

Sustainability Report

2022

Chemoform AG



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Foreword

Dear readers,

for the CF Group, sustainability means responsible, entrepreneurial action with the aim of uniting the interests of society and the environment.

We try to find comprehensive solutions in all areas of the company that are resource-saving and sustainable. An important aspect of this is the topic of energy consumption and the generation of our own electricity. But we also focus on a more sustainable product portfolio.

Involving our employees is an important instrument for us to anchor sustainable action in the company. In the future, we would like to further intensify and train this so that each of us can make an active contribution in the long term.

We as the Board of Directors see it as our duty to promote further projects in the spirit of sustainability and to establish them within the company.

We are very pleased to be able to show you in this sustainability report which decisions and measures we have already taken and which projects we are working on in the future.

Management Board Chemoform AG/CF Group



Cedrik Mayer-Klenk
CEO, Chemoform AG/CF Group



Birgit Leibfritz
CFO, Chemoform/CF Group

► History



1962

Foundation of Chemoform AG by Dr. Gerhard MAYER-KLENK in Wendlingen am Neckar, Germany

1997

Cedrik MAYER-KLENK takes over the company



2015/2016

Balena GmbH founded in 2010 joins Chemoform

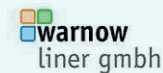


Dr. Nüsken founded in 1934 joins Chemoform



2019

Unipool Swimmingpools + Fitness GmbH founded in 1977 joins Chemoform



Warnow Liner GmbH founded in 1990 joins Chemoform

1989

Sale of the company



2014

Dinotec GmbH founded in 1987 joins Chemoform



Heissner GmbH founded in 1872 joins Chemoform

2019

Foundation of the CF Group



Locations



22941 Bargteheide, Schleswig-Holstein



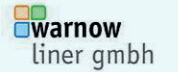
59174 Kamen, North Rhine-Westphalia



36341 Lauterbach, Hesse



75031 Eppingen, Baden-Württemberg



18246 Bützow, Mecklenburg-Western Pomerania



61130 Nidderau, Hesse



73240 Wendlingen am Neckar, Baden-Württemberg



„Excellent company headquarters“
Headquater, Wendlingen am Neckar

CF Group Germany

CF Group Germany, based in Wendlingen, has made a name for itself with a complete range of efficient and innovative products for cleanliness, hygiene and care in private and public swimming pools.

Since its foundation in 1962 by Dr. Gerhard Mayer-Klenk, the CF Group's guiding principle of „safety“ has permeated all production steps - from product development to application.

Today, the CF Group is one of the leading suppliers in the European swimming pool market and offers a huge range of products for the private and public swimming pool and wellness sector.

Today, the CF Group is one of the leading suppliers in the European swimming pool market and offers a huge range of products for the private and public swimming pool and wellness sector.

The company has been one of the largest suppliers in Germany and Europe not only since its move to the newly built headquarters in Wendlingen and the merger with the French FIJA Group to form the CF Group in November 2019. The CF Group is represented in over 40 countries and currently has over 1,200 employees and a group turnover of over 300 million euros.

CF Group is committed to a consistent sustainability strategy, for which it has already received awards. In 2020, for example, it received the prestigious German Industrial Building Award for the climate-neutral CF Group headquarters, which was built as a zero-energy building with a lot of recycled materials (see page 26).

In 2022, the CF Group celebrates its 60th anniversary, for which a large anniversary celebration is planned in autumn.

CF Group's success is based on the following strengths:

The ability to offer customised just-in-time production, a complete product range, deep value creation and a constantly renewing innovative strength.

Business year	18/19	19/20	20/21
CF Group Germany	122	162	184
CF Group worldwide	126	238	309

in € million

Philosophy

There is no ethics without aesthetics and no aesthetics without technology.



For CF Group, corporate culture is not just a concept. Quality, commitment, trust, freedom and openness are the principles that guide it.

CF Group is the result of two corporate cultures that have been focused on quality and trust for decades. The quality of the products, teams and processes justifies the trust of the customers.

The resulting industrial, commercial, logistical and human synergies mean new developments, new markets and thus more independence and freedom.



Visions & Strategies

At the beginning of success
there is always a vision.

