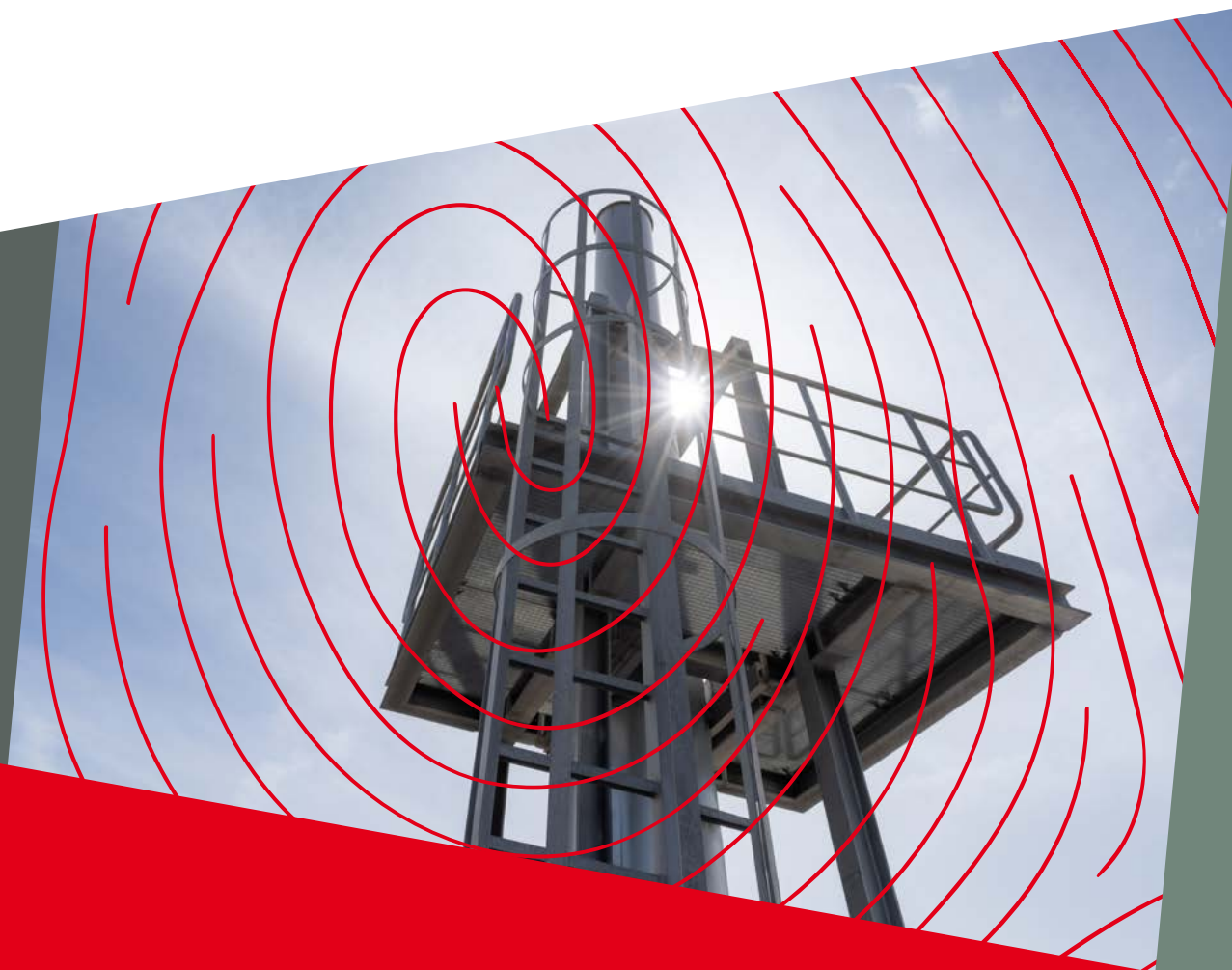


Schill+Seilacher



2025 SUSTAINABILITY REPORT



“For us, sustainability is not a destination, but a shared journey that we shape step by step through responsibility, innovation, and open dialogue.”

FOREWORD FROM MANAGEMENT

We are pleased to present our company's first sustainability report. The report was prepared in accordance with the guidelines of the “Voluntary Sustainability Reporting Standard for non-listed SMEs” (VSME) and presents our holistic approach to sustainability across the three pillars of environmental, social, and governance matters in a structured and transparent manner.

Sustainability has been an integral part of our business activities and long-term strategic direction for many years. As a chemical-industry company, we have a particular responsibility to our employees, customers and business partners, society, and the environment. At the same time, we consider sustainability an important driver of innovation, competitiveness, and continued corporate success.

Our priorities include the responsible use of resources; the protection of people and the environment; the highest standards of occupational and process safety, as well as health protection.

We are continuously working to reduce emissions, use energy and raw materials more efficiently, and make our products and processes increasingly sustainable. We rely on technological innovation, close collaboration with our customers and suppliers, as well as the know-how, experience, and commitment of our employees.

Sustainability is also a leadership task for us. Integrity, responsible corporate governance, clear responsibilities and transparent decision-making processes guide our actions. At the same time, we see sustainability as a learning process. Regulatory requirements, market expectations, and societal demands are constantly evolving, as is our own understanding of the contribution we can and must make.

With this report, we aim to provide a basis for dialogue with our stakeholders. We invite you to learn more about our sustainability strategy, our targets, and actions and to engage with us critically and constructively. Your feedback will help us improve and develop sustainability within our organization step by step.

We would like to thank our employees for their daily commitment as well as our customers, partners, and other stakeholders for their trust and cooperation. Together, we want to take responsibility and shape a sustainable future for our company.

Dr. Volker Börger – Managing Director

On behalf of the site management at
Schill+Seilacher “Struktol” GmbH, Hamburg

RESPONSIBLE OWNERSHIP

The Ingeborg Gross Foundation and Schill+Seilacher “Struktol” Hamburg

For Schill+Seilacher “Struktol” GmbH, sustainability means more than the responsible use of energy, resources, and processes. Sustainability also means thinking long term: for our employees, for our site, for future generations, and for society.

This attitude is closely linked to the special ownership structure of the Schill+Seilacher Group. The Ingeborg Gross Foundation was founded by Ingeborg Gross, the long-standing owner of the Schill+Seilacher Group. Her aim was to safeguard her life’s work as an entrepreneur while supporting charitable causes.

The Foundation focuses on four areas of funding: **science and research, education, youth, and sports**. In doing so, it combines two perspectives that are also central to the Hamburg site: economic stability and social responsibility.

For Schill+Seilacher “Struktol”, this connection is particularly tangible. The Hamburg plant has been in operation since 1925 and is thus a long-established part of the Group. The Foundation stands for continuity, but also for the obligation to actively shape the future: through secure jobs, innovation, long-term investment, and by promoting projects that have an impact beyond the company.

The Foundation’s mission can be summed up in a simple idea: **to improve people’s lives while enabling the long-term development of the Schill+Seilacher Group.**

This bridge between company, science, and society also fits the identity of Schill+Seilacher: Chemistry should create value. For customers, for employees, for industrial applications – and for a society that relies on innovation, education, and responsible action.

Advancing Research. Connecting Knowledge. Shaping the Future: The FutureLab Summit of the Ingeborg Gross Foundation

An example of this combination of responsibility, science, and sustainability is the FutureLab Summit of the Ingeborg Gross Foundation. The event brings together young researchers, experienced scientists, company representatives, and experts from different disciplines.

The aim is not to conduct research in isolation, but to promote the exchange between scientific knowledge, industrial application, and social relevance.



“Our goal is to promote excellence in research and build bridges to industrial application. It is a core priority of the Foundation to contribute to the common good with clearly defined goals.”

Dr. Thilo Pachmann, Chairman of the Board of the Ingeborg Gross Foundation



Participants in the second FutureLab Summit in Karlsruhe, Germany

At the very first FutureLab Summit, held at the Wälderhaus in Hamburg, Germany, around 50 participants came together to exchange knowledge. The focus was on scholarship holders of the Ingeborg Gross Foundation, their research, and the question of how basic research, industrial practice, and concrete applications can be more closely linked.

The second FutureLab Summit took place in June 2026 at the Kesselhaus in Karlsruhe, Germany. Sixty-five participants from the fields of chemistry, process engineering, business, and law explored how scientific knowledge can be translated more effectively into industrial applications and solutions that benefit society. Topics ranged from sustainable bioeconomy and biomass availability to new material concepts,

flame-retardant additives, organ-on-a-chip systems for anti-doping research, and sustainable tackifier resins based on renewable raw materials.

This exchange is particularly important for a specialty chemicals company such as Schill+Seilacher. Many of the key questions shaping the industry's future arise precisely at the intersection of science, practical application, and responsibility:

- How can raw materials be used more sustainably?
- How can materials deliver high performance while conserving resources?
- How can research findings be translated into industrial solutions more quickly?

“With the FutureLab Summit, we are creating a platform for forward-looking ideas, where early-career researchers and experts work together to develop solutions to major challenges.”

Dr. Thilo Pachmann, Chairman of the Board of the Ingeborg Gross Foundation

The FutureLab Summit thus exemplifies what the Ingeborg Gross Foundation stands for: it does more than support individual projects – it creates connections: Between people. Between science and practice. Between corporate responsibility and societal progress.

The Foundation in Figures



4

foundation purposes: science and research, education, youth, and sports



84

projects funded



3.8 M

in funding awarded



> 50

years of research funded since the Foundation's inception



SCHILL+SEILACHER "STRUKTOL" GMBH AT A GLANCE

1925

year of foundation

Since 2019

supported by the nonprofit
Ingeborg Gross Foundation

273

employees

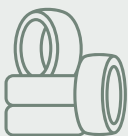
> 80

representations worldwide

Certified Management Systems

**ISO 9001, ISO 14001,
and ISO 50001**

Product Divisions



**Additives and Release Agents for
the Rubber and Latex Industry**



Antifoams



Silicone Additives



**Reactive Polymers and
Flame Retardants**

CONTENT

Foreword from Management	2
Responsible Ownership	3
Schill+Seilacher “Struktol” GmbH at a Glance	5
About this Report	6

OUR COMPANY

Who We Are	8
Locations and Markets	11
Stakeholder Management	12
Uniform Standards for Responsible Action	13
Quality Management and Product Responsibility	13
Our Approach to Sustainability	14

SUSTAINABILITY MANAGEMENT AND STRATEGY

Organizational Integration of Sustainability	17
Transparency and Compliance	18
Double Materiality Assessment According to CSRD Requirements	20
Sustainability Strategy	25
Sustainability Along Our Supply Chain	28

CLIMATE AND ENVIRONMENT

Energy Management and Climate Protection	33
Impact on the Environment	38
Biodiversity	39
Product-related Sustainability	40
Water Use and Management	45
Waste Management	47

SOCIAL

Social Responsibility Towards Our Employees	50
Training and Further Education	52
Health and Safety	52
VSME Index	55
Imprint	56

ABOUT THIS REPORT B1 (24a–d)

Following the publication of the European Commission’s Omnibus package in February 2025, our company is no longer subject to the sustainability reporting requirements of the Corporate Sustainability Reporting Directive (CSRD). Nevertheless, we decided to continue the reporting project already under way and to prepare this report voluntarily for the period from January 1 to December 31, 2025

In line with the European Commission’s recommendations for companies of our size, this sustainability report has been prepared in accordance with the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME), applying both the Basic Module and the Comprehensive Module. The VSME is a voluntary sustainability reporting standard developed by the European Financial Reporting Advisory Group (EFRAG) and recognized throughout the European Union.

However, the content of this report deliberately extends beyond the disclosures required by these two modules. It covers additional sustainability matters that we consider relevant to providing a holistic and transparent presentation of our sustainability commitment (VSME+).

The sustainability report has been prepared on an individual company level and covers Schill+Seilacher “Struktol” GmbH, based in Hamburg. Its reporting scope is therefore consistent with that of our annual report.

OUR COMPANY

WHO WE ARE	8
LOCATIONS AND MARKETS	11
STAKEHOLDER MANAGEMENT	12
UNIFORM STANDARDS FOR RESPONSIBLE ACTING	13
QUALITY MANAGEMENT AND PRODUCT RESPONSIBILITY	13
OUR APPROACH TO SUSTAINABILITY	14

WHO WE ARE B1 (24e, 25)

As a global specialty chemicals company based in Hamburg, we develop, manufacture and distribute customized chemicals for a wide range of industries and applications. Our diverse product portfolio includes additives for the rubber industry, antifoams for the food industry, flame retardants for the automotive and aerospace industries, and silicone additives for applications including the polyurethane industry.

Our ambition is to achieve the highest levels of quality, resource efficiency, and process optimization in the manufacture of our products. As a medium-sized company, Schill+Seilacher “Struktol” creates tangible value in everyday life: our solutions enable highly efficient production processes.

Backed by a foundation – the nonprofit Ingeborg Gross Foundation has been our sole shareholder since 2019 – we operate independently, sustainably, and in close partnership with our stakeholders.

Our primary operations and significant assets are located at Moorfleeter Straße 28, 22113 Hamburg, Germany.

Fiscal Year 2025

273
employees



153,035,099 €
revenue

86,936,199 €
total assets

20.14
NACE sector classification:
Manufacture of other organic
basic chemicals



Our Corporate Structure C1 (a–c)

The company is divided into different divisions. The individual divisions are based on the respective product groups:

- Additives and release agents for the rubber and latex industries
- Antifoams
- Reactive polymers and flame retardants
- Silicone additives

We offer our customers a broad product portfolio. These products have been marketed under the “Struktol” brand since the 1950s.

Our key markets consist exclusively of processing companies and distributors in the B2B sector. We do not sell to end consumers, private individuals, retailers, or online retailers.

Production takes place in Germany at our Hamburg plant and at the Schill+Seilacher Saxol GmbH plant in Pirna, as well as at our new production site in Malaysia.

With more than 80 representatives, we ensure a global presence.

📄 [Read more about our production site in Malaysia on page 11.](#)

Our Identity and Orientation

Our Vision

Our vision, “Better Chemistry – Better Life”, describes our company’s purpose. Through our innovative strength in chemical products, we create lasting value for our customers and actively contribute to environmental protection. Furthermore, we want our employees to feel valued within our company while being supported and challenged in their personal and professional development. Our economic success safeguards jobs and enables us to use part of the profits generated for the benefit of society through our Foundation. In this way, we combine commercial success with social responsibility and sustainable development. In short: we have the right chemistry.

Our Mission

Our mission, “Fit for Future”, builds on our tradition and unites us as a Group. We are a trusted partner to our customers, delivering more sustainable, high-quality products on time. As an innovation leader in selected markets, we challenge the status quo and continuously improve our efficiency and effectiveness. We digitalize and modernize our processes and facilities while pursuing organic, sustainable growth. Across all our sites, we work together as a high-performing team built on mutual respect and trust. By harnessing synergies across sites, functions, and business units, we maximize the shared benefits for everyone. In short: we are getting fit for the future.

Our values – **trust, respect, cooperation, responsibility, sustainability, and results orientation** – form the foundation of our company and guide our actions. They are the unwavering principles that shape our work every day. These values serve as an ethical compass for all employees and the entire Group, define our internal rules of conduct, and provide a social framework both within and beyond the company.

They provide the benchmark for our conduct and decisions at every level of the organization and ensure sustainable and successful corporate governance. In short: our values create trust and cohesion.

Our long-term vision: sustainable growth through collaboration, innovation, and social responsibility.

Our Values

Cooperation

We look for solutions, maintain stable relationships, and work together to achieve our goals.



Respect

We treat others the way we want to be treated ourselves. We value the achievements of others and engage in discussions respectfully.



Results Orientation

We value competition and encourage better solutions. We reward good performance.



Trust

We keep our promises, act fairly and in accordance with the law. We communicate honestly and transparently.



