

EMAS Environmental Statement 2025

For the reporting period from 1/1/2024–12/31/2024

we protect lives
worldwide

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Preface.

In this updated environmental statement, schülke provides information about the relevant developments in environmental management for the Norderstedt location in financial year 2024 as well as new aspects in the main fields of activity.

The current edition of our Environmental Statement 2025 serves as the basis for the EMAS III monitoring audit. Further information can also be found in our consolidated environmental statement from 2023 for the year 2022.

With its certified environmental management system, schülke has been participating in the EMAS on a regular basis since 1996.

This management system also includes certification in accordance with the ISO 14001 standard. The current monitoring audit reflects the changes in the environmental management system as per 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.

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

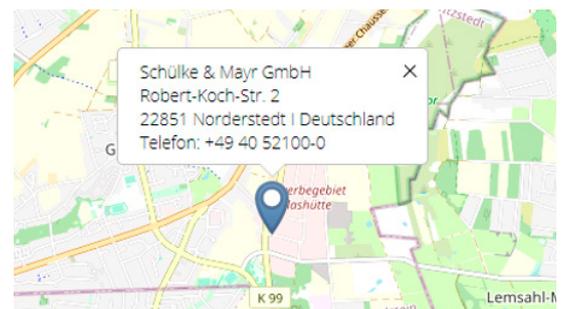
Company profile and the context of the organization.

Schülke & Mayr GmbH (schülke) operates a factory for the manufacture of chemical-pharmaceutical products at the site at 22851 Norderstedt, Robert-Koch-Straße 2. The total area of the plant is approx. 8 ha (19.8 acres). The facility was put into operation in 1963 and has been continuously expanded and modernized over the last 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 preventing and combatting 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 for end consumers and the life science sector.

In the four strategic business areas of Healthcare, Over the Counter, Life Science, and Direct Patient Care, we live up to our mission "We protect lives worldwide" and thus actively contribute to safety and to protecting people's health. With strong brands such as octenisept®, desderman®, and microshield®, we are an international market leader.

Today, the company, with its headquarters in Germany, employs over 1,200 people worldwide and sells products in over 80 countries. The company has three production sites in Germany (schülke), France (BioXal), and Brazil (Vic Pharma). These sites are part of a network of sales partners and subsidiaries.



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

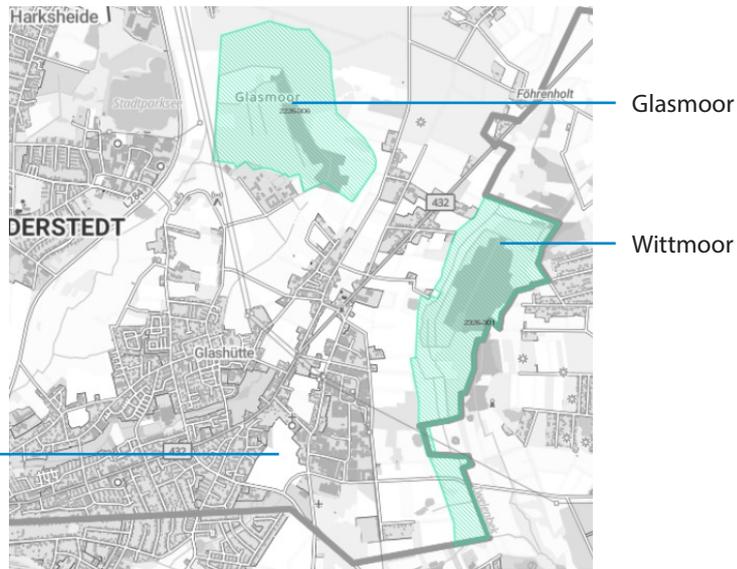
The application field of DIN ISO 14001/EMAS (and therefore, of this environmental statement as well) applies only for the Norderstedt location.

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/

FFH areas in our vicinity.

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

Schülke & Mayr GmbH



Hummelsbütteler Steindamm). There are two fauna-flora-habitat (FFH) areas in the immediate vicinity*.

Schülke’s essential stakeholders are the legislature, the supervisory authorities, the neighborhood, the public, our employees, our customers, the owners, outside creditors, and insurance companies. The resulting tasks are controlled by our integrated management system.

The composition of the key stakeholders and their interests will continue to be reviewed to facilitate any necessary adjustments to the company policy. Our ecologically conscious and fair conduct is aligned with a sustainable and responsible neighborhood and environmental policy.

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 covers products such as disinfectants for wounds, skin/hands, instruments, and surface disinfection. Our customers include hospitals, medical facilities, pharmacies, end consumers, and the Life Science industry. At the end of 2024, 630 employees worked in Germany, of which 573 were at the Norderstedt location.

