



# ESG

ENVIRONMENTAL  
SOCIAL  
GOVERNANCE

## SUSTAINABILITY REPORT 2024

OEST GROUP



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Alexander A. Klein  
Chairman of the Board

Dear readers

We are pleased to present the latest sustainability report of the Oest Group. In an ever changing world, we consider it our responsibility to firmly embed sustainable actions in our corporate culture. This report provides insights into our progress so far, our challenges and our future objectives in the area of sustainability.

We focus not only on ecological aspects and processes that save resources, but also on our social responsibility as a traditional medium-sized company that has close ties to the area of the northern Black Forest in Germany and the people in this region. This in particular also includes us offering our employees secure, modern jobs with many attractive benefits and excellent corporate health management.

The Oest Group aspires to combine economic stability with sustainable growth. We are aware that this is a continuous process to which transparency and honesty are essential. That is why we want to communicate openly about our successes, but also about the areas where we can still grow and see further potential.

We want to thank all employees, partners and customers who accompany and support us on this journey. Together, we can help to shape a future worth living for generations to come.

Kind regards

Alexander A. Klein  
Chairman of the Board

## 2. OEST GROUP COMPANY PROFILE

The Oest Group, with Oest Holding GmbH as the holding company, is a significant medium-sized corporation with headquarters in Freudenstadt in the German Black Forest region. The Group comprises of several independent companies – OEST LUBRICANTS GmbH & Co. KG, OEST ENERGIES GmbH & Co. KG and OEST SYSTEMS GmbH & Co. KG.

Thanks to a continuously growing international distribution network with partners on all continents, Oest can offer a broad portfolio of products and services – tailored to different industries, markets and processes. The activities of the companies extend beyond the German market to another 40 countries worldwide. The main markets for our products include Italy, Switzerland and Austria. The following table shows key figures, presented by business areas.



	Oest Holding GmbH	OEST LUBRICANTS GmbH & Co. KG	OEST ENERGIES GmbH & Co. KG	OEST SYSTEMS GmbH & Co. KG
Location, main building	Georg-Oest-Str. 4 72250 Freudenstadt Germany	Georg-Oest-Str. 4 72250 Freudenstadt Germany	Georg-Oest-Str. 4 72250 Freudenstadt Germany	Robert-Bürkle-Str. 7 72250 Freudenstadt Germany
Geolocation	N 48° 27' 53.287" E 8° 26' 12.239"	N 48° 27' 53.287" E 8° 26' 12.239"	N 48° 27' 53.287" E 8° 26' 12.239"	N 48° 28' 0.336" E 8° 26' 5.4312"
Employees, as at 12/2024	43 employees	138 employees	83 employees	56 employees
Turnover	EUR 8,453K	EUR 117,556K	EUR 448,117K	EUR 8,895K
Balance sheet total	EUR 2,917K	EUR 36,048K	EUR 63,540K	EUR 6,994K
NACE sector classification code	NACE 70.10.1	NACE 19.20.0 NACE 46.71	NACE 46.71 NACE 35.12.0	NACE 28.99.0
Certification of management systems	The bodies of Oest Holding act as supporting units and take on different supporting processes for the Group companies.	Quality management system as per DIN EN ISO 9001:2015 (since 1993) Environmental management system as per DIN EN ISO 14001:2015 (since 2017)	No certified management systems	Quality management systems as per DIN EN ISO 9001:2015 (since 2012)

The core business of **OEST LUBRICANTS** comprises the development, manufacturing and sale of high quality lubricants. The product range covers a broad application spectrum – from standard products for automotive and industrial use to complex specialised lubricants for the metalworking industry. The business area targets commercial and industrial customers as part of the business-to-business (B2B) segment as well as consumers in the business-to-consumer (B2C) segment, for example through the company's online shop. A special focus is placed on supplying the construction, forestry and agricultural sectors with eco friendly products. This particularly includes rapidly biodegradable lubricants and eco friendly special fuels, for which Oest is one of the leading manufacturers in Europe.

**OEST ENERGIES** has two divisions – the filling station business and energy sales, which comprises the direct sale of fuels and combustibles to commercial customers and dealers. As a founding partner of Deutsche AVIA, Oest runs a network of around 100 filling stations with a comprehensive range of services. The product portfolio for direct sales ranges from branded heating oils and traditional fuels to alternative and regenerative energy carriers and fuels such as HVO100 (hydrotreated vegetable oil) and GTL (gas-to-liquid). In addition to these, Oest also sells natural gas, electricity and green electricity to provide a sustainable energy supply.

The mechanical engineering activities of **OEST SYSTEMS** are another business area of the group of companies. OEST SYSTEMS is one of the technology leaders in the development and production of systems for dosing, mixing and applying adhesives in the wood industry. The company has played a major role in shaping the current state of the art with various application methods, such as finger jointing and surface adhesive application, and has been included in the List of Hidden Champions as the world market leader in the field of adhesive technology for the production of cross-laminated timber. Customised adhesive dosing systems from Oest are also used in the caravan and insulation industries, as well as in the production of sandwich panels and in the commercial vehicles industry. In addition to all this, OEST SYSTEMS also provide individually tailored filling systems to the lubricants and cosmetics industries.