Sustainability

We operate sustainably for the good of the economy, the environment, and society.



Responsibility

We take responsibility for our actions and do not compromise on safety and environmental protection.



Our Divisions ^{C1 (a, c)}

Additives and Release Agents for the Latex and Rubber Industry

This division manufactures additive solutions for the processing of natural and synthetic rubber as well as natural and synthetic latex, and release agents for use as process aids in the rubber industry.

Additives for Rubber Processing

The use of dispersing aids, lubricants, peptizers, homogenizers, tackifiers, and plasticizers allows rubber properties to be optimized for specific purposes and processing operations to be made more efficient.

Our rubber processing additives are used, for example, in:

- All types of tires, with a focus on passenger car tires
- Technical rubber products such as seals, profiles, conveyor belts, and hoses for industrial and automotive applications

Additives for the Latex Industry

Latex, whether made from natural or synthetic rubber, is a versatile material suitable for a wide range of applications. Its surface can be modified in countless ways, allowing it to adhere to an almost unlimited variety of materials. Our portfolio of latex additives reliably improves durability and robustness, whilst enhancing the quality and stability of end-use products.

Our latex processing additives are used, for example, in:

- Protective gloves
- Mattresses and textiles
- Adhesives and sealants
- The paper industry

Release Agents

The quality of a molded part depends largely on the demolding process. Inadequate demolding results in defects, downtime, and waste. Our range of water-based and solvent-free release agents ensures clean and consistent demoulding in applications involving rubber, plastics, and composites while protecting both the component and the mold.

Our release agents are used, for example, in:

- Molded rubber parts and profiles
- Injection molding and compression molding
- Composites and fibre-reinforced components
- Polyurethane foam processing

Antifoams

Our Antifoam Division has more than 60 years of experience in developing, manufacturing, and distributing high-quality antifoams systems. Unwanted foam costs time, reduces efficiency, and disrupts production processes in almost every industry. Our antifoaming and defoaming solutions act quickly, deliver long-lasting results, and are formulated to be compatible with the process environments in which they are needed most.

Our antifoams are used, for example, in:

- The food industry, including the production and processing of French fries, potato crisps, beet sugar, yeast, and starch
- Biotechnology, including precision fermentation, enzymes, novel foods, biogas, bioethanol, and biopesticides
- Technical applications, including wastewater treatment, pulp and paper, construction chemicals, paints, and coatings

Reactive Polymers and Flame Retardants

Our Reactive Polymers and Flame Retardants Division specializes in the distribution, development, and optimization of epoxy resins, curing agents, and functional additives such as tougheners, tackifiers, bio-based polyester resins, and flame retardants.

A particular focus is the development of customized solutions that adapt material properties to specific technical and application requirements. The chemical systems used for this purpose include epoxy resins and their adducts, amines, polyurethanes, and polyesters.

Our flame retardants and reactive polymers are used, for example, in:

- The transport sector, including the automotive and aerospace industries, shipping, and railway applications
- Fiber-reinforced composites
- Construction applications

Silicone Additives

Our Silicone Additives Division develops and distributes functional silicone products. Silicone chemistry provides properties that go beyond those of conventional materials, including controlled processability, reliable release performance, enhanced surface functionality, and high thermal stability.

Our silicones are designed for demanding applications, such as the hydrophilic or hydrophobic modification of surfaces including textiles, leather, stone, and paper. They are also used as stabilizers in polyurethane foams and as antifoams and processing additives. They are intended to improve process efficiency, conserve resources, and reduce energy consumption, thereby supporting both performance and sustainability objectives.

Typical properties include high-temperature resistance, excellent slip properties, exceptional softness, and effective, scalable water repellency.

Our silicone additives are used, for example:

- In textile finishing
- In coatings
- In paper and leather processing
- In personal care and cleaning applications
- As additives for the polyurethane (PU) industry
- As antifoams and release agents

❶ Further details on the sustainability aspects of our product divisions can be found in the presentation of our sustainability strategy on pages 40–45.

LOCATIONS AND MARKETS

Our site strategy is based on maximum customer proximity and targeted market specialization. Our production sites in Hamburg and, more recently, Malaysia allow us to develop customized solutions at the heart of the relevant key industries. Our global presence enables fast, more sustainable supply chains and provides a local technological advantage.

Our Subsidiary in Asia

In addition to its long-established site in Hamburg, Schill+Seilacher “Struktol” GmbH has a subsidiary in Malaysia, which was established in 2022. In cooperation with a local partner, the company produces additives for the rubber industry and distributes them primarily within Asia. The development of this site is intended, among other things, to establish a stronger regional production base in Southeast Asia and enable local sourcing for our customers in the region. In 2024, construction of the production facility was completed, the plant was commissioned, and initial sample productions were carried out.



Our production site in Pasir Gudang, Malaysia

“We are increasingly faced with customer requirements for geographical proximity and local sourcing. Sustainability and CO₂ emissions have become global priorities and increasingly affect the entire value chain.”

Dr. Volker Börger, Managing Director of Schill+Seilacher “Struktol” GmbH, Hamburg

STAKEHOLDER MANAGEMENT ^{C1 (47c)}

We take particular care to consider the diverse interests of our stakeholders. For many years, we have used a structured stakeholder analysis as part of our integrated management system.

 [Read more about our integrated management system on page 13.](#)

We regularly identify our relevant stakeholder groups and assess them based on their potential and influence. The aim is to understand the expectations and requirements that the individual groups have of our company. At the same time, we seek to identify and assess potential risks and opportunities at an early stage and give them appropriate consideration in our decision-making processes. Relevant factors include product and process quality, compliance with legal and regulatory requirements, the efficient use of energy and resources, and the company’s long-term competitiveness. Appropriate measures to mitigate risks and capitalize on opportunities are defined, implemented, and monitored for their effectiveness. On this basis, we maintain targeted communication with our stakeholders and continuously expand these efforts.

 [Find out more about our Double Materiality Assessment on pages 20–24.](#)

The results of the stakeholder analysis also formed the basis for stakeholder engagement as part of our Double Materiality Assessment. Some of our most relevant stakeholders were actively involved in identifying our material sustainability topics.

The following overview shows the internal and external stakeholders identified through the analysis.

Our Stakeholders at a Glance

Stakeholders			
Customers	Employees	Foundation	Management
Suppliers	Legislator	Energy Suppliers	Procurement
Environmental Authority	Commercial Representatives	Developers	Production Planning
Press/Public	Service Providers	Plant Operators	Maintenance Planning
Technical Purchasing	Energy Team	Environmental and Nature Conservation Organizations	Customs
Maintenance	Consultants	Occupational Health and Safety Authority	

UNIFORM STANDARDS FOR RESPONSIBLE ACTION

Our company operates an integrated management system that brings together the requirements of the international standards ISO 9001 (quality), ISO 14001 (environment), and ISO 50001 (energy) within a unified framework. Its aim is to manage business processes holistically, taking quality, environmental, and energy aspects into account, while continuously improving system performance.

❗ [Learn more about our ISO 9001 certification \(quality\) on this page](#), [our ISO 14001 certification \(environment\) on page 38](#), and [our ISO 50001 certification \(energy\) on page 33](#).

The management system is based on a process-oriented and risk-based approach. All business processes are planned, managed, monitored, and systematically developed. Risks and opportunities are continuously identified, assessed, and integrated into operational and strategic management.

Central elements of the integrated management system are:

- Company-wide coordinated process management
- Assessment of system performance using key performance indicators, internal audits, and management reviews
- A structured, continuous improvement process
- Ensuring compliance with binding obligations
- Active employee involvement

By integrating the requirements of these standards, we leverage synergies and ensure the consistent implementation of our corporate objectives. The management system therefore provides the foundation for efficient, compliant, and sustainable corporate management and is continuously enhanced.

QUALITY MANAGEMENT AND PRODUCT RESPONSIBILITY

Developing tailored solutions for our customers has always been a key priority. We foster collaborative, trust-based partnerships and aim to achieve high customer satisfaction through excellent product quality and safety.

A key element is our quality management system, which is certified in accordance with ISO 9001.

The main focus of quality management is to ensure that our products and processes meet the agreed specifications and the expectations of our industrial customers throughout their entire life cycle. This includes in particular:

- Batch-based production and traceability of our products
- Systematic deviation and complaint management, including root cause analysis and corrective actions
- Conducting risk assessments along the value chain
- Ensuring a controlled transfer of technology between development and production

Close collaboration with our customers allows us to identify requirements at an early stage and integrate them into our development and production processes.

Against this background, our quality management system pursues the following key objectives:

- Consistently ensuring product quality
- Meeting regulatory requirements
- Continuously improving processes while taking environmental, social, and economic aspects into account

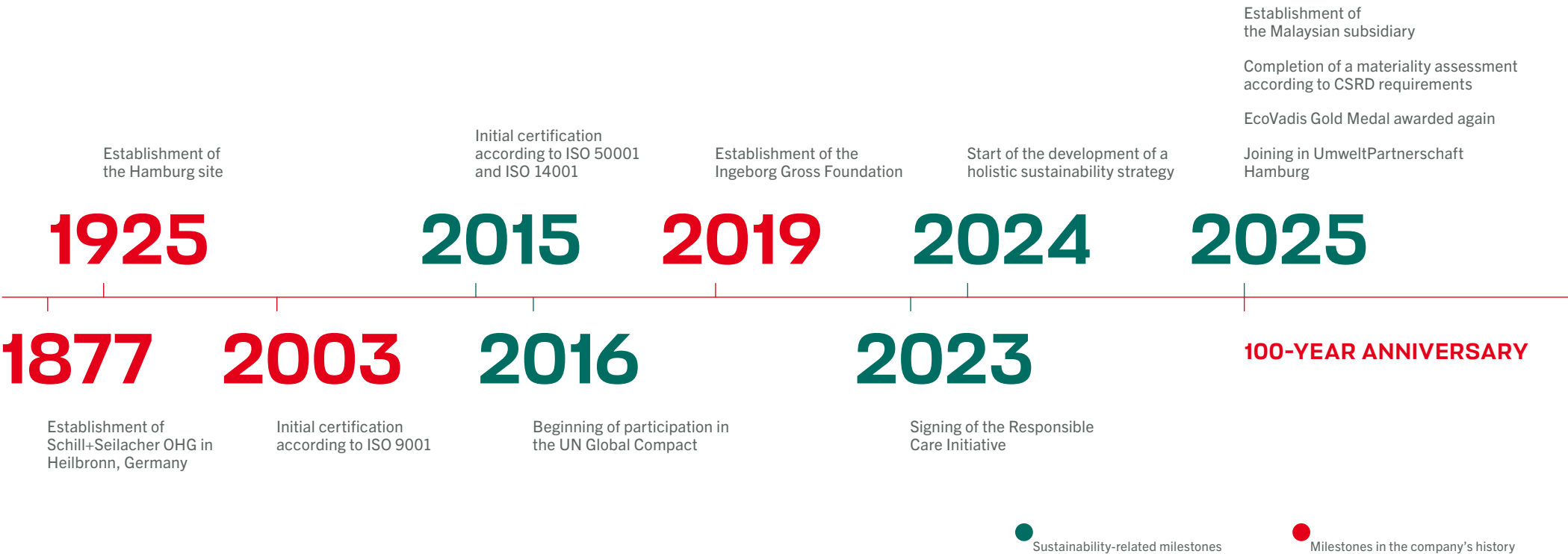
In addition, our quality management contributes to sustainable business development by reducing resource losses through error prevention and supporting more energy- and raw material-efficient processes. The close integration of quality, environmental, and energy management supports a holistic approach to sustainable value creation.

OUR APPROACH TO SUSTAINABILITY

As a formerly family-owned company with a history spanning nearly 150 years at Group level and 100 years at our Hamburg site, we act, think, and plan for the long term. We are committed to the highest standards across all areas of our business activities. This also applies to sustainability, which is firmly embedded in our corporate strategy.

A Company with Tradition

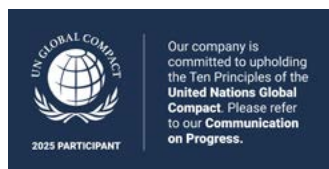
Our success story spans 100 years. In 1925, the five Seilacher siblings acquired all shares in Hanseatische Industriegesellschaft Billbrook m.b.H. in Hamburg and began production. This made 2025 a major anniversary year for our Hamburg site.



Our Commitment to Sustainability

UN Global Compact

We have been a participant in the UN Global Compact since November 2016. Respect for labor and human rights, the protection of our employees' health and safety, environmental protection, and ethical business practices are fundamental commitments for us.



Responsible Care

We are a member of the German Chemical Industry Association (VCI) and have also been a signatory to the Responsible Care initiative since 2023. Responsible Care is a voluntary chemical industry initiative that promotes the continuous improvement of environmental, health, and safety standards throughout the product life cycle. By participating, we commit to transparently reporting our performance in these areas and continuously improving our practices. We also support Chemie³, the sustainability initiative of the German chemical industry.

Sustainable Development Goals

During the 2025 fiscal year, we analyzed our impact on the 17 United Nations Sustainable Development Goals (SDGs). Based on our Double Materiality Assessment and an industry comparison, we identified the following SDGs as relevant to our company:



Our Certifications B1 (25)

EcoVadis Gold (April 14, 2025)

During the 2025 fiscal year, we were once again awarded the EcoVadis Gold Medal, placing us among the top 5 percent of companies assessed by EcoVadis in the previous 12 months. The Gold Medal recognizes our sustainability performance to date. We remain committed to continuously enhancing and improving it.



The EcoVadis recognition page always displays our latest EcoVadis result. In 2025, the link therefore showed our Gold Medal.

ISO Certifications

TÜV Nord DIN EN ISO 9001:2015 (valid from February 1, 2024 to January 31, 2027): Our company has been certified according to ISO 9001 since 2003.

① Further information on our certified quality management system can be found on page 13.

TÜV Nord DIN EN ISO 14001:2015 (valid from November 23, 2023 to January 29, 2027): Our company has been certified according to ISO 14001 since 2015.

① Further information on our certified environmental management system can be found on page 38.

TÜV Nord DIN EN ISO 50001:2018 (valid from December 21, 2024 to December 20, 2027): Our company has been certified according to ISO 50001 since 2015.

① Further information on our certified energy management system can be found on page 33.

More information can be found here:

- ➔ UN Global Compact – Communication on Progress (CoP) Reports
- ➔ EcoVadis Recognition Page
- ➔ ISO Certifications



SUSTAINABILITY MANAGEMENT AND STRATEGY^{C1 (d)}

ORGANIZATIONAL INTEGRATION OF SUSTAINABILITY	17
TRANSPARENCY AND COMPLIANCE	18
DOUBLE MATERIALITY ASSESSMENT ACCORDING TO CSRD REQUIREMENTS	20
SUSTAINABILITY STRATEGY	25
SUSTAINABILITY ALONG OUR SUPPLY CHAIN	28

ORGANIZATIONAL INTEGRATION OF SUSTAINABILITY

Sustainable practices and business operations – in line with the three pillars of sustainability – are a key focus for our company. In recent years, various departments have launched numerous initiatives and implemented a range of measures. In 2025, we systematically advanced our approach and strengthened it through specific measures.

