

Sustainability Report 2023

Our integrated
system for
sustainable
performance.



Key figures and key performance indicators of our Sustainability Program

Rounding differences possible		Jan. 1 to Dec. 31, 2023	Jan. 1 to Dec. 31, 2022	Change	
				absolute	%
Revenue	€m	489.5	482.2	+7.3	+1.5
R&D expenses	€m	14.2	14.2	0.0	0.0
CO ₂ emissions *					
(Production countries: DE, CZ, USA, CN)	t	5,790	7,008	-1,218	-17.4
Energy consumption *					
(Production countries: DE, CZ, USA, CN)	MWh per €m revenue	50.7	58.3	-7.6	-13.0
Motor fuel energy consumption					
(Production countries: DE, CZ, USA, CN)	MWh	15,238	16,389	-1,151	-7.0
Water consumption (DE, CZ, USA, CN)	m ³	18,863	19,599	-736	-3.8
Employees on reporting date	number	1,687	1,824	-137	-7.5
Women at management level	percent	17.0	18.0	-	-1.0 pp**
Accident rate	occupational accidents per million hours worked	4.2	4.2	0.0	-0.5

* Please see page 35 of the Saving Energy section for the adopted targets.

** pp: percentage points

Our sustainability targets		2025	2023	2019
Reduction in our carbon footprint	t CO ₂ /€m revenue	13.7*	11.8	19.5
Reduction in our energy consumption at ISO 50001-certified plants **	MWh	15,208	12,575	17,584
Increase in separate collection quota	percent	90	86	-
Reduction in occupational accidents	per million hours worked	0	4,2	3,5

* Target set on basis of 2019 revenue. 2025 revenue cannot be accurately forecast in order to set a precise target on that basis.

** The plants certified in accordance with ISO 50001 are those in Augsburg, Grebenau and Recklinghausen.

- Revenue of €489.5m, a new record after 1.5% growth year on year, largely driven by growth in chemicals with the acquisition of new customers
- CO₂ emissions reduced by 1,218 t or 17.4% year on year (18.7% year-on-year reduction per €m revenue)
- Energy consumption per €m revenue reduced from 58.3 MWh in prior year to 50.7 MWh (13.0% reduction)
- Accident rate of 4.2 (occupational accidents per million hours worked), significantly below industry average of 20.1 (2023)



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Foreword

Dear Reader,

This WashTec Sustainability Report 2023 marks the third year in which you can take a look at our activities in all areas of sustainability.

In this voluntary Sustainability Report, we supplement the non-financial reporting in the 2023 Annual Report with additional content. It is important to us to consistently live up to our commitment to economic, environmental and social sustainability, and to share our successes and progress with all stakeholders. To intensify and give high priority to the sustainable evolution of our Company, we appointed a Sustainability Officer for the first time in the first quarter of 2024. The Sustainability Officer coordinates all activities relating to all environmental, social and governance (ESG) issues. In this way, we aim to ensure that all aspects of sustainability are suitably implemented throughout the Company. Sustainability at WashTec is primarily the responsibility of the Chief Executive Officer; prior to the arrival of the new Chief Executive Officer, the Chief Financial Officer assumed responsibility for sustainability on an interim basis.

We implement numerous strategic projects to advance our mission of Total Customer Care under the “sustainable carwash” label. Our customers are provided with a wide range of options for improving the resource efficiency of their carwash equipment. We present these activities in the Economic Sustainability section (page 17). By applying a whole system approach across the equipment itself, water treatment and biodegradable chemicals, we have already made progress towards sustainable carwash in various ways. Our service and sales centers around the world are ready to help our customers optimize their carwash equipment to conserve resources and the environment.

In the Environmental Sustainability section (page 27), we look at our own production, service and sales branches. We have already achieved great success in these areas thanks to the dedication of our employees. The outstanding achievement in 2023 is that we have already met our carbon reduction target for 2025. Carbon reduction targets are of course closely linked to

WashTec’s level of investment in sustainable business practices. We make allocations for sustainability projects on a continuous basis after carefully weighing their economic viability. For 2023/24, for example, we are investing in a solar array to further increase our own generation of sustainable, green energy.

Social sustainability (page 49) is based on respectful working relationships. We attach great importance to open communication with our employees. We lay the groundwork for this with training programs on all aspects of our corporate culture. Our training programs also cover numerous additional topics such as occupational health and safety. The high standard that WashTec has achieved here is reflected in an extremely low accident rate compared to the rest of the industry. This again is an achievement of our employees.

Read on in this report for an overview of activities in 2023 and to see how they compare over the years. For a slightly more concise presentation, we publish some of the information in accordance with GRI previously contained in the report on our relaunched sustainability website. A wealth of background information explaining our strategy and the related activities in greater detail is provided in the *FAQ section of the website*. The index at the back of this report shows where information on our sustainability activities can be found.

The positive results of our sustainability activities once again did not go unnoticed in 2023. As an example, we received a gold award for our longstanding membership of the Bavarian Environmental and Climate Pact. We see this as affirmation and a great success for all of our employees. On behalf of the entire Management Board team, I would like to express my sincere thanks for their commitment to our highly sustainable company.

Andreas Pabst

CFO/Member of the Management Board



About this report



WashTec publishes a voluntary Sustainability Report for each fiscal year (January 1 to December 31) supplementing the non-financial reporting information in the Annual Report. We base this reporting on the requirements in the GRI Standards 2021. In the GRI Content Index (pages 67 – 71), we list the indicators we report on and provide cross-references to the Annual Report together with links to the newly created sustainability website forming part of our corporate website.

On the sustainability website, we provide fundamental sustainability information that does not vary. This enables us to reduce the size of the Sustainability Report and make it more concise. Consequently, in addition to the cross-references to the Annual Report and links to the Investor Relations section of the website, this Sustainability Report for 2023 also includes links to the sustainability website.

Except as otherwise stated, the Sustainability Report covers all WashTec divisions and locations. We indicate any differences in data coverage in the legend to each chart. Lighter-shaded chart content shows prior-year figures where available. Where meaningful, we provide the data for 2019, 2022 and 2023. This allows us to show the starting point of our sustainability activities and the relationship to our previous years' performance. Any corrections to prior-year figures that may be seen when comparing this and the previous report are due to corrected calculations received after the editorial date for the last report.

For the first time, we no longer report the data for Germany and the international locations separately, but provide an overall view of the WashTec Group's sustainability performance in a global context. Rather than presenting the action plans separately as before, we now present them under each aspect to show them in context.

With regard to two aspects – significant risk of child labor and forced/compulsory labor – we refer to our internal organizational principles with systematic monitoring of our production locations. WashTec does not operate any business locations that influence indigenous groups or local communities. WashTec does not donate to political parties.

The report is reviewed by the Supervisory Board and in particular by the members of the Corporate Strategy and Sustainability Committee. There is currently no provision for an external audit.

Responsibility for WashTec's sustainability activities lies with the CEO. A Sustainability Officer was appointed in 2024. There is thus now a single contact person for all sustainability matters. This ensures structured and unified coordination of all sustainability activities and close cooperation with the functional departments. The sustainability team meets at regular intervals, coordinated and chaired by the Sustainability Officer.

If you have any questions or information requests about the Sustainability Report, please contact our sustainability team using the *contact form on our sustainability website*.



Sustainability Report 2023

The basis of our sustainability performance



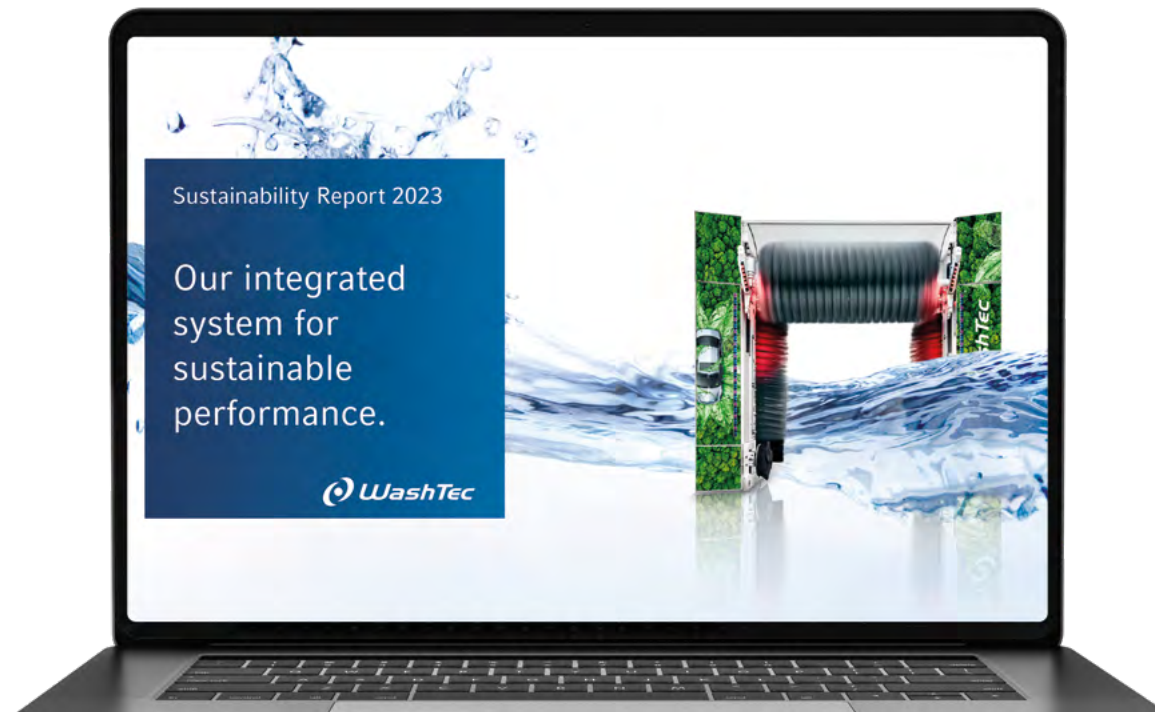
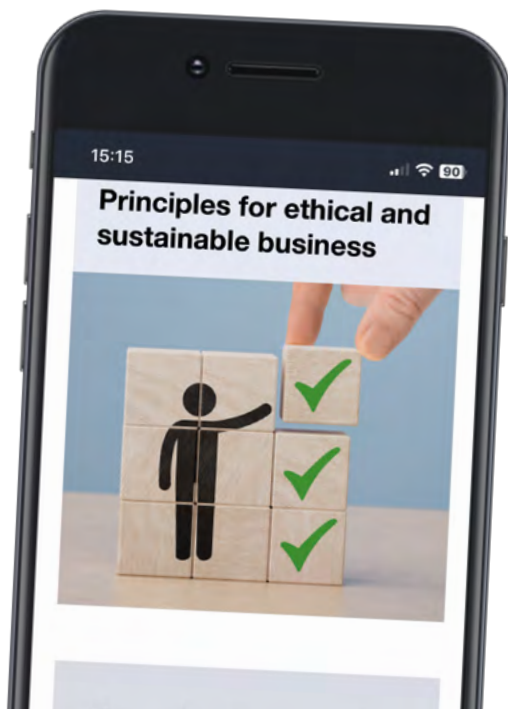
The *WashTec sustainability website* provides a full overview of the principles underlying our sustainability program. These include:

- Sustainability policy
- Carbon transformation plan
- WashTec frameworks
- Circular economy
- Supply chain
- Local responsibility
- Sustainability targets, figures and key performance indicators

Up-to-date information on sustainability performance in 2023

In this WashTec Sustainability Report 2023, you will find information on our sustainability activities and the progress we have made in them in 2023. We provide a look at our activities and goals and at the current status in each of the action areas across all three dimensions:

- Economic Sustainability
- Environmental Sustainability
- Social Sustainability



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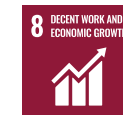
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We also analyze our activities in relation to the UN Sustainable Development Goals (SDGs). The SDGs relevant to each chapter are shown here.

The WashTec Sustainability Policy

WashTec is committed to the United Nations Sustainable Development Goals. The WashTec Sustainability Policy defines the guiding principles by which we operate in economic, environmental and social terms – both with all employees within the Group and towards the outside world with our customers, suppliers and all other stakeholders.

Our Sustainability Policy ...

... is based on

- Careful use of natural resources
- Fair practices in dealings with employees and respect for human rights
- High supply chain transparency

... uses clear targets

- Binding sustainability targets for all business units by 2025 and 2040
- Systematic monitoring of those targets

... integrates new ideas

- Stakeholder dialogue
- Close communication with employee from all locations and functions

... is open to scrutiny

- Annual publication of our progress in achieving the sustainability targets in compliance with recognized standards
- Certified management systems as the basis for our activities

The Sustainability Policy has been approved by the WashTec Management Board and Supervisory Board, applies across all areas of the Company and is communicated to all employees. Implementation of the Sustainability Program can be tracked in the sustainability report and is the responsibility of the Management Board. All stakeholders can view all aspects of our Sustainability Policy and its status on the *WashTec website*.



Augsburg, September 2024

Michael Drolshagen
CEO

Sebastian Kutz
CSO

Andreas Pabst
CFO

The building blocks of our Sustainability Policy

sustainability@washtec



Organizational profile

WashTec is the leading provider of innovative solutions for carwash worldwide. The WashTec product range comprises almost all types of vehicle wash equipment as well as the associated peripheral components, washing chemicals and water treatment systems.

As a specialist, the Group develops a constant stream of innovations for environment-friendly carwash.

WashTec also offers smart digital service solutions and comprehensive servicing packages spanning the entire product life cycle. These include digital systems that allow operators to remotely monitor and control system parameters, equipment maintenance, chemicals, equipment return, financing arrangements and operator management. The main revenue driver is the Equipment and Service product range.

WashTec AG, headquartered in Augsburg, Germany, is the parent company of WashTec Carwash Management GmbH, AUWA Chemie GmbH and WashTec Holding GmbH, all of which are likewise based in Augsburg. WashTec AG directly owns 100% of these companies. The subsidiary WashTec Holding GmbH manages the operations of WashTec Group's remaining subsidiary companies under the umbrella of WashTec Cleaning Technology GmbH.

Our shareholder structure and the distribution of shareholdings can be found on our Investor Relations website under "Share".



WashTec operated a total of six production sites in 2023

- Augsburg, Germany
Production of carwash equipment
- Recklinghausen, Germany
Production of carwash control systems
- Grebenau, Germany
Production of AUWA washing chemicals
- Nýrany, Czech Republic
Sheet metal fabrication and assembly of equipment and components for the Augsburg production site
- Denver, USA
Production of carwash equipment for the North American market
- Shanghai, China
Production of carwash equipment for the Asian market

WashTec Cleaning Technology GmbH also manages the investments in a total of 15 foreign subsidiaries.

Until December 2023, WashTec was represented in China by the above-mentioned Group subsidiary. The Chinese market will be developed in the future as a distributor market.

A full overview of WashTec's organizational structure and presence on international markets is provided on pages 56 to 58 of the Annual Report 2023.

