Westfälische Drahtindustrie GmbH

Sustainability Report

in accordance with the GRI Standards

2025

Foreword CEO

Today, companies are facing an accelerated transformation shaped by both global developments and societal expectations. Issues such as climate protection, resource efficiency, social responsibility and digitalisation are no longer optional – they play a decisive role in determining long-term corporate success. At the same time, these changes are often perceived as a challenge that puts corporate flexibility to the test.

At WDI, we see these developments as an opportunity to put our corporate values into practice and strengthen our innovative capacity. The responsible use of natural resources, the promotion of fair cooperation and the sustainable design of our business processes are not new goals for us – they have been part of our DNA since our foundation in 1856. Our corporate history now spanning 170 years demonstrates that long-term success and sustainability are inextricably linked.

At the same time, we recognise the current challenges, such as the transition to carbon-neutral production or securing a skilled workforce. Here too, we act proactively, set standards at an early stage and drive implementation in a practical manner.

This sustainability report provides you with an insight into the strategies, measures and progress we have achieved along this path. Our aim is not to rest on our laurels, but to continue learning, adapting and consistently fulfilling our responsibility towards the environment, society and the economy.

The implementation of all these initiatives would not be possible without the commitment of our employees. We would like to express our sincere thanks for their dedication, their ideas and their daily work – they are at the heart of our sustainable corporate development.

We invite you to view this report as a reflection of our actions and as a guide for our future steps. Together, we are shaping a sustainable, innovative and future-proof WDI.

Katja Pampus
Chair of the Management Board

Hamm | March 2026

1. The organisation and its reporting obligations

GRI 2-1

Organisational profile

Name of the organisation: Westfälische Drahtindustrie GmbH (here in after referred to as WDI). The head office of WDI is located at Wilhelmstraße 7, 59071 Hamm, Germany.

WDI has the legal form of a limited liability company (GmbH) and is a family-run company.

WDI has 14 operating sites in Germany (see GRI 2-6) as well as 100% shareholdings in the following companies:

- Nedri Industriedraht GmbH, Hamm, Germany
- WWH Westfälische Walzdrahthandel GmbH, Hamm, Germany
- Nedri Spanstaal BV, Venlo, Netherlands
- Unirope Ltd, Mississauga, Canada
- WDI Trading Shanghai Ltd, Shanghai, China
- WDI Polska spzoo, Katowice, Poland

Further information on the company can be found on the website www.wdi.de.

GRI 2-2

Entities included in the organisation's sustainability reporting

Sustainability reporting is carried out exclusively for the individual company Westfälische Drahtindustrie GmbH.

GRI 2-3

Reporting period, reporting frequency and contact point

This Sustainability Report is WDI's second report and relates to the 2023/2024 financial year (1 October 2024 - 30 September 2025).

This report was published on 1 April 2026; the report is updated annually and published on the website www.wdi.de.

There is a contact form on the website that can be used to send all questions and comments about the report directly to the sustainability department.

GRI 2-4

Correction or restatement of information

No material restatements have been made in this second report. The structure of the content corresponds to that of the first report.

GRI 2-5

External review

The report is not currently subject to external verification. However, WDI's management has satisfied itself that the data used in the report is consistent both with the data published in accordance with the International Financial Reporting Standards ( ) and with the company's internal data.

Westfälische Drahtindustrie GmbH
Hamm

- 100% — **NEDRI Industrial Wire GmbH**, Hamm
- 100% — **WWH Westfälischer Walzdrahthandel GmbH**, Hamm
- 100% — **NEDRI Spanstaal B.V.**, Venlo, Niederlande
- 100% — **Unirope Ltd.**, Mississauga, Kanada
- 100% — **WDI Trading (Shanghai) Ltd.**, Shanghai, China
- 100% — **WDI Polska sp. z o.o.**, Katowice, Polen

2. Activities and employees

GRI 2-6

Activities, value chain and other business relationships

WDI is a steel processing company and primarily manufactures wire products for the processing industry. WDI is the largest independent wire producer in Europe and supplies customers worldwide.

The individual products are manufactured at different production sites, each of which is organised in the form of a profit centre (PC). There are 4 PCs at the Hamm sites and 3 PCs are located at the Rothenburg site. All other locations only have a single PC.

Specifically, the following products are manufactured for the following customer industries

Product	Major customer industry	Operating sites (PC)
Reinforced mesh	Construction industry	Salzgitter (PC07)
Cold heading wire	Automotive industry, Construction industry	Hamm (PC03) Kalthof (PC10)
Steel wires	Automotive industry, mechanical and vehicle engineering, furniture industry	Hamm (PC03) Rothenburg (PC01) Kalthof (PC10)
Iron wires	Automotive industry, mechanical and vehicle engineering, furniture industry	Hamm (PC03) Rothenburg (PC01) Brandenburg (PC15)
Flat wire	Furniture industry, offshore industry, construction industry	Brotterode (PC06)
Bright steel	Automotive industry, furniture industry, mechanical and vehicle engineering	Hamm (PC08) Schwerte (PC09) Ixheim (PC13)
Welding wire	Automotive industry, mechanical and vehicle engineering, shipbuild-ing, wind energy, pipeline construction	Hamm (PC04) Rothenburg (PC14)
Steel cables	Construction industry, Mining, Mobile cranes, architecture	Dortmund (PC11) • Syke (PC12) Zwickau (PC19)
Overhead cables	Energy industry	Rothenburg (PC02) Berlin (PC16)
Prestressing steel	Construction industry	Hamm (PC05)
Barbed wire	Horticulture, Forestry	Altgandersheim (PC18)

The raw material for the products is wire rod, sourced from German and European steel-works and rolling mills. The wire rod, supplied in coils, is transported and processed through cold forming to achieve thinner dimensions. Due to varying product requirements, some wires undergo additional treatments such as pickling, annealing, and galvanising. After the drawing process, some products go through further processing steps, such as manufacturing steel and overhead line cables.

The plant in Altgandersheim (PC 18) also purchases fences and gates from external suppliers and sells them to German or European customers.

GRI 2-7

Employees

At the end of the 2024/2025 financial year (30 September 2025), WDI employed 1,299 staff. The breakdown of employees is shown inthe following table:

Female	Male	Other*	Not disclosed	Total
Number of employees (number of employees)				
135	1,164	0	0	1,299
Number of permanent employees (number of employees)				
115	1,041	0	0	1,156
Number of temporary employees (number of employees)				
20	123	0	0	143
Number of employees with non-guaranteed working hours (number of employees)				
0	0	0	0	0
Number of full-time employees (number of employees)				
84	1,127	0	0	1,211
Number of part-time employees (number of employees)				
51	37	0	0	88

* Gender, as indicated by the employees themselves

All employees work at the individual production sites in Germany.

GRI 2-8

Employees who are not permanent staff

At the end of the 2024/2025 reporting year (30 September 2025), 60 employees (full-time equivalents) were employed as agency workers. These employees are primarily deployed in production.

3. Corporate Governance

GRI 2-9 Management structure and composition

The Supervisory Board monitors the Management Board at regular intervals. During the Supervisory Board meetings, the Management Board informs the Supervisory Board about the current developments and plans for future development.

The Supervisory Board is also responsible for monitoring the management of the company's impact on the economy, the environment and people.

The term of office of each member of the Supervisory Board is four years.

GRI 2-10 Nomination and selection of the highest supervisory body

The Supervisory Board consists of three members. Two members are appointed by the respective shareholders. The third member is an employee representative who is elected by the workforce. All members of the Supervisory Board possess extensive knowledge and experience due to their many years of work in the steel sector.

GRI 2-11 Chairman of the highest governance body

The Chair of the Supervisory Board is elected by the members of the Supervisory Board. Like the other members of the Supervisory Board, the Chair is not a member of the company's management.

