



START NOW



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SUSTAINABILITY REPORT 2022-2024

LIQUI MOLY GROUP

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FOR US, CIRCULAR ECONOMY MEANS:

not wasting resources pointlessly and thoughtlessly,
but using them efficiently.

We want to use materials that are recyclable and durable.

In this way, we minimize our waste and create
innovative cycles. This is how we protect our planet
and create added economic value for ourselves
and future generations.

This report lays the data foundations
for the beginning of this journey.

START NOW!

BUSINESS FIGURES

OVERVIEW OF THE MOST IMPORTANT DATA

		2022	2023	2024
Turnover	Million EUR	799.7	917.4	1,028.3
Colleagues ¹⁾	Number	1,006	1,108	1,183
Greenhouse gas emissions Scope 1	t CO ₂ e	4,026	4,671	4,254
Greenhouse gas emissions Scope 2	t CO ₂ e	1,280	274*	190**
Greenhouse gas emissions Scope 1 + 2	t CO ₂ e	5,306	4,945	4,444

*In 2023, the LIQUI MOLY Group sourced green electricity from hydropower.

**Since 2024, the LIQUI MOLY Group has been sourcing green electricity from the Würth quota.



FOREWORD

BY THE MANAGEMENT BOARD

Dear customers, dear colleagues, dear suppliers and partners, dear readers,

For us, sustainability is not just a trend, but a corporate responsibility and a long-term strategy. In a world that is constantly changing and facing major environmental and social challenges, it is our ambition to actively contribute to the solution.

We combine economic success with ecological and social progress.

We rely on sustainable resources, innovation and process optimization to reduce our environmental footprint and meet the needs of our customers and partners.

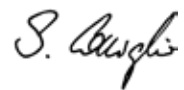
Sustainability is not a short-term project, but a continuous process that is regularly reviewed in order to achieve improvements and unlock new potential through the measures taken.

Yes, we can only be successful if economic action is in line with environmental responsibility and social justice.

With this awareness and commitment, we are continuing our journey – towards a sustainable future.



Günter Hiermaier



Salvatore Coniglio



Dr. Uli Weller



HISTORY

LIQUI MOLY GROUP

HOW IT ALL BEGAN – THE YEAR 1957

In the post-war years, a tin can containing the liquefied solid lubricant molybdenum disulfide (MoS₂) was offered in the US Army shops under the brand name LIQUI MOLY. Added to engine oil, this substance provided emergency running properties in the event of sudden oil loss. Airplanes had already made use of this feature during the World War II.

MoS₂ belonged to the standard repertoire of every motorized aircraft in the US Air Force at the time. Even in the event that the oil tank was hit and the motor oil was completely lost, the pilots were able to safely make an emergency landing due to the solid lubricant that adhered to the metal surfaces.

Hans Henle acquired the LIQUI MOLY name rights and the associated patent for the oil additive containing molybdenum disulfide (MoS₂). That was the birth of LIQUI MOLY in Ulm. The company LIQUI MOLY GmbH was entered in the commercial register on March 31, 1957. The business grew rapidly, which is why the headquarters became too small after just one year.

LIQUI MOLY opened its head office in Olgastrasse – right in the middle of what was then still a small Swabian city – for the sale of its first product: KFZ 1 – based, of course, on MoS₂. This additive for automobiles is still a firm part of the product range, today it's called Oil Additive.

In the years that followed, things went steeply uphill.



1957

FOUNDED IN ULM

License to process molybdenum disulfide (MoS₂).
First product: "KFZ 1"

1978

IN-HOUSE PRODUCTION

LIQUI MOLY now produces additives in-house.



1983

EXPANSION OF DISTRIBUTION CHANNELS

Supplying consumer, DIY and home improvement stores with automotive chemicals.

1987

NEW PRODUCT DESIGN

Birth of our exclusive canister shape, which is still a unique selling point today.



2006

MEGUIN

Meguin GmbH & Co. KG Mineraloelwerke becomes a 100% subsidiary of LIQUI MOLY GmbH.

2011

GROWTH AND INVESTMENTS

500th colleague hired. Investments in new tank stores, laboratories, production and more.

VALUE CULTURE

LIQUI MOLY GROUP



2018

WÜRTH

LIQUI MOLY slips under the umbrella of the Würth Group and thus ensures a stable long-term future for the company.



2021

FAMILY EXPANSION

Despite difficult times during the Covid pandemic, 0% short-time working and the hiring of the 1,000th colleague.



2024

1 BILLION

Supported by many previous annual sales records, LIQUI MOLY achieves sales of EUR 1 billion for the first time in its history.



THE SUCCESS OF OUR COMPANY IS BASED ON THE STRONGLY VALUE-ORIENTED CORPORATE AND INNOVATION CULTURE.

Focused. Committed. Human. Values that define and unite us. We call it the LIQUI MOLY spirit. We put our goals and visions into practice every day with a lot of heart and soul.

Value-oriented corporate culture

The Group-wide corporate culture is based on values that are essential for a sustainable transformation of the economy: mutual trust, predictability, honesty and straightforwardness internally and externally are basic principles that we have internalized in the LIQUI MOLY Group and live by every day.

This is not only about compliance with all laws and internal company rules, but also about a corresponding internal attitude on the part of the colleagues, who are an essential building block for the sustainable development of the LIQUI MOLY Group.

Structural requirements

A lived compliance culture is an essential component of the continued sustainable success of the LIQUI MOLY Group. The management of the LIQUI MOLY Group is proactively fulfilling its responsibility with regard to the increased national and international requirements for a compliance organization.



SHORT PROFILE

LIQUI MOLY GROUP

A BRAND THAT MOVES AND FILLS WITH ENTHUSIASM.

Enthusiasm – the driving force behind our thoughts and actions. With their dedication and passion, their ideas and abilities, our more than 1,200 colleagues have made LIQUI MOLY what it is today: a global trademark for top quality that fills customers with enthusiasm.

With more than 4,000 items from a single source, we are one of the few global full-range suppliers and offer the right products for every vehicle. We offer the world's widest and deepest range of motor oils, additives, gear oils, greases, pastes, adhesives and products for service and car care. In addition to passenger cars, this extensive range also serves motorcycles, classic cars, electric vehicles, bicycles, garden equipment, boats, small planes, camping equipment, commercial vehicles, construction machinery and industrial applications. In premium quality – always and everywhere.

In addition, we offer our partners and customers professional, tried-and-tested support and service concepts that make everyday operations in the workshop easier, as well as tools and equipment for efficient use of the products.



ALL FOR ONE

WORLDWIDE

ONE WORLD, ONE LIQUI MOLY, ONE FAMILY.

Not only as LIQUI MOLY Group, but also as part of the Würth Group, we act globally.

We therefore have the potential and, first and foremost, the responsibility to help shape our world as a whole in a way that is respectful, fair to all generations and rich in prospects.

At the same time, growing global awareness and the opportunities for sustainable transformation of our economy offer us the chance to decouple corporate growth from the consumption of finite resources - for the benefit of all living beings.

MOTOR OILS AND ADDITIVES MADE IN GERMANY

QUALITY AT THE HIGHEST LEVEL. A PROMISE WE STAND BY.

OUR OBJECTIVE: RESPONSIBLE BUSINESS MANAGEMENT

THE FUTURE VIABILITY OF OUR COMPANY AS PART OF THE WÜRTH GROUP
DEPENDS ON OUR ACTIONS TO ADDRESS GLOBAL CHALLENGES SUCH AS ALIGNING THE
CLIMATE AND RESOURCE TRANSITION, SUBSTANTIALLY TRANSFORMING OUR BUSINESS
MODEL AND THUS HELPING TO SHAPE A REGENERATIVE ECONOMIC SYSTEM.

MOTIVATION

SUSTAINABILITY AS AN OPPORTUNITY

WHAT SUSTAINABILITY MEANS TO US

We want to treat our environment, our resources and our colleagues responsibly. Our profits should be generated in an environmentally and socially responsible way right from the start.

Our aim is to keep our CO₂ footprint as low as possible and to use the corresponding resources sparingly in advance – as far as this is possible and practicable.

We also have our future generations in mind and refer here to one of the most widely used definitions of the term sustainability – the definition of the United Nations Brundtland Report of 1987.



This states:

"Humanity has the ability to make development sustainable – to ensure that it meets the needs of the present without compromising the ability of future generations to meet their own needs."

(Hardtke/Prehn 2001, Pg. 58).

This means:

"Sustainable development is development that ensures that future generations are not worse off in meeting their needs than those currently living."

(Hauff 1987, Pg. 46).

According to this definition, sustainability is described as a kind of development that is geared towards both the present and the future.

CIRCULAR ECONOMY COMPASS

WÜRTH/LIQUI MOLY GROUP

MANAGEMENT MODEL FOR SUSTAINABLE TRANSFORMATION.

