BÜFA

New chemistry.

BÜFA in transition

Shaping transformation responsibly

Sustainability Report 2025

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General information

About this report (GRI 2-2, 2-3, 2-4, 2-5)

The BÜFA Group's 2025 Sustainability Report documents progress in the areas of environment, social affairs and governance along the entire value chain. It is based on the GRI standards and the UN Sustainable Development Goals (SDGs) and was prepared in close cooperation with all divisions of the company. The aim is to create transparency and to present the strategic integration of sustainability in all corporate processes.

BÜFA is an independent, medium-sized chemical company with business areas in chemicals, cleaning and composites. Its business model combines economic success with social responsibility. Sustainability is anchored in all processes – from raw material selection to production and services – with a focus on resource efficiency and emission reduction.

The report covers the 2025 financial year, supplemented by comparative data from previous years, and addresses non-financial topics and long-term projects. The reporting covers the entire value chain and maintains a balance between transparency and data protection. BÜFA recognises existing uncertainties in ESG data and is working to improve them.

The report is produced annually in collaboration with Sustainability Management, Corporate Marketing & Communication and the operating units. Content is reviewed internally and submitted to management and the advisory board; there is no external review. **Yvonne Burmann** (content) and **Sarah Klosek** and **Dr Anette Koch-Wegener** (editing) are available to answer any questions.

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Corporate responsibility

(GRI 2-1, 2-6, 2-9, 2-22, 2-12)

The BÜFA Group is an independent, medium-sized chemical company based in Oldenburg with an international focus. Since 1883, BÜFA has stood for innovation, quality and responsibility. The parent company, BÜFA Holding, is wholly owned by the Wuppermann-Kolwey family.

The business model is based on the development, production and distribution of chemical products and system solutions in accordance with the highest quality and safety standards. Under the guiding principle of "New chemistry", BÜFA focuses on resource-saving products and innovative solutions that combine ecological and economic requirements. Safety and protection for employees and customers are the top priority. Sustainability is anchored in all processes of the value chain – from raw material selection to production and logistics to customer services. The aim is to increase the proportion of environmentally friendly materials, reduce emissions and increase resource efficiency.

The strategic direction is determined by the owner family. It is implemented by the BÜFA Management Team (BMT), which meets monthly and consists of the CEO, CFO, managing directors of the business units and the head of human resources and legal affairs. The chairman is Felix Thalmann (CEO). In addition, management teams in the business divisions and the BÜFA management circle ensure operational implementation and group-wide exchange.

The Advisory Board supports the company management as an advisory and supervisory body. It reviews strategic guidelines, investments and transactions requiring approval.

Strategic planning takes place in annual strategy meetings of the BMT with five-year targets and interim targets, which are reviewed regularly. The BMT reports on progress to the Advisory Board four times a year.

Sustainability is an integral part of all management and control processes and is taken into account in strategic and operational decisions. In this way, BÜFA ensures that economic, ecological and social aspects are balanced in the company's development.

Stakeholder Dialogue & Material Topics

(GRI 2-29, 3-1, 3-2)

BÜFA maintains a continuous dialogue with relevant stakeholders in order to align the group of companies for the future and take regulatory requirements into account at an early stage. The exchange takes place via personal conversations, questionnaires, trade fairs, works meetings and the BÜFA2GO app as a digital communication platform. In addition, structured discussions are held with the advisory board. BÜFA also maintains regular contact with suppliers and actively participates in trade associations, networks and working groups to promote knowledge transfer and joint solutions.

The materiality analysis is based on several years of development: following surveys of employees, the advisory board and suppliers (2022) and the inclusion of the customer perspective (2023), it was expanded in 2024. The results of the risk analysis, requirements from the EcoVadis assessment and findings from industry working groups were integrated. In this way, BÜFA ensures that its sustainability strategy meets stakeholder expectations and future requirements.

Accordingly, the following focus topics emerged for BÜFA in 2025:

Environment

- Emissions reduction & responsible use of energy
- Waste reduction
- Responsible use of water
- Sustainable and innovative products

Social

- Safety at our sites for employees and guests
- Development and qualification of employees

Governance

- Digitalisation for international cooperation
- New certifications for products and sites

The measures and actions relating to these topics from 2025 are presented in this report.


BUFA


BUFA

Foreword

The chemical industry is undergoing a period of profound transformation. Digitalization, geopolitical uncertainties, and the demands of the green transition are bringing about lasting changes to markets, technologies, and value chains. For the BÜFA Group, sustainability is therefore not an isolated area of focus, but a central component of our long-term corporate strategy that influences all divisions and activities.

Foto: Harry Köster

Foto: Harry Köster

Our corporate values, which have formed the foundation of our actions for nearly three decades, provide guidance and reliability. They shape the way we develop innovations, take responsibility, and drive our company's growth.

The year 2025 and the coming years will be marked by continuity and change: With the transition in leadership, a new chapter begins, while our core strategic principles remain unchanged.

> „Digitalization and sustainability are no longer just 'nice to have'—they are strategic 'must-haves'",

emphasizes outgoing CEO Felix Thalmann.

> „Both areas ensure our competitiveness and enable us to remain resilient and future-proof even in a volatile environment."

Regardless of challenging external conditions, the BÜFA Group is pursuing a clear goal: climate neutrality by 2030 in Scope 1 and 2.

Against this backdrop, BÜFA is increasingly focusing on sustainable technologies and future markets—from resource-efficient production processes and water treatment solutions to recyclable materials.

> „Innovative, sustainable products are a central component of our strategy,",

explains the new CEO, Dr. Moritz Fichtmüller.

> „We see long-term opportunities for sustainable growth, particularly in structurally stable sectors such as infrastructure, food, energy, and healthcare."

This report shows how we are actively shaping this transformation, the progress we have made, and the goals we have set for the coming years. We view sustainability as an ongoing development process—driven by innovative strength, corporate responsibility, and the commitment of our employees at all BÜFA locations across Europe.

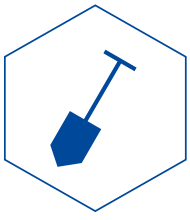
Company profile of the BÜFA Group

(GRI 2-1, 2-6)

The BÜFA Group is a medium-sized, independent chemicals company operating internationally in the sectors of chemicals, cleaning and composites. Guided by high ethical standards, BÜFA fosters fair and collaborative partnerships with customers, suppliers and the public. The company impresses with innovative, resource-efficient products and system solutions and is strictly guided by the principle of sustainability. BÜFA is committed to 'New chemistry' and combines economic efficiency with social responsibility.

The parent company of the BÜFA Group is BÜFA Holding (BÜFA GmbH & Co. KG), based in Oldenburg. The three business divisions, along with their respective sites, are wholly-owned subsidiaries of BÜFA GmbH & Co. KG. The company is wholly owned by the family of owners. The company is managed by a managing director appointed by the family.

Facts & figures

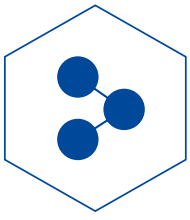


1883

Founding

755

Employees



3

Business divisions

15

Locations

By 2025, the BÜFA Group was operating from 15 sites spread across 13 cities in 10 countries.

Holding	Oldenburg (DE)	1
Chemicals	Hude (DE)	2
	Oldenburg (DE)	1
	Almelo (NL)	3
Cleaning	Oldenburg (DE)	1
	Roosendaal (NL)	4
	Jarfalla (SE)	5
	Trondheim (NO)	6
Composites	Rastede (DE)	7
	Helsinki (FI)	8
	Sabadell (ES)	9
	Danzig (PL)	10
	Tallinn (EE)	11
	Manningtree (UK)	12
	Valkenswaard (NL)	13
	Vienna (AT)	14

Environmental responsibility

Emissions & energy

Goals and achievements on the path to climate neutrality

BÜFA has already achieved significant successes in 2025: the switch to LED lighting is well advanced at all locations, electromobility is being continuously expanded, and significant CO_2 reductions of 237 tonnes have been achieved in Scope 1 and 2 compared to 2024.

BÜFA pursues a holistic strategy for energy conservation and emission reduction, which includes technical modernisation, the expansion of renewable energies, electromobility and innovative energy storage technologies. These measures are intended to increase operational safety, reduce costs and create the conditions for a climate-neutral future.

Battery storage as a key technology

In 2025, BÜFA has been intensively exploring possibilities and concepts for the use of battery storage systems that enable the time-delayed use of photovoltaic electricity, cap load peaks and relieve grid capacities. They are essential for the economic and technical realisation of the electrification of heating and mobility and contribute to grid stability. Battery storage supports the expansion of PV capacities, the electromobility strategy and the decarbonisation of heat supply. It also forms the basis for future concepts such as energy sharing and strengthens the sustainable energy infrastructure at BÜFA. Challenges remain due to the approved connection and feed-in capacities at the sites.

