

2022
SUSTAINABILITY REPORT

WEIG

driven by care





1. FOREWORD BY THE MANAGEMENT BOARD

2022 SUSTAINABILITY REPORT

**Dear Business Partners,
Dear Readers,**

You are holding our updated Sustainability Report for 2022 in your hands. Thank you for your interest in sustainability topics in connection with our corporate group.

This sustainability update is based on the standard of the German Sustainability Code (DNK). This makes the document easier to read and facilitates comparison of our sustainability efforts.

We are well positioned with our business model based on circular management. This applies to our products as well as our processes. For example, we rely on waste paper as our main raw material for plasterboard and carton board and the packaging made from them, including for food and non-food products, for cardboard sleeves for various industries and for our own plasterboard products. In addition to waste paper, we also take a circular approach to other materials and substances required for our processes. We purify water at our in-house waste water treatment plant and frequently circulate it in order to save fresh water. Solid residues, which are added and sorted with waste paper, for example, are used thermally to generate steam and electricity. This saves primary fossil fuels. We take back transport pallets and reuse them in order to save wood. And finally, we make waste heat available to the district heating network of the town of Mayen.

To protect the environment, we minimise emissions to the level technically possible.

People are at the heart of everything we do. We provide our employees with state-of-the-art workplaces and the opportunity to contribute and develop. We offer future-proof jobs and apprenticeships in the regions in which we operate. For customers, we offer products with considerable benefits that consumers can easily recycle after they have finished using them.

As an owner-managed group of companies, we serve our employees, business partners and society as a whole through our commitment to continuity, a long-term focus and sustainable operations for the conservation of natural resources and the continuous improvement of our production processes – in keeping with our motto:

WEIG – driven by care



Moritz J. Weig
Managing
Partner



Xaver Weig
Managing
Partner

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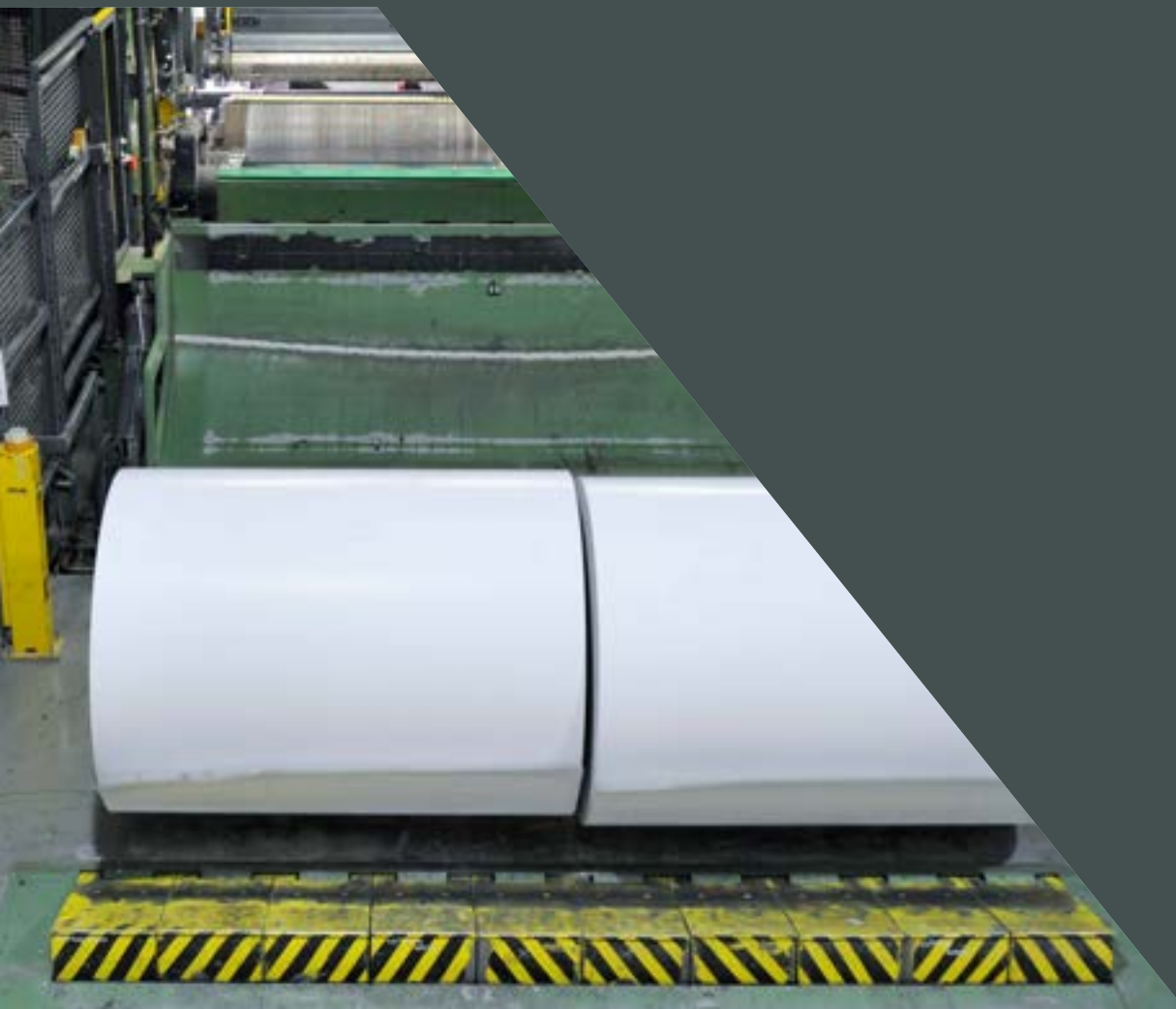
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For the sake of readability, generic masculine pronouns are used in this report. Female and other gender identities are explicitly included, insofar as this is necessary for the statement concerned.



2. INTRODUCTION

2.1 ABOUT US – THE WEIG GROUP

We have been producing cardboard for 90 years and have been processing recycled material to make it from the outset. **Sustainable operations** have been our focus from the very beginning and continue to be a recurring theme throughout our company history to this day. Pioneering projects for the processing of waste paper and the use of waste materials underline this approach.

As an owner-managed, internationally active group of companies with a focus on paper, we operate a network of in-house packaging companies, paper/board mills and recycling service providers – with the involvement of external partners.

With more than 1,500 employees, we generate revenue of €840 million at our locations in Germany and Paraguay. Our market focus lies on manufacturers of everyday consumer goods and the gypsum board industry.

Our underlying raw material is waste paper, which we collect ourselves as **WEIG-Recycling**. We process some of the cardboard we produce into packaging at **WEIG-Packaging**. In doing so, we assume responsibility for our product and return it to reuse again and again via retailers and consumers.

Our motto not only expresses what has always set us apart, but also encapsulates what we expect from ourselves.

– driven by care –

We are driven by sustainable action. This applies to business partners, employees, the environment and society in equal measure. A particular focus is on the efficient use of resources, an area in which we aim to play a leading role in Europe.

By combining the economic performance of the company, the preservation of the natural basis of life and the promotion of social cohesion in society, we are able to live up to our WEIG motto – driven by care.



2022 HIGHLIGHTS

INTRODUCTION

We report on the entire WEIG Group for the first time in 2022, including WEIG-Recycling, WEIG-Packaging and WEIG-Karton with their companies in Germany and Paraguay.

With this report, we strive to highlight our measures and strategies for how we as a company are meeting the economic, environmental and social challenges of today and tomorrow.

**WEIG-GROUP
WORLDWIDE
incl. CYSA Group
in Paraguay***



**€840 million
in revenue**



Germany/Paraguay



> 1,500 employees

**WEIG-GROUP
IN GERMANY**

**WEIG
RECYCLING**

**900,000 t
of waste paper**

**WEIG
KARTON**

**660,000 t
of recycled cardboard**

**WEIG
PACKAGING**

**145 million printed
sheets for folding box
packaging
5,200 kilometres of card-
board sleeves**

PARAGUAY*

**~90,000 t
waste paper and
recycled cardboard**

**80,000 t
PBL paper for plaster-
board and packaging
papers**

**4,000,000 m²/month
in corrugated board**

* CYSAGroup:
Cartones Yaguareté S.A.
(YAGUARETE Cartones,
YAGUARETE Reciclaje,
YAGUARETE Logística,
KARTOTEC Papeles Tecnicos)

FACT SHEET

SUMMARY

OUR CARTON BOARD MACHINES WITH ANNUAL CAPACITY FOR:

- 290,000 t folding box board
- 450,000 t plasterboard
- 4,000,000 m²/month corrugated board

