

# **Weidmüller Sustainability Report**

Family business with corporate responsibility



**2025**

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## Company profile

GRI 2-1, 2-6

Smart Industrial Connectivity: Electrification, automation, digitalisation, electrical connectivity and renewable energies – markets in which Weidmüller feels right at home. The family-owned company established in 1850 has production facilities and sales companies in over 80 countries. As a global player in electric connection technology, Weidmüller achieved a turnover of almost one billion euros in the 2025 financial year with around 5,900 employees worldwide - around 2,000 of whom work at the company's headquarters in Detmold, in the heart of East Westphalia- Lippe, Germany. What Weidmüller lives by: **Diversity with respect.**

For more information see: [www.weidmueller.com](http://www.weidmueller.com)

## Weidmüller at a glance

### Industry

Company for electrotechnology

### Focus Markets

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

### Position

Market leader of Smart Industrial Connectivity

### Foundation

1850

### Headquarters

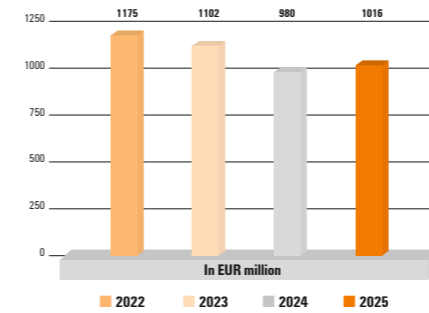
Detmold, Germany

### Executive Board

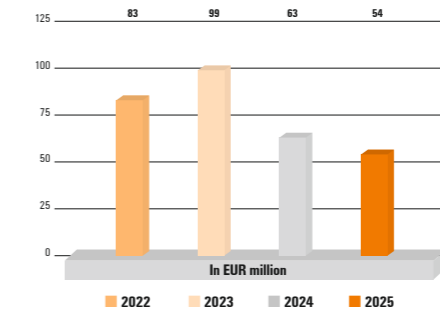
Dr. Sebastian Durst (CEO)  
 Dr. Timo Berger (CTO)  
 André Sombecki (CFO)  
 Dr. Christian von Toll (CSO)

## KPIs in a nutshell

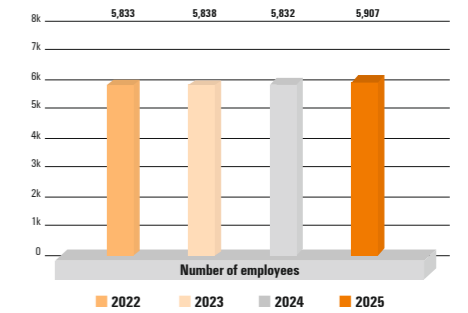
### Sales development



### Investments in the future



### Staff



## Our locations worldwide

### NORTH AND CENTRAL AMERICA

CANADA  
 MEXICO  
 UNITED STATES

### SOUTH AMERICA

BRAZIL  
 CHILE  
 COLOMBIA

### EUROPE

AUSTRIA  
 BELGIUM  
 CZECH REPUBLIC  
 DENMARK  
 FINLAND  
 FRANCE  
 GERMANY

HUNGARY  
 IRELAND  
 ITALY  
 NETHERLANDS  
 POLAND  
 PORTUGAL  
 ROMANIA

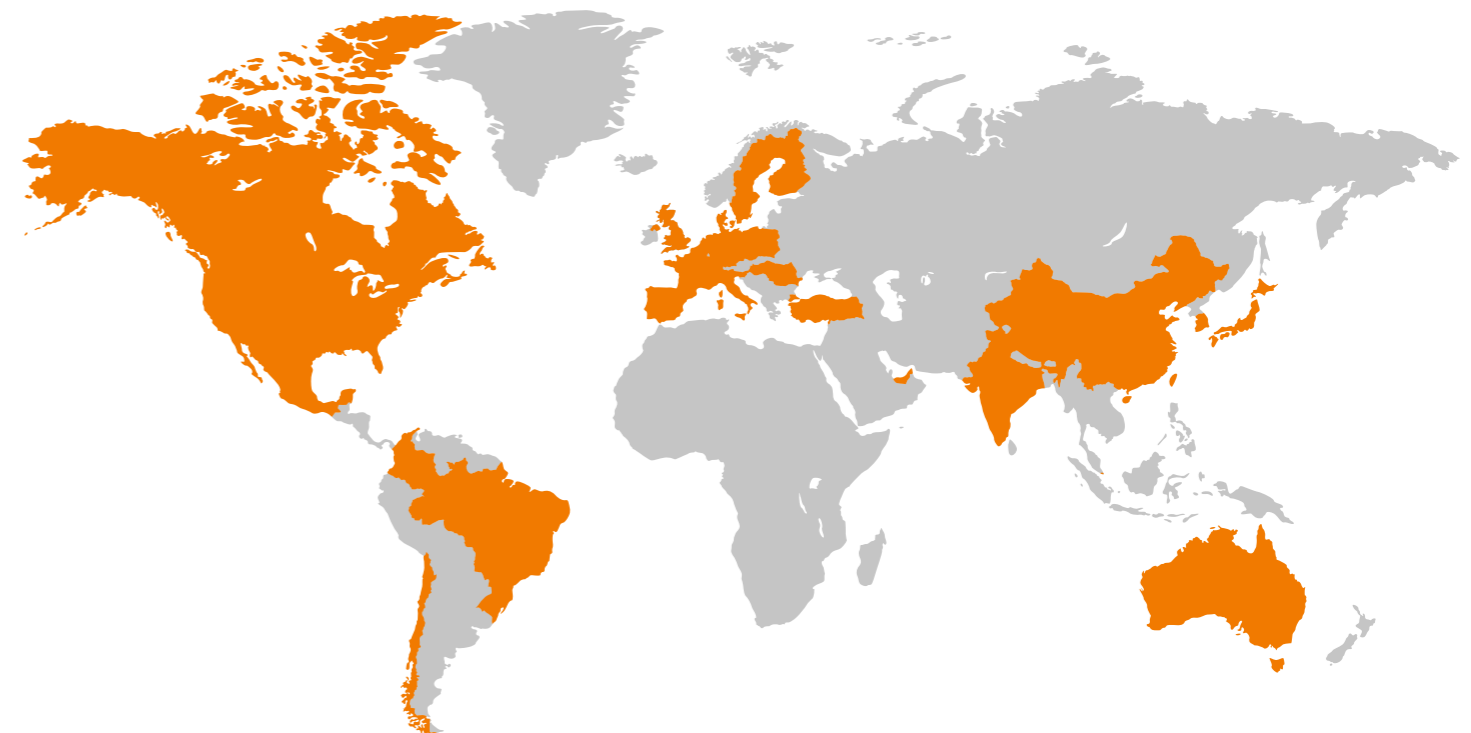
SLOVENIA  
 SPAIN  
 SWEDEN  
 SWITZERLAND  
 TURKEY  
 UNITED KINGDOM

### WESTERN, CENTRAL AND SOUTH ASIA

INDIA  
 UNITED ARAB EMIRATES

### ASIA-PACIFIC

AUSTRALIA  
 PEOPLE'S REPUBLIC OF CHINA  
 JAPAN  
 SOUTH KOREA  
 SINGAPORE



# Our Commitment to Sustainability

GRI 2-22

## Statement from the Executive Board on the Sustainability Report, April 2026

**Holistic sustainability** – this is how we at Weidmüller understand sustainability. For us, this topic goes far beyond climate and environmental protection. It combines resource-efficient industrial processes, technological innovation, and social responsibility. Only when sustainability is considered holistically and practically can it be truly effective in the long term while remaining economically viable.

**Our pursuit of sustainability thus becomes a driver of innovation.** Whether renewable energy, electrification, automation, or digitalisation: our products help customers across industries make their processes and outcomes more sustainable. One example is our **solutions for wind energy**, which support the efficient operation of wind turbines – from power generation to grid connection. We are developing new technologies for a livable future.

**Circular value creation is firmly embedded in our product development.** Our focus lies on resource resilience, durability, and closed material cycles. One example is our end bracket made from **100 per cent recycled material**. In this way, we bring circular design into practice – combining innovative strength with sustainable product development. In general, we are advancing the decarbonization of our production and embedding Eco-Design as a binding principle in every new development.

**We are also consistently aligning the expansion of our global sites with the future:** with our Local for Local approach, we strengthen regional value creation – for example, **through expansions of our sites in the USA and China**, as well as the construction of a **new electronics plant in Detmold, which we opened last year**. In the region, for the region: this allows us to shorten transport routes and reduce CO<sub>2</sub> emissions in the long term.

**Sustainability is driven by people.** That is why we invest specifically in training our own skilled workforce and in strengthening the educational landscape at our locations. The intergenerational education campus in Detmold exemplifies this commitment. Here, we are represented with our Weidmüller Academy for training and further education.

**Our progress and commitment are also measurable.** In 2025, we were once again awarded the **EcoVadis Gold Medal**, placing us among the **top 2 per cent** of companies assessed in our industry worldwide.

At the same time, regulatory pressure from CSRD and ESG requirements is increasing significantly. We actively advocate for reducing unnecessary bureaucracy and approach sustainability in a pragmatic, data-driven, and business-oriented way. We pursue clear climate targets and are reducing our Scope 1, 2, and 3 emissions. In 2026 and 2027, we will continue to decarbonize our global value chains, further align our portfolio toward energy and infrastructure markets, and accelerate digitalisation in production, sales, and administration. This report shows how we implement and further develop sustainability in concrete terms. We look forward to engaging in dialogue with you.

