

WÜRTH ELEKTRONIK MORE THAN YOU EXPECT



**SUSTAINABILITY**  
**STATUS REPORT**  
**2021 - 2023**

Würth Elektronik eiSos GmbH & Co. KG



# CONTENT

---

<b>Who we are</b> .....	<b>04-05</b>
<b>Foreword: Würth Elektronik eiSos Management Board</b> .....	<b>06-07</b>
<b>Sustainability – Our Areas of Action &amp; Goals</b> .....	<b>08-09</b>
<b>Area of action: Products &amp; Services</b> .....	<b>10-11</b>
Key Figures .....	<b>12-13</b>
Lessons Learned & Next Level Stories .....	<b>14-21</b>
<b>Area of action: Resources &amp; Environment</b> .....	<b>22-23</b>
Key Figures .....	<b>24-25</b>
Lessons Learned & Next Level Stories .....	<b>26-33</b>
<b>Area of action: People &amp; Society</b> .....	<b>34-35</b>
Key Figures .....	<b>36-37</b>
Lessons Learned & Next Level Stories .....	<b>38-45</b>
<b>Imprint</b> .....	<b>46-47</b>

# WHO

---

# WE

---

# ARE

---

Waldenburg

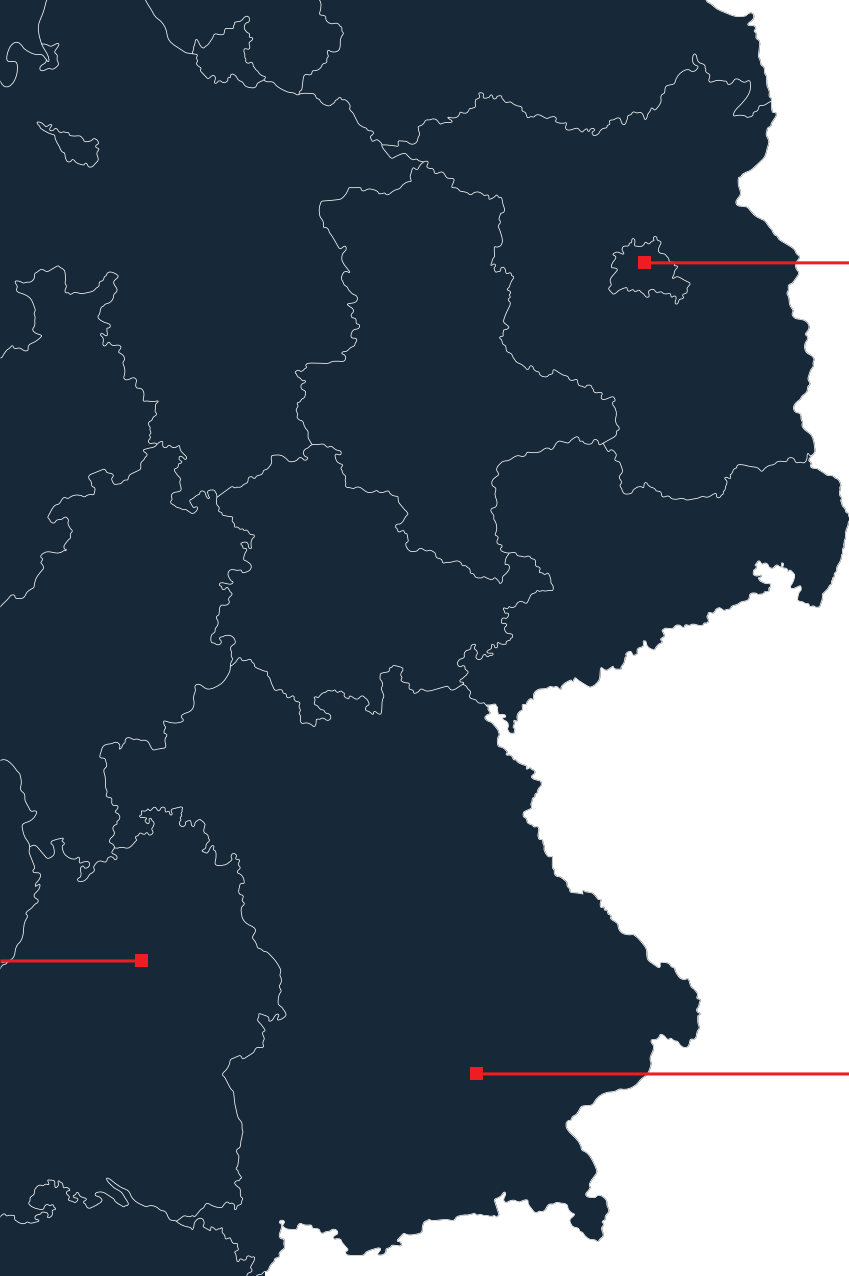
Trier

**Würth Elektronik eiSos is one of the biggest European manufacturers of electronic & electro-mechanical components. Together with the subsidiaries Würth Electronics Midcom, Würth Elektronik iBE, Erwin Büchele, Würth Elektronik Stelvio Kontek and their production facilities in Europe, America and Asia, we guarantee high availability in all markets. More than 700 technical sales representatives worldwide make up a direct sales network that is unique on the electronics market. As a manufacturer, we offer our customers excellent design-in support on-site. All catalog products are available from stock and samples are free of charge. True to our company motto 'more than you expect'.**

We're part of the Würth Elektronik Group, founded in Niedernhall in Baden-Württemberg, Germany, employing around 7,900 people worldwide and generating sales of € 1.24 billion in 2023. The group of companies produces and sells electronic components such as printed circuit boards, electronic components, electromechanical elements, and complete system assemblies.

The Group operates internationally with three divisions in different markets and 23 production locations worldwide. Würth Elektronik is one of the most successful companies in the Würth Group.

A broad portfolio of services, competencies, and a practiced corporate culture are united under the common brand. Strong team spirit, both internally and externally, customer proximity, services, and top-level quality – these characteristics exemplify the achievements of the corporate group. True to the claim 'more than you expect', the Würth Elektronik Group has committed itself to high standards, which we fulfill with great passion, every day and with a focus on the future.



Berlin

Munich

## What makes us who we are?

### **Partnership and cooperation shape our corporate culture.**

We're a family business in the truest sense of the word: A strong community driven by its genuine interest in other people and their concerns. We see ourselves as a strong team in which all members give their best and pull together.

What unites us is our passion for doing a good job. We're curious, open, and excited about new encounters and challenges. We're the team you want by your side: competent, solution-oriented, and committed. A guiding principle sums up our attitude: **"it's about people!"**



# FOR A LIVABLE FUTURE



*Management Board of Würth Elektronik eiSos GmbH & Co. KG  
From the left: Dirk Knorr, Josef Wörner*

## The Managing Directors of Würth Elektronik eiSos Germany on sustainability

**Dear readers,**

Sustainability is very important to us. As one of our focus areas, we see this as the key to long-term success. It is an integral part of our strategy – and describes corporate responsibility at Würth Elektronik eiSos

So it's only right and important to define what sustainability means to us specifically.

### **Because there's much more to it than just environmental protection:**

We understand sustainability as the harmony between the pillars of ecology, economy, and social responsibility. This includes sustainable products and processes, as well as employee participation. In an era when the world is changing rapidly and the global sustainability agenda is becoming ever more prominent, it is more important than ever to ensure our actions have a positive long-term impact on the environment, society, and the economy. In the electronics industry – where products and innovations play a central role in all our daily lives – it is especially important for us to take responsibility for the environmental impacts of products as well as business practices.

We should all be more aware than ever that we don't have a second planet. We must use our resources carefully and prudently. Anything that contributes to pushing back Earth Overshoot Day makes us more sustainable. You can't save the world on your own, of course. But if everyone becomes a bit more mindful and we can raise awareness for this, we'll have already made great progress. Every little step is better than none. Often it's the seemingly small things that together make up the big picture. Sustainability affects both us and you.

