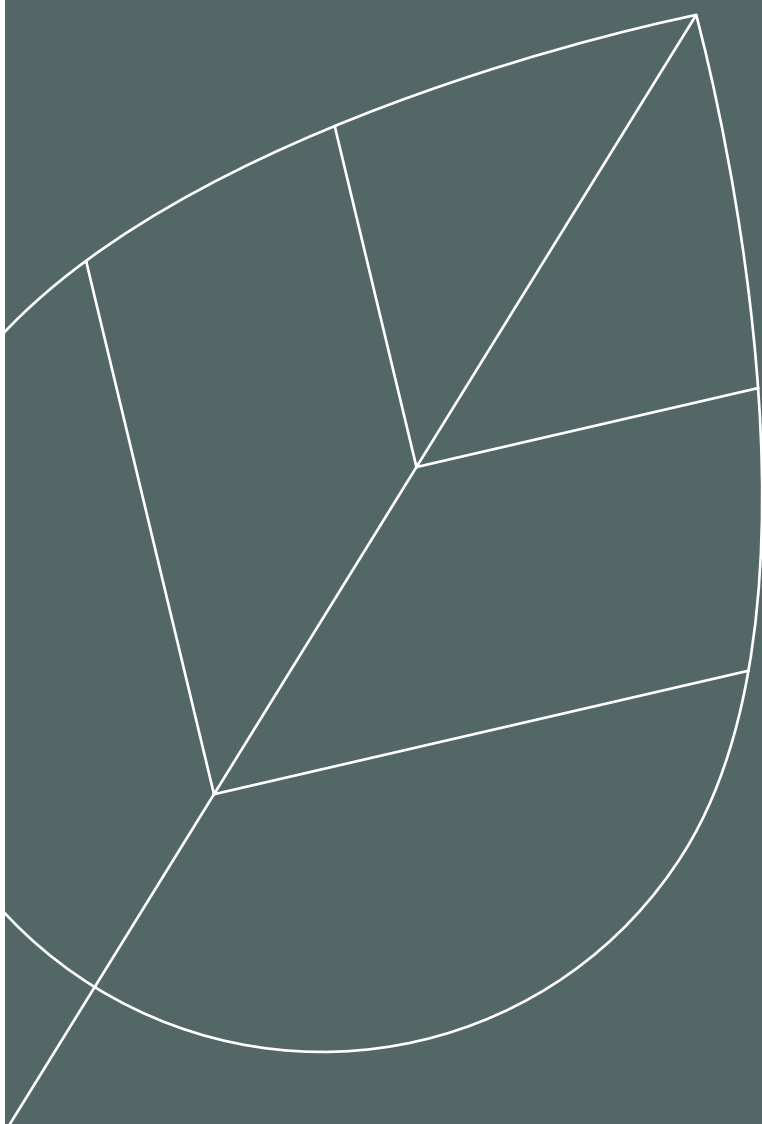


Sustainability Report 2024/2025

Sustainability Practices at Our Company



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‘Zero in Focus’, is more than just a guiding principle – it is a promise.



Peter Stockmeier
Managing Partner
STOCKMEIER Group

Sustainability is not a goal that we will eventually reach – it is a path we walk anew every day. For the STOCKMEIER Group, sustainable business means taking responsibility: for our products, our processes, our employees, and our environment. In the reporting year 2024-2025, we have once again brought this commitment to life.

Zero CO₂ emissions, zero accidents, and zero tolerance for unethical behavior are ambitious goals that we pursue with concrete measures and a clear set of values. The progress we have made this year shows: we are on the right track.

I am particularly proud of the further development of our sustainable procurement strategy. Since 2020, we have been working with EcoVadis to transparently assess and systematically improve the sustainability of our supply chain. The increasing number of our suppliers with EcoVadis ratings confirm that sustainable action is possible even in complex global networks – if pursued consistently.

We have also taken important steps internally: the introduction of ISO 14001 at additional sites, the strengthening of our European sustainability task force, and the ongoing optimization of our environmental indicators all demonstrate our

commitment. Throughout, we never lose sight of what matters most: the people who work with us and those we serve with our products and services.

I would like to thank all employees, partners, and customers who are accompanying us on this journey. Your ideas, your dedication, and your feedback make us better. Let us continue to think ahead, develop further, and take action – together – for a future that is economically successful, ecologically responsible, and socially just.

Peter Stockmeier

About this Group Sustainability Report

Sustainability with Foresight: Our Voluntary Report 2024/2025

This sustainability report from the STOCKMEIER Group covers the reporting period from March 1, 2024, to February 28, 2025. Following the postponement of mandatory reporting requirements by the European Union, STOCKMEIER is voluntarily and proactively publishing a sustainability report for the 2024/2025 fiscal year. The company is guided by the EU's VSME (Voluntary Sustainability Reporting Standard for Small and Medium-sized Enterprises) framework to ensure a high level of comparability and to optimally prepare for future reporting under the ESRS (European Sustainability Reporting Standards) in the coming years.

The focus of this report is on two key aspects: first, to create transparency regarding the sustainability activities of the entire STOCKMEIER Group. Second, it additionally publishes KPIs from the areas of Environment, Social, and Governance (ESG) specifically for STOCKMEIER Chemie Germany. The overarching goal of this report is to comprehensively address the expectations and information needs of our stakeholders, to strengthen trust in the STOCKMEIER Group's sustainability strategy, and to actively advance the continuous development of our sustainability activities – such as participation in EcoVadis.

The report also cites additional guidelines and standards—such as the Code of Conduct, Supplier Code of Conduct, STOCKMEIER values, and the integrated management system for quality, environment, safety, and health—to uphold compliance, ethics, and human rights.

Scope of the Report and Legal Framework

Within the framework of this sustainability report, the STOCKMEIER Group reports on both the Basic Module and the Comprehensive Module of the VSME (Voluntary Sustainability Reporting Standard for Small and Medium-sized Enterprises). All material information has been disclosed; confidential or sensitive information has not been omitted to our current knowledge. Should this occur in individual cases, the corresponding information will be identified in the appendix of this report. The sustainability statement was prepared on a consolidated basis and covers all relevant subsidiaries of the STOCKMEIER Group. A complete list of the included companies and their sites can be found in the appendix. The legal form of the reporting entity is a Societas Europaea.

Overview of Key Figures and Certifications

The STOCKMEIER Group holds various sustainability certifications and labels. These include, among others, the EcoVadis rating for STOCKMEIER France and STOCKMEIER Chemie, as well as ISO 14001 certification for main production sites across the entire Group. Additionally, some products of STOCKMEIER's portfolio are Ecolabel products. The range includes Ecolabel-certified cleaning agents that meet the highest environmental standards and make an important contribution to the sustainable transformation of the portfolio.

During the reporting period, the STOCKMEIER Group generated approximately 1.9 billion euros in revenue, employed 2,390 people (headcount), and handled a total of around 2.5 million tons of products.



1.9 billion
Euros in turnover



2,390
employees



2.5 million
metric tons in sales volume



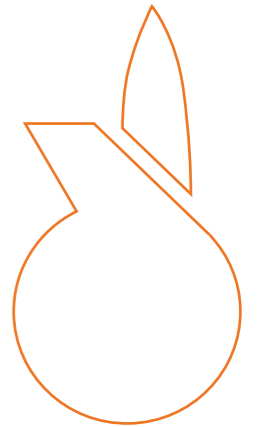


Governance & Ethics

At STOCKMEIER Group, strong governance is the backbone of our sustainable business. Guided by our “Zero in Focus” strategy, we are committed to achieving zero complaints in supplier satisfaction, zero violations of human rights, and zero compliance breaches. Our governance framework ensures that integrity, fairness, and transparency are embedded in every aspect of our business model, value chain, and sustainability initiatives. The European Sustainability Taskforce drives continuous improvement, while proactive risk management and a clear Code of Conduct safeguard ethical behavior throughout the organization and the Code of Conduct for suppliers through its value chain. By fostering diversity, inclusion, and open stakeholder dialogue, we create the foundation for responsible decision-making and long-term resilience.

STOCKMEIER's Business Model

The STOCKMEIER Group is an internationally active chemical company that combines trading, production and services within an integrated structure. Its core business includes the procurement of large volumes of industrial and specialty chemicals from global producers, as well as their demand oriented processing and distribution to customers worldwide. In addition, the Group offers a wide range of services such as contract manufacturing, private-label production, warehousing, technical consulting, filling operations and tailored on site support.



The largest division, **STOCKMEIER Chemicals**, is among the leading chemical distributors in Europe and supplies more than 11,000 industrial and specialty chemicals for a wide variety of sectors. It also develops, manufactures and markets cleaning and disinfection agents for the food-processing industry, surface treatment products, and an extensive range of automotive chemicals. Modern production facilities enable the manufacture of aqueous, solvent-based and powder mixtures, including syntheses, emulsions and polymerisations, complemented by efficient small- and specialty-packaging capabilities.

STOCKMEIER Food division develops, produces and markets flavours, taste giving blends and food additives for nearly all segments of the food industry – from confectionery and baked goods to dairy products, beverages and snacks. In addition to a broad portfolio of functional ingredients, it also offers customer specific contract manufacturing.

KAPP Chemie, a medium-sized company within the Group, specialises in chemical specialties for the tissue and textile industries. In the tissue segment, flexographic printing inks and adhesives – particularly for the hygiene industry – are among its core competencies. In the textile segment, KAPP develops and manufactures compounds for technical textiles as well as process chemicals for pretreatment. The company also has extensive experience in the development, production and packaging of liquid and powder specialty products on behalf of customers, including tableting and filling into water soluble films.

STOCKMEIER Urethanes division is internationally recognised for high-quality polyurethane systems and develops coatings, adhesives, sealants and elastomers for industrial, sports and leisure applications. Its portfolio ranges from systems for athletic tracks and indoor sports surfaces to func-

tional recreational flooring. Close collaboration with customers enables the development of tailored solutions for specific applications.

The Group primarily serves B2B markets, with a strong presence in wholesale chemical distribution. While Germany remains a key market, more than half of STOCKMEIER's revenue is generated internationally, with operations spanning across the Netherlands, Belgium, Italy, France, Austria, Poland, the Czech Republic, Romania, Hungary, Slovakia, Great Britain, Spain, and North America. This international footprint enables the Group to maintain resilience and growth despite challenges from changing markets.

