



allnex

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT 2025

INNOVATIVE CHEMISTRY
FOR ALL NEX>T GENERATIONS



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Vision from allnex and GC

I'm proud to share our 2025 ESG Report, reflecting allnex's continued commitment to sustainability and innovation. We've set ambitious new goals which include a 30% reduction in Scope 3.1 emissions by 2030, and made meaningful progress along the way.

We exceeded our ECOWISE margin target (33.6%) and expanded ISCC PLUS-certified technologies to improve supply chain transparency. With key investments in Jiaying (China), Mahad (India), and Rayong (Thailand), we're strengthening our presence in Asia Pacific and driving global growth.

Diversity remains a core priority, with targets of 16% women in manufacturing and 35% in leadership roles by 2030.

I'm deeply grateful to our teams worldwide and to PTT GC for their ongoing support. Together, we're building a more sustainable future for all nex>t generations.

Miguel Mantas,
allnex CEO



Empowering allnex to Lead the Future of Sustainable Coatings

GC remains committed to sustainable growth and innovation as the chemical industry transforms. allnex plays a vital role in this journey, driving progress in low-carbon, high-value coating solutions.

In 2025, GC continues to lead in sustainability – ranked in the top 1% by S&P Global ESG Scores and No. 1 in the chemicals sector on the Dow Jones Sustainability World Index for the sixth consecutive year.

Together with allnex, we're delivering circular, low-carbon technologies that shape the future of specialty chemicals. A joint feasibility study to expand capacity in Rayong, Thailand, highlights our investment in Waterborne and Specialty Coating Resins and our confidence in high-growth markets.

This is more than a partnership – it's a shared mission to redefine sustainable chemistry for our customers, communities, and the planet.

Narongsak Jivakanun
CEO of GC





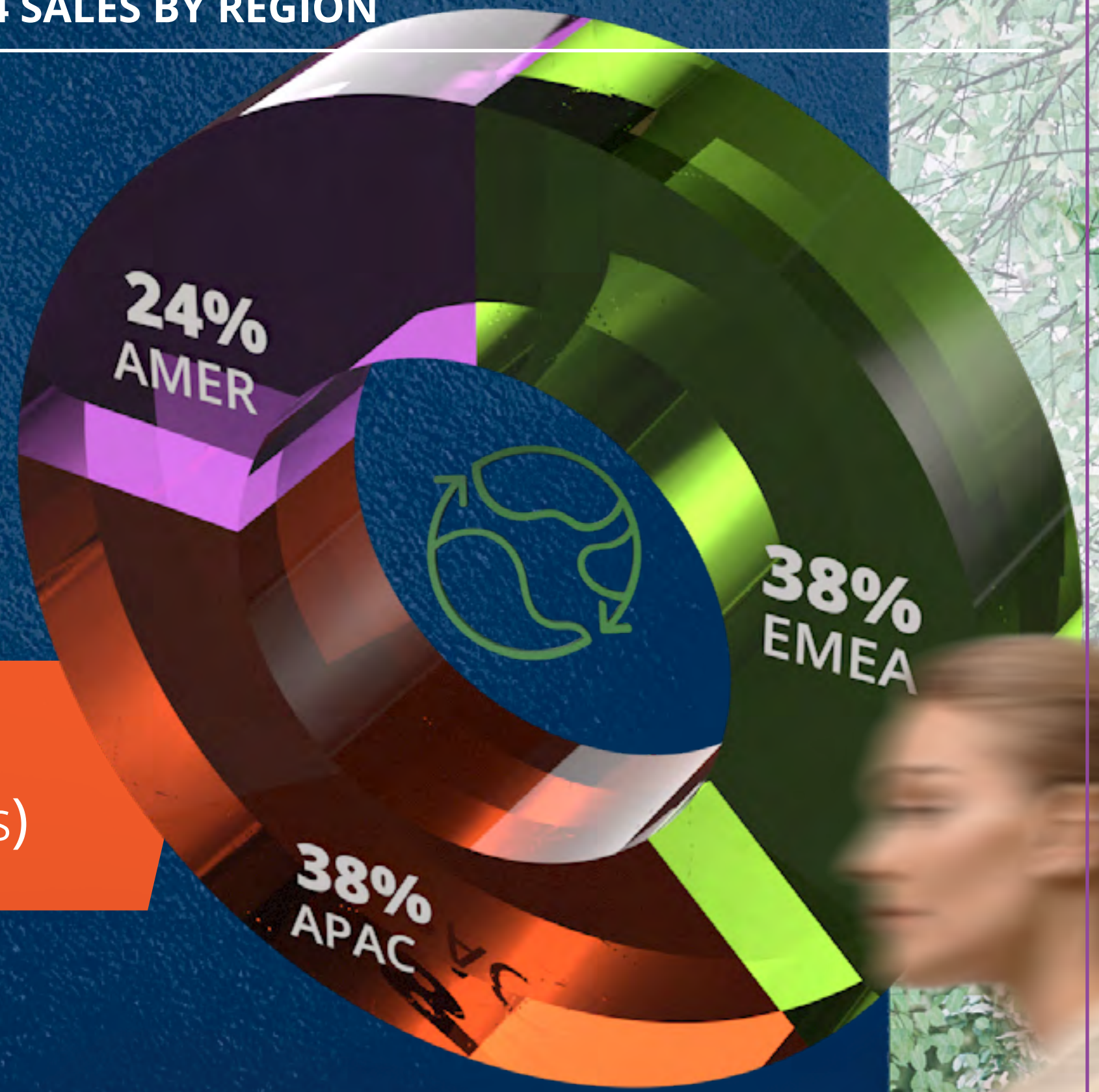


Key company numbers 2024

> FIGURES FOR SALES, SITES AND STAFF THAT MARK ANOTHER YEAR OF STRATEGIC GROWTH AND PROGRESS

allnex is a leading global manufacturer and solution provider of coating resins and additives for industrial and composite markets. With a 75-year heritage, over €2,2 billion in revenue and 4,000 employees worldwide, our focus is to create innovative chemistry for all nex>t generations, driven by the needs of our customers in a fast-changing world.

2024 SALES BY REGION



TOTAL REVENUE
EUR 2,2 BILLION

MANUFACTURING SITES
31

TOTAL STAFF:
3,962 (FTEs)

VIEW OF OUR PORTFOLIO AS PER SEGMENTS BELOW:



Industrial metal



Automotive



Packaging coatings & inks



Industrial wood



Decorative



Other



Specialty composites



Specialty coatings



Marine & protective



Additives

Flexible Packaging & adhesives

Electronics & batteries



Company strategy

> ALLNEX ADVANCES WITH PURPOSE, DRIVEN BY 3 PILLARS AND 2 GROWTH PLATFORMS.

Our strategy is built on three foundational pillars that shape our business decisions and guide our transformation. They are complemented by two growth platforms that extend our reach beyond traditional coating resins.



SUSTAINABILITY

Sustainability presents a strategic opportunity to strengthen our #1 position in industrial coating resins. By delivering safe, circular solutions for more durable, repairable and recyclable finished goods, we meet demand and secure our future.



GROWTH MARKETS

Together with our customers, we will focus on growth in high-potential regions while also exploring opportunities in mobility & transportation, packaging & consumer goods, and construction & infrastructure.



OPTIMIZATION

We optimize business processes to improve customer experience. By leveraging digital innovation, enhancing operational effectiveness and accelerating processes, we boost speed and overall efficiency.



OUR GROWTH PLATFORMS

Expanding our business beyond coating resins

ADDITIVES

We develop specialized additives for coatings, tires and other demanding applications.

Our goals:

- Meet the technical challenges of our customers
- Enable the development of more sustainable solutions

Key brands:

ADDITOL®, CYCAT®, ALNOVOL®, CYREZ®, EBECRYL®, DAOTAN®

COMPOSITES

We build on our top-performing gelcoats and unsaturated polyester (UP) resins, alongside our global leadership in RADCURE technology.

Our goal:

- Establish allnex as a preferred partner for high-performance, sustainable and high-throughput composite applications

Key brands:

AQUAGUARD®, VIAPAL®, RAYLOK®



INNOVATION

02. ESG/2025

allnex



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INNOVATIVE CHEMISTRY
FOR ALL NEX•T GENERATIONS



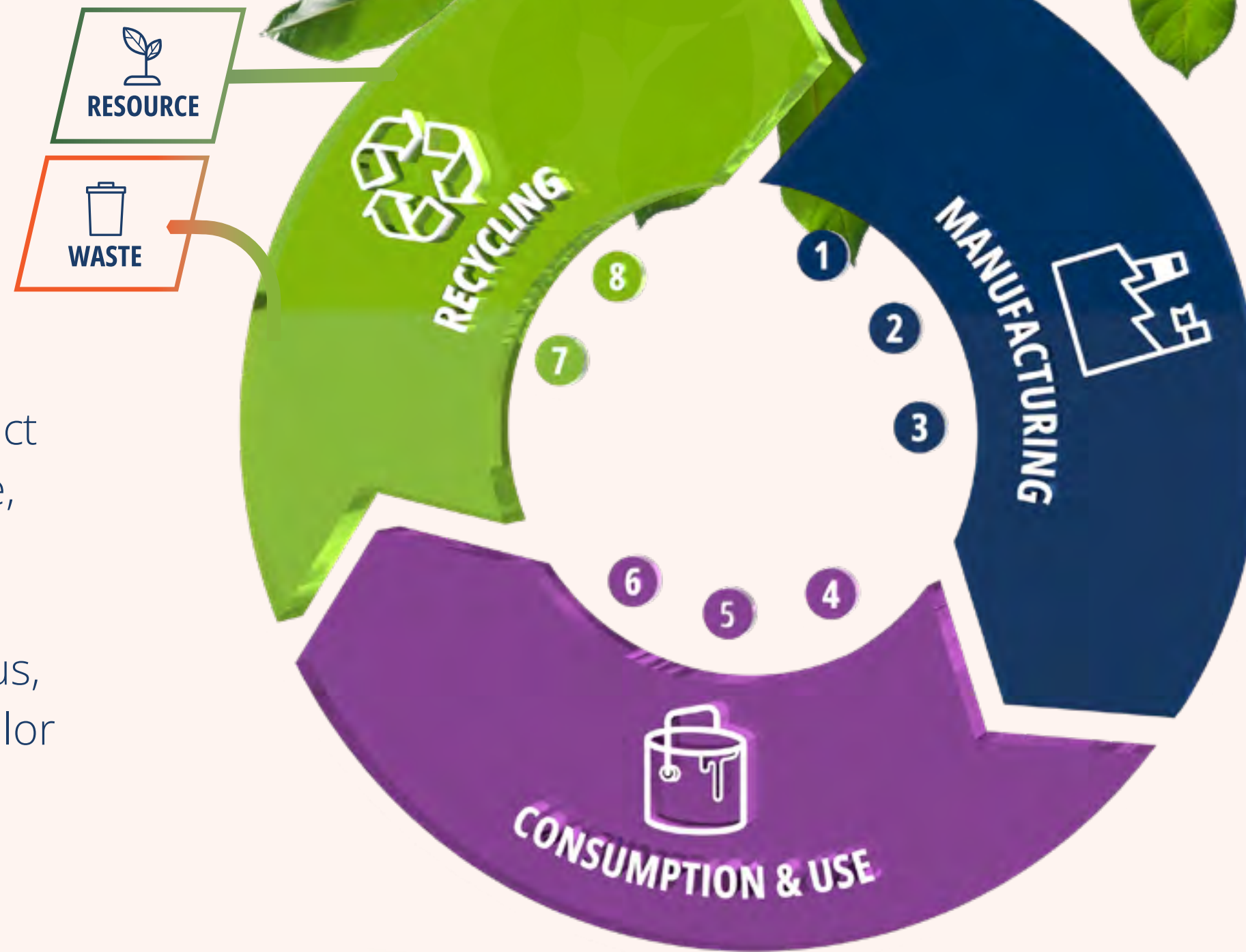
Circularity in action

> ENABLING SUSTAINABILITY THROUGH DESIGN, DURABILITY AND REUSE

Less waste, longer product lives

Circular principles guide our product development at every stage.

From early design stages to the end of product life, we integrate circularity to reduce waste, extend material use and support a more sustainable future. We also keep efficiency factors such as ease of use and cost in focus, all while collaborating with customers to tailor solutions to their needs.



1. Renewable raw materials (recycled & biobased)
2. Safer, more innovative chemicals
3. Lower VOCs & energy use during application
4. Durable coatings supporting a sharing economy
5. Easy maintenance at low footprint
6. Extended product lifetimes
7. Easier recycling
8. Recycling of valuable components

INNOVATION EXAMPLES



RENEWABLE SOURCING

BIOBASED PUD FOR INTERIOR TRIM COATINGS

High-performance renewable solution for soft-touch surfaces

The challenge: Fossil-based binders

Polyurethane binders are essential for automotive interiors, but their fossil-based origin drives CO₂ emissions. With growing pressure for low-impact materials, the industry needs sustainable solutions that still perform.

The solution: Biobased PUD with 55% renewable content

allnex has developed a novel waterborne polyurethane dispersion (PUD) for interior trim coatings, replacing over half of fossil-based content with renewable raw materials.

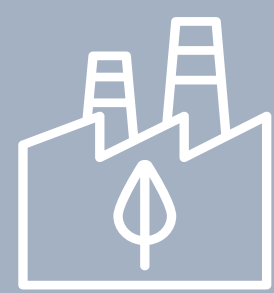
- Up to 55% biobased content from non-food-competing materials
- Biobased backbone (e.g. polyether) for sustainability
- Screened for performance, cost and scalability

Technical performance for soft-touch interiors

Our new PUD delivers excellent properties for interior trim coatings:

- Low glass transition temperature (< 0 °C)
- Superior adhesion
- Moisture and chemical resistance
- Enhanced optical integrity



**SAFER
MATERIALS****EMISSIONS
REDUCTION****SAFER SOLVENTS FOR INDUSTRIAL COATINGS**

Cleaner air, safer workplaces – with DMC-formulated alkyds

The challenge: VOC and HAP restrictions

Solvent-based alkyd coatings remain important for industrial applications, but growing pressure from VOC* and HAP** regulations challenges their future. Safer alternatives often fall short in cost, performance or ease of use.

The solution: Dimethyl carbonate (DMC)

DMC is a VOC-exempt, non-HAP solvent approved by the US EPA. It combines performance and safety with medium to high bio-renewable content.

- Low toxicity for safer working conditions
- Minimal ozone impact, no HAP classification
- Outperforms PCBTF in cost, odor and solvency
- AIM*** Act-compliant choice for wood and metal coatings

Excellent performance across key applications

DMC-formulated alkyd resins deliver reliable results in many products:

- Wood coatings with high bio-content (SETAL® 11-1113)
- Durable metal finishes with high solids (SETAL® 21-1498)
- UV-resistant primers and topcoats (SETAL® 23-3320)

* Volatile organic compounds

** Hazardous air polluting solvents

*** American Innovation and Manufacturing (AIM) Act



SAFER
MATERIALS**TMA-FREE POWDER COATINGS FOR SUSTAINABLE PROTECTION**

CRYLCOAT® 1649-0 – safer chemistry, same high performance

The challenge: Hazardous substances in powder coatings

Epoxy-polyester hybrids traditionally rely on trimellitic anhydride (TMA) which is now classified as a substance of very high concern (SVHC) under EU REACH, creating compliance risks for coating manufacturers.

The solution: CRYLCOAT® 1649-0

This carboxylated polyester resin eliminates TMA while delivering excellent durability, appearance and regulatory alignment.