Energy-efficient renovation and expansion of renewable energies

Investments in the energy-efficient refurbishment of buildings are planned for the BÜFA Cleaning Netherlands site in Roosendaal and the BÜFA Composite Systems site in Rastede. In addition to the expansion of electromobility, renewable energies and alternative heating technologies are key levers for reducing emissions in Scope 1 and 2. A structured roadmap for implementation is being developed for 2026.

Modernisation of building management systems at BÜFA Composites in 2026

The building management system at the BÜFA Composite Systems site in Rastede is being comprehensively modernised to replace outdated systems and increase energy efficiency by up to 30 per cent. All sensors, actuators, controls and valves are being replaced, the existing control cabinets are being replaced by a central control system and data transmission is being switched to new cables. The new technology controls heating, ventilation and air conditioning efficiently using sensor data and optimises energy use, which leads to a reduction in gas consumption.
The new technology is designed to meet modern energy management requirements and enable the use of subsidies.

The modernisation not only contributes to increased energy efficiency, but also makes a significant contribution to occupational safety. The new control technology enables faster response times and improved connectivity to safety-related systems, allowing potential risks to be identified earlier and appropriate measures to be taken more quickly. In addition, the user-friendly interface makes it easier for more employees to access the system without the need for additional special training. This increases operational redundancy and resilience and reduces the likelihood of operating errors. Overall, modern building management technology strengthens both the safe operation of the systems and the protective measures for personnel, thereby supporting the continuous development of a responsible safety culture.

Reducing CO_2 emissions and using energy efficiently are central priorities at BÜFA. Through a combination of technological modernisation, expansion of renewable energies, electrification and innovative storage solutions, a robust, sustainable and climate-friendly energy supply is being established step by step.

The progress made to date and the measures planned show a consistent, systematic and long-term path towards climate neutrality.

Why battery storage?

- *Increasing self-generated electricity production through PV > More self-consumption instead of feed-in*
- *High grid electricity prices, especially outside PV generation times*
- *Limited grid connection and feed-in capacities at several locations*
- *Preparation for rising electricity demand due to heat pumps and e-mobility*

Our benefits

- *Time-shifted use of PV electricity > lower electricity costs*
- *Peak load capping for charging stations and production processes*
- *Relief for the grid and avoidance of expensive grid up grades*
- *Buffer for future electrification (heating, fleet, production)*
- *Strengthening grid stability through rapid responsiveness*

Connection to other energy measures

- *Optimal use and expansion of PV capacities*
- *Support for the e-mobility strategy (cars and, in the future, lorries)*
- *Enables decarbonisation of heating (heat pumps)*
- *Complement to future concepts such as energy sharing*
- *Contribution to a robust, sustainable energy infrastructure at BÜFA*

Modernised exhaust gas purification in practical use: effects on the environment and operations

The 2024 sustainability report already mentioned the replacement of the exhaust gas purification system at the BÜFA Composites site in Rastede, which went into operation in January 2025. The report highlighted a number of advantages of the new system, which can now be considered in the light of practical experience.

The new system features detailed monitoring that measures gas consumption directly at the system. This is made possible by integrated energy management and the regenerative use of waste heat. After heating up in the morning, the system re-quires very little additional thermal energy in the form of gas during operation. The heating phases are reduced by automatic adjustment to the outside temperature, which further lowers gas consumption. As a result, 666 kilowatt hours of natural gas, or approximately 134 tonnes of CO_2, were already saved in 2025.

The plant offers increased operational safety thanks to improved connectivity to safety technology, faster sensor technology and direct communication with the plant park. This enables faster response times during operation. Ease of use has been optimised with a modern control panel and automated energy management, eliminating the need for regular manual adjustments. In addition, the plant can now also be monitored and controlled remotely.

Enclosing the plant has significantly reduced noise levels, which is beneficial for both employees and the neighbourhood. The emission values are well below the legal limits and have been confirmed by external measurements. In particular, Cges emissions (overall parameter for assessing total airborne organic carbon emissions) have been reduced by around 85 per cent compared to the old plant.

The biggest challenge during commissioning was integrating the new plant into the existing building management system and reconnecting the pipes, with the work being carried out within tight deadlines. Adjusting the exhaust gas flows and desludging the pipes also improved the air quality throughout the site.

Modern truck fleet at Vivochem for greater safety and resource efficiency

In 2025, the Dutch BÜFA subsidiary Vivochem renewed its truck fleet as existing leasing contracts expired and the vehicles were returned to the dealer as scheduled. The new trucks make an important contribution to greater safety and more efficient and resource-saving transport.

The vehicles feature improved aerodynamics, revised drive technology, modern multimedia systems, an optimised lift axle and lower fuel consumption. At the same time, they are equipped with the latest safety features.

A key component of the new trucks is the digital evaluation of driving behaviour. Fuel consumption is analysed on the basis of several parameters, including anticipatory braking, efficient use of drive power, adjusted speed and downtime. This data creates transparency and enables driving behaviour to be optimised in a targeted manner, making it more environmentally friendly and efficient.

The results of the monitoring are incorporated into both the future selection of new vehicles after the leasing periods have expired and the calculation of freight costs. According to the manufacturer's system, the efficiency value currently achieved is 94 points, with further potential for improvement – particularly in terms of reducing downtime.

Drivers are also actively involved in the process and continuous improvement. Monthly results overviews make developments transparent, and an integrated support app for drivers allows current performance data to be viewed directly in the vehicle.

Resource Use & circular Economy

Projects and measures for waste reduction

In 2025, the topic of waste management was addressed intensively across the group. The focus was on two areas: Firstly, concrete measures were implemented to reduce the amount of waste generated during product manufacturing and filling at the sites. Secondly, the further treatment of waste after it had been handed over to external waste disposal companies was systematically tracked. Both approaches – operational optimisation and transparent tracking – make a significant contribution to responsible and legally compliant waste management.

Overall in 2025 a reduction of 146 tonnes (9.2 per cent) of total waste amount could be achieved.

Recycling and return of label carriers

A key project in 2025 was the introduction of a recycling solution for label carriers. These consist of siliconised kraft paper – a high-quality, stable paper material that is only recyclable to a limited extent due to its silicone coating. In the past, label carriers were mainly disposed of as mixed packaging waste and sent for incineration, accounting for a significant proportion of this waste stream.

Against this background, a recycling solution was specifically sought in order to improve the separate collection rate and reduce the proportion of thermal recycling. As part of a joint research process, a recycling partner was identified that takes back the siliconised paper sorted by type and recycles it. The material is processed into insulation materials, for which the low water absorption due to the siliconisation is particularly suitable.

The return of label carriers has been established at the BÜFA Cleaning Germany and BÜFA Chemicals sites and is running smoothly. The empty rolls are collected and picked up by the label manufacturer via a partner company in France. The pre-requisite is that no label residues remain on the carriers. The return is free of charge; previously, disposal costs of around 20 pence per kilogram were incurred. Due to the small quantities involved, there is currently no additional demand at other sites.

By returning the label carriers, around three tonnes of waste have been saved to date or transferred from incineration to material recycling.

Optimisation of waste streams in production

In 2025, a structured analysis of waste streams in production was carried out at the BÜFA Composite Systems site in order to identify the main sources of waste and derive targeted reduction measures. The approach combines data transparency, process-oriented observation and key figure-based control, thus forming a reliable basis for effective waste reduction.

As a result, the amount of waste disposed of (excluding operating materials) fell from 609 tonnes in 2024 to 436 tonnes in 2025. This corresponds to an absolute reduction of 173 tonnes or 28 per cent. This exceeded the Group-wide target of 25 per cent.

Waste streams were systematically assigned to individual production processes. Among other things, specific item numbers were assigned and waste quantities were recorded via parking spaces and container movements. Numerous stations with entrances and exits were analysed. This detailed survey made it clear where waste is generated and which process steps have a significant influence on waste quantities.

A monthly report was established to control and monitor the measures. This report tracks the development of waste volumes over time, enables the tracking of defined reduction targets – including the group-wide 25 per cent target – and highlights deviations at an early stage. On this basis, targeted countermeasures can be initiated and processes further optimised.

At the operational level, waste- and solvent-intensive production steps, such as rinsing processes, were reviewed in particular. Existing processes were critically examined and potential for optimisation to reduce chemical consumption and waste was identified. Even if the effects cannot be clearly quantified in all cases due to fluctuating production capacities, this approach contributes to the continuous improvement of processes.