Kind regards,

Dr. Sebastian Durst  
Chief Executive Officer

Dr. Timo Berger  
Chief Technology Officer

André Sombecki  
Chief Financial Officer

Dr. Christian von Toll  
Chief Sales Officer



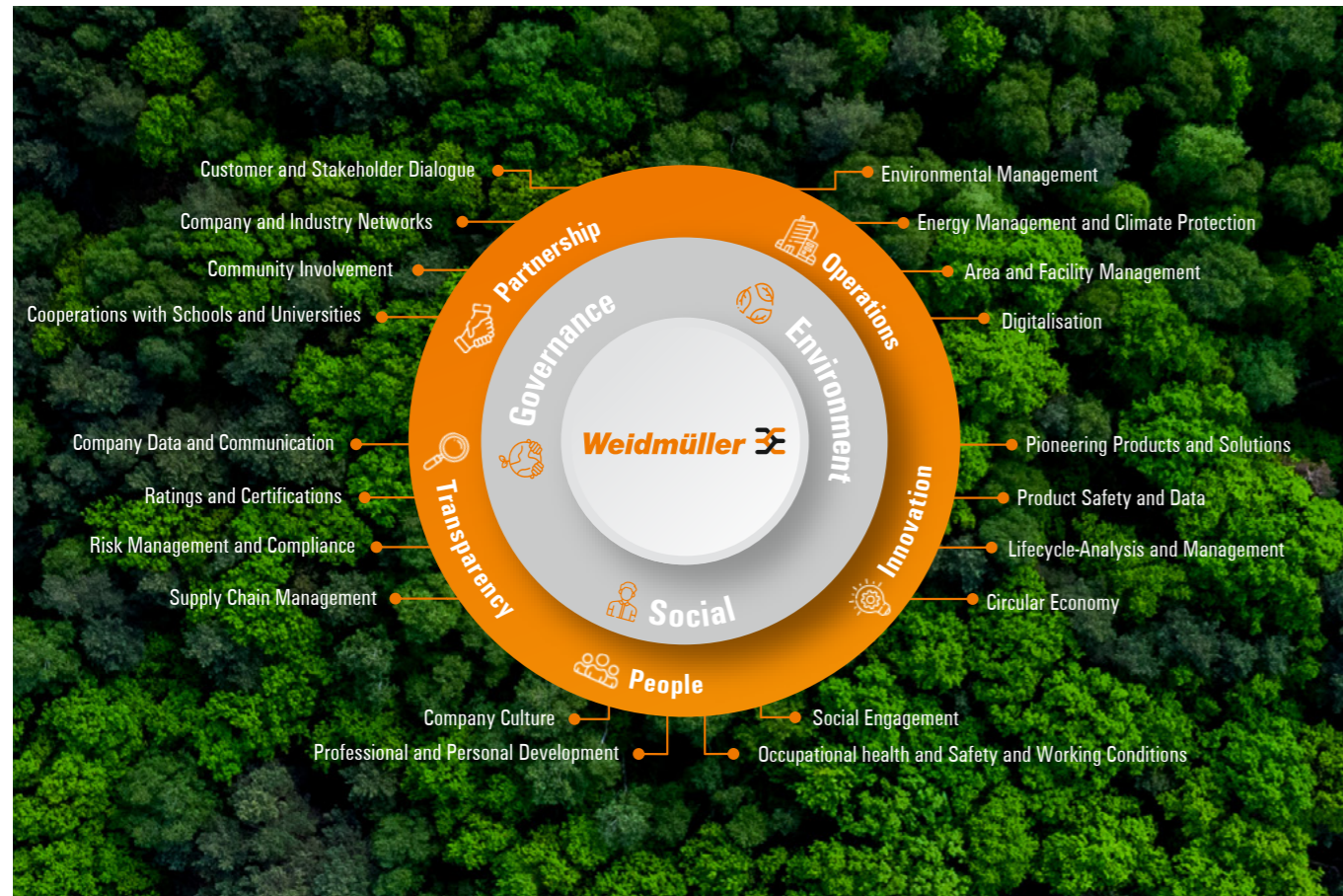
Weidmüller Executive Board: (from left to right)  
Dr. Timo Berger, Dr. Sebastian Durst, André Sombecki und Dr. Christian von Toll

## Our Responsibilities

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

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

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



## Weidmüller sustainability compass

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

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

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

# Materiality analysis

GRI 3-2

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

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

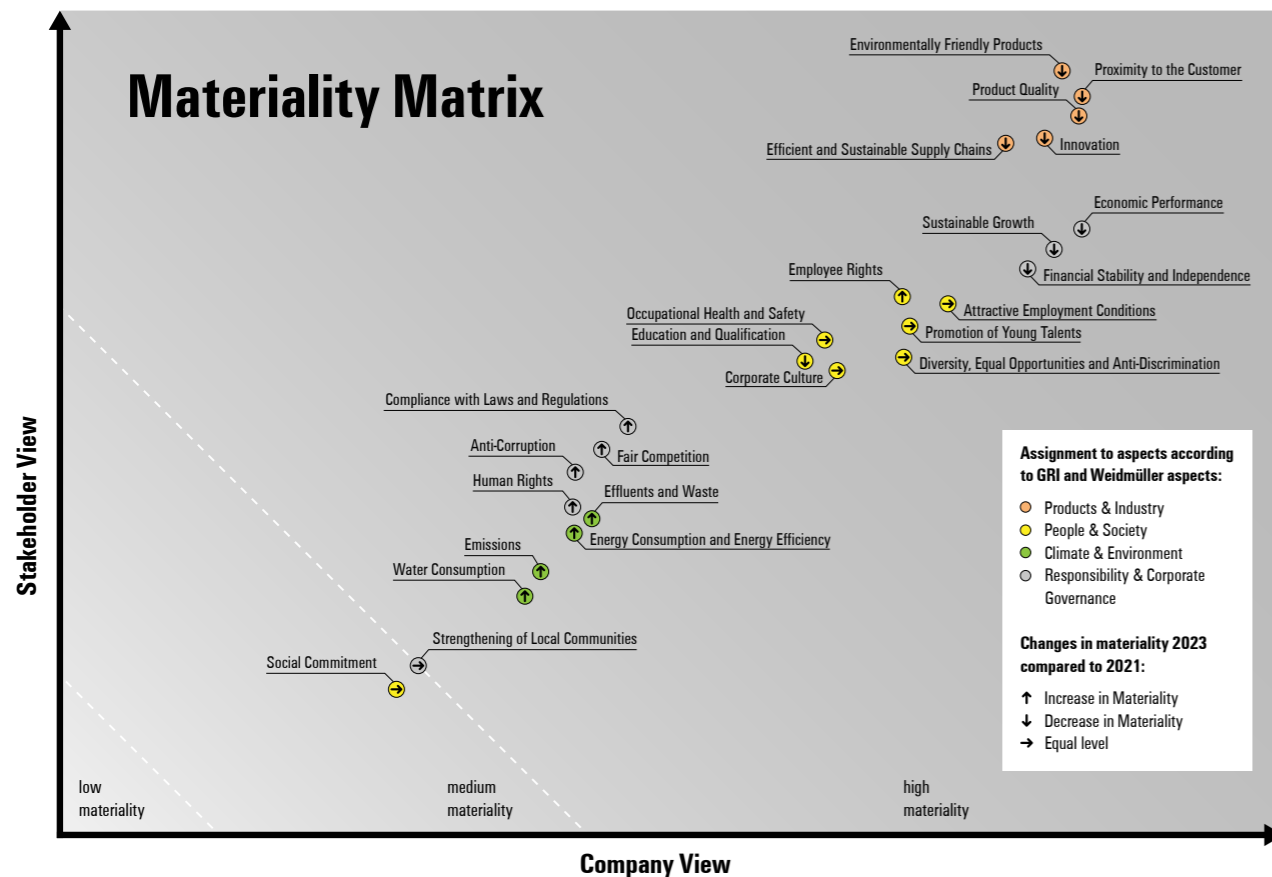
- Product & Industry
- People & Society
- Climate & Environment
- Responsibility & Corporate Management

The matrix is structured as follows:

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

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

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



## Contribution to sustainable development (SDGs)

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



### SDG 7 – Affordable and Clean Energy

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



**Photovoltaics:**

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

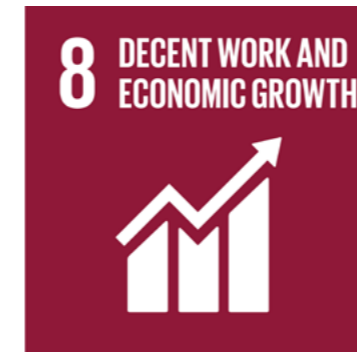
**Wind energy:**

- Control cabinet components
- LED systems
- enclosures

**Hydrogen energy:**

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

### SDG 8 – Decent Work and Economic Growth



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

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

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

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

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

\*Während eines Eco-Design-Workshops werden Innovations- und Modifikationsprozesse für ein sicheres und umweltfreundliches Produktdesign diskutiert. Dadurch konnten bereits regulierte Substanzen ausgeschlossen und Verpackungsvorschriften umgesetzt werden. Zunächst werden die Anforderungen festgehalten, anschließend die Umsetzung überprüft und das Produkt letztendlich freigegeben.

**SDG 9 – Industry, Innovation and Infrastructure**



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

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

**SDG 12 – Responsible Consumption and Production**



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

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

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

Learn more about our innovative products starting on page 24. **(SDGs 7 and 9)**

## Operations

Weidmüller operates certified environmental and energy management systems according to ISO 14001 and ISO 50001. We take our responsibility for climate protection very seriously and are continuously working to reduce our emissions. We strive to reduce water consumption and the generation of waste as much as possible to conserve important resources. Modern building and energy infrastructure, including photovoltaic systems, district heating, and geothermal energy, helps reduce key environmental indicators, particularly energy consumption and Scope 1 and 2 emissions. We reinforce in climate and environment awareness of our employees through training and a variety of campaigns.

### Our Climate Target For 2030

Weidmüller Group aims to save 35 % of Scope 1 and 2 GHG emissions (starting from 2019) by 2030. This target is aligned with the sector targets of the German government as defined by the Federal Climate Change Act.

## Energy Management and Climate Protection

We have committed ourselves in our [Climate Protection Declaration](#) to proactively drive climate protection and contribute to the fulfilment of the Paris climate protection agreement. In doing so, we are guided by the cornerstones of our EU climate protection strategy as well as other relevant national and international targets and integrate the climate goals of the German government into our actions. We developed our Climate Strategy 2019 to 2030 with the aim of steadily reducing CO<sub>2</sub>e emissions from Weidmüller in Germany and meeting the sector targets set out in the 2019 Climate Protection Act. .

For our German companies, our goal is to reduce Scope 1 and Scope 2 emissions by 35 per cent by 2030 compared to 2019. In doing so, we are implementing the goal of reducing annual Scope 1 and Scope 2 emissions in Germany from 14,000 t CO<sub>2</sub>e in 2019 to 9,000 t CO<sub>2</sub>e by 2030. This is a reduction target for Germany and does not equate to a climate neutrality commitment for the entire Weidmüller Group.

Greenhouse gases such as carbon dioxide, methane and nitrous oxide affect the atmosphere to varying degrees. To make this effect comparable, the different greenhouse gases are converted into CO<sub>2</sub> equivalents and summarised. The target achievement represents a total saving of 31,000 t CO<sub>2</sub>e over a period of ten years. By constantly substituting existing energy sources, using sustainable energy products and other energy efficiency measures, we are making an active contribution to climate protection and continue to ensure Weidmüller's sustainable and future-oriented energy supply. As a matter of principle, we are constantly working to minimise climate-damaging CO<sub>2</sub>e emissions. We are committed to ambitious climate protection and energy efficiency goals, and we are working together to optimize energy use and promote climate protection.

## Environmental Management

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

Weidmüller operates an environmental management system certified to ISO 14001 and an energy management system certified to ISO 50001. In total, 68 per cent of our employees at our international and domestic locations operate under an ISO 14001-certified management system, and 45 per cent under an ISO 50001-certified system. Weidmüller pursues its energy and environmental management goals not only internally but also by offering its customers and partners sustainable products and solutions. At the product level, every new development and modification undergoes an **eco-design workshop**, which is part of the product development process and focuses on environmental and eco-design criteria. Furthermore, failure to meet product-specific environmental management criteria (such as RoHS/REACH) results in supplier exclusion as early as the onboarding process. An annual day **„Sustainability Apprentice Day“** is organised with the new apprentices and students in the dual study programme, during which topics such as environmental protection, occupational safety, and sustainability are intensively addressed together.

### Emissions

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

- **„Market-based“**

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

- **„Location-based“**

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

Our calculated CO<sub>2</sub>e emissions (Scope 1 + Scope 2, market-based) for all German locations of the Weidmüller Group fell by approximately 14 per cent from 2024 to 2025. Globally, greenhouse gas emissions decreased by just under six per cent over the same period.

