



OQEMA Sustainability Report 2025

Reporting with reference to GRI standards

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Statement of the Management

With this 2025 Sustainability Report, OQEMA takes another step forward in our commitment to transparent, accountable reporting and to the tangible progress of crafting sustainable solutions.

Sustainability at OQEMA is not merely a reporting exercise. On the contrary, it is embedded in how we run the business: in the products we choose to distribute, in the standards we set for our suppliers, in the way we support and develop our people across more than 25 countries, and in the ongoing work to reduce the environmental footprint of our operations and our value chain.

Over the past year, we have continued to build on the foundations laid out in 2024. Our supply chain due diligence processes are now more robust than ever, with 100 % of our supplier base screened and 92 % of focus suppliers having formally accepted our Code of Conduct for Business Partners. We are actively shaping our product portfolio to reflect evolving requirements, with a growing focus on sustainable solutions. Our EcoVadis rating has shown consistent progress, with some entities achieving Gold or even Platinum ratings, reflecting the depth of our sustainability practices, not just our ambitions.

Looking ahead, our path is clear. We have committed to reducing Scope 1 and 2 emissions by 60 % by 2030, with net zero as our long-term ambition by 2040. We will continue to invest in our people, because it is our 1,500 colleagues across Europe who ultimately make our success happen.

As a family-owned business that thinks in generations, we have always understood that the choices we make today shape the company – and the world – that we pass on tomorrow. This report is our account of the choices made in 2025.

Philipp Junge

Chief Operating Officer, OQEMA AG



INTRO- DUCTION

Introduction

GRI 2: General Disclosures

1. Declaration of Application: Reporting with reference to GRI

This Sustainability Report outlines the environmental, social, and governance milestones and performance of OQEMA Group for the **2025 reporting year**.

Prepared **with reference to the GRI Standards (GRI Universal Standards 2021)**, this report focuses on the material topics identified through our comprehensive double-materiality assessment, reflecting the sustainability topics identified as material to our business model, operations and value chain, as well as our dedication to a more sustainable development and future.

OQEMA's Sustainability Report is published on an annual basis on our website and made available to stakeholders as part of our commitment to transparent and responsible reporting. The reporting period covers **January 2025 to December 2025**, aligning with our financial reporting cycle and encompassing all operational entities over which the Group exercises direct operational control. During the current reporting period, there have been no restatements of information made.

The use of GRI Standards is aimed to enhance transparency and prepare for the upcoming legislation in Europe of the European Corporate Sustainability Reporting Directive (CSRD). At this stage of our reporting journey, the Sustainability Report has not undergone external assurance. However, as our sustainability reporting framework continues to mature and we advance our alignment with CSRD, we are actively strengthening our underlying data processes, internal control systems, and governance mechanisms to thoroughly prepare for future assurance requirements.

For any inquiries or feedback regarding this report and our sustainability performance, stakeholders are invited to contact the team at **sustainability@oqema.com**.

GRI 2-2 Entities included in the organization's sustainability reporting

GRI 2-3 Reporting period, frequency and contact point

GRI 2-4 Restatements of information

GRI 2-5 External assurance

2. Company Profile

OQEMA AG is one of Europe's leading distributors of commodity and specialty chemicals, operating across complex and highly regulated value chains. With a presence at 56 locations in 25 countries and a workforce of around 1,500 employees, the Group serves over 20,000 customers with a portfolio exceeding 15,000 products.

The Group is headquartered in Korschenbroich, Germany. The site in Mönchengladbach, Germany, represents our highest concentration of employees and our largest single workforce site. Our operational footprint spans 25 countries, including Germany, Austria, Switzerland, Netherlands, Belgium, France, Spain, Portugal, Italy, Poland, Czech Republic, Slovakia, Hungary, Denmark, Sweden, Ireland, United Kingdom, Croatia, and Slovenia, Greece, United States of America, Bosnia Herzegovina, Romania, Bulgaria. Across this network, our operational sites consist of strategic offices, warehouses, and logistics locations that collectively drive our distribution and service capabilities. At the time of reporting, no significant changes have been identified regarding the Group's geographic footprint or operational structure for the 2025 period.

GRI 2-1: General information about the organization

3. Core Business and Value Chain Management

Our business model is centred on providing individual and bundled chemical-related solutions. Our operations are backed by an asset-heavy logistics and warehouse infrastructure that empowers us to deliver robust distribution and critical value-added services across Europe. We partner with local, national, and international enterprises across a highly diversified range of sectors, including chemical synthesis and industrial applications, energy and utilities, pharmaceuticals, biotechnology and life sciences, automotive and transportation, metal and surface treatment, food and beverages, textiles, household and personal care products, and water treatment.

Our flexible capabilities encompass raw-material selection, supplier management, formulation, filling and packaging, warehousing, storage, mixing and blending, as well as transportation. These specialized service streams are purposefully designed to drive operational efficiency, foster sustainable innovation, and unlock shared value for both our customers and suppliers.

Upstream, OQEMA establishes proactive collaborations with Tier-1 suppliers to ensure compliance with rigorous due-diligence frameworks, including the German Supply Chain Due Diligence Act and impending European requirements under the Corporate Sustainability Due Diligence Directive (CSRD). All Tier-1 partners undergo a structured Corporate Social Responsibility (CSR) risk assessment executed by an independent, external service provider. As a binding prerequisite for business, suppliers are required to formally accept the OQEMA Code of Conduct for Business Partners or demonstrably prove adherence to an equivalent ethical standard. While our current supply chain mapping focuses intensely on these Tier-1 relationships, the total number of audited suppliers will be continuously updated as final validation figures become available.

Downstream, we actively empower our customers by delivering expert technical, commercial, and regulatory guidance, including the provision of critical safe-handling documentation, robust compliance support, and advanced sustainability-focused services such as cradle-to-gate product carbon footprint calculations. Driven by our commitment to a circular economy, OQEMA actively expands its portfolio of sustainable offerings, providing high-quality recycled solvents, innovative reusable packaging solutions, and other eco-efficient circular services.

OQEMA participates in selected industry associations to support the exchange of expertise, contribute to sector-wide dialogue, and remain informed on regulatory and sustainability developments relevant to the chemical distribution sector. The Group is actively engaged in working groups of the European Association of Chemical Distributors (FECC), where regulatory trends, safety standards, and sustainability-related topics are discussed at a European industry level. In addition, OQEMA is a member of the European Solvent Recyclers Group (ESRG), contributing to initiatives that promote circular chemistry, solvent recovery, and resource-efficient value chains. Beyond these memberships, OQEMA commits to the UN Global Compact (UNGC) and participates to support transparency and responsible supply-chain practices, while our entities endorse relevant frameworks such as the Responsible Care Initiative and Sedex, amongst others.

OQEMA engages with its stakeholders through a variety of established communication channels that support transparent dialogue and facilitate responsible business conduct across the Group. Regular interaction with employees takes place through formats such as townhall meetings, internal roadshow sessions and digital communication via the corporate SharePoint environment, allowing senior management to share updates and address employee concerns in a timely and accessible way. Engagement with customers and suppliers is embedded in daily operational activities. Customers are supported through ongoing technical, commercial and regulatory exchanges, and their expectations regarding legal requirements, product stewardship and sustainability developments are incorporated into product and service offerings. Suppliers and principals are engaged through structured CSR risk assessments, regular meetings with product and business development managers and the mandatory acceptance of the Business Partner Code of Conduct, which outlines expectations related to sustainability, compliance and responsible conduct within the value chain

GRI 2-6 Activities, value chain and other business relationships

GRI 2-28 Membership associations

GRI 2-29 Approach to stakeholder engagement

4. Corporate Governance

Our governance framework provides a rigorous foundation of accountability, defined by a clear and strategic distribution of responsibilities across our core governing bodies. The Executive Board holds ultimate strategic leadership, steering overall business performance, corporate risk management, and the operational direction of the Group. The Advisory Board, composed of dedicated shareholder representatives, delivers continuous oversight, strategic counsel, and vital advisory support to the Executive Board, convening at a frequency that exceeds a quarterly basis. This corporate governance architecture is codified through Group-wide Codes of Conduct, the OQEMA Corporate Governance Codex, and comprehensive management systems aligned with international standards, including ISO 9001, ISO 14001, and ISO 45001. Detailed data concerning board diversity and composition are presented within the Social Matters chapter of this report.

