



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

THE VIEGA GROUP SUSTAINABILITY REPORT 2023.

Contents

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,

Viega is an expert in healthy drinking water in buildings. Our mission is to offer people a better life. Better also means more sustainable. Responsibility toward the environment, society, and our products is an integral part of our corporate philosophy and, consequently, of all that we do. This sustainability report marks a first in our company's history. It illustrates how we are delivering on our "Connected in quality" pledge as part of our sustainable transition journey and outlines our efforts to fulfill it.

The path to greater sustainability is also paved with challenges, and we take pride in the significant milestones we have achieved so far. Behind each of these successes are dedicated individuals who have made them a reality. In this report, we are giving some of them a platform through seven mini-reports. Join us as we guide you through our production facilities, training initiatives, product development processes, and strategy rooms. The protagonists represent just a few of the countless people whose ideas and dedication significantly advance Viega's sustainable development. We would like to take this opportunity to express our heartfelt thanks to one of them in particular, namely Claus Holst-Gydesen. He adeptly steered our company for many years, at all times striking a balance between our core values and robust economic growth.

As global market and innovation drivers in the installation industry, we are responsible for shaping our future. With this in mind, we invest in technologies, sustainable partnerships, and all those who work for and with Viega. Building on our combined expertise and resolve, we will navigate the challenges of our sustainable transition together. Every day we seek – and have a duty – to be better than the day before. We view this as part of our responsibility to society and as the only way we can rise to the challenge we've set for ourselves: installing lifelines for the buildings of tomorrow.

We hope you will join us in our quest for a more sustainable tomorrow.

Warmest regards,



Anna Viegener
Chair of the Shareholder
Committee



Walter Viegener
Chair of the Shareholder
Committee



Markus Brettschneider
CEO Viega Group





WE ARE VIEGA

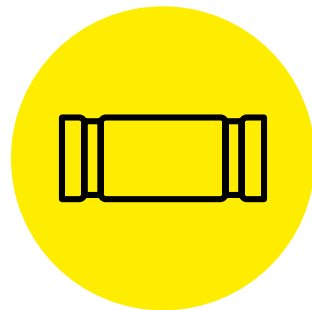
The Viega Group has been a technology leader in the installation industry for 125 years. As a family-owned business now in the fifth generation, we combine tradition with innovation to develop intelligent solutions that go far beyond piping systems. Our goal is to deliver highest quality that makes a difference – enhancing safety, hygiene, energy efficiency, and comfort in buildings around the world. We do more than install the lifelines for the buildings of tomorrow; we turn spaces into living environments today.

As a globally operating group of companies with roots in Attendorn, North Rhine-Westphalia, Viega employs more than 5,500 people. Together, we generated annual revenue of 1.97 billion euros in 2023. Alongside our four production sites in Germany, we develop tailored solutions for local markets in the USA, China, and India. In addition to pipeline systems, our portfolio includes

pre-wall and drainage technology; in total, our range encompasses more than 17,000 products and systems. We set standards in the industry and have a presence in over 75 countries around the world.

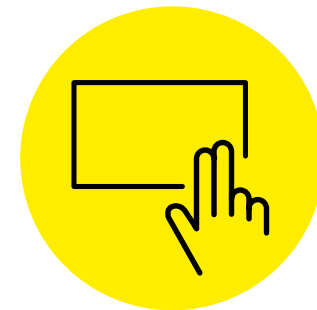
As a responsible partner to our customers, we address social and ecological challenges head-on. Our primary focus is on preserving the quality of drinking water and enhancing the energy efficiency of buildings. Our solutions are geared toward making construction and building technology more sustainable and digital, in order to meet the needs of future generations. Our commitment to driving innovation is demonstrated by groundbreaking technologies such as the ProPress press connector system and the patented SC-Contur, which revolutionized the market. We pass on our know-how to our specialist partners at 23 training centers, thus ensuring the highest level of expertise in planning, installation, and application.

OVERVIEW PRODUCT RANGE



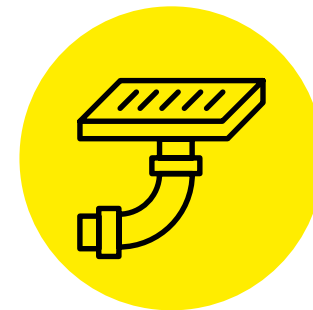
PIPING SYSTEMS/PIPE CONNECTION TECHNOLOGY

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



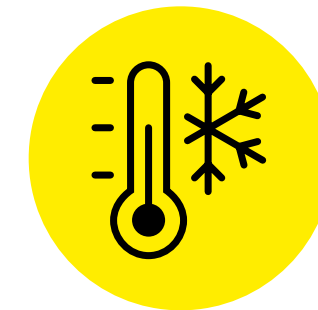
PRE-WALL/FLUSHING TECHNOLOGY

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.



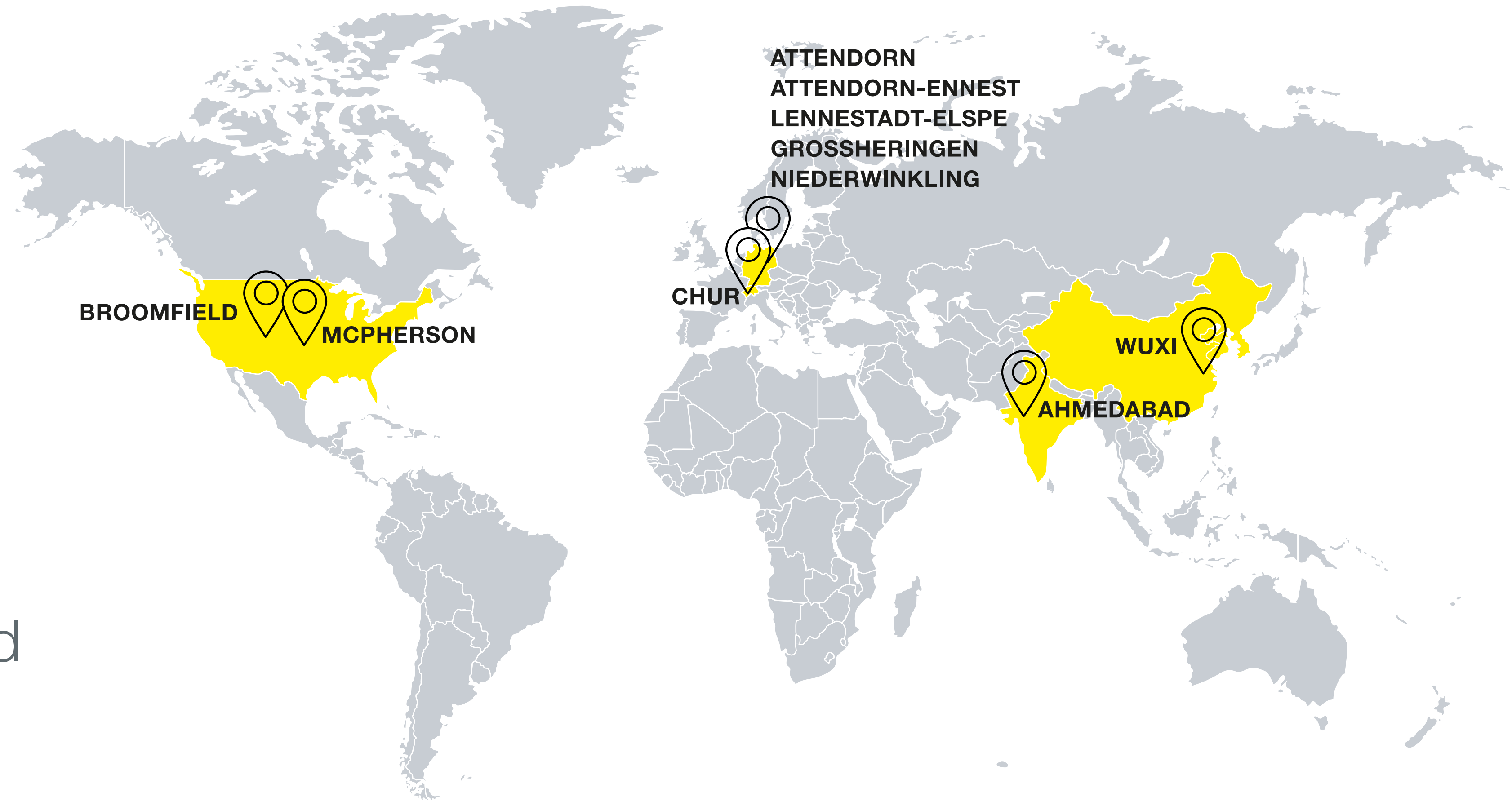
HEATING AND COOLING

Our radiant heating and cooling systems allow for efficient, customized temperature control 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

> 4.900

EMPLOYEES

75

EXPORT COUNTRIES WORLDWIDE

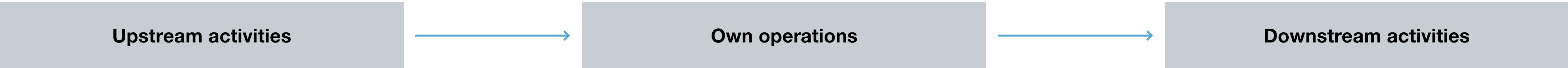
Our supply chain



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, or Latvia*.

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

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



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

We make our biggest impact as a partner to our customers

At Viega, we understand sustainability as a collective duty, requiring commitment and expertise from everyone, right up to the boardroom. Markus Brettschneider, who took over the helm as CEO of the Viega Group in September 2024, shares his perspective on the strategic importance of sustainability. And tells us what drives him personally.

You are very familiar with Viega from your tenure as CEO of the North American business, Viega LLC, but the role of CEO of the Viega Group presents a new challenge. Does this transition alter your perspective on the importance of sustainability?

Not fundamentally, no. Viega prides itself on being a value-driven enterprise that sets high standards for its own performance. For us, this translates into a commitment to act sustainably and to continuously improve. In terms of sustainability, we think beyond our own corporate boundaries; we want to drive the entire industry forward, also for the sake of the generations to come. I fully endorse this philosophy, regardless of the position I hold. However, it's true to say that my scope of influence has undoubtedly broadened. This is something I intend to leverage.

In the public debate, we often get the impression that companies see sustainability and the expectations associated with it as a burdensome constraint. What's your take on this?

Sustainability indeed comes at a cost. If companies want to increase their positive impact on the environment and society and reduce the negative effect of their activities, they need to invest – in new technologies, in robust, fair supply chains, and in their employees.

However, I firmly believe these investments yield returns on many levels, such as enhancing loyalty to the company or achieving greater energy independence. At Viega, we consider sustainability not only as a rational imperative, but first and foremost as a chance to help shape a future fit for our grandchildren's generation. This perception is deeply related to how we define entrepreneurship.





And – specifically as a family-owned business – we feel we have a clear responsibility to do our part. We have both the resolve and the capability to deliver on this.

Sustainability is a broad field. Where do you see the greatest leverage for Viega?

In initiating change where we can make the most impact. There's no getting around the fact that what we do is inherently energy-intensive. That's why we prioritize decarbonizing our processes as part of our sustainability agenda. One of the ways we are looking to achieve this is by focusing on renewable energy sources and investing heavily in solar and wind power at our facilities. Our goal is to drastically cut our greenhouse gas emissions in the coming few years and make our production carbon neutral by 2035 at the latest.

However, beyond our direct actions, we have even greater leverage as a partner to our customers. That's because using our products and solutions allows countless people around

the world to become more sustainable. There is still a lot of untapped potential, especially in the building sector, which accounts for approximately 38 percent of global CO₂ emissions.

What will it take to enable Viega to achieve its sustainability goals? And how do you see your own role in the process?

As with all issues concerning strategic orientation, the commitment of the shareholders is a central factor – this is what drives us and gives us direction. On the other hand, it takes individuals who contribute their ideas, expertise, and enthusiasm in their daily work, translating this commitment into tangible results. We are very fortunate in that many of these individuals are Viega employees, and can therefore be confident about tackling any challenges that arise. My experience has shown that at Viega, if we set our minds to something, we can achieve it. I see my role primarily as a supportive one, by ensuring that we also have the necessary economic flexibility to continue to drive sustainability, and here and there to break new ground.



*At Viega,
our people are the
cornerstone of
our success.*

We all make more effort for things that matter to us personally. What drives you in the transition to a more sustainable future?