In Germany, Scope 1 emissions fell by three per cent, while Scope 2 emissions dropped significantly by around 18 per cent. Overall, the Scope 1 and Scope 2 footprint decreased from 9,405 t CO<sub>2</sub>e in 2024 to 8,068 t CO<sub>2</sub>e in 2025.

Globally, Scope 1 emissions decreased by just under nine per cent and Scope 2 emissions by around five per cent. The combined Scope 1 and Scope 2 figure fell from 17,029 t CO<sub>2</sub>e in 2024 to 16,045 t CO<sub>2</sub>e in 2025.

The reduction in Scope 1 emissions continues to be attributable in particular to structural changes in the heating concept, including the use of district heating at the Detmold site. The significant reduction in Scope 2 emissions primarily reflects measures in the area of electricity procurement and mix.

Scope 1 and 2 market-based in t CO <sub>2</sub> e Germany	2024	2025	Difference to previous year
Scope 1	2,332	2,263	- 3.0 %
Scope 2 market-based in t CO <sub>2</sub> e*	7,073	5,805	- 17.9 %
<b>Total</b>	<b>9,405</b>	<b>8,068</b>	<b>- 14.2 %</b>

Scope 1 und 2 market-based in t CO <sub>2</sub> e Global	2024	2025	Difference to previous year
Scope 1	3,787	3,454	- 8.8 %
Scope 2 market-based in t CO <sub>2</sub> e*	13,232	12,591	- 4.8 %
<b>Total</b>	<b>17,029</b>	<b>16,045</b>	<b>- 5.8 %</b>

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

**Pollutant emissions**

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

**Water**

Water consumption for manufacturing processes and sanitation at our main production sites in Germany (Detmold and Thuringia, including logistics) totaled 41,297 m<sup>3</sup> in 2025. Total water consumption increased in 2025 compared to the previous year; among other factors, logistics operations were added this year. We strive to minimise the level of water consumption through process engineering measures such as increased recirculation of water as well as employee sensitisation. The wastewater discharged into the sewer system from our processes is regularly checked by independent laboratories. In 2025, all limits were significantly undercut.

**Waste**

The amount of waste, including recycled content, at our main production sites in Germany (Detmold and Thuringia incl. Logistics) corresponds to 1,672 t for 2025. Thereof, 433 t are classified as hazardous waste. The total weight of non-hazardous waste for 2024 is therefore 1,239 t. Metals are not listed in the waste balance sheet, as they are mostly recycled. Waste volumes have increased significantly in 2024 due to our new logistics facility in Thuringia. The combined recovery and recycling rate for the reporting year was 69 per cent, while the recycling rate included in that figure decreased significantly from 36 per cent to 29 per cent. This trend is attributable to our activities in the area of circular value creation. The rate refers to the [recovery process according to the Circular Economy Act, Annex 2](#). Employees are regularly trained and sensitised to avoid waste. The concepts for metal and plastics recycling are constantly being optimised to achieve even greater resource efficiency and circular value creation. Waste that is not recycled is sent for disposal.

## Area and Facility Management

Weidmüller Facility Management is responsible for the planning, new construction and leasing of national and international properties. We are aware that the building sector has a high influence on CO<sub>2</sub> emissions, but also on the use of resources and energy consumption. For this reason, our activities are geared to the following focal points, whereby the planning phase is the most important phase, as this is where the most important basic points and framework conditions are determined.

**Activities in the planning phase**

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



**Customer and Technology Center (Administration Building)**

- 70 % of heat from geothermal energy
- 30 % of heat is supplied via district heating
- 30 kW peak PV system and roof greening
- 24 charging points for electric vehicles



**Weidmüller Distribution Center (Logistics Center)**

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



**Weidmüller Electronics Production**

- 1,160 kW reversible heat pumps
- Recovery of waste heat from process exhaust air
- Heat is supplied via district heating
- PV system with 650-kW- peak
- Process cooling with a high proportion of free cooling

### Activities in the construction phase

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

### Activities in Building Operations

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

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

### Biodiversity

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



Biodiversity at Weidmüller (from left to right): renaturalised Werre river at our main site, green roof on our Customer Technology Center

## Digitalisation

Digitalisation is a core component of our Connecting Tomorrow strategy and is consistently implemented at Weidmüller through **Enterprise Architecture Management (EAM)**. EAM ensures that digitalisation is approached holistically across all four layers – **Strategy & Transformation, Business Processes, Applications, and Technology**.

Weidmüller follows a clear structural principle:

- The **upper two layers** of digitalisation are designed and managed by the **Weidmüller Digital Network (WDN)**. They focus on strategic target states, end-to-end processes, and sustainable value creation.
- The **lower two layers** are the responsibility of **IT**, providing a reliable foundation for digital solutions through stable applications, data architectures, and technologies.

EAM systematically connects these layers. It creates transparency, provides a clear basis for decision-making, and ensures that digitalisation initiatives are prioritised, consistently implemented, and aligned with measurable added value.

In addition, topics such as **Product Security** and **Cyber Risk Management** are key components of a resilient digital architecture.

### Process Digitalisation as Part of the WDN

Process digitalisation is a central element of the WDN and serves as a bridge between strategic direction and operational implementation. The goal is to design processes that are stable, efficient, and globally consistent while ensuring tight integration with the IT architecture.

All digitalisation initiatives follow a clearly defined project lifecycle—from idea to backlog and planning through to implementation in quarterly sprints. The WDN app supports this approach with integrated project management, resource planning, status tracking, and full transparency along the entire value chain.

Within the WDN, process digitalisation is structured into four **action fields**, which together cover the entire process landscape at Weidmüller and are closely aligned with the underlying IT architecture layers.

### Action Field Innovation & Lifecycle

This action field focuses on developing new digital solutions and advancing product-related innovations. The goal is to make product and lifecycle data consistently available digitally—from initial concept to customer use.

The close integration of business processes, applications, and data architectures enables stable operations, reduces manual activities, and supports sustainable product and service processes.

### Action Field Operations

This action field focuses on end-to-end processes in production, logistics, and the supply chain. The emphasis is on transparent material and information flows, as well as the use of modern technologies such as AI-driven applications, data-driven planning, and scalable platform solutions.

The WDN ensures that these initiatives are strategically prioritised and sustainably supported by an appropriate IT architecture.

### Action Field Administration

In this action field, internal processes are standardised, modernised, and designed for long-term stability. This includes, among other things:

- Efficient and sustainable IT equipment
- Structured data and document architectures
- Robust process and application landscapes for global collaboration
- Digital tools for transparency and governance

The goal is to create a secure, economical, and architecturally clean foundation for the entire company.

### Action Field Customer Centricity

This action field is consistently aligned with the needs of our customers. Digital solutions create transparent, fast, and user-friendly access to product, service, and company information.

Through integrated platforms, digital services, and a consistent customer journey, customer satisfaction and sustainable customer relationships are systematically strengthened.

### Conclusion: EAM and WDN as Drivers of Digitalisation

Enterprise Architecture Management forms the unifying framework for our digitalisation strategy. In combination with the Weidmüller Digital Network, it ensures that digitalisation is strategically managed, architecturally sound, and operationally effective.

The WDN therefore makes a decisive contribution to:

- Clearly prioritising digitalisation initiatives
- Consistently integrating business and IT architectures
- Strengthening global collaboration
- Enabling economic and sustainable value creation

In this way, digitalisation at Weidmüller is implemented not as an isolated measure, but as an integrated, strategic overall system.

### Product Security

The Cyber Resilience Act (CRA) aims to increase the cybersecurity of digital products by reducing vulnerabilities and defining security requirements throughout the entire lifecycle. To ensure product compliance with the CRA, Weidmüller successfully obtained certification for its Secure Product Development Lifecycle according to IEC 62443-4-1 from TÜV Nord in November 2024. All products are developed and adapted according to this secure development process in order to fully meet the CRA requirements by December 2027 at the latest.

### Cyber Risk Management

The ongoing digitalisation of business processes and IT infrastructures increases the importance of effective cyber risk management. Cyber threats can have significant impacts on system availability, data integrity, and the confidentiality of sensitive information. For this reason, regulatory requirements for protecting information systems and digital infrastructures are increasing (NIS2, CRA, EU AI Act, etc.).

Against this backdrop, Weidmüller pursues a structured approach to the identification, assessment, and management of cyber risks. Embedded in a governance model, this approach helps to systematically capture cyber risks across all group companies, assign a risk owner, and support mitigation measures. The resulting cybersecurity posture is regularly reported to management.

Another key component of the defence strategy is a robust SIEM system, embedded in a fully operational 24/7 monitoring environment. This system is operated by an external service provider and is continuously enhanced on a technical level.

In addition to organisational and technical measures, employee awareness plays a central role in protecting information systems and company data. For this reason, Weidmüller places strong emphasis on promoting a sustainable security culture. All employees participate in an annual company-wide mandatory cyber security training. Additional training and information campaigns are conducted to continuously strengthen security awareness.

## Innovation

Weidmüller is a German technology company in the field of electrical connectivity and electronics. Throughout its 175-year history, Weidmüller has been a pioneer in innovative products, supporting and promoting technological and social change. Sustainability is taking on an increasingly relevant role in this context. Our products and solutions for the energy transition (PV, wind and hydrogen) are helping to make a more sustainable future possible. This is why we consider our products and innovations to be a significant driver of greater sustainability. Furthermore, our customers and partners are actively demanding solutions such as providing a carbon footprint for our products and making our products more resource-efficient.

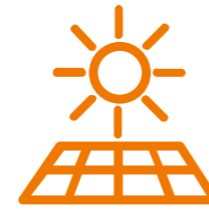
Alongside our products for the renewable energy market, we focus on sustainable design in our product development. We aim to make our products more sustainable by using energy-efficient processes, eco-friendly materials and environmentally conscious product design, including product life cycle analyses and product carbon footprints. In production, we reuse materials such as metals and plastics to close loops. Digitalisation is enabling us to proactively conserve resources and make our processes more efficient and climate-friendly.

## Pioneering products & solutions

GRI 2-6



As a supplier of smart industrial connectivity and automation technology, we support the technological change required for sustainable development. Whether CO<sub>2</sub>-neutral production, renewable energy generation or smart, intelligent infrastructure – with our products and solutions, we enable the necessary supply and networking of intelligent systems, better resource efficiency and data transparency for our customers. In addition to innovations and industrial design, we focus on quality, application expertise and resource-saving production. Weidmüller is not only one of the leading suppliers in the areas of electronics and electrical connectivity, but also has in-depth practical expertise in wind energy as well as in the photovoltaic industry. With its portfolio for the electromobility and hydrogen industries, Weidmüller also offers products and solutions for the storage and use of regenerative energies. With our products for the generation and use of regenerative energies, we are paying tribute to the United Nations' SDGs 7 and 9.



### A wide range of products for photovoltaic systems

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



### Customised solutions for wind energy

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



### Comprehensive solutions for the hydrogen industry

Comprehensive solutions for the hydrogen industry From energy production to storage to consumption: Producing hydrogen and using it efficiently is a multi-layered process requiring close interlinking and coordination of a number of technical components. As a specialist in Industrial Connectivity, Weidmüller supports its customers all over the world with products, solutions, and services in the field of energy, signals, and data. The development of solutions specifically for the expansion of the hydrogen industry has also already been initiated: For example, we are implementing systems for condition monitoring of electrolysis stacks. At the heart of every system are the stacks in which the water (H<sub>2</sub>O) is split into H<sub>2</sub> and O<sub>2</sub>. Accordingly, this part of the system is particularly important. In this way, the company is making an important contribution to the development of hydrogen production. In addition, Weidmüller is involved as a founding member in the pioneering "AquaVentus" project off the coast of Helgoland, which is one of the most prominent offshore projects for the production of hydrogen at sea. The funding association has set itself the goal of generating ten gigawatts of green hydrogen from wind energy by 2035. Concepts and products are needed along the entire process chain of hydrogen production to advance the hydrogen industry, thus paving the way for a new, climate-neutral energy landscape of the future.

