



VERWATER SUSTAINABILITY REPORT



2025

1. Message from the Board

Verwater's journey on ESG reporting dates to 2019 when the topic of sustainability was anchored in the organization by systematically seeking stakeholder engagement and producing annual GHG emissions reports. Over the years, the system has further evolved from being focused on GHG emissions to looking at data and performance on all sustainability levers.

In 2025, The Verwater Board issued its comprehensive ESG policies, and since then, sustainability is part of the corporate department HSEQ. The department continues to develop Verwater's ESG Strategy, raising awareness and ensuring that the environmental, social, and community-based efforts of our employees are properly resourced and effectively implemented. Verwater's comprehensive ESG strategy is in line with the United Nation's Sustainability Goals (SDG), regulatory and science-based frameworks, and the expectations of our stakeholders – including employees, clients, investors, financing companies and suppliers.

Our approach is based on an ESG structure that clarifies responsibilities and governance at every level of the company. We see this also as a starting point to further drive our transition to a sophisticated approach on all ESG topics – from labour practices and GHG emissions to leadership and supplier assessments. At all times, we assess the risks and opportunities we face, the impact(s) we have globally as a company – both positive and negative – and the concerns and priorities of our stakeholders.

In 2025 Verwater set up the Sustainability & ESG Report. The annual sustainability is a statement for Verwater intended to present

Verwater's overall approach, best practices as well as comparative figures for the previous year and the current year providing an appropriate link between retrospective and forward-looking information. In its sustainability reporting, Verwater establishes clear links between narrative information on governance, strategy and risk management and the associated key figures and targets by means of direct references or reconciliation.

Verwater has prepared itself in 2024-2025 for reporting in line with the EU Corporate Sustainability Reporting Directive (CSRD) / European Sustainability Reporting Standards (ESRS) and already existing reporting (GRI) requirements. In 2025, based on the EU Omnibus guidelines, Verwater is no longer obliged to report along the ESRS. Nevertheless, Verwater has decided to continue its efforts to execute its ESG Strategy. External assurance for the GHG emissions report and the double materiality analysis was not obtained for the development of this document.

Verwater has set ambitious targets and systematically analyses Greenhouse Gas emissions and other environmental impacts along its entire value chain with the aim of making climate protection a key element of its ESG and business strategy.

To achieve these goals, we have developed a climate transition plan that highlights key areas for improvement and outlines the emission reductions needed to meet our targets. This plan helps reinforce the credibility of our goals and includes practical measures based on science-based benchmarks.

Our own emissions (Scope 1 and 2) were prioritized, as these categories offer the greatest potential for direct influence and control. In addition, categories within the value chain (Scope 3) with emissions exceeding 1.000 t CO₂ equivalent were included to address significant contributors to our overall footprint.

The Scope 1 emissions in 2025 are 3.439 tons CO₂ equivalents and for Scope 545 tons CO₂ equivalents (market based). Verwater is on track to achieve the target of our pathway to reduce emissions by 25% by 2030 (compared to our base year 2019).

For internal purposes, Verwater uses since 2025 an ESG dashboard, published twice per year, focussing on KPI's regarding GHG emissions, Social, Health & Safety and Governance. The ESG dashboard provides detailed information to senior management, to steer and guide the strategic actions.

Verwater has been awarded in 2025 with the EcoVadis Silver Medal, which is given to the top 15% of companies evaluated by EcoVadis over the past 12 months. This recognition reflects the quality of our sustainability management system throughout the entire value chain. The evaluation is based on international sustainability standards and holistically evaluates environmental performance, social and human rights aspects, sustainable sourcing and ethics.

27 May 2026, Rotterdam

M.A.M. Oude Breuil, CEO

J.B. Spoelstra, CFO



2. About Verwater

Verwater established in 1922, consists of a team of almost 800 dedicated own employees and on average 400 employees hiring, who work to meet the demands of our customers in the maintenance and construction market of industrial installations in the Oil & Gas, (Petro)chemical, Food & Feed and Pharma industry focusing on building and maintaining storage tanks, civil works, piping, electrical works and automation. Key operating regions are Belgium, Estonia, Germany and the Netherlands, with headquarters in Rotterdam, the Netherlands. Prefabrication workshops are located in the key areas, neighbouring the major industrial sites.



3. Verwater's ESG strategy & Governance

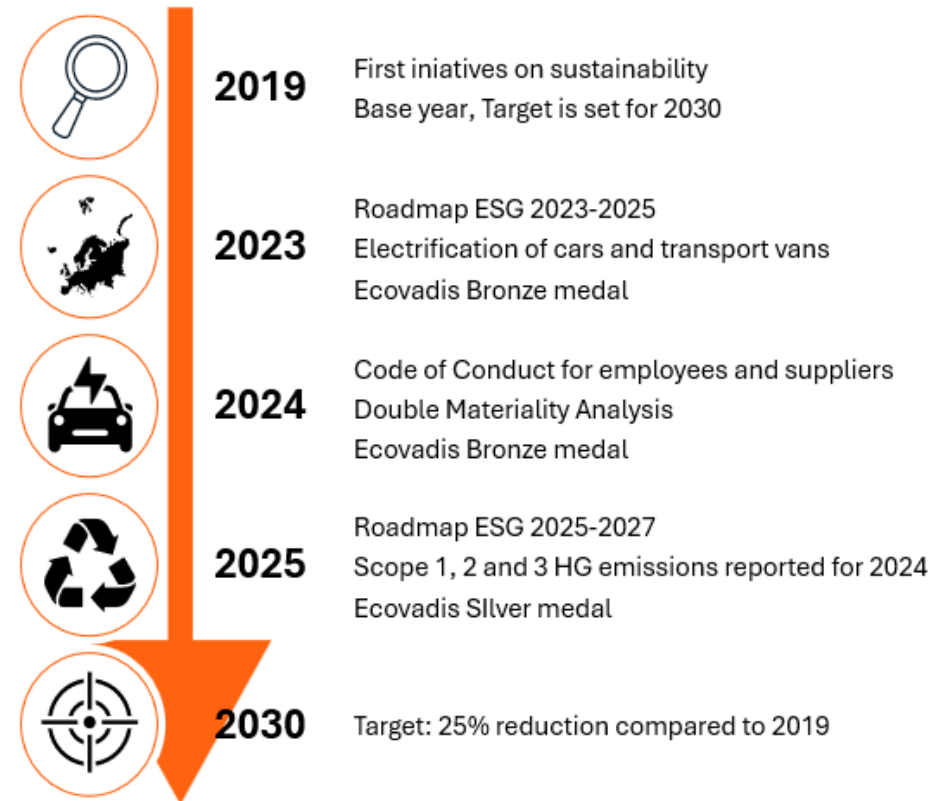
This Sustainability Report 2025 is the 1st annual sustainability statement for Verwater.

