

Sustainability

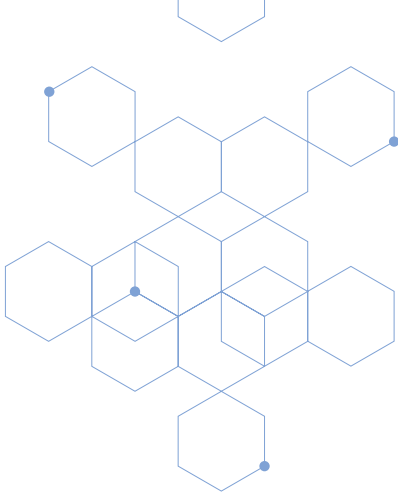
# We're looking out for the next generation

Reporting period 2024



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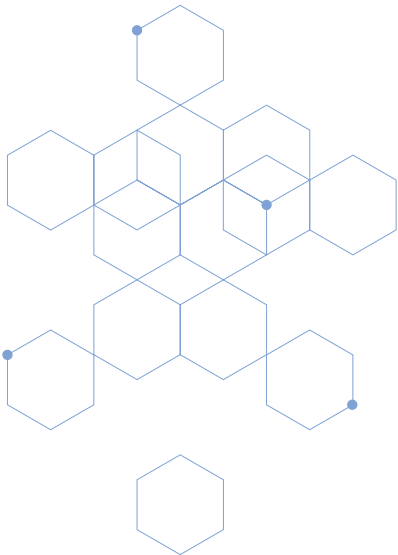
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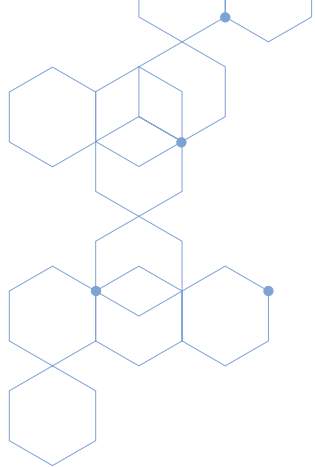


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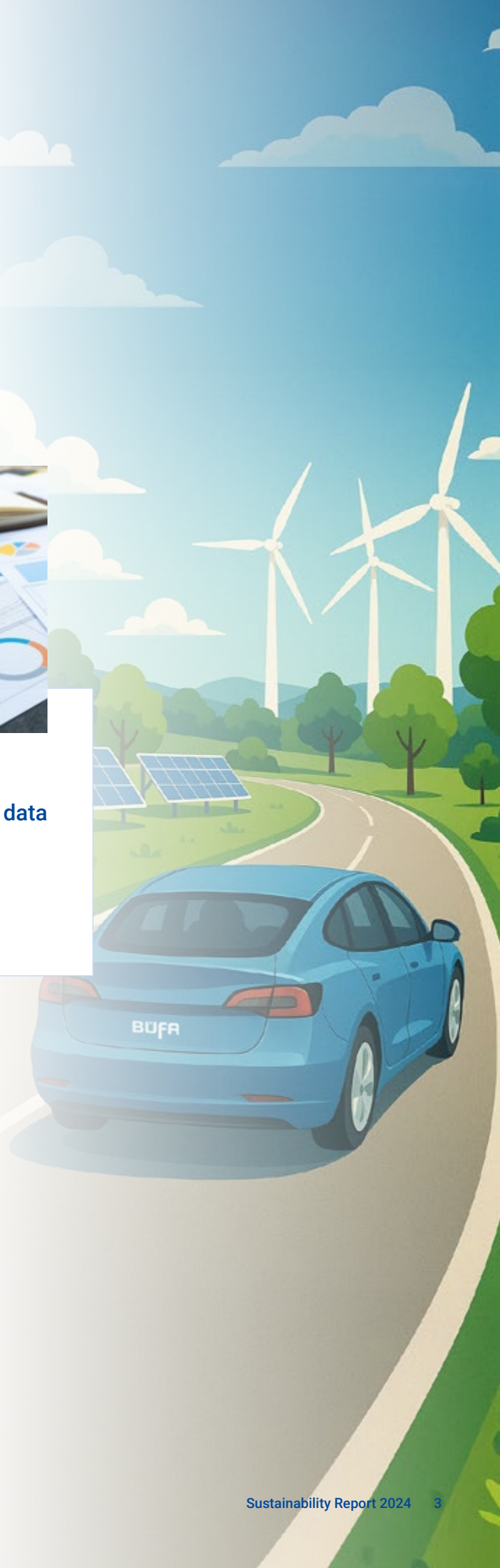
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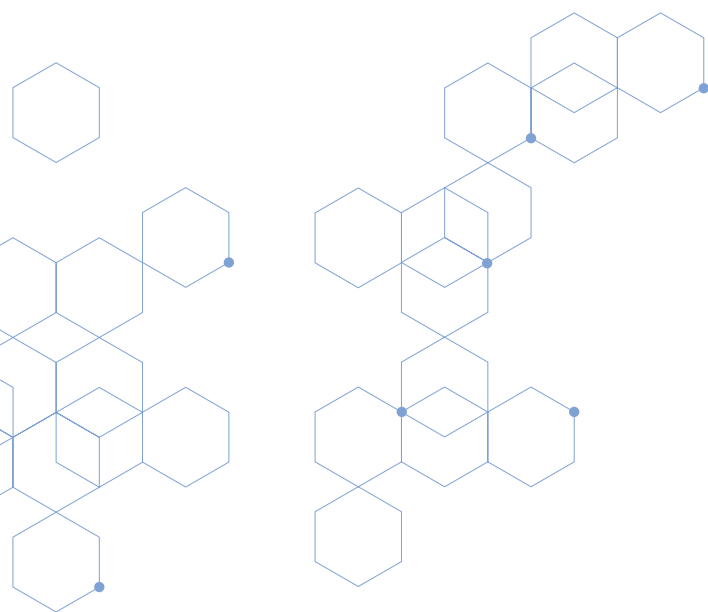
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# Reporting structure

(GRI 2-2, 2-3, 2-4, 2-5)

This sustainability report of the BÜFA Group mainly relates to the year 2024. It reports on non-financial topics that were completed, processed or started in 2024. Longer-term topics may also continue beyond 2024. The corresponding comparative figures for recent years are also presented in the figures, data and facts section. Detailed information on the financial position can be found in the separate consolidated financial statements of BÜFA GmbH & Co. KG, which can be accessed via the Budesanzeiger.  
(publication covering the 2024 financial year).



This is the BÜFA Group's third report prepared in accordance with the GRI (Global Reporting Initiative) sustainability reporting standard. The GRI Content Index at the end of this report shows where the relevant information can be found. In addition to the GRI reporting standard, the BÜFA Group's sustainability strategy is based on the 17 Sustainable Development Goals (SDGs) of the United Nations.

Due to the current revision of the Corporate Sustainability Reporting Directive (CSRD), it is still unclear to what extent BÜFA will be affected by publishing a sustainability report in accordance with the European Sustainability Reporting Standards 2024, BÜFA has been working intensively on the corresponding preparations. Initial changes and innovations resulting from the new regulations are also included in this report.

Unless otherwise stated, the reported key figures and information of the GRI standard apply to the BÜFA Group; company- or location-specific data is labelled accordingly. The business areas of the BÜFA Group include:

-  **BÜFA Holding**
-  **BÜFA Chemicals**
-  **BÜFA Cleaning**
-  **BÜFA Composites**

This sustainability report covers the company's value chain, including suppliers, own activities and customers. BÜFA is committed to sustainability that goes beyond its business activities and also includes environmental and social impacts. When reporting, a balance is maintained between transparency and the protection of sensitive information in order to secure a competitive advantage. BÜFA recognises uncertainties in ESG and sustainability data resulting from data collection processes and estimates. To minimise these uncertainties, the accuracy of the measurement tools is continuously improved. Assumptions and approximations are used to ensure an accurate representation of sustainability performance.

If there have been retrospective changes to figures, data, facts or other report content from data reported in previous years, this is indicated at the appropriate point. Some of the text has been prepared with the support of AI.

This sustainability report is not audited by an external organisation. Report content is reviewed by the operational units before publication and submitted to BÜFA management and the BÜFA advisory board. The sustainability report is prepared annually by the Corporate Marketing & Communication and Sustainability Management departments in close cooperation with colleagues from the operational units. If you have any questions regarding content, please contact Yvonne Burmann; for editorial feedback, please contact Sarah Klosek and Dr. Anette Koch-Wegener.



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# Company profile of the BÜFA Group

(GRI 2-1, 2-6)

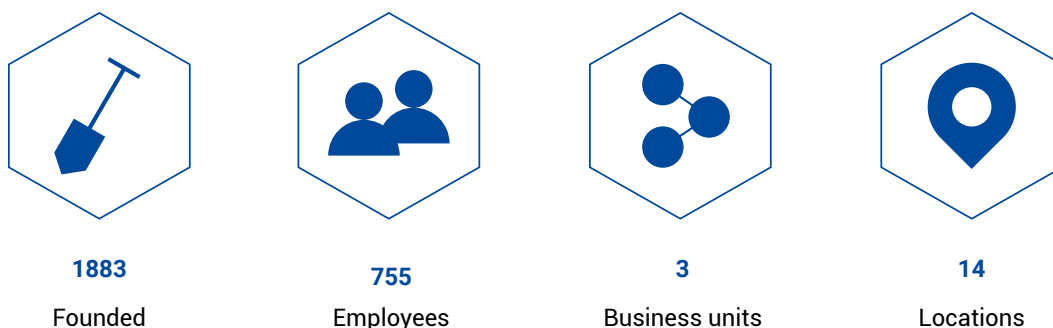
The BÜFA Group is a medium-sized, independent chemical company that operates internationally in the fields of chemicals, cleaning and composites.

With high ethical corporate values, BÜFA maintains a fair and cooperative partnership with customers, suppliers and the public. The company impresses with innovative, resource-saving products and system solutions and is strictly guided by the principle of sustainability.

BÜFA focuses on "new chemistry" and combines economic efficiency with social responsibility.

The parent company of the BÜFA Group is BÜFA Holding (BÜFA GmbH & Co. KG), based in Oldenburg. The three business units with the corresponding locations are wholly owned subsidiaries of BÜFA GmbH & Co. KG. The company is wholly owned by the owner family. The company is managed by a managing director appointed by the family.

## Figures, data and facts



In 2024, the BÜFA Group operated at 14 locations, spread across 12 cities in 8 countries.

<b>Holding</b>	Oldenburg (DE)	1
<b>Chemicals</b>	Hude (DE)	2
	Oldenburg (DE)	1
	Almelo (NL)	3
<b>Cleaning</b>	Oldenburg (DE)	1
	Roosendaal (NL)	4
	Jarfalla (SE)	5
	Trondheim (NO)	6
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# Value chain

(GRI 2 - 6)

The Chemicals business unit, which also includes Tricura and VivoChem, offers specialised solutions for various application areas and industries. The range of services covers far more than just trading in chemicals and also includes warehousing services. Customers receive everything from a single source, from customised filling and safe storage to flexible retrieval and delivery of chemicals and raw materials.

In the Cleaning business unit, BÜFA develops and produces cleaning, care and disinfection products for textiles and surfaces. Cleanliness, hygiene and value retention take centre stage. The main target groups include laundry and textile cleaning, the food industry, industrial and vehicle cleaning and industrial kitchen hygiene.

The Composites business unit develops, produces and markets high-quality products based on unsaturated polyester resins. The product lines include gelcoats, adhesive resins, fire protection systems, colour pastes and special products. The product range is complemented by machine technology for processing companies and a comprehensive range, which includes the complete composite product range for the manufacture of parts made of glass fibre reinforced plastics (GRP).

BÜFA's value chain generally comprises the steps of raw material procurement, product development, product manufacture, storage and goods transport to the customer.

The core processes include:

- The selection of suitable raw materials and suppliers
- Global procurement of raw materials
- Development of proprietary formulations for the Cleaning and Composites divisions in the laboratories at the sites
- Manufacture of products for the Cleaning and Composites divisions
- Filling and packaging of commercial chemicals and in contract manufacturing
- Storage
- Shipping the products with our own fleet of lorries and distribution partners
- Services to support customers with regard to application technology, hygiene controls, training on regulatory issues or the safe and resource-conserving handling of the products

## **BÜFA products and services offer solutions for the following sectors and industries, among others:**

- Agricultural industry
- Laundry hygiene
- Food processing
- Automotive industry
- Renewable energies
- Swimming pool
- Wellness
- Public transport
- Paint, varnish & printing industry
- Home Care I & I
- Water treatment
- Warehousing & Drumming
- Construction
- Boatbuilding
- Commercial vehicles
- Sanitation
- Wind energy

The reporting includes at least the direct suppliers, our own core activities and customers.





# Preface

In conversation with the CEO of the BÜFA Group and the Sustainability Manager, we look back on topics covered in the previous reporting year. Together, they highlight progress, challenges, and future prospects in the context of sustainable action at BÜFA.

**What strategic role does our new vision for sustainability and long-term value creation play? And to what extent do the missions contribute to the sustainable development of the group?**

**Felix Thalmann:** Our new vision plays a central strategic role, especially with regard to the development of our group in recent years. We have continued to grow, become more diverse and, as a result, more complex. This made it all the more important to formulate a vision that reflects this change and provides guidance. In this respect, the new vision is internationally oriented and deliberately designed to strengthen the idea of a joint group of companies. It stands for uniform standards, clear principles, and a consistent focus. This makes it more than just a guiding principle—it is a unifying element across national borders, cultures, and divisions. It creates identity, provides direction, and forms the basis for sustainable action and long-term, value-oriented value creation.

This is particularly important in a family-owned company, because for us, corporate responsibility always means thinking about the next generations. Issues such as grandchild-friendliness, future viability, and sustainability are deeply rooted in BÜFA's attitude. Our goal is therefore to position the group for a secure future so that it remains part of the solution even in challenging times.