After avoiding technical biocides and products for the cosmetics industry, a changed comparison baseline was created for the environmental indicators. The review of production processes and procedures included an analysis to determine the extent to which optimization is possible under the changed conditions. The figures documented in the environmental statement reflect the successful optimization measures, such as dismantling, decommissioning, and reuse measures.

In 2024, a significant increase in production and successful insourcing measures led to a significant increase in production volume, while the imple-

*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 the environment – far beyond the boundaries of our factory. That is our understanding of responsibility.

Implementation of additional energy-saving measures led to a reduction in CO2 emissions. These measures illustrate the company's ongoing efforts to promote sustainability and climate protection.

On November 1, 2023, a change of ownership took place at schülke: A consortium led by the Munich-based family office Athos and Bitburger Holding acquired the company from EQT Private Equity. As part of this change, Jan-Dirk Auris succeeded Stefan Kukacka as CEO. In June 2024, the Viessmann Generations Group acquired a significant minority stake in schülke. Viessmann, a family-run company with over 100 years of history, pursues the mission statement "creating living spaces for generations to come". The stake in schülke marks Viessmann's first investment in the

healthcare sector and highlights the joint commitment to sustainability and health protection. Viessmann supports the environmental policy and management system at the Norderstedt site.

Company guidelines.

For schülke, value-based and compliant action is of fundamental importance. Our corporate culture is based on trust, honesty, and fair interaction with all stakeholders. The protection of human health is the key focus of our corporate objectives. Accordingly, schülke's corporate principles are continuously reinforced through training and through

posters throughout the company premises. We expect all employees to complete their tasks in accordance with our value system, our internal guidelines, and statutory regulations. You can find more information about our values on our homepage under "Values" ([schuelke.com](https://www.schuelke.com)) and in our consolidated environmental statement.

Integrated management system.

In an effort to implement our company policy and ensure compliance with legal and other requirements, we have been operating an integrated management system since 1996.

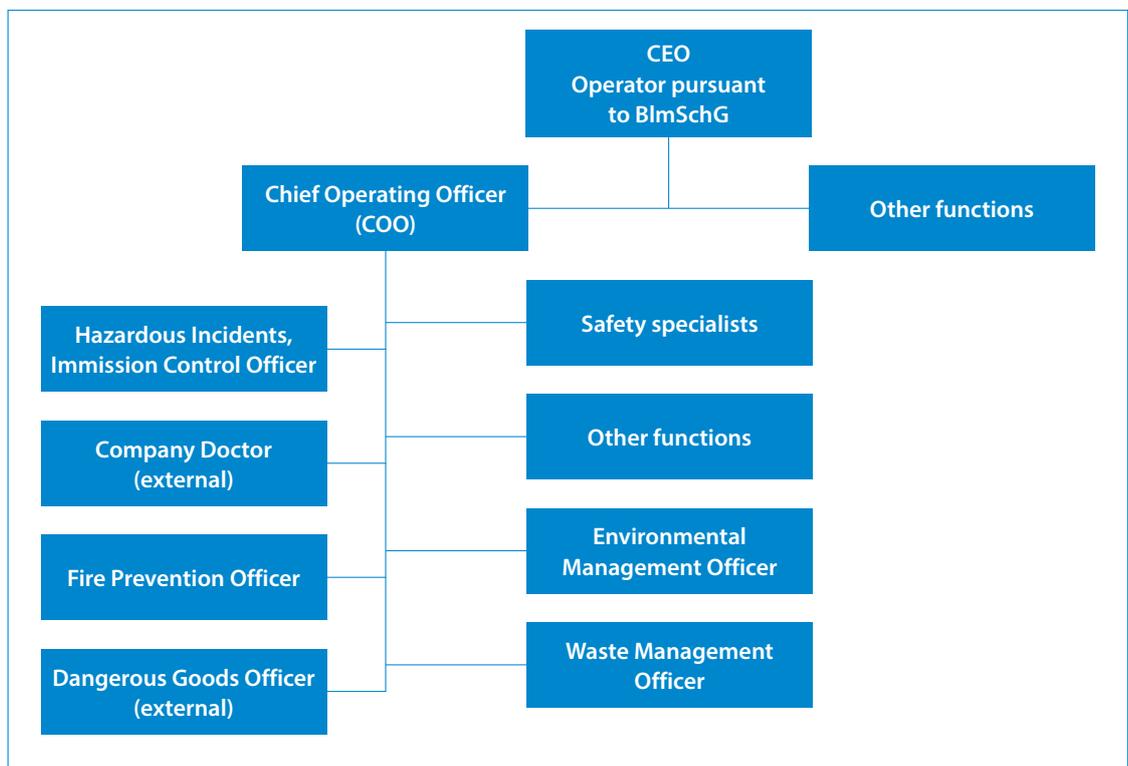
In addition to responsibilities and internal processes, the system includes binding regulations on topics such as compliance, human resources, the environment, occupational safety, quality management, and risk management.

