Sustainability Report

(preliminary version)

2025

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1 Introduction

1.1 Foreword

Vink Chemicals aims with its present fourth Sustainability Report to renew its commitment towards a sustainable and socially responsible company. Managing a business and its short-term challenges in an efficient and effective way while keeping the long-term horizon in mind ensures steady success.

We continue to operate in a challenging environment, with ever-changing and shifting regulations. We expect this to be the last Sustainability Report in this format, since regulations will probably demand ESRS-style reporting. At the time of the publication of the report, some data points were not available. Since we wanted to show our progress and work nevertheless, we opted to publish a preliminary version

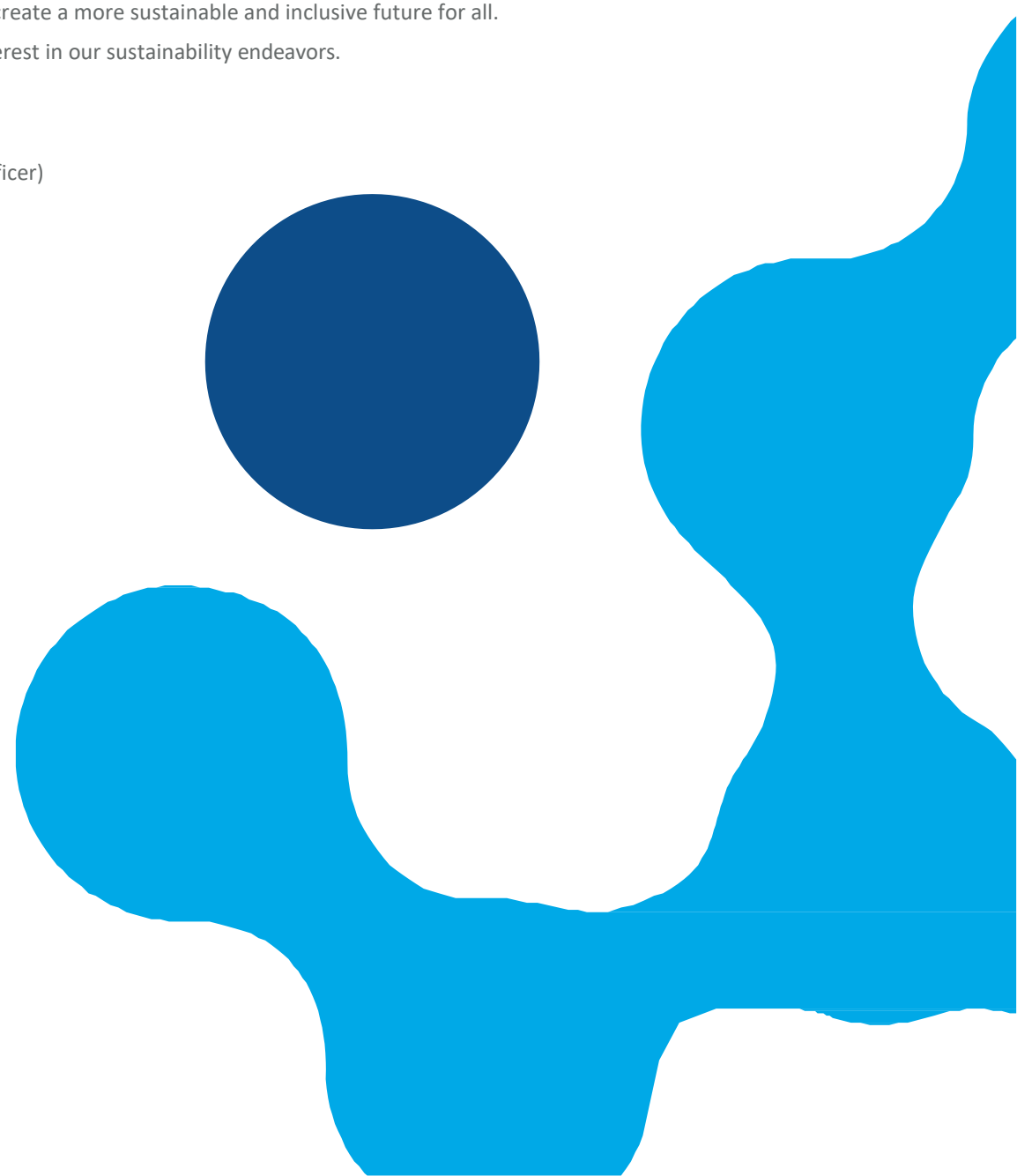
Our approach to sustainability is rooted in our VINK-DNA, our policies, and our certifications (ISO 9001, 14001, RSPO, et al.). By integrating sustainability into our operations, we aim to reduce our environmental footprint, support our communities and promote a culture of innovation.

Continuous sustainable efforts are embedded within our VINK-DNA with the letter Kaizen, and we hope to have demonstrated our ongoing efforts. Like the previous year, we are open to feedback to create a more sustainable and inclusive future for all.

Thank you again for your interest in our sustainability endeavors.

Kakenstorf, March 2026,

Branko Ulaga (Chief Legal Officer)



1 Introduction

1.2 Company overview

Core competence

Vink Chemicals GmbH & Co. KG (est. 2011) is a medium-sized family business and your partner for biocides and biocidal products. By specializing in the production of application-specific biocidal formulations and tailor-made services in this field, we are closing an important gap in the German and international biocides market. We complement this offering with solutions for Oilfield product chemicals, cosmetic preservatives and other specialty chemicals.

Location overview

Vink Chemicals has locations all over the world. The biggest include our production sites in Kakenstorf, near Hamburg, and Memmingen, close to Munich. These two sites also have their own laboratories for client tests and other studies.

For additional niche applications (e.g. field tests), we offer other laboratories in France and Shanghai. Beyond that Vink Chemicals has offices in the US and in the UK, Brazil and China.

Vink Policies

Principles

The following principles apply to all activities:

- We align our activities to meet the needs of our customers, the interests of employees, owners, suppliers and the expectations of society.
- We comply with the applicable legal regulations and other obligations, particularly including the protection of the environment and the prevention of avoidable environmental pollution.
- We care about the constant improvement of the management system, our products and services, and environmental performance.

Ethical standards

Fairness and responsibility are the tenets of our work. Respect for human and workers' rights is essential for us. We treat each other and our partners in a loyal and respectful manner. In our global business activities, we condemn all practices that are not based on trust, integrity, and fairness. We oppose all forms of corruption and unfair competitive practices. Occupational safety, health and environmental protection, beyond the product and process chain, are foremost at Vink Chemicals. These standards are required to be shown by our employees and all people acting on our behalf.

Quality

By fulfilling our social responsibilities, we guarantee outstanding product and service quality at competitive prices, provide security for our customers and continuously develop our internal processes. For us, this means systematically determining and understanding the requirements of our customers, checking the feasibility of orders, providing the necessary resources, monitoring processes, correcting any deviations and determining the satisfaction of our customers. We work with reliable suppliers. Our qualified employees ensure results meet the requirements. Our business and manufacturing processes (such as risk assessment and continuous improvement) work according to the principles of ISO 9001. In addition, the manufacturing processes at the Vink Chemicals site in Memmingen comply with the principles of the EFfCI and GMP for cosmetic additives and are Halal and Kosher standards certified.

