

Sustainability Insight



Journey towards sustainability

Contents

1.	About this report	3
2.	ASK Chemicals at a glance	3
3.	Sustainability Approach	4
3.1.	Innovation and Customer Focus	4
3.2	Management Systems	4
3.3	Double Materiality Analysis	5
4.	Environmental	7
4.1	Climate Change	7
4.2	Pollution	9
4.3	Water and Marine Resources	11
4.4	Use of Resources and Circular Economy	12
4.5	Biodiversity and Ecosystems	13
5.	Social	14
5.1	Own Workforce	14
5.2	Workers in the Value Chain	16
6.	Governance	17
6.1	Governance oversight and risk management	17
6.2	Business conduct and compliance	17
6.3	Speak-up and whistleblower protection	19
6.4	Responsible supply chain governance	19
6.5	Information security and data protection	20
6.6	Governance metrics and continuous improvement	21

1. About this report

This report highlights ASK Chemicals' progress and achievements in 2025, with all data points reported for 2025 unless stated otherwise.

The sustainability report incorporates selected elements from the European Sustainable Reporting Standards (ESRS) issued by the European Financial Reporting Advisory Group (EFRAG). In 2025, we have – with help of a commercialized ESG Reporting system – conducted a double materiality analysis based on a set of sustainability topics developed specifically for the chemical industry by Chemie³ – the sustainability initiative of the German chemical sector (founded by BAVC, IGBCE and VCI). Greenhouse gas (GHG) data is reported in accordance with the Greenhouse Gas Corporate Accounting Protocol making use of a commercialized Corporate Carbon Footprint Tool. It is our intention to be fully aligned with ESRS for future sustainability reports to be compliant with CSRD in 2028 at latest.

Consolidated ESG data includes not only the parent company but all subsidiaries controlled by ASK Chemicals Group. In case of any deviations from these principles, it will be stated specifically.

Certain data points, such as Scope 3 emissions, require assessments and estimates. We plan to continuously reassess these estimates based on experience, evolving ESG reporting standards, and other relevant factors. Any changes in estimates are recognized in the period they occur.

When adjustments to ESG data are made, we assess whether restatements are necessary. Any restated data will be clearly indicated. We plan to pursue external verification in future reports. The data presented in this report has not yet been subject to third party assurance.

This report may contain forward-looking information. Such information is subject to a variety of significant uncertainties, including scientific, business, economic and financial factors. Therefore, actual results may differ significantly from those presented in such forward-looking statements. Investors must not rely on this information for investment decisions.

2. ASK Chemicals at a glance

ASK Chemicals Group, headquartered in Hilden near Düsseldorf (Germany), is one of the world's leading suppliers of foundry chemicals and a global provider of high-performance industrial resins.

The Foundry division offers an exceptionally broad and innovative range of foundry consumables, including binders, coatings, feeders, and much more. The Industrial Resins division supplies phenolic and alkyd resins for a wide variety of applications such as abrasives, coatings, composite materials, friction materials, impregnations, insulation, refractory materials, and wood applications.

The company operates a production and sales network in 22 countries and employs approximately 1,400 people worldwide. With research and development centers in Europe, Asia, North America, and Africa, ASK Chemicals Group sees itself as a driving force for industry-specific innovation.



ASK Chemicals Locations

3. Sustainability Approach

3.1. Innovation and Customer Focus

The R&D department of ASK Chemicals aims to drive innovation by developing products that deliver enhanced performance, promote sustainability, and are cost-optimized. Our developments open new opportunities in sustainable applications. We believe that driving innovation will help us improve our long-term competitiveness and maintain our position as a global innovation leader, which will in turn provide further opportunities for growth.

In our internal Global R&D Guideline we consider sustainability and environmental responsibility to be one of our key pillars that must be considered prior to and during the product development process. In particular:

- **Avoidance of Harmful Substances:** New Products must not be based on chemicals classified as Substances of Very High Concern (SVHC, see <https://echa.europa.eu/de/candidate-list-table>) or listed on the REACH Authorization List (see <https://echa.europa.eu/de/authorisation-list>). Wherever possible, reduce harmful chemicals or replace harmful chemicals with safer, sustainable alternatives to reduce en-

vironmental and health risks.

- **Focus on Green Chemistry:** Consider product developments that use renewable raw materials, minimize waste, and reduce carbon footprints.
- **Circular Economy Principles:** Develop products that contribute to a circular economy, emphasizing biodegradability, and reduced environmental impact over the product lifecycle.

By developing products with better performance, we believe we can also contribute to reducing the environmental impact as we provide consumables for the industry that are only used once. For example, we have developed better performing binders that lead to less binder demand thereby minimizing their environmental impact by saving resources.

ASK Chemicals' long-standing commitment to sustainability is embedded in its product innovation. Our INOTEC™ inorganic binder technology set an industry benchmark by enabling aluminum casting without emissions during the casting process and has been widely adopted by leading automotive manufacturers. Back in 2014, BMW awarded us with their "Supplier Innovation Award" under their "Sustain-

ability" sub-category for having developed this technology. Our goal is to expand this technology to iron casting applications.

We continue to advance low-emission and resource-efficient foundry solutions, including our ECOCURE™ BLUE cold-box binder technology, which delivers higher performance while significantly reducing hazardous substances (like free phenol < 1% in Part 1) and overall binder consumption.

Beyond this, ASK Chemicals has also developed state-of-the-art water-borne and solvent-free technologies, such as NECOWEL™ alkyd emulsions for the paint and coating industry and MIRATEC™ water-borne refractory coatings for the foundry industry, supporting customers in reducing solvent use and improving workplace and environmental safety.

These innovations, supported by a global network of R&D centers close to our customers, demonstrate our ongoing commitment to more sustainable materials and processes.

3.2 Management Systems

ASK Chemicals relies on its implemented certified integrated management systems covering quality management, environmental management, occupational safety and health and energy management.

Additionally, ISO certification is implemented in our integrated management systems and certification width differs depending on regional requirements and regulations, including quality (ISO 9001), environmental (ISO 14001), occupational health & safety (ISO 45001) and energy (ISO 50001). ISO 9001 certification is valid for most of our operational sites, but flagship manufacturing facilities (e.g. Wülfrath, Germany) are fully equipped with ISO 9001, ISO 14001, ISO 45001 and ISO 50001 certification.

These certifications are validated through regular internal and external audits, ensuring continuous compliance and improvement.