The lasting success of the Oest Group is mainly based on a broad product range that appeals to over 5 000 business customers and 18 000 private customers in different industries and markets worldwide. We ensure our power of innovation with state-of-the-art research and development, which requires substantial annual investments in the development and enhancement of our products and services. For customer specific requirements, our development teams work in close cooperation with in-house and external experts in application engineering and quality assurance to produce the best possible solutions. In addition to our high requirements in terms of quality, progress and customer benefit, sustainability plays a central role in our corporate philosophy. It is firmly embedded as a strategic objective. We see sustainability as a balanced synergy between economic, ecological and social responsibility. This starts with the strategic alignment of the company, comprises the responsible handling of resources and manifests itself in a future oriented product portfolio and in our commitment to our employees and the company.

This sustainability report for the financial year 2024 was created in accordance with the VSME standard. The Basic Module and selected components of the Comprehensive Module were applied. The report covers the three business areas LUBRICANTS, ENERGIES and SYSTEMS. Foreign subsidiaries were not considered. Confidential information, such as the names of business customers, is not disclosed for privacy reasons.

### 3. ENVIRONMENTAL – ECOLOGICAL RESPONSIBILITY



An effective environmental management program is a central component of the sustainable corporate management of the Oest Group. It is based on the balanced synergy between ecological, social and economic aspects. The **Environment** component is the main pillar of our sustainability strategy and forms the basis for our contribution to protecting the environment and the climate.

#### Environmental management in the Oest Group

In line with the environmental mission statement, our objective is to systematically integrate all environmental aspects into our work processes and strategic decisions with foresight and in compliance with regulations. The Oest Group is committed to continuously improving its environmental performance. We focus on the principles of preventing and reducing environmentally relevant impact along the entire value chain.

Efficient and responsible use of natural resources is an essential part of our environmental management. This includes, in particular:

- avoiding and separating waste to increase the recycling rate
- minimising emissions and immissions
- economical use of energy and raw materials
- use of eco friendly ingredients in our products

We derive our environmental targets from our in-house environmental policy, the applicable legal and regulatory standards and the expectations of our stakeholders. Our suppliers and service providers are also assessed under environmental aspects and are under obligation to meet our standards.

The certification to internationally recognised standards is a central element of our environmental management. Successful certification of OEST LUBRICANTS to DIN EN ISO 14001:2015 by TÜV Rheinland confirms the effectiveness and binding nature of our environmental management system.

Our aim is to be perceived as a reliable partner in environmental matters in-house as well as externally. We use continuous improvement processes to ensure that our environmental management contributes to achieving the long term sustainability targets of the Oest Group.

## Environmental key figures

We disclose the ecological key figures to give a clear and transparent account of the effectiveness of our environmental actions. These figures enable us to clearly document our progress in the different environmental areas and to continuously manage and enhance our sustainable corporate strategy.

KEY FIGURES   ENVIRONMENTAL	Oest Holding <sup>1</sup> OEST LUBRICANTS <sup>1</sup> OEST ENERGIES <sup>1</sup> (energy sales)	OEST ENERGIES <sup>2</sup> (filling stations)	OEST SYSTEMS
Total energy consumption in MWh			
▪ Electricity	842.27 MWh Generation <u>with</u> own use: 44.75 MWh	535.55 MWh	93.39 MWh Generation <u>without</u> own use: 26.36 MWh
▪ Oil	790.38 MWh	n/a	0.084 MWh
▪ Gas	703.81 MWh	n/a	no gas used
Reporting of harmful emissions to authorities (statutory or voluntary)	not a hazardous incident facility, therefore no sending of data to the district administration in Freudenstadt		
Number and area (in hectares) of sites in or near an area with vulnerable biodiversity	no sites in or near an area with vulnerable biodiversity	0.0856 ha Ottenhöfen filling station in the Black Forest  <i>Area: Schwarzwald-Westrand near Achem, Germany DE7314341 Type: protected under the Habitats Directive</i>	no sites in or near an area with vulnerable biodiversity
Total water consumption	3,456 m <sup>3</sup>	n/a	156 m <sup>3</sup>
Total annual waste volume	362.30 t <sup>*</sup> of which: ▪ 324.8 t hazardous substances ▪ 37.4 t non-hazard- ous substances	68.16 m <sup>3</sup> (only non-hazardous substances)	2.32 t <sup>*</sup> of which: ▪ 1.59 t hazardous substances ▪ 0.73 t non-hazard- ous substances
Total annual waste volume that was recycled	37.4 t <sup>*</sup>	68.16 m <sup>3</sup>	0.73 t <sup>*</sup>
Gross greenhouse gas emissions – total	1,144.14 t CO <sub>2</sub> eq total emissions of which: ▪ Scope 1: 671.98 CO <sub>2</sub> eq ▪ Scope 2: 472.16 CO <sub>2</sub> eq		
Gross greenhouse gas emissions related to turnover	2.19 t CO <sub>2</sub> eq per million EUR turnover		

<sup>1</sup> Shown jointly due to buildings being used jointly by Oest Holding, OEST LUBRICANTS and OEST ENERGIES; separate figures per company divisions are not possible.

