes using renewable energy sources (net zero process-related CO₂e emissions)

Our projects and activities with a focus on raw materials and resources

From product development and product design to production and manufacturing processes - conservation of resources, recycling and the recovery of raw materials are becoming increasingly important to us.



Consistently avoiding the use of plastic components in drawer sides enables almost 100 % recyclability as mono-materials.

Even during the development and production phases of our drawer systems, our engineers ensure Design for Recycling (DfR), material efficiency and environmentally friendly production. The focus is on ensuring that the materials used are not only produced in a resource-conserving manner and coated with low-emission coatings, but can also be recycled at the end of their life cycle without the need for complex material separation and without the use of harmful substances. One example of this is the Vionaro V8 drawer with the world's first solid metal drawer side, which is just 8 mm thick and completely eliminates the use of plastic elements, foams and adhesives. This maximises the recycling rate and reduces the environmental footprint across the entire product life cycle.



Conversion to single-layer coatings.

New system technologies and optimised production processes in the supply chain enable CO₂ emissions to be reduced by 1,476 tonnes each year. Furthermore, the loss of coating material can be largely avoided by recovering coating powder that is not retained on the product..

25 % recycled content in the metals used in our products.

The recycled material content used in the manufacturing of our products is already over 20 % and varies between 20 % and 40 %, depending on product and manufacturer.

100 % recycling rate for steel waste.

100 % of steel waste generated during production is collected and recycled.



Reduced temperatures for powder coatings.

The coating process uses solvent-free, energy-saving low-temperature powder coatings, significantly reducing curing and throughput times. Energy savings: 359 MWh.



Recycling of plastic granulate..

The production waste generated in the manufacturing of plastic components is ground directly on-site and recycled. Mono-material recycling allows 69 % of the plastic waste to be reused.





FOCUS SOCIAL & ENVIRONMENTAL STANDARDS

OUR CONTRIBUTION TO THE TRANSFORMATION AREA SOCIAL STANDARDS OF THE WÜRTH GROUP

The Würth Group takes an interdisciplinary and collaborative approach to developing a global and sustainable supply chain management system that not only correlates supply chain efficiency and quality of supply, but also contributes to a more participatory, more equitable, and safer living environment, especially for people in countries with a high risk of social standard violations. We focus on upholding human rights, ensuring fair working conditions, and advocating for the conservation of nature.

FOCUS SOCIAL AND ENVIRONMENTAL STANDARDS.

People. Environment. Health: Future areas for our corporate responsibility alongside our social and ecological standards.

We aspire to leave nobody behind, no person and no place. As such, social justice and fairness, minimizing social risks, and complying with environmental standards in our own company and in the supply chain are a matter of obligation for us. Global frameworks for social and environmental standards serve as guidelines to ensure consistent compliance with our corporate due diligence obligations.

The GRASS Group is committed to responsible business activities throughout the entire supply chain. As part of the Würth Group, we are guided by their ethical principles and expect the same of our business partners. The primary focus is the principle of sustainability, which incorporates economic, social and ecological responsibility and is strategically anchored in the core business. We actively assume social responsibility. Sustainability is understood as a long-term business concept that encompasses not only ecological aspects, but also fair working conditions, health protection and social justice.

Assuming responsibility means that we are all called upon as a company, as individuals and as employees to act responsibly when it comes to sustainability, environmental protection, human dignity, equality and safety.

