



*allnex*

**Environmental,  
Social and Governance  
*Report 2024***

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# Our year in sustainability 2023

## About this report

Welcome to our 2024 Environmental, Social and Governance (ESG) Report. This document provides a comprehensive overview of our commitment to sustainable and responsible business practices. In an era where corporate responsibility is more critical than ever, this report highlights our progress, challenges and future goals in our ESG journey. This report covers the period from January 1 to December 31, 2023, and includes data and examples that demonstrate our ongoing efforts to integrate ESG principles into our operations and strategic decision-making.

This report has been prepared in accordance with the GRI Standards. As recommended by these guidelines, our report discloses information on the topics that are most important to our organization and describes the actions being taken to ensure we meet our sustainability ambitions. It showcases the spirit of sustainability at allnex and presents our ESG activities and performance throughout this period.

## Looking Ahead

As we move forward, we remain committed to advancing our ESG objectives and driving positive change. We will continue to innovate, collaborate, and invest in sustainable practices that benefit not only our business but also the broader community and environment.

Thank you for taking the time to explore our 2024 ESG Report. We look forward to your feedback and to continuing our journey towards a more sustainable and equitable future.

For feedback and suggestions on this ESG Report, please e-mail us at: [communications@allnex.com](mailto:communications@allnex.com)

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# Steadfastly continuing our journey – Message from Miguel Mantas, CEO of allnex

It is with immense pleasure that I present to you our 2024 Environmental, Social and Governance (ESG) Report. In reflecting on the achieved milestones of the past year, I'm filled with pride at the advances that we have accomplished in the pursuit of our sustainability agenda. Sustainability remains not only a strategic imperative but also a fundamental pillar of our business. Our commitment to greener solutions ensures that we continue to be the preferred partner for our customers, fostering enduring relationships built on trust and shared values.

I am thrilled to share that we have set yet another ambitious target for ourselves: a Scope 3.1 emission reduction target of 30% by 2030. As we navigate the complex landscape of sustainability, we see it as a strategic imperative to set ambitious targets that encompass our whole value chain. We are not only shaping a more sustainable allnex, we are thereby also influencing the very essence of industry standards.

Furthermore, I am delighted to share that for the second consecutive year, we have achieved the prestigious EcoVadis Platinum rating, placing us among the top 1% of globally assessed companies. This accolade not only validates our ongoing efforts to minimize environmental impact, it also underscores our commitment to social responsibility and transparent governance. It is a testament to the hard work and dedication of all global employees who champion a multitude of sustainability initiatives as part of their core objectives.

In line with our vision for sustainable development, we are also excited to have embarked on a new chapter of growth with the development of our new Jiaxing manufacturing site in China. Our ambition is to develop it into allnex's largest and most sustainable production base, setting a new standard for excellence in the industry.

As we continue to chart our course toward a more sustainable future, we also remain deeply committed to fostering diversity and inclusion within our organization. Recognizing the underrepresentation of women in the manufacturing sector, we are dedicated to actioning positive change. Our goal to increase the proportion of women in manufacturing to 16% and women in allnex's leadership to 35% by 2030 reflects our steadfast commitment to promoting gender equality.

I am most grateful for the continued support of our owner and strategic partner, PTT GC, in this endeavor. Our shared vision and commitment to sustainability has significantly helped propel us forward on this journey.

In closing, I extend my sincere gratitude to all our teams worldwide for their tireless efforts in making our sustainability goals a reality. It is through their dedication and collective action that we continue to drive positive change for the benefit of future generations.

We thank you for your continued partnership and support.



**Miguel Mantas**  
CEO of allnex



# Stepping up our efforts for change – GC and allnex's shared green commitment

As we navigate evolving megatrends and geopolitical dynamics, GC is proactively adapting its operations in 2024 with our 3 Steps Plus strategy – Step Change, Step Out, Step Up.

Central to our efforts is our commitment to sustainability through our Step Up Strategy. We are accelerating decarbonization initiatives, aiming for net-zero emissions by 2050, and expanding into high-value, low-carbon businesses. Our strategic partnerships in the hydrogen and carbon markets, leveraging our hydrocarbon expertise, are key to differentiating ourselves and securing future returns.

We believe in a collaborative approach where government, businesses, youth and civil society unite to drive sustainability. That is why in 2024 we proudly introduced GEN S: Generation Sustainability, a global initiative encouraging net-zero lifestyles. Under the theme “Better for You, Better for Our World”, it promotes impactful actions to combat global warming. Explore sustainable practices at <https://gcgens.com/en/home> and join us in this crucial effort.

GC and allnex are deeply committed to sustainability, prioritizing environmental, social, and corporate governance alongside economic efficiency. Our Circular Economy approach and comprehensive Decarbonization Roadmap guide our journey toward achieving net-zero emissions by 2050.

Our collaboration with allnex unlocks synergies:

- **Shared expertise:** Exchanging best practices to develop products and technologies that meet consumer needs while enhancing operational efficiency.
- **Thailand Innovation Hub:** Fostering green technologies and sustainable products in Southeast Asia.

Through collaboration and leveraging our unique strengths, both allnex and GC teams have enhanced their capabilities, driving the group towards a more sustainable and prosperous future.



**Narongsak Jivakanun**  
CEO of GC



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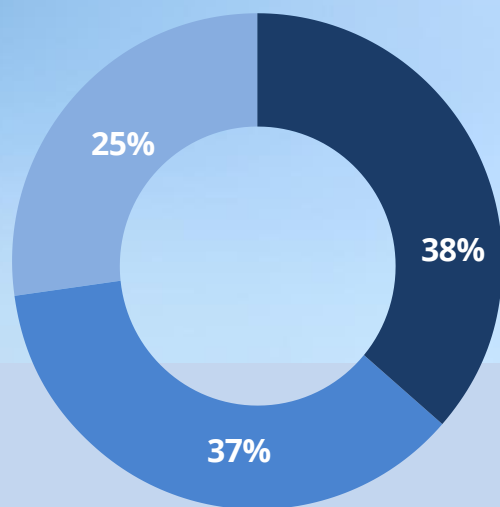
ALLNEX AT  
A GLANCE





# Sales, staff & segments – Key company numbers for 2023

2023 SALES BY REGION



■ EMEA  
■ APAC  
■ Americas

Total revenue in 2023:  
**EUR 2.27 billion**

Manufacturing sites worldwide:  
**34**

Total staff:  
**3,981.9 (FTEs) \***

\* FTE equals to all active employees, including regular and temporary staff.

WEIGHTED VIEW OF OUR PORTFOLIO



AUTOMOTIVE



PACKAGING  
COATINGS & INKS



INDUSTRIAL WOOD



DECORATIVE



OTHER



SPECIALTY COMPOSITES



ADDITIVES



MARINE &  
PROTECTIVE



SPECIALTY COATINGS



TIRES &  
RUBBER



ELECTRONICS &  
BATTERIES

Flexible  
Packaging &  
Adhesives



INDUSTRIAL METAL





**1948**  
Founding of  
**VIANOVA**  
RESINS



**1969**  
Acquisition by  
**HOECHST**



**1999**  
Acquisition  
by **SOLUTIA**



**2005**  
Acquisition by  
**CYTEC**

**2005**  
Acquisition of coating  
resins business from  
**AKZO NOBEL**



**2011**  
Acquisition of  
coating resins  
business from  
**BAYER**



**2016**  
Business  
combination  
with **NUPLEX**



**2003**  
Solutia Resins  
business acquired  
by **UCB**



**2007**  
Acquisition of  
composites  
business from  
**HUNTSMAN**



**2013**  
Acquisition by **ADVENT**  
**INTERNATIONAL**  
Begin of the operations  
under the name **ALLNEX**



**2022**  
Acquisition  
by **PTT GC**

**Getting better at every step –  
Our journey**



# Thinking ahead – Our company's purpose and mission

Our new growth strategy goes along with remodeled statements of our purpose and mission, as well as with a new corporate look that expresses the forward-looking spirit of these pledges.

## OUR PURPOSE (AND COMPANY STATEMENT):

# Innovative chemistry for all nex>t generations

## OUR MISSION:

At allnex, we see innovation as our most powerful instrument for improving the future. This is what motivates our teams and drives our research for products that make a positive contribution to society – **for all nex>t generations.**

## THE THINKING BEHIND OUR MISSION:

The world will always need materials that have excellent durability and maximum capability to be reused, refurbished and recycled. At allnex, we have been using our expertise to enhance the performance of different materials since 1948.

For us, solving current challenges with innovative solutions has always been a way to also improve the future. The sustainable principle that circular materials embody is at the heart of our innovation strategy.

Combine this with a continuous focus on reducing the ecological footprint through all stages of the value chain and you get to our definition of innovative chemistry – **for all nex>t generations.**





# What we stand for – Our core values

## SAFETY

Protecting our employees, communities and environment from harm is the foundation of all of our activities.

## COMPLIANCE

We comply with all relevant regulations in every country where we operate including rules relating to safety, health and the environment.

## DIVERSITY

We celebrate diversity and are committed to an environment where all colleagues contribute – for the benefit of our employees, our products, and the communities we operate in.

## VALUE CREATION

We strive to provide quality products to our customers and returns for our investors as well as to give back to the communities in which we operate.

## INTEGRITY

We set high value on being honest, transparent and respectful, adhering to a code of conduct which enables us to successfully navigate challenging situations.

## TEAM/ COLLABORATION

We see teaming and collaboration as the most important way of engaging with upstream and downstream partners to create mutually beneficial solutions.





# Growing stronger – by taking sustainability to the next level

"Sustainability drives our daily operations, shaping our approach to growth in coatings and beyond. Our technologists collaborate with customers to advance Circularity, our guiding North Star. This transformative journey is just beginning."

**Benoit De Becker**

Senior Vice President Corporate  
Development & Innovation

## SUSTAINABILITY



Strengthen our #1 position in industrial coating resins while actively leading the transition to greener technologies within the industrial coatings industry and beyond.

## GROWTH MARKETS



We target growth regions and segments in mobility and transportation, packaging and consumer goods, and construction and infrastructure.

## OPTIMIZATION



Strategic optimization and digitalization of marketing channels, leveraging digital innovation, optimizing operational effectiveness and accelerating processes to improve speed and overall efficiency.



# Growth markets – Expanding beyond coating resins



**ADDITIVES** – Focusing on coating, tires and other specialty additives, our objective is to meet demanding technical needs of our customers and facilitate the development of sustainable solutions by drawing on our broad range of high-performing additives. We are committed to providing tailor-made solutions and increasing the number of products produced locally – particularly in APAC. We will also seek to grow beyond coating & tire additives, targeting new applications with our additives, such as Peelable Films, Inks, Water Treatment and Petrochemical products.

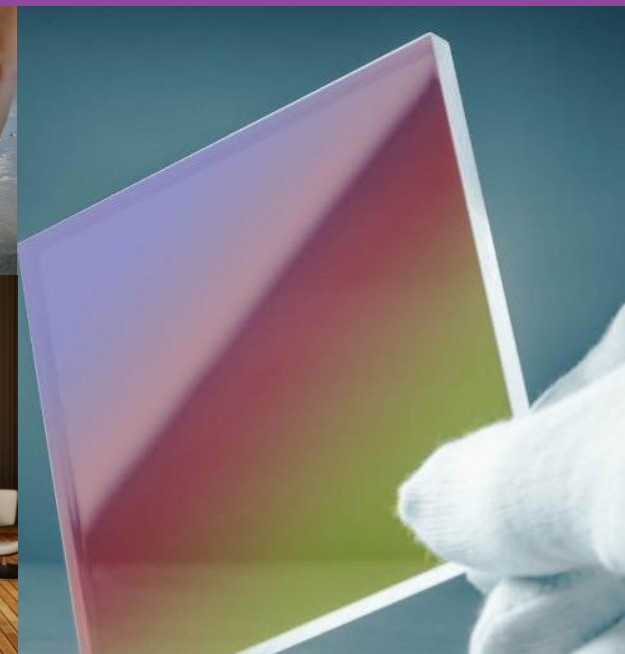
**Brand names:** ADDITOL®, CYCAT®, ALNOVOL®, CYREZ®, EBECRYL®, DAOTAN®



**COMPOSITES** – Drawing on our range of proven top Gelcoats & Unsaturated Polyester (UP) resins, and on our global leadership in RADCURE technology, our goal is to establish ourselves as a preferred partner for high-performance and sustainable/high-throughput composite applications. Through strong technical service and localized production of gelcoats & UP resins, we aim to solidify our position and expedite customer-centric solutions in the market for conventional UP composites, while also advancing RADCURE solutions to address the growing demand for styrene replacement and the low energy, sustainable mass production of composite parts.

**Target market segments:** High-End Applications, (e.g., Swimming Pools, Marine, Sanitaryware, Transportation applications using Gelcoats & Vinyl Esters), Styrene-free solutions for conventional UP composites, Low-energy sustainable solutions for the mass production of composite parts.

**Brand names:** AQUAGUARD®, VIAPAL®, RAYLOK®

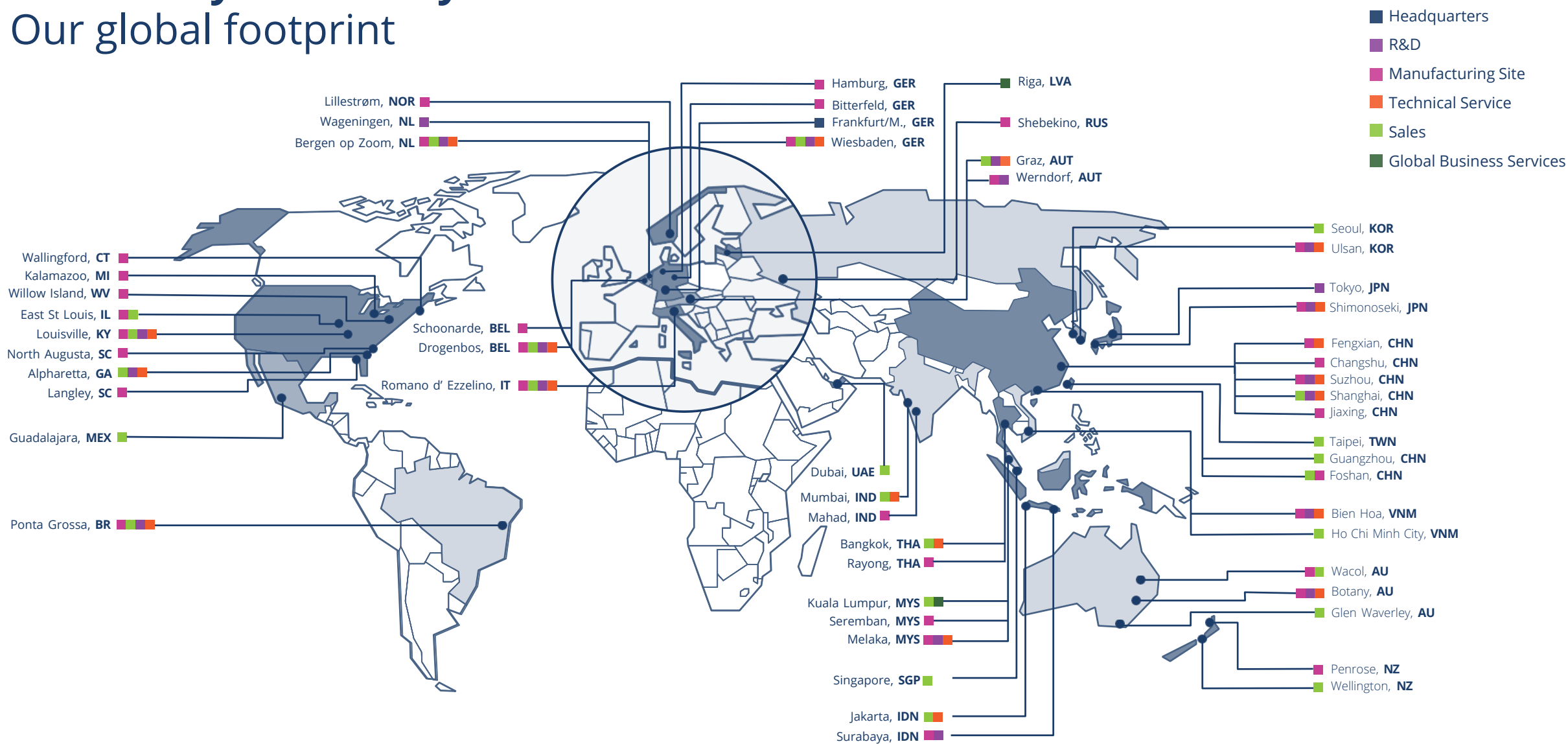


“We are very excited by the opportunity to grow into large, attractive new markets beyond coating resins, such as additives and composites, by drawing on our technologies and global production capabilities, and meeting customer needs with innovative, sustainable, and tailor-made solutions.”