<sup>2</sup> Information refers to the filling stations run by OEST ENERGIES GmbH & Co. KG

- AVIA Tankstelle Freudenstadt, Stuttgarter Str 109, 72250 Freudenstadt
- AVIA Tankstelle Kniebis, Straßburger Straße 304, 72250 Freudenstadt
- AVIA Tankstelle Dornhan, Röntgenstr. 2, 72175 Dornhan
- AVIA Tankstelle Ottenhöfen, Ruhensteinstraße 5, 77883 Ottenhöfen im Schwarzwald
- AVIA Tankstelle Oberndorf, Stuttgarter Str. 30, 78727 Oberndorf am Neckar

<sup>\*</sup> Waste collected by the council waste and recycling services (plastic recycling, residual waste and organic waste) are not included in these figures.  
This waste is disposed of as part of regular household waste and does not exceed the typical household quantities.

The Oest Group ensures compliance with the principles of sustainable waste management through consistent recycling, re-purposing and re-use of raw materials and goods that can no longer be sold for various reasons. In cooperation with our suppliers, we are also striving for eco friendly and safe transport in our logistics in order to minimise the consumption of raw materials and reduce waste.

## Environmental commitments and projects

The described guidelines of our environmental concepts are the foundation for our actions as a company. But sustainability arises not only from strategies – it becomes evident primarily in the specific implementation during our daily work. We are therefore providing insights into the measures and developments in the individual company divisions that bring the environmental concept to life and actively contribute to our sustainability targets.

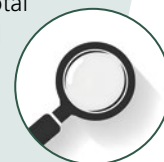
### ► Use of refurbished containers to reduce CO<sub>2</sub> emissions

OEST LUBRICANTS once again consistently continued its efforts to strengthen the circular economy in 2024 and is increasingly focusing on the use of containers from upcycling processes. As part of this approach, refurbished containers were used instead of new packaging units, i.e. used drums and IBCs were professionally cleaned, checked and processed for re-use. By using refurbished containers, we not only save precious raw materials compared to new containers, but are also avoiding substantial quantities of greenhouse gas emissions.

#### FIGURES | DATA | FACTS

In the 2024 reporting year, OEST LUBRICANTS used a total of 18 247 reconditioned drums and 2 797 reconditioned IBCs. This resulted in a total saving of 566 470 kilograms of CO<sub>2</sub>, which is equivalent to the annual electricity consumption of around 160 single-family homes.

\* Based on an annual consumption of approx. 3 500 kWh/house and CO<sub>2</sub> emissions of approx. 1 kg/kWh (conventional electricity mix)



### ► Installation of a new PV system

In May 2024, a new photovoltaic system was successfully commissioned on the roof of the OEST LUBRICANTS production workshop. The system consists of 83 modules, facing east at an angle of 10°, and has a total output of 73.04 kWp. Around 5 % of the electricity used by the facility was already produced on site in 2024. Installation of another PV system in the outdoor area next to the finished goods warehouse is planned for 2025 to further increase the proportion of self generated electricity and to consistently drive our sustainability targets.

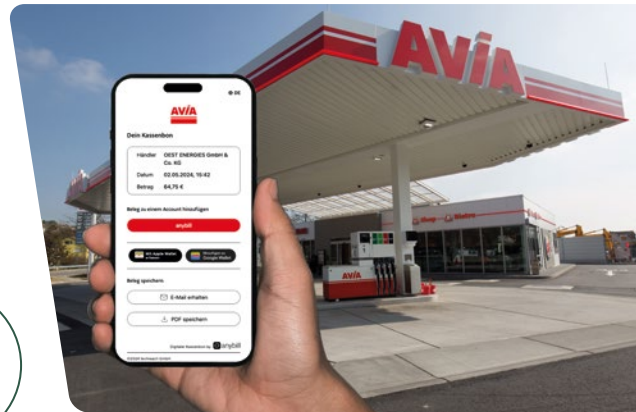
### ➤ Adoption of a flower meadow

OEST ENERGIES has been a partner of the Central/Northern Black Forest Nature Reserve since 2021, supporting the “Nature Reserve in Bloom” project. Together with the children from the local pre-school in Dornhan and the nature reserve, two large flower meadows were sown next to our filling station in Dornhan. In 2024, we further expanded our commitment with a renewed partnership for the nature park – an active contribution to protecting diversity.



### ➤ Scan for receipts!

OEST ENERGIES offers the option of receiving digital, i.e. paperless, receipts at its AVIA filling stations. This reduces the use of resources and protects the environment. Neither an app nor previous registration are required. All a customer needs is a smartphone or tablet with internet access and camera function. A simple, but important contribution to environmental protection.



#### DID YOU KNOW?...

Around 2.5 billion till receipts are printed worldwide every year – requiring around 667 000 trees to be cut down. A comparison: This number corresponds to cutting down around half of all trees in the Black Forest each year!



### ➤ Sustainable re-use system at filling stations

Since 2022, OEST ENERGIES has been using the “Recup” re-use system at filling stations in Freudenstadt and Dornhan to actively reduce disposable packaging and to protect resources. The results speak for themselves: 24 885 disposable cups were saved in Freudenstadt in 2024 and 11 809 in Dornhan – a significant contribution to avoiding waste. The re-use system is scheduled to be introduced at other stations in 2025.



### ➤ Successful “Too Good To Go” pilot project

The “Too Good to Go” project has been running successfully since 9 September 2024 at the AVIA filling station in Freudenstadt. The objective is to actively reduce food waste. In the first 50 days, 353 bags with surplus food were “rescued” at reduced prices through the app. Based on the success and positive feedback, the project will be rolled out in other locations in 2025!



