Sustainability Report 2023 and 2024

Jowat Adhesives

Contents

A Message from the Board of Directors 03
About this Report 04

Company Portrait 05
Our Enterprise 06

Sustainability at Jowat 11
How We Manage Sustainability 12

Developing Products for Tomorrow 16
For Optimum Solutions 17
Green Adhesives 20
Sustainable Wood Bonding with Jowacoll® GROW 21

Designing Sustainable Processes 24
For Environmental Protection in Production 25
For Responsible Procurement 31

Ensuring a Good Quality of Life for All 32
Successful Together 33
Personnel Development at Jowat 37

GRI Index 42
Imprint 46

A Message from the Board of Directors

Our third sustainability report provides an overview of the contributions made by the Jowat Group to the United Nations' Sustainable Development Goals (SDGs) in the years 2023 and 2024.

In the reporting period, we again made strides toward our ambitious sustainability goals in all action areas of our sustainability program. This progress is particularly significant in light of developments beyond the influence of our entrepreneurial actions which continued to have—and partially are still having—a negative impact on the action area "More Resource-Efficient Production." This includes explicitly the many consequences of geopolitical conflicts, such as those resulting from Russia's war of aggression against Ukraine.

We enshrined the sustainability principle in our corporate strategy to safeguard the success of the globally active Jowat Group for the future: For Jowat, sustainability means responsible entrepreneurial activity aimed at coupling the company's development and success with the sustainable interests of society and the environment for the long term. We see this as an opportunity and a future-oriented strategy to safeguard the long-term success of the Jowat Group. Our actions are guided by the principle of sustainability and we are committed to a future-oriented development. With our entrepreneurial endeavors and our products, we want to make our contribution to the implementation of the United Nations' Sustainable Development Goals.

Our self-commitment remains unchanged: We, the Board of Directors of Jowat SE, together with all employees, are committed to actively contributing to the goals we have set for a sustainable corporate development.

We are pleased and proud to share the progress we have made and to publish our third sustainability report. We have laid a strong foundation to achieve our goals set for the end of 2025.

The Board of Directors of Jowat SE

Klaus Kullmann

Ralf Nitschke

Dr. Christian Terfloth

About this Report

We are publishing the third Sustainability Report of the Jowat Group for the fiscal years 2023 and 2024 to communicate our sustainability performance. In this publication, we examine our impact in regard to social, ecological and economic aspects and explain the concepts we have drawn up and what measures we have taken with respect to the matter. The purpose of this report is to inform our stakeholders—employees, customers and partners, shareholders, banks, suppliers, political players and government authorities, NGOs, neighbors, as well as everyone interested—of the actions we take to make our products, solutions and processes as well as our supply chains socially and ecologically compatible.

This Sustainability Report follows the framework of the GRI Sustainability Reporting Standards.

This Sustainability Report covers the two fiscal years from January 1, 2023, to December 31, 2024, and, where possible, includes the comparative data from the previous year or years. Our sustainability reports are published in regular intervals. The next Sustainability Report of Jowat SE is scheduled for the fiscal year 2025.

The report refers primarily to our manufacturing locations. Any data that should differ from the specified reporting period is marked as such.

Numeric values indicated in the text and tables have been rounded for improved readability. It is therefore possible that individual figures in the tables of this report do not add up to the exact sum specified and that percentages indicated do not exactly reflect the corresponding absolute values.

The editorial deadline for this Sustainability Report was August 21, 2025.

The headquarters of the Jowat Group in Detmold

Company Portrait

The Jowat Group develops, manufactures and distributes adhesives for different industries all around the globe and employs about 1,400 people. Apart from the two production sites in Germany, the enterprise founded in 1919 has four other major manufacturing locations: in Switzerland in the USA, in Malaysia and in China. A global location structure with our own distribution companies and solution partners ensures local service with close customer contact.

Our Enterprise

As a manufacturer of adhesives for industrial applications, we have business partners in a wide variety of industrial fields. While we supply a complete range for the wood and furniture industry, we develop special solutions for other industries. We distribute our products in over 100 countries and provide service and advice in different languages.

The Jowat Group is globally active in the development, production and distribution of adhesives and supplies customers in different industries. In the reporting period, Jowat with its Group headquarters in Detmold was operationally active in six major manufacturing locations (two in Germany, one each in Switzerland, the USA, Malaysia and China) as well as with 20 further sales organizations in 22 countries. The Group's revenue amounted to €406 million in the year 2023 and €402 million in the year 2024. We are pursuing a triad strategy and have been present for many decades in three economic regions—Europe, America and Asia/Pacific—and have a tight network of distribution partners.

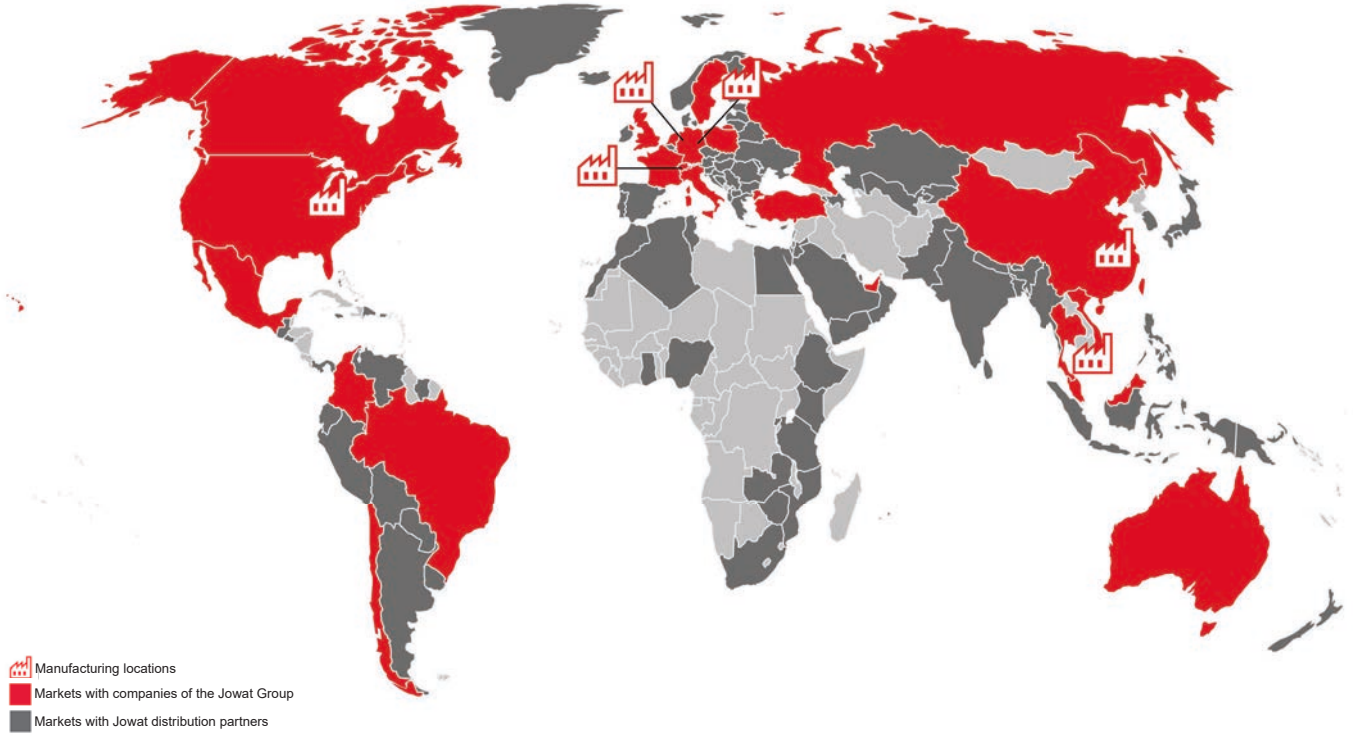
Products, Markets and Employees

Our competence enables us to provide comprehensive solutions for the challenges of our adhesive processors. Our product portfolio comprises mostly dispersion, hot melt and solvent-based adhesives, which we supply to the wood and furniture industry, one of our key markets, or also to subsuppliers to the construction industry and growth markets such as the packaging industry. The benefits of our adhesives are also highly valued by companies and suppliers in the vehicle, textile and electrical industry.

We support the development of these industries around the world, focusing on solutions with a high potential for innovation and rationalization. We are prepared to meet the individual requirements of our customers and can therefore often provide specially tailored solutions faster than many of our competitors.

About 1,400 employees around the globe are working to make that possible, over 1,200 of whom are employed at our manufacturing locations. 81.5% (2024) have a permanent employment contract and 89.7% (2024) work full time. Female representation at the manufacturing locations is 22.0% (2024).

Jowat is active in 6 manufacturing locations as well as with 20 sales organizations in 22 countries—and employs around 1,400 employees.



Employees by employment contract*

	Detmold and Elsteraue (Germany) 2023 / 2024	Buchrain (Switzerland) 2023 / 2024	High Point (USA) 2023 / 2024	Bandar Enstek (Malaysia) 2023 / 2024	Dushan (China) 2023 / 2024	Total 2023 / 2024
Number of employees (total)	652 / 687	36 / 39	163 / 202	164 / 158	0 / 84	**1,015 / 1,170**
Permanent employees	605 / 545	36 / 39	163 / 202	120 / 125	0 / 43	**924 / 954**
of whom female	136 / 128	12 / 13	34 / 34	33 / 35	0 / 16	**215 / 226**
of whom male	469 / 417	24 / 26	129 / 168	87 / 90	0 / 27	**709 / 728**
Temporary employees	47 / 142	0 / 0	0 / 0	44 / 33	0 / 41	**91 / 216**
of whom female	3 / 17	0 / 0	0 / 0	1 / 3	0 / 11	**4 / 31**
of whom male	44 / 125	0 / 0	0 / 0	43 / 30	0 / 30	**87 / 185**

* Data from the manufacturing locations

Full-time and part-time employees*

	Detmold and Elsteraue (Germany) 2023 / 2024	Buchrain (Switzerland) 2023 / 2024	High Point (USA) 2023 / 2024	Bandar Enstek (Malaysia) 2023 / 2024	Dushan (China) 2023 / 2024	Total 2023 / 2024
Number of employees (total)	652 / 687	36 / 39	163 / 202	164 / 158	0 / 84	**1,015 / 1,170**
Full-time employees	538 / 573	29 / 32	163 / 202	164 / 158	0 / 84	**894 / 1,049**
of whom female	87 / 92	7 / 9	34 / 34	34 / 38	0 / 27	**162 / 200**
of whom male	451 / 481	22 / 23	129 / 168	130 / 120	0 / 57	**732 / 849**
Part-time employees	114 / 114	7 / 7	0 / 0	0 / 0	0 / 0	**121 / 121**
of whom female	52 / 53	5 / 4	0 / 0	0 / 0	0 / 0	**57 / 57**
of whom male	62 / 61	2 / 3	0 / 0	0 / 0	0 / 0	**64 / 64**

* Data from the manufacturing locations

Sustainable Corporate Governance

Jowat SE is a European corporation (Societas Europaea). Its shareholders are two limited partnership companies (GmbH & Co. KGs), which are led by the two owner families Depenbrock and Frank. Jowat has therefore been a family enterprise for over 100 years. Jowat SE is operationally active (research & development, purchasing, production, sales & marketing) and responsible for the development of the Group's strategy. In addition, Jowat SE holds direct or indirect interests in the companies that are part of the Group and provides different types of services to those companies.

The management of the operative business lies with the Board of Directors. Their work and compliance with the company's Articles of Association is supported and verified by the Supervisory Board of Jowat SE within the framework of regular meetings and whenever necessary. The Supervisory Board is composed of a representative of each of the two founding families and four external members with renowned expertise in the fields of economics and adhesives.

Jowat has been a family enterprise for over 100 years.

Business Development, Equity and Funding

The Jowat Group is largely financed by a high equity ratio of around 50 percent. Financial institutions provide additional financing for Jowat SE and selected subsidiaries. Despite global geopolitical conflicts, earnings before taxes reached €18.4 million in 2023 and €23.6 million in 2024.

Bird's eye view of our headquarters in Detmold

€3.1 million were distributed to shareholders for the year 2023 and €3.6 million for the year 2024. Further economic indicators of the consolidated financial statement are published regularly in the German Federal Gazette (Bundesanzeiger).

Jowat enlists financial assistance only for research endeavors if they are also of public interest beyond the foreseeable and expectable revenue. In the reporting years, Jowat received around €0.5 million from the government for research endeavors. At the same time, an additional payment of €0.4 million is expected in Germany for the fiscal years 2023 and 2024 from the German Federal Research Grants Law (Bundesforschungszulagengesetz). The expenditures of the enterprise in the corresponding research endeavors far exceed those grants.

Values and Guidelines

Jowat is distinguished not only by its products, but also by the values that are actively lived within the company. These values are essential to our success and have been enshrined in our corporate culture and daily lives via our guidelines.

Our Values

■ **We respond to tomorrow's necessities.**

In our daily work, our customers are the key factor. Our goal is to meet their requirements efficiently and provide holistic solutions. Being close to the customer and entirely aware of his needs is a matter of course for us. Our quality awareness is a continual and successful progressive development. On our way to Total Quality Management, a major focus is on the optimizing of internal processes, preventing errors, exceptional product quality, and on time deliveries. In the interest of a sustainable development, Jowat is holding itself obligated to integrate the quality requirements and the environmental protection as well as energy efficiency actively into the product development, into the planning of new machinery and equipment, and into the manufacture itself.

■ **We understand quality, environmental protection and energy efficiency, to be a constant corporate goal.**

We consistently pursue strategies that are aimed at reaching this target by continual improvement of quality, environmental balance, and the reduction of the specific energy consumption. Our major driving force is the interest to provide optimum service for our customers. To this end, we are making every effort internally to continuously improve all our processes. On the one hand, this covers a close cooperation with suppliers concerning the quality and availability of raw materials; on the other, we conduct an extensive interchange with our solution partners, of experience and ideas in development and technical applications, in order to supply our joint customers with field-oriented solutions.

The guidelines of Jowat for quality, environment and energy are binding for all employees at all sites. The Executive Management carries a special responsibility. They set the examples to follow. They actively promote an increasing awareness of the employees concerning quality, environment and energy efficiency throughout the company and ensure that this is embedded in the corporate culture.