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

Designated environmentally relevant officers on site.

The list of officers
Immission Control Officer pursuant to Section 54 of the German Federal Immission 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 structure establishes the foundation for compliance management with regard to the environmental management system. It supports the progress and continuous development of the system.

Designation of the most important legal environmental regulations and compliance with essential environmental limits.

As a pharmaceutical company, we must always comply with the relevant environmental legislation as well as other legal standards. We have installed a procedure to ensure that new environmental regulations, and changes to existing ones, will be collected using an information service and checked for a need for action. Compliance with environmental legislation is checked in regular internal and external audits. The audits and collabo-

ration with the supervisory authorities have not given rise to any indications of non-compliance with environmental legislation. Besides other environmental standards, the following environmental legislation is especially relevant at this location: The relevant areas of law include immission control and hazardous incident legislation, chemicals legislation, hazardous goods legislation as well as water and waste legislation.

Description of the essential environmental aspects and impacts.

In addition to environmental and labor law regulations, pharmaceutical and medical device legislation plays an important role, particularly with regard to environmental impact. Ventilation technology and water treatment for the production of pharmaceutical-grade water are treated with high priority to ensure compliance with pharmaceutical regulations on quality and production hygiene.

The evaluation of the significant environmental aspects and their impact at schülke is based on a comprehensive analysis that includes the following criteria:

- Risk of noncompliance with legal requirements
- Noncompliance with the state of the art
- Severity of the environmental impact
- Significance for our stakeholders

The resulting significance (environmental relevance) for schülke as well as the possibility of influence (for details, see graphical representation) are key points. The key environmental aspects and their impact are assessed annually based on current data.

The core indicator of biodiversity (land usage – unchanged in recent years) is presently classified as not material and is not included in the current environmental statement. However, this is currently being reassessed at the site. This reassessment incorporates the increasing importance of biodiversity for long-term sustainability and compliance with international biodiversity targets. This process includes a reassessment of potential impacts on ecosystems and the company's dependence on natural resources.

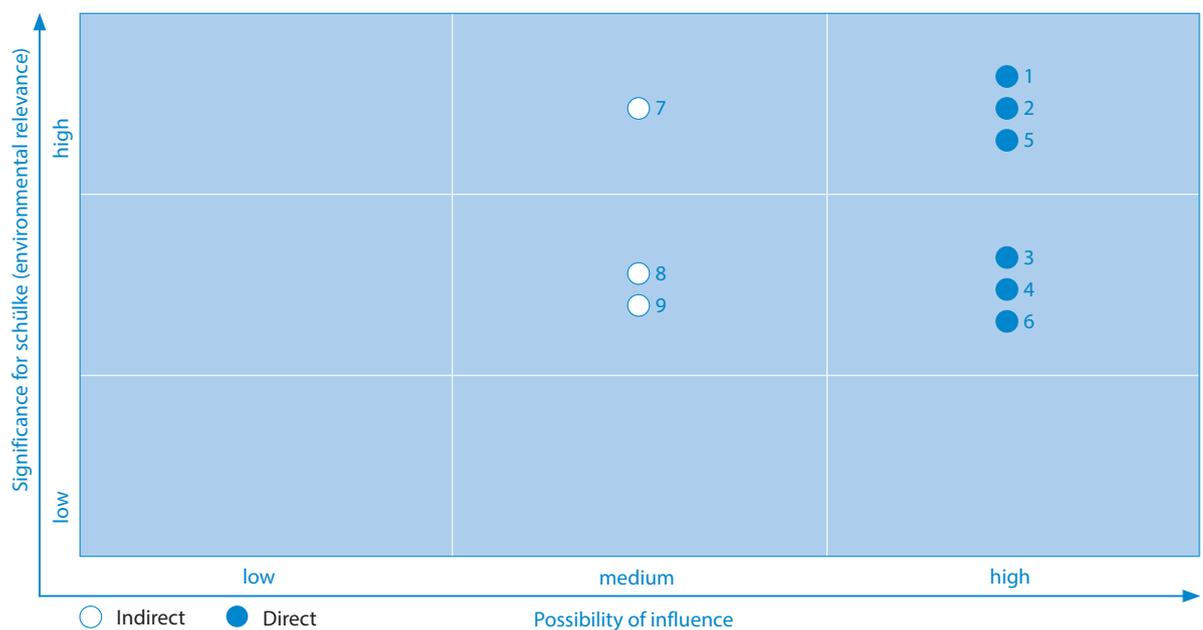
The goal is to ensure that future measures and reporting comply with the latest scientific findings and regulatory requirements.

