



TOWARDS A GREENER FUTURE

2025
SUSTAINABILITY REPORT



CHRISTEYNS



In loving memory of Lieve Keppens

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LIST OF ABBREVIATIONS

CONTACT DETAILS

1 INTRODUCTION

- Message from Alain Bostoën
- Executive summary
- Company profile
- Sustainability strategy



1.1 MESSAGE FROM ALAIN BOSTOEN, CEO

I am pleased to present our 2025 Sustainability Report.

The past year has once again been shaped by rapid change. Shifting market conditions, evolving regulations, and wider global uncertainty have influenced how we operate. Looking back, I am proud of the way Christeyns responded. What stands out most is not the challenges themselves, but the commitment of our

1,826 colleagues worldwide, who faced them together with resilience and responsibility.

Our teams demonstrated expertise, dedication, and a strong sense of purpose. Every achievement in this report is driven by people who design, manufacture, and deliver hygiene solutions that help create cleaner, safer, and healthier environments.

“*As our people continue to be our greatest strength, we invested in employee engagement, training, health, and safety, and reinforced our engagement with local communities (...)*”

”



CEO Alain Bostoën

In 2025, we continued to strengthen our presence in key markets and expand across regions and business sectors. We invested in new capabilities, broadened our expertise, and supported our customers as they navigated their own challenges. With 26 production sites worldwide, we remain close to our customers and their daily operations.

Sustainability remains at the heart of how we grow. We progressed in reducing our en-

vironmental footprint, increased our focus on energy and resource efficiency, and further strengthened structured ESG reporting across the Group. As our people continue to be our greatest strength, we invested in employee engagement, training, health, and safety, and reinforced our engagement with local communities through initiatives such as the Christeyns Foundation. At the same time, we invested in data, digital tools, and innovation to support better decision making — within

Christeyns and in the solutions we offer our customers.

Looking ahead, we remain confident in our direction. Guided by our ‘Beyond Chemicals’ strategy, we continue to evolve towards integrated, value-added solutions. Sustainability, continuous improvement, and responsibility will remain the foundation of our progress towards our 2030 objectives.

I would like to thank all our colleagues, partners, and customers for their trust and commitment. Together, we will continue to improve, innovate, and grow — making a meaningful difference, one person and one place at a time.

Alain Bostoën,
Chief Executive Officer

1.2 EXECUTIVE SUMMARY

CHRISTEYNS IN A NUTSHELL IN 2025


Founded in **1946**
in Ghent, Belgium

+7%
tonnes production
output

487 M€
yearly turnover
+ 9.3%

22,020
customers

47
subsidiaries
globally


26
production centres

822
sales & service
staff

5
EcoVadis
medals

1,826
team members
+ 10%



121
ecolabelled
products &
concepts


+60
innovation experts

Active in over
50
countries

8
research centres

1.3 COMPANY PROFILE

WHO WE ARE

In 2026, Christeyns celebrates its 80th anniversary. What began as a small soap factory in Ghent, Belgium, has grown into a global partner in hygiene chemicals and beyond, supporting industries with increasingly complex needs.

Throughout this journey, our mission has remained unchanged: to create safer and more sustainable environments for people and communities worldwide. Today, we

continue to support those who care for others – from hospitals and hotels to food production facilities and pharmaceutical companies.

As a B2B partner, we support customers with advanced hygiene solutions, combining products, equipment, data insights, and engineering, built on decades of practical experience.



WHAT WE DO

We contribute to cleaner and safer environments. Our aim is to offer advanced and validated cleaning solutions that enable people to live, work, and thrive in a cleaner, safer, more sustainable environments. Through responsible innovation and close collaboration, we help customers address practical challenges and improve daily operations.



Professional Textile Care

We specialise in solutions that ensure textiles are clean and handled with care. Low-temperature washing methods, enzyme-based detergents, and technologies for heat recovery and water reuse help professional laundry clients reduce resource use and operate more sustainably.



Food Processing and Retail

Our cleaning and disinfection technologies help keep food production environments safe while supporting more efficient use of water, energy, and chemicals. By preventing contamination, we help elevate industry standards, minimise food waste, and support food safety.



Professional Hygiene

Our solutions, including many ecolabelled products, support clean and safe workplaces, schools, and public spaces. Through training and technical support, we assist organisations in adopting safer, more efficient, and more sustainable hygiene practices.



Medical Care


In healthcare, our aim is to protect patients and professionals while minimising environmental impact. We support infection prevention in hospitals, clinics, and care facilities by ensuring instruments, surfaces, and hands are cleaned and disinfected to highest standards.

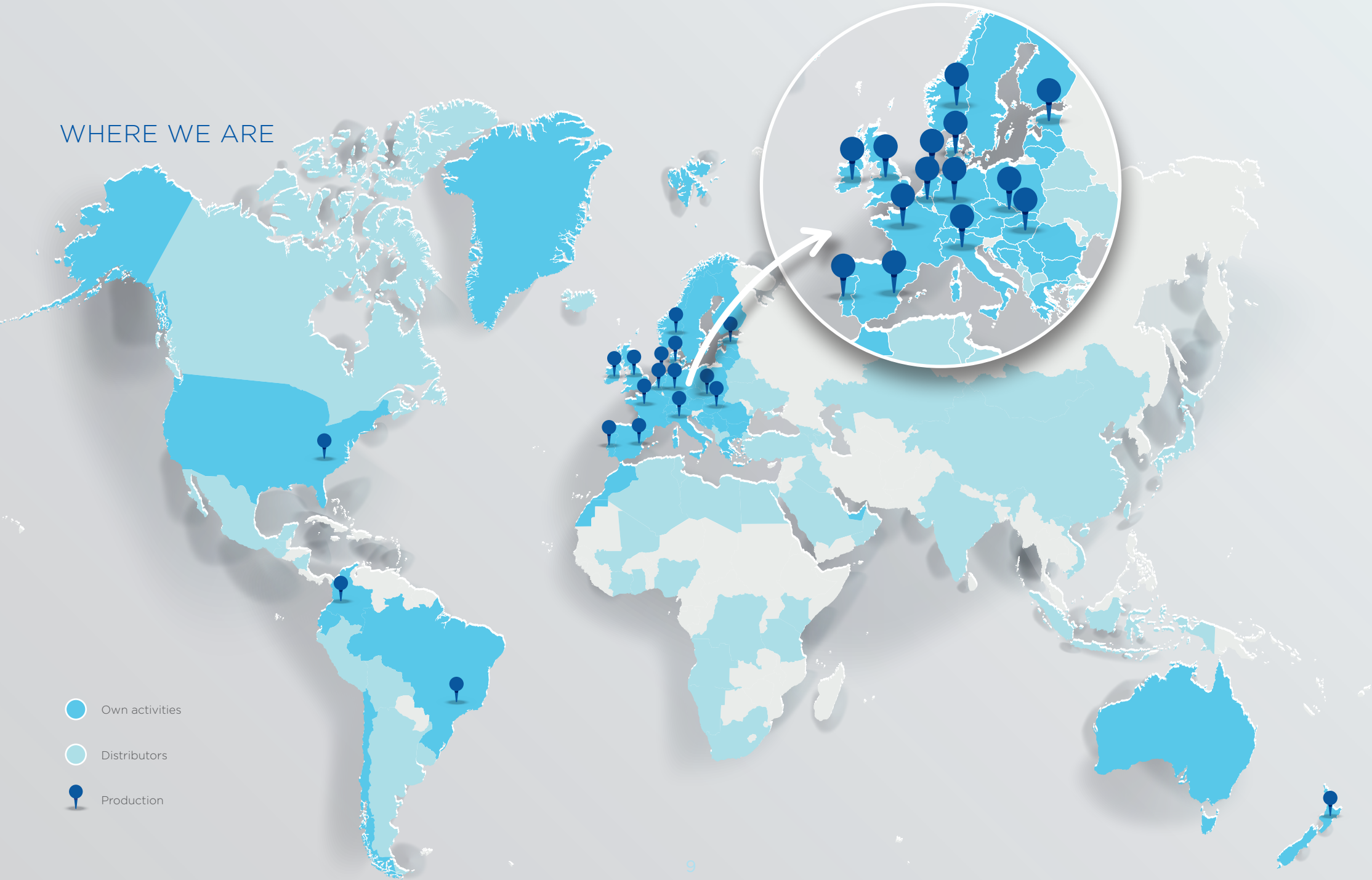


Life Sciences

Life sciences clients follow strict standards to ensure the quality of their products. We offer customised solutions for cosmetics manufacturers to meet COSMOS requirements, and GMP solutions that uphold the integrity of pharmaceutical manufacturing.

WHERE WE ARE

-  Own activities
-  Distributors
-  Production



1.4 SUSTAINABILITY STRATEGY

Sustainability is at the heart of our business. More than preparing for future challenges, it reflects a commitment to making informed decisions that benefit both the present and the long term. Responsible environmental and social practices are crucial for resilience – for us, our customers, and our partners throughout the supply chain. As regulations and economic conditions change, our focus on sustainable business, products, and services continues to evolve.

Our approach is both practical and transparent. We continuously improve our operations, invest in resource efficiency, and embed sustainable practices across all sites, including the use of renewables, waste reduction, and carbon footprint tracking. For us, sustainability is both a responsibility and a foundation for long-term business and partnerships.

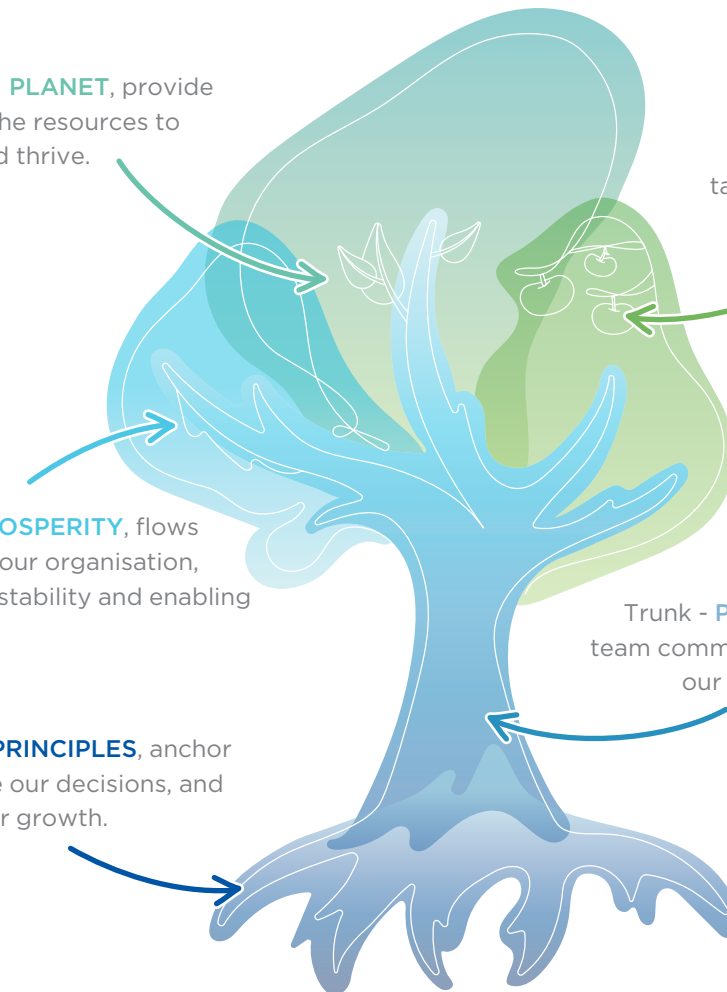
Leaves - **PLANET**, provide us with the resources to grow and thrive.

Fruits - **PRODUCTS**, tangible outcome of our care and expertise.

Sap - **PROSPERITY**, flows through our organisation, offering stability and enabling growth.

Trunk - **PEOPLE**, a strong team committed to carrying our mission forward.

Roots - **PRINCIPLES**, anchor us, guide our decisions, and empower growth.



Progress in ESG reporting is evident across the organisation. The 'stop the clock motion' on CSRD has enabled us, as a second-wave company, to systematically integrate ESG reporting. For the first time, we used our internal platform, STELLA (Sustainability Tracking and Evaluation for Learning and Leadership Accountability), for data collection and reporting. STELLA facilitates qualitative and transparent data collection across all subsidiaries and sister companies, supporting informed and responsible decision-making.

We expanded our network of **Sustainability Ambassadors** to support consistent, high-quality reporting. Ethical operations rely on collective effort. Teams from over 20 sites across Europe gathered at our Sustainability Days to share knowledge and develop practical ways to enhance operations and increase our impact. Collaboration fosters progress.



STELLA

8,500
data points
collected
across
48 sites



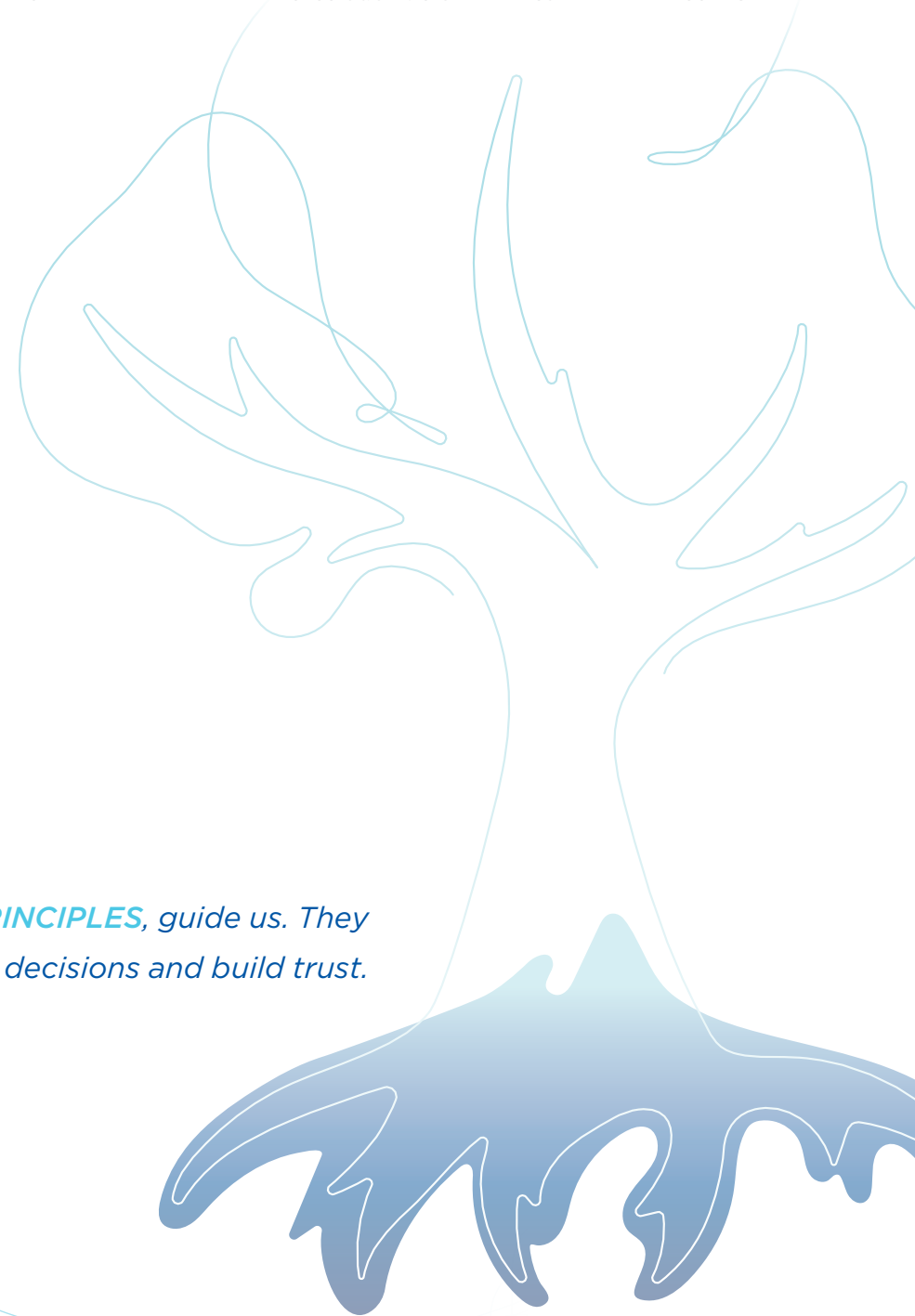
The previous Sustainability Days sparked the idea of the [Blue-Green Challenge](#). This year, we set [group targets for 2030](#), aligned with our Sustainability Tree. Every site works towards clear, common goals. Local challenges vary, but progress is collective.

Beyond our own operations, we support customers in preparing for future requirements. Our innovations decrease environmental impact and enhance working conditions. Shared benefits, tangible results. Find out more in our [Products and Services](#) chapter.