GRI 2-9 Governance structure and composition

5. Strategic Commitment to Sustainable Development

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

Our **Sustainability Strategy** is guided by four core pillars: **Purpose, Planet, People, and Product**, reflecting our ambition to make a positive contribution to our industry and shape a sustainable future. This strategic approach is deeply anchored across our operations and evolves around our stakeholders' needs, extending our sphere of influence beyond our own organization to the selection of our suppliers and principals, as well as the value creation process of our customers. Through clear principles, innovative approaches, and a definitive policy statement, we continuously work on improving our processes and fulfil our promise to contribute to a world worth living in for generations to come.

Our strategic framework aligns with internationally recognized standards, specifically identifying **five UN Sustainable Development Goals** (UN SDGs) where our operations have a direct impact:

- 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)

Furthermore, as a formal signatory of the UN Global Compact (UNGC) since August 2024, we actively promote and embed its Ten Principles, covering the protection of human rights, fair working conditions, environmental protection, and the prohibition of corruption, into our strategy, corporate culture, and day-to-day operations. The specific goals associated with our sustainability strategy and their connection to the mapped SDGs are detailed in the following chapters.

GRI 2-22 Statement on sustainable development strategy

6. Governance and Operational Responsibility

Responsibility for managing sustainability-related impacts is systematically delegated through OQEMA's Group-wide management structure to ensure environmental, social, and governance considerations are integrated into core strategic and operational decision-making.

To maintain ongoing senior-executive oversight, responsible business conduct is formally addressed at least annually as part of scheduled board meeting agendas.

At the senior executive and operational levels, the Group Sustainability Department reports directly to the COO. Led by the Group Director Sustainability, the department coordinates the overall implementation of the sustainability strategy and policy commitments. Operational responsibility is further distributed across departments and sites, collaborating closely with experts, site managers, and functional leaders. Specialized responsibilities for specific impact-related processes are embedded within key corporate functions, including quality management, occupational health and safety, environmental management, and regulatory compliance. Each of these areas applies documented rules, procedures, and instructions that define clear roles and responsibilities for managing impacts as part of day-to-day operations.

GRI 2-13 Delegation of responsibility for managing impacts

7. Policy Commitments and Corporate Integrity

OQEMA has formalized a comprehensive set of Group-wide policy instruments to demonstrate our commitment to ethical behaviour, human rights, anti-corruption, and environmental care: OQEMA Corporate Governance Codex, Codes of Conduct binding for both employees and suppliers; Business Ethics and Human Rights Policy, Environmental Protection Policy, Climate Change & Adaptation Policy, Employees and Customer Health and Safety Policies, a Policy on Career Management & Training, a Policy on Circular Economy, and a Policy on Pollution Control. The responsible contact points, approval dates, and review frequencies are detailed within each policy's specific documentation. To ensure internal transparency and external accessibility, all policy documentation is shared with employees via SharePoint and made available to interested stakeholders. Our topic-specific sustainability commitments and targets are further detailed within the subsequent topic-specific chapters of this report.

To spread awareness and its policy commitments, OQEMA is committed to engage with customers, suppliers, and stakeholders to promote sustainable practices across the value chain and educate stakeholders and the interested public on sustainability aspects of the business through various formats (e.g., webinars, presentations) and act as an exchange platform.

Our corporate social responsibility commitments are operationally supported by integrated management systems certified to ISO 9001 and ISO 14001 across many OQEMA affiliates, with non-certified sites following strict internal compliance directives. Furthermore, we are actively striving to align our occupational health and safety structures with ISO 45001 standards. The associated reporting systems drive continuous process optimization and the mitigation of negative environmental impacts. These frameworks ensure legal compliance and ethical conduct in strict alignment with international instruments, including the UN International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, and the UN Guiding Principles on Business and Human Rights.

To ensure that responsible business conduct is consistently reflected across our operations and supply chains, OQEMA systematically integrates its policy commitments across several organizational levels. On an operational level, functions such as Quality, HSE, HR, Procurement/Product Management, Compliance, and Site Management apply these commitments daily through documented procedures, risk assessments, audits, and operational controls. Cross-functional collaboration ensures continuous dialogue and systematic implementation throughout the Group by aligning business practices with ISO-certified management systems, embedding clear expectations into procurement guidelines, and conducting internal audits to monitor compliance.

These commitments extend thoroughly to our partners; OQEMA conducts comprehensive supplier due diligence, including external CSR risk assessments aligned with the German Supply Chain Due Diligence Act and the Corporate Sustainability Due Diligence Directive. Suppliers must accept our Business Partner Code of Conduct or demonstrate equivalent standards, which we reinforce through EcoVadis evaluations, capacity-building dialogues, and product-level impact assessments. To reinforce understanding among our workforce, targeted training programs delivered through online modules and in-person sessions cover critical areas such as health and safety, environmental responsibility, ethics and compliance, and diversity, discrimination, and harassment.

GRI 2-23 Policy commitments

GRI 2-24 Embedding policy commitments

GRI 3: Material Topics

Our Materiality Assessment is a fundamental component of our sustainability commitment, ensuring we direct our efforts toward the environmental, social, and governance areas most significant to our business, operations, and value chain. In 2025, OQEMA conducted a revision of its double-materiality assessment (DMA) in line with the requirements of the European Sustainability Reporting Standards (ESRS) as well as the data points published by the European Financial Reporting Advisory Group (EFRAG). Focusing on elements applicable to OQEMA's current reporting scope and level of reporting maturity, this process follows the Revised ESRS framework (November 2025 Exposure Drafts) as the applicable regulatory standard for OQEMA's 2027 reporting year. The resulting disclosures provide stakeholders with a clear understanding of the Group's most significant impacts, risks, and opportunities (IROs), illustrating how they relate to OQEMA's strategic direction, governance structures, and operational activities. By supporting transparent reporting, this assessment ensures that our disclosures accurately reflect the areas where the organization creates or prevents the most material outcomes, and OQEMA remains committed to regularly reviewing and updating this analysis to adapt to changing conditions and evolving sustainability requirements.

8. Methodology

The 2025 assessment builds on preliminary foundations established in 2024 and 2022, and was supported by an independent external advisor. OQEMA did not conduct a separate longlist process prior to this phase; the identification of potential material sustainability topics was integrated directly into a structured IRO Assessment conducted in 2024 using an assessment template aligned with the ESRS. A total of 240 individual IROs were identified and analysed at a granular sub-topic level across the ESRS taxonomy, ensuring comprehensive coverage of potential environmental (E), social (S), and governance (G) matters relevant to OQEMA's business model and value chain. Stakeholder perspectives were incorporated into the process through structured engagement with internal subject matter experts using a proxy methodology, where internal representatives were appointed based on their function to advocate for specific stakeholder views (e.g., key account management represented customers, product management represented suppliers, and Human Resources represented employees). These positions were examined internally, and no distinct external interviews were conducted. The assessment evaluated sustainability matters from both Impact Materiality (Inside-Out) and Financial Materiality (Outside-In) perspectives across short-, medium-, and long-term horizons, classifying topics as material if they scored at or above the specific defined threshold values of 3.5 for impact materiality or 2.5 for financial materiality, while topics falling below these statistical limits were designated as non-material for this reporting period.

9. Results

Based on the previously described process, OQEMA identified the following material topics:

ESRS Topic	ESRS Sub-topic
E1 – Climate change	◦ Climate change adaption ◦ Climate change ◦ Energy
E5 – Circular economy	◦ Resource inflows ◦ Resource outflows related to products and services ◦ Resource outflows (waste)
S1 – Working conditions	◦ Health and safety
G1 – Business conduct	◦ Business Conduct

To address our material topics, OQEMA has established policies and directives throughout the OQEMA Group. Respective targets and actions can be found in the different chapters of this sustainability report.

