

Annual Report **2024**

PEOPLE
PLANET
PROSPERITY

This report is published in October 2025 and covers the financial years from 2019 to 2025. It is the third sustainability report published by Realco SA. The update is carried out on an annual basis.



TABLE OF CONTENTS

ABOUT REALCO	3	PLANET	22	PROSPERITY	38
Message from our People Partner	4	CARBON EMISSIONS	23	FINANCIAL REPORT	39
OUR DNA	5	Challenges and Methodology	23	Introduction	39
Business sectors	7	Methodological Improvements	24	Annual Accounts	40
Portfolio	8	& Boundary Revisions	24	Turnover by Business Sector	41
Materiality Matrix	9	Ambition < 1,5°C	25	Evolution by Business Sector	42
HIGHLIGHTS	10	CO2 Emissions Trend	26	SUBSIDIARIES	43
Our 2024 successes		Scope 1 & 2 Emissions Trend	27	Risks management	44
in our commitment to the transition	10	Scope 1 & 2 Mobility	28	INNOVATION	45
		Scope 3 Mobility	29	Product Developments	45
PEOPLE	11	Fuel and Energy	30	Research & Development	46
TEAMMATES	12	WATER IMPACT	31	SHINING AT THE HEART OF OUR ECOSYSTEM	47
General Circle	12	Water footprint	31	From roots to influence	47
Towards strengthened gender parity	13	RESPONSIBLE PURCHASING	32	Collective strength, building	48
Generational Diversity	14	Supply Chain Mapping	32	connections in the service of life	48
Well-being & Good Spirit	15	Packaging	33		
Health & Safety	16	WASTE MANAGEMENT	34		
Career Development Opportunities	17	Evolution of Waste Volume	34		
CONSUMERS & CITIZENS	18	Optimizing our reuse,			
Overview of LONG-TERM RISKS		sorting, and recycling systems	35		
Related to Use	18	BIODIVERSITY	36		
Acting for Collective Health	19	Reducing the Ecotoxicity	36		
Overview of Short-Term Risks		of Our Cleaning Solutions	36		
Related to Use	20	Preserving Our Resources	37		



ABOUT REALCO



0



MESSAGE FROM OUR PEOPLE PARTNER

2024 is a pivotal year for Realco. Step by step, we are evolving our way of working, inspired by the principles of holacracy. It is not just a new organization: above all, it is a cultural shift, experienced gradually, with kindness and at everyone's own pace.

Because sustainability is not only about our products or processes, it is also about the way we collaborate, build trust, and grow together.

Thanks to the energy and commitment of our teams, we are laying today the foundations of a solid, ambitious, and collective future.

Sandrine Antoniou

People Partner



OUR DNA

VISION



MISSION



Let’s co-create
high-performance solutions
for the ecological transition

We develop, produce and market hygiene products from green chemistry. From the factory to the kitchen, you benefit from our cutting-edge technical and scientific expertise to ensure high performance, safety and sustainability.

OUR DNA

CO-DEFINING OUR VALUES

After rewriting our shared vision and mission in 2021, we are now engaged in the co-creation of the values that define who we are.

What behaviors make us Realco? What are we proud of? All teammates gathered together on a sunny terrace to lay the foundations of our new values. First in pairs, then in groups of four, and so on. A lively and collective debate unfolded, leading to four values embraced by all. They inspire and challenge us! They give meaning to each person's participation and to our activities as a whole. They remind us of our core convictions and help guide our decisions as we move forward. But how can we integrate them into our daily lives?



COHESION

We live the projects, we realize them and we celebrate them together

We work in an environment of trust and mutual support so that everyone can give their best.



AUTHENTICITY

We believe that being yourself brings well-being and performance at work

To be oneself is to drop the mask, connect with one's values, emotions, and deepest aspirations, as well as with those around us. It is about knowing how to express oneself with sincerity and respect.



RESPONSIBILITY

We act in conscience and assume our decisions

We embrace our individual and collective responsibilities, taking into account ecological, societal, and industrial challenges.



CREATIVITY

We like to dream and co-create original solutions

We are a group of passionate pioneers: our driving force is to imagine and dream of a healthier, simpler society in harmony with our environment.

ABOUT REALCO

BUSINESS SECTORS

Realco designs, develops, and produces innovative and high-performance enzymatic hygiene solutions for...



THE AGRI-FOOD INDUSTRY

In agriculture, as well as in the meat, dairy, and microbrewing sectors, we are convinced that enzymes are a key solution to meeting the strict requirements of **hygiene standards**. As experts in bacterial decontamination, we help preserve the freshness and quality of finished products **from farm to fork**.



FOOD SERVICE AND RETAIL

We provide a range of products and services to optimize hygiene, safety, and management for **restaurateurs** and **culinary artisans**. From butcher shops to kitchens, we help preserve the quality of products and services through deep cleaning.



HEALTH

Our Biosafety expertise is also active in the **Life Sciences** sector, supporting the **pharmaceutical** and **cosmetics** industries.

Realco's biomedical spin-off, OneLife, specializes in decontamination solutions for **medical devices** and **hospital environments**.



HOME

Eezym, is our range of household cleaning products, combining efficiency with renewable, naturally sourced ingredients. Join the **#homedetox revolution** for a cleaner home and healthier air.

PORTFOLIO

BIOFILM EXPERT SERVICES

Support program for the detection, elimination, and prevention of biofilm contamination.



BIOSAFETY

PERFORMANCE OPTIMIZATION PROGRAM

Support program for optimizing membrane filtration efficiency: audit, treatment, and monitoring.



MEMBRANE FILTRATION

A complete range of products and guidance to provide hygiene solutions tailored to the specific sustainability objectives of each sector.



GLOBAL & SUSTAINABLE HYGIENE

Servicing and maintenance of water treatment systems.



WATER TREATMENT

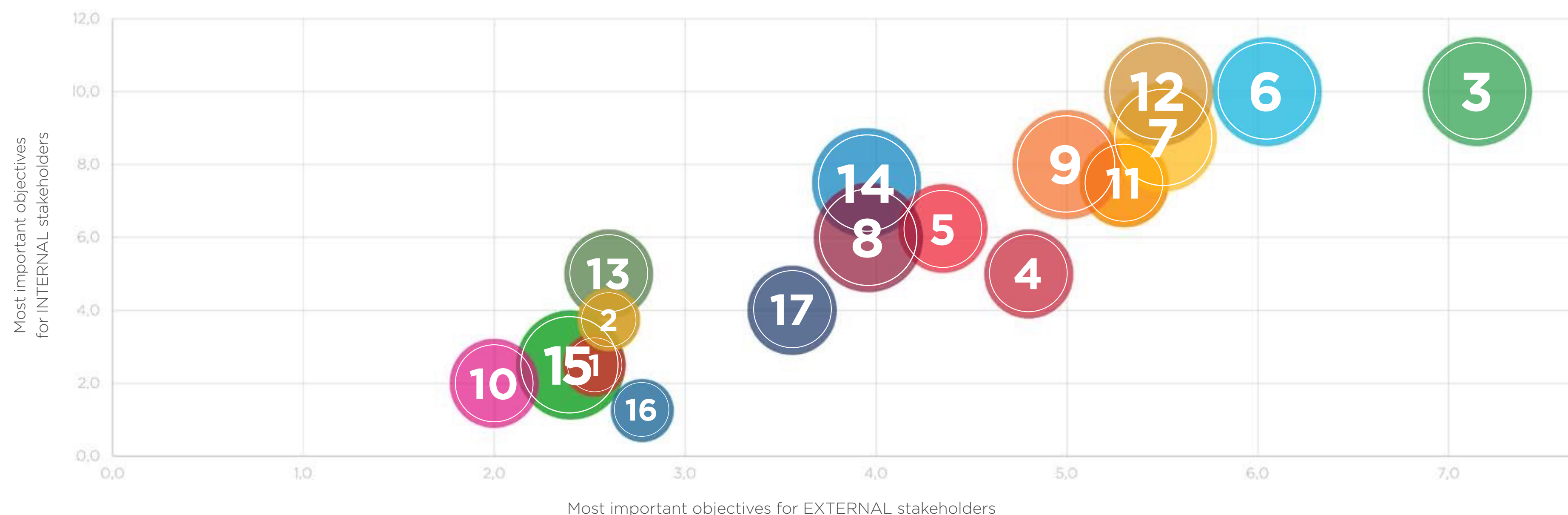


Cleaning solutions for the home, formulated to ensure care that respects both the environment and health. A complete range of detergents made with naturally sourced ingredients, certified by ECOCERT Greenlife according to the ECOCERT 'Ecodetergent' standard available at <http://detergents.ecocert.com>.



MATERIALITY MATRIX

Sustainable development covers a very broad field. To focus our efforts, we rely on the United Nations Sustainable Development Goals (SDGs) and select those considered most relevant by our internal and external stakeholders. Nevertheless, we have chosen to also address climate change (SDG 13) and biodiversity (SDG 15), two major environmental challenges of our time. Since biodiversity lies at the very heart of our biochemistry business, it is essential for us to pay particular attention to it.



This prioritization was developed based on surveys conducted in 2021 among our external stakeholders (suppliers, customers, teammates, organizations, associations, federations, etc.) and internal stakeholders (management, employees, board of directors), in order to assess the substantial impact that Realco can have as a company. A new survey is planned for 2025.

In the matrix, the position of the issues reflects their importance according to our internal and external stakeholders. The size of the bubbles, meanwhile, illustrates the degree of influence that Realco can exert on each issue: the larger the bubble, the greater our capacity for action, according to the stakeholders surveyed.



The SDGs shown with a colored background are those addressed in this 2024 Report. Those displayed with a white background, considered less of a priority by our internal and external stakeholders, are not developed here, even though they remain integrated into our mission and innovation process.

OUR 2024 SUCCESSES in our commitment to the transition

We know we are not perfect, and that the road toward becoming a responsible—and hopefully one day regenerative—company requires continuous effort. However, 2024 marked a series of concrete progress steps that we wish to celebrate and share. These steps forward, whether small or large, help us better understand our impact, make more responsible choices, and move closer each day to our vision.

A certification to structure our actions

2024 marks a significant milestone in structuring our environmental approach. With the achievement of ISO 14001 certification, we have been able to identify, coordinate, and formalize all our initiatives in alignment with our vision.



And now... we dance in the rain!

Or rather, we produce with rainwater. Since July 2024, we have been integrating filtered rainwater into our solutions. A concrete way to reduce our footprint on water resources while moving toward greater circularity.

Our BTC range Eezym has had a makeover

The bottles are now 100% recycled (PCR), combining performance in use with environmental responsibility. This redesign reflects our ambition to integrate recycled materials into all our packaging purchases, while preserving their quality and safety.

Measuring better to act better

In order to define and manage our emissions reduction action plan, we have integrated an online carbon footprint measurement tool to streamline data collection, analysis, and communication of our carbon emissions.

At the same time, our **first life cycle assessment** (LCA) of a flagship product intended for the agri-food industry delivered promising results. This key step underscores our commitment to greater transparency, to supporting our clients in their own sustainability journey, and to making LCA a concrete decision-making tool.

We aim to extend these assessments to other strategic products, with the objective of ultimately making them a reference tool for our formulators, enabling them to design ever more responsible solutions, based on precise environmental data.

Redefining sustainability in cleaning

We have undertaken a strategic reflection on the definition of sustainability for a cleaning solution. This process led to a clear definition of '**eco-formulation**,' which will enable us to evaluate our entire product portfolio according to objective environmental criteria and evolve it toward greater alignment with our vision.

Strengthening our ecosystem

We are proud to be part of the **Kaya coalition** as an ecopreneur member, and of **Pioneering Safe Food**, an international collective dedicated to food safety in the face of climate challenges. These initiatives allow us to amplify our impact and actively contribute to the ecological transition and the resilience of the food system.

PEOPLE



**Health and well-being come first
for our employees,
our customers,
and our communities.**



1

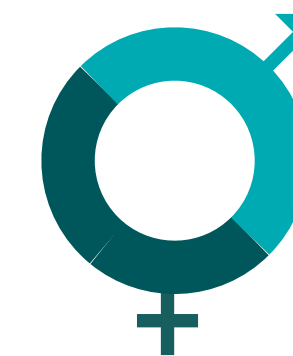


GENERAL CIRCLE



Women & men within
the governance bodies

The Vision
Committee*



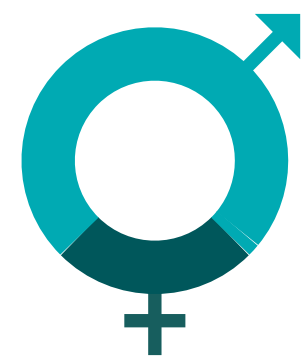
WOMEN **50%**
MEN **50%**

The general
circle



WOMEN **40%**
MEN **60%**

The board
of directors



WOMEN **25%**
MEN **75%**



George Blackman
CEO



Sandrine Antoniou
People Partner



Luk Van den Berghe
B2C



Valentine Neiryndck
Marketing & Communication



Philippe Demyttenaere
Operation



**Achievement
Board of Directors**

**Nathalie
Guillaume**



Victoria Balckman
CFO



Sébastien Fastrez
Research & Development



Tania Florent
Food Services



Laurent Paul
F&B South



Thibault Wauters
F&B North



**Aline
Le Clef**

Following the evaluation of the Board of Directors in 2023, two women joined the team in 2024, bringing new perspectives from sectors close to our ecosystem. In 2025, the arrival of Victoria Blackman, CFO, will further strengthen female representation and the diversity of profiles within Realco's governance.

TOWARDS STRENGTHENED GENDER PARITY

Being transparent about pay gaps commits us to making progress toward greater equity and to offering everyone fair and respectful working conditions.

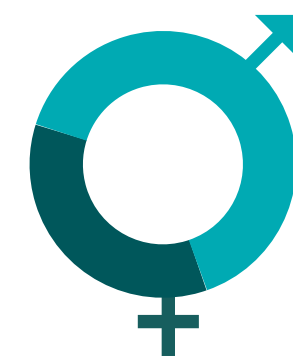
The gender pay gap is calculated by comparing the average full-time equivalent gross monthly salary of women and men within equivalent professional categories (CP207).

In 2024, the analysis reveals contrasting gaps: favorable to women in categories 2 and 3 (+10.3% in category 3), but to the benefit of men in 4A and 4B (-6.4% for women).

In category 4A, experience amplifies the differences: up to 28% in favor of men for 10 to 19 years of seniority, but only 2% beyond 20 years. These results show that the gap is concentrated at intermediate levels and decreases with seniority, making category 4A a priority for 2025 to strengthen pay equity.

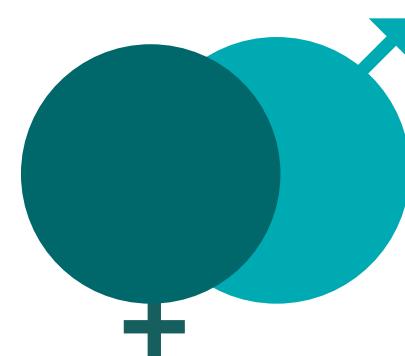
	Category 2&3	Category 4a and 4b
Women	4	15
Men	13	21
Pay Gap	+10,3 %	- 6,4 %
Total Employees	17	36

The company in FTE



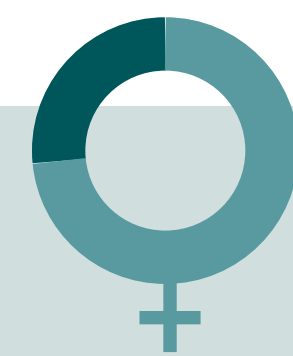
WOMEN 35%
MEN 65%

Comparative Index of Average Gross Salary



WOMEN 97
MEN 100

Degrees among women



HIGHER EDUCATION 74%
PRIM. & SEC. 26%

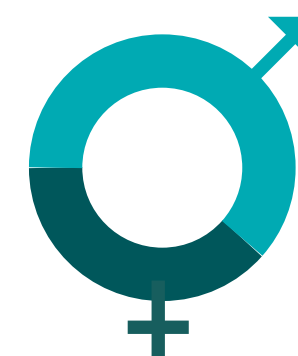
Degrees among men



HIGHER EDUCATION 50%
PRIM.& SEC. 50%

Men & Women within Realco

Full Time



WOMEN 31%
MEN 69%

Part Time



WOMEN 81%
MEN 19%

A Step Toward Balance: Working Part-Time at Realco

Since September 2024, Benjamin has been working part-time at Realco.