As a father of three, I am motivated by our company's commitment to shaping a positive legacy for those who come after us. Naturally, I ask myself what kind of world they will inherit. Those who are in a position to take action should do so. The path to a greener future isn't always about one single overarching solution – many smaller actions can also lead to transformative change. We see this at Viega every day, and that's precisely what motivates me. The passion of our people, many of whom drive our sustainable corporate development within their sphere of activity – energizes and inspires not just me, but everyone who works at and with Viega.



STRATEGY

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Sustainability activities can only be truly effective if the underlying attitude is firmly embedded within the company and incorporated into all decisions. We ensure this by making sustainability an integral part of our overarching strategy. We have a clear plan for the way forward, focusing on areas where we can have the greatest impact.

Marius Bucur,
Chief Strategy Officer



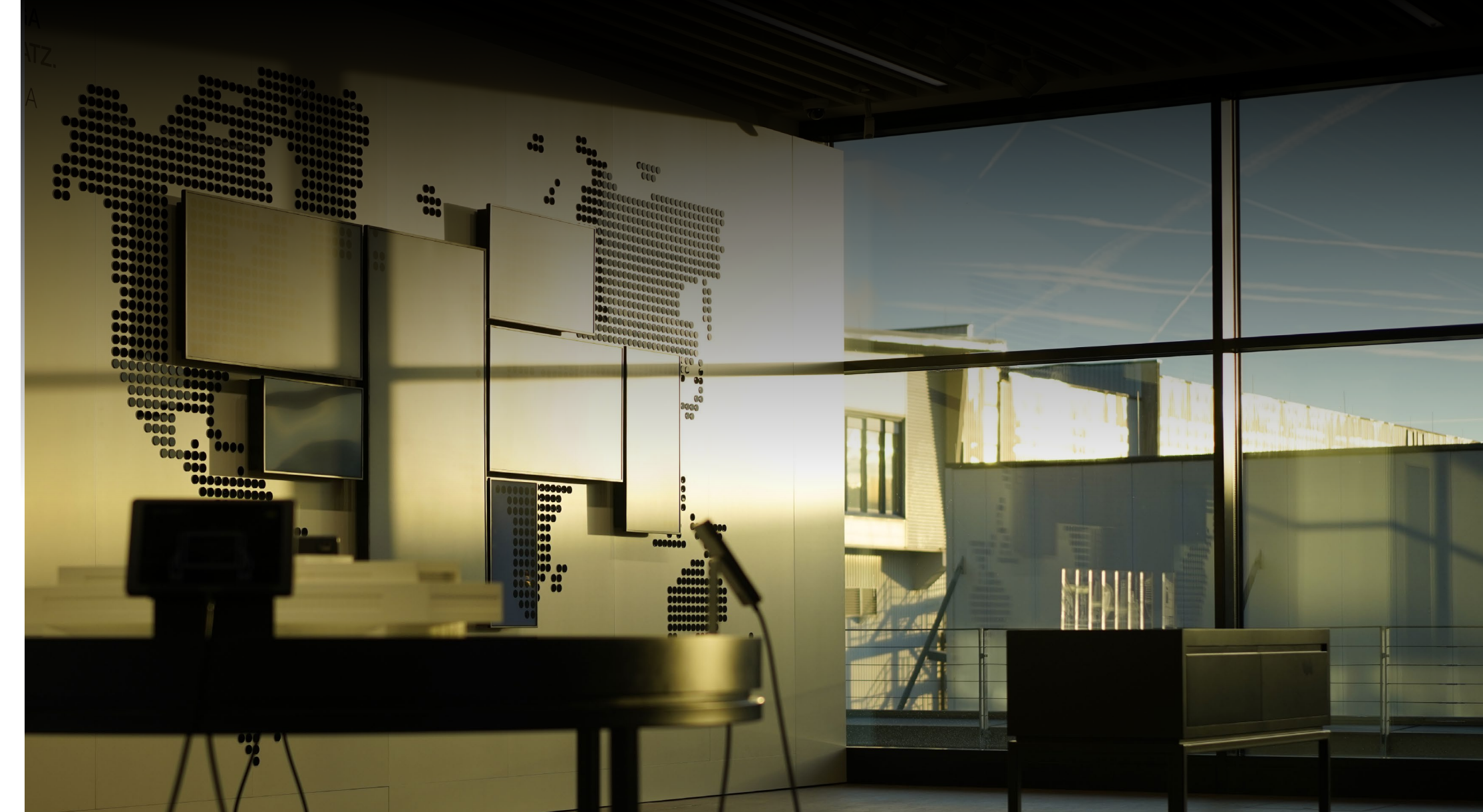
For a sustainable future. And the best way to get there.

We have been installing the lifelines of buildings around the world for many decades, and view sustainability as both a social duty and a strategic imperative. Our ongoing mission is to improve the lives of future generations. We also firmly believe that sustainability, as a key driver of innovation, is integral to Viega's long-term economic success. Looking ahead, we want to match our market-leading quality with sustainable practices, and in doing so drive the entire industry forward. We consider sustainability to be a continuous process that requires a holistic view of environmental, economic, and social aspects. To strategically and effectively navigate the challenges of this journey, we have spent the past several years systematically implementing 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. As a family-owned business, our vision

extends beyond quarterly results; we want to create enduring values. This also means having the courage to challenge the status quo in order to find better solutions, as well as the necessary investments to make this happen.

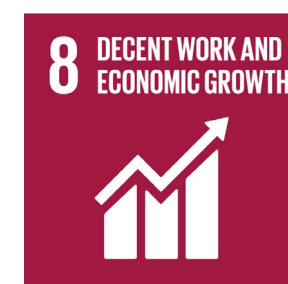
Our mission is to take action where we can make the biggest difference. Our sustainability agenda aligns with the United Nations Sustainable Development Goals (SDGs). We have identified and are focusing on those goals among the 17 that closely relate to our business activities and where we can make a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



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.



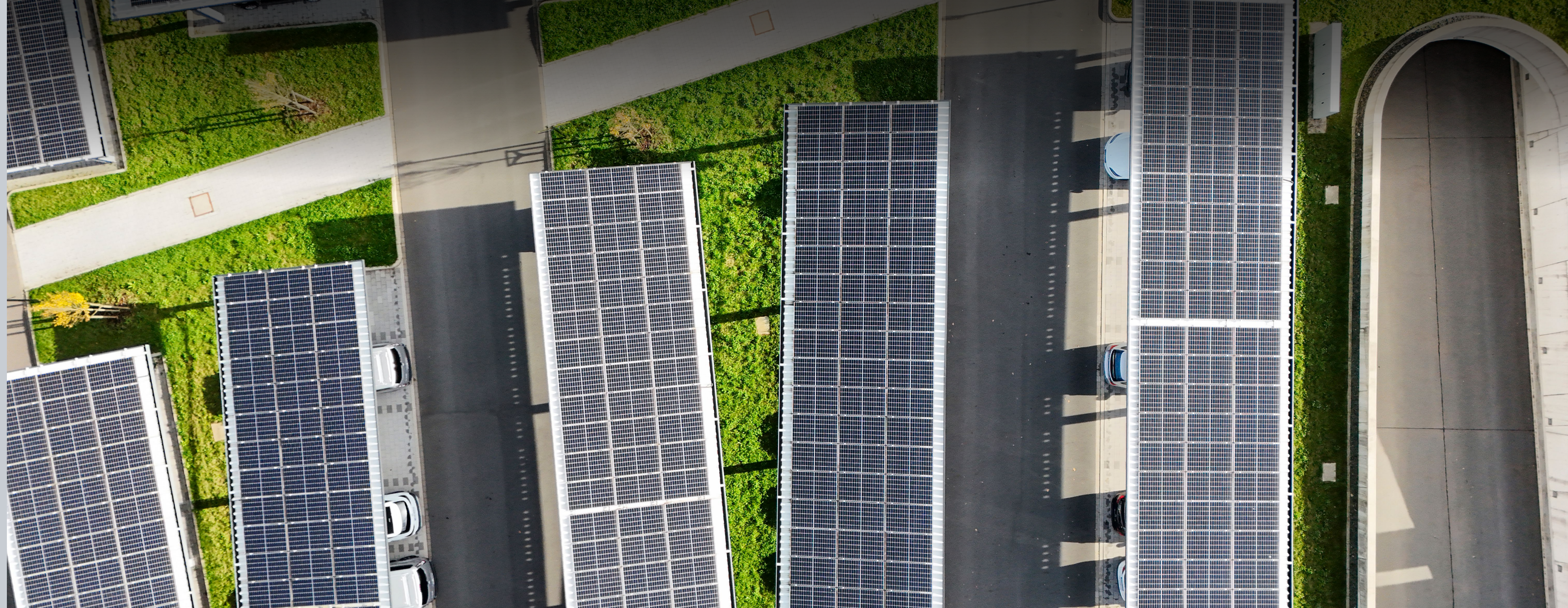
SDG 12 – We supply durable products made from high-quality raw materials. In our production process, we are continuously looking for ways to use recycled materials.



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.

We categorize our objectives and the measures we take to attain them into four defined fields of action that take account of both our own business activities and our supply chains. We have also structured the contents of this report according to these areas.

We are constantly evolving our sustainability agenda and the related controlling processes to ensure that we set the right priorities. In the reporting year, our focus was on integrating sustainability more strongly into our operational processes, especially by developing sector-specific roadmaps and incorporating them into our innovation process. We have also prepared extensively to meet the reporting requirement under the Corporate Sustainability Reporting Directive (CSRD), which will apply to us from 2026 for the 2025 reporting year. A key step in this preparation is to conduct a double materiality assessment. This entails determining the impact of our business operations on the environment, society, and human rights. Conversely, we evaluate the opportunities and risks, especially of a financial nature, that arise from external sustainability factors affecting our company. The results of this process will be available in 2024 and will form the basis for our future sustainability reporting.



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 switching to renewable energy sources.

People and community

As a family-owned business, we are conscious of our responsibility to our over 4,900 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 lifecycle. 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.

For broad commitment. And combined forces.

For us, sustainability is more than a social duty; it's also a strategic imperative and vital to Viega's long-term success. This high priority is reflected in our commitment to integrating sustainable practices into all our processes. Over the past several years, we've established structures aimed at ensuring effective governance of our sustainability activities at the operational level as well as their broader synergy with our objectives.

Structures for shared responsibility

Sustainability is organizationally anchored in the Corporate Strategy division, with a direct reporting line to the Management Board. This is where strategic guidelines are set, targets and corresponding KPIs are defined, and new regulatory

requirements are prepared for implementation. The team is also responsible for our sustainability reporting.

At the same time, we believe that decisions should be made close to the operational processes – because that's where the greatest expertise lies. That's why we've designated in-house sustainability officers for all specialist departments as well as for our German plants. They develop, manage, and coordinate division-specific sustainability projects, track the progress towards goals, and work together to develop solutions for broader issues. The execution of individual projects within the specialist departments is the responsibility of those in charge of the initiatives, who regularly consult with their respective sustainability officers. At Viega LLC in the United States, the local Sustainability Program Manager oversees our sustainability-related activities, supported



by sustainability officers from the individual departments.

Regular exchanges

The structures described are backed up by regular exchange and coordination mechanisms: the sustainability officers meet monthly with the Director of Sustainability & Decarbonization, who is the point of contact between Corporate Strategy and Sustainability, and coordinates all activities at the group level. They jointly evaluate progress and discuss any necessary adjustments. All sustainability officers meet monthly, and the division-specific sustainability targets are jointly reviewed twice a year. Board meetings are convened as needed to ensure that the overarching goals and strategies are aligned at the group level, and that management is informed of all significant developments relating to sustainability.

Support from the top

Our decentralized governance structure coupled with regular exchanges at boardroom level help to ensure that sustainability at Viega is spread across many shoulders and widely supported throughout the company. This commitment to sustainability is reinforced by the shareholders, who not only endorse sustainable corporate development, but

urge our employees to live it on a daily basis. Viega is still owned by the founding family, now in the fifth generation. Two family members sit on the Shareholder Committee, and from there decisively shape the company's strategic direction. The Committee works closely and on a basis of trust with the Management Board, engaging frequently with sustainability-related topics and decisions. The Shareholder Committee has also approved this report.

The integration of sustainability goals into the target agreements of our management staff further highlights our dedication to sustainability as a key strategic topic.

