

A hand holding a small plant with yellow leaves against a background of dark, vertical industrial pipes.

SEAL ABLE

pioneers in profiles

SEALABLE SUSTAINABILITY REPORT

Status as of March 2026



PURPOSE OF THIS REPORT

The purpose of this Sustainability Report of SEALABLE Solutions GmbH is to provide stakeholders, including customers, suppliers, employees and business partners, with transparent information regarding the company's sustainability performance.

The report aims to increase transparency, particularly with regard to our sustainability activities, achievements and future objectives.

This Sustainability Report covers the period from 1 January 2025 to 31 December 2025.

For reasons of readability, gender-specific language has not been used throughout this report. All references to employees or persons apply equally to all genders.

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Dear Ladies and Gentlemen,
Dear Readers,

For the sixth consecutive year, we are publishing our voluntary Sustainability Report. In this report, we demonstrate how, as a responsible industrial supplier, we have further developed our sustainability strategy and adapted it to changing economic and social conditions. In 2025, Germany's economic weakness continued. The German economy once again experienced a period of stagnation, characterised by declining industrial production, ongoing geopolitical uncertainties and generally restrained investment activity. These challenging market conditions affected numerous industries and companies alike. Despite this demanding economic environment, we continue to invest consistently in technological innovation, efficiency improvements and the development of sustainable materials and products. In particular, the development of bio-based and resource-efficient raw materials as well as energy-efficient production processes makes an important contribution. These measures help reduce our environmental impact while strengthening the company's long-term competitiveness and future viability. Although geopolitical and economic uncertainties remain, SEALABLE expects overall business development to remain stable. We would like to thank you for your interest in our Sustainability Report and invite you to follow 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 Stakeholders

1.1 SUSTAINABILITY STRATEGY

At SEALABLE, we identify our key sustainability priorities through continuous dialogue with our stakeholders. This Sustainability Report is aligned with the ESG principles of the Voluntary Sustainability Reporting Standard for SMEs (VSME) and incorporates selected elements of the Global Reporting Initiative (GRI) Standards.

In 2025, we further developed our sustainability strategy in response to economic challenges, increasing regulatory requirements and growing stakeholder expectations. This report documents our progress across the Environmental, Social and Governance (ESG) dimensions.

Key highlights include:

- ✓ **Climate & Energy:** Reduction of relative energy consumption by 2 %, increased use of renewable electricity and further expansion of e-mobility.
- ✓ **Materials & Products:** Development and 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 employee health through innovative programmes and initiatives.
- ✓ **Certifications:** Successful re-certification according to ISO 14001 and 50001.
- ✓ **Supply Chain & Responsibility:** Supplier Code of Conduct, stakeholder dialogue and circular economy initiatives.

Energy and resource consumption, as well as measures to mitigate climate change, have a significant impact on our business development from an environmental perspective. For our production operations, we therefore set clear targets for reducing energy and material consumption, lowering greenhouse gas emissions, and maintaining our high quality standards. The achievement of these objectives is supported by an integrated and company-wide management system.

Within the social dimension of our business activities, the provision of healthy and safe working conditions, our attractiveness as an employer, diversity and equal opportunities, employee training and development, and an open corporate culture are of particular importance. Beyond our own operations, SEALABLE Solutions GmbH is committed to contributing to a fair and educated society throughout the entire value chain.

As a globally operating company, we are exposed to a variety of risks that are generally comparable to those faced by similar businesses. Since entrepreneurial activity and the assumption of appropriate risks are inseparable, it is particularly important for us to identify potential risks at an early stage in order to respond promptly and appropriately. Modern business management tools and timely reporting systems support this process. Through systematic risk management, we are able to identify and assess potential events that could threaten the continued success of the company due to internal or external developments and subsequently define and implement suitable mitigation measures.

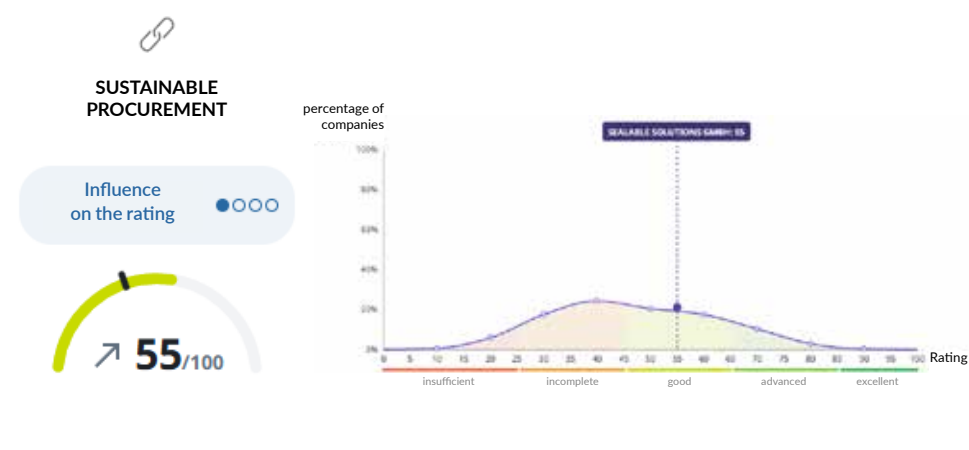
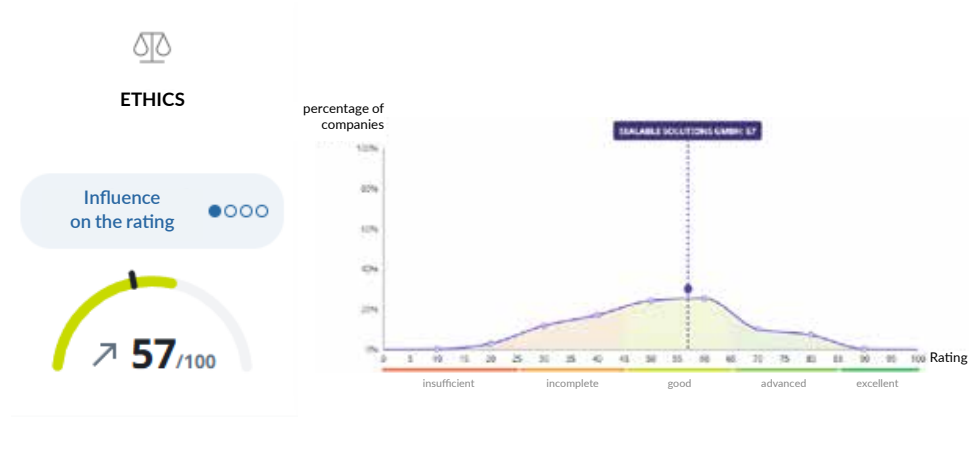
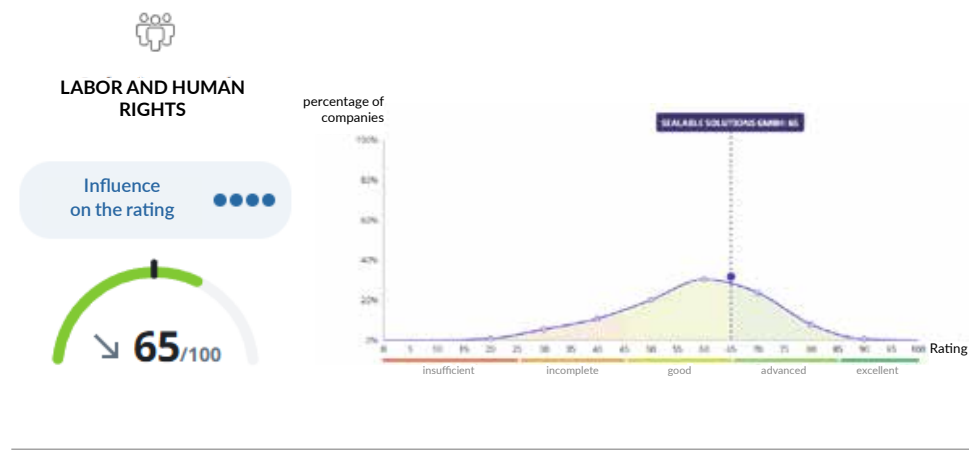
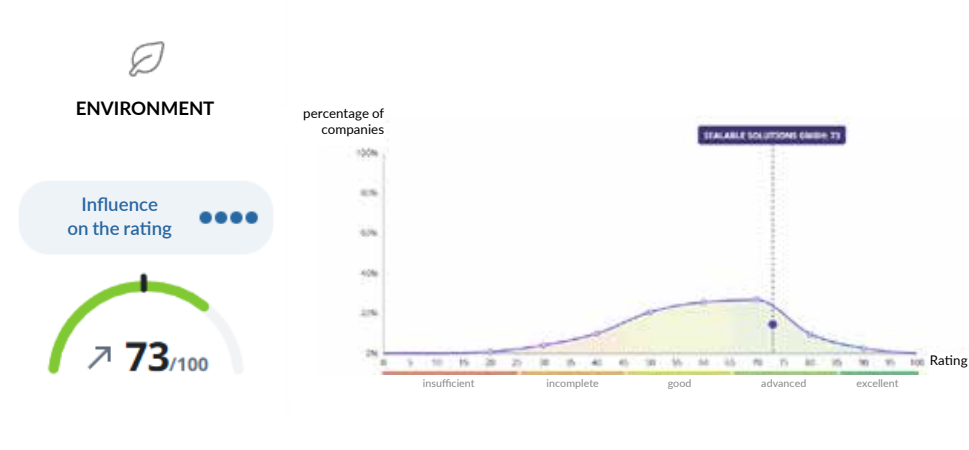
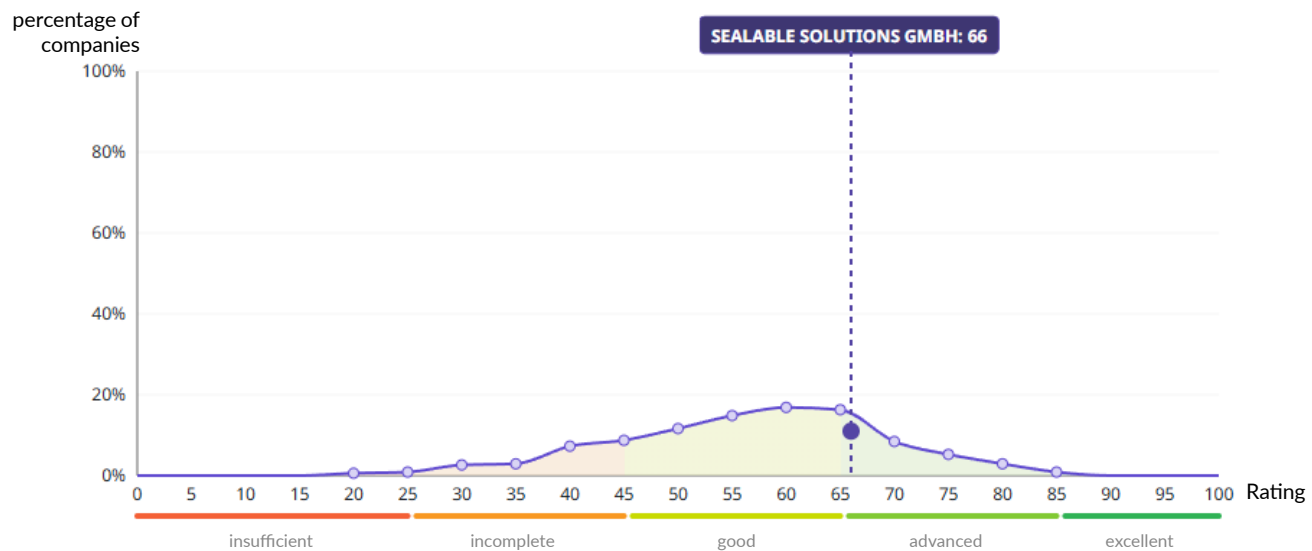
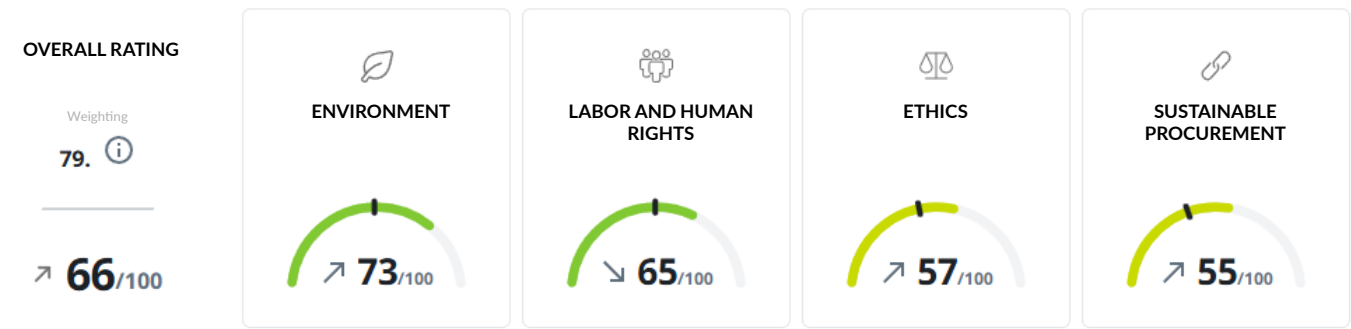
Due to our international business activities, the company is exposed to changes in political, legal and tax-related frameworks, as well as regulatory requirements in the countries in which we operate. The associated risks and opportunities may have both positive and negative effects on our business and can significantly influence our development. Through preventive and reactive measures, we seek to address identified risks in an appropriate manner wherever legally and economically feasible. To reduce procurement-related risks such as supply bottlenecks or supplier failures, we secure key materials through long-term supply agreements and active supplier management.