#### DID YOU KNOW?...

Around 30 – 40 % of all food produced worldwide is thrown out. The average German consumer throws away around 75 kg of food each year. A large part of this could be avoided!



## 4. SOCIAL – SOCIAL RESPONSIBILITY



A responsible way of working together is a central component of the sustainable corporate management at the Oest Group. It is based on the balanced synergy between ecological, social and economic aspects. The **Social** component is the second pillar of our sustainability strategy and stands for our commitment in the areas of working conditions, employee welfare, equal opportunities and social engagement.

### Responsible actions at the Oest Group

For Oest, sustainability primarily means acting responsibly towards our own employees and towards society and the region.

The success of the Oest Group and the associated growth are not only the result of forward looking investments in technology, but are also largely based on the conviction that sustainable economic success is possible only with committed, qualified and respected employees. They are the foundation of our corporate actions and have a substantial influence on the corporate culture.

The Oest Group is dedicated to sustainable and responsible human resources management with the clear objective of using temporary, agency or self-employed workers as little as possible. Instead, we specifically focus on building and retaining a qualified core workforce. With targeted multi-skills training, we create a high level of in-house flexibility, strengthen employability and open up long term development perspectives for our employees. A central principle of our HR strategy is to establish long term employment. Short term hiring is used only in justifiable exceptional cases – we always focus on developing sustainable, reliable working relationships.

All employees of the Oest Group receive annual training to at least the legally mandated extent. Depending on the role and area of responsibility, we additionally offer targeted professional qualification measures through the Oest Academy to support the development of professional and personal skills.

The Oest Group is committed to a fair and transparent remuneration policy. All employees are paid above the statutory minimum wage. New hires after successful completion of an apprenticeship or degree apprenticeship, are paid without gender bias to ensure equal pay for male and female employees. Although we are not tied to any collective labour agreements, our remuneration systems are based on market compliant, social and performance based criteria. We believe in individual agreements that promote fairness, equality and motivation – without rigid requirements from collective agreements.

Responsible social actions are reflected in particular in a corporate culture that actively promotes health, respect and participation. Flexible working hours solutions, mobile working, flat hierarchies and short decision making paths create a working environment that is based on the needs of our employees.

One essential component of this approach is our **corporate health management (CHM)**, which has been firmly established since 2014. It aims to make work processes ergonomic, to identify strains early on and to systematically integrate preventive measures.

CHM comprises the following services and options, among others:

- **Preventive occupational health** | Regular mandatory, elective and optional services by the company doctor as well as vaccinations
- **Acute psychological care** | Individual consultation options with qualified psychologists
- **On-site health promotion** | Talks, seminars, massages and campaign days with external professionals
- **Everyday work support** | Contributions towards mobile workplace equipment, spectacles, hearing aids as well as healthy food and free water, fruit and hot drinks
- **Services outside of the workplace** | Contributions towards gym and swimming pool fees, back training, prevention classes and health check-ups
- **Support for joint sports activities** | Bike-to-work leasing, squash, volleyball, Nordic walking, ski trips and running meets



Health and safety is an integral component of CHM at Oest and is actively practised and supported by the company management. In all companies of the Group, awareness for health and safety is firmly embedded at top management level. The safety measures and their significance are continuously imparted to all employees in the company.

Social responsibility is a core value and is consistently put into practice. In addition to supporting local projects, we are particularly committed to looking after the weaker members of society. We support a number of charitable institutions and projects for children and young people. Our aim is to give underprivileged, ill, or physically/mentally disabled young people hope and to improve their quality of life for the long term. We use various measures to support social sustainability in our companies and to strengthen our position as a responsible, attractive employer in the region.

- **Flying Hope** | Arranging free flights for children to undergo medical treatment or rehabilitation
- **Children Help Children** | Annual packing of parcels with toys and clothing for children's homes
- **Donations Instead of Presents** | Financial support for SOS Children's Villages and other non-profit organisations as an alternative to Christmas presents
- **Labdoo.org** | Collection, refurbishment and re-use of old laptops and tablets for education projects worldwide
- **Stop Polio Now** | Support for the Rotary Club campaign to fight polio

## Key employee figures

KEY FIGURES   SOCIAL <small>As at 12/2024</small>	Oest Holding	OEST LUBRICANTS	OEST ENERGIES	OEST SYSTEMS
Number of employees by gender (female F   male M)	F: 23 M: 20	F: 36 M: 102	F: 50 M: 33	F: 12 M: 44
Average employee age in years	42.09	43.45	39.66	40.25
Employee age structure				
▪ 30 years or younger	20.9 %	23.2 %	36.1 %	23.2 %
▪ 31 – 40 years	25.6 %	23.9 %	19.3 %	30.4 %
▪ 41 – 50 years	27.9 %	15.9 %	13.3 %	25.0 %
▪ 50 years or older	25.6 %	37.0 %	31.3 %	21.4 %
Average number of employee years of service	8.23	12.89	8.29	6.44
Employee fluctuation <sup>1</sup>	5.1 %	3.7 %	6.8 %	16.8 %
Number and ratio of reportable work accidents <sup>2</sup>	0 accidents 0 %	1 accident 0.72 %	1 accident 1.20 %	0 accidents 0 %
Presenteeism rate <sup>3</sup>	97.4 %	96.1 %	96.6 %	95.4 %
Number of work related deaths as a result of injuries or illness	0 deaths	0 deaths	0 deaths	0 deaths
Proportion of women in management positions	27.3 %	26.1 %	30.0 %	11.1 %