**Yvonne Burmann:** Each and every one of our missions also anchors sustainability as a central element. But we are aware that a sustainable transformation can only be successful if everyone involved along the entire value chain pulls together. Sustainable solutions and products only have an impact if they are actually used in practice. That is why we focus on strong customer orientation and develop offerings that are tailored to specific requirements and issues. We are convinced that this is the key to sustainable success—and to long-term partnerships that combine economic activity with ecological and social responsibility.

**What specific measures has BÜFA 2024 taken to promote sustainable development? What particular successes have you achieved?**

**Yvonne Burmann:** Last year, we worked intensively on strengthening the network between our international locations, particularly with regard to sustainability issues. A key example of this is our carbon footprint: we worked closely together across all locations to collect all relevant data and special features and obtain as complete a picture as possible.

The Human Relations team also regularly exchanges ideas in international forums, and cross-border meetings of managers take place on an ongoing basis. This regular dialogue is essential for us – it ensures that all locations are equally involved and that we can continuously learn from each other. This close cooperation has enabled us to supplement both the current and previous sustainability reports with well-founded contributions from our international locations.

**Felix Thalmann:** That is exactly what is becoming increasingly important – because we can clearly see that our customers, especially those abroad, are placing greater value on transparent and credible sustainability reporting. The number of inquiries and requests on the subject of sustainability has risen noticeably in the last year. We are therefore all the more pleased that we are perceived as a competent and committed partner. This not only strengthens existing customer relationships, but also opens up new opportunities for collaboration: from joint projects and the development of new products to the testing of sustainable processes. Another major success for us was that we were awarded the EcoVadis Gold Medal at group level for the second year in a row – a strong sign of our ongoing commitment and our desire for continuous improvement.

**Yvonne Burmann:** This development is also reflected in very specific measures at our sites. For example, we have promoted the efficient use of energy in order to further reduce our CO<sub>2</sub> emissions. The expansion of electromobility is also reflected positively in the 2024 climate balance sheet. In addition, several buildings have been brought up to the latest energy standards. At our Rastede site, we have made targeted investments in modern, energy-efficient air purification systems. We have also taken an important step forward in

occupational safety: all international sites have been connected to our digital accident reporting system – a significant contribution to improving safety standards. In addition, we have standardized and digitized our compliance processes to enable us to operate even more efficiently and transparently. All these measures and achievements are important building blocks on our path to consistent sustainable development.

#### What particularly moved you in 2024?

**Felix Thalmann:** 2024 was a year that moved and challenged us in many ways – especially with regard to three key issues. Firstly, as a company, we continue to feel the effects of the crises of the last four years, such as the pandemic, the war in Ukraine, and increasing geopolitical tensions. These developments have changed the economic environment and are causing ongoing uncertainty, including with regard to global supply chains and sales markets.

Second, 2024 was a year of important political decisions: the European elections and the election of a new German government sparked many discussions about democratic values and social cohesion. As an internationally active company, this topic is very important to us, as our European locations contribute significantly to our business success. A free, democratic society, open markets, and stable political structures are the foundation of our economic activities.

In addition, the year was strongly influenced by numerous regulatory developments that posed significant challenges for us – both at the European and national level.

**Yvonne Burmann:** In terms of regulation, 2024 was a year dominated by important preparations. We prepared extensively for the upcoming introduction of the CSRD (Corporate Sustainability Reporting Directive) and, at the same time, analyzed the requirements of other EU regulations such as the EUDR (European Deforestation Regulation) and the CBAM (Carbon Border Adjustment Mechanism) and incorporated them into our internal processes. This involved not only understanding the legal basis, but above all creating viable processes and structures to ensure efficient and effective implementation.

Even though the EU's Omnibus Package 1 has not yet been finalized, we are already preparing for possible adjustments—because one thing is clear: these issues will continue to accompany us in 2025. In this context, we have begun to expand our carbon footprint—in particular to include Scope 3 emissions. Establishing an appropriate system is an important step toward even more transparent and well-founded reporting in the future.

In addition, there was the reclassification of chemical substances due to changes in the REACH Regulation, which have a direct impact on our product formulations and communication with our customers. The changes to the CLP Regulation also kept us busy – and will continue to do so in the coming year.

#### What goals have you set for the coming year?

**Yvonne Burmann:** A key goal for the coming year is to further reduce our CO<sub>2</sub> emissions, particularly in Scope 1 and Scope 2. The expansion of electric mobility at our sites, the generation of our own renewable energy, and the continuous



Yvonne Burman  
(Sustainability Manager)



Felix Thalmann  
(CEO of the BÜFA group)

improvement of our energy efficiency are crucial levers in this regard.

In addition, we want to create the conditions for transparent reporting on our Scope 3 emissions in the future and for systematically recording and evaluating them. Setting up the appropriate data structures will therefore be an important focus in 2025.

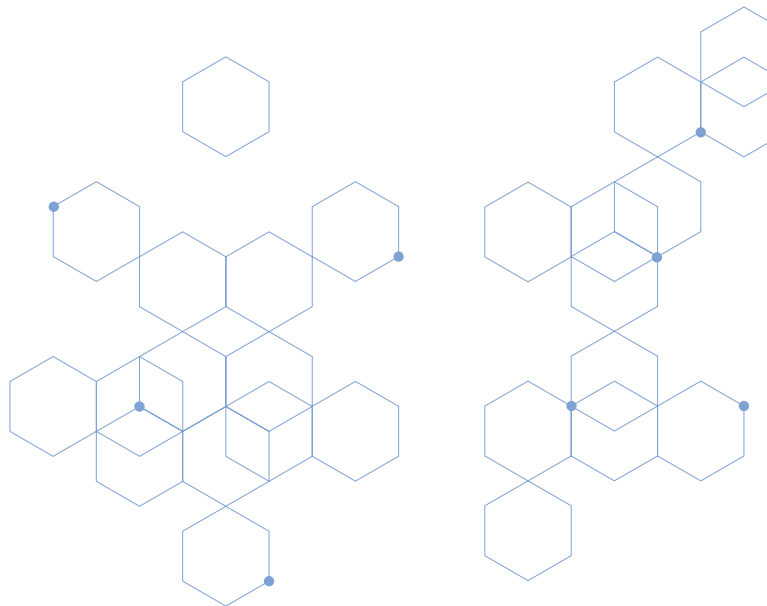
We also want to become more sustainable and economical in the area of waste management. The goal is to reduce waste volumes and the costs of treating them. To this end, we are evaluating various approaches to recycling certain waste streams or processing them in a meaningful way.

**Felix Thalmann:** In addition, we are also looking at new developments and innovation potential. Through our collaboration with various start-up funds in which we have invested and through direct exchange with start-ups, we gain valuable insights into trends and challenges within our industries.

We use these ideas to help shape new solutions – whether through innovative processes for sustainable chemicals, new products with additional applications, or the expansion of our service offerings.

One topic we will be focusing on even more in the future is water treatment. It is becoming increasingly important worldwide, as clean water is becoming a scarce commodity in the wake of climate change. The efficient treatment and reuse of water plays a central role in the availability of this resource. We see great long-term potential for significantly reducing water consumption, particularly in industry. We are consciously focusing our attention on this development in order to design more sustainable solutions together with our customers.

However, it is important to us that we do not just observe, but actively participate in shaping the future.





# Corporate Management

(GRI 2-9, 2-10, 2-11, 2-12)

The shareholders of the BÜFA Group, the Wuppermann-Kolwey family, define the strategic necessities and framework conditions as entrepreneurs. These include profit targets for the capital employed, requirements for the risk strategy as well as ethical ideas and values.

The BÜFA Management Team (BMT) is responsible for implementing this strategic framework. The BMT is an important management and decision-making body in the group. Structured meetings are held monthly to discuss the current business development of the companies in the BÜFA group. The strategy of the divisions is also always considered in a mutual exchange of opinions. Details of the duties and rights are set out in the rules of procedure.

In accordance with the rules of procedure, the members of the BMT are the CEO, the CFO, the managing directors with business unit responsibility and the Head of Human Resources and Legal Affairs:

**Felix Thalmann**

Managing Director of BÜFA Holding (Group CEO)

**Ralf Ramke**

Managing Director of BÜFA Holding (Group CFO)

**Sebastian Specht**

Managing Director for the Cleaning division

**Lothar Kempf**

Managing Director for the Composites division

**Laurens Muijs van de Moer**

Managing Director for the Chemicals division

**Christopher Liebscher**

Head of Human Resources and Legal Affairs

The Chairman of the BMT and spokesperson is Felix Thalmann. He calls meetings and represents the BMT externally and to the BÜFA Group's advisory board.

The managing directors of the business units are responsible for their operative business, the strategy and the turnover, cost, investment and marketing plans as well as their personnel. They thus ensure optimal working conditions to improve the company's position.

The managing directors of the holding company are responsible for developing and implementing the overall strategy and the overall success of the BÜFA Group. This includes responsibility for:

- Portfolio Optimization (corporate development),
- Human Resources management (personnel development),
- Financial Management,
- designing and implementing the holding company's regulatory and service-oriented tasks,
- organisational development and Corporate Marketing & Communication

At the level of the business units and locations, there are also management teams (MT) consisting of the respective management and the heads of the departments. These teams are responsible for translating the strategic direction into concrete measures and monitoring their success.

Another body is the BÜFA leadership board, in which all managing directors, authorised signatories, division managers and MT members of the group (national and international) are represented. This group is responsible for informing all employees about the vision, plans and strategy of the BÜFA community of values.

The BÜFA advisory board acts as a "sparring partner" for the management and was set up by the owner family to ensure that the company management makes the right decisions and operates within the framework set by the owner family. The advisory board discusses important topics such as strategic direction, sustainability and investments in the future. In addition to its advisory and supervisory role, the advisory board decides on matters requiring approval. At BÜFA, for example, these include business such as the acquisition of new activities or company shareholdings, approval of the budget, strategic planning, real estate transactions or major investments outside the budget. The advisory board appoints, monitors, advises and, if necessary, dismisses the management. In addition to external persons with independent expertise, the advisory board also consists of members of the owner family.



Once a year, a strategy meeting is held with the BÜFA Management Team (BMT) and relevant staff positions that operate on a group-wide basis. In this meeting, the strategic five-year goals for the BÜFA Group as well as the intermediate goals for the coming year are set. Strategy meetings for the individual business divisions then follow in order to translate the group goals into specific goals for the operative units and formulate them. These goals are then transferred into the respective areas and processes in an increasingly specific manner.

The management teams of the business units regularly review the status of goal achievement and initiate corrective measures as needed. During the BMT meetings, goal achievement at the group level is monitored and appropriate measures are derived from this. Finally, a report is submitted to the advisory board four times a year to ensure that the strategic goals are being met and that necessary adjustments are being made.

## Stakeholder dialogue

(GRI 2-29)

BÜFA places great value on continuously exchanging ideas with important interest groups in order to make the group of companies fit for the future. The different perspectives show what will be relevant for customers and employees in the future. They also provide valuable information on upcoming regulatory developments, to which the group of companies can then react at an early stage.

BÜFA uses a variety of channels and formats to communicate with stakeholders. When it comes to customers, the focus is on personal discussions during appointments. In addition, BÜFA uses customer enquiries and questionnaires to record concerns and important topics. At trade fairs, where BÜFA regularly participates as an exhibitor or where employees attend as visitors, dialogue with customers is also of great relevance.

BÜFA regularly offers employees works meetings at which the general business situation and current topics concerning the union and the works council are reported. At these meetings, all employees can address topics that interest or concern them, as well as ask questions directly to management and the owner family. These meetings take place several times a year at the individual locations.

Employees can ask management questions throughout the year using the BÜFA2GO app. These are collected and answered by members of the management team. The answers are then published in the employee app.

As part of a participatory employer branding project, there was an intensive exchange with employees in 2024 about BÜFA as an employer and the values associated with it.

The advisory board is an important partner. Management is in regular contact with it. The members of the advisory board meet four times a year. In addition, they are also consulted outside of these meetings on specific issues or provided with information on various topics upon request. In these exchange formats, it becomes clear what the advisory board's views are and which topics are important to it.

BÜFA works closely with suppliers. Regular personal exchanges or visits to trade fairs serve to promote dialogue and the exchange of ideas.

Participation in various networks as well as collaboration in professional committees and working groups is essential for BÜFA. These include working groups of professional associations and local networks of industry and companies. This is how BÜFA communicates effectively with stakeholders.



# Key topics

(GRI 3-1; 3-2)

In order to identify the key sustainability issues at BÜFA, Sustainability Management has built on the results of the last two years. In 2022, surveys were already conducted with employees, the advisory board and our suppliers. In 2023, we took a close look at the perspective of our customers, including visits to trade fairs, personal interviews and questionnaires.

Building on this, the materiality analysis was expanded in 2024 as a first step in preparation for CSRD requirements. To do this, the results of the existing risk analysis, the relevance of the topics in the EcoVadis assessment for BÜFA and the corresponding discussions and findings in the working groups of the professional associations were included.

**Accordingly, the following topics are material for BÜFA:**

## Strategy

- Growing in sustainable markets with sustainable products
- Expansion of strategic partnerships and growth in Europe
- Development of processes and workflows for integrating all locations into the sustainability strategy and reporting

## Environment

- Responsible use of energy
- Use of renewable energies and expansion of our own energy supply
- Reduction of direct CO<sub>2</sub> emissions
- Development of a monitoring system for Scope 3 emissions
- Expansion of the collection of relevant environmental key figures to the group of companies
- Regulatory changes regarding raw materials and thus BÜFA formulations and any necessary adjustments for customers
- Raw materials, processes, products and packaging in line with the circular economy

## Social

- Safety and health at work
- Promoting young talent through high-quality training
- Developing skills, further training and promoting employees

## Governance

- Strong employer brand
- Adapting due diligence processes to the changing regulatory environment
- Social engagement in the region
- Upholding and supporting ethical and democratic values

The measures and actions taken on these topics in 2024 are presented in this report.