Environmental standards

We strive to promote the protection of the environment and the avoidance of environmental pollution. Our goals include the economical use of energy and raw materials, the sustainable use of resources, the minimalization of environmentally harmful effects, the avoidance of waste and using safe and environmentally friendly disposal methods. This means also pursuing climate neutral operations until 2050 at our production sites. Our management system helps us to understand the impact of our actions by integrating environmental protection into our processes right from the start and to keep an open dialogue with our stakeholders. Our products belong in expert hands. Our sales partners and customers are advised and trained on how to use them properly.

Occupational safety and health protection, plant safety

Safety and health are a necessary basis for the well-being of our employees and the success of the company. Occupational and plant safety, health protection and the humane design of work in our company have the same priority as our technical and business goals. Everyone in the company has an obligation to take the necessary measures to prevent accidents and injuries. Our security management is being monitored continuously, evaluated regularly and developed constantly.

Energy

We aim to reduce our energy consumption in the long term and thus continuously improve our energy-related performance and the energy management system. We comply with applicable relevant laws, regulations, and official requirements. The necessary financial, human and information resources are made available to implement effective technological, organizational and behavioral change measures in energy management. We are aware that, despite our best efforts, our activities do have an impact on the environment and energy resources. It is therefore our duty to check, monitor and assess these effects and to avoid or minimize them in accordance with the overriding technical and economic conditions. When selecting raw materials, products and suppliers, environmental and energy-related aspects are always considered. In addition to striving for safe and profitable production and the constant improvement of our products, this idea is an integral part of our corporate DNA. Transparency and open-minded communication across all levels of the company make it easier to gain both awareness and understanding of our own employees' energy management systems. We provide our customers with information about the environmental impact of the products we manufacture and the services we provide.

Data protection

We respect strict data protection rules for all our employees, each of whom has committed themselves to comply with the applicable statutory provisions and company rules on data protection. Personal data is protected against unauthorized collection, processing and use and unauthorized access, disclosure and unnecessary storage or loss.

1.3 Framework conditions for the report

The fourth sustainability report of Vink Chemicals covers the current status regarding environmental, social and governance topics. It contains data from the 1st January to the 31st December 2025 from the three production sites, Kakenstorf,Memmingen and Schwerin (in construction). The policies mentioned, actions and operating figures mainly relate to Vink Chemicals' own production and sales, while other parts of the value chain are not considered, except where appropriate (e.g. CO2e).

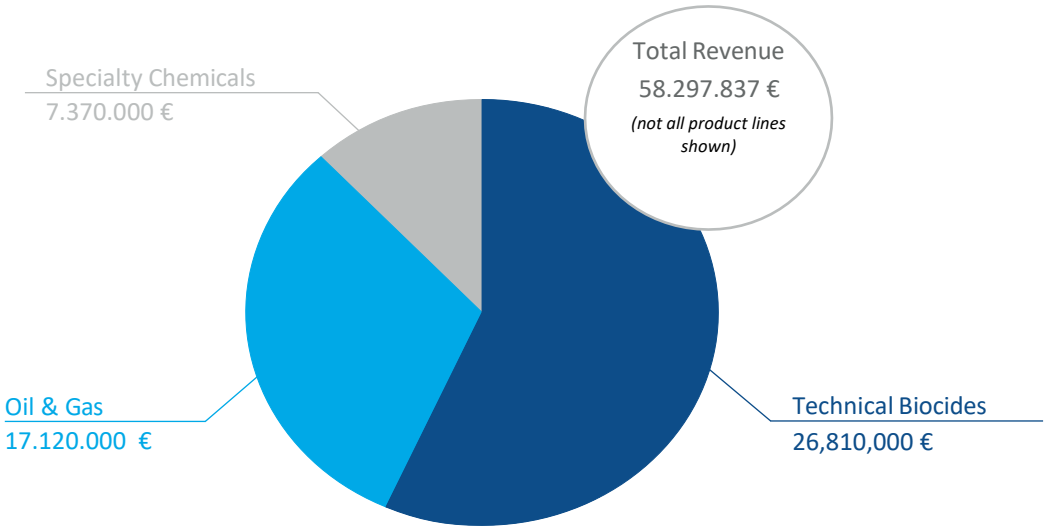
2 Business model

2.1 Product portfolio, markets and business areas

Vink Chemicals GmbH & Co. KG is a family owned medium-sized company created in 2011 and based in Kakenstorf, Lower Saxony. We produce biocide formulations for a variety of industries and offer our customers worldwide product solutions. By specializing in tailor- made services in this field, we are closing an important gap in the international biocide market. Vink Chemicals is broadly positioned as a supplier of biocides for water treatment, adhesives, cooling lubricants, construction chemicals, detergents, cleaning agents, disinfectants and coatings & inks. Based on our many years of experience with chemical raw materials, we also offer, in addition to our biocide products, a whole range of important chemical raw materials. Trading in selected specialty chemicals perfectly rounds off our range for the various user groups. Our present company began with the founding of Vink + Co. in 1980. As the trade in biocidal active ingredients has been an important line of business from the start, we decided in 2008 to develop our own biocide formulations. After the first production plant went into operation at our main site in Kakenstorf in 2012, Vink Chemicals GmbH & Co. KG was founded as a manufacturing and trading company.

Product development and quality control take place in our own laboratory. At our production sites in lower Saxony and Bavaria, we develop and formulate individual solutions together with our customers. We are constructing a third production site in Schwerin, bound to be operational end of 2027, which will produce close to three times of the existing facilities combined. More than 140 specialists around the world are responsible for the production facilities, sales and distribution, raw material purchasing as well as product development and quality control in the company's own laboratory. Close cooperation of the team with short communication and decision-making paths ensure fast response to customer needs and flexible services. Vink Chemicals operates in Europe, Africa and Asia as well as in North and South America.

The three main business units of Vink Chemicals are Technical Biocides, Oil & Gas and Specialty Chemicals.



Technical Biocides are used for various applications such as Paint & Coating, Metalworking Fluids, Pulp & Paper, and Textile & Leather. Biocides are chemicals that are used to control harmful organisms. Harmful organisms can be bacteria, algae, yeasts or molds that can be dangerous to humans and the environment. Such organisms can destroy materials and even cause diseases. If a product is treated with a biocide, its service life (product life cycle) can be extended and resource usage reduced, minimizing product waste. The application areas for biocides are very diverse. In the paint and coatings industry, biocides are used specifically during production, their storage and after use. Biocides are used here to prevent the growth of molds, algae, bacteria and yeasts within paints and coatings. In the metalworking industry, biocides are used to prevent the growth of bacteria and molds or even yeasts in lubricants and cooling lubricants. Biocides are also used for fuel preservation to prevent the growth of undesirable or even harmful microorganisms in fuels. This is particularly important as it can increase the life of the fuel, allowing for more sustainable uses such as transportation, storage and production, also enhancing the product life cycle. In summary, we can say that biocides are used in a broad range of areas and are indispensable for many industries to combat harmful organisms, extend product shelf-life and protect the health of people and the environment, if they are used responsibly, in compliance with current legislation..
Vink Chemicals was born with a philosophy of protecting customers' products against contamination and as a company that already had a proven track record in the biocide market, a globally powerful supplier network and profound technical know-how about biocides. This unique position has enabled Vink Chemicals to act as a very reliable and flexible solutions provider for its customers and protect their products against contamination and spoilage in a wide range of technical applications in various industries including oilfield and fuel. In the oilfield and fuel industry, contamination by ubiquitous microorganisms emerging in various forms can cause serious problems such as corrosion, biofilm formation and flow transfer restriction in pipes. In addition, sulphate-reducing bacteria (SRB), can not only lead to corrosion, but also to flow and heat transfer restriction, safety concerns and quality issues. Vink Chemicals has committed itself to protect customers and products from upstream to downstream and fulfil their needs by expanding its portfolio. Vink Chemicals' portfolio meets state-of-the-art strict environmental, technical and quality imperatives and offers innovative and highly effective solutions in a reliable, flexible and cost-efficient manner.