STOCKMEIER maintains long-standing relationships with a large network of suppliers and service providers, which are integral to its global supply chain. Strategic procurement plays a central role in the business model, and the Group collaborates closely with suppliers to ensure compliance with sustainability standards. Customers benefit from high-quality products and services delivered through efficient distribution channels.

Sustainability is embedded in STOCKMEIER's corporate strategy. Key initiatives include the implementation of the Greenhouse Gas Protocol for emissions tracking (Scope 1–3), ISO 14001 certification for environmental management, sustainability strategy, and the use of EcoVadis to assess supplier sustainability performance. The Group has established a European sustainability task force to standardize and improve sustainability practices across all entities. These efforts reflect STOCKMEIER's commitment to responsible business conduct, environmental stewardship, and continuous improvement in line with international standards such as the VSME, the UN Sustainable Development Goals, and CSDDD.

STOCKMEIER's European Sustainability Taskforce

The sustainability team at STOCKMEIER Group is the driving force behind the implementation and ongoing development of sustainable corporate strategies at the European level. The structure of the team is clearly defined and fosters close collaboration across countries and business units.

Structure of the Sustainability Organisation

Chief Technology Officer:

The sustainability approach is led by the CTO of STOCKMEIER Holding, Dr Uwe Damrau.

Sustainability Manager:

Reporting to Dr Uwe Damrau, Anna Lenze is responsible for the implementation and development of sustainability initiatives (such as Green House Gas emissions calculation, Sustainability training and presentation, CSR supplier evaluation, Questionnaires from customers ...) within the Group.

Steering Committee:

The Steering Committee plays a crucial role in shaping the direction of sustainability initiatives. It guides, coordinates, and oversees the organization's sustainability strategy and achievements. Its role includes strategic direction, sustainability vision, priorities, and long-term goals. The Steering Committee consists of: Dr. Gunda Stockmeier (Stockmeier family representative), Patrick Duhamel (CEO, STOCKMEIER France), Dr. Uwe Damrau (CTO, STOCKMEIER Holding), Rodolphe Rey (Director of Quality, Safety, and Environment, STOCKMEIER France) and Anna Lenze (Sustainability Manager).

Ambassador Team:

A special role is played by the Ambassador Team. This group consists of colleagues from all countries, companies, and various departments within the STOCKMEIER Group. They drive sustainability topics forward in their respective companies and meet twice a year with the central sustainability team to exchange ideas and further develop joint initiatives.

Collaboration with SHEQ Headquarters:

Additionally, the sustainability team works closely with the SHEQ Headquarters (Safety, Health, Environment, Quality) to leverage synergies and integrate sustainability topics holistically into company processes.

STOCKMEIER's governance body:

The governance body of the STOCKMEIER Group is composed of members of the owning Stockmeier family as well as an additional external representative, ensuring a balance of internal continuity and external expertise. The governance body provides strategic oversight across key areas that shape the company's long term direction, including advancing digital innovation, strengthening social responsibility and driving sustainability initiatives throughout the Group.



Conclusion and Outlook

With this structured and broadly networked organization, STOCKMEIER Group ensures that sustainability is lived and continuously developed as an integral part of the corporate strategy in all areas and countries. The close cooperation between the central team, Steering Committee, Ambassador Team, and SHEQ Headquarters enables effective implementation and ongoing improvement of sustainable measures. The most senior level accountable for implementing sustainability practices, policies, and initiatives during the 2024/2025 business year was the Executive Management of STOCKMEIER Holding. This is explicitly stated in the group guidelines and policy documents, which confirm that the Executive Management bears responsibility for the environment, health and safety, and overall sustainability performance. Looking ahead to 2025/2026, the Sustainability Team will be strengthened by an additional full-time position, ensuring greater operational capacity and deeper expertise across the Group. Furthermore, the organizational structure will be expanded through the introduction of a Group wide Director Sustainability, who will centrally coordinate and steer all sustainability activities across the entire STOCKMEIER Group. This enhanced governance setup will reinforce strategic alignment, accelerate implementation, and further professionalize sustainability management at Group level.



STOCKMEIER's transition towards a more sustainable economy

1. Main Sustainability Workflows

During the 2024/2025 business year, the STOCKMEIER Group continued to strengthen its sustainability practices, focusing on three key areas:

- Rolling out ISO 14001 certification across all major plants and production sites
- Implementing comprehensive GHG accounting
- Developing a new sustainability strategy through workshops and stakeholder engagement

ISO 14001 Certification Rollout

ISO 14001 is an internationally recognized standard for Environmental Management Systems (EMS). It ensures organizations systematically manage environmental impacts, comply with regulations, and drive continuous improvement. Achieving certification demonstrates a strong commitment to environmental responsibility and sustainable operations.

- Nearly **30 STOCKMEIER locations** are included in this initiative.
- **2023:** 41% certified (including STOCKMEIER France, Gamma Chimica, New Quimica, STOCKMEIER Fluids, STOCKMEIER Chemie Bielefeld)
- **May 2024:** +7 plants certified > 66%
- **Target:** 100% certification of all production plants by end of 2025 (10 additional plants)

GHG Accounting

The STOCKMEIER Group completed CO₂ accounting for the entire organization for the year 2023, in line with the Greenhouse Gas Protocol (GHG Protocol).



This includes:

- **Scope 1:** Direct emissions
- **Scope 2:** Indirect emissions from purchased energy
- **Scope 3:** Significant upstream and downstream emissions

Development of a New Sustainability Strategy

Throughout 2024/2025, the Group advanced its sustainability strategy through a series of dedicated workshops. These sessions engaged a broad range of stakeholders, ensuring diverse perspectives shaped the outcome. The **United Nations Sustainable Development Goals (SDGs)** served as a guiding framework, helping identify key impact areas and set strategic priorities.



The Role of the SDGs

The STOCKMEIER Group aligns its sustainability strategy with the United Nations Sustainable Development Goals (SDGs). Through a comprehensive internal project, more than 80 relevant KPIs were analyzed, resulting in the identification of 11 SDGs where the company can make the most significant impact.

These SDGs provide the framework for developing and implementing our sustainability objectives. Integrating related KPIs and measures enhances transparency and impact – both globally and within Europe.

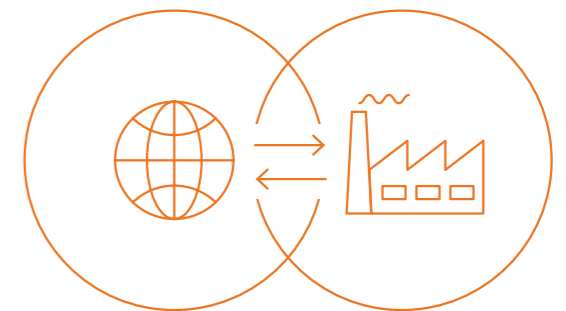
The selection of these SDGs was made in accordance with the Corporate Sustainability Reporting Directive (CSRD) requirements and validated through a structured stakeholder process.



SDG 3: Good Health and Well-Being, SDG 4: Quality Education, SDG 5: Gender Equality, SDG 8: Decent Work and Economic Growth, SDG 9: Industry, Innovation and Infrastructure, SDG 10: Reduced Inequalities, SDG 12: Responsible Consumption and Production, SDG 13: Climate Action, SDG 14: Life Below Water, SDG 15: Life on Land, SDG 16: Peace, Justice and Strong Institution

The role of the Double Materiality Assessment

The STOCKMEIER Group regards the double materiality assessment as a cornerstone for forward-looking and responsible corporate management. It is more than a regulatory obligation – rather, it serves as a strategic tool that strengthens the Group's sustainable success and credibility, and provides a solid foundation for CSRD reporting.

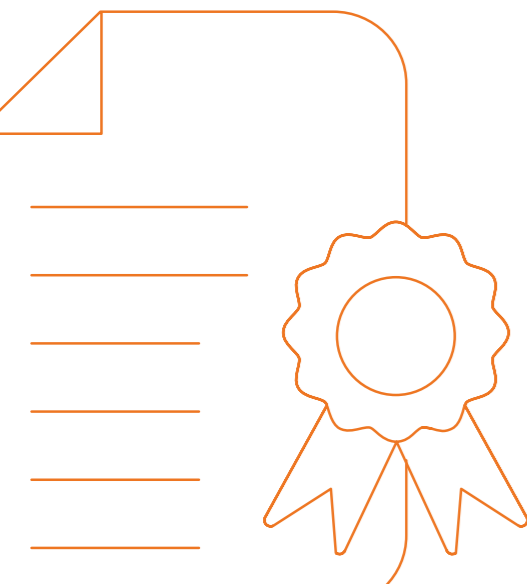


The materiality analysis conducted fully complies with the requirements of the European Sustainability Reporting Standards (ESRS) issued by the European Financial Reporting Advisory Group (EFRAG). The analysis was accompanied by an external business consultant and conducted during an intensive two-day workshop in Paris. Perspectives of external stakeholders were taken into account by representative internal experts to ensure that considerations from across the broader value chain were reflected in the assessment.

During the workshop, representatives of STOCKMEIER and the stakeholder groups first identified and then evaluated the impacts, risks, and opportunities (IROs). A threshold value based on ESRS determined the materiality of the IROs and thus the selection of material sustainability topics.

The starting point was the comprehensive list of sustainability topics according to ESRS. This list was specifically supplemented with key contents from a sector-specific analysis based on SASB, in order to address industry-specific re-

quirements and particularities. After the evaluation, a comprehensive review was conducted by all stakeholder representatives, followed by validation and approval of the results. The results were presented to the Group Management Board, which had the opportunity to add to or reduce the list of material sustainability topics. The formal approval by the Group Management Board and communication to all process participants completed the analysis.



The outcome underscores the effectiveness and added value of the process: Through structured evaluation and prioritization, the material sustainability topics were reduced by 42% (from 39 to 23, whereof 3 apply only for the value chain being material). In total, 72 impacts as well as 69 risks and opportunities were identified. This focus enables STOCKMEIER to tailor its CSRD reporting to the most important sustainability topics and to further develop its corporate strategy sustainably.

