

WRT ESG Policy

Mons, 15 March

As an organisation that is active in motorsport, our WRT activity is under pressure due to our environmental impact. In response to this, we shall take steps to address any issues and aim to be a good example in the area of environmental performance within motorsport. Whilst doing this, we will keep the focus on our engagement with communities, promote diversity and inclusion, prioritise safety and well-being, and all the while ensuring proper management and adherence to ethical guidelines.

Weerts Racing Team (WRT), part of Weerts Group, is committed to sustainability in line with the Weerts Group's broader Environmental, Social, and Governance (ESG) strategy. With unwavering support from the Weerts group, WRT management embraces a holistic approach to ESG, focusing on six key axes to drive positive change:

Description	Description	Objectives
Environment	Axe 1: Climate & emissions	Decouple the growth from GHG emissions by reducing fossil fuel consumption in all business segments.
	Axe 2: Materials & circularity	Use less, and only double-life materials in every activity, whenever possible.
	Axe 3: Land use & biodiversity	« Build less and more natural »: Decouple the economic growth of Weerts Group from the surfaces built.
Social	Axe 4: Health & safety at work	To be the safest operator possible in all its business segments.
Governance	Axe 5: Responsible sourcing	Increase the proportion of responsible sourcing of materials and services for the operation of Weerts' activities.
	Axe 6: Fair operating practices	To be recognized for its fairness, transparency, and professionalism by avoiding any abuse of position and any conflict of interest in business relations.

WRT Additional Commitments

In addition to the outlined objectives and targets, WRT has been actively implementing an environmental management system, since 2023, with a focus on:

- *Continuous Improvement*: Implementing a Plan-Do-Check-Act (PDCA) cycle to drive ongoing improvement in environmental performance and ESG practices.

- *Prevent Pollution:* Proactively identifying and mitigating risks of pollution to minimise our environmental impact.
- *Comply with Legal and Other Requirements:* Ensuring full compliance with all relevant laws, regulations, and other requirements related to environmental aspects.
- *Monitoring and Reporting:* WRT is committed to transparent reporting and will annually assess progress against established ESG targets. We will continue to refine and enhance our ESG strategy to drive meaningful and sustainable change.

Commitments and action in the most relevant environmental domains

A. Energy use

WRT is committed to using the greenest energy possible thanks to its solar panels, and electric or hybrid cars. The objective is also to adapt the good practices on energy use within the company.

WRT Target:

- 1) Increase our green energy consumption by 50% by 2025, thanks to our new BREEAM building and its 1,200 new solar panels.
- 2) Raise awareness among 100% of the employees on energy use and good practices by the end of 2024.

B. Water consumption

WRT's objective on water consumption is to develop a water recycling system. 40% of our water consumption is used for car and workshop washing.

WRT Target:

- 1) Use 100% rainwater for car and workshop washing, but also for bathrooms by 2025.
- 2) Raise awareness among 100% of the employees on water consumption good practices by the end of 2024.

C. Waste management

WRT's objective is to organise a solid waste management system within its facilities in Baudour, and in the future in Liège, by managing a better sorting of the dangerous products in the workshops and by working together with specialised companies, aiming for the same target and helping us in the process. WRT is also aiming to reduce its unique plastic use and to donate non-consumed food from the offices, as well as at races.

WRT Target:

- 1) Reducing general waste by 10% in 2024 and 20% by 2025 at the office and workshop.
- 2) No more single-use plastic on track (garage and hospitality) by the end of 2024, by replacing plastic bottles with eco cups and water bottles.
- 3) 100% of dangerous goods (oil cloths, used oil, aerosols, etc) will be sorted in special bins and collected by Renewi by 2024.
- 4) 100% of food leftovers at races in Belgium will be distributed to charity.
- 5) Goodie bags containing reused carbon, that comes from damaged parts of race cars.
- 6) To raise awareness among 100% of the employees on waste management by the end of 2024.

D. Ground and water pollution

WRT manipulates daily dangerous goods and is aware of the risks of ground and water pollution around its facilities.

WRT Target:

- 1) The objective, like the past years, is to count 0 accidents or 'near-miss accidents'.

E. Supply chain/ procurement

WRT is aiming to improve its procurement process by increasing the proportion of responsible sourcing and materials.

WRT Target:

- 1) 70% of WRT purchases will include ESG clauses by 2025.
- 2) The top-10 of WRT's biggest suppliers will be asked every year about their ESG practices through a survey as of 2024.

Transport

Transportation is a large part of the WRT core business and is responsible for the largest part of the CO2 emissions. The objective is to reduce air travel as much as possible (goods and people) and opt for alternative transportation means.

WRT Target:

- 1) Decrease air transport by 5% by 2025.
- 2) Increase people using carpooling by 30% by 2025 (to the offices and to tracks). Encourage fans to come to the track by public transport.

F. CO2 emissions

WRT is conducting a comprehensive carbon footprint evaluation as part of its ESG Strategy. The objective is to report CO2 emissions every year onwards and to reduce our carbon footprint starting with the most important sources. We started to measure and collect numbers and information on our CO2 emissions, and a first report has been made on this for 2022 and 2023. This is done in partnership with external partners 'CO2 Logic' and 'Cap conseil' according to international best practices.

Here below are some of our initiatives and targets

WRT Target:

- 1) *WRT is carbon neutral:* for its racing activities, by offsetting every year our race-related emissions thanks to our partnership 'Drive fast, act faster'.
- 2) *Reduce, Reuse, Recycle:* Practice the 3 R's to minimise waste production and energy consumption associated with manufacturing new products. See the 'Waste' paragraph.
- 3) *Choose Energy-Efficient Appliances* in our new building as of 2025 : we opt for the purchase of machines and materials, with high energy efficiency ratings to lower electricity consumption.
- 4) *Use LED Bulbs:* in the new WRT building in 2025 we shall replace traditional incandescent bulbs with energy-efficient LED bulbs (less energy and longer lasting).
- 5) *Unplug Electronics Policy:* Turn off and unplug electronics when not in use.
- 6) *Drive Less:* Whenever possible, we walk, bike, carpool, or use public transportation to reduce the carbon emissions associated with driving. See the 'Transport' paragraph.
- 7) *Invest in renewable energy sources:* from 2025 onwards, a maximum use of solar panels and even wind turbines from our Weerts Group.

We actively engage in dialogue with our stakeholders to ensure their input in our sustainability initiatives. Our ESG policy is communicated to all employees and stakeholders, and it is publicly shared on our website. An active communication plan for internal and external stakeholders has been determined for 2024.

We implement this ESG policy, and strive for continuous improvement in our performance in this area by setting specific targets and action plans, while allocating the necessary resources to achieve the desired outcomes.

Vincent Vosse

Co-CEO & owner WRT

Kathleen Schurmans

Co-CEO

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