## Sustainable growth

(GRI 2-22)

### Water as a strategic growth market for BÜFA: opportunities and prospects

BÜFA has identified water as a group-wide sustainability market and analyzed it in all business divisions as part of strategic planning.

In particular, the Chemicals and Cleaning divisions have a strong connection to the topic of water. The Composites division has an indirect connection to the water business as a processor of composite materials for applications such as tanks, pipes and swimming pool construction, as well as a provider of complete solutions.

In the Chemicals division, BÜFA already supplies essential chemicals for water treatment as well as solutions related to swimming pools. In addition, BÜFA offers innovative products for treating industrial wastewater through the Dutch startup Ferr-Tech.

The Cleaning division is currently focusing on plants for recycling industrial wastewater in cooperation with the company H2O under the VACUDEST brand. In addition, there is a particular focus on the vehicle wash sector.

BÜFA's strategic approach is to provide chemicals and cleaning agents for water-intensive industries such as food production, laundries and coatings. These customers are to be increasingly supported by sustainable and resource-saving solutions for water treatment. In order to further expand its group-wide range of services in this area, the Oldenburg-

based chemical company is increasingly relying on collaborations with start-ups. Initiatives such as participating in WaterVent, the international forum for innovations in water technology, and other networking events play a central role in promoting the exchange between young and established companies in the field of water technology.

### BÜFA expands market presence in Scandinavia by acquiring MacSerien

BÜFA completed the full acquisition of the Swedish MacSerien Group on January 1, 2024. The company specializes in water treatment, vehicle washing and sustainable cleaning solutions and has sales and production sites in Sweden, Norway and Estonia.

BÜFA had already acquired 25 percent of the shares in 2023, following an agreement in 2022 to form a strategic partnership. The complete takeover strengthens the BÜFA Group's commitment to sustainable solutions internationally and enables the expansion of its market position in the cleaning sector.

With MacSerien, BÜFA is expanding its expertise in environmentally friendly cleaning technologies and resource-saving water treatment. The aim is to develop innovative solutions for sustainable cleaning processes and to further advance internationalization.

MacSerien products are used in car cleaning, water treatment, gastronomy and industry. Particular emphasis

is placed on water-reduced products and sustainable reprocessing methods to promote an environmentally conscious circular economy.

With this acquisition, BÜFA is consolidating its position as a leading supplier of cleaning, disinfection and maintenance products as well as specialized services.

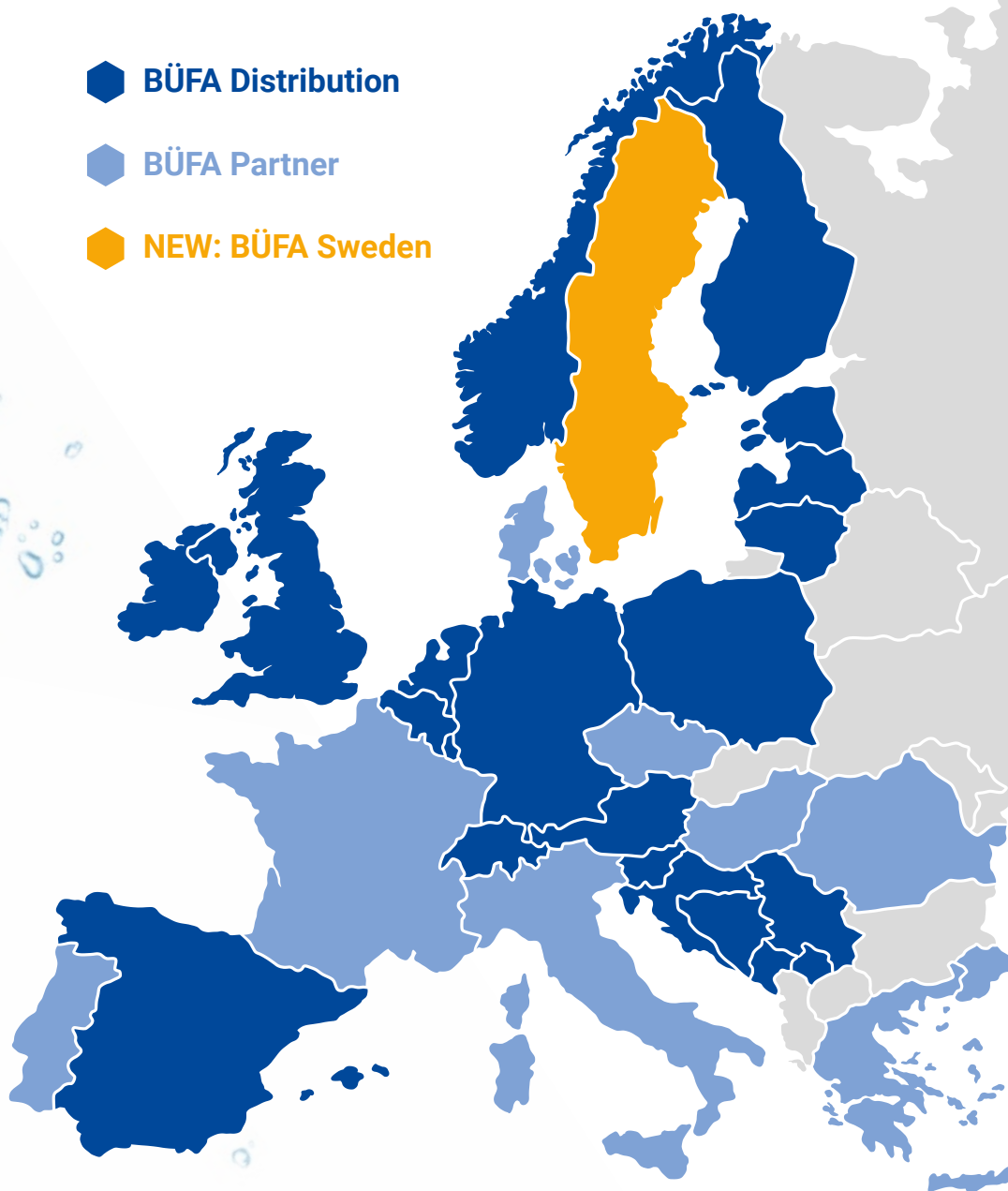
#### Expansion of the partnership between BÜFA and AOC in Scandinavia

BÜFA and AOC have expanded their existing distribution partnership to include Sweden. The portfolio of high-quality resins, gelcoats and additional materials has been offered through BÜFA Composites Nordics OY since last year. This gives customers in the region better access to customized composite solutions.

For over 50 years, BÜFA Composite Systems has been purchasing resins from AOC and processing them into reactive resin specialties and complete solutions. In addition, there is a long-standing distribution partnership in numerous European countries, including Germany, Switzerland, Austria, Poland, Estonia, Lithuania, Latvia, Spain, Portugal, Belgium, the Netherlands, Finland, Great Britain and Ireland. As early as 2023, the collaboration was extended to Austria and Southeast Europe.

With the expansion to Sweden, BÜFA is strengthening its market presence in Scandinavia, also in the composites sector, and enabling greater product availability for processing companies in the composites industry.

-  **BÜFA Distribution**
-  **BÜFA Partner**
-  **NEW: BÜFA Sweden**



# Vision & Strategy

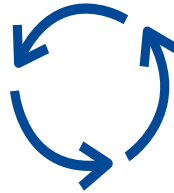
## Development of the new BÜFA Vision at the Leadership Summit

BÜFA has grown and developed in recent years through targeted acquisitions in Europe. As a result, at the international Leadership Summit 2024 it was recognized that there is need to adapt the corporate vision to encompass the entire group and its various divisions.

As a central task of the summit, the participants developed initial ideas for redesigning the vision. A team of summit participants then refined these concepts and presented them to the management team. After thorough discussion,

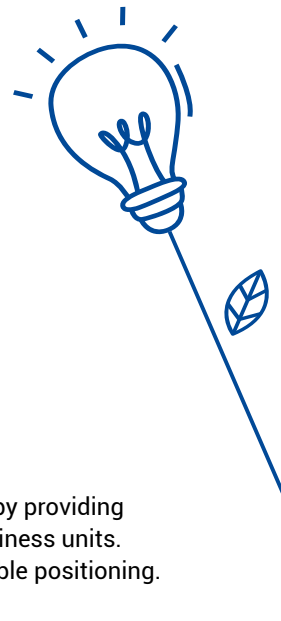
three favorites were selected and passed on to the marketing teams of all divisions. They then designed the final version of the BÜFA vision.

Building on this new vision, small working groups from the respective business units created specific missions for the Chemicals, Cleaning, and Composites divisions as well as for the holding company. The result is a uniform, future-oriented direction for the BÜFA Group.





# BÜFA Vision



Together, guided by shared values, we develop sustainable chemical solutions to empower industries and protect our planet for future generations.



## Mission Holding:

We create the framework for #OneBÜFA by providing excellent service and support for our business units. We set standards and shape a future-viable positioning. **This is what we call "New chemistry."**



## Mission Chemicals:

We are your reliable partner for chemical solutions. With innovative approaches and a clear focus on sustainability and collaboration, we help to meet today's challenges and shape the future responsibly. **This is what we call "New chemistry."**



## Mission Cleaning:

We develop clean solutions for our customers' greatest challenges, accompanied by exceptional service, while minimizing our environmental footprint. **This is what we call "New chemistry."**



## Mission Composites:

As a trusted partner for the composites industry, we develop, manufacture and distribute innovative and sustainable systems, combining premium product quality with excellent service. We empower our customers to create future-ready solutions for a better composite world. **This is what we call "New chemistry."**



## This is what we call "New chemistry"



# 1 Environment

## Key environmental issues:

- Responsible use of energy
- Use of renewable energies and expansion of our own energy supply
- Reduction of direct CO<sub>2</sub> emissions
- Expansion of the collection of relevant environmental indicators to the entire group
- Regulatory changes regarding raw materials and thus BÜFA formulations and any necessary adjustments to customers
- Raw materials, processes, products, and packaging in line with the circular economy

## Facts:

- Building optimization, sustainable fleet solutions, and responsible use of energy led to a reduction of 127 tons of CO<sub>2</sub> compared to the previous year
- Research and development work enables the provision of sustainable and high-performance products that meet current regulatory requirements
- Circular economy-oriented packaging concepts and the consistent implementation of lean management promote the implementation of environmentally friendly and resource-saving product concepts and processes





# Climate & Energy

(GRI 305-1, 305-2, 305-5)

## Sustainable mobility: ways to reduce CO<sub>2</sub> emissions

Mobility plays a central role in reducing greenhouse gas emissions, as the transport sector accounts for a significant proportion of global CO<sub>2</sub> emissions. The BÜFA Group has set itself the task of making mobility more environmentally friendly. By developing concepts and implementing targeted measures, the company is actively working to promote sustainable solutions and reduce its ecological footprint in the transport sector.

### Step by step toward CO<sub>2</sub>-neutral logistics

The conversion of the current diesel-powered lorry fleet to environmentally friendly electric technology is a key aspect of BÜFA subsidiary Vivochem's journey towards climate neutrality. The first electric truck is scheduled to go into service as early as 2025, followed by four to five more vehicles by 2030. The complete replacement of the fleet is planned by 2035 at the latest.

An interdisciplinary team from IT, quality assurance, and transport planning is working on this project to ensure a smooth transition.

A test run was carried out last year to ensure that the electric trucks meet Vivochem's requirements. Among other things, the average mileage and the charging infrastructure were tested. The results show that the electric trucks are well suited for use and form a viable basis for the company's future sustainable logistics.

## More efficient and sustainable: optimization of external transport

Vivochem has conducted a comprehensive analysis to reduce transport costs for external transport within the Chemicals division. The analysis examined whether deliveries to the German postcode areas 45, 46, and 47 from the Dutch site in Almelo are more economical and environmentally friendly than deliveries from the northern German site in Hude. These postcode areas are located near the Almelo site.

The transport planning departments at BÜFA Chemikalien in Hude and Vivochem Almelo work closely together to find an efficient solution. The proportion of transport carried out by the company's own fleet is compared with that carried out by external logistics partners. Current calculations show that transport by service providers is on average one third more expensive than transport using the company's own fleet. In 2023, the proportion of external transport was still 70 percent, while in 2024 the proportion of external transport was reduced to 57 percent. In addition to cost savings, this optimization also offers ecological advantages: reducing the number of kilometers driven lowers CO<sub>2</sub> emissions. The exact savings in this area are still pending and will be calculated in further analyses.

*BÜFA Composites Spain promotes environmentally conscious travel by motivating employees to reduce their ecological footprint, whether by choosing more efficient means of transport or planning shorter routes. In addition, flexible working time models have been introduced to avoid rush hours and thus reduce both commuting stress and environmental pollution.*



#### **Fleet conversion and expansion of charging infrastructure**

In 2024, BÜFA Cleaning Netherlands began converting its vehicle fleet to electric cars in accordance with company policy. This measure will help improve air quality, as electric vehicles emit less CO<sub>2</sub> than gasoline or diesel vehicles. Every vehicle with an expiring lease will be replaced by an electric car. The fleet currently comprises nine vehicles, three of which have been fully electric since last year. By the beginning of 2026, the entire fleet is to be converted to electric vehicles, with the exception of the company bus. Three more gasoline-powered vehicles will be replaced by electric cars in the first quarter of 2025.

At the same time, the infrastructure for electric vehicles is being expanded. Currently, two charging stations with a total of four charging points are available. The aim is to promote the transition to sustainable mobility and create a user-friendly infrastructure by adding additional charging stations.

This benefits both employees and visitors, supports the growing demand for charging options, and strengthens the company's responsible mobility.

