

Sustainability Report 2025

VSME Standard



Table of contents

Foreword by the Management	3
2025 – The key topics at a glance	4
Basis for preparation ^{B1}	6
Business model and sustainability related initiatives ^{C1}	9
The sustainability strategy of WISKA ^{B2, C2}	11
Sustainable Development Goals (SDGs)	15
Climate and energy ^{B3, C3, C4}	17
Pollution, Biodiversity and Water ^{B4, B5, B6}	23
Use of materials and circular economy ^{B7}	26
Ecologically innovative products ^{B7}	32
Attractive working conditions ^{B8, C5}	35
Safe and healthy workplaces ^{B9}	40
Equal opportunities and development opportunities ^{B10, C9}	43
Legal and policy compliant behaviour ^{B11, C8}	46
Social and ecological responsibility within the value chain ^{C6, C7}	49
Social commitment	52
Closing words	55
Appendix	57

Foreword by the Management

Dear Readers,

It is now clear that WISKA is not subject to the EU reporting requirements under the CSRD. Nevertheless, we continue to report voluntarily – with this report marking the third time we have done so. As in the previous year, we use the VSME standard, which is recommended for medium-sized enterprises, and we plan to continue reporting on this basis in the future. In doing so, we create transparency and keep our focus on genuine improvements.

For us, responsibility does not begin or end with legislation. As a family-owned company, we see it as our fundamental duty to secure the long-term success of WISKA. In our conviction, this includes what our parents already exemplified for us: respect and kindness, mindful use of resources, and the motivation to work towards improvements at all levels.

This “acting with heart” continues to shape WISKA to this day: close relationships with our customers, durable and reliable products, and responsibility towards people and the environment. Let us continue to work together towards positive change – together, we can achieve so much more!

Our sincere thanks go to our Sustainability Assistant, Ms. Elske Kelm, and to everyone who contributed to this – in our view – highly informative and successful report. We hope you enjoy reading it.

Kind regards

Ronald & Tanja Heppmann



2025 – The key topics at a glance



Further development of the sustainability strategy and first-time reporting WISKA UK Ltd.



Kick-off of the development of a climate strategy for WISKA Hoppmann GmbH



Renovation of the production facilities at Kisdorfer Weg



Increase in gas consumption as a result of an initially undetected technical issue in the heating system



Fleet development: the share of fully electric vehicles has reached 57%



Introduction of new employee benefits, including EGYM Wellpass® and an employee discount programme

“Sustainability has always been, and will continue to be, a core part of how we act. It secures our long-term success and helps ensure that we can live well together on our planet“

Basis for preparation

B1

Basis for preparation^{B1 1}

As in the previous year, we will again report for 2025 in accordance with the VSME standard, including its basic and comprehensive module. This international, voluntary EU sustainability standard for small and medium-sized enterprises enables a consistent and transparent presentation of our sustainability activities.

Our reporting is carried out on a consolidated basis and, for all indicators, covers WISKA Hoppmann GmbH as well as our largest subsidiary, WISKA UK Ltd.

Due to their small size, reliable data are not available for all topics for some of our subsidiaries. In order to safeguard the robustness and quality of our key figures and to avoid drawing conclusions about individual employees, we therefore report certain quantitative indicators per subsidiary only once a minimum company

size of 50 employees has been reached. Where complete and reliable data are available, we provide group-wide indicators, for example with regard to our greenhouse gas emissions. To ensure transparency, we specify for each indicator which companies have been included.

Sustainability has long been firmly embedded in our corporate values. Since 1996, WISKA Hoppmann GmbH has been certified in accordance with the environmental management standard ISO 14001 and the quality management standard ISO 9001. Since 2024, the sustainability management of WISKA has been assessed by EcoVadis.

In March 2026, our sustainability management was awarded a score of 80/100 points and received the Gold Medal. This places us, at the time the medal was awarded, among the top 5% of companies assessed by EcoVadis in the previous twelve months.



Head office & central
production site: Kaltenkirchen



€76,8 million
revenue



358 employees
worldwide

Basis for preparation^{B1}

Global network. Local presence.

In addition to our subsidiaries, more than 70 sales partners worldwide are part of the WISKA family, making a significant contribution to our international presence.



Business model and sustainability related initiatives

C1

Business model and sustainability related initiatives^{C1}

Since its founding in Hamburg in 1919, WISKA has developed into an international manufacturer of electrical installation materials, lighting products and CCTV video surveillance systems for shipbuilding, industry and electrical trade. With our global B2B business model, we operate in 75 countries across our two business divisions, Industry & Trade (I&T) and Shipbuilding & Offshore (S&O). Our portfolio covers a broad range of products, from cable entries and junction boxes to reefer container sockets, as well as floodlights and modern video surveillance systems. In the I&T division, Germany is our largest sales market, followed by the United Kingdom and the Netherlands. Our key customer sectors include the electrical trade, rail vehicle technology and the solar industry. In the S&O division, international shipyards and shipping companies are among our core customers, with China representing our most important sales focus. Our most important suppliers mainly operate in the plastics and metal materials sectors providing the key materials required for our production in Kaltenkirchen. A cornerstone of our success is our international sales partners and subsidiaries, whose local expertise and proximity to customers strengthen our global presence. These valuable partnerships enable us to continuously expand our market position and establish innovative, tailored solutions across a wide range of industries.

At the end of 2025, we further strengthened our local expertise in the Gulf region with the establishment of WISKA Gulf FZE.

Sustainability is a prerequisite for long-term business success. The strategic importance of this topic is also reflected in our organisational structure: Responsibility for sustainability is embedded directly at management level and lies with Mrs. Tanja Hoppmann.

In 2025, we further developed our sustainability strategy in a targeted manner and firmly anchored it within our corporate structures. To this end, we revised our sustainability strategy and underpinned it with clear objectives and measures based on the results of our double materiality analysis. In this way, we increase transparency regarding our commitment while creating a binding framework that enables us to consistently fulfil our responsibility across all business areas and to make progress clearly traceable. In the next chapter, we present our sustainability strategy in detail.



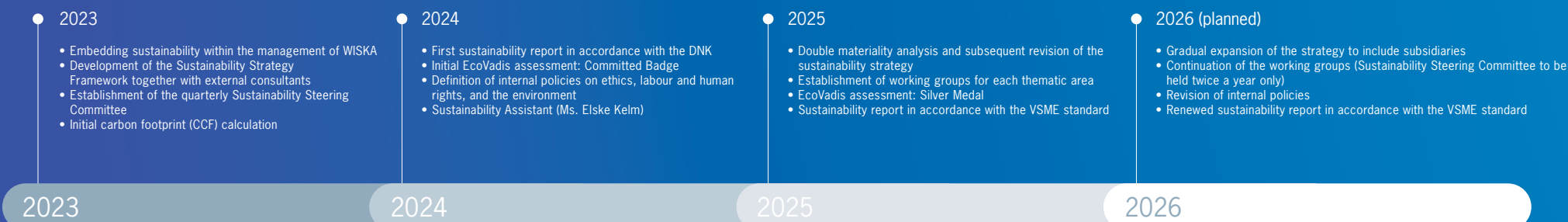
The sustainability strategy of WISKA

B2, C2

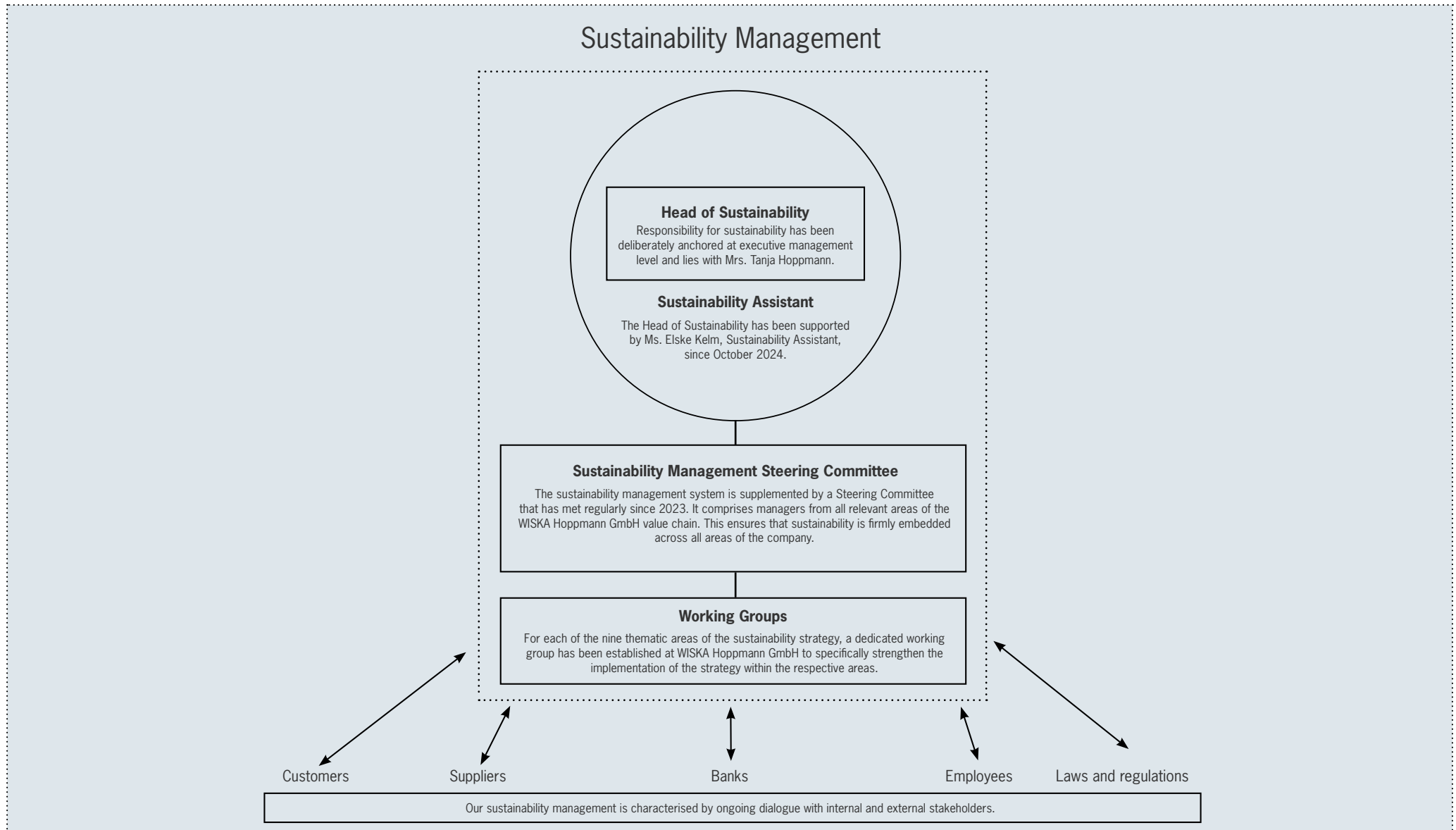
The sustainability strategy of WISKA^{B2, C2}

At WISKA, sustainability is centrally embedded within the management of WISKA Hoppmann GmbH and is the responsibility of Ms Tanja Hoppmann. Since 2024, she has been supported by a Sustainability Assistant.

