



KLIMAWIN TARGET CONCEPT

2024

MURRELEKTRONIK GMBH

Target concept as part of KLIMAWIN

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ABOUT US

1. About us

Company presentation

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 near Backnang. Murrelektronik is active in the electrical engineering sector and offers a wide range of products for decentralized automation - from connectors to I/O systems, power supplies and network solutions to complete systems. Murrelektronik also offers innovative digital services for installation and maintenance. Our business model is based on the development, production and distribution of innovative and 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.

Murrelektronik
Suppression modules
Solutions Molded
Primary switch
mode power supply
Valve
plugs
Change the bus without changing the system
Customer oriented
M8 connectors
Murrelektronik
MSDD
Innovations
M12 6.22 mm relay
Modular IP67 I/O System
Multifunctional I/Os
Configurable MSDD versions
Torque wrench
Configurable M8/M12 versions 6.22 mm relay
Primary switch mode
power supply
Electronic Murrelektronik
Safety
6.22 mm relay
Modular IP 67
I/O System I/Os
Molded valve plugs
Round connector
with hex nut
Configurable MSDD versions
Suppression modules

“Murrelektronik,
innovations are
customer-focused”

2. The KLIMAWIN

Commitment to climate protection, sustainability and the region

By signing up to KLIMAWIN, we are acknowledging our ecological, economic and social responsibility. We also identify with the region in which we operate.

The 12 guiding principles of KLIMAWIN

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

Climate and environment

Guiding principle 01 - Climate protection "We set ourselves a climate protection target and report on it. We use renewable energies and increase energy efficiency."

Guiding principle 02 - Climate adaptation

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

Guiding principle 03 - Resources and circular economy

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

Guiding principle 04 - Biodiversity

"We are actively committed to the protection and conservation of biodiversity."

Guiding principle 05 - Product responsibility

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

Social responsibility

Principle 06 - Human rights and supply chain

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

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 consider and respect all stakeholder groups and their interests in our processes."

Economic success and governance

Guiding principle 09 - Corporate success and jobs

"We ensure the long-term success of the company and offer jobs in the region."

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 acting at all levels of the company and involve both our employees and all other stakeholders in an ongoing process to increase corporate sustainability."

Committed companies from Baden-Württemberg

Detailed information on KLIMAWIN and other members can be found at:

<https://www.nachhaltigkeitsstrategie.de/klimawin>

3. Our main topics

Overview of the selected focus areas

- Guiding principle 1 - Climate protection: "We set ourselves a climate protection target and report on it. We use renewable energies and increase energy efficiency."
- Principle 5 - Product responsibility: "We take responsibility for our services and products by examining the sustainability of the value creation process and the product cycle and creating transparency in this regard."
- Principle 10 - Regional added value: "We generate added value for the region in which we operate."

Why these focal points 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 the awareness that, as a globally active company, we have a responsibility towards the environment and society.

For us, the focus on climate protection and sustainability is a logical consequence of our aspiration to develop innovative and resource-saving solutions. By aligning our business activities with these principles, we help to reduce energy consumption in industrial production 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 firmly anchored in the region, it is important to us at Murrelektronik to also provide positive impetus locally. Our commitment creates jobs in the region as well as positive added value across generations in the immediate vicinity of the Murrelektronik sites.

Our guiding principles help us to formulate clear goals and integrate them consistently into our corporate strategy. They guide us in the continuous improvement of our processes and products in order 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 targets.

OBJECTIVES OF OUR KEY TOPICS

4. Objectives of our key topics

Principle 1 - Climate protection

Where we stand

Our company consistently relies on renewable energies and operates photovoltaic systems, among other things, in order to reduce our carbon footprint and make a sustainable contribution to climate protection.

We are certified in accordance with the internationally recognized ISO 14001 (environmental management) and ISO 50001 (energy management) standards. This confirms our commitment to environmental and energy efficiency and our systematic approach to reducing energy consumption and emissions.

In order to effectively implement our climate protection targets, we have set up a sustainability team that currently consists of two Sustainability Managers. They are responsible for developing and implementing the sustainability strategy and promoting sustainable practices throughout the company.

Our sustainability strategy is firmly anchored in the global corporate structure. Cross-functional teams work together across locations to ensure that sustainability initiatives are implemented effectively and that our climate protection goals are integrated at all levels of the company.



How we want to bring about change

We are planning to systematically expand our use of renewable energies, in particular by expanding our photovoltaic systems. In this way, we aim to continuously increase the proportion of sustainable energy sources in our energy consumption.

