



Sustainability Report



Business units

Mobility



With around 260 stations, the Westfalen Group has the largest network of independent branded filling stations in Germany. While the focus here is on future fit drive energies and alternative fuels, selected stations are becoming Mobility Hubs that focus on the needs of mobile people. Westfalen also scores with innovative store and gastronomy concepts and has three truck wash locations as well as numerous gantry car washes and car washes in the vehicle care segment.

Industrial Gases & Services



The Westfalen Group produces and distributes more than 300 technical gases and gas mixtures for almost all areas of application in industry and trade, food production, laboratories, pharmacy and medicine. These include the air gases nitrogen, oxygen and argon, which are produced in three air separation plants, as well as acetylene and hydrogen. Refrigerants and heat transfer media for refrigeration and air conditioning technology complete the extensive product range.

Energy Solutions



With the Westfalen gas brand, the Westfalen Group is one of the leading supply companies for liquid gas in Germany. Westfalengas is suitable for over 2,000 applications: as off-grid heat energy for heating private homes, factories and agricultural buildings, for thermal processes in industry and commerce and as environmentally friendly drive energy for cars or forklift trucks.

Respiratory Homecare



With around 450 employees, Westfalen Medical is active in Germany and the Netherlands in the full care of people with respiratory diseases. The company offers innovative device technologies and services in the areas of oxygen, sleep, nebulizer and respiratory therapy as well as secretion management and, with its commitment, contributes to a significant improvement in the quality of life of the people it cares for.

“With our products we guide our customers into a sustainable future.”



Dr. Thomas Perkmann
Executive Board Chairman of the Westfalen Group

Dear Ladies and Gentlemen,

The world is changing and with it, our company. The challenge of climate change and the resulting requirements for decarbonisation have an impact on all of our business activities. However, this is not something we are afraid of.

For one thing, we are well aware that every major change starts with ourselves. Secondly, change has always been part of our development as an independent family business. It is no coincidence that we can now proudly look back on a successful 100-year history.

For us, progress and sustainability are not a paradox. To coincide with our anniversary year, we have revised our entrepreneurial direction and set ourselves the goal of a noticeably more sustainable future with our Westfalen Vision 2030.

In doing so, we have not only prepared the ground for a gradual exit from fossil fuels, but have also firmly anchored our ambition to help our customers become more sustainable themselves with new CO₂-friendly products and solutions.

With our first sustainability report, we would like to give all stakeholders an insight into the development of our sustainability activities. We are proud of what we have achieved so far and are consistently moving towards a sustainable future - for our company, our customers and our environment.

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This report is the first sustainability report of the Westfalen Group. The report is published exclusively as an online report and also contains extensive digital information such as video material, which can be easily accessed using the QR codes provided.



Scan QR code for more information.

Creating the future together

Making progress sustainable: For employees, customers and business partners. For Europe's phase-out of fossil fuels. And for a future in which Westfalen provides sustainable mobility, heating and cooling as well as health and well-being.



Dr. Thomas Perkmann presented the Vision 2030 to the employees.



100 years - still curious!



In the summer, all employees celebrated the company's 100-year history together.

Growing with change

The Westfalen Group has grown strongly since it was founded in 1923 and has continued to diversify over the years. Today, the Group has a broad base and is active in a wide range of markets, from industrial gases production to the mobility and heating markets and the healthcare sector.

But solutions and business models will be changing in the coming years. In the field of technical gases and refrigerants, climate-neutral products will gain increasing relevance. Respiratory Homecare, which has been operating as an independent division since 2023, will likewise become more important. In the heating market, Westfalen is positioning itself as a leading provider of electricity-based energy solutions. In the mobility sector, Westfalen is focusing on mobility hubs that offer sustainable fuels and feature innovative concepts in their shops and vehicle maintenance services. Another crucial growth area will be hydrogen as a fuel of the future.

Step by step to a sustainable future

The paramount goal is to maintain the company's present viability for the future. To this end, the business models with high CO₂ emissions are being transformed step by step into business models that are ecologically and economically efficient and augmented with new, innovative business sectors. This transformation will not only make the Westfalen Group more sustainable – it will also help the Group's customers to become more sustainable through the use of new solutions and products.

A family-owned company for more than 100 years

Decarbonization is changing the world, including the world of Westfalen. Indeed, since its founding on October 11, 1923, the Westfalen Group has lived both from and for change. With one constant: Westfalen has always been and will continue to be an independent family-owned business – one that is competitive, financially independent and proud of its 100-year history.



Scan QR code for more information



Managing sustainability

An efficient sustainability management system enables the Westfalen Group to actively shape change in the economy, the society and the markets.

Understanding sustainability

As a family-owned business, the Westfalen Group has always thought on a generational basis. And while responsibility characterizes the daily actions of such a family business, Westfalen is also facing social challenges and driving sustainable development for future generations. In this situation, the focus is always on the customers – accompanying and supporting them on a path to sustainable progress with Westfalen products and services.

A more sustainable orientation is a central element of the corporate strategy that will differentiate Westfalen in the market. This involves the targeted integration of sustainability aspects into the company's business models and processes to make it fit for the future. At the same time, Westfalen aims to remain competitive and financially independent, because only an economically successful company can fulfill its responsibilities. In this context, sustainability is not a one-off action, but a continuous path of improvement that Westfalen is pursuing collectively, transparently and step by step.

Acting responsibly

Westfalen supports the ten principles of the United Nations Global Compact in order to fulfill its fundamental responsibility towards humanity and the environment. As the world's largest initiative for sustainable and responsible corporate governance, the Global Compact strives for a more inclusive and sustainable economy and calls on companies to act more responsibly.

Organizing sustainability

Clearly defined responsibilities are an essential part of the Westfalen Group's sustainability management system. Responsibility lies with the Chairman of the Westfalen Group's Executive Board, whose Sustainability Manager coordinates sustainability activities and manages sustainability-related controlling and reporting.

The Sustainability team manages the strategic and operational sustainability activities and develops them in regular basis further on an ongoing basis. This team is composed of representatives from various company departments, providing a broad base of knowledge and expertise. This in turn gives rise to well-grounded decisions that are ultimately made by the Sustainability Committee, which is composed of members of the Board of Managing Directors.



Organizational responsibility for sustainability in the Westfalen Group.

WE SUPPORT



“The UN Global Compact is a great platform to join forces for a common sustainable future.”

Christin Wessels, Sustainability Manager

Westfalen supports the ten principles of the UN Global Compact.



Top row (from left): Sven Rickert, Kim Schürmann, Inga Oertker, Sascha Detels; middle row (from left): Anja Stumpf, Lucas Dreis, Corvin Hermann, Dr. Lena Brechtken; bottom row (from left): Christin Wessels, Aylin Güresci, Eileen Drees; missing: Maren Rose



Outstanding commitment

Committed to tradition: The Westfalen Group adheres to deeply rooted values and principles. These are manifested in the Group's vision, its Sustainability Guideline and its Code of Conduct. In addition to its commitment to the ten principles of the United Nations (UN) Global Compact, the Westfalen Group also supports the Sustainable Development Goals (SDGs) of the United Nations with its activities.

The Westfalen Group's commitment to sustainability is also increasingly being assessed by external organizations with regard to defined environmental, social and governance (ESG) dimensions. This gives rise to ratings that help customers judge the company's engagement. After Westfalen Group was awarded a gold medal by EcoVadis in 2023, the Group received the platinum medal in 2024 as a result of the evaluation process conducted at the end of 2023. This award shows that the family-owned company is in the top 1% of all companies assessed within the last year. At the same time it serves as an incentive to further expand sustainability activities so as to maintain this high ranking.



With the platinum medal, Westfalen is among the top 1 percent of all companies assessed.



17 Sustainable Development Goals of the United Nations.

Focus stakeholder

An intensive exchange with stakeholders provides valuable findings regarding the company's future direction. The materiality analysis helps Westfalen to systematically translate these findings into action.

Different topics, one perspective

Westfalen regularly exchanges views with various stakeholder groups, who have very different perspectives and expectations of Westfalen in regard to sustainability. Through this process the company gains valuable insights that influence its business activities and sustainability management. In addition, Westfalen is active in numerous organizations and initiatives, which opens up an even more comprehensive view of the topic of sustainability.



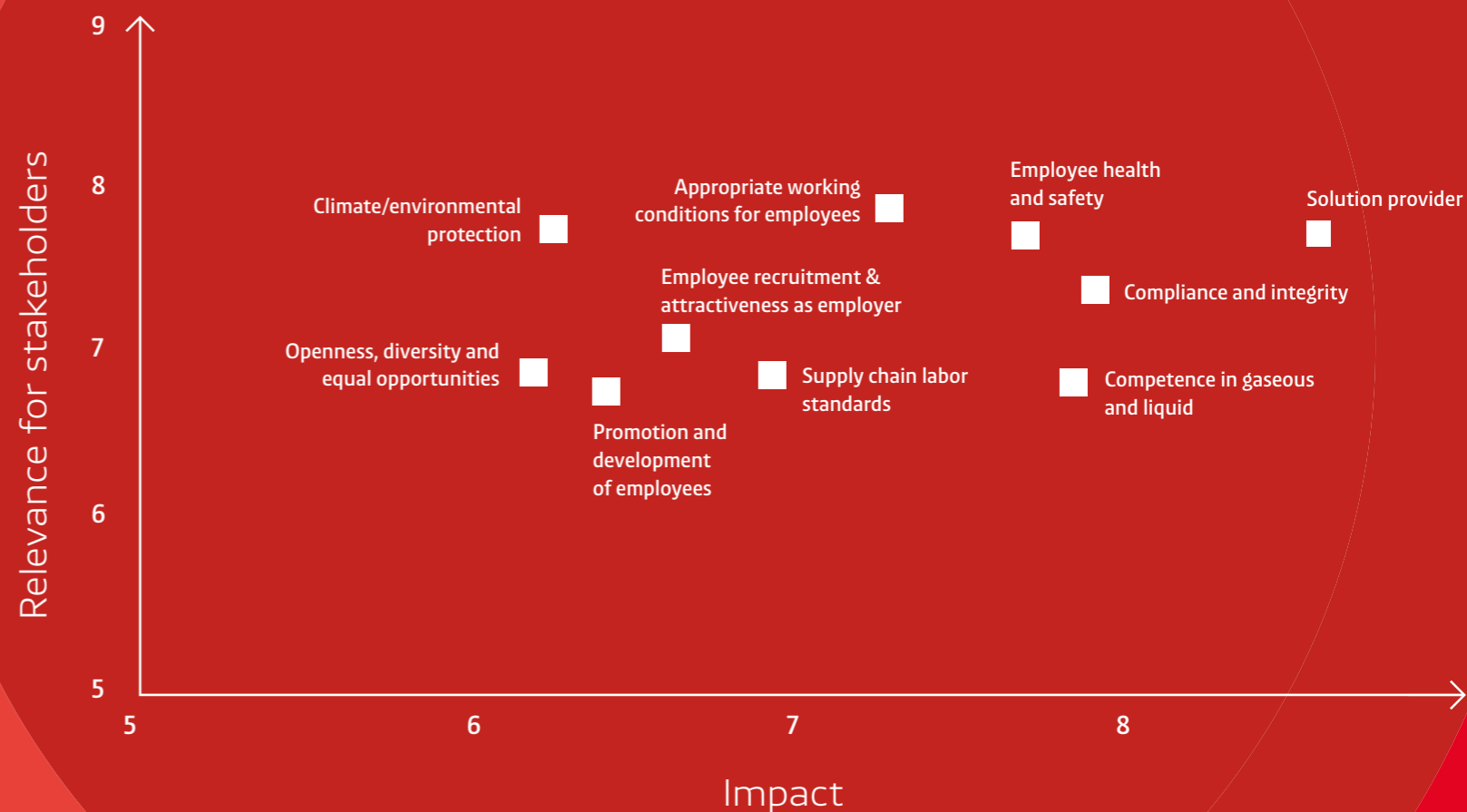
Materiality analysis as starting point

Sustainable action and management has many aspects which tend to be interlinked and interdependent. In dealing with this multitude of factors, the aim of the materiality analysis is to avoid losing sight of the big picture or overlooking a point that may be essential for the company's activities. Westfalen therefore carried out a materiality analysis in 2022 in order to identify and prioritize the most important sustainability issues. In this analysis the interests of the various stakeholder groups were systematically identified and evaluated. The result of this assessment is presented in the materiality matrix. Because the launch of Westfalens Education Initiative in the company's 100th anniversary year brought social commitment even more into focus, this was also included as another important topic in 2023.

