

SEAL ABLE

pioneers in profiles



SEALABLE SUSTAINABILITY REPORT

Status as of March 2024



REPORTING STRUCTURE

The aim of SEALABLE Solutions GmbH sustainability report is to inform our stakeholders, such as customers, suppliers, employees, business partners, about the sustainability performance of the company.

This sustainability report refers to the calendar year 2023 (1 January to 31. December 2023).

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**Dear Ladies and Gentlemen,
Dear Readers,**

For the fourth consecutive year, we are publishing our voluntary sustainability report. In this report, we want to show you how we, as a focused industrial supplier, take responsibility for the environment, society, and the economy and how we implement our sustainability strategy in practice.

We are aware that we operate in a dynamic and challenging environment characterized by global changes. These include increasing demands on pricing and sales, changing standards and legislation, and developments in the German labor market. We see these changes as opportunities to strengthen our competitiveness, promote our innovation, and deepen our customer relationships.

We present the company's achievements in 2023 transparently and comprehensibly in this report. We have further improved our ecological and social balance, optimized our processes, qualified and motivated our employees, made our supply chain more sustainable, and actively involved our stakeholders.

We thank you for your interest in our sustainability report and invite you to accompany us on our journey. We look forward to your feedback and suggestions.

A handwritten signature in black ink, appearing to be 'Dr. Matthias Orth & Matthias Klug'.

Dr. Matthias Orth & Matthias Klug
Managing Directors SEALABLE Solutions GmbH



01 | FOUNDATIONS

- 1.1 Sustainability Strategy
- 1.2 Ecovadis
- 1.3 Values
- 1.4 Quality Guidelines
- 1.5 Code of Conduct
- 1.6 Dialogue with our Stakeholder

1.1 SUSTAINABILITY STRATEGY

In continuous dialogue with our stakeholders, we at SEALABLE determine our essential sustainable fields of action. Currently, our sustainability report is still based on the GRI Standard, but we are preparing a comprehensive double materiality analysis (“inside-out” and “outside-in” perspectives) that will serve as the basis for sustainability reporting according to the EU Corporate Sustainability Reporting Directive (CSRD) and on which we will build in the future.

Energy and resource consumption and measures to limit global warming have a significant impact on our business development on the ecological side. Therefore, for our productions, we set clear targets for saving energy and materials, reducing greenhouse gas emissions, and meeting our quality standards. The implementation of these goals is supported by a uniform and comprehensive management system.

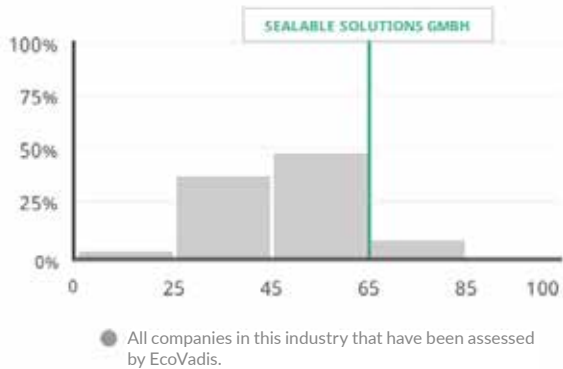
In the social field of action within our company, the provision of healthy and safe workplaces, our attractiveness as an employer, diversity and equal opportunities, training and further education, and an open corporate culture are of great importance. In the social environment outside SEALABLE Solutions GmbH, we want to contribute to a fair and educated society throughout the value chain.

As a globally active company, we are exposed to various risks that essentially correspond to those of comparable companies. Since entrepreneurial action and the assumption of appropriate risks are inseparable, it is of particular importance to us to recognize potential risks in good time so that we can react promptly and appropriately. Modern business management tools and timely reporting support us in this. By systematically dealing with risks, we can identify and evaluate potential events that could endanger the company’s continued existence early on due to internal or external developments and then select and implement appropriate risk management measures.

Due to our international orientation, the company is subject to the effects of changes in the political, legal, or tax framework conditions and corresponding regulations in the countries where we are active. The associated risks and opportunities can both negatively and positively affect business and significantly influence business development. Through preventive and reactive measures, we try to sensibly counter the identified risks as far as legally and economically possible. To reduce procurement-related risks such as supply bottlenecks or supplier failures, we procure important materials based on long-term supply contracts and active supplier management.



Distribution of the overall rating

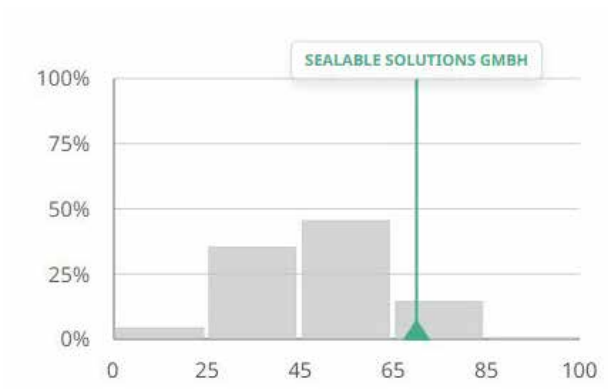


Comparison of theme scores

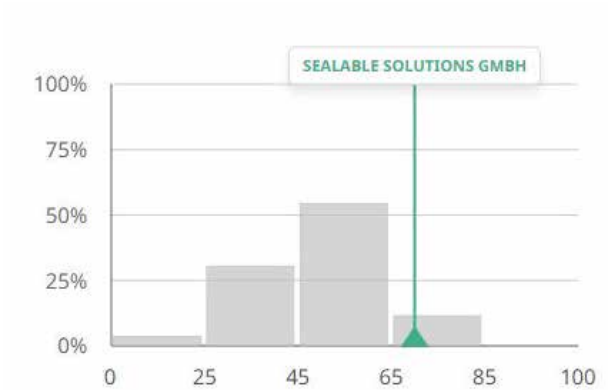




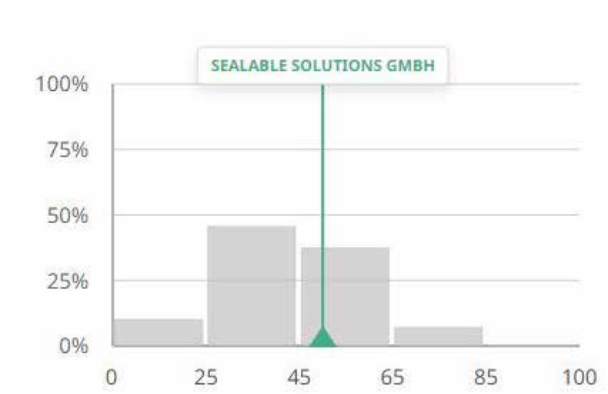
Environment score distribution



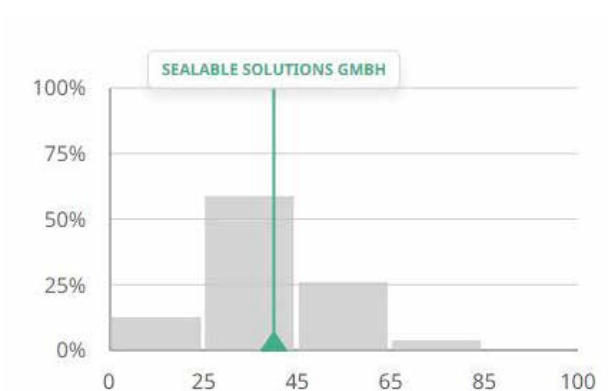
Labor and human rights score distribution



Ethics score distribution



Sustainable Procurement score distribution



1.2 ECOVADIS

With the recent awarding of the Ecovadis Silver Medal and 65 points, we have achieved a remarkable success: we are now among the top 9% of companies in the rubber industry. Ecovadis, a leading sustainability rating platform for global supply chains, places great emphasis on environmental impact, sustainable procurement, as well as ethics, labor, and human rights. The ratings by Ecovadis cover the data and supply chains of over 100,000 companies worldwide. In 2023, the rating system to achieve medal levels became even stricter. Therefore, we are particularly proud of the recognition of our sustainability efforts with a silver medal. This achievement is not only a sign of our commitment to sustainable practices but also a motivation for the entire industry to pursue the path of sustainability. It shows that sustainable business and successful management can go hand in hand.

In the future, we plan to continue improving our processes and products to minimize our ecological footprint and promote a positive social impact. We are committed to transparency in our supply chain and aim to take a pioneering role in the industry and prove that sustainability is an integral part of success.

1.3 VALUES

Our growth strategy is based on strong roots. The history of SEALABLE shows that there are a few typical values that make a company successful. It is entrepreneurship, customer focus, top performance and respectful handling. Our managing directors live these values out of conviction.

To ensure that these key success factors are not lost, SEALABLE has defined these as official company values and made them known to the employees. Together with the Code of Conduct, they shape culture and leadership at the Waltershausen location and around the world.



WE QUEST FOR MAXIMUM PERFORMANCE

- ✓ We continuously improve our processes, products and services
- ✓ We keep our promises
- ✓ We eliminate waste in all our processes
- ✓ We use natural resources in a sustainable Manner

WE CREATE VALUES FOR OUR CUSTOMERS



- ✓ Customers always have priority
- ✓ Customers drive our innovation
- ✓ We exceed their expectations in terms of quality, timely delivery and value
- ✓ We focus exclusively on what creates value for our customers

- ✓ We run instead of managing
- ✓ We prefer quick decisions and minimise bureaucracy
- ✓ We take responsibility for our results and are happy to deliver performance
- ✓ We like to compete and aim to win
- ✓ We are aware of our personal contribution to the success of the company
- ✓ We reward success

WE ARE ENTREPRENEURS



- ✓ We have high integrity and respect our code of conduct
- ✓ We want to attract the best talents as well as bind and develop our employees
- ✓ We make our contribution to the team and challenge each other
- ✓ We strive for fact-based and cause-based solutions and avoid accusations of guilt
- ✓ We want to develop further and are open to constructive criticism

WE CULTIVATE A RESPECTFUL ASSOCIATION



1.4 QUALITY GUIDELINES

Firmly committed to the following principles, each SEALABLE employee is dedicated to achieving the highest quality. This applies to all products and services offered worldwide.

PRO-ACTIVE BEHAVIOR

We want to know possible risks so that we can prevent the occurrence of quality incidents. Our proactive action has the aim of always being able to fulfil the requirements placed on us.

STANDARDISATION

We continuously standardise our processes to ensure and increase their efficiency. We meet the regulations and standards within our defined processes. We always look for the possible "best practice".

