



Wego

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Global Sustainability Report 2025

Reporting year: 2025 (January 1 – December 31)

Prepared by: Internal Sustainability / Supply Chain Team

1. Leadership Message

1.1 Message from our CEO – Bert Eshaghpour

As President, I believe sustainability is fundamental to how we create long-term value for our customers, employees, suppliers, and communities. In chemical distribution, our responsibility extends beyond logistics—we play a critical role in ensuring products are sourced, handled, and delivered safely, efficiently, and responsibly.

We are advancing a sustainability agenda focused on:

Responsible Growth

We are committed to growing our business in a way that prioritizes environmental stewardship, regulatory compliance, and ethical practices. We partner with suppliers and customers who share our commitment to safe and sustainable chemistry.

Environmental Impact Reduction

We are actively reducing our carbon footprint by optimizing our distribution network, improving energy efficiency across our facilities, and investing in lower-emission transportation solutions. Continuous improvement in resource use and emissions remains a core priority.

Safety & Stewardship Leadership

Safety is at the heart of everything we do. We uphold the highest standards in the storage, handling, and transport of chemicals, while promoting product stewardship and helping customers navigate sustainability challenges.

Innovation & Circular Solutions

We support innovation in sustainable products, packaging reuse, and circular business models. By collaborating across the value chain, we help enable more sustainable outcomes for the industries we serve.

Transparency & Accountability



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We are strengthening our sustainability reporting and governance to ensure transparency and accountability. Clear metrics, measurable progress, and open communication define our approach.

Closing Statement

Sustainability is not a separate initiative—it is embedded in our strategy and culture. By leading responsibly today, we are building a stronger, safer, and more sustainable future for our industry and society.

1.2 Message from Global Supply Chain Leader – Zoltan Gulyas

As Chief Supply Chain Officer, I am committed to advancing a resilient, transparent, and sustainable supply chain that not only supports business growth but also safeguards our environment, communities, and partners.

Our sustainability strategy is anchored in these priorities:

Responsible Sourcing & Product Stewardship

We partner with suppliers who meet rigorous environmental, safety, and ethical standards, ensuring that the chemicals we distribute are handled responsibly throughout their lifecycle. We actively promote safer alternatives and support customers in achieving their own sustainability goals.

Low-Carbon & Efficient Operations

We are reducing our environmental footprint by optimizing transportation networks, increasing modal efficiency, and investing in digital tools that minimize emissions and waste. Our focus is on lowering greenhouse gas intensity while maintaining reliability and service excellence.

Circularity & Waste Reduction

We are driving circular practices across our operations—enhancing packaging reuse, reducing hazardous waste, and enabling recycling solutions for customers. Innovation in reverse logistics and within our entire end to end supply chain processes are key to meet the set targets.

Safety, Compliance & Transparency

Safety remains non-negotiable. We uphold the highest standards in handling, storage, and transport, while increasing transparency through data-driven reporting and ESG performance measurement.

In Summary:

Sustainability in chemical distribution is not a trade-off—it is a competitive advantage. By embedding sustainability into every node of our supply chain, we create value for customers, reduce risk, and contribute to a more sustainable industrial ecosystem.



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2. Key Sustainability Indicators (2025)

This section summarizes the most relevant sustainability indicators for 2025, providing a snapshot of Wego's performance across governance, workforce, supply chain, and environmental impact.

Governance

- 100% compliance training
- 0 ethics incidents

Workforce

- 217 employees
- 100% office-based

Supply Chain

- 99% supplier spend covered
- ~90% ESG assessment

Environment

- 97% Scope 3
- 29% reduction in total GHG emissions
- ~24% improvement in emissions intensity (kg CO₂e/kg)
- 77% shipment-level data
- 32% clean electricity exposure

3. About Wego Global (GRI 2 — General Disclosures)

3.1 Organizational Profile (GRI 2.1–2.6)

Headquarters

WEGO CHEMICAL GROUP, 277 Northern Blvd., Great Neck, NY 11021, USA

3.2 Corporate Structure and Legal Entities



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As of December 31, 2025, **Wego Holdings Inc.**, a Delaware S Corporation, serves as the ultimate parent company of the Wego Group. The Company provides strategic oversight and governance to its operating and holding entities worldwide, ensuring alignment with the Group's long-term growth strategy, risk management framework, and compliance standards.

U.S. Operations

The Group's core U.S. operations are conducted through **Wego Chemical Group LP**, a Delaware limited partnership. Wego Holdings Inc. holds 100% of the preferred interest in Wego Chemical Group LP as its General Partner, ensuring full managerial and economic control.

Under this structure, the Group operates several wholly owned U.S. subsidiaries, each focused on specific product portfolios and market segments:

- **Wego Chemical LLC** (Delaware), which represents the majority of the Group's product lines and commercial activities.
- **Wego Specialty Chemicals LLC** (Delaware), primarily dedicated to the specialty polymers business unit.
- **Wego Chemical & Mineral LLC** (New York), the Group's legacy operating entity with an established customer base.

This diversified structure allows the Group to efficiently manage its product offerings, customer relationships, and operational risks while maintaining flexibility to support growth across multiple end markets.

International Operations

The Wego Group's international activities are held through **Wego Chemical NV Corp.**, a Nevada C corporation, wholly owned by Wego Holdings Inc. This entity functions as the primary holding company for the Group's non-U.S. operations, supporting centralized oversight and coordination across regions.