ESRS topics evaluated collectively

In order to prepare Westfalen for future reporting in accordance with the Corporate Sustainability Reporting Directive (CSRD), a new materiality analysis was started in 2023. Following the Sustainability team's initial assessment of the ESRS (European Sustainability Reporting Standards) topics and their mapping in the value chain, interviews were conducted with representatives of the various stakeholder groups. They gave their assessments of the impacts, risks and opportunities arising from the various ESG (Environment, Social, Governance) topics for the Westfalen Group. In order to involve the stakeholder groups directly, an additional external stakeholder survey was conducted at the beginning of 2024, on the basis of which the materiality analysis will be completed.

Materiality matrix 2022



Development of Westfalen's sustainability strategy

The materiality analysis in 2022 was the starting point for developing the Westfalen Group's sustainability strategy. Working together with the Executive Board, the key topics were compiled in six fields of action, including guiding principles and descriptions, which are set out in the Sustainability Guideline. In order to ensure the measurability of the company's actions, clear targets and key metrics were defined for each field of action. At the same time, the Sustainable Development Goals (SDGs) were taken into account in the process in order to be able to work towards these goals in the future.

All targets were reviewed and approved by the Sustainability Steering Committee and the Executive Board. Finally, the intensive exchange on these topics resulted in a consensus on the direction that the Westfalen Group's strategic sustainability journey should take.

At a glance



76
Apprentices in 19
different professions

5
Corporate values

- Accountability
- Team spirit
- Love for our customers
- Curiosity
- Joy

-33 %

Reduction of own
CO₂e emissions
(Scope 1 & 2)

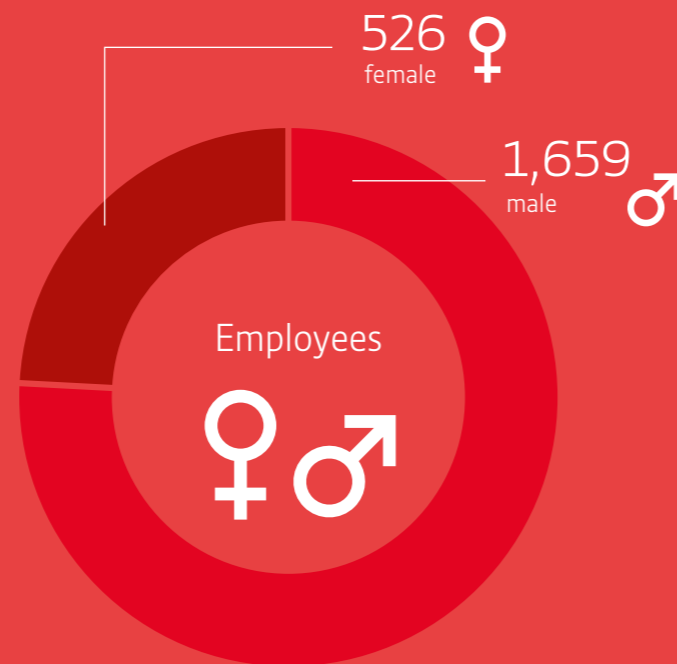
-15 %

Reduction of CO₂e
emissions from the
sold energy sources

0 Cases of human rights
violations injuries



- Future fit business models
- Locations with a future
- Attractive employer
- Sustainable products and solutions for our customers
- Transparency in the supply chain
- Acting responsible



0 Cases of
corruption

76 Engagement index

Participation rate
employee survey

70 %

Fields of activity of the Westfalen Group







Future fit business models

Westfalen is transforming its business models and making a positive contribution to society and the environment.

Acting responsibly: Utilizing opportunities, minimizing risks

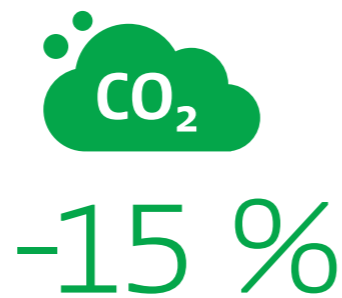
Westfalen is aware of the influence that it has on the environment and on society. The Westfalen Group perceives the opportunities as well as the risks that attach to its various business models and aims to transform those that have a high environmental impact into ways of doing business that are both resource-conserving and profitable. This is the approach that will also secure the future of the company.

The Westfalen Group's approach

Westfalen is participating actively in the energy transition by investing in sustainable business models and promoting change in its various business sectors. These measures not only secure the long-term future of the company, but also help the company's customers to act more sustainably. All of the relevant departments at Westfalen are supporting this process. At the same time, external partnerships and initiatives are being used to promote the further development of new business models and drive change.

Shaping the future of mobility and heating

Renewable energies and alternative fuels have a central role to play in achieving ambitious climate protection goals. Westfalen is and will remain a mobility provider and aims to play an active role as part of the solution in shaping the transition to more environmentally friendly fuels. With its liquefied gas offerings, Westfalen helps to ensure energy supply security while at the same time investing in alternative heating solutions such as bio-liquefied gas and heat pumps. In taking this approach, the company remains technologically open and invests in various sustainable fuels.



CO₂e emissions from the energy sources sold

E-Mobility:
The future of the filling station.



Electromobility

Moving the transport transition forward

To achieve the goals of the Paris Agreement on climate change, there must be swift and massive reductions in the emissions of transport-related greenhouse gases. Electromobility represents a central element in this transformation. The aim is therefore to come up with innovative mobility solutions today for the climate-friendly road transport of tomorrow.

In this connection, Westfalen is actively promoting the further expansion of electric vehicle charging infrastructure in Germany – at filling stations, at customers' business premises and at their employees' homes. With Westfalen's Fleet@Home service, the kilowatt hours charged at home for a company car via a private hook-up are automatically recorded so that the electricity costs can be reimbursed. And with our charging card for company cars, Europe-wide access is provided to approximately 270,000 public charging points.

GHG quota at Westfalen

With the greenhouse gas reduction quota (GHG quota), the German government has created a legally standardized market-based climate protection instrument to make the switch to electromobility more attractive. The aim is to motivate the petroleum industry to use more renewable energies to drive forward the transport transition. Owners of fully electric vehicles can apply to the German Federal Environment Agency to obtain a fixed sum for each fully electric vehicle and secure bonuses. Westfalen offers a service to manage the GHG quota application to the Federal Environment Agency as well as for trading the quotas with other mineral oil companies, making it possible to receive higher returns by combining several quotas.

Liquefied Natural Gas

For heavy goods transport of the future

LNG is a more environmentally friendly fuel alternative for heavy goods transport – not only for road freight transport, but especially for long-distance transportation. Cryogenic liquefied natural gas has a 600-fold increase in energy density, which makes long ranges possible. At the same time, the regenerative fuel has greater price stability than fossil LNG and is not so dependent on global influences.

With the use of fossil LNG fuel, pollutant emissions of nitrogen oxides and particulate matter can be reduced in comparison to diesel. And by using biogenic LNG, greenhouse gas emissions can also be significantly reduced.

Switchover to bio-LNG

Westfalen has been offering 100 % bio-LNG at its own LNG filling stations in Herford, Münster, Herne and Cologne, Germany, since December 2023. All standard commercial LNG vehicles can be fueled with bio-LNG without problems. This means that customers who are already fueling their vehicle fleets with LNG can use bio-LNG to meet the demand for environmentally friendly logistics and gain a competitive advantage on this basis. Westfalen provides customers with documentation of the actual CO₂ reductions based on the amount of bio-LNG that has been purchased.

The switchover to bio-LNG has been made possible through a cooperation between Westfalen and revis bioenergy GmbH. revis bioenergy GmbH is based in Münster and produces bio-methane exclusively from waste and residual materials coming from regional sources.

Compressed Natural Gas

Compact climate friendliness for municipal transport

The recycling company REMONDIS and the Westfalen Group have joined forces to use bio-CNG as an alternative fuel to make waste-hauling logistics in urban transport more sustainable. The official opening of a new bio-CNG filling station in Coesfeld, Germany, marked the start of this long-term collaboration. Now all CNG-fueled trucks and cars can fill up at the public station with biogenic CNG, which is obtained from waste and residual materials.

Bio-CNG offers many advantages for de-carbonization in the mobility sector. In addition to reducing particulate matter and nitrogen oxides in vehicle emissions, almost the same amount of CO₂ is absorbed during production as is later emitted during combustion. With this cycle, the total amount of CO₂ in the atmosphere remains constant and does not increase.

Hydrogen

Mobile hydrogen filling station

Westfalen's mobile hydrogen filling station offers a solution for newcomers to hydrogen use and new hydrogen-fueled fleets of commercial vehicles. It brings the alternative fuel to wherever it is needed. Providing a fast-fill solution in a container, the mobile station enables reliable hydrogen refueling of vehicles with fuel cells or other hydrogen drive systems at almost any location. The mobile hydrogen filling station is also suitable for the fuel needs of energy-intensive construction sites.

City buses with zero emissions

Six brand-new hydrogen buses have been in regular service in Brühl, Germany, since April 2023, and Germany's first mobile hydrogen filling station from the Westfalen Group is ready to refuel them at its Eisenwerk site. This represents an important first step towards more ecological public transport in the future and adds another element to the

emerging hydrogen landscape in the Cologne metropolitan area.

Joint venture with RWE

RWE and the Westfalen Group will be working together to supply hydrogen-powered vehicles with green hydrogen. As part of a joint venture, the two companies plan to develop a hydrogen filling station infrastructure in Germany, in particular for heavy commercial vehicles. The development of a hydrogen refuelling station network is planned for the coming years.

RWE will provide the green hydrogen from its electrolysis plants in Lingen, Germany, and the Westfalen Group will take care of the construction and operation of the filling station infrastructure. Initially the regional focus will be on NRW and Lower Saxony.

Mobility Hubs

Designing the filling stations of the future

As a central point of contact for people on the move, Westfalen mobility hubs clearly stand out from conventional filling stations. In addition to offering a wide range of alternative fuels including 100% green electricity for charging, they also provide a diverse assortment of attractive food and convenience products in the Alvore shops, digital solutions and useful services for commuters, travelers and other people on the move. Westfalen's aim with the new concept is to become less dependent on fossil fuels, to promote a future fit mobility and to respond more effectively to the evolving needs of filling station guests.

Heating

An acquisition for energy systems of the future

With its acquisition of a majority stake in the NGC.tec Group, Westfalen is expanding its range to include electricity-based heating systems. Over the past 20 years, the

Gladbeck-based company has successfully specialized in the planning and installation of energy solutions with a focus on heat pumps for private homes and commercial customers. In the last financial year, this business led to sales of more than €20 million.

