

SUSTAINABILITY STATEMENT

Sustainability at Kurt Obermeier GmbH

As a company operating in the chemical industry, we recognize our responsibility towards the environment, society, our employees, customers, and business partners. Sustainability at Kurt Obermeier GmbH is not a standalone initiative but an integral part of our corporate strategy and daily business operations.

We strive to combine economic success with environmental responsibility, social commitment, and responsible corporate governance. In pursuing these objectives, we are guided by the fundamental principles of the international Responsible Care® initiative of the chemical industry and by the framework of the German Sustainability Code (DNK). This orientation supports our systematic approach to sustainability and drives continuous measurable improvement.

Our Commitment

We are dedicated to:

- reducing our environmental impacts on a continuous basis;
- using natural resources responsibly;
- protecting the health and safety of our employees, customers, and partners;
- respecting and promoting human rights and fair working conditions;
- promoting ethical and compliant business conduct;
- integrating sustainability requirements into our supply chains;
- providing transparency regarding our sustainability activities and progress; and
- regularly reviewing and further developing our sustainability objectives.

We are committed to complying with applicable environmental legislation and other relevant obligations applicable to our organization.

Environment and Climate Protection

Environmental and climate protection are key elements of our sustainable business approach.

We continuously work to:

- use energy efficiently;
- reduce emissions;
- avoid or recycle waste;
- minimize environmental impacts; and
- systematically manage risks to people and the environment.

Environmental considerations are integrated into our business processes and regularly evaluated in order to identify and implement opportunities for improvement at an early stage.

Health and Occupational Safety

The health and safety of our employees are of paramount importance.

We foster safe working conditions through:

- preventive occupational health and safety measures;
- regular training and awareness programs;
- continuous assessment of risks and hazards; and
- ongoing improvement of our safety standards and practices.

Our objective is to maintain a corporate culture in which safety, responsibility, and mutual respect are fundamental values.

Responsibility Towards Our Employees

Our employees are the foundation of our success.

We promote:

- equal opportunities and respectful collaboration;
- education, training, and professional development;
- personal growth and career development opportunities;
- open communication; and
- a corporate culture that values diversity and mutual respect.

Discrimination, harassment, and any form of unequal treatment are not tolerated within our organization.

Sustainability in the Supply Chain

We expect our business partners to embrace the same principles of responsible conduct that guide our own operations. Accordingly, sustainability considerations are increasingly integrated into our procurement and supplier management processes.

This includes expectations regarding:

- human rights;
- fair labor practices;
- environmental and climate protection;
- occupational health and safety; and
- compliance and business integrity.

Our goal is to build long-term, trusted partnerships based on shared values and mutual responsibility.

Integrity and Responsible Corporate Governance

Trust is the foundation of sustainable business success.

We strictly reject corruption, bribery, and unfair business practices and expect the same standards from our business partners.

Integrity, transparency, reliability, and compliance with applicable laws and regulations form the basis of our business conduct.

Management Systems and Continuous Improvement

We view sustainability as an ongoing process of continuous improvement.

The implementation of our sustainability objectives is supported by established management systems and structured processes. We use performance indicators, objectives, and regular reviews to measure progress and identify opportunities for further improvement.

Transparency and Stakeholder Dialogue

Open and constructive dialogue with employees, customers, suppliers, authorities, and other stakeholders is an important element of sustainable development.

We communicate transparently about our activities, objectives, and progress and continuously evolve our sustainability strategy.

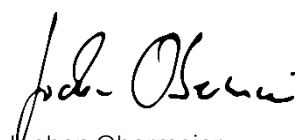
Statement of the Management Board

The management of Kurt Obermeier GmbH is expressly committed to responsible and sustainable corporate leadership.

We regard sustainability as a long-term commitment and will continue to advance our performance in the areas of Environmental, Social, and Governance (ESG). Responsibility for implementing our sustainability objectives rests with the Management Board and the respective departments.

This statement is reviewed regularly and updated as necessary.

Bad Berleburg, August 21, 2026



Jochen Obermeier
CEO, Kurt Obermeier GmbH

Kurt Obermeier GmbH aligns its sustainability activities with the principles of the Responsible Care® initiative and the framework of the German Sustainability Code (DNK). Unless explicitly stated otherwise, this statement does not constitute a certification, award, formal endorsement, or membership recognition by the respective organizations.