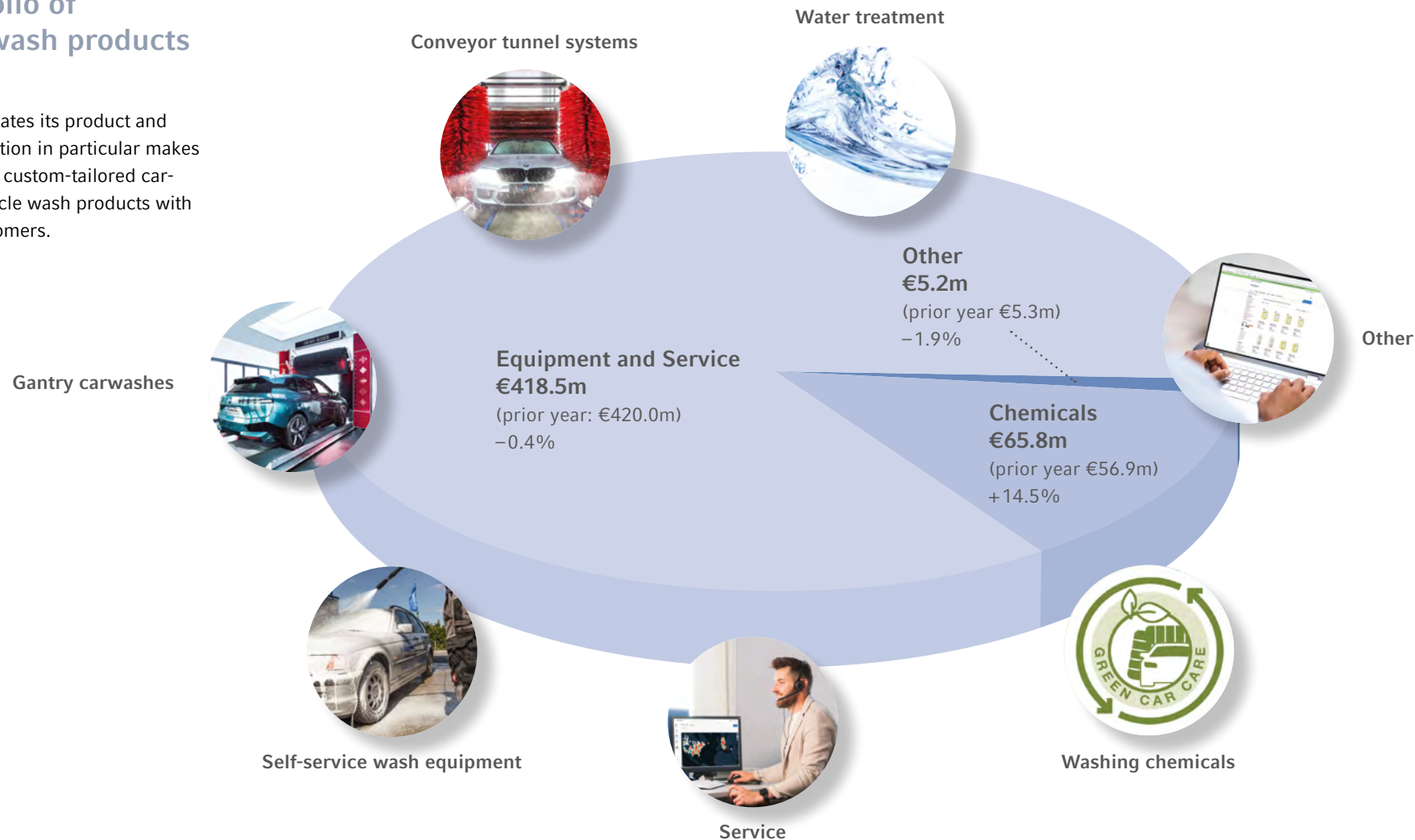


The direct economic value generated and distributed by the WashTec Group can be found in the Annual Report 2023 from page 110 onwards.



Extensive portfolio of sustainable carwash products

WashTec continuously updates its product and service portfolio. Digitalization in particular makes possible new, efficient and custom-tailored car-wash and commercial vehicle wash products with great added value for customers.



Fair partner to our employees

WashTec has a global footprint. With our production sites in Augsburg, Grebenau and Recklinghausen (all DE), Nýrany (CZ), Denver (USA) and Shanghai (CN, until the end of 2023), we have a diversified production base. From these sites and numerous sales and service subsidiaries, we render fast and professional service to our customers around the world.

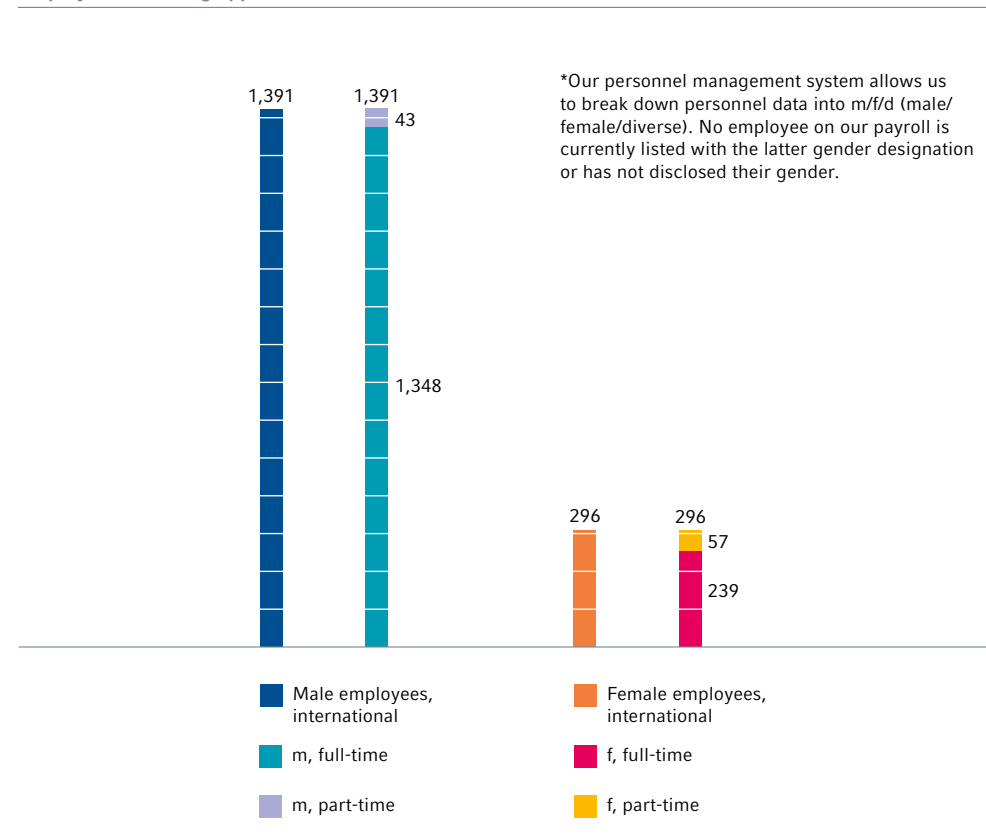
As of the December 31, 2023 reporting date, WashTec has a total of 1,687 employees (prior year: 1,824). The number of employees stated here has already been adjusted for the number who were employed at the site in China and were no longer part of our workforce as of the reporting date.

For short-term peaks in demand, we work with personnel service providers to supplement our production teams with temporary staff. In 2023, our temporary employment rate was 4.0% (prior year: 6.0%). The temporary employees working for us are paid in accordance with the collective agreement that applies to them.

Around 50% of our employees work in Germany. 87.2% of these are paid a collectively agreed salary. Conversely, 12.8% are paid on the basis of contracts not subject to collective agreements. At our international sites, we apply the rules applicable to each jurisdiction. The data on contract types in Germany shows 92.3% to be permanent contracts. 7.7% of employees are therefore on limited-term contracts. In 2023, we had 22 apprentices.

In 2023, through the Managing Director of WashTec Cleaning Technology GmbH, WashTec was active for the Augsburg region in vbm (the Bavarian Metal and Electrical Industry Association). WashTec is also a member of the Association of the Bavarian Chemical Industry (VBCI).

Employees including apprentices m/f/d, Dec. 31, 2023



The above employee data includes the employees in China; the site was still part of our Group in 2023 and is therefore also included in our Sustainability Report.

Global procurement and sustainability

Strategic supplier management at WashTec

WashTec sources goods and services worldwide. The most important supplier countries – apart from Germany – are France, Italy and the USA. The chart shows the regional distribution of the entire supplier pool. We actively manage our supplier base with a clear focus on supply chain security, strategic partnerships and high product quality. When selecting suppliers, we carefully balance regional proximity with the benefits of global sourcing to always make the best decision. Sustainability-related issues also always play a major role for us in supplier selection.

Our proven supplier base enables long-term partnerships in which we work together to drive progress. When developing our existing suppliers and onboarding new suppliers, we attach particular importance to looking at environmental, energy, sustainability and safety-related aspects as well as delivery reliability and product quality. Our supply chain is stable and reliable. In 2023, an average of 80% of inputs ordered for our production sites came from the respective domestic markets.

In 2023, WashTec integrated a software solution for risk analysis and mitigation in accordance with the requirements of the German Supply Chain Act (LkSG). This enabled fully automated documentation of the relevant certifications. The documentation also includes our suppliers' acknowledgment of the Supplier Code of Conduct. Preventive and corrective measures have also been put in place for identified risks. As a result, our supplier network has been confirmed as extremely low-risk.

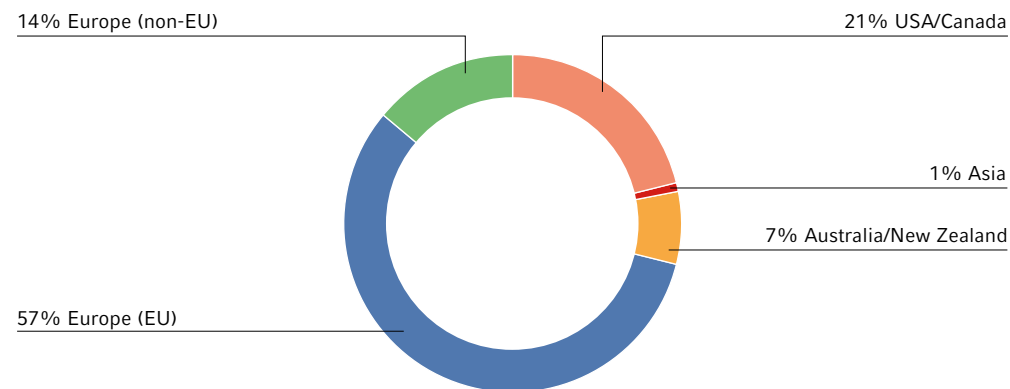
Expenditure for products and services purchased is shown in Note 8 in the Notes to the Consolidated Financial Statements on page 138 of the Annual Report 2023.



Significant progress was made in 2023 to further optimize supplier development. The systematic selection of suppliers not normally subject to ad-hoc auditing by applying ABC analysis to the audit planning process is supplemented by alerts generated from a variety of perspectives. These additional alerts can trigger ad-hoc audits. Triggers include supply bottlenecks, complaints and also risk alerts from the LkSG software. 13 non-ad-hoc (2022: 6) and no ad-hoc supplier audits were carried out in 2023. Our audit standards include reviews of energy management, environmental management and occupational safety systems.

In 2023, we received four inquiries from customers relating to the Supply Chain Act and one inquiry relating to its implementation along with other sustainability questions.

Supplier network, by country



Our principles for ethical and sustainable business

The basis of our dealings with business partners and stakeholders is our WashTec Code of Conduct. This sets out our expectations for law-abiding conduct and compliance with all applicable laws, regulations and standards in personal and business dealings. Working relationships with all of our stakeholders are expected to be characterized by the observance and ongoing development of high ethical standards. As part of preparations for application

Information on corporate governance – the Corporate Governance Statement – is presented on pages 97 to 108 of the Annual Report 2023.



of the German Supply Chain Act (LkSG), we conducted a review of our basic compliance documents. In addition to the WashTec Code of Conduct (formerly Code of Ethics), which applies to all employees, governing bodies and managers, we issued the WashTec Supplier Code of Conduct (replacing a former version), which also specifies the requirements

for compliance with human rights and the prevention of environmental risks. This entered into force on January 1, 2024. In addition, we are adopting a policy statement on our human rights strategy in accordance with the requirements of the German Supply Chain Act.

Accordingly, the WashTec Code of Conduct and the WashTec Supplier Code of Conduct are an integral part of each employment contract, supplier relationship and customer relationship.

Our Sustainability Program

WashTec takes every opportunity in its business activities to preserve and create economic, environmental and social value. By systematically weighing and acting on opportunities, we secure our corporate future as part of the wider economy. With our capital goods, we help business partners implement their own sustainable and viable business models. Ensuring that all responsibilities arising from the commitments are covered and implemented is the responsibility of the heads of human resources, global procurement, and quality, environmental and energy management, and naturally also of all WashTec employees.

In the development of our products, we consider all options for economical use of resources. This contributes towards safeguarding an intact environment for future generations. This aim is set out in our Sustainability Policy and published in our Sustainability Report and the Sustainability section of our website.

We apply high standards in cooperation with our international supplier network. As a machinery and mechanical engineering company, we are subject to numerous international rules and regulations. These help us maintain transparently and resiliently structured supply chains. Carwash equipment is produced in Europe and the USA and until December 2023 was also produced in China. WashTec thus largely operates with its production and supply chain in countries that maintain high standards in terms of respect for human rights.

Sustainability under the WashTec Code of Conduct

Our Code of Conduct contains Group-wide rules for doing business ethically and in conformity with human rights and the environment, based on the internationally recognized human rights and the precautionary principle. Written information was sent out to employees and suppliers to notify them of the revised WashTec Code of Conduct and WashTec Supplier Code of Conduct. Additional information channels include *our website* together with internal and external newsletters. A policies management tool documents that employees have received and acknowledge our WashTec Code of Conduct. We present our supplier involvement activities on page 14.

The processes created and optimized in this way comply with the law ahead of the statutory deadline and also meet the criteria required by many stakeholders.

We set out our ethical and sustainable standards:

- In our Corporate Philosophy (corporate values and leadership principles)
- In our Sustainability Policy (page 8)
- In our *WashTec Code of Conduct*
- In our *WashTec Supplier Code of Conduct*,
- In our quality, safety, environmental and energy policies
- In our Safety Rules
- In our Environmental Policy

Human rights committee

In order to monitor compliance with all rules – and particularly those relating to human rights – WashTec has set up a human rights committee in accordance with the requirements of the German Supply Chain Act. The committee's appointment took place in 2023 and is published on the website and in other internal and external information channels. Its sustainability responsibilities include tracking and following up on measures relating to corporate risks with regard to human rights and environmental compliance.

The human rights committee reports to the Management Board. Additional responsibilities comprise regular reporting and documentation of the ongoing review of all business processes in accordance with the German Supply Chain Act. This extends across all companies in the WashTec Group.

Legal compliance

Throughout 2023, the WashTec Group complied with the law at all times in stakeholder relations and in environmental and employee-related activities. There were no reportable breaches of laws or regulations.

Our stakeholders

We document our contact with the various stakeholders in accordance with the requirements of Integrated Management Systems (IMS), including ISO 9001. As a matter of policy, we pursue consensus-based dialogue. The documentation lists seven stakeholder groups and the respective sub-groups with which we are in regular or occasional contact. In our IMS, the expectations of each group are listed together with information on how we address those expectations. We ensure fair and meaningful interaction with all stakeholders by adhering to binding commitments when implementing the necessary activities. Using a weighting system based on probability of occurrence and impact on our business processes, we categorize our stakeholder relations activities into risk groups headed “accept risk” and “mitigate risk.” The three remaining potential response categories – “transfer,” “exploit” and “eliminate” – are not currently applied.

The basis for documented interactions with our stakeholders comprises our WashTec Code of Conduct and our WashTec Supplier Code of Conduct. They are additionally based on ethical standards such as respect for human rights in our business activities.

Communication of sustainability issues

We follow up each carwash equipment installation with a customer satisfaction analysis. The feedback is discussed in direct contact with the customer. Customers continue to increasingly ask us to provide documentation on sustainable business practices as the basis for a business relationship. A further topic addressed in addition to information on sustainability data is human rights compliance in accordance with the German Supply Chain Act. We cover this in our updated WashTec Code of Conduct.

