

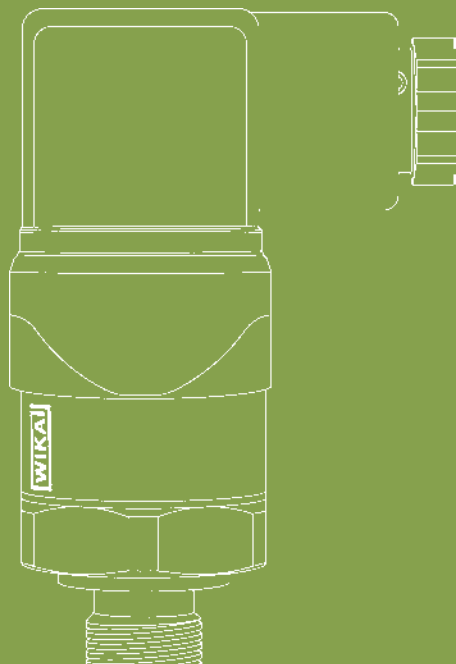
WIKA

Smart in sensing

Sustainability report 2025

Enabling sustainable progress







Responsibly shaping the future

As a global family business in industrial measurement technology, we are facing profound changes. Megatrends such as decarbonisation, digitalisation and geopolitical uncertainties are transforming markets, supply chains and customer demands. At the same time, the regulatory requirements and societal expectations placed on companies are increasing.

In our view, sustainable business means making responsible decisions – with the aim of addressing risks early, seizing opportunities and securing our long-term competitiveness. Our mission: We reconcile environmental and social responsibility with economic success, developing holistic solutions that enable more sustainable use of resources.

As a family business, we think in terms of generations. We regard sustainable action as an ongoing shared responsibility. With our measurement solutions, we support companies worldwide in making processes more efficient, saving energy and reducing emissions. Together with our employees, partners and customers, we are shaping change and actively contributing to the transformation of industry.

Our mission is clear: to create long-term added value – for our customers, for society and for future generations.



Contents

1. Sustainability strategy 4
Corporate profile 5
Sustainability goals 18

2. Environment 25
Circular economy 32
Initiatives 33

3. Social 34
People at WIKA 35
Safety at work 38
Initiatives 43

4. Governance 44
Corporate management 45
Decarbonisation 48
Supplier management 50
Initiatives 52

5. Annex 53
About this report 54
List of abbreviations 56
Summary of key figures 57
GRI index 58
Imprint 64

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.



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.

1946
founded in



11,000
Employees

Klingenberg
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 WIKA want to treat each other and make decisions.

Willingness to change

We see change as an opportunity

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



Fairness

We meet at eye level

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



Trust

We trust each other

We at WIKA 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 WIKA 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 WIKA 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 WIKA 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 manufactured at over 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	2181	● ● ●	● ● ● ●
	Klingenberg am Main	WIKA Alexander Wiegand Beteiligungs- und Verwaltungs-SE & Co. KG	82	●	
	Zwingenberg am Neckar	KSR Kuebler Niveau-Messtechnik GmbH	222	● ●	●
	Dolle	WIKA Intec GmbH	104	● ●	●
	Ettlingen	WIKA Mobile Control GmbH & Co. KG	79	● ● ●	● ●
Switzerland	Hitzkirch	Refco Manufacturing Ltd.	87	● ●	● ●
	Hitzkirch	WIKA Schweiz AG	281	● ● ●	● ●
Spain	Barcelona	Instrumentos WIKA S.A.U.	96	● ● ●	●
France	Herblay	WIKA Instruments S.a.r.l.	62	● ●	●
Italy*	Milano	WIKA Italia S.r.l. & C.S.a.s.	113	● ●	● ● ●
	Cremona	Euromisure WIKA Instruments Sas di WIKA Italia Srl	237	● ● ●	● ● ●

Function

- ● Distribution
- ● Production
- ● Service

Certificate

- ● ISO 9001
- ● ISO 14001
- ● ISO 45001
- ● ISO 50001

Europe

Country	City	Company	Employees	Function	Certificate
Poland	Włocławek	WIKA Polska sp. z. o. o. sp. k.	27	● ●	●
	Włocławek	WIKA Polska sp. z. o. o. SGF sp. k.	1849	●	● ●
United Kingdom	Sevenoaks	WIKA Instruments Ltd.	124	● ● ●	●

Americas

Country	City	Company	Employees	Function	Certificate
USA	San Marcos	Mensor LP	94	● ● ●	●
	Lawrenceville	WIKA Instruments LP	710	● ● ●	●
Canada	Edmonton	WIKA Instruments Ltd.	192	● ● ●	●
Brazil	Iperó	WIKA do Brasil Indústria e Comércio Ltda.	264	● ● ●	● ●

Function

- Distribution
- Production
- Service

Certificate

- ISO 9001
- ISO 14001
- ISO 45001
- ISO 50001

Asia-Pacific

Country	City	Company	Employees	Function	Certificate
China	Suzhou	WIKA Instrumentation (Suzhou) Co. Ltd.	543	● ●	● ●
	Shanghai	WIKA International Trading (Shanghai) Co. Ltd.	168	●	
	Shanghai	Shanghai KSR Kuebler Automation Instrument Co. Ltd.	89	● ●	
Singapore	Singapore	WIKA Instrumentation Pte. Ltd.	104	● ● ●	●
Malaysia	Kuala Lumpur	WIKA Instrumentation (M) Sdn. Bhd	79	● ● ●	●
India	Haryana	WIKA Process Solutions India Pvt. Ltd.	377	● ● ●	● ● ●
	Pune	WIKA Instruments India Pvt. Ltd.	932	● ● ●	● ● ● ●
South Korea	Seoul	WIKA Korea Ltd.	69	● ● ●	● ●
Australia	Rydalmere	WIKA Australia Pty. Ltd.	63	● ● ●	●

Africa

Country	City	Company	Employees	Function	Certificate
South Africa	Johannesburg	WIKA Instruments (Pty.) Ltd.	231	● ● ●	●