Risk management as a control mechanism

Another element of governance is our risk management, which we will expand in the future to include sustainability-related risks, such as human rights and environmental risks. It is especially important to identify any risks that could threaten our success and existence early on and to take appropriate steps to mitigate them as far as possible. We address this by transparently communicating and openly discussing potential and actual risks to enable us to manage them effectively. All central specialist departments and the international

companies are integrated into the central risk management system, which is continuously evolving. Overarching responsibility for this system lies with the Management Board. Risks are assessed based on their likelihood of occurrence and the potential extent of loss, and management strategies are derived from the thus categorized level of risk. The risks are reviewed annually. If new and material risks arise unexpectedly, adjustments are made during the year.



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.

A photograph of two men in an office setting. The man on the left is wearing a dark suit jacket over a white shirt and is smiling while looking towards the man on the right. The man on the right is wearing a white button-down shirt and is also smiling, looking back at the first man. They appear to be in a modern office with glass partitions and yellow accents. The background is slightly blurred, showing office lights and a hallway.

Effective structures

For us at Viega, sustainability is not just an abstract aspiration; it's a core element of our corporate strategy. Responsibility for generating a positive internal and external impact is a collective effort that spans from senior management to production. Marius Bucur, our Chief Strategy Officer, and Dr. Simon Weihofen, who oversees sustainability activities across the group, detail which aspects are important for us in this context.

“For us, sustainability is about making a positive contribution and acting in a forward-thinking way,” explains Marius Bucur. “As a fifth-generation family-owned business with more than 4,900 employees worldwide, we have a responsibility to future generations.” In order to fulfill this responsibility, we have worked at pace in recent years to anchor sustainability and the related accountabilities across our company. Describing the principle, Dr. Simon Weihofen says: “Each department has its own sustainability goals within a decentralized framework, whether in production, supply chain management, or technology. This means sustainability at Viega is shouldered by many people – and decisions are made or prepared where the greatest expertise lies. My role is to ensure that we stay on track with our broad strategic objectives, – like achieving climate neutrality by 2035 at the latest – and set the right priorities for the current moment.”

The active involvement and commitment of the various company divisions also leads to a lot of cross-department communication.

Because we believe that the best ideas originate through dialogue. “This enables us to learn from one another and work together on refining good ideas, which really drives our organization forward, not least because it makes us faster,” notes Dr. Simon Weihofen, outlining the advantages. “The strong motivation of our colleagues is evident in every interaction. Each and every one of us is committed to making things better.”

We have set ourselves strict sustainability standards that span both our products and our processes. “As a global market leader in sustainable building technology we hold ourselves accountable to this same standard for our inward sustainable development,” says Marius Bucur. “With our combined expertise and the desire to shape the future, we are ready for the challenges that lie ahead of us.”

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Structures are only meaningful if they are lived by individuals. Sustainability then becomes more than just a goal – it is the engine that drives us all forward.

Marius Bucur,
Chief Strategy Officer



For more dialogue. And an exchange of ideas.

In addition to asking where we can have the greatest impact, we also take the viewpoints and concerns of our stakeholders into account when aligning our sustainability activities. We seek active dialogue with all stakeholder groups impacted by our business activities now and in the future, and who have an interest in our sustainability performance.

With many of them – above all our customers and employees – we maintain a regular exchange, whether through formal mechanisms such as annual reviews or surveys, or simply in day-to-day contact. We connect with other key groups via various communication formats and channels.

Shared progress through cooperation

Fact is, the transition to a greener economy can only succeed if we work together. We therefore seek active dialogue and also share our own experiences and insights. To this end, we work together with partners, institutions, the scientific community, and peers in associations and expert groups to address the challenges we often all face together. Specifically, our colleagues in our three Drinking Water, Energy & Industry, and Building Physics Centers of Excellence are actively involved in standardization and committee work, act as interfaces to industry associations, and actively network with various stakeholders. Our drinking water specialists, for instance, are actively engaged in climate-resilient planning and communicate

closely with external experts, politicians, and research institutions.

In the reporting year, together with other companies, we hosted the “Neues Bauen – 80 Sekunden” (New Construction – 80 Seconds) summit. This event brings together leaders and innovators from politics, construction, and real estate to chart a new direction for construction that also addresses key sustainability issues. We participated in three panel discussions with contributions on the topics of the skilled labor shortage,

building information modeling (BIM), and decarbonization in buildings.

More sustainability through targeted research

We want to actively help find new solutions for sustainability-related challenges. To tackle these challenges, we are contributing our expertise in selected research partnerships, three examples of which we present here.

Heating water in buildings is a major driver of energy consumption in building operation. The ULTRA-F project, lead managed by the Technical University of Dresden, employs cutting-edge methods to explore how to lower hot water temperatures in drinking water systems without undermining drinking water hygiene. An internal study conducted in collaboration with the Fraunhofer Institute, entitled “Technical and scientific analysis of the energy efficiency of different domestic water heating systems – a comparison,” explores a related issue:

the potential for energy savings by lowering the hot water temperature in a 30-apartment building and its impact on the operation of air-heat pumps. Lastly, the TA-DTE-XL project of the Institute for Solar Energy Research aims at improving the database for designing continuous-flow drinking water heaters in non-residential buildings. The findings are expected to provide a more realistic planning basis for practical and energy-efficient design.

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

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



N-
LT
VARIETY

INNOVATIVE PRODUCTS AND SOLUTIONS



For sustainable building. And the highest quality.

The construction and building sector accounts for over one third of the world's CO₂ emissions and energy needs. 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 more than just a pipe dream.

Our product portfolio – as diversified as its applications

Viega develops and produces over 17,000 different products at ten locations around the world, providing customized and innovative solutions for a wide range of applications. Installation technology is our core area of expertise.

In addition to piping systems our portfolio includes pre-wall and drainage technology, fittings, and radiant heating and cooling systems. Over the past 125 years, we have continuously extended our product range and registered numerous patents. We also offer a full program of services, and provide advice and solve problems for our customers.

Whether in buildings, industrial units, shipbuilding, or supply engineering – people from all over the world rely on systems from Viega. Our solutions are often found in sensitive areas such as drinking water supplies, enabling hospitals, care homes, holiday parks, hotels and building complexes to achieve the required standards of safety.



EPDs show environmental impacts at a glance

We support our customers with maximum product transparency to help them do their part toward achieving social climate goals. Environmental Product Declarations (EPDs) allow us to transparently communicate the environmental impacts of our durable, high-quality, and recyclable product solutions, in line with the cradle-to-grave principle. These independently verified environmental labels evaluate all environmental impacts across a product's lifecycle – from raw material extraction and production to the use phase, and then to disposal or recycling options.

Drinking water is our most precious resource

Clean and healthy drinking water is anything but a matter of course. At Viega, we use modern installation technologies and innovative engineering to ensure that drinking water in buildings is safe to drink without a second thought. Our technology supports a basic human right and effectively protects health. Up to now, maintaining a high standard of drinking water hygiene has always been a very energy-intensive task. In the future, drinking water heating systems will be an important system that we can leverage to save energy in buildings.

Our global teams work on solutions to make drinking water supplies more energy-efficient, helping us to move closer to achieving the government's climate and energy targets.

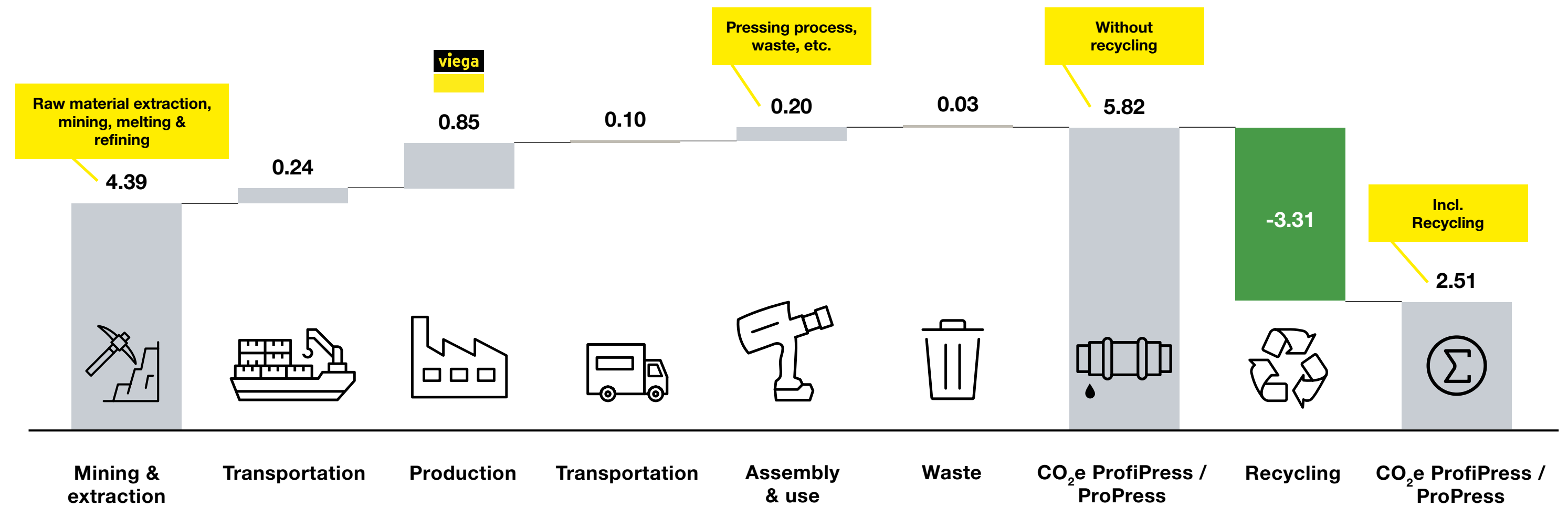
Efficient building technology for the energy transition

Our products and systems are already ensuring the sustainable operation of building technology. For instance, thanks to a favorable flow capacity, our drinking water and heating pipe systems help to reduce the energy needed for the required electrical pumping power. What's more, our digital solutions and innovative technologies lower energy consumption in buildings while maintaining the highest drinking water quality.

Rethinking planning and building: sustainable and digital

As one of the market leaders in building services engineering, we have a wealth of experience at our fingertips – and our research is laying the foundations for the buildings of tomorrow. The building information modeling (BIM) methodology supports the planning and management of construction processes. Utilizing virtual models and digital data, BIM enables us to plan, construct and

operate buildings throughout their entire lifecycle holistically, integrally and across all building trades. This results in greater efficiency, flexibility, and quality. The method is already being more widely used today and will be an essential prerequisite for future construction projects.



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

A man with short, dark hair, wearing a white button-down shirt and a black blazer, stands in a kitchen. He has his hands on his hips and is looking directly at the camera with a slight smile. The background shows a kitchen counter with a wooden countertop and a stainless steel faucet. The lighting is soft and even.

Clean, safe, efficient

Clean drinking water is a basic human right – and at the same time it is one of our most precious and vulnerable resources. At Viega, we are aware of the responsibility this entails. Dr. Christian Schauer has headed up our Drinking Water Center of Excellence – a truly unique selling point in the market – for around eight years. Here, he explains how we fulfill this responsibility.

Our installation systems supply buildings around the world with drinking water. Several factors are critical to ensuring it is hygienically safe. “Four central factors affect drinking water quality,” states Dr. Christian Schauer. “These are temperature, water exchange, flow-through, and nutrients.” Specifically, this means the temperature of cold water should always be maintained at below 25 °C and hot water at above 55 °C to prevent microorganisms such as legionella from multiplying. It is equally important to ensure regular and complete water exchange at all extraction points and sufficient flow-through to prevent water from stagnating within the system. “It’s therefore crucial to avoid heat transfer to cold drinking water by isolating hot and cold water in the building units or pipes,” the expert says. Additionally, we can maintain drinking water quality by implementing solutions such as automatic water exchanges and monitoring systems for temperature control.

“Drinking water represents a sustainability challenge on multiple levels,” Dr. Christian Schauer explains. “On the one hand, there’s the obvious issue of availability and the already mentioned risks to hygiene.