For the 2025 reporting year, no formal Double Materiality Assessment has yet been conducted. As part of its preparation for future sustainability reporting in accordance with the EU Corporate Sustainability Reporting Directive (CSRD), SEALABLE is currently developing a comprehensive Double Materiality Assessment. This assessment will evaluate both impact materiality (the effects of business activities on people and the environment) and financial materiality (the effects of sustainability matters on the company). For 2026, SEALABLE plans to identify, prioritise and document relevant sustainability topics in accordance with the requirements of ESRS 1 and ESRS 2. The results of this assessment will be incorporated into the company's future ESG strategy and sustainability reporting.

The management of ESG activities is coordinated by a cross-functional team consisting of representatives from Procurement, Production, Quality Management and Human Resources. Progress is regularly reviewed with senior management, relevant key performance indicators (KPIs) are evaluated on an annual basis, and results are aligned with the company's strategic development objectives.



Picture: AdobeStock | #723236504



1.2 ECOVADIS

With the award of the EcoVadis Bronze Medal 2024 and a score of 66 points, we were able to improve our performance in many areas compared with the previous year, despite remaining at Bronze level. EcoVadis, one of the world's leading sustainability rating platforms for global supply chains, places particular emphasis on environmental performance, sustainable procurement, ethics, labour practices and human rights. More than 100,000 companies worldwide are assessed using the EcoVadis methodology. In 2024, EcoVadis once again revised and tightened its assessment criteria in order to further promote future-oriented and sustainable business practices within manufacturing industries. We are therefore particularly proud to have received the Bronze Medal in recognition of our sustainability efforts. This rating not only demonstrates our commitment to sustainable business practices but also serves as motivation to continue improving our environmental, social and governance performance. It shows that sustainable management and successful business performance can go hand in hand.

Looking ahead, we will continue to optimise our processes and products in order to reduce our environmental footprint and strengthen our positive social impact. We are committed to greater transparency throughout our supply chain and aim to further establish ourselves as a sustainability-driven company within our industry.

1.3 VALUES

Our growth strategy is built on strong foundations. The history of SEALABLE demonstrates that a small number of core values are essential for long-term success: entrepreneurship, customer focus, high performance and mutual respect.

Our Managing Directors actively embody these values and lead by example. To ensure that these key success factors remain firmly embedded in our organisation, SEALABLE has formally defined them as corporate values and communicated them throughout the company. Together with our Code of Conduct, these values shape our culture and leadership approach at our Waltershausen site and across all business activities.



WE STRIVE FOR HIGH 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 activities that create value for our customers



WE ARE ENTREPRENEURS

- ✓ We lead rather than manage
- ✓ We prefer quick decisions and minimise bureaucracy
- ✓ We take responsibility for our results and take pride in delivering performance
- ✓ We continuously challenge ourselves and strive to win
- ✓ We understand our personal contribution to the success of the company
- ✓ We reward success

WE CULTIVATE A RESPECTFUL ASSOCIATION

- ✓ We act with high integrity and follow our Code of Conduct
- ✓ We aim to attract, retain and develop talented employees
- ✓ We contribute to the team and challenge each other
- ✓ We strive for fact-based and cause-based solutions and avoid placing blame
- ✓ We continuously develop our skills and are open to constructive feedback



1.4 QUALITY GUIDELINES

Every SEALABLE employee is committed to achieving the highest quality standards. This commitment applies to all products and services we provide worldwide.

PRO-ACTIVE BEHAVIOR

We proactively identify and assess potential risks in order to prevent quality incidents before they occur. Our objective is to consistently fulfil the requirements and expectations placed upon us.

STANDARDISATION

We continuously standardise and optimise our processes to ensure efficiency, consistency and ongoing improvement. Compliance with all relevant regulations, standards and customer requirements forms the basis of our actions. At the same time, we continuously seek best-practice solutions.

PROCESS THINKING AND CONTINUOUS IMPROVEMENTS

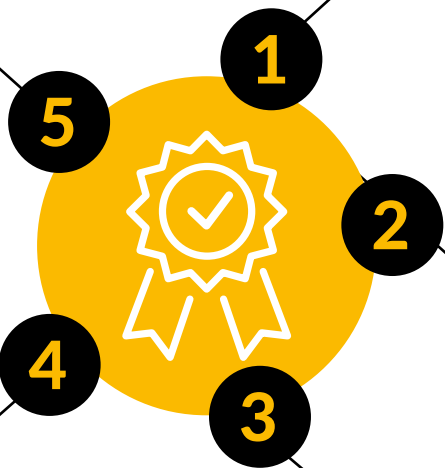
Continuous improvement is a fundamental principle of our management system. We actively utilise feedback and information from our stakeholders to further develop our processes and services.

ONE VOICE TO THE CUSTOMER

We strive for long-term partnerships built on mutual trust. Our communication is transparent, reliable and consistent.

CUSTOMER-ORIENTED CULTURE

Our customers are our highest priority. We seek to exceed their expectations and create maximum value for all parties involved.



1.5 CODE OF CONDUCT

The strengths of SEALABLE Solutions GmbH must be preserved even as social and economic conditions continue to change at an increasing pace. For this reason, it is essential that our established standards are reflected in clear and binding policies. SEALABLE has therefore developed a Code of Conduct that defines the behavioural principles which our employees have long applied through professionalism, integrity and common sense.

We are convinced that traditional values such as trust and respect are becoming increasingly important in a globalised world and represent a competitive advantage. Based on these convictions, SEALABLE Solutions GmbH is committed to adhering to the ten principles relating to human rights, labour standards, environmental protection and anti-corruption, while fulfilling its broader social responsibilities.