Certification	Quality	Environmental	Occupational Health & Safety Systems	Energy
Location	ISO 9001	ISO 14001	ISO 45001	ISO 50001
Alfred Station, USA	X			
Ankara, Turkey	X			
Bendorf, Germany	X	X	X	
Brno, Czech Republic				
Cleveland East, USA	X	X		
Cleveland West, USA	X	X		
Fuldabrück, Germany	X	X		X
Johannesburg, South Africa	X			
Monterrey, Mexico	X			
Ranjangaon, India	X	X	X	
Rio Claro, Brazil	X	X		
Ulsan, South Korea	X	X	X	
Wülfrath, Germany	X	X	X	X
Zhenjiang, China	X	X	X	
Zierbena, Spain	X	X	X	

Our commitment to the market is a strong emphasis on customer focus and product quality. We continuously engage with our customers to understand their needs and expectations, ensuring that our products

not only meet but exceed performance and quality standards. By integrating customer feedback into our product development processes, we continuously enhance performance and quality of our products.

3.3 Double Materiality Analysis

To understand which sustainability topics are most relevant for our business, we carried out a double materiality analysis (DMA) in 2025. This assessment helps us identify where our activities have significant impacts on people and the environment, and where sustainability topics may also present risks or opportunities for our company.

As a first step, we based our assessment on a set of sustainability topics developed specifically for the chemical industry by Chemie³ – the sustainability initiative of the German chemical sector (founded by BAVC, IGBCE and VCI).

These industry-specific topics reflect:

- Typical environmental and social impacts of chemical production,
- Key regulatory and market-related risks,
- Transition challenges and opportunities relevant to our sector.

We consider this framework to be comprehensive and well aligned with current European sustainability standards. It therefore served as our reference list for identifying potentially relevant sustainability topics across our operations and value chain.

Before adopting the Chemie³ framework, we had already carried out earlier sustainability analyses together with an external ESG consultancy. This earlier work included:

- Interviews with internal and external stakeholders. The external stakeholders included customers, associations, public institutions, investors, financiers, and suppliers.
- Workshops with different business and support functions,
- An initial mapping of impacts, risks and opportunities along the value chain.

While we later decided to use Chemie³ as our main structure due to its strong sector focus and alignment with CSRD, the insights from this earlier work were not lost. They were used as qualitative input when reviewing and validating the relevance of the Chemie³ topics for our company.

We then assessed which of these sustainability topics are material for us, from two perspectives:

- Impact materiality: We evaluated how severe our actual or potential impacts on people and the environment could be, and how likely they are to occur. This assessment followed the principles set out in the European Sustaina-

bility Reporting Standards (ESRS) and was based on expert judgement and operational experience.

- Financial materiality: We assessed whether a sustainability topic could reasonably affect our financial position or performance in the future. This was done at a high level and in a qualitative manner, without detailed financial modelling. Our evaluation considered factors such as regulatory trends, customer expectations, market developments, and general industry dynamics.

At this stage, we believe this qualitative ap-

Double Materiality Analysis module of a commercialized ESG reporting platform, which provides a structured process aligned with ESRS requirements.

Each sustainability topic was evaluated by internal experts from relevant functions, including R&D, Environment, Health & Safety, Legal, Human Resources, Procurement and Business Management. These experts contributed their practical knowledge of our activities and processes directly within the tool.

No separate interview rounds were conducted; instead, the structured evaluation ensured consistency and efficiency. Pre-

tor level sustainability topics into our specific business context in a clear, consistent and proportionate way.

Based on this analysis, we identified a focused set of sustainability topics that are material to our business. These topics reflect both our most significant impacts on people and the environment and the sustainability related risks and opportunities that may affect our long term business performance.

The assessment confirmed that our material topics are mainly related to climate change, social aspects within our own

operations and value chain, product safety, and responsible business conduct. These areas represent the topics where we believe our responsibilities, stakeholder expectations, and potential business relevance are highest.

These topics form the foundation of our sustainability strategy and reporting and will be further developed as we prepare for future CSRD compliant reporting.

Nonetheless, in this report we not only focus on the material topics but also provide information on the other topics that are relevant for sustainability.

General Category	ESRS Category	ESRS Topic	Material Sub topics Identified
Environmental	E1	Climate Change	• Climate change mitigation and adaptation • Climate related risks and opportunities
Social	S1	Own Workforce	• Working conditions • Equal treatment and opportunities for all
	S2	Workers in the Value Chain	• Working conditions
Governance	G1	Business Conduct	• Protection of whistleblowers • Management of supplier relationships • Corruption and bribery

proach is appropriate. We expect to further refine and quantify financial effects over time as our reporting requirements evolve. The assessment was carried out using a

vious stakeholder feedback from earlier sustainability activities was also considered relevant.

This approach allowed us to translate sec-



4. Environmental

As a chemical industry company, we see our most relevant contribution in environment – with regard to both our own ecological footprint as well as that of our customers. Here we can build on extensive experience as well as the significant improvements we have already achieved.

Sustainability and economic performance complement each other: ASK Chemicals' focus on sustainability is closely linked to efficiency, as efficient chemicals and materials make a significant contribution to reducing resources and emissions. Our company's R&D focus is on developing solutions for our customers that increase efficiency, reduce process costs and minimize environmental impacts (--> 3.1 Innovation).

A very prominent example is our inorganic binder technology (INOTEC™) that was first developed, patented and first commercialized in the years 2003 to 2005. Nowadays this emission free technology sets a new standard in high volume light-metal foundries and has revolutionized the entire foundry industry.

Further leverage is provided by the development of solutions that deliver comparable or better performance than standard products with lower input quantities. For example, the products of our ECOCURE™ BLUE line, including the latest cold box binder generation ECOCURE™ BLUE PRO, optimize casting properties while reducing binder and amine consumption, which has a positive impact on efficiency (also cost wise) and the environment, mainly by significantly reducing VOC emissions during the foundry process.

In 2025, we issued our first **Global Policy on Climate and Environmental Protection and Product Stewardship** to show our commitment to sustainable practices that minimize our environmental footprint and contribute to a healthier planet. The policy outlines our principles and commitments to climate action, environmental protection, and product stewardship across all our operations. This Policy is published on our website and is subject to regular review.

4.1 Climate Change

As a global chemical company, ASK Chemicals Group acknowledges its responsibility as a relevant greenhouse gas (GHG) emitter and is committed to full transparency regarding its climate impact. A key element of this commitment is the systematic assessment and continuous reduction of our greenhouse gas emissions.

To this end, ASK Chemicals Group has decided to prepare and publish a Corporate Carbon Footprint (CCF) on an annual basis for future business years. Data collection began in 2023, which serves as our reference (base) year.

While we initially focused on improving data quality and consistency, we now consider our reporting framework sufficiently robust to publish our Corporate Carbon Footprint starting with business year 2025.