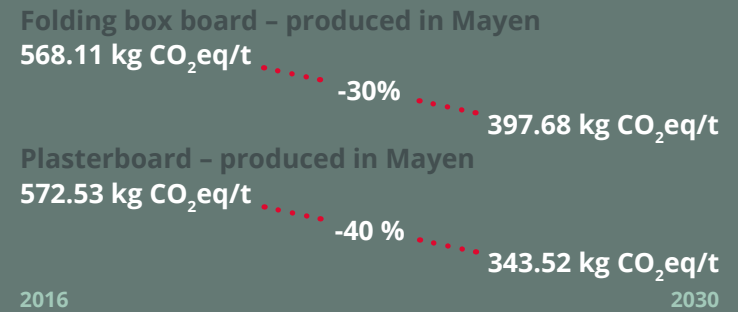


TOTAL ENERGY CONSUMPTION AT THE WEIG GROUP IN 2022 4,741,558 GJ/YEAR

TOTAL CONSUMPTION OF RENEWABLE ENERGIES 1,580,598 GJ/YEAR

IN-HOUSE GENERATION OF RENEWABLE ENERGIES 1,408,428 GJ/YEAR

PRODUCT CARBON FOOTPRINT TARGETS FOR 2030



5,590 h of occupational health and safety training per year

AWARD

- Recognised by the 'Fair Company' seal



WATER CONSUMPTION IN PRODUCTION

WEIG-Karton 4 l/kg fresh water

Industry average 10 l/kg water

OUR LOCATIONS

Mayen

Weig Holding
Moritz J. Weig GmbH & Co. KG
TECNOKARTON GmbH & Co. KG
Weig Technical Liner GmbH & Co. KG
Weig-Casack GmbH & Co. KG
Alpa Rohstoffhandel, Logistik und Spedition GmbH
Nord-Westdeutsche Papierrohstoff GmbH & Co. KG

Emskirchen

Weig Packaging GmbH & Co. KG



Paraguay

Grupo Yaguarete:

YAGUARETE Reciclaje

YAGUARETE Logistica

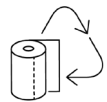
YAGUARETE Cartones

KARTOTEC Papeles Técnicos

2.2 CIRCULAR ECONOMY-BASED BUSINESS MODEL

We follow the principle of a circular economy in all our processes and at all our locations.

We close the paper materials loop through our own business units, thus fulfilling the socially desired and regulatory requirements for recycling important raw materials – in order to conserve natural resources.



By consistently using **waste paper**, we conserve resources and assume responsibility for our own product. The rate of waste paper used for all products in relation to fibre mass is approx. 100%. Thanks to the minimal use of fresh fibres from sustainable, certified forestry, we achieve product consistency. We meet our entire waste paper requirements with **WEIG-Recycling**. For example, by means of independent disposal at commercial and industrial companies or by taking over waste paper from municipal collections. The high proportion of waste paper used in the products ensures that it can be reused as a raw material for cardboard production once it has been disposed of, thus closing the fibre loop.

We embrace the **circular economy**.

With our packaging company **WEIG-Packaging**, we produce cardboard packaging for everyday consumer products, both in the food and non-food segments, as well as sleeves. For this purpose, we use a large proportion of board (up to 80%) from our own board production.



When using the **water** required for the production process, we ensure that the cycle is kept as long as possible.

We use the biogas produced during waste water treatment to generate energy and thus save on primary fossil fuels. We also think and act in cycles for other essential raw materials and services.

The water required for the cardboard manufacturing process at our factory in **Mayen** is continuously circulated before being purified and returned to the natural water cycle. Our own waste water treatment plant has a population equivalent of approx. 650,000 people, which means that the water of a major German city like Frankfurt could be purified here. We feed the biogas produced during **waste water treatment** into the energy cycle, thereby reducing the need for primary fossil fuels. The company **KARTOTEC in Paraguay** has a waste water treatment plant with a processing capacity of 120 m³/hour for the physical and biological purification of the produced water, with water samples taken and analysed regularly. Residual water disposal is monitored by a recognised company.



We have been able to significantly reduce our product carbon footprint (PCF) in recent years. Wherever possible, **shipments** are scheduled in cycles. Once cardboard products have been delivered to our customers, the vehicles are ready to collect waste paper at drop-off points in the vicinity and take

it back into production. We consistently achieve this with our own **freight forwarder**; we also offer freight forwarders who operate freely on the market the opportunity to perform this service.



We generate the thermal and electrical **energy** required for the production process at our own power plant according to the principle of combined heat and power. This process achieves maximum efficiency. The paperboard manufacturing process requires both electrical energy in the form of electricity to drive motors and thermal energy in the form of steam to dry the paperboard web.

We feed the district heating network of the town of Mayen with the waste heat from the production process and thus indirectly contribute to reducing CO₂ emissions. By recycling foreign materials supplied in waste paper, we also save primary fossil fuels. We take back **transport pallets** that are individually tailored to customer needs, where it is economically and environmentally feasible to do so, and reuse them several times. Damaged pallets are thermally recycled. This recycling system reduces the need for 'fresh' wooden pallets and thus also conserves natural resources.

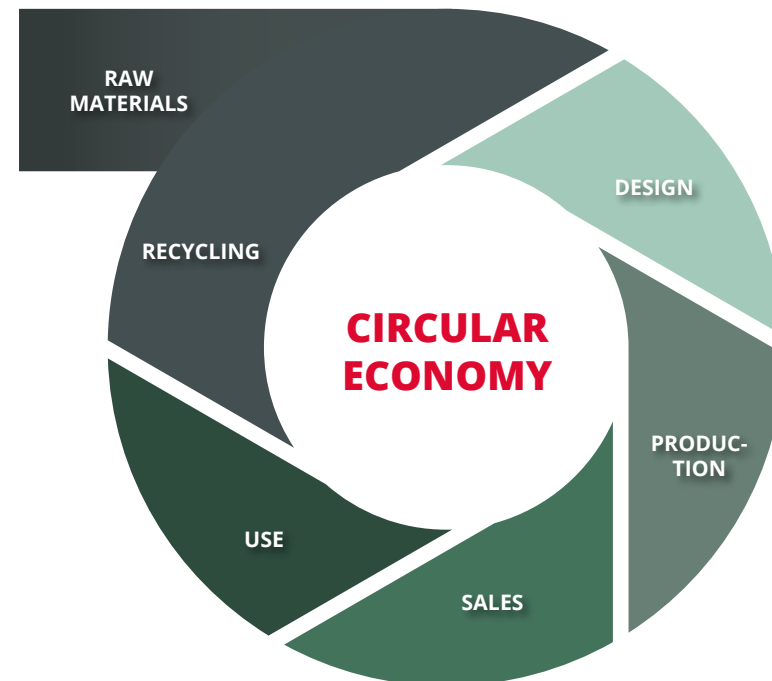


Our processes are checked by external institutes and certified in accordance with the systems for occupational health and safety management (ISO EN 45001), environmental management (ISO EN 14001) and energy management (ISO EN 50001).

The production sites in Paraguay are certified in accordance with ISO 9001 and a government environmental management system.



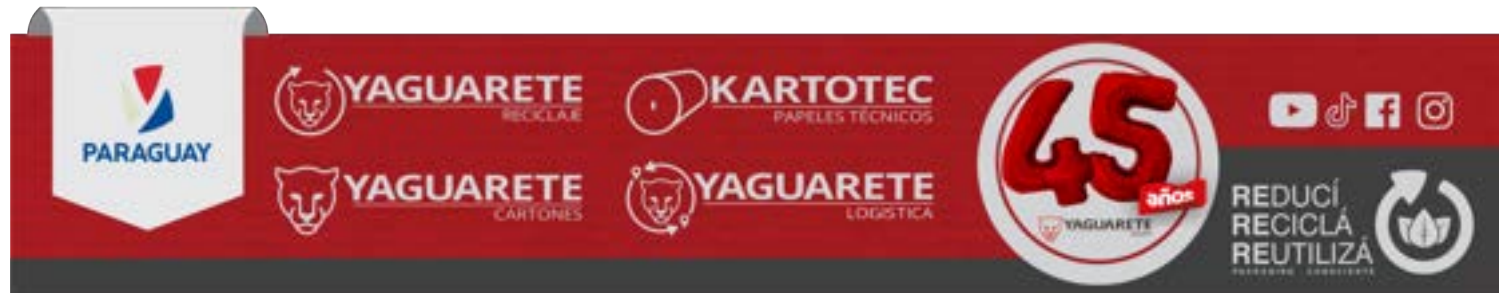
We support the volunteer work of our employees, including in fire brigades and charitable organisations. Around 10% of our workforce is involved in charitable organisations. We consider this commitment to be very important and encourage it wherever possible. We support public, charitable and cultural institutions on a project-by-project basis in order to help them sustainably fulfil their duties within society.



RECYCLED RAW MATERIALS AT THE PARAGUAY SITE (AS OF 2020)

Waste paper and cardboard are the main raw materials in the value chain of Cartones Yaguarete and Empresas Yaguarete. More than 3,000 Paraguayan families contribute to the recycling loop for these materials. We promote responsible consumption and the correct handling of waste so that it reaches production sites and can be used as raw materials for the manufacture of new products.

People, companies and institutions can drop off their unused paper and cardboard at the Yaguarete Reciclaje sites (Luque, Villa Elisa, Ciudad Del Este) and at Mercardo 4, Abasto, Artigas, Limpio and Pdte. Franco. We offer a guaranteed assurance that the materials will be properly disposed of and reused. In total, we collect almost 90,000 tonnes of waste paper and recycled cardboard in Paraguay and process them into new materials.



driven by care







2.3 ANTICIPATED IMPACT ON OUR BUSINESS DEVELOPMENT



In light of the major **challenges posed by climate policy**, the paper-producing and -processing industries are faced with complex tasks. At the same time, however, there are also great opportunities.