After laying the foundations for sustainability management at WISKA in 2023 and 2024, the focus in 2025 was on further developing and systematically embedding the sustainability strategy. To this end, a working group was established at WISKA Hoppmann GmbH for each of the nine thematic areas of the strategy framework. Based on the materiality analysis that had been carried out, these groups defined specific objectives and measures. The formation of topic-specific working groups is intended to strengthen the targeted implementation of the strategy within the respective areas.



The sustainability strategy of WISKA^{B2, C2}



The sustainability strategy of WISKA^{B2, C2}

The following pages provide an overview of the measures already in place as well as the objectives defined for each thematic area. The guiding principle and the overarching main objectives apply across the entire Group. The existing measures and the specific objectives relate to WISKA Hoppmann GmbH. The gradual extension of the sustainability strategy to the subsidiaries is being pursued on an ongoing basis, starting with more differentiated reporting in which the key figures of WISKA UK Ltd. are reported separately for the first time.

With its sustainability strategy, WISKA has defined measures and objectives, including clear responsibilities, for the following VSME sustainability topics and has underpinned them with internal policies: climate change, circular economy, own workforce, workers in the value chain, consumers and end users, and business conduct.

The sustainability topics of pollution, water and marine resources, biodiversity and ecosystems, and affected communities are not considered material for WISKA in accordance with the results of the materiality analysis.



Team Sustainability: Tanja Hoppmann, Elske Kelm (left to right)

Sustainable Development Goals (SDGs)

With its sustainability strategy, WISKA aims to contribute to the 17 Sustainable Development Goals of the United Nations (SDGs). An analysis using the SDG Compass identified four so-called key SDGs in which our business activities have both the greatest impact and the greatest potential to contribute to sustainable development.



WISKA promotes decent work by creating attractive and safe working conditions and by investing selectively in the ongoing training and development of its employees. This understanding is reflected in the sustainability strategy of WISKA under the field of action Responsibility for our Employees.



For SDG 9 and SDG 12, we see particularly strong opportunities to exert influence, as *growth through innovation* is a core element of the corporate strategy. Through our in-house development and production, WISKA is able to directly shape processes to be as resource- and energy-efficient as possible and to work together with customers to develop more sustainable product solutions. This commitment is reflected in the sustainability strategy in the thematic areas of use of materials and circular economy as well as ecologically innovative products. A major success in this regard was the market launch of the TriShot® cable entry.



Climate change is one of the greatest global challenges. As an internationally active company, WISKA assumes responsibility and makes an active contribution to climate protection. The central focus is on the continuous reduction of our own greenhouse gas emissions. To this end, WISKA Hoppmann GmbH is currently developing a climate strategy that is intended to define the pathway to greenhouse gas neutrality by 2045. The efforts of WISKA are reflected in its sustainability strategy under the field of action climate and energy.

SDG-Scouts®

In 2025, for the first time three apprentices from WISKA Hoppmann GmbH began their qualification as SDG Scouts® with BAUM e. V. This represents an important step towards embedding sustainability more firmly in everyday working life and actively involving young employees in the further development of our company. The programme enables young professionals to develop a practical understanding of the 17 Sustainable Development Goals, identify potential within their own organisation, and design and implement a project addressing one or more SDGs. The participation of our apprentices in the SDG Scouts® programme not only strengthens their personal and professional development but also promotes a corporate culture in which sustainability is understood as a shared responsibility. The project implementation is scheduled for 2026.



by  **BAUM**

Arian Sadiku, Ben Zehner (left to right)



Vincent Schuldt



Climate and energy

B3, C3, C4



Climate and energy^{B3, C3, C4}

Climate change is one of the greatest challenges of our time. For this reason, as a globally active company, we are committed to taking responsibility for a sustainable future. Through our actions, we contribute to combating climate change by reducing our own emissions as well as those generated along our value chain. In addition, we continuously optimise our production processes and buildings in order to sustainably reduce our energy consumption.

Overarching goal	Responsibility overarching goal	Existing Measures (Examples)	Objectives	Responsibility objectives
By the end of April 2026, WISKA Hoppmann GmbH will develop its climate strategy to achieve greenhouse gas neutrality by 2045.	General management	- On-site generation of renewable electricity (99 kWp photovoltaic system at the German site) since 2021 - Solar thermal system at the German site since 2009 - Conversion of the vehicle fleet to greenhouse-gas-neutral drive systems by 2030 - Fully electric intralogistics vehicles in operation since 2020	Development of a climate strategy by the end of April 2026.	General management
WISKA is continuously working to increase energy efficiency.	Head of production	- Increasing energy efficiency in production processes, for example by raising the temperature in the cooling circuit by 14% and reducing pneumatic air pressure by 15% without extending cycle times - Heat recovery system: offices are heated using waste heat generated during production - Continuous modernisation of the IT infrastructure - Annual training of Energy Scouts by the Lübeck Chamber of Industry and Commerce (IHK); in 2024, a project to minimise leakages was implemented at the Grashofstraße site - Identification and elimination of compressed air leakages - Conversion to LED lighting in all buildings in 2023/2024, including presence detectors in infrequently used rooms (approx. 51,246 kWh savings per year) - Environmental aspects considered when assessing investments since 2018 - Replacement of four granulate dryers with more energy-efficient, maintenance-free units in 2024 (reduction in energy demand of 70–90%) - Electricity savings through the annual procurement of 10 (out of 50) more energy-efficient temperature control units for the injection moulding department to replace older units by the end of 2028 (savings of approx. 20,000 kWh per year) - Annual participation of apprentices in the IHK “Energy Scouts” programme, including the development of a project to prevent energy waste	By the end of 2026, WISKA will develop a concept for the establishment of an energy monitoring system (potentially including load management). By the end of Q1 2026, WISKA will carry out building planning that takes future requirements and sustainability aspects into account.	Head of production

Climate and energy^{B3, C3, C4}

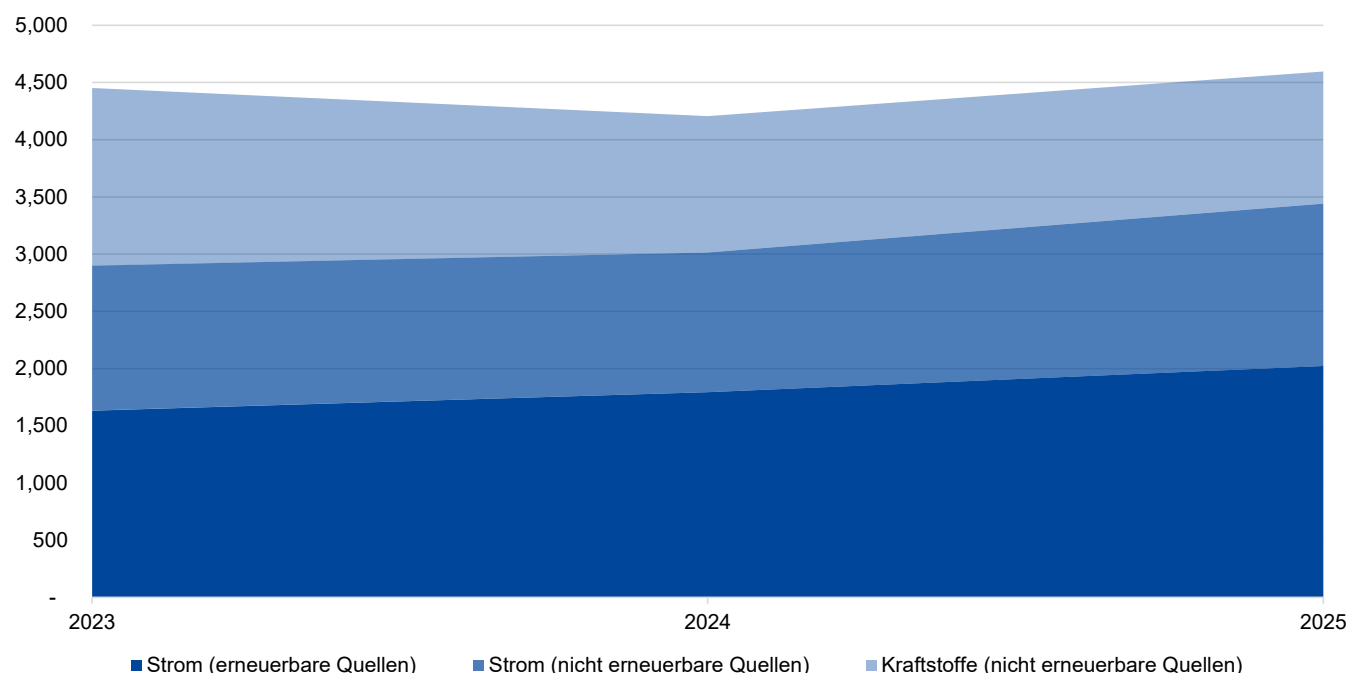
A key step on our path towards greenhouse gas neutrality is the transparent recording of our group-wide² energy consumption and our Scope 1 and Scope 2³ greenhouse gas emissions in accordance with the Greenhouse Gas Protocol.

Energy consumption and greenhouse gas emissions at our subsidiaries have decreased, primarily as a result of the conversion of the vehicle fleet (see p. 22). In 2025, however, energy consumption at WISKA Hoppmann GmbH increased by 12%, while the associated greenhouse gas emissions rose by 11%. The main reason for this was a technical issue in our heating system that was only identified in 2026. As a result, the heat pump did not operate to the intended extent, and the gas heating system was used more frequently to supply heat. Appropriate technical inspections and adjustments have already been initiated in order to fully restore the efficient operation of the heat pump and to prevent additional consumption in the future. In the long term, the gas heating system is to be phased out and replaced with an alternative heat supply.

As WISKA Hoppmann GmbH is both our largest site and our central production location, this increase has a particularly significant impact on the overall energy consumption and greenhouse gas emissions of WISKA, which is why both total figures rose in 2025.

Our central objective is therefore to resolve the heating issue at this site and to ensure the efficient operation of the heat pump once again.

