

stay connected

Klimawin BW

Sustainability Report

2024/2025

Murrelektronik

Table of contents

Table of contents	2
1. About	3
1.1 Company profile	3
1.2 Materiality principle	3
2. Klimawin BW	4
2.1 Commitment to climate protection, sustainability, and the region	4
2.2 The 12 guiding principles of Klimawin BW	4
2.3 Committed companies from Baden-Württemberg	5
3. Checklist: Our commitment to climate protection and sustainability	6
3.1 Climate protection and sustainability commitment in the company	6
3.2 Climate protection and sustainability commitment locally	7
4. Our key topics	8
4.1 Overview of the selected key areas	8
4.2 Why these key areas are particularly important to us	8
4.3 Guiding principle 01 – Climate protection	9
4.4 Guiding principle 05 – Product responsibility	11
4.5 Guiding principle 10 – Regional added value	13
5. Further activities	15
6. Our Klimawin BW project	17
6.1 The project	17
6.2 Type and scope of support	17
6.3 Outlook	17

Legal 18

1. About us

1.1 Company profile

Murrelektronik is a leading company in industrial automation technology with around 3,000 employees worldwide. Founded in 1975, the company is still family-owned and has its headquarters in Oppenweiler. Murrelektronik is active in the electrical engineering industry and offers a wide range of products for decentralized automation – from connectors, I/O systems, power supplies, and network solutions to complete systems. In addition, Murrelektronik offers innovative digital services for installation and maintenance. Our business model is based on the development, production, and distribution of innovative, high-quality components that aim to make automation processes more efficient, flexible, and sustainable. With a strong focus on customer proximity and tailor-made solutions, we contribute to the optimization of industrial applications.



1.2 Materiality principle

This report documents our work around climate protection and sustainability. The report follows the materiality principle. It contains all the information necessary to understand our company's activities around climate protection and sustainability and reflects the important environmental, economic, and social impacts of our company.

2. Klimawin BW

2.1 Commitment to climate protection, sustainability, and the region

By signing Klimawin BW, we are committing to our environmental, economic, and social responsibility. We also identify with the region in which we operate.

2.2 The 12 guiding principles of Klimawin BW

The following 12 guiding principles describe our understanding of climate protection and sustainability.

2.2.1 Climate and environment

Guiding principle 01 – Climate protection

"We set ourselves a climate protection goal and report on it. We use renewable energy and increase energy efficiency."

Guiding Principle 02 – Climate Adaptation

"We take measures to adapt to the consequences of climate change."

Guiding principle 03 – Resources and circular economy

"We reduce our consumption of (natural) resources and pursue the goal of a circular economy."

Guiding principle 04 – Biodiversity

"We are actively committed to protecting and preserving biodiversity."

Guiding principle 05 – Product responsibility

"We take responsibility for our services and products by examining the value creation process and product cycle for sustainability and creating transparency in this regard."

2.2.2 Social responsibility

Guiding principle 06 – Human rights and supply chain

"We respect and protect human rights and workers' rights, ensure and promote equal opportunities, and prevent any form of discrimination and exploitation in our value chain."

Guiding principle 07 – Employee rights and well-being

"We respect, protect, and promote the well-being and interests of our employees."

Guiding Principle 08 – Stakeholders

"We take all stakeholders and their interests into account and respect them in our processes."

2.2.3 Economic success and governance

Guiding principle 09 – Corporate success and jobs

"We ensure long-term corporate success and provide jobs in the region."

Guiding principle 10 – Regional added value

"We generate added value for the region in which we operate."

Guiding principle 11 – Transparency

"We are an open company, prevent corruption, and report transparently on financial decisions."

Guiding principle 12 – Incentives for transformation

"We provide incentives for rethinking and taking action at all levels of the company and involve both our employees and all other stakeholders in a continuous process to increase corporate sustainability."