The third product line are Specialty Chemicals which are used, inter alia, for Construction, Paints & Coatings, Polyurethane foams, Adhesive Industries and Household product & industrial cleaning.

We sell our products directly to professional customers (B2B) who use our products for their own production meaning they sell an end product with ingredients from Vink Chemicals. Furthermore, we sell a significant amount of our products to distributors which continue to sell our products to other customers.

2 Business model

Detergents, cleaners and cleaning agents

Oil and gas industry

Paint and coatings industry

Water treatment

Textile and leather industry

Lubricants

Adhesives industry

Construction industry

Paper production

2 Business model

2.2 Business structure

The executive management of Vink Chemicals consists of the Chief Executive Officer (CEO), the Chief Sales Officer (CSO), two Chief Operations Officers (COO), one for each production site, and the Chief Legal Officer (CLO). Everyone represents one or more specific functions dedicated to either sales, operations, legal, IT or finance.

Each member has many years of professional experience in the biocides sector, as some have been part of Vink Chemicals since the company was founded.

Executive management

Chief Executive Officer (CEO)	Chief Sales Officer (CSO)	Chief Operations Officers (COO)	Chief Legal Officer (CLO)
Finance	Marketing Sales R&D	EH&S Quality Production Supply Chain Procurement Supply Chain Logistics	HR Regulatory Affairs Legal & Compliance IT

2.3 Product responsibility

and protecting the environment are top priorities for us. That is why we work in accordance with stringent and unified standards. We hold the ISO 9001 certification for quality compliance and the ISO 14001 for environmental care and have repeatedly passed the relevant audits. Next to this, we have repeatedly received the bronze medal together with the commitment medal from Ecovadis several years in a row, a renowned sustainability ranking for companies.

Responsible handling of our products is a top priority for us, which is why we further invest into our own regulatory and EHS departments. Our regulatory team focuses on compliance with laws and regulations while creating and regularly updating the safety data sheets, consulting customers and the supply chain and expanding the registrations of our active substances and products. Our produced biocides comply with diverse regulatory and technical requirements for a variety of applications. For instance, our products are registered according to REACH (Registration, Evaluation, Authorization and Restriction of Chemicals). Next to this, we are in line with the Prior informed consent (PIC), the Biocidal Products regulation (BPR), the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) and the classification, labelling and packaging of substances and mixtures (CLP) regulation.

Communication with our customers is key. That is why our customers are informed about responsible handling of our products including recommendations for actions in detail and according to their needs.

Furthermore, we hold certifications for EFfCI and GMP for Cosmetic Ingredients and the RSPO certification for a more sustainable palm oil. Next to this, we have the Kosher and HALAL certification.

2 Business model

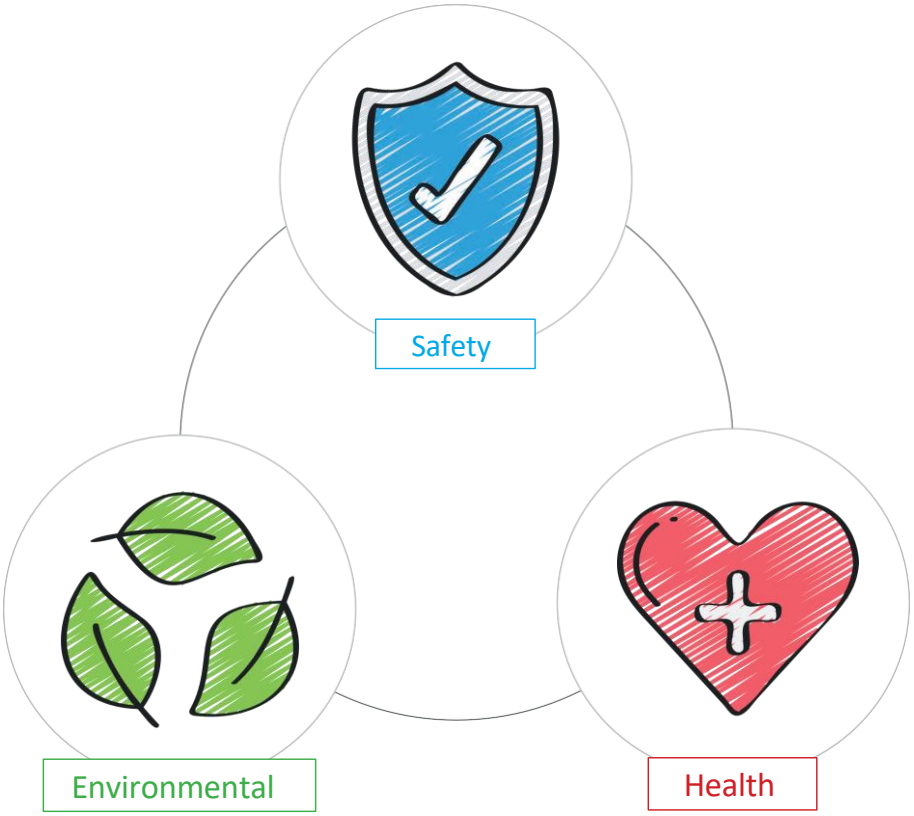
2.4 Anchoring sustainability in the company

In addition to the annual business plan and the current circumstances of the company, the executive management of Vink Chemicals also monitors sustainability issues via the ISO quality management system. The executive management works in line with the Environment, Health and Safety (EHS) department, which focuses on the operational implementation of sustainability projects and processes. All current and long-term sustainability issues are discussed once a month in a meeting with the executive management and the head of the EHS department to regularly update all parties involved and execute effective measures.

In particular, the creation of this report shows that the executive management takes the issue of sustainability seriously, as they decided to proactively continue reporting before the undertaking is legally obliged according to ESRS legislation. Therefore, the executive management is well-informed about the status of the sustainability reporting.

Environmental, Health and Safety Department

The protection of the environment and the prevention of environmental impacts are especially important in the chemicals sector. We pursue the goals of economical use of energy and raw materials, sustainable use of resources, minimization of environmental effects, prevention of waste as well as safe and eco-friendly disposal of all residual materials. Together with our Environment, Health and Safety (EHS) department, we ensure internal expertise in EHS topics. This department bundles the skills of many designated people and is therefore the first point of contact for every employee to discuss and implement projects and processes relating to the environment, health, and safety in the company. As it is important to keep up to date with new laws and regulations in the environmental field, the employees of the EHS department attend training courses on specific topics. If further expertise is required, external experts are brought in.