Energy consumption (in MWh)
WISKA Total

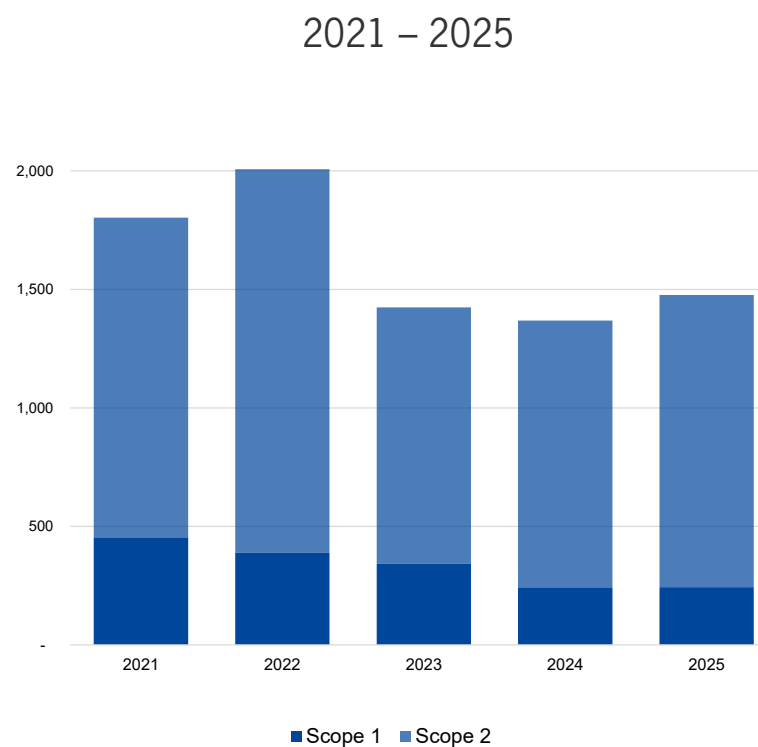
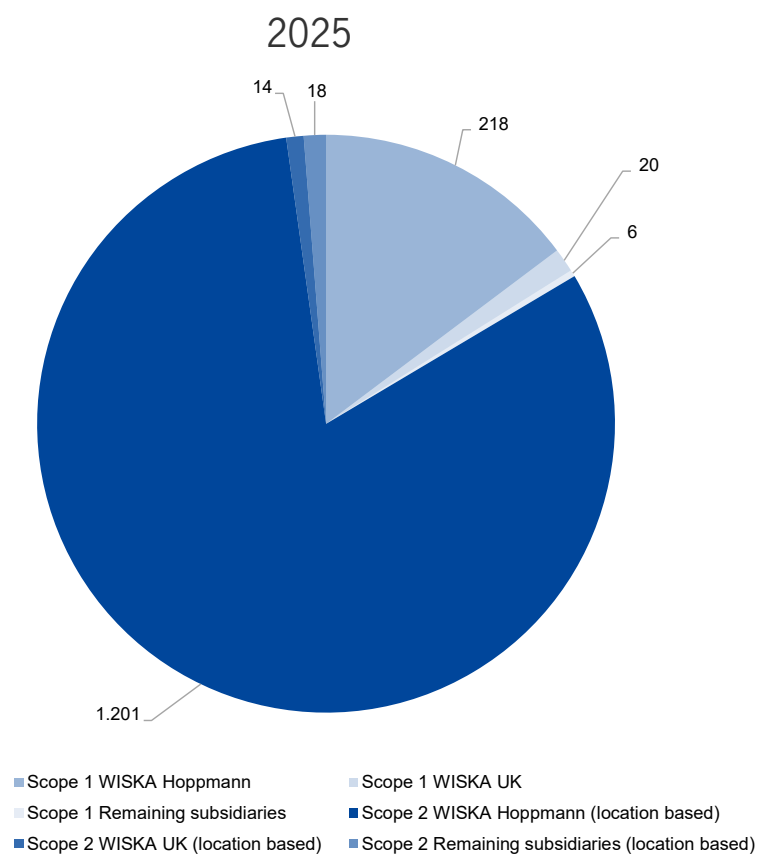


²As WISKA Gulf FZE was only founded in November 2025 and did not commence operations until early 2026, no energy consumption or greenhouse gas emissions were taken into account for 2025.

³Scope 1: Direct emissions from owned or controlled sources, such as gas consumption or the company vehicle fleet. Scope 2: Indirect emissions from purchased electricity.

Climate and energy^{B3, C3, C4}

WISKA Total Greenhouse Gas Emissions Scope 1 & Scope 2 in tCO₂e



The market-based Scope 2 emissions of WISKA Hoppmann GmbH amounted to 961 tCO₂e in 2025.

Climate and energy^{B3, C3, C4}

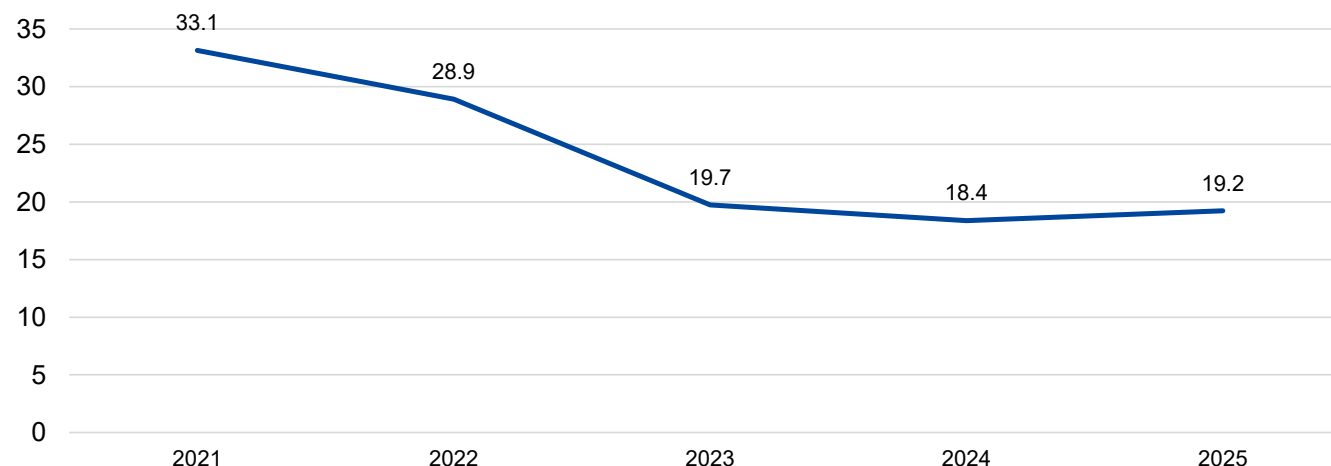
Greenhouse gas intensity

Greenhouse gas intensity describes the group-wide Scope 1 and Scope 2⁴ greenhouse gas emissions of WISKA in relation to revenue and therefore serves to assess operational efficiency and enable the comparability of emissions. As greenhouse gas emissions increased in 2025 while revenue remained at a similar level, our greenhouse gas intensity also rose.

Climate risk analysis

In 2025, we carried out an initial climate risk analysis for WISKA Hoppmann GmbH, WISKA UK Ltd, and a key supplier. No acute risks were identified that would currently be expected to result in a material adverse impact.

Greenhouse gas intensity in tCO₂e per € million revenue
WISKA Total



⁴As reliable data are currently available only for Scope 1 and Scope 2, we have calculated greenhouse gas intensity on this basis. As soon as robust data for Scope 3 become available, we will adjust the metric accordingly in future reports.

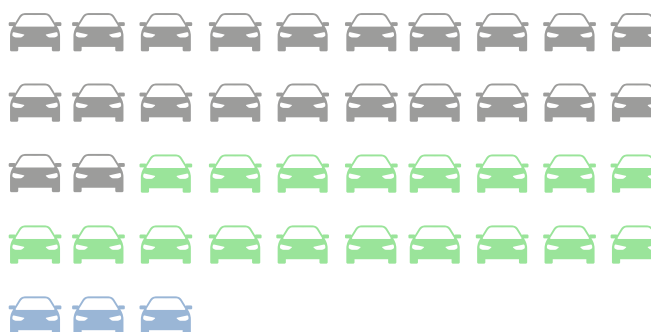
Climate and energy^{B3, C3, C4}

Vehicle Fleet – WISKA Group

We aim to operate our group-wide vehicle fleet entirely emission-free by 2030. We made further progress towards this goal in 2025: While the share of vehicles with combustion engines was still 51% in the previous year, it had decreased to just 28% by the end of 2025. At the same time, the proportion of fully electric vehicles increased from 42% to 57%. The conversion of the fleet is also reflected in lower petrol and diesel consumption. As a result, energy consumption (-38%) and greenhouse gas emissions (-22%) from diesel and petrol use were reduced in 2025.

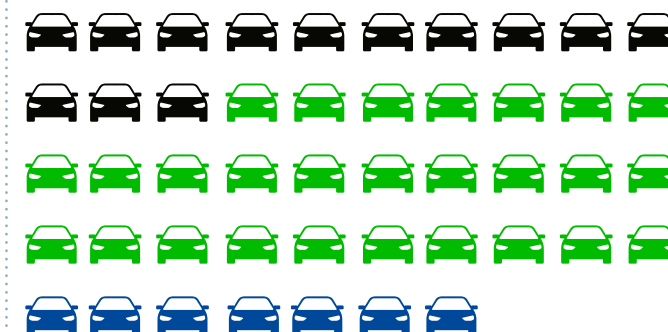
At our Kaltenkirchen site, we additionally promote more environmentally friendly employee mobility by providing subsidies for bicycle leasing and the Deutschlandticket.

43 Vehicles (2024)



22 combustion 18 electric 3 hybrid

47 Vehicles (2025)



13 combustion 27 electric 7 hybrid

Among the subsidiaries, the share of vehicles with combustion engines fell from 73% to 36%, while the proportion of electric vehicles more than doubled over the same period, reaching 64%. At WISKA Hoppmann GmbH, the share of vehicles with combustion engines decreased from 44% to 25% in 2025.

23

Bike leasing
In 2024, 38 employees used bike leasing.

17

Deutschlandtickets
In 2024, 16 employees had a Deutschlandticket.



Pollution, Biodiversity and Water

B4, B5, B6



Pollution, Biodiversity and Water^{B4, B5, B6}

The sustainability topics of pollution, water and marine resources, and biodiversity and ecosystems are not considered material for WISKA in accordance with our materiality analysis.

Pollution^{B4}

The business activities of WISKA currently do not exceed any regulatory limits for air, water or soil pollution. Accordingly, WISKA is not subject to mandatory reporting obligations in this area at present. Nevertheless, WISKA strives to minimise potential pollution risks. As part of its environmental management system in accordance with ISO 14001, WISKA Hoppmann GmbH regularly conducts environmental risk assessments at its production sites. Hazardous substances used in small quantities, such as hydraulic oils, are stored properly and disposed of appropriately by external service providers after use. The low risk of water-hazardous substances nevertheless entering the environment is further reduced through a range of measures. These include, among others, the use of drip trays, a special coating of the production floor, and the provision of emergency spill kits for containing e.g. oils. To date, no incidents have occurred, demonstrating the effectiveness and reliability of these protective measures.