Function

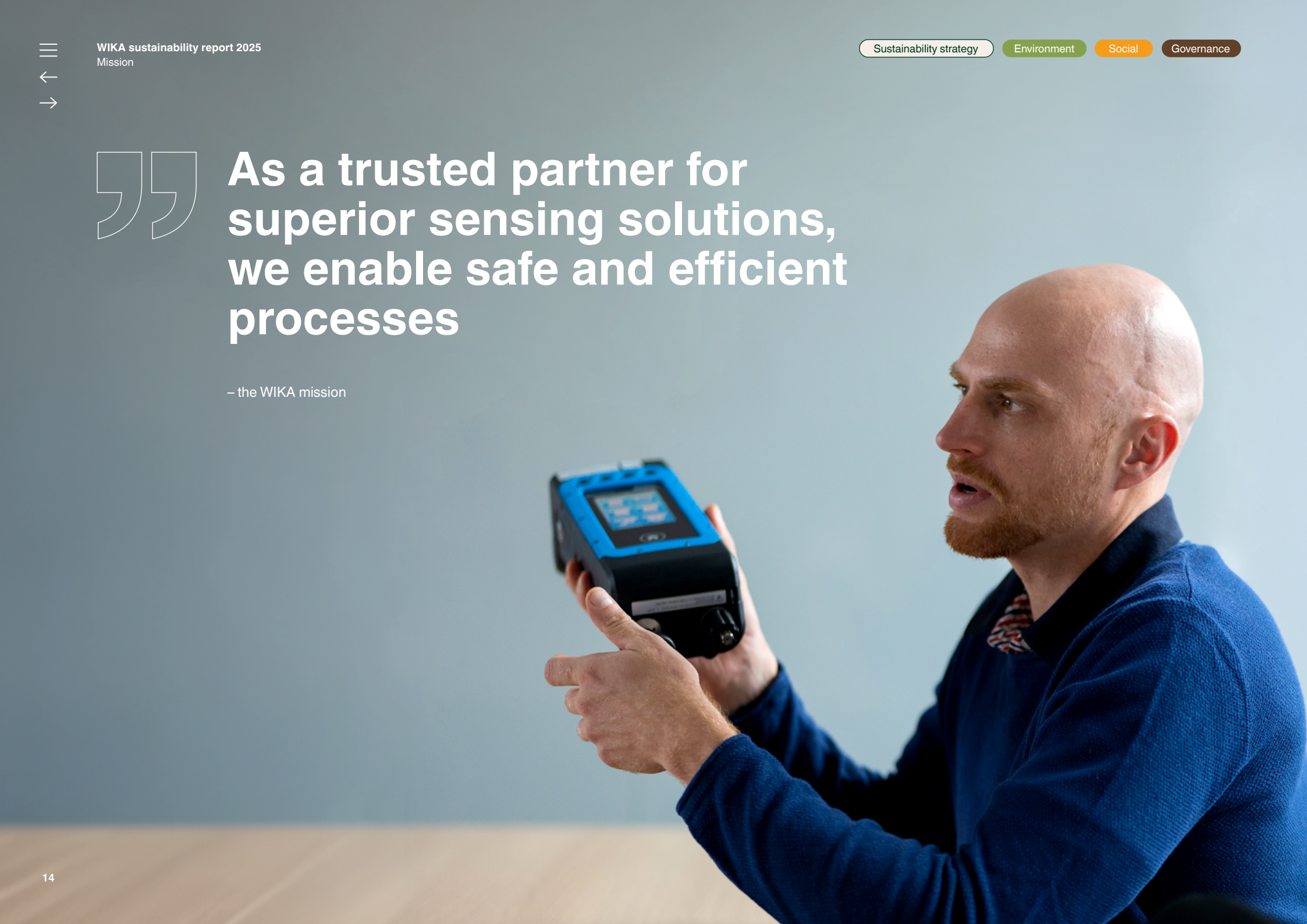
- Distribution
- Production
- Service

Certificate

- ISO 9001
- ISO 14001
- ISO 45001
- ISO 50001

As a trusted partner for superior sensing solutions, we enable safe and efficient processes

– the WIKA mission



Sustainability requires collective action

In our **materiality analysis** in 2022, those sustainability topics relevant to the company were brought together. This was based on WIKA'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

In the course of the further development of regulatory requirements (in particular CSRD/ESRS), WIKA is currently refining its approach to determining material topics. For this purpose, a double materiality analysis is being carried out, which will be completed in 2026. The previous analysis cycle is thus being adjusted as part of the methodological further development.

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

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.



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.

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.

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.

Innovations

New developments and innovative technologies are catalysts for processes and make customers more efficient.



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 aspiration of transparency and sustainable action.

GRI 2-3



Being successful together

For a company to operate soundly in the long term, 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.

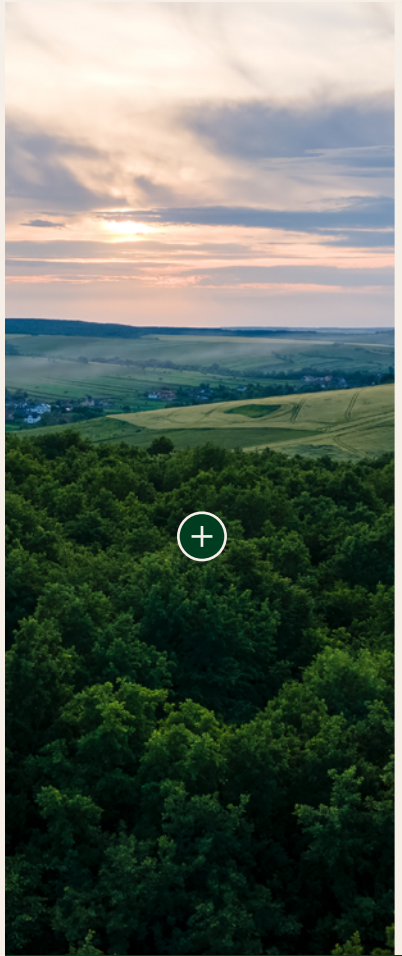
GRI 2-23



The five pillars of our Code of Conduct

Click the button to learn more!