Through regular interaction, Jowat employees develop optimal solutions for the customers.

■ **Our employees are our greatest asset.**

We are utilizing our know-how in every workplace in the interest of our customers. To supply quality and develop customer satisfaction, we need qualified, motivated and satisfied employees. All staff members shall identify with the standards of Jowat SE and represent us externally as quality supplier. We intend to motivate by transferring responsibility and recognizing achievement, also by a good level of information concerning operational relations. The staff receives the respective support in training and further education, which maintains and improves the level of quality. An ongoing qualification of the staff therefore plays a key role. The safety of our employees is of utmost importance. The constant enhancement of occupational safety is therefore a fixed component in our processes, with emphasis on prevention of accidents in the workplace.

Our Management System Manual is available to all employees on the Jowat intranet. We also communicate our guidelines via the internet. Freely accessible information concerning measures of quality, environmental protection and energy efficiency of Jowat motivates all employees and achieves credibility in the eyes of the public.

■ **We are developing adhesives and technologies that set quality benchmarks in their markets and are of outstanding environmental compatibility.**

We utilize our potential for innovation to gain the leadership in development and applications in the product fields and industries in which we operate. To develop adhesives and technologies of first-class quality, with low impact on the environment and resources, is a major focus of our work in research and development. The manufacture matches the quality requirements, is of low impact on the environment and limits energy consumption. It takes the entire lifecycle of the product into account, from product conception via purchasing of raw materials and consumables, via the manufacture itself, to recycling or disposal. The environmental and energy management is an integral component of the design of the plant and of purchasing activities.

We meet our environmental responsibility with sustainable concepts, because our vision is a production free of waste and carbon-neutral. We are actively pursuing a constant optimization of the production processes in order to protect the natural resources, to use ecologically safe production methods, to prevent emissions and to allow us to offer competent environmental consultation to our customers. We focus on application and improvement of technologies that save on energy and water, are low in emissions and waste.

■ **We comply with our legal obligations and other requirements.**
Observing applicable laws and regulations as well as our internal standards is the basis for a continual improvement process. We are maintaining an electronic system to monitor statutory regulations to ensure the largest possible degree of legal compliance. The responsible staff for the areas has access to the necessary resources and information to maintain the improvement process. Internal and external audits are used to constantly check and evaluate the relevant criteria. This is achieved by a regular analysis of the quality, environment and energy data. Our guidelines on quality, environment and energy are subject to regular revisions in the context of management audits and are adapted if necessary.

The “Best Managed Company” awards

Award-Winning Corporate Governance

In 2023, Jowat SE was again honored with the Best Managed Companies Award sponsored by Deloitte Private, the newspaper Frankfurter Allgemeine Zeitung and the Federation of German Industries (BDI). For the successful family-owned enterprise, the Gold Standard validates the corporate strategy with a consistent focus on innovation, sustainability and values. “We are delighted to have been honored with the Best Managed Company title in 2023 again,” said Ralf Nitschke, member of the Board of Directors at Jowat SE, at the award ceremony in Düsseldorf on May 25, 2023.

Management of Risks and Opportunities

How well our risks are managed is crucial to meeting our corporate goals. Risk management is therefore an integral part of our business processes and corporate decisions. We monitor and manage our risks using a range of control systems. With those systems, we systematically determine and assess the risks and opportunities and record the risk potentials in detailed weekly, monthly and quarterly reports. The Board of Directors and the Supervisory Board of Jowat SE are regularly briefed on the opportunities and the risks situation in the Group. The Supervisory Board, for instance, is provided with a Risk Management Report on a monthly basis.

Action plans have been developed and are available in the event of a raw material shortage or a production line failure. For instance, we source interchangeable raw materials from several suppliers. If production processes are disrupted in one location, the loss in output will be offset at least partially by other Jowat locations. This global flexibility enables us to maintain our delivery performance in the best possible way.

Action plans have been developed and are available in the event of a raw material shortage or a production line failure.

Employees at the Detmold location joined forces to mitigate the impact of heavy rainfall in 2023.

Risks of Climate Change

Our locations are subject to different legal requirements and exposed to varying risks due to climate change. In the European Union (EU), the Green Deal promotes the transition away from fossil fuels and has—with current manufacturing methods—led to a significant increase in our energy costs. We are taking actions to reduce our CO_2 emissions in manufacturing, for instance by using alternatives to fossil energy sources or increasing the use of alternatives to fossil raw materials. Further information is provided in the chapter “Processes” starting on page 24 The opportunities lie in the growing use of biobased as well as recycled raw materials and in the optimization of adhesive consumption, which is the focus of research and development at Jowat. Further information on this topic is provided in the chapter “Products” starting on page 16.

According to current assessments, the location in High Point (North Carolina, USA) will be the first within the Jowat Group affected by the direct physical impact of climate change. The site is located in a region that could be increasingly exposed to storms or flooding in future. The present protection measures against tornadoes and flooding are in line with the current risk situation and will be adapted if necessary. The European locations and the location in Malaysia, however, are in regions where, based on assessments so far, the risks of expected extreme weather events are lower. However, the Detmold location experienced flooding in the respective reporting years due to heavy rainfall. In response, protective measures have already been implemented to prevent the negative impacts of future natural events. The need to maintain and, where necessary, adapt these measures remains ongoing.

Production Risks

As a manufacturing company, Jowat is exposed to the risks of production disruptions, quality problems and unexpected technical difficulties, for example a blackout or a cyberattack. These risks are effectively reduced by our quality management. An emergency management system ensures that we are well prepared to respond to emergencies and disruptions. Losses due to the downtime of production facilities are covered by business interruption insurances. In addition, all facilities are carefully maintained and employees attend training and development courses on an ongoing basis. Additionally, the IT department regularly conducts simulated phishing attacks to raise awareness of potential cyberthreats among our employees and to strengthen IT security in our organization.

Our Contribution: Industry, Innovation and Infrastructure

Due to our business activities oriented on sustainability goals, we contribute to the UN sustainability goal no. 9 “Industry, Innovation and Infrastructure” (chapter “Sustainability at Jowat,” starting on page 12). By continuously prioritizing research and development, we achieve a more efficient use of raw materials and develop more environmentally compatible product technologies and manufacturing processes.

Sustainability at Jowat

We firmly believe that sustainability is a success factor. We take into account the ecological and social impact of our business activities and aim to improve it. For that purpose, we have defined clear goals in our sustainability program. Transparent reporting makes our progress visible.

How We Manage Sustainability

We assume responsibility for the ecological and social impact of our business activities. In our sustainability program, we have formulated firm objectives to be met by the year 2025. Thereby, we have been contributing since 2020 to the attainment of the UN Sustainable Development Goals (SDGs) relevant in our field. We are working on a number of factors for that purpose—from the selection of raw materials, to responsible purchasing practices as well as good and safe working conditions to a more resource-efficient production.

Responsibility for the sustainable orientation of the enterprise lies with the Board of Directors of Jowat SE. They are supported in the planning and operational implementation by the Sustainability Team, which is composed by members from different departments and reports directly to the Board of Directors. Here, we follow the Responsible Care® initiative of the chemical industry and the environmental protection guidelines of the German Adhesives Association (Industrieverband Klebstoffe e.V.—IVK).

Quality, environmental protection and energy efficiency are firmly enshrined corporate goals at Jowat. The corresponding guidelines are regularly evaluated within the framework of management reviews and adapted if necessary, and they are binding for all employees across all locations. They form the basis of our understanding of sustainability. The managers are responsible for permanently enshrining this understanding in the corporate culture.

To leave a world worth living in for future generations, we make our decisions subject to sustainability. For example, we actively include environment and climate protection aspects in the development of products, in the planning of new production facilities and in manufacturing.

Our Material Sustainability Topics

In 2020, we conducted a materiality analysis based on the 17 Sustainable Development Goals (SDGs) of the United Nations to determine the sustainability topics most important for Jowat.

The relevance of each SDG to Jowat as well as its impact and the possibility for Jowat to influence it were analyzed within the framework of an interactive workshop with the management of all relevant departments.

We assess the relevance form our internal perspective as well as from the point of view of our customers, the external group of stakeholders most important to us. Following the analysis, we identified seven SDGs as most important for Jowat. These SDGs are presented together with our existing approaches and activities in this report.

With our sustainability program, we want to contribute to the 2030 Agenda.

The Global Sustainability Goals

In autumn 2015, the United Nations adopted 17 global sustainability goals (SDGs) to be achieved by the year 2030. In addition to politics and society, private-sector companies are also called upon to make their contribution on this path toward a sustainable development. Jowat subscribes to this agenda and wants to make an active contribution towards these goals. We focus here on the results of our materiality analysis, i.e. the goals that we can have the greatest influence on achieving.

Our Reporting Topics

The SDGs defined as relevant provide the material topics for our sustainability reporting, and we have assigned the corresponding indicators of the GRI Sustainability Reporting Standards to them. Its standards form the globally dominating framework for reporting on sustainability. In addition, we are including further subordinate targets of the 17 SDGs with corresponding GRI standards because they are relevant to our corporate development and indispensable for an appropriate level of transparency of our sustainability commitment. These SDG targets refer to the following topics: women's participation and opportunities for leadership (SDG target 5.5), increase the share of renewable energy (7.2), double the rate of improvement in energy efficiency (7.3), ensure equal opportunity and eliminate discrimination (10.3), as well as reduce corruption and bribery (16.5), and ensure access to information (16.10).

Good Health and Well-Being

As a manufacturer of chemical products, Jowat has a big impact on the health and well-being of its employees and customers. Therefore, SDG 3—Good Health and Well-Being—is closely linked with our core business and is accordingly of very high relevance to us. We are constantly working on reducing the release of chemicals to the air, water and soil, and preventing detrimental effects on humans and the environment.

Quality Education

A high level of education and qualification of our employees is important to us. Therefore, we consider SDG 4—Quality Education—of very high relevance. After all, this SDG incorporates overarching topics such as e.g. lifelong learning and securing skilled labor. In addition, training measures are necessary to share knowledge about environmentally compatible courses of action and to raise awareness of sustainability with our employees and our customers.

Clean Water and Sanitation

Clean water plays a vital role in the value creation at Jowat—as raw material as well as cleaning agent. SDG 6—Clean Water and Sanitation—therefore plays an important role. In light of the water shortage around the globe, we consider our water and wastewater management to be an essential field of action to use water more efficiently and thereby to make a contribution to the conservation of this resource.

Climate Action

Climate change is one of the greatest social challenges of our time. We, therefore, consider SDG 13—Climate Action—as highly relevant to Jowat. Climate protection is thus also part of our sustainability program and a focus of our actions in the field of environment.

Decent Work and Economic Growth

As a globally active group of companies, we employ people in many countries and source raw materials from the most different suppliers. Therefore, we want to make a contribution to SDG 8—Decent Work and Economic Growth. Business activities at Jowat are focused on the long-term value development, which also involves the safeguarding of workplaces. In addition, we take our human rights due diligence in the supply chain very seriously and are constantly implementing appropriate measures to ensure compliance.

Industry, Innovation and Infrastructure

Since its foundation, the Jowat Group has been focusing on innovation, competitiveness and functioning business structures. For this reason, we classify SDG9—Industry, Innovation and Infrastructure—as highly relevant to us and our external stakeholders. Here, we aim for economic stability in accordance with dynamic processes and development opportunities.

Responsible Consumption and Production

Jowat manufactures adhesives that are used in the worldwide production of a vast variety of finished products, such as furniture, clothes or packaging. Consequently, we consider SDG 12—Responsible Consumption and Production—to be of high relevance. Key action areas of the Group resulting from this are the sustainable procurement, the efficient use of raw materials and the conservation of resources. In addition, our high-quality adhesives contribute to the durability of a wide range of products (e.g. furniture).

Our Sustainability Goals

In anticipation of the expected transposition of the EU Corporate Sustainability Reporting Directive (CSRD) into national law in Germany, a comprehensive reassessment of the focus areas was conducted in 2024 in accordance with the principle of double materiality. This analysis reaffirmed the relevance of the action areas defined in 2020:

- Products for tomorrow
- More resource-conserving manufacturing
- Responsible procurement practices and supply chain
- Healthy and satisfied employees

We want to achieve the specific sustainability goals developed in coordination with contact persons in the triad regions by the end of 2025. In doing so, we take into consideration regulatory framework conditions as well as the results of an environment analysis. However, the decisive factor in determining the level of ambition was our own aspiration. We defined sets of measures to implement the goals and are working on successively integrating them into our ongoing processes. We measure our progress in achieving our sustainability goals using specific performance indicators.

Compliance as a Key Factor

The Jowat Group manages its business with responsibility and in accordance with the statutory requirements in effect in the countries of activity. In the reporting period, the extensive sanctions packages adopted against Belarus and Russia, for example, led to a significant increase in verification and administrative efforts. In addition, we adhere to the rules of our Code of Conduct, which includes the principles for ethical and legal conduct. It is available online and accessible to all employees and at all times via our JOSY information system, and it is addressed, among other occasions, within the framework of the annual Start-Up Meetings.

Sustainability Program

Action area	Sustainability goal	Performance indicator
Products for tomorrow	By the end of 2022, we are to develop an assessment system with sustainability criteria and assess our product development according to it.	Proportional share of the product innovations that meet sustainability criteria
	By 2025, 80% of our product innovations are to meet these sustainability criteria in accordance with the assessment system.	
	By 2021, we are to further develop our Green Adhesives product range. By 2025, we double the sales volume of the Green Adhesives product range.	Sales volume of Green Adhesives products
	In cooperation with our business partners we are to develop solutions that allow us to use at least 25% raw materials based on recycled resources, by 2025.	Number of solutions with at least 25% raw materials based on recycled resources
More resource-conserving manufacturing	By 2025, we are to reduce waste in our production per manufactured metric ton of finished goods salable by 15% and thereby increase our material efficiency compared to 2021.	Production waste per manufactured and finished good salable
	By 2025, we are to reduce our energy consumption per metric ton of goods produced by 5% compared to 2021.	Energy consumption per metric ton of goods produced
	By 2025, we are to reduce our Scope 2 emissions by 25 % per metric ton of product compared to 2021.	Scope 2 emissions per metric ton of product
Responsible procurement practices and supply chain	By 2025, our suppliers (at least 80% of the purchased quantity) are to meet the sustainability criteria of our Code of Conduct.	Proportional share of suppliers who meet the sustainability criteria of the Code of Conduct
Healthy and satisfied employees	We are to further improve the work-life balance by 2025.	Share of employees returning after parental leave
	By 2025, we are to reduce the number of working days lost due to accidents at work per employee compared to 2020. We want permanently zero fatalities.	Working days lost due to accidents at work

GRI 3-2

New employees at our manufacturing locations attend a training concerning the Code of Conduct within the scope of their induction. All employees in Germany, Switzerland and the USA are additionally provided with access to the document and asked to acknowledge the Code once every year within the scope of our electronic training portal.