**That's exactly why everyone can and should make their contribution!**

As Managing Directors of Würth Elektronik eiSos GmbH & Co. KG, we find it particularly important to regularly focus on sustainability. So, we're very pleased that within the company we have so many dedicated individuals and sponsors from the Management Team who support us. They have taken on this important topic and have launched the digital newsletter, in which we can present both examples from private life as well as the measures and actions we are implementing in the company.

### **True to the motto: Do good and talk about it. To raise awareness – and to encourage participation.**

This Sustainability Status Report provides a comprehensive overview of what we're doing to promote sustainability in all aspects of our business activities. From the manufacturing of our products to our relationships with suppliers and customers, it presents measures through which we make a positive contribution to a sustainable future.

Specifically, you can read success stories here that demonstrate where we've already been (and continue to be) successful in terms of sustainability – we've compiled these under the heading 'Lessons Learned'. At the same time, we also want to give you the opportunity to look into a more sustainable future with us as 'Next Level Stories'. Here you can learn about what we are currently working on – and how we specifically aim to create a better tomorrow.

We're pleased to share the progress and challenges on the road to a more sustainable electronics industry and hope you'll join us on this journey.

**Dirk Knorr**

**Josef Wörner**

Managing Board of  
Würth Elektronik eiSos GmbH & Co. KG

# OUR AREAS OF ACTION AND GOALS

Technological progress in harmony with nature and fair interaction with one another.



Products & Services



Resources & Environment



People & Society





## Sustainability is a key success factor for us – and something close to our hearts.

**We strive to meet the needs of the current and future generations and to contribute to make life worth living today and tomorrow. Moreover, we strive to think long-term. Acting sustainably. And creating cycles that benefit people and the environment.**

This is more important than ever. Because changing living conditions present enormous challenges to all of us. It's high time to tackle issues like climate change and social injustice. In our sustainable actions, we are therefore oriented to both international guidelines such as the Paris Agreement and the three-pillar model of sustainability. **Economy, ecology and social issues.**

### Holistically good

For us, these three areas are closely interconnected. Hence, we view them holistically. Based on this maxim, we've defined our understanding of sustainability and our areas of action: **Products & Services, Resources & Environment, People & Society.** These three aspects go hand in hand, forming a cohesive whole – and based on them, we define our goals and record our successes.

### The economic aspect

Our products and services are an important part in many technical products that drive progress. So with our components we can contribute to making the end products more sustainable. Whether through long-lasting products, increased efficiency, or 'clean' production.

### The ecological aspect

Protecting nature and consequently treating natural resources with respect and consideration is one of our core values in sustainability.

### The social aspect

We care deeply about people. Every person counts and can contribute to change. But only teamwork allows us achieve our sustainability goals more quickly and efficiently. We place great importance on this – and in doing so, we uphold global human rights and social standards. We're also committed to engaging in society. Regional and supra-regional.

We've already initiated some improvements, but there's still a long way to go. **We've recognized this challenge and are improving step by step to align with our understanding and goals.**

# AREA OF ACTION

## PRODUCTS & SERVICES



**Markus Stark**  
Management Team

**Dear readers,**

**Sustainability is topical and ubiquitous** – mostly in relation to climate protection. This undoubtedly counts as one of the most important goals worldwide and is probably one of the biggest challenges of this century.

This also affects us as a manufacturer of electronic and electromechanical components: Products should be made as sustainably, climate-neutral, and resource-efficiently as possible. Long-lasting. Contain no harmful substances. And: They should be easily recyclable and consume as little energy as possible. As a manufacturer of top-quality components, this presents us with significant challenges.

**But it also offers the opportunity to offer more climate-friendly products and services.**





**This topic is not new to us:** Driven by an EU directive, we were the first manufacturer of passive components to eliminate lead – the listed harmful substance – from the majority of our products. In certain cases, an exemption from the directive still permits its use today. However, our goal is to eliminate lead from every product by 2026, regardless of all directives. Sounds simple, but it's not. Because it's not enough to simply replace raw materials that contain lead. Besides design changes, significant modifications to the production processes will also be necessary. And this comes without compromising on quality.

Another approach to climate protection is the linear economy. This means moving away from traditional production methods in which raw materials are extracted, processed into products, and disposed of as waste after their lifespan. The goal is rather to initiate cycles in which, in the best case, no waste is produced. Ideally, everything is reused and reintroduced into the material cycle after reprocessing.

**The aim is to conserve natural resources. Because, climate goals aren't achievable in a throwaway society. Our Repair Café is a step in the right direction.**

Of course, there is plenty more potential in our components. As they are quite small compared to other electronic components, quantity is a decisive factor. Because, every little helps. But where's the best place to start? We have an enormous number of articles. Even if the amount of raw materials used is much lower, there is still much to be done before we can implement the 'circular economy'. Probably the greatest treasure hidden here, which we as a company can unearth, lies in us succeeding in developing new, attractive products in a resource-efficient manner.

A long road lies ahead of us, with challenges but also great options and opportunities. Examples of how we are approaching it can be found in the following.

**Enjoy and be inspired!**

Kind regards

**Markus Stark**  
Management Team

# AREA OF ACTION


## PRODUCTS & SERVICES

Key figures	2021	2022	2023
<b>Number of packages shipped</b> <i>This figure shows the number of packages shipped from our warehouses in Germany.</i>	426,365	436,241	389,688
<b>Number of pallets shipped</b> <i>This figure shows the number of pallets shipped from our warehouses in Germany.</i>	9,134	10,534	9,784
<b>Number of half-pallets shipped</b> <i>This figure shows the number of half-pallets shipped from our warehouses in Germany.</i>	1,450	1,555	4 605
<b>Number of products in the portfolio</b> <i>This figure shows the number of all standard products that we offer on the market – excluding our custom special articles.</i>	71,300	72,300	73,800
<b>Number of orders</b> <i>This figure reflects the number of orders that we have delivered to our customers.</i>  <i>*Spin-off companies in Romania and Bulgaria. As a result, customers and orders were adopted by the company's own subsidiaries.</i>	200,390	152,921*	129,224
<b>Number of active customers</b> <i>This figure shows the number of customers who have placed at least one order with us within 12 months.</i>	7,959	7,768	7,466
<b>Service level on customer's request date [%]</b> <i>This figure shows the percentage of customer deliveries that could be made on the customer's desired delivery date.</i>	85,3	87,9	95,0
<b>Complaint rate [%]</b> <i>The complaint rate measures the number of complaints in relation to the number of invoices.</i>	0.045	0.060	0.060
<b>Proportion of top ratings from our customers [%].</b> <i>Customers can voluntarily and proactively provide a rating/feedback on their cooperation with us. This figure shows the proportion of top ratings within the customer feedback.</i>	71.5	69.2	95.0
<b>Number of products with RoHS exemptions</b> <i>The RoHS directive allows exemptions for restricted substances for certain applications. The figure shows how many of our standard products use RoHS exemptions.</i>	11,313	11,523	13,051
<b>Number of products with REACH SVHC</b> <i>In REACH, there is a candidate list of Substances of Very High Concern (SVHC). The figure indicates how many of our articles contain an SVHC.</i>	11,363	11,593	13,799
<b>Registered trademarks</b> <i>This figure shows the total number of registered trademarks of Würth Elektronik eiSos as well as collective trademarks of the Würth Elektronik Group.</i>	39	39	41
<b>Patent ideas initial applications (filed).</b> <i>This figure shows the number of initial applications for patents that we filed in the respective years.</i>	98	102	106
<b>Number of patents – total number in the respective countries (filed, granted, and closed).</b> <i>This figure shows the total number of patents we currently hold or held in various countries worldwide. Initial applications are usually filed in Germany (eiSos DE) and are subsequently refiled worldwide (patent family).</i>	973	977	1,060
<b>Number of environmental risk assessments for productions (&gt; €50,000 purchasing volume) [%]</b> <i>Since 2021, we have been conducting environmental risk assessments with our productions. In the process, basic environmental requirements are queried, and the risk of environmental pollution is assessed. If we identify an increased risk here, a development project is initiated with the production.</i>	7.3	32.7	75.0
<b>Origin of our products in Asia by value [%]</b> <i>These figures indicate the percentage of our products, measured by value, for which the origin is Asia.</i>	95	89	81.9
<b>Origin of our products in Germany by value [%]</b> <i>These figures indicate the percentage of our products, measured by value, for which the country of origin is Germany.</i>	4.5	8.4	14.4
<b>Origin of our products outside Asia and Germany by value [%]</b> <i>These figures indicate the percentage of our products, measured by value, for which the origin is not Asia or Germany.</i>	0.5	2.6	3.7




 **7,466**  
active customers

 **73,800 products**  
in the portfolio

 **389,688 packages**  
shipped

 **129,224**  
orders

 **0.060 %**  
complaint rate

The figures shown refer to the year 2023.

