Sustainability Report 2025

WWW.SONAX.COM MADE IN GERMANY

SONAX®

Contents

1 Business Model and Value Chain 4

2 Materiality Assessment and Key Topics 9

3 Sustainability Strategy 14

4 Fields of Action 24

4.1 Product Portfolio 26

4.2 Social Responsibility 29

4.3 Environment 34

4.4 Supply Chain 39

5 Governance 42

Imprint 47

Appendix 48

Dear Readers,
Dear Partners and Friends of the company,

For me, sustainability is not a buzzword but an integral part of our corporate strategy. It has shaped how we operate for several decades now.

As a manufacturer of cleaning and care products for cars, our goal is to extend the working life of vehicles. A great deal of resources goes into producing these costly investments, and our products help preserve both their value and the pleasure they bring.

A family business in its fifth generation, we plan for the long term and accept responsibility for the well-being of future generations. As a chemical company, we have a particular duty to handle resources thoughtfully and innovatively. That is why our commitment to environmentally conscious, resource-efficient processes begins not at the production stage, but earlier still, in design and development. We work closely with our partners across the entire value chain, joining forces to create responsible solutions that are built to last.

For SONAX, sustainability ultimately means taking responsibility – for the benefit of the environment, society, and the generations that follow.

With this voluntary sustainability report, we wish to set out the material sustainability topics, targets and actions that SONAX is focusing on, and to show how we live up to taking environmental, social and economic responsibility.

Our aim is to give our stakeholders – customers, partners and employees – along with the wider public, a comprehensive insight into our commitment to sustainable development.

We plan for the long term and accept responsibility for the well-being of future generations.

Manfred Hoffmann
Managing Director and Shareholder, SONAX GmbH

1

Business Model and Value Chain

Founded in **1950.**

Active in over **110 countries.**

More than **800 products**

across approx. **15 product categories.**

Annual turnover of approx. **€170m.**

Currently around **440 employees**

in **Germany.**

Quality and Innovation “Made in Germany”

SONAX GmbH is one of the world’s leading companies in vehicle care and, since its beginnings in 1950, has been synonymous with the highest standards of quality, innovative power and responsible conduct.

Founded as part of the HOFFMANN Group, SONAX has grown from a regional supplier into an internationally recognised brand with around 440 employees, and is now active in over 110 countries. Today, as back then, its products are developed and manufactured at the company’s headquarters in Neuburg an der Donau, Bavaria – a clear commitment to its home and to the promise of quality that “Made in Germany” represents.

SONAX delivers a broad range of care products for cars, motorcycles and commercial vehicles. These help private owners and companies alike keep their vehicles in peak condition and extend their working life. From small city cars to mid-range models and luxury vehicles, from motorsport and the tuning scene to classic cars – SONAX develops tailored solutions to meet the most diverse needs.

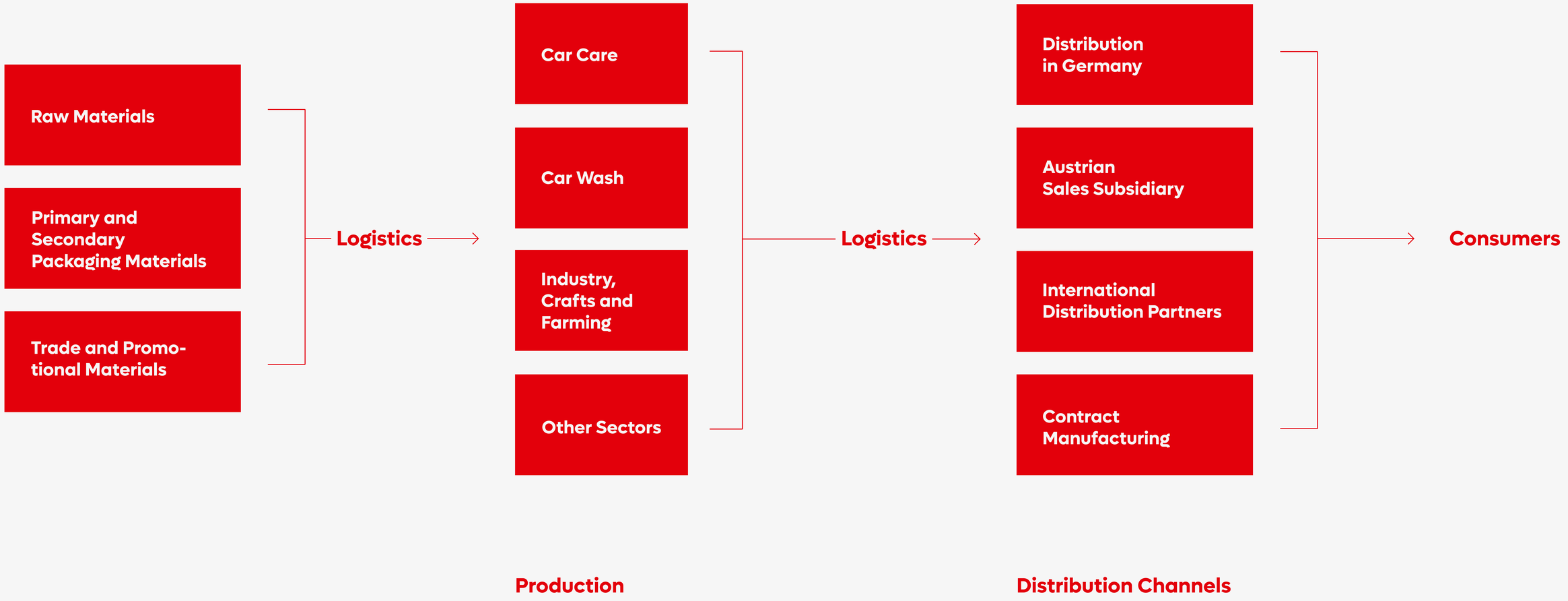
SONAX's success is built on a steady commitment to innovation and a strong focus on its customers. Its in-house research and development continually yields new products and technologies which not only meet the highest quality standards but set new benchmarks in car care. Sustainability plays a decisive role in all development work – not only in the form of environmentally friendly formulations, but also in resource-efficient production processes. This approach enables the company to combine environmental responsibility with innovative product performance.