FRAMEWORKS FOR SOCIAL AND ENVIRONMENTAL STANDARDS IN THE WÜRTH GROUP

Compliance with corporate due diligence on a global scale



EUROPEAN AND GERMAN ACT ON CORPORATE DUE DILIGENCE OBLIGATIONS IN SUPPLY CHAINS

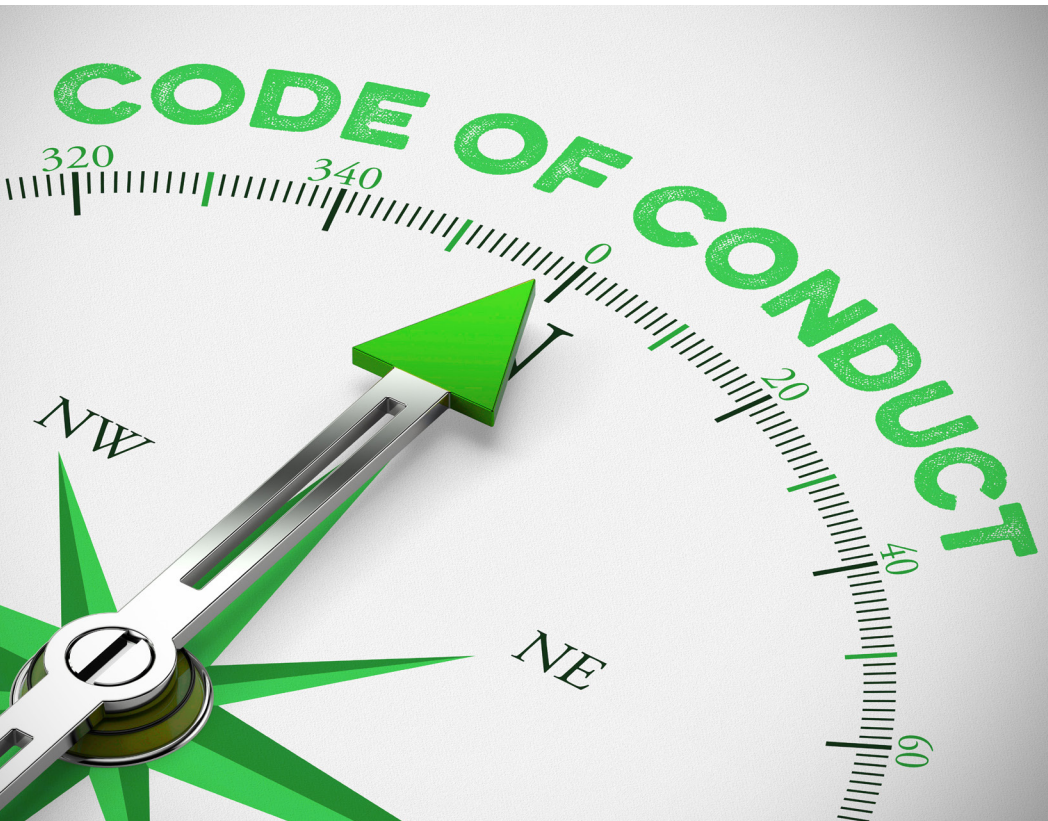
PRINCIPLES OF THE UN GLOBAL COMPACT

SUSTAINABLE DEVELOPMENT GOALS (SDGS) OF THE UN

UNIVERSAL DECLARATION OF HUMAN RIGHTS OF THE UN

ILO CORE LABOR STANDARDS

Our projects and activities with a focus on social and environmental standards.



When it comes to supply chains, social and environmental standards are becoming increasingly important. The following examples illustrates the measures we have already taken to ensure fair working conditions and effective environmental standards.

Introduction of the Supplier Code of Conduct for the GRASS Groupe

The GRASS Supplier Code of Conduct is based on the Universal Declaration of Human Rights and the principles of internationally recognised standards for responsible business conduct. These include the UN Global Compact, the core labour standards of the International Labour Organization (ILO) and the Rio Declaration on Environment and Development.

„We want performance, predictability, honesty and straightforwardness.“

Extract from the Würth Group Code of Compliance



Conducting supplier audits.

Supplier audits include social and environmental criteria and check the binding minimum requirements that must be observed and implemented by each of our suppliers.

Complaints and reporting procedures.

All employees of the supplier are invited to use the GRASS Group anonymous reporting system „SpeakUp“ for reporting violations. The certified BKMS® whistleblower system we use is based on an external communication platform secured using the latest technology. This platform allows employees to submit information completely anonymously.

Introduction of an HSE reporting system.

HSE stands for Health, Safety and Environment. The simple and transparent recording of near-accidents, unsafe conditions and suggestions for improvement enables risks to be identified earlier and proactive action to be taken before accidents occur. This results in a significant decrease in the number of accidents and at the same time increases the safety awareness of employees



Supplier Code of Conduct



Würth Code of Compliance



Complaints and reporting procedures

www.bkms-system.net/wuerth



~~COULD. SHOULD.~~ ~~MUST. DO!~~


That is what motivates us daily. We have discovered that good baseline data are the key to pooling synergies, learning from one another, and defining performance targets. These data provide us with the ideal preconditions for measuring our collective transformation progress in the future.

BASELINE DATA

A TYPICAL DAY AT THE GRASS GROUP IN 2025¹⁾

∅ **0,2**  new employees

are hired per day.

∅ **8,6**  tons

of packaging material
are used per day.

∅ **20,5**  tons

of waste (resources)
are produced per day.

 ∅ **39** cubic meters

of water are consumed per day.

∅ **48**  MWh

of power are needed
for heating each day.

∅ **78**  MWh


electricity is consumed daily.

1) All figures are average values (∅) derived from the total annual values from 2025 for 365 days to calculate 1 day/year..