International and regional operations include:

- **Wegochem Europe B.V.** (Netherlands), which serves as the Group's main platform for business activities and regional coordination throughout the EMEA region.
- **Wegochem International LLC** (USA), supporting sales into the United States that originate from outside the United States.
- **Wegochem Mexicana S. de R.L. de C.V.** (Mexico), which serves as the Group's main platform for business activities and regional coordination throughout the northern LATAM region.
- **Wegochem Brasil Químicos Ltda.** (Brazil), which serves as the Group's main platform for business activities and regional coordination throughout the southern LATAM region.
- **Wego Kimyasal Ürünler Sanayi ve Ticaret Ltd.** (Türkiye), supporting sales into the Middle East and northern Africa regions.
- **Wego Colombia S.A.S.** (Colombia), supporting sales into Colombia and other northern LATAM countries.



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- **Wego Philippines Corp.** (Philippines), providing back-office support for the entire Wego group of companies.

Ownership and Governance

The Group's legal and operational structure is designed to support effective governance, regulatory compliance, risk management, and scalable international growth.

3.3 Business Model and Global Value Chain (GRI 2.12)

Wego Chemical Group operates as a **global sourcing, importation, and distribution company**, supplying industrial, specialty, and commodity chemicals, minerals, and raw materials to customers across a wide range of industries and geographies. Founded in 1978, Wego's business model is built on **global reach, supply chain expertise, and long-term partnerships** with both suppliers and customers.

The company follows a **non-manufacturing, asset-light distribution model**. Wego does not operate production facilities; instead, it focuses on **supplier qualification, quality assurance, logistics coordination, and efficient market access**, enabling customers to benefit from reliable and flexible chemical supply solutions.

Value Creation and Operations

Wego creates value by integrating key stages of the chemical supply chain, including:

- **Global sourcing**, with a strong presence in Asia-Pacific but diversified supplier networks worldwide;
- **International trade and logistics management**, covering transportation, customs clearance, and regulatory coordination;
- **Warehousing and inventory management**, supported by a broad network of regional distribution centers;
- **Commercial and technical support**, tailored to customer needs and specific industrial applications.

This integrated approach allows Wego to offer **supply security, flexibility, and operational efficiency**, while reducing complexity for customers and supporting continuity in their operations.

Customers and End Markets

Wego serves manufacturers and distributors across multiple sectors, including coatings, adhesives, construction materials, agriculture and animal nutrition, food ingredients, oil and gas, water treatment, personal care, pharmaceuticals, pulp and paper, textiles, and metalworking. The diversified customer and industry portfolio strengthens business resilience and reduces exposure to sector-specific risks.

Supply Chain and Sustainability Linkages



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Wego's business model is closely linked to sustainability performance, particularly within the value chain:

- The company emphasizes **efficient logistics planning and inventory optimization**, contributing to lower operational inefficiencies and reduced indirect emissions;
- **Supplier diversification and long-term relationships** help mitigate supply risks while supporting responsible sourcing practices;
- Wego's role as a distributor positions it primarily within **Scope 3 (upstream and downstream) emissions**, reinforcing the importance of data transparency, supplier engagement, and continuous improvement in logistics and transportation practices.

By combining global sourcing capabilities with local execution, Wego positions itself as a critical link between chemical producers and end users, while continuously adapting its business model to support evolving market expectations, regulatory requirements, and sustainability priorities.

3.4 Governance, Ethics, and Integrity (GRI 2.9; 2.15–2.17; 2.22–2.24)

Ethics and compliance have been a **key strategic focus for Wego Chemical Group over the past two years**, reflecting the company's commitment to integrity, responsible business conduct, and a strong ethical culture across all regions and functions.

Sustainability topics are overseen at senior leadership level, with cross-functional ownership across procurement, legal, supply chain, and operations, ensuring integration into risk management and strategic decision-making

Code of Conduct and Governance Framework

Wego operates under a comprehensive **Global Code of Conduct**, which applies to all employees, managers, and members of the Operating Committee worldwide. The Code establishes mandatory principles covering legal compliance, anti-bribery and anti-corruption, fair competition, human rights, data protection, sustainability, and respectful workplace behavior, including a strict prohibition of harassment, discrimination, and retaliation.

Oversight of the Code of Conduct is supported by a formal compliance structure led by the Head of Compliance, with clear escalation channels, investigation procedures, and protection against retaliation. Employees are encouraged and enabled to report concerns through multiple confidential channels, including direct reporting, email, and an established whistleblower mechanism.

Training and Awareness

To ensure effective implementation of these policies, Wego has significantly expanded its **ethics and compliance training program**, achieving **100% employee training coverage** across the organization.

Training delivery combines:



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- **Mandatory, documented e-learning programs via the LRN or other learning platforms**, including gamified modules on:
 - *Anti-Harassment and Discrimination*
 - *Anti-Bribery and Corruption*
 - *Cybersecurity*
 - *Best ESG practices*
 - **Live and virtual workshops**, reinforcing policy understanding, practical application, and leadership accountability.

All employees completed the required training modules, with consistently **high completion and performance scores (average score above 8)**, demonstrating strong engagement and understanding of ethical expectations. Training records are centrally maintained and reviewed to ensure ongoing compliance and continuous improvement.

Harassment Prevention and Safe Reporting

Wego maintains a formal **Sexual Harassment Prevention Policy**, supported by a standardized complaint process applicable across regions. A dedicated Sexual Harassment Complaint Form is available to employees, ensuring:

- Confidential reporting;
- Non-retaliation guarantees;
- Prompt and structured investigation procedures.

This framework reinforces Wego's commitment to maintaining a **safe, respectful, and inclusive workplace**, aligned with both legal requirements and internal values.

Supply Chain Ethics and Compliance

Ethical standards extend beyond internal operations into Wego's supply chain. All suppliers are required to adhere to the **Wego Supplier Code of Conduct**, which establishes minimum expectations related to:

- Legal compliance and anti-corruption;
- Human rights and labor standards, including the prohibition of forced and child labor;
- Environmental protection, health, and safety;
- Data protection and confidentiality.

