



*INNOVATIVE CHEMISTRY FOR ALL NEX>T GENERATIONS*

**ENVIRONMENTAL,  
SOCIAL AND GOVERNANCE**  
*REPORT 2023*

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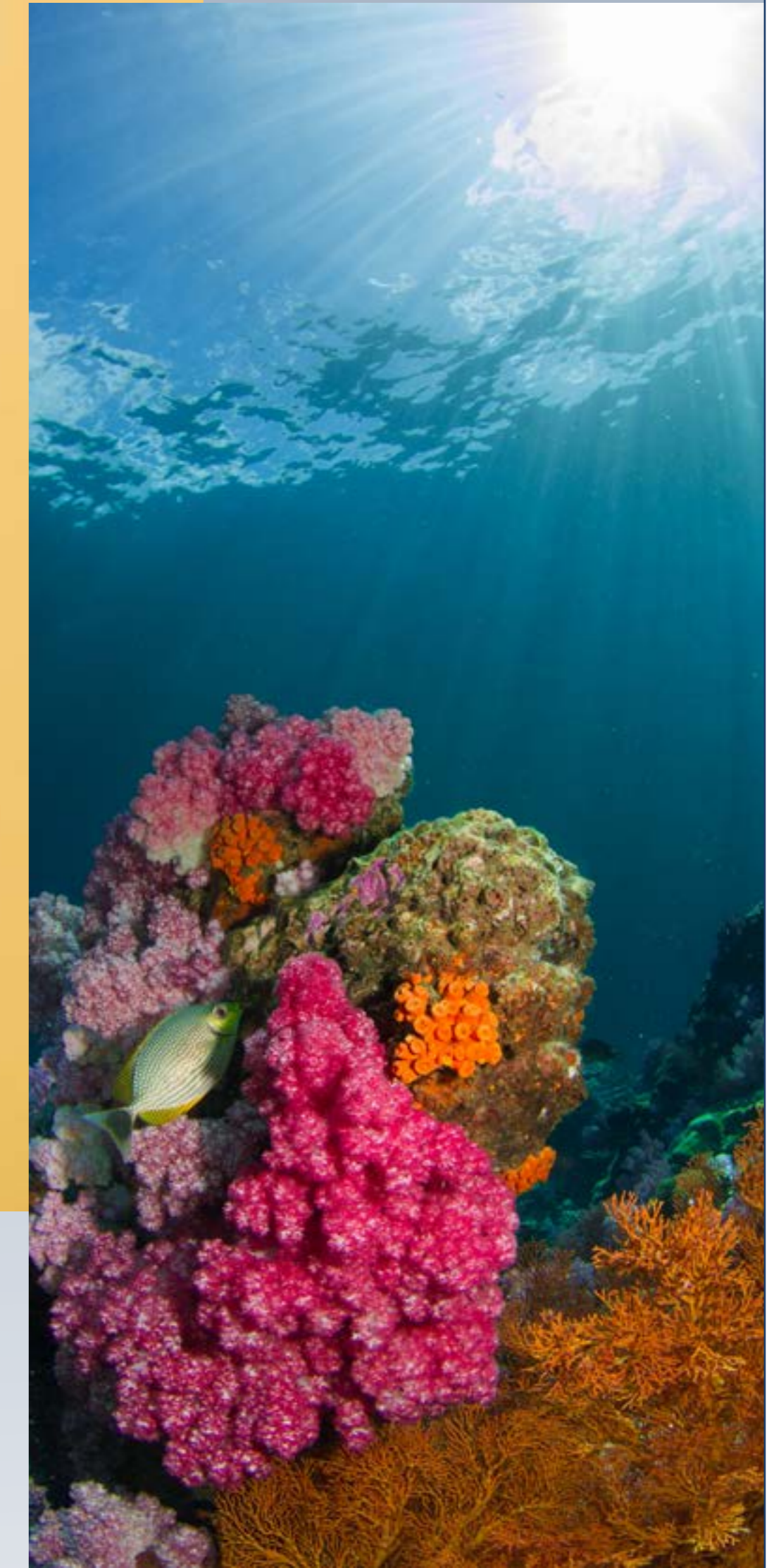
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# About this report



## Environmental, Social and Governance Report 2023 – Transforming FOR ALL NEX>T GENERATIONS

This is allnex's third Environmental, Social and Governance (ESG) Report, covering the full year of 2022.

The 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 the indicated period.



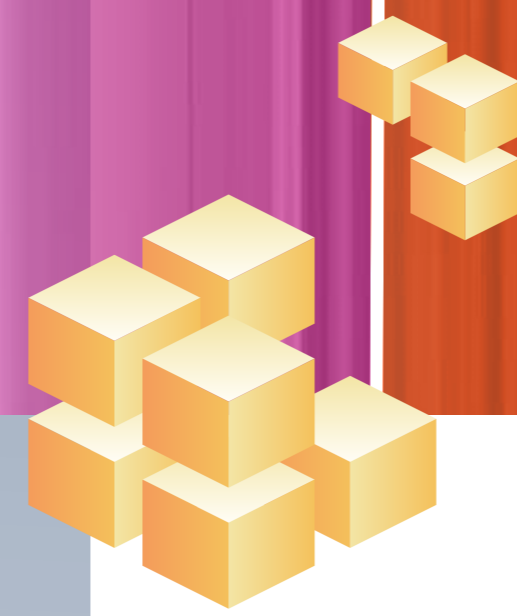
For feedback and suggestions on our ESG Report, please e-mail us at: [communications@allnex.com](mailto:communications@allnex.com)

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## Great Things Achieved, More Work Ahead – Message from Miguel Mantas, CEO of allnex



### It gives me great pleasure to share with you our Environmental, Social and Governance (ESG) Report 2023.

In 2022, we accomplished great things in the area of sustainability, which remains our number one strategic business driver. Where pursuing greener solutions are concerned, we want to make sure we remain the preferred partner of our customers for many years to come.

Last year, we set ourselves the target of developing our “be ECOWISE™” initiative and portfolio. I am thrilled to announce we exceeded this target.

For the first time, we also received an EcoVadis Platinum rating, placing us in the top 1% of globally assessed companies. This is an important recognition of our company's effort to reduce environmental impact and promote social responsibility. In addition, it is a testament to the hard work and dedication all our colleagues worldwide have put into these vital topics.

Our challenge now is to build on these great achievements and make them even greater. The ambitious goals we have set ourselves for 2030 will help to guide us on this path.

We have made significant progress in reducing our carbon footprint by investing in renewable energy and implementing energy-efficient practices.

Still, considering we aim to reduce our CO<sub>2</sub> emissions by a full 30% by 2030, we know challenges remain.

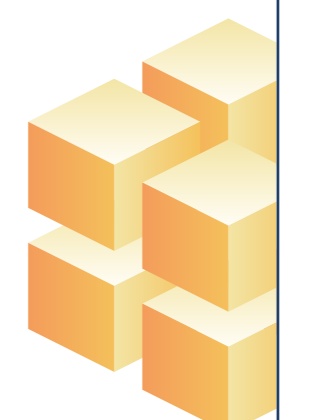
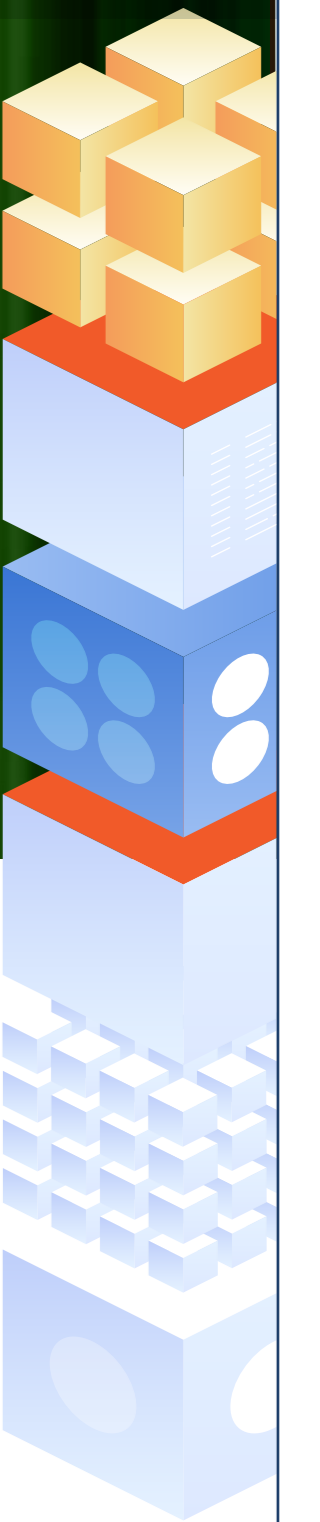
As a company, we deeply believe that diversity and inclusion are essential for our success. We recognize that women are underrepresented in the manufacturing industry and we are committed to helping change this.

We are working with different teams and improving our working environment to attract more women to our workforce globally, manufacturing in particular. We aim to increase the proportion of women in manufacturing to 16% by 2030, and that of women in allnex's leadership to 35% within the same time frame.

Given the ambition of our goals, we are very pleased that our owner and strategic partner, PTT GC, strongly supports us on our journey and helps push our sustainability efforts to new levels.

Our teams across the globe are putting great energy into making our processes and day-to-day work more sustainable. On their behalf, I am extremely proud to present allnex's ESG report showcasing our latest efforts. In its pages, you will find detailed information on the actions we are taking to ensure we meet our sustainability ambitions – for the welfare and benefit of all nex>t generations.

—  
**MIGUEL MANTAS**  
CEO of allnex



# Using Our Synergies to Foster Success and Sustainability –

## Message from Dr. Kongkrapan Intarajang, CEO and President of GC

**It's been a year since allnex became part of the GC family. As CEO and President of GC, I am pleased to share major points of the progress of our joint work and fruitful cooperation.**

For GC and allnex, sustainability is conducting our business with consideration to all three pillars – economy, society, and the environment – in all that we do. We believe that a balance can be achieved if we remain focused and open to new innovations and concepts.

**GC and allnex joined forces on the decarbonization path.** We are committed to operating in accordance with the Decarbonization Roadmap, resolving and mitigating the impacts of climate change, and becoming a net zero company by 2050 through three strategies with a clear, concrete, measurable, and verifiable plan.

**Together, GC and allnex are moving towards greater tangible synergies** such as enhancing the competitiveness of our business, sharing Operational Excellence practices and knowledge, creating new learning opportunities for our employees, and accelerating the development of our products and technologies to meet consumer needs based on megatrends.

**To further enhance collaboration, GC and allnex have jointly established the Thailand Innovation Hub** in Rayong province. The hub's focus is on R&D and innovations. Leveraging the strength of GC with a strong R&D Facility and allnex's strength in technology and access to customers, will accelerate product and technology development processes, innovative green technologies, and sustainable products to enhance and further strengthen allnex's presence in the Southeast Asia market as well as supporting us in the move towards becoming a low carbon business while still being to maintain our profitability.

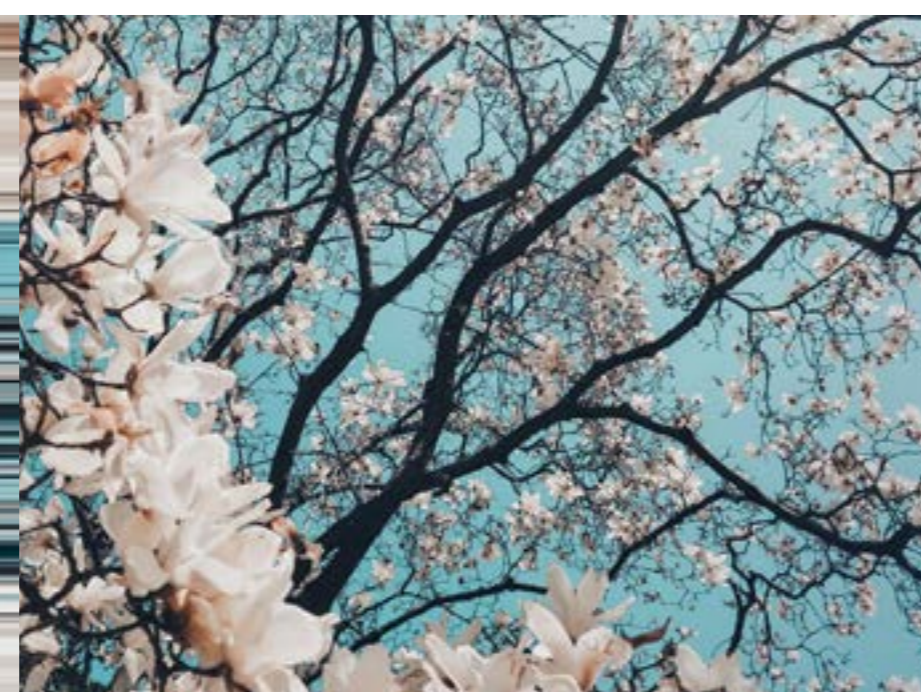
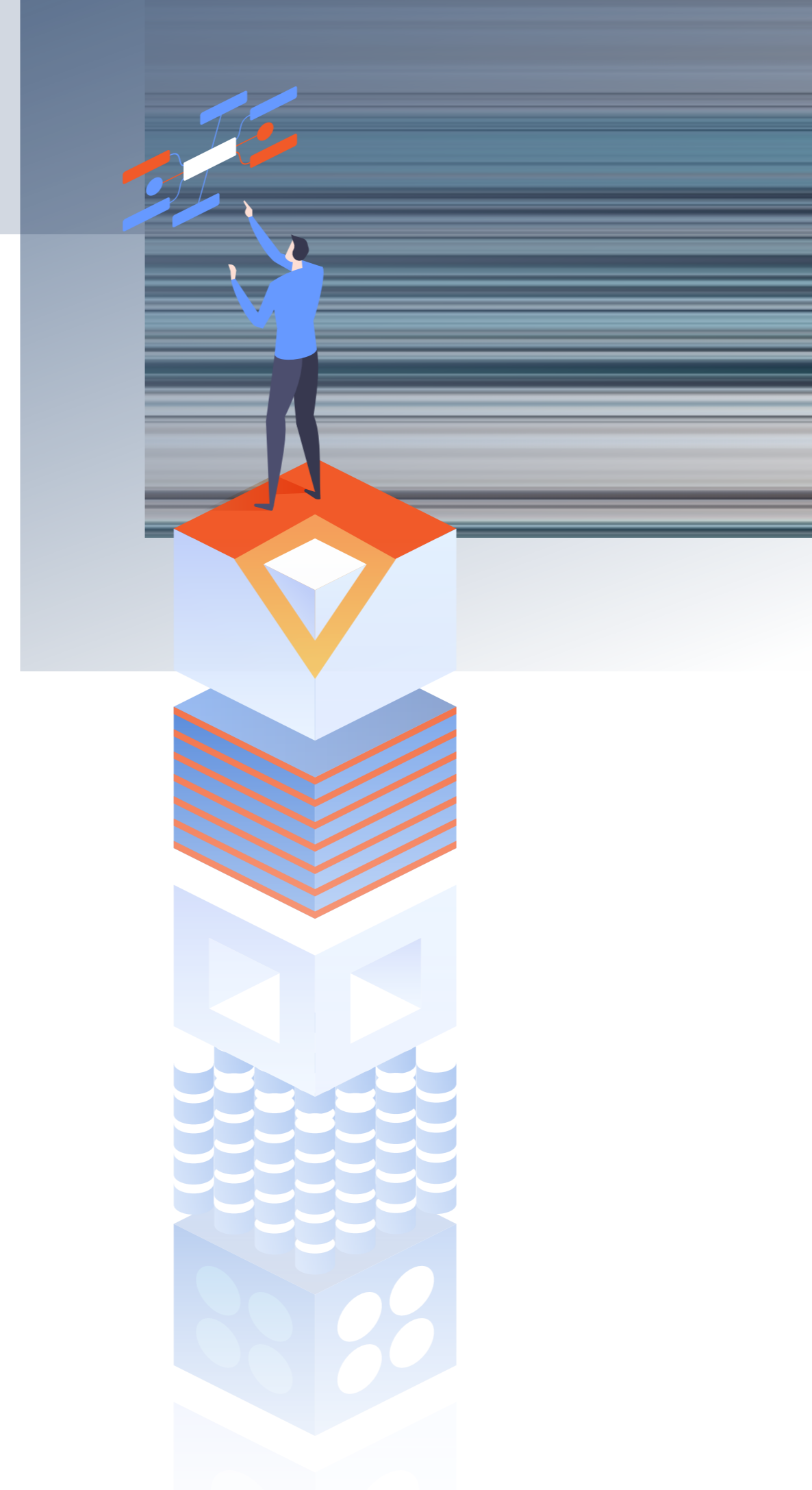
**We are exploring new business opportunities** by utilizing the corporate venture capital (CVC) engine to enter new businesses with advanced technologies and innovations, which can be used to further strengthen and expand our current businesses.

Both teams actively exchange their best practices and knowledge, creating a growth-oriented and innovative environment within the group. allnex shares its expertise in Ecowise™ management, emphasizing sustainable practices and environmental stewardship. This knowledge transfer enables the team to implement more efficient and eco-friendly processes.

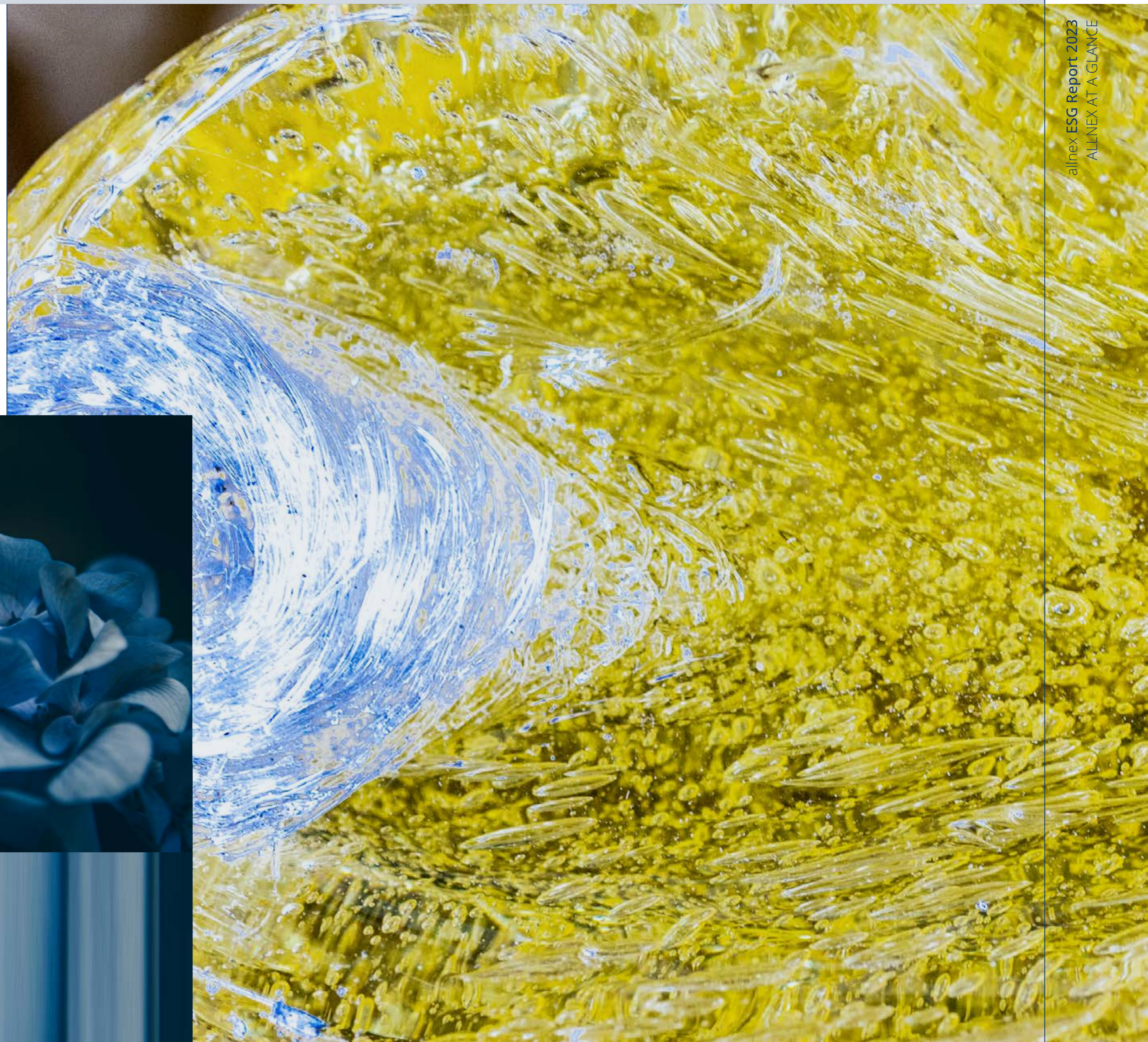
Similarly, GC contributes by sharing practices in operational excellence and digitalization, helping allnex streamline operations, improve productivity, and embrace digital transformation. Through collaboration and leveraging each other's strengths, both allnex and GC teams enhance their capabilities and elevate the overall performance of the group.

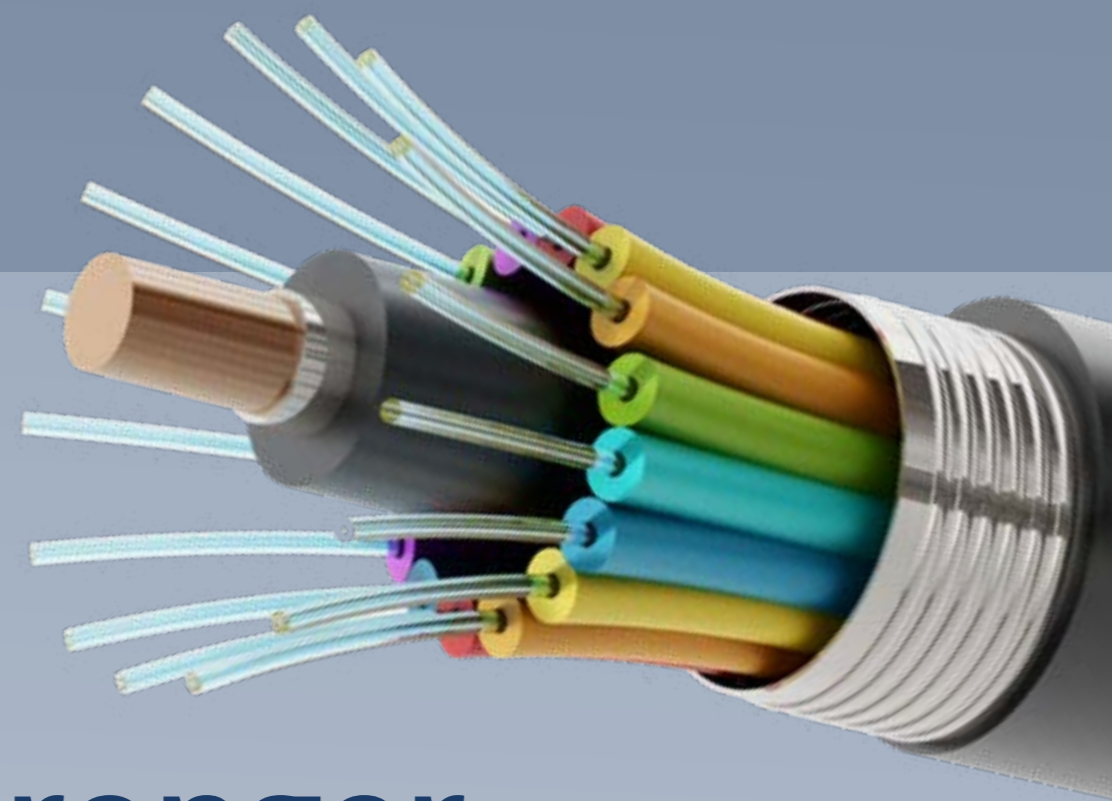
GC as the long-term owner and strategic partner, will provide our continuing support to allnex in every aspect to achieve mutual sustainable growth that will enable us to contribute further to this earth in a sustainable manner.

—  
**DR. KONGKRAPAN INTARAJANG**  
CEO and President of GC



# allnex at a Glance





# Growing Stronger While Expanding Our Horizon – allnex’s New Growth Strategy

In June 2022, allnex unveiled its new growth strategy for the company and presented the corresponding changes in its organizational setup. Named “Sustainability, Growth Markets and Optimization”, the strategy was carefully developed with one overarching goal in mind: driving allnex forward.

The aim is to further strengthen our market position in industrial coating resins in various regions, while also propelling us to broaden our horizons and incubate new growth platforms with a strong emphasis on sustainability.

The new strategy will accelerate our growth in current core markets and at the same time enable us to expand our focus beyond industrial coating resins, incorporating sustainable practices. It will either strengthen our presence in new markets or allow us to enter them for the first time, all supported by a renewed ambition for innovation and sustainability.

Our target markets for expansion, including additives, adhesives, electronics and composites, will be approached with a commitment to sustainability. This means integrating environmentally friendly materials and processes, reducing waste and emissions, and ensuring the responsible sourcing of raw materials.



## 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.

# 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.

The cheerful colors, authentic images and playful graphics are meant to inspire not just us but the whole chemical industry with a renewed sense of optimism, diversity and youthful energy.

## INNOVATIVE CHEMISTRY FOR ALL NEX>T GENERATIONS



### Our Purpose (and new company statement):

#### INNOVATIVE CHEMISTRY FOR ALL NEX>T GENERATIONS

Blending the name of our company with natural language, this modernized pledge aptly expresses our deep commitment to leveraging innovation for a sustainable future (with the added arrow symbol showing the path forward).

### 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.



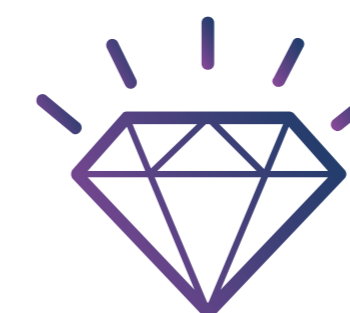
### COMPLIANCE

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.



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



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

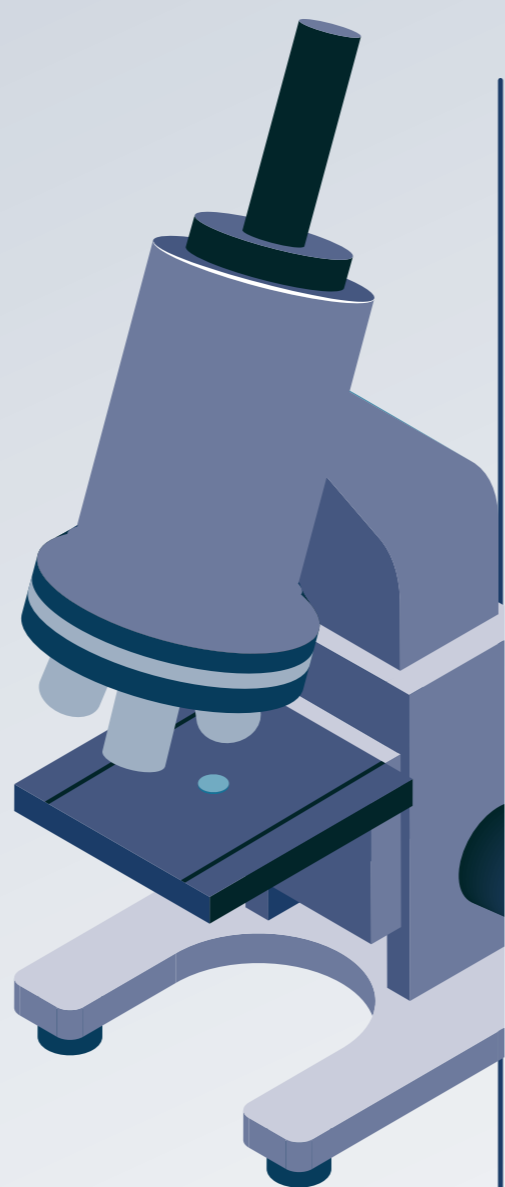


**1999**  
Acquisition  
by **SOLUTIA**



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

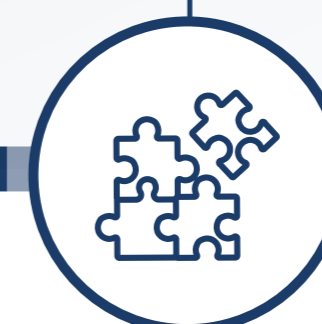
**2005**  
Acquisition of  
coating resins  
business from  
**AKZO NOBEL**



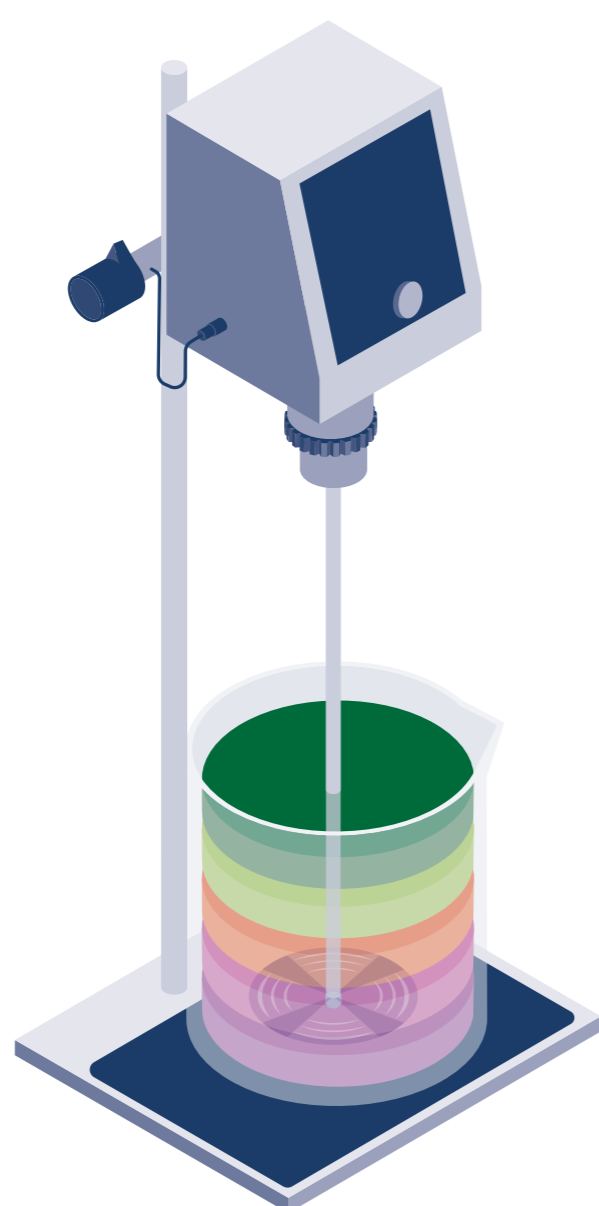
**2011**  
Acquisition of  
coating resins  
business from  
**BAYER**