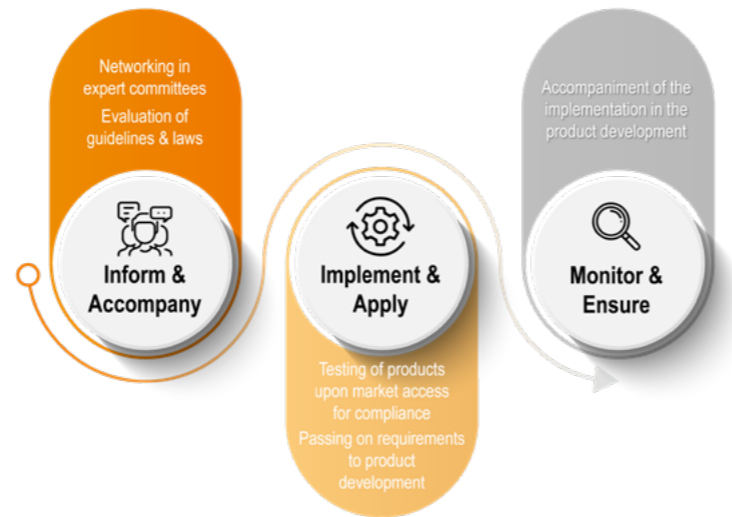
## Sustainable Product Design

GRI 306-2

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

## Product Compliance Management

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

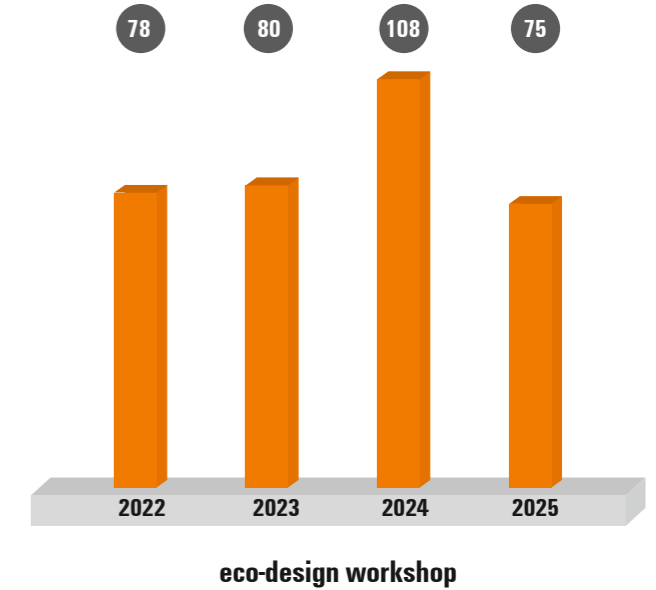


## Eco-Design

During the eco-design workshop within the innovation and modification process, Product Management and the Product Compliance team jointly discuss requirements for a safe and environmentally friendly product design, such as regulated substances (RoHS, REACH), packaging regulations, WEEE and similar aspects. The requirements are documented, and their implementation is reviewed in a dedicated review meeting. The product is then released.

The eco-design workshop has been further developed in collaboration with a Circularity Review from Quality, with the aim of adapting the R-principles more specifically to Weidmüller's requirements. Guidance is provided by a newly established development guideline that systematically integrates the circular design approach into our products and thus supports more sustainable product development.

Since its introduction in 2018, a total of 557 eco-design workshops have been conducted with Product Management, including 75 workshops in 2025. One sustainable success resulting from our workshops, to give an example, is not only the avoidance of plastic packaging by replacing it with alternative materials or the general reduction of product packaging, but also the development of the new PrintJet MINI. This product provides durable and precise marking for control cabinet applications within a compact and energy-efficient system. Its mobile use reduces travel distances, simplifies service processes and increases resource efficiency.



## Lifecycle Analysis and Management

German environmental and research institutions consistently demonstrate that Scope 3 emissions account for the largest share of the greenhouse gas footprint in many companies. According to the German Environment Agency (Umweltbundesamt), these indirect emissions are often significantly higher than Scope 1 and Scope 2 emissions. Studies conducted by the Fraunhofer-Gesellschaft, as well as the NKI project "scope3transparent", illustrate that purchased goods and services (Scope 3.1) – particularly raw materials and intermediate products – constitute the main source of emissions within upstream supply chains. As a result, this area represents a key lever for improving transparency and reducing emissions.



For this reason, it was defined as the initial focus of our analyses.

The underlying data base also proved to be challenging, as the wide variety of purchased materials would have required substantial effort if processed manually.

In order to test new methodological approaches and improve the efficiency of data preparation, Weidmüller participated in the project "Pathways to Sustainability Reporting with AI" together with Klimaschutz-Unternehmen e.V. and the Chair of Environmentally Friendly Products and Processes at the University of Kassel.

Within the scope of this collaboration, AI-based methods were developed that automatically translated procurement data into relevant information such as material composition, types of raw materials, or quantity data. On this basis, emission factors could be assigned significantly faster and more accurately than through manual methods.

The results confirmed that emissions within Scope 3.1 account for a substantial share of the corporate carbon footprint and therefore represent one of the central levers for emission reduction. Accordingly, the circular design of the upstream value chain plays a key role, as sustainable material choices, reduced use of primary raw materials, and closer collaboration with suppliers can deliver significant emission reductions. This clearly confirms our strategic focus on circular value creation.

Furthermore, the project demonstrated that artificial intelligence can significantly simplify and enhance the efficiency of Scope 3 emission calculations. The results showed that AI-supported approaches operate reliably and provide a robust basis for future emission assessments.

Based on these insights, Weidmüller decided to further expand the use of artificial intelligence in emissions management. In 2026, a comprehensive Scope 3 greenhouse gas inventory is therefore to be prepared with the support of artificial intelligence, in cooperation with the start-up be2morrow, a spin-off of the University of Kassel.

The objective is to further automate data processing, increase the transparency of our CO<sub>2</sub> emissions and create an improved basis for defining measures to reduce them.

In parallel, initial measures to reduce Scope 3 emissions have already been implemented, including:

- Increasing the use of post-industrial plastic recycle, including the introduction of initial products made from 100 per cent post-industrial material, such as the Klippon® Connect end bracket.
- Separate collection of metal waste in production and its reprocessing by our metal strip suppliers.
- Reduction and, where legally permissible, complete removal of product-specific accompanying documentation; for example, the package insert for our terminal blocks has now been completely eliminated, and any remaining documents are made digitally available via QR codes directly on the product.
- Avoidance, reduction and reuse of transport packaging in order to further reduce material consumption and waste generation along the supply chain.
- Reduction of transport-related emissions through, among other measures, a stronger "local-for-local" sourcing approach and increased use of sea freight instead of more emission-intensive alternatives.

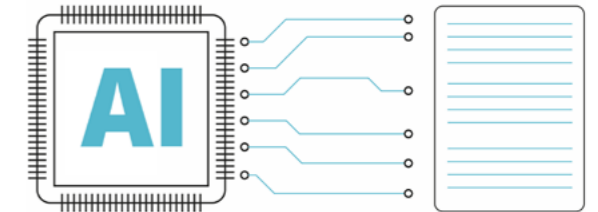
### Product Carbon Footprint

Weidmüller continuously assesses its products with regard to their environmental impacts and optimises them wherever this is technically and ecologically feasible. Since 2022, we have increasingly relied on detailed life cycle assessments (LCAs), which capture all environmental impacts of a product throughout its entire life cycle – from raw material extraction and production to use and end-of-life, including all upstream and downstream processes. These assessments determine, among other factors, the Product Carbon Footprint (PCF), water footprint and energy consumption.

The insights gained enable us to improve products in a targeted and effective manner. With our current LCA strategy, we aim to systematically assess all Weidmüller products, thereby gradually making our entire product portfolio more environmentally friendly and resource-efficient. The PCF plays a central role in this process: it makes the CO<sub>2</sub> emissions of a product visible across all life cycle stages and creates transparency regarding emissions that arise in Scope 3, particularly along the supply chain. This enables the identification of key emission sources and reduction potentials. In addition, the PCF provides a robust basis for the quantified assessment of product characteristics and improvements.

By the end of 2030, Weidmüller will have calculated a PCF for at least 80 per cent of its product portfolio, measured by revenue.

## Approaches to Sustainability Reporting using



The data already available are provided transparently to our customers and partners and can be accessed as follows:

- The Product Carbon Footprint (PCF, cradle-to-gate) can be viewed
  - in the catalogue on the respective product page under the tab “Environmental Requirements”, or
  - downloaded for multiple products at the same time as a PDF or Excel file via the new „Environmental Product Compliance Check” tool.
- Die EPD (Environmental Product Declaration) ist ebenfalls im Online-Shop auf der jeweiligen Produktseite im Downloadbereich verfügbar.

Looking ahead, we aim to achieve a largely automated calculation and seamless exchange of environmental and PCF data along the supply chain. The insights gained are directly incorporated into development and optimisation processes in order to further reduce environmental impacts and drive sustainable product decisions.

In addition, Weidmüller is actively involved in various expert committees focused on the further development of life cycle assessment methodologies and PCF data collection. We also participate in working groups addressing the standardised exchange of results along the supply chain. Through this engagement, we contribute our expertise to the advancement of the industry, support the development of harmonised standards and continuously integrate new insights into our product development – enabling responsible, future-proof and environmentally optimised solutions.

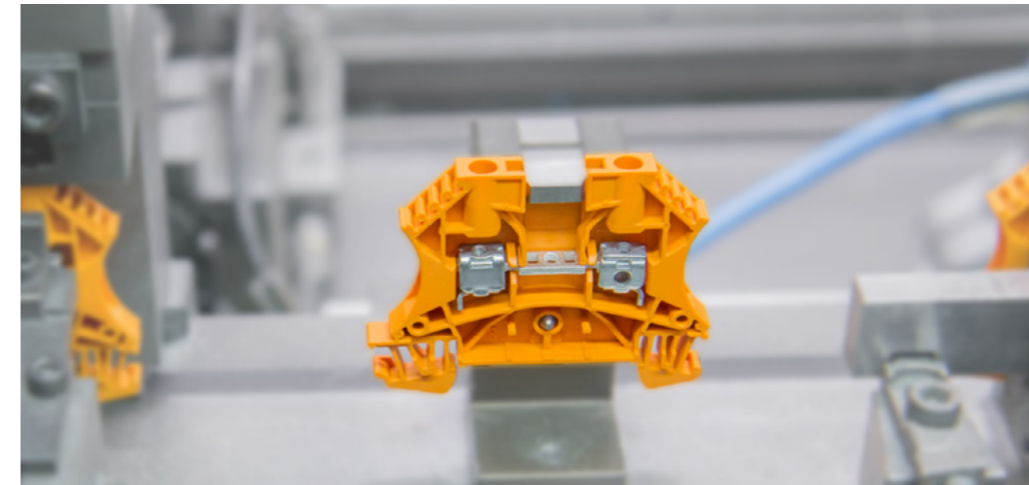
## Circular Economy

### Circular economy and resource conservation

The reuse of materials in the production process and beyond is one of our core focus areas. Global challenges such as the increasing scarcity of raw materials, environmental pollution caused by waste and the impacts of climate change highlight the limitations of a linear economic system. Circular value creation provides a key approach to decoupling value generation from resource consumption and establishing sustainable material cycles. In this context, we differentiate between post-industrial and post-consumer cycles. Post-industrial refers to value streams within our own production processes, while post-consumer encompasses material flows after our products have been used in the market.