2 Business model

2.5 Stakeholder analysis and materiality assessment

The executive management regularly analyzes internal and external stakeholders and the inside-outside impact including their views and requirements for Vink Chemicals as part of the sustainability due diligence process. The identified stakeholders and the corresponding requirements can be seen in the following chart:

Based on this analysis, risks and opportunities can be derived. Together with the quality management and other affected departments of the company, the executive management elaborates those risks and opportunities from each stakeholder group. Since not all impacts can be considered at once, the executive management, collectively with the relevant departments, evaluates during the materiality assessment which aspects will be considered in the coming years. Thereby, new measures and specific targets for the coming year are set, based on the views and requirements of the stakeholders.

For instance, in 2023 this assessment led to the decision to conduct an energy audit according to DIN EN 16247-1 to analyze the current energy consumption and use resources more efficiently where possible.

The energy audit was carried out on a voluntary basis and showed that energy consumption is below the industry average. Potential for improvement, such as the replacement of energy-efficient fluorescent tubes with LEDs, will be successively implemented. In the long term, it was recommended to supplement the ordinary electricity consumption with self-generated renewable energy.

Furthermore, a supplier requirements questionnaire was established to get an overview of all suppliers regarding their implemented environmental and social standards.

In the following, the material chapters for Vink Chemicals are addressed, focusing mainly on social aspects regarding our own employees and on environmental aspects, such as operating figures regarding energy consumption and greenhouse gas emissions.

2 Business model

Mapping of stakeholder groups and their requirements

Stakeholders and whether engagement occurs with them and how this is organized, its purpose and how its outcome is considered by the undertaking:

Legal: (local) public authorities, ECHA, BAuA, and EPA (et al): engagement regarding compliance with legal requirements, consideration of environmental aspects, implementation of regulatory requirements, reporting.

Environmental: Government, NGOs, other organizations: way of engagement: organizations name points of criticism regarding sustainability especially environmental consequences and Vink Chemicals takes the advice seriously and check them in their yearly control loops of the companies' processes regarding those.

Political: local municipalities, national parliaments, EU-parliament and national authorities: way of engagement: Discussing industry trends, needs and developments, sharing practical applications of the law. By actively engaging in conversations with political stakeholders, Vink Chemicals can stay on top of the newest developments and shape them.

Economical: customers, suppliers, contract manufacturers, competitors, banks and consultants. way of engagement: stakeholders' concerns: supply chain stability and consistent quality and service; availability of product, competitive pricing, liquidity, sustainable profitability.

Social: Employees: Vink in Motion (employees can name e.g. risk and opportunities regarding sustainability to improve the company), yearly conversations regarding employee satisfaction with each employee, town hall meetings, and implemented whistleblower system outputs and results of these measures are considered by Vink.

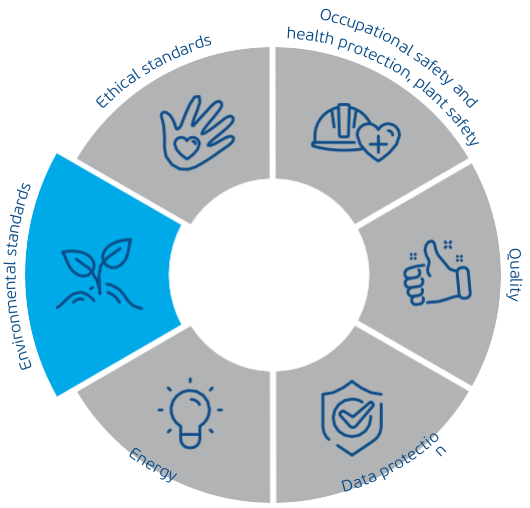
Social: Consumers, neighbors, and customers: our products should contribute to the safe usage of other products and not endanger society during sourcing, production and use; informing neighbors about potential risks and taking their concerns regarding Vink Chemicals' products seriously and trying to overcome those concerns where needed.

Technical: laboratories, institutes, universities and IT: ways of engagement: knowledge transfer e.g. regarding new and more "sustainable" products, trends and innovations, keeping up with technical innovations in production, software, transportation, etc.

3 Environment

3.1 Introduction: Environmental policy

We strive to promote the protection of the environment and the avoidance of environmental pollution. Our goals include the economical use of energy and raw materials, the sustainable use of resources, the minimalization of environmentally harmful effects, the avoidance of waste and using safe and environmentally friendly disposal methods. Our management system helps us to understand the impact of our actions by integrating environmental protection into our processes right from the start and to keep an open dialogue with our stakeholders. Our products belong in expert hands. Our sales partners and customers are advised and trained in how to use them properly on an ongoing basis.