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In 2025, the Verwater Board issued its comprehensive ESG policies, and since then, sustainability has been part of the corporate department HSEQ.

The department continues to develop Verwater's ESG Strategy, raising awareness and ensuring that the environmental, social, and community-based efforts of our employees are properly resourced and effectively implemented. Verwater's comprehensive ESG strategy is in line with the United Nations Sustainable Development Goals (SDGs), regulatory and science-based frameworks, and the expectations of our stakeholders – including employees, clients, investors, financing companies and suppliers.

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4. General Basis for Preparation

In 2024-2025 Verwater prepared itself for reporting in line with the EU Corporate Sustainability Reporting Directive (CSRD). In 2025, based on the EU Omnibus guidelines, Verwater is no longer obliged to report in accordance with the ESRS. Nevertheless, Verwater has decided to continue its efforts to execute its ESG Strategy.

Based on the internally conducted Double Materiality Analysis (DMA), executed in 2024, the themes E1 (climate change mitigation, adaptation, and energy use) and S1 (Secure Employment and Health & Safety) are considered the most relevant. These themes will be discussed under Greenhouse Gas emissions and Environment (E1) and Social and Safety (S1) chapters hereafter.

Verwater's reporting period is consistent between the sustainability report and the financial report. It runs from the 1st of January to the 31st of December. The Verwater Sustainability Report 2025 is prepared on a consolidated basis, which is consistent with Verwater's financial statements and ensures that all entities under its operational and financial control are included, unless otherwise stated.

Verwater ensures that sustainability disclosures reflect the most accurate and up-to-date information available at the time of reporting. If new data or insights are received after the reporting period but before the Sustainability report is approved, Verwater will, where appropriate, update relevant estimates and disclosures to reflect conditions existing at the end of the period. Additionally, if significant events or material transactions occur after the reporting period, Verwater will provide narrative disclosures to describe their nature and potential impacts. Emission data and other key metrics are based on the best available information and assumptions as of the publication date.

Within the Scope 3 calculation, some metrics might be subject to a degree of measurement uncertainty which are highlighted accordingly. Further details can be found as an explanation next to the respective data points. Verwater maintains consistency in defining and calculating metrics for target setting and progress monitoring. Restated comparative figures will be provided when metrics are redefined or when latest information requires adjustments, as per applicable standards.

Verwater is committed to maintaining the integrity of its sustainability reporting by correcting material prior period errors in accordance with established policies. When such errors are identified, comparative amounts for the affected prior periods are restated unless it is impracticable to do so. Estimates are revised as additional information becomes available.

ESRS Standards applied by Verwater

(Material standards for Verwater are reflected in blue)

General	Environment	Social	Governance
ESRS 1 General Requirements	ESRS E1 Climate Change	ESRS S1 Own Workforce	ESRS G1 Business Conduct
ESRS 2 General Disclosures	ESRS E2 Pollution	ESRS S2 Workers in the Value Chain	
	ESRS E3 Water & Marine Resources	ESRS S3 Affected Communities	
	ESRS E4 Biodiversity & Ecosystems	ESRS S4 Consumers & End-Users	
	ESRS E5 Resource Use & Circular Economy		

Green and Blue: in scope

Figure 1: ESRS Standards

5. Our role in the Industrial Transition

Verwater recognizes that the industrial and energy transition depends on the continued reliability, maintenance, and adaptation of existing industrial complexes. Existing terminals, storage facilities, and process installations remain essential for industrial production, energy security, and the gradual transition towards lower-carbon operations and alternative energy carriers.

In line with these responsibilities, Verwater has established clear targets to reduce its CO₂ emissions. These efforts focus on areas such as the electrification and optimization of its lease car fleet and the reduction of electricity consumption. For on-site activities, Verwater works closely with its clients to identify and implement feasible sustainability measures, including the use of electric equipment and other low-emission solutions.

As industrial assets evolve to accommodate changing regulations, sustainability ambitions and new technologies, specialized operational knowledge and practical execution capabilities remain critical. Verwater supports clients in maintaining, upgrading and modifying industrial infrastructure to meet these evolving requirements.

The transition towards new energy carriers and circular industrial processes also increases the importance of technical expertise in areas such as tank infrastructure, coatings, piping, mechanical works, inspections, maintenance and turnarounds. Verwater believes that the experience and craftsmanship of its workforce continue to play an important role in supporting clients throughout these transitions while maintaining operational continuity and safety.

At the same time, Verwater acknowledges that many sustainability-related decisions regarding industrial assets, production processes and investment choices remain under the control of asset owners and

operators. Within its role as contractor and long-term service partner, Verwater aims to contribute through safe execution, operational reliability, technical expertise and continuous improvement in its own ESG performance.

