



2025 ESG REPORT: PROGRESS & PERSPECTIVES

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INTRODUCTION

As a service company operating in a highly regulated and evolving industry, we recognize the growing importance of environmental, social, and governance (ESG) considerations — not only for our customers and partners, but also for the long-term resilience and integrity of our business.

Introduction

Following our inaugural ESG report published last year, this second edition reflects our continued commitment to embedding ESG principles across our operations, supply chain, governance, and culture. Rather than a compliance-driven exercise, our approach remains practical and focused – grounded in our core priorities of safety, responsible chemical management, ethical business conduct, and environmental stewardship.

In 2025, we continued to build on the foundations established in the previous year, further strengthening our governance structures, supply chain oversight, and customer-focused sustainability solutions. While external market conditions remained challenging and sustainability priorities evolved across industries, we focused on areas where we can create meaningful impact in line with our business model and resources.

Through this report, we aim to provide transparent insight into our progress, challenges, and ongoing efforts to operate responsibly and create long-term value for our stakeholders.

We Are The Service Company Responsible For The Sustainable And Innovative Use Of Chemicals

Our mission has always been clear: to enable the safe, sustainable, and high-performance use of chemicals. For over 30 years, we have supported industries in unlocking the benefits of solvent cleaning through comprehensive risk management grounded in sustainable practices and circularity.

Today, our portfolio includes specialized solvents and aqueous solutions for metal, textile, and optics cleaning, as well as asphalt testing applications. Our growing specialty aqueous offering reflects our commitment to supporting customers in meeting increasingly stringent cleanliness and performance requirements, particularly in high-purity metal and precision optics cleaning.

Headquartered in Düsseldorf, Germany, we operate globally with legal entities in the UK, US, China, and Mexico.

We pride ourselves on deep chemical expertise, regulatory know-how, and a strong service orientation. Working closely with contract manufacturers, filling stations, waste management partners, original equipment manufacturers (OEMs), and a global network of distributors, we transform cleaning processes into a value-add for our customers.

What We Do — and Why It Matters

Founded in 1992, our company was established to enable the safe and responsible use of chlorinated solvents. While these solvents offer exceptional cleaning performance in industrial applications, their use requires careful management of health, safety, and environmental risks.

Our integrated service offering addresses this need across the entire chemical management cycle. From safe solvent supply and waste take-back through our proprietary SAFE-TAINER™ System, to process optimization solutions such as MAXICHECK™ Test Kits and MAXISTAB™ Stabilizers, all the way to CHEMAWARE™ Lab Analyses and Solvent Training, we provide a full service package designed to minimize operational and environmental risks, support high sustainability standards, and ensure regulatory compliance.

In 2025, we reached another milestone in our innovation journey with MAXICHECK™ Connect – an automated solvent testing solution that leverages digital technologies to enhance process reliability and enable predictive risk management.

As a strong advocate of closed cleaning technologies, we support customers in transitioning from linear solvent use to closed-loop, circular systems – helping reduce emissions, minimize waste, and improve overall process efficiency.

Our value proposition goes beyond the supply of quality chemicals. We enable our customers to implement structured risk management approaches, optimize resource consumption, and strengthen compliance – positioning them ahead of regulatory requirements while supporting both operational performance and sustainability objectives.

The Industries We Serve



Metal Cleaning

- » Aerospace
- » Automotive
- » Consumer Goods
- » Defense
- » Electronics
- » Heavy Machinery
- » Jewelry & Luxury Goods
- » Medical Devices



Textile Cleaning

- » Healthcare
- » Hospitality
- » Industrial Workwear
- » Textile Cleaning Shops



High Purity & Optics Cleaning

- » Eyewear & Vision Care
- » Medical Technology
- » Precision Engineering
- » Semiconductor



Asphalt Analysis

- » Construction Companies
- » Testing Laboratories

Our Guiding Principles

The way we grow our business, develop our products, and innovate is deeply rooted in the principles of Responsible Care®, product stewardship, and the circular economy.

For us, circularity goes beyond recycling. It means maximizing the value derived from every unit of resource used. Our solutions are therefore designed to extend solvent lifetime, reduce chemical consumption, and minimize waste generation.

A key example is our COMPLEASE™ chemical leasing model, which shifts the focus from product supply to functional performance. This model creates shared incentives between supplier and customer to reduce solvent usage while maintaining cleaning quality - delivering both environmental and economic benefits.

This innovative business model has been recognized by renowned government bodies like United Nations Industrial Development Organization (UNIDO), United Nations Environmental Programme (UNEP), industry associations like European Chemical Industry Council (CEFIC) as well as non governmental organizations (NGOs) such as the World Wide Fund for Nature (WWF).

ITELYUM GROUP

Since 2024, SAFECHEM has been part of the Itelyum Group, a leading provider of circular economy solutions. The Group is specialized in the regeneration of used oils and the recovery and purification of used solvents, as well as in providing integrated environmental services to industrial waste producers. Being part of Itelyum further strengthens our position within the circular economy and enhances our ability to support customers with sustainable, closed-loop solutions.

Our Way of Doing Business Responsibly



Quality



Risk management



Collaboration



Circular economy
& sustainability



Innovation



RESPONSIBLE CARE™
 Driving Safety & Sustainability

What is Responsible Care®?

Responsible Care® is a global, voluntary initiative by the chemical industry to drive continuous improvement in health, safety, environmental protection, and transparent communication.

It encourages companies to go beyond legal compliance by embedding sustainability, product stewardship, and ethical conduct into all aspects of their operations. At its core, Responsible Care® promotes accountability and trust – helping ensure that chemicals are managed safely across their entire lifecycle, from production to disposal.

Key Facts and Figures



5000+
customers



75
distributor locations



40
operating countries



5500+
trained solvent users



54
employees representing 13+
nationalities, speaking 18+ languages



30+
years solvent
management expertise



20
leading OEM partners



10
waste managers



4
filling stations

02

GOVERNANCE, ETHICS, & COMPLIANCE

At SAFECEM, good governance goes beyond compliance — it is about fostering a culture of responsibility, transparency, and ethical decision-making across the company. From leadership to daily operations, we expect all employees to act with integrity and uphold our shared values.

To support this, we maintain clear governance structures, documented policies, and practical mechanisms that guide our actions and help ensure compliance with relevant laws and regulations. These principles are embedded in how we operate, how we manage risk, and how we build trust with our stakeholders.

Leadership and Oversight

Our leadership team sets the strategic direction of the company and provides active oversight across our operations, ensuring we remain agile, responsive, and aligned with both our business objectives and ethical commitments.

Regular leadership meetings are held to review key areas including strategic planning, financial performance, operational management, people development, and ESG priorities. These discussions involve close cross-functional collaboration to support informed decision-making and responsible business conduct.

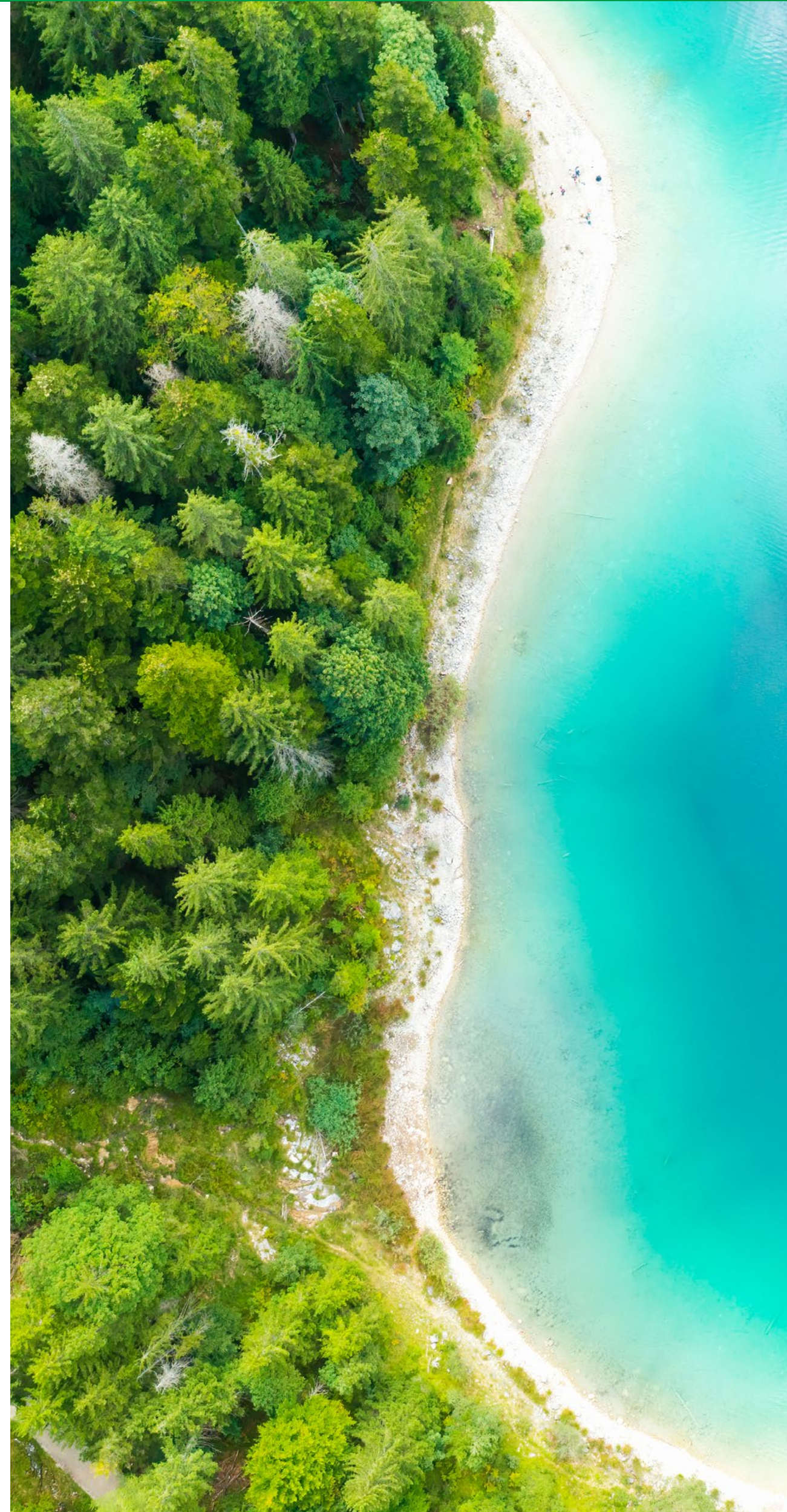
Transparency remains a core part of our governance approach. Management shares regular updates on company performance, priorities, and challenges with employees, promoting open communication and a shared sense of responsibility.

