



SUSTAINABILITY REPORT 2022

TABLE OF CONTENTS

OVERVIEW	3	19 SOCIAL	
Message from our CEO	4	20	Our Commitment to a Safe and Healthy Workplace
About Catexel	5	23	Employee Training and Development
		23	Engaging in Stakeholder Dialogue
		23	Supply Chain Responsibility
STRATEGY & MANAGEMENT	7	24 GOVERNANCE	
Sustainability Management and Organization	8	25	Compliance
Materiality Assessment	9	25	Data Protection
Sustainability Targets	11	25	Risk Management
Our Contribution to the UN Sustainable Development Goals	13		
ENVIRONMENT	15	26 ANNEX	
Environmental Management	16	27	GRI
GHG Assessment and Product Carbon Footprint	16	28	ESRS
Exemplary Projects	18	29	Environmental
		30	Social
		31	About this Report



OVERVIEW

Message from our CEO



Dr. Andreas Maier, CEO

Dear readers,

The strategic goals of the necessary transformation for sustainable development within the chemical industry are comprehensive. Significant innovation - both for technical solutions and process design - more collaboration with customers and suppliers, and new regulatory frameworks, to name a few - are just the starting point. At Catexel, we embrace these challenges and work diligently on our journey toward a sustainable product portfolio and a responsible organization as a whole.

Our vision is clear: We aspire to catalyze the global transition to a better future through exciting chemical creations. Our products are a part of daily life in consumer households around the world. Our reach extends far beyond our facilities, and with this reach comes a material impact. It is our responsibility to ensure that this impact is a positive one. We are committed to producing chemicals that not only meet the highest performance standards but that

minimize harm to the environment and reduce the carbon footprint when manufactured and used.

In the past few years and especially in 2022, we worked hard to formalize our sustainability ambitions and to translate our vision into concrete projects. We defined our sustainability strategy, convened a cross-departmental sustainability team, engaged in a series of workshops, and partnered with external experts. As a result, we conducted our first greenhouse gas (GHG) emissions assessment by analyzing our site emissions and calculating the product carbon footprint (PCF) of three of our core products. Based on our findings, we aim to reduce our emissions by 25% by 2030.

In the social dimension of our sustainability strategy, we are dedicated to further improve the workplace for all our employees and workers and provide an innovative, safe, and healthy work environment. We are

committed to advancing occupational health and safety measures to substantially reduce work-related injuries and to providing more opportunities for training and development. All of our ambitions are supported with a concrete list of company-wide projects to which all departments contribute.

We firmly believe that our innovative mindset, coupled with smart process design and the latest technologies, will play a pivotal role in achieving these goals. On behalf of Catexel, I am delighted to present to you our first sustainability report. In the future, you will be able to find all information on our targets, progress, and improvements in our reports, which we will publish annually.

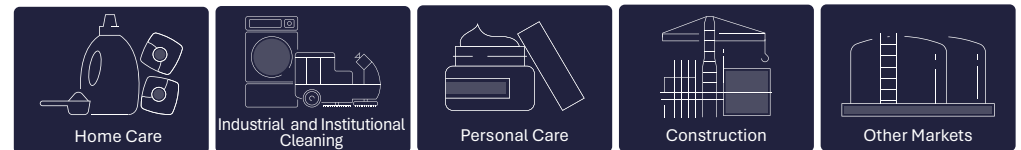
About Catexel

At Catexel, our mission is to provide innovative specialty chemicals, catalyzing the global transition to a brighter future. We serve diverse markets, including Home Care, Personal Care, and Industrial Cleaning, offering a range of products such as bleach activators, catalysts, surfactants, hydrotropes, and polymers. With operations in Germany, the U.S., and the Netherlands, we are strategically positioned to meet global demand. Sustainability is the cornerstone of our mission, driving our commitment to minimizing our chemical footprint and ensuring a safe, healthy workplace for all. Our dedication to innovation fuels our continuous development of solutions that benefit consumers and industries worldwide.

Our goal is to enable our customers to achieve more with less. This concept encompasses the effectiveness of our chemicals, allowing customers to use fewer chemicals in their formulations without compromising performance. End consumers can, for example, achieve comparable results by washing at lower temperatures or using less laundry detergent, thereby reducing laundry's carbon footprint. Research by the Energy Saving Trust indicates that reducing the washing temperature from 40 degrees to 30 degrees Celsius alone could reduce laundry's carbon footprint by 35%.



Serving five Markets



About the origins of Catexel

“Catexel” is the new overarching name for a group of five business entities originating from seven WeylChem entities that were formerly a part of the WeylChem Group of Companies (see table below). These five entities are to be newly formed in 2024 but continue to pursue the same purpose.

The background for this decision is that the WeylChem Group of Companies consisted of two different business parts. One part focused on custom manufacturing of fine chemicals and advanced intermediates serving a broad range of chemical industries. The other part focused on specialty chemicals for home and personal care, industrial and institutional cleaning, the textile industry, construction and other industrial markets.

The two businesses differ in many ways, including serving different markets and customers and selling different products, but also have different value chains and, regarding the internal organization, management teams. The decision to reorganize the entities focused on home and personal care from the WeylChem Group of Companies and merge and rebrand them as Catexel was the result of a detailed and thoughtful process. In 2022, it was decided to incorporate and rebrand the related business entities as “Catexel,” and we expect this to positively influence our business.

Entity name until December 2023	Entity name as from January 2024
WeylChem Performance Products GmbH	Catexel GmbH
WeylChem Wiesbaden GmbH	Catexel Production GmbH
WeylChem Catexel GmbH	integrated into Catexel GmbH
Catexel B.V.	Catexel B.V.
Nease Co LLC	Catexel Nease LLC
Catexel Technologies Ltd.	Catexel Technologies Ltd.
Catexel Cellulosics Ltd.	integrated into Catexel Technologies Ltd.