Particularly relevant areas include Climate change & energy (E1), Pollution (E2), Water consumption (E3), Circular economy (E5), Fair working conditions (S1 & S2) and Corporate governance & culture (G1) (see Figure 1).



Double Materiality Analysis Workshop in Paris

Governance	Environment					Social			
Business Conduct (G1)	Climate Change (E1)	Pollution (E2)	Water and marine resources (E3)	Biodiversity and ecosystems (E4)	Circular economy (E5)	Own workforce (S1)	Workers in the value chain (S2)	Affected Communities (S3)	Consumers and end-users (S4)
Corporate culture	Climate change mitigation	Pollution of air	Water consumption	Direct impact driver of biodiversity loss	Resources inflows	Own workforce working conditions	Workers in the VC working conditions	Communities economic and social and cultural rights	Information-related impacts for consumers/end-users
Protection of whistleblowers	Climate change adaptation	Pollution of water *	Water withdrawals	Impact of the state of species	Resources outflows	Own workforce equal treatment & opportunities	Workers in the VC equal treatment & opportunities	Communities civil and political rights	Personal safety of consumers/end-users
Animal welfare	Energy	Pollution of soil *	Water discharges	Impact of the extent and condition of ecosystems	Waste	Own workforce other work-related rights	Workers in the VC other work-related rights	Rights of indigenous people	Social inclusion of consumers/end-users
Political engagement		Substances of concern and of very high concern *	Water discharges to the oceans	Impacts and dependencies on ecosystem services					
Management of relationships with suppliers incl. payment practices		Microplastics	Extractions and use of marine resources						
Corruption and bribery		Pollution of living organisms and food resources							

Figure 1: Material Topics of the STOCKMEIER Group (The 23 topics that are material for STOCKMEIER's are highlighted; the three topics marked with an asterisk (*) are only material for the value chain, not for STOCKMEIER's own operations, not-material topics are left un-highlighted.)

The role of the Stakeholder Analysis

As part of the double materiality assessment, the stakeholder groups relevant to STOCKMEIER were systematically identified and evaluated. Involving these groups is central to a holistic and future-oriented sustainability strategy.

The following stakeholder groups were identified as material:

Investors:

Investors are of central importance to STOCKMEIER as they provide capital and support the company's long-term growth. They expect transparency regarding sustainable business practices and their impact on risks and opportunities.

Customers:

Customers are critical to revenue and market position. They increasingly expect sustainable products and services as well as openness regarding the company's environmental and social practices.

End Consumers:

Although STOCKMEIER's core business operates in B2B markets, end consumers represent the final link in the value chain and indirectly influence the company's success through their demand and expectations.

Employees:

The satisfaction, health, and safety of employees, as well as their loyalty, are crucial for the company's success and STOCKMEIER's highest value. A sustainable corporate culture is essential to attract and retain qualified employees.

Suppliers:

Suppliers are a key component of the value chain. The sustainability of the supply chain affects STOCKMEIER's overall performance in terms of environmental and social standards.

Society and Local Communities:

Society and, in particular, local communities are directly affected by the company's activities. STOCKMEIER bears responsibility for the social and economic impacts in these regions.

Authorities:

Authorities set the legal framework, which has a significant impact on business activities. They expect compliance with environmental and social standards and can impose sanctions.

Nature (Silent Stakeholder):

Nature forms the basis for all production and business processes. It is the source of all resources but is also affected by STOCKMEIER's activities – especially regarding resource consumption and climate change.

Representation:

All stakeholder groups were represented by internal delegates from the respective representative corporate areas of STOCKMEIER. This broad, structured and direct participation ensures that the analysis covers the various perspectives and requirements along the entire value chain and places the materiality analysis and thus the sustainability strategy on a solid foundation.

2. Further Sustainability Practices

In addition to the three main sustainability workflows, the STOCKMEIER Group is also committed to further key practices that reinforce our comprehensive responsibility for the environment, society, and sustainable value creation:

Ressource Efficiency:

- Ongoing efforts to reduce water and energy consumption, with stable water use and initiatives for recycling and efficient use at production sites
- Implementation of measures to reduce waste, including separation and recycling of hazardous and non-hazardous materials.

Sustainable Supply Chains:

The STOCKMEIER Group places a strong emphasis on building responsible and resilient supply chains. To achieve this, we have set clear objectives and implemented robust processes that align with international standards and legal requirements.

One key initiative is the use of **EcoVadis** ratings for several group companies, with the goal of **evaluating 75% of chemical spend at the holding level**. This ensures transparency and accountability in supplier performance across environmental, social, and governance criteria.

In addition, we have introduced a comprehensive **risk management system for human rights and environmental protection** within our supply chain. This system is fully compliant with the **German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz, LkSG)** and is based on a two-stage risk assessment process:

Risk Assessment in the STOCKMEIER Supply Chain

As an international company with over 50 locations in 16 countries, STOCKMEIER recognizes the complexity and potential risks inherent in global supply chains. Our risk analysis covers more than **8,000 suppliers** across the Group, including entities such as STOCKMEIER Chemie, STOCKMEIER Quimica, Bassermann, CERIN, HDS Chemie, Kapp Chemie, Lobeck, Staub & Co. Silbermann, STOCKMEIER Food, STOCKMEIER Fluids, New Quimica, and STOCKMEIER Urethanes.

By systematically identifying and prioritizing risks such as child labor, forced labor, occupational health and safety violations, and environmental impacts, we ensure that our supply chain management meets the highest standards of responsibility and transparency.

Abstract Risk Assessment:

In the initial stage, potential risks—including child labor, forced labor, health and safety violations, and environmental impacts (water, soil, and air pollution)—are identified and prioritized across both the supply chain and our own operations. No priority risks were identified within our own divisions.

Actual Risk Assessment:

The second stage is conducted annually and establishes materiality thresholds for suppliers and products. A two-pillar model helps identify high-risk suppliers (e.g., based on country of origin) and critical products (e.g., raw materials from mining, extraction, or cultivation). Assessment methods include EcoVadis evaluations, internal STOCKMEIER surveys, on-site visits, and media analyses. Within our own divisions, inspections and employee interviews complement the process.

The results of these assessments are directly integrated into business processes, particularly supplier management. Preventive measures are implemented wherever risks are identified, and the effectiveness of our risk management system is reviewed annually and continuously improved.

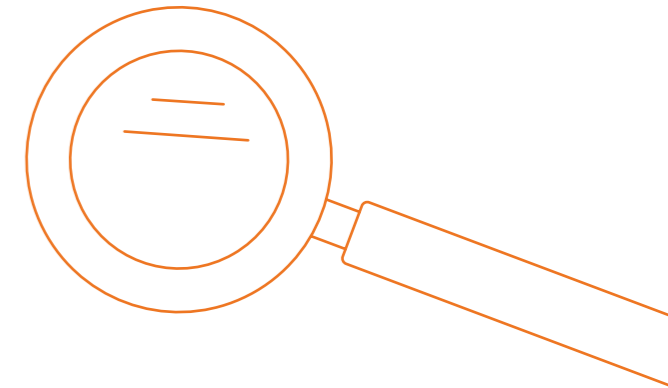
Whistleblowing at STOCKMEIER Group:

The STOCKMEIER Group places the highest value on protecting human rights and upholding both legal and ethical standards. A key instrument for ensuring these values is our whistleblowing system. Through an anonymous reporting channel, both internal and external stakeholders can report suspected compliance breaches or human rights violations. Access is provided via our website.

We are continuously working to improve the visibility and effectiveness of this system. Every reported incident is promptly reviewed and, where necessary, addressed through targeted remedial measures. Insights gained from the whistleblowing process directly inform the ongoing development of our risk management. The effectiveness of the system is reviewed annually and on an ad hoc basis, ensuring sustainable protection of human rights throughout our value chain.

During the reporting period, there were no confirmed severe human rights violations within the STOCKMEIER Group. No cases of child labor, forced labor, human trafficking, or discrimination were identified. Likewise, there were no confirmed incidents of other potential human rights violations. We are also not aware of any severe incidents involving workers in our value chain, affected communities, consumers, or end-users. Reported cases during the period related exclusively to internal behavioural guidelines, and no violations of applicable laws were reported.

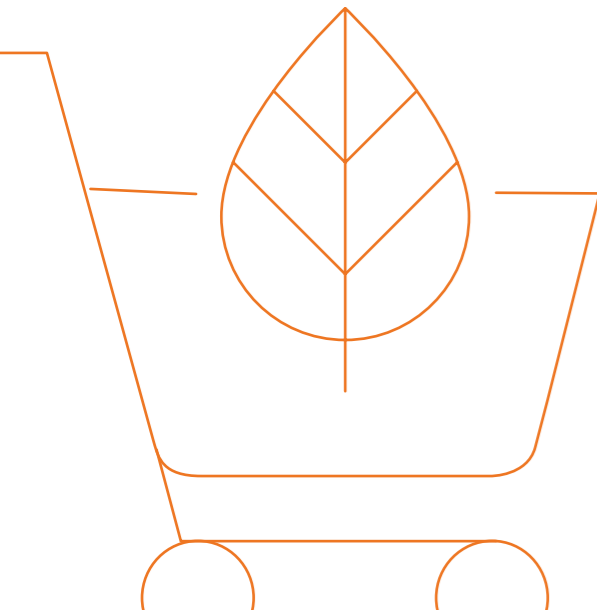
These results reflect the effectiveness of our preventive measures and whistleblowing system. Should an incident occur, clearly defined processes are in place to address the situation and implement appropriate remedial actions.



Social Practices:

- Promotion of workplace safety, diversity, equity, and inclusion.
- Training and information sessions for employees on sustainability topics.
- Encouragement of dialogue with employee representatives and creation of a positive working environment.
- Continuation of the Women's Network, an internal STOCKMEIER network where women can exchange ideas, support each other, and pursue further education (see also Chapter Social).

KPI	Data (2024/2025)
Number of alerts	6
Proportion of anonymous versus non-anonymous reports received	4/2
Percentage of completed cases	100%

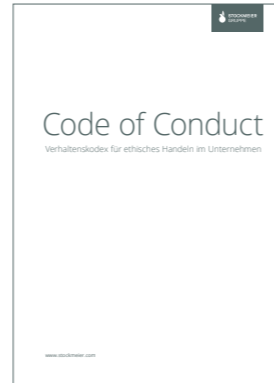








3. Policies

The STOCKMEIER Group's commitment to sustainability is firmly anchored in a set of guiding policies that shape responsible business conduct across all operations. These policies provide a clear framework for ethical behavior, environmental stewardship, and social responsibility.