2 Principles

- Mission & values
- Global commitment
- EcoVadis
- Good governance

*Our **PRINCIPLES**, guide us. They shape our decisions and build trust.*

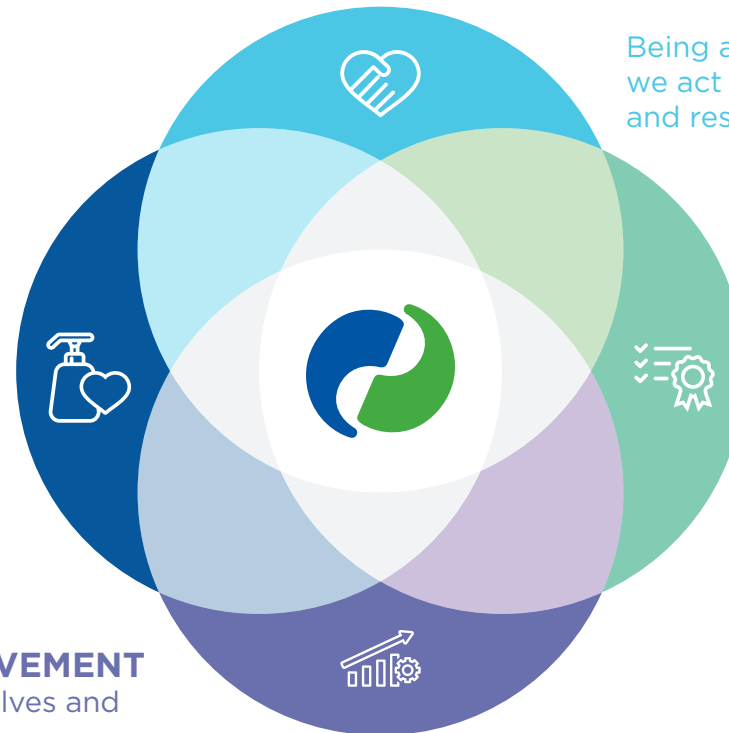


2.1 MISSION & VALUES

ROOTED IN PRINCIPLES. GROWING WITH PURPOSE

PASSION drives us to overcome challenges and improve.

CONTINUOUS IMPROVEMENT means we challenge ourselves and do not settle.



Being a **FAMILY** means we act with care, respect, and responsibility.

EXPERTISE comes from learning, sharing, and leading innovation.

At Christeyns, we are a family of experts, with a passion and deep commitment to continuously improve our customer's operations.

2.2 GLOBAL COMMITMENT

Our principles shape how we work and how we engage with the world.

We support the UN Global Compact, the Responsible Care Global Charter, and the UN Sustainable Development Goals. These commitments guide our approach to responsible business, respect for human rights, as well as to a fairer, more sustainable future.

UN Sustainable Development Goals



The SDGs address global issues such as poverty, climate, health, education, and equality by 2030. They encourage collaboration and balance economic growth, social inclusion, and environmental protection. These SDGs have guided our reporting and actions since our first sustainability report in 2020.

Responsible Care Global Charter



As signatories of the Responsible Care Global Charter, we commit to the safe and sustainable management of chemicals. We promote safety, environmental responsibility, and continuous improvement throughout the chemical lifecycle. We focus on workplace safety, energy efficiency, emission reduction, and continuous improvement, while encouraging innovation.

UN Global Compact



United Nations
Global Compact

In 2022, we committed to the UN Global Compact, the world's largest voluntary sustainability initiative. It urges companies to adhere to universal principles on human rights, labour, the environment, and anti-corruption. It informs our approach to governance and responsible business.



Introduction to the Blue-Green Challenge



At Christeyns, we continue to strengthen our commitment to a more sustainable future. This year, we launched the Blue-Green Challenge to engage teams with the United Nations Sustainable Development Goals. Colleagues worldwide shared projects supporting our eight priority SDGs, from water and energy to education and climate action.

The Challenge is now a platform for practical ideas and measurable impact. Every action counts. In this report, we showcase selected initiatives from our teams that reflect this shared commitment.

3 GOOD HEALTH & WELLBEING

Good health and wellbeing are priorities at Christeyns. We create safe, supportive workplaces and promote a healthy work-life balance. Our hygiene solutions protect people in hotels, healthcare settings, and other environments.

4 QUALITY EDUCATION

We support lifelong learning. Christeyns Academy and the CHLOE platform support personal and professional development. We also deliver seminars, train customers, and offer internships, empowering people and future generations.

6 CLEAN WATER & SANITATION

Water is essential. We prioritise water efficiency in our operations, products, and services. We invest in technologies such as HydRO, which reduces freshwater use by over 70% and helps customers improve their environmental performance.

7 AFFORDABLE AND CLEAN ENERGY

We invest in energy efficiency and renewable energy at our production sites. We also help customers reduce costs and lower carbon emissions through solutions such as Heat-X Energy technology, which recovers waste heat in laundries.

8 DECENT WORK AND ECONOMIC GROWTH

Our people are the foundation of our company. We invest in long-term growth, stability, and fair employment. We promote a safe and inclusive workplace, uphold labour rights, and create opportunities for all.

9 INDUSTRY, INNOVATION, AND INFRASTRUCTURE

Collaboration advances our progress. By sharing ideas and listening to customers, we develop new solutions and foster innovation. Our products, equipment, and processes support more efficient resource use, lower costs, and contribute to higher industry standards.

12 RESPONSIBLE CONSUMPTION & PRODUCTION

We encourage sustainable practices at every stage of our supply chain and operate ISO-certified sites. Systems like Cool Chemistry and EPIC help customers improve wastewater quality and conserve energy. We enable the safe handling of chemicals throughout the value chain.

13 CLIMATE ACTION

When it comes to the climate, every action counts. Reducing carbon footprint and supporting our customers in doing the same is high on our agenda. By providing product carbon footprint information and engaging in circular economy projects, we hope to actively mitigate climate change.

2.3 ECOVADIS

The globally trusted platform **EcoVadis** provides independent assessments of sustainability across environment, labour and human rights, ethics, and sustainable procurement.



Consistent results across our sites reflect our commitment to responsible and transparent practices. Each review helps us identify strengths and address weaknesses, supporting continuous improvement.

These results reflect the efforts of our teams to operate responsibly and ethically, every day and everywhere.



Environment



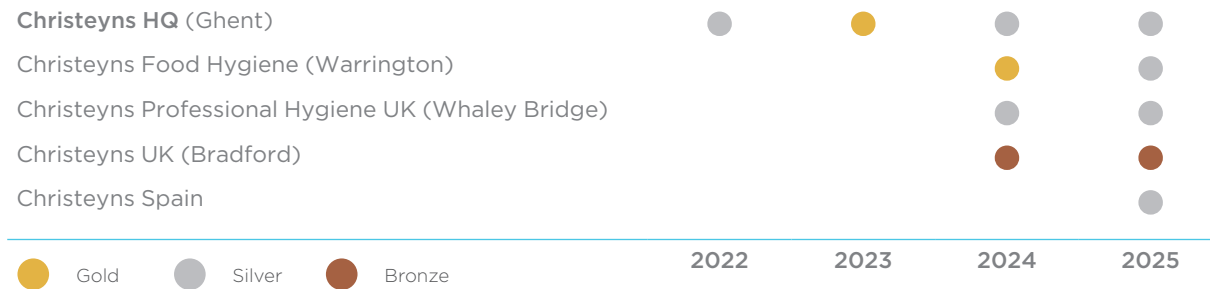
Labour & human rights



Ethics



Sustainable procurement



See here the 2025 recognitions



2.4 GOOD GOVERNANCE

Good governance is fundamental to our way of working and is reflected in our 'Family' core value. Sustainability is overseen by senior leadership, with formal reviews conducted twice a year to ensure alignment and accountability. As we prepare for CSRD reporting, sustainability governance is being further formalised and applied more consistently across the organisation.

Powering sustainable progress

STELLA is our ESG reporting platform. It enables structured and transparent collection of local sustainability data, supported by our network of Sustainability Ambassadors and Group experts. Beyond reporting and audits, STELLA helps us monitor risks, analyse lessons learned, and implement targeted improvements across the organisation.

Learning beyond our sites

We promote learning across Christeyns and with external partners. **FluidChristeyns** in New Zealand is a member of the [Sustainable Business Network](#), which supports collaboration, knowledge sharing, and practical action on sustainable business. **Christeyns Food Hygiene UK** is a member of the Chemical Business Association and participates in industry committees focused on Health and Safety, Sustainability, and Responsible Care.

These platforms enable us to learn from peers and contribute to improving industry practices and standards.

Speaking up

Employees and external stakeholders can report concerns confidentially through our whistleblowing, anti-corruption, and anti-bribery policies.

In 2025:

- 3** discrimination incidents were recorded.
- 0** severe human rights incidents linked to our own workforce.
- 0** convictions for corruption or bribery.
- 0** concerns were raised through the whistleblower policy (internal or external).
- 46** training sessions on corruption and bribery prevention were delivered across the Group.

SUSTAINABILITY LEADERSHIP RECOGNITION

Christeyns UK received the 2025 Sustainability Award at the Bradford Means Business Awards. This recognition reflects the company's systematic integration of sustainability into its operations, including initiatives to reduce carbon emissions and water consumption, develop more environmentally responsible product solutions, and actively engage with local community initiatives. The award highlights the role of sustainability in the company's long-term business strategy, both in terms of environmental responsibility and

sustainable innovation within the laundry and concrete chemical industry.



3 PEOPLE

- Talent
- Internal engagement
- Learning & development
- Health & safety
- Community engagement
- Partnerships

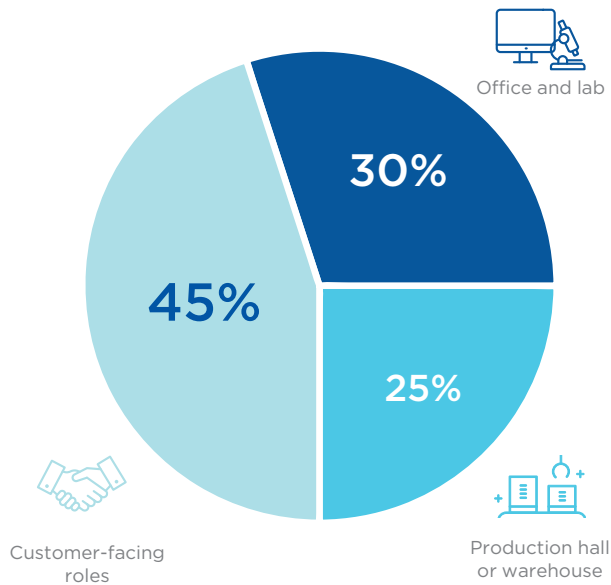
***PEOPLE**, a strong team committed to carrying our mission forward.*



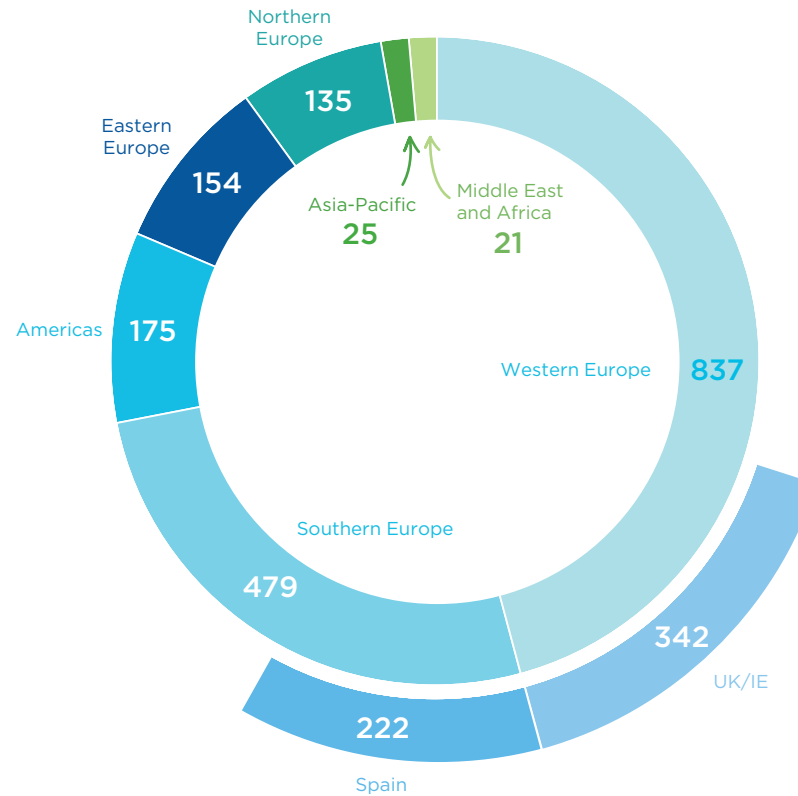
Our people are at the heart of our business. They uphold our values and support our customers and operations every day.

In 2025 we welcomed 323 passionate professionals into our family of experts. It is their personal skills and individual dedication that underpin our collective progress in all fields across the globe.

Employees in...



Headcount per regions



1,826
total team members

323
new professionals

3.1 TALENT

Empowering growth through talent.

Our workforce grew by 10% overall, with 126 new colleagues added through acquisitions and 40 through organic growth. Over 34% of our employees have been working at Christeyns for more than 10 years, reflecting a stable working environment. The employee turnover was 8.8%.

Finding talent requires time, which is why we engage people from an early stage. We want to inspire people to pursue careers in science and embrace innovation. To this end, we collaborate with schools, training organisations, and local partners to promote skills development and provide practical experience.

employees. More than half of our companies offer internship or apprenticeship programmes.

Christeyns Spain collaborates with Ari Hub and the Villalonga Institute to support local employment initiatives and provide internships. **Christeyns France** was recognised as a “Welcoming Company” by the city of Nantes. In 2025, this included eight interns and nine work-study students.

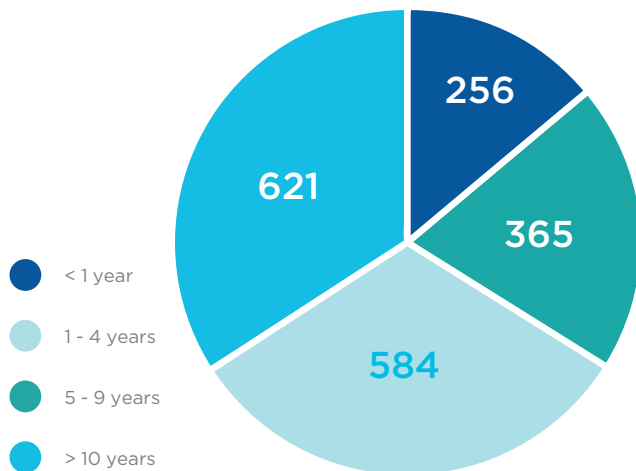
Christeyns UK runs The Christeyns Experience, collaborating with schools and colleges to introduce students to the workplace. Some sessions are held at our Bradford site, offering students practical insight into a manufacturing environment.

Across the Group, we welcomed 32 interns in **France**, **Belgium**, the **UK**, **Ireland**, and **Spain**. In 2025, 10 interns or apprentices joined Christeyns as permanent

In Spain, engagement begins even earlier. Through the Me lavo las manos project, **Christeyns Spain** conducts hand hygiene workshops in primary schools in La Safor. Children learn when and how to wash their hands correctly, understand basic microorganisms, and check whether their hands are properly cleaned.

Total employees (2024)	1,661
New hires	+197
Departures	-157
Growth via acquisition	+126
Total employees (2025)	1,826

Seniority



STEM DAY

In April 2025, **Christeyns Professional Hygiene UK** organised a STEM Day for Year 8 students at New Mills School. The event highlighted the role of chemistry in daily life. Four interactive sessions introduced students to how chemistry is used in industry and gave them hands on experience with real world applications.



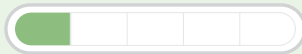
A good start makes all the difference.

First impressions matter. We regularly review and improve our onboarding processes. **Christeyns Spain** is introducing six-month follow-up evaluations to strengthen support and tracking. Smaller companies, such as **Christeyns Norway** and **Christeyns Professional Hygiene Belgium**, assign a mentor to support new colleagues during their first months.

Across the Group, onboarding involves an introduction to the company, health and safety training, and role-specific training. Through CHLOE, our online learning platform, our CEO introduces Christeyns to new colleagues worldwide.

TARGET: A formal onboarding process will be in place across the Christeyns Group by 2030.