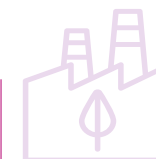
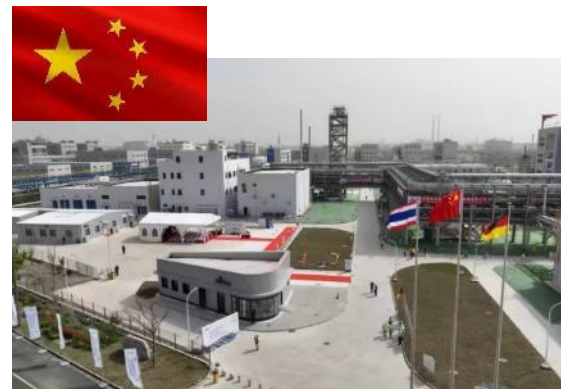
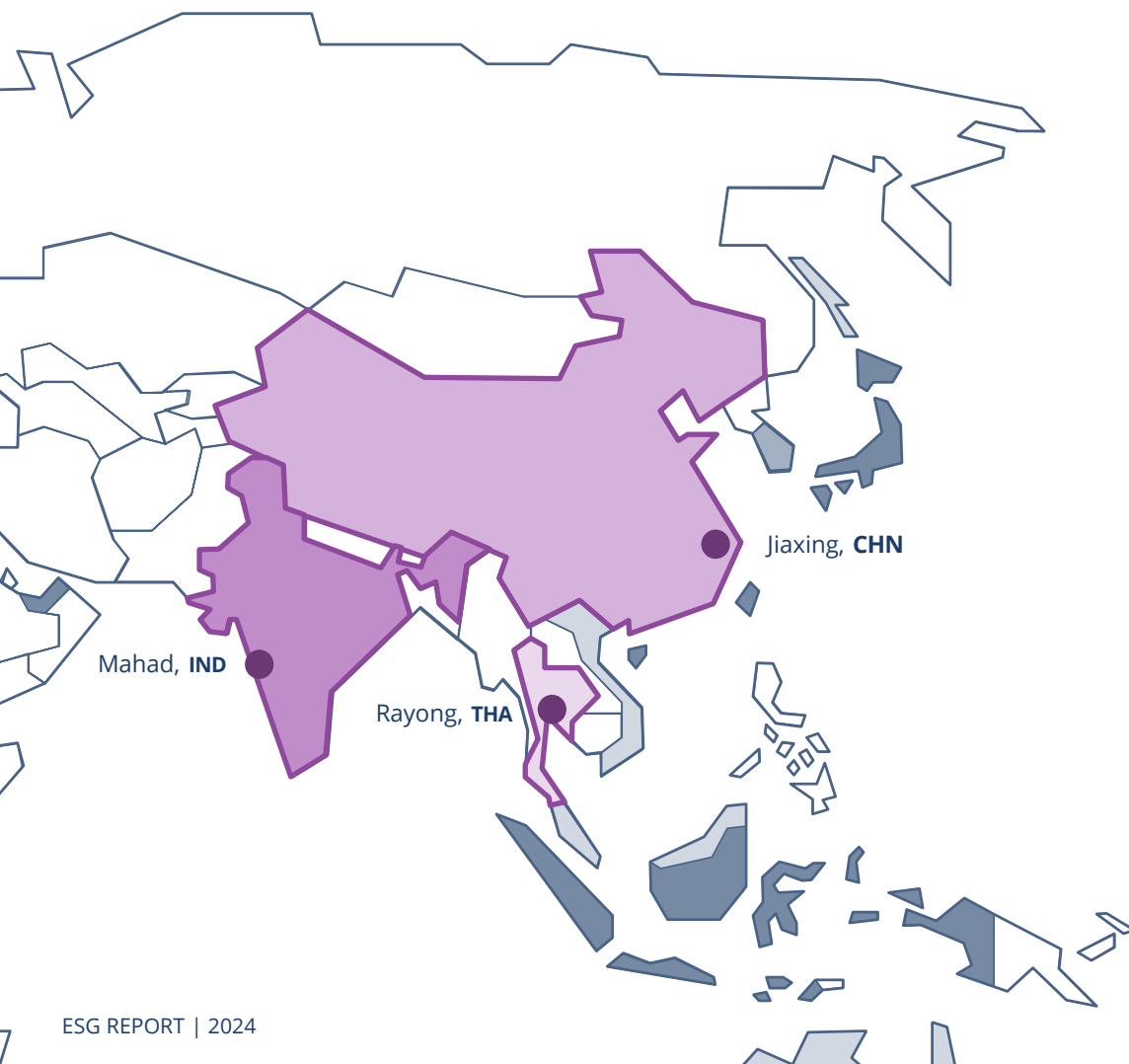
**Markus Aschauer**  
Senior Vice President Growth Platforms



# There for you where you need us – Our global footprint



# Asia's increasing weight in allnex's global footprint



## NEW manufacturing hub in Jiaxing (Dushan Port), Zhejiang, China

is allnex's largest manufacturing facility in the world. Production started in August 2023.



## NEW Mahad, India

First manufacturing facility in India showcases allnex's investment in an expanded portfolio.



## FUTURE Rayong, Thailand

Planned expansion of manufacturing hub adjacent to PTT GC.



# Advancing green innovation – in China and India



“The acquisition & subsequent expansion of our production site in Mahad, Maharashtra, India, is a crucial addition to the global footprint of allnex. It strengthens our strategic direction and demonstrates allnex’s intention to be the market leader in India. It will significantly reduce lead times and improve delivery reliability, which are key requirements of our customers.”

**Siva Iyer**  
Vice President allnex India



**EUR 280 million**  
total investment



**15**  
production lines



**140 kt**  
total capacity



**3 million**  
safe man-hours  
during construction



**120+**  
employees



“I’ve witnessed this site evolve from an empty plot of land into what it is today. I’m extremely proud of all my colleagues who have been participating in this fantastic project, and I thank everyone for their excellent efforts and hard work. I also want to thank the leaders in Jiaxing, Pinghu City, and the Dushan Port Economic Development Zone for their continued collaboration and support.”

**Joe Zou**  
Senior Vice President of allnex Greater China





The image is a composite graphic. The left half is a solid green overlay. The right half is a photograph of a white car driving on a road, with solar panels and wind turbines in the background. The car is moving from left to right, and the background features rows of solar panels and several wind turbines under a blue sky with clouds. The overall theme is sustainability.

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# SUSTAINABILITY

Chapter 3.1: Our sustainability philosophy and strategy



# Leading with green products, data and proof – How allnex makes good on its promises

**Our world is evolving at an unprecedented pace and the momentum shows no signs of slowing. Among the many dynamic areas of change, sustainability stands out as a particularly rapid and critical focus. This progress is not only exciting but also vital as sustainability finally receives the attention it deserves.**

At allnex, our commitment to sustainability is embodied in our purpose: “Innovative chemistry for all nex>t generations.” This commitment spans multiple generations – from our children and grandchildren to the newly hired talent joining our ranks, and from the next generation of products and technologies to the solutions we provide for our customers’ challenges.

Our dedication to sustainability is evident in our innovative products and technologies which have long defined us as a leader in this space. The ECOWISE™ product range that has been developed through a rigorous Portfolio Sustainability Assessment, is a testament to this commitment.

In 2023, we made significant strides by achieving ISCC PLUS certification, enabling us to offer Bio Mass Balance alternatives for every technology we produce. By the end of the year, we will have certified production locations in all three major regions where we operate. We also proudly delivered our first commercial volumes of certified Bio Mass Balance material.

As an active member of Together for Sustainability (TfS), we are advancing in our cradle-to-gate Product Carbon Footprint (PCF) calculations by providing essential data to our customers. This data, coupled with various reduction scenarios, has empowered us to set a Scope 3.1 reduction target.



"allnex remains at the forefront of sustainability, adeptly navigating this rapidly changing landscape. Our continued EcoVadis PLATINUM status in 2023 is a testament to our robust sustainability agenda and commitment."

**Davy De Clercq,**  
Head of Sustainability



# All in on ESG – In close alignment with the UN Sustainable Development Goals

By fully adopting environmental, social and governance (ESG) practices, we make the world's goals our own. While doing so in a holistic manner, there are three SDGs that lend themselves particularly to allnex's contributions.



"The continuous promotion of eco-friendly solutions in the APAC region underscores allnex's commitment to sustainability and leadership in the coatings industry. By integrating advanced technologies and greener practices, we aim to reduce our environmental footprint and that of our customers, foster innovation, and set new benchmarks for corporate responsibility."

**Ruben Mannien**  
Senior Executive Vice President APAC

allnex anchored sustainability in its corporate strategy, particularly emphasizing SDG #7, #12, and #13 to make maximum impact.

**13** CLIMATE ACTION



**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



**7** AFFORDABLE AND CLEAN ENERGY





# Growing green together with the market – Sustainable Portfolio Management

Through the Sustainable Portfolio Management process, we aim to categorize our products by analyzing their sustainable benefits and challenges using a fact-based methodology.

ECOWISE™ CHOICE



13 CLIMATE ACTION



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



7 AFFORDABLE AND CLEAN ENERGY



INDUSTRIAL WOOD APPLICATIONS



BUILDINGS & DECORATIVE APPLICATIONS



PACKAGING & INKS APPLICATIONS



# The future we strive for – Our mid- and long-term goals

Guided by the principle of circularity, we have established five pillars that provide detailed direction. These pillars form the foundation of allnex's ambitious sustainability program and are fully integrated into our ECOWISE™ sustainable portfolio management practice



Achieve 30% (absolute) reduction in Scope 1&2 by 2030 and net zero by 2050



Achieve 30% (intensity) reduction in Scope 3.1. by 2030 and net zero by 2050



Achieve 85% renewable electricity use by 2030



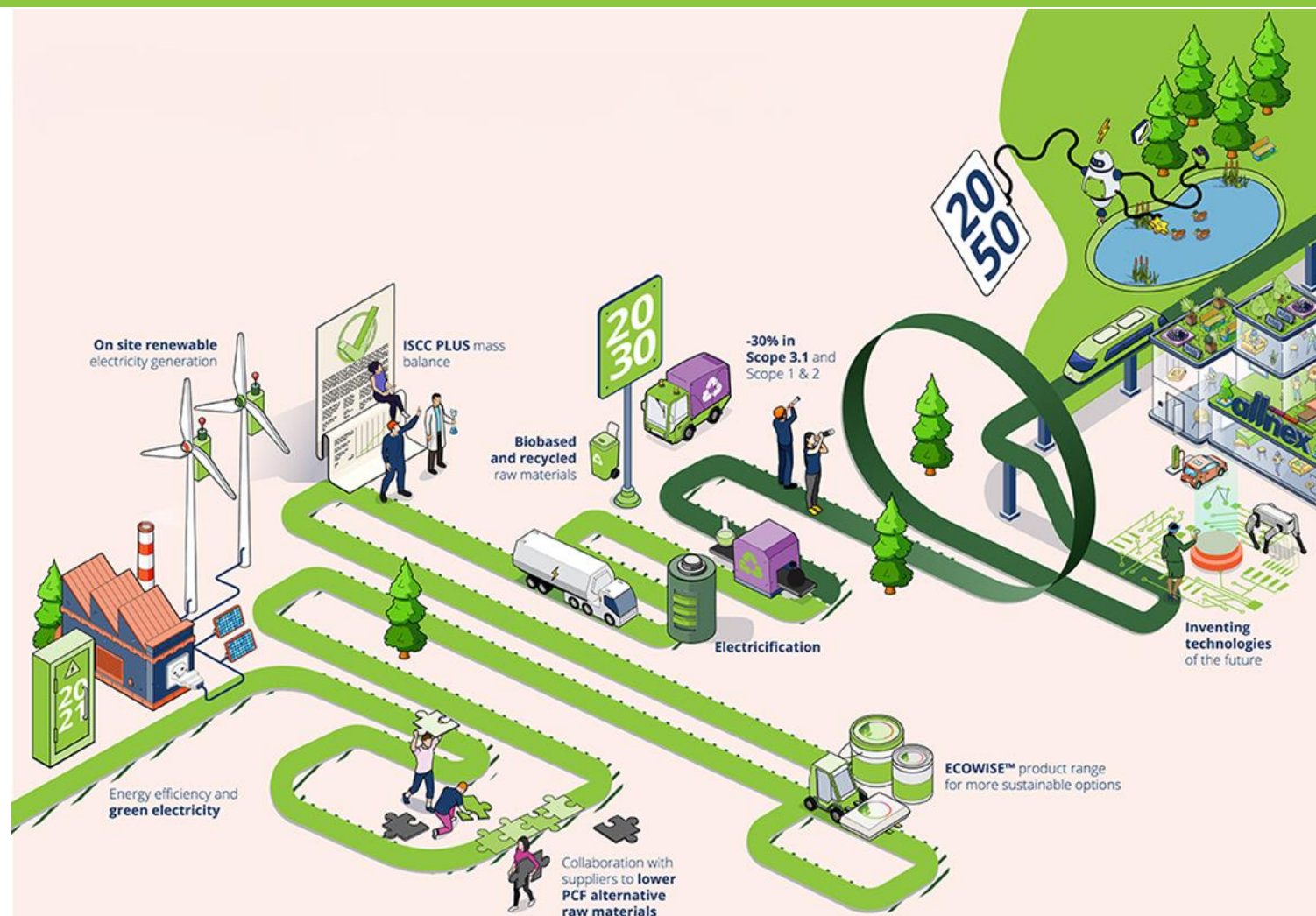
Reach 50% total business for ECOWISE™ products by 2030



Increase the overall proportion of women in manufacturing at allnex to 16% by 2030



Increase the overall proportion of women in leadership roles at allnex to 35% by 2030



Setting another big goal on our path –  
With a 30% (intensity) reduction in Scope 3.1  
by 2030



# Materiality deep dive – The why and how of each priority focus topic

## TOPICS



### Climate

- 30% (absolute) reduction in Scope 1&2 by 2030 (vs 2018)
- 30% (intensity) reduction in Scope 3.1\* by 2030 (vs 2021)
- Net Zero in 2050



### Circular economy

- Using post consumer waste as a feedstock
- Our technology assures that products live longer, are easy to repair and recycle
- A thin coating can potentially replace a thick packaging
- Clear targets defined for the ECOWISE™ products



### Raw materials & sustainable sourcing

- Sustainable/low-carbon raw materials
- ISCC+ certification for all our major technologies
- Using post consumer waste as a feedstock
- Biobased feedstock

## TOPICS



### Product Portfolio & Product Development

- Partnering through the value chain for more sustainable alternatives
- ECOWISE™ concepts are embedded into our innovation governance processes



### Diversity & Inclusion

- 35% women in leadership roles by 2030
- 16% women in manufacturing by 2030



### Responsible Business Practices & Corporate Culture

- UN Global Compact since 2020
- Together for Sustainability (TfS) since 2022
- ECOVADIS PLATINUM
- Responsible care certified
- Community engagement

## TOPICS



### Health & Safety

- Mature management system & globally ISO140001 & ISO45001 certified
- Best SHE (safety, health, environment) practices embedded at all locations
- Local teams guided by a dedicated corporate SHE team and a global SHE director
- Strict KPI reporting and follow-up



### Safer Materials

- A key evaluation aspect in our ECOWISE™ Sustainable Portfolio Management process
- Clear company targets on ECOWISE™ performance



### Energy

- Active energy monitoring based on predictive consumption models
- Specific improvement targets for each site
- Yearly reduction target & a 10% efficiency increase by 2030
- ISO500001 certification

\*Biogenic credits will be included in calculation



An aerial photograph of a rectangular swimming pool with clear blue water. Two people are in the pool: one is floating on a yellow and black inflatable ring, and the other is swimming. The pool is bordered by a wooden deck. Lush green trees and foliage surround the pool area. The image is split vertically into two halves with a green tint on the left and a darker green tint on the right.

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# SUSTAINABILITY

Chapter 3.2: Innovative product portfolio



# High biobased content, high performance – Our low-viscosity diluting acrylate EBECRYL® 15



## The background

On its path to decarbonization, the polymer industry often faces a dilemma. Traditional monomers, while effective in performance, contribute significantly to carbon emissions and rely on non-renewable resources. However, many biobased solutions available in the market are fraught with unattractive limitations. This creates the need for sustainable alternatives that neither sacrifice quality or efficiency.



## Our solution

EBECRYL® 15 is such an alternative. As a low-viscosity, biobased diluent monomer with a wide range of uses, it even has the potential to be a game changer by offering this suite of benefits tailored to the industry's needs:

- **High renewable carbon content**
- **Low viscosity**
- **Flexibility and toughness**
- **High reactivity**
- **Excellent exterior durability**



## Who benefits?

The introduction of a low-viscosity biobased diluent monomer is a pivotal advancement for the polymer industry. By addressing key issues of sustainability, performance and cost-efficiency, our innovative solution not only meets the current demands of the industry but also sets a new standard for future developments.



