



Sustainably connected.

We take responsibility.
In all areas.

Waskönig + Walter

Foreword

Reliable connections, especially with our employees and business partners, have always been the basis of our self-image as an owner-managed family business. We take the task of using resources carefully and considerately very seriously and are aware of our ecological and social responsibility.

Our sustainability strategy focuses on the environment, people and the economy. Our goal is to become emission-neutral in the areas of Scope 1 and 2 by 2030 and to continuously reduce specific Scope 3 emissions.

We already obtain 100% of our electricity requirements from renewable energy sources, meaning that our emissions from electricity are already at 0 tonnes of CO₂. Our production processes are continuously optimised. Significant energy savings can also be seen here.

An effective material cycle helps to conserve raw materials and reduce environmental pollution. Our own recycling plant enables us to recover plastics and metals as part of the material cycle and significantly reduce the volume of waste.

Our corporate processes are ISO 14001 certified and guarantee that we adhere to strict environmental management standards and apply environmentally friendly practices in all our processes.

We are pleased to provide you with the Sustainability report for the year 2025.



Jörg Waskönig
Managing Partner



Stefan Nestler
Managing Director



Stefan Nestler (left), Managing Director and Jörg Waskönig (right), Managing Partner.



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General

Environment

Social

Governance



General basis

General basis for preparation [BP-1]

This sustainability statement was prepared for the Waskönig+Walter Group, short Waskönig+Walter. This group includes the following entities:

- + **Waskönig + Walter**
Kabel-Werk GmbH u. Co. KG
- + **Waskönig + Walter**
Hochspannungskabel GmbH u. Co. KG
- + **Waskönig + Walter**
Besitz u. Verwaltungs GmbH u. Co. KG
- + **Waskönig + Walter**
Service GmbH

Due to the changes introduced by Omnibus 1, Waskönig+Walter is no longer required to prepare a sustainability report in accordance with the Corporate Sustainability Reporting Directive (CSRD). Regardless of legal requirements, however, sustainability remains a core strategic factor for us and an essential component of our corporate development. We therefore continue to report voluntarily and in accordance with the European Sustainability Reporting Standards (ESRS) in order to ensure

transparency, make our progress measurable, and consistently uphold our commitment to responsible business practices.

Our upstream and downstream value chain encompasses all processes and activities that take place before the actual production and after the sale of our products. Raw materials must be procured and processed to manufacture our products. This process includes raw material extraction, transport to the production sites and the processing of the materials. After the manufacture of our products, the downstream value chain follows. This encompasses transport to our customers, use and the end of life. The downstream value also includes the right disposal and recycling of cable residues.

The report does not omit any data relating to the protection of intellectual property and/or know-how. Likewise, no exceptions are made.

Time horizons [BP-2]

The sustainability statement is aligned in strict accordance with the time horizons defined by the ESRS for short, medium and long-term objectives, without deviating from these specified framework conditions.

Other Standards

Waskönig+Walter has demonstrated conformity with the internationally recognized standards of the International Organization for Standardization (ISO) and has been certified according to ISO 9001, ISO 14001, ISO 45001 and ISO 50001.



Role of the administrative and management bodies [GOV-1] [GOV-2]

Administrative, management and supervisory bodies [GOV-1] [GOV-2]

Waskönig+Walter is managed by its executive board and advised by an independent advisory board. During the reporting period, the executive board consisted of two managing directors each. The Management of Waskönig+Walter Kabel-Werk GmbH u. Co. KG (Kabel-Werk), Waskönig + Walter Besitz u. Verwaltungs GmbH u. Co. KG (BVG) and Waskönig + Walter Hochspannungskabel GmbH u. Co. KG (HSK) consists of Jörg Waskönig and Stefan Nestler. The management of Waskönig + Walter Service GmbH (Service) consists of Reinhold Bley and Tai-Won Pak.

Number of executive members	2024	2025
Kabel-Werk	2	2
Hochspannungskabel	2	2
BVG	2	2
Service	2	2
Share by gender	2024	2025
Male	100 %	100 %
Female	0 %	0 %

Our strategies and mission statements are developed by our employees in close collaboration with management. This also applies to our sustainability strategy and its implementation. In principle, responsibility for monitoring sustainability relevant impacts, opportunities and risks lies with the management and the sustainability officer. The most significant sustainability risks were integrated into the existing risk management system during the reporting year.

The employee responsible for sustainability is a trained sustainability manager (TÜV Nord) and sustainability reporting coordinator (IHK Oldenburg).

The company's executive board is continuously informed about all sustainability-related topics. As a member of the executive board, Mr. Stefan Nestler was actively involved in the preparation of the dual materiality analysis and was informed of the results. Decisions on sustainability issues are discussed and made together with the executive board.

Waskönig+Walter does not currently have an incentive system for sustainability-related performance.

Due-Diligence [GOV-4]

Due diligence encompasses several important aspects. The first step involved conducting a thorough assessment of potential and actual impacts during the double materiality analysis process. This involved examining all areas of our business activities from a variety of perspectives, such as working conditions and environmental impacts. Following the impact assessment, appropriate improvement measures were developed. The goal is to continuously improve processes and minimize existing risks. Through this approach, we aim to ensure responsible action to ensure long-term safety,

quality and sustainability, and to minimize potential negative impacts.

To achieve continuous improvement, it is important to repeat this assessment regularly. Currently, no specific frequency has been defined.

Core element of due diligence	Paragraph in the sustainability statement
Integration of due diligence into governance, strategy and business model	[SMB-1]
Involvement of affected stakeholders in all key due diligence steps	[SMB-2]
Identification and assessment of negative impacts	[SMB-3]
Measures against these negative effects	In the respective topic standards

Risk management **[GOV-5]**

Risk management and internal controls over sustainability reporting strategy **[GOV-5]**

During the reporting year, the most significant sustainability risks were integrated into the existing risk management system. The starting point for this was the double materiality analysis.

Unless otherwise required, an annual risk report shall be prepared by Mr. Stefan Nestler, which shall be published to all administrative, management, and supervisory bodies. Should certain developments require changes in the risk assessment, these shall be made in conjunction with extraordinary meetings.

Strategy, business model and value chain **[SMB-1]**

We offer a wide range of power cable and wires, from low to high voltage. With a few exceptions, we distribute these primarily in Europe. Our customers include energy suppliers, electrical wholesalers and cable retailers.

There are no direct activities in the fossil fuel, chemical production, controversial weapons or tobacco production sectors.

Main risks

Supply chain disruptions, which can lead to production downtime and/or higher costs

Solution approach:

Establishment of a multi-supplier strategy

Production downtime due to extreme weather

Solution approach: Developing and regularly updating emergency plans to be able to react quickly to unexpected events. Improving resilience to prevent failures.