Scope of the report

Why is the discussion of the reorganization important? As this report mainly covers activities and results from 2022, before the new entities were formed, it affects the way we report on our targets, milestones, and metrics. We have consolidated data from all five (before seven) entities as best as possible. However, in the instances where data was not consolidated from all entities, we have labeled the respective reporting sections accordingly. For each headline, we have included the name(s) of the entities for which the section applies below the title in parentheses. If the section applies to all entities, it is labeled with “(all entities).”

Catexel Nease is completely excluded from the scope of this report. It is our goal to streamline our policies and data in the near future and report consistently across all entities and all metrics.



STRATEGY & MANAGEMENT

Sustainability Management and Organization

(Catexel GmbH, Catexel Production GmbH, Catexel B.V., Catexel Technologies Ltd.)

[GRI 2-13] [ESRS GOV-3] In 2022, a sustainability team was formed to steer all sustainability-related projects within the company. To foster a proactive and focused approach to achieving our targets, sustainability-related performance metrics are integrated into employees' bonus agreements as part of our internal incentive scheme. In 2024, a significant number of employees will have at least one target related to sustainability.

The team consists of a representative cross-section of all corporate divisions in order to maintain good visibility within the company, to ensure that relevant issues find their way to all employees, and to gather information across divisions effectively. The team convenes for monthly meetings where overall progress through specific sustainability key performance indicators (KPIs) is monitored, project outcomes are tracked, and improvement measures are discussed. It is also a vital forum to keep up the momentum and maintain a high level of engagement among the teams.

The sustainability team consists of:

Felicia Daniels

Process Engineer
Catexel Nease LLC

Can Digici

Chief Commercial Officer
Catexel GmbH

Prof. Dr. Ronald Hage

Head of Sustainability and Director Competence Center Cats
Catexel B.V.

Dr. Richard Kemp

Director Product Supply
Catexel GmbH

Dr. Konstanze Mayer

Chief Marketing & Technology Officer
Catexel GmbH

Matthias Moeren

Head of Product Safety & Quality
Catexel GmbH

Dr. Roman Morschhäuser

Head of Chemical Innovation
Catexel GmbH

Katharina Nagel-Fraulob

Director HR
Catexel GmbH

Steve Preda

Director of Plant Operations
Catexel Nease LLC

Fatemeh Rostami

Product and Marketing Manager
Catexel B.V.

Will Talbert

Chemist
Catexel Nease LLC

Materiality Assessment

(Catexel GmbH, Catexel Production GmbH, Catexel B.V., Catexel Technologies Ltd.)

[GRI 3-1, 3-2] [ESRS SBM-2, IRO-1] In 2022, we carried out a materiality assessment for the WeylChem Group of Companies, of which the Catexel entities were a part of until the end of 2023. The outcome of the materiality assessment helps us focus on issues that are highly relevant and/or have a strong impact - both in the context of this report and in our long-term sustainability strategy.

In summary, we identified ten key topics in three areas, which are reflected in the sustainability strategy, the milestones, and the targets we have set.

The materiality assessment encompassed a series of three half-day hybrid workshops, which started at the end of 2022 and concluded at the beginning of 2023. Twelve employees - including three managing directors - from various business units and departments from the WeylChem Group of Companies participated.

The first workshop focused on mapping relevant internal and external stakeholders, as well as their expectations and their importance to us as an organization. In the second workshop, participants considered regula-

tory requirements, market trends, and initiatives, and looked at opportunities and threats. In the last workshop, the topics were prioritized according to importance to stakeholders and to the company on a scale from one to ten, ten being of highest importance. The most important topics from both perspectives were visualized in the materiality matrix.

