

# WEIDMANN RESPONSIBLE SOURCING REPORT 2025



**WEIDMANN**

# EXECUTIVE SUMMARY

We at Weidmann Group commit to responsible sourcing, with a focus on human rights protection and environmental preservation. Following our 2023 Materiality Assessment, we prioritize compliance with evolving due diligence regulations (particularly concerning human rights), conflict minerals, and timber products.

Our responsible sourcing program experienced a breakthrough year in 2025: three of our seven 2027 KPI targets have already been achieved, two years ahead of schedule.

- Ethical compliance: 100% of high-priority suppliers have signed our Code of Conduct, surpassing the 75% target set for 2027.
- Supply chain risk visibility: 100% of high-priority suppliers were assessed for ESG risks, exceeding the 90% target set for 2027.
- Child labor risk mitigation: 89.3% of critical suppliers have at least one mitigation measure in place, approaching the 90% target for 2027.
- Responsible forestry: 100% of wood pulp was sourced according to responsible forestry standards, maintaining the 2027 target for the second consecutive year.

Achievements in 2025 included:

- Child labor and human rights: Enhanced traceability for cotton-based products, including a dedicated Due Diligence System encompassing cotton pulp, workwear, and other cotton purchases regardless of quantity.
- Conflict minerals: Introduction of an Extended Minerals Reporting Template (EMRT) with a focus on copper, complementing the existing Conflict Minerals Reporting Template (CMRT).
- Timber products: Continuous improvement of the Due Diligence System for wood-based products and preparation for EU Deforestation Regulation (EUDR) compliance by the end of 2026.

Weidmann remains dedicated to responsible sourcing, in line with our values of respect and accountability. We thank our partners and stakeholders for their continued support in building a sustainable future that honors both the planet and its people.

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# 1 RESPONSIBLE SOURCING AT WEIDMANN

For us at Weidmann, responsible sourcing and addressing environmental and social issues related to our supply chains are key drivers to safeguarding human rights and preserving the environment within the supply chain.

A Materiality Assessment conducted in 2023 revealed responsible sourcing as one of the material topics at Weidmann. The most critical objective of our responsible sourcing activities is to maintain legal compliance with rapidly evolving due diligence regulations (with special focus on human rights), conflict minerals, and timber products. During 2025, we expanded the conflict minerals scope and investigated our cotton products supply chain, which is exposed to potential industry-specific child labor risks in its upstream value chain. This report summarizes the progress of Weidmann Group's responsible sourcing activities from **January 1 to December 31, 2025**.

In 2025, we advanced our efforts on:

- **Child Labor and Human Rights** by broadening the scope of our annual due diligence risk assessment on child labor. The prioritization of due diligence activities for cotton products was indicated due to persistent child labor risks in remote tiers of the supply chain, especially in cotton farming and textile production. Despite limited risk at our direct suppliers (tier-1), the lack of transparency at upstream levels warranted our prioritization, which aligns with global reports in the field, including UNICEF. Thus, remote tier risk analysis for cotton products was added to the assessment – including cotton pulp, workwear, and other cotton products purchases, no matter the quantity. A dedicated due diligence system for cotton-based products was developed during 2025.
- **Conflict Minerals** by reinsuring minerals and metals used at our operations are free from human rights violations. A Conflict Minerals Reporting Template (CMRT) was made available on demand for the first time in 2024. In 2025, remote tier risk analysis, including extended minerals, was added to the assessment. The Extended Minerals Reporting Template (EMRT) was filled in and later made available on demand with a focus on copper.
- **Timber Products** by updating a group-level Due Diligence System for wood-based products to ensure regulatory compliance, especially with the EU Deforestation Regulation.

In 2024, we updated our Code of Conduct, integrated it into the supplier onboarding process, and introduced a revised Responsible Sourcing Policy and Statement. Accompanied by staff training, we therefore strengthened supplier compliance with those documents, the Code of Conduct, and the child labor standards. Throughout 2025, we continued to expand the coverage of these measures: broadening the reach of supplier onboarding, increasing the share of trained staff, and deepening compliance monitoring across our supply base. Learnings and insights gained from our regular annual risk assessment and progress monitoring contributed to the revision of the responsible sourcing performance measuring system. Targets were concrete and timed, defined and monitored based on Responsible Sourcing Key Performance Indicators (KPIs).

# 2 RESPONSIBLE SOURCING TARGETS AND KEY PERFORMANCE INDICATORS (KPIs)

Each year, the in-scope supplier population is defined based on two criteria: expenditure levels and risk assessment outcomes. Suppliers with the highest expenditure in a given year, combined with those identified through risk evaluations, form the in-scope supplier population for that reporting period. Because expenditure patterns and risk profiles change over time, the composition of in-scope suppliers varies from year to year. All KPIs reported are calculated as ratios based on the in-scope supplier population specific to each reporting period. As a result of this dynamic scope, direct numerical comparisons between reporting years may not reflect equivalent supplier populations, but rather as ratios (percentages) of in-scope suppliers. Therefore, the data must be interpreted with consideration of these annual variations in the supplier base.