- Scope and Methodology

The Corporate Carbon Footprint has been calculated in accordance with the Greenhouse Gas (GHG) Protocol Corporate Accounting and Reporting Standard. It includes all relevant greenhouse gas emissions across the entire ASK Chemicals

Group, encompassing its individual companies worldwide.

Our organizational boundaries are defined using the operational control approach. Accordingly, ASK Chemicals Group reports the GHG emissions from all entities over which it exercises operational control. Former entities that are no longer part of ASK Chemicals Group are not included.

The operational boundaries follow a cradle-to-(customer) gate approach. This means that our CCF covers all direct and indirect emissions (Scopes 1–3) that arise as a result of our business activities within the defined system boundaries. Specifically, this includes:

- Extraction and processing of purchased raw materials
- Upstream transport to our production sites
- Our own production processes
- Downstream transport of finished products to our customers' factory gates

All ASK sites worldwide have been integrated into a harmonized reporting structure using a dedicated ESG reporting tool to ensure consistency, transparency, and traceability of data.

- Data Quality and Assumptions

Wherever available, we use primary, site-specific data. In cases where primary data was not available, we relied on well-established secondary data sources and databases. Where neither primary nor suitable secondary data existed, we applied appropriate, conservative estimates, including predefined standard emission factors for organic and inorganic chemicals.

We are continuously requesting audited Product Carbon Footprints (PCFs) from our suppliers. However, in many cases, such primary data either does not yet exist or is only available at a cost. In order to balance data quality with cost efficiency, ASK Chemicals Group has decided not to purchase supplier-specific PCF data at this stage. Improving data quality along the value chain remains an ongoing process.

- Overview of Emissions Profile

An analysis of our Corporate Carbon Footprint (see Figure 1 / Table) shows that more than 95% of total emissions arise from indirect Scope 3 emissions. The majority of these emissions are based on secondary data and estimates. In particular, Scope 3.1 – Purchased Goods and Services accounts for more than 86% of total group emissions.

by at least 20% by 2030 compared to the base year 2023.

A further indication of our active commitment to reducing operational greenhouse gas emissions is our approach to purchased electricity. In line with the GHG Protocol, ASK Chemicals Group applies both the location-based and market-based methods for Scope 2 accounting.

A closer look at Scope 3.1 emissions reveals that more than 50% are attributable to key raw materials typical for our industry, including phenol, polymeric isocyanates, furfuryl alcohol, and methanol. This highlights the importance of supplier engagement, material selection, and long-term value chain transformation in achieving meaningful emission reductions.

For the reporting year, market-based emissions from purchased electricity are approximately 30% lower than location-based emissions. In other words, market-based Scope 2 emissions amount to around 70% of the emissions calculated using location-based grid factors. Part of this is because we purchase renewable energy where affordable – for example in Rio Claro and Bilbao 100% of the purchased electricity is based on renewable energy.

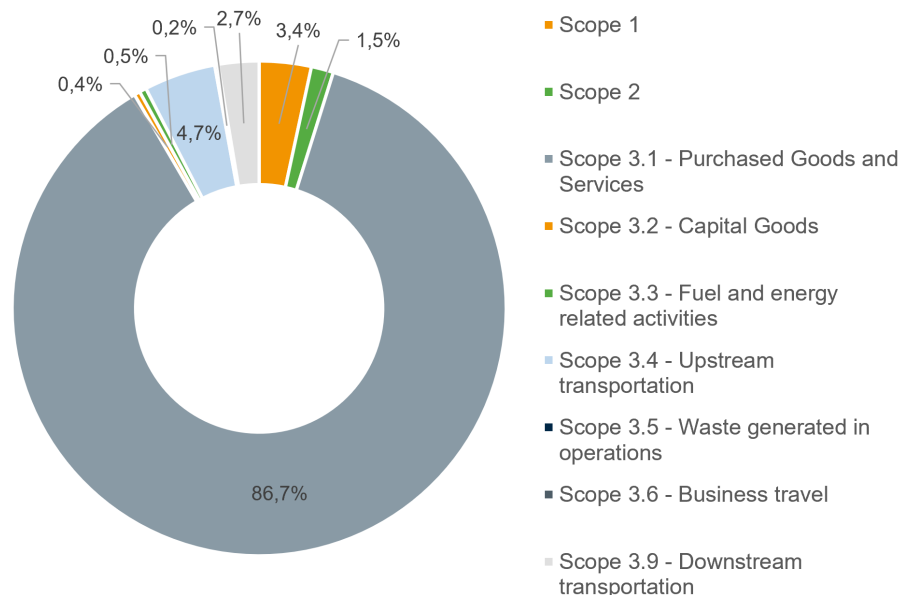
- Progress and Climate Targets

In line with our climate protection policy, ASK Chemicals Group has already achieved notable reductions in emissions under its direct control. Compared to the base year 2023, Scope 1 and Scope 2 (market based) emissions were reduced by 12%, demonstrating measurable progress. This puts us firmly on track to achieve our stated target:

- Reduce operational greenhouse gas emissions (Scope 1 plus Scope 2)

Where access to renewable electricity from suppliers is limited and grid electricity is predominantly generated from coal, we reduce our Scope 2 emissions through on-site renewable energy generation. As an example, the solar photovoltaic system installed at our Johannesburg facility generated approximately 379 MWh of electricity on site in 2025.

Corporate Carbon Footprint



The development of Scope 1, Scope 2, and relevant Scope 3 emissions over time is illustrated in the following table:

Greenhouse gas (GHG) emissions (tCO ₂ e)	2023	2024	2025
Scope 1	29,677	26,332	27,120
Scope 2 (location based)	13,776	14,049	16,539
Scope 2 (market based)	14,294	12,146	11,619
Scope 3.1 - Purchased Goods and Services	678,574	698,721	691,173
Scope 3.2 - Capital Goods	5,427	2,473	3,069
Scope 3.3 - Fuel and energy related activities	4,345	4,021	3,627
Scope 3.4 - Upstream transportation	32,902	36,680	37,386
Scope 3.5 - Waste generated in operations	4,661	4,146	1,682
Scope 3.6 - Business travel	414	99	103
Scope 3.9 - Downstream transportation	22,539	23,723	21,225
Location-based total GHG emissions	792,315	810,249	801,924
Market-based total GHG emissions	792,832	808,343	797,004

This reduction reflects our deliberate electricity procurement strategy, including the increasing use of lower-carbon and renewable power sources through contractual arrangements and supplier selection. By actively influencing the carbon intensity of purchased electricity—beyond default grid emission factors—ASK Chemicals Group leverages a key short- and medium-term opportunity to reduce emissions under its direct control and to support the transition toward a lower-carbon energy system.

- Outlook

While the majority of our emissions are generated upstream in the value chain, the Corporate Carbon Footprint provides a clear and transparent basis for prioritizing future reduction measures. ASK Chemicals Group will continue to refine data quality, engage with suppliers and customers, and identify opportunities to reduce emissions across all scopes.