One specific example of a measure is the optimisation of acetone use in the cleaning of plant components. The analysis showed that the solvent used was often still only slightly contaminated, yet was disposed of prematurely. Thanks to the conversion of the plant, the acetone now remains in circulation until a defined level of contamination is reached. This leads to fewer distillation cycles and a reduction in en-ergy consumption and waste volumes.

Audits at waste disposal companies

Another focus was on conducting audits at waste disposal companies. These serve to document the path of waste in a traceable manner until it loses its waste status and are one of the legal tasks of the waste management officer.

The audits ensure that all waste disposal companies handle waste properly, in accordance with the law and in a professional manner – from transport and storage to treatment, recycling or disposal. A total of six audits were carried out in 2025, including four on-site audits and two document reviews.

The audits show that waste disposal companies differ significantly in terms of permits, waste codes processed and certifications, and that in some cases several companies are involved in waste treatment in succession. On-site audits include, among other things, checking certificates and accompanying documents, inspecting collection points and tracking specific waste streams in the process.

Overall, the audits make an important contribution to the further standardisation of waste disposal processes within the Group and to the identification of potential for optimisation, for example in terms of separate collection rates or the development of new material recycling channels.

IBC Day at BÜFA: Standardisation as a lever for resource efficiency

With IBC Day, the BÜFA Group has taken an important step towards optimising its packaging and procurement processes. The aim was to standardise the procurement process for intermediate bulk containers (IBCs) used throughout the group. The initial aim of IBC Day was to provide an overview of the wide range of different IBC models and lay the foundations for more efficient and sustainable procurement. Employees from the sales, purchasing, product management, quality assurance and logistics departments took part.

At the IBC Days, around 30 IBC variants used in the company were exhibited on site and compared in terms of their technical data and costs. The direct comparability revealed re-dundancies and clearly showed that many models meet similar requirements. The first IBC variants were identified and eliminated during the event.

The key findings: reducing the variety of IBCs and increasing standardisation not only enables cost savings, but also contributes to environmental protection. Bundled procurement, reuse and more efficient use of IBCs can reduce material consumption, cleaning costs and transport emissions.

As a next step, the BÜFA Group aims to consolidate IBC procurement to one or a maximum of two suppliers and reduce the number of IBC models used to around 14 to 15. In addition, the extent to which recycled materials can be used is being examined. Complementary to this, ways of better sharing, rinsing and reusing IBCs across the group are being explored in order to extend their service life and conserve resources in a sustainable manner.

Water treatment and water reuse

Swedish subsidiary Washwater offers solutions for a sustainable water cycle in vehicle washing

Water is a key strategic resource for the BÜFA Group – both in our own operations and for our customers. With the acquisition of the Swedish MacSerien 2024 group of companies, the portfolio was specifically expanded to include solutions for water treatment and reuse. The subsidiary Washwater particularly strengthens our expertise in the vehicle wash sector, a segment with high potential for resource efficiency and regulatory compliance.

Washwater: 30 years of expertise in vehicle wash water treatment

Washwater has been developing systems for cleaning and recycling water from vehicle washing for three decades. From its original basic solutions for water treatment in car washes, the company has developed into a provider of advanced treatment technologies , including reverse osmosis and vacuum distillation, which were developed and patented in collaboration with the Swedish Environmental Institute and through EU Life projects.

A key driver of this development is the strict regulatory environment in Sweden, which set significantly reduced limits for heavy metals in vehicle cleaning water as early as 1994. Today, Washwater supplies complete system solutions: from plant design and installation to service, spare parts and the necessary chemicals.

Opportunities and challenges in industrial cleaning

There is potential for the use of these technologies in the industrial sector, particularly in the Scandinavian market, as customers have a growing need for water-saving and recycling solutions. However, there are technical limitations for specific industries, such as food processing and industrial laundries.

The economic efficiency of the systems depends largely on the local water price and specific water consumption. In Norway in particular, where the costs of water and water consumption per wash cycle are significantly higher, the investment in a recycling system can pay for itself in less than a year.

1. 100 per cent water recycling for a truck test centre
For a Swedish customer, a transport company with many of its own trucks, a completely closed water circulation system was implemented in 2025. The customised washing process comprises two portals – one for recirculated water and one for rinsing – and enables fast automated and manual cleaning cycles. The solution ensures that environmental require-ments are met and that only as much fresh water as necessary is consumed.

2. "Bumblebee" project: Efficient water treatment in a confined space
Another project in Sweden involved the reopening of a wash hall that had previously been closed due to regulatory requirements. Despite limited technical space, a compact, high-performance water treatment system was integrated. This enabled the customer to meet legal requirements and continue operating sustainably.

3. Water-saving solution in Norway
In Norway, where water costs are the highest in Europe, a system with 80 per cent water recirculation was implemented in 2025. Since water consumption per truck wash is more than twice as high there as in Sweden, the investment pays for itself in less than a year – a signifi-cant economic advantage.

In-house application at BÜFA: Vacudest plant at the Oldenburg site
The integration of sustainable water technologies is also taking place within the BÜFA Group. A Vacudest vacuum distillation plant from our partner H2O has been in operation at the BÜFA Cleaning Germany site in Oldenburg since June 2025. It treats the rinse water from produc-tion, distils it and returns it completely to the process.

Pre-treatments such as pH adjustment or chlorine neutra-lisation are part of the standardised process. The energy required for the distillation process is already partially covered by the site's own photovoltaic system; concepts for even more needs-based use of own electricity are currently being developed.

Waste reduction through distillation
Distillation produces a highly concentrated residual mate-rial of around 80 tonnes per year, while other waste codes are largely eliminated. The total quantity remains constant, but the composition has shifted in favour of more easily recyclable waste. The new concentrate has a higher calorific value and can be recycled much more efficiently thermally – an advantage both ecologically and in terms of disposal costs.

Sustainable product development

Innovative composite solutions

New products in fire protection, circular economy and process expertise

At BÜFA, innovation in the composites sector means consistently combining technological performance with sustainability, occupational safety and industrial practicality. BÜFA has met this requirement in 2025 with several product innovations that address different fields of application but follow a common guiding principle: to develop sustainable composite solutions that combine ecological responsibility, high safety standards and efficient processes.

New standards in fire protection – BÜFA® Firestop
One example of this is BÜFA® Firestop Gelcoat-S 320, which sets new standards in preventive fire protection for composite components. Developed for safety-critical applications in rail vehicle construction, the gelcoat meets the highest fire protection requirements according to EN 45545-2 (classifications HL2 and HL3). In addition to market-leading heat resistance, the product is characterised by particularly low heat release in the event of fire. At the same time, the styrene-, melamine- and halogen-free gelcoat is part of the BÜFA® future product line, combining high safety standards with a clear commitment to sustainability. Thanks to its versatility, BÜFA® Firestop Gelcoat-S 320 is suitable for a variety of manufacturing processes and integrates smoothly into existing production processes.

A positive decision has been made regarding the research allowance for the product development of BÜFA® Firestop Gelcoat-S 320. This support confirms the scientific relevance of the project and strengthens the resources for further developing innovative and sustainable solutions in the long term.

The research allowance is a government funding instrument in Germany that provides tax relief to companies for research and development projects. Funding is provided for projects that contribute to the development of new or significantly improved products, processes or services. Funding is granted regardless of the size of the company and is awarded retroactively by the tax office. For international stakeholders, this means that the research allowance acts as a tax incentive that can provide financial relief for innovation and sustainability projects and accelerate their implementation.

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Circular economy in the composites sector – rPET-based polyester resins

BÜFA is setting another focus with the expansion of its portfolio to include high-performance rPET-based polyester resins. The resins, developed in collaboration with long-standing partner AOC Formulations, are predominantly based on recycled post-consumer PET, for example from used PET bottles. Up to 4,200 bottles can be recycled per tonne of resin. With rPET content of up to 30 per cent and CO_2 reduction of up to 15 per cent compared to classic UP resins, the products make a measurable contribution to the circular economy. At the same time, they meet high technical requirements and are fully compatible with established processing methods – from RTM and infusion processes to hand laminating. BÜFA thus offers a sustainable solution with consistently high product quality – both in terms of processing and the end result.

Emissions-free mould making – BÜFA® Resin VE 6699 Tooling Infusion

Tooling Infusion, the established mould making system is supplemented by a resin component that enables virtually emission-free production of moulds in closed infusion processes. Back in 2018, BÜFA was recognised by the AVK – Industrievereinigung Verstärkte Kunststoffe (Industrial Association for Reinforced Plastics) for its electrically conductive mould construction system, which offers increased safety and durability through the use of nano-carbon materials. The new resin builds on this system and adds further advantages: reduced emissions, improved mechanical and thermal resilience, and expanded application possibilities for demanding uses. This innovation is also part of the BÜFA® future range and follows the guiding principle of protecting both people and the environment.