- **Post-industrial:** Closed loops in production  
Weidmüller already recycles production waste and consistently evaluates the use of secondary raw materials. This enables us to close internal material loops and reduce the demand for primary materials. A standout example is the lighthouse project on metal strip processing successfully completed in collaboration with the University of Paderborn. In this project, a fully closed loop was established: metal waste from stamping processes is systematically collected by type and returned to our suppliers for reprocessing. This creates a high-quality, stable material cycle without any loss of quality. A key prerequisite for success was the strict separation of materials by type – a challenge that was overcome through various measures. These include reducing the number of strip variants, implementing centralized global procurement and applying targeted nudging approaches in production. As a result, we now achieve 100 per cent type-pure separation of metal stamping waste.

- **Post-consumer:** Returning products to the cycle  
In addition to internal processes, we increasingly consider the life phases of our products in the market. Our goal is to return valuable materials, components or entire products to the cycle. In this context, we analyze aspects such as reparability, recyclability, ease of disassembly and the reuse of secondary raw materials. By developing concepts for retrieving our products from the market, we aim to recover high-quality materials and preserve them over the long term. Ecological factors are already taken into account during product development: in our eco-design workshops, product managers work closely with the Product Compliance team to identify potential for resource efficiency and recyclability at an early stage.



### Innovation from recycled materials

Weidmüller is the first company worldwide to offer end brackets made from 100 per cent recycled plastic. This innovation significantly reduces CO<sub>2</sub> emissions during production and conserves valuable resources. In addition, our world's first terminal block made from 100 per cent post-industrial recyclate supports the circular economy by reusing high-quality plastics and reducing waste. By using type-pure separated production surpluses, we achieve CO<sub>2</sub> savings of more than 80 per cent compared to conventional materials. The colour of the end products may vary, as different material batches and pigments are combined within the recycling process. Deliberately avoiding additional colourants not only provides environmental benefits but also makes each product unique. Thanks to our deep process expertise at the Detmold site and optimised injection moulding processes, we ensure that recycled materials exhibit the same mechanical and electrical properties as virgin materials.



## People

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



## Professional and Personal Development

GRI 404-1, 404-2

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



### Apprenticeship

Weidmüller gives young people an insight into the world of work while they are still at school, helping them to choose their future careers and study paths. Various apprenticeship and study opportunities are available once they leave school. We provide apprenticeships in eleven technical and three commercial professions, and we offer thirteen different dual courses of study at various universities. Our training portfolio covers careers in mechanics, electromechanics, electronics, IT and commercial professions. The number of junior staff (apprentices and dual students) in Germany increased further to 264 in 2025. Of these, 45 per cent have already completed a student internship with us. Last year, 35 apprentices and eight dual students started their careers at Weidmüller. The trainee ratio, which is above average in an industry comparison, was increased to nine per cent in 2025. This ratio shows the proportion of our junior staff – apprentices and dual students – to our permanent employees.

Our basic aim is to expand career guidance activities and cooperation with schools in order to secure the demand for junior staff. With our apprenticeship programme, we give young people the chance to start their careers while ensuring that the company has outstandingly qualified employees. In 2025, a total of 43 apprentices as well as dual and sponsored students in Germany were taken on into employment. Of these, 13 received permanent contracts and 30 fixed-term contracts, corresponding to a collectively agreed takeover rate of 100 per cent. Taking into account graduates who are going to university or planning their future outside Weidmüller, we continue to aim for a takeover rate of at least 80 per cent.

We also offer various opportunities for young academics to gain practical experience, be it internships, working student activities or degree theses. We support students taking their first steps into the practical world of work, while ensuring access to the latest research knowledge and committed young talent. In 2025, of the 110 students employed, five were taken on into permanent positions.

### Sustainability Apprentice Day

In 2025, approximately 40 trainees participated in Sustainability Trainees' Day 2025, an annual event since 2019 that offers practical insights and innovative ideas on sustainable practices. Participants explored key future topics at four stations, from proper recycling and the circular economy in practice during a production tour to environmental and climate protection and workplace safety as an integral part of sustainable responsibility.

A particular highlight was the simulation game, in which the trainees developed a sustainable terminal block, including material selection and a production concept.

The day demonstrated impressively how committed and creative our young talent is in shaping the future. Through initiatives like Trainees' Day, we foster enthusiasm for sustainable thinking and action as well as knowledge, because our trainees are a key driver of transformation.



### Advanced training

The pure training quota without taking trainees into account is 7.4 training hours per employee. This rate refers exclusively to continuing education via the offerings in the Learning Management System.

Employees can register for training courses through the system and are assigned either general mandatory training or individual training by their manager. The "Employee Qualification Push" programme promotes the professional development of all employees - even beyond their immediate scope of work - giving everyone the opportunity to schedule two days of training of their own choosing each year. With the "WE Practise" training format introduced in 2025, competencies and skills are developed in a practical, hands-on manner. Participants bring their practical concerns to the training and work through them together with other participants in small learning groups. WE Practise is offered on 20 different topics.

The International Training Center has increased the reach of training courses at Weidmüller through digitalisation. In 2025, the total number of hours spent successfully completing on-demand and online training courses across all Weidmüller group companies decreased by 13 per cent to 5,366 hours. At the same time, the range and quality of training courses steadily improved through the increased production of instructional videos and livestreams in a dedicated video studio, as well as the establishment of a digital learning team. On-site training increased by 32 per cent compared to the previous year in 2025, totalling 6,094 hours, marking a renewed focus on this area. A new programme within the on-site training framework requires new sales representatives in Europe to complete an intensive two-week training programme at the headquarters. Alongside the increase in on-site training, the range of online training courses is expanding to provide all Weidmüller Group companies with a comprehensive training programme. Furthermore, translation into local languages, particularly for mandatory training courses, is being prioritised as it has been proven to enhance learning success.



**Educational Village and Academy**

The building of the Weidmüller Academy in Detmold has been located in the immediate vicinity of the production facilities on Klingenbergstraße in Detmold since October 2021 and is used for training purposes. Together with the Peter Gläsel School (PGS, primary school), the building forms the core of the Educational Village, which is characterised by its close connection between education and the living environment. The "Pöppenteich" day care centre, which is owned by the Peter Gläsel Foundation, adjoins the Educational Village. Thanks to the immediate proximity to the production facilities, communication channels between training and the company are short. The Educational Village unites four generations. In this way, we pursue the goal of strengthening bonds to Weidmüller and among each other, while broadening everyone's horizons.



Collaboration with the Peter Gläsel School was successfully continued in 2025 with new projects. Throughout the year, various activities took place, enabling both pupils and trainees to gain new practical experience. Especially during the Advent season, the self-soldered Christmas stars and the small Christmas house were very well received. The children enjoyed learning many new skills and were very proud of their creations. Parents were also delighted with the festive gifts made by their "grown-up little ones".

Weidmüller employees have the opportunity to enrol their children in the Pöppenteich day care centre and the Peter Gläsel School. In addition, a holiday childcare programme for employees' children is planned.



**Occupational Health and Safety and Working Conditions**

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

Weidmüller has steadily increased the number of employees worldwide in recent years. In 2025, Weidmüller had 5,907 employees worldwide, 37 per cent of whom were women. The proportion of employees working in Germany was 48 percent. Of 5,907 employees, 55 per cent are aged between 30 and 50, 13 per cent are under 30 and 32 per cent are older than 50.

At Weidmüller, 63 per cent of our employees worldwide are represented by a works council, which can mediate between employees and managers within the company and can advocate for the well-being of the workforce in various cases. Moreover, in 2025 the share of employees covered by collective agreements was 47 per cent. In addition, 100 per cent of our employees at all locations worldwide receive social security benefits.

At the Weidmüller site in Detmold, involuntary staff turnover is at a low level of 1.7 per cent, i.e. voluntary departures in relation to the average number of employees. The aim is to continue to achieve a high level of staff retention, especially in key positions, and thus keep the turnover rate low. In 2025, the sickness rate has fallen again compared to previous years and stands at 4.1 per cent. As a result of this decrease, Weidmüller remains below the industry average of 5.6 per cent. The goal is to maintain the health of the workforce through targeted measures and thus further reduce and stabilise the sickness rate.

Staff	2024	2025	Difference to previous Year
<b>Total</b>	<b>5,832</b>	<b>5,907</b>	<b>+ 1.3 %</b>
Female	2,071	2,179	+ 5.2 %
Male	3,764	3,728	- 1.0 %
Diverse	0	0	0 %

**Occupational health management**

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

Weidmüller has been collaborating with FABEL (FAMILIENBETREUUNG Lippe) since 2025. The FABEL Service, a partnership between Lippe-based companies and the District of Lippe, is committed to promoting work-life balance and offers a wide range of support services for companies and, in particular, their employees. As part of an agreed-upon arrangement with FABEL, Weidmüller provides all employees with a free service – ranging from guidance and advice on caregiving options to psychosocial counseling that offers support during times of personal stress, such as when dealing with stress, family challenges, or emotional crises. We also aim to expand this offering by 2026 to include so-called care navigators. They serve as a first point of confidential contact when unexpected caregiving situations arise in families and support or guidance is needed.

Weidmüller employees can take advantage of a variety of benefits, ranging from health screenings to vaccinations. The e-bike leasing programme, which has been available since 2015, remains very popular among employees throughout Germany. It offers a cost-effective alternative to driving a car to work while also promoting good health. To date, over 1,101 e-bikes have been leased for both business and personal use. Of these, a total of 107 new lease agreements were signed in 2025.

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

**Company Runs**

Weidmüller participates in various corporate runs that promote good health and, even more importantly, strengthen team spirit. In addition to the Easter Run in Paderborn and the Residenz Run in Detmold, a highlight was the corporate run in Bad Salzflen—the spa gardens were orange! Weidmüller made quite an impression: With around 120 colleagues, we were the largest team and turned the spa gardens into a sea of our bright orange. The atmosphere was fantastic—marked by team spirit, motivation, and a healthy dose of sportsmanship. But we didn't just impress with our numbers: We were also right up there in terms of speed and secured a strong second place. A huge thank you to everyone who ran, cheered, or helped organize—a great performance we can be proud of!