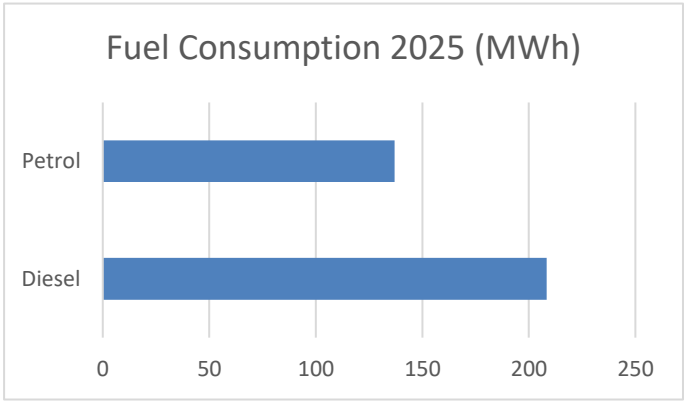


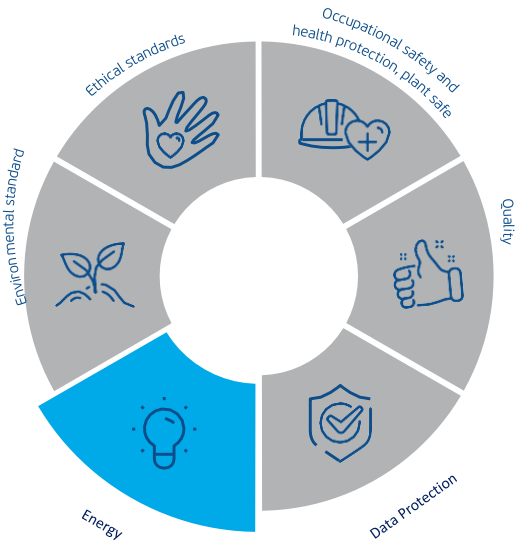
3.2 Climate change

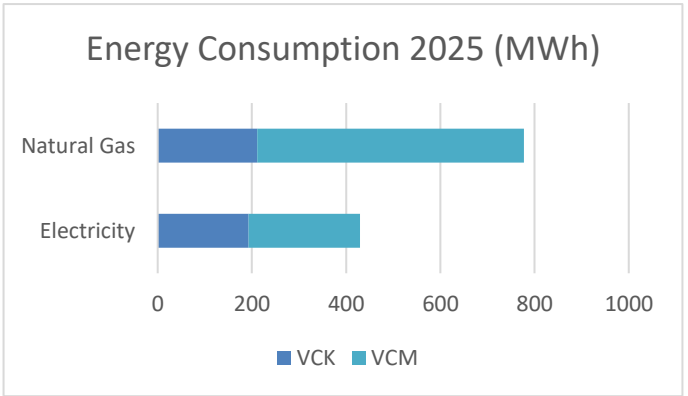
Energy consumption and mix

Energy policy: We strive to reduce our energy consumption in the long term and thus continuously improve our energy-related performance and the energy management system. **Our goal until 2050 is to be CO2-neutral in all our production facilities.** We observe the applicable relevant laws, regulations, official requirements and other demands. The necessary financial, human and information resources are made available to implement effective technological, organizational and behavioral change measures in energy management. We are aware that, despite our best efforts, our activities have an impact on the environment and energy resources. It is therefore our duty to check, monitor and assess these effects and to avoid or minimize them in accordance with the overriding technical and economic conditions. When selecting raw materials, products and suppliers, environmental and energy-related aspects are always considered. In addition to striving for safe and profitable production and the constant improvement of our products, this idea is an integral part of our corporate DNA. Transparency and open communication across all levels of the company make it easier to gain both awareness and understanding of our own employees' energy management systems. We provide our customers with information about the environmental impact of the products we manufacture and the services we provide.

Looking at energy consumption, the company cars use fuel from crude oil and petroleum products, specifically diesel and petrol. Resulting in a total of 345,4 MWh in 2025. Furthermore, a total electricity mix amounting to 429,27 MWh was purchased in 2025. Whereas the consumption of natural gas lead to 777 MWh. The overall consumption levels have stabilized in the past 3 reporting years, reflecting the "back to normal" activity and global turnover.







3 Environment

Greenhouse gas emissions

The analysis of the greenhouse gas emissions was conducted in line with the Greenhouse gas emissions (GHG) protocol. At the time of reporting, the data points for 2025 are unfortunately not yet available. Since we do not guess, but provide real data, we are bound to update this report upon availability of such data.

3.3 Water and marine resources

Water consumption

The water consumption data will be provided in the updated version of the sustainability report, bound this year.

3.4 Packaging resources

Recycled Packaging

Vink Chemicals is striving to reduce its CO2-footprint in any way possible. This is the reason for partnering up with WITT + CO in the purchase of IBC. Witt+Co. have a program for buying reconditioned IBC, i.e. previously used IBC in top condition and cleaned up according to state-of-the-art procedures. One does not always require brand-new IBC produced from scratch. Using reconditioned IBC results in a saving of approx. 100 kg CO2e / IBC. The data for this section shall be updated in the future version of this year's sustainability report.

We are still participating in the **RECONTAINER® System** by Witt + Co., further saving CO2 emissions, by using more "environmentally" friendly IBCs.
We are also **recycling our cuvettes and reagents**, further contributing to a circular economy and enhancing our sustainability on both locations.

URKUNDE

für Ihr

Nachhaltiges Handeln
2025

Vink Chemicals GmbH & Co. KG

Durch die Nutzung unseres Rücknahmesystems für gebrauchte Küvetten & Reagenzien tragen Sie kontinuierlich dazu bei, dass wir eine Verwertungs-quote von mehr als 75 % sicherstellen können.

Hach Lange GmbH

Düsseldorf, im Juli 2025

Daniele Semenza
Geschäftsführer Hach Lange GmbH

ppa. Roland Jezierny
Senior Manager Umwelt & Recyclingzentrum Europa

HACH
Be Right

4 Social

4.1 Guidelines

Ethical standards policy: Fairness and responsibility are the tenets of our work. Respect for human and workers' rights is essential for us. We treat each other and our partners in a loyal and respectful manner. In our global business activities, we condemn all practices that are not based on trust, integrity, and fairness. We oppose all forms of corruption and unfair competitive practices. Occupational safety, health and environmental protection, beyond the product and process chain, play a vital role at Vink Chemicals. These standards are required to be shown by our employees and all people acting on our behalf. In all our regulations, we are always guided by the laws of the country in which we operate.

We strictly adhere to the UK Modern Slavery Act 2015 and ensure transparency and accountability throughout our supply chain. Our company unequivocally prohibits any form of slavery, prison, force, or compulsory labor. (Foreign) workers employed by us are never forced to work against their will. We strictly adhere to a minimum employment age of 16 years, and if local laws require it, we adhere to even higher age standards.

In our hiring processes, we make decisions based solely on a person's qualifications for the position. Discrimination based on race, color, sex, nationality, religion, age, maternity or marital status is categorically excluded in all decisions regarding hiring, salary, benefits, promotion, disciplinary action or termination.

Regarding working hours, we guarantee that employees' working hours comply with local laws. Our commitment is clear: no employee will ever be forced to work more than sixty hours per week or more than six days in a seven-day period. Furthermore, our employees are free to refuse to work overtime without facing dismissal, penalty or sanction.

In terms of salary, we adhere to local and global wage standards and surpass them. 100 % of our employees earn far above the (current) minimum wage established in Germany (12,82 € p.h.) to ensure a motivated staff that can take care of their families.

In our pursuit of inclusion, we have appointed a Disability Officer who is responsible for coordinating all actions related to this important aspect of our business.

The safety and health of our employees are paramount. We are passionate about maintaining a safe and healthy working environment in all our facilities and strictly comply with all applicable laws and regulations governing working conditions. Therefore, Vink has an internal specialist for occupational safety.

Furthermore, regular safety rounds are conducted at our production sites by the responsible production managers with the support of the commissioned officers (safety, fire protection, environment). This indicates that safety is important for Vink Chemicals since it is not externally outsourced by a consultant, because it is internally implemented via the EHS department.

Transparency is key to our commitment to social responsibility. We actively communicate our policies and commitments through various channels, including our website, customer enquiries and regular updates to our employees. In addition, our employees have 24/7 access to our policies through our cloud system SharePoint.

4.2 Employee promotion and development

We are committed to social responsibility, especially when it comes to our valued employees. We value their growth and development through continuous learning and knowledge sharing. Our innovative culture encourages every team member to contribute their ideas, fostering creativity and continuous improvement.

Our „Vink DNA" embraces innovation, kaizen, and a suggestion culture that welcomes diverse ideas, even if they challenge the status quo.

In addition, our works council in Memmingen plays a key role in employee engagement and holds regular meetings to discuss various topics such as company holidays and work-life balance. Furthermore, collecting feedback through surveys on working time models and employee satisfaction in the sales department helps us tailoring our measures to the need of our workforce.

„Vink in Motion" is a dynamic initiative we launched in 2022. It underlines our commitment to innovation. We invite all our employees to actively participate in this program, which provides a platform to propose new ideas, stimulate improvements and identify opportunities for Vink Chemicals.

We encourage our employees to contribute their ideas through various channels, including mailboxes in Memmingen and Kakenstorf, team channels and forms. These ideas are carefully reviewed at regular intervals, and we provide feedback to the idea creators on their status. Whether it's a small adjustment to the work environment or a significant change in processes, we believe that innovation can come from anywhere and anyone.