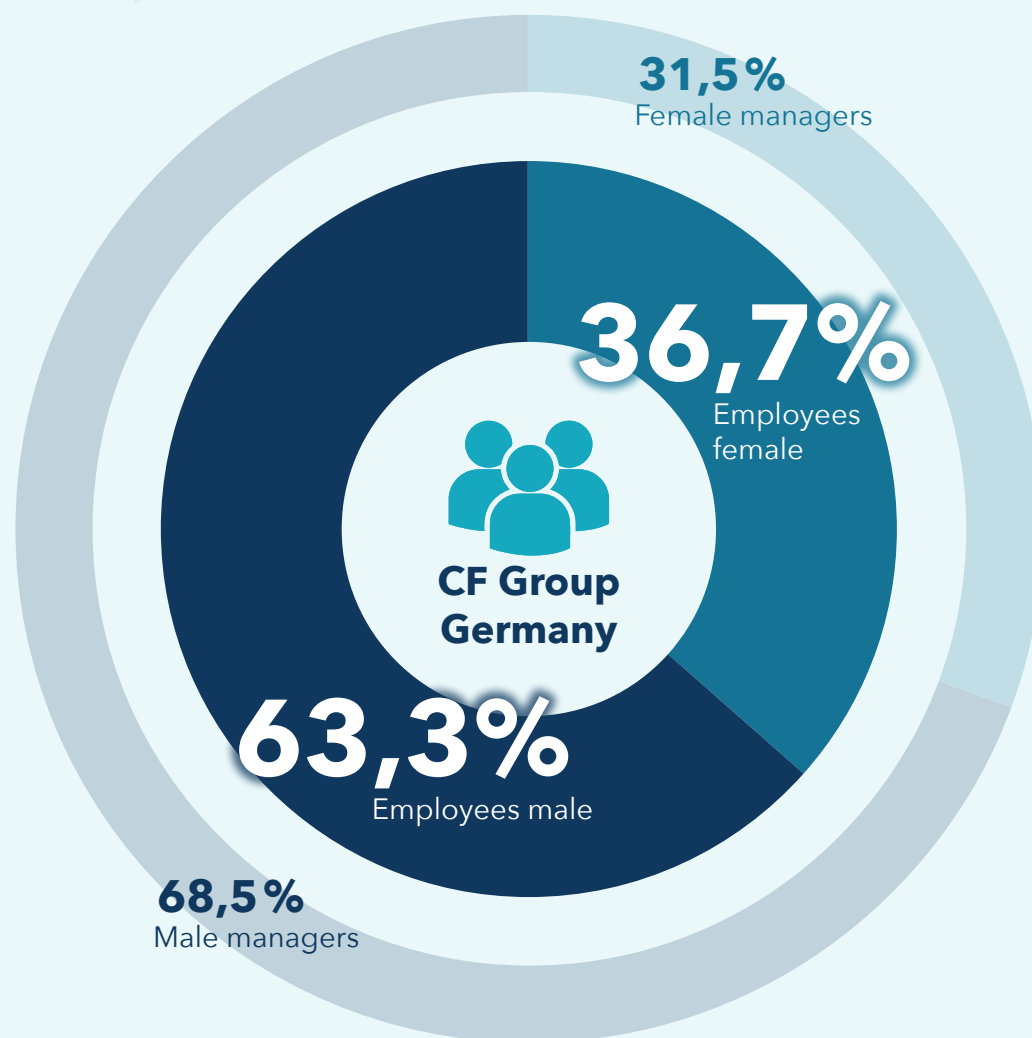
The CF Group is a family-owned group of companies in which individual freedom and responsibility as well as commitment and initiative play an important role.

These values are linked to a long-term vision of the company's continued existence and a management that takes responsibility and respects both its own employees and external partners.

Close and trusting customer relationships are very important to CF Group and it is aware of the binding nature of the commitments it has entered into.



Employee numbers



Number of CF Group employees in Germany by location on 31.12.2021

Wendlingen/Köngen, female	68
Wendlingen/Köngen, male	101
Kamen, female	16
Kamen, male	34
Nidderau, female	9
Nidderau, male	34
Lauterbach, female	19
Lauterbach, male	22
Eppingen, female	4
Eppingen, male	11
Warnow, female	6
Warnow, male	9
Bargteheide, female	3
Bargteheide, male	5

Values



Pragmatism

CF Group has its feet on the ground and no one is afraid to take risks or change their mind for the good of the projects or the teams. Success also means making mistakes, and CF Group strives for continuous improvement.