Biodiversity^{B5}

None of the WISKA sites are located in or in close proximity to biodiversity-sensitive areas.⁵ In addition, the assessment carried out as part of the materiality analysis identified no significant site-specific impacts on biodiversity and ecosystems. Irrespective of this, it is a priority for WISKA to counteract potential negative impacts at an early stage, for example through preventive protective measures such as those described under Pollution^{B4}. At the same time, we recognise that the most significant effects of our business activities do not arise solely at local level, but along the entire value chain: From raw material extraction and procurement through production and logistics to the use and end-of-life treatment of our products.

Land-use (in m ²)	WISKA Hoppmann GmbH
Sealed area	30,658
Nature-oriented area	-
Remaining area	20,769
Total	51,427

At the time of publication, no reliable data on land use are available for WISKA UK Ltd. or the other subsidiaries.

⁵For the assessment, the following data sources recommended by the VSME standard were consulted: World Database on Protected Areas (WDPA), World Database of Key Biodiversity Areas, and Natura 2000 network of protected areas.



Pollution, Biodiversity and Water^{B4, B5, B6}

Water^{B6}

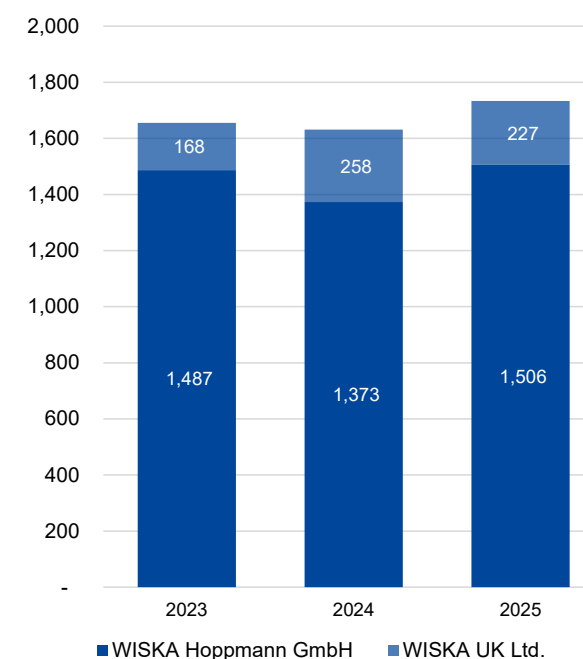
The water consumption of WISKA Hoppmann GmbH has been assessed as non-material within the environmental management system in accordance with ISO 14001. As in previous years, overall water demand at the production sites remains low. Nevertheless, we consistently ensure a responsible and resource-efficient use of water.

At the two production sites in Kaltenkirchen, approximately 13,500 litres of water per year required for cooling processes are circulated in a closed loop, thereby reducing freshwater demand to a minimum. In the in-house laboratory at the Grashofstraße production site, water used in IP testing processes is partially collected in catch trays and returned to the circuit via a pump. The water in the immersion tank is treated using UV radiation, which extends its usable life.

According to the Aqueduct Water Risk Atlas,⁶ none of the sites of WISKA Hoppmann GmbH are located in areas of high water stress (>40%). The site of WISKA UK Ltd. is located in a region with low water stress (<10%). As water use there is limited to domestic-type consumption, it is classified as non-material with regard to water use.

Our subsidiaries WISKA Electric Systems (Shanghai) Co. Ltd., WISKA Systems Ibérica, S. L. (Barcelona) and WISKA Gulf FZE are located in regions with very high water stress (>80%) according to the Aqueduct Water Risk Atlas. Due to the small number of employees at each location (a maximum of ten) and exclusively domestic-type water use (sanitary facilities and office kitchens), we assess the water consumption of these subsidiaries as non-material and therefore do not report on it separately.

Water consumption (in m³)



As no production-related water consumption takes place in our operational processes, water withdrawal largely corresponds to water consumption.

Use of materials and circular economy

B7

Use of materials and circular economy^{B7}

We create more sustainable products with the highest levels of compatibility for people and the environment, helping our customers to achieve their sustainability objectives. Our in-house product development and production enable us to pursue innovative approaches.

Overarching goal	Responsibility overarching goal	Existing Measures (Examples)	Objectives	Responsibility objectives
WISKA strives to improve material efficiency.	Head of production	- Recycling of production-related plastic waste from the two most commonly used plastics since 2023; use of recycled plastic since 2024 - Waste stations with colour-coded bins to improve waste separation since 2024 - Annual waste monitoring - In-house regrinding of production-related sprues in injection moulding, practiced for many years - Continuous digitalisation of business processes, for example digital invoice verification and invoicing or a digital annual report - Appointment of a Waste Officer - Repair of Euro pallets to keep them in circulation - Reuse of incoming delivery packaging materials	Establishment of a scrap monitoring system by the end of Q3 2026.	Head of controlling
			In 2026, WISKA aims to reduce residual waste by at least 15% / towards zero residual waste.	Head of sustainability
			Reduction of total waste in relation to total output in 2026 by at least 8% at the Kisdorfer Weg site and by at least 6% at the Grashofstraße site.	
WISKA aims to use packaging solutions with the lowest possible impact on people and the environment.	Head of sustainability	- External silos for packaging-free delivery of the most frequently used plastics since 2023 (saving approximately 14 tonnes of wooden pallets, 9 tonnes of cardboard and 2 tonnes of plastic film per year). - AquaClean system for cleaning cooling water (saving approximately 1,000 litres of biocide per year)	The establishment of a continuous evaluation process for the use of more environmentally friendly material alternatives is planned by the end of Q2 2026.	Head of innovation

Use of materials and circular economy^{B7}

At WISKA Hoppmann GmbH, we have been systematically recording our waste volumes since 2021. As this is the production site, the largest volume of waste is generated here. In 2025, waste volumes at the Kisdorfer Weg site were reduced by 18% despite ongoing construction activities. The 29% increase in waste volumes at the Grashofstraße site is primarily attributable to the scrapping of two machines as well as a 10% increase in revenue in the Industry & Trade (I&T) business segment.

Waste amount WISKA Hoppmann GmbH (in tonnes)

	2023	2024	2025
Cardboard and paper	61.3	50.2	58.2
Wood	50.7	38.2	26.9
Foil	6.6	5.1	4.8
Plastics	41.8	36.3	36.8
Residual waste	10.0	11.7	11.6
Metal	7.0	12.8	29.2
Electrical waste	1.2	0.0	3.8
Hazardous waste	1.9	2.0	3.7
Share of hazardous waste in %	1.1%	1.3%	2.1%
Total waste	180	156	175
Year-on-year change	-26%	-13%	12%
Share of waste diverted to recycling in %	94.5%	92.5%	93.3%

Since 2025, we have also been recording the waste volumes of our largest subsidiary, WISKA UK Ltd. However, due to a lack of comparative data, no well-founded interpretations are currently possible.

Waste amount WISKA UK Ltd. (in tonnes)

Non-hazardous waste	56.3
Hazardous waste	0
Total waste	56.3
Share of waste diverted to recycling in %	59.7%

Within the meaning of the VSME reporting standard, the volume of waste diverted to recycling refers to waste that is processed as effectively as possible by certified waste management service providers. In the case of WISKA Hoppmann GmbH, this means that cardboard and paper, transparent films, as well as metal and electrical waste are recycled, i.e. materially recovered. Waste that cannot be materially recycled is used for thermal recovery or as refuse-derived fuel. Hazardous substances are handled and disposed of by certified specialist companies in accordance with legal requirements. No waste is disposed of in landfills.

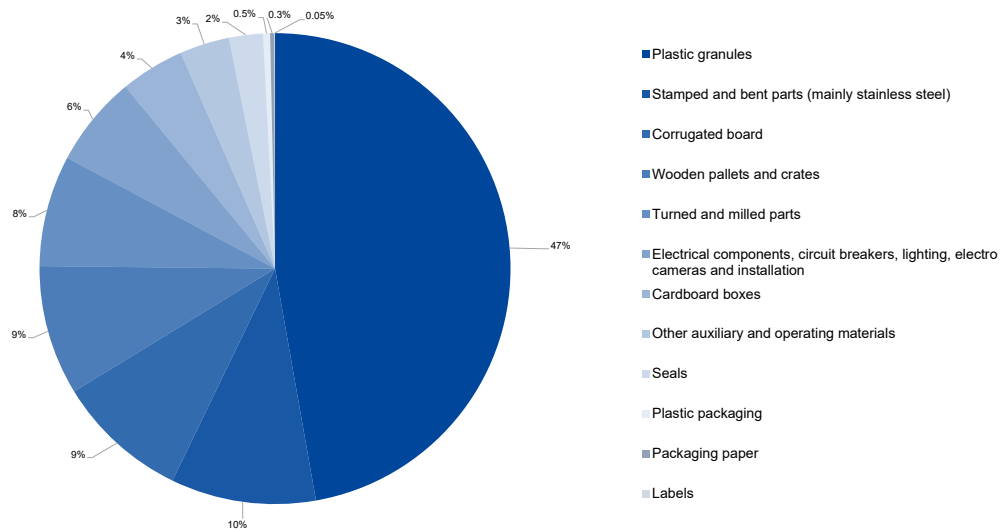


Use of materials and circular economy^{B7}

Material use is reported exclusively for the production sites of WISKA Hoppmann GmbH, as the main manufacturing processes are concentrated there.

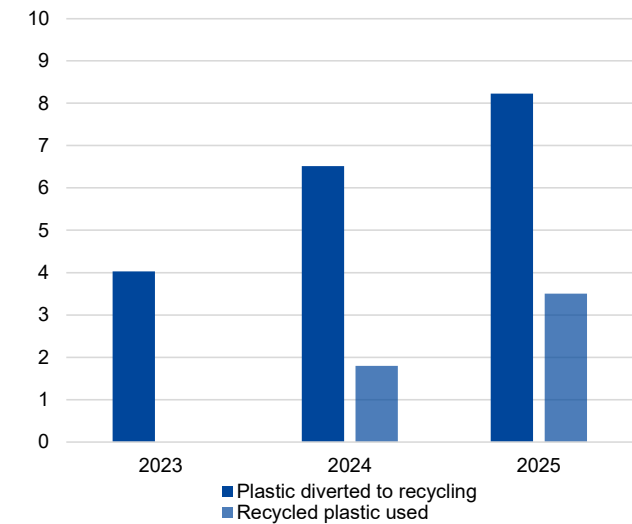
Used materials (in tonnes)

Total amount: 2,834 t



Recycling plastic granules

(in tonnes)



As our data basis is currently still incomplete, average values based on the available data were used to compensate for missing information. As the data set is continuously expanded, these average values may change over time. This ongoing development steadily increases the robustness and explanatory power of the data basis. However, due to these continuous updates, direct comparability of the average values with previous years is only possible to a limited extent.