The key aspects are as follows: our products are made from renewable and recycled raw materials and contribute to the closure of cycles and the efficient use of resources. They are essential for the basic supply of food and affordable housing to society in Europe and elsewhere. This therefore applies equally to our packaging cardboard and the packaging produced from it, as well as to plasterboard/gypsum board. Optimised and certified processes ensure a high level of cost-effectiveness in the manufacture and processing of our products.

Dedicated and well-trained employees, as well as a performance-oriented management and leadership team, ensure the operational implementation of strategic objectives and monitor their achievement.

An investment policy geared to both long-term economic success and sustainability goals forms the basis for maintaining the competitiveness of our family business.

We hope that our participation in the **Modellfabrik Papier** project will provide us with new scientific and technological insights for more resource-efficient board production. The project is still in its infancy, and it will certainly take many years before the findings are put into practice. Nevertheless, it seems important to us, especially in view of the long investment cycles of the paper industry, to address the fundamental issues underlying paper and board production in order to be able to realign production processes.

3. SUSTAINABILITY

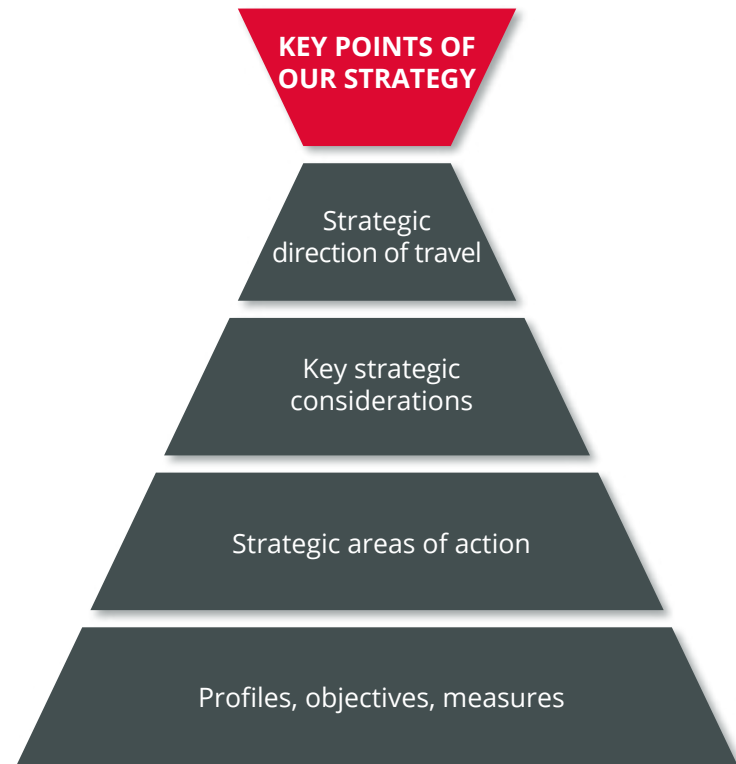
3.1 KEY STRATEGIC CONSIDERATIONS

Our strategy for the period to 2030 is based on the social and regulatory trends expected for the coming years and the resulting **economic and environmental requirements** of the market for our products and processes, as well as the social **challenges** facing society.



We are meeting the economic challenges by strengthening our position in the respective sales markets on the basis of above-average growth. We are meeting the environmental challenges by taking a leading role in conserving resources.

To ensure the sustainable direction of the company and the successful realisation of strategic key points, we have defined specific measures, with objectives and responsibilities, over several stages, starting with clear strategic directions of travel, cornerstones and areas of action.



Focusing our strategic key points on the dimensions of **market, production** and **employees** results in three strategic directions of travel:

- Providing the packaging industry in Europe and the gypsum board industry worldwide with products and services that deliver value to our customers and make us the partner of choice
- Pursuing growth and sustainability goals on the one hand and the goal of cost leadership on the other, combined with investments in production technology, the digitalisation of processes and the skills of our employees
- Positioning ourselves as an attractive employer and creating personal development opportunities for our employees in the modern working environment of a sustainably operating company in the paper industry

With this in mind, we focus our strategic activities on the following areas:

- **Sustainability**
- **Digitalisation**
- **Market**
- **Employees**





3.2 OVERVIEW OF OUR AREAS OF FOCUS



SUSTAINABILITY IN PRODUCTION

Our **production**, which is geared towards both economic and sustainability objectives, supports the strategic core of **resource conservation at the WEIG Group**. By using efficient processes, we reduce the consumption of resources and thus the impact on the environment at the same time. The focus is on the expansion of the **circular economy**, but also on further investments to spearhead **sustainability development at the WEIG Group**.



DIGITALISATION

We are systematically embracing the opportunities offered by **digitalisation**. On the one hand, this is to reduce the costs of internal and external processes in production and administration. On the other hand, the aim is also to increase the benefits of products and services for our customers and thus strengthen our market position. This requires a willingness to challenge established processes and a great deal of IT and training.



MARKET

We are strengthening our **market position** with products and services that offer our customers significant benefits and with an active growth strategy. In doing so, we are increasing the security of supply on the one hand and boosting the efficiency of cardboard production on the other. Our aim is to achieve a position close to the market leader.

We focus on two markets: firstly, the **folding box board market** in Europe in the growth segment of recycled board – both in the food and non-food sectors. We achieve this through close ties with processors and end users. Secondly, we supply **plasterboard** as an independent producer to both large corporations around the world and regionally active manufacturers. Continuous market evaluation forms the basis for our direction.

In order to expand our market position and achieve high customer value, we proactively innovate and develop recycled cardboard manufacturing and processing and actively involve external partners. In the area of packaging cartons, we help to shape changes in packaging in a targeted manner.



EMPLOYEES

Our employees are the foundation of our success. The WEIG Group is an attractive employer in all areas of the company and creates the necessary and safe environment. We promote the continuous **qualification** of our employees with a comprehensive range of training courses and professional development measures. Flexible working hours and the option of working from home enable our employees to integrate a healthy work-life balance into their daily lives.

We strive to meet current and future requirements, retain well-trained specialists and offer them a future. New employees from other branches of industry as well as young talents from universities and in-house training provide a breath of fresh air and complement our experience and the already established expertise of our family-run company.



3.3 SUSTAINABLE DEVELOPMENT GOALS



In preparing our Sustainability Report, we are guided not only by our own strategic goals, but also by the United Nations Sustainable Development Goals.

These 17 **Sustainable Development Goals** (SDGs) form the cornerstones and external points of reference for our

Sustainability Report. Not all of these 17 SDGs are directly influenced by our actions and are of relevance to us.

We have carried out a **materiality analysis** to determine the topics in which we can make a targeted and urgent contribution.



3.4 RELEVANT STAKEHOLDERS

The first step in the materiality analysis is to define our most important **stakeholders**. These are summarised in the following interest groups:

We have also analysed the most important **impacts of the WEIG Group's business activities**, both from an inside-out and an outside-in perspective.



3.5 MATERIALITY ANALYSIS 2022/2023

In order to identify the most important environmental, economic and social challenges, we carried out a materiality analysis involving internal and external stakeholders in 2023. This was based on a three-stage **process**:

- Workshop to evaluate the list of potential environmental and social issues provided by the CSRD* in relation to their impact caused by or on the WEIG Group
- Survey of relevant internal and external stakeholders using an online questionnaire to assess the relevance of the topics selected at the workshop
- A final workshop to evaluate the relevance of the topics from the company's point of view, based on the evaluated stakeholder results

A materiality matrix was created based on the different interests and assessments of the stakeholder groups (external view) and the assessment of the impact of business activities on the topics (internal view). This forms the basis of action for the future sustainability strategy and the corresponding sustainability programme of the WEIG Group. The materiality matrix defines the relevance of various topics for the future structuring of our sustainability strategy and sustainability measures at the WEIG Group.

