schülke

EMAS Environmental Statement 2026

For the reporting period from 01/01/2025 – 31/12/2025

we protect lives worldwide

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1. Introduction

The updated Environmental Statement provides information on the most important developments in environmental management at schülke's Norderstedt site for the 2025 fiscal year. The 2026 Environmental Statement is based on verified and approved environmental, energy, and volume data. Data collection was conducted in accordance with clear internal processes and was validated through internal audits and management reviews.

The current edition of our 2026 Environmental Statement serves as the basis for the recertification audit under EMAS III.

Since 1996, schülke has regularly participated in EMAS with its certified environmental management system.

The management system also includes certification under ISO 14001. The current recertification audit thus takes into account the changes to the environmental management system in accordance with the EMAS Amending Regulation (EU) 2017/1505 of August 28, 2017, and Regulation (EU) 2018/2026 of December 19, 2018, as well as the requirements of DIN EN ISO 14001:2015.

In the 2025 reporting year, the focus was not only on further stabilizing increased production volumes but also, in particular, on consolidating efficiency measures already implemented and on preparatory work for the realignment of environmental goals as part of the upcoming recertification. Despite increasing regulatory requirements, the environmental performance of the Norderstedt site could be further improved overall or maintained at a high level.

We appreciate your interest in our company's environmental reporting and look forward to hearing your comments and suggestions.

2. Description of the company and the organizational context

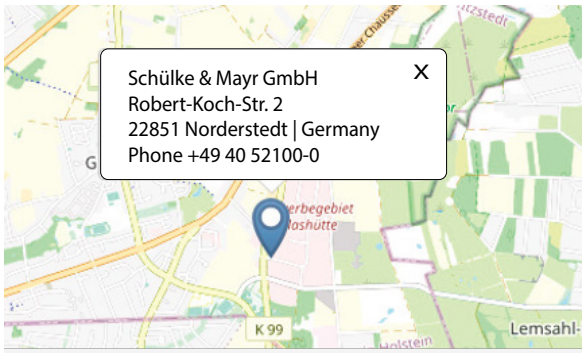
Schülke & Mayr GmbH (schülke) operates a chemical-pharmaceutical manufactoring plant at its site at 22851 Norderstedt, Robert-Koch-Straße 2. The total area of the plant is approx. 8 ha (19.8 acres). This facility was set up in 1963 and has been continuously expanded and modernized over the past few decades. The Norderstedt site is registered as a hazardous incident site and is therefore subject to the official requirements defined in the Hazardous Incident Ordinance (12th BImSchV).

For more than 135 years, schülke has been a leading company in prevention and control of infections. With our high-quality, innovative, and broad product range, as well as our expert advice and reliable service, we develop integrated concepts for infection prevention in professional healthcare sector, for end consumers and the life science sector.

In our four strategic business areas – Healthcare, Over the Counter, Life Science and Direct Patient Care – we actively pursue our mission "we protect lives worldwide", thereby contributing to people's safety and health. Thanks to our strong brands octenisept®, desderman®, and microshield® we are among the international market leaders.

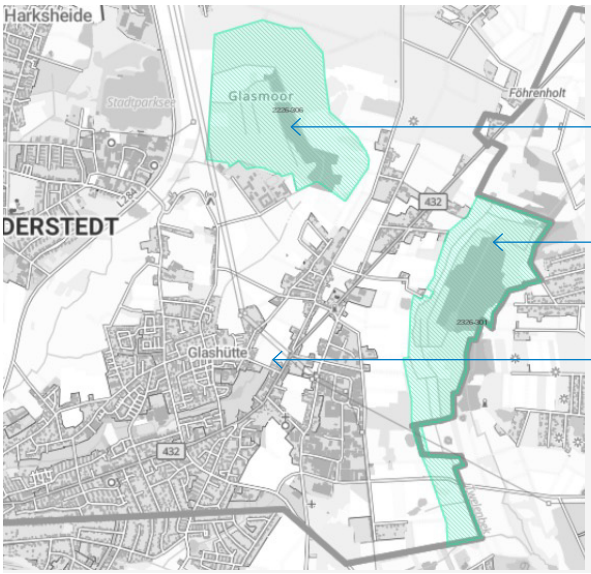
The company, which is headquartered in Germany, now employs over 1,200 people worldwide and sells its products in over 80 countries. The company has three production sites in Germany (schülke), France (Bioxal), and Brazil (Vic Pharma). These sites form a part of a network of distribution partners and subsidiaries.

The application field of DIN ISO 14001/EMAS (and therefore, of this Environmental Statement as well) applies only for the Norderstedt location.



schülke is located north of the Hamburg city limits and is part of Schleswig-Holstein.

FFH areas in our vicinity.



1. UP-SH available map services (schleswig-holstein.de)

Glasmoor

Wittmoor

Schülke & Mayr GmbH

The site is located in the Glashütte industrial park and is approx. 300 m (980 ft) from the nearest residential area (corner of Glashütter Kirchweg/ Hummelsbütteler Steindamm). There are two fauna-flora-habitat (FFH) areas in the immediate vicinity*.

schülke systematically involves all relevant stakeholders – including legislators, government agencies, local residents, employees, customers, owners, investors, and insurance companies – in its business processes. The responsibilities arising from these relationships are managed through the integrated management system. The composition of the stakeholders and their interests are regularly evaluated and adjusted as needed. In 2025, regulatory institutions and customers who place increased demands on transparency and climate protection, became notably more important; these expectations were consistently integrated into environmental management. Corporate action is guided by environmental and social responsibility.

In analyzing the organizational context, in addition to regulatory requirements, particular emphasis was placed on energy- and resource-related conditions, risks within the supply chain, and site-specific environmental aspects. In the 2025 reporting year, significant changes resulted in particular from investments aimed at increasing efficiency and adjustments in the regulatory environment.

3. Corporate development

The 2019 sale of the technical biocides product line was followed in summer 2021 by the sale of the business of additives and preservatives for the cosmetics industry. These products were still produced to order at the Schülke & Mayr GmbH site in Norderstedt until the end of 2022.

The portfolio includes disinfectants for wounds, skin and hands, as well as for the disinfection of instruments and surfaces. Our customers range from hospitals, medical facilities, pharmacies, end consumers, and the Life Science industry. At the end of 2025, 654 employees worked in Germany, 592 of whom were based at the Norderstedt location.

The decision to discontinue the use of technical biocides and cosmetic products has led to changes in the comparative figures for environmental performance indicators. Production processes were reviewed for optimization potential under these new conditions. The Environmental Statement highlights successful measures such as dismantling, closure, and repurposing. The strong 2025 fiscal year and increased production affect the absolute environmental figures, which is why specific indicators should also be used to assess efficiency.

On November 1, 2023, schülke was acquired by ATHOS and Bitburger Holding, with Jan-Dirk Auris appointed CEO. In June 2024, the Viessmann Generations Group

* FFH areas: Fauna-flora-habitat areas are protected by the European Habitats Directive.

We must always consider the impact of our actions on humans and theenvironment – far beyond the boundaries of our factory. That is our understanding of responsibility.

made its first investment in the healthcare sector and is supporting schülke's environmental initiatives in Norderstedt. Together, the partners are committed to further advancing sustainability and health protection.

The management board actively supports the environmental management system and regularly evaluates its effectiveness as well as the site's environmental performance as part of strategic management and management review.

4. Corporate principles

For schülke, acting in value-based and compliant manner is of fundamental importance. Our corporate culture is grounded in trust, integrity, and fair interaction with all stakeholders. Protecting human health is the central focus of our corporate objectives.