Regular contact with shareholders and investors as a stakeholder group, and in some instances with rating agencies, provides us with an outside perspective on our performance and helps us to identify further areas for action.



Economic sustainability

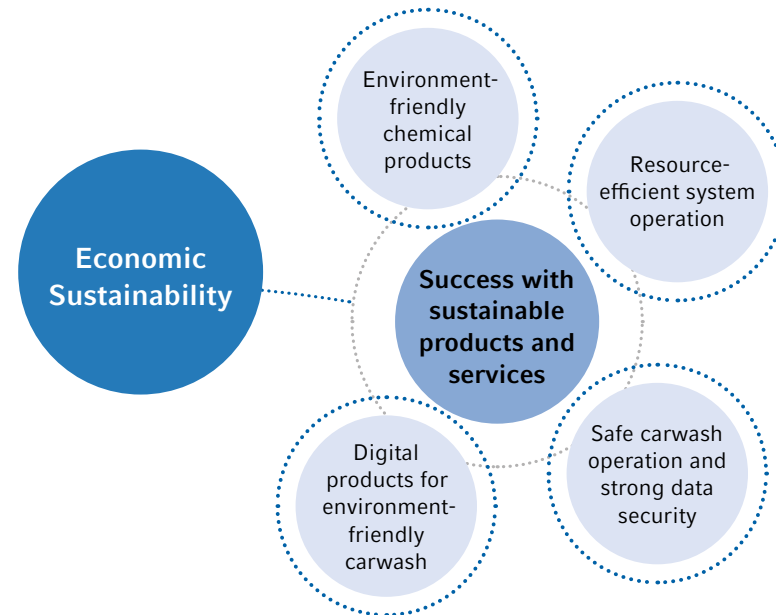
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We also analyze our activities in relation to the UN Sustainable Development Goals (SDGs). The SDGs relevant to each chapter are shown here.

WashTec Sustainability Program

Leadership in sustainable carwash



Activities with a dotted circle are the subject of an action plan and are explained in the text of the section that follows.

Success with sustainable products and services



For WashTec, economic sustainability means that each of our products and services should, wherever possible, make a significant contribution to sustainable economic activities. Our focus is on conserving resources in line with the European Green Deal. The call for a transition to a climate-neutral economy requires us to provide evidence, which we present in the Non-Financial Report in our Annual Report (Annual Report, pp. 30–50).

Our sustainability strategy is designed to ensure that our customers can also contribute to sustainable business practices with our products. In the Economic Sustainability section, therefore, we bring together all activities that help our customers succeed in sustainable activities. Our aim is to maintain and further extend our market leadership in this regard.

From the customer perspective, it is important that WashTec products deliver high performance and reliability and are equipped to meet the needs of the market. In many cases, when selecting a system, our customers still attach lower priority to sustainability criteria than to economic aspects. This is especially the case with water treatment systems, whose regional adoption closely correlates with the local cost of water. We expect to be able to gradually increase sales of water treatment systems in some markets, not least due to emerging water shortages. The situation is similar for energy-efficient solutions, which often only make inroads in markets with high energy costs.

Numerous external factors influence resource-efficient carwash design – examples:



- The United Nations Sustainable Development Goals (SDGs), in particular SDG 6 – conserving water with our products at our operating locations – and SDG 12 – developing our product portfolio of sustainable wash chemicals
- The EU Taxonomy objectives, in terms of the objectives of climate change mitigation and transition to a circular economy
- Country-specific environmental legislation, approval requirements, regulations specifying limit values for the operation of vehicle wash equipment and temporary operating restrictions in times of water scarcity
- Requirements on the verifiability of indications of origin
- The supply and availability of biogenic ingredients for wash chemical formulations
- Mandatory fitting of water treatment systems – required only in a few regional markets
- Profitability calculations for the deployment of water treatment systems as a function of local water costs

The main specific measures relating to each material aspect are presented in the respective sections. The effectiveness of the measures we implement is underpinned by data that we obtain from carwashes in operation. We present these outcomes in each section. They are not yet the subject of set targets.

Innovations for resource-efficient system operation

There are two main ways of maximizing the resource efficiency of carwash equipment in operation:

- Economical use of fresh water in each wash
- System energy consumption

In our development projects, we aim to optimize both of these areas and to strengthen our market position with targeted innovations. All development projects must incorporate the requirements of our Energy Efficiency Design Guideline and the input of our Environmental Officer.



What impact do our systems and business models have on resource consumption?

Automated washing is the most sustainable way of cleaning vehicles. A WashTec gantry carwash with a water treatment system uses only about one-fifth as much water as manual washing. That equates to about 30 liters per wash.

WashTec's resource conservation solutions provide vehicle wash equipment operators with numerous options to reduce their own resource consumption as far as possible.

Our measures for improved resource efficiency on WashTec vehicle wash equipment



1. We work constantly to minimize the quantities of water used in the operation of vehicle wash equipment. This is achieved in various ways:
 - Fitting optical water meters as standard to monitor water consumption on individual assemblies
 - Incorporating collection and recirculation systems in order to convert further steps of the carwash process from fresh water to process water
 - Investigating the influence of adapted nozzle types on the water flow rate
2. With our range of water treatment systems, we enable our customers to improve environmental efficiency with regard to water as a resource.
3. We are intensifying our sales efforts with customers, focusing on the following activities:
 - Further incentivizing the sale of water treatment systems in sales targets with the aid of suitable communication measures
 - Offering an international WashTec certification program for sustainable carwash sites since 2023: Increased transparency for consumers when choosing which carwash to use, and support for operators in presenting their activities relating to resource-efficient carwash
 - The digital integration of WashTec water treatment systems into the mywashtec platform enhances data transparency, control and user-friendliness for operators

4. We optimize energy use with the aid of instrumentation and control (I&C) and simulation tools. In our new wash equipment series, this has led to the use of optimized pump motors and an improved flow profile for vehicle drying nozzles.
5. A quickly implemented and simple energy-saving measure for operators of self-service carwashes is to switch to cold water operation: doing without hot water enables up to 70% energy savings. A conversion kit for the water heating system enables the thermostat-controlled underfloor heating, circulation systems and anti-freeze systems for wash tools to remain active despite the use of cold wash water.
6. With the help of our Total Care service program, customers can gain an improvement in system availability while simultaneously reducing service call-outs.

→ ● Our goals

Goal 1: Reduce energy consumption by 6% per wash in the new wash equipment series in 2023

Goal 2: Reduce energy consumption in water treatment systems by adaptation of the pump design

Goal 3: By 2025, convince our customers of the benefits of the sustainability approach in our water treatment systems: increased sales figures for retrofitted water treatment systems and increased proportion of newly sold systems featuring water treatment systems

Status

- **Goal 1:** Energy consumption in the new wash equipment reduced by 6% with the aid of a new side drying nozzle; further potential savings by adapting the roof nozzle for total savings of 8%
- **Goal 2:** Pump selection process completed, test phase started
- **Goal 3:** Launch of our certification program for sustainable car washes commencing June 2023; 550 WashTec systems certified as of the end of June 2024 and 4.7% increase in sales of water recycling systems (by revenue)

Coverage/impact

The innovations with regard to energy efficiency mainly relate to the new wash equipment series and will be implemented by the end of 2024. The modules for resource conservation in water treatment systems are available for all plants.

Our vehicle wash equipment range is available globally. The options for resource conservation therefore available to all users worldwide.



Environment-friendly chemical products

The detergents we use are completely plant-based – primarily palm kernel oil, rapeseed oil and coconut oil. The Roundtable on Sustainable Palm Oil (RSPO) has developed environmental and social criteria for the production of sustainable palm oil. Palm oil certification begins with certification of the palm oil plantation in accordance with the RSPO Principles & Criteria and, in the form of RSPO Supply Chain Certification, extends to all links in the value chain – from processing and refining through to logistics. No such certification is available for rapeseed or coconut oil.

We use palm kernel-based detergents exclusively in mass balance (MB) quality, meaning that the raw material is a mixture of RSPO-certified and non-certified palm kernel oil, where the quantity of RSPO-certified palm kernel oil processed is assured to equal the quantity of certified palm kernel oil purchased.

The reductions in greenhouse gas emissions and in fossil resources are likewise arithmetically allocated to the individual products. This all means we are able to document a supply chain on the basis of biogenic resources for a key basic ingredient of our sustainable washing chemicals. The Green Car Care range featuring 75 wash and care substances (as of December 2023) has been on offer since the beginning of 2021 and is constantly being expanded. We have provided detailed information on this in *previous sustainability reports*.



What impact do our wash chemicals have on resource consumption?



Our Green Car Care range is based on our WashTec in-house criteria for eco-efficient washing chemicals: there are no suitable industry-wide test and formulation criteria. We have had these products in our range since 2021 and use significantly fewer fossil raw materials as a result.

The Green Car Care wash chemical range enables users to make their carwash program environment-friendly also in terms of the chemicals used.

Our measures to enhance the environmental performance of our chemical products



We aim to increase the sustainability of our chemical products by generating more washes per liter of concentrate. This is not simply a matter of increasing the concentration. Instead, it involves a fully thought-out formula. For example, synergies are exploited by judiciously selecting and combining ingredients. This makes for more economical chemical use for the same or better performance.

Alongside this, we have worked at reducing the amount of packaging (the canisters) used for washing chemicals. A new packaging variant – filling chemicals in a bag-in-box system – enables us to save freight volumes and plastic when taking back returned packaging. In the process, we have cut the proportion of plastic by 83% compared to the conventional packaging variant.

→ ● Our goals

Goal 1: Marketing of new concentrated washing chemicals to start in second half of 2025.

Goal 2: Installation of new filling and packaging machine for bag-in-box packaging in second half of 2024 ready for market launch of alternative packaging variant; marketing of new packaging to start in second half of 2024.



Status

- **Goal 1:** Project progress on schedule: development phase of the new wash chemical formulations completed and start of field test phase in second half of 2024
- **Goal 2:** Installation of new packaging machine planned for second half of 2024



Coverage/impact

“More washes per liter” to be launched first in the Scandinavian market. The plan is then to identify further target markets in turn for the relevant product formulas to be adapted in a similar way.



Innovation through digital products

The key benefits of digital tools in our vehicle washing systems are transparency and process control. Our mywashtec cloud-based software solution enables us to provide a range of digital services on a single platform and put together online packages that go far beyond managing payment processes or the choice of wash programs.

WashTec benefits from being able to base innovations for sustainable carwash on a pool of reliable field data from the day-to-day operation of carwash equipment.



What effect does the use of digital services have on the operation of carwash equipment?

The integration of software interfaces into an ever-increasing number of individual components makes the operation of vehicle wash equipment highly transparent. Consumption data, such as water usage, can be tracked in real time or near real time at the customer site and documented for each wash program, revealing opportunities for optimization.

Digital analysis of equipment functions also makes it possible to do more maintenance remotely. This enables us to make continuous progress in reducing the fuel consumption – and hence carbon emissions – of our vehicle fleet.



Our measures for sustainable vehicle wash equipment through digitalization

1. We continue to expand the use of our remote maintenance solutions and offer our customers the ability to implement this service package on a step-by-step basis.

2. Remote support allows us to identify irregularities in customer operations. In individual instances, leaks or large water losses outside the norm can thus be quickly detected and remedied.
3. Data analysis based on the application of artificial intelligence (AI) tools will increasingly help in the development of context-sensitive wash programs, tailored for example to specific vehicle types.

Our goal

Increase the use of our remote support to 25% by 2025 in order to reduce the number of service call-outs to customers.

Status

Percentage use of remote support in 2023: 20% (2022: 17%)

Coverage/impact

The remote maintenance service has particularly good take-up in the German, French, Austrian, Italian, US and Canadian markets. Use of remote support services is also already at a very high level in Scandinavia, although data from Scandinavian countries is not yet included in the overall figures.

The integration of smart tools relates in particular to our SmartCare series, which is fully equipped with digital components.



Safety in product handling

WashTec equipment meets the requirements of the EU Machinery Directive (2006/42/EC) and has a CE mark. Customers and system operators are taught how to operate the wash equipment and system in mandatory safety training on commissioning. The training is documented in the CRM system.

A further point of focus is data protection and data security, which must be ensured at all times – both with connected customer equipment and in the internal handling of data and software solutions.

How do WashTec's safety and security activities support users and companies in the market?

The safety training prevents mistakes and thus accidents when operating our equipment; safe operation protects employees and their health. The safety of our equipment is critical to the success of our products and is something that operators demand.

Security measures around our IT systems protect our customers, with whom we have VPN or cloud connectivity in some cases. They also ensure that WashTec is protected in line with current knowledge in terms of data protection and security.

Our measures for high levels of safety in system operation

1. The training of customer site employees must be fully completed before equipment is commissioned and must be verifiably documented in the customer documentation.
2. E-learning programs are provided for the information and training of new team members at operators. These comprise free video training units in three languages (German, English and French)

Our goal

Training of all customer employees before equipment commissioning

Status

The commissioning of our equipment includes operator training in 100% of cases.



Our measures for high levels of security in data handling

1. WashTec is aiming for certification in accordance with DIN EN ISO/IEC 27001:2017 “Information security, cybersecurity and privacy protection – Information security management systems – Requirements”. This will mean that all data management activities are audited and documented in a standardized process.
2. Introduction of standard processes for high levels of data security
 - Authorizations for software applications are reviewed in a regularly recurring process
 - Awareness training on maintaining data security using e-learning programs on the learning platform
 - Information events on data protection and data security at WashTec
 - Specific retention periods implemented for the retention of documents and the archiving of data and receipts
3. Appointment of an information security officer

Our goal

Maximum data security is a goal to be complied with at all times at WashTec.

Status

Information security officer has been appointed

Coverage/impact

The measures to ensure a high level of operational safety for our systems in use with customers are part of our equipment and sales documentation and apply for all users worldwide. We document these activities throughout the Group with the help of our sales and service offices.


All activities relating to high data security apply across the entire WashTec Group. Information security is documented, trained and monitored centrally for WashTec.