GRI 3-1 Process to determine material topics
GRI 3-2 List of material topics



1. Environmental Matters

At OQEMA, environmental protection is an integral part of our identity, our business model, and our long-term vision as a generational family business. As a leading European distributor of commodity and specialty chemicals, we operate across complex and highly regulated value chains. We recognize that our responsibility extends far beyond our immediate corporate boundaries; it encompasses the careful selection of our suppliers and principals, the rigorous management of our own operations, and active collaboration to add value throughout our customers’ processes.

We are deeply committed to minimizing our ecological footprint and optimizing resource efficiency across all 56 of our European operational locations. Moreover, to raise awareness on such topics, OQEMA’s employees are offered training on environmental topics, including a training of employees on energy conservation and climate action.

To ensure continuous process optimization, transparency, and absolute regulatory compliance, our environmental commitments are operationally embedded into our integrated management systems. In 2025, 19 sites (30 %) are fully certified under the ISO 14001 environmental management standard, with all remaining non-certified locations with 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 (Safety, Health, Regulatory, Environment, Quality) leads or appointed responsible person at each affiliated company, who reports developments and results directly to the Managing Directors.

The table below showcases the progress within the years of environmental certifications, environmental risk assessments and employee training on specific environmental issues:

Performance indicator	Unit	2023	2024	2025
Percentage of employees trained on specific environmental issues	%	59	54	62
Percentage of operational sites assessed on specific environmental risks	%	36	32	52
Percentage of operational sites with an ISO 14001 certification	%	29	29	30
Deployment of environmental actions throughout all company operations	#	42	30	49

GRI 302: ENERGY

Energy consumption is relevant to OQEMA's operations as a European chemical distributor operating an asset-heavy logistics and warehouse infrastructure. OQEMA has developed group-wide policies and monitoring systems that support the management of this material topic as well the collection of its metrics.

To keep improving regarding the energy topic, OQEMA is committed to:

- Contribute to the reduction of environmental impacts and, in particular, to improve our energy-related performance with regard to corporate operations
- Achieve a 100 % green power procurement rate across all global operational facilities where technically and financially viable by the end of 2029/2030

The usage of solar power will be increased, where applicable. A significant reduction of fuel consumption is, amongst other factors, dependent on technological developments and available alternatives for the truck and car fleet, as well as forklifts and other devices. 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.

The tables below outline OQEMA's key energy performance indicators for 2023, 2024 and 2025:

Performance indicator	Unit	2023	2024	2025
Total energy consumption	MWh	25,960	26,845	26,614
Total renewable energy consumption	MWh	1,254	1,691	1,512
Percentage of total energy consumption from renewable sources	%	5 %	6 %	6 %
Purchased green electricity	MWh	704	708	835
Self-generated solar power	MWh	156	529	578
Purchased biogas and wood	MWh	394	453	99
Non-renewable energy consumption	MWh	24,415	24,869	25,102
Purchased natural gas	MWh	8,050	9,028	8,149
Purchased conventional electricity	MWh	5,554	5,275	4,786
Purchased other fuels (incl gasoline, diesel)	MWh	10,811	10,565	12,167

The overall energy consumption in the year 2025 was slightly lower compared to the year 2024. The ratio of renewable energy consumption represented 6 % of the total consumption in the year 2025, remaining stable versus the previous year as an increase in self-generated solar power balanced a decline in purchased biogas and wood. Within our power mix, green electricity accounted for 15 % of our total electricity consumption, demonstrating continuous progress in our operational transition to renewable power sources.

GRI 302-1 Energy consumption within the organization

GRI 305: EMISSIONS

Emissions are relevant to OQEMA's environmental footprint due to the Group's warehousing, transport-related and site-infrastructure activities across Europe. In 2021, OQEMA prepared its first GHG report on Scope 1 and Scope 2 emissions that has been further developed since. From 2023 onwards, the most comprehensive and complete data set for an updated calculation of Scope 1, Scope 2 and Scope 3 emissions has been available.

The table below highlights the results of OQEMA's corporate carbon footprint for 2023, 2024 and 2025:

Performance indicator	Unit	2023	2024	2025
Scope 1 emissions	tCO ₂ e	4,533	4,428	4,764
Scope 2 emissions (market based)	tCO ₂ e	2,428	3,428	3,233
Scope 2 emissions (location based)	tCO ₂ e	2,077	3,378	1,801
Scope 3 emissions	tCO ₂ e	2,220,055	2,261,561	1,805,547

Breakdown of Scope 3 greenhouse gas categories

Performance indicator	Unit	2023	2024	2025
3.1 Purchased goods and services	tCO ₂ e	2,200,808	2,245,409	1,790,728
3.2 Capital goods	tCO ₂ e	9,280	9,721	4,085
3.3 Fuel- and Energy-Related Activities	tCO ₂ e	2,741	2,715	1,500
3.4 Upstream transportation and distribution	tCO ₂ e	1,464	1,456	7,435
3.5 Waste generated in operations	tCO ₂ e	1,289	1,177	160
3.6 Business travel	tCO ₂ e	638	663	628
3.7 Employee commuting	tCO ₂ e	3,825	415	1,010
3.12 End-of-life treatment of sold products	tCO ₂ e	6	6	/
Total Scope 3 emissions	tCO ₂ e	2,220,051	2,261,561	1,805,547

The greenhouse gas (GHG) emissions directly caused by OQEMA's operations (Scope 1 and 2) are primarily driven by natural gas and fuel consumption, alongside purchased electricity across our various sites. Upstream, indirect Scope 3 emissions represent the largest overall category of GHG emissions for the Group. Within this category, emissions from purchased goods and services account for the vast majority of our footprint, representing more than 99% of all Scope 3 emissions.

Methodology

OQEMA prepares its greenhouse gas report on Scope 1, Scope 2, and Scope 3 emissions in accordance with the Greenhouse Gas (GHG) Protocol. In accordance with the Kyoto Protocol, the following six greenhouse gases are included in the calculation: carbon dioxide (CO₂), hydrofluorocarbons (HFC) and perfluorocarbons (PFC). For the calculation of its corporate carbon footprint, OQEMA was supported by Normative. The Global Warming Potential (GWP) factors applied were sourced from the IPCC Sixth Assessment Report (AR6 – 100-year timeframe). This ensures full methodological consistency with international GHG accounting practices and supports comparability of results across reporting cycles.

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 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. These 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.

Reduction of greenhouse gas (GHG) emissions

In order to sustainably reduce GHG emissions we directly cause, OQEMA is committed to reduce Scope 1 and 2 emissions by 60 % by the end of the year 2030 (compared to the base year 2023). Moreover, 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. Moreover, OQEMA is committed to avoid unnecessary pollution related to business activities and continuously improve efficiencies to cause lower air pollution during filling and transportation.

To achieve our climate targets, we are working on the following 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 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 the start of 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 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 56 locations purchased green electricity in the year 2025. 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.

- GRI 305-1: Direct GHG emissions (Scope 1)*
- GRI 305-2: Indirect energy-related GHG emissions (Scope 2)*
- GRI 305-3: Other indirect GHG emissions (Scope 3)*
- GRI 305-5: Reduction of greenhouse gas emissions*

GRI 306: WASTE

QEEMA is committed to minimizing the generation of waste wherever possible and actively supports a circular business model. Our goal is to continuously promote the efficient usage of resources along the value chain while servicing our customers adequately and reducing our environmental footprint. To ensure responsible operations, each of our sites maintains its own dedicated waste management system, and we co-operate exclusively with qualified, specialized companies for external waste disposal. A key driver of this strategy is QEEMA Process GmbH, a licensed waste operator itself that handles a wide range waste streams.

We leverage our long-standing waste management and solvent recycling experience to provide "Circularity as a Service" across chemical value chains. By acting as a specialized service provider and partnering with leading waste processors, we successfully market recycled chemicals to our broad customer base . Looking forward, we are actively expanding into growing circular economy opportunities such as battery recycling, focusing on enabling the reuse of materials by offering packaging return options to customers in multiple regions. The following table showcases key waste metrics across QEEMA Group for 2023, 2024 and 2025:

Performance indicator	Unit	2023	2024	2025
Total weight of hazardous waste	t	4,062	3,857	1,313
Total weight of non-hazardous waste	t	/	/	1,023*
Total Wastewater	m ³	49,917	54,704	71,099

*Accurate data available

GRI 306-1: Waste generation and significant impacts

GRI 306-2: Management of significant waste-related impacts

GRI 306-3: Waste generated

GRI 301: MATERIALS

As a 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, especially related to the consumption of raw materials. We are committed to:

- Continuously promote the efficient usage of resources along the value chain whilst servicing our customers adequately and reducing our environmental footprint.
- Reduce environmental impact along the product life cycle, offering ecologically sound products and circular solutions.