People

Training and Education

Customer Health & Safety

Occupational Health & Safety

Planet

Emissions

Energy

Environmental Compliance

Water & Effluents

Waste

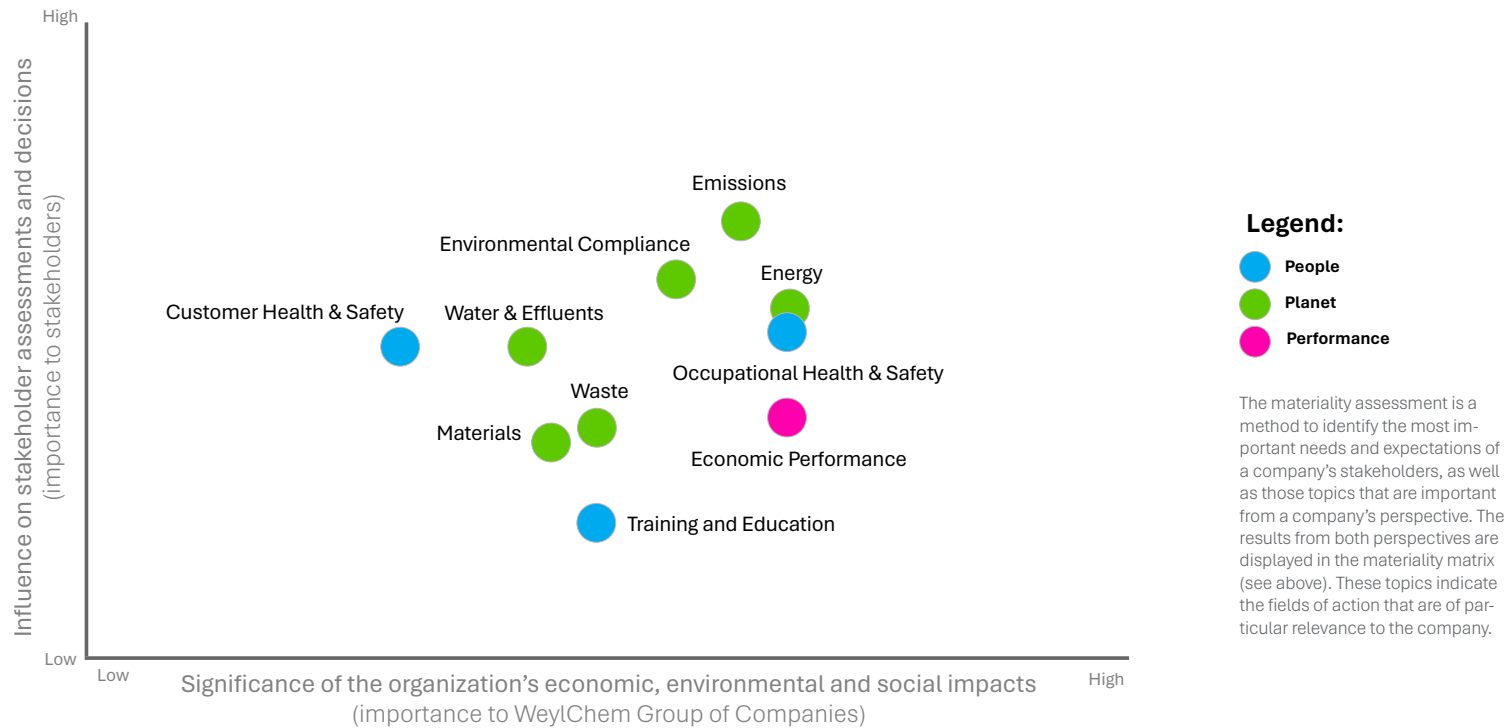
Materials

Performance

Economic Performance

In alignment with the outcome of our materiality assessment, we have established ambitious sustainability targets and KPIs across three key areas: people, planet and performance. These KPIs are regularly reviewed to achieve the strategic targets in areas such as energy, emissions, product offering, safety, and people.

Material Topics Final Result - Prioritized Topics



The outcome of the materiality assessment is the foundation of our sustainability strategy. We are using this to focus on issues that are highly relevant and/or have a strong impact, both in the context of this report and in our long-term sustainability strategy. For 2024, an update of the materiality assessment in accordance with the requirements of the Corporate Sustainability Reporting Directive (CSRD) is planned, implementing the concept of double materiality.

Sustainability Targets

(Catexel GmbH, Catexel Production GmbH, Catexel B.V., Catexel Technologies Ltd.)

People

Our social goals focus on the internal areas of occupational safety and employee training and development. We want to reduce work-related injuries and achieve a reportable incident rate (RIR) that is at least 50% lower than the industry average, which is reported to be 1.9 in the chemical manufacturing industry (NACIS 325) in 2022 according to the U.S. Bureau of Labor Statistics.

Planet

[\[ESRS E1-4\]](#) Our environmental targets are based on various product innovations and the continued development of our process technology to further

reduce the use of resources, energy, emissions, and by that, our overall CO2 footprint. We aim for an emissions reduction of 25% and waste reduction of 25% by 2030 compared to our 2022 baseline. As of today, all of our processes are critically reviewed, and several projects with potential for improvements are planned for implementation. In addition, we plan to conduct GHG assessments for all of our product lines by 2024 to establish the necessary baselines for our reduction targets.

In addition we are in the process of analyzing our product portfolio and develop products that have a significantly lower environmental impact. These efforts include the development of next generation chemicals made from bio-based and recycled materials and the development of new processes to produce chemicals that are substantially less

energy-intensive. Our goal is to increase the share of sustainable products in our product portfolio to 50% by 2030.

Performance

Our sustainability targets are embedded in our company strategy. We acknowledge the vital role of our customers, who increasingly demand sustainable products, by measuring their satisfaction through the Net Promoter Score and substantially increasing our investment in sustainability through product and process innovation and new technology, and providing better benefits and safety measures for our employees and workers.