# STRONG LOGISTICS – EVEN IN TIMES OF PANDEMIC

The coronavirus pandemic plunged many companies into existential crisis. Often, despite the order books being full, supply bottlenecks made processing impossible – even for systemically important products. Thanks to long-term supply contracts and safety stock, eiSos was able to help.

In the turbulent early phase of the pandemic, many factories had to close and only reopened gradually. The result: frequent high production backlogs. Our Supply Chain Management (SCM) ensured that these did not increase even further.

## STORY: LESSONS LEARNED

### Fair organisiert dank Taskforce

**This team classified and allocated the goods. Neutral and fair toward all customers. This was literally vital** – not just economically. Because, at the beginning of the pandemic, many patient ventilators were needed, in which our components are used.

As the situation became increasingly critical, we reacted. A task force was established as a central contact point: for medical technology manufacturers and companies that switched their production to urgently needed devices. In constant discussion between Global Sales, SCM, Production, Logistics, Quality Assurance, and customer decision-makers, it was determined where, when, and how many parts were needed – and were delivered accordingly. In some cases, even requests from governments for critical infrastructure goods were addressed.



## **We only managed this because everyone pulled together**

For example, in terms of:

- **Helpfulness**  
Many industrial customers completely overhauled their production planning or released safety stock to create quantities for medical customers.
- **Logistics**  
We hold inventory worldwide, and our colleagues have demonstrated great commitment. In some cases, the sales force even picked up goods from industrial customers and delivered them to medical customers. In addition, we tested different freight routes, for example by truck or train from China to Germany.
- **Deployment**  
To be able to quickly step up production again, employees in the factories were willing to sleep on-site, as in some cases production was only possible under such conditions.

**All these examples and many others have shown: When it's a matter of 'life and death', people around the world stand together.**

# **BETTER COMPONENTS**

---

# **FOR A BETTER FUTURE**

---

Our supply chain is continually evolving in terms of quality and the environment. And it must do so. Because components are changing faster and faster: Technological change, higher customer demands placed on processing and operation, as well as new laws, are the main drivers.

We meet these requirements and, at the same time, ensure greater sustainability in product design.







**What lasts a long time doesn't need to be replaced. We therefore test components with the latest technology and always holistically for various parameters such as:**

- efficiency
- eco-friendliness
- longevity

We rely on targeted product qualification, as well as generic data for series qualification for this purpose. This helps save time and energy. Sustainability with many facets is the outcome. Because, well-designed, reliable components ensure long-lasting use for the customer. This, in turn, avoids costs or repair efforts, saves the resources of time and materials – and strengthens our reputation as a brand.

**“Thanks to continuous improvement, we are even able to meet our customers' demanding requirements.”**

Because we supply various industries for the broadest range of applications, which all have one thing in common: They demand the highest quality and a high level of automation with the corresponding process capability – even with high productivity.

**We meet these requirements – and set new standards in quality and environmental protection:** By deploying integrated management systems and by conducting audits, we create high transparency in the value chain. And ensure that our customers can continue to develop their supply chains in resource-efficiently and sustainably.

# ORDERING, DELIVERING, INSPIRING



## STORY: LESSONS LEARNED

### In a pilot project, WE eiSos and ZIEHL-ABEGG develop a sustainable system

**Minimize efforts in the ordering process and achieve productive delivery: With these goals in mind, we're promoting economic and ecological sustainability in a pilot project with our customer ZIEHL-ABEGG. We worked together in a joint project team from September 2020 to July 2021 to optimize the delivery of selected components.**

ZIEHL-ABEGG disclosed its needs transparently in the ordering process to achieve this. This allowed us at Würth Elektronik eiSos to plan our production optimally. This minimized the effort required from Purchasing and Sales, as well as the consumption of natural resources. The goal: To store goods at ZIEHL-ABEGG as quickly as possible and without additional processing steps, or to directly forward to Production. Here we jointly monitor material availability starting from the receipt of goods.

### A shared path

**Initially, the focus was on making classic incoming goods processes as productive as possible, including:**

- Unpacking
- Quantitative control
- System bookings
- Forwarding to the destination storage location

**To achieve this, we reconsidered the packaging process and:**

- opted for an environmentally sustainable, reusable loading carrier
- eliminated packaging materials wherever possible, leaving only the protective packaging
- packed the goods in customer-specific ESD containers and ...
- ... prepared for shipping with reusable strapping materials

By delivering weekly on ESD pallets, we avoided transportation damage. We also paid attention to process productivity and workplace ergonomics in container handling and fill levels. To ensure that this sustainable shipping method works, we processed the goods in a customer-specific manner during order picking.



## Analyses help specific planning

**The process of handling demand contributes significantly to the added value of this system.** A program determines the actual delivery requirements based on forecasts in a largely automated manner and inputs this data into the ERP system.

### These article-specific factors are stored:

- Upper and lower limits of container utilization
- Container filling level
- Pallet utilization
- Flexibility in the delivery quantity based on ZIEHL-ABEGG's inventory levels
- Lower limit of the total delivery quantity based on the process cost structure

To make our logistics process as productive as possible, we analyze the weekly quantities so we can precisely control the additional workload. The goal: Ideally, to deliver exactly the quantities that keep a balance between the goods turnover and workload. Thanks to analyses and evaluations, we know the process times and costs per packaging unit – so we can plan accurately accordingly.

## Advantage of regional proximity

**And the incoming goods process at the customer's end?** Here, delivery notes and labels with information about storage areas etc. simplify forwarding to the destination locations.

Full and empty containers are exchanged in a dedicated system. We maintain a buffer stock of approximately one week's supply and order the containers used for each week directly from the customer's Logistics department.

Due to the regional location of both companies, we use ZIEHL-ABEGG's internal plant transportation for delivery. This is to be further integrated in the future. It can also deliver containers – to create a closed, sustainable system

## With openness into the future

A sustainable partnership between all parties involved in this pilot project also includes maximum transparency: At Würth Elektronik eiSos, we have clearly identified additional costs from the offset. ZIEHL-ABEGG, in turn, was able to verify whether this change actually reduced the total process time cost-effectively. The result is a delivery system that establishes the foundation for collaborative growth: Both companies have grown closer during the project than ever before – and in the future they intend to further deepen and optimize the processes they develop together.

**All parties involved agree: The pilot project has created significant added value and sustainable results. It features an optimized shipping, delivery, and incoming goods process building upon reusable transport containers, saving resources, reducing packaging waste, and making optimal use of local proximity!**

# WE SAY GOODBYE TO LEAD





## Next Level:

### Lead-free status of our products – RoHS goals

**Lead and electronics – was an almost unavoidable combination for a long time.** But we're putting the brakes on lead. For greater sustainability and material health.

The RoHS Directive restricts the use of various hazardous substances in electrical and electronic equipment. However, in certain cases, the EU Commission still permits the use of lead. At Würth Elektronik eiSos, we are still taking steps to gradually reduce articles with RoHS exemptions.

#### Up to 2026

- Review all articles with exemptions for the possibility of replacing lead.
- Reduce the number of articles that use RoHS exemptions.
- Aim to avoid the use of RoHS exemptions in product development.

#### That's not all

By 2026, we aim to replace lead in every article where technically feasible. As new lead-free materials are often associated with higher costs, we are also dependent on customer demand to achieve this goal, and aim to find the best compromise between material health and cost-effectiveness for everyone.

#### Our goal

RoHS exemptions should be a thing of the past.