The acquisition now makes it possible for Westfalen to offer comprehensive solutions for an optimal energy supply to customers, including in the industrial sector. It represents a further step in the realignment of the entire Westfalen Group from conventional energy sources to renewable energies.

for transport and to supply heat are considered as energy sources.

The GHG emissions of energy sources categories 1 and 11 reflect the relevant GHG emissions for the target of reducing GHG emissions by 20% for energy sources sold in 2030 as compared to 2019. In 2023, GHG emissions in categories 1 and 11 amounted to approx. 3.0 million tonnes of CO₂e (2022: 3.0 million tonnes of CO₂e). 87% of this is attributable to category 11. Overall, these GHG emissions have decreased by 15% since 2019.

Our own ambitious climate targets

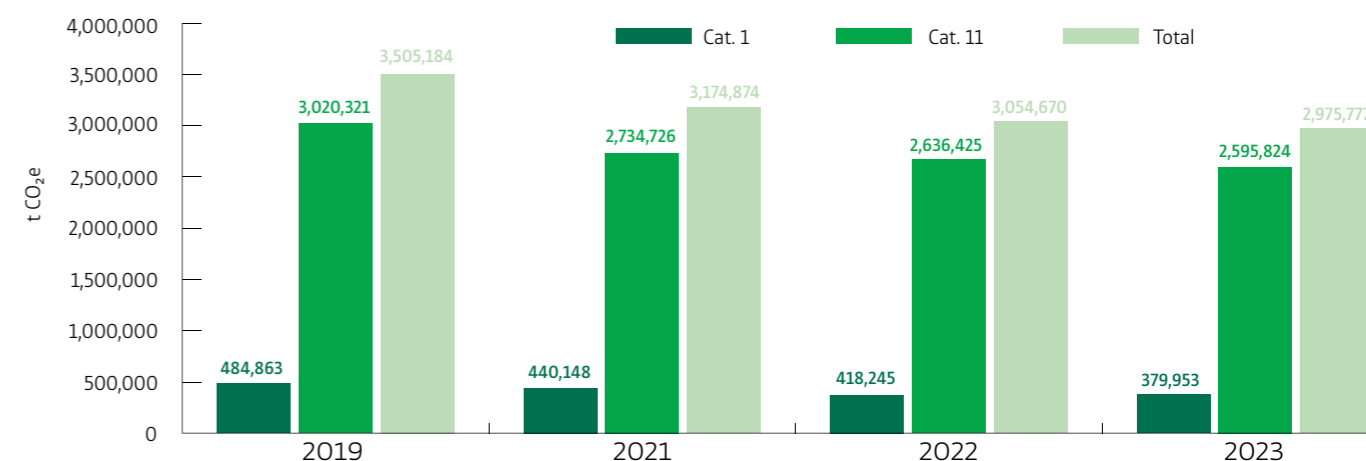
Reduction of GHG emissions by 20%

In 2022, the Westfalen Group set climate targets – both in terms of the GHG emissions that the company generates itself and those caused by energy sources it sells. By 2030, Westfalen plans to reduce GHG emissions from its energy sources sold by 20% as compared to 2019. In setting these goals, Westfalen not only considers the GHG emissions that arise in the upstream chain of the use phase, but also possible negative emissions resulting from CO₂ capture or storage (Scope 3, categories 1 and 11). All products used



Save energy with heat pumps.

Overview of GHG emissions Scope 3 Westfalen Group



* audited externally with limited assurance, p. 75-76





Sites for tomorrow

Westfalen works competitively and is securing its locations for the long term.



Sustainability on a systematic basis

Operating with its certified environmental and energy management systems, Westfalen can structure the impact it is having on the environment, evaluate this impact from various perspectives and generate targeted measures.

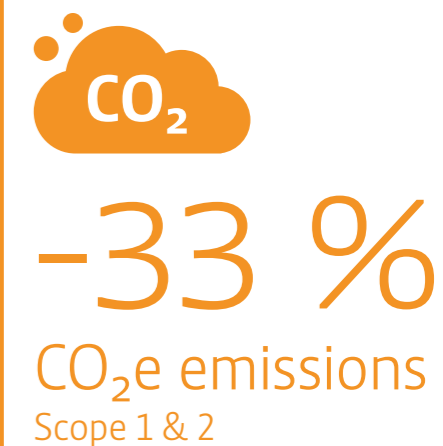
The aim is to continuously optimize the consumption of resources such as energy and water and to reduce greenhouse gas emissions along the value chain. In this way, the Westfalen Group is making its sites competitive in the long term through investments and ongoing automation.

The Westfalen Group's approach

The German production sites are certified in accordance with the internationally recognized environmental management standard ISO 14001. The air separation plants in Hörstel and Laichingen are certified in accordance with ISO 50001 for energy management systems. All environmentally relevant topics are taken into consideration and evaluated jointly by the responsible persons on an ongoing basis. Regular internal and external audits are prepared as part of the continuous improvement process to ensure that a high level of protection can be maintained and developed further.

In regard to energy management, the major focal points concern energy consumption as well as waste management at the production sites. To raise awareness among all employees on these topics and environmental protection in general, Westfalen developed an environmental training course in 2023. It covers various aspects relating to energy, waste, emissions and water use and was completed by 89% of employees in 2023.

The Westfalen Group reports its greenhouse gas emissions annually in accordance with the internationally recognized Greenhouse Gas (GHG) Protocol standard. At all environmentally relevant locations, i.e. all production locations and relevant administrative locations with a significant environmental impact, both direct GHG emissions, e.g. from the combustion of fossil fuels (Scope 1), and indirect emissions from the procurement and consumption of externally generated energy types (Scope 2) are included in the calculations. Scope 2 emissions are analyzed using both the location-based method and the market-based method.



“In our new construction projects, we take into account ecological aspects that conserve resources and rely on renewable energies.”

Laurent Wauters-Herlyn, Head of Engineering Technology

Effective reduction of energy consumption

CO₂e emissions are generated by energy consumption through the company's use of electricity and heat as well as through logistics operations. Climate protection thus has a significant role to play in the company's sustainability strategy. As a supporter of the UN Global Compact and of the local initiative 'Münster's Alliance for Climate Protection', the Westfalen Group is committed to actively pursuing progress in this area. Since 2022, the company has been operating its filling plants with green electricity, has expanded the use of photovoltaic systems, has renovated buildings such as the Westfalen headquarters in Münster, and is taking energy-relevant aspects into account in new construction.

New filling plant in Lanken

The new filling plant in Lanken, Germany, was opened in 2023. The hub will reliably supply customers in northern Germany with approximately 140,000 cylinders of different technical gases per year. Constructed on an area of 19,000 square meters, the plant meets the latest energy standards in accordance with the German Building Energy Act (GEG). It is equipped, for example, with a heat pump and an extensive photovoltaic

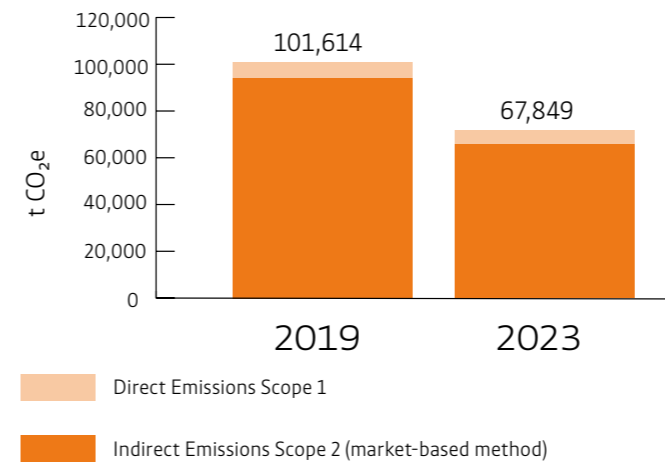
system. In addition, there is a CO₂ air evaporator, which helps to reduce energy requirements.

Supporting the Paris Climate Agreement

With regard to the greenhouse gas emissions generated by its own activities, the Westfalen Group is pursuing the goal of being climate-neutral by 2045. This includes Scope 1 and Scope 2 emissions as well as selected Scope 3 categories. An important milestone in this effort will be the reduction of Scope 1 and 2 emissions by 50% in absolute terms by 2030 compared to 2019. To track progress towards this target, a monitoring system for CO₂e emissions was set up in 2022 that measures the emissions generated annually by the company.

To further strengthen the company's engagement on this issue, members of the Sustainability team took part in the UN Global Compact's Climate Ambition Accelerator program in 2023. With the program, they focused intensively on how to set a science-based climate target for the Westfalen Group that is in line with the 1.5°C target of the Paris Agreement and paves the way to a net-zero future.

Overview of GHG emissions Scope 1 & 2 Westfalen Group



* audited externally with limited assurance, p. 75-76

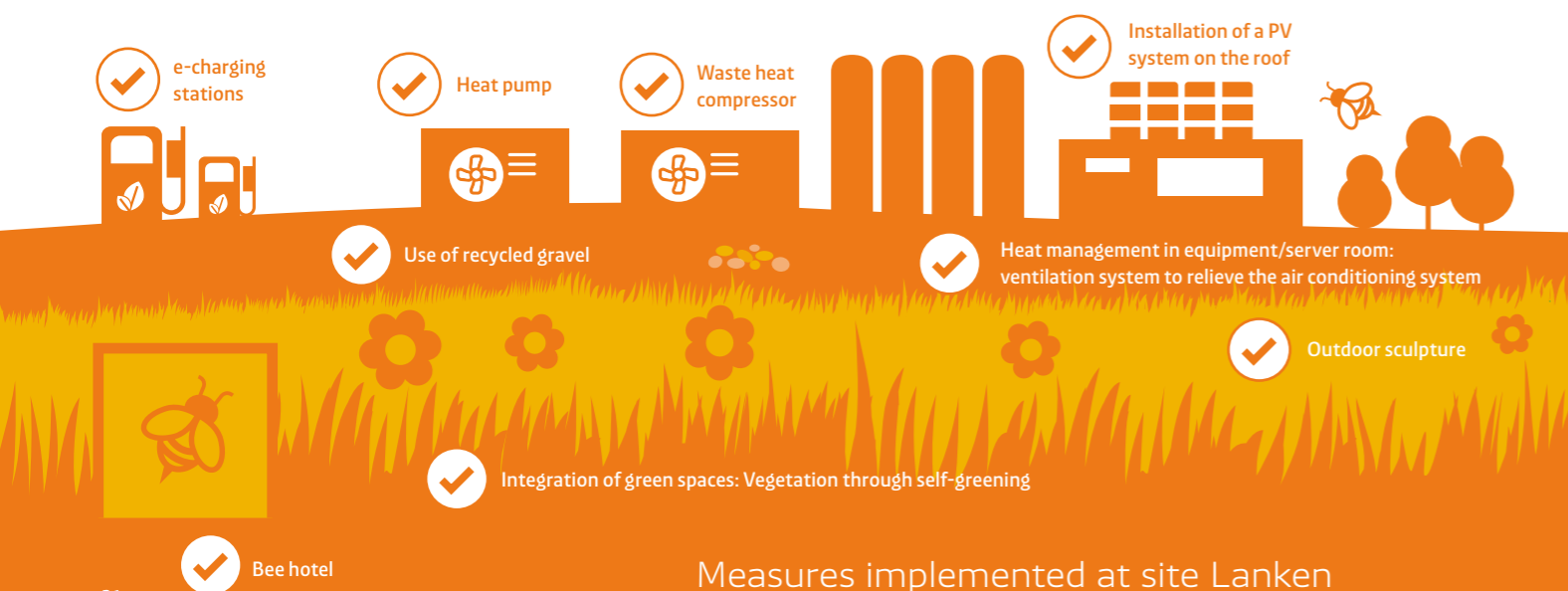
Reduction of greenhouse gas emissions

In total, the Westfalen Group caused GHG emissions of 67,849 t CO₂e in 2023. This includes 6,932 t CO₂e from direct emissions and 60,917 t CO₂e from indirect emissions, which are caused in particular by electricity use. Compared

to the base year 2019, the GHG emissions have fallen by 33 %. This is mainly due to improvements in the electricity mix. Overall, the share of renewable energies in the overall electricity mix across all locations was 39 %, while the share of renewable across all energy sources was 34 %.