Availability of resources

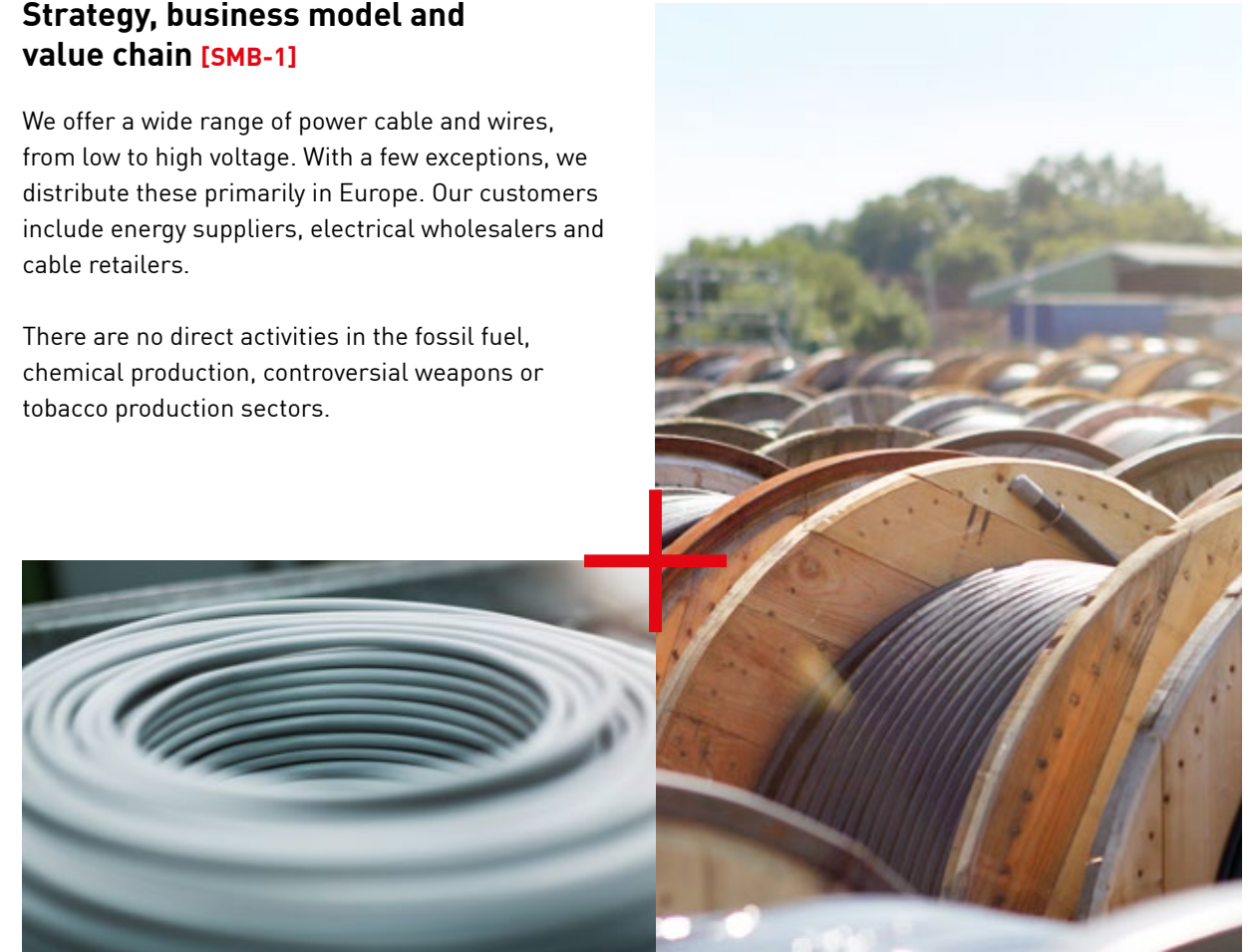
Solution approach:

Research and development regarding in-house recycling processes and the use of recycled materials

Additional costs due to adaptation and sustainability requirements

Solution approach:

Creation of human resources with expertise in this area to ensure independence from a third-party consulting



Strategy, value chain and business model [SMB-1]

Sustainability goals and sustainability strategy

Waskönig+Walter has set sustainability goals that encompass all three pillars of sustainability: environmental, social and governance. These goals aim to create positive impacts in these areas. These goals form the sustainability agenda for 2026. Key stakeholders play a significant role in all these goals. It is important to understand their concerns and meet their expectations. By transparently reporting on the goal and progress toward achieving them, Waskönig+Walter strengthens the trust of our Stakeholders and thus creates a foundation for working together toward a sustainable future.

ENVIRONMENT

Stakeholder:
Our customers and the environment

- + **Reduction of Scope 1 and 2 emissions to zero by 2030**
- + **Reduction of the specific carbon footprint**
- + **Expansion of environmental impact assessment to additional product groups**
- + **Expansion of the SCC project to additional cable types**
- + **Development of a reduction strategy for Scope 3 emissions**
- + **Development of a water reduction strategy**

SOCIAL

Stakeholder:
Our own workforce

- + **Occupational health and safety**
 - + Reduction of workplace accidents by 5% compared to the previous year
- + **Employee engagement and development**
 - + Offering 10 soft skill training courses
 - + Hiring at least 15 new trainees
- + **Equal opportunities and cooperation**
 - + Creating a positive corporate culture
 - + Ensuring a safe working environment for female employees
- + **Launch and successfully implement a trainee sustainability project**
- + **Conduct a new employee survey**

GOVERNANCE

Stakeholder:
Our own workforce and banks

- + **Maintaining Ecovadis Gold status despite increasing requirements**
- + **Supply chain management**
 - + Transparency and ethical behaviour along the supply chain

Strategy, value chain and business model **[SMB-1]**

Target Achievement 2025

Environment

Scope 1 and 2

In the reporting year, Scope 1 emissions were higher than in the previous year. The main reason was increased gas consumption, which resulted from a lower annual average temperature and a higher process temperature. However, due to the planned transition from our central heating system to process waste heat, we do not believe this will jeopardize our ability to meet our targets.

Increasing the proportion of recycled content in certain product groups

As part of our SCC project, we worked intensively during the reporting year to increase the proportion of recycled content in various product groups. We have already achieved significant progress in this area, which we will continue to build upon in the coming year. For some cable types, development has already reached such an advanced stage that we can confidently say we are able to manufacture a Dutch 1 kV aluminum cable containing 20% recycled material – while, of course, meeting all product-specific requirements. The same applies to a Dutch medium-voltage cable, for which we can achieve

a recycled content of 60%. We plan to apply these findings to other types of cables in the coming year.

In-House Development of LCAs and EPDs

During the reporting year, the LCA for Experts software was purchased, and two employees were successfully trained to conduct modeling independently and use it to develop LCAs. EPDs were not finalized during the reporting year but are planned for the first half of 2026.

Social

Occupational Safety and Health

The target of reducing the number of reportable workplace accidents per employee-hour by 5% was not met last year. Instead, we recorded an increase of 3.9%. We are currently developing targeted measures to reduce the accident rate in the long term. Occupational safety is one of our key focus areas for 2026.

Employee Engagement and Development

In this area, we successfully achieved all of our set goals. With a total of 40 participants at the development day, 12 soft skills training sessions conducted, and 18 new trainees, we exceeded our targets in every respect.

Equal Opportunity and Inclusion

Progress toward achieving goals in this area can only be measured quantitatively to a limited extent. However, a significant achievement was that no cases were reported to the harassment hotline during the reporting year. Nevertheless, we will continue to pursue our efforts in this area with determination in the coming year.

Governance

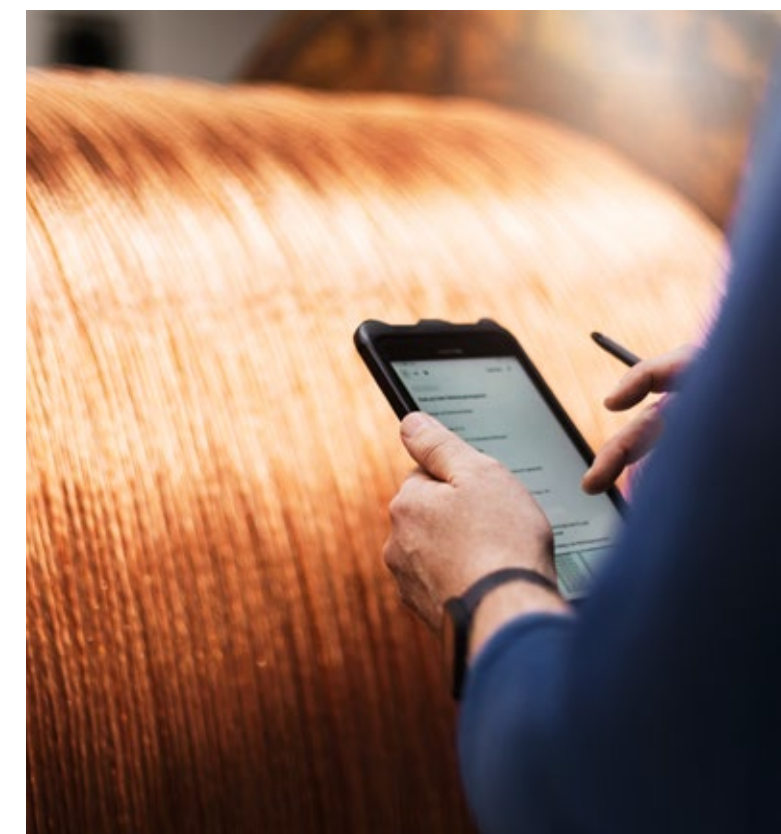
Sustainability Report and Integration into Corporate Strategy

In the middle of the reporting year, we prepared and published our first sustainability report based on the ESRS. In addition, sustainability was firmly integrated into our corporate strategy. Both developments represent important milestones, but their quantitative impact can only be assessed to a limited extent.

Supply Chain Management

We also worked intensively on supply chain management during the reporting year. However, we rely on close cooperation with our suppliers. This presented challenges, as we received very little feedback. Although the majority of our suppliers have signed our Code of Conduct and are thus committed to protecting the environment and human rights, we

currently have only limited information about the upstream supply chain. Despite these challenges, we will continue to pursue our activities in this area with determination in 2026.