Our Responsibilities for Sustainability within the Company

C2 (49)

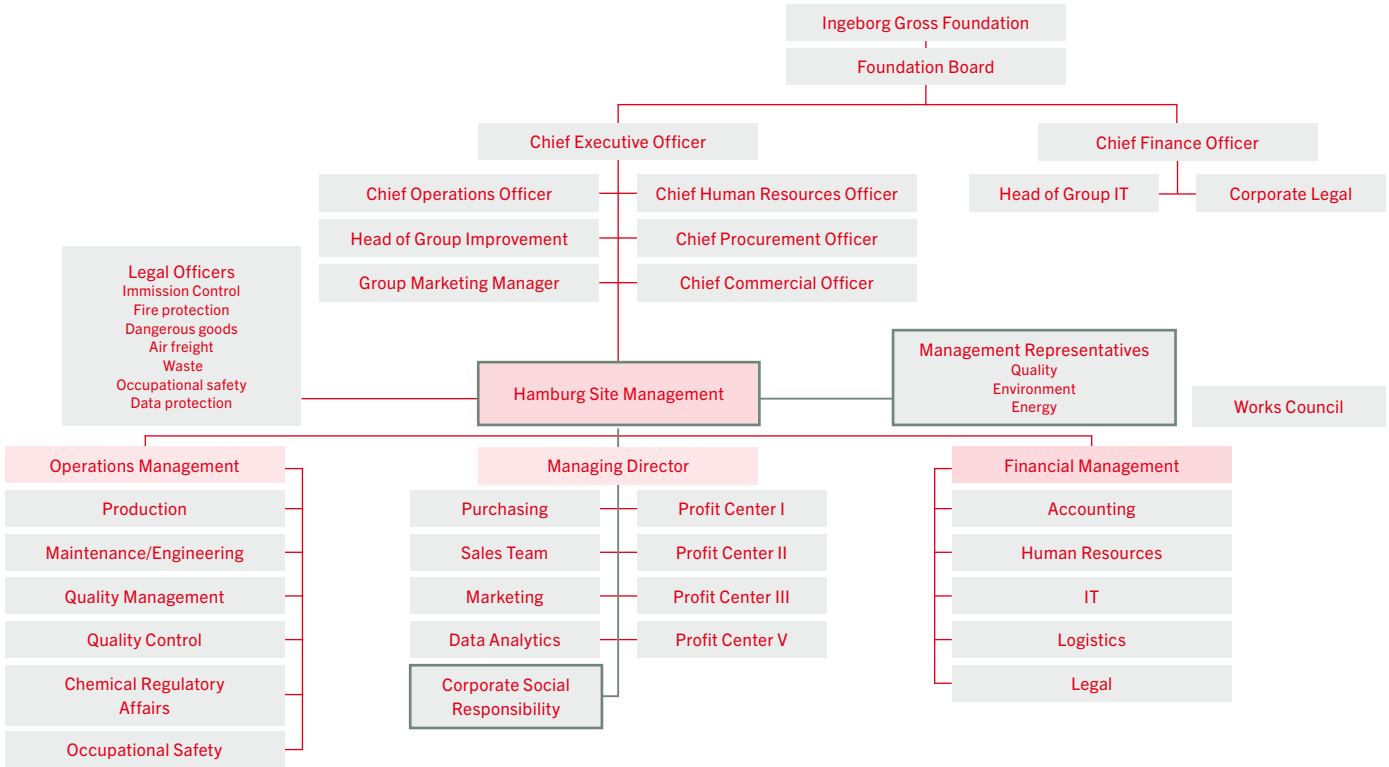
Sustainability management is of particularly high strategic importance to us. For this reason, we have taken the necessary steps to embed sustainability within our organizational structure on a long-term basis. In this way, we ensure that the sustainability topics we identify as material receive the attention they need at the management level and that defined targets and measures form an integral part of day-to-day operations in the responsible departments.

The results of our Double Materiality Assessment can be found on page 22.

In recent years, our established energy and environmental management systems and initiatives by individual departments have already made important contributions to sustainability within the company. In 2024, we created a dedicated sustainability management position.

During the 2025 fiscal year, we established the Corporate Social Responsibility (CSR) department. Working closely with Site Management, the CSR department is tasked with the further development and implementation of the company’s sustainability strategy. Both the CSR department and the management system representatives report directly to Site Management.

Further information on the operational integration of sustainability and the implementation of our sustainability strategy in the various departments can be found starting on page 25.



Organizational chart – Sustainability issues strategically embedded at the management level

TRANSPARENCY AND COMPLIANCE B2 (26a, b, 27), C2 (48)

Integrity, responsible conduct, and compliance with legal requirements form the basis of our business activities. With our Code of Conduct, our anti-corruption strategy, a complaint mechanism, clear processes to ensure product compliance, and systematic risk management, we promote transparent and compliant business practices.

Our Code of Conduct C6 (61a–b)

Our Code of Conduct sets out the guidelines, values, and business practices that serve as a framework for behavior within our organization. It represents our voluntary commitment to lawful, ethical, and fair behavior toward our employees, business partners, and the public. The document covers the following topics: labor and human rights, health and occupational safety, environmental protection, management systems, ethical business practices, and our grievance mechanism.

Our Anti-Corruption Strategy B11 (43), C2 (49)

Our anti-corruption strategy provides the framework for all our actions to prevent and combat corruption and fraud. It is based on our management leading by example and applies to all employees of our company. In the 2025 fiscal year, there were no convictions or fines relating to corruption or bribery.

Site Management at Schill+Seilacher “Struktol” GmbH is firmly committed to conducting business responsibly and ethically in all countries. Meeting the highest standards is at the heart of our sustainable growth strategy. We are continuously working to foster a culture of lawful and compliant conduct among Site Management and all employees. We rely on every individual to fully observe the principles defined in our Code of Conduct and our commitment to complying with applicable anti-corruption laws worldwide.

We reject all forms of corruption, including corruption intended to gain a competitive advantage. Guidelines available to all employees set out the correct handling of gifts and benefits of any kind, as well as the appropriate response to improper benefits.

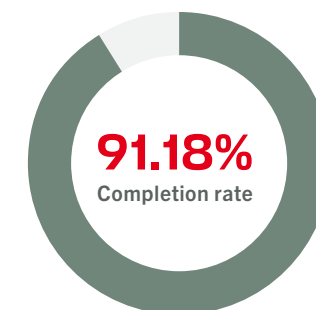
Raising awareness and training our employees on ethics and compliance are integral parts of our corporate culture. Through targeted information and training measures, we ensure that all employees are familiar with the relevant requirements and can apply them confidently in their day-to-day work. During the 2025 fiscal year, 124 of 136 assigned anti-corruption training courses were completed, corresponding to a completion rate of 91.18 percent. A total of 193 of 274 assigned training courses on the German Whistleblower Protection Act were also completed, resulting in a completion rate of 70.44 percent.

2025 Compliance Trainings



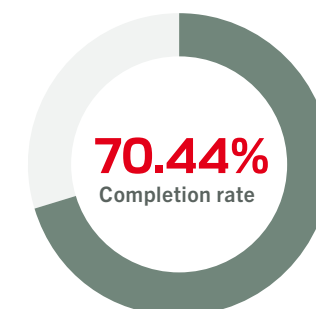
Anti-corruption training

124
of 136 completed



Training on the German Whistleblower Protection Act

193
of 274 completed



Our Complaint Mechanism ^{C6 (61c), C7 (62a, c)}

We have established a transparent and easily accessible complaint mechanism that allows not only employees, but also all customers, suppliers, shareholders, and other stakeholders to report possible violations or concerns. Reports can be submitted at any time via a dedicated e-mail address. In addition, an external, independent compliance hotline is available, which also enables anonymous reporting.

All incoming information will be treated confidentially, carefully checked and, where necessary, followed by appropriate measures. Individuals who report concerns in good faith are expressly protected from adverse consequences or retaliation. In this way, we create a safe environment in which responsible conduct is promoted and potential misconduct can be addressed at an early stage.

No reports were received in the 2025 fiscal year. To further develop our existing complaint mechanism, providers were examined with a view to introducing a digital whistleblowing system. However, this process was not completed in 2025.

Our Responsibility for Product Compliance

Compliance with chemical regulatory requirements is a central part of our corporate responsibility and provides the basis for handling our products safely throughout the value chain. As a manufacturer of specialty chemicals, we operate

in a demanding regulatory environment that we actively manage and continuously monitor.

The Chemical Regulatory Affairs department ensures that all products and raw materials comply with the applicable national and international regulations. These include, in particular, regulations such as the European REACH Regulation (Registration, Evaluation, Authorization, and Restriction of Chemicals) and the CLP Regulation (Classification, Labelling, and Packaging), as well as other relevant chemical law requirements in the respective target markets.

The key responsibilities of our Regulatory Affairs team include:

- Registering and assessing substances in accordance with regulatory requirements
- Classifying, labelling, and packaging our products
- Preparing and maintaining safety data sheets
- Monitoring regulatory developments and implementing them in internal processes
- Communicating with authorities, customers, and other interested parties

Clear processes and responsibilities ensure that all safety-related information is provided transparently and in compliance with legal requirements. Our internal processes are closely linked with areas such as research and development, production, quality, and sales, allowing

regulatory requirements to be integrated into product development and process design at an early stage.

A particular focus is placed on continuously assessing substance-related risks and replacing critical ingredients wherever technically feasible and economically viable.

We also invest in employee training to ensure that regulatory knowledge remains up to date. Through proactive compliance strategies and systematic monitoring of regulatory changes, we safeguard our long-term competitiveness and the marketability of our products.

Our ambition is to go beyond legal compliance and be recognized as a reliable partner for safe chemical solutions.

Our Sustainability Risk Management ^{C4}

Structured risk management is an essential part of our corporate governance and serves the early recognition, assessment, and management of risks that can influence the economic situation and the sustainable development of our company.

① [Learn more about our integrated management system on page 13.](#)



Risks systematically monitored

Identified business risks are assessed according to their likelihood and potential impact and assigned to risk categories.

Typical risk categories include:

- Strategic risks, such as product, market, competition, infrastructure, and supply risks
- Operational risks, such as supply chain disruptions, IT failures, natural events, and fires
- Financial risks, such as liquidity risks and bad debts

We also pay particular attention to risks associated with sustainability topics. These include the effects of climate change on our business activities, sustainability-related supply chain risks, and regulatory developments in environmental law. In 2024 and 2025, we conducted our first comprehensive and detailed identification of sustainability-related risks and opportunities as part of a Double Materiality Assessment aligned with the European Sustainability Reporting Standards (ESRS). The results are incorporated into our overarching risk management system. We did not conduct a structured climate risk analysis in 2025 but are considering doing so in a future reporting period.

We define appropriate measures to manage identified risks and monitor them regularly. Our focus is on preventive measures to avoid and mitigate risks. These include our crisis management system and associated emergency plans.

Responsibility for risk management lies with Site Management. Regular reporting and integration into existing management and accounting systems, such as accounts receivable management, ensure that risks are transparent and appropriately considered.

By continuously developing our risk management system, we ensure that both financial and sustainability-related risks are identified at an early stage and managed effectively.

DOUBLE MATERIALITY ASSESSMENT ACCORDING TO CSRD REQUIREMENTS

As part of the development of our sustainability strategy, a comprehensive Double Materiality Assessment was carried out in 2024 in accordance with the requirements of the CSRD. It was finalized at the beginning of the 2025 fiscal year.

The materiality assessment provided valuable insights into our key sustainability topics. These insights are systematically incorporated into the day-to-day work of all relevant departments and support our holistic implementation of sustainability throughout the company.

① Further information on the implementation of our key sustainability topics can be found starting on page 25.

According to the requirements of the CSRD and the associated ESRS, we have determined our material sustainability aspects. In this way, we have identified impacts, risks, and opportunities – so-called IROs – through which external developments affect our company (outside-in) and/or through which our company affects people and the environment (inside-out). The process largely followed the sequence shown on the next page:

1. Preparation & Concept Development

- Sighting of all existing information (e.g., ISO audits, sustainability initiatives, etc.)
- Clarification of operations scope to be considered
- Identification of stakeholder groups to be included

2. Value Chain Analysis

- Mapping of our company's value chain and identification of sustainability priorities to focus on topics likely to be material and to exclude those considered non-material
- Assessment of potentially material ESRS topics along the value chain using:
 - Relevant sustainability standards and frameworks (e.g., Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI))
 - Interviews with internal experts
 - Benchmarks based on competitive analyses and industry associations (Together for Sustainability)
 - Tool-based analysis of location-specific risks (e.g., WWF Biodiversity Risk Filter, Aqueduct Water Risk Atlas)
 - Analysis of the supplier landscape (e.g., suppliers' countries of origin)

3. Workshop With Relevant Departments

- Validation of the value chain analysis in collaboration with relevant departments
- Establishing the assessment scales and discussing critical sustainability issues

- Initial identification and clarification of the most important IROs
- Initial quantitative assessment of sustainability topics

4. Involvement of Relevant Stakeholders

- Interviews with representatives from relevant departments (e.g., Purchasing, Human Resources, Occupational Safety, Site Management)
- Selected customer and supplier interviews
- Indicative assessment of relevance of ESRS topics in every interview as the basis for the final materiality assessment

5. Management Validation & Final Review

- Validation of the assessment of financial materiality with the finance department
- Process documentation and creation of the final materiality matrix
- Review and approval by the site management

6. Implementation of Contents

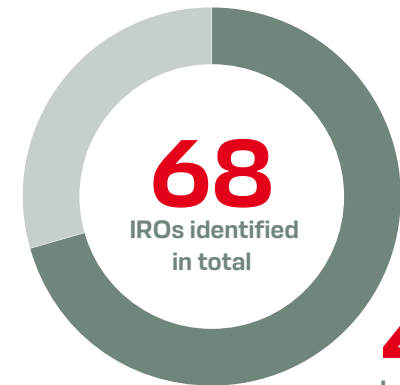
- Definition of five areas of action for the strategic management of the identified IROs
- Establishment of a working group for each of the five areas of action and associated IROs (IROs that are not already being managed by the relevant departments)

Results of the Double Materiality Assessment: Summary of our Impacts, Risks and Opportunities (IROs)

In total, we have identified 68 key IROs in our Double Materiality Assessment, which are made up of 48 material impacts and 20 material risks and opportunities.

