



viega

**FOR THE
BUILDINGS OF
TOMORROW.
AND THE
GENERATIONS
THAT FOLLOW.**

The **Viega Group** Sustainability Report 2024

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Independently of the style we have chosen in order to optimize the clarity of the content, this report addresses all people and genders equally.



Dear customers, partners, and employees,

Last year was a very special one for Viega. We marked our company's 125-year history, reflecting on our many shared successes, bold decisions, and pioneering innovations. However, an anniversary like this is not only an opportunity to look back but also to think about tomorrow: What will it take to continue our success? How can we proactively shape sustainable growth today and in the future?

Our history shows that even the biggest challenges can be overcome with our strength in innovation and, above all, with the knowledge, hard work, and positive attitude of the more than 5,500 people who make Viega what it is today. We want to continue our success story by building on this strong foundation. Sustainable products and processes are and will remain vital to this effort.

This has never been more important than in these times of profound change. An increasingly challenging economic environment, geopolitical conflicts, and the implications for markets and supply chains are keeping us busy in new ways. As we flexibly adjust to these developments, we continue to be guided by our values and our medium- and long-term goals.

In our second sustainability report, we reveal once again how we are pursuing these goals and the progress we have already achieved. One thing is clear: Sustainability is a continuous process. We have reached many milestones, but there is still a long journey ahead of us. Our employees and the dedication and passion they bring to delivering sustainable solutions are key to this progress. Some of them introduce their projects in this report, showcasing just how diverse our approach to sustainability can be.

We hope you will continue to accompany us on this journey with an open mind, critical curiosity, and a shared belief that a more sustainable future is possible.

Warmest regards,



Anna Viegner
Chair of the
Shareholder Committee



Walter Viegner
Chair of the
Shareholder Committee



Markus Brettschneider
CEO Viega Group



We are VIEGA

The Viega Group has been a technology pioneer in the installation industry for over 125 years. As a family-owned business now in the fifth generation, we combine tradition with innovation to develop smart solutions that go far beyond traditional piping systems. We strive to create tangible added value by delivering the highest quality – improving safety, hygiene, energy efficiency, and comfort in buildings all around the world. That is why we are installing the lifelines for the buildings of tomorrow.

From its roots in Attendorn, Germany, Viega has become a global company employing more than 5,500 people. In 2024, we generated revenue of 2,02 billion euros – a success we owe in large part to the expertise and commitment of our global team. Our five German locations (a sixth will open in 2025) are complemented by additional sites in the USA, China, and India, enabling us to develop solutions tailored

to the specific needs of the respective markets. With 17,000 products in our portfolio – ranging from piping systems to pre-wall and drainage technology – we set standards across the industry and are active in over 75 countries.

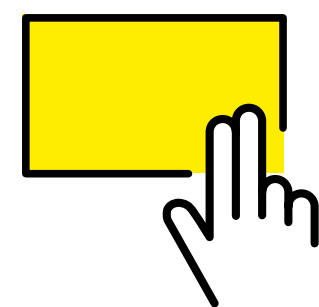
We proactively address the social and environmental challenges of our time as a reliable and responsible partner to our customers. Protecting potable water quality and improving energy efficiency in buildings are central priorities for us. Our solutions advance the sustainable and digital development of construction and building technology to meet the needs of future generations. Our commitment to driving innovation is demonstrated by pioneering technologies such as the Profipress press connector system and the patented SC-Contur, which have set new benchmarks for the industry. We pass on our know-how to specialist partners at our 24 training centers, thus ensuring the highest level of expertise in planning, installation, and application.

Overview of our product range



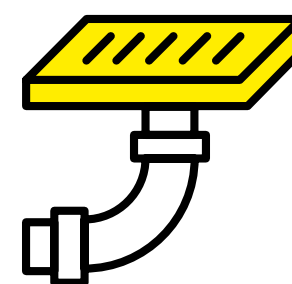
PIPING SYSTEMS/PIPE CONNECTION TECHNOLOGY

Our piping systems provide for the reliable supply of drinking water and heating. They can be installed quickly and safely, and are made of potable water grade materials to ensure that potable water hygiene is maintained.



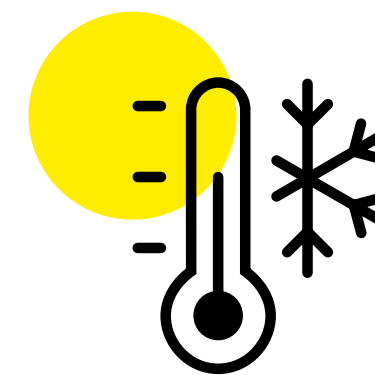
PRE-WALL/FLUSHING TECHNOLOGY

Our product portfolio for pre-wall installations offers flexible solutions for custom bathroom design. Universally compatible flush actuation systems and uniform flushing technology offer maximum functionality and a broad range of design possibilities.



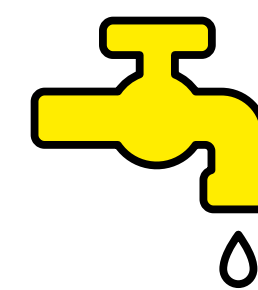
DRAINAGE TECHNOLOGY

Our shower channels and floor drains combine award-winning design with the highest standards of comfort and hygiene. The quick and straightforward installation provides added value for even the most demanding design specifications.



HEATING AND COOLING

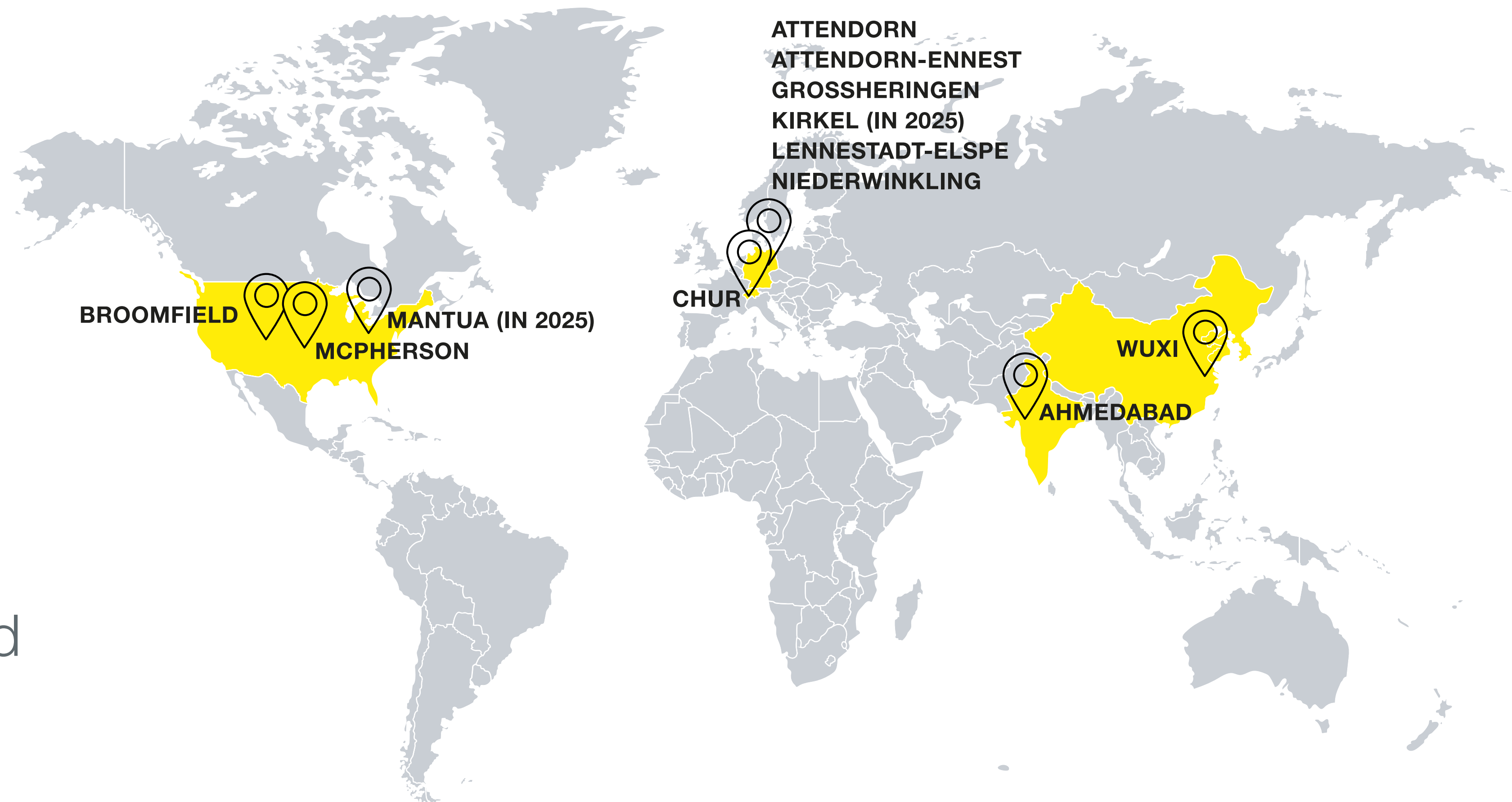
Our surface temperature control systems allow for efficient, customized heating and cooling of all manner of rooms, whether private living spaces or industrial buildings.



DRINKING WATER MANAGEMENT

Our drinking water management system digitally monitors and regulates the water supply, ensuring continuous documentation and sustainably enhancing energy efficiency.

Our worldwide
development and
production sites



No. 1

FOR METAL PRESS
CONNECTORS
WORLDWIDE

10

LOCATIONS

1899

FOUNDING OF THE FAMILY-
OWNED BUSINESS IN THE
FIFTH GENERATION

17,000

PRODUCTS

> 200

TRAINEES IN
19 OCCUPATIONS

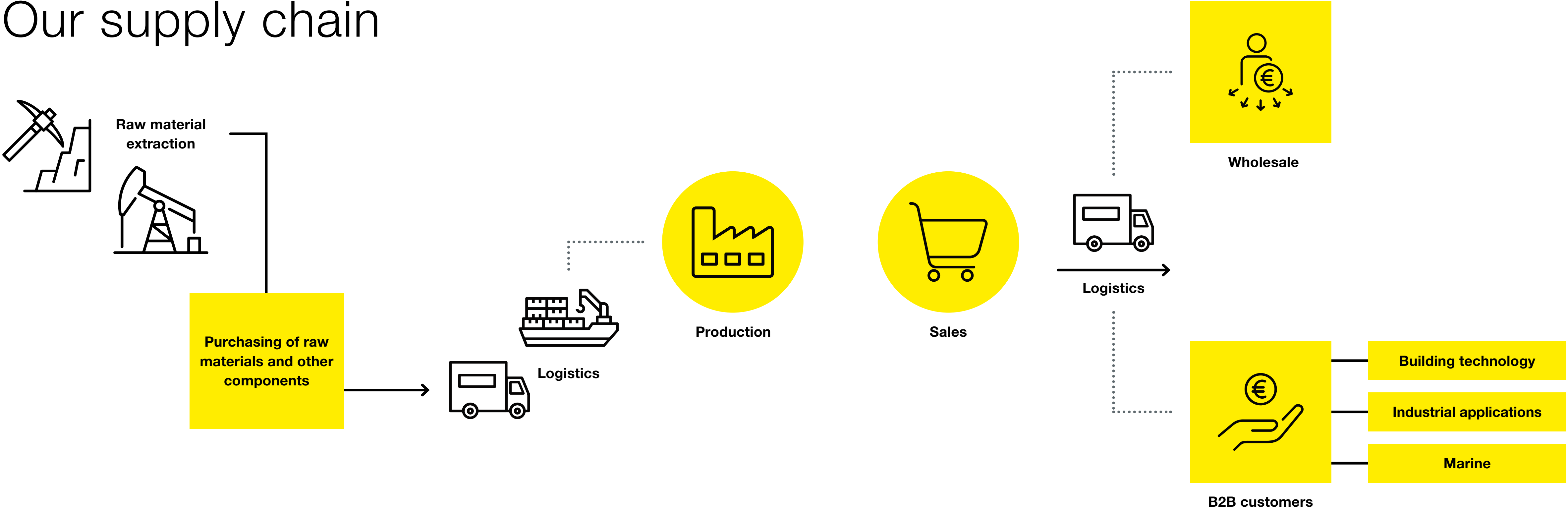
> 5,500

EMPLOYEES

75

EXPORT COUNTRIES
WORLDWIDE

Our supply chain



Upstream activities

The most important materials used in our production include steel, stainless steel, iron, copper, bronze, brass, and plastic. Our direct suppliers are mainly from European countries such as Germany, Austria, Sweden, and Latvia*.

Own operations

Our production facilities are located in Germany, the USA, China, and India.

Downstream activities

Our products and solutions are used worldwide – in buildings, industrial applications, shipbuilding, and supply engineering.

*Some raw materials are also extracted in South America and on the African continent.



STRATEGY

For sustainable impact. With a clear focus.

We have been installing the lifelines of buildings for many decades, and view sustainability as both a strategic priority and a social imperative. Our mission is to actively improve the lives of future generations. We also firmly believe that sustainability, as a key driver of innovation, is integral to our long-term economic success.

That's why we have embarked on a journey to become a leading force for sustainability in our industry – just as we already set standards with the quality of our products and solutions. We consider sustainability to be a continuous process that will only succeed with a holistic view of environmental, economic, and social aspects. To effectively and strategically navigate the challenges of this journey, we have spent the past several years working to systematically drive the sustainable transition at Viega, in line with and above and beyond regulatory requirements.

Sustainability is a core pillar of our corporate strategy and is integrated into all of our decision-making processes. Our vision extends beyond quarterly results to focus on enduring values. This also means having the courage to challenge existing structures and processes in order to develop even better solutions, as well as having the willingness to make the necessary investments happen.

Our mission is to take action where we can make the biggest difference. Our sustainability agenda aligns with the United Nations Sustainable Development Goals (SDGs). We have identified and are focusing on those goals among the 17 that closely relate to our business activities and where we can make a significant impact. We also use national, European, and other international sustainability objectives as a guide.



SDG 6 – Our products and services contribute to providing clean drinking water. In our production processes, we prioritize the responsible use of water.



SDG 7 – We make substantial investments in renewable energy sources and strive to continuously improve our energy efficiency.



SDG 8 – We take our role as an employer seriously by providing safe and attractive jobs, and assuming responsibility along our supply chain.



SDG 9 – We invest consistently above the industry average in sustainable industrial locations and innovative technologies.



SDG 11 – Our products substantially lower energy and water consumption during the operational phase of buildings.