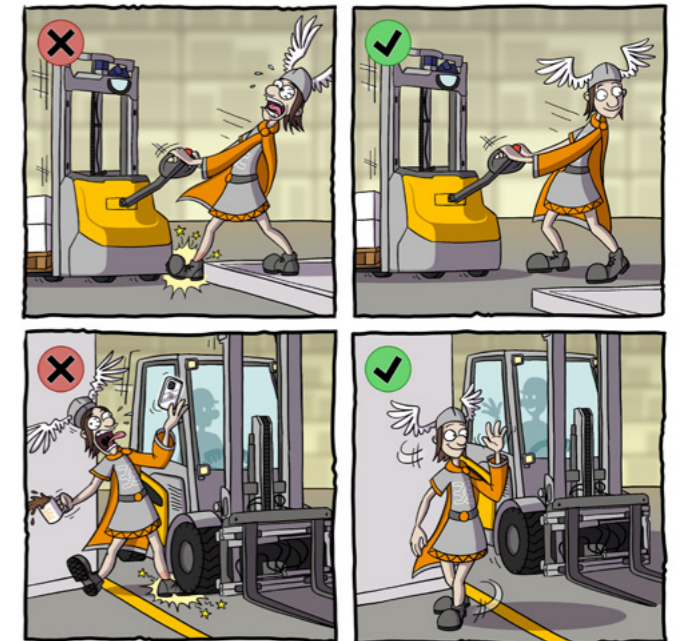


**Health and safety**

With our comprehensive occupational safety management system, we ensure that risks are identified in advance and systematically minimised. Human-friendly and ergonomic workplace design is an embodied practice at our company. These values build on the ISO 45001 management system for occupational safety and health and provide us with a framework to address all occupational safety and health issues within the organisation. Through the management systems, we ensure the continuous improvement of occupational safety. Currently, four production sites are already certified in accordance with ISO 45001, which means that in 2025, 67 per cent of employees at production sites work within a certified occupational safety system. The aim is to further increase this ratio in the future. In addition, a health and safety committee has been established at 15 production sites, ensuring that 91 per cent of employees at production sites are represented by such a committee.

The “working healthier together” (“gemeinsam gesünder arbeiten”, gga) system was developed and introduced to identify potential mental stress and to enable proactive preventive measures. As a first step, this system is being applied at Weidmüller’s German sites. Potential causes of mental stress in daily work practice are identified and assessed in various phases. Together with employees, improvement measures are then defined and implemented. The goal is to continuously improve working conditions with regard to the causes of mental stress and to reduce them. Since the end of 2024, employees of the German companies have also had access to telephone-based social counselling for mental health issues and risks.

At Weidmüller, a strategic and sustainable reduction in accidents through a positive occupational safety culture is achieved with “Ferdí”. He demonstrates how workplace accidents can be prevented through mindfulness and awareness of potential hazards. Since 2017, twelve “Ferdí” have already been visualised and used for current topics. Due to its simplicity, the figure is low-threshold and versatile, motivates our employees and has a high level of recognition. In 2025, the number of workplace accidents worldwide with at least one day of absence was 35 across all Weidmüller production sites, resulting in a total of 383 lost days. The total number of productive working hours at Weidmüller production sites amounted to 8,563,218 hours.



The overall development of occupational safety is measured using the lost time injury frequency rate (LTIFR) at the main production sites worldwide. In 2025, the LTIFR – the number of accidents with at least one lost day per one million productive hours – was 4.1. This means that the target value of fewer than four accidents per one million working hours was almost achieved. This improvement was supported by a 12 per cent reduction in workplace accidents worldwide and an increase in productive working hours compared to the previous year. Measures such as the analysis of near misses for early hazard identification, accident analyses and the communication of findings are being continued. Since 2022, the severity of accidents has also been recorded based on days of incapacity to work or lost days per occupational accident. In 2025, the global average was 10.9 lost days per accident. This key figure helps to identify potential priority areas in terms of accident severity and to derive targeted measures.



**The roll-out – a strong signal for our cultural development**

In 2025, we reached an important milestone: the roll-out phase of WE Lead has been successfully completed. All teams worldwide have been guided through the WE Lead Coffee Teasers, dialogues, and impulses.

Through direct and accessible formats, we engaged with teams on site, creating opportunities for open exchange. This low-threshold approach enabled us to hear authentic voices, discuss values, and make success stories visible. Within the WE Lead Coffee Teasers and dialogues, employees came together in their teams to exchange values and experiences and to share concrete examples of successful collaboration. These dialogues help to create awareness of which individual and team behaviours lead to success and how these contribute to the sustainable growth of Weidmüller. They highlight the importance of collaboration and make visible how shared values drive both team and organisational performance.

**Looking ahead**

WE Lead defines the foundation of our collaboration. The successful completion of the roll-out demonstrates that we have established a strong basis. With the stabilisation phase, we are now taking the next step towards a culture that provides long-term orientation, strengthens collaboration, and enables sustainable growth.

**Company Culture**

“WE Lead” stands for Weidmüller Employees Lead Weidmüller

Digitalisation, fast-paced markets, demographic change and an increasingly complex business environment make a strong corporate culture a key success factor. Orientation is created through shared values that guide our daily actions and, over time, become part of our culture. With WE Lead, Weidmüller has established a long-term cultural programme that enables exactly this dialogue. All employees are involved in reflecting together on how we, as Weidmüller, work with each other, what we stand for, and how we want to lead our company into the future. The three levels provide the foundation for this.



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



### Weidmüller Women Network

In August 2023, employees from almost all areas of the company became involved in the Weidmüller Women Network (WWN). In an initial workshop, representatives from various departments came together to jointly define the framework for the network, supported by Board member André Sombecki and the People & Culture function. An external impulse provided valuable inspiration for the successful establishment of the network.

The network stands for equality, empowerment, diversity, and solidarity. Its vision is to strengthen women's competencies, visibility, and impact through a strong and diverse network built on mutual support. In this way, it enables both personal and organisational development. Its mission is to establish an open and trust-based network that inspires, encourages, and empowers women to realise their full potential and actively shape change, thereby promoting equal opportunities and sustainable business success.

Based on these guiding principles, the core team continuously develops concrete measures and formats. These include, for example, walk-in meetings, lunch & learn sessions, mentoring and development opportunities, as well as formats for peer exchange. Members support each other, learn from one another, and share experiences and best practices, always with the aim of contributing to Weidmüller's further development and success. The network is growing dynamically: by the end of 2025, it had 69 active members from nearly all areas of the company. Its strategic development is evidence-based, for example through regular member surveys, the results of which are incorporated into the network's ongoing strategy work. In this way, the Weidmüller Women Network contributes directly to the corporate strategy Connecting 2morrow by making visible the key strength of empowering and connecting people and by supporting the joint development of the Weidmüller team.

## Social engagement

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

### Weidmüller Cent-Spende e.V.



Founded in 2019, Cent-Spende e.V. consists of eight board members and 68 association members. A total of 565 employees donate the cents from their monthly net pay to social projects in and around Detmold. In 2025, the following causes were supported:

- A young father passed away, leaving behind his wife and two children
- A family that had to cope with two devastating blows in a very short time
- A father with two seriously ill children, to purchase expensive equipment and medical devices
- The Domo-Lebenshof, an animal sanctuary in Lippe that cares for animals that cannot be rehomed
- Equine therapy for a child suffering from a degenerative disease
- A family that lost their father at an early age, leaving behind a wife with two young children

In total, 18 families and projects have been supported over the past six years.

### Christmas Tree Event



Since 2023, Weidmüller employees have been giving children and young people from difficult life situations a wonderful Christmas every year. Many children and young people from Detmold aged between four and 19 from the Sankt Elisabeth Foundation wrote their gift wishes on self-made tree decorations. These were then hung on the wish tree in the Customer and Technology Centre (CTC). All colleagues had the opportunity to fulfil a personal wish for a child or young person. Within a very short space of time, all the wish tags were picked, presents wrapped, cards written and placed under the tree.

### Secondhand-Pop-up-Store



The second-hand pop-up store is a project developed by our trainee event team and successfully implemented at the Weidmüller World. Visitors were able to purchase donated clothing, decorative items and toys in exchange for a small donation. All donated items came exclusively from Weidmüller employees. The pop-up concept was realised in the regularly changing exhibition space on the ground floor of the Weidmüller World and demonstrates how trainees have been implementing their own creative, sustainable and socially driven ideas since taking over responsibility for the space in March 2025. Within two months, a total of 1,005 euro was raised for Weidmüller Cent-Spende e.V. Thanks to the strong response and positive feedback, the successful project will continue in 2026.

### Christmas Event in Romania



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

### Supporting Education in Our Community, USA



Through our WeCare programme, Weidmüller USA is proud to partner closely with Richmond City Public Schools to support students and educators in our community. Our employees volunteer their time to create consistency for elementary students, helping them build confidence in reading and math. Each year, we take part in the Reading Buddies programme to spend one-on-one time with students and support their learning journey. Beyond volunteering, we contribute resources that make a difference in the classroom, from donating books and magnetic alphabet letters for spelling to celebrating educators with treats during Teacher Appreciation Week. By showing up year after year, we continue to strengthen our relationship with local schools and invest in the success of the next generation.

### Making the World More Orange by Going Green, USA



In 2025, to celebrate Earth Day, our volunteer garden crew at Weidmüller USA brought new life to the Richmond campus by planting native pollinator species that add color, character and purpose to our landscape. What started as a single planting day has continued to grow with the seasons as more native Virginia flowers and shrubs are added to support local wildlife. We even welcomed hummingbirds to the space with a new feeder. The garden's success is driven by passionate employees who care for it year-round, helping it thrive as a vibrant habitat for pollinators and a space everyone can enjoy.

## Transparency

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

## Company Data and Communication

GRI 2-12 und 2-13

In response to global challenges and in line with our responsibility, we continuously monitor and improve our sustainability performance. The foundation for this is our international sustainability management system, which is anchored in company-wide policies. In doing so, we take into account the Sustainable Development Goals (SDGs) of the United Nations and their specific targets. We are also guided by the ISO 26000 standard for social responsibility and consider additional relevant ESG and CSR standards, including preparation for sustainability reporting in accordance with the Corporate Sustainability Reporting Directive (CSRD). The implementation of these requirements in our processes is monitored through internal audits.

We have established organisational structures and responsibilities that ensure effective sustainability management within the company. Sustainability officers play a central role in this process. They organise the quarterly sustainability committee together with representatives from various departments, where sustainability developments are discussed and forward-looking decisions for Weidmüller are made. These decisions are incorporated into both the strategic direction and operational business. The representatives from the Sustainability Circle are in close coordination with colleagues from the specialist departments and support the operational implementation. In addition, there is a regular exchange between the members of the sustainability committee, the sustainability officers and the local sustainability managers within the Weidmüller Group companies. Sustainability management is closely linked with the responsibilities of the Global EHS (Environment, Health, Safety) division, ensuring seamless integration into environmental, energy and occupational health and safety management.



The result of recent developments is the sustainability compass defined together with our Executive Board, which forms the basis for a balanced sustainability strategy specifically tailored to the Weidmüller Group. In recent years, we have also established local sustainability organisations at our major international production sites. The complementary skills of individual team members and the introduction of the "Three Lines of Defense" model contribute to achieving sustainability management objectives as efficiently as possible.

We have our sustainability performance assessed and certified once a year through the **EcoVadis rating**.