Integrated Management Systems

Our Integrated Management Policy outlines how our guiding principle - Be Responsible - is applied in our dealings with customers, distributors, employees, partners, the public, and our owners.

This framework supports alignment across key areas including customer orientation, innovation leadership, employees, partnerships, quality management, environmental responsibility, ethics, and sustainability.

Our ISO 9001 (quality management) and ISO 14001 (environmental management) certifications reinforce our structured approach to quality, compliance, and continuous process improvement. In 2025, we continued to maintain both certifications, demonstrating the consistency and maturity of our integrated management systems.



Code of Conduct and Ethics

Our Code of Conduct serves as a guiding framework for ethical decision-making and responsible business practices. It summarizes key legal obligations and internal company requirements that govern the conduct of all employees in their interactions with suppliers, distributors, original equipment manufacturers, customers, authorities, public officials, colleagues, and the company itself.

The Code covers essential topics such as fair treatment, conflicts of interest, anti-corruption, confidentiality, data protection, and legal compliance.

Each year, all employees are required to complete mandatory Code of Conduct training. New employees also complete this training as part of their induction process.

In 2025, we achieved 100% employee participation in Code of Conduct training, with all participants successfully completing the associated assessment, reinforcing awareness of expected standards across the organization.

Compliance Register and Risk Management

Our Compliance Register tracks adherence to regulatory requirements across social, financial, environmental, and operational domains, providing a structured overview of our compliance obligations.

The register is regularly reviewed and updated to reflect changing laws, regulations, and industry standards. This system supports proactive risk management, helps minimize compliance exposure, and reinforces accountability across the organization.

In addition, our compliance approach includes regular employee training, documented procedures, and cross-functional coordination on key topics such as health and safety, customs and trade compliance, and data protection.

In 2025, no material compliance breaches were identified.

Whistleblowing Mechanism

We maintain a whistleblowing mechanism that allows employees, customers, external stakeholders, and the public to report unethical or unlawful behavior confidentially and without fear of retaliation.

This mechanism is managed by an independent law firm acting as our ombudsman, helping ensure neutrality and trustworthiness. Contact information is publicly available on our website.

Commitment to Tax Compliance and Financial Integrity

We recognize that responsible tax behavior and financial integrity are essential pillars of good governance and long-term business sustainability.

As a multinational SME, we are committed to meeting all tax obligations transparently, ethically, and in compliance with the laws of each jurisdiction where we operate.

Our financial reporting follows applicable accounting standards and is reviewed by independent auditors. We aim to pay our fair share of taxes where value is created and align our practices with both the letter and spirit of the law.

Our finance team works closely with qualified external advisors to stay current on evolving regulations and continuously strengthen internal controls and processes. We also conduct periodic reviews of our accounting and controlling workflows to identify opportunities for improvement and deploy digital tools where appropriate to increase the efficiency of internal processes. Regular training, together with policy reviews, helps reinforce a culture of ethical financial stewardship across our operations.

2025 GOALS – PROGRESS UPDATE

CODE OF CONDUCT

Achieve 100% employee participation in Code of Conduct training and successful completion of the associated assessment

✓ Achieved

IT SECURITY POLICY

Establish and roll out an IT security policy to raise employee awareness of cybersecurity risks and promote best practices

✓ Achieved

IT INFRASTRUCTURE

Continue upgrading IT infrastructure to maintain alignment with evolving industry security standards and regulatory expectations

✓ Achieved

IT SECURITY TRAINING

Conduct two in-person IT security trainings for all employees to reinforce secure digital behavior

✓ Achieved



Digital Governance and IT Security

As our operations and services continue to evolve, maintaining strong digital governance and IT security remains a key priority within our broader compliance and risk management approach.

In 2025, we continued our progress in strengthening our internal IT security framework and aligning our practices with evolving regulatory expectations. A key milestone was the successful completion of all defined 2025 IT security goals. This included the introduction of an IT security policy, the delivery of in-person IT security trainings for all employees, and continued investment in upgrading our IT infrastructure to maintain alignment with industry standards.

From a technical perspective, we further modernized our IT environment through the replacement and upgrade of key infrastructure components, including firewalls, access points, and switches, alongside the transition from on-premise server systems toward cloud-based solutions. These changes are designed to improve system reliability, scalability, and security resilience, including enhanced data backup capabilities and more robust system monitoring. Throughout the reporting period, we maintained a Microsoft Secure Score consistently above 90%, reflecting the effectiveness of our security controls and configuration management practices.

At the same time, we continued to strengthen our internal governance processes. In 2025, we formalized and documented an incident response framework, outlining clear procedures for responding to potential cybersecurity events. Our internal Digital Council continues to meet on a quarterly basis to discuss internal IT security developments and risks as well as to identify service enhancement opportunities through digital technologies. In order to strengthen digital literacy and cybersecurity awareness, we regularly run online cybersecurity training sessions and conduct phishing simulations.

We will continue to monitor evolving cybersecurity and digital governance requirements and further strengthen our internal processes where appropriate.



2026 GOALS

CODE OF CONDUCT

Maintain 100% participation in Code of Conduct training and related assessments

Evaluate suitable tools to enhance the interactivity and effectiveness of Code of Conduct training

E-INVOICING

Implement the necessary infrastructure and processes for upcoming mandatory e-invoicing requirements in 2027

WORKFLOW EFFICIENCY

Further leverage digital technologies to improve efficiency and increase automation across controlling and accounting workflows

COMPLIANCE REGISTER

Formalize periodic Compliance Register review meetings to strengthen oversight and support timely identification of potential issues

CYBERSECURITY & DIGITAL RESILIENCE

Continue strengthening cybersecurity governance, digital risk management, and technical security resilience, including maintaining a Microsoft Secure Score above 90%

IT SECURITY TRAINING

Conduct two in-person IT security training sessions for all employees to reinforce secure digital behavior

DATA GOVERNANCE

Further develop and implement structured approaches to data classification and document handling, with a focus on improving clarity around information sensitivity and access

03

ENVIRONMENTAL IMPACT

With sustainability as an integral part of our business strategy, we remain committed to reducing our environmental footprint. While our direct operational emissions are relatively limited, we continue to take incremental steps to manage and reduce impacts across our operations and value chain, in line with our size and resources.

In recent years, we have established key foundations for our environmental approach and have defined longer-term ambitions to guide our decarbonization efforts. Our ISO 14001 certification for environmental management further underscores our structured approach to managing environmental impacts and driving continuous improvement.