SDG 12 – We supply durable products made from high-quality raw materials. In our production process, we are continuously looking for ways to use recycled materials.



SDG 13 – We have a clear strategy for achieving climate neutrality by 2035 at the latest. Through targeted training, our employees become multipliers for decarbonization.



Our path to the double materiality analysis

When preparing for sustainability reporting in line with the requirements of the Corporate Sustainability Reporting Directive (CSRD), we carried out a double materiality assessment. The aim of this assessment was to identify the main impacts that our business activities have on people and the environment (Impact Materiality) as well as the relevant sustainability-related business risks and opportunities (Financial Materiality).

We began by using internal expertise and targeted research to analyze our activities and our supply chain. Based on the first set of European Sustain-

ability Reporting Standards (ESRS 1), this gave us a long list of potentially material sustainability matters, which, in a series of steps and with the aid of expert input, were whittled down and finally validated to arrive at a short list. Then, for these final matters, positive and negative impacts, risk and opportunities (Impacts, Risks, Opportunities – IROs) were defined. We engaged with internal and external stakeholders in conducting the assessment. To represent the main stakeholder groups, internal Viega experts – including representatives from Sales, Purchasing and our shareholder family – actively participated in workshops and interviews. The IROs were assessed using well-established methods: Impacts on people and the

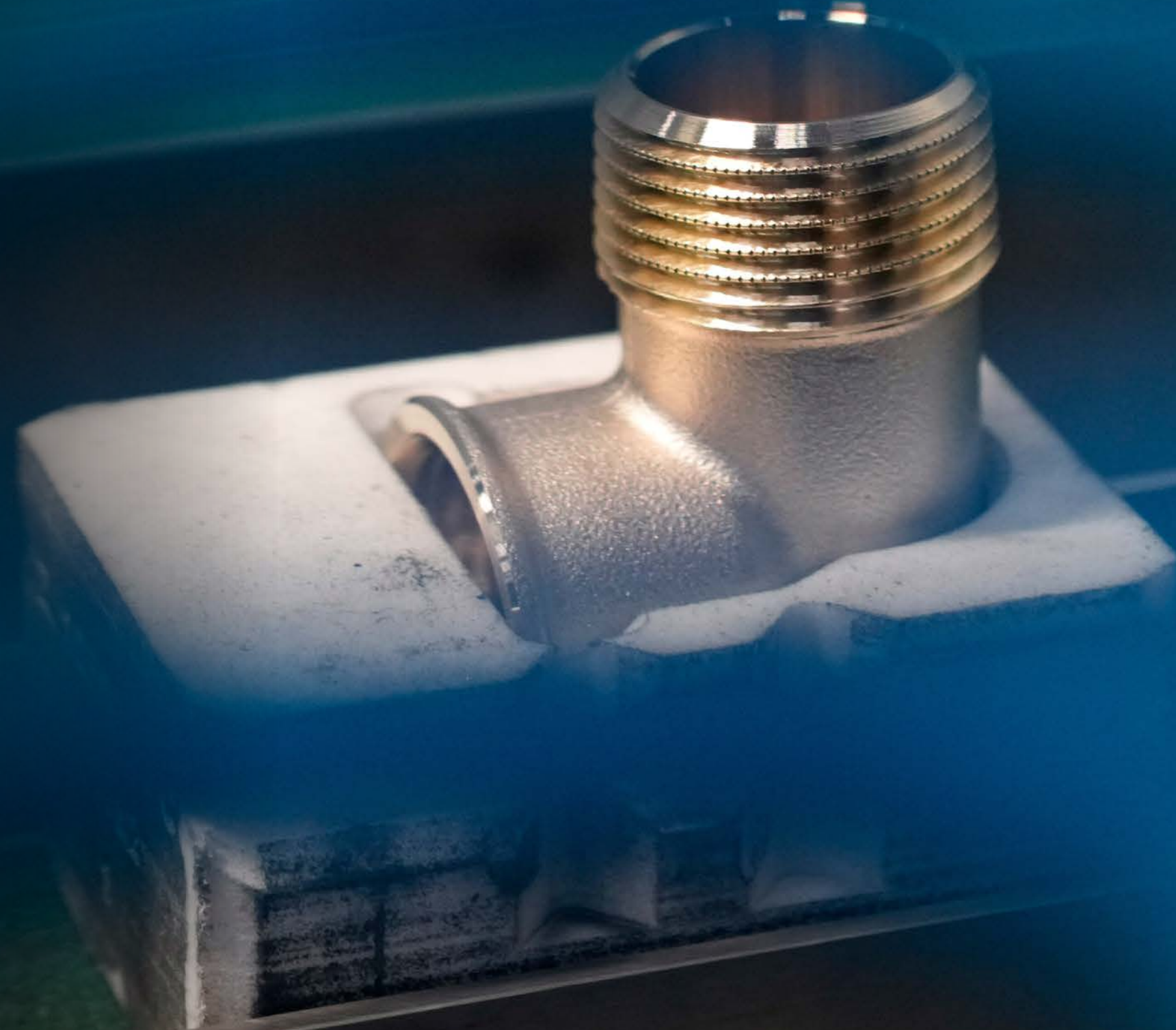
environment were assessed with the aid of risk analysis under Germany’s Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz – LkSG), while financial risks and opportunities were assessed based on a separate risk analysis of probability and severity. Materiality was determined by adding up the individual impact, risk, and opportunity scores. From this, we produced a materiality matrix, which was finalized in July 2024 following external validation by a reputable auditing firm. In total, 18 matters were classified as material. They form the basis of future CSRD-compliant sustainability reporting, dictate which ESRS standards apply, and determine the quantitative and qualitative data points.

Material topics

	Topic according to ESRS	Sub-topics
Environment	E1 Climate change	<ul style="list-style-type: none">• Climate change mitigation• Energy
	E2 Pollution	<ul style="list-style-type: none">• Substances of concern
	E3 Water and marine resources	<ul style="list-style-type: none">• Water consumption• Water withdrawals• Water discharge
	E5 Circular economy	<ul style="list-style-type: none">• Resource use• Waste
Social	S1 Own workforce	<ul style="list-style-type: none">• Work–life balance• Training and skills development• Health and safety
	S2 Workers in the value chain	<ul style="list-style-type: none">• Training and skills development• Health and safety• Measures against discrimination• Child labor• Forced labor
Governance	G1 Business conduct	<ul style="list-style-type: none">• Corporate culture• Corruption and bribery

We have categorized our objectives and the measures we take to attain them into four defined fields of action. These take account of both our own business activities and our supply chains and provide the structure for this report.

We are constantly evolving our sustainability agenda and the related controlling processes to ensure that we consistently set our priorities in the right areas. The “Stop-the-Clock” Directive from the European Commission has postponed reporting obligations under the Corporate Sustainability Reporting Directive (CSRD) for two years, meaning that they are now likely to apply to Viega starting from the 2027 reporting year. We are closely following the ongoing discussions around possible changes to the reporting standards in order that we can quickly address any new developments. Our objective remains to ensure we continue delivering transparent, reliable, and CSRD-compliant sustainability reporting in the future.



Innovative products and solutions

We leverage our expertise to ensure that sustainable construction is more than just a pipe dream. By developing and offering products and solutions that reduce resource consumption in buildings, we enable our customers to plan with sustainability in mind and capitalize on long-term savings opportunities. We take a holistic approach to each product, focusing on high-quality and carefully chosen materials to promote longevity and support the principles of a circular economy.

Sustainable production

To honor our duty to protect the climate and the environment, we are continuously looking for ways to make our production and processes more sustainable. Our primary goal is to reduce greenhouse gas emissions, with the aim of becoming climate neutral in our own operations (Scope 1 and 2 emissions) by 2035 at the latest. To achieve this, we want to improve production efficiency by saving as many resources as possible and expanding the use of renewable energy sources.

People and community

As a company with a long history, we are conscious of our responsibility to our over 5,500 employees around the world, to society, and to future generations. Within our company, we foster a culture of appreciation that provides opportunities for growth and encourages our staff to actively participate in shaping Viega’s future. Along our supply chains, we champion stringent human rights and environmental standards.

Transparency and responsibility

We are relentlessly pursuing our sustainability agenda, and publish key performance indicators, achievements, and challenges as part of our reporting. At the product level, we make the environmental impacts transparent across a product’s life cycle. We spread the responsibility for sustainable corporate development across many shoulders, empowering our employees to make autonomous decisions. At the same time, we assess our management staff based on defined sustainability targets. We are a reliable partner to our customers, suppliers, and other stakeholders, adhering to applicable legal requirements and upholding high standards in our collaborations.



Four contributions for sustainable growth

Together with CEO Markus Brettschneider, the members of the Viegner family are laying the ground to ensure that Viega's sustainable leadership and responsible practices continue in the future. In 2024, the shareholders Anna, Franz, Walter, and Heinz-Bernd Viegner therefore defined four contributions, setting out where we want to achieve long-term impact.

Viega is many things: a global technology leader employing 5,500 people, a still growing company with high standards around quality and sustainability, and a family-owned business with close ties to our employees and the regions where we work. “As a family-owned business, we think about future generations in all our decisions,” says Franz Viegner. “Using resources responsibly is in Viega’s DNA. We see sustainability first and foremost as corporate responsibility.” Our mission for the coming years is to move the company forward in all its different facets and to align these aspects as much as possible whenever there are tensions between them. To maintain a clear direction amid the flexibility required for successful management, the members of the Viegner family have defined four contributions with which they want to achieve a long-term impact: commercial success, sustainable products and processes, social commitment (particularly in relation to clean water and sanitation), and a people-centric corporate culture.



“Viega’s fast growth is also bringing challenges. But it doesn’t conflict with our identity as a family-owned business,” says Anna Viegner. “On the contrary, the bigger Viega becomes, the more important our values are. When we’re separated from each other geographically, it’s vital that our mentality is in the same place.” Franz Viegner adds: “As a the shareholder family, it was important for us to frame Viega’s future development around some clear principles and a meaningful vision that can guide people’s actions throughout the company, from management to production.”

Only continuous growth will enable us to invest in the technologies, strong partnerships, and people that make Viega what it is and drive it forward. “The four fields of action are closely interlinked and should not be looked at in isolation,” says Viega Group CEO Markus Brettschneider. “They are mutually dependent and reinforce each other: Our commercial success is the enabler for our work on sustainability, but we firmly believe that there is no lasting growth for our business unless we also take responsibility for the environment, our employees, and the regions in which we work.”

When we are able to achieve all of these four overarching goals in one, that’s what we call success. This is when each dollar and euro earned has the greatest value for us. We are the guardians of this vision, upholding our values and purpose, and continually developing them.

Anna Viegner,
Co-Chair of the Shareholder Committee



For shared responsibility. And strength in togetherness.

For us, sustainability is far more than just a social responsibility – it is a strategic priority and a key factor behind our long-term success. That is why we have made sustainable practices integral to all our processes. In parallel to this, we have created structures that are specifically designed so that we can effectively manage our sustainability activities at the operational level, discuss and coordinate them throughout the company, and ensure alignment with our goals.

Sharing responsibility together

In organizational terms, sustainability forms part of the Corporate Strategy division, with a direct reporting line to the Management Board. This is where strategic guidelines are set, targets and

KPIs are defined, and new regulatory requirements are prepared for implementation. The division is also responsible for sustainability reporting, working closely with Global Communications. To ensure that decisions are made as close to the operational processes as possible, where the specific expertise lies, we have appointed in-house sustainability officers for all specialist departments as well as for our German plants. They develop, manage, and coordinate sustainability projects, evaluate progress toward goals, and work together on interdepartmental solutions. Within the specialist departments, the relevant sustainability officer is regularly consulted on project implementation. In the United States, a dedicated Sustainability Program Manager coordinates our sustainability-related activities, supported by sustainability officers from the individual departments.

Regular dialogue and close coordination

Our structures are backed by regular exchange and coordination mechanisms. The sustainability officers meet monthly with the Director of Sustainability & Decarbonization, who acts as the central interface between Corporate Strategy and Sustainability at group level. They jointly evaluate progress and initiate any adjustments if necessary. In addition, all sustainability officers meet monthly to find out what other departments are doing and to learn from each other. The sustainability targets for the individual divisions are jointly reviewed twice a year. Board meetings are convened as needed to ensure that the overarching goals and strategies are aligned across the group and that management is informed about relevant developments in the sustainability field.





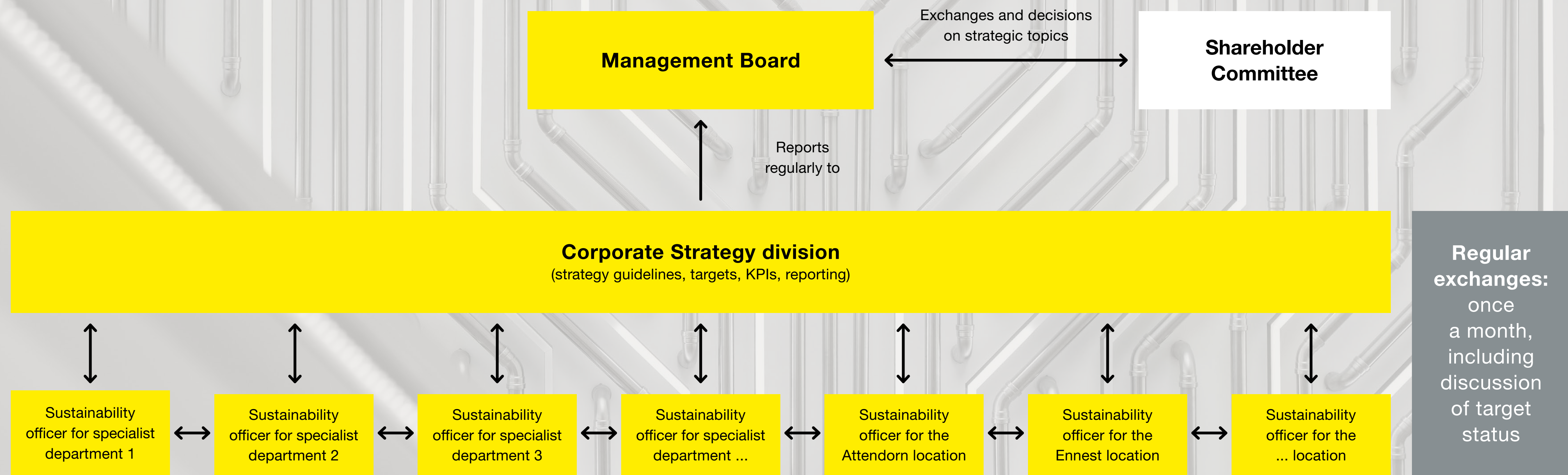
Support from the top

Our decentralized governance structure and regular exchanges at the boardroom level ensure that sustainability at Viega has broad roots and is supported right across the group. This is reinforced by the shareholder family, who not only support the company’s sustainable development but also urge our employees to live it on a daily basis (see story on page 12). Viega is still owned by the founding family, now in the fifth generation. The family is part of the Shareholder Committee, from where they decisively shape the company’s strategic direction. The Committee has a close and trusting working relationship with the Management Board and regularly addresses sustainability-related topics and decisions. It was also responsible for approving this report. The clear commitment to sustainability as a core strategic issue is also manifested in the inclusion of sustainability goals in the target agreements of our management staff.