Composition of the Material IROs

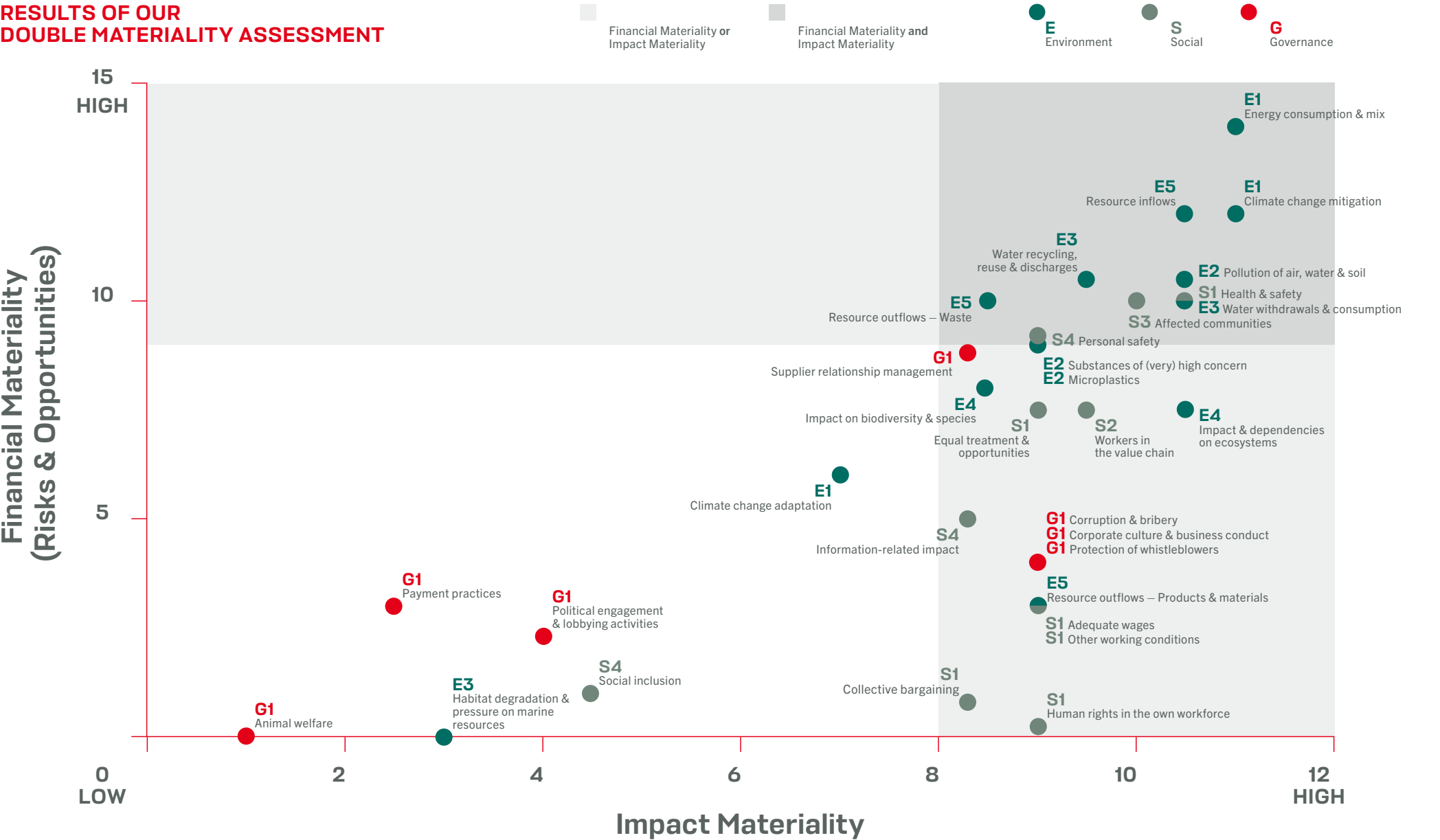
20
Risks and opportunities



48
Impacts



RESULTS OF OUR
DOUBLE MATERIALITY ASSESSMENT



Our Sustainability Topics

	Upstream Value Chain		Own Operations		Downstream Value Chain	
	IM	FM	IM	FM	IM	FM
E1-E5	E1 Climate change mitigation	x	x	x	x	x
	E1 Climate change adaptation	-	-	-	-	-
	E1 Energy consumption & mix	x	x	x	x	-
	E2 Pollution of air, water & soil	x	x	x	x	x
	E2 Substances of (very) high concern	x	-	x	x	-
	E2 Microplastics	x	x	-	-	-
	E3 Water withdrawals & consumption	x	x	x	x	-
	E3 Water recycling, reuse & discharges	x	-	x	x	-
	E3 Habitat degradation & pressure on marine resources	-	-	-	-	-
	E4 Impact on biodiversity & species	x	-	-	-	-
	E4 Impact and dependencies on ecosystems	x	-	-	-	-
	E5 Resource inflows	x	x	-	-	-
	E5 Resource outflows – Products & materials	-	-	-	x	-
	E5 Resource outflows – Waste	x	-	x	x	-
S1-S4	S1 Adequate wages	-	-	x	-	-
	S1 Health & safety	-	-	x	x	-
	S1 Collective bargaining	-	-	x	-	-
	S1 Other working conditions	-	-	x	-	-
	S1 Equal treatment & opportunities	-	-	x	-	-
	S1 Human rights in the own workforce	-	-	x	-	-
	S2 Workers in the value chain	x	-	-	-	-
	S3 Affected communities	x	x	x	-	-
	S4 Information-related impacts	-	-	-	-	x
	S4 Personal safety	-	-	-	-	x
	S4 Social inclusion	-	-	-	-	-
G1	G1 Corporate culture & business conduct	-	-	x	-	-
	G1 Protection of whistleblowers	-	-	x	-	-
	G1 Corruption and bribery	-	-	x	-	-
	G1 Supplier relationship management	-	-	x	-	-
	G1 Payment practices	-	-	-	-	-
	G1 Political engagement & lobbying activities	-	-	-	-	-
	G1 Animal welfare	-	-	-	-	-

IM: Impact Materiality

FM: Financial Materiality

Impacts

For us as a chemical company, there are significant negative impacts along our value chain, particularly in terms of climate- and environment-related impacts such as CO₂ emissions (Scope 1–3), resource consumption (energy, water, and raw materials), the use of so-called ‘substances of very high concern’ (SVHC), and working conditions within the global supply chain.

At the same time, there are positive impacts, for example through the use of recycled or renewable raw materials, the development of durable products, as well as through measures to promote employees and their satisfaction, but also in the area of responsible business practices. Examples of this include our anti-corruption strategy, our complaints procedure and our focus on long-term, trust-based relationships with suppliers and customers.

The identified negative impacts are already being addressed through different approaches, such as e.g., data survey and analysis projects for emission reduction, risk analysis in the supply chain, measures within the framework of our certified environmental and energy management systems as well as in the area of product responsibility including the implementation of transparency requirements and targeted innovation and substitution activities. Efforts are also being made throughout the downstream value chain to gain an ever-better understanding of environmental impacts and to minimize these through product improvements wherever possible.

Risks & Opportunities

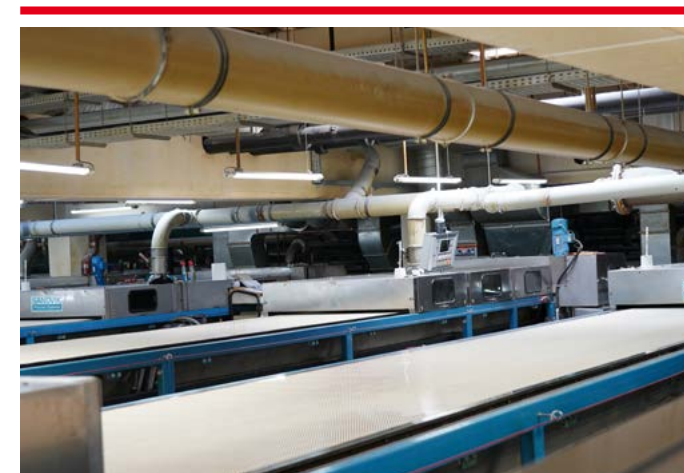
The risks we have identified as significant lie in the upstream supply chain, particularly in relation to increasing indirect and direct regulatory requirements, energy- and climate-related cost increases, as well as dependence on raw materials and potential supply bottlenecks. At the same time, opportunities arise from a stronger focus on more sustainable procurement, for example through the use of alternative raw materials and by addressing regulatory developments at an early stage and proactively, even if these affect us only indirectly.

Within our own business division, risks arise in particular from climate-related regulatory developments, highly volatile and rising energy costs, stricter requirements regarding the handling of SVHCs, and potential impacts on health and safety. These are already being actively addressed through structured management approaches, forward-looking planning and comprehensive safety and efficiency measures.

There are both risks and opportunities in the downstream supply chain as well: while increasing demands for transparency regarding sustainability, changing customer preferences, and in some cases, a limited willingness to pay for more expensive, more sustainable products present challenges, new market opportunities are also emerging.

In this way, our products can make a positive contribution to sustainability for our customers, for example through solutions that reduce the environmental impact of downstream applications (e.g. lower rolling resistance in tires through the use of our rubber additives, which has been shown to reduce vehicle fuel consumption or increase the range of electric vehicles).

① Further information on how we are addressing the identified impacts, risks, and opportunities can be found on the following pages of this report.



A look inside our production hall

SUSTAINABILITY STRATEGY B2 (26a–d, 27), C1 (47 d), C2 (48)

Alongside the development of the Double Materiality Assessment, Site Management, together with the CSR department, launched a project at the end of 2024 to develop a holistic sustainability strategy. The strategy is geared towards the 2030 target year.

In this context, we have identified all departments that are particularly relevant to the development and implementation of our sustainability strategy. For sustainability topics that had not already been clearly assigned to specific departments prior to the materiality assessment, we have defined clear areas of responsibility.



Project governance for our sustainability strategy

Five working groups (WG) were set up to address all the topics and IROs identified as part of the materiality analysis. They reflect the five overarching areas of action:

- **WG Product Sustainability / Research & Development (R&D)**
- **WG Climate & Resource Conservation**
- **WG Sustainable Procurement**
- **WG Sustainable Logistics**
- **WG Employees**

The WGs consist of a main point of contact, who is responsible for managing and implementing the relevant sustainability issues within the respective department and serves as the WG chairperson, other subject-specific experts who play a key role in implementation, and the CSR department.

At the monthly working group meetings during fiscal year 2025, the focus was particularly on strategy development. In this context, each working group first carried out a status quo analysis to elaborate the current state of the various departments' sustainability initiatives and to identify areas for improvement.

Strategic sustainability goals were then formulated for the working groups' key sustainability issues: B2 (26d)

Field of Action

Product Sustainability / R&D

1. Strategic Goal: More Sustainable Products

By 2030, we aim to have continuously increased the share of more sustainable products¹ in our overall product portfolio. We communicate the progress in our sustainability reports.

- ① Details on the current status and the planned implementation of this goal can be found on pages 40–41.



2. Strategic Goal: Product-related CO₂ Assessment

By 2030, we aim to have carried out a product-related CO₂ evaluation and (where possible) continuous reductions for 100 percent of our products manufactured at our Hamburg site.

- ① Details on the current status and the planned implementation of this goal can be found on pages 40–41.



1 See our basic and sustainability criteria for 'more sustainable products' on pages 40–41.

Field of Action

Climate & Resource Conservation

3. Strategic Goal: GHG Reduction

The definition of a GHG reduction target is envisaged, but its finalization was still pending in 2025.

- ① You can find details on the current situation and our next steps in the chapter Greenhouse Gas Balance and Climate Management from page 34 onwards.



4. Strategic Goal: Scope 3

By 2030, we intend to continuously improve the data basis for our Scope 3 emissions identified as material² and to reduce the resulting emissions wherever possible. As many of these emissions lie outside our direct sphere of influence – particularly in areas shaped by external stakeholders such as suppliers or service providers – we are focusing specifically on reduction where we can actively shape and control outcomes, while at the same time relying on collaborative partnerships along the value chain to develop joint solutions.

- ① Details on the current status and the planned implementation of this goal can be found on pages 30–31 and 36–37.



5. Strategic Goal: Increase Resource Efficiency

By 2030, we aim to continuously increase resource efficiency in the areas of waste and water by permanently maintaining our waste quota at <2.5 percent and our production-related water intensity at <0.55 m³/t.

- ① Details on the current status and the planned implementation of this goal can be found on pages 45–48.



Field of Action

Sustainable Procurement

6. Strategic Goal: Sustainable Supplier Risk Management

By 2030, we will have introduced a holistic due diligence system for sustainability risk management, covering 100 percent of our key suppliers³. This system will systematically capture, evaluate, and integrate ecological and social criteria into decision-making processes. We rely on digital tools for risk analysis and close cooperation with our suppliers in order to promote continuous improvements and to identify risks at an early stage.

- ① Details on the current status and the planned implementation of this goal can be found on pages 28–30.



7. Strategic Goal: Sustainability Criteria for Procurement

By 2030, at least 80 percent of our suppliers³ will meet our sustainability criteria⁴, provided this is commercially and economically justifiable⁵. Our goal is to align 100 percent of our suppliers to these standards in the long term. In the event of non-compliance with existing suppliers, we rely on joint development and partnership measures to improve sustainability performance.

- ① Details on the current status and the planned implementation of this goal can be found on pages 28–30.



2 The results of our Scope 3 materiality analysis can be found in the 'Climate & Environment' chapter on pages 36–37.

3 Key suppliers: Suppliers with an annual turnover of >€200,000

4 The sustainability criteria are set out in the chapter Our Sustainable Procurement and Our Supplier Management on page 28.

5 Measures are considered to be 'commercially and economically viable' if they can be implemented as part of a reasonable purchasing decision, taking into account market availability, security of supply, quality, and overall costs.

Field of Action

Sustainable Logistics

8. Strategic Goal: Sustainable Optimized Logistics

By 2030, we aim to consistently optimize our logistics processes. The focus is on the transformation of our internal logistics by gradually converting to lower-emission drive technologies, in particular by replacing fossil fuel drives (e.g. gas-powered forklift) with electric alternatives. At the same time, together with our logistics service providers, we want to drive forward the gradual conversion of our transshipments to lower-emission transport solutions. In addition, we are constantly improving the efficiency of our warehouse logistics through optimized space utilization and the use of a modern warehouse management system, thereby systematically reducing energy consumption.

① Details on the current status and the planned implementation of this goal can be found on pages 30–31.



Field of Action

Employees

9. Strategic Goal: Job Quality

Building on existing structures, we will continue to develop our working conditions up to 2030 in order to ensure and enhance a fair, safe, healthy, and inclusive working environment in the long term. Specifically, we aim to achieve the following sub-goals in this context:

- The number of reportable workplace accidents is to be maintained consistently at less than two per year.
- Our sickness absence rate is to be consistently at least 0.5 percentage points below the industry average.
- 100 percent of our staff are to receive anti-discrimination training.
- We aim to minimize our staff turnover rate to 6.5 percent on a long-term basis.

① Details on the current status and the planned implementation of this goal can be found on pages 51–54.



11. Strategic Goal: Learning Culture & Employee Engagement

By 2030, we will continue to develop our culture of open learning and social engagement, in which employees view mistakes as opportunities for further development and actively contribute to sustainable corporate responsibility.

① An action plan to achieve this goal was still being developed in 2025. We will provide a progress update in our next sustainability report.

10. Strategic Goal: Employee Qualification & Talent Management

We regard it as our corporate responsibility to provide our staff with ongoing training and to motivate them in their respective areas of work. By 2030, we aim to strengthen our position as an attractive training organization by further developing our training programme. The aim is for 100 percent of our trainees (industrial clerks) to go through our CSR department. At the same time, we systematically identify entrepreneurial talents and qualify them through individual training opportunities specifically for their current and/or future areas of responsibility.

① Details on the current status and the planned implementation of this goal can be found on page 52.



As a project sponsor, Site Management is informed monthly by the sustainability management about strategy development progress. Open questions, challenges, and next steps are discussed and incorporated into the work of the WGs as input from management. This ensures that management is kept up to date about current sustainability issues and that Site Management is directly involved in handling and resolving these issues.

In addition, the chairmen of the five WGs, representatives of management and sustainability management come together quarterly for a so-called Expert Committee meeting. At this meeting, the working groups exchange information about the current status of their topics. Topic overlaps and possible conflicting objectives can be identified and clarified.



Monthly project meeting

SUSTAINABILITY ALONG OUR SUPPLY CHAIN

For us, sustainability does not end at the boundaries of our own business operations, but encompasses the entire value chain. We therefore pursue targeted approaches to sustainable procurement and responsible logistics by taking environmental and social considerations into account throughout our supply chain. Below, we provide an overview of our activities and priorities in these areas.

Our Sustainable Procurement and Our Supplier Management B2 (26a, d, 27), C1 (47c), C2 (48)

The implementation of our sustainability strategy in the field of procurement and supplier management is coordinated by our purchasing department, which increasingly integrates sustainability requirements systematically into procurement processes and collaboration with suppliers. The aim is to promote ecological, social and ethical standards along the upstream value chain and at the same time to ensure a stable and responsible long-term supply of raw materials.

📌 More on our strategic goal in the area of sustainable procurement can be found on page 26.

The basis for this is the Supplier Code of Conduct (SCoC) and the General Purchasing Terms and Conditions. The SCoC defines our expectations, e.g., with regard to the respect for human rights, fair working conditions, work safety, environmental and climate protection, business ethics, and regulatory compliance.

In addition, our General Purchasing Terms and Conditions embed corresponding requirements in the contractual relationships with suppliers.

