

Sustainability Declaration 2024

for use as non-financial declaration
based on the German Sustainability Code (DNK)
and the Corporate Sustainability Guideline (CSRD)

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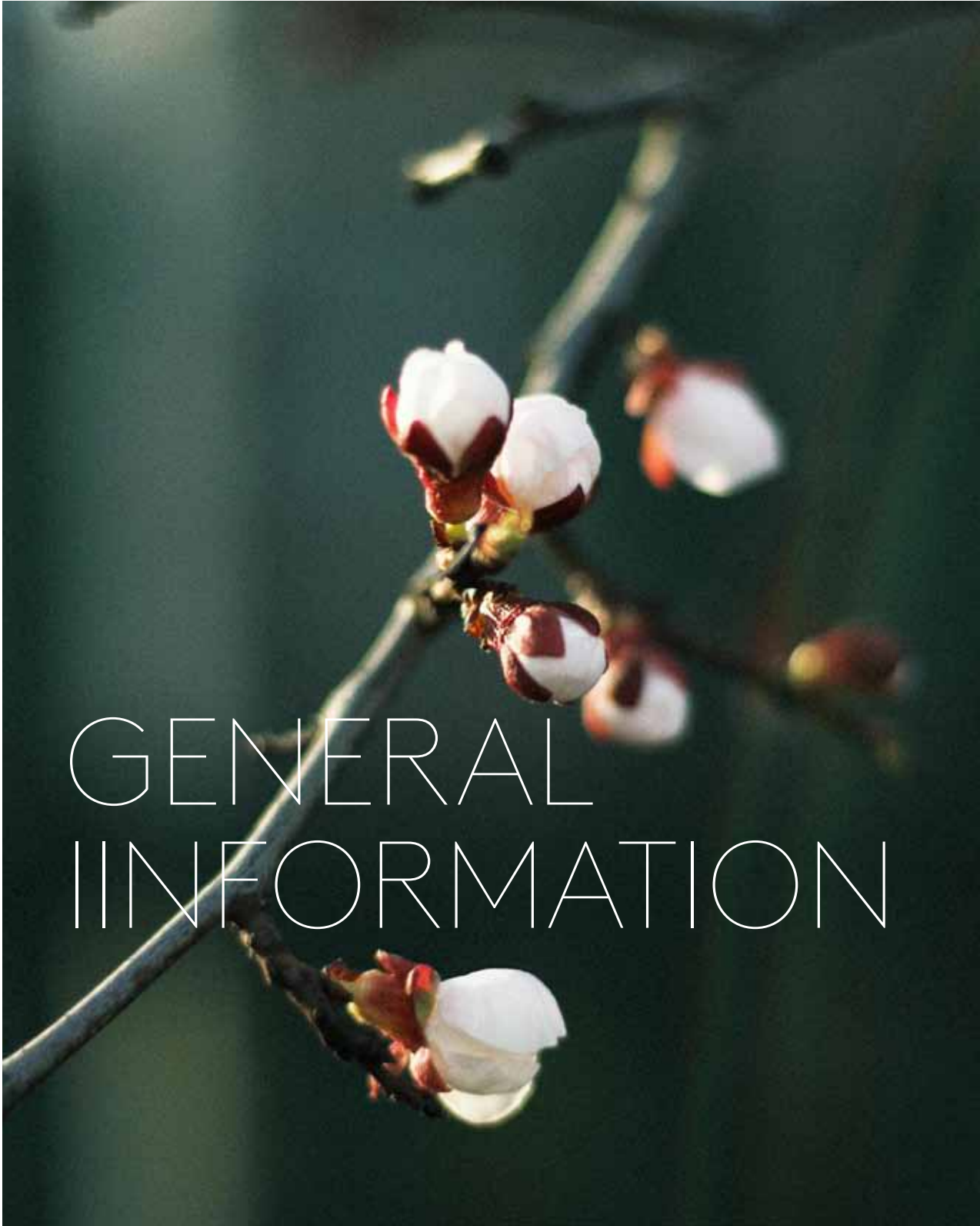
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APPENDIX 1: OVERVIEW OF THE GRI INDICATORS IN THE SUSTAINABLE CODE DECLARATION



General Information (ESRS 2)

Describe your business model (including type of company, products / services)

OQEMA AG is one of the leading European chemical distributors of commodity and specialty chemicals with

- presence in 55 locations in 25 countries across Europe, with headquarters in Germany
- over 1,600 employees, with almost 500 sales and 400 operational focused staff
- a product portfolio of over 15,000 chemical products serving 20,000 customers with our 'full line' service offer
- an asset heavy logistics and warehouse infrastructure providing a unique range of distribution services

With our individual and bundled services, we cater for a variety of chemical related solutions. Our customers include local, national and international companies in the following industries:

- chemical synthesis and industrial
- energy and utilities
- pharmaceuticals, biotechnology and life sciences
- automotive and transportation
- metal and surface treatment
- food and beverage
- textile
- household and personal care products
- water treatment

The Group has specific expertise in the technical and regulatory support of its customers. We have established an extensive range of technical expertise within the industries of our customers. Our teams support and accompany all processes along the industry-specific value chain in a committed and highly collaborative way.

Specializing in individual 360° service solutions, we cater to diverse needs from research and development to production, in both small and large quantities. Our flexible service portfolio includes product conception and development, raw material selection, supplier management, production and packaging, warehousing, storage, and transportation, all designed to enhance efficiency, innovation, and sustainability for our customers and suppliers. We strive to be the best employer and make a positive impact on our planet, our people, and our industry, planting the seeds today for a flourishing tomorrow.



STRATEGY

Criteria 1–10: Sustainability Policy

Criteria 1–4 concerning STRATEGY

1. STRATEGIC ANALYSIS AND ACTION (ESRS 2)

The company declares whether or not it pursues a sustainability strategy. It explains what concrete measures it is undertaking to operate in compliance with key recognised sector-specific, national and international standards.

At OQEMA, we see sustainability as an integral part of our identity and our business model. As a family business that has always thought across generations, we take responsibility for our role as a manufacturer and distributor in the chemical industry and as a member of the global community.

Our sustainability declaration reflects our concrete commitments to have a positive impact on the environment and society. Through clear principles, innovative approaches and a sustainable business strategy, we continuously work on improving our processes and shape the world around us. This policy statement is our commitment to a sustainable future and a promise to all who work with us: We will continually strive to fulfil our responsibilities and contribute to a world worth living in, not just for us, but for generations to come.

OQEMA's sustainability strategy is based on four pillars:

- Purpose
- Planet
- People
- Product

The approach to sustainability is deeply anchored in our strategy and evolves around our stakeholders' needs.

Our sphere of influence does not solely focus on our own organization. Above all, it is the selection of our suppliers and principals as well as the value creation process of our customers.

The goals associated with our sustainability strategy are presented in criterion 3. Measures already implemented and planned for are described in the topic-specific criteria of this report.

Our sustainability strategy is based on internationally recognized standards and frameworks like the UN Sustainable Development Goals (UN SDGs). At OQEMA, we have identified five UN SDGs that we specifically have an impact on:

- SDG 3 – good health and well-being
- SDG 4 – quality education
- SDG 8 – decent work and economic growth
- SDG 12 – responsible consumption and production
- SDG 13 – climate action

Since August 2024, we are a formal signatory of the UN Global Compact (UN GC) and actively promote and implement the Ten Principles within our sphere of influence (see performance indicators 5–7):

- protection of human rights
- fair working conditions
- environmental protection
- prohibition of corruption

OQEMA's understanding of Corporate Social Responsibility has been developed and influenced by the principles stated above. Further, in order to act in accordance with those requirements, these have been formalized in the OQEMA Corporate Governance Codex and in the Codes of Conduct that are binding for employees and suppliers.

Compliance with these requirements is ensured by numerous methods and processes within the framework of our integrated quality and environmental management system, which is certified in accordance with the ISO 9001 and 14001 standards across many OQEMA affiliates. The non-certified sites also follow strict directives and meet all compliance obligations. Furthermore, the company is striving to establish its organizational and operational structure for occupational health and safety based on the requirements of ISO 45001. The reporting system associated with the management system ensures the continuous improvement of processes and the reduction of negative environmental impacts.

2. MATERIALITY (ESRS 2)

The company discloses the aspects of its business operations that have a significant impact on sustainability issues and what material impact sustainability issues have on its operations. It analyses the positive and negative effects and provides information as to how these insights are integrated into the company's processes.

Material topics

The definition of material topics is the basis for OQEMA's strategic activities and defines the prioritization of projects and actions. A first materiality analysis was conducted in the year 2022.

In the year 2024 OQEMA conducted a double materiality analysis (DMA) in line with the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). Due to the underlying criteria, OQEMA will be affected by the CSRD for the reporting year 2027.

To update and define the impact material topics for OQEMA (inside-out view, ESRS 1-3.4 § 34-46) and the financially relevant matters (outside-in view, ESRS 1-3.5 § 47-51), an extensive IRO (impacts, risks and opportunities) assessment was carried out involving key stakeholders of the OQEMA Group.

The materiality analysis of 2022 and the European Sustainability Reporting Standards (ESRS) served as basis for the generation of the long-list of potential material topics for OQEMA, as well as the Sustainable Development Goals (SDGs) of the UN (cf. Criterion 1), GRI Standards or Responsible Care guidelines. Responsible functions and departments evaluated the long-list in multiple workshops to generate a corresponding short-list and rated the topics on impact and financial materiality. All topics (including sub-topics and sub-sub-topics) were evaluated in accordance with CSRD/ESRS methodology and criteria. In a final assessment, the materiality thresholds and the material topics were defined together with the Executive Board. The IRO assessment was accompanied by an independent external advisor. As part of the DMA a stakeholder analysis was conducted following ESRS 1 3.1 and their relevance for OQEMA ranked (cf. criterion 9).