In addition to the existing corporate values, five principles of conduct ("5 Behaviors") were introduced company-wide to provide concrete guidance for employees' daily actions and promote consistent, values-based collaboration.

Training on the values and the 5 Behaviors is provided on an ongoing basis, and they are highlighted through internal communication initiatives, including posters throughout the company. We expect all employees to always perform their work in accordance with our value system, the defined principles of conduct, internal guidelines, and legal requirements.

If you would like more information about our values, you can find it on our website under "Values – schülke" (schuelke.com) as well as in our consolidated Environmental Statement.

5. Integrated management system[2]

I order to implement our company policy and ensure compliance with legal and other requirements, we have been operating an integrated management system since 1996. In addition to setting out responsibilities and internal processes, the system includes binding regulations on topics such as compliance, human resources, the environment, occupational safety, quality management and risk management.

schülke carries out comprehensive internal environmental audits annually and ensures that each area is audited at least once in a three-year cycle. The audit reports, together with the updated list of relevant environmental impacts as well as the facts and figures from the previous year, form the basis for a management assessment and the further development of our environmental program. From these reports, we prepare an updated Environmental Statement every year.

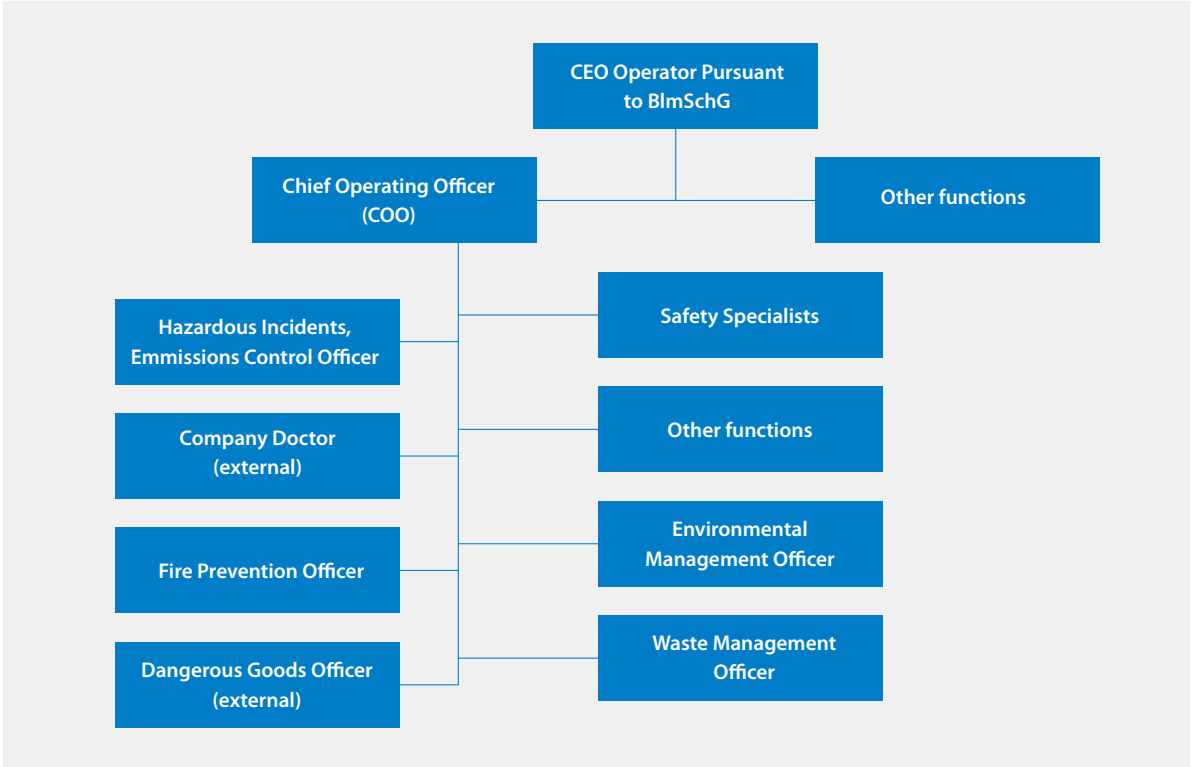
The environmental management system is fully incorporated into the site's integrated management system. Synergies between EMAS, ISO 14001, and other management systems are systematically leveraged to avoid duplicate structures and ensure consistent management.

[2] Note: There is currently no industry-specific Sectoral Reference Document (SRD) for the pharmaceutical industry as defined in Article 46 of the EMAS Regulation.

6. Designated environmental officers at the site

The list of officers
Emissions Control Officer pursuant to Section 54 of the Federal Emission Control Act (BImSchG)
Hazardous Incidents Officer pursuant to Section 58a BImSchG
Waste Management Officer pursuant to Section 54 of the Closed Substance Cycle Act (KrWG)
Occupational Safety Specialist pursuant to Section 5 of the German Occupational Safety Act (ASiG)
Company Doctor pursuant to Section 2 ASiG
Fire Prevention Officer pursuant to item 5.12.3 of the Industrial Building Directive (IndBauRL)
Dangerous Goods Officer pursuant to Section 1 of the Ordinance on Dangerous Goods Commissioners (GbV)
Environmental Management Officer in accordance with Commission Regulation (EU) 2018/2026 (EMAS Regulation) Annex II A.5.3/B.2

Professional organizational connection of the environmentally relevant statutory officer.



The aforementioned organization forms the basis for compliance management with regard to the environmental management system. It supports the system's progress and further development.

7. Identification of the most important legal environmental regulations and compliance with key environmental limits with essential environmental limits.

As a pharmaceutical company, we are obliged to comply not only with other legal standards but also with the relevant environmental legislation. We have installed a procedure to ensure that changes to existing new environmental regulations, will be monitored via an information service and assessed for any need for action.

Compliance with environmental legislation verified through regular internal and external audits. The audits and collaboration with the supervisory authorities have not revealed any indications of non-compliance with environmental legislation. In addition to other environmental standards, the following environmental legislation are of particular relevance at this site: The relevant areas of law include emmission control and hazardous incident legislation, chemicals legislation, dangerous goods legislation as well as water and waste legislation.

8. Description of significant environmental aspects and impacts

The assessment of significant environmental aspects and impacts was reviewed, updated, and confirmed in the 2025 reporting year as part of the management review of the environmental management system in accordance with EMAS and ISO 14001. This was based on the current environmental performance data for the year 2025, the results of the internal environmental protection audits, and the updated inventory of environmental aspects and impacts.

At schülke, the environmental aspects assessment is conducted using a standardized, transparent, and documented procedure based on uniform evaluation criteria and a weighted overall assessment with a maximum possible score of 33. Both direct and indirect environmental aspects are taken into account throughout the entire product life cycle. The methodological basis consists of the requirements of EMAS and ISO 14001, as well as the internal specification documents (SOP_00035, including the associated appendix).

Assessment criteria and assessment logic

Environmental aspects are evaluated based on the following criteria:

- legal relevance (mandatory criterion / so-called "knock-out criterion"),
- extent of potential environmental impacts,
- frequency or probability of occurrence,
- quantitative significance or volume relevance (Classification A–C),
- future relevance and development trends,
- potential for harm (including risks and relevant emergency scenarios),
- significance for internal and external stakeholders,
- the company's control and ability to influence (Categories I–III).

The assessment is based on standardized scales and weights criteria such as legal relevance, environmental impacts, and potential hazards. Environmental aspects are automatically considered significant in the case of knockout criteria; otherwise, classification is determined by a clear logic in accordance with the Legend & Methodology appendix.

