

WEIG Group Environment and Climate Policy

As a family-run company, our thoughts and actions are geared towards resilience, independence, and the long term. This is why the responsible use of resources is important to us. We strive to fulfil our responsibility for the environment and society in our business activities in order to provide future generations with a liveable future.

Protecting the environment and climate is key to maintaining our livelihoods. We strive to continuously improve our environmental and climate footprint and align our processes, products and services with this goal. Our aim is to avoid negative impacts on the environment and climate and to reduce greenhouse gas emissions – at our own locations and in our supply chains. In doing so, we are contributing to the implementation of the Paris Agreement and to the achievement of the UN's specific Sustainable Development Goals, especially for affordable and clean energy (Goal Nr.7), and actions against the climate change. (Goal Nr.13)

This policy is based on a risk assessment of our environmental effects as a WEIG Group and describes our understanding of environmentally sustainable business practices. It serves as the basis for our actions and applies to all societies around the world.

RESPONSIBLE HANDLING OF NATURAL RESOURCES

We are committed to preserving the environment and handling natural resources responsibly. We reduce the consumption of water, energy, raw materials and consumables and use them efficiently in order to extract the maximum possible value while reducing the use of resources. In doing so, we help preserve the natural bases for life.

We are constantly optimising our internal processes to avoid environmental impacts such as emissions in soil, air, water, and waste. We use recycling opportunities and return valuable materials to the materials cycle. This is the basis of the WEIG Group's business model and thus the core of our trade. We handle chemicals and hazardous substances

responsibly and dispose of them properly. Where possible, we use environmentally friendly and safe alternatives.

As part of our Group-wide emergency and crisis management system, we have established site-specific emergency plans and teams to allow us to respond quickly and effectively in the case of local accident-related pollution.

ENERGY EFFICIENCY AND EXPANDING RENEWABLE

Energy is a key resource for the WEIG Group. We use energy sparingly. We strive to make all stages of our value creation as energy efficient as possible. Energy management systems certified in accordance with ISO 50001 support us at our production sites in managing energy efficiently and reducing greenhouse gas emissions. Energy audits are carried out in accordance with EDL-G1 at sites that are not yet ISO 50001 certified. Our aim is it to reduce the energy use, resp. to increase the energy efficiency at our sites by 5.5% by 2030 (measured in KWH/t gross production compared to the base year 2019). We aim to achieve this primarily within process development and by investing in climate-friendly technologies, as well as in energy-efficient buildings.

At all our carton board production sites, we use the highly efficient system of combined heat and power generation in our own industrial cogeneration plant to cover our energy needs. At our mill in Mayen, we also supply the district heating network of the city of Mayen by making waste heat that can no longer be used available for heating public as well as private buildings. We are increasingly generating energy from non-fossil primary energy sources. The current share is around 40%.

Every employee is encouraged to use energy responsibly. Relevant information is provided, and training is carried out to support this.

Based on energy management, we determine a product carbon footprint for our main products and conducted a companywide GHG inventory for Scopes 1+2 in accordance with the GHG protocol in 2023. On this basis, we wish to set ourselves climate objectives to achieve the Paris climate target.

EFFICIENT USE OF WATER

Water is an essential resource for our production process. We are aware of our responsibility when using water as a resource. We use processes and technologies to operate as efficiently as possible with water as a resource and to return the used water to

¹ Energy Services Act _ <https://www.gesetze-im-internet.de/edl-g/>

the environment free of harmful substances. We will minimise water demand by 22% by 2030 due to closed loops and to adjustments of our own wastewater treatment plant (baseline 2021).

At our location in Mayen, we pay particular attention to the ecological balance of the river Nette, which on the one hand is designated as a Special Area of Conservation and on the other hand acts as an essential receiving water for us.

MINIMISING EMISSIONS

We want to proactively reduce the burden on residents and neighbours from non-avoidable emissions such as noise and odour to a minimum (target: max. 10 complaints per year).

RESPONSIBILITY AND ORGANISATION

The Representative for environmental, waste and energy management systems at the sites report directly to company management and actively promote compliance with environmental regulations by the respective departmental managers at all sites -worldwide. Their task is to propose suitable measures to improve the company's environmental protection and to support their implementation. They are the point of contact for questions and concerns on environmental and climate issues.

In Germany, we already set up the 'Energy Efficiency Working Group' in 2008. Its task is to constantly address these issues and thus meet the need for continuous improvement in terms of resource-efficient and environmentally friendly conduct. In 2024, we want to expand this working group globally.