Numerous awards, best-in-test results and international recognition have repeatedly reaffirmed SONAX's pre-eminent position in the industry. With strong roots in the Neuburg an der Donau region and a forward-thinking outlook, SONAX shows that quality, innovation and sustainability go hand in hand – and together shape the company's success.

First and foremost, SONAX sees itself as a car care specialist. The SONAX portfolio covers a wide variety of vehicle types, including cars, lorries, agricultural vehicles and caravans, plus an extensive range of applications in cleaning and caring for paintwork, rims, tyres and glass. To make these products, raw materials such as tensides, solvents, fragrances and colourants are processed at the Neuburg an der Donau site, sourced from a range of European suppliers. SONAX also works with carefully selected manufacturers who supply the plastic and aluminium containers for its products. Other traded goods, such as cloths and brushes, are sourced directly from the relevant manufacturers. Further downstream in the value chain, SONAX products are sold to B2B customers through the appropriate channels, both in Germany and abroad. For this, the company works with international distribution partners.

SONAX's success is built on a steady commitment to innovation and a strong focus on its customers.

Value Chain


Raw Materials
Primary and Secondary Packaging Materials
Trade and Promo-tional Materials
Logistics
Car Care
Car Wash
Industry, Crafts and Farming
Other Sectors
Logistics
Distribution in Germany
Austrian Sales Subsidiary
International Distribution Partners
Contract Manufacturing
Consumers
Production
Distribution Channels

2

Materiality Assessment and Key Topics

Identification of

7 stakeholder groups.

2 workshops

to **prioritise** the topics.

15 key **topics**

for **SONAX.**

Analysis Process

SONAX has established a process for identifying the sustainability topics that are material to the company. The approach follows the methodology set out in the EU Corporate Sustainability Reporting Directive (CSRD) for preparing a double materiality assessment.

The first step was to identify and list the company's most important internal and external stakeholders, along with their specific interests in relation to the company.

Two workshops were then held with the key stakeholders to gather topics and rank them collaboratively according to relevance.

Building on this, each material topic was mapped against its relevant impacts, risks and opportunities (IROs), and the resulting assessment was carried out in line with the CSRD requirements.

Interests and Communication

SONAX Stakeholders

- Product quality
- Safety
- Regulatory compliance
- More sustainable products and company sustainability strategy

- Fair wages and welfare benefits
- Occupational health and safety and good working conditions
- Career growth, further training and employer branding
- Positive working environment and corporate culture
- Human rights: preventing discrimination, and promoting equal opportunities and diversity

- Sustainable growth and stability
- Safeguarding long-term competitiveness
- Risk management
- Taking responsibility as part of society

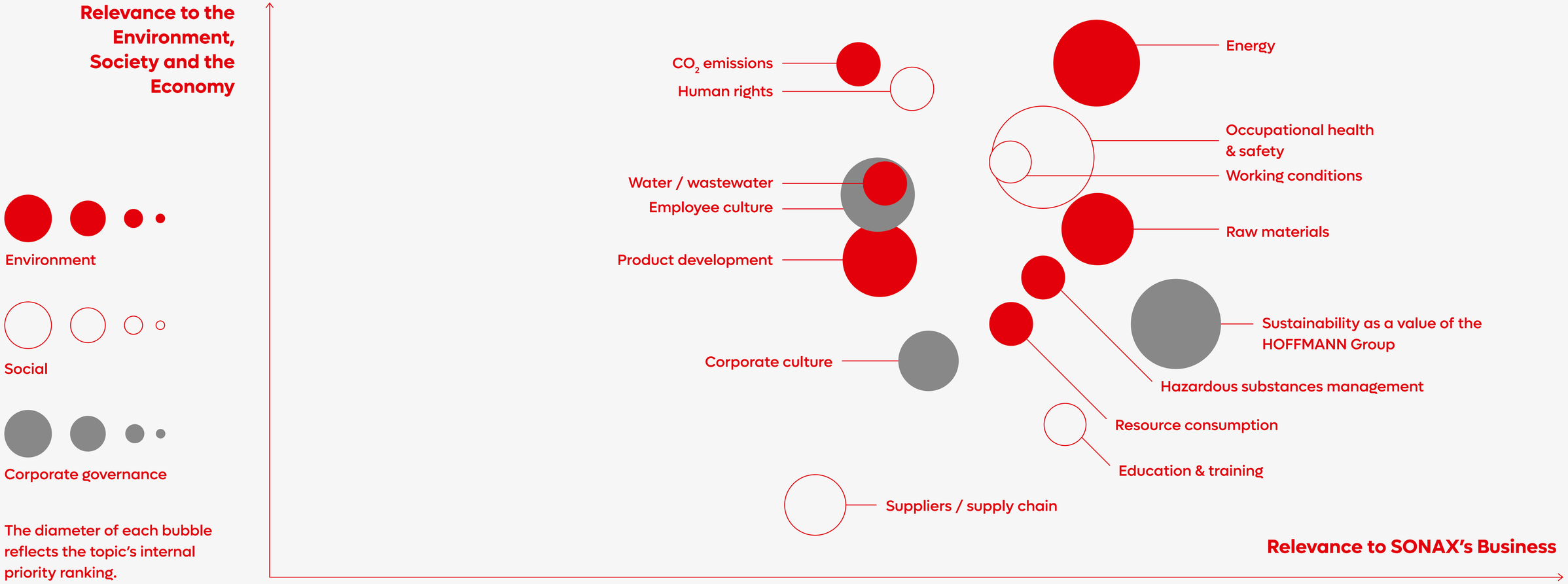
- Dependable, long-term business relationship
- Prompt payment