STATUS: 87%



** Progress is measured by the proportion of employees working at sites with a formal onboarding process in place.*

BREAKFAST



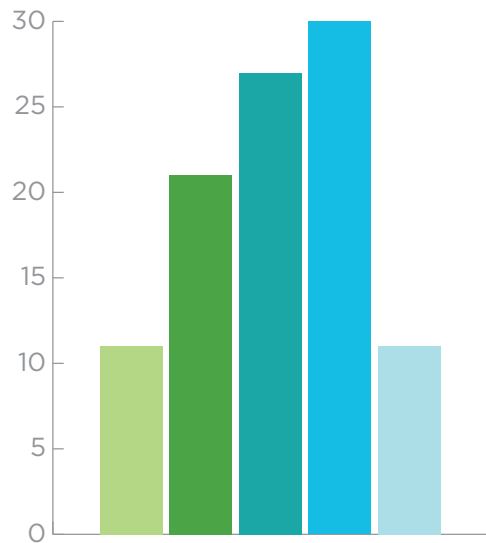
Since 2023, **Christeyns France** has organised 15 welcome breakfasts. These informal gatherings allow new and existing colleagues to meet, introduce themselves, and build connections. As part of the standard onboarding process, these events help new employees gradually become familiar with their workplace and tools. The initiative supports inclusive and well-organised working environments (SDG 8) and helps reduce the stress often associated with starting a new job (SDG 3).



Helping talent stand out.

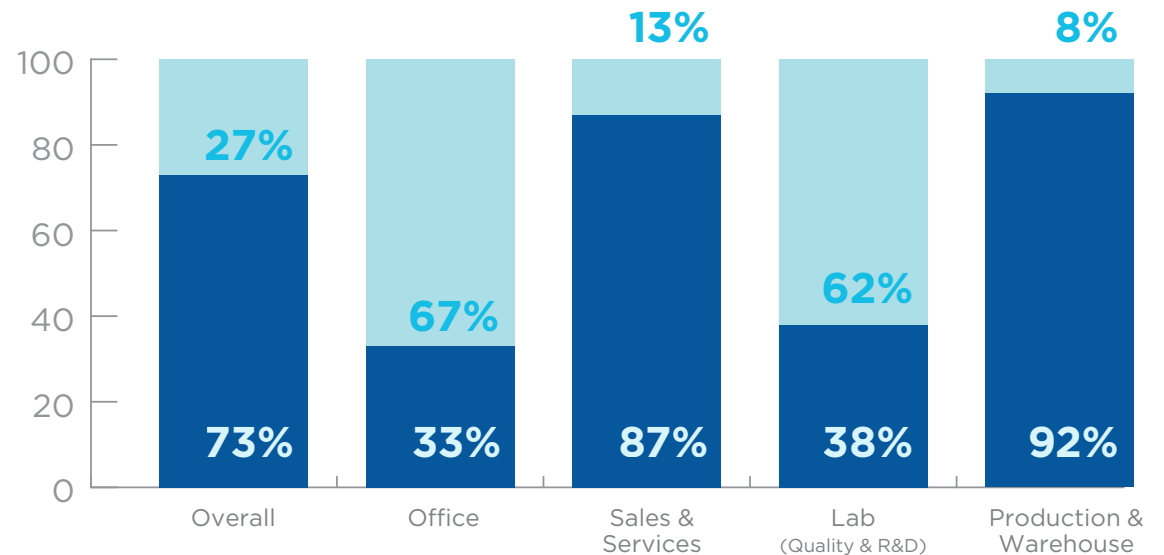
A diverse and inclusive workforce fosters long-term success. By providing equal opportunities regardless of age, gender, and background, we aim to attract and retain the skills required to grow our business and support our customers.

Age distribution



Percentage of employees by age group

Gender distribution across departments



In 2025, the proportion of women in the overall workforce declined slightly, with women accounting for 26% of leadership positions. Roles in production and field-based functions were primarily held by men, who accounted for around 70% of the total workforce. These figures indicate that further efforts are needed to encourage greater gender balance, particularly in STEM-related roles, and to ensure that our systems and practices remain fair, open, and inclusive.

Across the Group, 46 employees were recognised as having a disability. **Christeyns Professional Hygiene UK** reported the highest proportion, with more than 20% of its workforce in this category, reflecting ongoing efforts to foster inclusive workplaces where everyone can contribute and thrive.

3.2 INTERNAL ENGAGEMENT

People perform at their best when they feel heard and supported, and can maintain a healthy work-life balance. **Christeyns UK** and **Oscrete, our sister brand**, have implemented people management practices aligned with this principle and have been awarded Gold accreditation from Investors in People. Paul Devoy, CEO of Investors in People, says that they “truly understand the value of investing in their people”.



The accreditation recognises both the existence of formal policies and their consistent implementation throughout the organisation. It also recognises that everyone, from senior management to apprentices, takes ownership in bringing these policies to life. Christeyns UK and Oscrete focus on employee engagement, skills development, and wellbeing, fostering a stable working environment that empowers people and supports long-term organisational success.

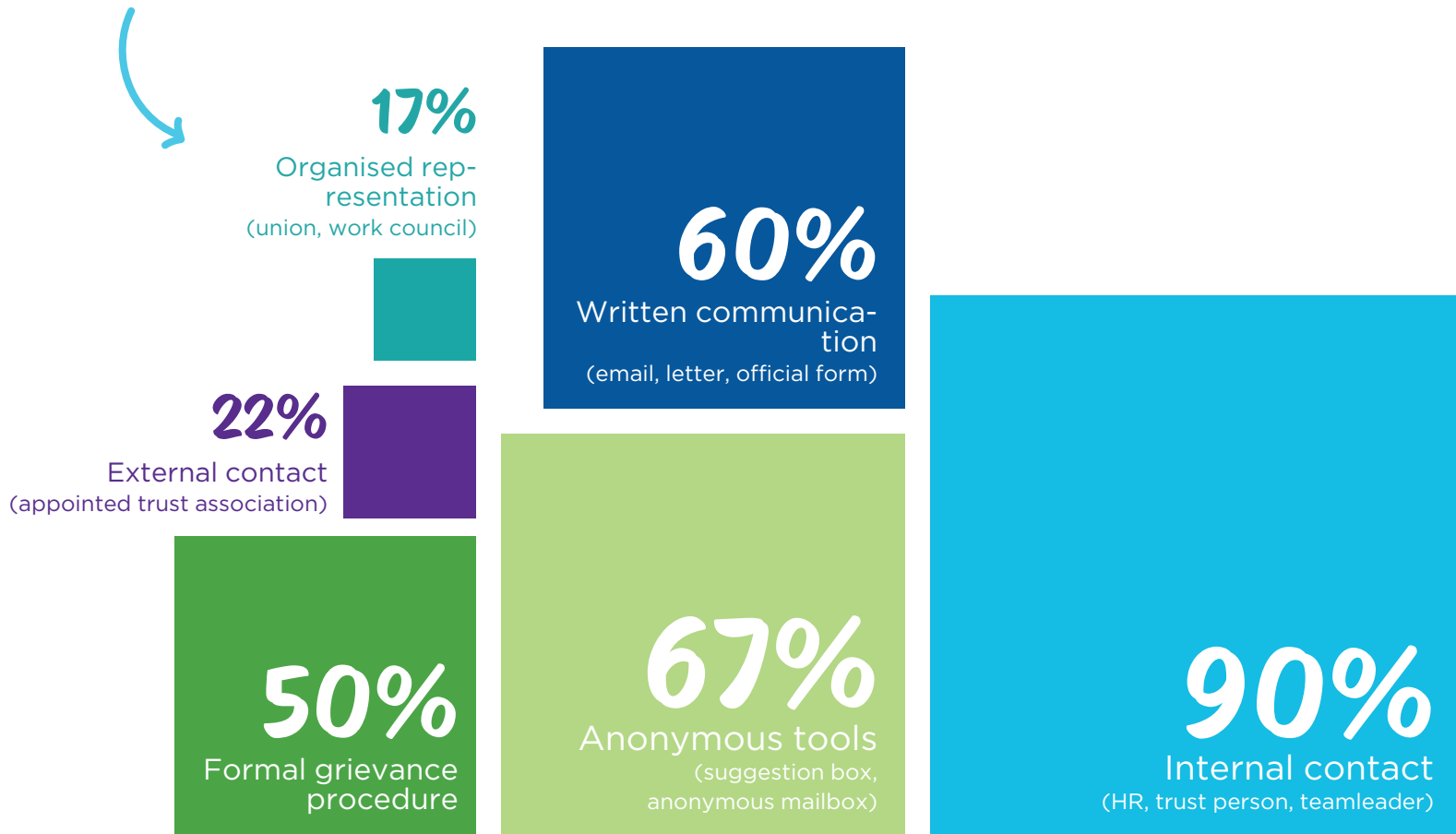
Employee engagement takes place through a variety of structured channels. At the main production sites, employee surveys and listening groups are the most frequently used methods.



	Employee survey	Fixed company events	Focus, listening, or working groups	Structured one-on-one meetings	Teambuilding events
Ghent, BE	●				
Roeselare, BE			●	●	●
Vertou and Rouffignac, FR	●	●			●
Ador and Cheste, ES					●
Pessano con Bornago, IT	●			●	
Bradford, UK	●		●	●	●
Warrington, UK	●		●	●	
Whaley Bridge, UK	●	●	●	●	●
Ballindine, IE	●		●	●	
Odry, CZ	●		●	●	
Cosmopolis, BR			●		●

Employees can use multiple channels to voice concerns, lodge complaints, or share suggestions.

Most common ways to raise a concern or share a suggestion.



SHARING IS CARING



As operations in **Christeyns Portugal and Latin America** expand, it is important to understand and maintain close ties with a culturally diverse workforce. Therefore, the first Employee Engagement and Experience Survey was launched to gather feedback on the working environment, leadership, and wellbeing. Employee engagement (SDG 8 – Decent Work and Economic Growth) supports long-term business performance by helping employees embody the company’s values and encouraging cooperation and innovation.

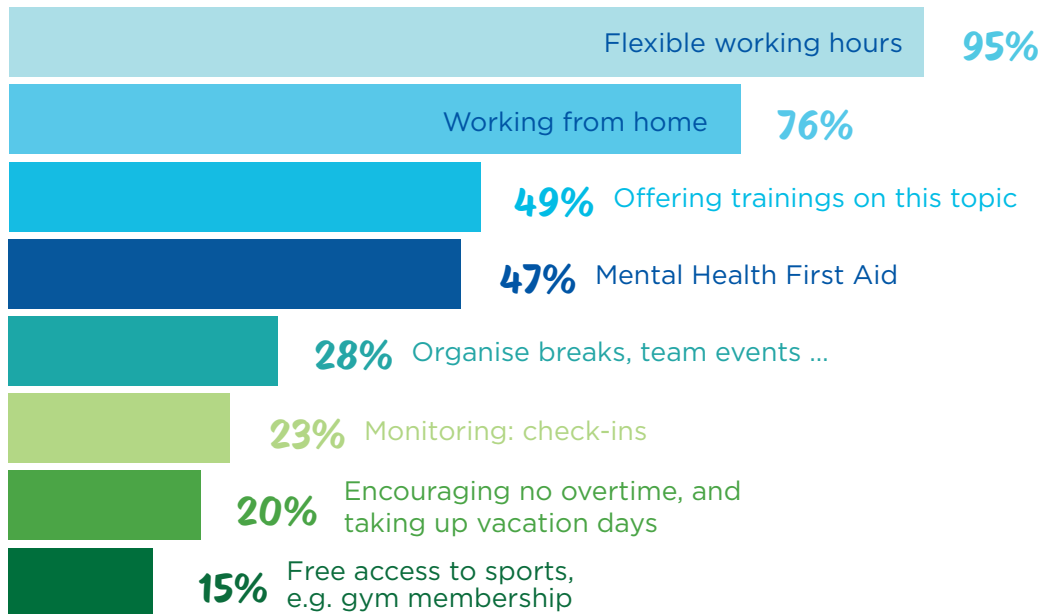


Various initiatives across the Group support employees in maintaining a healthy work-life balance. For example, **Christeyns Belgium** and **Christeyns Baltics**

regularly provide fruit baskets at the workplace to encourage healthy eating habits. Across our 15 main production sites, the most common structural measures

are flexible working hours (implemented at 12 sites) and the option to work from home, where feasible (available at 10 sites).

Supporting optimal work-life balance through



Percentage of employees covered at the reporting sites

FOOTBALL MATCHES



At **Christeyns France**, inclusive football matches offer an informal way for colleagues to spend time together and build connections across teams. The matches support SDG 3 – Good Health and Wellbeing by promoting physical activity

at work. Participation can help reduce stress and encourage a more active lifestyle. Incorporating sport into the workplace, contributes to a healthier and more balanced work environment.





WORKPLACE GYMNASTICS

Christeyns Portugal won the [2025 Blue Green Award for 'Best Picture'](#) for a short workplace gymnastics session that encourages employees to pause, stretch and recharge during the working day. In line with SDG 3 – Good Health and Wellbeing, this initiative promotes better posture, reduces the physical strain associated with work-related musculoskeletal disorders and supports the overall wellbeing of employees.



NATIONAL WALKING MONTH

Christeyns Professional Hygiene UK recorded 8.7 million steps during National Walking Month in May. The site is located near the Peak District National Park, making this a challenging and rewarding activity for participants. With support from trained Mental Health First Aiders, the initiative also highlighted the mental health benefits of walking. Employees were encouraged to participate at their own pace, supporting wellbeing, social connection, and team interaction.



Hilde Dosogne, our colleague who holds a Guinness World Record for 'Most consecutive days to run a marathon distance (female)', continues to inspire others through our internal Ekiden challenge. This activity has become a regular Group initiative. Each April, colleagues across all Christeyns sites are invited to participate by running, walking, or cycling together. Participants can join in different categories, making the challenge accessible to employees with a range of abilities and interests.

The winners for 2025 were:



RUNNING

Speed: Team BE1

Elevation:
Team Spain Mountain

Total distance: Team BE1



CYCLING

Speed: Team Belgium

Elevation: Team Hungary

Total distance:
Team Belgium



HIKING

Speed: Team Hungary

Elevation: Team Hungary

Total distance:
Team Belgium

3.3 LEARNING & DEVELOPMENT

Continuous learning is a key aspect of our work. On average, employees completed more than 13 hours of training throughout the year. About a quarter of this training focused on health and safety.

At the start of 2025, **Christeyns Belgium** joined **CHLOE**, our e-learning platform. Later in the year, access was expanded to include **Christeyns Spain**, doubling the number of users. More than 300 employees now have access to corporate training and local content, which can be tailored to country-specific needs. We continue to roll out CHLOE to support learning, expertise, and continuous improvement.

TARGET: Provide access to an internal e-learning platform (such as CHLOE) to **90% of office-based employees.**

STATUS: 29%

Training at non-production sites focuses mainly on health and safety, including general workplace safety and the handling of hazardous materials and chemicals. At most production sites, quality and compliance training rank third in importance, followed by soft skills and personal development.

All main production sites support continuous learning in different ways. The most common methods include individual development plans,

mentoring, and coaching. Sites in the **UK** and **Ireland** participate in the Christeyns UK CORE programme, which sets development goals for all employees, supports succession planning, and encourages regular feedback. Two Leadership Development Programmes – Emerging Leaders and Strategic Leaders – are implemented to support future leaders.

Creating Opportunities, Retaining Employees

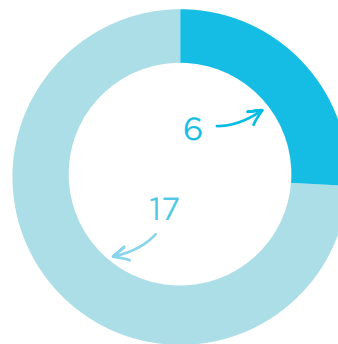
Christeyns Academy continues to serve as a central hub for corporate training. Online training modules have expanded access to a broader group of employees.

23,198
training hours

5,448
hours on health & safety

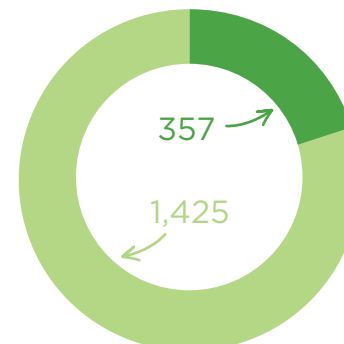
> 3,000
training sessions

Courses via Christeyns Academy (per type)



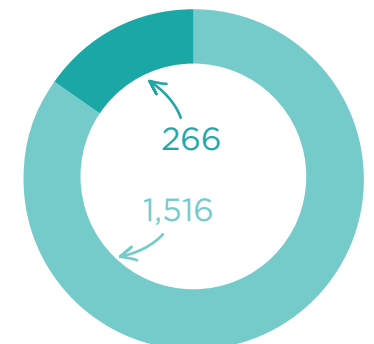
● Online courses ● Live courses

Participants via Christeyns Academy



● Customer participants ● Employee participants

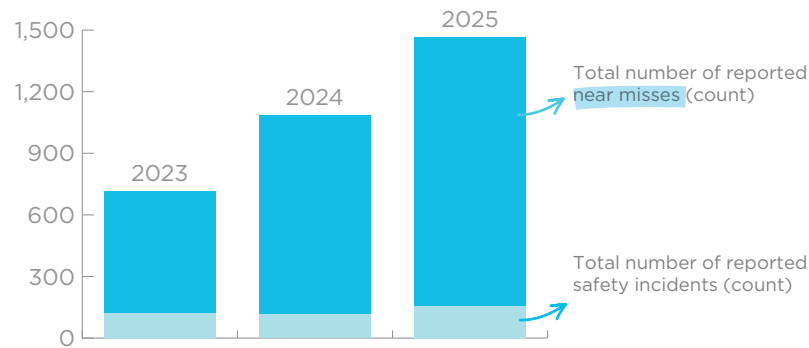
Persons trained per course type via Christeyns Academy



● Online courses ● Classroom courses

3.4 HEALTH AND SAFETY

Despite preventive measures, incidents can still occur and provide valuable lessons for improvement. The most common injuries involve contact with chemical products.