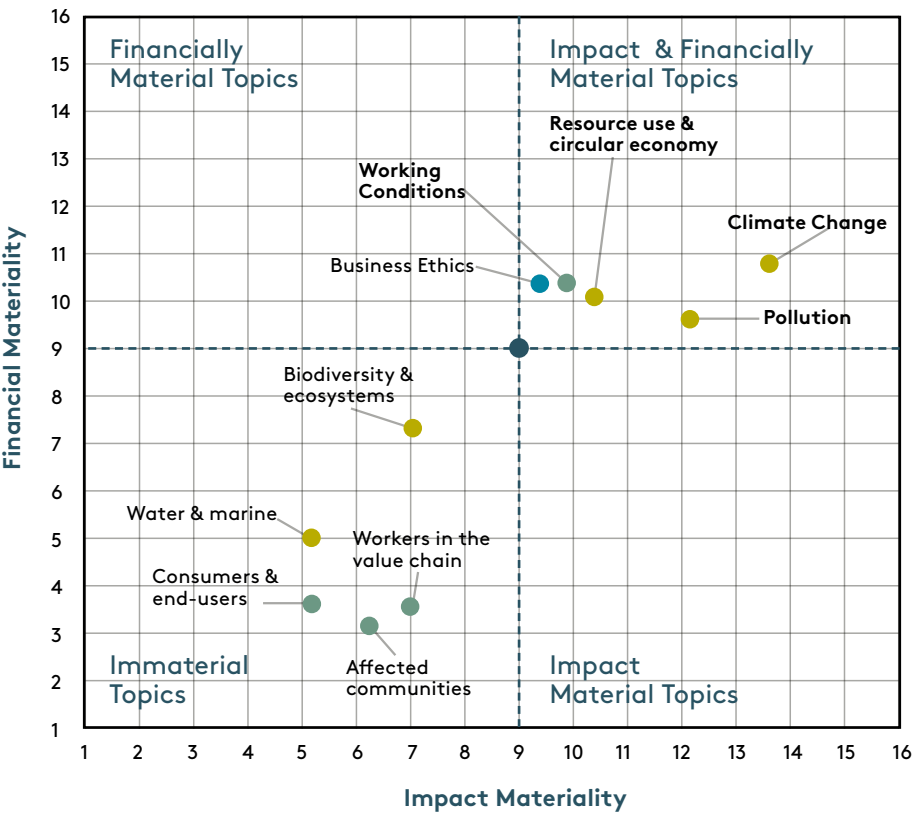
The material topics for the OQEMA Group are:

- Climate Change (E1)
- Pollution (E2)
- Resource Use & Circular Economy (E5)
- Business Ethics (G1)
- Working Conditions (S1)

Respective targets and actions can be found in the different chapters of this sustainability declaration.

Our overall target at OQEMA is to develop and improve our processes continuously by addressing risks and opportunities. While the transformation into a net zero company (E1 Climate Change) poses challenges to our current business model in some aspects, (such as the reduction of GHG emissions along the value chain) it also offers opportunities, specifically with regard to our product portfolio and offerings. To address our material topics, we establish policies and directives throughout the OQEMA Group.

Biodiversity has not been identified as material topic for the OQEMA Group but is addressed through our environmental policies. None of our operational sites (primarily warehouses) is affected by specific regulatory requirements with regard to biodiversity.



3. OBJECTIVES (ESRS 2)

The company discloses what qualitative and/or quantitative as well as temporally defined sustainability goals have been set and operationalised and how their level of achievement is monitored.

To measure progress in the area of sustainability, OQEMA sets dedicated sustainability targets. The materiality analysis, regulatory developments, as well as the UN SDGs (cf. criterion 1), Responsible Care guidelines and the yearly EcoVadis performance rating are relevant frameworks and tools for OQEMA to determine the right priorities.

The functional departments are each responsible for achieving sustainability targets in their area of responsibility; overarching sustainability goals are handled by the sustainability department. Overall, the central sustainability team builds the umbrella for the sustainability strategy. It continuously monitors the progress of the measures and summarizes the results in the annual sustainability reporting. The department has a direct reporting line to the COO of OQEMA.

On the following pages, you can learn more about the targets set in the last reporting cycle (or before) and OQEMA's progress.

OQEMA has been working on the following qualitative and quantitative sustainability goals:

Area of action – Procurement & Supply Chain (G1, S2)

- Achieve acceptance of the OQEMA Code of Conduct for Business Partners by 80 % of all focus suppliers by the year 2025

Status: By the year 2025, 92 % of OQEMA's focus suppliers have accepted OQEMA's Code of Conduct for Business Partners or provide relevant proof that they adhere to similar standards. OQEMA's target is to reach an acceptance rate of 100 % by the end of the year 2027.

- Conduct an external risk assessment by the year 2025 (initiated in the year 2023) to support supply chain due diligence directives (German Supply Chain Due Diligence Act or CSDDD) using an independent service provider

Status: All suppliers of OQEMA underwent a risk assessment using an independent service provider. In total ~1,200 companies were screened with regard to compliance, environmental, social and governance practices. The process includes a supply chain due diligence assessment and captures the commitment to protecting human rights throughout the supply chain including the German Supply Chain Act and global regulatory. All suppliers showed a low risk profile, data are being handled according to ISO 27001 requirements.

- Develop and implement a guideline on sustainable procurement by the end of the year 2024, with a particular focus on the upgrading our internal processes and capabilities

Status: Procurement processes are analysed and a sustainable procurement policy is being developed. The implementation phase planned for the year 2026 (with the requirements of the German Supply Chain Due Act and CSDDD in focus).

Area of action – Products & services (E2, E5)

- Formulate baseline performance metrics and growth targets for product portfolio classified as sustainable in the three main categories (bio-based, circular and innovative)

Status: With the introduction of a new ERP system in the year 2025 at major sites, the formulation of baseline metrics and growth targets has been shifted to the 4th quarter of the year.

- Definition of criteria for the sustainable products in “food and feed” business segment in 2025

Status: on-going

- Educate our stakeholders and the interested public on sustainability aspects of our business through various formats (webinars, presentations at events and trade fairs) and acting as an exchange platform

Status: We have offered and continue to offer a wide variety of webinars and other educational formats to our business partners focusing on different sustainability aspects.

- Offering customers cradle-to-gate product carbon footprint (PCF) analysis for the products we actively sell following the GHG Protocol

Status: We have successfully initiated the calculation of PCFs and have been working on developing the process further (e.g. available data, data quality and digitization).

Area of action – Climate Change & Energy (E1)

- Develop Scope 3 indirect emissions targets in 2024

Status: The development of a meaningful Scope 3 emission target is on-going based on improved and updated emission data.

- Reduction of operational (Scope 1 and Scope 2) emissions of the Group sites by 20 % by the year 2025 compared to the baseline year 2021

Status: on-going, data for baseline year 2021 to be re-evaluated in the course of the year 2025. Initiatives have been kicked off, and sites are working individually on energy efficiency improvement projects and continuous process developments.

- Procurement of 100 % green power at all sites where available and financially viable by the end of the year 2030, (status 2024: 14 out of 55 sites procure green electricity)

Status: on-going

- Definition of an energy and waste reduction target in the year 2026

Status: on-going

Area of action – Organization & Own Workforce (S1)

- Successively expand OQEMA's occupational health and safety culture.

Status: on-going

- Revise our information security management system on the basis of ISO 27001
- Status: completed
- Introduce a Group wide career management policy by the end of the year 2025

Status: completed

4. DEPTH OF THE VALUE CHAIN (ESRS 2)

The company states what significance aspects of sustainability have for added value and how deep in the value chain the sustainability criteria are verified.

OQEMA is a 'full-line' distributor of commodity and specialty chemicals products with 15,000 items in its portfolio. Along the value chain through which all these products pass, we consider various aspects of sustainability:

Product management (E1)

At OQEMA, we are working to offer our business partners ecologically sound products and services. OQEMA's target is to reduce its impact along the product life cycle. The expansion of our sustainable product portfolio is a continuous process to serve the market with the needed products. Bio-based products, circular distilled solvents or products with an innovative edge are just three example for categories we have a focus on.

Procurement (G1, S2)

OQEMA fulfils its responsibility to people and the environment by partnering exclusively with suppliers who sign the Code of Conduct for Business Partners or have an equivalent Code of Conduct in place.

This means that compliance with sustainability-relevant standards (see performance indicators 5–7) is a prerequisite right at the start the business relationship. All (potential) suppliers are subject to a risk analysis by an independent CSR service provider to identify any risk of non-compliance with our standards in the supply chain. The risk assessment follows the requirements of the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichten-Gesetz), CSDDD (Corporate Sustainability Due Diligence Directive) and relevant global regulatory. In addition, we screen our focus suppliers for accessible information on their sustainability performance including independent CSR assessments by providers like EcoVadis. The results are integrated into the supplier dialogue to generally promote a cooperative improvement in sustainability performance (cf. criterion 17). In the year 2024, 28 % of colleagues actively involved in purchasing practices had a specific training on sustainable procurement.

Sales

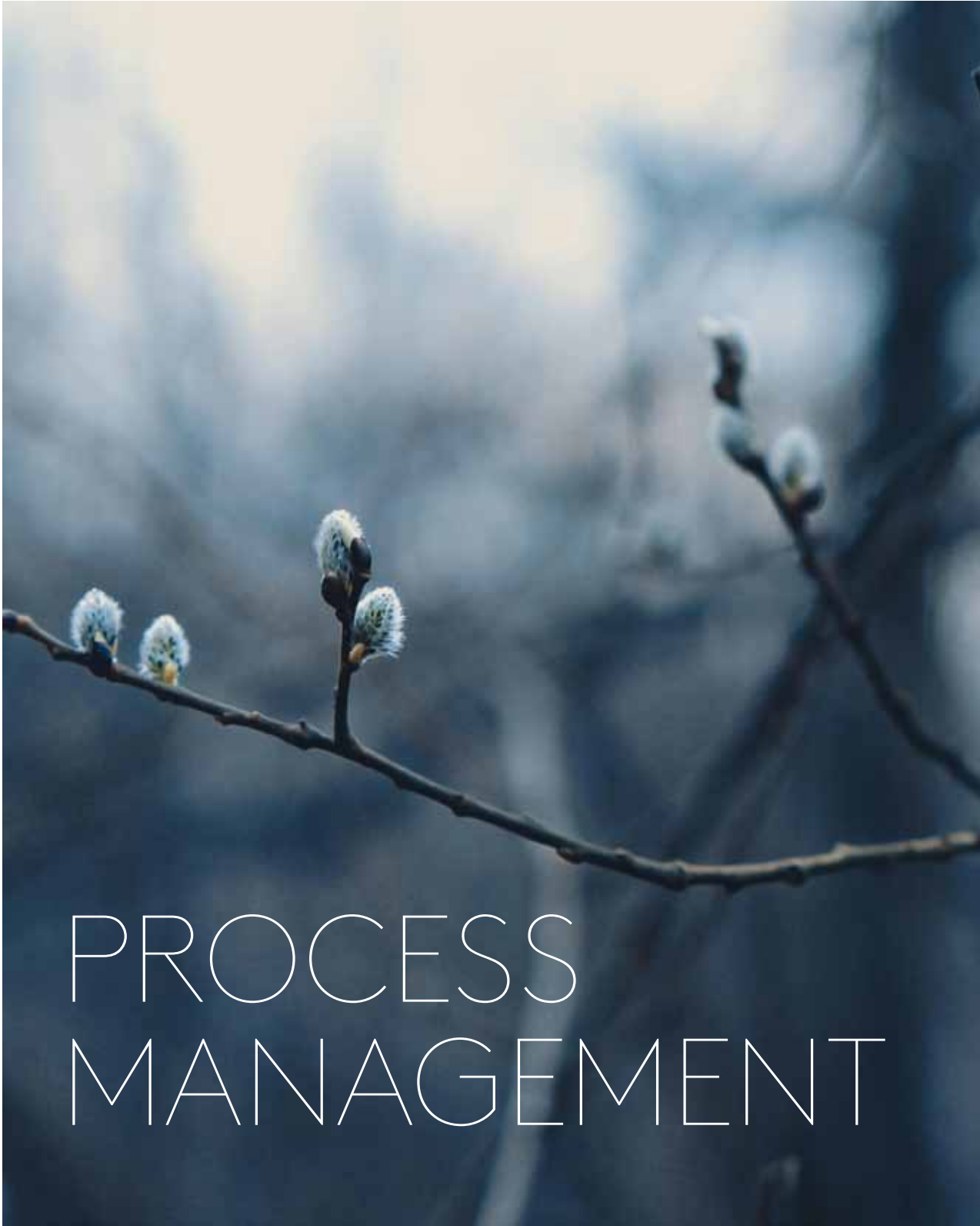
During customer meetings and visits, our sales teams familiarize themselves with the customer's processes and the products they use and actively provide assistance in optimizing and streamlining the product portfolio with regard to cost efficiency, environmental and safety aspects (economy, ecology, people).

