



SEAL
ABLE

pioneers in profiles

SEALABLE SUSTAINABILITY REPORT

Status as of March 2025



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 2024 (1 January to 31. December 2024).

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Dear Ladies and Gentlemen,
Dear Readers,

For the fifth year in a row, we are publishing our voluntary sustainability report. In this report, we show how, as a responsible industrial supplier, we have further developed our sustainability strategy and adapted it to changing economic and social conditions.

The year 2024 was marked by significant economic upheavals. Persistent inflation, volatile raw material markets, and geopolitical uncertainties have posed new challenges for companies worldwide. At the same time, tightened regulatory requirements and growing expectations for sustainable business practices have underscored the need to develop long-term, resilient strategies. We have used these developments as an opportunity to strengthen our innovative capabilities, increase our efficiency, and further advance sustainable business practices.

In this report, we transparently outline how we have refined our environmental and social goals, optimized our processes, and made our value chain even more sustainable. Our focus is on reducing our CO₂ footprint, empowering our employees, and deepening our partnerships along the supply chain.

We thank you for your interest in our sustainability report and invite you to review our progress and engage in dialogue with us. Your feedback is valuable in helping us continuously improve our sustainability strategy.


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

At SEALABLE, we identify our key sustainability action areas through ongoing dialogue with our stakeholders. Our sustainability report is currently still aligned with 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 in accordance with the EU Corporate Sustainability Reporting Directive (CSRD) and form the foundation for our future reporting.

In 2024, we further developed our sustainability strategy in response to economic challenges, stricter regulations, and growing expectations from our stakeholders. This report documents our progress across the ESG dimensions of Environment, Social, and Governance.

Key highlights include:

- ✓ **Energy & Emissions:** Reduction of relative energy use by 2 %, increased use of green electricity, and expansion of e-mobility.
- ✓ **Materials & Products:** Use of sustainable rubber compounds (e.g., EPDM from sugarcane) with up to 80 % lower CO₂ footprint.
- ✓ **Social Sustainability:** Promotion of diversity, work-life balance, and health through innovative measures.
- ✓ **Certifications:** Successful re-certifications according to ISO 14001 and 50001.
- ✓ **Supply Chain & Responsibility:** Supplier Code of Conduct, stakeholder dialogues, and circular economy initiatives.

Energy and resource consumption, as well as measures to limit global warming, have a significant impact on our business development from an environmental perspective. For our production sites, we have therefore set clear targets for reducing energy and material usage, lowering greenhouse gas emissions, and maintaining our quality standards. The implementation of these goals is supported by a unified, cross-functional management system.

In the social action field within our company, we place high importance on providing healthy and safe workplaces, strengthening our attractiveness as an employer, ensuring diversity and equal opportunities, offering training and further education, and fostering an open corporate culture. In the broader social environment outside of SEALABLE Solutions

GmbH, we aim to contribute to a fair and educated society across the entire value chain.

As a globally active company, we are exposed to a variety of risks similar to those faced by other companies in our industry. Since entrepreneurial activity inherently involves taking calculated risks, it is especially important for us to identify potential threats at an early stage and respond promptly and appropriately. We rely on modern business management tools and timely reporting systems to support this process. By systematically addressing risks, we can identify and evaluate potential internal or external events that might endanger the company’s viability and implement suitable countermeasures in a targeted manner.

Due to our international orientation, the company is affected by changes in political, legal, or tax frameworks and regulations in the countries in which we operate. The associated risks and opportunities can have both negative and positive impacts on our business and significantly influence our development. Through preventive and reactive measures, we aim to address identified risks as effectively as possible within legal and economic constraints. To reduce procurement-related risks such as supply shortages or supplier failures, we source key materials through long-term supply agreements and active supplier management.

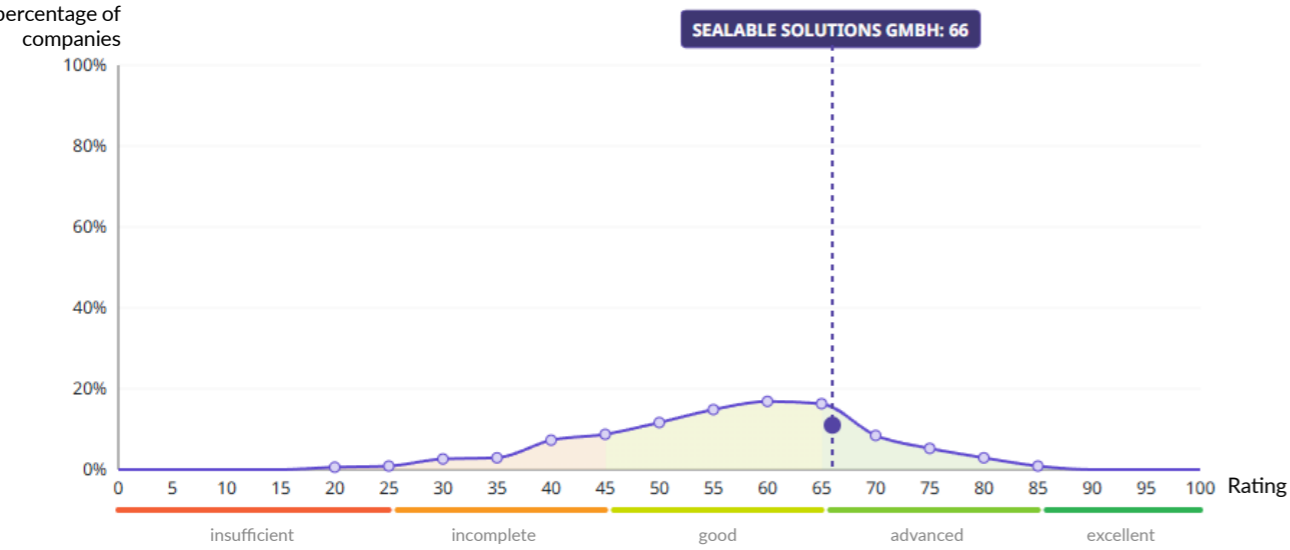
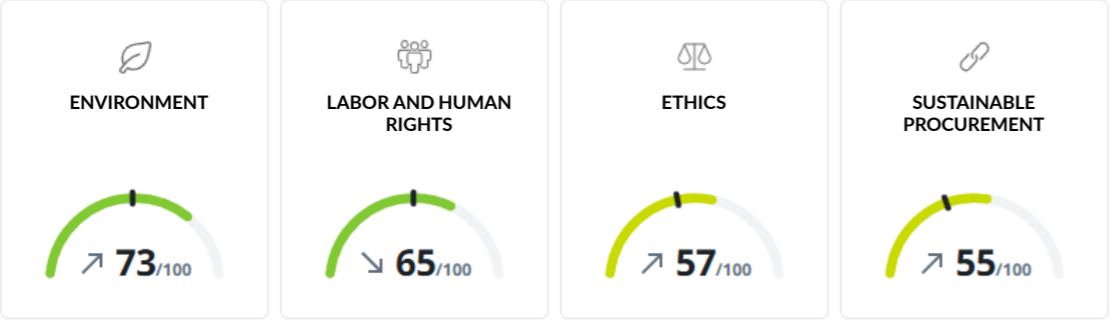
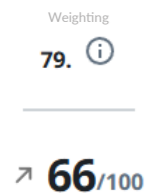
In preparation for sustainability reporting under the EU CSRD, SEALABLE is currently conducting a comprehensive double materiality analysis. This includes assessing both impact materiality (effects on people & the environment) and financial materiality (financial effects on the company). For 2025, we plan to identify, prioritize, and document relevant topics in line with ESRS 1 and 2 requirements. The results of this analysis will be integrated into our future ESG strategy and reporting.

The management of ESG measures is carried out by a cross-functional team from Procurement, Production, Quality Management, and HR. Progress is regularly discussed with the management team, relevant KPIs are assessed annually, and results are aligned with the company’s strategic development.



Picture: AdobeStock | #723236504

OVERALL RATING



1.2 ECOVADIS

With this year's award of the EcoVadis Bronze Medal and a score of 66 points, we have improved on our previous year's performance in many areas despite the bronze status. EcoVadis, a leading sustainability rating platform for global supply chains, places strong emphasis on environmental impact, sustainable procurement, as well as ethics, labor, and human rights. EcoVadis ratings cover the data and supply chains of over 100,000 companies worldwide. In 2024, the scoring criteria were further adjusted and tightened to ensure a future-oriented approach to business operations in manufacturing companies. We are therefore proud to have our sustainability efforts recognized with the Bronze Medal. This rating is not only a sign of our commitment to sustainable practices but also an incentive for the entire industry to pursue the path of sustainability. It shows that sustainable business practices and successful management can go hand in hand and this is already the second time we have achieved this recognition.