Core Values and Leadership Principles:

STOCKMEIER's six core values – **Respect, Courage, Sustainability, Responsibility, Passion, and Trust** – form the foundation of our corporate culture. They guide daily actions and decision-making at every level of the organization.



<p>Respect</p>  <p>Means to us to uphold respectful communication and behave accordingly. We are open to different opinions and take them seriously. We practice mutual acknowledgement and appreciation of individual personalities.</p>	<p>Trust</p>  <p>Means to us to set an example of honesty and reliability to our employees. We trust our employees to do the right thing for our company. We support our employees and provide them with security in their activities.</p>
<p>Courage</p>  <p>Means to us to have the courage to stray from the path well-trodden and to actively bring about change. We promote creativity and ideas and learn from our mistakes.</p>	<p>Passion</p>  <p>Means to us to actively shape success. We burn with passion for today and tomorrow. We motivate, inspire, and encourage hard work.</p>
<p>Sustainability</p>  <p>Means that we make decisions based on the long-term development of our company. We promote the personal development of our employees and do what we say we will.</p>	<p>Responsibility</p>  <p>Means to us that we are responsible for our own decisions. We live our company values and stand by our teams.</p>

Code of Conduct:

Our Code of Conduct applies to all employees and managers, ensuring a respectful, safe, and inclusive working environment. These principles are deeply embedded in our corporate values and guide our actions across the entire value chain.

We explicitly prohibit child labor, forced labor, and human trafficking, and uphold equal treatment and non-discrimination. Occupational health and safety, accident prevention, and environmental protection are integral components of our approach, reflecting our commitment to the highest standards of workplace safety and ecological responsibility.

Fair business practices and robust anti-corruption measures form the foundation of our operations. To ensure compliance with these standards, all employees have access to an anonymous whistleblowing system.

Supplier Code of Conduct:

Suppliers are required to comply with the STOCKMEIER Supplier Code of Conduct, which covers responsible business practices, human rights, labor standards, environmental protection, product safety, and continuous improvement.



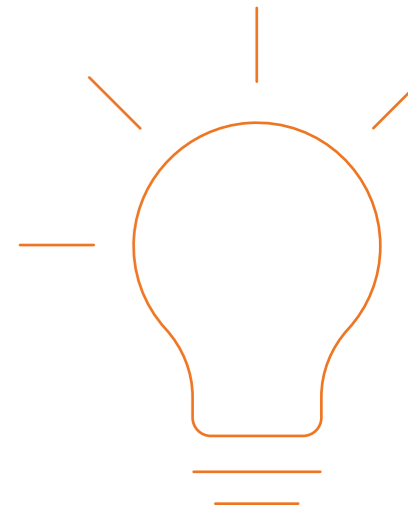
Peter Stockmeier
Member of Management Board, CEO



Dr. Uwe Damrau
CTO



Matthias Vogt
CFO



4. Future Initiatives and Forward-Looking Plans

Finalization and approval of new sustainability strategy

Looking ahead, the new sustainability strategy will be developed in accordance with the requirements of the European Sustainability Reporting Standards (ESRS). It will be based on the selected Sustainable Development Goals (SDGs) as well as the results of the Double Materiality Assessment (DMA). Finalization and formal approval of this strategy by the management board is anticipated for summer 2025.

ISO 14001 Rollout:

Continued expansion of ISO 14001 certification to all production sites, aiming for full coverage by end of 2025.

GHG Protocol Expansion:

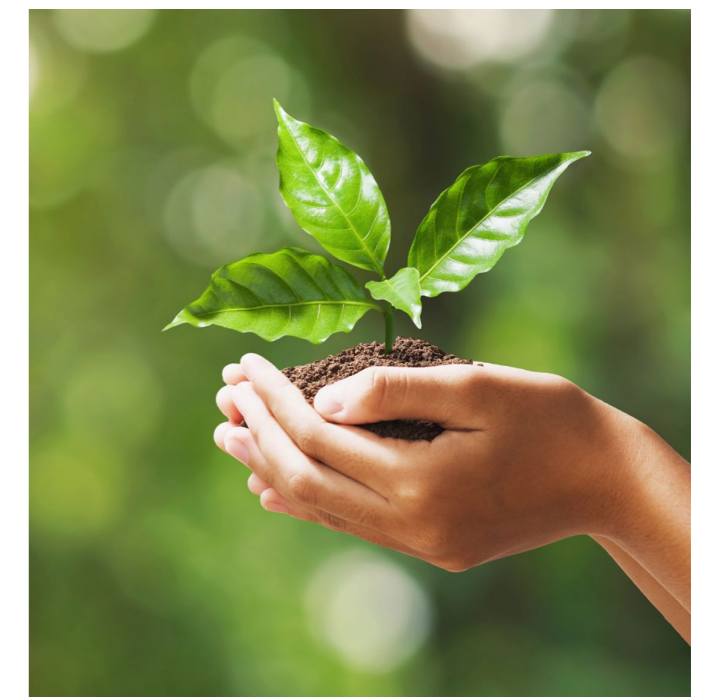
Ongoing implementation of GHG accounting across the group, with contracts signed for data collection and preparation for CSRD reporting.

KPIs and Targets:

Evaluation of 119 KPIs in relation to 11 relevant SDGs, with plans to set new targets and measures to contribute to a sustainable future.

Social and Governance Initiatives:

- Implementation of equality plans, training programs, and responsible purchasing practices.
- Expansion of EcoVadis evaluations and risk management in the supply chain.



Together for more sustainability

We stand for strong connections – to both our employees and our partners worldwide. We have defined standards for successfully working together and written them down in the brochures "Our values" and "Code of conduct and ethical activities in the company".

5. Targets and Monitoring

Guidelines for Responsible Corporate Management:

STOCKMEIER explicitly commits to sustainable and responsible corporate governance. These guidelines include ambitious targets:

The step towards zero – our guiding targets:

- 1 Customer and supplier satisfaction is the basis of our business success. This is why we aspire to **0 errors and 0 complaints** for our activities.
- 2 Our employees are our most valuable capital. Alongside training courses at regular intervals, we also want to protect them for their personal and professional further development. We aspire to ensure **0 work-related accidents and 0 harmful effects on the health** of our employees.
- 3 Companies like ours can only develop freely in an intact environment. This is why we are obligated to conserve natural resources: We want to be the cause of **0 harmful environmental effects** and by 2035, aspire to **0 carbon emissions**.
- 4 We focus on people. This is why we can only accept **0 violations of human rights** through our product procurement activities and others.
- 5 Fairness and transparency are the top priorities for our company. This is why **0 compliance violations** is an automatic stipulation for all of our processes.

Environmental Targets:

- Aspiration for zero carbon emissions by 2035, zero harmful environmental effects, and continuous improvement in resource efficiency.

Social Targets:

- Zero work-related accidents, promotion of diversity and inclusion, and fair treatment of all employees.

Governance Targets:

- Zero compliance violations, full adherence to ethical standards, and transparent reporting mechanisms.

Monitoring:

- Use of KPIs, EcoVadis ratings, ISO 14001 audits, and whistleblowing systems to monitor progress and ensure accountability.





Environment

Protecting the environment is at the heart of our commitment to sustainability. For the STOCKMEIER Group, environmental stewardship goes far beyond regulatory compliance – it is an integral part of our corporate strategy. Our aim is to use resources efficiently, systematically reduce emissions, and develop innovative solutions for a circular economy. The challenges of climate change, the protection of water, air, and soil, as well as the responsible use of energy and raw materials, shape our daily actions. With ambitious goals such as “Zero Carbon” and the continuous expansion of ISO 14001 certifications, we are setting benchmarks for a sustainable future. This chapter demonstrates how we take ecological responsibility through targeted measures and transparent reporting.

Energy and greenhouse gas emissions

Energy use and greenhouse gas (GHG) emissions are among the most critical environmental performance indicators for the STOCKMEIER Group. In the 2024/2025 reporting period, the Group continued to systematically track and manage its energy consumption and emissions in line with the Greenhouse Gas Protocol (Scopes 1, 2, and 3).

Key figures for the reporting year include:

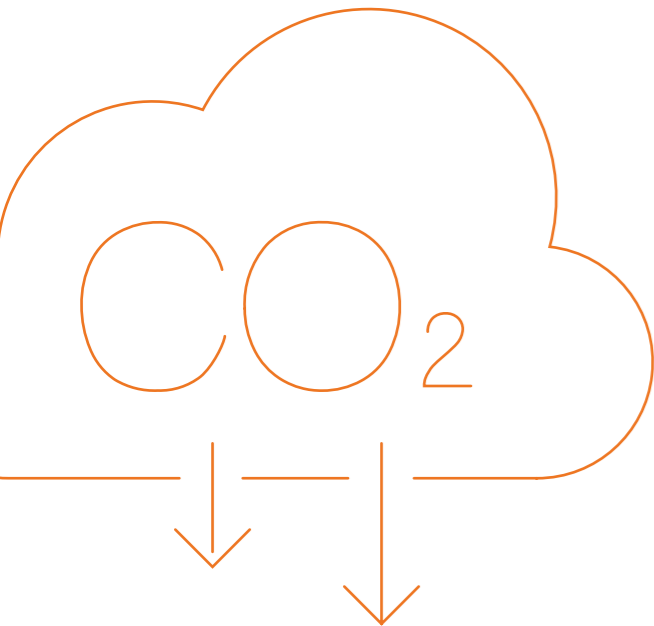
- Total energy consumption: 60,117 MWh
- Electricity consumption: 4,330 MWh (non-renewable), 7,020 MWh (renewable)
- Scope 1 GHG emissions: 11,511.7 tCO₂eq
- Scope 2 GHG emissions (location-based): 2,716.2 tCO₂eq
- Scope 3 GHG emissions: 3,172,859 tCO₂eq
- GHG intensity (defined according to VSME): 7.6 tCO₂eq/million €



The STOCKMEIER Group is committed to systematically reducing its carbon footprint through a comprehensive decarbonization strategy. This includes the expansion of renewable energy sources – such as photovoltaic installations – and the ongoing promotion of e-mobility across the organization, alongside the continuous implementation of ISO 14001 certification at major sites.