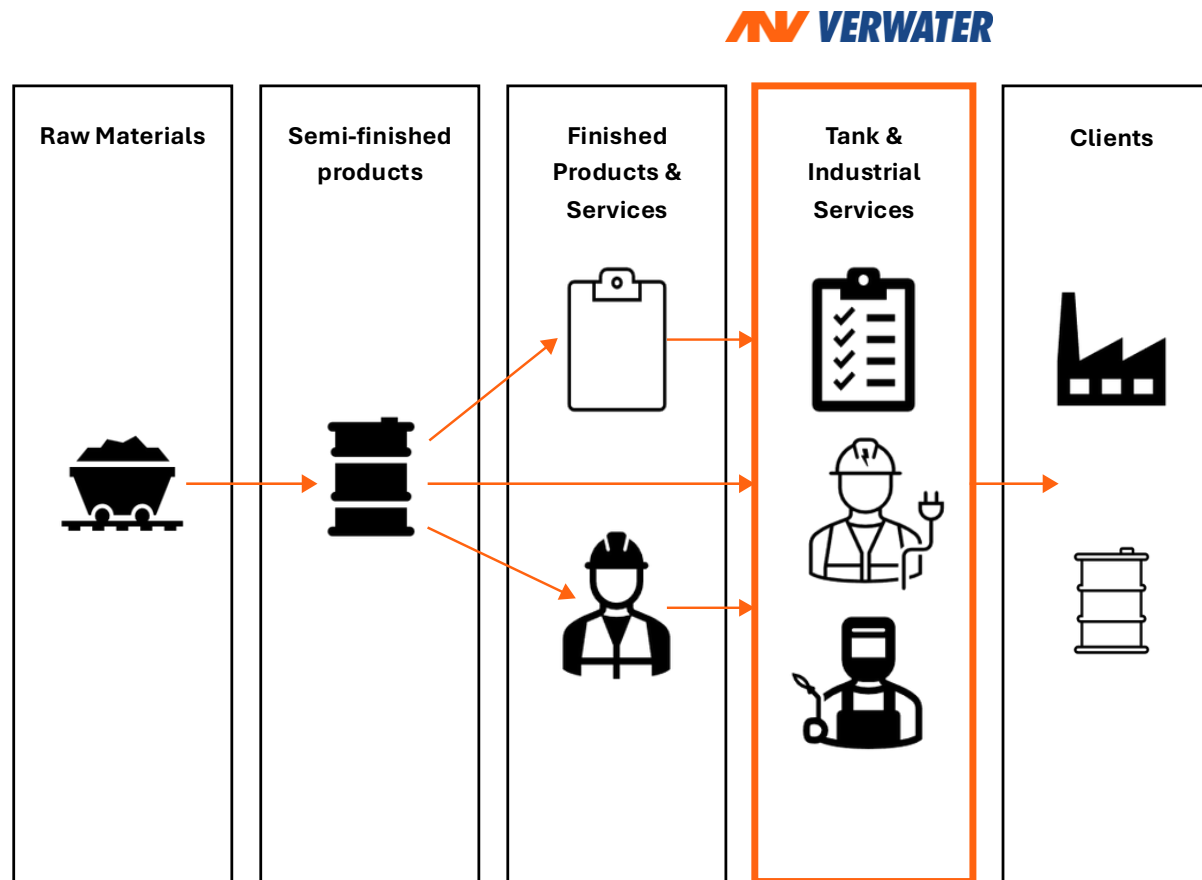


Figure 2: Verwater in the value chain

6. Environment and climate

Greenhouse Gas (GHG) emissions

Verwater recognizes the increasing importance of climate-related challenges and environmental responsibility within the industrial sector, as described in the Paris Climate Agreement. As a result, Verwater has set ambitious targets and systematically analyses Greenhouse Gas emissions and other environmental impacts along its entire value chain with the aim of making climate protection a key element of its ESG and business strategy. Verwater calculates and documents its Green House Gas (GHG) emissions in accordance with the Corporate Accounting and Reporting Standard 2004 of the GHG Protocol

Our own emissions (Scope 1 and 2) were prioritized, as these categories offer the greatest potential for direct influence and control. In addition, categories within the value chain (Scope 3) with emissions exceeding 1.000 t CO₂ equivalent—such as Purchased Goods and Services and fuel – and energy-related activities—were included to address significant contributors to our overall footprint. To maximize efficiency, Scope 3 emissions were further refined by focusing on high-impact and uniform subcategories only. Scope 3.1 emissions, primarily related to purchased goods and services, account for approximately 88% of Verwater’s total baseline emissions. As a result, the largest decarbonization opportunities are identified within the supply chain and procurement-related activities.

Climate Transition Plan: 2019 - 2050

Verwater aims to reduce its Scope 1 and Scope 2 CO₂ emissions by 25% to approximately 4,150 tonnes by 2030 compared to the established

baseline. To support this ambition, Verwater works with detailed multi-year roadmaps — the current version covering the period 2025–2027 — translating long-term sustainability objectives into manageable and measurable improvement steps. While no formal reduction targets beyond 2030 have currently been established, Verwater has expressed the ambition to achieve Net Zero emissions by 2050. Scope 3 emissions in our chain will depend heavily on how the heavy industry develops. Steel production imposes a major challenge. Wherever possible, Verwater will increasingly opt for more sustainable solutions in the chain, together with our customers.