Publishing our Corporate Carbon Footprint

marks an important milestone in our climate journey—and a commitment to continuous improvement, transparency, and measurable progress toward a lower-carbon future.

4.2 Pollution

- Pollution of air

All manufacturing plants under our control operate in full compliance with applicable air quality legislation, regulations, permits, licenses and reporting requirements. Effective systems, controls, and operational procedures are implemented to prevent, reduce, and control atmospheric emissions. The facilities maintain appropriate emission abatement technologies, conduct routine monitoring and reporting as required by regulatory authorities, and ensure that

emissions remain within prescribed limits, where applicable. Regular inspections, maintenance programs, and continuous improvement initiatives are in place to support sustained compliance and minimize environmental impact.

- Pollution of water

We make sure that wastewater is properly treated prior to discharge into municipal effluent systems. In this way we maintain water quality standards set by regional regulations at the sites we operate to protect ecosystems, wildlife, and human health & welfare.

The following table provides an overview of our sites that have wastewater treatment in place and those where no wastewater treatment is needed because they do not discharge any wastewater.

Sites with in-house chemical / biological wastewater treatment	Sites with off-site chemical / biological wastewater treatment	Sites having no wastewater output
Wülfrath, Germany	Zhenjiang, China	Fuldabrück, Germany
Johannesburg, South Africa	Ulsan, South Korea	Bendorf, Germany
Rio Claro, Brazil		Brno, Czech Republic
Ranjangaon, India		Bilbao, Spain
Cleveland East, USA		Monterrey, Mexico
Cleveland West, USA		Ankara, Turkey
Alfred Station, USA		

- Pollution of soil

At our sites, handling chemicals typically carries the risk of soil contamination. To address this, chemical installations, storage areas, production facilities, and tank farms are equipped with secondary containment systems in compliance with relevant regulations. These containment measures generally prevent soil contamination. However, activities such as filling chemicals into sales packaging and internal transport of these packages increase the risk of leaks. Even certified dangerous goods transport packaging (e.g., IBCs) lack secondary containment as a safety feature. Overfilling or puncturing the packaging, such as with a forklift, remains a potential hazard. To mitigate these risks, designated operational areas, along with appropriate emergency plans, trained personnel, and absorbent materials, must be readily available.

All manufacturing sites are tracking environmental incidents and contribute to the global EHS report.

In addition to that, we also support our foundry customers to avoid or mitigate soil pollution by offering technical solutions to reuse/recycle used foundry sand or to minimize environmental impact of our products (e.g. less binder demand, lower content of monomers like phenol). For the controlled

release fertilizer industry we are currently developing a biodegradable coating for such fertilizers to comply with the latest EU regulation that will become active in 2028.

- Substances of concern

Substances of concern are chemicals that pose potential risks to human health, the environment, or both. Those substances are to be differentiated from “substances of very high concern” which pose higher risks to human health and/or the environment, and which are specified by the European Chemical Agency (see next section).

Based on quantities, most of our purchased raw materials are substances of concern as they do pose potential risks to human health and/or the environment. A potential risk to human health can range from skin sensitivity to acute toxicity.

Examples of such raw materials are phenol, formaldehyde, furfuryl alcohol, sodium silicate, methanol, and polymeric methylene diphenyl isocyanate (p-MDI).

For example, we produce phenolic resins as intermediates that are used in many industries and further processed by our downstream industry customers. For the manufacture of phenolic resins both phenol and formaldehyde are needed – both are substances of concern. Phenolic resins

do provide excellent resistance to heat and have demonstrated superior Fire, Smoke, and Toxicity (FST) properties relative to other organic binder systems – those resins produce minimal toxic smoke during combustion.

Our R&D department aims to develop new products that mitigate those risks as much as possible. As an example, we have developed our ECOCURE BLUE technology concept in which the first component (polyol component) has a free phenol content of less than 1% and a free formaldehyde content of less than 0,1% or even lower than 0,01%.

- Substance of very high concern

In some of our products we still make use of “substances of very high concern” (SVHC) according to the European Chemical Agency (<https://echa.europa.eu/de/candidate-list-table>). Those substances

are used as additives or as monomers (starting material) for the manufacturing of polymers. In cases when SVHCs are used as monomers they have reacted and thus been consumed to build another chemical substance.

In 2025, we consumed about 959 metric tons of substances of very high concern globally which is around 7% less consumption than in the previous year.

In our R&D department, we are working on the development of new products to replace such substances (see 3.1 Innovation). Nonetheless, we also act as a toll manufacturing company, and a significant portion of our SVHC consumption is related to products where we act as a toller. Thus, the recipes for these products belong to our customers, and we only produce upon request.

	2023	2024	2025
Total amount of SVHCs purchased / metric tons	1,039	1,032	959
Thereof within the European Union / metric tons	76	70	59
Thereof outside of the European Union / metric tons	963	962	900

4.3 Water and Marine Resources

Water is becoming a more critical material around the world. We believe that good water management is important, and we have implemented monthly reporting of key metrics related to water usage and wastewater management in our manufacturing sites.

We use water for multiple purposes like cooling water, for steam generation, for toilet use but also as solvent in some of our products.

In 2025, the total water consumption of our manufacturing sites was 363,877 cubic meters. 24,106 cubic meters were incorporated into our finished products (6,6% of total water consumption). 45,640 cubic meters were discharged into municipal sewage systems after chemical / biological wastewater treatment. 8,770 cubic meters of wastewater or process water could be recycled.

We are focused on reducing our water consumption. For example, we make use of aqueous phenolic distillates that are generated during phenolic resin synthesis, and we have ongoing projects to recycle more wastewater in our refractory coating production. (see “Use of Resources and Circular Economy”)

An assessment of ASK Chemicals manufacturing sites was carried out using the Aqueduct Water Risk Atlas. A small number of areas in which ASK Chemicals operate are water stressed. In these areas, we make strenuous efforts to reclaim, recycle, and minimize the overall consumption of water.

As shown in the table, most of our total water consumption is in regions that are not water stressed.

Water consumption per site in m3 per manufacturing site	Water Stress classification	2025
Alfred Station, USA	medium-high	1,918
Ankara, Turkey	extremely high	629
Bendorf, Germany	low	403
Brno, Czech Republic	medium-high	134
Cleveland East, USA	low-medium	5,768
Cleveland West, USA	low-medium	30,103
Fuldabrück, Germany	medium-high	554
Johannesburg, South Africa	extremely high	23,654
Monterrey, Mexico	high	772
Ranjangaon, India	extremely high	78,585
Rio Claro, Brazil	low-medium	167,748
Ulsan, South Korea	medium-high	3,486
Wülfrath, Germany	low	37,217
Zhenjiang, China	extremely high	9,219
Zierbena, Spain	medium-high	3,687



4.4 Use of Resources and Circular Economy

We are committed to responsible resource management and embracing the principles of a circular economy. By prioritizing sustainable sourcing, minimizing waste, and innovating recycling and reuse processes, and utilizing biobased materials we strive to reduce our environmental footprint. Our goal is to design products and solutions that promote resource efficiency and contribute to a sustainable future for all.