## Applications

Our versatile monomer can be used for many sustainable applications including environmentally friendly coatings and paints, sustainable industrial woods and printing inks, adhesives with low environmental impact as well as renewable and durable composites.



CIRCULAR  
ECONOMY



RENEWABLE  
SOURCING



ENERGY  
EFFICIENCY



SAFER  
MATERIALS



EMISSIONS  
REDUCTION

Team who made innovation happen:



Pablo Marin & Luc De Waele



Robert Potzmann



Luc Lindekens

# A quick response to an urgent issue – Our TMPTA-free diluting monomer EBECRYL® 119



## The substance

TMPTA, short for trimethylolpropane triacrylate, has long been used as a reactive diluent in UV- and EB-curable coatings. It is a cost-effective diluent compatible with a wide range of resins, generally valued for its low volatility and fast cure response.



## The problem

There has been debate for several years on the appropriate classification, labeling and packaging (CLP) of TMPTA based on laboratory studies. In 2020, the Risk Assessment Committee (RAC) of ECHA concluded to classify TMPTA as carcinogen Cat 2 with implementation in 2023. In 2022, California added TMPTA to its Prop 65 list of harmful chemicals. As California Prop 65 list is de minimis, formulators from all applications, especially packaging coatings and inks, are looking for TMPTA-free alternatives.



## Our solution

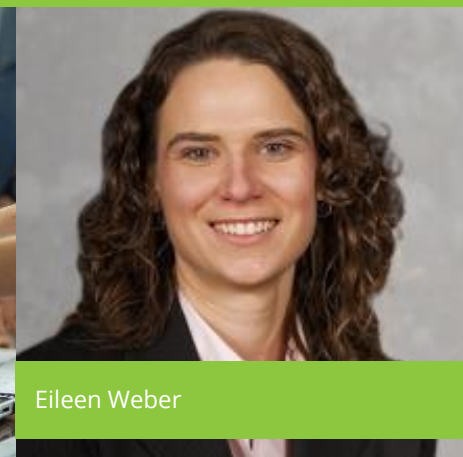
EBECRYL® 119 is a solution for the market need. It is a trifunctional monomer that polymerizes when exposed to a source for energy curing. It is an effective diluent compatible with a wide range of acrylate resins used in energy curing formulations. Not based on products of TMP, EBECRYL® 119 contains no residual TMPTA. In packaging applications, it can improve reactivity, hardness and chemical and wear resistance. This makes it a popular choice for overprint varnishes, inks and other types of coatings.



## Who benefits?

Ebecryl® 119 can be used in many applications, ranging from packaging inks to industrial wood. However, its greatest value currently comes from meeting the urgent need of packaging ink formulators and offering them a more sustainable alternative to TMPTA.

### Team who made innovation happen:



Eileen Weber



Jeremy Jatvin



Jennifer McClung  
Chanelle Williams (not on the picture)



# Making pools more sustainable – With our recycling-based POLYPLEX™ 200E



## The background

In the composites molding industry, custom thermoset resins such as styrenated unsaturated polyester and vinyl esters are combined with reinforcements like glass fiber to manufacture a variety of products including fiberglass boats, storage tanks, pipes and swimming pools. In Australia, allnex Composites is a leading producer of unsaturated polyesters, gelcoats and vinyl esters for composite applications.



## Our solution

With Polyplex™ 200E, allnex Composites Australia offers a recycling-based alternative to conventional resins enhancing the sustainability of composite products while providing additional benefits. Polyplex™ 200E is an unsaturated polyester resin based on recycled PET (rPET) and is supplied as a white-pigmented structural laminating resin.



## More recycled bottles

Sourced from a local Australian supplier, the rPET flakes used in our product increase PET conversion in resin manufacturing. Each drum of Polyplex™ 200E contains the equivalent of 750 recycled plastic bottles. In addition, the product's enhanced properties contribute to environmental benefits during use.



## Better properties and water protection

Unsaturated polyester resins based on rPET provide superior water and chemical resistance as well as enhanced physical and mechanical strength compared to orthophthalic and isophthalic polyesters. When using Polyplex™ 200E, these superior properties can lead to better reverse-osmosis resistance of structural pool laminates, particularly those in potential contact with groundwater.

### Team who made innovation happen:



Michael Di Stasi, David Stevenson  
(not in the picture)



Dean Voice



Mark Vandeyar

# Free from cobalt, full of performance – allnex’s alternative driers for safer paints



## The background

Driers are crucial ingredients in paints and coatings that greatly reduce drying time, sometimes from days to hours. allnex is a major producer of these additives but also recognizes the need for innovation. Traditionally, one of the key ingredients of driers is cobalt, known for its effectiveness and versatility. However, based on laboratory evidence the EU has reclassified cobalt as a Category 1B carcinogen. Based on our continued efforts to design out chemicals of concern, allnex has developed alternative driers for safer paints.



## Our solution

Alternatives to cobalt with comparable performance in driers are not easy to find. However, allnex’s teams embraced this challenge and developed the ADDITOL® Cobalt-Free Drier Series, which is more sustainable and safer while maintaining excellent effectiveness.

A key strength of the ADDITOL® dry CF series is its compatibility with both solvent- and water-borne products. This versatility allows customers to use a single drier across a wide range of technologies, simplifying their processes and reducing the need for multiple additives. More information can be found here ([Cobalt Free Driers](#) | [ADDITOL® dry CF series](#) | [Allnex Resins \(ecowise-choice.com\)](#)).



## Applications

Our cobalt-free driers can be used in enamels and trim paints, wood finishes, oxidatively drying industrial coatings as well as light-duty marine and protective enamels.

## Team who made innovation happen:



Armin Temel



Thomas Schoenbacher



Carmen-Gabriela Tomoiaga





# Digging deeper than required – Our policy on conflict minerals

**Conflict minerals are natural resources extracted in a conflict zone and sold to perpetuate the fighting. The term is most commonly used to refer to four specific minerals:**

- 1.Tin** (used in the electronics and automotive industries)
- 2.Tantalum** (used in capacitors for electronic devices)
- 3.Tungsten** (used in electronics and industrial machinery)
- 4.Gold** (used in jewelry and electronics)

At allnex, we are committed to responsible sourcing of raw materials. We undertake thorough due diligence measures to ensure that the minerals in our products and supply chain are ethically and responsibly sourced and free of conflict.

In addition to the regulated conflict minerals tin, tantalum, tungsten, and gold (3TG), allnex conducts supply chain due diligence for all chemicals derived from these minerals as well as the extended conflict minerals identified by the Responsible Minerals Initiative (RMI), specifically mica and cobalt. We require our suppliers to perform due diligence on the origin and supply chain of these mineral raw materials and to provide supporting evidence.

allnex carries out the necessary due diligence assessments to identify whether the raw materials we purchase fall under applicable regulations. We limit our purchases of raw materials derived from tin, cobalt and mica, and we do not buy gold, tantalum, or tungsten.

## BEYOND COMPLIANCE

allnex goes beyond the requirements of legislation. Even though we do not purchase potential conflict minerals directly but rather their derivatives, we have further developed our due diligence procedure and set new targets for this extended scope. Our goal is to achieve 100% coverage by the end of 2025; currently, we have reached 69%. Our commitment to these practices ensures that we contribute to sustainable and conflict-free supply chains, upholding the highest standards of corporate responsibility and ethics.

By adhering to stringent due diligence processes and extending our efforts beyond mere compliance, allnex demonstrates a strong commitment to ethical sourcing and corporate responsibility. Our proactive approach in ensuring conflict-free supply chains underscores our dedication to sustainability and human rights, setting a benchmark for industry standards.



# SUSTAINABILITY

Chapter 3.3: Sustainability as a pillar of our operations



# Passionate champions of sustainability – In everything we do

At allnex, we recognize that true operational excellence goes beyond traditional metrics of productivity and profitability; it encompasses a comprehensive approach that considers the environmental and social impacts of our business practices.

Sustainability goals are deeply integrated into our operational framework, guiding our decision-making processes and shaping our pursuit of safety, quality, efficiency and innovation in our daily operations.



Schoonaarde is the first allnex site to be awarded the Sustainability Development Goal (SDG) Champion certificate, granted by the United Nations. So far, it is the only chemical site in Belgium to have received the award. Their achievements include doubling production capacity while improving energy efficiency and reducing ecological footprint. Key sustainable practices include far-reaching automation (SDG 9), rainwater usage and energy reduction (SDG 12), as well as steam reduction (SDG 13).



“We’re achieving solid progress toward our goals by making sustainability a part of our daily operations. Every day, in everything we do, we’re staying true to our commitment to sustainability to ensure we meet the targets we’ve set for ourselves.”

**Herman Vos**  
Senior VP Operations





# Pursuing excellence – Serious about safety and quality

## KEY SAFETY AND QUALITY ACHIEVEMENTS IN 2023:

- Caring for Quality initiative kicked off last year to underscore our commitment to delivering products and services that meet the highest standards of quality and reliability.
- Combined employee and contractor recordable injury rate (TRIR) came to 0.49\*, meeting 2023 target of 0.50
- ISO9001, ISO14001 and ISO45001 have been globally recertified successfully
- Various sites achieved significant milestones of safety days, such as Changshu (2.500 days), Zhuhai JV (2.000 days) and Bien Hoa (4.000 days). Dushan Port, China, celebrated 2 million safe man-hours during the machine completion ceremony
- New Management of Change (MoC) tool piloted to further enhance organizational agility and ensure smooth transitions amidst evolving environments.
- The Safety team is working with the Digital team to pilot the Protex AI safety observation application to identify near misses.



“Through our Serious about Safety and Caring for Quality campaigns, we uphold our promise to deliver excellence in every aspect of our operations, ensuring the safety of our employees and the integrity of our products.”

**Christine Locht**  
Quality Director



\*allnex calculates TRIR using the following equation: [(Number of recordable incidents) X 200,000] / (Total number of hours worked)



Caring for Quality workshop at Surabaya, Indonesia



Safety week at Ponta Grossa with a mascot for SPOT IT, STOP IT, Brazil



Safety week at Bitterfeld, Germany



# Energy Conservation in action –

## How we reduce our energy use

Energy use efficiency and recycle are key focuses in reducing the carbon emissions of our operations. Project Enigma was launched globally and is aimed at identifying energy reduction opportunities. This program is the main contributor to allnex's Scope 1 & 2 emission reduction targets for 2030.

### KEY ACHIEVEMENTS IN 2023 AND OUTLOOK 2024:



**Visualizing the data** – In 2023 the team began harmonizing the visualization of all energy uses and performances across all manufacturing sites.



**Scoping opportunities** – Continuous improvement workshops were held to identify energy reduction opportunities for different types of production units worldwide.



**Idea ranking** – Avoiding energy use is the best possible saving. Next comes the reduction of losses to the environment. Energy recycle is the main category and comes on the third place, followed by energy upgrade and finally electrification.



**Accelerating global actions** – Accelerated actions were possible thanks to the support of the leadership team and the development of a common methodology that could easily be rolled-out.



**Thinking out of the box** – Advanced analysis of the heating and cooling cycle will generate further ideas regarding heat storage and heat pump solutions which will play a critical role in the energy reduction efforts at our sites.



**“Energy reduction, water use reduction, and carbon footprint reduction can all go hand in hand in economically viable projects. Through our analysis, we identified short- and mid-term opportunities for reducing up to 30% of our energy use and carbon footprint.”**

**Guy Depauw**  
Director of Engineering



The logo for 'allnex' is displayed in a white, lowercase, sans-serif font. The letters 'a', 'l', 'l', 'n', 'e', and 'x' are connected, while the 'i' is separated by a thin horizontal line. The background of the left half of the image is a blurred green landscape with trees and foliage.

*allnex*

# SUSTAINABILITY

Chapter 3.4: Sustainable procurement



# Fostering open, risk-free relations – Sustainable procurement at allnex

The environmental and social footprint of a business extends beyond its own operations. This is why we put great emphasis on sustainable procurement practices and a responsible sourcing strategy at allnex.

## THE KEY ELEMENTS OF OUR RESPONSIBLE SOURCING STRATEGY ARE

### 1. Supplier assessment and due diligence

In 2023, allnex procurement further developed the supplier performance assessment process to gain comprehensive insights into the commercial, environmental and social performance of our suppliers. This new due diligence process allows us to assess the risks for both our own business and our supply chain.

### 2. Environmental impact reduction

We work closely with our suppliers to identify opportunities for reducing environmental impact across the supply chain. Through initiatives such as recycled packaging and materials, we strive to promote sustainability at every stage of the procurement process (for further details see Scope 3).

### 3. Continuous improvement

We regularly review and update our procurement policies and procedures to incorporate best practices and evolving sustainability standards. Using the EcoVadis IQ tool, we have currently conducted risk assessments for 71% of all our suppliers.



Our [Supplier Code of Conduct](#) defines the basis of our collaboration regarding compliance and sustainability, including environmental and social aspects. **The code of Conduct is an integral part of our supplier onboarding process and must be signed by every new supplier.** It is also incorporated into allnex's general terms of purchase [\[allnex.com/en/info-hub/compliance\]](https://allnex.com/en/info-hub/compliance).

**At the end of 2022, allnex proudly joined the chemical industry's collaborative movement Together for Sustainability (TfS). This member-driven initiative is a collective force shaping the future of sustainable practices in our industry.**

A key focus of TfS is to develop and implement a global supplier engagement process that helps assess and improve sustainability practices within the supply chains of chemical companies. Through the TfS Academy, we provide training to our suppliers on sustainability topics.





# Reduction of 30% by 2030 – Our target for Scope 3.1 emissions

While reducing Scope 1 and 2 emissions remains a high priority for allnex, these emissions only make a limited contribution to the cradle-to-gate footprint of our products. The majority of our finished products' footprint is tied to the raw materials we use. Therefore, it is critical to include a Scope 3.1 reduction target in our strategy, focusing on indirect emissions from purchased products.

## TO ACHIEVE THIS TARGET, ALLNEX WILL IMPLEMENT A SERIES OF STRATEGIC MEASURES

**Value chain collaboration** – We are actively engaging with our suppliers and customers to foster collaboration across the value chain to optimize processes and minimize environmental impact.

**Recycled and biobased materials** – We are increasing the use of both recycled and biobased raw materials in our manufacturing processes. [\[S. 22\]](#)

**Mass-balanced alternatives** – Embracing third-party certified mass-balanced alternatives (ISCC PLUS), we will offer sustainable options without compromising product quality.

**Innovation** – allnex, broadly recognized for its innovative culture, will continue to focus on innovation as a key driver of sustainability.





# Going all-in on going green – Our pursuit of renewable power

**“We have set ourselves an ambitious goal: achieving a minimum of 85% renewable electricity by 2030.**

**To realize this vision, we are actively seeking green energy opportunities in our production.”**

**Lauri Wogschin**  
Senior Vice President Procurement



**Our goal: Achieving a minimum of 85% renewable electricity by 2030.**

- Across our major production sites worldwide, we have diligently evaluated and pursued renewable energy projects wherever feasible. Our principle is to look for the most effective ways to reduce greenhouse gas emissions in our energy consumption, taking into account the regional context.
- These on-site energy initiatives integrate solar and wind power into our manufacturing facilities which not only curbs our carbon emissions and reliance on fossil fuels but also generates economic benefits. This active dedication to a low-carbon future is pivotal in minimizing our overall environmental footprint.
- However, we recognize that not all electricity needs can be met through on-site generation. For the remaining portion, we adopt a dual approach: securing green electricity tariffs and investing in green energy certificates. To ensure additionality and as a long-term commitment, we are also actively exploring the possibility of power purchase agreements (PPAs).





*allnex*

# SUSTAINABILITY

Chapter 3.5: Achievements and certifications



## Leading the way – Recognition of our efforts



"Our ISCC PLUS certified sites and technologies showcase our commitment to sustainability, providing traceability throughout our supply chain. We are proud to support our customers in EMEA with high-performing products that help them deliver on their environmental responsibilities."

**Mirko Schnitzler**  
Senior Executive Vice President EMEA

### ECOVADIS PLATINUM 2023:

- For the second consecutive year, allnex has achieved the prestigious Platinum rating from EcoVadis in 2023.
- EcoVadis has raised the score for attaining Platinum. However, thanks to our progress and the hard work of all teams involved, we have been able to surpass this new threshold. A standout accomplishment are Environment and Labor & Human Rights, Ethics as well as Sustainable Procurement.