In seven areas, targets were developed, with the following detailed goals for 2027:

1. Promoting ethical compliance across the supply chain  
By 2027, 75% of high-priority suppliers will commit to ethical standards in writing.
2. Embedding ESG accountability into supplier agreements  
By 2027, at least 50% of signed contracts with high-priority suppliers will include enforceable ESG clauses to promote environmental responsibility and social performance.

3. Enhancing supply chain visibility and risk management  
By 2027, conduct ESG risk assessments for 90% of high-priority suppliers.
4. Standardizing sustainability oversight through audits  
Ensure that by 2027, all high-priority suppliers are audited within two years of risk identification, with standardized environmental and social criteria included in every audit.
5. Strengthening child-labor risk mitigation in the upstream supply chain  
By 2027, 90% of critical suppliers will have at least one risk mitigation measure implemented.
6. Empowering procurement teams as ESG stewards  
Train 100% of procurement staff on responsible sourcing practices by 2027, ensuring internal capacity to assess, manage, and enforce ESG expectations.
7. Strengthen responsible forestry pulp sourcing  
By 2027, ensure 100% of the wood pulp Weidmann purchases is sourced according to responsible forestry, even if the purchased product itself may or may not be FSC- or PEFC-certified.

Based on the targets above, KPIs are defined, measured, and reported, see past achievements and 2027 targets in Table 1.

Table 1. Sustainable Procurement KPIs on group level

KPI	2024	2025	Target 2027
Percentage of high-priority suppliers with signed CoC*	68% <sup>1</sup>	100%	75%
Percentage of high-priority suppliers with signed supplier contracts containing integrated environmental and social clauses	11% <sup>2</sup>	12% <sup>3</sup>	50%
Percentage of high-priority suppliers assessed for ESG risks	68% <sup>4</sup>	100%	90%
Percentage of on-site audits of high-priority suppliers covered with environmental and social criteria*	14% <sup>5</sup>	50%	100%
Percentage of critical suppliers with at least one risk mitigation measure implemented	23% <sup>6</sup>	89%	90%
Percentage of procurement staff trained on responsible sourcing*	79%	84%	100%
Percentage of wood pulp sourced according to responsible forestry*	100%	100%	100%

\* The data was reviewed by a third-party in accordance with the Swiss Auditing Standard 920 Engagements to perform agreed-upon procedures regarding financial information.

To ensure all procurement activities are compliant with our Responsible Sourcing Policy, relevant personnel are trained on key topics. A targeted training program was developed in 2024, and each year, additional training is introduced to the procurement team to expand knowledge on responsible sourcing topics. In 2025, three new trainings were included in the

<sup>1</sup>The previously reported figure (22.5%) has been restated to correct an error in the previous period.

<sup>2</sup>The previously reported figure (16.1%) has been restated to correct an error in the previous period.

<sup>3</sup>The percentage increase reflects a different in-scope supplier base in 2025 (see Chapter 1).

<sup>4</sup>The previously reported figure (17.5%) has been restated to correct an error in the previous period.

<sup>5</sup>The previously reported figure (50.0%) has been restated to correct an error in the previous period.

<sup>6</sup>The previously reported figure (42.0%) has been restated to correct an error in the previous period.

To ensure all procurement activities are compliant with our Responsible Sourcing Policy, relevant personnel are trained on key topics. A targeted training program was developed in 2024, and each year, additional training is introduced to the procurement team to expand knowledge on responsible sourcing topics. In 2025, three new trainings were included in the program. The conducted trainings in 2024 and 2025 are summarized in Table 2.

Table 2. Internal Training Program of Procurement Employees and Rate of Completion

Training Topic	Training Provider	Employee Completion 2024	Employee Completion 2025
Sustainable Procurement Policy	EcoVadis	85%	86%
Sustainable Procurement Reporting	EcoVadis	85%	86%
Supplier Code of Conduct and Contract Clauses	EcoVadis	79%	86%
Value Chain Risk Management	EcoVadis	79%	86%
Introduction to Due Diligence	EcoVadis	/	84%
Conflict Minerals	EcoVadis	/	86%
Responsible Sourcing of Wood and Palm Oil	EcoVadis	/	84%

### 3 OUTLOOK OF DUE DILIGENCE INITIATIVES

Annual re-evaluation of our due diligence focus ensures we effectively address the highest areas of risk. In 2026, we aim to update the processes and measures by setting more ambitious implementation targets:

- Strengthening traceability and risk assessments for in-scope suppliers, with a focus on extended minerals (particularly copper) and timber-based products.
- Enhancing supplier engagement by assessing suppliers’ environmental, social, and ethical performance, and further refining the risk evaluation and analysis in the procurement process.

We remain committed to ethical and responsible procurement practices, integral to our core corporate values of respectful and accountable business conduct.

We thank our partners and stakeholders for their support and collaboration. Together, we are building a better tomorrow – one that respects the planet and its people. We look forward to sharing our future achievements and continuing our journey towards responsible sourcing.

**Released by Weidmann Group**

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