Once a year, mandatory environmental training is organized for all employees. This comprehensive training program covers various aspects such as current certifications, environmental indicators, waste management practices and understanding one's carbon footprint. The main objective of this initiative is to raise employees' awareness of environmental issues and deepen their knowledge in this area. By providing its employees with a deeper understanding of environmental issues, the company aims to foster a culture of sustainability and continuous improvement. Through these annual training courses, employees are empowered to contribute to the company's efforts to minimize its environmental impact and promote an environmentally conscious workplace.

Safety is paramount, therefore annual mandatory occupational safety training is conducted ensuring a safe working environment. This includes, among other things, topics such as the organization of occupational safety, the hygiene concept, emergency management, such as behavior in the event of fire or first aid, potential hazards in the company or also the handling of hazardous substances if employees could encounter them. To protect our employees and our business from cyber threats, we provide regular mandatory data protection and data security/cyber security training.

Our commitment to social responsibility starts with our employees: We encourage their development, support innovation and ensure their safety and well-being. We are committed to their success and satisfaction, which will lead us to a better and more sustainable future.

4 Social

4.3 Whistleblowing system

We back up our words with actions, especially when it comes to our employees' well-being and concerns. We believe in fostering a workplace where transparency and accountability are paramount. Below you will learn how we maintain our commitment to our employees:

Whistleblower system

In our relentless pursuit of social responsibility, we have established a robust whistleblower system. This system serves as a grievance mechanism that allows our employees, customers, suppliers and other stakeholders to raise their concerns and complaints anonymously. The system is easily accessible through a dedicated link on our website and ensures that anyone with a concern can report it in confidence and full anonymity.

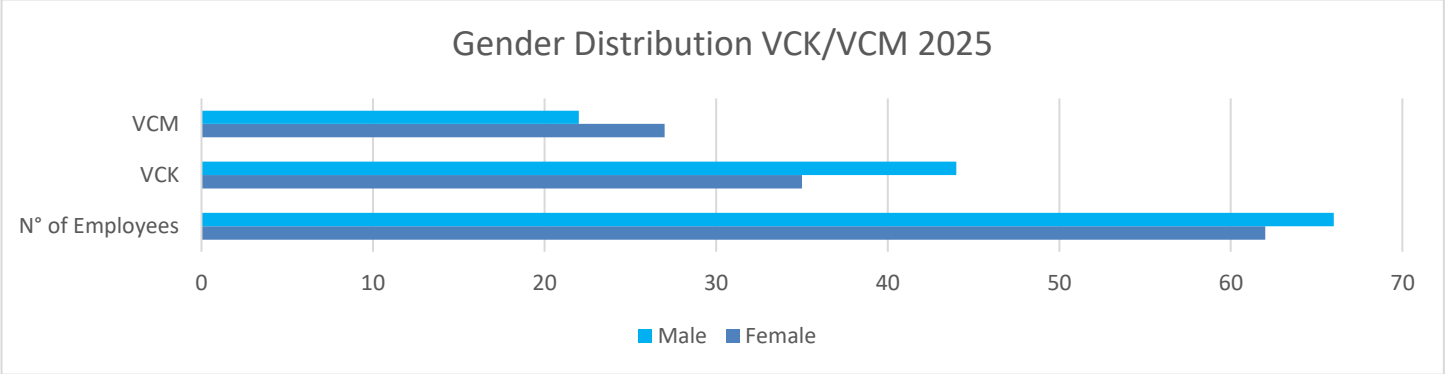
Regular briefing

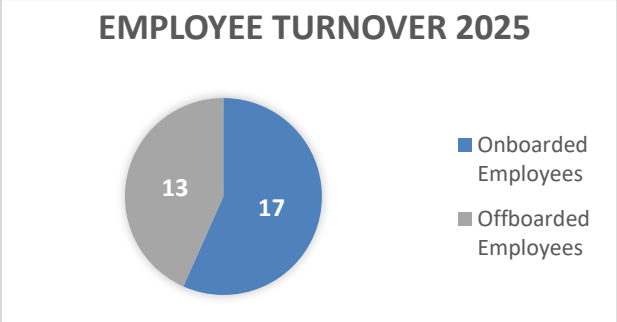
We want to ensure that all our staff are familiar with this important resource. Therefore, we conduct regular training for all staff to educate them about the whistleblower system and its importance. These training courses encourage our employees to come forward if they witness any wrongdoing, ensuring a safer, fairer and more transparent workplace.
We are proud to declare that we did not have any whistleblowing incidents for the year 2025.

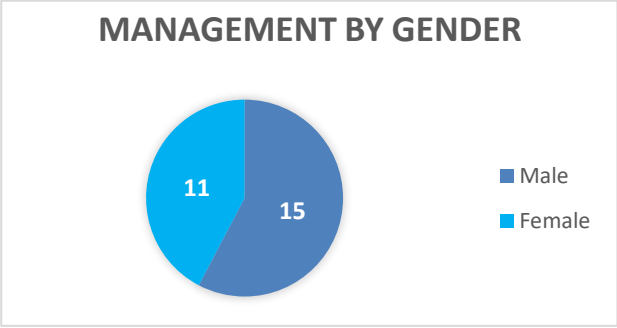
4.4 Staff composition

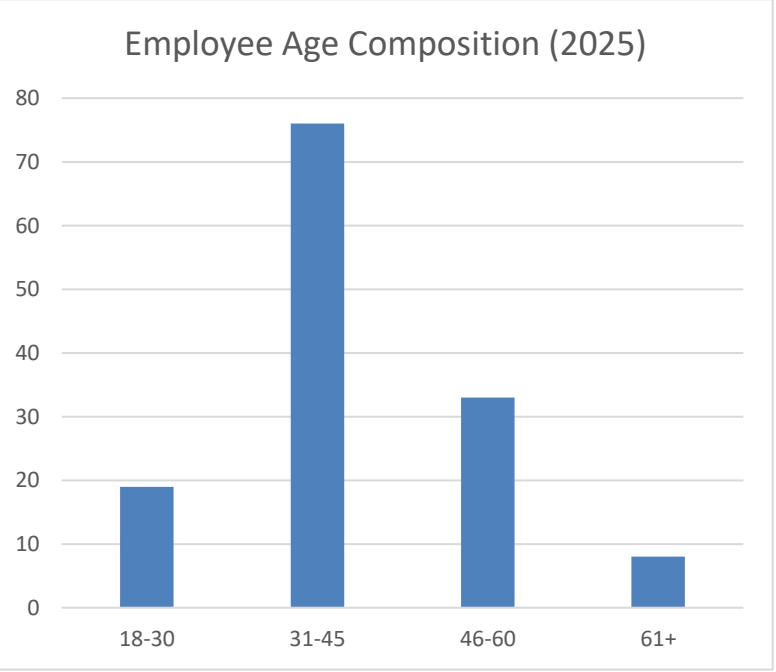
The graphical representations presented below depict our multi-faced staff composition. The variety of information presented ranges from location and gender distribution to the age structure of the workforce. These visual aids serve to present employee characteristics in a transparent and easy-to-understand manner. They not only show the quantitative distribution of employees in different categories but can also serve as a starting point for a more in-depth analysis of employee profiles.