### ISCC PLUS CERTIFICATES:

- ISCC stands for International Sustainability & Carbon Certification and is a broadly recognized global certification system for sustainable feedstocks including agricultural and forestry biomass, as well as other biobased, renewable or circular materials.
- As of 2023, a total of 7 allnex sites have been certified to ISCC PLUS. These are Bergen op Zoom (NL), Werndorf (AU), Romano d'Ezzelino (IT), Schoonaarde and Drogenbos (BE), Lillwström (NO) as well as Bien Hoa (VNM).
- With the ISCC Plus certification, the sites can now certify biobased products using a mass balance approach. They are part of a supply chain that both sources and offers biobased products with third-party oversight.



## Connecting people in and out for the greener world

Also in 2023, allnex launched a much-anticipated internal Sustainability Newsletter designed to share the latest eco-conscious initiatives, achievements, and engagement opportunities in the company with the workforce.



Primavera is a year-round initiative allnex organizes annually to engage employees on the topic of sustainability and refresh their focus on the company's sustainability goals for 2030.

In Germany, we took part in the Greener Manufacturing Show for the first time, showcasing our innovative approaches to sustainable manufacturing [[link to operations page](#)] and our wide range of eco-friendly products [[link to product portfolios](#)].



HAPPY PEOPLE HAPPY PLANET

# PRIMAVERA 2023

allnex





# allnex external recognition 2023



The Louisville site, **USA** was recognized for their role as an Air Quality Action Partner, contributing to community efforts in reducing air pollution.



allnex Ponta Grossa, **Brazil**, #1 spot in the Polyester Resins category at the 27th Paint & Pintura Awards. Recognized for the CRYLCOAT® line.



Foshan, **China**, was honored as a Top 10 Safety Production Entrepreneur in the Shunde region.



allnex **USA** received the Best of Georgia Award for Chemical Manufacturing.



**Australian-WA** was awarded with the SPASA Award of Excellence 2023, for Aquaguard®.



allnex **India** won "Best Brand" award in Resins category at PAINTVISION Awards 2023.



allnex Surabaya site received the Naker Award for "The Best Foreign Investment Company" in **Indonesia**.





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# PERFORMANCES

Chapter 4.1: ESG Performances 2024 – Environmental



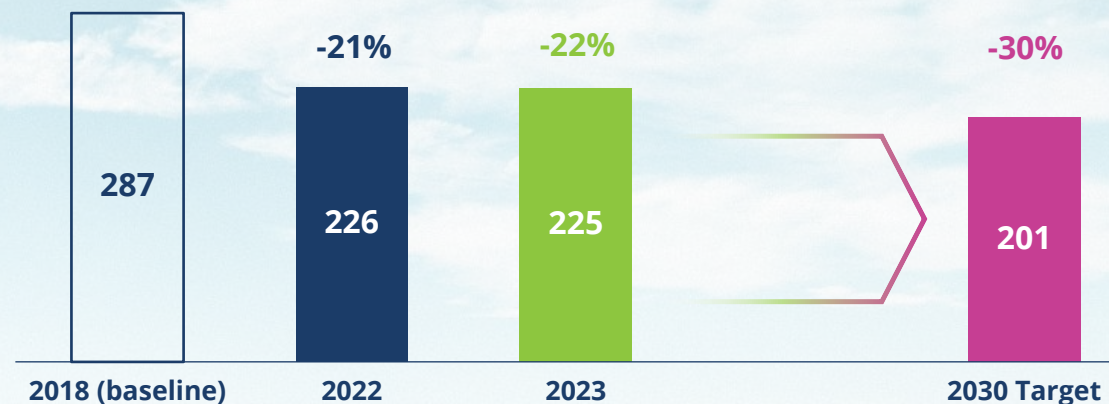
# Steady progress

## in Scope 1 and 2 CO<sub>2</sub> reductions

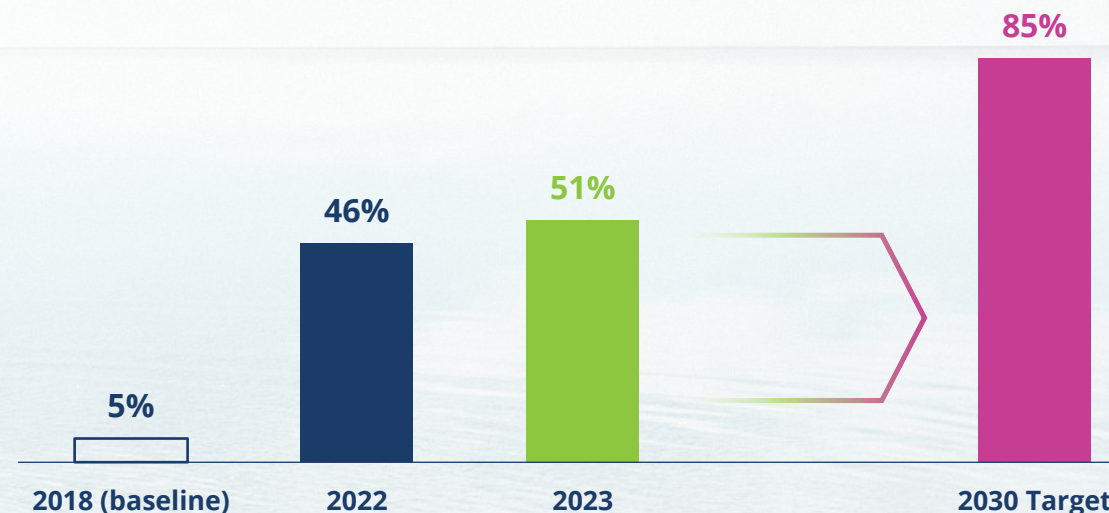
### KEY ACHIEVEMENTS IN 2023:

- In 2023 we achieved a noteworthy 22% reduction in CO<sub>2</sub> emissions. Renewable electricity and energy efficiency measures contribute to this positive impact.
- Certain regions are particularly successful at reducing emissions. In APAC for example, a reduction of 16% in CO<sub>2</sub> intensity was achieved compared to 2018, while production volumes increased by 3% over this period. Switching to renewable energy sources, improving energy efficiency (including for heat and steam), and raising awareness for energy conservation are some of the critical reasons for the change.
- We will continue to advance our energy efficiency programs [\[S. 31\]](#) to address both fixed and variable energy consumption.
- The share of renewable electricity in our total consumption increased to 51% in 2023, on track for an 85% target by 2030. This progress is thanks to our procurement team's strategic efforts.

Scope 1&2 CO<sub>2</sub> emissions (tCO<sub>2</sub>e) \*



Renewable share of total electricity consumption\*



\*The data is collected through allnex uniform global data collection platform UL360.  
The data got a limited assurance by LRQA.



# Water and waste management

## KEY ACHIEVEMENTS AND BEST PRACTICES IN 2023:

- Our total water withdrawal consistently decreased over the three-year period due to the various water conservation practices.
- The Changshu plant in China has recently completed an improvement project for its closed-loop wastewater treatment plant. Reducing water withdrawal by 1,000 m<sup>3</sup>.
- The Schoonaarde site in Belgium has started to collect rainwater from its roofs and uses it as process water which saved about 6,500 m<sup>3</sup> of water over the course of the year.
- Our site at Ponta Grossa, Brazil, located in a water-stressed area, was able to reduce water use in its cooling tower by 3,000 m<sup>3</sup>.



## KEY ACHIEVEMENTS AND BEST PRACTICES IN 2023:

- Our ISO 14001 certificate was successfully renewed in 2023, affirming that our business and operation systems align with global standards for minimizing environmental impact.
- Our site in Seremban, Malaysia, implemented a 3R program (Reduce, Reuse and Recycle) and was able to redirect almost 23 tons of non-hazardous waste to recycling or reuse.
- At Ponta Grossa, Brazil, enhanced waste treatment, successfully recycling, reusing and recovering over 300 tons of waste.



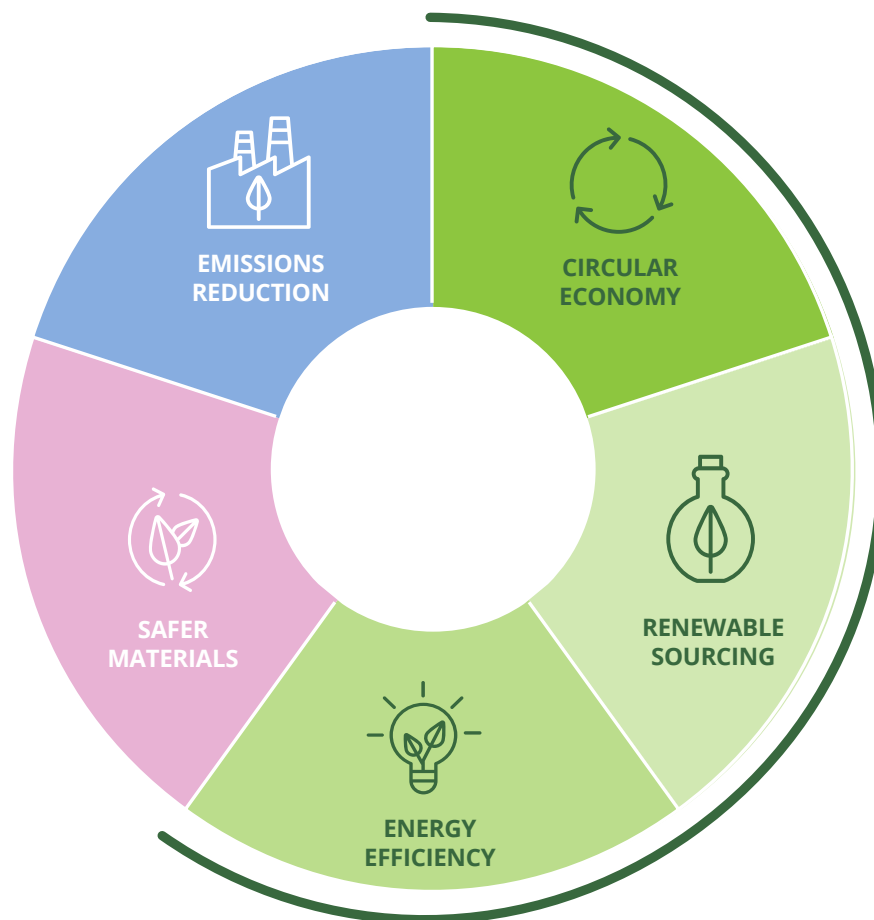


# ECOWISE™ – Sustainable portfolio that meets the expectations of our customers and society

**ECOWISE™** is our Portfolio Sustainability Assessment (PSA) methodology. Our PSA methodology is a fact-based, systematic stage gate process based on the WBCSD\* Portfolio Sustainability Assessment framework. This methodology includes the latest objective data on chemicals of concern, market comparison in our five priority sustainability areas and adherence to industry standards and ecolabel requirements.

**ECOWISE™** helps the business respond to sustainability market signals and develop timely improved solutions.

**ECOWISE™** also is a quality label for the allnex products that pass our strict and structured PSA screening. These ECOWISE™ labeled products bring specific sustainability benefits along our 5 high priority areas.



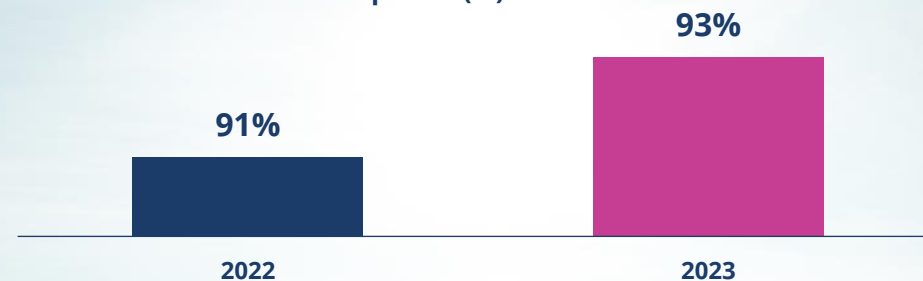
\* World Business Council for Sustainable Development

\*\* Fraction of our product portfolio assessed according to the ECOWISE™ methodology (expressed as % of revenue)

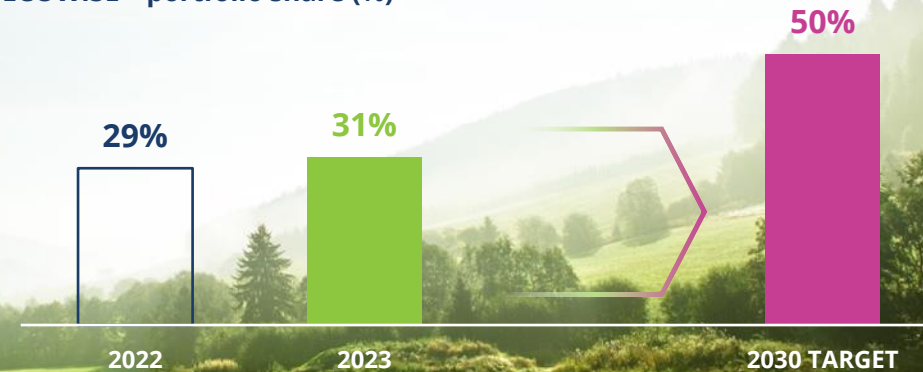
\*\*\* Fraction of our company revenue that is generated from ECOWISE™ labeled product

Over the past two years, we made significant progress in assessing our product portfolio using the ECOWISE™ methodology, achieving 93.5% in 2023. This extensive assessment is crucial for guiding the portfolio towards our 2030 goal, where 50% of allnex's business results should come from ECOWISE™- labeled products.

## ECOWISE™ assessment completed (%) \*\*



## ECOWISE™ portfolio share (%) \*\*\*







# PERFORMANCES

Chapter 4.2: Regional, Environmental & Community Program 2023





# Committed to what we care about



Throughout 2023, we have actively engaged with local communities through various initiatives aimed at improving the local natural environment and supporting disadvantaged social groups. Our approach to community engagement is rooted in collaboration and long-term sustainability.



The allnex **East St. Louis site, USA**, hosted a Grand Reopening Celebration showcasing facility upgrades.

In October, allnex **Alpharetta, US**, supported Breast Cancer Awareness Month. The team raised USD 1,700, the event raised more than USD 434,000 overall.



The allnex team at **Louisville, USA**, attended the Red Tie Gala in support of the Ronald McDonald House of Kentuckiana. At the Red Tie Gala 2023, over USD 468,000 was raised, which provided 4,333 nights for families in need.

At the **Alpharetta site in the US**, colleagues celebrated "Bring Your Kids to Work Day."



Colleagues from **Bergen op Zoom, Netherlands**, joined the "NLdoet" volunteer campaign and helped to clean a historic mill in nearby Huijbergen.

Colleagues at GBS **Riga, Latvia**, supported the non-profit animal shelter "Ulubele" in Riga's outskirts by volunteering their time to clean the shelter and donating essential items.







**allnex Bassano** celebrated its 55<sup>th</sup> anniversary with an open-door event, attended by 327 guests. The event showcased the site's commitment to responsibility, innovation and sustainability.

At **allnex Frankfurt** Corporate Center, colleagues contributed to the "Christmas in a Shoebox" initiative, buying gifts for children in need while supporting local artisans. Additionally, they visited the "Dialogue in the Dark" Museum to experience life guided by visually impaired persons.



allnex participated in the **Rotterdam Marathon in the Netherlands**.



**allnex Italy** supported 25 young writers from Romano, Italy, aged 11 to 15, by helping publish their fantasy stories.



The team at **allnex Botany, Australia**, organized a successful fundraising event in support of the Cancer Council, Australia's national anti-cancer organization.



The **allnex Australia** team partnered with Trigger Surfboards to create 18 surfboards for the Neale Daniher Foundation, raising AUD 42,000.

In 2023, **allnex Surabaya, Indonesia**, supported health and fitness by introducing voluntary biweekly exercise sessions at the site.





The logo for allnex, featuring the word in a white, lowercase, sans-serif font with horizontal lines above the 'n' and 'x'.

*allnex*

A background image showing three people in a professional setting. On the left, a man with glasses and a beard is looking down. In the center, a woman with blonde hair is pointing at something off-camera. On the right, a man with a beard is looking towards the woman. The image is split vertically, with the left half having a purple overlay.

# PERFORMANCES

Chapter 4.3: Ethics and compliance



# Integrity and accountability – Our guides to ethical business practices

**At allnex, our commitment to integrity and accountability forms the bedrock of our corporate ethos. Our Code of Conduct is more than just words on paper; it embodies our values and ensures fairness, transparency and trust in all our interactions.**

From the boardroom to the factory floor, we uphold these principles in our corporate compliance program (see below for major policies). By doing so, we pave the way for sustainable growth – a growth that doesn't compromise our values but rather amplifies them.