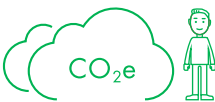
∅ 0,99 M



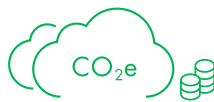
Euro in sales are generated each day

∅ 11,3 tons 

of CO2e emissions are produced in total per day (Scope 1+2).

∅ 9,8 kilograms 

of CO2e emissions are produced per day and employee (Scope 1+2).

∅ 11,3 grams 

of CO2e emissions are produced per euro in sales (Scope 1+2).

 ∅ 1025 kWh

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

∅ 257 liters 

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

∅ 246 kWh 

of electricity are used each day by electric vehicles.



Baseline data for corporate governance

EMPLOYEES AND DIVERSITY

STAFF DIVERSITY

Share of employees by gender

	2025 in %	2025	2020	Change in %
Total employees	100	1143	1316	-13,2
Of which male	75	862	999	-13,7
female	25	281	317	-11,4
diverse ¹⁾	-	-	-	-

WORK-LIFE BALANCE

Share of employees on parental leave

	2025 in %	2025	2020	Change in %
Total number of employees on parental leave	100	25	32	-21,9
Of which male	24	6	7	-14,3
female	76	19	25	-24,0
diverse ¹⁾	-	-	-	-

DIVERSITY IN MANAGEMENT BODIES

Share of managers

	2025 in %	2025	2020	Change in %
Total managers	100	175	135	+29,6
Of which male	87	153	124	+23,4
female	13	22	11	+100
diverse ¹⁾	-	-	-	-

DIVERSITY OF PART-TIME EMPLOYEES

	2025 in %	2025	2020	Change in %
Total part-time employees	100	121	96	+26,0
Of which male	45	55	37	+48,7
female	55	66	59	+11,9
diverse ¹⁾	-	-	-	-

1) Not yet recorded

Baseline data for climate

CLIMATE FOOTPRINT FOR SCOPE 1 AND SCOPE 2

SCOPE 1	2025 Emissions	2020 Emissions	SCOPE 2	2025 Emissions	2020 Emissions
	CO ₂ e	CO ₂ e		CO ₂ e	CO ₂ e
ELECTRICITY			ELECTRICITY		
In-house electricity generation from fossil energy sources	0 t	0 t	Country-specific electricity procurement, market-based method ³⁾	232 t	4.735 t
In-house electricity generation from renewable energy sources	0 t	0 t	Green electricity from renewable energy sources, market-based method	0 t	0 t
HEAT			HEAT		
Heat from fossil fuels	3.584 t	7.791 t	Externally provisioned heat	0 t	359 t
Heat from renewable energy sources and renewable resources ¹⁾	0 t	0 t	TOTAL SCOPE 2 EMISSIONS	232 t	5.054 t
Refrigerants	43 t	0 t			
MOBILITY			TOTAL SCOPE 1+2 EMISSIONS		
Mobility with fossil fuels	238 t	350 t		4.097 t	13.235 t
Mobility from renewable energy sources ²⁾	0 t	0 t			
TOTAL SCOPE 1 EMISSIONS	3.865 t	8.141 t			

3,6 t

CO₂e emissions per employee in 2025
(2020: 10,06 t/employee)

15,5 MWh

Total power consumption per employee in 2025
(2020: 60,23 MWh/employee)

11,3 g/EUR

CO₂e emissions per euro in sales in 2025
(2020: 35,58 g/EUR)

0,05 kWh/EUR

Total power consumption per euro in sales in 2025
(2020: 0,23 kWh/EUR)

3) Due to the great variability at locations in different countries, we calculate the country-specific emissions for electricity, natural gas, and heating oil based on official average values. Here, the country-specific electricity mix is calculated using the location-based method and the green electricity is calculated using the market-based method.

Basis for calculating climate footprints of the Würth Group: The CO₂e emissions are calculated based on the recorded power consumption data and the recognized emission factors of the International Energy Agency IEA, <https://www.iea.org/data-and-statistics/data-product/emissions-factors-2023>; <https://www.iea.org/data-and-statistics/data-product/emissions-factors-2024>.