Managing risks systematically

Our risk management, as an important element of our governance structure, will expand in the future to include sustainability-related aspects such as human rights and environmental risks. The primary aim of risk management is to identify at an early stage any risks that could threaten our success and existence and to take appropriate steps to minimize them as far as possible. To this end, we identify and analyze all existing and potential risks and discuss these transparently so that we can initiate the necessary steps to manage them. This centralized, continuously evolving risk management system extends to all relevant departments and our international companies. Overall responsibility lies with the Management Board. Risks are assessed and categorized based on their likelihood of occurrence and the potential extend of loss. The resulting risk category then determines the approach to managing the risk. The risks are reviewed annually, and we also make adjustments during the year if material risks arise unexpectedly.

How we manage sustainability at Viega



The sustainability officers of the specialist departments and locations develop, manage, and coordinate department-specific sustainability projects and maintain regular exchanges.

For strong networks. And sustainable impetus.

While our sustainability activities primarily focus on areas where we can have the greatest impact, we also take the viewpoints of our stakeholders into account. With this in mind, we seek active engagement with all groups who are impacted by our business activities or have a legitimate interest in our sustainability performance, both now and in the future. Various channels are used for regular engagement with key stakeholder groups – such as our customers and employees – from structured mechanisms like annual performance reviews or surveys to ongoing day-to-day engagement. We connect with other target groups through individual forms of communication, events, or digital platforms.

More progress through collaboration

The sustainable transition is a matter for the whole of society, which can only be achieved if we work together. With this in mind, we actively participate in networks and share our experience and knowledge with partners from the scientific community, industry, and civil society.

Our three Centers of Excellence – Drinking Water, Energy & Industry, and Building Physics – play a central role here. Our colleagues in these specialist departments are members of associations, committees, and expert groups, and foster the sharing of knowledge with external stakeholders. The Drinking Water Center of Excellence, for instance,

is heavily involved in climate-resilient planning. To this end, it communicates closely with politicians, industry associations, and research institutes.

One example of our active industry engagement in the reporting year was the summit “Neues Bauen – 80 Sekunden” (New Construction – 80 Seconds), which we co-hosted alongside other companies. The aim of the event was to create fresh impetus for sustainable building, bringing together leaders from politics, construction, and real estate. At the summit, we spoke on the topics of building information modeling and digitalization in construction, and presented Viega World as a prime example of digital and sustainable building.





Standardization work as a strategic form of engagement

In addition to political lobbying, we are dedicated to technical standardization – both at the national and international level. Experts from the drinking water center of excellence as well as from Product Management and Development actively bring their know-how to the table in standardization bodies. The aim is to

incorporate new scientific and technical findings into valid standards promptly, thereby ensuring the quality and safety of products and system solutions in the long term. To that end, we work closely with organizations such as Deutsches Institut für Normung (DIN), which is the German national organization for standardization, the European Committee for Standardization CEN, and the International Organization for Standardization

ISO. This enables us to introduce practical requirements into standardization processes and, at the same time, see regulatory developments coming.

In addition, we work with industry associations, such as the Federation of European Heating, Ventilation and Air Conditioning Associations (REHVA). One product of this relationship is specialist publications, which help to establish

harmonized European standards and promote their practical implementation.

Our involvement in standardization gives us numerous advantages: It increases our innovative strength, makes us more competitive internationally, and gives our customers and partners greater planning certainty. At the same time, the insights gained feed into the development of our products and system solutions.

An overview of our memberships

The following are just some of the German and international associations and organizations we are involved in:

ASME	American Society of Mechanical Engineers
ASTM International	
BTGA	Bundesindustrieverband Technische Gebäudeausrüstung e. V.
bwp	Bundesverband Wärmepumpe e. V.
CEN	European Committee for Standardization
DENEFF	Deutsche Unternehmensinitiative Energieeffizienz e. V.
DGNB	Deutsche Gesellschaft für Nachhaltiges Bauen e. V.
DIN	Deutsches Institut für Normung e. V.
DVGW	German Association of the Gas and Water Industry
EDW	European Drinking Water
figawa e. V.	
ISO	International Organization for Standardization
PMI	Plumbing Manufacturers International
PPFA	Plastic Pipe and Fittings Association
REHVA	Federation of European Heating, Ventilation and Air Conditioning Associations
VDMA	Verband Deutscher Maschinen- und Anlagenbau e. V.

More sustainable through targeted research

Heating water is a key factor in building energy consumption. Three recently completed research projects provide valuable insights into how such consumption can be reduced without compromising on potable water hygiene. The project ULTRA-F led by the Dresden University of Technology explored the possibility of lowering hot water temperatures in potable water installations by using ultra-filtration.

Conclusion: As things currently stand, for hygiene reasons, it is not possible to reduce the current critical point for safety (60/55°C; 140/131°F) without further requirements. However, the technology is promising when it comes to the prospect of lowering temperatures in the future, thus making it easier to integrate renewable energies. Complementing this, an internal study conducted in conjunction with Fraunhofer ISE analyzed the energy efficiency of different potable water heating systems in a 30-apartment building. It showed that systems such as the Viega ACS with the AquaVip ultra-filtration module are efficient at reduced temperatures of 45°C – especially when combined with low-temperature heat pumps. This effectively demonstrated how the careful choice of a system and reduced temperatures hold potential for reducing carbon emissions. The third

project, entitled TA-DTE-XL, conducted by the Institute for Solar Energy Research Hamelin (ISFH) looked at the practical design of continuous-flow water heaters in non-residential buildings. Conclusion: If correctly designed, central fresh water stations can guarantee both high energy efficiency and safe hygiene.

In situations where consumption fluctuates – such as in hotels or sports facilities – continuous-flow water heaters facilitate stable temperatures and the better integration of renewable heat sources, such as heat pumps and solar energy. We are now concentrating on applying these findings to our product strategy – with the aim of making our customers’ lives more sustainable and making a measurable contribution to the energy transition in heating.

Engagement with our stakeholders

	Form of dialogue
Employees	Regular <ul style="list-style-type: none">• Works Council• Structured annual employee performance reviews• Mid-year reviews• 30/60/90-day reviews• Employee suggestion program• Survey of employees• ViegaNow app• Complaints office
Customers	Ongoing <ul style="list-style-type: none">• Viega customer service and sales meetings• Customer hotline• Events (trade fairs, promotional events)
Stockists	Ongoing <ul style="list-style-type: none">• Engagement with stockists, especially in relation to customer requirements
Suppliers and service providers	Multiple times per year <ul style="list-style-type: none">• Supplier workshops• Meetings with Purchasing• Regular performance reviews
Associations and interest groups	Regular <ul style="list-style-type: none">• Membership of and participation in national and international associations as well as interest groups, such as VDMA, DVGW, and DGNB• Participation in conferences and summits





125 years of Viega: five generations, one goal

The 125 years of Viega is more than just an anniversary. It is a story of people, ideas, and values that connect generations. One person who has experienced this history first hand like few others is Thomas Kaufmann. He joined the company in 1977 and knows that sustainability at Viega has never been just a trend but has always been in our DNA.

It all began with the design for a new beer tap in 1899. Today, we are a global business with over 5,500 employees from more than 50 countries. And yet one thing has stayed the same: our goal to grow responsibly.

When Thomas Kaufmann started at Viega, the company had two plants – Attendorn and Elspe – and around 600 employees. “When you’re part of a company for so long, you often ask yourself: What’s changed and what’s stayed the same?” he says. “The pressing technology was a milestone, and so were SC-Contur and the expansion into the USA. But it’s always people who really make the difference.”

Today, we stand at another turning point. Climate change, social upheaval, new technologies – the world is certainly challenging us. But it is also opening up opportunities that the next generation of the shareholder family, Anna and Franz Viegeler, will seize with new ideas and a fresh vision – yet firmly rooted in the values that have made Viega strong.

One example: our goal to make our operations climate neutral by 2035. To achieve it, we are investing in renewable energy, optimizing processes, and, in some areas, rethinking the way we do things entirely.

“Innovation, quality, and our employees – that’s always been our recipe for success,” says Kaufmann, “and I’m certain it will remain so in the future.”

Sustainability is nothing new for us at Viega; it has always been integral to our values. Of course, new knowledge and new opportunities bring change. That’s inevitable because everything has its time. But what doesn’t change is that we’re guided by our values in everything we do.”

Thomas Kaufmann,
Global Internal Communication Expert

A close-up photograph of various industrial metal components, likely valves or pipe fittings, with a blue color overlay. A vertical yellow line is positioned on the left side of the image.

INNOVATIVE PRODUCTS AND SOLUTIONS



For buildings fit for the future. And progress that counts.

The construction and building sector accounts for over a third of the world’s energy needs and CO₂ emissions. Safe and resource-efficient installation systems, as the lifelines for the buildings of tomorrow, therefore have an important role to play in saving energy and taking action against climate change. Our products and solutions help to make sustainable construction a reality.

Our products: diverse and versatile

We develop and produce over 17,000 different products at ten (soon to be eleven) production sites around the world, providing innovative and customized solutions for a wide range of requirements.

Installation technology is our special expertise. Our range includes not only piping systems but also pre-wall and

drainage technology, fittings, and radiant heating and cooling systems. Over the past 125 years, we have continuously expanded our portfolio and registered numerous patents. We also offer a wide range of services as an expert advisor and problem solver.

From residential buildings to complex industrial units, shipbuilding, and supply engineering, Viega systems are used all around the world. Especially in sensitive areas such as potable water supplies, our solutions provide maximum safety for hospitals, care homes, holiday parks, hotels, and apartment buildings.

Environmental transparency with EPDs

We want to offer our customers maximum transparency to help them do their bit toward achieving climate goals. We use Environmental Product Declarations (EPDs) to show the environmental footprint of our durable, high-quality, and

recyclable products in line with the cradle-to-grave principle. These environmental labels are independently verified and evaluate all material environmental impacts across a product’s life cycle, from raw material extraction and manufacturing to the use phase, and then to disposal or recycling.

Approximately
90%
of our portfolio –
measured by revenue –
is already covered by EPDs.



Potable water: not just valuable but vital

Clean and healthy potable water is not a matter of course everywhere. Thanks to Viega’s modern installation engineering and innovative technologies, potable water in buildings can be made safe to use without a second thought. Our technology supports a basic human right – access to clean water – and actively helps to protect health. Today, maintaining potable water hygiene is still an energy-intensive process. In the future, energy-efficient potable water heating systems will therefore be an important lever to save energy in buildings. Our international expert teams are working every day on solutions and field studies to make potable water supplies more energy-efficient, helping to achieve climate and energy targets.

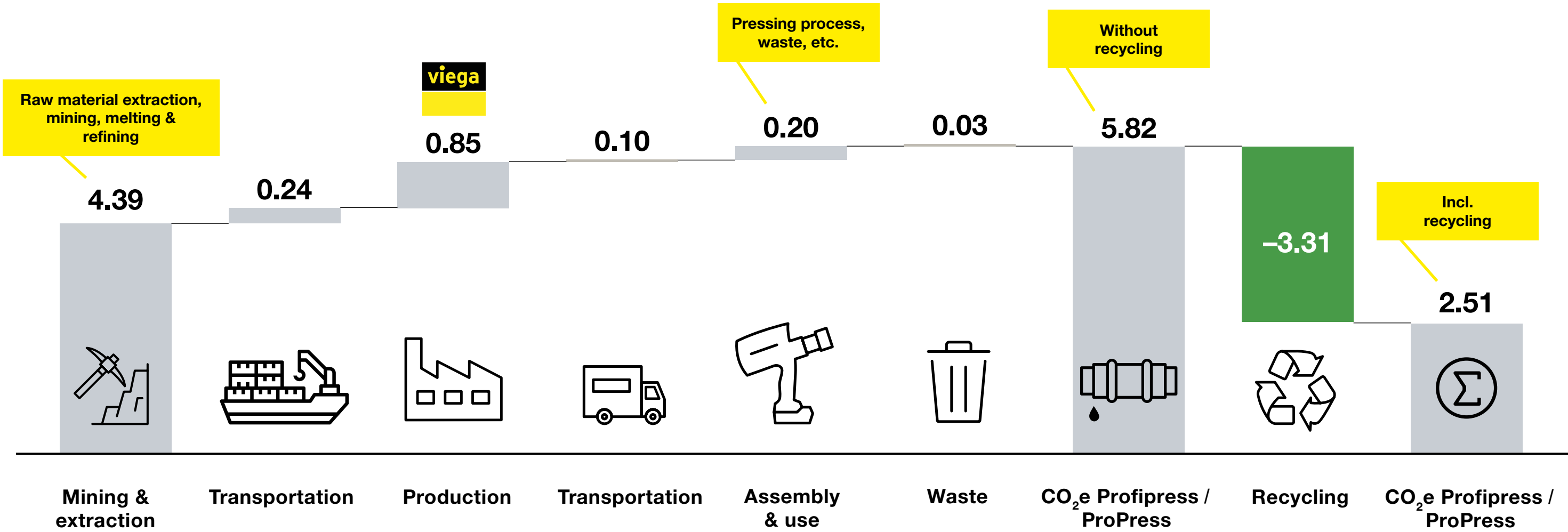
Efficient building technology: a contribution to the energy transition

Our products and systems are already enabling the sustainable operation of building technology. With their favorable flow capacity, Viega’s potable water and

heating pipe systems make a measurable contribution to reducing the energy needed for electric pumps. What’s more, our digital applications and innovative technologies help to further lower energy consumption in buildings without compromising on potable water quality.

Digital design for more sustainability

As one of the leading providers of building services engineering, our experience and innovation are laying the foundations today for the construction of tomorrow. The building information modeling (BIM) methodology not only supports the efficient planning and management of all construction processes but also opens up new potential for sustainable construction. Utilizing virtual models and structured digital data, BIM enables integrated design and planning across all building trades and throughout the life cycle. This includes an in-depth environmental assessment. Our EPDs are stored in the publicly accessible ÖKOBAUDAT database and are machine-readable, allowing third parties to use them as a basis for their environmental audits at the building level.



