



# ESG REPORT 2023

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# Metzger

## AUTOTEILE

DEAR  
STAKEHOLDERS,

The challenges of our time require that every individual and every company contribute to solving urgent problems, particularly in the realm of sustainability.

At Werner Metzger GmbH, we are convinced that it is our social responsibility to make both society and the economy more sustainable while ensuring the success of our business. We firmly believe that the transition to a decarbonized and sustainable economy will only endure if companies take decisive action.

In the Independent Aftermarket, we play a crucial role in maintaining mobility and promoting sustainable practices. Our goal is to ensure that our products and services have the smallest possible environmental footprint and actively contribute to reducing carbon emissions. We achieve this by promoting green technologies and integrating environmental considerations throughout our entire value chain. In this way, we help ensure that the automotive industry as a whole contributes to a sustainable economy.

Our efforts and progress in these areas are documented in this second edition of our ESG report (Environmental, Social, Governance) for the year 2023. Although this report will only become mandatory for our industry in 2025, we continue to publish it voluntarily to underscore our commitment to sustainable and transparent business practices.

Looking ahead, we will pursue innovative approaches to improve resource efficiency and accelerate the transition to a low-carbon society. By fulfilling our social responsibility and actively promoting sustainability, we aim to make a positive contribution and a real difference in the automotive industry.

Together with our customers, suppliers, and partners, we strive to find the best solutions for a sustainable and responsible future. We thank you for being part of this important endeavor.



Marion Metzger  
Werner Metzger GmbH

Isabel Brockmann Metzger  
Werner Metzger GmbH

## PREFACE

### REVIEW & BASIS SUSTAINABILITY STATEMENT PREPARATION



#### PREFACE REVIEW OF 2023

Not only did we have a very successful year economically, but we also achieved significant progress in the areas we targeted for ESG implementation.

##### Environmental

Despite our growth, we successfully limited the increase in our Scope 1, Scope 2, and Scope 3 emissions to a minimal level. Another major advancement was the transition of our air cushion packaging from 50% to 100% recycled plastic. In addition to using recycled plastic, Metzger Autoteile introduced paper-based padding from Paperjet, which is made from renewable resources and is fully recyclable. These innovative packaging solutions demonstrate how environmental protection and business practices can successfully go hand in hand.

##### Health protection

In the area of warehouse logistics, Metzger Autoteile introduced a significant innovation – the BionicBack exoskeleton. This passive exoskeleton, based on biomechanical principles, is specifically designed to effectively support and protect employees' backs, especially when handling heavy items such as brake discs.

##### Customers relations & support

To ensure sustainable and long-term customer relationships, a comprehensive customer satisfaction survey was conducted. Additionally, our technical field service team was strengthened to maintain the same level of technical support despite our growth.

##### Employee development & diversity

Our employees were at the center of our efforts. Training sessions and participati



on in workshops and seminars, both in-house and external, more than doubled. Moreover, we participated in International Diversity Day to underscore our commitment to diversity and inclusion.

These achievements in 2023 show that we are not only economically successful but also making significant strides in sustainable & responsible business practices. We are proud of what we have accomplished and will continue to work towards contributing to a sustainable & equitable future.

## PREFACE BASIS FOR PREPARATION

Our overall basis for preparing our Sustainability Report is rooted in our commitment to transparency, accountability, and responsible business practices.

We follow internationally recognized frameworks and standards to ensure a comprehensive and credible assessment of our environmental, social, and governance performance.

We collect and analyze relevant data across our operations, including environmental impacts, social initiatives, employee well-being, supply chain management, and governance practices. By measuring our performance against key indicators, we identify areas of strength and opportunities for improvement.

Our Sustainability Report serves as a communication tool to engage with our stakeholders and demonstrate our commitment to sustainable practices. It provides a transparent account of our progress, helping us drive positive change and contribute to a more sustainable and equitable future for all. — — —



## ENVIRONMENTAL CLIMATE CHANGE

### GHG emission reduction targets

Werner Metzger GmbH fully supports the political, social, and economic efforts to limit global warming to less than 1.5°C. Within our domain and sphere of influence, we not only promote but also enforce measures to emit as little greenhouse gas as possible and to limit the use of energy and natural resources to the necessary minimum.

### Climate change mitigation action plan

All our actions and decisions are in line with mitigating the effects of climate change and global warming.

### Changes in product and service portfolio and adoption of new technologies for decarbonization

We prioritize the development and implementation of product recycling and reuse initiatives. We actively seek opportunities to offer products that can be recycled or remanufactured to reduce waste and extend their life, thereby reducing our carbon footprint while increasing efficiency and productivity.

We research and implement smart packaging solutions that optimize material use and minimize waste. This includes exploring packaging alternatives that are biodegradable, compostable, or made from recycled materials. We aim to minimize the use of paper by offering our customers an online catalogue of our products, the ability to order online, and to receive both digital order confirmations and digital invoices.