- Waste

We report monthly on waste management for all our manufacturing sites.

Most of the waste we produce is hazardous liquid and solid waste from chemical plant operations. For example, aqueous distillates from resin production containing phenol are one important hazardous waste fraction which must be disposed by incineration. The production of water-free or water-reduced phenolic resins will always lead to such a waste fraction. Nonetheless, we

are working on ways to utilize such distillates (--> see use of distillates).

We also produce non-hazardous waste. All waste disposal is managed in accordance with applicable regional regulations to minimize environmental impacts resulting from treatment, transportation, and disposal.

To minimize waste disposal/incineration, we rework, recover or recycle distillates, overstocked products, faulty batches etc. after consultation of R&D and testing those materials in our labs to ensure we are within the specification of our products.

For waste disposal, we comply with regional regulations that include determination of what constitutes hazardous and non-hazardous waste.

- Use of distillates

We continuously consider the utilization of aqueous distillates from resin production containing phenol or formaldehyde when those contain valuable amounts of usable

raw materials. However, it is not always possible to reuse such distillates – especially when phenol and formaldehyde values are quite low (e.g. <10%) or other ingredients are present. In such cases, these distillate qualities are incinerated, leading to thermal energy, at least if applicable.

- Packaging

As a chemical company, we recognize the ecological importance of minimizing packaging waste. Wherever possible, we prioritize bulk deliveries or the use of reusable containers to reduce environmental impact. However, we understand that one-way packaging is sometimes unavoidable. In such cases, we collaborate closely with our packaging suppliers to ensure these materials are increasingly recycled.

For Example, at our plant in Wülfrath, we successfully returned 2,817 IBCs for recycling in 2025. This effort avoided approximately 301.4 tons of CO2 emissions, thanks to the recovery of steel and plastic materials, demonstrating our commitment to sustainable practices. These savings are documented by corresponding certificates from our suppliers issued for our plant in Wülfrath. Our Supplier makes sure that the returned IBCs are reconditioned in facilities that are certified in accordance with ISO 14001 and/or ISO 9001 and prepared

for their new use. The mesh baskets and pallets are cleaned and reconditioned. The recyclate produced during the reconditioning process is 100% reused and turned into pallets, corner protectors, and other product components.

- Amine recycling

The PU Cold Box process is the leading technology for producing sand cores in iron and aluminum foundries. This technique uses sand and specialized binders to create sand cores, which are hardened with the help of specific amines acting purely as catalysts. These amines ensure rapid hardening of the cores to meet production demands.

To safeguard human health and the environment, exhaust air cleaning systems – so called “amine scrubbers” – capture the amines released during the process. The amines can be recycled and extracted from the scrubber solutions, purified to high quality, and reused in the PU Cold Box process.

At our company, facilities such as the R&D center in Hilden, the sleeve production site in Bilbao, and the core production plant in Fuldabrück have successfully adopted this recycling system, just as many of our foundry customers have.

	2023	2024	2025
Total waste generation / metric tons	7,163	10,159	6,484
Thereof hazardous waste / metric tons	5,294	7,911	4,671

In Ankara plant this recycling system is currently under construction.

For example, in Europe, we purchased around 328 metric tons of recycled amines in 2025 for which product carbon footprints have been requested but not yet received.

In North America we purchased 284 metric tons of recycled amines

- Bio-based materials

We are dedicated to integrating sustainable and bio-based materials into our product recipes as also outlined in our Global R&D Guideline to focus on green and renewable chemistry. As a producer of alkyd and furan resins, we have already focused on bio-based materials for a long time.

In 2025, around 8,5 % of our globally purchased material volumes are bio-based demonstrating our commitment to sustainable solutions. The focus on bio-based solutions is of particular interest in Europe where the portion of bio-based materials is remarkable at 13,7 %.

It has to be noted in this regard that

naturally occurring minerals that we consume like silica, pyrophyllite, zircon, or mica are included in the overall purchased volumes. Consequently, the overall volumes cannot be linked to fossil-based material alone.

In R&D, we are exploring the use of lignin, which is a renewable, bio-based raw material that could serve as potential replacement of phenol in phenolic resins.

4.5 Biodiversity and Ecosystems

We recognize the critical importance of biodiversity as a foundation for healthy ecosystems, sustainable natural resources, and the well-being of communities worldwide. As a chemical company, we are committed to minimizing our impact on the environment and thereby actively contributing to biodiversity preservation in the regions where we operate.

To achieve this, we believe – as a chemical company – our biggest contributions are sustainable sourcing, pollution prevention and product innovation with a focus on

more sustainable or at least less harmful products.

In 2025, we reviewed the location of all our manufacturing sites against the WWF Biodiversity Risk Filter (www.riskfilter.org) to evaluate each site's exposure to:

- Environmental factors: protected/ con-

served areas, key biodiversity areas, other important delineated areas, ecosystem condition, and range rarity

- Pressures on biodiversity: land, freshwater and sea use change, tree cover loss, invasives, and pollution

We have not identified any biodiversity risks from our ongoing operations.

	Risk - Environmental factors	Risk - Pressures on biodiversity
Alfred Station, USA	low	medium
Ankara, Turkey	medium	medium
Bendorf, Germany	low	medium
Brno, Czech Republic	medium	medium
Cleveland East, USA	low	high
Cleveland West, USA	low	high
Fuldabrück, Germany	medium	medium
Johannesburg, South Africa	very low	medium
Monterrey, Mexico	medium	medium
Ranjangaon, India	medium	medium
Rio Claro, Brazil	medium	high
Ulsan, South Korea	high	medium
Wülfrath, Germany	very low	medium
Zhenjiang, China	low	high
Zierbena, Spain	high	high

Purchased material volume in metric tons	2023	2024	2025
Bio-based material	23,392	23,973	24,584
Overall	287,508	296,364	290,741

5. Social

ASK Chemicals is committed to the health, safety and well-being of employees and to adhere to fair labour practices, diversity and equal treatment. In addition, we promote fair labour practices within our value chain and engage with the communities in which we operate to address potential environmental safety and emergency preparedness impacts. In 2025 we updated our Employee Handbook which outlines our expectations of our employees as well as our efforts to provide a workplace where fair pay, diversity, the right to representation, human rights and career development are promoted.