Strategy, value chain and business model [SMB-1]

Business model

Founded in 1873, Waskönig+Walter is a traditional, medium-sized family business specializing in the design, production, and distribution of wires and power cables for low- to high-voltage applications. With over a century of experience in the cable industry, we are proud to be a reliable partner for our customers.

A cornerstone of our success is our relentless pursuit of innovation. We continuously invest in research and development to ensure that our products always meet technological standards and fulfil the high demands of our customers at the same time. Quality assurance plays a central role in this, ensuring that every meter of cable that leaves our factory passes our stringent quality controls.

Reliability, precision and innovation are the core values that have guided our cable factory for over 150 years. These values enable us to offer sustainable, high-quality solutions that meet the challenges and needs of our customers. Our many years of experience and our continuous striving for improvement make us a leading supplier in the cable industry that our customers throughout Europe can rely on.



Value chain

Upstream

The upstream value chain includes:

+ The extraction and processing of various raw materials such as:

- + Copper
- + Aluminium
- + PVC
- + etc.

- + Transporting the raw materials to the production plant
- + The generation of energy

We work with various suppliers of raw materials, auxiliary materials and operating supplies to manufacture our products. Our largest procurement market is Europe, due to its geographical proximity and the associated improved environmental performance, as well as its high human rights standards. We also source materials from North America and Asia. We pursue a multi-supplier strategy for each material. This protects us against dependencies and production downtimes due to delivery problems. Most of our goods reach us overland by truck, and we are always looking for more environmentally friendly alternatives.

Own operation

Our own value creation encompasses various processes in which the supplied raw materials are processed into cable and wires using a wide variety of refinement techniques. We rely on our approximately 600 employees and our extensive machinery to achieve this.

Down stream

We use a three-tier model to distribute our products. Our customers include energy suppliers, wholesalers, and cable retailers. We ship our products to our customers throughout Europe using truck transport. A few costumers outside Europe receive our goods by sea freight. Our costumers then use our products to distribute electricity at various levels. A particular ecological benefit arises from customers who use our cable to distribute renewable energy. The operating life of our products depends on various factors and can therefore vary. Currently, our products often remain at their place of use at the end of their operating life and are not returned to the value chain.

Stakeholder [SMB-2]

Stakeholder [SMB-2]

Stakeholders are very important to us. Through active contact and constant dialogue, we can better understand the interests, concerns and expectations of our stakeholders. This enables us to adapt our strategies to stakeholder expectations where necessary. A stakeholder analysis was carried out to define the particularly relevant interest groups. As a result, three groups of relevance emerged:

- + Employees
- + Customers
- + Banks

The information obtained through ongoing dialogue is incorporated into our materiality analysis, among other things. This ensures that stakeholder interests are also considered in this process.

The stakeholders and their interests are continuously reviewed. If any changes in assessment or interests become apparent, management is informed.



Stakeholder	Dialog	Substantiation
Employees	<ul style="list-style-type: none"> + Works council + Discussion groups (e.g. ASA) + Intranet + Works meeting + Christmas and anniversary celebrations + By management + Employee survey + Personal conversations at the workplace 	<ul style="list-style-type: none"> + Incorporating employee perceptions and experiences + Contributing to a sustainable work environment
Kunden	<ul style="list-style-type: none"> + Annual/quarterly meetings + Inhouse events + Participation in projects + ESG-ratings + Direct contact for each customer 	<ul style="list-style-type: none"> + Building trust + Finding sustainable solutions + Supporting customers in achieving their goals
Banken	<ul style="list-style-type: none"> + Meetings + ESG-ratings + Surveys 	<ul style="list-style-type: none"> + Gaining an understanding of ESG expectations

Double materiality

The double materiality analysis [IRO-1]

In 2024, we conducted the double materiality analysis in accordance with the ESRS requirements. This analysis included the assessment of our own activities as well as those within our supply and value chain.

The first step was to investigate the current situation to gain a precise understanding of our company's current situation. The analysis involved collecting key company data and reviewing our sustainability efforts to date. The goal of this was to establish a broad basis for further investigations. We then identified all stakeholders of particular relevance to us. We evaluated them based on their relevance to us, but also their interest in our activities and their associated impacts. The interests of these stakeholders were firmly integrated into the further investigation process to ensure a broad perspective on sustainability performance and relevant topics.

We then compiled a longlist based on a thorough review of both internal and external information sources. This list encompassed a broad selection of relevant sustainability topics.

In the next step, we examined both the potential positive and negative impacts of our company and its value chain on the environment and society, as well as the possible influences of external factors on our business activities. By incorporating stakeholder interests and conducting further research, we were able to systematically assess and prioritize potential impacts and influences. This multi-perspective approach enabled us to comprehensively identify the key sustainability issues.

When assessing impacts, we consider the severity or degree of benefit. For positive impacts, this is a combination of the magnitude and extent; for negative impacts, irreversibility is also considered. For potential impacts, the probability of occurrence was also considered. After defining thresholds, all impacts exceeding these thresholds were considered "significant".

When assessing external influences, opportunities and risks were evaluated based on their probability of occurrence and the magnitude of the financial impact. Furthermore, the timeframe of potential occurrence was considered. Here, too, thresholds were established that determined the significant opportunities and risks.

The impacts and effects defined as significant were summarized in a list of topics and a materiality matrix. These will serve as the basis for our future sustainability management and corresponding reporting. The results of this analysis can be found in the following table.



Material impacts, risks and opportunities [SMB-3]

E1 Climate Change	Impact/Risk/Opportunity	Description
E1.01 Adaption to climate change		
Negative Impact	GHG-emissions along the supply chain (VC)	High GHG emissions arise along our supply chain, especially during the extraction and refining of our most important raw materials such as copper.
Positive Impact	Supply of components of grids for the distribution of renewable energies (OO)	Our products are an important component in bringing renewable energy into the grid and making it available to consumers, thus reducing dependence on fossil fuels.
Potential positive Impact	Development of more sustainable production processes (OO)	Waskönig+Walter is researching new, more environmentally friendly cable production processes that consume less energy, generate less waste, and minimize environmental impact, which could lead to long-term efficiency improvements and cost savings.
Financial risk	Rising prices for raw material (VC)	An increase in raw material prices, particularly for metals and plastics, caused by various climate related changes, could increase productions costs and affect the company's profitability if no alternative sources of supply or material substitutions are found.
E1.02 Climate protection		
Financial Risk	Unforeseen extreme weather events (VC & OO)	An increase in the severity and frequency of extreme weather events can lead to prolonged business interruptions, damage to facilities and infrastructure, and financial losses if the company does not have adequate risk management and emergency preparedness plans in place.
E1.03 Energy		
Positive Impact	Use of 100% green electricity (OO)	We use 100% green electricity, meaning we cover most of our energy needs with renewable energy.
E2 Environmental pollution		
Negative Impact	Environmental pollution from production processes (VC & OO)	
Potential negative Impact	Environmental pollution caused by environmental accidents (VC & OO)	Accidents during various processes can cause air, water or soil pollution. We are aware of the hazards and have a comprehensive risk management system in place, including a catalogue of measures.

VC = Value Chain | OO = Own Operations

Material impacts, risks and opportunities [SMB-3]

E5 Circular economy	Impact/Risk/Opportunity	Description
E5.01 Resource inflows, including resource utilisation		
Negative Impact	Dependence on fossil resources (00)	The company is dependent on non-renewable raw materials, which can lead to supply shortages, price volatility and environmental impacts on the long term.
Positive Impact	Use of a reusable drum system (00)	Waskönig+Walter uses two different reusable drum systems to make the use of wood as efficient and resource-saving as possible.
E5.02 Resource outflows associated with products, services and waste		
Positive Impact	Own recycling department (00)	We have our own recycling department that reprocesses our production rejects to return the valuable raw material to the raw material cycle.
S1 Own workforce	Impact/Risk/Opportunity	Description
S1.01 Working conditions		
Positive Impact	Secure employment (00)	We ensure that our employees are part of a safe and fair working environment with transparent and compliant employment conditions.
Positive Impact	Collective bargaining agreement (00)	We pay according to the collective agreement, which means that all employees have a transparent arrangement regarding working hours and payment.
Positive Impact	Occupational safety (00)	We ensure a safe working environment and appropriate health protection beyond legal requirements
S1.02 Equal treatment and equal opportunities		
Positive Impact	Recruitment and promotion of women, commitment to ensuring that they stay at Waskönig+Walter (00)	We strive to attract women to technical professions through good working conditions, equal treatment and equal opportunities.