Across all product innovations, one thing is clear: BÜFA pursues a systemic approach. Materials, processes and application technology are coordinated and expanded in a meaningful way in collaboration with customers through complementary solutions, for example in the field of machine technology. This results in composite systems that are not only technically impressive, but also make a sustainable contribution to the further development of the industry.


Brandschutztest


rPET Flakes


Vacuum infusion setup

BÜFA and FerrTech:

partnership for sustainable water and cleaning processes

With its investment in the Dutch start-up FerrTech in 2022, BÜFA invested early on in an innovative technology for sustainable water and cleaning processes. Since then, the strategic partnership between BÜFA, its Dutch subsidiary Vivochem and FerrTech has continued to develop consistently. The aim is to successfully establish the FerSol product on the market and scale it as a sustainable, cost-saving solution for water and cleaning processes.

On the BÜFA side, new expertise in the field of water treatment has been specifically developed to strengthen market launch, customer consulting and application technology. The collaboration takes place as an integrated team without company boundaries: FerrTech, BÜFA and Vivochem accompany the projects together – from the initial customer enquiry to on-site testing, implementation and ongoing optimisation.

FerSol®: Sustainable efficiency with economic added value

FerSol® (sodium ferrate) offers a compelling combination of ecological and economic advantages. The key benefit for customers is the ability to carry out cleaning processes at significantly lower water temperatures. This reduces energy consumption and lowers costs. At the same time, the environmentally friendly FerSol® supports compliance with strict regulatory requirements, for example when ferric chloride, cobalt or phosphorus are subject to strict restrictions.

Originally used for wastewater treatment, the focus has now shifted to scalable cleaning applications. Particularly relevant are polymer recycling, IBC and crate washing, and green-house cleaning.

Successful applications and market penetration

Several customer projects demonstrate the added value of FerSol® in practice – including higher throughput rates, lower energy consumption and simplified technical solutions. On-site tests play a central role in validating and optimising applications and establishing permanently successful solutions tailored to customer needs.

Strategic milestone: FiBL listing

An important step for market development is the inclusion of FerSol® in the FiBL input list (list of the Research Institute of Organic Agriculture). The listing was confirmed in July 2025 and enables the use of FerSol® in certified organic farms. This opens up new market potential, especially in the organic food sector with the highest hygiene standards, such as breweries, dairies and meat processing.

Focus and next development steps

For the coming year, the focus will be on expanding proven applications and further pro-fessionalising service, dosing technology and maintenance. BÜFA, Vivochem and FerrTech will continue to scale FerSol in areas where the product has already successfully proven its strengths.

Definition and controlling of sustainable products in the cleaning sector

In 2025, BÜFA intensively addressed the question of how sustainable products can be uniformly defined and systematically monitored in the future in the cleaning sector. The aim of the project was to create a robust basis for presenting sustainability more transparently in the product portfolio , communicating it better internally and developing it further in a targeted manner in the future.

The starting point was the previous categorisation of sustainable products, which was essentially based on the EU Ecolabel. However, this narrow framework only covered part of the portfolio and left out numerous products with relevant sustainability features. In addition, there was no uniform system that also included the portfolios of international companies, particularly in the Netherlands and Sweden.

Working together towards a common goal: interdisciplinary cooperation across national borders

The project was implemented across functions and supported by various departments. Product development contributed its expertise in defining relevant product attributes and assisted in assigning products to sustainability-related categories. Business development advised on the overall categorisation, while product management took on the project management and was responsible in particular for classifying the products into the various categories.

Purchasing evaluated packaging solutions in terms of sustainability aspects, marketing provided support in naming the categories and subsequent communication, and in-house consulting accompanied the digital recording of data. The Cleaning Leadership Team provided advice on the project and made the final decisions.

A holistic approach to sustainability: criteria beyond the product

The new definition of sustainable products takes several dimensions into account. In addition to the composition of the products – such as the use of bio-based or circular raw materials and possible effects on people and the environment – sustainability aspects are also incorporated into the application. These include, for example, highly concentrated products or products that specifically address sustainability challenges on the customer side.

In addition, sustainable packaging solutions, such as reusable concepts or recycled content, will also be systematically recorded and evaluated in future. This consistently extends the sustainability claim beyond the actual product.

Different perspectives, common solutions

The development of the new definition presented several challenges. Limited data availability, especially across different systems and countries, played a central role. In addition, different perspectives and evaluation approaches at the individual sites had to be brought together and harmonised in order to create a common, internationally viable understanding.

From definition to control: making sustainable products measurable

A key result of the project is the creation of a digital database in which products and packaging are systematically assigned to the defined categories. To do this, data from different systems – including those in the Netherlands and Sweden – must be merged and made technically available. This measure forms the basis for structured controlling of sustainable products.

The next step will be to expand this controlling system. By 2026, all products and relevant packaging types (canisters, drums and IBCs) are to be assigned to the defined categories and the data recorded and evaluated in a business intelligence tool . Based on this, concrete, measurable targets for the further development of the sustainable product portfolio will be formulated.

Innovative inventive spirit as a driver of sustainable solutions

New cleaning product for wastewater-neutral crate washing

With the development of Neutrasan for crate washing, BÜFA demonstrates that its in-house research and development department is continuously developing and improving the portfolio and consistently making it more sustainable. Driven by innovative inventiveness, solutions are created that combine ecological responsibility and economic efficiency. The starting point is always specific practical questions – such as how industrial cleaning of reusable transport crates can be made safer and more environmentally friendly.

Neutrasan's product development followed clear guidelines: a wastewater-friendly and phosphorus-free formulation, effective cleaning performance with a neutral pH value and significantly improved user-friendliness. Neutrasan removes grease, protein and dirt residues using mild but effective surfactant ingredients in combination with temperature and mechanical action. This protects materials, reduces safety risks for users and avoids costly neutralisa-tion processes in wastewater.

A particularly innovative step is the quantification method, which has been integrated for the first time: with the aid of a simple rapid colour test, the concentration of the cleaning solution can be checked directly on site for the first time. This new method significantly increases process reliability, prevents overdosing and supports the resource-efficient use of chemicals, benefiting both customers and the environment.

The innovation profile is complemented by further advantages such as targeted reduction of foam formation, a lower hazard classification and dual use as a crate and CIP cleaner. The balanced combination of effective, biodegradable ingredients and functional additives underlines the product's sustainability credentials.

Following successful development and testing phases, BÜFA launched Neutrasan on the market in 2025.

Properties of Neutrasan

- ***pH neutral (approx. pH 6–8)***
  Formulated to be wastewater-friendly – no costly neutralisation required before dis-charge
- ***Phosphorus-free and wastewater-friendly***
  No contribution to the AOX value (adsorbable organically bound halogens); the COD input remains within the typical, readily biodegradable range for surfactant cleaners; environmentally friendly wastewater treatment is supported
- ***High cleaning performance***
  Effective removal of grease, protein and dirt residues thanks to balanced, mild surfactant systems.
- ***Gentle on materials***
  As a neutral cleaner, it is non-corrosive and suitable for sensitive surfaces, seals and system components
- ***Low-foaming or foam suppression***
  Process reliability in crate washing systems, stable operation of nozzles, pumps and spray systems
- ***Reduced hazard classification***
  Lower risk for users while maintaining high effectiveness
- ***Innovative measurability of application concentration***
  For the first time, a special indicator in the cleaner enables quick concentration testing via test strips; supports resource-efficient use of chemicals

Social responsibility

Occupational safety & health protection

Safety for guests consistently thought through

Guest safety is a high priority at BÜFA. Continuous development of standards creates clear, uniform framework conditions that clearly reflect the high standards of occupational safety, even for external visitors.

In this context, a new, uniform safety video was introduced in the BÜFA Group and the visitor onboarding process at BÜFA Cleaning Germany was fundamentally optimised. Both measures contribute to providing visitors with structured information and making their stay at the sites safe and efficient.

Uniform safety instruction for visitors

As part of the continuous improvement of occupational safety, a new, standardised safety video for visitors was produced for the BÜFA Group. This means that safety-related information is now provided consistently across all sites and awareness of safe behaviour on the factory premises is strengthened.

The new safety video summarises the key safety precautions in a compact, understandable and clear manner. It is used at the BÜFA Cleaning site in Oldenburg, BÜFA Chemicals in Hude and BÜFA Composites in Rastede. To ensure that information is communicated as accessible as possible, the video is available in German and English with various subtitles. This allows guests to receive the relevant information in their native language.