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

OBJECTIVES OF OUR KEY TOPICS

Based on our sustainability strategy, we derive targeted measures that we integrate into our operational processes. These measures range from the optimization of resource consumption to the promotion of sustainable innovations in our products and processes.

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

What we want to measure ourselves against

- Objectives of the environmental & energy management system ISO 14001 & ISO 50001:
 - Increase energy efficiency
 - Reduction of CO₂ emissions
 - Reduction of hazardous substances
 - Sustainable packaging & shipping
 - Improving neighborhood relations
- Determination of product carbon footprint
- Definition of sustainability aspects for the development process

OBJECTIVES OF OUR KEY TOPICS

Principle 5 - Product responsibility

Where we stand

In order to live up to our responsibility for the sustainability of our products and services, we rely on a comprehensive review of the entire value creation process and product life cycle. Through our ISO 9001 certification, we ensure the highest quality standards and create transparency along the entire value chain. We have created a detailed life cycle assessment for our new Vario-X complete automation solution, which shows the ecological footprint compared to conventional installation solutions. Our newly developed power supply unit enables energy to be recovered and therefore helps to conserve resources. With our uKonn-X software, we optimize the installation and maintenance effort, which leads to a significant reduction in time and at the same time strengthens occupational safety, as incorrect installations are minimized. In addition, our own test center monitors the quality and approval of our products to ensure the highest safety and sustainability standards.

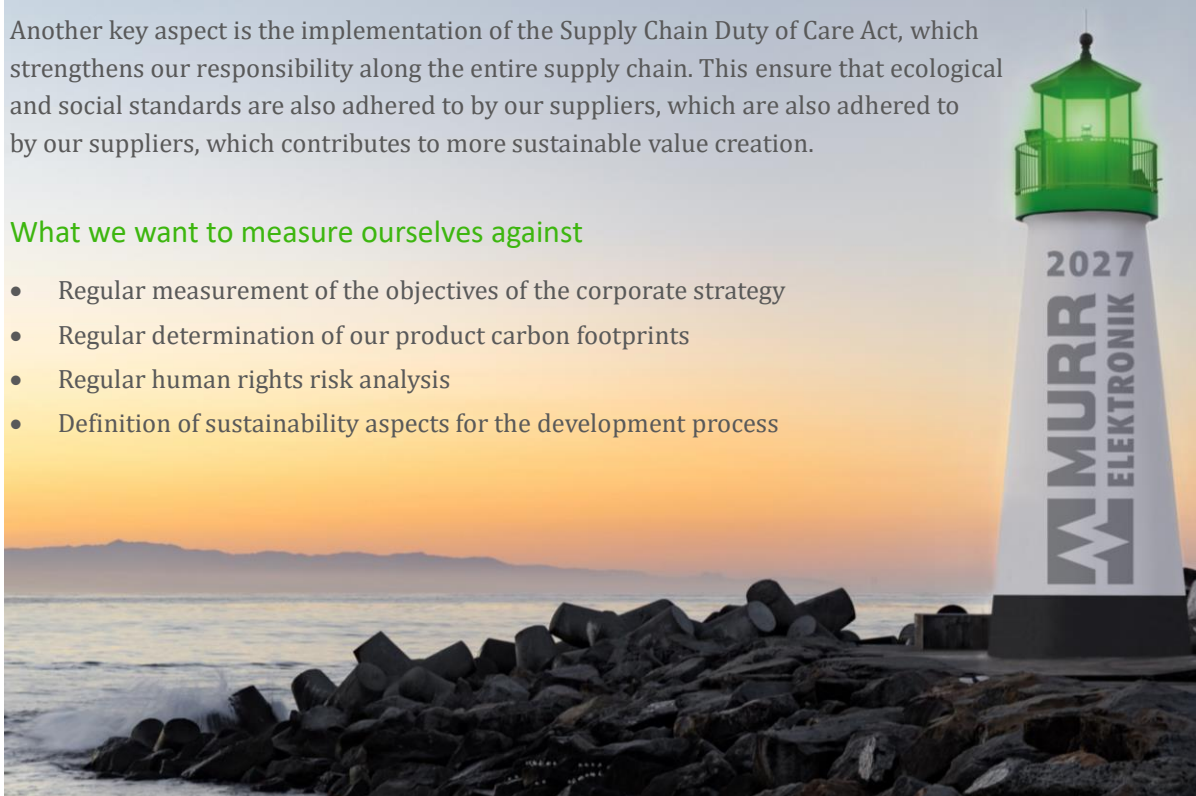
How we want to bring about change

In order to bring about sustainable change, we have developed a sustainability strategy that is firmly anchored in our corporate strategy. On the one hand, this strategy focuses on consistently integrating sustainability aspects into the product development process in order to create environmentally friendly and resource-saving products. Another key component of the strategy is to determine the product carbon footprint (PCF) of our products in order to make CO₂ emissions transparent along the entire product life cycle and reduce them in a targeted manner.