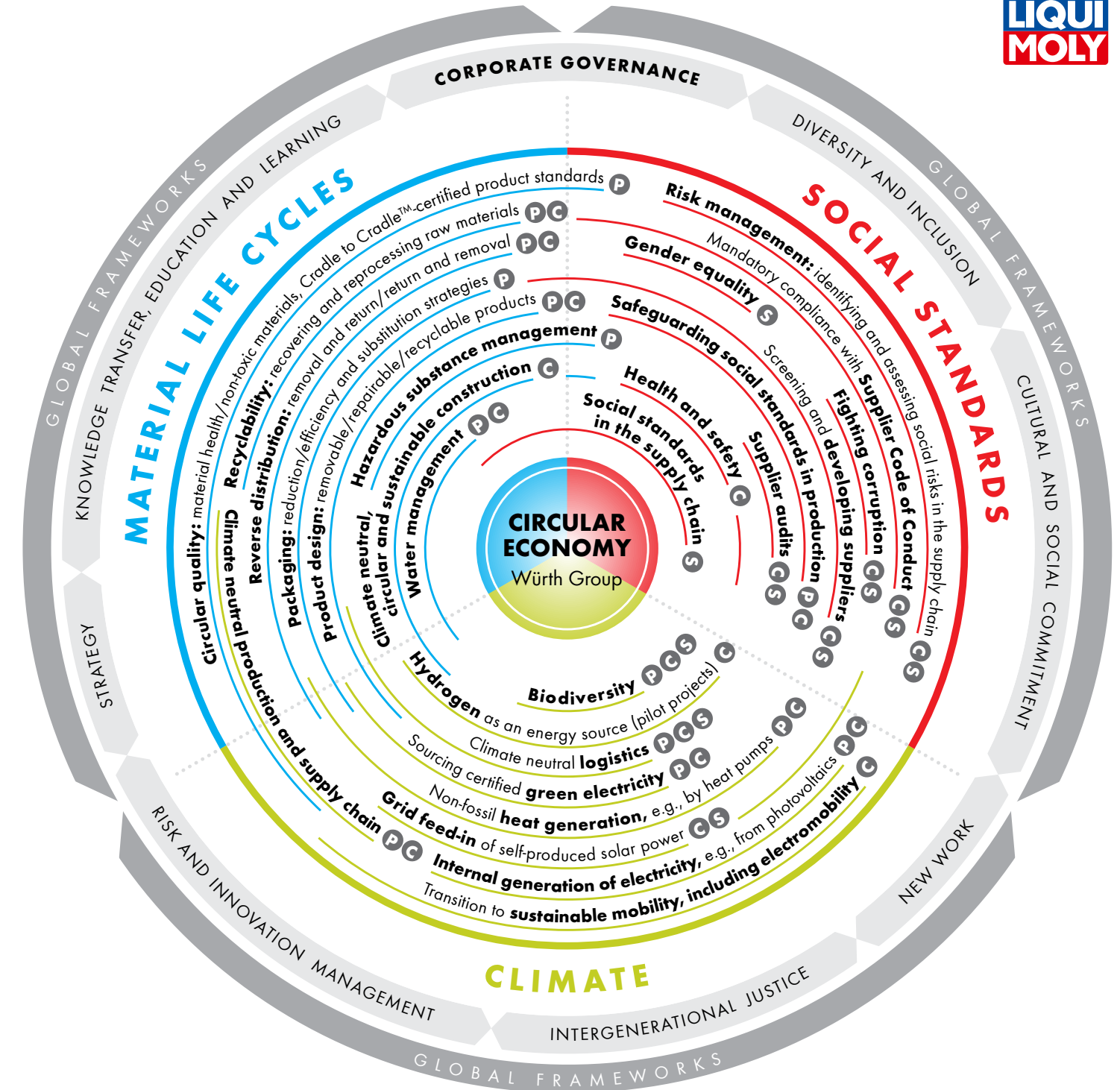
The Circular Economy Compass developed by our parent company Würth aims to achieve a circular economy. Together with its subsidiaries, the Würth Group is pursuing this holistic transformation process as its "Circular Way".

The compass contains the three transformation fields; climate, material cycles, and social standards.

Their respective aspects have different positive impacts on **products** (P), **company** (U) and/or **society** (G).

The LIQUI MOLY Group operates within these fields taking into account various global frameworks, such as the Greenhouse Gas Protocol and the Sustainable Development Goals of the United Nations.

Group-wide corporate governance forms the necessary framework for successfully implementing the transformation process.



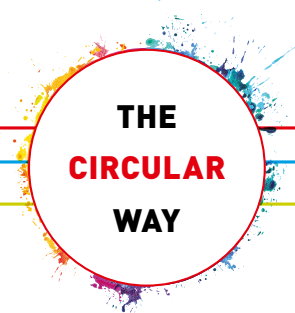
FRAMEWORKS

SUSTAINABILITY AS AN OPPORTUNITY

The LIQUI MOLY Group is joining the transformation fields of the Würth Group for its transformation process towards a circular economy.

Due to today's global challenges, such as climate change and worldwide environmental degradation, the Würth Group has identified three important areas of transformation which are intended to provide guidance for **100% circular development**:

- Climate
- Material cycles
- Social standards



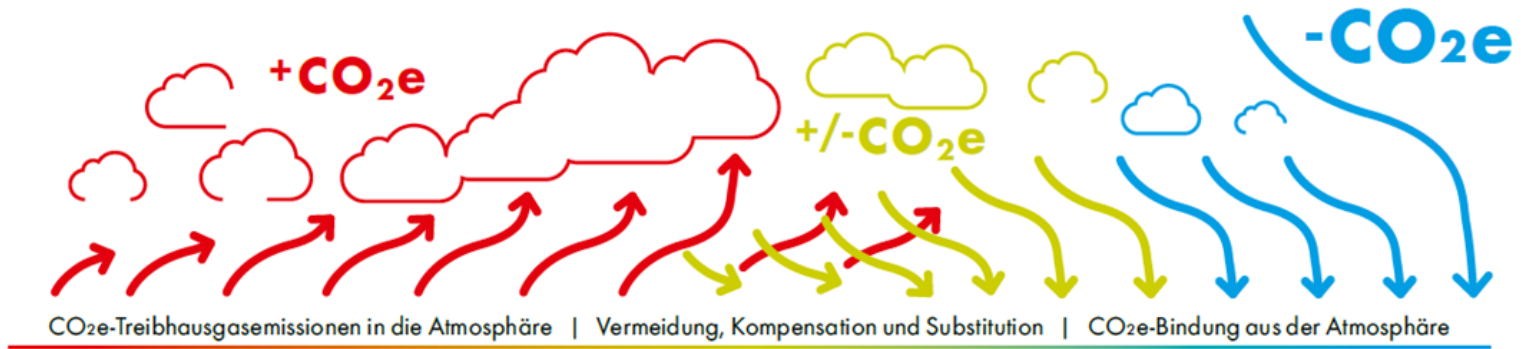
Social standards

Material life cycles

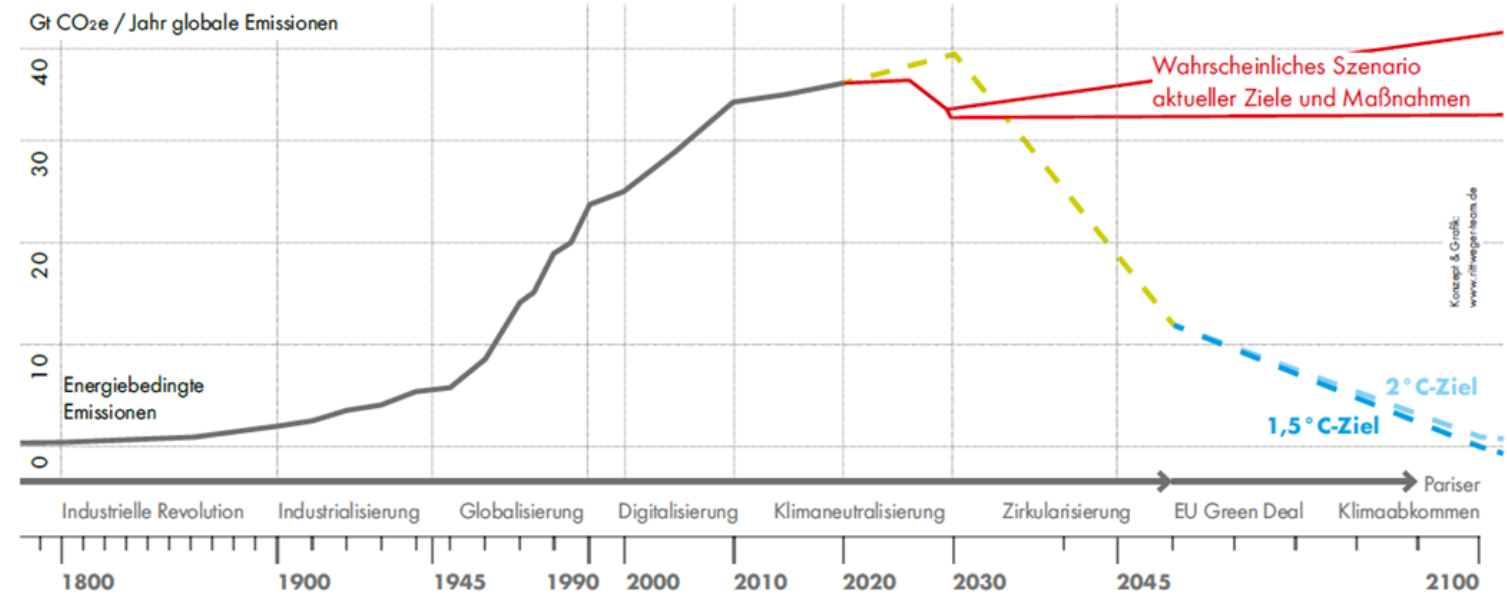
Climate

MODEL FOR THE DECARBONIZATION OF ENTERPRISES AND ECONOMIC PROCESSES

Principle and classification according to economic stages of evolution



Prinzip: Emissionen verursachen	Prinzip: Emissionen nicht verschlimmern	Prinzip: Emissionen wieder zurückholen
ROHSTOFFABBAU & MASSENPRODUKTION	EFFIZIENZ & VERMEIDUNG	NEUTRALE STOFFSTRÖME
		STOFFSTRÖME ALS CO₂e-SENKE/-DEPOT