Investment in a climate protection project

The Westfalen Group has decided to invest in a climate protection project conducted in accordance with the international Gold Standard. The investment in the "Safe Drinking Water Project" in south-eastern Nepal's Madhesh Province enables Westfalen to act more independently of the market and to ensure the permanence and sustainability of the project's carbon sequestration. With the project it is planned to equip 400 institutions with water filtration technology to provide households and communities with clean drinking water. The project's focus will be on sanitation facilities in schools.



Clean Water for a safe environment



Scan QR code for further information to the project





Attractive employer

The employees of the Westfalen Group are the key to success.

Taking responsibility

The safety and health of the company's employees is a central value and an ethical responsibility for the Westfalen Group. The company protects employees from hazards and accidents and promotes their health. In this regard, Westfalen systematically addresses occupational safety as an integral part of its management system.

One of the company's central objectives is to foster and promote the knowledge and skills of its employees. Westfalen therefore develops its workforce not only within specific professions but also on an interdisciplinary basis. To this end, a working environment is established in which continuous, lifelong learning and effective collaboration are made possible. Equal opportunity and diversity are common practices for Westfalen. The openness and diversity that this engenders creates a culture of creativity and company-wide exchange that makes a decisive contribution to business success.



Occupational safety as a core value of the Westfalen Group.

The Westfalen Group's approach

The Westfalen HR strategy provides the framework for our activities. This strategy is defined and implemented by the Human Resources (HR) department, which reports to the Executive Board. The HR team defines relevant standards, guidelines and processes and adapts them on an ongoing basis to the changing requirements of employees and the company's business.

Occupational safety is also prioritized across all levels of responsibility in the company - from the top management of the Westfalen Group through to the lower management levels. All necessary procedures, processes and measures are defined in the integrated management system in compliance with local regulations. In addition, locally responsible staff members are actively supported by the corporate function for Quality, Health, Safety & Environment.

To ensure their effectiveness, Westfalen regularly subjects the developed processes and measures to internal audits. In the area of occupational safety, our workforce is kept aware of important issues on a regular basis through training courses and other measures. In 2023, 94% of employees took part in such training courses.

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Engagement Index

Attractive working conditions

The Westfalen Group creates attractive incentives for its employees which vary depending on the country and the location. These include flexible working time models as well as the option for employees to work part of their hours on a mobile basis. Via the so-called future contribution, non-managerial employees can choose between additional days off or a cash payment to handle overtime hours. Westfalen also offers variable profit-sharing models to employees to participate in the company's success. Job tickets, on-the-job massages and the option to acquire a job-bike round off company offerings to employees.

Open dialog

At Westfalen, trust and cooperation between management, employees and employee representatives are an integral and actively practiced part of the corporate culture. An open and ongoing dialog between management and employee representatives as well as trade unions is important to Westfalen. In order to strengthen the internal exchange on the topic of sustainability, the Sustainability department set up its own sustainability group on the company intranet in 2023. This offers a forum where employees can discuss all aspects of a more sustainable life, share their ideas and learn from each other.

Vocational training and further education

Westfalen offers applicants many opportunities to start their professional careers at the company. The Westfalen Group offers training in a total of 19 different technical and commercial professions as well as through dual work-study programs. In 2023 in Germany, 76 young people took part in dual work-study programs that combine employment with technical training or university study.

Westfalen also provides systematic on-the-job training to employees. One aspect of this takes place through a talent management system that every employee participates in. One part of this process is the talent conference at which



valuable feedback is given to the employee. In addition, the annual employee appraisal is used to jointly determine individual employee goals for further development.

Because the family-owned company is convinced that everyone deserves the same opportunities to develop their potential and grow professionally, Westfalen has set itself the goal of increasing the proportion of women in leadership positions across all management levels. And in order to develop high-potential female employees into senior managers on a step-by-step basis, our company participates in the regional CrossMentoring OWL program.



Scan the QR code for more information to cross-mentoring

Apprentices' sustainability initiative - "Youth Lab: Let's do future!"



With this sustainability initiative launched in 2023, Westfalen gives its apprentices the opportunity to take responsibility for their colleagues and the environment. In the program, our first-year apprentices apply the knowledge they have acquired on the topic of sustainability in small groups to develop new ideas and integrate these ideas into their own everyday work. At the same time, the implemented sustainability projects motivate other employees to take action.

German Diversity Day 2023

As a signatory to the Diversity Charter, it is important to Westfalen to create an affirmative working environment for all employees – regardless of age, ethnic origin and nationality, gender and gender identity, physical and mental abilities, religion and ideology, sexual orientation or social background. With the topic of diversity playing an increasingly important role at the company, Westfalen also took part in 2023 for the first time in the Diversity Day organized by the Diversity Charter with various activities focusing on the topic of "unconscious bias".

Re-audit by the organization "berufundfamilie"

Westfalen AG has been certified since 2016 in accordance with a "berufundfamilie" audit. This assesses eight different aspects of HR policy: working hours, work organization, place of work, information and communication, leadership, personnel development, remuneration components and monetary benefits as well as services for families. In 2023, the company successfully completed the re-audit, confirming once again that Westfalen AG has implemented a family and life-phase-conscious personnel policy. The certification covers all Westfalen AG locations.

Viva FamilyService

A corporate culture with a good work-life balance is an important feature of employer attractiveness and brings demonstrable economic benefits.

With this in mind, Westfalen has started working together with the Viva FamilyService organization in 2023 to offer specific counseling and referral services to assist employees in managing childcare or caring for a family member.

charta der vielfalt



Employee survey 2023

In 2023, Westfalen conducted its second Group-wide employee survey. As a central tool of organizational development, such a survey helps to determine the level of satisfaction in our workforce and to identify potential areas for improvement. The "engagement score", calculated on the basis of employee responses, shows how connected and satisfied employees are with Westfalen as an employer. In total, 70% of the Westfalen workforce took part in the latest survey. The engagement score rose from 71 (2021) to 76, which is above the global benchmark.

"Westfalen offers equal opportunities to everyone, regardless of origin or background."

Eileen Drees, Human Resources Manager



“Balancing work and family is not a nice-to-have, but rather a must-have.”

Westfalen AG:

How important is the topic of balancing work and family in corporate life?

Victoria Reimelt

The issue of achieving work-life balance has become more and more relevant in recent years. Finally, everyone has family – parents, siblings, relatives, partners or children. And it is not always easy to reconcile everybody’s needs. The stress of trying to organize one’s private life alongside one’s work life can make it feel like nothing is being done as it should be. The situation is not made any easier by the fact that in Germany there is a nationwide shortage of childcare places and that one in eight people has a relative in the family who requires care.

To make it possible to combine work and family life, companies need to actively provide support options to their employees. Because one thing is clear – employees who receive support with the multiple mental pressures and demands they face are also better able to concentrate on their work, are absent less often and are more motivated and productive. Effective support also makes for an attractive corporate culture and shows a company’s appreciation to its employees. In turn, employees who feel that they are well taken care of by their company enjoy going to work and don’t see their jobs as an additional burden. These factors also ensure a greater degree of loyalty to the employer.

Our aim is to respond immediately and individually with our qualified staff to the individual problems of employees and their families and to offer them personalized solutions. In taking this approach, we always respond flexibly to the needs of our clients.

With our Viva FamilyService, we support companies in meeting their social responsibilities, facilitate a sustainable personnel policy and at the same time promote family friendliness in our society.

What does the Viva FamilyService provide?

Victoria Reimelt: The Viva FamilyService supports employees and reduces the burdens they and their families face in matters relating to childcare, long-term care advice, and psychosocial counseling. This support is provided free of charge to employees, has no time limits and is, of course, completely confidential.

In addition to consultations, we offer further research and referrals in order to provide optimal and comprehensive support. The service is made available to employees as well as to their families. In this way, it is possible to ensure effective support.

In the area of acute illness and nursing care, Viva offers information and support in finding suitable nursing services and facilities. In addition, support talks provide targeted help to family members who are providing care.

For all questions relating to children, our advisors provide assistance with pedagogical issues, bureaucratic questions and finding childcare.

For Viva, the first priority is always to find the right care solution whether in the area of nursing care or in the area of childcare. Our service is available throughout Germany and therefore facilitates flexible implementation of solutions.

For all matters relating to psychosocial counseling in acute situations, employees have access to qualified psychotherapists who provide counseling and support.

In addition to this, we offer a wide spectrum of lectures, webinars and workshops on different topics. Companies have the opportunity to prepare in-house material with us on topics that are coming up frequently. This integrates the work-life balance into the everyday activities of the company and promotes a feeling of community and team spirit.

>



About:

Victoria Reimelt
Viva Familienservice

Since 2023 Victoria Reimelt is Head of Corporate Development and Customer Care at the second-generation family business. In this role, she advises companies from various industries on the implementation of a family-friendly HR policy.

How can employees make use of the Viva Family-Service? Do you have a practical example for us?

Victoria Reimelt: When a company books our service, all employees can log in individually on the Viva homepage (www.dein-viva.de) and view our offerings. For employees desiring advice, it is possible to directly book an appointment, to call or to write an email. Viva's strength is in the breadth of expertise in our team of advisors as well as the speed with which help is provided.

Things always get started in an initial consultation in which our advisor will discuss the specific situation in detail with the employee in order to address their individual needs. We take as much time as the client needs. In most cases, it is already possible for us to give some tips in this first talk, to clarify the basic situation and to provide some tangible help. The next step usually involves conducting research on the issues that have been discussed and forwarding the options that have been found. Basically, the advisors are in ongoing contact with the families, either through short updates regarding the current status or through regular consultations on specific subjects. We have only finished our work when everyone is satisfied and we have, in fact been able to help achieve some relief.

Here are some practical examples of how our service is used: to look for a place in a kindergarten, to find a babysitter, to have a pedagogical support talk in a difficult situation, or to get advice about parental benefits and parental leave.

In addition, common topics for Viva are dementia counseling, support in finding nursing care services or a nursing home and advice regarding living wills and powers of attorney.

Topics dealt with in psychosocial counseling include stress on the job, relationship problems, feelings of being overwhelmed and similar issues.

It is important to us that employees know that they can come to us at any time with any concern relating to their work-life balance. Typically Viva advisors first determine what could bring relief and then how Viva can best support this.

A classic example: The employee has just received a call from the hospital that he should please pick up his mother tomorrow who requires care after suffering a fall. But his mother lives alone at home. The employee lives with his family 200 kilometers from his mother. He does not know how he can pick up his mother, nor how he can ensure follow-up care.

Or: The father of an employee is over 80 and has become confused following a procedure in the hospital. Previously, however, he was perfectly lucid. Has he suddenly become demented?