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



# 75 Years of Innovation – Our Journey



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



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

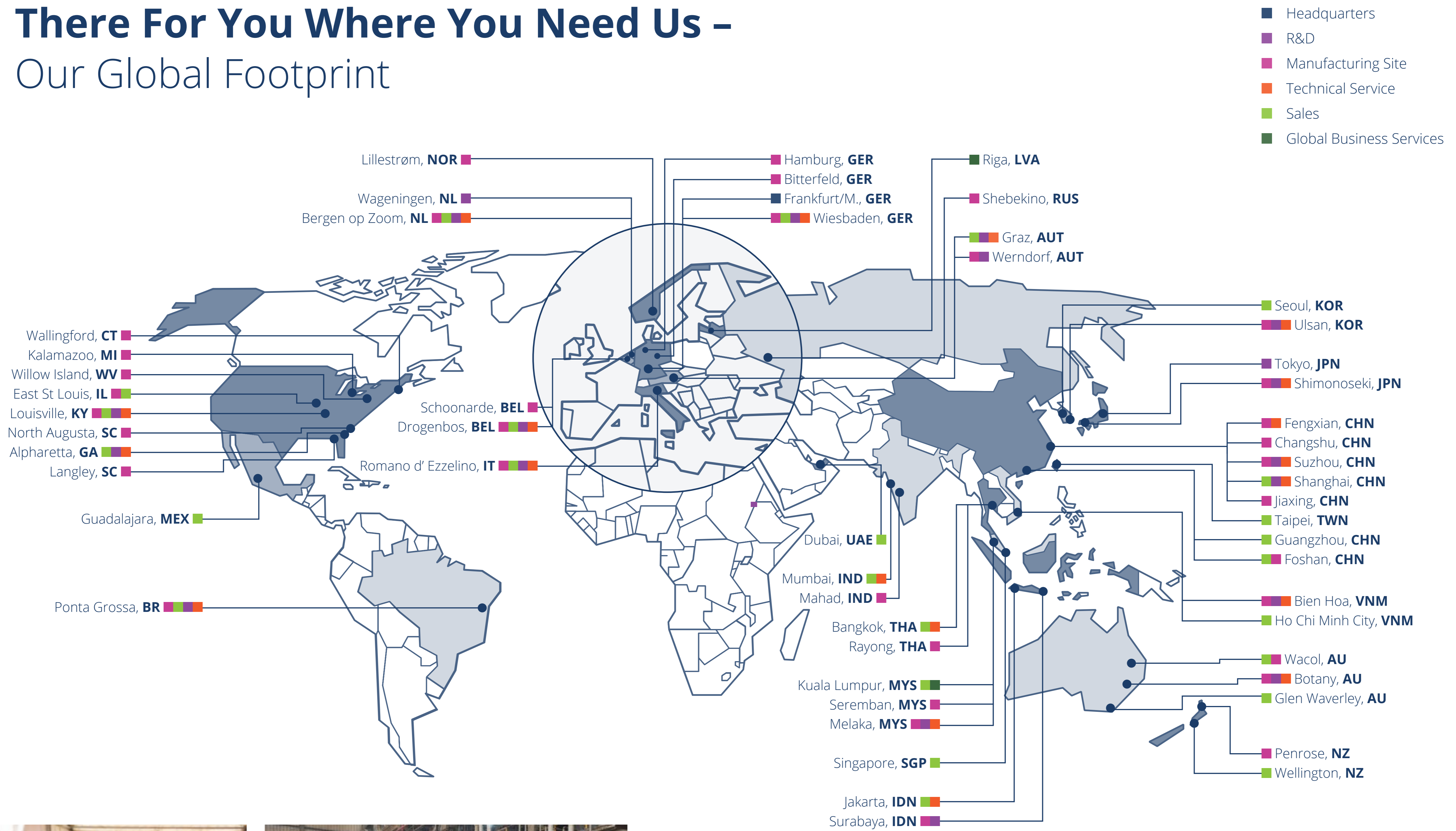


**2013**  
Acquisition by  
**ADVENT**  
**INTERNATIONAL**  
Begin of the  
operations under  
the name **ALLNEX**



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

# There For You Where You Need Us – Our Global Footprint



Plant Austria



Plant India

## 2022 Additions to our footprint include:

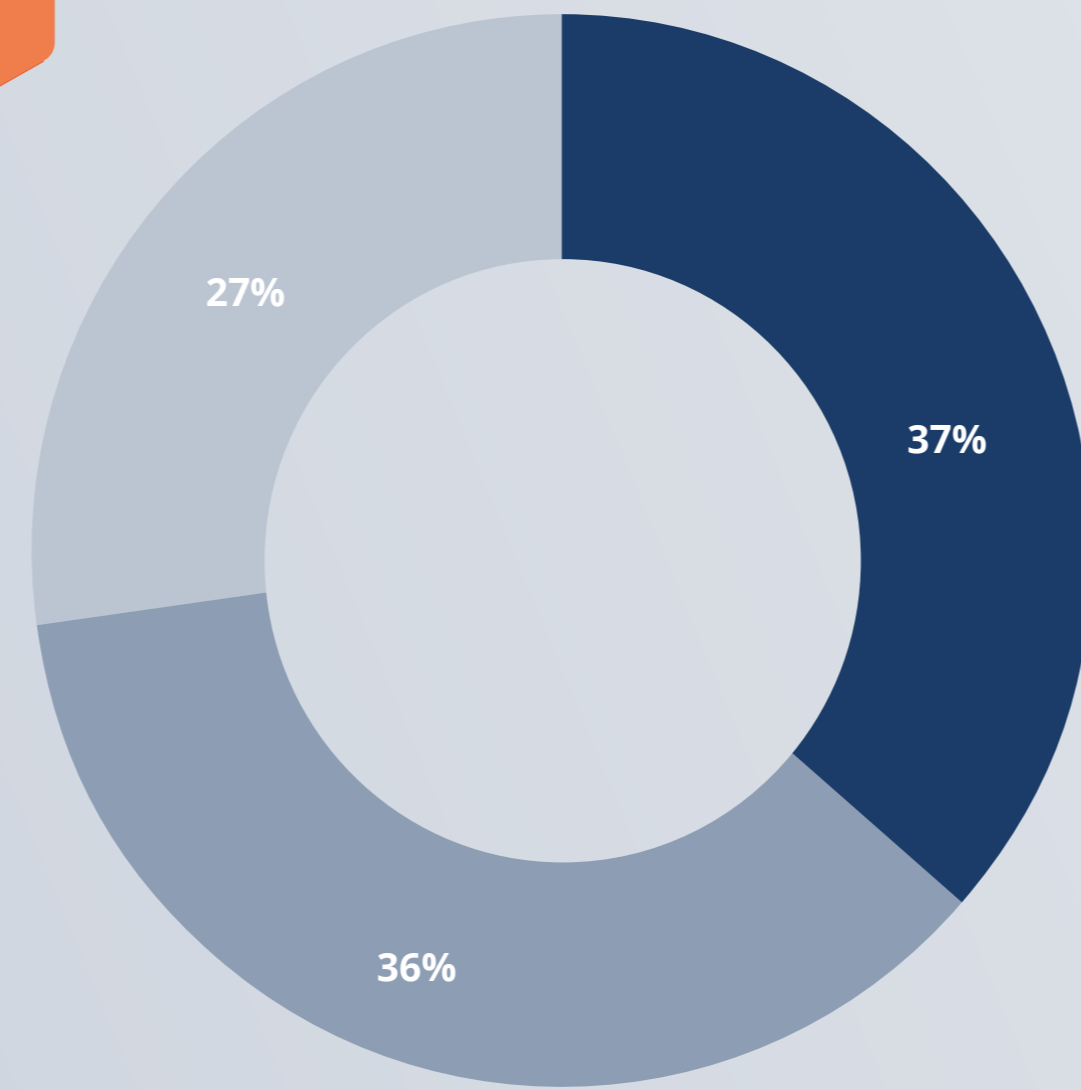
A new state-of-the-art R&D center in Werndorf, Austria, mainly dedicated to developing new low-VOC waterborne resins and additives for the global coatings market. The center plays an important role in our sustainability strategy.

A newly acquired manufacturing site in Maharashtra, India; the first for allnex to own in this country. Producing alkyds and acrylics, the site is key to fostering closer collaboration with customers, suppliers and partners in this region.

# Sales, Staff & Segments - Key Company Numbers for 2022



2022 Sales by Region\*



- EMEA
- APAC
- Americas

\*Business in LRA, RADCURE, POWDERS, CROSSLINKERS

Weighted View of Our Portfolio



Total revenue in 2022:

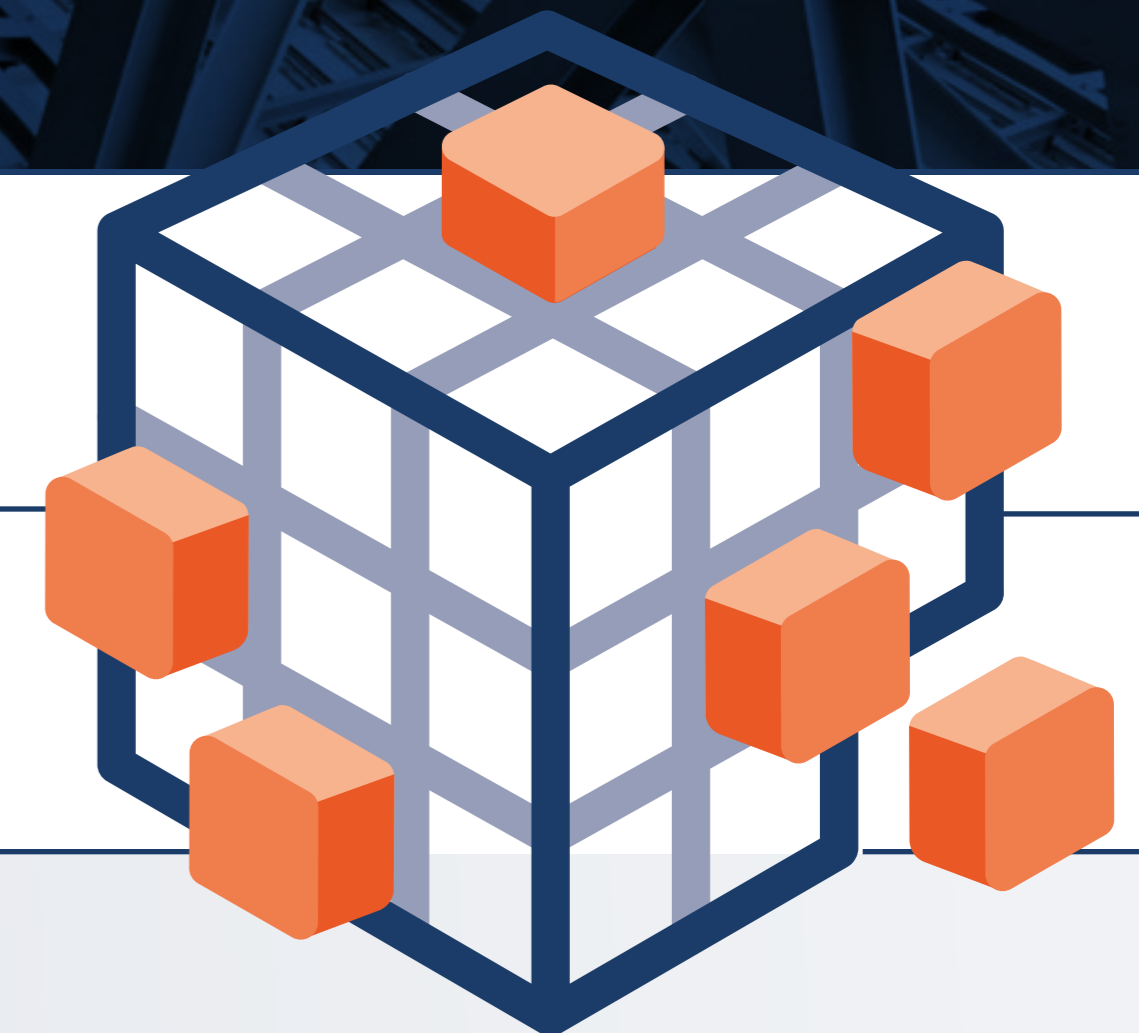
EUR 2.73 billion

Manufacturing sites worldwide:

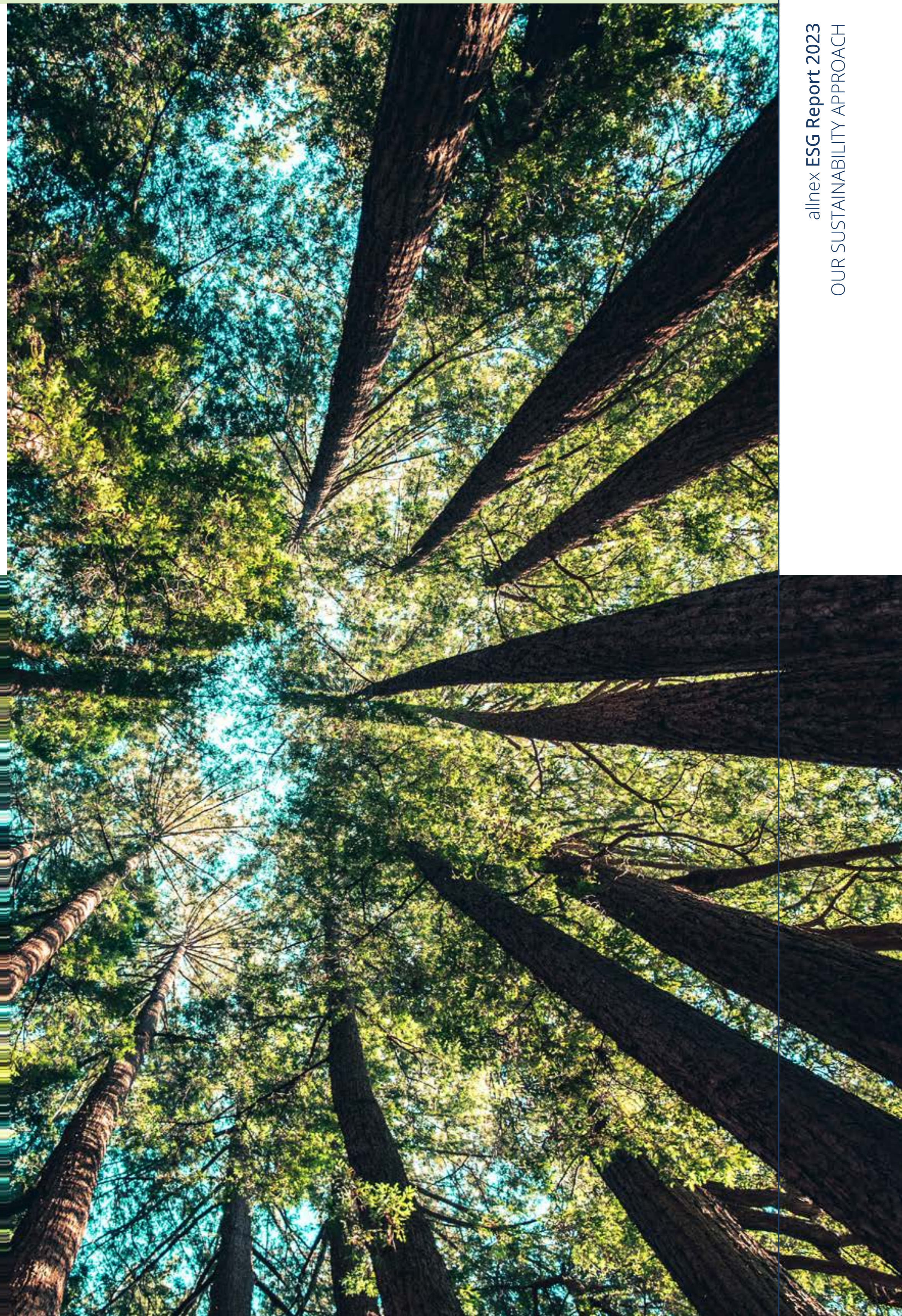
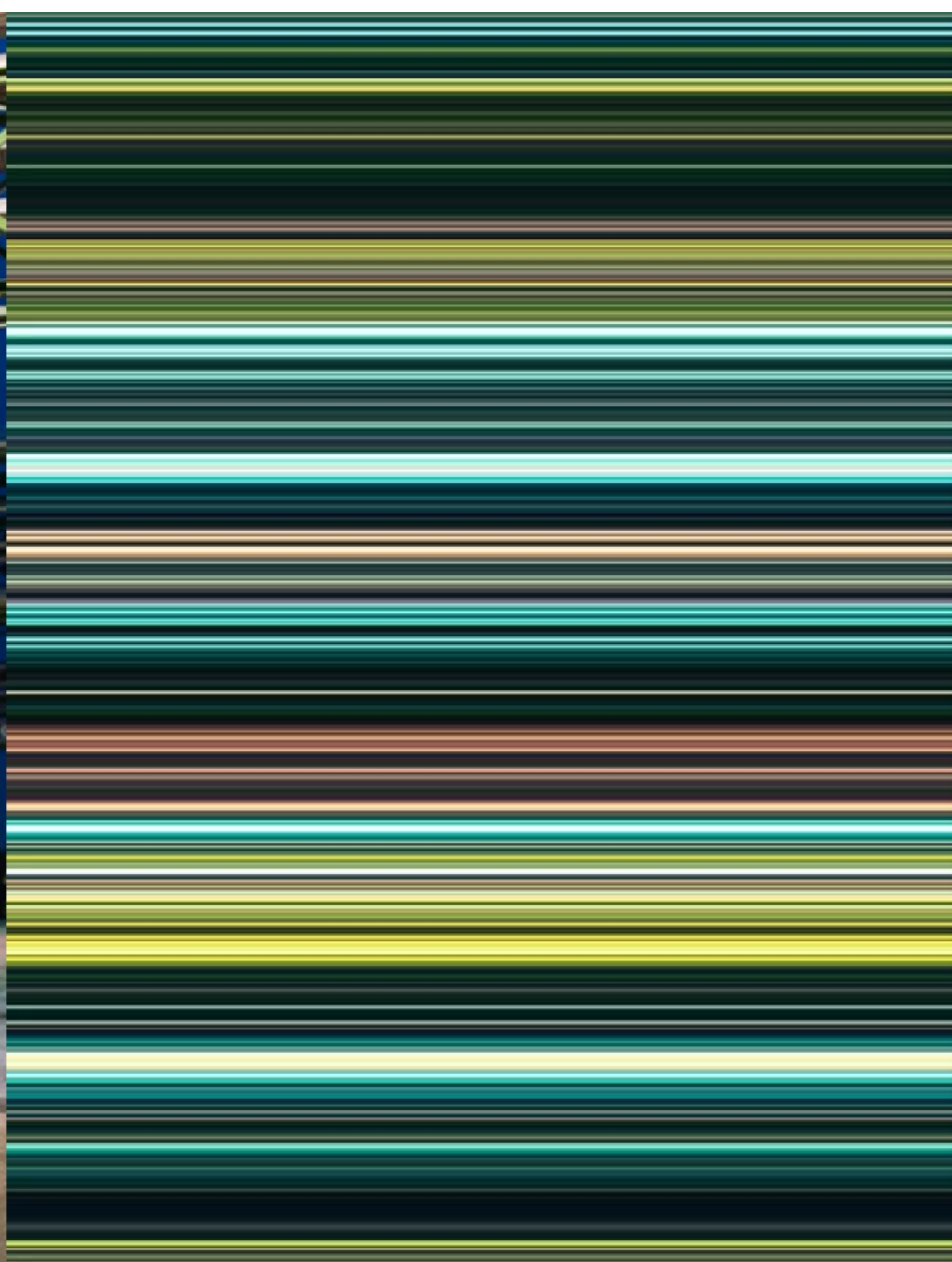
34

Total staff:

4,092 (FTEs)



# Our Sustainability Approach

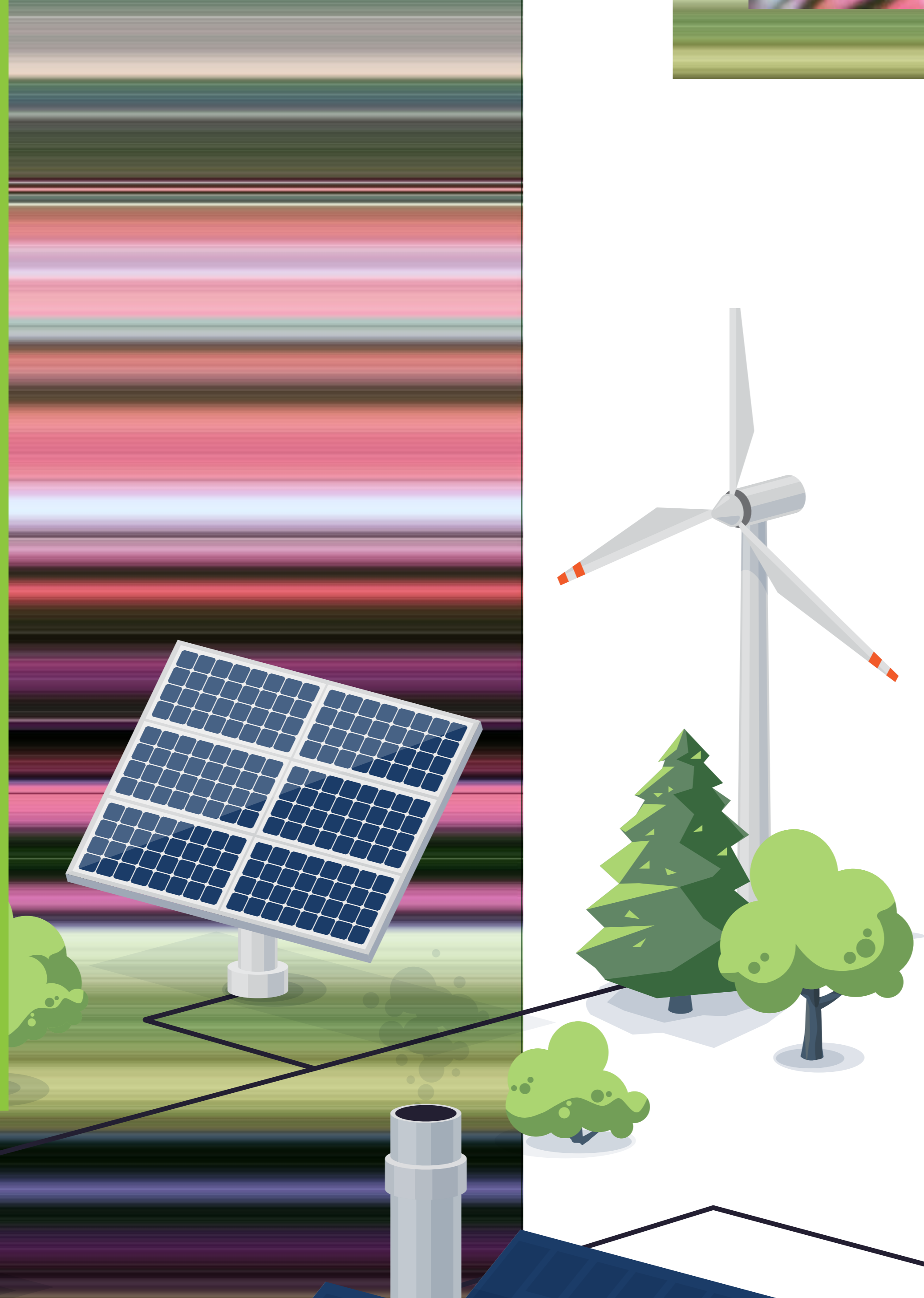
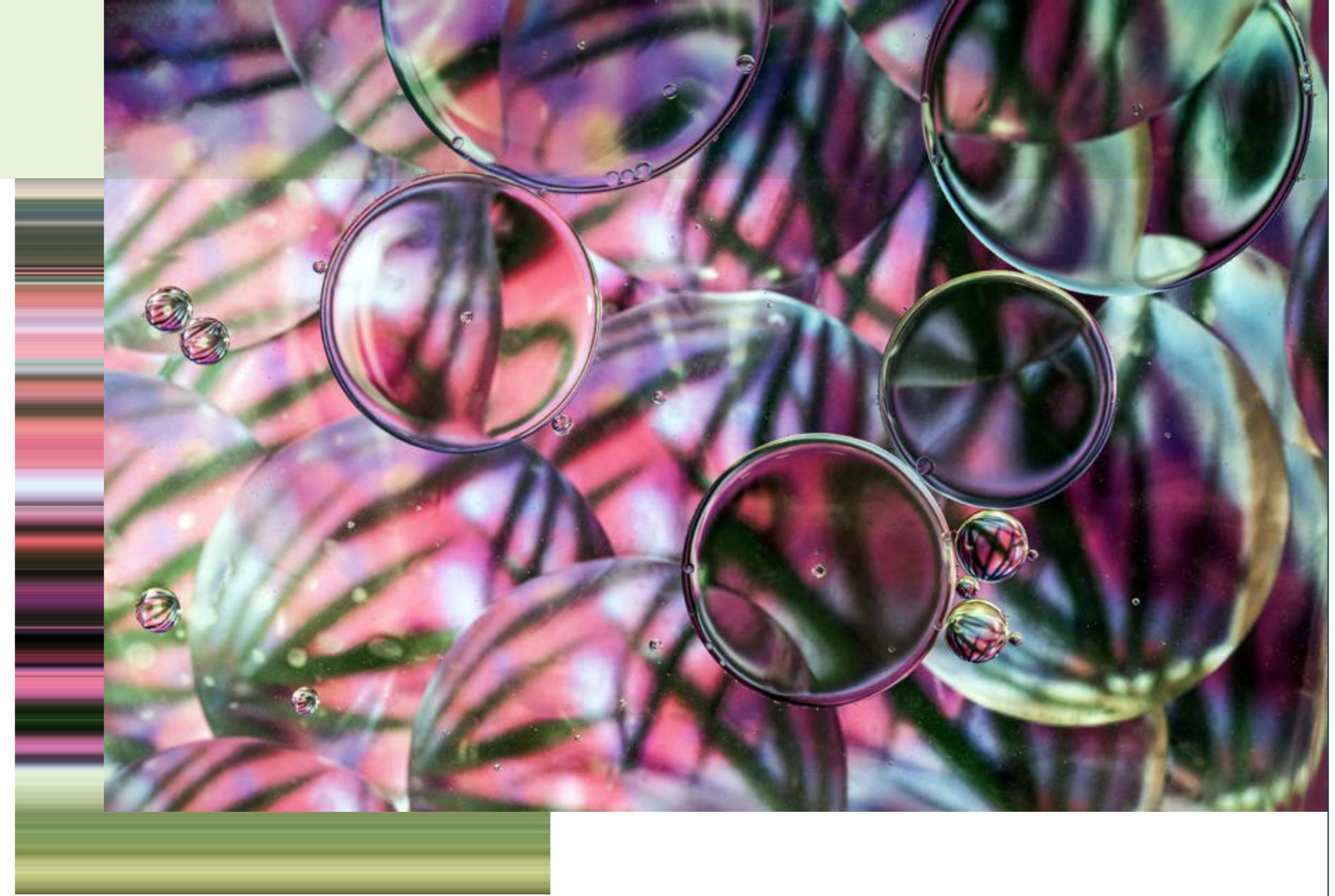


# Convincing Others of Our Goals – Our Sustainability Philosophy and Strategy



“With sustainability in its DNA, allnex leads the way to a greener and more sustainable future.”

—  
**DAVY DE CLERCQ,**  
Head of Sustainability



Today, sustainability is at the top of everyone’s agenda. In recent years, allnex has taken major steps to strengthen its strategy towards green technologies. Building on our strong roots and rich history, we are bringing sustainable resin solutions to the market. This remains our number one strategic priority.

Our strategy, inspired by the UN Sustainable Development Goals and the principles of the circular economy, and based on a double materiality analysis, is reflected in 5 critical pillars. These 5 pillars guide and inspire our teams to provide more sustainable solutions to our customers and address the challenges our society faces.

In October 2022, allnex held an online Sustainability Conference under the slogan “FOR ALL NEX>T GENERATIONS”. Lasting three days, the conference was open to all interested stakeholders and peers. Such conferences are crucial for driving home specific sustainability concepts and practices to a larger audience and reiterate the importance of close collaboration within our complete value chain. Only through good partnerships with suppliers and customers will we be able to achieve our ambitious targets.

Furthermore, we are extremely proud of the EcoVadis Platinum status we achieved in July 2022. In terms of sustainability, it puts allnex among the top 1% of all companies distinguished by exceptional green policies, actions and results!

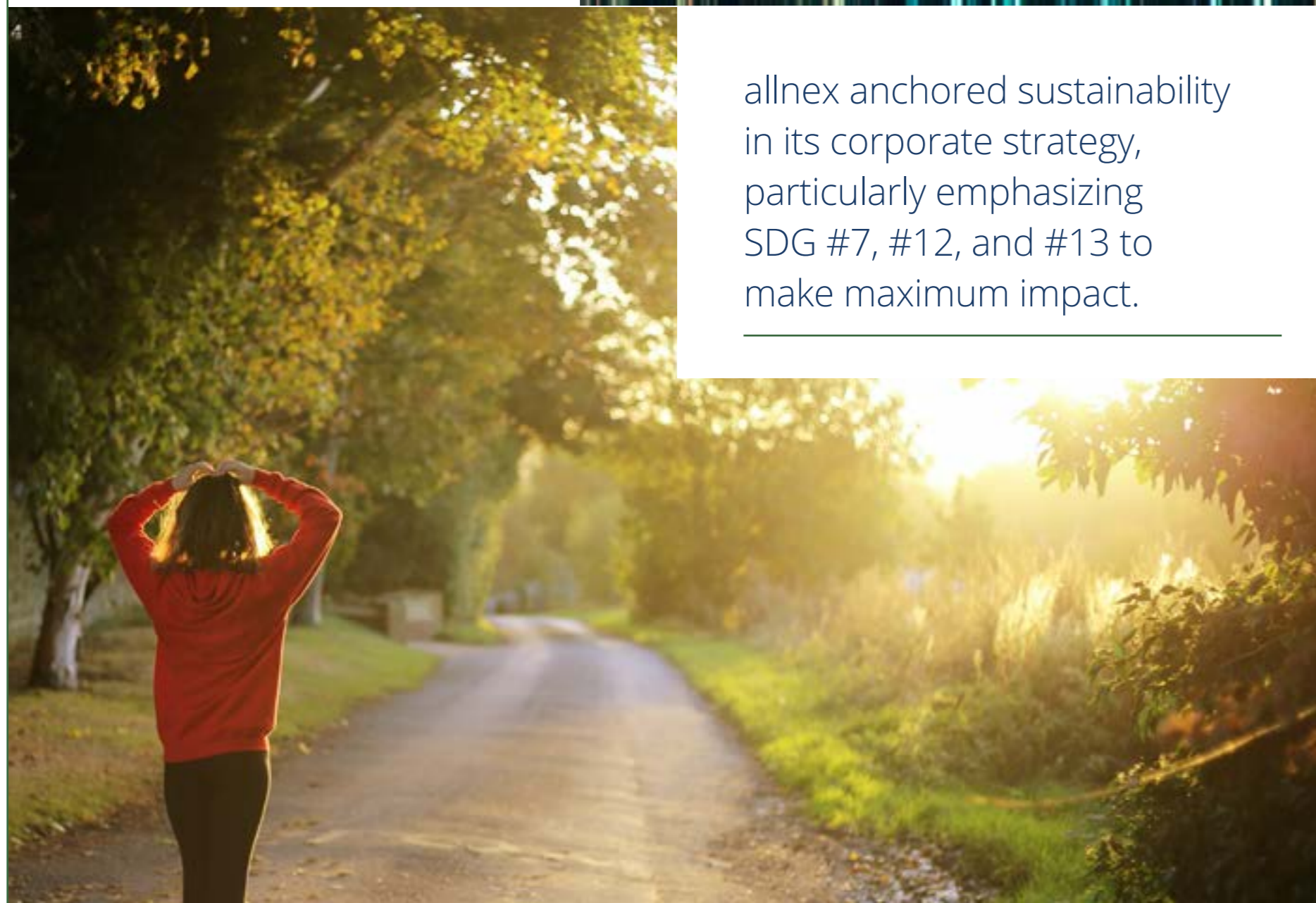
## All in on ESG –

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.