CUSTOMER-ORIENTED CULTURE

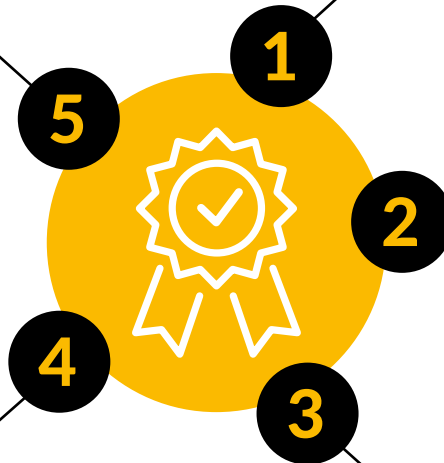
Our customers have top priority. We exceed customers' expectations in order to generate the highest benefit for both sides.

PROCESS THINKING AND CONTINUOUS IMPROVEMENTS

We always improve our processes. For this purpose, we use the information of our stakeholders.

ONE VOICE TO THE CUSTOMER

We strive for a long term partnership and build on mutual trust. Our communication is transparent, uniform and reliable.



1.5 CODE OF CONDUCT

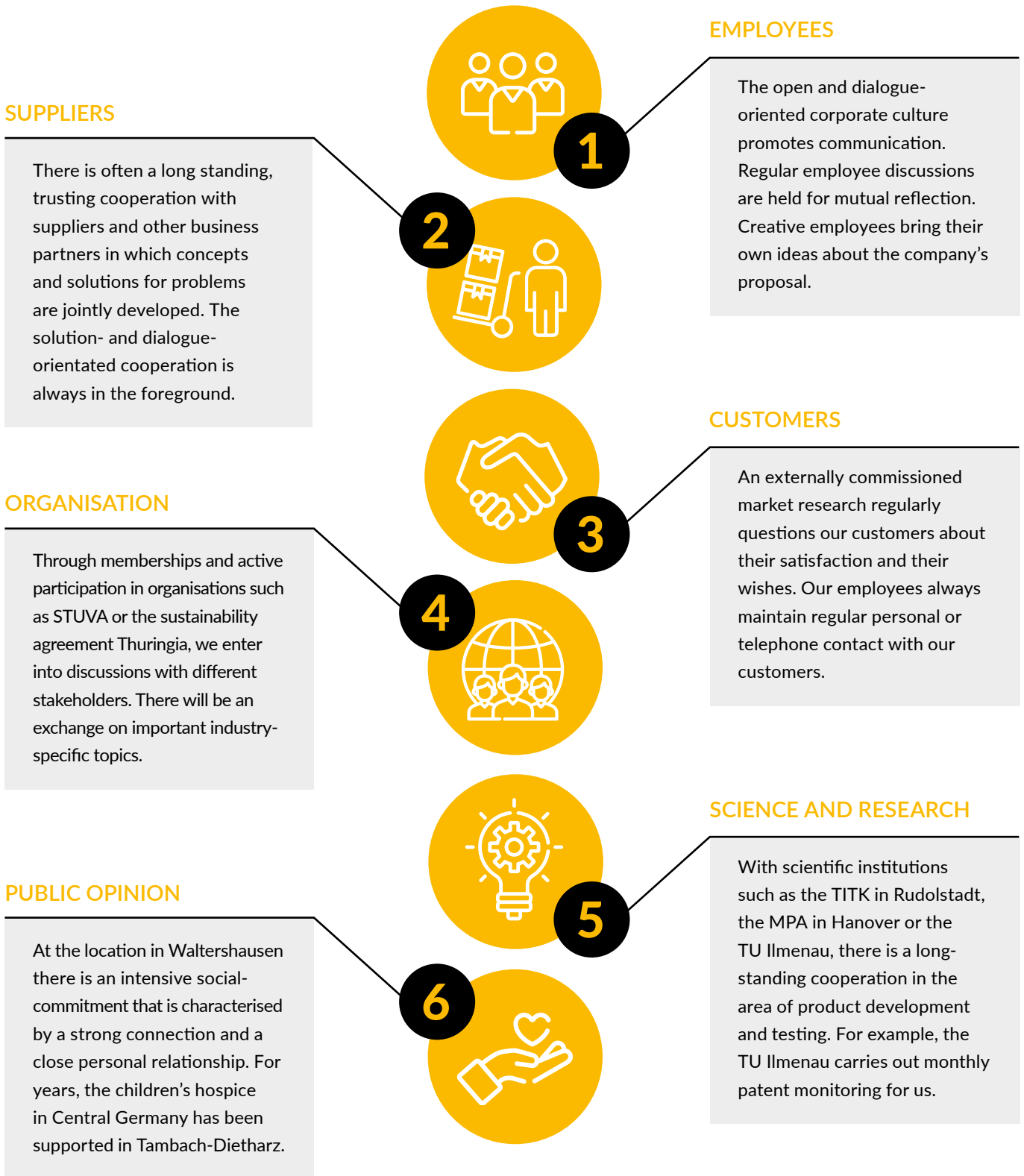
The strengths of SEALABLE Solutions GmbH are to be maintained, even if the social and economic conditions change ever faster. Therefore, it is important that we summarise our continuously growing standards into clear guidelines. To this end, SEALABLE has drawn up a code of conduct that describes the principles of conduct that employees have always used with common sense.


We are convinced that the traditional fundamental values, such as trust and respect, will regain importance in an increasingly global world and will be an additional competitive advantage. Based on this conviction, SEALABLE Solutions GmbH commits itself to the ten principles on human rights, labour practices, environmental protection and abide by the fight against corruption and to assume their social responsibility.

As part of an internationally operating company, it is important that the expected principles of conduct are binding and that violations are sanctioned accordingly. We continue to trust that all employees will be guided by the highest ethical standards in their behaviour.

1.6 DIALOGUE WITH OUR STAKEHOLDER

As a global company, we work with people and institutions in many areas. It is therefore natural to have a dialogue with them, to exchange information and opinions. This promotes sustainability in companies and society.





The stakeholder dialogue helps us to identify trends and new developments as well as risks and opportunities at an early stage and to achieve sustainability goals together. Only in this way can the needs of the different stakeholders, especially those of the customers, be taken into account. The dialogue with our customers, employees, suppliers, organisations, scientists and business representatives creates trust on both sides. Therefore, we are in a continuous, reciprocal exchange with our stakeholders. At the same time, dialogue with stakeholders will be used to provide information and accountability about the impact of one's actions on people and the environment.



02 | CUSTOMER AND SUPPLIERS

- 2.1 Customer requirements
- 2.2 Supplier



2.1 CUSTOMER REQUIREMENTS

Whether construction, civil engineering, industrial applications, track superstructure or tunnel construction – with our 5 segments, we offer a versatile product range that is geared to the needs of our customers.

We meet challenges such as global change, new regulations and new customer requirements with the help of:

- ✓ Customer surveys
- ✓ Talks with suppliers, competitors and our own employees
- ✓ Cooperation with universities and research institutions
- ✓ Internal and external workshops to find ideas/ exchange with our international network of agents
- ✓ Regular participation in conferences, fairs and exhibitions
- ✓ Cross-company communication platforms
- ✓ Publications in scientific journals
- ✓ Memberships in professional and trade associations
- ✓ Cooperation with external development partners



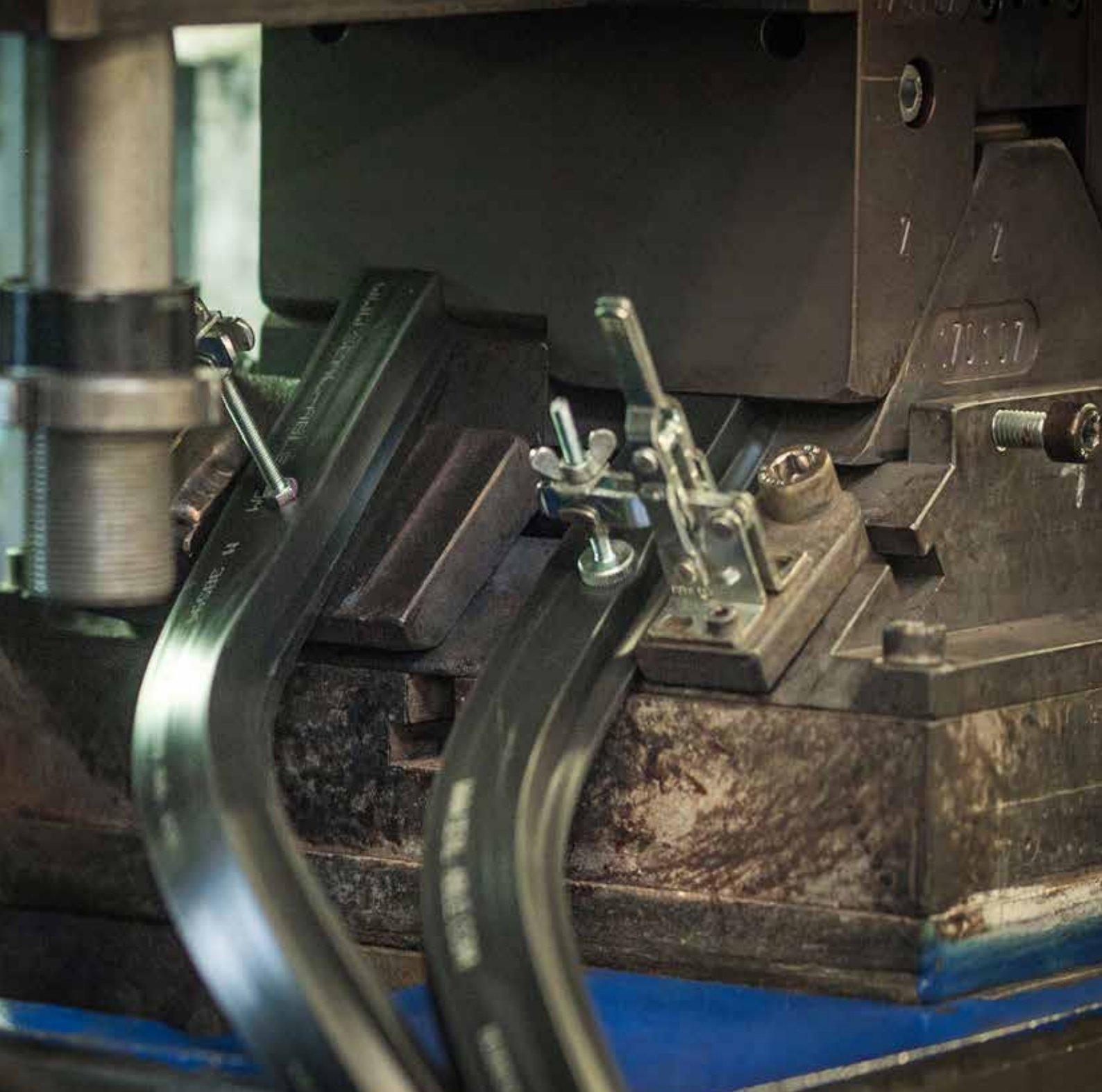
2.2 SUPPLIERS

We provide our suppliers with fair contractual conditions and reasonable consideration. In return, we expect them to behave fairly and correctly towards their employees and suppliers. Our specific requirements for our suppliers are set out in a separate code of conduct for suppliers. The content of the Supplier Code of Conduct is essentially based on the following principles:

- ✓ Compliance with laws and regulations
- ✓ Prohibition of corruption and bribery
- ✓ Respect for the fundamental rights of employees labour
- ✓ Labour Health and safety of employees
- ✓ Environmental protection
- ✓ Supply chain

We want to integrate the entire value chain into sustainability activities more and more:

Starting with raw materials, through production, storage and transport to the final consumer. Sustainability goals can only be achieved through collaboration with our suppliers, customers, and partners. By strictly complying with the principles and requirements of this Code of Conduct for Suppliers, we jointly create added value for all parties involved.