The following significant environmental impacts result from recording and evaluating our company's environmental aspects: The previous year's environmental aspect of "waste heat" was omitted this year. This is mainly attributable to the context of the business and the fact that the level is not subject to reporting requirements:

Environmental aspect	Significance for schülke (environmental relevance)	Possibility of influence	Graphical representation	Comment and key indicators (K)
Significant direct environmental aspects/impacts (production)				
Energy efficiency	high	high	1	The electrical current is used to operate the ventilation and cooling systems, to drive pumps, motors, and compressors, and for lighting, among other things. Fuel oil and natural gas are used to generate heat and process steam. K = Total energy consumption MWh/production volume in t
Material efficiency	high	high	2	The production volume in t/production volume in t + rejects in t
Water	medium	high	3	Water is used to generate pharmaceutical grade sterile water for producing the products and for cleaning purposes. K = water consumption in m ³ /production volume in t
Wastewater	medium	high	4	The process wastewater consists of cleaning water from the production facilities with drained rainwater from the tank areas without sanitary wastewater. K = Production wastewater in m ³ /production volume in t
Waste (direct)	high	high	5	Waste arises through nonrecyclable packaging of raw materials and packaging materials, in connection with the operational wastewater treatment, during disposal of product residues, as well as through construction and maintenance measures, among other things. K = Total amount of waste (for disposal and recovery)/production volume in t
Emissions into soil (soil contamination)	medium	high	6	Due to the product portfolio, this is an important environmental aspect for schülke. Due to the sealed nature of the area, no soil samples are taken. Nevertheless, monitoring is conducted through well water testing. Other activities, such as leakage tests of wastewater pipes and retention facilities, also contribute to soil protection.

Environmental aspect	Significance for schülke (environmental relevance)	Possibility of influence	Graphical representation	Comment and key indicators (K)
Significant indirect environmental aspects/impacts (product use/raw material extraction)				
CO ₂ generation during the production of raw materials	high	medium	7	CO ₂ is generated during the production of raw materials (ethanol, packaging and active ingredient carriers). K = included in Scope 3 emissions
Biodegradation of the products, including CO ₂ emissions)	medium	medium	8	During product use, the product is consumed, while packaging and drug carriers are disposed of as waste. K = included in Scope 3 emissions
Waste (indirect)	medium	medium	9	During product use, the product is consumed, while packaging and drug carriers are disposed of as waste. K = included in Scope 3 emissions

Presentation of significant environmental aspects/impacts.



Internally, ratios are also used to analyze the environmental data and for evaluation. However, the dependency is mathematically inconclusive. There-

fore, Chapter 9 shows the environmental performance data with comments as absolute values and in proportion to the manufactured product quantity.

Benchmarks and key indicators of environmental performance.

Benchmarks	Flow	Unit	Reference	Data (absolute figures) and KPI			Compared to previous year (%)
				2022	2023	2024	
Production volume	Output	t		34,910 ¹⁾	27,865	36,043	+29.3%
Raw materials	Input	t		20,422	11,992	15,580	+29.9%
Average monthly temperature ²⁾	n.a.	°C		10.7	10.8	11.2	n.a.

¹⁾Figure in environmental statement 2023 for the 2022 period was 33,789 – deviation results from incorrect SAP calculation (software error).

²⁾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	
Energy							
Total	Input	MWh		24,292	20,162	20,460	+1.4%
– Steam	Input	MWh		7,608	5,097	5,435	+6.6%
– Heat	Input	MWh		7,274	6,901	7,172	+3.9%
– Electricity ³⁾	Input	MWh		9,409	8,164	7,853	–3.8%
Key indicator		MWh/t	Production volume	0.70²⁾	0.72	0.57	–20.8%
Water							
Total	Input	m ³		105,637	75,374	76,756	+1.8%
– of which in the product	Input	m ³		16,376	16,822	20,462	n.a.
Key indicator		m³/t	Production volume	3.03²⁾	2.69	2.13	–20.9%
Wastewater							
– Process wastewater	Output	m ³		35,935 ¹⁾	20,695	21,159	+2.2%
Key indicator	Output	m³/t	Production volume	1.03²⁾	0.74	0.59	–20.7%
– Process wastewater	Output	m ³		38,259	27,235	25,623	–5.9%
Total amount from processes	Output	m ³		74,194	47,930	46,782	–2.4%

¹⁾Figure in environmental statement 2023 for the 2022 period was 36,435 m³ (1,286,689.9 ft³) – deviation results from miscalculation of the total figure.

²⁾The key indicators formed for 2022 were updated due to the software error in SAP for determining the production volume reference value.

³⁾At the Norderstedt site, the share of renewable energy with regard to electricity is 100%.