Supplier compliance is supported by onboarding requirements, contractual clauses, and assessment tools, including a detailed **Supplier Security Questionnaire**. This questionnaire addresses risk management, cybersecurity, physical and cargo security, forced labor controls, and training and awareness practices, strengthening supply chain resilience and responsible sourcing.

These practices covered 100% of employees globally in 2025.

Continuous Improvement



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Wego views ethics and compliance as an evolving process rather than a static requirement. Regular reviews of policies, training content, and assessment tools are conducted to reflect regulatory developments, emerging risks, and stakeholder expectations. The strong training performance achieved over the last two years provides a solid foundation for further enhancing ethical awareness, transparency, and accountability across the organization and its value chain.

3.5 Stakeholder Engagement (GRI 2.3)

Stakeholder engagement has been a key pillar of Wego Chemical Group's sustainability strategy, with significant progress achieved over recent years. This evolution has been particularly driven by the strengthening of supplier engagement, procurement governance, and internal capacity building, resulting in measurable improvements recognized by external sustainability assessments, including EcoVadis.

Stakeholder Prioritization and Approach

As a global chemical distributor operating a non-manufacturing business model, Wego's most material stakeholder groups include:

- Suppliers and manufacturers;
- Employees, particularly within procurement, sourcing, and supply chain functions;
- Customers and commercial partners;
- Logistics providers and service partners.

Wego's stakeholder engagement approach is designed to be structured, transparent, and continuous, emphasizing collaboration, capability building, and shared accountability across the value chain.

Supplier Engagement and Responsible Sourcing

Suppliers play a central role in Wego's sustainability performance, particularly within Scope 3 emissions and responsible sourcing practices. Over the last years, Wego has significantly strengthened its supplier engagement framework through:

- The implementation and reinforcement of the Wego Supplier Code of Conduct, setting minimum expectations related to ethics, human rights, labor standards, environmental protection, and business integrity;
- The integration of sustainability, ESG, and ethical criteria into supplier qualification, evaluation, and ongoing performance monitoring processes;
- The use of structured assessment tools, including ESG and security questionnaires, to identify risks, gaps, and improvement opportunities across the supplier base.

This approach enables Wego to move beyond compliance-based engagement toward continuous improvement and long-term supplier partnerships.



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Procurement-Led Engagement and Capability Building

Procurement has been a key driver of stakeholder engagement evolution at Wego. The company has invested significantly in building internal capabilities to ensure that sustainability and stakeholder engagement principles are consistently applied throughout sourcing and purchasing decisions.

Key initiatives include:

- 100% training coverage of procurement and sourcing professionals, supported by structured learning programs focused on sustainable procurement, ESG, and supply chain responsibility;
- Completion of advanced training modules aligned with EcoVadis methodologies, including sustainable supply chain strategies, responsible sourcing, and ESG integration into procurement decisions;
- Clear governance defined through the Global Procurement Policy, which embeds sustainability, transparency, risk management, supplier relationship management, and ethical conduct as core procurement principles.

This investment ensures that procurement teams are not only policy-aware but actively able to engage suppliers, assess ESG performance, and support improvement actions.

Collaborative Engagement and Continuous Dialogue

Wego promotes ongoing dialogue and collaboration with suppliers and internal stakeholders through:

- Regular engagement between sourcing teams and key suppliers to discuss performance, risks, and improvement opportunities;
- Support for suppliers in understanding Wego's ethical, environmental, and compliance expectations;
- Internal cross-functional collaboration between procurement, legal, finance, sustainability, and operations to align stakeholder engagement with business strategy.

This collaborative model strengthens trust, enhances transparency, and increases resilience across the supply chain.

Impact and Continuous Improvement

The maturity achieved in stakeholder engagement has contributed to measurable improvements in sustainability performance, particularly in areas related to suppliers and procurement. These efforts have been reflected in improved external evaluations, reinforcing the effectiveness of Wego's structured engagement approach.

Wego views stakeholder engagement as an ongoing process, and remains committed to further expanding supplier programs, enhancing internal capabilities, and strengthening partnerships that support responsible growth, supply chain resilience, and long-term value creation.



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Compared to previous years, Wego has achieved a clear increase in ESG maturity, particularly in supplier engagement, procurement governance, and emissions data quality, reflecting a more structured and data-driven sustainability approach.

4. Methodology and Materiality (GRI 3)

4.1 Standards and Reporting Principles – Global Reporting Initiative (GRI)

This Sustainability Report has been prepared in alignment with the Global Reporting Initiative (GRI) Sustainability Reporting Standards, serving as the primary framework for the disclosure of Wego’s economic, environmental, and social impacts. The report applies the GRI Universal Standards (GRI 1: Foundation 2021, GRI 2: General Disclosures, and GRI 3: Material Topics) and selected GRI Topic Standards relevant to the organization’s material impacts.

In this report, Wego adopts a broader sustainability perspective, encompassing environmental, social, and governance (ESG) topics within an integrated business and operational context

The reporting process is grounded in the principle of impact materiality, focusing on those activities and business relationships that have the most significant impacts on the economy, environment, and people. Sustainability performance data is derived from a combination of internally developed calculation methodologies—covering office utilities, energy consumption, and greenhouse gas emissions—and third-party logistics and transportation datasets provided by external partners, where available.

Estimations and assumptions are applied where direct measurements are not feasible, and these are consistently used across reporting periods to support data comparability. The report adheres to the GRI reporting principles of accuracy, balance, clarity, completeness, comparability, timeliness, and reliability, with the objective of providing stakeholders with a transparent and decision-useful view of the company’s sustainability performance.

4.2 Reporting Scope and Boundary

Scope: global office operations and logistics activities where data is available.