A dedicated chapter in this report highlights the installation of photovoltaic panels at STOCKMEIER Quimica’s L’Andana facility, demonstrating the Group’s progress in on-site solar energy generation. In addition, this chapter outlines our broader approach to decarbonization, including the transition to electric mobility as a key pillar of our sustainability efforts.

By transparently reporting on energy use and emissions, STOCKMEIER ensures accountability and supports the achievement of its ambitious “Zero Carbon” target by 2035. The following chapter details the Group’s energy consumption, greenhouse gas emissions, and the concrete steps being taken to drive decarbonization across all business units.



KPI	Data (2024/2025)
Electricity consumption (in MWh):	
Non-renewable electricity consumption	4,330
Renewable electricity consumption	7,020
Total electricity consumption	11,350
Fuel consumption (in MWh):	
Natural gas	14,395
LPG	426
Oil	975
Wood pellets	857
Diesel (from stationary combustion)	1,658
Diesel (from mobile combustion)	23,662
Gasoline	6,682
Biodiesel	112
Total fuel consumption	48,767
Total energy consumption (in MWh):	
Total energy consumption (Electricity + Fuels)	60,117
Total energy consumption per tonnage total (in kWh/to)	24
Total energy intensity (in kWh/€) (defined as total energy consumption divided by turnover)	0.03
GHG emissions (in tCO₂eq):	
Scope 1	11,511.7
Scope 2 (location-based)	2,716.2
GHG intensity (tCO ₂ eq/million €) (defined as Scope 1+2 (location-based) per million € turnover)	7.6
Scope 3 (total)**	3,172,859
Total Scope 1–3 (location-based)**	3,187,086

** Scope 3 figures are extrapolated based on Scope 3 emissions from 2023–24 and tonnage total from 2024–25

Spotlight STOCKMEIER Group

Driving the Expansion of E-Mobility

As part of its decarbonization strategy, the STOCKMEIER Group is rapidly expanding e-mobility within its company fleet. In partnership with inno2fleet and Schneider Electric, both passenger cars and trucks are being converted to electric drive. For this internationally operating family business in the chemical sector, e-mobility is a key element in achieving its ambitious sustainability targets by 2035.

In the 2024/25 financial year, STOCKMEIER installed 13 new charging points for passenger cars at its sites. The number of electric cars in the fleet increased from 7 to 22, thanks to the addition of 15 new e-vehicles. STOCKMEIER also acquired its first fully electric truck for a test phase, which is already in operation – making the company a pioneer in the field of electric heavy-duty transport.

The project includes not only the vehicles themselves but also the charging infrastructure and a comprehensive operating and billing system provided by Schneider Electric. E-mobility is thus available as a complete solution at company sites, at public charging points, and even at employees’ homes. As an additional employee benefit, STOCKMEIER enables staff to

use the company’s charging stations for their private vehicles and supports them in installing home charging points.

Through these measures, the STOCKMEIER Group is making a significant contribution to reducing greenhouse gas emissions and achieving its climate goals, while also increasing the attractiveness of e-mobility for its employees and advancing sustainable corporate mobility.

”
With charging stations at our sites and wallboxes for employees at home, we want to make e-mobility attractive for everyone in the company. Besides a sustainable future, driving an e-car should also be convenient and enjoyable.

Rüdiger Striewe
 Manager Fleet & Mobility and
 Project Lead at STOCKMEIER



Spotlight STOCKMEIER Química

Decarbonization Through Expansion of Photovoltaic Energy

As part of the STOCKMEIER Group's commitment to decarbonization and climate action, the installation of photovoltaic (PV) panels at the L'Andana facility of STOCKMEIER Química marks a significant step toward sustainable energy generation.



Expected Impact

Commissioning of the system is scheduled for January 2026. According to simulations performed with PVSYS software, the installation is expected to generate approximately 404,094 kWh of renewable electricity per year, corresponding to a specific production of 1,611 kWh/kWp. This renewable energy will directly reduce the facility's reliance on grid electricity and lower its carbon footprint.

The environmental benefits are substantial:

Considering that each kWh of electricity produced in Spain generates 0.19 kg of CO₂, the photovoltaic plant will prevent approximately 2,301 tons of CO₂ emissions over the 25-year study period.

This reduction is equivalent to:

- The annual emissions of 2,672 houses (each house produces an average of 861 kg CO₂ per year),
- The CO₂ absorption capacity of 82,216 trees (a tree absorbs an average of 27 kg CO₂ per year),
- Or avoiding emissions from 23,008,400 kilometers driven by a standard vehicle (average of 0.1 kg CO₂ per km).

Project Overview

The PV system, with an installed capacity of 250.80 kWp, is mounted on the roofs of storage warehouses and production areas. The design utilizes a coplanar structure that follows the existing roof slope, complemented by a ballasted system for flat roof sections. This ensures optimal integration and stability of the modules.

Contribution to Sustainability Goals

By investing in on-site solar power, STOCKMEIER Química is advancing the Group's "Zero Carbon" target and demonstrating leadership in the transition to renewable energy. The project not only supports compliance with international climate standards but also delivers long-term economic and environmental benefits.

Climate Risks at STOCKMEIER

Climate risks are no longer a distant or abstract threat – they are already having tangible impacts on companies worldwide. The frequency and intensity of extreme weather events such as floods, droughts, heatwaves, and storms are increasing, with severe consequences for people, infrastructure, and business assets. For example, the devastating floods in Germany in 2021 caused billions of euros in damages, while ongoing droughts in Southern Europe and North America have significantly disrupted supply security and driven up raw material prices. Production stoppages due to heatwaves, wildfires, or interrupted supply chains are now regularly reported in the news.

Core Values and Leadership Principles:

For the STOCKMEIER Group, climate risks mean that both its own sites and its supply chains and customer relationships may be at risk. Floods can halt production facilities, extreme heat can complicate the storage and transport of chemicals, and volatile raw material prices can impact cost structures. Early identification, assessment, and active management of climate risks are therefore essential components of a future-proof corporate strategy.

Recognizing the growing significance of climate risks, STOCKMEIER has taken a proactive approach to systematically identify and address both transition and physical climate risks as part of its double materiality assessment under the CSRD. This comprehensive analysis not only considers regulatory requirements and industry trends, but also evaluates the specific vulnerabilities and exposures within STOCKMEIER's operations, assets, and value chain.

The following section outlines the climate-related hazards and transition events identified by STOCKMEIER, describes the assessment of exposure and sensitivity across the business, and details the adaptation measures already initiated to safeguard long-term resilience and business continuity.

Climate-Related Risks and Adaptation at STOCKMEIER

As part of its comprehensive double materiality assessment under the CSRD, STOCKMEIER has systematically identified and evaluated both transition and physical climate risks that could impact the company's operations, assets, and value chain.

Transition Risks

STOCKMEIER faces several transition risks associated with the shift to a climate-neutral economy:

CO₂ Pricing and Cost Structure:

The expansion of CO₂ pricing mechanisms (such as national carbon taxes and the EU Emissions Trading System) directly affects purchase prices and the overall cost structure.

Market Risks from Changing Consumer Behaviour:

Evolving consumer preferences may require adjustments to the product portfolio or could result in a loss of sales if demand shifts toward more climate-friendly alternatives.

EU ETS and Carbon Border Adjustment Mechanism (CBAM):

STOCKMEIER is subject to the EU ETS and must purchase emission certificates. The CBAM also impacts the cost of importing certain raw materials.

Substitution of Fossil Fuels:

Replacing fossil fuels in production and logistics, including the company's own truck fleet, requires significant capital expenditures and may not always be offset by customer pricing.

Physical Climate Risks

As a chemical distributor with operations across Europe and globally, STOCKMEIER is also exposed to physical climate risks:

Chronic Risks:

Long-term changes such as rising average temperatures, increased humidity, and sea-level rise can affect infrastructure durability, increase cooling demands, and impact supply chain reliability.

Acute Risks:

Extreme weather events – floods, storms, heatwaves, and wildfires – can disrupt logistics, damage assets, and pose safety risks to employees and local communities.

While no major physical climate-related incidents have occurred to date, STOCKMEIER recognizes the growing rele-

vance of these risks and plans to conduct a site-specific climate risk analysis before 2030 to inform future adaptation strategies. Several STOCKMEIER sites are classified under the European Seveso Directive, which regulates industrial facilities handling significant quantities of hazardous substances to prevent major accidents. For SEVESO classified sites, detailed assessments of selected acute physical risks are already in place, ensuring that relevant hazards are systematically evaluated and appropriately managed.

Climate Change Adaptation Actions

STOCKMEIER has already initiated several adaptation measures in response to climate-related risks:

- Pilot projects for electrifying the truck fleet.
- Strategic review of the product portfolio with regard to climate relevance.
- Establishment of an internal sustainability and climate strategy competence center.
- Planning of a site-specific climate risk analysis before 2030 to better understand and manage physical climate risks.



Spotlight STAUB & CO. SILBERMANN

Rapid Flood Response for Community Resilience

STOCKMEIER's commitment to climate resilience is not limited to strategic planning and long-term adaptation – it is also reflected in the company's immediate response to acute extreme weather events. When severe flooding struck Southern Germany in June 2024, STOCKMEIER employees demonstrated exceptional dedication and teamwork. At the STAUB & CO. – SILBERMANN site in Gablingen, the company provided the Technical Relief Agency (THW) with space and logistics to operate a water-oil separation facility. This initiative enabled the treatment of approximately 2.8 million liters of contaminated water from flooded basements, homes, and garages, ensuring that clean water was safely returned to the environment and recovered oil could be further processed.

Such rapid and coordinated action highlights STOCKMEIER's ability to support local communities and public authorities during emergencies. The company's employee – including those with volunteer experience in disaster relief – play a vital role in these efforts. STOCKMEIER also invests in training and preparedness to ensure that its workforce is equipped to respond effectively to future incidents.

By combining proactive climate risk management with hands-on support during crises, STOCKMEIER not only safeguards its own operations but also contributes to societal resilience. This integrated approach strengthens business continuity, protects people and assets, and underscores the company's broader commitment to environmental and social responsibility.