Environmental sustainability

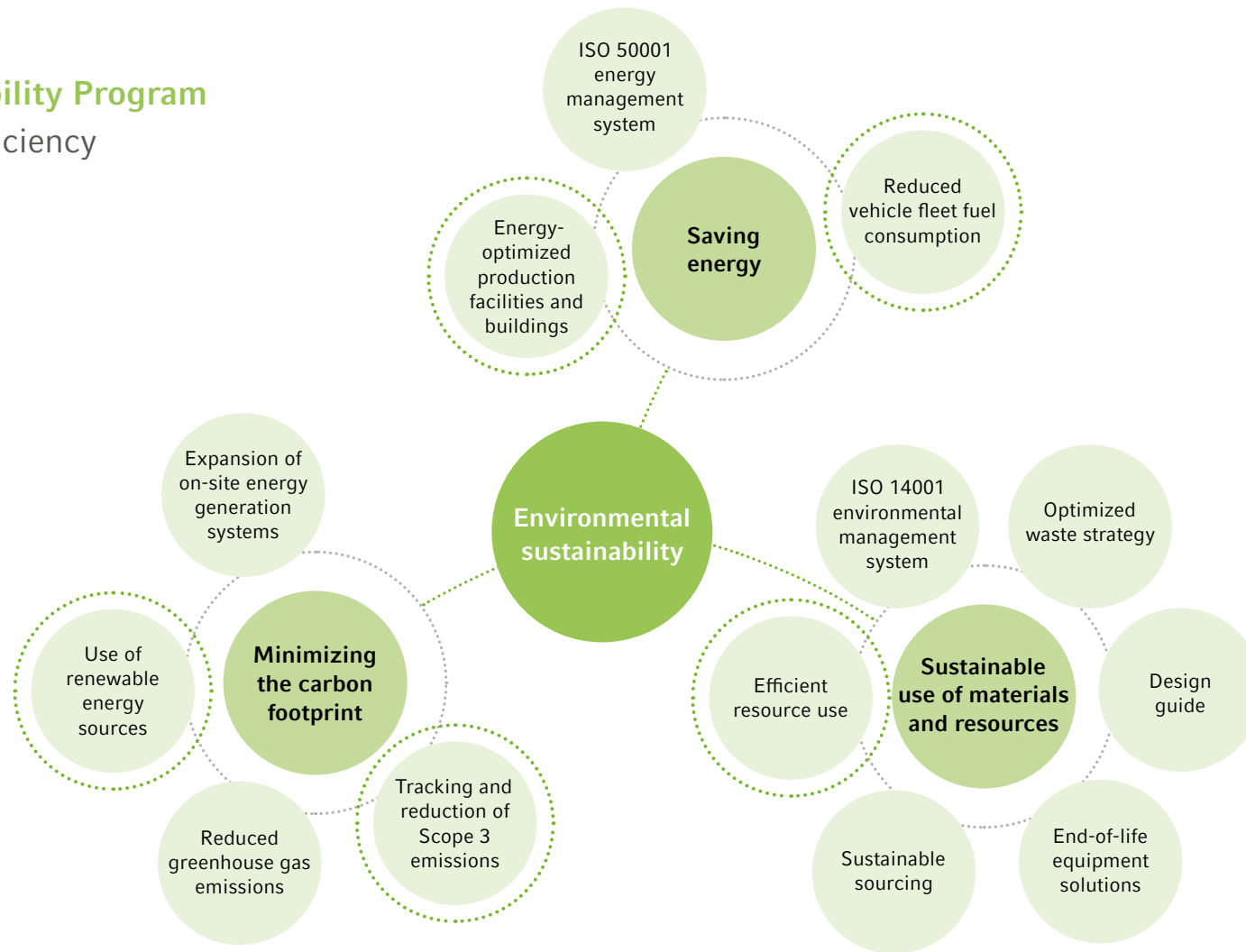
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 We also analyze our activities in relation to the UN Sustainable Development Goals (SDGs). The SDGs relevant to each chapter are shown here.

WashTec Sustainability Program

Dedicated to eco-efficiency



Activities with a dotted circle are the subject of an action plan and are explained in the text of the section that follows.

Our environmental program



The procedures for identifying and assessing the significant resource, climate and water-related impacts, as well as the resulting opportunities and risks, are described in the *non-financial statement in the Annual Report 2023* and in the information on the *WashTec sustainability strategy*. For each of the material aspects identified, we present the measures and activities below. We also provide key figures over time.

Climate protection is a central concern for WashTec, irrespective of legal requirements. A close-meshed monitoring system provides environmental and energy managers with a continuous overview of consumption figures and enables them to adjust individual measures. The control system is part of the integrated management system and within that the ISO 14001 environmental management system and ISO 50001 energy management system. It is also a subject of our regular management review. Implementation of environmental and energy management targets is agreed with managers, tracked by the steering committee and reported in management reviews. In addition, relevant topics and content from the areas of environment and energy are communicated and trained via our online tool. The training completion rate is recorded and in part is included in the targets set with our operational managers.

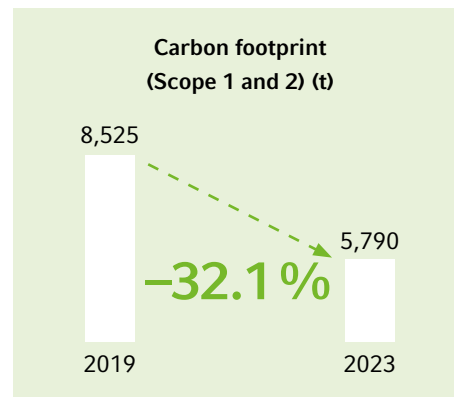
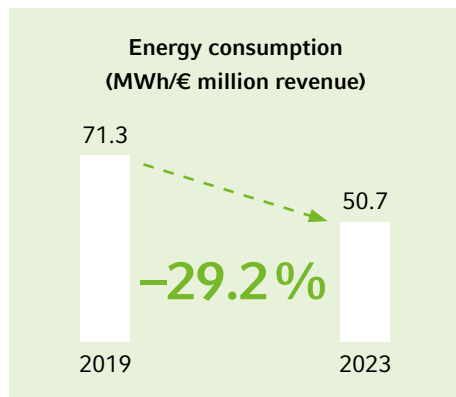
Worldwide project coverage

Environmental and energy efficiency considerations at WashTec generally relate to all WashTec sites worldwide. The production sites currently have priority for the implementation of environment-related and resource-efficiency measures. We have already launched various measures at all German production sites and at our plant in the Czech Republic. These are evaluated using KPIs and tracked in the environmental and energy management system. An extensive action package has been developed for the US site in order to leverage site-specific reduction potential. Eight of the 17 core projects in our Environment and Energy Roadmap 2025 relate to reducing energy consumption and carbon emissions. Since the project launch in 2020, we have achieved significant progress in both areas relative to the 2019 baseline.

Within the regular list of measures for transparency of energy consumption, all WashTec sites worldwide are fully integrated into our data collection system. As before, we document all energy consumption data for all countries including sales and service sites in the WashTec Group worldwide. Our energy efficiency targets nevertheless relate only to our production plants for the time being. This is because the sales and service sites generate 95% of their emissions from the vehicle fleet and those emissions cannot yet be reduced everywhere in the various countries by means such as switching to electric vehicles. Initial solutions and pilot projects are currently being implemented. The as-is data for WashTec sites forms the basis for setting meaningful targets for each sales and service unit. Individual targets derived from the WashTec Group sustainability strategy are set on the basis of site-specific data.

Energy consumption and carbon emission reduction targets already met ahead of schedule

One notable success is the fact that we achieved our energy consumption and carbon emission targets ahead of schedule in 2023. In accordance with the project plan, we cut energy consumption at sites with production plants by 29.2% relative to the 2019 baseline. We also achieved our Scope 1 and 2 carbon emission target ahead of schedule with a 32.1% reduction compared to the base year.



This outstanding outcome was made possible in part by the implementation of new requirements in connection with the energy crisis, which had a direct impact on the size of the reduction in addition to the ambitious projects already planned. The next milestone in the carbon neutrality strategy, the extension of the Environment and Energy Roadmap 2025 to 2030, is to be developed and adopted in 2024.

For resource consumption data in the following “Environmental sustainability” section, we present the figures for the production and marketing of our carwash equipment and for service. Data from the operation of equipment on customer premises is not included. At present, our primary focus is on reducing emissions and we do not plan to use any offsetting for carbon emissions.

From 2025, we will report our environmental sustainability activities in accordance with the Corporate Sustainability Reporting Directive (CSRD), Directive (EU) 2022/2464.

Scope 1 and 2 calculation basis

The emission data is calculated on the basis of the Greenhouse Gas Protocol using databases such as GEMIS and DEFRA. The categories covered are limited to Scope 1 “Direct GHG emissions and removals” and Scope 2 “Indirect GHG emissions from imported energy.” These comprise emissions from in-house heat generation, the corporate vehicle fleet including leased vehicles in WashTec’s control, purchased electricity, purchased district heat and air conditioning.

For Scope 3 “Indirect greenhouse gas emissions along the upstream and downstream value chain”, we provide background information on page 47. For clarity of presentation, we use the term “Scope 1” for direct greenhouse gas emissions and the term “Scope 2” for indirect emissions.



Sustainable use of materials and resources

Economical use of resources

Avoiding the use of unnecessary resources and making economical use of those that we do need is a key part of our sustainability strategy. This not only contributes to a sustainable economy, but also promotes a high level of economic efficiency for our own Company. We define resources as all materials needed along the value chain, including during the life cycle of our products.

The manufacturing process for our vehicle wash equipment does not require water. We discontinued wet testing of our vehicle wash equipment at the Augsburg plant some years ago and now exclusively use dry testing. Water is an important product component in our range of wash chemicals. Fresh water consumption at WashTec is based on three types of use:

- Consumption during the operation of carwashes by users in the market; this type of consumption is presented under “Economic sustainability” (see page 17)
- Production of our wash chemical products at the Grebenau site
- Water consumption in the operation of our production facilities and sales and service locations

We report the consumption figures for our water consumption and wastewater generation for 2023 in the charts section (see page 34). No target has been set. The actual water consumption in 2023 has been corrected by 3,900 m³ (approximately 14.9% of WashTec’s total consumption), as that amount was due to a pipe burst during the vacation shutdown at the Chinese plant.

External factors affecting WashTec’s resource consumption include:

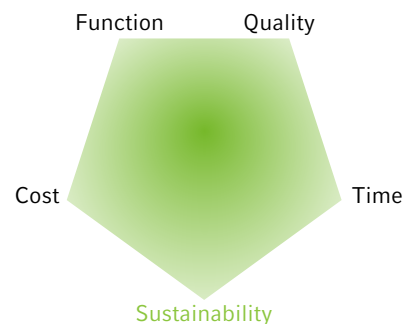
- Quality requirements for the operation of carwash equipment
- New technological and data-based options for product development and manufacturing
- Innovative approaches for material recycling
- Availability of components based on new, resource-efficient materials
- Usability and applicability of secondary raw materials

How can WashTec promote economic sustainability in the use of resources?

Every innovation at WashTec undergoes a sustainability check based on our Sustainable Design guidelines. This adds sustainability as an influencing factor in the design process and project management alongside the standard criteria of function, quality, time budget and cost budget. According to the guidelines, the resource consumption and environmental impact of a product must be taken into account right from development stage – and in relation to the product’s entire service life. The chart on the following page shows the interrelationships.



By exploiting all options for the economical use of resources, we help to minimize the environmental impact of our business activities.



Our measures to improve resource conservation

1. Based on the German Supply Chain Act (LkSG), we integrate environmental requirements into our supplier audits. The supplier audits address and evaluate environmental issues in standardized form.
2. Environmental criteria are an integral part of the supplier selection and award process.

3. In the project addressing the use of recycled material in assemblies for our washing systems, we are not yet able to document the recycled content and its traceability with sufficient certainty. Once the processes for the use of recycled materials at suppliers reach a sufficient level of accuracy, we will examine the use of the components concerned.
4. Processes to reduce paper consumption have been in place since 2019 and are successfully implemented as standard practice at WashTec.

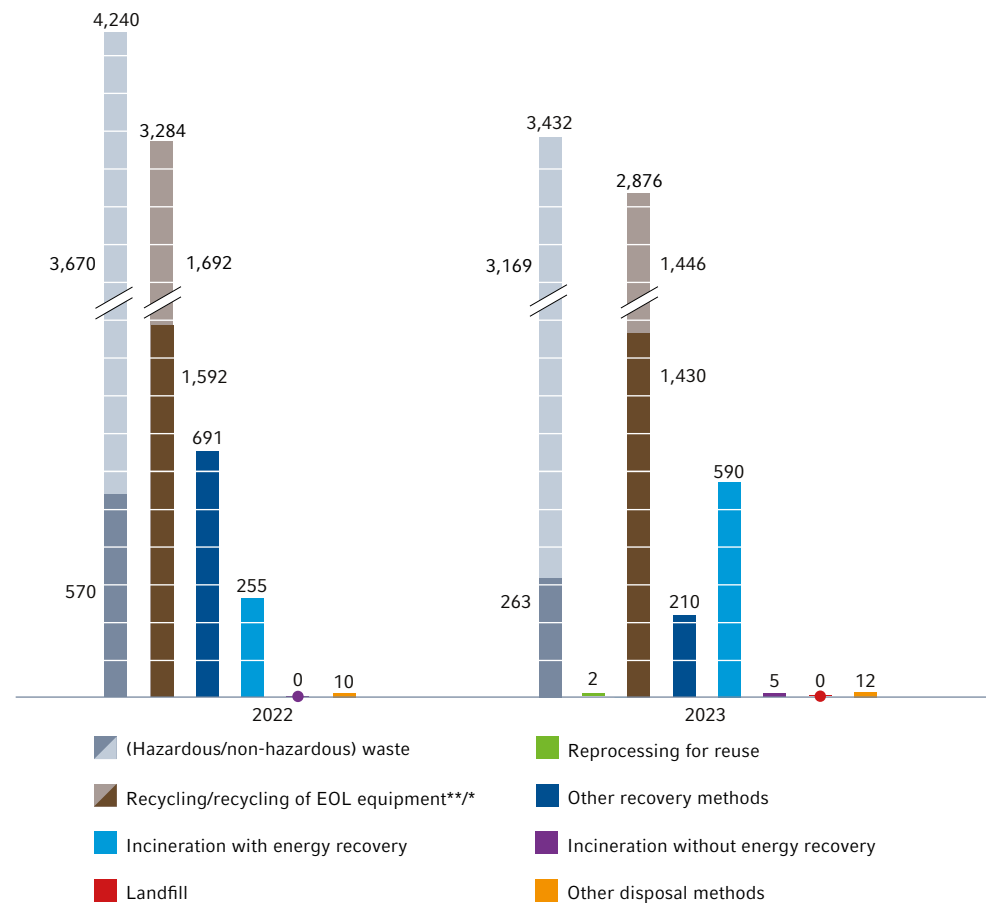
Coverage/impact

All employees worldwide, including those in sales and service organizations, are trained on our Environmental Policy, which includes the use of resources and materials.

We present the data for water consumption and wastewater volume for all sites worldwide. At all sites, we obtain fresh water from the municipal water supply and discharge wastewater to wastewater treatment plants run by local water providers. The controlled water withdrawal and discharge process means that there are no impacts. Rainwater and surface water is discharged at all sites to the local sewer system. No waterbodies or associated habitats are affected by surface runoff or wastewater discharges at any site.

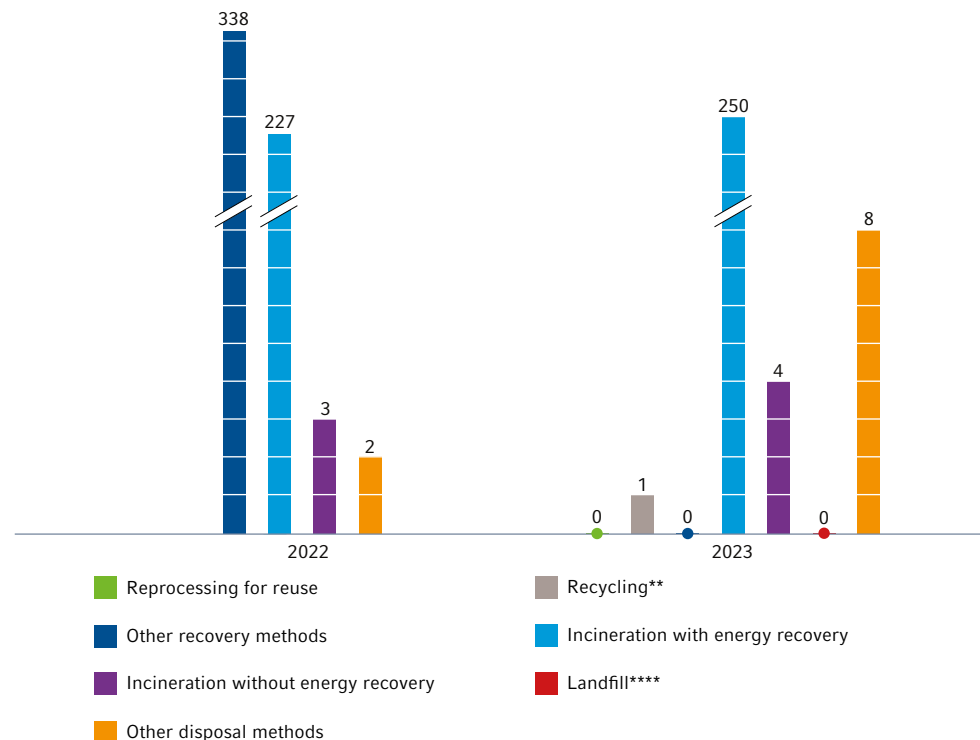


Total waste, non-hazardous and hazardous – by disposal method in t

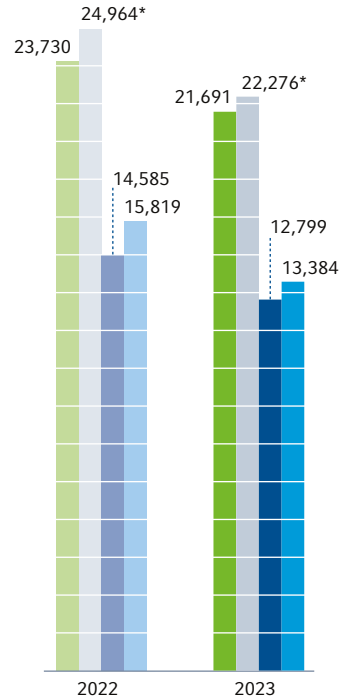


Hazardous waste*** – by disposal method* in t

- * The figures shown for returns of end-of-life (EOL) equipment relate to Germany and Austria and a portion of EOL equipment returns in France. Equipment returns via WashTec in Denmark, the Netherlands, Norway, the UK and (in part) France are not included in these figures. In those countries, equipment is scrapped on site.
- ** As stated in the previous report, flushing water at the Grebenau tank is once again able to be discharged via the local wastewater treatment plant following the installation of a wastewater tank at the plant.
- *** Hazardous waste is generated in Germany and the Czech Republic.
- **** Landfill is not used as a disposal method at WashTec.