- Regulatory compliance
- Fostering the company's sustainable development

- Local urban development
- Creating new jobs
- Upholding sustainable standards and principles in operations

- Comprehensive information about business activities, incl. sustainability topics
- Prompt payment
- Transparent communication

Materiality Assessment: 15 Prioritised Topics



3 Sustainability Strategy

2022

Development of the first comprehensive

SONAX sustainability strategy.

3 years of steady,

strategic **refinement.**

2 core **ambitions defined,**

translated into **4 focus areas.**

Strategic Direction

SONAX's leadership has taken personal ownership of driving sustainable development, with the company pursuing a rigorous, long-term approach which embeds sustainability within every business process.

SONAX first developed a comprehensive sustainability strategy in 2022 and has continued its steady refinement ever since. The strategy rests on a holistic approach, built around two core ambitions: to make a positive difference to society, and to reduce the carbon footprint across the value chain.

These ambitions take concrete shape across four focus areas: Product Portfolio, Social Responsibility, Environment, and Supply Chain. These areas are systematically interlinked, making it possible to develop measures that are both wide-ranging and effective. We regularly review and refine our strategy, enabling us to respond to new challenges and opportunities as they arise. Alongside this, focused communication ensures that our targets and progress are shared transparently and actively addressed in dialogue with our internal and external stakeholders.

We regularly review and refine our strategy, enabling us to respond to new challenges and opportunities as they arise.

Focus Areas of the Sustainability Strategy

Sustainability as an Integral Part of Our Corporate Strategy		
Product Portfolio	We drive innovation for a more sustainable product portfolio.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION; 17 PARTNERSHIPS FOR THE GOALS
Social Responsibility	We take responsibility for our employees, create attractive working conditions and prevent discrimination of any kind.	3 GOOD HEALTH AND WELL-BEING; 4 QUALITY EDUCATION; 8 DECENT WORK AND ECONOMIC GROWTH; 10 REDUCED INEQUALITIES
Environment	We work proactively and continuously on improving our corporate carbon footprint.	6 CLEAN WATER AND SANITATION; 7 AFFORDABLE AND CLEAN ENERGY; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION
Supply Chain	Together with our partners, we pursue a transparent and responsible supply chain.	8 DECENT WORK AND ECONOMIC GROWTH; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 13 CLIMATE ACTION; 17 PARTNERSHIPS FOR THE GOALS

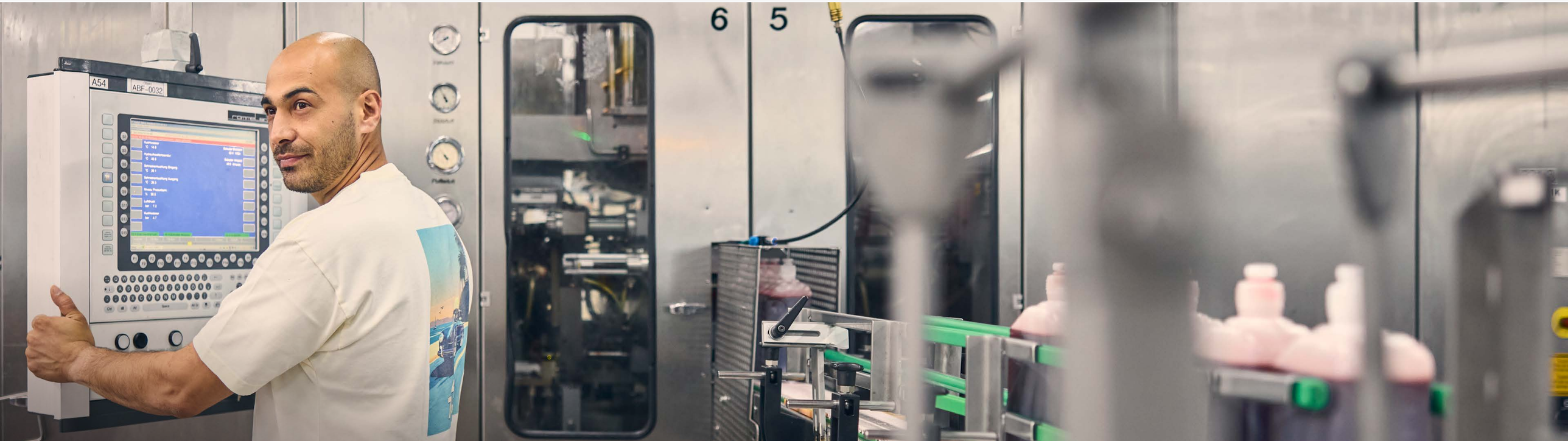
UN Sustainable Development Goals

Ambitions for a Sustainable Future

SONAX has two core, long-term ambitions: to meet its responsibility for sustainability and to make a positive difference to the environment. These ambitions form an integral part of our strategic direction and act as the guiding principles by which we address the demands of environmental and social responsibility. They underpin our efforts to make an active and positive contribution to protecting the environment and advancing sustainable development.