Since 2023, we have separately recorded production-related plastic waste from the two most frequently used types of plastic and have this waste processed by an external recycling company. Since 2024, one of these two recycled plastic types has been reused in our own production processes.

Use of materials and circular economy^{B7}

In the past year, we reported on the issue of unnecessarily labelled packaging cartons, which generated around one tonne of avoidable paper waste each year. Encouragingly, an apprentice took on this challenge with commitment.

Progress in reducing waste from packaging cartons

„As outlined in the previous sustainability report, we continued to address the issue of the large quantities of paper folding cartons requiring disposal. Working closely with our external sites, we were able to adapt local processes so that, just two months later, 31 kg fewer unusable folding cartons were disposed of – representing a reduction of 38%. On-site visits also helped us to gain a clearer understanding of workflows and existing challenges, allowing further measures to be identified.

Another important step was collaboration with our internal hand-assembly department. Instead of disposing of incorrectly labelled folding cartons immediately, these can now be deliberately reused there in the future.

I am proud to have actively driven this topic forward as part of my final apprenticeship project. The progress achieved demonstrates that we are on the right path and that, together – both internally and with our external sites – we can achieve lasting resource savings.“

Florian Rohlf, Production Planning I&T



Use of materials and circular economy^{B7}

Disposal of IT Hardware

"In order to handle retired hardware as responsibly as possible, we have been working with a specialised and certified recycling service provider since August 2025. The provider ensures that all data on our devices is erased in compliance with GDPR requirements, refurbishes the hardware and, wherever possible, returns it to the cycle of use. Where this is no longer possible, the hardware is recycled professionally. In this way, we avoid unnecessary electronic waste and conserve valuable resources.

For me, it is particularly rewarding to see that this solution allows us to make a simple yet truly effective contribution to sustainability. Already in the first round, we were able to save around 2 m³ of electronic waste."

Patrick Jung, IT-Management



Ökologisch innovative Produkte

B7

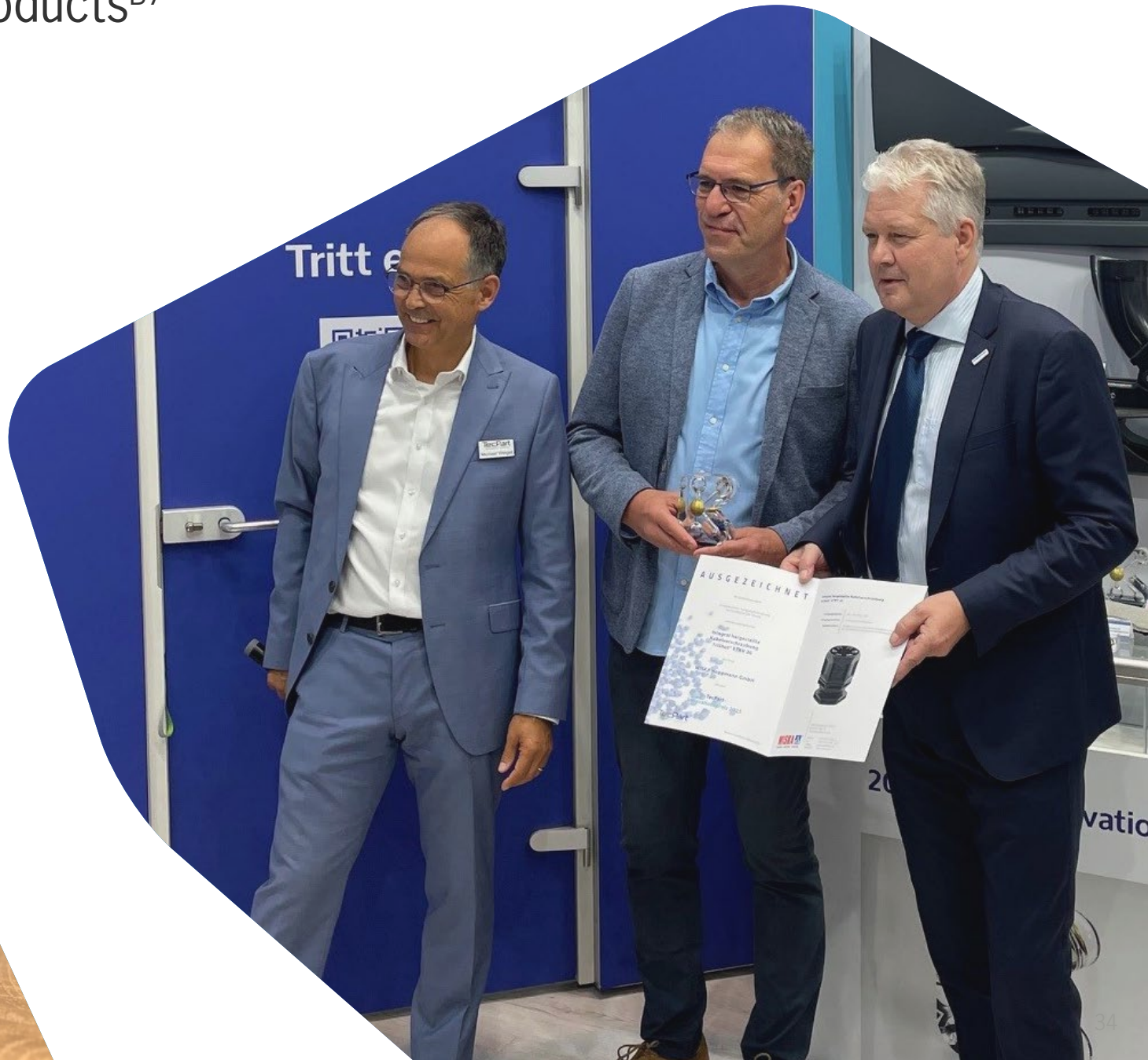
Ecologically innovative products^{B7}

We create more sustainable products with the highest levels of compatibility for people and the environment, helping our customers to achieve their sustainability objectives. Our in-house product development and production enable us to pursue innovative approaches.

Overarching goal	Responsibility overarching goal	Existing Measures (Examples)	Objectives	Responsibility objectives
WISKA works on the development of resource-efficient and energy-efficient products.	Head of innovation	- Calculation of the CO₂e product carbon footprint (PCF) - Development of more energy-efficient products (e.g. LED luminaires)	Development of a process for new product development by the end of Q2 2026 to systematically take sustainability aspects into account (including ESPR requirements, market requirements and regulations outside the EU)	Head of innovation
			Environmental Product Declarations (EPDs) for all construction-relevant products by the end of 2026	Head of product support
WISKA also aims to use packaging solutions with the lowest possible impact on people and the environment.	Head of sustainability	Since September 2024, only recyclable packaging materials have been used for WISKA products	Development of a roadmap for a packaging concept by the end of Q1 2026, taking into account all applicable regulations and customer requirements	Head of sustainability

Ecologically innovative products^{B7}

In 2024, our product innovation TriShot® was launched on the market as the first cable gland to be integrally manufactured using a three-component injection-moulding process. Its well-thought-out design enables reductions in material consumption, energy use and assembly time, while optimising production and at the same time ensuring that the product meets the highest quality standards. In 2025, TriShot® was honoured by the Verband Technische Kunststoff-Produkte e.V. Since 1974, the TecPart Innovation Award has recognised outstanding and innovative technical plastics products. This recognition reinforces our commitment to consistently developing and advancing product innovations with a clear environmental benefit, as demonstrated by TriShot®.



Attractive working conditions

B8, C5



ERC 114

Attractive working conditions^{B8, C5}

As a family-owned business, we offer an attractive working environment in which enjoyment, motivation and passion form the foundation of our shared success.

Overarching goal	Responsibility overarching goal	Existing Measures (Examples)	Objectives	Responsibility objectives
WISKA offers attractive working conditions to promote employee retention and attract new talent.	Head of Human Resources	- Structured involvement of employees through employee surveys - Annual employee appraisals - Flexible, individual working-time models, including home working where possible - Alternative mobility options, such as JobRad since 2022 and the Germany Ticket since 2023 - Provision of fresh fruit since 2018 and filtered (sparkling) water since 2023 - Group-wide company app since 2023 to integrate employees without PC access into internal communication - Exclusive employee discounts via Corporate Benefits since November 2025 - Regular raffles of HSV and concert tickets for employees	The corporate culture at WISKA is appreciative, transparent and honest.	Head of Human Resources
			Development and implementation of a digital HR key-figures management system by the end of 2026.	
			At least 75% of employees participate in employee surveys.	
			WISKA ensures that all employees receive fair and market-competitive remuneration.	
			A 10% annual apprenticeship rate at WISKA Germany to ensure the training of a sufficient number of qualified young professionals.	

Attractive working conditions^{B8, C5}

As a family-owned business, we have always been convinced that the commitment, expertise and cohesion of our employees form the foundation of our success. In order to live up to our responsibility towards our employees, we continuously invest in attractive working conditions. An open culture of communication and mutual appreciation is intended to contribute to a working environment in which every employee feels heard, respected and supported. We create framework conditions that take individual needs, potential and life situations into account and help to shape a motivating and future-oriented working environment.

Get to know the WISKA family⁷

Our WISKA family is active worldwide and enriches our company through expertise, commitment and diversity. It is the backbone of WISKA.

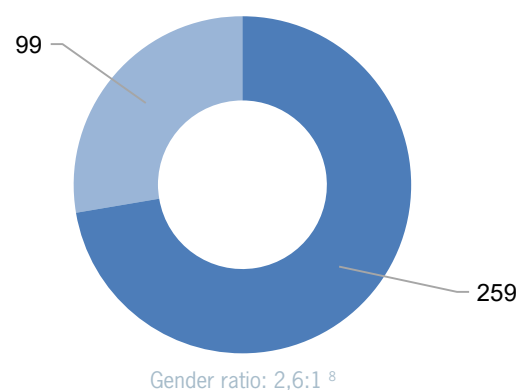
Country	2024	2025
Germany	261	272
United Kingdom	52	55
India	13	10
China	7	12
Brazil	3	3
Spain	3	3
South Korea	2	2
Paraguay	1	1

In Germany, one employee is additionally employed under an Employer of Record arrangement.

⁷Where reliable key figures are available, our reporting includes all subsidiaries. If data is not yet available for all entities, this is clearly stated in a transparent manner. As a general principle, however, we do not report detailed information on subsidiaries with fewer than 50 employees in order to prevent conclusions being drawn about individual persons. "WISKA total" includes all subsidiaries. All figures refer to headcount as at 31 December 2025.