VC = Value Chain | 00 = Own Operations

Material impacts, risks and opportunities [SMB-3]

G1 Corporate culture	Impact/Risk/Opportunity	Description
G1.01 Corporate culture		
Positive Impact	Healthy corporate culture that enables the company to achieve its goals (OO)	Our guiding principles help Waskönig+Walter achieve its goals. Working according to these principles is part of our way of working and promote a healthy corporate culture.
G1.02 Protection of whistleblowers		
Positive Impact	Protecting whistleblowers through anti-retaliation policies and procedures (OO)	Our whistleblower protection encourages and empowers all stakeholders to voice their opinions. We go beyond the legal requirements regarding whistleblower protection and take a proactive approach to mitigating risks and negative impacts.
G1.03 Supplier management		
Positive Impact	Good supplier management, ensuring compliance with our code of conduct (OO)	We strive to continuously improve our relationships with suppliers and business partners. Our work is underscored by regular updates to our internal risk assessment. As we navigate the dynamic landscape of due diligence, our goal is not only to meet but to exceed the highest standards of integrity, transparency and ethical conduct.



General

Social

Environment



Governance

Climate change **[E1]**

Climate Change **[E1]**

At Waskönig+Walter, we are actively committed to reducing our environmental impact, especially our CO₂ emissions. In doing so, we not only focus on minimizing risks but also assume social responsibility. Since 2021, we have been meeting our electricity needs entirely with renewable energies, and in 2022 we adopted our 2030 roadmap with the goal of achieving net-zero emissions in our own business processes by 2030. We are currently conducting a detailed emissions analysis along our value chain to develop a targeted reduction strategy here as well. In this way, we aim to fulfil our social responsibility while simultaneously meeting the expectations of our stakeholders by supporting them in reducing their carbon footprint.

As part of a comprehensive double materiality analysis, we examined all impacts on climate change and our business activities. We concluded that emissions along our value chain, in particular, have a significant impact on climate change. Learn more about the procedure for double materiality analysis in general under **[IRO-1]**.

Material impact, risk and opportunities **[E1-SMB-3]**

As part of the double materiality analysis, we identified the material impacts, opportunities, and risks of climate change on our business activities, as well as our influence on climate change. We are aware of the relevance of these aspects and actively integrate them into our sustainability strategy. The results of this analysis form the basis for our measures to reduce emissions, adapt to climate-related risks, and exploit climate-related opportunities. Detailed information can be found in section **[SMB-3]** of the general part of this report.



Climate change [E1]

Energy consumption and mix [E1-5]

Energy consumption and mix	2023	2024	2025
(1) Fuel consumption from coal and coal products (MWh)	0	0	0
(2) Fuel consumption from crude oil and petroleum products (MWh)	134	132	124
(3) Fuel consumption from natural gas (MWh)	2,098	1,022	2,029
(4) Fuel consumption from other fossil sources (MWh)	1,622	1,271	1,165
(5) Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	0	0	0
(6) Total fossil energy consumption (MWh)	3,854	2,425	3,318
Share of fossil sources in total energy consumption (in %)	7.1	4.8	6.08
(7) Consumption from nuclear sources (MWh)	0	0	0
Share of consumption from nuclear sources in total energy consumption (%)	0	0	0
(8) Fuel consumption for renewable sources, including biomass (MWh)	0	0	0
(9) Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources (MWh)	50,639	49,269	51,217
(10) The consumption of self-generated non-fuel renewable energy (MWh)	0	0	0
(11) Total renewable energy consumption (MWh)	50,639	49,269	51,217
Share of renewable sources in total energy consumption (in %)	92.9%	95.3%	93.9%
Total energy consumption (MWh)	54,493	51,694	54,535

Our total energy consumption increased by 5.64% compared to the previous year. The higher energy consumption is primarily attributable to increased gas consumption. This is due, on the one hand, to a lower average outdoor temperature during the reporting year and, on the other hand, to the adjustment of the flow temperature in one of our production halls to ensure a consistently comfortable working environment for the employees working there. Due to the increased demand for natural gas, the share of renewable energy in total consumption has also declined from 95.3% to 93.9%.

Balance method: (2) Consumption of diesel for internal transport, (3) Consumption of natural gas for heating the production halls and administration and for operating the tempering and crosslinking chamber (9) Electricity consumption extends across all production, transport and administration processes.

Energy intensity

Energy intensity per net revenue	2023	2024	2025
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors (MWh/€)	9.92E-05	7.98E-05	8.43E-05
Total energy consumption per ton of material used	4.32E-01	4.22E-01	4.29E-01

Climate change [E1]

GHG-gross-emissions [E1-E6]

Greenhouse gas emissions, expressed in tonnes of CO₂ equivalents, were determined in accordance with the greenhouse gas protocol.

	Retrospective			Current		Milestones and target years	
	Baseyear 2020	2023	2024	2025	% 2025/2024	2030	Annual % Target/baseyear
Scope 1 GHG emissions							
Gross Scope 1 GHG emissions (t CO ₂)	1,271	803	469.5	600.7	+ 34.3%	0	54.4%
Scope 2 GHG emissions							
Gross market-based Scope 2 GHG emissions	36,156	0	0	0	0	0	100%

Significant Scope 3 GHG emissions	2024	2025
Total gross indirect (Scope 3) GHG emissions (t CO₂e)	279,178.0	270,341.9
(1) Purchased goods and services	265,601.4	257,080.1
(3) Fuel and energy-related activities	79.5	Not applicable, as the upstream chain is compensated
(4) Upstream transportation and distribution	2,667.9	2429.7
(5) Waste generated in operation	191.1	420.5
(6) Business travel	187.8	33.8
(7) Employee commuting	563	437.9
(9) Downstream transportation	3,273.9	3,082.1
(12) End-of-life treatment of sold goods	6,613.5	6,857.1

	2024	2025
Scope 1 GHG emissions (t CO₂)	469.5	600.7
Marked based Scope 2 GHG emissions (t CO ₂ e)	0	0
Scope 3 GHG emissions (t CO₂e)	279,383.2	270,341.9
Total GHG emissions (marked based) (t CO₂e)	279,852.7	270,942.6

Climate change [E1]

Scope	Description	Method/Data origin	Improving quality of data
1.1 Stationary combustion	Natural gas	Total meter readings in kWh	
1.2 Mobile incineration	Diesel, Propane	Purchased quantities	
1.4 Volatile gases	Cooling towers, CV Lines	Estimates	Acquisition of refill quantities
2.1 Electricity consumption	Electricity consumption at the site	Billing volumes electricity provider	
3.1 Purchased goods and services	Raw materials	Partly based on PCFs we received from our suppliers, partly database values, partly assumptions	Collecting PCFs, LCAs, EPDs to obtain more detailed data on individual raw materials
3.3 Fuel and energy-related activities		Spend based approach	
3.4 Upstream transportation	Transport from supplier to factory	Distances of supplier locations to the company	
3.5 Waste generated in operation	Different types of waste	Evaluation of waste quantities	
3.6 Business travel	Employee travel	Recording of kilometers travelled by means of transport	
3.7 Employee commuting	Travel of employees to the factory	Distance to the factory is known, the underlying emission factor was estimated	
3.8 Downstream transportation	Shipment of goods to to customers	Tons per destination country	Recording the quantity per delivery address
3.12 End-of-life treatment of sold goods	Destruction, recycling of old cables after use	Estimation	

GHG intensity per net revenue	2024	2025
Total GHG emissions (market-based) per net revenue (t CO ₂ /€)	4.29E-04	4.29E-04
Total GHG emissions per tonne of material used	2.28	2.13

Net revenue used to calculate GHG intensity	647,564,000€
Net revenue (other)	1,796,000€
Total net revenue	649,360,000€

Climate change [E1]

Policies, Actions and resources related to climate change mitigation and adaptation

[E1-2] [E1-3]

Our strategy for adapting to climate change encompasses two areas: firstly, independence from fossil fuels, and secondly, developing and realising CO₂ savings potential along the entire value chain together with our customers and suppliers.