Additionally, we actively seek out shipping options that offer carbon offset services to help neutralize the environmental impact of transportation. We strive to reduce transportation distances between our suppliers and customers. By working closely with local and regional suppliers, we can minimize the transportation required to deliver our products. This approach not only reduces carbon emissions but also supports local economies and fosters sustainable business relationships within our communities.

### Financial resources to support climate change mitigation plan

We allocate funds to implement ener-

gy-efficient technologies and practices within our operations. This may include upgrading equipment, optimizing energy consumption, and adopting renewable energy sources. We set aside financial resources to support carbon offset projects. By investing in verified and credible carbon offset initiatives, we can compensate for our unavoidable emissions and contribute to the reduction of greenhouse gas levels in the atmosphere. We recognize the importance of empowering our employees with the knowledge and skills necessary to actively participate in our climate change mitigation efforts. Therefore, we allocate funds to provide training programs, workshops, and educational materials related to climate change awareness, sustainable practices, and environmental stewardship. Wherever possible, we encourage our employees to use climate-neutral ways of commuting, such as biking, walking, or using public transport.

### Locked-in GHG emissions from key assets and products

As we are primarily a trading company, we deal in products that may have a significant amount of GHG emissions locked in. It is not within our power to determine the exact amount of locked-in GHG emissions or to influence that amount. However, we select and encourage our suppliers to reduce their GHG footprints and are willing to switch to suppliers with a better overall environmental footprint where feasible.

### Progress in implementing transition plan

Implementing the transition and optimizing for lower carbon emissions and a smaller environmental footprint is an ongoing effort that is part of our daily decisions and actions as a company. We prefer to measure our progress in hard facts and numbers rather than in announcements. Therefore, we plan to report on

our progress in future ESG reports.

### Material impacts, risks, and opportunities & their interaction with strategy and business models

As we are primarily in the automotive parts business, we expect our business model to remain viable as long as there is a need for individual motorized transportation. Climate change affects our business as we see a significant shift to electric vehicles now and in the coming years. We have already responded to this shift by expanding our parts offering to include battery electric vehicles (BEVs) and other hybrid forms of electric vehicles under the name Metzger GREENPARTS, which we actively promote and inform our customers about.

### Description of the process to identify & assess climate-related impacts, risks, and opportunities

Identifying and assessing the impact of climate change on our business is a key management responsibility. While there has been no formal process for identifying climate change risks and opportunities yet, it will be implemented in the form of this annual ESG report from now on. Furthermore, it is part of our daily interaction and communication with our suppliers and customers.

### Policies implemented to manage climate change mitigation, adaptation, energy efficiency, renewable energy deployment & more

#### Energy policies

Metzger is committed to minimizing our energy consumption and reducing our carbon footprint. We believe that responsible energy management is essential to our sustainability efforts, and we strive to continually improve our energy performance.

### Continual improvement

We pledge to continuously improve our energy performance and reduce our carbon footprint. To achieve this, we regularly review our energy consumption, identify opportunities for improvement, and set targets to reduce our energy use. We also educate our employees on the importance of energy conservation and encourage them to submit ideas for reducing energy consumption.

### Greenhouse gas emissions policies

Metzger is committed to reducing our greenhouse gas emissions and minimizing our impact on the environment. We recognize the urgent need to address climate change, and we strive to be a leader in our industry by constantly improving our environmental performance. Our policy is based on the following principles:

#### Offering hybrid & electric vehicle parts

We now offer parts for hybrid and electric vehicles and encourage the use of these vehicles by our employees and customers. We believe that the use of these vehicles is a critical step in reducing greenhouse gas emissions and addressing climate change.

#### Reducing our carbon footprint

We are committed to reducing our carbon footprint and minimizing our impact on the environment. We have implemented measures to reduce our energy consumption, increase our use of renewable energy, and minimize our waste generation. We also strive to reduce our greenhouse gas emissions from our operations, including transportation, buildings, and shipping.

#### Strategic decision-making

We consider the impact of our operations on the environment when making strategic decisions. We believe that sustainable practices are essential to our long-term success and strive to integrate environmental considerations into all of our decision-making processes.

### Compliance

We comply with all relevant environmental laws, regulations, and standards. We monitor our environmental performance regularly, set targets to reduce our environmental impact, and report on our progress to our stakeholders.

### Actions and resources in relation to climate change policies

#### Switching off electronic devices

We encourage all employees to switch off electronic devices, including computers, when not in use. We also promote the use of power-saving settings on devices and the use of energy-efficient equipment wherever possible.

#### Motion sensors & LED lights

We have implemented motion sensors to control lighting in our buildings, ensuring that lights are on only when needed. We have also switched to LED lights, which are more energy-efficient and last longer than traditional light bulbs. This reduces the amount of electricity we use and helps us lower our energy bills.