Ensuring Compliance

We maintain an electronic schedule of legal provisions at the Group headquarters, in which all statutory requirements relevant to us are collected and distributed to the employees responsible for the purpose of fulfillment. Observance of the legal requirements is monitored, for example through Safety, Order, Cleanliness as well as Environment & Energy inspections and through the annually conducted external and internal audits.

Reporting of Misconduct

Unethical or illegal behavior can be reported along our hierarchical structure. In addition, the Board of Director is available as a global point of contact for all matters. Communication can be either personally directly, by phone, by email, or anonymously via a complaint form on the Jowat website. The email generated by the domain is forwarded directly to the offices of the Board of Directors. Should any suspicious cases arise, they can be immediately evaluated and clarified by Internal Revision. A whistleblowing system has been introduced and linked to on our website.

Preventing Corruption

Corruption will not be tolerated at Jowat, because it undermines the functioning of the (social) market economy and creates losers on both sides. As an internationally active enterprise group from the German Mittelstand, this mission statement is very important to us and is explicitly laid out in our code of conduct.

The market price situation is very transparent due to a market structure of our supply chains with a few, big suppliers. In our opinion, it is therefore highly unlikely that any advantages should be accepted or granted in procurement.
In the case of investments, that is also excluded due to system requirements, such as recording in SAP, approvals by the Board of Directors and the comparative offers required.
Should we receive information about possible cases of corruption, they will be assessed by the Board of Directors and forwarded to the most competent department to clarify the situation. Depending on the type of information, this can be Environmental Management, HR Management, the Legal department, Finances and Controlling, or Internal Revision. The decision in each individual case is made by the Board of Directors. To date, no cases of corruption have come to the attention of the Jowat Group.

Dialog with Our Stakeholders

Due to our global economic activity, we have an impact on the lives of many people. We have a particular responsibility towards them and at the same time, they define the reputation of the Jowat Group.

Our customers are among our most important stakeholders, with whom we are regularly in personal contact via our participation at professional trade fairs as well as through events such as our biennial Jowat Symposium. Our employees are a further, very important group of stakeholders, who are informed of current developments in the enterprise via the internal “Jowat Times” newspaper.

Start-up meetings are held in all three triad regions and are attended by the Board of Directors and local managing directors. In addition, the global strategy event Jour Fixe regularly provides valuable information to employees in the departments relevant to sales and marketing.

In addition, we cooperate closely with our suppliers and *solution partners*—companies that supply products which optimally complement our adhesives. We are also in close contact with shareholders, rating agencies and banks. Every year, we discuss the previous fiscal year with our banks and inform them of any news concerning our corporate strategy.

We want to be a responsible and welcome neighbor in the immediate surroundings of our locations and seek dialog with the general public as well as with our neighbors. In addition to meeting legal obligations and the requirements of ISO 14001, the High Point location, for example, also undertakes voluntary commitments, such as conducting regular inspections of the facility and its surroundings to identify potential nonconformities at an early stage. Our site in the USA is additionally a voluntary member of the Environmental Stewardship Initiative (ESI) of the state of North Carolina. This initiative aims to promote ecological responsibility and support environmental performance that goes beyond the requirements set by ISO 14001.

We are represented in about 60 trade groups globally, although we do not take on an active role in all of them.

Help Shape the Work of Trade Groups

As a member of the German Chemical Industry Association (Verband der Chemischen Industrie e.V.—VCI), whose work includes representing the political interest of the German chemical industry, Jowat has excellent connections in its field of business. In addition, we are a member of the Federation of German Industries (Bundesverband der Deutschen Industrie e.V.—BDI) and of the American Adhesive and Sealant Council (ASC). Senior executives at the Jowat Group are also exercising a shaping role in those associations through our board membership.

Developing Products for Tomorrow

Jowat is committed to responsible value creation. We aim to ensure the careful use of natural resources and are working on more environmentally compatible product innovations. Beyond our wide range of adhesive products, we provide technical auxiliaries, e.g. different cleaners, for our customers. Through our comprehensive service and our professional advisory in particular, we want to make sure that together with our customers we can exploit the full potential of increased resource efficiency in the processes.

For Optimum Solutions

Our objective is to manufacture high-quality adhesives, which facilitate durable bonded end products. In light of climate change and the loss in biodiversity, we are responsible for ensuring that our business activities are more sustainable. We do this by e.g. developing adhesives with a high content of renewable raw materials or product solutions for wood-based construction.

In average, the annual adhesive production volume of Jowat in the reporting years 2023 and 2024 was over 80,800 metric tons. Our product range reflects the many-sided aspects of the World of Bonding and can be divided into different categories. Apart from fossil and mineral materials, we are processing an increasing amount of biobased raw materials in the production of our products. To ensure the best possible bonding results for our customers, we also take into account the type of materials to be joined by the adhesive and what processing characteristics are required.

As a partner for tailor-made bonding applications, we understand the various standards and requirements in the different industries.

Our Product Portfolio

Our main product technologies are conventional and moisture-curing hot melt adhesives, reactive adhesives, solvent-based adhesives and dispersion adhesives.

The effect of our products depends on their specific ingredients: Hot melt adhesives solidify by cooling and dispersion adhesives form a bond when the water evaporates. Each application requires specific adhesive characteristics. High production speeds need short setting times to facilitate direct downstream processing. The bonding of big elements has different requirements than, for example, the production of smart headsets. Our diverse product range reflects the wide range of industries we supply, from wood-processing companies to the food industry and to the production of filter media and filters.

Hardeners, crosslinking agents and primers (adhesion promoters) complement our adhesives and play an essential role in optimum bonding results. Crosslinking agents, for example, are mixed with the adhesive when increased water resistance is needed. Our flushing and cleaning agents are tailored to the composition of our adhesives to remove them reliably and without undesired chemical reactions from surfaces and machines. This prevents interactions and deposits, and ensures consistent quality in the production of our customers.

We want to provide our customers with tailor-made solutions. That is why it is important for us to know the exact requirements and the framework conditions of the adhesive application and to support them with technology, service and advisory.

As a partner for specific bonding applications, we understand the different requirements and needs in the industries—from furniture manufacture to food packaging. Jowat has become an established technology leader in the bonding technology market for the furniture and wood industry. Our products are also used in many other industries.

Adhesives for Sustainable Products and Production Processes

Jowat also manufactures adhesives for furniture production and the manufacture of construction elements.From wood to plastic to metal and to concrete, the variety of materials used in the construction industry is very wide and our adhesives are expected to be adapted to the special characteristics of those materials. In doing so, we focus on efficiency and durability and promote the use of sustainable raw materials.

As part of our sustainability goal, at least 80% of our product innovations are expected to meet the defined sustainability criteria by the end of 2025. These criteria include, among others, an increased share of biobased or recycled raw materials, emission reduction and the use of raw materials with mass-balance certification. In 2023, 82% of our ongoing and completed innovation projects fulfilled these requirements. In 2024, the share was 64%.

Construction and Living: The diversity of bonded material combinations used in buildings is virtually unlimited. From interior fittings and flooring to construction elements for outdoor applications—each part has different requirements to meet, to ensure a long product life. Therefore, we adapt our adhesives to the specific conditions and add additives to our formulations with functions that go beyond bonding. Here, we take into account the appearance as well as the water and heat resistance and overall durability.

In the field of construction and furniture manufacture, we focus primarily on adhesives for wood processing. Wood is an extremely versatile and highly demanded material. Manufacturers and consumers appreciate the natural texture, quality and appearance of the material, which creates a warm and comfortable atmosphere. The wide range of furniture and construction elements demonstrates that wood can be processed in many different ways.
In addition, the impact of wood on the environment is minimal compared to concrete if forests worth protecting are preserved as ecosystems.

Wood stores the greenhouse gas CO_2, whereas it is emitted in large quantities during the production of concrete. A finished wood-based building also has a positive effect on indoor humidity levels and thereby helps ensure a pleasant and healthy living environment.

In the field of construction and furniture manufacture, we focus primarily on adhesives for wood processing.

The applications of Jowat adhesives include the manufacture of load-bearing glued timber assemblies. Adhesives of the Jowapur® product range are certified in accordance with EN 15425:2017 and are therefore approved for load-bearing glulam construction in Europe.
These adhesives lead to an increase in production capacity at our customers due to an optimized assembly time–pressing time ratio and withstand high stresses. When fully cured they are emission-free and odorless, formaldehyde and solvents are not contained. In addition, we provide many dispersion and hot melt adhesives for the bonding of wood and wood-based materials in the production of doors, flooring or windows.

In the furniture division, we supply adhesives for a wide range of furniture, e.g. cabinets, tables, upholstered furniture and mattresses. In the development of our adhesives, we take into consideration durability as well as low emissions and aesthetic aspects. After all, furniture is exposed to a lot of stress and at the same time is a major factor in the ambience of a room. Apart from reliable adhesion, clean application is also desired. In addition, the requirements are rising with respect to product efficiency, occupational safety and sustainable production. Therefore, we are continuously optimizing our adhesives with consideration of environmental aspects.
Selected formulations such as Jowatherm® GROW and Jowacoll® GROW are based on renewable raw materials and complement our portfolio for the furniture industry.

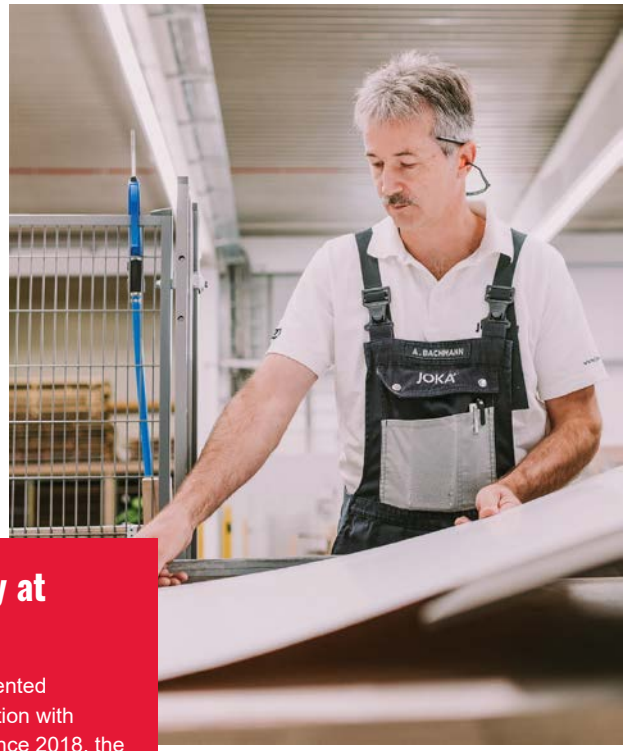


Photo: Jordan

Health Protection and Quality at W. & L. Jordan GmbH

A compelling example of successfully implemented sustainable adhesive solutions is the cooperation with W. & L. Jordan GmbH in Kassel, Germany. Since 2018, the company has operated its own panel processing center, finishing wood-based panels to meet individual customer specifications—including single-unit production.
To ensure consistent protection of employees and long-term preservation of product quality, Jordan, in partnership with Jowat, transitioned its entire manufacturing process to PUR hot melt adhesives with hazard-free labeling. The company now uses Jowatherm® PUR MR 609.93 for flat lamination and Jowatherm® PUR MR 608.90 for edgebanding. With the technical support provided by Jowat, the conversion was completed smoothly and without compromising quality. Thorsten Albers, regional sales manager at Jowat SE, said: “Our monomer-reduced products are at least on par with the performance levels of conventional adhesives, often even exceeding them. This facilitates an easy transition to a more sustainable production.”

Food and Consumer Goods: Our wide range of products provides tailored solutions for manufacturers of food and consumer goods to facilitate improved and more convenient packaging processes. Hardly any other industry is as fast-moving as this one. Requirements for the material and shape of packaging are changing quickly and consumer awareness of sustainability aspects is growing with regard to the product as well as of packaging. Adhesives facilitate alternative packaging, for example due to the progressive substitution of plastics with cellulose-based materials.

Transportation: Adhesives are also used in the transport of goods and people. For example in the construction of ships and rail vehicles or in the production of cars and motor homes. The trend towards ever lighter vehicles with optimized energy efficiencies also plays a role in production, whereby quality and safety characteristics must be maintained. Adhesives are used in a wide variety of applications in the transport industry: from bonding different materials for interior components, to bonded air filters for vehicle interiors or filters that protect the engine from soot, dust or pollen.
The speed at which the concept of mobility is currently evolving is almost unmatched. If the automobile is to have a successful future, design, safety features and propulsion systems have to be geared to the trends of tomorrow. All these aspects also play a role in the adhesive applications served by Jowat. Whether bonding new materials for electric mobility or providing efficient joining solutions for lightweight construction in the caravan industry—our adhesives offer process reliability, versatility and cost efficiency. Selected products are additionally certified in accordance with the specifications of the International Maritime Organization (IMO) 2010 FTPC Part 5 and Part 2 for the interior finishing of vessels for commercial shipping.

Filters: Due to the perceived increase in air and water pollution, the filter industry is a steadily growing market. Public awareness and the demand for clean air remain as strong as ever. Air and water filtration have become an integral part of our daily lives, safeguarding our health and quality of life—at home and at work.
In the production of filters, Jowat adhesives are used for the bonding of frames, pleating of filters, and the manufacturing and laminating of filter media for home, automotive and industrial applications. Adhesives have become an integral and increasingly significant component in the manufacturing of filters. The ability to glue materials together opens new avenues for the development as well as the design and structure of filters. A targeted and efficient adhesive application can optimize the performance of the filters. Jowat adhesives for the filtration industry are reliable in processing and facilitate a long service life and high quality of the filter elements.