Indicator	Flow	Unit	Reference	Data (absolute figures) and KPI			Compared to previous year (%)
				2022	2023	2024	
Material							
Rejects	Output	t		296.4	181.4	323.3	+78.2%
Key indicator	Output	%	Production volume	99.16²⁾	99.36	99.10	-0.26%
Waste							
Total	Output	t		3,795	1,044.43	1,191.20	+14.05%
Key indicator	Output	t	Production volume	0.108²⁾	0.037	0.033	-10.81%
– for disposal	Output	t		3,086	624.05	723.06	+16%
– for recovery	Output	t		709	420.38	468.14	+11%
– Proportion of hazardous waste according to EWC (European Waste Catalogue) ¹⁾	Output	t		3,327	675.00	725.10	+7.42%

¹⁾EWC – European waste code number

²⁾The key indicators formed for 2022 were updated due to the software error in SAP for determining the production volume reference value.

Commentary 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 2024.
Raw materials	The increase in raw materials is attributable to the same effects as mentioned above.
Steam	After correcting consumption with the average monthly temperatures, the slight increase remains at 4.4% in correlation and 6.6% in absolute terms. This is attributable to the increased production volume and the associated process steps. Reducing steam consumption will remain a key concern in the coming years.
Heat	Based on temperature correlation, heat consumption has also risen slightly by 5.9% or 3.9% in absolute terms. In the coming years, the focus will continue to be on reducing heat consumption.
Electricity	Despite the increased production volume, electricity consumption fell by 3.8%. Several measures are aimed at reducing consumption, including reduced operation at weekends. Another focus of energy management in the future will continue to be on optimized electricity consumption control of the systems (cooling, air conditioning, compressed air).
Water consumption	The specific water consumption has declined by 20.9%. This is mainly attributable to the optimization of cleaning processes and system optimization. Further optimization of process control is aimed at reducing water consumption.
Wastewater	Specific wastewater consumption has dropped by 20.7% compared to the previous year. The optimization of cleaning processes and systems is a key factor that contributed to this development.
Material efficiency	Material efficiency has decreased slightly compared to previous years but remains at a very high level.
Waste	The 10.8% decrease in the specific waste volume despite a 14% increase in absolute waste is attributable to the increased production volume, improved plant efficiency, and optimized processes.

Waste – composition of waste streams.

In reporting year 2024, the Disposal department recorded an increase in the total waste volume of just under 15%. This increase is attributable to the increased production output and prompt processing of obsolete goods.

Despite these challenges, there was progress in optimizing waste separation. Targeted measures have reduced certain types of waste, while the overall recycling rate has increased.

Hazardous waste is marked with an “*” next to the European waste code number (EWC).

Overview of waste for recovery.