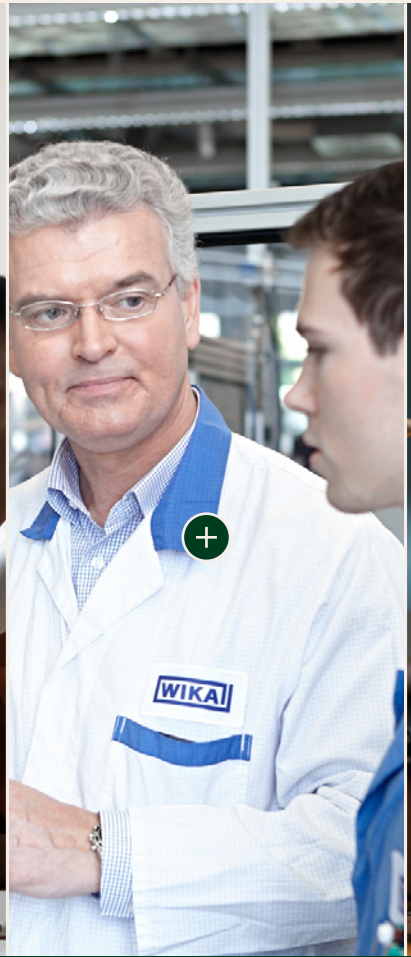
Sustainability



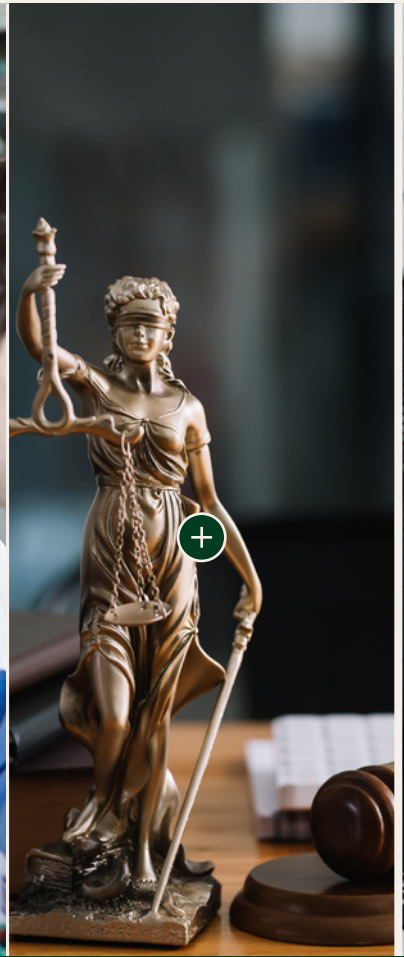
Ethics



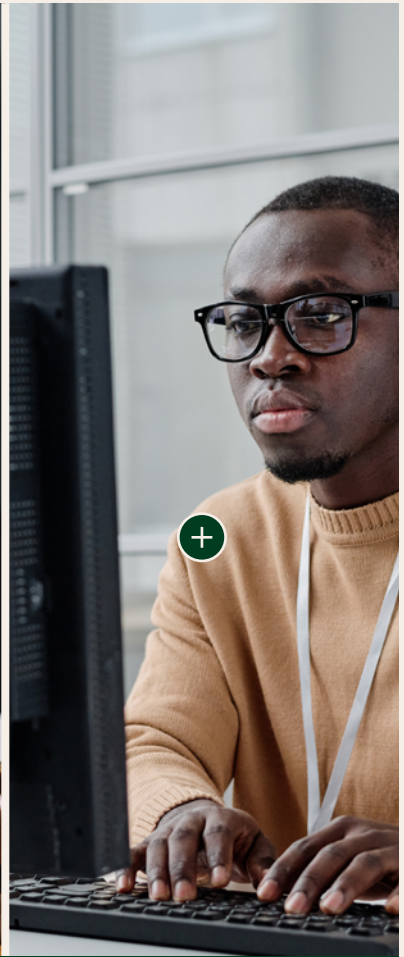
Management



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 per cent of employees 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, direct and indirect supplier organisations, residents and other third parties can report critical incidents of any kind completely anonymously via a whistleblowing platform as well as by e-mail, telephone or in a personal meeting. Reports are received by specialised lawyers. A dedicated team within the WIKA Group assesses the anonymised matter and defines the necessary measures together with the responsible member of the Management Board. The system is supplemented by further local implementations. The procedure for dealing with identified human rights violations and environmental offences is defined in publicly accessible procedural rules.

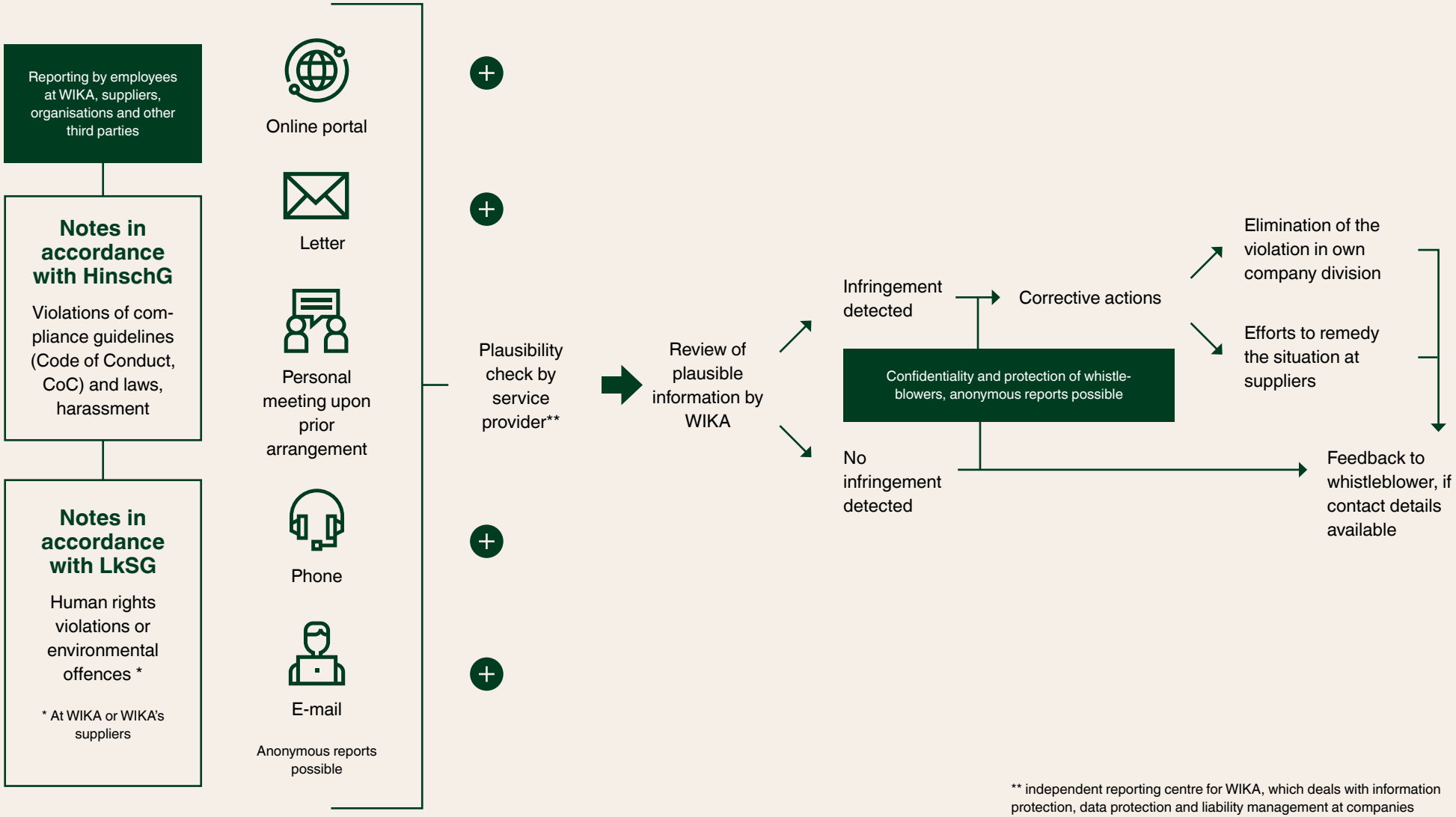
During the 2025 financial year, a total of 13 submissions were received across all channels. Of these, five contained substantiated indications of rule violations. All submissions could be closed in 2025 or at the beginning of the following year.