At OQEMA, we are working to offer our business partners ecologically sound products and services. 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 examples of categories we have a focus on.

We expanded our sustainable portfolio development categories to include “innovation”, which focuses on new chemistry that can replace known hazardous and toxic chemicals, some of 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.

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 and 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. At the moment, OQEMA does not report on any material-related metric, but is planning to do so in the next reporting periods.

301-1 Materials used by weight or volume

301-2 Recycled input materials used

301-3 Reclaimed products and their packaging materials

GRI 204: PROCUREMENT PRACTICES

Procurement practices play an essential role in supporting OQEMA's ability to maintain reliable, compliant, and high-quality supply chains across the many regional markets in which the Group operates. Indeed, OQEMA's procurement activities influence the resilience of its operations, the consistency of product availability, and the integrity of value-chain processes.

Operational processes have been analysed to develop a dedicated sustainable procurement guideline, with full implementation planned for 2026. Under this evolving framework, OQEMA has established clear sustainability commitments to be achieved by 2027:

- Reaching 100 % acceptance of the Code of Conduct for Business Partners among our suppliers by the end of 2027.
- Ensuring that 100 % of contracts with focus suppliers include specific clauses on environmental, labor, and human rights by the end of 2027..
- Increasing the percentage of buyers across all organizational locations who receive specialized training on sustainable procurement to 100 % by the end of 2027 using the OQademy e-learning platform b.

Toward this goal, 28 % of colleagues involved in purchasing received specific training on sustainable procurement in the year 2025.

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT

Supplier environmental assessment is highly relevant for OQEMA due to the related risks and impacts that may arise in the upstream value chain. OQEMA engages with suppliers whose environmental practices can influence regulatory compliance, operational integrity, and the Group's broader sustainability performance.

Our approach increasingly prioritizes partners who demonstrate a clear commitment to environmental stewardship and ethical integrity. Through our Business Partner Code of Conduct, we expect our commercial partners to conserve energy and natural resources, avoid hazardous materials where possible, and implement systems to manage waste, air emissions, and wastewater discharges safely. Furthermore, business partners are expected to engage in sustainable and active climate protection, for example, by increasing energy efficiency or purchasing and generating energy from renewable resources, and to utilize water carefully, particularly in areas of water scarcity.

To ensure accountability, OQEMA monitors the sustainability performance of its manufacturers through structured questionnaires, external CSR assessments (such as EcoVadis), and the verification of relevant independent certifications (such as ISO standards). Additionally, OQEMA extracts signed declarations from its chemical suppliers ensuring that all delivered items comply with, and are registered under, the European REACH regulation. Sourcing criteria also explicitly require checking those sensitive products, such as palm oil and conflict minerals, originate strictly from certified sources to prevent environmental deterioration and human rights issues further upstream.

Further details on the supplier social assessment are thoroughly explained within the Social Matters, Human Rights chapter.

308-1 New suppliers that were screened using environmental criteria

308-2 Negative environmental impacts in the supply chain and actions taken

GRI 416: CUSTOMER HEALTH AND SAFETY

Customer health and safety is a relevant topic for OQEMA due to the company's role as a distributor of chemical products, which requires strict adherence to regulatory requirements, safe handling practices, and reliable stewardship of product information throughout the value chain. Since 2025, a detailed policy on customer health and safety guides all corporate actions and operational workflows to ensure products meet the highest safety standards for customers and downstream users.

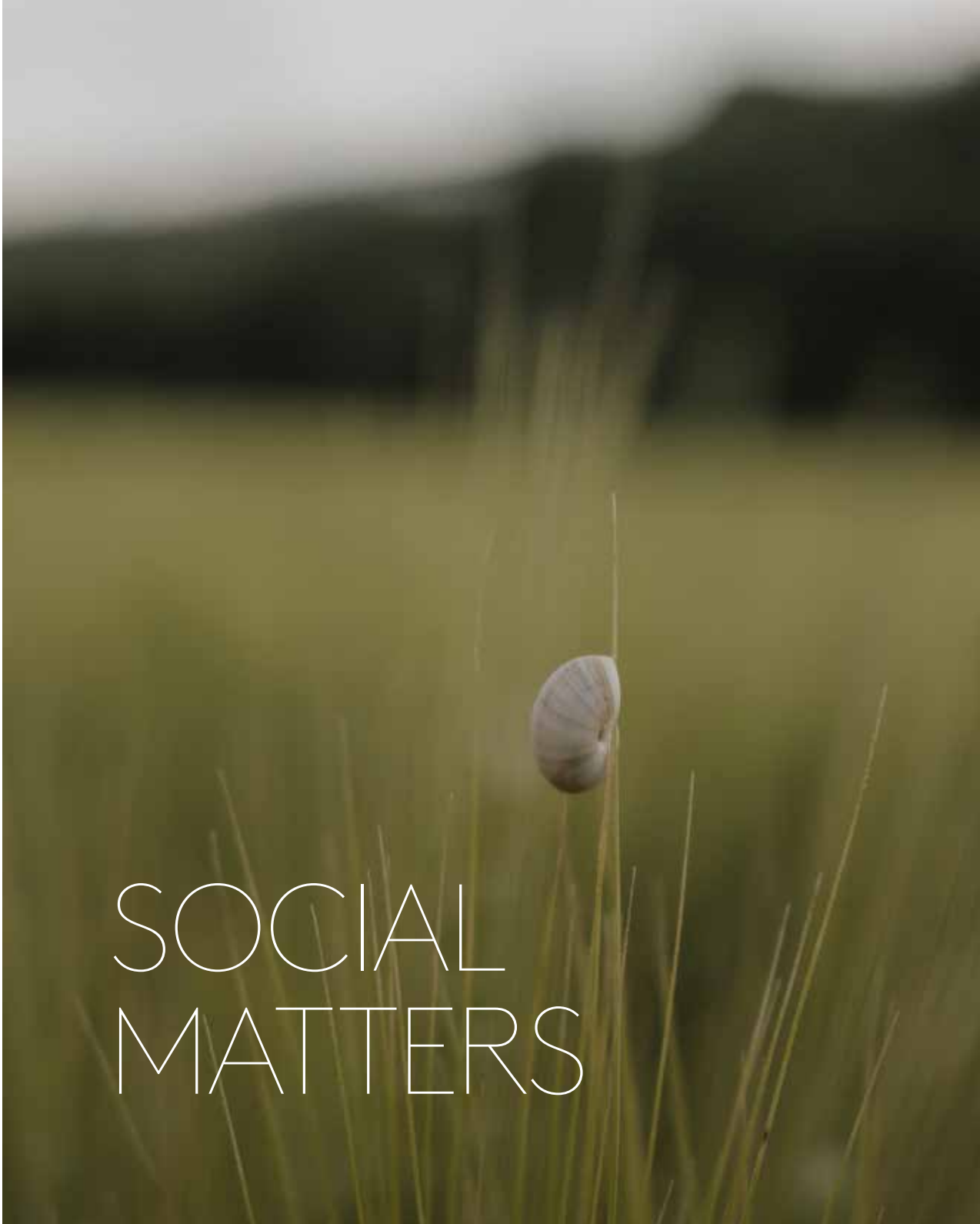
Product-safety responsibilities are assigned to a designated Product Safety Officer, who oversees regulatory compliance and product-related safety obligations. Day-to-day operations are supported by internal procedures, specialized storage and segregation practices in warehousing to maintain product stability, external laboratory product analysis, and external pest-control services to prevent contamination. Employees receive periodic and on-demand safety and handling training, while any engaged logistics subcontractors are strictly required to comply with relevant safety standards and regulatory expectations.

Guided by its overarching policy, the Group is committed to ensuring the safe distribution of chemical products, protecting the health of customers and downstream users, ensuring absolute regulatory compliance, and providing accurate, transparent product safety information.