Delivery (E1)

Our delivery (own freight fleet) is responsible for ~ 1/3 of our direct emissions. To reduce our impact, we thoroughly plan our transportation routes and use intelligent route planning software that ensures optimal routes and best vehicle utilization. In addition, we are considering offering our customers a service which, on the basis of the individual transport emissions determined for each customer, provides approaches for the joint avoidance of emissions (see criterion 10).

Waste Management & Circular Economy (E2, E5)

OQEMA's goal is to avoid and minimize the generation of waste. At OQEMA, we promote and drive a circular business model. The goal of OQEMA is to continuously promote the efficient usage of resources along the value chain whilst servicing our customers adequately and reducing our environmental footprint. With our recycling activities and the offering of circular distilled solvents, we actively contribute to a circular economy.



PROCESS MANAGEMENT

Criteria 5–10 concerning PROCESS MANAGEMENT

5. RESPONSIBILITY (ESRS 2, G1)

Accountability within the company's management with regard to sustainability is disclosed.

The sustainability department of OQEMA is responsible for the operational implementation of OQEMA's sustainability strategy. The sustainability team works closely with experts and managers from across the company to establish and further develop processes within the company to fulfil stakeholders' needs. The Group Director Sustainability reports directly to the COO.

6. RULES AND PROCESSES (ESRS 2, G1)

The company discloses how the sustainability strategy is implemented in the operational business by way of rules and processes.

We have implemented fundamental guidelines and processes at OQEMA to realize the sustainability efforts embedded in the corporate strategy. Compliance is a given for us. Our rules of conduct, which are written down in the Codes of Conduct for employee and business partners (suppliers and customers), provide the formal basis for rule-compliant behaviour and thus contribute to compliance with sustainability-relevant standards. Policies and procedures based on ISO 9001, ISO 14001 and ISO 45001 standards document objectives, actions and responsibilities with regard to quality, environmental protection, safety and social aspects.

The operational sites (warehouses and processing units) also hold individual certifications that are specific to the market segments and applications they serve. OQEMA employees who are in contact with chemicals receive regular trainings matching their roles to guarantee the safe handling and usage of chemicals. All products and chemicals have safety data sheets (SDS) and documentation that entail all relevant information. Improvement potential from stakeholder feedback with an impact on the environment or the health and safety of employees and customers is continually incorporated so that continuous improvement of processes is ensured.

Our yearly EcoVadis assessment helps to determine our development status and to identify areas of improvement. Furthermore, our sustainability reporting supports to internally review our efforts with regard to our social responsibility. We use the potential for improvement identified in these evaluations as an incentive to continue our consistent and measurable sustainable development.

We continuously monitor regulatory developments to stay compliant. Our double materiality analysis (DMA) conducted in accordance with CSRD requirements in the year 2024 was one further step to set the direction for the OQEMA Group.

7. CONTROL (ESRS 2, G1)

The company states how and what performance indicators related to sustainability are used in its regular internal planning and control processes. It discloses how suitable processes ensure reliability, comparability and consistency of the data used for internal management and external communication.

The process of collecting the sustainability-relevant performance indicators starts at the beginning of a calendar year. KPIs are communicated by the sustainability department as part of the annual reporting. This requires the collection of necessary data of all departments involved like SHREQ, Product Management, Compliance, Legal, Controlling, or Human Resources at the different sites. From January 2024 onwards, the SunHat platform has been implemented to support data collection and collaboration in the OQEMA Group. In all input procedures, subsequent analyses and the present reporting, the four-eyes principle ensures consistency and completeness of the data.

Environmental indicators are recorded in a standardized manner, with GHG emissions being accounted for in accordance with the GHG Protocol. This allows information on consumption and emissions to be provided both for specific sites and for the company as a whole. As a result, the strongest drivers of environmental impacts can be identified, enabling appropriate reduction measures to be initiated.

The main sustainability-related (quantitative) performance indicators for OQEMA are as follows:

Environmental indicators(E1, E2, E3)

- Energy consumption
- CO₂ emissions for all Scopes (1–3)
- Waste (categorized by hazardous & non-hazardous waste)

Employee-related indicators (S1)

- Number of employees broken down by female/male
- Occupational accidents and resulting days of absence, sickness rate

Supply chain-related indicators (G1, S2)

- CSR assessments of focus suppliers and risk assessment of complete supplier base

Key Performance Indicators to criteria 5 to 7

Key Performance Indicator GRI SRS-102-16: Values

The reporting organization shall report the following information:

- a A description of the organization's values, principles, standards, and norms of behavior.

As a signatory of the UN GC, OQEMA has committed to comply with the Ten Principles and follows the precepts of the:

- International Labor Organization for decent work and social standards (ILO).
- UN Declaration of Human Rights (Resolution 217 A (III) of 10.12.1948)
- UN Rio Declaration on Environment and Development (of 14.06.1992)
- UN Convention against Corruption (of 2003)

According to OQEMA's CSR understanding, our main guidelines continue to be:

- We respect and support the protection of human rights.
- We commit ourselves to fair and safe working conditions.
- We are committed to the protection of the environment.
- We stand up against all forms of corruption.
- We act in accordance with the law and act according to the precautionary principle.
- We promote open social dialogue.
- In general, our approach to sustainability is not a marketing tool. We expressly reject greenwashing. This means that all sustainability statements should be based on reliable, comparable and verifiable information.

This understanding of values is documented in the following OQEMA policies:

- Code of Conduct for Employees: binding guideline for action for all employees of OQEMA
- Code of Conduct for Business Partners: Code of conduct for all suppliers of OQEMA
- OQEMA's Corporate Governance Codex

Further guidelines in the form of policies, working procedures, responsibilities, check-lists, etc. are documented in the management systems. Violations of the above guidelines and principles can be reported to the line manager or via an appropriately installed whistle blowing process, that is in line with ISO 27001 requirements. The sender is kept anonymously and is not disadvantaged as a result of the report.

8. INCENTIVE SYSTEMS (ESRS 2, G1)

The company discloses how target agreements and remuneration schemes for executives and employees are also geared towards the achievement of sustainability goals and how they are aligned with long-term value creation. It discloses the extent to which the achievement of these goals forms part of the evaluation of the top managerial level (board/managing directors) conducted by the monitoring body (supervisory board/advisory board).

The achievement of sustainability goals was not explicitly rewarded or encouraged by incentive or compensation systems for managers and employees in the reporting year 2024. However, goals related to sustainability projects and developments are integrated into individual performance goals. Furthermore, all OQEMA employees bear social responsibility, which is why it is natural to us as a family business that every employee gives his or her best to realize the common goals. However, as part of the further elaboration and concretization of the Vision 2027 growth strategy (see criterion 1), the long-term integration of incentive systems to accelerate implementation will be discussed.

Key Performance Indicators to criteria 8

Key Performance Indicator GRI SRS-102-35: Remuneration policies
The reporting organization shall report the following information:

- a Remuneration policies for the highest governance body and senior executives for the following types of remuneration:
 - I Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares;
 - II Sign-on bonuses or recruitment incentive payments;
 - III Termination payments;
 - IV Clawbacks;
 - V Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees.
- b How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.

OQEMA offers its employees and senior executives transparent, performance-based, reliable, and competitive remuneration above the statutory minimum wage. The basis of salary determination and, if applicable, bonus payments is based on the criteria of performance, complexity of tasks, responsibility, importance of the function for the company, and the employee's qualifications and experience. Further details of the compensation policy are generally treated confidentially, so there is no reporting.

Key Performance Indicator GRI SRS-102-38: Annual total compensation ratio
The reporting organization shall report the following information:

- a Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.
- b Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.

The below compensation analysis was conducted on our German based entities, OQEMA AG (holding) where our Executive Management Board, including the CEO are employed and OQEMA GmbH.

2024 (December)	OQEMA GmbH	OQEMA AG holding
Ratio of the highest compensation compared to the median compensation	5.27	3.65

9. STAKEHOLDER ENGAGEMENT (ESRS 2, G1)

The company discloses how the socially and economically relevant stakeholders are identified and integrated into the sustainability process. It states whether and how an ongoing dialogue takes place with them and how the results are integrated into the sustainability process.

OQEMA's key stakeholders are those who are directly involved in the value creation process. These include our employees, customers including their customers, our principals / suppliers, regulatory bodies and the shareholders of OQEMA AG amongst others. A systematic process for identifying relevant stakeholders was conducted as part of the DMA (double materiality analysis) for CSRD readiness in late 2024.

We promote open social dialogue through communication with our stakeholders characterized by clarity, openness, and continuity, we want to learn and develop further, create understanding, and strengthen trust. Compliance is a given for OQEMA.

At the OQEMA Group, the Executive Board maintains close contact with employees through various regular communication offers tailored to the organization (e.g. Quarterly townhalls, SharePoint news bulletins and many more). By means of various dialogue formats such as internal information events, employees are encouraged to communicate their interests.

Our sales representatives are in constant contact with our customers. Regular customer visits, trade shows and fairs are major channels for close communication with our business partners. Customers increasingly expect a dedicated exchange between their own and OQEMA's sustainability experts. Discussion topics include the handling of legal requirements and expectations with regard to OQEMA's product portfolio and services, as well as the discussion of trends and developments. The concerns and expectations expressed in these discussions are incorporated into our sustainability work and core operating business, including our selection of products.

The dialogue with suppliers and principals is primarily maintained by the business development segment managers and product managers through regular meetings. OQEMA maintains long-term and trusting relationships with suppliers. The exchange already taking place between OQEMA's sustainability experts and their counterparts on the supplier side will be intensified to inform suppliers on OQEMA's sustainability criteria and to obtain their perspective and expertise.

The dialogue on sustainability with customers, suppliers, and other stakeholders in the value chain is also promoted through specific events, workshops, training sessions, and individual discussions, as well as in the context of larger trade fairs, networking, and industry meetings. OQEMA AG is managed in close cooperation with the Executive Board and the Advisory Board, which consists of representatives of the shareholders, so that the concerns of the shareholders are directly taken into account in the company's decisions.

Key Performance Indicators to criteria 9

Key Performance Indicator GRI SRS-102-44: Key topics and concerns

The reporting organization shall report the following information:

- a Key topics and concerns that have been raised through stakeholder engagement, including:
 - I how the organization has responded to those key topics and concerns, including through its reporting;
 - II the stakeholder groups that raised each of the key topics and concerns.

The concerns and expectations expressed by our stakeholders provide us with valuable information on the focus of our sustainability work and are included in the validation of our materiality analysis (see criterion 2).