More and more employees are switching to electric vehicles. The installation of additional charging stations will enable them to conveniently charge their vehicles at work, which will facilitate the use of electric cars and increase the acceptance of sustainable mobility. This not only boosts employee satisfaction, but also strengthens the company in the area of environmentally friendly mobility.

BÜFA Composite Systems in Rastede also aims to further expand the number of charging stations. An expansion is therefore also planned there. A total of eight additional charging stations with payment systems via EC card, DKV card, or an app are to be installed. The measure is currently in the preparatory phase, including planning the electrical connections and inquiries with potential suppliers.

# Climate balance & emission reduction



CO<sub>2</sub> equivalents are calculated in accordance with the GHG Protocol. An external review of the greenhouse gas balance is carried out in cooperation with our partner PRIMAKLIMA. At the time of writing this report, this review has not yet been completed. Any changes to the balance will be documented and commented on accordingly next year.

In 2024, intensive work was done to improve the calculation of the corporate carbon footprint. Through close collaboration with the business units and colleagues at the various locations, data quality was increased and emission sources were broken down into relevant subcategories. For monitoring during the year, meter readings were regularly taken and summarized. However, the final bill varied greatly between locations and billing periods, so not all data was always available at the time of reporting. As soon as the data was available, it was updated in the calculation, resulting in minor adjustments to the emissions data for 2023. The updated values are shown in the attached table.

Thanks to access to a digital customer portal provided by our energy supplier, the energy consumption of our German sites can now be viewed promptly, which significantly improves the data quality for monitoring during the year. In addition, the evaluation of fuel consumption was further developed in collaboration with our partner, so that the various types of fuel can be included in the calculations with their specific emission factors. This was added retroactively for the 2023 reporting year and the resulting emissions were adjusted in the table.

CO <sub>2</sub> -emissions [t CO <sub>2</sub> eq.]		2024	2023	2022
<b>Total CO<sub>2</sub> [t CO<sub>2</sub> eq.]</b>		2.811	2.938	2.918
<b>Scope 1.1 (from gas) [t CO<sub>2</sub> eq.]</b>		946	927	935
<b>Scope 1.2 (from fuel) [t CO<sub>2</sub> eq.]</b>	car fleet	653	795	n. e.
	truck fleet	1.037	1.002	1.826
<b>Scope 2 (from electricity) [t CO<sub>2</sub> eq.]</b>		175	214	155

In 2024, a total of 2,811 tons of CO<sub>2</sub> equivalents were emitted, which represents a reduction of 127 tons of CO<sub>2</sub> equivalents compared to the previous year. Fuel consumption was broken down by fleet and transport logistics in order to derive targeted reduction measures and evaluate their efficiency. For example, 142 tons of CO<sub>2</sub> equivalents from fuel used by the car fleet were saved compared to 2023 and can be attributed to the increasing conversion of company vehicles to electric vehicles. With the progressive electrification of the car fleet, a further decline in emissions is to be expected in the coming years.

In addition, further CO<sub>2</sub> savings have been recorded for electricity-related Scope 2 emissions. At the UK site, the footprint

was significantly improved by various energy efficiency measures, in particular by optimizing the internal heating and air conditioning systems and switching to LED lighting, which now accounts for 46 percent of all lighting in the building.

The effects of the conversion from gas heating to a heat pump at the ViVoChem site in Almelo and the introduction of a new post-combustion system at the BÜFA Composites site in Rastede will be clearly visible in the 2025 balance. For the remaining emissions, BÜFA supports climate protection projects, including 400 tons through the moor certificates from Zukunft Moor, while the remaining emissions are offset by projects from the partner PRIMAKLIMA.



#### Climate-friendly future: offsetting measures for necessary air travel

As an internationally growing company, BÜFA Cleaning Netherlands expects to make around 12 to 15 flights from its location in 2025.

In view of the environmental impact of air travel, a Dutch airline through which BÜFA books flights has introduced a nature development program that aims to offset the negative effects of CO<sub>2</sub> emissions and support the recovery of ecosystems.

This program addresses issues such as improving soil fertility, loss of biodiversity, and ensuring high-quality nutrition. For each flight, a contribution is levied based on the estimated CO<sub>2</sub> emissions, which depend on factors such as aircraft

type, flight route, distance, and travel class. The calculation methods are reviewed annually by an auditing firm to ensure their compliance with international standards. For example, the additional cost for a flight to Norway or Sweden is currently around €20.00.

This measure was introduced at BÜFA Cleaning Netherlands to bring the increasing number of flights into line with the company's sustainability goals. In combination with increased investment in electric vehicles, the program is a step toward making unavoidable flights more environmentally friendly and contributing to offsetting emissions.



### Rewetting peatlands as the key to climate protection and economic efficiency – BÜFA is committed to ZukunftMoor

The start-up ZukunftMoor promotes the large-scale production of peat moss to enable the phase-out of peat, create new sources of income through wet agriculture, and reduce greenhouse gas emissions.

Moors store large amounts of carbon as long as they remain wet. In Germany, however, 95 percent of moorland has been drained for agriculture, forestry, settlement, and peat extraction. The resulting drop in the water level allows oxygen to penetrate the peat layer, which in turn decomposes the peat and releases large amounts of CO<sub>2</sub>.

To counteract this process, ZukunftMoor is committed to the rewetting of drained peatlands and the cultivation of peat moss. In the long term, the aim is to work with other stakeholders to create a sustainable value chain for the management of wet raised bogs.

In addition to its participation in Zukunft Moor, BÜFA is offsetting an additional 400 tons of CO<sub>2</sub> for 2024 as part of this rewetting project.

### Switch to heat pumps at VivoChem

As part of the sustainability strategy, VivoChem has set itself the goal of completely eliminating the use of gas heating in the future. Until now, both the warehouses and the offices were heated with gas. The offices also used a VRF (Variable Refrigerant Flow) system, which was supported by additional gas heating for the underfloor heating and ventilation units.

By switching from gas boilers to modern heat pumps, the offices have been made completely independent of fossil fuels. The VRF system remains in operation and is now supplemented by the energy-efficient heat pumps. This is an important step toward a sustainable energy supply and underscores VivoChem's commitment to climate protection. Due to the short time frame, the switch to heat pumps cannot yet be substantiated with concrete data on the savings potential, but it underlines VivoChem's commitment to climate protection.

The feasibility of switching the heating systems in the



warehouses to electricity is also being examined to determine whether this is economically viable and sustainable.

## Modernization of exhaust air purification: energy-efficient and future-proof technology for BÜFA Composite Systems

BÜFA Composite Systems has replaced its aging regenerative afterburning system with a modern regenerative thermal oxidation system (RTO) in a 3-chamber design. The existing system, which has been in operation since 1998, had reached the end of its service life. It was replaced in order to continue to comply with the emission limits specified by the authorities and at the same time significantly improve energy efficiency.

The new RTO was erected on the edge of the company premises in a separate building in which the system was installed. The connection to the production building was made via a new pipe route running on concrete foundations. In the event of a system malfunction, the exhaust gas cleaning system of the photooxidation plant can be diverted immediately after consultation with the main production process. This allows production processes to be maintained at reduced capacity.

This exhaust air routing process ensures that the process exhaust air is cleaned at all times. A proven shutdown concept ensures that the exhaust air flows are reliably switched to the existing photooxidation plant after bypass operation.

### The replacement brings numerous improvements:

- **Energy savings:** The new RTO requires significantly less natural gas than the old system, which not only reduces energy costs but also CO emissions.
- **Greater operational reliability:** The modern technology is characterized by a lower probability of failure, which increases production stability.
- **Compliance with emission limits:** The system meets current legal requirements and contributes to environmental protection.
- **Noise reduction:** The background noise during plant operation is reduced.
- **Heat recovery:** The radiant heat released is concentrated and can be recovered as heat.

The project began in 2022 with the planning and comparison of different technologies. Employees of BÜFA Composite Systems and external service providers, such as plant manufacturers and planning offices, worked together to develop a concept. After a careful selection phase, the contract was awarded at the end of 2023 and implementation planning began. Construction started in summer 2024. The first tests of the plant were already running at the end of the year. The complete conversion of the exhaust air flows to the new plant is scheduled for 2025.

With this modernization, BÜFA Composite Systems is taking another step toward energy efficiency, sustainability, and future security—a powerful contribution to the further development of the company and to environmental protection.



*To boost awareness of sustainable practices, employees at BÜFA Composites Spain were specifically trained on energy-saving measures. Practices like turning off devices after use and being mindful of energy use were introduced and encouraged.*

*Electricity consumption is now monitored on a monthly basis and compared with the previous year's data in order to measure the impact of the environmental measures implemented. These key figures serve as a basis for evaluating success and support the continuous optimization of the sustainability strategy. Compared to 2023, 1,100 kWh of electricity has already been saved. The electricity used is sourced as 100% green electricity.*

# Environmentally conscious facility management

Green facility management plays a crucial role in sustainable and resource-efficient operations. Energy-saving measures, environmentally friendly building design and renovation, and the use of modern, efficient systems not only reduce costs but also minimize the ecological footprint. Whether it's smart retrofitting, energy-efficient technologies, or sustainable materials, optimizing buildings is an important step toward greater climate protection and future viability.

## Energy-efficient renovation of the old building at the BÜFA Cleaning Germany site

Leaky windows and inadequate insulation led to significant heat loss and high energy costs at the BÜFA Cleaning site in Oldenburg. As the facade and windows no longer met current energy requirements, renovation work was initiated. In collaboration with an architect and experienced construction companies, a sustainable concept was developed and implemented within four months. Compliance with the legal requirements for subsidies was monitored by an energy consultant.

As part of the renovation work, the old thermal insulation made of Heraklith panels and the old plaster were completely removed so that the reinforced concrete backing could be exposed. The outdated plastic windows were then replaced with modern windows with a heat transfer coefficient (U-value) of  $1.1 \text{ W/(m}^2\text{K)}$ , which were integrated into the exterior wall in an airtight manner. To further optimize energy efficiency, a new composite thermal insulation system with 18 cm thick mineral wool insulation boards was installed, giving the exterior wall a U-value of  $0.19 \text{ W/(m}^2\text{K)}$  – well below the legally required value of  $0.25 \text{ W/(m}^2\text{K)}$ .

The renovation measures carried out have significantly improved the energy efficiency of the building. Heat loss, for example, has been significantly reduced: the U-value of the exterior walls has improved by 75 percent. The new insulation standard has also significantly reduced heat transmission losses through the windows. This led to a noticeable reduction in heating costs and a sustainable reduction in energy consumption. The building now once again meets the requirements of the German Building Energy Act (GEG). At the same time, the energy-efficient renovation actively contributes to climate protection by reducing CO<sub>2</sub> emissions.

In addition to the ecological and economic benefits, employees benefit from a significantly improved indoor climate. The even room temperature ensures a pleasant climate, while the optimized insulation and reduced air permeability prevent drafts and cold bridges. In addition, the building is protected against damage from condensation in the long term, which contributes to maintaining the value of the property.



*Based on a suggestion from the raw materials supply department, the foil gate at the BÜFA Composite Systems building in Rastede will in future be used exclusively for vehicle traffic and closed to pedestrians. This will reduce the frequency of use of the gate, resulting in less heat escaping from the heating system and lower energy costs. At the same time, occupational safety will be improved as potential collisions between pedestrians and forklift trucks will be avoided. The footpath will be rerouted via an existing emergency exit door. The necessary adjustments to the motion detectors that open the gate will be implemented shortly.*

### More efficient climate control at Vivochem

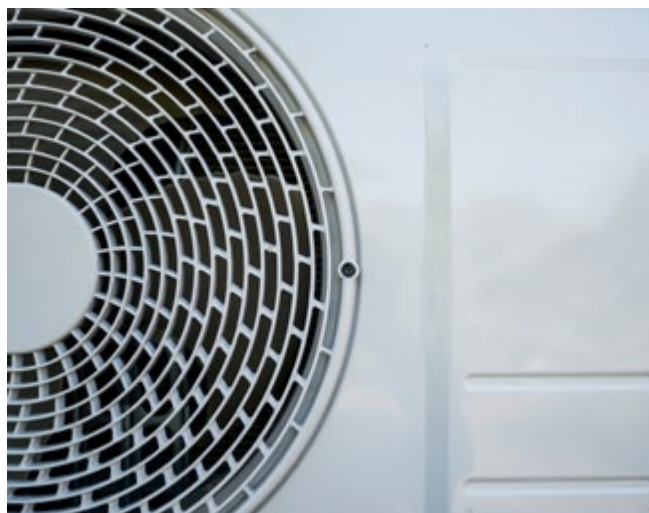
A pleasant indoor climate contributes significantly to well-being and productivity in the workplace. However, the climate control system at ViVoChem in Almelo no longer met the requirements of the employees. Frequent complaints about inadequate comfort meant that room thermostats had to be adjusted manually on a regular basis. As central control was not possible, many rooms remained heated or cooled unintentionally after work, leading to unnecessarily high energy consumption. In addition, the system had almost reached the end of its technical life, making a more efficient solution necessary.

In order to improve comfort and reduce energy consumption in the long term, a new climate control system was developed in collaboration with an installation company and employees from various departments. The focus was on user-friendliness and demand-based control.

With the new system, the standard temperature can now be controlled centrally, creating a reliable basis for consistent temperature control in the individual rooms. In addition, schedules can be defined so that the system is automatically shut down when no employees are present. At the same time, manual adjustment is still possible within a limited range of one degree up or down.

This ensures that the system operates much more efficiently, avoids unnecessary peak loads, and significantly reduces energy consumption.

It is not yet possible to provide an accurate savings forecast, but the new solution is already ensuring more stable room temperatures, more efficient energy use, and a more pleasant working environment.



### Modernization of lighting to LED

The switch to LED lighting at our locations will also save energy and reduce our environmental impact. LED lights, for example, consume less than half the energy of conventional lights, resulting in a significant reduction in energy costs and CO<sub>2</sub> emissions. In addition, LED technology provides better illumination of workplaces, contributing to greater comfort, higher concentration, and increased productivity for our employees.