The rise in reported near-miss incidents suggests greater awareness of safety issues. Employees are encouraged to report near misses so that potential risks can be identified early, before harm occurs. At the same time, the increase in reported incidents indicates that further improvements are still needed.

In total, 156 incidents were reported, equivalent to 0.68 incidents per 100 tonnes of product. This represents an increase from the previous year (0.53 incidents per 100 tonnes).



Tracking incidents & warnings

- 6** warnings from authorities.
- 3** fires reported.
- 0** fatalities.
- 4** cases of work-related sickness.
- 28** cases of work-related injuries.

To reduce safety incidents, a range of actions has been taken, including:

- Separating screens from tanks to reduce the risk of errors
- Regular toolbox talks
- Improved safety signage
- Weekly or monthly safety audits
- Ergonomic improvements
- Root cause analysis of incidents

Training also remains a key focus.

In 2025, 5,448 hours of health and safety training were delivered. However, this falls short of the level we aim to achieve. A new ambitious Group target has therefore been established: to reach an average of 8 hours of health and safety training per employee each year. This target applies to all employees, whether in production, laboratories, or field roles.

TARGET: Average of 8 hours of health and safety training per employee per year
STATUS: 3.3 hours

When it comes to health and safety training, **Christeyns Food Hygiene UK** demonstrates strong results. Training is offered to both employees and customers. Internally, short skills sessions and webinars have been introduced, combining face-to-face and online learning.

These measures helped the site achieve nearly twice the Group target of eight hours of health and safety training per employee in 2025. This was supported by monthly toolbox talks and a three-day intensive health and safety course for 14 employees. Training also includes regular refresher sessions to maintain a high level of safety awareness.

Certified Operations



Christeyns France, Christeyns UK, and Christeyns Food Hygiene UK are ISO 45001 certified, together accounting for 34% of total production output. Both UK sites are also recognised as Alcumus 'Safe Contractor', anSSIP accreditation confirming compliance with recognised health and safety standards.

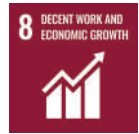
Six safety drills were organised at **Christeyns UK** throughout the year. These included spill response drills, first-aid exercises, route-blocking scenarios, and the relocation of the muster point. Regular drills help employees remain alert and aware of their surroundings.

Trained professionals

321 employees trained in fire safety.

248 employees trained in first aid.

26 employees trained in mental health first aid.



Across Christeyns, 27% of employees are trained in first aid, marking a slight decline from previous years. Exceeding 50% of employees trained in first aid at **Christeyns Brazil, Pliwa Hygiene, Christeyns Chile, Christeyns Portugal, and Christeyns Baltics**. At **Christeyns Finland**, 100% of employees are trained in both fire safety and first aid. Wellbeing is further supported through local initiatives such as sports activities, fruit baskets at work, and road safety and eco-driving training. Overall, 83% of employees are covered by company health insurance, reflecting our commitment to keeping people safe at work, at home, and on the road.

ERGONOMICS

Christeyns France redesigned its administrative and production office spaces to improve ergonomics and reduce the risk of musculoskeletal disorders (MSDs). The introduction of adjustable sit-stand desks is also intended to encourage more active working habits and reduce sedentary behaviour.

This initiative is not isolated, since 49 workspaces have been upgraded in France since 2023.



FRUIT BASKETS

The HR department at **Christeyns Belgium** has replaced soft drinks with fruit baskets as part of a programme to promote healthy lifestyles. The fruit is both healthy and delicious, and the service is provided with a smile.



FIRST AID TRAINING

Timely first aid can save lives and significantly reduce the severity of injuries in an emergency. At **Christeyns Portugal**, employees receive annual first aid training to empower them with the essential life-saving skills they need.

As well as providing technical knowledge, the training raises awareness of everyday risks and promotes safer behaviours in professional and personal contexts.



3.5 COMMUNITY ENGAGEMENT

Giving back where it matters most.

116,521 €
donated to charity

Our responsibilities extend beyond our business activities. Supporting local communities, promoting education, and contributing to social wellbeing are part of being a responsible business.

Two out of three sites support initiatives that donate products or unused equipment to organisations that can use them effectively. In addition, one out of two sites organises or participates in local charity initiatives.

Christeyns Spain is a long-standing supporter of local initiatives that promote community development, inclusion, and education. These include sponsoring the La Murtera synchronised swimming club in Ador, which promotes inclusive sport and youth development, and the Garbí Paralímpic running club, which encourages para-sport and accessibility for athletes with disabilities.



Our colleagues in **Spain** work with *Fundación In*, a non-profit organisation that supports people affected by cancer. Through this collaboration, we support the **Strong People movement**, which raises funds for cancer research.



Christeyns Spain sponsors the **Rem Cia Gandia club** and participates in its Solidarity Challenge, which raises funds for the Spanish Association Against Cancer.



CHRISTEYNS
foundation

16
projects were supported across 6 countries

The Christeyns Foundation is funded by Group profits and is accessible to employees who wish to support causes that are meaningful to them. The Foundation supports local projects through financial and product donations, as well as voluntary involvement. These projects mainly focus on health, hygiene, and education for underprivileged children.

For instance, the Foundation supported a fundraising event organised by our colleague Hilde, who participated in the Spartathlon in Greece. Her efforts helped raise funds for OptimaYoung, an international clinical study led by BIG focusing on young women with breast cancer.



PINK OCTOBER



Hilde was not alone in raising awareness. During Pink October, **Christeyns France** organised a solidarity challenge open to all employees. Together, colleagues recorded 7,915,770 steps, covering a total distance of 5,937 km. This resulted in a 3,000€ donation to Ma Parenthèse, a local organisation near Vertou that supports women affected by breast cancer. Christeyns France also organised a 'Dress in Pink' day to raise awareness across the site.



SPORTS & INCLUSION



Christeyns UK sponsors the Bradford Bulls Women's and Girls' Rugby Club for the 2025 season. In addition, Christeyns supplies laundry detergents to clean the team's kits. The partnership supports participation in sport and inclusion at a local level.

Natalie Moorhouse, Joint Head of Women's and Girls' Rugby at Bradford Bulls, commented:

'We are thrilled to welcome Christeyns as a sponsor of our Women's Team for the 2025 season. Their belief in our players and their dedication to supporting women's sports is truly inspiring. Having Christeyns' logo on the sleeve of our shirts is a strong statement of their commitment to the growth of rugby league, and we're excited to work together to support the game for women and girls.'



SUPPORTING SAVE THE CHILDREN UK



At **Christeyns Warrington**, a festive employee engagement initiative was organised in support of Save the Children UK, combining seasonal celebration with a strong social impact focus and, of course, fun.

Each employee contributed by preparing homemade goods, generating funds for the charity dedicated to improving children's lives.



3.6 PARTNERSHIPS

We are involved in several (non-)governmental and industry associations at regional, national, and international levels. These memberships and partnerships enable ongoing dialogue with public authorities and contribute to the advancement of industry standards and Sustainability practices.



Christeyns Belgium is affiliated with **DETIC**, the Belgian and Luxembourg association representing producers and distributors of cosmetics, cleaning and maintenance products, adhesives, sealants, biocides, and aerosols.



Christeyns partners with **PAA Europe** to promote the safe and sustainable production and use of peracetic acid in the chemical industry. We are also a member of the Peracetic Acid Registration Group (PAR), supporting regulatory compliance and industry coordination.



In Belgium, Christeyns partnered with **Pack4Food** on the HERPAK project, which aims to improve the recyclability of food packaging. The project also examines the role of detergents in cleaning processes that support recycling.



Last year, Christeyns held a technical session with **Tetra Pak**, an original equipment manufacturer (OEM) of membrane filtration systems, at our headquarters in Ghent. This forms part of our strategy to develop membrane applications. As a result, we established a stronger collaboration structure, including joint capability development and an agreement to conduct membrane autopsies in our Food Hygiene laboratory and provide technical support when required.



Christeyns is also a partner of **ETSA**, the European Textile Services Association, which promotes collaboration across the textile services value chain. In 2025, the **ETSA** Sustainability Working Group focused on water, the circular economy, and climate change. The latter brings together suppliers, customers, and competitors to share knowledge and better understand their interconnected roles in reducing greenhouse gas emissions.

We are also a member of **Chainge**, an international consortium between different specialists to promote the change from disposable to reusable technical textile in the medical market (surgical gowns and drapes).

In addition, we collaborate closely with customers across various sectors, from certified companies to smaller businesses. These partnerships support knowledge sharing and improvement. We work with organisations at different stages of their Sustainability journey, from B-corp certified companies to small businesses taking their first steps in improving their operations. This allows us to learn from others, test and improve our own offering, and support long-term growth for both our customers and Christeyns across the value chain.



Welcoming Life Sciences customers to Ghent.

4 PLANET

- Resources
- Operations
- Transportation & Warehousing
- Climate impact

PLANET, provides us with the resources to grow and thrive.



4.1 RESOURCES

Responsibility starts at the source.



Transparency across the value chain is essential for a reliable and responsible supply chain. We expect our partners to meet clear standards on ethics, human rights, labour, health and safety, the environment, and product quality.

In 2025, we updated our Supplier Code of Conduct and began

to roll it out at headquarters and set consistent expectations for suppliers. More than 80% of raw material suppliers responded, along with all packaging suppliers. The Code of Conduct will be rolled out to all production sites by 2027. Buyers at these sites will receive training to ensure consistent application.

TARGET: Implement a mandatory Supplier Code of Conduct as a Group-wide standard by 2025 at the head office and by 2027 at all production sites.

STATUS: Roll-out at head-office complete.

We value transparent, long-term relationships with our suppliers and prioritise collaboration with partners who share our Sustainability commitments. Regular supplier evaluations are carried out at 85% of sites. More than half of sites include corporate social responsibility criteria in these evaluations, representing around three quarters of total production output.

Our objective is to apply Sustainability criteria that account for at least 25% of the total score, across all supplier evaluations Group-wide. **Christeyns Belgium** was the first site to fully meet this requirement. Other sites

are introducing formal scoring systems or increasing the weighting of Sustainability within existing evaluations.

While the Supplier Code of Conduct will initially focus on suppliers of raw materials and packaging, supplier evaluations apply to all supplier relationships. A sustainable value chain starts at the source, and we choose to work with responsible partners.

TARGET: By 2030, production sites (≥90% of output) use supplier evaluations where Sustainability accounts for ≥25% of the score, across all suppliers.

STATUS: 39%

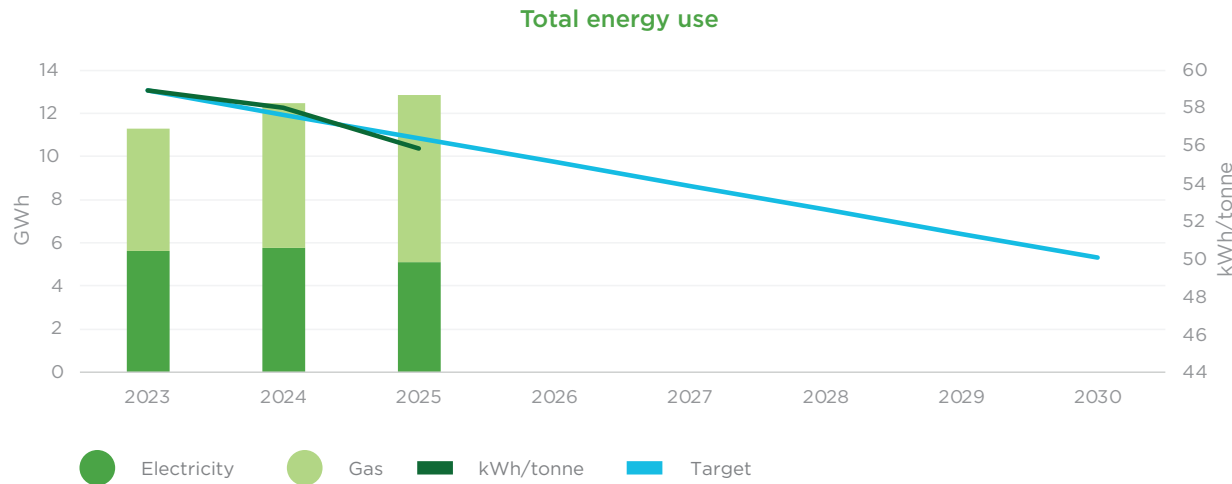
When purchasing raw materials and packaging, we prioritise optimal pack sizes to minimise waste from packaging and unused product. Other measures include sourcing locally and reducing the

number of deliveries. **Christeyns Professional Hygiene UK** applies this approach to all its suppliers, considering material efficiency, circular sourcing, and health and safety compliance.

Product innovation also enables changes to packaging, such as replacing rigid plastic containers with pouches and increasing recycled content. This requires close monitoring of supplier developments, alongside coordination with sales, R&D, and regulatory teams to ensure solutions are feasible and compliant.

Smarter energy use, lowering impact.

As a growing business, we installed a cogeneration system at our site in Belgium. While this increased gas consumption, it reduced electricity and fuel use, improving overall energy efficiency. Across Christeyns, we met our intermediate energy-efficiency target for 2025 and remain on track towards our 2030 objectives.



TARGET: By 2030, decrease our energy use, gas and electricity, per tonne produced by 15%, compared to 2023.

STATUS: 5% reduction compared to 2023.



Improving energy efficiency requires more than behavioural change. Physical measures also play a role. Quick-opening doors have been installed at seven production sites, and air seals to reduce heat loss at loading docks are in place at three sites. These measures help limit unnecessary

energy loss. Other actions include regular checks for air leaks, carried out at 12 production sites, with half reporting to check at least quarterly. Progress has also been made in switching to LED lighting. Thirteen subsidiaries have completed the transition, while seven are still in progress.

At **Christeyns Brazil**, solar sensors have been installed for outdoor lighting. Motion sensors are used at four production sites, and three sites operate timer-controlled lighting systems.



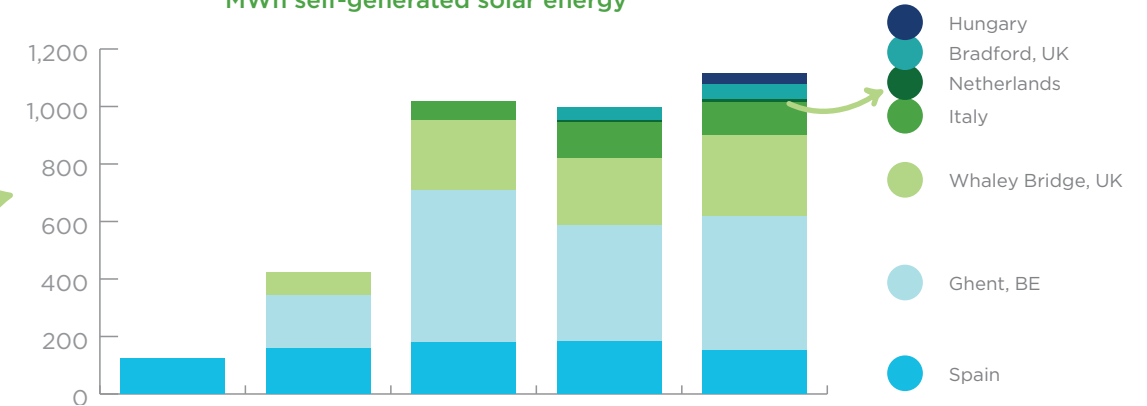
In 2025, **Christeyns Spain** received ISO 50001 certification for its energy management system. This supports improved monitoring and management of energy performance and consumption. The site targets a 2.5% reduction in energy consumption per kilogram produced (kWh/kg). Tracking energy use and setting clear targets support consistent improvements in energy efficiency.

Spain was the first company within Christeyns to obtain this certification, setting an example for others to follow.