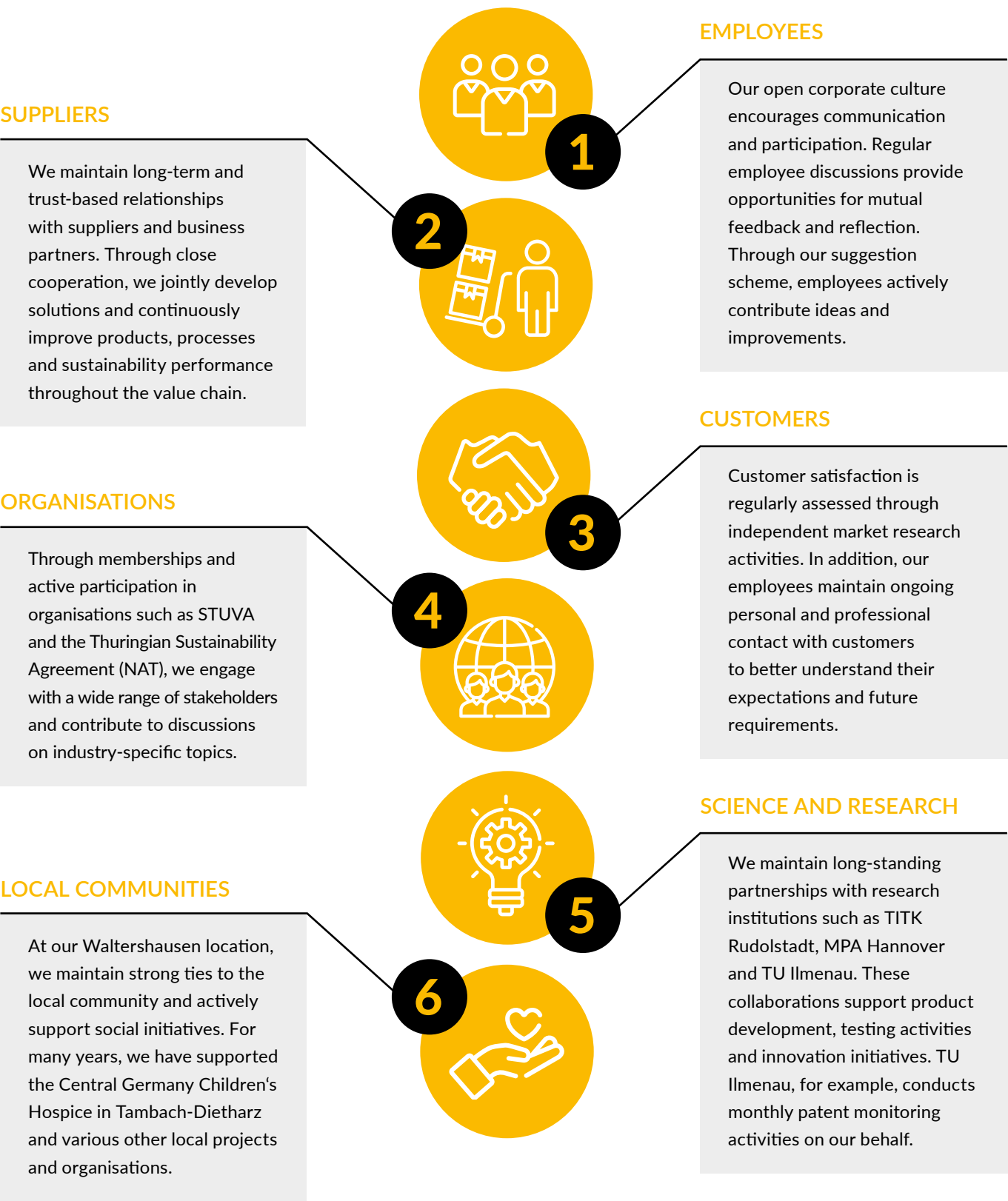
As part of an internationally operating company, it is important that expected standards of behaviour are clearly documented and that violations are appropriately addressed. We continue to place great trust in all employees and expect them to uphold the highest ethical standards in their daily work.

Whistleblower System and Compliance

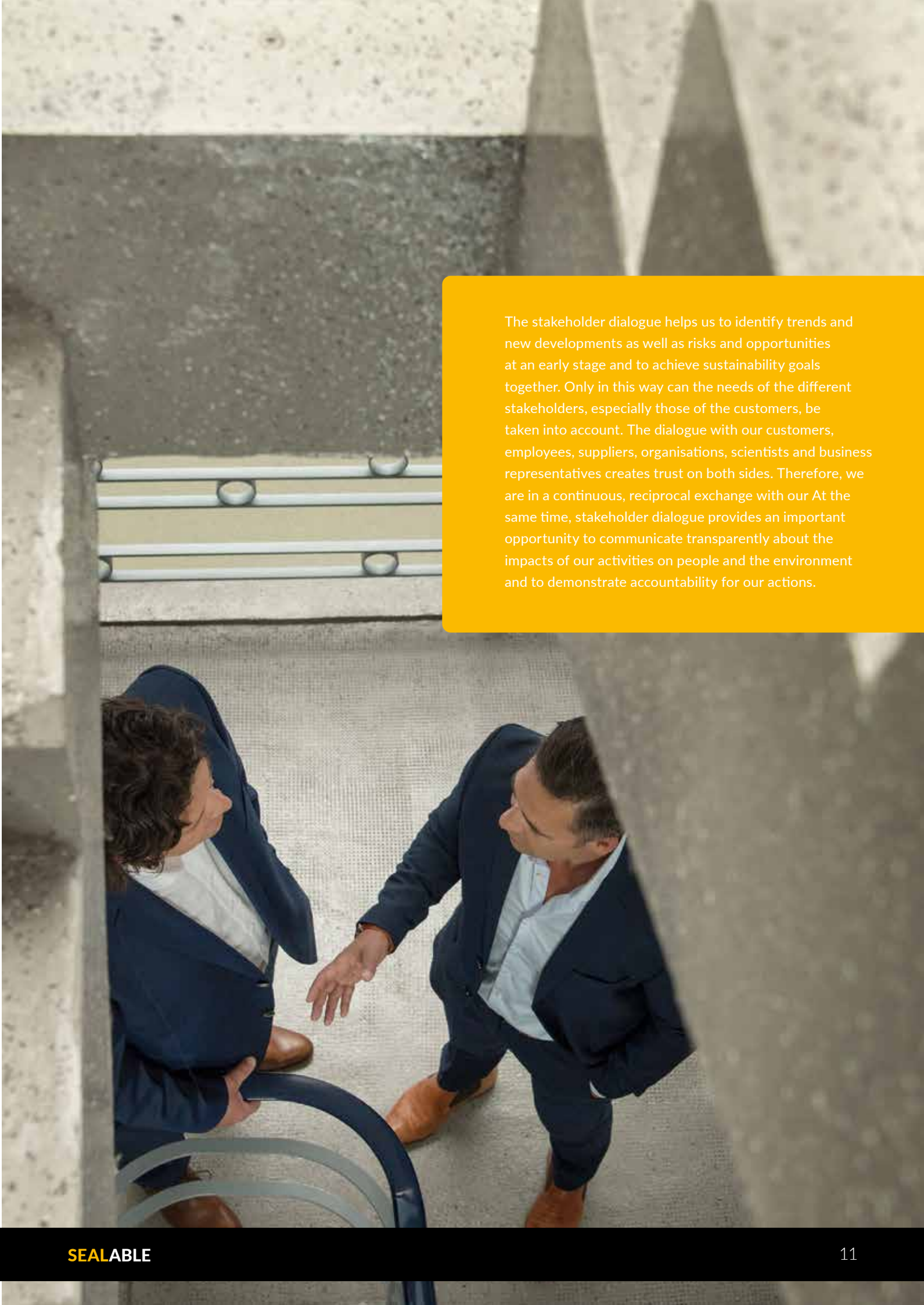
To promote an open and integrity-driven corporate culture, SEALABLE provides employees with access to a whistleblower system. This reporting channel allows employees to confidentially report potential violations of legal requirements, internal policies or the company's Code of Conduct. No complaints or reports were received through the whistleblower hotline during the 2025 reporting year. Likewise, no violations of the Code of Conduct were identified.

1.6 DIALOGUE WITH OUR STAKEHOLDERS

As a globally operating company, we interact with a wide range of stakeholders. Open dialogue and the exchange of information and perspectives are essential for advancing sustainability within both our company and society. We maintain ongoing dialogue with the following stakeholder groups:



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 At the same time, stakeholder dialogue provides an important opportunity to communicate transparently about the impacts of our activities on people and the environment and to demonstrate accountability for our actions.





02 | CUSTOMERS AND SUPPLIERS

2.1 Customer requirements
2.2 Suppliers

2.1 CUSTOMER REQUIREMENTS

Whether in building construction, civil engineering, industrial applications, railway infrastructure or tunnelling, our five business segments provide a broad portfolio of products specifically designed to meet customer

requirements and expectations. We address global transformation, regulatory developments and evolving customer demands through:

- ✓ Customer surveys
- ✓ Dialogue with suppliers, competitors and our own employees
- ✓ Collaboration with universities and research institutions
- ✓ Internal and external innovation workshops and exchange with our international agent network
- ✓ Regular participation in conferences, trade fairs and exhibitions
- ✓ Cross-company communication platforms
- ✓ Publications in scientific and technical journals
- ✓ Memberships in professional and industry associations
- ✓ Cooperation with external development partners



2.2 SUPPLIERS

We provide our suppliers with fair contractual terms and appropriate consideration. In return, we expect them to act fairly and responsibly towards their employees, suppliers and business partners. Our specific expectations are defined in a separate Supplier Code of Conduct. The Supplier Code of Conduct is primarily based on the following principles:

- ✓ Compliance with applicable laws and regulations
- ✓ Prohibition of corruption and bribery
- ✓ Respect for fundamental human and employee rights
- ✓ Prohibition of child labour and forced labour
- ✓ Protection of employee health and safety
- ✓ Environmental protection & responsible use of resources
- ✓ Responsible supply chain management

We are increasingly committed to integrating the entire value chain into our sustainability activities – from raw material sourcing, production, warehousing and transportation

through to the end customer. Sustainability objectives can only be achieved through close cooperation with our suppliers, customers and business partners. By consistently adhering to the principles and requirements set out in this Supplier Code of Conduct, we create shared value for all stakeholders.

Anti-Corruption and Compliance

Integrity, compliance and responsible corporate governance are integral parts of our corporate culture. During the 2025 reporting year, no confirmed cases of corruption, bribery or other violations of applicable compliance and ethical standards were identified at SEALABLE Solutions GmbH.

Furthermore, no fines, sanctions or legally binding convictions related to corruption, bribery or comparable compliance violations were imposed on the company during the reporting period.