Textile: The occasion determines not only the choice of clothing, but also the adhesive used. Protective clothing, for example, can make the difference between life and death and must therefore withstand much more than usual clothes. Hygienic textiles for medical use, on the other hand, need to be sterilized, which exposes the lamination to extreme stress. It stands to reason that contact between the finished product and the skin must be harmless. In addition, selected Jowat products have been certified with the “ECO PASSPORT” of OEKO-TEX®.

Our adhesives are used in the most diverse range of industries and applications.

Graphics Industry: Our adhesives are used in a broad spectrum of applications in the graphics industry—from laminating printed sheets for folding boxes to book jackets. The portfolio of our dispersion adhesives provides solutions for diverse paper and film combinations. The dispersions are assessed for food contact in accordance with EU Regulation 1935/2004 and meet performance characteristics for the different process requirements.

Our Contribution: Responsible Consumption and Production

We seek to establish a responsible value creation and thereby support our customers’ development towards more resource-efficient production and more environmentally compatible products. In doing so, we promote the UN Sustainable Development Goal 12—Responsible Consumption and Production.

Our products are tailored to the needs of our customers and facilitate the efficient use of natural resources. We attach special importance to achieving the desired result with the smallest possible amount of raw materials. With our service and professional advisory, we help to raise awareness of sustainability and provide information for more sustainable decisions. We are also working to increase the use of renewable raw materials in our formulations, for instance in the biobased GROW adhesives.

Green Adhesives

**Sustainability is diverse.
Like our adhesive portfolio.**

In a world driven by technology, we are jointly responsible for the protection of our environment. At Jowat, we know that the journey to a big goal such as sustainability often starts with small details. Because small things can make a difference when it comes to being more sustainable.

The manufacturing of “green” adhesives is part of our innovative approach which focuses on the many different aspects of sustainability. Resource conservation, occupational safety, a healthy environment and the use of renewable raw materials are areas where we can make a direct impact. To that end, we take into account the entire bonding process This diversity is reflected in our green portfolio which provides fitting solutions for a broad spectrum of applications.

Renewable Raw Materials

Fossil carbon is not only finite, its use also places a heavy burden on the environment. Jowat uses renewable and recycled raw materials as alternatives. Our product range GROW provides environmentally friendly bonding solutions with high performance.

Healthy Living

Health aspects are increasingly important to consumers and are at the forefront of their mind when they choose a product, such as food, furniture or building materials. Our pollutant- and emission-reduced adhesives facilitate the hazard-free use of bonded products.

Campaign theme “Green Adhesives”

Occupational Safety

The health of our employees and of our customers is important and must be protected. Unnecessary hazards can be prevented, in line with the principle of substitution, by using modern adhesives. Additional occupational safety can be provided by reducing the overall hazard potential for employees. The latest generation of PUR hot melt adhesives are not subject to hazard classification, and low-temperature hot melt adhesives reduce the risk of burns during processing.

Resource Conservation

Sustainability encompasses far more than the use of natural raw materials and recycling. Environmental responsibility and the conservation of finite resources play a pivotal role in all process stages and cover the consumption of energy as well as the choice of materials. This is also true when it comes to the processing of our products. We take all these aspects into account when we develop our products and create optimized conditions such as lower processing temperatures or reduced overall adhesive consumption.

Sustainable Wood Bonding with Jowacoll® GROW

We remain committed to sustainable innovation and continue to expand our product portfolio through the use of biobased and recycled raw materials. Practical use in the field remains a key focus of our efforts: Rather than offering costly or highly limited concept products, Jowat supplies modern adhesive solutions that can be seamlessly integrated into production processes. Thereby, we combine ecological responsibility with economic efficiency—for a sustainable future in adhesive technology.

The development of **Jowacoll® GROW 105.85** brought together the expertise and dedication of product manager Maik Johanntoberens, application specialist Markus Luersen and product developer Christoph Funke. Their close collaboration resulted in a product that meets the highest performance expectations while embracing ecological responsibility. Their commitment demonstrates how technological innovation and environmental awareness can align to create future-ready materials.

Christoph Funke: “The renewable raw materials are sourced exclusively from North America and Europe. The processing method facilitates near-complete use of the raw material. This efficient processing creates almost no waste, contributing to minimized environmental impact. When qualifying biobased raw materials, it is important to us that we do not compete for resources with the food or feed industries. Our raw material supplier has confirmed that the material used does not compete with food or feed applications.”

"Jowacoll® GROW 105.85 contains 20 percent renewable raw materials and is characterized by a wide range of applications."

Jowacoll® GROW 105.85, with a biobased content of 20 percent, is a versatile D3 dispersion adhesive for solid wood bonding or lamination. Introduced at the leading trade fair LIGNA 2023, Jowacoll® GROW 105.85 has been impressing processors with its good resistance to water and heat and with short pressing times in cold as well as in hot and high-frequency presses. This sustainable adhesive is just as effective for bonding solid wood as it is for laminating wood-based panels with different surface materials—without requiring fundamental changes to existing processes.

The innovation team
(Christoph Funke, Maik Johanntoberens, Markus Luersen)

Renewable Raw Materials: A Part of Jowat Green Adhesives

Sustainability has many different facets. Our Jowat Green Adhesives address different aspects of sustainability and facilitate responsible, environmentally compatible bonding. We use renewable resources to actively replace fossil materials. A high level of safety for processors and consumers, as well as economical processes, is equally important to us.

Responsible Value Creation

At our manufacturing locations, we comply with internationally applicable frameworks and adhere to national legislation. All our locations meet the requirements for ISO 9001, an international standard for quality management. The standard facilitates a continuous improvement of our products and services. Furthermore, it helps increase customer satisfaction and meet statutory as well as official requirements.

As an enterprise in the chemical industry, we bear responsibility for the substances we place on the market and the hazards arising from them. We implement all statutory requirements related to chemical substances, for example under the EU Chemicals Regulation REACH and the CLP Regulation on the classification, labeling and packaging of substances and mixtures. Our adhesives that can be used in the packaging of food comply with the relevant global specifications. We also meet the requirements of the IWAY standard for suppliers to the multinational home furnishings group IKEA.

Jowat evaluates all raw materials, intermediates and finished goods for their health and safety impacts during transport, storage, production, distribution and use. We have established a comprehensive system to meet our product stewardship responsibilities. This also involves a database for impact assessments, toxicological evaluations, as well as product registration, classification and labeling. At the same time, we of course always also take into consideration the requirements of our customers, for example “IKEA Sustainability.”

We follow the substitution principle in order to minimize risks to human health and the environment as much as possible
The principle prescribes mandatory testing of the substitution of all hazardous substances.
Jowat is driving the substitution or reduction of hazardous substances in different product categories, for example in VOC-reduced primers or the hazard-labeling-free product range Jowatherm® PUR MR. However, the use of hazardous substances in the manufacture of adhesives cannot always be avoided. Of the substances procured by Jowat, about 17.3% in 2023 and about 17.5% in 2024 were hazardous, of which around five percent reached the consumers. Those five percent are usually contained in highly diluted form in the products, and therefore no hazard labeling is required. The much larger proportion of the substances completely reacts when the adhesives are processed in industry and therefore poses no health risk to end consumers.

Jowat evaluates all raw materials, intermediates and finished goods for their health and safety impacts during transport, storage, production, distribution and use.

Circular Economy in Practice

In the reporting years, the use of recycled content in solvents was further increased, with the overall share rising from 27.6% in 2023 to 36.3% in 2024. A major contributor to this increase was the high recycled content of 53.4% in acetone, which was used for the first time in 2023. In 2024, the recycled content for methyl ethyl ketone (MEK) reached 29.0%, while tetrahydrofuran (THF) continued to be sourced 100% from recycled material. The combined share of recycled and biobased content in ethyl acetate totaled 30.4% in 2024. While we successfully increased the recycled content of solvents, similar progress regarding the use of recycled materials is also evident in other areas of our enterprise, such as our packaging. We were also able to maintain the share of raw materials based on recycled resources in our packaging at high level. The recycled content in tinplate remained consistently above 54%, while steel packaging contained just under 50% recycled material. Cardboard packaging continues to lead with over 73% recycled content, and foil packaging also incorporate a significant content of recycled material of approximately 30%. These figures reflect our ongoing efforts to embed sustainable materials into our packaging solutions and thereby to use our resources more efficiently.

Promoting Customer Safety

Application aspects to ensure a convenient processing of our products are taken into consideration in the development stage already. The two organizational units “Technical Support & Service” and “Environmental Management” at Jowat are responsible for the central management of customer safety around the globe. They control our activities in this area, set goals and monitor their achievement. For this purpose, they work together with other relevant departments, such as Purchasing or the Legal department. Based on these established processes, we provide information and assistance for the correct handling of our products.
This includes processing instructions as well as personal customer support and advisory. For example, we provide adhesive training for processors and organize symposia. The Jowat Adhesives Symposium for the wood and furniture industry was organized successfully for the 20th time in 2024 and, like the Jowat Forum, has become an established industry meeting in the German-speaking sales region.

Based on established processes, we provide information and assistance for the correct handling of our products.

Our product labels comply with the specifications of the Globally Harmonized System of Classification of Chemicals (GHS) and are translated into different languages. In addition, our customers receive data sheets concerning the technical handling and safety of the individual product. Safety data sheets are created in the Environmental Management department according to the four-eyes-principle. We use the newsroom on our website and on social media, among other purposes, to provide important product information on occupational safety and health protection to our business partners in different industries. Our customers also have the opportunity to audit our locations. Our technical support can be contacted by phone in case of complaints, problems and acute emergencies. In addition, complaints management systems are implemented at all our production locations. Cases for the Elsteraue location are processed centrally through the Detmold location. In 2023 and 2024, there were no violations of safety or health regulations relating to our products.

Our Management of Information

At Jowat, the processing of information plays a key role in the performance of daily tasks. We protect trade secrets and the data of our employees, customers and business partners from unauthorized access and unauthorized manipulation.
This is a top priority for us.

At Jowat, the processing of information plays a central role in the performance of daily tasks.

The handling of customer data is set out in our Code of Conduct. In addition, we comply with the European Union's General Data Protection Regulation (GDPR). The GDPR and the Code of Conduct are available and accessible to our employees on the JOSY information system and must be complied with at all times. Our IT security guideline supplements the aforementioned frameworks and provides a clear overview of the security strategy, organization and objectives. In addition, our employees have permanent contact persons at Jowat to clarify any questions regarding information security. No violations related to product labeling or marketing regulations were identified in the reporting years. Regarding the protection of customer data, however, an employee of a subsidiary was the victim of a phishing incident in late 2023, as a result of which it is suspected that the employee's contact details were compromised. The incident was duly reported to the competent regulatory authority.

Information technology (IT) supports all essential strategic and operational processes. We want to prevent the risk of an IT system failure disrupting business activities, for example due to a cyberattack. We therefore take appropriate measures to ensure that the risks associated with e-mail and internet use remain as low as possible. For all processes, IT applications and IT systems, we appoint a person responsible as well as a substitute. The designated persons are responsible for determining the protection required and granting access authorizations. Any adaptation or modification in the location of servers or data is jointly decided upon by the head of IT and the managing director at the concerned location.

Jowat Forum

The Jowat Forum serves as a platform for open exchange and collaborative dialog across the full spectrum of the industry. Its purpose is to create an environment where ideas are shared, opportunities are highlighted, partnerships are formed and innovative solutions are developed.

The auditorium (Audimax) inside the House of Technology is regularly used to host informational events.

Designing Sustainable Processes

We are working to continuously reduce the ecological and social risks of our business activities. In doing so, we take a comprehensive approach along the entire value chain. We advocate environmental protection, occupational safety and human rights—in our enterprise as well as at our suppliers.

For Environmental Protection in Production

At Jowat, the responsible use of resources in production is part of our daily work—because we are aware of their value. Quality, environmental protection and energy efficiency have been laid down as corporate goals in our guidelines. They provide clear orientation for all employees at Jowat and help embed our understanding of responsible action within the corporate culture.

How We Embed Responsibility

Our guidelines on quality, environmental protection and energy efficiency make it clear that we consider the constant improvement in these areas to be a corporate goal. They are binding for all employees at all our locations. Managers are responsible for embedding the understanding described therein permanently in the corporate culture. The Board of Directors is accountable for environmental protection. The plant and production managers are responsible for ensuring compliance with environmental protection standards at the individual locations—both our own as well as those of the country they are in. Those responsible delegate certain subsections, such as waste management. The Board of Directors regularly travels to the manufacturing locations and verifies whether our guidelines are being observed and lived by.

At the Detmold location, we have had an established environmental management system in place since 2014, which is certified in accordance with the international standard ISO 14001 and is continuously developed further. Our location in High Point, USA, received its initial certification in 2023, followed by our Bandar Enstek location in Malaysia in 2024. In Detmold as well as at the Elsteraue site, we have an energy management system which is certified in accordance with ISO 50001 and helps us increase our energy efficiency. Further binding requirements for the expansion of operational environmental protection are also stipulated in the statutory framework.

Compliance in Production

To this end, we have established processes that are based on the applicable national requirements. The German manufacturing locations in Detmold and Elsteraue use the “Recht im Betrieb” compliance tool for this purpose. At the Buchrain site in Switzerland, matters of compliance are handled by a central contact person, who receives information on current developments from the authorities, the Swiss professional trade association for occupational health and safety, and the hazardous goods officer. Health, Safety and Environment Officers are also responsible for compliance at the sites in Bandar Enstek (Malaysia), Dushan (China) and High Point (USA), respectively, and are in contact with the local authorities. In 2023 and 2024, there were no fines or penalties for non-compliance with environmental laws and regulations at our production locations.

Reducing Emissions

At Jowat, we take responsibility for climate protection and optimize our manufacturing processes by applying and further developing environmentally-friendly technologies. This saves energy and reduces our CO_2 emissions.