Digital visitor onboarding: efficient, transparent and future-oriented

In order to make the reception of external guests fit for the future, the visitor onboarding process was fundamentally revised. The aim was to replace the previous paper-based process, avoid media breaks and make the entire process more efficient, transparent and secure.

Instead of clipboards and forms, the focus is now on a digital solution that reduces the workload at reception and at the same time better reflects data protection and occupational safety requirements.

The new solution was developed jointly by a cross-location group of employees from different functions. This interdisciplinary approach ensures that a wide range of requirements from everyday work have been taken into account and practical improvements have been developed.

The new system offers numerous advantages. Guests are managed digitally, reception operates largely independently and the person being visited is automatically informed. Returning visitors benefit from faster access as their data is already stored. In addition, visitors receive structured, system-supported information in advance, for example on data protection agreements or location-specific information, optionally supplemented by further location information.

Compared to the previous process, visitor onboarding is now significantly streamlined and less prone to errors. Among other things, there is currently still a technical challenge with the individualised printing of visitor badges, which is currently being resolved. The operational implementation of the new system is still pending, but is planned for 2026.

Systematic digitisation of safety inspections

Since the end of 2018, the BÜFA Group has been using the enterprise asset management software IFS Ultimo for technical maintenance and is continuously improving it. In addition to classic maintenance and inspection management, the BÜFA Composite Systems site also uses the integrated HSE module, among other things for the digital issuance of work permits, including risk assessments.

The next step is to expand the use of the software specifically to safety inspections in the technical area. A test phase has been running since mid-2025 to test digital walking routes for safety inspections in the existing software. The inspections are played out as regular work orders with stored checklists on mobile, explosion-proof end devices and automatically assigned to the responsible employees at fixed intervals.

The checklists are individually adapted to the respective plant and area requirements and ensure that safety-related checkpoints are processed completely and traceably. The documentation of the rounds is carried out automatically in the software; there is no need for additional manual transfer to separate documentation systems. Orders processed in Ultimo are considered digitally signed and cannot be changed retrospectively, which increases the traceability and integrity of the documentation.

If deviations are detected during a safety inspection, a follow-up order to rectify the defect is automatically generated directly from the checklist. This is prioritised by technical planning and scheduled accordingly. In addition, photos can be documented directly on site. Furthermore, the persons carrying out the inspection can see whether and which defects from previous inspections are already known and what their processing status is.

A key prerequisite for the full use of the mobile functions is the use of suitable explosion-proof end devices. These are to be gradually renewed and replaced in order to ensure the long-term, comprehensive digital implementation and documentation of safety inspections.

With clearly structured, self-explanatory checklists containing stored work instructions, the inspections can also be carried out by individual, appropriately trained persons in the future. This opens up potential for increased efficiency, for example by reducing the number of people required for inspections and eliminating time-consuming follow-up work. The system-based evaluation of orders, processing times and follow-up orders also creates the basis for making improvements in the safety process measurable in the future.

New position combines responsibility for safety, health and the working environment at BÜFA Cleaning Netherlands

Against the backdrop of the growing importance of occupational health and safety, a new, cross-functional role was created at BÜFA Cleaning Netherlands in 2025: the position of Safety and Facility Team Leader. A colleague was specifically trained and developed for this role.

The new role combines tasks from the areas of facility services and safety in order to establish an integrated and holistic approach to a safe, healthy and well-organised working environment.

The team leader is responsible for all facility issues in and around the building, assumes the role of prevention officer and implements structured procedures that promote safe working practices in the long term. In addition, training and awareness-raising measures are offered to employees in order to firmly integrate safety awareness and responsible behaviour into everyday working life.

The establishment of this role ensures compliance with applicable permits, regulations and safety procedures. At the same time, it promotes a corporate culture in which safety, health and sustainability are considered together. The reorganisation also creates the basis for systematically developing standards and processes and ensuring a permanently safe working environment.

In 2025, regular emergency drills (Bedrijfshulpverlening, BHV) were once again carried out. Based on the findings, BÜFA Cleaning Netherlands is gradually updating and optimising its emergency plan. This specifically increases safety awareness, preparedness and general safety in our workplaces.

In order to continuously expand his professional expertise in this key area, the new team leader has completed several external training and further education courses over the past year and a half, including qualifications as an ADR advisor (ADR, Agreement concerning the International Carriage of Dangerous Goods by Road), occupational safety expert, prevention officer and VCA full certification (Veiligheid Gezondheid Milieu Checklijst Aannemers). In addition, he has completed advanced training recognised in the Netherlands as an MVK expert (Middelbare Veiligheidskunde, roughly comparable to the "occupational safety specialist" in Germany), which follows on from his qualification as an expert in operational safety.

Responsibility for people and safe processes

New safety protocols for handling hazardous goods

The protection of employees and the safe design of processes are top priorities for BÜFA. That is why BÜFA Composites Spain has introduced new safety protocols for the transport of dangerous goods, which were developed with the involvement of an external safety consultant. In doing so, the Oldenburg-based group of companies is consciously going beyond mere compliance with legal requirements and pursuing the goal of taking an active leading role in the field of occupational safety.

The starting point was existing functional protocols, in which further potential for improvement was identified, particularly in the handling of dangerous goods (Accord européen relatif au transport international des marchandises dangereuses par route, ADR) and in the prevention of chemistry-specific risks. The new regulations enable clear identification and classification of ADR products, thereby strengthening risk management in the handling and transport of hazardous substances. At the same time, they ensure compliance with legal requirements and increase the protection of employees and logistics partners in the long term.

The new safety protocols follow a clearly defined, systematic process:

- **Identification and classification:** Initial assessment of the activity and the associated risks
- **Preparation:** Review of equipment, materials and safety-related conditions
- **Approval:** Ensuring that the personnel employed are qualified and authorised
- **Controlled execution:** Carrying out the activity in accordance with specified requirements, under supervision if necessary
- **Verification:** Checking that all steps have been implemented correctly and completely
- **Recording:** Documentation for traceability and as a basis for continuous improvement

The new protocols have led to noticeable improvements in everyday work. The planning of risky activities is now much more structured, critical process steps are secured by digital checklists, and central control points are firmly integrated into the processes. In addition, improved labelling and demarcation of risk areas, regular short safety meetings at the start of each shift, and a mandatory work permit system for certain activities ensure additional safety and transparency.

The successful roll-out of the new protocols is based primarily on the early involvement of employees in the development phase to ensure a high degree of practicality. Clear and continuous communication, a conscious balance between safety and operational efficiency, and consistent documentation to improve traceability have sustainably reinforced the safety culture. Particular emphasis is placed on highlighting and valuing compliant behaviour and progress made.

At the same time, a comprehensive training concept has been established. This includes mandatory personal introductory sessions for all employees as well as supplementary e-learning courses that serve both to deepen knowledge and as a permanent reference work.

Close cooperation with an external safety consultant also creates the conditions for continuous improvement of safety standards. Regular audits, monitoring of regulatory changes, further development of specific ADR protocols, and support with risk assessments, the selection of suitable personal protective equipment, and the analysis of incidents all contribute to making processes permanently safe and sustainable.

Training & skills development

Sustainable personnel development through targeted training

At the BÜFA Composites UK site, targeted investments are made in the further qualification of employees, thereby strengthening long-term personnel development and succession planning. Four employees are currently participating in trainee programmes: one in the field of business administration and three with a focus on operations management.

The voluntary qualification opportunities were presented as part of the "Lunch & Learn" format. Participation and the selection of the respective further training programme were based on the participants' own decisions.

The training measures mainly take place outside regular working hours. In order to support participation and make it easier to combine with everyday working life, participants are also given time off from work once a week.

Some employees did not have formal school qualifications at the start. In these cases, they first obtained the GCSE (General Certificate of Secondary Education) in mathematics and English, which is important in the United Kingdom. This is followed by Level 3 qualifications in leadership or business administration. The training lasts 18 months.

This approach enables the company to build up internal expertise in a targeted manner and to qualify employees at an early stage for potential future positions at the site. At the same time, it strengthens key operational skills, improves succession planning and increases participant satisfaction.

Statement by Isla, currently a trainee in purchasing at BÜFA Composites UK and par-ticipant in the "Business Administration" trainee programme:

"I was motivated to complete the Business Administration trainee programme because it provides me with practical knowledge and valuable experience, thus creating a solid foundation for my professional development. It was particularly important to me to further develop key skills such as organisation, communication and time management, which I can learn in a professional environment as part of the training programme.