# AREA OF ACTION

## RESOURCES & ENVIRONMENT



**Dear readers,**

**Sustainability is more than just a buzzword or trend.**

Yes, because the 17 Sustainable Development Goals published by the United Nations in 2015 very clearly demonstrate that: **sustainability concerns us all!**

I'd like to take you on a brief journey through our area of action 'Resources and Environment' at our headquarters in Waldenburg. Here we first need to answer the question: How do we actually define sustainability in terms of resources and the environment?

**Thorsten Rollbühler**

Management Team





### Three points are particularly crucial here:

- **Efficiency:**  
For us, efficiency means making wise use of energy and resources.
- **Management:**  
Our management systems anchor the requirements for the environment, energy, and quality in our company processes.
- **Process optimization:**  
By optimally implementing our processes, we avoid rework and waste – thereby conserving resources.

## That's the theory. But how do we practice sustainability in this area – and what has already been done? Well, quite a lot!

Back in 2002, a photovoltaic system was installed on our first building, our headquarters in Waldenburg. Since then, we have equipped every subsequent building similarly. As a result, today we generate part of our electricity ourselves. The building cooling was also implemented in the first building with component cooling integrated into the ceilings. This saves us 75% in annual energy costs compared to conventional air-conditioning. But not only cooling is optimized. Heat recovery from data centers and laboratories significantly supports the heating of our buildings, especially in Logistics.

We've also been pursuing energy-saving lighting solutions for many years. The existing lighting has already been successively replaced with LED lighting. The goal is to completely replace old lighting sources, with this recently implemented in our shuttle warehouse.

**E-mobility is not a new concept for us.** Ten years ago, 18 charging points for hybrid and electric vehicles have already been installed, for instance. We were still well ahead of the trend even then. It's now necessary to expand the existing infrastructure to enhance our contribution to e-mobility.

Our certifications for environmental management according to ISO 14001 and energy management according to ISO 50001 also demonstrate that sustainability is not just a statement – no, it's an integral part of our overall management system.

However, people remain the key factor in implementing sustainable goals and principles. Sustainable thinking and action cannot simply be mandated by laws or regulations, but has to be an inherent part of everyday work life. I warmly invite you all to continue accompanying us on our journey and to continually reflect on and question your own daily action. True to the motto: "What seems good today may be even better tomorrow."

**I now hope you enjoy the upcoming Lessons Learned Stories, which beautifully showcase everything that's possible.**

With best regards

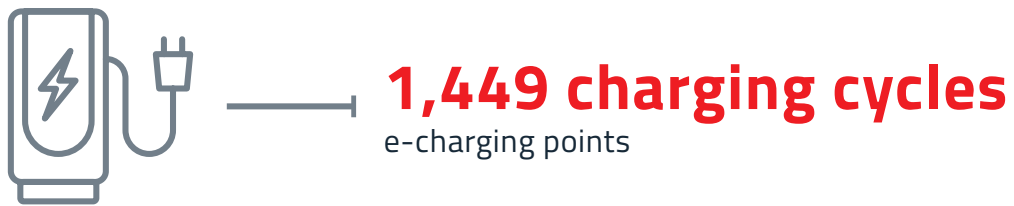
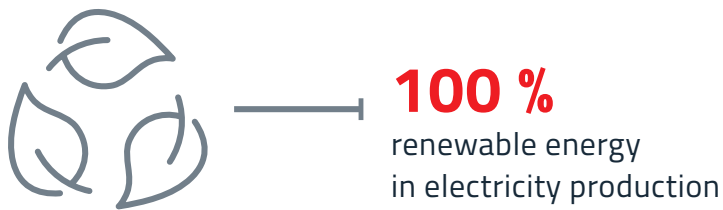
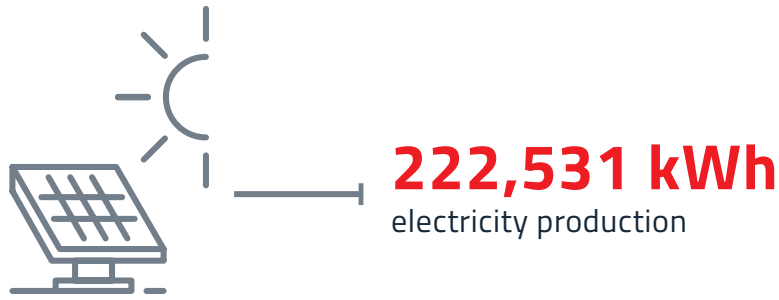
**Thorsten Rollbühler**  
Management Team

# AREA OF ACTION

## RESOURCES & ENVIRONMENT

Key figures	2021	2022	2023
<b>Total electricity consumption [kWh]</b> <i>The figure represents the total electricity consumption in all our locations in Germany.</i>	<b>3,638,413</b>	<b>3,506,895</b>	<b>3,585,503</b>
Of which, Waldenburg site [kWh]	3,514,024	3,373,691	3,507,495
Of which, Trier site [kWh]	56,375	61,940	62,454
Of which, Berlin site [kWh]	28,411	26,766	15,554
Of which, Munich site [kWh]	39,603	44,498	720,049
<b>Total electricity consumption per employee [kWh]</b> <i>The figure indicates the average electricity consumption per internal sales employee.</i>	<b>4,606</b>	<b>4,367</b>	<b>4,102</b>
<b>Electricity production from photovoltaic systems [kWh]</b> <i>The figure shows the total amount of electricity generated by our photovoltaic systems.</i>	<b>194,363</b>	<b>214,865</b>	<b>222,531</b>
<b>Share of renewable electricity [%]</b> <i>The figure shows the percentage of electricity sourced from renewable energies across Germany.</i>	<b>98</b>	<b>100</b>	<b>100</b>
<b>Total fuel consumption [l]</b> <i>The figure shows the total amount of fuel consumed by our company vehicles.</i>	<b>453,053</b>	<b>597,094</b>	<b>655,835</b>
Of which, gasoline [l]	46,100	59,811	82,915
Of which, diesel [l]	406,953	537,283	572,920
<b>Number of fleet vehicles</b> <i>The figure shows the number of company vehicles.</i>	<b>294</b>	<b>322</b>	<b>322</b>
<b>Number of electric fleet vehicles</b> <i>The figure shows the number of electric cars in our company fleet.</i>	<b>0</b>	<b>14</b>	<b>36</b>
<b>Number of charging points for electric vehicles</b> <i>The figure shows the number of charging points on our site for charging electric vehicles.</i>	<b>18</b>	<b>18</b>	<b>36</b>
<b>Number of charging cycles at our e-charging points</b> <i>The figure shows the number of electric vehicle charging processes on our site.</i>	<b>1,034</b>	<b>2,363</b>	<b>1,449</b>
<b>Total emissions Scope 1* and 2** [tCO<sub>2</sub>equ]</b> <i>The figure shows the total amount of emissions resulting from our direct (fuel and gas) and indirect (electricity) energy consumption. *Scope 1 covers the direct release of environmentally harmful gases in our company. **Scope 2 covers the indirect release of environmentally harmful gases by energy suppliers.</i>	<b>1,387</b>	<b>1,731</b>	<b>1,848</b>
<b>Water consumption [m<sup>3</sup>]</b> <i>The figure shows the total amount of water consumed at our German sites through processes and by employees.</i>	<b>3,104</b>	<b>3,485</b>	<b>5,212</b>
<b>Total waste [t]</b> <i>The figure shows the total amount of waste produced at our German sites.</i>	<b>212.5</b>	<b>323.9</b>	<b>205.7</b>
Of which, paper/cardboard waste [t] <i>The figure shows the amount of waste consisting of paper and cardboard.</i>	6.05	5.97	4.23
Of which, plastic waste [t] <i>The figure shows the amount of waste consisting of plastic and synthetic materials.</i>	27.1	42.1	22.5
Of which, metal waste [t] <i>The figure shows the amount of waste consisting of metal.</i>	6.2	2.7	2.3
Of which, municipal waste [t] <i>The figure shows the amount of waste consisting of commercial waste similar to household waste.</i>	36.2	45.9	45.1
Of which, electronic waste [t] <i>The figure shows the amount of waste consisting of electronic waste.</i>	20.8	52.2	8.0
Of which, wood waste [t] <i>The figure shows the amount of waste consisting of wood waste.</i>	116.1	175.1	123.5
<b>Total amount of materials used for packaging [t]</b> <i>The figure shows the total amount of (packaging) materials used for shipping and packing our products.</i>	<b>1,064.7</b>	<b>1,161.8</b>	<b>1,061.2</b>
Of which, paper/ cardboard [t] <i>The figure shows the amount of waste consisting of paper and cardboard.</i>	194.3	211.4	189.7
Of which, plastics [t] <i>The figure shows the amount of waste consisting of plastic and synthetic materials.</i>	649.8	694.5	633.8
Of which, wood [t] <i>The figure shows the amount of waste consisting of wood.</i>	220.6	255.9	237.7





The figures shown refer to the year 2023.