Looking ahead, we plan to continue enhancing our processes and products to minimize our environmental footprint and promote a positive social impact. We are committed to supply chain transparency, and our goal is to take a leading role in the industry and demonstrate that sustainability is an integral part of success.



1.3 VALUES

Our growth strategy is rooted in strong foundations. The history of SEALABLE shows that there are a few core values that make a company successful: entrepreneurship, customer focus, excellence, and respectful interaction. Our managing directors embody these values with conviction.

To ensure that these key success factors are maintained, SEALABLE has formally defined them as official corporate values and communicated them to all employees. Together with our Code of Conduct, they shape the culture and leadership at our Waltershausen site and across the globe.



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 should 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 ARE ENTREPRENEURS

- ✓ We lead rather than merely manage
- ✓ We prefer quick decisions and minimise bureaucracy
- ✓ We take responsibility for our results and take pride in delivering performance
- ✓ We enjoy measuring ourselves and strive to win
- ✓ We are aware of our personal contribution to the company's success
- ✓ We reward success



WE CULTIVATE A RESPECTFUL ASSOCIATION

- ✓ We act with high integrity and respect our Code of Conduct
- ✓ We aim to attract the best talent and retain and develop our high-performing employees
- ✓ We contribute to the team and challenge each other
- ✓ We strive for fact-based and cause-based solutions and avoid placing blame
- ✓ We seek to develop ourselves and are open to constructive feedback

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

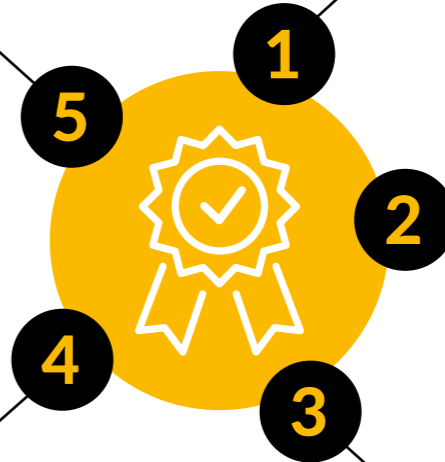
Our customers have top priority. We exceed customers' expectations in order to generate the highest benefit for both sides.

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

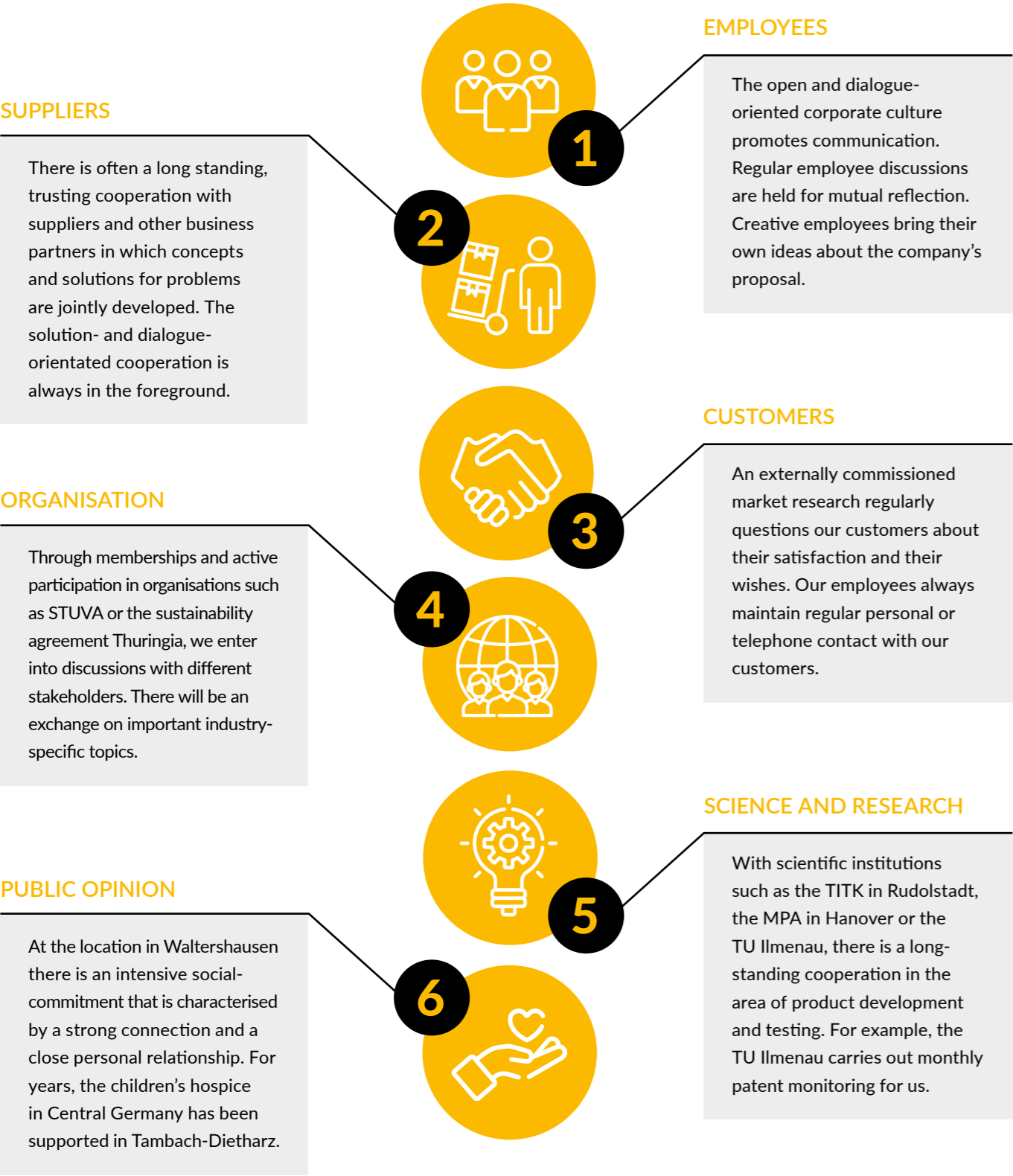
The strengths of SEALABLE Solutions GmbH are to be maintained, even if the social and economic conditions change ever faster. Therefore, it is important that we summarise our continuously growing standards into clear guidelines. To this end, SEALABLE has drawn up a code of conduct that describes the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

We are convinced that traditional core values such as trust and respect will regain importance in an increasingly globalized world and serve as an additional competitive advantage. Based on this belief, SEALABLE Solutions GmbH commits to the ten principles concerning human rights, labor practices, environmental protection, anti-corruption measures, and broader social responsibility.