- Safer formulation supports workplace safety and REACH compliance
- Outstanding corrosion resistance: minimal creep after 1000h salt spray (0/0.75, ASTM B117)
- Outstanding flow appearance in high gloss and matte

Robust performance for demanding applications

CRYLCOAT® 1649-0 offers durable corrosion protection for:

- FDA-compliant finishes on appliances and white goods
- Exposed auto parts (e.g. suspensions, brake calipers)
- Primers on aluminum wheels in multilayer system

SAFER
MATERIALS**FORMALDEHYDE-FREE PHENOLIC RESIN DISPERSION**

PHENODUR® VPW 1952/40WA offers a safer alternative

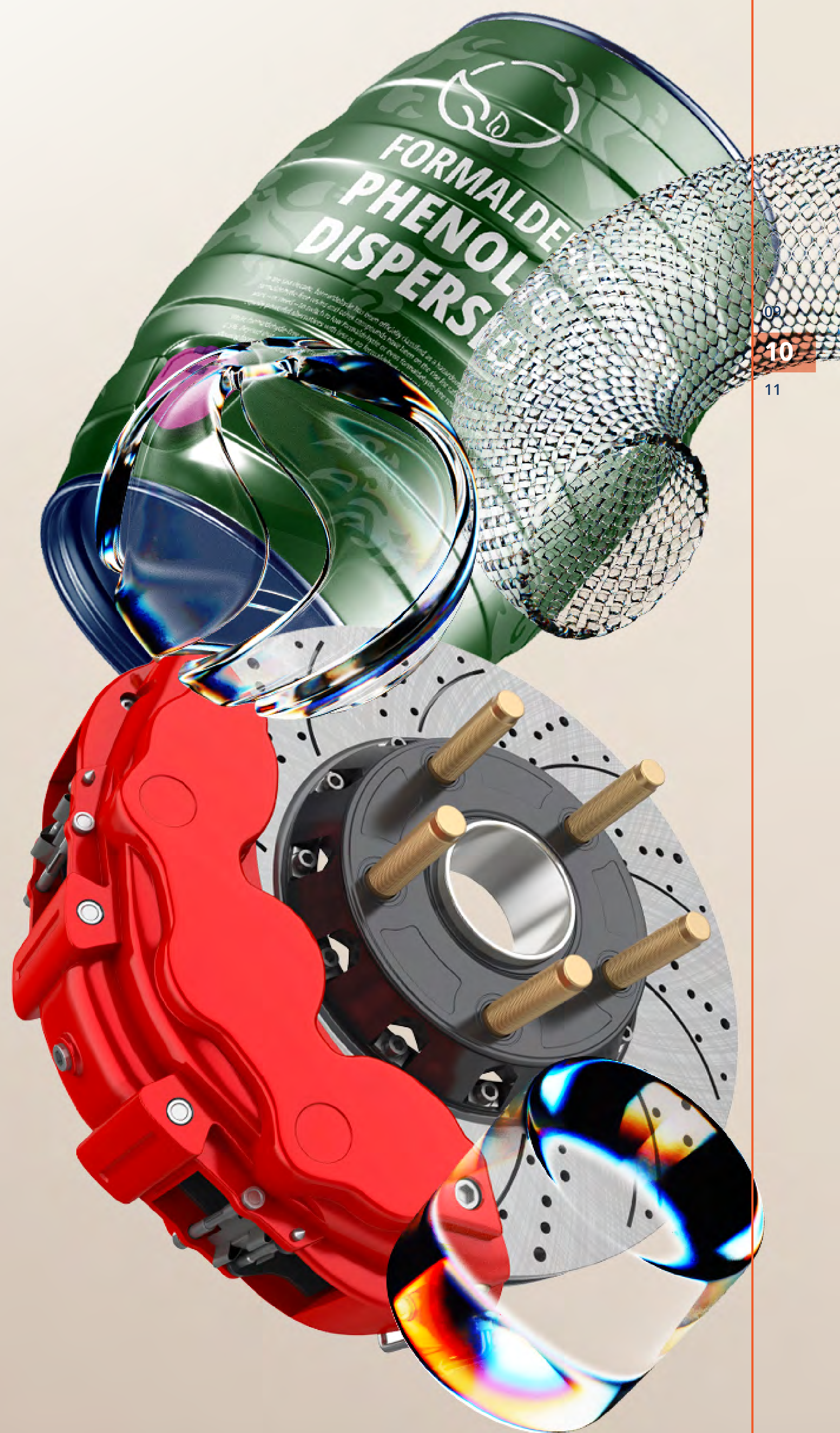
The challenge: Replacing formaldehyde in phenolic systems

Formaldehyde is a highly reactive, accessible and cost-efficient component in phenolic resins. However, it is also potentially carcinogenic and genotoxic, while safer aldehyde alternatives often crosslink less well and can trigger side reactions.

The solution: PHENODUR® VPW 1952/40WA

This innovative phenolic resin dispersion provides a true alternative:

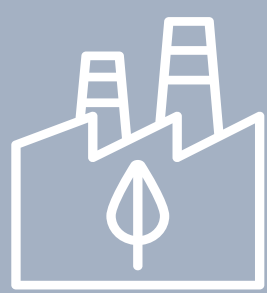
- Formaldehyde-free and water-based
- New synthesis route with different aldehyde
- Performance comparable to formaldehyde-based systems

**A breakthrough for safer metal coatings**

PHENODUR® VPW 1952/40WA meets industry needs for both performance and safety:

- 1K, formaldehyde-based epoxy/novolac pre-condensate
- Suitable for anti-corrosion primers, adhesion promoters and drum linings
- Flexible like high-MW epoxies, resistant like novolacs
- Excellent crosslinking, even in thin films



**ENERGY
EFFICIENCY****EMISSIONS
REDUCTION**

UV-CURABLE COATING FOR EV BATTERIES

EBECRYL® 4513 – safer, tougher, more sustainable insulation

The challenge: Limits of traditional battery films

PET tape is the current mainstream solution of insulation for battery cells. It lacks durability and insulation performance, raising safety and environmental concerns. Even laser-treated PET falls short of the mechanical strength and long-term protection UV coatings offer.

The solution: EBECRYL® 4513

This 100% UV-curable aliphatic urethane acrylate represents a powerful alternative to PET films and a breakthrough in durable, high-performance EV battery coatings.

- Superior toughness and tensile strength
- Excellent flexibility to allow cell breathing and expansion
- Long-lasting protection and insulation integrity

Made for next-generation battery manufacturing

EBECRYL® 4513 combines performance with faster, low-energy curing:

- VOC-free UV coating with high dielectric strength
- Full surface coverage on cell cases
- Low energy consumption compared to powder coating solutions

BATTERY APPLICATIONS





EMISSIONS AND
CO₂ REDUCTION

ENVIRONMENT

03. ESG/2025



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Caring and concern the planet

> IN ADDITION TO INNOVATION AND PERFORMANCE, CARBON IS OUR METRIC FOR EXCELLENCE

OUR ROADMAP TO THE FUTURE

At allnex, we've set ambitious goals to reduce emissions, support renewables and foster diversity across our organization. The following pages outline the many steps we're taking to turn these goals into real progress.

CONTENTS OF THIS CHAPTER:

- Introduction to sustainability at allnex
- Climate action: Emissions & energy
- Environmental stewardship beyond carbon
- Sustainable product portfolio
- Responsible procurement & value chain



SELECTED HIGHLIGHTS FROM 2024





Clear goals, real progress

> WITH STRONG COMMITMENTS AND BOLD INNOVATION,
ALLNEX DRIVES CHANGE IN THE INDUSTRY

NAVIGATING OUR SHARED JOURNEY

The path to a sustainable future is rarely straight. It calls for broad collaboration, flexible thinking and innovative solutions – each guided by clear targets and an honest purpose.



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



30% (intensity) reduction in
Scope 3.1 by 2030,
net zero by 2050



16% women in
manufacturing at allnex
by 2030



85% renewable electricity
use by 2030



50% of total business
from ECOWISE™
products by 2030



35% women in leadership
at allnex by 2030



Our Sustainability Program

> ACTIONS AND ACHIEVEMENTS SUPPORTING OUR TRANSITION

POSITIONING & GOVERNANCE

Secure the future of allnex



Gold with 81/100 (top 2%), confirming TFS membership



Scope 3 baseline and Scope 3.1 reduction targets defined

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INNOVATION & FEEDSTOCK

Reinforce differentiation



10 sites certified in EMEA and APAC covering major technologies



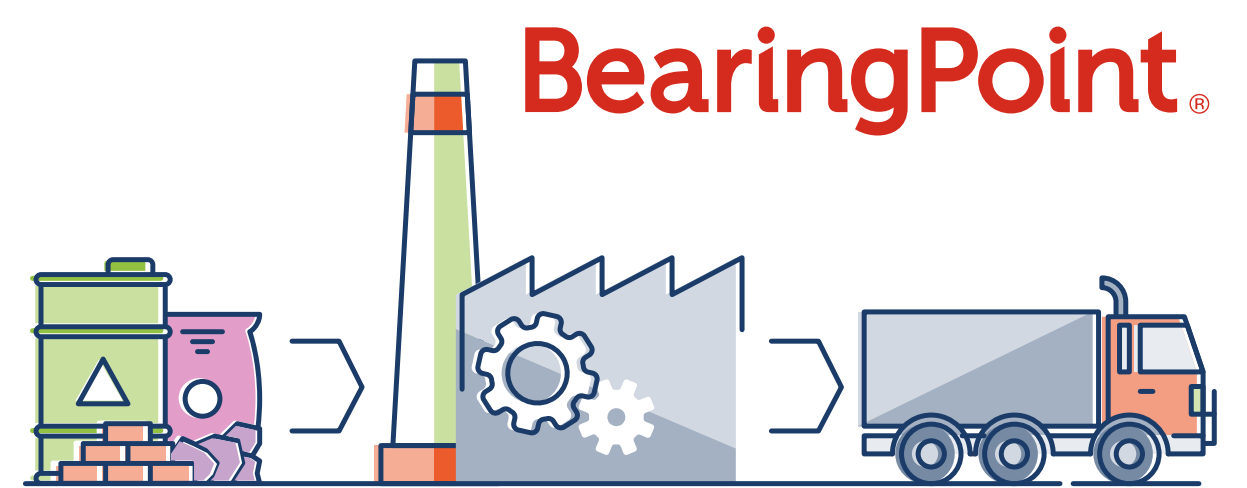
Endorsed innovative projects to drive sustainable portfolio shift

PRODUCT OFFERING

Drive topline growth



Met 2024 target with 33.6% of sales from ECOWISE™-rated products



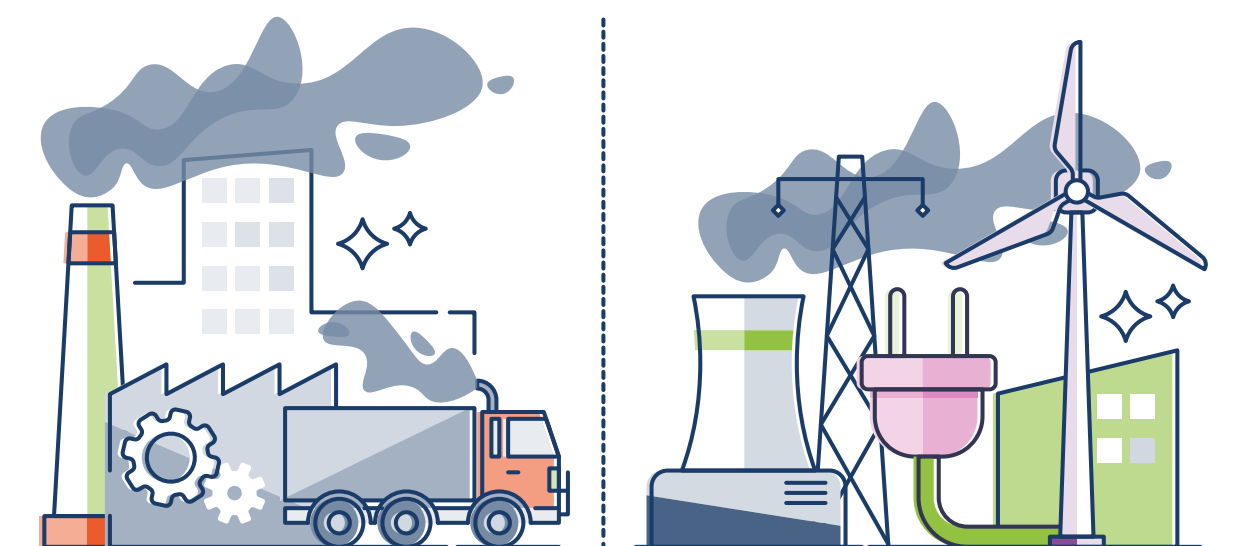
Cradle-to-gate product carbon footprint (PCF) calculations integrated into the ERP system

MANUFACTURING & OPERATIONS

Measure and improve



GRI-aligned reporting for energy, waste and water



Roadmap in place to reach 2030 Scope 1 & 2 targets



Mapping what matters

> HOW DOUBLE MATERIALITY REVEALS OUR KEY SUSTAINABILITY TOPICS

CRUCIAL IMPACTS, CRITICAL RISKS

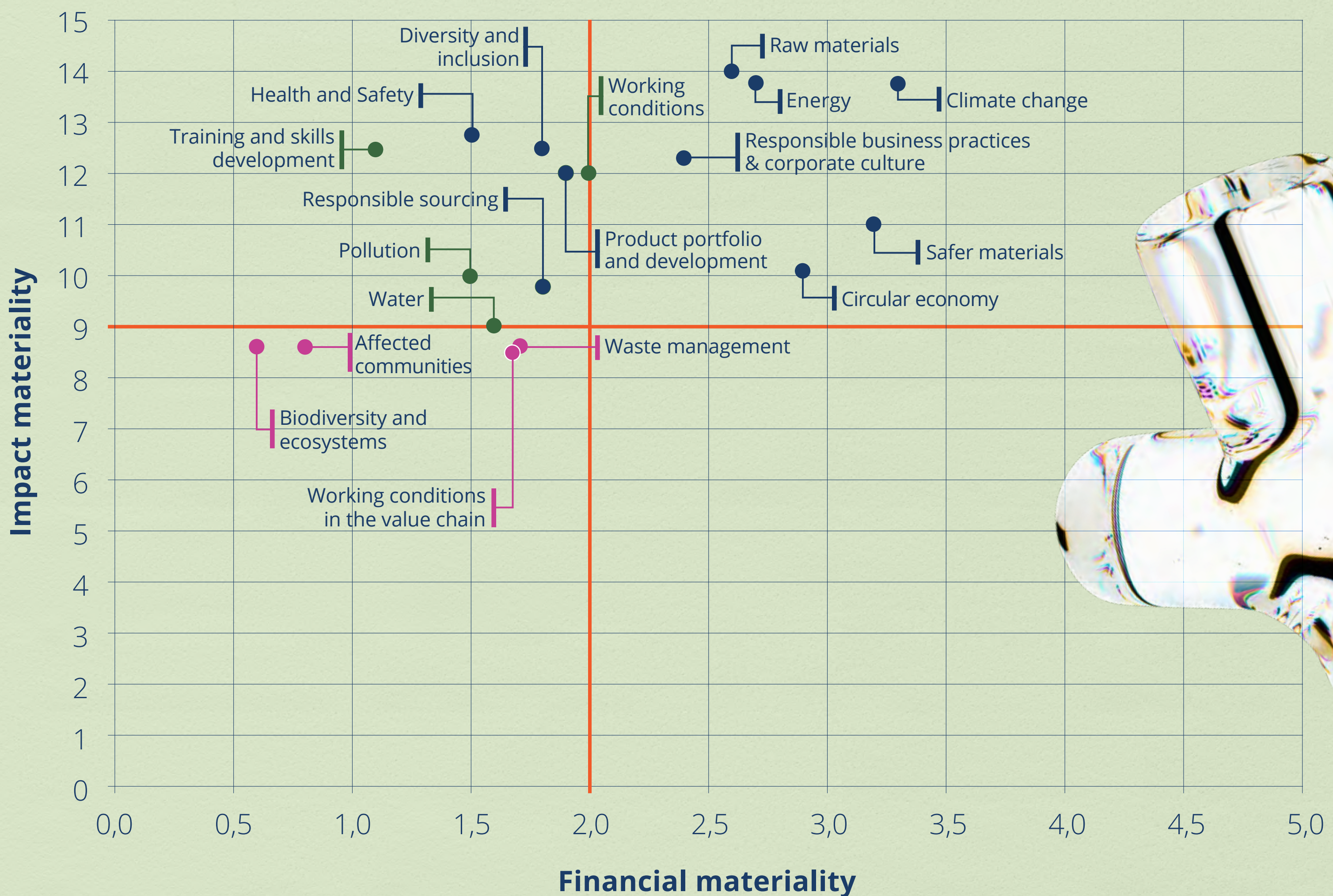
allnex conducted its first double materiality assessment (DMA) in 2022 and updated it in 2024 to align with the Corporate Sustainability Reporting Directive (CSRD). The assessment covered both impact materiality (how operations affect people and the environment) and financial materiality (ESG-related risks and opportunities for the company).