Boundary: internal modeled office consumption plus documented logistics emissions datasets.

4.3 Materiality Assessment (GRI 3.1)



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Wego Chemical Group's materiality assessment is designed to identify and prioritize the environmental, social, and governance (ESG) topics that are most relevant to the company's business model, value chain, and stakeholders. As a global chemical distributor operating a non-manufacturing, asset-light model, Wego's impacts, risks, and opportunities are primarily concentrated within its **supply chain, logistics activities, and governance practices**.

Assessment Scope and Methodology

The materiality assessment process considers both:

- **The significance of impacts and risks to the business**, including operational continuity, regulatory exposure, reputation, and long-term value creation; and
- **The relevance of sustainability topics to key stakeholder groups**, including employees, suppliers, customers, logistics partners, and business partners.

Inputs for the assessment were derived from:

- Internal reviews conducted by cross-functional teams (procurement, supply chain, operations, legal, and sustainability);
- Ongoing stakeholder engagement activities, particularly with suppliers and procurement teams;
- Results and feedback from external sustainability assessments, including EcoVadis;
- Review of internal policies and programs, such as the Global Code of Conduct, Supplier Code of Conduct, and Global Procurement Policy;
- Analysis of sustainability topics commonly considered material within the chemical distribution industry.

The assessment is qualitative in nature and reflects the current maturity, risk profile, and strategic priorities of the organization.

Key Stakeholder Considerations

Given Wego's role as an intermediary between chemical manufacturers and end customers, **suppliers represent the most critical stakeholder group** from a sustainability perspective. Engagement with suppliers directly influences:

- Ethical sourcing and human rights performance;
- Environmental and safety standards upstream;
- Scope 3 greenhouse gas emissions, particularly from purchased goods and logistics.

Employees, especially those within procurement and supply chain functions, also play a key role, as their decisions directly affect supplier selection, risk management, and ESG integration into daily operations.

Material Topics Identified

As a result of the assessment, the following ESG topics were identified as material for Wego:



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Governance and Ethics

- Business ethics, integrity, and compliance;
- Anti-bribery and anti-corruption;
- Data protection and information security;
- Responsible procurement practices.

Social

- Human rights and labor standards in the supply chain;
- Prevention of harassment, discrimination, and retaliation;
- Employee training and awareness, particularly related to ethics and sustainability;
- Occupational health and safety (primarily related to 3RD logistics and warehousing partners).

Environmental

- Scope 3 greenhouse gas emissions, including upstream and downstream logistics;
- Environmental compliance across the supply chain;
- Responsible sourcing of raw materials;
- Transportation efficiency and logistics-related environmental impacts.

These topics reflect areas where Wego has the greatest ability to **influence outcomes through policies, supplier engagement, training, and procurement decisions**, even when direct operational control is limited.

Alignment with Strategy and Continuous Improvement

The materiality assessment outcomes directly inform Wego's sustainability strategy, policy development, and stakeholder engagement priorities. Over recent years, the company has focused on strengthening governance frameworks, enhancing procurement-led sustainability practices, and deepening supplier engagement—areas identified as highly material both internally and externally.

Wego recognizes that materiality is **dynamic** and will continue to evolve as regulatory requirements, stakeholder expectations, and business conditions change. The company intends to periodically review and refine its materiality assessment to ensure ongoing relevance and alignment with its business model and sustainability objectives.

5. Global Workforce (GRI 401, 404, 405)

5.1 Workforce Evolution and Distribution (GRI 401)



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Wego's workforce data used for sustainability reporting is based on **HR-validated headcount records**, ensuring consistency, accuracy, and traceability across global operations. Headcount evolution is monitored on a monthly basis, with year-end figures serving as the official reference for external reporting.

In **2025**, workforce levels remained **largely stable**, with normal movement related to business adjustments, hiring, and attrition managed at regional level. Net workforce changes were tracked by geography, reflecting the company's operational footprint across the Americas, Europe, and Asia.

The workforce model combines **on-site, hybrid, and home-office arrangements**, adapted to local regulatory frameworks and business needs. This approach supports operational flexibility while maintaining alignment with labor regulations and internal policies.

Where applicable, workforce metrics are disaggregated by:

- Region and country
- Employment type (on-site, hybrid, home office)
- Contract type (permanent / temporary)

These data points form the baseline for workforce-related ESG indicators reported throughout this section.

5.2 Training and Development (GRI 404)

Wego considers continuous learning a key enabler of operational excellence, ethical conduct, and sustainability performance. During the **2024–2025** period, the company significantly strengthened its **training and development framework**, with particular emphasis on **sustainability, compliance, and sustainable procurement**.

Key training initiatives included:

- **Mandatory Code of Conduct and compliance training**, covering anti-corruption, human rights, data privacy, and ethical business conduct
- **Sustainability awareness and practical capability development**, reinforcing sustainability understanding across ethics, compliance, and procurement functions
- **Targeted procurement training**, focused on sustainable sourcing strategies, supplier engagement, and EcoVadis readiness
- Use of **formal learning platforms (e.g. LRN)** combined with live workshops and internal knowledge-sharing sessions

Training programs are designed to be **globally consistent**, while allowing for **local adaptation** to regulatory and cultural contexts. Completion of mandatory training modules is monitored centrally, and participation rates are tracked as part of internal governance and risk management processes.

Where applicable, training performance indicators include:



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- Training completion rates
 - Total training hours delivered
 - Coverage of ESG and compliance-related content across the workforce

These initiatives support Wego's objective of maintaining a **fully trained workforce** capable of executing the company's sustainability commitments and meeting external stakeholder expectations.