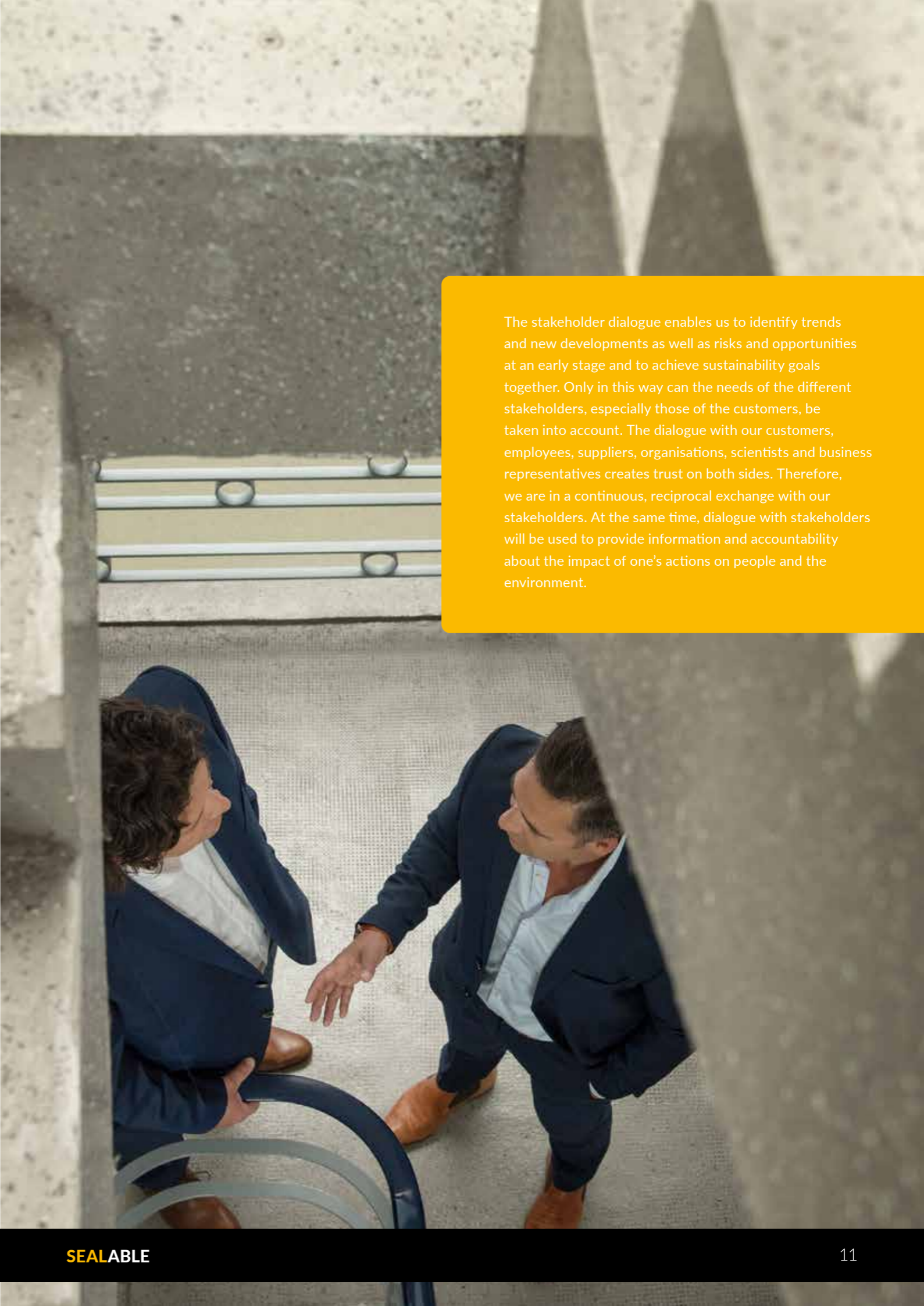
As part of an internationally operating company, it is important that the expected principles of conduct are binding and that violations are sanctioned accordingly. We continue to trust that all employees will be guided by the highest ethical standards in their behaviour.

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 enables 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 Suppliers

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 % (2024) 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.

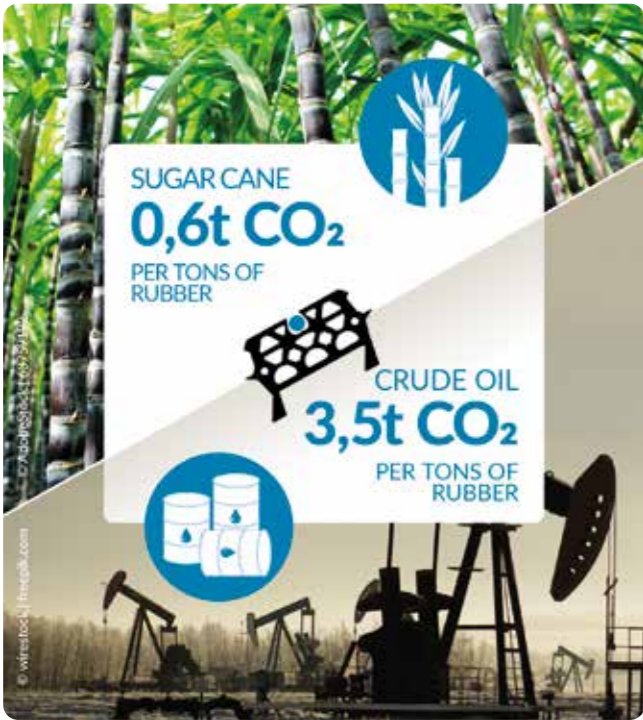
3.3 SUSTAINABLE RUBBER COMPOUNDS

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.

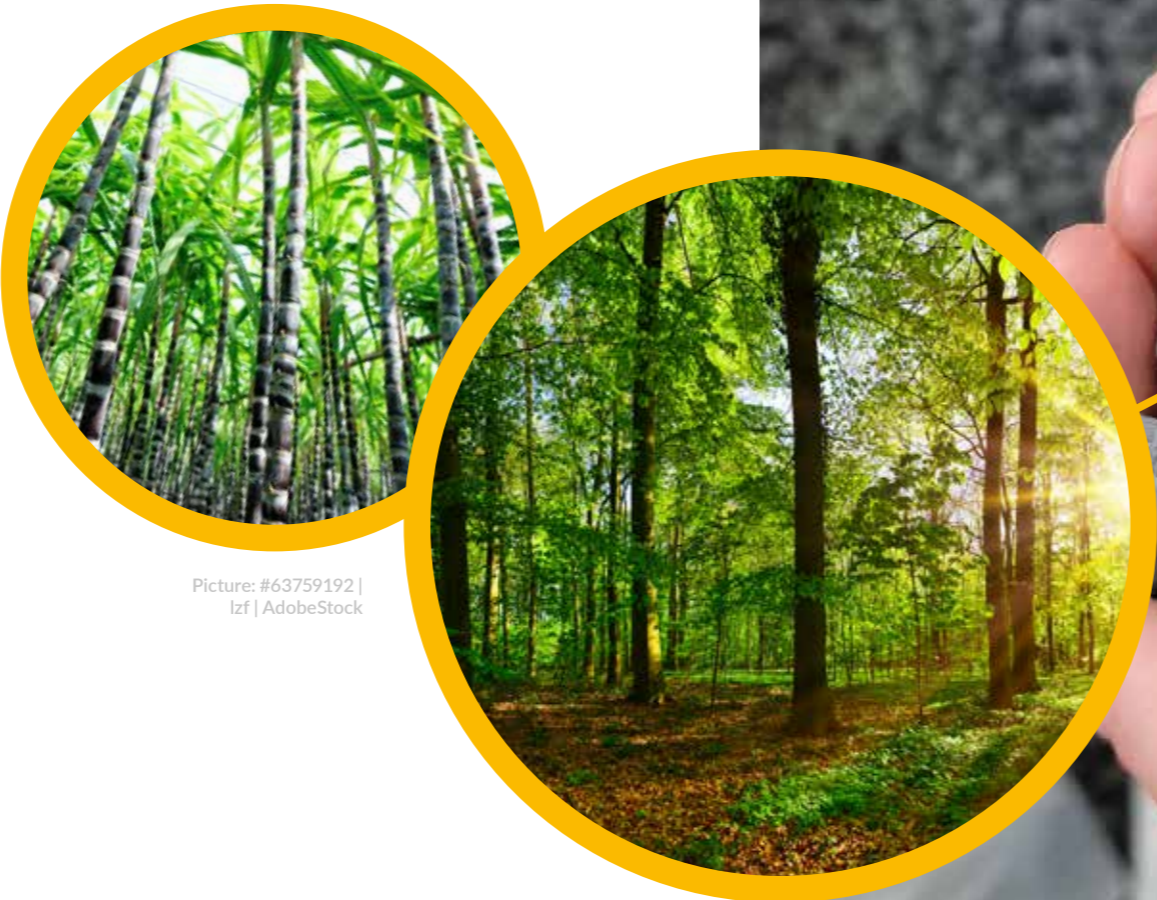


WOOD INSTEAD of CARBON BLACK

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.