SUBSIDIARIES

LIQUI MOLY GROUP

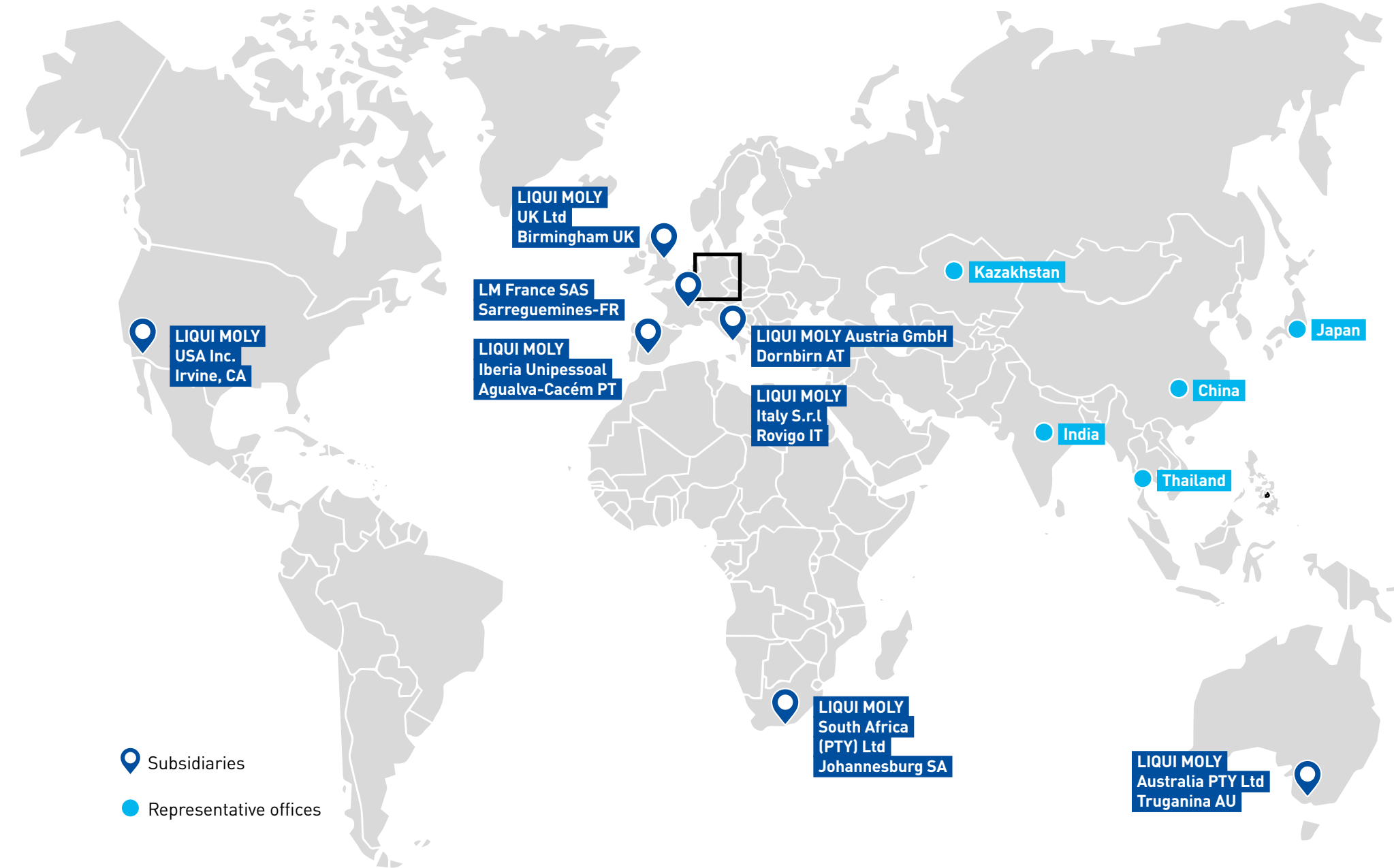
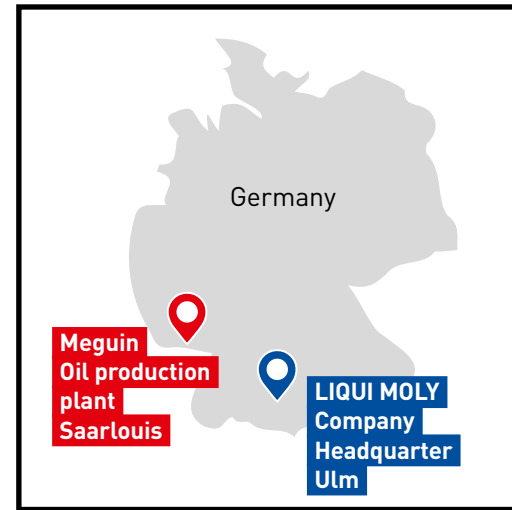
We are a world-renowned manufacturer of top-tier lubricants, motor oils, additives, car care products, chemical repair aids as well as service, adhesive and sealing products. A global trademark for top quality that fills customers with enthusiasm.

WE ARE REPRESENTED IN MORE THAN 150 COUNTRIES

In more than 150 countries, we, LIQUI MOLY and Meguin, develop, produce and sell our products, each optimally tailored to its respective application. Our additives, for example, remove deposits from injection systems and combustion chambers, and prevent new deposits from forming. This results in clean engines that use less fuel and produce fewer emissions.

Our oils reduce fuel consumption and therefore the associated pollutant emissions, too. In addition, modern engine oils do not contain chlorine or heavy metals and can be easily reprocessed and reused. The correct use of additives, oils and other lubricants extends engine and machine run times, which in turn leads to an increase in efficiency and thus to longer run times – a positive contribution to saving energy and emissions, which consequently also saves resources.

Even though our carbon footprint at the end of the entire process and value chain is comparatively small despite all the measures we take, we still aim to keep our ecological footprint as small as possible by using environmentally friendly production methods.



Subsidiaries
 Representative offices

CORE SDG OBJECTIVES

GLOBAL FRAMEWORKS

Globally recognized frameworks enable standardized benchmarking and offer a uniform response to the various legal and standard requirements worldwide.

SDGs 8, 9, 12 and 13 are the four core goals of the Würth Group to which we contribute as a subsidiary. They are directly related to the transformation fields of climate, material cycles and social standards defined by the Würth Group.

We also consider the following SDGs to be relevant for our company:

SDG 4
Quality education

SDG 10
Reduced inequalities



AMONG OTHER THINGS, WE HAVE WORKED ON THE FOLLOWING PROJECTS FOR OUR ADDITIONALLY SELECTED SDGS.



SDG 4 – QUALITY EDUCATION:

Our company invests in the further education and training of our colleagues in order to continuously improve their skills, promote innovation and ensure the high quality of our products. For example, we provide German courses for our foreign-language colleagues. In addition, we offer internal English courses and many more specific training and education courses.



SDG 10 – REDUCED INEQUALITIES:

Our company invests in combating inequality to promote equal opportunities and create a fair working environment. This strengthens the individual development and satisfaction of colleagues and contributes to the success of the company. Among other things, we have our GROWTH CLUB. The GROWTH CLUB helps us to raise awareness of various topics such as diversity, conflict management and resilience.

OUR STRENGTHS: THE DIVERSITY OF SOLUTIONS FROM THE LIQUI MOLY GROUP

AS PART OF THE WÜRTH GROUP, WE HAVE ACCESS TO THE PERSPECTIVES OF OVER 400 COMPANIES IN MORE THAN 80 COUNTRIES, THE OPINIONS OF OVER 85,000 COLLEAGUES, A WEALTH OF EXPERIENCE FROM A WIDE RANGE OF INDUSTRIES AND FEEDBACK FROM OUR CUSTOMERS ALL OVER THE WORLD. THIS DIVERSITY CAN HELP US MAKE A REAL CONTRIBUTION TO SUSTAINABLE DEVELOPMENT ON ALL CONTINENTS OF THE WORLD. THIS ENABLES US TO WORK TOGETHER WITH OUR CUSTOMERS AND SUPPLIERS TO DEVELOP SOLUTIONS FOR GLOBAL CHALLENGES AND A BETTER FUTURE – OUR FUTURE.



DEVELOPING SOLUTIONS TOGETHER

CORPORATE GOVERNANCE

The goal of our corporate governance, the principles of corporate culture in the Würth Group is **responsible and sustainable corporate management**.

In order to implement the requirements of the circular economy, awareness of sustainability issues needs to be developed. Thinking and acting in local and global contexts as well as in economic, ecological and social contexts is required. The management culture in the Würth Group should follow the principle of **“value creation through appreciation”**.

Climate change, resource conservation and generational equality, diversity and inclusion as well as risk and innovation management are the challenges and opportunities of today. In order to implement these new requirements, management needs guiding principles on the one hand and the integration of these into the corporate culture on the other. In this way, we want to create a common understanding and the associated freedom for colleagues. The basis for the necessary creativity and resulting innovations is formed by a variety of perspectives, a suitable working environment as well as knowledge transfer and further training.



WE ARE FURTHER DEVELOPING OUR RESPONSIBLE CORPORATE CULTURE BY PLACING EVEN GREATER EMPHASIS ON APPRECIATING PEOPLE, RESOURCES AND HABITATS.

DIVERSITY AS A DRIVER OF TRANSFORMATION

Diverse opinions and perspectives lead to more creativity, innovation and new solutions. The diversity of the people in the LIQUI MOLY Group enhances this effect: every single company, division and team unit, all customers, colleagues, suppliers and business partners are important and contribute their part to the future-oriented transformation of our way of working.

In order to exploit the great potential of diversity in the LIQUI MOLY Group in the best possible way, not only should diverse teams be set up, but all colleagues should also be involved and heard. This is why we provide a working environment and framework conditions that are free of prejudice and intolerance and enable everyone to make a valuable contribution. Any discrimination based on gender, gender identity, sexual identity, physical or mental disability, social or ethnic origin, age, nationality, language, skin color and religion is therefore not tolerated. At the same time, building and expanding awareness of the diversity of colleagues and management will further advance this development. Diversity is also promoted in recruitment processes.

The LIQUI MOLY Group also promotes female talent in order to make them more visible to top management and to raise awareness of factors that can facilitate women’s career paths.