Measuring Our Carbon Footprint

Since 2021, we have measured our greenhouse gas (GHG) emissions following the Greenhouse Gas Protocol (GHGP). Our reporting covers:

- » Scope 1: Direct emissions from our leased car fleet
- » Scope 2: Indirect emissions from purchased energy
- » Scope 3: Indirect emissions from our broader value chain, including supply chain activities, product delivery and distribution, business travel, employee commuting, and office waste generation

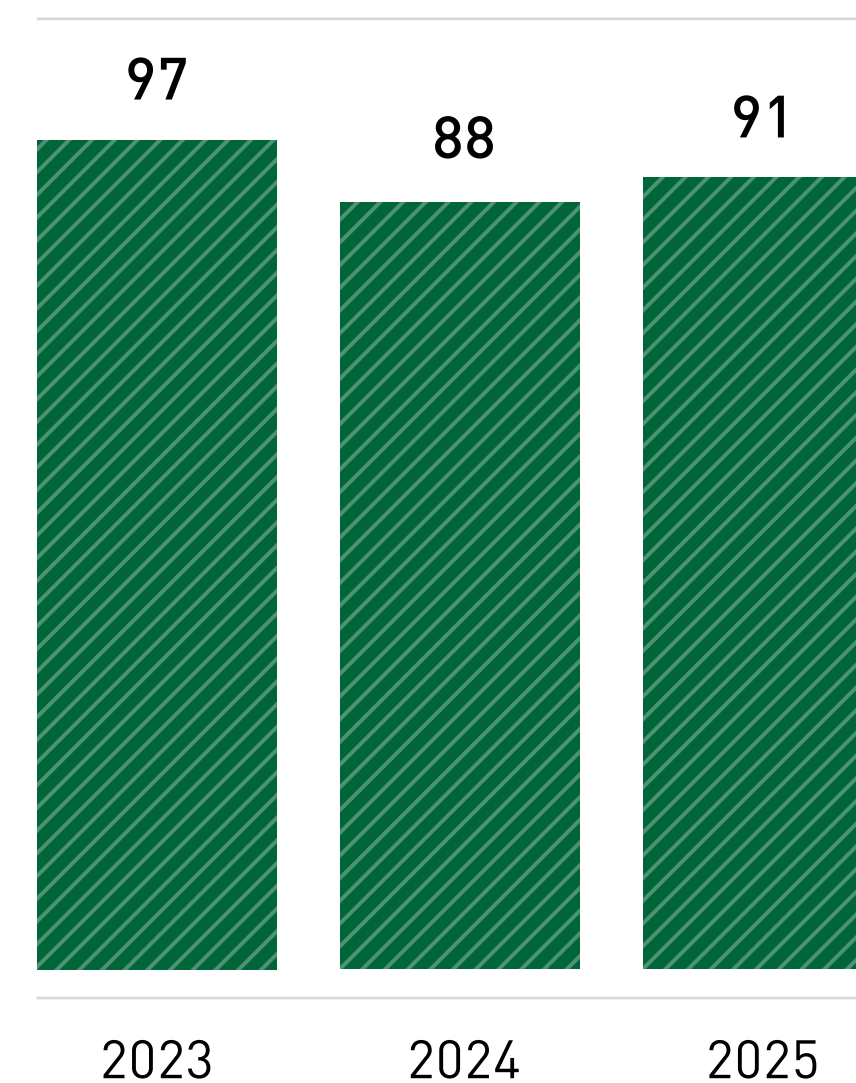
Key Trends Observed from 2023-2025

- » Scope 1 and Scope 2 emissions remained broadly stable in 2025, reflecting relatively consistent operational activities.
- » Scope 3 emissions continue to account for the vast majority of our climate impact, driven primarily by supply chain activities, raw materials use, and energy-intensive chemical production processes at our suppliers.
- » Year-on-year changes in Scope 3 emissions should be interpreted with appropriate caution. Reported values are influenced by several factors, including improved Product Carbon Footprint (PCF) data availability for raw materials and changes in business activity. The reported emissions reflect only the data currently available to us and therefore should not be interpreted solely as the result of targeted emission reduction initiatives. Improving the completeness and accuracy of our Scope 3 emissions reporting remains a key priority going forward.

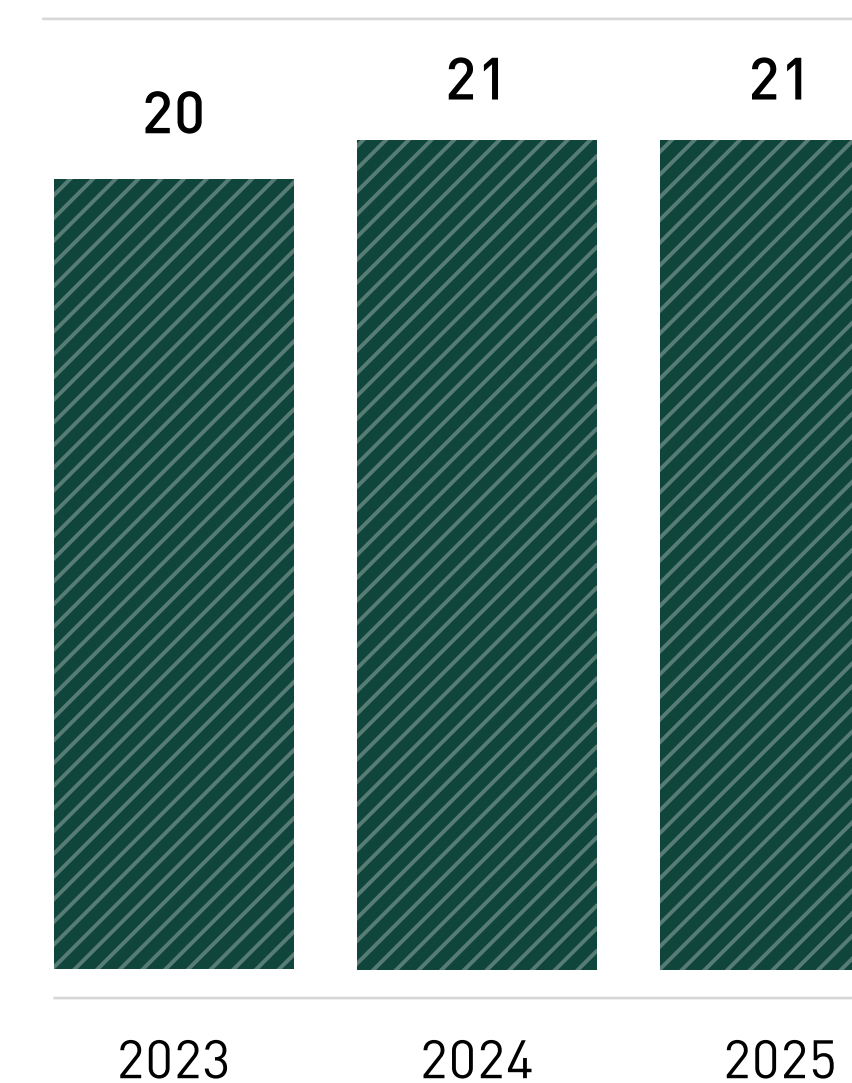
Note:

Certain Scope 2, Scope 3 and total greenhouse gas emissions reported for previous years have been updated in this report to reflect improved data availability and enhanced data quality. Historical figures have been restated accordingly to ensure consistency and comparability across reporting years.

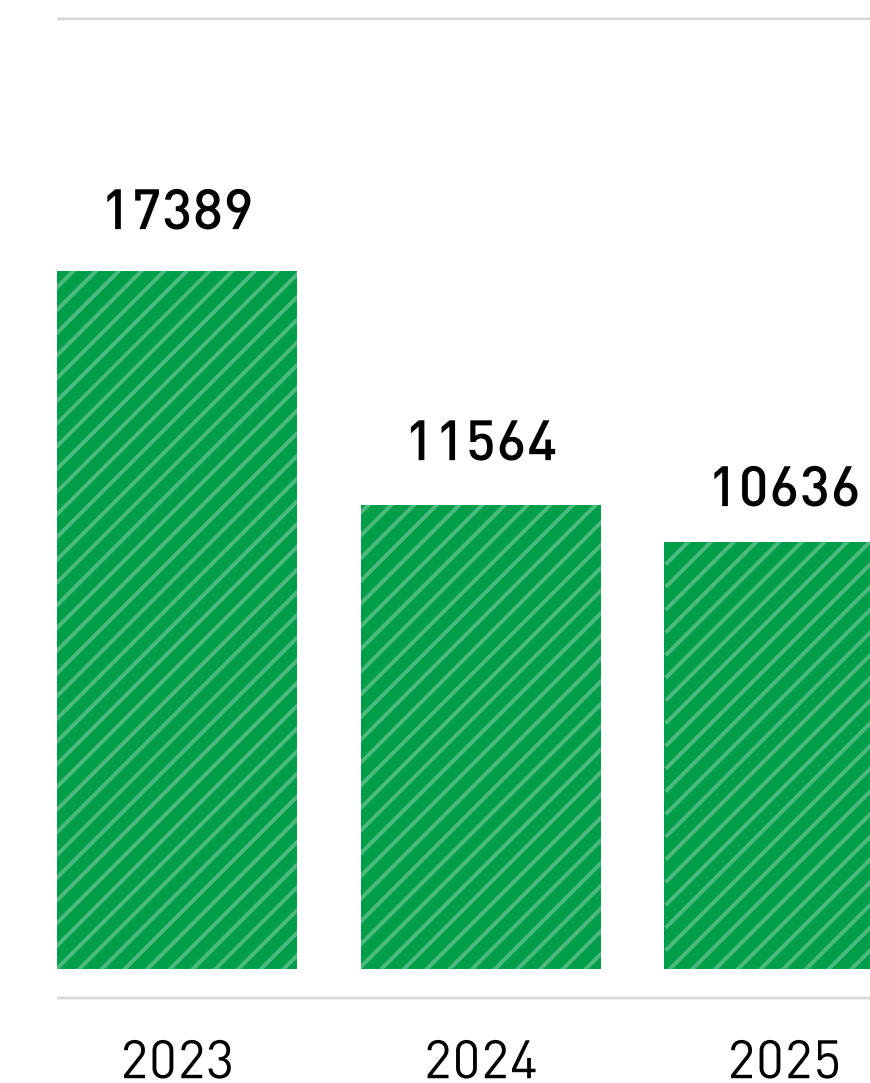
Scope 1 (in t CO₂eq)