But then there’s also the fact that heating to the specified minimum of 55 °C in buildings is very energy intensive.” We are constantly seeking to develop improved solutions to lower this energy requirement. For instance, optimizing the installation structure by eliminating superfluous circulation loops and using narrower pipe diameters can help reduce energy consumption. Additionally, effective insulation and other strategies can also make a difference. Dr. Christian Schauer adds, “For the sake of climate and resource conservation, it’s crucial that in the future the energy for hot water comes from sources with the lowest possible CO₂ emissions.” The other side of the coin is that climate change is already presenting us with challenges when it comes to maintaining the low temperatures of cold drinking water. As the air and soil warm up, so does the drinking water, which will make it difficult in the future to maintain the necessary temperature. “This is just one of the many examples illustrating why it is imperative to act against global warming and to mitigate its effects. My team and I want to make a contribution to this together with everyone here at Vega.”

“One of our top priorities is combining drinking water quality and energy efficiency so as to guarantee uncompromising water hygiene while even increasing energy saving. We have already begun to test and implement alternative processes.”

Dr. Christian Schauer,
Director Drinking Water Center of Excellence



Driving sustainability with data

To build a more sustainable society in the future, we need data to inform our decisions. We've conducted an environmental impact analysis for the majority of the products in our portfolio and are making the results transparent by providing Environmental Product Declarations (EPDs). Our colleagues Tobias Mass, Lukas Thelen, and Christian Lohölter explain what they are all about.



EPDs have an internal and an external impact. Our customers can include environmental aspects in their decisions, and the lifecycle assessments help us to identify additional ways to make our products even more sustainable.

Tobias Mass,
Director Engineering Data Management

Every product has an ecological footprint – from raw material extraction and production, to transport, the use phase and then disposal. It is precisely this footprint that our Environmental Product Declarations (EPDs) map. “They evaluate all the environmental impacts across a product’s lifecycle,” says Tobias Mass, who heads up the project. These environmental declarations are, for example, both a criterion and essential for obtaining sustainable building certifications. But they do much more. “On the whole, our product solutions are already very sustainable today, thanks in large part to their high quality, resulting durability, and recycling options. Yet there’s always room for improvement, and that’s what we’re aiming for,” says Tobias Mass, setting an internal benchmark. The EPDs contain information that enables us to identify potential for optimization along the value chain.

“We have now provided EPDs for the majority of our products, all of which have been independently verified, ensuring they meet the highest standards of quality,” reports Lukas Thelen, who is in charge of the operational side of the project. First, however, a lot of work was involved, Tobias Mass recalls: “To ensure the EPDs are meaningful, it was important to have a robust database. Some of this data was collected in the required form for the first time, which due to the sheer volume of data involved was a time-intensive process.

However, with the active support of colleagues across many different departments, we got there in the end. Producing EPDs is truly a team effort.” Now we can provide reliable information throughout the entire lifecycle of our products.

The medium-term goal, however, goes far beyond this. “In the best-case scenario, lifecycle assessments will eventually be utilized to directly compare the environmental footprint of product solution A and product solution B. With this in mind, we not only want to develop sustainable solutions that significantly reduce the amount of energy and resources our customers consume in their buildings, but also to actively contribute to creating this transparency and establishing valid standards,” states Christian Lohölter, who is in charge of training on product-related sustainability topics. “To achieve this, we are collaborating on various research projects with partners including renowned universities.” Such scientific backing will make it easier to incorporate sustainability considerations into decision-making processes. This is a vision we want to be part of.



Christian Lohölter,
Director Global Training



SUSTAINABLE
PRODUCTION

For a healthy climate. And lower consumption.

If we want to stop climate change and lessen its impacts, everyone has to do their part. At Viega, we've set ourselves the goal to become climate neutral in our own operations (Scope 1 and 2 emissions) by 2035 at the latest. Our strategy centers on two main approaches: enhancing energy efficiency, particularly in our production, and transitioning to renewable energy sources. We also recognize that a considerable amount of the greenhouse gas emissions linked to our products and solutions originate from the upstream supply chain – for example, the sourcing of raw materials and other components we process, as well as in logistics.

Reducing emissions based on our footprint

If we want to effectively reduce our direct and indirect greenhouse gas emissions, we first need to know where and in what quantities they arise. With this in mind, for the reporting year we for the first time calculated our full corporate carbon footprint (CCF), including Scope 3 emissions, in accordance with the Greenhouse Gas Protocol (GHG Protocol). In 2023, our total emissions amounted to 1,860,041 metric tons of CO₂e across all three Scopes, which was a modest reduction from the previous year. While our Scope 1 emissions decreased slightly by 8 percent, our Scope 2 emissions rose sharply by 84 percent. This rise is not attributable to higher consumption but rather to the change in the purchased electricity mix.

This change was influenced by factors such as the phase-out of nuclear energy and Russia's war of aggression in Ukraine. The emission factors for grid electricity purchased in Germany increased accordingly. Although Scope 3 emissions decreased by 3 percent year on year, at more than 94 percent they still account for by far the largest share of our total emissions. This continues to be quite a challenge, as we have little to no direct influence over the processes behind these emissions, making it all the more important to cooperate with our suppliers and partners in finding solutions. Based on our carbon footprint, we are currently in the process of developing specific reduction paths backed by corresponding actions.



Breakdown of our corporate carbon footprint for 2023

Scope 1	1.41 %
Scope 2	4.21 %
Scope 3	94.37 %
Purchased goods and services	89.03 %
Fuel- and energy-related activities	0.98 %
Upstream transport and distribution	0.23 %
Business travel	0.24 %
Upstream leased assets	0.16 %
Downstream transport and distribution	1.08 %
Processing of sold products	0.84 %
Use of sold products	0.34 %
Disposal of sold products at the end of the lifecycle	1.49 %
Total	100 %*

* Differences to 100 % are due to rounding.

How we calculate our footprint

Greenhouse gas emissions linked to our business activities have various sources. Our capacity to reduce these emissions varies depending on their point of origin.

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

Scope 2
indirect emissions related to the generation of electricity and district heating

Scope 3
other indirect emissions that occur in the upstream and downstream value chain

We calculate CO₂ equivalents which, in addition to carbon dioxide, take into account other gases with high greenhouse gas potential in accordance with the Kyoto Protocol. In assessing our activity and consumption data, we only utilized primary data for calculating Scopes 1 and 2, while incorporating secondary data for Scope 3. To calculate emissions from primary energy sources, including the upstream chain, we apply the emission factors from the set of “Government greenhouse gas conversion factors for company reporting” of the British Department for Environment, Food and Rural Affairs (DEFRA) and the German Federal Office for Economic Affairs and Export Control (BAFA). When determining emissions from fuel- and energy-related activities included in Scope 3, such as electricity generation, we use the emission factors provided by the International Energy Agency (IEA).



Greenhouse gas balance year-on-year in t CO₂e

	2022	2023
Scope 1	28,582	26,288
Scope 2	42,542	78,331
Scope 3	1,810,819	1,755,421
Purchased goods and services	1,697,915	1,655,867
Fuel- and energy-related activities	18,170	18,150
Upstream transport and distribution	24,461	4,253
Business travel	3,819	4,516
Upstream leased assets	3,666	2,989
Downstream transport and distribution	24,809	20,140
Processing of sold products	17,532	15,596
Use of sold products	710	6,250
Disposal of sold products at the end of the lifecycle	19,737	27,659
Total	1,881,943	1,860,040

Measuring and managing consumption

Like every business, we need energy – this is especially true of our production, but applies in other areas as well. Here again, if we want to manage our consumption effectively, we first need to measure it. An energy management system compliant with ISO 50001 is in place at all our German sites. We also systematically document our energy usage at our international locations. This helps us pinpoint energy-intensive processes and, based on this information, devise strategies to reduce consumption. Through training and other channels, we also raise our employees' awareness of using resources mindfully.

-5.7%

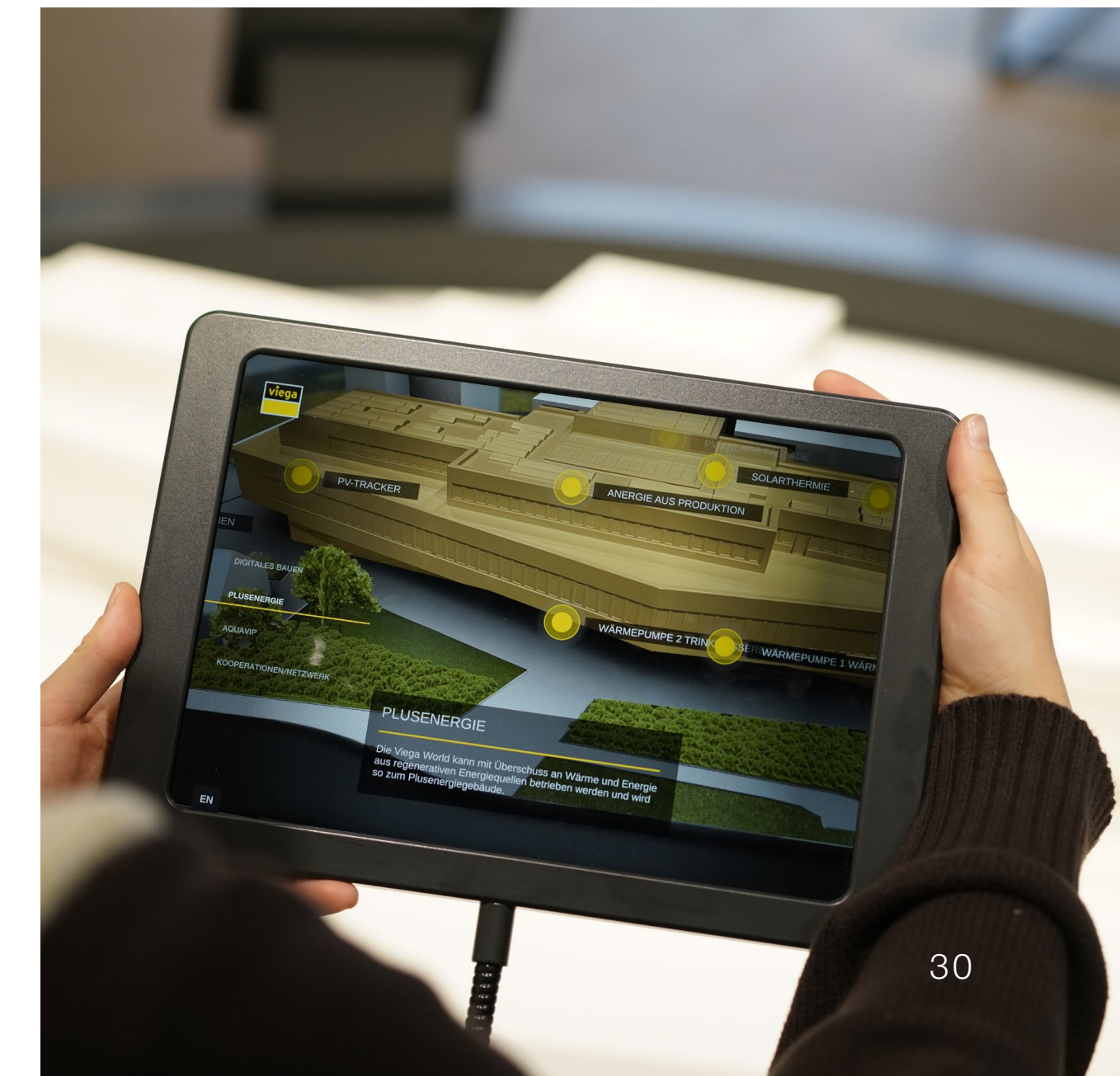
The emission intensity per EUR of revenue fell by almost 5.7% from 2022 to 2023

Year-on-year comparison of energy consumption in kWh

	2022	2023
Electricity	138,630	142,841
Gas	132,318	126,334
Fuels (diesel, gasoline, electricity)	15,831	12,715
Other (e.g. coal, oil)	260	293
Total	287,039	282,183

-6.1%

The energy intensity per EUR of revenue fell by almost 6.1% from 2022 to 2023



Individual roadmaps for our plants

Our climate target applies across the entire organization. However, the contributions of individual plants and business segments to achieving it differ based on their respective situation. To determine in detail what these contributions might look like, we held several workshops in 2022 involving 67 participants. The outcome was eight roadmaps for our German plants as well as the Facility Management, Logistics, and Purchasing departments, encompassing nearly 200 initiatives, with over a third already launched during the reporting year. The focus was on greater transparency regarding consumption and initiating efficiency measures, including swapping fluorescent tubes for LED lighting and replacing outdated refrigeration units. By switching to LED lighting, we can reduce CO₂ emissions by approximately 490 metric tons annually, and by utilizing new cooling systems, we can additionally save around 47 metric tons of CO₂ each year. Looking ahead, electrifying processes that currently consume gas, as well as substituting and reducing compressed air, will become key focus areas starting in 2024. A similar initiative was launched at Viega LLC in the USA during the reporting period. Although full-scale implementation is slated for 2024, several initiatives, especially in transport

and packaging, were already begun or put into place in 2023. These include implementing a CO₂ calculator for shipping, improved route planning, and the reduction or reuse of various packaging units and materials.