Another advantage of LED lights is their long service life. At the same time, the higher luminosity and better illumination often mean that every second light can be dispensed with. This further increases the overall savings significantly.

At our BÜFA Cleaning Netherlands site in Rosendaal, the goal is to complete the installation of LED lighting within a year. Around 100 lights will be replaced there.

At BÜFA Composite Systems, too, a large part of the lighting has already been converted to LED. An external service provider carried out the replacement. In the meantime, 98 percent of the lighting has already been converted.

The remaining 2 percent will be replaced at the beginning of 2025, which will complete the measure at this location. At the BÜFA Composites UK site, LED lighting accounts for 46 percent of the building's lighting after the conversion in 2024.





# Environmental responsibility

## Replacing extinguishing agent containing PFAS for future-proof fire protection

To ensure fire protection at BÜFA Chemikalien in Hude, six tons of high-performance extinguishing agent and a foam water cannon for the fire brigade are stored there. This equipment enables fast and targeted firefighting and thus contributes significantly to safety on site.

However, extinguishing agents containing per- and polyfluorinated alkyl substances (PFAS) may no longer be used in general, as they persist in the environment and pose potential risks to humans and nature. The legal requirements for the use of extinguishing foams containing PFAS were further tightened with effect from 31 December 2022.

Since January 1, 2023, their use has only been permitted under strict conditions. Use is only permitted if complete containment of releases at the point of use can be ensured. If this is possible, the system may continue to be operated with the previous extinguishing agent until July 4, 2025.

In this context, the previously used extinguishing agent containing PFAS was disposed of by a certified specialist company. This was done in accordance with legal requirements to ensure environmentally sound and sustainable handling of the extinguishing agents. Now a fluorine-free, alcohol-resistant high-performance extinguishing agent is stored at the site.

## Preparation for possible reclassification of ethanol

In 2024, the research and development department at BÜFA Cleaning Germany worked intensively on reformulating sales products containing ethanol in order to be prepared for a potential reclassification of ethanol as a so-called CMR substance.

At the beginning of 2024, 18 formulations still contained ethanol. By the end of 2024, the number had been reduced to twelve as a result of the conversion measures.

Six formulations have already been successfully converted. Ready-to-use alternatives are available for ten of the remaining twelve formulations. Two further formulations concern biocides, for which adaptation is more complex due to regulatory requirements.

This enables BÜFA to react flexibly to possible regulatory changes.

## Successful conversion to butyl glycol-free formulations

The labeling of butyl glycol (BG) has been adapted in accordance with the 18th ATP (H331) - Adaptation to the Technical Progress. Therefore, the product portfolio at BÜFA Cleaning has been gradually converted to BG-free formulations while maintaining the performance of the washing and cleaning products.

The development work for the conversion was carried out in 2023 and successfully completed in November 2023.

At the beginning of 2023, 26 formulations still contained butyl glycol. By the end of the year, the proportion had been completely reduced to zero in line with planning.

## Development of butyl glycol use:

2022:	106,9 tons
2023:	77,3 metric tons
2024:	0 metric tons

### Improved air quality through targeted extraction

In the course of setting up the three-roll mill, the question of the expected air quality at the workplace was addressed at an early stage. The three-roll mill enables gentle and homogeneous dispersion of contamination- and temperature-sensitive products. In particular, it is used to refine paints, color pastes and nanoparticle-based products.

The production manager, the project manager and the team leader of the site and facility management were directly involved in the planning and implementation. After a thorough feasibility check and a cost analysis, an improved extraction system was installed in 2023 – even before the three-roll mill was completed.

For this purpose, the existing exhaust air connection was dismantled and replaced by a more efficient solution. An additional supporting fan was integrated to optimally incorporate both the three-roll mill and the filling station into the new extraction system. The main objectives of these measures are to comply with occupational exposure limits, create a more pleasant working environment and reduce diffuse emission sources. This ensures compliance with the applicable limit values according to the German Technical Instructions on Air Quality Control (TA Luft).

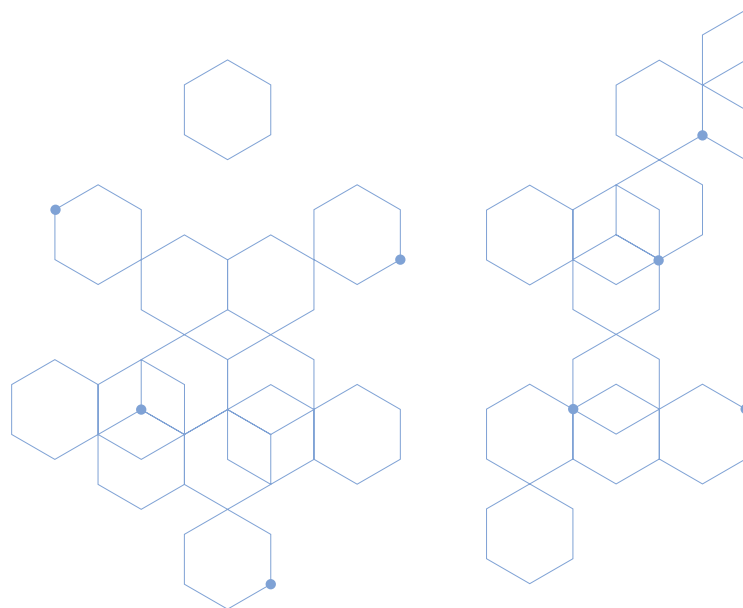
The emissions produced during the manufacturing process (solvents and pigment dust) are now extracted in a targeted manner and fed to the post-combustion plant for further processing. Since this is a new plant, no comparative values are currently available. However, initial observations show that the improved ventilation has helped to avoid employee absences due to illness. In addition, technical faults that previously led to shutdowns when the gas warning system's threshold values were exceeded have been reduced to a minimum.

### Natural lawn care: sheep as environmentally friendly helpers

Vivochem relies on a sustainable and charming solution for maintaining its green spaces: sheep mow the lawn. This environmentally friendly approach reduces the use of conventional lawn mowers, lowers emissions and actively contributes to a greener, more sustainable work environment.

In addition to the ecological advantages, the presence of the sheep also creates a pleasant atmosphere. Many employees find the animals calming and soothing, which has a positive effect on the working environment. Furthermore, an economic evaluation has shown that this type of lawn care is not only environmentally friendly but also economically advantageous.

The animal lawn mowers are a real win-win situation – for Vivochem, its employees and the environment!

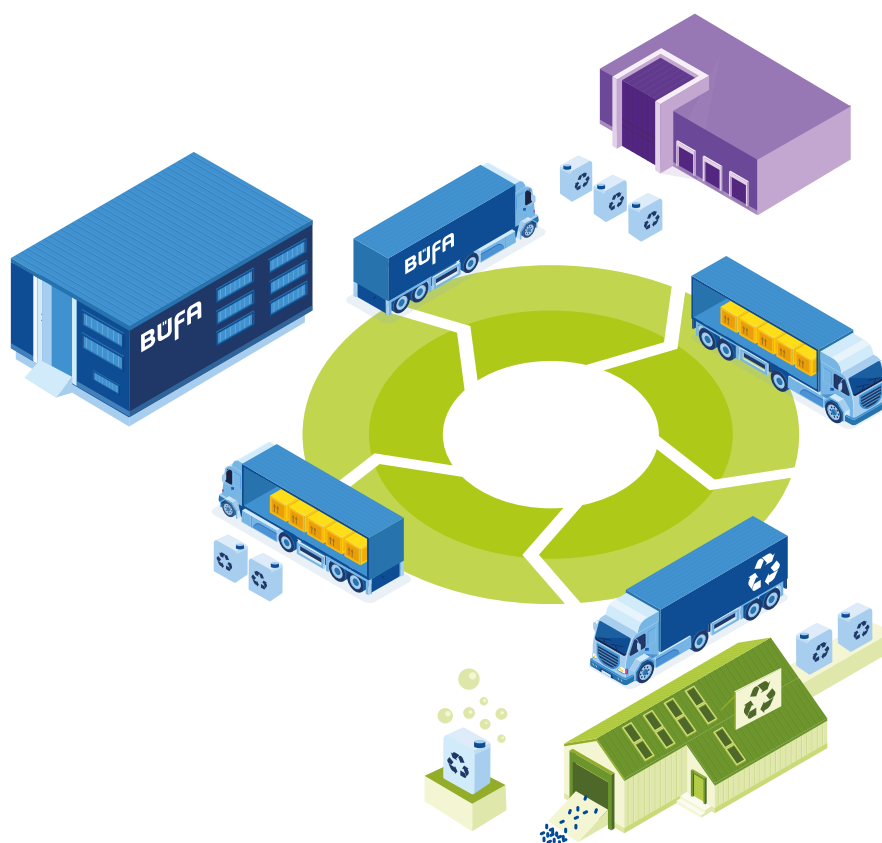


# Resource utilisation & circular economy

## Rinsing instead of rebottling – more sustainable and efficient use of IBCs

Since the high-bay warehouse went into operation, BÜFA Chemikalien has used only new and rebottled IBCs (intermediate bulk containers) to prevent product leaks.

These consist of a new inner bladder, while the outer cage and pallet are reused. However, this approach has proven to be very costly and resource-intensive..



In order to better achieve sustainability goals and increase efficiency at the same time, the concept has been adapted. Rinsed IBCs are now used for technical products that are not intended for use in the food or feed sector. The containers undergo a clearly defined process: after they have been emptied at the customer's premises, they are thoroughly cleaned by an external partner and checked for possible damage or contamination. Once the inspection and cleaning have been completed, the IBCs are refilled in the warehouse so that they are ready for reuse.

The changeover brings several advantages. On the one hand, reusing the IBCs after thorough cleaning significantly

reduces the cost of purchasing new containers. On the other hand, reuse reduces the need for new materials and helps conserve natural resources. Extending the service life of the IBCs and reducing waste also make an important contribution to environmental protection. Innovative solutions are continuously improving the environmental balance while increasing process efficiency.

Currently, around 35 percent of the IBCs purchased are rinsed and reused, and the trend is rising. Nevertheless, a high proportion of new IBCs are still required, as only food-grade containers may be used for filling with food and feed additives.

### Innovative canister solution: safety and progress with recycled material

The 10-liter and 20-liter canisters used by BÜFA Cleaning set new standards in sustainability. They are made from 50 percent recycled material and enable CO<sub>2</sub> savings of around 30 percent compared to conventional packaging. A unique selling point is their UN approval, which enables the safe transport and filling of hazardous goods. BÜFA thus offers a sustainable solution that also meets the highest safety standards.

The introduction of the 20-liter canister began in the second quarter of 2024. By the end of the fourth quarter, it will be in full use for BÜFA's own products. Currently, this has not yet been implemented for products that are manufactured externally or purchased as merchandise. However, there are already plans to introduce the 20-liter canisters for external manufacturing at both BÜFA Chemicals and BÜFA Cleaning.

The comprehensive introduction of the 10-liter canister, which was already launched at the end of 2024, will follow in 2025. This canister size will be integrated into the product range over the course of the year and beyond. A 5-liter canister is also in the planning phase. The aim is to inspire private label customers to use sustainable packaging solutions as well.

Parallel to the canister changeover, the range will be expanded to include sustainable large containers. The introduction of IBCs with blisters containing a proportion of recycled material will begin in the first quarter of 2025.

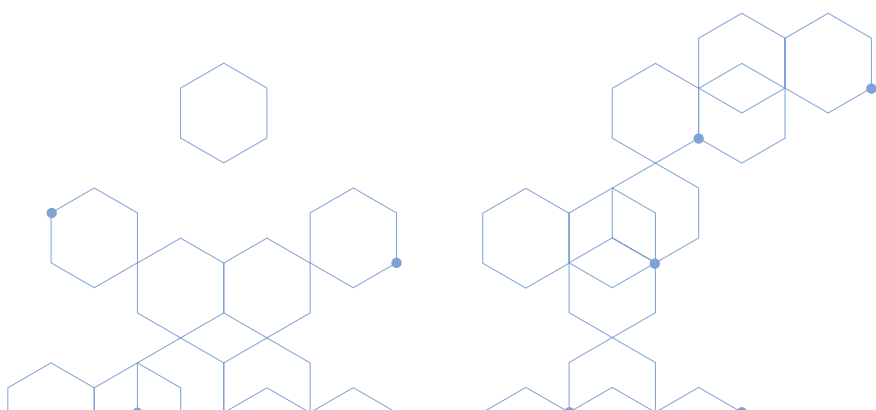
In the 20-liter canister segment, current plans are to start with an annual volume of around 150,000 units. For the 10-liter canister, a lower volume of around 10,000 units per year is expected, although not all products in the food & beverage segment can be converted yet. Commercial kitchen products in particular remain excluded from this.

With its recycled canisters, BÜFA is making an active contribution to reducing its ecological footprint and sending a strong signal for sustainable packaging solutions in the industry.



**BÜFA Cleaning Netherlands uses a Green Layer IBC, which is made from over 30 percent recycled material. In addition, 80 percent of returned IBCs are cleaned by external cleaning partner Cleaning Twente and prepared for reuse. Both measures significantly reduce resource consumption.**

**BÜFA Cleaning Netherlands is also working on another idea for the Power Wipes product: in addition to the Power Wipes buckets and refill bags, the company is working with its supplier to find EcoSmart packaging for the refill bags. This packaging uses the same dispenser as the Power Wipes buckets, reduces plastic consumption, and contains 90 wipes made from 100 percent viscose.**



### Switching to a reusable cleaning cloth system

Small measures, big impact: For reasons of sustainability and cost, BÜFA Composite Systems switched to a reusable cleaning cloth system. Previously, disposable terry cloths were used, which had to be disposed of after a single use – a laborious and costly process. More than 9 tons of disposable cloths were generated annually.