We aim to advance social progress – and our efforts are reflected in both how we design our product portfolio and how we act on social responsibility.

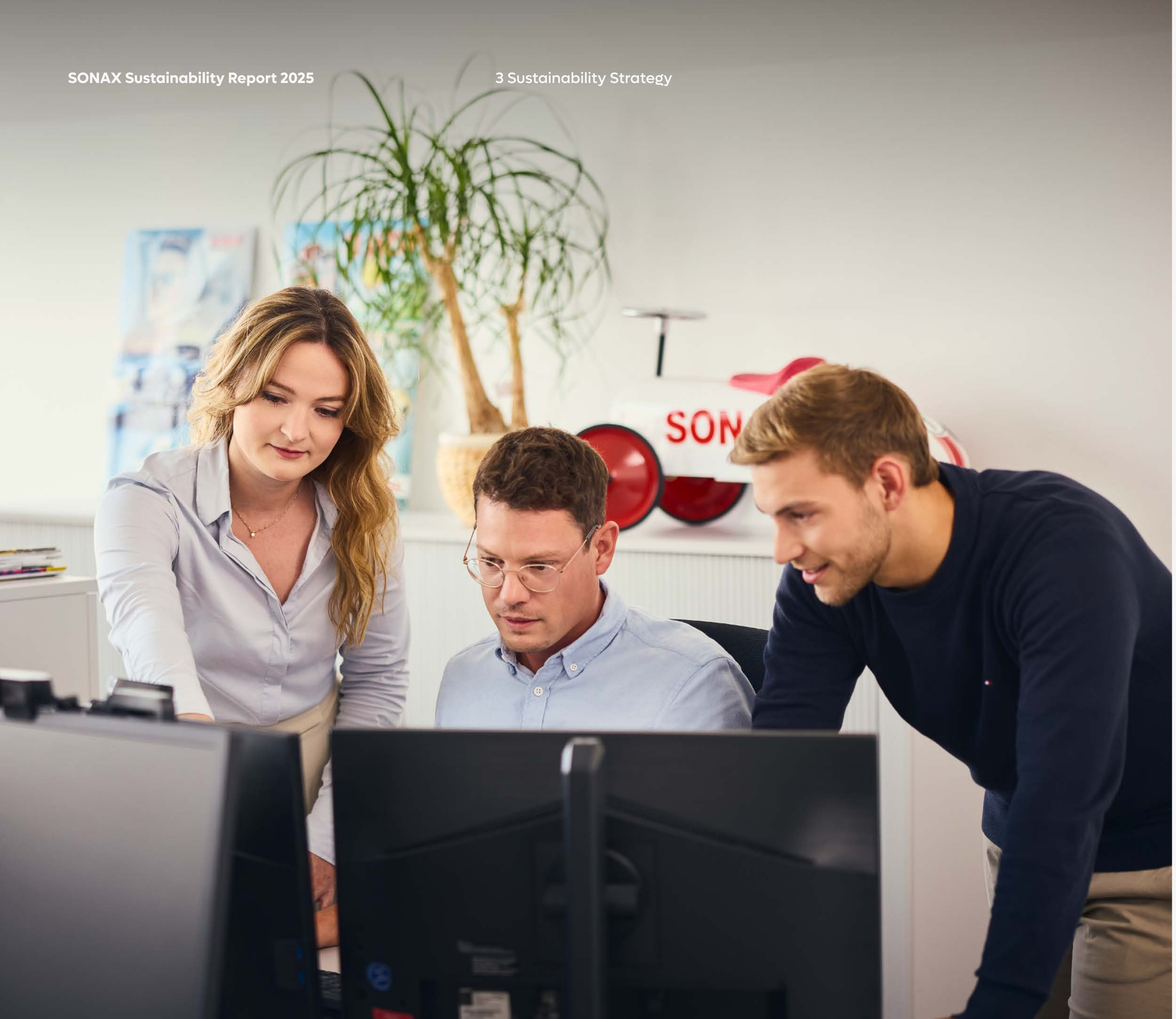
We work together with our partners to reduce the carbon footprint along the value chain. This commitment sets the direction for everything we do in the areas of environment and supply chain.



1 Product Portfolio

At SONAX, proactive innovation is the engine behind a more sustainable product portfolio. Harnessing its own research and development, the company brings to market environmentally friendly, resource-efficient products which meet the highest standards of safety and quality.

The focus lies on pairing strong product performance with environmental compatibility, and continuously reducing the product portfolio's carbon footprint at every stage, from production through to use. In doing so, SONAX makes a positive difference to society and safeguards the well-being of future generations.



2 Social Responsibility

SONAX accepts social responsibility and is actively committed to the well-being of its employees, its customers and the local community. Pivotal aspects in this regard include safe working conditions, equal opportunities and a corporate culture that is built on respect.

SONAX has spent decades channelling its efforts into projects and initiatives that bring people together and give something back to the community. One long-standing Christmas tradition sees the company make donations to a selection of organisations and good causes, benefiting not only major relief organisations such as UNICEF, Welthungerhilfe and Médecins Sans Frontières, but also regional projects that help people who have fallen on hard times through no fault of their own, and local clubs championing youth sport.

3 Environment

Protecting the environment is at the heart of the SONAX sustainability strategy. By optimising production processes, improving energy efficiency, drawing on progressively sustainable raw materials and cutting emissions, SONAX is playing an active part in climate action.

Using resources efficiently and keeping waste and wastewater to a minimum are firmly embedded in the company's corporate culture. Taken together, these measures work to keep the company's negative impact on the environment as low as possible.

4 Supply Chain

SONAX places great importance on transparency and responsibility across its entire supply chain, working closely with suppliers to uphold social and environmental standards.