Know-how

The teams are committed to the continuous improvement and development of their expertise. CF Group prides itself on the expertise it passes on to all team members so that every client benefits from an excellent experience.



Commitment

Every day, CF Group is committed to fulfilling its commitment to customers, suppliers, partners and employees to maximise their satisfaction.



Vitality

The entire energy of the CF Group and the personal commitment are used to lead the projects to success. The team spirit and energy revitalise the employees every day anew.

Manufacturer - For 60 years



Initially, the CF Group dealt exclusively with water care products and cleaners for swimming pools. Over the years, the product range was expanded more and more. Today, the companies belonging to the CF Group not only develop and manufacture products for the care of swimming pool water, but also complete swimming pool systems and the associated technology.

The technology makes the difference

The extensive product range covers the entire process of water treatment and pool maintenance, right up to complete swimming pool projects. With its innovative management and control systems, the company has a leading market position.

The development of the first „low-energy pool system“ has set an example in the industry.

As a partner of the specialised trade and plant construction as well as of planners and architects, projects are realised worldwide in the private and hotel sector as well as large facilities for the public and communal sector or, for example, leisure resorts of commercial investors. The company's own project department supports all parties involved with its many years of project know-how in planning and implementation. The technical field service sees itself as a partner on site and accompanies CF Group customers from consultation to commissioning.

Sustainability

The CF Group will not only be active in the swimming pool world, but also in the sustainable treatment of the earth's drinking water.

Cedrik Mayer-Klenk
CEO der CF Group

Hydrogen and oxygen are billions of years old. We humans are largely made of water, it is the basis of our life. That's why we have to do everything we can to keep it clean and usable. The CF Group once again proves that small and medium-sized enterprises are capable of the „green“ transformation of the economy. The CF Group has already initiated a lot of sustainability in its core business of pool maintenance. They brought the first water care tablets without harmful boric acid onto the market.

Biological water care products have been developed, recyclable packaging introduced, and the CF Group has even invested in a start-up for smart swimming pool heaters. Weather forecasts are converted into highly effective heating impulses by means of artificial intelligence, which achieves energy savings of around 30 %.

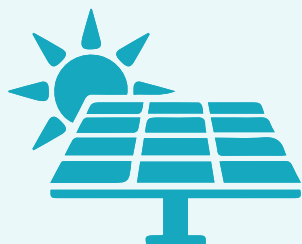


Energy

Solar energy

Since 2021, a solar system with 940 modules has been installed on the roof of the CF Group headquarters, supplying the building with zero-emission electricity. The solar system serves as the main source of electricity and, with an output of 309,000 kWh per year, ensures a self-sufficiency rate of 50 %. The system saves an additional 185 tonnes of CO₂ per year.

Further sites and Plant 2 in Köngen and Nidderau are already in the planning stage and are to be equipped with solar systems by 2023.



4 pillars of the heating system

The heating system at the Wendlingen headquarters consists of 4 pillars:

- ▶ Sustainable heat generation/energy recovery via two wood gasification boilers, with 65 MWh per year
- ▶ Heat recovery from the compressor system for the building, amounting to 65 MWh per year
- ▶ Heat and cold generation from a ground-source heat pump
- ▶ Two air-source heat pumps - on the roof and in the basement

The ground-source heat pump and the two air-source heat pumps generate a total output of 240 MWh per year.

Heating is thus not only more flexible, but also significantly more sustainable and environmentally friendly.

During the planning of the building, attention was paid to sustainable building materials. Great importance was also attached to the energy systems. The entire headquarter is equipped with motion sensors for the lighting. This means that the lights are switched on and off automatically as soon as employees are in the area.

The Nidderau site is also equipped with an air source heat pump and an efficient LED lighting system. The mountings for the future solar system at this site have already been installed.



Total generator area

1613.1 sqm = 940 modules

Total generator output

325.04 kWp = 270 kW

Annual output

309,000 kWh

Own use share

60 %

CO₂-avoidance

185,620 kg/year

Mobility

Electromobility

Since 2021, the CF Group has been required to include only purely electric or hybrid company vehicles in its fleet. For this purpose, there are two charging boxes with four charging ports in the underground car park of the headquarters, which are supplied with electricity from the solar system. Further charging boxes are planned for 2022 at the headquarters in Wendlingen.