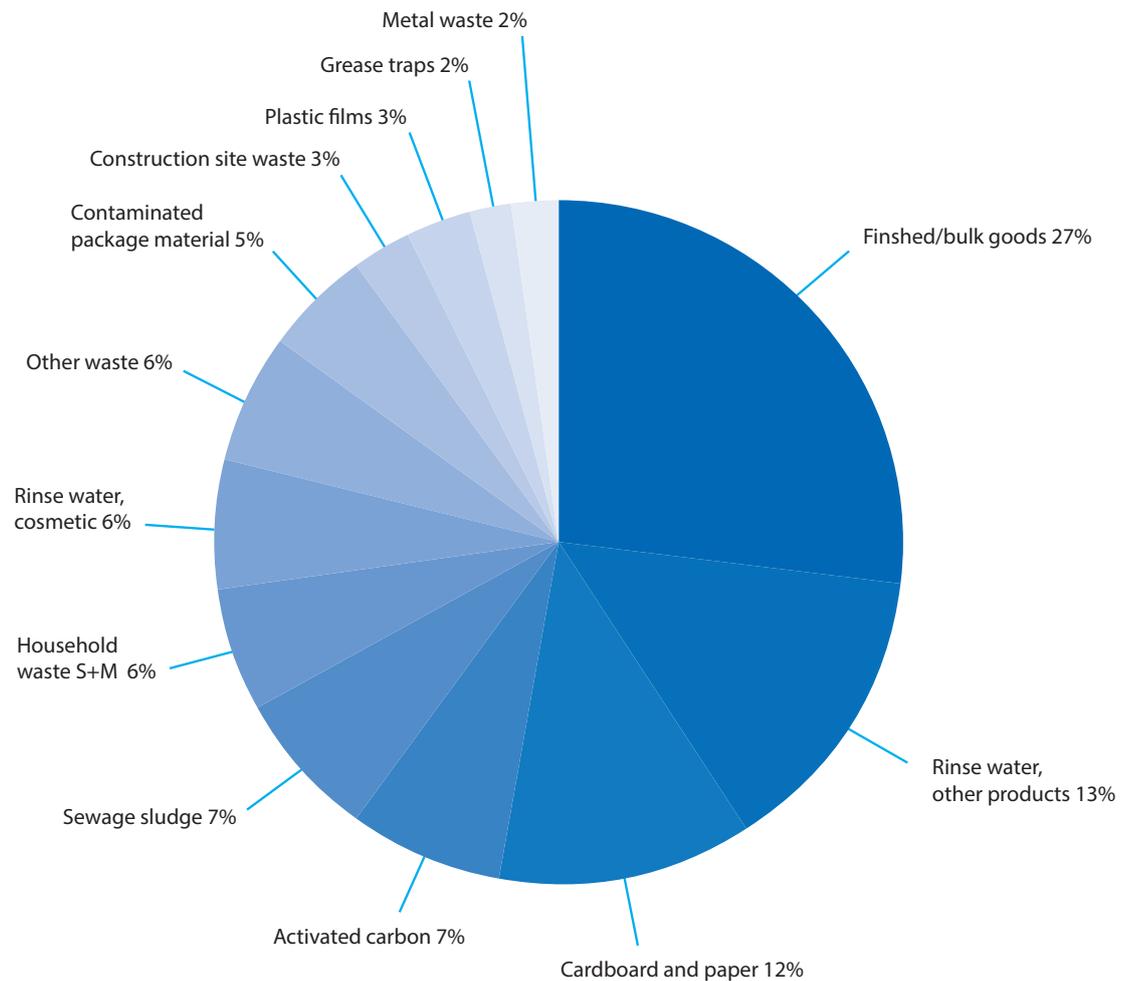
Waste for recovery			
EWC No.	Waste type	Metric tons	Percentage change compared to 2023
070609*	Activated carbon	81.16	-11%
200101	Old files	5.26	46%
200133*	Old batteries	0	-100%
170904 / now 170101	Construction site waste/concrete	37.09	8%
200108	Organic kitchen waste	9.58	-11%
170603*	Insulating materials made from artificial mineral fibers	0.24	-88%
160216	Data carriers	0	-100%
160214	Electronic waste	2.194	-52%
20204	Grease traps	24	4%
150102	Plastic films	39.115	38%
150106	Household waste + bulky waste	76.66	-17%
150103	Untreated wood	6.43	-6%
200123*	Cooling devices	0.068	-84%
150102	Plastic packaging	4.925	112%
200121*	Fluorescent tubes	0.16	0%
150110*	Metal drums, toxic	0.958	-72%
150101	Cardboard and paper	141.92	22%
160504*	Spray can waste	0.281	155%
200307	Bulky waste	6.53	New

Waste for recovery			
EWC No.	Waste type	Metric tons	Percentage change compared to 2023
150101	Liner paper	12.277	New
170407	Scrap metal	19.29	-29%
Total amount for recovery		468.138	11%

Overview of waste for disposal.

Waste for disposal			
EWC No.	Waste type	Metric tons	Percentage change compared to 2023
190814	Sewage sludge	81.24	94%
160601*	Lead batteries	0	-100%
170603*	Insulating materials made from artificial mineral fibers	0.24	-91%
060404*	Mercury	0.011	1,000%
180103*	Infectious waste	0.005	400%
070601*	Finished/bulk goods	323.331	78%
070609*	Filter plates and bags	3.037	90%
160506*	Laboratory chemicals	3.941	7,782%
070603*	Laboratory solvents	1.103	198%
150102	Microbiological waste	1.591	-63%
160508*	Powder waste and Perform	15.15	-10%
070601*	Rinse water, other products	160.92	-38%
070601*	Rinse water, cosmetic	76.814	56%
150110*	Contaminated packaging material	55.68	-17%
Total amount for disposal		723.063	16%

Percentage-based distribution of waste quantities 2024.*



The total amount of waste for recycling in 2024 was 468.138 metric tons, which corresponds to an increase of 11% compared to 2023.

This increase is mainly attributable to higher recycling volumes of paper, plastic, and scrap metal. It was determined that the implementation of measures to optimize sorting and recycling was a huge success.

In 2024, a total volume of 723.063 metric tons of waste was recorded for disposal, which corresponds to an increase of 16% compared to the previous year.

Finished/bulk goods (27%) and rinse water (13%) represent the most significant proportions. It is nec-

essary to examine whether there are opportunities for reduction. However, the increase is mainly attributable to the increased production output.

The percentage distribution of waste volumes reveals that there is still potential for optimization with regard to some fractions.

The largest waste volumes, which include finished or bulk goods (27%) and rinse water for other products (13%), need to be examined for potential reduction options or alternative recycling methods.