GRI 2-12 Role of the highest oversight body in supervising the management of impacts

In addition to the statutory requirements, the company's articles of association and the rules of procedure for the management form the framework for the Supervisory Board's supervisory activities. At the end of a financial year, the Supervisory Board approves the company's annual financial statements and grants discharge to the management accordingly.

In order to fulfil its supervisory role, the Supervisory Board receives comprehensive briefings on all matters relating to the relevant reporting period at its regular meetings. The Supervisory Board receives the relevant information in advance of the meetings, so that its members can prepare accordingly. Should information be required outside of the normal Supervisory Board meetings, the Supervisory Board has the option at any time to request this information from the Management Board.

The Supervisory Board also monitors the Management Board to ensure that the company's values and guiding principles, as well as its strategy, policies and objectives, are in line with the expectations of the various stakeholders.

GRI 2-13 Delegation of responsibility for managing the impact

The Supervisory Board oversees the Management Board, which bears operational responsibility for the company. In addition to the economic and operational aspects of the company, this oversight also includes the management of the company's impacts on the economy, the environment and people.

GRI 2-14 Role of the highest governance body in sustainability reporting

The sustainability report is sent to the Supervisory Board for information once it has been prepared. As this sustainability report has been prepared on a voluntary basis, review and approval by the Supervisory Board is not currently required.

GRI 2-15 Conflicts of interest

Conflicts of interest may, of course, arise at any time if the persons responsible have differing business interests. However, due to the framework established for the company, which is set out in both the Articles of Association and the Rules of Procedure for the Management Board, the potential for conflicts of interest is severely limited.

GRI 2-16 Communication of critical concerns

Critical concerns are communicated by the management to the Supervisory Board in written or oral form.

No critical concerns were communicated during the reporting year.

GRI 2-17 Collected knowledge of the highest control body

During regular briefings by the management, topics relating to resource efficiency, e.g. energy consumption, are also discussed.

With the future publication of the sustainability report, reporting on sustainable development will be significantly more comprehensive.

GRI 2-18 Assessment of the performance of the highest supervisory body

The assessment of the performance of the highest supervisory body is governed by compliance with legal requirements.

GRI 2-19 Remuneration policy

Remuneration for the members of the Supervisory Board is fixed and essentially constitutes reimbursement of expenses. In the 2024/2025 financial year, a total of EUR 23,000 was paid to the three members of the Supervisory Board..

GRI 2-20 Procedure for determining the remuneration

The remuneration of the Supervisory Board members was determined by the shareholders and may be adjusted periodically. No variable remuneration components are provided for.

4.Strategy, policies and practices

GRI 2-22 Statement of Application regarding the Sustainable Development Strategy

WDI has had a sustainability policy in place for several years, which is revised annually. The most recent revision took place in January 2026. The sustainability declaration („Sustainability - an integral part of WDI's corporate policy") is available at any time on the website www.wdi.de

The sustainability statement sets out the company's priorities regarding environmental protection, waste prevention and energy efficiency. Through the resource-efficient use of chemical products, as well as a sustained reduction in the use of fossil fuels and their replacement with renewable energy, the short-, medium- and long-term impacts of production on the economy, the environment and people are continuously reduced.

With regard to the specific implementation of this sustainability strategy, please refer to the comments on GRI Standards 301, 302, 303, 305 and 306 in this report.

Based on the experience gained in recent years and strategic considerations, the management set a date for CO^2 neutrality for the first time in November 2023. The company plans to make its production (Scope 1 and 2) climate-neutral by 2045. In addition, WDI is in constant contact with its suppliers and service providers in order to reduce the CO^2 emissions of purchased primary products and services. The corresponding „Guideline on reduction targets for climate-damaging greenhouse gases (GHG)" can be accessed at any time on the company website www.wdi.de.

GRI 2-23 Declaration of commitment to principles and practices

The management of WDI has published the principles and guidelines for responsible corporate conduct with the release of the "Code of Conduct and Ethics for Business Partners of Westfälische Drahtindustrie GmbH". This policy is revised annually and is also available at any time on the company website www.wdi.de.

The Code of Conduct and Ethics must be observed by all business partners of WDI and therefore applies to employees, suppliers, customers and other stakeholders. The Code of Conduct and Ethics makes the corporate values clear and is intended to help ensure that the company's expectations with regard to compliance with the law and ethical behaviour are met.

GRI 2-24 Inclusion of the declarations of commitment to principles and practices

All company employees receive annual training on the sustainability statement and the Code of Conduct and Ethics. The training is delivered by the relevant line manager and is reviewed by the Human Resources department.

In 2025, the GHG reduction policy was also included in the training programme. Furthermore, due to procurement requirements, all suppliers are obliged to agree to the guidelines we have set out.

Furthermore, all the company's investment projects are based on the requirement to consider the most energy-efficient plant configuration.

Through the use of an electronic legal register, all relevant employees of the company are informed about the laws and regulations applicable to their area, primarily in the fields of the environment and occupational safety. By consistently addressing the legal obligations derived from these laws and regulations, WDI's management is able to verify WDI's legal compliance at any time using a central IT tool.

GRI 2-25 Procedures for addressing adverse impacts

WDI has set up a whistleblower hotline on its website www.wdi.de, thereby giving all stakeholders the opportunity to report any misconduct by the company or its employees. Reports can be made anonymously or, if preferred, by name. A hotline has also been set up to report suspected breaches of the Supply Chain Due Diligence Act.

Both hotlines were activated at the end of 2023. No reports of misconduct had been received by 28 February 2026.

GRI 2-26 Procedure for seeking advice and reporting concerns

In addition to the complaints procedures via the hotlines described in GRI 2-15, all employees can all employees can seek advice via the store stewards of the works councils and report any misconduct by superiors. In addition, there is regular contact between employees and management during the regular site visits, which create opportunities to address problems at management level. Works meetings are held regularly with the participation of the management, so that employees can also address undesirable developments directly or anonymously via the works councils.

GRI 2-27 Compliance with laws and regulations

There were no significant violations of laws and regulations in the reporting period.

GRI 2-28

Membership of associations and interest groups

The company is a member of the following organisations:

- Iron Wire and Steel Wire Association (ESV)
- Welding Electrode Association (SEV)
- Central Westphalia Business Association
- Association of German Women Entrepreneurs
- Association of the German Spring Industry (VDFI)
- Federal Association of Small and Medium-Sized Enterprises
- Professional Association for Metal Fencing Technology
- Professional Association for Wire Fencing
- Institute for Reinforced Concrete Reinforcement (ISB)
- Association of Wire Drawing Mills (STV)
- FSA Professional Association for Ropes and Lifting Gear
- German Wire Association (BVD)
- WSM Trade Association for Steel and Metal Processing
- Trade Association of Wire Drawing and Cold Rolling Mills

In order to further reduce the possibility of anti-competitive agreements, WDI decided at the end of 2023 to discontinue or phase out all cooperation in the commercial committees of the aforementioned associations. However, cooperation in the technical committees is still considered necessary and will continue.

5. Stakeholder Engagement

GRI 2-29

Approach to stakeholder engagement

As a globally active company, WDI recognises that it shares responsibility for solving the environmental and social challenges that arise from our economic activities. WDI strives for close cooperation with all social groups. To this end, those responsible at WDI are in regular contact with employees, authorities, customers, suppliers and other stakeholders in order to identify at an early stage whether existing specifications or internal guidelines need to be adapted or improved.

GRI 2-30

Collective agreements

Collective agreements apply to all employees of WDI, with the exception of the members of WDI's management.