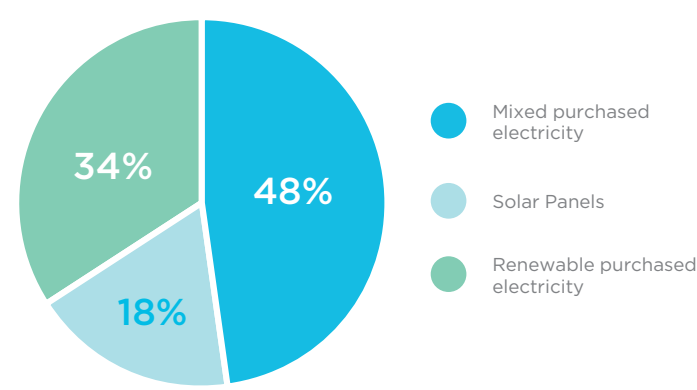
One principle we keep in mind is that the best energy is the energy not used. When energy is required, we promote renewable sources wherever possible. Solar panels were installed at **Christeyns Hungary** at the end of 2024 to supply the engineering production site. In 2025, **Christeyns Italy** expanded its solar park. Together, **all installations generated more than 1 GWh of solar electricity.**

Across the Group, 34% of purchased electricity is sourced exclusively through renewable energy contracts. When combined with self-generated supply, renewable sources account for a larger share than non-renewable sources. Currently, 48% of energy is supplied under a mixed energy contract. Location-based [Scope 2 emissions](#) fell by 14%, reflecting also the gradual shifts in national energy mixes across several countries. A full transition to renewable energy depends on wider investment in energy infrastructure by governments and energy providers.

MWh self-generated solar energy



Electricity mix



SOLAR PANELS

The solar panels on the production and warehouse roofs at **Christeyns Professional Hygiene UK**, installed in 2022 and expanded since, have contributed to an estimated saving of 161 tonnes of CO₂eq.



Value every drop of water.

Water is an essential resource for all living things and for our operations. We are committed to using it responsibly by minimising use and improving efficiency. Most of the water we use comes from public supply systems. In some locations, such as **Spain** and **Brazil**, groundwater is also used for production. In **Belgium**, rainwater is collected for sanitary use and as a reserve for fire safety.

In 2025, total water use amounted to 200,684 m³, representing an increase compared with 2024. This is due to previous underreporting, highlighting the need for consistent monitoring. At site level, several reported reductions in water use. Measures to improve process water efficiency are in place at most sites, covering around three-quarters of total production output. In offices these are less common, although seven sites report water reduction initiatives.

TARGET: By 2030, a 20% reduction in industrial wastewater per tonne will be achieved across all production sites (vs 2024).

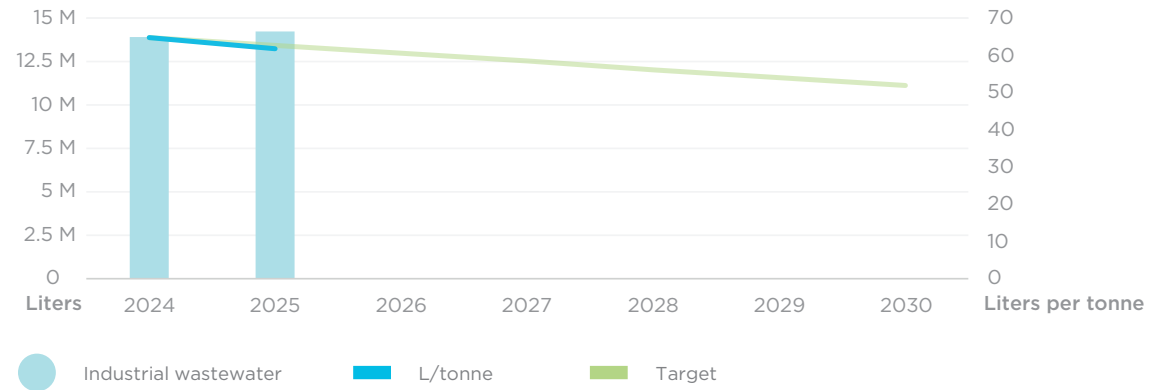
STATUS (2025): 4.6% reduction compared to 2024



Water is required to maintain clean and safe production environments. We therefore track wastewater generation relative to output. Although total wastewater volumes increased, wastewater per tonne produced declined, in line with the Group target.

Christeyns France participated in the Ressourc'Eau water management audit, a regional programme that helps businesses analyse water use, identify inefficiencies, and develop site-specific action plans. Actions included in the site's CSR roadmap cover improving process water efficiency, installing water-efficient equipment, and assessing reuse options.

Industrial wastewater



Wastewater is treated internally at two sites and sent for external processing at nine sites. **Christeyns UK** is an example of this latter approach, where chemical residues are collected as sump waste and disposed of externally; laboratory water is bulked and tested for chemical oxygen demand (COD); water exceeding consent limits is sent for external treatment. Five production sites still discharge wastewater into the public sewer. However, the composition of this discharge is regularly analysed to ensure compliance with local environmental regulations.

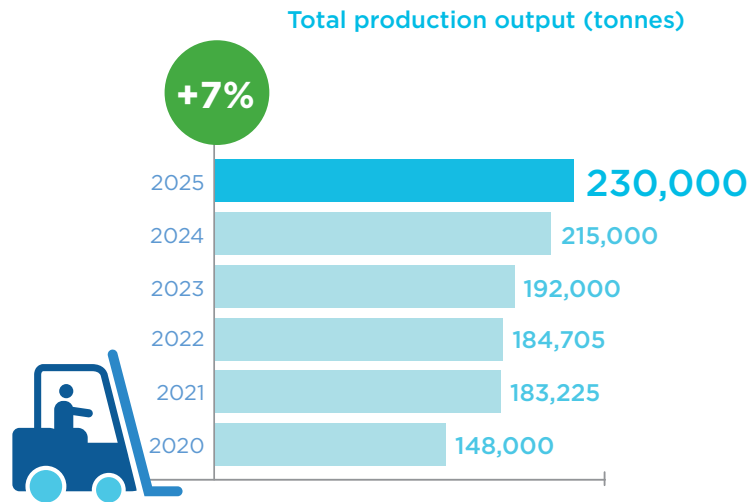
Water recycling and reuse continue to expand across operations. In the **UK**, **France**, and **Brazil**, a total of 2,039 m³ of on-site water was recycled and reused. In **Belgium** and the **UK**, a further 1,585 m³ of off-site recycled water was used in operations.

4.2 OPERATIONS

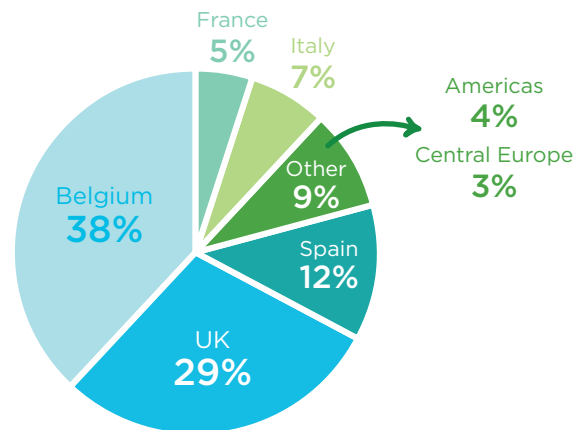
PRODUCTION OUTPUT

Total production output increased by 7%. This growth, alongside a 10% increase in headcount and a 9% increase in turnover, reflects the impact of the “Beyond Chemicals” strategy. We support customers with more than chemicals, combining products, equipment, and expertise.

Innovation in chemical production, such as EPIC and superconcentrates, enables customers to achieve the same cleaning results using less product.



Share of production output per country



CERTIFIED OPERATIONS

We are committed to maintaining the quality and compliance of our processes, as confirmed by external audits and ISO certification. The renewal of these certifications reflects our core value of continuous improvement and an ongoing focus on efficient, consistent, and high-quality processes and products.

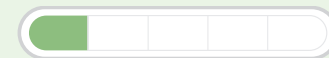
Over time, various management systems have been implemented across the Group. Our objective is not only to maintain these certifications but also to obtain them across our operations by 2030. The focus is on European sites, with a five-year phase-in period for newly acquired companies. As a result, ISO 9001 certification is already in place at most production sites, accounting for over 95% of total production output. Progress towards the additional target — ISO 14001 certification for all sites producing more than 10,000 tonnes by 2030 — is ongoing.

TARGET: By 2030, all production sites (≥95% of output) will have ISO 9001 certification, and sites producing ≥10,000 tonnes will have ISO 14001 certification.

STATUS: ISO 9001 currently achieved



ISO 14001 on track



In addition, three sites hold ISO 45001 certification for health and safety management. **Christeyns Spain** is certified to ISO 50001 for [energy management systems](#). **Pliwa Hygiene** holds ISO 13485 certification for medical device conformity, along with certification under the EU Medical Devices Directive. **Christeyns Brazil** holds ISO 14024 certification for environmental labels and declarations.

The number of complaints decreased by 10% compared with 2024, bringing the total to 0.7% per tonne produced. Of these, 6% were assessed as potentially affecting user wellbeing. This monitoring supports the continuous improvement of our top priority: health and safety.

User safety is supported through clear information, including Safety Data Sheets (SDSs), Technical Data Sheets (TDSs), on-site visuals, and training, ensuring products are used safely and responsibly at customer sites.

We collect employee feedback on product and service quality through internal channels. Three major sites use formal systems, while others rely on training, internal monitoring and reporting, and toolbox talks. The same applies to external stakeholders: customers and suppliers are encouraged to share their views through direct interactions and customer satisfaction surveys.

ISO Certificates Overview:

MANAGEMENT SYSTEM	ISO 9001	ISO 14001	ISO 45001	ISO 50001	ISO 13485	ISO 14024
Ghent, BE	X	X				
Vertou, FR	X	X	X			
Bradford, UK	X	X	X			
Warrington, UK	X	X	X			
Whaley Bridge, UK	X	X				
Ballindine, IE	X					
Ador, ES	X	X		X		
Pessano con Bornago, IT	X					
Malsfeld, DE					X	
Cosmopolis, BR	X					X
Mangere, NZ	X					
Nieuw-Vennep, NL (non-production site)	X					
PERCENTAGE OF TOTAL PRODUCTION	96%	85%	34%	12%	0,5%	1,6%

WASTE MANAGEMENT

Variations in reported waste figures across sites and years indicate that measurement and reporting require further improvement. At the same time, estimates point to progress in sorting and recycling. General waste per person decreased by 27%, while plastic waste increased by 3%. This reflects more effective sorting, with lower general waste and improved separation of plastic, paper, and cardboard.

Overall waste volumes remained broadly stable. However, relative to production output, waste decreased by almost 6%, indicating a reduction in waste generated across production sites and offices.

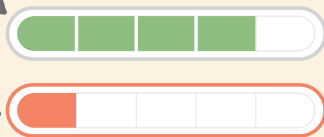


TARGET: By 2030, reduce general waste per employee by 30% and plastic waste by 15% (vs 2024), while improving sorting and recycling.

STATUS:

General waste -27%

Plastic waste +3%



We reduce waste through a combination of operational measures and everyday practices. These include promoting correct waste segregation, limiting printing, avoiding single-use plastic and paper cups, and donating wood for reuse in local communities. Larger-scale actions are also implemented where possible. For example, **Christeyns Ireland** introduced higher-concentration products and minimum order quantities, reducing plastic and cardboard waste. Smaller changes are also encouraged, such as switching from capsule-based to bean coffee machines at **Christeyns Portugal**.

Christeyns Food Hygiene UK delivered waste management training for all employees, led by an external waste partner. The training explained how waste is treated after leaving the site and highlighted the consequences of incorrect segregation.

In 2025, 769 tonnes of products were returned, an 8% increase on the previous year. This reflects improved reporting, with more sites submitting data. All sites that reported for a second consecutive year recorded reductions in returned products, ranging from 10% to 90% compared with 2024. Most returned products are resold or reworked into new products.

Destroyed goods remain an important source of waste to address. Increased reporting and more thorough stock reviews led to a 75% increase in absolute volume of goods destroyed. As a share of total production, they rose from 0.23% to 0.37%. Most sites are implementing measures to reduce this figure, including improved forecasting and planning, process improvements, stock reuse and redistribution, and better control of storage conditions.

General waste in kg per capita 2024 2025 2030

General waste per capita	326	237	
Target General Waste	326	310	228
Plastic waste per capita	287	295	
Target Plastic Waste	287	280	244

Waste reduction requires action across the value chain. Our approach prioritises:

- Avoiding unnecessary packaging by reducing or rethinking its use;
- Reusing materials wherever possible;
- Using recycled or partially recycled materials.

The order is important: the best waste is the waste not created in the first place. As a result, around three quarters of production sites plan to transition to even more sustainable packaging. Measures include more resilient stretch films, increased recycled content in containers, and alternative formats such as soluble pouches or click-and-spray systems.



CHRISTEYNS BELGIUM KEEPS THE NEIGHBOURHOOD CLEAN

At **Christeyns Belgium**, colleagues took part in a local clean-up activity during their lunch break, collecting litter along nearby roads. The initiative helped improve the local environment and promoted responsible behaviour. By removing waste, particularly plastic, the activity reduced the risk of soil and water pollution and of litter entering the food chain.

The activity also encouraged team engagement and local involvement.



4.3 TRANSPORTATION & WAREHOUSING

MOBILITY

We promote alternative modes of transport and are in the process of electrifying our company car fleet. Our goal is for 80% of all newly purchased company cars to be zero-emission by 2030. Several regions already purchase only electric vehicles, supported by tax incentives and available infrastructure.

We recognise that current limitations mean not all service staff can yet reach all customers using electric vehicles. However, infrastructure and vehicle capacity are developing rapidly, supporting a gradual transition to a zero-emission fleet.

Currently, 8% of company cars are fully electric and 34% are hybrid. In 2025, 18% of vehicles added to the fleet were electric. In the **UK**, the **Nordics**, **Portugal**, and **France** the majority of cars are either electric or hybrid. Across our offices, 40 charging stations are available. Eleven companies estimate that they will no longer use fossil fuels by 2030. Clear targets are expected to support further progress at other sites.

TARGET: By 2030, 80% of purchased company cars will be zero-emission vehicles.

STATUS: 18%



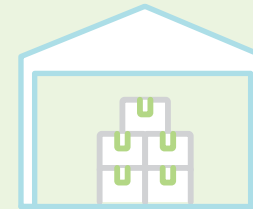
Cycling to work is supported at several sites, particularly in **Belgium** and the **Netherlands** but also **Christeyns Finland** provides five company bicycles and **Christeyns Germany** eight. Cycling is the third-most-promoted commuting option across the Group, after public transport and car-sharing.

WAREHOUSING

With warehouses in more than 20 countries across three continents, managed both by Christeyns and by external partners, we aim to operate close to our customers.

Sustainability measures are implemented at the warehouse level. Examples include:

- In **Estonia**, cleaning surrounding areas and donating unused materials;
- **Christeyns Food Hygiene UK** improved stock management through new Power BI reporting tools and upgraded to more energy-efficient forklift trucks;
- A fixed maximum warehouse temperature is maintained at **head office** during the winter months, and forklift batteries are charged during the day using on-site solar energy;
- In **Brazil**, they are switching to LED lighting and have introduced 5S practices to improve cleanliness, safety, and efficiency.

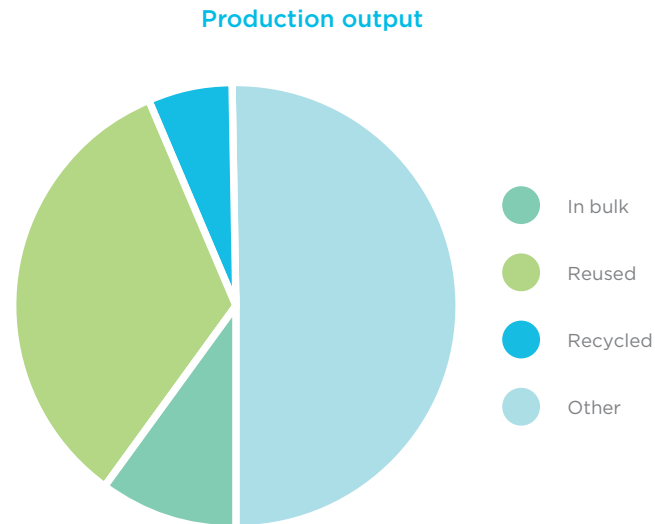


LOGISTICS

338,875
pallets shipped to
customers
+4%

Products are shipped in bulk, in reused large-volume packaging (such as IBCs and drums), in partially recycled packaging, or in packaging made from virgin materials. In 2025, bulk shipments increased by 6%, with **Christeyns Belgium** rising from 4% to 6% of total production.

The use of reused packaging increased by 12%, driven mainly by **France**, where volumes almost doubled compared with 2024. Recycled packaging is currently used at production sites in the **UK** and **Spain**. At **Christeyns Professional Hygiene UK**, recycled materials account for almost 6% of total production.



Most sites rely on external transport partners, while six operate their own vehicle fleets in **Brazil, Spain, Czech Republic, UK** and **Ireland**. Environmental criteria are considered when selecting transport providers: compliance with regulations is verified in the **Baltics**; route optimisation is required in **Spain** and the **Czech Republic**; and **Christeyns Norway** assesses partners' commitments to environmentally responsible practices, such as carbon offset programmes.