# A SUSTAINABLE PACKAGE

**No question – packaging is indispensable in Logistics. But there's a lot that can be done here for sustainability: At eiSos in Waldenburg, we've reduced plastics and switched to more sustainable materials. The outcome: impressive resource conservation!**

**The maxim here is more 'circularity'.  
And this is how it's specifically put into practice:**

## **Sustainable paper cycle – corrugated cardboard**

Waste paper is the most important raw material for paper production. The corrugated cardboard packaging used in Logistics at Würth Elektronik eiSos has a high recycling content, consisting of 80% recycled fibers and 20% fresh fibers on average – without any loss of quality.

## **Paper adhesive tape**

In Logistics, the use of adhesive tape has been significantly reduced. Furthermore, plastic adhesive tape has been replaced with paper adhesive tape.

## **Padded shipping envelopes for free sample shipping:**

Rather than hard-to-separate and recyclable plastic bubble wrap, a plastic-free alternative now protects the components: padded paper envelopes, made entirely of recycled paper, which are both safe and sustainable.

## **Delivery notes in parchment paper envelopes:**

Plastic bags affixed to shipping boxes are a thing of the past. In the meantime, only the sustainable alternatives are used at our Waldenburg location. The same outcome, but a significant impact on environmental protection.

## **Optimization of packaging**

'Less is more' already applies to some component packaging: inner cartons for reels and foam as an intermediate layer have been significantly reduced or replaced with cardboard inserts. This way, more parts fit into one package – which compared to old packaging units saves:

- 70% of packaging weight
- approx. 74% cardboard
- approx. 60% plastic

## **Switching to grass cardboard**

Design kits with sample components are now shipped in 'grass cardboard' boxes. These are made from recycled material with up to 30% grass content, whereby the fibers are produced purely mechanically and without chemicals. This saves 99% water and 95% CO<sub>2</sub> – and ensures 100% recyclable packaging. The grass itself comes from areas not used for agriculture.





Optimized packaging increases circularity and saves a large amount of resources.



# DILIGENT COMPANY BEES

**Our Young Talents initiative „Blumenwiese“ [flower meadow] has literally had everyone buzzing with excitement since 2020.**

**The idea behind it: Why not bring beehives onto the company site – and create a flower meadow into the bargain?**

## **Two dedicated persons, one idea**

It came to life when two like-minded individuals at Würth Elektronik eiSos in Waldenburg met: Nicole, a work-study program student, daughter of a hobby beekeeper, and an enthusiastic beekeeper herself. And Dominik, an organizational developer, environmental activist, and interested in beekeeping. The idea of a meadow plus bees quickly turned into concrete plans to make eiSos a little greener on-site. Nicole's father, an experienced beekeeper, provided four bee colonies.

### **The effects:**

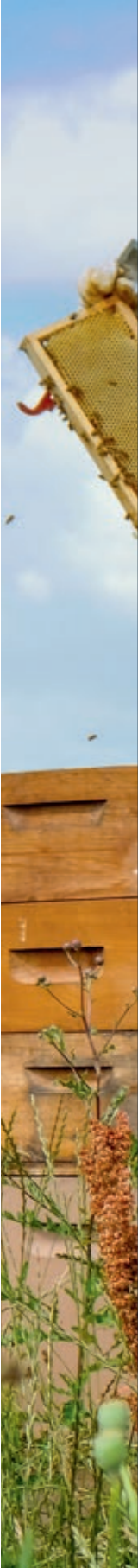
- The meadow and beehives promote an attractive landscape
- The homemade honey is distributed to customers as promotional gifts.

### **It's a win-win situation:**

The company with its image. The bees with their habitat. The plants in the vicinity with pollinated flowers. And our customers with delicious honey.

## **Oh, honey, honey ...**

Thousands of jars of honey have already been filled and distributed. „Wir schwärmen für Würth Elektronik“ [We rave/buzz for Würth Elektronik ] is on the label by the way. And this has since spread to customers all over the world. Because honey as a promotional gift is very well received – and helps bring WE's locality a little closer to them. After all, the honey brings a real piece of Hohenlohe onto their bread. This is not the only reason why commitment to the 'flower meadow' project is as strong as ever. And who knows – maybe there'll soon be employee beekeepers at the hive!



**STORY: LESSONS LEARNED**



Four bee colonies on the eiSos site generate enthusiasm – and sweet moments all around the world.



## 91,000 € per jar?

British researchers have calculated how much time bees invest in producing a single jar of honey. If they had to be paid the current minimum wage for their work, a 250-gram jar would cost 91,000 €! It's a good thing that the honey at eiSos is very much more affordable.



# SUSTAINABLY POWERFUL THE EISOS COMPUTER AND LOGISTICS CENTER

Those who, like us, are continuously growing and rely on automated technology and processes, need powerful data and logistics centers.

The same was the case for our partner companies, Würth-IT and Adolf Würth GmbH & Co. KG. To ensure that power and sustainability aren't contradictions, we've collaborated to establish sustainable capacities in these areas.



**600 m<sup>2</sup> floor space. 400 m<sup>2</sup> extension space. An adjoining office building with around 150 workstations. And at the heart of it all: plenty of sustainability. This is the data center developed in collaboration and inaugurated in 2015. We had five basic construction requirements:**

- 1.** A very high security level
- 2.** TÜV certification
- 3.** Direct coupling or mirroring with existing data centers
- 4.** Employee-friendly workspaces
- 5.** The highest possible energy efficiency

**All of these were achieved – and have set new standards in terms of Green IT.**

### **Top class for technology & people**

Various aspects make our logistics and data center exceptionally sustainable:

- **Heating:**  
The office building is heated solely by the waste heat from the data center. In the data center itself, the cold airflow is minimized and directed specifically to the systems.
- **Cooling:**  
For most of the year, we operate with free cooling. Chillers – the biggest electricity consumers – are only switched on rarely and for short periods.
- **Intelligent server systems and workstations:**  
The servers reduce their clock frequency when CPU load is low, which decreases energy consumption. The workstations are configured such that PCs and phones consume little to no energy outside of working hours.
- **Sustainable conveyor technology:**  
By using gearless, maintenance-free, and durable conveyor rollers, we save 15% in energy consumption and reduce noise emissions.
- **Intelligent shuttle system:**  
Here we have implemented an energy management system and an energy recovery system.
- **Social focus:**  
From height-adjustable desks at ergonomic workstations to local suppliers for operating resources – despite all the technology, people remain the focus.

**Sustainability is also considered and practiced in internal processes. We have:**

- digitized orders to make paper records superfluous
- massively reduced plastic packaging
- switched to durable transport containers made from 100% recyclable plastic
- intelligently consolidated customer orders

That's not all. From monitoring electricity consumption of each control cabinet to preventive maintenance and analysis of disruptions in the flow of goods: Wherever we see potential for greater sustainability, we leverage it. Accordingly, further optimizations are also planned for the future.

# GOODBYE EMISSIONS: WE'RE DECARBONIZING

Generate less or no greenhouse gas emissions: That's one of the most important sustainability issues. With the aim of achieving greenhouse gas neutrality, we're already laying the first foundations for continuous decarbonization of our business unit in Germany.

**Greenhouse gases like CO<sub>2</sub> contribute to global warming and therefore to climate change. They most commonly arise through the use of:**

- gas for heating purposes
- fuel in the vehicle fleet
- electricity at the locations

That's why we're working towards significantly reducing these three energy sources by 2025 and by offsetting unavoidable emissions.