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Picture: # 217793679 |
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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 2024, 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 over 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

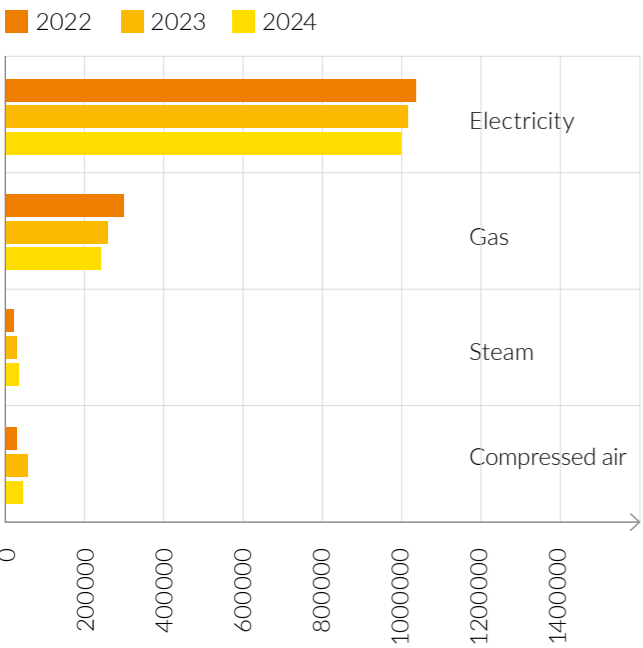
system are constantly reviewed and improved. These include:

- ✓ 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

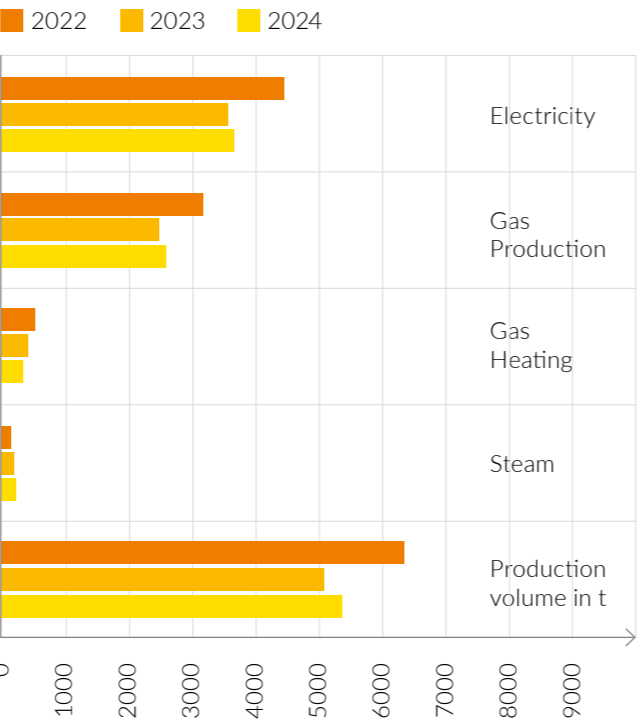


The high price levels of the main energy sources in previous years showed, for the first time in a long while, a downward trend for electricity (-23 %), gas (-14 %), and steam (-2 %). Through the implementation of organizational and technical measures, we succeeded in further reducing energy consumption in relation to production volume, thereby increasing the efficiency of our energy performance.

The main reasons for this are:

- ✓ Investments in modern technology
- ✓ Increased efficiency of the heating and exhaust air systems
- ✓ Automation of vulcanization process controls
- ✓ Retrofit of a production line
- ✓ Expansion of the efficient lighting system in the administration building and machinery warehouse
- ✓ Employee training and awareness programs
- ✓ Checklists for handling energy media at the production lines

FINAL ENERGY CONSUMPTION IN MWH



In 2024, our company's Energy Performance Index continued its steady improvement since 2020. Compared to the previous year, energy consumption per processed production volume was reduced by 1 %. The low level of relative CO₂ emissions was further improved, while the absolute amount, correlated with production volume, increased by 4 %.

TOTAL ENERGY CONSUMPTION

per production volume in kWh/kg

1,280

2024

1,289

2023

1,315

2022

CO₂-EMISSIONS

per production volume in kg/kg

0,123

2024

0,124

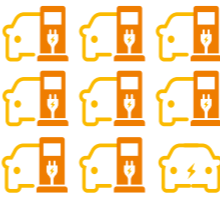
2023

0,124

2022



2022



8 CHARGING POINTS
9 E-CARS

2023



12 CHARGING POINTS
12 E-CARS

2024



12 CHARGING POINTS
15 E-CARS

CO₂ SAVINGS

In tons

22,350

2024

16,593

2023

8,753

2022

CHARGING CYCLES

Number at the end of the year

1439

2024

1068

2023

535

2022

4.3 E-MOBILITY

The implementation of e-mobility as part of our sustainable action strategy demonstrates our commitment to the environment and our innovative strength. In June 2021, our company premises were equipped with two non-public AC charging stations, providing 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.

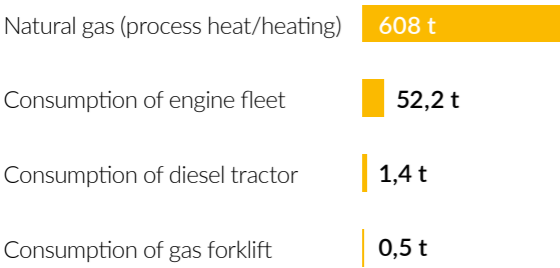
Since their commissioning, demand has steadily increased. By March 2022, six employees were regular users, prompting the addition of two more stations in July 2022. Another two stations followed in July 2023, a clear sign of our commitment to sustainability and our vision of a low-carbon vehicle fleet, as well as growing interest and acceptance of e-mobility among our workforce.

To date, a total of 3,200 charging sessions have been carried out at our charging stations, providing 48 MWh of green energy. This has enabled us to save almost 50 tonnes of CO₂ emissions. The provision of green energy is an integral part of our sustainability strategy, allowing us to minimize the ecological footprint of both our company and our employees.

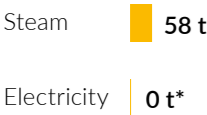
4.4 SCOPE 1 & 2

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.



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

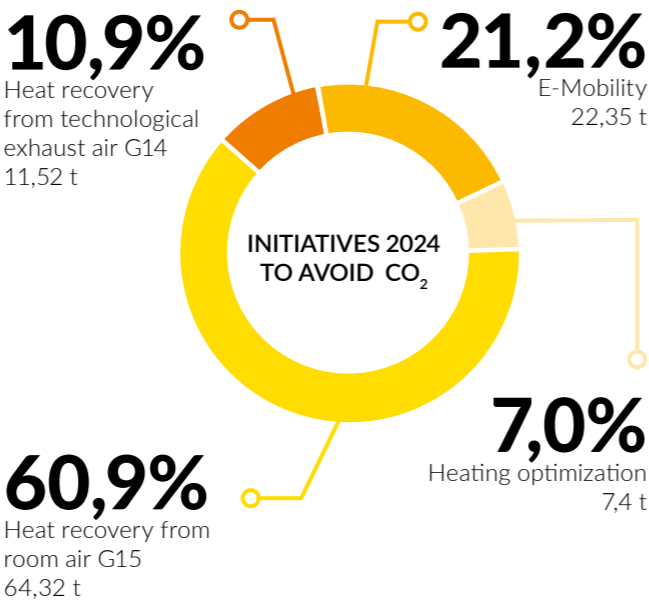


* documented consumption from renewable energy production

In addition to the direct (Scope 1) and indirect (Scope 2) emissions already recorded, SEALABLE plans to gradually introduce a Scope 3 emissions model for the 2025 reporting year. The aim is to capture relevant emissions from upstream and downstream processes (e.g., raw material transport, supply chain emissions, product use) and to derive targeted reduction measures.

Scope 3 covers all indirect emissions from the upstream and downstream value chain that are a consequence of business activities but originate from sources not owned or controlled by the company.

To continue improving our operations with regard to energy efficiency, and thereby drive the reduction of Scope 1 and Scope 2 emissions, the measures shown in the following diagram were implemented in 2024:



Additional measures are planned for 2025:

Automation of technological exhaust air control for Building 14:

This can be a significant measure for energy savings. Automating the exhaust air systems ensures that only as much air is extracted as necessary to maintain air quality, without unnecessarily removing thermal energy from the vulcanization processes.

Completion of lighting conversion to LED:

The remaining light fixtures in the building will be replaced with energy-efficient LED technology to further reduce electricity consumption.

Use of efficient hydraulic pump drives:

By installing modern, energy-efficient hydraulic pumps, energy demand in production can be significantly reduced.

Investigation of potential uses for existing waste heat sources:

An assessment will be carried out to determine the extent to which existing waste heat from production processes can be used to support heating or hot water generation.

On-site power generation through rooftop PV system:

Installing a photovoltaic system on available rooftop surfaces enables sustainable self-supply of electricity and reduces dependence on the power grid.



Picture:
vulcanized Waste

Picture:
non-vulcanized
Waste

4.5 DISPOSAL AND CIRCULAR ECONOMY

Sustainable waste management means conserving natural resources and thereby also reducing emissions. Once products and materials have reached the end of their useful life, they inevitably become waste. For the disposal of our waste, we have engaged the company Umweltservice Wartburg.