BÜFA supports me with a positive working environment in which I can apply and further develop the skills I have acquired during my training. I also receive a lot of support from my mentor and colleagues, which helps me to build self-confidence and develop both professionally and personally. My training places a strong focus on developing organisational, independent and interpersonal skills. These help me to work efficiently, stay organised and communicate effectively with colleagues and suppliers in my day-to-day work at BÜFA.

Overall, I find the training programme very enriching. BÜFA accompanies me throughout the entire process with helpful input, individual support and a wide range of development opportunities."

AI-supported training plans: personalised development

With the introduction of AI-supported training plans, BÜFA Composites Spain is pursuing a modern, dialogueoriented approach to personnel development. The aim is to align professional development more closely with individual skills, interests and goals, while systematically taking into account the requirements of the respective position and the organisation.

Unlike previous, predominantly standardised training models, the new approach is based on a specialised technology platform for corporate training. The AI analyses a wide range of relevant information – including job profiles, skill levels, development goals, performance evaluations and learning preferences – and uses it to create personalised learning paths.

A key element is the collaborative process between employees and managers: both contribute their perspectives and jointly review the development plan proposed by the AI. This ensures that individual ambitions, realistic feasibility and strategic corporate goals are aligned.

The AI-supported training plans cover a broad and differentiated range of competencies. These include technical qualifications, such as specific knowledge of chemical processes, machine operation and quality standards, as well as digital skills in the areas of software tools, data analysis and process digitalisation. In addition, language skills – particularly in English and German for cross-location and cross-functional collaboration – are specifically promoted. For employees with management responsibility or potential, development modules in the area of leadership are also provided.

The learning paths are rounded off by strengthen-ing key soft skills such as communication, teamwork and problem-solving skills.

Implementation takes place in a hybrid model consisting of digital learning content, external training courses, certifications, on-the-job training and project work. The effectiveness of the measures is measured across several levels – from satisfaction surveys and knowledge tests to concrete transfer into everyday work and measurable performance improvements. Progress in the development plan is evaluated quarterly in the tool.

After around eight months of use, the first successes are becoming apparent: employees report that the training content is significantly more relevant, and concrete application examples – for example in the area of data analysis and decision support – demonstrate the added value of personalised learning approaches.

> „Online courses provide an important foundation. However, learning only develops its decisive added value through practical application and active engagement with different AI models“,

says Jorge Cano, Manager Finance & Credit Control at BÜFA Composites Spain, about his experiences with AI-supported training.

Overall, the use of AI-supported training plans strengthens individual skills development, promotes continuous dialogue between employees and managers, and thus contributes to the long-term development of skilled workers at BÜFA.

Governance & compliance

Corporate culture

Learning through dialogue: strengthening democracy through commitment to education

As part of a multi-day event organised by the City of Oldenburg and the Oldenburg Prevention Council, BÜFA actively participated in the field of education to promote the exchange of democratic values and make democracy tangible through direct dialogue.

Together with students from different types of schools and representatives from companies, a World Café format was used to discuss how responsibility is assumed in everyday working life and what role companies play in a democratic society. In small groups, the participants addressed specific questions, such as: "Should your company take a public stand for democracy – and if so, with what values?"

BÜFA not only took on the role of discussion partner, but also moderated the tables. By regularly changing the groups at the individual tables, different perspectives were brought together and practical experiences were shared. This resulted in an open, structured dialogue that encouraged young people to reflect on social responsibility.

For BÜFA, this commitment is an important contribution to strengthening democratic values – both in business and in social interaction.

20 years of BÜFA Composites Poland

a milestone for growth and sustainable development

BÜFA Composites Poland celebrated its 20th anniversary on 6 November in Gdańsk with representatives of the BÜFA management team, employees and strategic suppliers.

Lothar Kempf emphasised the role of the Polish location for the European growth of the BÜFA Group:

> „For two decades, BÜFA Composites Po land has stood for reliability, partnership-based co-operation and continuous growth – values that strengthen our European net work in the long term.""

Long-standing suppliers received commemorative objects made of synthetic resin, with which BÜFA expressed its gratitude for the stable and regionally anchored partnerships and a resilient supply chain.

Special mention was also made of employees who have been with the company since its foundation, including the Managing Director of BÜFA Composites Poland, Tomasz Zakrzewski: "Our shared history shows that loyalty and reliability are key factors in long-term, successful development. On this anniversary, we celebrate our successful past and at the same time look confidently to the future – because the best things happen when we move forward together."

The ceremony was preceded by a meeting with key account managers to discuss current market trends, projects and priorities for the coming financial year. At the same time, it marked Felix Thalmann's last official exchange with the BÜFA Composites Poland team, as he will be retiring from active professional life in 2026 after more than ten years as CEO of the BÜFA Group.

The anniversary highlights the strategic importance of the location within the BÜFA Group's European network. Close cooperation with local partners, combined with high employee loyalty and a clear focus on growth, forms an essential basis for the economic stability and future viability of the BÜFA Group.

Sustainable business practices

Digitalisation with added value – for customers and the organisation

The BÜFA Group is systematically and holistically driving forward digitalisation – both with regard to its customers and its internal structures. Two key projects exemplify this approach: the BÜFA Business Hub as a digital customer portal and the new HR platform for the further development of modern HR processes. Both initiatives contribute to sustainably strengthening transparency, efficiency and user-friendliness.

Business Hub: Central customer portal of the BÜFA Group

The BÜFA Business Hub is a modern online platform that supports digital exchange and central business processes between customers and the BÜFA Group. The portal provides access to quotes, orders, purchase orders and relevant information about the product portfolio at any time, regardless of service hours.

By centrally bundling orders, products and documents, users can keep track of all relevant processes. The Business Hub complements personal customer contact in a meaningful way: familiar contact persons remain available, while digital services create additional flexibility.

The platform was developed in close collaboration with customer teams and selected customers. The aim was to bring together different and sometimes complex requirements on a central, user-friendly interface. These include regulatory infor-mation, product and order-related data sheets and daily updated prices. The Business Hub is part of an international, group-wide digitalisation project that is being expanded step by step in order to continuously adapt the service to the growing requirements of our customers.

HR platform: Modern processes for transparency and user-friendliness

BÜFA also consistently relies on digital solutions in the area of human relations. The introduction of the new HR platform is a central component of sustainable organisational development at BÜFA.

The decision in favour of the solution was made when it became clear that the existing system landscape no longer sufficiently met the requirements for transparency, integration and scalability. The aim was to holistically map personnel-related processes such as recruiting, onboarding and learning and to intelligently network them across the group. Accounting and time management remain in the existing system and complement the new platform functionally.

A key focus is on promoting learning and the personal and professional development of employees. Standardisation and automation reduce administrative costs and allow human resources to be used more efficiently. At the same time, the platform creates the basis for a scalable, internationally expandable HR structure that supports a uniform understanding of modern human resources work in the long term.

The system was selected in a structured process that took into account not only functional aspects but also scalability, data security, integration capability and the possibility of independent further development. This strengthens internal expertise, reduces external dependency and enables resource-saving further development of the solution.

Implementation as a cross-divisional transformation project promoted sustainable decisions and a high level of acceptance within the organisation. The joint go-live for all companies in Germany in December 2025 was an important milestone in standardising HR processes and creating a solid basis for further internationalisation.

Employees now have centralised, digital access to HR services with extended self-service functions, which simplifies processes and shortens throughput times. Looking ahead, the expansion of the learning area from 2026 onwards will strengthen employees' personal responsibility and promote a sustainable learning culture within the company.

In this way, BÜFA is laying the foundation for sustainable competence development and transparent development processes, and investing in future-proof and resilient organisational structures that focus on people.

Digitalisation of HR processes – selected key figures

- *Reduction of process entry points for registering personnel requirements from five to one central entry point*
- *Replacement of the previous email-based coordination process with clearly structured, digital workflows*
- *Introduction of 11 process-oriented onboarding forms for standardised and efficient mapping of the entry process*
- *Provision of 5 self-service forms for maintaining master data (e.g. address, bank details)*
- *In addition, 6 digital application forms for other personnel-related matters (including allowances, Hansefit)*

Once approved, relevant form data is automatically transferred to the new HR plat-form, avoiding media breaks and reducing manual rework.

Strategic certifications for future market requirements

ISCC Plus Food Safety ISO 22000:2018 and Halal-compliant products

In 2025, the BÜFA Group received important certifications in the areas of chemicals and cleaning: ISO 22000 and ISCC PLUS for the Almelo and Hude sites (BÜFA Chemicals) and HQC Halal certification for many relevant products at BÜFA Cleaning Germany. These measures strengthen confidence in processes and their contribution to food safety and sustainability. They create access to markets with high regulatory requirements and increasing customer demands.

