

Sustainability

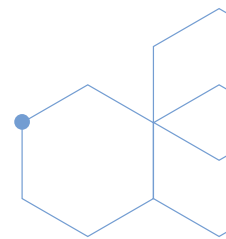
We're looking out for the next generation

Reporting period 2023



Contents

Sustainability 2023



STRATEGY & GROWTH

Page 12



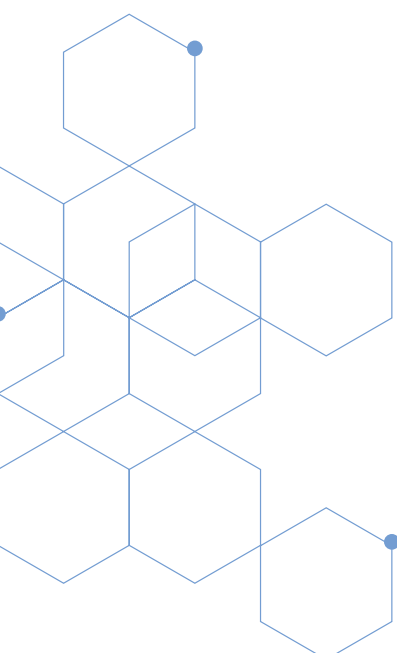
PEOPLE & VALUES

Page 24

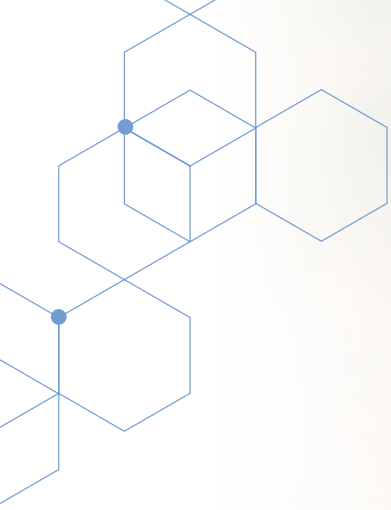


PORTFOLIO & VALUE CREATION

Page 38

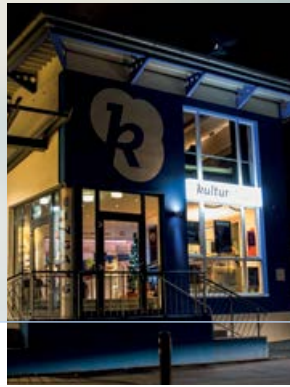


Reporting structure	04
Company profile	06
Foreword	09
Overview of the SDGs	11
Strategy	14
Stakeholder dialogue & key topics	18
Future investments	20
Transparency & communication	22
Occupational health & safety	26
Working together	32
Education & Training	34



CLIMATE & RESOURCES

Page 54

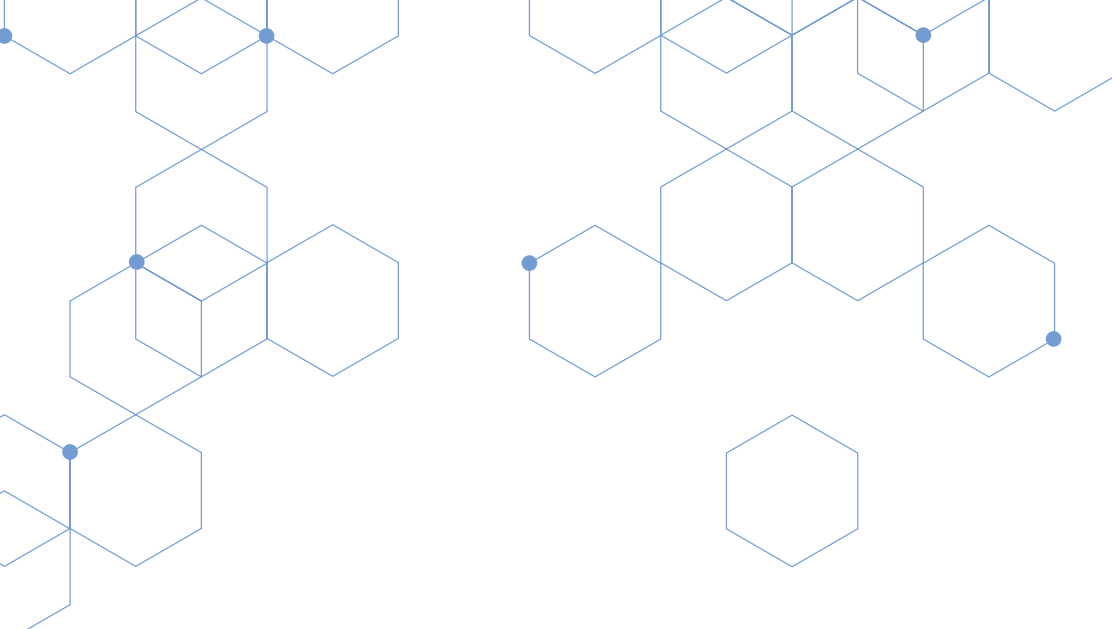


SOCIETY & COMMITMENT

Page 64

Customer safety	37
Product strategy	40
Product development & innovation	46
Production & processes	48
Regulatory affairs	52
Environmental responsibility	56
Climate responsibility	60
Circular economy	62
Donations and sponsorship	66
Facts, figures and data	72
GRI Content Index	74





Reporting structure

(GRI 2-2, 2-3)

The sustainability report published by the BÜFA Group refers primarily to the year 2023.

It reports on non-financial topics that were completed, processed, and/or started in 2023. Topics of longer-term relevance may also extend beyond 2023. With regard to facts and figures, the corresponding comparative figures from previous years are also shown.

The sustainability report published by the BÜFA Group refers primarily to the year 2023. It reports on non-financial topics that were completed, processed, and/or started in 2023. Topics of longer-term relevance may also extend beyond 2023. With regard to facts and figures, the corresponding comparative figures from previous years are also shown.

Detailed information about the company's financial situation can be found in the BÜFA GmbH & Co. KG consolidated financial statement, which can be accessed through the Bundesanzeiger Federal Gazette (publication covering the 2023 financial year).

For several years, the BÜFA Group has issued an annual report regarding environmental, economic, and social sustainability. This year, for the second time, we are reporting in accordance with the GRI standard for sustainability reporting (Global Reporting Initiative). The GRI Content Index at the end of this report shows where the corresponding information can be found.

In accordance with the GRI reporting standard, the BÜFA Group sustainability strategy is oriented around the 17 Sustainable Development Goals (SDGs) of the United Nations.

Unless otherwise expressed, the reported figures and information comply with the GRI standard for the BÜFA Group, whereby company or location-specific data is marked accordingly. The business divisions of the BÜFA Group include:

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

The sustainability report is drawn up by the Corporate Marketing & Communication and Sustainability Management divisions in close cooperation with employees from the operational units.

For 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

(GRI 2-1, 2-6)

Business model

The BÜFA Group is a medium-sized, independent chemicals company that operates on an international scale in the chemicals, cleaning and composites business segments. As a company with high ethical corporate values, BÜFA maintains a fair partnership collaboration with customers, suppliers, and the general public. In so doing, we impress with innovative, resource-efficient products and system solutions and have a strong focus on the principle of sustainability. BÜFA focuses on “new chemistry” and combines economic efficiency with social responsibility.

BÜFA Chemicals forms the Chemicals business segment in collaboration with Tricura and ViVoChem. To our customers, we are a supplier for special application areas of application and industries. As such, the range of services offered now extends far beyond the chemicals trade. Today, the business model also includes warehousing as an additional service for our customers. From individual filling to secure storage and the flexible picking and delivery of the chemicals and raw materials, customers receive everything from a single source.

The Cleaning business segment develops and produces cleaning, care, and disinfection products for textiles and surfaces. Cleanliness, hygiene and value preservation are the pillars of all our activities in this area. Among the main target groups are the food industry, the field of industrial and vehicle cleaning, and commercial kitchen hygiene, alongside laundry services and textile cleaning.

The Composites business segment develops, produces, and sells high-quality products based on unsaturated polyester resin. Our product lines include gel coats, bonding pastes, fire protection systems, pigment pastes, and special products. The product range is supplemented by the range of machine technology for processing operations within our specialist fields. On account of a comprehensive retail range, customers and processing businesses are offered a comprehensive composite product range, both for the manufacture of parts made from fibreglass-reinforced plastics and also for unreinforced applications. With Europe-wide distribution sites, BÜFA guarantees an internationally reliable service network within the Composites business field.

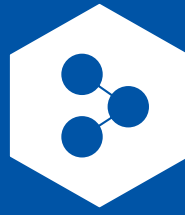
Facts, and figures



1883
Establishment



700
Employees



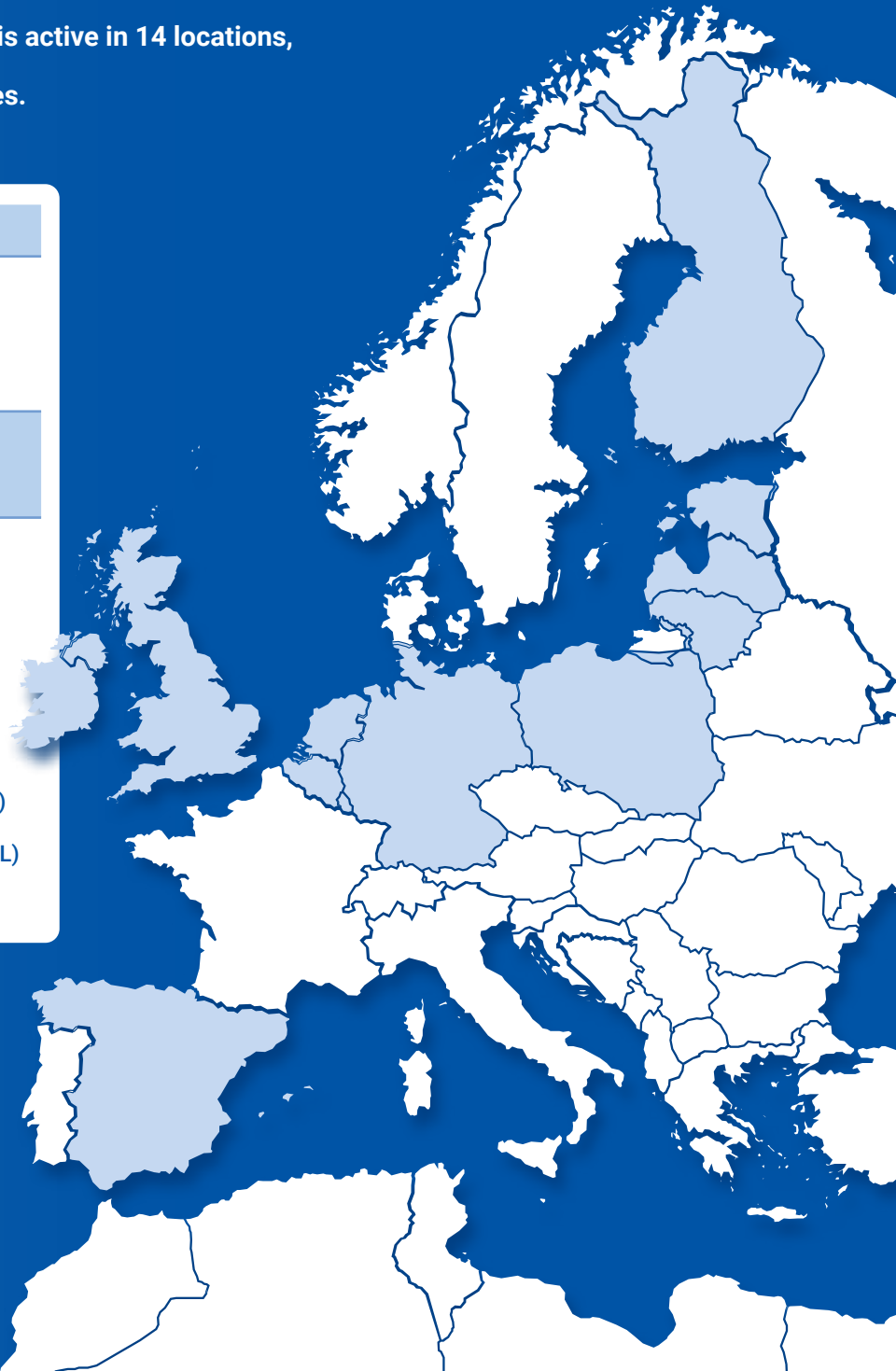
3
Business divisions



14
Locations

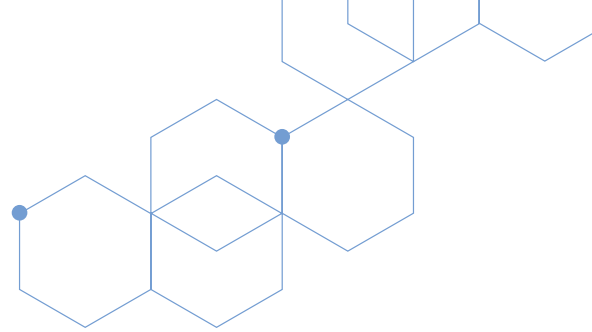
As at 2023, the BÜFA Group is active in 14 locations,
across 12 cities in 8 countries.

Holding	Oldenburg (DE)
Chemicals	Hude (DE)
	Oldenburg (DE)
	Almelo (NL)
Cleaning	Oldenburg (DE)
	Roosendaal (NL)
Composites	Rastede (DE)
	Helsinki (FI)
	Sabadell (ES)
	Gdansk (PL)
	Tallinn (EE)
	Manningtree (UK)
	Valkenswaard (NL)
	Wien (AT)





Foreword



Goals, challenges and highlights in sustainable development at BÜFA – Jan Philipp Wuppermann, Chairman of the Advisory Board, and Felix Thalmann, CEO of the BÜFA Group, in an interview.

Question: In 2023, BÜFA celebrated its 140th anniversary: Which sustainability issues have particularly concerned the BÜFA Group?

Jan Philipp Wuppermann:

Sustainability at BÜFA has three pillars - economic sustainability, social sustainability and ecological sustainability. We have become 140 years old because we have always acted in an economically sustainable manner. Ecological sustainability is an issue that became really important in the 1980s. It was the time of the major chemical accidents and society began to rethink that ecological sustainability was extremely important, especially in the chemical industry.

Felix Thalmann:

Currently, this means that we have to take significant measures to meet the challenge of climate change. Important topics include mobility, energy and the circular economy. We have projects underway in these areas, for example: Is there wind power that we can use? Are there PV systems that we can use? We have already put the first plants into operation. We have also set up sustainability workshops and involved all employees. Many ideas for improvements have come from the employees, for example optimizing systems, using new modules to reduce gas consumption.

Question: What successes can we look back on in 2023?