Or: A parent is already in need of care and is being looked after by their partner. The partner is no longer able to manage the household and the care requirements. What happens now?



Scan QR code for further information to Viva Familienservice







Transparency in the supply chain

Westfalen builds transparency into its supply chains.



Acting responsibly

The Westfalen Group is very aware of its social responsibilities and is expressly committed to the principles of the UN Global Compact Initiative, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises as well as the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. These directives outline the basic principles and thus the foundation of the behavior and way of doing business that Westfalen expects from its suppliers. And while mutual exchange promotes supply chain transparency, Westfalen at the same time calls on its suppliers to observe social and ecological principles in their business practices.

The Westfalen Group's approach

The department Corporate Procurement is responsible for purchasing goods and services that are required centrally. The department reports to the Executive Board and is tasked with ensuring that guidelines and specifications are correctly adhered to. In addition to this centralized function, there are procurement departments in the individual divisions. These departments purchase division-specific goods and also act in compliance with the central guidelines and specifications. The department Corporate Procurement works closely together with the Legal & Compliance department on various issues, in particular with that department's Human Rights Officer.



85 %
employees trained.

values respect
responsibility
act together...

Westfalen takes a sustainable approach to procurement

In 2022, the Westfalen Group set itself the goal of adopting a structured and strategic approach to sustainable procurement. With this approach, clearly defined measures and targets will determine the way forward.

Training purchasers in sustainability

In 2022, purchasers received training on the topic of sustainability for the first time. The focus was on the topic of "transparency in supply chains" and on the German Supply Chain Act which was then coming into effect. In 2023, a new training course was organized in which all employees with purchasing functions from other business units were brought up to speed on this topic in addition to purchasers from the Corporate Procurement department. The overall implementation rate was 85%. To ensure an ongoing knowledge transfer, the aim is to repeat the training on an annual basis.

Westfalen's Supplier Code of Conduct

As Westfalen's Code of Conduct and General Terms and Conditions of Purchase include the requirements for responsible procurement, the defined measures also apply to suppliers. In addition, the Supplier Code of Conduct drawn up in 2022 was revised in 2023 to set out even more precisely and comprehensively the requirements that the Westfalen Group places on all suppliers and business partners. This code now includes the following topics from the areas of social and environmental responsibility as well as topics of general responsibility in the business environment:

- Human and employee rights
- Environmental protection
- Quality
- Conflict minerals, handling of hazardous substances
- Business integrity
- Data protection
- Supply chain and due diligence



Human rights risk analysis

In order to better manage risks associated with human rights and the environment in the supply chain, an initial human rights risk analysis was carried out by the Corporate Procurement department for defined direct suppliers in 2022. The Helpdesk on Business and Human Rights provided assistance during this risk analysis.

Performance evaluation expanded

In 2022, 94% of the suppliers who were part of the risk analysis complied with the company's request for confirmation of the Supplier Code of Conduct. In addition, a passage on sustainability in the supply chain was drafted, which is to be added to the basic agreements for suppliers. Furthermore, the annual performance evaluation now also includes compliance with the Supplier Code of Conduct as a regular criterion. The company's General Terms and Conditions of Purchase and its Supplier Code of Conduct are now made available on the Westfalen website. The aim for the future is to roll out the Supplier Code of Conduct in other contexts as well.



95 %

Response rate supplier self-assessment

Evaluating suppliers in terms of sustainability

In order to also be able to assess the sustainability performance of all suppliers, Westfalen developed a supplier evaluation in 2022 that covers topics such as working conditions, occupational safety, ethics, environmental impacts and procurement. The evaluation is sent out as a self-assessment to the suppliers who are evaluated annually, as well as to others identified as part of the human rights risk analysis. By the end of 2023, 95% of the identified suppliers had complied with the request to complete the self-assessment with the relevant information. In 2023, the evaluation of suppliers' sustainability performance was also integrated as a regular element of the annual supplier performance evaluation.

ESG risk management process

The Integrity Next sustainability platform has been in use since December 2023 to ensure that Westfalen can continue to meet its statutory ESG requirements, manage risks more effectively and optimize sustainability in the supply chain. It provides an effective tool for reviewing the company's supply chain on a risk-based basis according to ESG criteria and initiating corrective measures if necessary.



Further information to the Supplier Code of Conduct and Conditions of Purchase: Scan QR code







Sustainable products and solutions for our customers

Westfalen develops products and solutions that create value – for customers, for our society and for the environment.



Focus on sustainability and quality

The Westfalen Group gives on-site support to customers in the safe and secure use of its products. In doing so, Westfalen is actively promoting the development of environmentally friendly products and is offering its customers solutions for greater sustainability. In all its activities, Westfalen is happy to be there for its customers, to fulfill their expectations and to show the added value of our products and services.

The Westfalen Group's approach

Westfalen is strengthening its own competitiveness through the development of more sustainable products. At the same time, the company is helping its customers to manage their own businesses more successfully and sustainably. The Westfalen Group is pressing forward with sustainable development in all business areas. The further development of products is a team effort that is supported and advanced by all relevant departments.



Sustainability on a systematic basis

With its products and services, Westfalen aims to accompany its customers on the path to sustainable progress. The company does not see sustainability as a one-off action, but as an ongoing process and policy that is approached jointly, transparently and step by step.

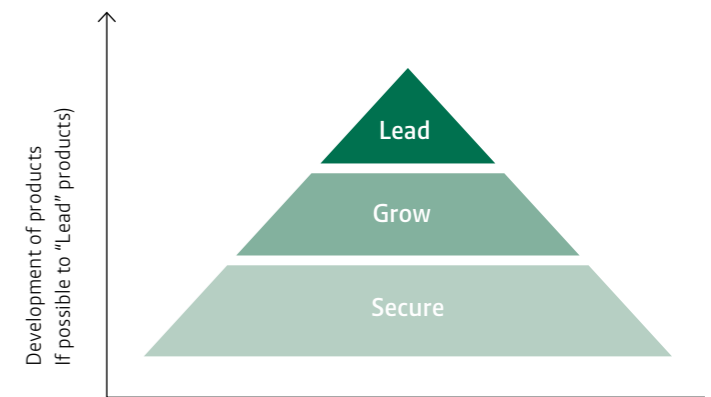
It is precisely for this purpose that the evaluation system "Better Progress" has been developed. Westfalen uses this program to steer and accelerate development in line with the company's mission: "We make progress sustainable". The Best Progress program features three evaluation levels and shows where the company's various products currently stand in this classification. At the same time, it helps Westfalen to further develop its own solutions across these different sustainability levels.

Secure: Ensuring secure supplies

The lowest level "Secure" is made up of products that are currently necessary for medical applications, energy supply and the transition to a more sustainable economy. Regarding energy supply security, this involves guaranteeing uninterrupted and affordable energy access. Here the principle is that while "Secure" products are today contributing to the energy transition, in future they will be developed further or replaced by more environmentally friendly products.

Grow: Growing with future-oriented products

Future-oriented "Grow" products contribute to at least one of the 17 Sustainable Development Goals (SDGs) while providing social benefits. In addition, they support at least one of the Taxonomy Objectives from the European Green Deal. By reducing CO₂ emissions, for example, they not only contribute to environmental protection, but also make it possible for customers to become more sustainable in their own activities.



Lead: Moving forward with Westfalen with certainty

"Lead" products do not have a negative impact on any of the SDGs. In addition, they fulfill at least one ESG criterion (Environmental, Social and Governance) that differentiates them from the competition. At the same time, they reinforce Westfalen's role and image as a company that is shaping the future.

“With the new Bio-LPG, we are making an important contribution to the energy transition.”

Corvin Hermann, Head of Product Management Business Unit Energy Solutions

Industrial Gases & Services



New certification for Pronat®

In 2023, Westfalen's climate-neutral product Pronat® R-744 successfully completed re-certification from the TÜV Rheinland authority.

The basis for certification is DIN EN ISO 14067 "Greenhouse gases - Carbon footprint of products", which takes into account the calculation of CO₂ emissions during the entire production process from commencement to the factory gate (cradle to gate approach). This makes it all more clear that Pronat® as a natural refrigerant with a GWP value of 1 is contributing significantly to the fulfillment of the EU F-Gas Regulation while ensuring a high level of safety for operating systems thanks to its low residual humidity of 2 ppm.

Calculating and communicating products' carbon footprints

Westfalen's industrial customers are increasingly interested in the CO₂ emissions resulting from the use of Westfalen products. Responding to this, Westfalen already began to calculate the carbon footprint of its products in 2022. This

started with the natural refrigerant Pronat-R 744, which is externally certified by TÜV Rheinland. And now with carbon footprint calculations for the atmospheric gas products argon, nitrogen and oxygen as well as compressed air, Westfalen can provide all customers with information on emissions generated up to the time of product delivery.

Nitrous oxide emissions in agriculture

An international research group led by the Thünen Institute in Braunschweig has commissioned Westfalen with a six-figure production project following a project period of approximately two years' duration. This cooperation with a global research group shows the leading role that Westfalen has come to hold in the field of specialty gases. In the project, approximately 70 test gas cylinders were produced at Westfalen's Specialty Gas Center in Hörstel equipped with precision scales to make weighing calculations. The pure isotope gases and isotope premixes are then used to determine the nitrous oxide emissions caused by fertilizers in agriculture and to optimize application methods.

Mobility



CO₂-neutral car washing

Since the start of 2024, drivers have been able to wash their vehicles at all Westfalen Group car washes using a 100% CO₂-neutral process. This is achieved with a concept that brings together various coordinated measures. While nearly all locations have switched to green electricity, the Cologne-Lövenich car wash also makes use of a photovoltaic system. Ecological water treatment techniques make it possible to reduce freshwater consumption to a minimum by purifying and reusing water supplies. In addition, the car wash facilities only make use of biodegradable detergents. The remaining emissions, which are unavoidable due to the heating of the car washes, for example, are offset by means of a climate protection project in accordance with the criteria of the international Gold Standard organization.

Westfalen launches "Alvore Smart Shop"

In 2023, Westfalen became the first medium-sized company in the industry to launch the pilot operation of an unmanned store with its "Alvore Smart Shop". Built from a converted shipping container, the store is designed to provide

uninterrupted access to a range of convenience products. In the 18-square-meter retail space, customers can make cashless purchases around the clock. Payment is made at a self-scan checkout that accepts debit and credit cards as well as Apple and Google Pay. In future, it is planned to integrate the fillibi app to make purchases even easier.

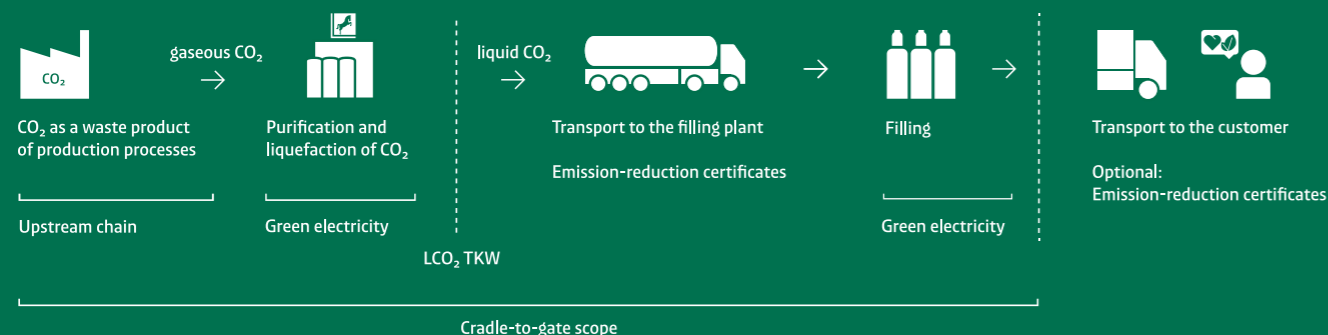
Energy Solutions



Westfalen focusing on regenerative liquefied petroleum gas

Since January 2024, the Westfalen Group has been offering biogenic liquefied gas as a lower emission alternative to conventional liquefied gas under the brand Westfalengas Bio. The product launch was prepared in 2023 and the product can currently be purchased in various blending ratios with 15, 30, 50, 65 and 100 percent biogenic content. The expanded product portfolio makes Westfalen one of the few companies in the energy market in Germany to offer these liquefied gas variants and heat pumps alongside fossil-based products. Westfalen is thus making an important contribution to the energy transition, giving customers the opportunity to select the heating options that suit them best while at the same time preparing for future compliance with Germany's Building Energy Act (GEG).