GRI 2-25, GRI 2-26



Complaints procedure in accordance with the Whistle-blower Protection Act (HinschG) and the Supply Chain Due Diligence Act (LkSG)

Click the button to learn more!

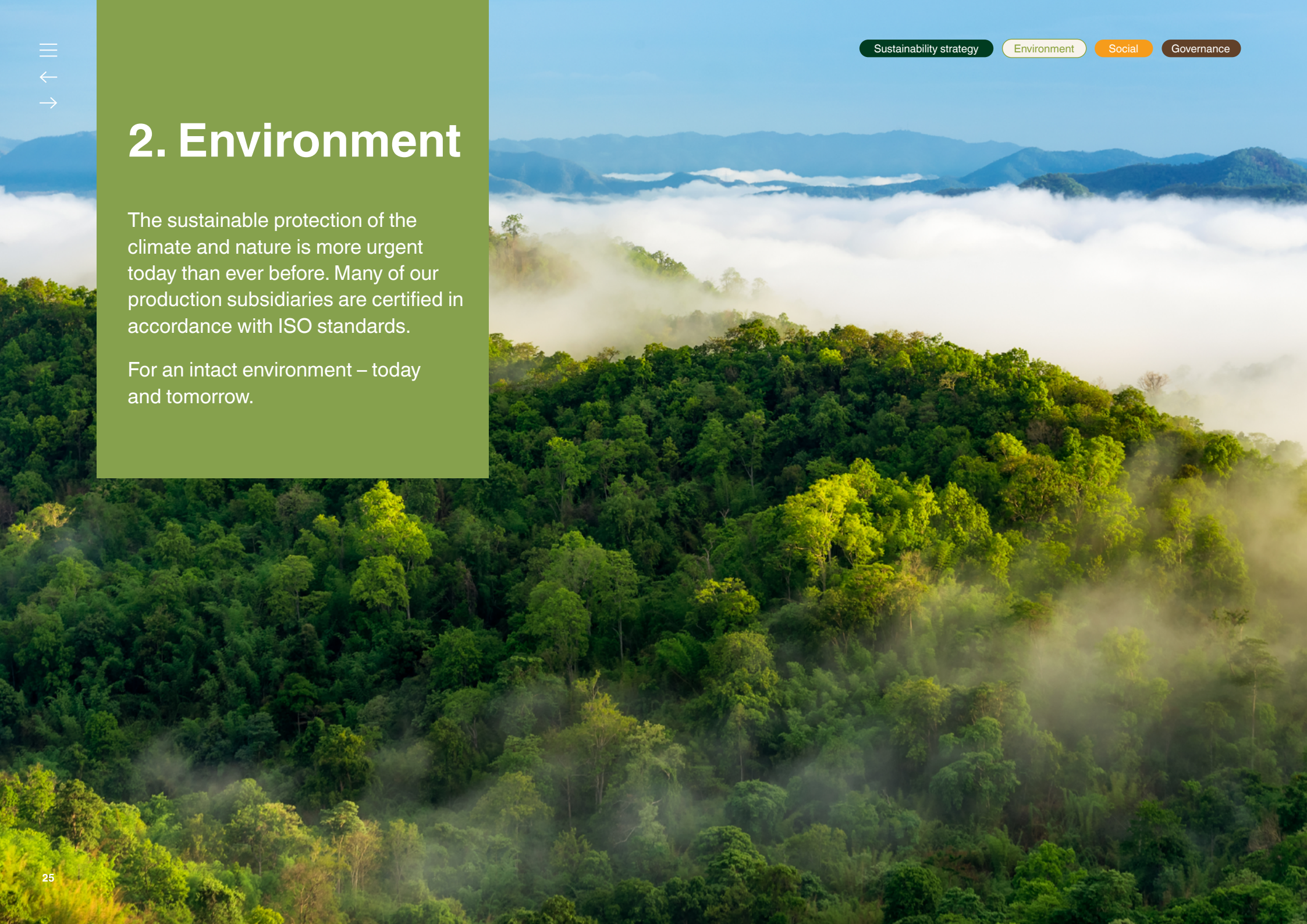


** independent reporting centre for WIKA, which deals with information protection, data protection and liability management at companies

2. Environment

The sustainable protection of the climate and nature is more urgent today than ever before. Many of our production subsidiaries are certified in accordance with ISO standards.

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) WIKA



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”.

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.

An emissions target and an associated action plan will be developed in the near future. 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!

The greenhouse gas emissions resulting from our business activities are determined in accordance with the GHG Protocol. This calculation does not only include the CO_2 released. Other greenhouse gases emitted, such as CH_4, N_4O or SF_6, are factored in, according to their impact on the climate, and included as CO_2 equivalents.

The majority of greenhouse gas emissions is not generated directly at 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, 31,896 tonnes of CO_2e (market-based approach) or 30,552 tonnes of CO_2e (location-based approach) were emitted in 2025.