By choosing partners who share its commitment to sustainable practices, SONAX aims to drive lasting, positive change along the value chain. Selecting the right type of packaging, for example, can significantly improve the carbon footprint of certain products. SONAX also takes account of the production options that are available on the supplier side – working, for instance, to increase the recycled content of the packaging used and to select plastics that support its goal of reducing CO_2 emissions.

This partnership-based approach makes a measurable difference in reducing the shared carbon footprint.

Focus Areas and Sub-Topics

Each of the sustainability strategy's four focus areas has been linked to specific sub-topics which emerged from the double materiality assessment. Long-term targets through to 2035 have been set for each focus areas.

			Key Topics	Additional Topics
Sustainability as an Integral Part of Our Corporate Strategy			- Sustainability as a value of the UGH[1] - Corporate culture - Employee culture	- Corruption
	Product Portfolio	We drive innovation for a more sustainable product portfolio.	- Raw materials - Product development - Hazardous substances management	
	Social Responsibility	We take responsibility for our employees, create attractive working conditions and prevent discrimination of any kind.	- Occupational health and safety - Working conditions - Human rights - Education & training	- Equality - Demographics - Social justice
	Environment	We work proactively and continuously on improving our corporate carbon footprint.	- Energy - CO_2 emissions - Water / wastewater - Resource consumption	- Waste - Recycling - Vehicle fleet
	Supply Chain	Together with our partners, we pursue a transparent and responsible supply chain.	- Transparent supply chain	

1 HOFFMANN Group

4 Fields of Action

-35% CO_2e emissions per tonne of product by 2035.

100% free from microplastics.

50:50 gender ratio across the company.

100% of partnerships based on a **code of conduct.**

4.1 Product Portfolio

SONAX manages its use of raw materials with one aim in mind: to minimise the carbon footprint without compromising the performance of finished products. The idea is to achieve maximum care efficiency from the smallest possible quantity of raw materials. To achieve this, every raw material is assigned to categories that reflect both legal requirements and SONAX's own voluntary commitments. These categories form the basis of the raw material list, which governs the use of raw materials in production. Because these commitments to avoid certain substances are grounded in the latest scientific findings, SONAX can identify suitable alternatives at an early stage. By doing so, SONAX is able to anticipate regulatory developments whilst a formulation is still being developed, and offer customers innovative, future-proof solutions.

For selected products, SONAX also works with respected certification bodies such as EcoCert and Nordic Swan. These independent institutions review and verify the standards applied to how raw materials are selected and processed. The true value that SONAX places on this partnership is evidenced by the fact that its Application Technology department was among the first certified facilities with the capability to run independent EcoCert "Fit for Use" tests. These tests confirm that each product is fit for the intended purpose and performs effectively.

SONAX is committed to eliminating microplastics entirely from its own active ingredients.

A target it aims to meet by 2035 at the latest. It has already made active progress in this regard: in recent years, the company has identified the formulations that needed reworking and replaced their microplastic content.

The goal is to achieve the best possible care efficiency using the smallest possible quantity of raw materials.

Today, every single SONAX formulation is already free of PFAS raw materials (PFAS: per- and polyfluoroalkyl substances). Known as "forever chemicals", PFAS do not break down even over very long timescales, thus placing a permanent burden on the environment. We guarantee that this will continue – no PFAS raw materials, and no materials containing PFAS, will enter any SONAX formulation we develop in future.

SONAX has set itself the target of making 99% of all formulations and 100% of all products SVHC-free.

Moreover, the SONAX Product Safety team actively manages Substances of Very High Concern (SVHCs). These are raw materials that regulators have classified as particularly hazardous. SONAX has set itself the target of making 99% of all formulations and 100% of all bought-in products SVHC-free. Because the list of SVHCs is continually being expanded, the task of the Product Safety team is to identify each new addition in good time and to initiate new projects to optimise the formulation of affected products.

SONAX Product Portfolio Targets

Microplastics

100% elimination of **microplastics** from all active ingredients

Raw Material List

Reduction in the number of **formulations** containing **"Group 1" raw materials** as classified on the **SONAX raw material list** by **50%**

Continually raise the proportion of formulations that are free of both **"Group 1 and 2" raw materials** as classified on the SONAX raw material list to **80%**

Substances of Very High Concern

99% of all **formulations SVHC-free**[1] by **2035**

100% of all **products SVHC-free**[1]

PFAS

100% of SONAX formulations **PFAS-free**

1 Substances of Very High Concern; concentration < 0.1%.
"Group 1" raw materials: high priority for substitution, based on internal and external requirements.
"Group 2" raw materials: medium priority for substitution, based on voluntary internal requirements.

4.2 Social Responsibility – Occupational Health & Safety

Occupational health and safety is SONAX's highest priority. The company continually develops both the measures that protect its employees and the way it communicates the subject to prevent accidents of every kind. SONAX is certified to NLF/ILO-OSH 2001, the internationally recognised standard for occupational health and safety management systems, thereby meeting the requirements of ISO 45001:2023.

Key measures to promote occupational health and safety include:

- up-to-date health and safety provision for all employees, together with regular inspections of all equipment and installations on site;
- regular training and courses on the subject, including for all new hires;
- an annual health week to raise awareness among employees and encourage healthy habits. In 2025, close to half of the workforce joined in the health-week activities, which ranged from running sessions to taster yoga classes and more.