In 2024, 82 impacts, risks, and opportunities (IROs) were identified and grouped into 18 potential material topics, with 14 confirmed as material. All nine topics from the 2022 assessment were reaffirmed, while “Raw materials & sustainable sourcing” was split into two distinct topics. Four new material topics were added: Water, Pollution, Training & skills development, and Working conditions.



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OUR DOUBLE MATERIALITY MATRIX



Material (DMA 2022)
Non-material topics
New topics



Full-scope climate management

> OVERVIEW OF OUR STRATEGY FOR CUTTING SCOPE 1, 2 & 3 EMISSIONS

KNOWING IS HALF THE CHANGE

Effective climate action begins with a clear understanding of the full scope of greenhouse gas emissions linked to our activities. These are classified into:

- **Scope 1:** Direct emissions from our own operations
- **Scope 2:** Indirect emissions from purchased energy
- **Scope 3:** All other indirect emissions across our value chain

This structured approach helps us pinpoint key impact areas and develop targeted reduction measures – advancing sustainable innovation and aligning our business with long-term planetary health.

OUR COMPANY CARBON FOOTPRINT: ACTIONS & GOALS



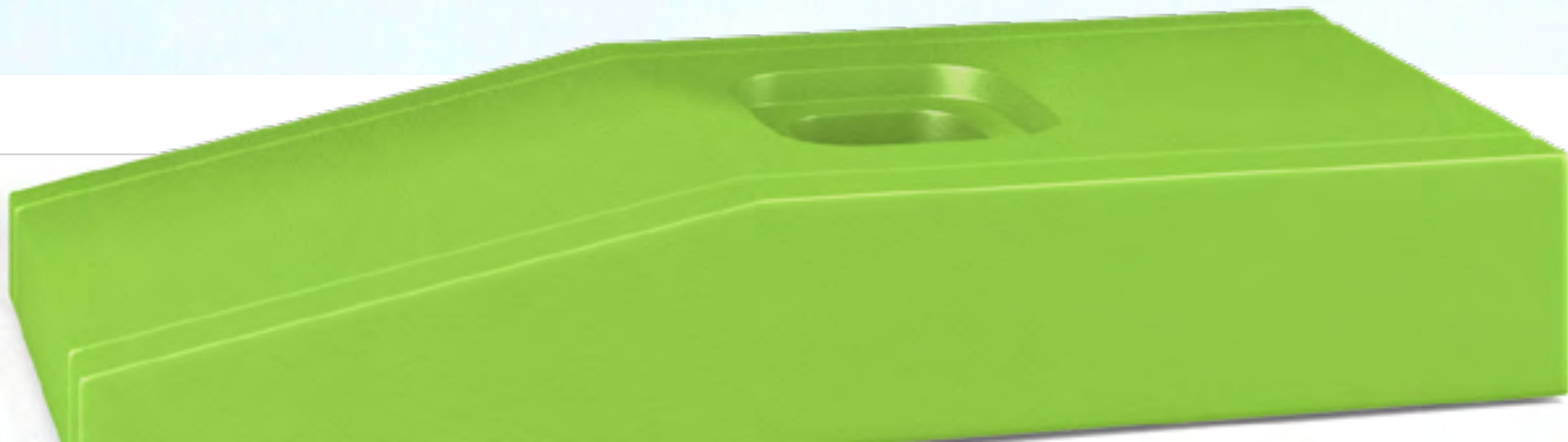
Scope 3.1	Scope 3.4	Scope 3	Scope 1	Scope 2	Scope 3	Scope 3.11	Scope 3.12
Purchased goods and services	Transportation	Other	Direct	Indirect	Other	Use phase	End of life
50%	8%	2%	3%	2%	2%	5%	28%

Emission Intensity (kg CO ₂ e/kg product)							
3.1	0.5	0.1	0.2	0.1	0.1	0.1	0.7

Action Lists			
<ul style="list-style-type: none">– ISCC Plus – Mass Balance– Sustainable innovation– Biobased feedstocks		<ul style="list-style-type: none">– Recycled feedstocks– Supplier selection	
<ul style="list-style-type: none">– The “Enigma” energy efficiency program– Renewable energy		<ul style="list-style-type: none">– ECOWISE™ sustainable product portfolio– Waterborne technology– Thinner coatings– Low bake	
		<ul style="list-style-type: none">– Biodegradable resins– Recyclable resins	

2030 Target			
Scope 3.1	30% reduction (intensity)	Scope 1&2	30% reduction (absolute)
		Scope 3	50% ECOWISE™ CM%* increase

* Contribution Margin





Powering change from within

> SPECIFIC REDUCTION OF SCOPE 1 & 2 EMISSIONS

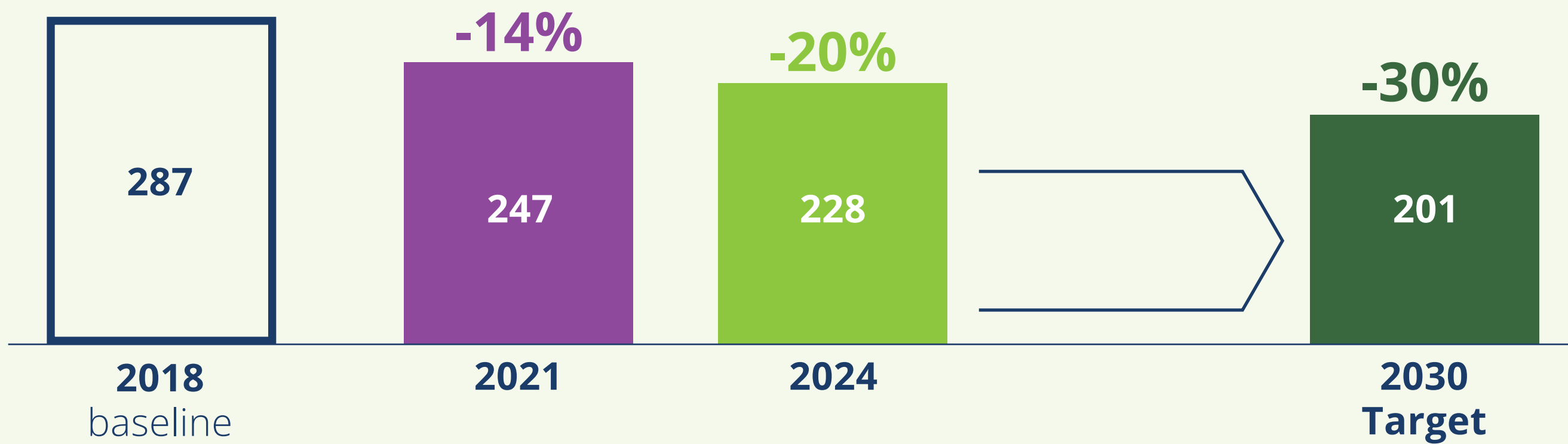
THE ENERGY WE USE AND BUY

Scope 1 & 2 emissions are those largely within our direct control:

- **Scope 1:** Emissions directly created by allnex, e.g. by burning fossil fuels to generate steam; also referred to as on-site emissions
- **Scope 2:** Indirect emissions resulting from the generation of energy purchased by allnex, e.g. the electricity supplied to our sites

CO₂, the most widely recognized greenhouse gas, has been the focus of consistent reduction efforts at allnex. Using 2018 as baseline and reviewing progress annually, our goal is to reduce Scope 1 & 2 CO₂e emissions by 30% by 2030.

SCOPE 1 & 2 CO₂ EMISSIONS (tCO₂e)



LOWER EMISSIONS FROM HOT OIL OVENS

Our site in Wiesbaden, Germany, recently completed a major upgrade of its central hot oil oven system – a key step towards meeting tightening EU regulations.

The new system cuts pollutant emissions by more than 60% and significantly improves energy efficiency. It can be operated using natural gas, electricity or hydrogen, offering long-term flexibility and resilience in energy sourcing.

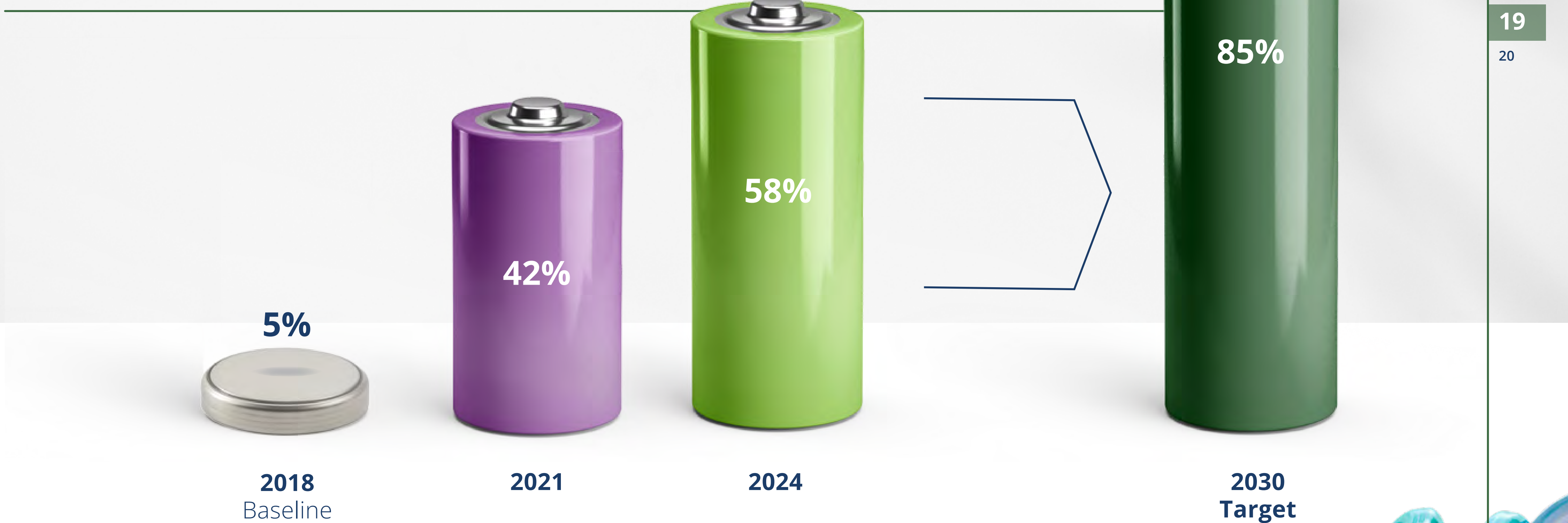


Switching the current

> OUR EFFORTS IN ENERGY EFFICIENCY AND THE GREEN ENERGY TRANSITION

Improving energy efficiency at our production sites and increasing the share of renewable electricity remain key pillars of our energy strategy. By 2030, we aim to source 85% of our electricity from renewables.

RENEWABLE SHARE OF TOTAL ELECTRICITY CONSUMPTION*



KEY ACHIEVEMENTS IN 2024 AND OUTLOOK FOR 2025

As part of our commitment to achieving our 2030 energy reduction goals, we are currently tracking over 100 energy efficiency projects on a monthly basis. The initiatives completed in 2024 are expected to deliver annual energy savings of over 10 GWh, with several individual projects contributing more than 500 MWh each per year. These achievements are the result of targeted improvements across several key sites, including:

- **Optimization of distillation units** at **Kalamazoo** and **Lillestrøm**, through asset and operational upgrades
- Installation of **economizers** at **Drogenbos**
- Implementation of more efficient **process heating equipment** in **Rayong**
- **Process improvements** for synthesis and purification steps in **Bitterfeld**

In 2025, a €5 million investment will support over 50 additional projects targeting 45 GWh per year in energy savings and a reduction of more than 7,000 metric tons of CO₂e.

* Data was collected via allnex's platform UL360 and received limited assurance from LRQA.



Smarter flows and discharges

> KEY 2024 ACHIEVEMENTS IN WATER AND WASTE MANAGEMENT

SITE SUCCESSES – WATER MANAGEMENT



Romano, Italy

Lillestrøm, Norway

- Reduced municipal water use by 35% from 2022–2024 (~4,000 m³/year)
- Enabled water reuse through process optimization and new equipment

Romano, Italy

- Cut groundwater use by 18% over two years
- Boosted cooling water reuse from 34% to 97% (~8,000 m³ saved)
- Installed flow controls to improve leak detection and consumption monitoring



Suzhou, China



Suzhou, China

- Saved ~8,000 m³ of water in 2024 vs. 2023
- Used leak-detection technology to locate underground losses of fire water

Changshu, China

- Installed full-process water monitoring
- Recycled clean rainwater for tank spraying and cooling
- Reduced municipal water use from 2022–2024 by almost 10,000 m³.

SITE SUCCESSES – WASTE MANAGEMENT

Indonesia

Our Surabaya site reduced hazardous waste generated by more than 50%, about 500 metric tons from 2022 to 2024.

- Bulk deliveries of solvent, eliminating drum waste
- Reduction of cleaning solvent from aligning compatible production runs

The Netherlands

- Bergen-op Zoom reduced more than 150 metric tons of waste in one year by focusing on process improvements and production timing.
- Improved cleaning processes and compatible production runs helped the site reduce another 200 metric tons of waste sent off-site for disposal

In recent years sites in the **America's** have actively worked to reduce sending waste to the landfill.

- Langley, South Carolina, US achieved zero waste to landfill in 2023 and has continued that into 2024.
- In 2024 Ponta Grossa, Brazil achieved 99.5% of their waste diverted from the landfill.



Growing ECOWISE™

> BUILDING A SUSTAINABLE PRODUCT PORTFOLIO FOR A BETTER WORLD

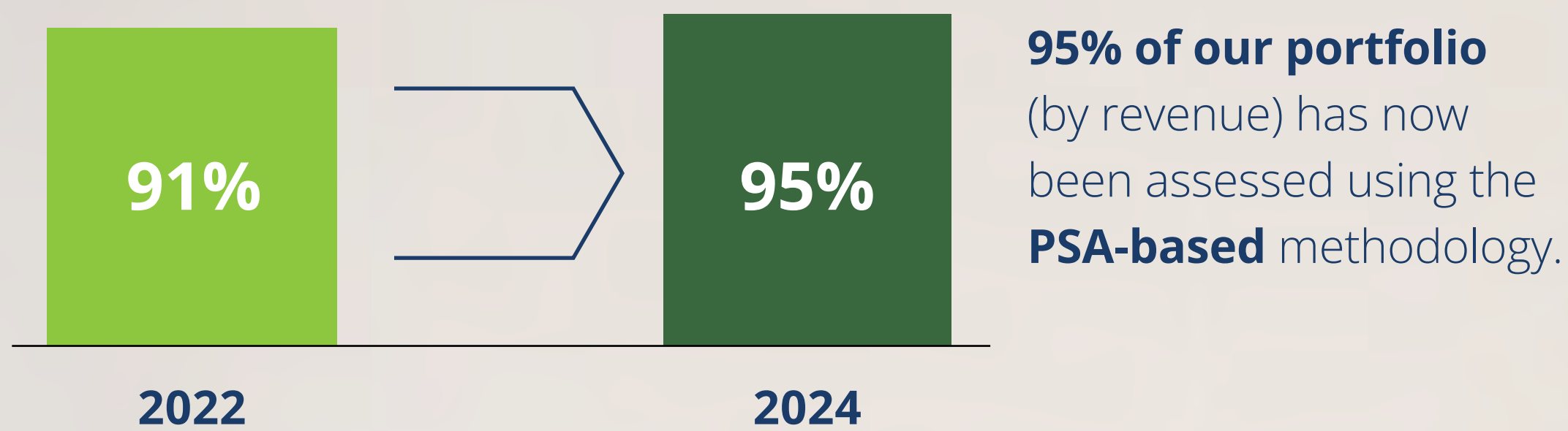
IN LINE WITH OUR PILLARS

ECOWISE™ is allnex's Portfolio Sustainability Assessment (PSA) methodology. Based on the WBCSD* framework, it applies a fact-based, stage-gate process that incorporates the latest data on chemicals of concern, market benchmarks and ecolabel standards.