6. Key issues

GRI 3-1

Process for identifying material issues

As part of its normal business activities, the company engages in ongoing dialogue with its various stakeholders. This dialogue has identified the following issues, which were subsequently assessed as part of an internal risk analysis: See following page

Stakeholders	Issues 2025	Dialogue and Communication formats
Employees	• Inflation, increased energy prices • Healthcare and sickness rate • Occupational safety • Education and training, training courses • Shortage of skilled labour • Home office	• Works council • Staff meetings • One-to-one meetings
Business customers	• Production reliability and quality • Sustainability in the supply chain • Green steel	• Customer meetings and visits
Suppliers	• Production volume • Green steel • Trust-based cooperation	• Supplier meetings and visits
Shareholder / Supervisory Board	• Production volume or capacity utilisation • Profitability • Compliance with the law	• Shareholders meeting • Supervisory Board meeting
Legislator	• New regulatory requirements	• Association activities

The respective order of the topics does not represent a prioritisation.

GRI 3-2

List of material topics

Regular dialogue with our company's stakeholders, on the one hand, and internal risk analysis, on the other, were combined by the management into a comprehensive materiality analysis to support the company's sustainability strategy.

The materiality analysis identified the following material topics: 'Skills shortage', 'Health protection and sickness absence', 'Green steel' and 'Sustainability in the supply chain'.

GRI 3-3

Management of material topics

The actual and potential negative and positive impacts of the material topics and the measures taken to avoid negative impacts are described in detail in the following GRI Standards.

Material topics	GRI-Standard
• Skills shortages	• GRI 401 and GRI 402, 403-6
• Health protection and sickness rate	• GRI 403
• Green steel	• GRI 2-22, GRI 201-2, GRI 308
• Sustainability in the supply chain	• GRI 308 and GRI 414

In each of these areas, the company works closely with the relevant stakeholders to minimise or entirely avoid any potential negative impacts on the economy, the environment and people.

7. Economic standards

GRI 201 Economic performance

201-1 Directly generated and economic value

WDI regularly publishes its annual financial statements at www.bundesanzeiger.de
The direct generated and economic value of the company can be seen from these publications.

201-2 Financial consequences of climate change for the organisation and other climate-related risks and opportunities

The risks and opportunities associated with climate change for the WDI correspond to the consequences that exist for the steel-producing industry due to the transformation process, as the WDI is directly dependent on the steel and rolling mills in the supply chain, and the necessary adaptation or change in the steel production process from the blast furnace process to the electric arc furnace process will have an impact on the production costs and quality of the wire rod. However, these consequences are not currently foreseeable.

201-4 Financial support from the public sector

The company did not receive any public funding during the reporting year.

The company may potentially receive grants for certain investment projects aimed at reducing energy consumption or CO_2 emissions.

No grants were received in the reporting year.

GRI 202 Market presence

202-1 Ratio of the standard starting salary broken down by gender to the local statutory minimum wage

The company's employees (wage and salary earners) receive remuneration above the statutory minimum wage.

202-2 Proportion of senior management recruited from the local community

The proportion of senior managers (managing directors and PC managers) from Germany is 100%.

GRI 204 Procurement practices

204-1 Proportion of expenditure on local suppliers

The proportion of expenditure on local (German) suppliers totalled 87% in the reporting year.

GRI 205 Anti-corruption

205-1 Operating sites assessed for corruption risks

All WDI operating sites are regularly checked for corruption risks by the management as part of a risk assessment.

No corruption risks were recognised.

205-2 Communication and training on anti-corruption policies and procedures

100% of all management and sales staff have received training on anti-corruption.

GRI 206 Anti-competitive behaviour

206-1 Legal proceedings relating to anti-competitive behaviour, cartels and monopolies

During the reporting year, there were no legal proceedings initiated under national or international law with the primary aim of regulating anti-competitive behaviour and the formation of cartels and monopolies.

GRI 207 Tax

207-1 Tax policy

The company complies with all tax laws in Germany and abroad.
There is no separate tax strategy.

207-2 Tax governance, control and risk management

The management is responsible for compliance with tax laws.

207-3 Involvement of stakeholders and management of tax concerns

The company is regularly audited by the tax authorities. The tax authorities' audit did not reveal any significant discrepancies with the tax returns filed.

GRI 301

Materials

301-1

Materials used by weight or volume

The following renewable materials were used as raw materials in the reporting year:

Material type	tonnes	Material type	tonnes
Wire rod (steel)	470,000	Aluminium	5,700
Stainless steel	3,400	Zinc	830
Blasting media	850	Copper	170
Lead	60	Zinc-aluminium alloys	70

The following non-renewable materials were used as auxiliary and operating materials in the reporting year:

Material type	tonnes	Material type	tonnes
Hydrochloric acid	5,600	Drawing agent	300
Sulphuric acid	170	Greases + Oil	360

Both renewable and non-renewable materials are purchased from external suppliers. The values listed are directly recorded quantities.

Packaging materials are not recorded separately as these quantities are insignificant. As a rule, wire products are sold on reusable racks or drums that are returned by the customer as part of a reusable system and are therefore used several times.

301-2

Recycled raw materials used

The wire rod used is produced by smelting iron ore and scrap. The proportion of scrap used varies considerably depending on the production process and is dependent on the wire rod quality and the supplying steelworks or rolling mill. According to the company's estimate, the proportion of scrap in the wire rod procured in the reporting year is approximately 30%.

The other raw materials, as well as consumables and operating supplies such as hydrochloric acid, are also partly produced from recycled material.

However, this recycling proportion cannot be estimated and is therefore conservatively set at 0% by the company. Based on the above estimates, 141,000 tonnes, i.e. approximately 29% of the raw materials used, are recycled.

301-3

Recycled products and their packaging materials

As steel products are complete and recyclable materials, the recycling rate of the products supplied by WDI is very high at approx. 95% (estimate).

Incoming materials are often delivered on wooden pallets, which cannot be reused by our company. These pallets are disposed of by certified waste management companies. Other packaging materials are also collected centrally at the respective plant sites and disposed of by waste management companies.

GRI 302

Energy

302-1

Energy consumption within the organisation

The company's energy consumption breaks down as follows:

Energy source	KWh	Megajoule
Electricity	84.232.173	303.235.823
Natural gas	96.996.780	349.188.408
Diesel	2.869.860	10.331.496
Heating oil	1.458.483	5.250.539
District heating	273.000	982.800
Total energy consumption within the organisation	**185.830.296**	**668.989.066**

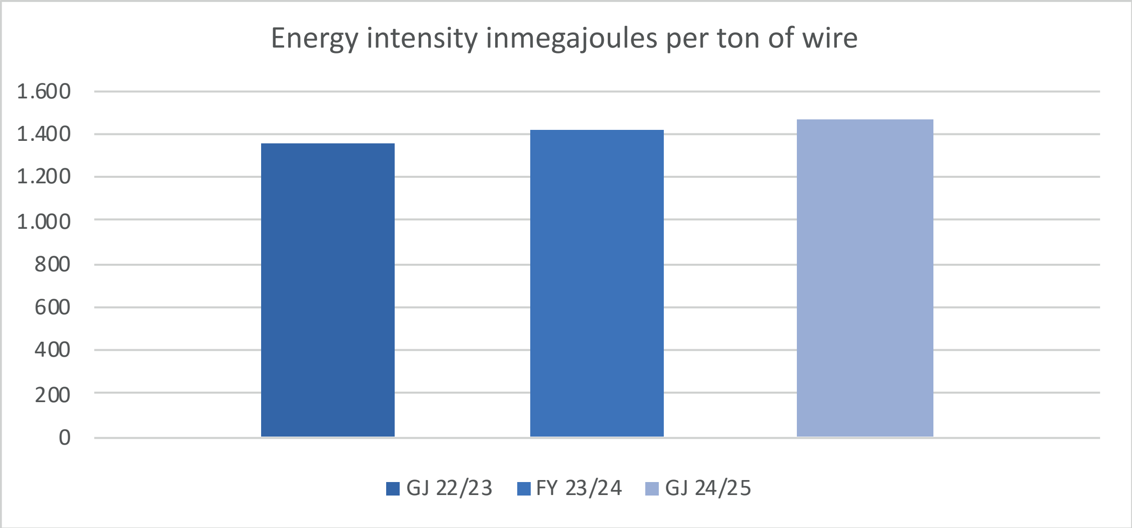
In the reporting year, the company consumed 133.157 KWh of self-generated electricity. Nevertheless, a significant proportion of total electricity production in Germany is now renewable. According to WDI's electricity supplier, the share of renewable electricity in the total amount of electricity purchased by WDI is 49.1%.

