



Sustainability Report 2021



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**We consider it
our duty to
constantly
improve
ourselves in
the most
responsible
way possible.**

Dear reader,

I am proud to introduce the CABB Sustainability Report 2021 in a new look and with an extended coverage of key performance indicators, now including all CABB sites of the CABB Group. The new report transparently documents the achievements of our goals across the board and therefore highlights our progressive sustainability strategy as a core value of our business.

Our world is facing fundamental challenges. Climate change, scarcity of resources, and the need to feed a growing population from shrinking arable land are just a few of them. At the CABB Group, we are convinced that a sustainable world is only attainable if everyone combines efforts. We consider it our duty to constantly improve ourselves in the most responsible way possible. Our continuous efforts in the fields of resource and energy efficiency, workplace safety, as well as efforts to actively nurture a non-discriminatory and inclusive work culture are documented in this report.

Besides working to reduce our own carbon footprint, we also work to help our customers implement essential innovations in the areas of Crop Sciences, Life Sciences, and Performance Materials. Thus, we directly and indirectly contribute to establishing more sustainable processes and products in a variety of businesses and industries around the world. In October 2020, CABB has proudly signed the UN Global Compact and continues to commit to its principles in all business areas.

We know that fostering and developing an even more sustainable business is a journey all of us undertake together. We actively invite our customers to join the dialogue with us, so we can learn and improve. Thorough feedback – be it through assessments, audits, but also complaints – is an effective mechanism that we are pleased to use in order to grow as sustainably as possible.

To achieve even more transparency for all stakeholders, we report on all our sites and locations in Switzerland, Germany, Finland, the United States and China. We also established a global scorecard, which we utilize to track progress and quickly identify potential areas for further improvement. Sustainability is a standing agenda item at our Executive Committee meetings as well as in the discussions with our Advisory Board. We set ourselves strategic targets in areas such as health, safety, and emissions; and added sustainability-related KPIs to our management bonus schemes.

Clearly, no 2021 report can be written without mentioning the Covid-19 pandemic. It is one of the key concerns affecting many businesses, as it has highlighted the fragility of our economic system, strongly jeopardizing the capabilities of global supply chains. Thanks to great teamwork – within the CABB Group, but also with our partners – we were able to fully support our customers in a very challenging market environment. As a premier contract development and manufacturing organization (CDMO), customers rely on the CABB Group to ensure that their production runs smoothly. We met these expectations during the pandemic and will continue to do so in the future. The CABB Group has dedicated great efforts to protect the health of its employees as well as ensuring a consistent high level of supply capabilities in all markets fully.

In 2022, we are committed to continue to pursue our objectives of greatly reducing our carbon footprint, improving the use and reuse of resources in our production units, and maintaining a safe and future-proof workplace environment. I am glad to say that we can leverage a robust foundation that we built over the years. In a world that is increasingly dominated by climate change and dwindling resources, the only way for us to enjoy a successful future is to think and act sustainably. On behalf of the entire CABB Group, I cordially invite you to join us on this journey.

Sincerely yours,



Valerie Diele-Braun
CEO CABB Group

In a world that is increasingly dominated by climate change and dwindling resources, the only way for us to enjoy a successful future is to think and act sustainably.

KPI Summary



13,975
tons CO₂e reduction
2021 vs. 2019

15,000 **hours**
of safety-related trainings



8.5%
reduction of
water withdrawal
2021 vs. 2019

25 **nationalities**
More than

1,155
employees



589 million
euros in sales

19.4%
women in



management positions

CO ₂ e EMISSIONS		2019	2020	2021	Δ 2021 vs. 2019 (%)
CO₂e Scope 1	t CO₂e	70,526.27	66,115.10	75,358.18	6.9
Switzerland		1,956.97	1,384.00	1,245.18	-36.4
Germany		6,324.93	6,839.39	7,017.84	11.0
Finland		4,648.65	5,418.19	7,865.33	69.2
USA		57,367.16	52,245.90	58,995.42	2.8
China		228.55	227.62	234.41	2.6
CO₂e Scope 2	t CO₂e	195,552.40	178,161.08	176,744.59	-9.6
Switzerland		59,472.72	50,310.97	49,467.70	-16.8
Germany		99,204.55	90,740.41	90,647.53	-8.6
Finland		20,980.54	21,201.88	19,608.84	-6.5
USA		11,221.77	10,788.82	11,049.33	-1.5
China		4,672.81	5,119.00	5,971.20	27.8
Scope 1 + 2 (market-based)	t CO₂e	266,078.66	244,276.18	252,102.78	-5.3
Scope 1 + 2 (location-based)	t CO₂e	293,072.97	271,837.58	291,393.56	-0.6
t CO₂e per million euro sales		508.46	496.19	428.02¹	-15.8