5.3 Diversity, Equity and Inclusion (GRI 405)

Wego is committed to fostering a workplace that is **inclusive, respectful, and free from discrimination**. This commitment is embedded in the company's **Code of Conduct**, which explicitly prohibits discrimination, harassment, and unequal treatment on any grounds, including gender, ethnicity, nationality, age, religion, or any other protected characteristic.

The company promotes **equal opportunity** in recruitment, development, and career progression across all regions where it operates. Expectations related to respectful behavior, diversity, and inclusion are reinforced through mandatory training and internal communications.

Wego also supports diversity and inclusion at industry level through its engagement with external initiatives, including Women in Chemicals, where the company acts as a Platinum Sponsor and participates in the Advisory Board.

Workforce diversity is monitored through **HR-validated data**, including gender distribution at global and regional levels, where legally permitted. These insights support ongoing assessment of representation and inform management discussions on workforce composition and inclusion.

Wego recognizes DE&I as an evolving area and continues to strengthen transparency, governance, and internal awareness to ensure alignment with both international best practices and local regulatory requirements.

6. Health, Safety & Well-being (GRI 403)

6.1 Health, Safety and Environmental Policy

Wego Chemical Group is committed to protecting the **health, safety, and well-being of its employees**, the public, and the environment across all its activities. This commitment is formalized through the company's



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Environmental, Safety, Health & Security (ESHS) Policy, approved by senior leadership and applicable globally.

The policy establishes Wego's responsibility to:

- Provide a **healthy and safe workplace**, free from occupational injury and illness
- Ensure **compliance with applicable health, safety, and environmental laws and regulations**
- Integrate ESHS considerations into the **design, operation, and use of office facilities**
- Promote **continuous improvement** through objectives, targets, and employee engagement
- Partner with contractors that adhere to safe and responsible work practices

This policy framework reflects the nature of Wego's operations, which are predominantly **office-based**, and guides all health, safety, and well-being practices across the organization.

6.2 Office-Based Health and Safety Management

Given that **100% of Wego's activities are conducted in office environments**, the company's health and safety management focuses on **preventive measures, ergonomics**, and the creation of comfortable and secure workplaces.

Health and safety risks are inherently limited compared to industrial settings, but Wego maintains a proactive approach to:

- Ensuring safe office layouts and emergency preparedness
- Minimizing ergonomic and psychosocial risks
- Promoting safe daily work practices

The integration of ESHS considerations into office construction, layout, and operation is explicitly addressed within the company policy and management system.

6.3 Ergonomics, Comfort and Employee Well-being

Wego invests consistently in **office comfort and ergonomic conditions** to support employee health, productivity, and long-term well-being. Workstations are designed to accommodate diverse needs and reduce the risk of musculoskeletal discomfort associated with desk-based work.

Key focus areas include:

- Ergonomic furniture and workstation setup
- Appropriate lighting, noise control, and thermal comfort



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- Flexible working arrangements (on-site, hybrid, and home office) where applicable
 - Awareness and guidance on healthy work habits

Wego has also invested in improving office environments, including upgraded cafeteria areas and dedicated spaces for collaboration, social interaction, and informal meetings, supporting employee wellbeing and workplace engagement.

These measures reflect Wego's understanding that employee well-being extends beyond injury prevention and includes physical comfort and a supportive work environment.

6.4 Governance and Continuous Improvement

Responsibility for health, safety, and well-being is shared between management and employees, supported by established internal policies and procedures. Wego maintains a management system aligned with the principles of **Responsible Distribution** and is committed to **continuous improvement** of its ESHS performance.

Health and safety considerations are integrated into personnel objectives and internal governance processes, ensuring ongoing alignment with the company's values and sustainability commitments.

7. Ethics, Compliance & Data Privacy (GRI 2)

7.1 Ethical Conduct and Governance

Ethical conduct is a fundamental principle of Wego's business model and corporate culture. The company operates under a clear **Code of Conduct**, which sets expectations for integrity, transparency, and responsible business behavior across all regions and functions.

Ethics and compliance are **actively overseen by senior management**, ensuring that ethical standards are embedded in decision-making processes and daily operations. Management commitment reinforces a zero-tolerance approach to misconduct, including corruption, bribery, discrimination, or any behavior inconsistent with Wego's values.

Ethical expectations are communicated to employees through formal policies, mandatory training programs, and internal communications, supporting a consistent understanding of acceptable conduct throughout the organization.



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7.2 Compliance Management

Wego maintains a structured approach to compliance management, covering applicable laws and regulations related to:

- Anti-corruption and anti-bribery
- Competition and fair business practices
- Trade compliance and contractual integrity
- Data protection and confidentiality

Compliance responsibilities are clearly assigned, and internal controls are designed to mitigate legal and reputational risks. Training and awareness initiatives support employee understanding of compliance obligations relevant to their roles.

Through centralized oversight and regional implementation, Wego ensures that compliance requirements are consistently applied while respecting local regulatory frameworks.

7.3 Data Privacy and Information Security (GRI 418)

Protecting confidential information and personal data is a priority for Wego. The company applies **robust data protection and information security measures**, supported by **redundant system controls** and aligned with recognized information security and privacy standards.

Key elements of Wego's data privacy and security framework include:

- Controlled access to systems and sensitive information
- Redundant data protection mechanisms to enhance resilience and continuity
- Internal policies governing data handling, storage, and confidentiality
- Awareness and training related to data privacy and cybersecurity risks

Oversight of data protection practices is exercised at management level, reinforcing accountability and continuous monitoring. This approach supports the confidentiality of employee, customer, and business information and reduces exposure to data security risks.

7.4 Continuous Oversight and Improvement



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Ethics, compliance, and data privacy are treated as **dynamic governance areas**, subject to regular review and continuous improvement. Senior management involvement ensures alignment between corporate strategy, risk management, and ESG expectations.