<sup>1</sup> number of employees who leave the company at their own request (giving notice, no group changes, no retirement, no "mini job" staff)

<sup>2</sup> number of accidents with more than three absentee days

<sup>3</sup> not taking into account long term illness with more than 42 absentee days

## Social engagement and projects

Our corporate values and sustainability principles are the basis for responsible actions towards employees, partners and society. In the following, we present selected measures and developments from different company divisions that illustrate our social engagement. Because social responsibility is not just about guidelines – it has to be implemented in all our daily interactions.

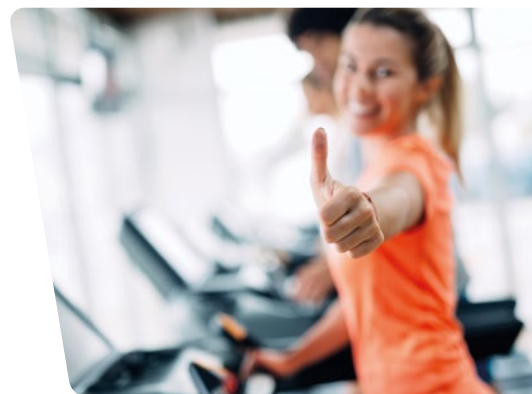
### » Between curiosity and nervousness – the first days as a new apprentice

Starting an apprenticeship in a new company brings many new things – new processes, new people, new challenges. At Oest, all apprentices start together on the Welcome Days on 1 September to make their start as comfortable as possible. Not being alone is a great relief for many apprentices. Experienced trainers, helpful colleagues and apprentices from previous years help the youngsters get started. The focus is not only on getting to know the new colleagues, though, but also on the first touchpoints with our products or on important rules, such as health and safety. This means that our new recruits and future talents are perfectly set up for their start into the working world.



### » Individual health classes

To round out our CHM services, we focus on health classes that are subsidised by the health insurance providers. This typically means that 80 % of the costs are paid by the health insurance provider, and the rest is covered by Oest. This allows our employees to individually support their health free of charge and to achieve a balance with their work. Working out at a gym is also rewarded by Oest with a monthly 15-EUR voucher. A short look ahead at the coming year: The subsidies for the health classes are set to increase and the main theme for 2025 has also been determined: resilience.



### » Adventure golf – precision, fun and a little bit of competition

Once looked down upon as an old-fashioned family activity, adventure golf is having quite a comeback among players young and old. Whether as a relaxed pastime in nature or as an ambitious competitive sport: adventure golf is more versatile than you probably think. We at Oest have also become fans and offer free adventure miniature golf from May until September for all employees as part of our CHM. This not only promotes the team spirit in the company, but also supports the local adventure golf facility. And once you have experienced that perfect shot, you know: There is often more than just luck between putter and ball – it is an art in itself.



## 5. GOVERNANCE – CORPORATE MANAGEMENT



Responsible corporate management with integrity provides the basis for the sustainable actions of the Oest Group. The **Governance** component stands for transparency, compliance with regulations and value based actions. We see good corporate management as a binding framework for a balanced synergy between ecological, social and economic responsibility. As the third pillar of our sustainability strategy, governance uses clear structures, effective monitoring procedures, ethical principles and consistent risk management to pave the way for establishing trust in the long term.

### Human rights as part of our corporate responsibility

The Oest Group is expressly committed to respecting and promoting human rights. This is based on the Universal Declaration of Human Rights of the United Nations from 1948 and the Basic Law of the Federal Republic of Germany. Protecting human rights is an integral component of our corporate policy and is embedded in our internal guidelines. These principles are bindingly defined in the Code of Conduct of the Oest Group. This Code specifies, among other things, that any form of discrimination, whether the basis of gender, age, ethnicity, nationality, disability, social background or sexual orientation, will not be tolerated. We are actively engaged in creating a respectful, fair and inclusive working environment.

### Recognition and compliance of international working standards

The Oest Group is unconditionally committed to complying with all national and international workers' rights. We follow the relevant agreements and conventions of the European Union, the international work organisations and the United Nations to ensure appropriate working conditions, fair employment practices and ethical behaviour.

We use technical and organisational measures to manage company specific risks in the area of human rights and work standards – always with the involvement of our employees. We also support our customers and partners so they can use our products responsibly and we develop solutions that contribute to safe and healthy working conditions.

We condemn child labour and we firmly respect the legal provisions on the minimum age of employees. We also strictly reject any form of forced labour, human trafficking, corporal punishment, threatening behaviour and harassment. We expressly acknowledge the right to freedom of association. Salaries, wages, employee benefits, working conditions and working hours fully comply with the current legal requirements.

To maintain these principles, the Oest Group has established a formalised complaints procedure for employee issues as well as a whistleblower system which employees as well as third parties can use to report violations of legal requirements, in-house guidelines or ethical standards. There are no known cases of child labour,

forced labour, human trafficking or discrimination among the employees of the Oest Group. This also applies to the workforce in the value chain, the affected communities as well as consumers and end users.