2.3 Committed companies from Baden-Württemberg

Detailed information on Klimawin BW and other members can be found at:

www.nachhaltigkeitsstrategie.de/klimawin

3. Checklist: Our commitment to climate protection and sustainability

Klimawin BW was signed on: July 29, 2024

3.1 Climate protection and sustainability commitment in the company

Guiding principle	Addressing guiding principle	Focus	Quantitative documentation
Guiding principle 01 – Climate protection	Yes	Yes	Yes
Guiding principle 02 – Climate adaptation	Yes	no	No
Guiding principle 03 – Resources and circular economy	Yes	No	Yes
Guiding principle 04 – Biodiversity	Yes	No	Yes
Guiding principle 05 – Product responsibility	Yes	Yes	Yes
Guiding Principle 06 – Human Rights and supply chain	Yes	No	Yes
Guiding principle 07 – Employee rights and well-being	Yes	No	Yes
Guiding principle 08 – Stakeholders	Yes	No	No
Guiding principle 09 – Corporate success and jobs	Yes	No	no
Guiding principle 10 – Regional added value	Yes	Yes	No
Guiding principle 11 – Transparency	Yes	No	No
Guiding principle 12 – Incentives for transformation	Yes	No	No

3.2 Local climate protection and sustainability commitment

Supported Klimawin BW project: Christmas donation campaign for the Philadelphia children's home and Diakeneo children's hospital in Schwäbisch Hall		
Focus area		
Ecological sustainability: no		Social sustainability: yes
Type of support		
Financial: yes	material: yes	Personnel: yes

4. Our key topics

4.1 Overview of the selected focus areas

Guiding principle 01 – Climate protection

"We set ourselves a climate protection target and report on it. We use renewable energy and increase energy efficiency."

Guiding principle 05 – Product responsibility

"We take responsibility for our services and products by examining the value creation process and product cycle for sustainability and creating transparency in this regard."

Guiding principle 10 – Regional added value

"We generate added value for the region in which we operate."

4.2 Why these priorities are particularly important to us

As a company active in industrial automation, Murrelektronik attaches particular importance to climate protection and sustainability because these issues not only form the basis for a sustainable economy, but are also firmly anchored in our corporate values. Our vision reflects our awareness that, as a globally active company, we have a responsibility towards the environment and society.



For us, focusing on climate protection and sustainability is a natural extension of our commitment to developing innovative and resource-saving solutions. By aligning our business activities with these principles, we are helping to reduce energy consumption in industrial manufacturing and increase the efficiency of our products. This is not

only an important contribution to preserving the environment, but also a decisive competitive advantage in a market that increasingly values sustainable solutions.

As a company with strong roots in the region, it is important to us at Murrelektronik to also generate positive momentum locally. Our commitment creates both jobs in the region and positive, cross-generational added value in the immediate vicinity of Murrelektronik locations.

Our guiding principles help us to formulate clear goals and consistently integrate them into our corporate strategy. They guide us in the continuous improvement of our processes and products to ensure long-term sustainable success. By taking responsibility in this way, we are not only shaping the future of our company, but also making an active contribution to achieving global climate goals.

4.3 Guiding Principle 01 – Climate Protection

4.3.1 Objective

We plan to consistently expand the use of renewable energy. One area of focus is the expansion of our photovoltaic systems. Our goal is to increase our self-generated energy's share of our total energy consumption.

Our environmental and energy management is continuously being developed and supported by a comprehensive action plan. This plan includes concrete measures to increase energy efficiency, optimize processes, and minimize environmental impact.

Based on our sustainability strategy, we want to derive targeted measures and integrate them into our operational processes. These planned measures range from optimizing resource consumption to promoting sustainable innovations in our products and processes. Murrelektronik also pursues a market-oriented approach to sustainability. In the future, climate protection goals will be developed and achieved together with our business partners.

Our own climate targets will be validated in the future according to the criteria of the Science Based Targets Initiative (SBTi). This ensures that our measures are scientifically sound and in line with international climate protection goals, such as the 1.5-degree target of the Paris Agreement.



ISO 14001:2015



ISO 50001:2018

4.3.2 Measures taken

- First-time recording of Scope 3 emissions for the preparation of a greenhouse gas balance sheet
- Review of the expansion of our photovoltaic systems
- Expansion of energy procurement from renewable sources
- Installation of heat pumps
- Continuous conversion to LED lighting
- Energy efficiency specifications in the requirements for our production facilities
- Online training courses and digital notices on the intranet to inform employees
- Collaboration with customers on product and material requirements
- Use of reusable personal protective equipment with organic certification

4.3.3 Results and developments

The preparation of the first greenhouse gas balance sheet presented several challenges. A global process for standardized data collection is currently being developed. Higher data quality is required for a reliable assessment of the greenhouse gas balance sheet and for the further derivation of measures, particularly around Scope 3 emissions.

