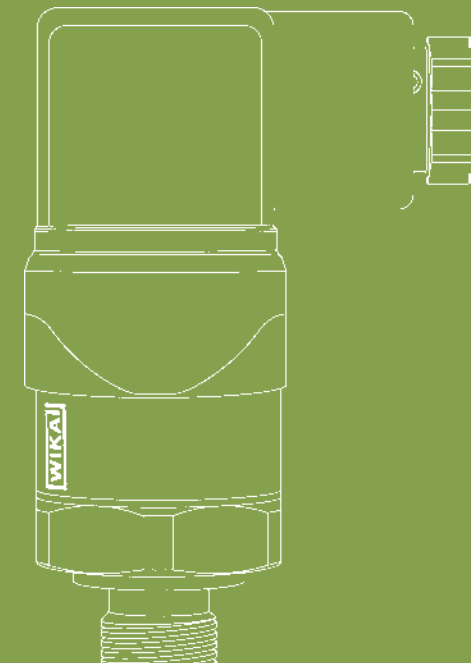




Smart in sensing

Sustainability report 2024

# Enabling sustainable progress





# Enabling sustainable progress

Preserve a planet to live on for future generations. This goal increasingly determines the actions and thinking at WIKA – and makes sustainability a driver for innovations.

Sustainability, as we understand it, has many facets. It includes ecological, social and economic aspects. We are therefore firmly convinced that we can only shape our future positively with solutions and processes that are conceived holistically.

The demands we place on our ecological endeavours are therefore: to use resources as sparingly as possible, to minimise emissions along the entire value chain, to enforce the highest environmental standards and to think more in terms of circular systems.

On a social level, we create a modern and respectful working environment for our employees and partners, work on a basis of trust with our suppliers and support education and development projects worldwide.

In addition, we expand global cooperation, provide innovative impetus for our markets and, thanks to a high level of in-house manufacturing depth, we can control a large part of the conditions and effects of our economic activities.

With production, the ecological footprint of which is constantly decreasing, WIKA is becoming ever more sustainable. With our solutions we enable others to implement efficient, and therefore resource-saving, processes.

Because sustainability is teamwork – and we are committed team players. Accordingly, we want to drive forward the transformation of the economy together, and thus preserve the beauty of our planet for future generations.

A handwritten signature in black ink, appearing to read "A. Wiering". The signature is fluid and cursive, with a long, sweeping tail.

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# 1. Sustainability strategy

Sustainable development needs a strong foundation. For more than 75 years, we have been supporting the process industry, ensuring greater reliability in industrial applications and enabling energy-efficient machinery and plant operation. To this end, we are strategically positioned for sustainability, and pursue long-term goals that have an impact both internally and externally.



# This is WIKA

Since 1946, WIKA Alexander Wiegand SE & Co. KG has been developing high-precision, safe and innovative measurement technology. Whether pressure, temperature, force, flow or level, with our solutions we enable plant operators to monitor and efficiently control measured variables – and thus operate sustainably.

**11,000**  
employees

**1946**  
founded in



**Klingenberg  
am Main**

headquarters, Germany

**1.3 B**  
annual turnover of euros



**50**  
countries

**45**  
production sites worldwide

# Lived values

We know that, only as a team, can we be sustainably successful. Our aim is to involve every employee with all their skills in the best possible way. A positive corporate culture based on shared and practised values is therefore essential for us. This is the only way to create new solutions for optimised, sustainable processes.

Our values serve as guiding principles for all our employees and are essential for how we at WIK A want to treat each other and make decisions.

## Willingness to change

### We see change as an opportunity

We at WIK A have the willingness and the competence to find new approaches and solutions under constantly changing conditions.



## Fairness

### We meet at eye level

We at WIK A treat each other with respect and treat everyone equally. We stand for diversity and appreciate different views.



## Trust

### We trust each other

We at WIK A can rely on each other. We stand by what we say and walk the talk. Loyalty is important to us.



## Customer orientation

### We create added value together

We at WIK A see ourselves as partners to our customers and continuously analyse their needs. With innovative and reliable solutions, we achieve a high level of customer satisfaction.



## Empowerment

### We empower people to take responsibility

We at WIK A have the freedom to make entrepreneurial decisions and take responsibility for them. We celebrate achievements and learn from mistakes.



## Teamwork

### We are one company – one team

We at WIK A are multi-national team players across all cultural and departmental boundaries. We are open to new ideas and have fun doing what we do.



# Acting based on values

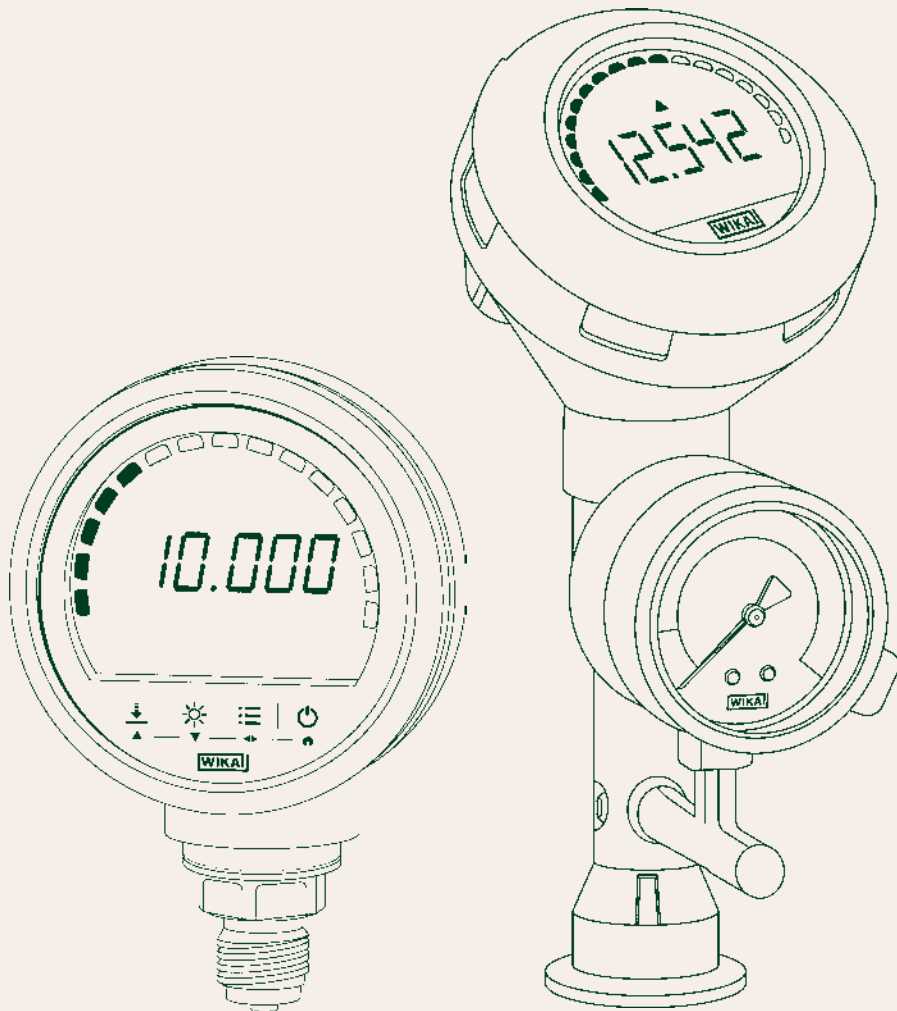
Our values and corporate culture characterise the way we work together, our contact with customers and suppliers and our understanding of sustainability.

This is why we treat each other with respect – regardless of where we are in the value chain – and support our business partners in making sound, sustainable decisions based on trust.

In order to achieve this, we at WIKA work closely together. We are open to change and therefore able to react to megatrends and future legislation. Everyone in the team also has the opportunity and scope to take responsibility and actively help shape our path towards greater sustainability.



# Changing the world in a sustainable way with measurement technology



About 600 million WIKA measuring instruments are in use worldwide. Around 50 million new ones are currently added every year and are used in the most difficult conditions. Part of our success is our broad portfolio. This ranges from electronic, mechatronic and mechanical measuring instruments for pressure, temperature, level, flow and force, to calibration instruments and accessories such as valves or adapters. In addition, we offer a comprehensive range of services that provide plant constructors and operators with a comprehensive package from a single source.

GRI 2-6

## Investing in the future

The development of innovative solutions and an uncompromising approach to quality are key components of our philosophy. In addition to standard products – from batch sizes of 1 to over 10,000 units – we work with our customers to design customised solutions. In this way, we ensure the “perfect fit” in every conceivable environment.

To achieve this, we invest primarily in research and development, in the latest production concepts and systems, and in our people.