Felix Thalmann:

Firstly, the reduction in CO₂ emissions. We had emissions of 23 kilos per tonnes, which we reduced to around 15 tonnes last year thanks to many internal measures. And in order to be fundamentally climate-neutral, we have offset the remaining emissions through certified projects.

Jan Philipp Wuppermann:

We have also invested in a start-up that rehydrates peatlands in the region, thereby also significantly reducing CO₂ emissions.

Felix Thalmann:

We have also set up a program to categorize our entire product portfolio and check how sustainable the individual products are. We now also calculate the product carbon footprint (PCF) for individual products. We have an externally validated calculation method and we want to do this for our entire portfolio, but this will of course take time. We have also increased our stake in the start-up Ferr-Tech, which is working with the environmentally friendly oxidation chemical, ferrate(VI), which not only has high cleaning power, but also enables the reuse of water in industry.

Jan Philipp Wuppermann:

In the BÜFA Composite Systems division, the product portfolio was evaluated last year. Product groups that are particularly sustainable in the field of composites are now combined under the brand name BÜFA®-future. It was recently presented at the JEC in Paris, the leading international trade fair for composite materials.

You can find the detailed interview as a video here:



Question: What challenges did BÜFA in 2023 face?

Felix Thalmann:

The problems were and are manifold: the major global challenges, the economic slump, increasing regulation, some of which is justified, but sometimes difficult for SMEs to implement, such as the The Act on Corporate Due Diligence Obligations in Supply Chains or the upcoming reporting on the Corporate Sustainability Reporting Directive (CSRD), even if we are well prepared.

Question: What will keep us busy in 2024?

Jan Philipp Wuppermann:

We have grown very strongly internationally in recent years. We have invested in companies in the cleaning sector, for example in Scandinavia. This cleaning product manufacturer produces water-free cleaning products for car and truck washes, among other things. For 2024, we have set ourselves the major task of bringing this product portfolio further onto the European market with our sales network. And the topics of water treatment and wastewater-free production will continue to occupy us in general in the years to come. We will use our expertise here to play a pioneering role.

Question: What trends do you see in the coming year?

Jan Philipp Wuppermann:

I am convinced that, regardless of the current economically challenging times, sustainability will be essential for the future of humanity. Climate change is one of the biggest problems facing us. We will only be successful as a company if we can serve the markets that will change in the future with sustainable products. This is why we are also involved in two start-up funds, through which we get to know innovative, new, young companies whose sustainable ideas we also bring to our company.

Felix Thalmann:

The resilience of a company, including its supply chains, is important. We have just seen that in these multiple crises. And we will face new challenges that we don't even know what they are yet. In this respect, we need the ability to change and different pillars in different sectors. This is how we can position ourselves for the future in a rapidly changing environment.

Thank you very much for the interview.



Jan Philipp Wuppermann
(Chairman of the Advisory Board)

Felix Thalmann
(CEO BÜFA Group)

Overview of the Sustainable Development Goals (SDGs)



Alongside digitalization and innovation, sustainability is an integral part of our strategy and the basis for our actions in all areas. Holistic, sustainable development can only succeed if we harmonize economic, ecological and social aspects. In 2015, the United Nations formulated 17 global goals for sustainable development, the Sustainable Development Goals (SDGs). They offer companies, the scientific community and private individuals a roadmap on the way to a just world worth living in.

"Despite the economically challenging times, sustainability is and will remain the defining issue when it comes to the future of humanity. We will only be successful as a company if we can serve the changing markets with sustainable products and services in the future."



Felix Thalmann, CEO BÜFA Group

1 Strategy & growth

Topics

- Strategy
- Stakeholder dialog & essential topics
- Future investments
- Transparency and communication

Facts

- EcoVadis Gold Rating for the BÜFA Group
- Strategic growth in Europe
- Expansion of internal sustainability communication via employee app BÜFA₂GO





Strategy (GRI 2-22)



We think in terms of generations

Innovative, quick and flexible – we take responsibility. As a medium-sized company, we respond innovatively, quickly, and flexibly both to our customers' requirements and changing markets, and to environmental challenges. We take responsibility for the company and for social issues.

Here, it is all about utilising and promoting the commitment, knowledge, and experience of our employees. This fundamental attitude is represented throughout the entire group of companies. We live by the corporate principles developed and jointly signed with our employees in 1997.

Acting in a customer-centric manner

We practise partnership. We respond to customer requests quickly and flexibly. We aim to stand out from the crowd with our high-quality products and innovative system solutions. This also includes a commitment to continuous development.

Working together

We want to work together, as a team, in a spirit of openness. In doing so, we understand our social responsibility. Through mutual, honest dialogue, we aim to create transparency and the opportunity for more personal responsibility.

Protecting people and the environment

We take responsibility – both now and in the future – when it comes to protecting people and the environment. We develop protective and resource-conserving measures to continuously push ourselves further – above and beyond legal requirements.

Operating successfully

We want to be successful in our work. We operate proactively and with foresight to ensure the long-term future of our business. Our qualified employees will keep us one step ahead of our competitors.

Compliance with all binding obligations is a given for the BÜFA Group.

We are sustainable – product quality, competitiveness, innovative strength, occupational safety, environmental protection, and sustainability are the foundations of our success and help to preserve the jobs of our employees.

We always want to improve – the BÜFA Group is committed to continuous improvement in all areas. In order to achieve this goal, we constantly analyse and monitor the impact of our activities on people and the environment. In addition, we carry out tests and optimisations of our products and processes with regard to quality, environmental compatibility, digitalisation, sustainability, and safety.

We foster openness and transparency - we are committed to an open and continuous dialogue with our stakeholders.

BÜFA Group awarded gold medal by EcoVadis

The BÜFA Group has been awarded the gold medal by the independent rating company EcoVadis for the measure it has taken and successes achieved in the area of sustainability. Scoring 73 out of a possible 100 points in the overall assessment, BÜFA ranks in the top four percent of the best-rated medium-sized companies in the sector "Manufacture of basic chemicals, fertilisers and nitrogen compounds, plastics and synthetic rubber in primary forms".

EcoVadis evaluates the guidelines and measures implemented by the company, as well as public reporting in the four core areas of environment, labour and human rights, ethics, and sustainable procurement. When analysing and evaluating the company data, experts take into account the industry in which the respective company operates, its size, and its geographical location.

BÜFA received an above-average rating, particularly in the area of the environment, where topics such as energy consumption and greenhouse gases, water, biodiversity, air pollution, raw materials, chemicals, and waste were analysed. With the objective rating from EcoVadis, BÜFA is pursuing its goal of continuous improvement where sustainable activities are concerned – both from an ecological and a social perspective. In addition to outlining the company's sustainability achievements and strengths, EcoVadis also identifies untapped potential, risks, and specific suggestions for improvement in its report. In this way, the rating supports BÜFA in achieving its sustainability objectives and increasing its sustainability performance and added value. BÜFA communicates this ho-



listically sustainable corporate development in a transparent manner. This means that customers of the Oldenburg-based group have the opportunity to view the EcoVadis evaluation form.

About EcoVadis

EcoVadis was founded in Paris in 2007. With over 100,000 companies assessed, EcoVadis is the world's largest provider of sustainability ratings. For more about the company, please visit www.ecovadis.com.



Workshop on environmental goals in the Cleaning division

In a workshop, the leadership team of the BÜFA Cleaning division developed definitive environmental goals to align the strategic and operational business with the Sustainable Development Goals. The plan is for these to be made measurable by implementing new, specific key figures. Other key objectives include designing a standardised quality management system in accordance with ISO 9001 and 14001 and achieving continuous improvement in the company's environmental performance.

In addition, as part of this initiative, product recipes are set to be further refined and optimised with regard to ecological sustainability and ecological alternatives established in the area of packaging. Preparations are also underway to create product overviews and standardised definitions.

SUSTAINABLE DEVELOPMENT GOALS



Management policy (GRI 2-13, 2-25)

The BÜFA Group's corporate policy describes the principles and guiding ideas of our integrated management system. It forms the framework for defining our goals, including topics such as quality, occupational safety, and the environment.

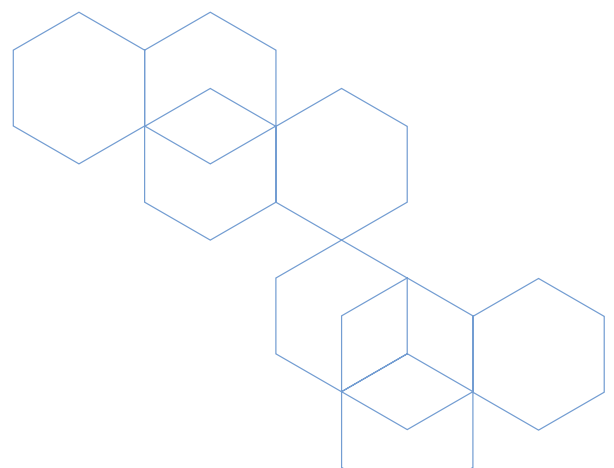
Sustainable corporate development – in all its varying facets – is the benchmark for our decision-making. We want to secure the long-term success of our company, in harmony with environmental responsibility and social acceptance. Here, sustainable action is firmly anchored as a prerequisite in all business segments.

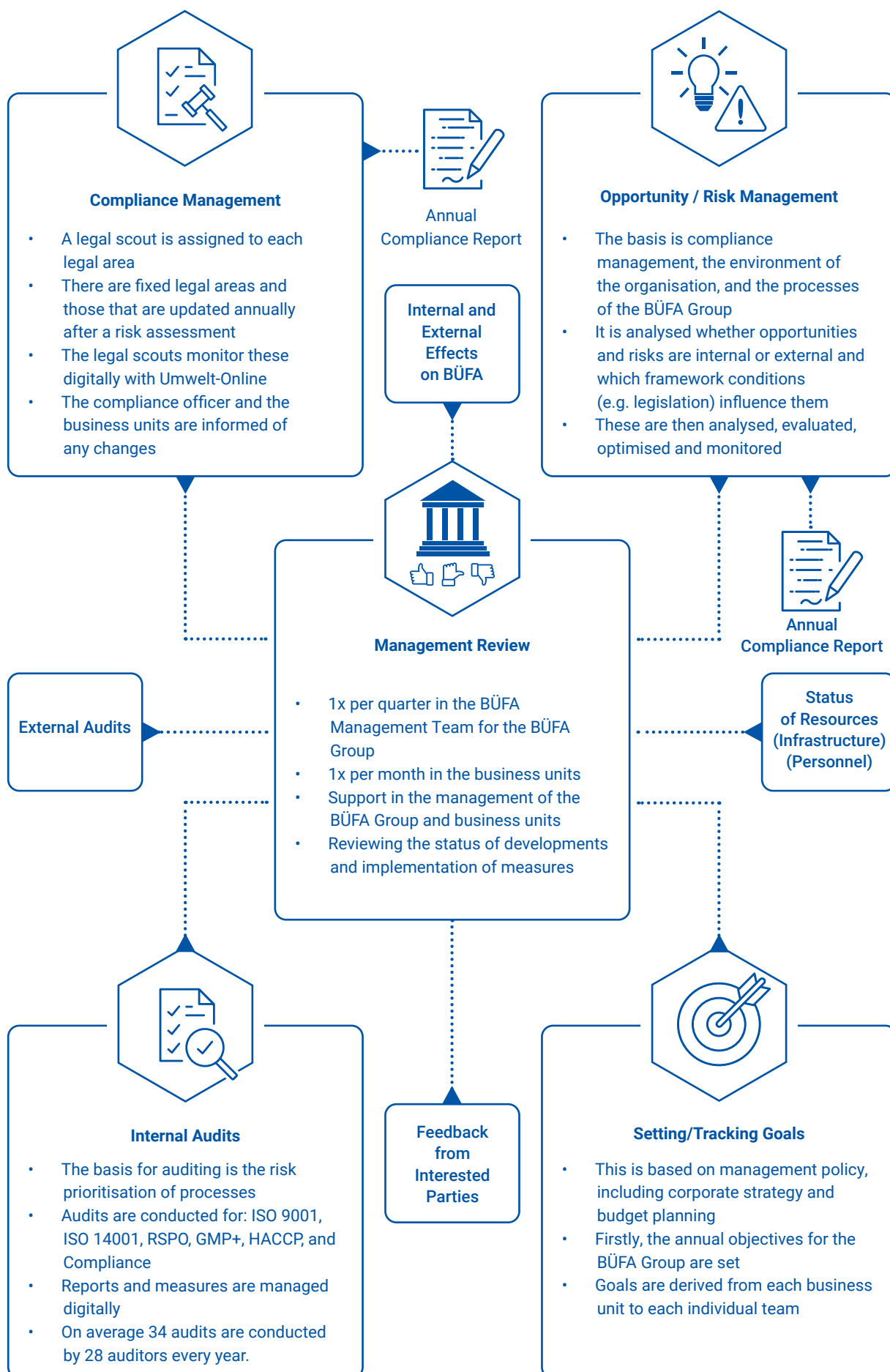
Within the BÜFA Group, BÜFA GmbH & Co. KG, as a strategic holding company, assumes the role of the management company. It defines the common values, goals, strategies, and standards. Strategic and organisational development, financial and personnel management, and communication are just some of the holding company's management tasks.

As part of our strategic planning, we strive towards the continuous and long-term improvement of our position within our current market regions. Here we focus on the topics of digitalisation, innovation, and sustainability. Our vision is to be successful on an international stage through sustainable action and innovation. Our goal is to offer our customers high product quality, optimal service,

and innovative ideas and expertise in product processing.

As part of our integrated sustainability strategy, we focus on the United Nations objectives for sustainable development (Sustainable Development Goals, SDGs) that are of particular relevance to our corporate group. The SDGs support us in bringing our operational business in line with the overarching strategy.





Compliance Management

- A legal scout is assigned to each legal area
- There are fixed legal areas and those that are updated annually after a risk assessment
- The legal scouts monitor these digitally with Umwelt-Online
- The compliance officer and the business units are informed of any changes

Opportunity / Risk Management

- The basis is compliance management, the environment of the organisation, and the processes of the BÜFA Group
- It is analysed whether opportunities and risks are internal or external and which framework conditions (e.g. legislation) influence them
- These are then analysed, evaluated, optimised and monitored

Annual Compliance Report

Internal and External Effects on BÜFA



Management Review

- 1x per quarter in the BÜFA Management Team for the BÜFA Group
- 1x per month in the business units
- Support in the management of the BÜFA Group and business units
- Reviewing the status of developments and implementation of measures

External Audits

Annual Compliance Report

Status of Resources (Infrastructure) (Personnel)

Internal Audits

- The basis for auditing is the risk prioritisation of processes
- Audits are conducted for: ISO 9001, ISO 14001, RSPO, GMP+, HACCP, and Compliance
- Reports and measures are managed digitally
- On average 34 audits are conducted by 28 auditors every year.