03 | OUR PRODUCTS

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

3.1 ORIGIN AND USE OF OUR RESOURCES AND RAW 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 6,000 tonnes. 80 % are purchased by Phoenix Compounding Technologies (PCT) directly at the site. We strategically reduced this share during the past year in order to minimise procurement and supply chain risks. Despite the 10 % reduction, PCT remains our primary supplier, enabling us to continue benefiting from shorter transportation routes, reduced logistics complexity and faster response times.

The remaining 20 % of our rubber compounds are sourced from smaller compound suppliers located in Germany and Switzerland. This diversified sourcing approach strengthens supply security while maintaining the flexibility and quality standards required by our customers.

For all of our more than 1,500 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 sealing profiles used in tunnel construction to ensure watertight connections between concrete segments, we utilise specially developed rubber compounds engineered for long-term durability. Based on extensive testing and application experience, we can provide a service life expectancy of up to 100 years under the intended operating conditions.
- ✓ 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 % (2025) 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.

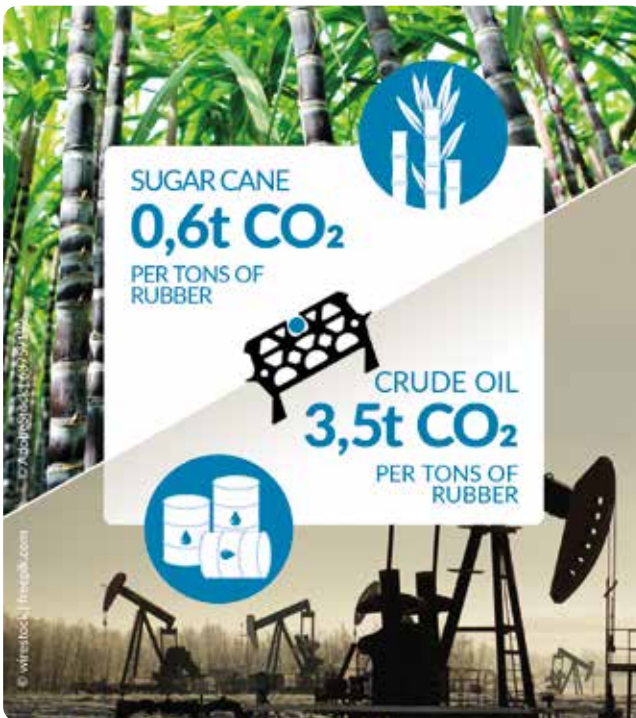
3.3 SUSTAINABLE RUBBER COMPOUNDS

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 tonnes per ton of rubber. Bio-based EPDM has a CO₂ balance of 0.6 tonnes 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 ¼ 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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04 | PRODUCTION AND VALUE CREATION

- 4.1 Energy Management System
- 4.2 Energy Consumption
- 4.3 E-Mobility
- 4.4 Scope 1 & 2
- 4.5 Disposal and Circular Economy
- 4.6 Waste Performance
- 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 July 2025, a surveillance audit for DIN EN ISO 14001 and a recertification audit 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.

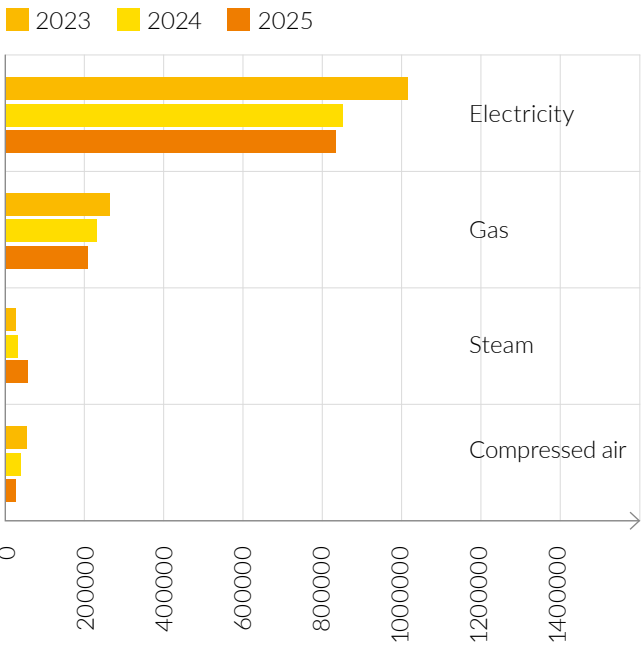
We are committed to reducing energy consumption in the long term and continuously improving energy efficiency through a continuous improvement process. The implementation of all requirements of DIN EN ISO 50001 is ongoing, and the processes in the energy management

- 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
 - ✓ Monitoring and Reduction of Energy-Related Greenhouse Gas Emissions
 - ✓ 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

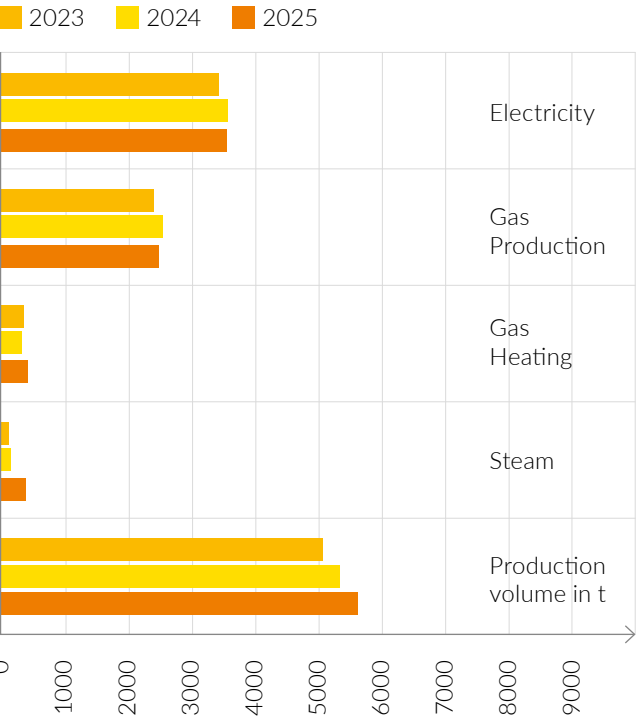


The downward trend in unit costs for our primary energy sources continued throughout 2025. Compared with the previous year, energy prices decreased :electricity (-2 %), gas (-17 %), and steam (-13 %). Through the implementation of organizational and technical measures, we succeeded in further reducing energy consumption in relation to production volume, thereby increasing the efficiency of our energy performance.

Despite an increase in energy consumption of 236 MWh, energy costs were reduced by approximately 15000 € (1.4 % lower than 2024). The reduction was primarily achieved through the following measures:

- ✓ 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 machinery warehouse
- ✓ Employee training and awareness programs
- ✓ Checklists for handling energy media at the production lines

FINAL ENERGY CONSUMPTION IN MWH



In 2025, our company's Energy Performance Indicator continued its steady improvement since 2020. Compared to the previous year, energy consumption per production volume was reduced by 2 %. The low level of relative CO₂ emissions was largely maintained in 2025. A slight increase was observed due to higher demand for steam-heated vulcanisation processes and a colder winter, both of which resulted in increased energy consumption.

TOTAL ENERGY CONSUMPTION

per production volume in kWh/kg

1.253
2025

1.280 1.289
2024 2023

CO₂-EMISSIONS

per production volume in kg/kg

0.128
2025

0.123 0.124
2024 2023



CO₂ SAVINGS

In tons

20.253
2025

CHARGING CYCLES

Number at the end of the year

1,304
2025

22.350
2024

16.593
2023

1,439
2024

1,068
2023

2023



12 CHARGING POINTS
12 E-CARS

since 2024



12 CHARGING POINTS
15 E-CARS

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 the commissioning of these charging stations, demand has steadily increased. As early as March 2022, we recorded six regular users, prompting us to expand our charging infrastructure in July 2022 with two additional stations. This expansion was a direct result of growing interest and increasing acceptance of e-mobility among our employees.

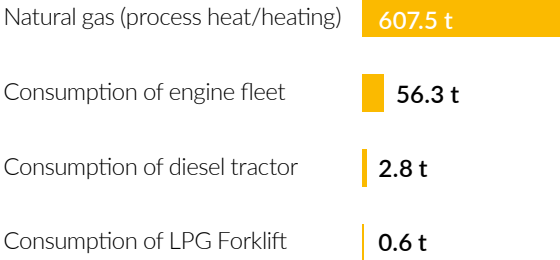
A further expansion took place in July 2023, when we added another two charging stations. This scaling of our capacity is a clear signal of our commitment to sustainability and supports our vision of a low-carbon vehicle fleet.

To date, a total of 4,604 charging sessions have been carried out at our charging stations, providing 68 MWh of green energy. This has enabled us to save almost 70 tonnes of CO₂ emissions. The provision of green energy is an integral part of our sustainability strategy, allowing us to reduce 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.

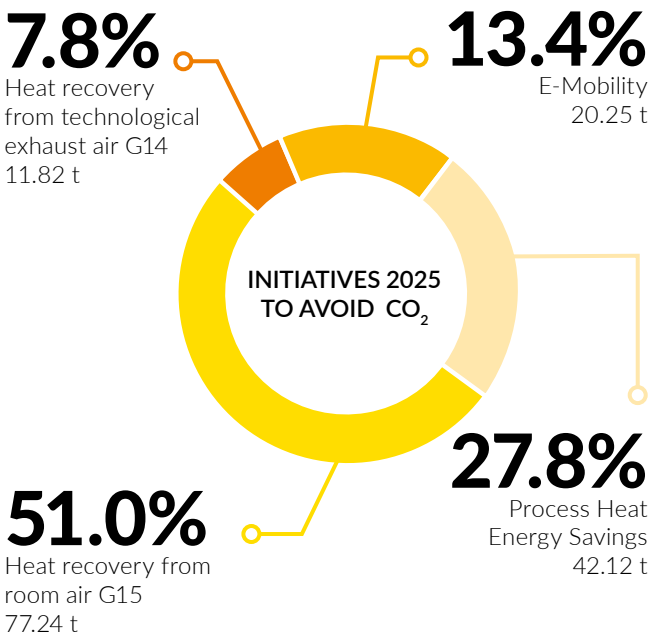


* documented consumption from renewable energy production

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 2026 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. Scope 3 greenhouse gas emissions are currently not quantified and are therefore not included in this Sustainability Report.