03 | OUR PRODUCTS

- 3.1 Origin and use of resources and materials
- 3.2 Product development
- 3.3 Sustainable Rubber Compounds

3.1 ORIGIN AND USE OF OUR RESOURCES AND MATERIALS

For us, the most important raw materials are the over 150 different rubber compounds based on EPDM, SBR, and chloroprene synthetic rubbers, as well as natural rubber. The annual usage of rubber mixtures is between 6000 and 7000 tonnes. 90 % are purchased by Phoenix Compounding Technologies (PCT) directly at the site. Over the past 5 years, we have strategically increased this share in order to reduce complex transport routes from Switzerland and response times to a minimum. We source the remaining 10 % of special blends from smaller mix suppliers within Germany and Switzerland.

For all of our more than 1500 different products, we strive to offer our customers the optimal material composition in terms of purpose and price. We therefore have a portfolio of over 150 different rubber blends. Here are some examples:

- ✓ For profiles designed to guarantee the tightness of the concrete segments in tunnels, we use specially developed mixtures for which we can provide a guarantee of 100 years.
- ✓ In the window-/ facade area, we can offer our customers mixtures with special fire protection properties.
- ✓ In the field of construction sealing, we use mixtures which are swelling up to 400 % after the contact with water by which a greater sealing effect is achieved.

We are always striving to use existing resources of material, energy and raw materials as efficiently as possible. We have succeeded in reducing the cost of waste and mismanufactured products in the field of extrusion and frame manufacturing to less than 3% (2023) in recent years. When using raw materials and packaging, care is taken to ensure that all specified environmental requirements and occupational safety guidelines are complied with. We strive to meet new requirements before entering into action. Our mixtures are subject to constant tests, the ingredients are permanently checked for conformity in accordance with the applicable REACH standards.



In order to ensure our security of supply, long-term contracts exist with our mixing suppliers, who, among other things, would procure sufficient raw materials for our needs. In the event that a particular raw material is not available, we usually already have an alternative formulation with the raw material of another supplier (e.g. other type of soot or other rubber supplier). Due to the supply from Switzerland and Waltershausen, it is also possible to be supplied from the other location at short notice in the event of an accident. For packaging, we follow a second source principle and have established two suppliers for each type of packaging.

3.2 PRODUCT DEVELOPMENT

Our profiles meet the highest standards of quality, service life, function and sustainability. In order to achieve this, we focus on the entire product life cycle for the benefit of our customers, as well as in the interest of environmental and resource conservation. In concrete terms, the following sustainability aspects are taken into account in the development of new products:

- ✓ Minimal material use
- ✓ Energy-saving production processes and plant parameters
- ✓ Cost-optimised production
- ✓ Replace substances which are of concern from the point of view of the environment and health. (REACH)
- ✓ Compliance with occupational health and safety in the development of products and production processes
- ✓ Ensuring technological leadership through continuous innovation process involving internal and external competences
- ✓ Securing innovations through patent applications
- ✓ Involving customer vision in product development in order to be successful on the market

Our stated goal is to develop efficient and durable products that reduce the environmental impact on production, use and disposal.

3.3 SUSTAINABLE RUBBER COMPOUNDS

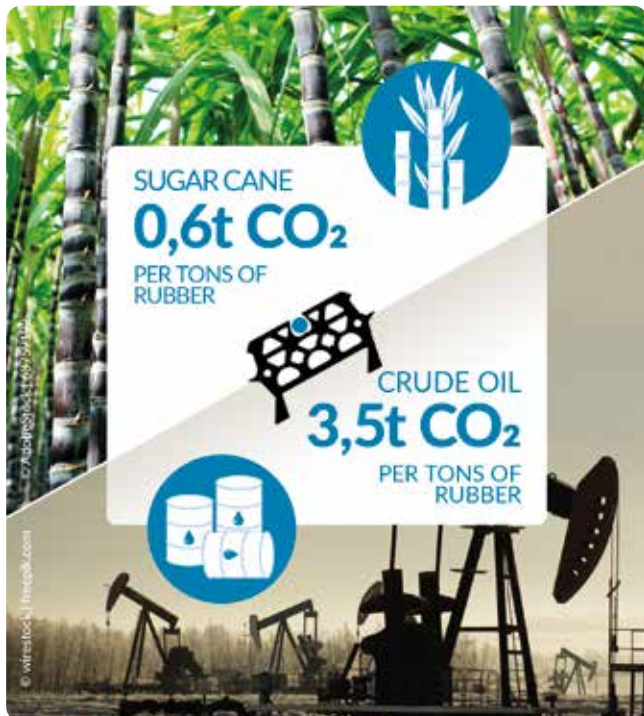
Slim and energy-efficient processes are ecologically sensible and also form the basis for high-quality products at SEALABLE. All our products are manufactured with 100% green electricity and consist of REACH-compliant ingredients. Reducing CO₂ emissions throughout the entire lifecycle is the primary goal to make our products more sustainable.

SUGAR CANE instead of CRUDE OIL

The special feature of the new rubber compound is the use of natural sugar cane instead of the usual fossil raw materials. EPDM (ethylene-propylene-diene monomer rubber) is produced using ethylene and propylene, which are typically derived from oil. The new EPDM uses bio-based ethylene from sugar cane extract instead of fossil based raw materials. The material properties remain the same, but the manufacturing process is sustainable.

Traditional EPDM currently has a CO₂ balance of 3.5 t per ton of rubber. Bio-based EPDM has a CO₂ balance of 0.6 t per ton of rubber, significantly lower. This reduces the CO₂ footprint of our segment seals considerably. All previous advantages, such as physical properties like relaxation, tightness, durability, and ease of handling of our profiles, are retained.

WOOD INSTEAD of CARBON BLACK



Renewable functional fillers (RFF) are a sustainable solution to replace the fossil and very CO₂-intensive carbon black content in rubber products. They are made by converting sustainably sourced hardwood using innovative processes and conversion technologies.

RFF has a more than 90% lower CO₂ footprint than conventional thermal carbon black. Additionally, it has a more than 25% lower material density (1.3 g/cm³) than conventional functional fillers. This unique natural property reduces the overall density of the rubber compound, and the weight of the end product can be up to 25% lighter.

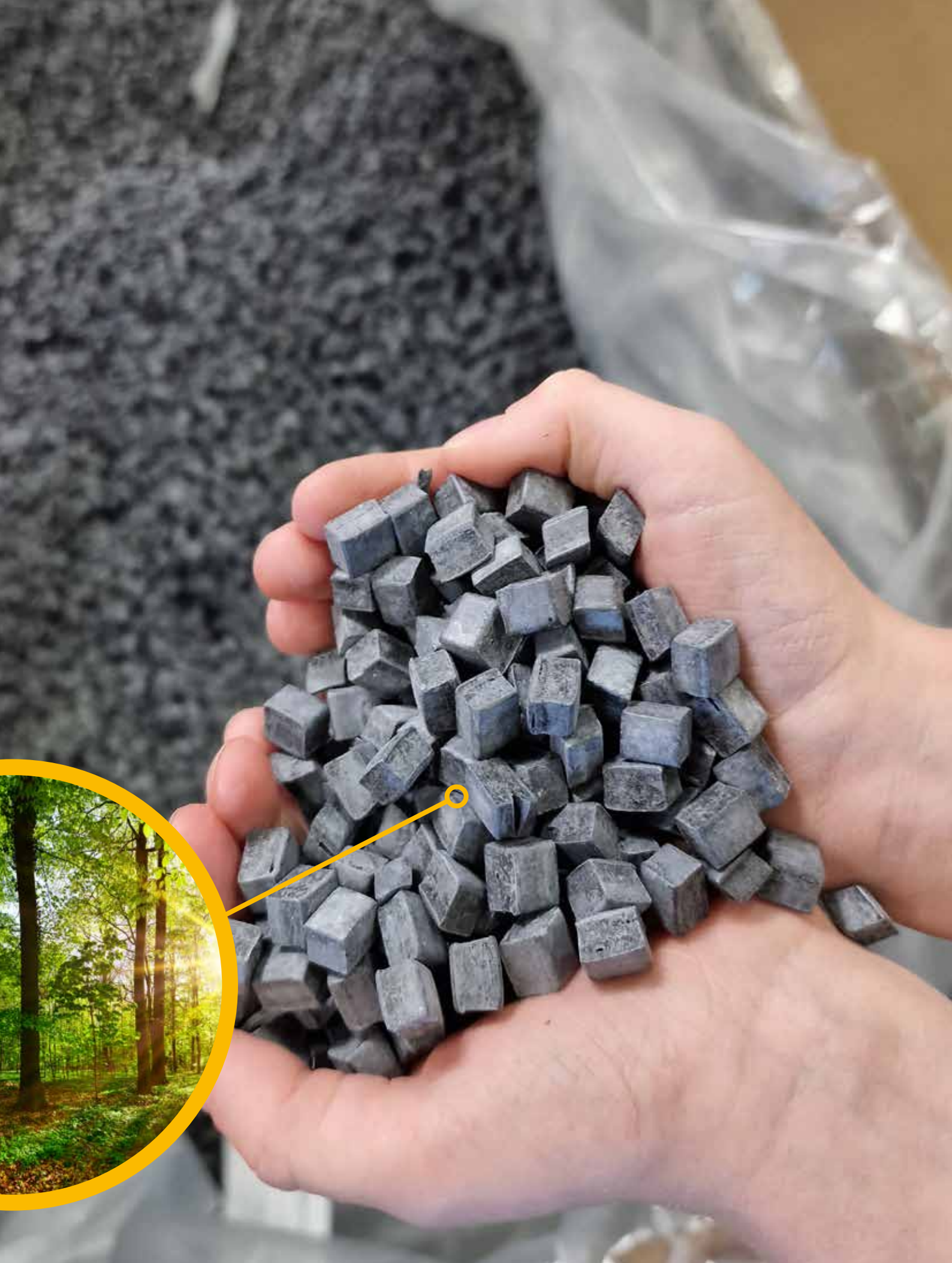
For the first time, the sustainable filler is used in our elastic rail fastening (RCS® greenline). Besides the weight saving, the high insulation capability is a particularly important advantage here. This property effectively prevents electrochemical corrosion in DC railways. Rail tracks and surrounding tunnel structures are thus effectively protected from unwanted stray currents.