This results in a quantity of renewable electricity of 41.357.912 KWh or 148.888.876 joules.

302-3 ## Energy intensity

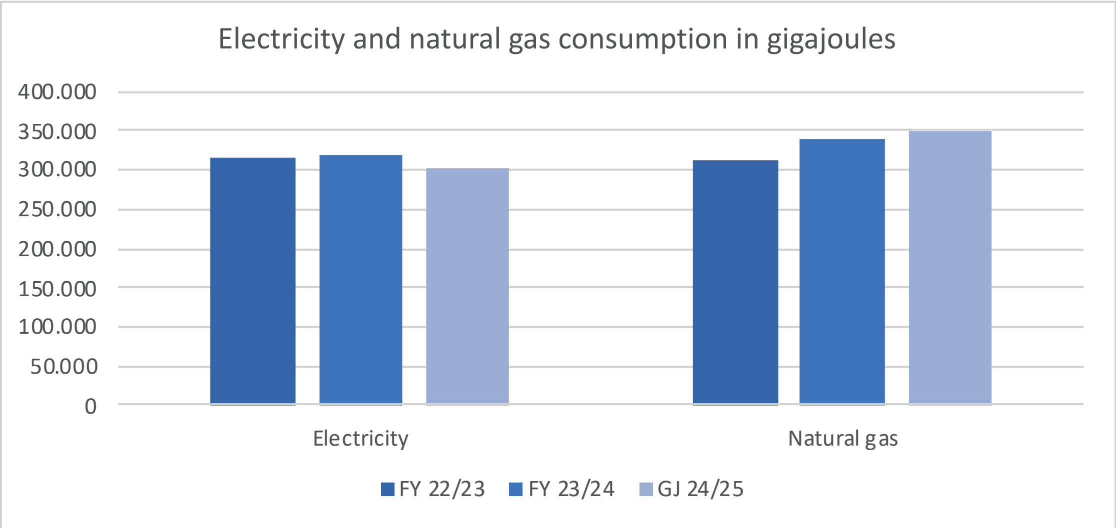
WDI's energy intensity is calculated using an energy intensity ratio, which compares total energy consumption to the volume of production. It should be noted that the energy intensity ratio may be significantly influenced by changes in production volume, as consumption that is independent of production volume, such as lighting or heating, is allocated to the increase or decrease in tonnage. Changes in the production mix also have a significant influence on the energy intensity ratio.

The energy intensity ratio has developed over the last three financial years as shown in the following chart:



302-4 ## Reduction in energy consumption

WDI's energy consumption has developed in absolute terms over the last three financial years as shown in the following chart:

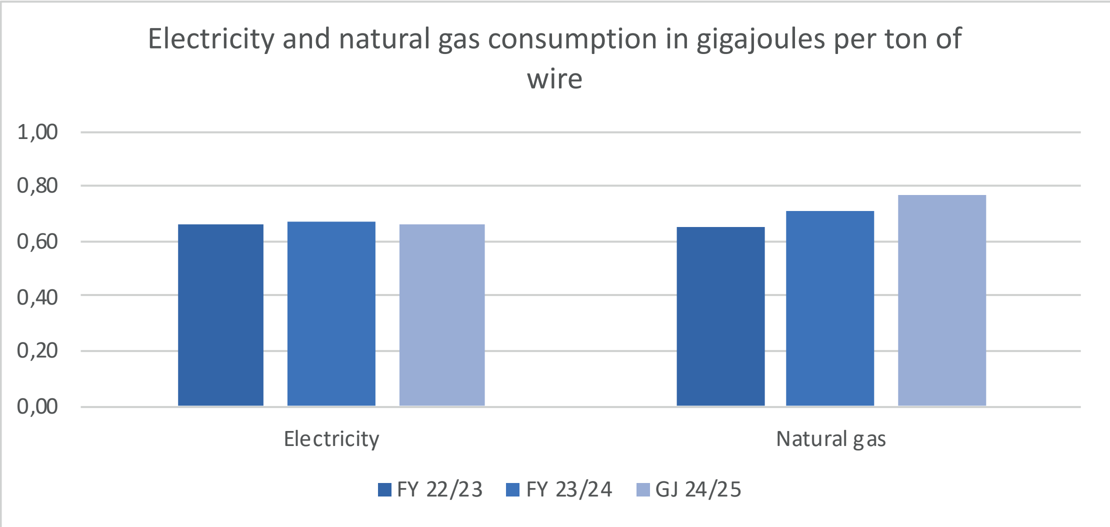


The slight increase can be attributed to the lower production volume on the one hand and the significantly colder winter on the other. Energy-saving measures were also implemented to counteract the increases caused by external circumstances.

302-5

Reducing energy requirements for products and services

WDI's energy consumption per tonne of wire produced has developed over the last three financial years as shown in the following chart:



The reason for the rise in electricity and energy consumption per tonne of wire in the reporting year is primarily attributable to non-production-related consumption, such as for lighting and heating, which is spread across a lower production volume. The impact of lower temperatures is also evident here, leading to increased gas consumption.

GRI 303

Water and wastewater

303-1

Water as a shared resource

WDI uses water primarily as cooling water in the production process and, to a much lesser extent, as sanitary water in the shower and staff facilities.

Depending on the site, the water used for cooling is sourced from the municipal mains water supply or, to a lesser extent, directly from a watercourse. After use, the water is either discharged as service water back into the municipal sewage system or, once treated, returned to the watercourse.

303-2

Managing the impacts of water recycling

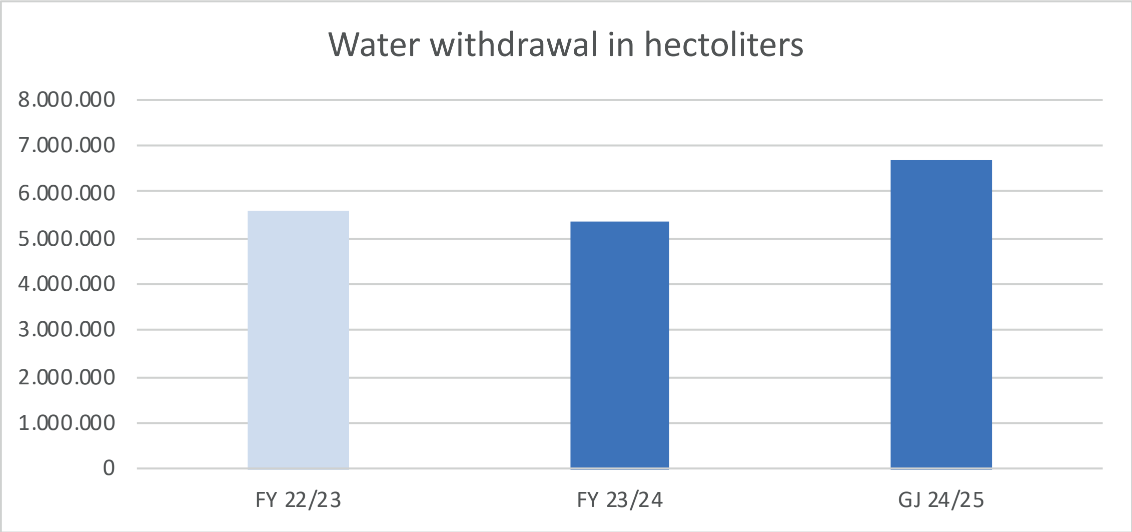
In Germany, discharges of wastewater into the municipal water network are subject to strict legal monitoring. Detailed specifications regarding potential pollutant loads are laid down to ensure that discharges of service water cannot have any negative effects on the environment or people. Continuous monitoring is carried out by the local authorities for this purpose.