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 2025:



Additional measures are planned for 2026:

Modernisation of the 40 m Steam Autoclave:

The old autoclave will be completely removed and replaced with a new model featuring several improvements. The control, regulation and safety technology will be state of the art. The insulation of the autoclave as well as the associated steam and condensate piping will be renewed. The exhaust fan above the autoclave door will be more efficient and performance-optimised and will no longer require a hydraulic power unit.

Completion of the LED Lighting Upgrade:

The production and administration areas have already been converted to an efficient LED lighting system (633 industrial luminaires and 150 recessed ceiling luminaires). The remaining lighting in the basement and outdoor areas will be replaced in the future in order to further reduce electricity consumption.

Retrofit and Automation of Injection Moulding Machines:

The injection moulding machines (built in 1990) will be equipped with new control, regulation and drive technology for automatically optimised temperature control of the heating platens as well as more efficient operation of the hydraulic pumps.

High-Efficiency Air-Blow System for Profile Drying:

The existing side-channel blowers will be replaced by high-pressure fans with frequency control and corresponding nozzle technology. This will reduce electricity consumption for the drive technology as well as the compressed air required for auxiliary nozzles.

Reduction of Compressed Air Supply Pressure from 8 to 6 Bar:

By reducing the factory-wide compressed air supply pressure, positive energy-saving effects will be achieved both in the electricity-based generation of compressed air and by reducing compressed air leakage losses.

4.5 WASTE MANAGEMENT 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 management 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.

A breakdown of waste volumes by recovery and disposal methods, as well as a recycling rate, is currently not available in a sufficiently reliable and verifiable form. Consequently, these figures cannot be reported in this Sustainability Report.

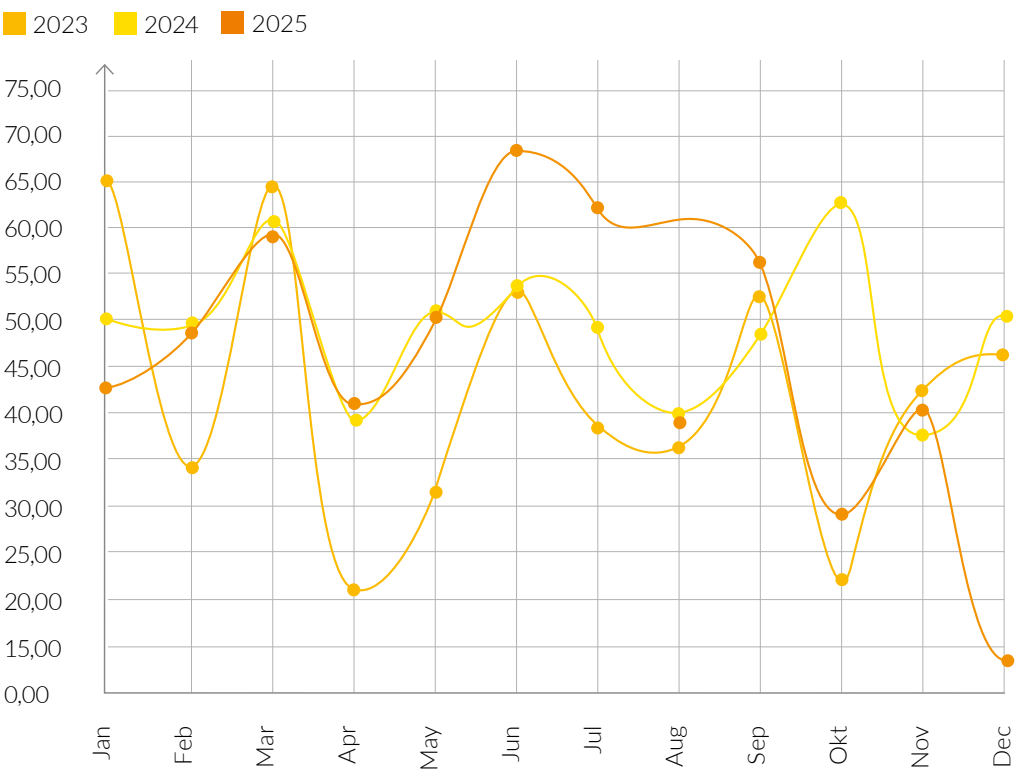
The cooling water used is reused in an internal system operated by ContiTech, based at our Waltershausen site. Used and heated cooling water is returned via a ring system, cooled in cascades, and then made available for reuse.

Picture:
vulcanized Waste

Picture:
non-vulcanized
Waste

4.6 WASTE PERFORMANCE

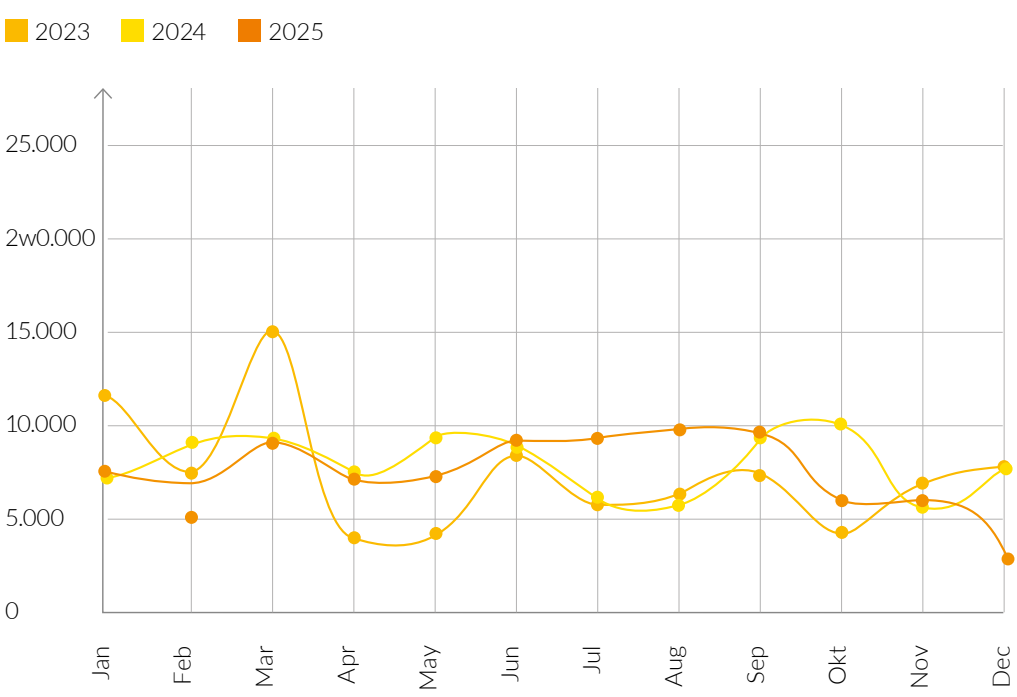
QUANTITY OF WASTE IN TONNES



Reducing the volume of production waste to be disposed of, along with the associated costs, is naturally a key focus of our sustainability efforts. The total volume of waste from 2024 to 2025 increased by

2 %. The reasons for this lie in small-batch production as well as a large number of new geometries in the product portfolio, which are related 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 2025, compressed air consumption was reduced by 10 % compared to 2024.

By establishing suitable sensors and controls for cooling processes, we have succeeded in significantly reducing cooling water consumption. While approximately 132,000 m³ of cooling water were consumed in 2023, annual demand decreased to around 117,000 m³ in 2025 despite an increase in production volume of approximately 500 tonnes.

Wastewater consists of consumed drinking water and cooling water that cannot be returned to the cooling cycle. Through targeted employee training and awareness programmes, the volume of wastewater generated in relation to compound production was reduced from 2023 to 2024. In 2025, however, increased utilisation of wastewater-generating salt bath systems resulted in a corresponding increase in wastewater volumes.

Drinking water was used only to a limited extent and solely for specific quality requirements within the production process. The introduction of a new technology is expected to largely eliminate the need for drinking water in production in the future.

COOLING WATER

Annual consumption in m³

116,539
2025

111,658 132,360
2024 2023

WASTE WATER

Annual consumption in m³

2,960
2025

2,764 3,586
2024 2023

DRINKING WATER

Annual consumption in m³

1,044
2025

1,387 1,622
2024 2023



05 | BIODIVERSITY

5.1 Flower Meadow

5.2 Wild Bee vs. Honey Bee



BIOLOGISCHE
VIELFALT MIT
8,500 m²
BLUMENWIESE

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 an 8,500 m² 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
- 6.11 Engagement on site
- 6.12 Sustainability Agreement

6.1 PERSONNEL POLICY

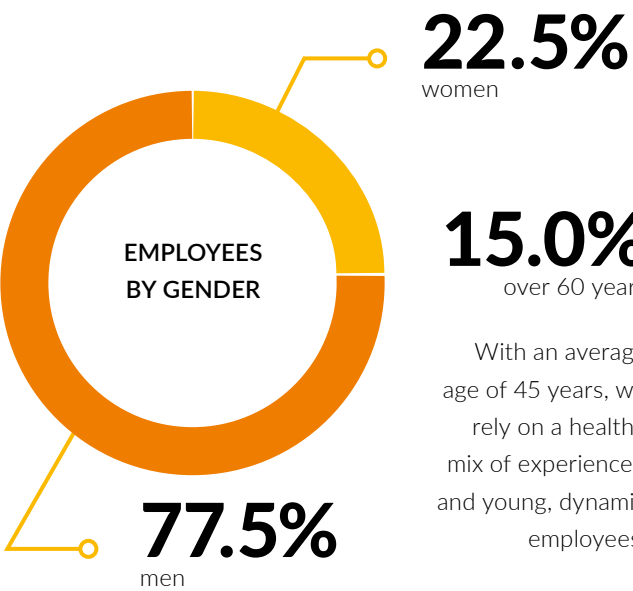
Our employees are actively involved in the responsibility for quality, occupational safety and the environment. Thus, everyone contributes their part to the sustainable success of the enterprise. Employee motivation and responsibility are supported by a timely open information policy, clear decentralised 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.