We also take action to optimise logistics across the Group:

- Seven sites report measures such as load optimisation and order consolidation;
- Five sites report optimising delivery frequency;
- Five sites offer incentives for bulk supply;
- At **head office**, alternative transport modes such as rail and inland waterways are assessed.

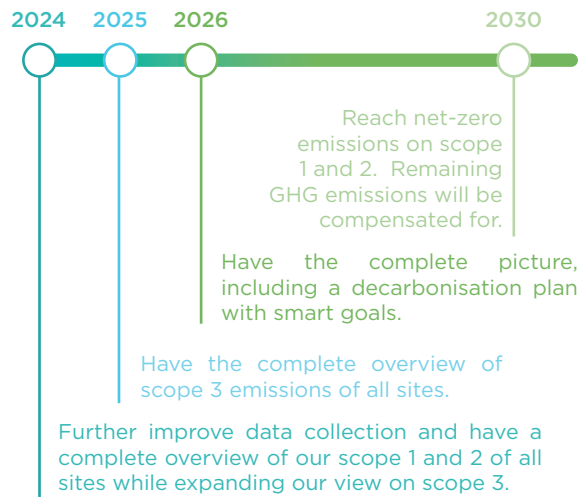


4.4 CLIMATE IMPACT

To track climate impact, we calculate our corporate carbon footprint, combining greenhouse gas (GHG) emissions from our own operations with those associated with activities across the value chain.

In 2023, work began to develop a more comprehensive overview of these emissions. Progress has been made, but challenges remain. In 2025, reliable data were not yet available for all Scope 3 categories. A new GHG calculation tool, integrated into STELLA, our ESG reporting platform, was introduced in 2025 to support more detailed and consistent calculations. While gaps remain in some Scope 3 categories, the quality and coverage of emissions data continue to improve.

Roadmap for carbon-footprint reduction:



DIRECT EMISSIONS

Estimated total GHG emissions in 2025

Category	in tonnes CO ₂ eq
1 - Stationary combustion (gas, AC, other)	1,594.26
1 - Mobile combustion (company vehicles)	4,254.37
2 - Purchased electricity	
Location-based	366.02
Market-based	491.28
Total Scope 1 & 2	6,339.91

Several Group targets aim to reduce the carbon footprint, including a target to cut absolute Scope 2 emissions by 90% compared with 2024. Full elimination remains challenging in countries with a high share of nuclear energy, which has a low carbon footprint but is not zero. In 2025, market-based Scope 2 emissions decreased by 3%, falling short of the intermediate target.

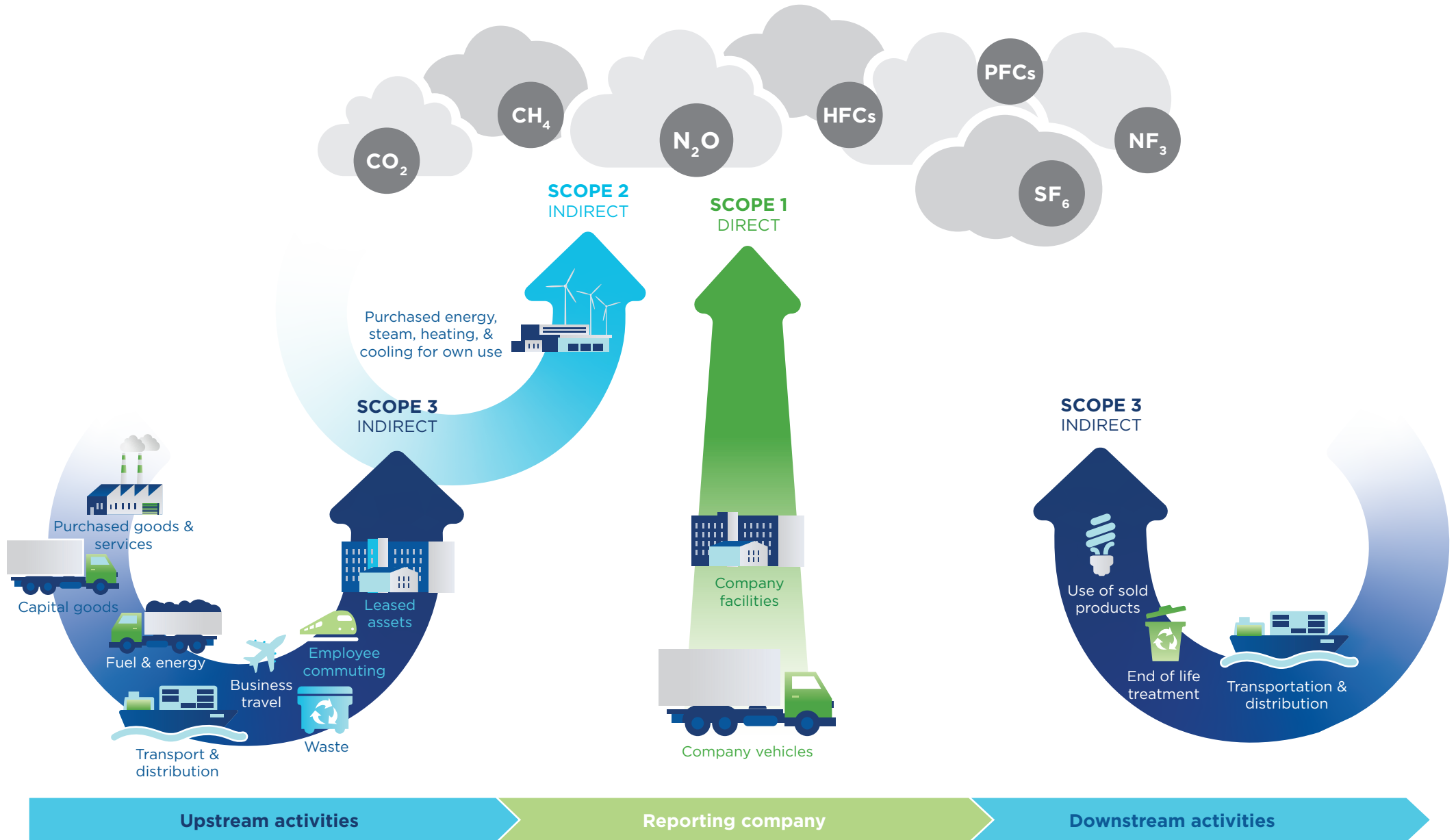
TARGET: By 2030, decrease market-based Scope 2 emissions by 90% vs 2024.

STATUS: -3%



Reductions in emissions from mobile combustion and purchased electricity led to

an almost 9% decrease in estimated Scope 1 and Scope 2 emissions. Direct emissions intensity (Scopes 1 and 2) per kilogram produced decreased from 0.032 to 0.028 kg CO₂eq/kg, a 15% reduction. Following methodological improvements, the 2024 intensity figure was revised from 0.034 kg CO₂eq/kg, as published last year, to 0.032 kg CO₂eq/kg.



UPSTREAM & DOWNSTREAM IMPACT CLIMATE TARGETS

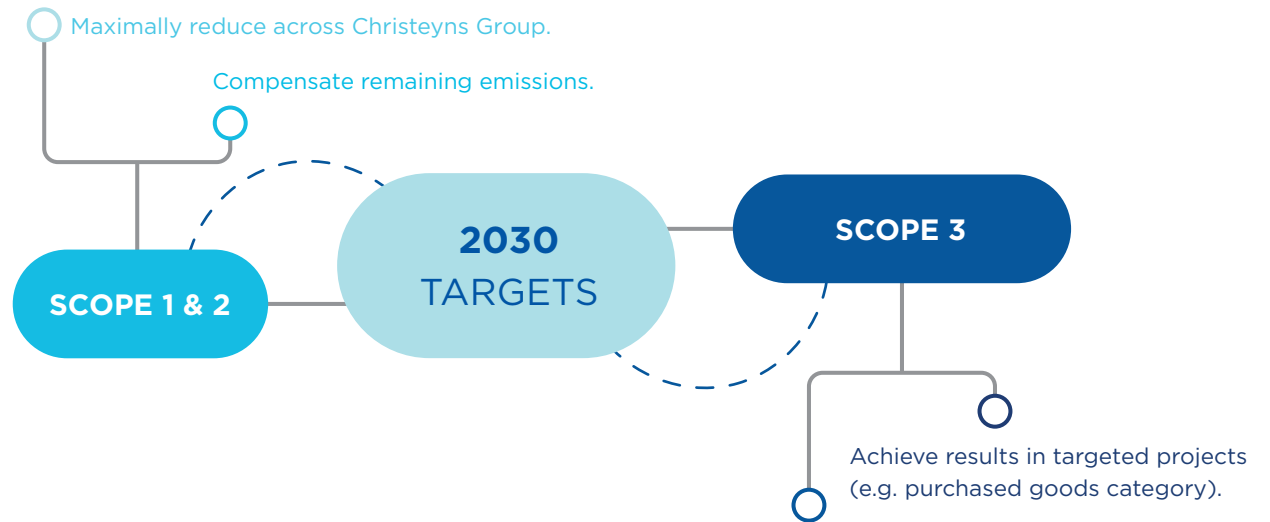
Our primary climate impact stems from the raw materials used to produce detergents. Improved carbon footprint data and better-connected internal systems enabled the inclusion of two additional production sites in these calculations. For raw materials with available data, emissions are estimated at over 160,000 tonnes of CO₂eq. When estimating all raw materials and packaging, emissions from purchased goods rise to approximately 180,000 tonnes of CO₂eq, representing more than 85% of reported upstream Scope 3 emissions.

Emissions from capital goods account for around 10% of upstream Scope 3 emissions, or approximately 20,000 tonnes of CO₂eq. This estimate is based on spend-based calculations, given the limited availability of detailed data. All other Scope 3 categories account for less than 1% each. Reliable estimates for the use of sold products and for upstream and downstream transport are not yet available. Work to improve data quality in these areas is ongoing.

We continue to develop an action-based roadmap to reduce emissions across all sites. Targeted measures, including those addressing Scope 2 emissions and the transition [to lower-emission company vehicles](#), support the 2030 objectives for Scope 1 and Scope 2 emissions.

In addition, a defined project to reduce the in-use carbon footprint of ten selected Green'r products addresses our main Scope 3 emissions category. The introduction of the STELLA platform supports more consistent emissions calculations across the organisation.

Alongside this, efforts continue to train colleagues, collaborate with [supply chain partners](#), and raise awareness of climate-related actions.



Improving Group-wide calculations and building awareness across all major countries and departments are essential to achieving the greatest possible footprint reduction.

This way we aim to enable individuals, sites, and customers to progress at different speeds. This is supported by targets, the sharing of product carbon footprint information, and awareness-raising, allowing those ready to act to move faster while others take incremental steps. Continued investment in awareness and training remains essential, starting with employees. This supports both emissions measurement and, more importantly, emissions reduction. Digital tools such as STELLA and internal dashboards can support this effort, but they also have an environmental impact.

In 2025, **Christeyns France**'s IT team addressed unnecessary data storage by improving email management and promoting more responsible digital practices. These practices, along with practical guidance such as unsubscribing from non-essential mailing lists and regularly clearing inboxes, were shared internally.



As greenhouse-gas accounting evolves, having an integrated system like STELLA supports proper carbon footprint calculation. A key challenge remains in balancing the effort required to collect data with the level of accuracy achieved. For this reason, Christeyns focuses on emission categories with the highest absolute impact and the greatest potential for reduction.

Achieving net-zero emissions for Scope 1 and Scope 2 will be challenging, particularly in reducing gas use and transitioning to fully electric vehicles across international sites. Progress beyond current targets for energy efficiency, Scope 2 emissions, waste, and vehicle procurement depends on understanding local operating conditions and on continuing to build awareness of the need to reduce emissions.



COMMUNITY ENGAGEMENT

Beyond our own operations, small, practical actions can help protect the environment and reduce climate impact.

1 TON OF PRODUCT, 1 TREE PLANTED

Christeyns Portugal has launched a local initiative encouraging customers to place larger orders, thereby reducing the environmental impact of transport. For each tonne ordered, a tree is planted. The initiative delivers a twofold benefit. In the short term, consolidating orders of at least one tonne reduces greenhouse gas emissions compared with smaller deliveries. In the longer term, each tree planted contributes to carbon sequestration by absorbing CO₂.



SPECIES SURVIVAL FUND

As part of the Wild Peak Project under the Species Survival Fund, Derbyshire Wildlife Trust carried out an ecological survey at the 2-hectare **Christeyns Professional Hygiene UK** site in Whaley Bridge. The survey aims to help transform the site into a nature-rich, well-connected habitat that supports biodiversity and species resilience.

TSA SUSTAINABILITY CONFERENCE

The **Christeyns UK** Operations Director, Justin Kerslake, attended the TSA Sustainability Conference alongside colleagues Peter Wallace, HSE Manager, and Dave Benson, Business Development Director. The conference focused on solutions and developments aimed at helping the UK laundry industry reduce carbon emissions. Justin presented two technical papers: one on reducing emissions through chemical bulk storage, and another on reducing the use of optical brightening agents (OBAs) in chemical systems.



PEAK DISTRICT SUSTAINABILITY SUMMIT

Christeyns Professional Hygiene UK took part in the 2025 Peak District Sustainability Summit, which focused on environmental responsibility and practical approaches to sustainable business. The event highlighted measures businesses can take to reduce their carbon footprint, improve resource efficiency, and support a more sustainable future.

FEED THE BEES DAY

On 22 April, the **Netherlands** marks National Feed the Bee Day. Christeyns colleagues in the Netherlands looked for ways to help support the bee population. Near a local petting zoo, they discovered a bee hotel — an ideal location to plant bee-friendly seeds.



5 PRODUCTS & SERVICES

- Certified products & environmental standards
- Customer training
- Innovation in action

***PRODUCTS**, tangible outcome of
our care and expertise.*

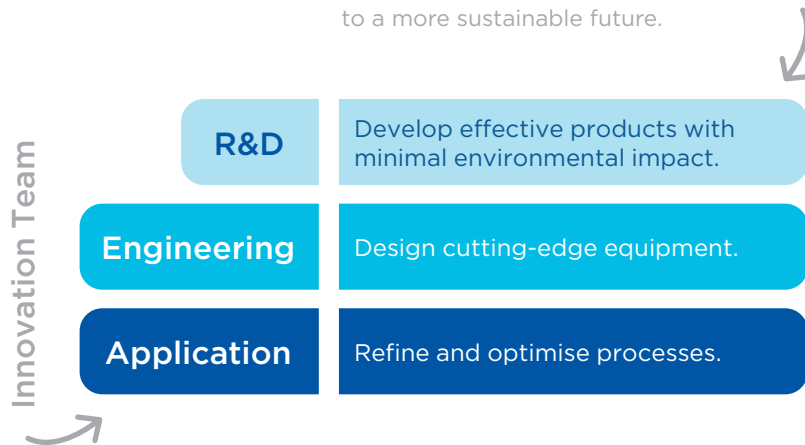


5.1 CERTIFIED PRODUCTS & ENVIRONMENTAL STANDARDS

Building trust and a better future.

We see our solutions as the fruits of our Sustainability Tree. They reflect our commitment to addressing our customers' daily challenges through effective, responsible solutions. Each one is the visible result of years of research, collaboration, expertise, and commitment to sustainable progress.

Put innovation into action and contribute to a more sustainable future.



Christeyns continues to expand and update its range of certified products under recognised labels such as Ecocert, Nordic Swan, and the EU Ecolabel. These certifications provide customers with clear, independently verified environmental standards. More than half of the certified products are in the Green'r range, with nearly 20% in the Symbioz C range. By the end of 2025, we had 121 certified products, representing 10% of total production. These products meet defined performance requirements and specified environmental criteria.



121
certified products

10%
of total production output

Debunking the myth

“Eco products perform less”

Not true.

Every certified product must meet strict third-party certification requirements. In a market where some products rely on quick testing or self-declared green claims, our certified products undergo a full independent assessment process. Only high-performing formulations that have been rigorously verified are included in our certified portfolio.

“Certified products require higher dosages”

Not true.

Certification schemes evaluate product impact after use. If a higher dosage were required to achieve the desired result, this would be considered increased waste and would not meet certification standards. Our certified products are designed to be used at the recommended dosage, with clear usage instructions to ensure that only the necessary amount is applied.

5.2 CUSTOMER TRAINING

Learning from each other, succeeding together.



Knowledge sharing is a two-way process. Christeyns supports customers in working safely and efficiently while also learning from their day-to-day experiences across different operating environments. This exchange helps improve training content, strengthen working relationships, and support consistent practice across markets.

Throughout 2025, we delivered comprehensive technical training across our international operations.

In the UK, **Christeyns Professional Hygiene** delivered 125 Control of Substances Hazardous to Health (COSHH) training sessions in 2025, supporting safety and regulatory compliance. Close behind were 110 product training sessions, which helped customers gain the confidence and knowledge needed to use our solutions effectively.