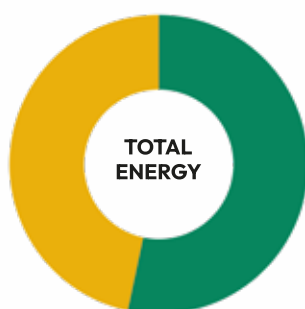
#### Thermal heat pump

To heat our buildings, we use a thermal heat pump, which is an energy-efficient alternative to traditional heating systems. This pump uses heat from the air to warm the building, reducing our dependence on fossil fuels and lowering our energy costs. During the summer months, we use this pump to cool our building and offices.

#### Photovoltaic system

We have installed a photovoltaic system to harness solar energy, which is a sustainable and cost-effective alternative to conventional energy sources. This system generates electricity from sunlight, reducing our reliance on fossil fuels and lowering our energy costs. By utilizing this renewable energy source, we further decrease our carbon footprint and contribute to a more sustainable future.

## ENERGY CONSUMPTION



■ 2022  
■ 2023

—  
**392.85 MWh**  
**449.00 MWh**

### Renewable sources

**119.14 MWh**  
**92.01 MWh**

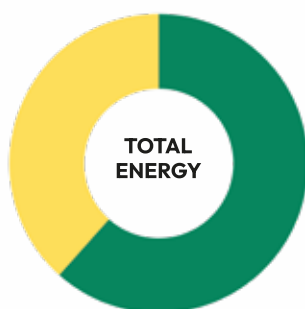
### German energymix

**133.10 MWh**  
**169.57 MWh**

### Gas

**259.75 MWh**  
**187.42 MWh**

## ENERGY PRODUCTION



■ 2022  
■ 2023

—  
**119.14 MWh**  
**191.08 MWh**

### Non-renewable

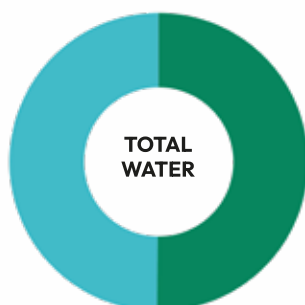
**0.0 MWh**  
**0.0 MWh**

### Renewable

#### Photovoltaic

**119.14 MWh**  
**191.08 MWh**

## WATER CONSUMPTION



■ 2022  
■ 2023

—  
**6,081 m³**  
**6,124 m³**

### Water

**977 m³**

### Dirty water

**508 m³**

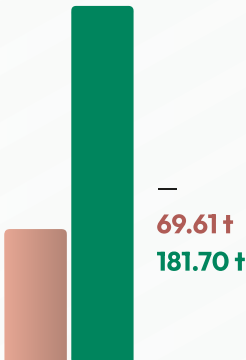
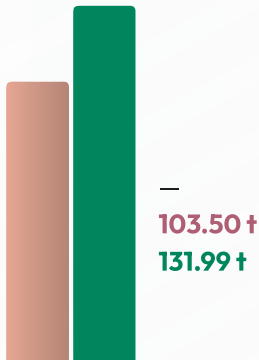
### Rainwater

**4,639 m³**

WASTE  
RECYCLABLE



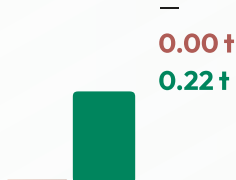
PACKAGING USED  
RECYCLABLE



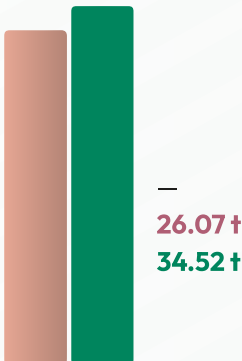
Cardboard boxes	Scrap / Cast / Alu
99.22 t	4.28 t
120.12 t	11.87 t

Cardboard boxes	100% recycled plastic
49.46 t	20.15 t
177.13 t	4.57 t

WASTE  
HAZARDOUS



WASTE  
NON-RECYCLABLE



2022  
2023

## GROSS SCOPES

### SCOPE 1



Total emissions  
—  
58.13 tco<sup>2</sup>eq  
102.34 tco<sup>2</sup>eq

### SCOPE 2



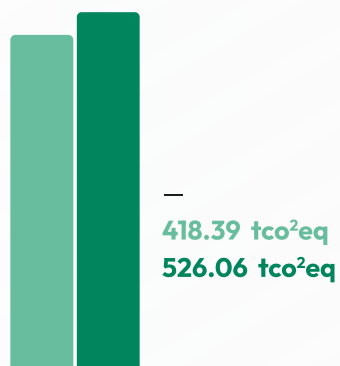
Total emissions  
—  
57.20 tco<sup>2</sup>eq  
54.64 tco<sup>2</sup>eq