KPIs and objectives for Catexel

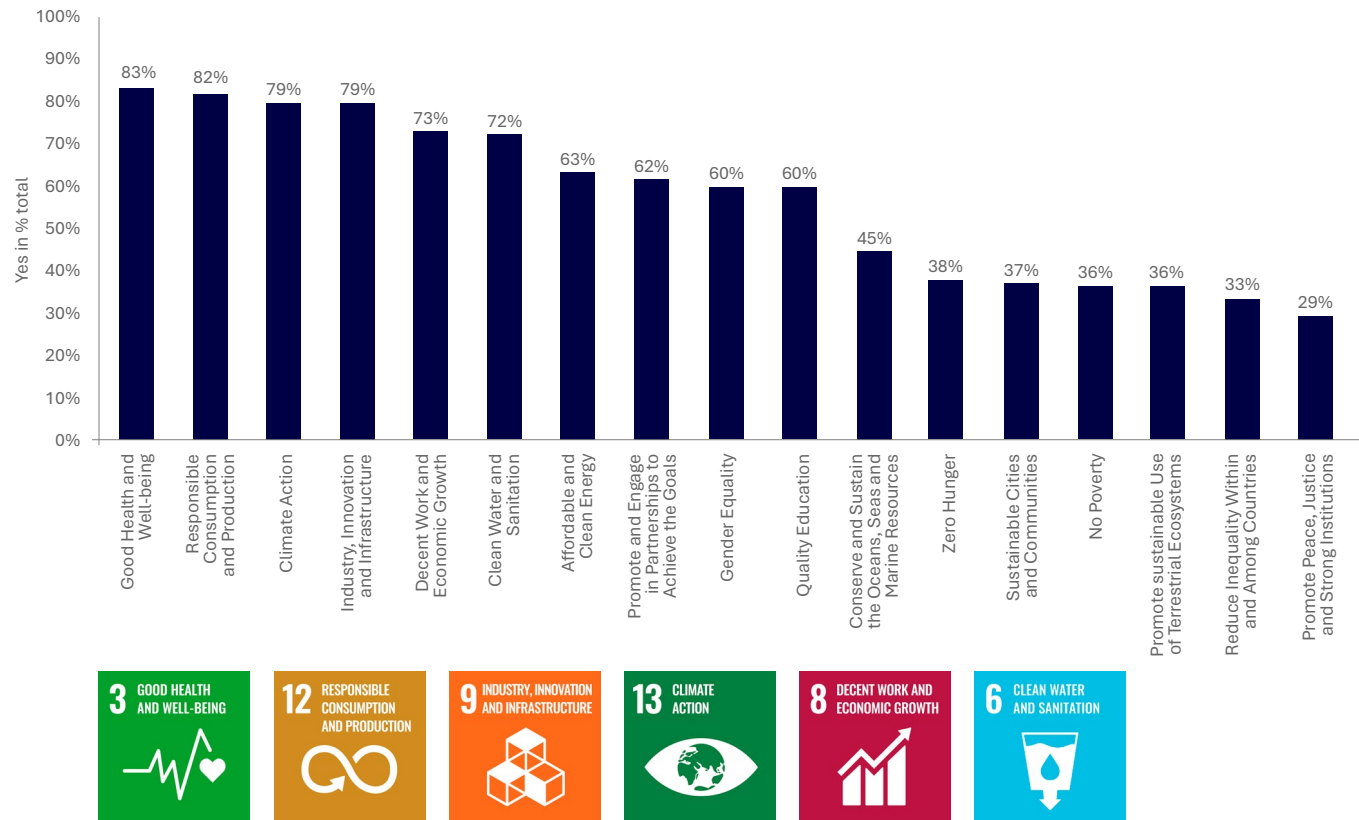
		KPI	Objectives by 2030
People	Employee Development	Average hours of training per year, per employee	8+ hours
	Occupational Health & Safety	Average reportable incident rate (RIR)	<1.0 (50% lower than the industry average)
Planet	Energy	Megawatt-hours (MWh) used per kilogram of product	Reduction of >25% from 2022
	Greenhouse Gas Emissions (GHG)	Carbon dioxide (CO ₂) in kilograms per kilogram of product	Reduction of >25% from 2022
	Portfolio	Number of sustainable products	50% of the portfolio
Performance	Customer Satisfaction	Net Promoter Score (NPS)	Greater than 8
	Operational Excellence	Waste in kilograms per kilogram of product produced Water in cubic meters per kilogram of product produced	Reduction of >25% from 2022

Our Contribution to the UN Sustainable Development Goals

(Catexel GmbH, Catexel Production GmbH, Catexel B.V., Catexel Technologies Ltd.)

The Sustainable Development Goals (SDGs) are a set of 17 global goals established by the United Nations to address pressing social, economic, and environmental challenges, with the aim to create a more sustainable and equitable world by 2030. Since 2016, countries and organizations have been working to implement this agenda, and it is our goal to align our business activities with the SDGs to which we can make a substantial contribution. To identify the most relevant SDGs for Catexel, in 2022, we invited all employees of the WeylChem Group of Companies to participate in a survey asking which of the 17 SDGs the group should aim to contribute to in the future.

WeylChem Employee Survey: Sustainable Development Goals



As a result, we identified the following six SDGs as being the most relevant in terms of our contribution to create a positive impact.



SDG3

With our product portfolio, we have a positive impact on the quality of life of people around the world.



SDG6

We want to reduce any negative influence we have on the water situation in the vicinity of our sites.



SDG8

We provide secure, well-paid jobs, encourage employee development, and have a code of conduct to ensure ethical conduct at work.



SDG9

We invest in our production sites and the technologies used in production and manufacturing so that our infrastructure becomes more sustainable.



SDG12

We invest in resource-efficient production and provide low-harm chemicals, which help reduce the carbon footprint for our customers. We constantly work toward preventing and reducing waste, hazardous substances, and emissions of all kinds.



SDG13

We contribute to climate protection by constantly optimizing our upstream and downstream processes in terms of energy and resource efficiency.



ENVIRONMENT

Environmental Management

(Catexel Production GmbH)

In our company, we advocate for the continuous, methodical improvement of corporate environmental performance and for compliance with the relevant environmental regulations. We have an environmental management system pursuant to ISO 14001 to drive the continuous improvement of our corporate environmental commitment. Using environmentally friendly technologies and increasing energy and resource efficiency make an indispensable contribution to environmental protection and sustainable business management. By preventing emissions and the release of pollutants, reducing and separating waste, using raw materials and auxiliary materials sparingly, and saving energy, our employees play a crucial role in our active environmental protection.

GHG Assessment and Product Carbon Footprint

(Catexel Production GmbH)

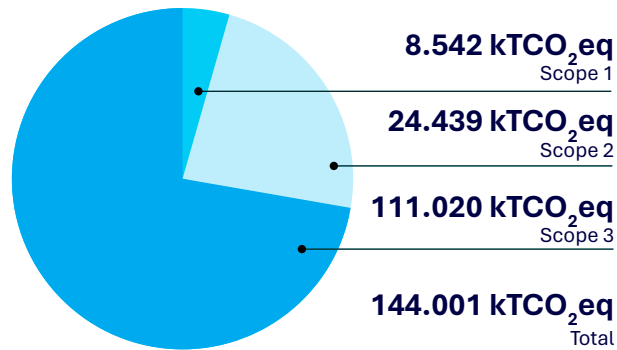
[ESRS E1-6] In 2022, a comprehensive GHG emissions assessment was conducted to analyze the emissions of the production site in Wiesbaden, including a calculation of the PCFs of three of our products: WeylClean® SKS-6, Peractive® TAED, and WeylClean® SAS. The goal of this project was to understand our footprint in detail, develop initiatives for reducing our GHG emissions short-, mid-, and long-term, and to translate these into projects and an action plan to align with the European climate targets. As a result, we concluded it is possible to reduce our footprint by 25% by 2030 and incorporated this as our central emissions target.