Feedback from Interested Parties

Setting/Tracking Goals

- This is based on management policy, including corporate strategy and budget planning
- Firstly, the annual objectives for the BÜFA Group are set
- Goals are derived from each business unit to each individual team

Stakeholder Dialogue & Key Topics (GRI 2-26, 3-1, 3-2)

Building on the materiality analysis we conducted in 2022, we kept the lines of communication open with key stakeholder groups such as customers and suppliers in 2023. We managed to gain a good overview of the needs of these stakeholders and the associated requirements for BÜFA as a business partner through targeted surveys, personal dialogue and discussions at trade fairs in all business areas.

Some of the important topics in this category include regulatory changes relating to chemicals, the product carbon footprint of chemicals, the corporate carbon footprint, and general sustainability performance in the context of our own sustainability strategies.

We tackled these requirements in 2023 by:

- Being able to calculate the PCF for our commodities based on a validated method and provide it to our customers
- Responding to regulatory changes through product revision, raw materials replacement, and customer consultation
- Carrying out the EcoVadis rating for the BÜFA Group

- Employee satisfaction surveys were also conducted at the three German sites. An overview of the results was presented to all employees during staff meetings. Specific topics were analysed in separate workshops with the relevant departments and teams, and from this, initial measures were derived. Further measures are in the pipeline for 2024 and their effectiveness will be tracked accordingly.

Our key topics for 2023 can be derived from the materiality analysis conducted in 2022 and the dialogues from 2023:

Chapter	Themes
Strategy & Growth	Transparency & communication
	Future Investments
People & Values	Occupational Safety & Health
	Working Together
	Education & Training
Portfolio & Value Creation	Product Strategy
	Product Development & Innovation
	Production & Processes
	Digitalisation & Service
	Regulatory Affairs
Climate & Resources	Climate Responsibility
	Environmental Responsibility
	Circular Economy
Society & Commitment	Social, Corporate, and Ecological Commitment
	Collaborations



This results in the following focus SDGs for the BÜFA Group:

SDG 3:

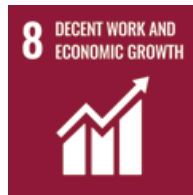
Our employees are our most important resource. We are keen to support and promote the well-being of every individual and do so through a holistic health management programme. High occupational safety standards ensure that every employee has a safe workplace. With a comprehensive range of programmes, we want to give our employees appropriate opportunities to stay fit and healthy beyond every day working routine.



The topic of occupational health and safety is not only crucial for our own employees. We also want our customers to be able to handle our products safely. This includes product revisions with respect to critically classified raw materials, product details, information about regulatory changes, and on-site consultation and training on our products for our customers.

SDG 8:

We want to secure the long-term economic success of our company, in harmony with environmental and social responsibility.



To safeguard the future of our locations and our business model, we are investing in the consolidation and modernisation of our existing sites, as well as pursuing a strategic expansion into Europe.

With the motto "Do good and talk about it", we want to share our achievements and aspirations in sustainable development both externally and internally. Transparency for us also means open dialogue and being accessible to our employees.

SDG 9:

We develop innovative products to enable ourselves and our customers to break new ground. BÜFA products are used in a wide range of sectors such as wind energy and public transport.



We want to drive our green transformation and also support our customers in their sustainable development through the provision of appropriate products and services. With that goal in mind, we are focused on sourcing sustainable and innovative raw materials for our products and continue to add to our portfolio according to the requirements of our customer base.

SDG 12:

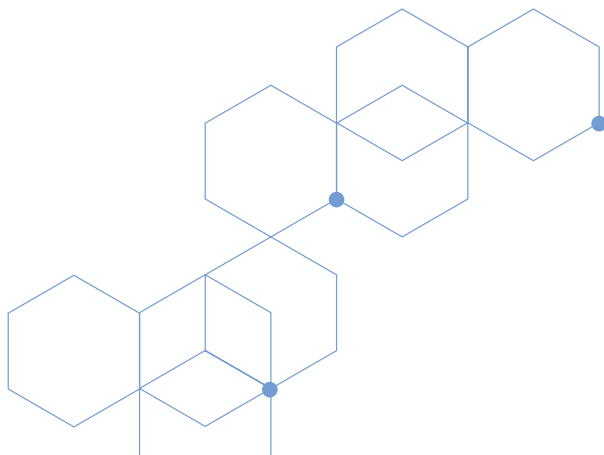
We attach great importance to a sustainable circular economy and follow the entire life cycle of our products, from the acquisition of raw materials through processing to the use of the products by the customer.



We require different resources for the manufacture of our products. By implementing good process and production workflows, we can avoid wasting these resources, protect people and the environment, and increase efficiency. LEAN management supports us in our continuous improvement processes.

SDG 13:

Our goal is to ensure that our European locations become climate-neutral. To this end, for example, processes are being optimised, investments in new systems and technologies are being made, and the self-generation of energy is being expanded at the sites. We offset the emissions that we are still unable to avoid through local and international climate protection projects.



Future Investments

The BÜFA Group continues to grow

With the expansion of the Hude site, the new building in Almelo, and new international sites in Austria and Sweden, the BÜFA Group continued to grow in 2023 - both geographically in north-west Germany and the Netherlands, and also commercially in Europe.



Photo: Markus Monecke

Expansion of the state-of-the-art distribution centre in Hude

The BÜFA Group has purchased an additional plot of land for expansion purposes, right beside the current BÜFA Chemicals site in Hude. Around 14,000 square metres, which previously belonged to the municipalities of Hatten and Hude, now offer the group an opportunity to further expand its distribution site.

With this acquisition, the group aims to align BÜFA Chemicals with future market requirements and to strengthen the location in the long term. It is also a clear commitment to the region and to the employees at the site.

The expansion areas are also earmarked for use as additional storage space for the automated high-bay warehouse, which was already expanded and modernised in 2020.

Modernising operations in Almelo

BÜFA is also modernising the operating facility of its subsidiary ViVoChem at its Dutch site in Almelo. In August 2023, construction work commenced on a new hall that will be used for the temporary storage of empty, uncleaned packaging. ViVoChem sells almost all of its packaging (IBCs and drums) to customers on deposit terms. The drivers take back the empty, uncleaned packaging.

The logistics team at ViVoChem currently stores used packaging together with those products ready for dispatch. Going forward, these two flows of goods will be separated once the new hall has been built, making logistics more efficient in the process. In addition, the entrance and exit areas for suppliers will be moved in order to speed up the registration process for external vehicle drivers

and allow their lorries to be loaded or unloaded more quickly.

In addition, the porter's lodge and offices will be updated in order to use the space more efficiently.

There are also plans to implement energy-saving measures with the new hall. For example, the new building will have solar panels installed. Furthermore, the number of charging stations for electric cars in the enlarged car park is set to increase from four to 16.

All measures are scheduled for completion by spring 2024.



BÜFA takes over distribution activities in Composites division of JKS in Austria

On 1 January 2023, BÜFA Composite Systems took over the distribution activities in the Composites division of Joh. Klinglhuber & Söhne Handelsgesellschaft mbH (JKS) in Austria. Under the name BÜFA Composites Austria GmbH and based in Vienna, the group is looking to expand its activities in the Composites division both in the Austrian market and in Eastern Europe. BÜFA has enjoyed a close relationship with the specialists in fibre reinforcements, separating and sliding agents, resins, processing systems, and CORE materials for the plastics industries, dating back over 30

years. Together with AOC, which has been supplying resins to BÜFA Composite Systems for specialty processing for over six decades and with which there is also a close sales partnership, composites customers in numerous European markets can be supplied reliably with products and services from the complete range of BÜFA Composite Systems. The merger with JKS is the right move strategically to strengthen BÜFA's current market activities and, with the existing JKS products combined with the specialist product and distribution portfolio of BÜFA Composite Systems, to become a professional, all-round provider of complete solutions to composites customers in Austria.

Transparency & Communication

New formats in the employee app BÜFA₂GO for more participation and transparency

News to go, international network and participatory formats – since 2022 the employee app BÜFA₂GO has been bundling the internal communication activities of the corporate group. The app not only connects the now 14 European locations with each other, but also offers employees the opportunity to get actively involved.

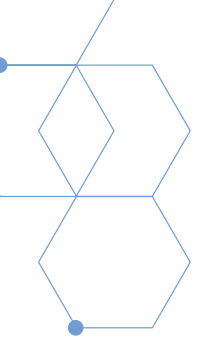
As part of the new "Ask the BMT anything" format, employees can even communicate directly with the BÜFA Management Team. Employees can submit questions to the managing directors and HR manager of the BÜFA Group anonymously.

What were the figures of the last quarter? Why is BÜFA investing in start-ups? What large-scale projects does the corporate group expect over the course of the year? All questions are welcome and should contribute to a constructive dialogue and more transparency. "Ask the BMT Anything" has now become the most-visited page of the app. The Management Team has received and answered

31 questions to date, including on topics such as strategy and working conditions.

Another series that started in 2023 aims to promote the sustainable mindset in employees. Every month, one of the (in total) 17 Sustainable Development Goals of the United Nations is presented. On the one hand, this is to highlight these global objectives and on the other to explain the measures that BÜFA and each individual can take in order to contribute to these goals. The "SDG of the Month" is embedded in a sustainability goal page, which also includes sustainability news and best practices.





In dialogue with stakeholders

Transparent communication is important to BÜFA, as is seeking active and open dialogue with stakeholders, whether that be with our employees or, for example, with customers, media, and citizens associations. Because this allows us to share knowledge and create an understanding of the processing, handling, and potential applications of chemical raw materials and products. Here there are different dialogue formats at BÜFA.

This means that plant visits are not limited to media representatives only, for example, during standard press conferences. Interested citizens association or school class can also learn about the various products and services offered at our sites and gain insights into production, picking, and our laboratories.

Future Day for pupils

Once a year, children between the ages of 10 and 14 get the chance to spend a morning on-site and learn about the company and some apprenticeship careers. On top of that, they can also put their skills to the test in various hands-on activities.

In 2023, in-house exhibitions were also held at BÜFA Cleaning Germany and BÜFA Composite Systems for our international colleagues with the aim of providing information about the locations and strengthening cooperation.

At the same time, we conducted an international customer and employee survey with an external partner last year. More than 10,000 people were invited to offer an appraisal and opinion of the BÜFA corporate brand in order to give us a clear picture of brand loyalty, brand consistency, and brand awareness for target group-oriented corporate branding, for example.

"We can see whether we are currently successful from the figures. But we find out whether we can be successful in the long term from the people. We have to recognize and satisfy needs for appreciation, recognition, qualification and meaningfulness. Do we always succeed? No! But we hang in there – and we are getting better and better"



Susanne Gerdes, Chairwoman of the Works Council

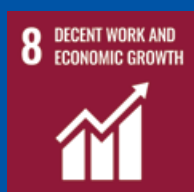
2 People & Values

Topics

- Occupational health & safety
- Training & further education
- Social partnership

Facts

- New standard for workwear for greater safety
- Lean management for a positive error culture
- Welcome Day for new employees
- Tricura Academy trains pool operators







Occupational Safety and Health

(GRI 403-1, 403-2, 403-4, 403-5, 403-6)

Occupational safety includes all measures and means to protect employees from safety and health hazards. The goal of occupational safety is to create and maintain a safe and people-oriented working environment to prevent workplace accidents and work-related illnesses from occurring.

By ensuring an appropriate occupational safety organisation at various levels within the company, we are constantly striving to improve working conditions. Our long-term goal at BÜFA is to achieve precisely zero workplace accidents because the health of our employees is a top priority. A safe workplace can also have a positive impact on employees' motivation and productivity.

In the Occupational Safety Committee, current topics and events are regularly discussed and experiences shared across locations.

Regular site inspections are also organised with a focus on safety aspects and risk assessments. All employees are encouraged to report situations that might potentially cause an accident. Measures for improvement are jointly developed on the

basis of this information. The reporting procedure was digitalised in 2023.

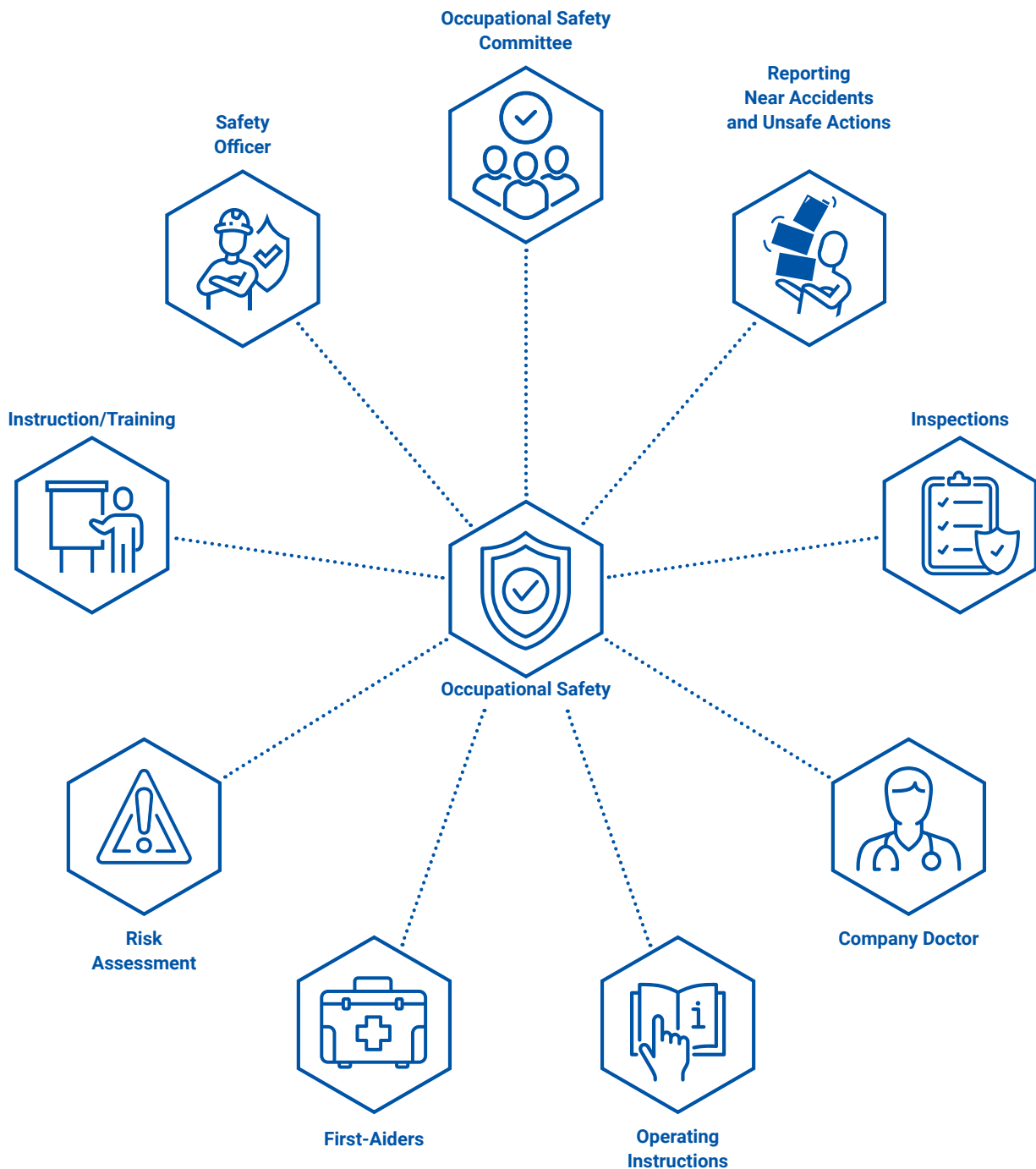
In 2023, a total of 592 unsafe acts and near-accidents were reported. In the previous year (before the introduction of digital recording), there were 462, which shows that digitalisation is making a useful contribution here.