### SCOPE 3



Total emissions  
—  
303.06 tco<sup>2</sup>eq  
369.08 tco<sup>2</sup>eq

## EMISSIONS TOTAL



2022  
2023

## GHG INTENSITY



GHG intensity based on net turnover  
68.5 million €  
84.0 million €

# GHG REMOVALS & GHG MITIGATION PROJECTS FINANCED THROUGH CARBON CREDITS

GHG removals  
from own operations

—

0.0 tCO<sub>2</sub>eq

GHG removals  
in the value chain

—

0.0 tCO<sub>2</sub>eq

Total carbon credits  
canceled

—

0.0 tCO<sub>2</sub>eq

Carbon credits  
canceled in  
removal projects

—

0.0 tCO<sub>2</sub>eq

Carbon credits  
canceled in  
reduction projects

—

0.0 tCO<sub>2</sub>eq

Carbon credits  
canceled in  
quality standard 1

—

0.0 tCO<sub>2</sub>eq

Carbon credits  
canceled in  
quality standard 2

—

0.0 tCO<sub>2</sub>eq

Carbon credits  
canceled in  
quality standard 3

—

0.0 tCO<sub>2</sub>eq

Carbon credits  
from projects  
within the EU

—

0.0 tCO<sub>2</sub>eq

Carbon credits  
that classify  
as adjustments

—

0.0 tCO<sub>2</sub>eq

Carbon credits  
planned to be cancelled  
based on existing contracts

—

0.0 tCO<sub>2</sub>eq

Carbon credits  
planned to be cancelled  
based on existing contracts

—

0.0 tCO<sub>2</sub>eq

Carbon credits  
purchase of  
Co<sub>2</sub> certificates

—

0.0 tCO<sub>2</sub>eq



## ENVIRONMENTAL POLLUTION

We strive to prevent pollution by:

- 1 Minimizing the amount of waste generated by our operations through efficient use of resources and recycling.
- 2 Using environmentally friendly products and materials whenever possible.
- 3 Ensuring that all hazardous substances are handled, stored, and disposed of in accordance with applicable regulations.
- 4 Regularly monitoring and reviewing our pollution prevention practices to identify opportunities for improvement.

### Air pollution

We reduce air pollution by minimizing our greenhouse gas emissions through energy-efficient practices such as reducing fossil fuel energy consumption, using renewable energy sources, and optimizing transportation. Our goal is to ensure that our processes do not release harmful pollutants into the air.

### Water pollution

We work to reduce water pollution by reducing water use in our operations

through water conservation measures and by ensuring that wastewater is treated to remove pollutants before it is discharged into public wastewater treatment facilities.

### Waste separation

We separate all waste into appropriate categories, including recyclable, non-recyclable, hazardous, and electronic waste to ensure the proper disposal of all waste materials. We ensure that all waste is disposed of in accordance with national and local regulations and train our employees on proper waste separation and disposal procedures.

### Compliance

We comply with all applicable pollution and environmental laws and regulations. We regularly review and update our pollution prevention practices to ensure compliance, cooperate with regulators in their efforts to protect the environment, and report violations to the appropriate authorities.



## SOCIAL POLICIES RELATED TO OWN WORKFORCE

### Commitment to a safe & inclusive Workplace

Metzger is committed to creating and maintaining a work environment that is free from harassment and discrimination of any kind. As a signatory to the Charta of Diversity, we embrace and value diversity and inclusion among our employees and stakeholders. The full “Charta der Vielfalt” text can be found here:

<https://www.charta-der-vielfalt.de/en/diversity-charter-association/about-the-diversity-charter/>

We believe that everyone has the right to work in an environment that is respectful, supportive, and inclusive, regardless of their gender, race, ethnicity, age, religion, sexual orientation, disability, or any other characteristic protected by law. We prohibit any form of harassment or discrimination. We take our commitment to anti-harass-

ment and anti-discrimination seriously, and we expect all employees to do the same. We believe that by creating a work environment that is respectful, supportive, and inclusive, we can attract and retain a loyal and engaged workforce and achieve our business goals.

### Fair pay

We are committed to providing fair pay to all employees, regardless of gender, ethnicity, age, or any other legally protected characteristic. We believe that equal pay for equal work is a fundamental principle of a fair and inclusive workplace. We regularly review our pay practices to ensure that we provide fair and competitive compensation.

### Employee benefits

#### At work

We offer break rooms to all our employees



that are separate from the workplace to increase the regenerative effect of break time. In these spaces, we provide free drinking water, coffee, and fruits. All break times are in accordance with German law requirements. Where possible, we offer our employees the option to work from home or remotely.

#### **Outside of work**

To promote a healthy lifestyle outside of the workplace, we sponsor local gym memberships and participate in public sports events like the city run in Stuttgart. We further encourage our employees to take part in continued education programs by sponsoring or subsidizing them.

#### **Financial benefits**

In addition to wages, we offer capital-building benefits (“Vermögenswirksame Leistungen”) or company pension schemes

(“betriebliche Altersvorsorge”) tax-free. Furthermore, we offer a fully paid supplementary private health insurance with Allianz, which covers benefits beyond the compulsory insurance required by law.

#### **Family and medical leave policy**

Metzger is committed to supporting the work-life balance of our employees and recognizes the importance of family and medical leave. We offer a comprehensive policy in accordance with German law that includes maternity leave, parental leave, paid sick days, and family caregiver leave.