Specifically, customers have expressed the following expectations, among others, as part of tenders, surveys, individual discussions, workshops and webinars:

- Information on sustainability frameworks endorsed
- Information on GHG emissions, PCFs and related KPIs
- Support in the selection of sustainable products

These expectations are integrated into the sustainability products and service offers. More details can be found under criterion 10 (Innovation and Product Management).

At the same time, we also regularly exchange ideas with our principals and suppliers, who have brought the following issues to our attention, among others:

- Investments in sustainability must be accompanied by financial added value in order to be economically viable in the long term
- Concerns about making themselves vulnerable in terms of transparency with regard to sustainability
- Lack of quality emission data to estimate and generate the required PCF for their offered product portfolio

The concerns expressed by our suppliers are incorporated into our sustainability work in various forms. We regularly offer webinars for our suppliers to discuss the added value of expanding sustainability aspects of their products and making their sustainability practices transparent via a recognized CSR assessment platform.

Our employees raised the following topics, among others, in personal discussions and in company-wide and site-specific exchange formats with their respective Management Boards:

- Harmonization of structures at the various sites
- Geopolitical tensions and subsequent market shifts

These concerns were taken up by management and are addressed in various projects and measures.

10. INNOVATION AND PRODUCT MANAGEMENT (G1)

The company discloses how innovations in products and services are enhanced through suitable processes which improve sustainability with respect to the company's utilisation of resources and with regard to users. Likewise, a further statement is made with regard to if and how the current and future impact of the key products and services in the value chain and in the product life cycle are assessed.

Our biggest levers for sustainable development and innovation are our product portfolio and services we offer, as well as advising our customers.

The sustainability department has implemented or initiated the following projects in cooperation with the segment development managers:

Innovative novel chemistry: We expanded our sustainable portfolio development categories to include "innovation" which focuses on new chemistry that can replace known hazardous and toxic chemicals, some which are on ECHA Substances of Very High Concern (SVHC) lists in specific applications. In some cases, existing chemicals can also be replacements for SVHC chemicals. The sustainability department conducts active product scouting in close cooperation with the business segment development teams to identify new suppliers and principals, and jointly support the commercial development of innovative products.

Circularity as a Service – enabling circularity in chemical value chains: OQEMA is leveraging its long standing waste management and solvents recycling experience through our OQEMA Process business unit. We act as a service provider in the market to distribution customers, in partnership with waste processors to market their recycled chemicals to our wide customer base, enabling higher adoption and value capture. In the year 2024 we have established three active partnerships with leading European waste processors with over 20 products sold across our distribution network. In addition, we are developing circular economy opportunities in growing applications like battery recycling. Lastly, we are focusing on enabling reuse of recycled packaging materials by offering packaging return to our customers in many regions.

A systematic data collection to reliably quantify projects and measures is key to define the progress and further develop technologies and innovation. To promote the innovation process, an idea management (or suggestion scheme) is being implemented, because ultimately it is our employees who are the best source for improvement and pragmatic solution proposals. This initiative is part of employee activation plans.

Key Performance Indicators to criteria 10

Key Performance Indicator G4-FS11

(report also in accordance with GRI SRS): Percentage of assets subject to positive and negative environmental or social screening. (Note: the indicator should also be reported when reporting to GRI SRS)

Financial assets are not part of our core business, the KPI is thus not relevant to us.



ENVIRON- MENTAL MATTERS

Criteria 11–20: Sustainability Aspects

Criteria 11–13 concerning ENVIRONMENTAL MATTERS

11. USAGE OF NATURAL RESOURCES (E5)

The company discloses the extent to which natural resources are used for the company's business activities. Possible options here are materials, the input and output of water, soil, waste, energy, land and biodiversity as well as emissions for the life cycles of products and services.

As a chemicals distribution company, OQEMA primarily utilizes the following resources (cf. performance indicators for criteria 11 to 12):
fuel (diesel and gasoline) for the delivery of goods and travel of employees; purchased electricity, natural gas and biogas for carrying out business activities (IT processes, forklift), building use (lighting, heating, air conditioning) and electric charging stations; chemicals for cooling and heating equipment. The factors mentioned here are also significant for the company's carbon footprint (see criterion 13).

Additionally, plastic lined IBC and smaller containers / packaging for storing and shipping goods; paper for business operations and documentation; water for sanitary facilities and kitchen use, as well as cleaning used packaging materials for reuse.

Land use related to our warehouse and logistics assets (55 owned sites across Europe), is managed through our SHREQ processes to ensure no soil contamination or negative impact on biodiversity.

12. RESOURCE MANAGEMENT (E5)

The company discloses what qualitative and quantitative goals it has set itself with regard to its resource efficiency, in particular its use of renewables, the increase in raw material productivity and the reduction in the usage of ecosystem services, which measures and strategies it is pursuing to this end, how these are or will be achieved, and where it sees there to be risks.

As a responsible distributor, we are committed to using resources carefully and to consistently reducing our ecological footprint. To this end, we are working on increasing the resource efficiency of our own business processes on the one hand, and on gearing our product range towards greater sustainability on the other. The continuous improvement of processes is part of our daily business.

Product range

As distribution partner for over 15,000 products in our portfolio, we at OQEMA are aware of their impact on the environment along the life cycle, such as:

- consumption of raw materials (petrochemical vs. renewable, bio-based, circular or recycled)
- pollution caused by manufacturing process (pollution to air, water and soil)
- climate change due to GHG emissions (Scope 1–3)
- generation of waste (along the value chain).
- impact on biodiversity (potential loss due to monocultures in the production of palm oil)

Our leverage to minimize the negative environmental impact of the products we sell lies in our collaboration with our customers and suppliers.

Furthermore, we are responsible for the efficiency of our processes and services to customers and suppliers.

Our approaches to develop a sustainable product range include:

- minimal use of resources over the entire life cycle
- minimal impact on water, soil, air, in particular reduction of the product-related carbon footprint and protection of biodiversity
- use of palm oil and conflict minerals from certified sources that guarantee compliance with specific criteria, thus minimizing potential environmental damage and human rights violations
- monitoring of manufacturers' sustainability performance by external experts (see criterion 17)
- promoting circular economy through the use of reusable solutions, reclaimed and processed chemicals and recyclable packaging and materials

We commit ourselves to contribute to the reduction of environmental impacts and, in particular, to improve our energy-related performance with regard to corporate operations. 15 of our 55 operational sites (29 %) have ISO 14001-certified environmental management systems in place, and equivalent requirements apply to the remaining sites:

- regular identification and evaluation of environmental risks with regard to their extent, probability of occurrence and external relevance for the purpose of implementing preventive measures and processes
- systematic collection and monitoring of environmental indicators (including energy and material consumption)
- continuous process optimization
- investment in modern resource-saving building and vehicle technology development of the product range towards environmentally friendly alternatives

The control is in the hands of the respective SHREQ leads or appointed responsible person at each affiliated company, who reports developments and results directly to the Managing Directors. Specifically, we work in our own business processes in the following fields of action:

Efficient use of fuels and electricity and promotion of renewable energies

The main driver for Scope 1 emissions is the consumption of natural gas and diesel fuels in our operational sites and our vehicle fleet.

Our vehicle fleet consists of company-owned trucks and cars. We aim to achieve a measurable reduction through targeted measures aimed at fleet and route optimization (see criterion 13). A corresponding software solution will be piloted in Germany for this purpose. By limiting the selection of company cars to economical models with strict CO₂ limits, emissions from field service driving can be reduced sustainably. For this reason, a passenger car directive has been in force since May 2022 that restricts the choice of permissible company cars to models that emit a maximum of 130 g CO₂ /100 km. In December 2024 an e-mobility car policy was introduced in addition.

Our operational processes are continuously evaluated for improvement potential and efficiency increases. Measures and actions range from equipment exchanges to new set-up of processes.

Our purchased electricity consumption at all sites in the reporting period (2024) was 5,983 MWh. In addition to numerous measures to increase the energy efficiency of buildings and processes, climate protection is to be driven forward by promoting renewable energies. There are several locations producing a total of 579 MWh of electricity using photovoltaic systems. In addition, 14 OQEMA sites purchased green electricity of 708 MWh. The gradual conversion of further sites to green electricity is to be expanded (cf. criterion 3).

Reduction of packaging materials

While we do not directly influence consumption of packaging materials, specifically plastic and metal containers used to supply our distributed chemical products, we do actively promote the re-use of these containers. We offer customers the option to supply goods in recycled / refurbished containers and at some sites we can offer empty packaging collection, cleaning and re-use. This service empowers the circular economy and offers an economically attractive alternative.

Key Performance Indicators to criteria 11 to 12

Key Performance Indicator GRI SRS-301-1: Materials used

The reporting organization shall report the following information:

- a Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:
 - I non-renewable materials used;
 - II renewable materials used.

As we do not directly influence the consumption of packaging containers used to sell our products (this is based on customer requirements), we therefore do currently not track such information actively.

Key Performance Indicator GRI SRS-302-1: Energy consumption The reporting organization shall report the following information:

- a Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.
- b Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.
- c In joules, watt-hours or multiples, the total:
 - I electricity consumption
 - II heating consumption
 - III cooling consumption
 - IV steam consumption
- d In joules, watt-hours or multiples, the total:
 - I electricity sold
 - II heating sold
 - III cooling sold
 - IV steam sold

- e Total energy consumption within the organization, in joules or MWh
- f Standards, methodologies, assumptions, and/or calculation tools used.
- g Source of the conversion factors used.

In the following, the energy consumption of all sites of OQEMA is listed for the years 2024 and 2023. The energy consumption provided by the individual sites was recorded as part of the GHG emission reporting (cf. criterion 13).

Total Energy Consumption	Year 2024	Year 2023
Total energy consumption in MWh	26,845	25,960
Renewable energy consumption in MWh	1,691	1,254
Purchased green electricity in MWh	708	704
Self-generated solar power in MWh	529	156
Purchased biogas and wood in MWh	453	394
Non-renewable energy consumption in MWh	24,869	24,415
Purchased natural gas in MWh	9,028	8,050
Purchased conventional electricity in MWh	5,275	5,554
Purchased other fuels (incl gasoline, diesel) in MWh	10,565	10,811

The overall energy consumption in the year 2024 was 4 % higher compared to the year 2023. The ratio of renewable energy consumption represented 6 % of the total consumption in the year 2024, a slight increase versus the year 2023 based on a higher contribution of self-generated solar power. Green electricity accounted for 12 % of the total electricity consumption. OQEMA’s goal is to switch to green electricity at all sites by the end of the year 2029, if available and financially valid. Furthermore, the usage of solar power will be increased, where applicable. A significant reduction of fuel consumption is – amongst others factors – dependent on technological developments and available alternatives for the truck and car fleet, as well as forklifts and other devices. In December 2024 a car policy for e-mobility was introduced supporting the reduction of CO₂ emissions.

Key Performance Indicator GRI SRS-302-4: Reduction of energy consumption
The reporting organization shall report the following information:

- a Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.
- b Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.
- c Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.
- d Standards, methodologies, assumptions, and/or calculation tools used.

