

April 2025



CHEM NEWS

Newsletter of the PCC Rokita Capital Group and affiliated companies

Spring Edition



Wesołego Alleluja

Z okazji Świąt Wielkanocnych składamy
życzenia zdrowia, spokoju, nadziei
oraz wiosennego optymizmu.
Niech ten wyjątkowy czas będzie źródłem siły
do realizacji wszelkich planów
- zarówno zawodowych,
jak i osobistych.

Happy Easter

For the upcoming Easter Holidays,
we wish you health, peace, hope
and spring optimism.
May this special time be a source
of strength to carry out all your plans
- both professional and personal.

Frohe Ostern

Zum bevorstehenden
Osterfest senden wir Ihnen unsere
besten Wünsche für Gesundheit,
Ruhe und viele hoffnungsvolle,
optimistische Momente
im Zeichen des Frühlings.
Möge diese besondere Zeit neue Kraft und
Zuversicht für Ihre beruflichen
wie auch privaten Vorhaben schenken.

Wiesław Klimkowski
Prezes Zarządu PCC Rokita

Rafał Zdon
Wiceprezes Zarządu PCC Rokita

Brzeg Dolny, 2025 r.



PCC CHEM NEWS

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Innovation, Safety, Ecology - A New Car Wash Launched by *PCC Autochem*

At the end of 2024, after an exceptionally intense period of construction and technological commissioning, the PCC Autochem wash station was officially opened. With this, the company completed an investment that significantly expanded this area of our operations and is undoubtedly one of the most modern facilities of its kind in both Poland and Europe.

But let's go back to the beginning: the design phase itself was preceded by multidisciplinary analyses – from optimizing the facility's positioning on the plot to the functionality of the hall modules. The project team began with a risk analysis, which formed the foundation for the functional concept of the project. At the same time, we continuously asked ourselves how we could improve processes, which stages required optimization, and how to develop our service portfolio. All of this was done to ensure the wash station would meet the challenges posed by the industry, our customers, and the dynamically changing market as effectively as possible.

We observed solutions used in various wash stations in Poland, Germany, and Belgium, where we had the opportunity to witness entire service processes in action. While we drew on the 20+ years of experience our employees had built – applying proven solutions – we also closely examined innovations introduced by various cleaning technology manufacturers and the benefits

they offered. We also had the chance to discuss some of the industry's pressing challenges with Mr. Erwig Seliarts, President of EFTCO – the international federation of tank cleaning organizations across Europe. It was a busy time in which we translated all our ideas and functional solutions into plans and searched for compromises with building regulations.

The new wash station, with a total area exceeding 1,200 m², was designed to ultimately support up to four washing bays. This directly responds to customer feedback regarding the reduction of service waiting times – a key factor in the logistics chain. The tank wash bays are arranged in pairs in each hall, separated by a central technical module. This solution offers two major benefits: it optimizes the infrastructure layout and enables the shift supervisor to oversee all wash bays from a single control room without needing to leave it.

The halls incorporate numerous features to enhance safety and ergonomics for operators performing the washing services.



These include an access platform enabling simultaneous access to both wash bays, an advanced fall protection system, and integrated grounding and gas detection systems that interact with the automation system, adjusting the process in case of potential hazards. The wastewater drainage system was also improved – both in terms of safety and minimizing the impact of various chemical substances and mixtures on the equipment. The halls are equipped with an automated ventilation system and a sprinkler system. Additionally, a separate hall houses a dedicated packaging wash bay, which also includes improvements to process efficiency and ease of use.

At the heart of the facility lies the machinery room. The installed technological infrastructure has been carefully selected for optimal process performance. Importantly, the entire layout was designed so that the bays operate independently, meaning a failure in one component will not halt the entire facility. The equipment supplier is Kärcher – a global leader in cleaning technology, known for delivering efficient, energy-saving solutions of the highest standard. The washing processes themselves were developed using PCC Autochem's proprietary technology.