Key Results of GHG Emissions Assessment for 2021

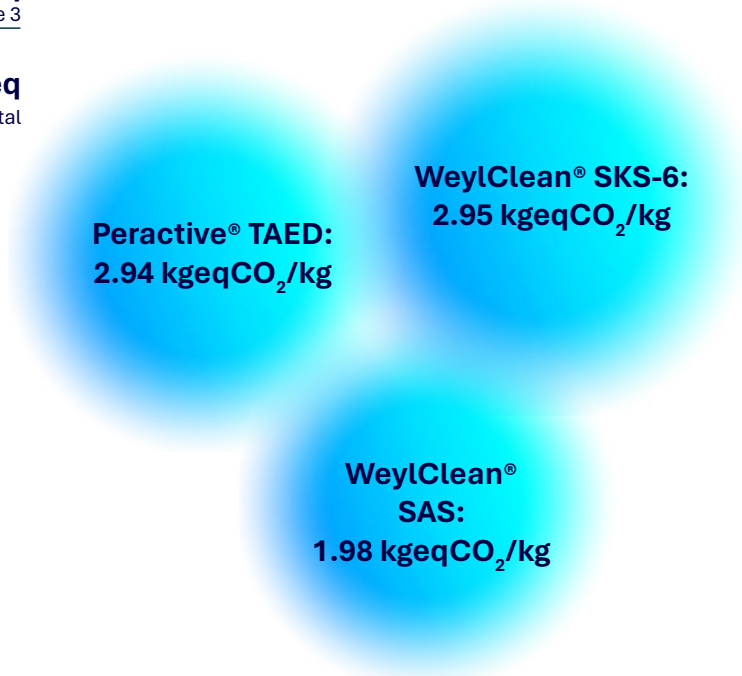
The total GHG emissions for the production site in Wiesbaden amounted to 145 ktCO₂eq in 2021 with estimation uncertainty of 18%. For the calculation, international environmental accounting standards and reputable life cycle inventory databases were applied. Where data was insufficient or was not available, values were modeled.

In Scope 1 and 2, energy - used for heating, cooling, and electricity - is driving approximately 25% of the total emissions. Scope 3 represents approximately 75% of the overall emissions, largely represented by raw materials (upstream). We are aware that the biggest share of GHG emissions arises from the upstream value chain (Scope 3), represented by the raw materials that all have a carbon footprint of their own.

Product Carbon Footprints



We calculated the PCF of three of our largest volume products: Peractive® TAED (tetraacetylenediamine), WeylClean® SAS (secondary alkanesulfonate), and WeylClean® SKS-6 (layered sodium disilicate). The calculation considered all emission-relevant activities from cradle to gate. Having gained insight into our emissions, it is our goal to engage in discussions with our suppliers to validate and improve our calculations and ultimately collaborate for further process improvements, especially with regard to sourcing and energy consumption.



Developing Emission Reduction Initiatives

After the assessment was finalized, the sustainability team convened to develop a list of 30 initiatives to reduce emissions. These initiatives broadly represent efforts in the field of logistics, process optimization, and business and product development.

Through this process, Catexel has gained best-in-class knowledge of company-wide GHG emissions and our product’s carbon footprint through which we can guarantee transparent communication of our products’ environmental footprint. With the results, we support engagement with our customers and other stakeholders, including suppliers and shareholders.

Exemplary Projects

(Catexel Production GmbH)

Developing TAED Granules with Lower CO2 Footprint

Traditionally, granules containing the bleach precursor TAED were produced using binder polymers based on fossil raw materials. Catexel managed to prepare a new TAED grade without any binder polymer, lowering the CO2 footprint of this new granule. Following this improvement, a second approach was developed to improve the process to prepare TAED granules. Standard granulation has been replaced by a novel process requiring substantially less heating energy. This could lead to savings of more than 90% of the energy typically used in the granulation process. The process was tested successfully on a small scale, and we are now working to implement it large-scale in 2023.



Implementing a Heat Recovery System

In our chemical plant for the granulation of TAED, nitrogen is heated for the drying process and then cooled to condense moisture (closed-loop gas process). This process requires significant amounts of energy, which are obtained from steam for heating and river water, as well as cooling brine for cooling. To enhance the energy efficiency of the plant, we are planning to implement a heat recovery system that allows us to utilize the heat energy released during the cooling of nitrogen to preheat the recirculated nitrogen stream. This significantly reduces energy consumption, lowers operating costs, and reduces CO2 emissions.



Joining Forces at “Klimaforum”

Catexel Production GmbH, formerly WeylChem Wiesbaden GmbH, is located in an industrial park that offers comprehensive infrastructure and additional services to more than 70 resident companies. In 2022, the idea for a new initiative to collectively reduce Scope 2 emissions associated with the purchase of energy from the district heating power plant was born. The initiative joins the forces of the four chemical companies located in the park, the site operator, and operators of the district heating power plant. All participants convened for an initial workshop at the end of 2022. This is just one example of how we tap into the power of collaboration and we look forward to assessing the results in the next year.





SOCIAL

Social

(Catexel GmbH, Catexel Production GmbH, Catexel B.V., Catexel Technologies Ltd.)

[GRI 2-7] We are aware of our responsibility to provide a safe and healthy workplace and ensure opportunities for family-friendly work and personal growth for our employees. We strive to cultivate a workplace where employees feel valued and empowered to contribute their unique skills. In 2022, we employed a total 149 employees.



Our Commitment to a Safe and Healthy Workplace

(all entities)

[GRI 403-3, 403-5] The health and safety of employees in the workplace is central to our understanding of social responsibility. Our approach aims to reduce risks and continuously invest in employee training and safety technology to prevent accidents, dangerous incidents, and occupational illnesses. The risk of accidents on our site and laboratory is

reduced to a minimum through our safety management system, comprehensive safety precautions, and assessments, as well as emergency response plans, collaboration with external experts, and regular safety training.