Two photovoltaic systems are currently in operation at the Oppenweiler site, which contribute to covering electricity requirements with self-generated energy. An expansion of the existing systems is planned to further increase the proportion of self-generated electricity. In addition, we purchase 100% certified green electricity.

The other measures make an important contribution to reducing company-related greenhouse gas emissions. For example, the switch to LED lighting has reduced the electricity consumption of lighting by over 60%.

The company actively supports the energy transition by systematically establishing structures in the renewable energy market. Within the value chain, Murrelektronik covers the areas of solar, wind, and hydrogen. The company aims to measurably increase energy efficiency by integrating its own products and technologies. The focus is on scalable, efficient, and maintenance-friendly technologies that combine sustainable energy generation with modern system integration.

4.3.4 Indicators

Indicator 1: Share of electricity from photovoltaic systems in total electricity consumption

- Current: 7%
- Planned: 20%

Indicators relating to the greenhouse gas balance are currently being developed.

4.3.5 Outlook

In addition to the planned expansion of photovoltaic capacities to increase the share of self-generated electricity, the company will also analyze electricity peaks in the consumption profile in the future. The aim is to enable the use of renewable energies in an even more targeted manner through optimized load distribution. One focus is on creating a reliable and comprehensible greenhouse gas balance as a starting point for emission targets and reduction measures. The improved data quality forms the basis for science-based climate targets according to SBTi criteria.

As part of a master's thesis, a climate transition plan is being developed and its use as a strategic instrument for implementing sustainability goals is being evaluated. This plan is intended to provide a structured roadmap for achieving climate goals and defining concrete milestones.

4.4 Guiding principle 05 – Product responsibility

4.4.1 Objective

Murrelektronik's corporate strategy aims to integrate sustainability aspects into the product development process in order to create environmentally friendly and resource-saving products. This holistic approach extends from sustainable requirements in product development to environmentally oriented specifications for production machines and manufacturing processes.

Another key component of the strategy is determining the product carbon footprint (PCF) of our products. With the help of the PCF, we can transparently display CO₂ emissions throughout the product life cycle and reduce emissions in a targeted manner. The digital availability of data and automation of PCF calculations using suitable software support enable customer requirements to be met more efficiently.

Another key aspect is the systematic and regular risk analysis of the entire supply chain. Through structured ESG due diligence processes, we ensure that environmental and social standards are also met by our suppliers, contributing to a transparent and more sustainable value chain.

4.4.2 Measures taken

- Definition of sustainability requirements for the development of new products
- Replacement of hazardous substances in product packaging with sustainable alternatives
- Creation of a calculation basis for the product carbon footprint
- Identification of CO₂ drivers in the value chain
- Annual risk analysis of the supply chain
- Signing of the Supplier Code of Conduct as a global minimum requirement
- Mandatory onboarding questionnaire for suppliers
- Selected supplier audits

4.4.3 Results and developments

During the reporting period, decisive foundations for implementing the strategic sustainability goals were successfully laid. Sustainable criteria for product development were defined and requirements for the design of production facilities were anchored in the specifications. In the area of film packaging, the use of post-consumer recyclates saved over 95 tons of CO₂.

The development of a robust calculation basis for the product carbon footprint (PCF) represents a significant milestone. Systematic data collection and the application of recognized standards such as ISO 14067 have created a methodologically sound basis for the CO₂ accounting of products.

In close cooperation with strategic purchasing, ESG-compliant guidelines were developed based on the findings of the supply chain risk analysis. These guidelines serve as the basis for targeted measures to ensure compliance with environmental and social standards among suppliers and to

promote sustainable procurement processes. The implementation of digital due diligence processes enables continuous monitoring of suppliers regarding environmental standards, social responsibility, and governance practices. Automated data collection and evaluation allow risks to be identified at an early stage and preventive measures to be initiated. In addition, active risk monitoring provides ongoing information about relevant events in the supply chain through alerts.

