

SCHOLZ Recycling GmbH · Berndt-Ulrich-Scholz-Str. 1 · 73457 Essingen/Deutschland

To the Employees of Scholz Group

Essingen, 3. September 2026

Dear Colleagues,

At the end of July, a new chapter began for the Scholz Group in its long and proud history. Following the legal completion of the acquisition, I have assumed the role of Managing Director at Scholz Recycling GmbH in addition to my position as CEO of Derichebourg S.A. - a responsibility I am very much looking forward to. Over the past few weeks, I have had the opportunity to visit numerous locations in Germany and Eastern Europe, engage in many discussions, and get to know Scholz better. I would like to once again extend a warm welcome to all of you to the Derichebourg Group.

I would like to briefly introduce our company to you. Our roots date back to 1956, Today, we are a global provider of environmental services for industry (Derichebourg Environnement) as well as for municipal authorities (through our stake in the Elio Group). The subsidiary Derichebourg Environnement, which also includes the Scholz Group, is one of the market leaders in Europe in the collection, recycling, and recovery of end-of-life equipment, recyclables,

We are listed on the Paris Stock Exchange, but we still see ourselves as a family-owned business. This is because the Derichebourg family is not only by far the largest shareholder, but has also always defined the value system to which we are committed and which forms the foundation of our work. Our guiding principle is this: Through our services, we want to help protect our planet's resources and advance the circular economy.

We are very grateful to have been given this unique opportunity to significantly expand our European network together with Scholz, particularly in Germany and Eastern Europe. This has resulted in something truly significant: Together, we are now active in 17 countries with approximately 8,800 employees and generate revenue of around 5 billion euros.

But it's not just geographically that our companies are a perfect fit. We also share common goals and values:

- Derichebourg and Scholz both have decades of expertise - recognized by our customers - in the international scrap and recycling markets, as well as in technologies and innovations. Incidentally, I myself started my career at Derichebourg 42 years ago on a scrap yard. And I know that many of you have been working for Scholz for years - in some cases, for decades. This accumulated know-how is a major competitive advantage.
- We see ourselves as service providers and know that our customers' trust and satisfaction are our most valuable assets. That is why quality and reliability are our top priorities.
- Reducing global CO₂ emissions and decarbonizing the steel industry is a challenge for the recycling sector - one that we are actively addressing. We believe that through state-of-the-art technologies and strategic partnerships, we can make a significant contribution to advancing the circular economy, conserving resources, and reducing global energy consumption.
- Derichebourg and Scholz embody an international culture. We know how important it is to support our customers worldwide in global raw material and scrap markets. That is why we offer our services across national borders and place great value on a local presence.

These and other shared strengths demonstrate that we are ideally positioned to work together to take our international growth to a new level - both in terms of scale and quality.

Dear Colleagues,

I am well aware that the past few months, in particular, have been a time of uncertainty for you. However, I can assure you that this period is now over. For Derichebourg, the Scholz Group is not a short-term investment, but a long-term strategic reinforcement. We have already completed numerous acquisitions in our company's history, but we have never sold a company, because we think and plan for the long term.

Of course, there will also be changes within the Scholz Group. We want to - and must - create the most efficient structures within our group in order to make the best possible use of synergies. But I also want to emphasize: The rationale behind the partnership between Derichebourg and Scholz lies first and foremost in future growth, not in cost savings.

It is important that we get to know each other better and understand one another more fully. That is why I will be visiting many more locations after the summer break. In addition, we will keep you informed as quickly as possible about changes in the ongoing integration process. I look forward to working with all of you. I am certain that together we can achieve great things!

Sincerely,

Abderaman El Aoufir

CEO Derichebourg S.A. / Managing Director Scholz Recycling GmbH