## **Next Level:** **Sustainability in all its facets**

**We're already offsetting the emissions from our electricity consumption with green electricity certificates. By 2025, we want to purchase gas emission-free or, if possible, use alternative energy sources for heat generation.**

Making our energy sources more efficient – also as part of our ISO 50001 certification – is just as much a focus as electromobility. The process of (partially) electrifying our vehicle fleets and setting up charging points at our German locations is already underway. We want to determine if and how alternative drives can help us in our decarbonization efforts.

# AREA OF ACTION

## PEOPLE & SOCIETY



**Arnt Stumpf**  
Management Team

**Dear readers,**

As a company, we bear responsibility. Both for our workforce and for society as a whole. How we perceive this responsibility, we address in the action area 'People & Society'.

**Our aim is to take on a pioneering role in this regard. Therefore, we actively strive to promote a more just and inclusive society, to achieve long-term positive impacts on people's lives.**

Accordingly, we pay attention to having a diverse workforce where **everyone can develop their own competencies**. Working conditions are an essential component of this. That's why we've committed ourselves to the Code of Conduct from the Responsible Business Alliance (RBA). This includes ensuring that we pay attention to the impact of our own activities and those of our suppliers and partners.





**Our vision is a people-centered working environment.** How do we plan to implement this? By addressing needs: Through qualification measures and continuous development of our structures and processes, we cultivate a corporate culture and leadership style that enables participation and co-creation. This motivates and promotes collaboration.

**We contribute to our very good health rate with a comprehensive range of health-promoting services.** An exceptional commitment to workplace first aid officers is also demonstrated through our efforts: Three workplace first aid officers on duty in our company, even though this is not a requirement. But we're very happy to do this. This way, we contribute to alleviating the burden on health insurance funds, social security systems, and thus on society as a whole. We further emphasize this commitment by financially supporting social projects and institutions.

Our commitment to **supporting school and university students**, as the future of our society, is especially close to our hearts. We offer them application training, orientation internships, and projects that provide insights into the working world. At universities too, we also share our expertise through lectures and collaborations.

The practical benefits of our employees' expertise are also used sustainably: Contrary to the throwaway culture trend, we offer a **Repair Café** for electrical devices to extend their lifespan.

I hope the following pages provide an interesting insight into our current commitment toward a more sustainable society. At the same time, I can assure you that we're not resting on our laurels – we're continuously working to advance our measures and activities in the area of 'People & Society'.

**Enjoy reading!**

Best regards,

**Arnt Stumpf**  
Management Team

# AREA OF ACTION


## PEOPLE & SOCIETY

Key figures	2021	2022	2023
<b>Number of employees (total)</b> <i>The figure shows the total number of all employees at our locations in Germany, including our sales force.</i>	<b>983</b>	<b>1,003</b>	<b>1,083</b>
Of which, male [%]	61.85	60.12	59.64
Of which, female [%]	38.15	39.88	40.54
Of which, under 30 [%]	36.52	34.50	31.21
Between 30 and 50 [%]	52.90	55.13	58.17
Over 50 [%]	10.58	10.37	10.62
<b>Number of new employees</b> <i>The figure shows the number of employees who have started with the company across Germany, including our sales force.</i>	<b>105</b>	<b>148</b>	<b>137</b>
Of which, male [%]	61.90	55.41	50.36
Of which, female [%]	38.10	44.59	49.64
Under 30 years [%]	55.24	55.41	62.04
Between 30 and 50 [%]	39.05	39.19	34.31
Over 50 [%]	5.71	5.41	3.65
<b>Number of part-time employees</b> <i>The figure shows the number of all employees across Germany who work part-time and therefore less than 100% of their working hours.</i>	<b>143</b>	<b>172</b>	<b>215</b>
Of which, male [%]	16.78	18.02	25.58
Of which, female [%]	83.22	81.98	72.56
Of which, under 30 [%]	14.69	18.60	16.28
Between 30 and 50 [%]	70.63	67.44	72.56
Over 50 [%]	15.38	13.95	11.16
<b>Number of employees in management positions</b> <i>The figure shows the number of all employees across Germany who are in management positions and therefore</i>	<b>129</b>	<b>118</b>	<b>140</b>
Of which, male [%]	77.52	77.12	75.0
Of which, female [%]	22.48	22.88	25.0
Of which, under 30 [%]	6.20	3.39	11.43
Between 30 and 50 [%]	74.42	74.58	70.0
Over 50 [%]	19.38	22.03	18.57
<b>Health rate [%]</b> <i>The figure shows the health rate. It's a measure of the proportion of healthy employees in the workforce.</i>	<b>97.1</b>	<b>95.8</b>	<b>96.4</b>
<b>Number of accidents at work</b> <i>The figure shows the number of all accidents at work. Accidents at work refer to absences due to an accident occurring at the workplace or during the commute to work, where an employee is off sick for more than 3 working days.</i>	<b>3</b>	<b>8</b>	<b>13</b>
<b>Reported violations of the German General Equal Treatment Act (AGG)</b> <i>The figure shows the number of all AGG violations. AGG addresses issues of sexual harassment and discrimination based on ethnic origin, gender, religion or belief, disability, age, or sexual identity.</i>	<b>0</b>	<b>2</b>	<b>1</b>
<b>Number of trainees &amp; students</b> <i>The figure shows the number of all employees who are still in training or studying.</i>	<b>76</b>	<b>94</b>	<b>119</b>
<b>Number of internal trainings offered</b> <i>The figure shows the number of all trainings that we have offered directly and internally to all employees.</i>	<b>642</b>	<b>580</b>	<b>558</b>
<b>Number of external trainings</b> <i>The figure shows the total number of trainings attended by employees that were not conducted by us, but by external partners / service providers such as TÜV, DGQ (German Society for Quality), Fraunhofer Institute, and others.</i>	<b>116</b>	<b>119</b>	<b>119</b>
<b>Number of health courses</b> <i>The figure shows the number of all courses offered within our corporate health program.</i>	<b>64</b>	<b>75</b>	<b>58</b>
<b>Number of associations and non-profit organizations supported</b> <i>The figure shows the number of associations and non-profit organizations that are financially supported to varying extents. This includes social associations, schools, sports clubs, etc.</i>	<b>3</b>	<b>4</b>	<b>7</b>



 **1,083**  
employees

 **558**  
internal trainings

 **58**  
health courses

 **96.4 %**  
health rate

 **119**  
trainees & students

The figures shown refer to the year 2023.

# HERE TO STAY

**The throwaway society – and the resulting flood of waste – thrives in part because many people are unable to repair their old electrical equipment themselves. Good electronic engineers, on the other hand, are rare and often expensive.**

**We actively address this problem at eiSos with our Repair Cafés at the Waldenburg location, exclusively for eiSos employees.**

WE eiSos colleagues help each other – not just professionally, but also privately. That's why these events have been held since 2021, currently up to three times a year. Employees can bring their defective electronic equipment from home to have them repaired in-house by our electronics technicians and engineers.

The range extends from radios and amplifiers to lamps and toy cars. When these things start working again – buzzing, lighting up, or moving – it often brings a broad smile to the faces of all those involved.

This not only saves electronic waste but also unnecessary expenses. And if even the combined expertise is still not enough? It was worth the effort, and you can buy a replacement device with a clear conscience!