*The individual percentages are rounded up or down to whole numbers. Accordingly, the total is not exactly 100%.

**Other waste: Old files, organic kitchen waste, insulation materials made of artificial mineral fibers, electronic waste, untreated wood, cooling devices, plastic packaging, fluorescent tubes, metal drums (toxic), spray can waste, bulky waste, liner paper, mercury. Infectious waste, filter plates and bags, laboratory chemicals, laboratory solvents, microbiology waste, powder waste, and Perform

Emissions.

Greenhouse gas emissions.

The CO₂ emissions pursuant to the Greenhouse Gas Protocol (GHGP) are determined over the whole life cycle for the entire schülke Group. According to these calculations, the upstream and downstream CO₂ emissions (Scope 3) accounted for the largest share.

The submission of schülke's climate targets to SBTi in spring 2023 was preceded by a comprehensive analysis of schülke's global environmental footprint for 2021: Emissions in Scopes 1, 2, and 3 were

recorded and evaluated, and a baseline was established to track progress.

Based on the CO₂ emissions of baseline year 2021 and for all three listed scopes, schülke has developed specific targets (reduction of Scope 1+2 emissions as a combined target by 42% and reduction of Scope 3 emissions in the Purchased Goods and Services segment by 25%) to reduce emissions by 2030. These targets were validated by SBTi in 2023.

Scope 1 and 2 for the Norderstedt site.

	2021	2022	2023	2024
Scope 1 (tCO ₂ e)	3,416	3,525	2,974	2,603
Scope 2 lb (tCO ₂ e)	3,511	3,354	2,552	2,788
Scope 2 mb (tCO ₂ e)	3,511	0*	0	0

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

In 2024, the combined Scope 1+2 emissions were reduced by 2.4% compared to 2023. Overall, schülke reduced its emissions by 22.2% compared

to the baseline year 2021. This shows that schülke is continuing to work on reducing its emissions. The Scope 3 data is determined company-wide at

Air and waste water emissions.

Environmental parameter	Threshold value	2022	2023*	2024
Volatile organic compounds in accordance with	20 mg/m ³	4.7	2.7	3.5
Adsorbable organic halides (AOX) according to the waste water bylaws of Norderstedt	0.5 mg/m ³	0.03*	0.04	0.03

*Average value in the outlet of the wastewater treatment plant

General key indicators and data for the organization.

Economic key indicators.

	2021	2022	2023	2024
Revenue of the schülke Group (in million EUR)	389	433.2	388.6	418.9

Number of employees.*

	2021	2022	2023	2024
Number of employees at Norderstedt **	740	672	625	630
Number of employees worldwide	1127	1204	1183	1204

*The number of employees is stated as headcount (HC), not as FTE (full-time equivalent).

**Number of employees at the site including sales force.

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 (2024):

Products	Innovation	Environmental relevance
schülke safe&easy bagless	Switch to a lightweight bucket to reduce plastic waste.	The schülke wipes safe&easy can be soaked with selected disinfectants. schülke wipes safe&easy, the ideal disinfectant wipe for use in areas with a particularly high risk of pathogenic germs being transmitted, such as isolation rooms, operating theaters, or neonatology. The single use of the bagless bucket significantly minimizes the risk of contamination. By switching to a lightweight bucket, the weight of plastic has been reduced by approx. 12%, resulting in an annual plastic reduction of 14,000 kg.
Various	Recyclability of packaging after use of the products	A total of 27 reference articles were selected from the entire schülke product portfolio and evaluated by an external partner for recyclability. Based on the results, we continue to optimize the recyclability of our packaging and promote the circular economy.

Environmental goals and program 2023–2025. Status report.

Of the 13 planned measures, all have been initiated and six have already been successfully completed. The remaining measures are in various stages of preparation or are being gradually implemented. Overall, it is clear that the measures taken at schülke are effective and that the company is well on track to achieve its environmental targets by 2025.

In 2024, the reductions in relation to the increased production volume are comparable to or slightly higher than in the previous year.

In relation to the increased consumption figures, which have primarily arisen due to new official requirements in the air conditioning technology segment, it is clear that the introduced measures are already making an impact. Actual developments in the coming months will provide further insights into whether the reduction targets can be achieved in the long term, even under changed conditions.