ISCC PLUS: Sustainability and transparency in the chemical trade

ISCC PLUS certification stands for traceability and responsible supply chains. It takes ecological and social criteria into account and supports the use of recycled and renewable materials. For the chemical trade, this means not only complying with international standards, but also actively contributing to the circular economy and reducing CO emissions. Customers benefit from certified, sustainable products that meet their own sustainability goals and compliance requirements. At the same time, ISCC PLUS strengthens market position and opens up new business opportunities in industries that value climate protection and resource conservation.

ISO 22000: Food safety along the entire value chain

ISO 22000 certification assesses food safety across all process steps – from purchasing to packaging materials and transport to delivery. It requires a risk-based management system and a clear separation between technical industrial chemicals and food products. No new equipment was required, but processes had to be refined and hygiene measures documented and further developed.

Halal compliance through transparent raw material and process control

Halal certification in the BÜFA Cleaning division applies to products that are manufactured under Halal conditions and for which Halal certification must be available for every raw material used. The certification process covers the relevant company processes, in particular purchasing and production. Of particular importance here are structured halal-compliant processes, which must be demonstrably separated from the rest, clear documentation and close cooperation with suppliers.

Response to increasing customer requirements in the food industry

The demand for certified product safety has increased significantly in the food industry. ISO 22000 enables BÜFA Chemicals to go beyond existing standards such as GMP+ or HACCP and meet new customer requirements. At the same time, halal-producing food companies are increasingly demanding halal-certified cleaning products – a major impetus for certification at BÜFA Cleaning.

The introduction of the standards brought with it various challenges.
In the case of ISO 22000, these were primarily raising employee awareness, evaluating the entire supply chain and the additional documentation required in the risk-based approach.
The challenges with halal certification lay in obtaining complete raw material certificates and taking the halal perspective into account in administrative processes, as even mineral raw materials require certification. This limits the choice of suppliers and sourcing.

Added value for competitiveness and economic sustainability

All certifications strengthen BÜFA's market position and expand its product portfolio with high-margin specialities. They enable access to important customer segments, secure existing customer relationships and create new growth opportunities. In this way, they make a significant contribution to the economic sustainability and long-term viability of the company.

Facts, figures and data

The chapter “Facts, Figures and Data” summarises the key performance indicators of the BÜFA Group in the areas of business, the environment and social responsibility. The information supplements the preceding chapters by providing a transparent, comparable overview of structural and quantitative developments over recent years. Where available, multi-year time series are presented to illustrate trends. The reported data is based on the GRI Standards and includes both Group-wide information and site-specific figures where necessary for understanding. The data is marked accordingly.

The key figures serve as a fact-based foundation for assessing the BÜFA Group's sustainability performance and reflect both operational developments and progress in key areas of action. The depth of content and data follows the reporting structure described in the previous sections of the report, in which the relevant topics and responsibilities are defined.

Company data & employment at BÜFA

The following key figures provide an overview of key corporate and employment figures for the BÜFA Group. The data serves to transparently present economic fundamentals as well as the development of the employee structure during the reporting period. The key figures generally cover a four-year period; some figures are being published for the first time, as they were not previously collected systematically. These figures enable an assessment of the Group's size and structural framework.

Company data (BÜFA Group)	2025	2024	2023	2022
Group turnover [€ million]	337	333	341	404
Capital adequacy ratio [%]	> 40	> 40	> 40	> 40
Research and development expenditure [€ million]	2,7	3	3	3
Investments in property, plant and equipment [€ million]	6,4	6	7	7
Staff costs [€ million]	55,9	52	49	50
Domestic locations (DE) [number]	5	5	5	5
Locations abroad [Number]	13	13	9	8
Employees [Number]	771	753	686	699
Employees [1] [FTE]	708	685	617	625
Training costs per employee [2] [€]	456	624	717	675
Training hours per employee [a] [h]	3.6	5	5.7	5.4
Total number of employees entitled to parental leave ♀ [number]	213*			
Total number of employees entitled to parental leave ♂ [Number]	566*			
Total number of employees who have taken parental leave ♀ [Number]	11*			
Total number of employees who have taken parental leave ♂ [Number]	13*			
Proportion of employees covered by collective agreements [%]	67.1*			
Employment (locations in Germany)				
Staff turnover [%]	7.9	10.1	10	14
Sickness rate [3] [%]	5.2	4.8	6	7
Average age ♀ [4] [years]	41.6	40.9	41	40
Average age ♂ [4] [years]	45	44.2	44	43
Average length of service ♀ [4] [years]	13.1	11.8	12	12
Average length of service ♂ [4] [years]	12.1	11.4	12	12
Proportion of female employees [5] [years]	31.1	31.4	31	31
Trainees [Number]	32	32	45	42
Apprenticeship rate [6] [%]	5.7	6	7.1	8.9

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

[2] Calculation based on costs for external training courses

[a] Estimate based on training costs per training hour (assumption: €125 per training hour)

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

[4] Average as at the reference date 31 December

[5] Annual average over 12 calendar months

[6] Annual average over 12 calendar months, based on employees at German locations. Due to a change in the calculation method, the figures for 2022, 2023, and 2024 have changed compared to the previous sustainability report.

Emissions & energy

Emissions (GRI 305)

The accounting of greenhouse gas emissions (GHG emissions) covers all sites and business units that are 100 per cent part of the BÜFA Group in accordance with the Greenhouse Gas Protocol. For leased office space without specific consumption data, energy requirements are calculated based on the respective floor areas; the emission figures here are based on corresponding estimates. Specific consumption data is used for the remaining units.

Direct, site-related GHG emissions (Scope 1) include, in particular, emissions from gas and from the fuel consumption of cars and lorries. Indirect energy-related emissions (Scope 2) are presented using both the site-based and market-based approaches. This separate presentation provides transparency regarding emissions arising from electricity procurement, taking into account both the electricity mix of the supply grid and any contractual energy purchases.

Emissions intensity relative to production or sales volumes allows for an assessment of emissions performance independent of fluctuations in production and supports a long-term view of emissions trends.

By showing changes compared with the previous year, it becomes clear to what extent technical, energy-related or organisational measures have led to emission reductions.

In 2025, significant CO^2 reductions of 237 tonnes were achieved in Scope 1 and 2 compared with 2024.

The value “Cges” is used for relevant air emissions. Cges is an overarching indicator for assessing total airborne organic carbon emissions at BÜFA sites. It summarises those substances that enter the atmosphere as carbon carriers in gaseous form and are therefore classified as potentially relevant air pollutants. The value thus serves as a key indicator for assessing air quality and the effectiveness of the exhaust air treatment systems.

Measurements are carried out at regular intervals, usually every three years through external audits. For the intervening years, the values are extrapolated from production volumes – based on internal guidelines – to ensure consistent and comparable annual reporting.

Emissions	2025	2024	2023	2022
GHG emissions				
Total Scope 1 & 2 emissions [t CO_2eq.]	2,484	2,721	2,938	2,918
Direct GHG emissions (Scope 1) [t CO_2eq.]	2,432	2,672	2,724	2,763
From gas [t CO₂eq.]	810	950	927	935
From passenger car fuel [t CO₂eq.]	612	713	795	1,828
From lorry fuel [t CO₂eq.]	1,010	1,009	1,002	
Biogenic CO_2 emissions [t CO_2eq.]	0	0	0	0
Indirect energy-related GHG emissions (Scope 2)				
Site-based [t CO₂eq.]	1,453	1,449	1,711	No data
Market-based [t CO₂eq.]	52	49	214	155
GHG emissions (Scope 1 & 2) per unit of sales volume [kg CO_2/ t]	12.0	14.2	15.1	15.7
Change in GHG emissions compared with the previous year [t CO_2eq.]	-237	-217	+20	-39
Scope 1 [t CO₂eq.]	-240	-52	-39	-39
Scope 2 [t CO₂eq.]	+3	-165	+59	0
Air emissions				
Cges [t]	**6.4**			

*These figures have been adjusted compared to the previous reporting period. The reason for this is that the original calculation for the BÜFA Composites UK site did not take into account the use of 100% green electricity. This results in lower market-based Scope 2 emissions and correspondingly lower total emissions. In addition, data for the BÜFA Cleaning SE site has been included in the calculation.

Energy

(GRI 302)

The BÜFA Group's key energy indicators provide an overview of total energy consumption within the organisation and enable an assessment of trends during the reporting period. The data covers three reporting years; certain figures are being reported for the first time, as they were not previously collected systematically. The indicators enable an assessment of the energy mix and the development of a potential self-supply share.