Occupational safety at BÜFA:

We systematically promote the holistic health and fitness of our employees. Firstly, we provide managers with training on this topic and continuously optimise our workplaces and processes; secondly, all BÜFA employees can become members of the company fitness programme Hansefit. For some time now, our employees have also been able to find numerous digital fitness offerings for

the home through this programme. Anyone still suffering from back issues, despite the gym and ergonomic office equipment at BÜFA, can also benefit from our physiotherapy offers. These offers are complemented by smoking cessation courses, colon cancer screening, and long-term care insurance. Meanwhile, your daily commute can be made more attractive thanks to a BÜFA business bike.

Nutrition is another important aspect of employee health. We offer regular seminars and courses on this topic where employees receive useful tips and suggestions on maintaining a healthy and balanced diet. The team also tries out some simple recipes, which not only promotes the health of individuals, but also encourages dialogue between colleagues.



New extraction system in the ATEX area at BÜFA Cleaning Netherlands

Work is now safer and more enjoyable thanks to a new extraction system in the ATEX area (explosion-proof area) at BÜFA Cleaning Netherlands. In the past, employees sometimes had to cope with intense odours when filling home perfumes and fragrance sticks as the previous system was not powerful enough to effectively eliminate them. The new system, which is twice as powerful, now extracts the odours more efficiently, thereby ensuring an improved and more pleasant working environment. Production employees were actively involved in the project.



Standardised workwear

The aim was to create a uniform standard for workwear across all activities within the BÜFA Group that is deemed suitable for areas such as production, logistics and maintenance. Occupational health and safety is thus improved, which contributes to fewer accidents and lost days and therefore also to improved key figures in the area of occupational safety.

By pooling procurement, using certified ecological washing processes and moving away from purchased linen towards rented linen, further resources will be saved.

Central purchasing, the occupational safety specialist and coordinators at the sites all played a key role in implementing the new standard.



New standard for operating instructions

The newly created standardised operating instructions ensure uniform professional standards, state-of-the-art technology and common formulations across the board. On top of that, a 6-eyes workflow is now practised in the approval process, which includes the teams, the occupational safety specialist (technical review) and quality management (formal review).

In the past, the operating instructions used at BÜFA varied greatly both in terms of depth of content and versioning. The updated operating instructions are having a positive effect on occupational safety as they help maintain a high level of protection at all sites. Another aim is to prevent redundancies and an excessive amount of documents in the document management system, which will make regular checks and adjustments more efficient. The next step involves creating overarching operating instructions to be used at German sites. Part of this initiative has already



commenced, particularly for work equipment such as defibrillators, ladders and certain hazardous substances.

Driver safety training at BÜFA Cleaning Germany

As part of the driver safety training for the Food & Beverage sales team, the focus was on targeted training and raising awareness for safe driving practices. Participants in this project were mainly made up of colleagues from the sales and application technology team. The sales force spends a lot of time on the road so that they can visit BÜFA customers and offer them a personalised and individual service. The training involved the targeted practice and handling of different driving scenarios with the aim of helping team members develop an improved understanding of vehicle control and sharpen their ability to assess risks in order to better protect themselves and third parties. Implementing occupational safety and preventive measures is a top priority within the BÜFA Group. The training also covered consumption-optimised driving techniques so as to save resources and identify ecological alternatives. To ensure that the skills acquired during the training can be maintained and consolidated in the long term, regular refresher



sessions are planned. The objective is to ensure that employees remain up to date and can regularly review and improve their driving safety skills going forward.

Automation of the labelling machine at BÜFA Chemicals

At the BÜFA Chemicals site in Hude, the task of implementing the automated labelling of canisters was carried out by a team consisting of production planning, quality assurance, plant management, production management, industrial engineers, analysis operators from production and occupational safety specialists. Since the end of 2023, a total of six different labels can now be attached to canisters ranging in size from five to 30 litres. This is done quickly and uniformly using the new labelling system. Compared to the manual labelling system used previously, the automatic labelling system also offers many other advantages: Optimised ergonomic working conditions, time and cost savings, and more flexibility.

In the past, some canisters were wrapped in sleeves, which meant added expense and inflexibility in terms of layout changes due to extended delivery times. With the introduction of an automatic labelling system, not only is flexible adaptation of the layout possible, but changes can now also be made at short notice. The integration of this process into the canister filling



system (CFS) enables more efficient handling as unnecessary routes are avoided. This improves flexibility, enables individual labelling during the filling process, and prepares the company for future growth in the canister sector.

By dispensing with sleeves, BÜFA is also being proactive in light of potential legal prohibitions and is instead choosing a more resource-efficient alternative.

Health & safety review at BÜFA Composites UK

The BÜFA Group conducts internal and external audits at regular intervals in order to examine and optimise processes and framework conditions. At BÜFA Composites UK, the areas of safety and health protection were audited in 2023.

Various measures are implemented to safeguard health and safety on a continuous basis. A member of staff seeks feedback from all employees every day to check whether there are any aspects in need of optimisation. On top of that, monthly reviews are carried out by executives and management based on defined criteria to ensure that all health and safety precautions have been taken and are having the desired effect on a day-to-day basis. All optimisation items are discussed with management and included in an action list (AD LOG), which is then prioritised and implemented.

The audits conducted in the production and storage facilities in the autumn of 2023 served to optimise work processes from an ergonomic perspective.



The measures derived from the audits were already budgeted for 2024, which means that they can be implemented promptly. These optimisations will help general safety, the morale of employees, and overall operational efficiency.

Online training in health and safety at BÜFA Composites UK

A number of training sessions on health and safety can be accessed at our site in Manningtree, at any time and from any location. BÜFA Composites UK has been offering webinars on the learning platform Ihasco to all employees since 2023. The courses are split into mandatory and advanced courses.

The mandatory webinars include health and safety topics and need to be completed by all employees every year.

The optional advanced courses give employees the chance to continue their training in various subject areas, such as coaching, leadership, emotional intelligence, and mental health.

In addition, a group of managers takes part in leadership coaching sessions provided by an external trainer every three months. In 2023, the



focus was on topics such as time management and presentations, and managers were also given advice on how to deal with difficult situations.

Vitality programme at BÜFA Cleaning Netherlands

The vitality programme at BÜFA Cleaning Netherlands in Roosendaal was launched in collaboration with vitality coaches from from an external partner on behalf of the HR department. The programme was offered to all interested employees of BÜFA Cleaning Netherlands in order to promote their vitality.

The programme aims to further strengthen the importance of health management in the company and educate employees on sport and nutrition in particular. A vitality check at the start of the programme gave employees the chance to assess their vitality and set individual goals. With the support of vitality coaches, 1:1 sessions were held to figure out ways to achieve these goals. Every two months, the coaches organised group sessions and workshops focusing on nutrition, sport, stress, and relaxation.

Participants became more aware of their vitality as a result of the programme and recorded positive changes in the areas mentioned. Difficulties during the process, particularly with regard to motivation and reverting back to old habits, were minimised thanks to the support of the coaches and regular meetings.



The programme finished up in December 2023 with a graduation ceremony for all participants. The success of the vitality programme is individual as employees set their own goals.

Working Together

BÜFA Minis

For many years now, we have been running a day care centre for children at our holding company. Every day we look after children from the age of six months until they start preschool. From 7.30 a.m. to 4.00 p.m., qualified childminders look after the little ones while parents can go about their business at BÜFA with peace of mind.

Caring for relatives

What should you do if you need information on care? To ensure that our staff are in good hands in all matters to do with care, we have entered into a partnership with the AWO Senior Citizens Service. AWO provides BÜFA employees with detailed advice and recommendations for further measures.

Another family-friendly initiative that we offer is our BÜFA care fund. In cases where an employee might need to care for a close relative and has exhausted all legal options, they can apply for BÜFA care leave. Paid leave of up to two months can be granted thanks to a regulation created via a company agreement.

Company pension & occupational disability insurance

Ensuring secure employment is firmly anchored in our corporate philosophy. Likewise, the transition to a secure retirement is also a top priority. BÜFA offers all employees their own company pension scheme, which allows them to supplement their statutory pension insurance with attractive components through tax-free and social security-free deferred compensation. But sometimes employees fail to reach the regular retirement age and are unable to work right in the middle of their careers. We want to provide security in such cases too and offer all employees occupational disability insurance!

Information & Communication

We have set up a number of information and communication forums, such as the work-life club and regular meetings for those on parental leave or pregnant.

The shop floor board has supported us in our day-to-day work for several years. This regular communication from lean management ensures a positive error culture at BÜFA and promotes the continuous optimisation of our processes.

In addition, all BÜFA employees receive up-to-date information from the BÜFA Group on their smart-phones via the new BÜFA2GO app.





Education and Training (GRI 404-2)



At BÜFA, we believe that our employees should be given the best opportunities to develop and receive the right framework for lifelong learning. Personnel development plays a major role in this, not only when it comes to organising staff training, but also in terms of cooperating with managers to support the skills development of both individual employees and entire teams.

The basis for most individual development measures is the annual performance review: This is where managers discuss personal development needs (in a one-to-one meeting) with each employee within their team once a year. This is generally followed by a wide range of development measures, including, for example, group or individual seminars on social skills, languages, specialist or IT knowledge, coaching or mentoring. Given the importance of applying such knowledge to everyday life, we offer staff numerous transfer tools to support training measures. We are also constantly developing our portfolio. For example, we have recently introduced a tool for team development that identifies development needs for the entire team using AI-supported analyses.

Training

BÜFA offers a wide range of training measures as the group emphasises the upskilling of employees so that they can continuously improve their professional, social, and methodological skills, and develop their personalities. Training courses are delivered either in-house or via external providers or, as is increasingly the case, they are held online in short units.

The sessions organised in 2023 include the established management training courses in cooperation with the Chamber of Industry and Commerce. BÜFA also has a framework agree-

ment with DEKRA under which legally required or recommended training courses in the commercial sector, which include lean processes, are regularly organised, for example, forklift or load securing training.

Though BÜFA had already been offering regular sales training courses over several years, 2023 saw the addition of some new, high-quality negotiation training options for staff in purchasing and sales. These courses allowed such employees to refine and improve their negotiating techniques.

The quantity and scope of English courses at BÜFA is also new. With the opening of new international locations and increasingly intensive collaboration across Europe, the English language continues to gain importance at BÜFA. With this in mind, the group has been offering English conversation courses on a cross-border basis since 2023. This has allowed over 60 employees to improve their English. The online courses are organised centrally from Oldenburg and allow employees from different countries and locations to get to know each other as part of a joint exchange. This new and highly complex process is constantly being optimised in terms of workflows and interfaces. The plan for 2024 is to offer at least any many courses as before.



Alongside the practical training on offer, the HR development team has developed 16 different transfer tools to promote practical implementation. And training courses are not the only way for employees to learn and develop; other methods, such as individual coaching or mentoring, are also available.

Sustainability in Training

While BÜFA is focused on securing a sustainable supply of skilled labour, it also regards the idea of recruiting young, diverse people as an opportunity to further promote diversity within the company. Given their different backgrounds, origins, ideas, and opinions, these young professionals bring to the table new perspectives and this helps existing colleagues to find balanced, constructive solutions. We want to integrate young people, evolve with them, and in doing so help create a better future for us all. By carefully selecting its trainees, taking into account factors such as personality, talent, and the existing team structure, BÜFA is committed to placing the right people in the right roles. Structured training, including spells abroad and rotation through various departments and subsidiaries, ensures that specialist content is communicated and placed into context. BÜFA trainees learn from the subject-matter experts and have the opportunity to get to know different

companies and teams during their period of training. However, trainees receive much more than just professional support when learning the ropes and, if applicable, the German language; they also receive intensive and individual support in their personal development. In addition to numerous projects, such as BÜFA's very own trainee company gruene-tierwelt.de, an online shop for sustainable animal products, there are also measures in place that build on each other. During a 12-day workshop on the island of Juist, the trainees get to grips with the basics of project management and gain new insights through various activities such as motorised gliding, archery, and canoeing. In some cases, this can also encourage participants to escape their comfort zone and grow together and individually within the team. Building on these insightful experiences, trainees then take part in three workshops, one after the other, featuring content such as time management, self-care, resilience, and non-violent communication. This type of training seeks to provide an anchor to support them in developing their own life path. The overall aim is to guide these young professionals to ensure that by the end of their training, they have a good idea of what they want and what their trajectory might be in order to maintain long-term health and to find their place in life.



The three pillars of sustainability

By adopting this strategy and the underpinning concept, we see ourselves as winners in terms of economic sustainability, as we retain the young people in our company, which means a less expensive and time-consuming recruitment process. At the same time, we also support the social integration of young people who, through the training provided, are embarking on a meaningful next step in their lives. Thanks to projects such as the trainee company, they learn about the responsible use of resources and how to identify sustainable products. They are responsible for managing the shop and performing the associated activities themselves, such as purchasing and logistics, while also learning about the various facets of ecological sustainability.

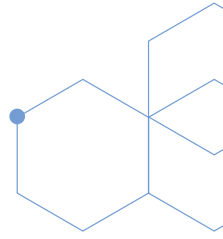
Sustainability goals

Through our sustainable training strategy, we want to attract qualified specialists in order to consolidate our competitiveness and growth trajectory. It is our opinion that people are driving

force behind all development. We lay the foundations for personal responsibility in the early stages of training. Only by knowing yourself and understanding your resources, skills, and desires can you expect to lead a fulfilled (working) life.

Facts & Figures

As at 31 December 2023, the entire BÜFA Group employed 38 trainees in a total of seven professions across four different BÜFA locations. This figure includes 15 future industrial management assistants, two trainees in the field of e-commerce, and one prospective IT specialist for system integration. On top of that, there are four future chemical laboratory technicians, six chemical technicians, and one chemical production specialist. And there are also five warehouse logistics specialists and four mechatronics technicians currently in training.