5.1 Own Workforce

-Human Rights

ASK Chemicals Group recognizes all applicable Laws and Regulations pertaining to human rights, human dignity and labour practices, and abides by them.

Our key commitments include:

- No forced labour: any form of forced labour is prohibited, including forced prison labour, indentured labour, bonded labour, slave labour or human trafficking.
- No child labour: minimum working age requirements are followed in accordance with national laws and international agreements.
- Working times: ensure working hours and overtime work comply with applicable law and local sector-specific labour regulations.

- Fair compensation: all wages and social benefits are defined and agreed as prescribed by the local legislation and in accordance with industry practice and local markets conditions.
- Non-discrimination and fairness: equal opportunities and fair treatment towards our employees and contractors, providing an inclusive, diverse and supportive working environment.
- Freedom of association and collective bargaining: Employees' rights to associate freely and bargain collectively are recognized.
- Ethical Recruitment: Non-discriminatory recruitment and merit-based selection practices are followed.

We expect all employees, suppliers, business partners, consultants, and contractors with whom we do business to comply with these standards. This is also explicitly embedded in our Code of Conduct.

- Health and Safety

The health and safety of all people affected by our activities is a high priority for ASK Chemicals, and comprehensive policies and procedures are implemented to ensure that our operating environments are safe. We include all levels of our workforce in our efforts to identify, assess and effectively control workplace risks to minimize incidents.

A number of our sites hold ISO 45001 certifications, and all manufacturing locations comply with legal requirements and internal health and safety programs. Incidents impacting the health and safety of employees are investigated and reported directly to our leadership. We invest in technologies and equipment to minimize and mitigate risk, with the aim of continuous improvement.

- Employee diversity

ASK Chemicals is a signatory to the Diversity Charter, an action which underpins our commitment to providing equal opportunities and the creation of a diverse workforce. We value all our employees regardless of gender and identity, nationality, ethnic origin, religion or belief, disability, age or sexual orientation. Our organizational culture thrives on the mutual appreciation of each

and every individual; we respect each other and work together globally without prejudice and with an open mind.

At locations where a regulatory target is in place for employment of people with disabilities, we comply with or exceed the target. At locations where no target exists, we seek opportunities to provide employment to those with disabilities.

- Employee training

ASK Chemicals fosters a culture of continuous learning by offering training, coaching but also learning on the job throughout project involvement, creating opportunities for our employees to learn from each other, and providing online courses on different subjects. ASK Chemicals employees are provided opportunities to advance their skills, and they participate in numerous awareness initiatives outlining our IT and Governance policies.

- Employee dialogue

At ASK Chemicals, ongoing dialogue with our employees and their representatives forms an essential element of the way we work together. We respect freedom of association and uphold effective recognition of the right to collective bargaining. We are convinced that only a balanced

reconciliation of employer and employee interests can give rise to a partnership based on fairness.

We schedule CEO calls in all regions, in various languages, at which all employees are encouraged to submit questions or feedback; anonymously if they wish. We also establish townhall meetings at the production sites to offer our blue-collar employees the opportunity to meet and discuss relevant topics with their Management.

- Compensation

For ASK Chemicals, fair payment is a crucial expression of fair working conditions. Fairness is not only reflected in the amount of remuneration received.

It is equally important to us for the mechanisms used for determining specific remuneration to be non-discriminatory, transparent, and comprehensible. Equal pay is a basic principle at ASK Chemicals; our employees should receive equal pay for work of equal value.

Our salaries comply with or exceed the legal requirements, particularly minimum wage legislation, and are paid when due. In addition, we aim to ensure that the salary for a full-time position is at least sufficient to meet the basic needs of our employees

and to guarantee decent living conditions.

- Work-life-balance

Our work culture is driven by results rather than by presence. Provided that this does not conflict with operational processes (for example in our production facilities), we use flexible working and part-time models to support employees in balancing professional and personal obligations.

In this connection, we allow models such as mobile working or working from home that enable employees to perform their duties even when they are away from the workplace. This flexibility may vary from country to country and is based on local rules and guidelines.

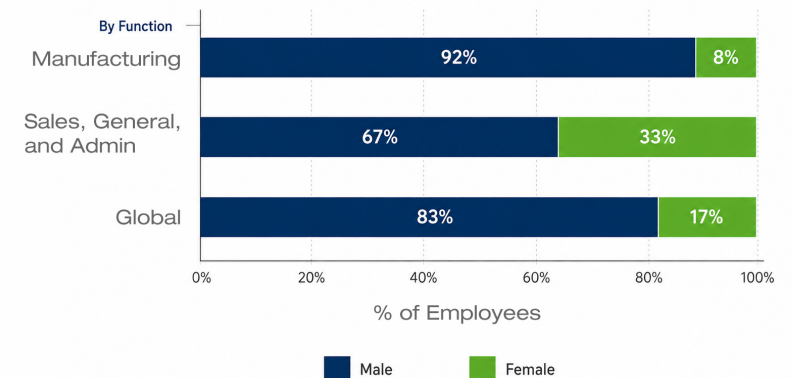
Accordingly, we pay particular attention to the challenges facing our employees resulting from a specific stage of their lives, e.g. childcare or the need to care for relatives who are unable to look after themselves, as well as challenges due to illness or disability.

Own Workforce metrics

Employee Diversity

Employee Diversity

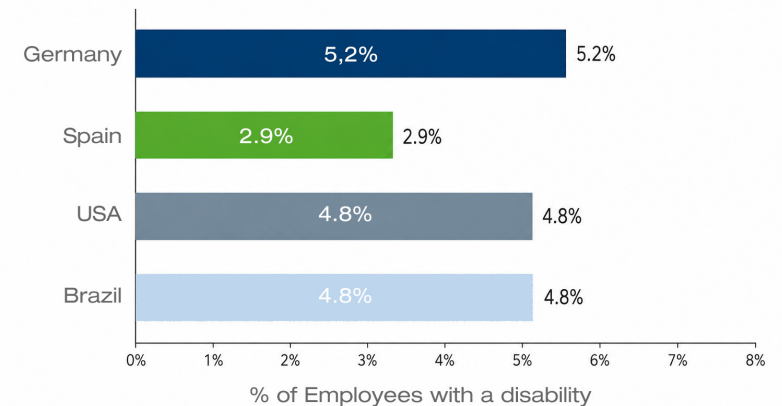
% of employees by function and gender



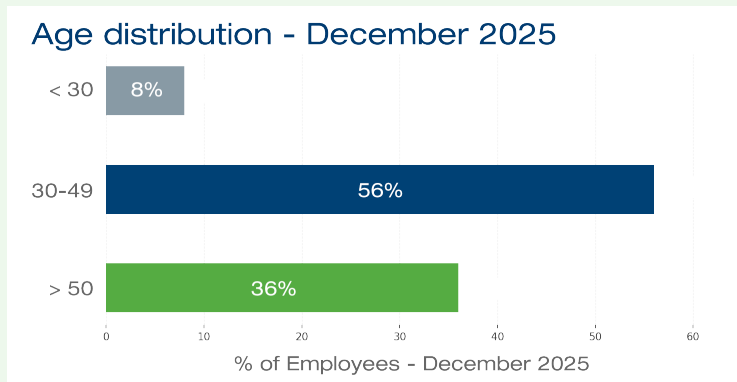
Inclusion - at sites with regulated targets