The product footprint in kg CO₂e per kg of product, using ProPress as an example



SUSTAINABLE PRODUCTION

For reduced emissions. And measurable progress.

Mitigating climate change and lessening its impacts requires concerted efforts. At Viega, we have therefore set ourselves the goal of becoming climate neutral in our own operations (Scope 1 and 2 emissions) by 2035 at the latest. Our focus here is on enhancing our energy efficiency, especially in production, and on the consistent use of renewable energy. With a considerable portion of the greenhouse gas emissions associated with our products arising in the upstream supply chain (Scope 3) – for example in raw material production or logistics – we are also in dialogue with our partners and suppliers to identify effective ways to reduce them.

Systematically reducing emissions

To be able to systematically reduce our direct and indirect emissions, we first need to know where and in what volumes they arise. Our Corporate Carbon Footprint (CCF), calculated for 2024 in accordance with the Greenhouse Gas Protocol (GHG Protocol), provides answers. Our emissions in the reporting year amounted to 1,694,549 metric tons of CO₂e across all three Scopes. This was another reduction from the previous year, with overall emissions down by almost 9 percent. However, Scope 1 emissions increased by 7.6 percent, partly due to a higher consumption of process gases. There was also a noticeable increase of just under 23 percent in Scope 2 emissions. This was due to slightly increased electricity consumption alongside a less green power mix, resulting in an increase in the emission factor

from 0.579 to 0.748 metric tons of CO₂e per MWh. A change in electricity provider in 2025 has already been arranged and will cut electricity-related emissions by 43.3 percent year on year. Scope 3 emissions continue to account for the large majority of emissions associated with our business activities, representing 93 percent of the total. Here we recorded a significant year-on-year reduction of 10.5 percent, which resulted primarily from some substantial cuts in the following subcategories of Scope 3 emissions: purchased goods and services, use of sold products, and end-of-life treatment of sold products. Emissions from goods and services, which make up the largest item for us in Scope 3, saw a year-on-year reduction of 11 percent, while other, albeit significantly smaller, subcategories such as use of sold products and end-of-life treatment recorded even higher reductions of up to 95 percent. This was due in

every case to the introduction of Environmental Product Declarations (EPDs), a project we presented in depth in last year's report. This detailed calculation of the environmental impacts of our products has also considerably improved the data available to calculate our footprint and revealed that our previous calculations were very conservative. The increase in transport-related emissions, too, reflects improved data recording, and we now use primary data from our suppliers in many areas. While emissions from business travel have almost doubled, they still make up less than 1 percent of our Scope 3 emissions. The development of a new Viega site in the USA, a change of management, and global management events were the main reasons behind the rise. We also invited more international visitors to Viega World.



Our emissions calculation

Greenhouse gas emissions arise from diverse processes, each with different potential management options:

Scope 1
Direct emissions, for example from burning natural gas in our production

Scope 2
Indirect emissions from electricity purchased from the grid

Scope 3
Other indirect emissions from up-stream and downstream value chains

Our calculations include all CO₂ equivalents, i.e. other gases with high global warming potential under the Kyoto Protocol. We calculate Scopes 1 and 2 exclusively from primary data, while additional secondary data is incorporated for Scope 3. The emission factors used come from the UK Department for Environment, Food and Rural Affairs (DEFRA), the German Federal Office for Economic Affairs and Export Control (BAFA), and the International Energy Agency (IEA).

Breakdown of our corporate carbon footprint for 2024

Scope 1	1.61%
Scope 2	5.68%
Scope 3	92.71%
Purchased goods and services	86.95%
Fuel- and energy-related activities	1.11%
Upstream transport and distribution	0.23%
Business travel	0.53%
Upstream leased assets	0.23%
Downstream transport and distribution	1.47%
Processing of sold products	0.82%
Use of sold products	0.02%
Disposal of sold products at the end of their life cycle	1.36%
Total	100%

The emissions intensity per euro of revenue has continued to decrease – by 11.3% compared to 2023, and even by 16.4% compared to 2022.

-11.3%





Greenhouse gas balance year-on-year in t CO₂e

	2024	2023	2022
Scope 1	27,330	25,396	28,287
Scope 2*	96,263	78,331	41,966
Scope 3	1,570,955	1,755,430	1,810,826
Purchased goods and services	1,473,419	1,655,867	1,697,915
Fuel- and energy-related activities	18,769	18,150	18,170
Upstream transport and distribution	3,813	4,253	24,461
Business travel	8,910	4,516	3,819
Upstream leased assets	3,950	2,989	3,666
Downstream transport and distribution	24,970	20,149	24,815
Processing of sold products	13,812	15,596	17,532
Use of sold products	295	6,250	710
Disposal of sold products at the end of their life cycle	23,018	27,659	19,737
Total**	1,694,549	1,859,157	1,881,080

*The marked increase in Scope 2 emissions is not attributable to higher consumption, but rather to an adjustment of the emission factors applied to grid electricity purchased in Germany.
**Minor deviations of up to 1 t are due to rounding.

Measuring and reducing consumption

Energy is an essential resource for our business processes, especially in production. Identifying potential for improvement and devising appropriate measures relies on systematically measuring our energy consumption. A certified energy management system compliant with ISO 50001 is in place at all German sites, and we also document comprehensive consumption data at our international locations. At our German production sites, our target is to reduce energy usage by 1.5 percent each year compared with the base year 2018. As in the previous years, we achieved this again in the reporting year, cutting consumption by 4,650 MWh.

This success was thanks to 16 different measures implemented at our plants in 2024. Over the period from 2020 to the end of 2024, we implemented a total of 245 efficiency measures at our four German plants, saving almost 17,500 MWh of energy.

The energy intensity per euro of revenue increased slightly by 1.25% compared to 2023, but decreased by 5% compared to 2022.

+1.25%

Year-on-year comparison of energy consumption in kWh

	2024	2023	2022
Electricity	145,802	142,841	138,630
Gas	131,236	126,334	132,318
Fuels (diesel, gasoline, electricity)	16,186	12,715	15,831
Other (e.g. coal, oil)	404	293	260
Total*	293,628	282,184	287,039

*Minor deviations of up to 1 MWh are due to rounding.

Tailored road maps for our plants

Our climate target applies right across the company. However, the path to delivery is unique to each plant and department and documented in their location- and department-specific road maps. Numerous measures from these road maps were launched or continued in 2024. One focus is on the ongoing work to fix compressed air leaks. In 2024, these efforts saved 71,000 cubic meters of compressed air in our logistics alone, along with the approximately 7,000 kWh of energy needed to generate it.

The savings from modernizing and electrifying pneumatic components for container conveyor systems were even greater. Here, consumption of compressed air fell by 150,000 cubic meters, equivalent to 14,800 kWh of energy. We also continued to roll out meters to record our energy consumption in more detail, and a significant proportion of the plant and equipment in our German facilities has already been connected to these devices. To further improve our efforts, we conduct annual workshops at the plant level, identifying what more we can do to boost efficiency.

As part of a project working across our plants, we have developed a schedule for the future switch-off of the natural-gas-fueled combined heat and power units at our German production sites. The aim is to determine the ideal time for us to shut them down. The insights gained from the project will feed into transformation plans to make our buildings climate neutral. These are currently being prepared for all our production locations in Germany. We also want to drive progress on the climate-neutral operation of gas-based production processes. A further project therefore looked at all gas consumption on the production side to examine what alternative solutions exist. In both these projects, we will re-evaluate the situation every year to determine when a climate-neutral alternative would make commercial sense. However, all gas-based processes are to be made climate neutral by 2035 at the latest.

We have been working on various projects in McPherson in the USA. These include a switch to LED lighting and a complete shutdown of ventilation and air conditioning systems outside of operating hours, generating considerable energy savings. The team there is also working on the introduction of a

“free cooling” mode, which enables us to switch off mechanical refrigeration and use outdoor air for cooling purposes instead. This reduces energy consumption while keeping machinery performing optimally.

Renewable energy as the key to transformation

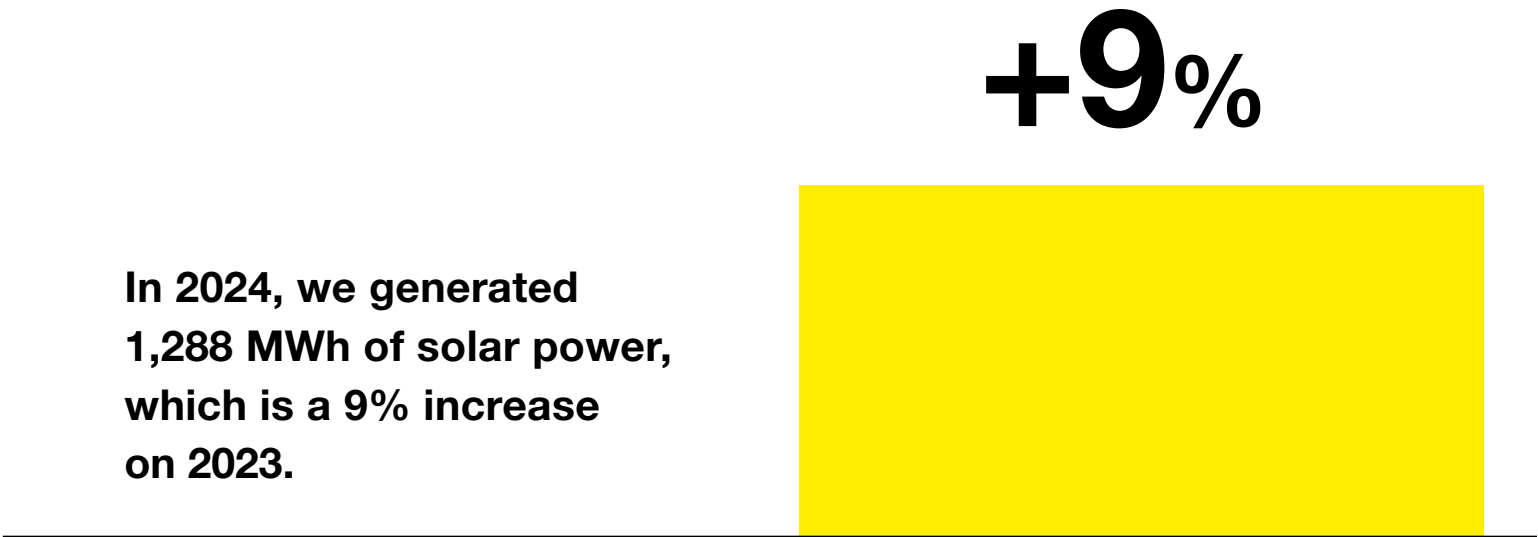
Energy will remain a central factor at Viega in the future. The decisive question will be how it is produced. In 2022, we decided to target our investment at wind and solar. We connected large-scale photovoltaic systems to the grid at two of our locations in Germany in the reporting year. We are continuously examining where there is potential to do more. Our plans for wind turbines to help supply two plants made further progress in the reporting year. In Attendorn, we initiated an approval process under the German Federal Immission Control Act (BImSchG) and achieved considerable successes in the public consultation. For 2025, we plan to start the approval process for turbines in Großheringen. The implementation forms part of our Viega Energy program, which is managed centrally by Corporate Strategy. The aim is to reduce our carbon

footprint by generating our own renewables while at the same time making our energy supply future-proof, flexible, and competitive for the long term.

Sustainable mobility

Sustainability for us also means traveling responsibly. We put our first electric vehicles into use more than ten years ago, albeit on a small scale. In 2022, we then began building an extensive charging infrastructure for electric vehicles and also provided home chargers for employees with all-electric or hybrid company cars. Around 170 charging points are now available at our Attendorn headquarters and at Viega World.

We are also gradually switching our company car fleet over to hybrid and electric vehicles. In the reporting year, these accounted for 28 percent of the total. Nevertheless, overall fuel consumption is up by around a third year on year. This is primarily due to the large number of new employees, which resulted in additional company cars and mileage.



A photograph of a modern, curved building with a large glass facade. The word "Viega" is displayed in large, yellow, 3D letters on the upper part of the building. A balcony with a decorative metal railing is visible on the left side. In the foreground, there is a concrete walkway, some landscaping with green plants and pink flowers, and a parking lot with several cars. The sky is clear and blue.

Viega

A new plant opens a new chapter for sustainable production

A new chapter is beginning for us in the USA: Viega's state-of-the-art plant in Mantua, Ohio, is a powerful statement about innovation, growth, and sustainable manufacturing. Joey Durr, Sustainability Lead at Viega North America, reveals what makes this site special and why it is central to our climate targets.



This plant is our model for the future. It shows us what's possible when sustainability is designed in from the outset.

Joey Durr,
Sustainability Lead Viega LLC

“

At Viega, we are working toward a clear objective: We want our company's operations to be climate neutral by 2035. "All our sites are helping to make this goal a reality, and that's exactly what we're doing here in Mantua," says Joey Durr.

The 200,000 m² facility, inaugurated on September 4, 2025, combines a production facility and customer training center under one roof. It has been designed based on the first principles for climate neutrality. The plant will steer clear of fossil fuels in its operations. Instead, modern heat pump systems will provide efficient, low-emission heating and cooling.

"We won't burn any fossil fuels on site – that's a real milestone. Instead, we'll use renewable electricity and deploy other technologies to help us considerably reduce our emissions," says Durr. From day one, the plant will save around 7,000 metric tons of CO₂ equivalent emissions per year compared with other sites. That equates to the average annual carbon footprint of around 700 people in Germany. These potential savings will grow further as production ramps up. Another important move is the bid for Leadership in Energy and Environmental Design (LEED) Gold certification, an accolade developed by the US Green Building Council.

In October 2025, our plant was awarded LEED Gold certification – a distinction for particularly sustainable and energy-efficient buildings.

The new site is also attracting plenty of attention in the region. "Local feedback has been overwhelmingly positive. A lot of people are curious about what we're doing because there's been nothing quite like this in the area until now," says Durr. "Climate-neutral production facilities are unusual here. That's made the interest from policymakers, officials, and the general public all the greater. Working closely with the local authorities and engaging with the community from

an early stage has been key to our success."

More than just another Viega facility, Mantua is a trailblazer for the future. The experience gained here will help us electrify more of our plants in the years to come.



A vision of the future: Großheringen embraces wind and solar

Großheringen is our largest production site globally and a cornerstone of our sustainability strategy. Senior Director and Plant Manager, Thomas Wichtmann, tells us about the site's first Future Day, when we showed what makes this place special and how it is evolving for the future.