The Nidderau site also has charging boxes. All other locations will be equipped with charging boxes in the future.

The CF Group would like to support electromobility and also design and expand the company's own transport with low emissions. For this reason, the route between the headquarters in Wendlingen and Plant 2 in Köngen is already being driven exclusively by an electric vehicle.



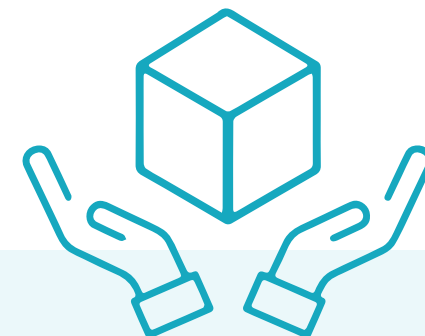
Jobbike

Through the cooperation with „JobRad“, CFGroup employees can lease a bicycle or an e-bike at a reduced rate. This gives them the opportunity to acquire a cost-effective and emission-free means of transport.

This is not only good for the environment, but also for the health of the employees.



Sustainable products



Intelligent control

One of CF Group's focal points is the development of efficient, sustainable and environmentally friendly controls and systems. These include systems such as electrolysis or the low-energy pool concept, which was developed 10 years ago as the first company to do so.

Pure nature

Natural pools are another speciality. Natural pools are pools that require virtually no chemicals and stand out in terms of ecology and cost. In addition to the cost advantages, natural pools also have the ecological advantage that fewer chemicals are needed. This reduces the use of potentially harmful chemicals.

First use of biological brine pools

After one and a half years of development and laboratory work and more than 500 analyses and measurements, the CF Group puts its prototype of a biological brine pool into operation. This is not to be compared with the classic salt water electrolysis, which is conventionally disinfected with chlorine. The salt water content of the „sea water“ has a significantly higher salt concentration than in classic salt water electrolysis. A salt concentration of 2.5-3 % salt is used. The filter system is very compact and can be placed inside or outside the pool like the classic filters. The entire pool is controlled and managed by the Balena Touch. The Balena Touch is a development within the CF Group and is equipped with the latest technology for salt water measurement.

Wellness

New natural products: This year we have converted some of our sauna fragrances, essential oils and cosmetic products to purely natural ingredients and market them under the LacoPur brand. By the end of 2022, 80 % of all wellness products are to be converted to natural ingredients.

Projects

Roof garden - Green greenhouse

A greenhouse is planned for 2022 on the terrace of the top floor of the headquarters in Wendlingen, directly behind the canteen. Herbs and vegetables will be planted there fresh for the canteen.

However, the plants are not fertilised with normal fertiliser, but watered by an aquaponic system. In this system, a fish farm is kept in a tank.

The excrements of the fish are flushed through the planting tables as fertiliser, filtered and then fed back into the fish farm basin as clean water.



„Island solution“ in the Maldives

The island solution project provides for a self-sufficient, solar-powered electrolysis plant for splitting salt water from the sea. Saltwater electrolysis is a process in which a chemical reaction is triggered with the help of electric current. The result of this splitting is sustainably produced chlorine. This can then be used for drinking water and swimming pool water disinfection. According to this concept, almost all the required operating materials will come sustainably from nature.

Recycling

Recycling & Reutilisation

At its Lauterbach site, the CF Group produces pond liners from regenerated material (recycled material), which are sold and marketed in a cradle-to-cradle system (sustainable recycling management). Foils returned by consumers are also used for this purpose and reintroduced into the sustainable cycle. As one of the largest European suppliers of pond liners, the CF Group is making a significant contribution to sustainability.

At the Kamen site, CF Group is increasingly using recycled 1-litre bottles to fill its products. For the past 30 years, empty large containers (> 5 litres) have also been collected by a forwarding agent, refilled and put back into circulation; this has resulted in a recycling rate of 65 %.



Repair instead of scrap

The CF Group focuses on the longevity and repairability of its products. With a guarantee of 5 years and the possibility to repair almost all products from the electrical range. In addition, the CF Group does not have any planned obsolescence, but rather a strategic design of the articles for maximum service life.