## SUSTAINABLE DEVELOPMENT GOALS



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

### 7 AFFORDABLE AND CLEAN ENERGY

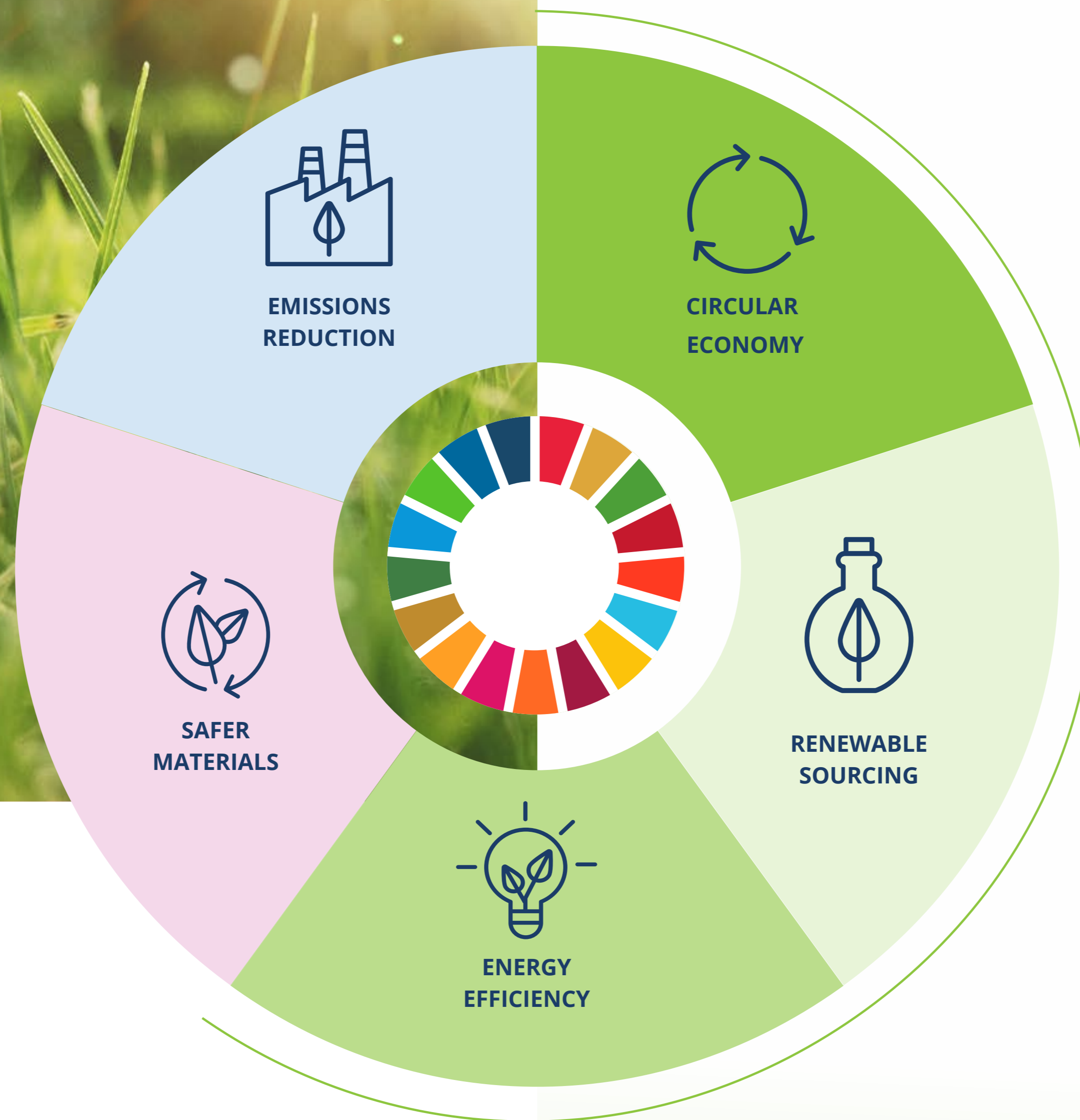


### 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



### 13 CLIMATE ACTION





## A Fivefold Focus for a New Tomorrow – The Pillars of Our Sustainability Program

These pillars form the basis of allnex’s ambitious Sustainability Program, which covers all aspects from product development, raw material sourcing and manufacturing to supply chain management and customer service. The pillars stand for the circularity that is at the core of all our considerations, defining both how we plan and execute our activities.

### EMISSIONS REDUCTION

We work to reduce the emissions of volatile organic solvents across the product lifecycle to protect people and the environment.

### SAFER MATERIALS

We actively substitute potentially harmful chemicals by safer options.

### CIRCULAR ECONOMY

We diligently explore options to limit the consumption of resources, keep them in use as long as possible, and eventually recover and recycle them at the end of service life.

### RENEWABLE SOURCING

We aim at minimal use of finite resources and strive to reduce climate impacts by looking at renewable alternatives for raw materials and the energy we use.

### ENERGY EFFICIENCY

We design our product and manufacturing process in a way that enables maximum efficiency in energy utilization across the product lifecycle.

**7** AFFORDABLE AND CLEAN ENERGY



**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



**13** CLIMATE ACTION





## Growing Green Together with the Market – Sustainable Portfolio Management

In 2019, we began to develop a more structured, robust sustainable portfolio management (SPM) process.

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

### ECOWISE™ CHOICE



## A Wise Choice for Sustainability – Our ECOWISE™ Products

The maxim “be ECOWISE™” reflects our mission of acting across various areas of sustainability, with the double aim of both developing new products and services and improving our internal operations.

The precept underlines our dedication and commitment to pursuing a greener and more sustainable future alongside our customers. Join us in creating a more sustainable future – and let’s be ECOWISE™ together.

The ECOWISE™ product portfolio is a living selection that will adapt to the evolution of our product offerings, changing benchmarks, and emerging market needs.

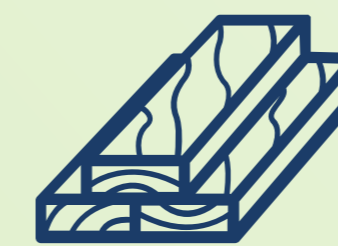


“Sustainable portfolio management is the keystone of our sustainability program. It enables us to steer our product offering and innovation pipeline according to the sustainability needs of the market and to support our customers, end markets and stakeholders.”

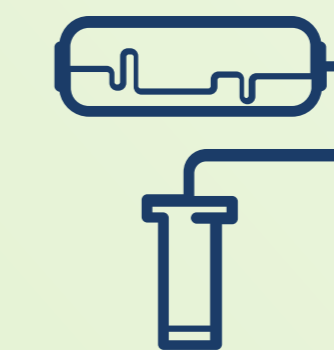
—  
**BENOIT DE BECKER,**  
Senior VP Corporate  
Development & Innovation



# be ECOWISE™



**INDUSTRIAL WOOD  
APPLICATIONS**

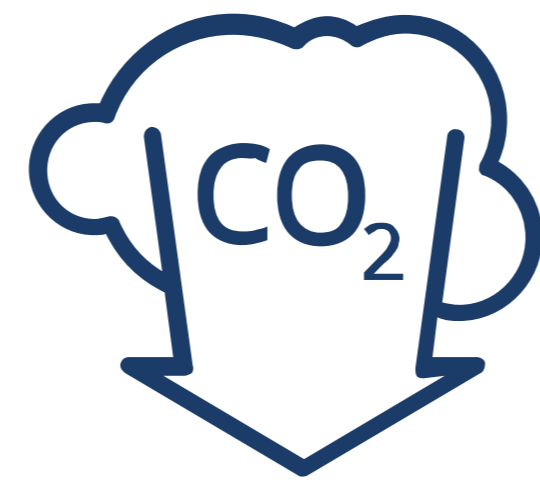


**BUILDINGS & DECORATIVE  
APPLICATIONS**



**PACKAGING & INKS  
APPLICATIONS**

# The Future We Strive For – Our Mid- and Long-Term Goals



Achieve CO<sub>2</sub> reductions of **30%** by 2030\* and net carbon neutrality by 2050 (in absolute scope 1 & 2 emissions)



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



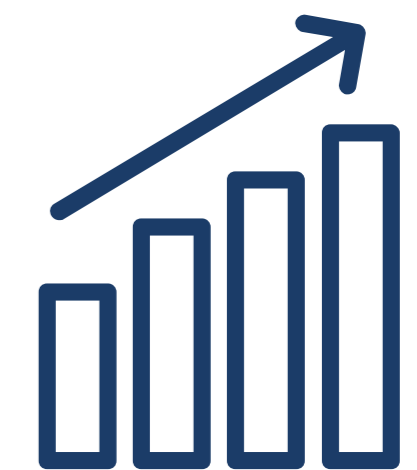
Increase the overall proportion of women in leadership roles at allnex to **35%** by 2030



Improve energy efficiency by **10%** by 2030\*



Elevate total ISO 50001 certified production to **100%** by 2025



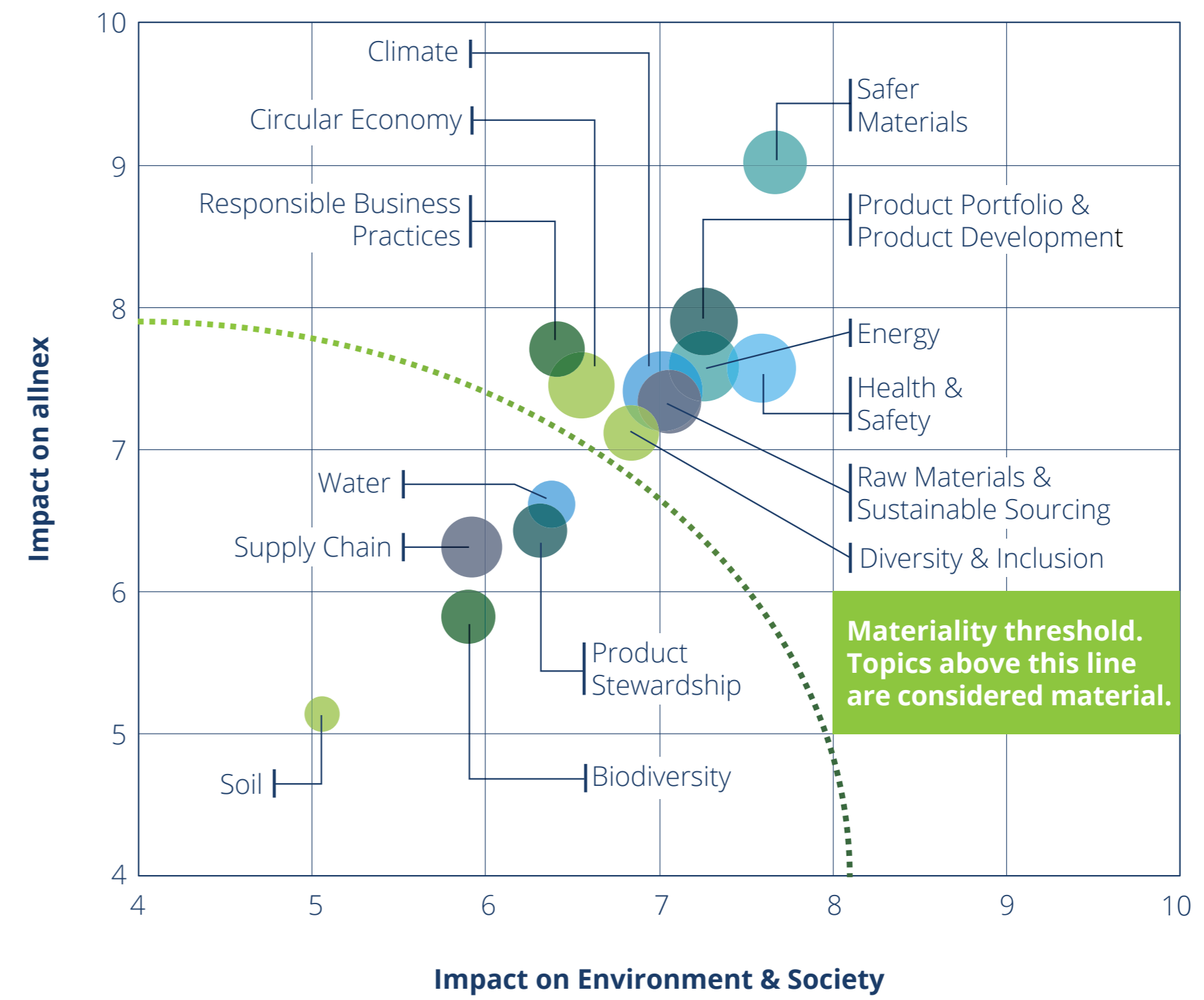
\* Our emissions and energy goals are based on 2018 levels.

# Considering Both Sides of Each Topic – Our Double Materiality Matrix

Taking into account both how sustainability topics impact allnex and how allnex impacts them, our double materiality analysis confirms our former focus yet expands its scope.



Result Materiality Matrix  
External stakeholder values squared



- After working with single materiality until 2019, we now use double materiality to identify our priority focus topics
- Combines internal and external perspective and plays a key role in sustainability management
- Required for upcoming CSRD/GRI
- D&I lifted above materiality threshold by senior leadership team



Climate



Circular Economy



Raw Materials & Sustainable Sourcing



Product Portfolio & Product Development



Responsible Business Practices & Corporate Culture



Health & Safety



Diversity & Inclusion



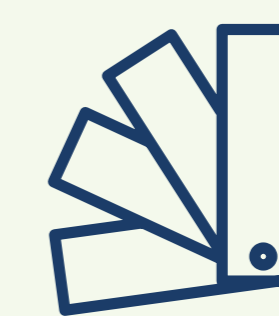
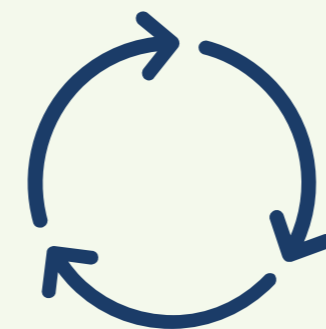
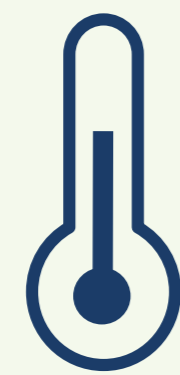
Safer Materials



Energy

*DOUBLE MATERIALITY SHOWS THE WAY FORWARD*

# Materiality Deep Dive – The Why and How of Each Priority Focus Topic



## Climate

- › Overarching topic impacting many SDGs
- › Clearly material for allnex, as for any company

## Circular Economy

- › Circularity that is at the core of all our considerations, defining both how we plan and execute our activities

## Raw Materials & Sustainable Sourcing

- › Up/downstream scope 3 emissions big part of footprint
- › Crucial for reducing allnex's total carbon footprint

## Product Portfolio & Product Development

- › Crucial for all aspects of sustainability & entire Sustainability Program
- › Value for society and planet should be proportionate to footprint

## Management & indicators:

- › Public commitment to cut 30% of scope 1&2 emissions by 2030
- › Strategy for replacing natural gas with renewable electricity
- › Definition of scope 3 reduction target in progress

- › Use of post consumer waste as feedstock
- › Coatings protect substrates so they are kept longer in use, coatings allow easy repairability and recyclability of substrates
- › Thin coatings can potentially replace thick packaging
- › Clear targets for contribution margin from ECOWISE™ products

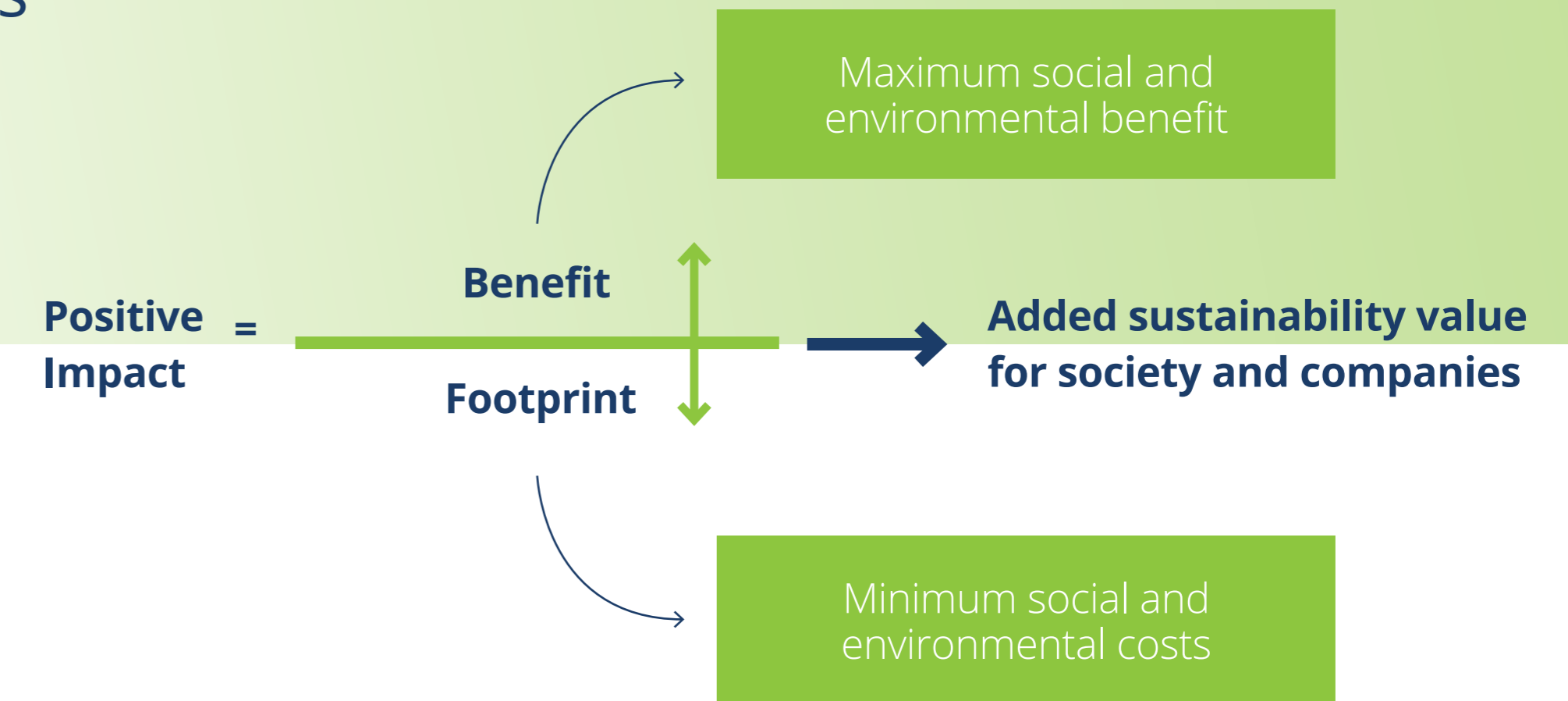
- › Continuous search for sustainable/low-carbon raw materials
- › 2 pilot sites ISCC+ biomass-balance-certified in 2022, more to come
- › Use of post consumer waste as feedstock
- › Use of biobased feedstock, multiple commercial products available

- › Partnerships throughout the value chain to bring better alternatives
- › ECOWISE™ concepts are embedded into our new product development processes

# Materiality Deep Dive – The Why and How of Each Priority Focus Topic



## Our equation for good products



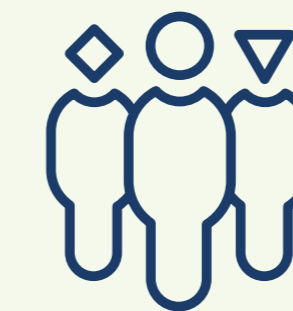
### Responsible Business Practices & Corporate Culture

- › allnex sees itself as part of global movement for sustainability



### Health & Safety

- › Health & safety of staff & communities has always been a priority for allnex



### Diversity & Inclusion

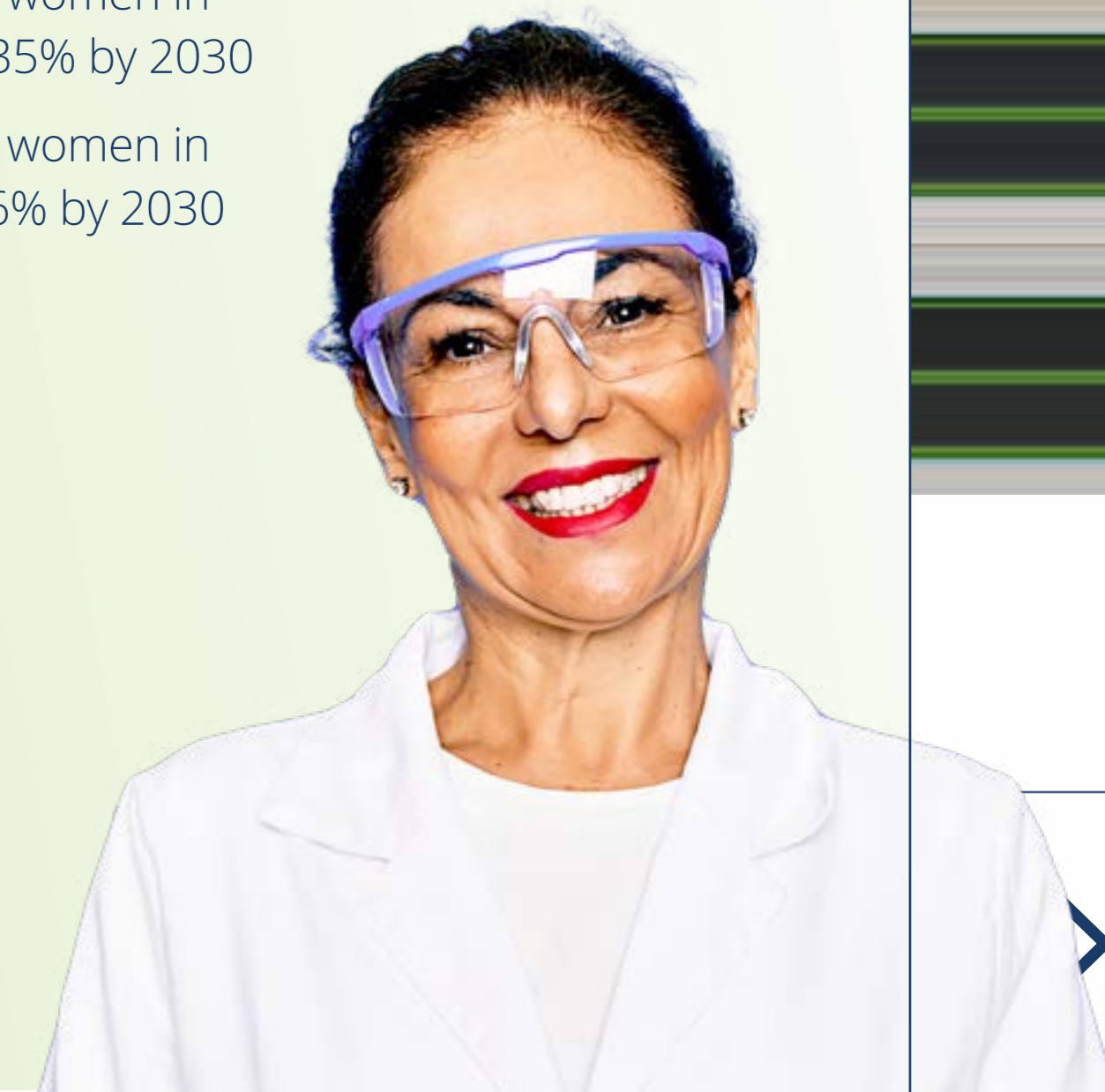
- › As a global company allnex knows very well the value diversity adds to an organization
- › Inclusive & fair environment benefits both employees and company

### Management & Indicators:

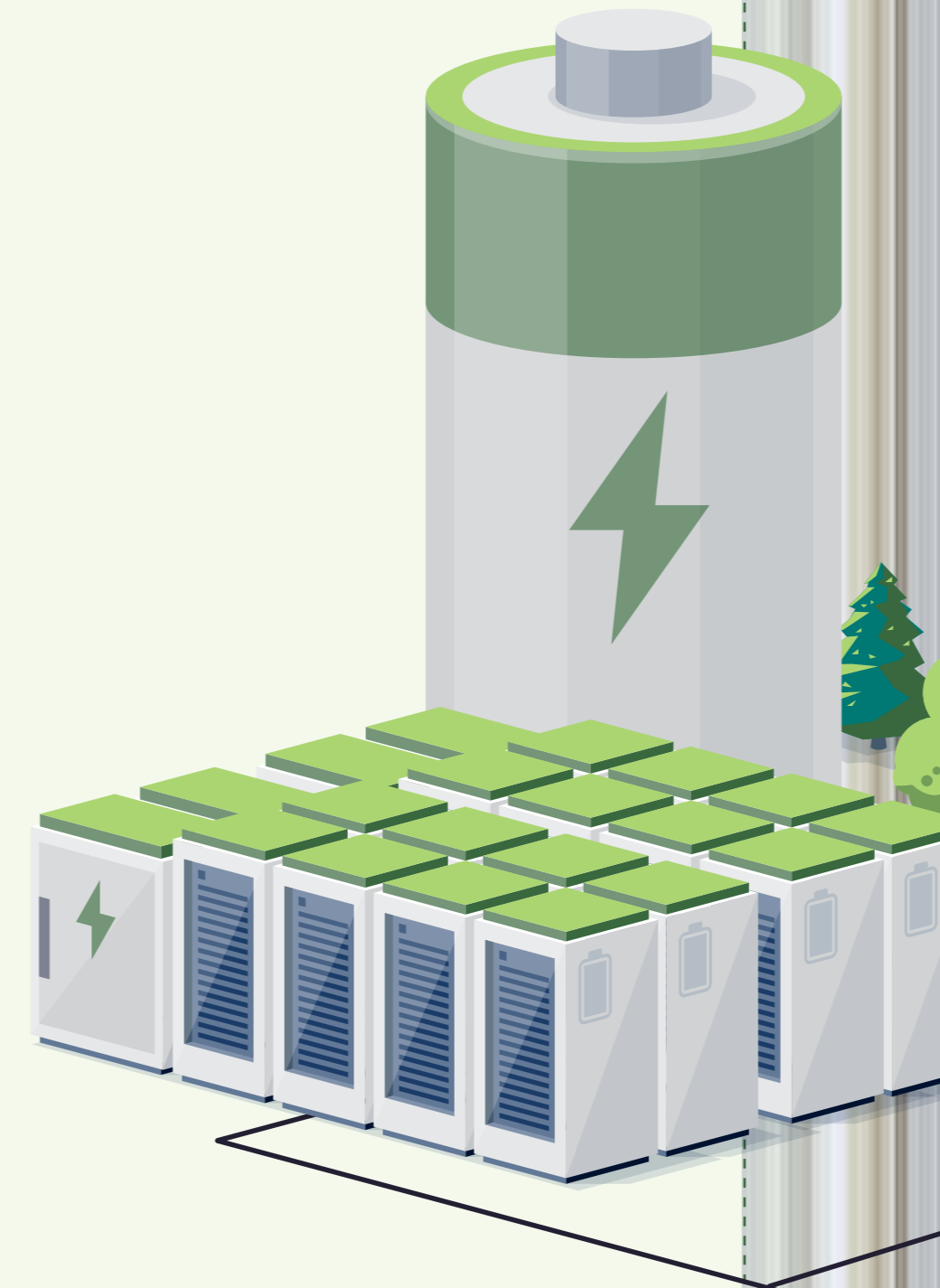
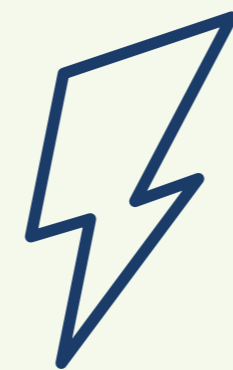
- › Member of UN Global Compact since 2020
- › Member of "Together for Sustainability" (TfS) since 2022
- › Commitment to ESG in company, supply chain, communities

- › Mature management system & global certification to ISO 140001 & 45001
- › Best SHE (safety, health, environment) practices deeply embedded at all sites
- › Local teams guided by dedicated corporate SHE team and global SHE director
- › Reporting of & scorecards for key indicators such as recordable injury rate

- › Target of increasing women in leadership roles to 35% by 2030
- › Target of increasing women in manufacturing to 16% by 2030



# Materiality Deep Dive – The Why and How of Each Priority Focus Topic



## Safer Materials

- › Material safety is crucial for social acceptance and licence to operate
- › Creating safer innovations is both ethical priority and attractive for market

## Energy

- › Energy use main cause for scope 1&2 CO<sub>2</sub> emissions
- › Efficient energy use reduces costs and benefits bottom line

### Management & indicators:

- › Topic part of ECOWISE™ Sustainable Portfolio Management
- › Scorecard for chemicals of concern integral part of innovation process
- › Clear targets for contribution margin from ECOWISE™ products

- › Active monitoring using prediction models at production sites
- › Specific improvement targets for each site
- › Yearly reduction target & overall goal of 10% improvement by 2030

## A Platinum Award and Many New Partners – Sustainability Milestones of 2022



### Platinum Rating by EcoVadis

EcoVadis is an internationally recognized sustainability rating agency that has been benchmarking our sustainability efforts and tracking our progress since 2019.

Thanks to the dedication at all levels of the company, we have steadily moved up the ranks during time: from an initial Silver Rating to Gold in 2021, and now to Platinum in 2022.

The rating puts allnex among the top 1% of all companies distinguished by exceptional green policies, actions and results!

### Membership in “Together for Sustainability”

In 2022 we joined “Together for Sustainability” (TfS), an initiative of the chemical industry dedicated to fostering climate mitigation and safe and ethical industry practices. TfS actively supports the principles of the United Nations Global Compact and the Responsible Care® initiative.

We are very proud and excited to have joined the TfS family, a circle of industry partners united by one common goal: to address industry challenges and make sustainable improvements along the entire value chain. Participation in TfS allows us to strengthen our supplier sustainability activities and, together with our partners, shape the future of the chemical industry “FOR ALL NEX>T GENERATIONS”.

“At allnex, we are passionate about sustainability and committed to continuously optimizing our environmental footprint. Joining TfS allows us to further learn from industry leaders and opens up a new channel of engagement with our vast supplier network, which plays a pivotal role for allnex in achieving its sustainability goals”, commented Lauri Wogschin, Senior VP Procurement at allnex.



“At allnex, we are passionate about sustainability and committed to continuously optimizing our environmental footprint.”

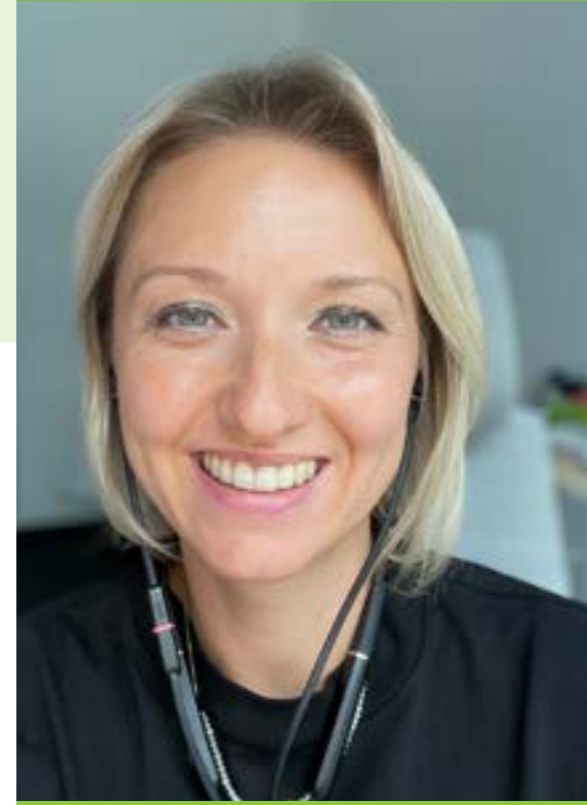
—  
**LAURI WOGSCHIN,**  
Senior VP Procurement

# Spreading the Word: Our 2022 Sustainability Conference

In 2022, under the slogan “FOR ALL NEX>T GENERATIONS”, we held our first Sustainability Conference.

The aim of the three-day online event was to inform customers and partners about the challenges and opportunities of sustainability, and it featured a large line-up of experts who shared insights, discussed trends and presented some of our most innovative sustainability solutions.

Arranged around central industry topics such as packaging, mobility and construction, the virtual talks showed participants how they could use our products to navigate the transition to a more sustainable coatings industry and invited them to join in the discussion.