Pronat® R-744: Climate-neutral from the cradle to the factory gate



Scan the QR code for more information about Pronat® R-744



Scan the QR code for more information about Westfalengas Bio

The ALVORE Smart Shop offers customers more than 270 items around the clock, which can be paid for without cash.

“Accelerating progress with Better Progress.”

The new "Better Progress" product evaluation system is helping Westfalen to develop greater sustainability in its products. In an interview, Christin Wessels, Kim Schürmann, Corvin Hermann and Inga Oertker explain how the company is pursuing progress in the area of product sustainability.



Westfalen AG:

Why has Westfalen developed this new evaluation system?

Christin Wessels:
Kim Schürmann
Corvin Hermann
Inga Oertker

Christin Wessels: As shapers of the future, we are making a comprehensive effort to align our solutions and business models with our mission “We make progress sustainable”. The new evaluation system helps us to systematically review all of our products and services. On this basis, we can further develop our products from one sustainability level to the next or replace them with more sustainable solutions.

Kim Schürmann: What we’ve also done is establish a transparent system with easy-to-understand criteria to communicate the social and ecological benefits of our products both internally and externally.

What is meant by “Better Progress”?

Corvin Hermann: The idea of progress has been driving Westfalen forward for over 100 years, and change has become an integral part of what we do. It is what motivates us to constantly improve our company and to move forward with innovations. In this sense, “Better Progress” stands for the



transformation of our portfolio towards greater sustainability. Using this new evaluation system, we will be steering and accelerating product development in this direction.

Inga Oertker: Basically, we are implementing a sort of fitness program to realize a better future for the Westfalen portfolio. By evaluating where our products stand currently, identifying opportunities for improvement and initiating appropriate measures, we can achieve greater and more sustainable progress. In doing this, we are considering all dimensions of sustainability.

And how do progress and sustainability fit together in terms of product development?

Christin Wessels: At Westfalen, progress and sustainability go hand in hand. We don't see product development as a one-time event, but rather as an ongoing process that we work on together step by step. With this process, our long-term goal is to develop all products into future-fit “Lead products”.

How can the evaluation system help with the development of more sustainable products?

Corvin Hermann: By evaluating all new products and services before they are launched on the market and classifying them into the three sustainability levels of “Secure”, “Grow” and “Lead”, we can direct and accelerate product development with targeted improvement measures.

Inga Oertker: In addition, we’ve also reviewed all existing products produced by Westfalen as well as our most important third-party products and specified improvement measures. Over the next few months, we want to gain further experience with the evaluation system, expand its application

and use it step by step to evaluate the entire range.

How did you come up with the classification system?

Kim Schürmann: We based the evaluations levels on the UN Sustainable Development Goals as well as on the EU taxonomy. The idea is that “Grow” and “Lead” products – which also are relevant for industrial companies – help to achieve the Agenda 2030 goals. At the same time, they are supporting at least one criterion of the EU taxonomy. As the security of energy supply has come back into focus more strongly in recent years, it was important for us to reflect the aspect of supply security with the lowest “Secure” level.

Christin Wessels: The fact that we developed the new evaluation system with these classifications levels as a joint project and in close cooperation with the various specialist departments also had a significant impact.



- 01 Kim Schürmann, Project Manager Smart Convenience & Sustainability Business Unit Mobility
- 02 Christin Wessels, Sustainability Manager
- 03 In the center: Inga Oertker Head of Business Management Technical Gases Business Unit Industrial Gases & Services

Which products have been classified as “Secure”?

Inga Oertker: “Secure” products are those that are still needed today for medical applications, energy supply and the transition to a more sustainable economy. With the aspect of energy supply security, the issue of ensuring permanent and affordable energy access is also relevant

How are products at the lowest level developed into “Lead” products?

Corvin Hermann: If “Secure” products are currently indispensable for the energy transition, we will develop them further in the future or replace them with products that are more environmentally friendly or socially acceptable. The aim will then be to develop these “Grow” products into “Lead” products through consistent ongoing evaluation and the implementation of targeted improvement measures. These products will then distinguish themselves on the market by fulfilling additional ESG criteria.

Which Westfalen products are “Lead” products?

Inga Oertker: Current “Lead” products include the certified climate-neutral refrigerant Pronat® R-744, our biogenic fuels CNG, LNG and liquefied gas, as well as our CO₂-neutral vehicle washing process. In future, these products will be identified as such in our public communication and marketing.

How will customers be able to benefit from the new evaluation system?

Christin Wessels: This clear system of classification doesn't only helps us, but also helps our customers to better understand the progress Westfalen is making with sustainability questions. It lets customers know which of our solutions will help them to become more environmentally and socially friendly in their application of our products – for example, by using “Grow” products to reduce their own CO₂ emissions or by benefiting from real competitive advantages through the use of “Lead” products.



Kim Schürmann: In addition, the evaluation system demonstrates our approach of understanding sustainability not as a one-off action, but as an ongoing process and policy that we pursue together with our customers step by step.

04 In the center:
Corvin Hermann,
Head of Product Management
Business Unit
Energy Solutions

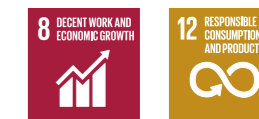






Acting responsibly

Westfalen acts with integrity and transparency.



From values to actions

In all its business activities, Westfalen is guided by the rule of law and by its own corporate values as indispensable components of the course of action that it pursues. Westfalen is committed to ensuring that its business activities are always in compliance with applicable law, that the company lives up to its social responsibility and that principles such as integrity, tolerance, respect, honesty, equal opportunity and fairness are understood and practiced as irrevocable components of its corporate policy.

The company's communications are based on its values which are defined in its business principles. Westfalen communicates transparently and in a manner that is appropriate to respective target groups. In its sustainability communication, the requirements of the company's stakeholders are taken into account and transparent reporting on goals and progress is provided.



It doesn't work without cooperation: employees in an open exchange.

Raising awareness with compliance guidelines

Guidelines and standard operating procedures are essential components of compliance programs. They serve to ensure compliance with laws and regulations and to make employees aware of the importance of integrity, tolerance, respect, honesty, equal opportunity and fairness in their work activities. For this reason, Westfalen is committed to drawing up standard operating procedures and guidelines for the most important processes – both for internal and external purposes. Westfalen has already taken important steps in this area and more will follow.

Respecting human rights

Respect for human rights is one of Westfalen Group's paramount principles. In this regard, the position of Human Rights Officer was created at the end of 2023 and was officially filled as of January 1, 2024. In addition, the Westfalen Group makes its position on human rights clear through its voluntary commitment to the principles of the UNGC. Our company rejects forced labor and child labor in any form. To this end, Westfalen is committed to equal opportunity and fair working conditions and is against any form of discrimination.

0 Cases of human rights violations



Since 2022, an internal risk analysis on human rights and environmental risks has been conducted annually, which specifically examines risks in accordance with the Supply Chain Due Diligence Act. The results show that the risk level for the Westfalen Group can be classified as fairly low. Should human rights violations nevertheless occur, these can be reported anonymously via the company's Compliance organization and a whistleblowing system. Any confirmed suspicion of a human rights violation will be strictly investigated and prosecuted. In the reporting year, there were no known incidents of human rights violations within the company (2022: 0).

The Westfalen Code of Conduct

As an internationally active company, the Westfalen Group is subject to a large number of laws, guidelines, directives and regulations. In addition to compliance with such formal provisions, honesty and integrity are also important maxims. This is why the Westfalen Group drew up a Code of Conduct in 2022, which was updated in 2023. The code covers the following areas:

- Fair competition
- Combating corruption and acceptance of gifts
- Avoidance of money laundering
- Avoidance of conflicts of interest
- Protection of assets and proper business relationships
- Human rights
- Equal treatment and non-discrimination
- Openness, diversity, equal opportunity
- Occupational health and safety
- Protection of company property
- Data protection and information security
- Respect for the environment
- Social commitment
- Quality and product safety
- Cooperation with employee representatives
- Interactions with local authorities and partners
- Public relations and communication

0 Reports on corruption



The Westfalen Group's approach

The Westfalen Group's Compliance organization reports to the Executive Board. The body is headed by the Chief Finance Officer. While the head of the Legal & Compliance department regularly informs the Executive Board about compliance matters, the Compliance Manager is the contact person for all compliance-related legal issues. In addition, compliance issues and the further development of the compliance management system are reported on at regular meetings of the Executive Board and the Supervisory Board. The relevant topics are communicated to employees via mandatory compliance training sessions, which can be accessed via an e-learning platform from any location and at any time. Various topics such as anti-corruption practices are explained using practical examples and practice questions, and the successful transfer of knowledge is confirmed by means of a final test. In 2023, 90% of the workforce received compliance training.

Taking responsibility effectively also involves providing more educational opportunities at the company's locations. In this connection, the company's Education Cooperation Manager is responsible for organizing Westfalen AG's in-house education initiative.

Westfalen attaches great importance to honest and transparent communication of the company's sustainability activities. This is why additional communication channels have been set up in recent years and the relevant content is coordinated and promoted together with the Sustainability Management department.

“Compliance is the basis for trust. By adhering to ethical standards and respecting the law, we secure the trust of our stakeholders and strengthen the integrity of our company.”

Dr. Lena Brechtken, Compliance Manager and Human Rights Officer

The code is available in German, French and Dutch. It applies to all employees at all levels of the company and is intended to provide them with guidance on legal and ethical issues in their daily work and to promote correct behavior. This is additionally reinforced and reviewed through training. Furthermore, the Code of Conduct not only supports employees in dealing with possible violations, but also clarifies the corporate values to Westfalen's business partners.

Company-wide compliance reporting

Westfalen is interested in further developing company processes and in taking advantage of optimization potential. The Westfalen Group has therefore implemented processes to receive and process internal and external complaints and compliance notifications throughout the company. If employees have any questions or doubts about the correctness or interpretation of their personal actions, they can contact their manager, the Executive Board, the managing directors, the Legal & Compliance department or the Works Council.

Whistleblower system for reporting violations

In 2022, Westfalen also introduced a whistleblower system that employees can use to (anonymously) report violations. The system can be accessed via the company website, which also allows external stakeholders to submit complaints or point out violations.

To ensure the strict confidentiality of any information received, all persons in the internal reporting office are required to sign confidentiality agreements. Any reports received will be scrupulously checked and appropriate action will be taken if a compliance breach is identified. At the same time, all potential whistleblowers can read the general information on the solution and related processes in the "Westfalen Group Whistleblowing Management" guideline. In 2023 there were no reports of corruption or bribery (2022:0).