The annual update of the environmental aspects assessment was conducted on a site-by-site basis during the reporting year as part of a workshop and submitted to the responsible member of senior management (COO) for evaluation as part of the management review.

Results of the assessment for the 2025 reporting year

No significant new environmental aspects emerged in the 2025 reporting year. The classification of significant direct and indirect environmental aspects was reviewed and confirmed. The direct environmental aspects that continue to be classified as significant include, in particular, energy efficiency, material efficiency, water, wastewater, waste, and emissions.

The increase observed in some individual absolute consumption and emission volumes is related to the rise in production volume. At the same time, the largely stable or improved specific performance indicators show that

the implemented efficiency and optimization measures are effective.

In addition to environmental and labor law requirements, pharmaceutical and medical device regulations are of particular importance. To ensure compliance with pharmaceutical regulations regarding quality and production hygiene, particularly stringent requirements must be met for ventilation and air-conditioning systems, as well as for water treatment for the production of pharmaceutical-grade water. These requirements have a direct impact on energy and water consumption and are therefore taken into account accordingly in the environmental aspects assessment.

Significant environmental aspects and impacts

The following were confirmed as significant direct environmental aspects at the site:

- energy efficiency (total energy consumption of electricity, heat, and steam),
- material efficiency (production volume relative to reject quantity),
- water consumption (including pharmaceutical-grade water),
- wastewater volumes and discharges,
- waste volumes and recycling or disposal streams,
- emissions into the environment (particularly into the air, as well as potential impacts on soil and groundwater).

Significant indirect environmental aspects along the upstream and downstream value include, in particular:

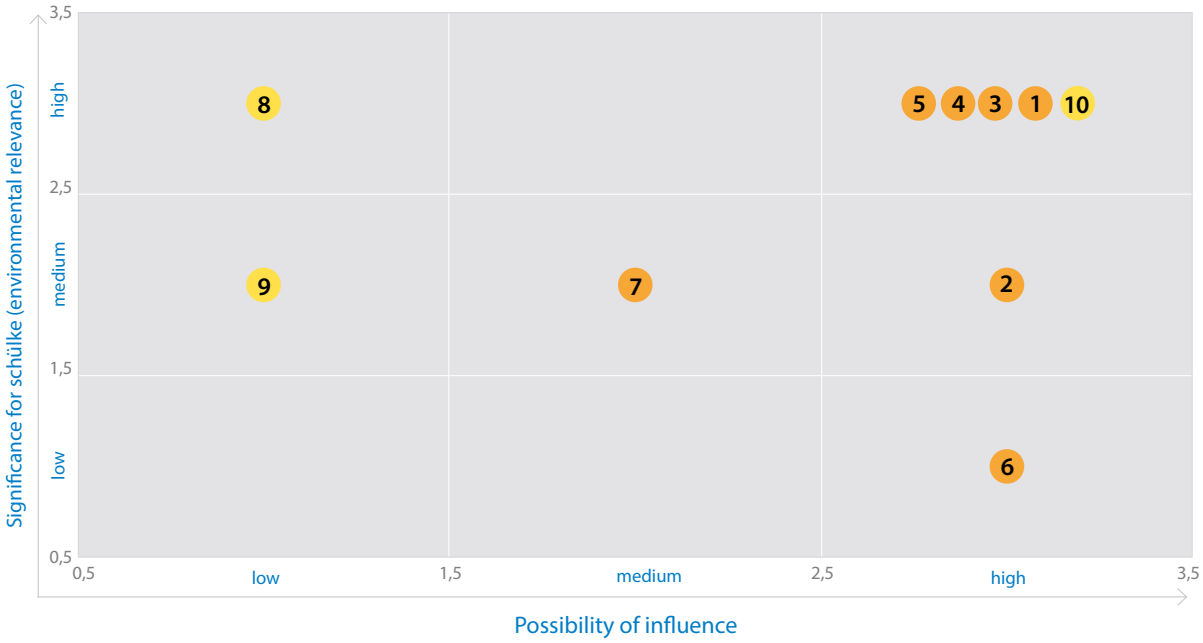
- CO_2 emissions from the production of key raw materials (Scope 3 relevant),
- environmental impacts from product use and biodegradation (including CO_2 emissions, Scope 3 relevant),
- waste generated from product use (particularly packaging and product residues).

Although not classified as material, the following were still assessed and monitored during the reporting year: biodiversity (land use and land sealing), noise, vibrations, and waste heat, among others. The Norderstedt site covers a total area of 80,440 m^2. Of this, 40,778 m^2 consists of built-up or sealed areas (buildings), 11,416 m^2 consists of green spaces, including a sprinkler pond and a rainwater retention basin, and 20,876 m^2 consists of traffic and mounting areas. An additional 9,441 m^2 is used as water-permeable grass paver or sand areas. No additional areas were sealed in the reporting year 2025. The core indicator of biodiversity is currently still assessed as non-material. However, given increasing regulatory requirements and the company's proximity to two FFH areas, the biodiversity aspect is regularly reviewed and further developed as part of the environmental aspects assessment.

Presentation and Figures

Environmental aspect	Environmental relevance	No. for bubble
Energy efficiency (energy use)	direct	1
Material efficiency (usage of raw materials and natural resources)	direct	2
Water	direct	3
Wastewater	direct	4
Waste (generation of waste and/or by products)	direct	5
Emissions into the air (emissions into the atmosphere)	direct	6
Emissions into the soil (soil contamination)	direct	7
CO_2 generated during the production of raw materials	indirect	8
Biological degradation of the products, resulting in CO_2 emissions, among other things	indirect	9
Waste	indirect	10

Presentation of significant environmental aspects/impacts.



In addition to absolute values, ratios and intensity indicators are used to analyze and evaluate environmental performance. Because mathematical relationships are not always clear-cut, the chapter on environmental performance presents and comments on both absolute data and specific indicators regarding production volume.

Environmental aspects are presented graphically in a 3×3 matrix (significance for schülke / potential influence). It is based on the assessment results, including the assignment to influence categories I–III, and serves to transparently visualize the significant direct and indirect environmental aspects.

9. Reference values and key environmental performance indicators

Benchmarks	Flow	Unit	Data (absolute figures) and KPI				Compared to previous year (%)
			2022	2023	2024	2025	
Production volume	Output	t	34,910*	27,865	36,043	37,948	+5.3 %
Bottling volume (new as of 2025)	Output	Peace	-	-	-	51,387,946	n/a
Raw materials	Input	t	20,422	11,992	15,580	17,866	+14.7 %
Average monthly temperature**	n.a.	°C	10.7	10.8	11.2	10.3	n/a

* Figure in Environmental Statement 2023 for the 2022 period was 33,789 – deviation results from incorrect SAP calculation (software error).
** The monthly temperature is specified as it is relevant for the correlation calculation (steam/heat).