— **DARIA SAMONOVA**,  
allnex Corporate  
Communications  
Manager

"It was my pleasure to host and moderate the Sustainability Conference 2022. Our allnex team is very motivated to bring innovative and sustainable chemistry to the market, and everyone could see that during the show.

Thank you all our customers and partners for attending and for the great questions and thoughts you brought to the conference!"

3 Days.

16 speakers.

17 sessions.

14 hours of  
discussion.

3,582 total number  
of participants

100 – 270 participants  
per session



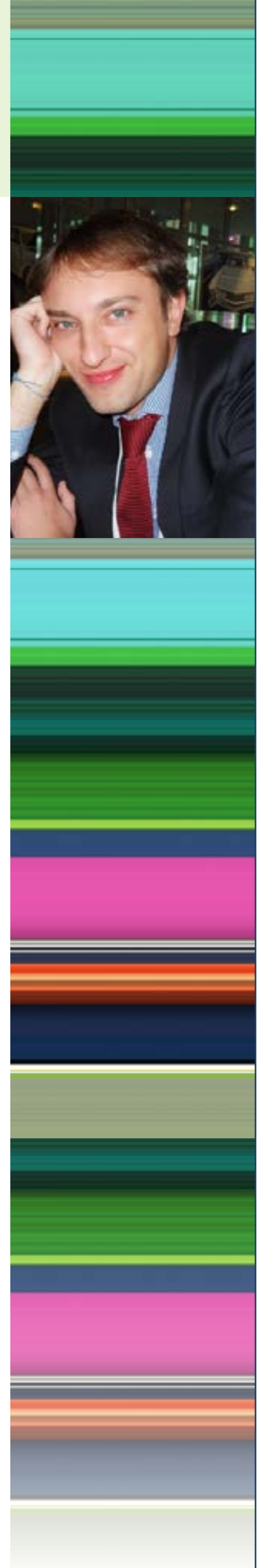
"The conference offered technical information about how the company's teams have been able to develop and manufacture chemicals based on a circular economy and derived from renewable biological resources.

To produce next generation paints, coatings and adhesives, the paints and coatings industry needs new chemicals and raw materials based on a circular economy, and allnex's team is leading the way in supplying chemicals based on a green chemistry."

**ANTONIO GRILLO**,  
International Marketing Manager,  
Pitture e Vernici European Coatings, Italy



For all who missed the conference, recordings of the sessions are available at our [Media Room](#), where you can also download the accompanying documents and get in touch with our experts.







To further strengthen our focus on sustainability, in 2022 we launched a new initiative that reaches out to all members of the allnex community: the Sustainability Podcast.

In 15-minute episodes that are released quarterly, Davy De Clercq, Head of Sustainability at allnex, and Internal Communications Specialist Wing Shan Sezto discuss various sustainability topics and answer questions from colleagues. So far, the topics covered were:

- allnex's Sustainability Philosophy and Strategy
- Carbon Dioxide Reduction: Goals for 2030
- ECOWISE™ Product Portfolio
- What are Scope 1–3 Emissions?

Each episode has nearly 200 listeners, and so far the podcast has reached a total audience of 760.

## Spreading the Word: Our Sustainability Podcast

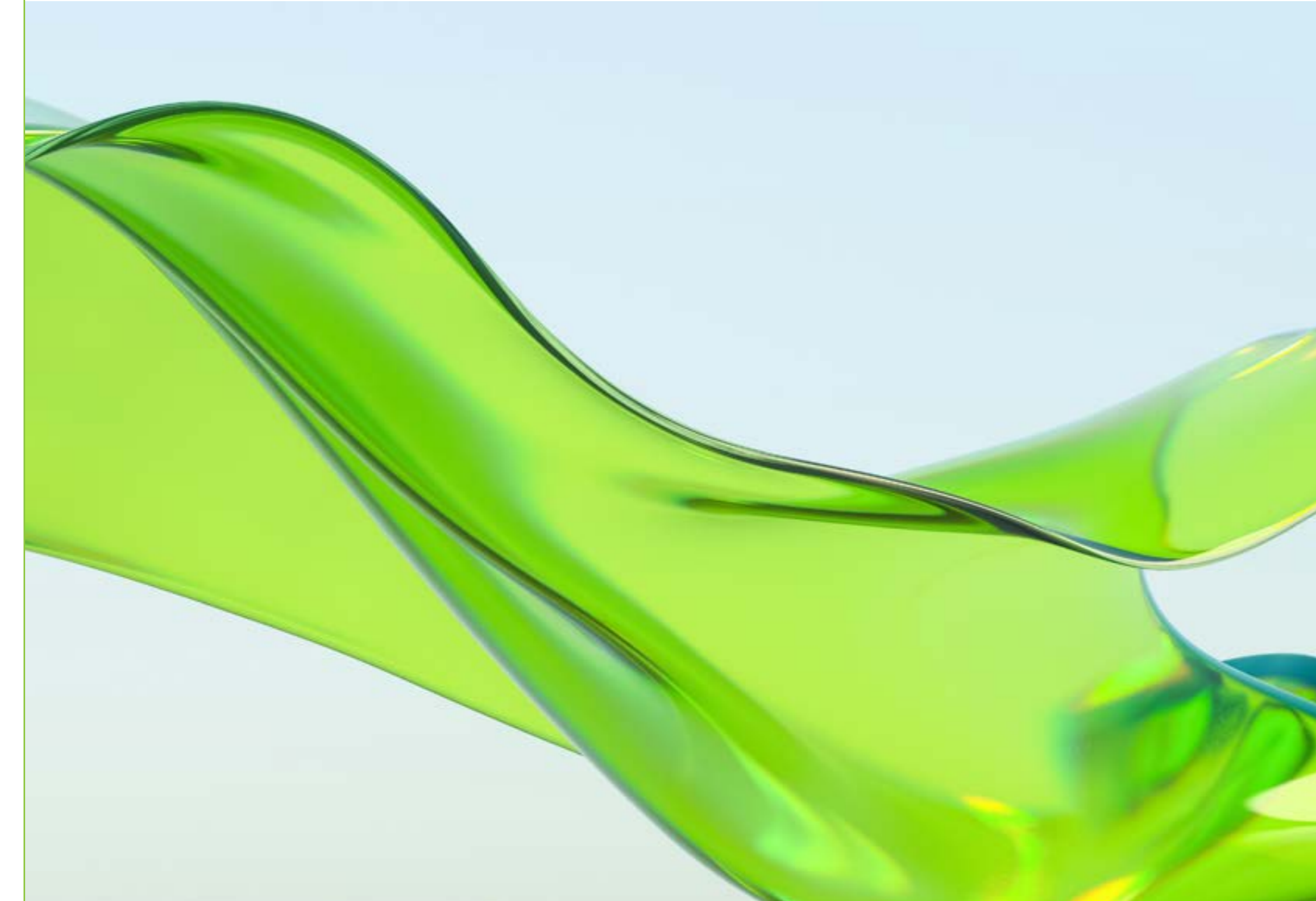


Davy De Clercq,  
Head of Sustainability at allnex



Wing Shan Sezto,  
Internal Communications Specialist

# Meet Our Innovative Products



# Innovative and Sustainable – Our CRYLCOAT® Ultra-Low Bake Hybrid One-Shot Matte System

**Technology:**

Polyester-epoxy hybrid powder coating

**Product:**

CRYLCOAT® E 04815 polyester

BECKOPOX™ E 04943 epoxy

**Application:**

MDF and natural wood substrates used to produce kitchen cabinetry and furniture

This specially formulated combination of polyester and epoxy resin can be used to produce matte hybrid powder coatings in a time- and cost-saving one-shot process, and is designed for an ultra-low curing schedule of 130 °C at 10 minutes.

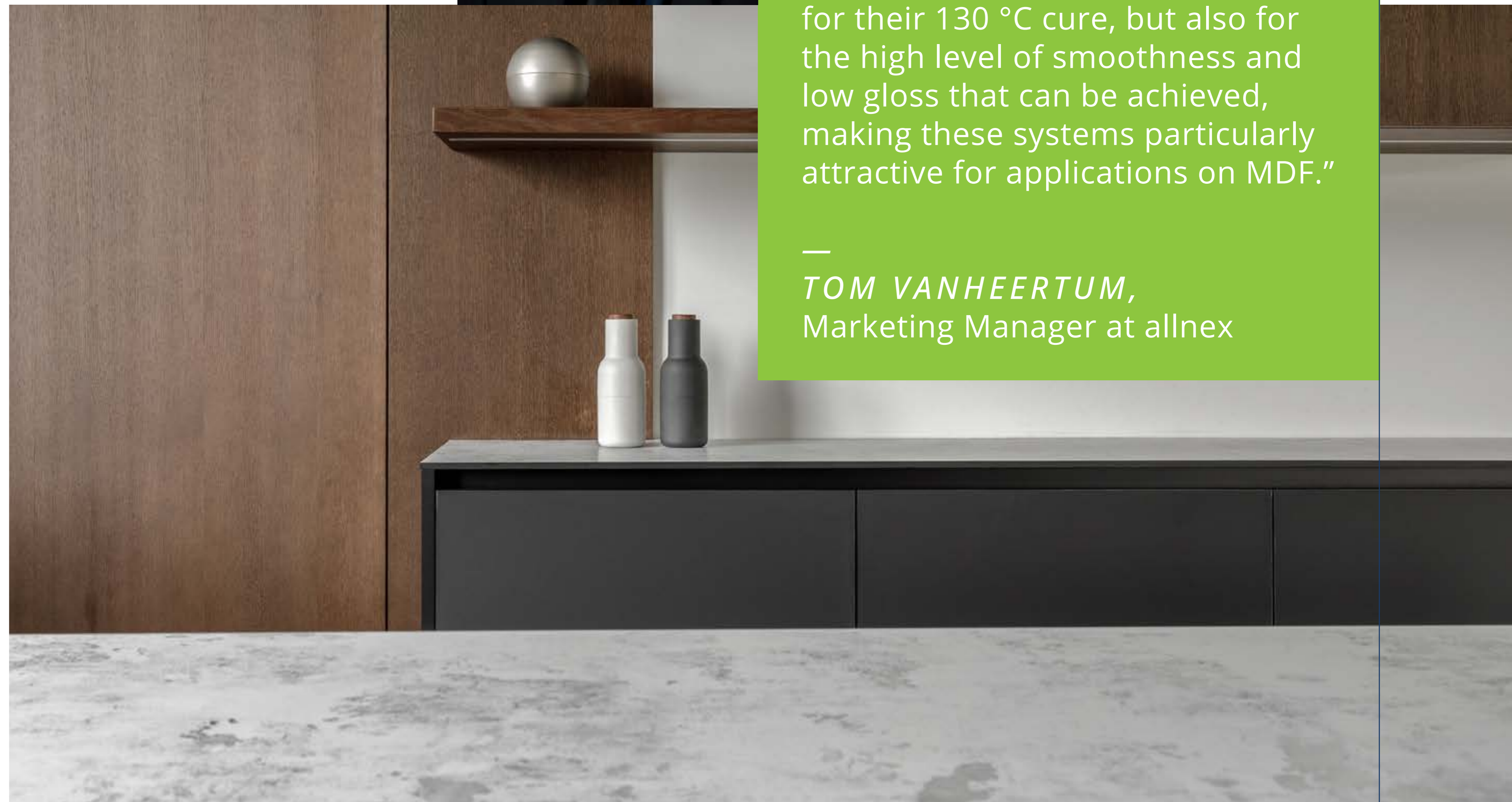
Achieving acceptable appearance at such low cure temperatures has been a significant challenge for the powder coatings industry. This unique innovation overcomes this challenge by providing outstanding flow and smoothness.

This means that powder coatings can now be formulated for use on thermally sensitive wood and wood-like substrates for kitchen cabinets and furniture. The resulting matte coatings have excellent stain and chemical resistance, making them ideal for these applications.



“Reducing the cure temperature of resins for powder coatings is a significant area of research for allnex. Not only does this open up new substrates beyond metal for powder coatings, it also has the potential to significantly reduce the energy required for cure. The ultra-low bake hybrid systems described here are especially notable not only for their 130 °C cure, but also for the high level of smoothness and low gloss that can be achieved, making these systems particularly attractive for applications on MDF.”

—  
**TOM VANHEERTUM,**  
Marketing Manager at allnex



Team who contributed to the product development:



Callistus EzeAgu



Sarah Sullivan



Daminda Navarthne



Tre' Holmes

# Primed for Recycling – EBECRYL® 577 Deinking UV Primer Resin



## Technology:

Polyester acrylate

## Product:

EBECRYL® 577

## Application:

Flexible packaging

To increase the circularity of plastics, allnex has developed an UV-ink-receptive deinking primer resin for plastic substrates. With the aid of this innovative product, inks can be made to adhere well to printed plastics and later be efficiently removed without ink contamination.

UV inks can be applied to standard labels, bottles or flexible plastic films used in packaging, readily adhering to polypropylene (PP) and BOPP substrates, as well as to polyethylene (PE) and PET. They can also be printed on shrink-sleeve labels, an increasingly popular choice in food and beverage packaging.

All these surfaces and substrates can be adorned with a wide range of colors and designs. During later recycling, however, inks printed on labels or directly on bottles and films present a problem, as they contaminate plastic recycling streams and lead to discolored recyclates.

Our deinking UV primer resin solves this issue by enabling efficient separation of UV-cured inks from plastic substrates. It adheres well to PP (BOPP) and PET substrates, and it also shows good interlayer adhesion to the ink layers applied on top.

Later, both primer and inks can easily be removed in the caustic water solution commonly used in plastics recycling. If care is taken not to dissolve the inks in it, the wash solution can even be reused.

In certain cases, our resin can also serve as a binder for UV inks, which can then later be removed without first having to apply a primer at all.

The innovative product is part of a larger platform of projects dedicated to developing coatings, ink binders and resins that improve the recyclability and circularity of established materials.

The allnex team that contributed to developing this innovative solution, from left to right:  
Jean-Yves Salviato  
Bastiaan De Mol,  
Stijn Vrijssen,  
Hugues Van den Bergen  
Luc De Waele (not on the photo)



# Better Carbon and Resistance to Staining – SETAQUA® 8800–8850 primer/sealer and SETAQUA® 6753 topcoat



## Technology:

WB 1k self-crosslinking

## Product:

SETAQUA® 8800–8850, SETAQUA® 6753

## Application:

Furniture and decorative



SETAQUA® 8800–8850 are the newest additions to our great range of products for decorative trim and furniture coatings.

With these new developments, we have cracked the code to making waterborne acrylic emulsions more sustainable by using recycled and/or biobased monomers with a “better carbon” content of up to 80%, which complies with IKEA standards.

In addition, SETAQUA® 8800 can now be used in applications for children’s toys, as it is entirely free of aromatic traces.

The products have been benchmarked against leading industry references and stand out in terms of film and in-can clarity, hand cream resistance, open time, and cure speed.

Over the past few decades, matte finishes for furniture and other wood surfaces have steadily gained in popularity. However, they often exhibit low resistance to stains from coffee, wine, detergents, ketchup and other fluids commonly found in households.

The widely used IKEA R2 standard presents a particular challenge when formulating matte-pigmented coatings, as they typically contain lower amounts of binder and show inconsistent film forming at the micro level.

Several years of investigation and innovation have given us unique insight into the physical and chemical interactions relevant to this topic, culminating in the development of SETAQUA® 6753.

According to one of our customers, it is the best they have ever seen in terms of chemical resistance and, due to its potential to replace systems using isocyanate curing agents and similar performance to solvent-based systems, might set a new market standard.

Team who contributed to the product development:



Back row (from right to left): Nicole Verhagen, Arden van Oost, Ankie van Gorkum. Front row (from right to left): Jolanda Ligtenberg, Karin van de Sanden.

Dirk Mestach

Marcel Meeuwisse

# Sustainable Collaboration – Customized UV-Curable Resin for 3D-Printed “Mighty Buildings”

**Technology:**

UV-curing

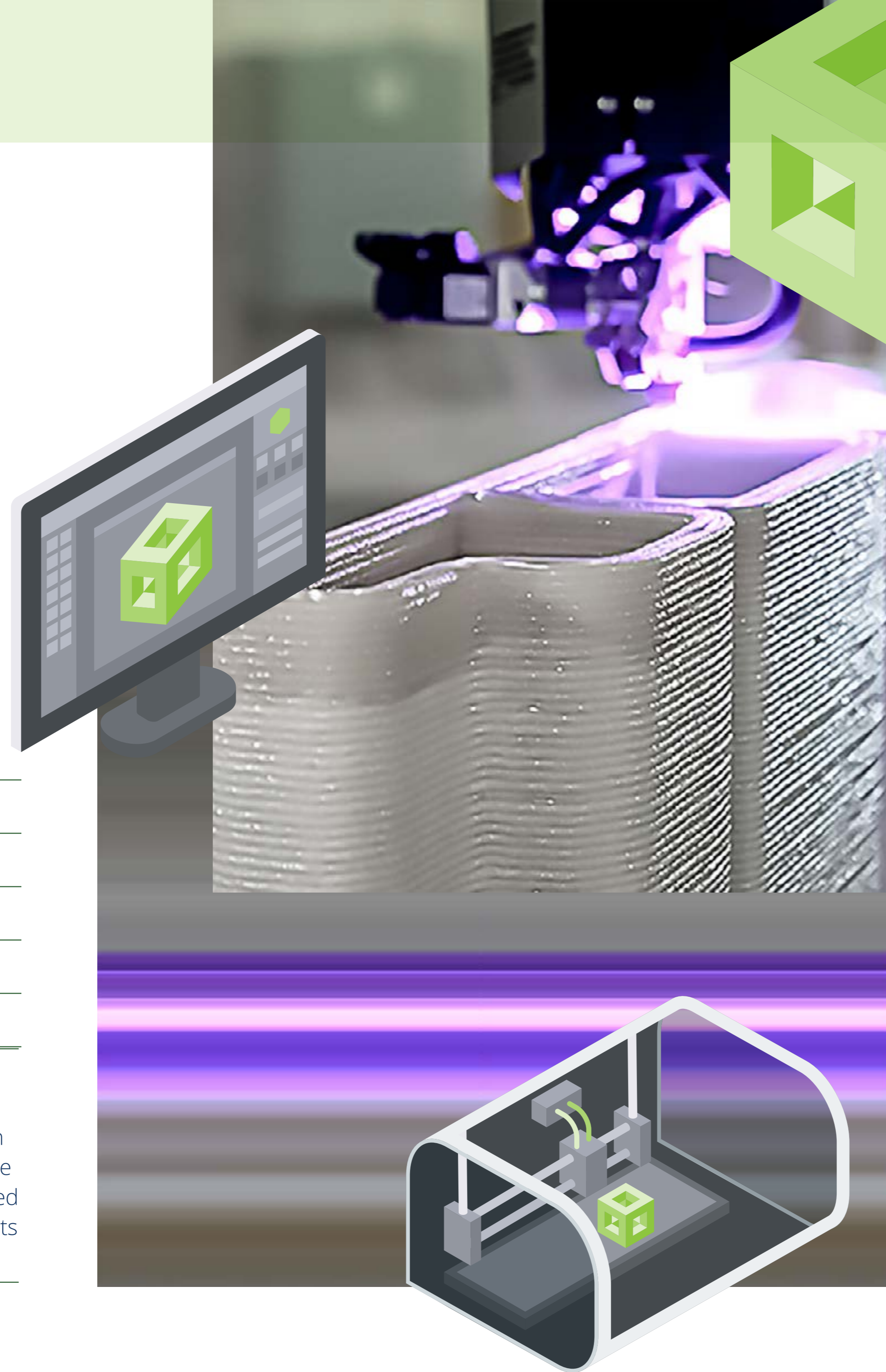
**Product:**

Customized radiation-cured resin (trade secret)

**Application:**

Carbon-reduced 3D-printed homes

Mighty Buildings is an innovative Californian company that uses 3D printing technology to manufacture sustainable and climate-resilient high-quality homes. In a sustainability-focused partnership, allnex provides the materials Mighty Buildings uses to print the predesigned parts that are then assembled in progressive kit-of-parts construction to build homes onsite.



The panels are critical elements helping the company in its drive towards more sustainable building solutions, featuring 80% automated production, 99% less construction waste, and 60% recycled printing materials.

The homes can be built in half the time of conventional homes, and by combining materials science with robotics and automation, Mighty Buildings wants to make carbon-neutral housing a reality for everyone.

allnex's radiation-cured monomers and oligomers allow Mighty Buildings to more efficiently produce walls for the modular homes they design. Since the walls are built layer-by-layer from the ground up, they must be cured more or less instantly to ensure proper work flow.

The high cure speed of our radiation-cured resins proved to be the perfect fit for our partners needs. By combining just the right monomer and oligomer, we customized the formulation for the company's special technology, which cures each extruded layer on the spot using a UV light attached to the nozzle.

“We’re excited about our partnership with Mighty Buildings”, says Chris Puccio, Vice President Sales at allnex. “By providing our current resins for their process, we can help them reach their goal of building a more sustainable housing solution. In addition, we continue to work on developing next-generation resins, which will give the company's homes an even lower carbon footprint.”

## TEAM DRIVING MIGHTY BUILDINGS NORTH AMERICAN PARTNERSHIP

ALPHARETTA



Chris Puccio



Bill Bryant



Sue Williamson



Jennifer McClung

NORTH AUGUSTA



Rick Gilder



Pete Padgett



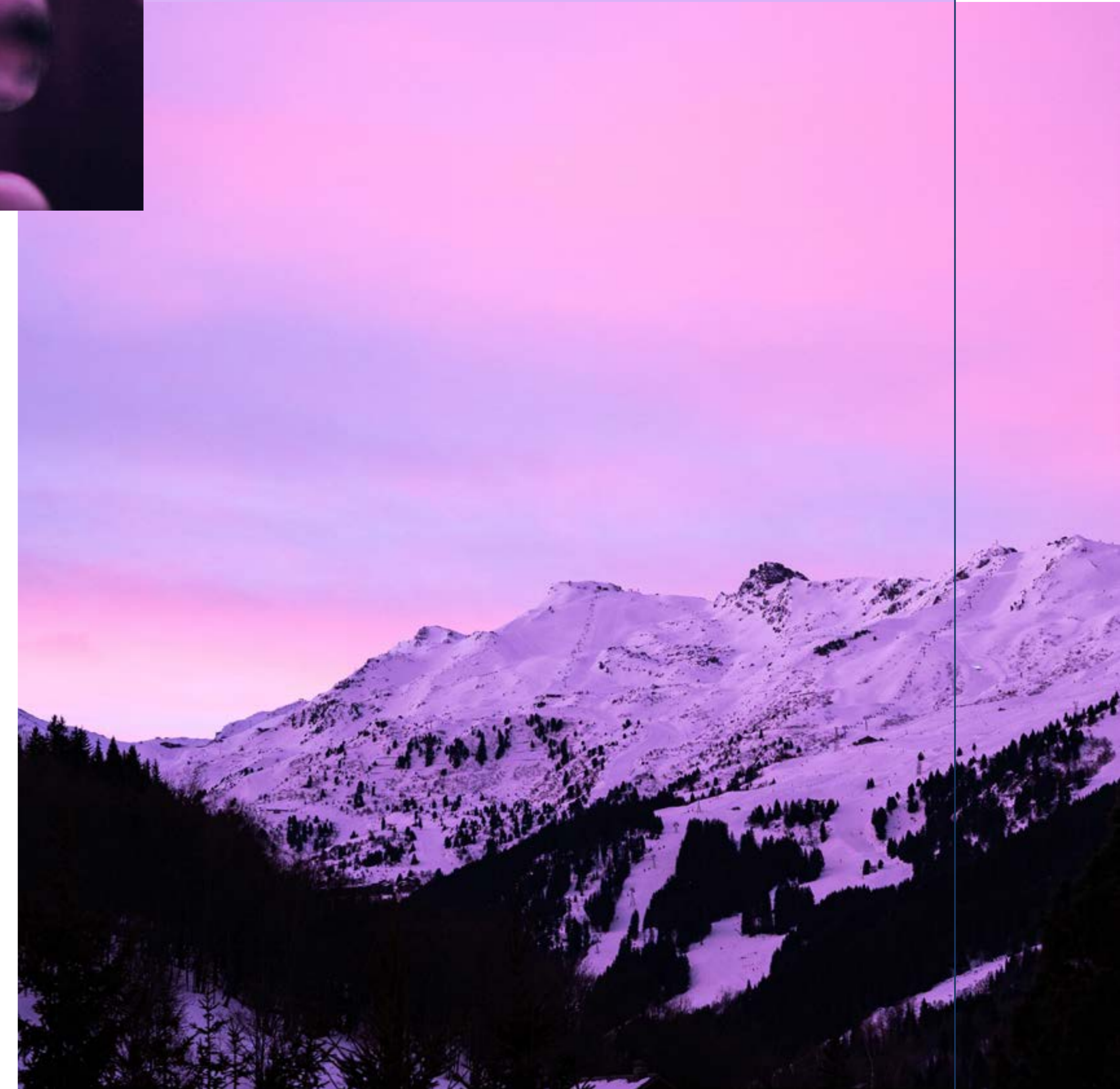
Kenny Harris



Ken Fabrizio



# ESG Performances in 2022



# On Our Way to Low Carbon – Achievements in CO<sub>2</sub> Reduction

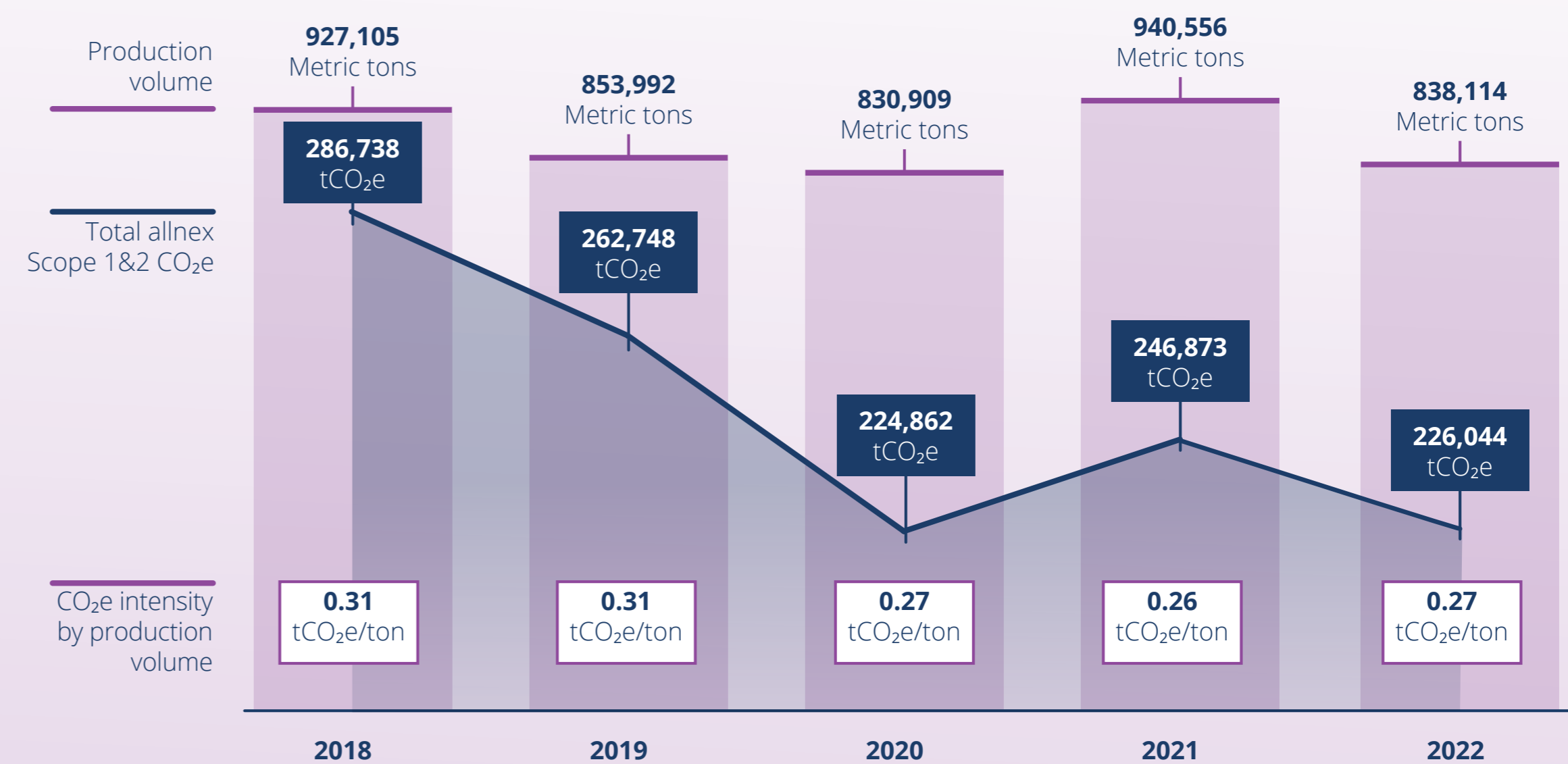
allnex acknowledges the impact of greenhouse gas emissions on climate change and its consequences, such as increasing global temperatures, rising sea levels, and more frequent extreme weather events.

We are therefore committed to reducing the carbon footprint of all our processes and meeting our 2030 goal, while promoting the importance of creating a low-carbon industry to our employees, suppliers, partners and customers.

## Key achievements in 2022:

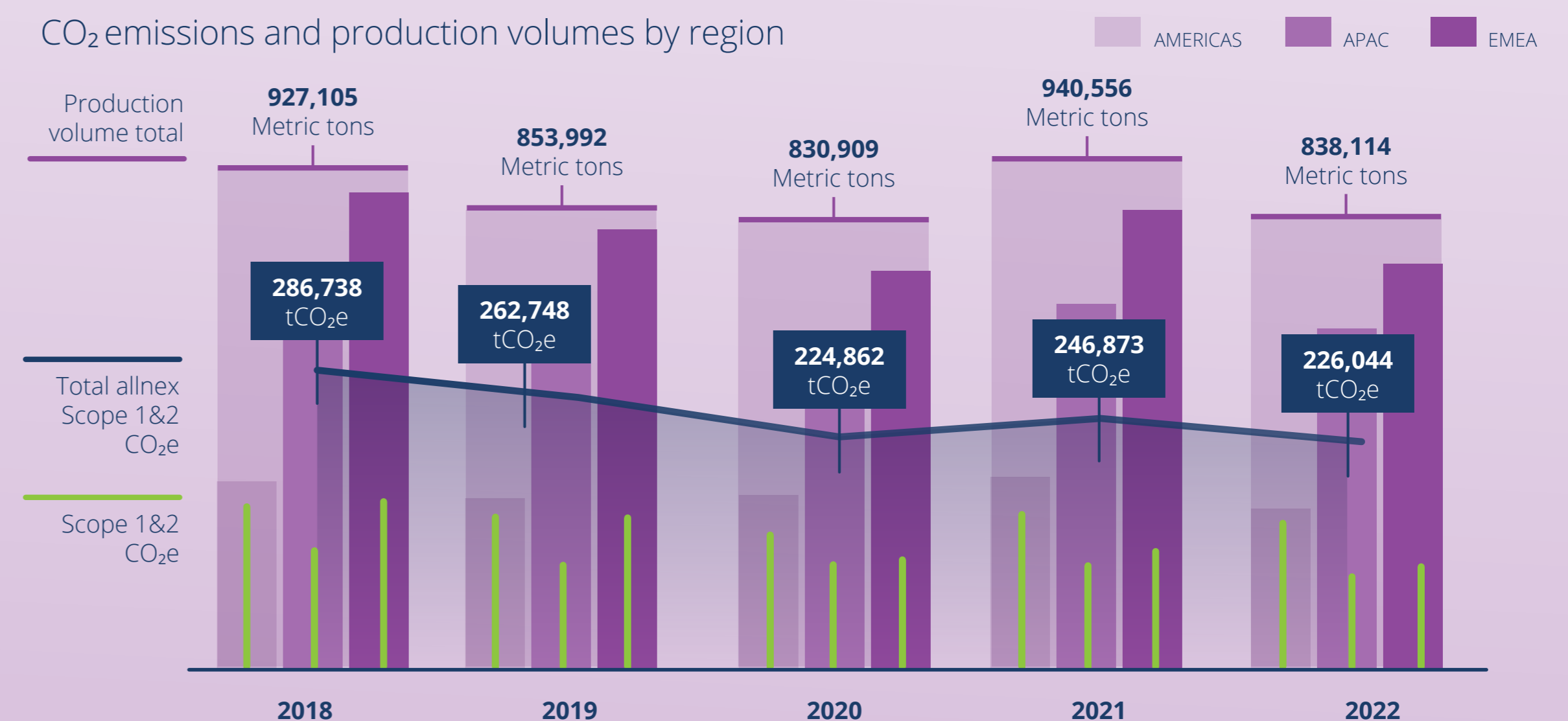
- Compared to 2018, the baseline of our reduction goal, **our production volume was 10% lower in 2022**, due to external economic circumstances and geopolitical reasons.
- Over the same period, **our CO<sub>2</sub> emissions (scope 1 and 2) fell by 21%**, a significant achievement given the challenging business environment of the past few years.
- CO<sub>2</sub> intensity remained flat at 0.27 per ton compared to 2021, showing that **our current strategy is heading us in the right direction** for achieving our decarbonization goals.
- The CO<sub>2</sub> emission reduction was mainly achieved by **switching to renewable electricity**. This is in line with our long-term green electricity sourcing strategy, which we continue to implement.
- allnex continuously monitors the energy efficiency of its processes**, and year after year these energy efficiency improvements directly result in CO<sub>2</sub> savings.