The wide range of chart types underlines the importance of characterizing employees to develop targeted human resource strategies and increase company performance. We boast around 140 employees globally with around 27 nationalities in very diverse age groups. From a gender perspective, we globally achieved almost perfect balance (~50%) between genders with a change in management functions so that there is a slight lead by male management (~58%), which coincides with our growing production apparatus, typically chosen by men.









4 Social

4.5 Health and (social) security

Occupational safety policy: For us, the safety and health-based design of our work is a necessary basis for the success of the company and the well-being of our employees. Occupational and plant safety, health protection and the humane design of work in our company have the same priority as the technical and business goals. Everyone in the company has an obligation to take the necessary measures to prevent injuries and illnesses. Our security management is continuously monitored, regularly evaluated and further developed.

We consider proactive health management to be an integral part of our corporate culture. That's why an internal occupational health and safety committee is established and active in our company.

To this end, we conduct both mandatory and voluntary health screenings that ensure early detection and prevention of potential health problems. Our employees benefit from skin health checks for those doing extensive wet work, health checks for forklift truck drivers, respiratory screenings and protective measures for those exposed to carcinogens and mutagens.

Furthermore, Vink Chemicals provide adjustable workstations to promote ergonomics and reduce the risk of workplace-related health problems. Employees have the option to customize their workplace to ensure optimal comfort and promote physical well-being.

Furthermore, we offer comprehensive social benefits such as a job bike, accident insurance that protects our employees around the clock, both professionally and privately, and a company pension scheme. These initiatives not only improve the social protection of our employees but also contribute to their financial security during retirement.

When it comes to safety statistics, we are proud to say that there were no fatalities due to work-related injuries or illnesses in our company in 2025. We take a rigorous approach to safety. During the year, 10 cases of first aid and 2 work-related injury or illness were reported, which is a reduction by 50% compared to 2024.

In terms of social security, all our employees are covered by government programs that protect them from loss of income due to major life events such as sickness, unemployment, occupational injury, disability, maternity leave and retirement.

4.6 Work-Life-balance

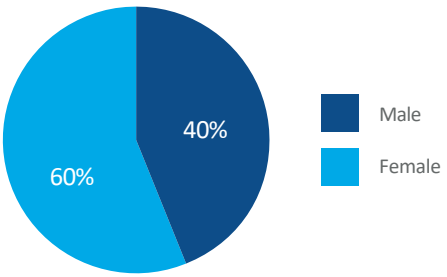
We recognize the importance of work-life balance as the cornerstone of our commitment to the well-being of our employees. We believe that a harmonious work-life balance is essential for a healthy and thriving workforce.

Under German law, all our employees have the right to take family-related leave when needed. This ensures that they can fulfil their professional obligations while meeting family commitments and maintaining their private lives.

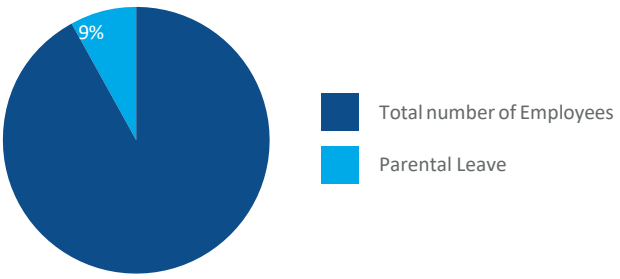
We are proud to report that a significant percentage of our eligible employees have taken these family-related leaves, especially parental leave. In 2025, ~9 % of our employees took parental leave, demonstrating our high commitment to supporting families in our workforce. Notably, 40 % of those who took parental leave were men, underlining our commitment to gender equality and shared responsibility in family life. Please note that only employees with small children may opt for parental leave, which is statutorily guaranteed. From those, a vast majority took one or more months of parental leave.

In addition, we understand the importance of flexibility in modern working environments. We offer home office and allow our employees to work from home with the guidance and approval of their supervisors. This option allows our employees to better manage their working hours, reduce the stress of commuting and achieve a better work-life balance. Of course, it is important to mention that it must also be possible to work in a home office. For instance, in the production department this is predominantly not the case.

Gender Distribution of Parental Leave



Parental Leave



5 Governance

5.1 VINK-DNA

At Vink Chemicals, we follow a unique corporate philosophy represented by our four core values. Each letter of our name reflects one of these values and together they form the foundations of our Vink Chemicals corporate culture. In the following section, the four core values - V for „Value," I for „Innovation," N for „Nexus" and K for „Kaizen" - are explained in detail.

Value

We create and capture value for all our stakeholders. With our products, we add value to our customers, ensuring availability, providing quality, in-time delivery, and promoting cross-selling throughout our entire portfolio. We encourage brainstorming and an open-minded attitude, to find the best solution for all our customers' challenges. We believe in our customers and our customers trust us, as we hold ourselves accountable to the highest safety standards. Increasing our profitability is important, but we go beyond that. We believe that everybody is an entrepreneur – therefore, your know-how and experience will make a huge impact and difference in your job. We believe in you – you ARE the company. We want you to know that we support you and value your ideas and feedback. We encourage you to fail, because we know you will find the most valuable solution in the end. Together, we will develop our competency and consistently over-perform.

Innovation

If you do not go with the times, you will go in time. We live in a fast-paced, ever-changing world. Therefore, we need to be agile, flexible, and open-minded. Changing mindsets – ours and our partners '- influencing trends and anticipating the future are key factors for long-term success. We know the lay of the land; we understand our customers and we understand our competitors. Our speed to market is on par with everyone. We love digitalization, we love curiosity, and we keep our knowledge up to date. This ensures marketable, cutting-edge solutions, winning the day. Our people boast creativity, curiosity and we foster the spirit of innovation. Our „suggestion culture "is open to all ideas and we will leave no stone untouched until we find the best solution, even if it means breaking the mold, examining all procedures and shattering the glass ceiling. No structure, no process is perfect, but we will surely try to find the most useful one by enabling you to freely consider all paths.

Nexus

If you want to go far, go together – the sum is more than its parts! Our nexus, i.e., our global network, and inter-connectivity throughout the entire value chain supports our customers so that they can effectively perform in their businesses. We provide information up-front through regular updates to strengthen our partnerships and develop them into symbiotic relationships. Throughout our company, we exchange information between people and processes freely. Our internal- network and collaborative spirit builds a collective intelligence and fosters inter-dependency. Nothing can work alone – you are only as strong as the weakest link. All our employees embody inclusion, open communication, integration, collaboration, and teamwork. We are one community and support each other through good and difficult times with constructive feedback and an open culture of discussion.

Kaizen

Make it better. Then, make it better, again! Together with our customers, we find out what matters most. We will go any extra mile required, as even small changes have great effect (MINIMAX principle). We wish to create awareness that every product and service can be made better, and any relationship can be improved and deepened, if you ask the right questions and arrive at the right conclusion. We leave no stone untouched in our search for continuous improvement. We avoid waste in all its facets. We value deep self-reflection and a growth mindset. We all can change our behavior if we embrace growth. We simply know that our employees are talented and deserve to develop and hone their skills to the highest level. We want you to focus on the things that matter, to work dynamically and to constantly Improve and re-invent yourself. We know that you have many ideas how to make things better – we cannot wait to hear from you!