To fulfil these objectives, product categories are systematically assessed and monitored through the following mechanisms:

- **Product Controls and Packaging:** Distributed chemical products are handled, packaged, labelled, and transported in accordance with applicable safety regulations and transport requirements. Controls include verifying material identification, batch information, and expiry dates in line with hazardous-substance regulations.
- **Safety Documentation:** OQEMA ensures that customers receive relevant product safety information, including Safety Data Sheets (SDS) and required regulatory approvals from established and reputable manufacturers. This comprehensive documentation enables downstream users to handle, store, and use chemical products safely across the entire value chain.

416-1 Assessment of the health and safety impacts of product and service categories



SOCIAL MATTERS

2. Social Matters

Employee matters

Employees matter most at OQEMA, and we are committed to attracting, retaining, and developing the best talent across our operations. The employer-employee relationship at OQEMA is characterized by an amicable, open-door, and respectful interaction deeply rooted in our origins as family-owned medium-sized company. We strictly ensure employee rights in accordance with the International Labor Organization (ILO) core labor standards and national regulatory requirements. To foster robust staff involvement and maintain an ongoing dialogue, we provide internal communication channels and collaborative platforms where employees are encouraged to openly communicate their interests and perspectives. All policies and processes in place are backed up by OQEMA's Human Resources Department.

Furthermore, we champion equal opportunities, diversity, and inclusion as cornerstones of our workplace environment. OQEMA actively supports a healthy work-life balance by offering flexible working models and strictly adhering to regulated statutory working hours. To promote long-term employability, we encourage continuous internal career development and invest extensively in professional qualifications and training opportunities. An excellent health and safety culture is our core focus..

GRI 401: EMPLOYMENT

OQEMA is committed to providing a transparent, competitive, and performance-based remuneration that is above the statutory minimum wage. It also commits to supporting a healthy work-life balance through flexible working arrangements and regulated, legally compliant working hours. The basis of salary determination and, if applicable, variables are 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.

To foster a positive and supportive workplace culture, enhance employee well-being, and drive long-term loyalty, OQEMA offers a comprehensive range of competitive benefits and transparent, performance-based remuneration. These packages are integrated across the entire employee lifecycle to support work-life balance and financial security. Programs and plans can vary in the different entities and comprise health & well-being, financial and retirement security, sustainable mobility support and workplace environment. :

Moreover, OQEMA is dedicated to fostering a family-friendly working environment through clear, non-discriminatory policies that actively support parental leave. These localized frameworks ensure compliance with all applicable regional statutes

GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

GRI 401-3 Parental leave

GRI 402: LABOR MANAGEMENT RELATIONS

Labor-management relations are relevant to OQEMA due to the Group’s extensive European presence and the importance of effective communication and consultation processes across diverse national labor environments.

At OQEMA, we foster continuous dialogue through various channels. All significant company decisions and potential operational changes that could substantially affect our employees, such as restructurings, relocations, or significant technology adoption, are communicated immediately and transparently. Concerns can be raised quickly and directly 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, among other formats, to openly communicate their interests. Therefore, the formal route of employee representation is rarely chosen, though 19% of the workforce is represented by officially elected employee representatives in 2025. OQEMA adheres to all regulatory requirements and as European-based company to the highest standards worldwide.

OQEMA’s employees covered by collective bargaining agreements are directly influenced by the Group’s diverse European footprint, which encompasses varying national labor frameworks, local contracts, and country-specific employment models. For employees who are not covered by these frameworks, OQEMA aims to align core working conditions, such as working hours and vacation days, with established collective agreements. Furthermore, salary adjustments for non-covered staff are typically benchmarked against collective bargaining increases to ensure equity. Operational variations exist primarily regarding overtime payments, which are generally settled within standard salaries or managed through customized individual contracts. Rather than adopting frameworks from external organizations, OQEMA prioritizes alignment with local market conditions to maintain competitive and balanced baseline standards across its workforce.

The table below showcases the number of OQEMA’s employees covered by collective bargaining agreement concerning working conditions in 2023, 2024 and 2025:

Performance indicator	2023	2024	2025
Number employees covered by collective bargaining agreements concerning working conditions	585	689	613

GRI 2-30 Collective bargaining agreements
GRI 402-1: Minimum notice periods for operational changes and consultation

GRI 403: OCCUPATIONAL HEALTH AND SAFETY

OQEMA committed to providing a safe and healthy working environment for all its stakeholders. Regulatory compliance is a baseline standard across the Group, and our corporate policies and operational business processes are aligned accordingly. These principles are integrated into our management systems, which undergo regular internal reviews and routine external audits to verify compliance with applicable legal obligations and occupational health and safety (OHS) standards. To strengthen our governance, OQEMA is progressively deploying a standardized, Group-wide management and reporting system for occupational safety, health protection, and monitoring. This emerging, harmonized framework is built upon the robust local systems already maintained by our individual affiliates. These localized structures feature regular risk assessments, strict operating instructions for hazardous processes and machinery, hygiene specifications, and mandatory safety training. They ensure comprehensive alignment with regional technical rules and statutory guidelines or equivalent legal requirements in other operational jurisdictions.

To drive and monitor these initiatives, OQEMA appointed a full-time Group HSE Coordinator within the Group SHREQ function, alongside a dedicated Health and Safety Manager within the People & Organisation Development team. Hazard identification and occupational risk assessments are executed by interdisciplinary teams comprising safety officers, process operators, process owners, and technical specialists.

Our internal oversight processes utilize continuous management reviews, safety KPI evaluations, internal audits, and comprehensive incident assessments. Operational safety is verified through systematic document inspections, site visits, and direct employee interviews conducted by facility personnel and the SHREQ group. Additionally, emergency response drills are routinely executed across our sites, with corrective and preventive actions implemented based on the findings.

To ensure maximum safety during logistics and product handling, all distributed chemicals are strictly accompanied by compliant Safety Data Sheets (SDS) and comprehensive handling documentation. Employees receive mandatory, role-specific safety training tied to their precise job profiles and regulatory exposures. In the year 2025, 98 % of the total workforce received training on health, safety, and good working practices. In addition, the table below showcases an overview of key employee health & safety KPIs:

Performance indicator	Unit	2023	2024	2025
Percentage of employees trained on health, safety, and good working practices	%	37	73	98
Number of psychological or physiological incidents (e.g., RSI incidents and burnout)	#	4	7	1
Percentage of operational sites for which an employee health & safety risk assessment has been conducted	%	45	81	82
Number of workforce across all locations represented in formal joint management-worker health & safety committees	#	150	581	718

In terms of work-life balance, OQEMA promotes a supportive workplace culture by offering flexible working hours, remote work opportunities, and part-time arrangements where operationally feasible. Remote work parameters are clearly structured through dedicated internal guidelines. We place a high priority on regulated working schedules that strictly adhere to statutory requirements for both administrative and operational staff. For our professional truck drivers, transportation routes are scheduled during daylight hours to ensure they return home every evening. Any accumulated overtime is fully compensated through either financial remuneration or corresponding time off. Depending on the operating location, localized support is also provided, such as subsidies for childcare and kindergarten costs.

Recognizing that employee health is vital to our collective success, OQEMA hosts targeted preventive healthcare initiatives across its sites. These localized measures include health information days, ergonomic workplace adjustments, corporate sports events alongside financial subsidies for gyms and fitness centers.

Following the initial introduction of our occupational health management system elements in Germany and Spain, OQEMA continues to expand this preventative framework across other entities. The system prioritizes localized clinical measures, such as flu vaccinations and preventive medical check-ups, while expanding targeted health promotion programs specifically designed to support employees engaged in physically demanding operational roles.

403-1 Occupational health and safety management system

403-5 Worker training of occupational health and safety

403-6 Promotion of worker health

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

403-8 Workers covered by an occupational health and safety management system

403-9 Work-related injuries

403-10 Work-related ill health

GRI 404: TRAINING AND EDUCATION

Training and education are highly relevant to OQEMA due to the Group’s diverse work-force and the need to ensure compliance, operational competence, and long-term employability across multiple roles, countries, and regulatory environments.