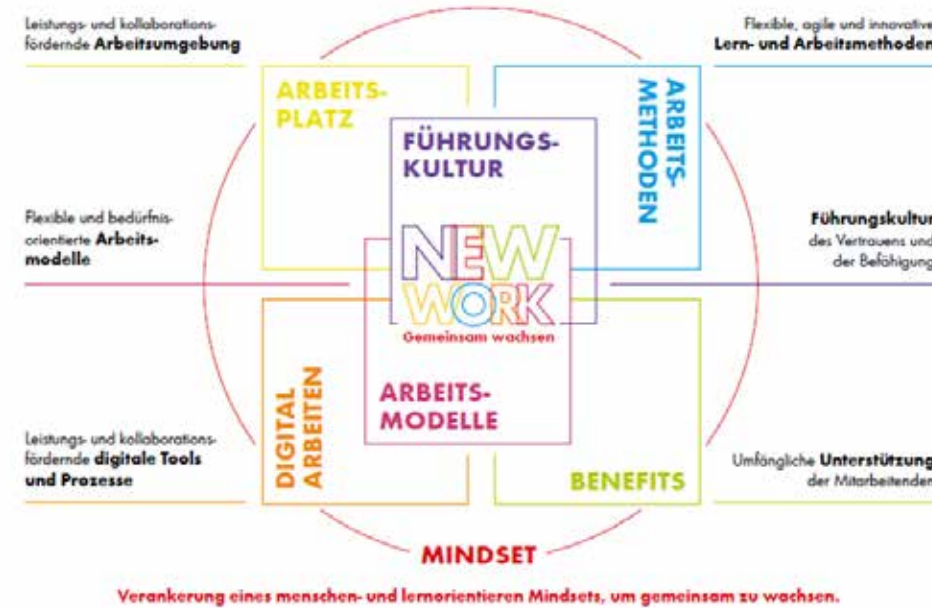
REAL, SUSTAINABLE TRANSFORMATION STARTS IN THE MIND FIRST. THAT'S WHY WE'RE ACTIVELY CHANGING HOW WE THINK AND WORK.

NEW WORK AS A TRANSFORMATIVE ENVIRONMENT

Developing creative, innovative and practical solutions for our transformation task towards a circular economy is increasingly in the focus of our daily activities in the LIQUI MOLY Group. The "New Work" approach accompanies this transformation of the working world, which is driven by new requirements and changing needs of colleagues. It aims to redefine the understanding of work under the influence of digitalization, diverse life models and new work structures.

New approaches are being taken to make the working world of the LIQUI MOLY Group even more innovative, attractive, flexible and needs-oriented.

This includes the areas of the workplace, management culture, working methods, digital working, working models and benefits. This new management culture creates a diversity-orientated living and working environment that enables everyone to develop and grow together through personal responsibility and empowerment. Anchoring a people- and learning-oriented mindset is fundamental to this.



TRAIN SMART AND SHARE KNOW-HOW

FOR SUSTAINABILITY DEVELOPMENT AND MANAGEMENT

A shared basic understanding of sustainability forms the foundation of our sustainable actions. For this reason, stakeholder-oriented communication is essential for creating a transformative mindset, both internally with our colleagues and externally with our customers, suppliers and the general public.

Qualification program/sustainability management via parent company Würth

The internationally awarded qualification program for sustainability management at Akademie Würth provides an overview of the dimensions of sustainable business and enables participants to expand their sustainability skills and transfer them to their own area of activity. As a subsidiary, we are able to participate in this excellent qualification program.

Würth's International Sustainability Panel

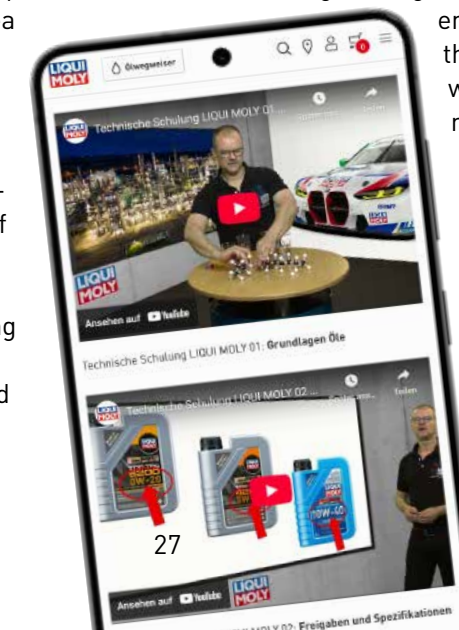
In June 2021, Würth launched its first international Sustainability Panel, which takes place twice a year, with the goal of networking the companies of the Würth Group, exchanging experiences and ideas on the topic of sustainability and creating synergies for joint projects. In addition to interesting impulse lectures, various companies present their best practice projects in the areas of climate, material cycles and social standards.

Updates in the newsletter

A regular flow of information and exchange between all colleagues is ensured by our various internal newsletters. Among other things, important information on various current topics is shared there. There are also regular updates on important topics in the monthly newsletters. The presentation of the management systems for the environment and sustainability is also an integral part of the initial training for new colleagues.

Pictures and stories – the LIQUI MOLY blog

In our digital blog, we share unique experiences, successes and emotions relating to our global brand and bring the special spirit of the LIQUI MOLY family world-wide closer to everyone. So it's worth checking in regularly!



We offer many different ways of updating and acquiring new knowledge.

DEVELOPING SOLUTIONS TOGETHER

DIGITAL DATA MANAGEMENT AND REPORTING

GROUP-WIDE, UNIFORM DATA MANAGEMENT PROVIDES US WITH THE NECESSARY SUSTAINABILITY SUBSTANCE TO ENSURE THE QUALITY AND TRANSPARENCY OF THE TRANSFORMATION.

Information transparency is an essential topic for the LIQUI MOLY Group. As a subsidiary of Würth, we report our relevant sustainability indicators in accordance with the uniform GRI standard. We have been specially trained to do this and we have established processes for data collection.

Development of Würth-wide standardized data infrastructure

In order to achieve the common goals and individual further development of the sustainable transformation in the companies, we make use of the existing internal Würth reporting structure. To enable the large number of data to be collected efficiently and easy to evaluate, Würth has expanded its internal reporting system to include social and environmental indicators. This provides us with a meaningful and integrative solution as the basis for comprehensive reporting of our performance and transformation indicators.



Simple, interview-led query of all relevant sustainability indicators via the internal Würth reporting tool is already established throughout the Group.

PROCESS CONTROL VIA STANDARDIZED MANAGEMENT SYSTEMS

Standardized management systems serve as a foundation. The implemented processes provide a solid data basis from which the relevant sustainability information can be drawn. The uniform generation of data across all Würth companies creates comparability, which in turn ensures data quality and transparency. By simultaneously integrating economic, environmental and social indicators, a comprehensive and high-quality data base is being created for the Würth Group. We as a subsidiary can also benefit from this.

TRANSFORMATION INDICATORS AS CONTROL TOOL FOR SUSTAINABLE DEVELOPMENT

As part of our sustainability management, we have started to supplement our existing management processes with building blocks that provide us with valuable transformation indicators in each individual company and form the basis for group-wide sustainability management. These building blocks include the global sustainability indicators of the Global Reporting Initiative (GRI), the accounting of greenhouse gas emissions in accordance with the Greenhouse Gas Protocol and the strategic orientation towards the 17 goals of

ZUSAMMENSPIEL VON PROZESSSTEUERUNG UND DATENMANAGEMENT



the United Nations to ensure sustainable development, the Sustainable Development Goals.

These building blocks are necessary to meet global sustainability standards. They serve as a guide for our data management. They were linked to the existing economic indicators and have now been supplemented with ecological and social sustainability indicators in a central GRI database. Our already integrated standardized management systems provide reduced and verified process data from the business activities of the LIQUI MOLY Group, thus ensuring data quality and industry-specific standards in advance.

OUR CONTRIBUTION TO THE CLIMATE TRANSFORMATION FIELD

FOR OUR COMPANY, THE LONG-TERM GOAL OF CLIMATE NEUTRALITY ACROSS THE ENTIRE GROUP MEANS REDUCING EMISSIONS OF DIRECT AND INDIRECT GREENHOUSE GASSES THAT ARE HARMFUL TO THE CLIMATE – INCLUDING THE SUPPLY CHAIN – TO A MINIMUM. WE CREATE TRANSPARENCY ABOUT OUR GREENHOUSE GAS EMISSIONS AND THEIR ORIGIN THROUGH CLIMATE BALANCE SHEETS. OUR CLIMATE STRATEGY IS BUILT ON THIS BASIS. AWARENESS OF EFFICIENT ENERGY USE AND EMISSION SOURCES, THE EXPANSION OF RENEWABLE ENERGIES AND THE OPTIMIZATION OF PRODUCTION, THE VEHICLE FLEET AND DRIVING STYLE ACCOMPANY US ON THIS JOURNEY.

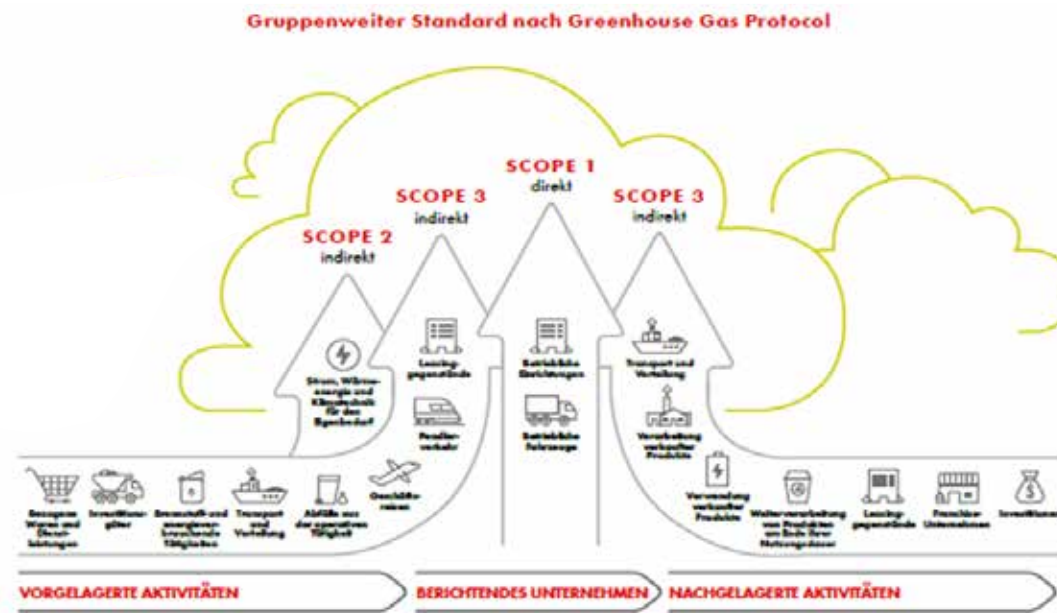
CLIMATE FOCUS

LIQUI MOLY GROUP

OUR POTENTIAL, OPPORTUNITIES AND RISKS IN THE AREA OF CLIMATE PROTECTION AND ENERGY EFFICIENCY

To achieve climate neutrality, we are following the three-stage approach of the Würth Group. The first priority is to avoid all harmful direct and indirect greenhouse gas emissions. If avoidance is not possible, we aim to reduce it to a minimum. In the final step, all unavoidable and reducible greenhouse gas emissions are offset by investing in certified climate protection projects, preferably in the area of biodiversity.