In the course of our target to reduce our GHG emissions by 60 % by the end of the year 2030, OQEMA works on defining respective energy reduction targets and initiatives. In the past years, energy savings were achieved by individual projects at the sites (e.g. exchange of compressors) and continuous process optimization. Compared to the previous year, the energy consumption remained on a comparable level.

Key Performance Indicator GRI SRS-306-3: Waste generated
The reporting organization shall report the following information:

- a Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.
- b Contextual information necessary to understand the data and how the data has been compiled

Waste generated from operations

	Year 2024	Year 2023
Hazardous Waste	3,857 tons	4,062 tons
Wastewater	54,704 m ³	49,917 m ³

OQEMA's goal is to minimize the generation of waste wherever possible and actively supports a circular business model. The table summarizes the amount of hazardous waste and wastewater generated at the different sites. For the disposal of waste OQEMA cooperates with qualified and specialized companies. Each site has its own waste management system in place. The OQEMA Process GmbH is a licensed waste operator itself handling a wide range of organic and inorganic waste streams.

For the assessment of non-hazardous waste the baseline will be re-defined (see criterion 13).

13. CLIMATE-RELEVANT EMISSIONS (E1)

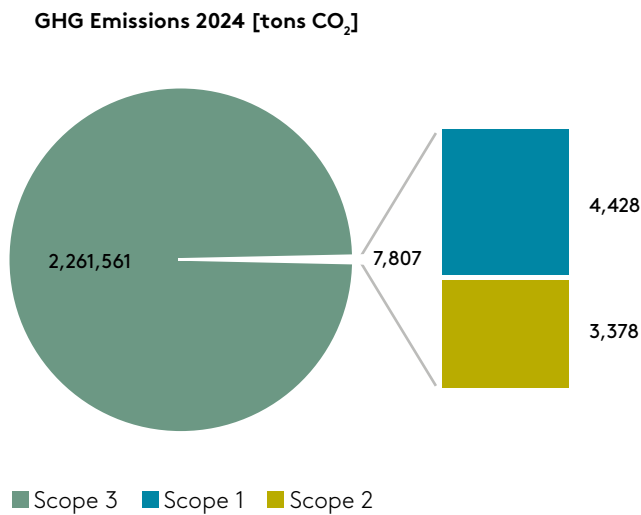
The company discloses the GHG emissions in accordance with the Greenhouse Gas (GHG) Protocol or standards based on it and states the goals it has set itself to reduce emissions, as well as its results thus far.

In the year 2021, OQEMA prepared its first GHG report on Scope 1 and Scope 2 emissions that has been further developed since. For the years 2023 and 2024 the most comprehensive and complete data set for an updated calculation of Scope 1, Scope 2 and Scope 3 emissions has been available.

The GHG emissions caused by OQEMA (Scope 1 and 2) are mainly influenced by natural gas and fuel consumption (Scope 1) and purchased electricity at the different sites (Scope 2). As expected, emissions from purchased good and services account for the majority of Scope 3 emissions. Scope 3 emissions form the largest category of GHG emissions at OQEMA.

Results of corporate carbon footprint (baseline refresh (market-based data))

	Scope 1	Scope 2	Scope 3	Total
2024 (tCO ₂)	4,428	3,378	2,261,561	2,269,368
2023 (tCO ₂)	4,533	3,428	2,220,055	2,228,016



In order to sustainably reduce GHG emissions we directly cause, we have set our target to reduce Scope 1 and 2 emissions by 60 % by end of the year 2030 (compared to the base year 2021) (see criterion 3). Baseline data for the year 2021 will be adjusted due to better data quality available.

Our long-term goal is to become a net zero company by the end of the year 2040. OQEMA's GHG emission goals are based on the reduction targets of the UN Climate Change Conference 2015 and are in line with the targets set by the European Commission as part of the European Green Deal. The European legislative enforces climate neutrality in the year 2050.

To achieve our climate targets, we are working on different starting points, amongst others:

Emissions during delivery

Emissions from deliveries are determined by fuel consumption, which in turn is a function of the truck's own weight, the weight of the goods transported and the distance travelled. The decisive factor for fuel consumption is the vehicle fleet, which currently consists of modern diesel vehicles. The selection of suitable climate-friendly models for our purposes (distribution transport) is still limited. We use special software to optimise the utilization of vehicles and economic travel routes. However, there is still potential for optimisation and CO₂ savings in the frequency of deliveries to the individual shipping addresses. In order to exploit this potential, we foster the cooperation and exchange with our customers.

Emissions from sales activities

The main levers for reducing GHG emissions of the company-owned car fleet lie primarily in the engine and the distance travelled. For this reason, a car policy has been in force since start 2023, which restricts the selection of permissible company cars to models that emit a maximum of 130 g CO₂ / 100 km. Furthermore, a car policy to support e-mobility was introduced in the year 2024.

Emissions from electricity consumption

The reduction of indirect emissions caused by the purchase of electricity (cf. criterion 12) is managed through use of renewable energies, a key lever besides increasing energy efficiency. QEEMA produces its own solar power at a total of seven locations. In addition, 14 of the total of 55 locations purchased green electricity in the year 2024. The long-term goal is to increase the share of renewable energies in total and switch electricity consumption to self-produced solar energy and the use of green electricity.

Continuous process improvement

In general, QEEMA's target is to improve operational processes leading to optimized efficiencies and a lower consumption of energy and resources. Key actions and measures depend on the set-up of the individual sites and entail equipment exchange, modernization and digitization of process steps.

Key Performance Indicators to criteria 13

Key Performance Indicator GRI SRS-305-1: Direct (Scope 1) GHG emissions
Key Performance Indicator GRI SRS-305-2: Energy indirect (Scope 2) GHG emissions
The reporting organization shall report the following information:

- a Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.
- b Base year for the calculation, if applicable, including:
 - I the rationale for choosing it;
 - II emissions in the base year;
 - III the context for any significant changes in emissions that triggered recalculations of base year emissions.
- c Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- d Consolidation approach for emissions; whether equity share, financial control, or operational control.
- e Standards, methodologies, assumptions, and/or calculation tools used.

Since the year 2021, we have been preparing a GHG report according to the requirements of the GHG Protocol for all sites of QEEMA. The year 2021 is defines the base-line for QEEMA.

In accordance with the Kyoto Protocol, the following six greenhouse gases are included in the calculation: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFC), perfluorocarbons (PFC), sulphur hexafluoride (SF₆) and nitrogen trifluoride (NF₃).

For the year 2024, the total Scope 1 and 2 emissions across QEEMA's global operations were calculated as 7,807 tCO₂ (market-based) and 6,505 tCO₂ (location-based). The table below shows the breakdown.

2024 (tCO ₂)	Scope 1	Scope 2	Total
Market-based	4,428	3,378	7,807
Location-based	4,428	2,077	6,505

The market-based method uses the individual emission factors of the electricity suppliers. The location-based method is based on the average CO₂ intensity at country level. For the calculation of total GHG emissions, we have used the emission volumes calculated according to the market-based method, as this reflects the emission values most reliably for OQEMA sites.

OQEMA's goal is to check energy contracts and grid mix individually by the end of the year 2025 to evaluate improvement potential.

In case individual emission factors were not available, Defra factors were used. The calculations were accompanied by Normative. The consolidation approach follows operational control.

Key Performance Indicator GRI SRS-305-3: Other indirect (Scope 3) GHG emissions
The reporting organization shall report the following information:

- a Gross direct (Scope 3) GHG emissions in metric tons of CO₂ equivalent.
- b Base year for the calculation, if applicable, including:
 - I the rationale for choosing it;
 - II emissions in the base year;
 - III the context for any significant changes in emissions that triggered re-calculations of base year emissions.
- c Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- d Consolidation approach for emissions; whether equity share, financial control, or operational control.
- e Standards, methodologies, assumptions, and/or calculation tools used.

Indirect emissions (Scope 3) amount to 2,261,561 tCO₂ in the year 2024.

In order to prioritize the collection of emissions in the individual Scope 3 categories, we carried out an initial screening using the criteria specified in the Corporate Value Chain (Scope 3) Accounting and Reporting Standard of the GHG Protocol. The screening was accompanied by Normative. The following eight categories were defined as relevant for OQEMA's business activities: 3.1 Purchased goods and services, 3.2 Capital goods, , 3.3 Fuel- and energy-related activities, 3.4 Upstream transportation & distribution, 3.5 Waste generated in operations, 3.6 Business travel, 3.7 Employee commuting, 3.12 End-of-life treatment of sold products. The GHG emissions caused by purchased goods and services account for nearly all Scope 3 emissions (with a ratio of > 99%).