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 WIKA

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

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

105,675 GJ
fuel consumption within the organisation

105,675 GJ
from non-renewable sources

59,401 GJ
natural gas

27,417 GJ
diesel

9,924 GJ
petrol

8,933 GJ
fuel oil

GRI 302-1

1,516 GJ
electricity sold

334,037 GJ
Total energy consumption within the organisation

105,675 GJ
fuel consumption

220,209 GJ
electricity purchased for consumption

9,669 GJ
heating energy purchased for consumption

GRI 302-1

Note: We are continuously working 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.



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 the materials used are to recycle, the more likely raw materials can be kept in the material cycle when they are sent for recycling. 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_6 gas solutions and closed-loop handling

SF_6 gas is the strongest known greenhouse gas. 1 kg of SF_6 gas is as climate-impacting as 24 tonnes of CO_2. Hence, it is paramount to ensure that no SF_6 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_6 systems in order to prevent leakage effectively.

We also use SF_6 for calibration and test processes. After use, the gas is safely pumped into special cylinders and sent to our SF_6 partner. The latter can use this gas to produce new gas as part of the circular economy.

Environmental initiatives



Improved cleaning process

In the production of thermowells and protection tubes, WIKA South Korea has improved the cleaning process after welding. Previously, all units were electrochemically cleaned at a workbench with a sink; now, where possible, they are cleaned only with a stainless-steel brush. Consequently, the annual water usage for this production step has decreased from 1,090 tonnes to 873 tonnes – despite the production of around 32 percent more thermowells and protection tubes. The subsidiary has also installed a 150 kWp solar power system on the factory roof and thus draws part of its electricity from a renewable source.

Solar power, rainwater and e-mobility

KSR Kuebler, a division of the WIKA Group, has installed a 197 kWp photovoltaic coupling system at its new plant in Suzhou, China. In addition, a rainwater harvesting system has been implemented. The subsidiary uses the rainwater to flush the toilets and to irrigate the factory grounds. Consequently, consumption of treated water from the public supply network has decreased. KSR Kuebler has also invested in charging stations for electric vehicles: Four 7 kW and three 60 kW charging stations are available to employees at the Suzhou site.





Oil filtration and recycling

In 2025, WIKA Poland started a project to filter oils used in machining processes and thus recover them for reuse in production. Filtration involves removing solid particles formed during the process and separating water and contaminants from the oil. The purified oil is then tested by a certified laboratory. If all parameters meet the specifications, the oil is approved for further use in machines. Thanks to oil recycling, the plant has halved its consumption of virgin oil: instead of 97 tonnes, it now needs only 48 tonnes per year.

3. Social

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.



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 160 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 11 percent.
793 people joined WIKA in 2025 (8 percent of the total number of employees).

GRI 401-1

36 %
female

64 %
male

63
employees in Oceania

231
employees in Africa

1,260
employees in America

2,361
employees in Asia

5,544
employees in Europe

Number of employees at the end of the 2025 reporting period



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 WIKA

It is important to us that employees become engaged at WIKA and thus shape and change the company. The WIKA 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 WIKA 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 BG prevent 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. 35 of the 56 locations surveyed, in 17 countries, currently have comprehensive management systems in place.
All 15 locations have implemented a risk management system. 10 sites 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-aider 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.

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

23.5 hours

average time spent in 2025 by each employee of the WIKA Group on training and further education

GRI 404-1



Initiatives in the social sector



Run against diabetes

WIKA Poland has collected 8,500 Polish zloty (around €2,000) in donations for the charity WOŚP. Since 1993, WOŚP has been campaigning nationwide for better medical equipment in hospitals and for paediatric cancer support. The subsidiary was the main sponsor of the "Outrun Diabetes" run, organised by the local running club in Włocławek. Awareness of diabetes prevention was raised around the event, and the proceeds went to WOŚP's work. The commitment of the many WIKA employees who took part in the event is noteworthy, whether by donating a cake, participating in the run, or cheering from the sidelines.



Donations for a municipal initiative

WIKA Italy made two donations to an initiative by the city of Rho near Milan. Together with other companies, WIKA funded a van for the free transport of people with disabilities, e.g. for trips to medical appointments. The second donation benefited the sustainability education at a local school. Trainees from the Istituto Professionale Puecher Olivetti Rho vocational college received scholarships for projects. They developed teaching modules relating to the topics of the United Nations' 2030 Agenda, for example.