A particular problem was the removal of resin and product residues, which stubbornly adhered to the cleaning cloths. Together with the service provider MEWA, intensive work was carried out to find an effective solution for cleaning the cloths reliably and sustainably.

The new system is based on a pool of over 10,000 cleaning cloths. About 60 percent of the cleaning cloths are always available and fresh, while the remaining 40 percent are being cleaned by the service provider.

The sustainable use of resources and the reduction of waste are the main focus here. As a positive additional effect, this leads to significant cost savings.

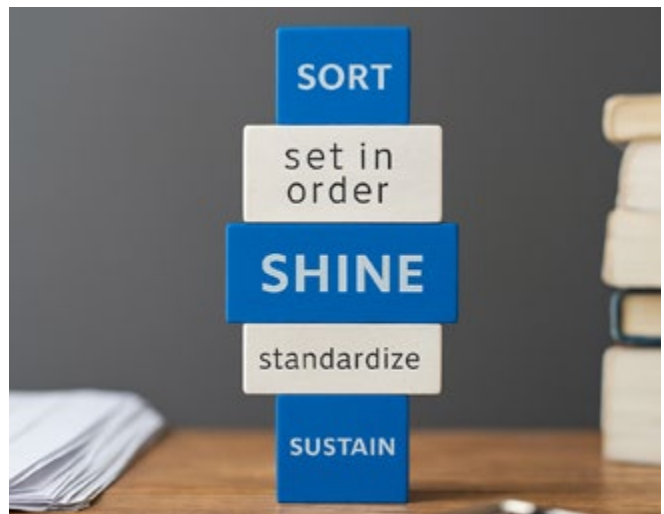


**Expected savings in 2025  
compared to 2023 ~ approx. €6,327**

### Lean Management as a building block for sustainable, lean processes 5S – Structure for a productive working environment

To create a clean, structured and productive working environment, BÜFA relies on the proven 5S method from lean management. The five steps – Sort, Systematize, Scrape, Standardize and Sustain – help to optimize work processes and establish a culture of continuous improvement. As a firmly established company guideline, both employees and managers are actively involved in its implementation. Since 5S is an ongoing process, it has been applied repeatedly over the past few years. In January 2024, the focus was intensified to drive further improvements. Together with a lean expert from the ViVoChem site, various processes and procedures were analyzed at BÜFA Chemikalien in Hude to identify optimization potential. The exchange with the teams made it possible to take a fresh look at existing ways of working and to derive targeted measures to increase efficiency.

The success is clear: 5S has already been implemented in 63 percent of operations, productivity has increased by around 24 percent and employee awareness of the importance of a structured way of working has noticeably grown.



*BÜFA Cleaning Germany is continuously developing new ecological products - In 2024, three sustainable product developments were launched according to FiBL and EU Ecolabel standards. An acidic foam cleaner for the food and beverage sector has already been successfully launched and is FiBL-listed. The first production took place in the third quarter of 2024.*

## Lean measures with a noticeable effect

At BÜFA Composites Spain, lean management is integrated into everyday work through various measures:

### Printing

Electronic documents are preferred over printed documents. If printing is necessary, recycled paper is used. The printer settings are optimized for double-sided printing by default.

### Recycling and waste separation

Clearly labeled recycling bins for paper, cardboard, plastic, and glass have been provided. Paper consumption has been reduced so that a pack of paper lasts much longer.

### Automation

Recurring and routine tasks have been identified and automated using technological tools such as Jet Reports and Visual Basic in conjunction with Excel to automate various processes, such as sending certificates of analysis, product data sheets, and material safety data sheets. These tools are also used for proactive dunning and other administrative tasks. Excel programs with VB macros have been implemented to efficiently execute recurring processes.

### Resource efficiency

An inventory management system has been introduced to ensure optimal stock levels and avoid excess inventory. Agreements with suppliers have been negotiated to secure competitive prices and favorable payment terms. Average sales are continuously measured to create purchasing forecasts and optimize inventory levels. Jet Report and Excel are used for this purpose. Excel

*To increase process efficiency, BÜFA Cleaning Germany is specifically revising its test plans for raw materials and products. In future, only those characteristics that have a direct influence on quality assessment will be analyzed.*

*To support this process, quality rule cards have been set up in Power BI that retrieve daily updated data from the ERP system. This provides those responsible for the product lines with a sound basis for their evaluation in order to identify relevant characteristics.*



### Joint Product Portfolio – Harmonization of the product portfolio for greater efficiency and synergies

As part of the harmonization of the product portfolio for the paint and printing industries, the German and Dutch ranges in the Paint and Ink segment of the BÜFA Cleaning division were thoroughly analyzed.

The aim was to identify synergies and create a unified portfolio that combines the best products from both markets. By comparing the existing product ranges, the number of products could be reduced in a targeted manner. This has not only optimized production processes, but also enabled larger production batches. This in turn means that the products can be managed more efficiently while reducing costs.

Uniform standards between Germany and the Netherlands ensure a clearer assignment of products to their applications and facilitate both product recommendations and the training of new employees.

The entire process included a six-month preparation phase, followed by three months of laboratory testing and one month for evaluation. The project is currently in the implementation and follow-up phase, which includes, among other things, uniform product naming and, in some cases, conversions for customers.

Positive effects are already being felt. Understanding of the products has improved, knowledge transfer has been facilitated and expertise within the company has been democratized so that it is accessible and usable by all.



### Increased efficiency in high-bay warehouse

Last year, a project was carried out to optimize the high-bay warehouse at the BÜFA Chemikalien site in Hude. The test run was planned and coordinated between August 1 and 30 in order to determine the optimal time for implementation. Following the optimization measures, the test run was carried out from November 1 to verify the practical effects of the improvements.

The optimization of the high-bay warehouse aims to significantly reduce the error rate in all storage areas and create more efficient processes. With a target error rate of less than 2 percent, interruptions are to be minimized and waste avoided. Improved system availability and more stable processes allow additional warehouse activities to be carried out within existing working hours without placing additional strain on employees.

Fewer process interruptions not only contribute to productivity, but also motivate the team. At the same time, safety is improved as access to secure storage areas is reduced. Preventive maintenance measures support this process and ensure stable warehouse performance in the long term. In addition, goods are not unnecessarily made available via the shipping area.

### Making processes smarter – digital and efficient

Digitizing the BE14000 inspection checklist at BÜFA Chemikalien's Hude site has created new opportunities for recording and evaluating information in a structured manner. The inspection round is carried out three times a week. This involves checking, for example, whether there are any leaky emballages, whether all ventilation systems are working correctly, and whether all fire doors are closed. Warehouse logistics employees use a tablet for this purpose, which greatly simplifies documentation. In addition to saving paper and physical files, photos can now also be taken and attached directly to the checklist.

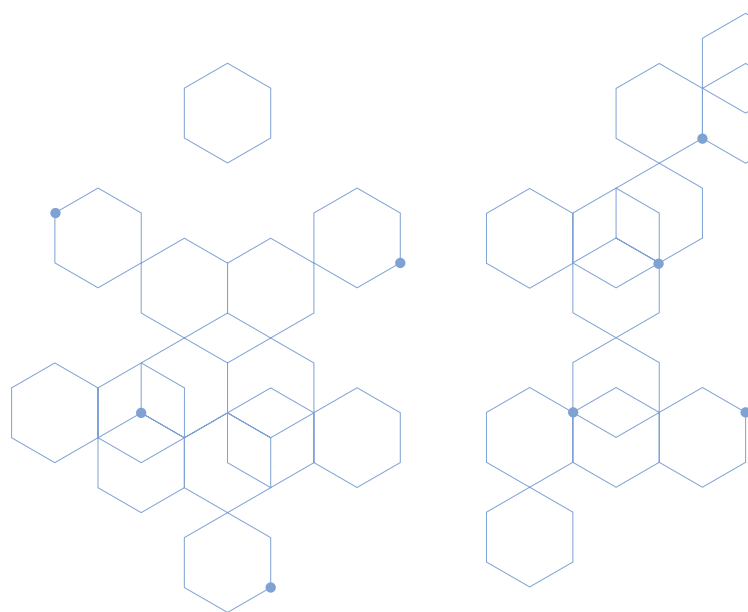
The recorded data can be accessed at any time via the cloud, which enables better evaluation of individual points and the development of relevant key figures. After a one-month preparation phase, the test phase began last November to try out the new processes in practice and further optimize them.

### Optimization of quality assurance through digital processes

Quality assurance at BÜFA Cleaning Germany is currently carried out using test orders that are printed out and filled in manually at the laboratory workstation. The recorded results are then transferred to the ERP system.

To make the process more efficient, printing out test plans and double data entry will be eliminated in the future. Instead, tablets will be used as input devices so that the test plan can be completed directly in the ERP system at the laboratory line.

In addition, Microsoft Teams has been introduced as a central communication tool. This serves both to improve internal coordination and to provide easy access to the laboratory occupancy plan.



# 2 Social

## Key social issues:

- Health and safety at work
- Promoting young talent through high-quality training
- Skills development, continuing education, and employee support

## Facts:

- Group-wide measures to improve traffic safety on company premises ensure greater safety
- Prevention through ergonomic measures and close support during reintegration after prolonged illness are central components of BÜFA's comprehensive health management system
- With a wide range of language courses for employees and new internship opportunities, BÜFA is committed to strong and future-oriented training and continuing education





# Occupational safety & health management

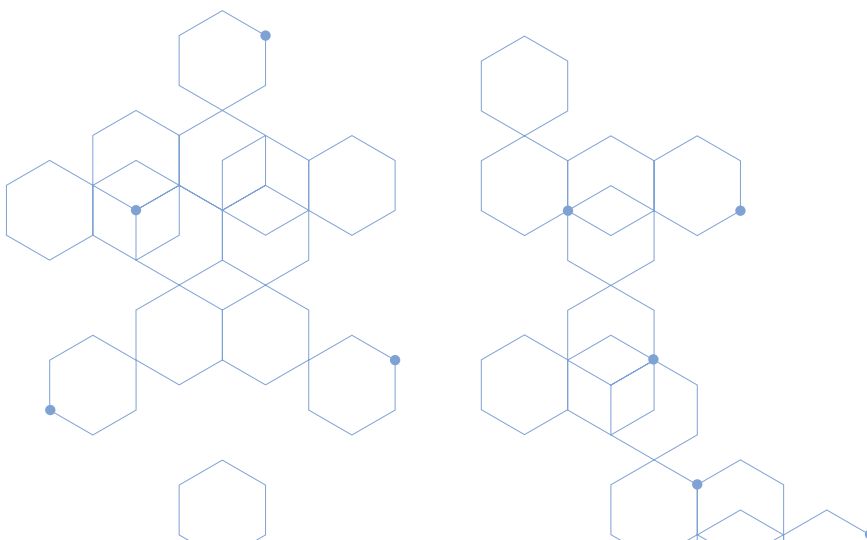
## **Traffic routes: Greater safety through clear signage and optimized traffic routes. Speed limit signs at the BÜFA Composite Systems**

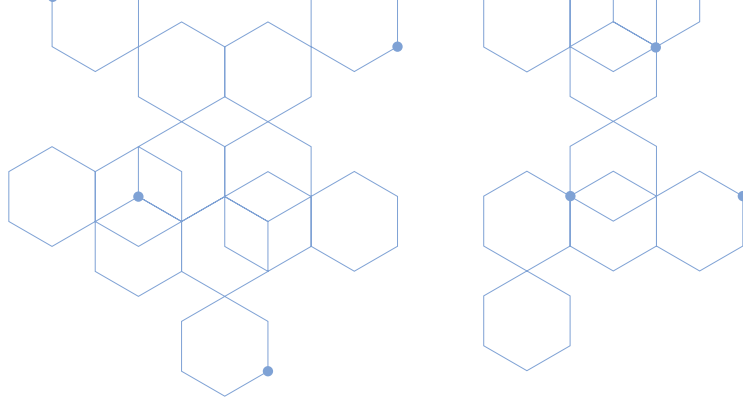
2024, large road markings indicating a speed limit of 20 km/h were applied at the BÜFA Composite Systems site. This measure was taken as part of the standardization of speed regulations at all sites. The reason for this is the high frequency of vehicles belonging to external visitors, which often fail to comply with the specified maximum speed limit of 20 km/h, which led to unsafe situations. The new markings at critical points are intended to remind drivers of the applicable rules in order to increase traffic safety on the company premises. Initial experience has already shown that there are fewer unsafe actions.



## **New air conditioning units for pleasant working conditions**

Safe working conditions and a pleasant indoor climate were the goal of the new air conditioning units in production at the BÜFA Cleaning Germany site. The new long-sleeved protective workwear and the increased temperatures in the summer months were putting a strain on employees in their work. Mobile units were therefore set up for testing to evaluate their effect and effectiveness. The result was satisfactory and the working conditions were rated positively by the employees. In the future, the mobile air conditioning units will be replaced by stationary units. This will ensure that pleasant working conditions can be maintained at all times when wearing long-sleeved work clothing.





### Optimized traffic route concepts for greater occupational safety

The separation of walking and driving routes is a key measure for even greater safety at the BÜFA Group's sites. At the BÜFA Composite Systems premises, for example, a footpath has been created parallel to the truck access route. These measures not only increase occupational safety, but also reduce disruptions in internal goods transport and enable more efficient loading and unloading in the logistics area. Further walkway markings for the production areas, raw materials storage, including outdoor areas, are planned. At the BÜFA Composites Spain site, the marking of escape routes has been optimized: updated signs and signals are to indicate hazardous areas, emergency exits, and evacuation routes and increase safety in the workplace.