We are implementing various measures to become independent of fossil fuels. To cover our electricity needs, we have a contract with our electricity provider to supply 100% renewable energy. We have also installed our own photovoltaic, which was put into operation at the end of the reporting year. In addition, we pursue energy-saving projects every year to continuously reduce the company's overall energy consumption. The largest of our upcoming projects, however, will be converting our factory heating to waste heat. This will significantly reduce our gas consumption. The conversion of our internal transport will also bring us closer to our goal of independence from fossil fuels. We are gradually replacing our diesel- and gas-powered forklifts with electric forklifts.

In addition to our own energy supply, it is also essential for us to identify CO₂ reductions along our entire value chain. We rely on collaborative partnerships with our suppliers to find suitable solutions in the form of CO₂-reduced raw materials and use them to develop more sustainable products, in turn, help our customers to make renewable energy accessible to everyone.

To demonstrate our progress transparently, we will publish our progress in terms of energy consumption and CO₂ emissions annually.



By expanding our photovoltaic systems, we are sustainably reducing our CO₂ emissions.



Three of four new electric forklift trucks that are already in use for internal transport.

Targets [E1-4]

Our long-term goal is to be Scope 1 and 2 CO₂ neutral by 2030. We are currently developing targets for reducing our scope 3 emissions.

Water and marine resources **[E3]**

We are aware that the use of water in our production processes is currently unavoidable. Nevertheless, we consider it our responsibility to make water consumption as efficient and sustainable as possible. We are committed to continuously minimizing the use of this natural resource by implementing innovative technologies and processes that reduce water consumption. In doing so, we always ensure that unnecessary water consumption is avoided and that resource-saving alternatives are implemented.

[E3-IRO-1] The double materiality analysis did not identify any significant impacts, opportunities or risks related to water and marine resources for the company. Nevertheless, we recognize the high importance for our business activities and consider the legitimate interest of stakeholders in this topic. Therefore, despite the lack of materiality, selected key performance indicators related to water will be reported. Detailed information on the double materiality approach can be found in section **[SMB-3]** of the general part of this report.

Policies related to water and marine resources **[E3-1]**

Water is an essential resource for Waskönig+Walter and plays a central role in various production processes. As a part of our sustainability strategy, we focus on responsible water use to minimize our ecological footprint and ensure long-term, sustainable resource use. We systematically record our water consumption; our water sources are both city water and groundwater wells, and the main consumption areas are cooling, cleaning and production.

To sustainably reduce our water consumption, we have optimized our cooling water systems with closed loops. The water we use for cooling in our production areas is collected, treated, and fed into our production processes. This process enabled us to save 39.8% of water in 2025.

Responsible wastewater management is just as important to us as the efficient use of freshwater. Waskönig+Walter strictly adheres to applicable environmental regulations and relies on effective wastewater treatment. Our filtration and purification system specifically removes contaminants before the water is returned to the natural cycle. In addition, we continuously monitor water quality and

have our discharges regularly inspected by Wessling GmbH to ensure compliance with all limit values. We document our progress in water management in our annual sustainability report. Our goal for the

coming years is to further reduce water consumption, increase the proportion of reused water, and involve our supply chain in this responsibility.

Water consumption **[E3-4]**

	2023	2024	2025
Total water consumption in m ³	393,220m ³	305,713m ³	389,956m ³
Total water consumption in areas at water risk, including areas of high water stress ¹ in m ³	393,220m ³	305,713m ³	389,956m ³
Total water recycled and reused in m ³	125,876m ³	102,912m ³	154,995m ³

¹ The company's site is located in an area with high water stress (20%-40%)

Elicitation basis: In 2025, 96.5% of the water consumed came from the four wells located on site. The remaining 3.5% was municipal water. All data was derived from continuous consumption measures.

Wasserintensität	2023	2024	2025
Total water consumption in m ³ /Mio. EUR net revenue	661.98m ³	479.11m ³	600.52m ³
Total water consumption in m ³ per ton of material used	3.12m ³	2.49 m ³	3.06m ³

Resource use and circular economy **[E5]**

Policies and measures related to resource use and circular economy

[E5-1] [E5-2]

Our resource use and circular economy strategy aims to significantly improve sustainability of Waskönig+Walter and make a positive contribution to the expansion on circularity of circularity. Our main goal for 2030 is to develop sustainable versions of our cables that consist of at least 50% raw materials from circular or bio-based sources. To achieve this, we are implementing various measures along our value chain.

A central component of our strategy is our own recycling activities. We continuously review which production rejects can still be recycled to keep as much material as possible in the economic cycle. Currently, we are already able to reuse PVC and XLPE internally, and we are currently working diligently on the processing and reuse of HFFR blends. Regarding the metal scrap separated in the recycling processes, we work in partnership with our suppliers to keep the material cycle closed.

In addition, we are committed to increasing our cooperation with external service providers to

ensure the highest possible quality of waste recycling. Our goal is to find downcycling solutions that enable resource-efficient use and avoid the permanent destruction of materials. By working with specialized companies, we can ensure that even difficult-to-recycle components are converted into useful applications.

Another component of our strategy is the use of bio-based raw materials. We are in close contact with our suppliers to ensure that these are also included as components of our products in the future.

During the reporting year, we continued our efforts to further develop sustainable material solutions as part of our SCC project (Sustainable, Circular, Carbon Reduced Cable). The goal of the project is to gradually expand the use of recycled materials, bio-based raw materials, and other CO₂-reduced alternatives, thereby contributing to resource conservation and reducing environmental impacts along the value chain.

In the field of polymeric materials, we identified and qualified PVC, PE, and VPE-based materials as suitable applications for recycled content. Building on this, we produced the first sample products with a

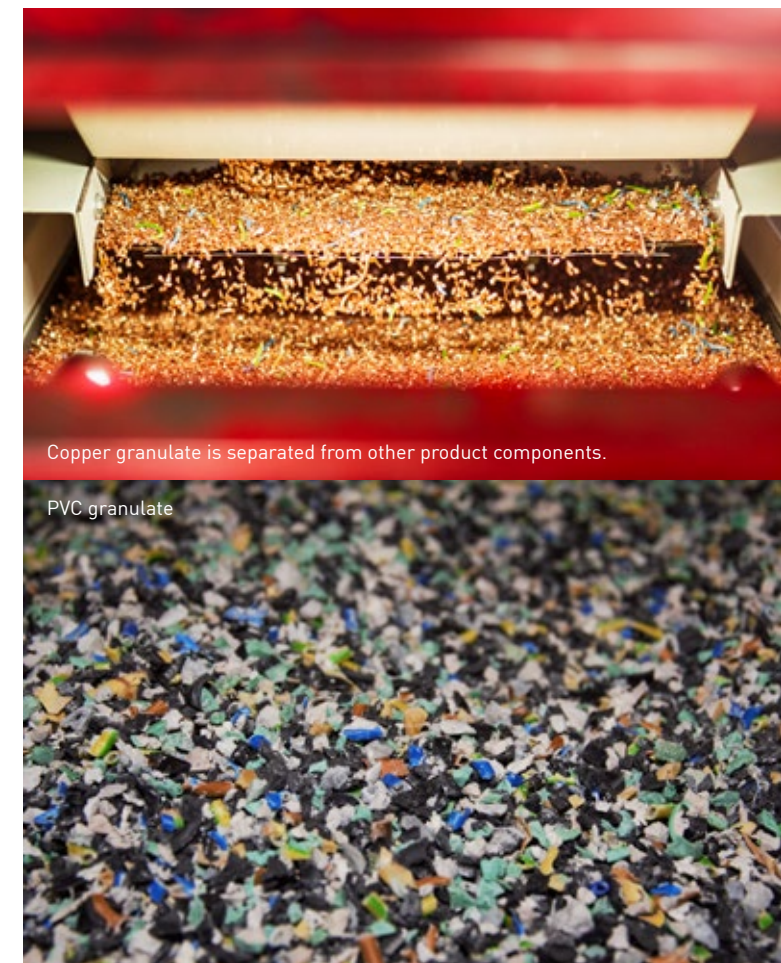
defined recycled content during the reporting period to validate their technical performance and process reliability under real production conditions. At the same time, we were able to evaluate bio-based material alternatives that can replace virgin fossil-based materials.

Since more sustainable raw materials typically involve higher procurement costs, a comprehensive transition of existing product lines can only take place in close coordination with our customers. We are already engaged in an ongoing dialogue with some customers to jointly assess requirements, environmental benefits, and economic conditions, and to develop application-specific solutions.



Interested in our circular solutions?
Please contact us.