The separating system for the pumped oil and water mixture needs a lot of space – and found it on the ground of STAUB & Co. SILBERMANN in Gablingen.



For five days, employees of STAUB & Co. SILBERMANN helped pump off the floodwaters in the Günzburg area.

Spotlight STOCKMEIER Química

Standing Strong with Communities After Extreme Weather

On October 29, 2024, the DANA* weather event caused severe flooding across the Valencian Community, leaving many towns under meters of water, mud, and debris. The material damage was significant, and the lives of countless citizens were seriously affected.

In response to this acute climate-related crisis, STOCKMEIER Química acted swiftly to support local authorities and affected communities. The company donated sodium hypochlorite for the disinfection of streets and public spaces – an essential measure to ensure hygiene and public health in the aftermath of the flooding. From the Paterna facility, the warehouse team worked tirelessly to prepare and dispatch pallets and 20-liter containers, ensuring that the disinfectant reached the impacted municipalities as quickly as possible.

Beyond material assistance, many employees volunteered their time and effort to help with cleaning and logistics tasks,

demonstrating remarkable commitment and solidarity during a critical moment. This collective response highlights STOCKMEIER's dedication to social responsibility and its ability to mobilize resources and people in support of communities facing the consequences of extreme weather events.

By taking immediate action and fostering a spirit of cooperation, STOCKMEIER Química not only contributed to the recovery process but also underscored the importance of resilience and preparedness in the face of increasing climate risks.



One year later, the Town Council of Bétera honored STOCKMEIER Química with a commemorative plaque in recognition of this collaboration.

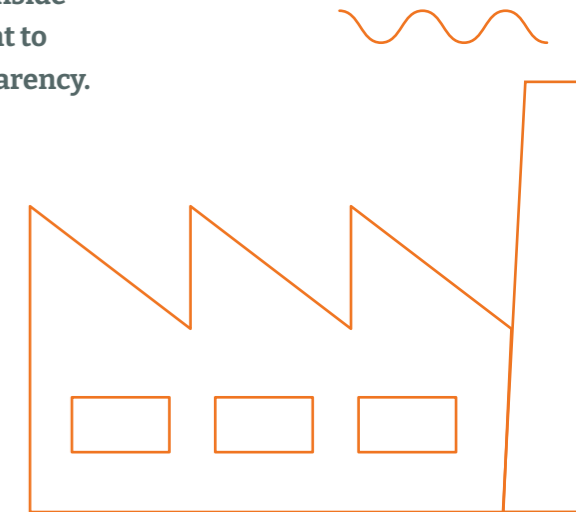
* DANA stands for "Depresión Aislada en Niveles Altos" (Isolated Depression at High Levels). It is a meteorological phenomenon in Spain characterized by a cold air mass at high altitude, which can lead to intense and sudden storms, often resulting in severe flooding and significant damage, especially in the Mediterranean region.

Pollution of air

STOCKMEIER strictly complies with national environmental regulations and has implemented multiple measures to prevent pollution both inside and outside its sites. These efforts reflect the company's commitment to minimizing environmental impact and ensuring operational transparency.

Regulatory Compliance

During the reporting period, STOCKMEIER emitted air pollutants only in quantities significantly below the thresholds defined by Regulation (EC) No. 166/2006. Consequently, the company is not subject to reporting obligations under the European Pollutant Release and Transfer Register (PRTR). Compliance with all legal requirements was continuously monitored and documented, fully meeting the VSME standard for transparency and evidence of environmental performance.



Spotlight STOCKMEIER France

Emission Control Measures

Tanks storing inorganic chemical products can be potential sources of pollutant emissions. To address this, STOCKMEIER France equips tanks containing the most emissive inorganic chemicals with advanced gas scrubbers that effectively reduce vapors and odors.

How Gas Scrubbers Work

A scrubber is a pollution control device widely used in the chemical industry to remove harmful gases or particles from exhaust streams. It operates by bringing contaminated gas into contact with a liquid – typically water or a chemical solution – that absorbs or reacts with pollutants. The process involves the gas flowing upward while the liquid is sprayed

downward, maximizing contact and removal efficiency. Harmful components dissolve in the liquid or are chemically neutralized. The cleaned gas is then released into the atmosphere, while the contaminated liquid undergoes safe treatment or disposal.



Water

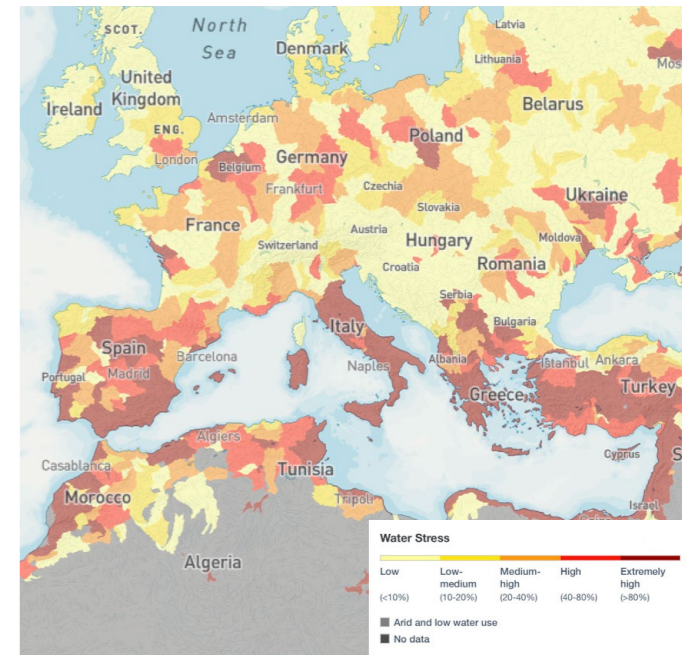
Water is a fundamental resource for both society and industry, and its responsible management is central to sustainable development. For STOCKMEIER, water is not only essential for daily operations but also a key factor in environmental stewardship and risk management.

As a leading chemical distributor and producer, STOCKMEIER relies on water throughout its value chain – from the procurement and handling of raw materials to production processes, logistics, and product applications.

The company's activities span multiple production sites and regions, some of which are located in areas of high water stress. All STOCKMEIER production sites have been evaluated for water stress using the ESRs guidelines and the Aqueeduct Water Risk Atlas (see exemplary figure), which considers factors such as local water availability, current and projected demand, and future water stress scenarios. Based on this assessment, the following sites are under high or very high water stress:

- Staub & Co. Silbermann GmbH, Nürnberg
- STOCKMEIER Chemie GmbH, Berlin
- STOCKMEIER Chemie GmbH, Hanau
- STOCKMEIER France, Haubourdin
- STOCKMEIER France, Niort
- STOCKMEIER Quimica, Sentmenat
- New Quimica, Toledo

While STOCKMEIER does not operate thermal energy processes such as drying or power generation, certain production steps – such as blending, cleaning, and formulation – require water. These processes do not significantly consume water compared to water-intensive industries like agriculture or large-scale manufacturing, but they still make efficient water use, conservation, and treatment critical priorities. STOCKMEIER is committed to minimizing water withdrawal, optimizing consumption, and ensuring that water discharged from its facilities meets strict environmental standards. Measures include recycling initiatives, water-saving technologies, and site-specific solutions for rainwater infiltration and soil protection.



Beyond compliance, STOCKMEIER recognizes its responsibility to safeguard water resources for future generations. Water management is embedded in the company's sustainability strategy, aligned with international frameworks such as the UN Sustainable Development Goals (SDGs) and ISO 14001 certification. In this context, STOCKMEIER has identified SDG 13 (Climate Action), SDG 14 (Life Below Water), and SDG 15 (Life on Land) as priorities. The company is committed to reducing water-hazardous emissions to minimum and advancing technologies that enhance water protection.

KPI	Data (2024/2025)
Water (in m³)	
Total water withdrawal	259,233
Water withdrawal at sites located in areas of high and very high water-stress	30,054
Total water discharge	111,382
Total water consumption	147,851
Water intensity (m³/million €) (defined as total water consumption per million € turnover)	79

Resource use, circular economy, and waste management

As a company specializing in the filling and packaging of chemical products, STOCKMEIER is inherently material-intensive. Efficient use of materials and the transition towards circular economy principles are therefore central to our sustainability strategy.



For the 2024/25 financial year, STOCKMEIER Chemie GmbH & Co. KG brought a total of 6,255.4 tons of reusable packaging into circulation. In contrast, only 547 tons of packaging (excluding reusable packaging and deposit-bearing single-use beverage packaging) were used. This demonstrates our clear commitment to resource efficiency and the reduction of single-use packaging.

In addition, STOCKMEIER Chemie also records non-system participation packaging, including films, pallets, cardboard, and containers. Here, we achieve high recycling rates:

- Cardboard, pallets, and films are 100% recycled.
- Containers are recycled at a rate of two-thirds, while one-third is disposed of as waste through incineration.

The annual material flow is calculated by identifying the key materials essential to our business activities and reporting the total weight for each relevant material. For STOCKMEIER, packaging materials – especially reusable packaging – play a significant role. By prioritizing reusable solutions and maximizing recycling, we minimize waste, reduce our dependency on virgin materials, and support the transition to a circular economy.

KPI	Data (2024/2025)
Waste (in t)	
Total non-hazardous waste	2,036
Total hazardous waste	2,878
Total hazardous waste (liquids)	5,794,591 l
Total radioactive waste	0

In line with the VSME (Voluntary Sustainability Reporting Standard for SMEs) and EMAS requirements, STOCKMEIER strives to systematically track the annual material flow as a key indicator of material efficiency and dependency. While we are continuously improving our data collection processes, current figures are based on the best available estimates and internal reporting and apply for STOCKMEIER Chemie GmbH & Co. KG. This includes all relevant materials used in our operations – primary materials, auxiliaries, input substances, semi-finished products, and others – excluding energy sources and water.

Spotlight STOCKMEIER Urethanes

Closing the Loop Through Drum Clip Reuse

As part of our ongoing commitment to resource efficiency and circular economy principles, the STOCKMEIER Group continuously seeks opportunities to reduce waste and extend the lifecycle of materials within our operations. A recent initiative between our STOCKMEIER Urethanes production sites in Lemgo (Germany), Sowerby Bridge (UK), and Cernay (France) demonstrates how practical measures can deliver both environmental and economic benefits.