Picture: #63759192 | Izf | AdobeStock



Picture: # 217793679 | Guenter Albers | AdobeStock





04 | PRODUCTION AND VALUE CREATION

- 4.1 Energy Management System
- 4.2 Energy Consumption
- 4.3 E-Mobilität
- 4.4 Scope 1 & 2
- 4.5 Disposal and Circular Economy
- 4.6 Waste
- 4.7 Water & Compressed Air

4.1 ENERGY MANAGEMENT SYSTEM

We strive to use material, energy, and water as efficiently as possible and to minimize our waste volumes, thus actively contributing to environmental protection and the preservation of biological diversity. To measure and reduce the impact of our business activities on the environment, we have a management system that is regularly reviewed through management reviews. As SEALABLE Solutions GmbH, we are certified according to the environmental management standard DIN EN ISO 14001 and the energy management standard DIN EN ISO 50001. In June 2023, re-certification audits for DIN EN ISO 14001 and surveillance audits for DIN EN ISO 50001 were successfully conducted by the certification body BSI. In addition, a digital energy data acquisition system was introduced in 2015, which is continuously being developed. Department managers can already access energy information for the respective company areas on a web-based interface using individually created dashboards.

We are committed to reducing energy consumption in the long term and continuously improving energy efficiency through a continuous improvement process. The implementation of all requirements of DIN EN ISO 50001 is ongoing, and the processes in the energy management

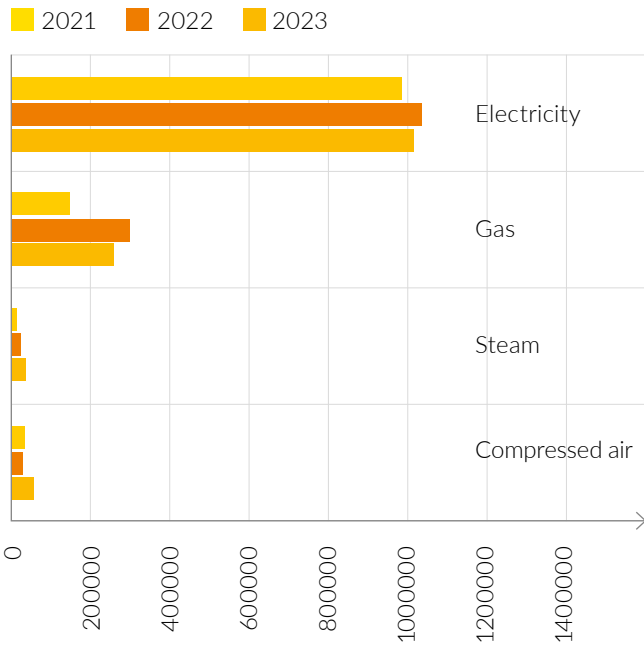
system are constantly reviewed and improved. These include:

- ✓ Continuous increase in energy efficiency through the analysis of consumption and energy flows to improve energy-related performance
- ✓ Raising employee awareness for careful use of energy; communication of the energy management system to all employees
- ✓ Provision of information and resources to achieve strategic and operational goals
- ✓ Compliance with all legal requirements concerning energy aspects
- ✓ Procurement of energy-efficient products and services within financial possibilities
- ✓ Annual review of the energy policy and adaptation to changing conditions



4.2 ENERGY CONSUMPTION

ENERGY MEDIA DISTRIBUTION IN EUR



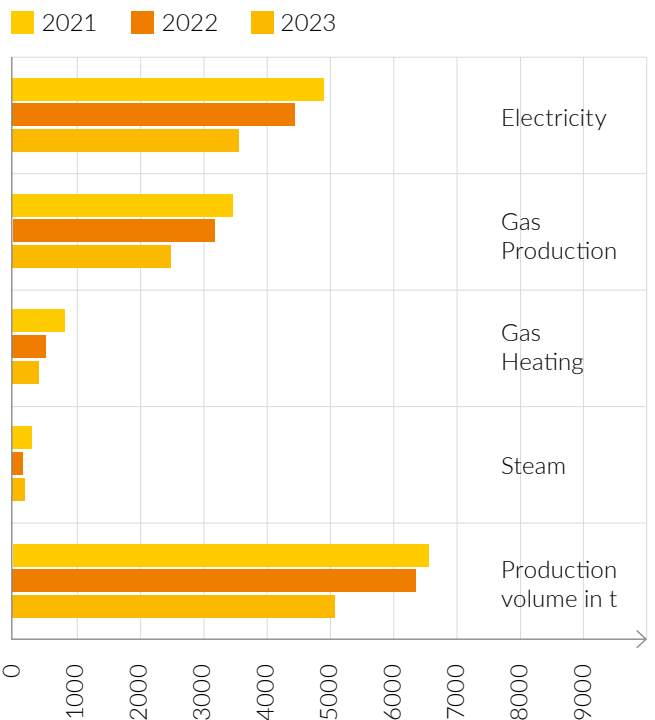
Compared to 2022, the processed production volume decreased by about 19%. The past energy crisis led to a sharp increase in the cost rates of our main energy carriers. The high price levels of electricity (+2%), gas (-2%), and steam (+8%) were largely maintained throughout the year.

Through the implementation of organizational and technical measures, we succeeded in further reducing energy consumption and keeping the cost increase at an economically acceptable level. As a result of the consumption reduction of 1,711 MWh (21% compared to 2022), €237,000 (14% compared to 2022) in energy costs were saved.

The reasons for this are:

- ✓ Investments in modern technology
- ✓ Efficiency enhancement of heating and exhaust air systems
- ✓ Automation of vulcanization process controls
- ✓ Expansion of the efficient lighting system in a production hall and tool shop
- ✓ Employee training and awareness
- ✓ Checklists for handling energy media at production lines

FINAL ENERGY CONSUMPTION IN MWH



Also, in 2023, the energy performance index of our company has continuously improved since 2020. Compared to the previous year, energy use per processed production volume was reduced by 2%. The low level of relative CO₂ emissions was confirmed, with the absolute amount, in correlation to the production volume, reduced by 19%.

TOTAL ENERGY CONSUMPTION

per production volume in kWh/kg

1.289

2023

1.315

2022

1.436

2021

CO₂-EMISSIONS

per production volume in kg/kg

0.124

2023

0.124

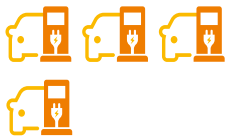
2022

0.139

2021

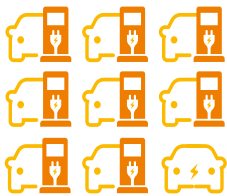


2021



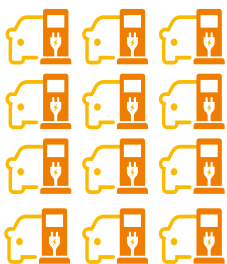
4 CHARGING POINTS
4 E-CARS

2022



8 CHARGING POINTS
9 E-CARS

2023



12 CHARGING POINTS
12 E-CARS

CO₂ SAVINGS

In tons

16.593

2023

8.753

2022

1.610

2021

CHARGING CYCLES

Number at the end of the year

1068

2023

535

2022

157

2021

4.3 E-MOBILITY

The implementation of e-mobility as part of our strategy for sustainable action demonstrates our commitment to the environment and our innovative strength. In June 2021, our premises were equipped with two non-public AC charging stations with a total of four charging points to enable our employees to charge their electric vehicles free of charge. This initiative not only promotes the use of low-emission vehicles but also contributes to improving air quality and reducing urban noise. Since the commissioning of these charging stations, demand has steadily increased. By March 2022, we recorded six regular users, prompting us to expand our charging infrastructure with two additional stations in July 2022. This expansion was a direct result of the growing interest and acceptance of e-mobility among our employees.

A further expansion took place in July 2023, when we added two more charging stations. This scaling of our capacities is a clear signal of our commitment to sustainability and supports our vision of a low-carbon fleet.

To date, a total of 1,760 charges have been carried out at our charging stations, providing 26 MWh of green energy. This has allowed us to save nearly 27 tons of CO₂ emissions. Providing green energy is a part of our sustainability strategy that allows us to reduce the ecological footprint of our company and our employees.

4.4 SCOPE 1 & 2

Scope 1 and Scope 2 are categories of greenhouse gas emissions defined under the Greenhouse Gas (GHG) Protocol, an internationally recognized standard for emissions reporting.

Scope 1 emissions refer to direct emissions from sources owned or controlled by our company. These include emissions from company-owned vehicles, facilities, and production processes.

Natural gas (process heat/heating)	590 t
Consumption of engine fleet	51,7 t
Consumption of diesel tractor	1,1 t
Consumption of gas forklift	1,1 t

Scope 2 includes indirect emissions from upstream value chains that result from purchased electricity, district heating/cooling, or steam.

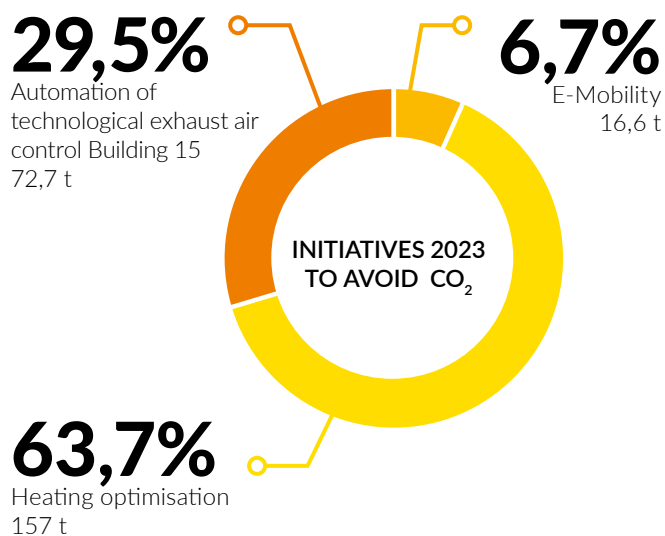
Steam	48 t
Electricity	0 t*

* documented consumption from renewable energy production



Scope 3 captures all indirect emissions from upstream and downstream value chains that result from company activities but originate from sources not owned or controlled by the company.

To continue improving our operations in terms of energy efficiency and thus drive the reduction of Scope 1 and Scope 2 emissions, the following measures have been taken:



Additional measures are planned for 2024:

Automation of the technological exhaust air control in Building 14: This can be a significant measure for energy savings. By automating the exhaust systems, it ensures that only as much air is extracted as necessary to maintain air quality without unnecessarily extracting heat energy from the vulcanization processes.

Migration of building management technology: Optimizing building heating through more advanced building management technology can significantly contribute to reducing our energy consumption. An intelligent control system will adjust the heating output to the actual demand, thereby reducing energy consumption, which in turn reduces Scope 1 emissions.