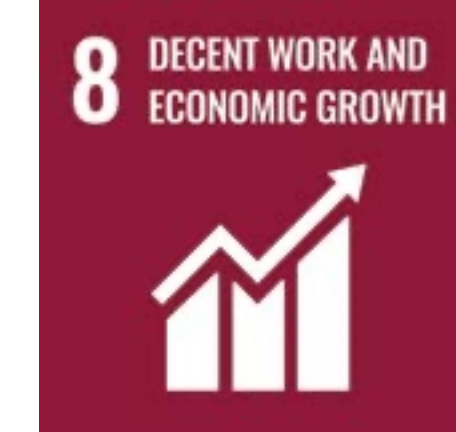
« This decision came, on the one hand, because I teach five hours of dance classes per week outside of my job—an activity that holds an important place in my life. On the other hand, I wanted to consciously bring more balance into my life, especially with a past where I had to pay attention to my limits. »

The additional free day allows him to dedicate time to dance and personal appointments, but it also requires greater discipline:

« Working part-time is not a miracle solution—you earn a little less and it's not necessarily easier—but for me, it was the right choice. What works depends on each person's individual situation. »



Type of jobs	Men (FTE)	Women (FTE)	Total (FTE)
Full-Time Employees	33	15	48
Part-Time Employees	0,8	3,4	4,2
Total Employees	33,8	18,4	52,2



GENERATIONAL DIVERSITY

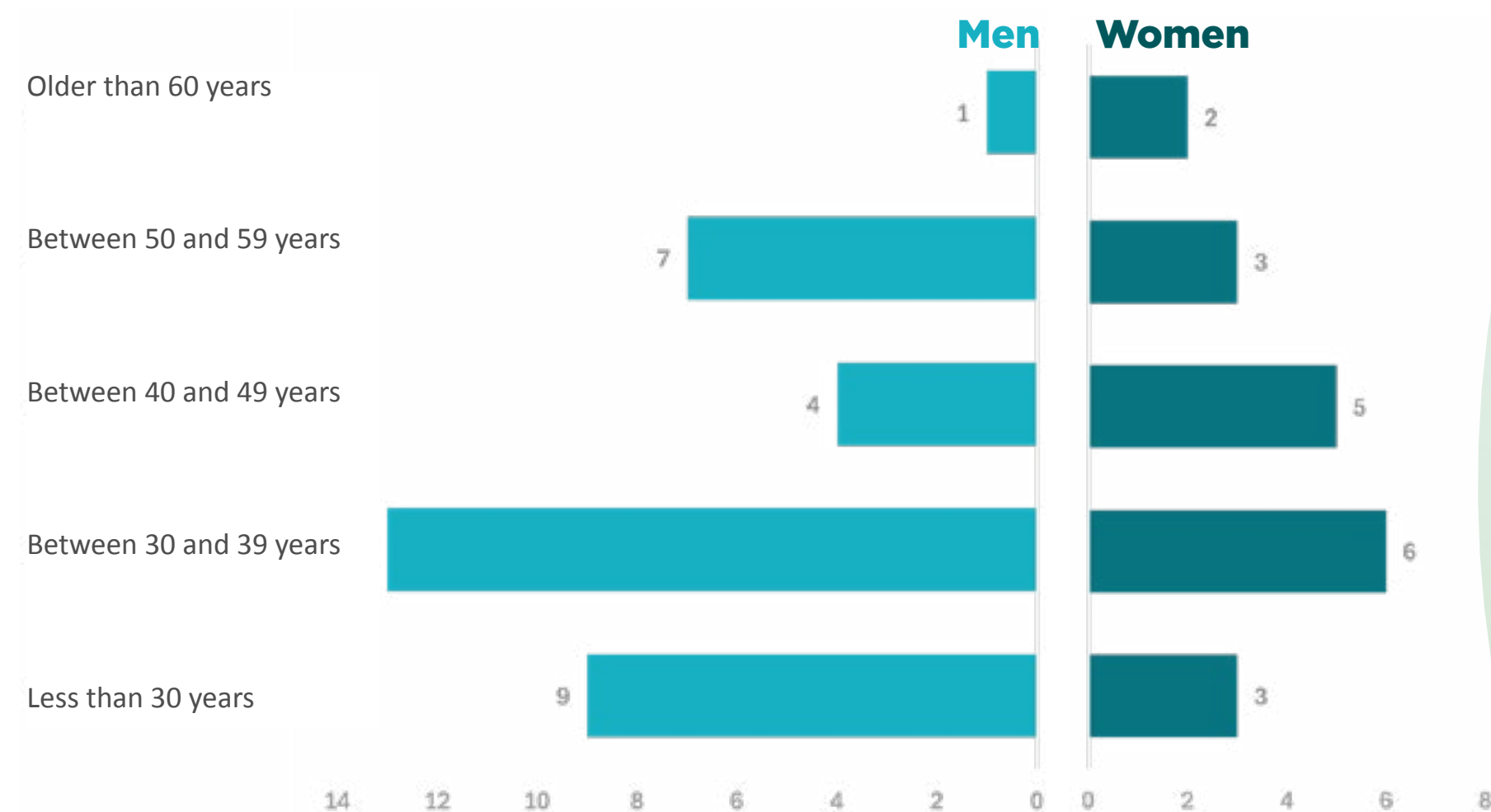
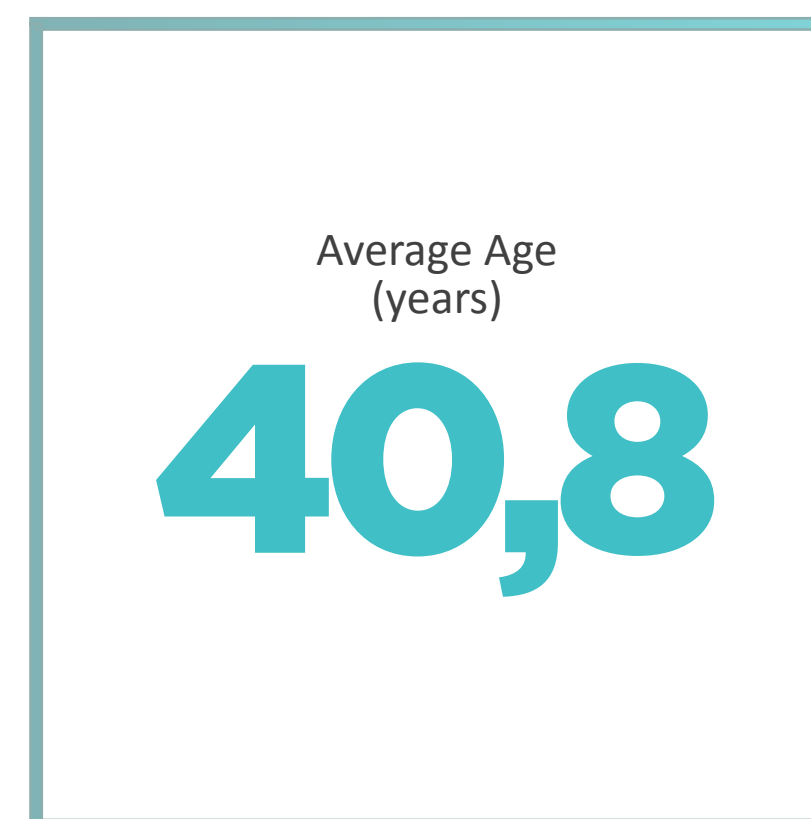
Diversity, balance, and loyalty: the strengths of our team

Our team reflects a strong generational balance: with 12 teammates under 30 and 19 between 30 and 39, our SME attracts young talent while also relying on the experience of those aged 40–49 (9) and 50–59 (10). The 3 teammates over 60 embody the stability and memory of the company.

In terms of gender, the distribution as of 12/31/2024 reflects the reality of our historically male-dominated sector: 33.8 FTE men versus 18.4 FTE women, representing around 35% women. Despite this encouraging female presence, we continue to work on improving this distribution, particularly in team leadership roles. With 9 men and 6 women spread evenly across age groups, gender balance is clearly emerging within management.

This progress illustrates our determination to make diversity and inclusion a reality in everyday life.

From the perspective of seniority, our internal average of over 9 years demonstrates strong employee loyalty. By comparison, the chemical sector in Belgium shows an average seniority of 6.7 years, already well above the national average. This durability is a rare asset and reflects the strength of our inclusive and empowering corporate culture.



Consistency and pay equity

The ratio between the lowest and the highest gross monthly salary (on a full-time equivalent basis) is 3.1. This difference is therefore moderate compared to the extremes sometimes observed in large organizations (10x to more than 20x). We maintain this ratio as one of the key indicators of our fair pay policy.

AGE PYRAMID

of Realco in 2024

WELL-BEING & GOOD SPIRIT



Sports and nature outing for the R&D and Production teams: a day of kayaking on the Lesse to strengthen the ties between two closely collaborating departments. Paddling in pairs is like working together: it requires listening, synchronization, and trust. A great way to foster cohesion while moving forward with the flow.



Thirty-minute **yoga sessions** are organized every week during the lunch break.



Nearly **7,254 hours** of remote work were recorded by teammates with internal functions. « *Homeworking has really simplified my life: fewer car trips, lower meal expenses, and more time to take care of the children. I can better organize my days, stay focused on my Excel spreadsheets without interruptions, and find a good balance between work and family life.* »
- Florian from Accounting



Nearly **16 company-leased bikes** adopted since the launch and **8,732 km** of cycling reimbursed in 2024!



The Realco Party Committee has had a makeover! After surveying all teams to better understand everyone's wishes, it redesigned its 2024 program to strengthen conviviality and create more shared moments: a festive Christmas breakfast, a summer barbecue... All with one goal in mind: spreading good cheer and fostering cohesion at Realco.

20% of colleagues regularly **get together to run** during lunch breaks in preparation for the Brussels 20 km.



TEAMMATES

HEALTH & SAFETY

1,84%

Short-term
absenteeism
(up to 30 days)

2,33% in 2023

1,39%

Medium-term
absenteeism
(more than 30 days up to 1 year)

1,94% in 2023

0%

Long-term absenteeism
(more than 1 year)

0% in 2023



Ambition

Complete renewal of the SLCI
team – Firefighting Service.

6 to 8 people



Ambition

Review of workplace risk
assessments in the field
with our external prevention
partner.

6S METHODOLOGY

- **Safety**
- **Sort out** the unnecessary
- **Set things in order**
- **Shine**
- **Standardize** the rules
- **Sustain** and improve

6S is a true lever for improving everyone's daily life in the workplace. By applying its six principles, we do much more than simply tidy up or clean: we create a clearer, safer, and more pleasant environment. Less clutter means less stress. Well-organized spaces mean greater efficiency and peace of mind. 6S is also a collective approach that empowers and values everyone, giving meaning to everyday actions.

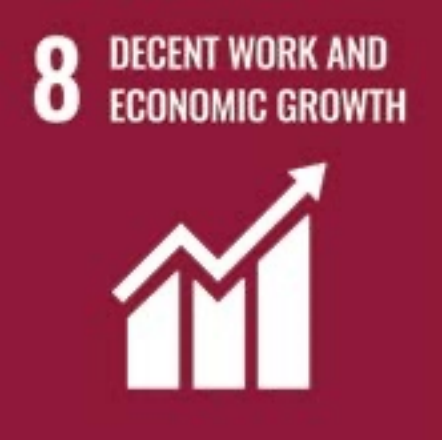


CAREER DEVELOPMENT OPPORTUNITIES



Encouraging agility and accountability

In 2024, 3 teammates out of 53 advanced into team leadership roles, confirming the effectiveness of the internal development pathways offered. Realco is making a long-term investment in the skills of its teammates, with **650 hours of training** delivered this year in key areas such as languages, leadership, quality, sustainability, and product expertise. This support is further reinforced by individualized **coaching** and **mentoring** programs, enabling everyone to grow according to their goals and at their own pace. A strong commitment to developing talent in the service of collective progress.



+9%

training budget

Between 2023 (55K) and 2024 (60K)

6,34

training days / FTE

During 2024

External training courses attended in 2024

- 9 people completed the 6S training
- 11 teammates took part in a 4-day team **management training**
- 2 days of **project management** training for a second group of 13 people, following a successful edition in 2023
- An online 20-hour program attended by 18 people from different teams (Sales, Marketing, General Circle, ...) to become familiar with the basics of **shared governance**
- + 2 days of advanced training on **holacratic** principles for the Food Services team
- 5 short courses on **safety** and **environment** for the Operations teams

Ambitions for 2025

- Invest further in training and support to take a significant step forward in the implementation of shared governance
- Continue to develop *soft skills* according to individual needs

Overview of LONG-TERM RISKS Related to Use

At Realco, we develop green chemistry solutions that significantly reduce the environmental impact of our activities and those of our clients. Nevertheless, it is essential to remember that chemistry, even when green, is still chemistry. As such, all our products are subject to the REACH regulation and classified in accordance with the CLP regulation, which serves as the reference framework for assessing and communicating health-related risks. It is on this basis that we present our portfolio analysis here.

A portfolio free of CMR products

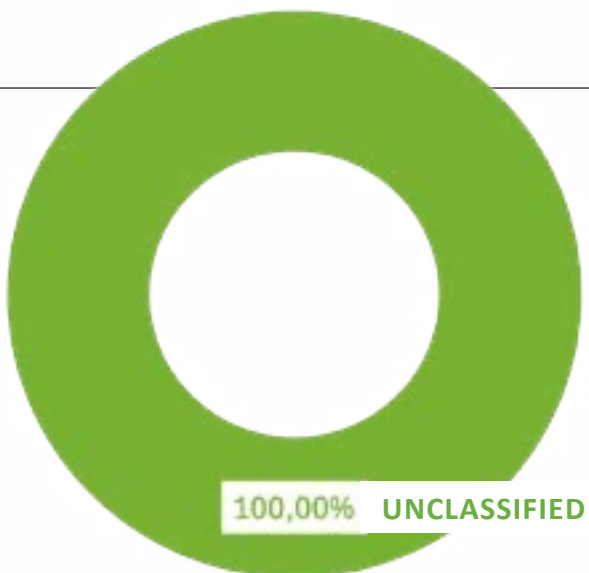
None of our products are classified as carcinogenic, mutagenic, or toxic for reproduction (CMR). This is a fundamental requirement at the core of our mission, reflecting our ongoing commitment to health.

Respiratory risks: specific and controlled uses

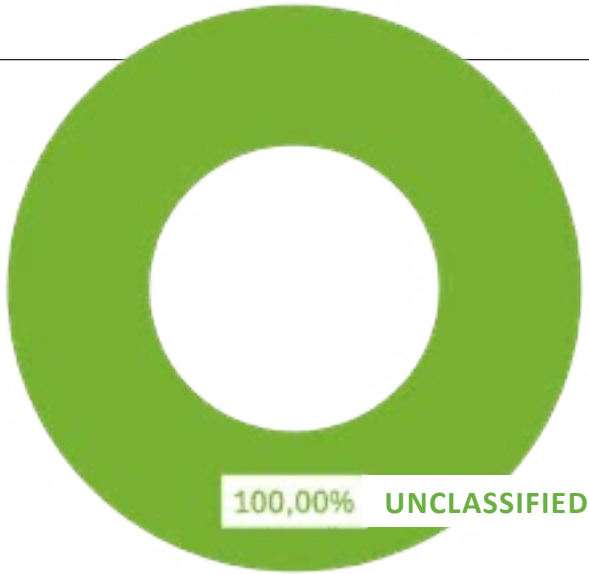
There remains, however, a limited number of products presenting a respiratory risk, which can be considered in both the short and long term. To make this report easier to read, we have chosen to include this risk in the long-term category, while short-term effects are detailed in the following section (p.20). These highly concentrated and technical products are intended for niche applications, particularly in decontamination operations and during filtration audits. They represent a limited sales volume and are handled almost exclusively by our expert teams or by trained specialists from our clients, under controlled conditions.

We have not set specific quantitative objectives on this matter, but we are committed to being fully transparent in communicating these risks. This commitment to clarity is part of our vision of sustainable chemistry, which combines innovation, performance, and safety in the service of user health.

Breakdown
of the 230
active formulas



Breakdown of
Sales Volume
in Tons – 2024



Carcinogenicity – Mutagenicity – Reproductive Toxicity



- **Carcinogenicity 1** : H350 May cause cancer
- **Germ Cell Mutagenicity 1** : H340 May cause genetic defects
- **Reproductive Toxicity 1** : H360 May impair fertility or harm the fetus



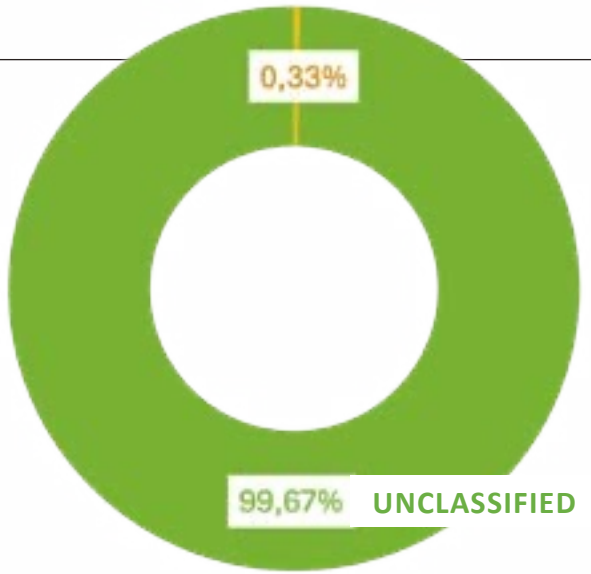
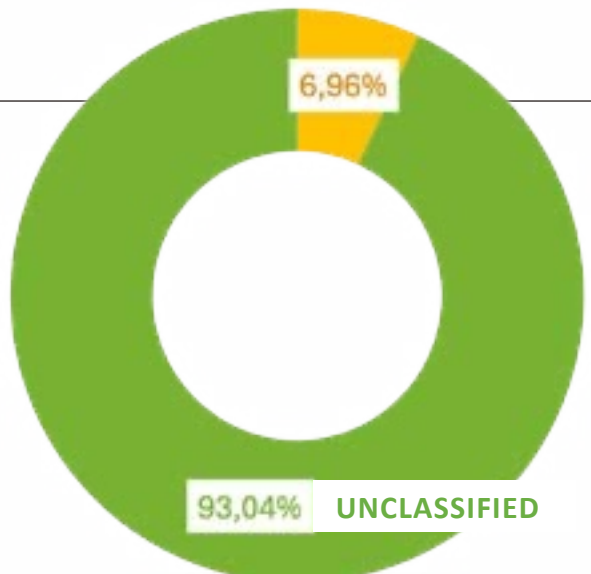
- **Carcinogenicity 2** : (H351) – Suspected of causing cancer
- **Germ Cell Mutagenicity 2** : (H341) – Suspected of causing genetic defects
- **Reproductive Toxicity 2** : (H361, H362) – Suspected of damaging fertility or the fetus / May be harmful to children breastfed by mothers exposed.

• UNCLASSIFIED



R
18

PEOPLE



Respiratory Sensitization – Chronic Systemic Toxicity



- **STOT SE 1** H370 - Proven risk of serious damage to organs following single exposure
- **STOT RE 1** H372 - Proven risk of serious damage to organs following repeated exposure



- **STOT SE 2** H371 - Suspected risk of serious damage to organs following single exposure
- **STOT RE 2** H373 - Suspected risk of serious damage to organs following repeated exposure



- **Respiratory Sensitization 1** H334 - May cause allergy or asthma symptoms if inhaled

• UNCLASSIFIED

ACTING FOR COLLECTIVE HEALTH

Our commitment against endocrine disruptors (EDs)

As a green chemistry player, we pay close attention to the impact of our formulas on human health—whether that of our teammates, our consumers, or more broadly all citizens.

Our eco-formulation requirements take into account both **short- and long-term effects**, whether on the environment or on health. This approach is rooted in the concept of **Collective Health**: we are part of a living ecosystem, and everything that affects our environment also affects us.



Zero suspected endocrine disruptors

We are committed to excluding all proven and suspected endocrine disruptors from our formulations. This commitment requires constant vigilance: scientific knowledge is evolving rapidly, and new substances are regularly added to official lists. That is why we continuously update our criteria and exclusion lists to ensure ever safer formulations.