***CSRD:**
Corporate Sustainability Reporting Directive

Stakeholder survey

125 questionnaires were sent out in total

62 usable responses were received

This corresponds to a response rate of **49.6%**

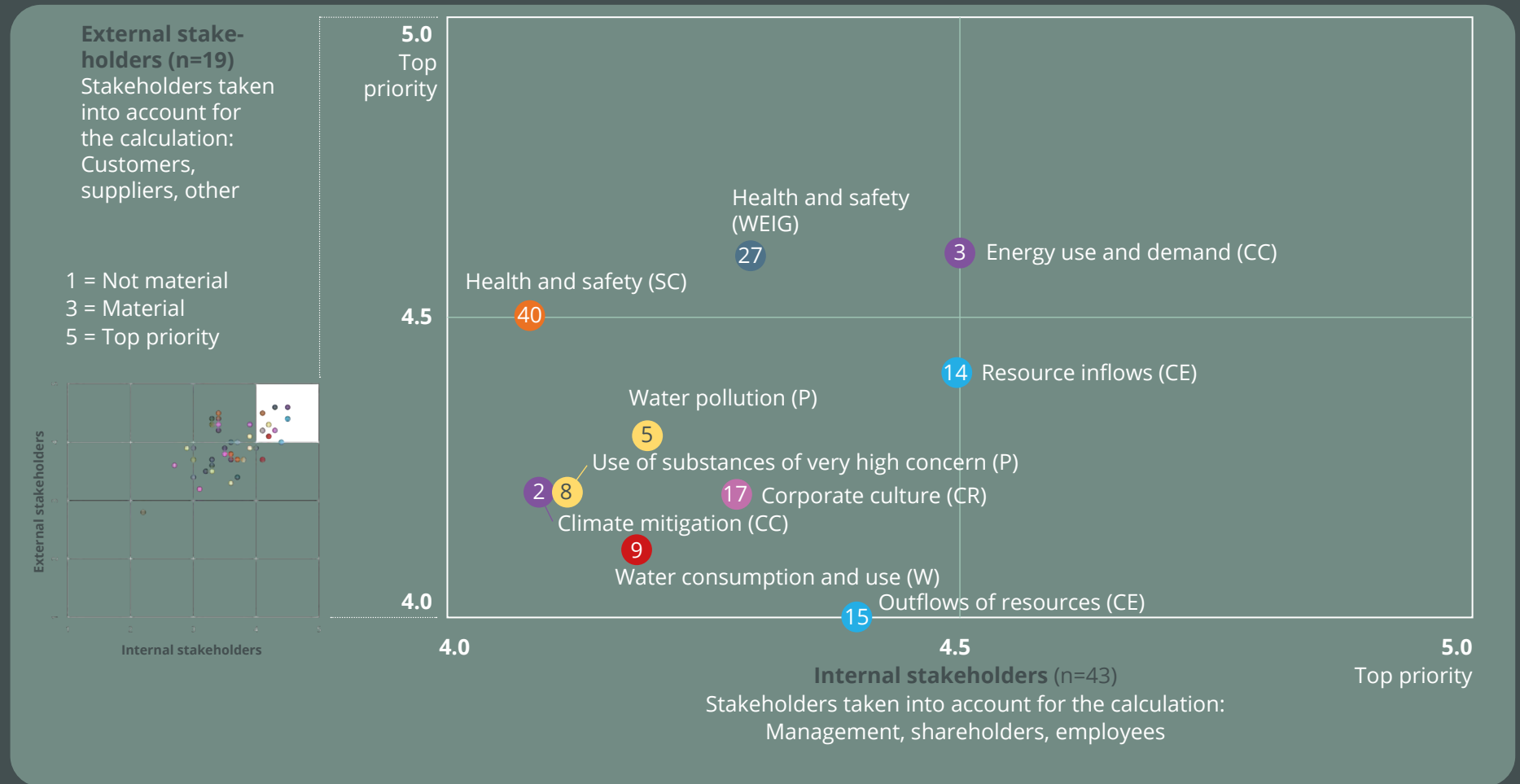
Of which:

43 **internal stakeholders:**
Owners, management of the WEIG Group, employees in Germany and Paraguay

19 **external stakeholders:**
Plasterboard customers, folding box customers, suppliers of plasterboard and folding boxes, others (banks, institutes, associations, etc.)

MATERIALITY MATRIX 2023

TOPICS THAT ARE HIGHLY RATED BOTH EXTERNALLY AND INTERNALLY, AND BY AS MANY STAKEHOLDER GROUPS AS POSSIBLE, ARE CLASSED AS RELEVANT.



Legend

- CC:** Climate change
- P:** Pollution
- W:** Water
- CE:** Circular economy

- P:** Pollution
- CR:** Corporate responsibility
- WEIG:** Own workforce
- SC:** Employees in the supply chain



3.6 OUR MATERIAL TOPICS FOR THE PERIOD TO 2030

The individual material topics identified in the materiality analysis and the stakeholder analysis can be partially summarized within areas of action:

CC Reduction of GHG emissions, including increased energy efficiency

CR Corporate culture

SC **WEIG** Strengthening health and safety at WEIG and in the supply chain

P Handling of hazardous substances

CE Strengthening the circular economy - use of resources and output

SC **WEIG** Prohibition of child and forced labour at WEIG and in the supply chain

W The effective and environmentally friendly use of water

Legend
CC: Climate change
SC: Employees in the supply chain
WEIG: Own workforce
CE: Circular economy
W: Water
CR: Corporate responsibility
P: Pollution



3.7 OUR TARGETS FOR THE PERIOD TO 2030

We pursue environmental, economic and social targets on the basis of a clearly formulated strategy that is geared towards social, regulatory and economic challenges and in line with our material topics.

ORGANISATION AND COMPLIANCE

- Targeted compliance training for all employees of the WEIG Group by 1 January 2024.

EMPLOYEES

- Lost Time Injury Frequency Rate (LTI*) better than the industry average as per the BG RCI (paper division).
- All employees at all locations are covered by the training programme.

***LTI (Lost Time Injury Rate):**

Frequency of injuries with lost time (LTI) for direct workforce
(total number of injuries with lost time) x 1,000,000/hours worked company-wide (or 20,000/total hours worked)

ENVIRONMENT

- Reduce the product carbon footprint (PCF in t of CO₂eq/t of product) for plasterboard by 40% by 2030 (base year 2016) and folding box board by 30% for the German production facilities. Calculate a PCF for Paraguay by 2025.
- Increase the energy efficiency of SEUs (kWh/t gross production) identified via energy management by 5.5% by 2030 (baseline 2019) for Germany. Introduce an energy management system in accordance with ISO 50001 in Paraguay by 2025.
- Reduce fresh water consumption by 22% by 2030 (baseline 2021) by increasing recycling.
- Reduce the number of substances in water hazard classes 2 and 3 to 6% by 2030 (baseline 2022: 9.2%).
- Keep share of recyclable waste constant at >95% in the period to 2030 (baseline of 98.72% in 2021).



SUPPLY CHAIN – TO BE IMPLEMENTED FROM 1 JAN. 2024

- 100% of suppliers covered by the Act on Corporate Due Diligence Obligations in Supply Chains (LkSG) included in a risk assessment.
- Procedural instructions on how to deal with risks arising from the Act on Corporate Due Diligence Obligations in Supply Chains (LkSG) risk assessment, including responsibilities, to be made available by 1 January 2024.



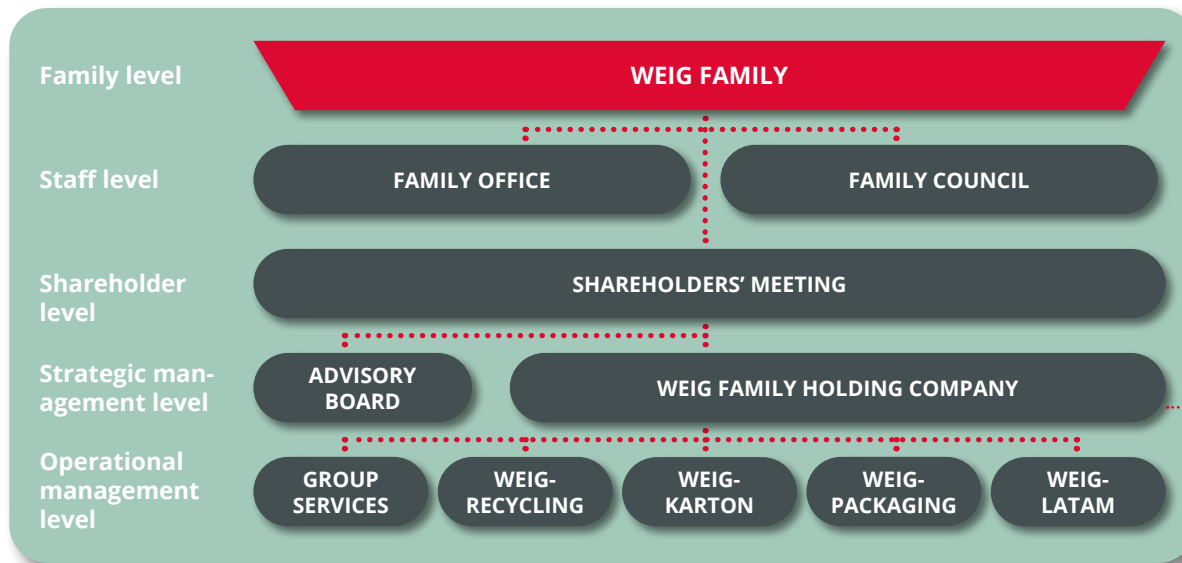
3.8 GOVERNANCE AND COMPLIANCE



The interaction between the business family, shareholders and management is governed by a **family code** and documented in the corporate group's **governance structure**. All functions and departments must align their plans and activities towards the objectives set by the family: 'Our aim is to achieve long-term profitable growth in our market environment and to secure our future as an independent and solid family-owned company.'

Below the family and shareholder level, an **Advisory Board** made up of external members supports the strategic leadership of the company by the umbrella management of the **family holding** company. Management of the strategic business units WEIG-Recycling, WEIG-Karton and

WEIG-Packaging, as well as WEIG-Group Services and management of the division in South America, WEIG-Latam, is handled in tandem with non-family management. The strategic business units comprise several individual companies from an organisational standpoint. A comprehensive system of officers is directly linked to the Group's umbrella management. This ensures compliance with legal obligations as well as the operational implementation of measures.



Organisationally, **sustainability management** is part of the WEIG family holding company.

The Sustainability Manager reports directly to the Head of Cartonboard, Customer Focus and Business Development.

The WEIG Code of Conduct was renewed in 2023 and helps employees to act in accordance with applicable laws and generally accepted standards. On the one hand, it ensures that rules are known and, on the other, prevents violations of the law. A Compliance Officer, who is bound by a duty of confidentiality, is available to all employees as a point of contact. This set of rules provides guidance on dealing with business partners, public interest groups, colleagues and conflicts of interest. Due to their particular importance, more detailed instructions on how to comply with the law and regulations are available for areas that are in greater contact with external groups, such as purchasing and sales. By signing, all employees undertake to observe the rules of conduct and to report any violations to the Compliance Of-

ficer. Our goal is to train all employees of the WEIG Group specifically on compliance by 1 January 2024.