Inclusion - at sites with regulated targets

% of employees with a disability, 2025



Age distribution



Health & Safety

We closely monitor Health and Safety incident metrics to seek opportunities to implement improvements. In 2025, the recordable injury rate was 0.81, and the lost time incident rate was 0.81.

Training

The average number of training hours in 2025 was 18.6 hours per employee.

Employee Dialogue

In 2025, 82 % of white collar employees participated in formal 2-way performance reviews and 61% of our FTEs had formal representation either through elected representatives or collective agreements

5.2 *Workers in the Value Chain*

Working conditions

The safeguarding of human rights extends beyond our own operations. We expect our suppliers to share our ESG values as described in the ASK Code of Conduct for Suppliers, which include provision of a safe workplace without discrimination, prohibition of child and forced labour, fair compensation and protection of personal data.

We make use of specialised systems to screen and monitor our business partners' activities to identify practices which present social risks.

Data Protection

Our data protection systems include protection of personal data provided by business partners, and we comply with the

GDPR requirements as well as local regulations in the locations where we are present.

Health and Safety

We invest in R&D projects to eliminate or reduce harmful substances in our products as much as possible as outlined in our Global R&D Guideline (--> see 3.1 Innovation) – this protects the environment as well as our own workers and workers in the value chain.

All products sold are clearly labelled and Safety Data Sheets are provided to product users so that they are aware of storage and handling risks and can take action to prevent personal or environmental harm. We ensure we are complaint with Product Safety Regulations at all locations.

Furthermore we offer our customers technical support for safe handling.



6. Governance

Responsible corporate governance is the foundation of ASK Chemicals' business practices and sustainability approach. The Group is committed to conducting business with integrity, transparency and accountability and to comply with applicable laws, regulations and internal policies across all locations in which it operates.

The governance framework is built around clear policies, defined responsibilities, risk-based controls, training and awareness, confidential reporting channels, and regular review of compliance and ESG-related risks. This structure supports responsible business conduct towards employees, customers, suppliers, shareholders, authorities, and other stakeholders.

This Governance section is structured to demonstrate (i) policy commitments, (ii) implemented actions and controls, and (iii) measurable results where validated data is available. Additional metrics will be expanded and certain indicators refined as data collection and validation processes mature. The section covers business conduct, compliance, anti-corruption, whistleblower protection and supplier governance as material governance areas identified in ASK Chemicals' double materiality analysis and the areas most relevant to responsible business conduct in the chemical industry.

6.1 Governance oversight and risk management

Compliance and governance responsibilities are embedded across relevant functions, including Legal & Compliance, ESG, EHS, Procurement, HR, IT, Finance and the operating businesses. The compliance program is overseen by the Head of Global Legal & Compliance, a qualified lawyer "Rechtsanwalt (Syndikusrechtsanwalt)", with full professional independence under German law, who reports directly to ASK Chemicals' top management and, where relevant, to the advisory board and is a member of its Audit Committee.

ASK Chemicals applies a risk-based approach to governance and compliance. Compliance, ESG, supplier-related and information security risks are reviewed through the responsible functions and are escalated to management where appropriate. The Company's Business Approval Guidelines define approval requirements for material business decisions and support consistent, traceable and documented decision-making across the Group.

The governance framework is reviewed periodically to reflect legal developments,

stakeholder expectations and lessons learned from incidents, audits, supplier screening, and training completion data.

6.2 Business conduct and compliance

The foundation of ASK Chemicals' governance framework is a comprehensive set of policies, guidelines and procedures designed to ensure ethical conduct, legal compliance and responsible business practices across the Group. The core elements of this framework include the ASK Chemicals Code of Conduct, the Code of Conduct for Suppliers, the Business Approval Guidelines, the Anti-Bribery and Anti-Corruption Guideline, the Sponsorship Guideline, the Data Protection Policy, the Global Sustainable Sourcing Policy, the Employee Handbook, the Global Climate and Environmental Protection and Product Stewardship Policy, the Global Occupational Health and Safety Policy and the Supplier Risk Screening Process.

These documents establish mandatory standards for employees and business partners and support consistent decision-making, risk management and compliance throughout the organization.



The following policies, guidelines and processes form the core of ASK Chemicals' governance framework. They are complemented by local procedures, contractual requirements and function-specific controls where necessary.

The ASK Code of Conduct is the foundation of the Group's compliance program. It sets expectations for lawful and ethical conduct, fair competition, anti-corruption, conflicts of interest, sanctions and export controls, anti-money laundering, data protection, confidentiality, protection of com-

pany assets, and reporting misconduct. Mandatory and role-based training is managed through an automated learning system. Training topics include anti-bribery and corruption, antitrust and competition law, business ethics / Code of Conduct, diversity and inclusion, occupational health

and safety, environmental protection and product stewardship. Completion rates are monitored by the responsible functions and followed up with the target groups.

Core governance policies, guidelines and processes	Scope
Code of Conduct	Ethical standards for all employees
Code of Conduct for Suppliers	Supplier and contractor expectations
Business Approval Guidelines	Governance and approval framework
Anti-Bribery & Anti-Corruption Guideline	Prevention of corruption and bribery
Sponsorship Guideline	Governance of sponsorships and benefits
Data Protection Policy	Data privacy and information protection
Global Sustainable Sourcing Policy	Responsible procurement and supply chain management
Supplier Risk Screening Process	Third-party due diligence and risk assessment
Global Occupational Health and Safety Policy	Occupational health and safety commitments, risk prevention, responsibilities and minimum standards for safe working conditions across operations
Employee Handbook	Employee rights, obligations, workplace conduct, non-discrimination, fair working conditions and compliance principles

Training / policy topic	Reported completion rate	Basis / comment
Global Anti-Bribery & Corruption	70% overall; 76% in functions-at-risk	FY 2025; functions-at-risk include Procurement, Finance and Sales
Antitrust & Competition Law	67% overall; 75% in functions-at-risk	FY 2025; functions-at-risk include Procurement, Finance and Sales
Code of Conduct / Business Ethics	67%	Reported for employees in relevant functions FY 2025
Diversity & Inclusion	67%	Reported for employees in relevant functions FY 2025
Global Climate and Environmental Protection and Product Stewardship Policy	82%	Reported for employees in relevant functions FY 2025
Global Occupational Health and Safety Policy	82%	Reported for employees in relevant functions FY 2025
Employee Handbook	73%	Reported for employees in relevant functions FY 2025

6.3 Speak-up and whistleblower protection

ASK Chemicals provides employees and relevant stakeholders with channels to raise concerns about suspected misconduct, including potential violations of laws, internal policies or ethical standards. Concerns can be raised confidentially and anonymously. Reports may relate to bribery, corruption, antitrust, discrimination, harassment, human rights, environmental matters, health and safety, data protection or other compliance concerns.