1) Biogas and wood chips

2) Electricity = 0, hydrogen not yet calculated

Data sources: IEA 2025, IEA 2024, IPCC, DEFRA 2025, DEFRA 2024

Baseline data raw materials and resources

PACKAGING, WASTE, AND NATURAL RESOURCES

PACKAGING MATERIAL ¹⁾

Total weight of packaging material used in tons (t)

	2025	2020
Glass	0	0
Paper, cardboard	1.759	3.119
Ferrous metals	0	0
Wood	1.249	727
Plastics	143	172
Other composite materials	0	0
Textile fabrics	0	0
Other	0	122
Total weight	3.151	4.140
of which recycled material	0	0

WATER ²⁾

	2025 in m ³	2020 in m ³	Change in %
Water withdrawal	14.360	23.369	- 38,6
Water discharge	9.347	20.174	- 53,7
Water consumption³⁾	5.013	3.195	+ 56,9

TYPE OF WASTE

Total weight

Glass: 0 t (2020: 0 t)	
Paper, cardboard: 240 t (2020: 387 t)	
Metals: 6.722 t (2020: 8.080 t)	
Non-metallic minerals: 4 t (2020: 0 t)	
Plastics: 119 t (2020: 760 t)	
Other composite materials: 0 t (2020: 35 t)	
Wood: 53 t (2020: 0 t)	
Natural materials/Biomass: 5 t (2020: 21 t)	
Hazardous waste: 337 t (2020: 280 t)	
Total weight: 7.480 t (2020: 9.563 t)	

1) Variances within the individual results and the overall result due to rounding.

2) Figures refer only to the companies for which water is essential for their business activities

3) Calculation of water consumption: water withdrawn minus water discharged

Baseline data social and environmental standards

SOCIAL STANDARDS

OCCUPATIONAL HEALTH AND SAFETY

	2025	2020
Health rate (in %)	93,62	94,87
Reportable accidents (total)	16	48
Working days lost due to accidents	322	423

100%

of employees participated in occupational health and safety training in 2025
(2020: 100 %)

PROCESS AND QUALITY MANAGEMENT SYSTEMS 2025

Standardized quality management system	
Certified according to ISO 9001	
Standardized environmental management system	
Certified according to ISO 14001	

PLANT REINHEIM

Standardized energy management system	
Certified according to ISO 50001	

SUPPLIER REVIEW

	2025	2020 ⁴⁾
Share of all suppliers evaluated on the basis of environmental criteria	157	0
Share of all suppliers evaluated on the basis of social criteria	157	0

4) The data for 2020 has not yet been collected.

APPENDIX

GLOSSARY

Good to know: Definitions for a shared basic understanding

B

Biodiversity

Includes the following aspects: biological diversity, nature conservation, sustainable use of nature, and environmental protection. Biodiversity represents an essential foundation of our life, which we need to survive and which we also have to protect on a sustained basis.

C

Carbon neutral

Refers to only carbon dioxide emissions (CO₂) and ignores other greenhouse gases. No additional CO₂ emissions are produced or CO₂ emissions are offset in full.

Carbon sink

Refers to natural ecosystems, such as forests and wetlands, that have the capacity to capture CO₂ from the air and store it. This works only as long as the ecosystems remain intact.

Circular economy

A regenerative economic system in which raw resources, materials, and products circulate in loops after being used in order to maintain a life cycle that is as long as possible. No more waste is produced, but rather all resources are reused, repaired, or recycled.

Climate protection

Is the overarching term for various measures taken to combat climate change and the resulting global warming. We are focusing primarily

on actively reducing direct and indirect greenhouse gases that are harmful to the climate, also along the supply chain

CO₂ Equivalents (CO₂e)

Unit used to compare the climate impact of all greenhouse gases. The conversion into CO₂ equivalents indicates how much a greenhouse gas contributes to global warming over a certain period of time compared to the same amount of CO₂.

Code of Compliance

Guidelines and rules of conduct for companies and their business partners to ensure responsible, ethical, and moral conduct.

Corporate Sustainability Reporting Directive (CSRD)

A guide for sustainability reporting published by the European Commission in April 2021 to replace the former “Non-Financial Reporting Directive” (NFRD). It requires the disclosure of information regarding the environment, employees, and social concerns, for example.

Cradle to Cradle®

A design concept based on the principle of the circular economy with the objective of keeping products in recurring material life cycles. The product materials are fed back into either the biological or the technical life cycle.

D

Decarbonization

Describes the economic shift away from using carbon-based energy sources. This involves reducing not only carbon dioxide emissions but also all greenhouse gases.

Diversity and inclusion

Refers to the diverse range of people and lifestyles and the approaches to promoting this deliberately. The aim of diversity is to accept and appreciate all people regardless of their gender, gender identity, sexual orientation,

physical or mental disabilities, social or ethnic background, age, nationality, language, skin color, religion, or any other unique characteristic that makes us human. Inclusion refers to the respectful and constructive involvement of all groups of people within an organization, in particular ensuring equal opportunities for people with disabilities and social minorities.