In addition, the WEIG Group has had a Climate Policy, a Health and Safety Policy, a Code of Conduct for Procurement and a Code of Conduct for Competition since 2023. All guidelines are available in German, English and Spanish. It is important to be able to report violations anonymously. This can be done via the WEIG whistle-blower system, which can be found on our website at Home – WEIG GROUP under **'Complaint Management'**.

4. CONSISTENT IMPLEMENTATION

4.1 WORKING ENVIRONMENT

4.1.1 What sets us apart



With **WEIG-Karton** and **WEIG-Recycling**, we are a major employer in the Mayen region, with around 800 direct positions and several hundred indirect jobs with suppliers and service providers. Occupational safety is a top priority. In addition, we aspire to offer our employees a meaningful job and to give them the opportunity to train and develop in line with their abilities and talents.

This aspiration is also reflected in our mission statement: We are a **sought-after employer** in both the industry and in the region and achieve top rankings in comparison.

- driven by care -

Our commitment to young professionals, especially interns, trainees and working students, has been recognised by the **'Fair Company' seal** since 2018. Fair Company is the largest and best-known employer initiative in Germany and is committed to a fair working world over the long term. As a Fair Company, we promote a transparent corporate culture, act in accordance with the initiative's rules and regulations and thus make an important contribution to society by promoting young talent.



In 2022, Grupo Yaguarete received the ADEC Award as an outstanding company for its growth in operating capacity and production, its technological improvements and innovations, its environmental actions, its social commitment and the nature of its business. The ADEC Awards highlighted the Yaguarete Group's production of cardboard and paper from recycled material.

Managers and employees have jointly developed **management and employee guidelines** to ensure that the company is managed in a results-oriented and respectful manner. These reflect our management culture and the way we work together and define how our employees treat each other with respect and responsibility, as well as the trusting relationship between managers and employees. In addition, the management and employee guidelines focus on the autonomy of our employees.

Our management culture also includes regular staff appraisals in which the expectations and ideas of our employees in their field and working environment are addressed. In **Paraguay**, employee interests are represented by an internal committee (CIPA), which is made up of employee representatives. In Germany, 83% of the workforce is covered by a collective bargaining agreement and there is a works council that represents 100% of the workforce.

HIGHLIGHTS

2022/23

Appointment of a Sustainability Manager at the family holding company

WEIG Group joins the Global Compact (Paraguay has been a member since 2012)

Updated Code of Conduct

Preparation of a materiality analysis



Germany awarded the Fair Company seal



Paraguay named Company of the Year 2022 with the ADEC Award



FACT SHEET

WORKING ENVIRONMENT

- Family-run company with 90 years of tradition
- Partnerships with regional schools/universities
- Presence at training fairs
- Various apprenticeships available

Support for 20 commercial and technical employees to date as part of the **WEIG TALENT MANAGEMENT PROGRAMME**

WEIG Academy – Group-wide (knowledge) exchange via in-house platform

DEVELOPMENT AND SUPPORT MEASURES:

- Mentoring
- Coaching
- Master craftsperson programmes
- Financial support/leave of absence for studies/professional certification
- Participation in seminars/training/e-learning courses, etc.

TRAINING AND DEVELOPMENT SEMINARS IN 2022:



180 seminars
Group-wide

667 participants

17,548 training hours

In Germany, the total number of hours of awareness training to prevent information security breaches was 280 h¹⁾ in 2022, with 95% of employees covered. In 2022, standard training became mandatory for all employees. From 2023, we will differentiate between manual workers and office staff and provide adapted training. Employees with inboxes will receive additional AR scenarios²⁾.

1) The average duration of a training session is approx. 25 minutes.

2) AR scenarios = awareness-raising scenarios

Our updated **Code of Conduct** defines our relationship as an employer with our employees, business partners and social groups. It therefore translates the values of our mission statement into our day-to-day practice. In our Code of Conduct, we commit to strict compliance with legal requirements, respect for human and labour rights in all areas of our company and to fair and ethical practices both inside and outside our company.

Our mission statement '**driven by care**' also means that we rely on permanent positions and our own employees when it comes to employment, and only use temporary staff to bridge shortages.

We cooperate with schools and universities in the region, appear at training fairs and offer apprenticeships to make young school-leavers and career starters aware of our offer.



Identifying and seizing opportunities and fostering people's talents is important for retaining personnel and providing them with development opportunities that match their capabilities. This is the aim of our **WEIG talent management programme**, which has not only grown in recent years, but has also been professionalised and systematised. It offers talented employees the opportunity to develop within the Group. A mentoring programme with mentors from within the Group represents another building block for the development of our junior staff.



We also promote more informal Group-wide (knowledge) sharing. **The WEIG Academy** is the platform for this kind of exchange. This is a virtual space for learning, knowledge and the exchange of information and experience that all employees can make use of. Here, our employees can find out about processes and standards at WEIG, exchange their knowledge with employees from other departments, organise get-togethers or share interesting links.



4.1.2 Employees

Our ambition to be an attractive and fair employer is reflected in our headcount, personnel structure, average length of service and staff turnover rate. In 2022, we employed 1,543 people across the entire Group (as of 31 December), almost 60% of whom work at our locations in Germany.

Almost two thirds of all employees in Germany work in cardboard production and associated areas such as plant technology, energy and water management and logistics. Another 15% work at WEIG-Recycling, 17% at WEIG-Packaging and 4% at our forwarding company ALPA. Around 7.5% of our employees work in Group services such as HR, IT, financial accounting, purchasing and controlling. 75% of our employees work in industrial or technical areas and approx. 40% of our employees work in continuous shift patterns, 360 days a year.

Diversity, integration and inclusion in the workplace are important to us.

13% of our workforce, including the sites in Paraguay, are women. This corresponds to the average proportion of women in the German paper industry. It is generally difficult to attract employees for shift work and technical/industrial activities. Like many companies in the paper industry, we find it hard to get women interested in these professions

or young female apprentices interested in these areas. In the commercial areas of our company, where women are generally more likely to be found, we have a balanced **50% share of women**.

In 2022, 1% of our employees had a physical impairment.

We also align the **working time models** we offer with our commitment: in order to be able to respond flexibly to the needs of our employees and support their work-life balance, we offer a variety of working time models as well as **mobile working**. In administration, around 17% of employees worked part-time in 2022.

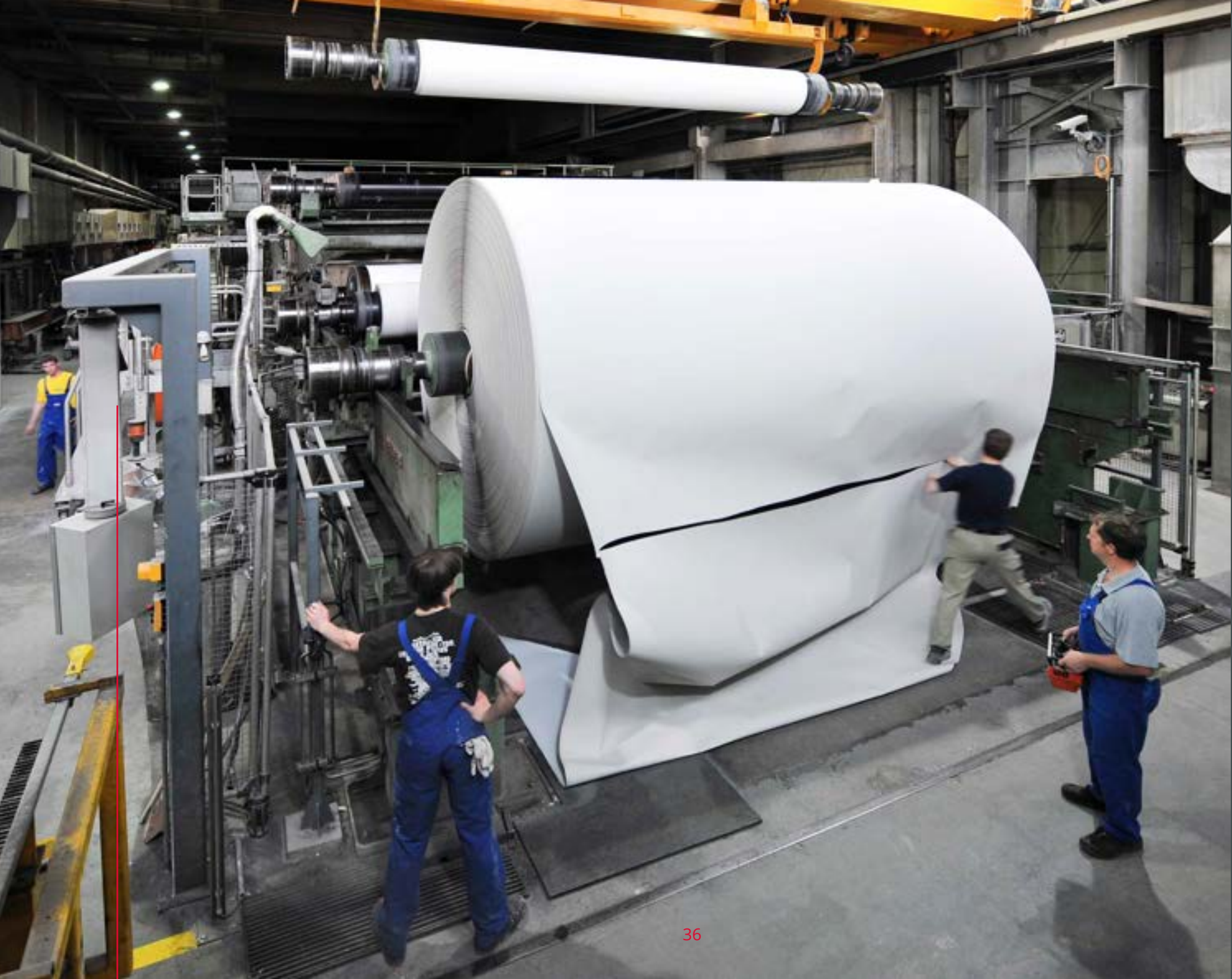
As an owner-managed family business, we are particularly proud to be an employer that our employees enjoy working for and with whom they stay for a long time. The average **length of service** is 14.5 years in Germany and 6 years in Paraguay.

