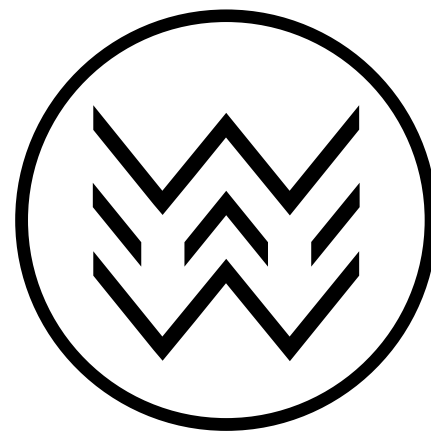
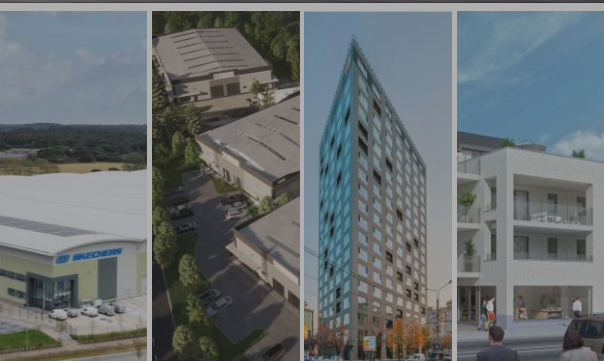