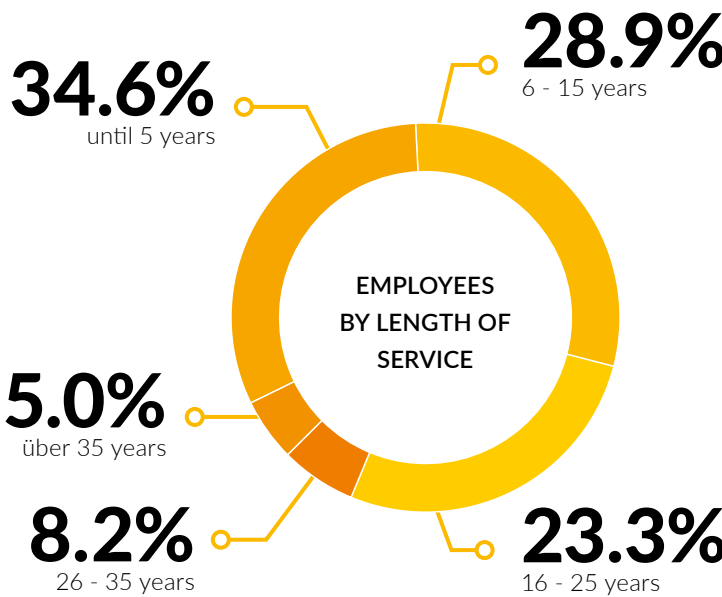
6.2 PERSONNEL STRUCTURE

At the end of 2025, SEALABLE Solutions GmbH employed a total of 159 people. Overall, 22.5 % of employees are women and 77.5 % are men.

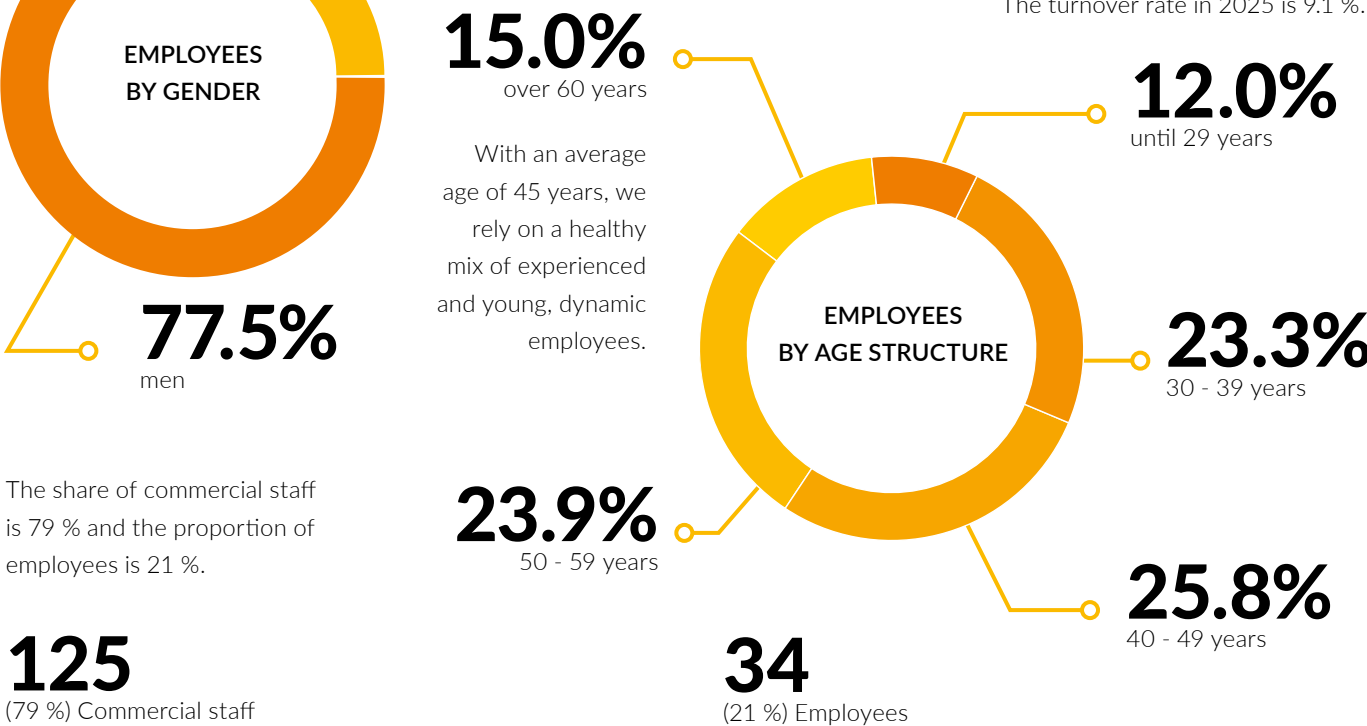


The share of commercial staff is 79 % and the proportion of employees is 21 %.

125
(79 %) Commercial staff



As an employer, we focus on continuity, as evidenced by the fact that 93.1 % of all employees (excluding trainees) are employed on a permanent basis. This is accompanied by an average length of service of 13 years per employee. The turnover rate in 2025 is 9.1 %.



34
(21 %) 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.

COLLECTIVE BARGAINING COVERAGE

We attach great importance to fair and transparent working conditions. The employment and remuneration conditions at SEALABLE Solutions GmbH are aligned with the relevant collective bargaining agreements applicable to our industry.

In the 2025 reporting year, 94.41 % of our employees were covered by collectively agreed employment conditions or by employment terms aligned with collective bargaining agreements. The remaining employees receive remuneration outside the collective bargaining framework. These employees are predominantly specialists and managers with increased levels of responsibility. Regardless of the remuneration model, the same principles of fairness, equal opportunities and mutual respect apply to all employees.

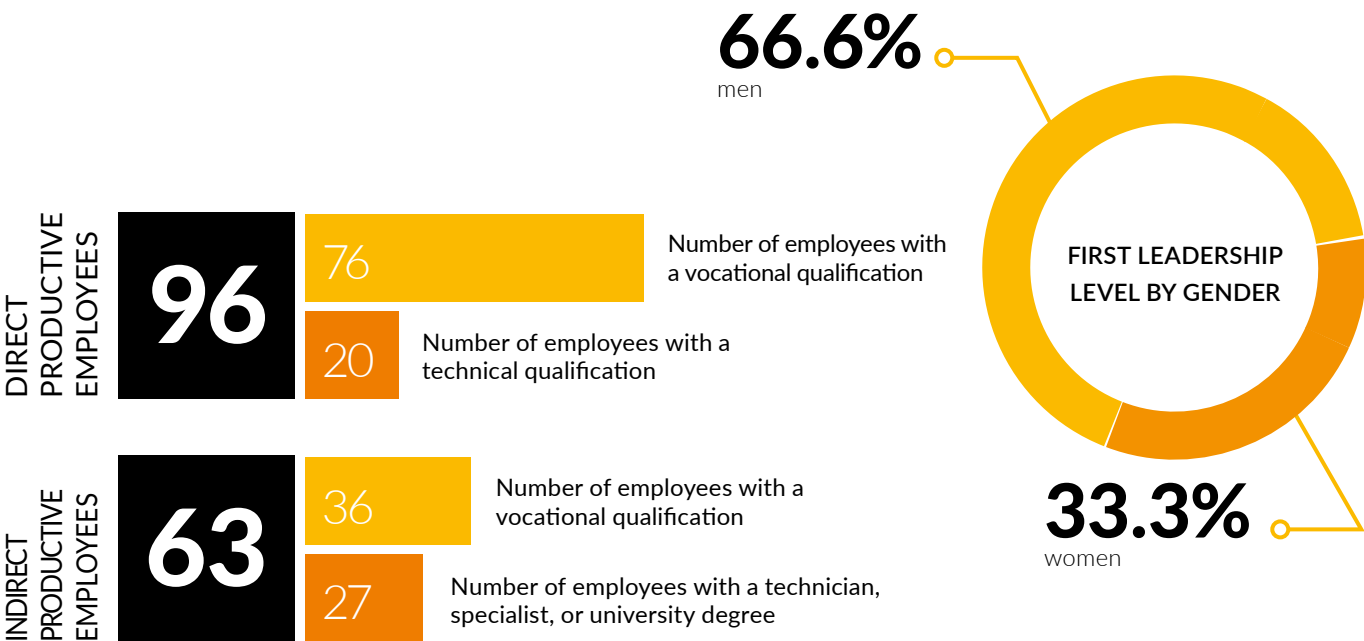
GENDER PAY GAP

SEALABLE Solutions GmbH is committed to equal opportunities and fair, performance-based remuneration. Employee compensation is determined independently of gender, nationality, age or any other personal characteristic and is based on qualifications, responsibilities, performance and job requirements.



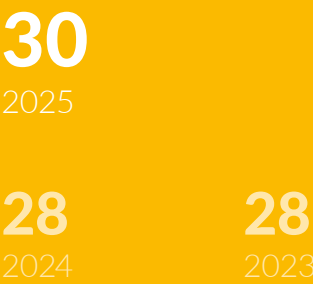
The average monthly gross salary of female employees is higher than that of male employees, resulting in an unadjusted gender pay gap of -9.5 %. This figure primarily reflects the structure of our workforce. The majority of production employees are male, while women are disproportionately represented in administrative and management positions, which are associated with higher average salary levels.

The reported figure therefore reflects the distribution of men and women across different occupational groups and levels of responsibility and should not be interpreted as a comparison of employees performing equivalent work or work of equal value.