Welcome Day for new employees

The BÜFA Welcome Day has been an integral part of the onboarding process since 2022. It is a three-hour event held at BÜFA Holding in Oldenburg, which was initially launched as a way to give new employees a comprehensive overview of the corporate structure and philosophy. Invitations to the Welcome Day are sent to all new employees within the first eight to twelve weeks. While knowledge sharing is one aspect of the Welcome Day, this event also allows people to get to know each other personally and network with new colleagues who have just joined the company too.

After the initial setting-in period at their new employer, new staff often have questions that can be clarified during the Welcome Day. Participants have the opportunity to get to know the management, the HR manager, the IT manager, the works council chairperson, and the sustainability manager personally over breakfast and find out more about their respective roles and responsibilities at BÜFA. Five events are held every year to welcome ten to 20 new employees.



Customer Safety (GRI 416-1)

Practical training and events at the Tricura Academy

Getting pools in top-top shape - at the Tricura Academy, experts from the BÜFA Group train technicians, lifeguards, and pool staff on topics, including the basics of pool technology and water treatment, measurement and control technology in water treatment, and manual measurement methods in theory and practice. The event also includes the annual informative instruction pursuant to § 14 of the Hazardous Substances Ordinance. Numerous practical examples are provided by colleagues from the technical and field service departments. The goal is to give recommendations for action and support for daily requirements. All participants receive a certificate confirming completion of the training.

Alongside its technical training courses, Tricura is organising an information day featuring important

tips and news from the world of pool technology. The event is aimed at management and specialist staff or trainees working in public pools. The company also offers the legally required annual safety training in handling chemicals pursuant to Section 14 of the aforementioned ordinance. Training also covers energy-saving topics such as energy-efficient pumps and water recycling systems.

The Tricura Academy also offers individual training formats for customers, for example, on the subject of occupational safety.

Since 2017, the Tricura Academy has firmly established itself in the target group of pool staff. Following a long coronavirus-induced break, courses, training sessions, and information events are now once again being held regularly.

TRICURA



„With our ecological portfolio, we demonstrate that sustainable development is not only a moral obligation for us, but also an opportunity for long-term business success.“



Dr. Alexander Rohde, Head of Technology BÜFA Cleaning

3 Portfolio & Value Creation

Topics

- Product Strategy
- Product Development & Innovation
- Production & Processes
- Regulatory Affairs

Facts:

- Product Carbon Footprint in the chemicals trade
- BÜFA®-future as a new label in the composite portfolio
- SOLVERDE® as a new label for ecological detergents and cleaning agents







Product Strategy (GRI 2-22)

Sustainable products and services that contribute to a sustainable transformation are an important part of our corporate strategy. We are constantly working on the further development of our products.

Chemicals

A large portion of our trading portfolio consists of basic and commodity chemicals, which are sold to a wide range of industries for very different applications. In 2022, we developed an internal catalogue of criteria for assessing the sustainability of individual chemicals. Basic materials, human toxicity and ecotoxicity, and degradability in the environment are taken into account. In addition, some of our raw materials are also certified according to recognised ecological standards (Ecocert, NCP, COSMOS NATRUE). This allows us to offer our customers sustainable chemicals.

Cleaning

A large proportion of our detergents and cleaning agents end up in wastewater at the end of their life cycle. We are continuously expanding our portfolio of organic products that feature the EU Ecolabel.

For organic farming, we have a portfolio that has received approval from FiBL (Research Institute of Organic Agriculture) for this application.

We support our customers in the efficient use of our products so that they can achieve the best cleaning results while also conserving resources.

Composites

The composite components developed from our products are very durable and as a result contribute to the creation of resource-saving end products. Lightweight materials in the transport sector help save fuel, promote mobility, and the expansion of infrastructure and renewable energies. Fire protection products protect both people and the environment.

The following SDGs play an important role in our product strategy:

SDG 3:

Thanks to our expertise when it comes to the responsible handling of chemicals, our own business activities focus on ensuring maximum safety and protection of people and the environment.



Hygienic cleanliness can be achieved in all processes thanks to our detergents and cleaning agents. Our products support applications that protect both people and the environment.

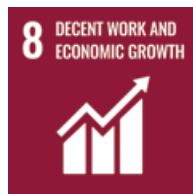
SDG 6:

Through the targeted use of readily biodegradable raw materials and environmentally friendly detergents and cleaning agents, we contribute to protecting water ecosystems from unnecessary pollution.



SDG 8:

From the moment of order placement to delivery, we support our customers as an expert partner. Through consultation, excellent service, and a wide range of products, we ensure efficient business processes and fulfil our role as a stable business partner. We support economic development along the value chain.



SDG 9:

We are always on the lookout for innovative solutions for our customers as we seek to meet the various sustainability requirements of the industry. By rethinking conventional products, we are promoting sustainable infrastructures and cutting-edge technologies.



SDG 12:

We support our customers in the development of sustainable and resource-conserving products. Our focus is on resource efficiency and minimising waste in order to promote sustainable consumption and production.



We monitor the entire life cycle of our products, from the acquisition of raw materials to production processes, right through to the use of our products by customers.

SDG 13:

Our focus is on emission-reducing products and technologies to combat climate change.



SDG 14:

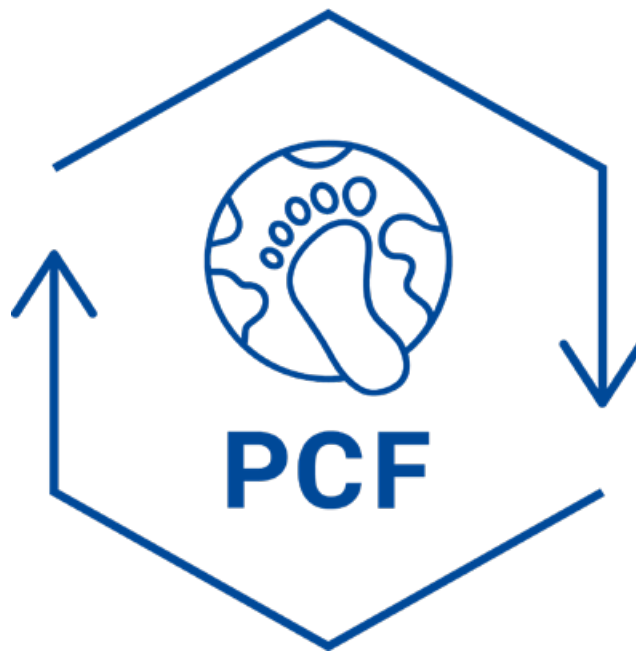
Our carefully developed detergent and cleaning agent formulas prevent excess nutrients from seeping into water sources. In addition, our products do not contain any microplastics.



SDG 15:

We are a certified member of the Round Table on Sustainable Palm Oil (RSPO). Our palm oil sources are of certified origin. The cultivation of palm oil does not involve the clearing of new forests and biodiversity in the cultivation regions is protected.





BÜFA determines product carbon footprint for products

Going forward, BÜFA will be offering comprehensive data on the product carbon footprint (PCF) to its customers in the chemicals trade sector. The carbon footprint makes transparent the emissions caused by products during their life cycle. This data gives important clues as to how one might reduce or prevent the impact of greenhouse gas emissions in the value chain.

When it comes to making purchasing decisions, ecological aspects are becoming increasingly relevant for our customers. With the product carbon footprint, we can visualise and evaluate the impact of a product on the climate. This allows BÜFA to make a contribution to sustainable development - both within our company and for our customers.

The method used by BÜFA to calculate the PCF is externally validated by GUTcert, an independent, internationally recognised environmental evaluator and expert organisation. The various phases along the supply chain form the basis of the calculation. The first part involves mapping the upstream scope 3 emissions, starting with raw materials extraction, followed by product manufacture, before arrival at the factory gates of our suppliers. BÜFA collaborates with both its suppliers and the

data provider ecoinvent. The final step involves adding BÜFA's own emissions, the "scope 1 and 2 emissions", to the PCF calculation. This means that our customers receive data that is based on the "Product Carbon Footprint Guideline" of the "Together for Sustainability (Tfs)" initiative and is also compliant with ISO 14067.

This provides transparency over emissions reduction possibilities in the areas of product manufacturing, logistics, and transport. Initially, BÜFA will calculate the PCF for individual products, primarily on the basis of customer requirements. Following this phase, the data will be rolled out gradually across the entire product portfolio in the Chemicals division and regularly updated.

With its externally validated PCF calculation, BÜFA plays a leading role in the SME sector. At the same time, together with suppliers and start-ups, we are on the lookout not only for products, but also production processes, so that we can reduce the carbon footprint of our products and as a result be in a position to offer more sustainable alternatives. In particular, bio-based raw materials and production processes based on alternative raw materials play a crucial role here.



Establishing a sustainable portfolio in Composites

BÜFA Composite Systems is committed to the strategic initiative of developing a sustainable product portfolio. Its prime objective is to establish sustainable products as a key component of the corporate strategy. A standardised definition of sustainability has not yet been established at product level in Composites. That is why we want to create a common understanding, factoring in internal and external perspectives. We also want to create a standardised database so that the percentage, turnover, and key figures of sustainable products can be evaluated via internal systems. We are currently in the process of setting up an automated evaluation via the Management Information System (MIS).

At the end of the project, there should be a portfolio of products that fulfils the BÜFA definition of sustainable products. When classifying the products, we differentiate between chemical properties and the sustainability benefits during use. Factors that are taken into account include the styrene content, the proportion of bio-based or recycled

ingredients, and sustainability aspects during processing or end use. These distinctions make it easier for customers to spot sustainable products and make a targeted selection as a result.

The project is not yet finished, but important progress has already been made. For example, criteria for identifying sustainable products have been formulated, the brand name "BÜFA Future" has been launched, sustainable aspects have been integrated on the homepage, and portfolio gaps have been identified. The next steps include setting targets for further expansion and integrating the project into strategic planning and operations.





Bakery as a new product segment in the Cleaning division

BÜFA Cleaning is adding Bakery to its ecological product portfolio. The bakery market offers huge potential, especially in the area of ecological products. By the fact that it supplies ecologically certified cleaning agents only, BÜFA has assumed a pioneering role in this sector.

The production and use of sustainable products not only impacts positively on the BÜFA Group's environmental footprint, but also on that of its customers. By focusing on organic products, BÜFA not only aims to increase its sales figures, but also to strengthen its image as a sustainability leader in the SME sector.



New label for organic product range in the Cleaning division

BÜFA's range of organic products is continuously being refined, expanded, and made even more sustainable.

BÜFA's previous "power by nature" line has been rebranded SOLVERDE. The new name is an amalgamation of the English word "solution" and the Spanish word "verde" (green), and this idea of "green solutions" is central to the company's focus on creating a sustainable future.

The ten SOLVERDE products that are currently in the range all meet high environmental standards and all feature the EU Ecolabel. The proven, highly effective formulations are free from harmful or environmentally damaging substances and do not contain any phosphates, phosphonates, perborates, or nitrilotriacetic acid.

At the same time, BÜFA provides precise dosage information to ensure that customers use only as much detergent or cleaning agent as is necessary.



SOLVERDE®

According to the EU Ecolabel, simple, comprehensive, and precise dosage information must accompany every product. This ensures that the reference dose never exceeds a certain application quantity.

Sustainability both inside and out: SOLVERDE detergents and cleaning agents are produced in environmentally friendly, recycled canisters. They even have UN approval and are authorised for the transport of hazardous goods. This reduces additional waste and conserves other valuable resources.



Product Development & Innovation



Further development in the detergent portfolio

In the Cleaning division, BÜFA has developed and launched the first eco fabric softener in the Industrial & Institutional sector. The fabric softener is free from microplastics, quaternary ammonium compounds (critical cationic surfactants) and contains a fragrance recognized by the EU Ecolabel. Various teams were involved in the development and launch of Lizerna Sensitive Green, including experts from the areas of research & development, sales, process technology, laboratory, product management and production. Product development took place in BÜFA's own state-of-the-art laboratory, where all products are regularly tested and further developed.

In this context, BÜFA continued to optimize its sustainable product portfolio and revised the two detergents Bright Green and Color Green. The ecological products have been optimized to meet the requirements of the market and perform better. They also open up new application possibilities. These products are part of two completely ecological washing processes, one for white laundry and one for colored laundry, which are currently undergoing the approval process for the EU Ecolabel.



At TexCare 2024, the new products will be presented as highlights to showcase BÜFA's progress in the field of sustainable cleaning solutions to a broad specialist audience at the world's largest trade fair for textile care. The sustainable detergents are available in environmentally friendly 25 kilogram recycling canisters.

Building sustainable boats with BÜFA components

In spring 2022, KHULULA introduced the Eco_Optimist - the world's first production boat made primarily from renewable and recycled materials, including sustainable BÜFA products. This innovative boat is constructed using flax fibres and recycled composites, promoting environmental sustainability in the sport of sailing.

The idea behind eco-friendly Optimist boats came from the minds of Simon Licht and Holger Ambroselli, the two founders of the start-up KHULULA. The Eco_Team Race Germany powered by KHULULA is the world's first sustainable and transparently documented sports series for children, and it has already taken part in various competitions.

Jade Yachting undertook the task of constructing the Eco_Optimists. By manufacturing the boats in Germany and utilizing European-made components, the need for overseas transport was minimised.

This eco-conscious small boat is meticulously fashioned using flax, bio-resins, and recycled composites. Contributing to the project, BÜFA Compos-



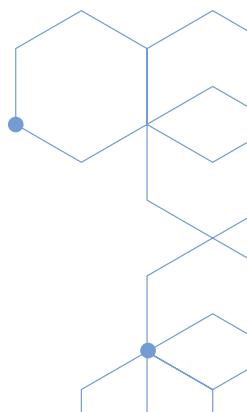
ites supplied the BIO-resin (with 70% bio-based content), flax natural fibre reinforcement, and a robust honeycomb sandwich core made from recycled PET. The result is an environmentally-friendly Opti crafted from fibre composites, equipped with hydrolysis and UV protection.

The first prototype was built in the BÜFA Composites Laboratory at the Rastede site. The eight Optimists have since been competing in national events.

Reducing styrene throughout the entire product cycle

The project to reduce styrene in the gelcoat portfolio at BÜFA Composite Systems marks a significant step towards sustainable product development. Experts from labs, sales, and product management are working in close collaboration as they seek to gradually reduce styrene emissions throughout the entire product cycle. In addition to production and processing, this also applies to residual emissions during the life cycle of downstream components. BÜFA's gelcoat formulations should contain less and less styrene or none at all. BÜFA is responding proactively to increasingly stringent regulatory requirements in chemicals and hazardous substances legislation, where there is a push reducing this chemical substance deemed harmful to both humans and the environment.

Ultimately, less hazardous alternatives will be used instead, for example, substances with lower vapour pressure. This reduces the emissions of organic substances. In some formulations, the volatile organic compound content is significantly reduced and renewable raw materials are partly used.