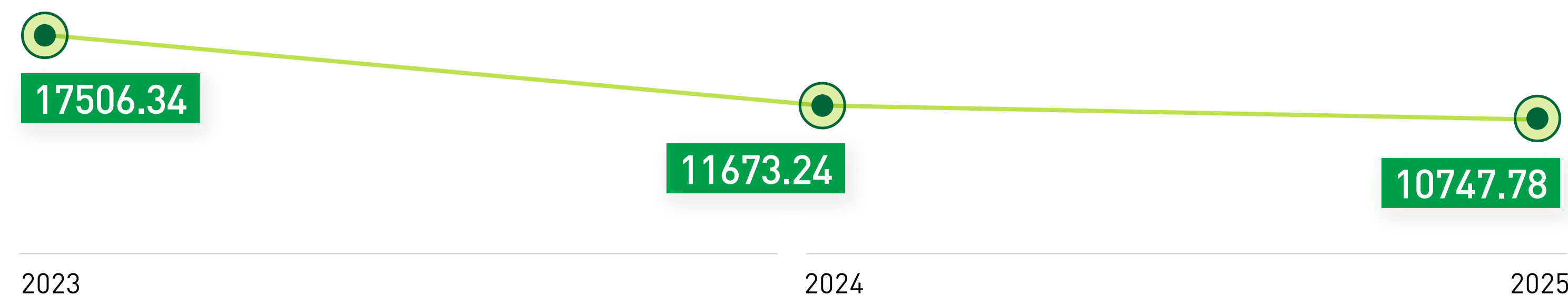
Scope 2 (in t CO₂eq)



Scope 3 (in t CO₂eq)



CO₂ Emissions Overall (in t CO₂eq)





Key Actions Taken to Date

Apart from carbon footprint measurement, we have also implemented other measures in recent years:

- » Scope 1 & 2 Offsetting: Since 2022, all unavoidable Scope 1 and 2 emissions have been offset via Gold Standard-certified international climate projects.
- » Renewable Energy: Since 2023, our office facilities have operated with 100% renewable electricity.
- » Improved Emissions Data: In 2023, we refined our CO₂ calculations for greater accuracy.
- » CO₂ Roadmap Development: In 2024, we created a formal roadmap to guide strategic emissions reductions.
- » Fleet Transition: Hybrid vehicles have been part of our leased fleet since 2020. As existing leases expire, we aim to transition our fleet to low-emission, CO₂-neutral vehicles – including electric and other sustainable alternatives.
- » Charging infrastructure: To support this transition, three electric vehicle charging stations were installed in our company car park in 2024.



Climate Neutrality for Scope 1 and 2

Since 2023, we have partnered with Stadtwerke München (SWM) to voluntarily offset all unavoidable Scope 1 and 2 emissions by supporting Gold Standard-certified climate protection projects, allowing us to operate climate-neutral in these scopes since 2022 – far ahead of the EU's 2030 target.

We currently support:

- » Wind energy project in India
- » Efficient cookstoves project in Ghana

These projects also promote UN's Sustainable Development Goals (SDG), making a social, ecological or economic contribution locally at the same time.

In addition to committing to international carbon offset projects, we also voluntarily support the maintenance and expansion of renewable energy plants in Germany – thereby contributing to greenhouse gas reduction in the country and the achievement of national climate targets.



Our CO₂ Roadmap

We formalized our commitment by launching a CO₂ Roadmap inspired by the Science Based Targets initiative (SBTi) in 2024. The Roadmap defines our decarbonization strategy and serves four core purposes:

- » 1. Set clear targets for short-and long-term emissions reduction
- » 2. Ensure regulatory compliance with evolving environmental standards
- » 3. Demonstrate corporate responsibility and leadership in climate action
- » 4. Foster continuous improvement through data and feedback loops

📅 2025 GOALS

SCOPE 1 DIRECT EMISSIONS (LEASED CAR FLEET)

We aim to gradually transition our company vehicle fleet toward CO₂-neutral and lower-emissions alternatives.

In 2025, we updated our company car policy to reflect our commitment to transitioning to CO₂-neutral vehicle options. While the planned replacement of a combustion engine vehicle with an electric model was delayed due to extended delivery times, implementation is expected in 2026.

SCOPE 2 ENERGY USE

We continued to explore opportunities to reduce emissions related to energy consumption at our office location. In 2025, initial discussions were initiated with our building landlord to assess the feasibility of transitioning to more sustainable heating and cooling systems. Progress in this area has been slower than anticipated, reflecting external dependencies and organizational changes beyond our direct control. We will continue these discussions in 2026.

SCOPE 3 VALUE CHAIN EMISSIONS

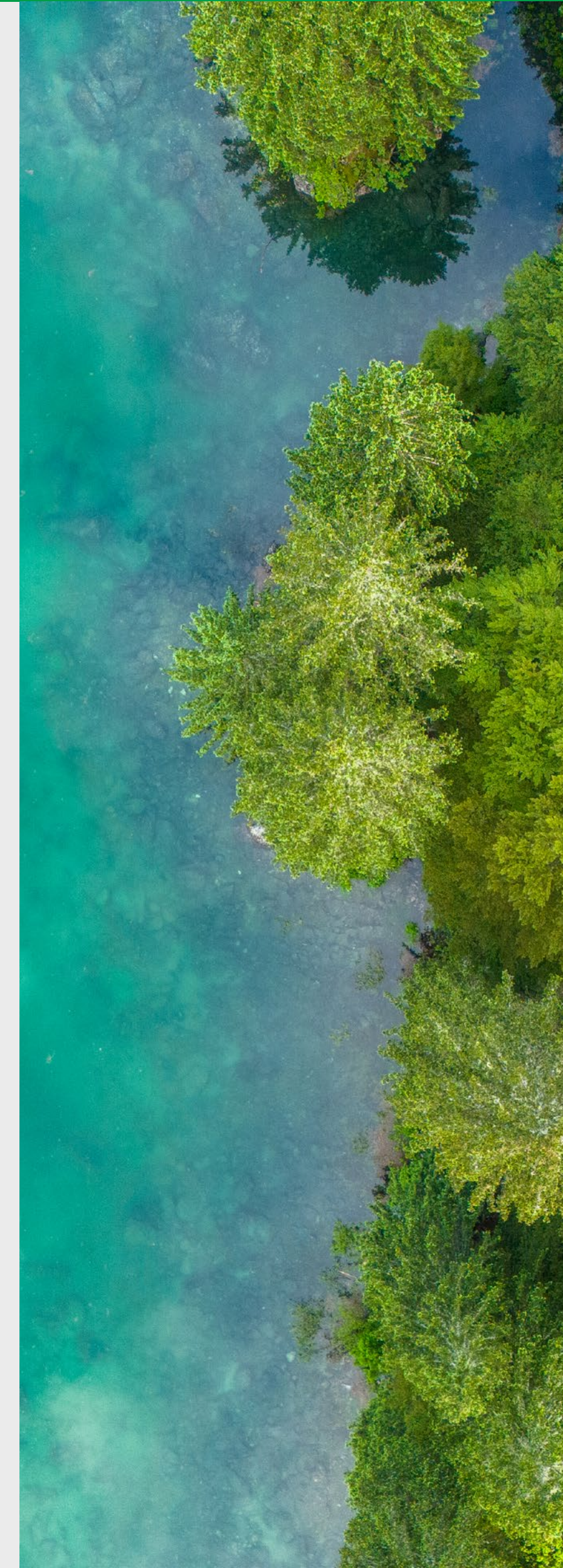
Scope 3 emissions remain the most significant and complex component of our environmental footprint.

In 2025, we continued our efforts to improve transparency around product-related emissions by requesting Product Carbon Footprint (PCF) data from our suppliers. While we were able to expand the availability of PCF data for selected products, overall data coverage remains limited.

This reflects broader challenges across the value chain, where many suppliers are still in the process of developing their own emissions data or face constraints in sharing information externally.

We remain engaged with key partners to explore lower-emission materials and technologies. However, progress in this area is currently influenced by market conditions, including cost considerations and limited demand for lower-carbon alternatives.

We recognize that advancing Scope 3 transparency and reduction will require continued collaboration across the value chain and remains a longer-term priority.



📅 2025 GOALS – PROGRESS UPDATE

SCOPE 1

Replace at least one expiring combustion engine vehicle with an electric model.

❌ **Not Achieved** (Delayed to 2026)

Update the company car policy to reflect our commitment to transitioning to CO₂-neutral vehicle options.