Organization of occupational health and safety

(Catexel Production GmbH)

The responsibility of occupational health and safety for our site in Wiesbaden is assigned to a specialist team. The team reports monthly and directly to the managing director in compliance with the applicable laws and our internal policies. This way, we ensure fast implementation of strategic and operational measures. Other responsibilities include recording, assessing, and documenting accidents, hazards, and risks. In addition, a safety specialist and a safety representative are appointed as the first point of contact for workers on site by our service provider Infracerv GmbH & Co. Höchst KG. Once per quarter, an occupational safety committee meeting takes place to ensure a proactive approach to occupational safety, prevent accidents, and improve safety culture within the organization.

Target: Minimize safety risks

(all entities)

[ESRS S1-3] We are committed to protecting our workers and employees against accidents. A close, trusting relationship with employees is crucial for the ongoing development of effective improvement and planning measures. In 2021, we introduced a new company suggestion scheme through which employees can submit ideas and make suggestions at any time, enabling us to implement additional safety-related measures and improve occupational health and safety. These measures are accompanied by regular internal safety audits.



Reporting and investigating incidents

(all entities)

[GRI 403-2] Our approach to occupational health and safety is guided by our belief that all incidents and injuries can be prevented. If an accident or a near-accident occurs during working hours or on an employee's commute, this is strictly documented and used as the basis for developing further preventive measures. The occupational health and safety representatives investigate all accidents and near-accidents to identify technical, procedural, and behavioral causes to evaluate and further develop safety measures.

In 2022, we reported four work-related accidents. Over the past few years, we showed year-on-year improvement with safety performance. In 2022, we recorded more work-related accidents. We believe this is due to the impact of the pandemic, with high sickness rates on one hand and the backlog of training and lack of safety measures due to the government-mandated reduction in contacts on the other.

Reducing work-related injuries

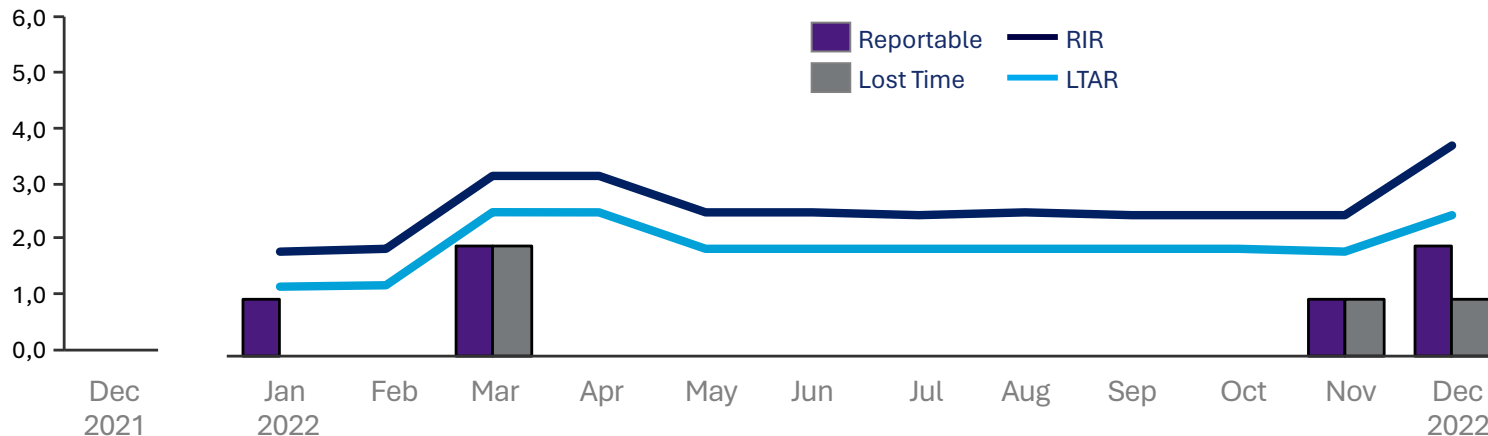
(Catexel Production GmbH, Catexel GmbH, Catexel B.V.)

[ESRS S1-5] For the future, we aim to reduce work-related injuries and achieve an RIR for our production site that is at least 50% lower than the industry average, which is reported to be 1.9 in the chemical manufacturing industry (NACIS 325) in 2022 according to the U.S. Bureau of Labor Statistics.

We aim to achieve this objective by significantly reducing the accident rate through site-specific safety initiatives such as personal training, process improvements, and technical measures. We will increase safety awareness through regular safety briefings in direct communication with our employees. We will verify the effectiveness of the measures taken through safety audits.

HSE Group Results – Rolling 12 months

Group Performance Jan 2022 – Dec 2022



→ Efforts to reduce RIR and LTAR are intensified

RIR = Reportable Incident Rate*
 LTAR = Lost Time Accident Rate*
 * Calculated per 200 000 hours worked

Company suggestion scheme

(all entities)

[GRI 403-4] Through our company suggestion scheme, employees can actively participate in the improvement of our processes. It is an important tool to mobilize the creative forces of our employees, which we consider vital for improving the overall quality of our products and challenging existing processes in the field of customer service, cross-divisional communication, employee safety, environmental protection, and resource efficiency.

Additional benefits

(all entities)

[GRI 403-6] Through our site management by Infraserw Wiesbaden and their Occupational Health Center, we are able to offer services in collaboration with an occupational medical doctor such as regular physical health examinations and the provision of an annual influenza vaccine. In addition, we offer a range of preventive programs twice a year with the public health insurances and offer assistance services with our partner Barmenia Versicherungen, including assistance in obtaining information about medical infrastructure, cost-and-payment, patient transport, and more.