For 2026, the primary goal is to further increase the proportion of recycled materials used, extend our findings to other product groups, and identify additional applications for sustainable material options. This includes, in particular, expanding the range of applications to other product groups and further



Copper granulate is separated from other product components.

PVC granulate

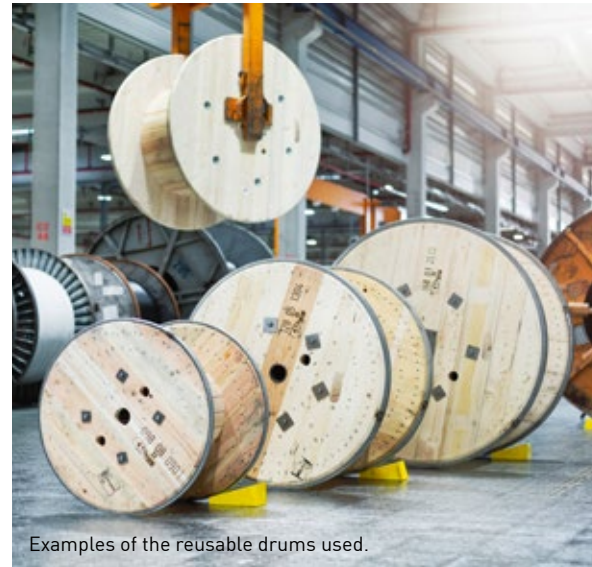
Resource use and circular economy ^[E5]

developing existing material solutions in the context of circular value creation.

We also attach particular importance to the use of wooden drums in rental and reusable systems. We rely on the system provided by Kabeltrommel GmbH & Co. KG for the domestic market. As well as our own rental and reusable system, which we have already expanded to various markets. By using these systems, we can reduce the use of disposable packaging and avoid waste.

To present our development transparently, we will publish our recycling rate annually in our sustainability report. We will also analyse and report on all further progress in the areas of resource use and the circular economy.

By consistently implementing this strategy, we are not only making an important contribution to environmental protection but also strengthening our competitiveness. Resource efficiency and the circular economy are essential components of our corporate philosophy, and we are firmly committed to continuously making our use of raw materials more sustainable.



Examples of the reusable drums used.

Targets ^[E5-3]

To keep resource consumption as low as possible, the efficient use of raw materials is of particular importance. For these reasons, our goal is to reduce the overall scrap rate <4%. In 2024, this figure was still 5,0%. To achieve this goal, working groups have been established. These analyse the various types of scrap and their causes and develop measures to prevent them.

Resource outflows ^[E5-5]

Waste	2023	2024	2025
Total amount in t	5,004	6,426	6,546
Of that			
Preparation for recycling in t		3,932	1,945
Recycling in t		1,219	1,416

To provide even deeper insight into how we handle production scrap, we report out in-house reprocessing rate below. This is the proportion of scraps that we directly recycle or prepare for reuse in our recycling department. We differentiate between cable and plastic. Cable includes all scraps that already contain metal, while plastic includes, for example, pure lumps.

Reprocessing rate	2023	2024	2025
Cable	39.7%	26.2%	31.8%
Plastics	19.2%	15.0%	15.7%
Total	49.0%	39.2%	47.5%



Copper granulate processed for further utilisation.

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Own workforce **[S1]**

The centre of our social commitment is the recognition and appreciation of our employees. We believe that responsible leadership is a key factor for long-term corporate success. Our sustainability report therefore reflects not only our economic performance and our impact on the environment, but also our commitment to the well-being, development, and satisfaction of our employees.

We strive to create a working environment characterized by respect, diversity, and equal opportunities, fostering a culture of collaboration and engagement.

[S1-SBM-3]



Own workforce [S1]

Policies related to own workforce [S1-1]

Our company pursues a sustainable HR strategy based on fair, safe and health-promoting conditions. We implemented a range of focused measures to promote diversity, equal opportunities and occupational safety. Our strategic guidelines are:

Fairness, Respect and Equal Treatment

We are committed to ensuring a working environment free from discrimination and exclusion. Interactions between colleagues and third parties are always friendly, objective, fair, and respectful. Any form of discrimination, harassment, or inappropriate treatment – especially based on ethnic origin, nationality, religion, ideology, gender, age, physical condition, appearance, or sexual identity – will not be tolerated in our company.

Occupational health and safety

A safe working environment is our top priority. Our measures include:

- + Compliance with and continuous improvement of occupational health and safety regulations
- + Ensuring plant safety through careful planning and operation
- + Careful handling of hazardous substances to minimize health and environmental hazards
- + Regular risk assessments of health hazards in the workplace
- + Provision of appropriate personal protective equipment (PPE) for all employees

To ensure the sustainable implementation of these measures, we conduct regular safety inspections and training sessions under the direction of our occupational health and safety specialist in cooperation with the employers' liability insurance association.

Human rights and Labour Standards

We are committed to strictly preventing forced and child labour. To this end, we implemented the following measures:

- + Of course, nobody is forced to work against their will.
- + We verify the age of new employees to ensure that no one under the age of 15 is hired.

Freedom of Association and Co-determination

We fully recognize the right of employees to freedom of association. Members of employee organizations and unions are neither favoured nor discriminated against. Furthermore, we maintain constructive relationships with employee representatives and union representatives to ensure a fair and open dialogue.

Employee Engagement and development

We strive for high, long-term employee satisfaction. To achieve this goal, we continuously promote employee engagement and individual development. This ensures that employees not only enjoy a safe and healthy working environment but also have long-term prospects for their personal and professional development.

With these measures, we ensure that our company not only complies with legal requirements, but also actively contributes to a safe, appreciative and sustainable working environment.



Own workforce [S1]

Processes to remediate negative impacts and channels for own workers to raise concerns [S1-3]

All employees who experience or witness discrimination or harassment are encouraged to report it. The same applies to human rights violations. To give all employees the opportunity to report incidents, we have created various channels and tools. In addition to the contact persons in the direct environment of employees, consisting of line managers and the works council, we have set up reporting bodies for discrimination and harassment and for whistleblowers. Both reporting bodies operate independently of each other.

Discrimination and harassment reporting body

This complaints mechanism can be used to report cases of harassment and discrimination directly and confidentially. The reporting body, consisting of three people, can be reached barrier-free in various ways. Employees can contact the responsible persons via the employee information page, by email, by telephone or in person; all contact details are always available on the intranet. The solution varies from case to case but is always chosen with the involvement of the person concerned. In all cases, confidentiality has the highest priority, and measures

are taken to protect the reporting person to prevent retaliation and discrimination. In the past year, personal discussions were held with employees to ensure that everyone was aware of the grievance mechanisms and to find out whether the necessary trust in the mechanisms was present.

Whistleblower reporting body

Employees or external third parties can use this grievance mechanism to report any violations of laws and regulations. The reporting body, consisting of one person, can be reached via the employee information page, e-mail, telephone or in person. Contact details are available on the company website. The identity of the reporting individual is always protected. Each report is thoroughly reviewed and, if necessary, forwarded to the appropriate department or authority.



Own workforce **[S1]**

Targets related to managing material impacts, advancing positive impacts and managing material risks and opportunities

[S1-5]

Our goal is to create a safe, healthy, and supportive work environment that takes our employees' needs into account, thereby enhancing both their satisfaction and their long-term commitment to the company. We have set specific goals for 2026 aimed at further improving the work environment.

5% Reduction in Workplace Accidents

To improve workplace safety, we regularly conduct safety inspections, training sessions, risk assessments, and implement preventive measures. In addition, occupational health examinations are conducted at regular intervals. Our short-term goal is to achieve a measurable 5% reduction in the number of workplace accidents per employee-hour.

Ensuring a Safe Work Environment for Female Employees

We take steps to ensure a safe and discrimination-free work environment for all employees. These include clear equality policies, preventive and awareness-raising measures, a comprehensive training program, and points of contact for individual concerns. Through this approach, we create a work environment that promotes health, safety, and personal development while also underscoring our social responsibility as a company.