The case of denaturants

The denaturant used in ethanol has recently been added to the list of substances suspected of being endocrine disruptors. Since regulations require alcohol to be denatured, we must adapt our formulations while remaining compliant with the legal framework.

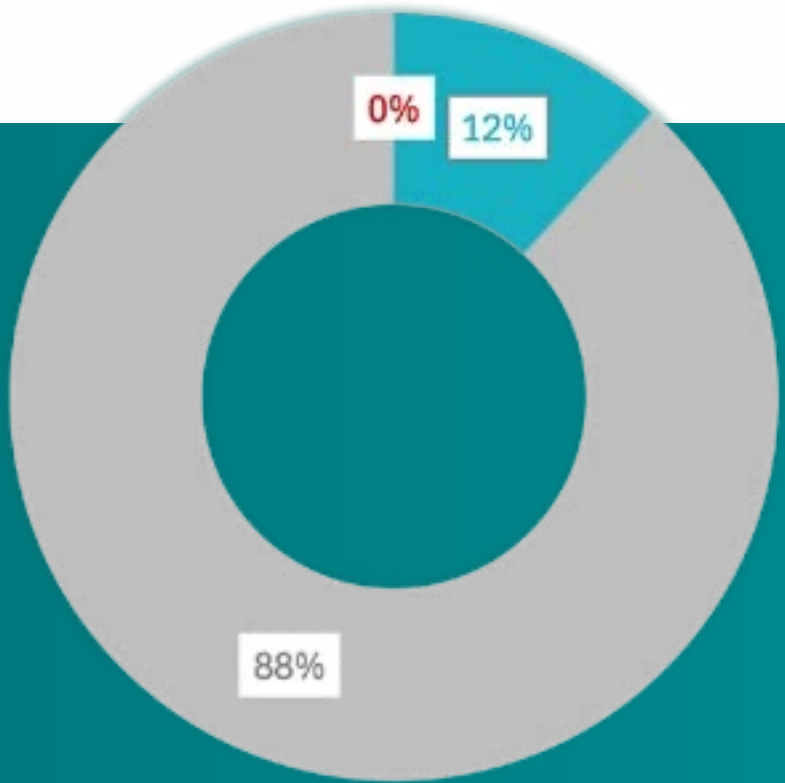
Ambition

Our objective is to become an authorized holder of non-denatured alcohol by 2025, in order to focus our efforts on what we control: eliminating suspected endocrine disruptors from all our formulations. This approach represents a considerable investment—administrative, technical, logistical, and financial—but it is essential, because for Realco, health always comes first.

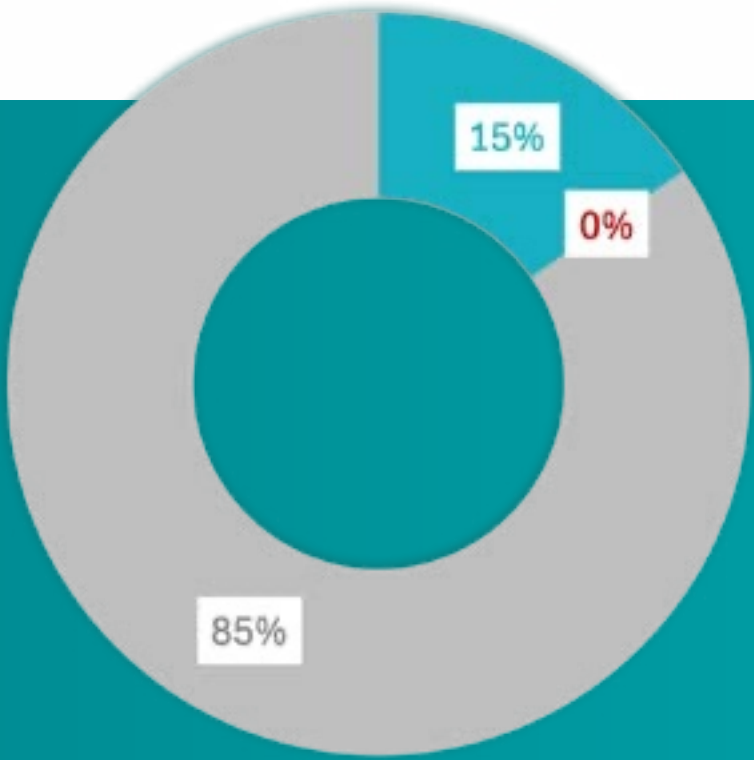
For 2026, our objective is to strengthen control over the denaturants present in the solutions we resell: non-enzymatic disinfectants.

Although this is not our core business, we know these products are essential for our clients, and we want to ensure they meet the same safety and health requirements.

- Without suspected or proven EDs
- With suspected EDs
- With proven EDs



Breakdown of the 230 **formulations** according to the exclusion or presence of endocrine disruptors (2024)



Breakdown of **sales volumes** (in tons) according to the exclusion or presence of endocrine disruptors in products (2024)

OVERVIEW OF SHORT-TERM RISKS RELATED TO USE

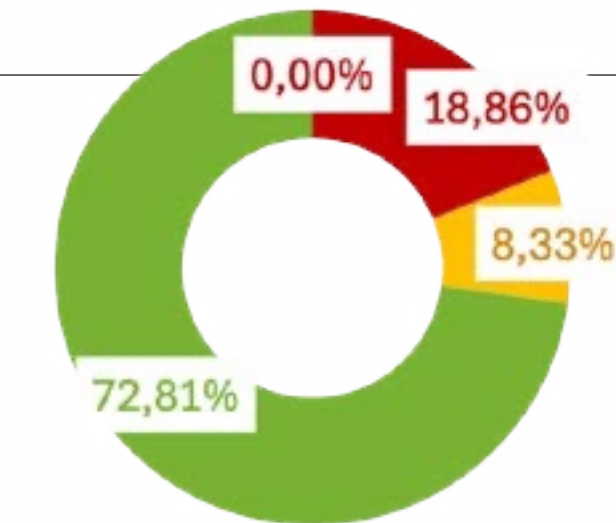
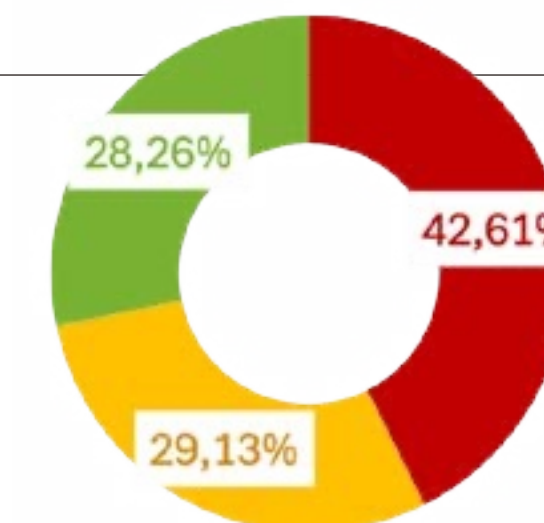
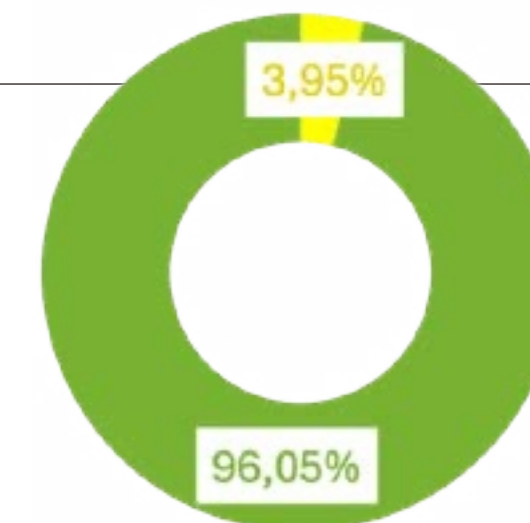
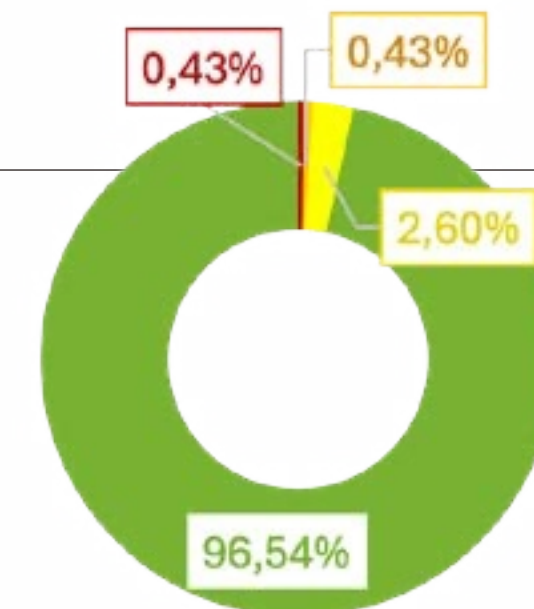
This section presents the short-term risks related to exposure to our products. The analysis is structured by type of exposure: inhalation, ingestion, eye contact, and skin contact.

These risks must be interpreted with discernment, as their level varies according to the context of use:

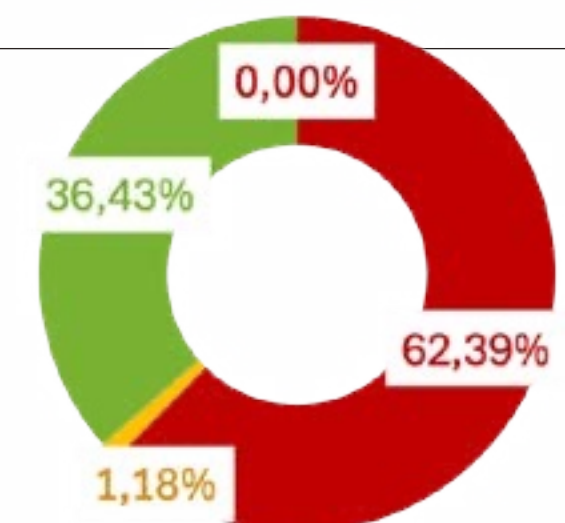
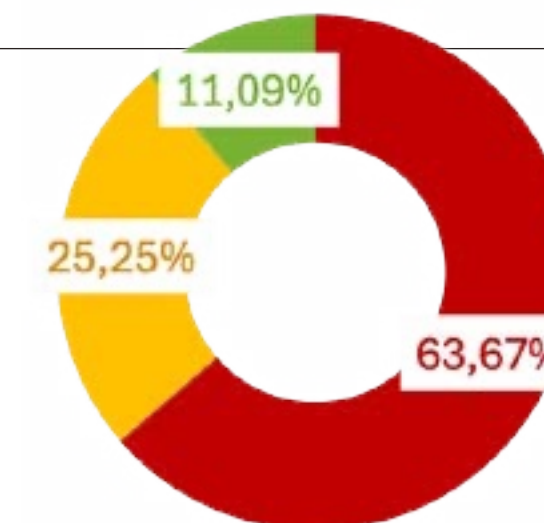
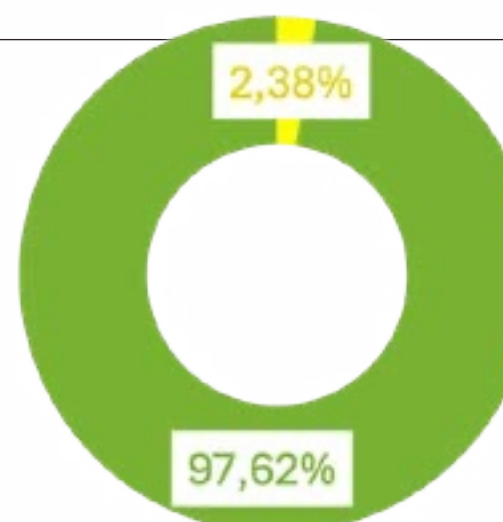
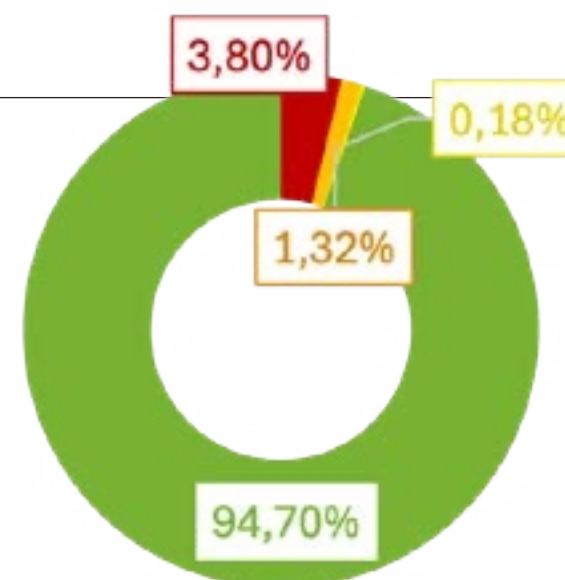
- **In professional settings**, with two distinct sectors—industrial and service—where conditions, usage, and equipment differ
- **In domestic use**, where exposure and protective measures are not the same

The following page details the observations, the preventive actions long implemented at Realco, as well as our future ambitions to minimize these risks, exposure type by exposure type.

Breakdown of the 230 active formulations



Breakdown of Sales Volume in Tons - 2024



by inhalation	by ingestion	by eye contact	by skin contact
Acute Toxicity 3 H331 - Toxic if inhaled	Acute Toxicity 1 & 2 H300 - Fatal if swallowed	Eye Damage 1 H318 - Causes serious eye damage	Skin Sensitization 1 H317 - May cause an allergic skin reaction
Acute Toxicity 4 H332 - Harmful if inhaled	Acute Toxicity 3 H301 - Toxic if swallowed	Eye Irritation 2 Causes serious eye irritation	Skin Corrosive 1 H314 - Causes skin burns and serious eye damage
STOT SE 3 H335 - Respiratory irritation, drowsiness, dizziness (reversible effects).	Acute Toxicity 4 H302 - Harmful if swallowed	Unclassified	Skin Irritation 2 : Causes skin irritation
Unclassified	Unclassified	Unclassified	Unclassified

OVERVIEW OF SHORT-TERM RISKS RELATED TO USE



	by inhalation	by ingestion	by eye contact	by skin contact
Observations	Within our portfolio, two formulations are classified for inhalation-related risks: one presents a risk of toxicity by inhalation, the other a risk of harmfulness by inhalation. These products are exclusively intended for use in closed systems , which means that the user is not directly exposed during handling. Together, these two formulations account for around 4% of our sales volume, due to the strategic importance of the filtration sector..	The risk of harmfulness by ingestion remains low. The majority of the products concerned are intended for the professional sector, under controlled and supervised conditions of use. A few references are also intended for pipe treatment, where direct contact with the end user is limited. In terms of sales volume, this risk is marginal, since products classified H302 (Harmful if swallowed) represent only 2% of the total.	The risk of eye damage is inherent to the use of chemical products under the GHS (Globally Harmonized System of Classification). This observation should therefore be qualified according to the products concerned. We are fully aware of this, and it is not a surprise to us that this risk applies to a significant share of our sales volumes. This finding strengthens our vigilance and guides our actions in risk management, training, and the protection of users.	While our expertise is based on neutral enzymatic formulations, around 20% of our portfolio consists of acidic or alkaline solutions, reserved for specific professional uses (membrane filtration, dishwashing, descaling). Filtration alone accounts for 17% of our total sales volume, while dishwashing products represent 4%, underlining the strategic importance of these segments.
Action Taken and Ambition	For the references classified as toxic or harmful by inhalation in the field of filtration, an alternative already exists within our range. Other solutions are currently being developed to guide our clients toward products that are more health-friendly, with the long-term ambition of phasing these references out of our portfolio.	No specific action has been taken on this aspect, as the risk from ingestion is low. We strictly comply with the requirements of the REACH and CLP regulations and apply appropriate measures, such as labeling and child safety features for the references concerned.	In addition to the legal obligations imposed by REACH and CLP—including labeling and the provision of safety data sheets—we have always considered it our responsibility to support our clients in the safe use of our cleaning solutions. This support takes the form of in-person training , on-site follow-up, and the provision of additional educational materials to reinforce good practices and the use of personal protective equipment (PPE) where necessary.	No specific action has been taken—or is planned—on this point, as the corrosiveness of these products is inseparable from their effectiveness. Their use is strictly controlled , mainly in closed systems with secure automatic connection mechanisms, preventing any direct contact with the user.

PLANET



**We aspire to design efficient
and sustainable solutions in
harmony with living systems.**



CHALLENGES AND METHODOLOGY

2024: A comprehensive assessment once again including Scope 3

The year 2024 marks the full resumption of our carbon footprint assessment, once again including Scope 3 after a period of partial monitoring due to the subcontracting of our production following the fire at our plant and the resulting data collection constraints. For the first time in several years, we now have a comprehensive view of all our emissions, covering both our direct and indirect activities.

Organizational Boundary

The organizational boundary of our carbon footprint defines the sites, facilities, and activities included in the assessment of greenhouse gas (GHG) emissions.

In 2024, this assessment was carried out across all of Realco's activities, taking a global and comprehensive approach that includes the production site as well as upstream impacts (suppliers) and downstream impacts (customers, users, and product end-of-life). In line with the operational control approach

of the GHG Protocol, Realco accounts for emissions related to operations over which it has effective control.

The U.S. subsidiary Realzyme, which is exclusively commercial, is excluded from the boundary and considered as a client.



WHAT IS THE GHG PROTOCOL STANDARD?

Created in 1998 following the Kyoto Protocol, the GHG Protocol defines international rules for measuring and reporting greenhouse gas emissions (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆).

It distinguishes three categories:

- **SCOPE 1**: direct emissions from the company (boilers, vehicles, processes).
- **SCOPE 2**: indirect emissions related to purchased energy (electricity, heat).
- **SCOPE 3**: other indirect emissions from the value chain (suppliers, transport, product use).

This classification helps companies assess their carbon footprint and guide their reduction actions.



METHODOLOGICAL IMPROVEMENTS & BOUNDARY REVISIONS

Structuring and boundary of the carbon footprint

To ensure full coverage of activities, the analysis was based on the company's chart of accounts, linking each expense item to the emission* drivers identified by Tapio*. These drivers were then allocated according to the GHG Protocol categories, ensuring a rigorous and consistent structuring of the carbon footprint.