A major innovation in the wash station is the complete automation of the washing process, allowing services to be performed based on programmed cycles. These programs are tailored to the specific residues being cleaned, equipment requirements (e.g., rubber-lined tanks), and customer



guidelines. Process control is integrated with fire safety systems, ventilation, and wastewater management. Automation also allows for data logging, parameter monitoring, and media consumption tracking.

Listening to customer feedback, the facility also includes a functional social area for drivers and a better-organized space for service registration.

When developing the investment concept, among the many strategic goals defined, minimizing the environmental impact of the wash station was also a priority. As a result, the facility was equipped with a larger and more advanced wastewater pre-treatment system, replacing the previously used setup. The wastewater system now allows for additional aeration, mixing, and daily

monitoring. If a temperature threshold is exceeded, the system also suspends the use of hot water. The station is equipped with an air filtration system as well. In the spirit of reducing the energy consumption of the washing process, the technological infrastructure includes a system to recover steam condensate, which is then reused in the washing process.

However, the opening of the wash station did not mark the end of our development efforts. In response to feedback – including survey results – we are working on implementing an online time-slot booking system, as well as digitizing the service registration process for direct users – the drivers of our clients. We continue to adapt to future standards.



European Coatings Show

The European Coatings Show is an international event held from 25 to 27 April 2025 at the Messezentrum exhibition center in Nuremberg, Germany.

Organized by Nürnberg-Messe in cooperation with Vincentz Network, this three-day trade fair and conference is a key meeting point for representatives of the global paints and coatings industry. Every two years, formulators of paints, coatings, adhesives, and sealants, as well as manufacturers of additives and construction chemicals, industrial processors, and experts from scientific and research institutions come together to share knowledge about the latest innovations and industry trends.

European Coatings Show Success – The Numbers Speak for Themselves

Since its debut in 1991 (originally as "Farbe und Lack"), the European Coatings Show has grown into the world's most important event for the coatings sector. In 2023, the show broke records with 1,016 exhibitors.

In 2025:

- The event attracted around 25,000 participants.
- 66% of visitors came from abroad.
- Over 1,000 companies showcased their products across 37,000 m² of exhibition space.
- 99% of exhibitors reached their key target groups.
- 94% of them announced their return for the next edition.
- 70% of visitors came from EU countries, 12% from other parts of Europe, 12% from Asia, Africa, Australia, and Oceania, and 6% from the Americas.

PCC Group's Presence

All key players in the industry were present, including Evonik, BASF, ICL, BYK, Elementis, Croda, and Lanxess. Naturally, the **PCC Group** also took part, represented by companies such as **PCC SE, PCC Rokita, PCC Exol, PCC Italy,**



PCC Synteza, PCC Trade & Service, and PolyU

Our booth welcomed many business partners and new visitors. A team of over 40 specialists from various countries engaged in discussions and presentations. The presence of Management Board members from Duisburg highlighted the importance of PCC Group's participation in this prestigious event.

New Booth and Refreshed Visual Identity

Our 60 m² booth, designed especially for this occasion, stood out with its modern layout and clear structure. It marked the premiere of PCC Group's new visual identity, including a new logo and slogan: **Local. Global. Integrated.**

This slogan perfectly reflects our strategy – we operate both locally and globally, delivering tailored solutions to meet the specific needs of our clients. We also showcased new promotional materials, including refreshed product catalogues in a brand-new layout.

Innovative Product Portfolio

The PCC Group presented a comprehensive product portfolio, including:

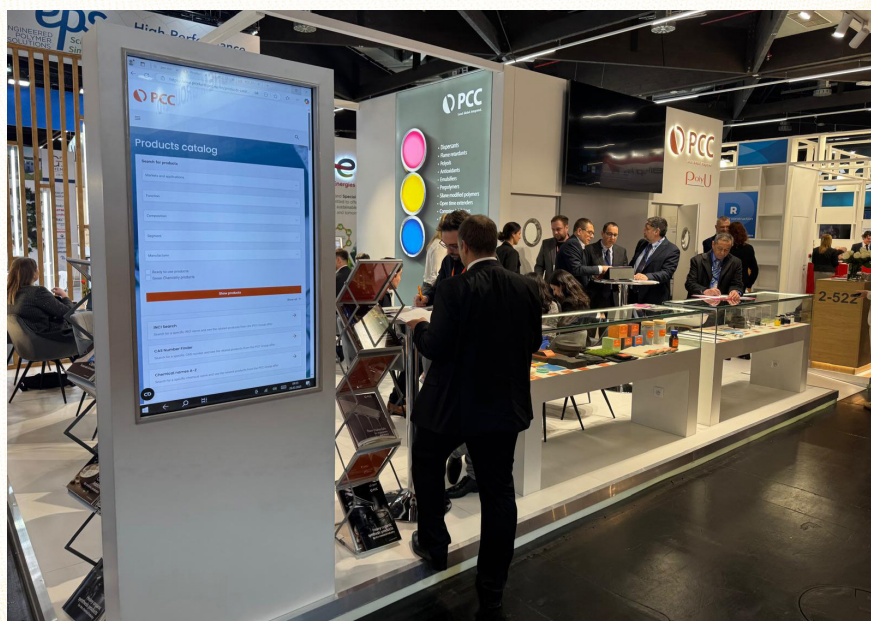
- Dispersing agents
- Flame retardants
- Polyols
- Antioxidants
- Emulsifiers
- Prepolymers
- Silane-modified polymers
- Open time extenders
- Corrosion inhibitors
- Plasticizers
- Blowing agents
- Microsilica
- Acrylo-phenols and
- Phenol derivatives

Some products were displayed as samples in specially prepared showcases, attracting considerable attention.

High Interest and Over 200 Meetings

Our booth attracted great interest – both from long-term clients and new companies seeking innovative solutions. In total, we held **over 200 business meetings**, which we hope will lead to future contracts.

The presence of sales and technical support specialists enabled quick responses and tailored solutions to visitors' inquiries.



ECS Conference: Sustainability and AI in Laboratories

A key element of the event was **the three-day scientific conference**, with a main focus on sustainability. Experts from around the world shared insights on innovative ways to reduce the environmental impact of the coatings industry.

A new topic featured this year was the role of artificial intelligence in the daily work of R&D laboratories.

Summary

Participation in the European Coatings Show 2025 was an extremely fruitful and dynamic time for the PCC Group – full of inspiring conversations, new contacts, and knowledge exchange.

We are already preparing for the next edition in 2027. See you again in Nuremberg!

Magdalena Jaroszevska
PCC Rokita





Polish Chamber of Chemical Industry visits *PCC*

In December of last year, we had the pleasure of hosting representatives of the Polish Chamber of Chemical Industry (PIPC) at our headquarters in Brzeg Dolny.

PIPIC is an organization that represents the interests of companies in the chemical sector. It works for the development of the industry, supports dialogue with public administration, and also integrates the community through industry initiatives and events, such as the Poland Chemistry Congress.

The meeting was an excellent opportunity to exchange experiences, discuss the future of the chemical sector, and present the activities of PIPIC. During the visit to Brzeg Dolny, discussions took place with the PCC management, addressing the key challenges facing the industry at both the national and European levels. Special attention was given to the plans of the Polish Chamber of Chemical Industry related to Poland's

presidency in the Council of the European Union.

The guests from the Chamber also had the chance to visit our modern research and development center, where we presented innovative projects carried out by our R&D teams. It was a great opportunity to showcase the directions of development for our products and technologies, as well as our approach to innovation, quality, and sustainable development.

We value the opportunity to have direct exchanges of views with the representatives of PIPIC. We thank the Polish Chamber of Chemical Industry for the visit and look forward to continuing our fruitful cooperation!

Igor Korczagin
PCC Rokita

International Industry Conference *at the PCC Group*

We enthusiastically recall the International Conference on Specialty Products, which last year brought together experts from around the world in Brzeg Dolny.

It was an event full of inspiring conversations, knowledge exchange, and innovation presentations – a moment that became a catalyst for many participants to strengthen cooperation and approach industry challenges from a new perspective.

On September 18–19 last year, the PCC Group had the pleasure of hosting participants from various corners of the world during the first edition of this event. The conference focused on the applications of specialty products and was aimed at distributors and business partners actively developing the PCC Group's sales markets.