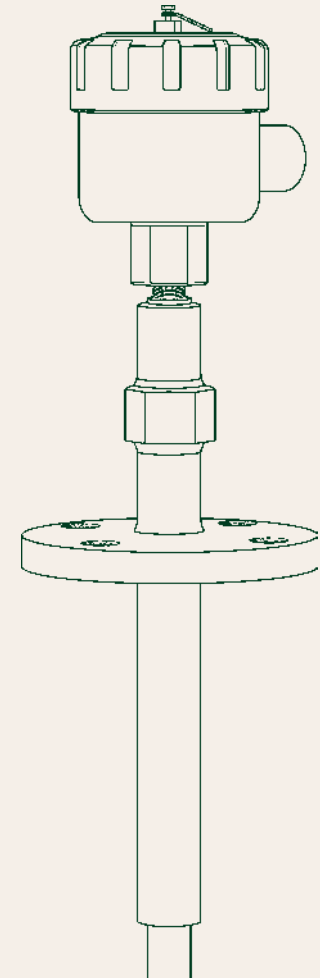


# At home all over the world

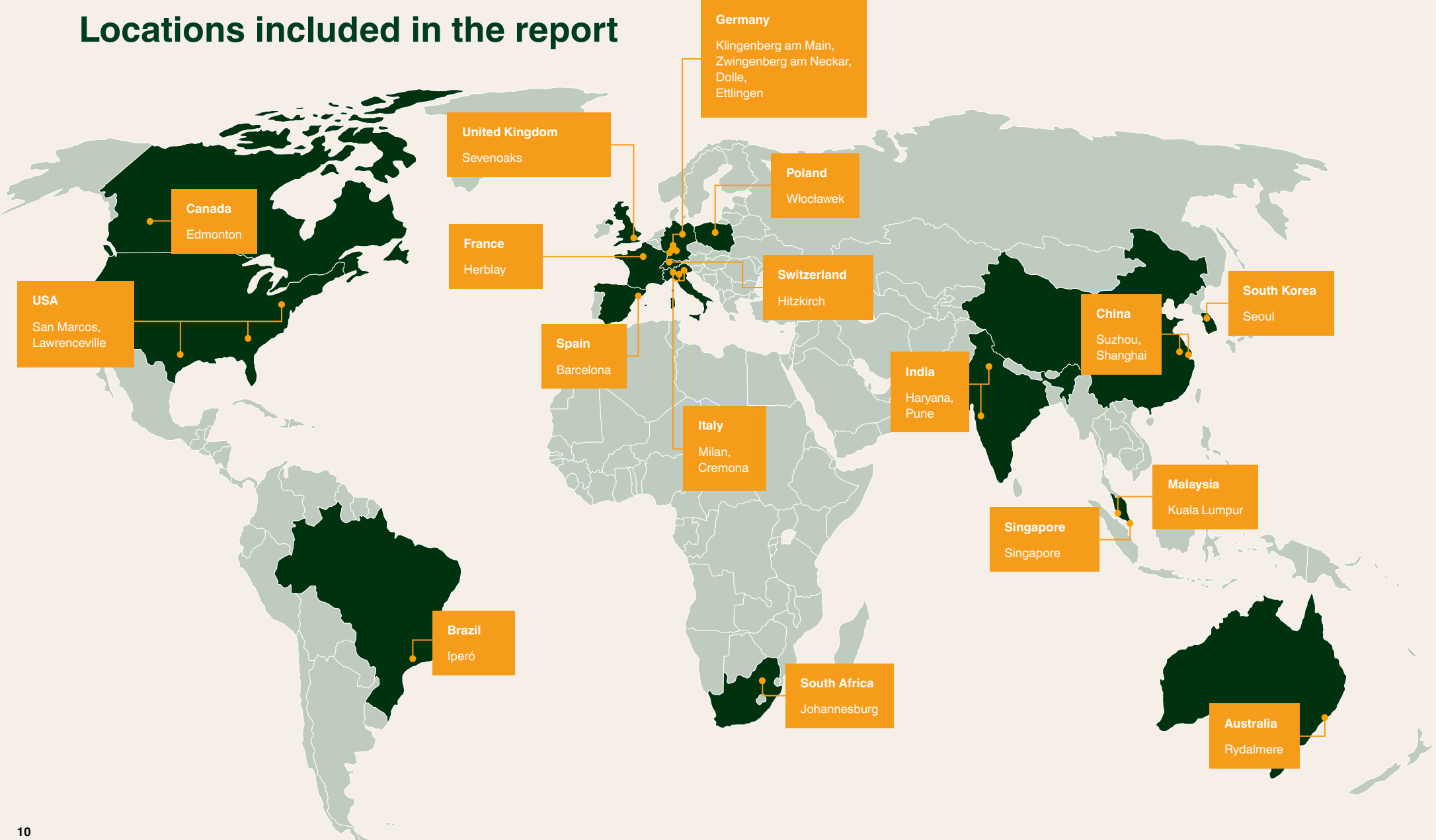
WIKA products are currently manufactured at 45 locations worldwide – including Brazil, the USA, India, China, Germany, Poland, South Africa and Australia.

Short delivery routes and times, great flexibility and close customer proximity have therefore been our trademark for many years. Our engineers and sales experts are very familiar with local requirements and standards and can provide customers with personalised support.

GRI 2-1



# Locations included in the report



## Europe

Country	City	Company	Employees	Function	Certificate
Germany	Klingenberg am Main	WIKA Alexander Wiegand SE & Co. KG	2338	● ● ●	● ● ●
	Klingenberg am Main	WIKA Alexander Wiegand Beteiligungs- und Verwaltungs-SE & Co. KG	44	●	
	Zwingenberg am Neckar	KSR Kuebler Niveau-Messtechnik GmbH	226	● ●	●
	Dolle	WIKA Intec GmbH	102	● ●	●
	Ettlingen	WIKA Mobile Control GmbH & Co. KG	92	● ● ●	● ●
Switzerland	Hitzkirch	Refco Manufacturing Ltd.	64	● ●	● ●
	Hitzkirch	WIKA Schweiz AG	285	● ● ●	● ●
Spain	Barcelona	Instrumentos WIKA S.A.U.	89	● ● ●	●
France	Herblay	WIKA Instruments S.a.r.l.	43	● ●	●
Italy*	Milano	WIKA Italia S.r.l. & C.S.a.s.	121	● ●	●
	Cremona	Euromisure WIKA Instruments Sas di WIKA Italia Srl	219	● ● ●	● ● ●

**Function**  
 ● Distribution  
 ● Production  
 ● Service

**Certificate**  
 ● ISO 9001  
 ● ISO 14001  
 ● ISO 45001

\* 2 of the 4 locations of this legal entity have an ISO 45001 certification




## Europe

Country	City	Company	Employees	Function	Certificate
Poland	Wrocław	WIKA Polska sp. z. o. o. sp. k.	25		
	Wrocław	WIKA Polska sp. z. o. o. SGF sp. k.	1930		
United Kingdom	Sevenoaks	WIKA Instruments Ltd.	130		

## Americas

Country	City	Company	Employees	Function	Certificate
USA	San Marcos	Mensor LP	92		
	Lawrenceville	WIKA Instruments LP	711		
Canada	Edmonton	WIKA Instruments Ltd.	193		
Brazil	Iperó	WIKA do Brasil Indústria e Comércio Ltda.	264		

**Function**

-  Distribution
-  Production
-  Service

**Certificate**

-  ISO 9001
-  ISO 14001
-  ISO 45001

## Asia-Pacific

Country	City	Company	Employees	Function	Certificate
China	Suzhou	WIKA Instrumentation (Suzhou) Co. Ltd.	531	● ●	● ●
	Shanghai	WIKA International Trading (Shanghai) Co. Ltd.	160	●	
	Shanghai	Shanghai KSR Kuebler Automation Instrument Co. Ltd.	90	● ●	
Singapore	Singapore	WIKA Instrumentation Pte. Ltd.	120	● ● ●	●
Malaysia	Kuala Lumpur	WIKA Instrumentation (M) Sdn. Bhd	74	● ● ●	●
India	Haryana	WIKA Process Solutions India Pvt. Ltd.	370	● ● ●	● ● ●
	Pune	WIKA Instruments India Pvt. Ltd.	911	● ● ●	● ● ●
South Korea	Seoul	WIKA Korea Ltd.	68	● ● ●	● ●
Australia	Rydalmere	WIKA Australia Pty. Ltd.	64	● ● ●	●

## Africa

Country	City	Company	Employees	Function	Certificate
South Africa	Johannesburg	WIKA Instruments (Pty.) Ltd.	257	● ● ●	●

**Function**

- Distribution
- Production
- Service

**Certificate**

- ISO 9001
- ISO 14001
- ISO 45001



**“As trusted partner for superior sensing solutions we enable safe, efficient and sustainable processes.”**

– the WIKA mission



# Sustainability requires collective action

We carry out a **materiality analysis** at WIKAI every three years – most recently in 2022. In this, those sustainability topics relevant to the company were brought together. This was based on WIKAI's vision and mission, international standards such as the Sustainable Development Goals (SDGs) and the Global Reporting Initiative (GRI), as well as our business environment, including all stakeholders. They were then evaluated by our stakeholders from environmental, economic and social dimensions. The stakeholders include our specialist departments, including the works council, customers, suppliers, press representatives, associations and local residents.

A subsequent workshop with relevant stakeholders showed what role the topics considered relevant currently play in the overall context. The results culminated in a **materiality matrix** and were reviewed and confirmed by the company management.

GRI 3-1



## The following topics are particularly important for our sustainability

Emissions



Workplace attractiveness, employee development and retention



Sustainable purchasing, ecological and social practices of suppliers



Health and safety of the employees



Economical performance



Innovation and development of sustainable products



Energy



These seven topics were defined as the most important for WIKA as part of the materiality analysis. As part of our sustainability strategy, we are working on goals and developing corresponding measures.

GRI 3-1

# Our mission for tomorrow

Our understanding of sustainability is as broad as our goals for a sustainable WIKA are comprehensive. Measures to achieve the sustainability targets formulated in 2024 are therefore continuously developed, implemented and adapted.

## Environment



### Reduction of direct and indirect emissions (scope 1 & 2)

We want to be CO<sub>2</sub>-neutral by 2039. More-efficient processes that save energy are just as much a part of our measures as modern heating systems. Our purchased energy is also increasingly coming from renewable sources. In future, our own plants will contribute more and more to our energy supply.



### Development of sustainable technology and innovations

We want to create a guideline for sustainable product development, pay attention to the footprint of our products and reduce that footprint. Each product should have a positive impact on at least three Sustainable Development Goals.

## Society



### Fair, team-oriented and trust-based cooperation

We define employee retention as the basis for our future development. In this context, an occupational health and safety management system (ISO 45001) was introduced for the Field Service division in Klingenberg in 2024. The next step is the introduction of global occupational safety standards.



### Responsible relationships with our business partners

By 2030, over 90 percent of our purchasing volume for production will be covered by our Code of Conduct.

## Governance



### Focus on the improvement of our markets

We collect success stories in which WIKA solutions contribute to greater energy efficiency and sustainability. In this way, we want to show our customers how they can organise sustainable processes and reduce their ecological footprint using simple means.



### Participation in ratings and their improvement

Our efforts should be measurable and directly visible. This is why we have taken part in the independent rating of the Carbon Disclosure Project (CDP) since 2024, and are aiming for the silver medal in the EcoVadis rating.

# Goals and strategies for more sustainability

Sustainability is multi-faceted. We have therefore set ourselves goals and formulated strategies that not only help selectively, but also bring about fundamental changes.

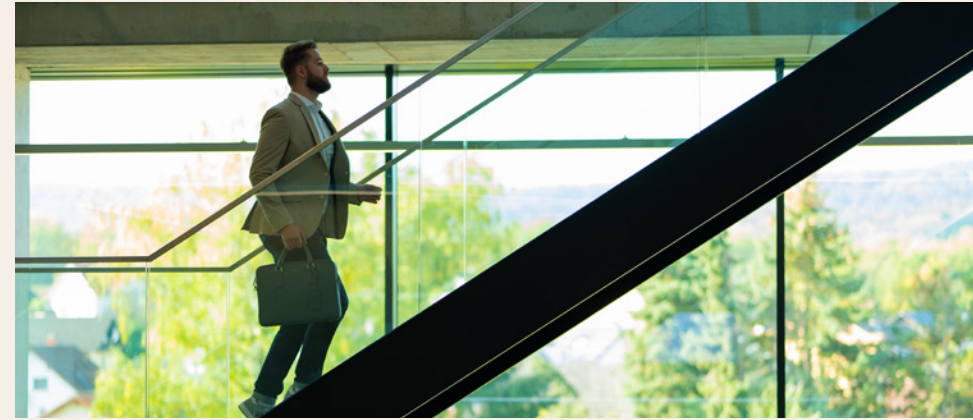


## Innovations

New developments and innovative technologies are catalysts for climate-friendly processes. With a focus on research and development, we reduce environmental impact and make customers more efficient.

## Growth

We want to leave a lasting impression on the markets in which we operate. To achieve this, we take social responsibility and plan solidly and for the long term.



## Continual improvement

Standing still is a step backwards. We therefore regularly analyse our sustainability efforts, take part in ratings and continuously work on even-better processes and measures.

## Emissions

With efficient solutions, we want to significantly reduce both our direct and indirect emissions on a daily basis and in the long term.