Data were included or excluded depending on their relevance to the specificities of the sector, in order to provide a faithful representation of the actual impact.

Revision of raw materials

We carried out an exhaustive analysis of all our raw materials to better understand the impact of our purchases and thus strengthen our selection criteria for the future. This process led to an update of the associated emission factors, particularly for the raw materials used in the "pool" activity. The revealed impact significantly increased the carbon weight of the

2019 footprint, confirming in retrospect the relevance of our strategic decision to divest this activity.

Integration of an international event

We added the **International Biofilm Summit** to the 2019 boundary, including the impacts linked to the organization of the event and the mobility of participants. This integration aims to better prepare for and anticipate the carbon accounting of future scientific and technical events planned for 2025.

Refinement of goods and services

Previously accounted for globally, the items related to services (scientific, technical, legal, etc.) and material goods (technical equipment, IT, etc.) were reassessed based on more specific and updated emission factors.

In order to refine the quality of our carbon footprint and strengthen the relevance of the results, we made several methodological revisions compared to the 2019 baseline footprint:



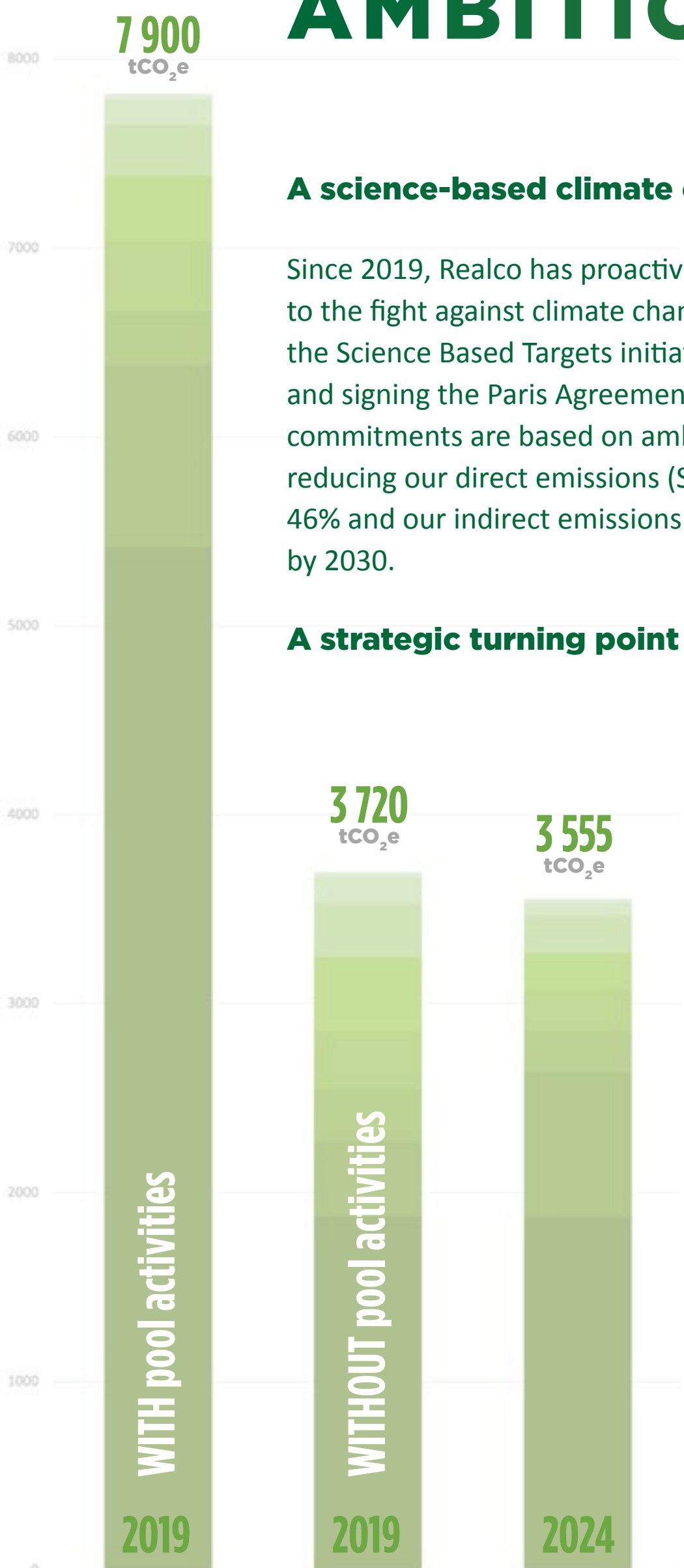
*Breakdown of emissions into 10 drivers

1. Energy Consumption
2. Mobility
3. Logistics
4. Products and Services
5. Waste
6. Fixed Assets
7. Products Sold
8. Raw Materials
9. Packaging
10. Other



*Belgian platform for corporate carbon footprint management.

AMBITION < 1,5°C



A science-based climate commitment

Since 2019, Realco has proactively committed to the fight against climate change by joining the Science Based Targets initiative* (SBTi) and signing the Paris Agreement*. These commitments are based on ambitious objectives: reducing our direct emissions (Scopes 1 and 2) by 46% and our indirect emissions (Scope 3) by 18% by 2030.

A strategic turning point with the

discontinuation of the Pool activity

Between 2021 and 2023, we carried out an in-depth methodological review of our 2019 baseline footprint. Updating emission factors (databases and supplier information) provided a more accurate view of our footprint and revealed the considerable weight of the Pool activity:

- 45% of total emissions in 2019 came from chlorine
- 7% from accessories
- 1% from transport and an additional share linked to storage

The divestment of this activity in 2021, initially motivated by the desire to align with our vision focused on ecological transition, proved to be a major lever for carbon reduction. It profoundly transformed the structure of our emissions and has already enabled us to exceed the -18% Scope 3 reduction target set by the SBTi.

Impacts on our Scope 3 ambitions and



alignment with the SBTi

As an SME committed to the Science Based Targets initiative (SBTi), we opted for the simplified pathway designed for SMEs. This option allows for short-term targets, mainly focused on the absolute reduction of Scope 1 and Scope 2 emissions, while voluntarily committing to measure and reduce Scope 3 emissions. However, in this framework, Scope 3 targets are not necessarily required to be validated by the SBTi.

Although the SBTi does not require SMEs to set quantified Scope 3 targets, we have chosen to maintain

a high level of ambition. Concretely, this means that:

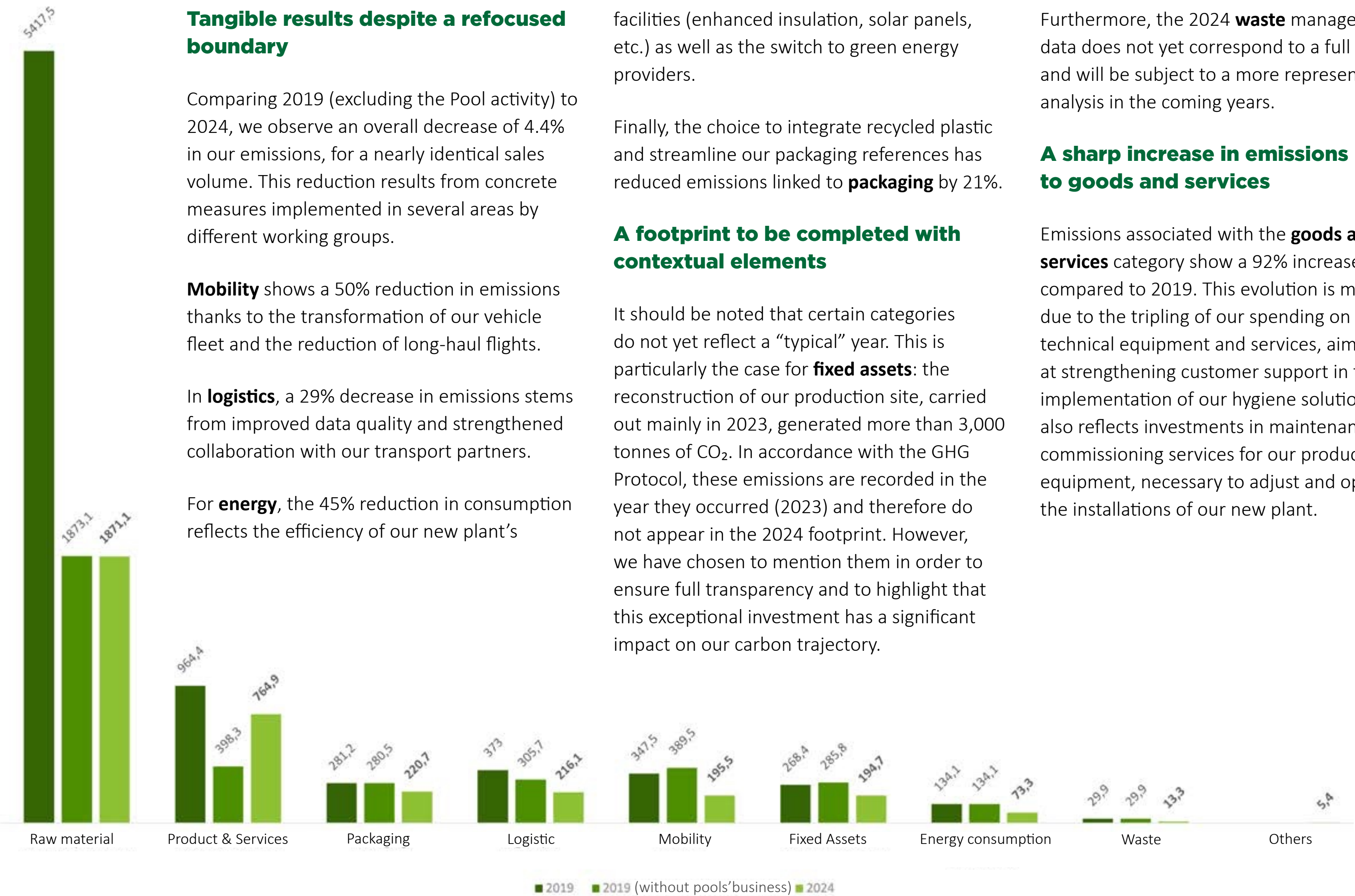
- We will continue to rigorously monitor our Scope 3 emissions, even without a validated quantified target, in order to remain below the 2019 level despite the growth of our activity and turnover.
- For future reporting, we will maintain our efforts to reduce Scope 1 and 2 emissions, while closely managing the evolution of Scope 3. We will identify action levers to reduce it, even without a formal SBTi requirement in our SME context.



*WHAT IS THE SBTi AND THE PARIS AGREEMENT?

In 2015, the Paris Agreement brought together 195 governments around a common objective: to limit global warming to well below 2°C and, if possible, around 1.5°C compared to pre-industrial levels. To support this effort, the Science Based Targets initiative (SBTi) was created by CDP, the UN Global Compact, WRI, and WWF. It provides companies with a scientific framework that enables them to set reduction targets aligned with these climate pathways. Science-based targets thus give businesses a clear roadmap for reducing their greenhouse gas emissions.

CO2 EMISSIONS TREND



Tangible results despite a refocused boundary

Comparing 2019 (excluding the Pool activity) to 2024, we observe an overall decrease of 4.4% in our emissions, for a nearly identical sales volume. This reduction results from concrete measures implemented in several areas by different working groups.

Mobility shows a 50% reduction in emissions thanks to the transformation of our vehicle fleet and the reduction of long-haul flights.

In **logistics**, a 29% decrease in emissions stems from improved data quality and strengthened collaboration with our transport partners.

For **energy**, the 45% reduction in consumption reflects the efficiency of our new plant's

facilities (enhanced insulation, solar panels, etc.) as well as the switch to green energy providers.

Finally, the choice to integrate recycled plastic and streamline our packaging references has reduced emissions linked to **packaging** by 21%.

A footprint to be completed with contextual elements

It should be noted that certain categories do not yet reflect a “typical” year. This is particularly the case for **fixed assets**: the reconstruction of our production site, carried out mainly in 2023, generated more than 3,000 tonnes of CO₂. In accordance with the GHG Protocol, these emissions are recorded in the year they occurred (2023) and therefore do not appear in the 2024 footprint. However, we have chosen to mention them in order to ensure full transparency and to highlight that this exceptional investment has a significant impact on our carbon trajectory.

Furthermore, the 2024 **waste** management data does not yet correspond to a full cycle and will be subject to a more representative analysis in the coming years.

A sharp increase in emissions linked to goods and services

Emissions associated with the **goods and services** category show a 92% increase compared to 2019. This evolution is mainly due to the tripling of our spending on technical equipment and services, aimed at strengthening customer support in the implementation of our hygiene solutions. It also reflects investments in maintenance and commissioning services for our production equipment, necessary to adjust and optimize the installations of our new plant.

13

CLIMATE ACTION

R

26

PLANET

Continuing on the path toward our SBTi targets

The 2024 footprint marks an important milestone: it allows us to measure the progress made, observe the results of the actions taken, and reorient our action plan where necessary. It also reaffirms our determination to continue our efforts to reach our SBTi targets, acting on all our levers: from the choice of raw materials to logistics optimization, through energy efficiency and mobility.

We will continue to strengthen our actions within the different working groups and refine the analysis of our purchases of raw materials, goods, and services in order to reduce our Scope 3.

	2019 (A)	2019 (B)	2024	Evolution (A)	Evolution (B)
Raw materials	5417,5	1873,1	1871,1	-65%	0%
Products & Services	964,4	398,3	764,9	-21%	+92%
Packaging	280,5	280,5	220,7	-21%	-21%
Logistics	373	305,7	216,1	-42%	-29%
Mobility	389,5	389,5	195,5	-50%	-50%
Fixed Assets	268,4	285,8	194,7	-27%	-32%
Energy Consumption	134,1	134,1	73,3	-45%	-45%
Waste	29,9	29,9	13,3	-56%	-56%
Other			5,4		

(A) With pool activities
(B) Without pool activities (Chlorine, accessories, and their transport))

CARBON EMISSIONS

SCOPE 1 & 2 EMISSIONS TREND

165
tCO₂e

of direct emissions in 2024

equivalent to

760,515 km
with a combustion
engine car



The annual
gas heating
consumption of
49 homes of 120 m²



In 2024, our combined Scope 1 and Scope 2 emissions decreased from 215 to 165 tCO₂e, representing a significant **23%** reduction.

This decrease is mainly explained by the 27% reduction in our fuel-related mobility emissions, dropping from 144.6 t to 105.6 t CO₂e. This result is largely due to halving our diesel consumption thanks to the gradual transition to a hybrid vehicle fleet.

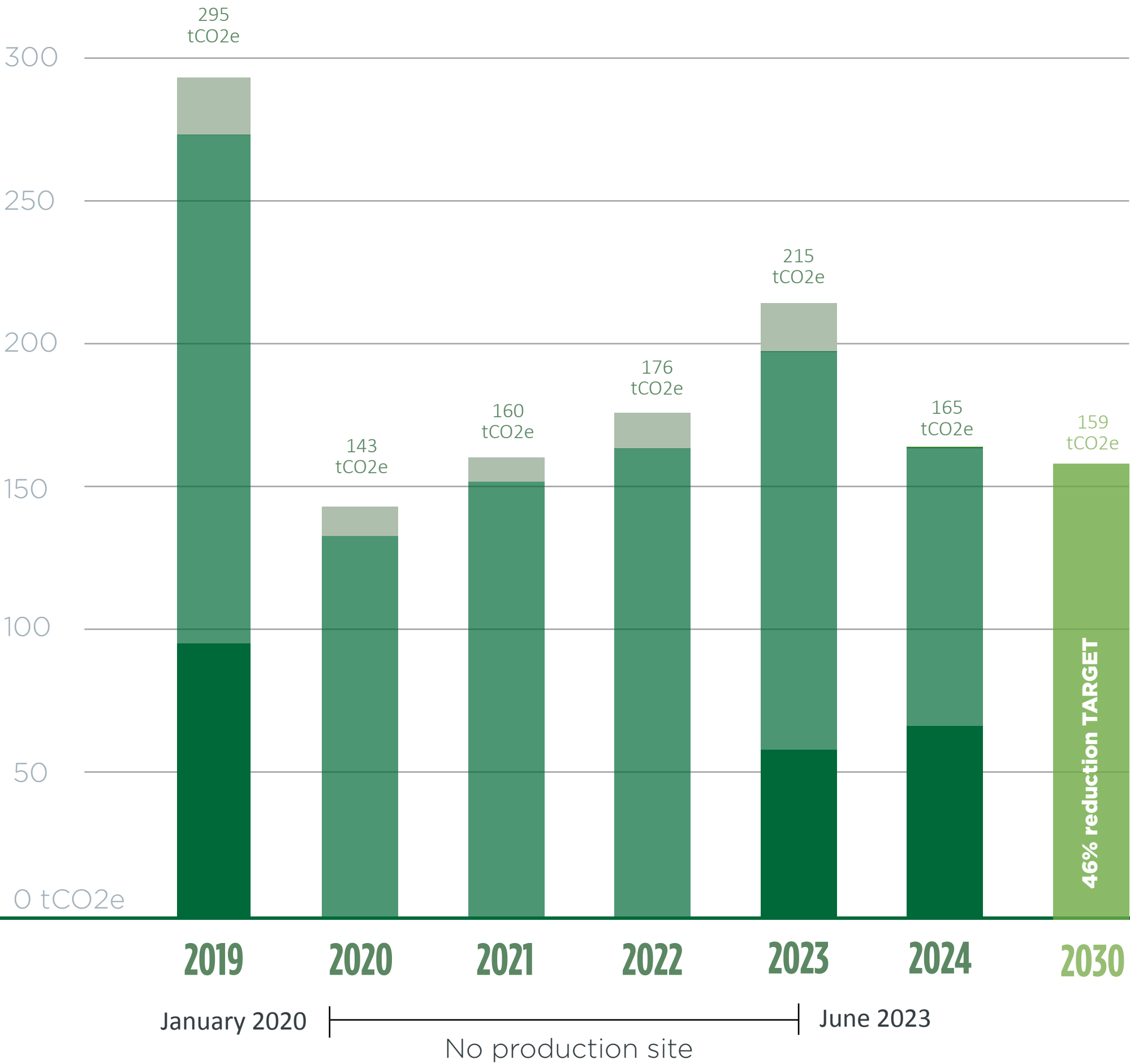
It is important to note that our electricity consumption for buildings and on-site charging of company vehicles amounts to 5 tonnes and no longer appears in this boundary (Scope 2): in accordance with carbon accounting rules, our green electricity without origin guarantees is now classified under Scope 3.