In 2025, 30,000 tons of raw materials of approximately 180 suppliers from the organic and inorganic chemical sector were procured through an internationally diversified supplier network with a focus on Europe (95 percent of Tier 1 suppliers). The regional diversification of procurement contributes to supply security and the reduction of supply chain risks.

30,000 tons
of raw materials from about 180 suppliers

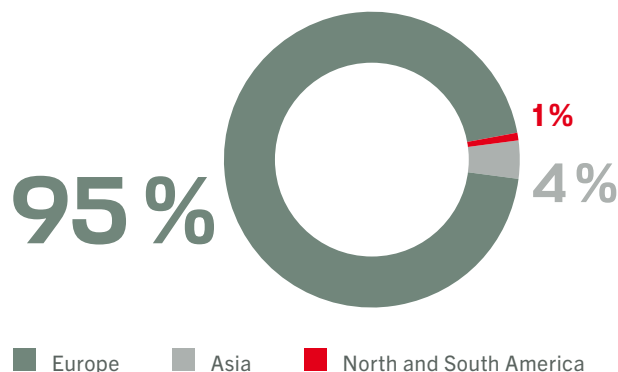
95%
of Tier 1 suppliers are based in Europe

More information can be found here:

➔ [General Purchasing Terms and Conditions](#)



Procurement Volume by Tier 1 Supplier Region



In order to achieve our strategic sustainability goal in the field of sustainable procurement, we incorporate defined sustainability criteria into our supplier evaluation and supplier development processes, in addition to the requirements for suppliers set out in the General Purchasing Conditions.

Our current criteria for sustainable procurement:

- Our Supplier Code of Conduct (or a document comparable in content) has been signed
- Relevant management systems are available: ISO 9001, ISO 14001, ISO 50001, ISO 45001, or equivalent (e.g. EMAS)

- An ESG score is available: e.g. EcoVadis, Sustainalytics, MSCI ESG Rating, CDP, S&P Global CSA
- CO₂ data (Product Carbon Footprint) have been provided
- Sustainable alternatives are offered (e.g., renewable, recycled, and certified raw materials)

In addition, on-site audits are increasingly being used to verify compliance with our requirements and to strengthen dialogue with suppliers.

To further develop sustainability expertise within our company, all members of the purchasing team receive regular training in sustainable procurement. This ensures that all members of the purchasing department are suitably qualified and share a common understanding of the increasing regulatory and market requirements relating to sustainable supply chains.

Our Contribution to Resource Efficiency and Circular Economy

Our purchasing department supports the company's resource conservation goals by specifically procuring renewable and recycled raw materials and promoting approaches to the circular economy along the supply chain.

In 2025, a total of 8,959 tons of renewable or predominantly renewable raw materials were sourced. This corresponds to around 30 percent of the total raw material volume. Furthermore, 864 tons of raw materials with recycled content were used.

8,959 tons
of predominantly renewable raw materials

864 tons
of raw materials containing recycled content

In addition to sourcing raw materials, we also consider packaging solutions from a sustainability perspective. Our company participates in the take-back scheme run by Gesellschaft zur Rückführung industrieller und gewerblicher Kunststoffverpackungen mbH (RIGK), thereby supporting the return and recycling of used packaging. In 2025, we returned a total of 88.17 tons of used and completely emptied packaging of non-hazardous materials to the RIGK system and 2.41 tons of used and completely emptied packaging of hazardous substances via the RIGK-G system into the circuit. In this way, we aim to help conserve natural resources and promote closed-loop material cycles.

Our Approach to the Collection of Greenhouse Gas Emissions in the Upstream Supply Chain

A significant share of indirect greenhouse gas emissions is generated in the upstream value chain. In particular, our purchasing department focuses on Scope 3 categories 3.1 Purchased Goods and Services and 3.4 Upstream Transport and Distribution. To improve transparency in the emissions of the purchased raw materials, data on the Product Carbon Footprint (PCF) is systematically requested from suppliers. By the end of 2025, corresponding emissions data was available for a large number of active raw materials. These commodities represent a purchasing volume of 16,531 tons and thus already cover a substantial part of the total raw material requirements. The further expansion of the data basis is an important building block for improving the emissions accounting and for identifying future reduction potentials.

PCF Data from suppliers

for

16,531 tons

of purchasing volume (active raw materials, end of 2025)

The Scope 3 assessment also takes upstream logistics into account. As the majority of transport operations are organized and carried out by suppliers, we are currently focusing on creating greater transparency regarding transport structures and the associated emissions within the supply chain.

Our Approach to Human Rights, Compliance, and Responsible Supply Chains ^{C7 (62c)}

In the context of our strategic objective in the field of sustainable supplier management, we take a risk-based approach to identify and appropriately address potential sustainability and compliance risks within the supply chain at an early stage.

📌 You can find out more about our strategic objective in the area of sustainable supplier risk management on page 26.

To support this process, an AI-powered software-as-a-service (SaaS) platform is used. With the help of data analysis, the system enables increased transparency across direct and indirect suppliers (Tier-N) and monitors real-time risks, e.g. in the areas of environment, human rights, working conditions, business ethics, and regulatory compliance, but also in relation to general supply chain risks such as production failures or logistics problems, geopolitical risks such as conflicts or sanctions, financial risks of suppliers, reputational risks, strikes, or political events.

Integrated early warning mechanisms can detect potential disturbances at an early stage and initiate appropriate measures.

In the 2025 fiscal year, no serious negative incidents or evidence of human rights violations within the monitored supply chain were identified via the established monitoring mechanisms.

In addition, raw materials associated with conflict minerals are reviewed on a risk basis. Out of a total of 159 active raw material suppliers, conflict mineral-relevant material was sourced from one supplier in the reporting year. For this supplier, complete due diligence information was available, resulting in 100 percent coverage.

Our Solutions for More Sustainable Logistics ^{B2 (26a, d, 27), C2 (48)}

In our logistics operations, the focus is on the continuous optimization of transport, warehousing, and packaging processes, while taking environmental and economic considerations into account.

📌 You can find out more about our strategic goal in the area of sustainable logistics on page 27.

In the transport sector, for example, we are improving the consistent utilization of transport vehicles in order to minimize both emissions and costs as much as possible.

To this end, the logistics department optimizes route planning, consolidates shipments, and consistently avoids empty runs. In addition, we carefully coordinate dispatch volumes and transport capacity in order to make the most efficient use of available resources.

We are constantly improving our warehouse structures and processes, partly to reduce the space required and thereby further lower energy consumption. By minimizing stock transfers and internal transports, we can streamline processes and avoid unnecessary movements. A targeted arrangement of items and optimized material flows reduce processing times and improve efficiency in warehouse operations. Furthermore, the introduction of a modern warehouse management system is a central building block for more sustainable logistics. The system enables transparent inventory management, improves control over goods received and dispatched, and supports demand-driven planning. Together with standardized processes, this increases process reliability, improves the use of existing capacities and contributes to more efficient and sustainable warehouse logistics overall. In addition, we intend to place greater emphasis on more sustainable alternatives when selecting our industrial trucks and, in future, to increasingly use electric vehicles instead of gas-powered ones.

As regards Scope 3 emissions from transport and storage, our materiality analysis in the 2025 fiscal year indicates that, in future, we will systematically track both upstream and downstream emissions (Scope 3.4 and 3.9).

For this purpose, the first conceptual approaches were developed. However, data collection is currently under construction and has not yet been completed.

① You can read more about our analysis of the Scope 3 categories that are relevant to us on pages 36–37. Our strategic goal for Scope 3 emissions can be found on page 26.

With regard to packaging, an essential lever for more sustainability lies in the reduction and reuse of packaging materials. The aim is to use as little as possible but as much packaging material as necessary to ensure safe transport. In addition, we increasingly want to replace conventional packaging materials with recyclable alternatives.

Furthermore, we have been using so-called reconditioned intermediate bulk containers (IBCs) since 2012. The use of these reprocessed transport containers, which can be used again after cleaning and testing, saves resources and closes material cycles. In 2025, we returned a total of 88.17 tons of used and completely emptied packaging for non-hazardous substances to the RIGK system and 2.41 tons of used and completely emptied packaging for hazardous substances via the RIGK-G system into the circuit. In this way, we aim to help conserve natural resources and promote closed-loop material cycles.

Transport Modes	Share in %	Share in Tons
Ship	33.37	11,841
Truck	51.83	20,376
Airplane	0.27	108
Tank truck	6.01	2,362
Self-collection	8.42	3,310

CLIMATE AND ENVIRONMENT

ENERGY MANAGEMENT AND CLIMATE PROTECTION	33
IMPACT ON THE ENVIRONMENT	38
BIODIVERSITY	39
PRODUCT-RELATED SUSTAINABILITY	40
WATER USE AND MANAGEMENT	45
WASTE MANAGEMENT	47

ENERGY MANAGEMENT AND CLIMATE PROTECTION

The transition to a low-emission economy is one of the key challenges of sustainable corporate management. As a chemical company, we are committed to using energy efficiently, continuously reducing emissions, and taking climate-related risks into account at an early stage.

In this chapter, we would therefore like to show transparently where we currently stand on these important topics, what we are already doing within the framework of our ISO 50001 certified energy management system, and how we want to develop further in the field of energy and climate management.

Our Energy Management ^{B2 (26a, 27), C2 (48)}

Since 2015, we have been operating a certified energy management system in accordance with ISO 50001. The energy management system provides an organizational and methodological framework for the systematic recording, analysis, and control of energy-related performance at our Hamburg site. In particular, it comprises:

- The identification of key areas of energy use
- The setting of energy-related targets and measures
- The monitoring of “Energy Performance Indicators” (EnPIs)
- The regular assessment of target achievement

In order to systematically record and manage our energy and utility consumption – including, for example, our wastewater and our consumption of operating materials – our site is equipped with a comprehensive energy and utility monitoring system based on a site-specific measurement and allocation concept. The monitoring was implemented in stages and fully established for the relevant distribution systems by 2019. In subsequent years, we specifically expanded this, including by recording third-party consumption, delimiting special consumers, and integrating e-mobility.

To limit the electrical power requirement, we also have a site-wide load management system.

The findings from the energy management system form the basis for the derivation and prioritization of efficiency measures as well as for the continuous improvement of our energy performance.

Total Energy Consumption ^{B3 (29)}

Our company’s total energy consumption comprises the procurement of electricity, fuels, and motor fuels. The data is based on energy calculations provided by our energy suppliers, as well as on internal measurement data used to check plausibility and break down energy flows.

Energy consumption is predominantly driven by thermal applications, in particular the generation of process steam and process heat. Electrical energy is mainly used for production facilities and cross-cutting technologies.

98.4 percent of our electricity is already sourced from renewable sources (green electricity). We hold a green electricity certificate from our electricity supplier to this effect. The remaining 1.6 percent is due to be switched to green electricity from 2026. We do not yet use renewable energy sources for fuels, but this is being continuously reviewed in the light of economic viability.

Energy Source	Renewable (MWh)	Not renewable (MWh)	Total (MWh)
Electricity	4,815	78	4,894
Fuels	0	16,484	16,484
Motor Fuels	45	821	866
Total	4,860	17,383	22,244

Year	Total Energy (MWh)	Fossil (MWh)	Renewable (MWh)	Share Renewables
2022	21,755	16,796	4,959	22.8%
2023	22,153	17,482	4,672	21.1%
2024	22,059	17,170	4,888	22.2%
2025	22,244	17,383	4,860	21.9%

Energy Consumption Development

Since 2022, the total energy consumption of our company has been at a largely constant level. The energy demand in 2022 was 21,755 MWh and in the following years was within a narrow bandwidth of around 22,000 MWh.

Greenhouse Gas Balance and Climate Management B3 (30–31)

Climate change represents a material environmental and energy aspect and thus also a material strategic field of action, in particular due to energy-intensive chemical processes and the associated greenhouse gas emissions. We take responsibility for this. In fiscal year 2025, we created the methodological basis by validating our Scope 1 and Scope 2 data as essential components of our greenhouse gas balance. Our greenhouse gas inventory, which we compile in accordance with the Greenhouse Gas Protocol

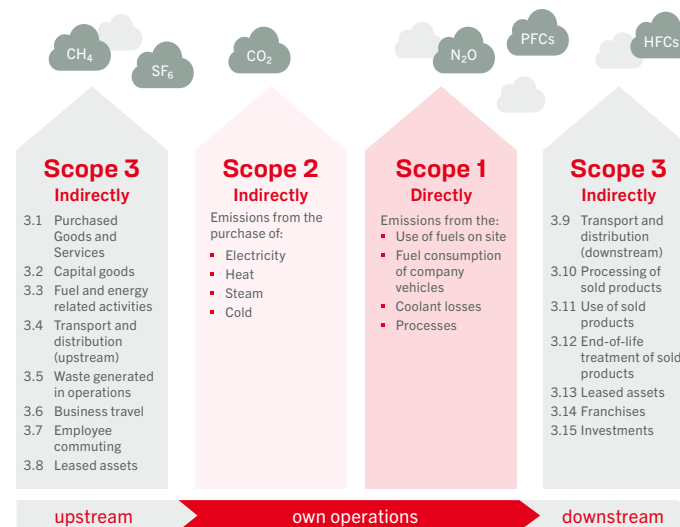
Corporate Accounting and Reporting Standard (GHG Protocol), covers all energy- and emissions-related activities at our site, including production facilities, ancillary facilities, infrastructure and internal logistics. We therefore follow what is known as the operational control approach. This excludes external service providers and rented premises over which we have no operational control.

Data collection is based mainly on primary data from energy bills, internal metering systems, and operational records. Our calculations take into account all seven greenhouse gases relevant under the Kyoto Protocol (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃).

Direct Greenhouse Gas Emissions – Scope 1

Direct greenhouse gas emissions (Scope 1) result from the use of stationary and mobile fuels and from substance-related emissions:

Scope 1.1 Stationary combustion (natural gas)	3,313 t CO₂e
Scope 1.2 Mobile combustion (fuels)	195 t CO₂e
Scope 1.3 Volatile emissions (refrigerants)	377 t CO₂e
Scope 1.4 Process emissions	Not applicable, since our processes do not cause GHGs relevant under the GHG Protocol
Total	3,885 t CO₂e



Indirect Greenhouse Gas Emissions – Scope 2

We report indirect greenhouse gas emissions from purchased electrical energy (Scope 2), as specified by the GHG Protocol, using both a market-based approach (purchase of green electricity) and a location-based approach (based on the German electricity mix). The calculation is based on the electricity purchase data. Further Scope 2 categories other than electricity (purchased heat, steam, and cooling) are not relevant to our company.

Scope 2.1 (electricity) – market-based	28.4 t CO₂e
Scope 2.1 (electricity) – location-based	1,776 t CO₂e

Our Initiatives in the Field of Energy Management

B2 (26a), C2 (48)

To reduce our direct and indirect energy-related emissions, we follow a systematic approach as part of our energy management programme. Among other things, this systematic approach is based on the continuous improvement of energy efficiency – for example, through the optimization of energy-intensive processes, the use and systematic expansion of heat recovery from exhaust gases, exhaust air, and condensate streams, the gradual reduction of fossil fuels, and the further development of load management to limit peak electrical loads.

The measures are prioritized and implemented as part of our energy management system. Their effectiveness is under regular review.