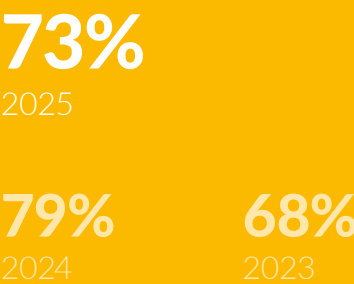
PROPOSALS

Submitted by the end of the year



QUOTA

Proposals submitted



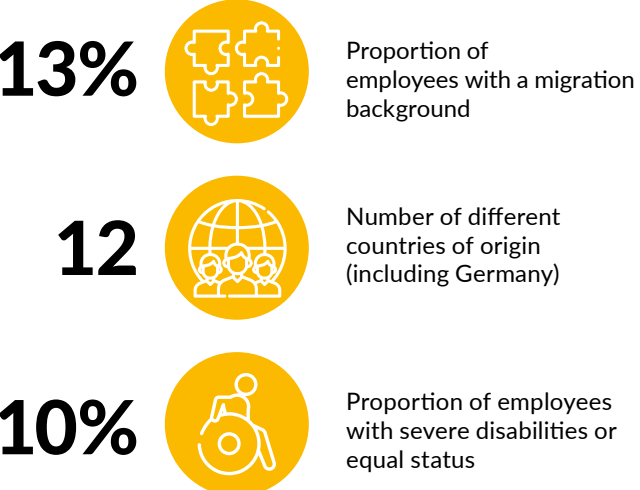
BVW & KVP

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. In 2025, a dedicated occupational health and safety campaign was carried out to identify potential workplace hazards and prevent occupational accidents.

6.4 DIVERSITY AND EQUAL OPPORTUNITY

DIVERSITY

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

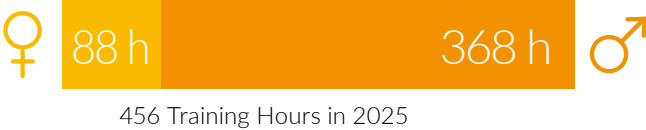
To support and integrate our severely disabled employees, there is a representative and two deputies in our company.



6.5 EMPLOYEE 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.



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 2025 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 four trainees in the technical 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:

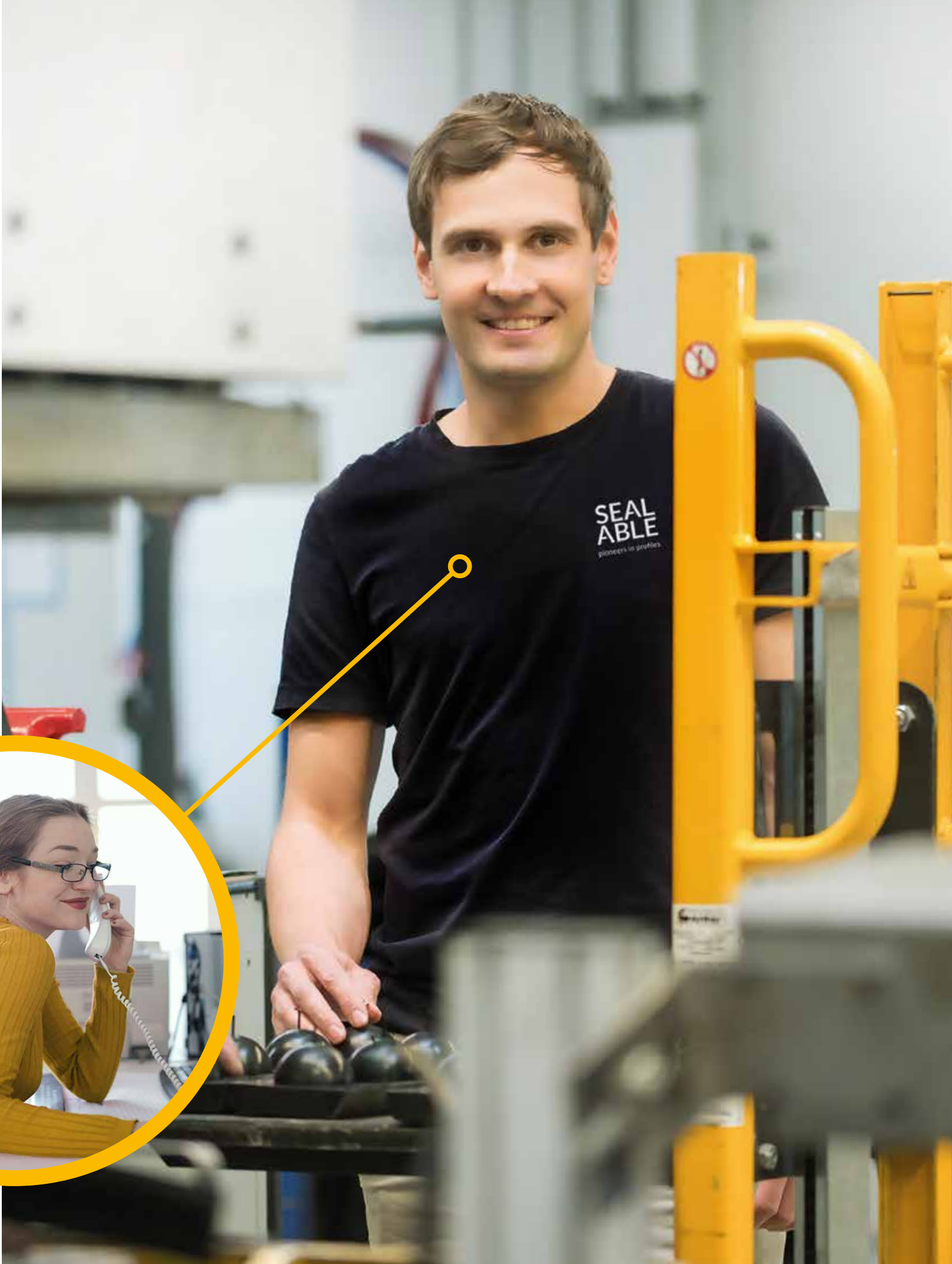
- ✓ Plastics and Rubber Technologist
- ✓ Machine and plant operator
- ✓ Industrial clerk
- ✓ Industrial mechanic
- ✓ Electrical technician
- ✓ Dual study in the field of engineering (for production engineering or plastics technology)



Photo: #134584255 | contrastwerkstatt | AdobeStock



Photo: # 3791256 | andrea piacquadio | Pexels



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 24 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.

From 2021 to 2025, SEALABLE participated in the „InnoFarm“ research project led by the Technical University of Ilmenau, which focused on testing innovative working models. At SEALABLE, the project specifically concentrated on the introduction and evaluation of measures aimed at increasing production flexibility and improving 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
WORKPLACE



ONBOARDING



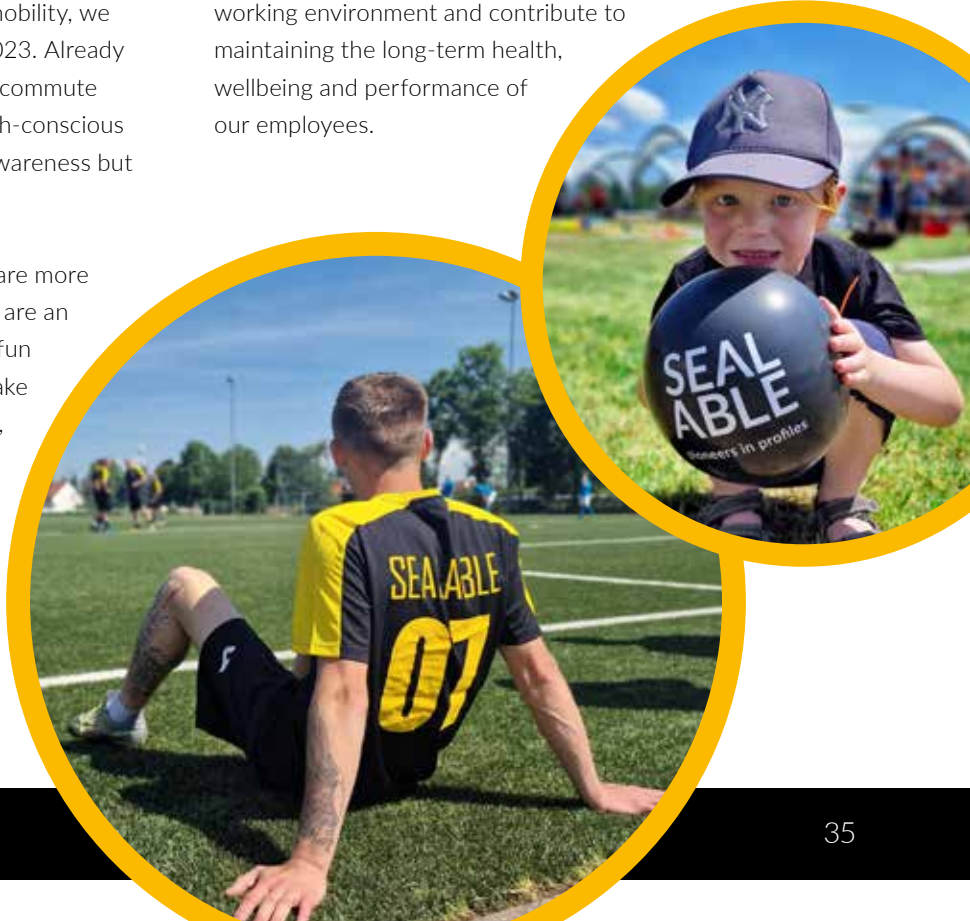
6.8 HEALTH CIRCLE

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 25 (15.7 %) 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.

Preventive Healthcare: The health and safety of our employees are of paramount importance. Mandatory occupational health examinations are carried out regularly in accordance with legal requirements and company-specific needs. In addition, we ensure effective prevention, occupational health and safety, and emergency preparedness through the continuous training of first aiders, the appointment and training of safety representatives, and the qualification of evacuation assistants. These measures help to promote a safe working environment and contribute to maintaining the long-term health, wellbeing and performance of our employees.





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. SEALABLE is committed to ensuring the freedom of association for its employees worldwide and to treating employees fairly.

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.