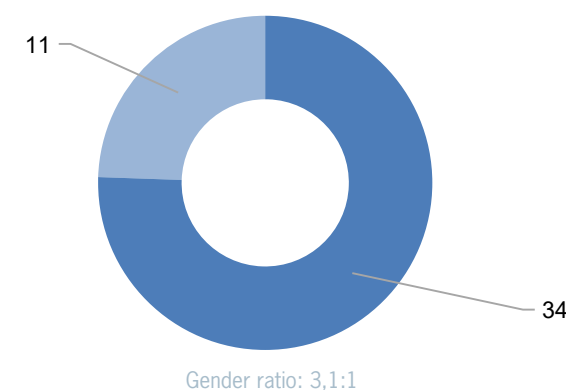
⁸The ratio indicates how many men there are per woman. For example, this means that for WISKA Group total, there are 3.1 men at management level for every one woman.

Gender distribution
WISKA total



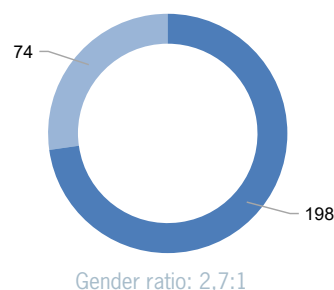
■ male ■ female

Gender distribution management level
(incl. general management) WISKA total

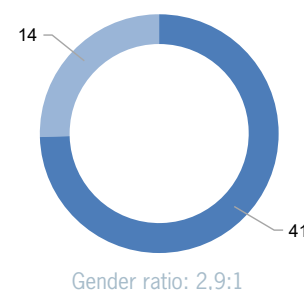


■ male ■ female

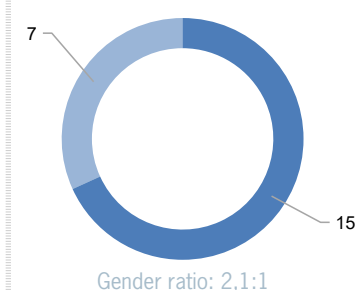
WISKA Hoppmann GmbH



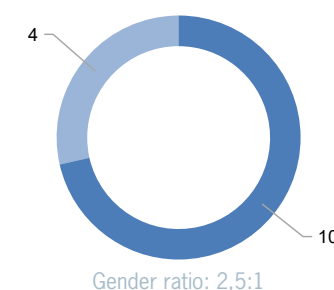
WISKA UK Ltd.



WISKA Hoppmann GmbH



WISKA UK Ltd.

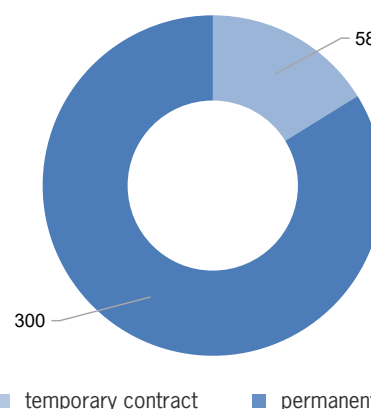


Attractive working conditions^{B8, C5}

WISKA has long been committed to long-term co-operation and reliability. For this reason, we strive to offer our employees permanent employment contracts. At WISKA Hoppmann GmbH, the success of these efforts is reflected in the fact that 18% of employees completed their training at WISKA. The average length of service at WISKA Hoppmann GmbH is 10 years.

	WISKA Hoppmann GmbH	WISKA UK Ltd.	WISKA total
Employee turnover rate	5%	11%	6%

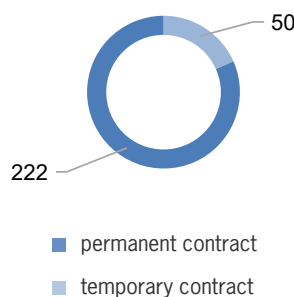
Permanent vs. temporary contracts
WISKA total



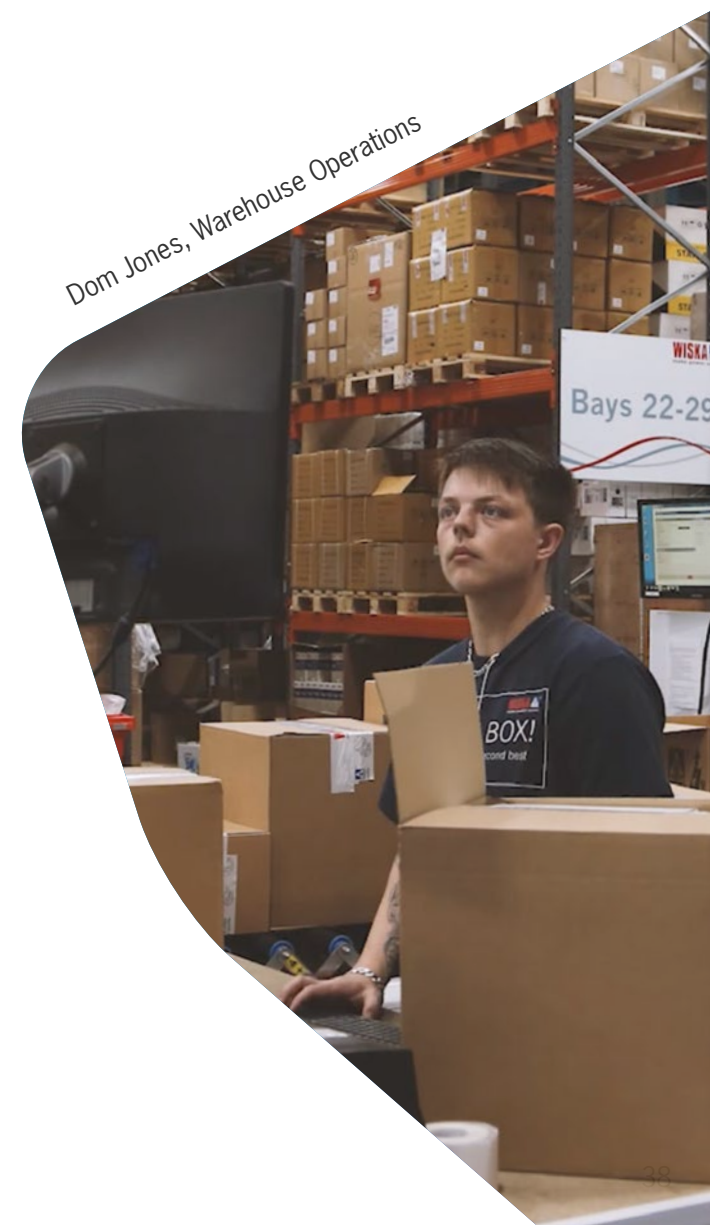
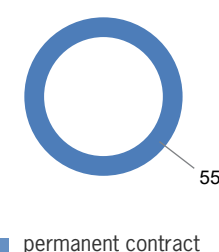
Compared with the previous year, the share of fixed-term contracts has increased slightly from 15% to 16%. The number of fixed-term contracts includes temporary agency workers and apprentices.

14
Temporary agency workers⁹

WISKA Hoppmann GmbH



WISKA UK Ltd.



⁹Only WISKA Hoppmann GmbH employs temporary agency workers (approximately 5% of employees). In 2024, this amounted to 16 employees.

Attractive working conditions^{B8, C5}

Renovation at Kisdorfer Weg

“As part of extensive modernisation work in production at the Kisdorfer Weg site, measures were implemented that have significantly improved both occupational safety and general working conditions. In particular, the new skylight bands installed in the ceiling, which now allow natural daylight to enter, contribute noticeably to a more pleasant working environment. We are pleased that these measures have been so well received by the team and are making a real difference.”

Zacharias Danylec, Maintenance



Safe and healthy workplaces

B9

Safe and healthy workplaces^{B9}

The health and safety of our employees are of greatest importance to us as a company. For this reason, we place great emphasis on a safe and healthy workplace as well as a positive working environment in which everyone feels comfortable.

Head of Human Resources	Responsibility overarching goal	Existing Measures (Examples)	Objectives	Responsibility objectives
WISKA ensures a healthy and family-oriented working environment for employees of all ages.	Head of Human Resources	- Preventive medical check-ups - Promotion of a healthy working environment, e.g. through ergonomic workstations or the use of automated guided vehicles to reduce physical strain - Corporate fitness programme via EGYM Wellpass® since June 2025 - Summer festival for all employees, including their families - Annual Advent gathering with former employees - Annual Christmas celebration - Annual safety training sessions - Workplace-specific risk assessments - Training of first aiders	Training of a psychological first aider by April 2026	Head of Human Resources
			Development of a concept for occupational health management by May 2026	
			Establishment of reporting on safety training by the end of 2026	Head of Quality and Environment
			Reduction of the Lost Time Injury Rate (LTIR) to 4.6 by the end of 2026 / Vision Zero	

Safe and healthy workplaces^{B9}

Despite comprehensive preventive measures, a certain remaining risk of occupational accidents can never be entirely ruled out. For this reason, WISKA works continuously to identify potential hazards at an early stage, reduce their causes and ensure a safe working environment for all employees.

	WISKA Hoppmann GmbH		WISKA UK Ltd.		WISKA total	
	2024	2025	2024	2025	2024	2025
Work-related accidents	6	8	3	0	9	8
Work-related accident rate (LTIR)	3.8	4.9	6.2	0	3.9	3.4

There were no work-related fatalities at any of our sites in 2025.
The occupational accident rate expresses the ratio of the number of occupational accidents to the number of hours worked by 100 full-time employees.

EGYM Wellpass®

“The sports offer provided through EGYM Wellpass® is a great opportunity to try out a wide range of activities. We often arrange to meet up with colleagues after work, whether for a workout at the gym or for a shared game of padel.” Torben Kersten, Quality Assurance Officer

40

Employees use the EGYM Wellpass®.¹⁰

Torben Kersten, Max Kramer at Niclas Lohmann at a padel match



¹⁰As at the reporting date of 31 December 2025, 40 employees (15%) of WISKA Hoppmann GmbH were registered with EGYM Wellpass®.

Equal opportunities and development opportunities

B10, C9



Equal opportunities and development opportunities^{B10, C9}

We live a tolerant corporate culture and respect and promote all employees regardless of gender, age, religion, sexual identity, origin or disability.

Overarching goal	Responsibility overarching goal	Existing Measures (Examples)	Objectives	Responsibility objectives
WISKA is committed to equal and high-quality employee development in order to enable individual career advancement opportunities.	Head of Human Resources	- Annual training and development opportunities for employees, taking their individual preferences into account, and the creation of individual development plans - Participation in StudiLe since 2013 to enable young employees to combine practical training with academic studies - A wide range of entry opportunities: apprenticeship in six professions, dual study programmes at various universities of applied sciences, trainee programmes and advanced professional qualifications	WISKA utilises at least 85% of its annual training and development budget. By the end of 2026, a training and development programme is to be established that enables all employees to respond to their individual professional situations and provides low-threshold access to training opportunities.	Head of Human Resources
WISKA promotes lifelong learning for all.		Support for our employees in developing their skills and seizing new opportunities within the company – from the start of their training through to internal role changes		Head of Human Resources for enquiry and planning / Managers for the release of employees
WISKA promotes diversity across all areas and provides a bias-free working environment.		- A clear commitment to respect and kindness in order to promote a discrimination-free working environment - When recruiting new employees, we explicitly ensure equal opportunities and do not discriminate on the basis of gender, age, ethnic origin, religion or belief, sexual identity or disability - We are involved in various initiatives, such as school events and workshops, to encourage more women to pursue technical apprenticeships - Individual working-time models to best support the participation of people with disabilities or family responsibilities in working life	0 substantiated complaints regarding violations of diversity and a bias-free working environment, regardless of the reporting channel.	Head of Human Resources

Equal opportunities and development opportunities^{B10, C9}

Through the collective agreement of the metal and electrical industry, WISKA Hoppmann GmbH offers its collectively paid employees attractive, gender-neutral remuneration conditions, including annual Christmas and holiday bonuses as well as collectively agreed special payments.