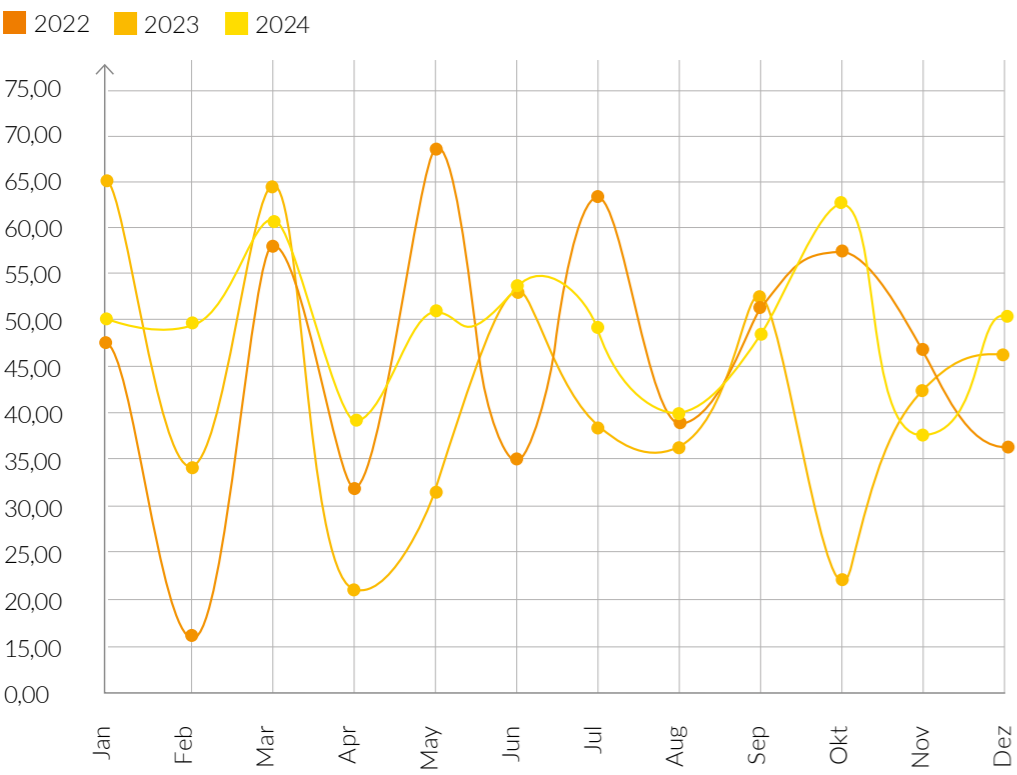
All waste generated in production in the form of vulcanized black rubber is passed on by our waste disposal partner to companies that recycle (grind) rubber compound waste. Ultimately, the ground rubber waste is used to produce building protection mats or serves as an additive for road surfaces.

All non-vulcanized waste is tested, shredded, and then mixed with other compound components before being fed back into the mixing process. The resulting rubber compound is extruded into new parts and vulcanized into various products. For this reason, strict separation of all waste in the company (vulcanized and non-vulcanized waste, paper, lubricants, hazardous materials, plastics, and films) is essential. Paper waste is sent for recycling.

The cooling water - is reused in an internal system operated by ContiTech, based at our Waltershausen site. Used and heated cooling water is returned via a ring system, cooled in cascades, and then made available for reuse.

4.6 WASTE

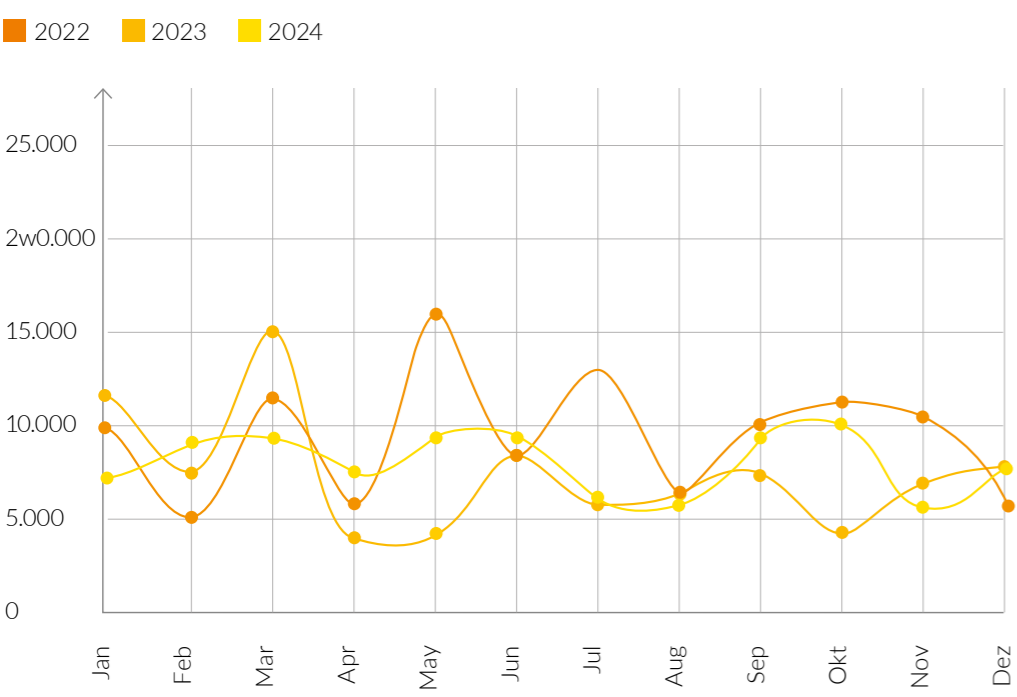
QUANTITY OF WASTE IN TONNES



Reducing the volume of production waste and the associated disposal costs remains a central focus of our sustainability efforts. From 2023 to 2024, however, total waste volume increased by 18 %. This rise was

primarily due to small-batch production and the introduction of numerous new product geometries, both linked to the development of new markets and customers.

WASTE COSTS IN €



COLLECTION OF WASTE ACCORDING TO THE GEWABFVO IN TONNES PER YEAR

- PPK
- Plastics
- Wood
- Metal
- Old rubber
- Domestic waste



4.7 WATER & COMPRESSED AIR

Pneumatic components are an important part of our production lines. Compressed air is generated using electricity and is one of the most expensive energy media. For this reason, we strive to continuously improve efficiency and minimize leaks and the associated losses. Despite an increase in production volume, the trend shows that in 2024, compressed air consumption was reduced by 12 % compared to 2023.

By establishing suitable sensors and controls for cooling processes, we have succeeded in significantly reducing cooling water consumption. While 160,000 m³ of cooling water were used in 2022, annual demand fell to 132,000 m³ in 2023 and was further reduced to 111,000 m³ in 2024.

Wastewater consists of consumed drinking water and cooling water that cannot be returned to the cooling cycle. An 18 % reduction in the utilization of salt bath systems that generate wastewater was accompanied by a 23 % reduction in discharged wastewater. This increase in efficiency was primarily achieved through employee awareness initiatives. Drinking water is used only minimally and for specific quality requirements in production. The goal is to largely eliminate its use in the future through the implementation of new technology.

RUNNING WATER

Annual consumption in m³

111.658
2024

132.360 160.173
2023 2022

WASTE WATER

Annual consumption in m³

2.764
2024

3.586 5.195
2023 2022

DRINKING WATER

Annual consumption in m³

1.387
2024

1.622 1.953
2023 2024



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 these 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, 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 Cicle
- 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

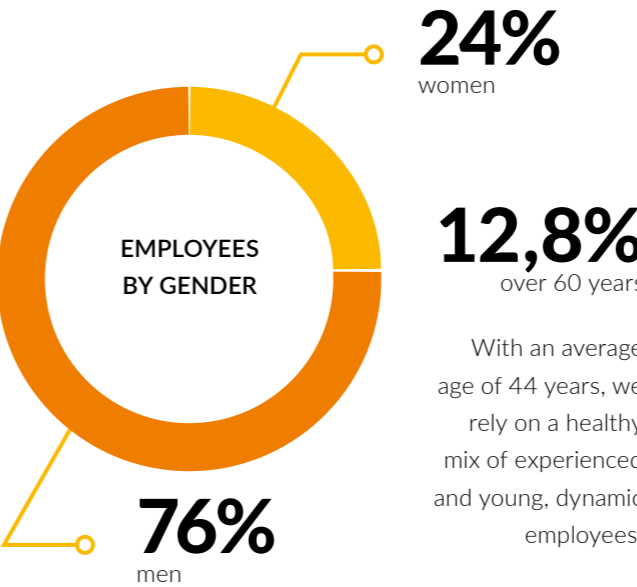
Our employees are actively engaged in ensuring quality, occupational safety, and environmental protection, each contributing to the sustainable success of the company. Motivation and accountability are fostered through a timely, transparent information policy, clearly defined decentralized management processes, and targeted training and development opportunities. Employees receive training to ensure they can successfully perform their tasks in compliance with applicable regulations and the SEALABLE Solutions GmbH Code of Conduct.