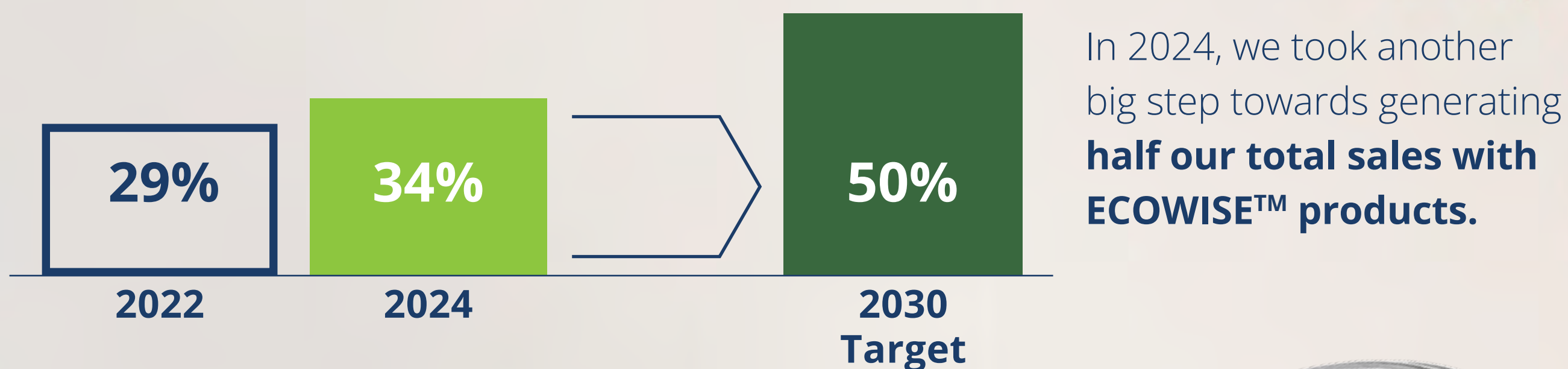
The method helps allnex respond to market signals and develop improved solutions. Products that pass the ECOWISE™ screening earn a quality label and deliver clear benefits across our five sustainability pillars.



PORTFOLIO ASSESSED WITH ECOWISE™



REVENUE FROM ECOWISE™ PRODUCTS



* World Business Council for Sustainable Development



What's our carbon footprint?

> MEASURING PRODUCT CARBON FOOTPRINT TO STEP INTO THE FUTURE

A TWOFOLD ADVANCE

Each product allnex makes has its own product carbon footprint (PCF). Since 2022, we use automated PCF calculations to provide transparent cradle-to-gate data to our customers. More recently, we've also joined the SiGreen platform for PCF data exchange.

PCF WITH BEARINGPOINT

Using BearingPoint, we integrate data from SAP and our ESG platform (UL360), combining site-specific inputs with validated emission factors from suppliers and databases such as ecoinvent. Gaps are filled using estimates based on raw material families or processes – ensuring accurate cradle-to-gate Scope 1, 2, and 3 emissions data.

Automation enables faster, more consistent PCF reporting to support customers' sustainability targets, certifications and compliance needs. As of 2023, the system covers:

- 23 sites (5 more planned by end of 2025)
- 7,400 raw materials
- 1 million semi-finished products
- 600,000 shipments
- over 7,000 product outputs

PCF WITH SIGREEN

Together for Sustainability, a group of 55 chemical companies, has adopted Siemens' SiGreen solution for digital PCF data exchange. The pilot, which included allnex, took place in October 2023. As of October 24, 2024, the platform is fully available.

Since launch, allnex has received 63 customer requests and made 33 PCF value requests to suppliers. In 2025 we'll focus on expanding SiGreen adoption among suppliers and sharing more supplier data across our products.



TOGETHER FOR
SUSTAINABILITY



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Tracking biobased carbon

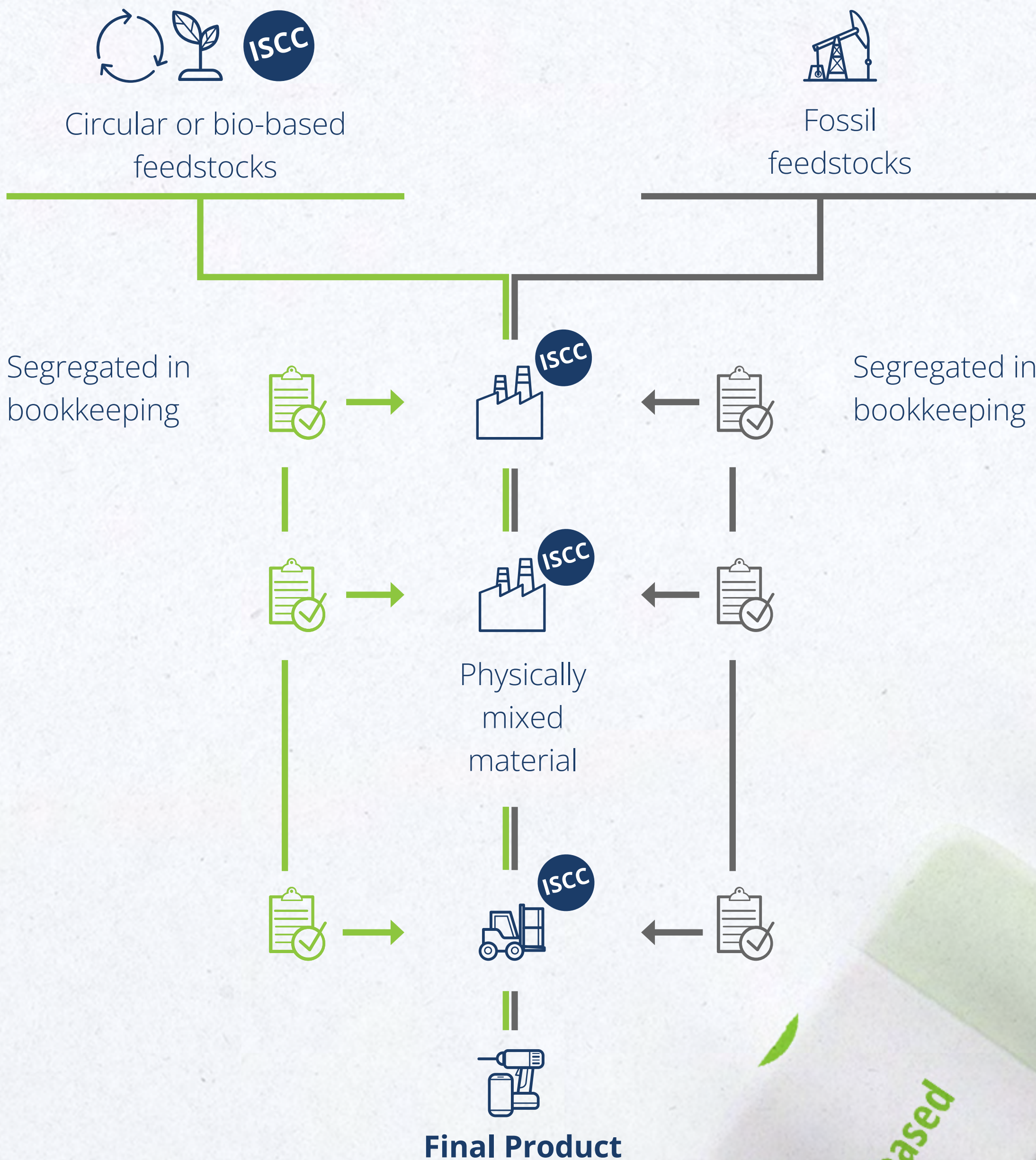
> HOW ISCC PLUS CERTIFICATION BENEFITS OUR CUSTOMERS' PRODUCTS

TRUSTED ORIGINS

International Sustainability and Carbon Certification (ISCC) is a globally recognized system that supports traceable, sustainable, deforestation-free and climate-friendly supply chains.

By certifying our sites to ISCC Plus, we help our customers make verified claims about the biogenic carbon content of their products. The system ensures maximum flexibility and ease of adoption, as our certified ingredients maintain the same properties as their fossil-based counterparts thereby eliminating the need for additional testing or approval processes.

ISCC PLUS MASS BALANCE



GLOBAL CERTIFICATIONS

2022	Werndorf Austria
	Bergen-op-Zoom Netherlands
2023	Drogenbos Schoonaarde Belgium
	Bien Hoa Vietnam
	Romano d' Ezzelino Italy
2024	Changshu Fengxian China
	Lillestrøm Norway
	Rayong Thailand
	Bitterfeld Germany
2025	Zhuhai China
	North Augusta Wallingford US

10 allnex sites were certified to ISCC Plus by 2024, covering major technologies. Additional certifications are planned for 2025 and beyond.



Sustainable at the source

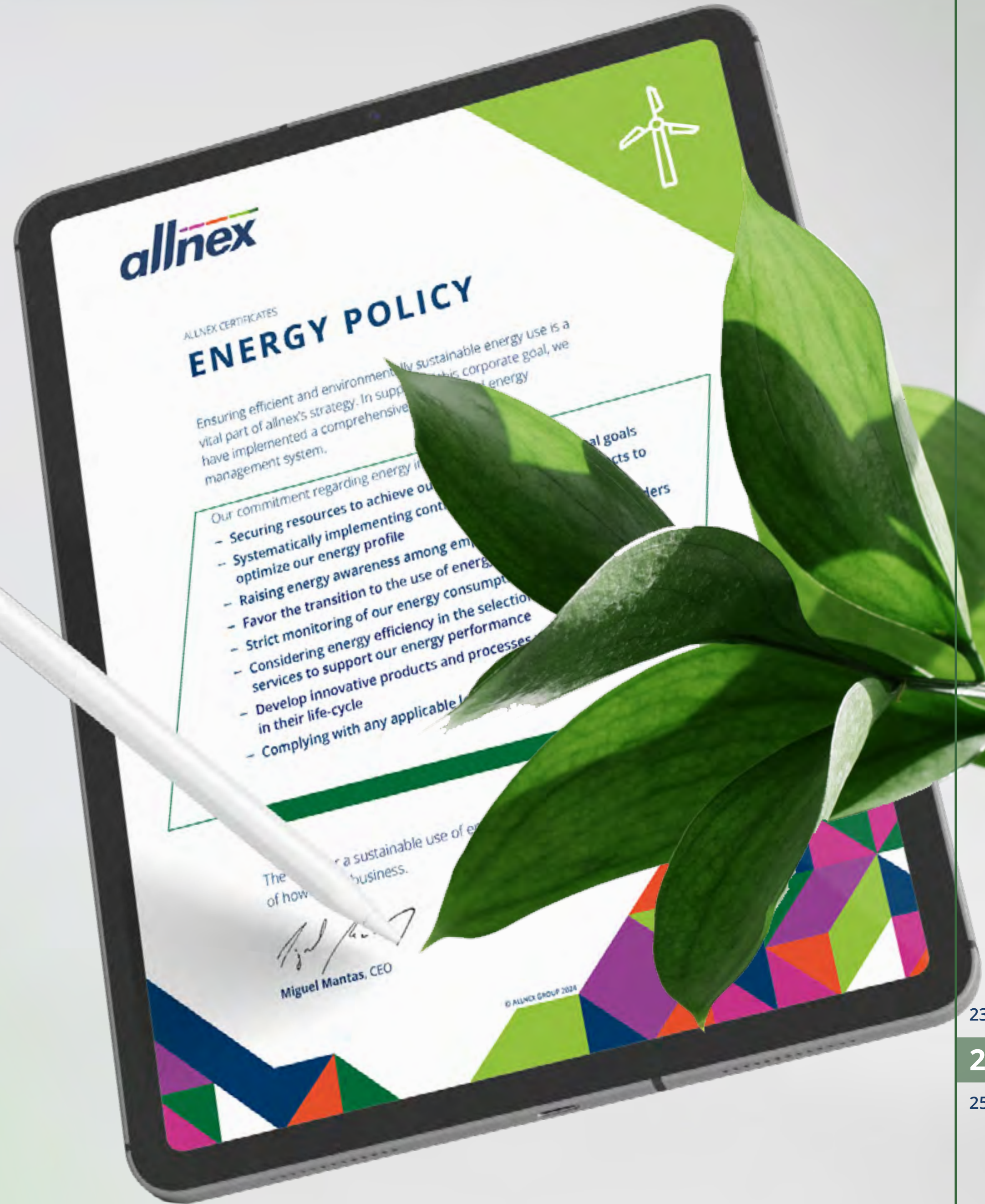
> ENHANCING PROCUREMENT WITH OUR ENERGY POLICY & GREEN ELECTRICITY STRATEGY

ENERGY WITH A PURPOSE

To improve energy performance and reduce emissions, allnex has introduced a global Energy Policy and a green electricity strategy. Both support our 2030 renewables target and drive responsible procurement across the value chain.

AN ENERGY POLICY THAT EMPOWERS

- Forms the basis for ISO 50001 energy management certification
- 15 sites already certified; more to follow each year until all are covered
- Goes beyond compliance with strong commitments to improve use and impact



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“This policy is more than a document – it’s a promise to take responsibility and keep improving.”

Davy De Clercq, Sustainability Director at allnex

OUR GOAL: ACHIEVING A MINIMUM OF 85% RENEWABLE ELECTRICITY BY 2030.

2024 GREEN ELECTRICITY MILESTONES

- Comprehensive roadmap to 2030 in place
- 4 sites now generate green electricity on-site, including new photovoltaic (PV) system at Changshu
- 3 new Letters of Intent for renewable projects signed in Europe
- Secured multi-year Energy Attribute Certificate (EAC) procurement deal and six 1-year contracts
- Explored dynamic procurement tools (e.g. PPAs) to go beyond conventional sourcing







Committed to our people

> BUILDING A CULTURE OF SAFETY, TOGETHERNESS AND GROWTH

EMPOWERING OURSELVES

We aim to create a safe and inclusive workplace where everyone can thrive. From gender equity and fair pay to community engagement and leadership development, we're working to build a stronger, more diverse, and thus even more successful allnex.

CONTENTS OF THIS CHAPTER:

- Safety & Quality
- Diversity & Inclusion
- Community & employee engagement
- Talent development

SELECTED HIGHLIGHTS FROM 2024



* from 12% in 2021 to 22% in 2024



In pursuit of excellence

> WITH TARGETED CAMPAIGNS, ALLNEX SUPPORTS BOTH WORKPLACE SAFETY AND PRODUCT QUALITY

CAMPAIGNS THAT CARE

- “Serious About Safety” is our ongoing campaign supporting our goal of zero incidents.
- “Caring for Quality” reflects our commitment to delivering products and services that consistently meet the highest standards of quality and reliability.



2024 HIGHLIGHT

35 global locations have been certified to ISO 14001 and ISO 45001. A total of 80 risk awareness workshops have been conducted globally, with participation from over 1,700 employees. There were 0 serious process safety incidents, and new process hazard assessment software has been successfully implemented at 33 locations. A TRIR of 0.56* has been achieved, and we've developed a roadmap to reach a TRIR of 0.2 by 2030, focusing on:

- spill prevention and clean floors
- improvements in manual handling
- and enhanced contractor supervision.

AI-assisted safety observations are now being used on-site to proactively identify near misses.



Workshop in Lillestrom, Norway



Workshop in Surabaya, Indonesia

* The TRIR of 0.56 was assured by LRQA.



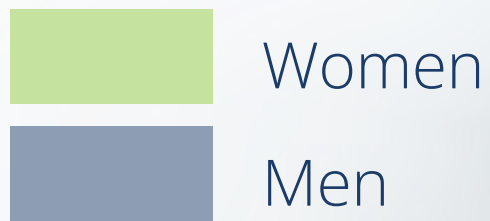
Making D&I work

> WE BRING DIVERSITY AND INCLUSION TO LIFE THROUGH REAL ACTIONS AND CLEAR GOALS

PROGRESS IN MOTION

The chemical industry has traditionally been a male-dominated sector, and the gender distribution at allnex still reflects this legacy. However, through targeted initiatives and measurable objectives, we are actively working to foster greater gender balance across our organization.