## Team spirit

Diversity and equal opportunities are the basis for fair, team-oriented and trust-based cooperation, which should enable all employees to realise their full potential.

## Partnerships

Long-term, trusting and therefore sustainable partnerships are a central component of our business. We therefore also encourage an open exchange in our business relationships.



# Achieving goals together

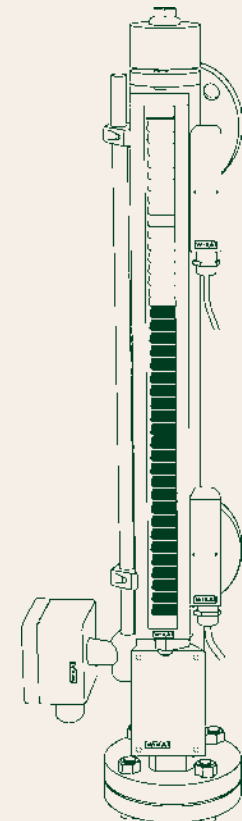
Megatrends such as digitalisation, decarbonisation and demographic change will fundamentally change our world in the coming years. Defining and implementing strategies and goals for a sustainable WIKA is therefore a joint task.

The sustainability team therefore relies on close and intensive collaboration with management and the departments – from the development departments to human resources and factory planning. With our products and solutions, also, we want to provide answers to these challenges and enable our customers to realise efficient and energy-saving processes.

## About our reporting

Sustainable thinking has always been firmly anchored in the WIKA family business. With our 75th anniversary, we are starting the next chapter and aligning our sustainability strategy with the UN's SDGs. Our report in accordance with the GRI standard helps us to come closer to our goal of transparency and sustainable action.

GRI 2-3





# Being successful together

For a company to operate soundly in the long term and achieve ambitious sustainability goals, it needs a strong shared commitment. For this reason, we actively involve all stakeholders and rely on open communication. This enables us to harmonise the needs and wishes of different stakeholder groups and to formulate and implement a clear and viable sustainability strategy. The expectations and views of stakeholders such as employees, suppliers, customers, authorities, journalists and trade unions are collected and analysed using appropriate methods – questionnaires, interviews, CRM data and general feedback.

## Equal rights for all

All stakeholders and their opinions are important to us – regardless of origin, gender, faith, physical or mental performance. Thanks to our numerous subsidiaries worldwide, we are also familiar with culturally different perceptions. The perspectives of people with disabilities are also important to us. Our goal: a diverse, differentiated and therefore insightful range of opinions.

## Encouraging communication and exchange

For an open and honest dialogue, we rely on discussions at trade fairs, actively request feedback from our suppliers and use the possibilities of digital communication and social networks.

We also communicate our projects and implementation plans transparently and regularly. For example, in our employee newspaper “WIKa moments”, public press portals, via our social media channels, departmental events or at annual information events and regular employee meetings.

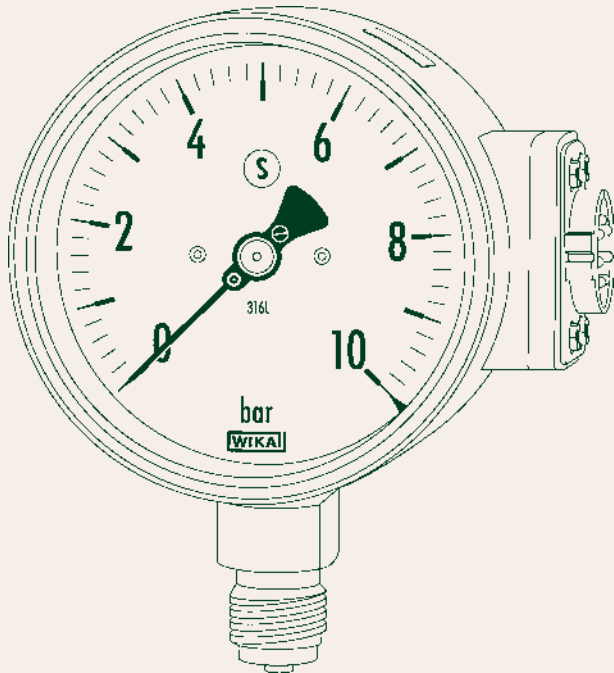
GRI 2-29

# Shaping sustainable collaboration

Our principles for responsible behaviour are anchored in the Code of Conduct. This provides all employees with a framework for their actions in terms of ethics, corporate governance, sustainability and legal aspects, and forms the basis for respectful cooperation.

We are committed to the principles of the “United Nations Universal Declaration of Human Rights” and the core labour standards of the International Labour Organization (ILO). As part of the Supply Chain Due Diligence Act (LkSG), we demonstrate our commitment to human rights and have written this down in our Policy Statement.

GRI 2-23



# The five pillars of our Code of Conduct

[+](#) Click the button to learn more!

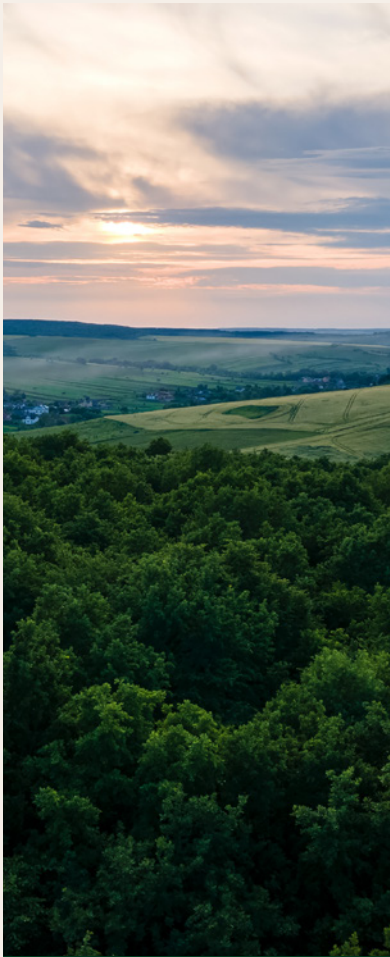
**Sustainability**

**Ethics**

**Management**

**Law**

**Data protection**



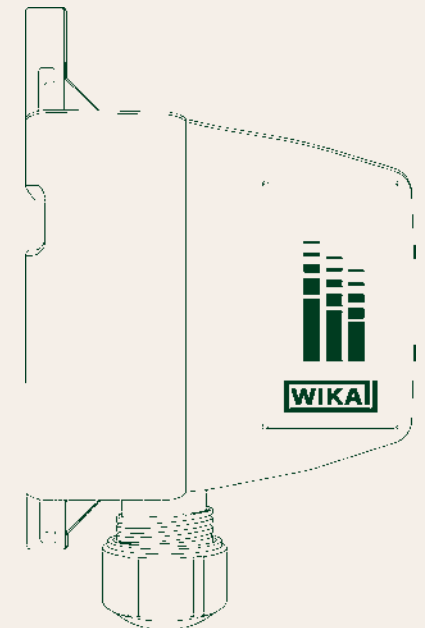


## Ensuring a sincere culture of values

We attach great importance to compliance with our principles. We therefore offer regular compliance training courses. The training is currently conducted via our online learning platform and thus reaches almost 90 percent of the people working for WIKAI worldwide. There are also regular training courses on anti-corruption and antitrust law.

We regularly carry out stocktaking and internal financial audits to ensure that all financial transactions, business activities and authorisation practices are in line with our Code of Conduct and compliance guidelines. Critical issues are also discussed annually by the Economic Committee.

GRI 2-15, GRI 2-16, GRI 2-23, GRI 2-24



# Quickly uncover grievances thanks to a whistleblower system

Whistleblowers on breaches of our compliance regulations, human rights and environmental concerns need a safe space. Together with experts in strategic corporate security and liability management, we have established a whistleblower system for this purpose.

Our employees, our direct and indirect supplier organisations, residents and other third parties can anonymously report critical incidents of any kind via a Hintbox platform, by e-mail, telephone or in a personal meeting. The relevant specialist department is then informed via a ticket system. Following an internal assessment, we define the necessary measures. The procedure for dealing with identified human rights violations and environmental offences is defined in publicly accessible procedural rules.

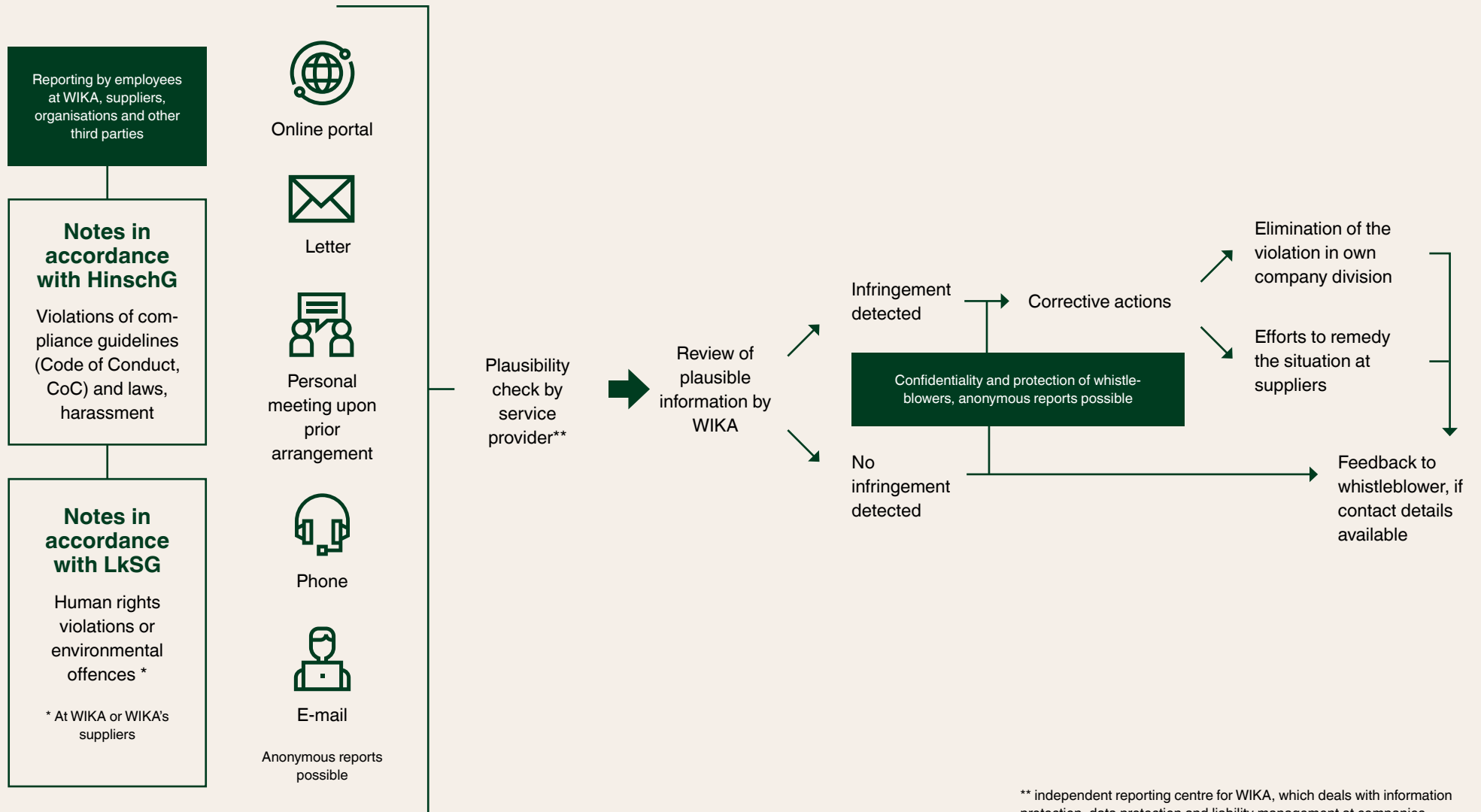
There were five indications of critical matters in the 2024 financial year.