## **Voluntary commitment to non-use of conflict materials**

As a producer of lubricants, this is a very important topic for Oest. No conflict minerals are used or processed at Oest. This allows us to contribute to ensuring that no human rights violations occur through the purchase of these raw materials from conflict regions.

## **Ethical standards and corruption prevention**

Since its foundation in 1915, the Oest Group has earned a reputation as a fair and reliable partner. These values, combined with innovative, high-quality products, enable the companies of the Oest Group to be highly regarded partners, suppliers and customers around the world.

Our compliance policy acts as an ethical and legal compass. It defines the basic rules of conduct within the Oest Group and towards our business partners and the general public. The board of management, the foundation council and the executive board expect all employees of the Oest Group to strictly comply with this policy. So far, there have been no violations of anti-corruption or anti-bribery regulations and no related convictions or fines have been issued against the Oest Group.

The Oest Group has been an active member of the UN Global Compact since 2016. This United Nations initiative offers a unique framework for discussing a fairer shaping of globalisation across industry sectors and countries and for making this vision reality through suitable strategies and activities. Based on the ten Universal Principles of the Sustainable Development Goals, the UN Global Compact pursues the vision of an inclusive and sustainable economy for the benefit of all people, communities and markets, today and in the future.

As per article 12(1) and (2) of the Commission Delegated Regulation (EU) 2020/1818, the Oest Group is excluded from inclusion in Paris-compatible EU benchmarks because essential parts of the business activities – in particular in the area of fossil fuels – are not compatible with the defined exclusion criteria. This, among other things, applies to revenue shares from the processing and sale of mineral-oil based products.

## 6. OILS – OEST LUBRICANTS

With many years of experience, well founded specialist know-how and intensive research and development work, Oest is one of the leading manufacturers of high quality lubricants. The product range of OEST LUBRICANTS comprises over 700 formulations, offering customised lubricant solutions for automotive, industrial and metalworking applications. Continuous development in our in-house laboratory in Freudenstadt results in modern products that not only meet the current technical standards but also many particularly eco friendly and safe product innovations.

In 2024, OEST LUBRICANTS achieved the following turnover in the sector of fossil fuels, divided into the lubricants / special fuels and energy sectors.

Turnover from specific sectors (ID 63c)	
Lubricants / special fuels	59,546,640 EUR
Energy	58,009,151 EUR
<b>Total – OEST LUBRICANTS GmbH &amp; Co. KG</b>	<b>117,555,791 EUR</b>

### Use of re-refined mineral oil

In times when sustainability has become a central benchmark of industrial processes, we focus on sustainable production of lubricants. A particularly effective measure for reducing the ecological footprint is to use re-refined mineral oil as the base oil in lubricants. This is high quality processed used oil that is almost completely returned to the materials cycle using modern refinery technologies.

In contrast to the complex production from crude oil, re-refining requires significantly less energy and produces lower CO<sub>2</sub> emissions. At the same time, avoiding uncontrolled disposal of used oil benefits the environment – a significant contribution to environmental protection and saving resources. The quality of the re-refined oil is fully equivalent to conventionally produced base oils. The use of re-refined base oil not only lowers the consumption of fossil raw materials, but also supports the transition to a functioning circular economy. 40 % of the mineral oils that we use for manufacturing our products come from recycled materials and we are committed to continuously increasing this figure.

Sustainability today no longer means sacrifice, but a conscious choice in favour of powerful solutions with a low impact on the environment. Lubricants based on re-refined mineral oils combine these values in an ideal way, contributing to actively integrating ecological responsibility into daily industrial processes.

#### FIGURES | DATA | FACTS

With the use of re-refined mineral oil, OEST LUBRICANTS saved around 3 600 metric tons of CO<sub>2</sub> in the reporting year 2024 – the equivalent of the CO<sub>2</sub> emissions of around 561 car journeys around the world.



## Sustainable lubricants for metalworking

While the technical requirements are continuously growing, the demands in terms of ecological aspects are also increasing. In light of ever decreasing resources, stricter environmental regulations and increasing social expectations, our focus is on the development of sustainable lubricants. The objective is to create powerful products that are not only technically sound, but also meet the ecological requirements – whether through the use of biogenic raw materials, re-refined oils or completely new, eco friendly additive systems. The challenge lies in combining proven modes of action with sustainable formulations. This balancing act between functionality, environmental compatibility and economic viability is at the core of the current product developments in the lubricants sector.

In metalworking, for example, the Oest Variole product group contains water miscible lubricants for wire drawing which were developed taking these standards into consideration. With the combination of technical efficiency and ecological responsibility, these bio based wire drawing agents containing 80 % biogenic raw materials are an important step towards sustainable industrial processes. The formulations are free from mineral oil and ensure excellent lubrication while protecting tools and materials. They are easy to wash off to ensure trouble free downstream processing and efficient workflows. Overall, this water miscible lubricant for wire drawing offers an economically and ecologically sound solution for companies that want to use sustainable manufacturing concepts without having to compromise on quality or efficiency.