Group-wide compliance tool

In the past, the Westfalen Group tracked and distributed key action plans and evaluations manually and with a combination of emails, Excel lists and other general office tools. Due to the large number of compliance measures and deadlines coming from different sources (GDPR, LkSG, Ecovadis, risk evaluation requirements, etc.), it became increasingly difficult to keep track of all submissions and their current status. In addition, it was difficult to consolidate and visualize this information in a meaningful way.

For this reason, Westfalen introduced a compliance tool in 2023 to handle compliance issues, not only in the German companies but across the entire Group. With the new tool, Westfalen can:

- Improve interaction between the Compliance team and units across the Group.
- Standardize the distribution of action plans and evaluations.
- Enable employees at multiple locations to track progress in real time.
- Summarize the most important data on compliance deadlines and performance indicators in a simple way across all units.

In addition, a dedicated contact person for compliance issues is available in each company, making communication much easier.

90 % 
of employees were trained in compliance.



DICO membership

Because Westfalen AG is committed to good compliance performance and further progress, the company recently became a member of the German Institute for Compliance e.V. (DICO). DICO is an association that works to promote compliance in companies and organizations. It includes members from various sectors such as business, non-profit associations, academia, administration, consulting and politics. Westfalen is proud to be a part of this broad network of compliance experts, to be actively involved in working groups and project groups, and to be able to benefit from the associated results and events.

Westfalen AG education initiative

Taking responsibility effectively also involves providing more educational opportunities at the company's locations. In 2023, Westfalen therefore launched an education initiative, which aims to get pupils interested in STEM subjects and encourage them to opt for training or studies in the fields of mathematics, IT, natural sciences or technology. To achieve

ve this objective, Westfalen has made a commitment in four basic areas: An education fund, an ideas competition, support for teachers, and a cooperation with the Münster University of Applied Sciences.

Sustainability in communication

Reporting in accordance with the Global Reporting Initiative has been incorporated in the company's Annual Report since 2022. In 2023, a sustainability section was included for the first time in the combined status report of Westfalen AG, which is published in the German Federal Gazette. This included reporting on the initial targets, measures taken and key figures.

The company website has also been revised as part of a brand relaunch. With this revision, a separate section on sustainability was set up for the first time where stakeholders can find all important sustainability information and activities.



Scan QR code for more information to the education initiative

About this report

With this Sustainability Report, the Westfalen Group informs customers, trading partners, suppliers, employees and the public at large about how it is addressing the subject of sustainability and what it is doing to promote sustainable development.

This is the first such report that the Westfalen Group has issued. It has been prepared for the 2023 fiscal year and covers the reporting period from 1 January through 31 December 2023. Any reporting concerning other periods and contents are shown separately. The report has been prepared in line with the world's leading sustainability standard, the "Global Reporting Initiative (GRI) Sustainability Reporting Standards". Management practices in regard to important topics are reported in accordance with GRI 3-3 (2021). In addition, the ten principles of the UN Global Compact and the Sustainable Development Goals have been taken into account in the preparation of the report.

In the compilation of data, the principles of balance, comparability, accuracy, timeliness, clarity and reliability of data have been followed. The contents and the data of this report have been determined on the basis of internal processes. They originate from Westfalen's existing management and data collection systems and from company documents and have been obtained from the operating units and the responsible corporate functions departments. The contents of the report have been checked by the employees responsible for the respective areas.

The report contains forecasts concerning expected developments. These forecasts are based on current estimates and are by their nature subject to risks and uncertainties. The actually occurring results may deviate from the forecasts given here.

This report is available in German and in English. In the event of discrepancies, the German version shall apply.



ESG key figures

ESG key figures	2022		2023		Validated
	Percentage	Amount	Percentage	Amount	
Environment					
Total energy consumption (MWh)				223,780	
thereof renewable energy (MWh)				75,193	
Carbon footprint					
Direct GHG emissions Scope 1 (in t CO ₂ e) ¹		6,758		6,932	☑
Indirect GHG emissions Scope 2 - market-based (in t CO ₂ e) ^{1,2}		56,253		60,917	☑
Indirect GHG emissions Scope 2 - location-based (in t CO ₂ e) ^{1,3}		56,141		53,461	☑
GHG emissions Scope 3 (in thousand t CO ₂ e) ^{1,4}		3,077		2,997	☑
Total GHG emissions (in thousand t CO ₂ e) ¹		3,140		3,065	☑

Social⁵

Employees ⁶		1,949		2,185	
male	74.30 %	1,448	75.90 %	1,659	
female	25.70 %	501	24.10 %	526	
under 30	15.20 %	296	16.80 %	368	
30-50	45.70 %	891	47.30 %	1,034	
over 50	39.10 %	762	35.80 %	783	
Part-time employees		248		254	
male		61		66	
female		187		188	
Full-time employees		1,701		1,931	
male		1,387		1,593	
female		314		338	
Temporary employees		214		174	
male		132		111	
female		82		63	
Permanent employees		1,735		2,011	
male		1,316		1,548	
female		419		463	
Trainees		65		76	
male		34		46	
female		31		30	
Executive Board		3		3	
male	66.70 %	2	66.70 %	2	
female	33.30 %	1	33.30 %	1	
Total executives ⁶	12.10 %	236	12.20 %	267	
male	83.10 %	196	83.50 %	223	
female	16.90 %	40	16.50 %	44	
under 30	1.70 %	4	1.90 %	5	
30-50	56.80 %	134	59.90 %	160	
over 50	41.50 %	98	38.20 %	102	
Severely disabled executives ^{6,7}	0.50 %		0.50 %		

ESG key figures	2022		2023		Validated
	Percentage	Amount	Percentage	Amount	
Severely disabled employees without management function ^{6,7}	2.70 %		2.60 %		
Total rate of severely disabled persons ^{6,7}	2.40 %		2.30 %		
Employees covered by collective bargaining	78.00 %	1,520	71 %	1,551	
New employees during the reporting periods	18.30 %	344	17.30 %	339	
male	79.90 %	275	75.20 %	255	
female	20.10 %	69	24.80 %	84	
under 30	25.30 %	87	38.10 %	129	
30-50	44.80 %	154	44.80 %	152	
over 50	29.90 %	103	17.10 %	58	
Employee turnover due to own terminations	4.50 %	84	4.00 %	79	
male	67.90 %	57	63.30 %	50	
female	32.10 %	27	36.70 %	29	
under 30	28.60 %	24	35.40 %	28	
30-50	53.60 %	45	50.60 %	40	
over 50	17.90 %	15	13.90 %	11	

Governance

Number of reported corruption cases	0	0
Number of confirmed corruption cases	0	0

¹ The key figures were audited externally with limited assurance. The assurance report can be found on pages 75-76.

² The calculation was made using the specific emission factors of the energy producers ("supplier factor"); if this was not available, the country-specific factors according to AIB ("Association of issuing bodies") were used.

³ The calculation was made using the country-specific emission factors of the International Energy Agency (IEA).

⁴ Takes into account Scope 3 categories 1 (Purchased goods and services), 3 (Fuel and energy-related activities), 7 (Employee commuting) and 11 (Use of sold products).

⁵ All key figures are specified as "Head".

⁶ Figure excluding Executive Board and Supervisory Board.

⁷ Figure only covers the German companies.

GRI content index

This annual report was prepared with reference to the GRI Standards 2021 and thus follows the world's most recognized standard for the preparation of sustainability reports. The following index lists the indicators specified by the standard and indicates on which pages of the sustainability report the information can be found.

GRI-Standard	Page	SDGs	Comments and online additions
GRI 1 – Fundamentals (2021)			
GRI 2 - General Disclosures 2021			
2-1	Organizational profile	3, 77	About us - Westfalen AG (PLC) [→]
2-2	Entities included in sustainability reporting of the organization is taken into account become	3, 65-68	
2-3	Reporting period, reporting frequency and contact point	65, 77	Reporting takes place annually. The reporting period corresponds to the 2023 financial year (1st January to 31st December).
2-4	Restatements of information		No restatements of information from the previous year were necessary.
2-5	External assurance	75-76	
2-6	Activities, value chain and other business relationships	3-4, 13-14, 23-32, 51-54, 65	About us - Westfalen AG (PLC) [→]
2-7	Employees	67-68	Key figures given in heads; include the employees of Westfalen AG and the foreign subsidiaries in which the Westfalen Group has a 100 per cent share.
2-9	Governance structure and composition	5, 9	
2-11	Chair of the highest governance body	5, 9	
2-12	Role of the highest governance body in overseeing the management of impacts	9	Vision + Mission - Westfalen AG (PLC) [→]
2-13	Delegation of responsibility for managing impacts	9-10	
2-14	Role of the highest governance body in sustainability reporting	9-10	
2-15	Conflicts of interest	45-48, 63	
2-16	Communication of critical concerns	63	
2-22	Statement on sustainable development strategy	5-9, 23-64	
2-23	Policy commitments	23-36, 45-54, 63-65	

GRI-Standard	Page	SDGs	Comments and online additions
2-24	Embedding policy commitments	9-10, 23-36, 45-54, 63	
2-25	Processes to remediate negative impacts	63	
2-26	Mechanisms for seeking advice and raising concerns	63	
2-27	Compliance with laws and regulations		There were no significant violations of laws and regulations in the reporting period.
2-28	Membership associations	13-16	
2-29	Approach to stakeholder engagement	13-16	
2-30	Collective bargaining agreements	36, 68	
GRI 203 - Indirect economic impacts (2016)			
3-3	Management approach	23	
203-1	Infrastructure investments and services supported	23-26, 54	
GRI 205 - Anti-corruption (2016)			
3-3	Management approach	61	
205-2	Communication and training about anti-corruption policies and procedures	61-63	
205-3	Confirmed incidents of corruption and actions taken	68	
GRI 305 – Emissions (2016)			
3-3	Management approach	26, 30-32	The Westfalen Group accounts for its greenhouse gas emissions in accordance with the Greenhouse Gas (GHG) Protocol and reports the GHG emissions for all German sites at which it has operational control, as well as for the locations of all foreign subsidiaries at which they have a share of 100 percent. At all environmentally relevant sites, i.e. at all production sites and relevant administrative locations with A significant environmental impact is the CO ₂ emissions and their equivalents recorded.
305-1	Direct (Scope 1) GHG emissions	32, 67	The GHG emissions were determined on the basis of energy and fuel consumption data and calculated using factors from the Federal Office of Economics and Export Control (BAFA) and the Department for Environment, Food & Rural Affairs (DEFRA).

GRI-Standard		Page	SDGs	Comments and online additions
305-2	Indirect (Scope 2) GHG emissions	32, 67		Scope 2 GHG emissions are analysed using both the location-based method and the market-based method. The market-based GHG emissions are calculated using specific supplier factors and - if not available - using the Association of Issuing Bodies' (AIB) factors. The location-based GHG emissions are calculated using the factors of the International Energy Agency (IEA).
305-3	Other indirect (Scope 3) GHG emissions	26, 67		The data includes categories 1, 3, 7 and 11. Factors from BAFA, DEFRA, Ecoinvent, the German Environment Agency (UBA) and the IEA were used to calculate GHG emissions. The calculation is partly based on assumptions.
305-5	Reduction of GHG emissions	23, 26, 30-32		
GRI 308: Environmental assessment of suppliers (2016)				
3-3	Management approach	45		
308-1	New suppliers that were screened using environmental criteria	47		The Westfalen Group has evaluated the suppliers identified as high-risk according to environmental criteria.
GRI 401: Employment (2016)				
3-3	Management approach	35		
401-1	New employee hires and employee turnover	68		No distinction is made between regions.
GRI 403 - Occupational health and safety (2018)				
3-3	Management approach	35		
403-5	Worker training on occupational health and safety	35		Westfalen Group employees receive regular training on all the occupational safety topics that are important to them.
GRI 404 - Education and training (2016)				
3-3	Management approach	35		
404-1	Average hours of training per year per employee			Every year, Westfalen Group employees undergo a wide range of training courses on topics such as occupational safety, compliance, equal rights, data protection and environmental protection. In addition to the mandatory training courses, employees attend further training programmes that promote their individual development. The Westfalen Group is currently working on being able to record all these hours in the future.