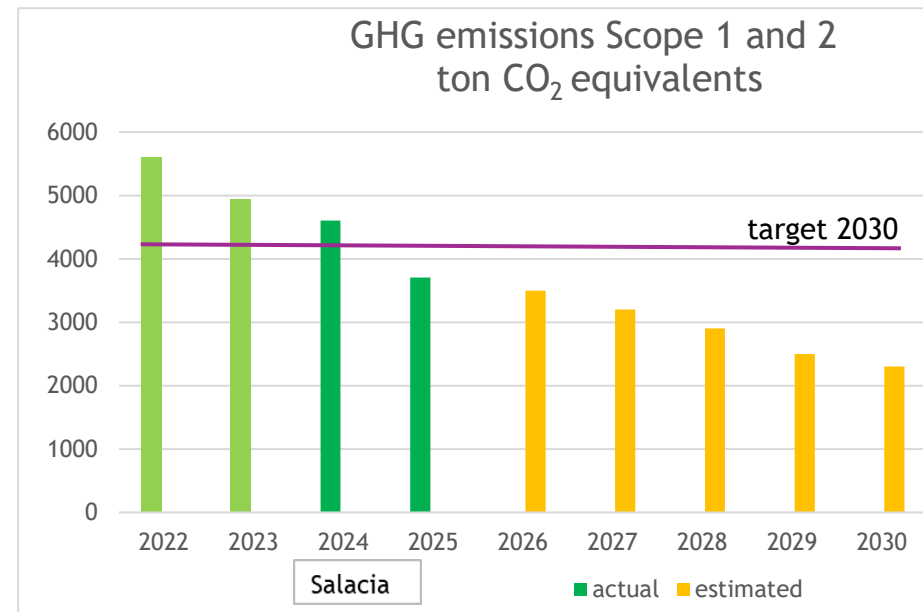


Figure 3: Salacia reports: Verwater GHG emissions 2024, published July 2025. Verwater GHG emissions 2025, published April 2026.

Strategic actions towards 2030:

1. **Increased Energy Efficiency and Switch to renewable energy:** Reducing Scope 1 and 2 emissions is achieved through a combination of improved energy efficiency, electrification, and the transition to renewable energy. Key actions include modernizing buildings and heating systems to improve energy performance, along with conducting regular energy audits. By using 100% green energy and increasing the share of electric vehicles, emissions are significantly lowered, supporting the decarbonization of our operations.
2. **Actively chase Emission Reduction in Mobility and Transportation:** We are dedicated to reducing transportation emissions by promoting low-carbon travel for employees and subcontractors, subsidizing eco-friendly travel options (such as lease-a-bike and carpooling), and collaborating with suppliers who prioritize low-carbon transportation. Our efforts include striving for a fully electrified vehicle fleet, partnering with logistics companies using electric vehicles, and encouraging the increased use of low-emission public transport if available.
3. **Engagement with Suppliers to reduce GHG Emissions and Resource Use:** We are committed to collaborating with suppliers to reduce GHG emissions and resource use. This includes increasing recycled content in materials like asphalt and steel, sourcing sustainable materials and prioritising suppliers who use renewable energy for production processes. We also support programs that help suppliers reduce emissions and promote a circular economy, driving a more sustainable supply chain.

The effectiveness of the measures with which Verwater intends to achieve its targets, is evaluated based on our group-wide emission reporting and monitoring system covering Scope 1, 2 and 3 emissions. We see a significant decrease in our Scope 1 and Scope 2 emissions in 2025.

Scope 1.1: Usage of natural gas for heating buildings, Scope 1.2: Usage of fuel (mobile combustion) and Scope 2.1: Electricity and steam usage (buildings, workshops, electrical vehicles):

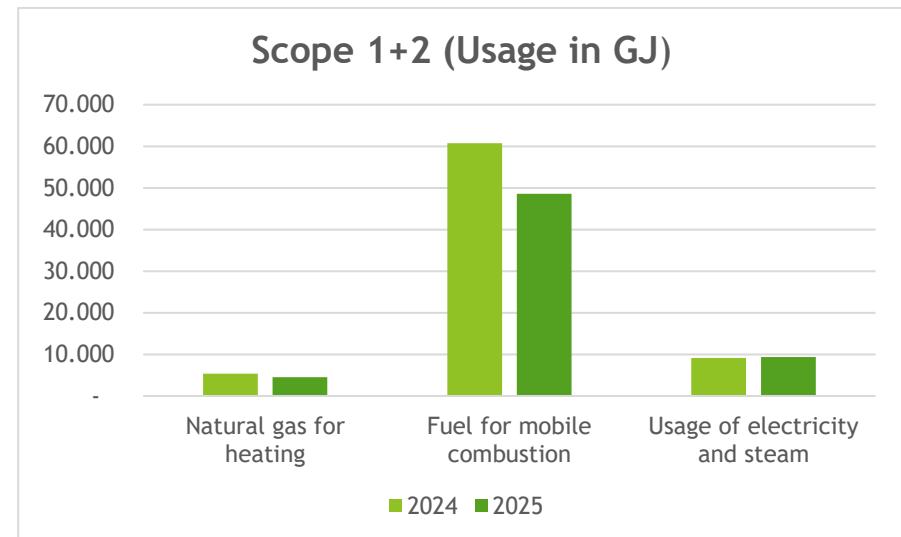


Figure 4: Scope 1 and 2 emissions

Scope 1 emissions decreased substantially as a result of the continued transition towards electric transportation, leading to a strong reduction in CO₂ emissions from both diesel and motor gasoline consumption. While this transition resulted in an increase in electricity usage, Scope 2 emissions also decreased due to the growing share of renewable electricity consumption, which accounted for 56% of total electricity use in 2025. Combined, these developments contributed significantly to the reduction of total Scope 1 and 2 emissions by 900 tons CO₂ equivalents to approximately 3.700 tons CO₂ equivalents in 2025.