GRI 2-25, GRI 2-26



# Complaints procedure in accordance with the Whistleblower Protection Act (HinschG) and the Supply Chain Due Diligence Act (LkSG)

[+ Click the button to learn more!](#)



\*\* independent reporting centre for WIKA, which deals with information protection, data protection and liability management at companies

# Initiatives in the area of sustainability strategy



## Scope for commitment

Corporate volunteering involves employees participating in charitable projects during their paid working hours. In 2024, WIKA enabled three people to spend two days each working for a noble cause of their choice. A colleague from WIKA Mobile Control supported a school project to build an insect hotel. In an enclosure for abandoned or surrendered animals, a colleague from Klingenberg actively helped with the care of the animals. The third colleague, also from Klingenberg, chose a local day of action to strengthen volunteering.



## Actively shaping WIKA

Sustainable development depends on innovation. All employees can now submit their sustainable ideas via our feedback platform. The channel is available to colleagues from all functional areas to share their suggestions and success stories – for example to improve or develop products, to implement customer requests or to optimise the portfolio. More than 1,000 impulses have already been received in this way, and the trend is rising. The best ideas and use cases are taken up and further developed collaboratively.

## Sustainability is teamwork

In a WIKA-wide “Sustainability Challenge”, all sites were invited to submit projects in the three areas of environment, social affairs and governance. Thirteen subsidiaries took part in this competition with a total of 29 projects. The spectrum of topics ranged from LED installations and a health day to investments in e-mobility. A jury shortlisted six projects, from which the board of directors selected three winners. WIKA sponsored a team event in recognition of their performance.





## 2. Environment

The sustainable protection of the climate and nature is more urgent today than ever before. That is why we are focusing on renewable energies, reducing our emissions, developing efficient solutions and increasingly promoting circularity. For an intact environment – today and tomorrow.



”

**“We are committed to our social responsibility, secure jobs and a clean environment.”**

– Alexander Wiegand, Chief Executive Officer (CEO) WIKAI | GRI 2-22

# Taking responsibility for our environment

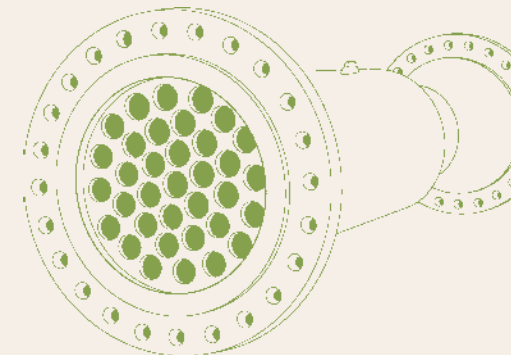
The protection of the environment is anchored in our corporate guidelines. As a company acting globally, we see it as our responsibility to minimise the impact of our activities on the environment.

In the WIKA Code of Conduct, we are therefore clearly committed to all relevant ILO and UN conventions, including the 27 principles of the “Rio Declaration on Environment and Development”. Furthermore, we are aligning our sustainability strategy with the UN’s SDGs.

Better climate protection starts with the design and production of our products. This includes resource-saving product design as well as innovative production processes that are designed to minimise energy and water consumption and lead to minimal waste. Waste avoidance and the correct handling of any waste that cannot be avoided are part of our environmental endeavours.

Our responsibility does not end with shipment of the product. We are therefore increasingly promoting circularity and developing particularly energy-efficient, durable products.

GRI 201-2, GRI 2-22, GRI 2-23

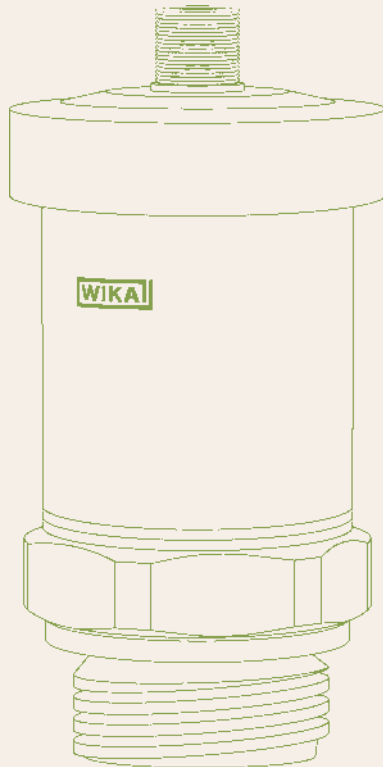


# Emissions


The most effective lever in the fight against global warming is to reduce energy consumption and the associated emissions. For companies, this means avoiding fossil fuels wherever possible. We are therefore rethinking our processes and will be focusing even more on renewable energies in the future.

Specific action plans are being implemented for the coming years with the aim of substantially reducing greenhouse gas emissions. In this way, we actively counteract physical business risks such as supply bottlenecks caused by extreme weather conditions or resulting interruptions to the energy supply.

GRI 201-2



# Where emissions are created – a status quo

 [Click the button to learn more!](#)

Greenhouse gas emissions released in the course of our business activities have not increased compared to the previous year. This calculation does not only include the CO<sub>2</sub> released. Other greenhouse gases emitted, such as CH<sub>4</sub>, N<sub>2</sub>O or SF<sub>6</sub>, are factored in, according to their impact on the climate, and included as CO<sub>2</sub> equivalents.

The majority of greenhouse gas emissions is not generated directly at the WIKA subsidiaries, but rather through scope 3 activities. These emissions are caused by purchased goods and services, capital goods, fuels and other energy-related activities, upstream transport and distribution, waste, business travel, commuting to the workplace, downstream transport and distribution and the use of products sold.

The emissions generated directly at the factory correspond to scope 1 emissions. Scope 2 includes emissions from externally purchased energy such as electricity and heating. Depending on the type of calculation, 33,276 tonnes of CO<sub>2</sub>e (market-based approach) or 32,461 tonnes of CO<sub>2</sub>e (location-based approach) were emitted in 2024.

Emissions are calculated in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standards and the Corporate Value Chain Accounting & Reporting Standard (scope 3).

GRI 305-1, GRI 305-2, GRI 305-3

## Scope 1

Direct emissions generated at our factory through the combustion of fossil fuels for heating, for self-generated energy and in the company's own vehicle fleet.

## Scope 2

Indirect emissions from purchased energy in the form of electricity, district heating and cooling or steam. The market-based value is calculated on the basis of the energy actually purchased.

## Scope 3

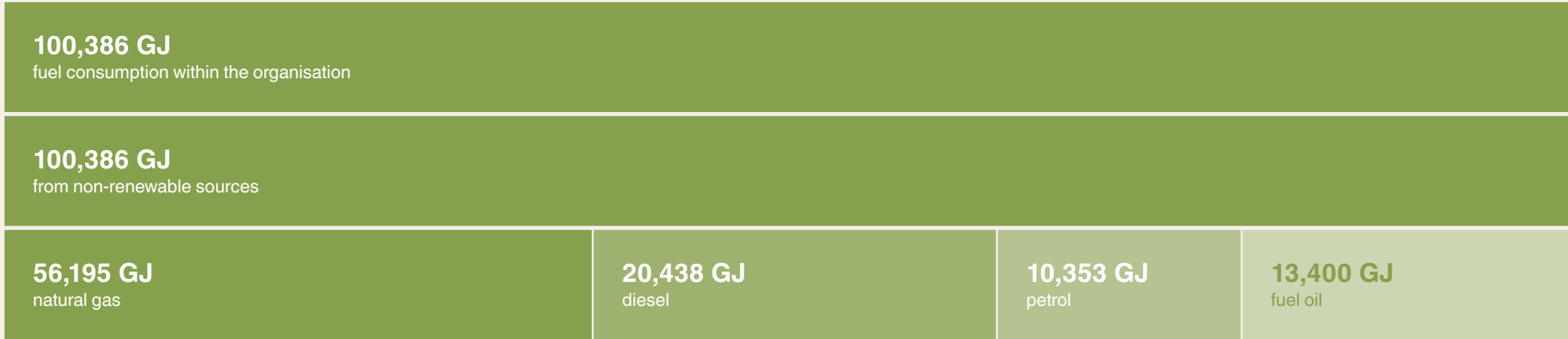
Upstream and downstream indirect emissions from purchased materials and services, transport and distribution, the use of products sold, waste, commuting and business travel, capital goods, fuels and other energy-related activities.

# Energy consumption at WIK A

All production requires energy – from the transport of goods, material processing and industrial processes to the heating of buildings. In this context, WIK A utilises both fossil fuels and renewable energies – for example through the company's own photovoltaic systems in Switzerland, Austria and India. Continuous expansion is planned and being implemented.

Energy-saving measures have been driven forward for many years as part of continuous improvements. Specific opportunities to reduce energy demand, and thus emissions, are currently being developed as part of a plan of measures and reductions.

GRI 302-1, GRI 302-2, GRI 302-3, GRI 302-4



GRI 302-1

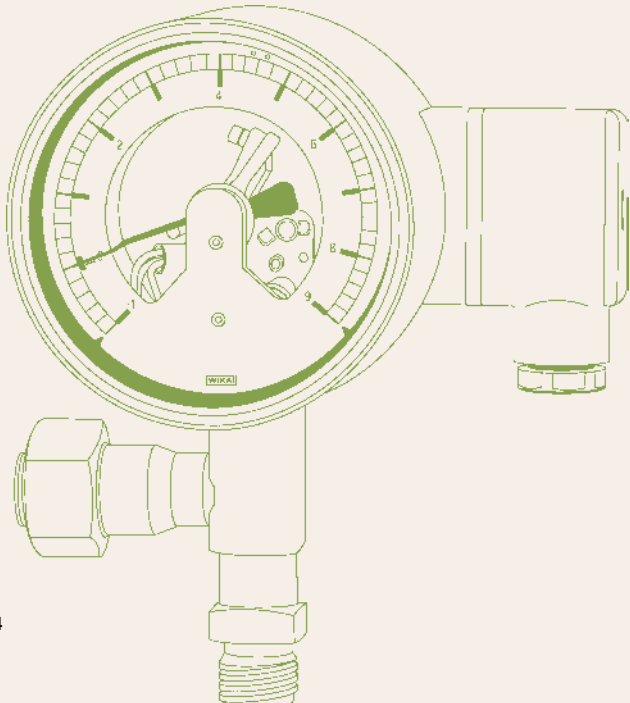


GRI 302-1

Note: We are working continuously to further increase the quantity and quality of data collection and analysis. Note: 1 gigajoule (GJ) corresponds to around 278 kWh

# Circular economy

In times of resource scarcity and supply bottlenecks, once produced, measuring instruments should remain in use for as long as possible. However, the recycling of defective instruments and the handling of would-be waste must also be rethought. Material cycles are therefore becoming increasingly important. The goal: more resource efficiency, less production that cannot be recycled at the end of its life.