How We Use Energy

Our main sources of energy are electricity and natural gas, and to a lesser extent diesel, heating oil and gasoline. Diesel is used primarily for the transport of our goods. The aforementioned ISO 50001 certification at our sites in Detmold and Elsteraue and a transregional energy network in which we are active together with several other companies support us significantly in our efforts to reduce our energy consumption at the locations. By the end of 2026, we want to change our car fleet to electric vehicles in Detmold and Elsteraue. In 2023, two electric vehicles were in use at the Detmold location; in 2024, this number increased to six.

Compliance with environmental requirements is a matter of course for our operations at the six manufacturing locations in Germany, Switzerland, the USA, Malaysia and China.

In 2019, we set a target to save 2 gigawatt hours of energy at the manufacturing location in Detmold and 50 megawatt hours at the Elsteraue location by the end of 2023. In Detmold, we achieved approximately 46% of the savings goal, while we exceeded the original target for Elsteraue by more than sixfold. The measures implemented across both locations resulted in total energy savings of 1,232.4 MWh—of which 929.6 MWh in Detmold and 302.8 MWh in Elsteraue.

In July 2024, the charging infrastructure at the manufacturing location in Detmold was expanded to further promote electric mobility, making it accessible to employees and guests. At our location in China, where electric vehicles have become the state of the art, we also prioritize a resource-efficient transportation infrastructure. A total of ten charging stations are available to employees, customers and suppliers to support this development.

Of the total amount of electricity used at our manufacturing locations, 34.3% came from renewable sources in the year 2023 and 32.0% in the year 2024.

By 2025, we aim to reduce our energy consumption per metric ton of goods produced by 5% compared to 2021 within the framework of our sustainability program. To this end, we will implement further measures to reduce energy consumption. As an adhesive manufacturer, we thereby also support the ambitious climate protection goals of our customers.

We remain committed to further reducing our specific energy consumption in the years ahead.

By 2025, we aim to reduce our energy consumption per metric ton of goods produced by 5% compared to 2021 within the framework of our sustainability program.

Energy consumption by energy source

Energy source in MWh	Detmold (Germany) 2023 / 2024	Elsteraue (Germany) 2023 / 2024	Buchrain (Switzerland) 2023 / 2024	High Point (USA) 2023 / 2024	Bandar Enstek (Malaysia) 2023 / 2024	Dushan (China) 2023 / 2024	Total 2023 / 2024
Primary energy use	**12,884.5 / 13,341.0**	**2,774.5 / 2,873.8**	**192.4 / 163.4**	**4,806.6 / 5,106.3**	**2,921.6 / 3,310.4**	**0.0 / 6.5**	**23,579.6 / 24,801.4**
Natural gas	7,618.9 / 7,566.9	2,547.4 / 2,647.5	0.0 / 0.0	4,798.2 / 4,944.9	2,894.0 / 2,985.2	0.0 / 0.0	**17,858.5 / 18,144.5**
Liquefied gas	0.0 / 0.0	0.0 / 0.0	0.0 / 0.0	0.0 / 157.0	0.0 / 0.0	0.0 / 0.0	**0.0 / 157.0**
Heating oil	302.5 / 1,236.5	199.7 / 206.6	90.6 / 69.1	0.0 / 0.0	0.0 / 0.0	0.0 / 0.0	**592.8 / 1,512.2**
Diesel	4,959.3 / 4,497.6	27.4 / 19.7	99.4 / 91.9	0.0 / 0.0	0.0 / 0.0	0.0 / 6.5	**5,086.1 / 4,615.7**
Gasoline	3.8 / 40.0	0.0 / 0.0	2.4 / 2.4	8.4 / 4.4	27.6 / 325.2	0.0 / 0.0	**42.2 / 372.0**
Secondary energy use	**11,650.4 / 12,273.1**	**2,851.6 / 3,072.5**	**393.7 / 367.0**	**7,014.2 / 8,219.1**	**6,309.0 / 6,914.8**	**0 / 559.5**	**28,218.9 / 31,406.0**
District heating	2.9 / 42.0	0.0 / 0.0	0.0 / 0.0	0.0 / 0.0	0.0 / 0.0	0.0 / 0.0	**2.9 / 42.0**
Electricity	11,647.5 / 12,231.1	2,851.6 / 3,072.5	393.7 / 367.0	7,014.2 / 8,219.1	6,309.0 / 6,914.8	0 / 559.5	**28,216.0 / 31,364.0**
of which from renewable energy	7,078.0 / 11,499.4	1,675.9 / 2,400.6	68.7 / 70.2	210.4 / 246.6	650.9 / 675.8	0.0 / 0.0	**9,683.9 / 14,892.6**
Total	**24,534.9 / 25,614.1**	**5,626.1 / 5,946.3**	**586.1 / 530.4**	**11,820.8 / 13,325.4**	**9,230.6 / 10,225.2**	**0.0 / 566.0**	**51,798.5 / 56,207.4**

Specific energy consumption

	2023 / 2024
Energy consumption per kilogram finished goods [kWh/kg]	0.64 / 0.72

Our Contribution: Climate Action

The manufacture of hot melt adhesives requires energy-intensive processes. By reducing the consumption of fossil fuels and thus greenhouse gases, we see great potential to contribute to the global sustainability goal SDG 13—Climate Action. We are continuing our efforts to increase the proportion of renewable energies in our energy mix. In Malaysia, the roofs of our buildings at the Bandar Enstek location are used by the energy supplier TNB for a photovoltaic system. Of the total amount of electricity used in Bandar Enstek, 10% were produced by the site's own photovoltaic system in the reporting period. The manufacturing location in Switzerland uses the Earth's heat (geothermal energy) to generate power. During the reporting period, we continued to expand our solar energy system at the Detmold location. The system produced 603,019 kWh of electric energy in 2023 and 568,759 kWh in 2024, which which was used on-site and also supplied into the local energy grid. At our location in Detmold, we also have charging stations that can be used by our employees and guests to charge their electric cars and bicycles. In the reporting period, 69,937 kWh of electricity were used for that purpose. The photovoltaic system in Switzerland supplied 81,772 kWh of electric power in 2023 and 85,229 kWh in 2024. At the High Point location, we procured 210,425 kWh of sustainably produced electricity in 2023 and 246,572 kWh in 2024.

Our Emissions

Jowat is required to declare the emissions at its manufacturing locations. Those declarations are based on local statutory requirements and therefore subject to different submission periods. For example, a declaration must be submitted each year at the location in Bandar Enstek (Malaysia) and every four years at the locations in Detmold and in Elsteraue. Independently of those obligations, our aim is always to keep the emission of greenhouse gases from the manufacture and transport of our products as low as possible.

In 2024, our manufacturing location in Detmold purchased an additional 10,000 MWh of green electricity sourced from European hydroelectric power to further reduce the carbon footprint. The Elsteraue location also contributed to this effort by sourcing 1,500 MWh of renewable energy during the same year.

Direct emissions (scope 1)

Emissions by energy source in t CO_2	Detmold (Germany) 2023 / 2024	Elsteraue (Germany) 2023 / 2024	Buchrain (Switzerland) 2023 / 2024	High Point (USA) 2023 / 2024	Bandar Enstek (Malaysia) 2023 / 2024	Dushan (China) 2023 / 2024	Total 2023 / 2024
Natural gas	1,531.4 / 1,320.0	511.5 / 529.1	0.0 / 0.0	964.4 / 993.9	581.7 / 649.5	0.0 / 0.0	**3,589.0 / 3,492.5**
Heating oil	80.5 / 340.5	53.4 / 55.0	24.1 / 17.3	0.0 / 0.0	0.0 / 0.0	0.0 / 0.0	**158.0 / 412.8**
Diesel	1,307.1 / 1,182.3	7.3 / 5.2	26.4 / 24.5	0.0 / 0.0	0.0 / 0.0	0.0 / 1.7	**1,340.8 / 1,213.7**
Gasoline	1.0 / 10.5	0.0 / 0.0	0.6 / 0.6	2.4 / 0.1	7.3 / 85.9	0.0 / 0.0	**11.3 / 97.1**
Total	**2,920.0 / 2,853.3**	**572.2 / 589.3**	**51.1 / 42.4**	**966.8 / 994.0**	**589.0 / 735.4**	**0.0 / 1.7**	**5,099.1 / 5,216.1**

* The total amount includes CO_2 as well as the equivalents from nitrous oxide (N2O) and methane (CH4) emissions.

Indirect emissions (scope 2)

Emissions by energy source in t CO_2	Detmold (Germany) 2023 / 2024	Elsteraue (Germany) 2023 / 2024	Buchrain (Switzerland) 2023 / 2024	High Point (USA) 2023 / 2024	Bandar Enstek (Malaysia) 2023 / 2024	Dushan (China) 2023 / 2024	Total 2023 / 2024
Electricity	3,646.1 / 637.2	938.1 / 534.6	0.0 / 0.0	1,941.5 / 2,048.8	1,426.0 / 1,572.2	0.0 / 325.1	7,951.7 / 5,118.0

We rely on renewable energies, e.g. from solar panels on roofs like pictured here in Detmold.

Our Approach to Raw Materials

Whether raw materials for production, packaging materials or water—Jowat is committed to the efficient and environmentally compatible use of resources. Despite of the complex challenges we face when we improve our processes, we work every day to ensure a responsible use of resources.

Efficient Use of Raw Materials

Around 65% of our costs can be attributed to the use of materials and therefore it is ecologically and economically vital that they are used in a responsible manner. There are a number of actions we are taking to ensure this: We have defined different sets of key data for all raw materials, which have to be verified and confirmed by our quality lab when a new batch is received. In this way, we prevent the manufacture of flawed products.

In addition, any remnants of a component that has not been used up, will be used when the next batch is manufactured.

We use industrial packaging that is as compact as possible and easy to handle. Where possible, we do not use any composite packaging, to facilitate an easier recycling within the framework of the known systems.

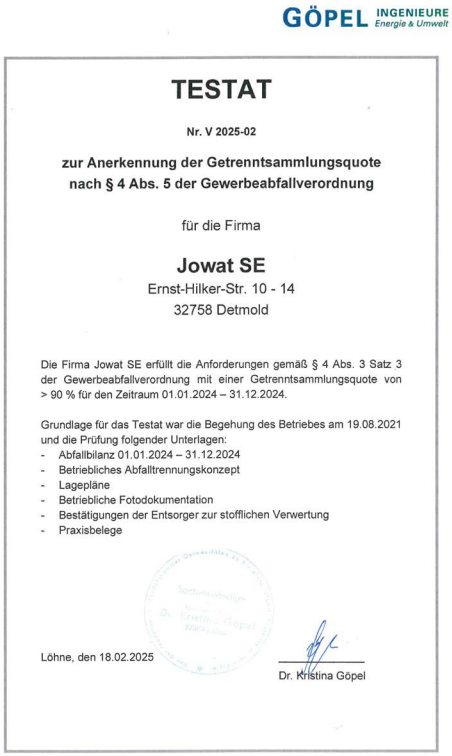
Raw materials used

Raw materials in t	Detmold (Germany) 2023 / 2024	Elsteraue (Germany) 2023 / 2024	Buchrain (Switzerland) 2023 / 2024	High Point (USA) 2023 / 2024	Bandar Enstek (Malaysia) 2023 / 2024	Dushan (China) 2023 / 2024	Total 2023 / 2024
Dispersions	1,665.8 / 1,969.3	2,723.7 / 2,386.9	40.7 / 45.1	456.2 / 457.7	229.8 / 269.3	0.0 / 274.7	**5,116.2 / 5,403.0**
Resins/waxes/polymers	20,669.4 / 21,882.6	6,570.9 / 6,491.7	1,423.0 / 1,382.2	12,957.1 / 13,621.7	8,944.6 / 7,993.4	0.0 / 8.8	**50,565.0 / 51,380.4**
Additives	709.5 / 735.2	171.0 / 167.8	34.1 / 35.5	319.1 / 186.4	187.3 / 157.0	0.0 / 4.3	**1,421.0 / 1,286.1**
Monomers	4,381.7 / 4,327.3	15.0 / 10.8	1,550.0 / 1,676.7	20.8 / 63.2	339.1 / 208.5	0.0 / 1.5	**6,306.6 / 6,288.0**
Solvents	233.9 / 275.5	3,128.5 / 3,410.6	78.5 / 83.9	0.9 / 1.1	2,052.0 / 2,066.2	0.0 / 1.9	**5,493.8 / 5,839.1**
Fillers	1,628.4 / 1,336.1	1,299.1 / 1,495.0	109.9 / 108.1	1,611.0 / 1,825.0	3,294.7 / 2,418.0	0.0 / 9.4	**7,943.1 / 7,191.6**
Total	**29,288.6 / 30,525.8**	**13,908.1 / 13,962.8**	**3,236.2 / 3,331.5**	**15,365.1 / 16,155.1**	**15,047.5 / 13,112.5**	**0.0 / 300.6**	**76,845.5 / 77,388.3**
of which hazardous substances in %	**18.1 / 17.7**	**23.2 / 25.4**	**54.9 / 54.9**	**3.2 / 2.6**	**16.5 / 17.9**	**0.0 / 4.1**	**17.3 / 17.5**

Packaging materials used*

Packaging materials in t	Detmold (Germany) 2023 / 2024	Elsteraue (Germany) 2023 / 2024	Buchrain (Switzerland) 2023 / 2024	Bandar Enstek (Malaysia) 2023 / 2024	Dushan (China) 2023 / 2024	Total 2023 / 2024
Metals	1,451.7 / 1,367.9	315.3 / 348.6	37.4 / 28.1	389.1 / 278.5	0.0 / 2.6	**2,193.5 / 2,025.7**
Cardboard/paper	278.8 / 275.9	38.0 / 42.2	20.6 / 23.9	38.8 / 32.2	0.0 / 1.5	**376.2 / 375.7**
Wood	1,003.6 / 1,052.9	314.8 / 322.5	29.0 / 33.9	1,135.8 / 1,001.3	0.0 / 36.1	**2,483.2 / 2,446.7**
Plastic materials	266.2 / 251.6	89.1 / 62.5	50.5 / 58.7	174.9 / 159.8	0.0 / 33.1	**580.7 / 565.7**
Multicomponent/composites	507.9 / 459.4	307.1 / 292.1	123.6 / 122.0	65.4 / 49.2	0.0 / 0.1	**1,004.0 / 922.8**
Total	**3,508.3 / 3,407.6**	**1,064.3 / 1,068.0**	**261.0 / 266.6**	**1,804.0 / 1,521.0**	**0.0 / 73.3**	**6,637.6 / 6,336.6**

* In the reporting period, Jowat Corporation (USA) recorded the amount of packaging materials only in number of items. The location is therefore not included in the total amount.