✅ **Achieved**

SCOPE 2

Initiate discussions with our building landlord to assess the feasibility of switching to renewable heating and cooling systems

✅ **Partially Achieved**

SCOPE 3

Continue exploring feasible emission reduction opportunities across the value chain (e.g. use of CO₂-reduced or CO₂-neutral technologies and materials)

✅ **Limited Progress**

Looking Ahead: Our Long-Term Targets

We remain committed to achieving our long-term targets, including:

- » By 2035: Achieve Net Zero Scope 1 & Scope 2 Emissions without reliance on offsets
- » By 2045: Attain CO₂ neutrality across all emission Scopes

Target Area	Goal	Target Year
Scope 1	Full transition to a CO ₂ -neutral fleet (electric or other sustainable alternatives as they become viable); reduce emissions by at least 5.5 t CO ₂ per year	Net Zero by 2035
Scope 2	Use 100% green gas for heating & cooling	Net Zero by 2035
Scope 3	Explore potential target initiatives, and implement corresponding measures to reduce emissions over times; actively engage with suppliers to expand PCF data coverage and enhance reporting accuracy	CO ₂ neutrality by 2045

Note on Scope 3:

Scope 3 consists of indirect emissions from our broader value chain, primarily arising from chemical production, product delivery, and distribution. As a result, our direct influence over these emissions is limited, making it difficult for us to set definitive annual reduction targets at this stage. That said, we are actively evaluating potential levers to reduce Scope 3 emissions over time and are committed to taking meaningful action where possible. We will revisit our Scope 3 strategy regularly as viable options emerge.

2026 GOALS

SCOPE 1

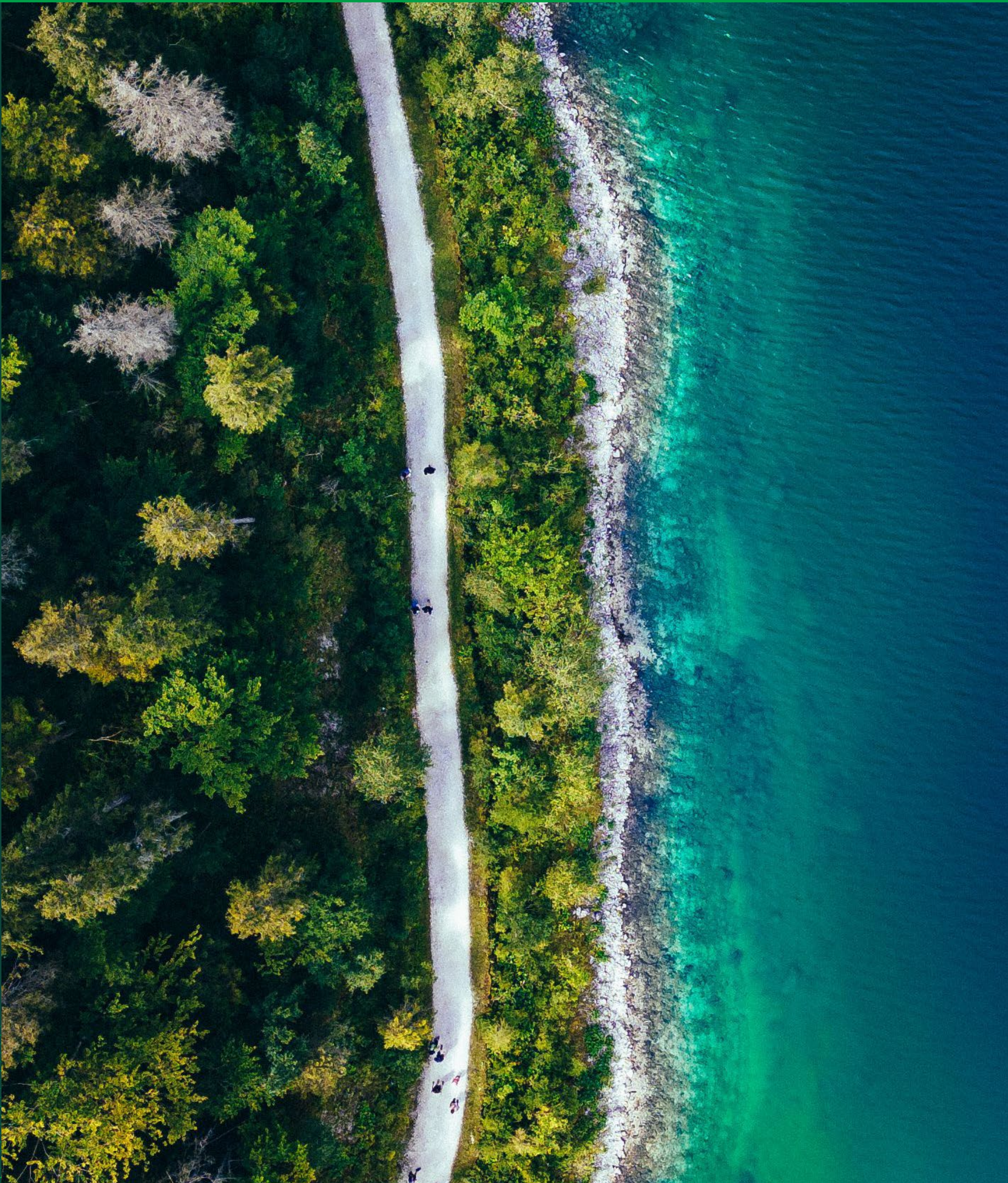
Transition at least one combustion engine vehicle to an electric model

SCOPE 2

Continue discussions with landlord to assess and, where feasible, advance more sustainable energy solutions for heating and cooling systems

SCOPE 3

Continue exploring emission reduction opportunities across the value chain and expand the collection of Product Carbon Footprint (PCF) data



04

SUPPLY CHAIN & OPERATIONS

In our business, we work closely with raw material suppliers, contract manufacturers, contract fillers, waste management providers, and global distribution partners. As an extension of our operations, we expect these partners to uphold the same high standards we apply to ourselves — particularly in the areas of safety, environmental stewardship, and ethical business conduct.

By embedding responsible practices and continuous monitoring throughout our supply chain, we aim to ensure consistent standards across all operations and contribute to a safer, more sustainable chemical industry.



Responsible Partner Selection and Collaboration

Our approach to partner selection remains unchanged. We continue to prioritize long-term relationships with reputable partners who align with our values, ethical principles, and operational standards.

We aim to ensure that our products are manufactured under conditions that are economically and environmentally sound, while maintaining safe, healthy, and fair working conditions across our supply chain. Over 80% of the raw materials used in our products are sourced from within Europe, supporting traceability, quality, and regional accountability.

Commitment to Compliance and Industry Standards

Compliance with environmental, health, and safety (EH&S) standards remains a fundamental requirement for all our partners. We prioritize working with partners who subscribe to the principles of Responsible Care® or who can demonstrate their commitment to high environmental and occupational safety standards.

These expectations ensure that all stages of our operations – from manufacturing to distribution – comply with or exceed legal requirements. We seek to ensure that materials handled, processed, and disposed of on our behalf are managed responsibly to reduce risks to people and the environment.

Environmental Responsibility

We expect our partners to operate in an environmentally responsible manner and to comply with all applicable environmental regulations. We also encourage continuous improvement in reducing emissions, waste, and environmental impact resulting from their activities.

By promoting these practices, we not only reduce the overall environmental impact of our supply chain but also contribute to the long-term sustainability of the chemical industry.

Health & Safety in Manufacturing and Filling Processes

Many of our raw material suppliers are large multinational companies that operate under advanced quality and sustainability frameworks. We have therefore chosen to focus our evaluation efforts on our contract manufacturers and contract fillers, where we can contribute most meaningfully to improving safety, environmental, and ethical practices.

In 2025, we conducted three on-site audits at selected contract manufacturers and contract fillers to assess alignment with our internal standards and relevant health, safety, quality, and operational expectations, successfully achieving our annual target. These audits confirmed a strong level of compliance, with no major non-conformities identified and minor corrective actions agreed where appropriate.

Recognizing the higher risk profile of chlorinated solvents, last year, we further strengthened our audit approach by applying enhanced monitoring and expanded control measures to contract fillers handling these substances. The additional review criteria covered key areas including worker protection, safety procedures, chemical risk management, quality control processes, and environmental safeguards.

We expect all contract manufacturers and fillers to operate in accordance with robust occupational safety standards, and we support this by providing detailed product handling documentation and regular safety training for those interacting with our materials.

By embedding these standards into our operational partnerships, we aim to foster a safe and responsible working environment across our extended production network.

Quality and Performance Monitoring in the Supply Chain

As part of our approach to responsible supply chain management, we use a digital quality and operations management platform to actively monitor the performance of our strategic partners, particularly contract manufacturers and fillers. This system enables the real-time tracking of key performance indicators and non-conformities across operational, quality, safety, and selected sustainability-related areas. Regular review of this data helps us identify risks early and implement timely corrective or preventive actions in collaboration with our partners.