Our commitment to education and development is evident across all sites. We deliver local training sessions worldwide on essential topics, including our proprietary washing concepts, the correct use of equipment and dosing systems, cleaning and disinfection principles, chemical-handling safety, and operational best practices. These local initiatives support consistent safety standards across all Christeyns teams and customer sites.



In 2025, we delivered 5,684 hours of customer training worldwide — more than double the 2,786 hours recorded in 2024. **Christeyns Portugal** accounted for 40% of these hours, with **Christeyns Engineering Hungary** at nearly 18%.

The total exceeds 6,600 hours when training delivered by **Christeyns Academy**, our corporate training experts, is counted.

Customer trainings most often cover safe handling of chemicals, as well as correct use of equipment, and the basic principles of cleaning and disinfecting.

Region	Christeyns washing concepts	Correct use of equipment & dosing systems	Principles of cleaning & disinfecting	Safe handling of Chemicals	Sharing best practices
Belgium		✓	✓	✓	
Brazil	✓			✓	
Chile		✓		✓	
Czech Republic	✓	✓	✓	✓	✓
Estonia	✓		✓	✓	
Germany				✓	
Hungary		✓			
Ireland	✓	✓	✓	✓	✓
Italy		✓	✓	✓	
Netherlands				✓	
Norway	✓	✓	✓	✓	
Poland	✓	✓		✓	✓
Portugal	✓	✓	✓	✓	
Spain			✓		
UK	✓	✓	✓	✓	✓
Morocco		✓	✓	✓	
New Zealand		✓	✓	✓	



5.3 INNOVATION IN ACTION

Christeyns develops formulations and technical solutions that support safe, efficient, and responsible work under real operating conditions.

Guided by this approach, our innovation experts combine technical know-how with applied research to improve existing products and develop new solutions where needed. This global team of over 60 innovation experts operates across eight research centres, applying defined technical and quality standards to product innovation.

Innovation at Christeyns is an ongoing process focused on continual improvement rather than one-off results.

LIFE SCIENCES

In our Life Sciences division, we are developing our portfolio using an eco-designed approach, ensuring that Sustainability and performance go hand in hand. This commitment is reflected in our Symbioz C range, designed for the cosmetics and personal care industry and compliant with recognised standards such as ECOCERT Ecodetergent and COSMOS requirements.



We collaborate closely with cosmetics and personal care brands to develop effective and responsible cleaning solutions. Product development emphasises biodegradability through the use of bio-based ingredients with lower environmental impact. These design choices help customers reduce resource use, including water and energy, while maintaining high performance — even when addressing challenging residues.



Good Manufacturing Practice (GMP) certification is a recognised quality standard in the industry. It ensures full compliance with strict requirements covering product safety, traceability, process control, and documentation.

This certification confirms that medical and pharmaceutical products are manufactured under the strictest pharmaceutical-grade conditions, supporting reliability, consistency, and traceability. As the Group's GMP-certified site, **Pliwa Hygiene's** GMP status strengthens Christeyns' capabilities in highly regulated markets and demonstrates our commitment to uncompromising quality and product safety.

PROFESSIONAL HYGIENE

Continuous improvement is central to the Professional Hygiene division. We focus on improving and standardising products to support operational performance while reducing environmental impact.

Our Green'r range is evolving into a fully harmonised portfolio covering all key applications, from textile care to personal care. This steady progress consolidates our position as a leader in the industry. Products in this range meet recognised certification requirements, including EU Ecolabel, Nordic Swan, and Ecocert standards.

This approach is applied across our technologies. Rapid-O, a

crossover innovation between laundry technology and professional hygiene, uses an ozone-based process for washer extractors with a capacity of up to 60 kg. It enables lower washing temperatures, shorter cycles, and reduced sorting requirements, resulting in lower energy and water consumption, increased wash capacity, and less rewashing. Gentler washing conditions also help extend textile life.

Together, Green'r and Rapid-O support improved efficiency and lower environmental impact across the Professional Hygiene portfolio.



CUSTOMER STORY

Resort, Convention & Spa

A leading premium resort in Latin America has reimagined its operations around a clear ESG strategy. Initiatives such as waste reduction measures, 100% LED lighting, renewable energy use, organic food production, and strong community engagement reflect its commitment to responsible hospitality.

As part of this commitment, the resort chose to integrate our Green'r range into its hygiene and cleaning routines. These formulations meet recognised ecolabel certification requirements and support the resort's operational, safety, and environmental objectives while maintaining high performance.

For a destination that aims to inspire guests, empower employees, and protect the local ecosystem, Green'r was a natural choice. Reliable, high-performing, and ecolabelled, the range supports a cleaner, safer, and more sustainable hospitality experience. Given these ambitions and the shared sense of purpose across the organisation, it is no surprise that team members proudly refer to themselves as 'dreamers'.



FOOD HYGIENE & RETAIL

When it comes to Food Hygiene, our focus is on protecting consumer health and safety. Our detergents and disinfectants are developed and tested to be effective against key pathogens such as *Salmonella*, *Listeria*, and *E. coli*. Innovations such as LOOPIX®, a rapid pathogen detection system capable of identifying *Listeria* and *Salmonella* in as little as 90 minutes, reflect our ongoing commitment in this field.

Through large-scale biosecurity solutions, we help reduce contamination risks and support safer food production across the feed-to-fork chain.



NIU®

Our Agribusiness segment extends this work through products that can be safely applied directly to animals. These solutions strengthen farm biosecurity while safeguarding animal welfare and public health.

Across these activities, the division supports:

- Safer food
- Reduced environmental impact
- Stronger biosecurity
- More efficient operations
- More resilient supply chains

This approach brings together consumer safety, sustainable chemistry, process efficiency, and training. It supports higher hygiene standards across food production environments.



Christeyns Brazil and Christeyns Spain have obtained Halal certification for products intended for the food and beverage industry. This internationally recognised certification confirms that our products and processes comply with the quality and safety requirements of Islamic law. In practice, it enables our customers to provide greater confidence and transparency to consumers when using our solutions.

Christeyns Spain offers SHI, a tailored 'total hygiene management' solution designed for large independent customers in the food industry. The programme is currently SGS-certified in Spain, confirming that it meets strict, independently verified hygiene standards.

The service includes comprehensive hygiene planning, installation and maintenance of dosing equipment and signage, development of cleaning and disinfection protocols, specialised hygiene and food safety training, and rigorous validation through audits and microbiological testing carried out at our laboratory in Spain.

SGS certification provides assurance that the SHI service model meets defined standards in hygiene management, product quality, microbiological control, documentation, training, and continuous improvement.



Promoting safer food production

In 2025, the Food Hygiene division organised a free webinar on Total Listeria Management, attracting more than 300 participants from across the food industry. The session covered regulatory requirements, rapid testing techniques, and effective cleaning and disinfection procedures. By providing practical information and guidance, initiatives such as these support food producers in managing contamination risks, reducing waste, and improving hygiene practices.

LAUNDRY TECHNOLOGY

WOW

Christeyns Laundry Technologies are brought together under the *WOW* – *We Optimise Wisely* concept, which integrates washing, energy, and water management to support efficient laundry operations. Each stage of the textile washing process is supported by chemistry, smart equipment, advanced monitoring, and resource-saving technologies. This approach helps laundries reduce water, energy, and chemical use while maintaining textile hygiene standards.

These technologies support operational performance while reducing water, energy, and chemical consumption across on-premises, healthcare, hospitality and industrial laundries. HydRO enables laundries to reclaim up to 80% of process water, reducing freshwater use, discharge volumes, and associated CO₂eq emissions.



**We optimise wisely*

Together, these solutions support more resource-efficient textile care, with a focus on practical reductions in water, energy, and chemical use.

CUSTOMER STORY

Elis Mörlenbach

A partner through turbulent times

At Elis Mörlenbach, an industrial laundry in Germany, a sudden challenge threatened day-to-day operations. Due to extensive neighbouring roadworks, the municipality of Mörlenbach imposed strict limitations on the local water supply, putting considerable pressure on the facility's ability to maintain its full processing volume.

To safeguard operations and reduce dependency on fresh water, Elis partnered with us to introduce Germany's first HydRO installation in an industrial laundry environment.

With HydRO in place, Elis can now cut freshwater use by up to 80%, ensuring full production continuity—even under restrictive supply conditions. What could have caused major operational disruption turned into a success story of resilience, efficiency, and sustainable engineering.

For Elis Mörlenbach, HydRO is more than a system, it's a lifeline for uninterrupted performance and a decisive step toward long-term resource optimisation.



Hans De Block

HYDRO SALES
ENGINEER



"HydRO is a system that not only treats wastewater, but also recovers the wastewater."

CUSTOMER STORY

Centre Bretagne Hospital Group

Driving more efficient laundry operations with Zero-Steam W/W

At the Centre Bretagne Hospital Group, the laundry team works to uphold high standards of textile hygiene while reducing energy and resource consumption. As part of a broader effort to improve operational efficiency, the hospital reviewed the way its laundry processes used water, energy, and heat.

This led to closer collaboration with Christeyns and the introduction of Zero-Steam W/W. The system uses the existing hot water network (at 80 °C) to heat washing water without steam, reducing reliance on gas and simplifying operations. It was designed to address the high energy consumption, long start-up times, and emissions typically associated with steam-based systems.

Following implementation, the hospital recorded lower water and energy consumption, reduced reliance on gas, and lower carbon emissions, while maintaining high textile hygiene standards. The system also supported productivity and reduced exposure to energy price fluctuations.

For the Centre Bretagne Hospital Group, Zero-Steam W/W supports daily operational needs and long-term efficiency objectives by improving laundry performance and reducing resource use.



CUSTOMER STORY

Preens-Apparelmaster, New Zealand

Leading the way for meaningful progress



The commercial laundry industry in New Zealand is undergoing rapid change, driven by innovation, digitalisation, and a growing focus on the more efficient use of water and energy. In this context, Preens-Apparelmaster stands out as a strong example of sustainable progress.

As part of the Preens Clean Energy project, the New Zealand-based company rolled out a number of initiatives as part of a single, integrated project. This included replacing two diesel boilers with one electric boiler, introducing Christeyns' Lint-X Rotor technology, and installing the Steam X energy recovery system. Thanks to this approach, the new facility achieved water savings of over 50% and energy savings of 44%, while maintaining high operational performance.

Developed in close collaboration with **TBR Solutions** and our local company, **FluidChristeyns**, the project combines advanced European heat-recovery technology with optimised wash processes to create a highly efficient, future-ready operation.

Steam X played a central role in achieving these results by providing integrated heat recovery, custom pump skids and control panels, and comprehensive water and energy system design.

The initiative supports Preens-Apparelmaster's work to reduce resource use and improve operational efficiency.



6 PROSPERITY

- Financial growth & expansion
- Strategic investments
- Local heroes

***PROSPERITY**, flows through our organisation, offering stability and enabling growth.*

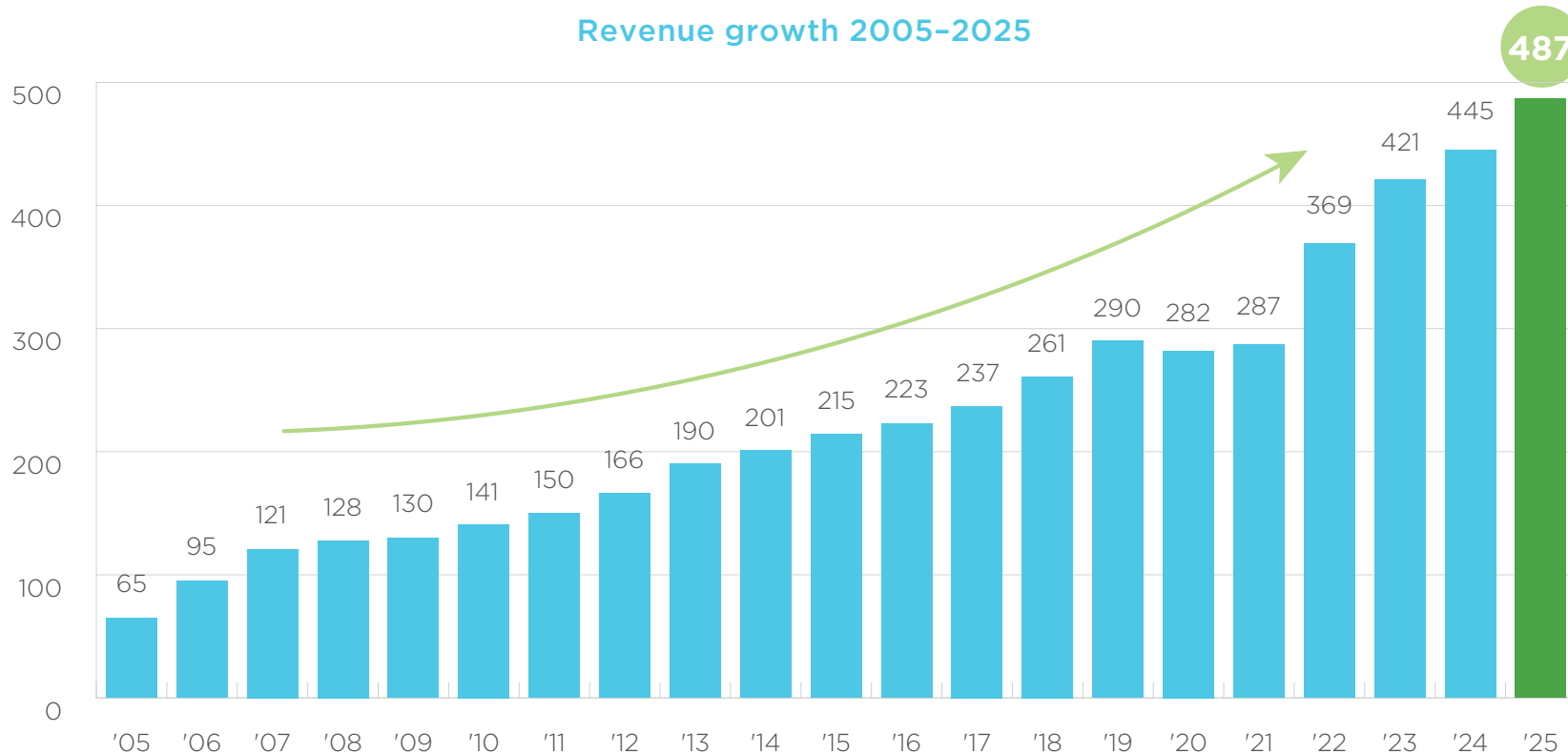


6.1 FINANCIAL GROWTH AND EXPANSION

Christeyns’s financial stability supports long-term investment, careful growth, and continued improvement across the business. By combining reliable products and services with responsible operations, we contribute to long-term value creation for the Group, our customers, and the communities in which we operate.

487 M€
yearly turnover
+ 9.3%

Revenue growth 2005–2025



Financial growth and performance

In 2025, Christeyns recorded revenue of 487 million euros, representing growth of 9.3%. A high level of organic growth that was supported by acquisitions. Growth was strongest in the Professional Hygiene and Contract

Manufacturing divisions, while Life Sciences and Medical Care experienced a more challenging year, with revenues remaining stable.

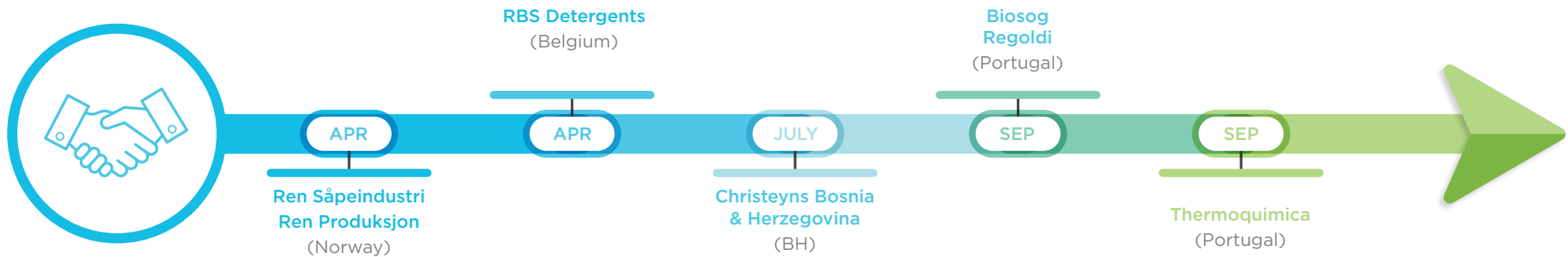
Equipment sales increased further in 2025 and now account for more than 6% of total turnover. By strengthening engineering expertise across all regions, we can offer products, equipment, and technical support that

extend beyond chemicals. Europe remains the principal market, with a particularly strong presence in Western and Southern Europe. With an equity ratio of more than 70%, Christeyns has a solid financial foundation. This stability

enables continued reinvestment in the business, supporting long-term value creation for customers, employees, and the communities in which we operate.