## OUR COMPLIANCE CODES AND POLICIES

- Code of Conduct
- Supplier Code of Conduct
- Labor and Human Rights Policy
- Anti-Bribery and Anti-Corruption Policy
- Export Controls
- Information Classification Policy
- Anti-Harassment Policy
- Global Whistleblower Policy and Mechanism



## DIGITIZING CORPORATE COMPLIANCE TRAINING USING EXPLORE [\[LINK TO TRAINING SECTION\]](#):

Since 2022, corporate compliance training is mainly conducted using the online platform Explore. In 2023, the following trainings were completed by our colleagues across the globe:

- GDPR Training (100% completion)
- Antitrust & Competition Law Training (100% completion)
- Information Security Essentials Training (99% completion)
- In addition, we organize classroom compliance training at the local level.







# *allnex*

## PEOPLE

Chapter 5.1: Our people



## Our people, our assets



"The year 2023 has stood out as a year of exceptional challenges and opportunities for allnex. Navigating uncharted waters, we offer our best packages while keeping a watchful eye on the challenges that businesses bring. It's about leading through change, crafting policies that are equitable, sustainable, and responsive to diverse regional dynamics – all while fostering success for both our talent and our business."

**Petra Zimmer**

Senior VP Human Resources & Communications

**Total FTEs Dec 2023:**  
**3,981.9\***

\* FTEs comprise all active employees, including regular and temporary staff.

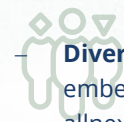


# Our people, our assets

As a company, we strive to foster a culture where our employees feel valued, supported and empowered. We believe our people are the key to shaping a bright future for the company, and for all nex>t generations.



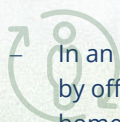
- At the heart of allnex's people strategy is our commitment to ensuring **fair compensation and equity** across our organization. We believe every individual deserves to be recognized and rewarded fairly for their contributions, regardless of background, gender, or any other factor. Our compensation practices are transparent, merit-based, and regularly reviewed. [\[link to compliance\]](#)



- Diversity and inclusion** are also deeply embedded in our ethos. In 2023 we launched the allnex Women's Network [\[link to AWN page\]](#). The goal is to connect women in our company so they can share ideas and experiences in hope that it will ultimately help to increase their numbers in manufacturing and leadership.



- From **mentorship programs** to **inclusive hiring practices**, we are dedicated to creating a workforce that reflects the rich tapestry of perspectives and experiences that make us stronger together. Our commitment to our people extends beyond the workplace and encompasses initiatives that support their holistic well-being, from health and wellness programs [\[link to Well-being page\]](#) to opportunities for professional and personal growth [\[link to training page\]](#).



- In an industry often characterized by rigidity, we stand out by offering the greatest possible **flexibility**. We implement home office policies, part-time options and special personal leave to meet the needs of our employees at different life stages.





# Diversity & inclusion –

## Our strategies, progress and goals

We have almost 4,000 employees stationed in 34 locations. Their diversified talents, backgrounds and capabilities are our greatest treasure – especially in today's dynamic business environment.

- The allnex D&I initiative, driven by a multicultural global team, is based on providing a fair, unbiased and welcoming work environment and equitable compensation to all our employees.
- Our current focus is to tackle the historical legacy of being a male-dominated industry and increase the representation of women in our company and the industry.
- To achieve these goals, we are applying global strategies to enhance our manufacturing environment by offering training to leaders while also organizing local networks to obtain feedback and suggestions from our employees.



### OUR GOALS

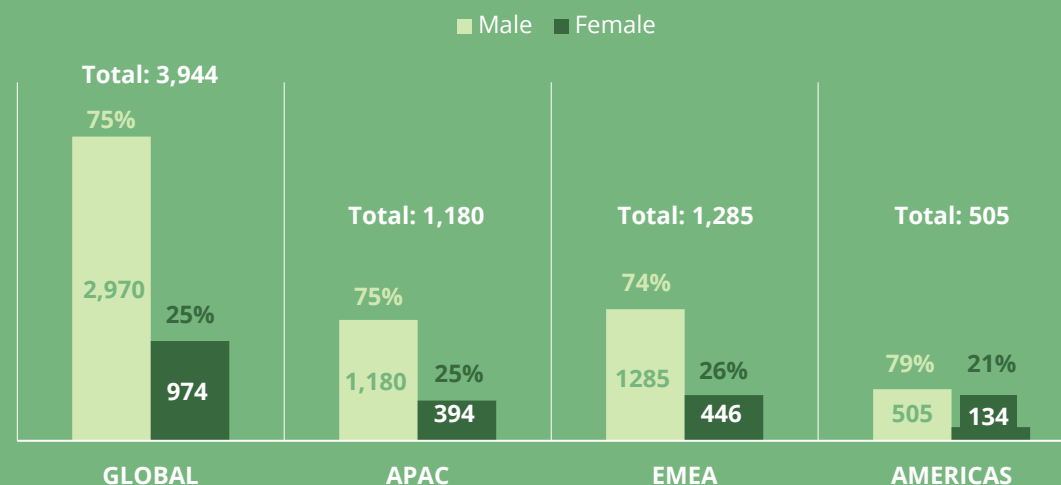
Increase the proportion of women in leadership roles at allnex worldwide to 35% by 2030



Increase the proportion of women in manufacturing at allnex worldwide to 16% by 2030



### GENDER DISTRIBUTION AT ALLNEX 2023



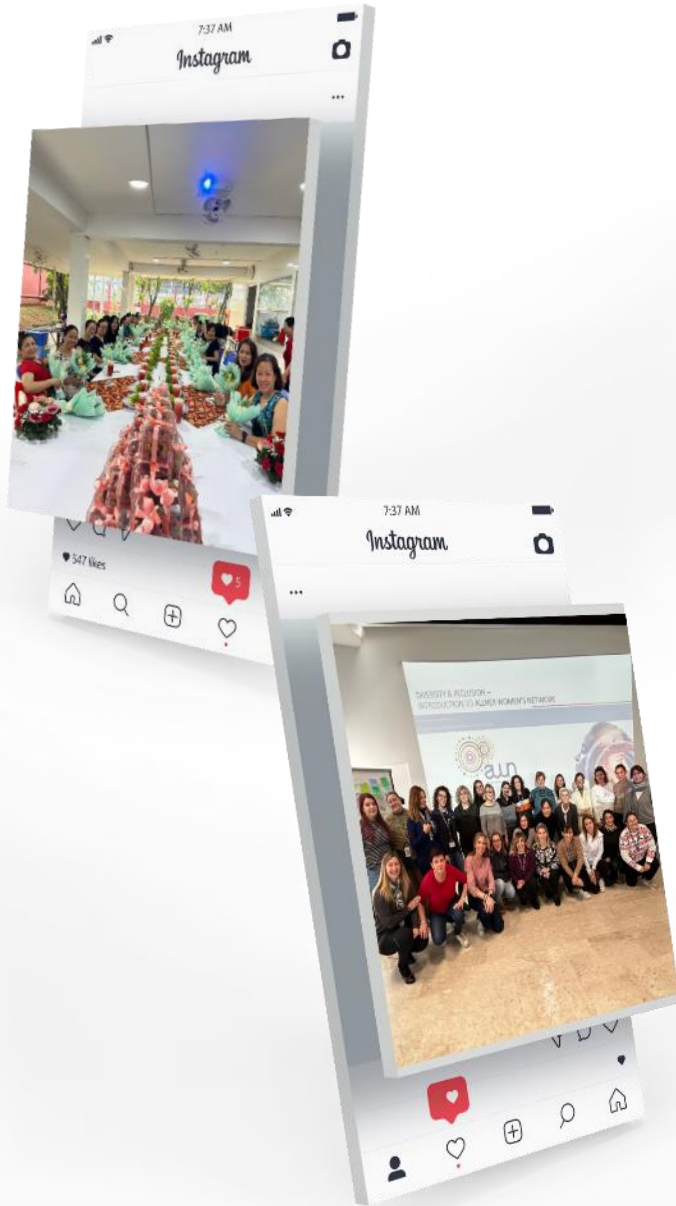
\* Headcount equals to all active, regular, full-time and part-time employees. Temporary staffs are excluded.



## allnex Women's Network – A brand new effort

In Q4 2023, we globally launched the allnex Women's Network (AWN) to unite and empower women across allnex on a global scale, promoting collaboration, leadership and gender equality.

- The AWN will amplify women's voices within the company and make a positive impact on their careers and our workplace culture.
- Inspired by the local women's breakfast activity organized by colleagues at Bitterfeld, a global Women's Breakfast was coordinated. All female colleagues were invited to come together, share experiences, and discuss ways to collectively work towards a more inclusive workplace.
- The event was an immense success with over 80% participation in most locations. Through brainstorming activities and a post-event survey, valuable feedback was collected on how to further promote gender equality and diversity in the organization.
- The Global D&I team is following up with the survey results and a regional network will be set up in 2024 to bring about local changes.





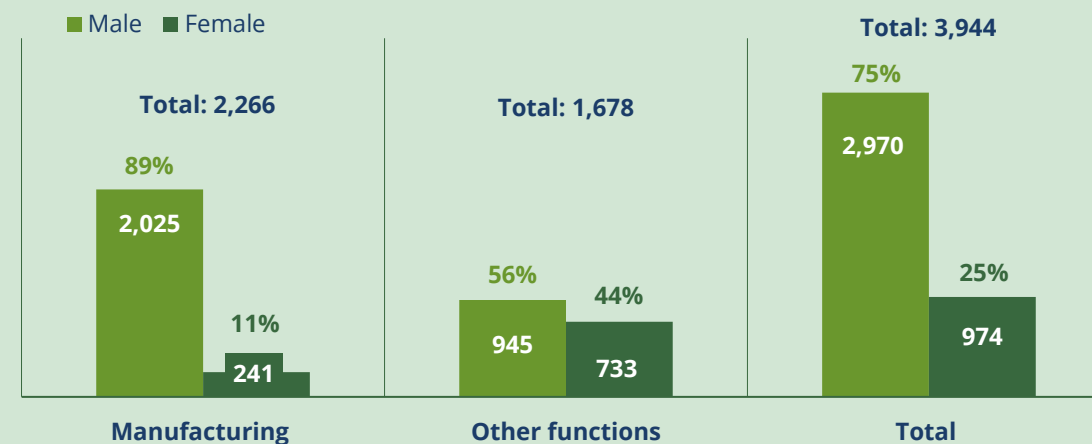
# More than a day's work – Women in manufacturing at allnex

Improving the gender ratio in our company and the industry is not an easy challenge. Overcoming the historical legacy of being a “male industry” will take time. However we see every small improvement as a win.

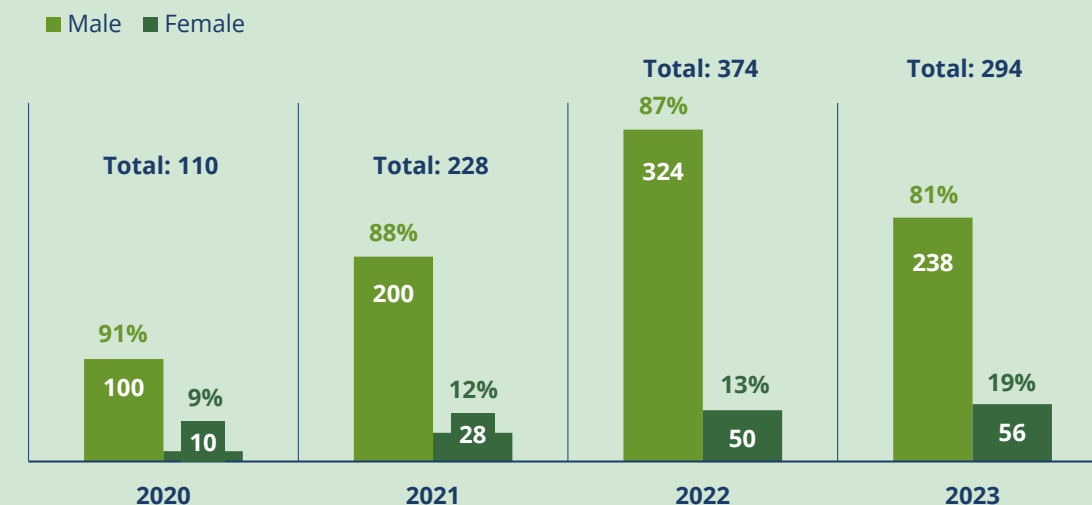
- The percentage of women in Manufacturing at allnex has increased to 11% in 2023.
- Our recruitment teams went the extra mile to ensure we tap into the female job market by using new employer branding kits and information to recruit the best employees. These efforts are reflected in the significant increase in the percentage of female new hires for Manufacturing from 13% in 2022 to 19% in 2023.
- We have welcomed a new female site manager in Seremban, Malaysia, as well as several female operators in EMEA in 2023. The positive feedback shows we are on the right track.



## GENDER RATIO IN-/OUTSIDE MANUFACTURING AND OVERALL 2023



## GENDER DISTRIBUTION AMONG NEW HIRES 2020–2023





# Women in manufacturing – Stories



“I saw immense potential in the chemical sector, which made me shift careers 6 years ago, and eventually join allnex.

Over my years in the industry, I’ve helped to ensure safety in every kind of process. Each day, I adhere rigorously to operational protocols, understanding the potential gravity of even the slightest oversight. Challenges are inevitable, but they’re also opportunities for growth. I embrace them wholeheartedly.

I greatly enjoy working at allnex, where gender equality isn’t just a buzzword but a fundamental principle driving positive change.”

Tao Wang  
DCS Operator Jiaxing, China



“My career passion is environmental protection, and I was drawn to allnex for its commitment to innovative solutions and environmental stewardship.

As an Environmental Technician, I oversee the operation of allnex’s wastewater treatment plant in Ponta Grossa, Brazil. It’s a big responsibility! Monitoring water quality, doing lab tests, operating equipment and ensuring regulatory compliance requires great care and attention.

I am proud to say that I actively participate in the implementation and improvement of a treatment system that reduces the pollutant load released into the environment.”

Gessica Moreira  
Environmental Technician  
Ponta Grossa, Brazil



“I started as a Process Engineer at allnex in January 2020. It wasn’t easy in the beginning, but I truly feel I’m part of the allnex family now. The work is demanding but also very interesting – there’s never a dull moment!

There was initially some skepticism towards women in production, but attitudes have changed. People just need time to get used to it. Promoting acceptance of differences, mutual respect, and prioritizing employee well-being would certainly help to make our industry more inclusive, as people who feel valued and content at work are more likely to embrace diversity.”