By maintaining strong governance structures, clear accountability, and resilient systems, Wego reinforces stakeholder trust and supports sustainable, responsible growth

8. Responsible Sourcing & Global Supply Chain (GRI 204; 308; 414)

8.1 Responsible Procurement Policies and Due Diligence

Wego's responsible sourcing approach is governed by a robust and well-defined policy framework, including the **Global Procurement Policy (Version 2.0)** and the **Supplier Code of Conduct**, which together establish minimum expectations for ethical conduct, legal compliance, environmental responsibility, human rights, and transparency across the global supply chain.

These policies are mandatory for all suppliers and are embedded into contractual relationships and purchasing processes. They cover, among others:

- Compliance with applicable laws and international trade regulations
- Anti-corruption, integrity, and ethical business conduct
- Human rights, labor standards, and prohibition of forced and child labor
- Environmental compliance, waste management, and emissions control
- Documentation, traceability, and auditability requirements

Supplier due diligence is conducted through a **multi-layered assessment process**, which includes:

- ESG and social responsibility questionnaires
- Environmental and social audits, particularly for manufacturing sites and higher-risk suppliers
- Supplier security and supply chain risk questionnaires covering cargo security, cybersecurity, forced labor prevention, and business continuity
- Financial, regulatory, and operational screening as part of supplier qualification and ongoing relationship management

Wego applies a **risk-based approach** to supplier engagement and monitoring, prioritizing suppliers with higher strategic relevance, higher spend concentration, or elevated ESG and supply chain risks. Corrective actions and follow-up measures are implemented when non-conformities or improvement opportunities are identified.



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In parallel, Wego invests in **procurement capability building**, including structured training programs on sustainable procurement, ESG implementation, KPI interpretation, and EcoVadis readiness. This ensures that sourcing decisions are consistently aligned with sustainability objectives and evolving regulatory expectations.

In 2025, the Supplier Code of Conduct covered over 99% of global spend, and ESG questionnaires covered approximately 90% of baseline supplier spend.

8.2 Supplier Audits, Risk Management and Security

Supplier oversight extends beyond ESG and includes **supply chain security, resilience, and risk management**. Wego deploys comprehensive supplier security questionnaires aligned with international best practices (including C-TPAT and AEO principles), covering:

- Supply chain security governance and management oversight
- Physical security of facilities and cargo
- Risk assessment and mitigation processes
- Cybersecurity and data protection controls
- Forced labor prevention and social compliance programs
- Crisis management, business continuity, and incident reporting

Where relevant, Wego conducts or commissions **on-site social and environmental audits**, assessing compliance with labor laws, health and safety practices, environmental management systems, waste handling, and pollution control measures.

This integrated approach strengthens supplier reliability, protects trade flows, and reduces exposure to operational, regulatory, and reputational risks.

8.3 Logistics and Transportation Efficiency

Logistics and transportation play a material role in Wego's global value chain and Scope 3 emissions profile. Wego manages a significant portion of its international logistics through **FOB/FCA/EXW and supplier-managed models**, requiring strong coordination with logistics partners and carriers across regions.

In **2025**, Wego continued to advance logistics efficiency and discipline through:

- Engagement with logistics partners that invest in **sustainability initiatives**, including fleet efficiency and emissions reporting
- Improved shipment planning and vehicle/container utilization
- Select use of alternative fuels and lower-emission transport options, where available and operationally feasible



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- Strengthened data governance and emissions reporting processes to support Scope 3 calculations and transparency

Logistics decisions are increasingly informed by a **total cost of ownership (TCO)** and risk-based perspective, balancing service reliability, cost efficiency, and environmental impact.

8.4 Continuous Improvement and Supplier Engagement

Responsible sourcing and supply chain sustainability at Wego are treated as **continuous improvement processes**. Procurement, sourcing, logistics, legal, and sustainability functions collaborate closely to:

- Review supplier performance and risk exposure
- Strengthen documentation, traceability, and audit readiness
- Support suppliers in improving ESG, security, and compliance performance
- Align sourcing and logistics practices with Wego's long-term sustainability strategy

By combining strong governance, structured due diligence, supplier engagement, and logistics optimization, Wego reinforces the resilience, integrity, and sustainability of its global supply chain.

9. Environment — Emissions, Energy & Resource Use (GRI 302; 305; 306)

9.1 Greenhouse Gas Emissions (GRI 305)

Wego's emissions footprint is dominated by **Scope 3**, primarily **upstream and downstream logistics**. Office-related emissions (Scopes 1 and 2) remain comparatively small, consistent with an asset-light operating model.

The reduction in total emissions was influenced both by operational improvements and variations in sales volume, while emissions intensity (kg CO₂e/kg) provides a more accurate measure of efficiency improvement across periods.

9.1.1 Summary of GHG Emissions (t CO₂e)

(Internal Calculation Memo – Full Inventory 2024–2025, finalized and harmonized)



Scope	2024 (t CO ₂ e)	2025 (t CO ₂ e)
Scope 1	≈ 372	≈ 363
Scope 2 (location-based)	28	26
Scope 3 (total)	15,232	10,304
Total (Scopes 1–3)	≈ 15,632	≈ 10,693

Scope 3 composition (t CO₂e):

- Upstream logistics (Cat. 4): 6,500 (2024) | ≈ 5,100 (2025)
- Downstream logistics (Cat. 9): 8,728 (2024) | ≈ 5,646 (2025, extrapolated from Breakthrough EU YoY variation)
- Office waste: 3.7 (both years)

Method note: 2024 upstream baseline was harmonized using 2025 shipment-level emissions intensity per TEU to preserve physical comparability; 2025 downstream global value was extrapolated using Breakthrough EU year-over-year variation where global breakdown was not available.