The following table provides more detailed insight into the measures we have planned for a short, medium, and long term:

Measure	Energy type	Savings	Effect	Horizon
Improving efficiency in steam generation (heat recovery, feedwater/condensate preheating)	gas/steam	7%	Scope 1	short term (until 2026)
Reduction in gas consumption in the hot water circuit through the improvement of heat recovery	gas/heat	80%	Scope 1	short term (until 2026)
Process optimization (temperature, holding times)	process heat	7%	Scope 1	short term (until 2026)
Adjusting mixing times and intensity	electricity	5%	Scope 2	short term (until 2026)
Waste heat recovery from compressors	electricity/ heat	(local)	Scope 1 & 2	short term (until 2026)
Reduction of flow temperatures for heating	heat	3%	Scope 1	short term (until 2026)
Nighttime/weekend reduction of ventilation	heat	7%	Scope 1	medium term (2027)
Heating optimization in the administration building (operating hours)	heat	12%	Scope 1	medium term (2027)
Optimization of laboratory fume hoods (demand-based control)	electricity/ heat	33%	Scope 1 & 2	medium term (2028)
Replacement of the steam boiler system	gas	3%	Scope 1	long term (until 2029)

The following measures have already been implemented:

Optimization and enhancement of the insulation in the steam distribution network by:

- Retrofitting caps, particularly on flange pairs, valves, and bends
- Optimizing insulation thicknesses and addressing thermal bridges

Savings achieved: 142,882 kWh/a

Substantial reductions in electricity consumption through the optimization of pump systems, i.e. in particular by:

- The conversion of circulation pumps
- Changes to operating modes and control systems, switching from continuous operation or temperature-dependent 2-point control to temperature-dependent flow

Thereby realized savings: 196,000 kWh/a while simultaneously increasing the nominal cooling capacity by 50%

Modernization of lighting systems, i.e. in particular by:

- A conversion to LED lighting in administration and in production facilities

Savings achieved: 75,475 kWh/a

Improvements in efficiency in compressed air generation, treatment and distribution by:

- Switching to variable-frequency drive (VFD)-controlled compressors
- Reducing operating pressure
- Introducing a leak monitoring program

Savings achieved: 108,000 kWh/a

Reducing the electricity consumption of the IT infrastructure by adapting the cooling system, in particular by:

- Switching from pure compressor recirculation mode to a mixed mode with outside air cooling

Savings achieved: 26,280 kWh/a

Optimization of process parameters for the steam supply network (demand-based steam pressure adjustment) by:

- A general reduction in pressure from 13.8 bar rel. to 12.8 bar rel.
- An additional, general reduction in pressure from 12.8 bar rel. to 12.5 bar rel.
- A reduction in pressure during low-load periods from 12.5 bar rel. to 8.5 bar rel.

Savings achieved: 1,100,000 kWh/a

In addition, further potential for the use of waste heat was identified, including for feed water, air preheating, and building heating, as well as process-related applications.

We also take into account energy and emissions-related factors outside our stationary facilities. For example, we have steadily increased the proportion of electric and hybrid models in our company car fleet, so that it now exceeds our target of 50 percent.

At the same time, we have expanded our charging infrastructure for electric vehicles in line with demand, ensuring a high level of availability for electric and hybrid vehicles in use. These measures make a further contribution to reducing energy-related emissions in the area of corporate mobility.

Indirect Greenhouse Gas Emissions Along the Upstream and Downstream Value Chain – Scope 3

With regard to the measurement of our Scope 3 emissions – that is, emissions generated along our upstream and downstream value chain – we took the first key steps in 2025. To gain a better understanding of exactly where emissions occur within our value chain, we identified the Scope 3 categories that are material to our company as part of a Scope 3 materiality analysis.

To this end, we carried out a detailed examination of the 15 Scope 3 categories set out in the Greenhouse Gas (GHG) Protocol and, as a first step, assessed the relevance of these 15 categories to our company.

Scope 3 categories	Result
3.1 Purchased goods and services	highly material
3.2 Capital goods	material
3.3 Fuel- and energy-related activities	material
3.4 Transport and distribution (upstream)	highly material
3.5 Waste generated in operations	material
3.6 Business travel	material
3.7 Employee commuting	material
3.9 Transport and distribution (downstream)	material
3.10 Processing of sold products	material
3.12 End-of-life treatment of sold products	highly material

Result of our Scope 3 materiality analysis

As a result, the first categories could already be excluded. Site Management and relevant departments assessed the materiality of the other categories on the basis of GHG protocol-compliant criteria.

The assessment showed that 10 out of 15 Scope 3 categories are material or highly material for our company.

The classification as material or highly material serves as a guide for the scope and depth of the data collection in the respective Scope 3 category. In the next step, clear responsibilities for data collection were assigned to each material or highly material category. We started this process in 2025 but have not yet completed it. Completion is scheduled for 2026.

Greenhouse Gas Reduction Targets ^{C3 (56)}

The setting of concrete GHG reduction targets and the adoption of a formal climate transition plan was still pending at the end of 2025. On the basis created in 2025, however, we are planning a project funded by the German Federal Office for Economic Affairs and Export Control (BAFA) to create a transformation plan in 2026. In this context, we want to set a base year in order to formulate a GHG reduction target and to derive further concrete measures for its achievement. Our overall goal is to continuously and comprehensibly capture our emissions and reduce them on this basis. We will inform you about the progress in our next sustainability report.

Greenhouse Gas Intensity ^{B3 (31)}

To put the absolute energy and emissions figures into context, we also calculate intensity indicators. These indicators provide a comparable picture that is independent of fluctuations in production and serve as a key performance indicator:

Greenhouse gas intensity	Energy intensity
Scope 1 & Scope 2 (market-based) in relation to turnover	Total energy consumption in relation to the production volume
0.025 t CO₂e/k€	0.38 MWh/ton

IMPACT ON THE ENVIRONMENT

As a chemical company with facilities that require permits, we have a special responsibility for the protection of air and water. We comply with all relevant environmental laws and regulations, monitor our air emissions and wastewater discharges on a regular basis, and use modern technologies to reduce environmental impact.

Our Environmental Management B2 (26a, 27), C2 (48)

We have been operating a certified management system according to ISO 14001 since 2015. This provides a structured framework for the continuous improvement of our environmental performance. It covers all relevant processes and activities at our site and ensures that environmental aspects are identified, evaluated, and effectively managed.

This includes, amongst other things:

- Reducing emissions into the air, water and soil
- The efficient use of energy and raw materials
- Minimizing waste and promoting the circular economy
- The use of resource-efficient processes
- The substitution of critical substances
- The optimization of production processes
- Compliance with all applicable environmental legislation and standards that go beyond legal requirements

Through regular audits, internal assessments and key performance indicator analyses, we review the effectiveness

of our measures, identify areas for improvement and work continuously to further develop our products and processes with the aim of enhancing their environmental performance.

Our Contribution to Clean Air B2 (26a, 27), B4 (32), C2 (48)

At our company, process-related exhaust air flows are systematically monitored and treated. Under the Federal Immission Control Act (BImSchG), we are obliged to monitor our emissions and submit the results to the relevant authority every three years. The annual exhaust air volume amounts to approximately 106,197,640 m³.

The emissions resulting from the production process include, in particular, dust (335 kg/a) and total carbon (3,991 kg/a) from volatile and non-volatile organic compounds (VVOC, VOC, NVOC).

To reduce these emissions, combined exhaust gas treatment systems, consisting of dust filters, exhaust gas scrubbers, and activated carbon filters, are used.

To further reduce organic emissions, a thermal post-incineration plant is under construction. Commissioning is scheduled for the end of 2026/beginning of 2027. Our goal is to continuously reduce air emissions and to permanently comply with legal limits through the use of efficient exhaust gas cleaning technologies. In addition, we are raising our staff's awareness of air pollution through regular training on environmentally friendly practices.

Our Efforts to Clean Wastewater B2 (26a, 27), B4, C2 (48)

As part of our environmental management system, we monitor and control the wastewater streams generated during the production process.

The average annual wastewater load includes:

- Settleable solids (1.51 m³/a)
- Metals such as zinc (3.85 kg/a) and iron (2.11 kg/a)
- Organic constituents such as the phenol index (4.83 kg)
- Low-volatility lipophilic substances (75.48 kg/a)

In addition, hydrocarbons in the C10–C40 range (7.55 kg/a) and halogenated organic compounds (AOX: 1.13 kg/a) are monitored.

Volatile aromatic compounds (BTEX) occur in low concentrations (total: 83.03 g/a).

To treat wastewater streams, we operate a multi-stage, process-integrated wastewater treatment system. It consists of:

- Mechanical pre-treatment (sludge removal) to separate out solids
- Membrane processes (ultrafiltration and nanofiltration) to reduce dissolved organic and inorganic constituents
- Physicochemical treatment (neutralization) to adjust the pH to permissible limits

Through this combination of physical and chemical processes, an effective reduction of pollutants is achieved, so that legal discharge limits are adhered to.

① Further information on the topic **Water Use and Management** can be found on pages 45–47.

Member of UmweltPartnerschaft Hamburg (August 22, 2025)

Since August 2025, we have been an official member company of UmweltPartnerschaft Hamburg. UmweltPartnerschaft Hamburg is a voluntary cooperation between the city of Hamburg and companies that are actively committed to environmental and climate protection as well as sustainable business practices. It provides members with support, exchange opportunities, and visibility for their commitment.

Our membership underlines our active commitment to environmental and climate protection as well as sustainable management at the regional level. It provides us with a valuable platform for the exchange of best practices, promotes the continuous improvement of our environmental performance, and at the same time strengthens our networking with relevant stakeholders from business and administration.



BIODIVERSITY

Biodiversity is an important part of our environmental management. Among other things, we consider our site’s proximity to protected areas, our land use, and requirements from the EU Deforestation Regulation (EUDR). In this way, we aim to identify potential impacts on ecosystems early on and manage them responsibly.

Possible Impact of Our Site on Biodiversity B5 (33, 34a–c)

Our site is located in a purely industrial area. No biodiversity-sensitive areas are therefore located in the immediate vicinity. Accordingly, no immediate threat to such areas is to be expected from our site. In the surrounding area, however, there are ecologically relevant areas such as the Allermöher Wiesen and other protected areas in the east of Hamburg.

However, we do not intervene directly in these protected areas.

The use of land at our site is primarily technical. Fallow land (12.2 percent) offers potential for future ecological upgrades, e.g. by greening or unsealing.

Land Use Overview	
Total area	2.7 ha
Sealed area	46.1%
Natural area on site	1.2%
Built-up area	40.5%
Fallow land	12.2%

Our Strategy for the Implementation of the Deforestation Regulation (EUDR) B2 (26a, 27), C2 (48)

In 2025, we prepared intensively for the implementation of the EUDR.

The EUDR was enacted to reduce global deforestation and forest degradation. In this context, companies must ensure that products such as coffee, soy, wood, beef, palm oil, cocoa, and rubber, as well as their derivatives come from legal and deforestation-free supply chains.

In 2025, all necessary steps were taken to comply with the requirements of the regulation. For this purpose, we have introduced a due diligence system. The system ensures that all products that fall within the scope of the EUDR are compliant. This includes, for example, training for all relevant

departments, ongoing verification of the raw materials we use and the products we manufacture with regard to the relevant customs tariff codes, continuous communication with our suppliers and structured requests for information from them, as well as the documentation of the relevant results.

Furthermore, the EUDR has been incorporated into relevant documents, such as our General Purchasing Terms and Conditions. Compliance with all provisions of the EUDR that are relevant to us is regularly reviewed.

Due to several changes to the regulation in 2026, our assessment of how we are affected differs from that in fiscal year 2025. At the end of 2025, the deadline for implementing the EUDR was postponed by one year, to December 31, 2026. We are continuously monitoring developments in this context and, based on this, regularly update our approach to EUDR compliance.

PRODUCT-RELATED SUSTAINABILITY

The ongoing development of our product portfolio in terms of sustainability is a key element of our sustainability strategy. In this chapter, you will learn more about our definition of more sustainable products and the underlying criteria. We also provide an overview of the sustainability initiatives undertaken by our business divisions and the current status of our PCF calculations.

Our Approach to More Sustainable Products ^{B2 (26a), 27, C2 (48)}

The development of more sustainable products is a permanent focus of the research and development department of our product divisions. As part of the Working Group (WG) Product Sustainability/Research and Development, we consider at a strategic level with how we can align our product portfolio in a sustainable manner in the long term.

① [Read more about our strategic goals in the field of more sustainable products on page 25.](#)

In this context, it is particularly important for us to communicate very transparently what we mean by sustainable or more sustainable products. For this reason, we began by focusing intensively on establishing a clear definition in 2025 fiscal year.

We pursue a holistic approach to sustainability, under which we aim to keep the three pillars of sustainability – the environment, social issues, and responsible corporate governance – firmly in mind at all times. At the same time, as a company in the chemical industry, we are aware that our products will always have unavoidable sustainability impacts.

For this reason, we do not talk about sustainable products, but about more sustainable products. What does this mean in practical terms? As we see it, chemical products can never be entirely sustainable, as their manufacture inevitably requires resources, consumes energy, and generates emissions.

When we refer to more sustainable products, we are therefore referring exclusively and deliberately to

products which, compared to other products, meet all the basic criteria we have set, as well as at least two of our sustainability criteria:

Basic Criteria:

- Compliance with all relevant regulatory requirements (e.g. REACH, CLP, etc.)
- Maximum product safety (health compatibility) with regard to the intended use of the product for end-users and workers
- Maximum possible durability (e.g. extended best-before date)
- Substitution of toxic and/or environmentally hazardous raw materials (i.e. SVHC-free, CMR-free, microplastic-free)
- Lowest possible water hazard class (WGK1)
- Presence of hazardous substance labeling (where necessary)
- No use of conflict minerals
- Minimal use of raw materials or material consumption while maintaining consistent quality
- Minimization of waste generation during production, as well as the use of start-up and end-of-run materials, i.e. material residues from production processes that can be reintroduced into the production cycle
- Minimization of energy consumption in the production process
- Verification of and compliance with human rights and labor standards in relation to our raw material procurement

Sustainability criteria for ‘more sustainable’ products:

- Use of certified raw materials (e.g. RSPO, non-GMO)
- Use or substitution of, conventional raw materials with renewable raw materials
- Use of recycled materials
- Biodegradability

In 2025, we began classifying and assessing our product portfolio on the basis of these criteria. You will find the initial results on the following pages of this report. The process is not yet complete, but our product divisions are continuously refining it.

Initiatives of Our Product Divisions in the Field of Sustainable Product Design

Our four product divisions are pursuing different product- and industry-specific approaches and measures to achieve more sustainable product design. The following examples provide an overview of selected activities and priorities from 2025.

Sustainability Initiatives of Our Division for Rubber and Latex Additives & Release Agents

In 2025, the sustainability work of our product division for rubber and latex additives & release agents centered on the launch of a project to determine product-related CO₂ values (product carbon footprint), the further optimization of formulations to reduce energy consumption, and an increased focus on the use of bio-based and recycled raw materials.

In addition, an initial analysis of the product portfolio was carried out based on various sustainability-related criteria.

Product Carbon Footprint – Our Approach to the Collection of Product-related CO₂ Emissions

In 2025, we launched a pilot project to collect the carbon footprint of our products (PCF). A PCF is the sum of all greenhouse gas emissions that are produced along the entire product life cycle or a part of it – from raw material extraction to production and transport to use and, in some cases, disposal.

Our PCF project team consists of representatives from various departments including R&D, purchasing, data analysis, environmental management, and sustainability. In the first phase of the project, the focus was on development and definition of the methodological basis for data collection and calculation. We are guided by relevant and recognized standards, in particular ISO 14067, and the standard of the Together for Sustainability initiative, which translates the requirements of ISO 14067 specifically for the chemical industry. On this basis we have, for example, defined the so-called Cradle-To-Gate system boundary for our data collection. This means that we intend to include in our PCF calculations all CO₂ emissions generated from the origin of the raw material to our plant gate, including those arising from pre-delivery and internal transport, as well as those generated during our production process.

For each of these calculation steps, we began in 2025 to define systematic and externally verifiable approaches to data collection. For example, we are already collecting PCF data on the raw materials used by our suppliers and developing a robust method for attributing the emissions generated within our own organization to individual products. We are closing data gaps with the help of the Ecoinvent emissions factor database.