GENDER DISTRIBUTION AT ALLNEX*



TOTAL FTE: 3,904

OUR D&I JOURNEY

2021

- Established regional D&I team
- Conducted status quo analysis and pilot initiatives

2022

- Formed global D&I team
- Defined global D&I goals
- Carried out facility survey

2023

- Launched allnex Women's Network (AWN)
- Held first AWN event and conducted member survey

2024

- Analyzed survey results
- Shared preliminary findings and discussed solutions
- HRLT meeting held to align on next steps
- Conducted first global D&I webinar

OUR GOALS



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



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

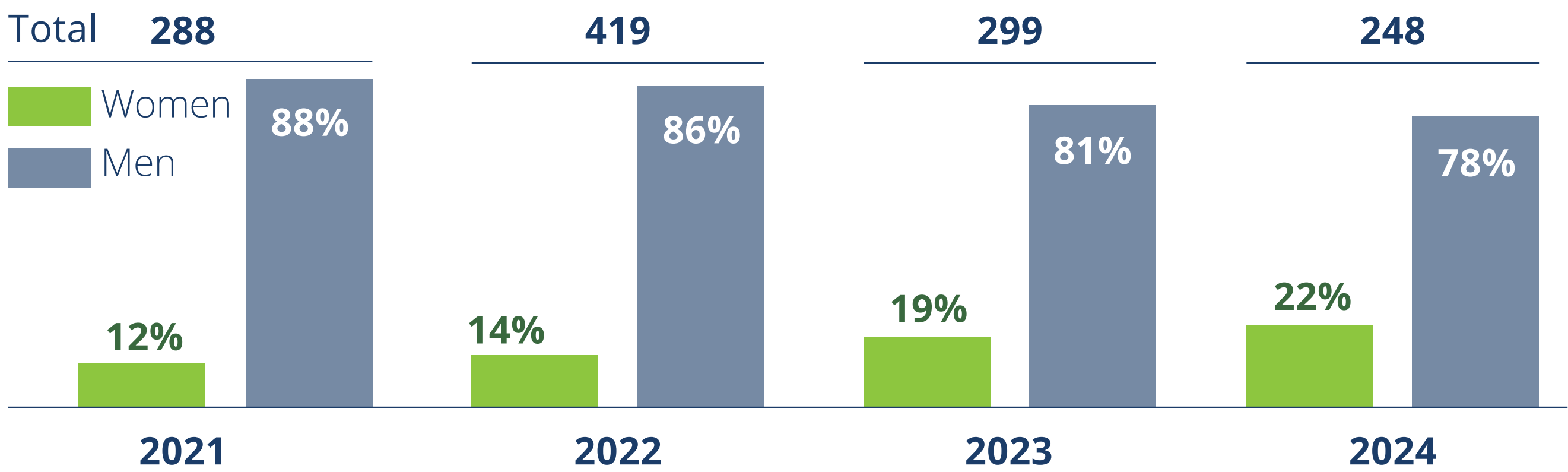
* Data received limited assurance from LRQA



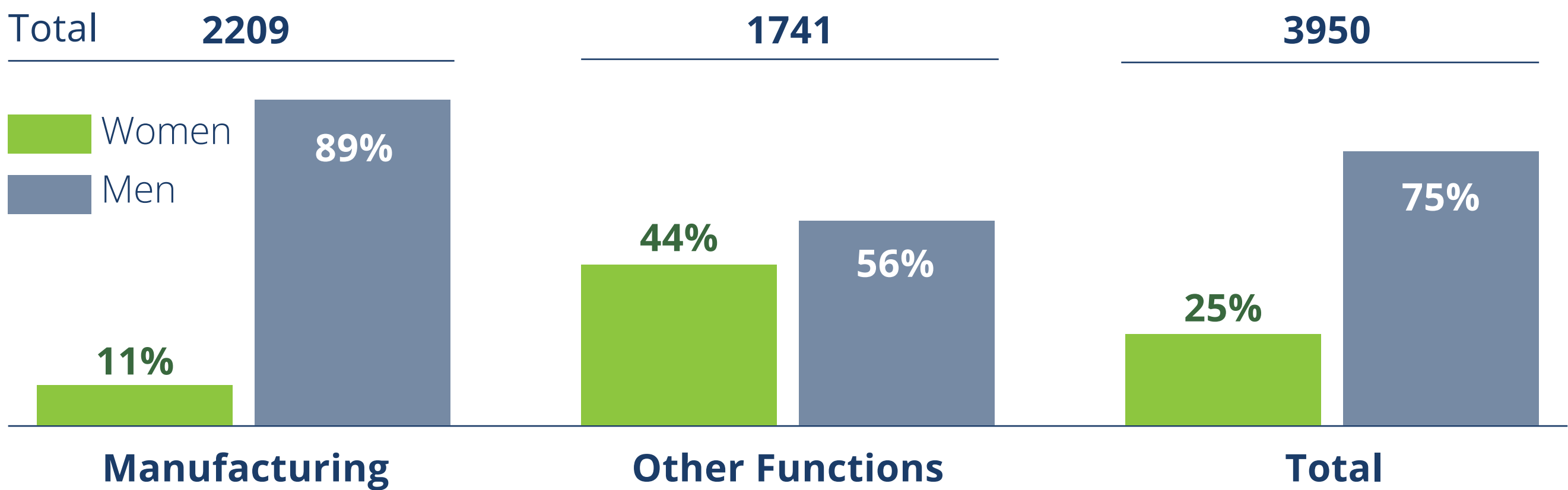
Women in manufacturing

> WORKING TOWARD A NEW BALANCE IN A TRADITIONALLY UNEVEN FIELD

NEW HIRE HC GENDER*



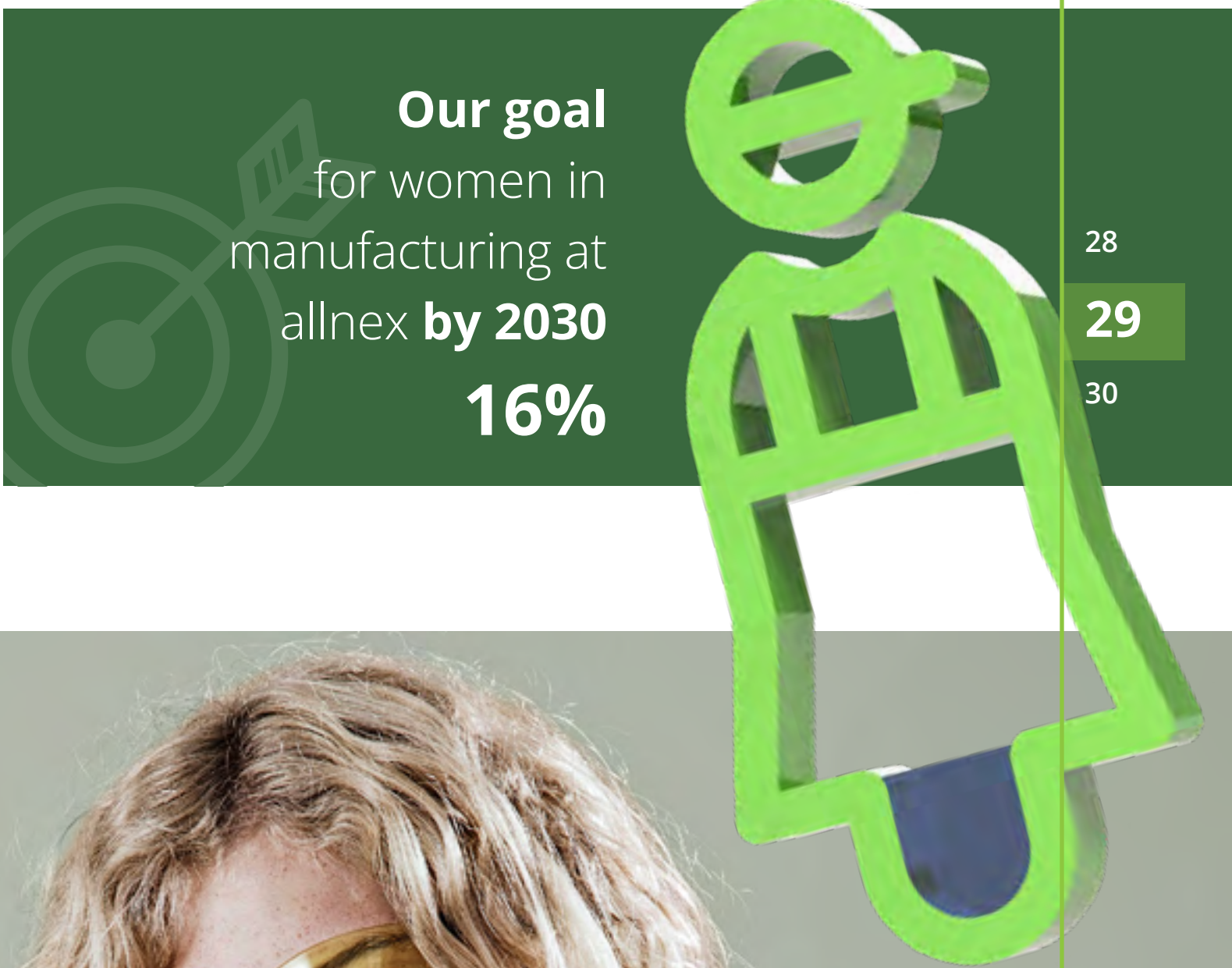
DIVERSITY AND INCLUSION FIGURE*



EMPOWERING EQUALITY

Through investments in infrastructure, ergonomic equipment, and partnerships with STEM schools, we're laying the groundwork for lasting change.

Our recruitment teams have played a key role in reaching untapped talent, actively engaging female candidates. The results speak for themselves: Over the past four years, the share of women among new hires in manufacturing has nearly doubled – reaching 22%.



STEM DAY FOR GIRLS

In celebration of the International Day of Women and Girls in Science, allnex Alpharetta hosted a special STEM Day to inspire the next generation of female scientists and engineers. The initiative aims to promote education and career opportunities for girls in science, technology, engineering and mathematics (STEM), while honoring the contributions of women in these fields.

Girls aged 10–16 were invited to take part in a day of engaging activities, including:

- Safety briefing: site do's and don'ts
- Introduction to allnex and our impact
- Sustainability spotlight: allnex's role in environmental protection
- Hands-on lab experiments
- Guided tours of labs and offices

* Data received limited assurance from LRQA.





Women in leadership

> CHANGING OLD PATTERNS,
CREATING NEW PATHS

PROGRESS ON OUR LEADERSHIP GOAL

We're making strong progress toward our 2030 target of having 35% women in leadership roles at allnex. As of 2024, we've already reached 26% globally – with several departments ahead of the curve.*

Communications leads the way with 100% women in leadership, while HR, Strategy, Legal, Finance, Supply Chain, and Procurement have all surpassed the 35% mark.

This momentum shows that our commitment to gender diversity is driving genuine change. While areas like R&D, Manufacturing, and Business still face challenges, we're confident that we'll eventually bridge the gaps and build a truly inclusive leadership team.



LEADERSHIP STORY

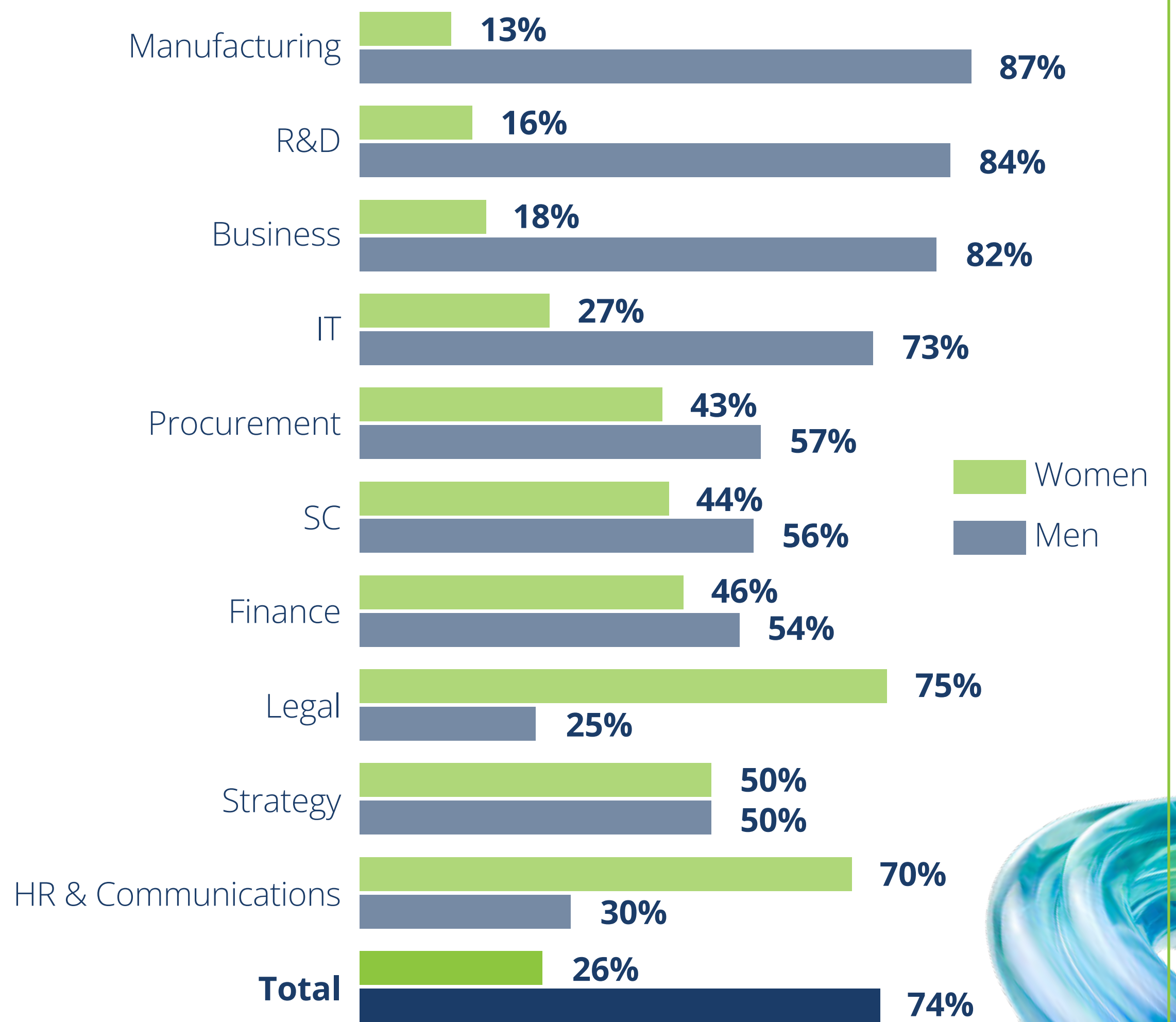


EILEEN WEBER
R&D Director Americas

“As a strong advocate for diversity, I’m leading efforts in the Americas to attract diverse scientists and chemists, with a focus on increasing female representation and leveraging the allnex USA Internship Program to bring in bright junior talent. I’m also mentoring an R&D Corporate Trainee as part of our Rotational Program.

With over 25 years in the chemical industry, my career has been shaped by incredible female mentors and diverse roles in technical and business leadership. Since joining allnex in 2019, I’ve had the privilege of leading our R&D, Technical Services, and Business Development teams in the Americas. I believe diversity of thought is key to driving innovation, and I’m excited to help build teams that foster curiosity and challenge each other, propelling allnex’s growth.”

DIVERSITY AND INCLUSION FIGURE



* Data received limited assurance from LRQA.



Female networks, fair pay

> ALLNEX'S WOMEN'S NETWORK AND OUR
COMMITMENT TO DECENT COMPENSATION

PAY EQUALITY AND LIVING WAGE

At allnex, we're committed to fair, equitable and transparent pay practices. As part of our ESG strategy, we address pay disparities and ensure compensation reflects role, skills, experience and performance.

In 2024, we conducted detailed analyses of both the unadjusted and adjusted pay gap. We're pleased to report that our gender-neutral pay policies are working—the adjusted gap is now below 5%.

We also uphold the living wage principle outlined in the UN Universal Declaration of Human Rights. In 2024, we introduced a Fair Living Wage Charter and conducted an analysis using data from WageIndicator. We're proud that all employees earn a fair living wage – enough to meet their basic needs. We will continue to ensure that compensation stays above this standard.

ALLNEX WOMEN'S NETWORK (AWN)

Launched in 2023, the allnex Women's Network unites and empowers women across allnex on a global scale. It was created to foster collaboration, elevate leadership opportunities and promote gender equity – supporting women in both their personal and professional growth.