Despite the progress made, structural challenges remain, particularly in the systematization and automation of data collection and the seamless integration of results into existing ERP and management systems. The complexity of the sustainability data landscape requires specialized software solutions and standardized interfaces for efficient data processing.

4.4.4 Indicators

Indicator 1: Use of post-consumer recycled material in bag packaging

- Current: 50%
- Planned: 70%

4.4.5 Outlook

The sustainability aspects that have already been defined will be integrated into the digital requirements management system for product development in the next step. This will enable the implemented requirements to be evaluated and transferred to all new and further developments.

To further validate the results of the PCF, the company is currently reviewing suitable software providers that will enable automated and scientifically sound calculations. This measure is crucial for increasing transparency for customers and modeling CO₂ savings during product development.

In the future, product-specific innovations will not only support installation, but also downstream processes such as commissioning, maintenance, and servicing. The goal is to increase efficiency throughout the entire product life cycle through holistic system solutions.

As part of digitalization, work is also underway on a component overview via scan and a digital product passport. These measures serve to enable comprehensive and transparent product information while laying the foundation for future requirements in the areas of sustainability and circular economy.

4.5 Guiding principle 10 – Regional added value

4.5.1 Objective

We are committed to continuing our existing social engagement as well as expanding it in a targeted manner. In this way, we strengthen our regional ties and create additional positive momentum for the community.

One example is our ongoing support for the Oppenweiler/Backnang Handball Club (HCOB), which we sponsor on a long-term basis in professional, amateur, and youth sports.

In addition, we support our trainees in implementing their own projects as part of the MurrAcademy – with the aim of inspiring young people in the region to take an interest in technology and innovation and promoting their personal development.

4.5.2 Measures taken

- Sponsorship of HC Oppenweiler/Backnang and the training center
- Support for other local (sports) clubs
- Various projects organized by Murr Academy trainees
- Cooperation with educational institutions
- Participation in local initiatives



4.5.3 Results and developments

Murrelektronik's sponsorship funds have contributed significantly to the establishment and sustainable promotion of the HC Oppenweiler/Backnang training center. The handball training center covers almost 1,700 m² of training space, including a handball court with equipment rooms and three former squash courts for athletics, cardio, and gymnastics. Currently, 23 training sessions per week are offered there for a total of 375 active participants and children.

In addition, Murrelektronik is involved in the newly built MURRTAL ARENA in Backnang together with other regional companies. The funds provided went into a generally accessible support fund that benefits regional sports.

This commitment underscores the great importance Murrelektronik attaches to promoting sports and youth. Thanks in part to this support, HC Oppenweiler/Backnang was promoted to the 2nd Handball Bundesliga for the first time in the club's history last season.

As part of its summer vacation program, the Murr Academy offered various courses for children and young people interested in technology. The aim was to spark enthusiasm for technical topics at an early age and provide practical insights.

A special highlight was the Repair Café, where trainees worked with participants to repair defective devices they had brought with them. The campaign not only promoted sustainable thinking and craftsmanship, but also provided a space for exchange and networking. At the same time, the format contributes to the long-term recruitment of young talent and raises awareness of resource conservation in a practical way.

In addition to the activities in Oppenweiler, we support all Murrelektronik locations worldwide in their respective projects. These include, for example, the Casa do Zezinho project run by the association Zukunft durch Bildung e.V. (Future through Education), which our Brazilian branch is involved in. There, we help to give disadvantaged children and young people a perspective for the future.

4.5.4 Outlook

In the coming reporting year, Murrelektronik will continue to develop its existing social commitment in a targeted manner. In addition to its long-term support for regional sports and education initiatives, existing partnerships and Murr Academy projects will be maintained and expanded.

The aim is to further strengthen integration into the regional environment, inspire young people to take an interest in technology and innovation, and at the same time contribute to social sustainability.