The presentation of energy intensity serves to assess energy efficiency independently of absolute fluctuations in consumption and enables comparisons over several years. These figures show the extent to which efficiency measures, technical modernisations or organisational adjustments have contributed to a reduction in energy consumption.

Energy consumption within the organisation	2025	2024*	2023
Total [MWh]	15,464	16,522	18.068
Energy from non-renewable sources [MWh]	10,206	12,129	12.308
of which gas [MWh]	4,082	5,190	5.150
of which fuel (petrol and diesel) [MWh]**	6,024	6,548	6.653
of which electricity (fossil fuels) [MWh]	100	391	505
Energy from renewable sources [MWh]	5,258	4,393	5.760
of which electricity from the grid [MWh]	4,556	4,154	5.760
of which electricity from own generation [MWh]	702	239	No data
Total volume of electricity from own generation sold [MWh]	61	88	No data
Energy per sales volume [MWh/t] (energy types included: fuel, electricity, gas)	0.07	0.08	0,1
Reduction in energy consumption compared to the previous year [MWh]	1,058	1,546	Data for the previous year was not recorded

*The calculation has been supplemented with data from BÜFA Cleaning SE compared with the previous reporting period.

**Conversion from litres to MWh: 1 litre of fuel = 0.01 MWh

Resource use & circular economy

Waste

(GRI 306)

The figure for the total weight of waste generated relates to all manufacturing sites within the BÜFA Group and covers the entire volume of waste generated.

In 2025, BÜFA reduced the total volume of waste by 146 tonnes, or 9.2 per cent, compared to the previous year.

Waste generated (all production sites)	2025	2024	2023
Total weight of waste generated [t]	1,439	1,585	1,435

The breakdown into hazardous and non-hazard-ous waste, as well as the type of waste treatment, includes data from the German production sites and will be collected in this format for the first time for the year 2025.

Waste generated by disposal method (production sites in Germany)	2025
Total weight [t]	1,081.5
of which hazardous waste [t]	558
of which non-hazardous waste [t]	523.5
Waste for recovery [t]	475.8
(Pre-treatment for reuse; recycling; incineration with energy recovery; other recovery processes)	
of which hazardous waste [t]	0.8
of which non-hazardous waste [t]	475
Waste for disposal [t]	605.7
(Incineration without energy recovery; landfill; other disposal methods)	
of which hazardous waste [t]	557.3
of which non-hazardous waste [t]	48.5

Water

(GRI 303)

The water-related figures apply to the BÜFA Group's production sites. All water is drawn from the municipal drinking water network. No surface water, groundwater or seawater is used. Wastewater is discharged in its entirety to municipal wastewater treatment plants. There is no discharge into surface waters, the sea or groundwater.

Water consumption is calculated as the difference between water withdrawal and return. None of the German sites are located in areas designated as water-stressed. The water treatment plant at the BÜFA Cleaning DE site enabled 1.6 megalitres of water to be recycled.

Water	2025	2024	2023
Water withdrawal (freshwater) [Ml]	23.4	21.1	20.7
Water return [ml]*	17.3	no data	no data
Water consumption (water withdrawal – water return) [ml]*	6.4	no data	no data

*Key figures will be systematically recorded according to this principle for the first time in 2025. Comparative data from previous years is therefore not available.

Occupational health & safety

The following key figures provide a structured overview of the development of occupational safety within the BÜFA Group. The data generally covers a four-year period and serves to transparently illustrate the company's safety performance and risk mitigation efforts.

These key figures enable an assessment of accident trends and serve to evaluate preventive and organisational measures relating to occupational health and safety; they support the systematic classification of health risks in the workplace and complement the picture of the safety and health-related framework conditions within the company.

Occupational safety	2025	2024	2023	2022
Accident frequency [7]	8.9	14.1	8.1	7.2
Rate per 1,000 employees [8]	11.7	7.3	9.1	9.5
Workplace accidents [9]	10	14	8	11
Days lost	58	61	89	65
Number of deaths due to work-related injuries	0	0	0	0
Number of work-related injuries with serious consequences	0	0	0	0
Number of documented work-related injuries	10	14	8	11
The most common types of work-related injuries	Bruises	Tripping, slipping, falling	Tripping, slipping, falling	Chemical burns
Number of deaths due to work-related illnesses	0	0	0	0
Number of documented work-related illnesses	0	0	0	0
The main types of work-related illnesses	None	None	None	None

[7] Calculation: Accidents resulting in lost time per 1 million working hours

[8] Calculation: Reportable workplace accidents per 1,000 employees

[9] Calculation: Number of workplace accidents resulting in at least one day's absence

GRI Content Index

Statement of use	BÜFA has reported the information cited in this GRI content index for the period 01.01.-31.12.2025 with reference to the GRI Standards.	
GRI 1 used	GRI 1: Foundation 2021	
GRI Standard	DISCLOSURE	LOCATION
GRI 2: General Disclosure 2021	2-1 Organizational details	p. 5: Corporate responsibility p. 10: Company profile
	2-2 Entities included in the organization's sustainability reporting	p. 4: General information
	2-3 Reporting period, frequency and contact point	p. 4: General information
	2-4 Restatements of information	p. 4: General information
	2-5 External assurance	p. 4: General information
	2-6 Activities, value chain and other business relationships	p. 5: Corporate responsibility p. 10: Company profile
	2-7 Employees	p. 39: Company data & employment at BÜFA
	2-9 Governance structure and composition	p. 5: Corporate responsibility
	2-12 Role of the highest governance body in overseeing the management of impacts	p. 5: Corporate responsibility
	2-13 Delegation of responsibility for managing impacts	p. 5: Corporate responsibility
	2-14 Role of the highest governance body in sustainability reporting	p. 5: Corporate responsibility
	2-22 Statement on sustainable development strategy	p. 5: Corporate responsibility
	2-29 Approach to stakeholder engagement	p. 6: Stakeholder dialogue & Material topics
GRI 3: Material Topics 2021	2-30 Collective bargaining agreements	p. 39: Company data & employment at BÜFA
	3-1 Process to determine material topics	p. 6: Stakeholder dialogue & Material topics
GRI 302: Energy 2016	3-2 List of material topics	p. 6: Stakeholder dialogue & Material topics
	302-1 Energy consumption within the organization	p. 42: Energy
	302-2 Energy consumption outside of the organization	p. 42: Energy
	302-3 Energy intensity	p. 42: Energy
GRI 303: Water& Effluents 2018	302-4 Reduction of energy consumption	p. 42: Energy
	302-5 Reductions in energy requirements of products and services	p. 42: Energy
	303-1 Interactions with water as a shared resource	p. 18/19: Water treatment and water reuse
	303-2 Management of water discharge-related impacts	p. 22: BÜFA and FerrTech
	303-3 Water withdrawal	p. 44: Water
GRI 305: Emissions 2016	303-4 Water discharge	p. 44: Water
	303-5 Water consumption	p. 44: Water
	305-1 Direct (Scope 1) GHG emissions	p. 41: Emissions
	305-2 Energy indirect (Scope 2) GHG emissions	p. 41: Emissions
	305-4 GHG emissions intensity	p. 41: Emissions
GRI 306: Waste 2020	305-5 Reduction of GHG emissions	p. 41: Emissions
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	p. 41: Emissions
	306-1 Waste generation and significant waste-related impacts	p. 16/17: Projects and measures for waste reduction
	306-2 Management of significant waste-related impacts	p. 16/17: Projects and measures for waste reduction
GRI 401:Employment 2016	306-3 Waste generated	p. 43: Waste
	306-4 Waste diverted from disposal	p. 43: Waste
GRI 403: Occupational Health & Safety 2018	306-5 Waste directed to disposal	p. 43: Waste
	401-1 New employee hires and employee turnover	p. 39: Company data & employment at BÜFA
	401-3 Parental leave	p. 39: Company data & employment at BÜFA
	403-1 Occupational health and safety management system	p. 25-29: Occupational safety & health protection
	403-2 Hazard identification, risk assessment, and incident investigation	p. 25-29: Occupational safety & health protection
	403-3 Occupational health services	p. 25-29: Occupational safety & health protection
	403-4 Worker participation, consultation, and communication on occupational health and safety	p. 25-29: Occupational safety & health protection
	403-5 Worker training on occupational health and safety	p. 25-29: Occupational safety & health protection
GRI 404: Training & Education 2016	403-6 Promotion of worker health	p. 25-29: Occupational safety & health protection
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 25-29: Occupational safety & health protection
GRI 405: Diversion & Equal Opportunity 2016	403-9 Work-related injuries	p. 44: Occupational health & safety

BÜFA

New chemistry.

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