Development of a waste heat concept according to the Energy Efficiency Act: By defining and analyzing waste heat sources and discussing usage possibilities, we can recycle significant amounts of energy that would otherwise be wasted. This helps to reduce energy demand and can also lead to Scope 1 & 2 reductions by minimizing the need for heat generation through our own facilities.



Picture:
vulcanized Waste



Picture:
non-vulcanized
Waste

4.5 DISPOSAL AND CIRCULAR ECONOMY

Sustainable waste management means conserving natural resources and thus reducing emissions. After products and materials have been used, they inevitably become waste. For the disposal of our waste, we have contracted the firm Umweltservice Wartburg.

All waste that is produced in the form of vulcanized black rubber is forwarded by our disposal company to companies that recycle mixing waste (grinding). Ultimately, ground rubber waste is used to produce building protection mats or serves as an additive for road surfaces.

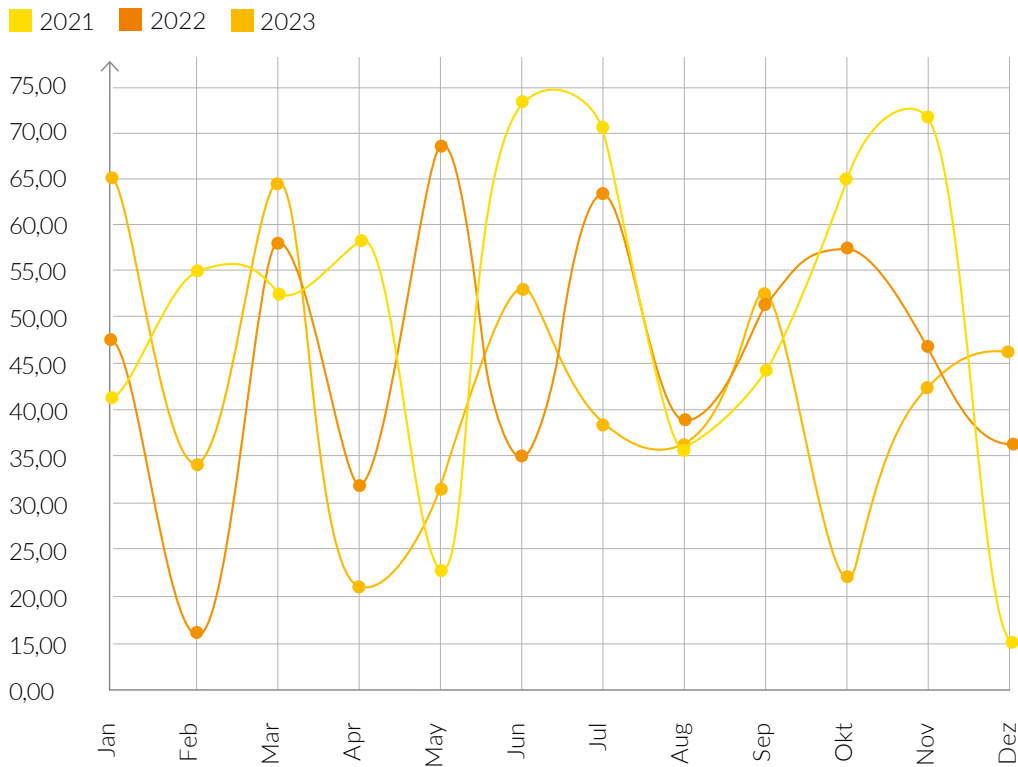
All non-vulcanized waste is incinerated and used for energy generation. Therefore, it is essential to clearly separate all waste in the plant (vulcanized and non-vulcanized waste, paper, lubricants, hazardous substances, plastics, and foils). Paper waste is fed into the recycling process.

The used cooling water is reused in an internal system by ContiTech, located at the Waltershausen site. Used and heated cooling water is returned in a ring system, cooled in cascades, and is then available again.



4.6 WASTE

QUANTITY OF WASTE IN TONNES



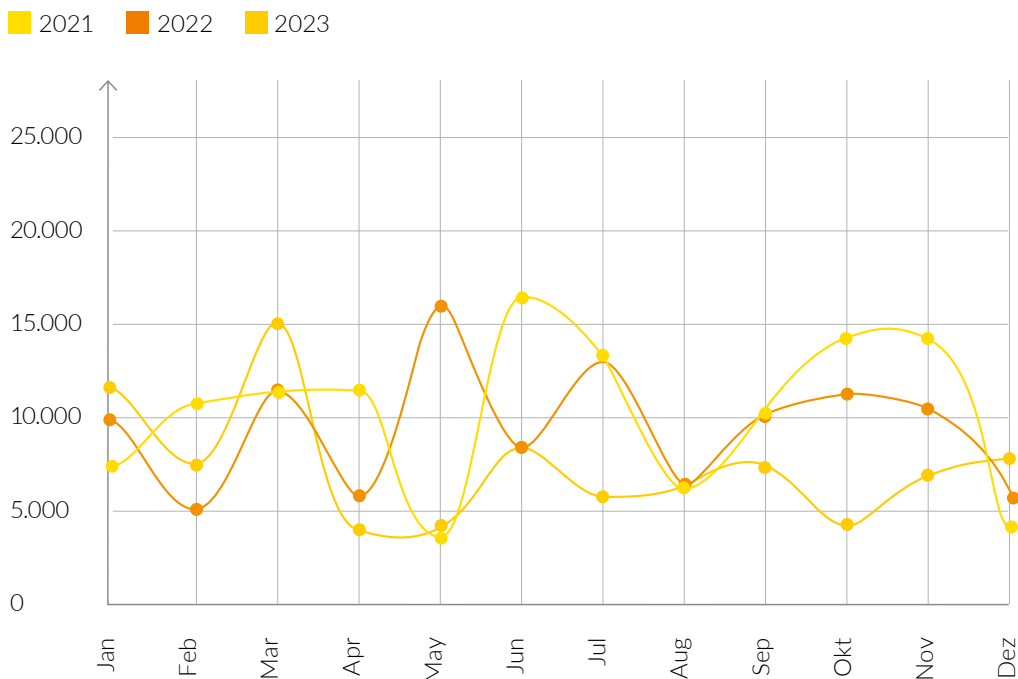
COLLECTION OF WASTE ACCORDING TO THE GEWABFVO IN TONNES PER YEAR



Reducing the amount and the associated costs of disposable production waste is naturally the focus of our sustainability efforts. We managed to reduce the total

amount of waste by 11% from 2022 to 2023. One reason for this is the organizational overall planning of orders and a lower throughput this year.

WASTE COSTS IN €





RUNNING WATER

Annual consumption in m³

132.360

2023

160.173 **239.828**

2022

2021

WASTE WATER

Annual consumption in m³

3.586

2023

5.195 **7.073**

2022

2021

DRINKING WATER

Annual consumption in m³

1.622

2023

1.953 **2.443**

2022

2021

4.7 WATER & COMPRESSED AIR

Pneumatic components are an important part of our production lines. Compressed air is generated based on electricity and is one of the most expensive energy media. Therefore, we also strive here to continuously increase efficiency and minimize leaks and associated losses. Despite the expansion with a pneumatic system, the trend shows that 10% less compressed air was consumed in 2023 compared to 2022.

By establishing appropriate sensors and controls for cooling processes, we succeeded in significantly reducing cooling water consumption. While around 240,000 m³ of cooling water were consumed in 2021, the annual demand in 2022 was just under 160,000 m³, and it could be further reduced to 132,360 m³ in 2023.

Wastewater consists of used drinking water and cooling water that cannot be returned to the cooling circuit. The 24% reduced utilization of wastewater-producing salt bath systems is offset by a 31% reduction in discharged waste water. This efficiency increase was primarily achieved through employee awareness.

Drinking water is only used to a small extent and for special quality criteria in production.



05 | BIODIVERSITY

5.1 Flower Meadow

5.2 Wild Bee vs. Honey Bee



5.1 FLOWER MEADOW

Biodiversity, biological diversity, encompasses the variety within species, between species, and the variety of ecosystems. Rich biodiversity allows natural systems to remain productive, adapt to new challenges, and contribute to climate protection. In a world increasingly shaped by human activities, conscious efforts to promote biodiversity play a crucial role.

A notable example of such efforts is the creation of flower meadows on company grounds, specifically aimed at the needs of wild bees and other insects. This initiative goes beyond mere aesthetics; it is a practical measure to support local biodiversity. Wild bees, which are among the most important pollinators, are essential for pollinating many wild and cultivated plants.

5.2 WILD BEE VS. HONEY BEE

By converting parts of our company grounds into flower-rich meadows, several benefits are achieved: First, these meadows provide a much-needed food source and habitat for pollinators and other insects. They help improve pollination performance, which in turn supports the health and diversity of local plant species. Second, they contribute to the beauty of the site and create a pleasant environment for employees and visitors. Third, companies demonstrate their commitment to environmental responsibility and

sustainable practices through such measures. This initiative is also a call to action, showing how companies can make a practical contribution to environmental protection, even in small spaces with minimal effort. We have actively decided against the settlement of a honeybee colony and instead for the creation of a flower meadow on the company premises. It can be significantly more effective in promoting biodiversity for several reasons.

VARIETY OF PLANT SPECIES

A flower meadow offers a wide range of plant species that attract different pollinators. This creates a habitat for many insect species, including wild bees, butterflies, beetles, and more. Each of these species plays a unique role in their ecosystem. The settlement of a honeybee colony, on the other hand, primarily promotes a single species, which contributes less to species diversity.

COMPETITION & DISEASES

Honeybees can enter direct competition with wild bees and other native pollinators, especially when resources are limited. This competition for food can negatively impact native pollinator populations. Additionally, there is a risk that diseases and parasites from honeybees are transmitted to wild bees, further endangering local populations.

NATURAL ECOSYSTEMS

Flower meadows also support other animals by providing habitat and food. Birds and small animals benefit from the diversity of a flower meadow. This promotes a healthy, balanced ecosystem, with natural pest control and improved soil health. The settlement of honeybees, on the other hand, does not directly contribute to supporting these broader ecosystem functions.

ADAPTATION & RESILIENCE

The diversity in a flower meadow increases ecological resilience to disturbances such as extreme weather conditions, diseases, and pest infestations. Different plants and pollinators have varying needs and tolerances, making the system overall more stable. A system based on honeybees is less adaptable and can therefore be more easily affected.