Scope 3 Methodology

Verwater's Scope 3 GHG emissions are calculated using a spend-based methodology within the Salacia reporting platform, applying emission factors derived from the Exiobase database. This approach enables the estimation of indirect emissions associated with purchased goods and services across the value chain based on financial expenditure data.

The reporting boundary for Scope 3 emissions is aligned with Verwater's operational and financial consolidation scope as applied in the financial statements. The calculation includes procurement-related activities, purchased materials and transportation-related services where relevant financial data is available.

The methodology is primarily based on spend data allocated to predefined Exiobase categories. Exclusions within the spend-based assessment apply to categories related to flexible workforce and subcontracting services where the expenditure primarily represents the deployment of personnel rather than the purchase of emission-intensive goods or production-related activities. As these costs mainly relate to labor services and do not directly result in material GHG

emissions within the applied spend-based methodology, they have been excluded from the current Scope 3 assessment.

A significant share of the calculated Scope 3 emissions relates to purchased goods and services, including steel, base materials and other procurement-related categories associated with Verwater's operational activities.

On Scope 3, Verwater made significant progress by reducing the emissions by 33%. This reduction is mainly achieved by the reduction of emissions due to the change in type of Purchased Goods and Services.

Scope 3 GHG emissions

Scope: 3.1 - 3.7		ktons CO ₂ -eq	
		2024	2025
3.1	Purchased Goods and Services	67	47
3.2-3.7	Capital Goods	4	5
	Fuel and energy relates services		
	Transportation and Distribution		
	Waste generated in operations		
	Business Travel		
	Commuting		
Total		71	52

Figure 5: Scope 3 emissions

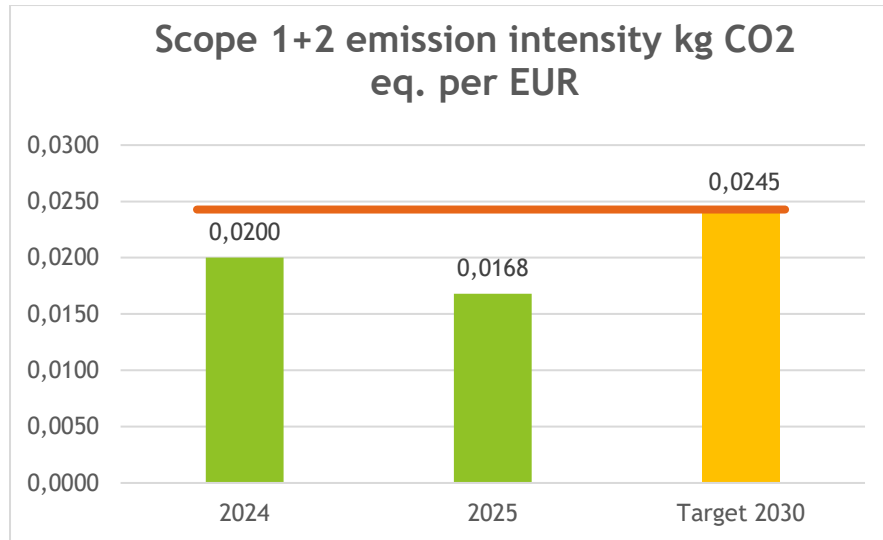
Emission intensity:

Figure 6: Scope 1 and 2, emission intensity

In the Roadmap 2025-2027 Verwater has established a Scope 1 and Scope 2 emissions intensity target of 0,0245 to be reached in 2030. Based on the current revenue levels and the measures implemented by management, Verwater is currently performing ahead of target and already operating below its long-term objective.

Environment - miscellaneous:

In 2025, Verwater performed the self-audit on the EED (EU/2023/1791), which has been approved by the Dutch RvO (Rijksdienst voor Ondernemend Nederland / Netherlands Enterprise Agency). Opportunities to save energy were investigated and deployed wherever possible.

The business unit Verwater Industrial Services Noord-Oost was successfully audited and certified on ISO 14001.



7. Social & Safety

Social

Workforce

At Verwater, we employ over 700 people in business units in the Netherlands, Belgium, and Estonia, excluding our temporary workforce. Due to our projects and customer demands for specialized skills, which vary over time, we also rely on a temporary workforce. We believe in strong relationships with specialized labor agencies and subcontractors. We have an average employment ratio of 25% temporary and 75% employment.

Our high standards in our work are based on cooperation, trust, skilled employees, energy, and innovation. We believe in teamwork, everyone participates and is part of the whole. We take initiative, are critical and have an enormous drive to achieve our goals together. We have an eye for people and see each other.

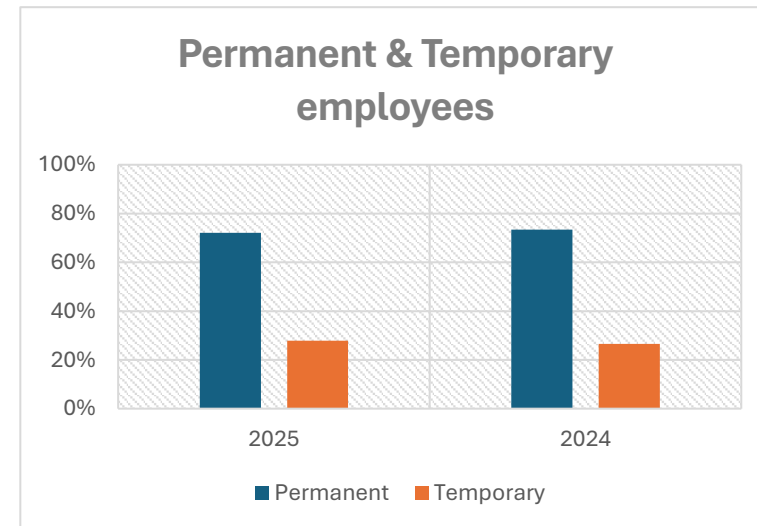
Our Approach & Metrics

We have employees working in operational, commercial, and administrative roles. Our workforce consists of a high percentage of skilled operational staff (so-called 'Blue Collar'). A minor share of employees is working in so-called 'White Collar' positions. Verwater operates in a male dominated industry. Female employees perform mostly in 'White collar' functions. In 2025, there is a slight increase in female employees fulfilling a 'Blue Collar' position, 32% of the 9% females. For 2024 'Blue Collar', this was 28% of the 9% female employees within our organization. It is our policy to develop our young staff with a technical educational background, to ensure continuity and a balanced workforce, especially maintaining a stable 'Blue Collar' workforce.