To achieve the best performance, we invest continuously in the training and qualification of our workforce, providing them with state-of-the-art development opportunities that cover job-specific skills and a wide variety of topics. OQEMA offers various programs to support the development of employee skills through its OQademy concept, an online training platform offering a wide range of courses in technical, methodological, leadership, and personal skills. The OQademy framework is systematically structured around key pillars:

- Onboarding to OQEMA initiatives to integrate talent seamlessly.
- Professional skills and social skills development to ensure operational excellence.
- Leadership training to nurture managerial capabilities.

These programs include formal training sessions, employee coaching and mentoring, on-the-job training, job-rotation, and role-change days. Furthermore, employees have access to external digital learning platforms, including more than 600 licenses for LinkedIn Learning. Since July 2024, employees can also choose from a wide range of training courses provided by the UN Global Compact covering relevant sustainability and compliance matters. Targeted training initiatives, including Equal Employment Opportunity (EEO) Training and Diversity and Inclusion Training, are also made available across parts of the organization.

In regular performance reviews, managers and employees jointly agree and follow up on the employee’s personal development plan and the corresponding qualification measures, a process fundamental to the overall performance of OQEMA and the continuous recruitment of talent from within the company. During 2025, 26 % of employees across all locations received individual personal career development plans.

Vocational training has been an important part of OQEMA’s long-term planning for many decades. In addition, the Group actively employs interns and working students parallel to their studies and routinely issues calls for topics for bachelor’s and master’s theses, which are subsequently supervised by company experts. Through structured trainee programs, we also prepare university graduates thoroughly for professional practice within the chemical distribution industry.

The table below contains key performance indicators on OQEMA’s Career Management and Training topic:

Performance indicator	Unit	2023	2024	2025
Average hours of training per year per employee	H/per employee	20	17	17
Percentage of employees received regular performance reviews	%	73	72	65
Percentage of total workforce across all locations who received career- or skills-related training	%	58	59	69

404-1 Average hours of training per year per employee

404-2 Programs for upgrading employee skills and transition assistance programs

404-3 Percentage of employees receiving regular performance and career development reviews

GRI 405 & GRI 406: DIVERSITY, INCLUSION, AND NON-DISCRIMINATION

The promotion of equal opportunities, diversity, employee participation, the reconciliation of private and professional life, and the guarantee of adequate remuneration are fundamental cornerstones of OQEMA's corporate commitment. These core values are operationally embedded as essential components of the OQEMA Code of Business Conduct and the Group's Governance Codex.

As a strict matter of principle, OQEMA is committed to provide equal opportunities to every individual within the organization regardless of gender, age, skin colour, nationality, social origin, disability, sexual orientation, or political or religious conviction. OQEMA maintains a zero-tolerance policy toward unacceptable treatment of any kind, explicitly prohibiting psychological hardship, sexual and personal harassment, and discrimination across all operations. During 2025, there have been 0 incidents of discrimination reported (see table below).

To ensure an equitable workplace, all recruitment and talent acquisition decisions are based solely on the objective qualifications and professional experience of the candidates. Furthermore, workforce awareness is maintained through regular training on diversity, discrimination, and harassment, which is routinely integrated into broader, multi-topic educational formats (see table below).

Performance indicator	Unit	2023	2024	2025
Number of workplace harassment or discrimination incidents	#	0	0	0
Percentage of total workforce across all locations who received training on diversity, discrimination and/or harassment	%	30	30	43

To monitor these workforce characteristics responsibly, OQEMA Group operates in strict compliance with local legislation. In accordance with these legal frameworks, the Group maintains standardized workforce records regarding gender (female, male, and others). Upon voluntary notification by an individual, OQEMA also records employee disability status within its German entities. This data tracking is utilized strictly to provide required adaptive working conditions, grant necessary operational allowances, and fulfil statutory legal claims, including the provision of additional days off. To remain in complete alignment with the legal boundaries of the German AGG, OQEMA Group does not, and is not permitted to, keep records on any other personal minority aspects, such as race or sexual orientation.

At the end of the 2025 reporting period, OQEMA employed around 1,500 people. Germany continues to be the country with the highest number of employees, including the Group's largest workforce concentration at the Mönchengladbach site. The company reports headcount rather than full-time-equivalent (FTE) values for this reporting period. Data reflect year-end status and do not incorporate intra-year fluctuations. The following table highlights key metrics regarding our employee and board composition for 2023, 2024 and 2025:

Performance indicator	Unit	2023	2024	2025
Total number of employees (headcount)	#	1,445	1,598	1,498
Percentage of women employees	%	42	40	62
Percentage of women in top executive positions (excluding boards of directors)	%	40	37	40
Percentage of employees with disabilities	%	2	1	1
Number of board members (OQEMA Group)	#	3	3	3
Total number of women in the executive board	#	0	0	0

For the 2025 reporting period, OQEMA does not rely on significant numbers of workers who are not employees, such as agency workers, self-employed individuals, subcontracted labor, temporary agency personnel, or other non-employee worker categories whose work is controlled by the organization. All material operational activities across the Group's entities are performed predominantly by directly employed staff. As a result, no significant non-employee worker population exists within the reporting scope, and therefore no quantitative disclosure of non-employee worker numbers is required for the reporting period.

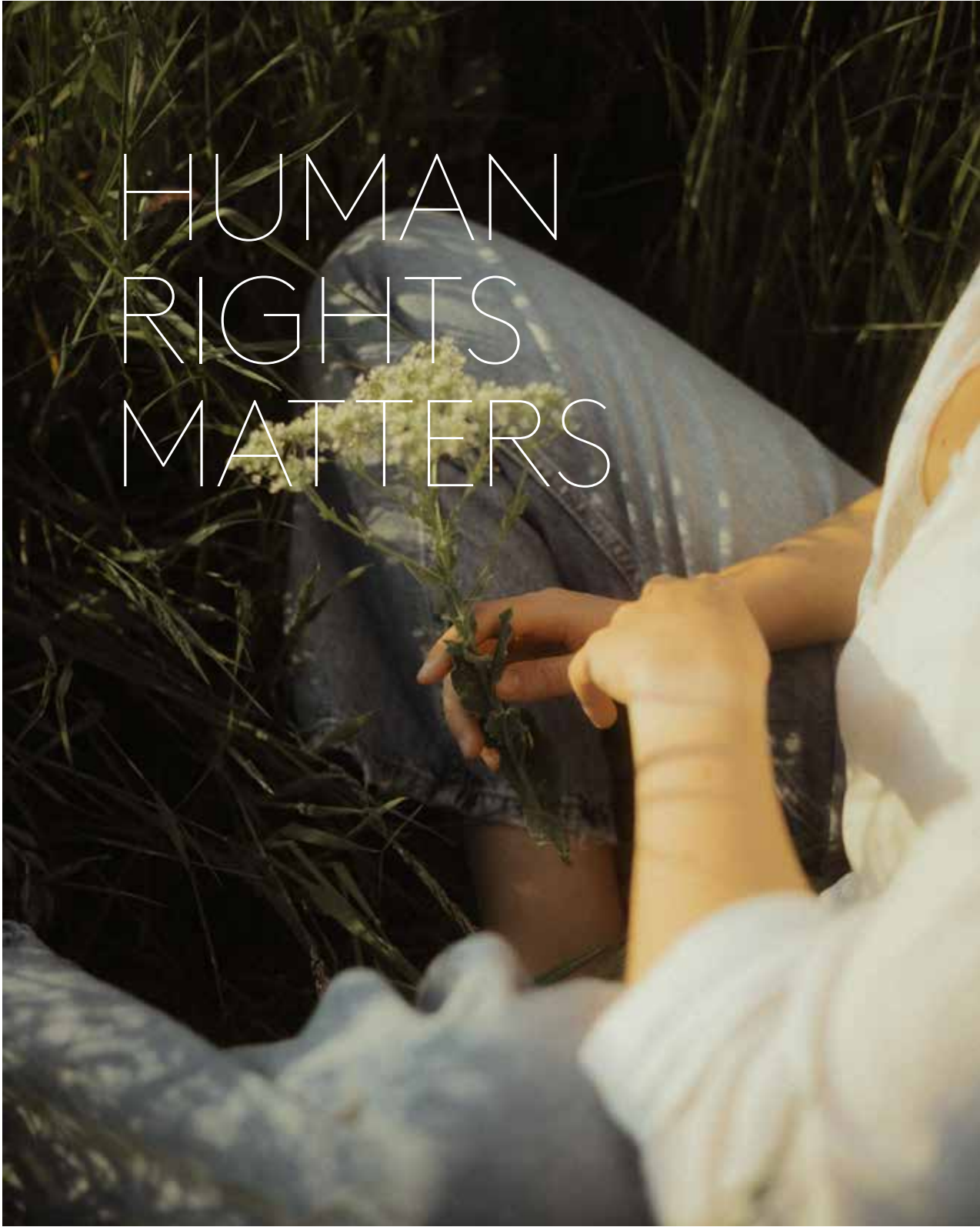
GRI 405-1 Diversity of governance bodies and employees