SONAX Social Targets – Occupational Health and Safety

Incident Rate	Lost Time Injury Rate (LTIR)
SONAX Incident rate below the BG RCI rate for the chemical industry	**LTIR**[1] reduced to below **3.5** as a five-year average
Severe Incidents	**Occupational Safety Culture**
Aim of zero severe incidents	Ongoing development of the **occupational safety culture**

[1] LTIR: number of lost time injuries / total hours worked × normalisation factor (200,000 working hours).

Social Responsibility – Employees

SONAX's employees are the foundation of its success, and their continuous professional development secures the company's long-term progress.

Key human resources measures and projects include:

- the ongoing efforts of the Works Council, which protects employee rights and works to improve their working conditions;
- training opportunities on relevant topics such as IT security;
- promotion of equal opportunities for women and men. Across all departments, both commercial and technical, the ratio of male to female employees has held steady at 50:50 (+/-5%) in recent years.
- a Youth Board that brings younger colleagues together to find new niches for SONAX products and give young employees a greater say in shaping the company;
- an in-house apprenticeship scheme supporting up to 20 apprentices.

SONAX Social Targets – Employees

Training	Gender Ratio
Building the systems and data foundation needed to set a quantitative training target as part of future strategy updates	Overall **employee gender ratio held at 50:50** (+/-5%)
Anti-Discrimination	**Employee turnover**
No employee is **placed at a disadvantage in any way** (no AGG[1] violations)	**Employee** turnover kept below **7%** as a five-year average

1 AGG: Allgemeines Gleichbehandlungsgesetz (German General Act on Equal Treatment)

Social Responsibility

For SONAX, social responsibility also means playing an active role in the region and strengthening the company's ties to the local area. In addition to financial donations to regional aid projects and local youth sport, the company works closely with universities, schools and local interest groups.

> **SONAX helps strengthen education, science and community across the region.**

Through initiatives such as student work placements, guided walks through natural habitats and knowledge-sharing with students and research institutions, SONAX helps strengthen education, science and community across the region.

4.3 Environment

For decades, SONAX has worked to minimise its negative impact on the environment. The company took this commitment to a new level in 2005, when it introduced a certified environmental management system to ISO 14001 in conjunction with the company-wide environmental policy derived from its sustainability strategy. Emphasis is placed on avoiding and reducing wastewater and waste, and on guarding against soil contamination, air pollution and noise.

This gives rise to the following key focus areas:

- using recyclable containers and outer packaging;
- ongoing development of production processes in line with the company's environmental targets;
- minimising waste by selectively reusing raw materials;
- reducing water consumption volumes and treating our wastewater at an in-house water treatment and sewage plant. On-site pre-treatment of our wastewater eliminates any negative environmental impact on the downstream municipal sewer network.

SONAX Environmental Targets

Wastewater	Recyclability
20% reduction in the **wastewater volume per tonne of product**	**80%** of all packaging **recyclable**
Recycled Content	**Waste Volume**
65% recycled content in all **plastic packaging**	**10%** reduction in the **waste volume per tonne of product**

Energy Management

As a manufacturer, SONAX depends on energy and is conscious of the associated responsibility. The company is pressing ahead with every measure needed to better protect the environment and the climate. Since 2014, SONAX has operated a certified energy management system to ISO 50001 in conjunction with its company-wide energy policy, focusing on two key levers for reducing its environmental impact: lowering energy consumption and improving energy efficiency.

The principal measures being taken here include:

- upgrading equipment, installations and lighting with energy efficiency in mind: over the past two years, the company has deliberately replaced numerous machines – among them compressors and recirculation fans – and much of the lighting across large parts of the production areas with more energy-efficient alternatives, saving over 300 MWh of electricity a year;
- expanding solar PV capacity at the Neuburg and Oberhausen sites.
- converting the vehicle fleet to electric: the first forklift trucks and cars have already been switched to electric power, and the charging infrastructure for electric vehicles is being implemented;
- building energy awareness across the whole workforce through training and hands-on involvement in energy-efficiency projects.

Together, these steps will help lower greenhouse gas emissions in the long term and steadily increase the share of energy obtained from renewable sources.

CO_2 Emissions

As part of its targets for the key topic of CO_2 emissions, SONAX has tracked its Scope 1 and Scope 2 emissions since 2022, its chosen base year.

Emissions were recorded using the public CO_2-calculator that the Bavarian Environment Agency (LfU) developed in line with the international Greenhouse Gas Protocol Standard.

Emissions rose slightly between 2022 and 2025, reflecting the company's growing production volumes.

We also plan to calculate Scope 3 emissions in the next few years.

In addition, SONAX began calculating carbon footprints for selected products in 2025, helping to identify further ways to cut CO_2 emissions and adding to the transparency of its business activities.

Emissions, t CO_2e	2022	2023	2024	2025
Scope 1[1]	1,967	1,914	2,179	2,231
Scope 2[2]	1,334	1,597	1,348	1,489
Scopes 1 and 2	3,301	3,511	3,527	3,720

1 Greenhouse gas emissions that originate from sources within a company and which are under the direct control of the company, e.g. emissions from burning natural gas, petrol, diesel or heating oil.
2 Indirect emissions from purchased energy such as electricity, calculated using an emission factor, e.g. one supplied by the electricity provider.

SONAX Climate Targets

Scope 1 and 2 Emissions	Electricity from Renewable Sources
CO_2 emissions cut by **35% per tonne of product**	**Externally sourced electricity** switched to **100% renewable sources**

4.4 Supply Chain

SONAX takes a holistic approach to ensuring transparency, security and responsibility across its supply chain. This is centred on close collaboration with suppliers and a clear commitment to sustainable practices along the entire value chain. Together with its partners, the company develops sustainable solutions and pioneers innovative approaches to continue raising environmental and social standards.