Recruiting and Developing New Talent

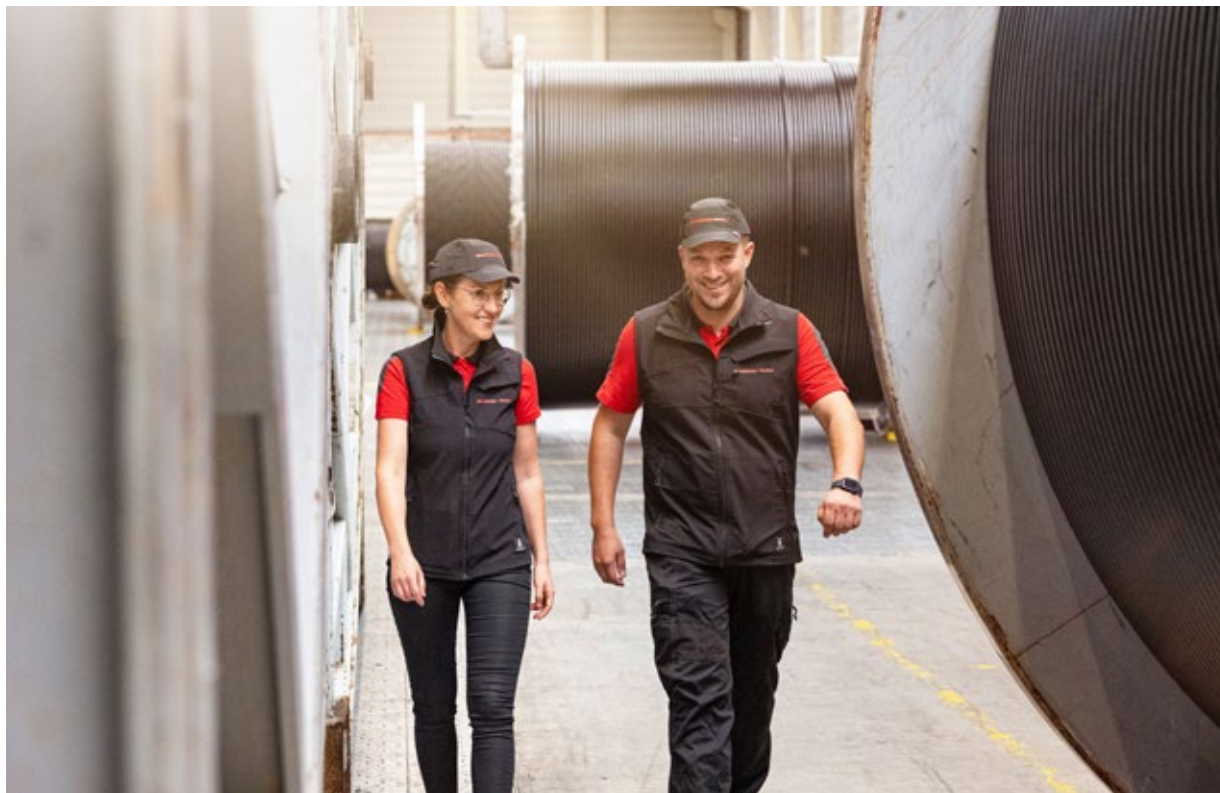
To ensure a long-term supply of skilled workers, we have set a goal to recruit at least 15 new apprentices again in 2026. Through structured training and targeted support, we create optimal conditions for their professional development and thereby lay the foundation for the skilled workers of tomorrow.

Apprentice Sustainability Project

In 2026, we plan to launch a cross-departmental sustainability project for all our apprentices. The goal is to provide them with foundational knowledge in teamwork, project management, and sustainability. This initiative will benefit each apprentice individually, as it will give them the opportunity to develop their skills beyond the requirements of their specific apprenticeship program. At the same time, local organizations and institutions should also benefit from the project.

Employee Survey

In 2026, we plan to conduct another company-wide employee survey. It is intended to help us identify opportunities to increase employee satisfaction and support their professional development, assess the effectiveness of existing initiatives, and gain valuable insights for further developing our corporate culture and HR strategy.



Own workforce [S1]

Characteristics of the undertaking's employees [S1-6]

Employee structure	2023	2024	2025
Total employees in the W+W group	609	595	614
Male	550	534	553
Female	59	61	61
Non-binary	0	0	0
Of that trainees	49	46	33
Male	41	38	28
Female	8	8	5
Non-binary	0	0	0

	2023	2024	2025
Staff turnover rate	3.7%	2.7%	1.79%

Collective bargaining coverage and social dialogue [S1-8]

As a collective bargaining-affiliated company, we compensate 100% of our employees according to the IG Metall collective bargain agreement. This ensures fair and competitive wages and a reliable economic outlook for our entire workforce. In addition to the basic salary, our employees benefit from collectively agreed additional benefits such as vacation and Christmas bonuses, shift allowances, special leave, and special payment. Through collective bargaining, we guarantee not only fair pay, but also regular working hours, safe working conditions, and opportunities for participation, which contribute to the satisfaction and motivation of our employees.

Furthermore 100% of our employees are represented by a work council, which protects their interests and is actively involved in operational decision-making. Each reporting company has its own works council. We maintain a balanced culture of co-determination, ensuring that the rights and needs of our employees are considered. In this way, we promote a trusting and cooperative working environment.

Diversity metrics [S1-9]

Gender distribution at management	In numbers	In percentage
Male	13	100%
Female	0	0%
Total	13	100%

Distribution by age group	In numbers
< 30	119
30–50	285
> 50	210
Ø Age of employees	42.4 years

Scope of employment	In numbers
Total full-time employees*	552
Total part-time employees	33

*excluding temporary workers and employees in partial retirement

Adequate wage [S1-10]

The low-wage threshold¹ defined for our location was 13.79€/hour for 2024. All wages and salaries we pay are well above this threshold. The lowest wage paid in 2024 is therefore around 45% above the living wage.

¹ April 2025: [Anteil der Jobs mit Niedriglohn im April 2025 bei 17,0%](#), Landesamt für Statistik Niedersachsen

Persons with disabilities [S1-12]

	2023	2024	2025
Number of severely disabled people	19	19	22
Severely disabled quota	3.1%	3.1%	3.1%

Own workforce [S1]

Training and skills development metrics [S1-13]

In 2025, a total of 165 feedback meetings were held, addressing both employee performance and career planning. In addition to these formal meetings, numerous informal employee meetings were held during the day-to-day work routine, but these were not recorded separately. A gender-specific breakdown of the meetings is not yet possible.

External trainings*	Numbers
Male participants	143
Female participants	20
Average internal training	Hours
Male participants	8.69
Female participants	6.91

*Until 2024, we were only able to evaluate the number of externally conducted training courses. Adjustments have already been made for the 2025 reporting year to improve data quality.

Health and safety metrics [S1-14]

Occupational health	2023	2024	2025
LTIFR ²	14.4	19.9	20.65
Severity Rate ³	5.9	18.3	17.1
Number of reportable accidents	14	20	21
Number of work-related death	0	0	0
Accident rate⁴	24.1%	33.2%	34.7%
Percentage of employees covered by ISO 45001	100%	100%	100%

²LTIFR (Time Injury Frequency Rate) = Frequency of accidents resulting in at least one shift lost per 1 million working hours
³Severity Rate = Total number of days of absence / total number of accidents at work = accident severity
⁴Accident rate = (number of reportable accidents at work × 1000 employees) / number of full-time employees

Further key figures relating to occupational safety	Numbers
Number of inspections for radiation protection	12
Number of online safety training conducted	10,351
Number of active risk assessments	577

Compensation metrics [S1-16]

Our compensation is based on the provisions of the collective bargaining agreement, ensuring transparency, fairness, and equal treatment. This promotes equal opportunities and ensures that all employees are compensated appropriately and transparently for their work. Because compensation is clearly linked to the respective area of responsibility, we have no gender pay gap – all employees receive the same pay for comparable activities, regardless of gender or other personal characteristics. In this way, we create a motivating and appreciative work environment in which performance and commitment are rewarded.



Incidents, complaints and severe human rights impacts [S1-17]

Incidents, complaints, human rights impacts	2024	2025
Reported incidents & complaints of/about discrimination	3	0
Serious human rights violations	0	0

All discrimination incidents and complaints reach us through the official channels described in [S1-3]. Given the sensitivity of these matters, we do not report details of these incidents. Every report and complaint is treated with absolute confidentiality. Our grievance mechanisms ensure that every employee can report any incident confidentially and safely.

Benefits

Employee benefits to promote health and continuing education

As a part of our sustainable human resources strategy, we place great emphasis on supporting the health, well-being, and personal development of our employees. To this end, we offer a range of benefits that actively contribute to promoting a healthy lifestyle and continuing education.

During the reporting period, 335 employees used our hansefit program to improve their physical fitness and sustainably strengthen their health.