## Repair instead of replacement

In order to maximise the service life of products, we have established services that prevent premature defects. Our tried-and-tested calibration service ensures the long-term accuracy of measuring instruments and protects the surrounding system from incorrect loading. Where complete instruments used to be replaced due to wear and tear and ageing of individual components, we focus on uncomplicated repair options. To this end, special attention is paid to ability for repair when designing the instruments.



## Using recycled materials

The easier it is to recycle the materials used, the more environmentally friendly the end product is. For this reason, WIKA favours the use of easily recyclable, unmixed materials. Materials that have already been recycled will also be increasingly incorporated into material cycles in the future. Regenerative materials are also increasingly being used. In future, we will check our materials with regard to their sustainability and take this into account as early as the product development stage.

For example, more and more plastic-free reusable packaging made from renewable raw materials is being developed and used for product shipping.

GRI 301-1



## SF<sub>6</sub> gas solutions and closed-loop handling

SF<sub>6</sub> gas is the strongest known greenhouse gas. 1 kg of SF<sub>6</sub> gas is as climate-impacting as 24 tonnes of CO<sub>2</sub>. Hence, it is paramount to ensure that no SF<sub>6</sub> gas can escape into the atmosphere. We take care of the provision and installation of high-precision measuring instruments and the intelligent online monitoring of SF<sub>6</sub> systems in order to prevent leakages effectively.

We also use SF<sub>6</sub> for calibration and test processes. After use, the gas is safely pumped into special cylinders and sent to our SF<sub>6</sub> partner. The latter can use this gas to produce new gas as part of the circular economy.

# Initiatives in the area of the environment



## New parts washing system

Water stewardship has been of significant importance at our site in Georgia, USA, for years. Since the region suffered from an extreme drought in 2007, a project team has developed long-term strategies to save water. Thanks to various measures, within two years, it has already been possible to reduce the plant's consumption by 76 percent compared to 2007. The site continues to pursue its goal of using less water. For example, a new parts washing system using jets instead of large baths saves 3.3 million litres of water per year.

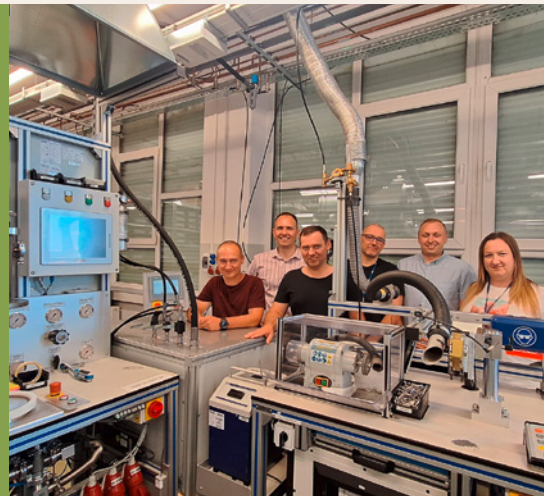


## Collecting rubbish on the day of action

On World Cleanup Day, volunteers around the world rid the environment of rubbish. This was the second time that WIKA took part in the day of action. 287 employees from 11 subsidiaries in 7 countries participated. Equipped with rubber gloves, bin bags and litter picks, they collected a total of 2 tonnes of rubbish – the equivalent of 120 full bathtubs. The largest piece of rubbish was disposed of by colleagues from Arese, Italy: an entire sofa. The team thus won WIKA's internal challenge for the most unique find.

## Helium recovery

Helium, a noble gas used in many industrial and high-tech applications, is used for leak tests. In Poland, we have developed a process for helium recovery at the test station – with success: 70 percent of the helium can now be recovered in the production of the PT5 process transmitter with soldering pipe. In addition, less helium escapes into the atmosphere thanks to this cycle. It is important to use the noble gas sparingly, as it is a finite resource. Last but not least, the new method has reduced the leak test cycle time of from 50 to 35 seconds.





## 3. Society

People are our most valuable asset. That is why we take the needs of our employees seriously, are committed to trusting working conditions and supplier relationships, and value a range of opportunities for professional and personal development.

36 %  
female

64 %  
male

## People at WIKA

Even with more than 10,000 employees worldwide, the WIKA Group has remained a family business. That is why we are committed to providing each and every one of them with a good and safe working environment. Only 101 people working within the company are not employees of the WIKA Group.

In addition to modern facilities in the workplace, good working conditions also include further training and career opportunities, attractive benefits and opportunities to utilise individual potential and play an active role in shaping the company.

GRI 2-7, GRI 2-8

### Employee turnover

Employee turnover in the reporting period was around 14 percent. 840 people joined WIKA in 2024 (9 percent of the total number of employees).

GRI 401-1

64  
employees in Oceania

257  
employees in Africa

1,260  
employees in America

1,413  
employees in Asia

5,708  
employees in Europe



## Creating family-friendly working conditions

As a family business, we always want to ensure fair working conditions. This includes a wide variety of topics such as the balance between work and family, fair and performance-orientated remuneration for work, as well as insurance and pension benefits.

### **Honest appreciation: our benefits**

Our employees are an essential part of our success. It is therefore a matter of course for us to offer them additional company benefits. However, these vary depending on the country and subsidiary. We endeavour to provide as many employees as possible with basic benefits such as medical care, life insurance, disability and invalidity insurance, parental leave and retirement benefits. There are also partial retirement schemes, company pensions and reintegration programmes after long periods of illness. Other benefits such as job bikes, the assumption of funeral costs or meal vouchers are specific to each subsidiary.

GRI 401-2

### **Family and career in harmony**

A good work-life balance is important to us. Employees with children, in particular, should have enough time for their family so that a fulfilling work and family life are not mutually exclusive. Many of our employees – both male and female – take parental leave and most of them stay with us afterwards.

In cooperation with the town of Klingenberg am Main, we run the WIKAlino childcare centre at our company headquarters, where employees' children can be looked after professionally and according to their needs, on the doorstep.

GRI 401-2, GRI 401-3

## Actively shaping WIKAI

It is important to us that employees become engaged at WIKAI and thus shape and change the company. The WIKAI employee suggestion system is designed to give our employees the opportunity to improve processes and working conditions within the company. In this way, each and every individual can contribute to greater safety, ergonomics and efficiency.

GRI 403-4

## Remuneration

The remuneration of our employees should be fair. The salaries of employees at our company headquarters are based on collective agreements or are in line with market rates. Around 90 percent of all our employees in Germany are paid on the basis of collective agreements and therefore have the right to collective bargaining. Salary negotiations for employees in the first two management levels and employees not covered by collective agreements take place with the direct line manager, an HR member and the CEO.

The members of the Board of Directors are also remunerated at a standard market level. Payment is made up of 75 percent fixed income and 25 percent variable income. The latter depends on the extent to which WIKAI Group targets and individually defined targets have been achieved.

GRI 2-19, GRI 2-20, GRI 2-30





# Occupational health and safety

Employees can only realise their full potential if they are physically and mentally healthy. That is why we are committed to a sustainably healthy, low-risk, and therefore safe, working environment.

## Ensuring safety at work

Internal occupational health and safety management helps to protect the health of all employees, particularly at our German sites. For example, the Health, Safety & Environment department works hand in hand with BAD Gesundheitsvorsorge und Sicherheitstechnik GmbH throughout Germany. This enables us to implement concepts that allow us to identify quickly any hazards and deficiencies and optimise processes.

This also includes training on work-related hazards, emergency and evacuation drills, audits and the establishment of occupational health and safety committees. At WIKA, new employees in particular are made aware of the hazards in the workplace and trained accordingly. 15 of the 34 locations surveyed, in ten countries, currently have comprehensive management systems in place. All 15 locations have implemented a risk management system. Seven locations are certified in accordance with the international occupational health and safety management system, ISO 45001, with more to follow.

GRI 403-1, GRI 403-3, GRI 403-5

## Staying healthy

The health and safety of our employees is particularly important to us. We therefore offer annual medical examinations based on the respective workplaces and employee risk evaluations. An external company doctor ensures objective results. First-aid training courses are also an integral part of our efforts to improve safety at work.

GRI 403-3, GRI 403-4, GRI 403-10

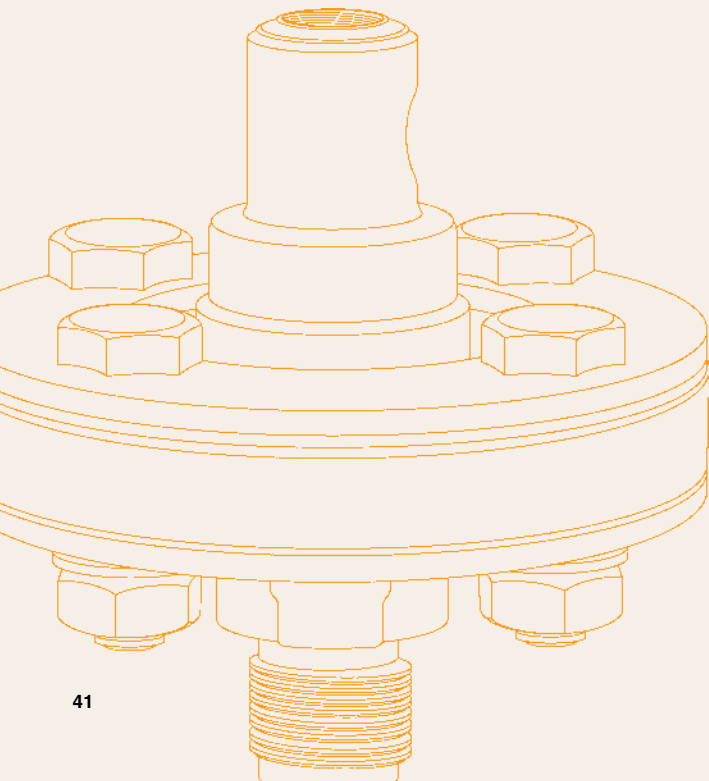
## Taking protective measures

Workstations are designed to be as safe as possible to ensure long-term safety at work. This includes application-specific technical measures such as protective devices, extraction systems or better marking of work areas, as well as personal protective equipment, safety training or ergonomic workplace design. The protective measures are continuously reviewed and optimised.

GRI 403-9

# Recognising and counteracting risks

Recognising, reporting, assessing and avoiding hazardous situations – WIKA has established a wide range of measures for this purpose, which are constantly being expanded and improved. The aim is to minimise the number of potential hazards and safety gaps – and therefore also the number of accidents at work.