Key initiatives include:

- Adapting infrastructure, including women's restrooms, lactation rooms and locker rooms
- Promoting flexible office hours, work-life balance and regular pay equity audits
- Expanding access to career development and training programs
- Raising awareness of bias and improving conditions for women in manufacturing





Thriving together

> EMPLOYEE AND COMMUNITY ENGAGEMENT DRIVES WHO WE ARE

WELL-BEING

Veggie Week:

Organized by the allnex Well-being team to promote healthy eating and sustainable living.

Calm App:

Offered through our Employee Assistance Program (EAP), providing access to guided meditations, sleep stories and other tools to improve rest and well-being.

Sports activities:

Local teams organize events such as marathons and tournaments to foster a healthy, active culture.



Riga, Latvia



Austria, Werndorf

GIVING BACK TO THE COMMUNITY

- The Bassano, Italy, and Alpharetta, USA, sites organized school outreach activities to introduce young people to the world of chemical manufacturing.
- The Ponta Grossa, Brazil, team hosted an Easter initiative for local children, spreading joy and raising awareness about environmental conservation.
- In Riga, Latvia, colleagues volunteered at the Ulubele Animal Shelter, dedicating their time and resources to support animal well-being.
- In Frankfurt, local charity Pro Seligenstadt presented its medical missions in developing countries and was chosen as donation partner for our Christmas community initiative.



Riga, Latvia



Riga, Latvia



Frankfurt, Germany

APPRECIATION AND RECOGNITION

- Since 2023, we broadcast the annual Allnex Allstar Awards globally to highlight employee achievements.
- Our digital Appreciation Tickets, which allow colleagues to share recognition and gratitude, have become a major hit—with nearly 2,000 sent in 2024.





Life's liquid foundation

> OUR 2024 PRIMAVERA INITIATIVE
CENTERED ON WATER CONSERVATION

PRIMAVERA INITIATIVE

The Primavera Initiative is an allnex sustainability program that helps align our teams with the company's broader sustainability goals. In 2024, the focus was on water conservation, emphasizing the importance of protecting water and improving the quality of discharges.

PRIMAVERA 2024

At all 33 allnex locations, employee and community activities were organized around water-related topics. Examples include:

- Melaka, Malaysia: Employees toured the Industrial Effluent Treatment System to learn about local wastewater management.
- Romano, Italy: Ahead of Water Day, a science educator led a session on local water resources, followed by a lab workshop for 80 middle school students on pollution.
- Ponta Grossa, Brazil: A water-themed quiz and tour of the wastewater plant were followed by the distribution of water bottles made from recycled materials.
- Kalamazoo, USA: Employees joined a city clean-up to show their commitment to community and environmental care.

THE PRIMAVERA AWARD

Launched in 2023, the award is an internal sustainability recognition program that encourages friendly competition among sites by tracking activities aligned with the three Primavera goals: environmental impact, diversity & inclusion (D&I), and health & well-being.

Sites implemented a variety of measures, including improved monitoring systems and rainwater capture, to help save millions of liters of water annually.



Melaka, Malaysia



Romano, Italy



Alpharetta, USA

REGIONAL CHAMPIONS OF PRIMAVERA 2024

- **America Top Performer – North Augusta:** Major reductions in water use, waste and energy intensity reflect the site's strong commitment to conservation.
- **EMEA Champion & SDG Ambassador – Schoonaarde:** Dynamic activities engaged both employees and the community, including local schools and city offices.
- **APAC Crowned Again – Surabaya:** Holistic approach included improved eco-data, robust D&I and well-being programs, and strong local ties through donation drives.
- **Office Champion – Riga (Latvia):** Honored for organizing diverse charity activities, engaging employees and mentoring young talent at career fairs.





Securing the future

> BY HELPING EMPLOYEES, TALENT AND LEADERS GROW, WE CULTIVATE SUCCESS

GROWTH FOR ALL EMPLOYEES & TEAMS

Following our 2023 Employee Engagement Survey, we launched Growth Webinars to support personal and professional development. In 2024, six sessions drew over 2,000 participants, covering topics aligned with our values and ESG goals, such as:

- Embracing Sustainability: The Power of ESG
- Diversity & Inclusion: Overcoming Bias & Supporting Minority Groups community and environmental care.

To boost collaboration, we also offered global workshops, including:

- Insights® Discovery for Team Effectiveness
- Follow-Up Insights® Workshops
- New Manager Assimilation Workshops

Our Mystery Coffee initiative, run with PTT GC, connected 280 participants through 1,961 matches by year-end.

TALENT & LEADERSHIP

At allnex, we develop both talent and leadership across the organization. In 2024, our efforts included:

- Blanchard Leadership Training: 2 sessions for new managers and 9 for experienced leaders, reaching 203 participants
- Leadership Room Webinars: 4 quarterly sessions on topics such as AI, digital transformation and unconscious bias
- Team & Leadership Workshops: Focused on team dynamics, including Insights® Discovery sessions for stronger collaboration

To strengthen our pipeline, we ran two global 9-month programs for future leaders:

- allnexT Program (junior level) – 20 graduates in 2024
- Emerging Leaders Program (mid-level) – 24 graduates in 2024

We also welcomed 7 trainees into our 18-month Corporate Trainee Program across 3 regions:

- 3 in APAC
- 2 in EMEA
- 2 in the US





**DRIVEN BY DIVERSITY,
UNITED BY PURPOSE**

With over 4,000 colleagues across 35 countries and more than 50 nationalities, allnex is committed to creating value through innovation, quality, and reliability.

Our diverse workforce brings a wealth of ideas and perspectives, working together to exceed our customers' expectations and make a positive impact for our customers.



Governance and compliance

> WHAT WE DO TO ENSURE ETHICAL EXCELLENCE, FOSTER A NETWORK OF SHARED RESPONSIBILITY, AND BUILD A SUSTAINABLE SUPPLY CHAIN

VALUES THAT MATTER – AND MOTIVATE US

Strong governance and consistent compliance are the foundation of our commitment to ethical business practices, transparency and accountability. At allnex, we uphold the highest standards of corporate governance, ensuring that our policies, procedures and decision-making processes align with regulatory requirements and industry best practices.

CONTENTS OF THIS CHAPTER:

- Supplier Code of Conduct
- Supply Chain Acts
- Conflict Minerals Policy
- Supplier performance evaluation
- Together for Sustainability (TfS)
- Overview of governance policies
- External recognition and awards

SELECTED HIGHLIGHTS FROM 2024





Good conduct, safe supplies

> BY ELIMINATING UNETHICAL PRACTICES FROM OUR SUPPLY CHAINS WE ALSO REMOVE PROCUREMENT RISKS



CARING PARTNERS WITH FIRM HANDSHAKES

Our procurement policies align with global ESG principles, ensuring responsible sourcing and ethical business conduct. In 2024, we revised our **Supplier Code of Conduct (SCoC)** to reinforce high standards of integrity, safety and responsibility across our value chain.

The updated Code places even stronger emphasis on environmental compliance, sustainability and ethical practices. It introduces clearer guidance on anti-corruption, fair competition and human rights – requiring suppliers to have documented policies to prevent child labor, human trafficking and slavery.

Available in 12 languages, the new version reflects a more rigorous, partnership-based approach to responsible sourcing.

SUPPLY CHAIN ACTS

allnex follows ongoing human rights developments very closely at both international and national levels. Our Modern **Slavery Statement and Transparency Act** demonstrates our commitment to conduct the necessary due diligence process to prevent modern slavery and child labor.

ETHICAL MINERALS FROM TRUSTED SOURCES

Conflict minerals include tin, tungsten, tantalum and gold (collectively known as 3TG). At allnex, we are committed to responsible sourcing and apply strict due diligence to ensure that the minerals in our products and supply chain are ethically sourced and conflict-free. Our **Conflict Minerals Policy** outlines this commitment.

Beyond regulated conflict minerals (3TG), allnex also conducts due diligence on chemicals derived from them, as well as additional minerals identified by the **Responsible Minerals Initiative (RMI)**, specifically mica and cobalt. Our reporting aligns with key regulations and industry standards, including the U.S. SEC's Dodd-Frank Act and the OECD Due Diligence Guidance.

As part of this process, we require suppliers to regularly provide evidence that all sourced materials are conflict-free. In 2024, we achieved a 79% response validation rate in our compliance efforts.

36

37

38



Ensuring supply chain resilience

> WE ARE COMMITTED TO INTEGRATING SUSTAINABILITY INTO EVERY STAGE OF OUR PROCUREMENT PROCESS

DUE DILIGENCE PROCESS AND RISK MANAGEMENT

allnex relies on its supply chain to procure a wide range of materials from a large number of suppliers. Recognizing the strategic importance of procurement, we leverage it to enhance the resilience of our supply chains. This growing focus on corporate social responsibility (CSR) translates in many ways into our procurement practices. We are committed to continuously improving our responsible sourcing and procurement activities.

We conduct thorough due diligence to assess and manage risks within our supply chain, including supplier pre-screenings using the EcoVadis IQ tool.

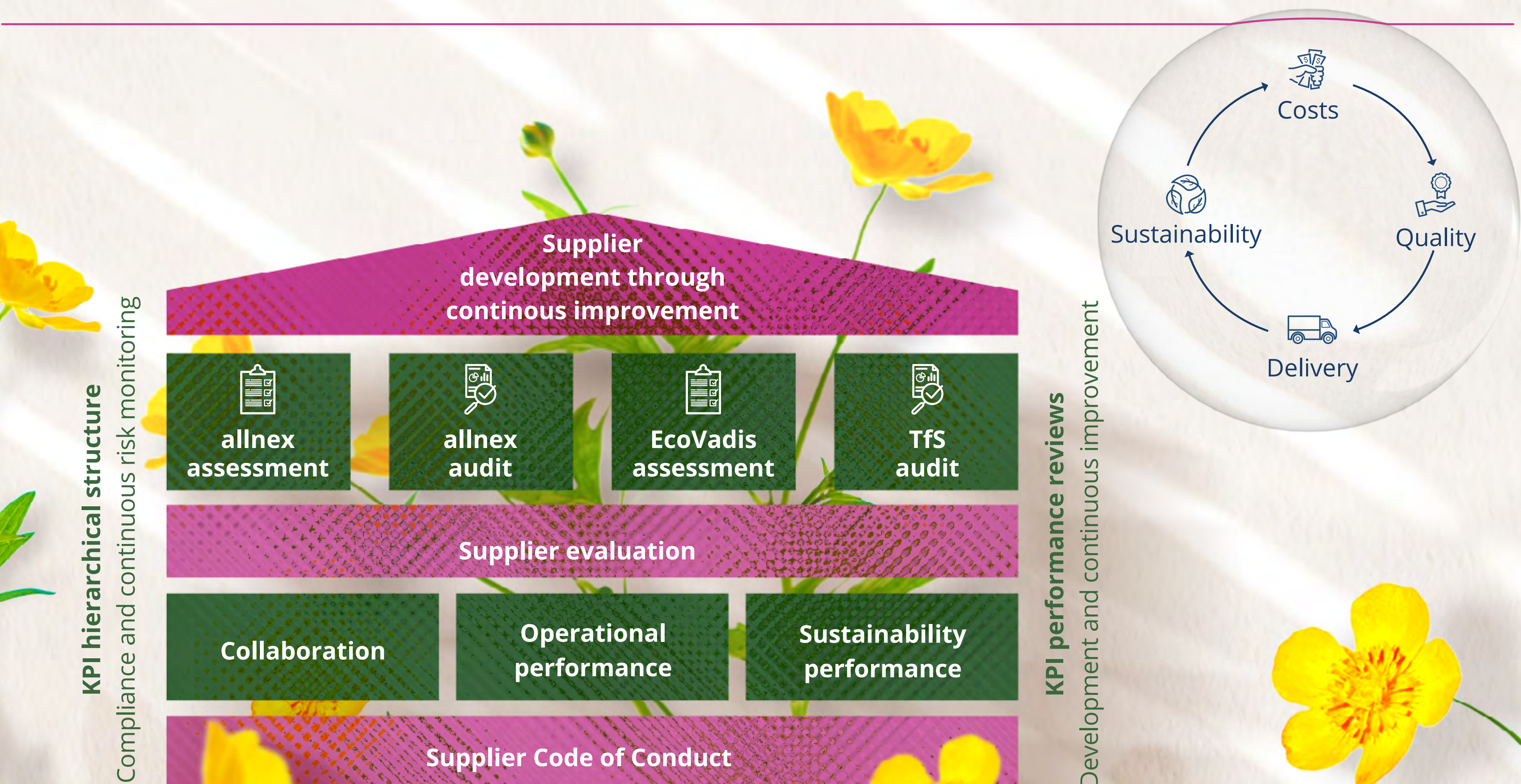
SUPPLIER PERFORMANCE EVALUATION

Supplier performance is regularly assessed based on key indicators such as collaboration, sustainability performance and operational performance. In 2024, we assessed more than 1,500 suppliers using our Supplier Performance Evaluation Framework. The evaluation focused on raw material and packaging suppliers.

CONTINUOUS IMPROVEMENT

Identified improvements are tracked through a Corrective Action Plan and reviewed via reassessments or audits. Our Procurement team is monitoring and collaborating with suppliers to achieve these improvements. We believe that working together with our suppliers is crucial for driving continuous improvement and advancing our shared sustainability goals.

SUPPLIER PERFORMANCE EVALUATION FRAMEWORK





Together is better

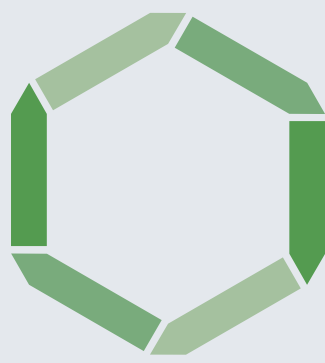
> THROUGH COLLABORATION WE FOSTER A SUSTAINABLE AND RESILIENT CHEMICAL SUPPLY CHAIN

COLLECTIVELY RAISING THE BAR IN CORPORATE SOCIAL RESPONSIBILITY

Together for Sustainability (TfS) is an international, member-driven initiative that raises CSR standards across the chemical industry. Its aim is to develop and implement a global supplier engagement process to assess and improve sustainability practices within chemical supply chains.

The program is based on the UN Global Compact and Responsible Care®. allnex has been an active participant since 2022.

The standardized approach of TfS assessments and audits measures supplier performance in key areas such as environmental protection, labor and human rights, as well as ethical and sustainable procurement. We track progress using TfS key performance indicators (KPIs) to evaluate sustainability improvements.



TOGETHER FOR SUSTAINABILITY

TfS KPIs	2024 target	2024 achieved
Total number of valid assessments	250	260
Number of assessments in 2024	150	190
Percentage of Improved Assessments	55%	66%



We are committed to continuous improvement and capability building across our supply chain. A key pillar of our approach is the TfS Academy, a learning platform for suppliers and our procurement colleagues.

Through the TfS Academy, we provide training to our suppliers on sustainability topics. The Academy offers more than 390 courses in 11 languages. In 2023, TfS members conducted nearly 500 audits and well over 11,000 online assessments.