#### **Maternity leave**

We offer 14 weeks of maternity leave for female employees, with a mandatory six weeks taken before the expected due date. During this time, employees receive full pay. If employees wish to take additio

nal time off, they may do so but will not receive full pay for that time.

### **Parental leave**

We offer parental leave to both mothers and fathers after the birth or adoption of a child. Parents are eligible for up to three years of unpaid leave. During this time, employees have job protection and can return to the same or a similar position.

### **Paid sick days**

We offer paid sick days to all employees in accordance with German law. Employees are entitled to six weeks of paid sick leave per year. If an employee is sick for longer than six weeks, they may be entitled to additional sick pay from their health insurance.

### **Caretaking of family members**

We recognize that employees may need to take time off to care for a family member who is ill or requires care. In such cases, employees may be entitled to up to 10 days of paid leave per year to care for family members who require care. This leave can be taken in blocks of up to 5 days at a time.

### **Workplace safety**

At Metzger, we are committed to providing a safe and healthy workplace for all employees. To ensure the safety and health of our employees, we have implemented the following workplace safety policies:

#### **Personal safety equipment**

We provide personal protective equipment free of charge to all employees who need it to perform their work safely. This includes safety glasses, gloves, ear plugs, and respiratory protection.

#### **High degree of automation**

To reduce the risk of injury to our employees, we have implemented a high degree of automation for repetitive tasks. This includes the use of robotic machinery, automated conveyors, and similar equipment.

#### **Mechanized lifting equipment**

We provide mechanized lifting equipment, such as pallet jacks and forklifts, to reduce the risk of injury when handling heavy items. Employees are required to complete proper training and certification before operating this equipment.

#### **Support for standing operations**

To reduce the risk of leg and back strain, we provide rubber mats for employees who work while standing. This includes workstations that require employees to stand for long periods of time.

#### **Climate-controlled workplace**

We provide a climate-controlled workplace to ensure that our employees can work comfortably and safely. This includes maintaining appropriate temperature and humidity levels, as well as providing adequate ventilation.

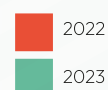
#### **Height-adjustable desks**

We provide height-adjustable desks for office workers to ensure that they can work comfortably and safely.

#### **Exoskeleton for heavy lifting**

To protect our employees' backs during the handling of heavy items, we provide a state-of-the-art exoskeleton. This innovative device supports the biomechanical structure of the body, reducing strain and minimizing the risk of injury. By utilizing this advanced technology, we ensure that our employees can work more safely and comfortably, particularly when lifting heavy weights.

## METRICS CHARACTERISTICS



—  
153  
185

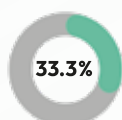
Permanent	Temporary	Full-time	Part-time	Non-guaranteed hours
— 132 185	— 21 0	— 115 141	— 38 44	— 0 0

## COLLECTIVE BARGAINING COVERAGE & SOCIAL DIALOGUE

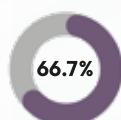
Employees covered by collective bargaining agreements

—  
0.0 %

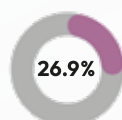
## DIVERSITY



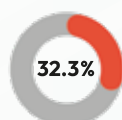
—  
**Male**  
leadership



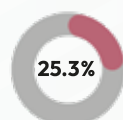
—  
**Female**  
leadership



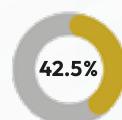
—  
**Female**  
total



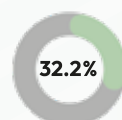
—  
**Minorities**  
non-German



—  
**< 30 years**  
total

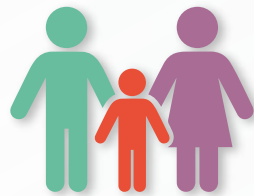


—  
**30-50 years**  
total



—  
**> 50 years**  
total

PARENTAL LEAVE



**Employees female**  
entitled to take family related leaves  
—  
**100 %**

**Employees total**  
entitled to take family related leaves  
—  
**100 %**

TRAINING & SKILLS

**Number**  
of own workers that participated in regular performance and career development reviews  
—  
**50**  
**90**