Another key aspect is the implementation of the Supply Chain Duty of Care Act, which strengthens our responsibility along the entire supply chain. This ensure that ecological and social standards are also adhered to by our suppliers, which are also adhered to by our suppliers, which contributes to more sustainable value creation.

What we want to measure ourselves against

- Regular measurement of the objectives of the corporate strategy
- Regular determination of our product carbon footprints
- Regular human rights risk analysis
- Definition of sustainability aspects for the development process



OBJECTIVES OF OUR KEY TOPICS

Principle 10 - Regional added value

Where we stand

Through our long-term, targeted support of the Oppenweiler/Backnang handball club (HCOB), we have been promoting youth and popular sport for many years, creating a strong connection to the region and its young talent.

Our trainees organize workshops, e.g. in schools and at the Deutsches Museum, to share knowledge and get young people excited about technology and innovation - this is how we make an active contribution to education and strengthen the future of the region.

By supporting the association Zukunft durch Bildung e.V., in particular the Casa do Zezinho project, we are helping to give disadvantaged children and young people a perspective - a responsibility that we take seriously and actively shape beyond the borders of our region.



How we want to bring about change

We want to bring about change by not only continuing our existing commitment, but also continuously expanding it. This will strengthen our regional roots and create even more positive momentum.

By using our company ideas management system, we give our employees the opportunity to play an active role in shaping our company. Their suggestions and ideas are a valuable driver for change and innovation, which we want to promote and utilize in a targeted manner.

What we want to measure ourselves against

- Trainee projects implemented
- Ideas received and implemented

FURTHER ACTIVITIES

5. Further activities

Guiding principle	Goals and planned activities
Guiding principle 02 - Climate adaptation	• Expansion of renewable energies for own use • Validation of environmental activities through ISO 14001 + 50001 • Selection of suppliers according to sustainability aspects
Guiding principle 03 - Resources and circular economy	• Anchoring sustainability aspects in product development • Sustainable packaging: use of recycled materials, reusable containers • Expansion of renewable energies for own use
Principle 04 - Biodiversity	• Reduction of hazardous substances • Sustainable (conversion) buildings
Principle 06 - Human rights and supply chain	• Corporate guidelines: Code of Conduct, Declaration of Principles • Implemented risk management according to LkSG • Selection of suppliers according to sustainability aspects
Principle 07 - Employee rights and well-being	• Establishment of a system of key figures for social aspects • Health program through "StayFit": company run, fruit basket, yoga, health days, massage • Certification of occupational health and safety management system ISO 45001
Principle 08 - Stakeholders	• Evaluation of the context of the organization according to ISO 9001, 14001, 45001, 50001 • Stakeholder integration in the materiality analysis of sustainability aspects
Principle 09 - Corporate success and jobs	• Corporate vision 2027 with derivation of eight fields of action • Employer of Choice field of action • 50th anniversary of Murrelektronik 2025
Principle 11 - Transparency	• Corporate guidelines: Compliance regulation, Code of Conduct • Whistleblower system • Publication of sustainability report
Guiding principle 12 - Incentives for transformation	• Cross-location idea management with sustainability campaigns • Corporate strategy with True Sustainability field of action, processing in cross-functional teams

OUR KLIMAWIN PROJECT

6. Our KLIMAWIN project

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

Supported KLIMAWIN project: Christmas fundraising campaign for the Philadelphia children's home, Diakoneo Schwäbisch Hall children's hospital

Focus area:

☐ Ecological sustainability ☒ Social sustainability

Type of (planned) funding:

☒ Financial ☒ Material ☒ Personnel

We want to support this 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.

Type and scope of support

The entire workforce is involved, and the money collected is converted into donations in kind by the Works Council's Social Welfare Committee. The gifts are adapted to the age group of the children and the wishes of the recipients are also considered.

Example children's home: In 2023, the children wanted to go to the movies, so the donation was given in the form of movie vouchers.

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



CONTACT INFORMATION

7. Contact information

Imprint

Published on 01.10.2024 by

Murrelektronik GmbH

Falkenstraße 3

71570 Oppenweiler

Phone: 07191-470

E-Mail: sustainability@murrelektronik.com

Internet: www.murrelektronik.de



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