Indicator	Flow	Unit	Reference	Data (absolute figures) and KPI				Compared to previous year (%)
				2022	2023	2024	2025	
Energy								
Total (steam / heat / electricity)	Input	MWh		24,292	20,162	20,460	20,724	+1.3 %
Total (oil / gas / electricity)	Input	MWh		-	-	-	21,094	n/a
Fossil fuels (new as of 2025)	Input	MWh		-	-	-	13,557	n/a
of which heating oil (new as of 2025)	Input	MWh		-	-	-	1,819	n/a
• of which heat (revised in 2025 broken down)	Input	MWh		7,274	6,901	7,172	14	+5.5 %
• of which steam (revised in 2025 broken down)	Input	MWh		7,608	5,097	5,435	1,805	+3.4 %
of which gas	Input	MWh		-	-	-	11,783	n/a
• of which heat (revised in 2025 broken down)	Input	MWh		above incl.	above incl.	above incl.	7,556	n/a
• of which steam (revised in 2025 broken down)	Input	MWh		above incl.	above incl.	above incl.	3,813	n/a
Electricity**	Input	MWh		9,409	8,164	7,853	7,537	-4%
of which plant (new as of 2025)	Input	MWh		-	-	-	6,635	n/a
• of which manufacturing (new as of 2025)	Input	MWh		-	-	-	123	n/a
• of which bottling (new as of 2025)	Input	MWh		-	-	-	343	n/a
Key figure		***MWh/t***	***Production volume***	***0.70****	***0.72***	***0.57***	***0.55***	***-3.5%***
Renewable energy								
Energy source: electricity	Input	Per cent		100	100	100	100	n/a
Energy source: gas / oil	Input	Per cent		0	0	0	0	n/a
Share of total energy		Per cent	Total energy	38.7	40.5	38.4	36.4	-5.2 %
Water								
Total	Input	m^3		105,637	75,374	76,756	84,500	+10.1 %
• of which plant (new as of 2025)	Input	m^3		-	-	-	82,043	n/a#
• **of which produced purified water in the product**	Input	m^3		16,376	16,822	20,462	22,417	+9.6 %
Key figure		***m^3/t***	***Production volume***	***3.03****	***2.69***	***2.13***	***2.23***	***+4.7 %***
Plant key figure (excluding product, new as of 2025)		***m^3/t***	***Production volume***	***-***	***-***	***-***	***1.57***	***n.a.***

Indicator	Flow	Unit	Reference	Data (absolute figures) and KPI				Compared to previous year (%)
				2022	2023	2024	2025	
Wastewater								
Operational wastewater (including regeneration wastewater)	Output	m^3		35,935*	19,736*5	21,159	25,709	+21.5 %
Key figure	***Output***	***m^3/t***	***Production volume***	***1.03****	***0.71*5***	***0.59***	***0.68***	***+15.3 %***
Process wastewater	Output	m^3		38,259	27,235	25,623	22,538*6	n/a (as the figure will be redefined in 2025)
Total volume of wastewater from processes	Output	m^3		74,194	47,930	46,782	48,248*6	n/a (as the figure will be redefined in 2025)
Total wastewater volume at the site	Output	m^3		-	-	-	56,283	n/a
Material								
Scrap	Output	t		296.4	181.4	323.3	321.14	-0.67 %
Key figure	***Output***	***%***	***Production volume***	***99.16****	***99.36***	***99.10***	***99.15***	***+0.05 %***
Waste								
Total waste	Output	t		3,795	1,044.43	1,191.20	1,417.18	+19 %
Key figure	***Output***	***t***	***Production volume***	***0.108****	***0.037***	***0.033***	***0.037***	***+12 %***
Waste for disposal	Output	t		3,086	624.05	723.06	768.61	+6,3 %
Waste for recycling	Output	t		709	420.38	468.14	648.57	+38.5 %
Percentage of hazardous waste	Output	t		3,327	675.00	725.1	828.65	+14.3 %

* The figure in the Environmental Statement 2023 for the 2022 period was 36,435 m^3 – the discrepancy results from an incorrect calculation of the total figure.
** Due to a software error in SAP when determining the reference value for production volume, the key performance indicators generated for 2022 were updated.
*** The color green indicates an improvement, while the color orange indicates a deterioration in relation to the KPIs
**** At the Norderstedt site, renewable energy accounts for 100% of the electricity supply.
*5 Adjustment in 2026 for the Environmental Statement 2025, as a discrepancy resulting from a miscalculation was identified.
*6 Adjustment in 2026 for the Environmental Statement 2025 based on more accurate measurement data.

Comments on the development of key indicators

Indicator	
Production volume	The increase in production volume is attributable to the increased production volume of some products and the successful in-sourcing measures in 2025.
Raw materials	The increase in raw materials is attributable to the same effects as mentioned above.
Energy – total	Total energy consumption (steam, heat, electricity) rose slightly by 1.3% in 2025 compared to 2024 (after temperature correlation: +1.3%). This trend is primarily attributable to the increase in production volume. One positive development worth noting is that, despite higher output, the specific energy consumption improved significantly, falling from 0.57 MWh/t to 0.55 MWh/t (-3.5 %). The restructuring of energy sources starting in 2025 (separate reporting for gas, heating oil, steam, and heat) simultaneously increases the transparency and comparability of the energy data.

Indicator	
Steam	Steam consumption increased moderately in 2025 (+3.4%; after temperature correlation, it actually decreased by -1.6%). This was primarily due to increased production volume and additional process requirements. Temporary effects, such as the use of rental boilers, startup losses, and plant commissioning, also impacted absolute consumption. Reducing steam consumption – particularly through optimization of the steam network, the supply of ultra-pure steam, and condensate recycling – remains a key focus of environmental and energy management.
Heat	Heat consumption rose by approximately 5.5% compared to the previous year (after temperature correlation, it fell by 1.6%). In addition to higher production levels, weather-related effects and technical changes influenced this trend. At the same time, measures to improve transparency (e.g., installation of additional heat meters) were initiated to enable more targeted identification of savings potential in the future.
Electricity	Despite the increase in production volume, electricity consumption was reduced by 4% in 2025. This positive trend is primarily attributable to the implementation of numerous efficiency measures, including optimization of system control, • efficiency improvements in the sector of compressed air, • lowering operations for ventilation – and air conditioning systems, • ongoing expansion of energy-efficient lighting systems Specific electricity consumption decreased accordingly, confirming the effectiveness of the energy management system.
Water consumption	Absolute water consumption rose by 10.1% in 2025. At the same time, specific water consumption increased from 2.13 m^3/t to 2.23 m^3/t (+4.7%). This trend is primarily due to: • higher production volumes, • an increased proportion of treated water in the product (+9.6%), • optimization- and maintenance measures at the water treatment plants. Further optimization of process control and plant efficiency remains a key area of focus.
Wastewater	The specific wastewater generation increased by 15.3% compared to 2024. Factors contributing to this include: • increased production and cleaning volumes, • adjustments and optimizations in water treatment, • changes in wastewater streams resulting from technical measures and testing. The further refinement of wastewater flow tracking in 2025 improves data quality and enables a more precise assessment of future trends.
Material efficiency	Absolute raw material consumption follows the increase in production volume. Material efficiency remained stable at a very high level in 2025. The material efficiency metric improved slightly compared to 2024 (+0.05 percentage points), indicating continued effective process control and a stable reject rate.
Waste	The absolute amount of waste increased by 19% in 2025, and the specific waste ratio by 12%. This development is related to: • higher production volume, • process changes. The increase applies to both recycled waste and waste that has been disposed of. Continuous improvement in waste separation, prevention, and recycling remains a key component of the environmental program.

In summary, it is evident that the slight increases in individual absolute environmental indicators in 2025 are primarily due to volume increases. At the same time, the stable or improved specific indicators – particularly in the areas of energy and material efficiency – demonstrate the effectiveness of the measures implemented and the continuous improvement in environmental performance.

9.1. Waste – composition of waste streams

In the 2025 reporting year, the total waste generated at the site amounted to 1,417.18 metric tons. Of this, 768.61 metric tons consisted of waste for disposal and 648.57 metric tons consisted of waste for recycling.

