



W-RACING TEAM ESG POLICY

Liège, March 2026

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

Weerts Racing Team (WRT), part of Weerts Group, is committed to sustainability in line with the Weerts Group's broader Environmental, Social, and Governance (ESG) strategy. WRT is progressively aligning with the new [VSME sustainability reporting framework](#), replacing the former CSRD requirements across Weerts Group. With unwavering support from the Weerts Group, WRT management embraces a holistic approach to ESG, focusing on six key axes to drive positive change.

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

FIA Environmental Accreditation: WRT obtained the FIA 3-Star Environmental Accreditation for 2024, recognizing the team's continuous improvement in sustainability. A re-audit will take place in 2026 to confirm ongoing compliance and progress.



WRT Additional Commitments

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

- Continuous Improvement: Implementing a Plan-Do-Check-Act (PDCA) cycle to drive ongoing improvement in environmental performance and ESG practices.
- Prevent Pollution: Proactively identifying and mitigating risks of pollution to minimise our environmental impact.
- Comply with Legal and Other Requirements: Ensuring full compliance with all relevant laws, regulations, and other requirements related to environmental aspects.
- Monitoring and Reporting: WRT is committed to transparent reporting and will annually assess progress against established ESG targets. We will continue to refine and enhance our ESG strategy to drive meaningful and sustainable changes.

Commitments and action in the most relevant environmental domains

A. Energy use

WRT is committed to using the greenest energy possible, through the development of renewable energy solutions and the use of electric or hybrid cars. Although the installation of our new solar panels is currently delayed due to regulatory constraints linked to the airport. The objective is also to adapt the good practices on energy use within the company.

WRT Target:

- 1) Increase our green energy consumption by 50% by 2026, thanks to our new BREEAM building and its soon to be 1,900 new solar panels.
- 2) Raise awareness among 100% of the employees on energy use and good practices.

B. Water consumption

WRT's objective on water consumption is to develop a complete water recycling system. As 40 percent of our water consumption is used for car and workshop washing, WRT already uses **rainwater** for these activities whenever possible. This approach reduces our dependence on mains water and forms the first operational step toward the broader recycling system we aim to implement. WRT Target:

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



C. Waste management

WRT has now fully implemented a solid waste management system within its facilities in Bierset, Liège, ensuring an improved sorting of dangerous products in the workshop. WRT also works together with specialised companies that share the same objectives and support us throughout the process (Renewi). 100% of dangerous goods (oil cloths, used oil, aerosols, etc. are now sorted in special bins and collected by Renewi. WRT is also aiming to reduce its unique plastic use and to donate non-consumed.

WRT Target:

- 1) Reducing general waste by 20% in 2026 at the office and workshop.
- 2) No more single-use plastic on track (garage and hospitality) by the end of 2026. .
- 3) To raise awareness among 100% of the employees on waste management.

D. Ground and water pollution

WRT manipulates daily dangerous goods and is aware of the risks of ground and water pollution around its facilities. The HSE Group team is currently working on improving and raise security awareness.

A certified hydrocarbon separator is installed on the site to capture oil residues and prevent any contamination of soil and water.

WRT Target:

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

E. Supply chain/ procurement

WRT has now reached its initial goals of prioritizing durable materials, limiting unnecessary purchases, and selecting suppliers that demonstrate strong ethical and environmental practices. Building on this progress, we will formalize these expectations in 2026 through a dedicated Procurement Policy that will outline clear, mandatory guidelines for responsible purchasing across all departments.

This policy will describe supplier requirements, sustainability criteria, approval processes, and expected verification measures.

WRT Target:

- 1) Sustainable procurement policy by 2026.
- 2) The top-10 of WRT's biggest suppliers will be asked every year about their ESG practices through a survey as of 2027.



F. Transport

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

WRT Target:

- 1) When operational planning allows, prioritize alternative transportation solutions to reduce reliance on air freight and lower associated emissions.
- 2) Increase people using carpooling by 30% by 2025 (to the offices and to tracks). Encourage fans to come to the track by public transport.

G. CO₂ emissions

WRT is conducting a comprehensive carbon footprint evaluation as part of its ESG Strategy. The objective is to report CO₂ emissions every year onwards and to reduce our carbon footprint starting with the most significant sources. We have established a continuous monitoring process and have already collected and analysed data for our 2022 and 2023 emissions. This work is now conducted through TAPIO, the digital platform used by Weerts Group to centralise, assess, and track carbon data in line with international best practices. WRT works in close collaboration with the Weerts Group to ensure full alignment on methodology, targets, and decarbonisation efforts. TAPIO enables both WRT and the Group to follow a coordinated and structured decarbonisation pathway and to integrate carbon performance into the annual ESG reporting process. In the new WRT building in 2025 we did replace traditional incandescent bulbs with energy-efficient LED bulbs (less energy and longer lasting)

Here below are some of our initiatives and targets

WRT Target:

- 1) WRT was carbon neutral for its WEC racing activities until 2025 through annual CO₂ offsetting under the "Drive Fast, Act Faster" initiative. From 2026, WRT renewed its partnership with Green Future Project and transitioned to the "Selva de Urundel" project, bringing total compensated emissions to 10,577 tonnes of CO₂.
- 2) Reduce, Reuse, Recycle: Practice the 3 R's to minimise waste production and energy consumption associated with manufacturing new products. See the 'Waste' paragraph.
- 3) Unplug Electronics Policy: Turn off and unplug electronics when not in use.
- 4) Drive Less: Whenever possible, we walk, bike, carpool, or use public transportation to reduce the carbon emissions associated with driving. See the 'Transport' paragraph.
- 5) Invest in renewable energy sources: from 2025 onwards, a maximum use of wind turbines from our Weerts Group. And from 2026 onwards, a maximum & hopefully use of solar panels.



We actively engage in dialogue with our stakeholders to ensure their input in our sustainability initiatives. Our ESG policy is communicated to all employees and stakeholders, and it is publicly shared on our website. An active communication plan for internal and external stakeholders has been determined for 2026. We implement this ESG policy, and strive for continuous improvement in our performance in this area by setting specific targets and action plans, while allocating the necessary resources to achieve the desired outcomes.

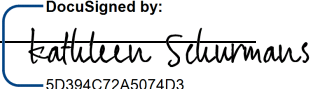
1. Signature

By signing this Code of Conduct the partner confirms its compliance with these principles. Please sign the Code of Conduct below and return it to us.


Company Name :

represented by:

Name: Schurmans Kathleen Function Co-CEO

Signature:  Date: 03/03/2026
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Name: Vosse Vincent Function Co-CEO

Signature:  Date: 03/03/2026
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