Stratégie du groupe Weerts par CAP conseil





weerts group

Building Engines for Value Creation

General Presentation

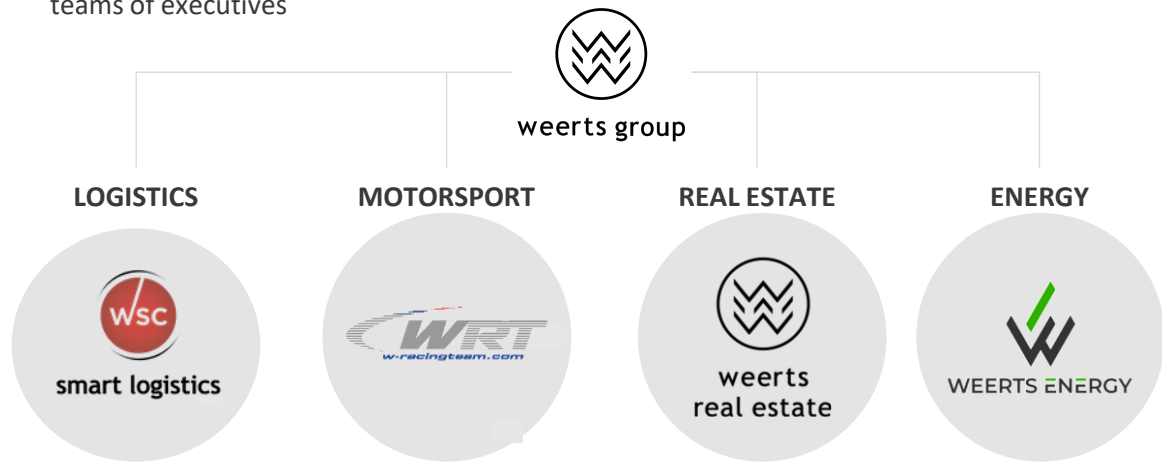
November 2023

Strictly private & confidential

Weerts Group in a Nutshell

Introduction

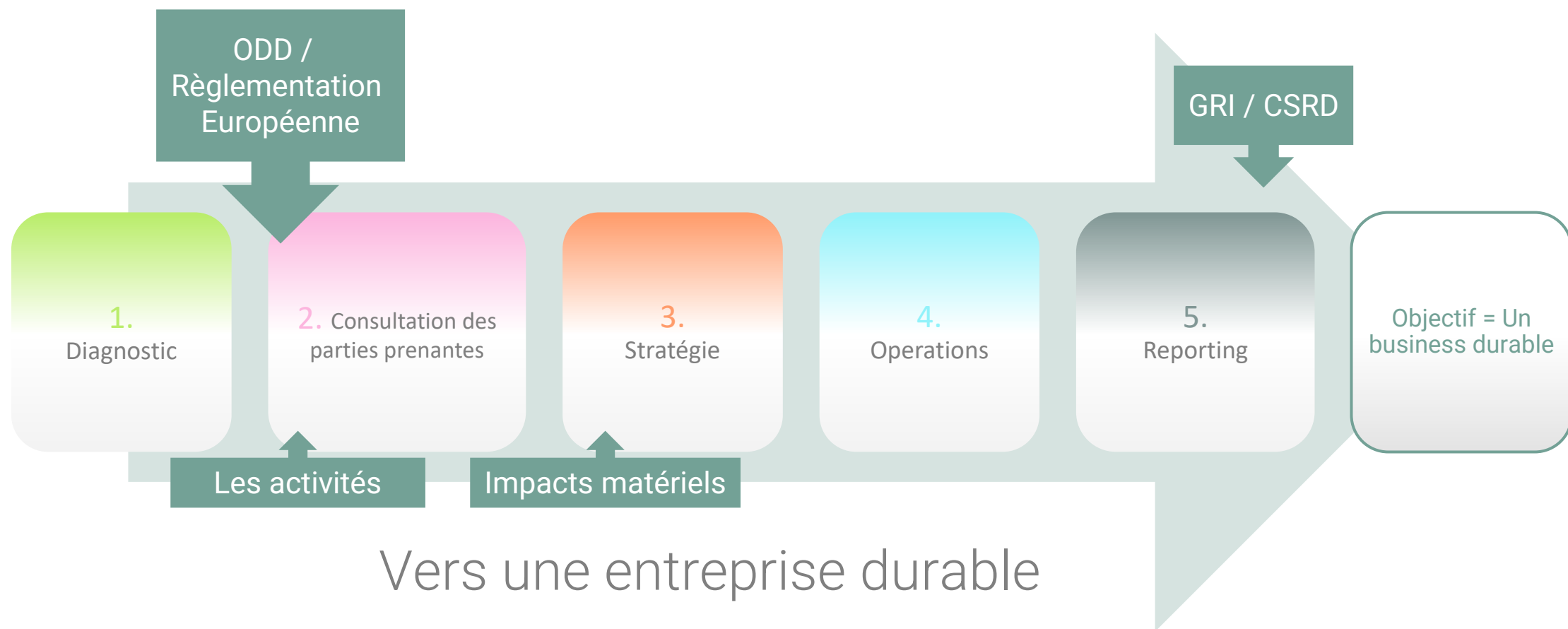
- Weerts Group is a **family-owned business** active in **4 different yet complementary business fields**:
 - Logistics
 - Real Estate
 - Motorsport
 - Energy
- The Group's **HQs** are located in **Liège (Belgium) & Luxembourg (LU)**. Its operations extend to Belgium, the Netherlands, Luxembourg, France, Germany, Italy, the UK, Hungary and Romania
- Weerts Group employs around **500 FTEs**
- The Group is governed by an Executive Committee led by **Yves Weerts** (Executive Chairman) and **Pascal Weerts** (CEO), while each of the divisions is managed by talented and seasoned teams of executives