Michela Rizzi  
Production Manager,  
Bassano, Italy



# Steady progress – Women in leadership at allnex

**Increasing women's representation in leadership positions is not just a matter of fairness. It's a strategic imperative to thrive in an increasingly competitive and interconnected world.**

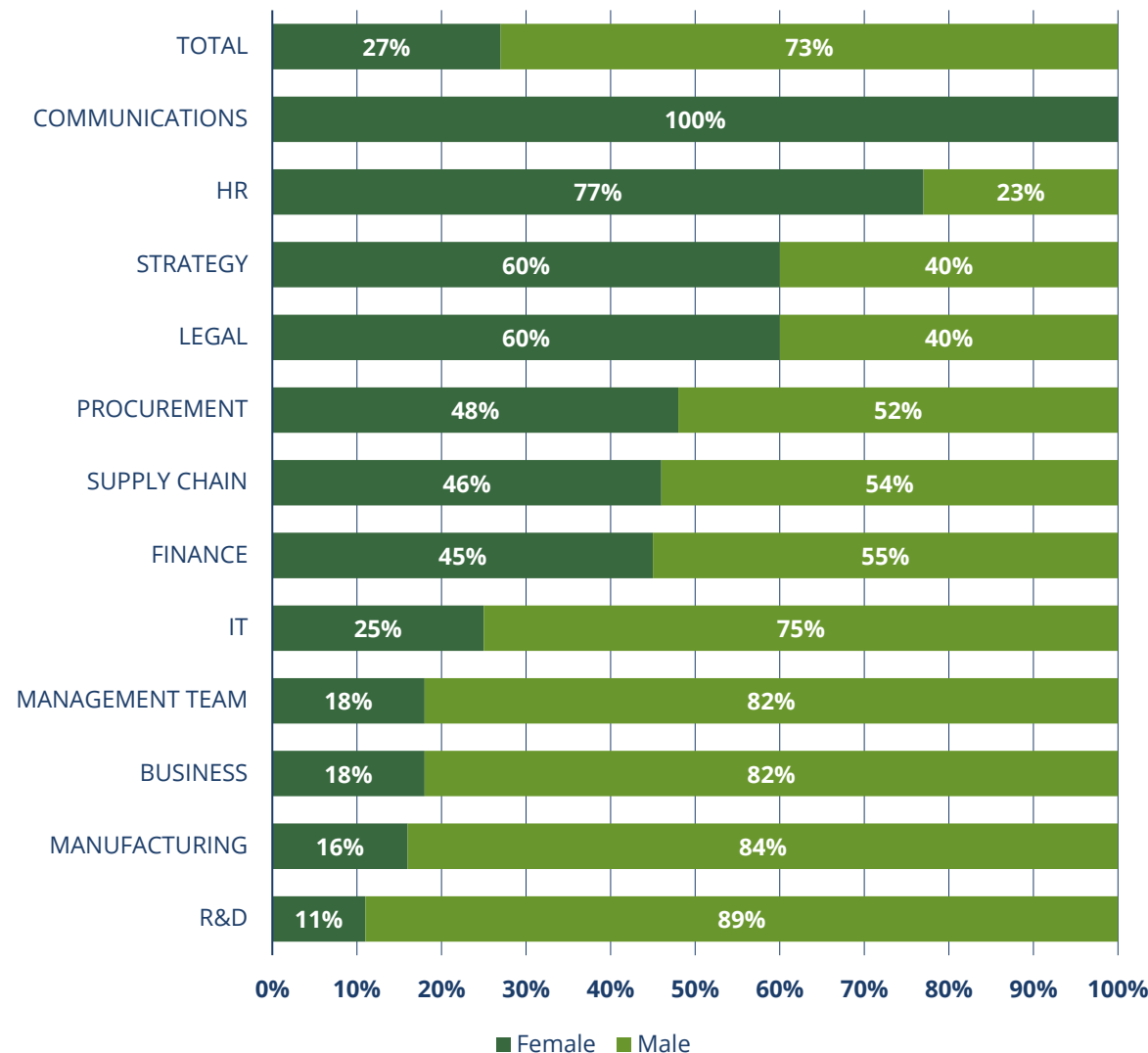
- At allnex, we strive to shatter the glass ceiling and pave the way for a future where leadership truly represents the diverse talents that drive our success.
- In 2023, the overall gender ratio in our leadership positions has increased 2 percentage points to 27%. This is highly encouraging, as our leaders are critical in pushing forward our D&I goals.
- In 2023, we continued to build the talent pipeline and nurture female leaders within our company through various programs [\[link to Talent page\]](#).
- In the Corporate Growth Webinar and Leadership Webcast in 2023, various external female speakers were featured to share their experiences working in a predominantly male industry.

## OUR GOALS

Increase the proportion of women in leadership roles at allnex worldwide to 35% by 2030



## GENDER RATIO IN LEADERSHIP (HIGH- AND MID-LEVEL MANAGEMENT)





## Steady progress – Women in leadership at allnex

"My passion for chemistry has driven my interest in exploring the chemical manufacturing industry. It was not easy in the beginning, but the interest I had in this field, together with resilience to overcome challenges kept me moving ahead.

As a leader, I believe diversity does not only begin by providing equal opportunity to women. Building confidence and trust in female candidates by setting unbiased expectations in defining the performance and deliverable criteria is pivotal to ensuring the fair treatment of female employees."



**Santhi Ulakanathan**  
Site Manager | Seremban, Malaysia

"I've grown up with relatives and friends working in chemical plants near my hometown. This sparked a deep interest in the industry and its many applications across various fields.



I joined the company as a SHE Engineer and had the opportunity to work on the preparation for the new Jiaxing Manufacturing Hub. Now as SHE Manager at Jiaxing, I believe that with clear goals and determination we can overcome many challenges in our roles."

**Jessie Ge**  
SHE Manager | Jiaxing, China

"I joined allnex in 2011, which kicked off my career in the chemical industry.

It was clear from the beginning that our company's greatest asset is its people and their collaborative team spirit. The supportive atmosphere has enabled me to overcome many challenges and succeed in my tasks.

As a leader, I think we should try to ensure equal gender and age representation in project teams to facilitate knowledge exchange."



**Aleksandra Tikunova**  
Financial Planning and Analysis Director  
Frankfurt, Germany





*allnex*

# PEOPLE

Chapter 5.2: Employee engagement and talent development



# Strong participation, significant engagement

Our employees are the driving force behind allnex's innovation, growth and commitment to sustainability. Therefore, to keep making a positive impact as a company, fostering a culture of robust employee engagement is a strategic imperative.

## RESULTS OF THE GLOBAL EMPLOYEE ENGAGEMENT SURVEY 2023

- In Q1 2023, we conducted a global Employee Engagement Survey (EES) with our partner Gallup to learn how we could further support and motivate our workforce.
- Over 80% of our employees took part in the survey.
- The engagement score at allnex came out at 3.73 out of 5.
- According to the results, our organization excels at clearly defining roles and helping employees fulfill them by ensuring they have the necessary resources and equipment. Feedback was also positive regarding our company culture, where opinions are perceived to be valued and heard.
- Yet, there are also areas where we can grow stronger such as enhancing our culture of recognition, empowerment and development, as well as improving communication and alignment across the organization. In response, we have both strengthened our existing programs and introduced new initiatives to further foster employee engagement and motivation:
  - Building Leadership Muscle [\[S. 60\]](#)
  - Training and Development for ALL [\[S. 61\]](#)
  - Fostering a Recognition Culture [\[S. 63\]](#)
  - Promoting Well-being [\[S. 64\]](#)

### EES SURVEY COMPLETED





# Built to lead – Building leadership muscle and nurturing future stars

**Effective leadership not only steers the course of an organization but also serves as a catalyst for fostering a culture of engagement and empowerment among its workforce.**

- In 2023, we launched a new leadership training program by Blanchard. It includes Management Essentials for first-time managers and Situational Leadership (SLII®) for experienced managers. A total of 121 leaders joined the face-to-face workshops or virtual sessions. Further trainings are already planned for 2024.
- Four quarterly Leadership Room Webinars were hosted in 2023 covering topics from employee engagement, AI and digital transformation to tackling unconscious bias as a leader.
- A total of 69 Team & Leadership workshops were organized. In response to the Employee Engagement Survey, leaders and managers were highly encouraged to join Insights Discovery Workshops with their team and attend the Insights Leadership Effectiveness Workshops to understand their team dynamics.
- 42 employees completed one of the three Global Talent programs in 2023: the Emerging Leaders Program, the allnex T Program, and the Corporate Trainee Program. In these programs, both mid-level and junior-level leaders were introduced to the skills and knowledge necessary for maintaining high-performing teams and drive growth and innovation in the organization.



## MANAGEMENT ESSENTIALS Training For First-Time Managers

**TOTAL ATTENDEES: 85**



## SITUATIONAL LEADERSHIP (SLII®) Training For Experienced Managers

**TOTAL ATTENDEES: 36**



## Global Talent Program

- Emerging Leaders (mid-level leaders)
- allnexT (junior leaders)
- Corporate Trainee

**TOTAL TALENT NURTURED: 42**



**Anne-Katrin Bauss,**  
Senior Director Talent &  
Change Management & Global HR BP  
Operations



# Our “all-inclusive” approach – Training, development and networking for ALL

By investing in the professional development of our employees, we not only equip them with the necessary knowledge and skills to excel in their roles but also demonstrate our commitment to their long-term career growth and success.

- A new **Growth Webinar** series was launched in summer 2023, welcoming all employees to join the 1-hour live sessions with internal or external experts on various relevant topics.
- Since 2023, the **SuccessFactors platform Explore** is the singular training tracking system for all training (including both virtual and classroom) globally. This allows us to have a much clearer picture of the training coordination within the company and improve the activity tracking significantly.
- Critical trainings on **compliance, including the GDPR, Antitrust & Anti-Competition Law and Information Security** Essentials were all conducted on Explore with a completion rate of 99% to 100%, including operators.
- We also launched a new learning content provider, **Open Sesame**, in 2023 which offers a broad library of more than 10,000 e-learning resources on many different topics, integrated into our online learning platform, Explore.
- The **Xchange and Mystery Coffee** continue to be popular channels for our employees to exchange ideas. The Xchange allows colleagues to share their knowledge on specific subjects, while Mystery Coffee connects colleagues from across the globe for cultural exchange and networking.

\* The huge increase over the 34,677 hours recorded last year is due to the more efficient tracking possible in Explore.



Total training hours tracked:

**94,424\***



Training hours per employee per year:

**22.4 hours**



**MYSTERY COFFEE**

199 PARTICIPANTS

3,587 MATCHES



**XCHANGE**

338 PARTICIPANTS

651 MATCHES







# *allnex*

## PEOPLE

Chapter 5.3: Appreciation and well-being

# Saying special thanks to colleagues –

## How we cultivate and celebrate recognition

Strengthening the appreciation culture enhances employee morale and fuels higher levels of engagement, ultimately leading to increased productivity and organizational success. This is why we invest in new appreciation tools and elevate our celebration of success.

- In addition to the existing Special Recognition Award, a new digital **Appreciation Ticket** was introduced in October 2023. The ticket recognizes efforts alongside to face-to-face verbal appreciation. Many colleagues use this tool to acknowledge exemplary behavior and contributions of their counterparts. In the first three months, 913 tickets were sent.
- **allnex Allstar Awards** is our global recognition program. Employees can nominate colleagues under 9 different values, entering them into the competition. In 2023, over 235 nominations were submitted from which 183 winners (comprising multiple teams) were selected. In July, we organized a live broadcast of the Allstar celebration for the first time, announcing the winners and inviting them to share their joy with our global community.





# Delicious greens, shared exercise – Activities promoting health and well-being

Through our Well-being Initiative, we seek to cultivate a workplace environment where employee engagement thrives alongside individual health and well-being.

- The Employee Assistance Program continues to offer support to allnex colleagues. In 2023, a total of 949 engagements were recorded providing professional support on various topics from workplace issues to anxieties and relationships.
- In addition, the team curated several activities in 2023 aiming to drive focus on physical health and mental well-being among employees. The year kicked off with a Meatless Monday campaign in March. Our global sites offered free veggie lunches as well as additional vegetarian options on their cafeteria menu during the period.
- The campaign promoted both a healthy diet and ways to reduce carbon in daily life. Also, busting myths about plant-based diets and offering a forum for sharing veggie recipes was well-received among allnex's employees.
- So was Well-being Week in September, which encouraged employees to take short breaks to recharge during their busy day. With support from exercise provider Good Stretch, three virtual global stretching sessions were organized. To recharge, employees could either join online or take part in exercises offered locally.
- At many locations, additional lunch-and-learn sessions on the importance of mental health complemented Well-being Week.



**Meatless Monday  
cooking competition at  
Bien Hoa, Vietnam**



**Meatless Monday at Rayong,  
Thailand**



**Zumba during well-being week at  
GBS Office, Malaysia**



**Well-being week with stretching activities  
at Surabaya, Indonesia**



allnex



APPENDIX



LEGAL

	2023
Total number and percentage of operations assessed for risks related to corruption	0
Total number of confirmed incidents of corruption	1
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	1
Public legal cases regarding corruption brought against the organization or its employees	0
Number of legal actions pending or completed regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant	0
Total number of incidents of discrimination	1
Number of confirmed legal actions reported	1
Fines paid due to compliance issues	0

PROCUREMENT

	2021	2022	2023
Proportion of renewable materials used to produce and package the organization's primary products	4,8%	4,8%	4,7%

# ENERGY

		2018	2019	2020	2021	2022	2023
Energy consumption by source							
Energy consumption from non-renewable fuel types *	MWh	804.384	765.016	746.276	863.579	832.157	767.151
Energy consumption from renewable fuel types	MWh	–	–	–	0	0	0
Total purchased electricity	MWh	211.800	198.702	198.476	201.797	196.477	194.162
Non-renewable electricity	MWh	202.189	184.527	182.904	131.751	126.814	124.167
Renewable electricity	MWh	9.611	14.175	15.572	70.046	69.663	69.996
Renewable electricity certificates retired during the period	MWh	–	–	80.551	15.246	20.279	29.374
Purchased cooling	MWh	–	–	–	0	0	0
Purchased heat	MWh	–	–	–	0	347	0
Purchased steam	MWh	207.342	176.870	170.653	173.179	163.322	195.573
Self-generated renewable energy	MWh	–	–	–	56	132	1.162
Energy from utilities sold to tenants***	MWh	–	–	–	-44,307	-45,137	-43.869

\* - includes energy from utilities sold to tenants for 2021 and 2022

\*\* - excludes energy from utilities sold to tenants

\*\*\* - utility sold data reporting began in 2021 with the adoption of GRI reporting



# ENERGY

		2018	2019	2020	2021	2022	2023
<b>Total energy consumption</b>							
Total energy*	MWh	1.223.526	1.140.588	1.115.405	1.238.610	1.192.435	1.158.048
Total allnex energy **	MWh	1.223.526	1.140.588	1.115.405	1.194.304	1.147.298	1.114.179
Energy from utilities sold to tenants***	MWh	–	–	–	44.307	45.137	43.869
Total renewable energy generated or purchased directly and through RECs	MWh	9.611	14.175	96.123	85.347	90.074	100.532
<b>Energy intensity</b>							
allnex energy intensity ratio by production volume	kWh/ton	1.32	1.34	1.34	1.27	1.37	1.41

\* - includes energy from utilities sold to tenants for 2021 and 2022

\*\* - excludes energy from utilities sold to tenants

\*\*\* - utility sold data reporting began in 2021 with the adoption of GRI reporting

# WATER

		2021	2022	2023
Water withdrawal				
Total water withdrawal	m <sup>3</sup>	23.159.759	22.862.391	22.408.597
Municipal water supplies or other water utilities	m <sup>3</sup>	1.236.293	3.170.970	3.129.380
Groundwater	m <sup>3</sup>	2.582.631	2.034.075	1.856.074
Produced water	m <sup>3</sup>	2.619	0	0
Rainwater collected directly and stored by the organization	m <sup>3</sup>	8.466	6.385	22.415
Seawater	m <sup>3</sup>	0	0	0
Surface water	m <sup>3</sup>	17.744.574	17.650.960	17.400.728
Unspecified water withdrawal	m <sup>3</sup>	1.585.177	0	0
Total water withdrawal from a water stress area by source	m <sup>3</sup>	297.431	275.431	335.120
Municipal water supplies or other water utilities from a water stress area	m <sup>3</sup>	225.274	153.610	237.343
Groundwater from a water stress area	m <sup>3</sup>	0	0	0
Produced water from a water stress area	m <sup>3</sup>	0	0	0
Rainwater collected directly and stored by the organization from a water stress area	m <sup>3</sup>	559	861	7.049
Seawater from a water stress area	m <sup>3</sup>	0	0	0
Surface water from a water stress area	m <sup>3</sup>	71.598	120.960	90.728



# WATER

		2021	2022	2023
<b>Water discharge</b>				
Total water discharged	m <sup>3</sup>	22.959.563	22.483.180	22.026.349
Municipal water supplies or other water utilities water total	m <sup>3</sup>	1.218.955	3.074.816	2.988.991
Groundwater	m <sup>3</sup>	7.804	0	18.948
Seawater	m <sup>3</sup>	0	0	0
Surface water	m <sup>3</sup>	20.147.627	19.408.364	19.018.410
Unspecified Water Discharge	m <sup>3</sup>	1.585.177	0	0
Volume of the municipal water supplies or other water utilities water total sent for use to other organizations	m <sup>3</sup>	33.212	25.452	15.080
Total water discharge to a water stress area	m <sup>3</sup>	189.584	340.638	367.650
<b>Water consumption</b>				
Total water consumption	m <sup>3</sup>	837.010	663.577	535.342
Total water consumption within a water stress area	m <sup>3</sup>	66.608	35.692	61.586

## GHG

		2018	2019	2020	2021	2022	2023
<b>Direct (Scope 1) GHG emissions</b>							
GRI Scope 1 emissions	tCO <sub>2</sub> e	–	–	–	162.594	162.125	157.971
allnex scope 1 emissions (excl. emissions from utilities sold to tenants)	tCO <sub>2</sub> e	149.981	142.351	138.677	156.102	155.533	150.973
<b>Energy indirect (Scope 2) GHG emissions</b>							
Scope 2 emissions (location-based)	tCO <sub>2</sub> e	119.597	104.993	103.980	109.562	99.271	106.206
Scope 2 emissions (market-based)	tCO <sub>2</sub> e	136.757	120.397	86.185	90.771	70.511	73.898
<b>GHG emissions intensity</b>							
CO <sub>2</sub> e emissions intensity ratio by production volume	tCO <sub>2</sub> e/ton	0,31	0,31	0,27	0,26	0,27	0,00
Production volume	mt	927.105	853.992	830.909	940.556	838.114	791.826
<b>Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emission</b>							
NO <sub>x</sub>	kg	222.067	194.091	183.720	177.735	158.357	171.189
SO <sub>x</sub>	kg	4.094	3.832	2.532	2.463	3.057	11.558
Persistent organic pollutants (POP)	kg	–	–	–	7	0	0
Volatile organic compounds (VOC)	kg	48.669	41.332	41.459	202.614	183.015	190.888
Hazardous air pollutants (HAP)	kg	–	–	–	39.053	41.450	32.405
Particulate matter (PM)	kg	–	–	–	9.767	9.536	34.735