The basis for this is an assessment of our greenhouse gas emissions along the entire value and supply chain, which is based on the Corporate Standard of the Greenhouse Gas Protocol.



SCOPE 1

Scope 1 covers all direct emissions, i.e. from sources within the company, including electricity generation, company vehicles and production.

SCOPE 2

These are indirect emissions arising from externally generated and purchased energy, e.g. electricity, heat, cooling.

SCOPE 3

Scope 3 covers all other indirect emissions. This includes emissions from the production and transport of purchased goods, from the distribution and use of products and their disposal. It also includes emissions from business trips that are not undertaken with company vehicles and colleagues' commutes.

PROJECTS AND ACTIVITIES

WITH A FOCUS ON CLIMATE

The following examples underline how we have already implemented measures that contribute to climate protection and what is planned for the future.



Corridor in the LIQUI MOLY administration building.

CONVERSION TO MODERN LED TECHNOLOGY

As a rule, old tube lamps are replaced by LEDs. In a 2023/24 project, we replaced 267 tubes. These tubes had a calculated total annual electricity consumption of over 22,200 kWh.

The LED technology requires 50% less electricity, namely only 11,000 kWh per annum, which corresponds to a saving of around 2,800 kg of CO₂.



BAG-IN-BOX – LESS EMISSIONS AND PACKAGING WASTE

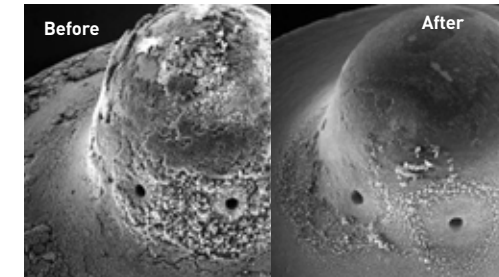
Lubricants from LIQUI MOLY help to save fuel and thus contribute to CO₂ reduction. We have also made everything more environmentally friendly. The bag-in-box packaging system celebrated its premiere at Automechanika 2024. The highlight: compared to conventional 20-liter plastic canisters, there is significantly less plastic waste and the additional variant also fits into the LIQUI MOLY oil cabinet.



The new PV system at the new production building in Ulm.

PHOTOVOLTAICS ON THE ROOF OF OUR PRODUCTION EXPANSION

For new buildings and renovations, we plan the possibility of using photovoltaic systems. This is why we were able to equip the new roofs with photovoltaic systems when expanding our production building in Ulm. As a result, we were able to produce over 5,700 kW in 2024 (commissioning October 2024) for our own needs.



Dirty injection nozzle. Fuel additives can clean it.

CLEANING FUEL ADDITIVES

The fact that cleaning fuel additives can improve the exhaust gas quality of combustion engines has been proven by LIQUI MOLY with measurements carried out by the GTÜ (Gesellschaft für Technische Überwachung). The result: The concentration of hydrocarbons (HC) in the diesel exhaust gas was reduced by around 50 % by the end of the test.



Measuring and meter concept enables precise data collection.

INSTALLATION OF A MEASURING AND METERING CONCEPT

As we want to clearly track our energy consumption, we have installed a measuring and metering concept for recording electricity at our production sites. This allows us to pursue targeted measures to save resources. An expansion of the measuring and metering concept with additional resources is already being planned.

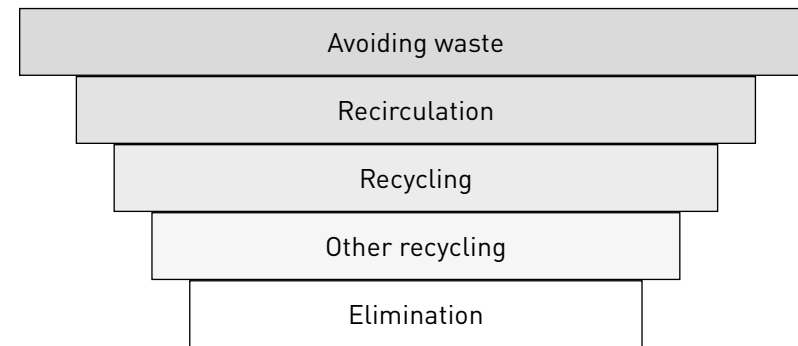
REDESIGNING MATERIAL CYCLES

LIQUI MOLY GROUP RAW MATERIALS AND RESOURCES

The raw materials and materials from which our products are made are our greatest future capital and the lever for decoupling from the finite consumption of resources. They form the core of our future value creation by appreciating resources, keeping them in cycles and turning them into new, intelligent quality products over and over again. In this way, we create a joint qualitative basis for action and growth with long-term availability of raw materials.

RESOURCES AND RECYCLING

WASTE HANDLING PRIORITIES



We are committed to continuous improvement and prevention of environmental impacts. To this end, we carry out a life cycle assessment of our products in order to avoid unnecessary pollutant emissions. In the event of changes to machines, systems, processes, materials used, etc. the evaluation is revised.

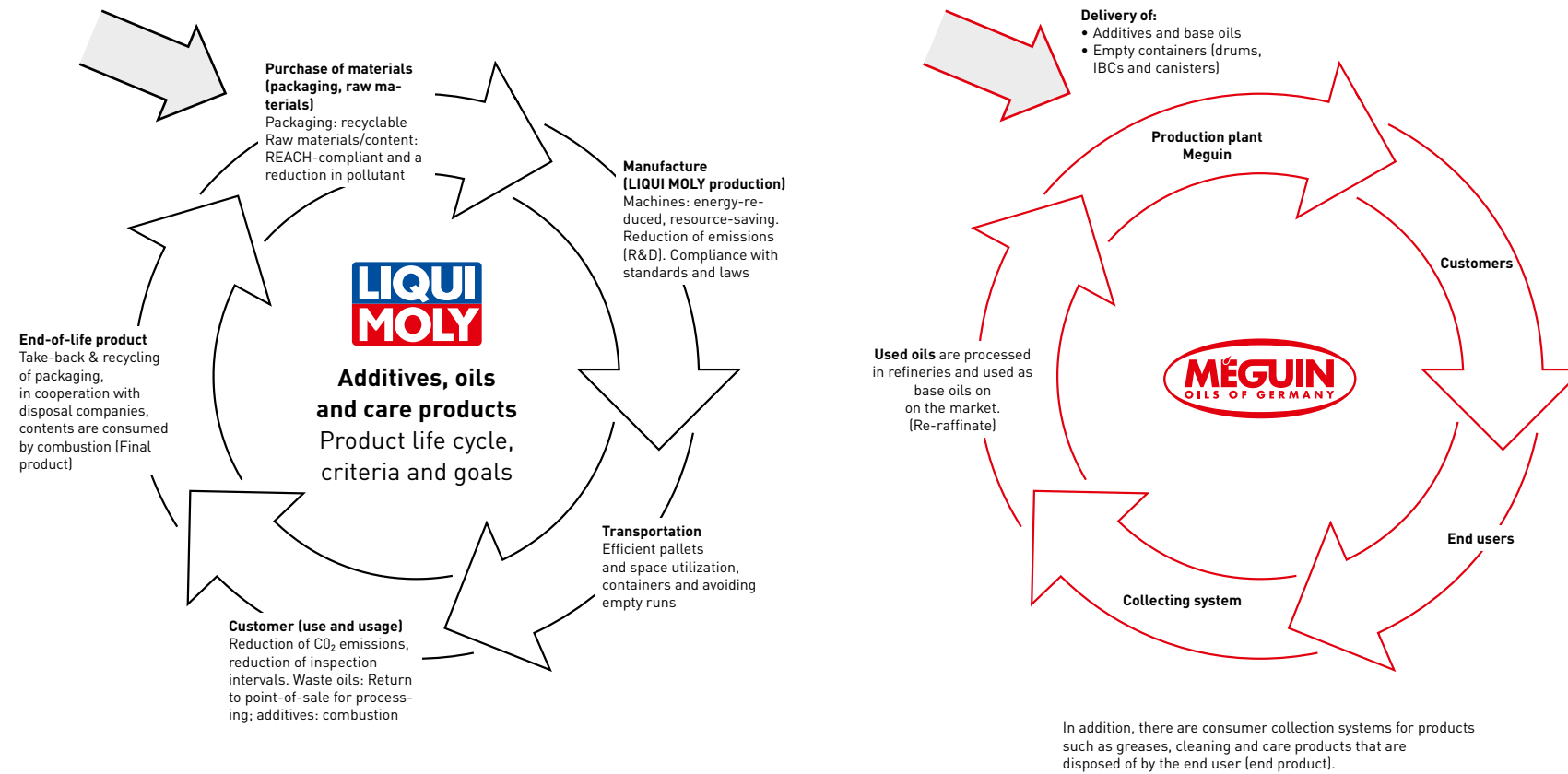
Product / transport packaging and waste

We only use recyclable packaging material (cardboard packaging, stretch film and EURO pallets). Plastic canisters for motor oils can be recycled and regranulated. The additive cans can also be put back into the material cycle if they are disposed of properly. We have waste separation at our sites. Collection containers are available for the different types of waste generated. Disposal is carried out by approved disposal companies, which are regularly inspected.

The floors in production and in the warehouse are equipped in such a way that no hazardous substances can get into the soil. The spillage decking is regularly checked for leaks. Furthermore, emergency plans, disaster strategies, and sufficient binding agents are available.



OUR PRODUCT LIFECYCLE



PROJECTS AND ACTIVITIES

WITH A FOCUS ON RAW MATERIALS AND RESOURCES

Disposal concept

As waste disposal is a comprehensive topic, we offer our customers disposal concepts for the safe and environmentally friendly disposal of their waste. The disposal of used oil, empty containers and all other waste materials produced in the garage is usually costly and time-consuming. In cooperation with our partner company Partslife, we therefore offer a coherent disposal concept for dealers, garages and industry.