Water consumption and wastewater production – in m³



Water consumption

■ Countries with WashTec production plants
 ■ WashTec worldwide production plants

Wastewater production

■ Countries with WashTec production plants
 ■ WashTec worldwide production plants

* The figure for 2023 includes the sales locations in Australia, Italy, Denmark, the UK and the Netherlands. Water figures for the remaining sites are reported when invoiced and were not available at the time of report preparation for 2023.

** The actual water consumption and wastewater generation in 2023 have been corrected by 3,900 m³ (approximately 14.9% of WashTec's total consumption), as that amount was due to a pipe burst during the vacation shutdown at the Chinese plant.



Saving energy

Energy-optimized production facilities and buildings

Our energy efficiency targets are based for the time being on the production plants. With the energy data software introduced in 2021, we have achieved a high level of transparency in our energy consumption data. This helped us among other things to launch the right high-priority energy efficiency projects in the face of a predicted gas shortage in 2022. The organizational, modernization and substitution activities identified and launched during this period remain in place after the gas shortage has ended. The newly defined energy standards are included in a policy on energy saving at WashTec, are communicated in training for our employees and are effective for the long term.

The energy management activities in production facilities in accordance with DIN EN ISO 50001 are managed systematically, also using performance indicators. The non-certified national companies with production facilities are treated internally as if they were certified. In energy management, we address the consumption of thermal energy, electricity and fuel.



We recognize numerous factors influencing the energy supply in production operations at WashTec; these include

- UN Sustainable Development Goals: SDG 7, SDG 11 and SDG 12
- Climate-neutral production by 2050 in line with the European Green Deal
- Reduction targets for gas consumption in line with the alarm level under the German government's gas emergency plan of June 2022 and the short-term and medium-term energy saving measures legislated in September 2022
- Rising energy prices

Impact of energy requirements and consumption at WashTec business and production sites



As a reflection of its own corporate values and the attitude of its employees, WashTec is intrinsically motivated to operate sustainably. We document this in our targets for reducing energy consumption.

Our business activities have an impact on the total energy requirements of the economic regions in which our production sites are located. With an economical and – as far as possible – climate-neutral energy sourcing policy, we can contribute directly to reducing fossil fuel consumption and capitalize on our position as a resource-conserving company. For example, WashTec is a founding member of the Climate Pact in Augsburg and is in regular contact with other companies across the city.

Action areas include modernizing and optimizing our building infrastructure, using efficient and economical production and system technology, adjusting temperature levels in all buildings and ventilation policies in the various operating areas, and the continuous involvement of all employees in each function.



Our measures to minimize energy consumption

1. Numerous individual projects reduce the amount of heat energy required in our production facilities. Examples include:
 - Reducing the volume of hot water held in reserve to the quantity needed
 - Increased use of temperature sensors for full visibility and regular analysis and identification of potential for energy savings
 - Optimized temperature sensor placement for zoned control
 - Replacing oil heating with district heating
 - Optimizing heating parameters
 - Dividing buildings into thermal zones
 - Actively disconnecting district heat supplies in the summer months
 - Installing waste heat recovery systems
 - Matching of paint shop operating times to actual needs
 - Employee awareness raising (training, notices, staff meetings, mailings)
2. As another means of continually reducing our overall energy needs, we carry out projects to reduce electricity consumption. We have implemented the following projects to this end:
 - Increase in the use of LED lighting at plants in Germany and the Czech Republic
 - Adjustment of lighting to actual requirements
 - Replacement of outdated technology in offices and rest areas (refrigerators and freezers, vending machines, etc.)
 - Modernization of outdated technology at plants in Germany and the Czech Republic (e.g. sheet metal processing machinery)
 - Construction of a new central transformer station and decommissioning of an outdated, inefficient main distribution system in Augsburg
 - Alteration of the timing on laboratory heating and ventilation systems
 - Optimization of compressed air systems (operating times, leak detection, dead-leg pipe runs)
 - Base and peak load optimization
 - Matching of paint shop operating times to actual needs
 - Employee awareness raising (training, notices, staff meetings, mailings) at the plants in Germany and the Czech Republic
3. We are investing in the expansion of solar capacity to reduce purchased electricity and increase the use of self-generated electricity (implementation in 2024).

→● Our goal by 2025

13% reduction in energy consumption at ISO 50001-certified plants in MWh per €m revenue relative to 2019 baseline of 71.3 MWh/€m revenue



Status in the reporting year

Total energy consumption at our production sites and the sales and service locations operated there:

- 24,800 MWh (2022: 28,096 MWh; 2019 baseline: 31,122 MWh)
- 29.2% reduction in total energy consumption at our production facilities per €m revenue compared to baseline
- 20.3% reduction in total energy consumption in absolute terms at our production facilities compared to baseline



Coverage/impact

Environmental and energy efficiency programmes at WashTec generally relate to all WashTec sites worldwide. These are fully integrated into our tracking system. We document all energy consumption data for the countries with production sites. Since 2021, we have additionally recorded the data for all sales and service sites in the WashTec Group. As described, we have already specified and achieved targets for our production plants.



Saving energy

Reduced vehicle fleet fuel consumption

The majority of our energy consumption relates to fuel: WashTec company vehicles account for 61.4% of our energy consumption. Due to their close contact with customers, our sales and service teams can only reduce their on-site mileage to a limited extent.

The core Green Fleet project in our Environment and Energy Roadmap 2025 relates to reducing fuel consumption in our vehicle fleet. Among other things, the project focuses on remote service solutions to minimize the number of on-site service calls and the associated vehicle travel. The electrification of our Company-owned fleet and leased vehicles also continues.



The following external factors can be identified that affect fuel consumption at WashTec:

- Varying availability of charging infrastructure in different regions of the world
- The range of suitable vehicle variants for electrically powered service vehicles
- Vehicle charging speeds and ranges



Impacts with regard to the vehicle fleet

Reducing the fuel consumption of our vehicle fleet is also directly linked to the gradual phase-out of fossil fuels in our business operations – and therefore the climate neutrality of our places of business and local communities.

Our stakeholders see the environmentally friendly composition of our vehicle fleet as an important element of environmentally responsible business. It also contributes to the German government's climate protection program.

Our measures to reduce fuel consumption

1. Introduction in June 2024 of a car policy with a focus on increasing the proportion of electric mobility
2. Use of electrically powered vehicles, thus reducing the number of diesel vehicles and continuously modernizing the vehicle fleet
3. Route optimization to reduce travel distances
4. Exclusive use of electric forklifts for in-house goods transportation
5. Driver training on fuel-efficient driving
6. Weight reduction on service vehicles
7. Virtual meetings instead of in-person meetings where possible and appropriate



→● Our goal by 2030

100% climate-neutral vehicle fleet in Germany by 2030

✔ Status in the 2023 reporting year

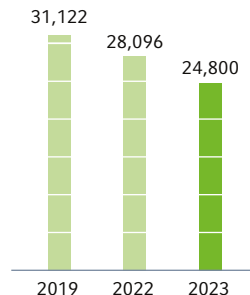
- Gradual implementation of the Car Policy: electric/hybrid vehicles account for 5% of the total vehicle fleet in Germany
- Fuel consumption of the entire WashTec vehicle fleet worldwide: 15,238 MWh (2022: 16,389 MWh; 2019 baseline: 17,756 MWh)
- Project to provide charging infrastructure for electric vehicles at plants in Germany and the Czech Republic: provision of home charging in consultation with employees in the case of employee-specific vehicles
- Expansion of the proportion of electric forklifts in Augsburg: 18 (2022: 17) electric forklifts reduce carbon emissions to the remaining four (2022: five) gas-powered forklifts
- 14.2% reduction in fuel consumption in countries with production plants compared to the base year

Coverage/impact

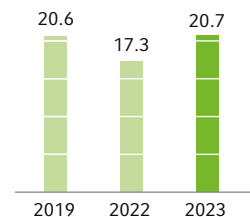


The consumption data for our vehicle fleet worldwide is included in our energy consumption data. We have already installed electric vehicle charging infrastructure at our German locations, with the number of charging points based on the predicted demand for electric vehicles.

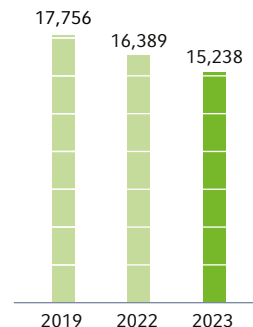
Our activities at international locations are dependent on the charging infrastructure available there. Here, too, initial projects are already underway to create charging facilities taking into account national conditions.

Total energy consumption DE, CZ, USA and CN (production countries), including fleet*, in MWh/a


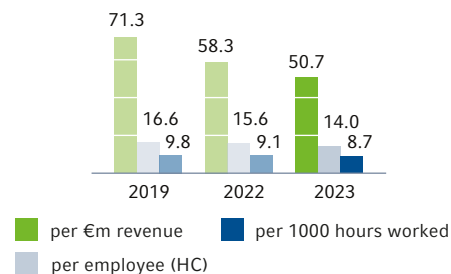
Total energy consumption in 2023 was 24,800 MWh; we achieved savings of 6,322 MWh, or 20.3%, relative to our 2019 baseline. This figure is adjusted for the quantity of electricity sold to the local grid from the photovoltaic system in Grebenau.

Electricity fed into the grid: Grebenau photovoltaic system, in MWh/aa


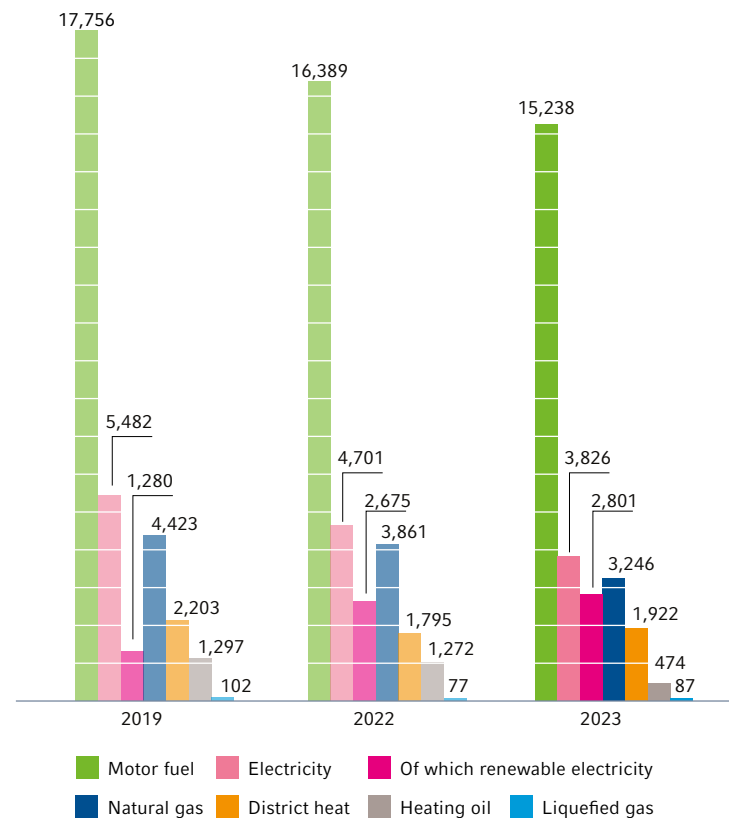
The photovoltaic system in Grebenau fed 20.7 MWh into the local grid.

Motor fuel energy consumption DE, CZ, USA and CN (production countries), fleet, in MWh/a


The largest energy source at WashTec is motor fuel (including for forklifts), with a 61.4% share. We reduced motor fuel energy consumption by 14.2% relative to the 2019 baseline.

Total energy consumption DE, CZ, USA and CN (production countries), in MWh/standardized


The total energy consumption of all plants in 2023 (including the country vehicle fleet) was 50.7 MWh per €m revenue.*

Energy consumption DE, CZ, USA and CN (production countries), by type of energy in MWh


* For information and as context for the reduction achieved per € million revenue, additional standardization factors are provided: total energy consumption per employee and per 1,000 hours worked.

Minimizing the carbon footprint

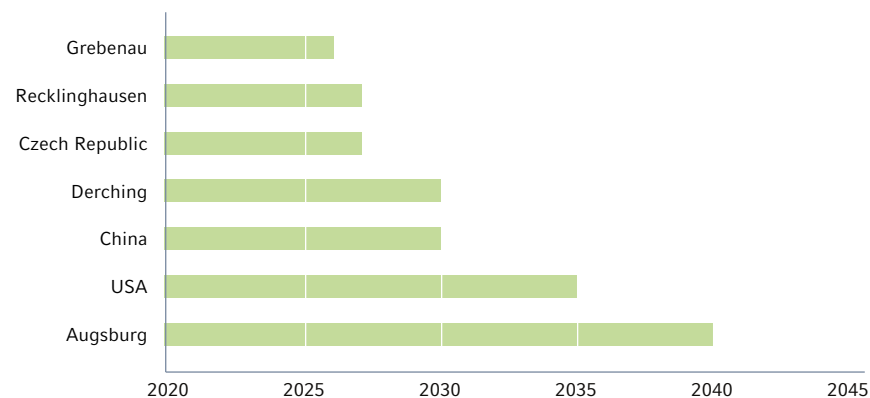
Use of renewable energy sources

Our core projects in the area of environmental sustainability mainly relate to reducing carbon emissions, among other things by reducing the amount of energy required and increasing the use of renewable energy. The performance indicators in the program, which is planned through to 2025, are continuously monitored and analyzed on a project-by-project basis and where necessary managed with specific measures to achieve the targets. These figures are communicated within the Company at our regular environmental and energy team meetings, which are attended by all relevant department heads, including the Management Board, and in the annual Management Review. In addition, we continually engage all employees worldwide through the intranet, internal newsletters, training and staff meetings.

The extension of the Environment and Energy Roadmap 2025 to 2030 is to be developed and adopted in 2024. This marks another milestone, with concrete measures and targets, on the road to climate neutrality for WashTec sites.