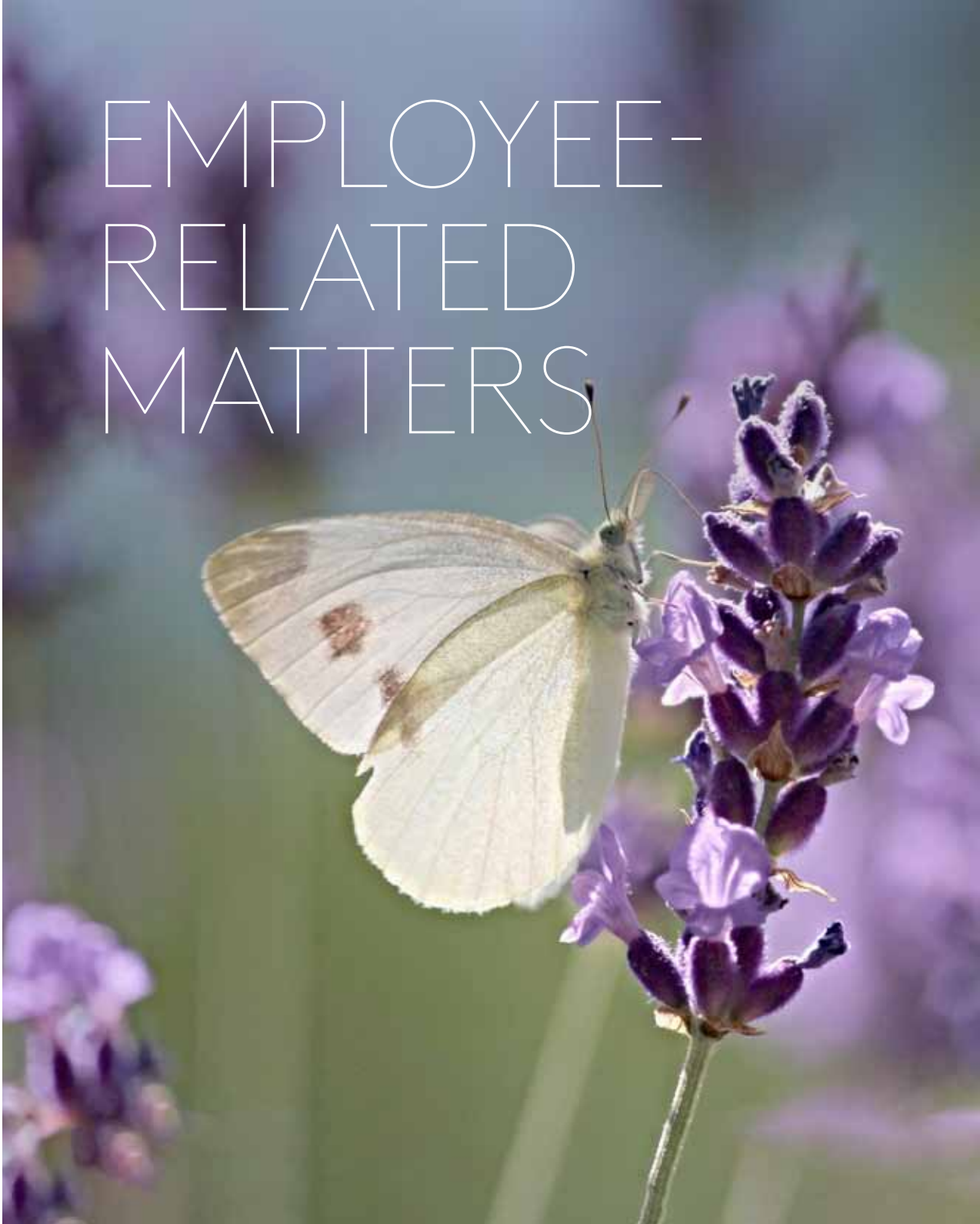
Indirect emissions Scope 3 categories

Scope 3 Categories	2024 (tCO ₂)	%	2023 (tCO ₂)	
3.1 Purchased goods and services	2,245,409	99.3	2,200,808	99.1
3.4 Upstream transportation and distribution	9,721	0.4	9,280	0.4
3.2 Capital goods	2,715	0.1	2,741	0.1
3.3 Fuel- and energy-related activities	1,456	0.1	1,464	0.1
3.7 Employee commuting	1,177	0.1	1,289	0.1
3.6 Business travel	663	–	638	–
3.5 Waste generated in operations	415*	–	3,825	0.2
3.12 End-of-life treatment of sold products	6**	–	6	–
Total Scope 3	2,261,561		2,220,051	

* Waste volumes to be verified
** Category only contains IBCs (packaging)

The calculations were accompanied by Normative. The consolidation approach follows financial control.

EMPLOYEE- RELATED MATTERS



Criteria 14–20: concerning SOCIETY

Criteria 14–16 concerning EMPLOYEE-RELATED MATTERS

14. EMPLOYMENT RIGHTS (S1)

The company reports on how it complies with nationally and internationally recognised standards relating to employee rights as well as on how it fosters staff involvement in the company and in sustainability management, what goals it has set itself in this regard, what results it has achieved thus far and where it sees risks.

Our employees are the most important resource of OQEMA. The employer-employee relationship at OQEMA is characterized by its origin in family-owned medium-sized companies. An amicable and respectful interaction between employees and managers is a core value at OQEMA. In order to ensure the rights of employees in accordance with the ILO core labour standards and other sustainability standards (see performance indicators 5–7) in the company, we pursue various measures at OQEMA. These include firmly installed policies and processes, which are backed up by the Human Resources Department.

Concerns can be raised quickly and directly – also with the management and the Executive Board. One well-established format is a quarterly interactive question and answer session for all employees with the entire Executive Board. Employees also use departmental and management meetings, as well as the company suggestion scheme (amongst other formats) to openly communicate their interests. Therefore the formal route of employee representation is rarely chosen. ~ 50 % of the workforce is represented by officially elected employee representatives as of December 2024.

OQEMA adheres to all regulatory requirements and thus to highest standards worldwide as European-based distribution company.

15. EQUAL OPPORTUNITIES (S1)

The company discloses in what way it has implemented national and international processes and what goals it has for the promotion of equal opportunities and diversity, occupational health and safety, participation rights, the integration of migrants and people with disabilities, fair pay as well as a work-life balance and how it will achieve these.

The promotion of equal opportunities, diversity, occupational health and safety, employee participation (see criterion 14), reconciliation of private and professional life, and the guarantee of adequate remuneration are cornerstones of OQEMA's commitment and an essential part of the OQEMA Code of Business Conduct and the Governance Codex.

Equal opportunities and diversity

As a matter of principle, equal opportunities are provided to every person in the company regardless of skin colour, nationality, social origin, any disability, sexual orientation, political or religious conviction, gender or age. We do not tolerate unacceptable treatment of employees of any kind, such as psychological hardship, sexual and personal harassment or discrimination.

Currently, 42 % of our managers are female, with women making up 40 % of the workforce overall (as of December 2024). Recruitment decisions are based on the qualifications and experience of the candidates. Employees receive regular training on diversity topics, also embedded in training formats covering multiple topics. In the year 2024, 30 % of the employees received a diversity-specific training.

Occupational safety and health protection

At OQEMA, we understand that environmental protection, health and safety are the responsibility of each employee. Compliance with regulatory is a given for us and policies and processes are aligned accordingly. They are implemented through our integrated management system and reviewed on a regular basis. External audits by the employers' liability insurance associations manifest that processes are in compliance with the law and occupational health and safety standards. We also promote the health of our employees through targeted preventive measures at our sites in the form of various offers. (see criterion 16). All products and chemicals have safety data sheets (SDS) and documentation that entail all relevant information to guarantee a safe handling. Our employees are trained on health and safety aspects linked to their job profiles and regulatory requirements. In the year 2024, 73 % of all employees were trained on health, safety and good work practices.

Work-life balance

To support a healthy work-life balance that takes into account different life circumstances, we offer our employees flexible working hours, remote working and part-time jobs where possible. The requirements for remote working are detailed in corresponding guidelines. For both administrative and operational employees, great importance is attached to regulated working hours, which are strictly in line with statutory requirements.

Our professional truck drivers are on the road during the day, so that they are home every evening. If overtime is worked, it is compensated either financially or through time off. In some sites, the costs incurred for kindergartens are also subsidized.

Remuneration

OQEMA offers its employees a comprehensive, performance-based, reliable and competitive remuneration above the legal minimum wage.

The basis of salary determination and, if applicable, variables is based on the following criteria, regardless of gender and other differentiating characteristics: performance, complexity of tasks, responsibility, importance of the function for the company, and the experience of the employee. In addition, non-management employees receive vacation and Christmas bonuses.

16. QUALIFICATIONS (S1)

The company discloses what goals it has set and what measures it has taken to promote the employability of all employees, i.e. the ability of all employees to participate in the working and professional world, and in view of adapting to demographic change, and where risks are seen.

Our employees form our most important resource and we want to attract, keep and develop the best employees. To enable a consistent approach we have established a Group wide HR network that focuses on employee retention, recruitment, and qualification. The target of the Group wide HR network is to align on the strategic approach, and support local HR functions with the implementation of measures.

Employee development

To achieve the best performance, we invest in the training and qualification of our employees. Through training programs, we provide our employees with state-of-the-art development and qualification opportunities that cover job-specific trainings and a wide variety of topics.

In regular performance reviews, managers and employees jointly agree and follow up on the employees' personal development plan and the corresponding qualification measures (see performance indicators for criteria 14–16). This process is fundamental to the overall performance of OQEMA and the continuous recruitment of talent from within the company. OQEMA has also established an online training platform called OQademy offering a wide range of training courses in the areas of technical, methodological, leadership, and personal skills.

Additionally, OQEMA has more than 600 licences for LinkedIn Learning, and since July 2024 employees can also choose from a wide range of training courses of the UN GC covering relevant sustainability and compliance matters.

In the year 2024, 59 % of the employees have received skills-related training (excluding mandatory training).

Health promotion

Health of our employees is crucial to our joint success. For this reason, various measures for targeted prevention have been implemented at the sites, from health information days to offers on ergonomics at the workplace, company sports events and runs, as well as subsidies for fitness centres and gyms.

In the year 2023, we initiated the first elements of an occupational health management system in Germany and Spain, that will be expanded further. Initially, the health management system will focus in particular on occupational health measures (preventive medical check-ups, flu vaccinations) and health promotion measures for employees with physically demanding work.

Promoting young talent

Vocational training has been an important part of OQEMA's long-term planning for many decades. In addition, we employ interns and working students parallel to their studies and issue calls for topics for bachelor's and master's theses, which we subsequently supervise. In the form of trainee programs, we prepare university graduates for professional practice.

Key Performance Indicators to criteria 14 to 16

Key Performance Indicator GRI SRS-403-9: Work-related injuries The reporting organization shall report the following information:

- a For all employees:
 - I The number and rate of fatalities as a result of work-related injury;
 - II The number and rate of high-consequence work-related injuries (excluding fatalities);
 - III The number and rate of recordable work-related injuries;
 - IV The main types of work-related injury;
 - V The number of hours worked.

OQEMA is in the process of implementing a Group wide management and reporting system for occupational safety and health protection and monitoring. A total of 14 work-related reportable accidents were recorded in the year 2024, with no fatalities or high-consequence work-related injuries.

Key Performance Indicator GRI SRS-403-4: Worker participation on occupational health and safety

The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:

- a A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.
- b Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.

OQEMA is in the process of implementing a Group wide management and reporting system for occupational safety and health protection and monitoring. Individual affiliates have their own systems in place with regular risk assessments, operating instructions for all processes and machines that involve hazards, hygiene specifications, mandatory training for employees, etc.

Processes are regularly reviewed by staff and the SHREQ group.

The review includes document inspection as well as on-site visits, interviews with employees, to cover occupational health and safety aspects, and thus a large part of human rights.

Key Performance Indicator GRI SRS-404-1: Average hours of training

The reporting organization shall report the following information:

- a Average hours of training that the organization's employees have undertaken during the reporting period, by:
 - I gender;
 - II employee category.

The training offered by OQEMA includes legally required occupational safety and compliance training for all employees according to their respective area of activity, as well as product training for sales and purchasing, and individual qualification measures. In total, an average of 17.0 hours per employee per year were spent on training and further education in the reporting period 2024. The documentation of training hours is not standardized (manual or digital documentation).

Specifically:

- all warehouse employees and drivers were instructed in the handling of hazardous substances/dangerous goods.
- the sales team is regularly trained on innovations in the market and their impact on the environment (advantages/disadvantages), as well as our internal and external measures in this regard.
- new employees are trained on environmental, health and safety, the code of conduct and business ethics as part of their introduction.

In the reporting period, 72 % of employees have received a performance appraisal. Individual career development plans were conducted on 50 % of employees.

Key Performance Indicator GRI SRS-405-1: Diversity
The reporting organization shall report the following information:

- a Percentage of individuals within the organization’s governance bodies in each of the following diversity categories:
 - I Gender;
 - II Age group: under 30 years old, 30–50 years old, over 50 years old;
 - III Other indicators of diversity where relevant (such as minority or vulnerable groups).
- b Percentage of employees per employee category in each of the following diversity categories:
 - I Gender;
 - II Age group: under 30 years old, 30–50 years old, over 50 years old;
 - III Other indicators of diversity where relevant (such as minority or vulnerable groups).

The following figures relate to all sites, excluding Ukraine and three German affiliates (CB Chemie, Claus Nitsche & Sohn, and Oqemiqs). The employee figures are reported in “ headcount” and reflect the status as of December 2024.