Scope 2 therefore only includes 0.4 t of CO₂, corresponding to the electricity consumed for charging our hybrid vehicles while traveling.

Scope 1

Scope 1

Scope 2



SCOPE 1 & 2 MOBILITY

Evolution of the Realco fleet

In 2024, Realco continued the transformation of its vehicle fleet to reduce its emissions and environmental impact.

The number of hybrid and electric vehicles doubled compared to the previous year, while the total number of vehicles slightly decreased (−2%).

We are continuing the gradual phase-out of combustion models: there are no longer any petrol vehicles in the fleet, and the number of diesel vehicles has been reduced by 35%.

This evolution is accompanied by a broader reflection on the very use of company cars. With a 7% increase in FTEs and a 2% reduction in the fleet, the average number of vehicles per FTE decreased from 57% in 2023 to 52% in 2024.

This trend illustrates our determination to decouple cars from the salary package, offering them only based on actual mission-related needs, rather than the position held.

Bike leasing

Cycling is becoming increasingly popular, with a 7% increase in bike leasing within the company.

Nearly a quarter of our employees now benefit from the bike lease system, half of whom also have a company car. This trend modestly contributes to reducing our Scope 1 emissions, thanks to kilometers traveled by bike instead of by car.

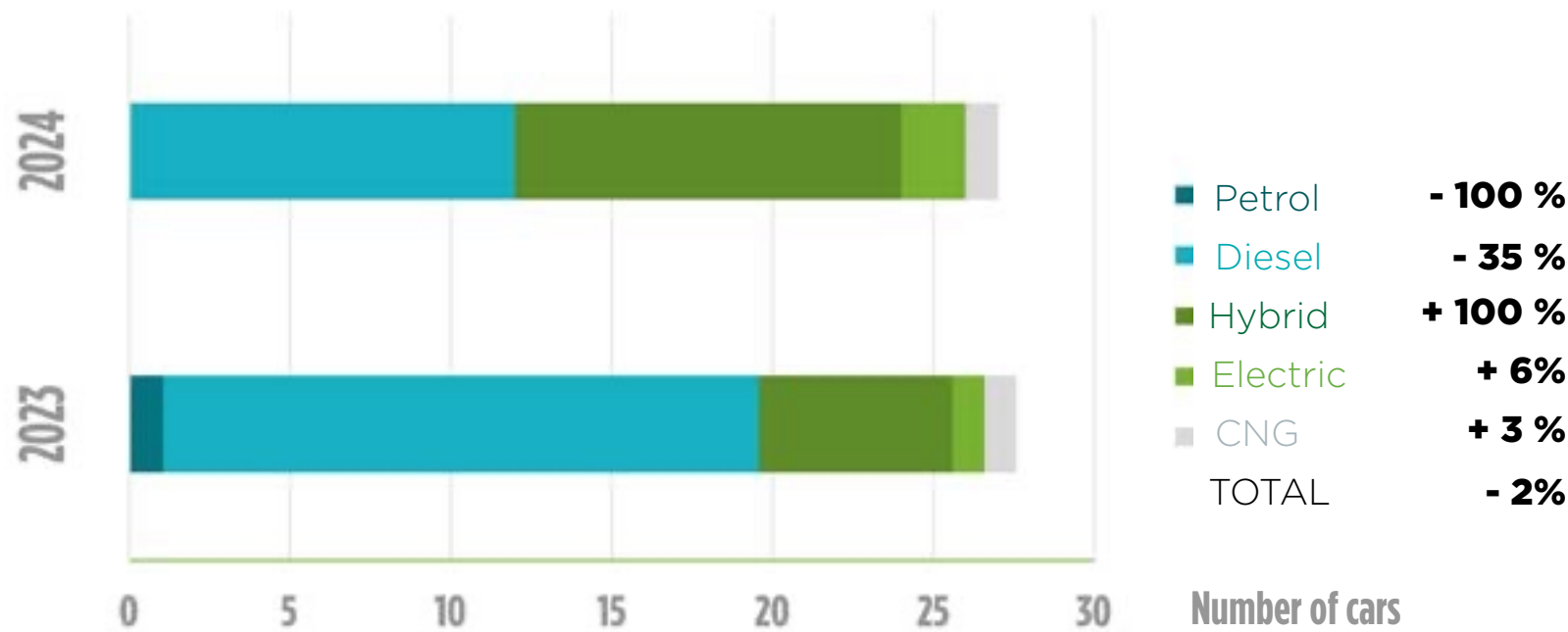
In 2024, this represents 4,606 km traveled by bike as a substitute for company car use, thereby helping to limit our emissions related to business mobility.

2030 target

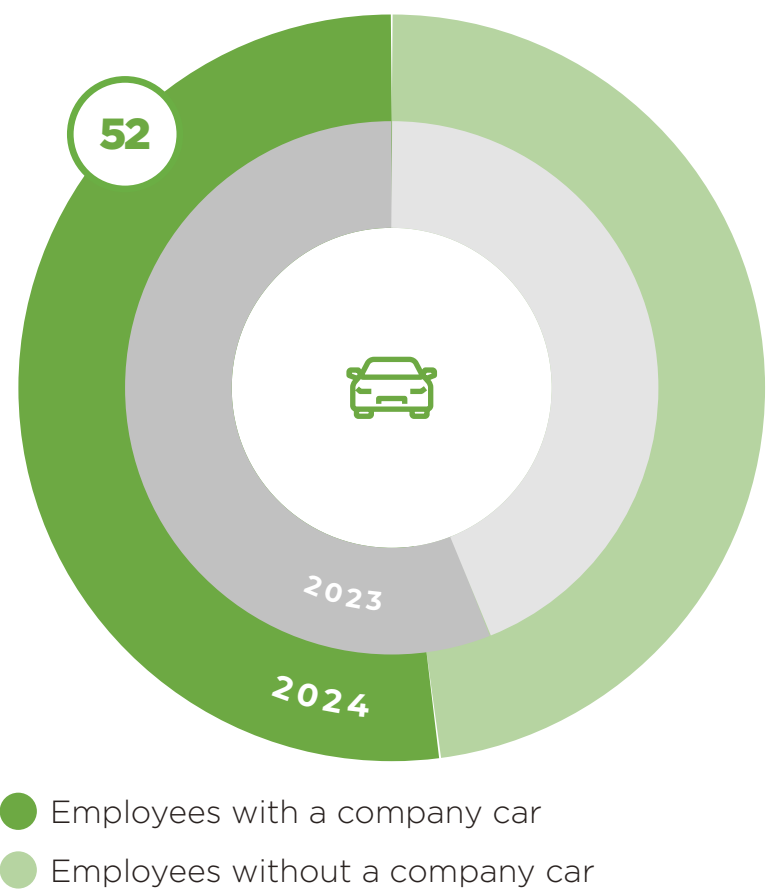
As part of our goal to **reduce Scope 1 emissions by 46%** by 2030, we have already reduced mobility-related emissions by **26.6%**, from 220 tCO₂e in 2019 to 161.6 tCO₂e in 2024.



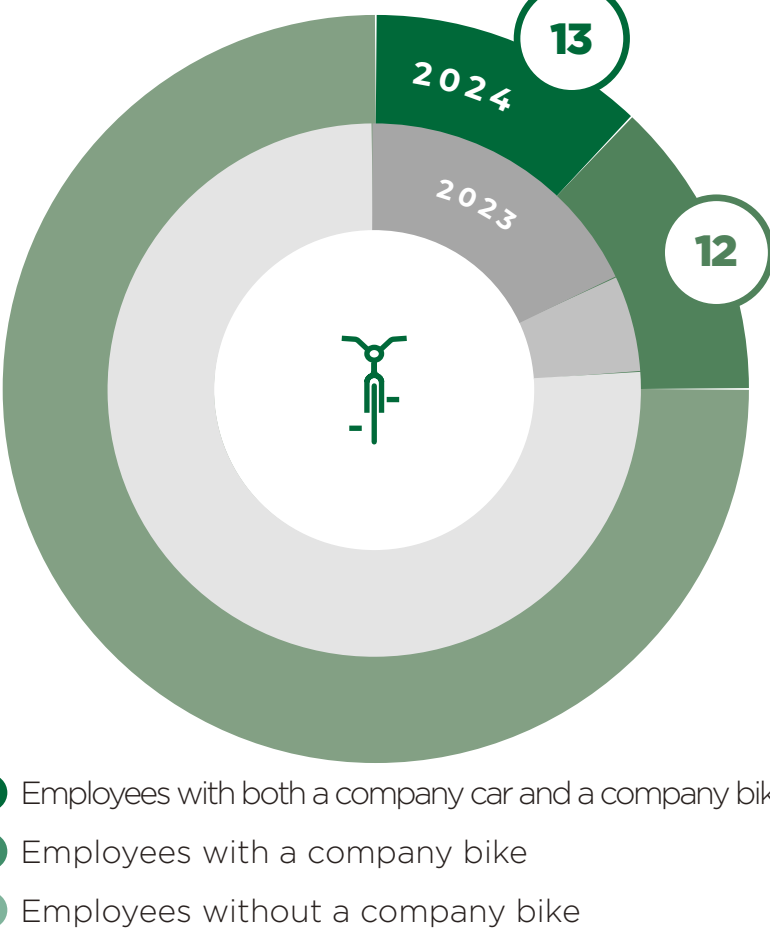
Evolution of the Realco **vehicle fleet** from 2023 to 2024



Car leasing (%)



Bike leasing (%)



SCOPE 3 MOBILITY

Business travel

Business travel has changed significantly since the widespread adoption of videoconferencing after Covid. Flights are now limited to a few strategic client meetings or urgent biofilm treatment interventions. Between 2019 and 2024, emissions from long-haul flights fell by 86% and those from short-haul flights by 82%. While in 2019 business travel still represented 7% of our total emissions (excluding pool activity), today it accounts for only 0.45%.

For business trips by car, Scope 1 covers company vehicles assigned to sales teams and experts (see p. 27), while Scope 3 includes the use of personal cars, taxis, or rentals during business missions (client visits, trade fairs, conferences). In this scope, emissions dropped from 5.8 to 3.38 tonnes, a 42% reduction.

Ambition

Starting in 2025, a mobility policy will govern business travel to turn tacit practices into explicit commitments and maintain this positive trend.

Commuting

Non-employee travel : in 2019, flights related to the International Biofilm Summit had been accounted for under visitors, but in reality fall under the ‘Other’ category and not under mobility. Their tracking serves to prepare for our future international meetings. We must also include the travel of independent teammates, not recorded in the payroll, for the 2025 footprint. Nous devons aussi intégrer les déplacements des coéquipiers indépendants, non repris dans le payroll pour le bilan 2025.

In 2019, commuting emissions were calculated only from the kilometers traveled by employees using cars. In 2024, calculations were refined to include the number of homeworking days as well as occasional trips made using soft mobility (carpooling, cycling, etc.). Across all motorized vehicles, we observed a 28% reduction, from 51.7 tonnes in 2019 to 37 tonnes in 2024, despite an 8% increase in the number of employees. Added to this are now the emissions linked to homeworking, estimated at 9 tonnes due to energy consumption at home.

Ambition

In 2025, we will launch a mobility assessment with the [Akt for Wallonia](#) mobility unit to better understand commuting habits at Realco and identify the most relevant actions for our employees. We will also continue to participate in Mobility Week, as we have since 2021, in order to strengthen awareness and embed new habits in the long term.

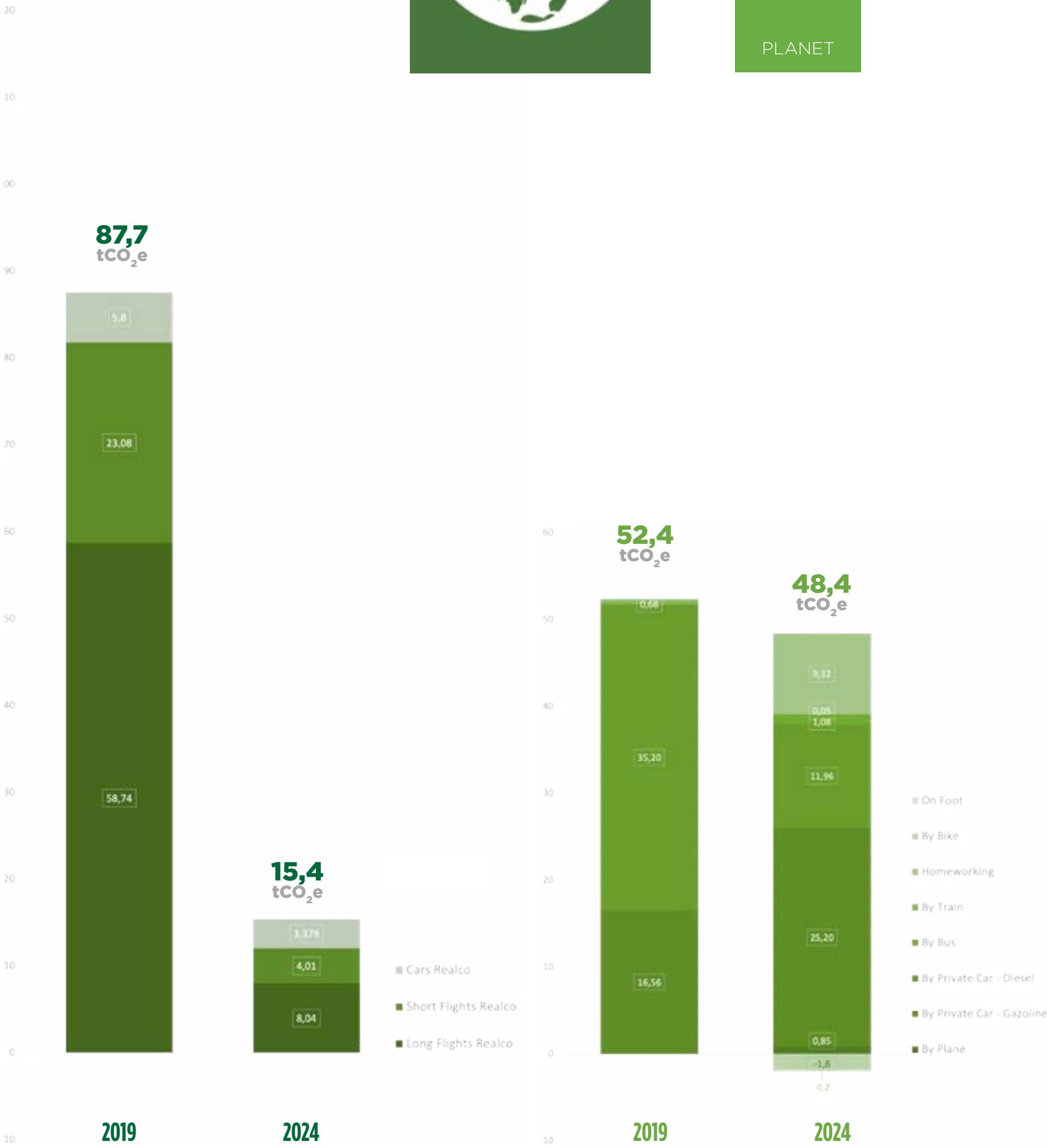
13

CLIMATE ACTION

R

29

PLANET



Evolution of Business Travel

Evolution of Commuting



CARBON EMISSIONS **SCOPE 3**

FUEL AND ENERGY

Fuel- and energy-related activities*

After our direct emissions (Scope 1) and those linked to on-site electricity consumption (Scope 2), we are extending the analysis to the 'upstream' emissions of the energy we consume.

39.5 tCO₂e



WHY IS ENERGY IN SCOPE 3?

Fuel- and energy-related activities include all emissions generated during the production and delivery of fuels and electricity, upstream of their use by the company. They cover, for example, raw material extraction, processing, refining, electricity production, as well as transportation to the point of consumption. These emissions are accounted for under Scope 3 when they are not already included in Scopes 1 or 2.

Energy choices that make a difference

Taking into account all of our energy-related emissions—165 t CO₂ for Scopes 1 and 2 and 39.5 t CO₂ for upstream Scope 3 activities (fuels and electricity)—the total amounts to 204.5 t CO₂, of which 19% comes from activities related to the production and delivery of energy before its use.

This category includes our **new green electricity contracts**, which account for 5 t CO₂ for a consumption of 181 MWh, compared to 13 t CO₂ previously for 118 MWh of 'grey' electricity.

Despite a 53% increase in our electricity consumption, switching to green electricity enabled us to avoid 8 t CO₂e (= 3 years of heating for an average Belgian household), representing a 62% reduction in our electricity-related emissions.

Electricity

2024 Footprint and Outlook

In 2024, Realco consumed 226 MWh of electricity, an increase of +68% compared to 2023 (134 MWh). This rise is mainly due to the **gradual electrification of our vehicle fleet**, as well as the shared use of our charging stations with our spin-off OneLife.

On the production side, our **photovoltaic installation generated 45 MWh**, representing about **20%** of our total annual consumption. Although we had hoped for a higher yield, technical issues with the panels limited their performance.

For 2025, we aim to reduce consumption to 210 MWh through several internal optimizations, and to increase direct consumption from our solar panels to 70 MWh, covering an estimated 33% of our electricity needs.

Ambition

A more precise management of our electricity consumption

By 2025, we plan to implement an automated monitoring system for our electricity consumption, with a focus on vigilance, optimization, and accountability.

This tool will allow us to:

- Quickly detect any anomaly or consumption drift
- Better distinguish the share related to industrial production from that of electric mobility
- Identify energy-intensive equipment, particularly machines left on standby
- Target our efforts to reduce electricity needs

- Electricity consumption generated by our photovoltaic panels (MWh)
- Purchased electricity (MWh)



WATER FOOTPRINT

0,89
water intensity
(m³ of water consumed per ton of products manufactured)

Our 2030 objective is to bring our water intensity below 1 (i.e., less than one liter of water consumed per kilogram of product manufactured). In 2024, this objective has already been achieved if we consider only mains water consumption. However, when including our total consumption (mains water and rainwater), the intensity rises to 1.8. Our focus for 2025 will therefore shift to reducing wastewater, which will enable us to lower our overall water intensity.