At one WDI site, process water is discharged into a watercourse. WDI has received a special water discharge licence for this from the local authorities. There are also strict legal requirements with regard to water quality. Before being discharged into the watercourse, the process water is purified and any pollutants are filtered out. Continuous monitoring is carried out by the local authorities.

303-3

Water abstraction

WDI's water abstraction has developed as shown in the following chart in terms of absolute consumption figures over the last three financial years:



The increase in the past financial year is attributable to two pipe bursts.
WDI does not operate in areas experiencing water stress.

303-4

Water return

The volume of water returned essentially corresponds to water withdrawal. The effects of water evaporation during the production process are negligible.

303-5

Water consumption

No water is consumed in WDI's production process. Water is used primarily for cooling purposes and for rinsing the wire surface, meaning that the water withdrawn is essentially the same as the water recycled.

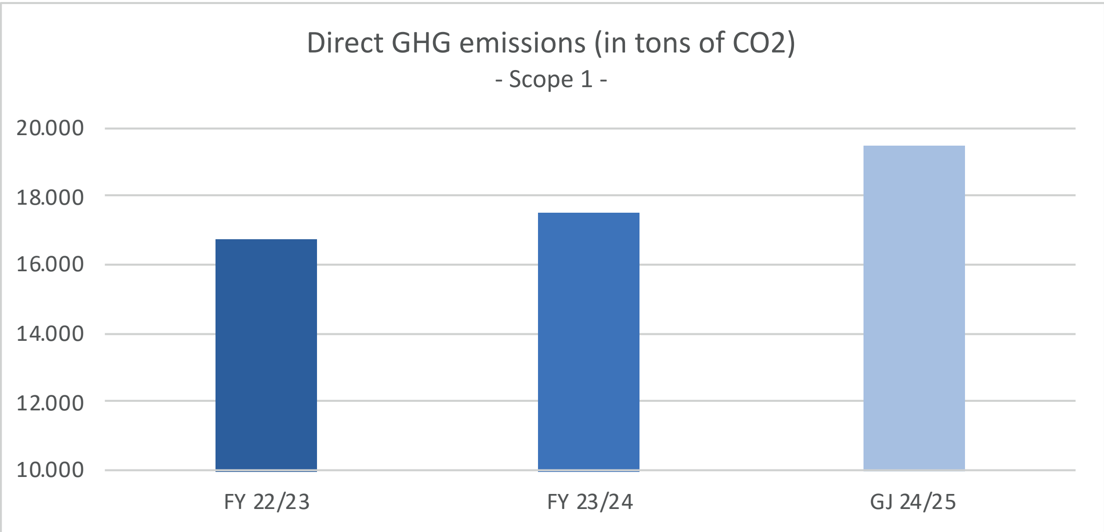
GRI 305

Emissions

305-1

Direct GHG emissions (Scope 1)

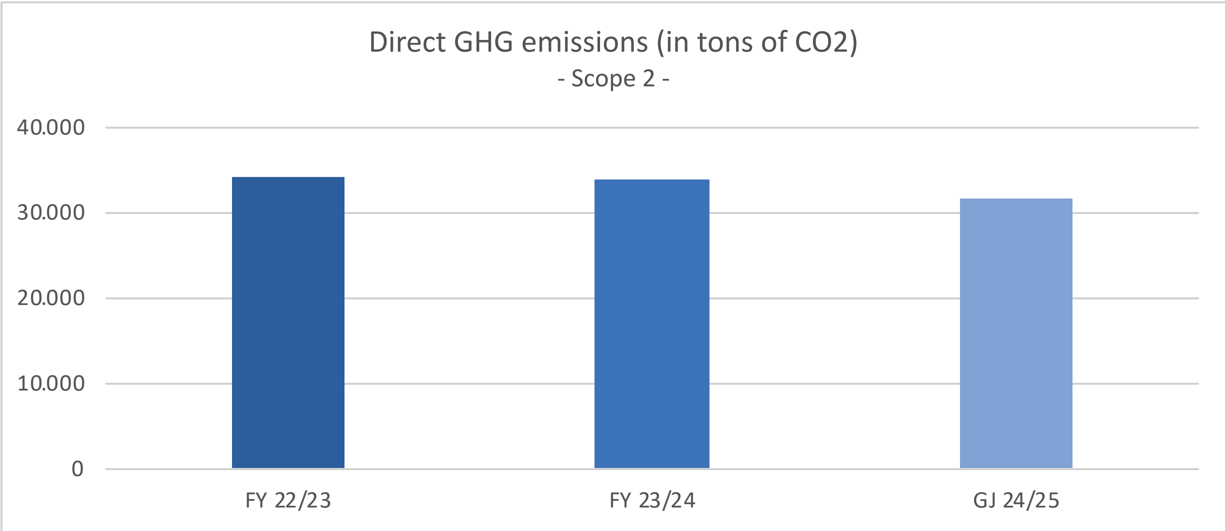
WDI's direct emissions (Scope 1) have developed over the last three financial years as shown in the following chart:



305-2

Indirect energy-related GHG emissions (Scope 2)

WDI's indirect energy-related emissions (Scope 2) have developed over the last three financial years as shown in the following chart:

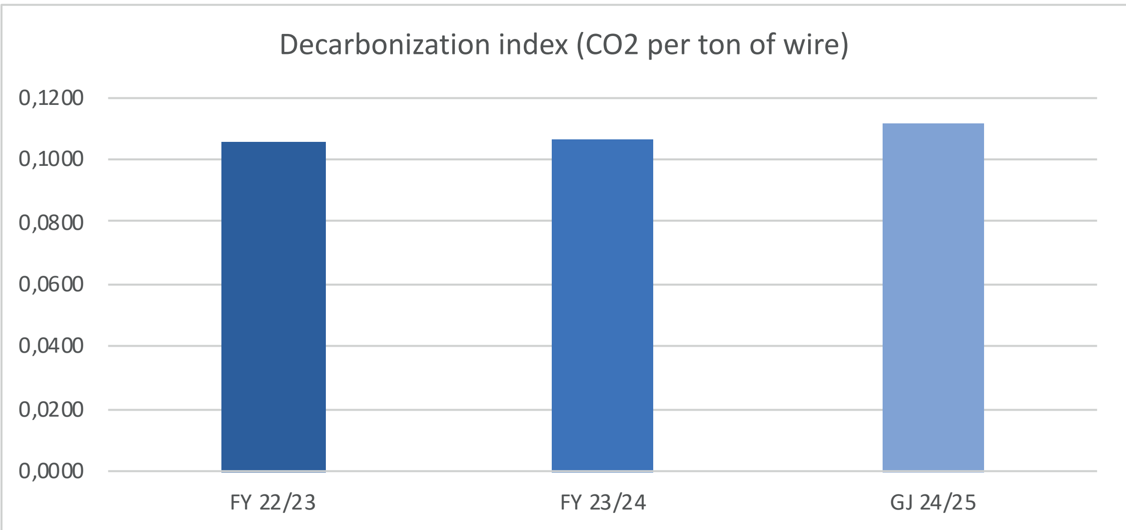


305-4

Greenhouse gas emissions intensity

To calculate the intensity of greenhouse gas emissions, the WDI has introduced a decarbonisation index that represents the emissions per tonne of wire produced.