We are harnessing wind and solar power

One thing's for sure – we're still going to need energy in the future. However, the choice of which energy sources to use is ours to make. In 2022, we made a clear commitment to invest in solar and wind energy and were quick to make good on our word. At two German locations, we will have large-scale photovoltaic systems up and running by 2024. Viega India has covered nearly half of the electricity demand at the Sanand site with solar energy since the start of our reporting period. We are continuously exploring other potential areas of application. Our wind power projects require longer lead times; however, the planning and approval processes are already well underway. We will provide an update in our next sustainability report for 2024. As a first step, we intend to build wind turbines at the Attendorn and Großheringen locations to meet part of the energy requirement of these plants.

The transition to generating our own green electricity is part of our Viega Energy program, which is overseen by the Corporate Strategy division and is the central project on our path to achieving climate neutrality. With these investments, we are also pursuing other objectives. We want to minimize supply and price risks in order to ensure that we can continue to produce competitively in Germany. Our vision is sustainable, flexible, and location-independent energy generation and supply.

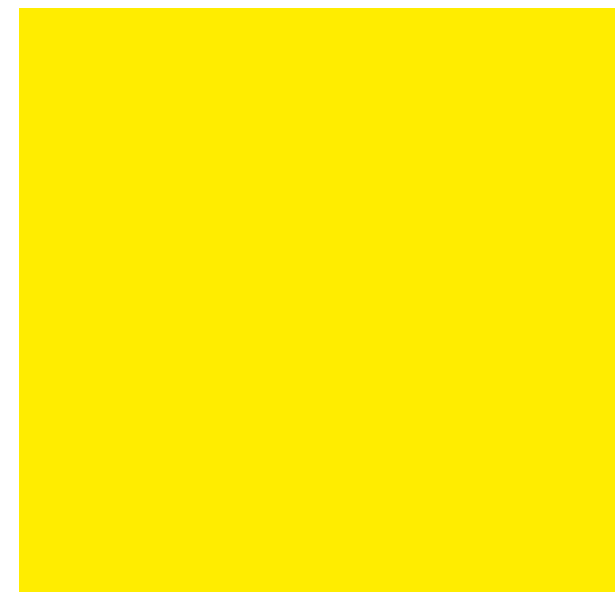
Sustainable mobility

We want to conserve resources in as many areas as possible – and employee mobility is no exception. In 2023, we started installing extensive charging

infrastructure at our locations in Germany. Today, employees and visitors can charge their electric vehicles at 170 charging stations at our Attendorn headquarters and Viega World. We are also successively converting our company vehicle fleet to hybrid and electric models. In the reporting year, 29 percent of our company cars were powered by alternative energy sources.

1,181 MWh

In 2023 we generated
1,181 MWh of electricity



Viega World

Our Viega World is more than just a training center where theoretical knowledge is applied in practice; it's also a smart building that meets the latest standards and has already received the German Sustainable Building Council (DGNB) certification with the highest rating level of "Platinum." Using the innovative Building Information Modeling (BIM) methodology we were able to plan ahead for the entire lifecycle of the building. This pays dividends – all the way from the construction phase into the operational phase. Thanks to features such as advanced insulation of the building envelope, a 2,700 m² photovoltaic system, a heat pump with a 700 KW heating and 575 KW cooling capacity, and the utilization of local heat from a neighboring production plant, Viega World produces more energy than it consumes.





Harnessing wind and solar power

Transitioning away from fossil fuels and towards renewables – and to greater independence. This is what Viega Energy is all about. The program, spearheaded by the Corporate Strategy division, has ambitious goals. Our colleagues Patrick Sauermann, Andreas Claren, and Dr. Simon Weihofen explain what these are and how we intend to achieve them.

“There’s no getting away from the fact that we are a production company with high energy needs. However, when it comes to deciding which energy sources to use, we have a choice. You can sense the depth of conviction in Dr. Simon Weihofen’s voice when he discusses his role as Director of Sustainability and Decarbonization. What goals are we pursuing with the “Viega Energy” program in the upcoming years? Strategy Director Patrick Sauermann, who has headed up the project in recent years, outlines the specific objective: “We want to become climate neutral in terms of our own emissions by 2035 and at the same time become largely energy self-sufficient as a company. To accomplish this, we plan to invest in solar and wind energy in the next few years to enable us to power our facilities through our own infrastructure, and like this to avoid supply shortages and reduce exposure to price volatility.”

We have already taken the first steps in this direction. Describing the progress made to date, Andreas Claren, Project Manager Facility responsible for the project’s execution, says: “We have now installed large-scale photovoltaic systems at two locations in Germany, on the roofs of our factory buildings as well as suitable open spaces.” “In total, we have around 8,000 square meters of photovoltaic panels – sufficient to meet the annual electricity needs of

1,700 households.” For instance, at our Viega World location, a row of solar modules next to the parking lot supplies the energy for the e-charging stations there, while in Großheringen and Ennest we utilize electricity from our own facilities. Our Sanand, India, location already meets nearly half of its energy requirement using solar power.

The switch to wind power is a longer-term project within the Viega Energy program. Wind turbines require more planning time but are more space-efficient than solar panels – they can generate significantly more electricity in a smaller area. Plans to build wind turbines at the Attendorn and Großheringen locations to meet part of the energy requirement of the plants there are already in place. In addition, we are constantly exploring further possibilities for producing our own green energy. “We’ve already made substantial

investments here and are planning more for the coming years. Not only are we confident that these will pay off both ecologically and economically, this is also borne out by our projections and various discussions with internal and external experts,” Patrick Sauermann points out. The first wind turbine is expected to be up and running in Attendorn in just a few years’ time.

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We want to become climate neutral in terms of our own energy emissions by 2035. Viega Energy is the central project on our path to achieving this.

Patrick Sauermann,
Director Corporate Strategy

For resource conservation. And closed-loop systems.

We depend on natural resources for our production. Preserving them over the long term is not only in our own interest, but also aligns with our understanding of sustainable business practices.

Responsible use of water

We need water for a variety of processes. On the one hand in our production, for example for cooling machines and tools, and on the other hand outside of production in our company restaurants, for cleaning, and in washrooms. For the most part, we source mains water from local utility providers and, as with all other natural resources, are mindful to use it as efficiently as possible. We record consumption locally at each site using stationary meters, and then collate the data to determine our company-wide water-use footprint.

The biggest consumers of water are the cooling towers of the cogeneration units at our Ennest and Großheringen locations, where we use waste heat to operate absorption chillers.

Together, these account for around 25 percent of our water requirement in Germany, although consumption fluctuates due to temperature changes. The water evaporates in the towers, so that only a minimal amount of sludge enters the sewage system. The electroplating plant in Elspe, where we apply a chrome surface coating, accounts for around another 10 percent. The rinsing water used in this process is partially fed into a vacuum evaporator, where it is circulated for a period of time. Utilizing the vacuum evaporator allows us on the one hand to reuse the treated wastewater as a resource by returning it into the production cycle, and it also helps to bring down costs. In addition, valuable by-products can be recovered from the wastewater and reused. We then process the rinsing water in our wastewater treatment plant and, once it meets the respective threshold values, discharge it into the municipal sewer system. The billet caster in Ennest utilizes spray ring cooling, another water-intensive process step. This process generates wastewater that is among other things rich in salts, which is then discharged into the sewer system in

strict compliance with all threshold values. The sand casting process to prepare the foundry sand also requires production water, which evaporates during the process. It goes without saying that in all of these processing steps we comply with the legal requirements; we also have our processes and control parameters independently verified in accordance with ISO 14001 within the scope of our environmental management certification.

In the reporting year, we implemented a number of additional measures to reduce our water consumption. We consumed 248,053 m³ of water in total in 2023, which is roughly 2 percent less than the previous year.

Water consumption (in m³)*

2022	2023
252,283	248,053

*excl. Viega India



The consumption figures do not include the water used by Viega India, but this is not significant in terms of the overall volume. We hope to have a complete database for the next report.

Managing, reducing, and avoiding waste

We also attach great importance to minimizing waste or, even better, avoiding it altogether wherever feasible. In an effort to reduce the environmental impact of our waste, we are continuously refining our waste management and, more specifically, our disposal processes. Here, we focus on our production processes, and are always looking for ways to keep raw materials and other resources in the production cycle wherever we can. Where this is not possible, we rely on separation into single-material groups to allow for optimal recycling. Naturally, we ensure our waste is properly labeled and adhere to all legal requirements, including the provisions of the German Commercial Waste Ordinance (GewAbfV).

Our accredited environmental management system provides the framework for processes and accountabilities, as well as for the implementation of waste management requirements.

Waste footprint Viega Germany (in kg)

	2022	2023
Non-hazardous waste	6,836,953	6,365,061
For reuse	3,542,023	3,315,981
of which recycling	3,076,363	3,012,265
of which other methods of recovery	465,660	303,716
For disposal	3,294,930	3,049,080
of which incineration	446,420	395,650
of which landfilling	2,848,510	2,653,430
Hazardous waste	993,082	899,989
For reuse	673,145	589,080
of which other methods of recovery	673,145	589,080
For disposal	319,937	310,909
of which incineration	25,175	22,511
of which landfilling	294,762	288,398
Total waste	7,830,035	7,265,050



The legally compliant collection, sorting, and disposal of recyclable materials and waste is carried out locally by our sites in cooperation with specialist disposal companies.

Reusing production waste

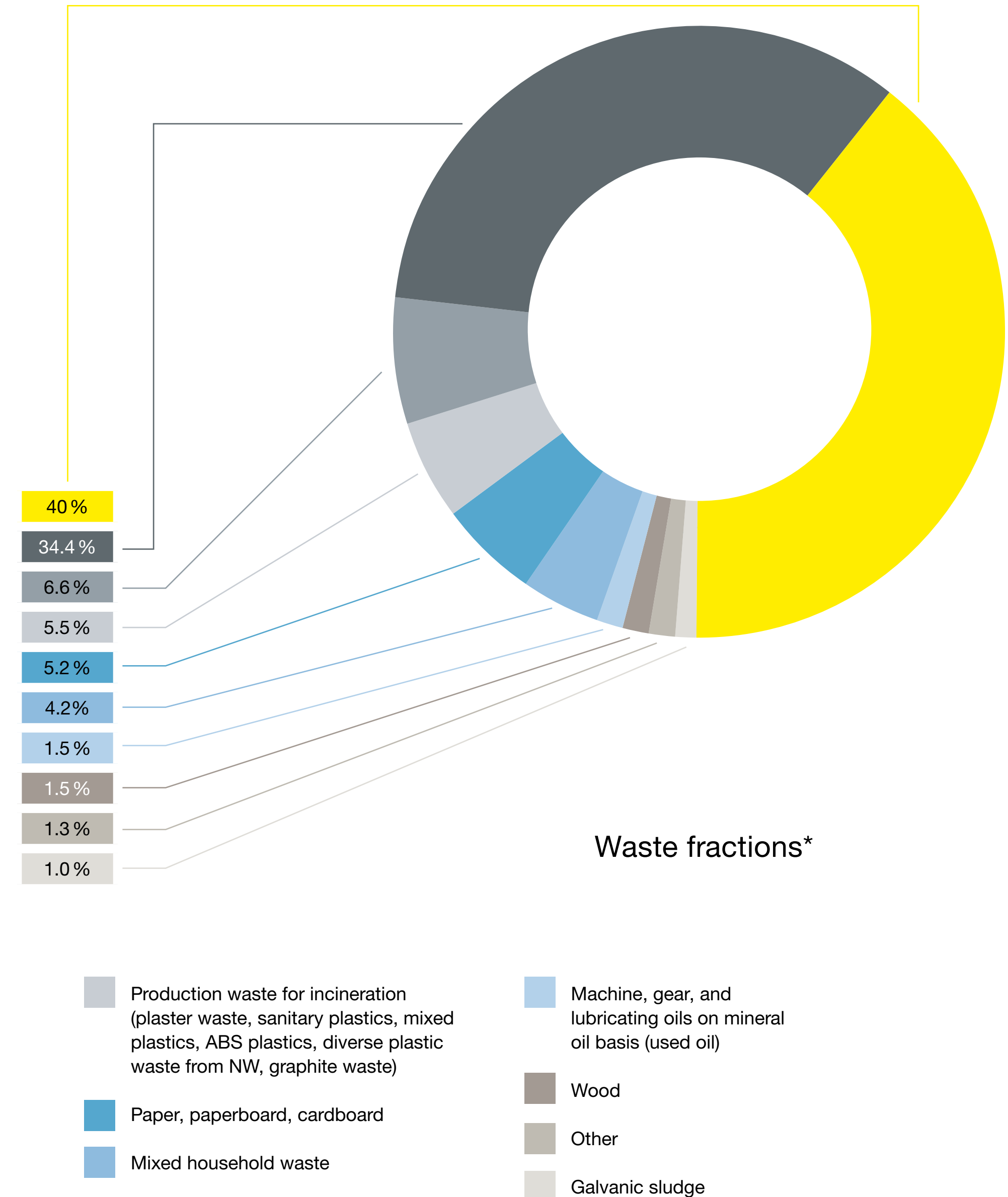
We are currently making significant progress in reducing waste, especially with plastic granulates. For instance, we recycle production waste that accumulates during machine start-ups or mold releases right on site and reintroduce it back into production, where it is used instead of new or externally sourced recycled materials. We take a similar approach in the cutting process in metalworking by collecting gunmetal or silicon bronze shavings and returning them directly to our foundries. Owing to process changes and the adoption of new production technologies, we are seeing a decline in the amount of used foundry sand disposed of.