Water (megaliters – ML)	2019	2020	2021	2022	2023	2024
Withdrawals	2,31	0,35	0,22	0,35	2,86	4,48
Water consumption intensity*	0,81	-	-	-	1,37	1,8
Mains water	2,31	0,35	0,22	0,35	2,86	2,24 ^e
Mains water consumption intensity*	0,81	-	-	-	1,37	0,89
Surface water (rainwater)	-	-	-	-	-	2,24 ^f
Surface water consumption intensity*	-	-	-	-	-	0,89
Discharges	- ^a	0, 28 ^b	0, 18 ^b	0,28 ^b	0,58 ^c	3,06 ^g
Mains water (city sewer system)	- ^a	0, 28 ^b	0, 18 ^b	0,28 ^b	0,43 ^c	2,37
Mains water (treatment plant)	0	0	0	0	0,15 ^c	0,69
Surface water	0	0	0	0	0,015 ^d	0
Water discharge intensity*	-	-	-	-	0,43	1,49

*m³ of water consumed per ton of products manufactured.

EVOLUTION OF WATER CONSUMPTION AND DISCHARGES

- a. In 2019, water consumption at our site was low due to limited production facilities.
- b. From 2020 to 2022, the absence of industrial activity reduced water use to domestic needs only. During this period, around 85% of the water consumed was discharged as wastewater, reflecting standard domestic use.
- c. In 2023, the restart and expansion of production capacity, as well as evolving quality standards—particularly linked to our new Life Sciences product range—led to higher water consumption. Discharges were estimated based on a mix of measured data (industrial water, via a dedicated tank) and estimates (domestic water). In addition, 14% of the water (0.40 ML) was used for the initial filling of the fire safety system and compliance tests.
- d. An incident occurred in June 2023: the wastewater storage tank, already filled with rainwater from the construction site, overflowed during the first production run, resulting in an accidental discharge of 15 m³ into the rainwater network. Corrective measures were implemented, and a complete assessment will be shared once the case is closed.
- e. In 2024, water withdrawals reached 4.48 ML, an increase of 56.6% compared to 2023. This rise can be explained by three main factors:
- the ramp-up of industrial activity,
 - intensified cleaning operations within our facilities,
 - progressive adjustments to our wastewater treatment system.
- f. Volumes sent to the treatment plant increased from 0.15 ML in 2023 to 0.69 ML in 2024, a 360% rise. This growth directly reflects the increase in activity (full year vs. 2023).
- g. At the same time, discharges to the sewer network rose sharply, from 0.43 ML in 2023 to 2.37 ML in 2024, a 451% increase. This development is explained by the commissioning of the treatment system and the progressive adjustment of its cleaning cycles, necessary to ensure the purity of the water used in our production processes, thereby preserving the quality and performance of our solutions. These actions, although temporary, were essential to achieving stable operations. From 2025 onwards, a significant reduction in discharges and mains water consumption is expected thanks to the optimization of facilities and cleaning processes.



SUPPLY CHAIN MAPPING

ANALYSIS OF OUR EXPENDITURES: BETWEEN PROXIMITY AND SPECIALIZATION

Our purchases are divided into two main categories: procurement (raw materials, packaging, and other direct sales costs) (A), and the goods and services required for the smooth operation of the company.

Regarding procurement, nearly half of our spending is made in Belgium, reflecting our commitment to supporting the local economy. More than 20% comes from neighboring countries, while around 30% originates from the rest of Europe.

Our suppliers are located at varying distances, depending on the diversity of their offering, their ability to meet our performance requirements, and their compliance with our environmental criteria. A significant share of these purchases involves not only enzymes—essential to our core business—but also Ecocert-certified raw materials from selected partners recognized for the quality and responsibility of their practices.

When it comes to other goods and services, more than 80% of our spending is also carried

out in Belgium. These primarily involve services linked to the digitalization of our company, as well as consultancy in various fields, including scientific, regulatory, and legal expertise.

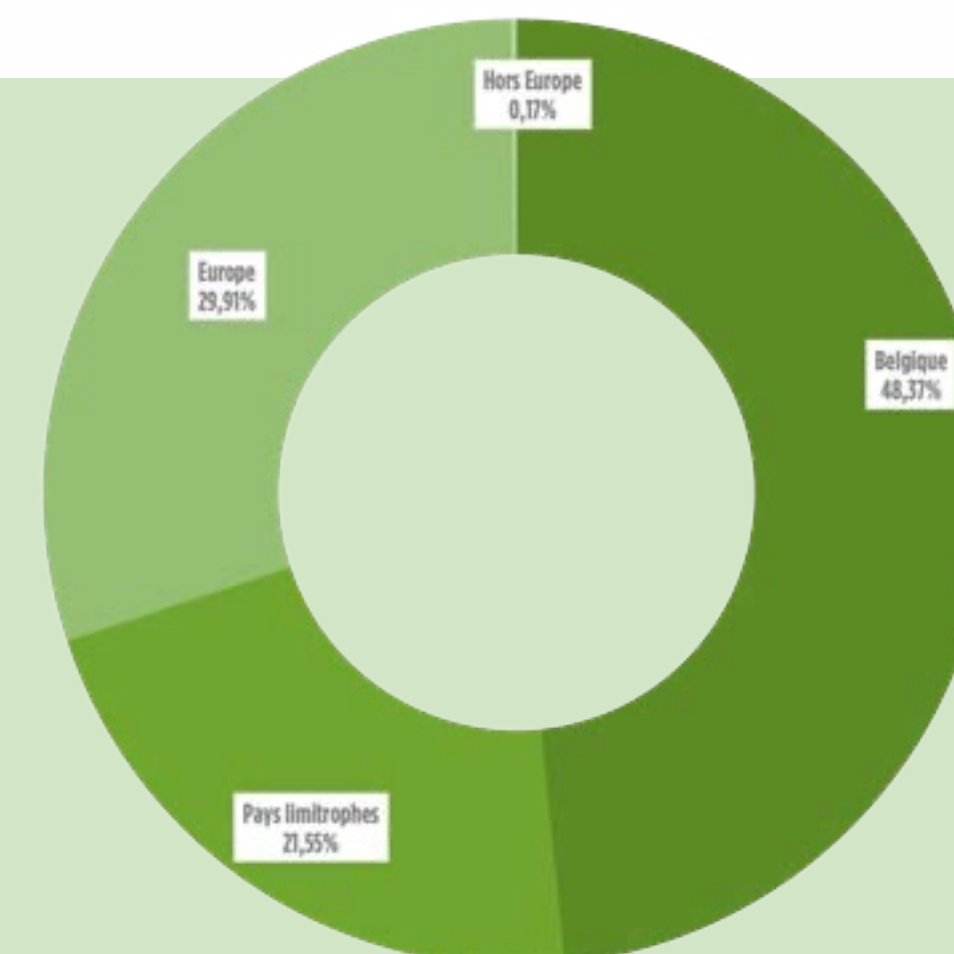
TOWARDS BETTER TRACEABILITY OF OUR PROCUREMENT

While we currently have good geographic visibility of the actors from whom we purchase our products, our ambition goes further: to better understand the origin of the key raw materials in our supply chain.

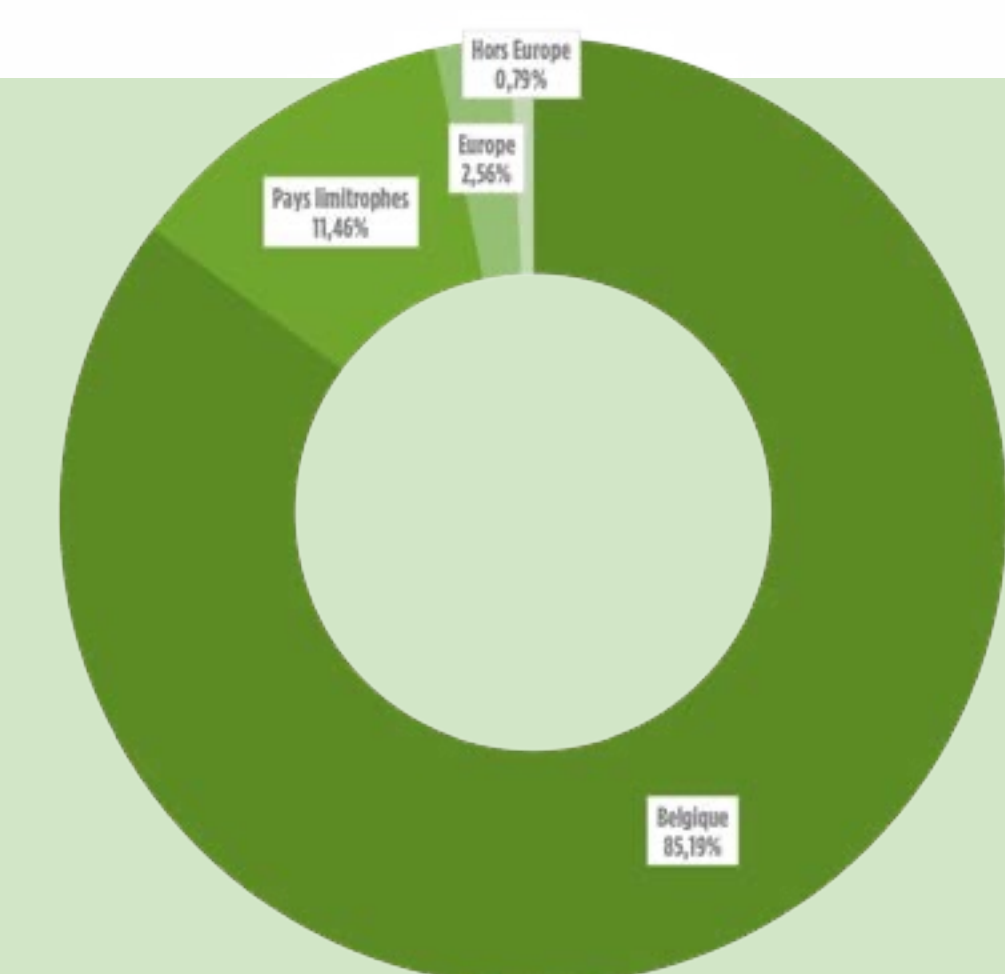
This is a complex task, given the diversity of supply chains and the specificities of our sector. It will take time, but it remains one of our major goals by 2030: to increase transparency around the provenance of the ingredients and components we use.

To initiate this journey, we have already begun drafting a set of specifications for the selection of our raw materials, integrating strengthened environmental and social criteria. In addition, initial discussions have been launched with our strategic suppliers, in a spirit of collaboration and continuous improvement.

(A) Breakdown of Procurement Expenditures from 2022 to 2024



(B) Goods and Services Spending Breakdown, 2022–2024



To smooth out the impacts of stock variations, the analysis was carried out over three years.

PACKAGING

We aim to reach 50% recycled plastic in our primary packaging by 2030.

164T

of plastic purchased for our packaging

(+8% compared to 2023)

Plastic accounts for

83%

of the total weight of packaging purchases

(Primary, secondary, and tertiary)

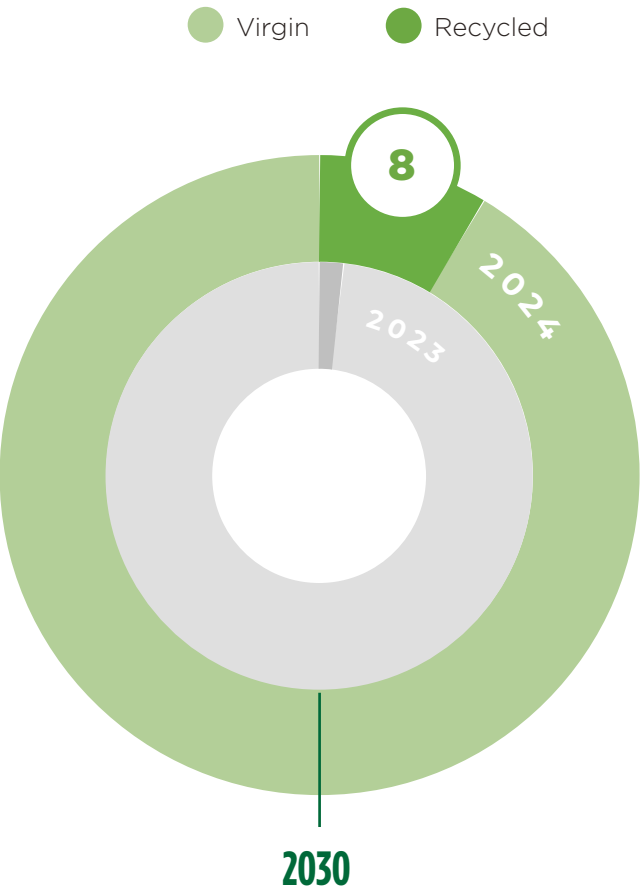
Recycled or reused plastic accounts for

44%

of the total weight of packaging purchases

(Primary, secondary, and tertiary)

Breakdown of **primary plastic** packaging purchase volume by **life cycle** stage



Key Actions in 2024

- Complete redesign of our BTC range with bottles made of 100% recycled HDPE.
- Continuation of pilot tests on our B2B range with the rollout of 5L containers made from recycled plastic—a key step in preparing for larger-scale deployment.
- The Clean Pack project, launched in March 2022 with PolyPea, aimed to locally valorize pea starch into bio-based, water-soluble bioplastic, providing a sustainable alternative to fossil plastics. Despite progress, the project was discontinued due to lack of funding.

Ambitions

- Structuring our purchasing procedures to better integrate environmental criteria and ensure consistency in material selection.
- Establishing a cross-functional working group dedicated to reviewing recycled and reused packaging, to combine expertise and accelerate sustainable innovation.
- Streamlining our packaging following the consolidation of our production at our new site, by adapting formats and processes to modernized equipment.

8%

of recycled plastic in the purchase of our primary packaging

On average, packaging accounts for

6,9%

of the total product weight (across both large and small formats)*

* This ratio is calculated based on 2024 packaging purchases and the 2024 production volume in tons. To refine the data, it will be recalculated using actual packaging consumption for production in the 2025 report.

EVOLUTION OF WASTE VOLUME

Between 2019 and 2023, our waste management underwent several significant changes.

It is important to note that these data exclude exceptional waste linked to the demolition and reconstruction of our factory.

In 2020, following the fire and the temporary relocation of our production, we had to collaborate with new subcontractors. This transition led to some quality issues. However, most of the affected products were re-used internally—through redistribution, repackaging, or reuse in new production runs. The volumes that could not be recovered were handled in compliance with standards by our certified waste collector.

The years 2021 and 2022 were marked by numerous challenges: inflation, supply shortages, and production spread across multiple sites. To ensure continuity and avoid shortages, we engaged in massive and preventive purchases of raw materials and packaging. While necessary in the short term, this strategy led to overstocking, a multiplication of containers used, and raw

materials reaching end of life. Combined with more frequent quality issues, these factors resulted in a significant increase in our waste volumes.

In 2022, an important milestone was reached: we strengthened our collaboration with subcontractors to improve production quality and better manage unsold goods. This joint effort led to significant progress in the internal revalorization of hazardous waste. At the same time, we co-developed a responsible purchasing policy, laying the foundations for a more balanced and sustainable approach to procurement.

June 2023 marked the resumption of on-site production and the implementation of new practices. These efforts pave the way for lasting improvements in our waste management.

2024: An Encouraging but Still Incomplete Trend

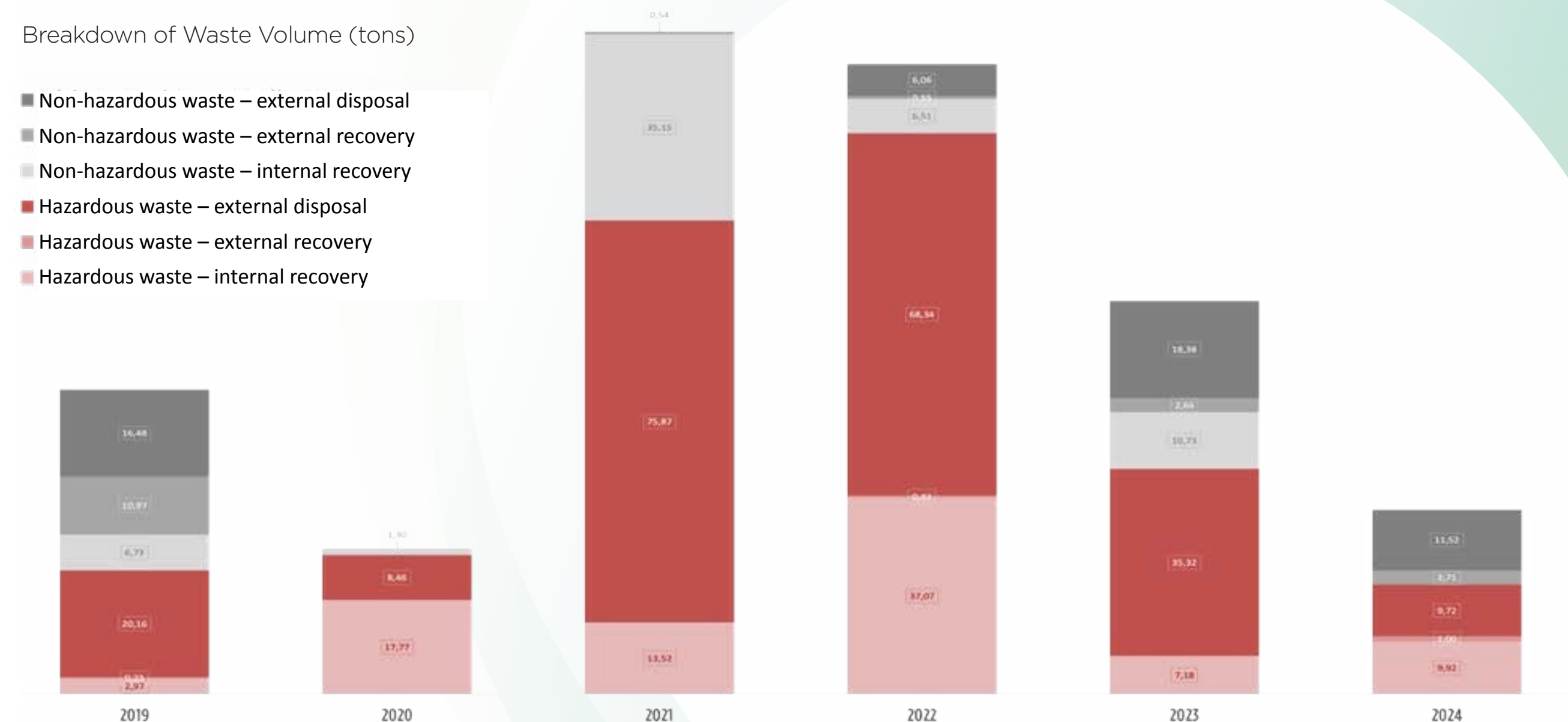
The year 2024 shows a clear decrease in waste volumes. This reduction is a positive sign, but it must be interpreted with caution: for logistical reasons, not all 2024 waste has yet been disposed of. The available figures therefore reflect only part of the reality.