With a production area spanning more than 85,000 square meters, Großheringen is one of the Viega Group's most important facilities. More than 6,400 different products are created here, and its production volume alone makes this plant a key driver of transformation. By 2028, we want to invest 150 million euros in recruiting new employees, modernizing and expanding the production areas, and increasing the use of renewable energy.

"With this investment, Viega is creating new jobs and training places, and casting a vote of confidence in Germany's future as an industrial hub," says Thomas Wichtmann. "As a company, we want to grow responsibly. That means we're investing not only in new technologies and machinery, but, even more importantly, in people and the region too. We're doing that in close partnership with the community and with a focus on what's most important to people on the ground: long-term stable jobs and good opportunities for personal development."

To further solidify the close ties between our plant and the surrounding region, we opened our factory doors to local residents in a special event last year. The Future Day allowed us to showcase what we are working on in Großheringen

and how this is creating opportunities for people in the area.

"Sustainability is an integral part of our strategy for this site," says Wichtmann. "We've chosen to focus on renewable energy and are investing in wind and solar generation to cover our long-term energy needs. The first solar installations have already been connected to the grid in 2025." Viega plans a total of six wind turbines to supply our plant in Großheringen. Five will be erected between Großheringen and Bad Sulza, an area specially earmarked by the state of Thuringia to generate wind power for industry, while the sixth turbine will be in the immediate vicinity of the plant. The planned area borders our site, making it ideally suited to supplying our energy needs. The turbines will have the capacity to generate around 84 million kWh of electricity each year, enough to supply over 25,000 homes. In this way, we are making an important contribution to reducing CO₂ emissions and supporting the energy transition in the region.

Another important aspect is our investment in training. Our training workshop in Großheringen is currently equipping over 70 people with the skills they need

to start their careers. That number is set to grow to 120 in the future.

"It's the people who work here in Großheringen who make the place special," says Wichtmann. "Many of them bring decades of experience and passion, and that's not something we take for granted. The Future Day was a chance to honor their hard work while showcasing the opportunities we want to create in the region."

Großheringen is a place with a special meaning not just for Viega but for the whole region. Our plant today offers security and opportunities for more than 1,000 people in an increasingly fast-changing world.

Thomas Wichtmann,
Senior Director & Plant Manager Großheringen

For mindful resource use. And less waste.

Manufacturing our products requires natural resources. We choose these cleverly and use them carefully in accordance with our understanding of future-oriented and responsible business practices.

Careful use of water

Water plays an important role in our production processes, for example in cooling machines and tools. We also use it in our company restaurants, for cleaning, and in our washrooms. We source water primarily from the public mains and aim to use it as efficiently as possible. We record consumption data locally at our sites using stationary meters and then collate the figures into an overall water footprint.

The largest consumers include the evaporative cooling systems downstream from the cogeneration units in Ennest and Großheringen. The water largely

evaporates, meaning that only a minimal amount is carried away as sludge. Other water-intensive processes include the electroplating plant in Elspe and the spray ring cooling for the billet caster in Ennest.

In Elspe, some of the rinsing water used in the process is fed into a vacuum evaporator. This allows us to return it to the production cycle, improve resource efficiency, and recover valuable by-products. Excess rinsing water is processed in our own wastewater treatment plant, in which we naturally adhere to all legal thresholds. The sand casting process to prepare the foundry sand also requires production water, which evaporates during the process. It goes without saying that we comply with the legal requirements in every processing step. We also have our processes and control parameters independently verified in accordance with ISO 14001 as part of our environmental management certification.

Our total water consumption in 2024 stood at 351,052 m³, an increase of 34.5 percent year on year. While consumption in Germany remained steady, there was a significant increase in the USA, which we have since investigated. This was caused by leaks that have now been remedied, meaning that the figures should return to normal in the coming year.

Water consumption (in m³)

2024	2023	2022
351,052	260,963	267,365



Waste reduction and specialist disposal

Dealing with waste responsibly is an integral part of our environmental management. Our aim is to produce as little waste as feasible and, wherever waste is unavoidable, to return as much of it as possible to the production cycle. Particularly in production, we separate waste into single-material groups and continuously optimize disposal processes. We adhere to all legal requirements, including the German Commercial Waste Ordinance (GewAbfV), and ensure that all types of waste are properly labeled.

Our environmental management system provides the organizational framework for clear accountabilities and binding procedures. The legally compliant collection, sorting, and disposal is carried out locally by our sites in cooperation with specialist disposal companies.

Waste footprint, Viega Germany (in kg)

	2024	2023	2022
Non-hazardous waste	7,012,114	6,675,241	7,161,713
For reuse	3,999,914	3,543,201	3,798,433
of which recycling	3,573,457	3,186,235	3,217,793
of which other methods of recovery	426,457	356,966	580,640
For disposal	3,012,200	3,132,040	3,363,280
of which incineration	521,520	478,610	514,770
of which landfilling	2,490,680	2,653,430	2,848,510
Hazardous waste	1,103,713	962,278	1,037,800
For reuse	747,794	601,060	679,205
of which other methods of recovery	747,794	601,060	679,205
For disposal	355,919	361,218	358,595
of which incineration	83,741	72,820	63,833
of which landfilling	272,178	288,398	294,762
Total waste*	8,115,827	7,637,519	8,199,513

*The retrospective adjustment of the calculation basis led to changes in the waste balance data for the years 2022 and 2023.



Keeping resources in the cycle

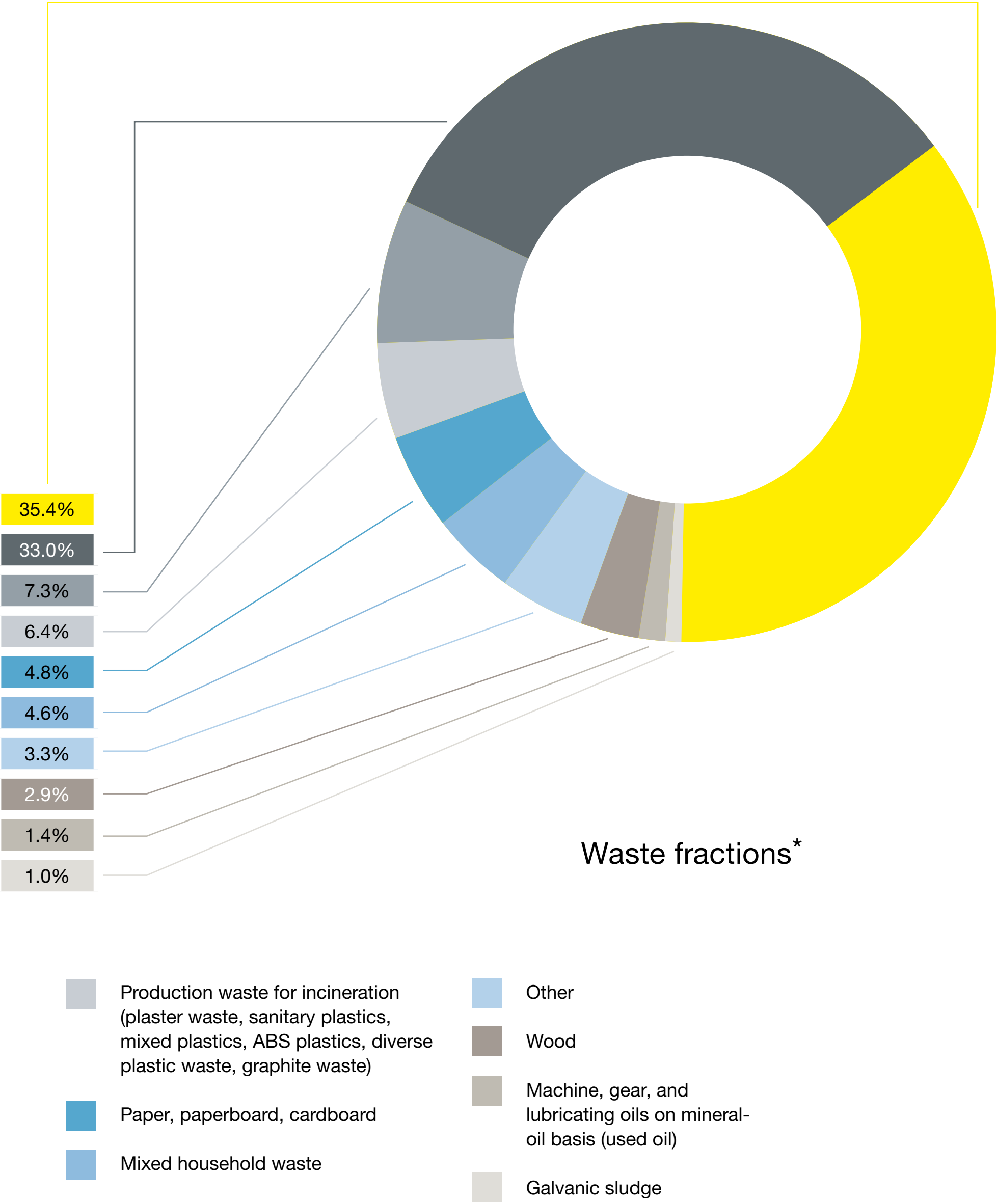
We are currently making substantial progress in reducing waste in production, for example by grinding plastic waste that accumulates during machine start-ups or mold releases and feeding it back into production. This regrind material is used instead of new materials or externally sourced recyclates. In metal processing, we collect gunmetal and silicon bronze shavings and return them directly to the foundries.

The waste volume in Germany in 2024 came to 8,116 metric tons, representing a year-on-year increase of 9.4 percent. Scrap metal, foundry sand and machining emulsions continued to make up the largest proportion. We achieved a waste-sorting rate of approximately 95 percent. Hazardous waste such as zinc oxide dust, emulsions, and galvanic sludge made up 13.6 percent of the total volume and has also increased slightly compared with 2023. Safeguarding human health and the environment is our top priority when managing these substances. A digital documentation and verification process is used for tracking purposes, and the hazardous waste register is managed by our waste officer, our local waste managers, and our environmental management team.

Our product development: saving resources from the beginning

For us, saving resources starts not with the manufacturing stage but right from the development of new products. Incorporating recyclates – whether sourced externally or from our own production – and other alternative materials is an integral part of our development process. Our goal is clear: Wherever possible without compromising on quality, we want to avoid using new resources.

Some components today, for example in pre-wall and drainage technology, are already made entirely from recycled materials, and we want to continue this approach. Further existing products are currently being switched to recycled materials, and testing is underway for others. We expect to begin mass production in 2025 of further components using externally sourced recyclates. Meanwhile, new product developments are being designed right from the outset to incorporate the highest possible proportion of recycled materials into all components.



- Metals without quantities for rework by supplier
- Foundry waste
- Machining emulsions
- Production waste for incineration (plaster waste, sanitary plastics, mixed plastics, ABS plastics, diverse plastic waste, graphite waste)
- Paper, paperboard, cardboard
- Mixed household waste
- Other
- Wood
- Machine, gear, and lubricating oils on mineral-oil basis (used oil)
- Galvanic sludge

*Differences to 100% are due to rounding.

For the highest standards. Thanks to clear principles.



Our goal is to provide only products that are safe and of the highest quality in every respect. Naturally, this includes compliance with all legal requirements, especially regarding the substances they contain. We have a special responsibility when it comes to our potable water applications.

Responsible use of regulated substances

Our group-wide Material Compliance Policy forms a centralized framework for

managing legally regulated or declarable substances. It not only guarantees the legally compliant composition of our products but also defines clear requirements for sourcing all the materials and components used in them. We perform our responsibilities within the supply chain, as well as all our obligations under regulations and directives such as REACH, RoHS, or the German Ordinance on the Quality of Water Intended for Human Consumption (TrinkwV) with the utmost due diligence. The REACH regulation, for instance, aims to evaluate all chemicals and identify their impacts in order to ensure the protection of

human health and the environment. As downstream users, we are required by the regulation to provide relevant information along the supply chain. Additionally, the European Chemicals Agency (ECHA) mandates the reporting of substances of very high concern (SVHCs) in the Substances of Concern in Products (SCIP) database. Overall, concentrations of problematic substances in our products have decreased over recent years, primarily due to the considerable progress made in the switch to low-lead alloys.

Transparency through digital management

With the help of a material compliance software, we now systematically record substances of potential concern throughout our supply chain and fully document compliance with all regulations. Following a pilot phase with selected suppliers, all suppliers are now required to directly upload the relevant information and supporting documents. The software also keeps us up to date with the frequent changes in substances of concern so that we can respond as quickly as possible. Internally, we support knowledge transfer

about current legal requirements through intensive training programs in all development-related areas.

Basis for digital environmental audits

Environmental audits are becoming increasingly important in the construction industry, especially in the context of sustainable design and the promotion of a working circular economy. To enable a reliable assessment of buildings' environmental impacts, we work hard to provide product data that can be

seamlessly integrated into digital design processes. For all our products with Environmental Product Declarations (EPDs), the relevant information is available in machine-readable form in the publicly accessible ÖKOBAUDAT database, which contains life cycle assessment datasets on building products. This data can be used by third parties as a basis for environmental audits at the building level. Our goal is to help designers and engineers systematically incorporate environmental criteria into their projects from an early stage.



PEOPLE AND COMMUNITY

For great teamwork. And shared successes.

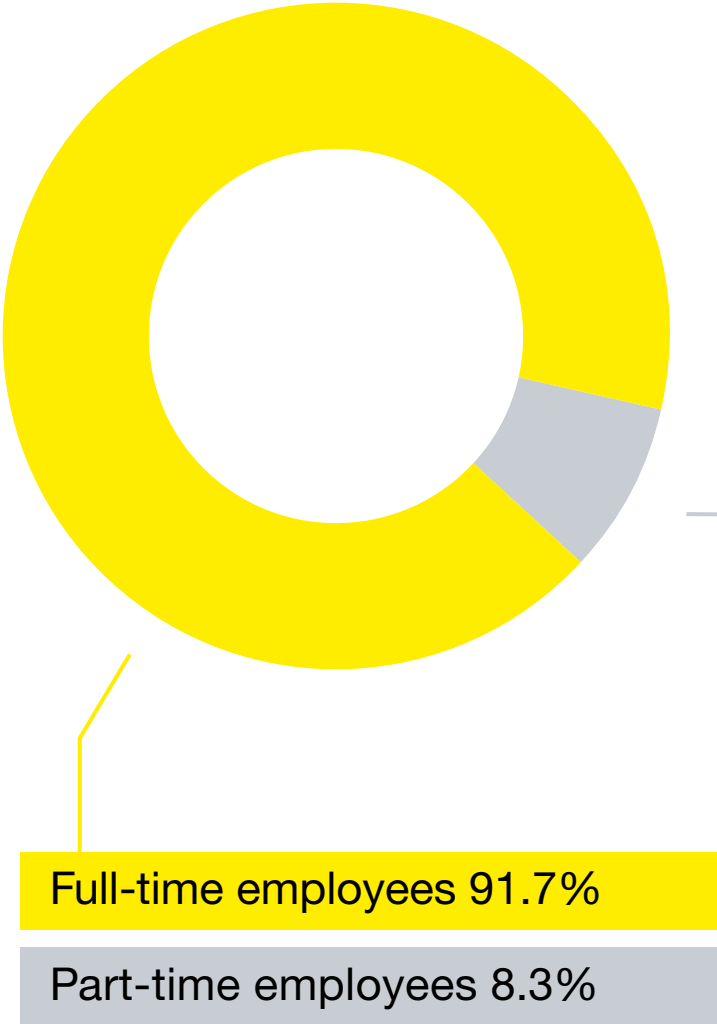
Our success is inseparable from the skills and dedication of our employees. As a responsible employer, we strive to create a working environment that is built on mutual respect and appreciation, fosters individual potential, and enables meaningful work. We see this as essential to shaping a successful future together.