## Biolubricants and special fuels for forestry, construction and agriculture

In addition to the eco friendly Oecomix 2T and Oecomix 4T special fuels and the renewable Oecopower D diesel fuel, the product range of OEST LUBRICANTS also includes a variety of easily biodegradable special lubricants, for example Oest Biosynt chainsaw oil, which was awarded the German Blue Angel eco label, the fully synthetic Oest Bio Synthetik HYD 46 HEPR hydraulic oil or the Econol Bio BTM 01 release agent for maximum sustainability in construction in accordance with the highest DGNB Platinum standard.



### Why special fuels instead of conventional petrol?

#### 1. Fewer harmful emissions – for better air

Up to 90 % less carcinogenic substances and less soot particle:  
Special fuels emit up to 80 % less volatile organic compounds than conventional petrol – a clear benefit for health and nature.

#### 2. Reduced odour and vapours – for pleasant driving

Fresher air and significantly less unpleasant odours due to reduced vapours – for more comfort and fewer health risks during use.

#### 3. More efficient combustion – more power, less wear

Clean combustion means fewer deposits in the engine, which result in a longer service life and less service work.

Higher efficiency and a longer engine service life pay off.



## 7. ENERGIES – OEST ENERGIES

OEST ENERGIES combines all activities in connection with the filling station business and the areas of energy sales and mobility with a comprehensive, future oriented alignment to customer requirements, new technologies and upcoming challenges.

As a reliable energy supplier and mobility partner, Oest offers a wide range of energy products – from modern heating and vehicle fuels to natural gas, electricity and green electricity. In 2024, OEST ENERGIES achieved the following turnover in the sector of filling stations and energy sales.

Turnover from specific sectors (ID 63c)	
Filling stations	311,918,717 EUR
Energy	78,996,777 EUR
<b>Total* – OEST ENERGIES GmbH &amp; Co. KG</b>	<b>390,915,494 EUR</b>

\* without intercompany turnover in the areas of fuels, electricity and gas

### HVO diesel

Official start for HVO diesel. After the German Federal Council ratified the 10th Federal Emissions Protection Act, the free sale of paraffinic pure fuels in accordance with DIN EN 15940 has been permitted at filling stations in Germany since 29 May 2024. This includes in particular the HVO100 renewable diesel fuel that is made from vegetable residue and waste, such as cooking oils and greases from the food industry.

For the official start, Micheal Theurer, Parliamentary State Secretary in the German Federal Ministry of Transport and Digital Infrastructure, visited Oest as the founding partner of AVIA Germany to learn more about the specific introduction of HVO100 at German filling stations and to have an expert exchange about the potentials of this climate friendly fuel.

OEST ENERGIES wants to offer HVO100 at 20 % of its AVIA filling stations. The AVIA XPress filling station in Freudenstadt is among the first where customers can fill up with the renewable diesel fuel.



#### DID YOU KNOW ?...

- HVO100 diesel saves at least 85 % of CO<sub>2</sub> compared to conventional diesel.
- BMW and Skoda are now filling all diesel vehicles with HVO100 when these leave the factory and also use the renewable diesel fuel in their factory logistics.



## Expanding the e-mobility infrastructure

In parallel with low emission synthetic fuels like HVO100, OEST ENERGIES is investing in expanding the charging infrastructure for electric vehicles in their filling station network. Not only new sites, like the filling stations in Ziemetshausen and Eschau planned for 2025, are equipped with powerful AVIA Volt hyper chargers. Existing AVIA filling stations from OEST ENERGIES will also gradually be retrofitted with AVIA Volt technology wherever the situation allows – for sustainable mobility solutions that contribute to an emissions free future.



## Oesteria – “Regional tastes better!”

For several years, various OEST ENERGIES filling stations have already been offering a bistro and shop range that focuses on regional products and sustainability, which is unusual in this industry. The company has now gone a step further by opening a new “Oesteria” Smart Store at the AVIA Xpress filling station in Freudenstadt in June 2024, with the tagline “Regional tastes better”.

The user friendly, robot controlled Smart Store offers around 300 products, exclusively from regional producers from the surrounding area, around the clock. One special feature of the Oesteria Smart Store is that customers can choose whether they want to place their order on the screen in the shop or choose their items in the dedicated online shop ahead of time and then collect them at the Oesteria with a shopping code. Once the products have been chosen or the shopping code has been entered on the display, a servo controlled robotic arm inside the shop puts together the required items quickly and reliably. The items are then dispensed through a door that opens when payment has been made.



The Oesteria concept is scheduled to be expanded in 2025, including at manned filling stations. With the Oesteria brand, Oest once again underlines its ties to the region and its focus on quality and sustainability.

## 8. SYSTEMS – OEST SYSTEMS

OEST SYSTEMS has been one of the technology leaders in the development and production of systems for dosing, mixing and applying adhesives in the wood industry for more than six decades. Oest has played a major role in sustainably shaping the current state of the art with various applications methods and has been included in the List of Hidden Champions as the world market leader in the field of adhesive technology for the production of cross-laminated timber.

Customised adhesive application systems from OEST SYSTEMS are also used in the insulation industry and in the manufacturing of sandwich panels. These panels can be found in many caravans and motorhomes manufactured in Europe – from compact caravans to 26-ton luxury motorhomes with an integrated car garage. Energy efficiency and saving resources are the priorities for these applications as well.