During a cross-site production meeting, colleagues identified a significant accumulation of drum clips at the Sowerby Bridge site – these clips had been delivered together with drums from Lemgo. Recognizing the potential for resource conservation, the teams established a process to return used drum clips to Lemgo for reuse in future shipments. The first pallet, containing 650 drum clips, has already been sent back to Germany, eliminating the need for new purchases and reducing both material consumption and costs. This closed-loop approach not only prevents waste but also exemplifies how collaboration across sites can drive sustainable change.

Inspired by this success, the initiative is being expanded to include our French operations, with the aim of identifying further opportunities for material reuse.

Such measures are supported by our 6S programme, which fosters order, efficiency, and continuous improvement in production processes. By integrating resource-saving practices into our daily operations, we actively contribute to the STOCKMEIER Group's sustainability goals and demonstrate the tangible impact of circular economy thinking.



Too Good to Waste – 650 Drum Clips Were Reused



Social

People are at the center of everything we do – our employees, partners, and society as a whole. The STOCKMEIER Group views social sustainability as a commitment to ensuring fair working conditions, equal opportunities, and a safe working environment. Diversity, inclusion, and the promotion of young talent are just as important to us as the protection of human rights throughout our entire value chain. Initiatives such as the Women@stockmeier network and the international YouPro program highlight our dedication to an open corporate culture and the development of individual potential. In this chapter, we show how we live up to our social responsibility, foster dialogue with our stakeholders, and work together to build a just and future-oriented working environment.

Empowering People for a Sustainable Future

Workforce Structure and Employment Conditions

Our employees are the foundation of the company's long-term success. As of the reporting period, the total number of employees is 2,390 (headcount). Of these, 2,216 have a permanent contract, while 174 are employed on a temporary basis. All employees receive remuneration that meets or exceeds the applicable statutory minimum wage requirements, in line with our commitment to fair and responsible employment practices.



Diversity, Equity, and Inclusion

Diversity and inclusion are central to our corporate culture. Our workforce consists of 1,591 male and 799 female employees, with 0 identifying as another gender and 0 not reporting their gender. In terms of age structure, 353 employees are under 30 years old, 1169 are between 30 and 50 years old, and 869 are over 50 years old. With employment contracts spanning 17 countries, we are proud to bring together a truly international team that enriches our organization with diverse perspectives and experiences.

Promoting gender diversity and equal opportunities is a central concern for STOCKMEIER. Diverse perspectives and experiences contribute significantly to the company's success. The proportion of women in top management positions currently stands at a female to male ratio of 0.4 (approximately

2:5), and women represent 27% of the overall top management team. In addition, the percentage pay gap between male and female employees is 10%. While progress has been made, there is still potential to further increase the share of women in management.

Our goal is to create the right framework conditions to enable women to develop even more strongly into leadership roles. This includes targeted support programs, transparent career paths, and a corporate culture that actively supports diversity and equality. At the same time, opportunities for reconciling family and career must be analyzed at the national level and individual solutions developed. We are continuously committed to breaking down barriers and creating a working environment in which all talents can fully realize their potential.

Collective Bargaining and Family Support

More than half of all employees (59%) are covered by collective bargaining agreements, which further reinforce the fair working conditions and transparent remuneration practices applied throughout the organization. The STOCKMEIER Group also supports work-life balance and family needs: All employees (100%) are entitled to take family-related leave. During the reporting period, 11% male and 9% female employees made use of this option.

Occupational health and safety

Occupational health and safety are top priorities at STOCKMEIER. All of our employees are included in comprehensive training programs and are covered by audited health and safety management systems. These systems are regularly reviewed and certified, guaranteeing that the highest standards for workplace safety are maintained throughout the Group. Continuous education and training further ensure that employees are well-prepared to meet the demands of their roles and to contribute to a safe, inclusive, and productive working environment.



KPI	Data (2024/2025)
Number of recordable work-related accidents	52
Rate of recordable work-related accidents (defined as Number of work-related accidents multiplied by 200,000 divided by working hours of all employees*)	2.6
Number of fatalities as a result of work-related injuries and work-related ill health.	0
Number of cases of recordable work-related ill health	0
Days lost to work-related injuries / fatalities / ill health	931
People covered by health and safety management system	100%
People covered by audited health and safety management system	100%

*Working hours are expected to be calculated through 2028. By that time, all companies within the group are expected to implement a standardized system for recording and reporting working hours to ensure a consistent and comparable data basis.



Member of the STOCKMEIER Group

Spotlight Gamma Chimica

Driving Safety Culture and Technical Innovation

In the 2024–2025 fiscal year, Gamma Chimica implemented targeted measures to strengthen its safety culture and make everyday work safer.

Safety culture through communication and participation:

Gamma Chimica fundamentally revised its work instructions, now relying on image-based, easy-to-understand documents. This ensures that safety rules are accessible and comprehensible for all employees. Particularly important is the active encouragement of near-miss reporting: employees are motivated to openly report critical situations, enabling learning and continuous improvement. This open error culture ensures that safety is truly lived within the company and that all staff are actively involved.

These measures are part of a comprehensive package with which Gamma Chimica is holistically advancing safety and sustainability within the company.

Concrete technical improvements:

To further enhance workplace safety, targeted investments were made. These include the installation of protective barriers that effectively separate pedestrians from vehicle traffic, as well as a new fall protection system for loading and unloading tankers. These measures minimize accident risks in particularly hazardous areas and demonstrate that Gamma Chimica regards safety as a central corporate responsibility.



Employee Retention

Employee retention is another key focus: the employee turnover rate with retirement is 10.6% and the turnover rate without retirement is 8.6%.

By fostering long-term employment, upholding collective agreements, and prioritizing health and safety, the STOCKMEIER Group demonstrates its ongoing commitment to social responsibility and the well-being of its workforce.



Spotlight WOMEN@STOCKMEIER

Network Meeting 2024: Experiencing Diversity and Shaping Values

WOMEN@STOCKMEIER is the internal network of the STOCKMEIER Group that supports women in their professional development, fosters exchange, and initiates projects to promote equal opportunities and visibility. Once a year, members meet in person to network, learn from each other, and work together on sustainability topics.



In 2024, the network meeting took place at STOCKMEIER Food in Herford. The participants gained comprehensive insights into the world of flavors and the company's business areas. In addition to tours of production and development laboratories, hands-on workshops and tastings were a central focus, deepening understanding of the work and innovations within the Group.

The network meeting offered space for professional dialogue, personal growth, and networking across locations and departments. The results and ideas from the meeting will be incorporated into the future work of WOMEN@STOCKMEIER and support the sustainable development of the entire Group.



Another highlight of the meeting was a values workshop held in a modern conference and co-working location. Here, participants reflected on the STOCKMEIER Group's corporate values and jointly developed concrete measures to strengthen diversity, collaboration, and appreciation. Innovative methods and open exchange provided new impulses for daily work and the ongoing development of the network.



Spotlight YouPro

Empowering Young Talent Across Borders at STOCKMEIER Group

With the aim of strengthening personal development and international networking among young professionals, the STOCKMEIER Group launched the YouPro program in 2023. Following a successful start, the program is now entering its second round, underscoring the company's commitment to the sustainable advancement of young talent within the organization.



Over a period of 24 months, participants have the opportunity to develop personally, learn from one another, and build an international network. The program brings together young professionals from France, Italy, Spain, Poland, Hungary, and Germany, fostering intercultural exchange and collaboration across borders.

The young professionals are accompanied by experienced leaders who act as "Project Companions," providing guidance and supporting the development of the projects. The creative and hands-on project ideas reflect the commitment and innovative spirit of the participants and make a valuable contribution to the sustainable development of the STOCKMEIER Group.

The new program cycle began with a kick-off event in June 2024 in Düsseldorf, where 18 participants jointly defined their learning objectives for the coming year and embarked on an inspiring learning journey. A particular highlight is the work in cross-country teams on four practical projects with a focus on sustainability:

- **Greenium:** Evaluation and assessment of STOCKMEIER Group's raw materials and products in terms of sustainability.
- **Move Together:** Promotion of joint sporting activities to strengthen team spirit and employee well-being.
- **PaperSaver:** Raising awareness for responsible resource use in everyday office life.
- **Beeing Together:** Supporting biodiversity by installing beehives and fostering sustainable habitats.



Appendix

Appendix 1: STOCKMEIER's KPIs at a glance

Sustainability KPIs of the STOCKMEIER Group, Its Four Divisions, and the STOCKMEIER Chemie GmbH & Co. KG

2024/2025	STOCKMEIER Group	STOCKMEIER Chemicals	STOCKMEIER Urethanes	STOCKMEIER Food	KAPP-Chemie	STOCKMEIER Chemie
Key figures						
Turnover (in €)	1,874,138,000	1,595,783,000	162,820,000	77,006,000	38,529,000	516,006,000
Number of employees (in headcount)	2,390	1,925	233	145	87	703
Tonnage total (in to) (The sum of all goods handled by STOCKMEIER (warehouse + direct))	2,478,796	2,394,170	47,069	13,430	24,128	707,391
Tonnage warehouse (in to) (Goods physically handled through a STOCKMEIER warehouse (inbound > storage > outbound))	1,295,365	1,214,486	47,036	11,297	22,545	238,669
Tonnage direct (in to) (Goods delivered directly from supplier to customer without passing through a STOCKMEIER warehouse)	1,183,432	1,179,683	33	2,132	1,583	468,722
Governance						
Corruption and bribery						
Number of convictions	0	0	0	0	0	0
Total amount of fines incurred for the violation of anti-corruption and antibribery laws	0 €	0 €	0 €	0 €	0 €	0 €
Whistleblowing						
Number of alerts	6	See Group*	See Group*	See Group*	See Group*	See Group*
Proportion of anonymous versus non-anonymous reports received	4/2	See Group*	See Group*	See Group*	See Group*	See Group*
Percentage of completed cases	100%	See Group*	See Group*	See Group*	See Group*	See Group*