**Average number**  
of training hours per person  
—  
**1.5 h**  
**3.5 h**

DISABILITIES



**Male employees**  
with disabilities  
—  
**4**

**Female employees**  
with disabilities  
—  
**1**

HEALTH & SAFETY

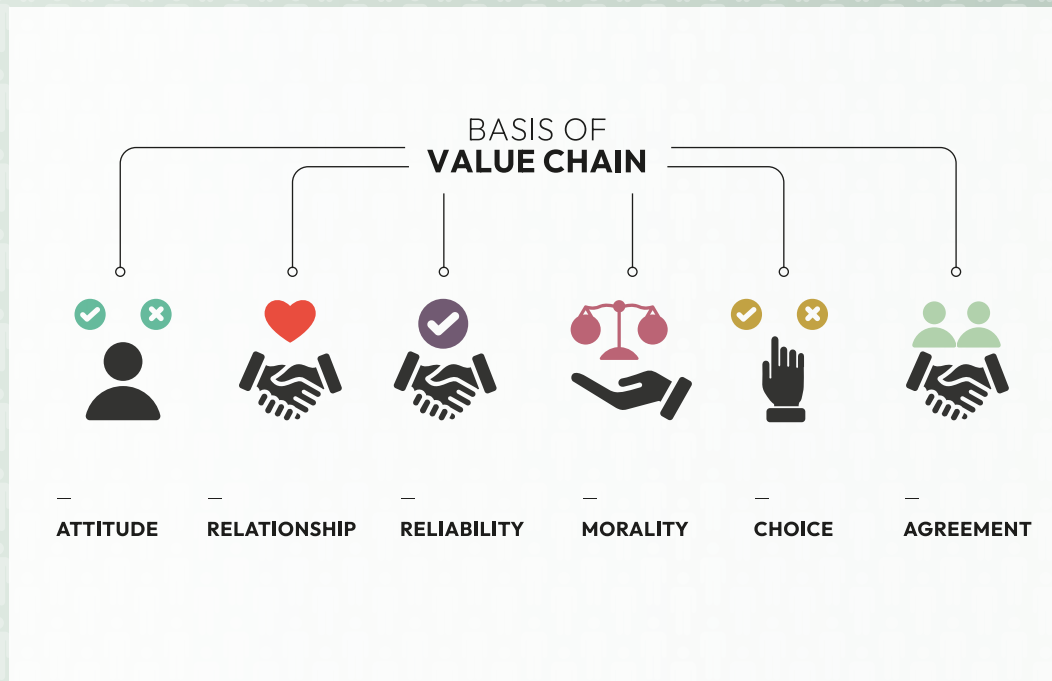
**Percentage**  
of own employees covered by health and safety management systems  
—  
**100 %**

**Number**  
of fatalities as a result of workrelated injuries and work-related ill health  
—  
**0**

**Number**  
of recordable work-related injuries  
—  
**0**

**Number**  
of cases of recordable workrelated ill health  
—  
**0**

**Number**  
of days lost to work-related unjuries and fatalities from work-related accidents, ill health and fatalities  
—  
**0**



## SOCIAL WORKERS IN THE VALUE CHAIN

### Policies related to value chain workers

At Metzger Autoteile, we believe that our relationships with suppliers are essential to our success. We are committed to building and maintaining strong, mutually beneficial relationships with our suppliers, based on ethical and responsible business practices. In extension to our code of conduct, we have formalized the following policies regarding our supply-side business partners.

#### Human rights

We expect our suppliers to respect human rights and to ensure that their operations do not contribute to human rights abuses. Specifically, we expect our suppliers to:

- 1 Prohibit the use of forced or child labor
- 2 Ensure that all employees are treated fairly and with respect
- 3 Prohibit discrimination based on race, gender, religion, sexual orientation, or other factors

#### Code of ethics

We expect our suppliers to adhere to high ethical standards, including:

- 1 Complying with all applicable laws and regulations
- 2 Treating their employees and subcontractors fairly and with respect
- 3 Conducting business in an honest and transparent manner
- 4 Avoiding conflicts of interest
- 5 Protecting the environment and promoting sustainable practices

### **Freedom of speech**

We support freedom of speech and expect our suppliers to respect this fundamental right. We will not tolerate any attempts to suppress or censor the opinions of employees or subcontractors.

### **Personal development**

We believe in the personal development of our employees and expect our suppliers to share this commitment. Specifically, we expect our suppliers to provide employees with opportunities for training and professional development.

### **Occupational safety**

We are committed to ensuring the health and safety of our employees and expect our suppliers to share this commitment. Specifically, we expect our suppliers to provide a safe working environment, free from hazards, and to provide adequate training and personal protective equipment.

### **ISO certifications**

We only work with suppliers who have obtained ISO 9001 or ISO 16949 certifications. These certifications demonstrate that our suppliers have implemented quality management systems and have a strong commitment to continuous improvement and future business.

### **Processes to remediate negative impacts on the value chain**

#### **Signed supplier statements**

We require all our suppliers to fill out and sign a master data sheet in which they certify compliance with the guidelines mentioned above.

#### **Supplier audits**

We conduct random audits of our suppliers to ensure that they are complying with our code of conduct and meeting our expectations regarding human rights, freedom of speech, personal development, and occupational safety.

## **SOCIAL CONSUMERS & END-USERS**

### **Policies related to consumers and end-users**

As a B2B company, we value our relationships with our customers and are committed to providing exceptional service to meet their needs. Therefore, we have established the following customer-related policies:

#### **Communication**

We are committed to clear and timely communication with our customers. Our team will respond to all inquiries, questions, and concerns as quickly as possible, and we will keep our customers informed of any updates or changes in a timely manner.

#### **Privacy**

We respect our clients' privacy and will not share their information with any third parties other than those stated in our general terms and conditions (AGB). All data collected will be used solely for the purpose of conducting business with our clients.