In the reporting year, we successfully reduced our waste volume in Germany compared to the previous year by around 7 percent to 7,644 metric tons. Foundry sand, scrap metal, and machining emulsions continue to make up the largest proportion of this waste. We achieved a waste-sorting rate of approximately 95 percent. Hazardous waste constituted 12.8 percent of the total

volume, which was also a reduction year on year. Our hazardous waste primarily comprises zinc oxide dust, machining emulsions, and galvanic sludge. When managing these substances, safeguarding human health and the environment is our top priority. The hazardous waste register is kept up to date by our waste officer, waste managers, and the environmental management team, utilizing a digital documentation and verification process for tracking purposes.

Sustainability begins with product development

We like to think in terms of the big picture. That's why incorporating recycled materials – whether sourced externally or from our own production – and other alternative materials is now an integral part of our product development process. Wherever possible, we want to avoid using new materials without compromising on quality. Some components in the field of pre-wall and drainage technology, for example, are already made entirely from recycled materials. We want to continue along this path. The use of recycled copper, over 20 percent of which we already use in production, also has clearly measurable benefits in terms of the carbon footprint of our products. We want to increase this proportion further.




* Differences to 100 % are due to rounding.



Coming full circle

Sustainability plays a central role at Viega, starting with product development. Wherever we can, we use recycled materials in order to reduce our environmental footprint. Our colleague Jennifer Hausmann has considerable experience in this in the Pre-Wall & Drainage business segment – and she shares her insights with us.



At Viega, new, sustainable solutions are evolving everywhere, piece by piece – some big and some small. Jennifer Hausmann, who is responsible for product management in the area of pre-wall and drainage technology – in other words everything from cisterns to shower drains – is no stranger to this. She knows that in order to make real progress when it comes to sustainability you not only need strategic guidelines but also a lot of inner drive: “Many of us here, myself included, have a personal interest in sustainability and are therefore constantly coming up with ways to help us become even better,” she says. “This often means looking for alternative materials and exploring how we can use as many of them as possible in our products.”

In drainage and pre-wall technology, some components are already produced entirely without new materials, after we recently reviewed our product portfolio with regard to suitability. “Recycled materials are so good in the meantime that we no longer have to compromise on quality.

This matters not only because at Viega we are connected in quality, but also because longevity is by definition one of the key criteria for a product’s sustainability,” Jennifer Hausmann explains. We even factor in the use of recycled and other alternative materials in product development right from the get-go. “This goes as far as prioritizing more sustainable product ideas – in combination with other factors – during development.”

Wherever feasible, we also utilize regrulates from our own production waste, such as those produced at the Elspe plant. To that end, Jennifer Hausmann is in close contact with her colleagues there. “It’s important to me that we don’t squander any resources – and it’s the same for everyone here. You can feel this sentiment in every interaction.”

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For each new product, we first ask ourselves what sustainable materials can we use and in what quantities. Together we want to maximize every possibility.

Jennifer Hausmann,
Director Pre-Wall & Drainage

A man in a dark blue zip-up jacket and light blue shirt stands in a factory setting. The background is filled with industrial equipment, including a large machine with a red and black component. The lighting is bright and even.

Don't incinerate. Separate.

An initiative at the Elspe plant demonstrates how recycling is actively practiced in our production. Michael Thiedemann, Head of Tool Management, initiated the project and provides insights into the challenges and opportunities.

Plastics processing inevitably produces waste – and we’re as guilty as the next. The question is how to dispose of it. “Working in production, you see the sheer amount of waste that has to be disposed of every day,” says Michael Thiedemann. Convinced that Viega could do a better job, he launched the “Don’t incinerate. Separate” initiative. Instead of thermally recycling plastic waste, the idea is to recycle it by type – or feed it directly back into the production cycle.

At the Elspe plant, which primarily produces drainage and pre-wall technology products, a variety of plastics are processed. One of the most widely used is polypropylene. Michael Thiedemann explains: “This is a type of plastic that we are all familiar with in our day-to-day lives, for example as packaging material.” Rather than incinerating the production waste that accumulates, for instance, during machine start-ups, we sort the materials and now send 23 different types of plastic from Elspe to a recycling partner. But that’s not all.

Some of the plastics are processed on site into regranulates, which are then incorporated into new batches of products.

Here, Michael Thiedemann works closely with Jennifer Hausmann, who is responsible for product management in the area of pre-wall and drainage technology, where she utilizes recycled materials. “Like this, we are turning our own waste directly into new products,” says Michael Thiedemann. With impressive results: “In the past five years, we’ve cut our plastic waste by approximately 190 metric tons while simultaneously increasing the use of recycled plastic to 32 metric tons. This is a real bonus for the environment, and at the same time we’re realizing annual savings in the tens of thousands – a classic win-win scenario.”

In the coming years, we want to recycle considerably more plastic waste directly in our own production, bypassing external recyclers. Michael Thiedemann has embraced this challenge with open arms – for us, the topic of recycling is never done and dusted. There’s room for innovation and improvement every day.



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For us, the topics of sustainability and recycling are never done and dusted. We look for new ways to innovate and improve every day. It’s inspiring to see how motivated all our colleagues are to find solutions and play their part in lowering our environmental footprint.

Michael Thiedemann,
Head of Tool Management at the Elspe plant

For the highest quality. And safety.

We have set ourselves the goal to only bring products to market that are safe and of the highest quality in every respect. Naturally, this includes compliance with all relevant legal requirements, for example regarding the substances they contain. We have a very special responsibility when it comes to drinking water.

Responsible management of restricted substances

Our [Material Compliance Policy](#), which applies across the entire group of companies, sets out central guidelines for managing legally restricted or declarable substances. This policy guarantees the legally compliant composition of our products and specifies the points to consider when sourcing materials and components used in our products.

To comply with the responsibilities arising from regulations and directives such as REACH, RoHS, or the German Drinking Water Ordinance (TrinkwV), we perform our duties within the supply chain and the obligations arising out of them with the necessary due diligence. The REACH Regulation, for instance, aims to classify all chemicals and identify their impacts, in order to improve the protection of human health and the environment. As downstream users, we have a duty under the Regulation to provide 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 relevant substances in our products are down, mainly due to the considerable progress made in the switch to low-lead alloys.

Digital oversight and management

In the reporting year, we implemented material compliance software to monitor substances of concern within our supply chains and to document compliance with all regulations and requirements. Following a pilot phase with selected suppliers, in the future all suppliers will be required to directly upload the relevant information and supporting documents. We have devised intensive training programs to support knowledge transfer about current legislation in development-related areas.





PEOPLE AND
COMMUNITY

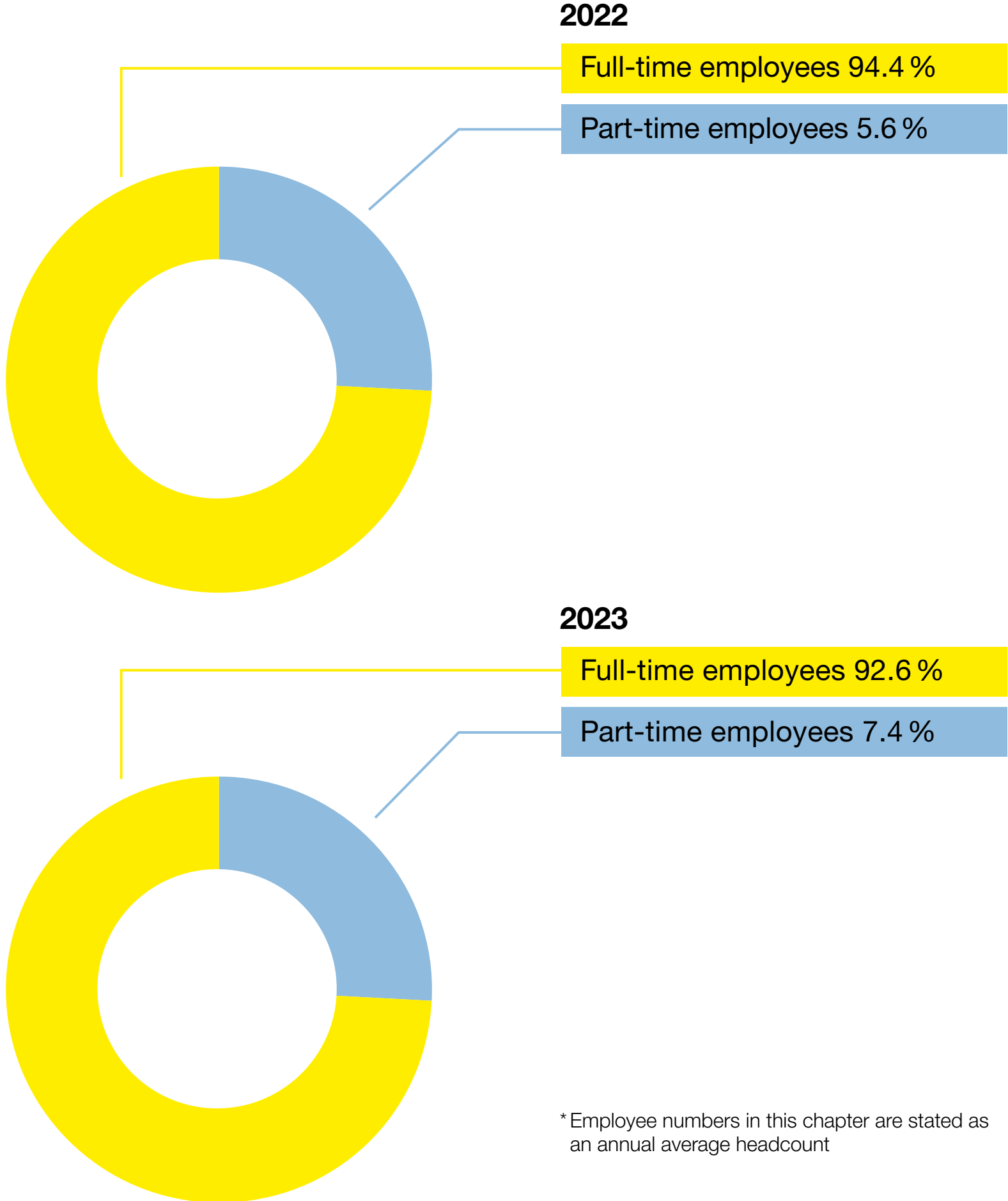
For work, life, and balance.

We firmly believe that our employees are the foundation of our success. As an employer, we strive to foster an environment that is characterized by mutual respect, enables meaningful work, and where everyone has a part to play.