Along the supply chain, we work closely with our partners to discuss and analyse the use of new, alternative raw materials, the incorporation of recycled materials and the choice of suitable packaging – steps that can significantly reduce the carbon footprint. We also engage in targeted partnerships to continually refine our products and deliver benefits for both users and the environment, such as enhanced surface protection or greater performance using less materials.

Together with our partners, we develop sustainable solutions and pioneer innovative approaches to continue raising environmental and social standards.

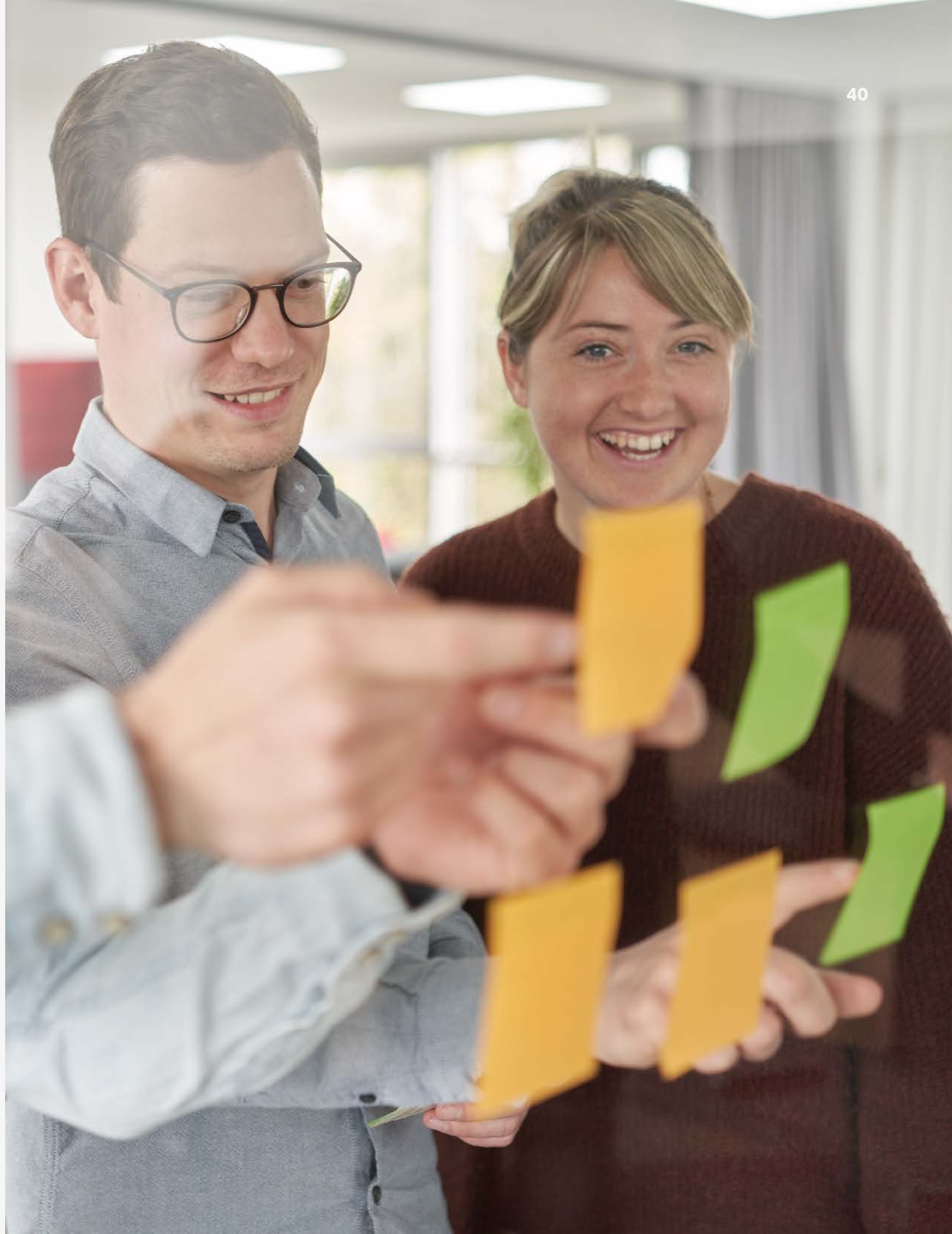
Risk Management in the Supply Chain

SONAX builds on preventive risk management to identify and minimise potential risks in the supply chain at an early stage.

This preventive approach rests on the following priorities:

- regular sustainability assessments: suppliers are rated on their performance across environmental, social and governance criteria;
- governance training: relevant employees receive thorough training on the defined governance topics to ensure responsible, compliant conduct – covering areas such as corruption, conflicts of interest and ethics;
- development of sustainable solutions in active dialogue with selected partners.
- requiring all suppliers to comply with the SONAX Code of Conduct for Suppliers, which commits them to responsible business conduct.

This rigorous approach underlines SONAX's commitment to responsible, sustainable business relationships. It reflects the particular importance that SONAX places on close, long-term partnerships, and on working with a range of stakeholders to increase transparency around sustainability along the entire value chain.



SONAX Risk Management Targets

Training	Code of Conduct	Risk Management
Over 95% of relevant employees trained on the identified **governance topics**	**100% of partnerships** based on a **Code of Conduct**	**Sustainability risks** in the supply chain are regularly **analysed and minimised**

5

Governance

4 ISO management systems

since **2005.**

Participation in external

ESG platforms since **2023.**

First voluntary

sustainability report in **2026.**

Management

Sustainability management is embedded throughout the SONAX organisation. A dedicated Sustainability team reports directly to senior management and the Advisory Board, and one member of senior management oversees implementation of the sustainability strategy. Working closely with departments across the company, the Sustainability team regularly reviews progress against its targets and puts measures such as energy-efficiency programmes into practice. The Sustainability team also shares current topics and developments through internal and external communication channels, such as the employee newsletter and social platforms.