69%

of employees are covered by collective agreements.
In 2024, the share was 71%.

In addition, WISKA ensures that all employees receive at least the applicable national minimum wage.

Gender Pay Gap¹¹

	2024	2025
WISKA Hoppmann GmbH	2.1	3.1

With a gender pay gap of only 3.1%, we are well below the national average of 16%¹². This result confirms our consistent commitment to fair, gender-neutral pay for our employees.” Ines Jensen, Head of Human Resources

Average training hours by gender

	2024		2025	
	Female	Male	Female	Male
WISKA Hoppmann GmbH	2.8	4.8	11.5	9.9
WISKA UK Ltd.	10.7	9.8	6.4	7.5

At WISKA, we view training and development as an important lever for strengthening the future viability of our company. We create framework conditions that enable employees to develop both professionally and personally and to actively shape individual career paths. Central to this is a continuous dialogue on goals, skills and development perspectives. Our aim is to offer all employees equal opportunities for development and thus promote a culture of learning.

Since 2000, the general management of WISKA Hoppmann GmbH has been in the hands of the third generation, represented by siblings Ronald and Tanja Hoppmann. Consequently, the diversity ratio is 1.

Calculation of the ratio = number of female members / number of male members

Ines Jensen, Head of Human Resources



¹¹A direct comparison of the gender pay gap of WISKA Hoppmann GmbH between 2024 and 2025 is not possible as in 2025 all employees including apprentices as well as all components of gross pay such as allowances company cars and Christmas bonuses were included in the calculation for the first time and the data basis was therefore significantly improved. For temporary staff the actual productive hours were taken into account while for all other employees the contractual working hours were used. The unadjusted gender pay gap compares the average gross hourly wage of all female employees with that of male employees. It therefore reflects the overall difference regardless of occupation qualification or working time model. The value indicates how much less women earn per hour on average.

¹²Federal Statistical Office

Legal and policy compliant behaviour

B11, C8



Legal and policy compliant behaviour^{B11, C8}

We take responsibility beyond legal and contractual requirements. Our own policies help us to put our values into practice in everyday work.

Overarching goal	Responsibility overarching goal	Existing Measures (Examples)	Objectives	Responsibility objectives
WISKA ensures that all applicable laws, contractual requirements and voluntary commitments are complied with.	General Management	- Internal policies - Obligation of partners and employees to comply with the ZVEI/VDMA Code of Conduct - Anonymous whistleblowing system - Corruption risk analysis	By the end of Q1 2026, WISKA will have implemented a compliance management system that ensures the management of all relevant legal, contractual and internal obligations and continuously monitors compliance with them.	Head of Finance & Controlling (with the Compliance Team consisting of Head of Quality and Environment and In-house Lawyer)

Legal and policy compliant behaviour^{B11, C8}

In the reporting year, WISKA was not subject to any criminal convictions or administrative fines imposed for corruption or bribery.

WISKA generated no revenue in the reporting year from the defined controversial sectors including controversial weapons, tobacco, fossil fuels (coal, oil, gas) or from the manufacture of pesticides or agrochemical products. WISKA also fulfils the requirements for EU reference benchmarks aligned with Articles 12.1 and 12.2 of the Commission Delegated Regulation (EU) 2020/1818 and is therefore not excluded from benchmark values that are aligned with the objectives of the Paris Climate Agreement.



Social and ecological responsibility within the value chain

C6, C7



Social and ecological responsibility within the value chain^{C6, C7}

WISKA takes responsibility for its upstream and downstream value chain. In doing so, WISKA not only works continuously to prevent social and environmental risks, but also works closely with its suppliers to create positive change.

Overarching goal	Responsibility overarching goal	Existing Measures (Examples)	Objectives	Responsibility objectives
WISKA supports its suppliers in implementing measures for sustainable development across social, environmental and business aspects.	Head of Strategic Procurement	- Commitment of suppliers to the ZVEI/VDMA Code of Conduct as well as the Code of Conduct of the rail industry - Quarterly risk analysis of Tier-A suppliers - Regular on-site audits of relevant suppliers - Promotion of consolidated deliveries or transport using reusable systems - Policy on sustainable procurement - Annual training for employees in strategic procurement - Anonymous whistleblowing system for internal and external stakeholders	90% of key regular suppliers in risk countries commit to our Code of Conduct (or an equivalent) by the end of 2025, 95% by the end of 2026.	Head of Strategic Procurement
			By the end of 2026, Strategic Purchasing conducts a risk analysis of all regular suppliers.	
			By the end of 2026, Strategic Purchasing derives measures from the completed risk analysis.	
			Sustainability is addressed during all supplier visits and audits and concrete improvement ideas are discussed which are to be documented in the visit report.	
			WISKA provides at least annual training for all employees in strategic procurement on sustainable procurement.	
			0 substantiated complaints regarding human rights violations by suppliers.	
			Supplier evaluation is supplemented with sustainability criteria by the end of Q2 2026.	
			100% of ESG risk suppliers are audited annually.	
			All new key regular suppliers must sign a supplier agreement including sustainability aspects.	
WISKA ensures product safety by taking a holistic view of its products throughout their entire life cycle.	Head of Quality and Environment	- In-house quality laboratory - Quality management in accordance with ISO 9001 since 1996 - Quality planning in advance	WISKA has no substantiated product safety complaints.	Head of Quality and Environment

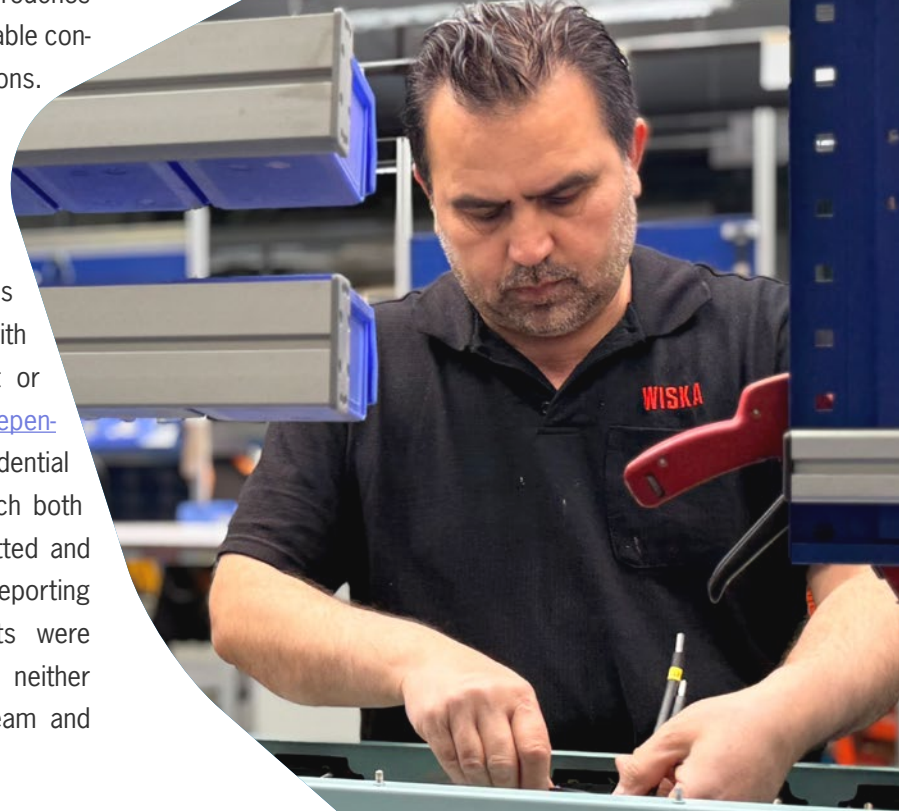
Social and ecological responsibility within the value chain^{C6, C7}

WISKA is committed to the protection of human rights along the entire value chain. Since 2014, WISKA has also committed to this within the framework of the [ZVEI Code of Conduct](#) (since 2023 the revised version of the ZVEI/VDMA), and since October 2024 to the Code of Conduct of the German Railway Industry Association (VDB) e.V. The ZVEI/VDMA Code of Conduct regulates, among other things, compliance with human rights such as the prohibition of child and forced labour, intolerance of discrimination and accident prevention. In addition, it addresses topics such as corruption, remuneration and working hours, freedom of association, environmental and climate protection, and the handling of conflict minerals. Our complete Code of Conduct can be accessed [here](#). In addition, our group-wide internal policies provide guidance for responsible conduct in everyday working life. The defined objectives demonstrate how WISKA is committed to strengthening human rights standards along the entire value chain. If, despite existing preventive measures, indications of possible human rights violations in the upstream supply chain become apparent, an internal purchasing manual describes clear steps for investigating the matter as well as for joint clarification with the respective supplier. The aim is to achieve sustainable improvements together

with all parties involved, the implementation of which is reviewed during the next audit. Should no satisfactory solution be achieved despite intensive cooperation, WISKA reserves the right to terminate the business relationship. To date, however, constructive approaches have always been found that have made a noticeable contribution to strengthening decent working conditions.

WISKA fosters a corporate culture characterised by openness, trust and a willingness to engage in dialogue. Employees and business partners have the option at any time to discuss concerns, information or issues directly with managers, the Human Resources department or the general management. In addition, an [independent whistleblowing system](#) provides a confidential and anonymous reporting channel through which both internal and external complaints can be submitted and supports their careful handling. During the reporting period, no confirmed human rights incidents were identified in the business activities of WISKA, neither within its own workforce nor along the upstream and downstream value chain.

Ahmad Etemadi, Manufacturing Varitain



Social commitment



Social commitment

We want to strengthen society.