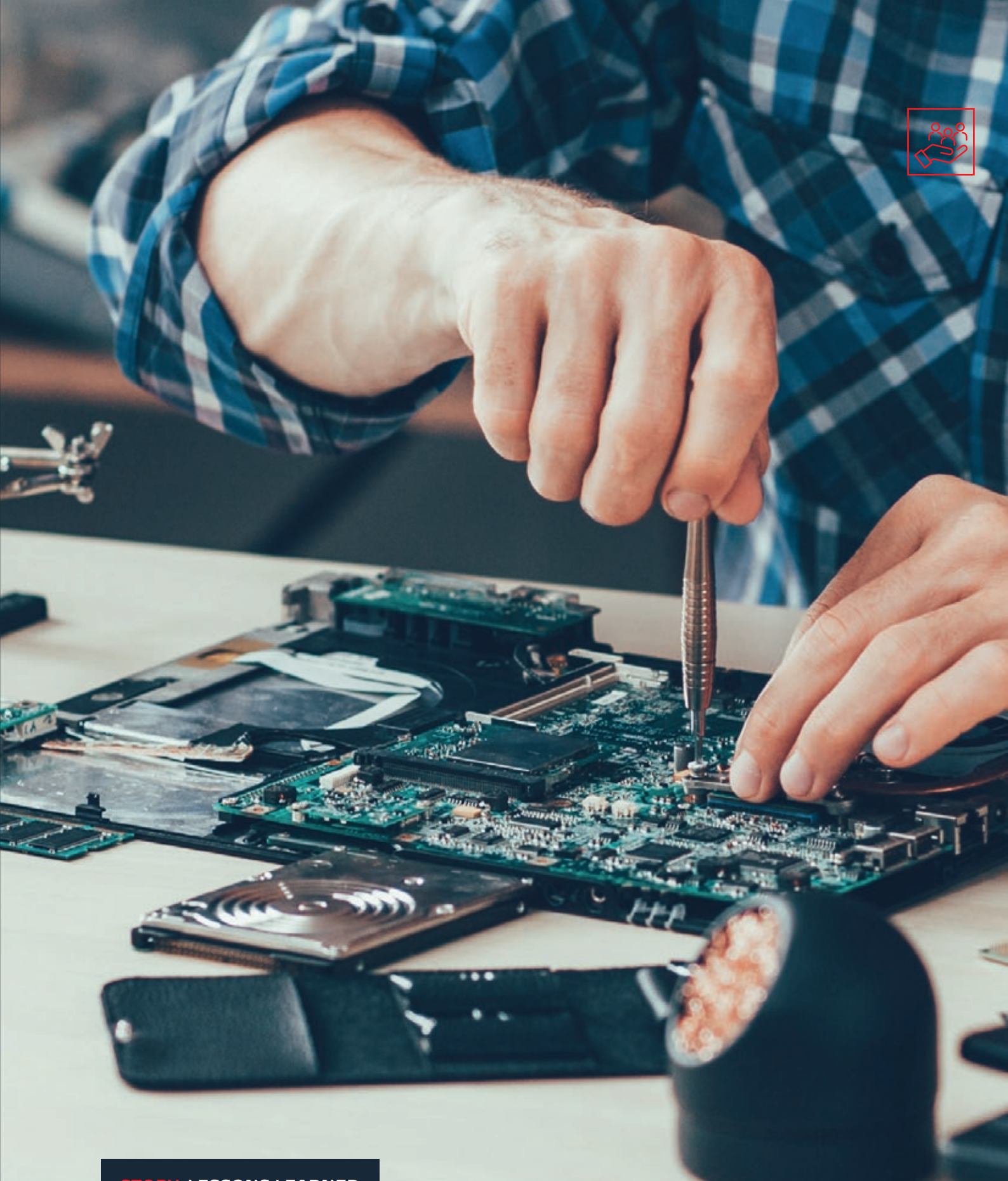
## **Real role model function**

The idea of extending the lifecycle of electronic equipment came directly from the Management Board. The concept behind it: We have experts in-house who can repair electrical equipment, as well as the electronic components that can serve as spare parts.

This not only saves the lives of electronic items. The Repair Cafés also inspire other employees. They make us think whether every (seemingly) defective item really needs to be disposed of. Or whether a bit of effort – with expert help if necessary – could save money on new purchases, protect the environment and resources, and restore cherished items to working order.



eiSos employees can have their defective personal electrical equipment repaired at the Waldenburg location.



**STORY:** LESSONS LEARNED

# A LITTLE MORE HEALTH MAYBE?

**But without it, everything is nothing: health. So our employees receive a great deal of support to sustainably maintain it.**

**For this added health, prevention, and safety, WE eiSos offers the following benefits:**

## **Company first aid officers**

Three company first aid officers ensure good first aid care in emergencies. Legally, this requirement only becomes mandatory above 1,500 employees at the location – however, by doing so, we relieve the burden on the emergency medical services in the Hohenlohe district.

We've had two-thirds of our first-aiders trained as paramedics. And the right equipment – including oxygen and defibrillators – is also provided. Additionally, we support local DRK (German Red Cross) associations with financial and in-kind donations.

## **Management system for occupational health and safety**

Here the focus is on the employee and their health. The goal: To create safe workplaces and promote health-improving measures.

## **In-house health program**

Exercising and training together makes it easier: This is the basic principle for our in-house health program, which has been popular for years. Here, employees actively engage with their colleagues, benefiting (themselves) physically, emotionally, mentally, and economically. It includes, among other things:

- lectures, health workshops, sports meet-ups and courses
- Creative and cooking workshops
- Health days with regional partners and regular health check-ups on site
- Job Bike offers

Social integration and physical well-being go hand in hand – and, in turn, fosters cohesion and team spirit in the workplace. Diversity is key. Because training takes place in the course program or in small groups, either in person or online. That's modern health promotion at all levels!

## **Much health**

**Be active in a sports program,** our employees are widely taken advantage of in 2023 – an exceptional

**Explanation:** The health of our workforce. It also includes protection due to illness.





## thier than average

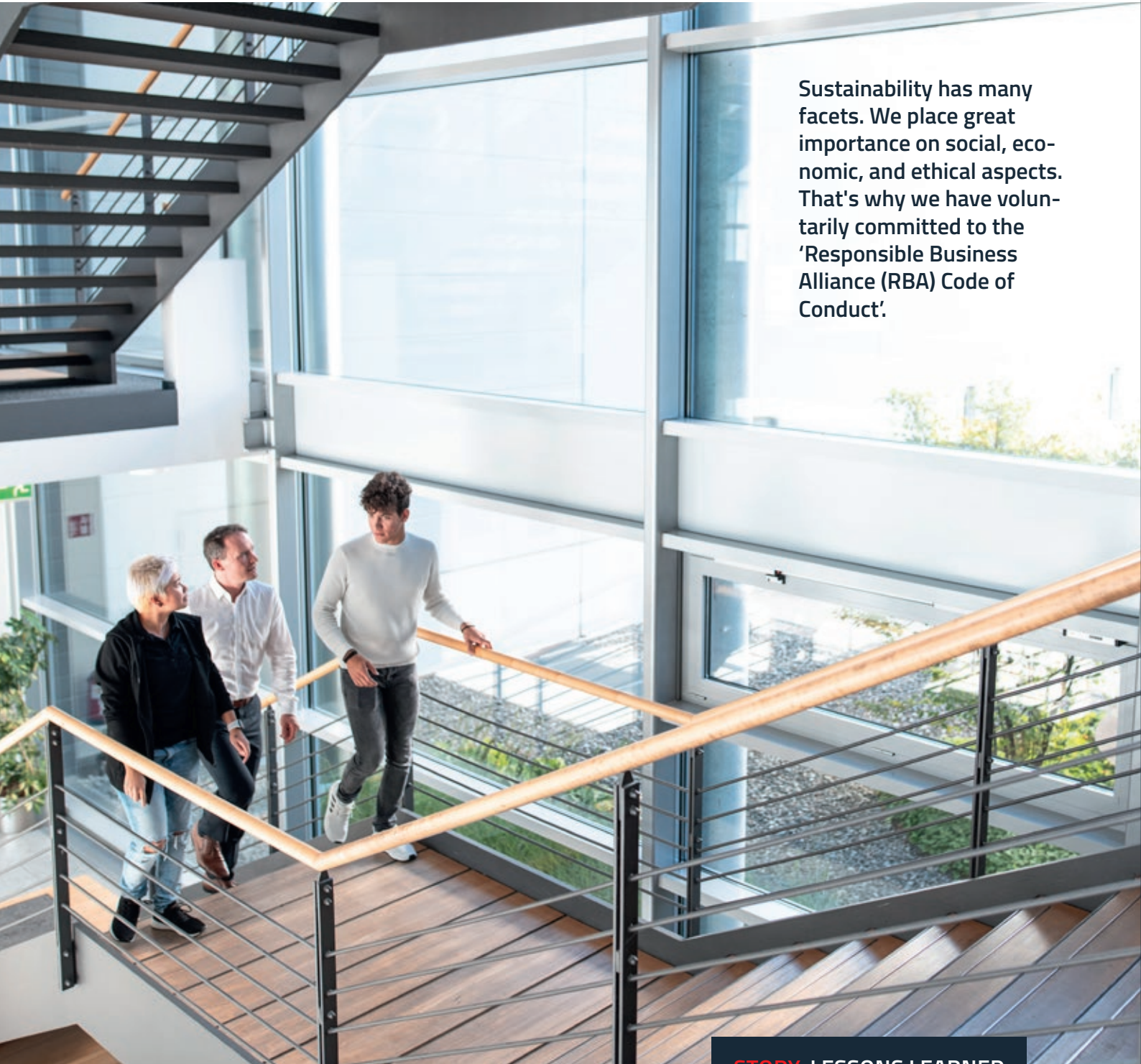
**y, preventive, and creative way:** Thanks to our in-house health pro-  
s have plenty of opportunities to be this way. And the opportunities  
vantage of. This is also reflected in our health rate, which was 96.4%  
tional value compared to the German national average..