## Risk evaluation and checking

Our sites are each responsible for their own risk management. They identify and assess the hazards relevant to them and, if necessary, define appropriate protective measures. The risk evaluation is regularly reviewed, updated and adapted to the current working environment. The effectiveness of safety measures is monitored in many cases, for example, through internal and external audits.

In the event of incidents, the underlying causes and factors are determined as part of an investigation. In the case of accidents at work, official reports are drawn up at the same time. These are also intended to help develop measures to prevent further accidents.

GRI 403-2



## Reporting and employee protection

To ensure that safety at our sites is as high as possible, all employees should be able to report hazards and safety risks without any consequences. This is ensured through various reporting methods. For example, by reporting to safety officers, via an anonymous compliance channel and by reporting directly to supervisors or the management level.

In order to protect health, every employee has the right to refuse to perform a task or activity, without fear of consequences, if there are justified safety concerns.

GRI 403-2



## Advancing safety protection together

In addition to the opportunity to report safety concerns and make suggestions for remedying them, our employees can also contribute to greater safety in other ways. For example, they are involved in training courses, awareness-raising measures or safety days. In many locations, they participate in the assessment of workplace safety as part of employer-employee committees. There are also often monthly or quarterly meetings at which employees can discuss risks, incidents and preventative measures with management.

GRI 403-4, GRI 403-5



## Actively promoting health

Depending on the country and subsidiary, there are different programmes to maintain and promote the health of employees. These range from preventative measures such as health checks, nutritional advice and ergonomic workstations, to psychological services to support mental health (including a 24-hour hotline) and specific health promotion programmes, job bike, sports activities and fitness rooms. For example, a fitness centre was planned and put into operation at the Klingenberg am Main site in cooperation with Kieser Training GmbH. Medical care programmes such as flu vaccinations have also become established at many locations.

Sporting events are another important part of our activities that focus on health. For example, an annual volleyball tournament has become established in Poland. The WIKA relay marathon took place for the 17th time at our headquarters in Klingenberg am Main in 2024. WIKA employees travelled from all over the world to take part. For every kilometre run, one euro is donated to charitable organisations in the region.

GRI 403-6, GRI 403-7



## Safeguarding human rights

The dignity of every human being is non-negotiable. This universal principle is the guiding principle behind everything WIKA does. Therefore, dignified working conditions are not a luxury for us, but a basic requirement. At WIKA, all employees therefore work under trusting conditions, which are continuously improved.

### **Forced labour**

In our WIKA Code of Conduct, we prohibit any form of forced or compulsory labour. Employees must be free to decide at any time whether they want to work for WIKA or not. Abuses within the company must be reported immediately.

GRI 409-1

### **Child labour**

The prohibition of child labour is also part of our Code of Conduct. In application processes, we therefore pay strict attention to complying with applicable law and not employing anyone under the age of 15. A risk analysis was also drawn up in accordance with the LkSG. Human rights violations should be reported immediately.

GRI 408-1

# Training and further education as a success factor

Whether project management training, language courses, training courses on ISO standards or sales training: We continuously promote the talents and skills of our employees. This includes topical training programmes as well as extensive personnel development measures.

The respective needs are determined in an annual personal development meeting. Our open corporate culture also includes our regular performance appraisals, which, for example, around 88 percent of employees at the locations surveyed had received in the reporting year.

## Targeted further training

We develop tailored concepts for special, very specific qualification requirements. These include programmes such as the “Welding Academy”, data science and IT training, database courses and ATEX training. We prepare future team leaders for their tasks with professional trainers and develop leadership skills from within. The skills of prospective specialists and managers are expanded in our talent programme.

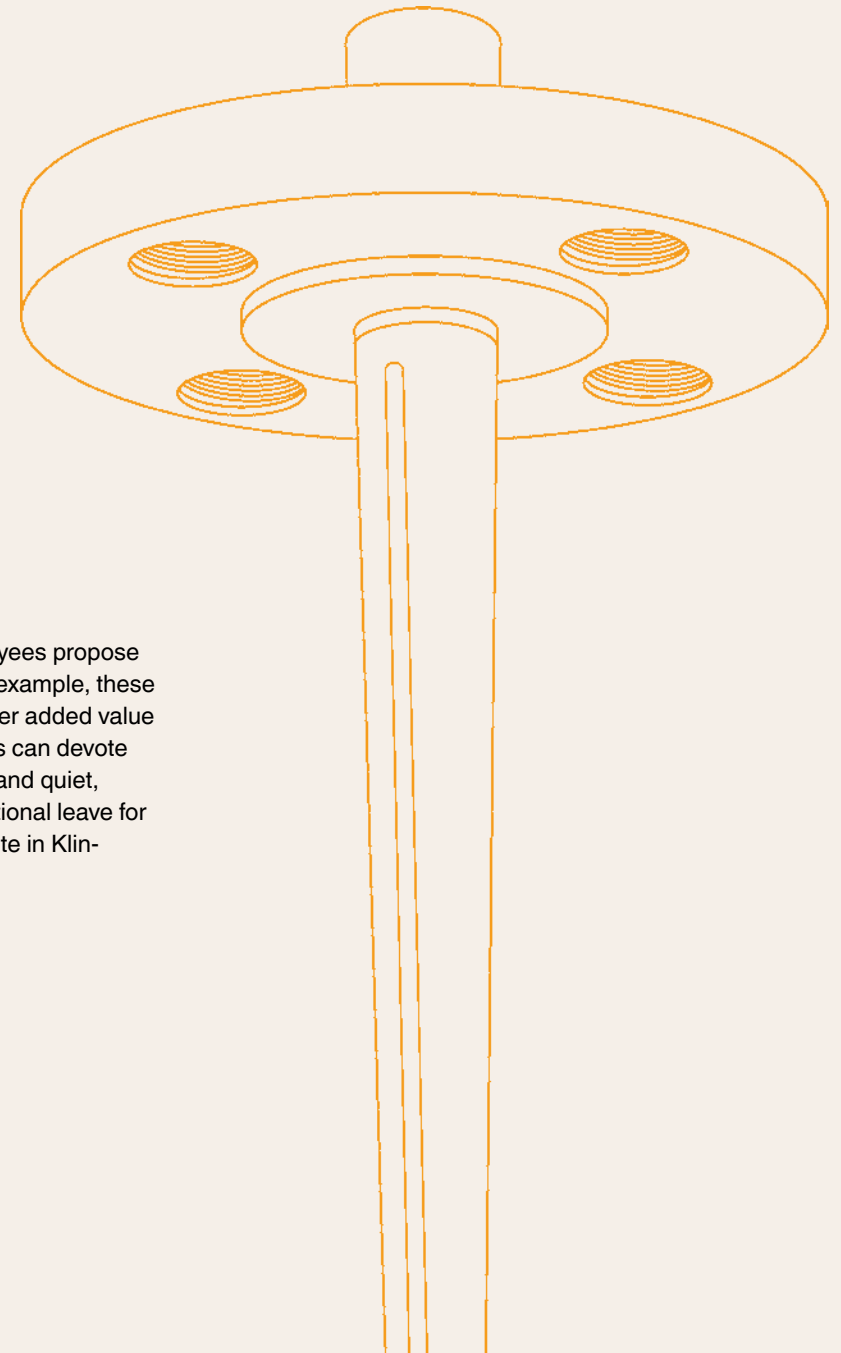
## Promoting personal initiative

We also support training courses that employees propose themselves. In the German subsidiaries, for example, these are subsidised by up to 50 percent if they offer added value from WIKA's point of view. So that employees can devote themselves to their further training in peace and quiet, they are given the opportunity to take educational leave for seminar and examination days at the main site in Klingenberg am Main.

GRI 404-2, GRI 404-3

# 40.6 hours

average time spent in 2024 by each employee of the WIKA Group on training and further education



# Initiatives in the social sector



## Swapping clothes instead of buying them

WIKA Brazil has created a practical contact point for employees who want to consume clothing more consciously. In 2021, the HR department set up a second-hand shop where colleagues can swap used clothing – under the motto: “It was mine, now it’s yours”. Items of clothing that do not find a new owner are donated to a local charity that supports socially disadvantaged families. Since the second-hand shop opened in 2024, 876 kilos of clothing have already been collected and distributed.



## Healthy nutrition for schoolchildren

WIKA South Africa supports several initiatives that give schoolchildren in the informal settlement of Mangolongolo, Johannesburg, access to healthy food and education. At various schools, for example, children affected by poverty were provided with school bags, school uniforms and stationery. In the area of nutrition, the initiatives have, among other things, planted school gardens with fruit and vegetables, provided children with food packages and realised projects in which the pupils made their own food such as pickled vegetables or jam and then sold it.



## Promoting diversity

The WIKA subsidiary in the US has established a so-called DEI Council. DEI stands for “diversity, equity, and inclusion”. The task of the DEI Council is to strengthen these values through concrete measures in the company. For example, they develop strategies to help different groups of employees in their professional development. The overall goal is to create a work environment in which all employees have the same opportunities to contribute their talents and to advance in their career.



## 4. Governance

An economy that contributes to saving our planet requires a new way of thinking and acting. We create targeted innovation drives, enable more climate-friendly processes with our developments and thus empower others to work even more sustainably.





## Great challenges require good leadership

The climate-friendly transformation will change our economy and society as much as the steam engine once did. We are convinced that this change can be shaped positively. With a broad-based management team, far-sighted leadership and a strong will.

As the successor to the founder, CEO Alexander Wiegand is committed, like no other, to the well-being of the company and its employees. The top management level consists of a total of nine people – including one woman. They are responsible for the strategic management of WIKA's regions, divisions and business units. The CEO is also advised on many issues by an Advisory Board. The current Chief Financial Officer (CFO) is responsible for sustainability.

GRI 2-9, GRI 2-11



### **Realising visions together**

The strategic direction and economic development of the company explicitly includes sustainable development through digitalisation and decarbonisation. Sustainability is therefore a vision, a management task and a shared responsibility. In concrete terms, this means that sustainability topics have priority. To this end, the Board of Directors and the sustainability team are closely interlinked and in continuous dialogue.

GRI 2-17, GRI 2-18

### **Appointment of the Board of Directors**

WIKA's business allocation plan regulates the organisation of the Executive Board, including the requirement profiles for the respective positions. Together with the other members of the Executive Board, the CEO decides on the appointments to the positions, taking into account the strategic objectives.

GRI 2-10

### **Responsibilities**

The sustainability team, together with the Board of Directors, develops guidelines, targets and strategies for the sustainable development of WIKA. These are approved and monitored by the CEO and the Board of Directors.

The achievement of the economic targets set is reviewed on an annual basis. Specific projects are also defined to ensure that the goals are achieved. The projects themselves are reviewed on a monthly basis using previously defined KPIs and presented to the Board of Directors by the project managers on a quarterly basis.

The economic situation is generally analysed by the Economic Affairs Committee. The committee consists of the CEO, CFO, Chief Human Resources Officer (CHRO) and the works council.