Reduction of raw material waste

We introduced a pig cleaning system in our production facilities back in 2016. This has reduced the amount of flushing oil used in the pipes by around 80%. Since then, this system has been continuously expanded and improved.

The pigging technique is used to press out remaining product residues from pipe by means of so-called pigs in order to avoid stock contamination during product changes. This significantly increases product yield.

For us, this technology meant a saving of several hundred metric tons of flushing oil per year. This saves several tanker trucks of base oils or additives and the same number needed to transport them away for disposal. In addition, there is also the reduction in emissions such as, for example, noise and CO₂.



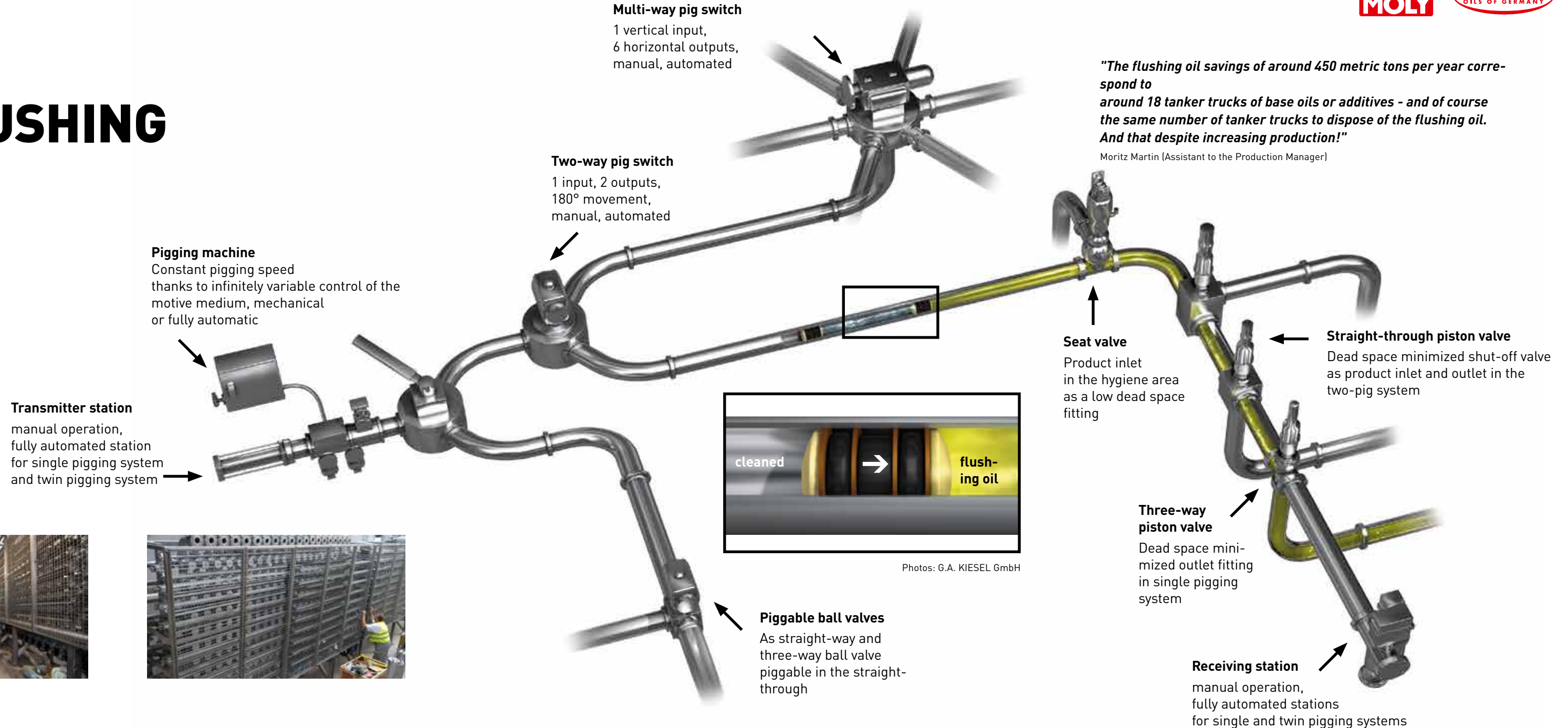
This "lip pig" is used in Saarlouis.

SIMPLY SAVE BY FLUSHING

OUR OIL PRODUCTION IN SAARLOUIS

PIG CLEANING SYSTEM IN OUR OIL PRODUCTION

Where on the one hand work is being done to increase production and sales, on the other hand cost reduction is a must. This is why investing in complex pigging technology was one of the most important, forward-looking steps in the construction of our new central recipe tank store with matrix distributor. The special part: the pipes of our eight main production lines are cleaned highly efficiently at every formula change before the new oil is filled. The result: significantly less flushing oil and thus significantly reduced costs. An investment that will have a positive impact on our further growth!



OUR CONTRIBUTION TO THE TRANSFORMATION FIELD SOCIAL AND ENVIRONMENTAL STANDARDS

WE WORK INTERDISCIPLINARILY AND JOINTLY ON A GLOBALLY ORIENTED, SUSTAINABLE SUPPLY CHAIN MANAGEMENT SYSTEM THAT NOT ONLY LINKS SUPPLY CHAIN EFFICIENCY AND DELIVERY QUALITY, BUT ALSO HELPS TO MAKE PEOPLE'S LIVES MORE PARTICIPATORY, FAIR AND SAFE, ESPECIALLY IN COUNTRIES WITH HIGH SOCIAL RISKS. THE FOCUS IS ON RESPECTING HUMAN RIGHTS, FAIR WORKING CONDITIONS AND PRESERVING NATURAL LIVELIHOODS.



LIQUI MOLY FAMILY WORLDWIDE

FOCUS ON SOCIAL AND ENVIRONMENTAL STANDARDS

"Humanity connects" is one of LIQUI MOLY's most important guiding principles. A motto that stands for our fundamental attitude: cross-border friendship, mutual care and respect for one another.

Within the entire LIQUI MOLY family worldwide.

Amongst all customers, business friends, suppliers, colleagues and relatives. No matter what nationality, culture or religion they belong to.

The heart of our company is committed and motivated colleagues who feel at home in their workplace, identify with the company's objectives and actively participate in their implementation.

Our flat organizational structure promotes teamwork both within and between departments. Thanks to the intensive cooperation of all colleagues - regardless of hierarchical levels - we achieve a continuous improvement process for all our corporate activities. Each team is led by a team leader and acts as an independent service provider, always oriented to the wishes of its customers - whether internal or external. In this way, we ensure the holistic quality of our services.

OUR GUIDING PRINCIPLES:

We respect personal and human rights.

We do not use child or forced labor and only make decisions on the basis of factually comprehensible considerations.

We do not allow any discrimination based on ethnic origin, religion, age, disability or sexual identity.

We do not tolerate violence, intimidation, bullying or sexual harassment in the workplace.



OUR POTENTIAL/OPPORTUNITIES/RISKS IN THE AREA OF HUMAN RIGHTS/FAIR WORKING CONDITIONS/ENVIRONMENTAL PROTECTION/QUALITY STANDARDS IN OUR OWN SUPPLY CHAIN

Our aim is not to leave anyone, neither people nor regions, in the lurch. Social justice and fairness, the minimization of social risks and compliance with environmental standards in our own company and in the supply chain are therefore a matter of course. Global frameworks for social and environmental standards are the guiding principles for consistent compliance with our corporate due diligence obligations.



PROJECTS AND ACTIVITIES

WITH A FOCUS ON SOCIAL AND ENVIRONMENTAL STANDARDS

The individual players also play a decisive role in the supply chain and are becoming increasingly important when it comes to social and environmental standards.

They must comply with their legally prescribed social and environmental laws and be guided by the official standards in order to be able to prove themselves on the market in the long term.

To set the tone, it is important to be consistent and to exclude suppliers who do not comply with the specifications, and we have created a process for this purpose.

The following examples show what we are already doing to ensure fair working conditions and effective environmental standards:

- Supplier evaluation
- Risk assessment
- Supplier Code of Conduct



Reporting platforms such as Integrity Next help our customers get quick answers to their questions about social and environmental standards.

SOCIAL COMMITMENT

Through the support of **Aktion Mensch**, we have been promoting numerous social projects for more inclusion in Germany for years now. In this way, we are making an important contribution to a self-determined life for people with and without disabilities and to more equal opportunities for children and young people. This togetherness in action is not only at the core of the Aktion Mensch campaign, but also our heartfelt desire.

We also support the three foundations founded by Ernst Prost:

- Ernst Prost Foundation
- Ernst Prost Foundation for Africa
- People for peace – Peace for people




~~COULD. SHOULD. MUST.~~
DO!

**THAT'S WHAT DRIVES US EVERY DAY. DEVELOPING SUSTAINABILITY,
RECOGNIZING POTENTIAL, DEFINING STANDARDS AND SUCCESS TARGETS -
WE HAVE LEARNED THAT A GOOD DATABASE IS AN IMPORTANT KEY
TO THIS. THIS GIVES US THE BEST CONDITIONS TO MAKE OUR TRANSFORMATION
PROGRESS MEASURABLE IN THE FUTURE.**



DATABASE


A DAY IN THE LIQUI MOLY GROUP IN 2024 ¹

0.43  colleagues

are hired during the day

26.66  metric tons

of packaging materials are used during the day

3.55  metric tons

of waste (resources) are generated during the day

0.83  cubic meters

of water is consumed during the day

23.52  kWh


of heat energy is required during the day

11.06  MWh

of electricity is consumed during the day

12.17  metric tons

of total CO₂e emissions are emitted during the day (Scope 1+2)

10.29  kilograms

of CO₂e emissions are emitted per colleague during the day (Scope 1+2)

2.82 million

Euro revenue is generated during the day



2,332  liters

of gasoline and diesel are refueled daily by our own vehicle fleet

31,578  km

our sales representatives spend on the road every day, which corresponds to 0.8 times around the world.

¹ All figures are average values (Ø) calculated from the total annual quantities from the 2024 database from 365 days to 1 day/year.