*Ergonomic equipment in the workplace promotes the health and well-being of employees. Stress is reduced and a natural posture is supported, which can increase work performance and concentration in the long term. At the same time, safety in the workplace is increased. That is why it is BÜFA's to continuously optimize all workplaces. At the BÜFA Cleaning Germany site, for example, ergonomic floor mats were replaced at the quality assurance workstations as part of preventive health measures. Ergonomic floor mats are used where a lot of standing work is done. They are designed to prevent musculoskeletal disorders and reduce fatigue in the legs and back. They also insulate against hard floors.*

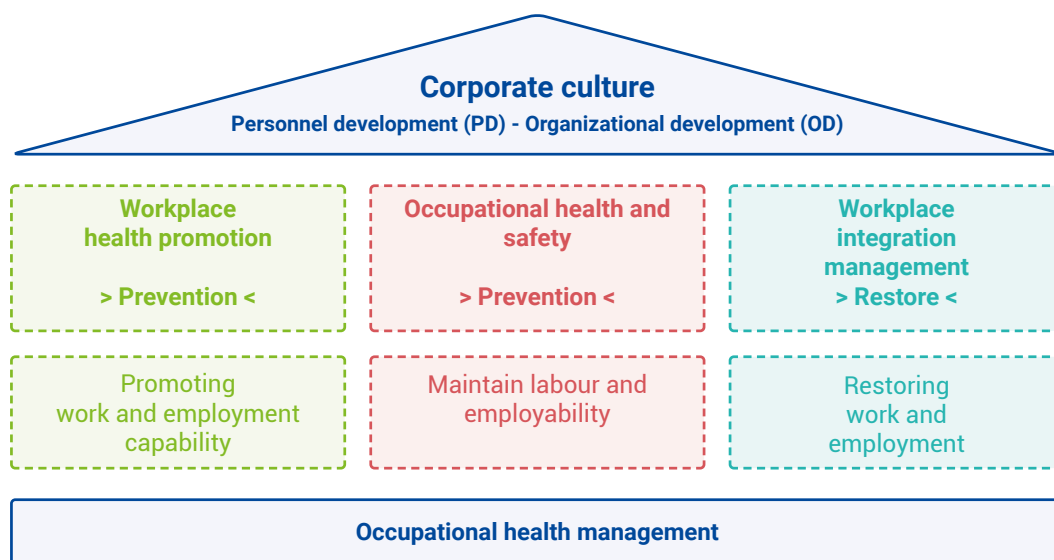
*The new floor mats can be individually adapted to local conditions. In addition, they are more resistant to numerous chemicals, easier to clean and therefore more durable.*



## Reorganization of occupational integration management

Occupational integration management is one of the three pillars of occupational health management. According to Section 167(2) of the Ninth Social Security Code, every German company is obliged to implement a company integration management system. Anyone who is absent due to illness

for more than 6 weeks within a year is entitled to integration measures. Maintaining the labour force and keeping sick employees in employment is the top priority at BÜFA. The expertise and performance of each employee increases the performance of the entire company..



### The focus of the integration management is on:

- maintaining an employee's ability to work in the long term,
- overcoming incapacity to work,
- avoiding impairments and chronic illnesses
- to secure the jobs of those who have fallen ill at BÜFA in the long term

A core team is responsible for implementing the integration management at BÜFA. It consists of the integration management representative, a representative from the personnel service and one person each from the works council and the representative body for severely disabled employees. The core team is supported by the integration management coordinators at the respective locations.

In 2024, new people were appointed to positions of responsibility and, in this context, new formats for exchange among coordinators were developed. In the future, this should enable a faster exchange of experiences and the use of knowledge about best practices to improve the services offered to all those affected by integration management.

Furthermore, thoughts were given to expanding the range of services. For example, it is to be examined whether psychological support services can be implemented and how such services can be designed. These considerations will be further developed and specified in 2025.

*In Spain, employees have the option of taking out private health insurance through BÜFA in addition to the statutory health insurance in order to receive optimal medical care. The advantages of this additional benefit are shorter waiting times and easier access to specialists and special clinics.*



#### Fitness initiative at BÜFA Cleaning Netherlands

Together with external partners, BÜFA Cleaning Netherlands launched a fitness initiative for employees in 2023, which was already reported on in the last sustainability report.

To further promote the topic of occupational health, company bicycles and a company fitness program are to be introduced starting in 2025. For a small co-payment, employees have the option of leasing a bicycle and using it for both commuting and private trips. The goal is to offer a sustainable and health-promoting mobility solution that integrates regular exercise into everyday life. As part of the

planned company fitness program, employees have the option of taking out a gym membership at a reduced rate through their employer. This would give them easier access to a wide range of training options and motivate them to exercise regularly.



# Training & skills development

## **A wide range of insights for tomorrow's specialists: rotational internship at BÜFA Composite Systems**

Training young talent is a high priority at BÜFA. That is why the group offers students orientation internships in various areas even before they graduate. In 2024, the BÜFA Composite Systems site offered the first opportunity to complete an internship based on a rotation system, in which students get to know various departments and activities. This gives them insights into the diverse tasks and processes of a chemical company and helps them find the right career.

In the Composites division, future specialists get to know a total of up to eight apprenticeships. The rotation internship includes, among others, the following stations: order management/sales, application technology, production, maintenance and servicing, logistics, purchasing and scheduling. Due to the positive response, the pilot project is to be continued in 2025.





#### **Training supervisors in occupational safety**

Occupational safety is continuously improved at BÜFA. Intensive training for employees and managers is therefore essential. In 2024, the occupational safety specialist trained all managers at the German sites – from team leaders to managing directors – on the basics and obligations of occupational safety. The goal was to achieve a uniform standard and a common understanding with a focus on prevention and to remind both new and old supervisors of their duties.

To achieve the goal of zero accidents, all managers must work even harder to make working conditions as safe as possible and to repeatedly remind our employees of the importance of adhering to safety rules and working safely. Managers have a special role model function in this regard.

In order to achieve a uniform safety culture throughout the entire BÜFA Group, training courses are also planned for the international companies in the future.

# 3 Governance

## Key topics in the area of governance:

- A strong employer brand
- Adaptation of due diligence processes to the changing regulatory environment
- Social commitment in the region
- Preservation and support of ethical and democratic values

## Facts

- BÜFA is developing a strong international employer brand from within and laying the foundation for further expansion
- By digitizing compliance and opportunity and risk management, important components of the due diligence processes have been standardized, made more transparent and efficient, and prepared for expansion to the international corporate level.
- In a simulation game, employees were sensitized to democracy and European legislation and were given the opportunity to be "EU politicians" for a day.



BUFA

# Company policy

## Company culture

### OneBÜFA - Participative project for a new employer positioning for BÜFA

What characterizes BÜFA as an employer? In 2024, the Human Relations and Corporate Marketing & Communications teams developed an employer positioning together with an agency specializing in employer branding and with the help of all employees.

The goal was to create an authentic and international employer brand developed from the inside out. In various workshops, interviews and surveys, employer profile fields were developed that were then validated by employees in a survey. The result is the BÜFA Group's new Employer Value Proposition. One special aspect here is the future direction that was identified as part of the positioning: One BÜFA. Above all, this means a shared corporate culture with shared values.

Following the strategy project, the results will be implemented in various measures. Among other things, a new creative and communication concept for BÜFA as an employer will be developed in 2025.

### "Just do it!" - BÜFA at the Ideen Expo

Europe's largest youth event for technology and natural sciences took place in June 2024 in Hannover under the motto 'Just do it!'. The Ideen Expo hands-on fair attracted more than 430,000 visitors and 310 exhibitors. BÜFA was represented at the joint stand "Chemie verbindet" (Chemistry connects) of the German chemical industry association (VCI) with the hands-on project "Soap2Go". Visitors got to know the variety of technical and scientific professions in workshops, keynote speeches and numerous interactive exhibits.

*BÜFA also inspires tomorrow's talents at the Oldenburg youth fairs for STEM professions and the diverse training opportunities in the chemical industry. At the Vocatium and job4u fairs, students can find out about BÜFA and the training opportunities and talk to employees.*



Membership in associations and interest groups	Chemicals	Cleaning	Composites	Group
Responsible Care	x			
Chemical Industry Association				x
Climate-neutral SMEs				x
ISO 14001	x	x	x	
ISO 9001	x	x	x	
Ecovadis				x
RSPO (Roundtable on Sustainable Palm Oil)	x			
IHO (Industrieverband Hygiene & Oberflächenschutz)		x		
AVK (Industrievereinigung Verstärkte Kunststoffe e.V.)			x	
Niedersachsen Allianz für Nachhaltigkeit (Lower Saxony Alliance for Sustainability)				x
Zukunftsfest (Future-proof) (certificate from the state of Lower Saxony)				x
Theodor Wuppermann Youth Education Center, Juist				x
VHCP (Association of Dutch Chemical Distributors)	Vivochem			
Masterclass Veiligheid Midden (MVM) (Regional Safety Network for Hazardous Substance Companies)	Vivochem			
Evofenedex (business association for trade and logistics)	Vivochem			
Duurzaam Netwerk Almelo (DNA) (Sustainability Association Almelo)	Vivochem			
Verband für Chemiehandel e.V. (Chemical Trade Association) (VCH)	Chemicals			
Composites United e.V.			UK	
NARM (National Association of Rooflight Manufacturers)			UK	
Composites UK Trade (Association for the composites Industry)			UK	

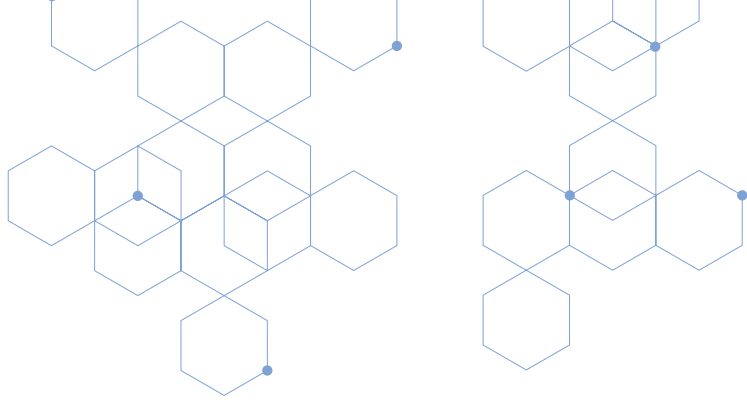


## Discussions welcome! Political simulation game for the European elections

BÜFA sees itself as an independent, impartial company. However, as an international group of companies, BÜFA stands for the fundamental values of democracy: diversity, tolerance, dignity, and freedom.

The company has an open, participatory corporate culture that allows different opinions and promotes different perspectives. In order to stimulate (political) discussion and political participation, BÜFA organized a simulation game in the run-up to the European elections in collaboration with the Association for the Simulation of the European Parliament in Oldenburg (SimEP Oldenburg) e.V. BÜFA employees and other guests from other Oldenburg-based companies

had the opportunity to step into the shoes of EU politicians for a day. They took part in parliamentary group meetings and debates, formed coalitions, and proposed amendments to a fictitious draft law. This gave all participants a little insight into how the European Parliament works. They learned how much work and communication is involved before a draft law can be passed at the European level.



Europe stands for democracy: just like in a real parliament, a law incorporates many opinions and perspectives of many people in Europe, as it is based on participation and involvement. At the beginning of the simulation game, participants were randomly assigned to a political party, which meant that some of them had to adopt and argue for perspectives that were foreign to them. After political debates, BÜFA declared the "draft law passed."

The Association for the Simulation of the European Parliament in Oldenburg (SimEP Oldenburg) e.V. was founded in 2020 and consists mainly of students and pupils. Together with the Weser-Ems Regional Development Office, the asso-

ciation regularly organizes so-called SimEP events in Oldenburg and the surrounding region. In the simulation games, school students in particular simulate the European Parliament and draft a fictitious bill. Young people learn about political processes from other young people in a playful way. The SimEP events aim to create low-threshold opportunities for political education.

**Further information is available at**  
**[www.simep-ol.eu](http://www.simep-ol.eu)**

# Sponsorship & donations by the BÜFA Group

## Local and international commitment

Commitment to the regions in which BÜFA operates is an integral part of the corporate culture. BÜFA supports initiatives, associations, events, and projects in the communities where its employees live and are part of society. The focus is on projects in the fields of education, science, sports, culture, and social affairs that promote social cohesion.

A joint commitment by the entire group was the Christmas donation to various local animal welfare organizations at BÜFA locations in Europe. In addition, BÜFA sponsored sports teams and events, thereby promoting regional sports as an important contribution to social cohesion.