Spelled out in writing

> COMPREHENSIVE POLICIES ENSURE EVERYONE COMPREHENDS OUR VALUES AND EXPECTATIONS

OVERVIEW OF OUR POLICIES

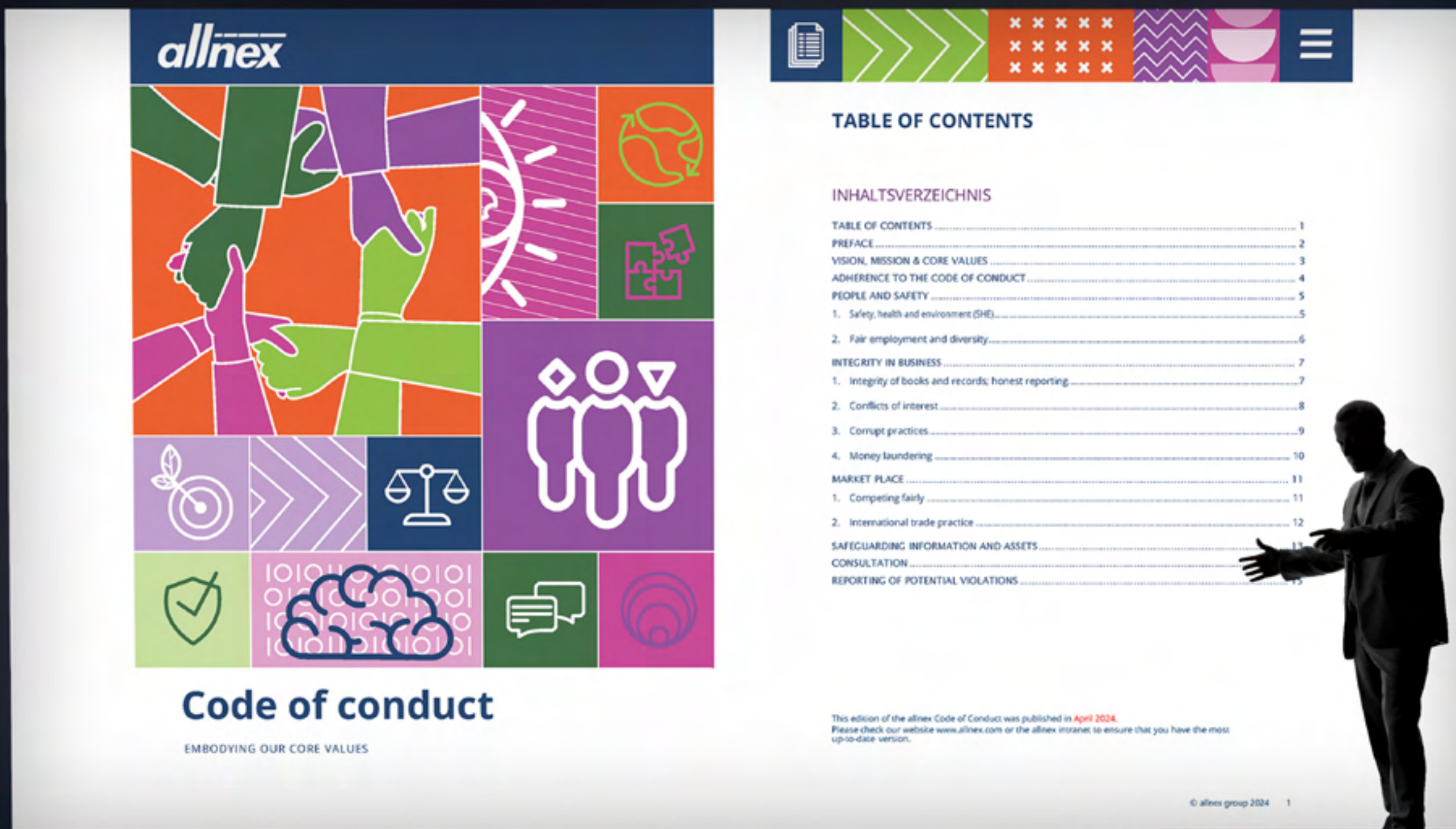
- Code of Conduct
- Supplier Code of Conduct
- Labor and Human Rights Policy
- Conflict Minerals Policy
- Global Whistleblower Policy and Mechanism
- Anti-Bribery and Anti-Corruption Policy
- Quality Policy
- SHE Policy
- LLM (Large Language Model) Policy
- Information Classification Policy
- Anti-Harassment Policy

TRAINING CONDUCTED

Employee compliance is a key part of our governance program. Over 99% of colleagues have completed the 2024 Code of Conduct refresher training. Additional training on topics such as anti-bribery and European competition law is offered in local languages and various formats.

STAYING CURRENT WITH TECHNOLOGY

To protect our data and ensure responsible AI use, allnex is rolling out a series of AI policies. The first to take effect is the LLM (Large Language Model) Policy, which sets clear guidelines for using tools like CoPilot, ChatGPT, Bing, and others – focusing on security risks and safeguarding confidential information.





External recognition and awards

> HOW OUR EFFORTS ARE ACKNOWLEDGED

Drogenbos & Schoonaarde UN SDG Ambassadors

Our two Belgian sites have been awarded UN Sustainable Development Goals (SDG) Ambassador status. Granted by UNITAR (UN Institute for Training and Research), together with CIFAL Flanders and Voka, this recognition underscores our commitment to sustainability and our proactive efforts to embed the SDG principles into our operations.

Sustainability Award at RadTech 2024

Our innovative approach to sustainability was honored with the Sustainability Award at RadTech 2024. This award recognizes our efforts to develop solutions that meet the highest environmental standards while delivering superior performance.

Ringier Innovation Award for SETAQUA X 2309

In China, allnex received the Ringier Innovation Award for SETAQUA® X 23098, a waterbased PU-modified olefin resin designed for automotive bumpers. This award highlights our commitment to providing high-performance, environmentally friendly products that address customer needs and leverage our core technology and expertise.

AkzoNobel North Asia Sustainability Award

This recognition highlights our outstanding efforts in promoting sustainable practices across the region. It underscores our commitment to reducing our environmental footprint and advancing sustainable solutions in the coatings industry.

Mäder's Top 10 Most Sustainable Suppliers

Acknowledging our excellence as a sustainable partner, allnex was named one of Mäder's Top 10 Most Sustainable Suppliers. The ranking reflects our dedication to long-term relationships with like-minded collaborators and our effectiveness in implementing sustainability initiatives.



APPENDIX



06. ESG/2025



allnex

INNOVATIVE CHEMISTRY
FOR ALL NEXT GENERATIONS

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42
43



LEGAL2024	
Total number and percentage of operations assessed for risks related to corruption	260
Total number of confirmed incidents of corruption	0
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	0
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	0
Fines paid due to compliance issues	0

PROCUREMENT2024	
Proportion of renewable materials used to produce and package the organization's primary products	4,7%
Proportion on recycled raw materials	0,04

GOVERNANCE2024	
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

SAFETY2024			
WORK-RELATED INJURIES: EMPLOYEES	NUMBER 2024		RATE 2024
Fatalities as a result of work-related injury	0		0,0
High-consequence work-related injuries (excluding fatalities)	4		
Recordable work-related injuries	21		0,52
The number of hours worked	8 097 265,85		
WORK-RELATED INJURIES: CONTRACTORS			
Fatalities as a result of work-related injury	0		0,0
High-consequence work-related injuries (excluding fatalities)	0		0,0
Recordable work-related injuries	8		0.68
The number of hours worked	2 340 270,8		
WORK RELATED ILLNESSES: EMPLOYEES AND CONTRACTORS			
The number of fatalities as a result of work-related ill health	0		0
The number of allnex recordable occupational illness	0		0

SOCIAL2024			
EMPLOYEES	FEMALE		MALE
Band A + B	26,0%		74,0%
under 30	0,0%		0,0%
30–50	38,0%		62,0%
50+	16,0%		84,0%
Band C	47,0%		53,0%
under 30	59,0%		41,0%
30–50	49,0%		51,0%
50+	35,0%		65,0%
Band D	38,0%		62,0%
under 30	39,0%		61,0%
30–50	34,0%		66,0%
50+	41,0%		59,0%
Band E	5,0%		95,0%
under 30	8,0%		92,0%
30–50	4,0%		96,0%
50+	4,0%		96,0%
Grand Total	25,0%		75,0%
under 30	30,0%		70,0%
30–50	28,0%		72,0%
50+	19,0%		81,0%

*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)



NEW HIRES (INCL. ACQ)	Female (Count)	Male (Count)	Female %	Male %
By age group	152	271	36%	64%
under 30	61	82	43%	57%
30–50	81	148	35%	65%
50+	10	41	20%	80%
By region				
Americas	31	92	25%	75%
Asia Pacific	61	87	41%	59%
EMEA	60	92	39%	61%
*Data (Headcount) based on period 01.01.2024–31.12.2024. All Regular, Active employees (same approach as in headcount report).				

TERMINATIONS	Female (Count)	Male (Count)	Female %	Male %
By age group	119	327	27%	73%
under 30	28	57	33%	67%
30–50	63	130	33%	67%
50+	28	140	17%	83%
By region				
Americas	17	78	18%	82%
Asia Pacific	39	93	30%	70%
EMEA	63	156	29%	71%
*Data (Headcount) based on period 01.01.2024–31.12.2024. All Regular, Active employees (same approach as in headcount report).				

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEW				
Employee Category		% eligible	Female	Male
Leadership (Band A & B)		100%	26%	74%
Salaried Professionals (Band C)		100%	47%	53%
Other white collars (Band D)		79%	38%	62%
Blue collars (Band E)		56%	5%	95%
Overall		78%	25%	75%
*Excluding joint ventures				

ENERGY				
ENERGY CONSUMPTION BY SOURCE		2022	2023	2024
Energy consumption from non-renewable fuel types *	MWh	832.157	767.151	780.520
Energy consumption from renewable fuel types	MWh	0	0	0
Total purchased electricity	MWh	196.477	194.162	210.034
Non-renewable electricity	MWh	126.814	124.167	136.127
Renewable electricity	MWh	69.663	69.996	73.906
Renewable electricity certificates retired during the period	MWh	20.279	29.374	47.550
Purchased cooling	MWh	0	0	0
Purchased heat	MWh	347	0	297
Purchased steam	MWh	163.322	195.573	194.712
Self-generated renewable energy	MWh	132	1.162	1.809
Energy from utilities sold to tenants***	MWh	-45.137	-43.869	-40.085
TOTAL ENERGY CONSUMPTION				
Total energy*	MWh	1.192.435	1.158.048	1.227.457
Total allnex energy**	MWh	1.147.298	1.114.179	1.187.372
Energy from utilities sold to tenants	MWh	45.137	43.869	40.085
Total renewable energy generated or purchased directly and through RECs	MWh	90.074	100.532	123.265
ENERGY INTENSITY				
allnex energy intensity ratio by production volume	MWh/tonne	1,37	1,41	1,42
Percent electricity coming from renewable resources	%	46%	51%	58%
* - includes energy from utilities sold to tenants for 2022, 2023 and 2024 ** - excludes energy from utilities sold to tenants				

WATER				
WATER WITHDRAWAL		2022	2023	2024
Total water withdrawal	m³	22.862.391	22.408.597	22.810.230
Municipal water supplies or other water utilities	m³	3.170.970	3.129.380	2.150.246
Groundwater	m³	2.034.075	1.856.074	1.912.122
Produced water	m³	0	0	0
Rainwater collected directly and stored by the organisation	m³	6.385	22.415	31.458
Seawater	m³	0	0	0
Surface water	m³	17.650.960	17.400.728	18.716.404
Unspecified water withdrawal	m³	0	0	0
Total water withdrawal that is freshwater	m³			22.633.441
Total water withdrawal from a water stress area by source	m³	275.431	335.120	286.300
Municipal water supplies or other water utilities from a water stress area	m³	153.610	237.343	185.266
Groundwater from a water stress area	m³	0	0	0
Produced water from a water stress area	m³	0	0	0
Rainwater collected directly and stored by the organisation from a water stress area	m³	861	7.049	12.015



Seawater from a water stress area	m³	0	0	0
Surface water from a water stress area	m³	120.960	90.728	89.019
WATER DISCHARGE				
Total water discharged	m³	22.483.180	22.026.349	22.488.427
Municipal water supplies or other water utilities water total	m³	3.074.816	2.988.991	2.067.872
Groundwater	m³	0	18.948	8.475
Seawater	m³	0	0	0
Surface water	m³	19.408.364	19.018.410	20.412.079
Unspecified water discharge	m³	0	0	0
Total water discharge that is freshwater	m³			22.218.093
Volume of the municipal water supplies or other water utilities water total sent for use to other organizations	m³	25.452	15.080	13.567
Total water discharge to a water stress area	m³	340.638	367.650	418.535
WATER CONSUMPTION				
Total water consumption	m³	663.577	535.342	515.644
Total water consumption within a water stress area	m³	35.692	61.586	29.594

WASTE				
WASTE GENERATED		2022	2023	2024
Total weight of hazardous and non-hazardous waste	metric ton	69.546	63.325	70.866
WASTE DIVERTED FROM DISPOSAL				
Total waste diverted from disposal	metric ton	11.236	9.684	12.111
Hazardous waste diverted from disposal	metric ton	6.887	5.613	7.397
Hazardous waste Recycled	metric ton	2.648	3.080	4.666
Hazardous waste reused	metric ton	1.719	574	972
Other recovery operations (hazardous)	metric ton	2.519	1.959	1.758
Non-hazardous waste diverted from disposal	metric ton	4.349	4.071	4.714
Non-hazardous waste recycled	metric ton	1.476	3.132	3.704
Non-hazardous waste reused	metric ton	2.480	460	644
Other recovery operations	metric ton	393	478	367
ONSITE DIVERTED FROM DISPOSAL				
Non-hazardous waste recycled (onsite)	metric ton	0	0	0
Non-hazardous waste reused (onsite)	metric ton	0	70	0
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	0	0	0
OFFSITE DIVERTED FROM DISPOSAL				
Non-hazardous waste recycled (offsite)	metric ton	1.476	3.132	3.704
Non-hazardous waste reused (offsite)	metric ton	2.480	390	644
Other non-hazardous waste recovery operations (offsite)	metric ton	393	478	367
Hazardous waste recycled (offsite)	metric ton	2.648	3.080	4.666
Hazardous waste reused (offsite)	metric ton	1.719	574	972
Other hazardous waste recovery operations (offsite)	metric ton	2.519	1.959	1.758
WASTE DIRECTED TO DISPOSAL				
Total waste directed to disposal	metric ton	58.310	53.641	58.755
Hazardous waste directed to disposal	metric ton	39.625	32.798	33.189
Hazardous waste incinerated (with energy recovery)	metric ton	18.006	12.773	12.177
Hazardous waste incinerated (without energy recovery)	metric ton	7.850	10.068	12.571
Hazardous waste landfilled	metric ton	1.308	1.900	1.631
Hazardous waste on-site storage	metric ton	369		
Other disposal operations (hazardous)	metric ton	12.092	8.022	6.811
Non-hazardous waste directed to disposal	metric ton	18.685	20.843	25.565
Non-hazardous waste incinerated (including energy recovery)	metric ton	2.377	3.180	4.696
Non-hazardous waste incinerated (without energy recovery)	metric ton	2.456	208	613
Non-hazardous waste landfilled	metric ton	6.866	6.454	6.591
Other disposal operations	metric ton	6.985	11.000	13.665
ONSITE DIRECTED TO DISPOSAL				
Non-hazardous waste landfilled (onsite)	metric ton	1	2	0
Non-hazardous waste incinerated with energy recovery (onsite)	metric ton	1	0	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	4.487	0	0
Hazardous waste incinerated without energy recovery (onsite)	metric ton	1.687	1.669	1.516
Mixed/unspecified	metric ton	369	35	0
Other hazardous waste disposal operations (onsite)	metric ton	0	0	0
OFFSITE DIRECTED TO DISPOSAL				
Non-hazardous waste landfilled (offsite)	metric ton	6.865	6.451	6.591
Non-hazardous waste incinerated with energy recovery (offsite)	metric ton	2.377	3.180	4.696



Non-hazardous waste incinerated without energy recovery (offsite)	metric ton	2.456	208	613
Other non-hazardous waste disposal operations (offsite)	metric ton	6.985	11.000	13.665
Hazardous waste landfilled (offsite)	metric ton	1.308	1.900	1.631
Hazardous waste incinerated with energy recovery (offsite)	metric ton	13.519	12.773	12.177
Hazardous waste incinerated without energy recovery (offsite)	metric ton	6.163	8.399	11.055
Other hazardous waste disposal operations (offsite)	metric ton	12.092	8.022	6.811

GHG					
DIRECT (SCOPE 1) GHG EMISSIONS		2018	2022	2023	2024
GRI Scope 1 emissions	tCO ₂ e		162.125	157.971	169.482
allnex Scope 1 emissions (excl. emissions from utilities sold to tenants)	tCO ₂ e	149.981	155.533	150.973	163.616
ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS					
Scope 2 emissions (location-based)	tCO ₂ e		99.271	106.206	113.166
Scope 2 emissions (market-based)	tCO ₂ e	136.757	70.511	73.898	64.993
GHG EMISSIONS INTENSITY					
CO ₂ e emissions intensity ratio by production volume	tCO ₂ e/ton		0,27	0,28	0,27
Production volume	metric ton		838.114	791.826	837.573
NITROGEN OXIDES (NOx), SULFUR OXIDES (SOx), AND OTHER SIGNIFICANT AIR EMISSION					
NOx	kg		158.357	187.153	169.062
SOx	kg		3.057	11.558	10.104
Persistent organic pollutants (POP)	kg		0	0	0
Volatile organic compounds (VOC)	kg		183.015	190.888	189.665
Hazardous air pollutants (HAP)	kg		41.450	32.405	42.393
Particulate matter (PM)	kg		9.536	34.735	13.494

GRI Indices	DISCLOSURE TITLE	allnex DISCLOSURE	AUDITED
THE ORGANIZATION AND ITS REPORTING PRACTICES			
2.1	Organizational details	ESG report 2025 (p. 5), At a glance / Sales, staff & segments Key company numbers for 2024 Legal Name: Allnex Holdings GmbH* Nature of ownership: Corporate ownership (no individual or personal ownership), limited liability ownership * 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. Additional information can be found on allnex website, section „Key Facts about us“ and „Location finder“.	
2.2	Entities included in the organization's sustainability reporting	Additional information can be found on allnex website, section „Key facts about us“	
2.3	Reporting period, frequency and contact point	Calendar year 2024	
2.4	Restatements of information	2023 NOx data has been restated to correct an error discovered during 2024 data collection.	
2.5	External assurance	External limited assurance of the several indicators was conducted. Our engagement in this context relates solely to the disclosures denoted with the symbol „V“ Full assurance statement from the audit of our non-financial data can be found on allnex website (section “Certificates”).	
ACTIVITIES AND WORKERS			
2.6	Activities, value chain and other business relationships	ESG report 2025 (p. 5), At a glance/Sales, staff & segments Key company numbers for 2024 Additional information can be found on allnex website, section „Key facts about us“.	
2.7	Employees	ESG report 2025 (p. 27), Social/In pursuit of excellence ESG report 2025 (p. 28), Social/Making D&I work ESG report 2025 (p. 29), Social/Women in manufacturing ESG report 2025 (p. 30), Social/Women in leadership ESG report 2025 (p. 31), Social/Female networks, fair pay ESG report 2025 (p. 42, 43), Appendix/Social	
GOVERNANCE			
2.9	Governance structure and composition	ESG report 2025 (p. 43), Appendix/Governance	
2.12	Role of the highest governance body in overseeing the management of impacts	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.	
2.13	Delegation of responsibility for managing impacts	allnex governance structure:	
2.14	Role of the highest governance body in sustainability reporting	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. 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. 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 support 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 and to decide on broad-based remuneration/ benefit topics. The Sustainability Department–advices the Board of Directors of the Company on the Sustainability Strategy. Is headed by the Sustainability Director.	