Production & Processes

Successful label switch at BÜFA Cleaning Germany

As part of its strategy of continuous improvement and resource conservation, BÜFA has successfully optimised and standardised all labelling of branded products in its Cleaning Germany division. This switch has led to a significant simplification of label maintenance and has been uniformly integrated into the system.

Before the label switch:

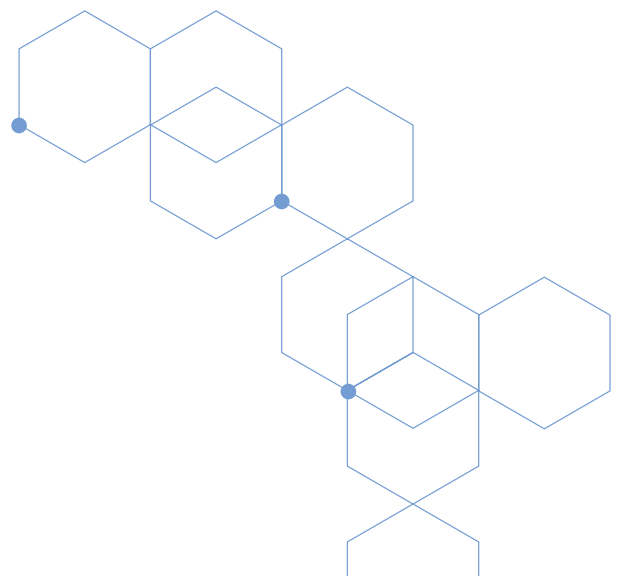
Previously, every product and every container required separate maintenance for front and back labels and this was done by different teams, product management and product safety.

After the label switch:

By switching to a standardised system in the form of templates, the maintenance effort in product management and product safety was reduced by up to 75 percent.

Effects in terms of resource saving:

The number of files to be maintained has significantly reduced thanks to the label switch. Process optimisation has made the entire workflow safer and more efficient



Shelf life and disposal guidelines at BÜFA Composites UK

BÜFA's commitment to sustainability extends across the entire value chain. In its pursuit of a sustainable circular economy, it prioritises aspects such as shelf life and responsible disposal of products.

Product quality and returns

Products that fail to meet the quality standards undergo a thorough examination by the technical team at BÜFA. In 90 percent of cases, these products are either returned to suppliers or re-conditioned and reused for other products. As a final measure, we work with our waste disposal company to ensure the eco-friendly disposal of unusable products.

Responsible disposal:

For products that cannot be repurposed, BÜFA catalyses the waste product into hard resin so that it can be integrated into the general waste stream by the disposal company. This waste product is then either sent for plastic recycling or incinerated at the local incineration plant in line with environmental standards.

In 2023, BÜFA Composites UK reprocessed all internal waste using these methods meaning that no product had to be sent to hazardous waste providers. According to general waste management, overall 65 percent of waste was recycled, 30 percent was incinerated, and only 5 percent was sent to landfill.

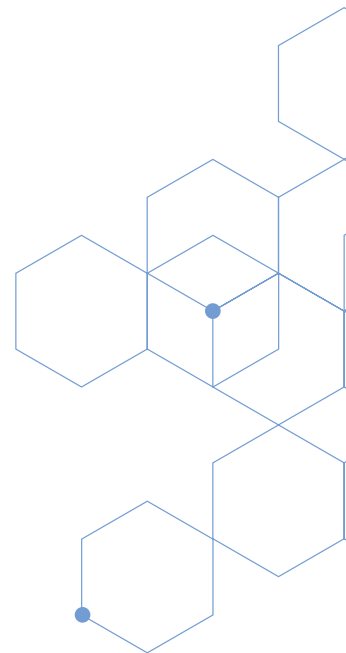
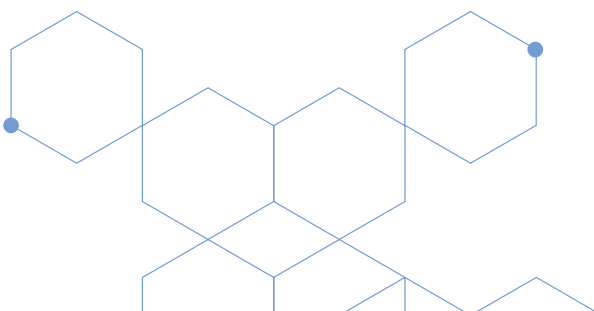
Quality control and shelf life:

Technical staff have established processes for checking products that have exceeded their expiry date. This detailed quality check performed before products leave the site ensures that the highest quality standards and customer requirements are met. This procedure makes it possible to buy in bulk without the risk of wasting products.

Digital dosing systems improve BÜFA customer service in Cleaning

BÜFA has been offering digital dosing systems in its Cleaning division since 2023. This makes remote access possible, which means better product dosing for customers and an increased speed of response. By being able to control the dosing systems remotely, you also reduce the number of visits to customer sites, which in turn saves resources. BÜFA experts can also digitally read out any errors in the dosing systems and respond more efficiently as a result.

BÜFA will continue to further refine its digital dosing systems going forward by adding new providers and the option of online capability. The company will always keep a close eye on cost optimisation for its customers.



Digitalisation of loading documentation at BÜFA: Efficient, secure, and sustainable

BÜFA has successfully launched an app for digital load documentation to meet the requirements of dangerous goods transport and also optimise the process at the same time.

Background:

In dangerous goods transport, having accurate documentations is a legal requirement. Documents were paper-based in the past and these had to be printed out and manually signed.

The new solution:

The new app digitalises the entire loading documentation. The digital signature of BÜFA and the lorry drivers can be provided via the app. Photos of the loaded goods and the lorry driver's ADR card are also recorded. A PDF of the entire documentation can be sent to customers for their own records.

Benefits of the new app:

- Trackable and digital loading documentation: The entire process is transparent and easy to follow.
- Reduction in the use of paper: Paper use is significantly reduced through this digital solution.
- Additional safeguard: Digital documentation provides additional security in the event of incidents.
- Picking documentation in export: The app ensures that all consignments are dispatched correctly. In case of doubt potential complaints can be traced using photos.
- By launching an app for digital loading documentation, the BÜFA Group is showing its commitment to efficiency, safety, and digitalisation. The safe handling and transport of chemicals is part of sustainable and responsible corporate management.



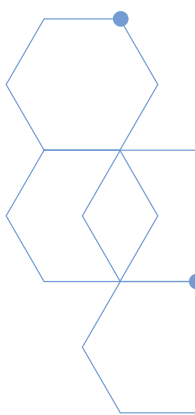
Modernisation of the exhaust gas cleaning system

At the Rastede site in the Composites division, BÜFA is modernising the thermal waste gas purification system in order to meet the highest environmental standards for emissions and comply with the statutory limits. These are the emission limits for gaseous inorganic substances (TA Luft No. 5.2.4) and organic substances (TA Luft No. 5.2.5).

For the new plant, BÜFA is relying on the regenerative thermal process (RTO), which has proven

to be the safest and most economical process for operation. It also complies with the recommendations of the BREF document (Best Available Techniques Reference) of the European Commission. The RTO process enables the substitution of different substances without impairing the cleaning process.

The modernisation also reduces gas consumption. Electricity for the thermal regenerative process is generated by the company's own photovoltaic system. Commissioning is planned for the end of 2024.





Inventory turnover rates

BÜFA Cleaning examined inventory turnover rates in order to optimise its warehouse management and associated processes.

The inventory turnover rate serves as a business key figure and provides information on how often a company's average stock is turned over within a defined period. With the inventory turnover rate, a company can measure the efficiency of its warehouse management and gain an overview of its ability to manage and utilise stock levels.

To calculate the inventory turnover rate, you must divide the total turnover for a specific period by the average inventory level.

A high value indicates that a company is able to manage its stock levels efficiently and sell its products promptly. A low inventory turnover rate, meanwhile, indicates that a company is struggling to sell its products and/or has excessive stock levels, which in turn leads to high storage costs.

However, depending on the industry, there are different practical target values, which should be consistent with the respective business objectives and corporate strategy.

Another key figure closely related to the inventory turnover rate is the storage period. You calculate this by dividing the period (usually 360 days for 1 year) by the inventory turnover rate. This key figure highlights the same problems experienced by the company, only in a different format.

BÜFA Cleaning examined the inventory turnover rates with the aim of optimising stock turnover and meeting customer requirements.

In order to achieve a high level of service, BÜFA has set itself the goal of being able to respond to changing customer requirements at short notice. Ideally, goods should only be available for a defined period of two to four weeks. This ensures that a consistent supply to customers can be maintained and that only a small amount of stock needs to be sold off in the event of product changes. BÜFA has also identified items that are no longer for sale, but are still in stock. The minimum stock levels for some items have also been reduced so that current customer requirements can be met.





Regulatory Affairs (GRI 416-1)

Responding to and dealing with regulatory changes at BÜFA

BÜFA has dealt intensively with regulatory challenges in 2023, in particular with new hazardous substance classifications for raw materials. These changes affect all business divisions as they apply to the entire product portfolio.

Product Safety, Product Management, and Research & Development in particular have focused on the task of preparing regulatory topics for BÜFA and developing recommendations for action in order to react proactively to new hazardous substance classifications, amended limit values, and potential prohibitions on raw materials.

Due to new scientific findings, substances are re-evaluated and re-classified by European legislators. In addition, some substances are banned or restricted in their use. As a result, raw materials may no longer be used or sold or may only be

processed under certain conditions. For BÜFA in 2023, this meant changing recipes, identifying alternatives, and adapting product information. Adjustments also had to be made to occupational safety measures and production processes. In 2023, certain raw materials, in particular butylglycol, PFAS (perfluorinated and polyfluorinated chemicals), cumene, and melamine were affected by regulatory changes:

Butyl glycol:

Butylglycol was reclassified as "H331 - toxic by inhalation". This affected 26 products, mainly from the Paint & Ink portfolio in the Cleaning division. The Research & Development team revised the affected products and successfully replaced butyl glycol in all formulations without any loss of performance, which in many cases led to a minimization of product labelling.

Customers who purchase chemicals from BÜFA were informed accordingly about the reclassification.

PFAS:

PFAS stands for perfluoroalkyl and polyfluoroalkyl substances, behind which various individual substances are hidden. For some PFAS groups, there has been a prohibition in place for several years. They are also known as "forever chemicals" because they are very persistent and accumulate in the environment faster than they break down. A general prohibition on these substances is being discussed at EU level.

PFAS have applications in many different areas, including in products for impregnating textiles. They are also used in BÜFA products for the treatment of firefighting clothing because of the contribution they make to safety in this area due to their fire protection properties. For these applications in particular, substitution is currently still very difficult. BÜFA is cooperating with various manufacturers of raw materials for impregnation in order to prepare for a future without PFAS, even in areas relating to occupational safety. Initial trials, particularly with low-temperature processes, are very promising. Not only might this mean a promising future for producers without PFAS, but also energy savings in application.

Due to its complexity, the project is expected to run until at least 2027. Interim results are likely to find their way into new products however. From the present-day perspective, a transitional period of 13 years is in place for personal protective equipment. However, BÜFA is working tirelessly with partners to develop safe alternatives before we reach that date. In 2024, BÜFA will switch three out of four products containing PFAS to PFAS-free alternatives. That will leave only one PFAS product in the BÜFA portfolio that is used in the area of personal protective equipment. BÜFA is already using PFAS-free impregnation that is equivalent to PFAS-containing products in terms of water repellency.

Cumene:

Cumene has been classified as an "H350 carcinogen 1B". The substance is used in some solvents in the Chemicals trading portfolio and in the area of relevant raw materials, such as solvents or paraffins in the Composites business unit. News about the reclassification has been communicated accordingly to customers who purchase chemicals from BÜFA. However, many solvents that are traded already meet the new requirements for cumene content.

In the Composites division, BÜFA has also already managed to replace many of the affected raw materials. It is hard at work trying to find alternatives for any remaining products affected. Any conventional raw materials still in use are only processed by trained personnel under appropriate health and safety conditions.

Melamine:

It has not yet been classified as an "H350 carcinogen 1B", but this is pending. Melamine is used in fire protection products at BÜFA Composite Systems.

Melamine poses no risk to humans or the environment in the finished end product. Due to the fact that the substance develops dust in its original powder state, BÜFA will refrain from using melamine in the future to protect its employees. The substance is currently only used by trained personnel in compliance with strict occupational health and safety measures.

BÜFA is in dialogue with raw materials manufacturers to find an alternative and replace the raw material in products without affecting performance.

"BÜFA continues to work on improving its sustainable activities. By using better technologies and data, we want to gain a competitive advantage and at the same time reduce the carbon footprint of our products through new processes or other raw materials."



Chris Fryatt, Operations Manager

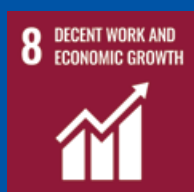
4 Climate & Resources

Topics

- Environmental responsibility
- Climate responsibility
- Circular economy

Facts:

- Site modernisation at BÜFA Cleaning for improved environmental protection
- Installation of a new 134 kWp PV system at the Rastede site
- Reusable packaging cycle saves around 253 tons of waste







Environmental Responsibility

Safety as a sustainable factor

Sustainability is inconceivable without first ensuring the safe handling of chemicals. Where risks to the environment are minimised, proper and proactive handling is vital. Because even if an incident occurs, the impact on people and the environment must be minimised

Overhaul of the goods receipt area

In 2023, the goods receiving area for trucks was therefore rebuilt at BÜFA Cleaning's German site. To protect the groundwater, the entire truck parking area for three vehicles has been designed with a liquid-tight concrete surface, taking into account the latest requirements of the Wastewater Protection Ordinance. A retention tank was also installed underground. In the event of an incident, the area with the tank collects the chemicals as well as extinguishing agents and any heavy rainfall. Once the work had been completed, a practical exercise was also carried out with the Oldenburg fire brigade to provide appropriate training on how to use the mobile extinguishing water system.

Safely handling rescue equipment

Accident training ensures that participants get to practise realistic scenarios under controlled conditions so that they can prevent various risks and be well prepared in the event of an emergency. Together with around 20 colleagues from all BÜFA areas, BÜFA Cleaning received training on how to use emergency kits for absorbing and removing spilled liquids. This included not only practising how to use the emergency equipment correctly and effectively, but also learning about the mandatory contents of these emergency kits, how emergency measures are planned, the specific and appropriate areas of application, and

also inspecting and assessing potential accident sites. With the implementation of the training at the BÜFA Cleaning site, the emergency team was expanded so that someone is always on hand in the event of an emergency.

More sustainability through process optimisation

Whenever processes are analysed, reimaged and implemented, the environment also stands to benefit. Whether these improvements are large or small, every single measure makes its own contribution to reducing the associated resource consumption.