CO<sub>2</sub> emission and intensity



\*2021 data was updated during a third-party verification audit, which was completed after the 2021 ESG report was published. Data inaccuracies were corrected, and additional refrigeration losses were accounted for.

CO<sub>2</sub> emissions and production volumes by region







## Energy – Reduce and Redirect to Renewable

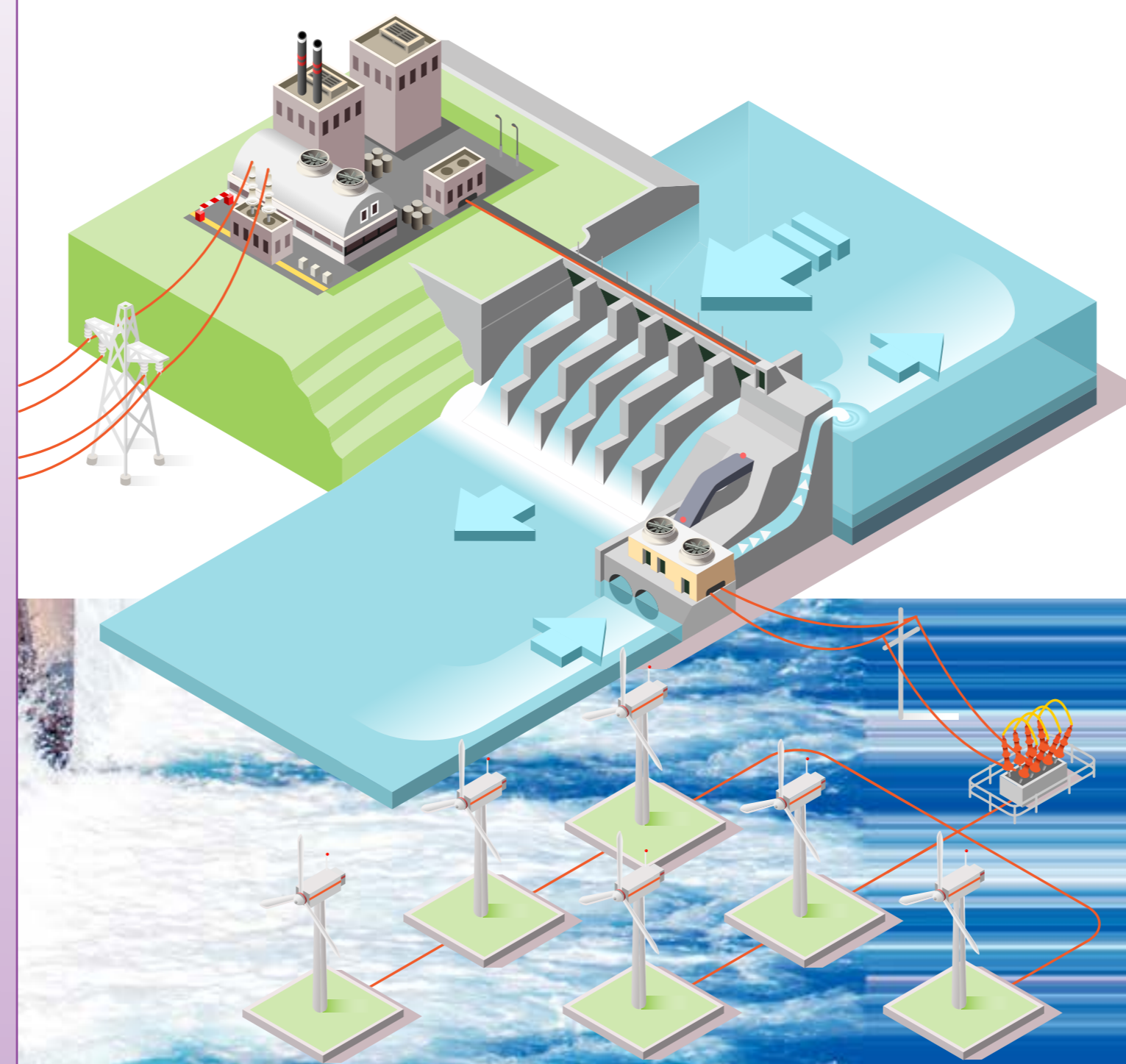
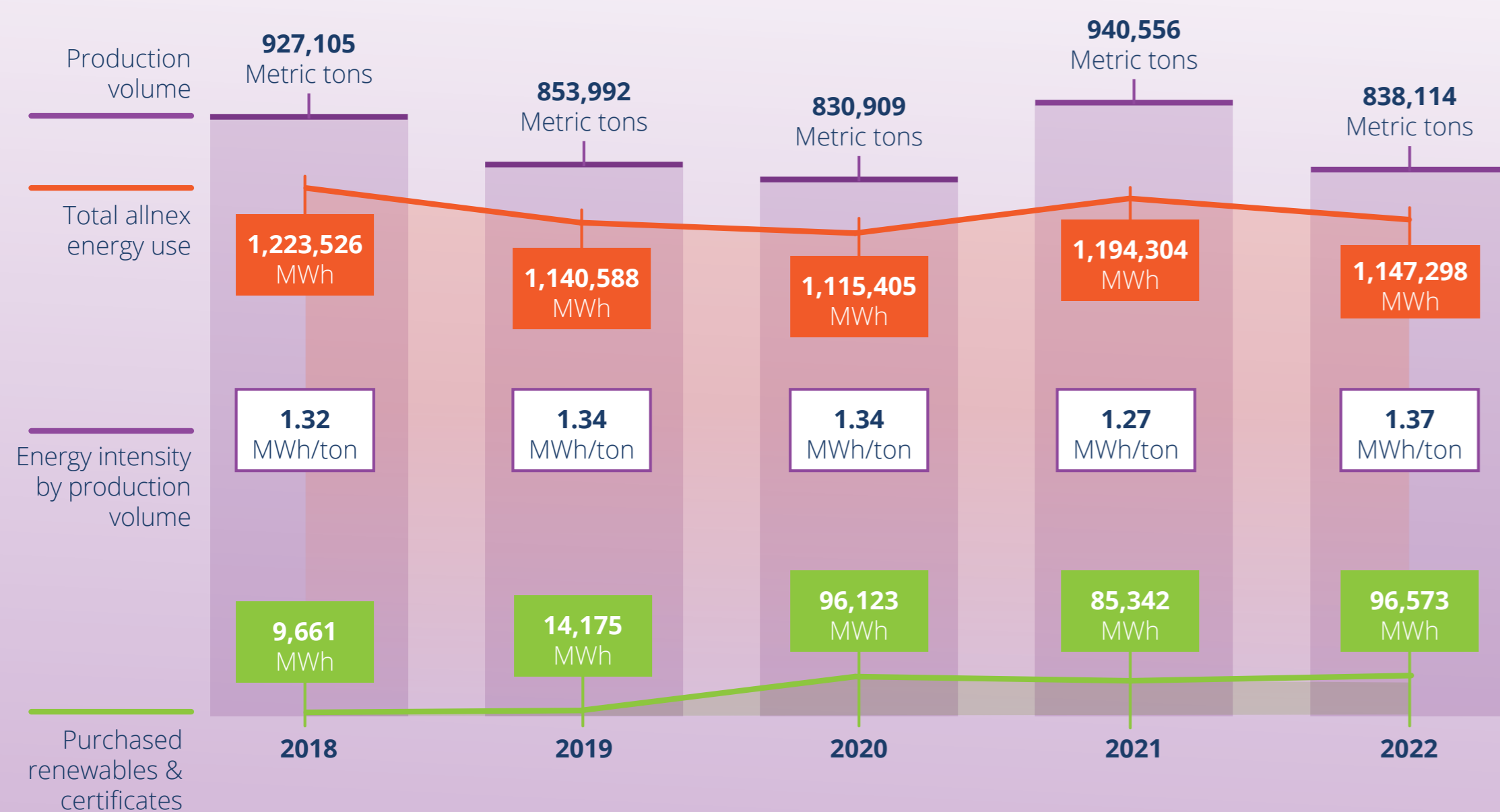
We are committed to improving our energy efficiency by optimizing operations and production processes, using higher-efficiency equipment, and eliminating energy wastage.

At the the same time, we are also proactively shifting to renewable energy in order to avoid CO<sub>2</sub> emissions and work towards our goal of climate neutrality by 2050.

### Key achievements and best practices in 2022:

- The amount of **purchased renewable electricity and certificates** has remained stable, constituting around 8% of the company's total energy use.
- Our engineering teams research how to **reduce the energy footprint of our operations by storing and reusing process heat** as an energy source.
- Compared to 2021, our **Lillestrom site in Norway achieved a 5% reduction in electricity intensity** (MWh/mt produced) in 2022. Most of the reduction stems from the installment of a variable-frequency drive (VFD) in two important pieces of machinery. Since 2018, the site's electricity-saving efforts, which are implemented along a detailed medium-term plan, have led to a **23% lower use of electricity**.
- Our **Rayong site in Thailand made an even bigger step forward in 2022, reducing its electricity intensity rate by 17%** compared to the year before. Again, this was made possible by focused energy management, certified to ISO 50001 and implemented along a strict plan, which in this case included scrupulous preventive maintenance and regular checks on energy-intensive equipment.

Energy use and intensity 2018 –2022



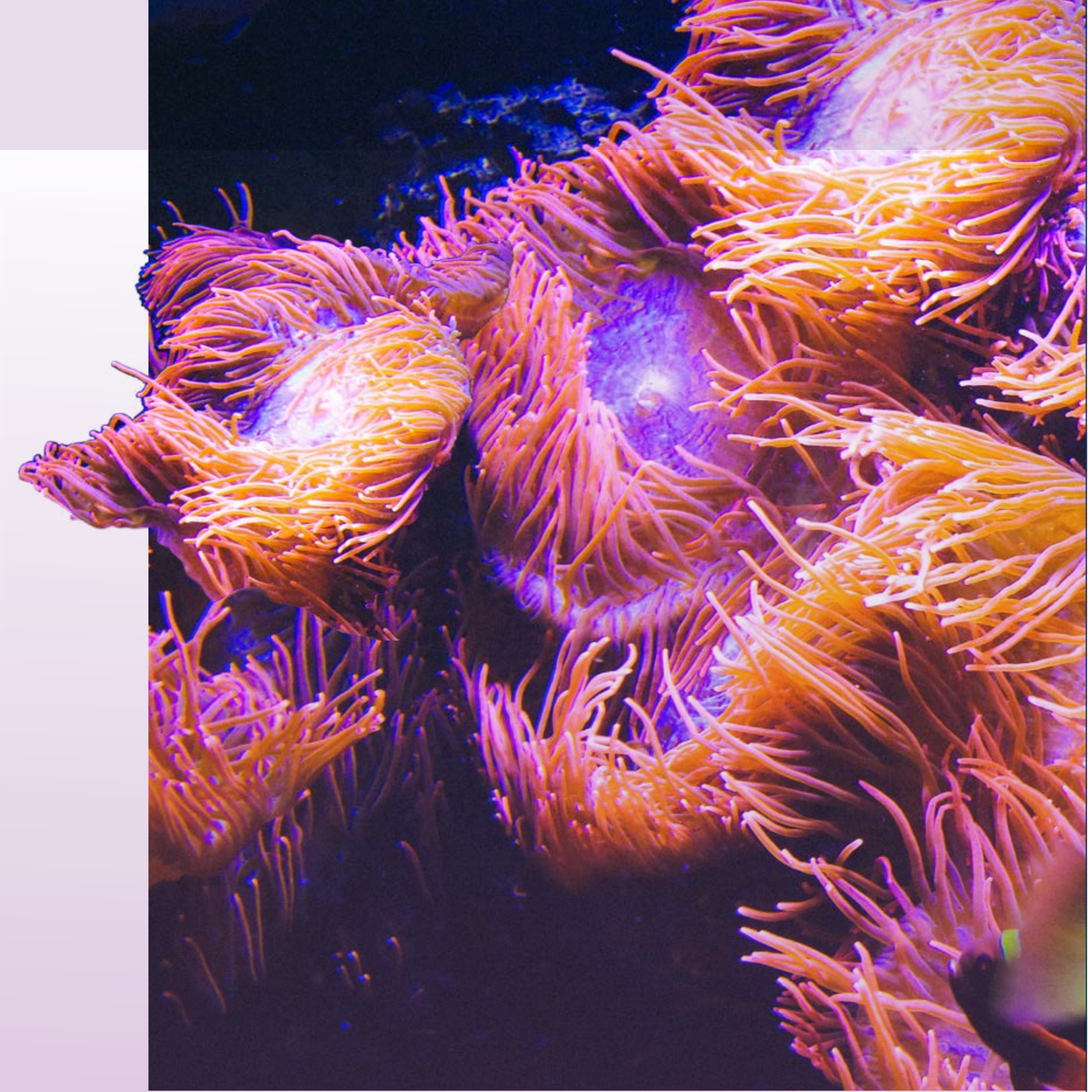
# Going With a Thinner Flow – Improvements in Water Management

Water is an invaluable and increasingly threatened natural resource that we are deeply dedicated to conserving.

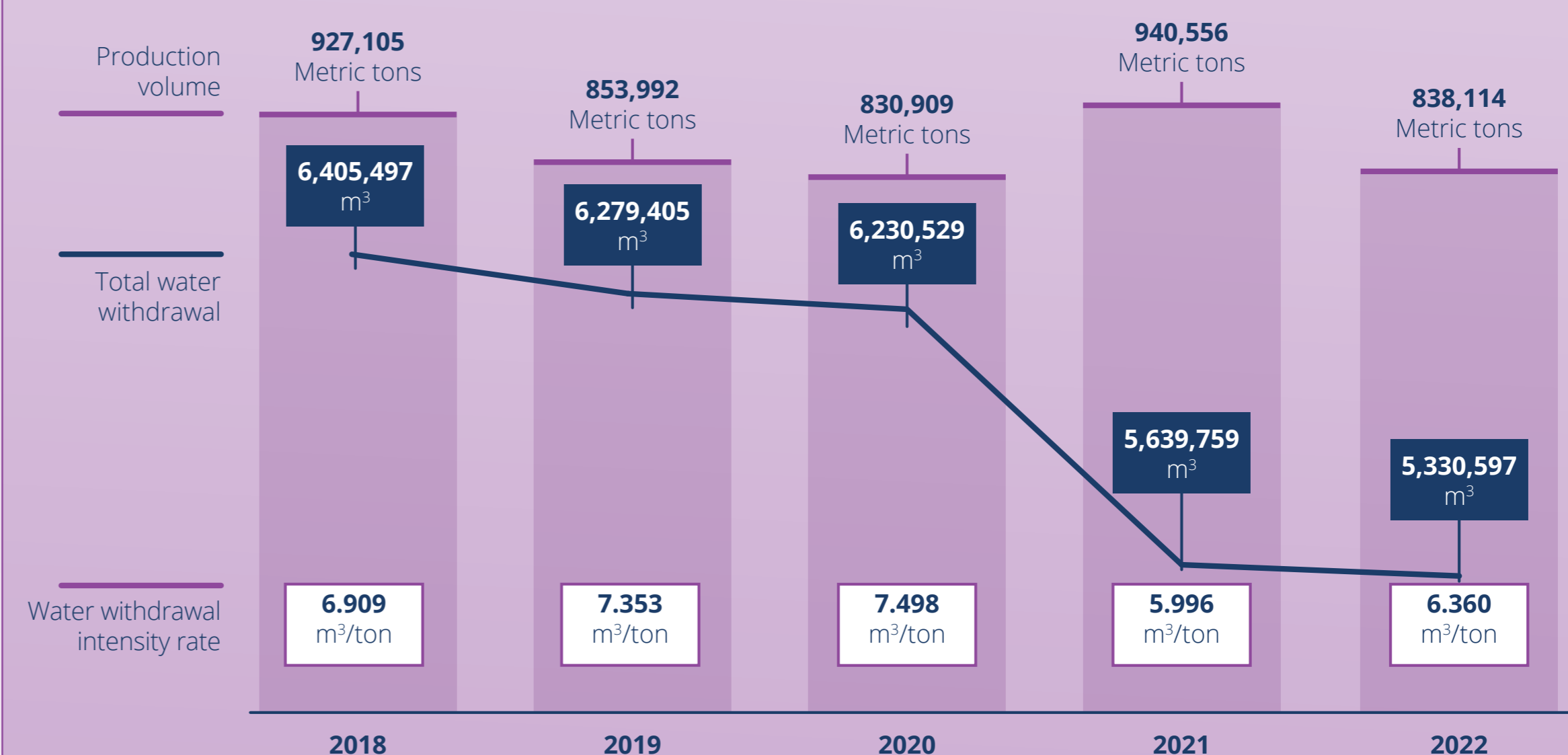
At allnex, effective water management entails reducing water withdrawal in our production processes while simultaneously improving the quality of our discharged water.

## Key achievements and best practices in 2022:

- ▶ In the past five years, there has been a continuous downward trend in the company's water withdrawal, testifying to the **successful collective effort of all our production locations to conserve water** in their processes.
- ▶ Our colleagues from the North Augusta site in the US identified and implemented measures that add up to **over one million liters of saved water annually!** These improvements were identified thanks to the focus on energy and utility consumption that is part of the ISO50001-certified energy management system. The savings were made possible by further process automation and detailed level monitoring.
- ▶ At the Wacol site in Australia, rainwater is captured and filtered at a rate of more than 2750 L/h using a reverse osmosis system. In 2022, this led to **water savings of more than 10 million liters.**
- ▶ Thanks to efficiency increases in both the production process and the functioning of the site's wastewater treatment plant, **the Wallingford site in the US reduced the phosphorus concentration in its effluent by 85%.** This is a further great improvement in the quality of the water that is returned to the environment.



Water withdrawal and intensity 2018 –2022



\*2021 data was updated during an internal review, where discrepancies were corrected.

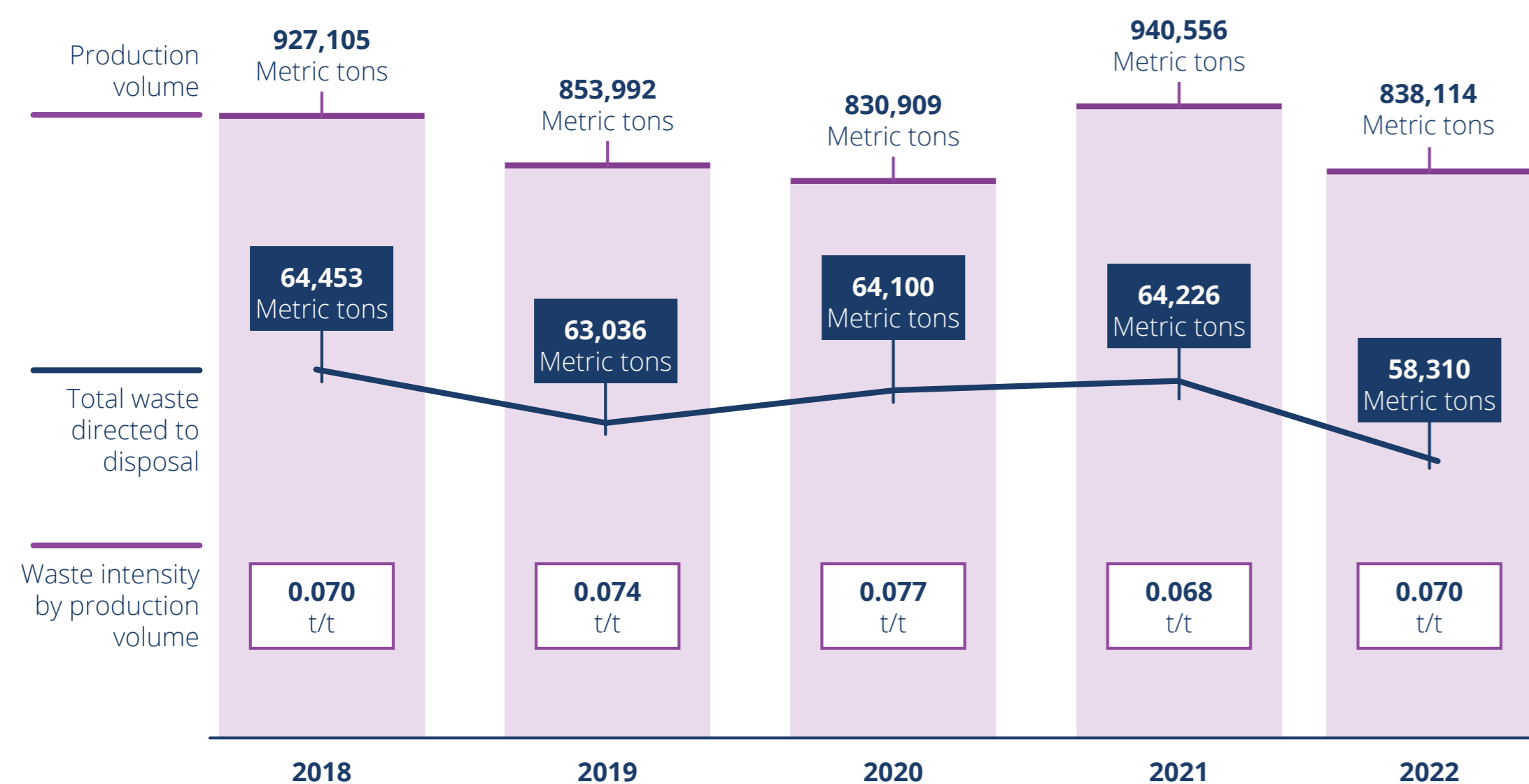
# The Best Waste Is the One Never Created - Our Waste Management

Our waste management strategy is based on the three core tenets of the circular economy: reduce, reuse, and recycle.

We follow these tenets by consistently focusing on how to streamline and enhance our systems and processes, particularly in terms of wastewater and solvent disposal at our various production sites.

## Key achievements and best practices in 2022:

- By implementing circular economy principles at our sites, we have reached a **stable waste intensity level at 0.070** in 2022.
- Our **business systems continue to be ISO 14001-certified and passed the auditing process with great results** at the end of 2022.
- The Romano site in Italy **managed to reduce the sludge generated by its biological wastewater treatment by 25%**. This huge step forward was the result of a focused improvement workshop initiated by the local management team.
- Our colleagues at the Botany site in Australia continue reducing waste and solvent disposal. Over the last 8 years, **the site was able to reduce its output of liquid waste by 50% and of solid hazardous waste by 29%**.



# Screening for Sustainability – Our Supply Chain and Procurement Policy

allnex recognizes the strategic importance of procuring raw materials sustainably.

By establishing positive long-term relationships with our suppliers, we can work together to promote transparency, effective communication, and continuous improvement in our procurement practices.

This enables us to minimize our environmental footprint and uphold our social responsibilities as a global company, while also ensuring the longevity of our business operations.

As a result, allnex requires suppliers to engage in its sustainable strategy, outlined in purchasing terms, contract templates, and a Supplier Code of Conduct, to ensure compliance with laws, regulations, industry standards, and sustainability requirements.

Our partnerships assessment includes economic, environmental, and social impact dimensions, using proprietary check-lists in key process steps, such as supplier approval, complaint management, evaluation, management of change, and CSR assessment.

Evaluations consider social and environmental factors, including ratings from external auditors and internal programs to ensure responsible sourcing of important raw materials.

## Our internal assessment and evaluation process

In 2021, allnex set up the Supplier Evaluation Program to gain comprehensive insights into the commercial, environmental and social impacts of significant suppliers.

In 2022, the program was further developed into the Supplier Engagement Process, which standardizes our internal assessment and evaluation process.

ONBOARDING PRE-RISK ASSESSMENT	DETAILED DUE DILIGENCE ASSESSMENT/AUDIT	CONTINUOUS SUPPLIER IMPROVEMENTS
<ul style="list-style-type: none"> <li>➤ All new suppliers will undergo a pre-risk assessment based on their EcoVadis rating in the following areas:                             <ul style="list-style-type: none"> <li>• Environment,</li> <li>• Labor &amp; human rights, Ethics</li> <li>• Sustainable procurement</li> </ul> </li> <li>➤ New suppliers are also expected to acknowledge the allnex Code of Conduct or, alternatively, provide a copy of their own Code of Conduct to allnex.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Depending on the results of the pre-risk assessment, suppliers are assigned to different sustainability risk classes.</li> <li>➤ For our existing supplier portfolio, a detailed risk assessment of our key vendors regarding their industry, geographical location and individual engagement is being conducted.</li> <li>➤ Our goal is to have 80% of our key vendors go through a risk assessment by 2025.</li> <li>➤ Selected suppliers undergo either an audit or a (self-)assessment via EcoVadis or allnex.</li> </ul>	<ul style="list-style-type: none"> <li>➤ The results of the assessments and audits are shared with selected key suppliers and a corrective action plan (CAP) is created and performance monitored.</li> </ul>



OUR NEW PROCESS COMPLYS WITH THE GLOBAL REPORTING STANDARDS OF THE GRI

STARTED END OF 2022 WITH A SET OF KEY SUPPLIERS, ENGAGED IN A CONTINUOUS ACTION PLAN (CAP)

# Ethics and Compliance – A Steadfast Dedication to Doing Right

At the heart of allnex’s operations lies an unwavering commitment to upholding the highest standards of ethical conduct and compliance in all aspects of our business.

We recognize that these values not only define our corporate culture, but also play a crucial role in ensuring the long-term success and viability of our organization.

Our pledge to act with integrity, accountability, fairness, and transparency extends to every facet of our partnerships, products, and services. By adhering to our corporate compliance program (see examples on the right) and Code of Conduct, we maintain a steadfast dedication to responsible corporate governance, which we firmly believe provides the bedrock for sustainable and healthy growth of the company.

In an ever-evolving business landscape, ethics and compliance have become increasingly vital to a company’s success. By placing these principles at the forefront of our operations, allnex is committed to setting a standard of excellence for our industry and paving the way for a more ethical and responsible business environment.



## OUR COMPLIANCE CODES AND POLICIES:

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



## Key achievement in 2022:

A 100% of employees completed our online CoC training

- > In 2022, **company-wide training on the Code of Conduct was conducted** to refresh our employees’ understanding of ethical conduct and compliance in all aspects of our business.
- > Instead of conventional classroom teaching, the **training was offered on our e-learning platform “EXPLORE”** to facilitate self-learning in the digital era. 
- > **Employees were provided with the CoC in 15 languages** and then required to go through a test including both theoretical and situational questions to confirm they had fully grasped the content of our CoC.
- > Within 4 months, **an amazing 100% completion rate among our employees was achieved**, including frontline site operators who are often less experienced with digital training.





# Environmental & Community Engagement

## Acting Responsibly – Both in Environmental and Social Terms

allnex is driven by people – they are the reason we do what we do. We are committed to upholding a culture of environmental sustainability and social responsibility, which inspires us to create meaningful value in our work.

Our team, spread across the Americas, Europe and APAC, shares our vision and is empowered to connect and engage with their surrounding communities.

Discover the inspiring ways our allnex employees worldwide are giving back to nature and their communities.



In June 2022, **allnex Brazil** donated state-of-the-art technical equipment to the State University of Ponta Grossa, which is one of the branches of the Federal University of Technology of the state Paraná (UTFPR).

The traction test device was officially donated in the presence of several teachers, as well as allnex employees Giovana Kruger and Evandro Mucedola. As part of the university's application lab, it will be used for courses in chemical engineering, mechanics and other subjects.



# Aids and Donations for Important Causes – Activities in the Americas

allnex Alpharetta donated USD 1,500 to the Susan G. Komen breast cancer foundation, on the occasion of one of its “More than Pink” fundraising walks.

Alongside hundreds of other cancer survivors, advocates and families, allnex colleagues who have overcome cancer also participated in the walk to help raise awareness for this important cause.



allnex Louisville also teamed up with locals to deliver necessities to areas affected by the devastating flood that hit eastern Kentucky in summer 2022.

To help flood victims, colleagues donated hand sanitizers, brooms, disinfectant, hygiene products, canned fruit, canned soup and other necessities.



Olivia Otten, a colleague from allnex East St. Louis, participated in a 24-hour endurance run to support children’s cancer research at St. Jude Children’s Research Hospital in the US.

She completed the incredible 52 miles of her run in 16 hours and 35 minutes. She plans to participate again in 2023, with the aim of raising USD 5,000 for the organization.



The allnex Louisville team participated in other local charity events, such as the Festival of Trees & Lights, held to support Louisville’s Norton Children’s Hospital.

At the festival, self-designed Christmas trees are sold to raise funds for the hospital foundation.

# FOR ALL NEX>T GENERATIONS – More Activities in the Americas



On October 11, 2022, the day before Brazil's Children's Day, **allnex Brazil** organized an event for an institution providing care to socially vulnerable children.