9.1.2 Summary of GHG Emissions Intensity(Kg CO₂e/kg)

In addition to absolute emissions, Wego monitors emissions intensity per kilogram of product sold to assess carbon efficiency independent of volume fluctuations.

Scope	2024 (kg CO ₂ e/kg)	2025 (kg CO ₂ e/kg)
Scope 1	0.002245	0.00256
Scope 2	0.00018	0.00018
Scope 3	0.10048	0.07588
Total (Scopes 1–3)	0.1031	0.0786

9.2 Energy, Waste, and Resource Use in Offices (GRI 302; 306)

Wego’s office energy and water calculations follow a headcount-based method and benchmark assumptions documented in the emissions calculation memo. Office waste is estimated using conservative factors and remains low-materiality relative to logistics.



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9.2.1 Clean Energy Mix Evolution (Contextual Indicator)

To provide contextual insight alongside Scope 2, Wego tracks a workforce-weighted indicator of national grid clean electricity exposure. Based on workforce distribution and country grid renewable shares, Wego's weighted clean electricity exposure is approximately **32% in both 2024 and 2025** (contextual indicator; not a market-based claim).

10. Community Engagement (GRI 413/405)

Wego supports community engagement through locally relevant initiatives and structured governance for sponsorship and community support, aligned with ethical and transparency expectations.

In the United States, Wego supported community and social initiatives through employee engagement and charitable contributions. The company organized and fulfilled hundreds of Christmas stockings for deployed military personnel, contributing to morale and support efforts. Wego also provided support to education initiatives through a donation to the Yale University Scholarship Fund. These initiatives reflect Wego's commitment to supporting communities, education, and social engagement beyond its core business activities.

In 2025, Wego reinforced its commitment to community engagement and industry initiatives through its participation as a Platinum Sponsor of **Women in Chemicals**, a global organization dedicated to advancing diversity, inclusion, and professional development in the chemicals industry.

As part of this engagement, Wego is also represented at governance level through participation in the organization's Advisory Board, supporting strategic discussions and the advancement of initiatives aimed at increasing representation and leadership opportunities within the industry.

11. Risk Management & Business Continuity

11.1 Enterprise Risk Management Framework

Wego maintains a **formal and structured risk management framework**, documented through its *Risk and Opportunity Management Register*. This framework is applied across key business processes and reviewed on a **regular and systematic basis**, with the most recent comprehensive review conducted in **August 2025**.

Risks are identified, assessed, and monitored at **process level**, including:

- Direction and strategic management



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- Quality management
 - Commercial operations
 - Supply chain and logistics
 - Human resources

Each identified risk is assessed based on:

- **Severity (Low, Medium, High)**
- **Probability of occurrence (Low, Medium, High)**
- **Potential impacts** on operations, financial performance, and customer satisfaction

Mitigation measures, responsible owners, and monitoring actions are clearly defined, ensuring accountability and continuous oversight.

11.2 Supply Chain and Procurement-Related Risk Management

Risk management is deeply embedded into **procurement and supply chain processes**, in line with Wego's Global Procurement Policy and operational practices.

Key supply chain risks identified and managed include:

- Dependency on logistics providers (transport and warehousing)
- Delays or disruptions in international transportation and customs clearance
- Inventory planning risks and material availability
- Documentation and customs compliance risks

Mitigation actions include:

- Diversification ("pulverization") of logistics and warehousing partners
- End-to-end shipment visibility, tracking, and proactive follow-up
- Forecast-based demand planning and inventory control
- Defined customs and trade compliance procedures

These risks and corresponding mitigation actions are documented, monitored continuously, and assigned to accountable managers across supply chain and leadership functions.

11.3 ESG Risk Integration in the Value Chain

ESG-related risks are integrated into Wego's risk management approach through structured **supplier due diligence and assessment tools**, including:



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- Supplier ESG assessment questionnaires covering environmental compliance, emissions, waste management, water and energy use
 - Social and environmental audits for selected suppliers
 - Supplier security questionnaires addressing forced labor, cybersecurity, physical security, and business continuity

This risk-based approach allows Wego to identify **environmental, social, ethical, and operational risks** within its upstream value chain and to define corrective actions or enhanced monitoring where necessary.

11.4 Business Continuity and Operational Resilience

Business continuity is addressed through **preventive and mitigating measures** embedded across business functions rather than through a single centralized plan. Identified continuity-related risks include:

- Loss or unavailability of critical personnel
- Data loss, system interruptions, or cybersecurity incidents
- Disruptions caused by external events such as pandemics or logistics constraints

Mitigation measures include:

- Delegation of responsibilities and cross-functional support
- Redundant data backup systems and cybersecurity controls
- Remote work capabilities for administrative activities
- Ongoing monitoring of critical operational and commercial processes

These measures enhance organizational resilience and support continuity of operations during disruptive events.

11.5 Governance, Monitoring and Continuous Improvement

Risk management at Wego operates under a **continuous improvement cycle**:

- Regular review and update of identified risks and opportunities
- Monitoring of mitigation effectiveness
- Clear assignment of responsibilities and governance oversight
- Escalation of material risks to senior management

Opportunities identified during risk assessments are evaluated and, where viable, implemented either at process level or through approval by senior management, reinforcing a balanced view of **risk and opportunity management**.



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12. Regional Highlights

12.1 North America

Workforce levels remained largely stable in 2025, reflecting normal variations in hiring and attrition across regions. In addition, employee engagement is reflected through participation in community initiatives and charitable activities. This was also supported by workplace improvements, including new office spaces, enhanced energy efficiency, expanded emissions tracking through third-party datasets, and ongoing digitalization and efficiency initiatives with logistics partners.