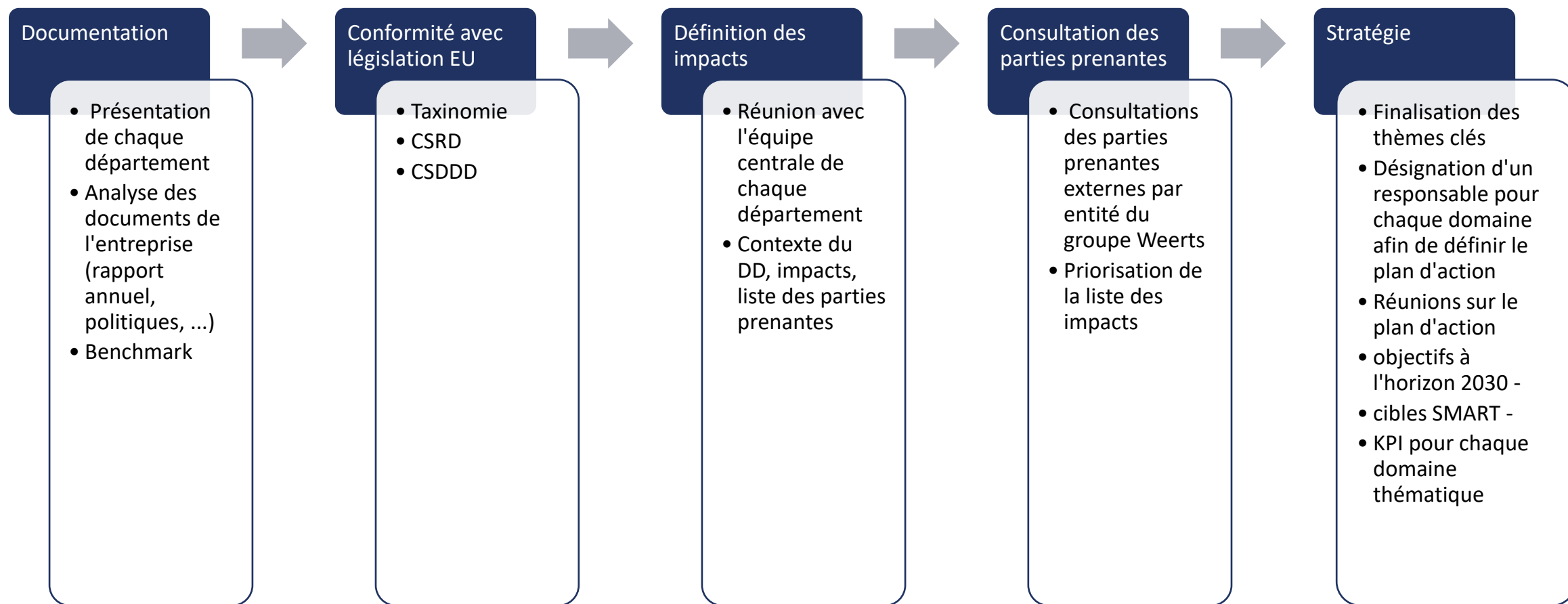
Geographies



L'approche



La méthode



Les impacts

#	Issues	Explanation
1	Emissions -	Transport and logistic in a whole is an activity that burns fossil fuel
2	Energy consumption	Weerts manages X m2 of warehouses, among which X cold chains.
3	Food Waste	Breakage of fragile goods during transport and manutention results in
4	Packaging	Co-packing and the logistics business in general uses enormous
5	Truck driving	Truck transportation is one of the main causes of road destruction
6	Multimodality	Optimising size and transport mode leads to less impacting trajects
7	Noise	Truck transportation is a source of noise and vibrations for
8	Drivers working conditions	The Transportation industry faces challenges with driver recruitment
9	Health and safety at work	Workers security is a permanent issue in logistics due to work
10	Wellbeing	Weerts pays attention to the working environment and offers a
11	Partnership with ETA	Weerts subcontracts parts of the logistics to specific workshops,
12	Training	Weerts offers approximately X hours of training/year to each
13	Poor supplier working conditions	Weerts does not exert systematic controls over the working
14	Diversity	Weerts has no policy to promote diversity and equity. This leads to
15	Informal contracts	Weerts is used to concluding oral deals with its subcontractors in X
16	Formal ESG governance	An ESG policy is only credible and compliant if it is formalized in the