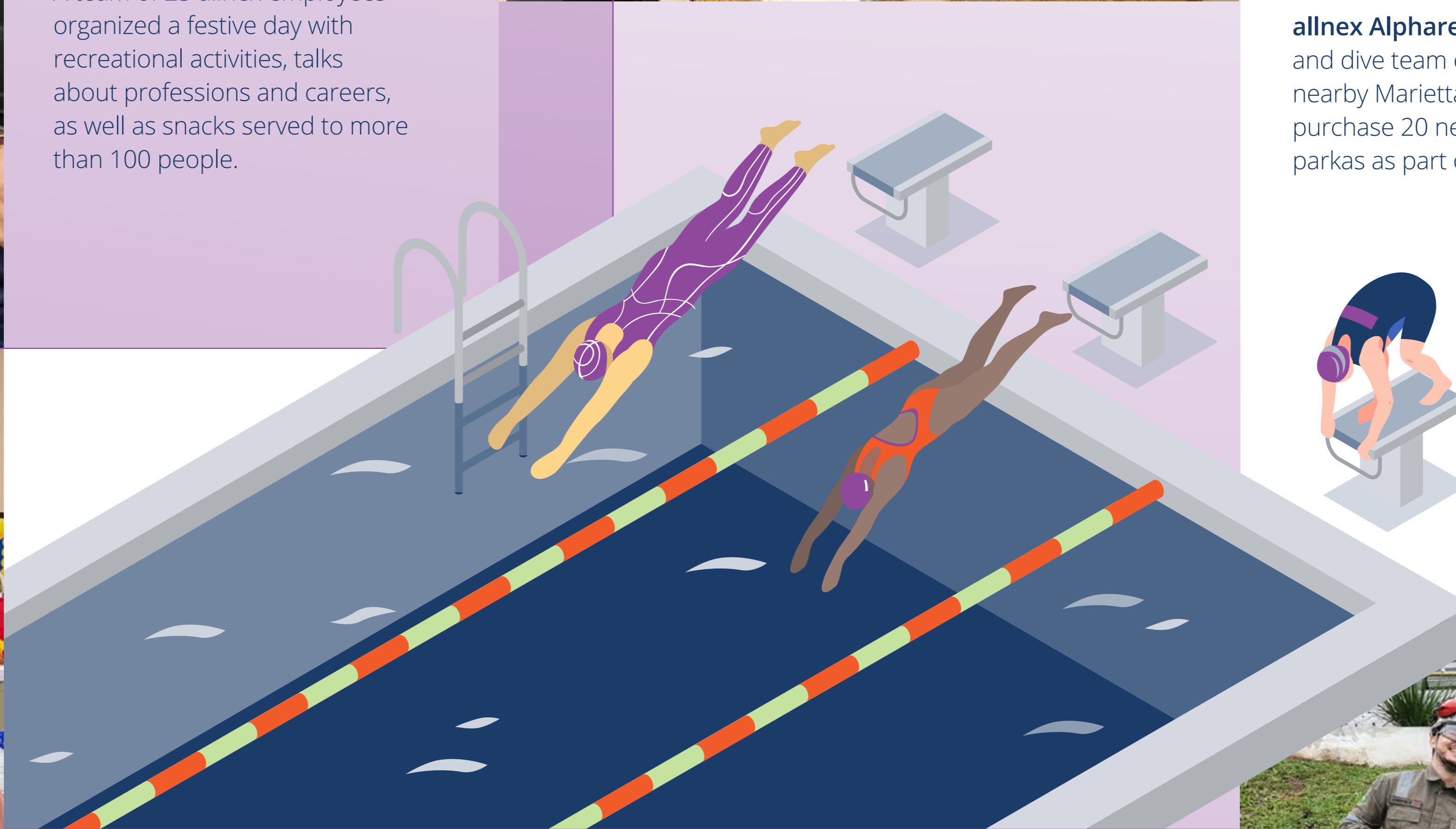
A team of 23 allnex employees organized a festive day with recreational activities, talks about professions and careers, as well as snacks served to more than 100 people.



**allnex colleagues in North Augusta and Langley** participated in Science Day at Clearwater Elementary School to inspire children with fun chemical experiments.



**allnex Willow Island** took opportunity of the career fair at nearby St. Marys High School to present in front of students and inspire them with the possibilities that STEM subjects could bring to their future careers.



**allnex Alpharetta** donated to the swim and dive team of Pope High School in nearby Marietta. The team was able to purchase 20 new and much-needed parkas as part of its uniform update.



**allnex Brazil** held a special event to beautify the site in Ponta Grossa.

Colleagues from the PG branch planted a total of 50 Brazilian Ipê trees on the site grounds.



# Aiding Animals, Protecting Nature and Art – Activities in EMEA



Colleagues from allnex's center for Global Business Services (GBS) in Riga visited the local Lābas Mājas (Good Home) Animal Shelter.

They donated to the work of the shelter, which is entirely funded by voluntary contributions, and also brought along food, blankets and other gifts for the animals.



GBS Riga also contributed to Riga's "Big Cleanup of 2022" by picking up litter and cleaning up Ķengarags Promenade, which runs along the shore of the Dagauva River.



allnex Italy cooperated with an Italian bee conservation society to support the protection of wild bees and pollinating insects as an invaluable natural heritage that is crucial for maintaining biodiversity and healthy ecosystems.



Giulio Baraldi from allnex Italy found a special way to support the arts with allnex's products.

He arranged for a donation of over 440 kg of resin to German contemporary artist Herbert Hamak. Giulio and Herbert, who specializes in geometrical blocks and sculptures made from colorful materials, first got in touch through a drum bearing the allnex brand.



The allnex Italy team also sponsored the publication of a children's book about kindness, titled "Corso di Gentilezza" (Lessons in Kindness).

The book was written by a local author to help children understand the importance of kindness from an early age and has been distributed among primary schools.



# Working with and for the Community – Activities in APAC



Our branch in Malaysia, allnex Seremban, was happy to play a charitable role in the fate of a small family of dogs. When a female dog and her puppies sought shelter at the branch's plant, the team rescued the animals and reached out to a local shelter. Along with the canines in need, the shelter received a donation totaling RM 5,000 (USD 1,136) from the rescuers.



allnex Australia acted as sponsor of the 2022 Awards of Excellence given out by the Swimming Pool & Spa Association Western Australia (SPASA WA, now merged with SPASA Australia).

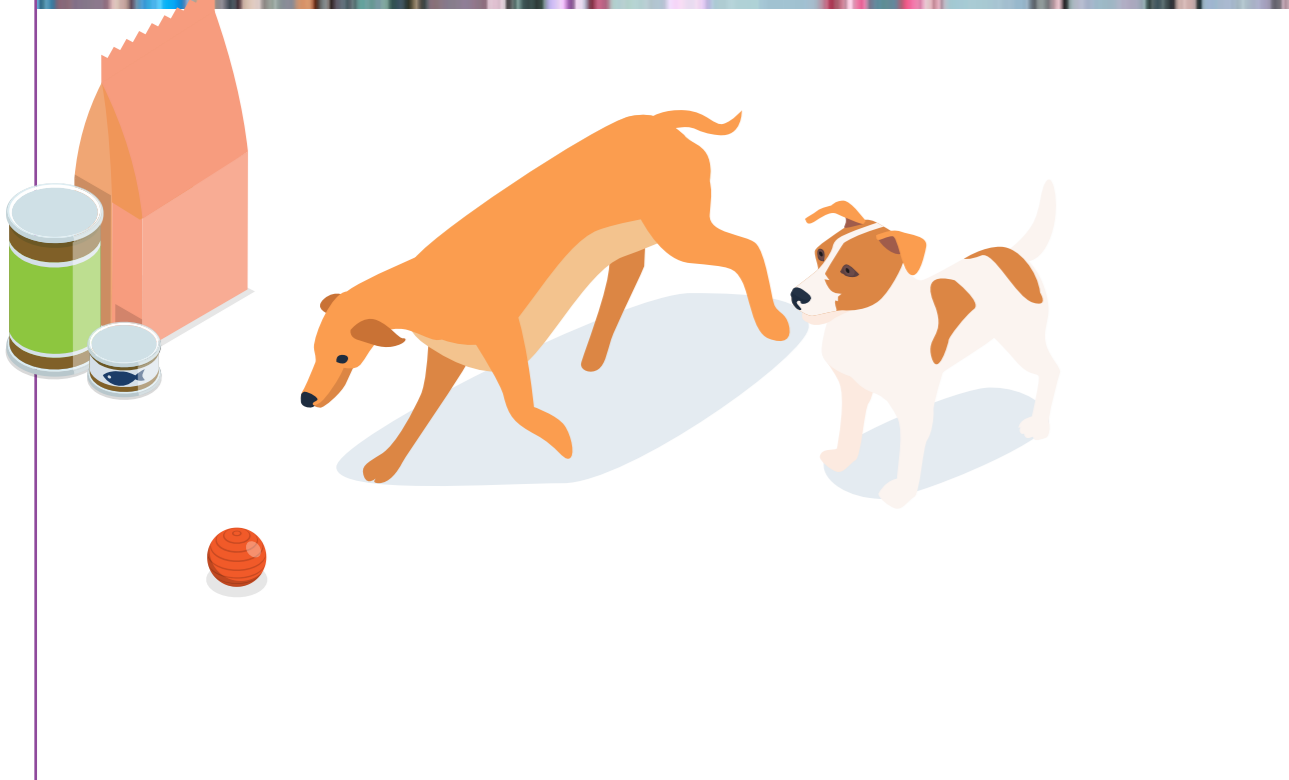
The awards recognize excellence in designing, building and servicing pools as a contribution to improving the health and happiness of Australian communities.

allnex acted as Platinum sponsor and had the pleasure to present awards in three categories: Fibreglass Pool up to USD 40,000, Fibreglass Pool up to USD 60,000 and Fibreglass Pool Builder of the Year.



allnex Vietnam has upheld its tradition of community involvement by cooperating with the local government to award school scholarships to students of Thuan Minh 1 Primary School in Ham Thuan Bac district.

The scholarships were made possible through contributions of the entire branch's staff, totaling about EUR 2,000, and were awarded to students who excelled despite the challenges of the pandemic.





## Taking Care of the Neighborhood - More Activities in APAC

allnex Rayong, our branch in Thailand, helped repair and paint exercise equipment and playgrounds in nearby Map Chalut community, as well as the police station in the Huay Pong community. On National Arbor Day, the team also took part in a tree-planting event, planting a total of 200 saplings to increase green space in the local industrial district.



As in previous years, **allnex Rayong** has once more received the Corporate Social Responsibility Continuous Award in 2022, given out by Thailand's Department of Industrial Works.

The award acknowledges the branch's consistent dedication to responsible operations and community engagement and has been given to allnex Rayong for the sixth consecutive year.



To help maintain the beauty of Thailand's beaches, **allnex Rayong** participated in a beach protection project. Together with other volunteers from the community and local businesses, the team picked up litter at Pha Yon Beach and cleaned the adjacent road.



# Our Operational Approach

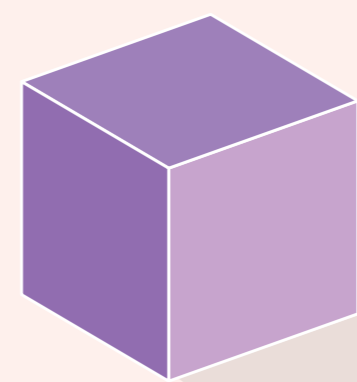




## The Way We Think – Our Operational Philosophy and Strategy

As a market leader in industrial resins, we aim to offer superior products while minimizing our environmental footprint with the best safety performance in the industry.

The operations team is dedicated to the following strategic concepts and rigorous standards of production, which prioritize safety and sustainability at all times.




“The operations team at allnex is dedicated to creating a safe and sustainable future for the planet and all who live on it.

We believe that by proactively driving scalable sustainable practices at our sites, we can establish a truly sustainable footprint across our global operations.”

— **MIRKO SCHNITZLER,**  
SVP Operations



### **SERIOUS ABOUT SAFETY**

We are passionate about keeping our colleagues, contractors and communities safe. Zero incidents, zero releases and zero compromises are always our goal. 



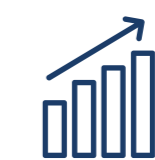
### **CONTROL THE CONTROLLABLES**

We focus on the elements we can control and push them to the best possible state. This includes using real-time data to closely monitor the key performance indicators of our global supply chains and operational teams.



### **COST CURVE LEADERSHIP**

We strive to build a sustainable competitive advantage on our operations' cost base. We work to simplify our processes and perfect what we do while using less energy.



### **SCALABLE GROWTH**

We accelerate growth by improving our scalability and capital intensity ratio. This includes setting up global engineering standards and debottlenecking any inefficiencies.



### **RISK REDUCTION**

We proactively eliminate risks throughout the global value chains we operate in. For example, by making sure our production processes and raw material supplies are stable and resilient.




### **DIGITAL TRANSFORMATION**

We convert information into real-time data to improve our decision making. By stepping up our digitalization effort, we work to increase transparency in our supply chains and operational activities.




### **SUSTAINABLE OPERATIONS**

We focus on bringing energy, water consumption and air emissions to the lowest possible levels. We focus on adhering to our 2030 sustainability goals, accelerating green processes and increasing our investments in handling sustainable raw material at our locations. 



### **EMPLOYEE VALUE**

We are dedicated to improving employee engagement, training and development. Our emphasis is on engaging all employees across ranks and offer advanced training. 



“Throughout 2022, *allnex* staff has shown continued dedication to further reduce safety risks and environmental footprint, resulting in both visible and tangible results at many of our locations.”

—  
**BART DE RIDDER,**  
SHE Director



## “Serious About Safety” – And About Reaching Our Goal of Zero Incidents

In 2022, we introduced our global “Serious about Safety” framework, featuring the tagline “Spot it, stop it”, to further strengthen our global safety culture and make another significant step towards our goal of zero incidents.

**The new framework covers six safety dimensions:** Workplace, Transport, Environment, Process, Health and Security. Its aim is to establish a common language among our manufacturing sites and accelerate the sharing of best practices.

**Our efforts have concentrated on** incident management, performance reporting, and audit and governance processes, both internally and externally. The framework also prioritizes training and certification as crucial components.



### Key safety achievements in 2022:

- **The combined employee and contractor recordable injury rate (TRIR) was 0.59\***, exceeding our 2022 target of 0.65.
- **96% of our assets have undergone process hazard assessments**, covering both process safety and environmental hazards. We also piloted our safety standdown process simultaneously across all global sites to evaluate targeted process safety risks.
- **36 of our locations (including manufacturing sites, research labs and offices)** are ISO 45001 certified for occupational health and safety and are ISO 14001 certified for environmental management systems. Surveillance audits were successfully completed in November 2022.
- **We globally implemented** the SHE (safety, health and environment) and sustainability reporting software UL360.
- **We successfully launched our internal “Serious About Safety” framework**, complete with a comprehensive communication toolbox that includes basic safety rules for employees, contractors, and truck drivers in 29 different languages.



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

# Digital Transformation – Reaching the Next Level of Sustainable Productivity

Digitization is a critical enabler for driving sustainability improvements in our production network.

In 2022, we started to build a digital operating system as a framework for developing and deploying allnex's digital transformation.

Our activities range from setting up real-time energy dashboards in our control rooms, to testing wearable technologies for new insights on the shop floor, to using AI technologies to optimize our production cycle times and cleaning times.

One specific topic that we have been working on is the integrated digitization of our production process records, with the primary goal of further optimizing our capacity utilization. This Project Lighthouse greatly benefits sustainability.



“Project Lighthouse is the result of working with a cross-functional team to create a unique approach to batch card automation in our industry. Operators and managers are supported by a smart and intuitive solution to reach the next level of operational performance, reduce admin work and increase digital collaboration.”

— **SOPHIE ZELLMER**,  
Implementation Manager,  
Digital Operations

## Key achievements in our Project Lighthouse in 2022:

- **The goal of Project Lighthouse is to digitize all batch cards recording production** in order to offer real-time transparency, clarify collaboration between departments and identify bottlenecks.
- **Since 2021, the Wiesbaden site served as pilot location for the project.**
- **In Q4 2022, the team successfully ran the final test** in Wiesbaden, as well as at two manufacturing sites in the US. The project has gone live in Wiesbaden in Q1 2023, and the global roll out will begin in Q2 2023.

## Outlook 2023:

- **We will further expand our paperless journey** by implementing scanning and workflow capabilities in warehouse, production and quality management.
- **We will continue exploring and piloting AI technologies** to improve safety on our sites, reduce manual work by implementing intelligent document processing for all domains and improve reporting capabilities.
- **We are dedicated to a successful digital transformation** through creating a common and global digital architecture, establishing a strong master data competence and developing true end-to-end process thinking.



## Sustainable Energy Use – A Goal We Pursue With Great Energy

Both the structural changes in energy costs and our commitment to more sustainable production methods contribute to accelerating our energy reduction efforts.

A major program we launched in 2022 is Project *Enigma*, in which we aim to drastically reduce the energy footprint of our operations by storing the heat generated by our processes and reusing it as energy.

In addition, we are working on a variety of other methods to reduce our electricity consumption, from simple things like the use of LED lighting, to advanced controls on motors, valves, and pumps.



### Key achievements in our Project *Enigma* in 2022:

- › **The goal of Project Enigma is to accelerate our progress in reducing energy use**, through a wide range of energy conservation initiatives at our sites around the world.
- › **The project is highly prioritized** due to its contribution to reaching our absolute CO<sub>2</sub> reduction targets by 2030 , as well as recognizing economic benefits in cost reduction. Furthermore, the reduction of energy use directly leads to a lower water consumption and reduced NO<sub>x</sub> emissions.
- › **Two of our global sites have been selected for the pilot: Kalamazoo and Bitterfeld.** In 2022, our engineering teams have analyzed and mapped the energy data at both sites.
- › Apart from identifying lower-hanging fruit to reduce our energy consumption, such as installing energy-efficient lighting, **the team has been working diligently to validate different approaches to storing and reusing heat**, a major driver of energy use in our processes.



“We have solid experience and are ready to extend our plans to major energy recycling projects.

Still, becoming a leader in sustainable production is an immense challenge – that’s why we need to always think out of the box, using the data we have.”

—  
**GUY DEPAUW,**  
Technology  
(Operations) Director



# Shifting to Green – Our Renewable Energy Procurement Strategy

We recognize that transitioning to renewable energy is crucial to achieving our 2030 sustainability goals and supporting the UN SDGs, specifically Goal 7: Affordable and Clean Energy.

That's why we have developed a renewable energy procurement strategy to ensure we – as responsible corporate citizens – are contributing to the shift to green energy sources globally.



“Sustainable procurement involves more than just making the right choices – it’s also about driving change.

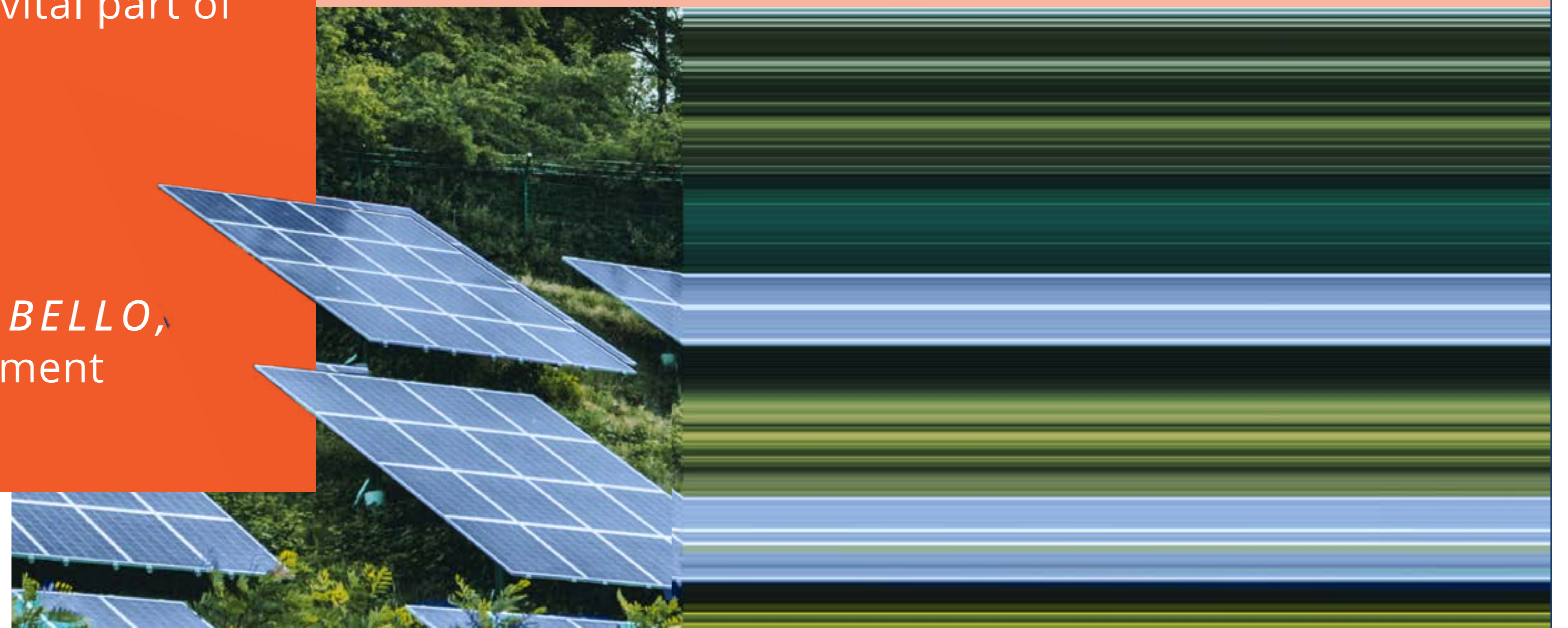
With our strategy for green energy, we clearly communicate to our customers, suppliers and partners that our deep concern for the environment and our common future is a vital part of all we do.”

—  
**CHRISTINA TUEYLUEOGLU-CABELLO,**  
Sustainable Procurement  
Manager

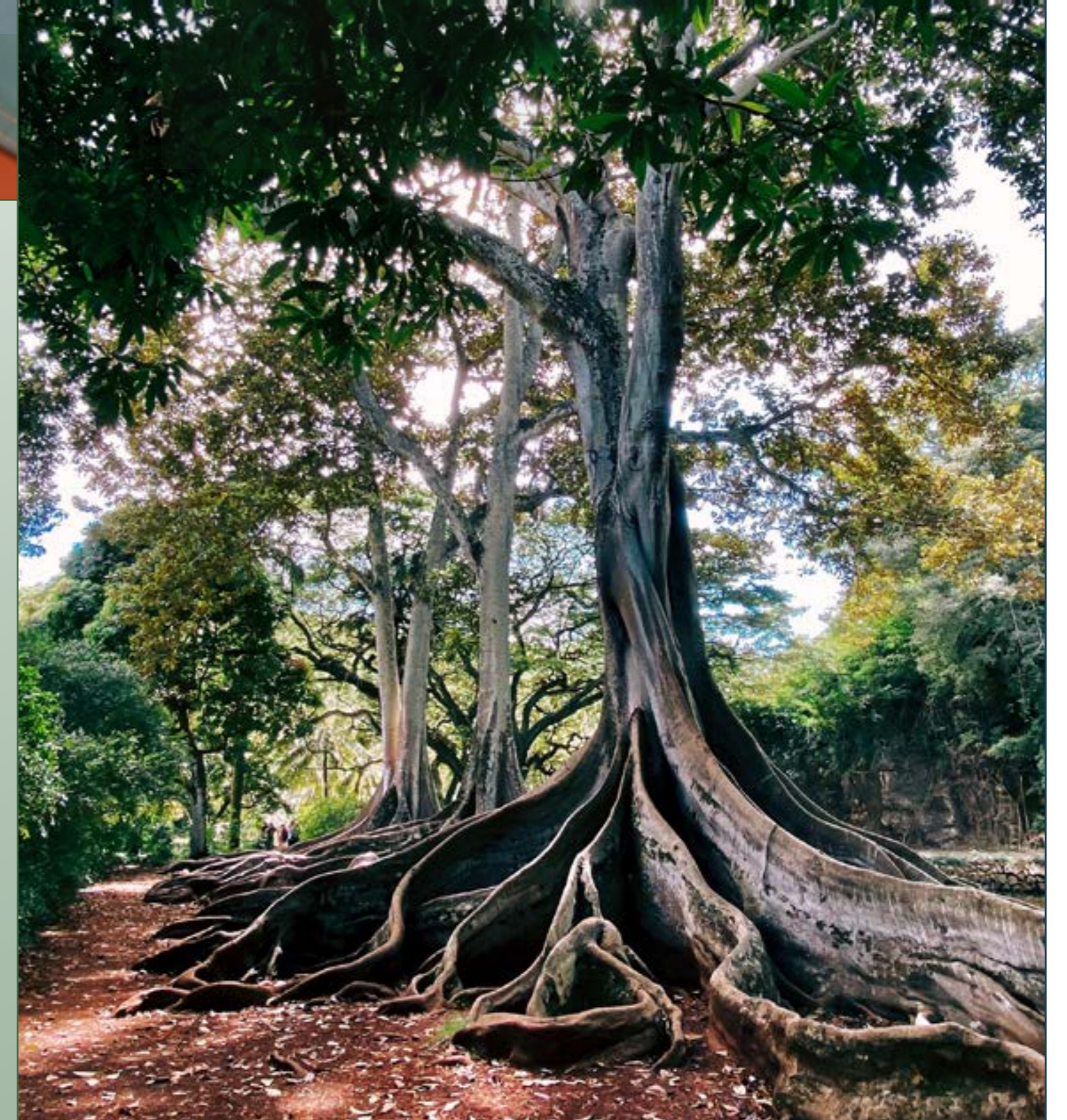
## What is the allnex renewable energy procurement strategy?

- To support the company's long-term sustainability goals, **we conducted a market-level opportunity assessment** to evaluate the green electricity options for all allnex production sites.
- Based on the results, **we defined a global green electricity sourcing strategy**, along with high-level considerations on financial, social and environmental impacts, as well as on timing.
- **This strategy includes** direct green electricity agreements (green rates), renewable energy certificates, onsite installations, power purchase agreements (PPAs) and virtual purchase agreements (VPPAs).
- In 2022, **we signed the letter of intent for an onsite wind power purchase agreement** for one of our major sites in Europe.
- In China, **we installed a solar array** that will generate about 1.5 MW of renewable energy at one of our sites.

7 AFFORDABLE AND  
CLEAN ENERGY



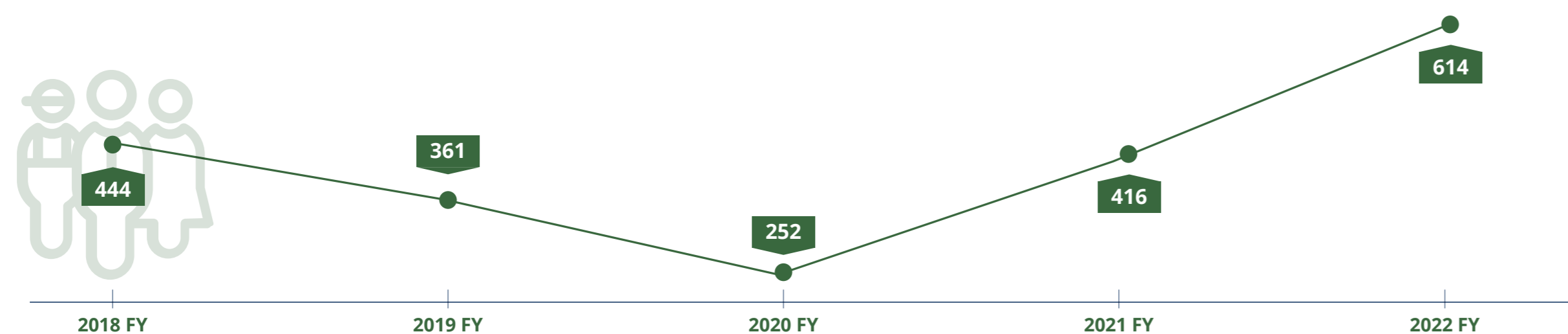
# Our People





Ads Employer Branding Campaign 2022

Regular Hires



“In the face of a challenging business environment and fierce competition in the job market, 2022 demanded that we double down on investing in our most valuable asset – our talent.

To do so, we continuously review and improve our offers for development and engagement, as well as our responsiveness to the ever-evolving workforce landscape. This is crucial for recruiting the best of the best and fostering both their success and that of our business.”

— **PETRA ZIMMER**  
SVP Human Resources and Communications

Total number of Full Time Equivalents:

**4,092**

(Regular and temporary employees)

## Thriving Together – In an Atmosphere of Support and Trust

At allnex, we strongly believe that our employees are the key to our success. Therefore, we are dedicated to creating an environment that allows them to thrive both personally and professionally.

As we transition into the post-pandemic era in 2022, we remain committed to maintaining open communication and adaptability to find solutions that cater to the specific needs of all colleagues in

the workplace. One example of this is our continued work-from-home (WFH) policy. By offering flexible work arrangements, we strive to help them achieve a better work-life balance and ultimately, a higher level of job satisfaction and engagement.

Our people strategy is centered around fair compensation for our employees. Our pay policies and practices are designed to be gender and minority-neutral, ensuring that everyone is compensated fairly and equitably. We also prioritize performance management, with 78% of our employees participating in this program to promote on-going growth and development. Additionally, we value social dialogue, regularly engaging

in meetings with employee representation bodies, leadership meetings, team meetings, town halls, and community calls to foster a culture of collaboration and inclusion.


Last October, allnex implemented a new organizational structure to better align with our future growth strategy and long-term goals. Communication about this change began in the middle of the year to ensure that our workforce was prepared for the adjustment period and ready to seize new opportunities. Throughout the transition, our Global Human Resources teams played a critical role in ensuring a seamless and smooth process offering support to leaders, team members, and the entire workforce.





From left to right:  
 Colleagues in Werndorf Austria doing site clean up during Primavera Day  
 Colleagues in Alpharetta, US, joining a scavenger hunt activity  
 Colleagues in Seremban celebrating Primavera Day

# Ensuring Openness and Creativity – Through Diversity and Inclusion

With over 30 locations worldwide and nearly 4,000 regular employees (excluding temporary ones), allnex gives high priority to diversity and inclusion to ensure a balanced and inspired workforce. This is critical to our future success in the rapidly changing global market.

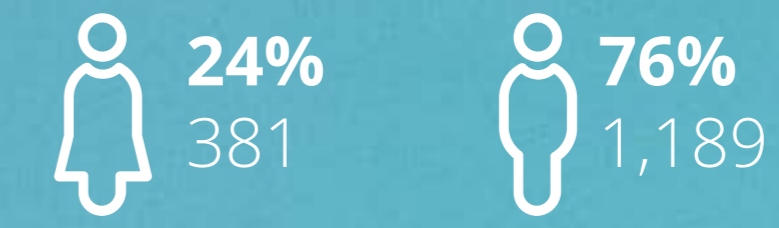
Our anti-discrimination and anti-harassment policies play a crucial role in promoting a safe and respectful workplace environment by encouraging reporting and accountability, and demonstrating a commitment to diversity. 

In 2022, the D&I team worked closely with the sustainability team in the company-wide Primavera activities  to provide higher visibility to these topics. In addition, various engagement activities and partnerships with schools and colleges were organized to promote STEM (Science, Technology, Engineering, and Mathematics) education to students of different genders and cultural backgrounds .

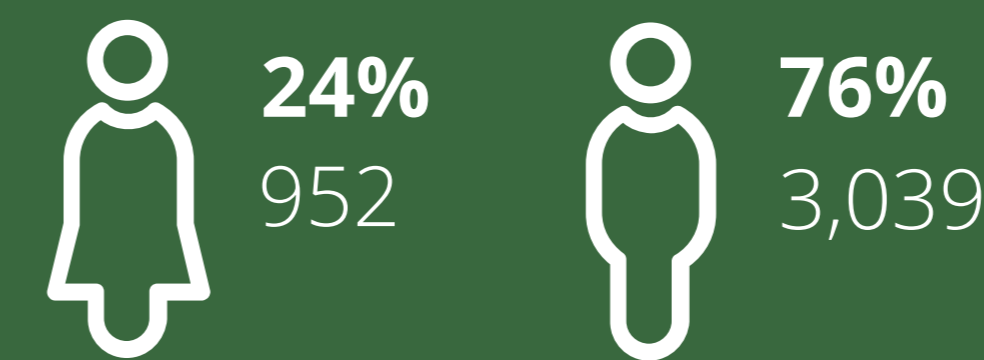
**Americas**  
670 employees



**APAC**  
1,570 employees



**EMEA**  
1,751 employees



**Total 3,991** Regular employees (excluding temps)



# Opening Minds, Closing Gaps – Our D&I Roadmap and Gender Challenge

We believe diverse teams bring a variety of perspectives and experiences which leads to better problem solving, decision making, employee engagement and ultimately, better products and services for our customers.

This is why we are continuously working on a more inclusive workplace culture where all our colleagues can thrive. A gender-balanced workforce is crucial for bringing different perspectives and experiences to the table, particularly in the chemical industry where there are still various obstacles to gender equality.

Currently, the gender ratio in our overall workforce stands at 24%.

In order to improve global gender diversity, the main challenge for us is to increase equality in the manufacturing functions which have traditionally been male-dominated.