06 | EMPLOYEES AND SOCIETY

- 6.1 Personnel policy
- 6.2 Personnel structure
- 6.3 Compensation Management
- 6.4 Diversity and Equal Opportunity
- 6.5 Personnel development and further training
- 6.6 Training
- 6.7 Work-Life Balance
- 6.8 Health Cycle
- 6.9 Role of the Works Council
- 6.10 Occupational safety and health protection
- 6.11 On-site commitment
- 6.11 Sustainability agreement

6.1 PERSONNEL POLICY

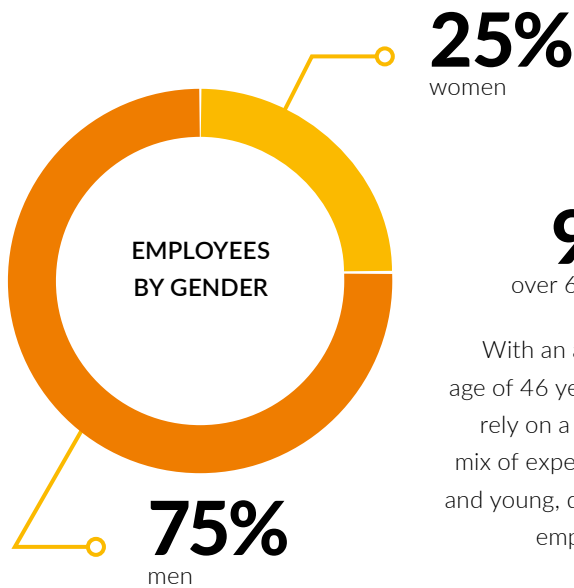
Our employees are actively involved in the responsibility for quality, occupational safety and the environment. Thus, everyone contributes their part to the sustainable success of the enterprise. Employee motivation and responsibility are supported by a timely open information policy, clear decentralised management processes and needs-based training and further training. Employees are being trained so that they can successfully implement their tasks within the framework of the applicable regulations and the Code of Conduct of SEALABLE Solutions GmbH.

The human resources mission statement consists of three parts. The first part covers the competence profile, which is

standardised for all Managers, valid and reviewed annually by the personnel assessment process. The second part contains the management principles and in the third part the expectations of the management in relation to employees and managers, as well as general values and objectives of human resources policy.

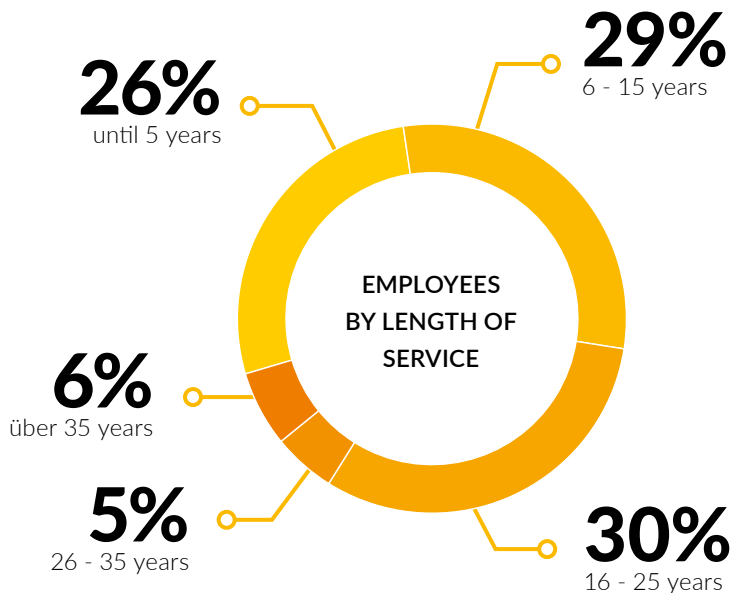
6.2 PERSONNEL STRUCTURE

At the end of 2023, SEALABLE Solutions GmbH employed a total of 156 people (plus 1 temporary worker). Compared to the previous year, the number has fallen by 11.2 %. A total of 25 % of employees are women and 75 % are men.



The share of commercial staff is 76 % and the proportion of employees is 24 %.

119
(76 %) Commercial staff

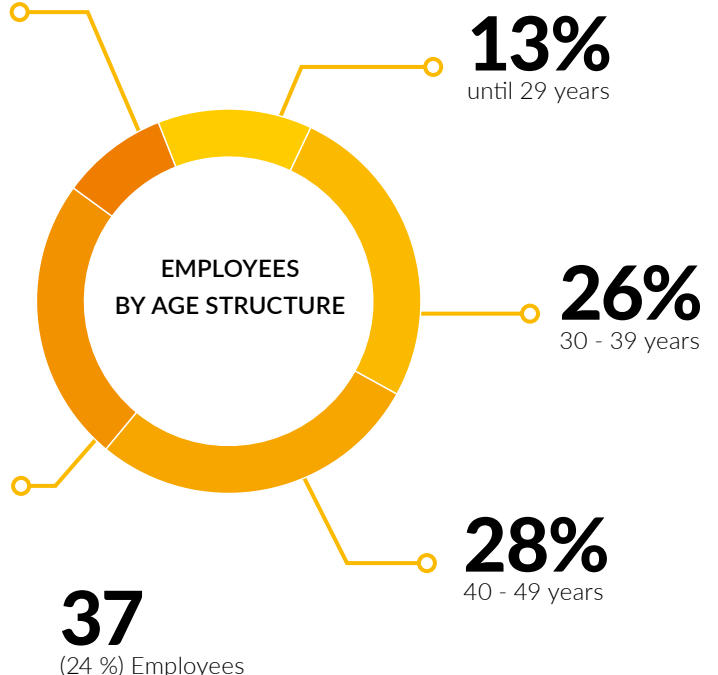


As an employer, we focus on continuity, as evidenced by the fact that 86.7% of all employees (excluding trainees) are employed on a permanent basis. This is accompanied by an average length of service of 13.9 years per employee. The turnover rate in 2023 is 9.2%.

9%
over 60 years

With an average age of 46 years, we rely on a healthy mix of experienced and young, dynamic employees.

24%
50 - 59 years



37
(24 %) Employees



6.3 COMPENSATION MANAGEMENT

Our compensation systems are performance and result-oriented. In addition to fixed salaries, our employees receive variable compensation components that depend on individual performance and company success. They also receive an annual performance bonus (13th salary or Christmas bonus) and vacation pay.

The company pension scheme supplements the benefits of the statutory social security system and makes an important contribution to the sustainable and secure retirement provision of our employees. We pay a 15% surcharge on the amount of salary conversion of our employees. The paid capital-forming benefits can also be paid into the company pension scheme. In addition, there is a company health insurance since June 2021, which is completely financed by the employer.

INFLATION COMPENSATION BONUS & SALARY ADJUSTMENTS

At SEALABLE Solutions GmbH, we recognize the economic challenges our employees face, especially concerning rising inflation and associated living costs. Although we are no longer bound by collective agreements and thus not obligated to adjust salaries or pay inflation compensation bonuses, we have decided to take proactive steps out of a strong sense of responsibility towards our employees.

To provide our employees with additional support in these uncertain times, we are introducing an inflation compensation bonus. This measure aims to strengthen the purchasing power of our employees and provide direct financial assistance to mitigate the impact of inflation. Furthermore, we have decided to voluntarily adjust our salary structures. This decision reflects our commitment to offering fair and competitive salaries that acknowledge the dedication and skills of our employees and position SEALABLE Solutions GmbH as an attractive employer in the industry.

These steps demonstrate our commitment to the well-being and satisfaction of our employees. At SEALABLE, we firmly believe that investing in our employees is key to our shared success, and we strive to create a fair working environment for all.

PROPOSALS

Submitted by the end of the year

28
2023

45
2022

78
2021

QUOTA

Proposals submitted

68%
2023

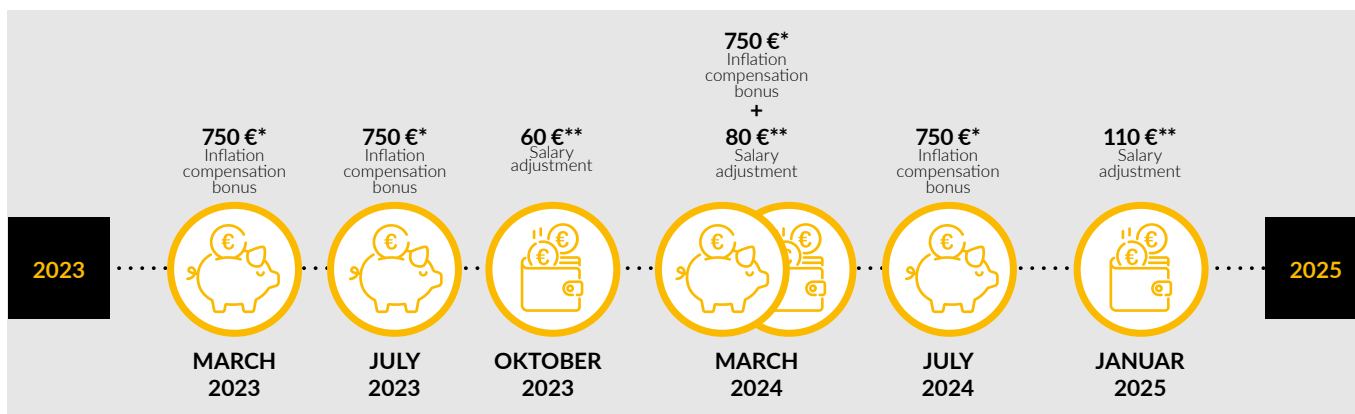
76%
2022

49%
2021

BVW & KVP

As part of the company suggestion system, bonuses are provided for suggestions for improving occupational health and safety, energy and environmental protection, and other creative and profitable improvement suggestions from our employees. Motivation, ideas, and creative thinking are always encouraged and rewarded.

* Proportional for part-time employees, employees in partial retirement 50%, and trainees €250
** Proportional for part-time employees and trainees 50%



6.4 DIVERSITY AND EQUAL OPPORTUNITY

We respect human rights, personal dignity, privacy, and the personal rights of every individual. We work together with men and women of different origins, nationalities, cultures, regions, and skin colors. We practice a culture of mutual respect and trust. No one may be disadvantaged

because of their origin, gender, sexual orientation, religion or belief, disability, or age. We do not tolerate discrimination, humiliation, oppression, or insult.

12%



Proportion of employees with a migration background

11



Number of different countries of origin (including Germany)

13 %



Proportion of employees with severe disabilities or equal status

REPRESENTATION OF SEVERELY DISABLED EMPLOYEES

To support and integrate our severely disabled employees, there is a representative and two deputies in our company.

SALARY STRUCTURE

Average per month



56%

men



44%

women

PRODUCTIVE EMPLOYEES

96

87

Number of employees with a vocational qualification

31

Number of employees with a technical qualification

NON-PRODUCTIVE EMPLOYEES

60

55

Number of employees with a vocational qualification

21

Number of employees with a technician, specialist, or university degree



Picture: #340509733 | rawpixel.com | AdobeStock

6.5 PERSONNEL DEVELOPMENT AND FURTHER TRAINING

Skills acquired at the beginning of a career are often no longer sufficient for a whole working life, as the demands of the world of work are becoming increasingly complex. The willingness of our employees to learn for life is therefore an important building block for the success of our company. In order to do justice to this, there is the SEALABLE Solution "Talent Flow", which applies to all employees up to the management team.