Nevertheless, turnover is fundamentally necessary in order to bring a breath of **fresh air** and new knowledge into the company, but also to leave the opportunity open to those employees who want to further their professional development outside the company. We therefore consider a single-digit employee turnover rate to be important and justifiable.

Especially when it comes to the future topic of **digitalisation**, we are reliant on new employees with the right skills. In addition to the traditional area of paper technologists, this is a focal point of our recruitment. In-house training of specialists is an important element of personnel development for us. We aim to win this group of employees over by offering flexible working hours such as flexitime and mobile working.

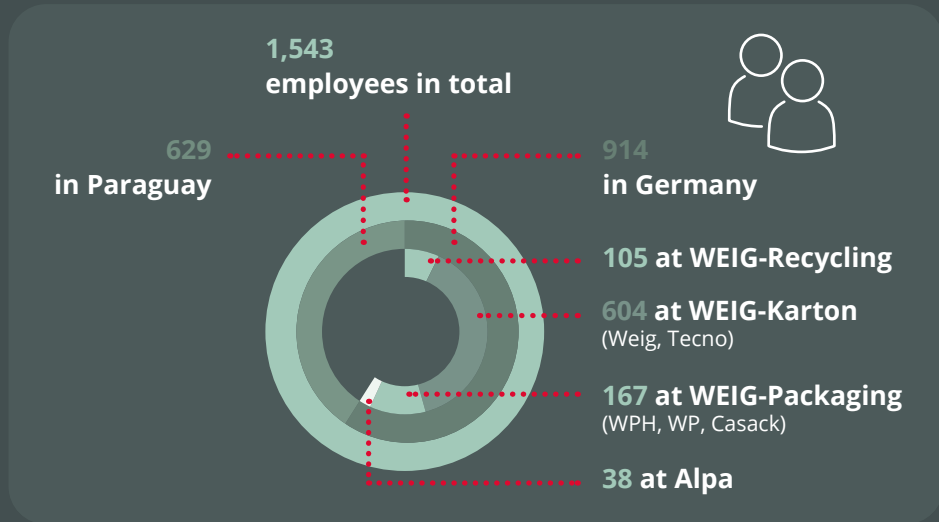
We promote diversity and offer young people interesting development opportunities as part of our talent management programme. Our **WEIG Academy** regularly provides online training programmes for free use.

Training courses and personalised **development opportunities** are a key component of the company's development. In our online and face-to-face training programmes, we offer our employees a wide range of opportunities for personal development. This includes specialist knowledge as well as leadership and personal development. A particular focus of training in 2022 was on digitalisation and cybersecurity. In total, approximately 22,000 training sessions were held at the WEIG Group in 2022.



HIGHLIGHTS

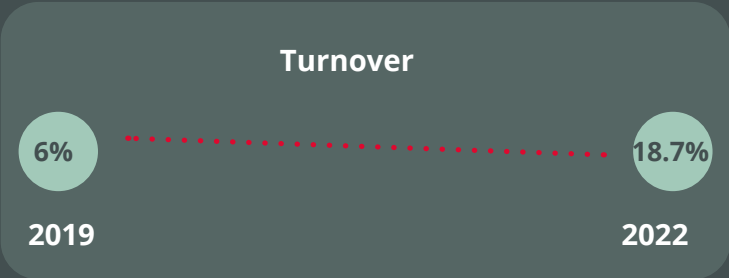
EMPLOYEE STRUCTURE



205 employees = at least 25 years with the company
 24 employees = at least 40 years with the company

Average age = 43 years
 Average length of service in Germany = 14.5 years
 Average length of service in Paraguay = 6 years

- 75% industrial/technical employees
- 40% continuous shift pattern
- 13% women overall
- 0% women in management positions
- 50% women in commercial positions
- 1% with physical impairment
- 17% part-time employees



4.1.3 OCCUPATIONAL health and safety

*LTI (Lost Time Injury Rate):

Frequency of injuries with lost time (LTI) for direct workforce (total number of injuries with lost time) x 1,000,000/hours worked company-wide (or 20,000/total hours worked)



The safety of our employees is our top priority at WEIG. **Occupational safety** is addressed and discussed at almost all internal departmental and interdepartmental meetings right through to internal management meetings. Our overarching vision, which we are resolutely pursuing, is clear: **zero workplace accidents**. The defined objective is to achieve a better **Lost Time Injury Rate (LTI)*** than the industry average as per the BG RCI segment. This figure was 12 people in 2022. In 2022, WEIG Germany reached a rate of 13 people (including the locations in Paraguay, the rate was 18 people) – none of the incidents were fatal.

Since 2000, we have been able to reduce the number of reportable injuries by more than 38%, despite increasing production volumes and rising headcount over the same period. The majority of recorded accidents were slips, trips and falls. Only a few accidents were directly related to the production process.

In order to prevent accidents and eliminate sources of danger in advance, we take every accident and near-accident very seriously, both at work and on the way to and from work. Every reported accident or near-accident is documented and analysed/discussed with those affected and the responsible managers on a daily basis. It is of the utmost importance to us to identify specific recommendations for action from this in order to detect and eliminate sources of danger and to raise awareness among our employees of cleanliness and tidiness and thus protect them.



The measures we take to protect our employees are multifaceted. Our occupational health and safety measures are generally based on the **ISO 45001 standard** and are also certified according to this standard. All of our employees must take part in numerous annually recurring **safety briefings and training sessions**. In 2022, 21,808 health and safety training courses were held within WEIG Group Germany and at the Paraguay site. Employee coverage is 75.5% on average. In addition to practical, subject area-specific briefings in individual departments, this also includes online occupational safety briefings and the annual face-to-face course on occupational safety for all employees.

In addition, we are increasingly using digital communication channels to regularly remind our employees of various aspects of occupational safety. In total, our employees receive more than 5,590 hours of health and safety training.

Risk assessments of all occurring and conceivable work steps form the basis for accident prevention. They help employees to learn about potential hazards and avoid risks before starting work. This is why we attach great importance to a comprehensive and up-to-date assessment system. As another important part of our occupational safety measures, we regularly carry out safety monitoring. Colleagues from different departments support employees at their workstations – they scrutinise the processes involved, derive new occupational safety measures from them and work with the supervised employees to develop improvements



relevant to occupational safety. Moreover, general compliance with occupational safety is checked during safety monitoring. In order to better assess the effectiveness of our measures, we also have them checked by external TÜV experts. Our goal will always be **zero accidents**. We are committed to this goal and are working hard to achieve it.



'driven by care' – for us, our mission statement also means that the health and well-being of our employees matter to us. We therefore strive to promote the health of our employees through comprehensive **health management**. We summarise our health services under the term **'healthy year'**. Throughout the year, we offer our employees further training and courses on the subject of health, such as a regular back training course, (cooking) courses on the topic of healthy eating and partnerships with regional gyms. However, we also organise regular check-ups for our employees, such as flu vaccinations, bowel cancer examinations, skin cancer screenings, etc. In addition, individually tailored occupational health advice is provided on a regular basis to prevent damage to health.

Our company physicians are available to our employees at all locations in Germany and Paraguay at any time for personal preventive care and consultations on request.

In addition to physical strain, we see psychological strain as a potential health hazard. A five-shift system in production and work on highly automated systems are of particular importance here. Work-related psychological stress is assessed by a psychologist. It is the responsibility of the respective managers to reduce psychological stress in their teams. Psychological stress can lead to avoidance behaviour in the form of addiction and dependence. That's why our managers are also trained in how to identify, prevent and respond to their employees' potential addiction risk. Psychological stress, mental well-being and the potential risk of addiction are discussed in the staff appraisal between managers and employees.