Fair working conditions and transparent remuneration

In 2023, the Viega Group employed an average of 4,937 people across our international sites, with the majority based in Germany and the USA. A significant 91 percent of our workforce is employed on a permanent contract, and 92.5 percent of all Viega employees work full-time.

Our employees*

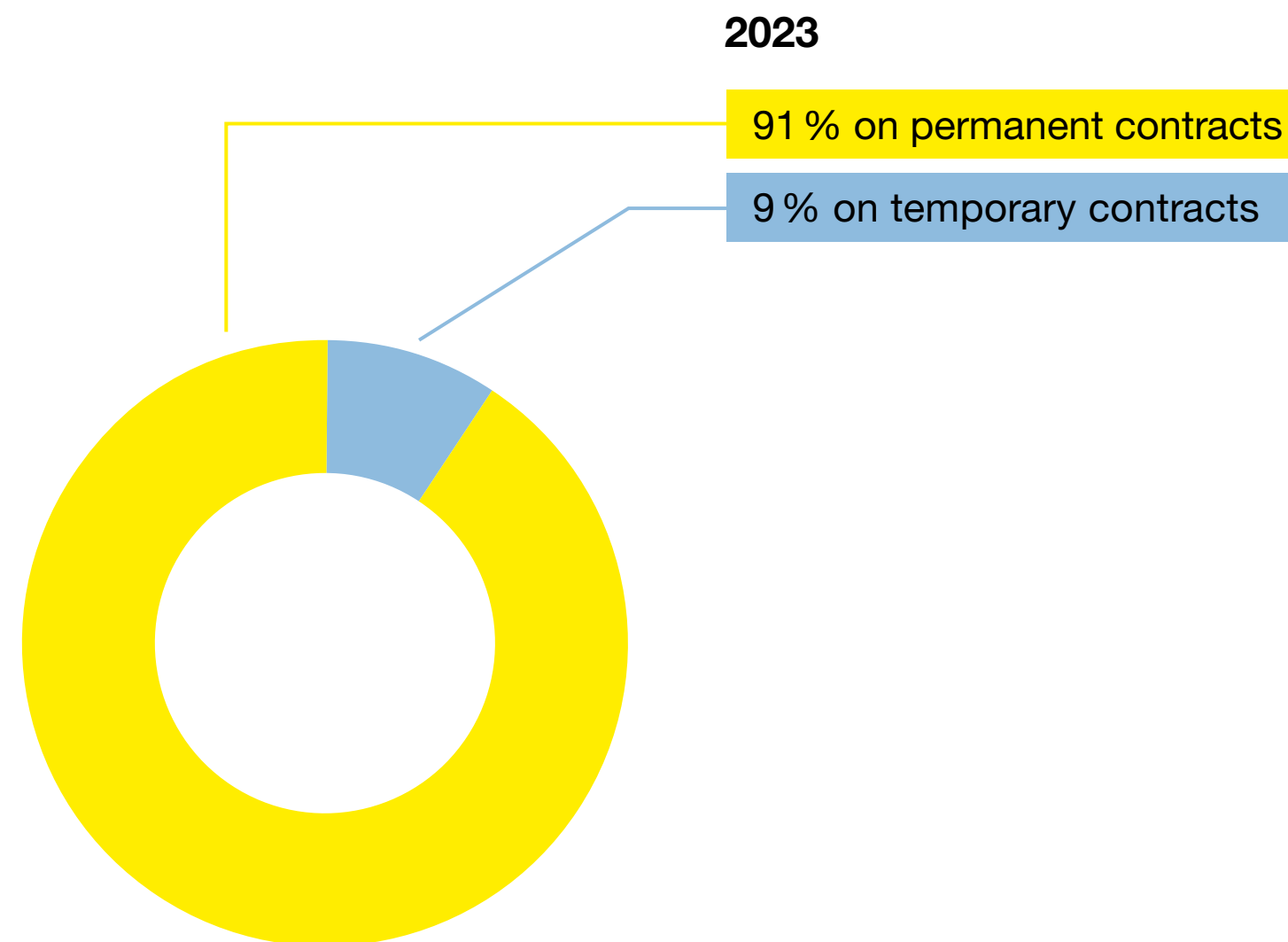


*Employee numbers in this chapter are stated as an annual average headcount



We know that balancing work and personal life can sometimes be challenging, and we want to support our people in the best way possible. That's why we empower our employees to work independently and promote a healthy work-life balance by offering flexible working models and, where job responsibilities permit, the option to work from home. Fair pay is also a priority for us; at our German sites, the IG Metall collective labor agreement applies, benefiting around 69 percent of our employees. Employment conditions for the remainder of the workforce are based on the legal and sector-specific standards in the respective countries. In production, we occasionally hire temporary workers based on the volume of orders, and we engage only those employment agencies that comply with the minimum requirements of the collective agreement. Naturally, the principle of "equal pay for equal work" applies in accordance with the provisions of the German Temporary Employment Act (AÜG).

Employees according to type of employment



Turnover rate

	2022	2023
Number of leavers	667	619
Turnover rate in %	14	13

Successful onboarding at Viega

We have established an extensive onboarding process to ensure that new employees get off to a successful start with us and feel confident in their new role. Every month, we run a four-day program in Attendorn. This gives all "newbies" the chance to learn all about our values, structures, and Viega's purpose. Our goal is to create a friendly and motivating atmosphere where everyone feels welcome and valued. Every three months, we conduct a special international onboarding program for our international colleagues from the sales regions. This program familiarizes them with the corporate culture, the Viega product world, and internal processes, and also encourages dialogue and collaboration with the German and other international teams. In the reporting year, Viega welcomed 716 new employees. Our onboarding training lays the groundwork for successful integration and long-term collaboration.

Employee retention and long length of service

We want to be an employer where our employees feel happy and can realize their full potential. Our goal is to build and foster long-lasting employment relationships. The average length of service of 11 years reflects our commit-

ment to sustainable employee retention. In the reporting year, 619 employees left us, corresponding to a turnover rate of 13 percent. To help us better understand the individual reasons for leaving and develop targeted strategies for the future, we conduct exit interviews with departing employees as part of a structured offboarding process.



For our specialists of today. And tomorrow.



At Viega, we are connected in quality – a benchmark we can only achieve with dedicated and qualified specialists and young talent. To ensure our employees and trainees can develop their full potential at Viega, we provide targeted support for their individual professional and personal growth.

Training – laying solid foundations right from the start

For over 90 years, we've been helping young people to find their feet in the world of work, offering training across 20 skilled occupations in the industrial-technical and commercial fields – including machine and plant operator, metal-cutting mechanic, and industrial clerk. Attracting young talent to Viega is one of our main challenges for the future – and something particularly close to our hearts. We talent scout for the “right” candidates at trade fairs and events, through internships for school students, and telephone interviews, and give young people and their parents comprehensive insights into the diverse career paths available at Viega during our annual “Training Day.” We also offer entry opportunities for young people who may not excel academically, but who are highly motivated and committed, as well as for refugees who want to

build a future in their new home country. In cooperation with the Federal Employment Agency, we support them through entry-level qualifications that ease the transition from school to working life, or, respectively, facilitate their entry into the German labor market. We then examine together whether a trainee program or apprenticeship at Viega could be the next step.

From the outset, we give our trainees and apprentices full support – as well as professional mentoring in their chosen career, we offer a wide range of training options during the entire program from English courses to honing social skills. In 2023, we filled 68 new training places and had a total of 191 trainees and apprentices at our German locations, 144 in the technical-industrial and 47 in the commercial field. This corresponds to a training ratio of 5.6 percent.

It's of particular importance to us to train the specialists and managers of tomorrow in-house and to continue to offer them targeted support even after they have completed their training. In the reporting year, 78 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. We also support students completing their internship semester, final thesis, or student traineeship with us. Dual studies

are also becoming increasingly popular at Viega: we currently offer one dual study program and plan to expand this offering.

in **2023**
our training ratio
2023 was
4.8 %





Advanced training throughout the career

The world of work is constantly changing and evolving, and we as a company are evolving with it. To enable our employees to continuously acquire new knowledge, hone their skills, and develop their strengths, we offer them numerous training and development opportunities throughout their careers. At our Viega Academy, they will find over 20 bespoke e-learning courses in various languages, covering topics such as our products, compliance, and IT security. These also include four modules on sustainability at Viega, from the basics and aspects such as climate, energy, and raw materials, to transparency and responsibility. In addition, we offer more

than 40 external e-learning courses on overarching skills such as communication, teamwork, and self-organization as part of our comprehensive advanced training program. Besides the e-learning offering, these skills are developed through an extensive range of face-to-face training courses and webinars, which help to promote cross-departmental exchanges. Compulsory training, such as basic induction into occupational health and safety or fire protection, is in some cases taught and documented using additional tools. In 2023, each employee received an average of 5.8 hours of training.

To support the development of our people at Viega in a targeted manner, our managers conduct structured employee appraisals with their staff annually. At these meetings, performance is evaluated with reference to our company values and individual goals as a basis for defining personal development targets.

Annual training hours

	2022	2023
Ø men	6.9	5.6
Ø women	5.9	6.1
Total training hours	31,770	28,165

Developing leaders from within our own ranks

We attach great importance to identifying and nurturing talent early on. Since 2022, our Talent Development Program has been preparing future leaders for their first role and more experienced colleagues for their next position. In its first iteration, around 40 participants are to receive intensive support over a 21-month period. In addition, our specially developed Viega Leadership Training – with modules on self-management, team leadership, financial literacy, and other topics – supports both junior and experienced managers in their further development.



The future starts here

Training is a matter that is close to our hearts. That's why apprentices and trainees at Viega learn so much more than just technical expertise. Our training managers Lea Hanes and Ulrich Schmidt explain the key to our system's success.



”

It's important to us that our people are a good fit – with our way of thinking and our way of doing things at Viega. Our goal is not just to impart knowledge, but also to cultivate decision-making skills.

Ulrich Schmidt,
Industrial-Technical Training Manager

A friendly smile here, a nod of acknowledgment there – to anyone accompanying Ulrich Schmidt and Lea Hanses through the company it soon becomes apparent that they are acquainted with everyone. They oversee training at our company and are therefore not only very well connected with our apprentices and trainees, but also with numerous other colleagues. That's not surprising, because those who take their first career steps at Viega generally stay with us. Lea Hanses is the best example of this. After completing her training, she was offered the prospect of becoming commercial training manager herself. It was an opportunity she eagerly embraced.

“I vividly recall what it's like to be a trainee – the questions you have and the challenges you face. This benefits the collaboration on both sides, as it fosters understanding and builds a solid foundation. And at the same time, it shows what development opportunities are available at Viega.” Many former trainees now hold management positions.

Training at Viega is broad-based; in addition to excellent professional skills, the curriculum also offers plenty of opportunities for personal development and growth. Our apprentices and trainees appreciate the many openings available to them. That's why most of

them choose to stay with us after completing their training – and we're happy to oblige. “I only let someone go if they decide to go back to full-time education. Otherwise, I'm happy to report that in recent years we've been able to make nearly all of them a job offer,” Lea Hanses says. “And if a given department doesn't have an opening, we seek alternatives,” Ulrich Schmidt adds. “Through entry-level qualifications, we also give those who may not excel academically, but are truly motivated, a chance to get their foot on the career ladder – because while we can provide everything else, motivation is something you can't teach,” he continues.

We invest substantially in our training program, and this is also outwardly evident. Our excellent reputation as a training company helps us to attract young talent to Viega. We regard training both as a gain and as a duty to society. Reflecting this, over the next few years we want to once again substantially increase the number of training places.

For a safe working environment. And a strong sense of community.

The health and safety of our employees is our top priority. In line with this, our goal is to sustainably reduce the number of work-related accidents and health risks, by emphasizing prevention through well-established structures and extensive programs.

Ensuring safety systematically

At our locations in Germany, India, and China, we have implemented certified management systems for occupational health and safety in accordance with ISO 45001. At all other sites, occupational health and safety management also aligns with this standard and complies with the respective legal requirements. Our internal and external safety experts, along with safety officers in the plants, coordinate compliance with and continuous enhancement of occupational health and safety standards, offering their

colleagues support as needed. They also conduct training sessions on a range of topics, occasionally with external support, and ensure that managers are involved in workplace-related training. Furthermore, all employees in Germany receive annual instruction on general safety and fire protection. In the reporting year, over 8,500 instruction and mandatory training sessions took place. Each site also has a dedicated Occupational Safety Committee that, among other responsibilities, enacts new measures locally. Similarly, a company physician who meets the legal qualifications is on hand and known to all staff members.