The meeting was an opportunity to officially present the newly opened Process Scaling and Innovation Center and provide key information on innovative products and solutions tailored to specific industries.

The conference program was divided into two days. On the first day, current

legislative and market challenges shaping the development of the R&D department were discussed, and the strategic investment directions of the PCC Group were presented. New product solutions for the Plastics & Rubbers and Polyurethanes Additives industries were introduced, including innovative flame retardants, plasticizers, and antistatic agents.

Later in the meeting, modern approaches to flame retardancy for both flexible and rigid PU foams were presented, as well as thermal stabilizers supporting their application properties.

The second day focused on the Paints & Coatings industry, where new emulsifiers, dispersing agents, and flame-retardant additives were discussed. The construction chemistry section covered topics such as microsilica, concrete additives, bitumen mastics, and gypsum boards. The event concluded with a presentation dedicated to solutions for the ceramics industry.

An integral part of the conference was laboratory demonstrations, a tour of the Process Scaling and Innovation Center, and presentations of application research and chemical processes carried out by the R&D team. This allowed the guests to see firsthand the practical aspects of how our organization operates.

The event was attended by around 60 participants from 11 countries, including Brazil, Turkey, and EU countries.

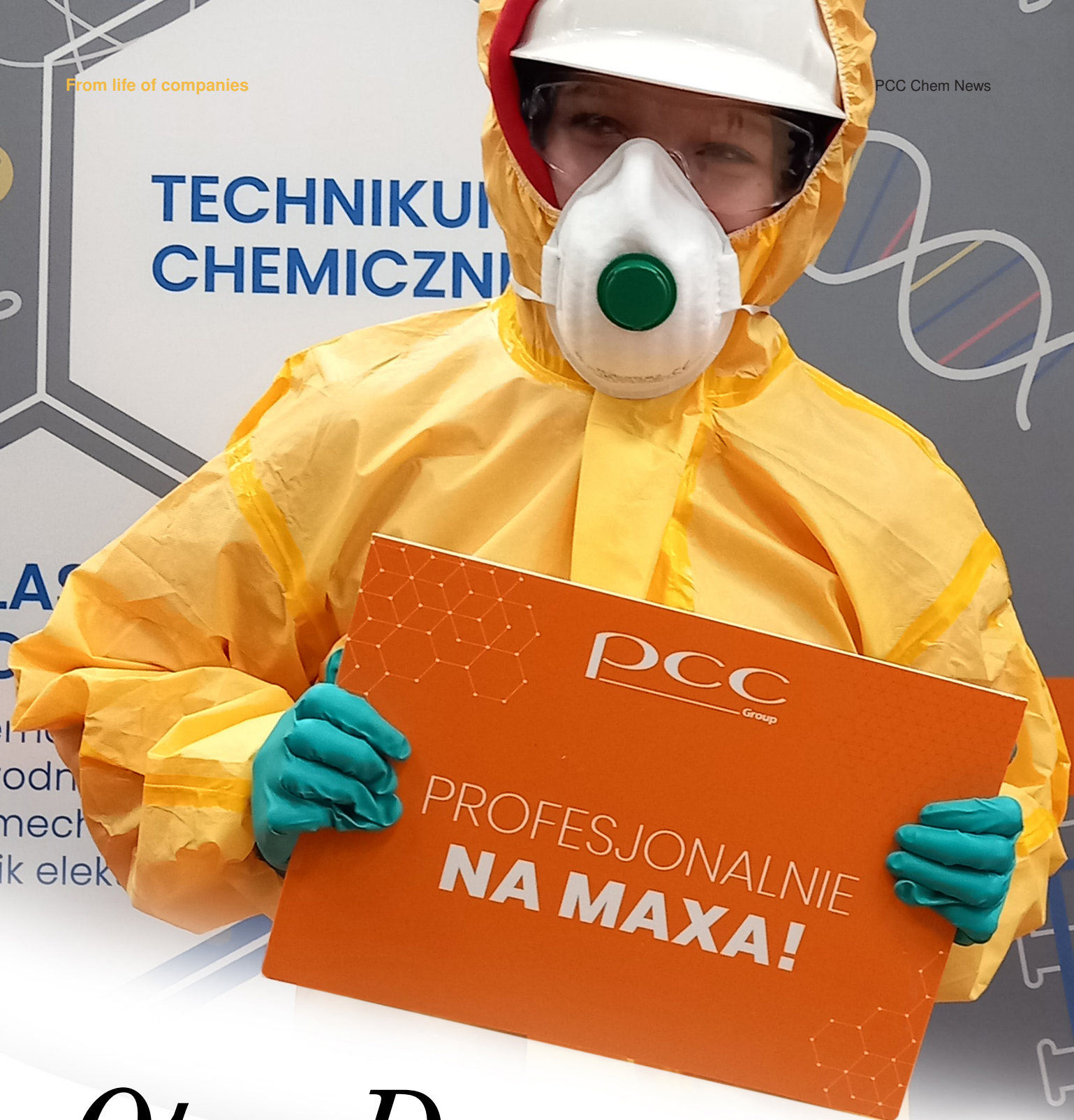
We thank everyone for their active participation, inspiring discussions, and shared knowledge exchange. We are pleased that the event received such a positive reception and are already enthusiastically preparing for its next edition!