Living Wage

Collective Labor Agreements (CAO, PC) are applicable to our 'Blue Collar' workforce in the Netherlands and Belgium. As for our 'White collar' workforce, we strive to be compliant in a balanced salary payment based on function in relation to local compensations and benefits. We continue to benchmark our salary development against industry standards. For our temporary workforce, we follow and comply to government and labour legislation. In the Netherlands, we follow the applicable Collective Labor Agreement (CAO). We pay our Verwater Workforce in the Netherlands according to Living Wage, which is slightly above the minimum wage. In Belgium we follow the minimum wage set by the government when applicable.

Figure 7: permanent and temporary employees at Verwater



Compliance

in our Human Resource area, we believe in strong policies on compliance. We embrace openness and transparency and continue paying attention to our compliance policies. In 2025, we renewed our Whistle blower policy and our Protocol for undesirable behaviour. We have appointed trained confidential advisors for both our compliance policies.

In our reporting 2024 we had four notifications on the Protocol for undesirable behaviour whereas in 2025 we had zero cases. One of the 2024 cases led to an official complaint.

In 2024 and 2025, there were no cases reported on our Whistle blower policy.

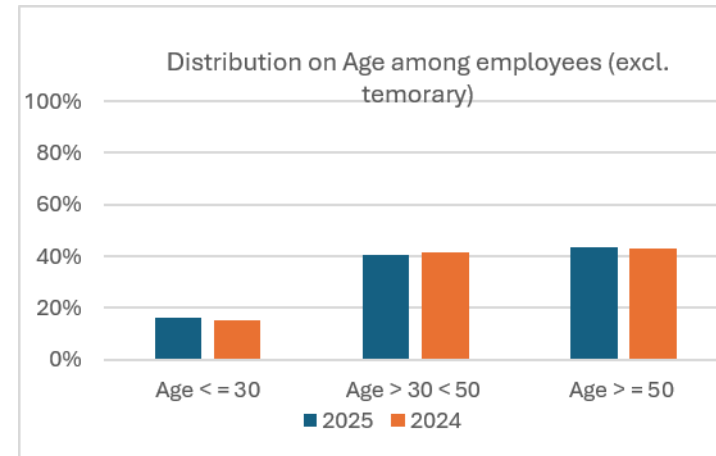


Figure 9: Distribution of workers on Age

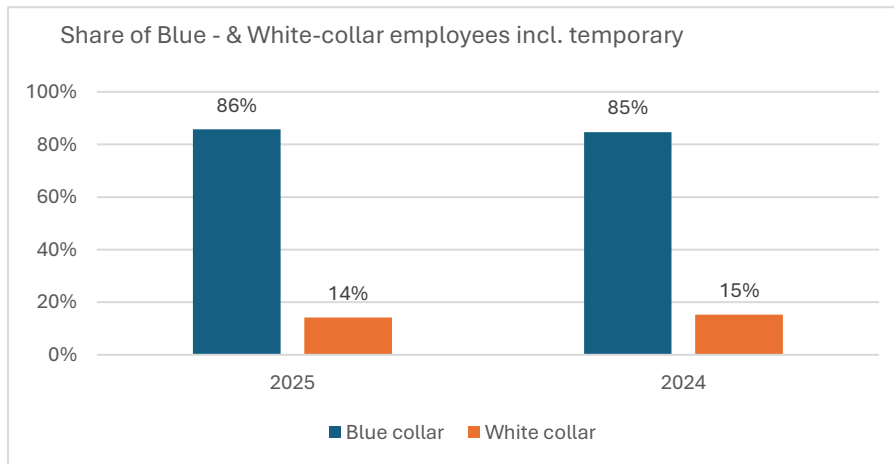


Figure 8: Blue- and White-collar workers at Verwater

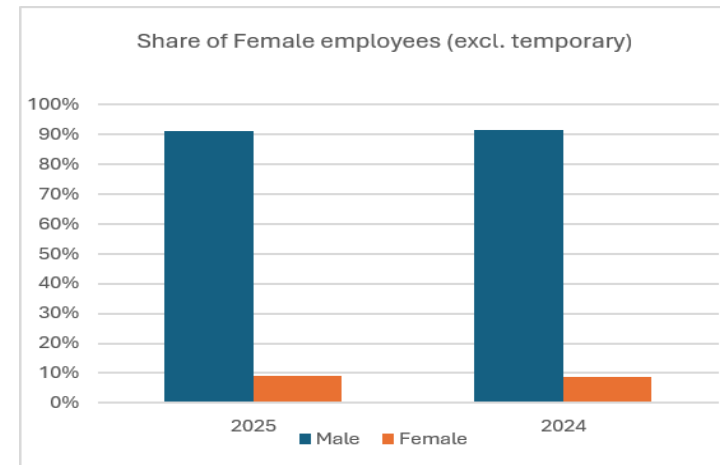


Figure 10: Distribution of workers on Gender

Training and Development

We have a dedicated focus on onboarding, training, and development, to ensure high quality skilled employees. Training, which has certificates with an expiration date, is organized throughout the year so that every employee has the most up to date knowledge and skills to always fulfil their task safely. Also, within our performance management process, we investigate development needs and translate these into actual development activities.