In 2025, we further enhanced our quality and performance monitoring through several measures. A key development was the introduction of an upgraded barcode-based tracking application for our closed-loop solvent storage containers, SAFE-TAINER™ Systems (STS), at contract filling sites.

The improved system allows more detailed and reliable tracking of equipment condition, incident reports, handling processes, and operational performance. It also supports faster issue resolution, improved traceability, and reduced administrative effort through better data availability and transparency. Improved equipment visibility and maintenance planning also support longer asset life and more efficient resource use.

In addition, we introduced regular KPI review meetings with contract fillers. These meetings focus on operational performance, quality assurance, and the identification of potential risks and improvement areas.

Together, these measures strengthen our ability to proactively manage risks, respond to issues efficiently, and maintain high quality and safety standards across our supply chain.



Transparency and Accountability in Our Supply Chain

In 2025, we successfully completed the rollout of our Business Partner Code of Conduct to key business partners, including distributors, contract manufacturers, and contract filling stations. The Business Partner Code of Conduct forms an important part of our broader compliance efforts and helps us align our values across the supply chain. The implementation was achieved smoothly, with no significant resistance or concerns raised by partners.

We exceeded our initial rollout targets ahead of schedule:

- » 100% of distribution partners signed the Code of Conduct or provided equivalent documentation (target: 80% by end of 2025)
- » 100% of contract manufacturers and fillers signed or provided equivalent documentation (target: 100% by end of 2025)
- » The rollout to strategic suppliers will continue in line with our initially defined target (100% by end of 2026).

These steps strengthen transparency, reinforce shared expectations, and support consistent standards across our supply chain.

📅 2025 GOALS – PROGRESS UPDATE

3 AUDITS

Conduct three on-site audits at selected contract manufacturers and/or contract fillers

✔ Achieved

ENHANCED MONITORING

Implement enhanced monitoring and control measures for contract fillers handling chlorinated solvents

✔ Achieved

PARTNER CODE OF CONDUCT

Roll out the Business Partner Code of Conduct to key business partners

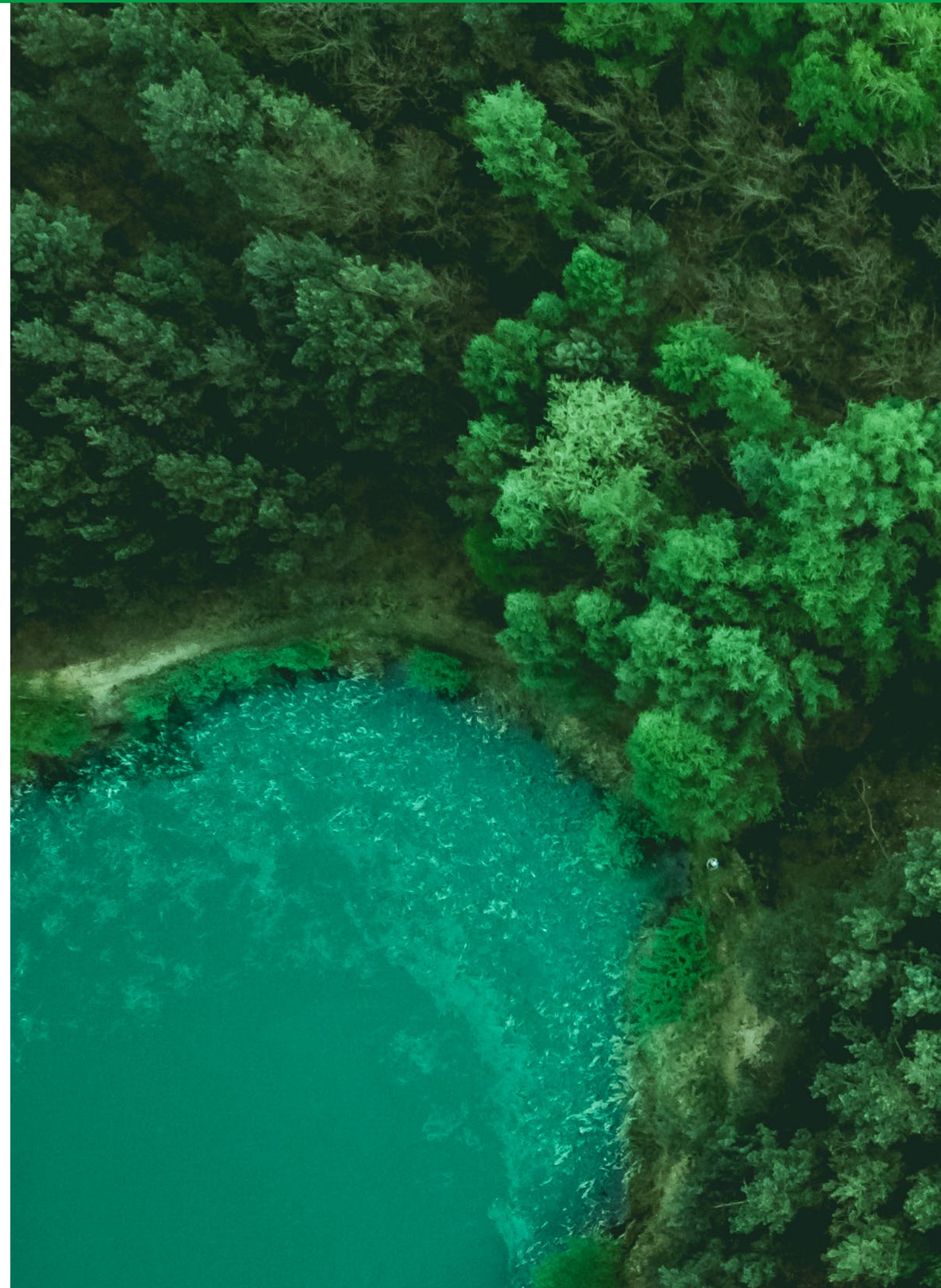
✔ Achieved

Governance of Distribution Partnerships

We maintain structured oversight of our distribution partners through a cross-functional Distribution Management Team. This team brings together internal expertise from Sales, Business Development, Customer Services, and Quality Control to ensure a comprehensive and consistent evaluation of partner performance and alignment with our strategic and ESG priorities.

The team meets on a quarterly basis to assess distribution partners against a defined set of criteria covering both business and sustainability aspects. These include sales performance, customer service quality, operational reliability, as well as responsible care, environmental protection, and adherence to our Business Partner Code of Conduct.

This structured approach supports informed decision-making, strengthens transparency, and enables constructive dialogue with partners. Where improvement areas are identified, we work collaboratively with our partners to define and implement appropriate measures, reinforcing our shared commitment to responsible and sustainable business practices.



📅 2026 GOALS

3 AUDITS

Conduct three on-site audits at selected contract manufacturers and/or contract fillers

BUSINESS PARTNER CODE OF CONDUCT

100% of strategic suppliers to sign or provide equivalent documentation by end of 2026

TRAINING AND CAPABILITY BUILDING

Introduce structured knowledge checks (e.g. training assessments) to further strengthen operator awareness and correct handling practices of our products

05

PEOPLE & CULTURE

Our people are the pillars for our success. We are committed to fostering a supportive, inclusive, and collaborative work environment that enables employees to grow, contribute, and feel a strong sense of belonging.



Culture and Employee Engagement

As a small company of 54 people, we are especially proud of our diverse workforce: our global team represents over 13 nationalities and collectively speaks 18 languages. We believe this cultural diversity, openness and cross-border collaboration are the fuel to innovation, enabling us the unique global perspectives we bring to our customers and partners in our day-to-day operation.

We place a strong emphasis on maintaining a positive, inclusive and collaborative workplace culture. Over the past four years, internal feedback related to team spirit has shown a continuous upward trend, reflecting a strong sense of collaboration and engagement across the organization.

In 2025, we further strengthened our onboarding experience through the introduction of a mentoring programme for new employees. This initiative pairs new joiners with experienced colleagues from outside their immediate team, supporting integration, knowledge sharing, and cross-functional collaboration from an early stage.

Flexible and Family-Friendly Workplace

We recognize that flexibility and family-oriented policies play a crucial role in employee satisfaction. To help employees better balance their personal and professional lives, we have a hybrid working model alongside flexible working hours.

Employees with children can take up to five days per child per year to care for their children during illness. We also offer special leave allowances for life events such as anniversaries or moves.

A Supportive and Celebratory Culture

In addition to our annual company events – held in summer and winter to strengthen team spirit and create opportunities for shared connection and celebration – we also value informal occasions to recognize both professional and personal milestones. In 2025, several colleagues celebrated work anniversaries of 10, 20, and even 30 years with the company, alongside a retirement farewell. True to our inclusive, people-first culture, we came together to celebrate these special moments as a team. It is this openness, collegiality, and appreciation that contribute to the company's tight-knit culture and strong sense of belonging in the workplace.