This includes regular dialogue with the individual departments, periodic reviews of target achievement and ongoing measures (energy-efficiency measures).

SONAX also works continually to strengthen the management systems that underpin its sustainability work – ISO 9001, ISO 14001, ISO 45001 and ISO 50001 – through strict compliance with the current requirements of each applicable standard. These systems are reviewed and refined through annual internal and external audits. Significant changes in recent years include introducing a climate risk analysis and an environmental aspects analysis, along with detailed calculations of the implemented energy-efficiency measures, in line with the current statutory requirements of the VALERI method.

Sustainability management is embedded throughout the SONAX organisation.

Compliance

As a chemical manufacturer, SONAX is bound by both European and national industry obligations.

Beyond these, the company supports a range of voluntary sustainability initiatives and undergoes regular audits by independent external sustainability platforms, among them EcoCert and Nordic Swan.

Each year, SONAX takes part in the EcoVadis ESG[1] rating to obtain an independent assessment of its sustainability efforts from an external body. The results help the company to set the appropriate priorities and identify fresh potential for the continued implementation of its sustainability strategy.

1 ESG: Environmental, Social and Governance

ISO 14001
Certified Environmental Management System
www.tuvsud.com/ms-cert

ISO 9001
Certified Quality Management System
www.tuvsud.com/ms-cert

ISO 50001
Certified Energy Management System
www.tuvsud.com/ms-cert

Umwelt + Klimapakt Bayern

SILVER | Top 15%
ecovadis
Sustainability Rating
MAR 2026

https://recognition.ecovadis.com/0_rOAUBXUUWR88KLK5ee7w

2027 Sicher mit System BG geprüft

Risks

Sustainability risks are identified and assessed regularly, both within the company's own operations and across the upstream and downstream value chain. These risks can stem from global trends and regulatory requirements, or from the company's own business activities. The aim is to detect potential adverse impacts and hazards at an early stage and to develop proactive measures for their prevention.

Any material risks identified are then incorporated into the company-wide enterprise risk management system, which facilitates a holistic assessment of all potential risk categories facing the company.

Material risks include, among others, energy availability and resource scarcity. Here, SONAX conducts a detailed examination of how global climate change affects its production site.

Imprint

This is the first ever voluntary sustainability report published by SONAX GmbH. Although SONAX is not subject to mandatory reporting under the CSRD, this report has been structured in line with the CSRD requirements and draws on best practice from the chemical industry.

Its scope covers the Neuburg an der Donau and Oberhausen sites and the DuroDruck GmbH and SONAX GesmbH (Austria) subsidiaries.

The reporting year is 2025.

If you have any questions or comments, our Sustainability team will be glad to help:

nachhaltigkeit@sonax.de

SONAX GmbH
Münchener Str. 75
86633 Neuburg an der Donau
Germany

Sustainability KPIs

Key Topics	Target (by the end of 2035)	Target Value	2025[1]
Energy / CO_2 Emissions	Reduction in Scope 1 and 2 emissions, kg CO_2e per tonne of product (base year 2022)	-35%	-5%
	Share of externally sourced electricity from renewable sources[2]	100%	0%
Raw Materials / Product Development	Elimination of microplastics from all active ingredients	100%	100%
	Reduction in the number of formulations containing "Group 1" raw materials as classified on the SONAX raw material list	-50%	-24%
	Proportion of formulations that are free of both "Group 1 and 2" raw materials as classified on the SONAX raw material list (base year 2025)	80%	71%
	Share of SVHC-free formulations[3]	99%	99%
	Share of SVHC-free products[3]	100%	100%
	Share of PFAS-free formulations	100%	100%

Key Topics	Target (by the end of 2035)	Target Value	2025[1]
Water / Wastewater	Reduction in the wastewater volume (m^3 per tonne of product), against a three-year baseline average for 2022–2024	-20%	-19%
Recycling / Waste	Recyclability of all packaging	80%	N/A
	Recycled content in plastic packaging[4]	65%	N/A
	Reduction in waste volume (t per tonne of product), against a 2021 base year	-10%	-1%
Occupational Health & Safety	SONAX incident rate per million hours worked, kept below the BG RCI rate for the chemical industry (measured against each reporting year)	< 9.2	7.7
	LTIR as a five-year average	< 2.6	2.8
Working Conditions / Equality	Incidents under the AGG	0	0
	Gender ratio	50% (+/-5%)	51%

Key Topics	Target (by the end of 2035)	Target Value	2025[1]
Working Conditions / Equality	Employee turnover as a five-year average	< 7 %	6%
Corporate Culture / Transparent Supply Chain	Share of the workforce trained on governance topics	95%[5]	100%
	Share of partnerships and business practices based on the Code of Conduct	100%	44%

1 As of April 2026.
2 By 2030.
3 Concentration < 0.1%.
4 By 2040.
5 Currently one relevant governance topic identified: information security.

SVHC: Substances of Very High Concern
BG RCI: Berufsgenossenschaft Rohstoffe und Chemische Industrie (German Employers' Liability Insurance Association for the Raw Materials and Chemical Industry)
LTIR: Lost Time Injury Rate
AGG: Allgemeines Gleichbehandlungsgesetz (German General Act on Equal Treatment)

"Group 1" raw materials: high priority for substitution, based on internal and external requirements.
"Group 2" raw materials: medium priority for substitution, based on voluntary internal requirements.