Health rate is a measure of the proportion of healthy employees within  
o focuses on prevention to consistently prevent employee absences

**STORY: LESSONS LEARNED**

# SOCIAL RESPONSIBILITY WITH CLEAR GUIDELINES – WE & THE RBA CODE OF CONDUCT

Sustainability has many facets. We place great importance on social, economic, and ethical aspects. That's why we have voluntarily committed to the 'Responsible Business Alliance (RBA) Code of Conduct'.



**STORY:** LESSONS LEARNED



This code of conduct sets out social, environmental, and ethical standards and rules that we follow. At any time, without ifs and buts. This self-selected corporate social responsibility includes, among other things:

- human dignity, fair working conditions, and human rights
- employee rights and well-being
- compliance with laws, rules, and regulations

Why we chose to follow the RBA Code of Conduct? The answer is very simple: It relates specifically to the electronics industry and includes values that are deeply embedded in our DNA at Würth Elektronik eiSos.

### In the best tradition

It's not a new phenomenon or something dictated by the zeitgeist. We had previously voluntarily committed to the standards of the predecessor EICC (Electronic Industry Citizenship Coalition) Code of Conduct. Chronologically, the RBA Code of Conduct has been in place with us for over a decade:

- 2012:** Suppliers receive the first versions of the RBA CoC (still EICC at the time).
- 2015/2016:** We commit to the RBA Code of Conduct and enforce it consistently along the entire supply chain.
- 2019:** We conclude an audit our working conditions in Waldenburg, which distinguishes us as a 'High Performer'.
- 2021:** We also conduct comparable audits at production facilities in Asia, where, for example, in Shenyang, we achieved an impressive 97%, nearly reaching a flawless benchmark.

**Signing and committing to the RBA Code of Conduct are now prerequisites for onboarding any new supplier.**

### Clear, current guidelines

The RBA Code of Conduct has continually evolved, and its current version sets out basic and essential rules regarding labor, health and safety, the environment, ethics, and management. An increasing number of customers also attach importance to us following it – which we find a great and important development! By the way: Along with the RBA Code of Conduct, we adhere to the UN Convention Against Corruption, the Universal Declaration of Human Rights, and the ILO Code of Practice on Safety and Health.

# WE IMPROVE LIFE – IN A SUSTAINABLE WAY!

**At Würth Elektronik eiSos, we believe that responsibility means more than just donating money. To really improve living conditions in developing countries, we strive to integrate local people and businesses into our company. This results in projects that can help improve local life in the long term. One example is the ‘Spark Mushrooms’ project, which we have been actively supporting for a year now.**

Together with our partner iDE Global – which has been building companies in Cambodia since the mid-1990s – and the University of Valencia, we support farmers in this South-east Asian country in overcoming the mounting challenges they face in mushroom cultivation to sustain their livelihood.

## **Many challenges for Cambodian farmers**

This is all the more important, as sustaining livelihood has become increasingly difficult for farmers in recent years. About 80 percent of all food produced in Cambodia comes from small farmers, primarily family-run businesses. However, small farmers are withdrawing from agriculture to secure their income.

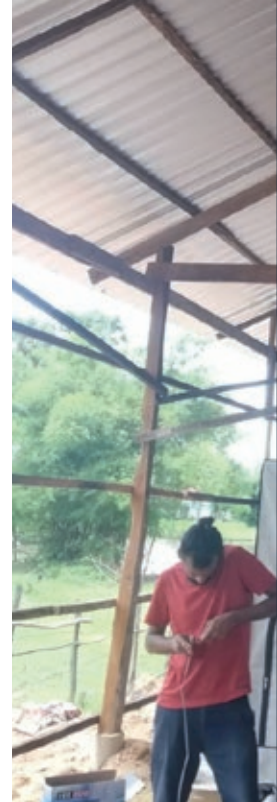
### **The reasons for this?**

- Poor quality of operating resources
- Lack of technical support
- Unstable yield
- Emerging climatic, economic, agricultural, and financial risks

As a result, there is high demand but low supply. This impacts food security.

- Vegetables prices have risen sharply.
- Local demand has fallen.
- Dependence on imported vegetables and food is on the increase.

### **So, how exactly can we support them in a sustainable way?**



## **Next Level: Building bloc**

**Together with our partner**  
**farmers' income and yield**  
mushroom cultivation.

Our experts at Würth Ele  
kits. Prototypes already e  
soon be able to use them



## Steps for a better future

ers, we're developing a 'mini-greenhouses' kit based on principles designed to increase yields. Despite all the challenges they are currently facing, farmers will use these boxes for

elektronik eiSos provide the technical expertise and components required for constructing these structures and can be tested in a realistic environment. We're confident that Cambodian farmers will use them regularly and look forward to a sustainably better future.

**Contact/Publisher:**

Würth Elektronik eiSos GmbH & Co. KG  
Max-Eyth-Str. 1  
74638 Waldenburg, Germany  
Phone +49 7942 945-0  
Fax +49 7942 945-5000  
info@we-online.com  
www.we-online.com

Status: May, 2024

© by Würth Elektronik eiSos GmbH & Co. KG  
All rights reserved

**Print version:**

FLYERALARMB GmbH, Alfred-Nobel-Str. 18, 97080 Würzburg  
Printed on environmentally friendly paper, PEFC (Program for the Endorsement of Forest Certification) certified.

**Responsible for contents:**

Dirk Knorr und Josef Wörner | Management Board Germany

**Editor:**

Eleni Stark | Marketing  
Amelia John | Total Quality Management

**Design concept and realization:**

DIE NECKARPRINZEN Kommunikation und Design GmbH, Ferdinand-Braun-Str. 17, 74074 Heilbronn

**Proofreading/Correction:**

sidepunkt Simon Denninger Text & Consulting, Friedhofstr. 49, 74189 Weinsberg

**Translation:**

LinguaScript GbR Isabell Meyer-Bremen, Nina Stelkens, Susanne Surblys, Schiffgasse 5, 69117 Heidelberg

We reserve the right to make product changes, which we believe improve quality, at any time without prior notice or notification. Illustrations may be example images that can differ in appearance from the delivered goods. Errors and omissions excepted; we do not assume liability for printing errors.

Where personal designations are used, gender-neutral or inclusive language has been applied wherever grammatically possible. This is intended to consciously avoid discriminatory language. In the interest of equal treatment, all role titles are intended to apply to all genders.

**Report profile:**

This Sustainability Status Report from Würth Elektronik eiSos GmbH & Co. KG is the first Sustainability Status Report and covers the reporting period from 2021 to 2023 in Germany. This report was prepared in accordance with the GRI (Global Reporting Initiative) Standards.

We've decided to use this report as an extension of our systematic sustainability reporting, the accounting of economic, environmental, and social activities, as well as the collection of sustainability metrics.

**Thanks:**

... to all departments, colleagues, and everyone involved in the good and smooth collaboration and support in making this Sustainability Report possible.

# PUBLICATION DETAILS