## DIVERSITY & INCLUSION ROADMAP

2021	2022	2023 onwards
Establish regional diversity and inclusion teams	Status quo analysis and pilot activities	<ul style="list-style-type: none"> <li>› Set D&amp;I goals</li> <li>› Set up global team</li> <li>› Facility survey</li> </ul>
		<ul style="list-style-type: none"> <li>Define and implement further action plans</li> <li>Strengthen D&amp;I culture</li> <li>Install audit mechanism</li> </ul>



“Diversity and inclusion should not just be a goal or initiative; they should be deeply integrated into our company’s DNA and daily lives. By working together, we can make this a reality!”

— **KOEN VAN LINT,**  
D&I Global Lead

### OUR GOALS

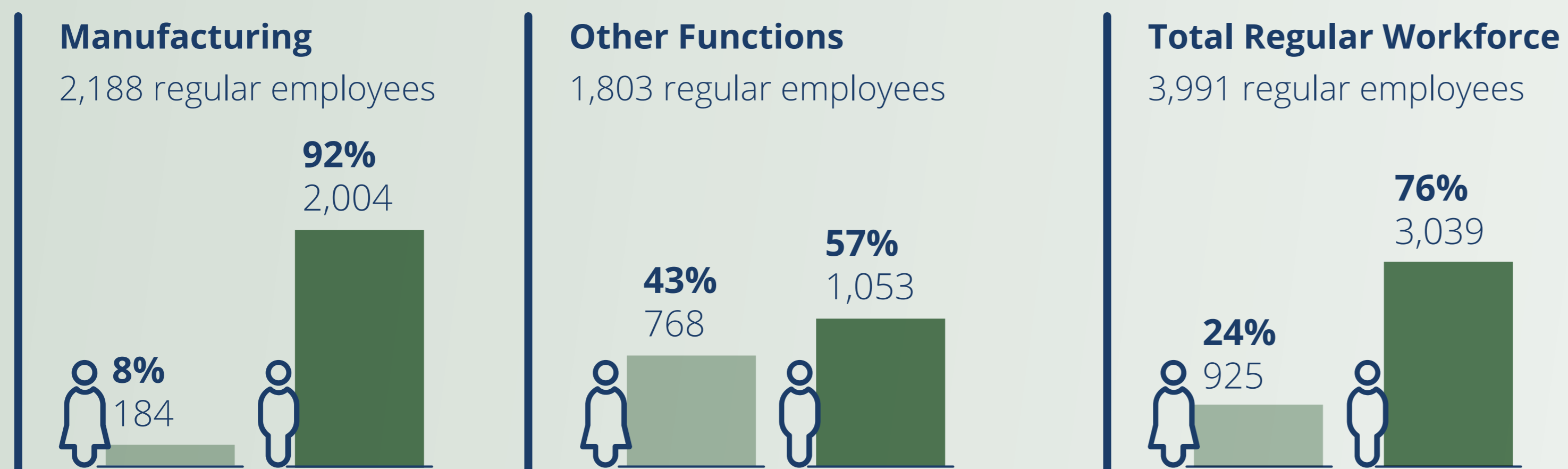
Increase the proportion of women in leadership roles at allnex worldwide to 35% by 2030



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



Gender headcount and percentage by total, manufacturing and other functions 2022



## Women in Manufacturing – Steadily Climbing a Steep Hill

Our ambition is to have 16% women in our manufacturing workforce by 2030. Given the nature of our business, the current economic environment and the fierce competition in the labor market, we recognize this is a challenging goal.

To overcome these obstacles, allnex has been proactively supporting various improvement initiatives in site facilities designed to provide a safe and positive work environment to all employees.

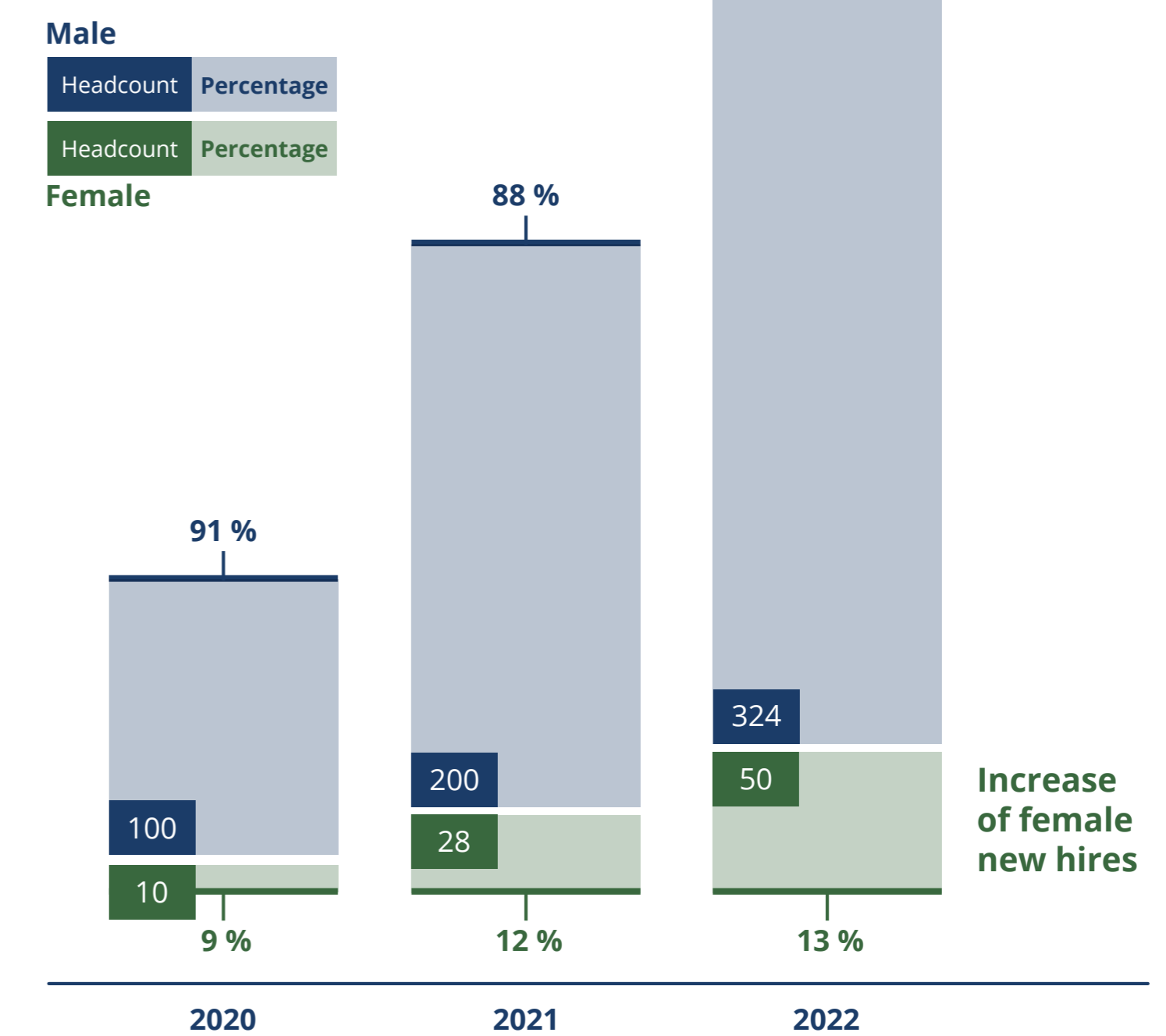
We have also implemented training programs and recruitment efforts to attract qualified candidates for manufacturing positions at various locations. This has resulted in an increased percentage of female new hires in these positions in the past few years.



### Key actions in 2022 to increase women in manufacturing:

- A comprehensive survey of site facilities at all of our manufacturing locations was carried out in Q4 2022 in order to evaluate their quality as an inclusive and friendly environment for female operators.
- We welcomed another female site manager at Louisville this year and have also recruited female production managers at Wiesbaden and Drogenbos, to name a few.
- Manufacturing locations such as Werndorf and Wiesbaden have installed vacuum lifters, balancers and other ergonomics equipment to assist colleagues in heavy-lifting tasks. This has opened the door to further recruitment of female workers while also offering a better working environment to all.
- Communication programs with posters and in collaboration with the sustainability team have given the topic of creating a diverse culture higher visibility among frontline operators.

Gender proportion in new hires (manufacturing)

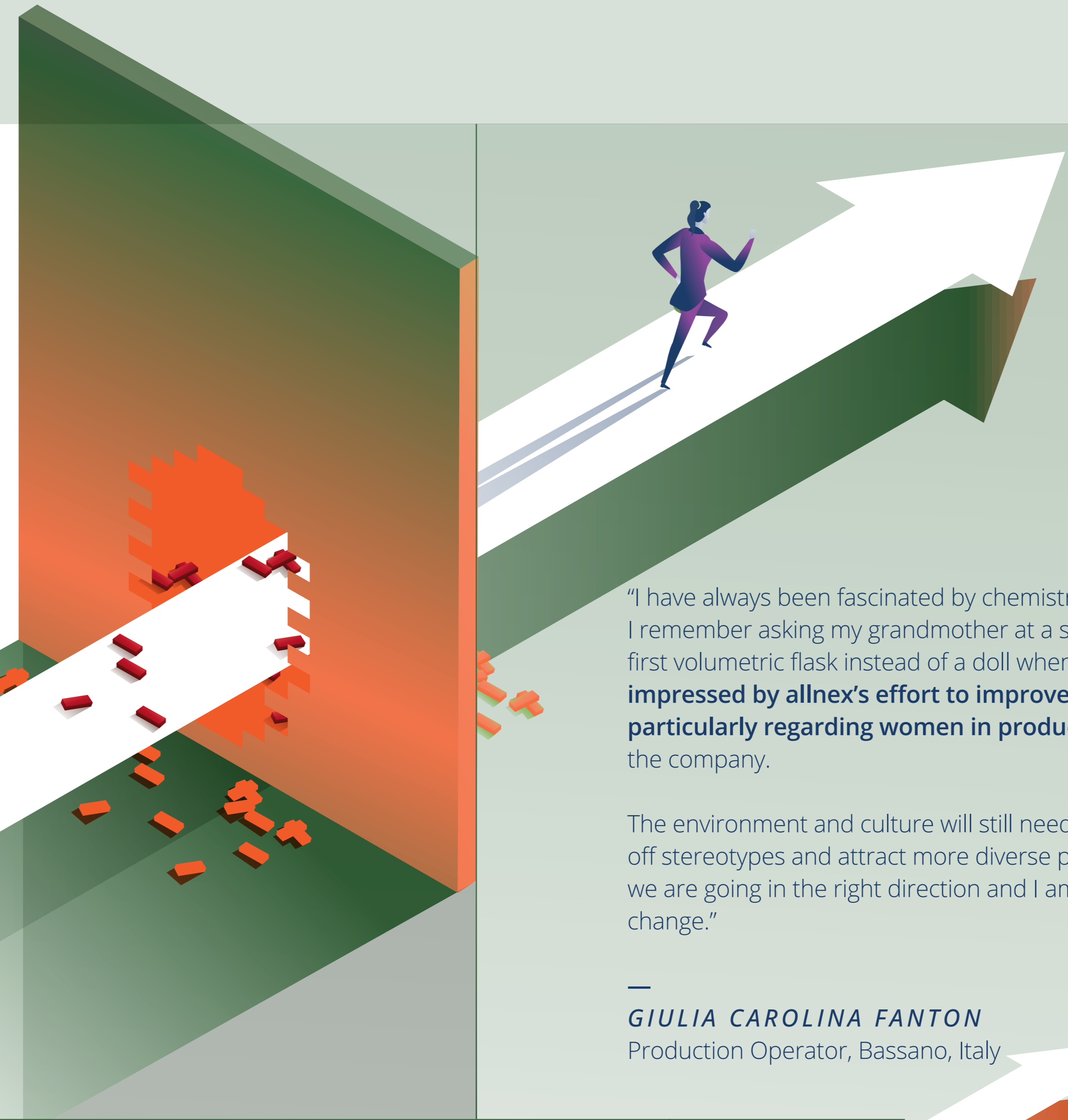


### OUR GOAL

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



## Visible Efforts for Change – A Crucial Sign for Female Talent



“I have always been fascinated by chemistry since I was a child. I remember asking my grandmother at a street market to buy me my first volumetric flask instead of a doll when I was four years old. **I am impressed by allnex’s effort to improve diversity and inclusion, particularly regarding women in production** – that’s why I joined the company.

The environment and culture will still need to be improved to fight off stereotypes and attract more diverse people to join us. But I think we are going in the right direction and I am happy to be part of this change.”

—  
**GIULIA CAROLINA FANTON**  
Production Operator, Bassano, Italy



“My passion for the chemical industry stems from my secondary education, where I became aware of my potential for studying natural sciences such as chemistry and physics. This motivated me to major in chemical engineering and technology at university. I was fortunate enough to land a job in the field of my choice and started my career as a process engineer.

**allnex has given me the opportunity to constantly challenge myself at work** – it fosters a performance-driven culture that helps us thrive, as well as providing a fair and healthy working environment to cultivate talent. This has been crucial for me to continue working for the company.”

—  
**JULIA ZHU**  
Plant Manager, Guangzhou, China

“**The chemical industry attracts the most intelligent, progressive and safety-minded people.** Surrounding myself with top talent is why I love working in this industry.

To make our manufacturing environment more equitable and inclusive for the generations to come, there are many ideas we could work on, like creating a mentorship program for women and minorities and conducting regular salary reviews to eliminate gender gaps. I am glad that allnex is currently on this journey.”

—  
**CARLA MANNING**  
Site Manager, Louisville, USA



# Striving for Balance – Women in Leadership

Gender diversity is good for business growth, enhances creativity and innovation, improves decision making, increases productivity and boosts employee morale and satisfaction. This is why increasing the number of women in leadership roles is not just a question of fairness and equity.

In 2022, the percentage of women in leadership positions stayed at 25%. In more than half of our functions, the company goal has already been reached.

We are still carrying the historical legacy of being in a male-dominated industry but are currently putting in focused resources to recruit female talents and leaders, particularly in the Business, Manufacturing and R&D groups.



## Leadership (Band A + Band B) (end of year 2022)

Function	Female	Male
MANUFACTURING	7%	93%
R&D	15%	85%
BUSINESS	18%	82%
OPERATIONAL EXCELLENCE	24%	76%
IT	29%	71%
SHE&Q	33%	67%
PROCUREMENT	38%	62%
SUPPLY CHAIN	41%	59%
FINANCE	44%	56%
LEGAL	50%	50%
STRATEGY	57%	43%
HR & COMMUNICATIONS	83%	17%
<b>OVERALL</b>	<b>25%</b>	<b>75%</b>



## Key actions in 2022 to increase women in leadership:

- Continuing to build the talent pipeline and nurturing female leaders within our company through various programs. [🔗](#)
- Building up a training archive on our e-learning platform “EXPLORE” on D&I topics. Top courses include “Actions needed to ensure Diversity and Inclusion”, “Your Role in Workplace Diversity”, “How inclusive leaders create Workplace Diversity” and “Diverse teams deliver results”.

### OUR GOALS

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







“Believe in yourself and be courageous!”

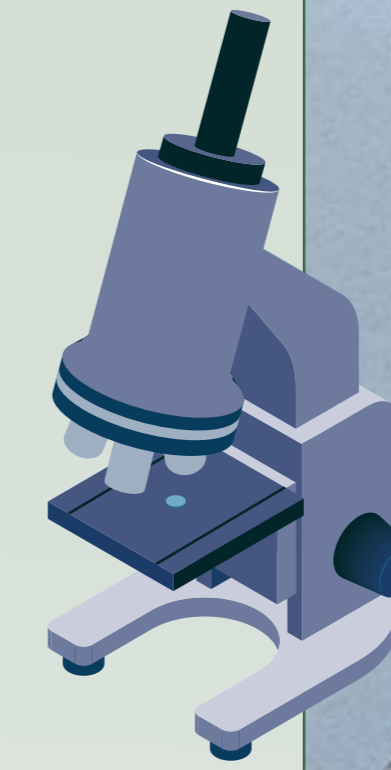


“The chemical industry is an interesting place for women. Despite the challenges, I’ve seen women from all kinds of backgrounds making significant strides in the industry, breaking gender barriers and excelling in various roles.

Personally, I’ve had a rewarding career in this industry. You may be surprised if I tell you I don’t have a chemistry background. It is my curiosity and strategic thinking that is helping me to learn fast, focus on the critical factors and influence people to help the company to grow. You are able to do the same. Believe in yourself and be courageous!”

— **ALEX JIANG**  
Director of Marketing Americas, USA

“allnex understands the importance and value of women in leadership roles!”



“Research shows that companies with more women on executive teams and in senior leadership roles outperform those without and are more profitable. allnex understands the importance and value of women in leadership roles, and our diversity goals support this mindset. Our progress is intentional and through joint efforts with the allnex global community we are moving this dial in the right direction. Our diligent focus on developing internal female talent paired with a strong recruitment strategy demonstrates our commitment to progressing women into leadership roles.

As a member of the allnex HR community and with our spirit of collaboration, we are united globally in supporting our managers by offering diversity training, building awareness and ensuring that our managers have the tools to make impactful promotion and hiring decisions. All of these activities and more support our desire to advance women into leadership roles.”

— **TINA COLLINS**  
HR Manager, Alpharetta and Willow Island, USA, D&I Champion



“As a leader in the company, I believe we have to constantly involve our colleagues in the conversation of diversity and inclusion. That’s where the change will come, both in the company culture and in the working environment. In Austria, female employees are legally allowed to lift only up to a maximum of 15 kg in their jobs.

Therefore, it was highly challenging to hire any women on the production floor at Werndorf, as most roles involve lifting materials above this threshold. But that does not mean we can’t work on changing the situation.

I am fortunate to have a team of colleagues who are willing to find a solution together. In 2022, we introduced ergonomic equipment on our production floor based on the testing feedbacks from our colleagues. It’s really important to involve our people in the decision process.

They are the people who work with it, so they know best. Moreover, the team has also participated in the process of creating a better working environment for ALL genders in our company – this will further encourage their engagement.

With such openness and proactiveness, I believe our company will continuously improve and welcome all kind of talents.”

— **MICHAELA SCHWEIGER**  
Production Manager, Werndorf, Austria



## Encouraging Stories – Female Leaders at allnex



# Creating an Inclusive Workplace – And Celebrating the Energy It Inspires

Creating a culture of diversity and inclusion involves fostering an environment that is equally welcoming to individuals with disabilities.

When we talk about inclusion of people with disabilities in the workplace, our goal is much more than just hiring them. It is to give employees with disabilities an equal opportunity to learn, train, thrive and succeed.

Here are some of the stories colleagues with and without disabilities have submitted to raise awareness for the topic:



## Motivated by Simone to be active and passionate

Simone joined allnex in 2006 as a Data Entry Specialist and now is one of our Facilities Assistants. Simone has been living with a motor disability since he was a teenager. Despite the many difficulties in his life, Simone never gives up, always tries his best and looks for opportunities to develop his professional skills.

As in previous years, employees were encouraged to take part in allnex's 2022 Virgin Pulse Go challenge, in which teams competed for the highest number of walking steps to support a tree-planting initiative. Simone was among the leaders of a team from Italy and worked very hard to support the initiative. His passion inspired many colleagues to actively contribute to the amazing numbers of steps achieved by the Italian site.

## True friendship goes a long way

Fabiola Sanchez is the Sales Manager at allnex Mexico and a dedicated friend. To support the UN's International Day of Persons with Disabilities and raise awareness in the community, Fabiola and her best friend Alejandra took part in a 3 km walk in Mexico City.

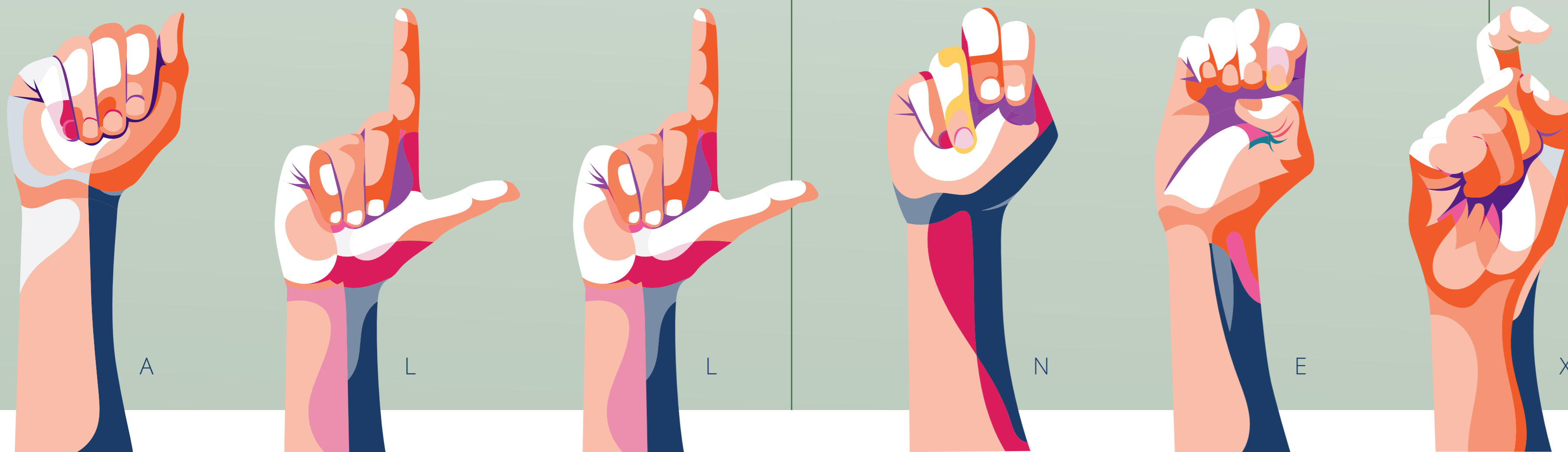
Alejandra, who suffers from sclerosis, eventually had to switch to a wheelchair due to her difficulty with walking long distances. This, however, didn't keep her from showing her enthusiasm for the cause and challenge, which the friends completed together with many other participants.



## Understanding the world of silence with Antonella

Antonella Loliscio (right) is part of the Bassano team in Italy. She was born deaf and has been communicating with her colleagues mostly through texts.

To better understand Antonella's world, Rafaella Faccio (left) and the local team organized a series of weekly sign language lessons for her colleagues. This initiative was met with great enthusiasm, and the team continues progressing with weekly lessons.





Presenting sustainability data using a giant poster at Bassano site

Rayong site colleague preparing veggie lunch box for Primavera Day

## Engaging Employees Globally – With Fun Activities and Strong Determination

The pressure to attract and retain top talent has never been greater. Employee engagement has emerged as a key differentiator for fostering a highly motivated, productive and committed workforce.

For this reason, allnex is dedicated to cultivating a sense of connection between employees, their work, the company's mission and values, and society at large. Our goal is not simply to increase the productivity, innovative power and profitability of our organization. We also want to have a transformative impact beyond the walls of our company.



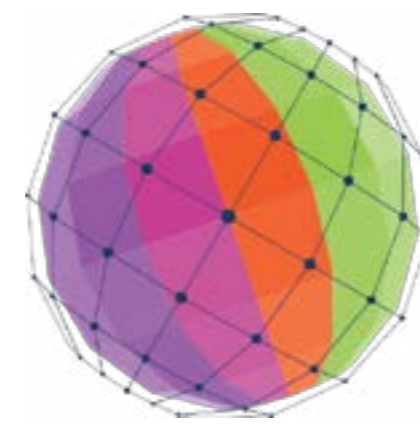
Tree-planting activity at Melaka site.

Treeplanting at Indian Mahad site for Primavera Day



## Employee Engagement: Key Achievements in 2022

- **We continued the agility journey we started in 2020.** Supported by an external partner, we track, reflect on and invest in the creation of a culture where people are empowered to make decisions and adopt an entrepreneurial mindset in their roles.
- **allnex invests heavily in helping functional and cross-functional teams collaborate even more efficiently.** In 2022, we provided over 40 workshops that allowed team members to get to know each other better, tap into each other's strengths, work together more closely across functions and distance, or get started in a new team setup with a new leader.
- Apart from supporting our local HR colleagues in organizing engagement and team-building activities at their respective locations, **we launched several company-wide engagement initiatives** to promote sustainability, health and wellbeing.
- Recognition programs are core to our employee engagement strategy. With our allnex AllStar Award program, special recognition awards (SRA's) and other similar initiatives, **we give respect, reward and appreciation to our outstanding colleagues.**
- **We continue to support our colleagues in difficult times** through the Employee Assistance Program (EAP), a no cost service to assist with various challenges in life available to our global workforce.
- To fine-tune our engagement efforts, in Q1 2023 **we conducted the first company-wide Employee Engagement Survey** to gain insights into the expectations and needs of our colleagues. Over 80% of them participated in the survey, and each team is tasked with discussing the results and identifying steps for further improving engagement levels.



**Explore**  
Learning **together!**

## Investing in Our Teams – Results from Our Learning and Training Programs

By offering a wide variety of learning programs and opportunities to our employees, we are empowering them with confidence, professional knowledge and competence to pursue their professional goals, enhance their performance and make an impact in the company.

In 2022, we provided a total number of 52,972 training hours globally encompassing functional training, external training, internal training, safety training, compliance training, online courses, workshops, and on-the-job training.

100% completion rate of our online Code of Conduct training

- **In 2022, we created a globally standardized e-learning course for the allnex Code of Conduct.** The course was made available to all employees worldwide through our online learning platform EXPLORE and offered in 15 different languages.
- **We took the opportunity to work with local site managers and HR colleagues** to promote the global platform among employees, especially frontline site operators who often have little experience with digital learning.
- Thanks to the excellent preparation at all sites which ensured universal access to computers and comprehensive support in using the platform, **an amazing 100% of employees completed the Code of Conduct e-training** in just 4 months.
- This marked an important milestone as **we prepare for further digitization of learning in 2023.** Our projects include partnering with a new content provider, OpenSesame, to extensively upgrade our library as well as streamlining the digital tracking of courses and trainings completed by our employees.

A newly renovated computer room for our colleagues at the Ponta Grossa manufacturing location.

Total number of training hours:

34,677<sup>1</sup>

Average training hours per employee:

8

Total number of learning content available:

25,049 items<sup>2</sup>



<sup>1</sup> This covers only training recorded on our digital tracking platform EXPLORE in 2022. Since 2023, focused effort has been put to streamline the digital tracking process of all courses, including any on-site off-line training.

<sup>2</sup> Learning items are in different formats, including videos, book summaries, presentations and interactive quizzes

# Nurturing Stars and Leaders – Training for Present and Future Managers



## Global Talent Programs

### Emerging Leaders

Grooming mid-level leaders with high potential

### allnexT

Preparing junior level leaders with high leadership potential

### Corporate Trainee Program

High-potential talents fresh from university build practical skills through job rotations, training and mentoring during this 18 month program.

Total number of leaders and talents nurtured in 2022: 49

### Regional training

Face-to-face intensive training for regional leaders

Total number of participants in 2022: 58

For the rising stars and leaders in the allnex community, we have 3 Global Talent Programs that occur every year.

They are specifically curated to equip our talents with the skills and knowledge necessary to build and maintain high-performing teams, drive innovation and growth, and successfully navigate the challenges of today's business world.

Furthermore, rigorous in-person training programs are conducted for promising leaders in the Americas, EMEA, and Asia Pacific regions annually. These programs facilitate valuable interactions with their peers and offer skill enhancement opportunities tailored to the local context.

We also offer specific support for our managers, guiding them through the career journey from being a first-time manager to a senior leader.

In 2022, as allnex underwent an organizational adjustment, 20 New Manager Assimilation workshops and 6 insights Leadership Effectiveness Workshops were held to ensure that our leaders and managers were well-equipped to guide their teams through this transition.

Additionally, we conducted two rounds of pulse surveys to collect feedback and identify opportunities for providing further support.

(From top to bottom) Emerging Leaders Training in APAC, US and EMEA

# One Big Global Community – Digital Networking and Experience Exchange

We know our employees enjoy getting in touch with colleagues around the world who have different cultural backgrounds and professional strengths.

This is why we offer them two unique channels to connect, learn and guide one another on their career journey at allnex.



## Mystery Coffee

Mystery Coffee offers the advantage of meeting colleagues from different functions across the globe, enabling our employees to expand their network at allnex. They can engage in conversations about topics that interest them and their peers, fostering a unique cultural exchange and friendly dialogue.

Total participants in 2022: 228



## The XCHANGE

The Xchange platform facilitates flexible learning and knowledge sharing throughout the organization. Employees can opt to assume the role of a Guide, a Learner, or both, and can select the specific skills they wish to acquire from or share with their fellow colleagues.

Total participants in 2022: 327

(Female 154, Male 173)



“Sometimes all you need is a little push from someone to know your potential. So don’t doubt yourself, share your thoughts, and you’ll be surprised with the outcomes!”

—  
**HASLINA HISHAMUDDIN,**  
Development Chemist  
LRA LEARNER for ‘Cultural Awareness Basics’



—  
**ROBERT WATSON,**  
Director Marketing and Innovation Excellence  
GUIDE for ‘Cultural Awareness Basics’

“Haslina and I met through the Xchange program in October 2021, and the main thing Haslina was looking for was how to get involved more with her team and the wider group at the Malacca site and build her confidence. After a couple of Xchange discussions on tips and a little presentation on the work she was doing, Haslina realized she had that confidence and courage to get involved – she was chosen to be MC for a big corporate event at Malacca. This was a wonderful achievement for Haslina and shows the power of the Xchange program. And it goes without saying how very proud I am of Haslina!”

Indonesian colleagues dressed in their local traditional costumes for their charity walk to support sustainability.



## Key Topics for Primavera 2022

- Reduction of CO<sub>2</sub> Emission
- Diversity and Inclusion
- Health and Well-being



## Primavera Day – Our Day for Celebrating Earth and Ethics



In 2022, under the theme “Happy Planet, Happy People”, the initiative centered on social topics and wellbeing in addition to sustainability.

At all our locations, a variety of activities were organized for June 7, aimed at providing a clearer understanding of our sustainability goals and how to contribute to them. The activities ranged from tree planting, walkathons and vegetarian lunches to community and site cleaning activities, recycling projects and town halls.



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





Timestamp Certificate

This timestamp was created with Ethereum



SustainabilityChecker.app

Timestamp Jan-18-2023 18:00:23 UTC

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Click here to verify your timestamp



Trees planted:  
**5,556**

**Allnex**  
 planted **5556** trees with impact  
 Year: 2022  
 Certificate number: 22-917  
 Antoine Geerincx  
 Co-Founder Go Forest  
 Sarah Parent  
 Co-Founder Go Forest



# Planting Trees with Our Steps – Combining Exercise with Climate Action

Since 2020, we have been offering our employees to take part in the “Virgin Pulse Go Challenge” each summer with the aim of promoting physical activity and healthy habits.

Accessed via a professional health platform, the challenge lets employees join a friendly competition to record the number of steps taken (or any other physical activity) over a 9-week period.

Due to the positive response, we added a climate action element to the challenge in 2022, linking the total steps and distance

achieved to a donation to “Go Forest”, a well-known tree-planting organization dedicated to reforestation projects in Europe, South America and other regions.

Inspired by this worthy cause, allnex’s employees covered an amazing combined distance of 343,203 km globally, leading to a donation of EUR 25,000 to “Go Forest”. As of Q1 2023, around 6,000 trees have been planted in the Rufina region in Italy. Helping to create a more diverse, broadleaved and natural forest, the measure will ultimately make the region more resilient to climate change.

Click here [📍](#) for a satellite view of the sites and our blockchain-stamped certificate.