Patryk Juszczak
PCC Rokita / PCC Exol



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Open Day for Eighth-Grade Students

In March, our company had the pleasure of hosting eighth-grade students from primary schools in Brzeg Dolny and Wołów during our Open Day event. This special event aimed to introduce young people to the fascinating world of chemistry and showcase the opportunities offered by secondary schools cooperating with the PCC Group.



In the long term, we also aimed to highlight the career paths available within our company. This event marked another stage of our promotional activities, following the chemistry workshops held at the primary schools at the end of 2024.

During the meeting, we presented the secondary schools with which the PCC Group cooperates, including patronage classes:

- Chemical Technology Technician at the Vocational School Complex in Brzeg Dolny,
- Mechatronics Technician at Technical Secondary School in Wołów,
- Electrical Technician at the Vocational School Complex in Brzeg Dolny,
- Biological-Chemical Profile at the J.M. Ossoliński High School in Brzeg Dolny as well as vocational schools with multi-skilled classes in ZSZ in Brzeg Dolny and Wołów.

We hope that this meeting helped the students make an informed choice about their future educational direction and career path, connected with the activities of our companies.

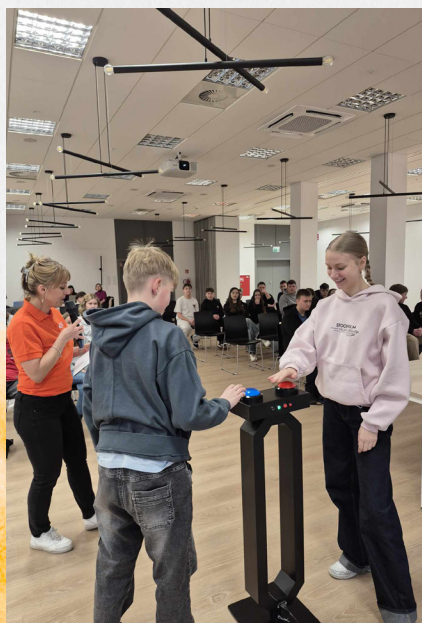
During the event, the eighth-graders had the chance to see our plant and learn more about the activities of the PCC Group. They took a virtual tour of one of our laboratories and got familiar with the work of the R&D team. They also learned more about daily chemical safety practices by visiting our Company Rescue Service.

There was also plenty of fun – the "Chemiliada" team game attracted significant interest, sparking many positive emotions and healthy competition among the participants.

We are confident that the Open Day at our company inspired young people to explore the world of chemistry and consider a career in this fascinating field. We even have solid evidence – 89% of the participants found the event interesting!

We thank all participants for their presence, and our employees for their engagement and passion, which they enthusiastically shared with the youth. **Together, we create a future based on knowledge, innovation, and a love for science!**

Natalia Skowron
CWB Partner





PCC Group

at the Wrocław University of Science and Technology Job Fair!