Reliable structures for a fair working relationship

In 2024, the Viega Group employed an average of 5,559 people globally, representing a year-on-year increase of around 13 percent. Most of them continue to be based in Germany and the USA. A large majority (90 percent) of our workforce is employed on a permanent contract, and around 92 percent work full time.

We understand that balancing work and personal life can often be challenging. As a modern employer, we offer flexible working models and, where responsibilities permit, the option to work from home. This empowers our employees and helps them to achieve a healthy work-life balance. Fair remuneration is a given at Viega: At our German sites, the majority of the workforce benefits from the IG Metall collective labor agreement. Employment conditions at our international sites are based on the legal and sector-specific standards in the respective countries. In production, we also hire temporary workers depending on the volume of orders. In doing so, we work only with those employment agencies that comply with the minimum requirements of the collective agreement. We adhere to the principle of “equal pay for equal work” in accordance with the German Temporary Employment Act (AÜG).

Employees according to type of employment **2024**





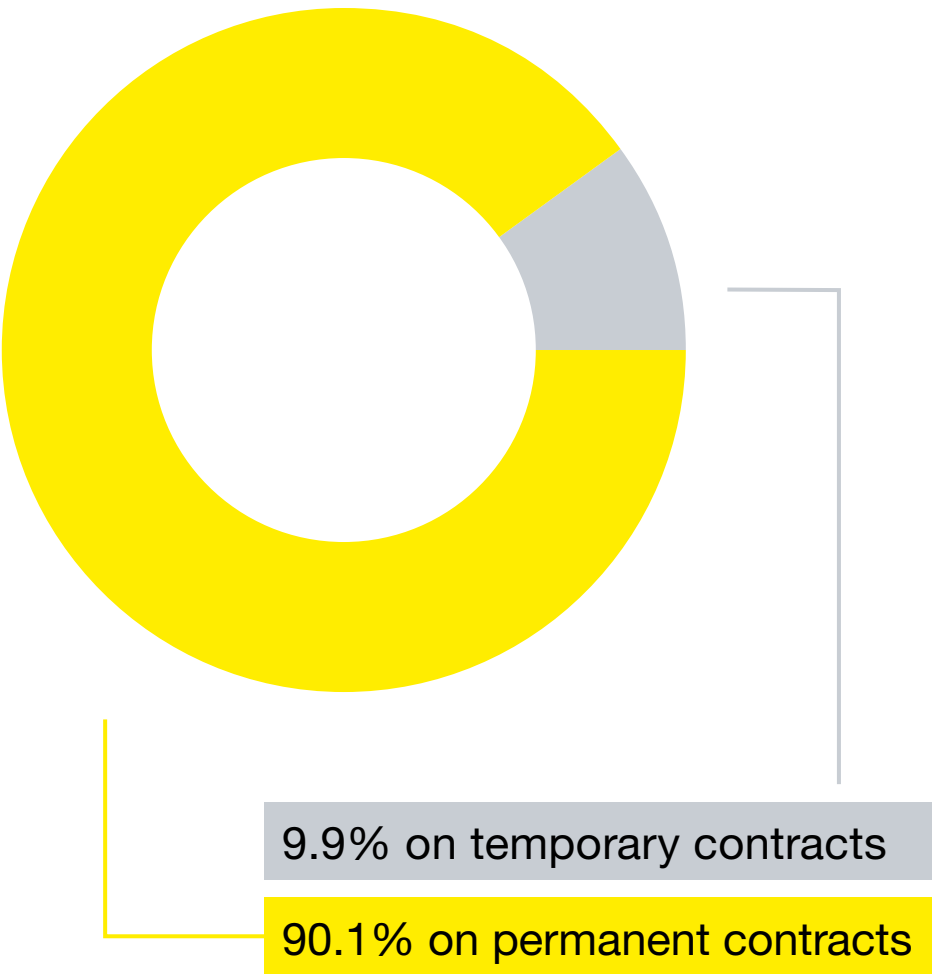
Onboarding with a long-term mindset

Structured onboarding provides the basis for a successful integration and a working relationship that lasts. That is why we offer a holistic onboarding process to support all new employees at Viega, including the 1,153 new people we welcomed in the reporting year.

Each month, we run a four-day program in Attendorn, giving new starters the chance to learn all about our structures, values, and mindset. Rather than focusing only on our processes, this is primarily about building a shared understanding of teamwork and corporate culture.

Every three months, there is a specially designed onboarding for international employees. This familiarizes them with our product world and internal processes as well as aids intercultural understanding and international teamwork. We also offer specific onboarding programs for employees in industrial-technical and sales roles. New employees in sales complete a three-stage training program that extends over several weeks and provides comprehensive insights into our products, working methods, and sales processes. This means that all our new employees, wherever they work, are well prepared for their responsibilities and feel part of the Viega family from day one.

Employees according to type of contract 2024



Number of employees

	2024	2023	2022
Total number of employees*	5,559	4,901	4,795
of which men	4,122	3,648	3,529
of which women	1,437	1,253	1,266

*Employee numbers in this chapter are stated as an annual average headcount.



An environment that nurtures connection

At Viega, we are creating a working environment in which our employees can grow and find their role. We believe in long-term relationships built on mutual trust, opportunities for personal development, and a culture of valuing and appreciating others. The ten-year average length of service underscores our commitment to sustainable employee retention. However, change is part of every career: In the reporting year, 599 employees left us, corresponding to a turnover rate of around 11 percent.

To help us better understand the reasons for leaving and develop specific measures going forward, we conduct exit interviews with selected employees as part of our structured offboarding process. This creates space for honest feedback and provides valuable insights for our continuous improvement as an employer.

Platforms for dialogue and collaboration

We want to foster a lively corporate culture and are working hard on our contribution to this as an employer. We established new employee networks and programs in the reporting year, both at our German sites and in the USA. These included special initiatives for female talent, such as the WingWomen program, as well as networking groups that provide employees an opportunity to talk about topics that matter to them. The groups include Family Balance, Young Professionals, Women at Viega, and Mental Wellbeing. In the coming year, we also want to develop corporate volunteering projects to make a further contribution to the community together with our employees.

Turnover rate

	2024	2023	2022
Number of leavers	599	619	667
Turnover rate, in %	11	13	14

For new opportunities. And stable careers.



Our dedicated, well-qualified employees are the backbone of our “Connected in quality” pledge. That is why we at Viega attach so much importance to supporting talented people from an early stage, enhancing their skills, and enabling their individual strengths to flourish. At every stage of their training or career, we provide space for employees’ personal development and encourage them to actively help shape their future at Viega.

A career start with strong foundations

For over 90 years, Viega has been helping young people gain a foothold in the world of work. We provide exciting opportunities and currently offer training across 20 skilled occupations in the industrial-technical and commercial fields, including machine and plant operator, metal-cutting machinist, and industrial clerk. Attracting young talent to Viega is one of our key missions for the future and something particularly close to our hearts. That is why we look to start a conversation as early as possible through school partnerships, attending vocational fairs, offering internships, and holding our annual Training Day, where young people and their families can get

an initial insight into the world of work. We also want to offer an opportunity to those who find things harder: young people who lack qualifications or a clear idea of where they fit careerwise, and refugees trying to gain a foothold in Germany. We work with the German Federal Employment Agency to support these individuals with entry-level qualifications and then decide with them whether a trainee program or apprenticeship at Viega could be the right next step.

From the outset, we give our trainees and apprentices full support, both professionally and personally. In 2024, 83 young people began their training at Viega’s locations in Germany, Switzerland, and the USA. We had a total of 218 trainees and apprentices in Germany in the reporting period: 166 in the technical-industrial and 52 in the commercial field. This corresponds to a training ratio of 5.8 percent.

Supporting the next generation in our company is a strategic priority for us. In the reporting year, 93 percent of our trainees and apprentices at the four German locations were offered permanent employment or switched to a student trainee position within the Viega Group. Students, too, benefit from the wide variety of opportunities at Viega. Whether they are completing a dual

work–study degree program, an internship semester, their final thesis, or a student traineeship: Our goal is to offer them practical insights.

Our redesigned trainee program, which we launched in 2024, is another cornerstone of our efforts to support new talent. This is aimed at graduates looking to start their career at Viega, offering in-depth, practice-oriented professional development over an 18-month period. Seminars covering finance, conflict management and project management, a free choice of module, and meetings with the Management Board and shareholder family are all part of the program. In the reporting year, we employed 22 trainees in areas including Global Sales, Human Resources, Supply Chain, Project Management, Corporate Technology, Marketing, Operations, and Finance. Our goal is to enable participants a smooth entry into the world of work and equip them for future responsibilities within the company.

In 2024,
our training ratio was
5.8%

Room for growth and development

The world of work is constantly changing and evolving, and we at Viega are evolving with it. To help our employees continuously hone their abilities and acquire new knowledge, we offer them wide-ranging development opportunities throughout their careers. At our Viega Academy, they find more than 20 e-learning courses in various languages. Developed especially for our company, these cover numerous topics, from product training and compliance to IT security and sustainability. In addition,

we offer extensive face-to-face training and webinars, not only supporting personal development but also promoting cross-departmental exchanges. Compulsory training such as occupational health and safety or fire prevention is, in some cases, taught and documented using additional tools.

During the reporting year, our European locations recorded a total of 33,789 training hours. This notable increase compared to the previous year is partly due to the rollout of the ERP software SAP S/4HANA. Beyond this, a positive trend is apparent: In 2024, each employee

dedicated an average of 8.9 hours to further training, up from 7.1 hours in 2023. We held 107 face-to-face training sessions with 1,365 participants.

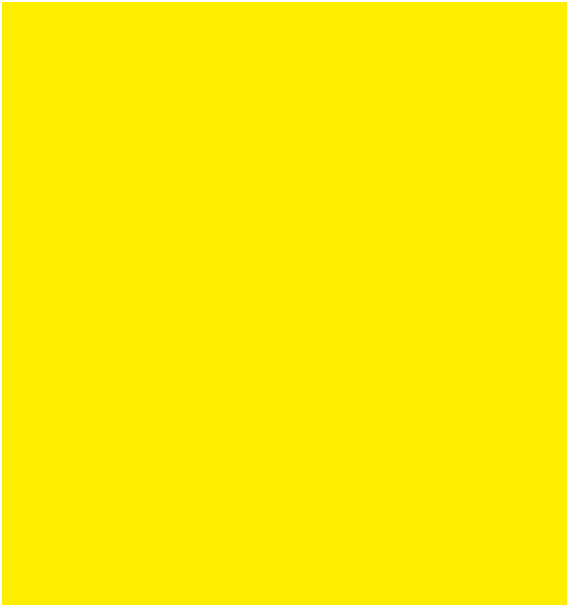
Our annual performance appraisals are another important employee development tool. Together, managers and their team members evaluate individual performance based on company values and personal goals. They then formulate specific development objectives, ensuring every single person receives the support they need to thrive.

Annual training hours, Viega Europe

	2024	2023	2022
Total training hours	33,789	18,418	23,131
Avg. men	12.2	7.4	10.0
Avg. women	12.8	6.8	10.2

*The retroactive adjustment of the calculation basis to the European locations led to a correction of the reported training hours for the years 2022 and 2023.

In the reporting period, we conducted employee appraisals with **97%** of our employees.



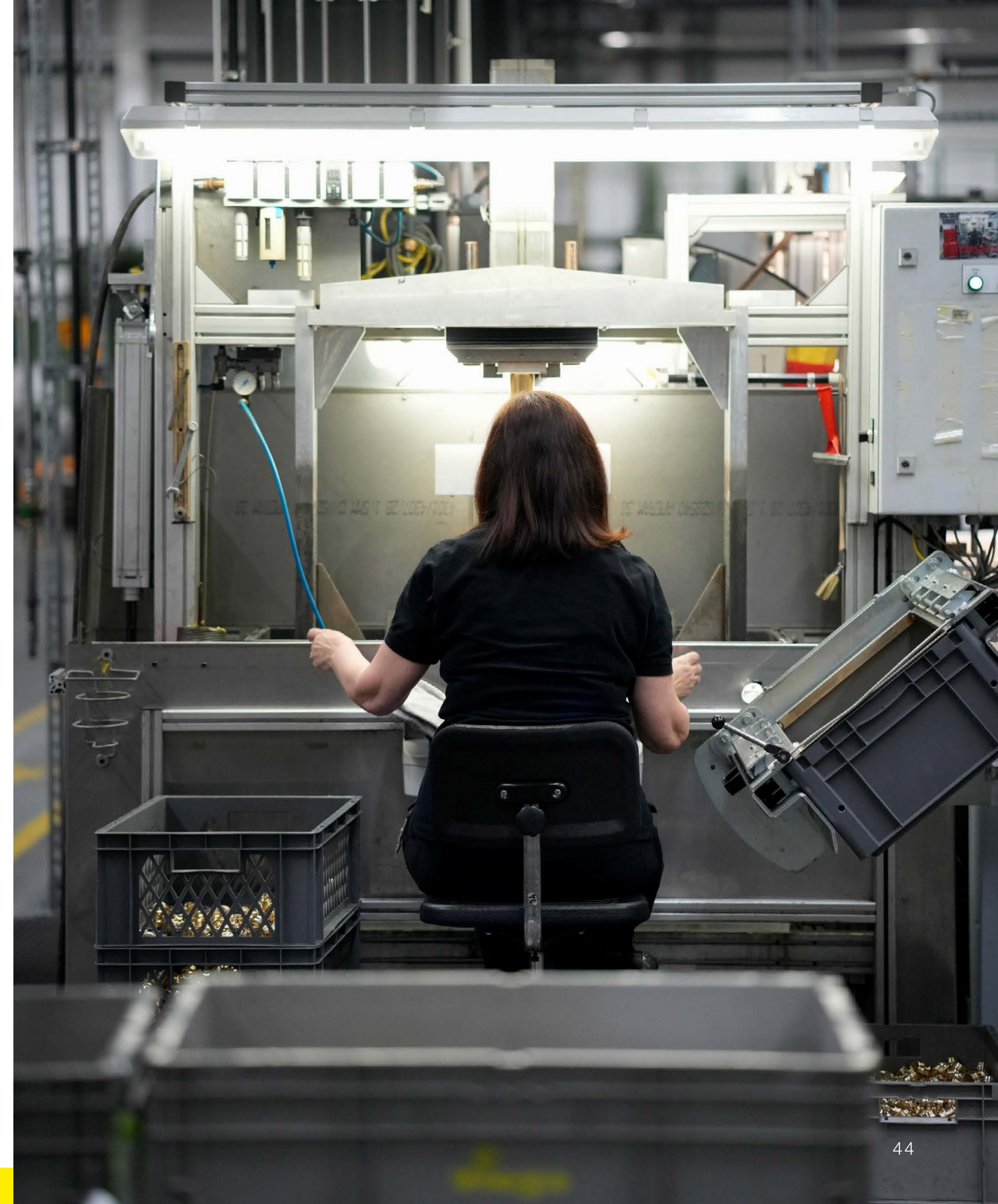
For safety at work. And the health and well-being of all.