## Risk Management and Compliance

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

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

Centrally managed and organised by the Group Compliance department, Weidmüller's Compliance Management System (CMS) is brought to life in particular through the locally responsible persons. Both the respective management and the local compliance officers ensure the implementation and enforcement of the compliance organisation in each unit of the Weidmüller Group. Regular exchange between the local managers and Group Compliance, as well as regular risk analyses, form the basis for the continuous development of the CMS and the respective current compliance programme. Within the framework of the compliance organisation, a compliance programme is established for each calendar year. In this programme, current, risk-based and fundamental topics are addressed and targeted awareness-raising measures are implemented. Examples of this include contributions on the Compliance SharePoint or individual training offers. The main focus is on creating a basic understanding of compliance among all employees and imparting more in-depth knowledge depending on the topic or target group.



The compliance e-training has been successfully completed by the employees to whom it was assigned. This includes in particular managers, employees in sales and purchasing, as well as other groups with increased risk or specific training needs. In addition to directly contacting Group Compliance and the local compliance officers, internal and external stakeholders can also turn to our external ombudsman (anonymously) in the event of violations or other grievances. This option is available worldwide via the Weidmüller website and the internal Compliance SharePoint. Weidmüller does not tolerate any kind of corruption or behaviour that violates competition or antitrust law. Indications of such violations or other irregularities are carefully examined and – if necessary – comprehensively investigated and remedied.

### Ethics & sincerity

GRI 2-23

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

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

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

### We support the UN Global Compact

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



## Supply Chain Management

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

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

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

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

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

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

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

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

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

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

### Conflict Minerals

We take due diligence measures to avoid the use of conflict minerals in our products so as to prevent human rights abuses, corruption and funding of armed groups or other such issues. To comply with US SEC regulations, many Weidmüller customers are required to disclose whether the products they purchase originate in the Democratic Republic of Congo or adjoining countries. These "conflict minerals" include tin, tantalum, tungsten, gold and their derivatives. To ensure the flow of information in the supply chain, corresponding processes have already been established in the area of supplier management. For further questions on this topic, please contact our Customer Service. You can also obtain our current Conflict Minerals Reporting Template (CMRT) there. Another measure to prevent the use of conflict minerals in our products is to check our suppliers. In 2025, information on conflict minerals was available for 100 per cent of our relevant suppliers.

### Carbon Border Adjustment Mechanism (CBAM)

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

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

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

### EU Deforestation Regulation (EUDR)

The EUDR aims to ensure that only those raw materials and products are placed on the EU market whose production has not contributed to deforestation. To achieve this, companies must provide traceability via geolocation data and submit digital due diligence statements.

Weidmüller has established its own management system to implement the EUDR, including supply chain monitoring, clearly defined responsibilities, and risk assessments for affected materials. We are preparing to comply with the EUDR requirements by the end of 2026.

## Ratings and Certifications

Since 1992, Weidmüller has maintained a quality management system in accordance with the international management standard DIN EN ISO 9001, forming a basis for sustainable action. Systematic process control and continuous improvement, consideration of sustainability risks, and a strong stakeholder orientation all contribute to positive sustainability development.

This was followed in 2004 by the merging of the systems from occupational health and safety, environmental management, and quality management into an integrated management system (IMS), marking a further important step towards sustainability. The integration ensured that processes and responsibilities were clearly defined throughout the company and that compliance with Weidmüller’s management principles is guaranteed at all times across all locations of the Weidmüller Group. In addition, the requirements for energy management systems in accordance with ISO 50001 are also integrated.

Certified Locations	Germany Detmold	Germany Thuringia	Australia Sydney	China Suzhou	United Kingdom Leicester	Saudi Arabia Dammam
ISO 14001 (Environmental Management)	✓	✓	✓	✓	✓	✓
ISO 45001 (Occupational Health and Safety)	✓	✓	✓	✓		✓
ISO 50001 (Energy Management)	✓					

### Sustainability Rating by EcoVadis

In 2025, we once again had ourselves assessed by EcoVadis in order to make our sustainability development transparent. EcoVadis is an internationally recognised platform for sustainability ratings that evaluates companies in the areas of environment, labour and human rights, ethics, and sustainable procurement.

Weidmüller was awarded the EcoVadis Gold Medal for the third consecutive time. This places Weidmüller among the top five per cent of all companies assessed worldwide and even within the top two per cent in its own industry. This recognition confirms our ambition to embed sustainability across all areas of the company and to continuously improve our performance. “The third Gold Medal in a row clearly demonstrates how firmly sustainability is anchored in our corporate strategy,” emphasises Dr Timo Berger, Chief Technology Officer of the Weidmüller Group. He adds: “With our innovative solutions for industrial connectivity, as well as our commitment to the environment and society, we are creating a strong foundation for a sustainable future.”



## Partnerships

In an increasingly interconnected world, strong relationships are a key driver of sustainable success. For an internationally operating company, this means actively engaging in dialogue with diverse stakeholder groups, making use of shared platforms and assuming responsibility beyond the boundaries of its own organisation. Whether through dialogue with market participants, collaboration in industry-specific networks, educational initiatives or social engagement, valuable impulses emerge that foster innovation, strengthen trust and enable long-term development. Our partnerships are built on mutual learning, openness and a shared ambition to create positive impact for people, markets and society.

## Customer and Stakeholder Dialogue

GRI 2-28, 2-29

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

## Company and Industry Networks

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

Examples of this include:



- **Regional:** it's OWL (sustainability - digitalisation), CirQuality OWL (circular economy), Lippe sustainability mission (sustainability strategy for the district of Lippe)



- **National / EU:** Industry associations ZVEI and VDMA (participation in expert committees on sustainability)



- **International:** Estainium e. V. (pre-competitive, industry-based association for the decarbonisation of industry), EcoVadis (annual certification of our sustainability development), Achilles JQS (annual certification of sustainability aspects, among others)

Research project "DualStrat" with it's OWL



Sustainability and digitalisation as key drivers of business success: The DualStrat project demonstrates how strategic management can make value chains more sustainable. At the third meeting of the industrial working group, 24 representatives from eleven companies and four research institutions came together at Weidmüller in Detmold. The focus was on Weidmüller's objective of data-driven management of its sustainability strategy and on how the company makes its targets measurable. The funding approval notice was presented by Mona Neubaur, Minister for Economic Affairs, Industry, Climate Action and Energy and Deputy Minister-President of the state of North Rhine-Westphalia.



GoProZero with it's OWL



Circular solutions – data and AI for sustainable engineering: Increasing regulation, dwindling resources and rising sustainability requirements are making circular business models ever more important. The it's OWL project GoProZero supports companies in designing products and processes in such a way that material cycles are closed and product life cycles are extended. In total, six companies are each implementing a lighthouse project, with strong involvement from research partners. Through its participation, Weidmüller is deliberately placing a focus on sustainable product and process development. The aim is to extend the lifetime and efficiency of automation products, such as control systems, through continuous hardware and software updates. In addition, the technical and economic feasibility of reuse, reprocessing and refurbishment strategies is being examined for products such as terminal blocks and their components. Even today, Weidmüller already reuses large quantities of metal and plastic waste in the manufacture of new products as part of post-industrial recycling (PIR).



Presentation of the funding approval notice by Mona Neubaur, Minister for Economic Affairs, Industry, Climate Action and Energy, and Deputy Minister-President of the State of North Rhine-Westphalia.

Detmold 2035 e.V. with the City of Detmold



As a founding member of Detmold 2035 e.V., Weidmüller is a proud part of the local community and actively committed to sustainable development in the region. We take our responsibility seriously—and act accordingly. As a company, we contribute our expertise, collaborate closely with strong local partners, and provide concrete impulses for a climate-resilient future.

CE:Fire with Wuppertal Institute



circular. frugal. regenerative: The aim of the project is for Weidmüller, together with other companies, to help shape a future-proof economy within planetary boundaries – through new business models, market opportunities, and innovations. In doing so, ecological, social and economic aspects are combined, following a pragmatic approach: the circular economy is implemented step by step, economically evaluated, and pursued further only where it proves viable. Reduced complexity, rapid results and visible successes help to foster acceptance and momentum within the company. We share these experiences and insights with other companies as part of the project. In particular, the wide range of perspectives on the circular economy has created significant added value for us.

## Cooperations with Schools and Universities

### Regular Exchange with OWL University of Applied Sciences

During the winter semester, the established excursion of students from the Sustainable Production Management programme once again took place at Weidmüller in Detmold. Participants were given practical insights into the implementation of sustainability and circular economy principles in industrial production. Particular focus was placed on the integration of ecological and economic objectives, as well as on concrete approaches to designing closed material loops. A guided tour of the production facilities enabled participants to experience the processes presented directly within the manufacturing environment. A concluding discussion addressed current challenges and future potential of the circular economy.



### Close Collaboration with Paderborn University in the DualStrat Research Project

The cooperation with the Heinz Nixdorf Institute at Paderborn University has developed into an intensive and trust-based partnership. Together with the Chair of Business Administration & Corporate Governance, we successfully worked on scientifically sound and practice-oriented research questions as part of the DualStrat research project. The project results opened up additional areas of interest, which were further explored in subsequent collaborations. Around 2025, the partnership was further strengthened through guest lectures and the exchange of practical experience. This has resulted in a multifaceted cooperation that sustainably connects academic research and business practice.

### Project "Pathways to Sustainability Reporting with AI" with Klimaschutz-Unternehmen

Weidmüller participated in the project "Pathways to Sustainability Reporting with AI", a collaborative initiative of the Klimaschutz-Unternehmen association and the Environmentally Friendly Products and Processes (upp) research group at the University of Kassel. The aim of the project was to significantly simplify the collection of greenhouse gas emissions data in Scope 3, Category 1 (purchased goods and services). To this end, the project partners developed an AI-based method that automatically translated procurement data into climate-relevant information such as material composition and raw material types. The results demonstrate that data collection for Scope 3.1 can be substantially accelerated while simultaneously improving transparency and traceability in sustainability reporting. Weidmüller uses these insights to further develop its sustainability processes.

## Community Involvement



With the **Weidmüller World** located in the heart of Detmold's city centre, we are creating a vibrant place for exchange and interaction. Situated directly in the lively pedestrian zone, our experience space offers the opportunity to engage in dialogue with people from the city and the wider region - openly, accessibly, and without technical jargon. Here, we present the latest innovations, host rotating exhibitions, and make technology tangible for everyone.

Since March 2025, responsibility for the Weidmüller World has been in the hands of our vocational training department. This approach specifically promotes the project management skills of our apprentices and gives them the opportunity to actively shape a real-life environment. Our doors are open to everyone – visitors of all ages, future and former employees, as well as anyone who wishes to return time and again. A varied programme ensures that there is always something new to discover.

Our fan shop is also part of the Weidmüller World: visitors can find selected Weidmüller tools from the "Detmold Edition" as well as branded merchandise - an offering that reinforces local connections and brings our brand to life.

In close cooperation with the City of Detmold, the Weidmüller World is also becoming a space for community activities. Our premises – including a meeting room – are available for collaborative use, which we intend to expand further in the future. We actively participate in city life, for example at the spring festival with activities such as a bouncy castle and coffee bike, during Sunday trading events, and at other local occasions. As part of the summer holiday programme, we offer a soldering workshop for children, young people and adults, thereby supporting hands-on technical learning in an engaging way. In addition, the Weidmüller World provides an ideal setting for events related to our key future topics. Among other things, we have hosted events as part of the "Hydrogen Week" and organised a two-day conference of the Wind Energy Forum – formats that promote dialogue on sustainable technologies and provide valuable impulses for the energy transition. Another important element of our social commitment is strengthening personal safety and self-confidence: with the course "Self-assertion and self-defence for women", we have created an offering that was open not only to our employees but also to external participants, thereby extending its impact beyond the company. Overall, the Weidmüller World makes a visible contribution to sustainable and responsible interaction: we open up spaces, foster education, create opportunities for exchange, and strengthen our connection with the city and its people.