The main responsibility for environmental matters lies with the relevant management of the local companies to which site-specific environmental action plans apply. In this way, local conditions are adequately taken into account.

We regularly review our internal processes for their environmental compatibility and, if necessary, introduce improvement measures. In doing so, we ensure that environmental concerns are taken into account in our business activities.

PRODUCTS AND SERVICES

For us, recycled paper is not waste, but an important raw material in terms of sustainable management and is at the start of our own integrated value chain. Our products protect the environment. Recycled cardboard is the flagship product par excellence – economical and resource-saving.

We set high environmental and technological standards for collection, recycling and the recycled product from wastepaper in order to keep this valuable resource in the cycle for as long as possible. We establish an EPD (Environmental Product Declaration) certification for our plasterboard products.

With regard to virgin fibre, whose share is less than 10% of the total amount of fibre used for carton board production, we consistently rely on raw materials from sustainable forestry, confirmed by a recognised certification system such as FSC or PEFC. Our aim is to obtain 100% certified virgin fibre by 2025.

Under the premise of environmental protection and conservation of resources, improved processes and new technologies should help maintain the competitiveness of our company. Only a state-of-the-art technological standard, which at the same time ensures a reduction in environmental impact and energy efficiency, can guarantee future growth, which we want to achieve equally in all areas of the company.

CONTRIBUTION TO THE CIRCULAR ECONOMY

Since the WEIG Group was established, we have been committed to the circular economy. Our main product, wastepaper, is a cornerstone of the circular economy. When manufacturing our products, we have the entire life cycle in mind. This ranges from the procurement of raw materials and production and use through to recycling or disposal. We focus on products' environmental compatibility and further recyclability as far back as the product development stage. We already achieve rates of over 95% (2022) of recycled waste at our sites, which we want to maintain and further improve. This means that we keep the essential stages of the supply chain in our own hands.

COLLABORATION WITH CUSTOMERS

We are in close contact with our customers, who are increasingly prioritising environmentally friendly production. We inform our customers of the environmental properties of our products and offer joint product development options. This allows us to support the environmentally friendly use of our products as well as appropriate recycling and disposal at the end of the product's life.

SUPPLY CHAIN

In our business activities, we consistently focus on measures to reduce our environmental and energy footprint. At the same time, we ensure a transparent and sustainable supply chain.

COLLABORATION WITH SUPPLIERS AND BUSINESS PARTNERS

Our corporate responsibility for the environment and climate also includes our collaboration with suppliers, subcontractors and business partners. It is important to us that they share our understanding of environmental sustainability and create uniform environmental standards across the Group. Compliance with our environmental and climate protection requirements is an important prerequisite for cooperation and is required by the Code of Conduct for Suppliers, standard contractual documents and our GTCs.

When selecting and evaluating suppliers, we shall incorporate environmental aspects such as the energy footprint of products into our decisions from 2024. We monitor the fulfilment of our requirements as part of our supplier management and the purchasing process. We develop and support our suppliers on the path to consistently sustainable business operations.

INCLUDING MANAGERS AND EMPLOYEES

Protecting the environment and climate is a binding requirement for all employees. We expect all employees to act responsibly, with foresight and in accordance with our guidelines in their day-to-day business. In this way, everyone contributes to environmental sustainability in their personal work environment.

Our managers bear a special responsibility for environmental and climate action within the company. They set an example and motivate our employees to act in an environmentally conscious manner. Their task is to promote and strengthen the environmental and climate expertise of our employees through information, events and training.

COMPLIANCE WITH LAWS AND REGULATIONS

We comply with all laws and regulations relating to the environment and climate. In addition, we take environmental aspects into account in the context of our legal and regulatory framework.

CONTINUOUS IMPROVEMENT AND TRANSPARENCY

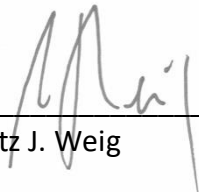
We strive to continuously improve our environmental and climate performance at our sites and at our Tier 1 suppliers. To this end, we have defined specific targets, measures, and key

figures. We regularly measure our environmental impact and review the effectiveness of our measures. If necessary, we adjust and improvements.

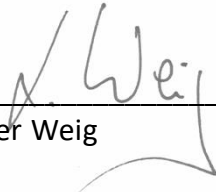
As part of our sustainability reporting, we provide information about the impact of our business activities on the environment and climate. We use environmental and climate indicators to show our progress towards achieving our goals.

This Environmental and Climate Policy is regularly reviewed to ensure it is complete and up to date, at least every five years.

Mayen, den 30.6.2023



Moritz J. Weig



Xaver Weig