12.2 Europe

Move into a more sustainable office environment, reducing number of warehouses, elevate importance of warehouse sustainability certifications and measures; road transport emissions calculated using activity-based methodology.

12.3 LATAM (Brazil + Mexico)

Network modernization with newer fleets; alternative fuel trucking initiatives; load optimization to reduce emissions intensity; office resource efficiency initiatives.

12.4 China

Office sustainability measures (new office); hybrid work practices; no local warehouses/transport managed directly.

13. Global Targets



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Wego's sustainability approach is based on **continuous improvement**, with a focus on strengthening governance, expanding supplier engagement, and enhancing emissions transparency. Building on the progress achieved in 2025, the following priorities and targets reflect the company's commitment to further improving sustainability performance in a structured and scalable manner.

Key priorities for 2026 and beyond include:

- Expand supplier ESG due diligence coverage
- Strengthen emissions data accuracy and tracking

Specific targets:

- Increase supplier ESG coverage from ~90% to >95% of spend by 2026
- Expand shipment-level emissions coverage from 77% to 80%
- Maintain 100% compliance training annually

14. Methodology Notes

Wego's approach relies on:

- internal calculation framework for office energy/water/waste using conservative benchmarks and consistent year definitions;
- procurement governance evidence (policy, supplier code, questionnaires, training);
- ethics and data privacy documentation via Code of Conduct and reporting mechanisms.

15. GRI Content Index

(GRI Universal Standards 2021)

This GRI Content Index provides an overview of disclosures included in this report. Certain quantitative indicators are subject to ongoing internal validation and will be updated in future reporting cycles where applicable.

GRI General Disclosures (GRI 2: 2021)



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GRI Disclosure	Description	Section / Reference	Status
2-1	Organizational details	Section 1 – About Wego	Complete
2-2	Entities included in sustainability reporting	Section 1.2 Reporting Scope	Complete
2-3	Reporting period, frequency and contact point	Section 1.3 Reporting Parameters	Complete
2-4	Restatements of information	Section 1.4	Complete
2-5	External assurance	Section 1.5	Not applicable
2-6	Activities, value chain and other business relationships	Section 3.1 & 3.2	Complete
2-7	Employees	Section 5.1 Global Workforce	Complete
2-8	Workers who are not employees	Section 5.1	Qualitative
2-9	Governance structure and composition	Section 3.4 Governance, Ethics & Integrity	Complete
2-12	Role of the highest governance body in overseeing impacts	Section 7 & Section 11	Complete
2-13	Delegation of responsibility for managing impacts	Section 7 & Section 11	Complete
2-14	Role of highest governance body in sustainability reporting	Section 1 & Section 3	Complete
2-15	Conflicts of interest	Section 7.1 Ethics	Complete
2-16	Communication of critical concerns	Section 7	Qualitative
2-23	Policy commitments	Sections 6, 7, 8	Complete
2-27	Compliance with laws and regulations	Section 7.2	Complete
2-29	Approach to stakeholder engagement	Section 3.5 Stakeholder Engagement	Complete

Material Topics (GRI 3: 2021)

GRI Disclosure	Description	Section / Reference	Status
3-1	Process to determine material topics	Section 4.3	Complete
3-2	List of material topics	Section 4.3	Complete
3-3	Management of material topics	Sections 5–11	Complete

Economic Topics

GRI 204 – Procurement Practices



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GRI Disclosure	Description	Section / Reference	Status
204-1	Proportion of spending on local suppliers	Section 8.1	Qualitative

Environmental Topics

GRI 302 – Energy

GRI Disclosure	Description	Section / Reference	Status
302-1	Energy consumption within the organization	Section 9.2	Complete
302-2	Energy consumption outside the organization	Section 9	Complete
302-4	Reduction of energy consumption	Section 9.2	Complete

GRI 305 – Emissions

GRI Disclosure	Description	Section / Reference	Status
305-1	Scope 1 GHG emissions	Section 9.1	Complete
305-2	Scope 2 GHG emissions	Section 9.1	Complete
305-3	Scope 3 GHG emissions	Section 9	Complete
305-5	Reduction of GHG emissions	Sections 9	Complete

GRI 306 – Waste

GRI Disclosure	Description	Section / Reference	Status
306-3	Waste generated	Section 9.2	Qualitative
306-4	Waste diverted from disposal	Section 9.2	Qualitative
306-5	Waste directed to disposal	Section 9.2	Qualitative

Social Topics

GRI 401 – Employment

GRI Disclosure	Description	Section / Reference	Status
401-1	New employee hires and turnover	Section 5.1	Complete



GRI 404 – Training and Education

GRI Disclosure	Description	Section / Reference	Status
404-1	Average hours of training per employee	Section 5.2	Complete
404-2	Programs for upgrading employee skills	Section 5.2	Complete
404-3	Performance and career development reviews	Section 5.2	Qualitative

GRI 405 – Diversity and Equal Opportunity

GRI Disclosure	Description	Section / Reference	Status
405-1	Diversity of governance bodies and employees	Section 5.3	Complete

GRI 403 – Occupational Health & Safety

GRI Disclosure	Description	Section / Reference	Status
403-1	Occupational health and safety management system	Section 6	Complete
403-7	Prevention and mitigation of OHS impacts	Section 6.2–6.3	Complete
403-9	Work-related injuries	Section 6	Not applicable (office-based)

GRI 414 – Supplier Social Assessment

GRI Disclosure	Description	Section / Reference	Status
414-1	New suppliers screened using social criteria	Section 8.1–8.2	Qualitative
414-2	Negative social impacts in the supply chain	Section 8	Qualitative

Governance & Compliance



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GRI 418 – Customer Privacy

GRI Disclosure	Description	Section / Reference	Status
418-1	Substantiated complaints concerning breaches of customer privacy	Section 7.3	None reported