On April 10, our company had the pleasure of participating in the annual Job Fair organized by Wrocław University of Science and Technology.

This prestigious event brought together numerous students and representatives from various industries, and we had the opportunity to present our career opportunities, scholarship program, and summer internship program.

Our booth attracted great interest. HR department employees, along with our current scholarship holders, passionately spoke about the PCC Group's activities and employment opportunities. Attendees had the chance to learn more about the summer internship program, which offers valuable professional experience, as well as the scholarship program – providing financial support and the prospect of long-term cooperation.

The fair was also a great opportunity to network with representatives of other companies and universities. Sharing experiences with other employers helped us gain a better understanding of the current labor market needs and trends in the chemical industry.

Participating in the Job Fair at Wrocław University of Science and Technology was not only a chance to attract talented young individuals, but also to promote the values that form the foundation of our company. We proudly presented our offer and inspired students to develop their careers in the chemical sector – and beyond.

Thank you to everyone who visited our booth. We hope to meet again soon – this time as part of the PCC Group team!



Natalia Skowron
CWB Partner

International Students *of the SBBE* Program at the Health and Safety Workshops at the PCC Group

On January 17, 2025, the PCC Group had the pleasure of hosting a special group of 23 students from the Wrocław University of Science and Technology, who began their academic journey as part of the prestigious Sustainable Biomass and Bioproducts Engineering (SBBE) program, offered through the Erasmus Mundus Joint Master Degree.



The participants, hailing from 16 countries around the world, are new students of a four-semester master's program, jointly run by Wrocław University of Science and Technology, the University of Castilla-La Mancha in Spain, and Lappeenranta-Lahti University of Technology in Finland. Upon graduation, each student will receive a diploma from all three partner universities.

The visit to the PCC Group was part of the orientation week, during which students get to know not only the university and their professors but also the realities of working in the chemical industry. The workshops at PCC Rokita focused on occupational health and safety in industrial plants.

During the sessions, the participants learned about the health and safety regulations applicable at the plant, types of protective clothing, and the organization of work in production spaces. Later, they toured the Company Rescue Service building, where they familiarized themselves with the unit's equipment, including rescue and firefighting vehicles, and the infrastructure used in training and operational activities.

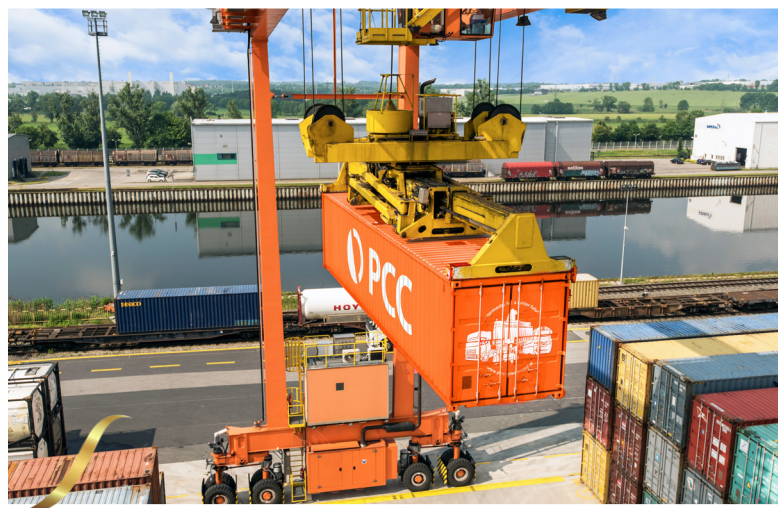
We are pleased to have been part of the welcome program for the SBBE students and to have provided them with practical knowledge about safety standards in the chemical industry. We believe that the experiences gained will be valuable support in their further studies and professional careers.



PCC Intermodal

in the industry for 20 years... This year,
we are already celebrating with a new logo!





Frohe Ostern!
Happy Easter!
З Великоднем!
Zdrowych i spokojnych
Świąt Wielkanocnych !

Daily KAIZEN

How to Change Organizational Culture?

In translation, **Kaizen** simply means “continuous improvement.” It’s a method of small steps based on the assumption that daily, incremental improvements can lead to significant and long-term benefits.