Overarching goal	Responsibility overarching goal	Existing Measures (Examples)	Objectives	Responsibility objectives
WISKA supports young people in career orientation and entry into working life.	Head of Human Resources	- Offering internships as well as apprenticeships - Cooperation with schools in the region - Partnership with the Kompetenzzentrum Karriere Dual Norderstedt	WISKA supports 15 young people from the region (Kaltenkirchen) each year in career orientation.	Head of Human Resources
WISKA strengthens communities worldwide, particularly at its main site in Kaltenkirchen.	Head of Sustainability	- Sponsoring of local football teams - Annual support for social initiatives	WISKA supports one local social project per year.	General Management
			WISKA supports the Dewi Saraswati Children's Village with an annual donation.	
			WISKA supports the voluntary engagement of its employees.	Head of Human Resources

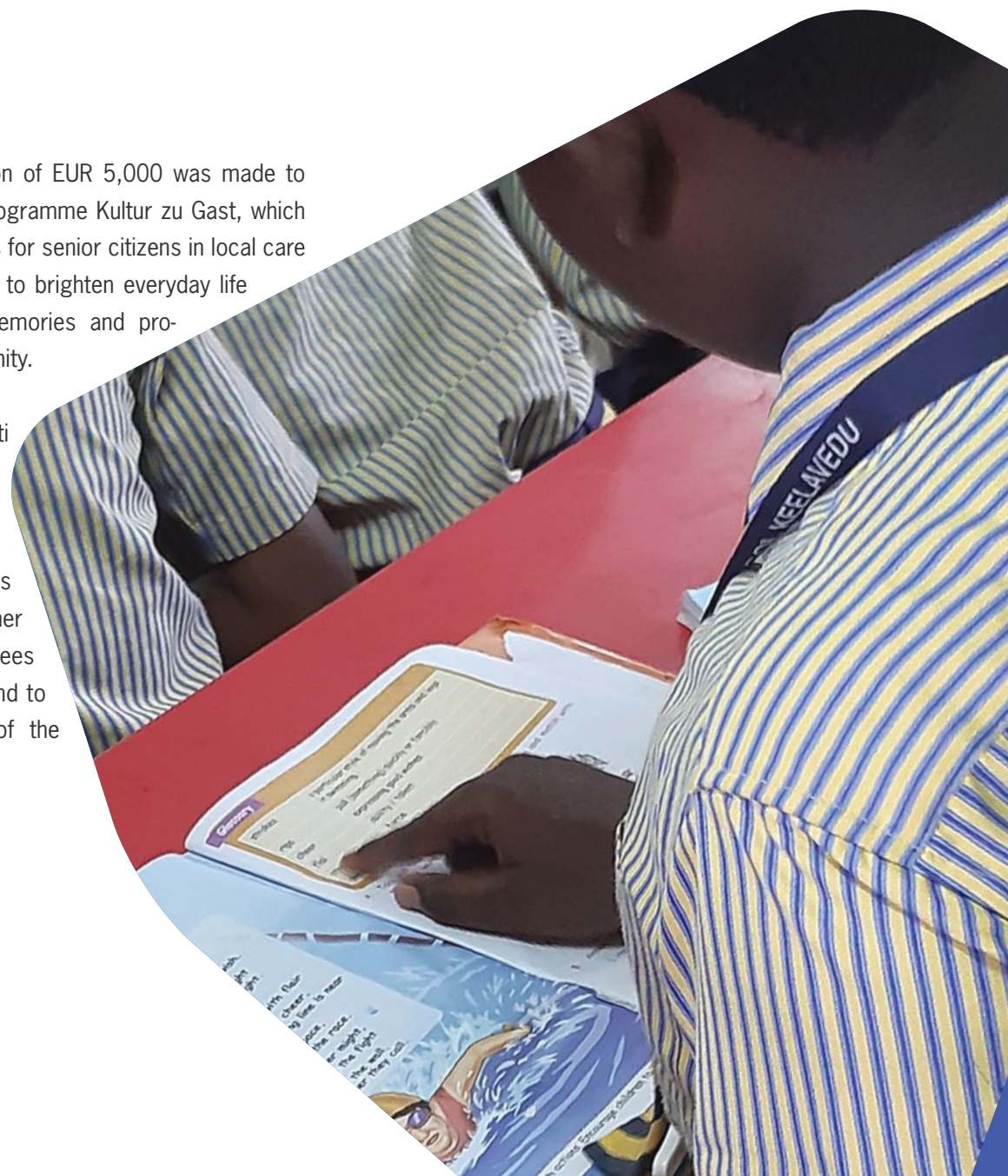
Social commitment

The general management has deliberately decided to anchor social responsibility as a central element of the sustainability strategy. This commitment has long been firmly rooted in the identity of our family-owned business. We see ourselves as an active part of the community and wish to give something back. Through reliable local partnerships and the promotion of social projects, we aim to strengthen society and assume responsibility beyond our economic activities.

A particular expression of our regional connection is our engagement in football. For many years, WISKA Hoppmann GmbH has supported clubs in the region and thus promotes social and sporting togetherness at local level. We consistently continue and further expand this tradition in 2025, including through our role as a supplier of HSV.

This year's local donation of EUR 5,000 was made to the municipal cultural programme Kultur zu Gast, which enables cultural activities for senior citizens in local care facilities and is intended to brighten everyday life for residents, evoke memories and promote a sense of community.

The Dewi Saraswati Children's Village (India) was also once again supported with a donation of EUR 5,000. These funds were used, among other things, to finance school fees and learning materials and to fulfil individual wishes of the children.



Closing words

In conclusion, we would like to sincerely thank you for your interest in our sustainability report.

We hope that this report has sparked your interest and provided you with a good insight into our sustainability-related activities. Your attention and engagement are of great importance to us, as we are continuously working to improve. We therefore invite you to share your feedback and suggestions with us by email at sustainability@wiska.de, so that we can jointly shape the path towards greater sustainability.

Thank you very much for your interest and support!

Ronald & Tanja Hoppmann



Appendix

B1	Sensitive information (24b)	The gender pay gap of WISKA UK Ltd. was omitted for reasons of sensitivity.						
	Sites (24d, 24e i, e vii.)	Company	Address	Postcode	City	Country	Coordinates	Founding year
	WISKA Hoppmann GmbH ¹	Kisdorfer Weg 28	24568	Kaltenkirchen	Germany	53.82984, 9.97741	1919	
		Grashofstraße 11-13				53.81824, 9.96514		
		Rudolf-Diesel-Straße 9				53.82863, 9.97727		
	WISKA UK Ltd.	Unit 7, Hurling Way St. Columb Major Business Park	TR9 6SX	St. Columb Major	United Kingdom	50.42460, -4.94169	2000	
	WISKA Electric Systems (Shanghai) Co., Ltd	Room 703, Building 4, No.258 Jinzang Road, Pudong Jinqiao Export Processing Zone	201206	Shanghai	China	31.24761, 121.59774	2013	
	WISKA Systems Ibérica, S. L. ¹	Pol. Ind. Can Magre, Carrer de les Roquetes, Nave 117	08187	Barcelona	Spain	41.66378, 2.23304	2011	
	WISKA India Pvt. Ltd.	Unit No.247/248, Raheja Tesla Industrial District II, Edison Bldg No. 1A, Plot No.GEN2/1/C/PART, TTC Industrial Area	400705	Navi Mumbai	India	19.06029, 73.02653	2009	
	WISKA do Brasil Eletrotécnica Ltd.	Avenida Zélia de Lima Rosa, nr. 1089 - Sala 6 Portal Ville Gardenia	18550-000	Boituva	Brazil	-23.30102, -47.64925	2019	
	WISKA Korea Ltda	2nd Floor, 9, Sinhosandan 3-ro 87beon-gil	46759	Busan	South Korea	35.08858, 128.88232	2020	
	WISKA America SRL	Cervantes 911 c/Venezuela	1206	Asunción	Paraguay	-25.28118, -57.59427	2013	
	WISKA Gulf FZE	PO Box: 17331, Jafza Building 15, LB15513, Near Gate 4, Jebel Ali Free Zone	-	Dubai	United Arab Emirates	24.98617, 55.09023	2025	
NACE-Codes (24e ii.)	C.27.33: Manufacture of wiring devices C.26.11.9: Manufacture of electronic components C.26.70: Manufacture of optical instruments and photographic equipment							
Balance sheet total (WISKA consolidated) (24e iii.)	At the time of preparing this report, the consolidated balance sheet total for 2025 is not yet available. In 2024, the balance sheet total amounted to EUR 51 million.							

¹Sites owned by WISKA

Appendix

Energy consumption WISKA total (in MWh)

			2023			2024			2025		
			Renewable	Non-renewable	Total	Renewable	Non-renewable	Total	Renewable	Non-renewable	Total
WISKA Hoppmann GmbH	Electricity	Purchased	1,513	1,188	2,701	1,670	1,142	2,812	1,893	1,338	3,231
		Self-generated	87		87	85		85	88		88
	Fuels	Natural gas		707	707		532	532		737	737
		Petrol and Diesel		502	502		472	472		316	316
		Propane		0.23	0.23		0.23	0.23		0.23	0.23
	Total		1,600	2,398	3,998	1,756	2,146	3,901	1,982	2,391	4,373
	Percentage change							-2%			12%
WISKA UK Ltd.	Electricity	Purchased	31	39	70	34	40	74	37	43	80
		Self-generated									
	Fuels	Natural gas		9	9		22	22		20	20
		Petrol and Diesel		288	288		123	123		59	59
	Total		31	336	367	34	185	219	37	123	160
Percentage change							-40%			-27%	
WISKA Remaining subsidiaries	Electricity	Purchased	2	38	40	2	40	42	3	38	41
		Self-generated									
	Fuels	Natural gas									
		Petrol and Diesel		47	47		43	43		22	22
	Total		2	85	87	2	83	85	3	60	63
Percentage change							-2%			-26%	
WISKA total	Electricity	Purchased	1,545	1,265	2,810	1,707	1,222	2,929	1,934	1,419	3,353
		Self-generated	87		87	85		85	88		88
	Fuels	Natural gas		716	716		553	553		757	757
		Petrol and Diesel		837	837		639	639		398	398
	Total		1,632	2,818	4,450	1,792	2,414	4,206	2,022	2,574	4,596
Percentage change							-5%			9%	

The energy content of our petrol diesel and propane gas consumption was calculated using the conversion methodology specified by the VSME. [CDP-Conversion-of-fuel-data-to-MWh.pdf](#)

Source electricity mix Germany: [Stromerzeugung aus Photovoltaik und Erdgas erreicht im Jahr 2025 neue Höchstwerte - Statistisches Bundesamt](#)

Source electricity mix United Kingdom: https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fassets.publishing.service.gov.uk%2Fmedia%2F688891486478525675738f29%2FUK_Energy_in_Brief_2025_dataset.xlsx&wdOrigin=BROWSELINK

(As no data for 2025 was available at the time of publication the values from 2024 were assumed for this year)

For WISKA America the assumption is based on 100 percent electricity generation from renewable energy sources in Paraguay. As no reliable data is available for the electricity mix of the remaining subsidiaries it is assumed that all externally sourced electricity originates from non-renewable sources.

WISKA Gulf is not considered as it was founded in November 2025 and operations will only commence from January 2026.



Your expert for successful collaboration and high-quality products.
All products at www.wiska.com