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.

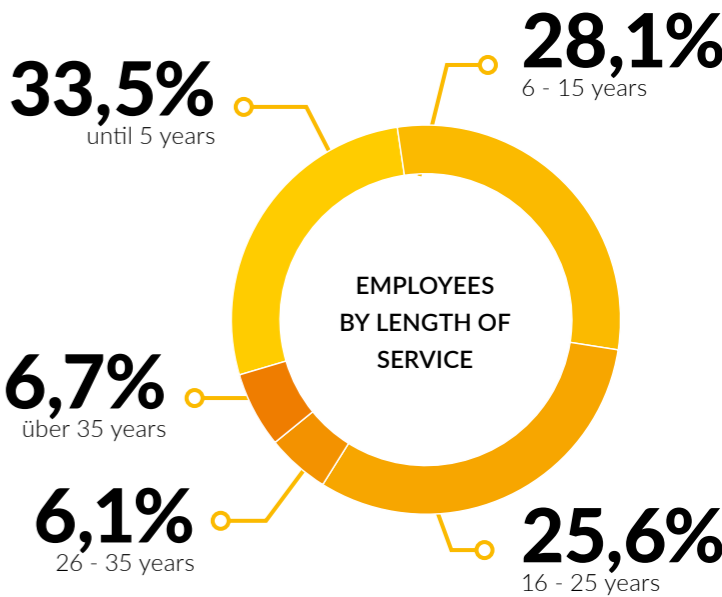
6.2 PERSONNEL STRUCTURE

At the end of 2024, SEALABLE Solutions GmbH employed a total of 164 people (plus 2 temporary worker). Compared to the previous year, the number has increased by 5.1 %. Overall, 24 % of employees are women and 76 % are men.

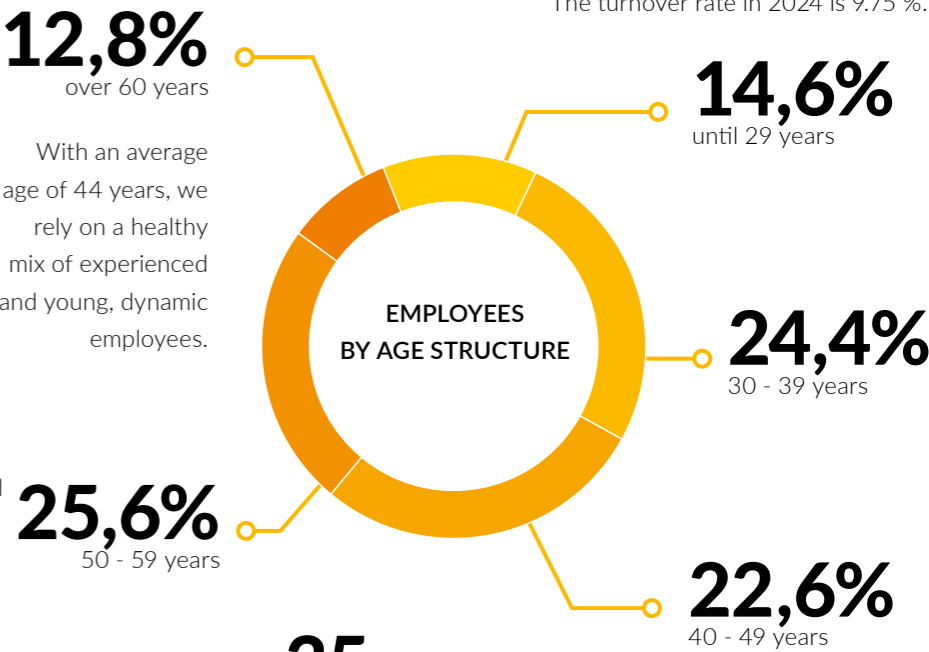


The share of commercial staff is 76 % and the proportion of employees is 24 %.

124
(76 %) Commercial staff



As an employer, we focus on continuity, as evidenced by the fact that 93,9 % of all employees (excluding trainees) are employed on a permanent basis. This is accompanied by an average length of service of 12.9 years per employee. The turnover rate in 2024 is 9.75 %.



25,6%
50 - 59 years

35
(24 %) Employees



6.3 COMPENSATION MANAGEMENT

Our compensation systems is both performance- and results-oriented. In addition to fixed salaries, 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.

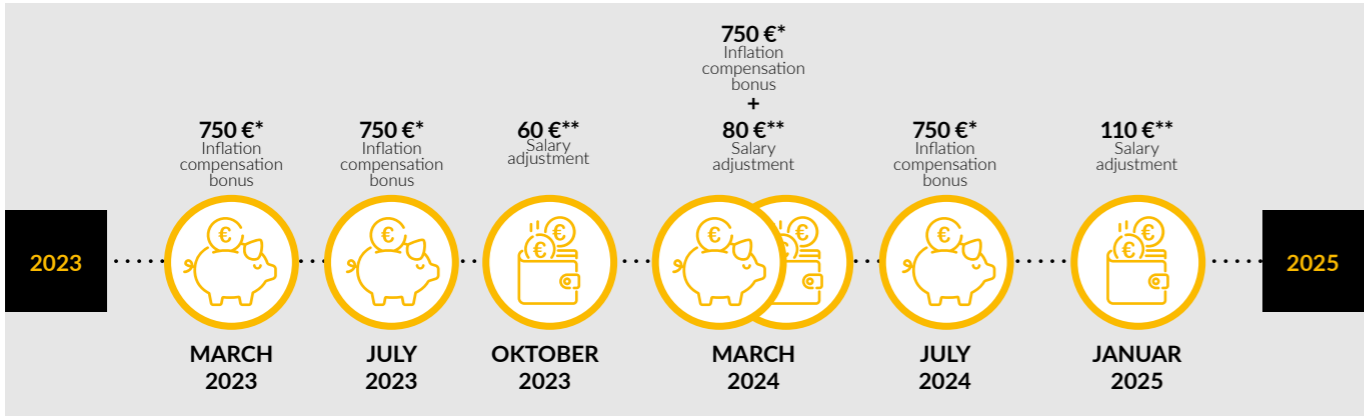
To strengthen retirement provisions, our company pension scheme supplements the statutory social security system. We contribute a 15% surcharge on employees' salary conversion amounts, and capital-forming benefits can also be directed into the company pension scheme. Since June 2021, we have additionally offered a company health insurance plan, fully 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
2024

28
2023

45
2022

QUOTA

Proposals submitted

79%
2024

68%
2023

76%
2022

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

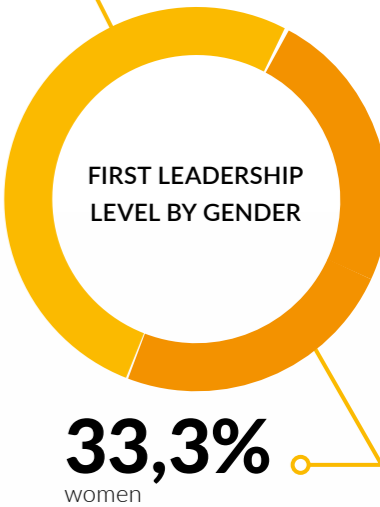
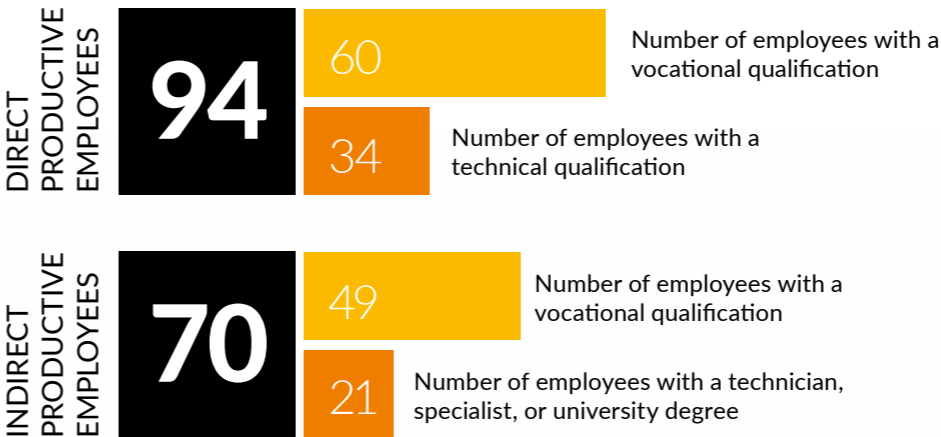
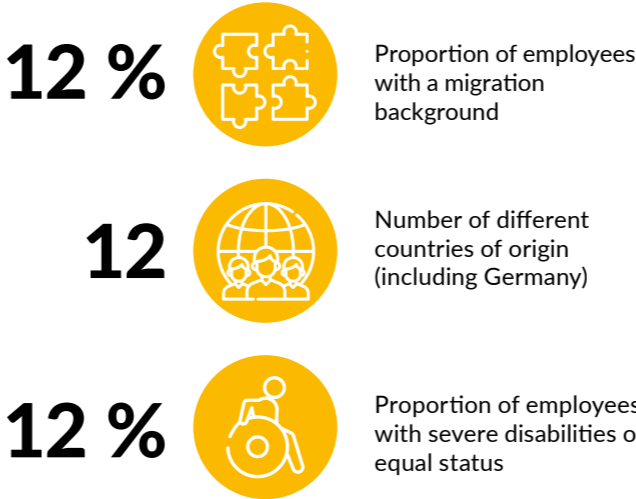
because of their origin, gender, sexual orientation, religion or belief, disability, or age. We do not tolerate discrimination, humiliation, oppression, or insult.