## WASTE

		2021	2022	2023
<b>Waste generated</b>				
Total weight of hazardous and non-hazardous waste	metric ton	74.501	69.546	63.325
<b>Waste diverted from disposal</b>				
Total waste diverted from disposal	metric ton	10.275	11.236	9.684
Hazardous waste diverted from disposal	metric ton	3.452	6.887	5.613
Hazardous waste recycled	metric ton	2.078	2.648	3.080
Hazardous waste reused	metric ton	698	1.719	574
Other recovery operations (hazardous)	metric ton	676	2.519	1.959
Non-hazardous waste diverted from disposal	metric ton	6.824	4.349	4.071
Non-hazardous waste recycled	metric ton	1.755	1.476	3.132
Non-hazardous waste reused	metric ton	277	2.480	460
Other recovery operations	metric ton	4.792	393	478
<b>Onsite diverted from disposal</b>				
Non-hazardous waste recycled (onsite)	metric ton	0	0	0
Non-hazardous waste reused (onsite)	metric ton	0	0	70
Other non-hazardous waste recovery operations (onsite)	metric ton	0	0	0
Hazardous waste recycled (onsite)	metric ton	0	0	0
Hazardous waste reused (onsite)	metric ton	0	0	0
Other hazardous waste recovery operations (onsite)	metric ton	38	0	0

## WASTE

		2021	2022	2023
<b>Offsite diverted from disposal</b>				
Non-hazardous waste recycled (offsite)	metric ton	1.755	1.476	3.132
Non-hazardous waste reused (offsite)	metric ton	277	2.480	390
Other non-hazardous waste recovery operations (offsite)	metric ton	4.792	393	478
Hazardous waste recycled (offsite)	metric ton	2.078	2.648	3.080
Hazardous waste reused (offsite)	metric ton	698	1.719	574
Other hazardous waste recovery operations (offsite)	metric ton	637	2.519	1.959
<b>Waste directed to disposal</b>				
Total waste directed to disposal	metric ton	64.226	58.310	53.641
Hazardous waste directed to disposal	metric ton	38.315	39.625	32.798
Hazardous waste incinerated (with energy recovery)	metric ton	25.802	18.006	12.773
Hazardous waste incinerated (without energy recovery)	metric ton	4.297	7.850	10.068
Hazardous waste landfilled	metric ton	811	1.308	1.900
Hazardous waste on-site storage	metric ton	229	369	–
Other disposal operations (hazardous)	metric ton	7.175	12.092	8.022
Non-hazardous waste directed to disposal	metric ton	25.911	18.685	20.843
Non-hazardous waste incinerated (including energy recovery)	metric ton	5.251	2.377	3.180
Non-hazardous waste incinerated (without energy recovery)	metric ton	48	2.456	208
Non-hazardous waste landfilled	metric ton	11.468	6.866	6.454
Other disposal operations	metric ton	9.144	6.985	11.000



## WASTE

		2021	2022	2023
<b>Onsite directed to disposal</b>				
Non-hazardous waste landfilled (onsite)	metric ton	0	1	2
Non-hazardous waste incinerated with energy recovery (onsite)	metric ton	0	1	0
Non-hazardous waste incinerated without energy recovery (onsite)	metric ton	0	0	0
Other non-hazardous waste disposal operations (onsite)	metric ton	0	0	0
Hazardous waste landfilled (onsite)	metric ton	0	0	0
Hazardous waste incinerated with energy recovery (onsite)	metric ton	6.335	4.487	0
Hazardous waste incinerated without energy recovery (onsite)	metric ton	160	1.687	1.669
Mixed/unspecified	metric ton	229	369	35
Other hazardous waste disposal operations (onsite)	metric ton	0	0	0
<b>Offsite directed to disposal</b>				
Non-hazardous waste landfilled (offsite)	metric ton	11.468	6.865	6.451
Non-hazardous waste incinerated with energy recovery (offsite)	metric ton	5.251	2.377	3.180
Non-hazardous waste incinerated without energy recovery (offsite)	metric ton	48	2.456	208
Other non-hazardous waste disposal operations (offsite)	metric ton	9.144	6.985	11.000
Hazardous waste landfilled (offsite)	metric ton	811	1.308	1.900
Hazardous waste incinerated with energy recovery (offsite)	metric ton	19.468	13.519	12.773
Hazardous waste incinerated without energy recovery (offsite)	metric ton	4.137	6.163	8.399
Other hazardous waste disposal operations (offsite)	metric ton	7.175	12.092	8.022

SAFETY

	2023	2023
Work-related Injuries: Employees	Number	Rate
The number and rate of fatalities as a result of work-related injury	0	0,0
The number and rate of high-consequence work-related injuries (excluding fatalities)	0	0,0
The number and rate of recordable work-related injuries	19	0,48
The number of hours worked	7.953.848	–
Work-related Injuries: Contractors	Number	Rate
The number and rate of fatalities as a result of work-related injury	0	0,0
The number and rate of high-consequence work-related injuries (excluding fatalities)	0	0,0
The number and rate of recordable work-related injuries	7	0,51
The number of hours worked	2.727.387	–
Work related illnesses: Employees and contractors	Number	Rate
The number of fatalities as a result of work-related ill health	0	0
The number of allnex recordable occupational illness	0	0



SOCIAL

	2023	2023
Employees	Female	Male
Band A +B	26,7%	73,3%
under 30	0,0%	0,0%
30–50	37,1%	62,9%
50+	17,9%	82,1%
Band C	46,5%	53,5%
under 30	58,4%	41,6%
30–50	48,1%	51,9%
50+	33,6%	66,4%
Band D	36,9%	63,1%
under 30	30,0%	70,0%
30–50	38,0%	62,0%
50+	37,7%	62,3%
Band E	4,8%	95,2%
under 30	3,7%	96,3%
30–50	4,7%	95,3%
50+	8,2%	91,8%
Grand Total	24,7%	75,3%

\*Data (headcount) on year end with age at the end of the year. All regular employees (active and also on leave, same approach as in headcount report). Age bands: Under 30 (less than 30), 30–50 (30 up to 50). 50+ (51 and up)

SOCIAL

	2023	2023	2023	2023
New hires (incl. acq)	Female (Count)	Male (Count)	Female %	Male %
By age group	133	262	34%	66%
under 30	48	72	40%	60%
30–50	71	152	32%	68%
50+	14	38	27%	73%
By region				
Americas	26	77	25%	75%
Asia Pacific	54	106	34%	66%
EMEA	53	79	40%	60%

\*Data (Headcount) based on period 01.01.2022- 31.12.2023. All regular, active employees (same approach as in headcount report).

Terminations	Female (Count)	Male (Count)	Female %	Male %
By age group	135	364	27%	73%
under 30	23	74	24%	76%
30–50	81	151	35%	65%
50+	31	139	18%	82%
By region				
Americas	27	113	19%	81%
Asia Pacific	43	117	27%	73%
EMEA	65	134	33%	67%

\*Data (Headcount) based on period 01.01.2022-31.12.2023. All regular, active employees (same approach as in headcount report).



SOCIAL

	2023	2023	2023
Percentage of employees receiving regular performance and career development review	% eligible	Male	Female
Employee category			
Leadership (Band A & B)	100%	75%	25%
Salaried professionals (Band C)	100%	55%	45%
Other white collars (Band D)	79%	60%	40%
Blue collars (Band E)	56%	96%	4%
Overall	78%	71%	29%

\*excluding Joint ventures

GOVERNANCE

	2023
Governance body	
Total number of board members	2
% of board members by gender	
Male	100
Female	0
Non-binary	0
% of board members by age group	
Under 30 years old	0
30–50 years old	0
Above 50 years old	100



# GRI Indices

GRI STANDARD	DISCLOSURE TITLE	ALLNEX DISCLOSURE	AUDITED
<b>The organization and its reporting practices</b>			
2.1	Organizational details	<p>ESG report 2024 (p. 7), At a glance/Sales, staff &amp; segments, key company numbers for 2023 ESG report 2024 (p. 13), There For You Where You Need Us – Our Global Footprint</p> <p>Legal Name: Allnex Holdings GmbH*</p> <p>Nature of ownership: Corporate ownership (no individual or personal ownership), limited liability ownership</p> <p>* The consolidation scope of allnex Belgium NV and Allnex Holding GmbH does include the same subsidiaries with the except of Allnex Management GmbH, which is the shareholder of Allnex Belgium SA/NV. The impact resulting from this difference in the consolidation scope is considered immaterial for the consolidated reporting</p>	
2.2	Entities included in the organization's sustainability reporting	ESG report 2024 (p. 13), There for you where you need us – Our global footprint	
2.3	Reporting period, frequency and contact point	Calendar year 2023	
2.4	Restatements of information	2022 water withdrawal and discharge data has been restated to include surface water used for once thru cooling water systems, to meet GRI definitions. 2021 water consumption data was removed, while 2022 water consumption calculation was reviewed and restated to comply with GRI definitions, previously reported calculation used a different calculation.	
2.5	External assurance	<p>External limited assurance of the several indicators was conducted. Our engagement in this context relates solely to the disclosures denoted with the symbol "V"</p> <p>Full assurance statement from the audit of our non-financial data can be found on allnex website (section "Certificates").</p>	
<b>Activities and workers</b>			
2.6	Activities, value chain and other business relationships	ESG report 2024 (p. 7), At a glance/Sales, staff & segments, key company numbers for 2023 ESG report 2024 (p. 13), There for you where you need us – Our global footprint	
2.7	Employees	<p>ESG report 2024 (p. 50), People/Our people, our assets</p> <p>ESG report 2024 (p. 52), People/Diversity &amp; inclusion, Our strategies, progress and goals</p> <p>ESG report 2024 (p. 76), Appendix/Social</p>	

# GRI Indices

GRI STANDARD	DISCLOSURE TITLE	ALLNEX DISCLOSURE	AUDITED
<b>Governance</b>			
2.9	Governance structure and composition	ESG report 2024 (p. 79), Appendix/Governance The allnex corporate governance structure assures that allnex within the meaning of sec. 17 et seq. German Stock Corporation Act (Aktiengesetz) (the “allnex Group”) is managed in the most sustainable way and as such secures the value of the allnex Group in the longer term. The allnex governance model aims to focus on economical, ecological and social benefits of all its stakeholders and society.	
2.12	Role of the highest governance body in overseeing the management of impacts	allnex governance structure: The Boards of Directors – the highest management bodies of the allnex Group are the Boards of Directors of the allnex group holding company (Allnex Holding GmbH) and of the allnex group management company (Allnex Management GmbH). The Boards of Directors have 4 regular meetings per year, having agenda of the general business and financial update, including an update on allnex’s sustainability agenda and strategy.	
2.13	Delegation of responsibility for managing impacts	The Advisory Committee – has an advisory function. The Management Team – appointed by the CEO and is regularly reviewing the performance of the allnex Group based on defined KPI’s.	
2.14	Role of the highest governance body in sustainability reporting	The Talent and Remuneration Committee – is assisting the Board of Directors at the level of PTTGC International in evaluating the compensation plans, overseeing the allnex Group’s nomination process, reviewing the performance of the management and key employees and recommending relating to the remuneration. The Audit Committee – reviews audit and financial matters and related topics. The Compliance and Ethics Committee – meets on a quarterly basis according to a fixed agenda to review standard compliance and ethics related topics. Is chaired by the CFO. The D&I Committee – reflects on D&I initiatives and targets, and supports the organization with the successful implementation. Is chaired by the Senior VP HR, who is a member of the Management Team. The D&I Committee meets at minimum on a bi-annual base according a fixed agenda. The Compensation & Benefits Committee – assists the Talent and Remuneration Committee to decide on broad-based remuneration/benefit topics. The Sustainability Department – advises the Board of Directors of the Company on the Sustainability Strategy. It’s headed by the Sustainability Director.	
<b>Strategy, policies and practices</b>			
2.22	Statement on sustainable development strategy	ESG report 2024 (p. 4), Intro/Steadfastly continuing our journey – Message from Miguel Mantas, CEO of allnex ESG report 2024 (p. 5), Intro/Stepping up our efforts for change GC and allnex’s shared green commitment ESG report 2024 (p. 17), Sustainability/Leading with green products, data and proof – How allnex makes good on its promises	
2.23	Policy commitments	ESG report 2024 (p. 48), Performances/Integrity and accountability – Our guides to ethical business practices ESG report 2024 (p. 27), Sustainability/Digging deeper than required – Our policy on conflict minerals ESG report 2024 (p. 33), Sustainability/Fostering open, risk-free relations – Sustainable procurement at allnex	
2.24	Embedding policy commitments	ESG report 2024 (p. 48), Performances/Integrity and accountability – Our guides to ethical business practices ESG report 2024 (p. 27), Sustainability/Digging deeper than required – Our policy on conflict minerals ESG report 2024 (p. 33), Sustainability/Fostering open, risk-free relations – Sustainable procurement at allnex	



# GRI Indices

GRI STANDARD	DISCLOSURE TITLE	ALLNEX DISCLOSURE	AUDITED
<b>Strategy, policies and practices</b>			
2.26	Mechanisms for seeking advice and raising concerns	<p>allnex provides 2 channels for employees to report concerns, complaints or non-compliance:</p> <ul style="list-style-type: none"> <li>– Going directly to your supervisor or any other person of trust within allnex (HR, Finance, Compliance, etc.)</li> <li>– allnex hotline available 24 hours a day 365 days a year in multiple languages. The hotline also offers the possibility to report via their website (<a href="http://www.lighthouse-services.com/allnex">www.lighthouse-services.com/allnex</a>) or e-mail (<a href="mailto:reports@lighthouse-services.com">reports@lighthouse-services.com</a>).</li> </ul> <p>The mechanisms for seeking advice or raising concerns can be found in multiple locations in our communication tools (internal and external).</p>	
2.27	Compliance with laws and regulations	ESG report 2024 (p. 66), Appendix/Legal	
2.28	Membership associations	<p>At the end of 2022, allnex proudly joined the chemical industry's collaborative movement Together for Sustainability (TfS). This member-driven initiative is a collective force shaping the future of sustainable practices in our industry.</p> <p>A key focus of TfS is to develop and implement a global supplier engagement process that helps assess and improve sustainability practices within the supply chains of chemical companies. Through the TfS Academy, we provide training to our suppliers on sustainability topics.</p>	
<b>Stakeholder engagement</b>			
2.29	Approach to stakeholder engagement	<p>ESG Report 2024 (p. 38), Sustainability/Connecting people in and out for the greener world</p> <p>ESG Report 2024 (p. 59), People/Strong participation, significant engagement</p> <p>On top of that, Internal and external stakeholder:</p> <ul style="list-style-type: none"> <li>- are consulted in our double materiality analysis</li> <li>- have access to the ESG report via our website</li> </ul>	
2.30	Collective bargaining agreements	Rate of employees covered by CLA/CBA/Sector agreements – 71%	

# GRI Indices

GRI STANDARD	DISCLOSURE TITLE	ALLNEX DISCLOSURE	AUDITED
<b>Material topics</b>			
3.1	Process to determine material topics	<p>ESG report 2024 (p. 21), Sustainability/Materiality deep dive – The why and how of each priority focus topic</p> <p>The entire conducted analysis was performed involving a broad selection of internal stakeholders via an online survey, external stakeholders via workshop sessions (direct raw material suppliers, indirect suppliers (energy, packaging), customers, university, people representing society, industry representatives) and the allnex Management Team to select the material topics for the company based on the material threshold.</p>	
3.2	List of material topics	ESG report 2024 (p. 21), Sustainability/Materiality deep dive – The why and how of each priority focus topic	
3.3	Management of material topics	<p>ESG report 2024 (p. 21), Sustainability/Materiality deep dive – The why and how of each priority focus topic</p> <p>ESG report 2024 (p. 20), Sustainability/The future we strive for – Our mid- and long-term goals</p>	
<b>GRI 201: Economic performance</b>			
201 - 2	Financial implications and other risks and opportunities due to climate change	<p>Risks and opportunities due to climate change allnex faces:</p> <ul style="list-style-type: none"> <li>– Not meeting legal requirements resulting in important fines and reputational damage</li> <li>– Not meeting customer requirements and putting important CM at stake and such destroying the value of our company</li> <li>– Failure to meet our public commitments</li> </ul> <p>Not to let it happen:</p> <p>Green electricity sourcing strategy in place (Scope 2)</p> <ul style="list-style-type: none"> <li>– Scope 1: transition plan to step away from fossil resources (consumption reduction and reorientation towards renewables)</li> <li>– Scope 3: company baseline established and a public reduction target communicated</li> <li>– Scope 3: detailed cradle to gate product carbon footprint calculations for every finished product and production site combination using an automated tool (starting in 2023 and fully implemented by end 2024)</li> <li>– Driving focus on CSRD/GRI compliant reporting</li> </ul>	
<b>GRI 205: Anti-corruption</b>			
205 - 1	Operations assessed for risks related to corruption	ESG report 2024 (p. 66), Appendix/Legal	
205 - 2	Communication and training about anti-corruption policies and procedures	In 2023 we conducted a very well attended class room training for all our employees in Thailand (two locations). We also ensured the link between the approval process for travel and living expenses under the 2024 T&L policy and the approval process for gifts and entertainment.	
205 - 3	Confirmed incidents of corruption and actions taken	ESG report 2024 (p. 66), Appendix/Legal	