GÖPEL INGENIEURE Energie & Umwelt

TESTAT

Nr. V 2025-02

zur Anerkennung der Getrenntsammlungsquote nach § 4 Abs. 5 der Gewerbeabfallverordnung

für die Firma

Jowat SE
Ernst-Hilker-Str. 10 - 14
32758 Detmold

Die Firma Jowat SE erfüllt die Anforderungen gemäß § 4 Abs. 3 Satz 3 der Gewerbeabfallverordnung mit einer Getrenntsammlungsquote von > 90 % für den Zeitraum 01.01.2024 – 31.12.2024.

Grundlage für das Testat war die Begehung des Betriebes am 19.08.2021 und die Prüfung folgender Unterlagen:
- Abfallbilanz 01.01.2024 – 31.12.2024
- Betriebliches Abfalltrennungskonzept
- Lagepläne
- Betriebliche Fotodokumentation
- Bestätigungen der Entsorger zur stofflichen Verwertung
- Praxisbelege

Löhne, den 18.02.2025

Dr. Kristina Göpel

Certificate confirming the percentage of separated waste collection

Our manufacturing locations operate according to the principle: Always prevent waste where possible.

Our Approach to Waste

Our manufacturing locations operate according to the principle: Always prevent waste where possible. Nevertheless, waste is unavoidably generated at the manufacturing locations as a result of the production process and due to the packaging of raw materials and factory supplies. Disposal measures with an equivalent value of more than €2,500 e.g., products, raw materials or containers, require the approval of the Board of Directors following a detailed failure analysis. Out-of-spec production batches are offered to our customers within the framework of special sales. The remaining waste is separated and disposed of properly. This was again verified and confirmed for the Detmold location with a certificate.

Our Approach to Hazardous Substances

Before they are used, new raw materials are subject to an established procedure to evaluate the associated risks to people and the environment. We make sure there are no hazard characteristics that would prevent its use and verify to what extent the hazard characteristics can affect the products.

Because, in many cases, the hazardous substances fully react to form a harmless compound during bonding. If certain hazard characteristics are determined within the framework of the evaluation, the testing of alternatives is mandatory.
In addition, we use a comprehensive questionnaire, the Supplier Chemical Assurance Form (SCAF), to clarify whether the products of our selected suppliers fall under international regulations such as the Restriction on Hazardous Substances (RoHS) or REACH, Substances of Very High Concern (SVHC) or conflict minerals (Dodd-Frank Act). The questionnaire also includes questions concerning critical ingredients. If there are any inconsistencies or if the material contains certain ingredients, e.g. which must not come into contact with food, we clarify those issues with the supplier. The introduction of the material in the company requires the prior coordination with Environmental Management, the creation of a workplace safety card and the filing of the safety data sheet for general use.

The use of hazardous substances cannot be completely prevented in the manufacture of adhesives for industrial use. When dealing with non-substitutable hazardous substances for production, we separate work areas where necessary and use special filters in the extraction systems. Where these precautions are not sufficient, we provide our employees with personal protective equipment.

Many hazardous materials are also dangerous goods. Those are transported to customers in most cases by our own truck fleet. We train our employees on how the cargo has to be secured and on the care and maintenance of the vehicles, to ensure a proper handling of the goods. The rules on hazardous substances and dangerous goods are laid out in the statement of procedure “Handling of Hazardous Substances.”

In addition to our efforts to reduce the use of hazardous substances, we also use renewable raw materials apart from fossil and mineral raw materials.

Waste generated

Waste by type in t	Detmold (Germany) 2023 / 2024	Elsteraue (Germany) 2023 / 2024	Buchrain (Switzerland) 2023 / 2024	High Point (USA) 2023 / 2024	Bandar Enstek (Malaysia) 2023 / 2024	Dushan (China) 2023 / 2024	Total 2023 / 2024
Hazardous waste (laboratory and production)	108.9 / 172.6	28.1 / 35.0	5.8 / 7.8	6.5 / 0.3	151.3 / 114.1	0 / 9.1	**300.5 / 329.7**
Nonhazardous waste (laboratory and production)	1,268.9 / 1,176.7	104.4 / 122.1	40.9 / 46.0	590.6 / 673.1	236.1 / 285.2	0 / 30.6	**2,240.8 / 2,303.2**
Others	354.2 / 46.4	0.4 / 0.0	0.2 / 0.0	2.1 / 4.4	0.0 / 0.0	0 / 0.1	**356.8 / 50.8**
Total	**1,731.9 / 1,395.7**	**132.9 / 157.0**	**46.8 / 53.8**	**599.2 / 677.8**	**387.3 / 399.3**	**0 / 39.7**	**2,898.1 / 2,683.6**

Modified natural resins have always been used in the formulation of our solvent-based and hot melt adhesives. More information on the use of biobased raw materials is provided on pages 20 and 22 in the chapter “Products.”

Our Approach to the Use of Water

We are aware that water is one of the most valuable raw materials and that, according to the Water Risk Atlas, all our manufacturing locations are also exposed to the risk of water shortages. Water is utilized in different ways within the Jowat Group—in the manufacture of dispersion adhesives, for cleaning production facilities, for cooling or for sanitary purposes. For hygiene and quality reasons, we only use drinking water from the local drinking water supply.

Wastewater contaminated with product from the flushing and cleaning processes at the Detmold plant is diverted into a company wastewater treatment plant. After treatment and preliminary testing, it is discharged into the public wastewater system. At the other manufacturing locations, wastewater contaminated with product is collected separately in tanks, which are picked up by a certified disposal company.

Wastewater that cannot be treated or not treated properly is collected in Detmold, too, by a tank truck for external disposal. 212 metric tons had to be collected by a tank truck in the year 2023, and 266 metric tons in the year 2024.

Due to its facilities, the Detmold plant is subject to the German act on the implementation of the industrial emissions directive (*Gesetz zur Umsetzung der Richtlinie über Industrieemissionen*). In addition, environmental inspections are carried out by the Detmold district government every three years. Every five years, we update the so-called baseline status report, which contains information on groundwater and, if applicable, soil contamination at the site. In addition, we carry out regular sewer inspections and, where necessary, remediate damaged sewers in accordance with the legal requirements of self-monitoring of sewer systems. The first verification was completed in 2019. Regular analyses of discharged water are also mandated by law in the USA, in Malaysia and in China.

To ensure that we are prepared for possible water shortages in future, we are aiming at permanently reducing the volume of product-contaminated wastewater at the Detmold location to less than 5,000 cubic meters per year and thereby minimize the need for fresh water. The amount of such water was 3,565 m³ in the year 2023 and 4,049 m³ in the year 2024. To this end, we implemented a number of measures, including analyzing the origins of wastewater in the dispersion department and the installation of a pigging system for cleaning the ductwork.

Our target of reducing the amount of discharged product-contaminated water in Detmold to less than 5,000 cubic meters was again met in 2023 and 2024.

Water withdrawal

in m³	Detmold (Germany) 2023 / 2024	Elsteraue (Germany) 2023 / 2024	Buchrain (Switzerland) 2023 / 2024	High Point (USA) 2023 / 2024	Bandar Enstek (Malaysia) 2023 / 2024	Dushan (China) 2023 / 2024	Total 2023 / 2024
Local drinking water supply	16,982 / 19,444	1,400 / 1,489	386 / 413	2,532 / 3,268	12,736 / 10,315	0 / 3,053	**34,036 / 37,982**
River water	0 / 0	5,362 / 699	0 / 0	0 / 0	0 / 0	0 / 0	**5,362 / 699**
Total	**16,982 / 19,444**	**6,762 / 2,188**	**386 / 413**	**2,532 / 3,268**	**12,736 / 10,315**	**0 / 3,053**	**39,398 / 38,681**

Water discharge

in m³	Detmold (Germany) 2023 / 2024	Elsteraue (Germany) 2023 / 2024	Buchrain (Switzerland) 2023 / 2024	High Point (USA) 2023 / 2024	Bandar Enstek (Malaysia) 2023 / 2024	Dushan (China) 2023 / 2024	Total 2023 / 2024
Municipal wastewater treatment plant	11,276 / 13,050	1,220 / 1,349	376 / 401	1,180 / 1,565	12,191 / 9,909	0 / 3,034	**26,243 / 29,308**
External wastewater treatment plant	212 / 266	132 / 100	10 / 12	1,352 / 1,703	545 / 406	0 / 19	**2,251 / 2,506**
Outfalls/waterbodies	0 / 0	5,362 / 699	0 / 0	0 / 0	0 / 0	0 / 0	**5,362 / 699**
Total	**11,488 / 13,316**	**6,714 / 2,148**	**386 / 413**	**2,532 / 3,268**	**12,736 / 10,315**	**0 / 3,053**	**33,856 / 32,513**

Our Contribution: Clean Water and Sanitation

Water plays a significant role in the manufacture of adhesives. At all our locations, we ensure that wastewater contaminated with our products is treated and complies with limit values before it enters the sewage system. By preventing hazardous chemicals from having a detrimental impact on water quality, we contribute to the achievement of SDG 6—Clean Water and Sanitation. In light of the global water shortage, we aim to further reduce our water consumption compared to recent years, both in production and in sanitation at our sites.

For Responsible Procurement

Our environmental and social responsibility is not limited to our locations. Jowat is committed to responsible procurement of goods and services along the supply chain. We have therefore set ourselves the goal of committing the majority of our suppliers to the sustainability criteria of our code of conduct by 2025.

As a manufacturer of adhesives, Jowat currently purchases most of its raw materials from suppliers in the petrochemical industry. In order to ensure reliable deliveries to our customers, we cooperate with several suppliers for most raw materials or qualify alternative adhesive formulations at our customers. In addition, our suppliers also include plant manufacturers for the construction of additional production facilities or packaging machines and IT hardware distributors. In addition, we use the services of different contractors, e.g. for manual work or digital data processing.

Freedom of Association and Collective Bargaining

We respect the right of employees at all locations to the freedom of association and fully recognize the German Works Constitution Act.

In the reporting period, Jowat received no notification that employees' right to freedom of association or collective bargaining may have been violated or significantly threatened at any of its locations of operation or suppliers.

We have been working together with the employee representatives at our locations in a spirit of trust and goal-oriented manner for many years. We make joint decisions based on the applicable laws that take into account the interests of the enterprise as well as of the employees. Jowat informs the works council at the locations in Detmold and Elsteraue in regular intervals of the current course of business and of measures planned.

Human Rights in the Supply Chain

Jowat has developed a code of conduct for suppliers and service providers and an annually updated supplier questionnaire on the fulfillment of human rights due diligence in the supply chain. It contains questions on sustainability management and is based on fundamental international frameworks such as the UN Guiding Principles on Business and Human Rights and the German due diligence in the supply chain act (Lieferkettensorgfaltspflichtengesetz). Suppliers are asked questions concerning compliance with human rights, safeguarding of occupational health and safety, the assurance of compliance, business ethics and environmental protection.

In addition, the questionnaire also includes questions about the certification of the supplier. For the first time in the autumn of 2022, we also sent questionnaires to our suppliers and then analyzed the answers to understand the human rights risks in our own supply chain. With a response and confirmation rate of 91% in 2023 and 83% in 2024, we successfully met our goal of ensuring that over 80% of our procurement volumes comply with the sustainability standards defined in our code of conduct. All countries from which we source raw materials were taken into consideration in the analysis.

Local* procurement

	Europe	USA	Malaysia	China	Total
Locally used procurement budget in % 2023	97.6	86.5	88.4		**94.2**
Locally used procurement budget in % 2024	97.5	81.3	84.2	100.0	**92.7**

* Definition of "local" here: The supplier (not the place of production) of the goods is located on the same continent as the processing Jowat facility.

Our Contribution: Decent Work and Economic Growth

We want to fulfill our human rights due diligence in the supply chain and thereby contribute to the achievement of SDG 8—Decent Work and Economic Growth. With the human rights risk analysis and the supplier questionnaire, we are taking important steps to implement this and ensure that our supply chains are free of modern slavery, forced labor and child labor. In addition, we promote the protection of labor rights and a safe working environment for all employees.

Ensuring a Good Quality of Life for All

We take our responsibility for employees and society seriously. Therefore, we offer attractive workplaces and create an environment in which our employees enjoy working and remain healthy. To contribute to our society, we provide training for young people, promote diversity within our own ranks and help where help is needed.

Successful Together

Each day, around 1,400 employees within the Jowat Group contribute to the success of the enterprise. Fostering their well-being is one of our corporate principles and is at the heart of our actions. Our relationships are based on an equal footing and on mutual respect. We focus on the needs of our employees and work out solutions together. In this way, we pursue long-term corporate development and offer attractive workplaces.

We are convinced that only well-trained and committed employees can tackle the challenges of today and tomorrow, always with the overall well-being of the enterprise in mind. Therefore, employee satisfaction, qualification and motivation play a key role at Jowat. Our code of conduct provides us with a clear framework for this and is aimed at ensuring equal opportunities. Personal interactions are characterized by appreciation and forward-looking. Flat hierarchies facilitate quick decisions. This makes it easier for us to respond to the needs of our employees and to meet the changing conditions in the markets. Our employees maintain close contact with our customers and business partners with regard to their wishes and expectations.Human Resources Management is the responsibility of the Board of Directors.

Personal interactions are characterized by appreciation and forward-looking. Flat hierarchies facilitate quick decisions.

The action areas in this field include e.g. the development of compensation models, the relationship between employer and employees, occupational health and safety, training and equal opportunities.

Flexible Working Hours

When personal life situations change, we support our employees in an open and solution-oriented manner in adapting the framework conditions, for example the restructuring of working hours to part-time work. In the reporting period, the percentage of part-time employees at our biggest location in Detmold was 19.2% in 2023 and 17.9% in 2024. Across our global locations, the proportion was 11.4% in 2023 and 10.0% in 2024.