In the coaching program, the mentors support and demand young colleagues with little work experience. This is done through regular coaching interviews to promote personal development. As a result, a foundation stone is laid at an early stage on the path of personal development. These interviews include site regulations, needs and development proposals from the employee. The interview also includes development opportunities on the part of the employer, as well as an assessment of the individual training programme.

Talent management actively promotes personnel development at all levels. We know that success depends on the skills, competence and quality of employees. In order to ensure the long-term success of the company, we focus on talent management through constant acquisitions and the retention of service providers. This also involves gearing talent management to the company's goals and supporting employees, increasing and improving their opportunities. This includes helping them to apply their capabilities to changing market conditions. The talent management process enables the identification of talented employees throughout the company. In addition, talents are specifically promoted through the occupation with demanding positions. These potentials could become our future experts or managers.

6.6 TRAINING

We are convinced that well-qualified junior staff secures the company's success in the long term. With our training system, we want to contribute to a successful start in professional life and assume social responsibility. In the fiscal year 2023, we employed one BA student in cooperation with DHGE (Duale Hochschule Gera-Eisenach) at the Eisenach site in the engineering study program for production engineering, as well as two trainees in the commercial field.

In the coming years, SEALABLE also wants to continue to assume its social responsibility, train young professionals, and integrate them into the company. The following training professions are offered:

- ✓ Process mechanic for plastics and rubber
- ✓ Machine and plant operator
- ✓ Industrial clerk
- ✓ Industrial mechanic
- ✓ Electrical technician
- ✓ Dual studies in the field of engineering (for production engineering or plastics technology)



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**SEAL
ABLE**
pioneers in profiles.

6.7 WORK-LIFE BALANCE

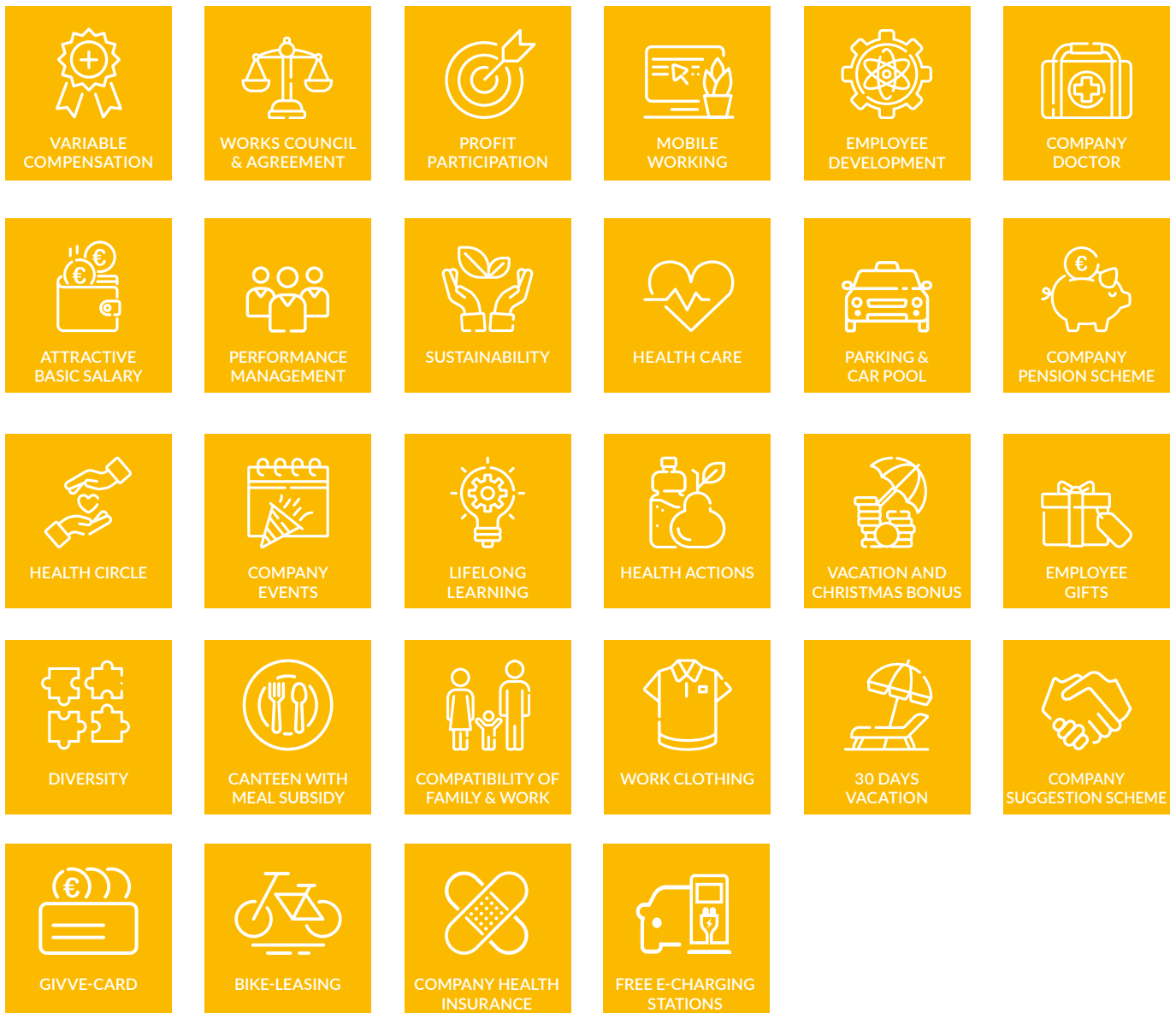
In line with our commitment to sustainability and social responsibility, SEALABLE Solutions GmbH places great importance on the work-life balance of our employees. We are aware that the well-being of our workforce plays a crucial role, not only for the individual happiness of each person but also for the shared success of our company. For this reason, we have launched a comprehensive range of measures and initiatives aimed at promoting a healthy balance between professional commitment and personal relaxation. Family-friendliness has thus become part of the corporate culture.

We support our employees in finding a balanced equilibrium between family and work. Through various working time models such as flexitime, part-time, semi-retirement, and mini-jobs, we offer flexibility not only for employed mothers. The goal is to align the needs of employees as best as

possible with work tasks.

At screen workplaces, home office can be used. Two colleagues abroad use this 100%, and 25 other colleagues on average 1 to 3 days a week. We strive to create a work environment where flexibility and personal responsibility are highly valued.

Since 2021, we have been involved in the „InnoFarm“ project at TU Ilmenau, which is testing novel working models. At SEALABLE, the focus is specifically on the introduction and testing of measures to make production more flexible and improve working conditions.





6.8 HEALTH CIRCLE

Thanks to the commitment of our health circle, an initiative launched by employees for employees, we have been able to establish a number of special measures that enhance physical and mental well-being in the workplace. We focus on benefits that address health-related topics. We create healthy catering options and support numerous leisure and sports activities. This strengthens the competence and personal responsibility of employees in dealing with their physical and mental health.

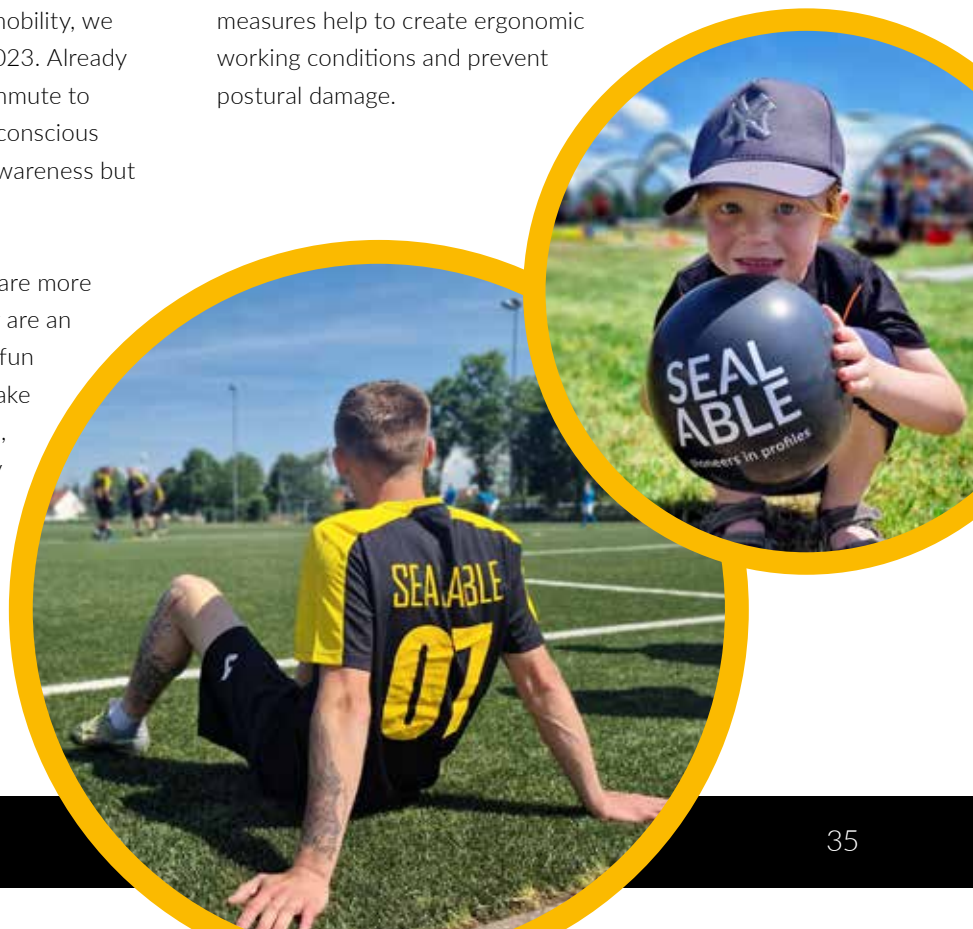
Bike leasing program: To promote sustainable mobility, we have been offering bike leasing since summer 2023. Already 12 (8%) of our employees use this option to commute to work in an environmentally friendly and health-conscious way. This not only strengthens environmental awareness but also promotes physical activity and fitness.

Hiking days and sports festivals: These events are more than just a welcome break from office life - they are an opportunity to strengthen team spirit and have fun together in physical activities. Our hiking days take us through the picturesque nature of our region, while our sports festivals offer a colorful variety of activities to suit every taste.

Fruit days: On these special days, we treat our team to a selection of fresh, seasonal fruits and vegetables. This small but fine gesture is intended to promote healthy eating and serve as a sign of our appreciation.

In the warm season, we provide a constant supply of ice cream to cool off.

Professional foot measurements: To support the physical health of our employees, we offer professional foot measurements. These individually adapted measures help to create ergonomic working conditions and prevent postural damage.





„A GOOD WORKS COUNCIL IS ALWAYS AS STRONG AS THE EMPLOYEES WHO STAND BEHIND THEM.“

PERSONNEL DECISIONS

Terminations

07
2023

17
2022

18
2021

PERSONNEL DECISIONS

Hires

02
2023

02
2022

04
2021

6.9 ROLE OF THE WORKS COUNCIL

Respecting the rights of employees and granting them participation opportunities is a matter of course for us. In all company divisions, care is taken to guarantee employees' co-determination rights. SEALABLE is committed to ensuring freedom of association for its employees worldwide and to treating them fairly.