HIGHLIGHTS

OCCUPATIONAL SAFETY

PREVENTIVE MEASURES

- Safety briefings/training
- Practical/online occupational safety briefings
- Annual in-person events
- Occupational safety video
- Risk assessments
- Regular safety monitoring
- TÜV testing by external experts



- 18 workplace accidents with lost work days per 1,000,000 hours worked
- ISO 45001- certified

38% reduction in accidents at work since 2000

In 2022, **270** employees participated in a health promotion programme

DIVERSE HEALTHCARE SERVICES

- Various training programmes/courses
- Partnerships with regional gyms
- Regular/repeat check-ups
- Occupational health management
- Individual occupational health advice
- Internal company doctor and psychologist
- Trained managers
- Pandemic management team/pandemic plans

5,590 hours of health and occupational safety training

4.2 SUSTAINABLE PRODUCTION

4.2.1 Waste paper as a fibre raw material



For us, **waste paper** is an important raw material for sustainable operations. Through WEIG-Recycling, we collect and trade 750,000 tonnes of waste paper annually in Germany and almost 90,000 tonnes in Paraguay. We have built up a large network and preferably work with local waste disposal companies, but also throughout Germany and Europe in order to be able to bridge seasonal fluctuations and potential bottlenecks.

With our own **vehicle fleet**, we collect around 31,500 tonnes per year from retail (40%), trade (40%) and industry (20%) within a radius of approx. 75 km around our main site in Mayen.

We subsequently also collect the materials we produce and put on the market as waste paper and feed them back into our production cycle. In other words, we are closing the loop here as well. To ensure the quality of our products, we collect and process more than 20 different types of waste paper. Of this, 23% is mixed waste paper generated by households. The rest comes from industry and commerce.

In order to make trading in recyclable materials, especially in the waste paper sector, even easier and more transparent, our recycling company Nord-Westdeutsche Papierrohstoff GmbH & Co. KG has joined forces with a subsidiary of the Schwarz Group (parent company of Lidl and Kaufland) to set up a joint venture (WR Wertstoffbörse Recycling GmbH

& Co. KG) and operates the digital marketplace for material flow management '**recyfy**'. This platform offers a transparent and efficient way to handle waste paper flexibly.







Waste data issued from Germany and Paraguay in 2022:

• Recovered (recycled) waste	167,942 t
• Hazardous waste	23,224 t
• Non-hazardous waste	35,907 t
• Total waste	227,072 t

At **WEIG-Karton**, the proportion of recycled paper is 90–95%, depending on the type of product. Individual products, such as our main product in the field of packaging cartons, are made exclusively from recycled paper fibres. Fresh fibres are added to other products in order to achieve specified quality characteristics in a targeted manner. Thanks to our use of fibres, we are able to fully meet the increasing demand for items such as FSC-certified products.

We are researching the use of other biomass-based fibres as well as the development of other waste paper-based resources that are not yet incorporated within the waste paper cycle, such as coated single-use containers (e.g. coffee cups and the like).

4.2.2 Energy generation and use



For board production, we need electrical energy to drive motors and thermal energy in the form of steam to dry the board web.

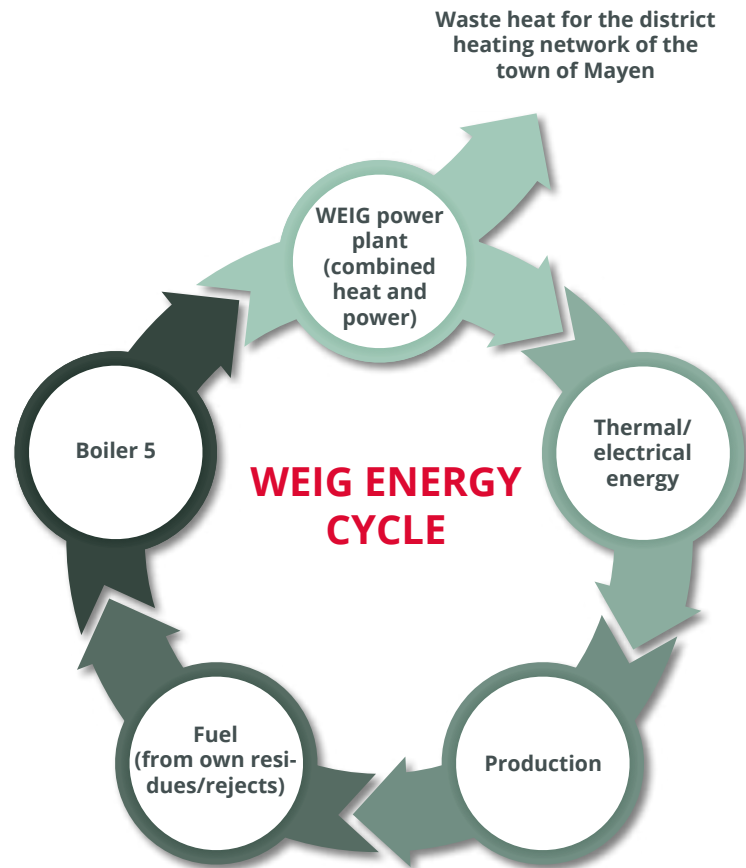
In **Germany**, we cover all of our energy needs with our **own power plants**. Energy is generated according to the principle of combined heat and power.

Since we need not only electricity, but also heat in the form of steam, for our production process at the Mayen site, we can use the thermal and electrical energy we generate much more efficiently and feed both electricity and heat into the production process. The efficiency of our power plant is therefore over 85%. This means that a large proportion of the thermal energy we generate is kept within the cycle and used to produce electrical energy. The high efficiency of our power plant means **conserving resources and reducing emissions**.

The main primary energy source is natural gas. However, 47 GWh comes from biogas from our own waste water treatment plant and 260 GWh from the incineration of residues and rejects produced during waste paper processing; this corresponds to around 33% non-fossil primary energy. In Paraguay, we use 100% renewable energy for our energy supply.



Our energy management system has been certified in accordance with **EN ISO 50001** since 2011.





In addition to combined heat and power, we also close our energy cycle in other areas in order to make optimal use of the energy potential of all raw materials. For example, we are already using the high positive energy content of residues and rejects that arise during production by burning them and feeding the resulting energy into the energy cycle. The new system, known internally as **boiler 5**, makes it possible to thermally utilise the entire quantity of residues, pulping materials and rejects produced during material processing, as well as potentially other internal waste materials. In this way, we are harnessing the full potential of raw materials and contributing to reducing primary energy requirements.

At our locations in **Paraguay**, we only use **biomass** such as wood shavings made from eucalyptus and coconut shells for heat generation. To ensure that the wood shavings are the product of reforestation, we require our suppliers to provide documents from the valid environmental register (issued by the Ministry of the Environment and Sustainable Development – MADES) and from the valid forest trade register (issued by the National Forestry Institute – INFONA). In 2020, we received a Bisa certificate of recognition for the use of renewable energies.

Electricity in Paraguay is 100% based on hydropower. This means that our energy supply in Paraguay is already 100% based on renewable energies.



At the same time, we are reducing **emissions**, as the resulting residues, rejects and pulping substances do not have to be transported to external incinerators. With an annual volume of 140,000 tonnes of waste material, this saves around 5,600 truckloads and corresponds to a saving of around 13,000 tonnes of CO₂. The new boiler 5 has a combustion capacity of 49 MW. This could cover the heating requirements of approx. 17,000 single-family homes for one year.

Our new waste incineration plant has been fully operational since the beginning of 2020. This enables us to save around 150 GWh of the primary fossil fuel natural gas per year.

We provide waste heat that is no longer usable to the **district heating network** of the town of Mayen. We can no longer use the warm exhaust air at a temperature of 50–60°C, but it is ideally suited for heating public buildings and private homes. The district heating project was launched in 1998 with the participation of WEIG and was a pioneering project in Rhineland-Palatinate. The network we serve now covers the entire area of the town of Mayen and supplies municipal buildings, schools, the swimming pool, two banks and around 160 households with 23,000 MWh p.a. of energy.

Thanks to the district heating project of the town of Mayen and the thermal energy we provide for it, CO₂ emissions in Mayen and thus for the entire region are reduced by around 6,200 tonnes p.a.

We are also continuously improving our **energy use**. By making energy-saving investments in our carton board machines, we are increasing the efficiency of our plants and thus reducing our energy consumption. Since 2005, we have been able to reduce our total energy consumption per tonne of cardboard produced by 13%.

Energy audits are carried out in accordance with EDL-G at sites that are not yet ISO 50001-certified.

Our aim is to increase energy efficiency at our sites by 5.5% by 2030 (KWh/t gross production compared to the base year 2019). We aim to achieve this primarily by investing in climate-friendly technologies and energy-efficient buildings, switching to electricity from renewable energy sources and generating electricity and heat ourselves from renewable energy sources. Every employee is encouraged to use energy responsibly. Relevant information is provided and training is carried out to support this.

HIGHLIGHTS

ENERGY GENERATION/USE

GERMANY

POWER PLANT

- 85% efficiency of our own power plant
- 270 GWh/year of electricity generated
= electricity requirements of 77,000 four-person households
- 870 GWh/year of heat generated
= heat requirements of 46,000 single-family homes
- 47 GWh
= biogas from our own waste water treatment plant
- 260 GWh
= from waste recycling

BOILER 5

- Maximisation of raw material utilisation
- Reduction of primary energy sources
- Lowering of emissions by reducing waste transport
- Incineration capacity of approx. 200,000 tonnes of waste/year
- Combustion output of 49 megawatts

DISTRICT HEATING

- 23,000 MWh p.a. of energy for municipal and public facilities and around 160 private households
- 6,200 t p.a. reduction of CO₂ emissions in the Mayen region



Energy management
EN ISO 50001-certified
since 2011

PARAGUAY

In Paraguay, hydroelectric power is used and heat is generated only from renewable biomass.