Club/Association/Company	Sponsorship
RSC Alliance	Sponsoring Season 2024/2025
Tennisveren LTC de Stoof Stoofweitoernooi 2024 – Lineage	Stoofweitoernooi 2024 - Lineage
Klundert bij Kaarslicht	Sponsoring
TU Delft Hydro Motion	Foil boat with liquid hydrogen propulsion, equipment
Jachtwerf Heeg	Sponsoring the club colors
Hobnob-sponsorbijdrage festival 06-07-2024	Sponsoring
AV Rijssen-huur reclamebord	Sponsoring advertising poster rental
st. de eethoek-sponsorbijdrage	Sponsoring
't aahoës-sponsoring Kingsday 2024	Sponsoring Kingsdag 2024
Club31-Almelo elderly day 2024	Sponsoring
Children's Festival-sponsoring 2024	Sponsoring
ASV-sponsoring 2024	Sponsoring
Pentecost celebrations	Sponsoring magazine + Banner
Almelose herring party 2024	Sponsoring
st.simavi action for water	Donation
donatie-make a wish	Donation
vrienden t hookhoës-sponsoring	Sponsoring
Deposit money nl-naar KWF	Donation
Decl. GK sponsoring FC Twente Madness 24-25	Sponsoring
Heracles-advertising business box 2024/2025	Sponsoring advertising poster rental

Club/association/company	Sponsoring
Harmonie Sint Jan - speculaas Sponsorship	Sponsoring
Boeskoolhoeve advertising board 2024	Sponsorship Poster rental
Gravenruiters-benefitdiner 17.10	Sponsoring
Bolk-sponsoring Military 2024 sponsoring	Sponsoring
Pfandgeld NL-naar KWF	Donation
3FM serious request stichting metakids	Donation
st.ouderenwerk-kerstmarkt 2024	Sponsoring
Heracles-LED boarding Heracles-RKC	Sponsorship Poster rental
sportbedrijf almelo-spandoek/deeln. CurlingCup 2024	Sponsoring Banner
Sant Joan de Déu	Donation
Alcantara Systems	Sponsorship
Associació Protectora D'Animals de Parets	Donation Animal welfare
Individual Funding: Estonian Marathon runner Leonid Latsepov	Qualification for the World Championships in Tokyo
Team VASA IFK P13	Football sponsorship
Weihnachtsspende an Tierorganisationen	Various facilities
Renn- und Reitverein Rastede	Oldenburg state tournament
Simulation des Europäischen Parlaments in Oldenburg (SimEP Oldenburg) e. V	Donation for business game
Freiwillige Feuerwehr Sandkrug	Helpers' party for volunteer commitment (Occasion: Floods 2023)
Turnverein Munderloh v. 1921 e.V.	Support for voluntary work in sport
Kulturetage Oldenburg	Cabaret Days 2024
CORE Oldenburg	Coworking Space und Get together
Carl von Ossietzky Universität	Endowed professorship
Rotary Club Hude-Oldenburg	Huder spring run
VfB Oldenburg	Football sponsorship
EWE Baskets	Sponsoring Basketball
VfL Handball	Handball sponsorship
Wildtierauffangstation	Donation
TSG Hatten-Sandkrug	Sandkruger Schleife running event
TuS Eversten Lauftreff	Fountain run
Bürgerbus Rastede e. V	Voluntary local public transport
Bürgerstiftung Oldenburg	Citizens' brunch
Oldenburgischer Golfclub e. V.	Golf tournament Rastede
K & L Publishing house	First aid book for primary school children in the district of Oldenburg
ImmerBunt	Flower meadows
German Police Union in the DBB Regional Association of Lower Saxony	'Children in road traffic'
University Society Foundation	Donation



# Due Diligence

Compliance management and opportunity and risk management are key elements of our due diligence processes. Opportunity and risk management was standardized within the BÜFA Group two years ago. The existing compliance management system was revised in 2024. Both systems were transferred to a new digital system, which went live at the beginning of 2025.

## The new compliance management system

As part of compliance management, all relevant areas of law are continuously monitored by internal legal scouts. Current developments are tracked, changes are identified at an early stage, and appropriate measures are derived for implementation if necessary. The compliance officer and the business units are informed of any changes in the law. Some areas of law are clearly defined and are monitored on an ongoing basis. These defined areas of law can be updated and supplemented on the basis of the annual risk assessment. An annual compliance report summarizes the most important issues.

### Starting point

BÜFA has a legal monitoring system for identifying changes in the law. This consists of nine different legal areas and the compliance officer. In the old standard, changes were documented decentrally by the legal scouts and the information was sent to the compliance officer via Microsoft Outlook.

Measure controlling was also carried out decentrally. Once a year, a compliance report was created manually and the data was made available to sustainability management. In addition, the changes were communicated in the management review.

The revision of the system was intended to achieve two main objectives:

- Increase transparency and standardization of the process through the use of digitalization.
- Increase efficiency in the provision of data for management review and sustainability management.

## New system

A system for the standardized recording of legal changes and for controlling measures was introduced. An automated notification system is used to monitor changes, overdue measures, and to notify the compliance officer.

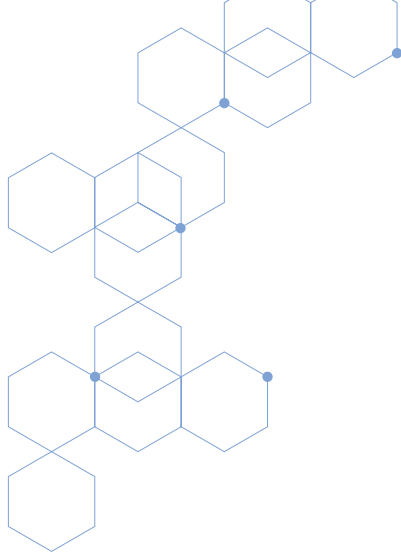
In the future, this will also enable the creation of the compliance report and the transmission of the relevant data to sustainability management. This is an important step in preparing for the upcoming changes in sustainability reporting.

## Digitization of due diligence systems

Opportunity and risk management is carried out based on the compliance management, environment, organization, and processes of the BÜFA group. This involves examining the internal and external opportunities and risks for the group and the framework conditions that influence them. In the next step, these are evaluated, prioritized, optimized, and monitored.

The results are presented to the Advisory Board once a year. The measures, actions, and targets agreed upon as part of compliance management and opportunity and risk management are discussed once a quarter at the BÜFA Management Team Meeting as part of the management review and once a month at the business unit level. The status of the development and implementation of the measures is reviewed.

A decisive step toward the digitalization of management systems has now been taken: Since the beginning of the year, compliance management and opportunity and risk management have been operated in a new digital system. Accident and incident reporting had already been digitalized in Microsoft.



### Integration into the new system – what has changed?

The existing entries from the Microsoft Excel solution have been transferred to the new system and further standardized.

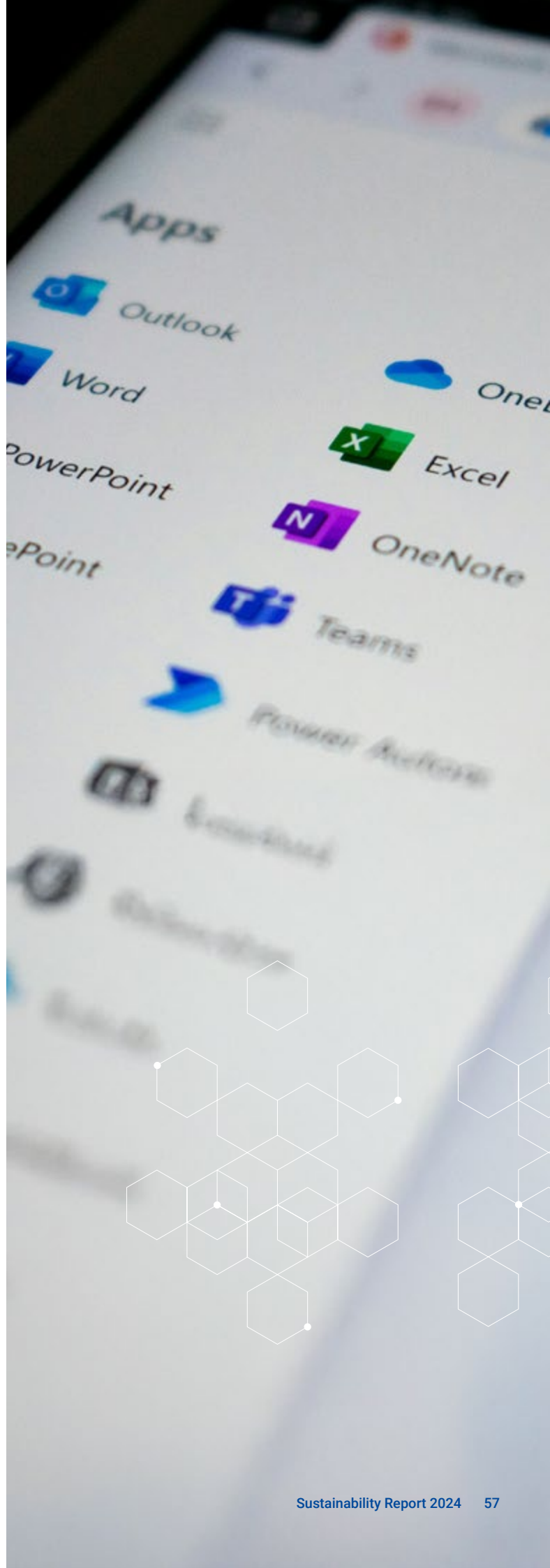
The integration of existing risks into the new system has already been successfully completed for the holding company, BÜFA Chemikalien, and Cleaning Germany. For Composites, there are plans to reassess the risks in workshops. Tricura and Vivochem will be integrated in the first half of 2025. Other companies in the BÜFA Group will be gradually added to the system to ensure uniform and comprehensive standardization.

### Advantages of the new system

The new system offers numerous advantages that significantly increase efficiency and user-friendliness: Real-time evaluations enable well-founded decision-making, while a notification system for measures, target data, and responsibilities improves clarity. Integration into the MS-Teams structure promotes collaboration and interaction with other ESHQ systems, including reporting, and creates additional synergies. New companies can also be integrated flexibly. At the same time, unused potential is leveraged through a stronger focus on opportunities, operation is simplified through greater user-friendliness, and processes are standardized through increased standardization.

### Future developments

Targeted measures are planned to meet the requirements of future ISO standard revisions, such as ISO 9001 and ISO 14001, and to further strengthen the focus on opportunities. These include the integration of SWOT analyses into the system to enable a more comprehensive evaluation. In addition, the focus on opportunity assessment and utilization will be strengthened in order to identify and realize potential even more specifically.



# 4 Figures, data, facts

## Key topics:

- Establishing processes and workflows to integrate all sites into the sustainability strategy and reporting

## Facts:

- The collection of environmentally relevant key figures has been revised to include all production sites and enable reporting at group level





# Figures, data and facts

**This section reports on relevant key figures for the BÜFA Group.**

Previously, these key figures were reported as relative consumption in relation to sales volume. In order to provide a more transparent overview of the entire Group, this data is now recorded as absolute consumption. Corresponding monitoring was started in 2023. Therefore, no comparative data from previous years is available.

Waste data has been recorded according to this principle for the first time in 2024. There have been no changes in the collection of key figures on investments and employees compared to previous years. The data for the last four years can be viewed here.

## Environment

### Water consumption and waste volumes at BÜFA production sites (Chemicals DE, Vivochem, Composites DE, Composites UK, Cleaning DE, Cleaning NL)

	2024	2023
Water consumption 1 [m³]	21.139	20.697
Hazardous waste 2 [t]	1.929	n. e.
Non-hazardous waste 2 [t]	1.209	n. e.

<sup>1</sup> Water consumption refers to production sites

<sup>2</sup> Waste volumes refer to production sites; international reporting according to this scheme was newly introduced for 2024; comparative data from 2023 are not currently available.

### Energy consumption of the BÜFA Group (all sites)

Energy consumption	2024	2023
Total [MWh]	15.698	18.069
Energy from fossil fuels [MWh]	11.737	12.308
Energy from renewable energy sources [MWh]	3.961	5.760
Energy from gas	5.190	5.150
Energy from fuel (gasoline and diesel) [MWh]	6.157	6.653
Energy from electricity (fossil) [MWh]	391	505
Energy from electricity (renewable) [MWh]	3.961	5.760

## Social

BÜFA Group – Overview		2024	2023	2022	2021
group revenue	Mio. €	333	341	404	344
equity ratio	%	> 40	> 40	> 40	> 40
Research and development expenditure	Mio. €	3	3	3	3
Investitionen in Sachanlagen	Mio. €	6	7	7	8
personnel expenses	Mio. €	52	49	50	47
Domestic locations (Germany)	No.	5	5	5	5
International locations	No.	13	9	8	7
employee	No.	753	686	699	658
employee <sup>1</sup>	FTE	685	617	625	585
Training costs per employee <sup>2</sup>	€	624	717	675	553

<sup>1</sup> FTE = Full-Time Equivalent (full-time employee)

<sup>2</sup> Calculated based on costs for external courses

Locations in Germany		2024	2023	2022	2021
Sickness rate <sup>3</sup>	%	4,8	6	7	4
fluctuation	%	10,1	10	14	11
Average age of women <sup>4</sup>	years	40,9	41	40	40
Average age of men <sup>4</sup>	years	44,2	44	43	43
Average length of service for women <sup>4</sup>	years	11,8	12	12	10
Average length of service for men <sup>4</sup>	years	11,4	12	12	10
Percentage of female employees <sup>5</sup>	%	31,4	31	31	31
trainees	No.	32	45	42	43
Training rate <sup>6</sup>	%	7	7	7	7

<sup>3</sup> Calculated on the basis of 251 working days; sick days with continued payment of wages

<sup>4</sup> Average as of the reporting date, December 31.12

<sup>5</sup> Annual average over 12 calendar years

<sup>6</sup> Annual average over 12 calendar years

BÜFA Group - Occupational safety		2024	2023	2022	2021
Accident frequency <sup>7</sup>		14,1	8,1	7,2	21,7
1000-person quota <sup>8</sup>		7,3	9,1	9,5	34,1
Accidents at work <sup>9</sup>		14	8	11	21
Days lost		61	89	65	213
Number of deaths due to work-related injuries		0	0	0	0
Number of work-related injuries with serious consequences		0	0	0	0
Number of documented work-related injuries		14	8	11	21
The most common types of work-related injuries	Tripping, slipping, falling	Tripping, slipping, falling	Chemical burns	Tripping, slipping, falling	
Number of deaths due to work-related illnesses		0	0	0	0
Number of documented work-related illnesses		0	0	0	0
The most important types of work-related illnesses	none	none	none	none	none

<sup>7</sup> Based on the number of employees at German locations

<sup>8</sup> Calculation: reportable accidents at work per 1,000 employees

<sup>9</sup> Calculation: number of accidents at work resulting in at least one day of absence

## GRI content index

Terms of use	BÜFA reports the information listed in this GRI content index for the period January 1, 2024 to December 31, 2024, with reference to the GRI Standards.	
GRI used	GRI 1: Foundations 2021	
GRI Standard	Disclosures	Page
<b>GRI 2: General information 2021</b>	2-1 Organizational details	P. 6 Company profile of the BÜFA Group
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