5. Further activities

Guiding principle	Goals	Measures and activities	Results and developments	Outlook
Guiding principle 02 – Climate adaptation	Establish measures for climate adaptation	Climate risk analysis	External analysis of climate data from our production plants	Exposure assessment of the sites
Guiding principle 03 – Resources and circular economy	"Designed for Recycling": Use of Recyclates, Reusable Containers - Establishment and use of master data for the classification of packaging materials	- Recyclability analysis carried out - Local sources of supply selected for the packaging sector	- Up to 50% recycled materials in the main films, including those provided by subcontractors 92% of waste recycled at the Oppenweiler site - Agreement on customer requirements	- Establishment of a master data level for the classification of packaging material - Tool for recyclability of packaging material for increased proportion
Guiding principle 04 – Biodiversity	- Reduction of hazardous substances - Implementation of established biosphere projects at all locations - Reduction of waste generated on company premises	- Prevention of hazardous substances through purchasing controls via occupational safety - Bee hotel, insect meadow, and gravel parking lot - Information on proper waste disposal, inspection rounds	- Reduction and substitution of 21 substances in 2024 - Protection requirements for the biosphere integrated into the procurement process - Reduction of waste on company premises by 7%	- Continuous reduction and substitution of hazardous substances - Further seepage and flood compensation areas planned
Guiding principle 06 – Human rights and supply chain	- Human rights due diligence in the supply chain and within the company - Competence building through training and awareness raising	- Code of Conduct - Supplier Code of Conduct - Internal and external training - Whistleblower system publicly accessible on homepage	- No critical risks identified for suppliers in risk analysis and monitoring - Audits, onboarding processes, and confirmed supplier codes of conduct	- Updated Code of Conduct - Expansion of online training offerings - Strengthening internal processes through feedback

Guiding principle	Goals	Measures and activities	Results and developments	Outlook
Guiding principle 07 – Employee rights and well-being	- Continuous development within the framework of ISO 45001 - Additional target group-oriented services - Adaptive approach to current developments	- Cooperation with health insurance companies "StayFit" health program - Information and reporting on health activities on the intranet and via flyers	- Low number of workplace accidents compared to the industry average - Offers focused on nutrition, exercise, and stress - Subsidy for external individual health care	- Certification and compliance monitoring - Greater involvement of employees in the selection of offers - Expansion of cooperation with existing and new health partners
Guiding principle 08 – Stakeholders	Greater involvement of stakeholders and interest groups	Creation of a communication matrix	Identification of interest groups	Derivation of future measures
Guiding principle 09 – Corporate success and jobs	- Supplier of decentralized and switch cabinet-free installation systems - Focus on profitable and sustainable growth - Development into a supraregional employer of choice	- Corporate vision for 2027 with eight areas of action - Improved organizational structures for continuous productivity gains - Systematic evaluation of feedback loops	- Strategy implementation and development beyond 2027 - Established idea management in cross-functional teams - Awarded as Best Place to Learn	- Focus on internationalization and digital transformation - Identification of selected industries with individual approaches
Guiding principle 11 – Transparency	- Website for sustainability - Sustainability report and certification	- Planning a dedicated website for sustainability - Certification of sustainability activities	- Concept for a website developed - Data basis and preparation	- Expansion of the website - Systematization of the data basis
Guiding principle 12 – Incentives for transformation	Involvement of stakeholders in achieving sustainability goals	- Virtual training and information - Offers for active corporate design	- Installation of electric charging stations - Idea management campaigns - Conducting materiality analysis	Conducting a climate risk analysis

6. Our Klimawin BW project

With our Klimawin BW project, we are contributing to climate protection and sustainability in the region.

6.1 The project

At Christmas, Murrelektronik supports the Philadelphia children's home in Murrhardt and the children's hospital in Schwäbisch Hall with donations in kind and money.



6.2 Type and scope of support

The entire workforce is involved, and the monetary donations collected are converted into donations in kind by the works council's social affairs committee. The gifts are tailored to the age group of the children, and the wishes of the recipients are also considered.

Scope of support: approx. €2,000, 4 people for 20 hours each

6.3 Outlook

We plan to continue our Christmas campaign in the coming years.



stay connected



Nachhaltig handeln
in Unternehmen
Klimawin BW

Imprint

Publisher

Murrelektronik GmbH

Grabenstraße 29

71570 Oppenweiler

Phone: +49 7191 470

Email: sustainability@murrelektronik.com

Website: www.murrelektronik.de

Status

September 30, 2025