Compared to the previous year, there was a significant increase, particularly in the amount of waste sent for recycling.

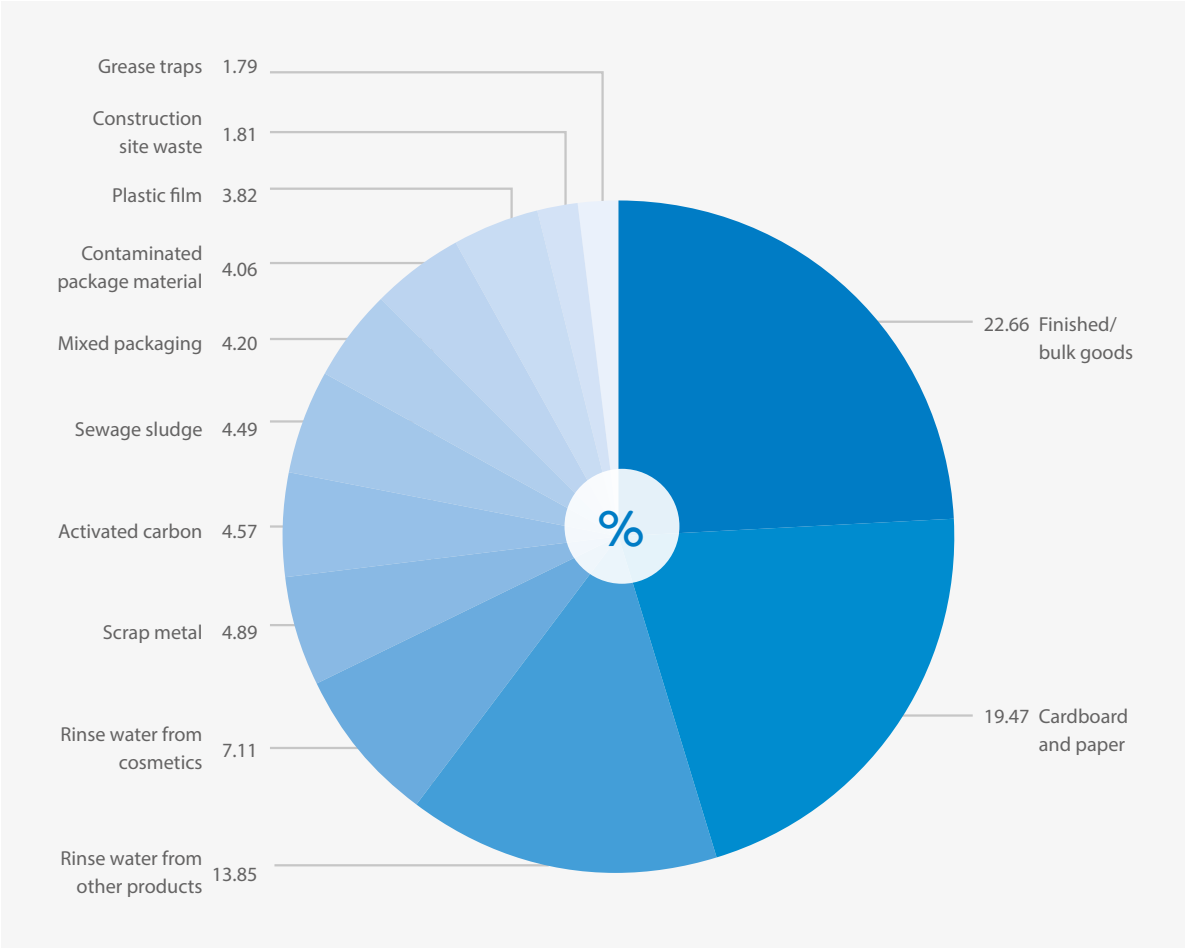
Hazardous waste is marked with an "*" next to the waste code number (AVV) [Waste Catalogue Regulation].

Waste for recycling			
AVV No.	Waste type	Metric tons	Change compared to 2024
150101	Cardboard and paper	275.92	121.27
170407	Scrap metal	69.30	50.00
070609*	Halogenated filter cakes, used absorbent materials	64.76	-16.40
150106	Mixed packaging	55.08	-21.58
150102	Plastic film	54.14	15.03
170904	Construction site waste	25.70	-11.39
20204	Grease traps	25.40	1.40
150103	Untreated wood	17.31	10.88
200108	Organic kitchen waste	14.99	5.41
200101	Old files	9.72	4.46
170405	Scrap metal	7.73	not specified
170101	Concrete	6.00	-31.09
150102	Plastic	5.94	1.02
200307	Bulky waste	5.36	1.17
170603*	Insulation materials made of synthetic mineral fibers	3.36	3.13
160214	Electronic waste	2.89	0.70
120102	Stainless steel scrap (VA Schrott)	1.77	not specified
150110*	Packaging containing residues of hazardous substances or contaminated by hazardous substances	1.42	0.46
200123*	Cooling appliances	1.28	1.21
170402	Scrap aluminum	0.23	not specified
170411	Cable waste	0.20	not specified
170401	Copper cable	0.08	not specified
Total amount for recycling		**648.57**	

Hazardous waste is marked with an "*" next to the waste code number (AVV) [Waste Catalogue Regulation].

Waste to be disposed			
AVV No.	Waste type	Metric tons	Change compared to 2024
070601*	Finished/bulk goods	321.14	-2.19
070601*	Rinse water from other products	196.30	35.38
070601*	Rinse water from cosmetics	100.71	23.90
190813	Sludge from other industrial wastewater treatment processes that contains hazardous substances	63.68	-17.56
150110*	Packaging containing residues of hazardous substances or contaminated by hazardous substances	57.51	1.83
160508*	Used organic chemicals consisting of or containing hazardous substances	14.14	-1.01
150106	Mixed packaging	4.44	not specified
070609*	Halogenated filter cakes, used absorbent materials	2.35	-0.69
200101	Old files	1.86	not specified
150102	Microbiological waste	1.71	0.42
200307	Bulky waste	1.62	not specified
070603*	Organic halogenated solvents, washing liquids, and mother liquors	1.38	0.28
150102	Plastic	1.16	not specified
150202*	Oil-contaminated absorbent material	0.24	not specified
160506*	Laboratory chemicals consisting of or containing hazardous substances, including mixtures of laboratory chemicals	0.23	not specified
200133*	Used batteries	0.13	not specified
160601*	Lead-acid batteries	0.02	0.02
170603*	Insulation materials made of synthetic mineral fibers	0.01	-0.14
Total amount for disposal		**768.61**	

Percentage distribution of waste quantities in 2025.**



Waste to be disposed

The amount of waste to be disposed of in 2025 increased by 6.3% compared to 2024. Finished/bulk goods, and rinse water were the main contributors to the waste disposal volume. The increase in rinse water was primarily due to higher production output of 4,102.5 metric tons. The volume of finished/bulk goods remained stable. Hazardous waste (marked with "*" according to the AVV [Waste Catalogue Regulation]) continued to account for a large proportion and was disposed of exclusively through authorized disposal channels.

Waste for recycling

Recyclable waste increased by 38.5% in 2025 to 648.57 metric tons, primarily due to higher volumes of paper, cardboard, scrap metal, wood, and plastic film. The main reasons for this were a process change at a supplier, as well as construction measures and new facilities. At the same time, the volumes of activated carbon, mixed packaging, and construction waste decreased thanks to improved maintenance, sorting, and reduced construction volumes.