The Jowat Group strives to offer employees individual solutions for their personal and professional lives. For example, they can use of a wide range of services provided by our cooperation partner Familienbetreuung Lippe (FABEL Service) at the Detmold location. The range of services includes the arranging of short-term childcare as well as assistance and advice in different life situations. At our manufacturing locations, we offer individual solutions tailored to local conditions, to support employees balance work and family life. Flexible working hours and models, as well as the option of remote work where feasible, are firmly established at the Detmold (Germany) and Buchrain (Switzerland) locations. The Bandar Enstek (Malaysia) location also facilitates flexible working hours, while remote work has already been established for years in High Point (USA).

At Jowat, the well-being of our employees is at the heart of our actions.

Special Benefits for Employees

We offer our company benefits to both full-time and part-time employees at all locations. The benefits include, for example, individual working time models and occupational health examinations. The JoFit sports program is available at the location in Detmold and includes weekly health exercise classes, running groups and different team sports.

Use of Parental Leave

Employees who have had a child can go on parental leave, a right enshrined in German law. At the German locations, 40 employees went on parental leave in 2023 and 37 employees in 2024. In the reporting period, 13 employees returned from parental leave. The average absence period across reporting years of employees returning from parental was 5 months (2023) and 3.5 months (2024) per person. Employees at other locations can also go on parental leave. However, the legal provisions vary from country to country. Across the Jowat Group, 50 employees were on parental leave in 2024, with 41 employees returning subsequently. Jowat aims to find a solution suitable for employers and employees in each case.

Our teamwork is based on appreciation and focused on the future.

Our Contribution: Quality Education

4 QUALITY EDUCATION

Our apprenticeship and training measures are oriented towards SDG 4—Quality Education. In order to meet our social responsibility, we have decided to offer more apprenticeships than are necessary for our own needs. This way, we are helping to alleviate the shortage of skilled workers and provide young people the opportunity to develop their careers with us. Since 2000, more than 156 apprentices have successfully completed their apprenticeships at Jowat in Detmold alone.

In doing so, we strive to facilitate a return to work as smooth as possible.

Parental leave (Germany)*

	Number 2023	% 2023
Employees (Germany)	**658**	
of whom went on parental leave	40	6.1
of whom female	13	2.0
of whom male	27	4.1

* The data refers to the German locations in Detmold, Lage and Elsteraue

We offer older employees in Germany the possibility of so-called partial retirement, which allows a smooth and early transition into retirement. Partial retirement is financed from the demographic fund set up by Jowat. In addition, we supplement the personal salary during partial retirement with so-called pension increase insurance contributions, which are used to significantly raise the individual contributions for the statutory pension insurance.

Jowat set up a support fund for its German organizations many decades ago to provide financial assistance to individual employees and their families who are experiencing times of hardship through no fault of their own.Distribution of the funds is the responsibility of an employee committee.

Parental leave (globally)

	Number 2024	% 2024
Employees (globally)	**1.399**	
of whom went on parental leave	50	3.6
of whom female	29	2.1
of whom male	21	1.5

Informing and Involving Employees

At the beginning of each year, we hold an annual start-up meeting for all managers in the triad regions (Europe, Americas and Asia/Pacific) to review the past business year and describe the strategic goals for the following fiscal year.

In our employee magazine *Jowat Times*, we provide information on current operations and current topics of strategic focus. The magazine is published twice a year. This communication format is supplemented by the JOSY information system, internal memos from the Board of Directors, bulletin boards, emails and annual works meetings.

Ideas for possible improvements in daily operation are also contributed by employees. The suggestions are discussed constructively in our teams. Jowat idea management serves as an additional tool for taking up ideas from employees. A decision-making body close to the company awards prizes for the best ideas and initiates their implementation.

Employee turnover rate at the German locations

	Turnover rate in % 2023 / 2024	Number of departures 2023 / 2024	Number of new employees 2023 / 2024
Jowat Germany	**5.6 / 7.2**	**37 / 50**	**75 / 111**
by gender			
female	2.1 / 3.4	3 / 5	8 / 15
male	6.6 / 8.2	34 / 45	67 / 96
by age			
under 30 years	10.5 / 14.1	17 / 26	53 / 74
30–50 years	5.5 / 6.3	18 / 21	20 / 35
over 50 years	1.2 / 1.7	2 / 3	2 / 2

Employee turnover rate across locations

	Turnover rate in % 2023 / 2024
Jowat Group	**10.3 / 11.2**
by gender	
female	1.9 / 1.5
male	8.3 / 9.6

In our employee magazine "Jowat Times," we provide information on operational changes and topics of strategic focus.

Retention of Employees

Our employees perform their tasks with particular commitment, show flexibility in organizing their working hours and demonstrate long-term loyalty to Jowat. This is reflected in many long-term employment relationships. The turnover rate at our German locations in the reporting period was 5.6% in 2023 and 7.2% in 2024. The global turnover rate at our locations was 10.3% in 2023 and 11.2% in 2024.

Lifelong Learning

Personnel Development supports the implementation of our corporate strategy by constantly expanding the skills of our employees. We want to strengthen their knowledge worldwide. We promote and expect the willingness to change and the ability to learn new things. We bundle competence management within the Jowat Academy. Whether it is the development of managers, dual study courses, strategic projects, or company health management—the Jowat Academy drives a number of important topics and accompanies their implementation. This also includes employee appraisals, training programs, cooperation and networks.

A motivated team: our employees in China

Facilitating Individual Development

Those responsible for the specialist departments have the task of identifying and monitoring training needs in order to develop the necessary skills. We offer annual technical training courses in German and English language to reach an internationally uniform level of knowledge among our employees. The annual employee appraisals provide the opportunity for managers to talk with employees about satisfaction on both sides and about the potential for development. These appraisal meetings are conducted with 60% of our global workforce.

Many of our employees have the opportunity to change locations within the Group and—if they wish—return to the previous one. In recent years, several key positions at international locations were filled with employees who previously worked at the enterprise's headquarters in Germany. They continue to develop professionally at Jowat and acquire intercultural skills. We want to offer this opportunity to young people in particular and thereby foster their loyalty to the Jowat Group.

Digital Formats for Exchange and Learning

To support the continuous skill development of our employees, we offer a wide range of training resources through our centralized learning management system (Success Factors). These resources include digital onboarding programs, annual mandatory training, e-learning modules, internal online courses, in-person seminars and leadership development programs. The system ensures that participation and verification records are duly documented, which is especially important for fulfilling regulatory training requirements. In 2024, all managers completed our qualification programm, which was tailored for Jowat and designed to to reinforce our leadership principles. This program is scheduled to be repeated in the following year.

All employees can now access a video catalog via the Jowat Academy. The catalog provides video tutorials on general questions. On average, each employee in Germany attended 8.5 hours of training per year in the reporting period.

Our employees perform their tasks with particular commitment and also contribute their ideas for possible improvements.

Personnel Development at Jowat

The entrepreneurial success of Jowat is based primarily on the people who contribute their competencies and experience. Our team of employees is therefore our greatest asset. That is why we place strong emphasis on collaboratively designing and delivering forward-looking personnel development programs.

Jowat also faces the key challenge of recruiting a sufficient number of qualified STEM professionals (science, technology, engineering, and mathematics). To address this, we have made it a priority to support and promote STEM education and degree programs. Through targeted initiatives, we aim to actively foster interest in these fields, attract talent and help shape a sustainable future. We are convinced that the innovative strength and competitiveness of our enterprise are significantly linked to the capabilities of our talents.

The test room in the House of Technology, buzzing with aspiring scientists engaged in exciting experiments.

Examples of Nurturing (Early) Talent

Within the framework of our annual Kids' Academy, the workshop "Experiments for a Sustainable World" gives members of the MINTmachCLUB.Lippe, aged 10 to 12, the opportunity to explore chemistry hands-on. These activities allow children and young students to discover how chemistry can have a sustainable impact on energy and the environment through fun and engaging experiments.

Jowat also participates in initiatives such as Girls' Day and Boys' Day, which give students the opportunity to explore a variety of career paths and overcome traditional gender stereotypes in the workplace.

Supporting young people's transition into the workforce is another key focus of our efforts to promote young talent. We offer opportunities to complete internships, practical, bachelor's, master's or doctoral theses, apprenticeships in different fields, as well as trainee programs for career orientation. This diverse training portfolio provides our future employees with flexible and attractive entry points into their careers—always with the goal of shaping the enterprise's long-term development together. At the same time, we continuously and actively explore new, future-oriented career paths to offer young people innovative and sustainable opportunities. One example is the *Kaufmann International Certificate* (Erasmus), which is aimed at not only improving the language skills of the participants, but also creating awareness with regard to the sociocultural and professional environment.
By continually expanding our training programs, we help address the skilled labor shortage and actively support the professional development of our apprentices. We train well beyond our own staffing needs and had about 40 apprentices, dual students and trainees at our Detmold location in the year 2024.

Through its partnership with NC FAME, Jowat Corporation enables students to pursue an associate degree without incurring debt, while gaining hands-on training. Jowat maintains close relationships with local schools in High Point to support diverse career paths and hosts regular meetings with academic advisors to align curricula with industry requirements. A key initiative in this context is "Girls in STEM," which encourages young women to explore careers in science and technology.

Jowat Malaysia actively strengthens its cooperation with local educational institutions through structured internship and recruitment initiatives. During the reporting period, internship placements were offered and graduate recruitment events were organized. These partnerships provide students with practical insights into the adhesives industry and facilitate their transition into the workforce. Our commitment reinforces the enterprise's engagement with universities and colleges.
In a rapidly evolving world, companies and their employees must continuously adapt to tomorrow's challenges. Our internal learning management system (Success Factors) currently offers nearly 300 different training and professional development opportunities for our employees. Employees can choose from a wide range of team-based and individual learning formats to pursue their professional growth.

“Careers Are Built at Jowat”— An Interview with Manuel Füstmann

Jowat is committed to a long-term working relationship with its employees. An example of this philosophy is Manuel Füstmann, who has been with the enterprise for over 20 years and has held different roles in Germany and Asia. In this interview, he shares insights into his professional development, the importance of sustainability and his perspective on the future of the adhesives industry.

Mr. Füstmann, your career at Jowat is impressive. Can you tell us how your journey began?

During my wood technology studies at the former University of Applied Sciences Lippe and Höxter, I already had close contact with Jowat. My studies and training as a *wood mechanic* (German: Holzmechaniker) laid the foundation for my career. I started as a project engineer and progressed through various roles in the Application Technology and Product Management departments, ultimately leading to my current position as head of Application Technology.

What role has Jowat played in your professional development?

Jowat is more than just an employer—it is an enterprise that actively supports its employees and grows alongside them. My assignments in China, first as a project engineer and later as technical sales service manager for Asia/Pacific, provided me with over eight years of valuable international experience. The support I received, whether through training opportunities or my work with colleagues around the world, has helped me grow professionally as well as personally.

Sustainability is a core focus at Jowat. How do you experience this in your daily work?

For us, sustainability goes beyond environmentally friendly adhesives. It also encompasses sustainable development within the company. Knowledge transfer, continuing education and long-term career planning play a significant role. This is also reflected in my own career path: Due to targeted support, I was able to expand my expertise and, in turn, pass on my knowledge to new generations—whether through training or mentoring.

What are your hopes for the future—both personally and for Jowat?

I hope that the company and I continue to live by this guiding principle: “Employees grow with Jowat, and Jowat grows with and through its employees.” If this principle continues to be embraced as consistently as it has been, many more impressive careers will be built here.

Manuel Füstmann, Head of Application Technology at Jowat SE

Diversity and Equal Opportunities

Our code of conduct makes it clear that we do not tolerate any discrimination based on age, gender, ethnicity, disability, religion or sexual identity. In the reporting period, no incidents of discrimination or disadvantage within the Group have come to our attention. If such incidents occur in the future, we will review each one individually and penalize them if necessary.

Since 2020, the proportion of women in management position has increased from 23.0% to 26.5% in the year 2024. Our female managers also help mentees from other companies and share valuable experience with the young women. At several other Jowat locations, women in management positions also support female employees in taking on management tasks within the framework of mentoring programs.

We consider diversity an enrichment and want to create a diverse employee structure in the Jowat Group.

Fair Compensation

In our compensation system, we take objective criteria such as education into account across all locations and classify our employees in wage and salary groups according to their tasks. This procedure is always gender-neutral.The basic salary agreed on for salaried employees can be supplemented with different components, such as voluntary bonuses, premiums or variable salary components.

The occupational safety policy and organization implemented in our enterprise serve the goal of protecting and improving the health and safety of our employees.

Our Contribution: Gender Equality and Reduced Inequalities

In our daily operations, we want to contribute to the UN Sustainable Development Goals SDG 5—Gender Equality, and SDG 10—Reduced Inequalities. Our code of conduct as well as our commitment to the balancing of personal and professional life reflect this objective in concrete terms.
The equality officer at Jowat SE is responsible for continually drawing attention to potentials for development.
This primarily concerns the equality of our employees as well as of people applying. After all, we want to give every person the same opportunity to develop personally and professionally in our enterprise.

Occupational Health and Safety

Employee safety has the highest priority at Jowat. We work continuously to mitigate risks and prevent occupational accidents. Compliance with all relevant laws and regulations is the basis for that and is mandatory. This applies to all our locations, even if implementation may be different from country to country.

The organization thereby complements the legally required occupational safety committee (ASA). This also means that the occupational safety specialist, the company physician and the works council support the Board of Directors and the department heads in complying with and further developing the applicable rules. Finally, the organization of occupational safety is to be audited by the competent social accident insurance institution for employers (Berufsgenossenschaft) confirmed with the “Sicher mit System” seal of approval.

Further Measures at our Global Locations

Elsteraue (Germany): The location conducts monthly inspections to monitor aspects of safety, order, cleanliness and environmental protection at the plant. Any issues identified are assigned to those responsible for rectification. This also includes the maintenance of the personal protective equipment of our employees. The occupational safety committee (comprising the occupational safety specialist, safety delegates, company physician and works council) meets regularly. The location also maintains close contact with the social accident insurance institution for employers (Berufsgenossenschaft).