Reports are reviewed by the responsible functions and investigated where appropriate. ASK Chemicals prohibits retaliation against persons who raise concerns in good faith. Substantiated findings are addressed through corrective actions, which may include process improvements, training, disciplinary measures or

escalation to management.

Potential remediation, corrective or disciplinary measures are determined based on the outcome of the review. The whistleblowing process and related policies are subject to periodic review and communication.

In 2025, four reports were received through the reporting channels. Following review, one violence-related report was retracted, one fraud-related report was investigated and closed without findings, one harassment-related report was identified as a misfiled case by the external provider Navex, and one employee-relations report was confirmed as a test submission by the Compliance function.

None of the reports resulted in a substantiated compliance violation. No confirmed incidents of bribery, corruption, or anti-competitive conduct, business ethics violations, environmental non-compliance

or of human rights / discrimination / harassment issues were identified within ASK Chemicals Group. No reports relating to bribery or corruption were received during the reporting period.

The two reports received in 2024 were fully investigated and closed without evidence of a violation. Similarly, no reports relating to antitrust or fair competition matters were received in either 2024 or 2025.

6.4 Responsible supply chain governance

ASK Chemicals expects suppliers and other business partners to operate with professionalism and integrity, to comply with applicable laws, and to respect the Group's social, environmental, quality and safety expectations. These expectations are set out in the Supplier Code of Conduct and the Sustainable Sourcing Policy.

Supplier requirements cover human rights and labour standards, health and safety, environmental protection, chemicals and product stewardship, anti-corruption, fair competition, trade compliance, sanctions, conflicts of interest, data protection, information security, responsible sourcing of raw materials, grievance mechanisms and

cascading obligations to sub-suppliers.

ASK Chemicals operates a structured supplier risk screening approach. Suppliers are screened using a risk-based due diligence process that incorporates country risk indicators, supplier risk profiles, and ongoing monitoring via third-party risk identification tool. No suppliers were classified as high-risk based on Corruption Perceptions Index (CPI) criteria during 2025.

In addition, third parties with an annual spend exceeding €500,000 are subject to continuous monitoring. During the reporting period, 201 supplier alerts were identified and assessed. None were classified as high risk, while 45 were categorized as medium risk and reviewed in accordance with established governance procedures, including oversight by the CSR Committee. Material alerts are escalated to a CSR Committee consisting at minimum of Procurement, ESG and Head of Legal & Compliance as representatives.

The CSR Committee evaluates alerts and may request further information, define corrective action plans, monitor repeat alerts, or recommend termination of the relationship.

Incident category	2025 validated / confirmed cases
Bribery and corruption	0
Antitrust / fair competition	0
Business ethics	0
Environmental compliance	0
Human rights / discrimination / harassment	0

Supplier governance metric	Reported value / status
Suppliers screened for risk	All suppliers screened and categorized by CPI risk level
High-risk suppliers by CPI	0% high risk
Top suppliers under continuous monitoring	Annual spend > 500.000 €
Supplier alerts relevant to anti-bribery / antitrust review	8 medium-risk alerts; 0 high-risk / critical alerts
Risky trading partners covered by due diligence process	100%
Targeted suppliers that signed / acknowledged Supplier Code of Conduct	54%

6.5 Information security and data protection

Information security and data protection are important elements of ASK Chemicals' governance framework. ASK Chemicals processes business, employee, customer and supplier data in accordance with applicable data protection laws and internal policies. The Data Protection Policy defines responsibilities and principles for the lawful, secure and transparent handling of personal data.

Information security risks are managed through defined IT responsibilities, technical and organizational controls, user awareness measures and incident response

processes. Employees receive awareness information and training on relevant IT and data protection requirements. Business-partner data is also covered by the Group's data protection and information handling requirements.

ASK Chemicals will continue to strengthen its information security controls, documentation, employee awareness, and supplier-related data protection requirements as part of its governance, risk management, and compliance reporting to ensure alignment with NIS2, GDPR and other applicable regulations.



6.6 Governance metrics and continuous improvement

ASK Chemicals monitors the effectiveness of its governance and compliance framework through structured compliance reporting, training programs, confidential

reporting channels, and risk-based third-party due diligence activities. Governance performance is reviewed regularly by management and supports the Company's commitment to ethical business conduct, transparency, accountability, and continuous improvement.

Priorities for the next reporting cycle include increasing compliance training completion, strengthening evidence of ethics policy acknowledgement, further documenting corruption risk assessments and audits of controls, expanding supplier sustainability assessment co-

verage, documenting buyer training on sustainable procurement, and improving reporting alignment with recognized sustainability reporting standards.

Governance Metric	2025
Bribery and Corruption reports received	0
Confirmed bribery/corruption violations	0
Antitrust/Fair Competition reports received	0
Confirmed antitrust violations	0
Anti-Bribery & Anti-Corruption training completion (all employees)	67%
Anti-Bribery & Anti-Corruption training completion (functions-at-risk)	76%
Antitrust & Competition Law training completion (all employees)	64%
Antitrust & Competition Law training completion (functions-at-risk)	72%
Suppliers screened for corruption and compliance risks	100%
Suppliers classified as high-risk (CPI based)	0
Supplier alerts assessed during the reporting period	201
High-risk supplier alerts	0
Medium-risk supplier alerts	45

Identified improvement area	Governance response / reporting action
Ethics policy acknowledgement	Track and report annual employee acknowledgement of Code of Conduct and core compliance policies
Corruption risk assessments	Document periodic corruption risk review by geography, function and third-party risk category
Audits of anti-corruption control procedures	Document internal control reviews / spot checks and governance reporting under Business Approval Guidelines
Buyer training on sustainable procurement	Introduce and report buyer training on social and environmental risks in the supply chain
Supplier audits and corrective actions	Track targeted supplier assessments, proportion assessed, corrective action plans and completion status