GRI Indices	DISCLOSURE TITLE	allnex DISCLOSURE	AUDITED
STRATEGY, POLICIES AND PRACTICES			
2.21	Annual total compensation ratio	Not reported by other companies, to skip for ESG	
2.22	Statement on sustainable development strategy	ESG report 2025 (p. 3), Intro/Vision from allnex and GC ESG report 2025 (p. 6), allnex at a glance/Company strategy ESG report 2025 (p. 14), Environment/Clear goals, real progress	
2.23	Policy commitments	ESG report 2025 (p. 40), Governance and compliance/Spelled out in writing ESG report 2025 (p. 37), Governance and compliance/Good conduct, safe supplies ESG report 2025 (p. 24), Environment/Sustainable at the source	
2.24	Embedding policy commitments	ESG report 2025 (p. 40), Governance and compliance/Spelled out in writing ESG report 2025 (p. 37), Governance and compliance/Good conduct, safe supplies	
2.26	Mechanisms for seeking advice and raising concerns	allnex provides 2 channels for employees to report concerns, complaints or non-compliance: - Going directly to your supervisor or any other person of trust within allnex (HR, Finance, Compliance, etc.) - 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 (www.lighthouse-services.com/allnex) or e-mail (reports@lighthouse-services.com). The mechanisms for seeking advice or raising concerns can be found in multiple locations in our communication tools (internal and external)	
2.27	Compliance with laws and regulations	ESG report 2025 (p. 43), Appendix/Legal	
2.28	Membership associations	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. ESG report 2025 (p. 39), Governance/Together is better	
STAKEHOLDER ENGAGEMENT			
2.29	Approach to stakeholder engagement	ESG report 2025 (p.32), Social/Thriving together ESG report 2025 (p.33), Social/Life's liquid foundation On top of that, internal and external stakeholder: - are consulted in our double materiality analysis - have access to the ESG report via our website	
2.30	Collective bargaining agreements	Rate of employees covered by CLA/CBA/Sector Agreements - 69%	
MATERIAL TOPICS			
3.1	Process to determine material topics	ESG report 2025 (p. 16), Environment/Mapping what matters 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.	
3.2	List of material topics	ESG report 2025 (p. 16), Environment/Mapping what matters	
3.3	Management of material topics	ESG report 2025 (p. 16), Environment/Mapping what matters ESG report 2025 (p. 15), Environment/Our Sustainability Program	
GRI 201: ECONOMIC PERFORMANCE			
201 - 2	Financial implications and other risks and opportunities due to climate chane	Risks and opportunities due to climate change allnex faces: - Not meeting legal requirements resulting in important fines and reputational damage - Not meeting customer requirements and putting important CM at stake and such destroying the value of our company - Failure to meet our Public Commitments Not to let it happen: - Green electricity sourcing strategy in place (Scope 2) - Scope 1: transition plan to step away from fossil resources (consumption reduction and reorientation towards renewables) - Scope 3: company baseline established and a public reduction target communicated - Scope 3: detailed cradle to gate product carbon footprint calculations for every finished product and production site combination using an automtmed tool (starting in 2023 and fully implemented by end 2024) - Driving focus on CSRD/GRI compliant reporting.	
GRI 205: ANTI-CORRUPTION			
205 - 1	Operations assessed for risks related to corruption	ESG report 2025 (p. 43), Appendix/Legal	
205 - 2	Communication and training about anti-corruption policies and procedures	In 2024, we conducted a very well attended class room training for all our employees in Vietnam. We also ensured the link between the approval process for travel and living expenses under the 2025 T&L policy and the approval process for gifts and entertainment.	
205 - 3	Confirmed incidents of corruption and actions taken	ESG report 2025 (p. 43), Appendix/Legal	
GRI 206: ANTI-COMPETITIVE BEHAVIOR			
206 - 1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practic	ESG report 2025 (p. 43), Appendix/Legal	
GRI 301: MATERIALS			
301 - 1	Materials used by weight or volume	ESG report 2025 (p. 43), Appendix/Procurement	
301 - 2	Recycled input materials used	ESG report 2025 (p. 8), Innovation/Circularity in action Today the recyled input for ,direct' raw materias is limited, however, allnex is actively scoping the market for options and has some great examples launched recently and mutiple under development. This is perfectly in line with our strategy and material topics.	
GRI 302: ENERGY			
302 - 1	Energy consumption within the organization	ESG report 2025 (p. 44), Appendix/Energy	v
302 - 3	Energy intensity	ESG report 2025 (p. 44), Appendix/Energy	
302 - 4	Reduction of energy consumption	ESG report 2025 (p.17), Environment/Full-scope climate management ESG report 2025 (p.18), Environment/Powering change from within ESG report 2025 (p.19), Environment/Switching the current Base year – 2018. All energy types are included.	
GRI 303: WATER & EFFLUENTS			
303-3	Water withdrawal	ESG report 2025 (p. 44, 45), Appendix/Water ESG report 2025 (p. 20), Environment/Smarter flows and discharges Total water withdrawal that is considered freshwater has been provided.	v
303-4	Water discharge	ESG report 2025 (p.44, 45), Appendix/Water Total water discharge that is considered freshwater has been provided.	v
303-5	Water consumption	ESG report 2025 (p. 44, 45), Appendix/Water The amount of water considered freshwater has not been determined at this time.	



GRI Indices	DISCLOSURE TITLE	allnex DISCLOSURE	AUDITED
GRI 305: EMISSIONS			
305 - 1	Direct (Scope 1) GHG emissions	ESG report 2025 (p. 46), Appendix/GHG	V
305 - 2	Energy indirect (Scope 2) GHG emissions	ESG report 2025 (p. 46), Appendix/GHG	V
305 - 4	GHG emissions intensity	ESG report 2025 (p. 46), Appendix/GHG ESG report 2025 (p. 18), Environment/Powering change from within	
305 - 5	Reduction of GHG emissions	ESG report 2025 (p. 9, 11), Innovation/Emission reduction ESG report 2025 (p. 18), Environment/Powering change from within Base year–2018. All energy types are included, calculation includes Scope 1 and Scope 2 only.	
305 - 6	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 programme. OPD total for 2024 = 27 kg	
305 - 7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emission	ESG report 2025 (p. 46), Appendix/GHG	
GRI 306: WASTE			
306 - 1	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.	
306 - 2	Management of significant waste-related impacts	ESG report 2025 (p. 45, 46), Appendix/Waste ESG report 2025 (p. 20), Environment/Smarter flows and discharges 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.	
306 - 3	Waste generated	ESG report 2025 (p. 45, 46), Appendix/Waste	V
306 - 4	Waste diverted from disposal	ESG report 2025 (p. 45, 46), Appendix/Waste	V
306 - 5	Waste directed to disposal	ESG report 2025 (p. 45, 46), Appendix/Waste	V
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT			
308 - 1	New suppliers that were screened using environmental criteria	ESG report 2025 (p. 37), Environment/Good conduct, safe supplies ESG report 2025 (p. 38), Environment/Ensuring supply chain resilience As part of allnex’s ‘New Supplier Creation Process’, suppliers are screened against various criteria before becoming an approved source. One criterion is the requirements defined by allnex in the Supplier Code of Conduct (SCoC), which forms the basis of our collaboration regarding compliance and sustainability, including environmental aspects. allnex is using a 3rd party CSR risk platform to assess the sustainability performance of our suppliers, which includes environmental criteria.	
308 - 2	Negative environmental impacts in the supply chain and actions taken	ESG report 2025 (p. 38), Environment/Ensuring supply chain resilience As of 31 December 2024, we had 260 valid supplier assessments in our EcoVadis pool, which include evaluation of environmental impacts. Through the Ecovadis Third Party assessments, we have identified 2 suppliers with negative environmental impacts. When a negative environmental impact is identified, we discuss corrective actions with suppliers through the vendor performance evaluation process.	
GRI 401: EMPLOYMENT			
401 - 1	New employee hires and employee turnover	ESG report 2025 (p. 44), Appendix/New hires	
GRI 403: OCCUPATIONAL HEALTH & SAFETY			
403 - 1	Occupational health and safety management system	allnex is ISO 45001 certified, currently 97% of the allnex sites are covered by the current certification, the only site excluded is the new site in Jiaxing, China, which will be incorporated in 2025. For the certified sites all employees and third parties are covered under this management system. A copy of the current ISO 45001 certificate can be found on allnex website (section “Certificates”).	
403 - 2	Hazard identification, risk assessment, and incident investigation	allnex is ISO 45001 certified, hazard identification, risk assessment and incident managment are all part of the management system. A copy of the current ISO 45001 certificate can be found on allnex website (section “Certificates”).	
403 - 3	Occupational health services	ESG report 2025 (p. 27), Social/In pursuit of excellence 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 constinuously improving those standards. The standards are global based and then implemented at a local level as well.	
403 - 4	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.	
403 - 5	Worker training on occupational health and safety	As a part of the SHE management system, allnex provides global guidance for safety, occupational health and environmental training. In 2024, a training needs assessment for safety, health and environmental was created to assist sites in determine the training needs for the different job functions at each site. This gives consistent guidance to sites on worker training for these areas. If there is a global training need we establish a training that is provided to the sites, in 2024 a training on root cause analysis.	
403 - 6	Promotion of worker health	In the area of Well-Being/Health: - Since 2020, we are offering our Employee Assistance Program (EAP) to all our employees (and their families) globally, which offers support during the various challenges life brings. - We offer medical check-ups to employees in the majority of our sites (depending on the type of role every 1 to 3 years). - In 2024, sites participated in Meatless Meals in March and sleep and rest sessions in October and November. - We monitor occupational health and exposure risks per SHE Standard 500 or local regulations. - Local initiatives in many countries are taken on top in the area of well-being and health. - The medical department is working on campaigns like stop smoking.	
403 - 7	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 constinuously improving those standards. The standards are global based and then implemented at a local level as well.	
403 - 8	Workers covered by an occupational health and safety management system	allnex is ISO 45001 certified, currently 97% of the allnex sites are covered by the current certification, the only site excluded is the new site in Jiaxing, China, which will be incorporated in 2025. For the certified sites 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. A copy of the current ISO 45001 certificate can be found on allnex website (section “Certificates”).	
403 - 9	Work-related injuries	ESG report 2025 (p. 43), Appendix/Safety The main type of work related injuries for 2024 for both employees and contractors includes Abrasion/Bruise/Contusion, Chemical Exposure and Musculoskeletal (Acute sprain/strain/hernia). All rates were calculated using 200,000.	V
403 - 10	Work-related ill health	ESG report 2025 (p. 43), Appendix/Safety The main type of work related illnesses for 2024 for both employees and contractors includes respiratory conditions.	



GRI Indices	DISCLOSURE TITLE	allnex DISCLOSURE	AUDITED
GRI 404: TRAINING & EDUCATION			
404 - 1	Average hours of training per year per employee	ESG report 2025 (p. 34), Social/Securing the future	
404 - 2	Programs for upgrading employee skills and transition assistance programs	ESG report 2025 (p. 34), Social/Securing the future	
404 - 3	Percentage of employees receiving regular performance and career development	ESG report 2025 (p. 43), Appendix/Social Overall approx. 79% of our regular employees are eligible for Performance Management. The intent of our integrated performance Management (PMGM) system is: – Alignment of employee commitments to strategic company commitments – Strengthening performance against position requirements – To focus on the strengths of our people and to continuously develop our employees around needed competencies (including leadership behaviors) – Encourage demonstration of our values – Rewarding employees fairly All performance eligible regular employees need to align their individual goals to the strategic goals of the company. During the year, 2-way informal conversations take place to coach and steer performance. At year-end, final assessment process in followed with our SF system containing individual conversations around development, improvement areas, strengthening of competencies and performance.	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY			
405 - 1	Diversity of governance bodies and employees	ESG report 2025 (p. 28), Social/Making D&I work ESG report 2025 (p. 29), Social/Women in manufacturing ESG report 2025 (p. 30), Social/Women in leadership ESG report 2025 (p. 43), Appendix/Social ESG report 2025 (p. 43), Appendix/Governance	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%.	
GRI 406: NON-DISCRIMINATION			
406 - 1	Incidents of discrimination and corrective actions taken	ESG report 2025 (p. 43), Appendix/Legal	
GRI 408: CHILD LABOR			
408 - 1	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 .	
GRI 410: SECURITY PRACTICES			
410 - 1	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.	
GRI 413: LOCAL COMMUNITIES			
413 - 1	Operations with local community engagement, impact assessments, and development	ESG Report 2025 (p. 32), Social/Thriving together	
GRI 414: SUPPLIER SOCIAL ASSESSMENT			
414 - 1	New suppliers that were screened using social criteria	ESG report 2025 (p. 38), Governance/Ensuring supply chain resilience As part of allnex's 'New Supplier Creation Process', suppliers are screened against various criteria before becoming an approved source. One criterion is the requirements defined by allnex in the Supplier Code of Conduct (SCoC), which forms the basis of our collaboration regarding compliance and sustainability, including social aspects. allnex is using a 3rd party CSR risk platform to assess the sustainability performance of our suppliers, which includes social criteria.	
414 - 2	Negative social impacts in the supply chain and actions taken	ESG report 2025 (p. 38), Governance/Ensuring supply chain resilience As of 31 December 2024, we had 260 valid supplier assessments in our EcoVadis pool, which include evaluation of social impacts. Through the Ecovadis Third Party assessments, we have identified 3 suppliers with negative social impacts. When a negative environmental impact is identified, we discuss corrective actions with suppliers through the vendor performance evaluation process.	
GRI 416: CUSTOMER HEALTH AND SAFETY			
416 - 1	Assessment of the health and safety impacts of product and service categories	ESG report 2025 (p. 9, 10), Innovation/Safer materials ESG report 2025 (p. 21), Environment/Growing ECOWISE Health & 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. 33,6% of our contribution margin was identified as ECOWISE. Starting from there allnex will grow the portion of products that are categorized as ECOWISE to 50% by 2030. Therefore we have an ECOWISE target embedded into the bonus plan (variable pay) of every employee.	
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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