Turnover per Business Unit





In 2025, Christeyns continued to expand production capacity across Europe.

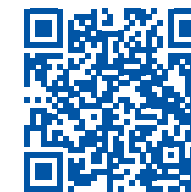
In 2025, acquisitions in Portugal, including **Thermoquimica**, **Biosog**, and **Regoldi**, strengthened the Group's position in this key European market and expanded operational capacity. The Life Sciences division also grew through the acquisition of RBS, a Belgian company that broadens the portfolio and supports access to new markets. In Norway, the acquisition of **Ren Såpeindustri** added a production site in Scandinavia.

This expansion was further supported by the establishment of **Christeyns Higiénia** in Bosnia and Herzegovina, strengthening presence in the Balkan region.

Taken together, these developments increased production capacity and brought operations closer to customers across Europe. As a result of this expansion, we were pleased to welcome 126 new colleagues to the Christeyns family in 2025.



João Fial
PORLATAM LEADER

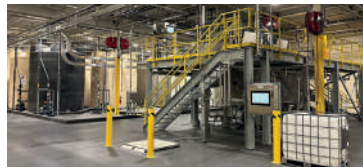


“By merging these companies, we became leaders in the Portuguese market. This makes us more relevant to suppliers, customers and potential employees.”

6.2 STRATEGIC INVESTMENTS

Christeyns has grown by consistently reinvesting its earnings. Profits are directed towards projects that strengthen the business, including research and development for internal operations and customer solutions. We also invest in working environments that support people's evolving needs. This long-term approach underpins financial stability, which remains an integral part of sustainable development.

In 2025, UNX-Christeyns, our US joint venture, became **Christeyns North America**. This name change aligns both businesses more closely and it reflects confidence in the strength and potential of the Christeyns brand in the region. During the year, a new production line was installed at the Greenville site in North Carolina.



Across Europe, further investments were made. These included a new bag-in-box line at **Christeyns France**, new vehicle-loading platforms at **Christeyns Spain**, increased storage capacity and improved cleaning processes for empty packaging at **Christeyns Food Hygiene UK**, and new automated storage tanks for sulphuric and nitric acids at **Christeyns Belgium**. These improvements reduce manual handling and support safer working conditions.



Group collaboration also supported these investments. Colleagues from **Christeyns Engineering Hungary** supplied skids for dosing enzymes and perfumes to **Christeyns Belgium**, while colleagues from **H&M Disinfection Systems** provided a new chlorine line to **Christeyns Professional Hygiene UK**, improving on-site safety.





We also embrace digital transformation as it enables us to adapt to the needs of rapidly evolving times. Digital tools support and reshape businesses, influencing nearly every industry and impacting the operations of both Christeyns and our customers. These developments have also impacted the way we connect with our customers, establishing real-time communication channels for relationship building, data exchange, and decision-making. As more data becomes available, the focus is on using it responsibly, transparently, and consistently.

Through solutions such as Process Guard and InSite CIP, customers gain real-time insight into key process parameters, including energy and water use, temperature, pH, and process time. These insights support greater consistency, improved resource efficiency, and more reliable day-to-day operations.

Connected technologies can support performance and compliance monitoring. Real-time data helps improve service planning and can reduce downtime and costs for customers. Investment in digital capabilities, from customer-facing solutions to operational dashboards across procurement, sales, and Sustainability, supports long-term value creation and more consistent decision-making.



**DATA MANAGEMENT
DIRECTOR**

"We collect data to optimise solutions and make cleaning and disinfection processes as effective as possible."



6.3 LOCAL HEROES

Through their outstanding performance in the Blue-Green Challenge, **Christeyns France** and **Christeyns Professional Hygiene UK** stand out as strong examples of how Sustainability is brought to life in everyday business practice.

The **Christeyns Professional Hygiene UK** team was recognised as ‘The Most Complete Team’, an award reflecting balanced, consistent and meaningful contributions across the different dimensions of the Sustainable Development Goals. Their engagement went beyond isolated actions, demonstrating thoughtful Sustainability integration and collaboration throughout the Blue-Green Challenge.

UK

At **Christeyns Professional Hygiene UK**, we take both our environmental responsibilities and our people’s wellbeing seriously. Surrounded by beautiful countryside, we continue to invest in ways to minimise our impact and operate more sustainably. Our success in the Blue-Green Challenge, winning the “Most Complete” category, was driven by the strong team spirit across the site, which made it possible to carry out the actions needed to achieve this result. Our motivation is simple: to support our people, act responsibly, and keep improving so we can build a greener, healthier future together.



To celebrate their win the team decided to document their journey and share it internally through a Sway. A simple yet powerful idea. By clearly showcasing their initiatives, progress, and outcomes in a visual and accessible format, they made their impact tangible for everybody that contributed, and anybody contributing to their next award.

The **French** team was recognised with the ‘Most Outstanding Company’ award in the Blue-Green Challenge, in recognition of the quantity of their initiatives and the strength of their collective

engagement. Their performance stood out not only for its results, but also for the way in which the company embraced Sustainability as a collective effort.

FRANCE

Christeyns France chose to celebrate this achievement by bringing together all employees in January, to share a traditional Galette des Rois. Transforming the award into a moment of inclusion, recognition and cultural meaning. This simple gesture reinforced the link between Sustainability, people, and everyday company life.

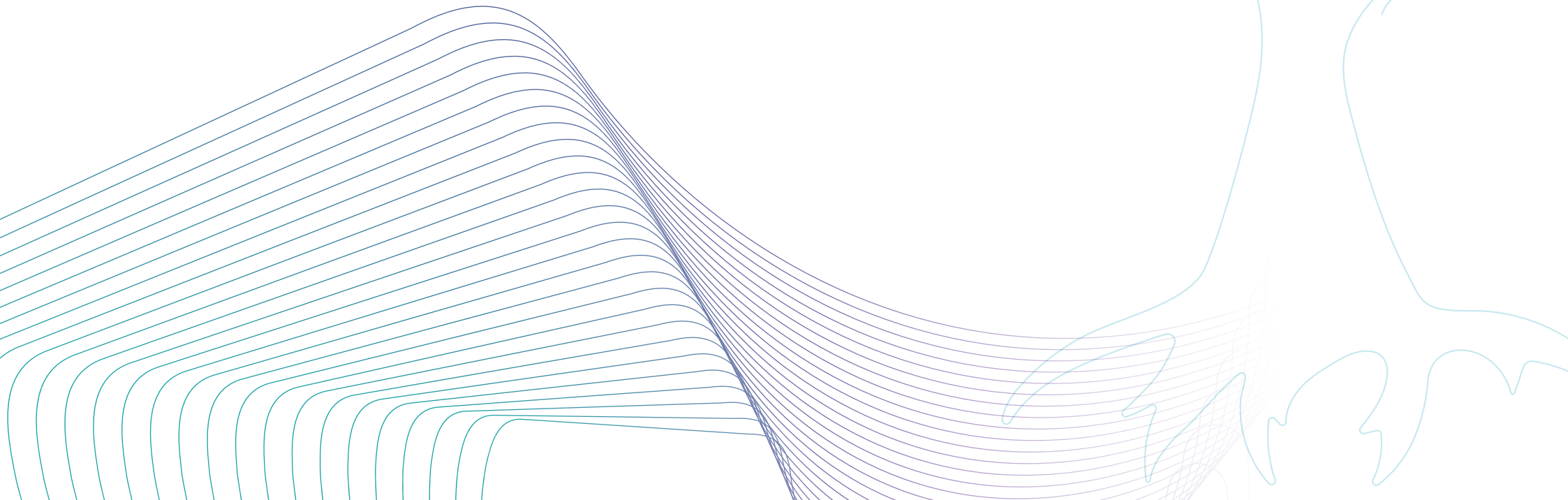
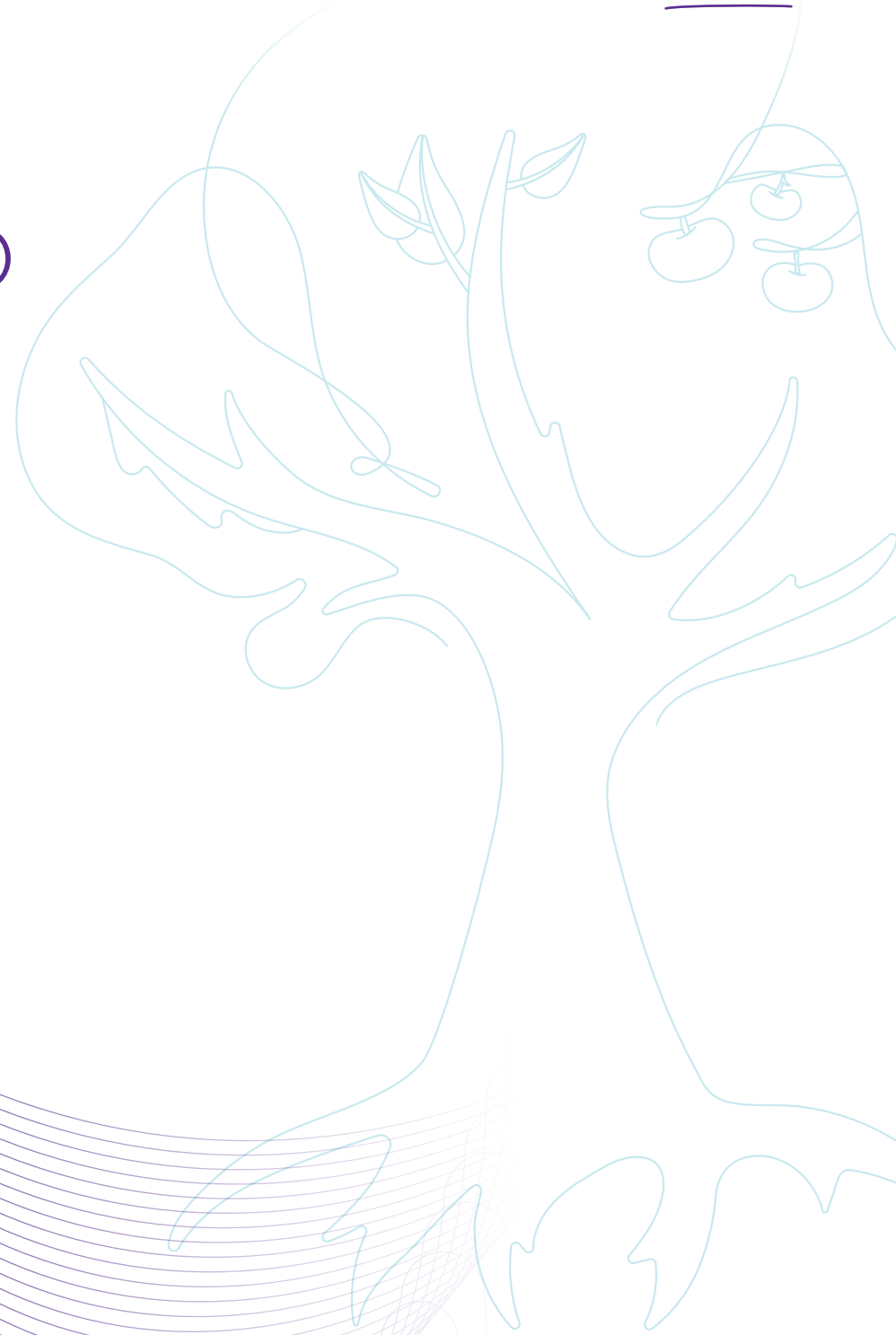
Moments like these demonstrate that internal SDG initiatives are not just about actions and metrics, but also about fostering pride, a sense of belonging, and momentum.



7 LOOKING AHEAD

– Closing message

– Group Targets towards 2030



7.1 CLOSING MESSAGE



Group Sustainability Manager Joanna Dewaele

Sustainability is embedded in the way we operate. Guided by our four core values: family, expertise, passion, and continuous improvement, it shapes work and decision-making across the organisation, from people and partnerships to production activities and product innovation.

The context in which we operate is becoming more complex. Geopolitical tensions, shifting global dynamics, and ongoing pressure on energy and raw materials show that volatility is

now part of everyday business. Regulatory requirements are increasing — from labelling to microplastics — adding to administrative demands. As the CSRD is under revision, we are using this period to further strengthen ESG transparency and accountability. STELLA, our new in-house ESG reporting platform, helps organise, measure, track, and use the data collected over recent years.

Equipped with more accurate insight, we can focus investment

on areas where it creates value for both Christeyns and our customers. Sustainable transformation is a gradual process, supported by raising awareness, sharing knowledge, and engaging colleagues across the organisation.

Initiatives such as the Blue-Green Challenge, launched in 2025, were created to support this approach. It is now a Group-wide activity, with colleagues from different sites and functions contributing through a range of actions. Making these activities and people visible helps support engagement and follow-through.

Looking to the future, collaboration remains a cornerstone to both corporate and local initiatives. Whether through accessible micro-learnings or internal recognition for outstanding initiatives, we want to empower and encourage colleagues to take sustainable action. In early 2026, an EcoVadis-focused exchange project was launched to support

knowledge-sharing across the organisation. As more sites achieve EcoVadis recognition, we are able to share experiences, compare approaches, and improve practices across sites.

Sustainability is not a project. It shapes how we grow, every day.

Joanna Dewaele, Group Sustainability Manager

“
Equipped with more accurate insight, we can focus investment on areas where it creates value for both Christeyns and our customers.
 ”

GROUP TARGETS TOWARDS 2030

The Sustainability targets below help track progress against key priorities for people, the environment, and long-term resilience of the business. They are designed to support continuous improvement through clear, measurable actions over time.

PEOPLE: safe, skilled and engaged teams

STATUS TOWARDS 2030

	Formal onboarding process implemented (covering min. 95% of total headcount)	87 %						
	Office-based employees with access to a corporate e-learning platform (covering min. 90% of headcount)	29%						
	Health & Safety training, annual average of minimum 8 hours per employee	3.3 hours						

PLANET: decarbonisation and resource efficiency

	Decrease industrial wastewater per tonne produced by 20% (compared to 2024)	-4.6%					
	Reduce market based Scope 2 emissions by over 90% (compared to 2024)	-3%					
	Decrease energy use (gas + electricity) per tonne produced by 15% (compared to 2023)	-5%					
	Low emission mobility: 80% purchased vehicles are zero emission	18%					
	Production sites have ISO 9001 certification (covering min. 95% of production output), sites producing >10,000 tonnes have ISO 14001	ISO9001 – 96% ISO14001 – 85%					
	Site waste reduction per capita: decrease 30% general waste and 15% plastic waste (compared to 2024)	-27% general +3% plastic					

PRINCIPLES: responsible supply chains and governance

STATUS TOWARDS 2030



Code of Conduct for suppliers of raw materials and packaging, HQ implementation by 2025, full roll-out by 2027

HQ roll-out complete



Supplier evaluation that includes Sustainability with over 25% of total score (expressed in production output covered)

39%

PRODUCTS & SERVICES: lower-carbon portfolios at equal or better in-use cost



Average of 20% reduction of product carbon footprint for 10 selected key Green'r products (compared to 2025)

Project boundaries set



LIST OF ABBREVIATIONS

5S	Lean methodology: Sort, Set in order, Shine, Standardise, Sustain	HSE	Health, Safety, and Environment	BE	Belgium
B2B	Business to Business	IBCs	Intermediate Bulk Containers	Benelux	Belgium, The Netherlands, and Luxembourg
CHLOE	Christeyns Learning Online Experience – our in-house e-learning platform	ISO	International Organization for Standardization	BR	Brazil
CIP	Clean-In-Place	OBAs	Optical Brightening Agents	CZ	Czech Republic
COD	Chemical Oxygen Demand	OEM	Original Equipment Manufacturer	DE	Germany
CO₂eq	Carbon dioxide equivalent, a recalculation of all greenhouse gases to the equivalent impact CO ₂ would have	PAA	PerAcetic Acid	ES	Spain
COSHH	Control of Substances Hazardous to Health	PAR	Peracetic Acid Registration Group	EU	European Union
COSMOS	Cosmetics Organic and Natural Standard	SDG / SDGs	Sustainable Development Goal(s)	FI	Finland
CSR	Corporate Social Responsibility	SDS	Safety Data Sheet	FR	France
CSRD	Corporate Sustainability Reporting Directive	STELLA	Sustainability Tracking and Evaluation for Learning and Leadership Accountability – our in-house ESG reporting platform	IR	Ireland
EPIC	Enzymatic Process Innovation by Christeyns	STEM	Science, Technology, Engineering and Mathematics	IT	Italy
ESG	Environmental, Social and Governance	TDS	Technical Data Sheet	NL	The Netherlands
ETSA	European Textile Services Association	UN	United Nations	Nordics	Denmark, Norway, Sweden, and Finland
GMP	Good Manufacturing Practice			NZ	New Zealand
				UK	United Kingdom

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