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



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 2024 fiscal year, we employed one cooperative education student in partnership with the DHGE (Duale Hochschule Gera-Eisenach) at the Eisenach site in the Engineering for Plastics Technology program, two trainees in the commercial field, and two trainees in the technical field.

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

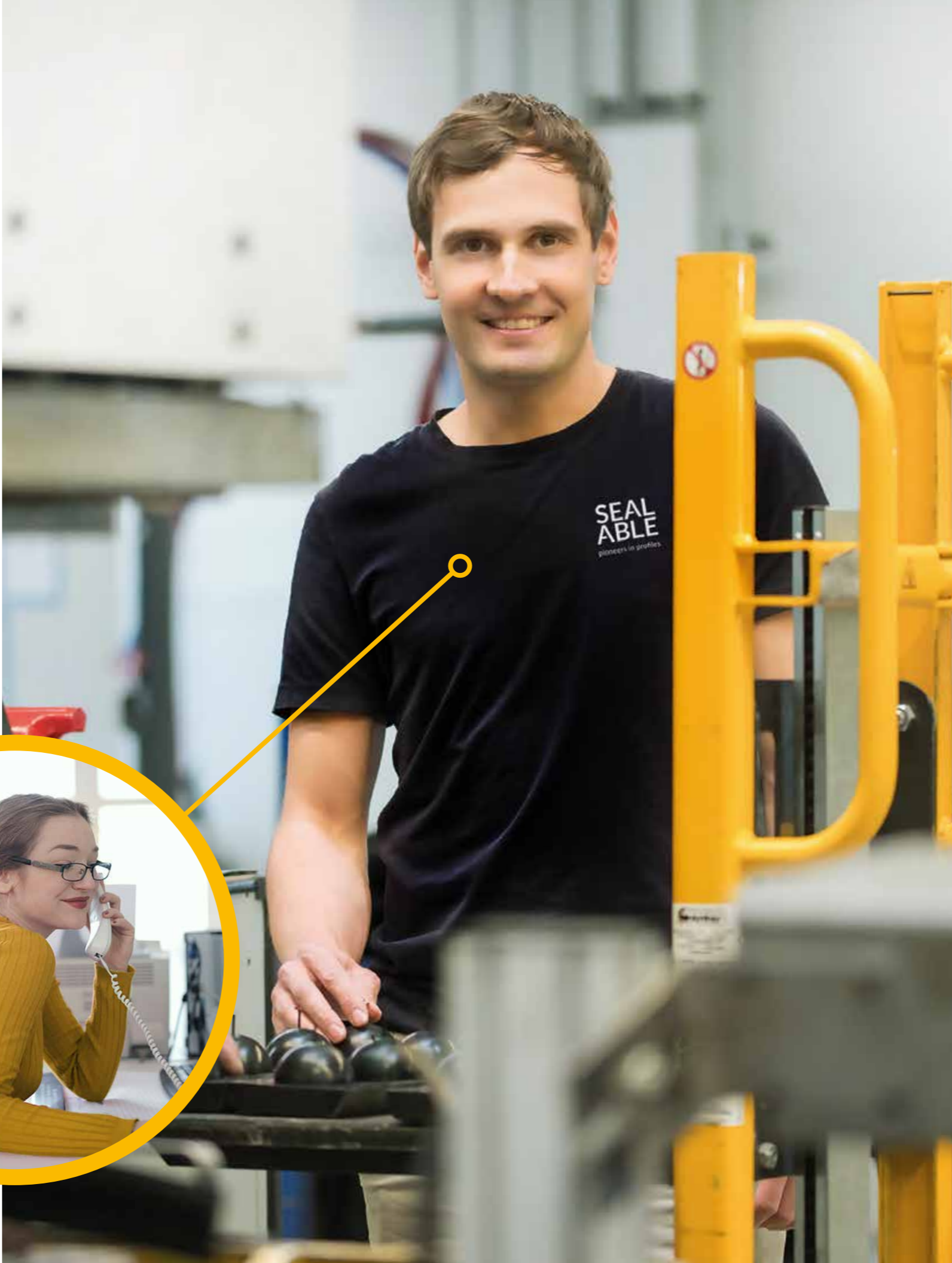
- ✓ Plastics and Rubber Technologist
- ✓ Machine and plant operator
- ✓ Industrial clerk
- ✓ Industrial mechanic
- ✓ Electrical technician
- ✓ Dual study in the field of engineering (for production engineering or plastics technology)



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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, we focus on introducing and testing measures to increase flexibility in production and to further improve working conditions.



 VARIABLE COMPENSATION	 WORKS COUNCIL & AGREEMENT	 PROFIT PARTICIPATION	 MOBILE WORKING	 EMPLOYEE DEVELOPMENT	 COMPANY DOCTOR
 ATTRACTIVE BASIC SALARY	 PERFORMANCE MANAGEMENT	 SUSTAINABILITY	 HEALTH CARE	 PARKING & CAR POOL	 COMPANY PENSION SCHEME
 HEALTH CIRCLE	 COMPANY EVENTS	 LIFELONG LEARNING	 HEALTH ACTIONS	 VACATION AND CHRISTMAS BONUS	 EMPLOYEE GIFTS
 DIVERSITY	 CANTEEN WITH MEAL SUBSIDY	 COMPATIBILITY OF FAMILY & WORK	 WORK CLOTHING	 30 DAYS VACATION	 COMPANY SUGGESTION SCHEME
 GIVVE-CARD	 BIKE-LEASING	 COMPANY HEALTH INSURANCE	 FREE E-CHARGING STATIONS	 SAFE WORK ENVIRONMENT	 ONBOARDING