2025: Towards a Consolidated View

By combining the data from 2024 and 2025, we will gain an accurate and complete picture of our waste management. This joint analysis will make it possible to measure the actual effectiveness of the measures implemented and confirm the solidity of the foundations laid since 2023.

Breakdown of Waste Volume (tons)

- Non-hazardous waste – external disposal
- Non-hazardous waste – external recovery
- Non-hazardous waste – internal recovery
- Hazardous waste – external disposal
- Hazardous waste – external recovery
- Hazardous waste – internal recovery





OPTIMIZING our reuse, sorting, and recycling systems

8,5kg

of hazardous and non-hazardous waste generated per ton of production

4kg

of hazardous* waste generated for every ton of production

59%

of our total waste is classified as hazardous

(-13% compared to 2023)

39%

of our total waste is revalorized through reuse, recycling, or donation

(+11 % compared to 2023)

	HAZARDOUS WASTE (t)*		NON-HAZARDOUS WASTE (t)		TOTAL (t)
	Managed INTERNALLY	Managed EXTERNALLY	Managed INTERNALLY	Managed INTERNALLY	
Elimination	-	9,72	-	11,52	21,24
Incineration (with energy recovery)	-	0,00	-	0,00	0,00
Incineration (without energy recovery)	-	0,00	-	0,00	0,00
Landfill	-	0,00	-	11,52	11,52
Other treatment methods	-	9,72	-	0,00	9,72
Non-Elimination	9,92	1,00	0,00	2,71	13,63
Reuse	0,28	0,00	0,00	0,00	0,28
Recycling	8,93	0,00	0,00	2,71	11,64
Other recovery methods	0,71	1,00	0,00	0,00	1,71
	Total Hazardous Waste*		Total Non-Hazardous Waste		Total Waste
	20,64 t		14,23 t		34,86 t

* Waste that can endanger health or the environment due to its chemical, biological, or physical properties. It includes toxic, flammable, or corrosive substances and requires special treatment to ensure safe handling, storage, and disposal.

REDUCING THE ECOTOXICITY OF OUR CLEANING SOLUTIONS

For several years, Realco has been actively committed to reducing the toxicity of its cleaning solutions, with a clear objective: **improving the environmental impact of our products.**

Actions undertaken from 2023 to 2024

Between 2023 and 2024, we initiated a strategic reflection on sustainability applied to cleaning solutions. This process led to the definition of a clear concept of eco-formulation, which will enable us to assess our entire portfolio according to objective environmental criteria and align it with our vision.

Our ambitions

- By the end of 2025, we will eliminate the last detergent still classified as Category 2 for aquatic toxicity.
- By 2030, we also aim to reformulate Category 3 products—particularly our filtration range—so that they are no longer classified in this category.

As for biocides, which will always remain classified due to their very nature, our R&D efforts are focused on developing and researching more environmentally friendly alternatives that combine effectiveness with responsibility.

Classification According to the EU CLP Regulation

H-phrases (Hazard statements) are defined by the EU CLP Regulation, which derives from the United Nations' Globally Harmonized System (GHS). They describe the specific hazards of chemical substances (e.g., H400: "Very toxic to aquatic life"). Mainly used in labeling and Safety Data Sheets (SDS), they enable standardized communication of risks, facilitating the management of hazardous substances worldwide—particularly for companies, transporters, and regulatory authorities.

We use these standards, such as the H-phrases defined by the CLP Regulation, to assess the sale of our products classified as harmful to the environment. This allows us to ensure that our products comply with international safety standards, while also facilitating clear communication of the risks associated with their use and transport.



Sales Volume Breakdown (tons) by Aquatic Toxicity Classification (biocides, detergents, and water treatment products)



PRESERVING OUR RESOURCES

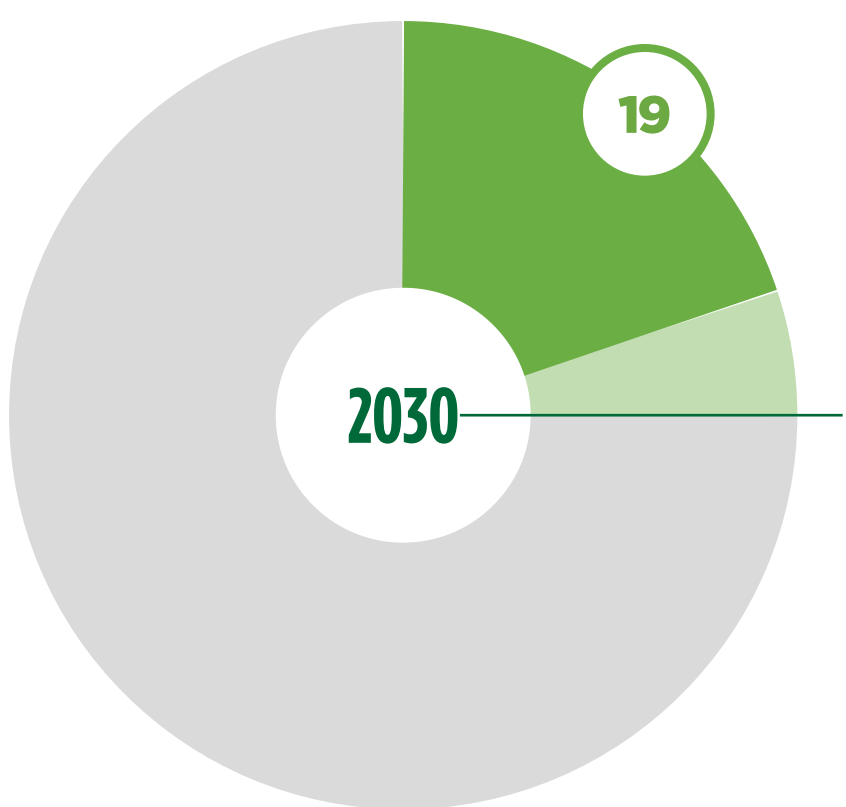
EVOLUTION OF ECOCERT-CERTIFIED PRODUCTS

Since 2019, Realco has been pursuing a strategic transition toward a more sustainable offering by progressively replacing the EU Ecolabel with ECOCERT certification. From 5 certified references (5% of sales volume) in 2019, we reached 40 references in 2024, representing 19% of sales volume.

Between 2023 and 2024, the sales volume of ECOCERT-certified products increased in absolute value, but the percentage remained stable. This is explained by strong growth in the B2B departments (Food Industry and Foodservice & Retail), while the B2C department—where the majority of products are certified—is experiencing a decline linked to the introduction of new packaging.

2030 OBJECTIVES

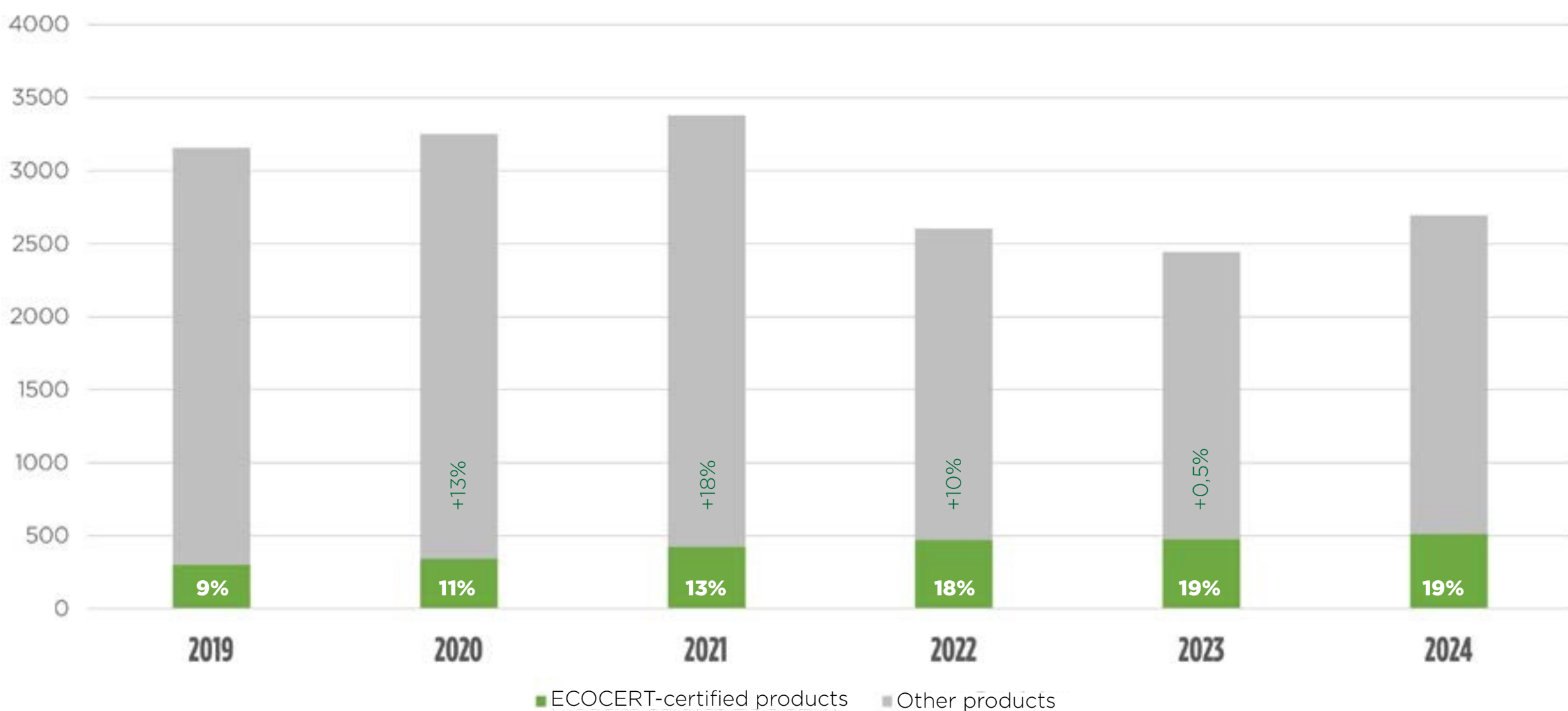
Realco has set a target for 25% of its sales to come from ECOCERT-certified products. To achieve this, we are progressively evolving our B2C range to increase its share of sales volume, while continuing to expand Food Services through co-branding and by strengthening the value of our long-term partnerships.



Our certified detergents can be identified by this logo. Detergents certified by ECOCERT Greenlife according to the ECOCERT “Ecodetergent” standard, available at <http://detergents.ecocert.com>



BREAKDOWN OF SALES VOLUME IN TONS: ECOCERT PRODUCTS



PROSPERITY



**Healthy & Sustainable
Organic Growth**



3

INTRODUCTION

The year 2024 marks a return to normal after four years of outsourcing following the factory fire in January 2020. Subcontracting has once again become a choice. The reintegration of production has enabled better control of costs and product quality—as evidenced by the gross margin, which improved significantly in 2024.

Realco's revenue amounted to €11,684k in 2023—representing a 20.2% increase compared to 2022.



ANNUAL ACCOUNTS

During the financial year ended December 31, 2024, the Company achieved a turnover of EUR 12,414,584.59. The balance sheet total amounts to EUR 16,829,089.29. The financial year closed with a profit of EUR 263,851.58. The retained earnings from the previous year amount to EUR 110,113.62. The profit to be allocated therefore stands at EUR 373,965.20.

ASSETS

- Intangible fixed assets continue to decrease slightly, as historical depreciation exceeds new investments in patents, regulatory files, and IT software.
- Tangible fixed assets are declining, since major investments were made in 2023 for the new plant.
- Financial fixed assets increased by €267k, reflecting the additional bridge financing investment made in OneLife in December 2024.
- The €182k increase in inventory can be explained by the use of new enzymes, ongoing packaging changes (notably for our Eezym consumer product line), and technical equipment to support our growing Food Services sector.
- Trade receivables continue to decrease even as revenue increases.

- Other receivables mainly relate to the expected earnout payment for 2024 (following the sale of the Pool activity, to be received in 2025), the investment grant awarded by the Walloon Region for the new plant, and the Realzyme dividend.
- Cash and cash equivalents decreased to around €300k, reflecting the pre-financing of investments in tangible and intangible assets, and above all the financing of Onelife.

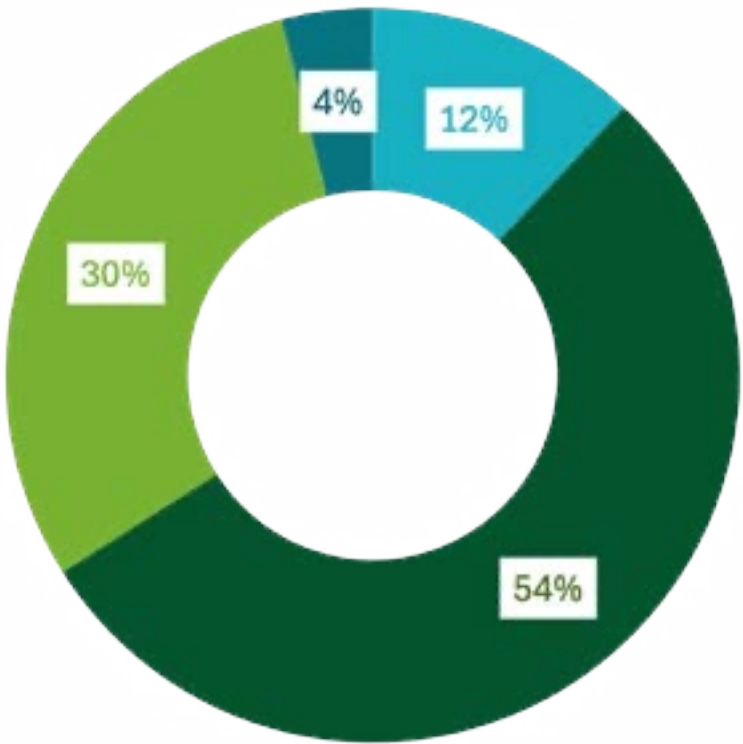
LIABILITIES

- Tax-exempt reserves correspond to the deferred taxation of insurance indemnities received for the building, equipment, and electronic equipment, for which investments were not made between 2020 and 2023.
- Provisions for risks and charges decreased slightly, as they were used to cover disputes that were settled in 2024, while new provisions were constituted.
- Capital grants correspond to the investment aid granted in 2024 (€470k) for the new plant, to be recognized in profit in line with depreciation.
- Long-term debt decreased despite the additional financing of the plant's equipment.

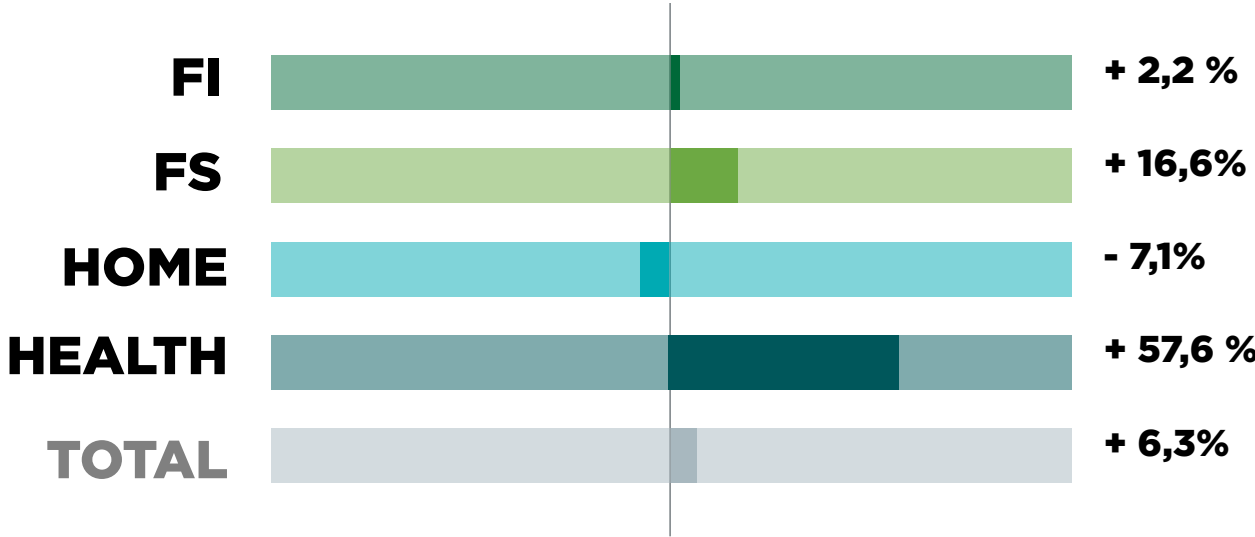
Operating result for 2024
amounts to 264,906
— a 28% increase compared to 2023.

TURNOVER BY BUSINESS SECTOR

Sales Breakdown (%)



Growth Rate by Sector



2023

6.7M

Food Industry

3.7M

Food Service

1.5M

Home

0.4M

Health

EVOLUTION BY BUSINESS SECTOR

The decline in sales of household products (“Home”) can be explained by the complete overhaul of the range—particularly to switch to 100% recycled and recyclable packaging.