Buchrain (Switzerland): The location operates under the supervision of the Swiss Federal Coordination Commission for Occupational Safety (FCOS) and is required to implement FCOS Directive 6508. Compliance is ensured through membership in Eco Swiss, a certified industry solution provider for SMEs in the chemical processing and biotech sectors.

High Point (USA): The occupational safety policy and organization at the location continue to align with the objectives established in Detmold. Since November 2024, the safety committee has been meeting monthly (previously every two months). To encourage open communication, top management no longer participates in these meetings. In addition, a dedicated working group named “Safety” was established, meeting every two weeks—with top management participation. This working group focuses on the implementation of specific measures, including potential budget approvals.

Our Contribution: Good Health and Well-Being

As a manufacturer of chemical products, Jowat bears a special responsibility for the health of its employees. Improper handling of hazardous chemicals would pose a health hazard at our manufacturing locations. We therefore consider SDG 3—Good Health and Well-Being—to be very important for the Jowat Group and promote it. With our occupational safety measures, we ensure that raw materials, semifinished goods and finished products are handled correctly and carefully at all production sites. Extensive protective equipment is available to ensure the safety of our employees. Risk assessments and training courses also help to identify risks in the work with chemicals and to minimize the risk as far as possible. In doing so, we take into account the TOP principle (hierarchy of measures with technical, organizational and personal measures).

Bandar Enstek (Malaysia): The local HSE officer in Bandar Enstek provides monthly reports on relevant measures to the national regulatory authority, including accident data. Our own employees as well as employees of recruitment agencies receive information, instructions and training on safe working practices and safeguarding their health.

Dushan (China): Environmental protection is a special priority. Process water and rainwater are treated before being returned to the system, and exhaust air is filtered properly. Both measures are monitored online by Chinese environmental authorities.

Analyzing and Reducing Hazards

Our manufacturing locations regularly conduct risk analyses to identify, mitigate or, where possible, eliminate hazards. If occupational accidents occur, those incidents are discussed and improvement measures are initiated. Our measures to increase occupational safety include communication tools such as notices on information boards, internal rules and regulations, or digital presentations on screens.

Work-related injuries

Rate of recordable work-related injuries per 200,000 hours worked.

Location	2023	2024
Detmold (Germany)	3.5	3.3
Elsteraue (Germany)	5.6	3.6
Buchrain (Switzerland)	2.7	8.0
High Point (USA)	1.2	2.0
Bandar Enstek (Malaysia)	0.0	1.4
Dushan (China)		0.0
Total Ø	**2.6**	**3.1**

There were no occupational accidents with serious high-consequence or fatal consequences in the reporting period. The rate of recordable work-related injuries averaged 2.6 (2023) and 3.1 (2024) injuries per 200,000 hours worked. The rate of days away from work due to work-related accidents at the our manufacturing locations in the reporting period was 0.25% in the year 2023 and 0.22% in the year 2024. Work-related illnesses were not identified at any of our manufacturing locations in the reporting years.

Promoting Good Health

At all manufacturing locations, Jowat provides benefits that include preventive medical examinations and insurance payments in the event of accidents or illness. Those benefits are only covered by basic health insurance at the Swiss location in Buchrain. Employees at the locations in Germany who return to work after a lengthy illness can gradually become re-accustomed to their daily work through measures of gradual reintegration. Within that process, we ensure occupational medical support. Training on occupational safety and health protection is carried out at all Jowat manufacturing locations. The frequency and type of instruction are regulated by the individual locations.

To raise awareness of a healthy life among our employees, we also cooperate e.g. with health insurance firms and provide competent point of contact for a wide range of health-related topics.

Safety Measures for Third Parties

Visitors as well as external companies and business partners must register before entering a Jowat manufacturing location. Before entering the premises, e.g. to provide services in the production area, they receive safety training via EPLAS—an occupational safety software. At the Detmold and Buchrain (Switzerland) locations, protective equipment must also be worn depending on the area visited.

Raising Awareness Among Employees

A safe workplace and good health depend not least on the personal responsibility of each and every individual person. Therefore, Jowat focuses on raising employee awareness of this issue. Measures include making occupational safety a topic in our internal communication channels and giving employees the opportunity to submit suggestions for the improvement of occupational safety.

ESI Member of the Year Award

In October 2024, the Jowat Corporation received the prestigious “ESI Partner of the Year” award from the North Carolina Department of Environmental Quality. The recognition highlights the company’s exceptional commitment to environmental protection and sustainable business practices—beyond regulatory requirements.
As an ESI member, we point the way to responsible operations and sustainable corporate governance with innovative solutions, measurable targets for reducing energy and water consumption and for minimizing waste.

Social Commitment and Environmental Awareness at Jowat do Brasil

Under the leadership of Managing Director Andrea Fröhlich, Jowat do Brasil currently employs 35 staff members to supply industrial customers across Brazil and selected neighboring countries. The Brazilian subsidiary demonstrates a broad commitment that not only ensures market success but also involves social responsibility.

Central to this commitment are different initiatives and organizations that operate on a voluntary basis and are supported through financial and in-kind donations, as well as personal involvement. A particular focus is placed on the recycling of PET bottles, which are diverted from waste streams and meaningfully repurposed through creative projects. These efforts lead, for example, to the production of surfboards and stand-up paddle boards made from recycled materials—providing a sustainable contribution to waste reduction and resource conservation.

By supporting these projects, we promote environmental awareness, physical activity and social inclusion—especially among young people.

One example is the cooperation with the non-profit organization Eco Garopaba, which advocates for environmental protection and waste reduction. In addition to educational outreach on pollution and practical recycling tips, the organization’s work also includes hands-on initiatives. Through the “Prancha Ecológica” project, children, adolescents and adults work together to collect waste and craft simple surfboards from empty PET bottles. This approach effectively combines environmental education, athletic activity and social inclusion.

Summer, sun, upcycling: a raft made of recycled PET bottles

To support the production of these boards, Jowat do Brasil provides the versatile polyurethane adhesive Jowapur® 685.04, which ensures a durable bond between the bottles.

The goal is to enable children and young people—regardless of their social background—to access water sports. Beyond athletic engagement, the initiative emphasizes community involvement, for example as part of beach and waterway clean-ups, and the enjoyment of physical activity. This commitment is deeply embedded in the company’s identity. Therefore, support is not limited to material donations—employees also regularly contribute their time through volunteer work.

GRI Index

Jowat SE reported in accordance with the GRI Standards for the period January 1, 2023 to December 31, 2024. For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was performed on the German version of the report.

GRI CONTENT INDEX ESSENTIALS SERVICE 2025

GRI 1 used: GRI: Foundation 2021

Applicable GRI Sector Standards: none

		Page	Comments
GRI 2: General disclosures 2021	2-1: Organizational Profile	5–7	
	2-2: Entities included in the organization's sustainability reporting	4/7	Cons. Financial Statements Jowat SE in the German Federal Gazette.
	2-3: Reporting period, frequency and contact point	4/46	
	2-4: Restatements of information		No restatements of information
	2-5: External assurance		There was no external audit of the disclosures in this report.
	2-6: Activities, value chain and other business relationships	5–7/17	
	2-7: Employees	6/7/35	
	2-8: Workers who are not employees	34	
	2-9: Governance structure and composition	3/7	
	2-10: Nomination and selection of the highest governance body	7	The members of the Supervisory Board of Jowat SE, the highest governance body of the corporate group, must be personally eligible to fulfill the statutory duties of a supervisory board member. The Supervisory Board always comprises a majority of members who are not related to the owner families.
	2-11: Chair of the highest governance body	7	Cons. Financial Statements Jowat SE in the German Federal Gazette.
	2-12: Role of the highest governance body in overseeing the management of impacts	7/10/12/15/25/29/33	
	2-13: Delegation of responsibility for managing impacts	12/25/35/39	
	2-14: Role of the highest governance body in sustainability reporting	10/12	
	2-15: Conflicts of interest	15	
	2-16: Communication of critical concerns	10/15	
	2-17: Collective knowledge of the highest governance body	12	
	2-18: Evaluation of the performance of the highest governance body	10	
	2-19: Remuneration policies		Our remuneration policy for the members of the Supervisory Board and the senior executives offers a fixed pay and a variable pay.
	2-20: Process to determine remuneration		The independent Supervisory Board determines the performance-related pay of the Board of Directors, taking into consideration the views of the shareholders. The performance-related pay of senior executives across all locations is generally determined based on objective criteria and is always gender-neutral.
	2-21: Annual total compensation ratio		Confidentiality constraints—This information is kept confidential for contractual and data-protection reasons.
	2-22: Statement on sustainable development strategy	12–15	
	2-23: Policy commitments	8–9/12–15/25–31/39	
	2-24: Embedding policy commitments	10/14/15/31	
	2-25: Process to remediate negative impacts	15	
	2-26: Mechanisms for seeking advice and raising concerns	15/22	

		Page	Comments
GRI 2: General Disclosures 2021	2-27: Compliance with laws and regulations	15/22/23/25	
	2-28: Membership of associations	15/39/40	
	2-29: Approach to stakeholder engagement	12/15/22/31/35/36/39/40	
	2-30: Collective bargaining agreements		Our remuneration is not linked to collective bargaining agreements. Therefore, the remuneration of our employees is not covered by collective bargaining agreements.
GRI 3: Material Topics 2021	3-1: Process to determine material topics	12/13	
	3-2: List of material topics	14	
Material Topics			
Products for tomorrow			
GRI 3: Material Topics 2021	3-3: Management of material topics	22/23/29	
GRI 416: Customer Health and Safety 2016	416-1: Assessment of the health and safety impacts of product and service categories	22/29	
	416-2: Incidents of non-compliance concerning the health and safety impacts of products and services	22	
GRI 417: Marketing and Labeling 2016	417-1: Requirements for product and service information and labeling	22	
	417-2: Incidents of non-compliance concerning product and service information and labeling	23	
	417-3: Incidents of non-compliance concerning marketing communications	23	
GRI 418: Customer Privacy 2016	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	23	
More resource-conserving manufacturing			
GRI 3: Material Topics 2021	3-3: Management of material topics	7/10/14/15/25–29/34	
GRI 201: Economic Performance 2016	201-1: Direct economic value generated and distributed	7	Cons. Financial Statements Jowat SE in the German Federal Gazette.
	201-2: Financial implications and other risks and opportunities due to climate change	10	
	201-3: Defined benefit plan obligations and other retirement plans	34	Cons. Financial Statements Jowat SE in the German Federal Gazette.
	201-4: Financial assistance received from government	7	
GRI 205: Anti-corruption 2016	205-1: Operations assessed for risks related to corruption	15	
	205-2: Communication and training about anti-corruption policies and procedures	14/15	
	205-3: Confirmed incidents of corruption and actions taken	15	
GRI 301 Materials 2016	301-1: Materials used by weight or volume	28	
GRI 302: Energy 2016	302-1: Energy consumption within the organization	26	
	302-3: Energy intensity	26	
	302-4: Reduction of energy consumption	25	
GRI 303: Water and Effluents 2018	303-1: Interactions with water as a shared resource	30	
	303-2: Management of water discharge-related impacts	30	
	303-3: Water withdrawal	30	
	303-4: Water discharge	30	

		Page	Comments
GRI 305: Emissions 2016	305-1: Direct (Scope 1) GHG emissions	27	
	305-2: Indirect (Scope 2) GHG emissions	27	
GRI 306: Waste 2020	306-1: Waste generation and significant waste-related impacts	29	
	306-2: Management of significant waste-related impacts	29	
	306-3: Waste generated	29	
GRI 415: Public Policy 2016	415-1: Political contributions		Jowat SE did not make any donations to political parties in the reporting period.
Responsible procurement practices and supply chain			
GRI 3: Material Topics 2021	3-3: Management of material topics	31	
GRI 204: Procurement Practices 2016	204-1: Proportion of spending on local suppliers	31	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	31	We are not aware of any operations and suppliers in which the right to freedom of association and collective bargaining may be at risk.
GRI 408: Child Labor 2016	408-1: Operations and suppliers at significant risk for incidents of child labor	31	
GRI 409: Forced and Compulsory Labor 2016	409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor	31	
GRI 414: Supplier Social Assessment 2016	414-1: New suppliers that were screened using social criteria	31	
	414-2: Negative social impacts in the supply chain and actions taken	31	
Healthy and satisfied employees			
GRI 3: Material Topics 2021	3-3: Management of material topics	7/31/33–36/39–41	
GRI 203: Indirect Economic Impacts 2016	203-1: Infrastructure investments and services supported	41	
GRI 401: Employment 2016	401-1: New employee hires and employee turnover	35	
	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	33	
	401-3: Parental leave	33/34	
GRI 402: Labor/Management Relations 2016	402-1: Minimum notice periods regarding operational changes	31/33/34	Jowat complies with the applicable legal requirements with regard to notification deadlines.
GRI 403: Occupational Health and Safety 2018	403-1: Occupational health and safety management system	39/40	
	403-2: Hazard identification, risk assessment, and incident investigation	39/40	
	403-3: Occupational health services	39/40	
	403-4: Worker participation, consultation, and communication on occupational health and safety	40/41	
	403-5: Worker training on occupational health and safety	40	
	403-6: Promotion of worker health	40/41	
	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	41	

		Page	Comments
GRI 403: Occupational Health and Safety 2018	403-9: Work-related injuries	40	
	403-10: Work-related ill health	40	
GRI 404: Training and Education 2016	404-1: Average hours of training per year and per employee	36	
	404-2: Programmes for upgrading employee skills and transition assistance programmes	35/36	
	404-3: Percentage of employees receiving regular performance and career development reviews	35	
GRI 405: Diversity and Equal Opportunity 2016	405-1: Diversity of governance bodies and employees	7/35/39	Apart from the proportion of women in management positions and the data on the age structure of employees, no further information—such as on employee categories—is currently available. We plan to expand data collection in this regard.
	405-2: Ratio of basic salary and remuneration of women to men	39	
GRI 406: Non-discrimination 2016	406-1: Incidents of discrimination and corrective actions taken	39	

Imprint

Publisher and Contact

Jowat SE
Ernst-Hilker-Straße 10–14
32758 Detmold
https://www.jowat.com/en/

Contact Person:

Bettina Friede
Executive Assistant
bettina.friede@jowat.de