2024/2025	STOCKMEIER Group	STOCKMEIER Chemicals	STOCKMEIER Urethanes	STOCKMEIER Food	KAPP-Chemie	STOCKMEIER Chemie
Social						
Workforce – general characteristics (in headcount)						
Total number of employees	2,390	1,925	233	145	87	703
... of which have a permanent contract	2,216	1,768	228	140	80	674
... of which have a temporary contract	174	157	5	5	7	29
... of which have male gender	1,591	1,283	169	91	48	508
... of which have female gender	799	642	64	54	39	195
... of which have other gender	0	0	0	0	0	0
... of which do not report gender	0	0	0	0	0	0
... of which are < 30 years old	353	273	39	24	17	104
... of which are > 30 and < 50 years old	1,169	935	123	78	33	358
... of which are > 50 years old	869	717	71	43	37	241
Workforce – additional characteristics						
Percentage of employees entitled to take family-related leave	100%	100%	100%	100%	100%	100%
Percentage of entitled employees that took family-related leave, broken down by gender:						
– male:	11%	12%	1%	26%	2%	19%
– female:	9%	9%	5%	17%	3%	14%
Employee turnover rate including retirement	10.6%	11%	8%	5%	18%	9%
Employee turnover rate excluding retirement	8.6%	9%	6%	3%	15%	8.5%
Percentage pay gap between male and female employees	10%	9%	15%	9%	16%	10%
Female-to-male ratio at top management level (defined according to VSME: number of women at top management divided by number of men at top management)	0.4 (~2:5)	0.3	0.5	0.5	0.8	0.19
Percentage of women in top management positions (defined as number of women at top management multiplied by 100 divided by total number of top management positions)	27%	24%	33%	33%	44%	16%
Number of those self-employed without personnel	19	18	0	1	0	0
Number of temporary workers	25	21	3	0	1	0

2024/2025	STOCKMEIER Group	STOCKMEIER Chemicals	STOCKMEIER Urethanes	STOCKMEIER Food	KAPP-Chemie	STOCKMEIER Chemie
Safety and health						
Number of recordable work-related accidents	52	46	0	4	2	27
Rate of recordable work-related accidents (defined as Number of work-related accidents multiplied by 200,000 divided by working hours of all employees)	2.6	2.89	0	2.87	3.05	4.7
Number of fatalities as a result of work-related injuries and work-related ill health	0	0	0	0	0	0
Number of cases of recordable work-related ill health	0	0	0	0	0	0
Days lost to work-related injuries / fatalities / ill health	931	797	0	38	96	333
People covered by health and safety management system	100%	100%	100%	100%	100%	100%
People covered by audited health and safety management system	100%	100%	100%	100%	100%	100%
Remuneration, collective bargaining, and training						
Do your employees receive pay that is equal or above applicable minimum wage?	Yes	Yes	Yes	Yes	Yes	Yes
Percentage of employees covered by collective bargaining agreements	59%	74%	0%	0%	0%	89%
Average number of annual training hours per employee, broken down by gender (in hours):						
- male:	10.1 h	10 h	17 h	1 h	8 h	1.6h
- female:	11.1 h	11 h	17h	5 h	8 h	3.2h
Employees by Country of Employment Contract (in headcount)						
Germany	1,383	1,113	75	108	87	703
France	408	355	53	0	0	0
Netherlands	135	135	0	0	0	0
Spain	124	124	0	0	0	0
Italy	99	99	0	0	0	0
United States of America	75	0	75	0	0	0
Poland	47	47	0	0	0	0

2024/2025	STOCKMEIER Group	STOCKMEIER Chemicals	STOCKMEIER Urethanes	STOCKMEIER Food	KAPP-Chemie	STOCKMEIER Chemie
Hungary	38	1	0	37	0	0
United Kingdom	25	0	25	0	0	0
Austria	20	20	0	0	0	0
Switzerland	10	10	0	0	0	0
Belgium	14	14	0	0	0	0
United Arab Emirates	5	0	5	0	0	0
Czech Republic	3	3	0	0	0	0
Romania	1	1	0	0	0	0
Slovakia	1	1	0	0	0	0
Marocco	1	1	0	0	0	0
Portugal	1	1	0	0	0	0
Environment						
Electricity Consumption (in MWh)						
Non-renewable electricity consumption	4,330	2,687	1,643	0	0	0
Renewable electricity consumption	7,020	5,762	717	305	236	2,616
Total electricity consumption	11,350	8,448	2,360	305	236	2,616
Fuel Consumption (in MWh)						
Natural gas	14,395	10,044	2,464	573	1,314	4,890
LPG	426	281	127	0	17	220
Oil	975	961	0	14	0	410
Wood pellets	857	0	25	0	832	0
Diesel (from stationary combustion)	1,658	1,610	0	48	0	280
Diesel (from mobile combustion)	23,662	21,845	985	465	366	13,819
Gasoline	6,682	1,242	426	5,015	0	62
Biodiesel	112	102	0	10	0	11
Total fuel consumption	48,767	36,085	4,027	6,125	2,530	19,692
Total Energy (in MWh)						
Total energy consumption (Electricity + Fuels)	60,117	44,533	6,388	6,430	2,766	22,309
Total energy consumption per tonnage total (in kWh/to)	24	19	136	479	115	32
Total energy intensity (in kWh/€) (defined as total energy consumption per turnover)	0.03	0.03	0.04	0.08	0.07	0.04

2024/2025	STOCKMEIER Group	STOCKMEIER Chemicals	STOCKMEIER Urethanes	STOCKMEIER Food	KAPP-Chemie	STOCKMEIER Chemie
GHG Emissions (in tCO₂eq)						
Scope 1	11,511.7	8,496.6	1,077	1,596	342	4,690
Scope 2 (location-based)	2,716.2	1,964.3	636	42	74	820
GHG intensity (tCO ₂ eq/million €) (defined as Scope1+2 (location-based) per million € turnover)	7.6	6.6	10.5	21.3	10.8	10.7
Scope 3 (total)**	3,172,859	3,064,537	103,551	7,252	13,512	969,126
Total Scope1-3 (location-based)**	3,187,086	3,074,997	105,264	8,890	13,928	974,636
Water (in m³)						
Total water withdrawal	259,233	212,544	22,809	7,375	16,506	54,456
Water withdrawal at sites located in areas of high water-stress	30,054	30,054	0	0	0	4,744
Total water discharge	111,382	84,672	22,740	3,019	915	22,089
Total water consumption	147,851	127,872	69	4,355	15,555	32,367
Water intensity (m ³ /million €) (defined as total water consumption per million € turnover)	79	80	0.4	57	404	63
Waste (in to)						
Total non-hazardous waste	2,036	1,445	337	184	70	462
Total hazardous waste	2,878	2,345	496	37	0	396
Total hazardous waste (liquids) (in l)	5,794,591 l	5,780,203	14,387	1	0	3,312,217
Total radioactive waste	0	0	0	0	0	0

* As the whistleblowing system operates at the group level and permits the submission of anonymous reports, the associated KPIs cannot be disaggregated to the division or entity level.

** Scope 3 figures are extrapolated based on Scope 3 emissions from 2023-24 and tonnage total from 2024-25.

Appendix 2: VSME Disclosure Index

Disclosure	Disclosure name	Section in report	Page
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B3	Energy and greenhouse gas emissions	Energy and GHG emissions	21-24, 43-44
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B11	Convictions and fines for corruption and bribery	STOCKMEIER's KPI's at a glance	40
Comprehensive Module disclosures			
C1	Strategy: Business Model and Sustainability-related Initiatives	STOCKMEIER's Business Model, STOCKMEIER's Transition towards a more sustainable economy	7, 10-19
C2	Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	STOCKMEIER's Transition towards a more sustainable economy	10-19
C3	GHG reduction targets and climate transition	**	
C4	Climate risks	Climate Risks at STOCKMEIER	25-28
C5	Additional general workforce characteristics	Diversity, in: Empowering people for a more sustainable future	35, 41
C6	Additional own workforce information – Human rights policies and processes	Policies, in: STOCKMEIER's Transition towards a more sustainable economy	16-17
C7	Severe negative human right incidents	Whistleblowing at STOCKMEIER Group, in: STOCKMEIER's Transition towards a more sustainable economy	17, 40
C8	Revenues from certain sectors and exclusion from EU reference benchmarks	***	
C9	Gender diversity ratio in the governance body	***	

* These topics are excluded as they were not deemed material after the double materiality assessment.

** Not yet developed

*** Not reported here

Appendix 3: Companies and Sites of the STOCKMEIER Group in the Report

STOCKMEIER Company	Country
BASSERMANN Minerals GmbH & Co. KG	DE
Gamma Chimica S.p.A.	IT
HDS-Chemie Handels Ges.m.b.H.	AT
INNOCHEM NV	BE
Intercoat Specialities SL	ES
KAPP-Chemie GmbH & Co. KG	DE, USA
KEMTAN AG	CH
Staub & Co. -Silbermann GmbH	DE
STOCKMEIER Chemicals Belux	BE
STOCKMEIER Chemicals GmbH & Co. KG	DE
STOCKMEIER Chemie GmbH & Co. KG	DE
STOCKMEIER Fluids GmbH & Co. KG	DE
STOCKMEIER Food GmbH	DE, HU
STOCKMEIER France S.A.	FR
STOCKMEIER Holding SE	DE
STOCKMEIER Logistics GmbH & Co. KG	DE
STOCKMEIER Netherlands B.V.	NL
STOCKMEIER Chemia Sp. z o.o.	PL
STOCKMEIER Quimica S.L.U.	ES
New Quimica S.L.	ES
STOCKMEIER Urethanes	FR, DE, GB, USA, AE
Synerlogic	NL
Vesta Chemicals B. V.	NL

Legal notes

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This Sustainability Report presents an in-depth overview of the STOCKMEIER GROUP's commitment to sustainable practices during the 2024/2025 fiscal year. The report outlines the company's voluntary approach to sustainability, providing transparency regarding its initiatives, achievements, and future goals. It includes a foreword by Peter Stockmeier, insights into the scope of the report, and the legal frameworks guiding its preparation. Key performance figures and certifications are highlighted, reflecting the group's progress and adherence to recognized standards. To provide readers with quick and easy access to all key figures, the appendix includes a table containing all relevant KPIs.

STOCKMEIER Holding GmbH

Am Stadtholz 37
33609 Bielefeld

+49 521/3037-0
info@stockmeier.com

www.stockmeier.com