The following chart shows the development of the decarbinisation index over the last three financial years:



305-5 Reduction of greenhouse gas emissions

The following projects were implemented in the reporting year, leading to a direct reduction in emissions:

Projects	CO^2 reduction (in tonnes)
Block-by-block shutdown of patenting plants	163
Block-by-block shutdown of galvanising plants at	16
Retrofit of a stranding machine	9

For the sake of clarity, the table only includes the three projects with the largest savings volumes. Further energy-saving projects have been carried out.

GRI 306 Waste

306-1 Waste generated and significant waste-related impacts

Generally, no waste is generated during wire production, as most raw materials can be recycled and packaging materials are of negligible significance. Only during the pickling process are certain chemical products used which must subsequently be disposed of as waste.
During the pickling process, 1,040 tonnes of hydrochloric acid and 100 tonnes of sulphuric acid were generated in the reporting year.

306-2 Management of significant waste-related impacts

At WDI, waste is stored in accordance with regulatory requirements and disposed of exclusively by certified waste management companies. This procedure ensures that the impact on the environment and human health is not significant.

306-3 Waste generated

The following table contains the quantities of waste generated at WDI

Type of waste / product	tonnes
Hydrochloric acid	1.040
Alkaline pickling solution	260
Sulphuric acid	100

GRI 308 Environmental assessment of suppliers

308-1 New suppliers assessed against environmental criteria

Suppliers are regularly surveyed on their compliance with ESG criteria under the German Supply Chain Due Diligence Act.

308-2 Negative environmental impacts in the supply chain and measures taken

No suppliers were identified during the reporting period where significant actual or potential negative environmental impacts were found.

9. Social standards

GRI 401

Employment

401-1

New hires and staff turnover

During the reporting year, the company hired 150 employees (wage and salary earners), whilst 153 employees (wage and salary earners) left the company. The company does not currently have a breakdown of new hires and departures by age group and gender.

The relatively high number of new hires and departures reflects the current high level of mobility in the labour market. The general shortage of skilled workers, which stems primarily from demographic change, means that more employees are retiring or being poached by other companies offering better terms.

The company views the continuous improvement of social standards at WDI as a key element in minimising the effects of demographic change and in retaining or attracting skilled workers to the company.

401-2

Company benefits offered only to full-time employees, but not to employees on fixed-term contracts or part-time employees

All basic benefits offered by the company to full-time employees (wage and salary earners) are also available to employees (wage and salary earners) with fixed-term contracts or part-time employees.

401-3

Parental leave

Balancing work and family life can be a major challenge for employees. To support young families in this regard, the statutory provisions in Germany are comprehensive and are expressly endorsed by the company.

Promoting parental leave and, consequently, the work-life balance helps to make the company attractive to both existing employees and future applicants. Strengthening this social aspect also helps to mitigate the effects of the skills shortage.

The following table shows the utilisation of parental leave by employees in the company:

	Female	Male	Other*
Total number of employees who have taken parental leave	6	9	0
Total number of employees who returned to work within the reporting period following the end of parental leave	2	9	0
Total number of employees who returned to work after the end of parental leave and were still employed twelve months after their return to work	2	6	0
Return rate of employees who have taken parental leave	33 %	88 %	0%
Retention rate of employees who have taken parental leave	33 %	67 %	0%

* Gender, as indicated by the employees themselves

GRI 402 Employer- employee relationship

402-1 Minimum notification period for operational changes

In Germany, relations between employees and employers are regulated in detail by law. Under the Works Constitution Act and other laws and regulations, the works council is granted comprehensive rights to information and co-determination. It is therefore mandatory to involve the works council, and thus the employees, in a timely manner in significant operational changes.

GRI 403 Occupational health and safety

403-1 Occupational health and safety management system

The guiding principle underpinning our work at the company is 'Safety before production'. This makes it clear that the safety of our employees and protection against hazards are top priorities at WDI.

In Germany, there are comprehensive health and safety laws that require companies to implement a health and safety management system applicable to all their employees, as well as to employees of other companies who are on the worksite premises on behalf of WDI.

The provision of workwear and personal protective equipment (PPE) helps to reduce workplace hazards and prevent accidents.

Each site has an occupational safety officer. At the two large sites in Hamm and Rothenburg, this officer is a company employee. At smaller sites, WDI has commissioned external firms to carry out these tasks.

The health and safety management system encompasses not only risk assessments for machinery and production processes but also compliance with legal requirements and internal guidelines, as well as the monitoring of regular staff training on occupational health and safety.

The topics of occupational safety and health are a regular feature of staff meetings, so that a direct exchange between employees and employers can take place here too, and relevant information on safety and health can be communicated accordingly.

403-2 Hazard identification, risk assessment and investigation of incidents

The company has a risk assessment for every plant and every production process, which identifies potential hazards. These risk assessments are displayed at the workplace and are accessible to every employee. Annual training sessions for employees on these risk assessments ensure that employees are aware of the risk assessments.

Should hazardous substances be used as part of the production process, a data sheet is available for each of these substances, explaining the hazards and how to handle them, as well as appropriate labelling. Employees also receive annual training on this.

During occupational health and safety committee meetings (ASA meetings), the state of occupational health and safety within the company is regularly reviewed and critically examined. Participants in the ASA meetings include representatives of the employees and the employer, as well as, in some cases, the company doctor. The aim of the ASA meetings is to identify and eliminate potential hazards before an accident at work occurs. Regular site inspections form part of the ASA meetings.

In the event of an accident at work, the course of events is reconstructed and measures to prevent further accidents are agreed upon. Representatives of the employees and the employer take part in the accident investigations, as well as, where possible, the injured person themselves. Every accident resulting in at least three days' absence from work is reported to the employers' liability insurance association and remedial measures are drawn up.

403-3

Occupational health services

The employees at each site are regularly monitored by a company doctor. Due to the small size of the company's sites, external sub company to provide the company doctor.

The company doctor is subject to medical confidentiality so that it is ensured that personal data is not passed on to the employer.

403-6

Promotion of employee health

Statutory health insurance in Germany guarantees general and comprehensive healthcare for all citizens. In addition to the statutory regulations
WDI promotes preventive healthcare for its employees with the following programmes:

- **Health bonus:** The company has taken out an insurance policy in favour of employees that allows each employee to be reimbursed EUR 300 per year for privately paid healthcare costs. This can be used to reimburse costs such as glasses, hearing aids, dental cleaning and prostheses, massages, medication, etc.

- **Job bike:** Every employee has the opportunity to lease two bicycles through the company. Thanks to subsidies from the company and better tax treatment, bicycles can be purchased more cheaply. The more regular use of bicycles is intended to promote the health development of employees. This measure also makes a further contribution to reducing the CO^2 footprint.

- At the Hamm site, a weekly **'back care class'** is held, which is free of charge for all employees.

- Employees who spend the majority of their working day at a desk are entitled to an **ergonomically optimised workplace**, such as height-adjustable desks.

403-8

Employees covered by an occupational health and safety management system

All employees of the company, as well as all employees of other companies who have been commissioned by WDI and are present on WDI's premises, are covered by the company's occupational health and safety management system.

403-9

Work-related injuries

WDI measures work-related accidents that have led to a break in work and are reported to the employers' liability insurance association using the 'accident frequency' indicator. Accident frequency measures the number of work-related accidents per 1 million working hours and represents an internationally recognised benchmark for comparing companies of various types.

The most common work-related accidents are sprains and bruises, with the majority of injuries occurring to the hands, arms and feet. The following table shows the accident frequency rate over the last three financial years:

	FY 22/23	FY 23/24	FY 24/25
Number of workplace accidents	55	62	64
Number of hours worked	1,885,854	1,865,786	1,821,374
Accident frequency (based on 1 million working hours)	29	33	35

No fatal accidents occurred during the reporting period.

403-10

Work-related illnesses

There were no work-related illnesses in the reporting year.