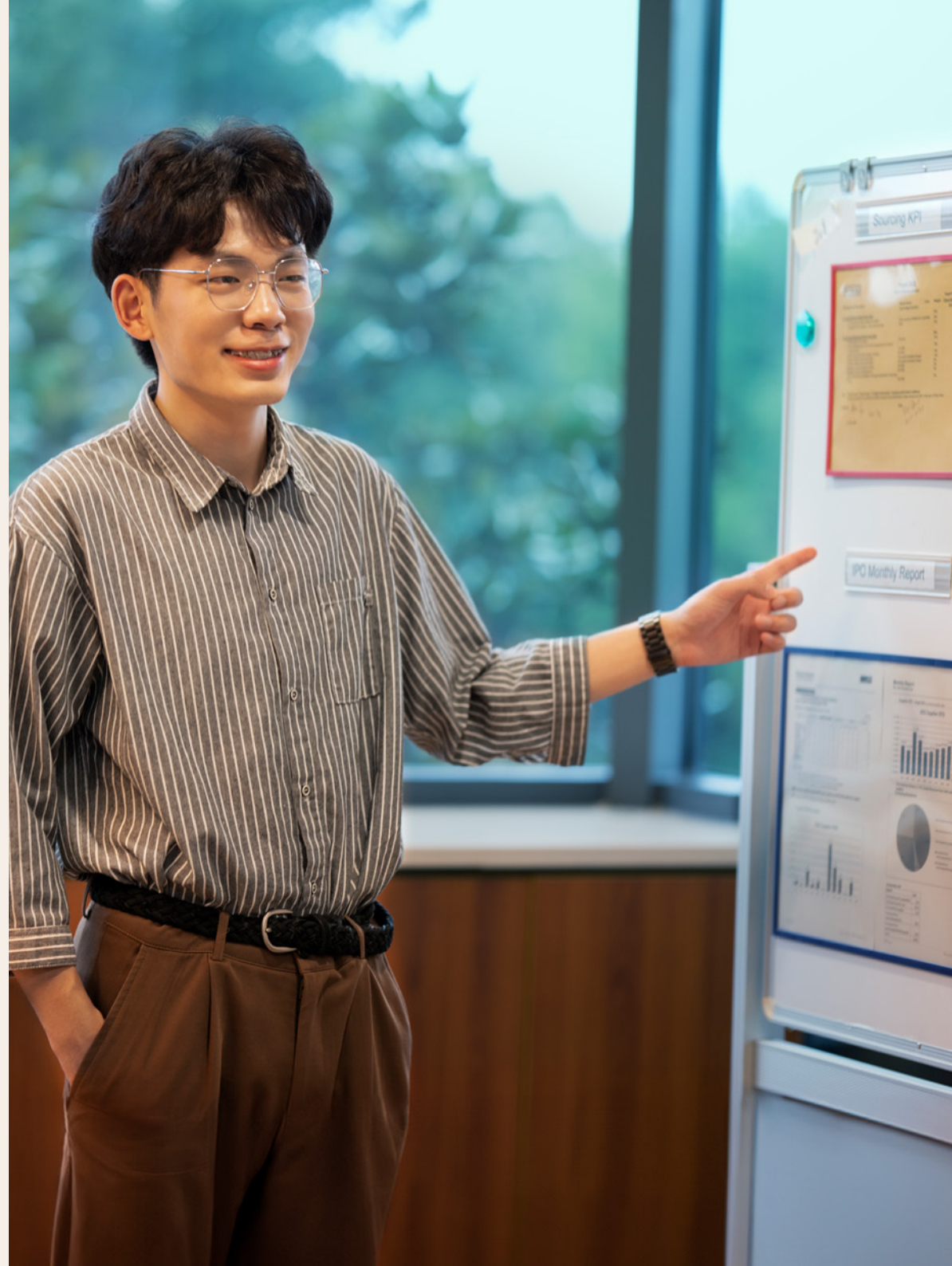
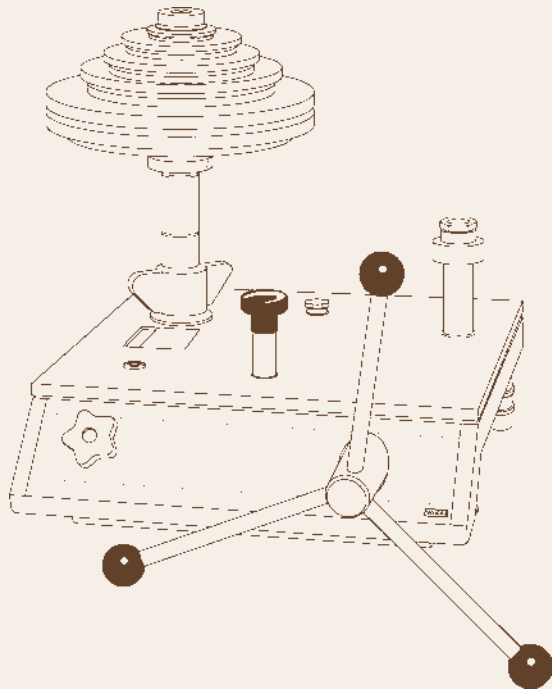
GRI 2-12, GRI 2-16

# Assessing and addressing risks

Climate change is causing disruptions. This makes a realistic risk evaluation all the more important for companies. Climate-related risks in particular – both physical and regulatory – are becoming increasingly relevant and can have a major financial and structural impact.

Two risks that need to be prioritised are, for example, the potential interruption of energy supply and insufficient preparation for disasters.

GRI 302-1



# Decarbonisation as an opportunity

In the coming decades, the economy will gradually switch to emission-free production. We see great potential here to accelerate this process with our expertise, and develop process solutions that are particularly efficient and resource-saving. We want to provide new impetus with our developments and contribute to greater sustainability, particularly in the areas of heating, ventilation and air-conditioning systems (HVAC) and hydrogen.

We are also addressing the environmental impact of our business activities within the framework of ISO 14001. Our CHRO brings the relevant issues to the attention of the Board of Directors. Reporting takes the form of annual reports.

The following risks resulting from climate change have been identified as influencing factors for our business activities:

GRI 2-13, GRI 2-14, GRI 302-1

## Physical risks

- Energy supply disruptions (increase in energy prices, reduced supply capability, competitive disadvantages)
- Extreme weather conditions that lead to supply difficulties (electricity, raw materials, damage to infrastructure)
- Damage to property
- Environmental pollution (e.g. toxic spills, CO<sub>2</sub> emissions, environment)
- Risks arising from force majeure in general, including climate change, floods, storms, ...
- Long-term risks arising from the failure of climate protection measures, extreme weather conditions and the loss of biodiversity

## Regulatory risks

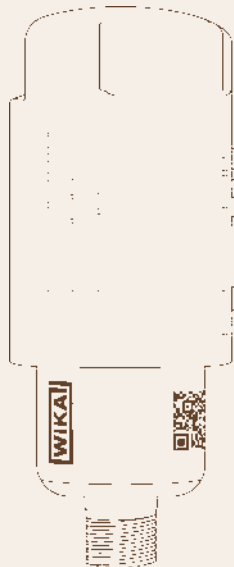
Risks arising from non-compliance with higher ESG standards (competitive disadvantages, costs, criminal prosecution, loss of employees)

# Making interests visible and representing them

The rights and interests of our employees should be protected and represented. We have therefore set out the right to collective bargaining and freedom of association in our Code of Conduct in accordance with the laws of the respective country.

At the Klingenberg am Main headquarters, for example, a works council represents the collective interests of the employees. Among other things, it also works closely with the IG Metall trade union and the employers' association ME for the metal and electrical industry. We also have a youth and apprentice representative body and a representative body for severely disabled employees, which have similar rights to the works council and represent their respective interests.

GRI 2-24, GRI 407-1



## Association work

WIKA represents both the company's interests and the interests of its employees within various associations. In 2024, 98 employees worldwide were members of an association. The majority are active within the following associations:

- German Electrical and Digital Industry Association (ZVEI: Verband der Elektro- und Digitalindustrie)
- German Machinery and Plant Manufacturers Association (VDMA: Verband Deutscher Maschinen- und Anlagenbau)
- Association for Electrical, Electronic & Information Technologies (VDE: Verband der Elektrotechnik Elektronik Informationstechnik)
- ASME (American Society of Mechanical Engineers)
- German Institute for Standardization (DIN: Deutsches Institut für Normung)
- German Commission for Electrical, Electronic & Information Technologies (DKE: Deutsche Kommission Elektrotechnik Elektronik Informationstechnik)

GRI 2-28



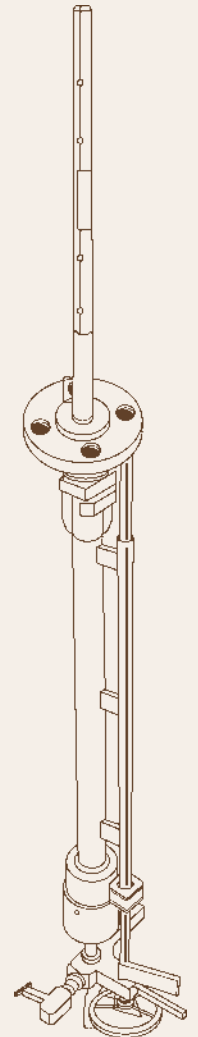


# Methodical supplier management

No company operates in isolation from the world. We are aware that we also bear a certain responsibility for the actions of our suppliers. For this reason, we pursue a methodical supplier management approach in our purchasing strategy. This is designed to be holistic, and ranges from monitoring the procurement market to searching for, selecting, qualifying and evaluating suppliers and actively developing our suppliers.

To ensure the quality of our products and fulfil our requirements, we enter into close and long-term partnerships with a limited number of suppliers and adhere to the requirements of the LkSG. We published a policy statement on this in 2024.

GRI 2-6, GRI 2-25





### Expanding and utilising local networks

WIKA sources around 90 percent of its materials and 10 percent of its finished products. Most of our suppliers are based in Germany, the USA, China, Poland, Italy and Switzerland.

To minimise transport distances, production materials are purchased on the local procurement market wherever possible. For European locations, for example, this is Europe; for the USA, it is North America. In the USA, WIKA sources 44 percent of its materials locally, while European sites such as WIKA Klingenberg am Main or WIKA Polska are supplied by partners from the local procurement market with 96 percent and over 98 percent of their materials, respectively. The goal: economical and local procurement.

GRI 204-1



### Safeguarding working conditions

The WIKA Code of Conduct prohibits all forms of child and forced labour. The ZVEI Code of Conduct, or a comparable code of conduct, is generally mandatory for suppliers. With the help of various audits, an external complaints management system and an AI-based risk monitoring tool, we endeavour to monitor compliance as closely as possible.

If anomalies are recognised and reported by the tool, we can react to violations immediately. The facts of the case are clarified and, if necessary, measures are initiated that can go as far as blocking the supplier.

GRI 2-25, GRI 408-1, GRI 409-1



### Committed to environmental protection

In addition to respecting human rights, the legally compliant manufacture of our suppliers' products is also important to us. We therefore ensure compliance with national and international environmental laws, guidelines and specifications.