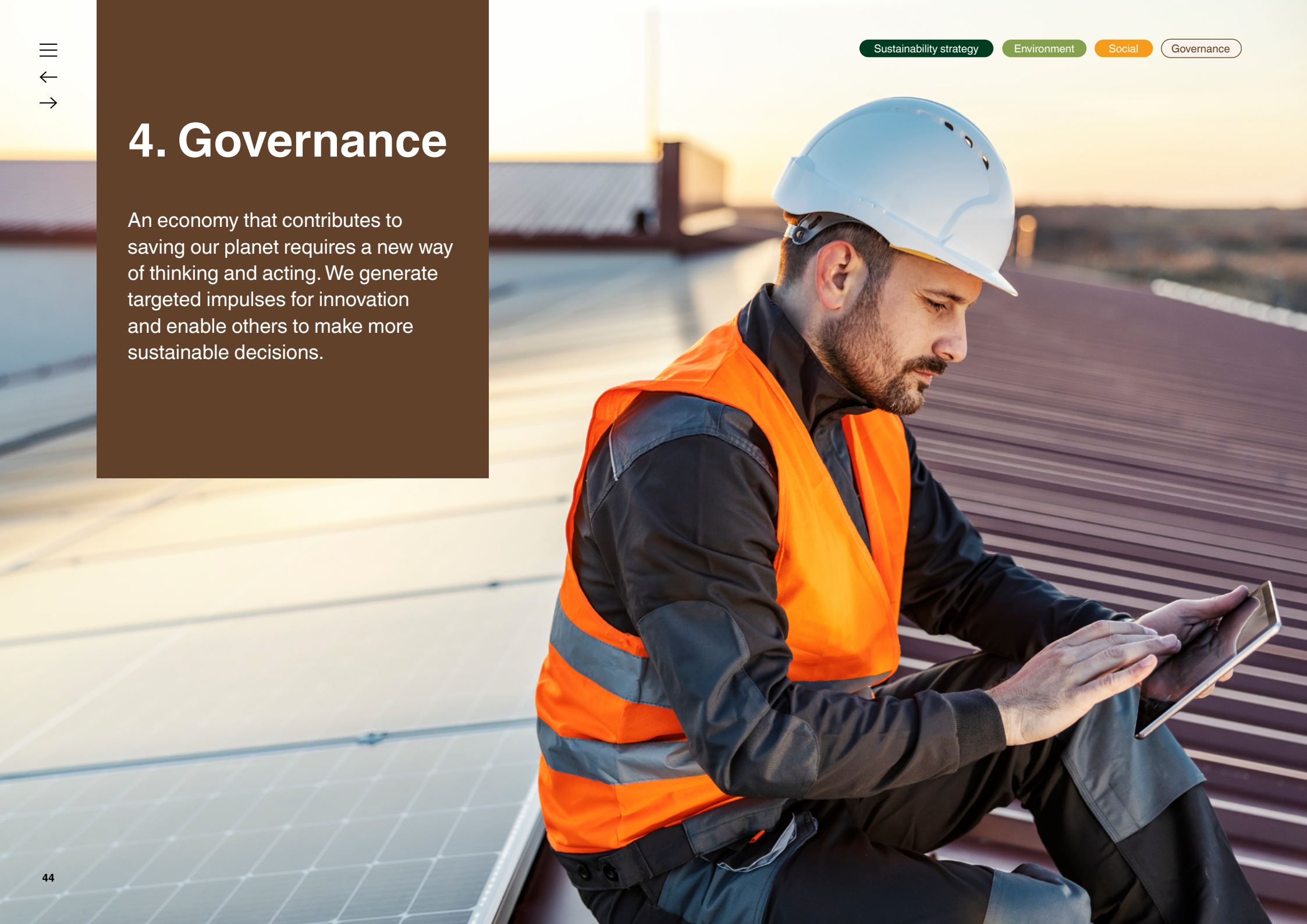


Certified occupational health and safety per ISO 45001

The Field Services division and the WIKA Italy subsidiary have been certified to ISO 45001. This international standard recognises the effectiveness of an occupational health and safety management system that prioritises the health and safety of employees in all processes, both in the workplace and during on-site service assignments. Audits, training and regular assessments help to identify risks early and continuously improve occupational health and safety.

4. Governance

An economy that contributes to saving our planet requires a new way of thinking and acting. We generate targeted impulses for innovation and enable others to make more sustainable decisions.





Great challeng-es require good leadership

The current transformation will change our economy and society as profoundly as the steam engine once did. We are convinced that this change can be shaped positively. With a broad-based management team, far-sighted lead-ership 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

Sustainability is 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

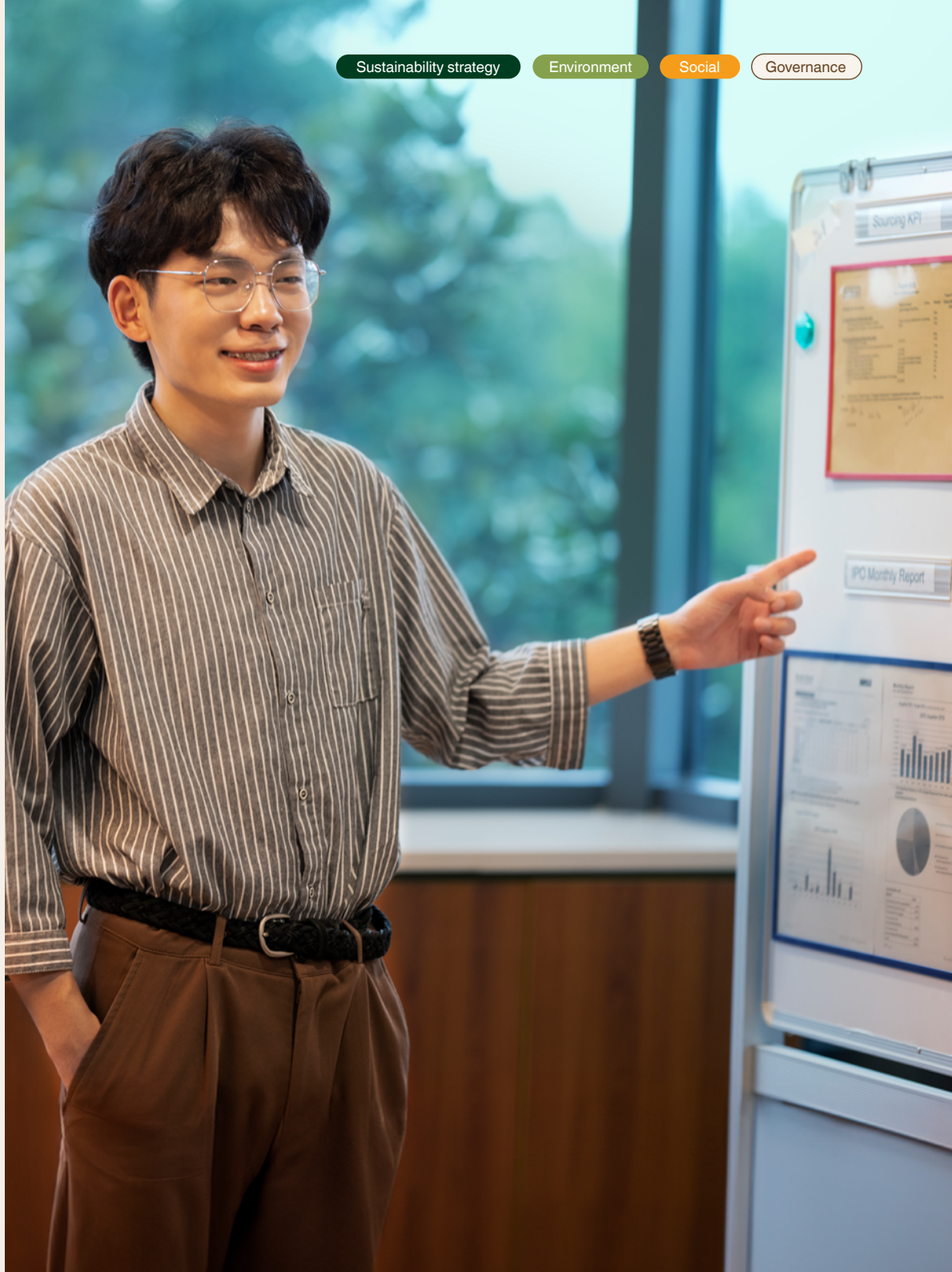
Sustainability strategy | Environment | Social | Governance

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_2 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 2025, 102 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 2023.