Wood is increasingly becoming established as an important construction material in modern architecture. The technology from OEST SYSTEMS is used worldwide.

### **OEST SYSTEMS in CLT factories and sustainable construction projects, such as the new Microsoft computing centres**

OEST SYSTEMS has been leading in the development and manufacturing of systems for surface, finger joint and joint glue application in the wood industry. Our technologies are used in factories for cross laminated timber (CLT), for example. CLT elements are used in many sustainable construction projects, such as in the Microsoft computing centre in North Virginia, USA. As OEST SYSTEMS is leading in glue application technology for CLT and our systems are used in almost all North American CLT factories, it is safe to assume that the CLT elements for the Microsoft computing centres were also manufactured on Oest systems.

#### **➤ Microsoft builds first computing centre with wood**

Microsoft has set itself the ambitious target to be carbon negative by 2030. To achieve this, the corporation is building a first computing centre out of wood in a suburb in North Virginia. By utilising CLT, Microsoft wants to reduce the use of steel and concrete and significantly reduce the carbon footprint.

#### **➤ Benefits of CLT**

CLT is an innovative material that is made by glueing between three and nine layers of wood together, which are stacked in an alternating pattern and pressed to form a solid panel. It is lightweight, sturdy and fireproof by forming a protective charcoal layer at high temperatures. These properties make CLT the ideal choice for building computing centres as it has a significantly lower carbon footprint than steel and concrete.

#### **➤ Reducing our carbon footprint**

By using CLT, Microsoft expects to reduce the carbon footprint of two newly built computing centres by 35 % compared to steel structures and by 65 % compared to concrete buildings. This aim of this project is to help Microsoft achieve its target of becoming carbon negative by 2030 and to also compensate for its historic emissions by 2050.

The use of CLT in the new Microsoft computing centres is an important step towards sustainable construction and CO<sub>2</sub> reduction.



#### DID YOU KNOW ?...



Around 15 % of houses in Germany are made of wood – including single family and multi family homes as well as timber frame buildings or houses with timber modules. A comparison: In Norway, this figure is at 30 to 40 %, while in Canada 70 to 80 % of single family homes are made of wood.

## Longstanding member of the Studiengemeinschaft Holzleimbau e.V.

OEST SYSTEMS has been a member of the Studiengemeinschaft Holzleimbau e.V. (Glued Laminated Timber Research Association) for many years. This organisation represents companies who manufacture glued structural solid timber products, such as glued laminated timber (GLT), cross laminated timber (CLT or X-Lam), glued laminated beams (Duobalken® or Triobalken®), laminated veneer lumber (LVL) and glued joints, in Germany.

The research association was founded in 1957 and includes international manufacturers of glued structural solid timber products as well as manufacturers of glues and machinery. With their primarily technical focus, the research association is highly involved in research and development, national and European standards and public relations. Members of the Studiengemeinschaft Holzleimbau e.V. can obtain the BS-Holz monitoring seal, which replaced the BS-Holz quality seal in 2009. This seal stands for a quality of CLT that goes beyond the legal requirements.

The research association is particularly involved with the “Saving the climate with wood” initiative. Wood plays a key role in the sustainable circular economy – it binds CO<sub>2</sub>, lowers the ecological footprint and promotes biodiversity. That is why the association is committed to supporting sustainable forestry and the future of wood as a raw material.

### ► “Saving the climate with wood” vision

It is our vision to embed the central role of wood in a sustainable, climate friendly future. We are striving to make Germany a leader in the use and processing of sustainable native wood – for the good of the climate, of our forests and of all people. We see it as our responsibility to play our part in limiting global warming. With the “Saving the climate with wood” initiative, we want to convince politicians and society that the use of wood and active forestry management provide a substantial contribution to protecting the climate. The initiative supports the change to more climate stable forests and is committed to the effective and sustainable use of wood.

## 9. TOMORROW

The Oest Group is aware of the growing challenges, in particular in the area of sustainability, in the context of the environmental, social and governance (ESG) principle and has set itself the objective of tackling these tasks with entrepreneurial foresight and prudent action.

We consider the investment in healthy and motivated employees to be one of the most valuable investments in our future. It is only together that we can implement the values and successes that the Oest Group stands for. Together with our employees, we work every day to meet our stakeholders' expectations through innovative ideas, constant further development and process optimisations, while always staying true to our corporate philosophy.

Our objective is to promote a strong awareness for the ecological and social responsibility of all companies along the entire supply chain. We are focused in particular on expanding our sustainable supplier management in order to achieve a more sustainable future together with our suppliers.

These are some of the planned sustainability related objectives and measures for 2025:

- Continuous CO<sub>2</sub> reduction through ongoing process optimisations, innovations, research and development along with future-oriented site investments and optimised energy efficiency.
- Installation of a large 330-kWp PV system on an outdoor area next to the finished goods warehouse in the spring of 2025.
- Resilience is set as the central theme for the company health management. Different talks are offered, with a focus on the health and wellbeing of our employees.
- Another short term objective is to run the AVIA filling stations of OEST ENERGIES in an even more climate friendly way through specific energy savings and climate offsets. This includes supplying the premises with photovoltaics and providing energy monitoring to identify potential efficiency improvements in the areas of energy and water demand. In this context, the company plans to retrofit car washes at the filling stations with modern water treatment technology.

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