Daily KAIZEN is one of the key tools for involving all employees in the change process. Its primary goal is to change behaviors—closely connected to the daily work of the team leader with their team.

In practice, this means we need to learn to recognize waste (Muda) present in the organization. At the same time, it is essential to rely on data, facts, and numbers that help identify improvement potential. The foundation of Daily Kaizen is people and their power to drive change.

How to minimize resistance to change?

First and foremost, it’s important to understand that resistance is a natural part of the change process. The key lies in good preparation, which minimizes its impact.

According to Rosabeth Moss Kanter (The Change Masters, 1983), the six main sources of resistance to change are:

1. Vague goals and expectations,
2. Reluctance to give up current privileges,
3. Sense of threat and fear of layoffs,
4. Awareness of weaknesses in the proposed changes,
5. Feeling of losing control over the situation,
6. Reluctance to increase effort and previous negative experiences.

*„Kaizen means improvement
- continuous, every day,
everywhere, by everyone
- and using common sense
without large financial
investments.”*

Masaaki Imai

*„The role of leadership
in Kaizen is to create
an environment where employees
can actively participate
in continuous improvement.”*

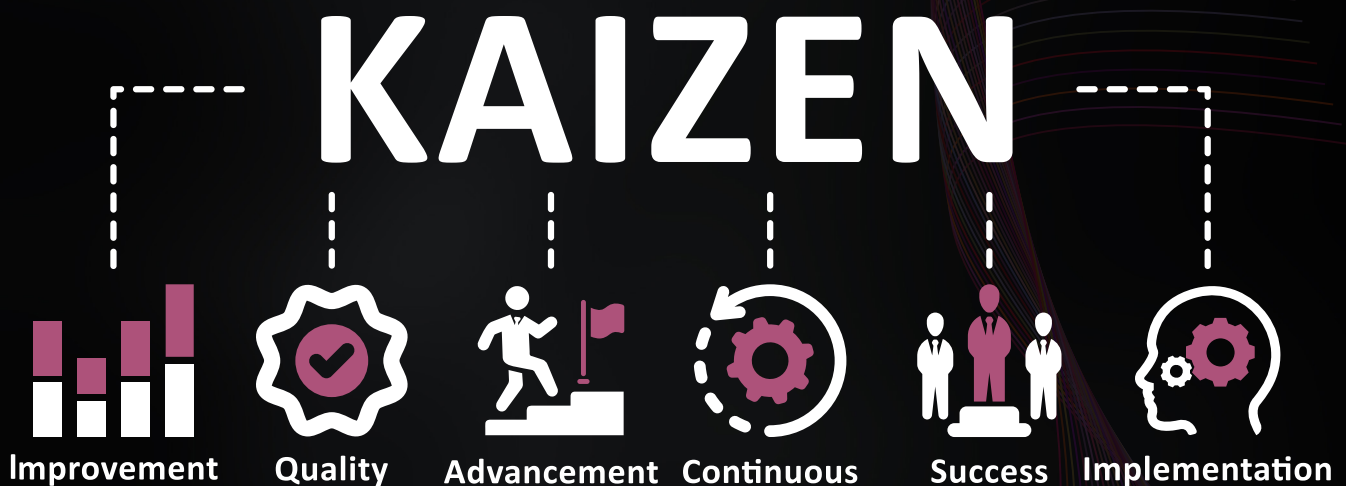
Masaaki Imai

The Role of Leadership - Not Just to Support, But to Participate.

When implementing Daily Kaizen, full involvement of management is crucial. Their task is not only to support initiatives but to actively participate in improvement activities.

*„Daily Kaizen means that all employees, at every level
of the organization, engage in constantly improving
their workplaces and processes. (...) The main goal of Daily Kaizen
is the elimination of all forms of waste.”*

Masaaki Imai



Key Daily Kaizen Routines

Daily team meetings at the Kaizen board

The most essential routine. Meetings are held at the Daily Kaizen board placed in the Gemba—the place where work actually happens. The goal is a quick reflection: Where are we? Where should we be? What's working? What needs improvement?