CORPORATE GOVERNANCE

DATA BASES

Workforce diversity - **colleagues by gender**

	2022	2023	2024
total colleagues	1,006	1,108	1,183
of which male	732	810	854
of which female	274	298	329
of which diverse	0.	0.	0

Diversity in management bodies - **share of managers**

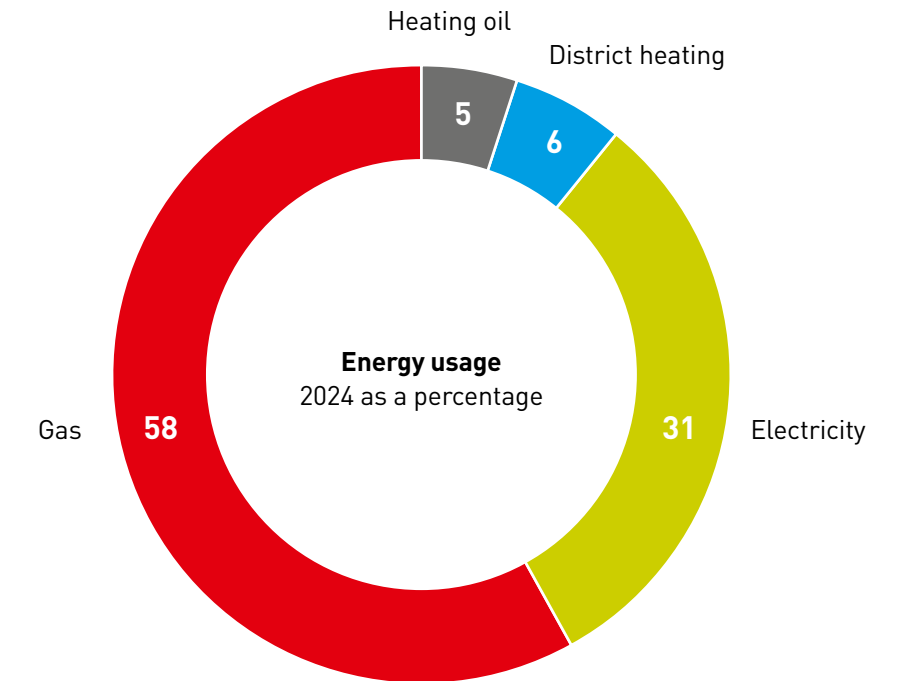
	2022	2023	2024
total colleagues	25	30	56
of which male	25	28	48
of which female	0.	2	8
of which diverse	0.	0.	0

CLIMATE

DATA BASES

CO_{2eq} - footprint of the LIQUI MOLY Group

	2022	2023	2024
Fuel (liter)	840,932	997,676	851,201
Electricity (kWh)	3,556,195	3,617,977	4,043,459
Heating oil (kWh)	6,905,625	7,270,129	7,709,030
Gas (kWh)	515,292	638,186	621,843
District heating (kWh)	805,770	766,150	798,170
CO _{2eq} footprint (metric ton)	5,306	4,945	4,444



CO₂ footprint in 2024

4,444 metric tons CO_{2eq}

RAW MATERIALS AND RESOURCES

DATA BASES

Packaging, waste and natural resources

	2022	2023	2024
Packaging (metric tons)			
Paper	2,048	2,252	3,088
Ferrous metals	3,051	3,355	2,841
Aluminum	40.1	44.1	161.5
Plastics	5,054	5,073	5,651
<hr/>			
Water (m³)	2022	2023	2024
Water withdrawal	6,658	9,678	9,939
Water recirculation	6,315	9,414	9,635
Water consumption	343	264	304

	2022	2023	2024
Types of waste (metric tons)			
Paper	424.3	471.0	530.5
Plastics	63.4	57.4	62.0
Metal	209.5	206.0	237.2
Wood	45.2	46.3	47.9
Hazardous waste	258.7	268.7	246.8
Other composites	0.0	23.0	7.8
Electrical waste	- *	- *	1.9
Organic waste	8.0	8.9	15.4
Residual waste	- *	- *	144.4

* No data available for this type of waste for this reporting period.

SOCIAL AND ENVIRONMENTAL NORMS

DATA BASES

Occupational Health and Safety

	2022	2023	2024
Health rate (%)	90.2	90.4	92.1
Reportable accidents (number)	26	25	26
Lost Time Accident Days (Number)	19,972	20,399	18,209

100 % of colleagues were trained in occupational safety and health protection in 2024.



Work-life balance

	2022	2023	2024
Total colleagues on parental leave	44	42	45
of which male	14	24	18
of which female	30	18	27
of which diverse	0.	0.	0

Process and Quality Management System 2025

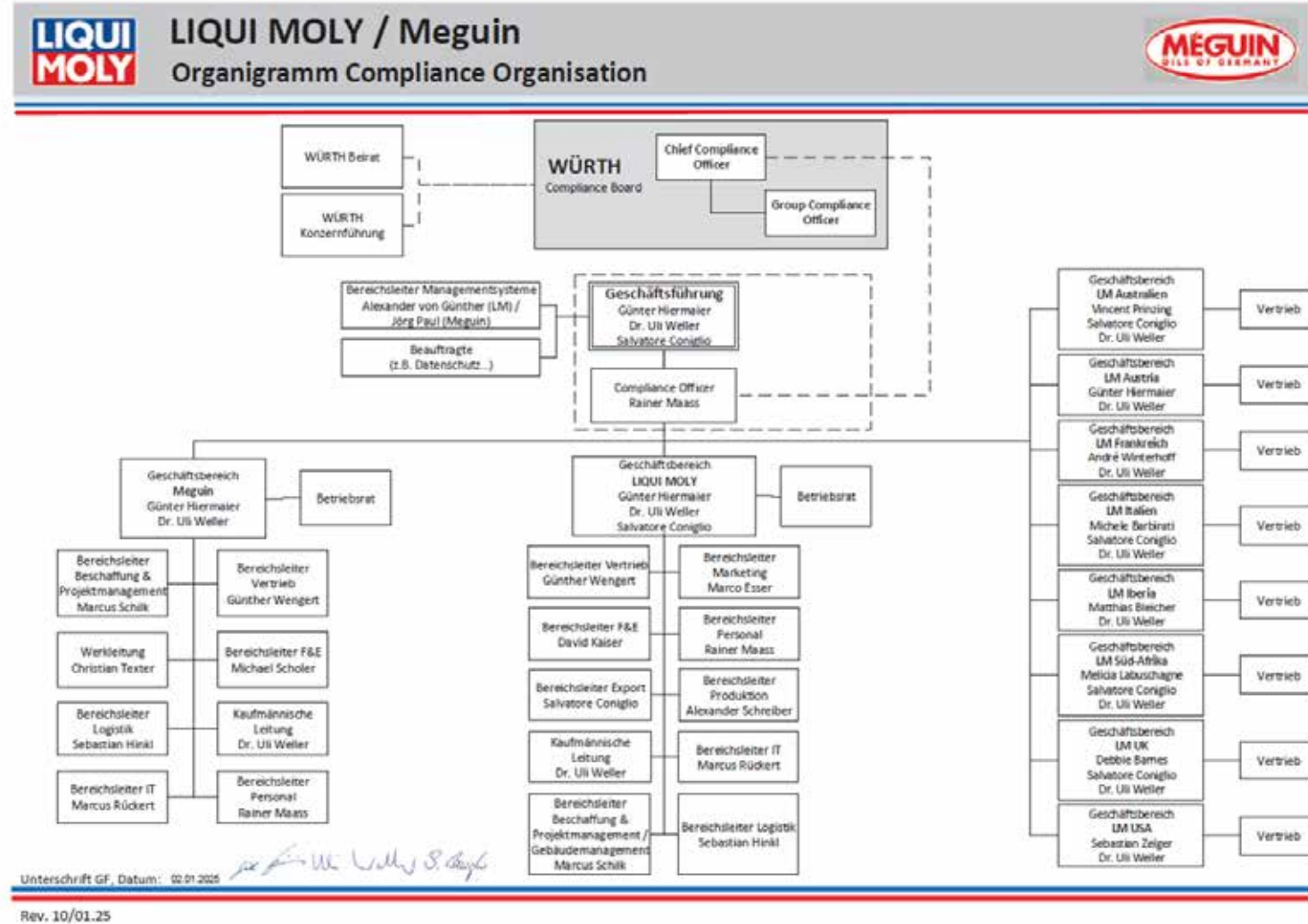
Quality management system certified to ISO 9001 since 1996

Environmental management system certified to ISO 14001 since 2019

Occupational health and safety system certified to ISO 45001 since 2020

Energy management system recertified to ISO 50001 since 2025

ANNEX



Organigram of the LIQUI MOLY Compliance Organization (as of January 2, 2025)

LIQUI MOLY / Meguin Energieordnung

MEGUIN OILS OF GERMANY

Einer der Leitsätze der LIQUI MOLY GmbH und der Meguin GmbH & Co. KG ist der verantwortungsvolle Umgang mit Energie in Form von Strom, Brennstoffen und Fernwärme. Für unsere Produkte und deren Herstellung streben wir umweltverträgliche, kostengünstige und energieeffiziente Lösungen an. Unsere Lieferanten, Vertragspartner sowie Dienstleister vor Ort beziehen wir in diese Zielsetzung ein. Auch Mitarbeiterinnen und Mitarbeiter können dazu beitragen, Energie zu sparen und damit die Kosten für das Unternehmen zu senken sowie die Umwelt zu schonen. Zum einen wollen wir in Sachen Leistung und Qualität führend vorgehen, das Weiteren aber auch schonend mit unseren Energien und den knapper werdenden Ressourcen umgehen. Wir sind uns unserer gesellschaftlichen Verantwortung bewusst. Daher ist es unsere Aufgabe und unser Ziel so umweltverträglich wie möglich zu produzieren und unsere Prozesse und Anlagen hinsichtlich ökologischer Aspekte kontinuierlich zu optimieren. Unsere Mitarbeiterinnen und Mitarbeiterinnen werden hierzu miteingebunden und aufgefordert Vorschläge zu Einsparungen und Optimierungen einzubringen.