The WashTec Group's transformation plan for CO₂-free economic activity

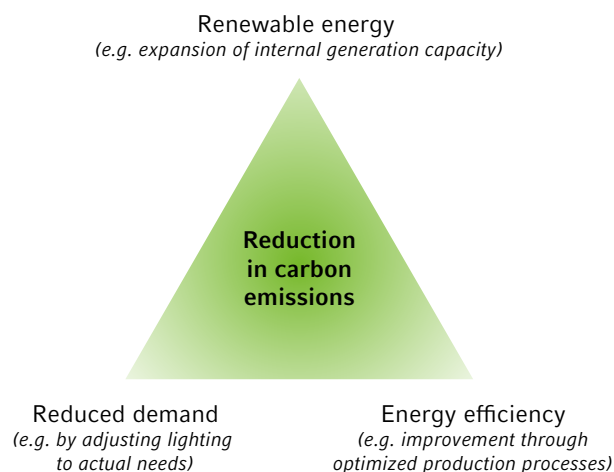
Timing of climate neutrality



Under current conditions, CO₂-free economic activity in Scope 1 and 2 is possible from 2040. If district heat becomes carbon neutral by 2035, WashTec will then also be carbon neutral. The official target for Germany is climate neutrality from 2045. For further information, please see page 43.

→] **External factors influencing WashTec’s carbon emissions include:**

- National infrastructure in each country (e.g. charging stations for electric vehicles)
- Availability of emission-free or low-emission energy when purchasing electricity or district heating
- Developments in building and system technology (e.g. industrial heat pumps)
Specific approaches in each country with regard to sustainable mobility
- Progress in automotive technology (e.g. charging times, ranges)



WashTec’s contribution to reducing carbon emissions

In view of the direct correlation between energy consumption and carbon emissions, we are committed to continuously reducing our energy needs, using the energy we do use efficiently, and incorporating renewable forms of energy wherever possible.

The largest single lever for reducing carbon emissions is also the most difficult to move, because we cannot actively influence the above-mentioned factors: 80% of emissions in the WashTec Group (worldwide, including all subsidiaries) are accounted for by the vehicle fleet in sales and service.

The proportion of vehicles in the WashTec fleet with alternative forms of propulsion is being continuously increased (with electric vehicles currently at 5% of the fleet in Germany). Regardless of the means of propulsion, we are already taking numerous measures to reduce consumption (including weight reduction, route optimization and training). To keep pace with the latest developments in this dynamic market, we are in close contact with providers and are already deploying alternative propulsion vehicles where possible.

Our measures to reduce Scope 1 and 2 carbon emissions

1. Since 2021, we have purchased only certified green electricity – generated 100% from hydropower – for our facilities in Germany. We regularly review the options for our other locations. At the Czech plant in 2023, in addition to the measures taken, we also benefited from an improved electricity mix.



2. As a result of an improvement in the CO₂-equivalent figures at our district heat providers, WashTec has recorded a reduction in carbon emissions at the Augsburg and Recklinghausen sites.
3. Expanding the district heating supply for several buildings at the Augsburg site helps to reduce the carbon footprint. District heating accounts for over 95% of heating needs in Augsburg.
4. We have further reduced our energy consumption, and hence carbon emissions, in various projects at our international production sites. Examples include completing the conversion to LED lighting at our Czech plant and active use of waste heat.
5. Our mobility policy consists of various measures, such as:
 - The development in 2023 of a global travel policy prioritizing the use of climate-friendly modes of transport.
 - 2023: 35% of pool vehicles electrically powered
 - Expansion of charging infrastructure at German plants
 - Deployment of electric vans, depending on factors such as range, payload and weight
 - Development of a plan for decentralized charging of electric vehicles, including at sales and service locations

→● Our goals by 2025

30% reduction in carbon emissions in countries with production sites, in t CO₂e relative to 2019 baseline of 8,525 t CO₂e (Scopes 1 and 2)

Status in the 2023 reporting year



Total carbon emissions at our production sites and the sales and service locations operated there:

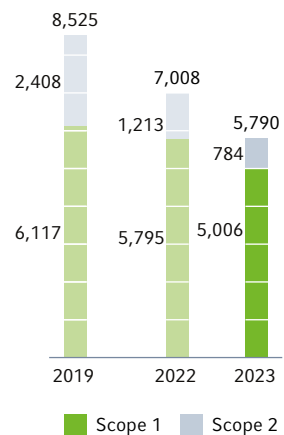
- 5,790 t CO₂e (2022: 7,008 t; 2019 baseline: 8,525 t)
- 39.5% reduction in total emissions per €m revenue relative to the baseline
- 32.1% reduction in our Scope 1 and 2 emissions in absolute terms relative to the baseline

Coverage

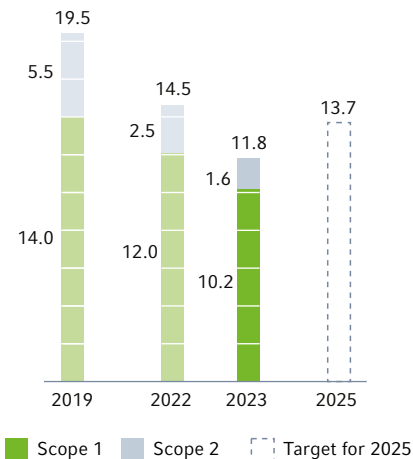


Since 2020, WashTec has calculated the carbon footprint for all countries with production sites. This consequently relates to our sites in Germany, the Czech Republic, China and the USA. The site in China is still included in this data pool for the 2023 reporting period.

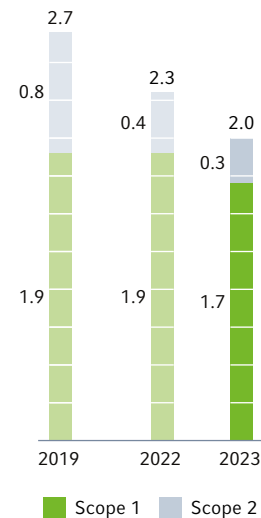
Carbon emissions at the international sales and service sites are not included, as in many cases WashTec rents only part of a building for these sites. We have been collecting the data since 2022 and calculate the carbon emissions by a similar standardized method to the product sites. However, we do not yet include the data in the time series to maintain comparability with the data gathered since the 2019 base year. From fiscal year 2024, we will incorporate this data in our reporting in line with our obligations under the CSRD.

WashTec carbon footprint (Scope 1 & 2), in t


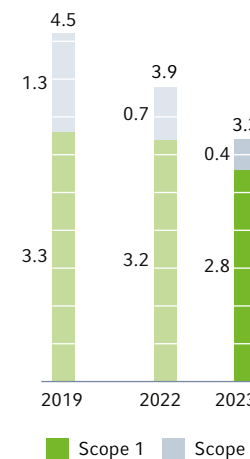
CO₂ emissions from WashTec production plants, including the vehicle fleet, totaled 5,790 t CO₂-equivalents. This represents a reduction by 2,735 t or 32.1% relative to the 2019 baseline.

WashTec carbon footprint (Scope 1 & 2), in t/€ million revenue


The carbon footprint totaled 11.8 t/€m revenue in 2023. Our target of a 30% reduction in the carbon footprint by 2025 corresponds to a target figure of 13.7 t CO₂ emissions per €m revenue based on the revenue of €437m in 2019. We already achieved and were well below this target in 2023.

WashTec carbon footprint (Scope 1 & 2), in t per 1,000 hours worked


CO₂ emissions from WashTec production plants, including the vehicle fleet, totaled 2.0 t CO₂ per 1,000 hours worked. This represents a reduction by 25.9% relative to the 2019 baseline.

WashTec carbon footprint (Scope 1 & 2), in t per employee


CO₂ emissions from WashTec production plants, including the vehicle fleet, totaled 3.3 t CO₂-equivalents per employee. This represents a reduction by 28.9% relative to the 2019 baseline.

WashTec worldwide CO₂e footprint

Since 2021, consumption data has been collected annually for the subsidiaries and the CO₂e emissions have been calculated from this data in the same way as for the production sites.

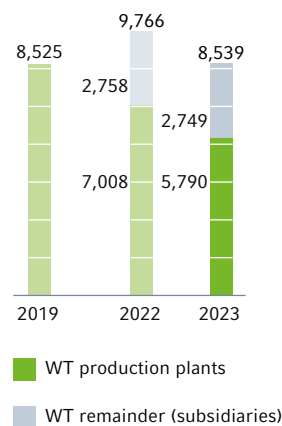
- 68% of the global CO₂e emissions are attributable to the plants
- 32% of the global CO₂e emissions are attributable to the subsidiaries*

Of which vehicle fleet:

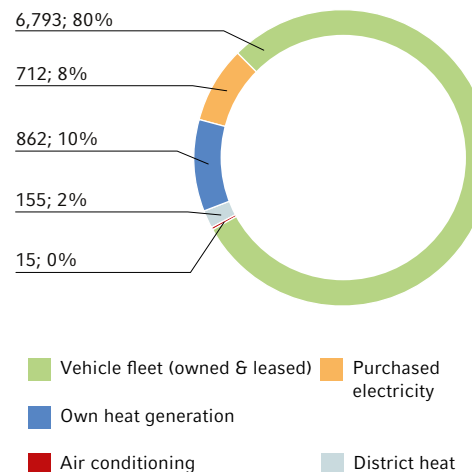
- 80% of CO₂e emissions (worldwide)
- 95% of CO₂e emissions (subsidiaries)

*Subsidiaries excluding USA (production plant)

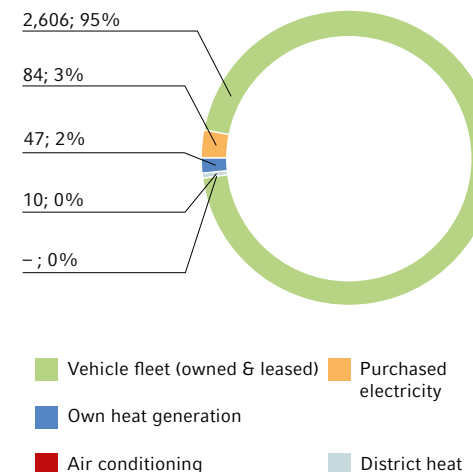
WashTec worldwide CO₂e footprint (t CO₂e)



WashTec CO₂e footprint per energy type, worldwide – 2023 (t CO₂e)



WashTec CO₂e footprint per energy type, subsidiaries – 2023 (t CO₂e)

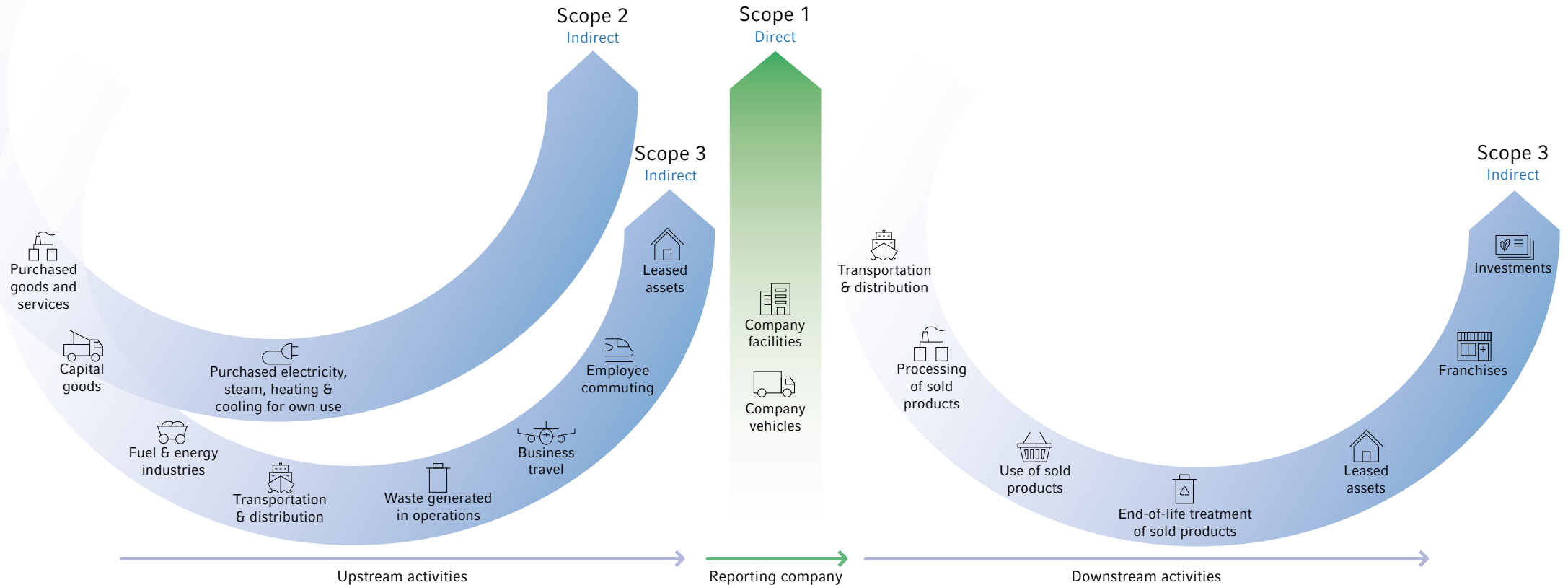


Minimizing the carbon footprint

Reduction in Scope 3 emissions

We are continuously improving data transparency for our business processes – upstream and downstream – with regard to Scope 3 emissions. The categories that are material for WashTec will be determined from an updated materiality analysis in 2024. Data transparency will then be established and an action plan including priorities derived at the end of the process.

Scope 3 emissions – category 3 – from air travel have been part of our sustainability reporting since 2019 and are based on data provided by carriers. This data covers all entire air travel relating to WashTec Germany.



WashTec's Scope 3 emissions in the legal context

The impact of legislation on our own activities is particularly evident in the requirements under the CSRD. The EU requirements for transparency in environmental reporting also apply to the presentation of upstream and downstream value chains. WashTec will report in accordance with the CSRD legislation from 2025.

WashTec's contribution to reducing Scope 3 carbon emissions

By involving its suppliers in its sustainability strategy, WashTec safeguards its own competitiveness. A streamlined value chain ensures lower costs, a better reputation and resilience in a volatile economic climate.

In addition, our Scope 3 coverage strengthens our focus on environmental risks from manufacturing industry in the context of the broader economy. If all companies collect and report their Scope 3 emission data, it becomes possible to identify and address the scope for improvement at many different points in the value chain.

We pursue all options for improving information with regard to upstream and downstream Scope 3 emissions. In many areas, we have found that data is not yet available in sufficient quality. We currently determine Scope 3 emissions from upstream and downstream activities for the following categories in accordance with the GRI Standards, at present among other things on the basis of assumptions and projections:

- Category 3: Indirect GHG emissions from transportation (upstream) and employee commuting
- Category 4: Indirect GHG emissions from products used by the organization (packaging, non-hazardous waste, hazardous waste and printer paper)

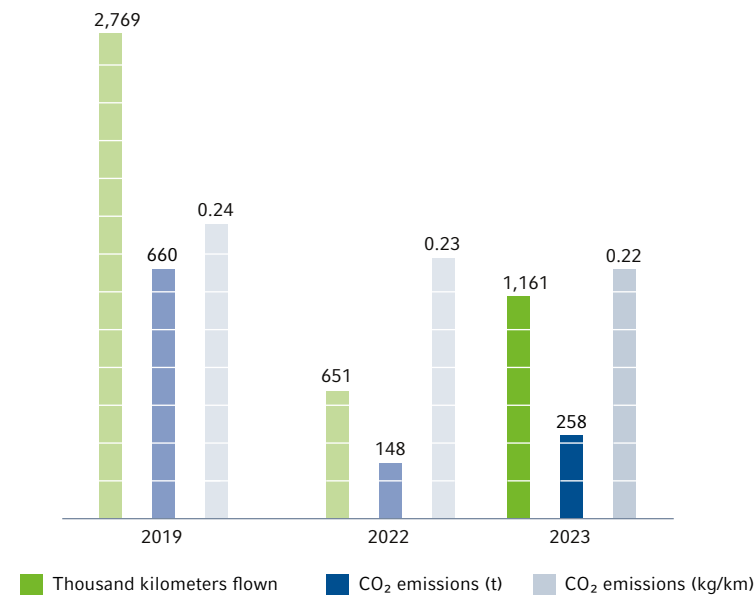
In principle, we derive the impact on Scope 3 emissions from our reduction and improvement activities based on absolute figures for material savings, purchased transportation services and employee commuting.