# GRI Indices

GRI STANDARD	DISCLOSURE TITLE	ALLNEX DISCLOSURE	AUDITED
<b>GRI 206: Anti-competitive behavior</b>			
206 - 1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	ESG report 2024 (p. 66), Appendix/Legal	
<b>GRI 301: Materials</b>			
301 - 1	Materials used by weight or volume	ESG report 2024 (p. 66), Appendix/Procurement	
301 - 2	Recycled input materials used	Today the recycled input for 'direct' raw materials is limited, however allnex is actively scoping the market for options and has some great examples launched recently and multiple under development. This is perfectly in line with our strategy and material topics.	
<b>GRI 302: Energy</b>			
302 - 1	Energy consumption within the organization	ESG report 2024 (p. 67), Appendix/Energy	V
302 - 3	Energy intensity	ESG report 2024 (p. 67-68), Appendix/Energy	
302 - 4	Reduction of energy consumption	ESG report 2024 (p. 31), Sustainability/Energy conservation in action – How we reduce our energy use ESG report 2024 (p. 35), Sustainability/Going all-in on going green – Our pursuit of renewable power ESG report 2024 (p. 37), Sustainability/Leading the way – Recognition of our efforts  Base year – 2018. All energy types are included, calculation includes Scope 1 and Scope 2 only	
<b>GRI 303: Water &amp; effluents</b>			
303-3	Water withdrawal	ESG report 2024 (p. 69), Appendix/Water ESG report 2024 (p. 42), Performances/Water and waste management The amount of water considered freshwater has not been determined at this time.	V
303-4	Water discharge	ESG report 2024 (p. 70), Appendix/Water The amount of water considered freshwater has not been determined at this time.	V
303-5	Water consumption	ESG report 2024 (p. 70), Appendix/Water The amount of water considered freshwater has not been determined at this time	

# GRI Indices

GRI STANDARD	DISCLOSURE TITLE	ALLNEX DISCLOSURE	AUDITED
<b>GRI 305: Emissions</b>			
<b>305 - 1</b>	Direct (Scope 1) GHG emissions	ESG report 2024 (p. 71), Appendix/GHG	<b>V</b>
<b>305 - 2</b>	Energy indirect (Scope 2) GHG emissions	ESG report 2024 (p. 71), Appendix/GHG	<b>V</b>
<b>305 - 4</b>	GHG emissions intensity	ESG report 2024 (p. 71), Appendix/GHG ESG report 2024 (p. 41), Performances/Steady progress in Scope 1 and 2 CO <sub>2</sub> reductions	
<b>305 - 5</b>	Reduction of GHG emissions	ESG report 2024 (p. 41), Performances/Steady progress in Scope 1 and 2 CO <sub>2</sub> reductions ESG report 2024 (p. 34), Sustainability/Reduction of 30% by 2030 – Our target for Scope 3.1 emissions  Base year – 2018. All energy types are included, calculation includes Scope 1 and Scope 2 only	
<b>305 - 6</b>	Emissions of ozone-depleting substances (ODS)	allnex does not produce or export ODS, they only use them in refrigeration systems. Based on the current list of ODS that we are using, only one has an ODP value in the Montreal Protocol, R22. Emission factors are sourced from the Montreal Protocol. ODS amounts are reported annually, by ODS type based on the amount recharged into a system during maintenance. These numbers are then used in the ODP calculator provided by the UN environment program. OPD total for 2023 = 18 kg	
<b>305 - 7</b>	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	ESG report 2024 (p. 71), Appendix/GHG	
<b>GRI 306: Waste</b>			
<b>306 - 1</b>	Waste generation and significant waste-related impacts	allnex generates a variety of wastes including non-hazardous, industrial and hazardous waste. These wastes are generated through a variety of activities including, but not limited to, normal production, turn-around and production cleaning, off-spec batch, expired raw materials, quality testing and R&D activities. Waste that is included refers only to waste generated in the organization's own activities.	
<b>306 - 2</b>	Management of significant waste-related impacts	ESG report 2024 (p. 72), Appendix/Waste Waste disposal is carried out in accordance with country-specific requirements. Determination of waste disposal method is based primarily on information provided by disposal service providers.	



## GRI Indices

GRI STANDARD	DISCLOSURE TITLE	ALLNEX DISCLOSURE	AUDITED
<b>GRI 306: Waste</b>			
<b>306 - 3</b>	Waste generated	ESG report 2024 (p. 72), Appendix/Waste	<b>V</b>
<b>306 - 4</b>	Waste diverted from disposal	ESG report 2024 (p. 72-73), Appendix/Waste	<b>V</b>
<b>306 - 5</b>	Waste directed to disposal	ESG report 2024 (p. 73), Appendix/Waste ESG report 2024 (p. 42), Performances/Water and waste management	<b>V</b>
<b>GRI 308: Supplier environmental assessment</b>			
<b>308 - 1</b>	New suppliers that were screened using environmental criteria	ESG report 2024 (p. 33), Sustainability/Fostering open, risk-free relations – Sustainable procurement at allnex  Supplier Code of Conduct (SCoC) defines the basis of our collaboration with regards to compliance and sustainability, which also includes environmental and social aspects. The SCoC is an integral part of the 'New supplier creation' process and our SCoC must be signed by every new supplier. In 2023, allnex rolled out a new global sustainability risk assessment process by using a 3rd party platform to assess the sustainability performance of our suppliers, which includes environmental and social criteria.	
<b>308 - 2</b>	Negative environmental impacts in the supply chain and actions taken	ESG report 2024 (p. 33), Sustainability/Fostering open, risk-free relations – Sustainable procurement at allnex  allnex target is to have 80% of the relevant suppliers covered with a sustainability assessment by 2025. This sustainability assessment includes environmental impacts. During the reporting year 2023, 71% of the relevant suppliers have been assessed by mapping the supplier from allnex spend database with the EcoVadis platform. allnex is using the EcoVadis platform to get a more comprehensive report on the environmental impacts and implemented a program of Corrective Action Plans (CAPs) in order to reduce supplier sustainability risks.	
<b>GRI 401: Employment</b>			
<b>401 - 1</b>	New employee hires and employee turnover	ESG report 2024 (p. 77), Appendix/Social	

## GRI Indices

GRI STANDARD	DISCLOSURE TITLE	ALLNEX DISCLOSURE	AUDITED
<b>GRI 403: Occupational health &amp; safety</b>			
<b>403 - 1</b>	Occupational health and safety management system	allnex is ISO 45001 certified, all employees and third parties are covered under this management system.	
<b>403 - 2</b>	Hazard identification, risk assessment, and incident investigation	allnex is ISO 45001 certified, hazard identification, risk assessment and incident management are all part of the management system.	
<b>403 - 3</b>	Occupational health services	ESG report 2024 (p. 30), Sustainability/Pursuing excellence – Serious about safety and quality  The SHE Management System, includes a range of SHE standards at a global level. The use of these standards prevent negative health and safety impacts by implementing, auditing and continuously improving those standards. The standards are global based and then implemented at a local level as well.	
<b>403 - 4</b>	Worker participation, consultation, and communication on occupational health	Worker participation is integrated into the SHE management system. Each site appoints one or more SHE MS coordinators with responsibility for SHE MS oversight at that site and clear roles and responsibilities in the system. Cross-Functional Teams (“CFT”) or equivalent, are utilized to review site-specific aspects and the site SHE MS requirements.  The SHE Standards include a general requirement for regular Safety, Health and Environmental meetings. Sites implement this requirement differently to meet the local requirements. For example, the Drogenbos, Belgium site holds monthly SHE meetings that include all personnel as required by the European Council. Meeting minutes of these meetings are documented.	
<b>403 - 5</b>	Worker training on occupational health and safety	As a part of the SHE management system, allnex provides global guidance for safety and environmental training. Each functional group, business group or site completes a training needs assessment for each employee job description to determine activities that have significant impact on safety, health, environment and security with the help of a training coordinator.	
<b>403 - 6</b>	Promotion of worker health	In the area of well-being/health: <ul style="list-style-type: none"> <li>– We are offering since 2020 our Employee Assistance Program (EAP) to all our employees (and their families) globally, which offers support during the various challenges life brings.</li> <li>– We offer medical check-ups to employees in the majority of our sites (depending on the type of role every 1 to 3 years).</li> <li>– We commit yearly to organize at minimum one activity in the area of ‘well-being’. In 2023 sites participated in our Meatless Monday campaign from February through March or incorporation of well-being into the annual Primavera event, some sites included both during the year!</li> <li>– We monitor occupational health and exposure risks per SHE Standard 500 or local regulations.</li> <li>– Local initiatives in many countries are taken on top in the area of well-being and health.</li> <li>– The medical department is working on campaigns like stop smoking.</li> </ul>	



## GRI Indices

GRI STANDARD	DISCLOSURE TITLE	ALLNEX DISCLOSURE	AUDITED
<b>GRI 403: Occupational health &amp; safety</b>			
<b>403 - 7</b>	Prevention and mitigation of occupational health and safety impacts directly	The SHE Management System, includes a range of SHE standards at a global level. The use of these standards prevent negative health and safety impacts by implementing, auditing and continuously improving those standards. The standards are global based and then implemented at a local level as well.	
<b>403 - 8</b>	Workers covered by an occupational health and safety management system	allnex is ISO 45001 certified, all employees and third parties are covered under this management system. The certification entails annual external audits and requires internal audits be completed. This certification is held at a global level.	
<b>403 - 9</b>	Work-related injuries	ESG report 2024 (p. 75), Appendix/Safety ESG report 2024 (p. 30), Sustainability/Pursuing excellence – Serious about safety and quality  The main type of work-related injuries in 2023 for both employees and contractors includes abrasion/bruise/contusion, chemical exposure and musculoskeletal (acute sprain/strain/hernia). All rates were calculated using 200,000.	<b>V</b>
<b>403 - 10</b>	Work-related ill health	ESG report 2024 (p. 75), Appendix/Safety The main type of work-related illnesses for 2023 for both employees and contractors includes musculoskeletal illnesses.	
<b>GRI 404: Training &amp; education</b>			
<b>404 - 1</b>	Average hours of training per year per employee	ESG report 2024 (p. 61), People/Our “all-inclusive” approach – Training, development and networking for ALL	
<b>404 - 2</b>	Programs for upgrading employee skills and transition assistance programs	ESG report 2024 (p. 48), People/Integrity and accountability – Our guides to ethical business practices ESG report 2024 (p. 60), People/Built to lead – Building leadership muscle and nurturing future stars ESG report 2024 (p. 61), People/Our “all-inclusive” approach – Training, development and networking for ALL	

# GRI Indices

GRI STANDARD	DISCLOSURE TITLE	ALLNEX DISCLOSURE	AUDITED
<b>GRI 404: Training &amp; education</b>			
404 - 3	Percentage of employees receiving regular performance and career development	<p>ESG report 2024 (p. 78), Appendix/Social</p> <p>Overall approx. 79% of our regular employees are eligible for performance management. The intent of our integrated performance management (PMGM) system is:</p> <ul style="list-style-type: none"> <li>* Alignment of employee commitments to strategic company commitments</li> <li>* Strengthening performance against position requirements</li> <li>* To focus on the strengths of our people and to continuously develop our employees around needed competencies (including leadership behaviors)</li> <li>* Encourage demonstration of our values</li> <li>* Rewarding employees fairly</li> </ul> <p>All performance eligible regular employees need to align their individual goals to the strategic goals of the company.</p> <p>During the year, 2-way informal conversations take place to coach and steer performance. At year-end, final assessment process is followed with our SF system containing individual conversations around development, improvement areas, strengthening of competencies and performance.</p>	
<b>GRI 405: Diversity and equal opportunity</b>			
405 - 1	Diversity of governance bodies and employees	<p>ESG report 2024 (p. 52), People/Diversity &amp; inclusion – Our strategies, progress and goals</p> <p>ESG report 2024 (p. 53), People/allnex Women's Network – A brand new effort</p> <p>ESG report 2024 (p. 54), People/More than a day's work – Women in manufacturing at allnex</p> <p>ESG report 2024 (p. 56), People/Steady progress, special programs – Women in leadership at allnex</p> <p>ESG report 2024 (p. 76–78), Appendix/Social</p> <p>ESG report 2024 (p. 79), Appendix/Governance</p>	V
405 - 2	Ratio of basic salary and remuneration of women to men	All of our reward programs are gender neutral. The wage gap at allnex is less than 5%.	
<b>GRI 406: Non-discrimination</b>			
406 - 1	Incidents of discrimination and corrective actions taken	ESG report 2024 (p. 66), Appendix/Legal	



## GRI Indices

GRI STANDARD	DISCLOSURE TITLE	ALLNEX DISCLOSURE	AUDITED
<b>GRI 408: Child labor</b>			
<b>408 - 1</b>	Operations and suppliers at significant risk for incidents of child labor	To our knowledge, within allnex operations there is no risk of child labor. Prevention measures in place are: adhering to the local policy regarding child labor and fair labor rights, auditing of internal controls to prevent child labor/forced labor (ISO 45001), global implemented tool to monitor minimum age, awareness training for all employees on the Code of Conduct .	
<b>GRI 410: Security practices</b>			
<b>410 - 1</b>	Security personnel trained in human rights policies or procedures	100% of the security personnel received formal training, as all allnex employees are obliged to follow both the SHE and Code of Conduct training.	
<b>GRI 413: Local communities</b>			
<b>413 - 1</b>	Operations with local community engagement, impact assessments, and development	ESG report 2024 (p. 45–46), Performances/Committed to what we care about	
<b>GRI 414: Supplier social assessment</b>			
<b>414 - 1</b>	New suppliers that were screened using social criteria	ESG report 2024 (p. 33), Sustainability/Fostering open, risk-free relations – Sustainable procurement at allnex Supplier Code of Conduct (SCoC) defines the basis of our collaboration with regards to compliance and sustainability, which also includes environmental and social aspects. The SCoC is an integral part of the ‘New supplier creation’ process and our SCoC must be signed by every new supplier. In 2023, allnex rolled out a new global sustainability risk assessment process by using a 3 <sup>rd</sup> party platform to assess the sustainability performance of our suppliers, which includes environmental and social criteria.	
<b>414 - 2</b>	Negative social impacts in the supply chain and actions taken	ESG report 2024 (p. 33), Sustainability/Fostering open, risk-free relations – Sustainable procurement at allnex allnex target is to have 80% of the relevant suppliers covered with a sustainability assessment by 2025. This sustainability assessment includes social impacts. During the reporting year 2023, 71% of the relevant suppliers have been assessed by mapping the supplier from allnex spend database with the EcoVadis platform. allnex is using the EcoVadis platform to get a more comprehensive report on the social impacts and implemented a program of Corrective Action Plans (CAPs) in order to reduce supplier sustainability risks.	

# GRI Indices

GRI STANDARD	DISCLOSURE TITLE	ALLNEX DISCLOSURE	AUDITED
GRI 416: Customer health and safety			
416 - 1	Assessment of the health and safety impacts of product and service categories	<p>ESG report 2024 (p. 19), Sustainability/Growing green together with the market – Sustainable Portfolio Management</p> <p>ESG report 2024 (p.43), Performance / ECOWISE™ – Sustainable Portfolio that meets the expextations of our customers and society</p> <p>Health &amp; Safety are part of allnex ECOWISE™ approach where products are valued for their sustainability benefits. ECOWISE™ evaluation is performed for over 90% of allnex contribution margin. 30,5% of our contribution marging was identified as ECOWISE™. Starting from there allnex will grow the portion of products that are categorized as ECOWISE™. Therefore, we have an ECOWISE™ target embedded into the bonus plan (variable pay) of every employee.</p>	
GRI 418: Customer privacy			
418 - 1	Substantiated complaints concerning breaches of customer privacy and losses	The organization has not identified any substantiated complaints concerning breaches of customer privacy	





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