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 42 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 95 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. Compliance aspects are also monitored and safeguarded in defined risk management processes.

GRI 2-6, GRI 308-1



Continuous control

For the 2025 reporting year, a total of 80 new suppliers for production materials were created in the relevant subsidiaries. Of these, 72 were assessed according to 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 2025 reporting year, 2,105 suppliers were audited for their environmental impact and 2,105 in the social area.

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

Initiatives in the area of governance



Joining forces with the Sustainability Swarm

Sustainability is a collective endeavour. When people act as a swarm, a collective momentum arises that can achieve more than individuals acting alone. This is the idea behind the organisational concept of the “Sustainability Swarm”, which aims to promote sustainability throughout the entire WIKA Group.

The network – the swarm – consists of regional and cross-functional global ESG focal points. It brings together different perspectives from around the world in accordance with the principle of “thinking globally and acting locally”. Members in the subsidiaries are close to the market and familiar with local structures. They are trained by the corporate sustainability team to establish a sustainability competency centre at their location, providing a starting point for responding to sustainability requirements adapted to local conditions.

This common framework creates transparency, focus and consistency. The Sustainability Swarm brings together expertise, promotes knowledge sharing, and ensures effective, strategy-aligned sustainability improvements in every area. In this way, the globally active group of companies transforms its complexity into collective, forward-looking action.

Annex



About this report

This sustainability report points out the relevance of ecological, economic and social sustainability for the WIKA Group. It sets out our approach to key sustainability topics, the impacts of our activities and the current status 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 2025 and extends from 1 January 2025 to 31 December 2025.

The scope of this report (unless otherwise stated) covers the 28 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.

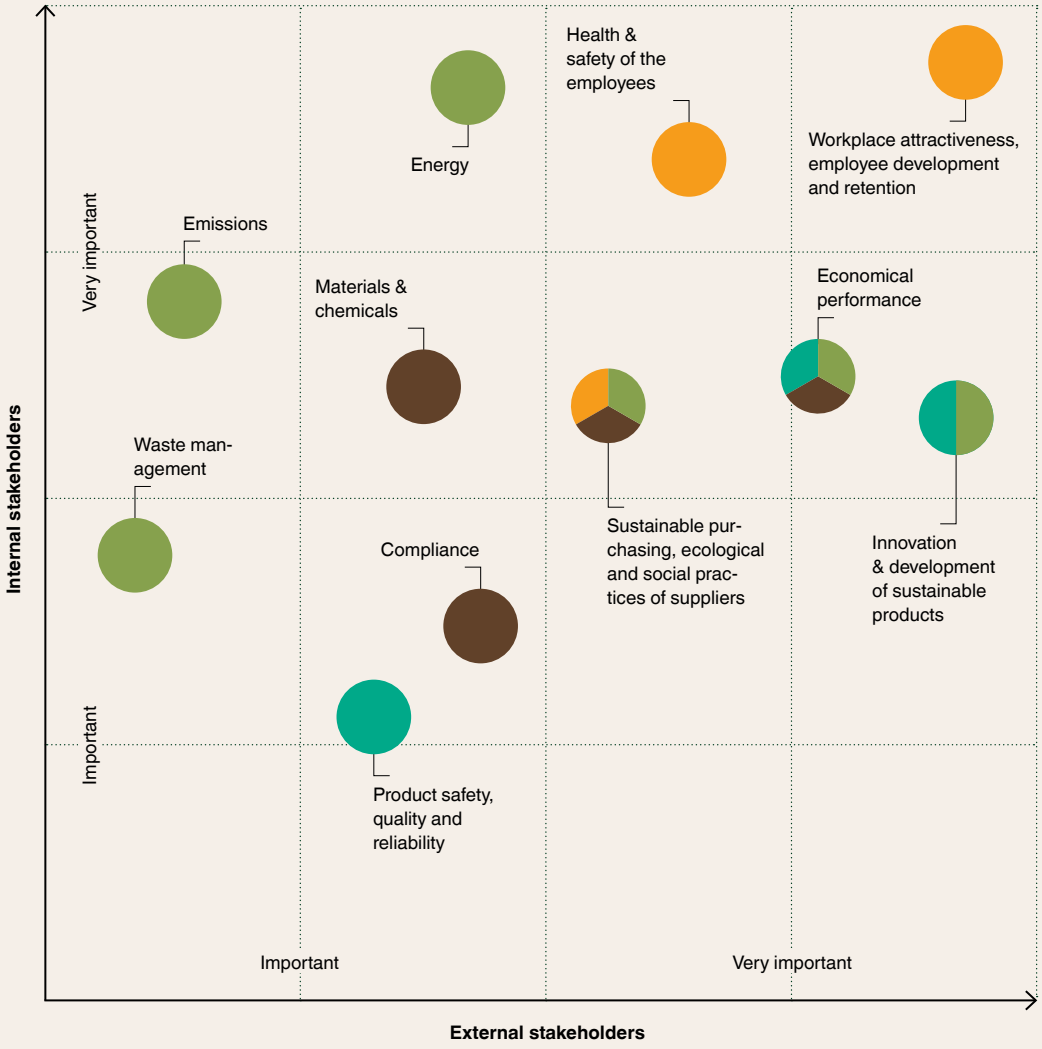
GRI 2-2, GRI 2-3

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

- Social
- 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.

Acronym	Meaning	Page
GRI	Global Reporting Initiative	3, 8-9, 15-16, 19-20, 22-23, 27-33, 35-42, 45-51, 54-55, 58-63
SF_6	Sulphur hexafluoride	29, 32
HR	Human Resources, the personnel department	37
CO_2	Carbon dioxide	29, 32, 48
CH_4	Methane	29
CO_2e	Carbon dioxide equivalent	29
GHG	Greenhouse gases	61
CEO	Chief Executive Officer	26, 37, 45, 46
CFO	Chief Financial Officer	45, 46
CHRO	Chief Human Resources Officer	46, 48
ESG	Environmental, Social & Governance, a contribution to sustainable development that goes beyond legal requirements	52
HVAC	Heating, Ventilation & Air-Conditioning	48

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 28 largest subsidiaries as at the reporting date of 31 December 2025, in terms of production site and number of employees, analogous to the scope of ISO 9001 quality management certification.