Company pension scheme

(Catexel GmbH, Catexel B.V., Catexel Production GmbH)

[ESRS S1-11] To support our employees in ensuring financial security and stability in the future, we offer a company-wide pension scheme that constitutes a monthly contribution of 2% of the “pensionable income” up to the contribution assessment ceiling (“Beitragsbemessungsgrenze”). In addition, employees who are covered by collective bargaining agreements are eligible for another scheme, called “Zukunftsbetrag.” This scheme further contributes to an employee’s retirement provision in a way that suits personal preferences. Employees can choose between three kinds of contributions, namely additional days off at the time of employment, collective pension provision, or a one-time-payment.

For our employees of Catexel B.V., we offer a voluntary program that provides a monthly contribution of 120 EUR to augment pension savings.

Employee Training and Development

(all entities)

[GRI 404-1, 404-2] [ESRS S1-13] We believe employee development is not only important to fostering engagement but also crucial to helping unlock innovative, creative thinking, as well as to adapting to fast, changing environments. All employees have the opportunity to take part in education, training, and development programs, which Catexel supports by covering fees and granting paid leave. We offer programs that go beyond regulatory requirements and include a two-year training program (“Produktionskraft Chemie”) and a one-year certification course (“Industriehandwerker Chemie”) for employees who do not have a chemical background and want to qualify for work in our chemical production facilities. Both programs are offered by the local Industrie- und Handelskammer (IHK) and paid for by Catexel.

As previously stated, it is our goal to further develop our offer and encourage more employees to dedicate time to training and development.

Engaging in Stakeholder Dialogue

(all entities)

[SBM-2] We strongly believe that engaging in dialogue with our stakeholders helps build trust, establish positive relationships, and identify potential risks early on. Our main stakeholders are our employees, shareholders, customers, authorities and regulatory bodies, neighbors, and suppliers. We cultivate these diverse relationships through various forms of communication such as online and face-to-face meetings, surveys, and (self-) assessments.

Supply Chain Responsibility

(all entities)

Catexel evaluates potential suppliers through a comprehensive supplier questionnaire that also evaluates the supplier’s engagement in sustainability such as the use of management systems like ISO 14001 and 50001, the provision of ratings like EcoVadis, and in alignment with due diligence obligations according to the Act on Corporate Due Diligence Obligations in Supply Chains (“Lieferkettensorgfaltspflichtengesetz”). We also ask for information around compliance in the fields of health, safety and environment; ethics; and environmental management - and whether or not PCFs have been calculated. If we decide to work with a new supplier that does not pass our minimum requirements, we define a clear set of actions and measures that need to be fulfilled within a certain timeframe, usually within a year.

Any new supplier must also accept our Supplier Code of Conduct, which is based on the UN Global Compact.



GOVERNANCE

Compliance

(all entities)

[ESRS S1-1, G1-1, G1-3] We believe that professionalism, fairness, and integrity are the cornerstones of successful business. We place particular emphasis on integrity in our code of conduct as a part of our comprehensive compliance management system, which is our central guiding document for fair conduct in the workplace. We have clear policies on the topics of anti-corruption and money laundering, employee rights, discrimination and harassment, the exchange of benefits and gifts, conflicts of interests, and more. Our code of conduct also emphasizes our intention to foster transparency and where appropriate, to create shared learning experiences and engage in open dialogues with our stakeholders. Last but not least, our code captures how we take responsibility for occupational health and safety, employee development, and our impact on the environment, adhering to the respective regulations in line with the law and beyond.

Data Protection

(all entities)

We treat data records that have been transmitted to us or created by us with the utmost care to prevent unauthorized access to them. In doing so, we are guided by the German Data Protection Ordinance (DSGVO) and comparable legal standards.



Risk Management

(all entities)

[GRI 2-26] [ESRS GOV-5] At Catexel, we ensure ethical conduct and transparency in all aspects of our operations. As part of our ongoing efforts to create a sustainable and responsible business environment, we recognize the importance of providing the means through which individuals feel empowered to express concerns when they witness behavior that does not align with our values. Therefore, we have installed a whistleblowing platform, which is accessible through our website and provides a secure way to communicate incidents and concerns.

In addition to managing risks with regard to ethical conduct, we also review risks and opportunities related to environmental and social aspects once per year. Aspects include climate, air and water quality, people, and social responsibility toward our stakeholders such as employees, partners, customers, and suppliers. Other risks that are reviewed are related to business practice, employee management, product development, procurement, service providers, and product labeling.



ANNEX

GRI

Statement of use: Catexel GmbH has reported the information cited in this GRI content index for the period 01/01/2022 until 31/12/2022 with reference to the GRI Standards.

Applicable GRI Sector Standard(s): None

GRI Standard	Disclosure	In the report
GRI 2: General Disclosures 2021	2-1 Organizational details	About Catexel, p. 5
	2-2 Entities included in the organization’s sustainability reporting	About Catexel, p. 6
	2-3 Reporting period, frequency and contact point	About this report, p. 31
	2-4 Restatements of information	About this report, p. 31
	2-7 Employees	Social, p. 20, Annex, p. 30
	2-13 Delegation of responsibility for managing impacts	Sustainability Management and Organization, p. 8
	2-26 Mechanisms for seeking advice and raising concerns	Risk management, p. 25
	2-30 Collective bargaining agreements	Annex, p. 30
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Assessment , p. 9
	3-2 List of material topics	Materiality Assessment , p. 9
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Annex, p. 29
GRI 305: Emissions 2016	305-1 Direct (Scope 1)	Annex, p. 29
	305-2 Energy indirect (Scope 2) GHG emissions	Annex, p. 29
	305-3 Other indirect (Scope 3) GHG emissions	Annex, p. 29
GRI 306: Waste 2020	306-3 Waste generated	Annex, p. 29
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Reporting and investigating incidents, p. 21
	403-3 Occupational health services	Our commitment to a safe and healthy workplace, p. 20
	403-4 Worker participation, consultation, and communication on occupational health and safety	Company Suggestion Scheme, p. 22
	403-5 Worker training on occupational health and safety	Our commitment to a safe and healthy workplace, p. 20
	403-6 Promotion of worker health	Additional Health Benefits, p. 22
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee training and development, p. 23
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee training and development, p. 23