GRI-Standard		Page	SDGs	Comments and online additions
GRI 405 - Diversity and equal opportunities (2016)				
3-3	Management approach	35		
405-1	Diversity of governance bodies and employees	67		No distinction is made between regions.
GRI 414 - Social assessment of suppliers (2016)				
3-3	Management approach	35		
414-1	New suppliers that were screened using social criteria	68		The Westfalen Group has evaluated the suppliers identified as high-risk according to social criteria.

We support the UN Global Compact





The Westfalen Group is aware of its social responsibility and is expressly committed to the 10 principles of the UN Global Compact Initiative for human rights, labor standards, environmental protection and corruption. As the largest sustainability initiative in the world with a total of around 1,200 members, this initiative forms the cornerstone of every responsible organization, which is why the ten principles are the basis for the daily actions of and the development of standards and guidelines for the Westfalen Group.

Our commitment is reflected in the present sustainability report. The following table shows the sections of the sustainability report and the publicly available guidelines of the Westfalen Group, which refer directly to the principles of the UN Global Compact.

WE SUPPORT



Westfalen supports the ten principles of the UN Global Compact.

	The Ten Principles of the UN Global Compact Companies should...	Reference in report [→]	Guidelines
Human rights 	1. ... support and respect the protection of internationally proclaimed human rights.	<ul style="list-style-type: none"> • Transparency in the supply chain [→] • Acting responsible [→] 	<ul style="list-style-type: none"> • Westfalen Group's sustainability guideline [→] • Code of Conduct of the Westfalen Group [→] • Supplier Code of Conduct of the Westfalen Group [→]
	2. ...make sure that they are not complicit in human rights abuses.	<ul style="list-style-type: none"> • Transparency in the supply chain [→] • Acting responsible [→] 	<ul style="list-style-type: none"> • Westfalen Group's sustainability guideline [→] • Code of Conduct of the Westfalen Group [→] • Supplier Code of Conduct of the Westfalen Group [→]
Labour 	3. ...uphold the freedom of association and the effective recognition of the right to collective bargaining.	<ul style="list-style-type: none"> • Transparency in the supply chain [→] • Acting responsible [→] 	<ul style="list-style-type: none"> • Code of Conduct of the Westfalen Group [→] • Supplier Code of Conduct of the Westfalen Group [→]
	4. ...the elimination of all forms of forced and compulsory labour.	<ul style="list-style-type: none"> • Transparency in the supply chain [→] • Acting responsible [→] 	<ul style="list-style-type: none"> • Code of Conduct of the Westfalen Group [→] • Supplier Code of Conduct of the Westfalen Group [→]
	5. ...the effective abolition of child labour.	<ul style="list-style-type: none"> • Transparency in the supply chain [→] • Acting responsible [→] 	<ul style="list-style-type: none"> • Code of Conduct of the Westfalen Group [→] • Supplier Code of Conduct of the Westfalen Group [→]
	6. ...the elimination of discrimination in respect of employment and occupation.	<ul style="list-style-type: none"> • Attractive employer [→] • Acting responsible [→] 	<ul style="list-style-type: none"> • Code of Conduct of the Westfalen Group [→] • Supplier Code of Conduct of the Westfalen Group [→]
Environment 	7. ...support a precautionary approach to environmental challenges	<ul style="list-style-type: none"> • Vision [→] • Future fit business models [→] • Locations with a future [→] 	<ul style="list-style-type: none"> • Westfalen Group's sustainability guideline [→] • Code of Conduct of the Westfalen Group [→] • Supplier Code of Conduct of the Westfalen Group [→]
	8. ...undertake initiatives to promote greater environmental responsibility.	<ul style="list-style-type: none"> • Vision [→] • Stakeholder management and materiality analysis [→] • Future fit business models [→] • Sustainable products and solutions for our customers [→] 	<ul style="list-style-type: none"> • Westfalen Group's sustainability guideline [→] • Code of Conduct of the Westfalen Group [→] • Supplier Code of Conduct of the Westfalen Group [→]
	9. ...encourage the development and diffusion of environmentally friendly technologies.	<ul style="list-style-type: none"> • Vision [→] • Stakeholder management and materiality analysis [→] • Sustainable business models [→] • Sustainable products and solutions for our customers [→] 	<ul style="list-style-type: none"> • Westfalen Group's sustainability guideline [→]
Anti-Corruption 	10. ...work against corruption in all its forms, including extortion and bribery.	<ul style="list-style-type: none"> • Transparency in the supply chain [→] • Acting responsible [→] 	<ul style="list-style-type: none"> • Westfalen Group's sustainability guideline [→] • Code of Conduct of the Westfalen Group [→]

Neutrally assessed and assured: The carbon footprint (page 67) of Westfalen AG was audited by Baker Tilly. The accuracy of the figures shown is confirmed by the following assurance engagement.

The assurance engagement performed by Baker Tilly GmbH & Co. KG Wirtschaftsprüfungsgesellschaft relates exclusively to the German version of the separate carbon footprint report 2023 of Westfalen AG, Münster. The following text is a translation of the original German independent assurance report.

Independent assurance practitioner's report on a limited assurance engagement on the key figures in the carbon footprint report of Westfalen AG, Münster for the period from 1 January, 2023 to 31 December, 2023

To Westfalen AG, Münster

We have been engaged to perform an independent limited assurance engagement on selected key figures in the carbon footprint in accordance with the standards "The Greenhouse Gas Protocol" and "Corporate Value Chain (Scope 3) Accounting" of the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) for the period from January 1 to December 31, 2023 (hereafter "carbon footprint") of Westfalen AG, Münster (hereafter "Westfalen" or "Company").

We have performed a limited assurance engagement on the disclosures marked with a "🔍" regarding greenhouse gas emissions in the carbon footprint. Our engagement relates exclusively to the disclosures marked with the symbol "🔍". These include greenhouse gas emissions of the company from Scope 1, 2 and 3 (categories 1, 3, 7, 11) in accordance with the standard "The Greenhouse Gas Protocol".

Our engagement did not cover the full scope of the carbon footprint and the audit of the company's climate targets and forward-looking statements in the carbon footprint.

Responsibility of the Executive Directors and the Supervisory Board

The legal representatives of the company are responsible for the preparation of the carbon footprint and for the selection of the disclosures to be assessed in accordance with the standard "The Greenhouse Gas Protocol". This responsibility of the Company's management includes the selection and application of appropriate methods to prepare the carbon footprint and the use of assumptions and estimates for individual disclosures of greenhouse gas emissions that are reasonable in the circumstances. Furthermore, the legal representatives are responsible for the internal controls that they have determined to be necessary to enable the preparation of the carbon footprint in accordance with the standards "The Greenhouse Gas Protocol" and "Corporate Value Chain (Scope 3) Accounting" of the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) that is free from material misstatements, whether due to fraud or error.

Statements by the auditor regarding independence and quality

We have complied with the German professional requirements on independence as well as other professional conduct requirements.

As an auditing firm, we apply the national statutory regulations and professional pronouncements on quality assurance, in particular the Professional Code for German Public Auditors and Chartered Accountants (BS WP/vBP) and the IDW Quality Assurance Standard issued by the Institute of Public Auditors in Germany (IDW): Requirements for Quality Assurance in Auditing Practice (IDW QS 1), which are consistent with the International Standard on Quality Management 1 (ISQM1) issued by the International Auditing and Assurance Standards Board (IAASB).

Responsibility of the Auditor

Our responsibility is to express a conclusion with limited assurance on the disclosures marked with the "🔍" in the carbon footprint report from 1 January 2023 to 31 December 2023, based on our assurance engagement.

We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised): "Assurance Engagements other than Audits or Reviews of Historical Financial Information" and the International Standard on Assurance Engagements (ISAE) 3410: "Assurance Engagements on Greenhouse Gas Statements", issued by the International Auditing and Assurance Standards Board (IAASB).

This standard requires that we plan and perform the assurance engagement to obtain limited assurance about whether any matters have come to our attention that cause us to believe that the company's carbon footprint report from 1 January 2023 to 31 December 2023, is not prepared, in all material respects, in accordance with the standards "the Greenhouse Gas Protocol" and "Corporate Value Chain (Scope 3) Accounting" of the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

In a limited assurance engagement, the procedures performed are less extensive than in a reasonable assurance engagement, and accordingly, a substantially lower level of assurance is obtained. The selection of the assurance procedures is subject to the professional judgment of the assurance practitioner. In the course of our assurance engagement we have, among other things, performed the following assurance procedures and other activities:

- Obtaining an understanding of the structure of the company and the involvement of stakeholders
- Inquiries of legal representatives and relevant employees involved in the preparation of the carbon footprint regarding the preparation process, the internal control system relating to this process and selected disclosures in the carbon footprint
- Identification of likely risks of material misstatements in the carbon footprint report marked with a "🔍"
- Analytical assessment of selected disclosures in the carbon footprint
- Inspection of selected internal and external documents
- Understanding the monitoring and calculation methodology of the main emission sources
- Comparison of the emission factors with the external database
- Performing substantive audit procedures, in particular reviewing internal and external evidence in connection with specific quantitative disclosures in the carbon footprint report

Assurance Opinion

Based on the assurance procedures performed and assurance evidence obtained, nothing has come to our attention that causes us to believe that the disclosures marked with a '√' with exceptions to the company's climate targets and forward-looking statements in the company's carbon footprint for the period from 1 January 2023 to 31 December 2023 are not prepared, in all material respects, in accordance with the standards 'The Greenhouse Gas Protocol' and 'Corporate Value Chain (Scope 3 Accounting)' of the World Resources Institute (WRI) and the World Bank.

Restriction of Use

We draw attention to the fact that the assurance engagement was conducted for the company's purposes and that the report is intended solely to inform the company about the result of the assurance engagement. Consequently, it may not be suitable for any other purpose than the aforementioned. Accordingly, the report is not intended to be used by third parties for making (financial) decisions based on it. Our responsibility is to the company alone. We do not accept any responsibility to third parties. Our assurance opinion is not modified in this respect.

The engagement, in the performance of which we provided the aforementioned services for the management of Westfalen AG, Münster, are subject to the General Engagement Terms for German Public Auditors and German Public Audit Firms as of January 1, 2024 ("GTE"; Allgemeine Auftragsbedingungen für Wirtschaftsprüfer und Wirtschaftsprüfungsgesellschaften in der Fassung vom 1. Januar 2024). By taking note of and using the information contained in this note, each recipient confirms that they have taken note of the provisions contained therein and acknowledges their validity in relation to us.

Frankfurt, 23 May 2024

Nils Borcherdig
Wirtschaftsprüfer
(German Public Auditor)

ppa. **Katharina Engels**
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Westfalen AG
Münster
Westfalen Medical GmbH
Siegen

Netherlands

Westfalen Gassen Nederland BV
Westfalen Medical BV
Deventer

Belgium

Westfalen BV-SRL
Aalst/Alost

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