#### **Confidentiality**

We understand that confidentiality is important to our customers, and we take this responsibility seriously. All information provided to us is kept confidential and protected in accordance with applicable laws and regulations.

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## GOVERNANCE

### THE ROLE OF THE ADMINISTRATIVE, SUPERVISORY & MANAGEMENT BODIES

Management plays a critical role in business conduct and governance under our ESG Principles. We strive to promote responsible corporate governance and ensure that our business activities meet the highest ethical standards. To achieve this, we have taken the following measures:

#### Establish corporate values & policies

Management establishes corporate values and develops policies that promote responsible business conduct. These policies include integrity, transparency, human rights, environmental protection, and social responsibility.

#### Monitor & enforce compliance

Management monitors compliance with corporate policies and relevant regulations. It ensures that appropriate control mechanisms are in place to identify and address potential violations. Consistent enforcement and sanctioning of misconduct create a business environment of

integrity.

### **Risk management**

Management identifies and assesses risks and ensures that relevant information on business practices, environmental impacts, social initiatives, and governance structures is communicated in a transparent and understandable manner.

### **Stakeholder engagement**

Management engages in dialogue with stakeholders, including suppliers, customers, employees, and the community. It takes their interests and concerns seriously and considers them in strategic decisions to ensure sustainable value creation for all stakeholders.

We put our ESG principles into practice through responsible corporate governance. We strengthen the trust of our stakeholders, promote a long-term and sustainable corporate culture, and contribute to positive social and environmental development.

### **Processes to identify & assess material impacts, risks, and opportunities**

When evaluating companies and transactions, we consider relevant criteria such as location, business activities, sector, and ESG aspects. In this way, we ensure that environmental, social, and governance factors are appropriately taken into account and long-term value creation is promoted for all stakeholders.

## **GOVERNANCE** CORPORATE CULTURE & BUSINESS CONDUCT POLICIES

### **Strategy to foster corporate culture**

Our company is committed to conducting business with integrity, honesty, and

respect for all individuals and organizations with whom we interact. The Code of Conduct outlines the basic principles that guide our actions and decisions.

### **Compliance with laws and regulations**

Our company will comply with all applicable national and international laws and regulations, and we expect all employees to do the same. We will not tolerate any illegal activity or behavior that violates laws, regulations, or ethical standards.

### **Integrity & honesty**

We value honesty and integrity in all our business dealings. We will be truthful and accurate in our communications and will not make false or misleading statements. We will also respect the confidentiality of information that is entrusted to us.

### **Respect for others**

Our company will treat all employees, customers, vendors, and other stakeholders with respect and dignity. We will not tolerate discrimination, harassment, or any other form of inappropriate behavior.

### **Conflict of interest**

Our company will avoid any situation where there is an actual or potential conflict of interest. Employees must disclose any actual or potential conflicts of interest and take appropriate steps to avoid them.

### **Protection of assets**

Our company will protect the assets entrusted to us by our customers and stakeholders. We will not use company resources for personal gain, and we will report any suspected theft, fraud, or other illegal activity.

## **GOVERNANCE** SAFEGUARDS FOR REPORTING IRREGULARITIES INCLUDING

## WHISTLEBLOWING

### External service provider

We offer an external service provider for cases of misdemeanour and whistleblowing. This provider will ensure that any allegations of harassment or discrimination are thoroughly investigated, and appropriate actions are taken in line with our policies and legal requirements. Employees can report any misconduct, including harassment or discrimination, to this provider without fear of retaliation.

If you experience or witness any kind of inappropriate action, please contact:

ZiDa-Datenschutz GmbH  
Erich Zimmermann  
Schwarzwaldstr. 17  
68163 Mannheim | Germany  
**M:** [hinweis@zida-datenschutz.de](mailto:hinweis@zida-datenschutz.de)  
**P:** +49 621 30696731

### Commitment to investigate business conduct incidents

Our company encourages employees to report any concerns they may have about unethical or illegal behavior. Employees can report such concerns without fear of retaliation, and our company will investigate all reports in a timely and confidential manner. Any employee found to have engaged in harassment or discrimination will be subject to disciplinary action, up to and including termination of employment. We take all allegations of harassment and discrimination seriously and will investigate any complaints promptly, impartially, and confidentially.

## PROTECTION MANAGEMENT OF RELATIONSHIPS WITH SUPPLIERS

### Policies and practices to prevent late payments

Our late payment prevention policies and

practices are based on ESG principles to maintain a sustainable and responsible business relationship with our partners.

#### 1 Transparent communication

We maintain open and honest communication with our business partners to clearly define payment terms and deadlines. This creates transparency and avoids misunderstandings.

#### 2 Partnership dialogue

We strive to work in partnership with our partners to identify and resolve payment issues early. An open dialogue allows us to proactively find solutions.

#### 3 Liquidity management

We rely on sound liquidity planning and management to ensure that we can meet our payment obligations on time. This minimizes the risk of late payment.