5.2 Ethics in the supply chain: ensuring fair and responsible practices

At Vink Chemicals, we are committed to sustainability, and this commitment goes beyond our actual operations. It influences the way we work with our suppliers, our strict anti-corruption stance and our approach to political engagement. Below is an overview of our responsible practices in these areas. In terms of our suppliers, we are also guided by the Vink policies already mentioned.

Supplier relationship management

We place great emphasis on ethical sourcing and work with suppliers who share our social and environmental values. This means ensuring a strict ban on forced labor in our supply chain and considering environmental factors when selecting our suppliers. We require each of our suppliers to complete a comprehensive supplier assessment questionnaire. This questionnaire covers various aspects, including questions on ISO standards and certifications such as RSPO. It is important to note that compliance with these standards and certifications is not mandatory for our suppliers. This part of our assessment serves as an informative snapshot of their current practices. The following section of the questionnaire addresses the areas of ethics, sustainability, health and safety and addresses critical aspects such as the location of production sites in regions with a high risk of natural disasters such as earthquakes, floods or storms.

Prevention and detection of corruption and bribery

To maintain the highest standards of integrity in our company, we have established an internal reporting system, as mentioned earlier. This system enables employees and stakeholders to report any suspicion of corruption or unethical behavior, which is then promptly and thoroughly investigated.

No confirmed incidents of corruption or bribery

We are pleased to report that there were no confirmed incidents of corruption or bribery within our organization during the reporting period. This underlines our consistent commitment to ethical behavior and transparency.

Political engagement and lobbying activities

Vink Chemicals engages in politics only without lobbying activities. We do not seek to influence political decisions or policy-making processes through lobbying. Instead, we focus on conducting our business ethically and in line with our core values.

5.3 Information for local communities via flyer

Open and constructive dialogue with the communities affected by our production sites is a fundamental part of our commitment to responsible business practices. When community members raise concerns about our production sites, we actively engage in conversations to address their questions and inform them of potential risks. It is important to us that our neighbors are well informed about the safety measures we take to mitigate these risks.

We place great emphasis on full transparency, and a section of our website serves to inform the public about such incidents. We also provide a comprehensive flyer on our website that contains detailed information about our company, its operations, values and our unwavering commitment to safety and environmental responsibility.

Our aim is to maintain strong, open relationships with our local communities, prioritizing safety and ensuring that information is easily accessible to all interested parties. We believe that through active communication and transparency we can build trust and work together towards a safer and more responsible future.

6 Partnerships, corporations and regionality

6.1 Whale sponsorship

Vink Chemicals provides valuable support to the Whale and Dolphin Conservation (WDC) organization with two significant sponsorships. The first sponsorship is dedicated to the protection of harbor porpoises, the only whales native to the North and Baltic Seas. These are exposed to various threats, including fishing, underwater noise, plastic waste and shipping traffic. Vink Chemicals has committed to the protection of these toothed whales, which grow up to 2.50 metres in size, by sponsoring them.

In addition to its commitment to porpoises, Vink Chemicals also sponsors a female humpback whale called SALT. This female humpback whale has been under the watchful eye of the WDC for 46 years and stays mainly in the Gulf of Maine, where she has given birth to at least

14 calves. Humpback whales, known for their impressive size of up to 15 metres, play a crucial role in the Earth's ecosystem. Their excreta fertilize the phytoplankton at the ocean surface, produce oxygen, sequester carbon in the ocean and form the basis of the food chain for fish stocks.

Vink Chemicals emphasizes the importance of this commitment to these remarkable animals and their role in maintaining the ecological balance. Protecting the environment is one of the fundamental values of our company. Vink Chemicals gives top priority to sustainability and focuses on the responsible use of resources, minimizing environmentally harmful impacts and disposing of residues in an environmentally sound manner. Each of the two sponsorships comes with a generous donation of 2,500 euros to support the important work of the WDC.

6 Partnerships, corporations and regionality

6.2 Sponsorship Books Fire Brigade / Police Union

At Vink, we care deeply about safety in our communities. For over five years, we have financially supported the First Aid for Children project.

This project provides a coloring and workbook to teach primary school children about first aid. Knowing how to help in emergencies can save lives, and we believe it is important to impart this knowledge to even the youngest children.

The coloring book is produced by the air rescue station Christoph 29 Hamburg e.V. and distributed free of charge to third and fourth graders in the areas where the rescue helicopter Christoph 29 operates. Our sponsorship makes this possible.

It is important to note that the coloring book does not replace first aid training. It is a fun way for children to learn basic life-saving skills at an early age.

By supporting the First Aid for Children project, Vink is showing its commitment to a safer and more sustainable future. We are proud to be part of a community that cares about the well-being of children and equips them with basic knowledge.

Vink Chemicals also sponsors the Criminal Police of Lower Saxony for a project going directly into awareness booklets/brochures regarding the prevention of sexual and physical abuse of children and other preventive measures. We also sponsor the German Police Union, which funds a project about awareness in traffic situations (coloring workbook for children and brochures).

DPolG
DEUTSCHE POLIZEIGEWERKSCHAFT
im DBB
Bundespolizeigewerkschaft
Bundesgeschäftsstelle Berlin

6.3 Production sites stay in Germany

At Vink Chemicals, we attach great importance to regionality. As a result, we are convinced of Germany as a business location and there are several reasons for this.

We create long-term jobs in the Memmingen and Kakenstorf regions through the production sites located there.

Furthermore, logistics and transport can be made more efficient, dependence on companies from other countries is reduced, and it is possible to plan and react more reliably and flexibly.

In addition, the motto „Made in Germany“ is still a sign of quality, especially outside Europe. The production of preservatives and disinfectants is very strictly regulated and monitored within the EU. Thus, we can and must ensure that the highest safety and quality standards are implemented and applied. Due to shorter transport routes and modern, energy-efficient production and building technology, we also sustainably reduce our carbon footprint by minimizing long global transport routes via transportation vessels.

7 Final Remarks

7.1 Recognition and gratitude: appreciation for our employees, partners and stakeholders

Dear employees, partners and stakeholders,

It is with deep appreciation and sincere gratitude that we conclude this fourth Sustainability Report. It is a great pleasure to share with you our progress and efforts in all areas of our business. Your dedication, support and commitment are helping us to take significant steps towards a more sustainable future.

Our journey towards a greener, more socially fair world would be impossible without your commitment. You are all the driving force behind our successes. Your dedication and ideas inspire us every day to find new ways to bring about positive change.

We deeply appreciate your support and are grateful for the partnership we enjoy. Together we have maintained our sustainability aspirations on a high level. Your contributions help us not only to act more responsibly, but also to preserve a livable environment for future generations.

Let us continue to work together, continue to develop innovative solutions and continue to pave the way for a more sustainable world. Your dedication and commitment are essential, and we are confident that through our collective efforts we can make a positive impact.

With heartfelt appreciation and deep gratitude,

Vink Chemicals GmbH & Co. KG

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