More efficient rinsing of filling systems

The topic of water and reducing water consumption at our sites through wastewater-free production has become one of the key sustainability talking points at BÜFA. As a first step, BÜFA Chemicals in Hude is also pursuing the goal of reducing water consumption during rinsing processes on the new filling line. These pipes must be cleaned from the inside after each substance discharge

if another product is subsequently discharged. Numerous test runs were conducted to check the extent to which changes could be made to the previous settings for the water quantity and process times to ensure that the pipes could still be completely cleaned from the inside and fulfil all quality and safety requirements. The new optimised settings have resulted in a 15 percent reduction in water consumption and an impressive 20 percent reduction in wastewater consumption. Some rinse water cannot currently be treated and has to be disposed of despite these gains. BÜFA Chemicals is working closely with BÜFA Cleaning on launching a pilot phase to understand the extent to which it might be possible to treat this rinse water using the new vacuum distillation system.





Waste reduction thanks to inliners

Sustainable savings in the chemical industry also begin by reducing waste volumes. Major investment is not always necessary; instead, optimising processes is often the better option in order to achieve measurable results.

Against this backdrop, BÜFA Composite Systems has introduced conductive inliners for containers at its site in Rastede. These inliners allow containers to be used repeatedly. For this reason, the number of containers in use at the site was reduced by almost 40 per cent to 6,150 compared to 2022. Purchasing costs have also fallen by around 22,000 euros as a result.

These measures have also led to similar reductions in the amount of waste produced. In the first year of using inliners, around 46 percent less waste was produced, resulting in cost savings in the region of 6,500 euros.

The aim now is to improve this process further over the coming year, to utilise the containers even more efficiently, and to increase the positive contribution to the environment.

All ideas welcome – BUFA Composites UK uses aluminium water bottles

BUFA Composites UK has launched its “Best Ideas” campaign to gather as many ideas as possible on how sustainability can be implemented within the company. All employees at the site are invited to submit their suggestions on topics such as improving quality, health and safety, and environmental measures.

One interesting suggestion in this context was to purchase reusable aluminium water bottles to replace the plastic cups previously used at the water dispensers. A solution was found to provide visitors with cups adorning the BÜFA logo.

This measure is expected to save around 4,000 plastic cups per year. There are also plans afoot in 2024 to replace the water containers required for the water dispenser with fixed water connections in the dispensers. As a result, there will be no need to purchase these water containers going forward. In addition to around 250 plastic containers, cost savings will also be achieved.



Climate Responsibility

Energy savings and energy generation



Inverter installation at BÜFA Composites UK

As an international group of companies, BÜFA is committed to implementing sustainable measures at all its sites. A new extraction system, for example, was installed at BÜFA Composites UK back in 2022. This has ensured that styrene emissions from the plant have been reduced to an absolute minimum. This solution went above and beyond the required guidelines and provided a higher output than was generally necessary for the current processes: Our emission values were well below the legal requirements. As a result of the huge rise in energy costs in 2023, it also became much more expensive to operate the system. The decision was therefore made to install an inverter. This makes it possible to regulate extraction power depending on requirements. For example, it can be set higher during the day for production and lower at night to ensure constant extraction. This more precise regulation by the inverter, which is set to 70 percent during the day and 30 percent at night, has reduced energy consumption by 50 percent.

Taking old data centre offline

In a world of increasing digitalisation, the technology used in this field also consumes considerable amounts of energy and resources. In particular data centres, which house servers and cooling systems, for example, require a redundant power supply. This has its own impact on the environment. All the more important then to push for more sustainability and reduce electricity consumption in this area too, and sometimes this only requires minor measures.

For both BÜFA data centres (DC), in total 145,979.6 KWh were required in 2022 (DC: 75,387.6 KWh, DC RS: 70,592.00 KWh).

Last year, in each data center one old storage system with five hardware components (ten in total) was shut down. While the old storage increased the availability of BÜFA, it was no longer required for performance reasons. All data was migrated to a new centralised and more efficient main storage (NVME storage).

In 2023, this led to significantly lower electricity consumption figures, for example just 132,491.59 KWh in total (DC 66,450 KWh, DC RS 66,041.59 KWh).

Turning sunlight into electricity

In recent years, we already installed a photovoltaic system (PV system) at BÜFA Cleaning Germany to promote renewable energy generation. We use the electricity generated at that site for our own consumption, but also feed it back into the grid. In 2023, we were able to generate almost 273,000 kWh of electricity via the system.

In our efforts to increase our degree of independence from the public power grid and at the same time promote the desired CO₂ neutrality by taking concrete measures, we also installed a 134kWp PV system on a large roof area at the BÜFA Composite Systems site. The solar modules covering an area of more than 750 square metres are expected to generate over 100,000 kWh of electricity. Based on a forecast, this is expected to save almost 32,000 kg of CO₂ emissions. The next step involves having the system connected by the regional electricity supplier.

Carbon footprint & emissions reduction

Since the preparation of the first carbon footprint, which at the time only covered the German sites, the BÜFA Group has grown steadily, becoming more international and more complex. In 2023, we worked intensively on evaluating the conditions, requirements and relevant parameters of the international locations in order to be able to include them in the carbon footprint. The carbon footprint currently includes Scope 1 and 2 emissions (resulting from gas, fuel and electricity consumption). Scope 1 emissions, which are caused by fuel consumption, include the company's own fleet of trucks and general company cars.

- PV systems are already installed at 2 locations, with more to be added in 2024
- 8 locations only use green electricity
- 4 locations do not receive any invoices for specific energy consumption as tenants in multi-party buildings. Estimates are used here based on the office space
- 4 locations operate their own fleet of trucks to distribute products

The CO₂ equivalents are calculated in accordance with the GHG Protocol. The data is verified externally. On this basis, the corresponding compensation certificates are purchased so that all currently unavoidable emissions are 100 percent compensated. A corresponding confirmation is issued by PRIMAKLIMA.

The emissions for 2021 and 2022 were updated accordingly based on the findings and a review of the data from the international locations. This results in slightly different values compared to the reports from previous years.

Despite the strategic growth of the BÜFA Group and the site expansions BÜFA Cleaning Netherlands and BÜFA Composite Austria, CO₂ emissions were saved:

- A total of 310 t of CO₂ can be saved compared to 2021
- In Scope 1, 256 t from fuel consumption and 114 t from gas were saved compared to 2021, i.e. a total of 370 t CO₂
- Emissions in Scope 2, i.e. from electricity, increased slightly by 61 t

CO ₂ emissions	2023	2022	2021
Total CO ₂ [t]	2.917	2.918	3.227
Scope 1.1 (from gas) [t]	907	935	1.163
Scope 1.2 (from vehicle fleet) [t]	1.795	1.828	1.909
Scope 2 (from electricity) [t]	214	155	154

Measures to save energy and use energy responsibly included, for example:

- Conversion of the outdoor lighting at the BÜFA Chemikalien site in Hude to LED
- The heating settings in the production and storage areas at BÜFA Chemicals Germany have been further optimized. This has already saved around 330 MWh of gas since 2021
- Motion detectors were installed for the lighting at BÜFA Cleaning Netherlands in Roosendaal
- BÜFA Composites Austria has purchased a electric car for the field service
- BÜFA Composites UK has converted all forklifts to electric drive, the company cars are either fully electric or with hybrid drive
- Optimization of energy requirements for IT processes

Further expansion of e-mobility and the installation of additional PV systems are planned for 2024. At the ViVoChem site in Almelo, the heating system will be converted to a heat pump, which will save around 60-70 tons of CO₂ per year.

At the BÜFA Composites site in Rastede, investments are being made in a new flue gas post-combustion system, which is significantly more energy-efficient and will also reduce the need for natural gas. It can also be converted to run on

Circular Economy

Setting new standards by using recycled containers



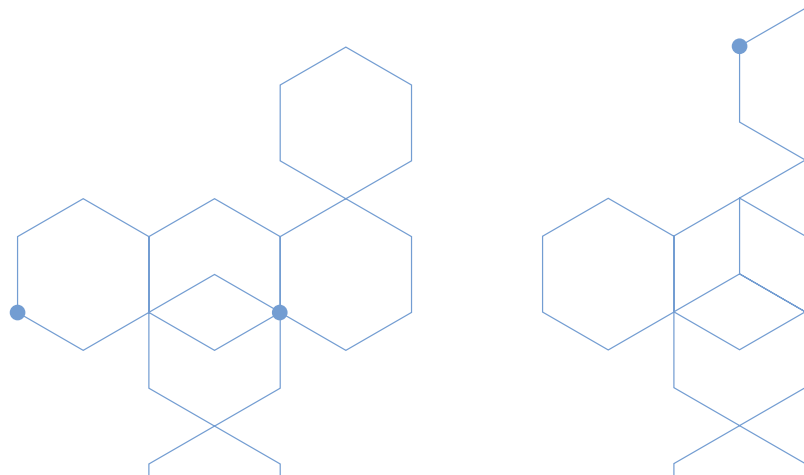
In the BÜFA Cleaning business division, recycled canisters have been used for cleaning agents and detergents since 2023.

To this end, BÜFA's long-standing partner, the AST. Group (AST.), has not only developed containers with a large recycled material content of 50 percent, but, more importantly, UN-approved canisters, i.e. canisters approved for the transport of various hazardous goods. This is a first in the industry and another important step towards achieving a circular economy.

By using more resource-efficient containers, we have seen a reduction in the number of canisters

disposed of. At the same time, more containers have been returned to the reusable cycle for industrial plastic packaging.

BÜFA's empty containers that are defect-free are cleaned by AST. and then reused. If these containers cannot be reconditioned, they are crushed and processed into granulate. In turn, new canisters are then produced from this granulate. The recycled containers, half of which consist of recycled materials, not only reduce the amount of waste, but also reduce the need for new plastic production and the associated crude oil required. This also reduces CO₂ emissions.





„Many large and small projects, initiatives and events around our locations contribute to the diversity, attractiveness and quality of life in the regions - today and tomorrow. With donations and sponsorships, BÜFA invests in our community, in togetherness.“



Dr. Anette Koch-Wegener, Manager Corporate Marketing & Communication

5 Society & Commitment

Topics

- Donations & Sponsoring
- Memberships

Facts

- Over 20 years of partnership with Oldenburg Kulturetage
- Support for around 50 large and small projects, initiatives, associations and events
- Employees and BÜFA donate to international aid organisations

17 PARTNERSHIPS
FOR THE GOALS





kulturetage

Voices

Donations and Sponsorship

Active in the regions with donations and sponsorship commitments

Getting involved in the regions where we have sites and supporting initiatives, associations, events, and projects in these areas is part of our corporate culture. Because we show our commitment where BÜFA is in the neighbourhood, where our employees are at home and part of society.



BÜFA is committed to many areas, whether in education, science, sport, culture, or social affairs – wherever people are involved in shaping cooperation and the future. We do not invite political parties or individuals into our donation and sponsorship concept because, as a company, our focus is on promoting diverse, and not individual interests.

Events in the regions

Last year, BÜFA sponsored events throughout Europe. Getting together in the community, celebrating together, supporting something together or even demonstrating achievements were good

reasons for support in many places. After all, attractive events have a significant impact on regional development. This is why BÜFA has sponsored the family festival in Oldenburg-Ohmstede as well as the children's festival and the rock and pop festival in Almelo (Netherlands). Our sponsorship activities also included numerous sporting events that motivate people to take part in more sporting activities, have an impact on social integration or have a charitable background. For example, the Huder Spring Run took place for only the second time in 2023, but has already inspired over 400 runners in five disciplines. In Roosendaal in the Netherlands, 38 professional athletes came together for a very popular cycling event in the region to compete in front of almost 5,000 spectators. Colleagues took part in a charity run for palliative care for cancer patients near our site in Almelo. In the end, 216 teams contributed to donating around 4 million euros to the Roparun foundation.

Other highlights from the past year included the JAPZ cabaret festival, which acts as a magnet for Oldenburg's city centre. Here, young and old alike can marvel at the juggling, acrobatics, pantomime, and magic on show in the pedestrian zone and enjoy a dash of culture, all completely free, thanks in part to the funds from the sponsorship, in which BÜFA was again involved. Over 600 riders with around 2,000 horses arrived in Rastede for the renowned Oldenburger Landesturnier equestrian



Society/Association	Sponsoring
Kulturetage Oldenburg	Cabaret Days 2023
CORE Oldenburg	Coworking Space and Get together
Carl von Ossietzky Universität	Endowed professorship
Christlich medizinische Hilfe direkt e. V.	Donations of goods (medical and hygiene items) for Ukrainian hospitals
Forschungszentrum Nordwest	STEM support
Ohmstede Primary School	Klasse 2000
Epona GmbH	Beach & Ride
Rotary Club Hude-Oldenburg	Spring Run in Hude
Deutsche Polizeigewerkschaft im DBB Landesverband Niedersachsen	"Children in road traffic"
Renn- und Reitverein Rastede (Rastede Racing and Riding Club)	Oldenburg state tournament
ImmerBunt	Flowering meadows
VfB Oldenburg	Soccer sponsorship
Tourismus & Marketing Oldenburg	JAPZ Cabaret festival
EWE Baskets	Sponsorship Basketball
TSG Hatten-Sandkrug	Sandkruger Schleife running event
Ofenerdiek Primary School	Circus project
TuS Eversten Laufftreff	Fountain run
K & L Verlag	First aid book for primary school children in the Oldenburg district
KHULULA	Donation in kind for the development of a sailing boat with sustainable composite components
Bürgerbus Rastede e. V.	Voluntary local public transport
Rotary Lions District	Students and pupils Concert
Bürgerstiftung Oldenburg	Citizens' brunch
Liebfrauenschule Oldenburg	Formula 1 in schools (project with mini cars)
Oldenburgischer Golfclub e. V.	Golf tournament Rastede
Bürgerverein Ohmstede	Family party
Tierheim Oldenburg	Donations of goods
Osternburg Secondary School	Remembrance walk project
Oldenburg Knights	Flag football project in schools
Terre des Hommes	International Christmas donation from the BÜFA Group
Doctors without borders	International Christmas donation from the BÜFA Group
TV Munderloh	Soccer sponsorship
De Draai van de Kaai	Cycling event in Roosendaal (NL)
Sint Nicolaas Comité	Sponsorship Parade Roosendaal (NL)
LTC de Stoof	Regional tennis tournament
Voetbalvereniging Rucphen	Soccer sponsorship
Stichting HobNob	Rock/Pop Festival Almelo (NL)
Round Table	Heracles Children's Festival 2023
Heracles Almelo	Soccer sponsorship
Stichting Pinksterfeesten	Local event Whitsun Festival Bornebroek
Stichting Alpe d'Huez	Charity cycling event for cancer research
Stichting Roparun	Running event for the palliative care of cancer patients
Stichting de Eethoek	Donations in kind to the food bank
Regionale Sportclubs Almelo (NL)	Sponsorship
Brightingsea Sailing Club	Pyefleet Week in the UK (children learn to sail)
Formula Student Team Tallinn	Sponsoring development of Formula Student electric racing cars



Draai van de Kaai | Roosendaal

event where they showcased their skills in show-jumping, dressage, and riding competitions. For almost ten years now, BÜFA has been a partner of this traditional event.