In 2026, we will focus on further developing these approaches to achieve our first PCF results. Our strategic sustainability goal in this context: By 2030, we aim to have carried out a product-related CO₂ evaluation and (where possible) a continuous reduction for 100 percent of our products manufactured at our Hamburg site.

The use or substitution of conventional raw materials with bio-based and recycled alternatives is continuously reviewed within our rubber and latex additives & release agents division. The following analysis shows the proportion of products in this division that contain more than 50 percent bio-based or recycled materials, as well as the revenue generated by these products. The aim is to increase this proportion further.

Share of products with >50% bio-based raw materials	29%
Share of products with >50% recycling materials	15%
Revenue with these products	€36.6 million
Share of revenue accounted for by these products (of the division's total revenue)	23%

A further evaluation of the product portfolio of the division was based on the water hazard class, the environmental hazard based on hazard statement (H-statements) and the product-related share of so-called Substances of Very High Concern (SVHCs). From this the following picture emerges:

Criterion	Share	Explanation
Share of products with water hazard class 1 or lower	70%	Referred to the overall sales of the division
Share of products without environmental hazard (according to listed H-statements)	79%	Products without classification of the following H-statements: H400, H401, H402, H410, H411, H412, H413, or H420
Share of products without SVHCs	98.5%	SVHC >0.1% Referred to the total sales of the division

In the further course, the product division focuses on the continuation of the determination of product-related footprints, the expansion of data collection along the Stage Gate development process and the greater integration of sustainability criteria in development decisions. In addition, efforts are focused on resource-saving additive solutions, for example on anti-stick additives and highly efficient processing aids.

Sustainability Initiatives of Our Antifoams Division

Key sustainability issues and initiatives within our antifoams division include, amongst others, improving energy efficiency in production processes, developing EUDR-compliant products, using certified and GMO-free raw materials, and improving the data available on the biodegradability of our antifoam products.

With the aim of minimizing energy consumption as much as possible, our antifoams division is working proactively to continuously optimize process and reaction procedures. Thus, by a targeted reduction of the reaction temperatures and shortened reaction times for seven intermediates, a thermal amount of 74,722 kWh cumulative by the year 2024 could be saved. This corresponds to 17 percent in terms of total consumption. Re-efficiency gains resulted from reduced dispersing times. Since 2019, this has led to savings of 11,392 kWh of a pilot product. In 2025, this process-related energy efficiency was further enhanced: By modifying the production process for an intermediate product, an additional 18 percent saving in thermal energy – relative to the respective production volume – was achieved. In addition, three further products were prepared for the changeover in 2026, which could potentially save a further 21,336 kWh.

A key criterion of product responsibility concerns the compliance of our raw materials with the EUDR. Against this background, 118 products from our antifoams division were tested in fiscal year 2025, and 23 new products were developed. Optimization was achieved by adapting the processes and all affected raw material tanks. Specific customer requirements, such as “Kosher for Passover”, will of course continue to be met. Here, we use RSPO-certified (Roundtable on Sustainable Palm Oil) palm oil.

To safeguard freedom from genetic engineering, we also ensure end-to-end traceability, which strengthens the integrity of our customers’ supply chains in the sensitive food and biotechnology sectors.

At the same time, handling safety has been optimized across our antifoams division’s portfolio: by using a raw material newly classified according to the Global Harmonized System (GHS) in 2025, the number of antifoams requiring identification fell by 50 percent. From 2026, only 21 of 162 products will be subject to the GHS labeling requirement.

As the products of our antifoams division are used as technical additives, the product streams mainly end up in treatment plants or in wastewater following their use. Assessing the environmental behavior of our antifoam products is therefore a key focus.

Against the backdrop of increased regulatory requirements, data on the biodegradability of all raw materials was systematically collected in 2025 in accordance with OECD Guidelines 301 A–F. The analysis reveals the following profile: 12 percent are inorganic and do not fall within the scope of the Directive

- 40 percent are classified as readily biodegradable
- 10 percent are classified as not readily biodegradable
- For 37 percent of the raw materials, the data is currently still incomplete.

Closing these data gaps will be prioritized in 2026/2027, either with the help of suppliers or through accredited external laboratories. The insights gained will be incorporated directly into our technical consulting services to help our customers select environmentally friendly formulations and minimize indirect environmental impacts.

Despite our progress, there are specific environmental challenges. For example, the use of silicone oils and reactants – which, as chemically inert compounds, are indispensable in demanding applications – is structurally incompatible with the principle of biodegradability, due to their properties and their persistence in the environment. Another challenge is the gradual REACH restrictions on synthetic polymer microparticles (SPM) that will come into force in 2026.

We proactively meet these challenges with scientific solutions:

- **Substitution of critical raw materials:** By adapting formulations at an early stage, substituting raw materials and implementing documentation processes in 2026, we will ensure compliance with the new microplastics criteria. In addition, in 2026, we will assess the extent to which the microplastics content in our product portfolio can be reduced.
- **Scientific Networks:** To validate new technologies, we also engage in close collaboration with renowned research institutions and universities in Łódź (Poland) and Hamburg (Germany), which gives us direct access to state-of-the-art spectroscopic and analytical methods at university level. One example is a previous project funded by the Federal Ministry of Research, Technology and Space (BMFTR), carried out in collaboration with a leading research institute, in which, in 2024, we systematically investigated bio-based, renewable cellulose particles as a substitute for inorganic silica particles in conventional formulations, with the aim of drastically reducing the environmental footprint while maintaining the same level of performance.
- **Long-term stability:** To optimize the service life of our products, planning for multi-year stability studies was completed in 2025. These spectroscopic and physicochemical analyses, carried out under simulated stress conditions, will enable us to derive data-driven adjustments to product service life in the future.

Sustainability Initiatives of Our Flame Retardant and Reactive Polymers Division

A focus of the sustainability work of our division for flame retardants and reactive polymers is the identification and increased use of bio-based raw materials. For more than ten years, the department has been pursuing such approaches in product development and optimization, with a view to gradually replacing petrochemical feedstocks and increase the proportion of renewable resources in its products.

One example is the 99.8 percent bio-based, styrene-free, unsaturated polyester resin (Polyvertec® 3830), which was first produced in 2024 and launched on the market as Polyvertec® 3830S. To develop a more sustainable solution, a development project funded by the Agency for Renewable Resources (FNR) was launched, with the aim of finding a functionally equivalent substitute for styrene. The use of renewable raw materials is a key component of the project. By the time the project concludes in 2027, the aim is to produce a demonstrator with a bio-based content of at least 95 percent in the natural fiber composite.

At the same time, the development and application of bio-based epoxy resin systems was promoted in two other projects. The focus is on the production of hydrogen tanks (H2-flex) as well as the construction of a small electric aircraft (ShoreLiner), each using epoxy resins with a biocomponent.

The availability of suitable bio-based raw materials has been a central topic of the department for a long time and has been examined in depth as part of these projects.

In 2025, for the first time, an experimental epoxy resin with a share of bio-based content was delivered to project partners. The mechanical properties achieved fully matched those of petrochemical reference systems and even exceeded them in individual areas. This underlines the potential of bio-based materials as a viable and sustainable alternative for demanding applications.

In addition, the use of machine learning technologies was tested in 2025 fiscal year, during the introduction of a new laboratory software. The aim is to integrate data-based insights more closely into the development process, to make test times more efficient, and to significantly reduce development times.

Sustainability Initiatives of Our Division for Silicone Additives

The sustainability focus of our division for silicone additives is on the reduction up to the complete abandonment of solvents, the development of SVHC-free products, the optimization of production processes, and the substitution of dangerous ingredients.

As part of the production of our silicone additives, solvents are recycled in production and used several times.

A model-based comparative analysis for a representative product shows that the demand for fresh solvents can be significantly reduced by recycling solvents. Whilst single-use would require around 300 tons of solvent per year of production of the representative product in 2025, the demand would be reduced to 35 tons through multiple use. This corresponds to a saving of around 90 percent. The comparison is based on a simplified calculation contrasting the theoretical requirement according to the manufacturing specifications with the actual purchasing data and is intended here to illustrate resource efficiency.

In addition, various laboratory and pilot tests were carried out in 2025, such as solvent-free processing, consumption reductions, and substitution of critical solvents (aromatic-free). Initial applications have already been tested in production. A reliable quantification of the savings is currently still being prepared.

Another focus of our silicone division is the reduction of SVHCs in the product portfolio. During the 2025 fiscal year, 67 percent of the products were SVHC-free; they represent 89 percent of the sales volume and generate 86 percent of the sales. The aim is to increase the share of SVHC-free products by a further 15–20 percent. This requires process changes as well as intensive laboratory work to develop equivalent products and successfully place them in the market.

In the field of process optimization, in this case by optimizing the distillation conditions for our silicone intermediate products, the process duration per batch was reduced by around 20 percent (from 54 hours to 43 hours), while maintaining unchanged product quality.

In addition, in 2025, an SVHC-relevant solvent was successfully replaced by less hazardous alternatives for two products. The substitution was carried out without impairing product quality or process stability.

In the near future, we also plan to determine PCFs for our silicone products, as well as to replace standard process aids with recycled alternatives.

WATER USE AND MANAGEMENT

B2 (26a, 27), B6 (35–36), C2 (48)

Water is an important resource for our production processes. We are aware of this value. It is why we are already using a circular system and are working to use water even more efficiently, to further reduce freshwater consumption, and to further strengthen multiple uses.

Our Water Extraction, Consumption, and Discharge

At our site, water is used for production processes, cooling, steam supply, and for secondary and auxiliary applications. The site is not located in a region with significant water

stress. Water consumption comprises the amount of water that is no longer available to the site after use. This includes, in particular, evaporation losses in cooling and steam systems, as well as product-bound water.

Water discharge includes the quantities discharged after use into the public sewer system. Some wastewater streams are treated beforehand in our in-house wastewater treatment.

📄 **You can read more about our wastewater treatment in the chapter Our Efforts to Clean Wastewater on page 38.**

To evaluate our water use, we determine the specific water intensity. Water intensity describes the ratio of water withdrawal for production and production-supported activities to production volume.

Water consumption exclusively attributed to administrative and office areas is not included. As part of our sustainability strategy, we aim to keep our production-related water intensity below 0.55 m³/t.

Our Approach to Multiple Use and Water Reuse

A significant proportion of our water use is attributable to cooling processes in which water is predominantly carried out in closed-loop systems. The share of circular use is 52 percent. As a result, we significantly reduce freshwater withdrawal.

In addition to recirculation, water streams are extensively reused in multiple ways. Blowdown and desalinated water from cooling circuits are reused as process water, particularly for exhaust air scrubbers. Furthermore, we use lightly treated industrial effluent as process water, e.g., for vacuum pumps. Quantitative data on water reuse is currently recorded predominantly for cooling circuits. Other reuse streams are not currently recorded separately. We are examining the possibility of a more comprehensive classification and quantification.

Wastewater Treatment and Introduction Conditions

Approved requirements and limits apply to the discharge of wastewater, including relevant ingredients such as metals, e.g. zinc. During operation, we monitor whether these limit values are met. No exceedances of the approved discharge conditions occurred in fiscal year 2025. The wastewater is discharged indirectly into the municipal sewer system.

Our Water Indicators B6 (35–36)

Indicator	2025	2024	2023
Total water withdrawal	21,900 m³	22,463 m³	20,568 m³
Water consumption	7,378 m³	9,942 m³	8,389 m³
Water discharge	14,522 m³	12,521 m³	12,179 m³
Water intensity (production-related)	0.57 m³/t	0.55 m³/t	0.54 m³/t
Water extraction – structured according to form of use			
Share easy use	42.1%	41.4%	42.3%
Share multiple use	6.5%	5.2%	5.4%
Proportion of circulatory use	51.5%	53.8%	52.3%
Water extraction – structured according to application area			
Workforce purposes	21.9%	21.2%	18.1%
Other purposes	4.6%	5.5%	6.5%
Plant cooling	61.3%	62.2%	59.2%
Production purposes	12.2%	11.1%	16.2%
Dominating form of use	Circular use (cooling processes)		
Regional water availability	No water stress area		

Our Water Action Plan B2 (26a, 27), C2 (48)

Measure	Objective/Effect	Environmental aspect	Horizon	Status
Water reuse extension	Reduction of freshwater extraction	Water consumption	Short term	Under examination
Construction of a quantity-wise detection of the reused water flows	Improve data transparency and controllability	Monitoring/Reporting	Short term	Planned
Optimization of cooling circuits	Reduction of water losses	Water consumption	Medium term	Under evaluation
Additional treatment stages for wastewater streams	Expanding the possibilities of reuse	Water/Wastewater	Medium term	Under examination
Further development of wastewater treatment	Reduction of introduction quantities and environmental impact	Wastewater	Long-term	Optional
Raising staff awareness of water-conscious operations	Support for sustainable management	Organization	Running	Implemented

WASTE MANAGEMENT B2 (26a, 27), B7 (37, 38a–b), C2 (48)

For us as a medium-sized company, safe and compliant waste management is a cornerstone of our environmental and sustainability approach. Our aim is to minimize waste as much as possible and to close material cycles. We also aim to continuously improve resource efficiency in this area and to maintain our waste intensity ratio at less than 2.5 percent in the long term.

① Read more about our strategic goal in the area of resource efficiency on page 26.

	2023	2024	2025
Production quantity	39,533 t	42,668 t	37,104 t
Waste quantity	782 t	969 t	955 t
Waste share	1.98%	2.27%	2.57%

Annual waste rate

	2023	2024	2025
Hazardous waste	485.39 t	624.85 t	650.22 t
Non-hazardous waste	296.63 t	344.33 t	304.89 t
Total	782.02 t	969.18 t	955.12 t

Annual waste by type of waste (hazardous/non-hazardous) B7 (38a)

During the 2025 fiscal year, the distribution of waste by disposal was 559 tons (59 percent) for incineration, 156 tons (17 percent) for recycling, 151 tons (16 percent) for recycling, and 77 tons (8 percent) to landfills. Incineration is the most environmentally compatible treatment method compared to landfilling and after testing the recyclability for our hazardous production waste. The energy content of the waste is not sufficient to classify incineration as thermal recovery. The deposited waste was generated during the remediation of asbestos-contaminated soil as part of a construction project.

The main task of our waste management system includes the organization and monitoring of all waste-relevant processes – from legally compliant disposal to the optimization of waste streams to consulting the departments in production, laboratory, and engineering. We work closely with certified waste disposal companies and ensure compliance with all regulatory requirements.

Through the development of a digital waste management system, we have increased data transparency in recent years. In this way, existing processes can be better analyzed and potential for improvement can be identified.

Currently, the focus is on further reduction and more efficient recycling of packaging. We are monitoring the developments relating to the Packaging and Packaging Waste Regulation (PPWR) while also reviewing our own packaging materials.

In our company, waste management is integrated into new projects early on to take waste prevention into account during the planning phase. We also take this approach into account when researching and developing new products.

Key risks in waste management include rising disposal costs, increasing regulatory requirements and dependence on specialist waste disposal operators, particularly in the case

of hazardous waste. We meet these challenges specifically through waste prevention, process optimization and stable, local partnerships.

At the same time, fluctuating production volumes make planning and control more difficult. With a production volume of 39,533 tons in 2023, the amount of waste was 782 tons (a waste rate of 1.98 percent). By 2025, the amount of waste, at 37,104 tons of production volume, had risen to 955 tons (a waste rate of 2.57 percent). This development underlines the need for action to further increase efficiency in relation to waste generated but must also be justified by temporary projects. These include, among other things, the treatment of a cleaning agent required by a plant shutdown by distillation and waste quantities caused by construction sites.