The health and safety of our employees is our top priority. Our goal is to sustainably reduce work-related accidents and health risks to a minimum. We aim to achieve this through well-established structures and various measures, keeping the focus firmly on prevention at all times.

Responsibility for occupational safety

We have implemented ISO 45001-certified management systems for occupational health and safety at our locations in Germany and India. At all other sites, occupational health and safety management also rigorously aligns with this standard and complies with the respective legal requirements. Qualified internal

and external safety experts as well as dedicated safety officers coordinate compliance with and continuous improvement of our occupational health and safety measures. Our safety officers are points of contact for all employees and regularly conduct training sessions on various safety-related topics. Where these specifically concern the workplace, the respective manager is also involved. Furthermore, all employees in Germany receive mandatory instruction on general safety and fire safety once a year. In the reporting year, over 8,200 briefings and mandatory training sessions in total took place. Each German location has its own Occupational Safety Committee, which initiates and oversees the new measures locally. As per the legal requirements, a qualified company physician is appointed and known to all staff members.





Preventing risks – protecting health

To identify risks promptly and mitigate them swiftly, we conduct regular inspections, technical checks, and risk assessments at our production facilities and administrative offices. In doing so, we pay close attention to all work processes and workflows. Any technical defects are remedied swiftly, and targeted measures necessary to prevent accidents are put in place. The binding operating procedures produced based on the risk assessments serve our employees as blueprints in their daily work. Since our employees know their work environment best, we actively encourage them to report back and make suggestions on occupational safety, anonymously if they wish. At the same time, we ensure that all employees are regularly and fully informed about the latest safety measures and improvements, either

face-to-face or through one of our many communication channels.

In Production especially, we place great emphasis on strict safety requirements – both in the operation of machinery and equipment and in the use of personal protective equipment. As well as adhering to all safety standards, we also take personal needs into account; for instance, by providing custom-made hearing protection or prescription safety eyewear. Despite our comprehensive preventive measures, accidents cannot always be avoided. We record and document all incidents using various reporting channels, and systematically investigate the causes to prevent recurrence if at all possible. The findings are shared with the staff of the location affected and our other locations. In 2024, 183 work-related accidents of varying severity were recorded. While accidents involving temporary agency

workers are also recorded, they are not included in the statistics. We changed the calculation basis compared to the previous report, which resulted in a retrospective adjustment to the accident figures for the years 2022 and 2023. The figures now include all accidents resulting in lost time of at least one day as well as all incidents that required medical attention or as a consequence of which the employee concerned was unable to perform their usual duties in full for a certain period of time (referred to as restricted work cases). Not only has the total number of accidents fallen, but the severity of injuries has decreased, which is reflected in the sharp decline in the number of lost work days. The accident rate per one million hours worked was 28.0 and is also down in line with the total number of accidents.

Work-related accidents

	2024	2023	2022
Total number of work-related accidents*	183	212	246
of which fatalities	0	0	0
Accident rate per 1 million hours worked, in %	28.03	33.69	42.07

*A revision of the calculation methodology resulted in a retrospective adjustment of the reported accident figures for 2022 and 2023. For details, see section “Preventing risks – protecting health.”



Holistic health management

We promote the health and well-being of our employees through a varied program of measures. The staff of occupational health management oversee both our strategy and the specific measures in this area. In the German plants, they are supported by seven specially trained multipliers who play an important role in implementing the measures and in communicating with employees locally. In June 2024, an eighth multiplier came on board for the Großheringen plant, while a ninth colleague has been supporting the core health management team since November. Our efforts in this area were recognized for the first time in 2023, when we received the Corporate Health Award from EUPD Research and Handelsblatt Media Group in the highest category “Excellence.” After a successful review, we again received the award in the reporting year. The feedback we are given as part of the process helps us to make continuous improvements to our health management systems, as we again did throughout 2024, making

significant strides forward both in terms of the strategy and the development of our offerings. This included building our team, as described above, and we have lots more measures planned. A brand-new yet important area of activity concerns our efforts to lift the taboo surrounding cancer in the workplace (for more information, see the section “More openness through collaboration”). Another first is a nationwide partnership providing access to over 10,000 fitness studios and well-being facilities for our employees. The introduction of the EGYM Wellpass in April 2024 means that they can improve their health by working out and exercising in fitness and yoga studios, swimming pools, climbing centers, and more. Over 10 percent had availed themselves of this offering at year-end.

Options for everyone thanks to a wide range

Thanks to our varied program, we ensure that the different needs of our employees are met, in addition to the

strategic priorities we set. We are particularly pleased that we were able to resume our courses on prevention, which had been put on hold during the COVID-19 pandemic before being reinstated in our occupational health management program and reallocated a budget in 2023. In addition, physical therapy services are available every two weeks at the Attendorn location. Also in Attendorn, a cross-functional team managed to motivate healthy eating by making the salad selection in the on-site canteen more affordable.

The program also includes our regular Health Days with changing themes as well as campaigns promoting ergonomics in the workplace. Innovative approaches, such as the use of passive exoskeletons to reduce physical strain on employees, were also trialed. Furthermore, we offer flu jabs, running groups, and counseling; for instance, on addiction prevention. Our stress prevention program RELIEF, which is open to all employees, helps to improve mental well-being.

More openness through collaboration

Since 2024, we have been taking part in the Working with Cancer initiative, advocating for more openness and support in the workplace around the topic of cancer. Our program of support includes financial assistance by topping up sick pay to the employee's usual net pay for up to twelve months, coverage of medication and treatment travel costs of up to 1,000 euros as well as an extensive package of preventative health care measures, which are provided in addition to the existing care services or cover examination costs that statutory health insurance does not.

Reliable point of contact in times of stress and strain

We want to ensure that our employees get the right support when they find themselves in challenging situations in life. We are aware that not everyone is

comfortable discussing personal matters with their supervisor or employer. This is why we offer our Employee Assistance Program through an external partner. It provides professional, confidential, and free short-term counseling on health-related, private, or professional matters.

Gradual return to work

Despite all preventative action, illnesses cannot always be avoided. Our company's integration management supports employees to return to work at their own pace following an extended period of absence due to illness. In meetings with the returning employee, we explore whether and to what extent the workplace may have contributed to their illness and what adjustments should be made. Moreover, in Production, we offer posts that are geared towards the employee's individual capacity during the return-to-work phase.



A man with short brown hair, a goatee, and black-rimmed glasses is sitting on a bright yellow sofa. He is wearing a white long-sleeved button-down shirt and dark trousers. He is smiling and looking towards the camera. The background is a blurred modern office interior with large windows and indoor plants.

Health is teamwork

At Viega, we believe in treating each other with openness and empathy. Only by supporting our employees can we succeed in our work. Corporate Health Expert Marc Langel explains the key role played by our occupational health management.

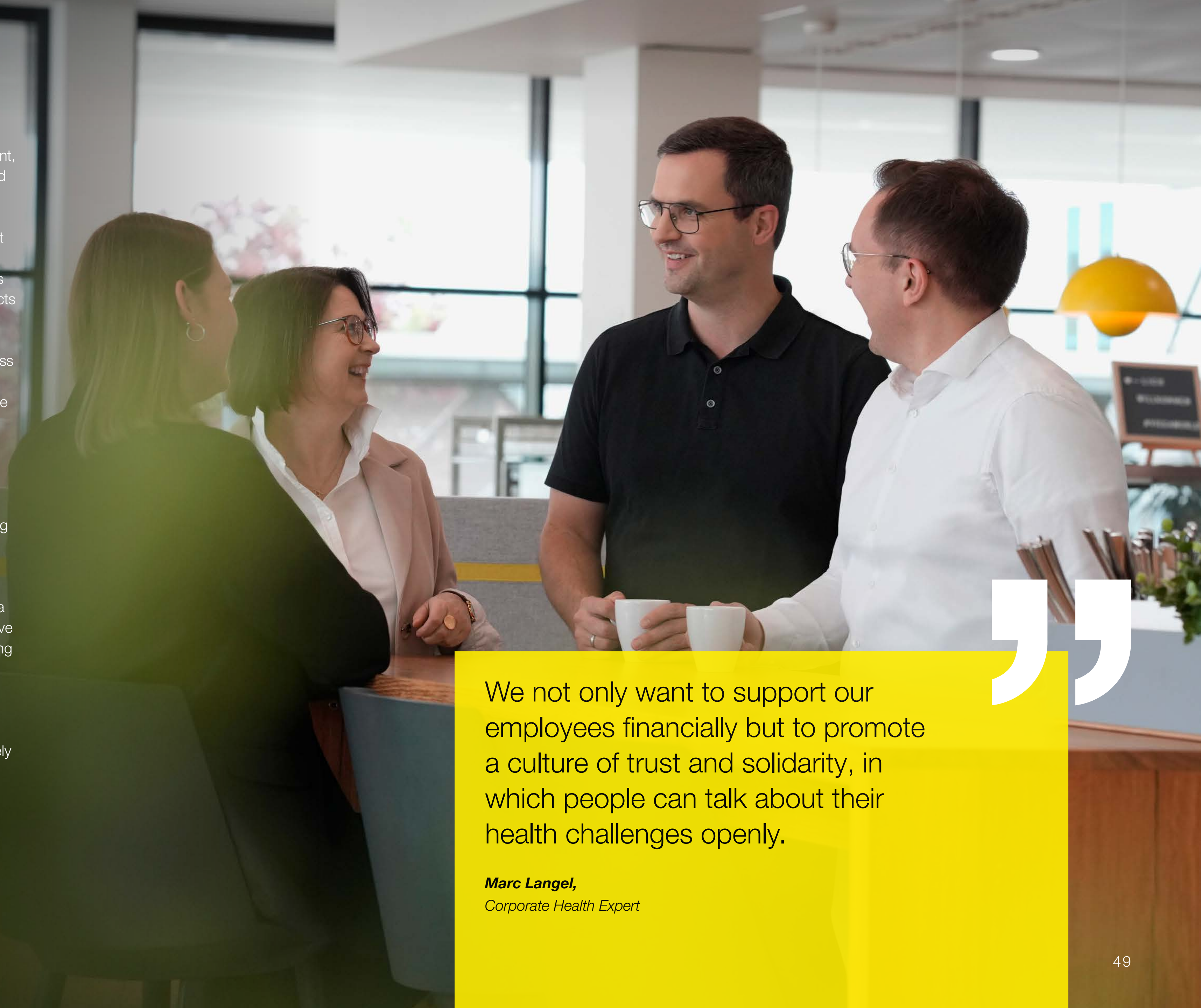
At Viega, we believe health is a shared responsibility – both for every individual and for us as a company. “Our employees’ physical and mental health is very important to us at Viega,” says Marc Langel, summing up our philosophy. “Managing occupational health is an integral part of our organizational and human resources development, and we’re always thinking about what more we can do.” We have steadily expanded our offering in this area, from location-specific initiatives to wide-reaching partnerships that work right across the company. These encompass all the different aspects that reflect our broad understanding of health management and prevention, including movement, nutrition, and stress.

And of course, we are always there for our employees when they have a crisis to overcome, regardless of whether it is work-related: “All employees can access our Employee Assistance Program, which helps people in stressful situations, providing free, anonymous short-term counseling,” says Langel. This support is making a difference: People who work at Viega know that we are a strong partner when it comes to prevention or crises. “We get a lot of positive feedback on what we offer, which is always great to hear and a big motivator,” adds Langel. In 2023, we received the Corporate Health Award

for our occupational health management, and successful recertification followed in 2024.

However, we are not standing still but using these successes to spur us on. We are always improving our services and incorporating important new aspects of health. Since 2024, we have been taking part in the Working with Cancer initiative, which calls for greater openness and support in the workplace around the topic of cancer. We want to create a work environment in which people can talk about their situation without stigma, because cancer can affect any of us,” says Langel. Our support program is based on three pillars: providing financial security by increasing sickness benefits to full salary for up to 12 months, covering costs of up to 1,000 euros for medication and treatment-related travel, and offering a comprehensive package of preventative cancer care, including cancer screening and information.

Looking ahead, we will continue to find even more ways to support our employees’ well-being, both proactively and whenever an emergency strikes. Only by treating health as a shared effort can we create jobs in which everyone feels safe and supported, today and tomorrow.



We not only want to support our employees financially but to promote a culture of trust and solidarity, in which people can talk about their health challenges openly.

Marc Langel,
Corporate Health Expert

For fair conditions. And responsibility from the start.

As a global company with a wide-ranging product portfolio, we know that our responsibility starts in the supply chain. We work to instill our values and principles not just in our own company but also in our partners and suppliers.