#### 4 Sustainable financing

We are committed to sustainable financing that takes into account economic, environmental, and social aspects. A stable and sustainable financial base puts us in a better position to avoid late payments.

#### 5 Risk assessment

We conduct regular risk assessments to identify potential payment defaults at an early stage. This enables us to take appropriate action to mitigate risk and avoid late payment.

By applying these ESG-compliant policies and practices, we strive to build long-term, trusting relationships with our partners. We value sustainable business and contribute to a more stable and fair business environment.

### Strategy with respect to relationships with suppliers

Through an ESG-compliant supplier engagement strategy, we seek to build sustainable business relationships that address both environmental and social issues. We believe these efforts will not only improve the sustainability perfor-

mance of our supply chain but also help promote a fair and responsible global economy.

#### How social & environmental criteria are considered for the selection of supply-side contractual partners

Social and environmental criteria are considered in the selection of supply-side partners to ensure that business relationships are consistent with sustainability principles. This includes the identification of relevant ESG factors, due diligence on potential partners, evaluation of their performance, dialogue to support improvements, risk management, and promotion of long-term positive change. This ensures that the company operates in a sustainable manner and contributes to positive social and environmental development.

#### Practices implemented to support vulnerable suppliers and improve their social & environmental performance

We engage in long-term oriented business partnerships with an exchange of best practices. We actively collaborate with suppliers at risk, encouraging open dialogue to understand challenges and jointly develop solutions. By working in partnership, we create a win-win situation for both sides.

#### How outcomes of these practices are evaluated

As part of our commitment to maintaining a responsible and sustainable supply chain, we conduct ongoing supplier assessments and audits that include an evaluation of suppliers' compliance with ESG criteria. In addition, we focus on delivery performance and quality control through rigorous sampling testing methods to ensure that our suppliers consistently meet our high standards and deliver products and services that meet

our customers' expectations.

## PROTECTION PREVENTION & DETECTION OF CORRUPTION AND BRIBERY

#### Procedures to prevent, detect & address allegations or incidents of corruption or bribery

Through ESG-compliant practices, we promote integrity and transparency and strengthen the trust of our stakeholders. We actively fight corruption and bribery and contribute to a fair and responsible business environment.

Total number and nature of confirmed incidents of corruption or bribery

—

0

Number of convictions and amount of fines for violation of anti-corruption and anti-bribery laws

—

0

Number of confirmed incidents relating to contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery

—

0

#### Communication of policies

Our communication policies are an integral part of our employees' contracts and are reinforced through regular departmental training. We emphasize the importance of effective and responsible communication and promote transparency, clarity, and professionalism in all interactions. By incorporating these policies into employee contracts and providing ongoing training, we ensure that our employees have the knowledge and skills necessary to maintain consistent and ethical communication practices throughout the organization. — — —

# CONCLUSION

The 2023 ESG report of Werner Metzger GmbH demonstrates a strong commitment to sustainability and the reduction of greenhouse gas emissions. The company has undertaken extensive measures to minimize its environmental impact and support the transition to a low-carbon economy. These measures include:

- 1 **Reduction of greenhouse gas emissions**  
Initiatives to promote recycling and reuse of products, as well as implementing smart packaging solutions.
- 2 **Energy efficiency**  
Use of energy-efficient technologies such as thermal heat pumps and LED lighting, and promoting the use of renewable energy sources.
- 3 **Social responsibility**  
Commitment to fair working conditions, equal opportunities, and support for local communities through various social projects.
- 4 **Governance**  
Strict adherence to ethical standards and promotion of transparency and accountability within corporate governance.

# OUTLOOK

Looking ahead, Werner Metzger GmbH plans to expand and deepen its sustainability initiatives. The qualitative and quantitative goals include:

- 1 **Quantitative goals**
  - Emission reduction**  
Setting specific targets to reduce CO<sup>2</sup> emissions to achieve the global warming targets of 1.5°C.
  - Energy savings**  
Increasing the share of renewable energy across operations and continuously improving energy efficiency.
  - Waste reduction**

Implementing programs to minimize waste and promoting a circular economy through increased product reuse and recycling.

- 2 **Qualitative goals**
  - Sustainable products**  
Further development and promotion of products and services that contribute to decarbonization.
  - Employee training**  
Investing in training programs to enhance employees' awareness and skills in sustainability.
  - Employee satisfaction & motivation study for 2024**  
Conduct an empirical study of employees in 2024 to assess satisfaction and motivation levels. The aim of the study is to identify areas for sustainable improvement to increase employee satisfaction and retention. This initiative reflects the company's commitment to fostering a supportive and motivating work environment, which is critical to maintaining high levels of employee engagement and loyalty.
  - Stakeholder engagement**  
Intensifying collaboration with suppliers and customers to promote sustainable practices throughout the value chain.

Through its 2023 ESG report, Werner Metzger GmbH shows a strong commitment to sustainability, laying the foundation for continuous improvements and adaptations in the coming years. The company strives to sustainably manage environmental, social, and economic aspects while taking a leading role in the automotive industry. — — —

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