		Deadline	Status
Product lifecycle: Reduction of SCOPE 3 CO₂ emissions			
Target achievement level: Emissions have been reduced thanks to product innovations.			
Measure	Increased use of biobased raw materials and packaging materials	12.2025	The use of biobased raw materials and packaging materials is being systematically reviewed and gradually expanded. Initial changes, such as the PET reduction for mikrozid® AF Jumbo wipes, have been implemented. Other measures are currently being planned or implemented.
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)*			
Target achievement level: Compared to the previous year, there was no reduction in overall energy consumption. Instead, an increase of 1.4% was recorded. Relative to the base year 2022, however, schülke is still able to reach the overall target.			
Measures	Based on the altered product portfolio, implement a needs analysis for efficient use of steam and heat	12.2023	The adjusted product portfolio included a needs analysis for efficient use of steam and heat. The measure was 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 / now 12.2025	The planned replacement of the steam and heat generators based on the needs analysis has been initiated and is being implemented. The first boiler is scheduled to be commissioned in June 2025. The project will be completed in December 2025.
	Based on the newly installed measuring systems (June 2023), analyze and optimize the controls for air handling systems and electricity consumers	12.2023 / now 12.2024	The control of air handling systems and electricity consumers was analyzed based on the installed measurement systems. Initial optimizations, such as reduced weekend operation, have been implemented in individual areas. Other areas will follow on a gradual basis after appropriate testing
	Supplement the equipment standards for procuring new pumps relating to the requirements of energy efficiency E4	12.2023	The measure was successfully completed in 2023 by adding energy efficiency specification E4 for new pumps to the equipment standard.

*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.

		Deadline	Status
Environmental goal, water consumption: Reduce the absolute water consumption by 5% annually based on 2022* Target achievement level: Compared to the previous year, there was no reduction in water consumption. Instead, an increase of 1.8% was recorded. Relative to the base year 2022, however, schülke is still able to reach the overall target			
Measures	Optimize processes to reduce rinse water loss during the production of pharmaceutical grade sterile water	12.2024	Rinse water losses during the production of pharmaceutical grade sterile water have been continuously reduced through targeted process optimization and smaller improvement projects. The measure was successfully completed as part of the plant optimization.
	Optimize the cleaning processes used during production	12.2025	The optimization of cleaning processes in production is being continuously upgraded through several smaller projects. This has already led to a reduction in water consumption. Additional measures are planned for 2025 to further increase efficiency.
	Optimize two manufacturing areas regarding cleaning by installing an additional CIP station	06.2025	The project to install a CIP station in two production areas was launched. However, the project has since been scrapped due to the business case no longer being met. Alternative implementations for optimization are being continuously examined.

*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.

		Deadline	Status
<p>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%.</p> <p>Target achievement level: Compared to the previous year, there was no reduction in waste. Instead, an increase of 14.5% was recorded. Relative to the base year 2022, however, schülke is still able to reach the overall target.</p>			
Measures	Expanded separation of construction site waste	06.2024	The expanded separation of construction site waste was successfully implemented. Waste optimization will be continued as an ongoing process and constantly reviewed to facilitate additional improvements.
	Develop a concept for reducing the disposal quantity for rinse water	06.2024	The reduction of rinse water waste is being promoted continuously. Significant quantities have already been reduced thanks to the adjusted product portfolio. Additional optimizations are planned, even if other priorities are currently affecting the measures.
	Reduce the use of IBCs by using storage tanks	12.2023	In 2023, the use of IBCs was reduced by adjusting the portfolio. However, the number increased again in 2024 due to higher production volumes. At this point, the measure is concluded due to the direct dependence of IBC requirements on production volumes and the corresponding fluctuations.
<p>Environmental goal, wastewater reduction: Reduce the specific amount of process waste water by 4% annually based on 2022 *</p> <p>Target achievement level: Compared to the previous year, there was no reduction in waste water consumption. Instead, an increase of 2.2% was recorded. Relative to the base year 2022, however, schülke is still able to reach the overall target</p>			
Measure	Optimize rinse processes in manufacturing	12.2024	The optimization of flushing processes is underway. Initial projects have been implemented, with more to follow by the end of 2025. Initial improvements have already reduced resource
<p>Increase the environmental and sustainability awareness of all employees:</p> <p>Target achievement level: A digital training module has been established. The target has therefore been achieved and the target achievement rate is 100%.</p>			
Measure	Introduce a digital training module for all employees	06.2024	The digital training module for all employees was 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.

Declaration of validity.

The signatory EMAS environmental assessor, Dr. Axel Romanus (DE-V-0175), 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.

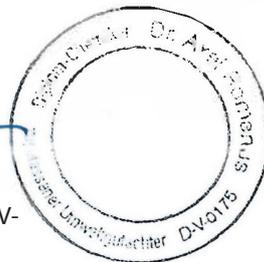
This statement is not equivalent to an EMAS registration.

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 2026. An updated environmental statement is published and validated annually.

Laboe, dated June 27, 2025


Dr. Axel Romanus
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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, Vesimin Health, and Wet Wipe A/S are also part of the schülke group.*

* This information is as of July 2025.

More information at www.schuelke.com

schülke -+

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