Folgende Maßnahmen sind unbedingt zu beachten:

Generell:

- Fenster kippen entzieht dem Raum konstant Wärme und bringt wenig frische Luft in den Raum, durch kurzes Stoßlüften wird der Raum mit ausreichend frischer Luft versorgt und das Mobilair kühlt nicht aus.
- Bei Verlassen des Raumes ist darauf zu achten, dass das Licht in ungenutzten Räumen ausgeschaltet ist.
- Licht nach Bedarf an- und ausschalten. Oft reicht das Tageslicht aus, welches sowieso gesünder ist. Bei Verlassen eines ungenutzten Raumes Licht und evtl. weitere Geräte ausschalten.
- Alle Elektrogeräte werden bei längerer Abwesenheit abgestellt.
- Unnötiger Wasserverbrauch muss vermieden werden.
- Kontrolle bei Schalthuben – sind diese gemäß den Jahreszeiten optimal eingestellt?
- Bei Neuschaffung elektrischer Geräte sind energiesparende und klimafreundliche Geräte zu wählen und auf den Stromverbrauch in Kilowattstunden pro Jahr (kWh/a) ist zu achten (geeignete Produkte sind z. B. am Energielabel der Energieeffizienzklasse Kategorie A bis G zu erkennen).

Produktion:

- Es wird darauf geachtet, dass alle Anlagen funktionsfähig erwartet sind.
- Leckagen oder ungewöhnliche Geräusche an Druckluftleitungen müssen an den Vorgesetzten gemeldet und beseitigt werden.
- Beim Abschalten von Maschinen auch an Zusatzgeräte und kleine Apparate denken.
- Maschinen sind in den Pausenzeiten, sofern möglich, abzuschalten.

Büro:

- Der Stand-by Modus ist bei Geräten zu benutzen, die dauerhaft in Betrieb sein müssen (z. B. Fageräte).
- Bei längerer Abwesenheit (Pausenzeiten) ist der PC in den Ruhemodus zu setzen und zu Feierabend muss der PC heruntergefahren werden.
- Bei der Einstellung der Raumtemperatur – Büro optimal bis max. 20°C - sollte beachtet werden, dass jedes Grad weniger ca. 6 % Heizenergie spart – Heizkörper sollten nicht zugestellt werden, da die Luft zwischen dem Heizkörper und dem Möbelstück sich zwar schnell und stark erwärmt, der restliche Büroraum kann davon aber nicht profitieren und bleibt kühl.
- Think before you print: unnötige Ausdrucke vermeiden und digitale Wege nutzen sowie wenn möglich beidseitig drucken und nicht mehr benötigtes einseitig bedrucktes Papier als Notizzettel nutzen.
- Bitte beachten Sie die Energiespartipps auch beim mobilen Arbeiten.

Günter Hiermaier, Dr. Uli Weller und Salvatore Coniglio
 Geschäftsführung LIQUI MOLY-Gruppe

Energieordnung – Januar 2025

The LIQUI MOLY Group's energy regulations (as of January 2025)

LIQUI MOLY / Meguin Unternehmenspolitik und Strategien

MEGUIN OILS OF GERMANY

Hinweis: Aus Gründen der besseren Lesbarkeit wird auf die gleichzeitige Verwendung männlicher, weiblicher und diverser Sprachformen verzichtet. Sämtliche Personenbezeichnungen gelten gleichermaßen für alle Geschlechter.
 Visionen und Leitätze sind nur erreichbar, wenn in allen Bereichen der Unternehmensführung Strategien entwickelt, umgesetzt und die Zielerreichung stetig überwacht werden.
 Wir verpflichten uns zur Einhaltung aller zutreffenden Gesetze, Normen und Regelwerke sowie aller gesetzlichen und behördlichen Pflichten. Die Grundätze für nachhaltiges Wirtschaften können im Nachhaltigkeitsbericht eingesehen werden.

Marketingstrategie
Wir wollen zufriedene Kunden
 Wir erfüllen die Wünsche unserer Kunden durch optimale Kundenbetreuung, hohe Produktqualität, Termintreue und zuverlässige anwenderorientierte, technische und vertriebliche Beratung. Durch gezieltes Marketing samt Werbung, Pressearbeit, Messen, Events, Sponsoring, Promotions etc. verstärken wir unsere Präsenz auf dem Markt und sorgen so für Markenbekanntheit und Nachfrage.

Produkte und Innovationen
Wir setzen neue Maßstäbe
 Wir erkennen die Anforderungen des Marktes sowie die technische Entwicklung, die daraus resultierenden Risiken sowie Chancen an und lassen diese in unsere Produktinnovationen und Vermarktungsstrategie einfließen. So erreichen wir eine nachhaltige, technologische und vertriebliche Marktführerschaft.

Mitarbeiterstrategie
Ein erfolgreiches Team motivierter und zufriedener Mitarbeiter
 Wir fördern intensiv gelebte Teamarbeit, sorgen für optimale Arbeitsbedingungen und schaffen so ein Klima für Kreativität und Innovationen. Fundierte Informationen und Schulungen qualifizieren unsere Mitarbeiterinnen ständig weiter. Wir informieren kontinuierlich über alle betrieblichen Kernzahlen sowie Vermarktungsmaßnahmen und fördern so das Denken und Handeln als Unternehmer.

Strategie zum Managementsystem
Das Managementsystem optimiert unsere Prozesse und reduziert Risiken
 Wir verpflichten uns zur Einführung, Aufrechterhaltung und kontinuierlichen Verbesserung unseres Managementsystems. Unsere aktuellen Zertifizierungen werden auf der Website veröffentlicht.
 Ziele des Unternehmens sind es, sich selbst, die Produkte und Prozesse kontinuierlich zu verbessern sowie ein verantwortungsvoller Umgang mit Umwelt, Ressourcen und Energie. Außerdem arbeiten wir permanent an der Reduzierung unseres Ressourcen- & Energieverbrauchs.

Arbeitsicherheit und Gesundheitsschutzmanagement
 Arbeit- und Gesundheitsschutz gehören zu den obersten Unternehmenszielen und stehen auf einer Stufe mit höchster Produktqualität und optimaler Wirtschaftlichkeit. Um Gefährdungen zu vermeiden oder deren Auswirkung so gering wie möglich zu halten, überprüfen wir unsere Prozesse permanent und treffen vorbeugende Maßnahmen. Ein betriebliches Gesundheitsmanagement schützt die Mitarbeiter vor gesundheitsgefährdenden Einflüssen. Dazu informieren, beteiligen und unterstützen wir Sie gezielt zu sicherheitsrelevanten Themen. Ebenso motivieren wir Sie zu einem aktiven gesundheitsbewussten Verhalten beizutragen. Wir sind bestrebt, die Arbeit- & Gesundheitsschutzleistungen kontinuierlich zu verbessern.

Informationsmanagement
 Die Unternehmenspolitik wird allen Mitarbeiterinnen in Auslagen bekannt gemacht und steht in elektronischer Form jederzeit zum Abruf zur Verfügung. Sie wird außerdem allen interessierten Parteien auf Anfrage zur Verfügung gestellt. Unternehmen und Personen die im Auftrag für uns tätig werden, werden gebittet auf die Bedeutung unserer Unternehmenspolitik und Strategien hinzuweisen. Relevante Angaben sind auf unserer Homepage zu finden.

Stets Verbesserung
 Wir verpflichten uns zur kontinuierlichen Verbesserung unseres integrierten Managementsystems gemäß den Normen ISO 9001, 14001, 45001 und 50001. Durch regelmäßige Überprüfungen und Anpassungen unserer Prozesse streben wir nach höchster Qualität, Umweltfreundlichkeit, Arbeitsicherheit und Energieeffizienz. Unser Ziel ist es, nachhaltige und sichere Arbeitsbedingungen zu schaffen und gleichzeitig unsere Umweltbilanz zu optimieren.

Die Festlegungen des Managementhandbuchs sind verbindlich. Darüber hinaus besteht jedoch ein wesentlicher Bestandteil unserer Qualität-, Umwelt-, Energie-, Arbeit- und Gesundheitsschutzpolitik darin, durch Anregung und Förderung aneinander Verbesserung zu bewirken, sodass unsere Fähigkeit zur Qualität immer weiter ausgebaut und perfektioniert wird.

Hier liegt die eigentliche Herausforderung aller LIQUI MOLY und Meguin Mitarbeiterinnen und Mitarbeiterinnen:

Die Verwirklichung zur Durchsetzung unserer Qualitäts-, Umwelt-, Energie- und Arbeit- und Gesundheitsschutzpolitik, um die Marken der LIQUI MOLY und Meguin dauerhaft zu sichern.

Günter Hiermaier, Dr. Uli Weller und Salvatore Coniglio
 Geschäftsführung LIQUI MOLY-Gruppe

Unternehmenspolitik und Strategien – Januar 2025

LIQUI MOLY Group's corporate policy (as of January 2025)

EPILOGUE

Our industry is in a conflicting field between economic progress and environmental responsibility. This is exactly where we see our opportunity: as an active part of the solution. With a spirit of innovation, technological know-how and a clear commitment to sustainability, we are shaping change – step by step.

Today's challenges drive tomorrow's solutions. We are investing in a safer, lower-emission and more resource-efficient future. Together with our colleagues, partners and customers, we set new standards – for a responsible industry in harmony with people and the environment.

Sustainability is not a goal, but a continuous journey. And we are going for it – determined, transparent and with the firm will to make real change.

For environmental reasons, this report is only published in digital form.

We cannot assume any liability for printing errors. We reserve all rights to make technical changes. For reasons of better legibility, the simultaneous use of male, female and diverse language forms is avoided. All personal designations apply equally to all genders.

As part of the Würth Group's sustainability report for the reporting year 2024, the sustainability performance indicators were subjected to an external audit to obtain limited certainty. > Sustainability Report 2024 Würth Group; independent auditor's report, p. 128

Further information on the topic of responsibility:

Code of Compliance, Supplier Code of Conduct, Whistleblower Protection, external company policy and more can be found on our respective websites under the topic "Responsibility".

<https://www.meguain.com/en/company.html>

<https://www.liqui-moly.com/en/company/about-us.html>

LEGAL NOTICE

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