**TOTAL ENERGY CONSUMPTION
AT THE WEIG GROUP IN 2022** 4,741,558 GJ/YEAR

**TOTAL CONSUMPTION
OF RENEWABLE ENERGIES** 1,580,598 GJ/YEAR

**IN-HOUSE GENERATION OF
RENEWABLE ENERGIES** 1,408,428 GJ/YEAR







4.2.3 Water supply and use



In order to source process water for the Mayen carton factory, we use water from the river Nette, which flows directly past the plant, well water from several wells located on the site and, to a lesser extent, municipal water from the water supply of the town of Mayen. New water sources are under review.

The recycled carton board we produce is not only resource-saving when it comes to the use of fibres, but also offers significant benefits when it comes to water. For example, we only need around 4 l/kg of fresh water to produce our board, which is significantly below the industry average. Over the past seven years, we have been able to

reduce water consumption for board production at our plant in Mayen by around 12%.

Recirculating water plays a significant role in continuously reducing water consumption. Circulating water currently accounts for around 35% of total water consumption.

At our own mechanical biological **waste water treatment plant** with a population equivalent of 650,000, we can purify around 10,500 m³ of water per day. This purification capacity corresponds to that of a major city of 650,000 inhabitants. The biological purification rate is 99%. Around one third of the biologically purified water is fed back into the material processing system of the two board machines. The rest is returned to the river Nette. Naturally, this is done in compliance with officially supervised limits. In this way, we need less fresh water from the Nette or can return it to the river.

As already mentioned, we try to only use the water and not consume it. The vapour/condensate from residual heat recovery is captured and fed back into the **water cycle**. 2.85 m³/h of water remains in folding board carton as residual moisture and 45 m³/h evaporates. In the plasterboard, 3.76 m³/h remains and 55 m³/h evaporates.

We are also constantly driven to increase efficiency in the area of water use. A new project, implemented in 2021, analysed how much water is consumed at various points in production. This makes it possible to analyse how much fresh water has to be used or whether the use of recirculating water is of sufficient quality.

This means that every opportunity to conserve resources has been seized when it comes to water.

The KARTOTEC site in Paraguay (see photo on the left) has a **waste water treatment plant** for the physical and biological purification of the produced water with a processing capacity of 120 m³/hour. Water tests are carried out in accordance with the guidelines of the national water quality standard (resolution 222/02). The tests are analysed both in the internal laboratory of the industrial plant and in the laboratory of the national organisation INTN. The remaining waste water, including from other locations, is disposed of professionally by an accredited company.

Our goal is to minimise water demand by 22% by 2030 due to increased recycling on the basis of closed loops and our own waste water treatment plant (baseline 2021).

- Total water withdrawal 10,420 megalitres
- Total water consumption 10,348 megalitres
- Total weight of the hazardous substances emitted into the water 630 t/year

HIGHLIGHTS

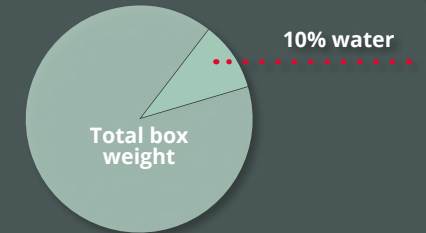
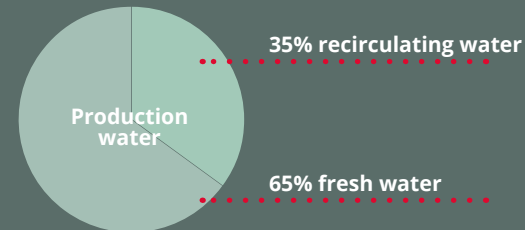
WATER SUPPLY/USE

WATER CONSUMPTION IN PRODUCTION

WEIG-Karton 4 l/kg fresh water



Industry average 10 l/kg water



Waste water treatment plant at Kartotec in Paraguay with 120 m³/hour

MECHANICAL BIOLOGICAL WASTE WATER TREATMENT PLANT

- 10,500 m³ water/day purification capacity = 650,000 population equivalent
- 99% purification rate
- Recirculation of biologically purified water
 - » 1/3 back to materials processing system, 2/3 back to the river Nette



Percentage of all operating sites for which an environmental impact assessment has been conducted:

- Germany: 80%*
- Paraguay: 100%

* Weig Holding, Moritz J. Weig, Tecnokarton, Weig Technical Liner, Weig Packaging, Weig Casack

4.2.4 Warehouse and transport logistics



Logistics at WEIG is also geared towards minimising greenhouse gas emissions. Our location in Germany is geographically conveniently located in the heart of Europe. Our location in Paraguay is expanding our supply capability in the South American region. Almost half of our deliveries reach our customers after a maximum of 500 km. We make sure that only fully loaded lorries leave the yard. WEIG expects freight forwarders and freight carriers to have a maximum kerb weight of 16 tonnes for their vehicles in order to achieve the highest possible payload.

On long-haul routes, such as to Italy, we also use intermodal services such as **piggyback transport** by rail in addition to conventional lorry transport. We use **container shipping** for transport to overseas customers. We do not transport containers by lorry to the major ports of Antwerp or Rotterdam, but ship them by inland waterway from nearby ports.

The main volume is processed via the port of Andernach, 30 kilometres away. This corresponds to a reduction in CO₂ emissions of around 13% compared to container transport by lorry.

At our own **haulage service provider ALPA**, we use state-of-the-art vehicles, exclusively in emissions class Euro 6. The lorries have GPS-assisted cruise control. It takes the route ahead into account and determines the most economical driving style. The first gas-powered tractor units are also being used to further reduce emissions. In 2023, we ordered two electric lorries for our locations in Germany, which will be delivered in 2024.



HIGHLIGHTS

LOGISTICS

LORRY TRANSPORT



- 50% of shipments reach their destination after a maximum of 500 km
- Max. 16 t kerb weight
- HGV emission class Euro 6 (haulage service provider ALPA)
- GPS-assisted cruise control
- Avoidance of empty runs
- Two electric lorries will be added to the fleet from 2024

(OVERSEAS) SHIPPING



- Use of container shipping
- Container transport by inland waterways instead of lorries

CO₂ emissions
decreased by 280 tonnes



4.3 ENVIRONMENTAL MANAGEMENT

4.3.1 Carbon footprint



The **product carbon footprint** of our products is determined at regular intervals by an external institute and certified by TÜV Rheinland. In the 2021 calculation, it stood at 471.58 kg CO₂eq/t for folding box board. This represents a reduction of over 17% compared to 2016. The figure for plasterboard in 2021 was 428.78 kg CO₂eq/t of board.

The aim is to reduce the PCF of plasterboard by 40% and folding board by 30% by 2030.

2021 product carbon footprint

for folding box board

568.11 kg CO₂eq/t (2016) → 471.58 kg CO₂eq/t (2021) -17%

for plasterboard

572.53 kg CO₂eq/t (2016) → 428.78 kg CO₂eq/t (2021) -26%

TOTAL GROSS GHG EMISSIONS IN 2021

- **Scope 1** 133,988 t CO₂eq
- **Scope 2** 90,520 t CO₂eq (market- and location-based)
- **Scope 3** 83,741 t CO₂eq

4.3.2 Certifications



WEIG is certified at regular intervals. We not only aim to demonstrate to our customers and stakeholders that we meet the respective requirements of the standard concerned, but also see internal benefits. Certifications are used to support continuous improvement within the company, which promotes the achievement of the desired objectives. Internal company processes are becoming more transparent. We are obliged to carry out internal audits. This gives us the opportunity to evaluate our processes and services ourselves.

DIN EN ISO 9001 ¹⁾ Quality management

DIN EN ISO 14001 ²⁾ Environmental management

DIN ISO 45001 ³⁾ Occupational health and safety

DIN EN ISO 50001 ⁴⁾ Energy management

DIN EN ISO 22000 ⁵⁾ Food safety

FSC® ⁶⁾/PEFC™ ⁷⁾ Safety in product chains

1) All locations including Paraguay

2) Moritz J. Weig, Tecnokarton, Weig Packaging, Weig Casack, Nord-Westdeutsche Papierrohstoff (NWD), ALPA Rohstoffhandel

3) Weig Holding, Moritz J. Weig, Tecnokarton, Weig Technical Liner

4) Weig Holding, Moritz J. Weig, Tecnokarton, Weig Technical Liner, Weig Packaging, Weig Casack

5) Moritz J. Weig

6) All locations incl. Paraguay

7) All locations incl. Paraguay

5. OUTLOOK

5.1 OUTLOOK FOR 2024



In 2022 and the past few months of 2023, we have taken decisive steps to further advance the WEIG Group in terms of sustainable corporate development. Taking the public step of joining the UN Global Compact demonstrates our commitment to sustainable development and the Ten Principles of the Global Compact.

Important next steps include the further structural anchoring of the sustainability organisation in the subsidiaries and the further development of our climate strategy in 2024.



MASTHEAD

Moritz J. Weig GmbH & Co. KG
Polcher Strasse 113
56727 Mayen, Germany
www.weig.de

Contact person

Roland Rex
Email: Roland.Rex@weig.de

Design

Berndt+Partner Consultants GmbH
www.bp-consultants.de