Environmental impacts result primarily from waste development and treatment. It is why we consistently manage our waste streams and rely on training and instruction in order to further reduce these impacts while promoting the environmental awareness of our employees. We see potential for improvement, in particular, with the in-depth evaluation of waste data and the link to the development processes.

	2023 (t)	2023 (%)	2024 (t)	2024 (%)	2025 (t)	2025 (%)
Recycling	101.34 t	12.96%	198.32 t	20.46%	155.57 t	16.51%
Landfill	3.75 t	0.48%	/	/	76.51 t	8.12%
Combustion	492.69 t	63.00%	590.34 t	60.91%	559.29 t	59.36%
Other utilization options	184.24 t	23.56%	180.52 t	18.63%	150.86 t	16.01%
Total	782.02 t	100.00%	969.18 t	100.00%	942.24 t	100.00%

Annual waste volume by disposal method ^{B7 (38b)}



SOCIAL

SOCIAL RESPONSIBILITY TOWARDS OUR EMPLOYEES	50
TRAINING AND FURTHER EDUCATION	52
HEALTH AND SAFETY	52

SOCIAL RESPONSIBILITY TOWARDS OUR EMPLOYEES

At Schill+Seilacher “Struktol” GmbH, we know that our employees are the foundation of our business success. That is why we take our responsibility seriously and create a modern, respectful working environment in which work-life balance, professional development, health, and safety at work are central.

Our Working Models and Our Benefits B2 (26a, 27), C2 (48)

With our HR activities, we aim to preserve and strengthen our employees’ ability to work in the long term. We rely on modern and flexible working models that meet both operational requirements and individual needs. Our employees can work remotely where the nature of their activities allows, for up to 50 percent of their working time. In addition, we offer flexitime models for suitable activities, allowing employees to organize their working time flexibly between 6:00 a.m. and 8:00 p.m. Our employees benefit from numerous additional services and support measures. These include, among other things, JobRad leasing and the HVV Deutschlandticket (Germany-wide public transport pass) as a contribution to sustainable and flexible mobility. In addition, with the pension program CareFlex, a supplementary care insurance, as well as the ChemiePensions-Fund, a pension insurance, we offer attractive building blocks of occupational insurance. All employees also have access to occupational health services designed to safeguard their health and performance in the long term.

Long-Term Perspectives – Characteristics of Our Employee Base B2 (26a, 27), B8 (39a–c, 40), C2 (48), C5 (60)

Key factors behind our success are our long-standing tradition and the wealth of experience we have built up over many decades. Our history at this location, stretching back over 100 years, has been particularly formative, lending us stability and a sense of identity. Long-term employment relationships and the high length of service among our staff contribute significantly to the continuity and quality of our work. As of December 31, 2025, we employed a total of 273 staff members. This corresponds to 261.99 full-time equivalents (FTEs). Our workforce comprises 184 men and 89 women.

Fixed-term employment accounts for only a small proportion of our workforce and is predominantly associated with apprenticeships. A total of 12 fixed-term contracts are in place, 9 of which are relate to training programs and 3 to other fixed-term employment contracts. Our aim to create long-term employment prospects and retain employees over the long term is also reflected in the turnover rate. In fiscal year 2025, it was 7.0 percent.

We conclude our employment contracts in accordance with German employment law applicable to our Hamburg site.

We critically review the use of temporary workers and, wherever, possible, aim to create added value through our own employees. The focus is clearly on sustainable development and strengthening of our own employees;



Quality control in our production

we want to retain know-how in the company over the long term and further strengthen employee commitment.

As of December 31, 2025, a total of 8 temporary workers were employed. No external self-employed employees were engaged in 2025.



The Hamburg Site Management: Dr. Volker Börger, Dr. Angelika Preetz, and Helge Jetschiny (from left to right)

Our Contribution to Diversity and Equal Opportunities

B2 (26a, 27), C2 (48), C5 (59), C9 (65)

Diversity, equal opportunities, and mutual respect are essential success factors for modern business management. Therefore, these values are an integral part of our corporate culture. Decisions are made exclusively on the basis of qualification, suitability, and potential during the recruitment process. Regardless of gender, age, origin, religion, belief, disability, or other personal characteristics, we guarantee a fair and non-discriminatory application and selection process.

Compliance with all legal requirements for protection against discrimination is fundamental to us. In addition, we foster a working environment characterized by appreciation, openness, and mutual trust. We are convinced that different perspectives, experiences, and competencies make an important contribution to the company's success and promote innovative strength.

📌 [Learn more about our strategic goal for job quality on page 27.](#)

We also attach great importance to promoting and supporting our management team in their role regardless of gender.

The gender balance within our leadership structure shows that we strengthen and use potential regardless of gender. Within our management (functional management), 45 percent of the positions were filled by female executives as of December 31, 2025.

Site Management is the management body of Schill+Seilacher "Struktoll" GmbH and consists of one woman and two men. The gender diversity ratio in the governing body is therefore 0.5.

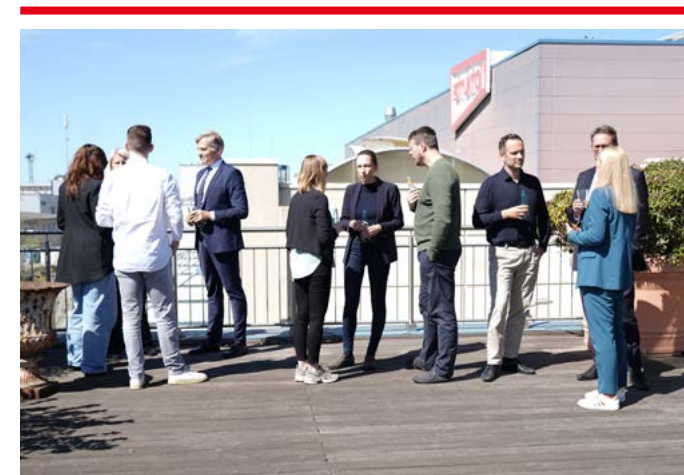
Our Remuneration Structure

B2 (26a, 27), B10 (a–c)

Our company is bound by the collective bargaining agreement for the chemical industry. A total of 84.98 percent of our employees are covered by this agreement. This ensures transparent and fair employment and remuneration conditions.

The collective bargaining agreement for the chemical industry provides for a structured remuneration system in which positions are classified based on their respective job requirements. The same conditions apply to employees in positions with equivalent qualification requirements. This system contributes significantly to comprehensible, fair, and non-discriminatory remuneration.

The gender pay gap in our company is 0.02 percent. We regard this as an important indicator and continue to work to make remuneration structures even more balanced and equal to opportunities.



Space for getting together, connecting, and sharing new ideas



Employees at work in one of our laboratories

TRAINING AND FURTHER EDUCATION B2 (26a, 27), B10 (d), C2 (48)

For us, lifelong learning is a key component of sustainable staff development. That is why we have also enshrined this in one of our strategic objectives under the Employees heading.

① [Read more about our strategic objectives in the field of employees on page 27.](#)

Through targeted training opportunities, we create important impulses and promote the development of new methodological skills among our employees.

We attach particular importance to introducing and establishing personal development plans that are tailored to each employee's specific skills and potential.

Initial progress is already visible: eight personal development plans were successfully completed during the 2025 fiscal year. This instrument is being gradually expanded in order to systematically strengthen individual support and to show long-term development prospects.

The average number of training hours per employee is 6 hours and 58 minutes per year. 66.92 percent of these hours were completed by male employees and 33.08 percent by female employees. These are training hours conducted through our digital training system. In doing so, we consciously pursue the approach of integrating further education into everyday work rather than treating it as an isolated measure.

Our Works Council – The Representation of Our Employees' Interests

The interests of our employees are represented by the German Industrial Union of Mining, Chemical, and Energy Workers (IGBCE) and by our works council. Our works council consists of nine members. The chair is a full-time works council member released from regular duties. Cooperation between the works council and the employer is constructive, professional, and based on mutual trust. This partnership-based exchange forms an important basis for stable employment relationships and contributes significantly to a positive corporate culture.

HEALTH AND SAFETY B2 (26a, 27), B9 (a–b), C2 (48)

The safety and health of our employees is of the utmost importance to us. In recent years, we have therefore taken numerous measures, e.g., in the areas of technical safety, noise reduction, and health promotion. Due to the high relevance of these topics for us, we pursue further concrete measures with a very special focus.

① [Read more about our strategic goal in the field of occupational safety on page 27 and on the listed measures on the pages 53–54.](#)

For us, occupational safety is a collaborative task. That is why, in fiscal year 2025, we formally delegated occupational health and safety responsibilities and provided targeted training to all responsible employees. As a further measure, we have restructured and standardized the process for preparing and updating our risk assessments. These measures are intended to further improve safety awareness in the company and strengthen the personal responsibility of all employees.

In addition, it was decided in fiscal year 2025 to fully implement the international ISO 45001 standard regarding for occupational health and safety management systems by the end of 2027 at the latest. With this step, we reaffirm our sustainable commitment to the safety and health of our employees as well as to compliance with the highest standards in occupational health and safety. In 2025, the first important steps were taken toward implementing the standard.

The accident figures present a mixed picture: While the total number of all reportable and non-reportable accidents, road accidents, first-aid cases, and entries in the accident log decreased from 29 in 2023 to 28 in 2024 and 24 in 2025, the number of more serious occupational accidents resulting in more than three days of absence remained at nine cases per year in 2024. At the same time, a significant increase in accident-related lost working hours was observed. There were no fatalities. Overall, the number of accidents remains elevated. The biggest challenge is to consistently implement technical occupational health and safety measures while maintaining the necessary flexibility for customer requirements.

Our Commitment to Greater Security and Workplace Health B2 (26a, 27), C2 (48)

Technical Safety

The continuous modernization of our existing plants contributes significantly to improved plant safety. An increasing degree of automation can reduce potential hazards for employees and reduce downtime at the same time. In this way, we promote the safety and economic efficiency of our processes.

Hazardous Substances

As a chemical company, a particular focus is on the safe handling of hazardous substances. Our own research and development enables us to continuously look for possibilities to substitute hazardous substances.

Within the company, employee exposure is monitored through regular measurements of hazardous substances, and compliance with the applicable workplace limits is ensured. The results are systematically incorporated into the further development of our protective measures.

Noise

Noise pollution at the workplaces is also consistently recorded and assessed. The aim is to further reduce noise pollution and to avoid long-term health impairments. We are proud that since 2021, none of our employees have been required to work in a noise area. Only certain areas of our infrastructure still need to be marked as noise areas.

Training to Improve Health and Safety at Work

During the 2025 fiscal year, the sickness absence rate stood at 7.72 percent. Against this backdrop, prevention is of particular importance, especially in the area of health and safety at work. Through targeted training and awareness-raising initiatives, we are raising our employees' awareness of how to work safely and in a way that protects their health.

	2023	2024	2025
Annual working hours	456,334	476,717	475,792
Hospital hours due to accidents at work	996	1,558	2,580
Number of reportable accidents at work	7	9	9
Number of recorded accidents at work	29	28	24
LTIF ¹ /rate of reportable accidents at work (200,000 h)	3.07	3.78	3.78
TRIF ² /rate of recorded accidents at work (200,000 h)	12.71	11.75	10.09

1 Lost Time Incident (accident with downtime, here "reportable accidents at work" per 200,000 hours)
2 Total Recorded Incident (number of all recorded accidents at work per 200,000 hours)
"Reportable" means more than three days of incapacity for work due to accidents. Road accidents were excluded.

During the 2025 fiscal year, a total of 385 trainings about occupational safety were attended by 256 employees. Of the 468 training sessions offered in total, this corresponds to a participation rate of 82.26 percent. This participation shows how relevant the topic is within the workforce, although our aim is to significantly increase the participation rate. At the same time, training helps to avoid accidents at work and to protect employee health. To further embed occupational health and safety protection, regular meetings of the Occupational Safety Committee take place four times a year at regular intervals.

The meetings are attended by the specialist for occupational safety, occupational health professionals, representatives of the site management and the works council, as well as the responsible department heads. This interdisciplinary exchange provides a holistic view of all safety-relevant topics and a targeted derivation of measures. In addition, it contributes to making the high importance of occupational safety and health safety permanently visible in the company.

Fit and Healthy

We offer our employees annual flu vaccinations and necessary vaccinations for business trips. In 2025, 40 vaccinations were carried out, which corresponds to an internal vaccination rate of 14.7 percent.

A mandatory psychosocial risk assessment is carried out every three years. The results are translated into measures to specifically improve the working conditions for our employees.

We actively promote the participation of our employees in various sports and exercise. In this way, we promote health awareness, team spirit, and a sense of belonging to our company. Our employees regularly represent the company at events such as the Hamburg HafenCity Run. Almost 40 employees and their family members also took part in 2025. In addition, we have participated in the Hamburg CITY CYCLING campaign for several years and in the Hamburg Cycloclassics since 2025.



Working together for a strong and respectful work environment



The Struktol Team at the HafenCity Run 2025

We support our employees' health by subsidizing fitness and sports activities through EGYM Wellpass. This provides flexible access to a wide range of sports and health services and helps promote personal well-being and preventive healthcare.

VSME INDEX

Basic Module

Pages

B1	Basis for Preparation	p. 6, 8, 15
B2	Practices, Policies and Future Initiatives for Transitioning Towards a More Sustainable Economy	p. 18, 25, 28, 30, 33, 35, 38, 39, 40, 45, 47, 50–53
B3	Energy and Greenhouse Gas Emissions	p. 33–34, 37
B4	Pollution of Air, Water and Soil	p. 38
B5	Biodiversity	p. 39
B6	Water	p. 45–46
B7	Resource Use, Circular Economy and Waste Management	p. 47–48
B8	Workforce – General Characteristics	p. 50
B9	Workforce – Health and Safety	p. 52
B10	Workforce – Remuneration, Collective Bargaining and Training	p. 51–52
B11	Convictions and Fines for Corruption and Bribery	p. 18

Comprehensive Module

Pages

C1	Strategy: Business Model and Sustainability – Related Initiatives	p. 8, 10, 12, 16–31
C2	Description of Practices, Policies and Future Initiatives for Transitioning Towards a More Sustainable Economy	p. 17–18, 25, 28, 30, 33, 35, 38–40, 45, 47, 50–53
C3	Greenhouse Gas Reduction targets and Climate Transition	p. 37
C4	Climate Risks	p. 19
C5	Additional (General) Workforce Characteristics	p. 50–51
C6	Additional Own Workforce Information – Human Rights Policies and Processes	p. 18–19
C7	Severe Negative Human Rights Incidents	p. 19, 30
C8	Revenues from Certain Sectors and Exclusion from EU Reference Benchmarks	n/a
C9	Gender Diversity Ratio in the Governance Body	p. 51

IMPRINT

Editor

Schill+Seilacher “Struktol” GmbH
Moorfleeter Straße 28
22113 Hamburg
Germany

Phone: +49 40 733 62-0
Mail: info@struktol.de

www.struktol.de

Management

Dr. Volker Börger

Register Entry

Hamburg Commercial Register
Company Registration Number: HRB 112163
VAT Identification Number: DE813088647

Responsible for the Content According to § 18 (2) of the Interstate Media Treaty (MStV)

Dr. Volker Börger
Address as above

Contact Person for the Sustainability Report

Sophie Weber
Senior Sustainability Manager, CSR
Schill+Seilacher “Struktol” GmbH

Concept, Editing, and Design

REUTER × BOBETH
Markendesign
Hauptstraße 30
10827 Berlin

Photo Credits

talenthafen GmbH
Friesenweg 44, Haus 24C
22763 Hamburg

Chuttersnap, Denes Kozma, and Isuru Ranasinha
(Unsplash); Nattawit, Nexa, and Tiina Võsumägi
(Adobe Stock)

Reporting Period

Fiscal year 2025

Editorial Deadline

August 17, 2026