E

European Green Deal (2019)

A strategy that aims to transform the EU into a resource-efficient, modern, and competitive economy where there are no net emissions of greenhouse gases by 2050, economic growth is decoupled from resource use, and no one and no place is left behind. It provides a series of actions to achieve: among other things, the objective of producing 55 % less emissions by 2030 compared to 1990.

G

Green electricity / green power

Refers to electricity that is not generated from fossil fuels. This includes, for instance, electricity generated from wind energy, hydropower, and solar energy.

Greenhouse Gas Protocol/GHG Protocol (Scopes 1–3)

A set of international standards for offsetting greenhouse gas emissions. The protocol aims to calculate greenhouse gas emissions along the entire value and supply chain and to report them transparently. Greenhouse gases are divided into three categories or “scopes” in the GHG Protocol:

- › **Scope 1:** Includes all direct emissions produced by a company (e.g., as a result of power generation, vehicles, and production activities)
- › **Scope 2:** Includes all indirect emissions produced by a company (e.g., as a result of energy generated outside the company and purchased energy)
- › **Scope 3:** Includes all other indirect emissions produced by a company (e.g., as a result of employee commuting or manufacturing and transporting purchased goods).

I

ILO core labor standards

Social standards within the scope of the global trade system for ensuring humane working conditions and protective measures in terms of freedom of association and collective bargaining,

eliminating compulsory labor, abolishing child labor, and prohibiting all forms of discrimination.

Intergenerational justice

Refers to the fairness between present and future generations, encouraging each generation to live responsibly so that following generations are not encumbered with unreasonable burdens.

ISO 9001

A standard that sets out the criteria for companies to implement a universally accepted quality management system. It is based on establishing a continuous improvement process (CIP).

ISO 14001

An international standard for environmental management systems to plan, implement, manage, and improve environmental performance, targets, and obligations in companies.

ISO 45001

A standard describing the requirements for an occupational safety management system to optimize health and safety in the workplace.

ISO 50001

An international standard for energy management based on the implementation of a system to manage and improve power consumption and power efficiency.

L

Location-based method

One of two methods defined in Scope 2 (GHG Protocol) to measure the indirect emissions resulting from electricity based on the average emission intensity where the electricity is consumed. Also see M: market-based method.

M

Market-based method

One of two methods defined in Scope 2 (GHG Protocol) to measure the indirect emissions resulting from electricity based on the emission factors of the respective electricity supplier. Also see L: location-based method.

P

Product life cycle

The length of time from a product first being introduced to consumers until it is removed from the market. The cycle can be divided into five different stages (e.g., growth or maturity stage). In order to ensure sustainable production, it is not enough to take only the manufacturing stage into account for the product. Instead, the entire life cycle has to be analyzed and assessed.

R

Recyclability

Describes the suitability of a product or material to be converted into a new product or used for a similar application.

Recyclates/Secondary materials

Raw materials obtained from recycled waste. They serve as base materials for new products or packaging and differ from primary materials (which are extracted from nature). A difference is made between secondary material extracted from household waste (post-consumer recycled or PCR) and secondary material extracted from industrial waste (post-industrial recycled or PIR).

S

Supplier Code of Conduct

A code of conduct for suppliers and a key feature of every supplier agreement. The requirements laid out in the Würth Supplier Code of Conduct are based on the Universal Declaration of Human Rights, the core labor standards of the International Labour Organisation (ILO), the ten principles of the UN Global Compact, and the Rio Declaration of Environment and Development.

T

(Sustainable) transformation

Describes the fundamental transition from the current economic system based on resource consumption to a system that preserves resources. Another goal of sustainable transformation is to reduce greenhouse gas emissions. At the same time, it sets out to mitigate the economic, ecological, and social impacts of climate change in order to safeguard and improve living conditions on earth. This requires a new way of thinking with regard to most economic activities and aspects of our daily lives: with innovative technological leaps,

changing from a linear to a circular model, social equality, and international cooperation.

Z

Zero emissions/Net zero emissions

Refers to a product, process, or other system whose life cycle phases (production, use, implementation, disposal, etc.) do not produce any greenhouse gases; in contrast, net zero refers to the state in which the balance of positive emissions and negative emissions is zero after all compensation measures.

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online at



German



English

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www.wuerth.com/nachhaltigkeit
www.wuerth.com/sustainability

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liability for printing errors. Gender-neutral language has been
used where possible to avoid discrimination. The generic
masculine form was used only in relation to business entities,
i.e. customers, service providers or suppliers. In the interests of
equality, all job titles apply to all genders.

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