104 employees took advantage of our bicycle leasing offer, which enabled them to use an environmentally friendly and healthy alternative for their commute.

We are also committed to the continuous training of our employees: 29 employees have used the language learning platform we provide to further develop their language skills and expand their professional and personal competencies.

Furthermore, company sports have gained a significant popularity at Waskönig+Walter in recent years. We currently have a group that completes the German Sports badge every year, a running group that completes monthly kilometre challenges and actively participates in regional races, and even our own soccer team. These groups and the associated sporting activities not only contribute to the health of the participants but also promote cross-departmental exchange.

These measures actively contribute to increasing employee satisfaction and underline our commitment to a sustainable and health promoting corporate culture.



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Corporate policy [G1-GOV-1]

Corporate culture and business conduct policies

[G1-1]

Our compliance manual

We have developed and adopted a set of guidelines aimed at promoting a corporate culture of responsible business conduct. These guidelines are compiled in our Compliance Manual. This requires compliance with applicable laws and describes the ethical values and standards we intend to live and promote.

Our guidelines, particularly our Compliance Manual, reflect the ethical standards of internationally recognized guidelines and conventions, including the UN Guiding principles on business and human rights, the Universal Declaration of Human Rights, the ILO conventions, and local laws. They are made accessible via our intranet and communicated to our employees through appropriate training.

Management reviews all guidelines annually and adapts them as necessary. This considers the results of the double materiality analysis, including the development of all significant IROs identified within the value chain.

Reporting violations – Whistleblowing

Anyone who becomes aware of potential or actual violations of our compliance guidelines is encouraged to report them through one of the various channels. They can contact, for example, their line manager, the work council, the compliance officer, or the whistleblower reporting body.

In accordance with the legal requirements of the Whistleblower Protection Act, the protection of whistleblowers is ensured by the independence and autonomy of our whistleblower reporting body. This reporting body is accessible to both our employees and external stakeholders. The purpose of the reporting body and the system behind it is to enable the identification and investigation of unlawful conduct through a channel that allows for complete anonymity and objective investigations. Training and information on the whistleblower system are provided to all employees as part of their business conduct training.

Management of relationship with suppliers [G1-2]

We place a strong emphasis on continuously reviewing our supply chain for potential risks, environmental impacts, and human rights violations. Through thorough analysis, we can identify any vulnerabilities and develop risk mitigation measures. Our focus is not only on economic aspects, but also on environmental protection and compliance with human rights and the ILO core labour standards. These efforts are an integral part of our corporate philosophy to ensure an ethical and responsible supply chain and maintain long-term partnerships.

The sustainability of our supply chain is further enhanced by our supplier Code of Conduct. This sets clear guidelines for social and environmental standards. 70% of our suppliers have already signed this Code of Conduct, thus pledging their compliance with these standards. This means that 95% of the goods and services we purchase comply with our ethical guidelines.

As part of our procurement policy, we also attach great importance to compliance with the legal environmental standards. We require our suppliers to supply REACH-compliant products without exception to ensure the safe use of chemicals throughout the supply chain. This includes, in particular, the Registration, Evaluation, Authorization, and Restriction of Chemicals (REACH) of the European Union. Compliance with the applicable legal regulations is also bindingly regulated by our supplier Code of Conduct. Furthermore, we require regular confirmation of REACH compliance from our suppliers.

Further governance KPIs

Rate	2023	2024	2025
Top suppliers who have undergone a risk analysis	100%	100%	100%
Buyers trained in sustainable procurement	25%	25%	25%
Degree of fulfilment of the planned supplier audits	75%	75%	100%

Corporate policy [G1-GOV-1]

Confirmed incidents of corruption or bribery

[G1-4]

	2023	2024	2025
Corruption cases	0	0	0
Bribery cases	0	0	0

IT-KPIs

IT security is just as important to us as compliance. Protecting our data and systems is of particular importance these days. To stay up to date in this area, we launched our IT security training program in November 2024. The circle of participants will be determined after a thorough due diligence review. The following key figures can be reported for the new training concept:

	2024	2025
Number participants	338	365
Phishing tests conducted	3	23

	2023	2024	2025
IT security incidents	0	0	0

Trainings	Module	Registered	Completed	Completed (in %)
Reporting incidents January 2025	Report suspicious emails	360	343	95%
	Reporting security incidents	360	343	95%
Data protection March 2025	Data breach – what should you do?	363	343	94%
	Data protection quiz	363	343	94%
Artificial intelligence October 2025	AI, phishing and cybersecurity	363	272	74%
	AI chatbots: benefits, risks and limitations in the workplace	363	272	74%



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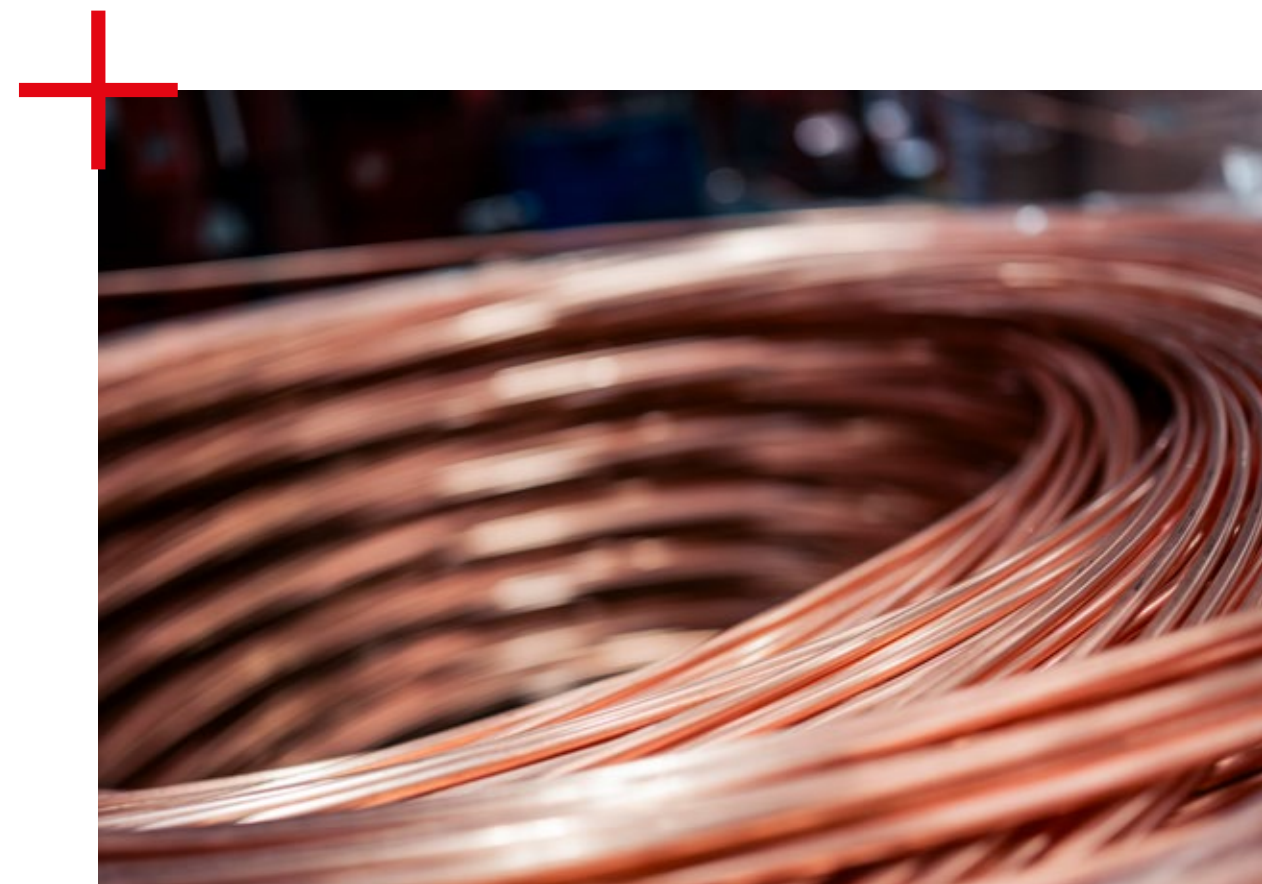
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LEGAL NOTE

This information contains forward-looking statements that are based on our current assumptions and forecasts. Known and unknown risks, uncertainties and influences may cause the actual results, financial situation or development to deviate from the estimates given here. We assume no obligation to update forward-looking statements.

Status: May 2026





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