GRI 406-1 Incidents of discrimination and corrective actions taken

GRI 2-7 Employees

GRI 2-8 Workers who are not employees

GRI 2-9 Governance structure and composition

A photograph of a person sitting in a field of tall grass, holding a small plant with white flowers. The person is wearing a white shirt and blue jeans. The text "HUMAN RIGHTS MATTERS" is overlaid in white, sans-serif capital letters.

HUMAN RIGHTS MATTERS

Human Rights matters

Respecting international human rights and ensuring that the organization is not complicit in any violations is a foundational commitment of QEEMA’s corporate ethics. As a formal signatory of the UNGC, QEEMA aligns its workforce policies and supply chain strategy with the Ten Principles and the Universal Declaration of Human Rights, explicitly excluding forced labor, child labor, and all forms of exploitation. This corporate commitment is formalized through the Codes of Conduct for Employees and Business Partners (Suppliers), which reference the Universal Declaration of Human Rights and a large part of the International Labor Organization (ILO) core labor standards. These codes are strictly binding for all employees and suppliers of QEEMA across all locations and subsidiaries in Europe. To reinforce this governance framework, an explicit policy statement on the human rights strategy was also adopted in 2025.

1. HUMAN RIGHTS WITHIN THE ORGANIZATION

QEEMA’s Code of Conduct defines its core principles and is publicly accessible on the company website. Every new employee receives this document alongside corresponding training matching the exposure level of their specific corporate role, with attendance records maintained at the respective sites and legal entities.

The risk of internal human rights violations is systematically reduced to a minimum through a wide range of procedural instructions, HR-led inspection processes, and local site human rights assessments. Reflecting these active efforts, 11 QEEMA operational sites—representing 17 % of all facilities—conducted a dedicated human rights assessment in the year 2025 (see table below). Furthermore, a standardized, Group-wide training program for compliance will be rolled out in the second half of the year 2025.

Performance indicator	Unit	2023	2024	2025
Percentage of operational sites that have been subject to human rights reviews or human rights impact assessments	%	21	18	17
Percentage of operational facilities that are certified ISO 45001 or against other labor or human rights management standard	%	2	0	14

To maintain an open and secure dialogue, QEEMA operates an anonymous Group whistleblower system that employees can turn to without fear of reprisal. This specialized reporting solution ensures that all incoming notifications are fully encrypted and stored in strict accordance with ISO 27001 specifications, the EU Whistleblowing Directive, and all European data protection requirements. In the year 2024 and 2025 three cases in total were reported through the whistleblower procedure which were all successfully resolved and closed within the same year.

Performance indicator	Unit	2023	2024	2025
Number of cases reported through whistleblower procedure	#	/	1	2

2. HUMAN RIGHTS IN THE SUPPLY CHAIN

Supplier social assessment is a material topic for OQEMA due to the company's extensive and diverse supplier base in the chemical distribution sector. Social risks in supply chains including labor-rights violations, discrimination, health and safety issues, or broader human-rights concerns can directly affect operational continuity, compliance obligations, and overall sustainability performance.

To ensure sustainable procurement practices along the entire value chain, OQEMA maintains an established and rigorous due diligence process. A primary prerequisite for business cooperation with any principal or supplier is an at least annual risk screening for potential human rights violations, with new suppliers systematically screened prior to their first delivery. This protective screening aligns with regional legislative frameworks, including the German Supply Chain Due Diligence Act (LkSG) and the Corporate Sustainability Due Diligence Directive (CSDDD). In the year 2025, 100 % of the complete supplier base Group-wide underwent this risk assessment process (see table below). Key developments and assessment results are regularly communicated to the Executive Board by the heads of the responsible departments via well-established corporate reporting lines.

The general screening of the supplier base is further complemented by targeted Corporate Social Responsibility (CSR) assessments, with 100 % of focus suppliers that have gone through a CSR assessment in 2025. These evaluations utilize comprehensive questionnaires for focus suppliers, independent EcoVadis performance ratings, relevant international certification reviews (such as ISO standards), and direct audits of partner Codes of Conduct.

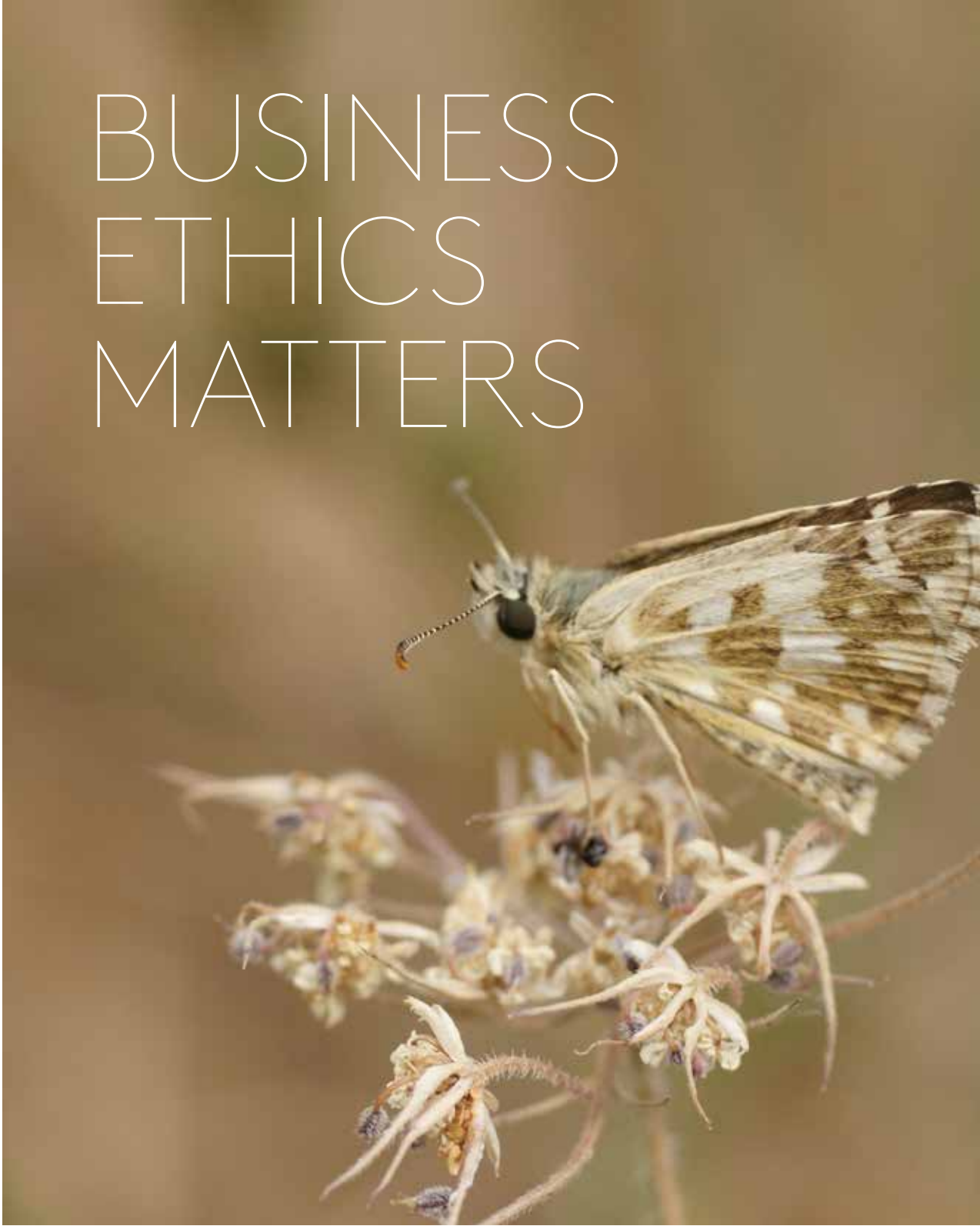
Following the completion of the mandatory risk assessment, all business partners are required to provide a written confirmation of the OQEMA Code of Conduct for Business Partners as part of cooperative contracts, unless they demonstrate that an equivalent ethical code is already established within their operations. Through this binding agreement, suppliers commit to respecting the basic rights of their employees, enforcing the prohibition of child labor, and safeguarding health and safety standards both within their own facilities and throughout their upstream supply chains. As an organization deeply rooted in Europe, OQEMA continuously monitors and prepares for evolving regional due diligence legislations. OQEMA contract templates include clauses on environmental, labor, and human rights requirements.