To this end, the CF Group has been working for years on the further development of its products for more sustainability and efficiency. For example, large pumps consume 65 % less electricity than 10-12 years ago with the same power output.

Partner

Code of Conduct

CF Group expects from its suppliers and partners that all forms of corruption, extortion, embezzlement, misappropriation and money laundering are strictly prohibited and must also be prohibited by the supplier. Fair competition and compliance with applicable antitrust laws must be ensured. Animal welfare and biodiversity must be respected. Any kind of child labour is rejected by the CF Group and the supplier must avoid any kind of child labour in his company. All forms of slavery, servitude, forced labour, bonded or indentured labour and involuntary prison labour must not be implemented by suppliers and partners. Forms of inclusion and diversity are welcomed and gender equality should be one of the principles of every company. Suppliers shall ensure safety and compliance in the handling, storage, transport, disposal, recycling and reuse of waste, waste gas and waste water. Natural resources must be used carefully and

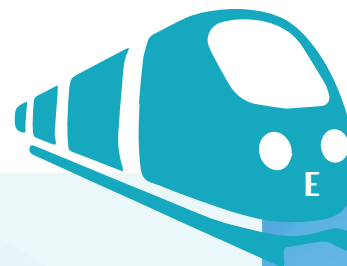
sparingly. Health and safety in the workplace must be guaranteed at all times. Suppliers and partners must protect their employees from all workplace hazards.

The CF Group records these agreements and others in writing in a Code of Conduct, which is also signed by suppliers and partners.

Compliance with the Code of Conduct is verified through CF Group audits.



Supply chain



For certain container deliveries from Hamburg, the CF Group uses low-emission electric locomotives. This means that for the majority of the route, it does not have to use the long, high-emission transport by truck.

With 151 container deliveries in 2021, 98 tonnes of CO₂ and 128 tonnes of greenhouse gases could be saved in comparison. CF Group would also like to further reduce emissions in its supply chain in the future.

98 tonnes of CO₂
128 tonnes of
greenhouse gases



Employee values



Dream

CF Group has a comprehensive plan for the company, its customers and society. Every employee contributes to the realisation of this dream with his or her work. Day after day. The growth of the company should be linked with respect for natural resources, but also with joy.



Health

The well-being of employees is close to CF Group's heart, but the health of customers is also a major concern. Every person who works for or with CF Group is respected physically and morally and knows that they also have a responsibility to the users of the products and services.



Environmental protection

CF Group not only cares about its employees, but also about the planet. Employees are regularly trained in environmental protection. The manufacturing processes and the design of the products should be optimised so that natural resources are preserved as much as possible.

Health

Sustainable offers for employees



Healthy and fresh lunch in the canteen

On the top floor of the CF Group building in Wendlingen there is a light-flooded canteen. The menu changes weekly and the food is freshly cooked every day to a very balanced and high quality standard.



In addition, the company pays part of the food costs. This means that the employees have the opportunity not only to eat healthy and balanced meals, but also to do so at a reasonable price.

In-house fitness studio

There is also a fitness studio on the top floor of the company building in Wendlingen. It is equipped with the most modern equipment and is available to employees free of charge. You can also book a personal trainer to increase your efficiency during an after-work workout.



Commitment

Commitment to the local population

With the aim of ensuring that no child enters secondary school as a non-safe swimmer, the CF Group has been financing swimming courses for the Köngen primary school since 2012. For these courses, the sports teacher suggests the children who are classified as unsafe swimmers. Approximately 100 children have been able to take advantage of this offer for more safety in the water in the last 10 years. For 2022, it is planned to implement this project at the headquarters site as well, thus reducing the dangers for children and young people, which seems more important than ever, especially after the Corona pandemic.



Workshops for the disabled



CF Group regularly involves workshops for the disabled in the production cycle. The support of these external employees is very important to CF Group and will be further expanded in the future. Cooperation with the workshops is a matter close to CF Group's heart.

„The beginning of a sustainable relationship“

Water is the common passion - for the CF Group and for the water polo club SSV Esslingen. It has been one of the best water polo clubs in the country for many years and has played in the 1st Bundesliga from the very beginning - currently with 3 teams - men, women and U18.