Recycling rate

In 2025, the recycling rate stood at 46%, significantly higher than the previous year. This was due to an increase in recyclable cardboard. The sorting rate in accordance with the Commercial Waste Ordinance reached 89%, significantly exceeding the 2024 result.

Measures and optimizations

In 2025, several measures were implemented to optimize waste disposal. These included adjustments to internal waste disposal logistics, improved separation of waste- and production areas, and the introduction of a closed-loop system for reusable intermediate bulk containers (IBCs).

Using reconditioned IBCs, approximately 152 metric tons of CO_2- emissions were saved in 2025, according to calculations.

An analysis of the percentage distribution of waste volumes shows that there is still room for improvement in certain waste categories, particularly finished-/bulk goods, and rinse water. Corresponding assessments regarding reduction or alternative recycling are planned for the coming years.

** Figures below 1.79% are not shown here as they are insignificant.

10. Emissions

10.1. Greenhouse gas emissions

The CO_2 emissions of the entire schülke Group were determined in accordance with the GHGP over the entire life cycle, with Scope 3 emissions accounting for the largest share. For the 2023 SBTi climate submission, schülke conducted a comprehensive analysis of 2021 emissions and established a baseline. By 2030, Scope 1+2 emissions are to be reduced by 42% and Scope 3 emissions (purchased goods/services) by 25%; these targets were validated by the SBTi in 2023.

Scope 1 and 2 for the Norderstedt site.

	2021	2022	2023	2024	2025
Scope 1 (tCO_2e)	3,416	3,525	2,974	2,603	2,661
Scope 2 lb (tCO_2e)	3,511	3,354	2,552	2,788	2,523
Scope 2 mb (tCO_2e)	3,511	0*	0	0	3.1

* Our site in Norderstedt has been using 100% green electricity since January 1, 2022

In 2025, the combined Scope 1+2 emissions were reduced by 3.8% compared to 2024. Overall, schülke reduced its emissions by 25.1% compared to the baseline year 2021. schülke is thus continuing its efforts to reduce its emissions. At schülke, Scope 3 data is determined company-wide. We are currently carrying out extensive surveys to improve the quality of our emissions data.

10.2. Air and wastewater emissions*

Environmental parameter	Threshold value	2022	2023	2024	2025
Volatile organic compounds in accordance with TA-Luft	20 mg/m^3	4.7	2.7	3.5	3.1
Adsorbable organic halides (AOX) according to the waste water by laws of Norderstedt	0.5 mg/m^3	0.03	0.04	0.03	0.03
Nitrogen oxides (NOx) from natural gas consumption	kg/a	-	-	-	849
Sulfur dioxide (SO_2) from natural gas consumption	kg/a	-	-	-	5**

* The calculation of NOx and SO_2 emissions was expanded as part of the EMAS recertification process to further increase the transparency of site-specific air emissions.

** The calculated SO_2 value is based on generic emission factors. Since the natural gas used at the site is supplied sulfur-free, relevant SO_2 emissions are not expected and are considered negligible.

11. General key figures and data for the organization

11.1. Economic key figures

	2022	2023	2023	2024
Revenue of the schülke Group (in million EUR)	433.2	388.6	418.9	455.1

11.2. Number of employees*

	2022	2023	2023	2024
Number of employees at Norderstedt**	672	625	630	654
Number of employees worldwide	1,204	1,183	1,204	1,274

* The number of employees is stated as headcount (HC), not as FTE (full-time equivalent).
** Number of employees at the site including sales force.

12. Product innovations

We pursue the goal of sustainably optimizing our product portfolio by using renewable resources, recyclable materials, and packaging while maintaining high product quality and safety.

The following product innovations were realized during the period under review (2025):

Product	Realization
Product development wipes	In 2025, the focus of product development in the wipes segment was on further developing individual product lines with an improved sustainability profile. • A biodegradable wash glove was developed for esemtan® premium wipes, which will be introduced in 2026. The goal was to reduce the plastic content while maintaining the same functionality and usability in professional settings. • The materials were selected with consideration for the use of natural materials, CO2 requirements, product safety, and regulatory requirements, ensuring that the product can also be used in sensitive healthcare environment. • Since 2025, sustainability aspects have been systematically incorporated as an integral part of product evaluation in wipes development.
Sustainable packaging for wipes (2025)	• In 2025, recyclable packaging concepts for wipes were specifically further developed, particularly mono material solutions based on PP for soft packs. • The goal is to integrate the packaging into existing recycling streams and to gradually phase out non-recyclable composite materials. • In addition, material savings and optimized packaging and logistics concepts were implemented to reduce packaging waste and transportation-related emissions.
Measures implemented and initiated for PPWR compliance	• The Packaging & Packaging Waste Regulation (EU) 2025/40 (PPWR) was systematically integrated into internal development and approval processes in 2025. • Since then, new and modified packaging systems have been assessed at an early stage for PPWR-relevant requirements such as recyclability, material usage, and packaging minimization. • The establishment of internal structures for evaluating and preparing Declarations of Conformity (DoC) was initiated in 2025 and made available in August 2026.

13. Environmental goals and program 2023 – 2025 - status report

The environmental program for the years 2023 to 2025 is based on the reference year 2022 and comprised a total of 13 measures to reduce significant environmental impacts in the areas of product life cycle, energy, water, wastewater, waste, and employee awareness. All planned measures were initiated and technically completed; individual measures were adjusted, consolidated, or – in cases where they were not economically viable – terminated in accordance with the objectives.

Based on the absolute savings compared to the base year 2022, the environmental targets were achieved.

This explicitly applies even in cases where there were increases in individual key consumption figures when comparing 2025 to 2024. These increases are primarily attributable to production growth as well as additional regulatory requirements (e.g., hygiene- and air conditioning technology in pharmaceutical production).

Crucially, the reductions from 2022 to 2023 were particularly significant, enabling the company to reach a level that could be maintained even under the changed conditions of subsequent years. As a result, the absolute consumption- and emission values in 2025 remain well below the 2022 baseline.

In the area of product life cycle / Scope-3- emissions, substantial reductions compared to the baseline have already been achieved through product- and packaging innovations. The trend shows a sustained downward trajectory compared to 2022, even though further measures are planned up to 2030.

For the environmental targets related to energy, water, wastewater, and waste – which were deliberately defined in absolute terms relative to the base year 2022 – the following is consistently evident:

- Significant reductions have been achieved compared to 2022.
- Year-over-year increases (e.g., 2025 vs. 2024) do not overshadow these effects but are driven by growth- and structural factors.
- The measures implemented have a stabilizing effect and partially or fully offset increases in consumption.

The goal of increasing environmental- and sustainability awareness among all employees was fully achieved. With the introduction of a digital training module, the topic has been permanently and systematically embedded within the company.

In conclusion, it is noted that the environmental goals based on absolute values have fulfilled their steering function. For the next program period – as part of the recertification process – there will be a refocus on efficiency- and output-based indicators in order to map growth and resource efficiency even more precisely in the future.

Product life cycle:

Reduction of SCOPE 3 CO_2 emissions

Degree of target achievement

Emissions have been reduced thanks to product innovations.

Measure	Deadline	Status – Overview
Increased use of biobased raw materials and packaging materials	12.2025	Completed: Through targeted product- and packaging innovations, the CO_2-footprint throughout the product life cycle was reduced. Individual product changes (e.g., material reductions and bio-based alternatives) contribute to achieving the target and support the long-term reduction strategy through to 2030.