## Contact

Sustainable thinking and action have been an integral part of Weidmüller's corporate practice for decades and are therefore deeply embedded within the organisation. To ensure that this remains the case, and that highly topical developments such as decarbonisation, circular value creation and social standards are identified at an early stage and translated into solutions, we as the Sustainability Core Team work together with many other drivers across our globally operating company.

Together with colleagues from across the organisation, we discuss current sustainability topics and developments within the Sustainability Committee and initiate their implementation. In addition to our core team, the committee comprises representatives from various functions, including Procurement, Logistics, Quality, Production, Facility Management, Human Resources and Sales.

For the planning and operational implementation of sustainability measures, key partners such as Facility and Energy Management as well as the global EHS network (Environment, Health and Safety) are actively involved at local level. The EHS network consists of specialists in the fields of sustainable products, operational environmental protection, occupational safety and employee health. In addition, there are – and we need even more – dedicated colleagues worldwide who support our path towards a sustainable future in line with our Sustainability Compass.



Team Sustainability: (from left to right) Maleen Schnelle, Mark Edler, Robin Kesting

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

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## About this Report

### Reporting Profile and Framework

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

Our commitment to corporate responsibility in the field of sustainability is reflected in our reporting. In October 2021, we published a continuous sustainability report on the Weidmüller website. Since then, we have reported on an annual basis, in parallel with the publication of our financial results. The present report has been prepared with reference to the guidelines of the Global Reporting Initiative (GRI). In addition, the 2025 Sustainability Report has not been subject to external assurance.

Weidmüller takes its responsibility for sustainability very seriously and is already working intensively on implementing the requirements of the Corporate Sustainability Reporting Directive (CSRD). As a company, we recognise the importance of transparent and comparable sustainability reporting and will fully and timely implement the statutory CSRD requirements for the 2027 financial year. As a general principle, the entire Weidmüller Group, including all locations, is included in sustainability reporting for the 2025 financial year (calendar year). The reporting framework and reporting period stated apply equally to the Group Management Report. Although significant progress has already been made in the collection of data required for sustainability reporting, not all data to be reported are currently available for every location. Where data deviate from the stated reporting framework, this is indicated accordingly. Quantitative data were collected as at 31 December 2025. Qualitative information was compiled up to the editorial deadline in March 2026. The report is fundamentally aligned with the Weidmüller Sustainability Compass. The 2025 Sustainability Report is available as a PDF document in both German and English.

## Global Reporting Initiative (GRI) Index

Weidmüller has reported the information cited in this GRI content index for the period from 01.01.2025 to 31.12.2025 with reference to the GRI Standards.

GRI Indicator	Topic/Link	Page
<b>GRI 2: GENERAL DISCLOSURE</b>		
2-1	Organisational details	<a href="#">Company profile</a> S. 4-5
2-2	Entities included in the organization's sustainability reporting	<a href="#">About this Report</a> S. 59
2-3	Reporting period, frequency and contact point	<a href="#">About this Report</a> S. 59
2-5	External assurance	<a href="#">About this Report</a> S. 59
2-6	Activities, value chain and other business relationships	<a href="#">Innovation</a> <a href="#">Company profile</a> S. 24-31 S. 4-5
2-7	Employees	<a href="#">People</a> S. 32-45
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">Transparency</a> S. 46-52
2-13	Delegation of responsibility for managing impacts	<a href="#">Transparency</a> S. 46-52
2-22	Statement on sustainable development strategy	<a href="#">Our Commitment to Sustainability</a> S. 6-7
2-23	Policy commitments	<a href="#">Transparency</a> S. 46-52
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Transparency</a> S. 46-52
2-28	Membership associations	<a href="#">Transparency</a> S. 46-52
2-29	Approach to stakeholder engagement	<a href="#">Transparency</a> S. 46-52
<b>GRI 3: MATERIAL TOPICS</b>		
3-2	List of material topics	<a href="#">Materiality analysis</a> S. 10-11
<b>GRI 200: ECONOMIC TOPICS</b>		
GRI 205: Anti-corruption		
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Transparency</a> S. 46-52

GRI Indicator	Topic/Link	Page
<b>GRI 300: ENVIRONMENTAL TOPICS</b>		
GRI 303: Water and Effluents		
303-5	Water consumption	<a href="#">Operations</a> S. 16-20
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	<a href="#">Operations</a> S. 16-20
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Operations</a> S. 16-20
GRI 306: Waste		
306-2	Management of significant waste-related impacts	<a href="#">Innovation</a> S. 24-31
306-3	Waste generated	<a href="#">Operations</a> S. 16-20
<b>GRI 400: SOCIAL TOPICS</b>		
GRI 403: Occupational Health and Safety		
403-1	Occupational health and safety management system	<a href="#">People</a> S. 32-45
403-6	Promotion of worker health	<a href="#">People</a> S. 32-45
403-8	Workers covered by an occupational health and safety management system	<a href="#">People</a> S. 32-45
403-9	Work-related injuries	<a href="#">People</a> S. 32-45
GRI 404: Training and Education		
404-1	Average hours of training per year per employee	<a href="#">People</a> S. 32-45
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">People</a> S. 32-45
GRI 405: Diversity and Equal Opportunity		
405-1	Diversity of governance bodies and employees	<a href="#">People</a> S. 32-45

## Sustainability data at a glance

Update 31.03.2026

KPI	Chapter	GRI Index	Year 2023	Year 2024	Year 2025	"Change on previous year (%)"	Unit
Site coverage ISO 14001	Operations	303-5, 305-1, 305-2, 306-3	57	63	68	8	%
Site coverage ISO 50001	Operations	303-5, 305-1, 305-2, 306-3	45	49	45	-8	%
Scope 1 CO <sub>2</sub> e Emissions Germany	Operations	303-5, 305-1, 305-2, 306-3	3987	2332	2263	-3	tCO <sub>2</sub> e
Scope 2 (marketbased) CO <sub>2</sub> e Emissions Germany	Operations	303-5, 305-1, 305-2, 306-3	7422	7073	5805	-18	tCO <sub>2</sub> e
Scope 1 & 2 total Germany	Operations	303-5, 305-1, 305-2, 306-3	11409	9405	8068	-14	tCO <sub>2</sub> e
Scope 1 CO <sub>2</sub> e Emissions Global	Operations	303-5, 305-1, 305-2, 306-4	5436	3787	3454	-9	tCO <sub>2</sub> e
Scope 2 (marketbased) CO <sub>2</sub> e Emissions Global	Operations	303-5, 305-1, 305-2, 306-5	16411	13232	12591	-5	tCO <sub>2</sub> e
Scope 1 & 2 total Global	Operations	303-5, 305-1, 305-2, 306-6	21847	17029	16045	-6	tCO <sub>2</sub> e
Water consumption (production and sanitary) for main sites in Germany	Operations	303-5, 305-1, 305-2, 306-3	31395	27612	41297	50	m <sup>3</sup>
Waste volumes including recovery rates for main sites in Germany	Operations	303-5, 305-1, 305-2, 306-3	1157	1636	1672	2	t
Total weight of hazardous waste	Operations	303-5, 305-1, 305-2, 306-3	509	454	433	-5	t
Total weight of non-hazardous waste	Operations	303-5, 305-1, 305-2, 306-3	648	1182	1239	5	t
Recovery rate	Operations	303-5, 305-1, 305-2, 306-3	67	71	69	-36	%
Recycling rate	Operations	303-5, 305-1, 305-2, 306-3	32	36	29	-19	%
Total number of Eco-Design workshops conducted	Innovation	306-2	360	482	557	16	
Number of Eco-Design workshops conducted per year	Innovation	306-3	80	108	75	-31	
Source-separated segregation of metal stamping waste	Innovation	-	100	100	100	0	%
Number of Apprentices	People	404-1, 404-2	235	257	264	3	

KPI	Chapter	GRI Index	Year 2023	Year 2024	Year 2025	"Change on previous year (%)"	Unit
Internship rate among our Apprentices	People	404-1, 404-2	40	36	45	25	%
Apprentice retention	People	404-1, 404-2	27	39	43	10	
Apprentice rate	People	404-1, 404-2	8	8.1	9	13	%
Permanent contract retention rate	People	404-1, 404-2	88	91	100	10	%
Retention of working students	People	404-1, 404-2	23	11	5	-55	
Training hours per employee (total)	People	404-1, 404-2	8,8	6,9	7.4	11	h
Share of hours conducted via on-demand and online training	People	404-1, 404-2	8461	6184	5366	-13	h
Number of hours of on-site training delivered	People	404-1, 404-2	8548	4605	6094	32	
Number of employees worldwide	People	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	5838	5832	5907	1	
Number of employees under 30	People	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	818	758	777	3	
Percentage of employees under 30	People	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	14	13	13	0	%
Number of employees between 30 and 50	People	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	3269	3208	3247	1	
Percentage of employees between 30 and 50	People	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	56	55	55	0	%
Number of employees over 50	People	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	1751	1866	1883	1	
Percentage of employees over 50	People	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	30	32	32	0	%
Number of female employees	People	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	2028	2071	2179	5	

KPI	Chapter	GRI Index	Year 2023	Year 2024	Year 2025	"Change on previous year (%)"	Unit
Percentage of employees over 50	People	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	34.7	35.5	36.9	4	%
Number of female employees	People	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	3810	3764	3728	-1	
Percentage of female employees	People	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	65.3	64.5	63.1	-2	%
Number of male employees	People	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	1.6	2.0	1.7	-25	%
Percentage of male employees	People	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	46	47	47	0	%
Involuntary employee turnover rate	People	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	4.5	4.4	4.1	-7	%
Percentage of employees under collective agreements	People		874	994	1101	11	
Sickness rate	People		174	120	107	-11	
Number of e-bike leasing contracts	People	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	57	63	67	6	%
Number of new e-bike leasing contracts	People	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	8	8	15	88	
ISO 45001 coverage rate of production sites	People		83	87	91	5	%
Percentage of social security benefits coverage for employees globally	People		100	100	100	0	%
Number of workplace accidents with at least one lost workday	People	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	21	39	35	-10	
Total number of lost workdays	People	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	142	412	383	7	
Number of productive work hours at production sites	People	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	8088423	8380104	8563218	2	h

KPI	Chapter	GRI Index	Year 2023	Year 2024	Year 2025	"Change on previous year (%)"	Unit
LTIFR - Lost Time Injury Frequency Rate	People	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	2.6	4.7	4.1	-13	
Average lost workdays per workplace accident globally	People	2-7, 403-1, 403-6, 403-8, 403-9, 405-1	6.8	10.6	10.9	3	
Supplier information available regarding conflict minerals	Transparency	2-23	100	100	100	0	%
Employee representation by a works council globally	People	2-23	61	60	63	5	%
Proportion of suppliers that accept our Code of Conduct	Transparency	2-23	100	100	100	0	%
High-risk suppliers screened for human rights & environmental risks	Transparency		100	100	100	0	%

## **Weidmüller – Your partner in Smart Industrial Connectivity**

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

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