Impacts identifiés

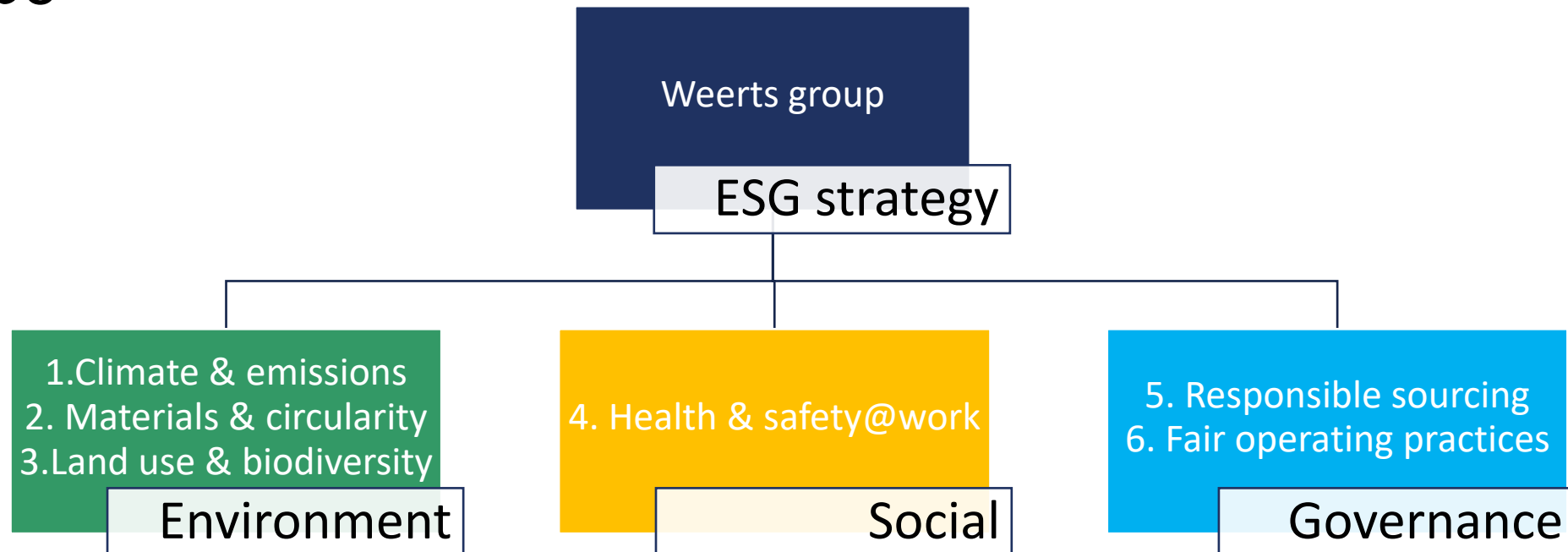
WLP immo	WSC - logistics	WRT - Racing
ENVIRONMENT	ENVIRONMENT	ENVIRONMENT
1 Emissions - Air pollution	1 Emissions	1 Emissions
2 Energy consumption	2 Energy consumption	2 noise
3 Energy management	3 Food Waste	3 logistics
4 Climate change adaptation	4 Packaging	4 energy consumption
5 Land use and biodiversity	5 Truck driving	5 waste & effluents
6 Water management	6 Multimodality	6 events consumption
7 Building materials	7 Noise	
8 Waste		
9 Noise and light		
SOCIAL	SOCIAL	SOCIAL
1 Employment	1 Drivers working conditions	1 R&D
2 Health and safety at work	2 Health and safety at work	2 Race safety
3 Wellbeing	3 Wellbeing	3 health
4 Responsible sourcing	4 Partnership with ETA	4 sourcing
5 Resilience of society	5 Training	5 diversity
	6 Driver working conditions	
GOVERNANCE	GOVERNANCE	GOVERNANCE
1 Formal ESG governance	1 Poor supplier working conditions	1 exemplarity
2 Fair operating practices	2 Diversity	2 partnerships
3 Diversity	3 Informal contracts	

Priorités selon les parties prenantes - par division

SH	WLP Material topics	WLP	SH	WSC Material topics	WSC	SH	WRT Material topics	WRT
1	Energy Consumption	1	1	Emissions	6	1	Emissions	1
2	Building materials	2	2	Health and Safety at work	5	2	Energy consumption	2
3	Wellbeing		3	Drivers working conditions		3	Logistics	3
4	Water management		4	Energy Consumption	1	4	R&D	4
5	Emissions	4	5	Wellbeing	3	5	Waste & effluents	5
6	Responsible sourcing		6	Training	2	6	Race safety	6
	Land and biodiversity	3	7	Poor supplier working conditions		6	Diversity	6
	Climate change adaptation	5		Packaging	4			
	Fair operating practices	6		Multimodality	7			

Axes stratégiques

- Après réflexion interne et mise en conformité avec la législation européenne :
- Détermination de 6 thèmes ESG prioritaires au niveau du groupe



Next steps

- Mise en œuvre
- Diagnostic
- Conception des politiques
- Analyse de l'empreinte carbone
- Préparation du rapport de développement durable
- Approche CSRD