2024 (December)	Headcount	Share
Employees by gender (female)	639	40 %
Executive Board by gender (female)	0	0 %
Top executive positions by gender (female)	54	42 %
Number of employees with disabilities	21	1 %

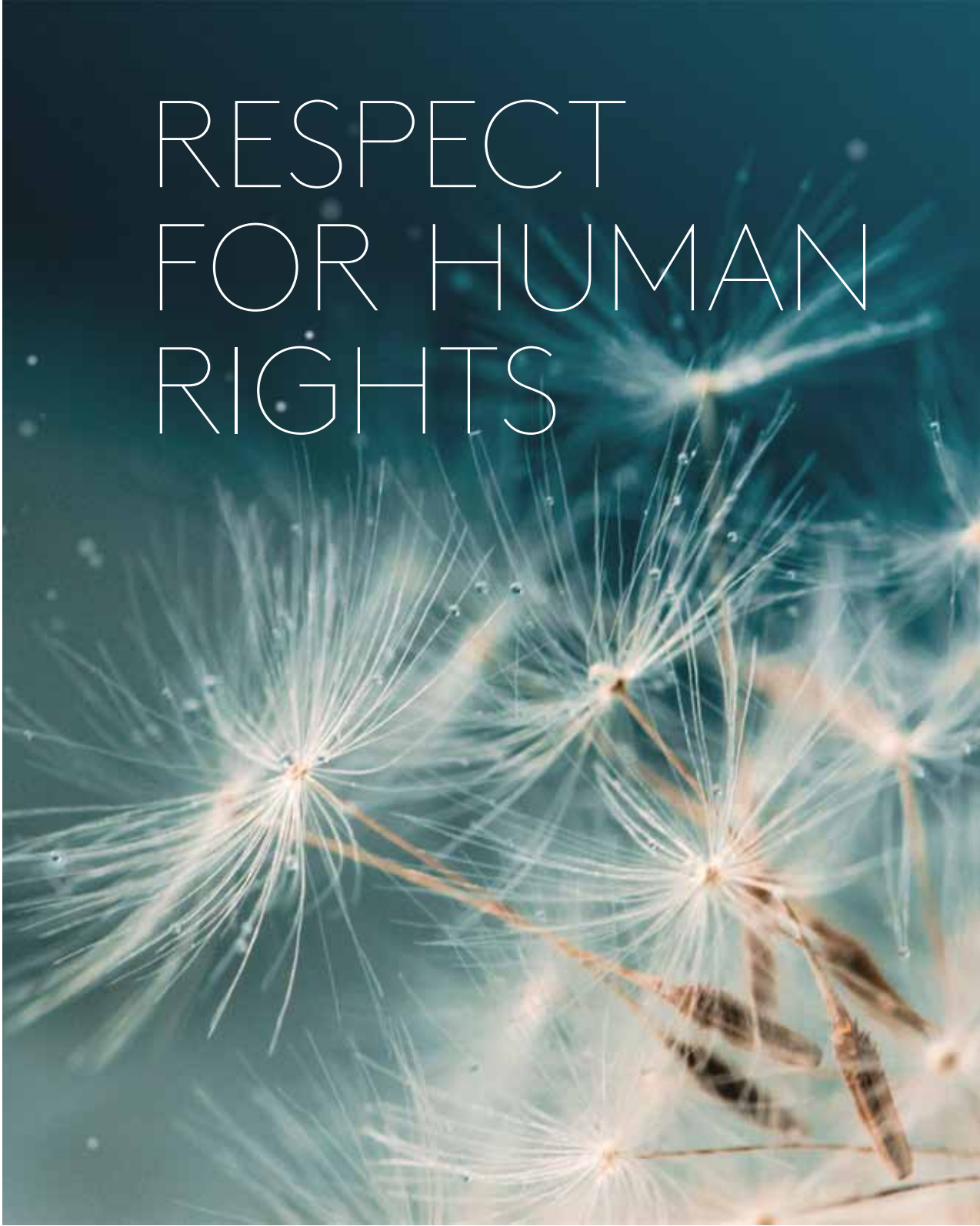
As OQEMA Group complies with local legislation, i.e. the Anti-Discrimination Law in Germany (AGG – Allgemeines Gleichbehandlungsgesetz) we are keeping records on gender (f/m/others) for all employees in our own workforce. On voluntary notification by the respective employee OQEMA Group in Germany is keeping records on disability, in order to provide required working conditions, grant allowances and fulfil legal claims of the respective employees (e.g. additional days-off). In order to comply with German AGG, OQEMA Group does not and is not allowed to keep records on any other minority aspects like e.g. race or sexual orientation.

Key Performance Indicator GRI SRS-406-1: Incidents of discrimination
The reporting organization shall report the following information:

- a Total number of incidents of discrimination during the reporting period.
- b Status of the incidents and actions taken with reference to the following:
 - I Incident reviewed by the organization;
 - II Remediation plans being implemented;
 - III Remediation plans that have been implemented, with results reviewed through routine internal management review processes;
 - IV Incident no longer subject to action.

	2024
Number of reported incidents of discrimination	0

RESPECT FOR HUMAN RIGHTS



Criterion 17 concerning RESPECT FOR HUMAN RIGHTS

17. HUMAN RIGHTS (G1, S1, S2)

The company discloses what measures it takes, strategies it pursues and targets it sets for itself and for the supply chain for ensuring that human rights are respected globally and that forced and child labour as well as all forms of exploitation are prevented. Information should also be provided on the results of the measures and on any relevant risks.

With the Letter of Commitment to the UN GC signed in the year 2024, we have committed ourselves to respect international human rights and not to be complicit in human rights violations.

This commitment is formalized through the Codes of Conduct for Employees and Business Partners (Suppliers) with reference to the Universal Declaration of Human Rights and a large part of the ILO core labour standards and is binding for all employees and suppliers of OQEMA in all locations and subsidiaries in Europe. Hereby, in particular forced labour and child labour as well as any form of exploitation are excluded. An explicit policy statement on the human rights strategy will be adopted in the course of the year 2025.

Human rights within the organization

The Code of Conduct defines the most important principles and is publicly accessible (website). Every new employee receives the Code of Conduct and corresponding training depending on the exposure level of the employee's role. Records are kept at the respective sites and legal entities. The risk of human rights violations can be reduced to a minimum through a wide range of procedural instructions, inspection processes and the training measures provided by Human Resources. In the year 2024, ten OQEMA sites conducted a human rights assessment (18%).

In the second half of the year 2025 a Group wide and standardized training program for compliance will be rolled out. Furthermore, OQEMA has implemented a Group whistleblower system, that employees can turn to anonymously. The system ensures that all incoming reports are encrypted and stored in accordance with ISO 27001 specifications. In addition the solution complies with all European data protection requirements and the EU Whistleblowing Directive. In the year 2024, there was one report related to the whistleblower procedure that could be closed in the same year.

Human rights in the supply chain

To ensure sustainable procurement practices along the value chain, OQEMA has an established procurement process. The prerequisite for cooperation with principals / suppliers is an (at least annual) risk screening for potential human rights violations (new suppliers are screened before first supplies) according to the requirements of the Corporate Sustainability Due Diligence Directive (CSDDD) and the German Supply Chain Due Diligence Act (LkSG). In the year 2024 all suppliers Group wide underwent the risk assessment.

Key developments are regularly communicated to the Executive Board by the heads of the responsible departments via well-established reporting lines. The risk assessment of our complete supplier base is completed by our CSR assessments via questionnaires for focus suppliers, evaluation of their performance (EcoVadis), relevant certifications (ISO standards or equivalent) and review of their Code of Conducts. In the year 2024, we have covered 100 % of our focus supplier base.

OQEMA also has its own Code of Conduct for Business Partners in place covering human rights aspects in line with company's Code of Conduct. After the risk assessment completion, a written confirmation of the OQEMA Code of Conduct for Business Partners as a part of cooperative contracts is required, unless the business partner has an equivalent Code of Conduct established. By this, the supplier commits, among other things, to respect the basic rights of employees, the prohibition of child labour, and health and safety also with regard to their supply chain.

As a company deeply rooted in Europe, developments with regard to due diligence requirements in the supply chain (e.g. Corporate Sustainability Due Diligence Directive or the German Supply Chain Due Diligence Act) are monitored and prepared for. Though the OQEMA Group is currently not directly affected by these legislations, we serve many customers who are directly affected and have already made intensive preparations to support their regulatory requirements.

In the year 2024, 28 % of colleagues involved in purchasing received a specific training on sustainable procurement.

Key Performance Indicators to criteria 17
Key Performance Indicator GRI SRS-412-3: Investment agreements subject to human rights screenings
The reporting organization shall report the following information:

No investment agreements were made in the reporting year, therefore the KPI is not relevant to us.

Key Performance Indicator GRI SRS-412-1: Operations subject to human rights reviews
The reporting organization shall report the following information:

- a Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.

All our operating sites in Scope are in Europe and comply with local regulatory standards for human rights. The human rights index for the countries with OQEMA operations is close to "one", indicating a high guarantee of human rights (source V-Dem, <https://ourworldindata.org>).

2024 (full year)	#	%
Operational sites that have been subject to human rights reviews or human rights impact assessments	10	18

Key Performance Indicator GRI SRS-414-1: New suppliers subject to social screening
The reporting organization shall report the following information:

- a Percentage of new suppliers that were screened using social criteria.

In the reporting year 2024 100 % of all new suppliers were screened using social criteria through an approved external service provider.

Key Performance Indicator GRI SRS-414-2: Social impacts in the supply chain
The reporting organization shall report the following information:

- a Number of suppliers assessed for social impacts.
- b Number of suppliers identified as having significant actual and potential negative social impacts.
- c Significant actual and potential negative social impacts identified in the supply chain.
- d Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.
- e Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.

Our internal review of focus suppliers conducted in April 2024 reveal that 23 suppliers (82 %) have an EcoVadis medal rating. All ~ 1,200 suppliers underwent an external risk assessment and were all rated as low risk suppliers. None were identified as having significant actual and potential negative social impacts.

Focus supplier sustainable procurement survey

As of April 2024	number	Share
Suppliers with EcoVadis medal (bronze or above)	23	82 %
Suppliers with relevant ISO standards (14001, 45001)	23	82 %
Suppliers with equivalent Code of Conduct	27	96 %
Coverage of total spend (2023)	–	51 %

A close-up photograph of a honeybee on a white flower with yellow stamens. The bee is positioned in the center-right of the frame, facing left. Its body is covered in fine hairs, and its wings are transparent with visible veins. The background is a soft, out-of-focus blur of light and color.

SOCIAL MATTERS

Criterion 18 concerning
SOCIAL MATTERS

18. CORPORATE CITIZENSHIP (G1, S2)

The company discloses how it contributes to corporate citizenship in the regions in which it conducts its core business activities

As a family-owned businesses, we feel connected to the communities in which we operate, because we have been acting there for generations. We are part of these communities and see it as our duty and an opportunity to actively shape and promote local social life in line with our vision.

As a rule, the engagement of the affiliate companies primarily benefits social projects and aid organizations that help children and disadvantaged people in communities where we operate. These are supported, among other things, through donations of money and goods, collection campaigns, or volunteer work.