Toolbox

Verwater, in the Netherlands, organizes Toolbox meetings on site and in offices. HSEQ organizes toolbox sessions which have an average duration of 15 minutes per meeting. 2025 KPI was set on participation in 10 toolbox sessions per employee. Topics 2025 were, amongst others, 'Falling Objects & Fall Protections', 'Electrical Risks', 'Working in tropical conditions', 'Inspections and Personal Protective Equipment'. Next to the toolbox meetings Verwater values safety at a high level. A special program has been executed on safety culture known as the 'hein® & guus' safety culture program.

Also, toolbox meetings were organized for leadership on cybersecurity and Artificial Intelligence (AI)

Verwater in Belgium organizes Toolbox meetings, and safety stand-still on site and in the offices. Every employee participates 16 hours per year in Toolbox meetings. The yearly safety day was organized where the participation was at an 80% rate. One of the topics on this day was Artificial Intelligence. Also, cybersecurity toolboxes, online training on GDPR and leadership training on Artificial Intelligence (AI) have been organized.

Verwater Estonia has organized 15 Toolbox meetings with an average amount of 8 hours per employee, in total 164 hours. On an average base twenty-five employees including temporary staff have attended a Toolbox meeting.



Figure 11: cartoon as part of the hein® and guus safety culture program

Safety

Ensuring the health and safety of everyone at Verwater is fundamental to ensure a safe and successful organization. Although all employees, including temporary workers, are covered in our health and safety management system, special attention needs to be paid to our colleagues working on industrial client sites, who often work under challenging conditions, including working at height and exposure to heat, cold, wind and rain.

We acknowledge that the work of our people on site in these, sometimes, extreme working and/or environmental conditions may result in a negative impact related to mental and physical health. Therefore, we make sure to take appropriate and preventive measures to ensure a safe and healthy working environment including continuous improvement of our programs, minimization of risks and pro-active optimization of processes.

Overall accountability for health and safety and the mitigation of negative impacts lies with the Board and the senior management of each business unit, supported by their HSEQ departments. We have implemented a dedicated policy which sets standards on how we protect, manage, and ensure the well-being of our employees and is a commitment to prevent work-related injuries and illnesses. This policy is applicable to all Verwater entities and employees and is available internally on Verwater's intranet as well as on all offices and locations. To support the continuous improvement of Verwater's Health & Safety performance, a well-established structure of internal HSE experts is developing guidance to ensure best practice is considered to mitigate risks and effective behavioural tools are in place across Verwater.

The Safety improvement program includes developing the safety culture by behaviour ('hein® & huus' safety culture program), as well as the implementation of safety rules as the Verwater Safety Essentials,

joint HSE experts and senior management meetings on so called High Potential near misses, 'lessons learned' information and safety improvement based on observations, reports and information received from other contractors. The Safety improvement program is backed up by a sanction policy on HSEQ performance.

Metrics & Targets

Ensuring health and safety is simply essential and something we must practice every day and in all areas of the business. In 2025, the coverage of VCA-P certification based on total operating performance was 100%. We are constantly looking for ways to minimize risk and optimize processes to drive continuous improvement. Verwater uses the Phronesys application to register and monitor its performance. The mobile application of this tool is introduced in Belgium to easily report incidents, near misses and observations. The tool can be used by all Verwater colleagues but focuses on our colleagues on site that are closest to the risks and are therefore most suited to report issues.

Although it is our utmost priority to avoid any harmful incidents, we understand they may happen regardless of using only the right tools, high-quality personal protective equipment, and extensive training. If they do occur, we need to ensure they do not happen again by learning from our experiences and sharing that knowledge across the organization. Managing all types of events in one application strengthens our safety culture and gives us not only the opportunity to track our performance in terms of Total Recordable Incident Rate (TRIR) development, but to ensure consistent investigations and to monitor supporting leading indicators, based on observations and actions.

Verwater's Total Recordable Incident Rate (TRIR) figures from 2025 show a stable level compared to 2024 (details available on request). When analyzing the reasons, we see that the observation frequency is increasing, which we perceive as a positive sign towards more

transparent and harmonized reporting on group level. Looking into recent gained insights we also see that we must further increase awareness in the field on the most frequent hazards. Focus areas that remain a top priority in terms of prevention are working in the line of fire, working at height, slip, trip or fall, and the appropriate use of protective equipment.

We will further set clear objectives on the investigation of near-misses and observations to promote an inclusive safety culture at our locations. This contributes to our vision of achieving zero work-related injuries.

Actions:

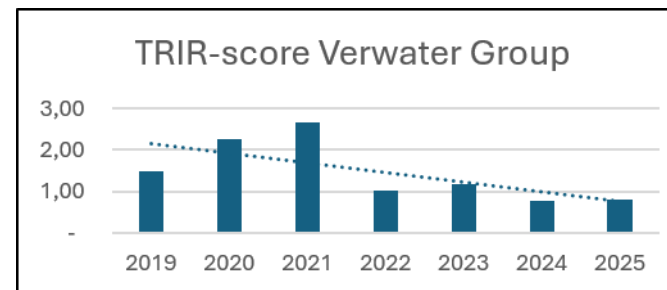
- Verwater's HSEQ department is constantly focusing on continuous improvement using our HSE and QA/QC experts at the workshops, offices, and contractor sites. Our local experts identify and share best practices and are empowered to further develop HSEQ in their own business units based on the unique challenges, environment, and priorities inherent in every market. Continuous exchange allows our experts to set and maintain the highest standards and actively shape our HSEQ culture.
- The outstanding actions for the RI&E (Risk Inventory & Evaluation) for the Dutch and Belgian workshops and offices were updated and completed in 2025.
- In 2025, we have further improved our approach and extended our HSE cultural program. This includes cultural excellence criteria as well for our line management and their teams, and guidance on how to increase effectiveness of the behavioural tools in use. Within this approach we continuously measure our cultural maturity and reinforce the idea of sharing best practice within the Verwater group to ensure that values are promoted and the right attitude is fostered.