6.8 HEALTH CIRCLE

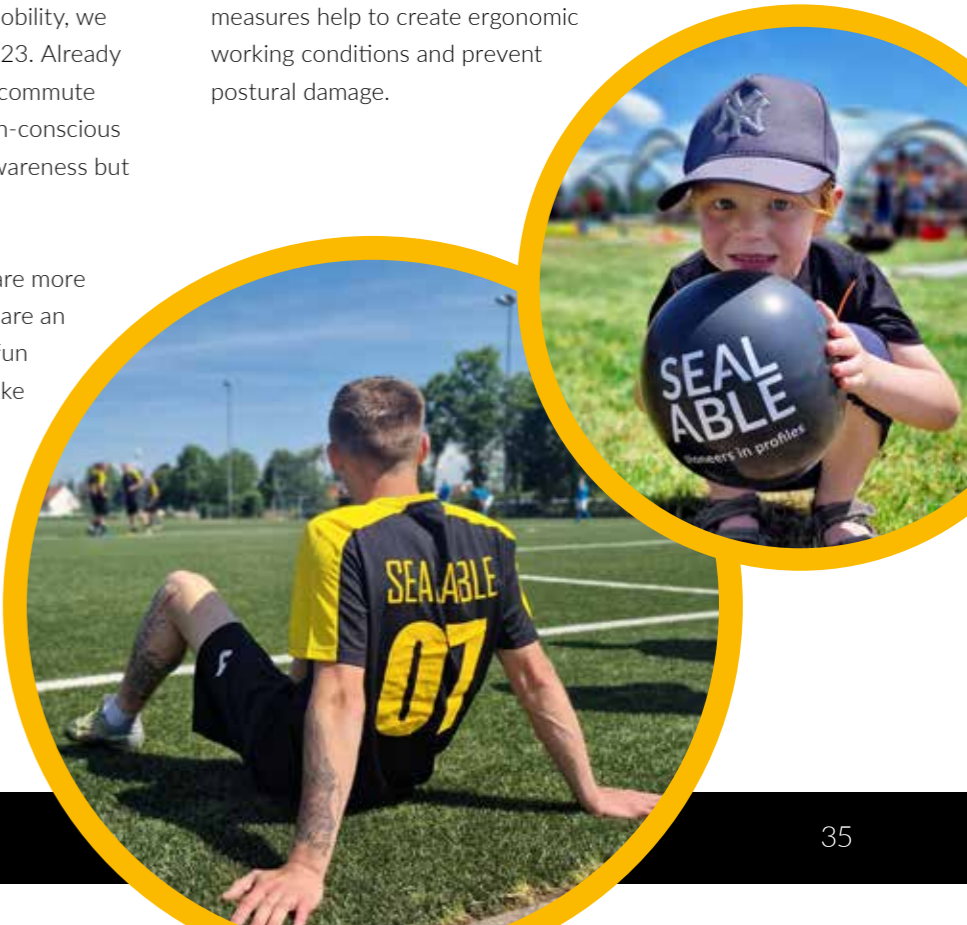
Thanks to the commitment of our health circle, an initiative launched by employees for employees, we have been able to establish a number of special measures that enhance physical and mental well-being in the workplace. We focus on benefits that address health-related topics. We create healthy catering 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 20 (12,2 %) 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.



6.9 ROLE OF THE WORKS COUNCIL

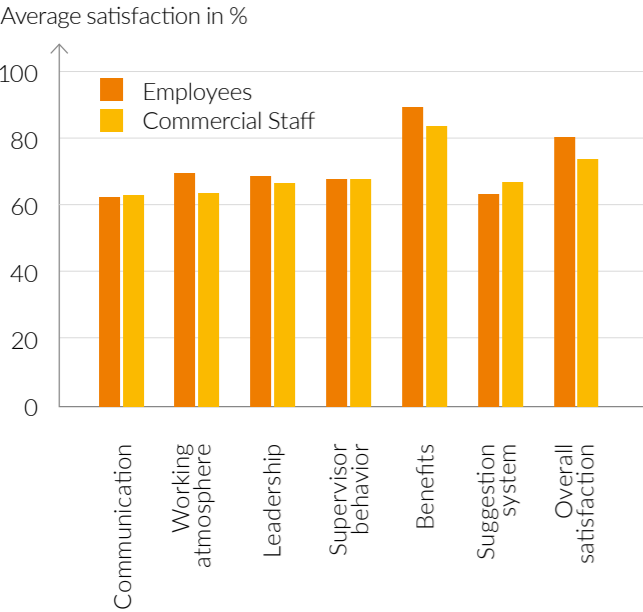
Respecting employees’ rights and giving them the opportunity to participate in decision-making is a matter of course for us. In all parts of the company, care is taken to guarantee employees’ co-determination rights uphold the freedom of association for our employees worldwide. SEALABLE is committed to ensuring fair and respectful treatment.

The foundation for a relationship built on trust is respect and open communication. Therefore, there is an intensive and regular dialogue between company management and employee representatives. Our works council is involved in personnel decisions, and collective agreements made with them apply to all employees. Their specific tasks generally include monitoring compliance with applicable laws, regulations, contracts, works agreements, and accident prevention regulations.

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

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

EMPLOYEE SATISFACTION



A total of 85 employees took part in the satisfaction survey. With a participation rate of just over 50 %, the survey provides a solid basis for assessing employee satisfaction. The evaluation shows an overall high level of satisfaction among the workforce – both among salaried employees and industrial workers. Industrial workers tended to rate some categories slightly more critically than salaried employees, particularly in the areas of benefits and working atmosphere. Nevertheless, all average values are in a positive range above 60 %. Overall, the survey provides a very good picture of the general mood and a valuable basis for developing targeted measures for further improvement.

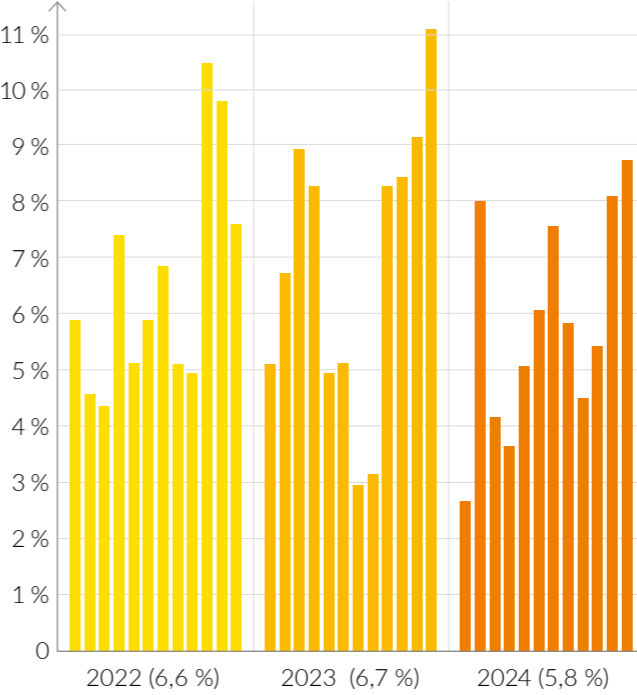


6.10 OCCUPATIONAL SAFETY AND HEALTH

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.

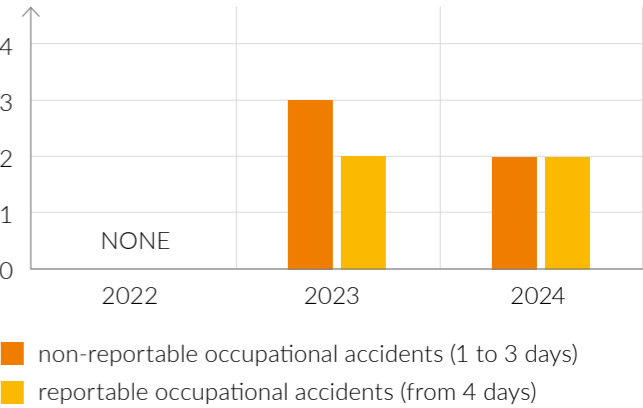
ABSENTEEISM RATE



In 2024, our absenteeism rate (excluding long-term illnesses) was 5.8%, slightly below the German average of 6.76%.

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



„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

For us, entrepreneurial success and social responsibility go hand in hand. As a company, we aim to shape, support, and promote positive change. Together with our employees, we engage in numerous community-oriented projects to address social challenges.

Our social commitment is guided by our Code of Conduct, which sets clear rules for donations and sponsorships. Donations to political parties, their representatives, or organizations with potential conflicts of interest are strictly prohibited. Likewise, donations to individuals or payments to private accounts are not permitted. In all cases, donations must be transparent, traceable, and must not harm the company's reputation.

YOUTH

To support the next generation, we contribute to various local initiatives. For example, we sponsor the Arnoldi Prize, awarded annually to outstanding high school graduates. In addition, we provide ongoing support to the local youth fire brigade and the AWO Gotha.



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

We have been an official member of the Sustainability Agreement of Thuringia (NAT) since 2012. NAT is a voluntary initiative between the Thuringian state government and the regional economy, bringing together sustainably operating companies from across the state. 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.

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. One youth talent from the B-Youth was crowned German champion.



Our involvement actually began in 2010, driven by our voluntary commitment to sustainable practices. This commitment is demonstrated through our certified management systems: 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.

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.



Picture: AdobeStock | # 369329572



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

164

2024

157

2023

178

2022

SALES

Company result in Mio. €

34,3

2024

35,8

2023

38,0

2022

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

In the past year, SEALABLE Solutions GmbH achieved sales of € 34.3 million (net). Across all market segments, revenue for the fiscal year was 4 % below the previous year. However, in contrast to the industry trend, earnings before taxes and depreciation improved by 40 % compared to the previous year. This improvement resulted from a reduction in other operating expenses, particularly energy and transport costs. Therefore, the earnings performance can be considered positive in light of the economic conditions, although the company's revenue performance fell short of expectations.

Despite the decrease in revenue, SEALABLE Solutions GmbH remains competitive in the long term and continues to secure existing jobs.

IMPRINT

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