Collaborative and transparent: our supplier management

Our approach is built on lasting, trusting partnerships. To ensure our high standards are permanently maintained, we regularly evaluate our suppliers using nine clearly defined criteria: quality, logistics, technology, innovation potential, commercial criteria, risk management, cooperation, environmental, and human rights. Based on this evaluation, we first classify our suppliers so that we can work with selected partners on areas for

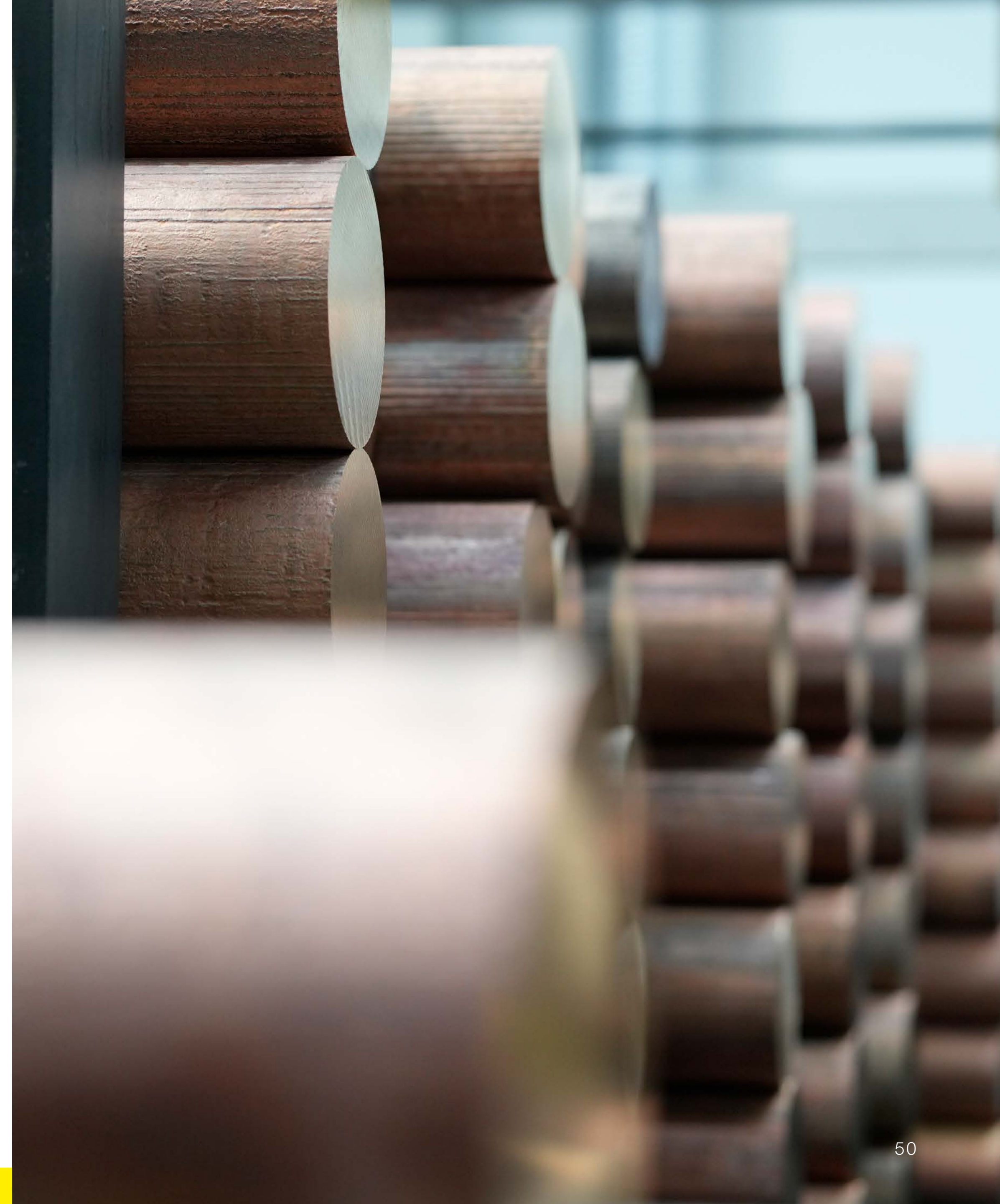
development, for instance through individually agreed targets and specific measures. We strive for continuous improvement together with our suppliers. We actively invite them to give feedback and contribute their own suggestions for improving our collaboration. New suppliers go through a careful validation process, which includes checking relevant certifications. In this way, we ensure that they meet our requirements.

Clear stance on human rights

We are fully committed to upholding human rights and orient ourselves on the main international frameworks: the United Nations Universal Declaration of Human Rights, the core labor standards of the International Labor Organization (ILO), the principles of the United Nations Global Compact, and the United Nations Guiding Principles on Business and

Human Rights. Our binding Policy Statement on Corporate Human Rights Strategy outlines our position and our understanding of corporate responsibility.

These standards do not only apply to our own actions; we expect our suppliers to adhere to them too. We require them to comply with all applicable laws and with internationally recognized human rights and environmental standards. They confirm this by agreeing to our Terms and Conditions of Purchase and our [Supplier Code of Conduct](#). We once again sent this code to numerous partners in the reporting year and have made it a precondition for working with any new supplier.





Identifying risks, taking responsibility

The majority (97 percent) of our more than 3,000 suppliers and service providers, including around 40 key suppliers, are based in the EU, where they are subject to strict legal requirements. Although the risk of serious human rights violations is therefore low, we take our due diligence obligations very seriously.

To identify and minimize potential risks early on, we perform comprehensive risk analyses every year, as required by Germany’s Supply Chain Due Diligence Act (LkSG). The results feed directly into our planning and are regularly discussed with the Management Board.

Monitoring and managing our sustainability-related due diligence obligations is the responsibility of an interdisciplinary team from the Purchasing, Quality Management, Legal & Risk, and Strategy departments, which is coordinated by our human rights officer. The team’s responsibilities include a regular risk analysis to assess potential risks related to human rights violations and environmental pollution.

The risk scores defined for individual suppliers are based on quantified country and product group risks, which we determine using publicly available sources. Based on the results and our influence over each supplier (defined by the annual purchasing volume in euros), we identify differentiated preventative measures.

For 2024, we assessed the risks around child and forced labor, working conditions, discrimination, health and safety, property, and the environment with respect to our direct suppliers. Among the direct product groups, only ten suppliers were found to have a medium risk, prompting us to obtain information about their risk strategy. We identified specific potential risks for four further suppliers and arranged for local experts from the Germany’s Technical Inspection Association (TÜV) to perform specific social audits on them, focusing on the requirements of the Supply Chain Due Diligence Act. No actual violations of human rights or serious pollution impacts were found at any of our suppliers. In some cases, however, we identified potential for improvement and are closely supporting the implementation

of relevant measures at these suppliers. This includes requiring evidence of progress. Further information is provided in our Annual Supply Chain Due Diligence Report.

The full results of the risk analysis are presented to the Management Board, which uses them as a basis to decide on the implementation program for the following year. The effectiveness of our risk-based supply chain management is continuously monitored and evaluated by our Chief Compliance Officer, our human rights officer, and the Vice President of Purchasing. We take any evidence of possible human rights violations or damage to the environment very seriously. Every suspicion is carefully examined, individually assessed, and followed up with appropriate actions. In particularly serious cases, these may include suspension or termination of the business relationship.

Safe channels for whistleblowers

We regard integrity and transparency as fundamental values. That is why we

create safe ways for employees, business partners, and suppliers to report any concerns or suspicions, whether at Viega itself or in our supply chain. Whistleblowers can report misconduct securely and anonymously via our [reporting portal](#). Alternatively, they can contact our Chief Compliance Officer using the details provided on the intranet and in our publicly accessible [Viega Code of Conduct](#).

We treat all tip-offs carefully, fairly, and in strict confidence, as set out in [our Rules of Procedure](#). Compliance with data protection is a matter of course. No whistleblower tip-offs within the meaning of the Supply Chain Due Diligence Act were received through our reporting channels during the reporting period.



TRANSPARENCY AND RESPONSIBILITY

For responsibility in action. Built on shared foundations.

As a family-owned company, we look back on a successful history that spans more than 125 years and that has been shaped in large part by our employees. Based on the solid foundation we have built together, we are actively and confidently shaping our future, guided by our clear mission and Viega purpose: “Installing lifelines for the buildings of tomorrow.”

For responsible growth

Our shareholder family today shapes the company’s success primarily in a strategic role. Always closely connected to the employees and the key strategic issues, they encourage an open dialogue. At the center of this is their ambition to

maintain Viega as a family-owned business, and with it our contribution to society. Achieving this relies on the strength in innovation we have repeatedly demonstrated in the past. Being and remaining forward-thinking is key. We see no contradiction between growing internationally as a technology leader and preserving our identity as a family-owned business. To align these two aspects of our vision, the shareholder family has defined four fields of action in which they want to achieve a long-term impact.



We want to be socially active and give part of our success back to society.



We want to have a positive impact on the people we interact with and create a meaningful workplace for the Viega Group’s employees that is supported by our values and our purpose.



We want to strengthen the Viega Group’s commercial success and grow profitably around the world.



We want to be a leader in sustainability and further expand the Viega Group’s sustainability strategy.






Values that guide us

Sharing and living the same values is the foundation of our corporate culture and the way we work together every day. Our five Viegas values – Achieve Goals, Be Empowered, Show Respect, Assume Responsibility, and Build Trust – give everyone at Viegas a clear direction. They guide our actions and interactions, both with each other and with our customers and partners, and form the basis for our decisions. Importantly, these values have not been dictated “from above.” Instead, employees from all departments, countries, and levels of the hierarchy have defined them together with the shareholders. After all, long-term success relies not just on a good strategy but on a clear philosophy and shared values that are upheld by everyone.



Rewarding commitment

Wherever we are in the world, what unites us all is our purpose and our Viega values. That is why we have launched the Viega Awards: to show our appreciation for those who go above and beyond for others. This recognition shines a light on their extraordinary dedication. Global Culture Development Expert Pia Knappstein explains more.



Our culture is a living thing, shaped by our employees. That is why we created the Viega Awards, which recognize people who go above and beyond expectations to make Viega an even better place to work.

Pia Knappstein,
Global Culture Development Expert

“

Whether we are working on major projects or clearing our to-do lists, strategizing or solving immediate problems – on a busy day, we can sometimes forget to stop and think about all the individuals who make a company what it is. Our representative global Viega Purpose Quotient survey has shown that our employees want more visibility and appreciation for their everyday work. That was our motivation to develop the Viega Awards. The awards recognize all the positive ways in which we interact and work together. Whenever staff see someone whose attitude, respect, or outstanding dedication sets an example, they can nominate that employee or manager for an award – even if they are in a different team or department.

“Receiving our Viega Award is a very special achievement,” says Pia Knappstein, “because it comes right from the heart of our company. Some of the 2024 winners were nominated up to eight times by different people. That really resonates with nominees because it sends them a clear message: The people they see every day appreciate them and their work.” The winners were also personally

commended by the Management Board and the shareholder family – another special acknowledgment of their efforts.

The Viega Awards only started in 2023, but it is clear that they are here to stay. “As of July, we have already received over 100 nominations for 2025,” says Knappstein. “That shows how important the initiative has already become in our company. Our aim from the beginning has been to showcase and appreciate commitment, positive attitude, and team spirit. The high participation in the Viega Awards is clear evidence that we have found a good way to do this.” Similar formats are also in place at our international sites to highlight and acknowledge our teams’ achievements and commitment.

Instead of resting on our laurels, however, we will continue to raise the visibility of employees’ hard work through the Viega Awards. We see our corporate culture as a shared accomplishment, in which every one of us actively helps to shape our work environment. By living out our values every day and supporting each other, we create an atmosphere in which all employees feel happy and valued.



For reliability. And strong standards.

Compliance is one of the key responsibilities in today's business world. However, for us at Viega, following all applicable laws and regulations is just the basics. Our goal is to always be a reliable partner to our customers, suppliers, and employees. We therefore see compliance as an ongoing process that we constantly review for timeliness, effectiveness, and adherence.

Binding rules and procedures

Our employees often operate internationally in their day-to-day work and have to navigate different legal frameworks. We have established extensive structures and processes to ensure they comply with local, national, and international regulations at all times. All employees, management staff, and shareholders are expected to be familiar with the

[Viega Code of Conduct](#) and to base their actions on it. We do not tolerate violations, as these can have severe consequences for our company and for the people and business partners affected.

Our Chief Compliance Officer conducts regular training on the content of the code, develops e-learning programs, and is always available as a point of contact. While the e-learning modules are assigned to all employees, staff in Sales and Purchasing receive additional training in face-to-face or digital formats on the topics of anti-trust law and anti-corruption. New employees are introduced to our compliance standards as part of their onboarding process.

In addition, our Chief Compliance Officer coordinates all compliance activities at Viega and systematically investigates reports of potential weak points or

infringements. Any suspicions or violations can be reported directly to our Chief Compliance Officer, but also to management staff, to the Management Board, or anonymously via our electronic [whistleblower portal](#). The officer's contact details are published in the Code of Conduct, which can be found on our website and on the intranet.

Our mindset as a fair partner

Corruption is a social problem in many industries and countries. At Viega, our success is rooted in our employees and in the quality of our products, not in any advantages granted dishonestly. We are therefore uncompromising in rejecting any form of corruption and bribery. We sensitize our employees to handling donations responsibly. All employees are also expected to comply with applicable anti-corruption and anti-bribery laws

as well as the Viega Code of Conduct, especially when dealing with elected representatives or public officials, such as civil servants or judges. We would rather forgo business or fail to meet internal targets than break the law. There were no incidents related to corruption or bribery in the reporting year. We are expressly committed to fair competition and compliance with the applicable antitrust and competition laws. As the Viega Group, we are also subject to laws on foreign trade, tax, and customs, among other things. We have implemented specific processes to comply with all tax and customs regulations, which are currently being incorporated into a tax compliance management system. These processes will be regularly reviewed and adjusted as necessary.

A top-down view of a factory floor. In the center, a worker with brown hair in a bun, wearing a black long-sleeved shirt and blue gloves, is working on a large, light gray industrial machine. The machine has a control panel with a keyboard and a small screen. To the left of the worker are two large gray bins filled with yellow plastic components. To the right of the worker is a large gray bin filled with yellow plastic components, and next to it is a large gray bin filled with black plastic components. In the background, there are more industrial machines and a large gray bin filled with black plastic components. The floor is made of dark gray concrete. The text "PUBLISHING DETAILS" is overlaid in the center of the image in a large, white, sans-serif font.

PUBLISHING DETAILS

About this report

This is the second sustainability report prepared by the Viega Group. The contents, and in particular the data contained therein, relate to the period from January 1 to December 31, 2024, and to all fully consolidated group entities, except where specified otherwise.

This report was prepared with reference to the Corporate Sustainability Reporting Directive (CSRD). In particular, this applies to the determination of the disclosures to be included as well as a large proportion of the data points presented, while the structure of the report was discretionary. Once reporting becomes mandatory for our company, we will report transparently on our sustainability performance annually in accordance with the CSRD requirements.

If you have any questions regarding this report specifically or sustainability practices at Viega in general, please contact us at **info@viega.com**.

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