We do not yet publish this data, however, as we do not fully cover all sites and do not have high data precision across the board. From our internal perspective, we see that measures in individual action areas such as waste volume, packaging and working materials have a significant impact on the Scope 3 emissions.

We do have a reliable figure for carbon emissions from air travel. Thanks to improved online collaboration capabilities, we can report a significant reduction in air miles relative to the 2019 baseline. Carbon emissions were reduced from 660 t in 2019 to 258 t in 2023.

The picture is similar for paper use. The recommendations from the project to reduce paper consumption have been adopted as standard practice at WashTec. The constant consumption figure – relative to the hours worked – shows that the reduction measures initiated since 2019 are effective over the long term. We have since more than halved our paper use, thus contributing to reducing carbon emissions from purchased goods and products.

WashTec carbon footprint from air travel (Scope 3)
in thousand km flown/t/kg/km



In 2023, CO₂ emissions from air travel amounted to 258 t. This corresponds to CO₂ emissions per kilometer flown in the amount of 0.22 kg.

Social sustainability

WashTec Sustainability Program	
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We also analyze our activities in relation to the UN Sustainable Development Goals (SDGs). The SDGs relevant to each chapter are shown here.

WashTec Sustainability Program

Care for people & culture



Activities with a dotted circle are the subject of an action plan and are explained in the text of the section that follows.

Our employee and social program

Our management approach

The material aspects in the social sustainability dimension underpin our approach that a targeted human resources strategy is essential for sustained business success. In the presentation of the individual aspects, we have included external influences on the Company and the impact of WashTec's activities on our environment; this is presented under each aspect. Our comprehensive policy framework, which forms the basis for our sustainability policy, sets out requirements for how we work together. This policy framework is available online on the *WashTec sustainability website*.



In addition, WashTec is subject to a range of legal requirements that have to be complied with at each of its international locations. These include:

- Country-specific legislation on employee rights
- Occupational safety and health legislation
- Minimum wage requirements
- Transparency and reporting obligations
- Equality principles
- Collective agreements between employers and unions
- Family leave arrangements and flexible working time models

As a global company, our human resources strategy aims to create an attractive and diverse work environment that meets the needs and expectations of our international workforce.

This includes the following points:

- Social responsibility
- Sustainable personnel development
- International exchange
- Global talent recruitment and development
- Promotion of diversity and inclusion
- Employee satisfaction and flexible working models

Our global human resources and social strategy is designed to attract motivated and committed employees with a high degree of personal responsibility. Providing a modern and sustainable work environment that will meet future needs is essential to achieving this goal. We offer our employees career prospects and personal development. By promoting diversity, recruiting and developing talent worldwide and fostering employee satisfaction, we lay the foundation for WashTec's long-term success.

The main specific measures relating to each material aspect are presented in the respective sections. When it comes to tracking our human resources activities, the continuous documentation of quantitative and qualitative human resources data provides a good overview. The tracking of quantitative targets currently relates to the percentage of women in management and the number of work accidents. Both of these indicators are also presented in our annual reports. All other aspects that are important to us are covered by well-founded information from the ongoing management of our workforce. We infer the effectiveness of the measures taken primarily from our employees' length of service. We also monitor important matters such as occupational safety in our integrated management systems (IMS) as part of the continuous review process.

Mandatory training, publications on our internal communication platforms and the continuous improvement process in organizational and personnel development form the basis for teamwork within the WashTec Group. Employees have recourse to an established grievance process in the event of any violation of the self-established rules of conduct. For easily accessible handling of incidents, we have an internal team comprising employees from different units and with a diverse membership. This committee is responsible in particular for ensuring compliance with all requirements under Germany's General Act on Equal Treatment.



Intensifying human resources development

Employer attractiveness

Successful recruitment in local markets is closely linked to the presentation of WashTec and each national company. To this end, the Employer Branding program was launched in 2021 to develop the core messages of the employer value proposition. This is also supported by the career websites, which were rolled out in Germany in 2022 and internationally beginning in 2023.



We identify various external factors that influence WashTec's attractiveness as an employer. These include:

- Differences in employee mobility and employee loyalty
- Labor market dynamics
- Benefits offered by comparable employers



Impact of WashTec's activities on the market and the social and business environment

Close contact between WashTec headquarters and the national companies is necessary in order to be perceived as a reputable international employer. Through our national companies, we present ourselves as a local partner and offer secure positions with fair working conditions. Our employee benefits are competitive at all times.



Our measures to enhance employer attractiveness

1. We are continuing to roll out the employer branding strategy at our international locations, with the following activities:
 - Rollout of the WashTec AG career website at the international locations integrating country-specific imagery

- Intensifying exchange with the international locations on strategic HR issues and promotion

2. Collective agreement-oriented benefits in the markets with collective bargaining – in accordance with the collective agreements with the mining, chemicals and energy union IG BCE in Germany and with similar agreements at the Austrian and French sites. In other regions, we offer market-based remuneration packages in line with local labor market requirements.
3. We promote awareness of WashTec in the Augsburg region by taking part in the regional employers and similar programs.

Our goal

Rollout of the relaunched careers website at all national companies by 2025

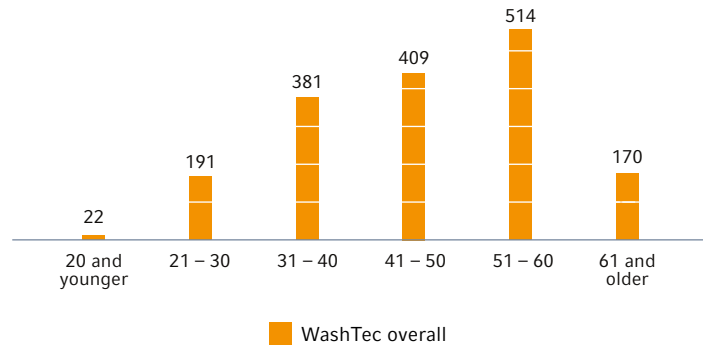
Status in the reporting year

Relaunch of the career websites for France, Italy and Spain. Other countries will follow in turn.

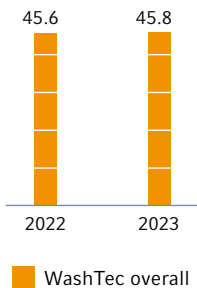
Coverage/impact

The recruitment of new employees is relevant for WashTec at all national companies and includes employees for service, sales, development and administrative functions as well as production.

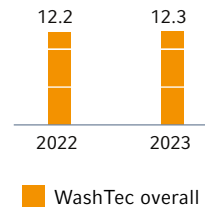


Age structure – all sites, 2023

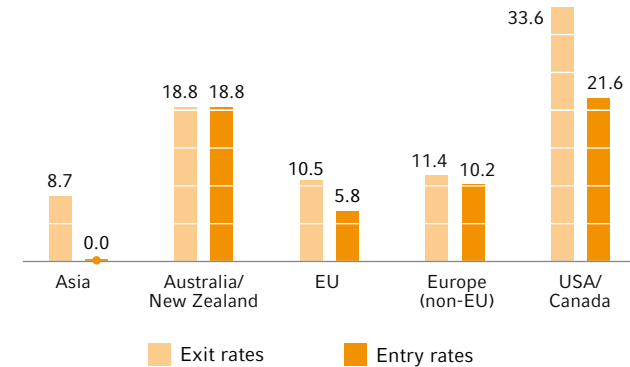
The presentation of the age structure for all WashTec sites worldwide shows the distributions of employees in the different age groups.

Average age in years

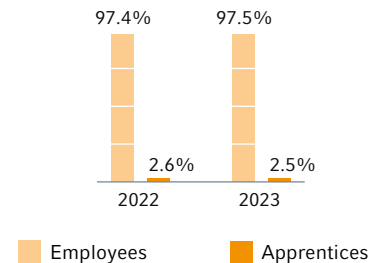
The average age of our workforce is 45.8 years across all sites worldwide.

Length of service in years

The average length of service for employees is 12.3 years across all sites worldwide.

Entry and exit rates international, 2023

The entry and exit rates at the various sites are presented as combined figures in relation to each of the world regions. The number of exits includes retirements.

Apprenticeship quota (Germany)

WashTec is a training employer: Some 3% of our workforce at our German sites are apprentices.

Our employee data relates to the entire WashTec workforce. This report covers the combined workforce numbers across all WashTec sites, including sales branches

Intensifying human resources development

Apprenticeships, training and professional development

Recruiting junior talent is a key ongoing task in our human resources policy. The various labor markets around the world have different approaches to vocational training for career entrants and skilled occupations. WashTec implements training and further education programs at each location in line with the local structural conditions.

Globally, this means that WashTec commits targeted investment to programs in order to train new and existing employees to meet WashTec's requirement profiles. In Germany, our apprenticeship programs meet the requirements of the German Vocational Training Act. We have established new structures in Human Resources to ensure the strong development of our training system. The recruitment of junior talent is to be intensified. In 2023, we recruited young talent for all vacant positions in the various training occupations, on both the technical and the commercial sides.



We identify several external factors as influencing the apprenticeship, training and professional development activities at WashTec. These include the following trends:

- Decline in numbers with regard to junior talent and school leavers due to the changing population pyramid
- Changing work requirements due to digitalization
- Strong local presence of employers with an engineering focus

Impact of WashTec's activities on the market and the social and business environment



Qualified and motivated employees in every age group are the basis for ensuring our business success. A well-trained pool of junior talent will continue to support our market position in the future.

Our measures to intensify apprenticeships, training and professional development



1. Our international production, service and sales locations operate their own training and professional development programs. These include dedicated training for service technicians and for sales staff, leadership training and mandatory safety training.
2. A co-op degree program with various choices of occupational emphasis was launched with Kempten University of Applied Sciences in 2023.
3. We continuously promote the apprenticeship and training options available at WashTec through the various recruiting channels. The individual measures in this task area include:
 - Modernization of the apprenticeship recruiting process by organizing an applicants day for the 2023 apprenticeship year with a structured selection process and personalized offer made to each suitable candidate
 - Regular presence at apprenticeship and training fairs to present WashTec's opportunities directly to school leavers

- Training course in information technology in 2024 to better integrate digitalization into our training program
 - We are continuously adapting the responsibility portfolio in training management. This also ensures greater visibility for our Company in the market for applicants
4. We participate in programs such as Girls' Day to continually expand the pool of potential candidates in our traditionally male-dominated industry and we specifically target young female talent.

Coverage/impact

Programs at our international locations are based on local standards for personnel development. At our Augsburg site, we provide targeted training for junior talent in the commercial, engineering and industrial sectors. This takes place within the scope of the standard combination of workplace and vocational school training. We also work together with higher education institutions. Professional development opportunities and additional qualifications are supported globally in relation to the workplace or for personal development.



Promoting equal opportunities and diversity

Respectful and diverse work environment

Diversity and appreciation of employees' different personality dimensions are now a well-established feature of everyday working life in our organization. We regard the principles of the Diversity Charter, which we signed in 2022, as a continuously renewed call for respect in our dealings with each other. These principles help us align our Company to the best possible degree with the needs of all our employees.



We identify various external influences on the development of a diverse corporate culture at WashTec. These include:

- Equal treatment and anti-discrimination regulations in the various economic regions
- Obligations to document and track complaints on gender equality issues
- Societal expectations and changes as to what constitutes successful working relationships



What impact does the Company's diversity approach have within the Company and in the market??

By embracing diversity principles, WashTec ensures the inclusion of all individuals based on their abilities and perspectives. This fosters a positive workplace environment and perception of the company among all stakeholders. We offer all employees the opportunity to participate in the diversity team. In addition, diversity ambassadors are on hand who, following training in the functional departments, raise awareness with regard to respectful interaction among the workforce and are available as points of contact. Commitment to a diverse work environment is important in positioning the employer brand for recruitment purposes.

Our measures for the further developing our culture of diversity



1. The diversity team is made up of two diversity officers and three additional members from the Management Board, the Works Council and Human Resources. Its task is to lay down the foundations for respectful interaction among the workforce. The team tracks the activities and implements them on a timely basis. The activities include:
 - Process design and adoption
 - Design of all complaint management processes
 - Workplace agreement on the procedures in the diversity team
 - Management Board letter on diversity culture
2. We provide our international sites with information and training on our diversity pledge and the related program. With training programs for all employees and managers at all locations, we raise awareness among other things of unconscious prejudices and gender stereotypes.
3. By recruiting diversity ambassadors in a diverse team, we provide an easily accessible resource for the communication of diversity-related subject matter.

4. We have provided internal training on inclusion to help employees understand the limitations and needs of people with disabilities.
5. We remain committed to recruiting female employees and continue to pursue the goal of increasing the percentage of female employees in the workforce. Individual activities include:
 - Providing flexible work schedules and mobile work options to help employees balance work and family life.
 - Establishing and supporting in-house networks for women employees to share ideas and provide mutual support. Opportunities to attend external networking meetings or conferences focused on advancing women in leadership.

Our goal

Percentage of female managers in line with the Management Board target of 18% (by June 30, 2027) – this percentage of female managers corresponds to the percentage of female employees in the overall workforce.

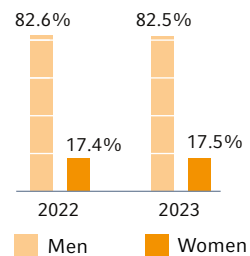
Status in the 2023 reporting year

Percentage of female managers in the entire WashTec Group: 17%

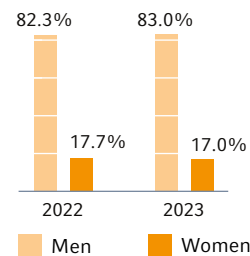
Coverage/impact

All activities relating to diversity are targeted at the entire WashTec Group. Our activities generally always include our international locations. Monitoring them is the responsibility of managers at each location and is supported by Human resources.



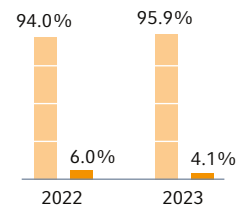
Gender distribution

The percentage of women in our workforce is 17.5%.
The percentage of men is therefore 82.5%.

Gender distribution at management level

Our management team at all locations consists of 147 individuals. 17.0% of our managerial staff are women.

Our personnel management system allows us to break down personnel data into m/f/d (male/female/diverse). No employee on our payroll is listed with the latter gender designation.

Employees under temporary contracts

Workforce under contract with WashTec
Temporary hires

To support our workforce, we hire temporary workers as needed. They account for 4.1% of the workforce.

Ensuring high standards of occupational safety

Regular training and prevention

Occupational safety at WashTec includes not only safety at the workplace, but encompasses all issues relating to safety, healthcare and prevention, the standards of which we are constantly improving. This begins with the selection of the right protective equipment, which is subject to a dedicated approval process at WashTec. We focus on avoiding and preventing accidents by analyzing reported near misses. From this analysis, we infer risk potential and take appropriate action. A comprehensive occupational safety training and education program has been established to communicate relevant lessons learned, potential hazards and preventive measures. WashTec pursues a strict strategy to reduce accidents in day-to-day operations, which is integrated into our Quality, Health, Safety and Environment (QHSE) management system.