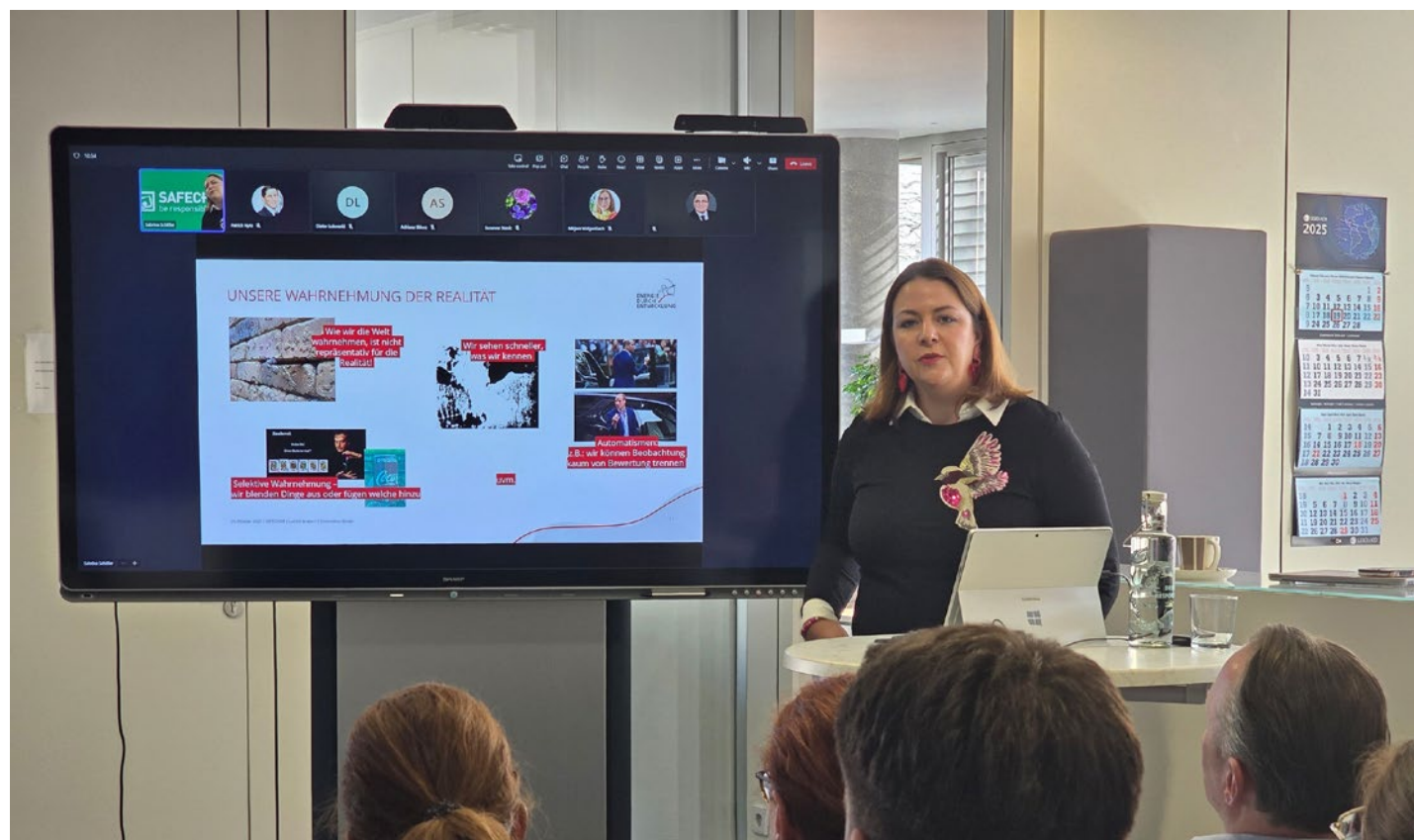
Training, Learning and Development

Supporting continuous learning is central to employee personal and professional development. In addition to the provision of external training aligned with professional development goals, we offer both formal and informal learning opportunities throughout the year.

In 2025, we delivered four internal “Lunch and Learn” sessions, covering topics such as unconscious bias, responsible use of artificial intelligence, communication do’s and don’t’s, and professional etiquette. These sessions provide an informal platform for knowledge sharing and open discussion across teams.

In addition, we conducted in-person training sessions during company-wide gatherings on topics including:

- » IT security awareness
- » AI – The technology shaping our future



Furthermore, we provided employees with access to a digital learning platform, offering a broad range of training modules across areas such as compliance, data protection, sustainability, well-being, and occupational safety. This allows employees to tailor learning to their individual roles and development needs.

We complemented these efforts with targeted awareness initiatives, such as training on energy-saving practices in the workplace, supporting more sustainable day-to-day behavior.

To foster a safe and ethical work environment, we maintain a structured approach to mandatory and recurring trainings. These include:

- » Annual Occupational and Safety Training
- » Annual Hazardous Goods Training (for lab staff & sales team)
- » Annual Diversity and Inclusion Training
- » Annual Code of Conduct Training
- » Quarterly Online IT Security Trainings
- » Biennial First Aid, Fire Protection and Evacuation Training (We have 28 trained first aiders, far exceeding the regulatory requirement of 2.5.)
- » Biennial Driver Safety training (open to all employees, not just company car users). In 2025, we achieved a participation rate of 92% among company car users. While slightly below our target, this reflects a high level of engagement, with remaining participation dependent on operational factors.

Thanks to the breadth of the training offerings, we successfully achieved the goal of increasing employee training time to at least 4 days per person per year in 2025, a goal that we would like to maintain for 2026.

2025 GOALS – PROGRESS UPDATE

LUNCH & LEARN

Host a minimum of 4 Lunch and Learn sessions to foster continuous learning

✓ Achieved

EMPLOYEE DEVELOPMENT

Increase employee training time to at least 4 days per person per year to support professional growth

✓ Achieved

DRIVE SAFETY TRAINING

Offer Driver Safety training to all employees; target 100% participation among company car users

✓ Partially Achieved

Health, Safety and Well-being

Ensuring the health, safety, and well-being of our employees is a fundamental responsibility. Our designated Occupational Health and Safety Officer ensures compliance with applicable regulations while fostering a safe, healthy and productive work environment. Internal health and safety meetings are held on a regular basis, at times including participation from our external occupational health advisor. Each session is documented to support transparency, accountability and continuous improvement. We also provide comprehensive accident insurance coverage for every employee.

In addition to the offering of safety training, we provide professional eyesight screenings in our office every three years (last screening took place in 2025), and partially cover the cost of computer glasses if needed.

For the promotion of an open and safe workplace culture, employees also have access to an independent Ombudsperson service that offers a confidential channel to report concerns.

In 2025, we continued the positive development of recording zero reportable workplace incidents, reflecting the strength of our proactive health and safety measures.

Workplace Incident Statistics

Year	Reportable Incidents*		Non-Reportable Incidents**		Near-Miss***	
	Actual	Goal	Actual	Goal	Actual	Goal
2024	0	0	2	<=2	2	<=4
2025	0	0	0	<=2	2	<=4

Reportable incidents*: >= 3 days absence from work.

Non-reportable incidents**: 0 - <3 days absence (recorded in the First Aid Book).

Near-miss***: An incident needing no entry in the First Aid Book but with potential for injury

All incidents – regardless of severity – are documented in a written report. More importantly, preventive measures are defined and implemented to reduce the risk of recurrence. This systematic approach reflects the importance we place on occupational health and safety and underscores our commitment to continuous improvement as well as a risk-aware and safety-first workplace culture.



2026 GOALS

LUNCH & LEARN

Host a minimum of 4 Lunch and Learn sessions to foster continuous learning

EMPLOYEE DEVELOPMENT

Maintain an average of at least 4 training days per employee per year to support professional growth

HEALTH AND SAFETY

Target 80% participation in first aid, fire protection, and evacuation training (employees in Germany)

06

PRODUCT STEWARDSHIP & CUSTOMER ENGAGEMENT

Ensuring the safe, responsible, and sustainable use of our products is a core element of our business model. We take a holistic approach to product stewardship, supporting our customers throughout the entire lifecycle of our solutions — from implementation and operation to recovery and recycling. Our approach is built on three key pillars: customer engagement and capability building, sustainable service models, and digital solutions that enhance transparency and operational control.