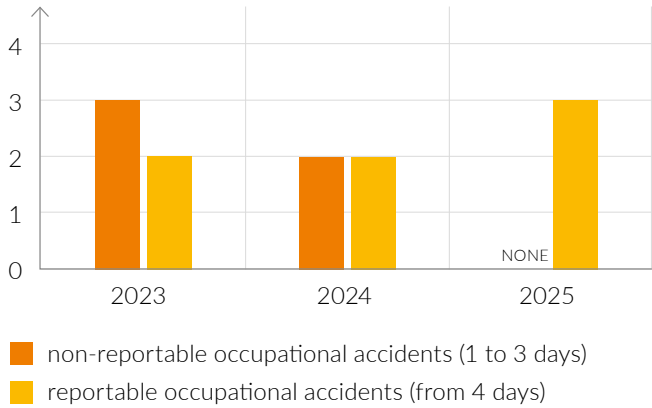
The works council actively promotes open dialogue within our company. Through regular employee surveys and discussion sessions, the works council helps ensure that the voices of our employees are heard and incorporated into our strategies and decisions.

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

6.10 OCCUPATIONAL SAFETY AND HEALTH

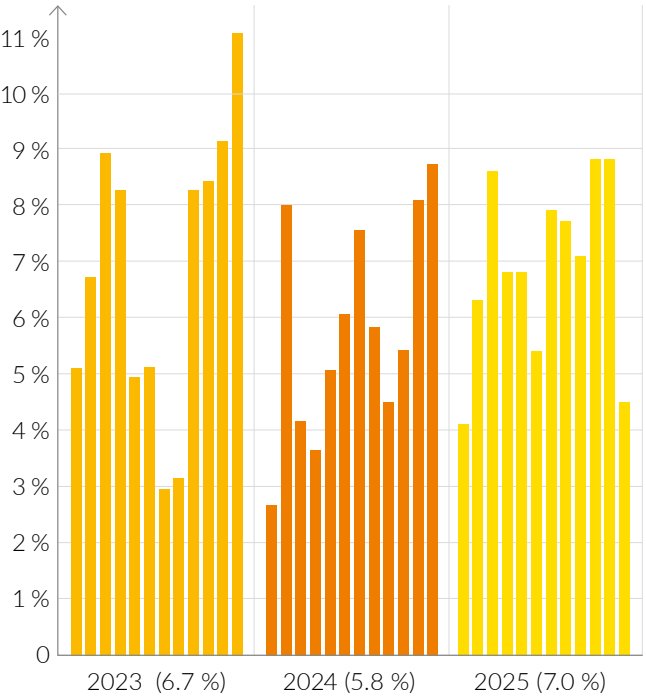
The safety, health, and well-being of our employees are central concerns for us. We promote these through appropriate work organization, sustainable leadership policies, active participation, periodical information, as well as subject- and person-oriented training and further education, and we meet legal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



„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.

ABSENTEEISM RATE



The absenteeism rate in 2025 is 7.0 % (excluding long-term illnesses). This is over the average absenteeism rate of 5.4 % 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

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.



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.

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.

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

6.12 SUSTAINABILITY AGREEMENT

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 Business segments
- 7.3 Number of employees
- 7.4 Turnover

7.1 OWNERSHIP AND LEGAL FORM

The SEALABLE Group consists of SEALABLE Beteiligungs GmbH, SEALABLE Solutions GmbH, SEALABLE Immobilien GmbH, and SEALABLE Verwaltung Assets GmbH. The Group develops, manufactures and markets rubber-based extruded products for industrial applications as well as sealing solutions for building construction and civil engineering.

The Group's business model is based on two core pillars. The first comprises standardised products used in building construction, civil engineering and standard industrial products and systems. These include, for example, seals for windows, façades, doors and gates, as well as glazing seals for railway vehicles. The second pillar consists of a project-specific portfolio of specialised sealing solutions designed to meet individual customer requirements for infrastructure

projects. These products are primarily used in international tunnelling projects and railway track infrastructure.

The SEALABLE Group was established in 2020 following the sale of Dätwyler Sealing Technologies Deutschland GmbH by the Dätwyler Group. One hundred percent of the shares previously held by Dätwyler Schweiz AG were acquired by SEALABLE Beteiligungs GmbH, whose majority shareholders were BPE 4 Beteiligungs GmbH & Co. KG and the management of the SEALABLE Group.

In December 2025, the ownership structure changed and SEALABLE became part of the Elastofirm Group. The ownership change had no impact on the Group's sustainability strategy or its established management systems.

7.2 BUSINESS SEGMENTS



TUNNELLING

Safety and risk minimisation in terms of tightness are based on more than 850 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

159

2025

164

2024

157

2023

SALES

Company result in Mio. €

37.0

2025

34.3

2024

35.8

2023

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 generated net sales of EUR 36.96 million. Despite the continued challenging macroeconomic environment and industry-specific market conditions, the company achieved stable overall business performance and increased revenue by 7.7 % compared with the previous year. Revenue performance varied across the business segments of Tunnelling, Railway Infrastructure and Industrial Solutions. While infrastructure-related applications and specialised technical sealing solutions delivered positive growth, market conditions in certain industrial sectors remained challenging.

Profitability was adversely affected by higher material costs resulting from increased prices for raw materials, energy and transportation. At the same time, collective wage adjustments and inflation-related salary increases led to higher personnel expenses. Other operating expenses also increased slightly compared with the previous year. Throughout the reporting year, production processes continued to be optimised in order to offset rising costs through efficiency improvements and necessary price adjustments.

IMPRINT

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ATTACHMENT: VSME MAPPING

CATEGORY	VSME/ESRS REFERENCE	INDICATOR	UNIT	2023	2024	2025	Δ 25/24
Climate & Energy	VSME B3 / ESRS E1	Production Volume / Compound Throughput	t	5151,000	5413,000	5692,000	5,2%
Climate & Energy	VSME B3 / ESRS E1	Total Final Energy Consumption	MWh	6592,000	6878,000	7114,000	3,4%
Climate & Energy	VSME B3 / ESRS E1	Final Electricity Consumption	MWh	3506,000	3644,000	3623,000	-0,6%
Climate & Energy	VSME B3 / ESRS E1	Final Natural Gas Consumption Production	MWh	2479,000	2624,000	2548,000	-2,9%
Climate & Energy	VSME B3 / ESRS E1	Final Natural Gas Consumption Heating	MWh	422,000	387,000	485,000	25,3%
Climate & Energy	VSME B3 / ESRS E1	Final Steam Consumption	MWh	185,000	223,000	458,000	105,4%
Climate & Energy	VSME B3 / ESRS E1	Energy Intensity	kWh/kg	1,289	1,280	1,253	-2,1%
Climate & Energy	VSME B3 / ESRS E1	Total Scope 1 Emissions	t CO ₂ e	643,900	662,100	667,200	0,8%
Climate & Energy	VSME B3 / ESRS E1	Scope 1 – Natural Gas (Process Heat/Heating)	t CO ₂ e	590,000	608,000	607,500	-0,1%
Climate & Energy	VSME B3 / ESRS E1	Scope 1 - Company Vehicle Fleet	t CO ₂ e	51,700	52,200	56,300	7,9%
Climate & Energy	VSME B3 / ESRS E1	Scope 1 - Diesel Tractor	t CO ₂ e	1,100	1,400	2,800	100,0%
Climate & Energy	VSME B3 / ESRS E1	Scope 1 - LPG Forklift	t CO ₂ e	1,100	0,500	0,600	20,0%
Climate & Energy	VSME B3 / ESRS E1	Total Scope 2 Emissions	t CO ₂ e	48,000	58,000	119,100	105,3%
Climate & Energy	VSME B3 / ESRS E1	Scope 2 - Electricity	t CO ₂ e	0,000	0,000	0,000	0%
Climate & Energy	VSME B3 / ESRS E1	Scope 2 - Steam	t CO ₂ e	48,000	58,000	119,100	105,3%
Climate & Energy	VSME B3 / ESRS E1	Total Scope 1 + 2 Emissions	t CO ₂ e	691,900	720,100	786,300	9,2%
Climate & Energy	VSME B3 / ESRS E1	Scope 1 + 2 Emissions Intensity	kg CO ₂ e/kg	0,134	0,133	0,138	3,8%
Climate & Energy	VSME B3 / ESRS E1	CO ₂ Emissions per Unit of Production Volume	kg/kg	0,124	0,123	0,128	4,1%
Climate & Energy	VSME B3 / ESRS E1	Total CO ₂ Savings from Improvement Measures	t CO ₂ e	246,300	105,590	151,430	43,4%
Climate & Energy	VSME B3 / ESRS E1	E-Mobility: Renewable Electricity Supplied	MWh	16,027	21,588	19,562	-9,4%
Climate & Energy	VSME B3 / ESRS E1	E-Mobility: CO ₂ savings	t CO ₂ e	16,593	22,350	20,253	-9,4%
Water & Compressed Air	VSME B4 / ESRS E2, ESRS E3	Total Water Withdrawal (Cooling Water + Drinking Water)	m ³	133982,000	113045,000	117583,000	4,0%
Water & Compressed Air	VSME B4 / ESRS E3	Cooling Water	m ³	132360,000	111658,000	116539,000	4,4%
Water & Compressed Air	VSME B4 / ESRS E3	Drinking Water	m ³	1622,000	1387,000	1044,000	-24,7%
Water & Compressed Air	VSME B4 / ESRS E3	Wastewater	m ³	3586,000	2764,000	2960,000	7,1%
Water & Compressed Air	ESRS E1/E3 ergänzend	Compressed Air Consumption	Nm ³	542301,000	476250,000	431430,000	-9,4%
Biodiversity	VSME B5 / ESRS E4	Biodiversity Area	m ²	8500	8500	8500	0%
Resources & Circular Economy	VSME B6 / ESRS E5	Total Waste Generated	t	508,224	594,112	572,999	-3,6%
Resources & Circular Economy	VSME B6 / ESRS E5	Waste Intensity	t Waste per t Production Volume	0,099	0,110	0,101	-8,3%
Resources & Circular Economy	VSME B6 / ESRS E5	Waste Disposal Costs	EUR	90370,433	90684,867	87766,865	-3,2%
Resources & Circular Economy	VSME B6 / ESRS E5	Hazardous Waste	t	n.a.	n.a.	n.a.	n.a.
Resources & Circular Economy	VSME B6 / ESRS E5	Non-Hazardous Waste	t	n.a.	n.a.	n.a.	n.a.
Resources & Circular Economy	VSME B6 / ESRS E5	Recovery and Recycling Rate	%	n.a.	n.a.	n.a.	n.a.