GRI 404

Training and further education

404-1

Average number of hours spent on training and further education per year per employee

The average number of hours spent on training and further education per year per employee was 6.0 hours.

404-2

Programmes to improve employees' skills and support career transitions

The average number of hours spent participating in skills development programmes per year per employee was 1.6 hours.

404-3

Percentage of employees who receive a regular assessment of their performance and career development

The company does not carry out regular assessments of employees' performance or career development.

GRI 405

Diversity and equal opportunity

405-1

Diversity in governance bodies and among employees

WDI employs staff (wage and salary earners) from around 30 nations. However, the company does not keep separate statistics for this.

405-2 **Ratio of women's basic pay and remuneration to men's basic pay and remuneration**

The remuneration of WDI's employees (wage and salary earners) is based on the Framework Agreement on Remuneration (ERA), which is negotiated uniformly for the regional collective bargaining area by IG Metall and the employers' associations. The aim of the ERA collective agreement is to ensure uniform and objective remuneration for all employees. This collective agreement thus enables gender-neutral remuneration.

GRI 406 Non-discrimination

406-1 **Incidents of discrimination and corrective measures taken**

There were no incidents of discrimination during the reporting period. Employees (wage and salary earners) have the opportunity to report cases of discrimination to the works council or to the company's hotline.

GRI 407 Freedom of association and collective bargaining

407-1 **Operating sites and suppliers where the right to freedom of association and collective bargaining could be at risk**

Due to the comprehensive laws and regulations in Germany, freedom of association and collective bargaining are guaranteed.

GRI 408 Child labour

408-1 **Operating sites and suppliers with a significant risk of child labour**

No children are employed at WDI's sites. For apprentices who are not yet of legal age, the provisions of the Youth Protection Act apply.

GRI 409 Forced or compulsory labour

409-1 **Operating sites and suppliers with a significant risk of forced or compulsory labour**

There is no forced or compulsory labour at WDI's premises. The laws of the Federal Republic of Germany, which prohibit such working conditions, apply at all WDI premises.

GRI 410 Security practices

410-1 **Security personnel trained in human rights policies and procedures**

There are no security personnel at WDI's operating sites who could have an impact on the local population.

GRI 411 Rights of indigenous peoples

411-1 **Incidents in which the rights of indigenous peoples were violated**

Due to the demographic structure in Germany, there are no indigenous peoples whose rights could be infringed by the company.

GRI 413 Local communities

413-1 Operations with local community involvement, impact assessments and support programmes

WDI's operating sites are primarily integrated into the local communities through direct economic and financial processes, such as the remuneration of employees, tax payments by the company to municipalities, employment of local companies, etc.

Other possible integrations that might have negative impacts on the economy, environment, and people are subject to strict legal regulations in Germany. Additionally, local communities have the opportunity to report any negative impacts at any time via a complaint hotline.

No negative impacts on the local communities were reported during the reporting year.

413-2 Operations with significant or potential negative impacts on local communities

The company's business activities had no negative impact on local communities in the reporting year (see notes GRI 413-1).

GRI 414 Social assessment of suppliers

414-1 New suppliers assessed against social criteria

All significant new suppliers are assessed against social criteria in accordance with the requirements of the German Supply Chain Due Diligence Act. Due to WDI's stable supplier base, there were no new suppliers in the reporting year that generated significant turnover with WDI.

414-2 Negative social impacts in the supply chain and measures taken

In accordance with the requirements of the German Supply Chain Due Diligence Act, the significant stakeholders in WDI's supply chain were assessed. No indications of adverse social impacts were found.

GRI 415 Political influence

415-1 Political donations

During the reporting year, the company did not make any political donations in the form of financial contributions or donations in kind.

GRI 416 Customer health and safety

416-1 Assessment of the impacts of different product and service categories on health and safety

Regular quality control of our products, as well as comprehensive incoming and outgoing inspections, ensure a consistently high standard of quality for our products, meaning that any negative impact of our products on the health and safety of our customers is considered to be low.

416-2 **Non-compliance relating to the impact of products and services on health and safety**

No breaches were identified during the reporting period.

GRI 417 Marketing and labelling

417-1 **Requirements for product and service information and labelling**

Requirements for product information vary from customer to customer due to customer-specific requirements. The company is able to meet 100% of all customer requirements regarding product information.

417-2 **Non-compliance relating to product and service information and labelling**

No non-conformities were identified during the reporting period.

417-3 **Non-compliance relating to marketing and communication**

No breaches were identified during the reporting period.

GRI 418 Protection of customer data

418-1 **Substantiated complaints regarding breaches of customer data protection and loss of customer data**

No complaints regarding breaches of customer data protection or loss of customer data were identified during the reporting period.

GRI Index

Westfälische Drahtindustrie GmbH has reported in accordance with the GRI Standards for the period from 1 October 2023 to 30 September 2024.
GRI Standard 1: Fundamentals 2021 was used to prepare this sustainability report.

GRI-Standard	Disclosure	Page	Reason for omission
GRI 2	**General disclosures 2021 - The organization and its reporting responsibilities**		
GRI 2-1	Organisational profile	4	
GRI 2-2	Entities included in the organisation's sustainability reporting	4	
GRI 2-3	Reporting period, reporting frequency and contact point	4	
GRI 2-4	Correction or restatement of information	4	
GRI 2-5	External audit	4	
GRI 2-6	Activities, value chain and other business relationships	6	
GRI 2-7	Employees	7	
GRI 2-8	Workers who are not employees	7	
GRI 2-9	Governance structure and composition	8	
GRI 2-10	Nomination and selection of the highest supervisory body	8	
GRI 2-11	Chair of the highest supervisory body	8	
GRI 2-12	Role of the highest oversight body in overseeing the management of impacts	8	
GRI 2-13	Delegation of responsibility for managing impacts	8	
GRI 2-14	Role of the highest governance body in sustainability reporting	9	
GRI 2-15	Conflicts of interest	9	
GRI 2-16	Reporting of critical concerns	9	
GRI 2-17	Collected knowledge of the highest governance body	9	
GRI 2-18	Assessment of the performance of the highest oversight body	9	
GRI 2-19	Remuneration policy	9	
GRI 2-20	Procedures for determining remuneration	9	
GRI 2-21	Ratio of total annual remuneration		Due to data protection regulations, no information can be provided on this matter
GRI 2-22	Statement of Application of the Sustainable Development Strategy	10	
GRI 2-23	Statement of commitment to principles and practices	10	

GRI-Standard	Disclosure	Page	Reason for omission
GRI 2-24	Inclusion of statements of commitment to principles and practices	10	
GRI 2-25	Procedures for addressing adverse impacts	11	
GRI 2-26	Procedure for seeking advice and reporting concerns	11	
GRI 2-27	Compliance with laws and regulations	11	
GRI 2-28	Membership of associations and interest groups	12	
GRI 2-29	Stakeholder engagement approach	12	
GRI 2-30	Collective agreements	12	
GRI 3	**Material topics 2021**		
GRI 3-1	Procedure for determining material topics	12	
GRI 3-2	List of material topics	13	
GRI 3-3	Management of material topics	13	
	Economic standards		
GRI 201	**Economic performance 2016**		
GRI 201-1	Directly generated and economic value	14	
GRI 201-2	Financial impacts of climate change on the organisation and other climate-related risks and opportunities	14	
GRI 201-3	Liabilities for defined benefit pension plans and other benefit plans	14	WDI does not have any defined benefit pension plans
GRI 201-4	Financial support from public authorities	14	
GRI 202	**Market presence 2016**		
GRI 202-1	Ratio of the standard starting salary broken down by gender to the local statutory minimum wage	14	
GRI 202-2	Proportion of senior management recruited from the local community	14	
GRI 203	**Indirect economic impacts 2016**		
GRI 203-1	Infrastructure investments and subsidised services		The company neither invests in public infrastructure nor provides subsidised services.
GRI 203-2	Significant indirect economic impact		The company's activities do not result in any significant indirect economic impacts on stakeholders and the economy.