- Based on the results of our assessment in 2024, we are working towards a fully established leading KPI culture, which is backed up by personal HSE objectives throughout the line. In 2024, Verwater started with an award program stimulating Stop-Work actions based on safety observations at the customers' premises. In 2025 this is completed with the HSEQ sanction policy.
- Our group-wide incident management tool Phronesys to report incidents, deviations, near misses and observations enables us to gain further insights and improve transparency. It supports us in monitoring trends regarding frequency rates for observations, near-misses and first aid cases, facilitating the root cause analysis across all types of events including high-potential events and helps us to define appropriate measures and actions that can be followed up systematically in terms of effectiveness.

Awards and Recognitions 2025:

- Safety Award at Zeeland Refinery
- Safety Award at VPIJ (Tata Steel)

Verwater's metrics on safety performance (TRIR):



TRIR = Total Recordable Injury Rate (number of safety recordables per 200.000 hours worked)

8. Procurement

Sustainable Procurement at Verwater

Procurement at Verwater is decentralized to address specific contractual requirements effectively. We primarily collaborate with local suppliers, totalling over 3.000 suppliers and service providers across the countries where Verwater operates.

Most of the procurement spend is allocated to services, including hiring of flexible labour. Service providers are typically small, locally sourced companies. Working with service providers ensures flexibility, cost efficiency and access to specialized expertise while enabling Verwater to scale operations based on demand and to cover short-term peaks.

Material spend is significant with respect to steel, base materials and electricals. Material selection is determined by customer specifications, ensuring compliance with high industrial quality standards. Depending on the contract, materials are either purchased by Verwater or provided by the customer or by sub-contractors. The volumes of materials purchased depend on the characteristics of the projects our customers require us to fulfil, resulting in year-to-year project-based fluctuations.

As of 2024, all key suppliers are requested to sign up to the Verwater Supplier Code of Conduct. In 2025, the vast majority of the key suppliers signed the Code of Conduct.

9. KPI's and Performance Dashboard

Since 2025, Verwater uses for internal purposes an ESG dashboard, published twice per year, focusing on KPI's regarding GHG emissions, Social, Health & Safety and Governance. The ESG dashboard provides detailed information to senior management, to steer and guide the strategic actions.

10. Reporting Base (general base for preparation)

The UN's Sustainable Development Goals (SDGs) are the blueprint to achieve a better and more sustainable future for all. They were introduced in 2015 and address the global challenges we face, including poverty, inequality, climate change, environmental degradation, peace, and justice. Only through integrated strategies designed to improve health and education, reduce inequality, spur economic growth, and protect our environment can we hope to end poverty. Several SDGs have been integrated into Verwater's Sustainability Report 2025.

EcoVadis:

Verwater has been awarded in 2025 with the EcoVadis Silver Medal, which is given to the top 15% of companies evaluated by EcoVadis over the past 12 months. This recognition reflects the quality of our sustainability management system throughout the entire value chain. The evaluation is based on international sustainability standards and holistically evaluates environmental performance, social and human rights aspects, sustainable sourcing, and ethics.

11. Appendix

How the policy of Verwater is linked to the SDG's



ESG Topic	Relevant SDG(s)		Justification of Linkage	KPIs for Measurement and Reporting
Energy Use & GHG Reduction	SDG 7 (Affordable and Clean Energy) SDG 13 (Climate Action)	 	By focusing on renewable energy and GHG reduction, Verwater contributes to energy efficiency (SDG 7.3) and climate action (SDG 13.2).	- Annual GHG emissions (scope 1, 2, 3, in tons CO₂e) % energy from renewable sources
Working Conditions & Safety	SDG 8 (Decent Work) SDG 3 (Good Health)	 	Verwater promotes safe working conditions and fair remuneration (SDG 8.8 and 3.9).	- Incident rate (TRIR) % of employees with access to training
Equal Opportunities & Diversity	SDG 5 (Gender Equality) SDG 10 (Reduced Inequalities)	 	Inclusion and non-discrimination policy supports SDG 5.1 (equal opportunities) and SDG 10.2 (social and economic inclusion).	% of women in leadership positions
Child & Forced Labour	SDG 8 (Decent Work) SDG 16 (Peace, Justice and Strong Institutions)	 	Zero-tolerance policy prevents human rights violations and supports SDG 8.7 and 16.2.	% of suppliers audited for code of conduct compliance
Employee Development	SDG 4 (Quality Education) SDG 8 (Decent Work)	 	Investing in training and career progression supports sustainable employability (SDG 4.4 and 8.5).	AVG training hours per employee
Good Governance & Ethics	SDG 16 (Peace, Justice and Strong Institutions) SDG 17 (Partnerships for the Goals)	 	Transparency, ethical business practices and governance build trust and strengthen societal institutions (SDG 16.6, 16.7).	- Number of complaints % of employees trained in code of conduct and ethics
Sustainable Procurement & Supply Chain Collaboration	SDG 12 (Responsible Consumption) SDG 17 (Partnerships for the Goals)	 	Cooperating with suppliers who adhere to ESG criteria supports SDG 12.7 (sustainable procurement) and SDG 17 (partnerships).	% of suppliers that have signed the code of conduct