Environmental goal – Energy:

Reduce energy consumption by at least 1% annually based on 2022 (the measures should overcompensate for an additional increase in energy consumption through increased hygiene requirements during drug production)*

Degree of target achievement (overall assessment starting in 2022):

Compared to the base year 2022, the implementation of all measures resulted in significant absolute energy savings, particularly already in the period from 2022 to 2023. This established a permanently lower level of consumption and achieved the energy target at the program level.

Degree of target achievement (comparison of 2024 to 2025):

In 2025, there was a moderate increase in absolute energy consumption compared to 2024 due to production growth and additional hygiene requirements. Nevertheless, energy consumption remains below the 2022 level, so target achievement is not compromised.

Measures	Deadline	Status – Overview
Based on the altered product portfolio, implement a needs analysis for efficient use of steam and heat.	12.2023	Completed: As part of the adjusted product portfolio, a needs analysis was conducted to ensure the efficient use of steam and heat. The measure has been completed and supports the energy-optimized alignment of production processes.
Based on the needs analysis performed, replace the steam and heat generator (already included in budget).	12.2024/ new as of 12.2025	Completed: The replacement of the steam- and heat generators was implemented based on a needs analysis. A temporary rental boiler ensured a secure supply during the conversion phase. Despite project- and growth effects, absolute energy consumption remains consistently below the level of the base year 2022.
Based on the newly installed measuring systems (June 2023), analyze and optimize the controls for air handling systems and electricity consumers.	12.2023/ new as of 12.2024	Completed: New measurement systems were used to specifically analyze and optimize room ventilation systems (HVAC) (e.g., reduced operation mode). This measure contributes sustainably to reducing redundant electricity consumption and stabilizes energy demand despite higher utilization rates
Supplement the equipment standards for procuring new pumps relating to the requirements of energy efficiency E4.	12.2023	Completed: The update to the equipment standard ensures that new purchases consistently meet a high efficiency standard. This measure serves as a preventative measure and leads to long-term energy savings.

Environmental goal – Water consumption:

Reduce the absolute water consumption by 5% annually based on 2022**

Degree of target achievement (overall assessment starting in 2022):

Through process- and cleaning optimizations, absolute water consumption was significantly reduced compared to the base year 2022. The main savings were achieved early on and will have a lasting effect.

Degree of target achievement (comparison of 2024 to 2025):

In 2025, there was a slight increase in water consumption compared to 2024 due to higher production volumes. Nevertheless, absolute consumption remains below the 2022 level, so that the achievement of the target is not compromised.

Measures	Deadline	Status – Overview
Reducing rinse water losses in the production of pharmaceutical water through process optimization	12.2024	Completed: Through process optimization and improvement projects, rinse water losses in the production of pharmaceutical water have been continuously reduced.
Optimize the cleaning processes in manufacturing	12.2025	Completed: Several technical and organizational optimizations have led to more efficient cleaning processes. Overall, absolute water consumption was reduced compared to the base year.
Optimization of two ma nufacturing areas regarding cleaning by installing an additional CIP station	06.2025	Technically completed: The measure was reviewed and initiated but was terminated due to a business case that was no longer viable. The objective was achieved through other, more effective measures.

Environmental goal – Waste prevention:

Reduce the specific waste quantity by 50% based on 2022. By eliminating products for the cosmetic industry alone, we expect to reduce the specific waste quantity by 40%.

Degree of target achievement (overall assessment starting in 2022):

Through portfolio adjustments and operational measures, the specific amount of waste was significantly reduced compared to the base year 2022. The environmental goal was thus largely achieved at the program level.

Degree of target achievement (comparison of 2024 to 2025):

The increase in absolute waste volumes in 2025 is primarily due to production. A comparison with 2022 continues to confirm a significant reduction and thus the achievement of the target.

Measures	Deadline	Status – Overview
Expanded separation of construction site waste	06.2024	Completed: The expanded separation of construction waste was successfully implemented. Waste optimization is being continued as an ongoing process and is continuously reviewed to achieve further improvements.
Develop a concept for reducing the disposal quantity for rinse water	06.2024	Completed: Rinsing water waste was significantly reduced through portfolio and process adjustments. This measure made a quantifiable contribution to absolute waste prevention.

Reduce the use of IBCs by using storage tanks	12.2023	Completed: Increased use of storage tanks has reduced the use of IBCs over the long term. Production-related fluctuations were assessed and classified in technical terms; the goal of waste prevention was achieved.

Environmental goal – Wastewater prevention:

Reduce the specific amount of process waste water by 4% annually based on 2022 *

Degree of target achievement (overall assessment starting in 2022):

Optimized rinsing- and cleaning processes led to a significant reduction in wastewater volumes compared to the base year 2022. This measure has resulted in sustainable resource efficiency.

Degree of target achievement (comparison of 2024 to 2025):

A moderate increase in wastewater generation can be observed when comparing 2025 to 2024, which is related to production trends. Nevertheless, wastewater volumes remain below the 2022 level.

Measure	Deadline	Status – Overview
Optimize rinse processes in manufacturing	12.2024	Completed: Optimized rinsing processes have led to a significant reduction in wastewater volumes compared to 2022. This measure contributes to long-term resource efficiency.

Increase the environmental and sustainability awareness of all employees:

Degree of target achievement:

A digital training module has been established. The target has therefore been achieved and the target achievement rate is 100%.

Measure	Deadline	Status – Overview
Introduce a digital training module for all employees	06.2024	The digital training module for all employeeswas successfully introduced and has been running via the LMS ever since. The implementation was completed.

* The previous target of reducing energy consumption by 1% annually is based on absolute consumption figures and is no longer in line with schülke's changed strategic management objectives, in particular the growth strategy pursued. However, the target adjustments are not yet reflected in this Environmental Statement. The revision and realignment of the environmental targets, particularly in the areas of energy, water, and waste water, will be included in the upcoming recertification process. In the future, the focus will be on increasing energy efficiency and optimizing resource-related key indicators. This will be achieved by determining normalized values and implementing targeted measures to increase efficiency in systems and processes.

14. New environmental program 2026 – 2028

No.	Objective	Relevant environmental aspects	Site / Division	Time horizon	Responsibility	Measurement of goal achievement	Baseline	Target value
	Describe the goal you are pursuing	Which relevant environmental aspects are addressed by the goal?	To which location or area does the goal apply?	By when do you want to have achieved the objective?	Who is responsible for this objective?	How will we measure whether we have achieved the goal?	Where do we currently stand?	Where do we want to go?
	Energy (electricity, steam, heat, or indirectly gas and oil)						**2025**	**2028**
1	Reduce energy intensity: Reduce energy consumption (electricity) per production unit (kWh/t or per unit) in bottling (excluding administration and logistics) by 1% by 2028	Energy efficiency (electricity)	Production	2026-2028 (2030)	Plant development Maintenance	Electricity consumption in 2025 in small containers and bulk containers / number of units filled [kWh/1,000 units]	8.4	8.32
2	Reduction in electricity consumption of the plant's ventilation systems by 7% by 2028	Energy efficiency (electricity)	Production	2026-2028 (2030)	Plant development Utility systems	Absolute electricity consumption of the plant's ventilation systems in 2028 compared to 2025 [kWh]	407,009	378,518
3	Optimization of steam volume: Reduction in the absolute amount of gas used at the plant by 5% by 2028	Energy efficiency (steam)	Production	2026-2028 (2030)	Plant development	Absolute gas consumption (+ partially oil) at the plant in 2028 compared to 2025 [kWh]	5,617,655	5,336,772
	Water						**2025**	**2028**
4	Reduce plant water consumption per unit of output: 2% by 2028 (m^3/t).	Water	Production	2027	Quality operations	Water at the plant / quantity produced [m^3/t]	2.14	2.1
5	Reduce plant water consumption per unit of output: 2% by 2028 (m^3/t).	Water	Utility systems	2026-2027	Utility systems	Water at the plant / quantity produced [m^3/t]	2.14	2.1
	Wastewater						**2025**	**2028**
6	Reduce wastewater consumption per unit of output: 2% by 2028 (m^3/t).	Wastewater	Production	2027	Quality operations	Wastewater (plant) / amount produced [m^3/t]	0.92	0.9
7	Reduce wastewater consumption per unit of output: 2% by 2028 (m^3/t).	Wastewater	Utility systems	2026-2027	Utility systems	Wastewater (plant) / amount produced [m^3/t]	1.36	1.33