ESRS

ESRS Standard	Disclosure	In the report
ESRS 2: General Disclosures	GOV-3 – Integration of sustainability-related performance in incentive schemes	Sustainability Management and Organization, p. 8
	GOV-5 - Risk management and internal controls over sustainability reporting	Risk management, p. 25
	SBM-1 – Strategy, business model and value chain	About Catexel, p. 2, Annex, p. 5
	SBM-2 – Interests and views of stakeholders	Materiality Analysis, p. 9
	IRO-1 – Description of the processes to identify and assess material impacts, risks and opportunities	Materiality Analysis, p. 9
ESRS S1: Own workforce	S1-1 – Policies related to own workforce	Compliance, p. 25
	S1-3 – Processes to remediate negative impacts and channels for own workforce to raise concerns	Our commitment to a safe and healthy workplace, p. 20
	S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Our commitment to a safe and healthy workplace, p. 20
	S1-6 – Characteristics of the undertaking’s employees	Annex, p. 30
	S1-8 – Collective bargaining coverage and social dialogue	Annex, p. 30
	S1-11 – Social protection: retirement	Our commitment to a safe and healthy workplace, p. 20
	S1-13 – Training and skills development metrics	Employee Training and Development, p. 23
	S1-14 – Health and safety metrics	Our commitment to a safe and healthy workplace, p. 20
	S1-15 – Work-life balance metrics (parental leave coverage)	Annex, p. 29
	ESRS E1: Climate Change	E1-4 – Targets related to climate change mitigation and adaptation
E1-5 – Energy consumption and mix		Annex, p. 29
E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions		GHG Assessment and Product Carbon Footprint, p. 17
ESRS G1: Business Conduct	G1-1– Business conduct policies and corporate culture	Compliance, p. 25
	G1-3 – Prevention and detection of corruption and bribery	Compliance, p. 25

Environmental

Catexel Production GmbH

CO ₂ e Emissions*		2022
CO ₂ e Scope 1	t CO ₂ e	8542
CO ₂ e Scope 2	t CO ₂ e	24439
CO ₂ e Scope 3	t CO ₂ e	111020
Scope 1, 2 and 3	t CO ₂ e	144001

*CO₂e emission values result from the product carbon footprint calculations of three of our largest volume products: Peractive® TAED, WeylClean® SAS, and WeylClean® SKS-6, s. also page 16.

ENVIRONMENT		2022
Total energy consumption:		
of which electricity	MWh	18049
of which natural gas	MWh	39287
of which compressed air	MWh	691
of which steam	MWh	92910
of which liquid ammonia -5 °C	MWh	13730
of which liquid ammonia -15 °C	MWh	2131
of which cooling brine	MWh	15861
Total waste	t	2153

Social

Number of employees 2022		
	M	F
Catexel Production GmbH	102	5
Catexel GmbH	17	15
Catexel B.V.	3	5
Catexel Technologies Ltd.	2	0

Number of executive employees 2022 (top management level)		
	M	F
Catexel Production GmbH	2	0
Catexel GmbH	2	2
Catexel B.V.	1	0
Catexel Technologies Ltd.	1	0

Employees covered by collective bargaining agreements		
		2022
Catexel Production GmbH	%	90
Catexel GmbH	%	53
Catexel B.V.	%	0
Catexel Technologies Ltd.	%	0

Number of employees entitled to parental leave		
		2022
Catexel Production GmbH	%	100
Catexel GmbH	%	100
Catexel B.V.	%	100
Catexel Technologies Ltd.	%	100

Number of employees who take parental leave		2022
Catexel Production GmbH		4
Catexel GmbH		1
Catexel B.V.		0
Catexel Technologies Ltd.		0

Number of fatalities as a result of work-related injuries or ill health		2022
Catexel Production GmbH		0
Catexel GmbH		0
Catexel B.V.		0
Catexel Technologies Ltd.		0

Number of work-related accidents		2022
Catexel Production GmbH		4
Catexel GmbH		0
Catexel B.V.		0
Catexel Technologies Ltd.		0

Accident rate = (number of accidents*200,000)/number of hours worked = "RIR"		2022
Catexel Production GmbH		5,6
Catexel GmbH		0
Catexel B.V.		0
Catexel Technologies Ltd.		0

Accident Frequency Rate (AFR)		2022
Catexel Production GmbH		27,8
Catexel GmbH		0
Catexel B.V.		0
Catexel Technologies Ltd.		0

Lost Time Injury Frequency Rate (LTIFR)		2022
Catexel Production GmbH		27,8
Catexel GmbH		0
Catexel B.V.		0
Catexel Technologies Ltd.		0

About This Report

[GRI 2-3, 2-4] This is Catexel’s first sustainability report. The report discusses the 2022 fiscal year - i.e., from 1 January 2022 to 31 December 2022- but also other relevant incidents prior to this period. Work on this report began in July 2023 and was completed in December 2023. Reporting is done on an annual basis. The next sustainability report will be published for the 2023 financial year.

If you have any questions or feedback about this report, please contact:

Prof. Dr. Ronald Hage
ronald.hage@catexel.com

Disclaimer

This sustainability report includes certain statements regarding the future that are based on current assessments of future developments and available assumptions and forecasts. Such statements are always subject to a degree of risk and uncertainty, which means that assumptions may turn out to be inaccurate and actual developments may differ from those described in this report.

Catexel is under no obligation to amend these statements regarding the future to reflect future events or developments and does not intend to do so.

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Publication

April 2024

Imprint

Catexel GmbH
 Kasteler Strasse 45,
 65203 Wiesbaden, Germany
 Tel: +49 (0) 611 962-5648
 catexel@catexel.com
 www.catexel.com

Layout

dealSoft GmbH
 Brönnnerstraße 17,
 60313 Frankfurt am Main, Germany
 www.dealsoft.de