*Peteris Petuhovs,  
Latvia*

*Vaivitcha's Tom-Yum Prawn  
Cocktail Wonton Cups*



*Peteris Petuhovs'  
„Autumn in a bowl!“*



*Hop Nguyen Th,  
Vietnam*



*Hop Nguyen Th's  
Steamed Cabbage Rolls*

*Areerat Taakura's  
Nau Prik Oug*

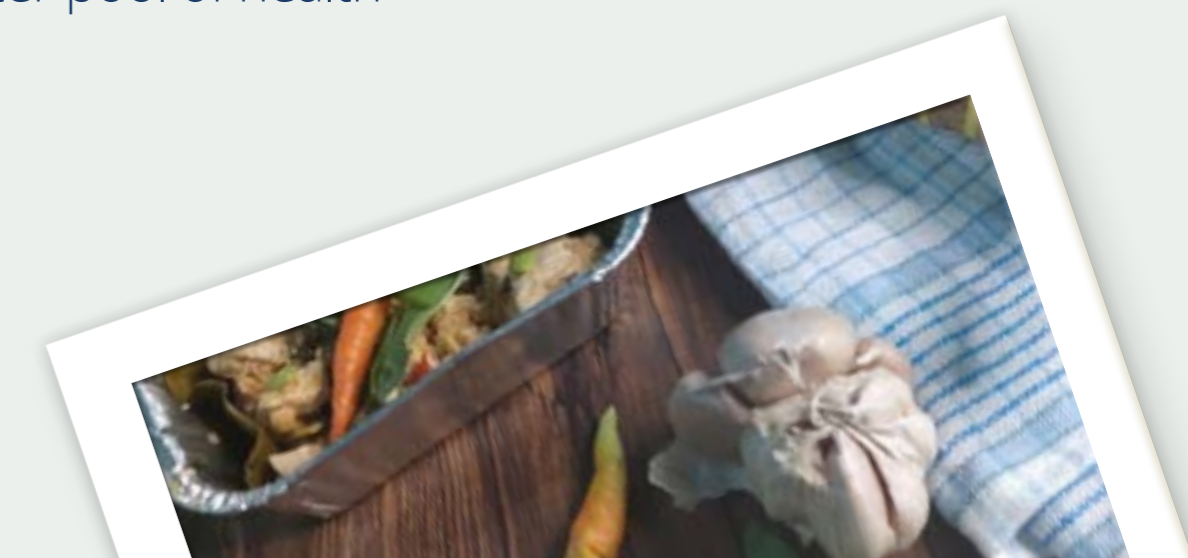
## Our Recipe for Health & Happiness – Sharing the Delicious Diversity of Our Backgrounds

One of the biggest perks of working at allnex is the opportunity to connect with colleagues worldwide from different cultural backgrounds.

To encourage healthy eating habits and celebrate the diversity of our workforce, the “Employee Assistance Program” team organized the global recipe-sharing campaign “What’s Cooking at allnex” in 2022.

An impressive 89 recipes were collected, showcasing regional and cultural specialties and revealing a hidden treasure of culinary creativity and talent.

Before the end-of-year festivities, an e-book with over 30 selected recipes was compiled to share the great variety of submissions. The recipes in the book were also linked to the “Employee Assistance Program” platform which is supported by healthcare services provider Optum to give readers access to a greater pool of health-related information.



# Appendix



## Legal

	2022
Total number and percentage of operations assessed for risks related to corruption	0
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	0
Number of confirmed legal actions reported	2
Fines paid due to compliance issues	0

## Procurement

	2021	2022
Proportion of renewable materials used to produce and package the organization's primary products	4.8%	4.8%

## Energy

		2018	2019	2020	2021	2022
Energy consumption from non-renewable fuel types *	MWh	804,384	765,016	746,276	863,579	832,100
Energy consumption from renewable fuel types	MWh	—	—	—	0	0
Total purchased electricity	MWh	211,800	198,702	198,476	201,797	196,477
Purchased cooling	MWh	—	—	—	0	0
Purchased heat	MWh	—	—	—	0	347
Purchased steam	MWh	207,342	176,870	170,653	173,179	163,322
Total energy	MWh	1,223,526	1,140,588	1,115,405	1,238,610	1,192,435
Total allnex energy including self-generated renewables **	MWh	1,223,526	1,140,588	1,115,405	1,194,304	1,147,298
Energy from utilities sold to tenants	MWh	—	—	—	44,307	45,137
allnex energy intensity ratio by production volume	kWh/tonne	1,320	1,336	1,342	1,270	1,369

\*Includes energy from utilities sold to tenants for 2021 and 2022 / \*\*Excludes energy from utilities sold to tenants

# Water

		2018	2019	2020	2021	2022
<b>Water withdrawal</b>						
Total water withdrawal	m <sup>3</sup>	6,405,497	6,279,405	6,230,529	5,639,759	5,330,597
Municipal water supplies or other water utilities	m <sup>3</sup>	—	—	—	1,236,293	3,169,176
Groundwater	m <sup>3</sup>	—	—	—	2,582,631	2,034,075
Produced water	m <sup>3</sup>	—	—	—	2,619	0
Rainwater collected directly and stored by the organization	m <sup>3</sup>	—	—	—	8,466	6,385
Seawater	m <sup>3</sup>	—	—	—	0	0
Surface water	m <sup>3</sup>	—	—	—	224,574	120,960
Unspecified water withdrawal	m <sup>3</sup>	6,405,497	6,279,405	6,230,529	1,585,177	0
Total water withdrawal from a water stress area by source	m <sup>3</sup>	—	—	—	297,431	275,431
Municipal water supplies or other water utilities from a water stress area	m <sup>3</sup>	—	—	—	225,274	153,610
Groundwater from a water stress area	m <sup>3</sup>	—	—	—	0	0
Produced water from a water stress area	m <sup>3</sup>	—	—	—	0	0
Rainwater collected directly and stored by the organization from a water stress area	m <sup>3</sup>	—	—	—	559	861
Seawater from a water stress area	m <sup>3</sup>	—	—	—	0	0
Surface water from a water stress area	m <sup>3</sup>	—	—	—	71,598	120,960
<b>Water discharge</b>						
Total water discharged	m <sup>3</sup>	—	—	—	3,854,386	4,951,827
Municipal water supplies or other water utilities / water total	m <sup>3</sup>	—	—	—	1,218,955	3,073,236
Groundwater	m <sup>3</sup>	—	—	—	7,804	0
Seawater	m <sup>3</sup>	—	—	—	0	0
Surface water	m <sup>3</sup>	—	—	—	2,627,627	1,878,591
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
Total water discharge to a water stress area	m <sup>3</sup>	—	—	—	189,584	340,638
<b>Water consumption</b>						
Total water consumption	m <sup>3</sup>	—	—	—	3,289,291	2,699,019
Total water consumption within a water stress area	m <sup>3</sup>	—	—	—	178,875	97,493

# GHG

		2018	2019	2020	2021	2022
<b>Direct (Scope 1) GHG emissions</b>						
GRI Scope 1 emissions	tCO <sub>2</sub> e	—	—	—	162,594	162,125
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
<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
Scope 2 emissions (market-based)	tCO <sub>2</sub> e	136,757	120,397	86,185	90,771	70,511
<b>GHG emissions intensity</b>						
CO <sub>2</sub> e emissions intensity ratio by production volume	tCO <sub>2</sub> e/tonne	0.31	0.31	0.27	0.26	0.27
Production volume	metric ton	927,105	853,992	830,909	940,556	838,114
<b>Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emission</b>						
NOx	kg	222,067	194,091	183,720	177,735	158,357
SOx	kg	4,094	3,832	2,532	2,463	3,057
Persistent organic pollutants (POP)	kg	—	—	—	7	0
Volatile organic compounds (VOC)	kg	48,669	41,332	41,459	202,614	183,015
Hazardous air pollutants (HAP)	kg	—	—	—	39,053	41,450
Particulate matter (PM)	kg	—	—	—	9,767	9,536

# Waste

		2018	2019	2020	2021	2022
<b>Waste generated</b>						
Total weight of hazardous and non-hazardous waste	metric ton	64,729	63,330	64,430	74,501	69,546
<b>Waste diverted from disposal</b>						
Total waste diverted from disposal	metric ton	276	294	330	10,275	11,236
Hazardous waste diverted from disposal	metric ton	—	—	—	3,452	6,887
Hazardous waste recycled	metric ton	—	—	—	2,078	2,648
Hazardous waste reused	metric ton	—	—	—	698	1,719
Other recovery operations (hazardous)	metric ton	—	—	—	676	2,519
Non-hazardous waste diverted from disposal	metric ton	276	294	330	6,824	4,349
Non-hazardous waste recycled	metric ton	—	—	—	1,755	1,476
Non-hazardous waste reused	metric ton	—	—	—	277	2,480
Other recovery operations	metric ton	—	—	—	4,792	393
<b>Onsite diverted from disposal</b>						
Non-hazardous waste recycled (onsite)	metric ton	—	—	—	0	0
Non-hazardous waste reused (onsite)	metric ton	—	—	—	0	0
Other non-hazardous waste recovery operations (onsite)	metric ton	—	—	—	0	0
Hazardous waste recycled (onsite)	metric ton	—	—	—	0	0
Hazardous waste reused (onsite)	metric ton	—	—	—	0	0
Other hazardous waste recovery operations (onsite)	metric ton	—	—	—	38	0
<b>Offsite diverted from disposal</b>						
Non-hazardous waste recycled (offsite)	metric ton	—	—	—	1,755	1,476
Non-hazardous waste reused (offsite)	metric ton	—	—	—	277	2,480
Other non-hazardous waste recovery operations (offsite)	metric ton	—	—	—	4,792	393
Hazardous waste recycled (offsite)	metric ton	—	—	—	2,078	2,648
Hazardous waste reused (offsite)	metric ton	—	—	—	698	1,719
Other hazardous waste recovery operations (offsite)	metric ton	—	—	—	637	2,519

# Waste

		2018	2019	2020	2021	2022
<b>Waste directed to disposal</b>						
Total waste directed to disposal	metric ton	64,453	63,036	64,100	64,226	58,310
Hazardous waste directed to disposal		32,828	30,477	32,563	38,315	39,625
Hazardous waste incinerated (with energy recovery)	metric ton	—	—	—	25,802	18,006
Hazardous waste incinerated (without energy recovery)	metric ton	—	—	—	4,297	7,850
Hazardous waste landfilled	metric ton	—	—	—	811	1,308
Hazardous waste on-site storage	metric ton	—	—	—	229	369
Other disposal operations (hazardous)	metric ton	—	—	—	7,175	12,092
Non-hazardous waste directed to disposal		31,624	32,559	31,537	25,911	18,685
Non-hazardous waste incinerated (including energy recovery)	metric ton	—	—	—	5,251	2,377
Non-hazardous waste incinerated (without energy recovery)	metric ton	—	—	—	48	2,456
Non-hazardous waste landfilled	metric ton	—	—	—	11,468	6,866
Other disposal operations	metric ton	—	—	—	9,144	6,985
<b>Onsite directed to disposal</b>						
Non-hazardous waste landfilled (onsite)	metric ton	—	—	—	0	1
Non-hazardous waste incinerated with energy recovery (onsite)	metric ton	—	—	—	0	1
Non-hazardous waste incinerated without energy recovery (onsite)	metric ton	—	—	—	0	0
Other non-hazardous waste disposal operations (onsite)	metric ton	—	—	—	0	0
Hazardous waste landfilled (onsite)	metric ton	—	—	—	0	0
Hazardous waste incinerated with energy recovery (onsite)	metric ton	—	—	—	6,335	4,487
Hazardous waste incinerated without energy recovery (onsite)	metric ton	—	—	—	160	1,687
Mixed/unspecified	metric ton	—	—	—	229	369
Other hazardous waste disposal operations (onsite)	metric ton	—	—	—	0	0

# Waste

		2018	2019	2020	2021	2022
<b>Offsite directed to disposal</b>						
Non-hazardous waste landfilled (offsite)	metric ton	—	—	—	11,468	6,865
Non-hazardous waste incinerated with energy recovery (offsite)	metric ton	—	—	—	5,251	2,377
Non-hazardous waste incinerated without energy recovery (offsite)	metric ton	—	—	—	48	2,456
Other non-hazardous waste disposal operations (offsite)	metric ton	—	—	—	9,144	6,985
Hazardous waste landfilled (offsite)	metric ton	—	—	—	811	1,308
Hazardous waste incinerated with energy recovery (offsite)	metric ton	—	—	—	19,468	13,519
Hazardous waste incinerated without energy recovery (offsite)	metric ton	—	—	—	4,137	6,163
Other hazardous waste disposal operations (offsite)	metric ton	—	—	—	7,175	12,092

# Safety

		2022	2022
<b>Work-related injuries: employees</b>		<b>Number</b>	<b>Rate</b>
The number and rate of fatalities as a result of work-related injury		0	—
The number and rate of high-consequence work-related injuries (excluding fatalities)		1	0
The number and rate of recordable work-related injuries		20	0.52
The number of hours worked: Employees, hours		7,750,815	—
<b>Work-related injuries: contractors</b>		<b>Number</b>	<b>Rate</b>
The number and rate of fatalities as a result of work-related injury		0	—
The number and rate of high-consequence work-related injuries (excluding fatalities)		0	0
The number and rate of recordable work-related injuries		12	0.77
The number of hours worked: Contractors, hours		3,107,531	—
<b>Work related illnesses: employees and contractors</b>		<b>Number</b>	<b>Rate</b>
The number of fatalities as a result of work-related ill health		0	—
The number of allnex recordable occupational illness		0	—



# Social

Employees	Female	Male
<b>Band A +B</b>	<b>25.4%</b>	<b>74.6%</b>
Under 30	100.0%	0.0%
30-50	34.5%	65.5%
50+	15.4%	84.6%
<b>Band C</b>	<b>46.1%</b>	<b>53.9%</b>
Under 30	52.9%	47.1%
30-50	48.6%	51.4%
50+	32.0%	68.0%
<b>Band D</b>	<b>38.7%</b>	<b>61.3%</b>
Under 30	37.5%	62.5%
30-50	40.5%	59.5%
50+	37.0%	63.0%
<b>Band E</b>	<b>4.3%</b>	<b>95.7%</b>
Under 30	6.5%	93.5%
30-50	3.6%	96.4%
50+	4.3%	95.7%
<b>Grand Total</b>	<b>24.5%</b>	<b>75.5%</b>

\*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 %
<b>By age group</b>				
Under 30	53	160	25%	75%
30-50	102	256	28%	72%
50+	8	35	19%	81%
<b>By region</b>				
Americas	40	118	25%	75%
Asia Pacific	67	196	25%	75%
EMEA	56	137	29%	71%

\*Data (Headcount) based on period 01.01.2022-31.12.2022. All regular, active employees (same approach as in headcount report).

Employees receiving regular performance and career development review	% eligible	Female %	Male %
<b>Employee Category</b>			
Leadership (Band A & B)	100%	25%	75%
Salaried Professionals (Band C)	100%	45%	55%
Other white collars (Band D)	79%	40%	60%
Blue collars (Band E)	56%	4%	96%
Overall	78%	29%	71%

\*Excluding joint ventures

Terminations	Female (Count)	Male (Count)	Female %	Male %
<b>By age group</b>				
Under 30	32	67	32%	68%
30-50	85	145	37%	63%
50+	21	87	19%	81%
<b>By region</b>				
Americas	18	85	37%	63%
Asia Pacific	47	92	19%	81%
EMEA	73	122	32%	68%

\*Data (Headcount) based on period 01.01.2022-31.12.2022. All regular employees (same approach as in headcount report).

# Governance Body 2022

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

# GRI INDICES

GRI standard	Disclosure title	allnex disclosure	Audited
<b>The organization and its reporting practices</b>			
2.1	Organizational details	ESG report 2023 (p. 11), allnex at a glance/There For You Where You Need Us – Our Global Footprint Legal Name: Allnex Holding GmbH Nature of ownership: Corporate ownership (no individual or personal ownership), limited liability ownership	
2.2	Entities included in the organization’s sustainability reporting	ESG report 2023 (p. 11), allnex at a glance/There For You Where You Need Us – Our Global Footprint	
2.3	Reporting period, frequency and contact point	Calendar year 2022	
2.4	Restatements of information	Energy consumption and emission volume 2021 data was updated during a third party verification audit, which was completed after the 2021 ESG report was published. Data inaccuracies were corrected and additional refrigeration losses were accounted for. Water withdrawal and waste 2021 data was updated during an internal review, were discrepancies were corrected.	
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" >).	
<b>Activities and workers</b>			
2.6	Activities, value chain and other business relationships	ESG report 2023 (p. 11), allnex at a glance/There For You Where You Need Us – Our Global Footprint ESG report 2023 (p. 12), allnex at a glance/Sales, Staff & Segments – Key Company Numbers for 2022	
2.7	Employees	ESG report 2023 (p. 52), Our People/Ensuring Openness and Creativity – Through Diversity and Inclusion	
<b>Governance</b>			
2.9	Governance structure and composition	ESG report 2023 (p. 73), 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. 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. 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 KPIs. 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.	
2.12	Role of the highest governance body in overseeing the management of impacts	The D&I Committee – reflects on D&I initiatives and targets, and supports the organization with the successful implementation. It 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.	
2.13	Delegation of responsibility for managing impacts	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.	
2.14	Role of the highest governance body in sustainability reporting		

# GRI INDICES

GRI standard	Disclosure title	allnex disclosure	Audited
<b>Strategy, policies and practices</b>			
2.22	Statement on sustainable development strategy	ESG report 2023 (p. 4), Great Things Achieved, More Work Ahead – Message from Miguel Mantas, CEO of allnex, ESG report 2023 (p. 5), Using Our Synergies to Foster Success and Sustainability – Message from Dr. Kongkrapan Intarajang, CEO and President of GC	
2.23	Policy commitments	ESG report 2023 (p. 37), ESG Performances in 2022/Ethics and Compliance – A Steadfast Dedication to Doing Right	
2.24	Embedding policy commitments	ESG report 2023 (p. 15, 18, 20–22), Our Sustainability Approach	
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 ( <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> ).	
2.27	Compliance with laws and regulations	ESG report 2023 (p. 67), Appendix/Legal	
2.28	Membership associations	ESG report 2023 (p. 23), Our Sustainability Approach/Membership in “Together for Sustainability” ESG report 2023 (p. 21), Our Sustainability Approach/Materiality Deep Dive – The Why and How of Each Priority Focus Topic	
<b>Stakeholder engagement</b>			
2.29	Approach to stakeholder engagement	ESG report 2023 (p. 59), Our People/Engaging Employees Globally – With Fun Activities and Earnest Purpose ESG report 2023 (p. 23), Our Sustainability Approach/Membership in “Together for Sustainability” ESG report 2023 (p. 14), Our Sustainability Approach/Convincing Others of Our Goals – Our Sustainability Philosophy and Strategy ESG report 2023 (p. 24), Our Sustainability Approach/Spreading the Word: Our 2022 Sustainability Conference ESG report 2023 (p. 25), Our Sustainability Approach/Spreading the Word: Our Sustainability Podcast  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 – 71%	
<b>Material topics</b>			
3.1	Process to determine material topics	ESG report 2023 (p. 19), Our Sustainability Approach/Considering Both Sides of Each Topic – Our Double Materiality Matrix 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 2023 (p. 20–22), Our Sustainability Approach/Materiality Deep Dive – The Why and How of Each Priority Focus Topic	
3.3	Management of material topics	ESG report 2023 (p. 20–22), Our Sustainability Approach/Materiality Deep Dive – The Why and How of Each Priority Focus Topic ESG report 2023 (p. 18), Our Sustainability Approach/The Future We Strive For – Our Mid- and Long-Term Goals	

# GRI INDICES

GRI standard	Disclosure title	allnex disclosure	Audited
<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> <ul style="list-style-type: none"> <li>- Green electricity sourcing strategy in place (Scope 2)</li> <li>- Scope 1: transition plan to step away from fossil resources (reduction and reorientation towards renewables)</li> <li>- Scope 3: company baseline will be mapped in 2023 and a public reduction target will be comminacted</li> <li>- Scope 3: detailed cradle to gate product carbon footprint calculations vor every finished product and production site combination using an automted 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 2023 (p. 67), Appendix/Legal	
205 - 2	Communication and training about anti-corruption policies and procedures	In 2022 all employees were invited to take the Code of Conduct refresher training (which includes anti-bribery and anti-corruption training) and completed it, achieving a global result of 100%.	
205 - 3	Confirmed incidents of corruption and actions taken	ESG report 2023 (p. 67), Appendix/Legal	
<b>GRI 206: Anti-competitive behavior</b>			
206 - 1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	ESG report 2023 (p. 67), Appendix/Legal	
<b>GRI 301: Materials</b>			
301 - 1	Materials used by weight or volume	ESG report 2023 (p. 67), 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 mutltiple 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 2023 (p. 67), Appendix/Energy	
302 - 3	Energy intensity	ESG report 2023 (p. 67), Appendix/Energy ESG report 2023 (p. 33), ESG Performances in 2022/Energy – Reduce and Redirect to Renewable	
302 - 4	Reduction of energy consumption	ESG report 2023 (p. 33), ESG Performances in 2022/Energy – Reduce and Redirect to Renewable ESG report 2023 (p. 48), Operational Approach/Sustainable Energy Use – A Goal We Pursue With Great Energy Base year – 2018. All energy types are included, calculation includes Scope 1 and Scope 2 only.	

# GRI INDICES

GRI standard	Disclosure title	allnex disclosure	Audited
<b>GRI 303: Water &amp; effluents</b>			
303-3	Water withdrawal	ESG report 2023 (p. 68), Appendix/Water The amount of water considered freshwater has not been determined at this time.	
303-4	Water discharge	ESG report 2023 (p. 68), Appendix/Water The amount of water considered freshwater has not been determined at this time.	
303-5	Water consumption	ESG report 2023 (p. 68), Appendix/Water	
<b>GRI 305: Emissions</b>			
305 - 1	Direct (Scope 1) GHG emissions	ESG report 2023 (p. 69), Appendix/GHG	V
305 - 2	Energy indirect (Scope 2) GHG emissions	ESG report 2023 (p. 69), Appendix/GHG	V
305 - 4	GHG emissions intensity	ESG report 2023 (p. 69), Appendix/GHG ESG report 2023 (p. 32), ESG Performances in 2022/On Our Way to Low Carbon – Achievements in CO <sub>2</sub> Reduction	
305 - 5	Reduction of GHG emissions	ESG report 2023 (p. 32), ESG Performances in 2022/On Our Way to Low Carbon – Achievements in CO <sub>2</sub> Reduction 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 program. OPD total for 2022 = 7 kg	
305 - 7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	ESG report 2023 (p. 69), Appendix/GHG	
<b>GRI 306: Waste</b>			
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 2023 (p. 70), 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.	
306 - 3	Waste generated	ESG report 2023 (p. 70), Appendix/Waste	
306 - 4	Waste diverted from disposal	ESG report 2023 (p. 70), Appendix/Waste	
306 - 5	Waste directed to disposal	ESG report 2023 (p. 71), Appendix/Waste	

# GRI INDICES

GRI standard	Disclosure title	allnex disclosure	Audited
<b>GRI 308: Supplier environmental assessment</b>			
308 - 1	New suppliers that were screened using environmental criteria	ESG report 2023 (p. 36), ESG Performances in 2022/Screening for Sustainability – Our Supply Chain and Procurement Policy Test phase with 40 suppliers being screened in Q4 2022, representing 100% of new suppliers. Process is set up in Q1 2023 and rolled out in Q2 2023. Part of our onboarding process is to evaluate our suppliers through a series of criteria in order to approve new suppliers. One of these criteria is the Code of Conduct and EcoVadis rating assessment which covers also environmental criteria.	
308 - 2	Negative environmental impacts in the supply chain and actions taken	allnex's target is to have 80% of the top vendors go through a CSR risk assessment by 2025. This risk assessment includes environmental impacts. allnex Procurement will use the EcoVadis pool to get a more comprehensive report on the environmental impacts and will implement a program of Corrective Action Plans (CAPs) in order to reduce supplier sustainability risks. (see ESG report Procurement & Supply Chain)	
<b>GRI 401: Employment</b>			
401 - 1	New employee hires and employee turnover	ESG report 2023 (p. 73), Appendix/Social	
<b>GRI 403: Occupational health &amp; safety</b>			
403 - 1	Occupational health and safety management system	allnex is ISO 45001 certified, all employees and third parties are covered under this management system.	
403 - 2	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.	
403 - 3	Occupational health services	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.	
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 and environmental training. Each functional group, business group or site completes a training needs assessment for each employee's job description to determine activities that have significant impact on safety, health, environment and security with the help of a training coordinator.	
403 - 6	Promotion of worker health	In the area of well-being/health: <ul style="list-style-type: none"> <li>- 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.</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' (ESG report 2023 (p 64), Our people/Planting Trees with Our Steps – To Combine Exercise with Climate Action)</li> <li>- We monitor occupational health and exposure risks per SHE Standard 500 or local regulations.</li> <li>- In many countries local initiatives 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
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 continuously 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, 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.	
403 - 9	Work-related injuries	ESG report 2023 (p. 72), Appendix/Safety The main type of work related injuries for 2022 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 2023 (p. 72), Appendix/Safety The main type of work related illnesses for 2022 for both employees and contractors includes occupational dermatitis and skin disorder.	
<b>GRI 404: Training &amp; education</b>			
404 - 1	Average hours of training per year per employee	ESG report 2023 (p. 60), Our People/Investing in Our Teams – Results from Our Learning and Training Programs	
404 - 2	Programs for upgrading employee skills and transition assistance programs	ESG report 2023 (p. 60), Our People/Investing in Our Teams – Results from Our Learning and Training Programs ESG report 2023 (p. 61), Our People/Nurturing Stars and Leaders – Training for Present and Future Managers ESG report 2023 (p. 62), Our People/One Big Global Community – Digital Networking and Experience Exchange	
404 - 3	Percentage of employees receiving regular performance and career development	ESG report 2023 (p. 73), Appendix/Social ESG report 2023 (p. 51), Our People/Thriving Together – In an Atmosphere of Support and Trust	
<b>GRI 405: Diversity and equal opportunity</b>			
405 - 1	Diversity of governance bodies and employees	ESG report 2023 (p. 73), Appendix/Social ESG report 2023 (p. 73), Appendix/Governance ESG report 2023 (p. 52), Our People/Ensuring Openness and Creativity – Through Diversity and Inclusion ESG report 2023 (p. 53), Our People/Opening Minds, Closing Gaps – Our D&I Roadmap and Gender Challenge	V
405 - 2	Ratio of basic salary and remuneration of women to men	The wage gap was reduced from 4,4 (April 2022) to 4,1 (April 2023).	
<b>GRI 406: Nondiscrimination</b>			
406 - 1	Incidents of discrimination and corrective actions taken	ESG report 2023 (p. 67), Appendix/Legal	
<b>GRI 408: Child labor</b>			
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 .	

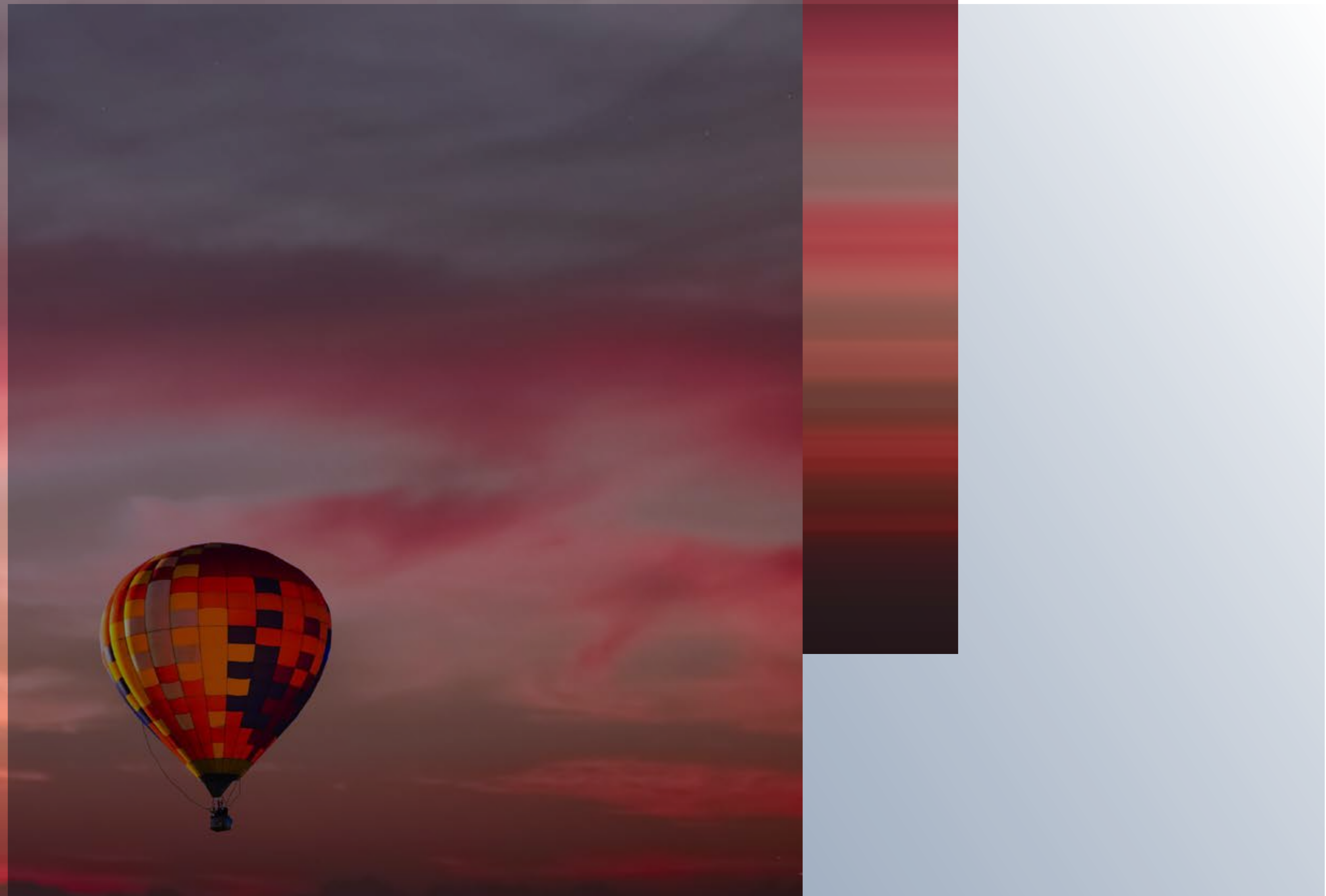
# GRI INDICES

GRI standard	Disclosure title	allnex disclosure	Audited
<b>GRI 410: Security practices</b>			
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.	
<b>GRI 413: Local communities</b>			
413 - 1	Operations with local community engagement, impact assessments, and development	ESG report 2023 (p. 38–43), ESG Performances in 2022/Environmental & Community Engagement	
<b>GRI 414: Supplier social assessment</b>			
414 - 1	New suppliers that were screened using social criteria	ESG report 2023 (p. 36), ESG Performances in 2022/Screening for Sustainability – Our Supply Chain and Procurement Policy Test phase with 40 supplier being screened in Q4 2022, representing 100% of new suppliers. Process is set up in Q1 2023 and will be rolled out in Q2 2023. Part of our onboarding process is to evaluate our suppliers through a series of criteria in order to approve new suppliers. One of these criteria is the Code of Conduct and Ecovadis rating assessment which covers also social criteria.	
414 - 2	Negative social impacts in the supply chain and actions taken	allnex’s target is to have 80% of the top vendors go through a CSR risk assessment by 2025. This risk assessment includes social impacts. allnex Procurement will use the EcoVadis pool to get a more comprehensive report on social impacts and will implement a program of Corrective Action Plans (CAPs) in order to reduce supplier sustainability risks.	
<b>GRI 416: Customer health and safety</b>			
416 - 1	Assessment of the health and safety impacts of product and service categories	ESG report 2023 (p. 17), Our Sustainability Approach/Growing Green Together with the Market – Sustainable Portfolio Management  Health & safety are part of allnex ECOWISE™ approach where products are valued for their sustainability benefits. ECOWISE™ evaluation is performed for 91% of allnex contribution margin. 28.6% of our contribution margin was identified as ECOWISE™. Starting from there allnex will grow the portion of products that are categorized as ECOWISE™.	
<b>GRI 418: Customer privacy</b>			
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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