These meetings are for the team—not for management. The board should be created together with the employees and include sections such as:

- **Team** (agenda, work plan, attendance),
- **KPIs** (Key Performance Indicators),
- **Continuous improvement** (e.g. PDCA cycle).

It's crucial that employees understand the indicators, identify with them, and have a real impact on their improvement.

Focus points:

- Stick to the agreed agenda,
- Base conversations on facts,

- Practice mutual listening - not blame.

The leader's role is **not control**, but **support, motivation, and closeness to the team**.

Organized workplace - 5S

Another routine is the implementation of the 5S system—a tool that helps maintain order and increase workplace efficiency. It is often misunderstood as “just cleaning,” but real success comes when employees **see the value of 5S for themselves**.

Gemba Walk – Manager's walk

A **daily visit to the workplace** by managers and team leaders. The goal is to observe processes, talk to employees, and identify issues and **opportunities for improvement**. This is **not an audit**, but a form of learning and understanding what hinders work and how it can be improved.

„Without standards, there can be no improvement. If there are no standards, on what basis can we say one process is better than another?“

Taiichi Ohno

Standardization

The foundation of Daily Kaizen. Standardized processes and procedures allow for measuring efficiency, reducing variability, eliminating errors, and ensuring high quality of services and products. Standardization also makes it easier to **train new employees and shortens onboarding time**.

„Where there is no standard, there can be no improvement. For these reasons, standards are the basis for both maintenance and improvement.“

Masaaki Imai

Daily Kaizen - The Foundation of Organizational Culture

Daily Kaizen can **significantly influence** organizational culture by engaging all employees in everyday improvements. It's a process that takes **time, perseverance, and consistency**.

„Kaizen is not a one-time project. It is a daily way of thinking and acting that should be part of every organization's culture“

Masaaki Imai

Sporting Emotions

in Brzeg Dolny.

Football and Volleyball Tournaments Delivered Unforgettable Experiences!

In March 2025, the sports hall in Brzeg Dolny became the venue for two exceptional sports events. First, on March 2, the annual indoor football tournament took place, and two weeks later, on March 15, the PCC Group Employee Volleyball Tournament was held.

Both events attracted true sports enthusiasts to the court, who gave their all in the fight for the highest trophies.

The Company Rescue Service Once Again the Best in Indoor Football!

Six teams participated in the football tournament, and the level of the competition was extremely high. Every match delivered many emotions, and the rivalry was very fierce. In the end, once again, **the Company Rescue Service triumphed**, giving no chances to their rivals and defending their championship title.

- **Second place** went to **the LabMatic team**, which fought until the last whistle.

- **Third place** went to **APAKOR**, showing great form.

- **Just behind the podium** was **the second LabMatic team**, who did not give up without a fight.

Individual awards were given to:

- Player of the Tournament – Marcin Kokociński, impressive in efficiency and technique.
- Goalkeeper of the Tournament – Zenon Paciorek, whose interventions repeatedly saved his team.



Despite the smaller number of teams, the sports level was incredibly high, and each participant proved that on the court, it's not only about the result but also about sports passion.



APAKOR Champions in the PCC Group Volleyball Tournament!

On March 15, the same sports hall hosted the PCC Group Volleyball Tournament, in which three teams participated. Although the competition was in a smaller group, there was no shortage of spectacular plays, determination, and fighting spirit

- **The best were the players of APAKOR**, who throughout the tournament presented excellent teamwork and effectiveness, claiming the gold.

- **Second place went to the Chlor Complex team**, whose players played with great commitment and showed strong fighting spirit.

- **The most determined team of the tournament was Controlling**, who, despite tough matches, never lost their fighting spirit. Their tenacity was appreciated by the organizers, and **the best player of the tournament (MVP) was chosen from their team**, a volleyball player who repeatedly tipped the scales of victory in her team's favor.

Both tournaments showed that among the employees of the PCC Group, there is no shortage of sports talent, and the spirit of competition is still alive. The players have already announced a rematch next year – more exciting matches are in store!



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Please visit our capital group business platform:
www.products.pcc.eu



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