The obligations and requirements stipulated in legislation and by insurance companies and our major customers to prevent occupational accidents and maintain the health of employees are implemented at all sites. These include the requirements of the German Occupational Safety and Health Act, the services of occupational physicians and the appointment of safety officers, who are involved in the preparation of risk assessments and the development of training at international and national levels.



External factors influencing accident prevention at WashTec include:

- Obligations and requirements stipulated in legislation and by the employers' liability insurance association on the prevention of occupation accidents and on protecting employee health, including the German Occupational Health and Safety Act and the Act on Occupational Physicians, Safety Engineers and Other Occupational Safety Specialists

- The meeting of compliance requirements in operational processes as a mandatory element of corporate welfare responsibility

What impact do WashTec's training and prevention activities have on the market and the social and business environment?



All employees at all locations must receive continuous training. In this way, we protect the health of our employees and are seen to be a reliable and safety-oriented employer – both by our employees and their families and by our customers, who also address safety issues among other matters in audits.

Our measures for training and prevention



1. Employees receive regular training via the WashTec Learning platform to raise awareness and sensitize them to safety levels. The training includes the applicable standards, recent revisions, new developments and lessons learned from risk assessments and the analysis of near misses.
 - 21 occupational safety training courses (2022: 14) provided for permanent and temporary employees
 - Available training languages: German, English, French, Italian, Spanish, Norwegian, Danish and Dutch
 - For 2024: Initial and further training for voluntary firefighters and first aiders at all plants with targets of at least 10% of the workforce for first aiders and 5% of the workforce for voluntary firefighters

2. In 2024, we plan to introduce a WashTec minimum standard for personal protective equipment (PPE) at international level, with an integrated ordering and approval process.
3. We carry out regular inspections in which we review the current situation on site and rolling reviews of our risk assessments in accordance with our QHSE management system. These include:
 - Regular QHSE inspections at plants and service companies
 - Continuous revision of risk assessments in 24 (2022: 25) cases for plants and service companies, focusing on office work, industrial trucks, health and the environment for expectant mothers, and service work
 - Provision of the annually revised risk assessments from the Service Germany division for all international service locations as a basis for revising the country-specific risk assessments in accordance with local requirements
4. Health management is an integral part of occupational safety. We provide preventive occupational medicine checkups in accordance with country-specific requirements – in Germany, for example, in accordance with the requirements of the occupational accident insurance providers. The legally required minimum proportion of 20% of our employees being attended to by an occupational physician was met in 2023. The activities include:
 - Provision of 192 preventive medical checkups in 2023 (2022: 197)

- Additional occupational health management (OHM) measures, such as a Health Day at the Augsburg site and HLA typing to recruit new donors for the DKMS database for the treatment of blood cancer
- Projects for 2024: Repeat of the Health Day and development of a plan for occupational psychology support for employees

Our goal

Necessary medical examinations are always provided promptly and free of charge to all employees. Additional examinations can be requested.

Annual implementation rate of at least 95% for occupational safety training modules, monitored as a metric on a monthly basis plus a full-year analysis for managers

Status

Implementation rate in 2023: 97.1% (2022: 95.6%)

Coverage/impact

The activities in connection with the training of employees on the topic of high levels of occupational safety relate to all WashTec locations worldwide. The range of online training formats enables all activities to be closely monitored. The WashTec safety officer is centrally responsible for providing information on safety-related incidents and for closely supervising the subsidiaries.



Ensuring high standards of occupational safety

Near-miss reporting

To achieve our target of zero occupational accidents, inspections and training must be carried out consistently and employees' protective equipment must be tailored to their tasks. In addition, accidents and near-misses must be analyzed to identify and avoid accident hazards in terms of affected parts of the body and risk situations.

For this purpose, WashTec deploys the WashTec Message safety app, a user-friendly tool that allows employees to quickly report situations with a heightened hazard potential. The app is installed on all employees' phones and can be accessed on the web. With the help of a structured query system, it provides a good overview of the locations and types of hazardous situations. Reported incidents and near misses are analyzed, allowing us to implement training or other measures to prevent accidents from occurring.

Our measures to ensure high levels of occupational safety



1. Evaluation of the use of the WashTec Message safety app is included in the management review under the heading of occupational safety. Results include:
 - 455 hazardous situations reported using the app in 2023 (2022: 615)
 - The evaluation provides the basis for monthly tracking in the Integrated Management System of the processing of reports by the occupational safety team
2. By documenting hazard categories, an annual comparison can be made to identify improvements or training priorities. Managers are continuously informed and involved.
3. By activating escalation processes, we can quickly respond to deviations identified during inspections and track the related corrective actions in the app, including escalation levels if not dealt with.
4. Improved processes for when deviations are found after inspections aid in the documentation of optimization measures or corrective action.

→ ● Our goals

Low level of occupational accidents per million working hours Group-wide, based on the Group-wide goal of zero occupational accidents.

✓ Status

4.2 accidents per million working hours in 2023 (2022: 4.2); the absolute figure has been reduced to 12 reportable occupational accidents (2022: 13)

🌐 Coverage/impact

The training of employees on the topic of high levels of occupational safety relates to all WashTec locations worldwide. The WashTec Message safety app is in use worldwide and covers all work areas. Data and reports are sent to us from all locations and are processed by the designated local occupational safety specialists.



Ensuring high standards of occupational safety

Internal audits and inspections

Another important element of our activities for achieving high standards of occupational safety is the implementation of the audits scheduled in the annual audit program. In addition to country-level requirements, these include internal audits at the European plants and implementation of the Safety Certificate Contractors (SCC) standard at all European sales and service offices. All audits are an integral part of our QHSE management process.



We identify various external factors that influence accident prevention at WashTec:

- Country-specific rules and regulations at our locations
- Statutory obligations under the German Workplace Ordinance and the requirements of the employers' liability insurance associations
- Occupational safety audits conducted by customers



What effect do WashTec's internal audits and inspections have in the social and business environment?

Consistent tracking of metrics, the identification of scope for improvement and the initiation and implementation of corrective measures help to ensure that our customers see WashTec as a responsible employer and safeguard our business success.

Our measures as part of our audit and inspection strategy



1. Local occupational safety officers have been appointed for all international locations. All European sales and service organizations additionally implement occupational safety management in accordance with the SCC standard. The audit and inspection program includes:
 - Implementation of 18 internal audits by QHSE.
 - External audits carried out by a certification company in the Netherlands, France and Germany. Audits are conducted annually in Germany and at two national companies; which two national companies are audited changes each year and repeats every four years.
 - Three QHSE inspections in service at all international sales locations
 - The average proportion of inspections without identified deficiencies was 95.7% (prior year: 95.5%).
2. Implementation rate for inspections carried out in service in 2023: 100% (2022: 95.5%).
3. The audits are carried out by accredited, trained employees with audit experience. We trained two additional auditors in 2023 and will integrate them into the audit program in 2024.

→● Our goal

Successful SCC recertification for all European locations.

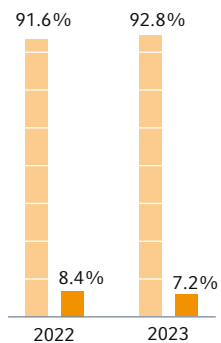
✓ Status

SCC audits in 2023 in Germany, the Netherlands and France passed without deficiencies.

🌐 Coverage/impact

Our SCC audits cover our sites in Germany as well as our international sites in Austria, the Czech Republic, Denmark, France, Italy, the Netherlands, Norway, Spain and the UK. All other international sites have a local occupational safety officer, who is integrated into the IMS as part of the matrix organization and is designated in the organizational structure. The audit plan is also applied to our local subcontractors in accordance with the SCC management system. In this way, on-site occupational safety measures are also continuously monitored in the case of subcontracted work.

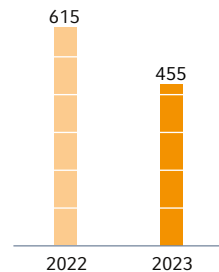
Health rate, per 1,000 hours worked (Germany)



- Attendance rate
- Share of employees unfit for work

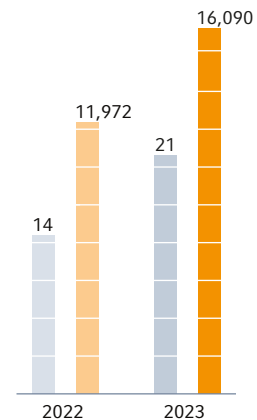
In 2023, we recorded an absenteeism rate of 7.2% at our German sites. This figure is not yet available for the international locations.

Reported near-misses



In 2023, 455 near-misses were reported via the app.

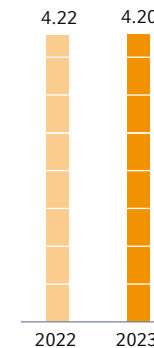
Occupational safety trainings (all sites)



- Training
- Attendees

In 2023, WashTec conducted 21 health, safety and environment (HSE) training sessions with a total of 16,090 attendees.

Work accidents, per million hours worked



The occupational accident rate in 2023 was 4.20. The industry average for 2023 according to the employers' liability insurance association is 20.12.

GRI Content Index

Statement of use		WashTec reports the information specified in this GRI Index for the period 1 January to December 31, 2023, based on the GRI standards.	Reference			
GRI used		GRI 1: Foundation 2021				
Applicable industry standards		None				
Publication date		TBD				
				Sustainability Report 2023, page	Annual Report 2023, page	Web, other reference documents
General Disclosures 2021						
GRI 2: General Disclosures 2021	2-1	Organizational profile		10		
	2-2	Entities included in the organization's sustainability reporting		4, 14	57–60, 119–121	
	2-3	Reporting period, frequency and contact point		4		https://esg.washtec.de/en/sustainability-officer-and-contact/
	2-4	Restatements of information		4		
	2-5	External assurance		4		
	2-6	Activities, value chain and other business relationships		10–11, 13	57–60	https://esg.washtec.de/en/supply-chain/
	2-7	Employees		12		
	2-8	Workers who are not employees		12, 59		
	2-9	Governance structure and composition			99–105, 164	
	2-10	Nomination and selection of the highest governance body			165	WashTec AG Articles of Association
	2-11	Chair of the highest governance body			165	
	2-12	Role of the highest governance body in overseeing the management of impacts			100–101	Supervisory Board Rules of Procedure 2022, p. 8
	2-13	Delegation of responsibility for managing impacts		4, 8, 14–15	84–93	https://esg.washtec.de/en/strategy/ https://esg.washtec.de/en/sustainability-policy/ https://esg.washtec.de/en/sustainability-policy/structures-for-all-sustainability-related-processes/ https://www.washtec-uk.com/company/compliance-whistleblower-protection/

			Sustainability Report 2023, page	Annual Report 2023, page	Web, other reference documents
General Disclosures 2021					
	2-14	Role of the highest governance body in sustainability reporting	4, 8	99-104	
	2-15	Conflicts of interest		15, 102, 105	
	2-16	Communication of critical concerns	4		https://www.bkms-system.net/bkwebanon/report/clientInfo?cin=23Was19&c=-1&language=eng
	2-17	Collective knowledge of the highest governance body		103–105	
	2-18	Evaluation of the performance of the highest governance body		167–168	
	2-19	Remuneration policies		15, 99, 166–170	Remuneration Report 2023, p. 9 – 15,22
	2-20	Process to determine remuneration		12–13, 15	Remuneration Report 2023, p. 3–8
	2-21	Annual total compensation ratio			Remuneration Report 2023, p. 22
	2-22	Statement on sustainable development strategy	4–5,8,14–15	30–37, 60–62, 97	https://esg.washtec.de/en/strategy/
	2-23	Policy commitments	8, 14–15		https://esg.washtec.de/en/principles-for-ethical-and-sustainable-business/
	2-24	Embedding policy commitments	14–15		https://esg.washtec.de/en/principles-for-ethical-and-sustainable-business/
	2-25	Processes to remediate negative impacts	4, 14–15		https://esg.washtec.de/en/principles-for-ethical-and-sustainable-business/
	2-26	Mechanisms for seeking advice and raising concerns			https://esg.washtec.de/en/strategy/stakeholderdialog/ https://esg.washtec.de/en/principles-for-ethical-and-sustainable-business/human-rights-officer/ https://esg.washtec.de/en/principles-for-ethical-and-sustainable-business/whistleblower-system/
	2-27	Compliance with laws and regulations			https://esg.washtec.de/en/principles-for-ethical-and-sustainable-business/
	2-28	Membership associations	12		
	2-29	Approach to stakeholder engagement	16		
	2-30	Collective bargaining agreements	12, 51		

			Sustainability Report 2023, page	Annual Report 2023, page	Web, other reference documents
Material Topics					
GRI 3: Material Topics 2021	3-1	Process to determine material topics		84–92	https://esg.washtec.de/en/sustainability-policy/
	3-2	List of material topics	32		
Economic Sustainability					
3-3	Management approach Success with sustainable products and services		19–25		
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	11	136–138, 140	
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	13		
3-3	Management approach Resource-efficient system operation		20–22, 31–33		
GRI 303: Water and Effluents 2018	303-1b,c,d	Interactions with water as a shared resource	20–21		
GRI 302: Energy 2016	302-5	Reductions in energy requirements of products and services	20–21, 24		
3-3	Management approach Safe carwash operation and strong data security		23–24		
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	25–26		
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	22–23		

			Sustainability Report 2023, page	Annual Report 2023, page	Web, other reference documents
Environmental Sustainability					
3-3	Management approach Environmental Sustainability		29–30		
3-3	Management approach Sustainable use of materials and resources		31–32		
GRI 301: Materials 2016	301-2	Recycled input materials used	32		
	301-3	Reclaimed products and their packaging materials	22–23, 30		
3-3	Management approach Optimized waste strategy		31–32		
GRI 306: Waste 2020	306-3	Waste generated	33		
	306-4	Waste diverted from disposal	33		
	306-5	Waste directed to disposal	33		
GRI 303: Water and Effluents 2018	303-1a	Water as a shared resource	19–20, 32		
	303-5	Water consumption	31–32, 34		
	303-4	Water discharge	29–30, 32		
3-3	Management approach Energy saving		29–30, 35–39		
GRI 302: Energy 2016	302-1	Energy consumption within the organization	40		
	302-3	Energy intensity	40		
	302-4	Reduction of energy consumption	35–37		
3-3	Management approach Minimizing the carbon footprint		29–30, 41–43		
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	41–45		
	305-2	Energy indirect (Scope 2) GHG emissions	41–45		
	305-3	Other indirect (Scope 3) GHG emissions	46–48		
	305-4	GHG emissions intensity	29–30, 44		
	305-5	Reduction of GHG emissions	44–45		

			Sustainability Report 2023, page	Annual Report 2023, page	Web, other reference documents
Social Sustainability					
3-3	Management approach Social Sustainability		51–52		
3-3	Management approach Intensifying employee development		53–56		
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	54		
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees			CSR Report 2021, p. 65
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs			CSR Report 2021, p. 65
3-3	Management approach Promoting equal opportunities and diversity		57-58		
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	54, 59	102, 104, 106	
3-3	Management approach Ensuring high standards of occupational safety		60-65		
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	60-61		
	403-2	Hazard identification, risk assessment, and incident investigation	62-66		
	403-4	Worker participation, consultation, and communication on occupational health and safety	60-62, 66		
	403-5	Worker training on occupational health and safety	66		
	403-6	Promotion of worker health	60-61, 66		
	403-8	Workers covered by an occupational health and safety management system	60		
	403-9	Work-related injury rate	66		



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