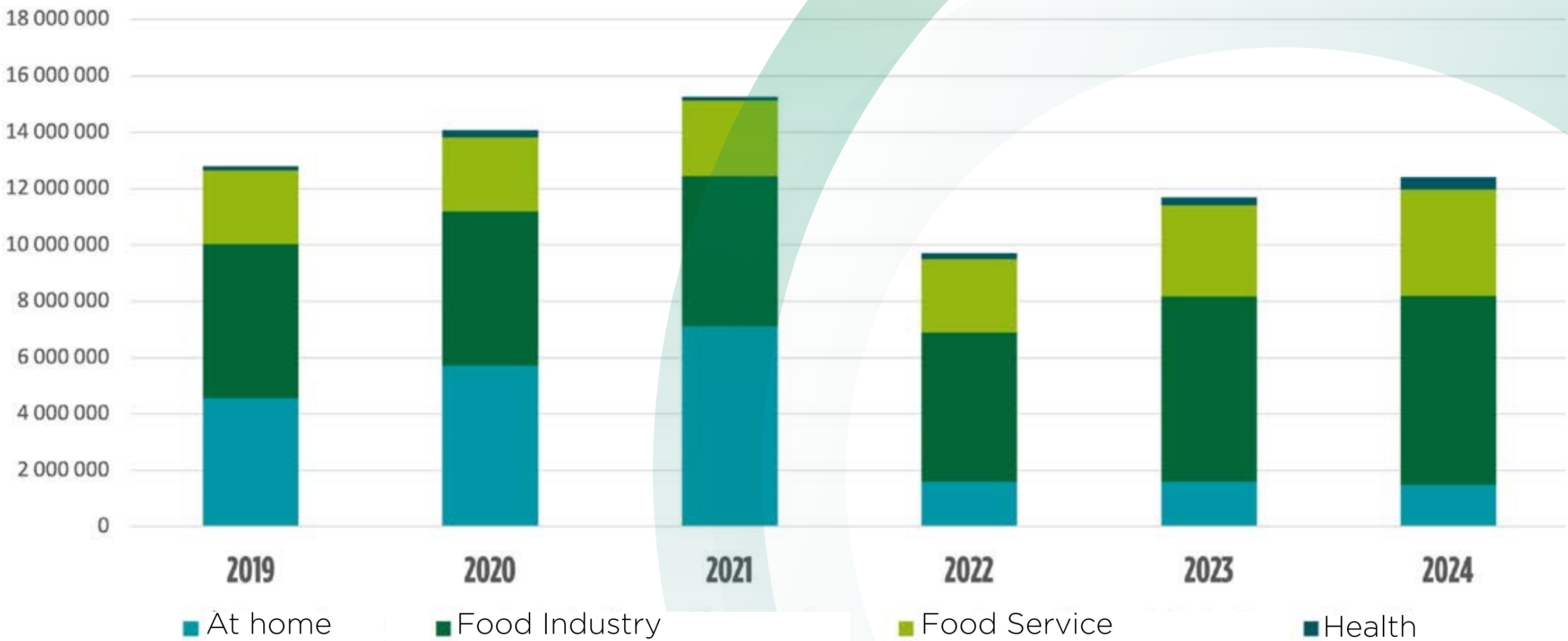
Our flagship brand, Eezym, nevertheless maintained close to €1.0 million in sales for the year.

The Food Industry continues to grow thanks to new customers who offset a significant decrease from two major partners.

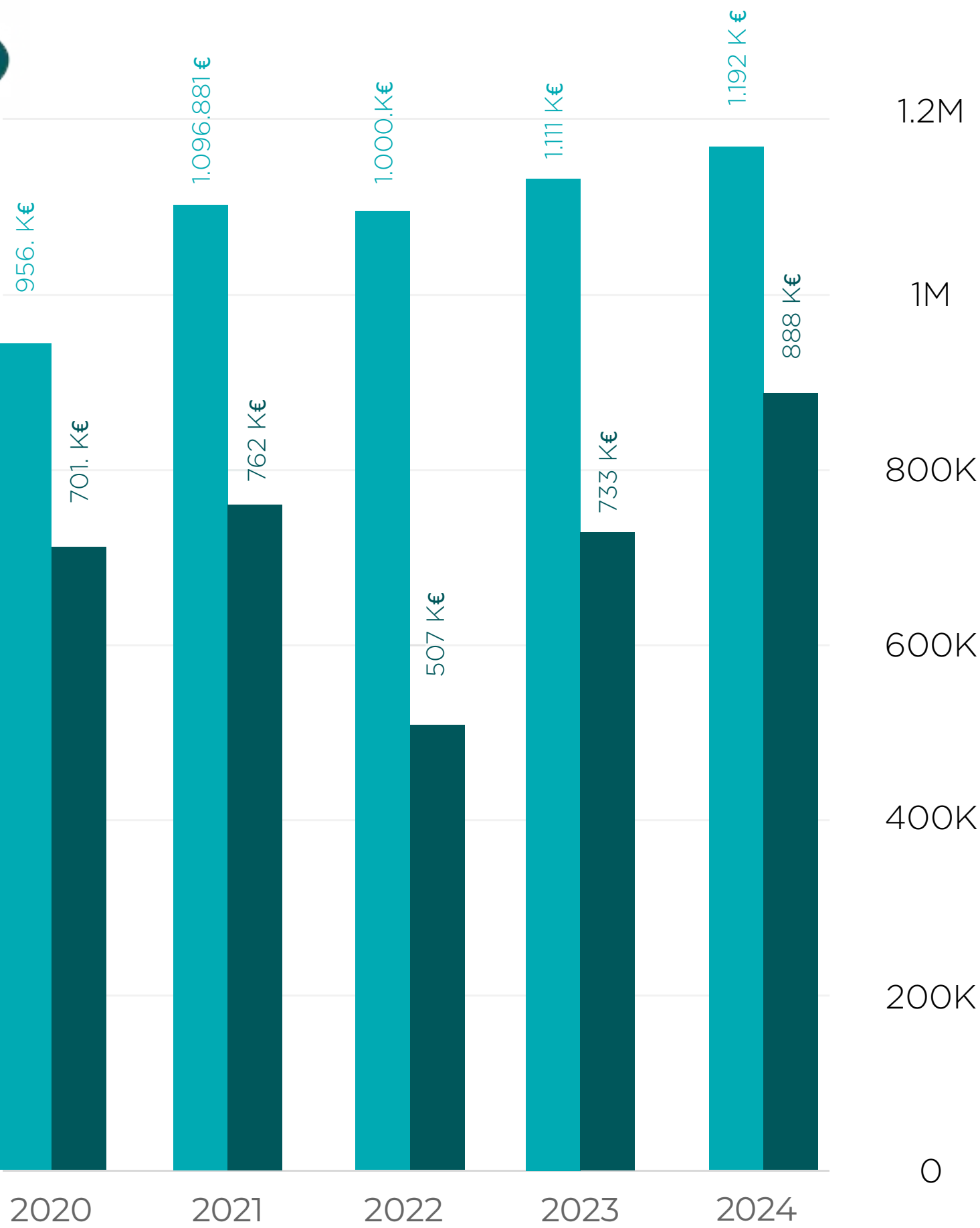
The Food Service sector sustained its growth for a second consecutive year (16.6% after 23.3% in 2023)—particularly in institutional catering and restaurants.

Finally, it was sales to our subsidiary OneLife, dedicated to hygiene in the hospital sector, that drove strong growth in the “Health” segment in 2024. Thanks to the new plant, Realco was once again able to produce for its subsidiary.

Since the sale of the pool product range for private individuals in 2021, the strong growth of the B2B divisions has increased the share of high value-added sales in these segments.



SUBSIDIARIES



REALZYME

Realzyme ended 2023 with a turnover of USD 1,398,183, representing a 12.8% growth compared to the previous year. Net ordinary income amounted to USD 127,455, increasing as revenue growth more than offset the costs of new recruitments.

Realzyme’s sales remain strongly connected to Realco’s expertise in the agri-food sector (applications related to biofilm treatment and membrane filter cleaning), with 74% of sales coming from the Biofilm and Filtration product ranges.

Realco’s 75% stake in Realzyme has been consolidated into Realco’s financial statements since 2022. Based on a valuation carried out by an independent firm in March 2023, Realzyme’s equity was valued at EUR 1.5 million. Since Realzyme’s growth has remained consistent with the valuation assumptions, no adjustment was made to this financial asset in 2024.

ONELIFE

OneLife achieved a turnover of EUR 887,628 in 2024, a growth of 21% compared to 2023. Belgium remains OneLife’s reference market, with EUR 310,862 in sales, enabling the company to maintain direct contact with hospitals. Business in Belgium is almost entirely recurring, with the exception of sales of Babyscopes, endoscope inspection equipment. Sales in Europe through the distributor network amounted to EUR 269,179, representing 30% of total turnover.

In 2024, OneLife achieved nearly 150% growth internationally, with EUR 306,478 in export sales. This performance was supported by a distributor network that gained maturity, particularly thanks to the September event that brought together around thirty distributors at the OneLife site.

OneLife’s financial participation in Realco’s accounts remains equivalent to the amounts contributed at incorporation (2014), subsequent capital increases (2015, 2017, and 2023), and the convertible loan granted in December 2024, for a total of EUR 1,649k. Conversely, the initial contribution in kind of Realco’s enzymatic expertise has never been valued in the accounts. Realco’s Board of Directors considers that this value can continue to be maintained in the 2024 accounts.

RISKS MANAGEMENT

GROWTH MANAGEMENT

The modernization of the ERP system currently underway will improve a range of processes and support the growth of our production capacity..

DEPENDENCE ON KEY POSITIONS

The stability and loyalty of the management team help to limit this risk, as does the remuneration policy in place.

SUPPLIERS

In addition to signing contracts with its main suppliers, Realco ensures it sources from several suppliers for the same raw material. Furthermore, the network of subcontractors created following the fire provides a better distribution of risk.

CLIENTS

The multitude and diversity of Realco's clients (companies and individual consumers via major distribution chains specialized in DIY or food retail) significantly limit this risk.

Monitoring procedures are in place for outstanding receivables, and bad debt charges have remained at very low levels for several years.

CURRENCY RISK

More than 95% of Realco's transactions are invoiced in euros. Transactions invoiced in yen (one client) and in US dollars (to our subsidiary Realzyme) are converted on a regular basis to smooth out exchange rate effects.

DEBT & LIQUIDITY

To finance the construction of its new plant (after receiving insurance compensation), Realco secured financing from two banks to diversify risk and maintained access to short-term loans to address potential cash flow issues.

REGULATORY

The R&D department, with the support of other departments, ensures compliance with regulatory requirements.

TECHNOLOGICAL

Realco's technological leadership is systematically monitored by our R&D department, supported by an Intellectual Property specialist.

FIRE RISK

Comprehensive insurance coverage for both material damage and business interruption allowed us to limit the impact of the incident that occurred in January 2020 and to continue operations. The new plant is equipped with a sophisticated sprinkler system (Early Suppression Fast Response) to minimize fire risks.

INFLATION RISK

One of the challenges Realco has faced in recent years relates to global fluctuations in the prices of raw materials, energy, and wages through the automatic indexation mechanism. A process has therefore been implemented to facilitate the revision of customer pricing and ensure the preservation of margins.

PRODUCT DEVELOPMENTS

At Realco, innovation lies at the heart of our progress. To meet today’s challenges and anticipate those of tomorrow, we have built a multidisciplinary team bringing together a wide range of expertise – filtration, biofilm, technical knowledge, water, global hygiene, and more. This diversity fuels our creativity and enables us to approach innovation from multiple, complementary perspectives.

	INTRODUCTION OF NEW PRODUCTS <i>Disruptive innovation</i>	RE-ENGINEERING <i>Incremental innovation</i>
Two axes of innovation	Introduce new solutions capable of sustainably transforming practices. This approach is based on creativity, ideation research, and collaboration, all in the service of the socio-ecological transition.	Continuously improve and optimize our existing products and services. This approach enhances their performance, responds more precisely to customer needs, and anticipates the hygiene of tomorrow.
Actions in 2024	15 new formulas are being launched, expanding our portfolio by 7%. Among these new products, two-thirds are intended for the agri-food sector, where we are paving the way for new sustainable hygiene practices, combining efficiency, safety, and environmental responsibility in line with our commitments.	30 formulas out of a total of 230 have been rethought and optimized, representing 13% of our portfolio. More than half of these improvements concern our B2C ranges intended for the general public and household cleaning. As part of the update of the ECOCERT Ecodétergent V6 standard, we have adapted our formulas to comply with its new requirements.



RESEARCH & DEVELOPMENT

01 COLD CLEANING

Since 2023, the development and commercialization of enzymatic formulas operating at low temperatures have delivered significant energy savings for users. In 2024, we are continuing to improve these formulations and extend them to new ranges in the agri-food, foodservice, and retail sectors, while strengthening collaboration with our field partners in order to collect data, build business cases, and best support our clients in their energy transition.

02 SUCOLIB

The SUCOLiB project aims to develop an innovative and sustainable cleaning product, combining natural compounds and enzymes to eliminate *Listeria monocytogenes* biofilms on salmon industry equipment. After laboratory evaluations, Realco, in collaboration with its industrial and academic partners, has developed biofilm models to identify by the end of 2024 the best molecular combinations to control *Listeria monocytogenes* biofilms.

03 SAMPLEZYM

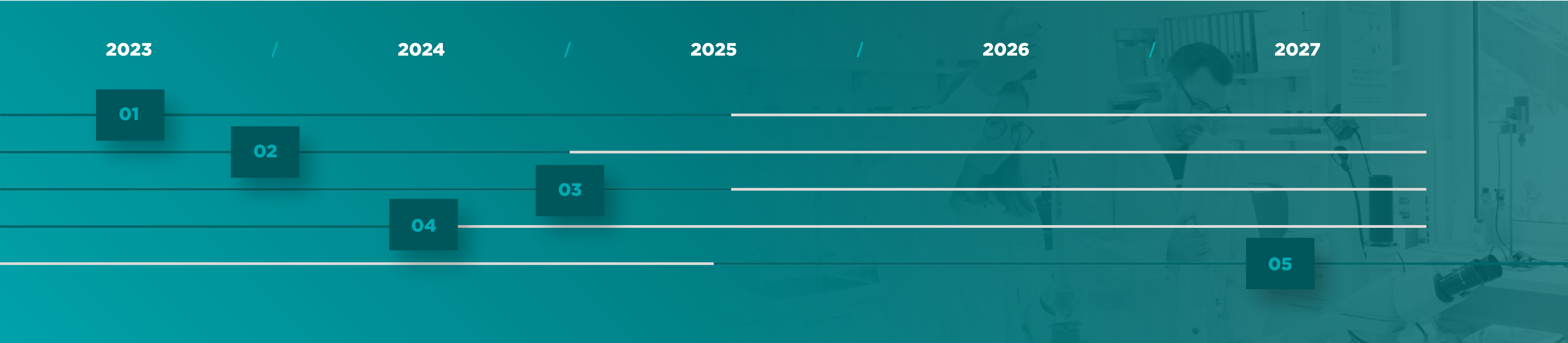
The representativeness of microorganism sampling on industrial surfaces is a major challenge. The Samplezym project, currently under development, aims to provide an innovative enzymatic sampling method capable of detecting microorganisms that remain undetectable with conventional techniques—without requiring changes to current sampling practices.

04 CLEAN PACK

This project, which aimed to develop a product in bioplastic pods made from pea starch, was discontinued following the bankruptcy of the partner Poly Pea and was officially closed in October 2024.

05 KILLZYM

Funded by the Wagralim competitiveness cluster and conducted in collaboration with the University of Liège and B12 Consulting, this project seeks to develop a biocide based on natural-origin ingredients to transform disinfection practices in the food industry and reduce the ecological footprint of biocides. After an initial filing in March 2024 and a second in September, the closure of the administrative phase marked the preparatory step for the official start of the project in our laboratories in 2025. In addition, the Research and Development team was strengthened with the arrival of Flore, who brings new expertise to our R&D circle.



SHINING AT THE HEART OF OUR ECOSYSTEM

FROM ROOTS TO INFLUENCE



At Realco...

We had the pleasure of welcoming professional associations, political representatives, and key stakeholders from our sector such as **Wagralim**, **UWE (Akt)**, **DETI**, **A.I.S.E.**, and **Essenscia** to our offices. These valuable exchanges provided an opportunity to share our vision of sustainable hygiene and to discuss together the future challenges of our industry.

Our CEO and CFO shared our vision with financial stakeholders and also spoke about our experience in building **corporate resilience**, during a half-day event dedicated to this topic in the presence of Olivier Hamant.



Honored to have received the 2024 ‘Environment’ Award at the “**Orchidées du Brabant Wallon**” ceremony, as well as the Company Integrating the Planet Award during **Earth Day** organized by Danone.

How can eco-design be concretely integrated into the formulation of cleaning products?

This is what our CSR integrator illustrated during the **Circular Economy Day**, by presenting Realco’s approach and practices to the members of Wagralim.

Our R&D team presented its work at the **National Congress of the French Society for Microbiology**, through a scientific poster dedicated to our progress on sampling.

17 events, dozens of meetings, and just as many opportunities to take concrete action. Collective catering, breweries, pharma, food industry: our experts shared their knowledge on biofilms, filtration, and food safety to co-create sustainable and effective solutions with our partners.



SHINING AT THE HEART OF OUR ECOSYSTEM

COLLECTIVE STRENGTH, BUILDING CONNECTIONS IN THE SERVICE OF LIFE

Here is an overview of the networks in which Realco and its team members take part, among many others, in order to exchange, learn, and actively contribute to collective dynamics.



A young team member joined the non-profit organization as part of the establishment of our Vision Committee



Our CSR integrator is part of the BCDC network in order to regularly exchange with her peers



Realco is one of the founding members of this organization committed to global food safety in the face of environmental challenges



Our CEO is a member of the Impact Committee of the Dandoy biscuit company



Belgian network of companies and organizations committed to the transition towards sustainable development



Several Realco members are active in this Belgian network of eco-entrepreneurs committed to a sustainable and regenerative economy



The Association Progrès du Management is an international network of executives who share experiences and knowledge to advance their management practices and their companies



Our CEO is a member of the Belgian network of business leaders committed to building a sustainable future together and is part of the program committee



Agri-food competitiveness cluster in Wallonia, bringing together companies, universities, and research centers to foster innovation and sustainability in the sector



Belgian federation of chemistry, plastics, and life sciences, representing and supporting companies in the sector



A meeting and reflection space in Louvain-la-Neuve, bringing together business leaders and economic actors for exchanges, conferences, and collaborative initiatives



Walloon innovation cluster dedicated to green technologies, bringing together companies, research centers, and universities to accelerate the sustainable transition

PERIOD

This report was published in September 2025 and covers the financial years 2019 to 2025.

CONTACT

Realco S.A.
Avenue Albert Einstein, 15
1348 Louvain-la-Neuve
Belgium
RPM NIVELLES 0444.458.750
rse@realco.be