For the 1050m² pool (21x50m), CF Group supplied air cushion covers at short notice so that 40 % of the usual energy costs could already be saved in the start-up phase.

The cross-border cooperation between Tunisia, France and Germany was once again a prime example of the pragmatic and uncomplicated cooperation and the strength within the CF Group that made this possible in the short term.

40%
energy cost savings



Award



Award-winning architecture

Among 122 projects submitted, the new company headquarters of the CF Group in Wendlingen was named the winner of the prestigious Industrial Building Award 2020 in the building category.

The trade journal industrieBAU writes:

Seven building blocks sit on top of the new CF Group headquarters and give the otherwise simple structure angles, corners and edges. It is a modern office world, a classic warehouse and the highly acclaimed winner of the industrial building award 2020.

„The jury was impressed by the project's outstanding features, which include its design and functional clarity. On the other hand, the project also impresses with its clean elaboration down to the last detail,“ said Prof. Dr. Christian Stoy from the University of Stuttgart, head of the Institute for Building Economics and member of the industriebaupreis 2020 committee, in praise of the CF Group's new

headquarters when he presented the award to the architects Kauffmann Theilig & Partner, who were responsible for the project. Theilig & Partner with the award.

The new headquarters building stands out as this year's winner in the „Building“ category and stands out from its structural environment. The neighbouring existing buildings in the form of elongated flat-roofed buildings with shed roofs make the site in Wendlingen am Neckar a characteristic industrial area. A railway line running alongside the site reinforces this pragmatic impression. In contrast, the new headquarters of the manufacturer of care and cleaning products for pools and whirlpools looks striking and eye-catching. Zero-energy building. In a zero-energy building, energy generation and energy consumption are balanced. However, this only concerns the energy supply for hot water, cooling and heating. Electricity consumption for machines and appliances and lighting is not taken into account. Every zero-energy house is also a



passive house. This also produces energy passively through solar energy or waste heat. Energy can also be introduced from the outside.

Wood as a renewable raw material was used in many areas. The old warehouse was replaced, demolition materials were partially recycled and reused for the floor slab of the new company headquarters.

Further goals



Environmental

Energy

- ▶ Rehabilitation and renewal of plant 2/3 for more efficient and sustainable production (*in planning, 2024*)
- ▶ Expansion of solar plants at Dinotec (*2023, in planning*)
- ▶ Expansion of solar plants at Heissner (*2023, assigned - PV-generator power 161.86 kWp*)
- ▶ Expansion of solar systems at Plant 2 in Köngen (*2024, in planning after roof renovation*)
- ▶ Use of wind energy at Headquarter (*2023/2024 under review*)
- ▶ Battery systems for storing electricity at Headquarter (*2023 under review*)
- ▶ Purchase of electricity from a sustainable electricity source at all German sites (*implementation in the next 5 years*)
- ▶ Expansion of the e-vehicle fleet (*on going*)

Products

- ▶ Constant further development of products and sustainable design of the end-of-life process (*on going*)
- ▶ Bio line for chemical products (*on going*)
- ▶ Boric acid free tablets (*on going*)
- ▶ Expansion of electrolysis plants for chemical-free pools (*on going*)
- ▶ Solar-powered sand filter systems for Energy reduction (*under consideration, 2023*)
- ▶ Digitalization warehouse/administration/ contracts (*on going*)

Social

- ▶ The CF Group will further expand the range of swimming courses in Wendlingen. In this way, the CF Group would like to commitment to ensuring that children as safe swimmers in secondary schools (*on going*)
- ▶ CF Group plans to cooperate with professors from universities and colleges to give students the opportunity to gain experience in a sustainable world of work (*planned for 2023*)

Governance

- ▶ Supply chain: In order to secure these fundamentals also with suppliers and producers, Chemoform would like to extend its obligatory non-disclosure agreement by a Code of Conduct. In this way, morals and ESG are to be anchored in the supply chain in addition to integrity (*in planning, 2023*)



An abstract geometric pattern composed of various shades of blue triangles, ranging from dark navy to light sky blue, arranged in a complex, overlapping fashion that creates a sense of depth and movement. The pattern is located on the right side of the page, extending from the top right corner down towards the bottom right.

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