Customer Engagement and Capability Building

We actively support our customers in the safe handling and responsible use of chemicals through targeted training and knowledge-sharing initiatives. A key component of this approach is our CHEMAWARE™ knowledge platform – a dedicated resource hub designed to promote risk awareness, regulatory understanding, and best practices in the safe and sustainable use of chemicals. Through this platform, we provide:

- » Updates on global chemical legislation
- » Guidance on chemical handling, risk management, and best practices
- » Insights into closed cleaning technologies

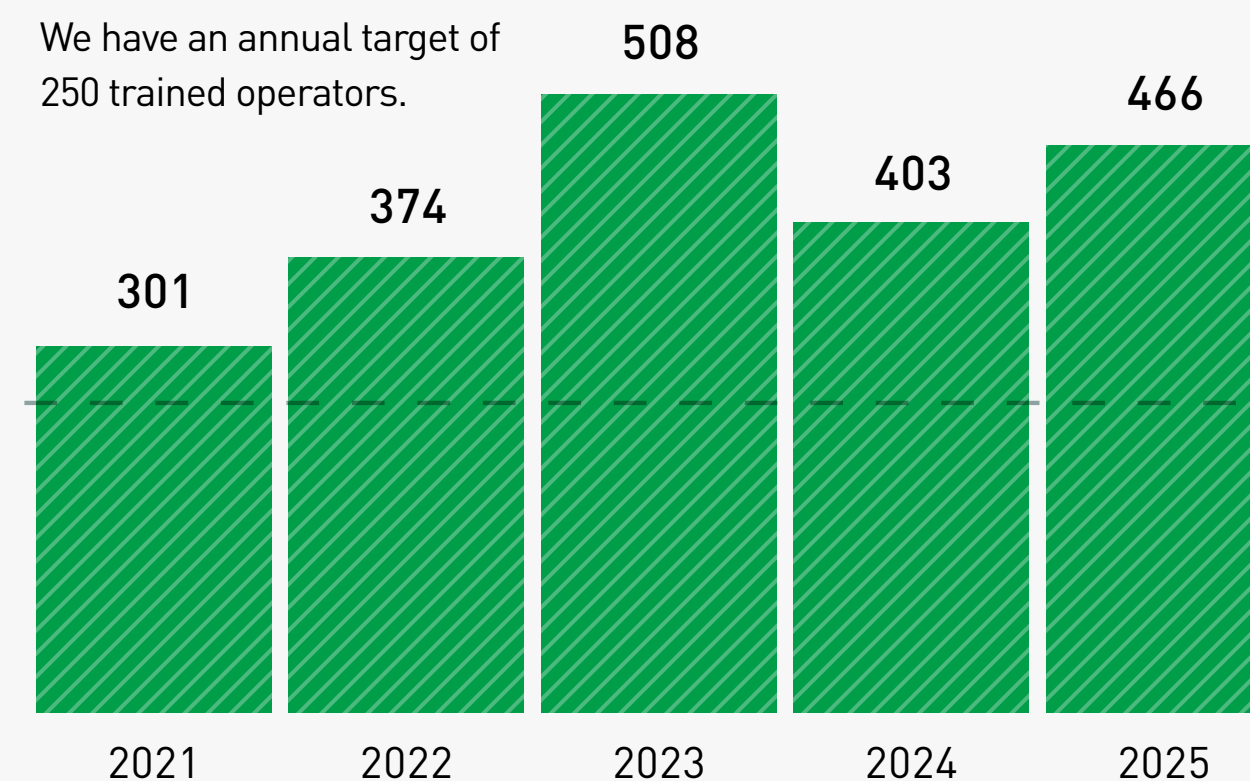
Complimenting this, we deliver on-site CHEMAWARE™ Solvent Trainings, focusing on risk awareness, safe handling practices, and regulatory compliance. In 2025, a total of 466 participants – an increase of 15% opposite 2024 – took part in these trainings, reflecting continued engagement and strong interest from our customers. We further support knowledge exchange through educational webinars, technical presentations, and participation in industry events. These activities allow us to share practical insights, promote best practices, and support customers in improving safety and sustainability in their operations.

Sustainable Service Models

Our service-based business model is designed to reduce environmental impact while ensuring safe and efficient chemical use. Through full-service solutions such as COMPLEASE™ chemical leasing, we support customers in optimizing their cleaning processes, minimizing resource consumption, and improving operational efficiency. In parallel, our SAFE-TAINER™ System enables safe solvent handling, storage, and return of used solvents. This closed-loop approach facilitates the recovery and recycling of solvents, reduces waste generation, and minimizes direct contact with chemicals. Additional service elements including MAXICHECK™ Test Kits and MAXISTAB™

CHEMAWARE™ Solvent Training Participants

We have an annual target of 250 trained operators.



Stabilizers support stable cleaning processes, thereby maximizing solvent lifespan and minimizing need for bath exchanges. Together, these service models contribute to a more circular approach to chemical management, supporting both environmental protection and operational safety.

Digital Solutions for Safe and Efficient Use

In 2025, we further strengthened our product stewardship approach through the development of digital solutions such as MAXICHECK™ Connect. This automated solution for solvent testing enhances monitoring and transparency of solvent use, enabling more precise process control and supporting predictive maintenance. By improving data availability and system diagnostics, it contributes to safer handling, reduced resource consumption, and less waste generation. In addition, design considerations for the device – such as durability, modularity, and ease of maintenance – support the long-term use and reparability of the system, contributing to resource efficiency over its lifecycle.

2025 GOALS – PROGRESS UPDATE

250+ TRAINED OPERATORS

Train at least 250 operators through CHEMAWARE™ Solvent Trainings to promote safer solvent handling practices

✓ Achieved



2026 GOALS

SAFETY AWARENESS TRAININGS

Continue to train at least 250 operators through CHEMAWARE™ Solvent Trainings to support safe handling and responsible chemical use

07

STAKEHOLDER & COMMUNITY ENGAGEMENT

We recognize that building a responsible and resilient business goes beyond internal operations — it also involves meaningful engagement with our external stakeholders. This includes maintaining strong ties with industry associations, contributing to knowledge exchange, and supporting initiatives that align with our values around sustainability, safety, and social responsibility.



Industry Association Memberships

We continue to actively engage with key industry associations at national and European level, supporting regulatory alignment, sustainability advancements, and the responsible practices within the chemical industry.

Through these affiliations, we stay informed on legislative developments, contribute to industry dialogue, and promote best practices across the value chain.

Our current memberships:

- » ESG (European Solvent Recycler Group)
- » FECC (European Association of Chemical Distributors)
- » VCH (Verband Chemiehandel)
- » ZVO (Zentralverband Oberflächentechnik)
- » FiT (Fachverband industrielle Teilereinigung)
- » AWT (Arbeitsgemeinschaft Wärmebehandlung & Werkstofftechnik)
- » FEMIA (Mexican Federation of Aerospace Industry)

Industry Engagement and Knowledge Sharing

In addition to our formal memberships, we also contributed to broader sustainability discussions via industry, academic, and cross-sector platforms in 2025. Our contributions included:

- » Participation in a sustainability-focused industry event in Barcelona, where we presented our approach to chemical leasing as part of the transition toward more circular and resource-efficient business models
- » Participation in an expert panel discussion on industrial cleaning at an academic-industry conference in Poland, contributing practical insights on operational challenges and sustainability considerations
- » Participation as a guest speaker in a sustainability-focused webinar, organized by PACCT, where we shared our perspective on responsible chemical management and sustainable business practices

In addition, our approach to chemical leasing was recognized externally and featured as a use case in a PACCT 2025 publication on Product-as-a-Service models, highlighting its potential to support circular economy principles. Through these activities, we aim to foster collaboration, contribute to industry understanding, and support the development of more sustainable practices across our sector.

Community Engagement

As part of our broader commitment to social responsibility, we continue to support our local communities through charitable donations. In 2025, we made contributions to a range of initiatives, including Sucht- und Jugendhilfe e.V., which focuses on the prevention of online violence and hate, youth support, and drug prevention, as well as children hospice and conflict areas. These efforts reflect our belief in responsible corporate citizenship and our intention to make a positive contribution beyond our core business activities.

2025 GOALS – PROGRESS UPDATE

CSR INITIATIVE

CSR Initiative – Support at least one community initiative aligned with our ongoing commitment to youth well-being and drug prevention

✓ Achieved

2026 GOALS

CSR INITIATIVE

Support at least one community initiative aligned with our ongoing commitment to youth well-being and drug prevention

STAKEHOLDER ENGAGEMENT

Participate in at least three external events involving industry, academic, or public stakeholders

08

LOOKING AHEAD

At SAFECEM, sustainability and responsible business practices remain integral to how we operate and create long-term value. Building on the progress made in recent years, we remain committed to strengthening our environmental performance, maintaining high standards of governance, and fostering a positive and collaborative culture for our employees and partners.

Key focus areas for the coming year include enhancing digital governance and cybersecurity readiness, further improving supply chain oversight through improved monitoring, closer partner engagement, and targeted capability-building initiatives, as well as expanding customer training to support the safe and sustainable use of chemicals.

While challenges persist in improving the availability and quality of environmental data across our value chain – particularly with regard to Scope 3 emissions and Product Carbon Footprint (PCF) information – we will continue to engage with partners and explore pragmatic approaches to increase transparency over time.

As a focused and dedicated organization, we will continue to drive meaningful impact in line with our business model and resources. We welcome open dialogue with all our stakeholders — including customers, employees, partners, and the wider society — as we continue this ongoing ESG journey.





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Disclaimer: This ESG report is intended to provide transparency into our environmental, social, and governance-related practices and goals. It has been prepared for informational purposes only and does not constitute a legally binding document. Certain statements contained herein may be forward-looking and reflect current views and assumptions. Actual future results and activities may differ materially due to various factors beyond our control. While we have made reasonable efforts to ensure the accuracy of the information at the time of publication, no warranties or representations are made as to its completeness or future accuracy.

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