Responsible and conscious handling of available resources and the environment is a central component of sustainable behaviour. The most important suppliers should therefore also be involved as early as possible in the product development process in order to contribute their innovative strength to the product life cycle – and to ensure a sustainable end product. Compliance aspects are also monitored and safeguarded in defined risk management processes.

GRI 2-6, GRI 308-1



### Continuous control

A total of 138 new suppliers for production materials were created in the relevant subsidiaries for the 2024 reporting year. Of these, 118 were assessed in accordance with environmental and social criteria. The audits provide additional assurance that the selected suppliers can fulfil our requirements.

Existing suppliers are also audited on an ongoing basis. In the 2024 reporting year, 2,083 suppliers were audited for their environmental impact and 2,083 in the social area.

GRI 308-1, GRI 308-2, GRI 414-1, GRI 414-2

# Initiatives in the area of governance



## Aviation fuel from waste

Solid municipal waste, such as packaging, paper and food, can be used to produce fuel for aircraft, among other things. Exothermic reactions occur in the manufacturing process, during which the temperature must be precisely monitored using a multipoint thermocouple. A company that produces fuel from plastic waste uses the model TC97 from WIKA-Gayesco, a miniature sensor for tight installation situations. The diameter of the 18-metre-long sensor sleeve is just 4.7 millimetres.



## Reduction of CO<sub>2</sub> emissions

“Carbon Capture, Utilisation & Storage” (CCUS) is a method to reduce CO<sub>2</sub> emissions. The carbon dioxide is separated from the emissions and processed for subsequent utilisation or final storage. This approach presents a number of metrological challenges. For example, because the states of matter of CO<sub>2</sub> are close together during the process, the interaction of pressure, temperature and flow must be precisely controlled. WIKA offers the adequate sensing technology for every step in a CCUS process, from the extraction process to the handling of the highly purified CO<sub>2</sub> to its transport.

## Women in management positions

The German programme “Frauen in Führungspositionen” (“Women in management positions”), or “FIF” for short, by the Bavarian association of metalworking and electrical engineering employers supports women in growing into management roles. Six team or department heads from WIKA took part in the seventh season of the programme. Ten women from different companies met over seven weekends to share their experiences and develop their skills. For example, personal fields of learning and strengths were identified and development goals defined in professionally guided workshops.



# Annex



# About this report

This sustainability report points out the relevance of ecological, economic and social sustainability for the WIKA Group. It presents our approach to key sustainability issues, the impact of our activities, our goals and the current status of our activities in the reporting year.

In preparing the report, we are guided by the internationally recognised sustainability reporting standards of the Global Reporting Initiative (GRI).

Relevant GRI indicators are displayed in the text and summarised in the GRI index.

Our processes have also already undergone an initial external preliminary audit by auditors.

GRI 2-17

## Scope and reporting period

The reporting period corresponds to the calendar year 2024 and extends from 1 January 2024 to 31 December 2024.

The scope of this report (unless otherwise stated) covers the 29 largest subsidiaries at the end of the reporting period, in terms of production site and number of employees, in line with the ISO 9001 quality management certification.

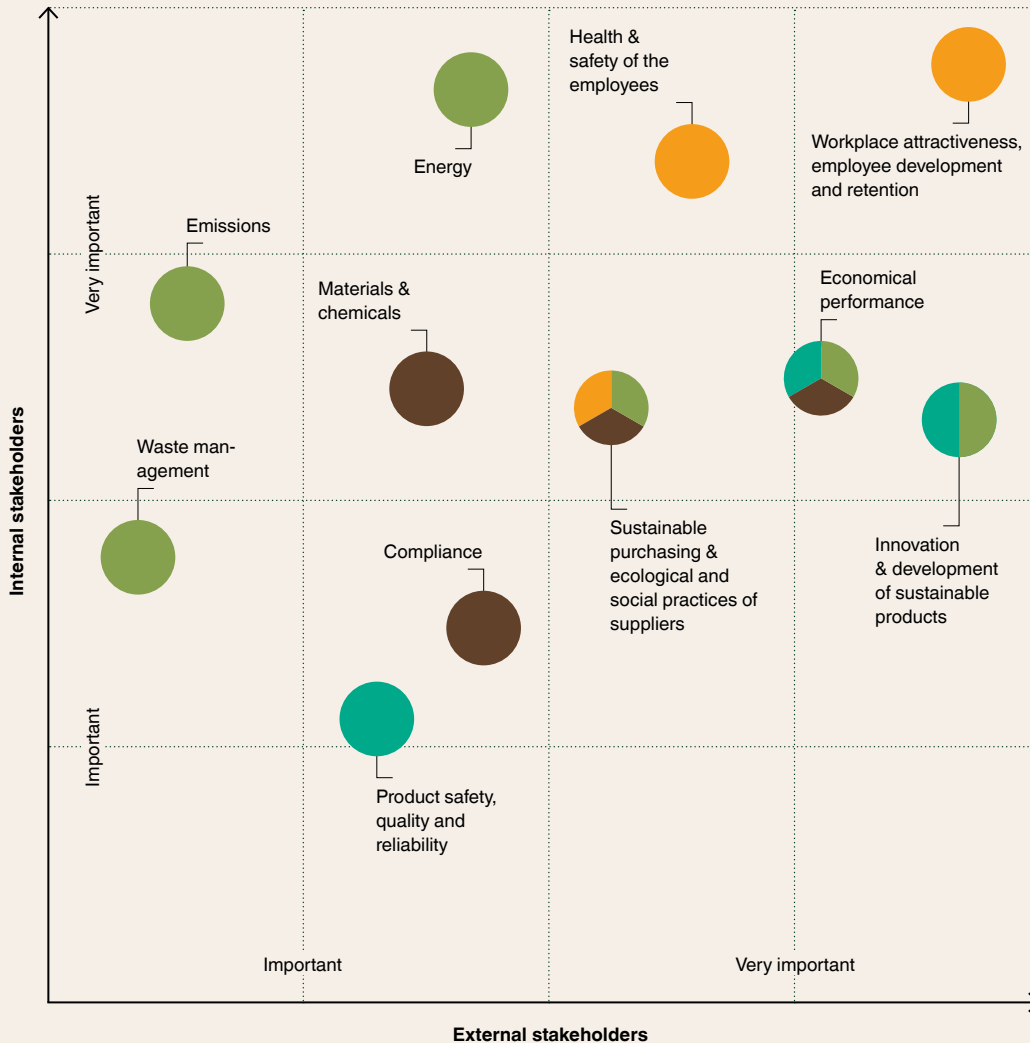
GRI 2-2, GRI 2-3

## Fundamentals of the presentation

The term “employees” includes all permanent employees who have a valid employment contract with a WIKA Group company. This also includes temporary staff, apprentices and interns. Temporary agency workers and employees whose employment relationship is suspended are not included.

Throughout the report, we endeavour to use gender-neutral language. If, for reasons of readability, this has been omitted in some places, the corresponding term is to be understood as gender-neutral.

# Results of the materiality analysis



The materiality analysis revealed that topics from all three sustainability dimensions are highly relevant for WIKA. The further up the chart the topic is located, the more important it is for internal stakeholders, and the further to the right, the more important it is for external stakeholders.

For example, the topic of emissions is one of the most important ones for internal stakeholders. The health and safety of employees is equally important for external and internal stakeholders. However, mixed topics such as sustainable purchasing, including purchasing practices or the development of sustainable products, are also important.

The analysis shows one thing above all – sustainability is considered in a multidimensional way at WIKA. In addition to climate protection, fair and safe working conditions and the company’s own ability to innovate are particularly relevant topics.

GRI 3-2, GRI 3-3

- Society
- Environment
- Customers & products
- Governance

# List of abbreviations

This sustainability report uses abbreviations that are commonly used in their respective fields. Where appropriate, abbreviations are explained in the text or in footnotes on the relevant pages. Others are explained here, sorted according to their use in the report.

<b>Abbreviation</b>	<b>Meaning</b>	<b>Page</b>
<b>GRI</b>	Global Reporting Initiative	3, 8-9, 15-16, 19-21, 23-24, 28-34, 37-44, 47-53, 56-57, 59-65
<b>SF<sub>6</sub></b>	Sulphur hexafluoride	31, 34
<b>HR</b>	Human Resources, the personnel department	39
<b>CO<sub>2</sub></b>	Carbon dioxide	17, 31, 34, 50
<b>CH<sub>4</sub></b>	Methane	31
<b>CO<sub>2</sub>e</b>	Carbon dioxide equivalent	31
<b>GHG</b>	Greenhouse gases	63
<b>CEO</b>	Chief Executive Officer	28, 39, 47, 48
<b>CFO</b>	Chief Financial Officer	47, 48
<b>CHRO</b>	Chief Human Resources Officer	48, 50
<b>ESG</b>	Environmental, Social & Governance, a contribution to sustainable development that goes beyond legal requirements	50
<b>HVAC</b>	Heating, Ventilation & Air-Conditioning	50

# Summary of key figures

This overview looks at the key non-financial indicators from the reporting year that are used to measure and evaluate the WIKA Group's sustainability efforts. The scope is the data of the 29 largest subsidiaries as at the reporting date of 31 December 2024, in terms of production site and number of employees, analogous to the scope of ISO 9001 quality management certification.

Energy consumption in the company <sup>1,2</sup> GRI 302	2024 in gigajoules
<b>Total energy consumption<sup>3</sup></b>	<b>420,741</b>
Consumption from non-renewable energy sources	100,386
Natural gas, LPG, heating oil	69,595
Diesel	20,438
Petrol	10,353
Fuel consumption from renewable energy sources	-
Electricity purchased for consumption	215,035
Heating energy purchased for consumption	8,167
Electricity sold	2,058

# GRI index

## General information

WIKA Alexander Wiegand SE & Co. KG has reported on the information provided in this GRI index for the period from 1 January 2024 to 31 December 2024 in accordance with the GRI standard.

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2-1	Organisation profile	9
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2-4	Correction or restatement of information	not applicable
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2-6	Activities, value chain and other business relationships	8, 52, 53
2-7	Salaried employees	37
2-8	Personnel who are not salaried employees	37
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2-11	Chairman of the highest supervisory body	47
2-12	Role of the highest supervisory body in overseeing the management of impacts	48
2-13	Delegation of responsibility for managing the impacts	50
2-14	Role of the highest supervisory body in sustainability reporting	50
2-15	Conflicts of interest	23
2-16	Communication of critical concerns	23, 48

## General information

GRI	Designation	Page
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2-19	Remuneration policy	39
2-20	Processes for determining the remuneration	39
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2-26	Mechanisms for seeking advice and reporting concerns	24
2-27	Compliance with laws and regulations	confidential
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2-29	Approach to stakeholder involvement	20
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## Main topics

GRI	Designation	Page
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3-2	List of material topics	57
3-3	Management of material topics	57
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201-1	Direct economic value generated and distributed	confidential
201-2	Financial implications of climate change for the organisation and other risks and opportunities associated with climate change and opportunities	29, 30
201-3	Liabilities for defined benefit pension plans and other pension plans	confidential
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# Imprint

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