The following table highlights detailed sustainable procurement metrics from 2023, 2024 and 2025:

Performance indicator	Unit	2023	2024	2025
Risk Assessment of complete supplier base	%	19	100	100
Percentage of focus suppliers that have gone through a CSR assessment (e.g. questionnaire)	%	72	92	100
Percentage of focus suppliers that have signed the sustainable procurement charter/supplier code of conduct (or have own equivalent code of conduct)	%	92	92	100
Percentage new suppliers that are screened using social criteria	%	100	100	100
By an approved external service provider				

GRI 414: Supplier Social Assessment
GRI 414-1 New suppliers that were screened using social criteria

BUSINESS ETHICS MATTERS



3. Business Ethics Matters

OQEMA is committed to promoting ethical behavior and integrity across all its business activities. Compliance with applicable laws and regulations, combined with a strict adherence to the precautionary principle, form the core baseline compliance rules of the Group. OQEMA is committed to impose an absolute, legally binding zero-tolerance stance against child labor, human trafficking, forced labor, financial fraud, bribery, extortion, or active anti-competitive market behaviors. These principles are documented and formalized within the OQEMA Codes of Conduct, the Corporate Governance Codex, and the Business Ethics & Human Rights Policy, all of which serve as binding frameworks for all employees and business partners alike. This overarching structure establishes a clear expectation for lawful, ethical, and transparent conduct, providing the foundation for preventing corruption, managing conflicts of interest, and enabling the early detection of compliance-related issues.

Anti-Corruption

Anti-corruption is an integral component of OQEMA's governance framework and is embedded directly into our policies and integrated management systems. These management systems are systematically aligned with ISO 9001, ISO 14001, and ISO 45001 standards. Together, these instruments establish strict operational guidelines, which include an explicit ban on corruption and bribery, a commitment further reinforced by OQEMA's formal alignment with the United Nations Global Compact.

OQEMA primarily operates sites within European countries that follow strict regulatory standards and generally maintain a low risk for corruption. Ongoing compliance with legal regulations across subsidiaries is routinely checked via internal quality management audits.

Compliance rules and anti-corruption expectations are communicated transparently to all internal and external stakeholders through the distribution of the Codes of Conduct. To support workforce implementation, compliance training programs are organized by the Human Resources Team and initiated by the Compliance Department. Since 2023, employees have also been provided access to mandatory legal and field-specific e-training courses hosted on third-party digital learning platforms, including LinkedIn Learning. Reflecting its robust prevention and internal control mechanisms, OQEMA reports zero confirmed incidents of corruption during 2025.

OQEMA maintains a comprehensive framework to track, evaluate, and ensure absolute compliance with changing regional legal requirements. Monitoring of compliance performance takes place at least annually as part of formalized management reviews.

For the 2025 reporting period, OQEMA reports no significant instances of non-compliance with laws or regulations. No significant breaches occurred that resulted in monetary fines, no non-monetary sanctions were imposed, and no fines were paid in relation to violations from current or historical reporting periods.

Conflicts of interest

OQEMA's governance framework serves as the primary mechanism for preventing and mitigating potential conflicts of interest. Within daily operations, employees are strictly required to avoid personal conflicts, act fairly, and protect confidential corporate and customer information. To maintain objective business integrity, certain activities are subject to strict transparency rules and require prior reporting or direct management consent. These include:

- Engaging in paid or unpaid secondary activities.
- Holding financial interests in companies that could be influenced by an employee's professional decisions.
- Placing corporate contracts with relatives.

Furthermore, engaging in any form of direct competition against OQEMA is strictly prohibited.

Compliance, Advice-Seeking, and Grievance Mechanisms

OQEMA maintains robust internal systems that enable employees and external stakeholders to actively seek advice and raise critical concerns regarding responsible business conduct, compliance, integrity, safety, or data privacy.

Guidance on ethical and compliance-related matters is fully supported by internal communication channels, the Corporate Governance Codex, and our ISO-aligned integrated management systems. These frameworks provide a clear structure for advice-seeking, internal reporting, documentation, and escalation across all operational sites. Managers receive targeted training to support them in guiding employees on responsible business conduct and in responding appropriately to reported concerns. For sensitive matters, such as sexual harassment, employees have access to specialized channels, including the option to submit anonymous reports directly to Human Resources, alongside external escalation options to public authorities where legally required.

To facilitate early detection and remediation, OQEMA operates a Group-wide whistleblowing system certified in accordance with ISO 27001. This system allows concerns to be raised confidentially and anonymously via encrypted channels that fully comply with European data protection requirements and the EU Whistleblowing Directive. Employees are required to immediately report any observed misconduct or operational failures. Critical concerns can be escalated directly via email to the Compliance Officer, who ensures that notifications are routed to the appropriate internal reviewing functions (including Compliance, SHREQ, HR, and senior management). OQEMA strictly guarantees that no employee who reports a concern in good faith will face any professional disadvantages or reprisals, even if the investigation subsequently finds the report to be unfounded.

Information Management

Information Management and Customer privacy is a relevant topic for OQEMA due to the intensive handling of personal data in the context of business-to-business relationships, order management, regulatory documentation, and ongoing stakeholder communication. OQEMA applies strict internal data classification procedures based on confidentiality and availability.

The company strictly adheres to all requirements of the EU General Data Protection Regulation (GDPR). To ensure absolute data security, multiple management processes have been installed and are continuously monitored by our quality management function. These technical and organizational measures include:

- regular, systematic risk assessments for information security;
- non-disclosure agreements, detailed procedural guidelines, and technical security controls to protect personal and corporate data (including mandatory contractual safety obligations for third parties);
- the formal appointment of dedicated Data Protection Officers;
- mandatory training on data privacy and information security for all employees.

The table below highlights the main KPIs related to Ethics:

Performance indicator	Unit	2023	2024	2025
Percentage of total workforce trained (e.g. through e-learning) on business ethics issues	%	48	39	53
Percentage of all operational sites for which an internal audit/risk assessment concerning business ethics issues has been conducted	%	16	16	18
Number of confirmed information security incidents	#	0	4	0
Number of confirmed corruption incidents	#	0	0	0

- GRI 418: Customer Privacy
- GRI 205: Anti-Corruption
 - GRI 205-1: Operations Assessed for Risks Related to Corruption
 - GRI 205-2: Communication and Training About Anti-Corruption Policies
 - GRI 205-3: Confirmed Incidents of Corruption and Actions Taken
- GRI 2-15: Conflict on interest
- GRI 2-16: Communication of Critical Concerns
- GRI 2-25: Processes to Remediate Negative Impacts
- GRI 2-26: Mechanisms for Seeking Advice and Raising Concerns
- GRI 2-27: Compliance with Laws and Regulations



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GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	30
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	29
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	34
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	22
GRI 418: Customer Privacy 2016		38

Contact us.

Company:

OQEMA AG

Reporting period:

January 1, 2025 – December 31, 2025

Indicator set

GRI SRS

Contact

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Source: company data.

The reporting company is responsible
for the information provided.

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