GRI-Standard	Disclosure	Page	Reason for omission
GRI 204	**Procurement Practices 2016**		
GRI 204-1	Proportion of expenditure on local suppliers	14	
GRI 205	**Anti-Corruption 2016**		
GRI 205-1	Operating sites assessed for corruption risks	15	
GRI 205-2	Communication and training on anti-corruption policies and procedures	15	
GRI 206	**Anti-Competitive behaviour in 2016**		
GRI 206-1	Legal proceedings relating to anti-competitive behaviour, cartels and monopolies	15	
GRI 207	**Taxes 2019**		
GRI 207-1	Tax policy	15	
GRI 207-2	Tax governance, control and risk management	15	
GRI 207-3	Stakeholder engagement and management of tax concerns	15	
	Environmental Standards		
GRI 301	**Materials 2016**		
GRI 301-1	Materials used by weight or volume	16	
GRI 301-2	Recycled raw materials used	16	
GRI 301-3	Recycled products and their packaging materials	17	
GRI 302	**Energy 2016**		
GRI 302-1	Energy consumption within the organisation	17	
GRI 302-2	Energy consumption outside the organisation		No data is currently available from the upstream and downstream value chain.
GRI 302-3	Energy intensity	18	
GRI 302-4	Reduction of energy consumption	18	
GRI 302-5	Reduction of energy requirements for products and services	19	

GRI-Standard	Disclosure	Page	Reason for omission
GRI 303	**Water and Wastewater 2018**		
GRI 303-1	Water as a shared resource	19	
GRI 303-2	Management of the impacts of water discharge	19	
GRI 303-3	Water withdrawal	20	
GRI 303-4	Water return	20	
GRI 303-4	Water consumption	20	
GRI 304	**Biodiversity 2016**		
GRI 304-1	Own, leased and managed sites located in or adjacent to protected areas and areas of high biodiversity value outside protected areas		WDI does not have any operational sites located in areas of high biodiversity value
GRI 304-2	Significant impacts of activities, products, and services on biodiversity		WDI does not have any operational sites located in areas of high biodiversity value
GRI 304-3	Protected or restored habitats		WDI does not have any sites located in areas of high biodiversity
GRI 304-4	Species on the IUCN Red List and on national lists of protected species that have their habitat in areas affected by business activities		WDI does not have any sites located in areas of high biodiversity
GRI 305	**Emissions 2016**		
GRI 305-1	Direct GHG emissions (Scope 1)	20	
GRI 305-2	Indirect energy-related GHG emissions (Scope 2)	21	
GRI 305-3	Other indirect GHG emissions (Scope 3)		No data is currently available from the upstream and downstream value chains
GRI 305-4	Greenhouse gas emissions intensity	21	
GRI 305-5	Reduction of greenhouse gas emissions	22	
GRI 305-6	Emissions of ozone-depleting substances		WDI does not produce, import or export any ozone-depleting substances
GRI 305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions		WDI has no such significant air emissions

GRI-Standard	Disclosure	Page	Reason for omission
GRI 306	**Waste 2020**		
GRI 306-1	Waste generated and significant waste-related impacts	22	
GRI 306-2	Management of significant waste-related impacts	22	
GRI 306-3	Waste generated	22	
GRI 306-4	Waste diverted from disposal		Not relevant for WDI, see GRI 306-1; 306-2 and 306-3
GRI 306-5	Waste transferred for disposal		Not relevant for WDI, see GRI 306-1; 306-2 and 306-3
GRI 306	**Waste Water and Waste 2016**		
GRI 306-3	Significant releases of hazardous substances		No significant release of hazardous substances
GRI 308	**Environmental Assessment of Suppliers 2016**		
GRI 308-1	New suppliers assessed against environmental criteria	22	
GRI 308-2	Negative environmental impacts in the supply chain and measures taken	22	
	Social Standards		
GRI 401	**Employment 2016**		
GRI 401-1	New hires and staff turnover	23	
GRI 401-2	Employee benefits provided only to full-time employees, but not to employees on fixed-term contracts or part-time employees	23	
GRI 401-3	Parental leave	23	
GRI 402	**Employee-employer relations 2016**		
GRI 402-1	Minimum notice period for operational changes	24	
GRI 403	**Occupational health and safety 2018**		
GRI 403-1	Occupational health and safety management system	24	
GRI 403-2	Hazard identification, risk assessment and investigation of incidents	24	
GRI 403-3	Occupational health services	25	
GRI 403-4	Employee participation, consultation and communication regarding occupational health and safety		Explanations regarding this are already provided in 403-1 and 403-2

GRI-Standard	Disclosure	Page	Reason for omission
GRI 403-5	Employee training on occupational health and safety		Details on this are already provided in 403-2
GRI 403-6	Promoting the health of employees	25	
GRI 403-7	Prevention and mitigation of impacts on occupational health and safety directly related to business relationships		The general laws in Germany apply here
GRI 403-8	Employees covered by an occupational health and safety management system	25	
GRI 403-9	Work-related injuries	26	
GRI 403-10	Work-related illnesses	26	
GRI 404	**Training and development 2016**		
GRI 404-1	Average number of hours spent on training and development per year per employee	26	
GRI 404-2	Programmes to improve employees' skills and provide career transition support	26	
GRI 404-3	Percentage of employees who receive regular performance and career development reviews	26	
GRI 405	**Diversity and Equal Opportunity 2016**		
GRI 405-1	Diversity in governance bodies and among employees	26	
GRI 405-2	Ratio of base salary and remuneration for women to base salary and remuneration for men	27	
GRI 406	**Non-Discrimination 2016**		
GRI 406-1	Incidents of discrimination and corrective actions taken	27	
GRI 407	**Freedom of Association and Collective Bargaining 2016**		
GRI 407-1	Operations and suppliers where the right to freedom of association and collective bargaining may be at risk	27	
GRI 408	**Child Labour 2016**		
GRI 408-1	Operations and suppliers with a significant risk of child labour incidents	27	
GRI 409	**Forced or Compulsory Labour 2016**		
GRI 409-1	Operating sites and suppliers with a significant risk of forced or compulsory labour	27	
GRI 410	**Safety practices 2016**		
GRI 410-1	Security personnel trained in human rights policies and procedures	27	

GRI-Standard	Disclosure	Page	Reason for omission
GRI 411	**Rights of Indigenous Peoples**		
GRI 411-1	Incidents in which the rights of indigenous peoples were violated	27	
GRI 413	**Local Communities 2016**		
GRI 413-1	Operations involving local communities, impact assessments and support programmes	28	
GRI 413-2	Operations with significant or potential adverse impacts on local communities	28	
GRI 414	**Social Assessment of Suppliers 2016**		
GRI 414-1	New suppliers assessed against social criteria	28	
GRI 414-2	Adverse social impacts in the supply chain and measures taken	28	
GRI 415	**Political engagement 2016**		
GRI 415-1	Political donations	28	
GRI 416	**Customer Health and Safety 2016**		
GRI 416-1	Assessment of the impacts of different categories of products and services on health and safety	28	
GRI 416-2	Incidents related to the health and safety impacts of products and services	29	
GRI 417	**Marketing and Labelling 2016**		
GRI 417-1	Requirements for product and service information and labelling	29	
GRI 417-2	Non-compliance relating to product and service information and labelling	29	
GRI 417-3	Non-compliance relating to marketing and communication	29	
GRI 418	**Protection of Customer Data 2016**		
GRI 418-1	Substantiated complaints regarding breaches of customer data protection and loss of customer data	29	

Westfälische Drahtindustrie GmbH

Sustainability Report

in accordance with the GRI Standards

2025