To identify potential risks promptly and mitigate them swiftly, we conduct regular inspections, technical evaluations, and risk assessments at our production facilities and administrative offices. These analyze both production processes and workflows. Any technical defects are remedied immediately, and necessary safety precautions are put in place.

The risk assessments are also the basis for the operating instructions that our employees follow in their daily work. We are aware that our employees know their work environment best, which is why we actively encourage them to share their occupational safety concerns and suggestions with us, offering anonymity if desired. In exchange, we regularly and thoroughly about our occupational safety protocols and corresponding improvements through various communication channels or face-to-face.





Analysis as the first step toward preventing accidents

Our production adheres to stringent safety standards to protect our employees, whether they're operating machinery or using personal protective equipment. Beyond compliance with safety regulations, we also take personal needs into account wherever possible,

for instance by providing custom-made hearing protection or prescription safety eyewear.

Despite our comprehensive safety measures, accidents sometimes do happen. We record and document all incidents across various platforms and thoroughly investigate the causes to minimize the chances of recurrence. The lessons

learned are shared with our employees and with our other locations. In 2023, we recorded 130 reportable work-related accidents. While accidents involving temporary agency workers are also recorded, they are not reflected in our statistics. The accident rate was 20.7 per million hours worked. The most common types of injuries were to the hands and arms, feet and legs, and head.

Work-related accidents*

	2022	2023
Number of work-related accidents total	109	130
Of which fatalities	0	0
Accident rate per 1 million hours worked	18.64	20.66

* Work-related accidents resulting in at least one work day lost.

Protecting health, promoting fitness

We support our employees with a variety of measures to help them stay fit and healthy. Our health management is organized within the Human Resources department, where our colleagues are tasked with overseeing both strategic orientation and the individual measures. Since 2023, seven trained multipliers have been supporting them in implementing these measures and in communicating with colleagues across our German facilities. Our efforts were honored at the end of the year when we received the Corporate Health Award from EUPD Research and the Handelsblatt Media Group in the highest "Excellence" category. Based on the findings of the accompanying audit, we will introduce improvements in a number of areas.

Our Health Days were again held at all German sites in the reporting year, this time with a focus on mental wellbeing. Nearly 400 employees participated. Additional health initiatives at the plants primarily addressed ergonomics, with external trainers analyzing work movements and giving tips for improvement. To reduce physical strain on employees,

we have also begun using passive exoskeletons in some areas of the company.

In preparation for the flu season, over 240 employees received vaccinations through a partnership with the Olpe e.V. Occupational Health Center. A total of 73 colleagues really went the distance in various running events from Attendorn to Jena, covering 365 kilometers between them.

Support with stress and personal challenges

It is important to us that our employees receive the support they need in challenging situations. We also recognize that not everyone is comfortable discussing personal matters with their supervisor or employer. In such instances, our Employee Assistance Program, offered through an external partner, provides professional, confidential, anonymous, and free short-term counseling in stressful health-related, private, or professional situations. Guidance on addiction prevention is also available. During the reporting year, we rolled out our stress prevention program, RELIEF, which is now accessible to all employees.

Between January and December, we conducted 30 analyses and 13 coaching sessions.

A fresh start at one's own pace

Despite all preventive measures, illnesses cannot always be avoided. Our company's integration management provides an opportunity to ease back into work at a comfortable pace following an extended absence. Furthermore, we conduct return-to-work interviews to determine how the workplace may have contributed to your illness and what necessary adjustments should be made. To support reintegration, we provide performance-adapted workplaces at our production facilities.

More ambitious plans in the pipeline

Our goal is also to become continuously better in the area of health management. Following a successful trial of the EGYM Wellpass company fitness program by a group of employees in the reporting year, we intend to roll it out across the company in 2024.

We additionally plan to reinstate the back and preventive health courses that were put on hold during the coronavirus pandemic. The Working with Cancer initiative is particularly close to our hearts. Also starting in 2024, we will leverage this initiative to help employees with cancer continue to work within the scope of their possibilities, if they so choose. We also want to raise awareness of this important issue and address any concerns.





For fair supply chains. And common standards.

As an international company with a broad product portfolio, we depend on global and sometimes complex supply chains. We view it as an integral part of our responsibility to exercise influence in line with our values and principles, particularly regarding the observance of human rights.

Approximately 97% of our 3,000+ suppliers and service providers – including around 40 key suppliers – are based in the EU and are subject to the strict requirements and laws applicable here. Consequently, our business activities and products do not pose any significant human rights risks. Nevertheless, we conduct a risk analysis at least

once a year in accordance with the requirements of the German Supply Chain Due Diligence Act (LkSG) to assess potential risks and subsequently reduce or eliminate them.

Sustainable relationships through supplier management

We strive to establish long-term business relationships characterized by mutual trust. To meet our high standards over the long term, we evaluate our suppliers at regular intervals according to nine criteria: quality, logistics, technology, innovation potential, commercial criteria, risk management, cooperation, and environmental and human rights criteria. On this basis, we first classify our suppliers and then decide which suppliers to develop strategic relationships with through target agreements and specific measures.

Conversely, we also invite them to give feedback and contribute suggestions for improving our collaboration. Before entering a new supplier relationship, we conduct a comprehensive validation to ensure that they comply with our standards and, as part of this process, request that they submit relevant certifications.

Responsibility for human rights

We are fully committed to upholding human dignity in accordance with 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 policy statement on Corporate Human Rights Strategy outlines and elaborates this position.

It goes without saying that we also expect our suppliers to comply not only with applicable laws and regulations but also with internationally recognized human rights and environmental standards. We obtain binding assurances of this by requiring them to agree to our General

Terms and Conditions of Purchase and our Supplier Code of Conduct. In the reporting year, we sent the latter to 415 suppliers. All new suppliers must also confirm their acceptance of the [Supplier Code of Conduct](#) before we enter into a business relationship with them.

Assessing and managing risks

As part of our risk management, we have appointed a human rights officer who oversees and coordinates all tasks and processes arising from the requirements of the Germany Supply Chain Due Diligence Act (LkSG). Our LkSG team, comprising employees from the Purchasing, Quality Management, Legal & Risk, and Strategy departments, is responsible for ongoing implementation. This includes regularly conducting risk analyses to assess potential risks related to human rights 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 and supplementary expert interviews. Based on the results and our capacity to influence each supplier, which is defined by the annual purchasing

volume in euros, different preventive measures are implemented. For 2023, we assessed the risks related to 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 inquire about a risk strategy. Two other suppliers were assessed as having a high risk, and we are conducting dedicated social audits at these suppliers. No actual violations of human or environmental rights were found at any of our suppliers. Further information is provided in our Annual Supply Chain Due Diligence Report.

The results of the risk analysis are presented in detail to the Management Board, which on this basis decides on the implementation program for the following year. The effectiveness of our supply chain risk management is continuously monitored by our Chief Compliance Officer, our Human Rights Officer, and the Vice President of Purchasing. We will thoroughly investigate and individually assess any suspected violations of human and environmental rights and implement appropriate remedial measures. In serious cases, this may lead to

the suspension or termination of the business relationship.

Secure reporting channels for whistleblowers

We expressly encourage employees, partners, and suppliers to report any misconduct or suspected misconduct,

whether at Viega itself or within our supply chain. Our [whistleblower portal](#) offers a secure and anonymous way to do this. In addition, the reporting channel via our Chief Compliance Officer is open to all stakeholders. His contact details are available for all employees on the intranet and are also accessible to external parties via the publicly available [Viega Code of Conduct](#). We have transparently

presented the procedures for dealing with suspected cases of violations received via the whistleblower portal or other channels in a corresponding code of procedure. The processing and investigation of the whistleblower tip-offs is carried out fairly and objectively; the persons entrusted with the grievance procedure are obliged to maintain confidentiality and comply with data protection.

During the reporting period, no grievances or whistleblower tip-offs within the meaning of the LkSG were received through our reporting channels.





TRANSPARENCY
AND RESPONSIBILITY

For sustainable growth. And a successful future.

We are a family-owned company with a successful history spanning 125 years. Many people, above all our employees, have played a part in this story. Based on the solid foundation we have built up together, we will continue to actively and confidently shape our future development. In doing so, we will be guided by our Northern Star, our purpose: “Installing lifelines for the buildings of tomorrow.”

Responsibility across generations

Our shareholder family remains deeply engaged – now primarily in a strategic role – driving the company’s success while staying closely connected at all times. Closely connected to the people and the strategic decisions, with an

open door for dialogue. Our overarching goal is to remain independent, and continue to maintain Viega as a family-owned business, together with our responsibility to society, for future generations. To do so, we must remain forward-thinking and as innovative as we have proven ourselves to be many times over the past few years. For us, growing internationally as a technology leader while maintaining our identity as a family-owned business is not a contradiction. 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 with their activities.



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



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 be a leader in sustainability and further expand the Viega Group’s **sustainability** strategy.



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



Our compass: Viega's values

A shared understanding of values – a company culture upheld and lived by all – is the strong basis that gives us orientation. Our values – **Achieve Goals, Be Empowered, Show Respect, Assume Responsibility,** and **Build Trust** – give people at Viega a clear direction. They determine how we communicate with each other, with our customers and partners, and guide our decision-making processes. Importantly, these values were defined by the Viega community, with the involvement of employees across all hierarchical levels and regions, as well as of our shareholders. Because long-term success is built on a common direction and a strong sense of community.

For strong values. And actions to match.

The word “compliance” is ubiquitous in today’s business world. It refers to a company’s obligations to follow all the laws and regulations that apply to its operations. For us at Viega, however, these are merely minimum requirements. We want to be a reliable partner for our customers, suppliers, and employees in every respect and therefore view compliance as an ongoing process that we constantly review for timeliness, effectiveness, and adherence.

Our internal rules and control systems

Our employees often operate at an international level in their daily work and have to navigate different legal systems. We have established appropriate 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 our [Viega Code of Conduct](#) and to

incorporate it into their conduct and take it into account when making decisions. We do not tolerate violations, as failure to comply with the guidelines can have severe consequences for our company and for individual employees or our business partners. To ensure compliance with the Code, our Chief Compliance Officer conducts regular training, develops e-learning programs, and is always available to answer any questions. While the e-learning modules are assigned to all employees, we provide our colleagues in Sales with additional training at regular intervals in either face-to-face or digital formats on the topics of antitrust law and anti-corruption. We inform new employees about our compliance standards as part of their onboarding process.

In addition, our Chief Compliance Officer coordinates compliance activities at Viega and deals with reports about potential weak points or circumstances that could result in a compliance violation. Any violations and related information can be reported not only directly to him,

but also to management staff, to the Management Board, or anonymously via our electronic [whistleblower portal](#). The contact details of the Chief Compliance Officer are listed in the [Viega Code of Conduct](#), which is published on the website and on the company’s intranet.

Our responsibility as a business partner

Corruption is a social problem in many industries and countries. At Viega, one thing is crystal clear: we firmly believe that our success is rooted in employee performance and the quality of our products, and not in any form of dishonest granting of advantages. We therefore strictly reject any form of corruption and bribery. We sensitize our employees to handling donations responsibly. All employees are also expected to comply with anti-corruption and anti-bribery laws as well as the Viega Code of Conduct, especially when dealing with public officials or elected representatives,

such as civil servants or judges. We would rather forego business or fail to meet an internal target than violate the law. In the reporting year, there were no incidents related to corruption or bribery.

At Viega, we are expressly committed to fair competition and compliance with the applicable antitrust and competition laws. As the Viega Group, we are subject to foreign trade, tax, and customs laws, among other things. We have established processes to comply with all tax and customs regulations. These are part of a tax compliance management system and are regularly reviewed and adjusted as necessary.





PUBLISHING DETAILS

About this report

This is the first sustainability report prepared by the Viega Group. The contents, and in particular the data it contains, relate to the 2023 fiscal year and to all fully consolidated group entities, except where specified otherwise.

While this report does not comply with a specific reporting standard, it aims to provide a strategic outline of our sustainability agenda, key objectives, and the related actions and progress. Going forward, we will report transparently on our sustainability performance annually in compliance with the requirements of the Corporate Sustainability Reporting Directive (CSRD).

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

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