Energy consumption in the company [1,2] GRI 302	**2025** in gigajoules
Total energy consumption [3]	**334,037**
Consumption from non-renewable energy sources	105,675
Natural gas, LPG, heating oil	68,334
Diesel	27,417
Petrol	9,924
Fuel consumption from renewable energy sources	-
Electricity purchased for consumption	220,209
Heating energy purchased for consumption	9,669
Electricity sold	1,516

1 Calculated in accordance with GHG Protocol corporate standard
2 Source of conversion factors: DEFRA
3 Consumption of non-renewable fuels + consumption of renewable fuels + electricity, heating and cooling energy and steam purchased for consumption + self-generated electricity, heating and cooling energy and steam that are not consumed – electricity, heating and cooling energy and steam sold

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 2025 to 31 December 2025 in accordance with the GRI standard.

GRI	Designation	Page
2-1	Organisation profile	9
2-2	Entities included in the organisation's sustainability reporting	54
2-3	Reporting period, reporting frequency and contact point	18, 54
2-4	Correction or restatement of information	not applicable
2-5	External test	not available
2-6	Activities, value chain and other business relationships	8, 50, 51
2-7	Salaried employees	35
2-8	Personnel who are not salaried employees	35
2-9	Management structure and composition	45
2-10	Nomination and selection of the highest supervisory body	46
2-11	Chairman of the highest supervisory body	45
2-12	Role of the highest supervisory body in overseeing the management of impacts	46
2-13	Delegation of responsibility for managing the impacts	48
2-14	Role of the highest supervisory body in sustainability reporting	48
2-15	Conflicts of interest	22
2-16	Communication of critical concerns	22, 46

General information

GRI	Designation	Page
2-17	Collected knowledge of the highest supervisory body	46, 54
2-18	Evaluation of the performance of the highest supervisory body	46
2-19	Remuneration policy	37
2-20	Processes for determining the remuneration	37
2-21	Ratio of total annual remuneration	confidential
2-22	Declaration of application of the sustainable development strategy	confidential
2-23	Declaration of commitment to principles and behaviour	20, 22, 27
2-24	Inclusion of political commitments	22, 49
2-25	Processes for eliminating negative effects	23, 50, 51
2-26	Mechanisms for seeking advice and reporting concerns	23
2-27	Compliance with laws and regulations	confidential
2-28	Membership of associations and interest groups	49
2-29	Approach to stakeholder involvement	19
2-30	Collective agreements	37

Main topics

GRI	Designation	Page
3-1	Process to determine material topics	15, 16
3-2	List of material topics	55
3-3	Management of material topics	55
Economic performance		
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	28
201-3	Liabilities for defined benefit pension plans and other pension plans	confidential
201-4	Financial support from the public sector	confidential
Procurement procedures		
204-1	Share of expenditure for local suppliers	51

Main topics

GRI	Designation	Page
Materials		
301-1	Materials used, by weight or volume	32
301-2	Recycled source materials used	Data not available
301-3	Recycled products and their packaging materials	Data not available
Energy		
302-1	Energy consumption within the organisation	30, 31, 47, 48
302-2	Energy consumption outside of the organisation	30
302-3	Energy intensity	30
302-4	Reduction of energy consumption	30
302-5	Reduction in energy requirements for products and services	Data not available
Emissions		
305-1	Direct GHG emissions (scope 1)	29
305-2	Indirect energy-related GHG emissions (scope 2)	29
305-3	Other indirect GHG emissions (scope 3)	29
305-4	Intensity of greenhouse gas emissions	confidential
305-5	Reduction of greenhouse gas emissions	Data not available
305-6	Emissions of ozone-depleting substances	Data not available
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	Data not available

Main topics

GRI	Designation	Page
Environmental assessment of the suppliers		
308-1	New suppliers that have been screened using environmental criteria	51
308-2	Negative environmental impacts in the supply chain and measures taken	51
Employment		
401-1	Newly hired salaried employees and employee turnover	35
401-2	Company benefits that are only offered to full-time salaried employees, but not to temporary or part-time salaried employees	36
401-3	Parental leave	36
Health and safety at work		
403-1	Management system for health and safety at work	38
403-2	Hazard identification, risk evaluation and incident investigation	39
403-3	Occupational health services	38
403-4	Employee involvement, consultation and communication on health and safety in the workplace	37, 38, 39
403-5	Employee training on health and safety in the workplace	38, 39
403-6	Promoting the health of employees	40
403-7	Prevention and mitigation of impacts on health and safety at work directly related to business relationships	40
403-8	Employees covered by a management system for health and safety at work	Data not available
403-9	Work-related injuries	41

Main topics

GRI	Designation	Page
403-10	Work-related illnesses	38
Education and training		
404-1	Average number of hours for training and further education per year and salaried employee	42
404-2	Programmes to improve the skills of salaried employees and provide transitional assistance	42
404-3	Percentage of salaried employees receiving regular performance and career development reviews	42
Freedom of association and collective bargaining		
407-1	Operating locations and suppliers in which the right to exercise freedom of association and collective bargaining may be at risk	49
Child labour		
408-1	Operating locations and suppliers at significant risk for incidents of child labour	41, 51
Forced or compulsory labour		
409-1	Operating locations and suppliers at significant risk for incidents of forced or compulsory labour	41, 51
Social assessment of the suppliers		
414-1	New suppliers that have been screened using social criteria	51
414-2	Negative social impacts in the supply chain and measures taken	51

Imprint

WIKA's 2025 sustainability report was prepared in accordance with the international sustainability reporting standard of the Global Reporting Initiative (GRI).

Image sources:
©adobestock.com

Reporting period

The data on which the report is based relates to the period from 1 January 2025 to 31 December 2025.

Publisher

WIKA Alexander Wiegand
SE & Co. KG
Alexander-Wiegand-Str. 30
63911 Klingenberg am Main
Germany
www.wika.com

Contact

WIKA Corporate Sustainability
sustainability@wika.com

Release date

July 2026

WIKA

Smart in sensing

WIKA Alexander Wiegand SE & Co. KG
Alexander-Wiegand-Straße 30 | 63911 Klingenberg am Main | Germany
Tel. +49 9372 132-0 | info@wika.de | www.wika.de

14668848 07/2026 EN PUBLIC

You can find
further information
here!