The basis for trustworthy cooperation is respect and open communication. Therefore, there is an intensive and regular dialogue between the company management and employee representatives. Our works council is involved in personnel decisions, and collective agreements reached with them apply to all employees. Their specific tasks generally include ensuring compliance with applicable laws, regulations, contracts, company agreements, and accident prevention regulations.

The works council actively promotes open dialogue within our company. Through regular employee surveys and discussion rounds, the works council ensures that the voices of our employees are heard and incorporated into our strategies and decisions.

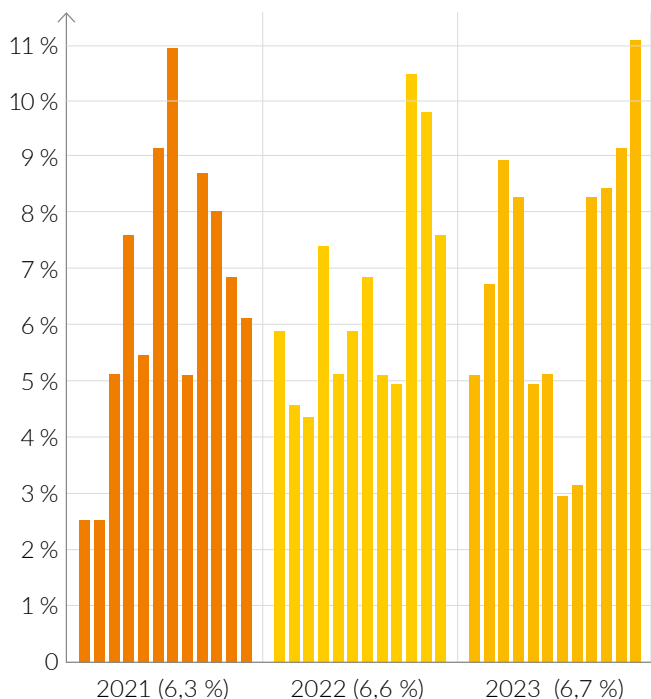
In close cooperation with our works council, we have launched a number of sustainability initiatives, including a comprehensive recycling program, health promotion workshops, and flexible working time models to improve the work-life balance of our employees.

6.10 OCCUPATIONAL SAFETY AND HEALTH

The safety, health, and well-being of our employees are central concerns for us. We promote these through appropriate work organization, sustainable leadership policies, active participation, periodical information, as well as subject- and person-oriented training and further education, and we meet legal and regulatory requirements.

The effectiveness of our occupational safety systems is demonstrated by certifications according to the standards of ISO 45001. We conduct audits at all levels, both internally and by external bodies, to continuously review and improve our occupational safety measures.

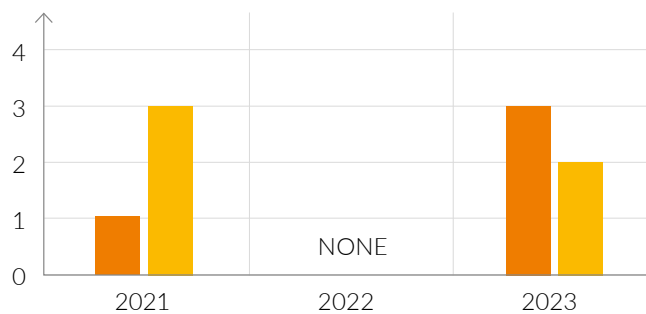
ABSENTEEISM RATE



The absenteeism rate in 2023 is 6.7% (excluding long-term illnesses). This is just below the average absenteeism rate of 6.76% in Germany.

OCCUPATIONAL ACCIDENTS

For successful occupational safety management, safety-conscious behavior of all employees is as significant as preventive measures through regular training, measurements, and analyses. About 80% of all accidents are caused by behavioral errors of the accident victims. With our



- non-reportable occupational accidents (1 to 3 days)
- reportable occupational accidents (from 4 days)

„Safety First“ motto, which supplements the classic elements of occupational safety with the aspect of behavior-based occupational safety, we aim for a continuous reduction in accidents with the goal of „zero accidents.“ We already achieved this in 2022. Our motto „Safety First“ unites the measures and activities of the method under one common denominator. This provides all employees with guidance in their daily safety-relevant decisions to choose the safest behavior, even if it initially seems cumbersome or time-consuming.

MEASURES TO ACHIEVE THIS ARE:

- ✓ BEM (Operational Integration Management)
- ✓ Safety First Culture (behavior-oriented safety program)
- ✓ Risk assessment / accident analyses
- ✓ Regular site inspections
- ✓ Workplace measurements
- ✓ Occupational safety committee meetings
- ✓ Occupational health care



6.11 ENGAGEMENT ON SITE

Entrepreneurial success and social responsibility belong together for us. We as a company want to shape, help, and promote. In many community-oriented projects, we work together with our employees to overcome social challenges. The framework for the company's social engagement is set by the Code of Conduct. It prohibits donations to political parties and their representatives as well as to organizations where there may be conflicts of interest. Donations to individuals and payments to private accounts are also prohibited. In general, donations must not harm the company's reputation and must be transparent and traceable.

YOUTH

To promote the youth of today, we support various projects, such as the Arnoldi Prize, which is awarded annually to high school graduates upon graduation. We also sponsor the local youth fire brigade and the AWO Gotha.



CHILDREN'S CANCER FOUNDATION

For years we have been supporting the Children's Cancer Foundation together with our employees. It is a good custom for employees to donate to this institution at the annual company Christmas party. The mission of the Children's Cancer Foundation is to support affected families and young adults who were diagnosed with cancer as children. It does this by providing information, advice and help in financial emergencies. It is successfully committed to constantly improving the chances of healing, treatment methods and quality of life of children with cancer.



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SPORTS

For many years, we have also supported the ambitious district league team FSV Waltershausen. In the local club, which has 150 members, SEALABLE intends to increase its involvement in the future to show its presence at the Waltershausen location and give back to the community. Additionally, we have sponsored the youth of ZSG Waltershausen since 2021. Last year, a youth talent from the B-Youth was crowned German champion.

MUNICIPALITY

The annual Waltershausen Christmas market and the „Heimat-Shoppen“ initiative were also supported with a financial donation. Additionally, we are actively involved in the local trade association and support the community in various events and matters.

6.12 SUSTAINABILITY AGREEMENTS

Since 2012, we have been a member of the Sustainability Agreement of Thuringia (NAT). The NAT is a voluntary agreement between the Thuringian state government and the Thuringian economy. As part of the agreement, sustainably operating companies from Thuringia network with each other. The agreement aims to achieve a high level of resource conservation and energy efficiency, as well as environmental protection and contributions to climate protection by the economy, thereby improving the framework conditions for further economic development.



Since 2010, we have participated in the Sustainability Agreement of Thuringia due to our voluntary commitment to sustainable development, particularly by applying an environmental management system according to DIN EN ISO 14001, an energy management system according to DIN EN ISO 50001, and an occupational health and safety management system according to ISO 45001-2018.



07 | COMPANY

- 7.1 Ownership and legal form
- 7.2 Product segments
- 7.3 Number of employees
- 7.4 Turnover

7.1 OWNERSHIP AND LEGAL FORM

Through various stations and ownership, starting with PHOENIX AG, ContiTech AG, later PHOENIX Dichtungstechnik GmbH and finally DÄTWYLER Sealing Technologies Deutschland GmbH, our organisation developed into an internationally active company. With the management buy-out in May 2020, SEALABLE Solutions GmbH is now operating as a Thuringian company with a global network.

We are a focused industrial supplier with leading positions in global and regional market segments. Thanks to technology leadership and tailor-made solutions,

SEALABLE offers added value to customers in the served markets. The company focuses on markets that enable an increase in added value and sustainable profitable growth. With over 6,800 tonnes of sealing profiles annually, sales in over 30 countries and 160 employees, SEALABLE Solutions GmbH is a well-positioned medium-sized commercial enterprise.

Based in Waltershausen, Thuringia, we appear as a limited liability company. Since 2020, Matthias Orth and Matthias Klug have served as managing partners of SEALABLE Solutions GmbH.

7.2 PRODUCT SEGMENTS



TUNNELLING

Safety and risk minimisation in terms of tightness are based on more than 750 references with different requirements and the project-specific coordination of profile geometry and material expertise. Our product groups in the field of Tunnelling include:

- ✓ Anchored Segment Seals
- ✓ Bonded Segment Seals
- ✓ Segment Seals with Hydrophilic Swelling Rubber
- ✓ Coex Segment Seals
- ✓ Blackswell Hydrophilic Swelling Rubber
- ✓ TBM Starting Seals
- ✓ Joint Repair Profiles



TRACK SUPERSTRUCTURE

A maximum of structure-borne sound insulation, stray current insulation and safety combine in our products with sustainability, ease of use and cost efficiency. Our product range in the area of Track Superstructure includes:

- ✓ RCS®-Rail Comfort System
- ✓ Trackbed Mats
- ✓ VeloGleis
- ✓ RailRestore
- ✓ Track Groove Sealing Profiles
- ✓ Stop Edges
- ✓ Door Entry Strips
- ✓ Safety Profiles
- ✓ Rail Pads



INDUSTRIAL SOLUTIONS

The combination of material expertise, engineering know-how and personal cooperation with our clients enable us to develop application-related sealing solutions. In the Industrial Solutions sector, we offer elastomer products for:

- ✓ Gate and Door Seals
- ✓ Glazing and Damping Systems for railway vehicles
- ✓ Absorber Mats
- ✓ Household Appliance Industry
- ✓ Renewable Energies
- ✓ Joint & Swelling Seals
- ✓ Pipe Seals
- ✓ Window & Facade Seals



EMPLOYEES

Number at the end of the year

157
2023

178
2022

170
2021

SALES

Company result in Mio. €

35,8
2023

38,0
2022

33,0
2021

7.3 NUMBER OF EMPLOYEES

We are a member of the local alliance for families in the district of Gotha and focus on the topics of reconciliation of family and work as well as health and occupational safety management in the company. The right employees are crucial for our success.

We are a team of unique people with different strengths and qualifications who work together on tomorrow's solutions and strive to create a long-term relationship.

7.4 TURNOVER

Last year, SEALABLE Solutions GmbH achieved a turnover of €35.8 million (net). The fiscal year 2023 was dedicated to various projects for the modernization of the machinery fleet as well as new working time models to respond flexibly to the current market situation and remain adaptable.

Due to the massive price increases in the carbon black and energy sectors and the resulting decline in orders, we recorded a 6% decrease in turnover in 2023 compared to the previous year.

Despite the reduced turnover, SEALABLE Solutions GmbH remains competitive in the long term and secures existing jobs.

IMPRINT

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