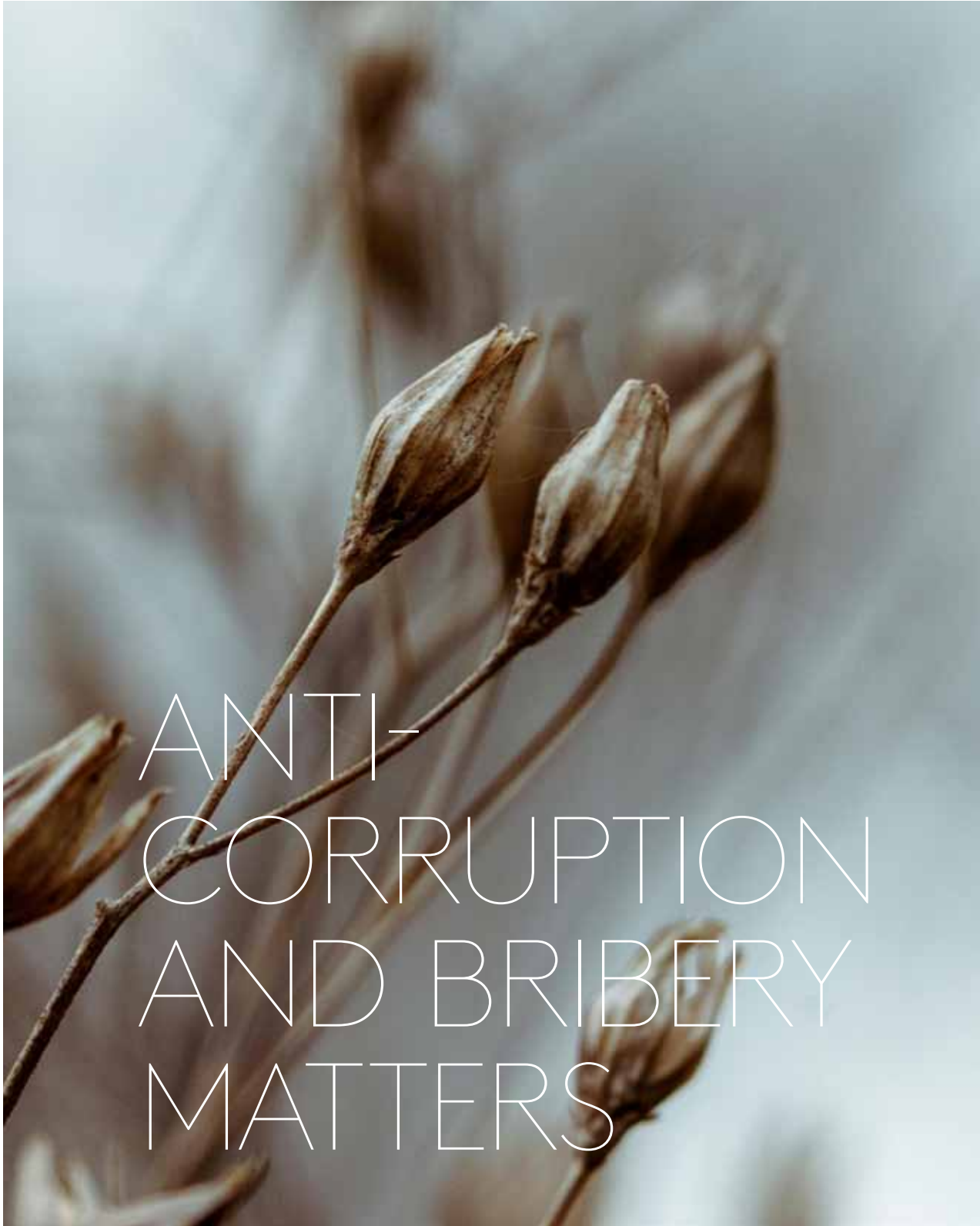
Key Performance Indicators to criteria 18

Key Performance Indicator GRI SRS-201-1: Direct economic value generated and distributed

The reporting organization shall report the following information:

- a Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization’s global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:
 - I Direct economic value generated: revenues;
 - II Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;
 - III Economic value retained: ‘direct economic value generated’ less ‘economic value distributed’.
- b Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.

In 2024, OQEMA Group wide turnover of € 1.5 bn was achieved.



Criteria 19–20 concerning
ANTI-CORRUPTION AND BRIBERY MATTERS

19. POLITICAL INFLUENCE (G1)

All significant input relating to legislative procedures, all entries in lobby lists, all significant payments of membership fees, all contributions to governments as well as all donations to political parties and politicians should be disclosed by country in a differentiated way.

OQEMA does not actively influence legislation.

OQEMA is active in various producer, distributor and customer associations in order to follow and, if necessary, support the market development of specific customer segments. These include the following:

- Verband Chemiehandel (VCH) – Germany chemical distributors association
- FECC – European chemicals distributor association
- European Solvent Recyclers Group (ESRG)

OQEMA has been a signatory of the United Nations Global Compact (UN GC), the world’s largest initiative for sustainable corporate governance since August 2024. As a signatory, we participate in the election of the steering committee and the direction of the organisation’s activities. OQEMA supports the UN GC with USD 15,000 annually.

There is no entry in lobby lists for OQEMA.

Key Performance Indicators to criteria 19

Key Performance Indicator GRI SRS-415-1: Political contributions The reporting organization shall report the following information:

- a Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.
- b If applicable, how the monetary value of in-kind contributions was estimated.

In the reporting year, no membership fees, donations, or contributions were made to political or government institutions.

20. CONDUCT THAT COMPLIES WITH THE LAW AND POLICY (G1)

The company discloses which measures, standards, systems and processes are in place to prevent unlawful conduct and, in particular, corruption, how they are verified, which results have been achieved to date and where it sees there to be risks. The company depicts how corruption and other contraventions in the company are prevented and exposed and what sanctions are imposed.

We act in accordance with the applicable laws and regulations and, as a matter of principle, according to the precautionary principle. These are the main compliance rules of OQEMA. They are documented accordingly in the OQEMA Codes of Conduct, and are binding for all employees and business partners. This also applies to the ban of corruption and bribery, to which we have further explicitly committed ourselves as part of our support for the UN Global Compact.

We ensure compliance with legal requirements through our quality and environmental management system, which is certified in accordance with or based on ISO 9001 and ISO 14001 standards.

Monitoring takes place at least annually as part of management reviews. 15 of 55 operating sites (29 %) have their environmental and quality management systems currently ISO 14001 certified. The non-certified sites also operate according to the same strict requirements.

The necessary data for the legally compliant handling of products (storage, transport, application, etc.) are provided to us by the manufacturers in the form of safety data sheets (SDS) and other product information. These are made available in our central article database that employees and customers can access at any time. Products that are subject to legal regulations are also specially labelled to ensure automated monitoring of the completeness of the required data and documents. Among other things, we have signed declarations from all our chemical suppliers that all products made of or containing chemicals delivered to OQEMA are registered, evaluated, and approved in accordance with the REACH regulation. In total, over 95 % of the articles in our range are subject to legal regulations in Germany. Risks of legal violations may arise from the handling, storage and transportation of hazardous goods. As a rule, full responsibility for product quality and safety lies with the manufacturers, which is underpinned by corresponding contractual agreements.

At OQEMA, we use external information services which announce regulatory changes in the critical areas of hazardous substances, dangerous goods, product, waste, and environmental law. Responsible people at the sites (supported by the SHREQ department) evaluate the changes with regard to the circumstances at OQEMA and, if necessary, define measures for the respective processes. OQEMA employees are trained accordingly to make sure all necessary instructions are carried out and monitored correctly. Since the year 2023, e-training courses have been available to our employees in Germany on third party platforms, including LinkedIn Learning. These trainings include mandatory trainings required by law and trainings required for their respective field of work. An overview of participation rates is presented under the sector-specific supplement participation in ethics training. To comply with the General Data Protection Regulation and ensure information security, numerous management processes have been installed that include both technical and organizational measures, and are monitored by quality management:

- regular systematic risk assessments for information security
- non-disclosure agreements, detailed procedural guidelines and technical security measures to protect personal and corporate data (including corresponding contractual obligations of third parties)
- appointment of data protection officers
- mandatory training on data privacy and information security for employees.

Key Performance Indicators to criteria 20

Key Performance Indicator GRI SRS-205-1: Operations assessed for risks related to corruption
The reporting organization shall report the following information:

- a Total number and percentage of operations assessed for risks related to corruption.
- b Significant risks related to corruption identified through the risk assessment.

To date, there have been no dedicated systematic investigations into corruption risks, so the percentage of audited operations is 0 %. The OQEMA Group runs sites in European countries which follow strict regulatory standards and have in general a low risk for corruption. Compliance with legal regulations in the subsidiaries is checked by means of quality management audits.

As of April 2024	Share of total
Business ethics training	48 %
General compliance training, including corruption and bribery (targeted employee groups, valid for 3 years)	36 %
Data privacy & information security training (SoSafe)	52 %

Appendix 1: Overview of the GRI indicators in the Sustainable Code declaration

In this Sustainable Code declaration, we have reported according to the “comply or explain” principle on the GRI indicators listed below. This document refers to the GRI Standards 2016, unless otherwise noted in the table.

Areas	Sustainable Code criteria	GRI SRS indicators
STRATEGY	1. Strategic Analysis and Action	
	2. Materiality	
	3. Objectives	
	4. Depth of the Value Chain	
PROCESS MANAGEMENT	5. Responsibility	GRI SRS 102-16
	6. Rules and Processes	
	7. Control	
	8. Incentive Systems	GRI SRS 102-35 GRI SRS 102-38
	9. Stakeholder Engagement	GRI SRS 102-44
	10. Innovation and Product Management	G4-FS11
ENVIRONMENT	11. Usage of Natural Resources	GRI SRS 301-1
	12. Resource-Management	GRI SRS 302-1 GRI SRS 302-4 GRI SRS 303-3 (2018) GRI SRS 306-2 (2020)*
	13. Climate-Relevant Emission	GRI SRS 305-1 GRI SRS 305-2 GRI SRS 305-3 GRI SRS 305-5
SOCIETY	14. Employment Rights	GRI SRS 403-4 (2018)
	15. Equal-Opportunities	GRI SRS 403-9 (2018)
	16. Qualifications	GRI SRS 403-10 (2018) GRI SRS 404-1 GRI SRS 405-1 GRI SRS 406-1
	17. Human Rights	GRI SRS 412-3 GRI SRS 412-1 GRI SRS 414-1 GRI SRS 414-2
	18. Corporate-Citizenship	GRI SRS 201-1
	19. Political Influence	GRI SRS 415-1
	20. Conduct that Complies with the Law and Policy	GRI SRS 205-1 GRI SRS 205-3 GRI SRS 419-1

Contact us.

Indicator set

GRI SRS

Contact

OQEMA AG

Dr. Ina Werxhausen

Group Director Sustainability

ina.werxhausen@oqema.com

Date: January 2024 – April 2025

Source: company data.

The reporting company is responsible
for the information provided.

deutscher-nachhaltigkeitskodex.de