Continuity in support

For us, sustainability in the area of donations and sponsorship also means commitment to the cause over many years, building strong and stable partnerships to ensure planning security and long-term added value. This applies to many of our activities. This is also true in the cultural sector with the Kulturetage, a cultural centre in Oldenburg, which we have been supporting for over twenty years. Where today you can enjoy concerts, variety shows, and cabaret, the history of BÜFA began in 1883 with a grocery shop. And for almost three decades, the year in Oldenburg has begun with Cabaret Days, which have become an integral part of the city's cultural scene and for which BÜFA acts as the main sponsor.



Benefizlauf | Almelo

For several years now, we have become more involved in sports. In the UK, for example, children are learning how to sail thanks to a project sponsored for the fourth time by BÜFA and which we continue to sponsor. We are also a sponsoring partner of the EWE Baskets, whose popularity helps raise Oldenburg's profile throughout Germany. Here we not only support professional sport for image and training campaigns, but also with the aim of increasing our appeal as an employer: We offer staff the chance to attend EWE Baskets games. In turn, football fans can cheer on their clubs at matches in Oldenburg or in the Netherlands.



TalTech und Tallinn UAS Formel 1 Auto

Creating enthusiasm for learning

Education and science are the key to innovation and our future on this planet. For that reason, BÜFA is very active in many areas as it seeks to awaken curiosity for learning and development as thoroughly and as early as possible. In primary schools, we support the Klasse 2000 teaching programme aimed at promoting healthy living and preventing violence and addiction, as well as introducing concepts on road safety education and the circus project, where children can put into practice what they have just learned in acrobatics or take on different roles such as clowns.

We are also committed to getting pupils interested in STEM subjects. Not only are we a partner in the AHOI_Mint network, we also promote technology competitions, such as Formula 1 in schools where small remote-controlled cars race against each other. In Estonia, 60 students from TalTech and Tallinn UAS universities even design and build the larger models – autonomous, electric Formula 1 cars that compete every year for the honour of being named the high-performance racing car with the best technology and design.

International support

While the main focus of our engagement is on the regions where the group is represented with buildings and offices, against the backdrop of these challenging times, in 2023 we once again donated to projects that provide necessary aid to populations in crisis regions.

We therefore decided to organise another donation campaign with our employees, collecting used medical items such as walking aids, bandages and much more, plus newly purchased hygiene products. BÜFA itself once again supplied cleaning agents, disinfectants, and other products. All donations in kind were transported directly to Ukrainian hospitals by an association of dedicated doctors.

The internationally active children's aid organisation, Terres des Hommes, and the similarly globally active aid organisation, Médecins Sans Frontières, received the BÜFA Group's Christmas donation. Terres des Hommes helps children in need across all continents and Médecins Sans Frontières provides people with vital medical treatment, especially in crisis and war zones. The donations are intended to support the valuable work of these two organisations, which can alleviate suffering and offer some bit of hope and confidence. Because extensive, global sustainability in this context can only be achieved with the UN's 16th Sustainable Development Goal "Peace, justice and strong institutions".



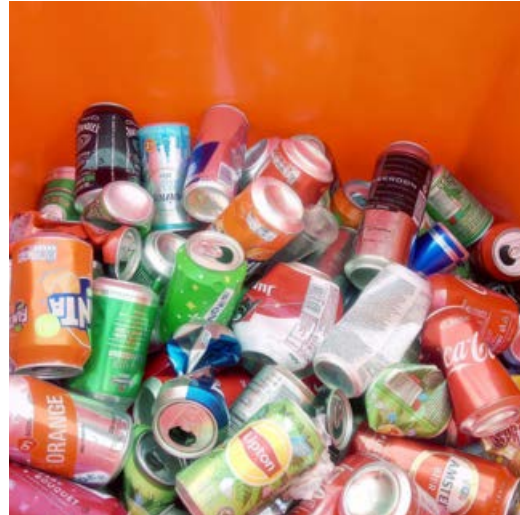
Collecting cans for a good cause

Since April 2023, a deposit has also been charged on cans in the Netherlands. ViVoChem is using this new deposit system to support a local cancer foundation. In the canteen at our site in Almelo, employees can drop their cans into a collection container and donate the deposit.

Science meets business - experts provide impetus for innovation

In order to stimulate innovation and gain impetus from external sources, it is important to take on board scientific expertise. For this reason, BÜFA is continuing its cooperation with the Leuphana University of Lüneburg, which has launched the new MBA programme “Sustainability Chemistry Management”. The first round of the programme currently has two students enrolled who, alongside the theory, had the opportunity to work on an issue for a company in their practical part. To familiarise themselves with the company, they not only visited our BÜFA Chemicals distribution site, but also presented interim results during their trip and used the workstations sponsored by BÜFA in the CO/RE co-working space in Oldenburg.

The students worked hard on tackling the question of how the BÜFA Chemicals trading portfolio can be made more sustainable in the Coatings segment over the medium to long term. Our Sustainability Manager provided them with organisational support throughout the task, while



the Sales Manager and the Regulatory Affairs & Special Projects Manager were on hand to provide content-related support.

The final thesis identified promising alternatives and additions regarded as strongly aligned with the business model and internal structures. The results were also evaluated on the basis of criteria such as availability, impact, and degree of innovation, and presented to BÜFA as potentially new portfolio components. Following the workshop, the results will be reviewed internally by the Coatings Sales Manager for possible inclusion in the product portfolio.



Society/Association	Chemicals	Cleaning	Composites	Group
Responsible Care	x			
VCI (Verband Chemischer Industrie / Chemical Industry Association)				x
Climate-neutral medium-sized company				x
ISO 14001	x	x	x	
ISO 9001	x	x	x	
Ecovadis	x			x
RSPO (Roundtable on Sustainable Palm Oil)	x			
IHO (Industrieverband Hygiene & Oberflächenschutz/ Hygiene & Surface Protection Industry Association)		x		
AVK (Industrievereinigung Verstärkte Kunststoffe e.V./ Reinforced Plastics Industry Association)			x	
Niedersachsen Allianz für Nachhaltigkeit (Lower Saxony Alliance for Sustainability)				x
Zukunftsfest (Certificate of the State of Lower Saxony)				x
Klimaneutraler Standort (Climate-neutral site)				x
Jugendbildungsstätte Theodor Wuppermann e.V. Juist				x
VHCP (Verband Niederländischer Chemikalienhändler)	ViVo			
Masterclass Veiligheid Midden (MVM) (Regional safety network for incident companies)	ViVo			
EvoFenedex (Business association for trade and logistics)	ViVo			
Duurzaam Netwerk Almelo (DNA) (Sustainability Association Almelo)	ViVo			
Verband Chemiehandel e.V. (VCH) / Chemical Trade Association	Chemicals			
Composites United e.V.			x	
NARM (National Association of Rooflight Manufacturers)			UK	
Composites UK Trade (Association for the composites Industry)			UK	

Facts, figures and data

Group

BÜFA Group - Overview		2023	2022	2021	2020
Group sales	Million €	341	404	344	244
Equity ratio	%	> 40	> 40	> 40	> 40
Research and development expenses	Million €	3	3	3	2
Investments in property, plant and equipment	Million €	7	7	8	6
Personnel expenses	Million €	49	50	47	40
Domestic locations (D)	pcs.	5	5	5	5
Locations abroad	pcs.	9	8	7	7
Employees	pcs.	686	699	658	624
Employees ¹	FTE	617	625	585	557
Qualification costs per employee ²	€	717	675	553	565

¹ FTE = Full-Time Equivalent (full-time employee)

² Calculation based on costs for external courses

Locations in Germany		2023	2022	2021	2020
Sickness rate ³	%	6	7	4	5
Fluctuation	%	10	14	11	9
Average age ♀	Years	41	40	40	41
Average age ♂	Years	44	43	43	45
Average length of service ♀	Years	12	12	10	12
Average length of service ♂	Years	12	12	10	13
Proportion of female employees	%	31	31	31	31
Apprentices		45	42	43	42
Training quota	%	7	7	7	8

³ Calculation based on 251 working days; sick days with continued pay

BÜFA Group - Occupational safety		2023	2022	2021	2020
Accident frequency ⁴		8,1	7,2	21,7	11,3
1000-man quota ⁵		9,1	9,5	34,1	10,0
Occupational accidents ⁶		8	11	21	9
Days lost		89	65	213	91
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 documentable work-related injuries		8	11	21	9
The main types of work-related injuries	Tripping, slipping, falling	Chemical burns	Tripping, slipping, falling	Chemical burns	
The most important types of work-related illnesses		0	0	0	0
Number of documentable work-related illnesses		0	0	0	0
The most important types of work-related illnesses		none	none	none	none

⁴ Calculation: Accidents with lost time in relation to 1 million working hours

⁵ Calculation: reportable accidents at work in relation to 1000 employees

⁶ Calculation: Number of accidents at work from one day of absence

Relative consumption/ton produced or sold

BÜFA Composite Systems, Rastede-Liethe		2023	2022	2021
Consumption / ton produced				
Waste	kg/t	42,00	48,72	56,82
Gas consumption	kWh/t	143,59	177,60	240,83
Power consumption	kWh/t	123,86	149,55	167,60
Water consumption	m ³ /t	0,13	0,18	0,18
Gas consumption in CO ₂	kg/t	28,86	35,70	42,78
Electricity consumption in CO ₂ **	kg/t	0	0	0

**Purchase of 100% green electricity

BÜFA Composites UK, Manningtree		2023
Consumption / ton produced		
Waste	kg/t	3,07
Power consumption	kWh/t	28,21
Water consumption	m ³ /t	0,02
Electricity consumption in CO ₂	kg/t	10,3

The survey for the UK site was newly introduced in 2023, so there are no comparative values for previous years. No gas is consumed at the site, which is heated with electricity.

BÜFA Cleaning DE, Oldenburg		2023	2022	2021
Consumption / ton produced				
Waste	kg/t	10,76	25,38	40,83
Gas consumption	kWh/t	51,17	63,35	83,35
Power consumption	kWh/t	25,17*	26,04	41,09
Water consumption	m ³ /t	0,63	0,63	0,71
Gas consumption in CO ₂	kg/t	10,29	12,73	16,75
Electricity consumption in CO ₂ **	kg/t	0	0	0

*Only grid supply, without self-generated electricity from the PV system

BÜFA Cleaning NL, Roosendaal		2023
Consumption / ton produced		
Waste	kg/t	1,98
Waste	kWh/t	14,27
Power consumption	kWh/t	19,03
Water consumption	m ³ /t	0,78
Gas consumption in CO ₂	kg/t	2,87
Electricity consumption in CO ₂ **	kg/t	0

The survey for the Roosendaal site was newly introduced in 2023, so there are no comparative values for previous years. **Purchase of 100% green electricity

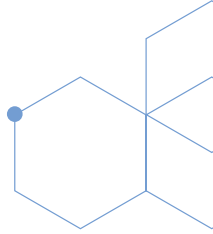
BÜFA Chemikalien, Hude-Altmoorhausen		2023	2022	2021
Consumption / ton produced				
Waste	kg/t	3,32	3,92	3,65
Waste	kWh/t	11,87	10,61	12,10
Power consumption	kWh/t	12,71	12,29	11,81
Water consumption	m ³ /t	0,9	0,10	0,11
Gas consumption in CO ₂	kg/t	2,39	2,12	2,43
Electricity consumption in CO ₂ **	kg/t	0	0	0

**Purchase of 100% green electricity

ViVoChem, Almelo (NL)		2023	2022	2021
Consumption / ton produced				
Waste	kg/t	4,55	5,79	3,29
Waste	kWh/t	6,07	5,99	4,79
Power consumption	kWh/t	8,23	6,34	5,94
Water consumption	m ³ /t	0,00	0,02	0,01
Gas consumption in CO ₂	kg/t	1,22	1,15	0,92
Electricity consumption in CO ₂ **	kg/t	0	0	0

**Purchase of 100% green electricity

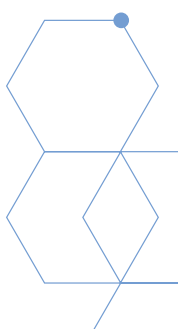
GRI Content Index



Declaration of use BÜFA reports the information listed in this GRI content index for the period 01.01.2023 -31.12.2023 with reference to the GRI Standards.

GRI 1 used GRI 1: Fundamentals 2021

GRI Standard	Details	Page/Reference
GRI 2: General disclosures 2021	2-1 Organizational details	S. 6; 7
	2-2 Companies included in the organization's sustainability reporting	S. 4; 5
	2-3 Reporting period, frequency and contact point	S. 4; 5
	2-6 Activities, value chain and other business relationships	S. 6; 7
	2-13 Delegation of responsibility for impact management	S. 16
	2-22 Declaration on the strategy for sustainable development	S. 14-17; 40; 41
	2-25 Procedure for remedying negative effects	S. 16;17
	2-26 Mechanisms for seeking advice and reporting concerns	S. 18; 22; 23
	2-28 Membership in associations	S. 71
GRI 3: Material topics 2021	3-1 Procedure for determining material topics	S. 18
	3-2 List of material topics	S. 18; 19
GRI 301: Materials 2016	301-2 Recycled input materials used	S. 62



GRI 303: Water & Wastewater 2018	303-1 Water as a shared resource	S. 57
	303-5 Water consumption	Table ZDF
GRI 305: Emissions 2016	305-1 Direct GHG emissions (Scope 1)	Climate balances
	305-2 Indirect energy-related GHG emissions (Scope 2)	Climate balances
	305-5 Reduction of greenhouse gas emissions	Climate balances
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	S. 58; 62
GRI 403: Occupational health and safety 2018	403-1 Management system for health and safety at work	S. 26; 27
	403-2 Hazard identification, Risk assessment and investigation of incidents	S. 26; 27
	403-3 Occupational health services	S. 26; 27
	403-4 Employee participation, consultation and communication on health and safety at work	S. 26; 27
	403-5 Employee training on safety and security Health in the workplace	S. 26; 27
	403-6 Promotion of the health of Employees	S. 28-31
	403-9 Work-related injuries	Table ZDF
	4403-10 Work-related illnesses	Table ZDF
GRI 404: Education and training 2016	404-2 Programs to improve the Competencies of employees and transitional assistance	S. 34; 35
GRI 416: Customer health & safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	S. 37; 52
GRI 417: Marketing & Labeling 2016	417-1 Requirements for product and service information and labeling	S.42; 43; 45



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