No.	Objective	Relevant environmental aspects	Site / Division	Time horizon	Responsibility	Measurement of goal achievement	Baseline	Target value
	Describe the goal you are pursuing	Which relevant environmental aspects are addressed by the goal?	To which location or area does the goal apply?	By when do you want to have achieved the objective?	Who is responsible for this objective?	How will we measure whether we have achieved the goal?	Where do we currently stand?	Where do we want to go?
	Waste / Material efficiency						**2025**	**2028**
8	Analysis of potential for reducing the waste rate per unit of output by 2028	Waste	Goods received, goods inspection	2026-2028	Procurement, QC	Analysis completed (yes/no) + number of measures (#)	0	Analysis completed, action plan approved
9	Reduction of deviations caused by weighing errors & avoidance of bulk disposal	Material efficiency / waste	Weighing	2026	Production	Deviations/month	Establish 2025 baseline	–x% compared to baseline
	Biodiversity						**2025**	**2028**
10	Increase awareness of biodiversity	Biodiversity	All	2026	Environmental Management Officer	Training implemented (yes/no) + participation rate %	0 %	≥ 85% participation by 2026
	Emissions						**2025**	**2028**
11	Development and implementation of product-specific PCFs for all major product groups by 2028, including reduction measures	Product-related emissions (primarily Scope 3 upstream & production)	Sustainability / R&D / Procurement	2026-2028	Sustainability + Product Development	Number of PCFs / identified reduction potentials	3PCF's	25 PCFs + optimization measures
12	Development of a decarbonization roadmap to reduce Scope 1 emissions by 2025 – 2026	Scope 1 emissions	Plant	2026	Sustainability, plant development, Energy management / utility systems	Completed roadmap (yes/no) + identified CO_2-reduction potential	0 (no roadmap available)	Roadmap created + CO_2 reduction path defined
	General						**2025**	**2028**
13	Improvement of data quality for all relevant environmental aspects through expansion of the measurement infrastructure by 2028	All measurable media (except waste)	Plant	2026-2028	Energy management	Active measurement points / Degree of automation	Establish 2025 baseline	+20% more measurement points compared to the baseline

15. Declaration of validity

The signatory EMAS environmental assessor, Dr. Ralf Utermöhlen (DE-V-0080), accredited for area 21, confirms that he has assessed the Norderstedt factory of Schülke & Mayr GmbH, registration number DE 150-00003. He certifies that the company fulfills all requirements of Directive (EC) No. 1221/2009 of the European Parliament and Council of November 25, 2009, supplemented by the requirements of Regulation (EU) 2017/1505 of August 28, 2017, and Regulation (EU) 2018/2026 of December 19, 2018, for the voluntary participation of organizations in a combined system for environmental management and environmental company auditing (EMAS), as shown in this Environmental Statement.

The site address as per EMAS is: 22851 Norderstedt, Robert-Koch-Str. 2.

By signing this statement, he confirms that:

- the assessment and validation were carried out in complete compliance with the requirements of
- regulations (EC) No. 1221/2009, supplemented by the requirements of Regulation (EU) 2017/1505 and (EU) 2018/2026,
- the results of the assessment and validation confirm that there is no evidence of non-conformity with applicable environmental regulations, and
- the data and information presented in the environmental report provide a dependable, credible and true presentation of all activities of the organization.

This statement is not equivalent to an EMAS registration.
The EMAS registration can only be granted by a competent authority in accordance with Directive (EC) No. 1221/2009. This statement cannot be used as an independent basis for briefing the public.

The next consolidated Environmental Statement will be created for May 2029. An updated Environmental Statement is published and validated annually.

Braunschweig, den 2. Juli.2026

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16. Impressum

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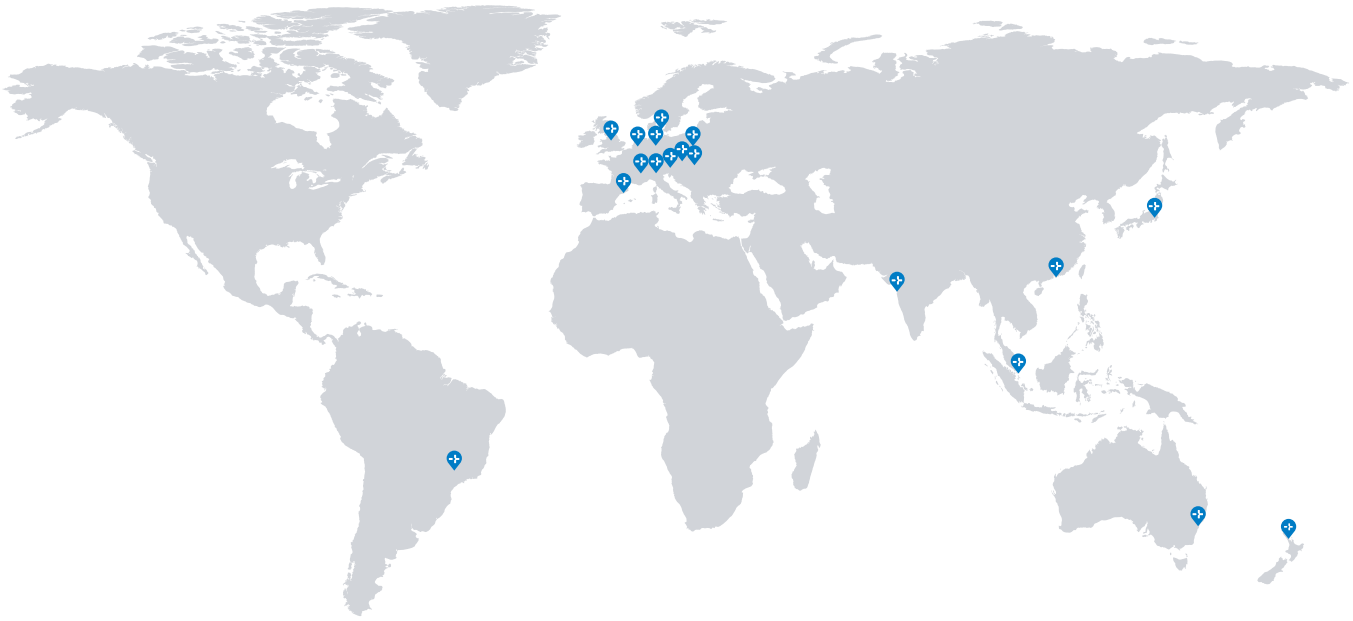
schülke group
we protect lives worldwide



schülke is present with over 20 subsidiaries and production sites in Germany (schülke), France (Bioxal) and Brazil (Vic Pharma). Companies with specific fields of application and markets such as Prosenio GmbH, Vesismin Health, and Wet Wipe A/S are also part of the schülke group.*

* This information is as of July 2026.

More information at www.schuelke.com

schülke

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