¹ Based on preliminary year end results

ELECTRICITY, STEAM, WATER AND WASTE		2019	2020	2021	Δ 2021 vs. 2019 (%)
Total electricity consumption	MWh	327,856	305,388	332,552	1.4
Total steam consumption	MWh	382,870	356,626	395,695	3.3
Total water withdrawal	MI	34,713	33,266	31,765	-8.5
Total waste: non-hazardous	t	20,588 ²	18,997 ²	18,132 ¹	-11.9
Total waste: hazardous	t	55,828	56,196	56,755 ¹	1.7

¹ Includes extrapolated data for the Gersthofen site in Germany, which is based on data from 2020.

² Excludes data from Jining (CN), which has only been collected since 2021.

EMPLOYEES		2019	2020	2021
Number of employees		1,104	1,110	1,155
Age structure in %				
<30 y		14	15	15
30–50 y		45	45	47
>50 y		41	40	38
Women/Men in %				
Women		15	14	16
Men		85	86	84
Women in management		16.50	17.00	19.40
Fluctuation in %		9.00	7.00	6.90
Lost time accident rate (LTAR)¹		0.40	0.39	0.52

¹ Excluding Jining (CN)



1 Sustainability Strategy

“In a nutshell, we translate sustainability into outstanding corporate performance on a long-term basis. Sustainable success requires the corporation to be healthy on the inside and to do all it can to contribute to a healthy environment to operate in on the outside.”

Valerie Diele-Braun, CEO

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CABB – Your Partner in Fine Chemistry

The CABB Group is a leading contract development and manufacturing company (CDMO) for starting materials, active ingredients, and advanced intermediates. The CABB Group specializes in the production of customized, highly complex molecules for leading companies, particularly in crop sciences, life sciences, and performance materials industry.

With 1,155 employees and six production sites in Europe (Switzerland: Pratteln, Germany: Knapsack and Gersthofen, Finland: Kokkola), Asia (China: Jining) and the US (Galena), we generate annual sales of about half a billion euros.

Premier contract development and manufacturing company

The CABB Group has a strong focus on high-purity products based on multistep chemical synthesis. With its custom manufacturing services, the CABB Group works closely with customers to develop and optimize individual steps in their value chain for the synthesis of agrochemicals, pharmaceuticals and other complex and – in most cases – patented chemical products.

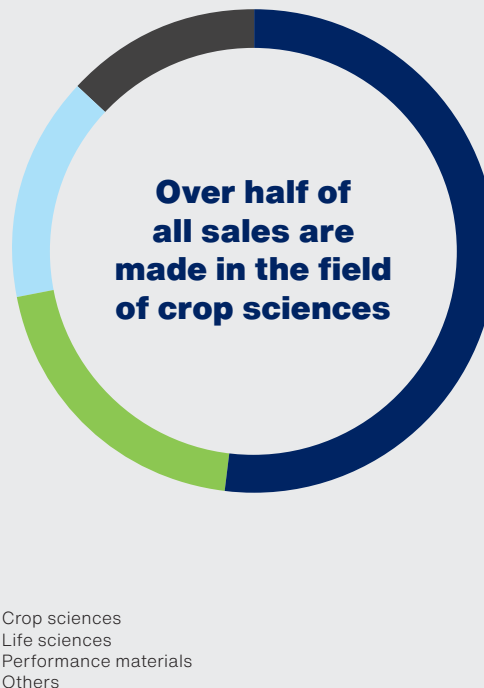
Thanks to its unique transatlantic production footprint with state-of-the-art manufacturing facilities, the CABB Group is an integral part of its customers' value chains. Customers benefit from its proven track record of securing and delivering large-scale growth projects in crop sciences and life sciences – resulting in trusted and long-lasting partnerships.

Expertise in Crop Sciences, Life Sciences, and Performance Materials

The CABB Group has been manufacturing intermediates and active ingredients for leading agricultural players for decades. When it comes to life sciences, its building blocks, derivatives, and advanced intermediates are used in the pharmaceutical industry, in personal care products and nutrition such as flavors. Within the performance materials segment, the CABB Group's fine chemicals are vital for high-tech applications in electronics supporting megatrends in mobility and mobile communications.

Committed to Continuous Improvement and Superior ESG Standards

The CABB Group's leading production competence is based on its "Verbund" systems. These integrated production sites are its platform for providing differentiated, large-scale products based on high process efficiency including recycling of side streams.

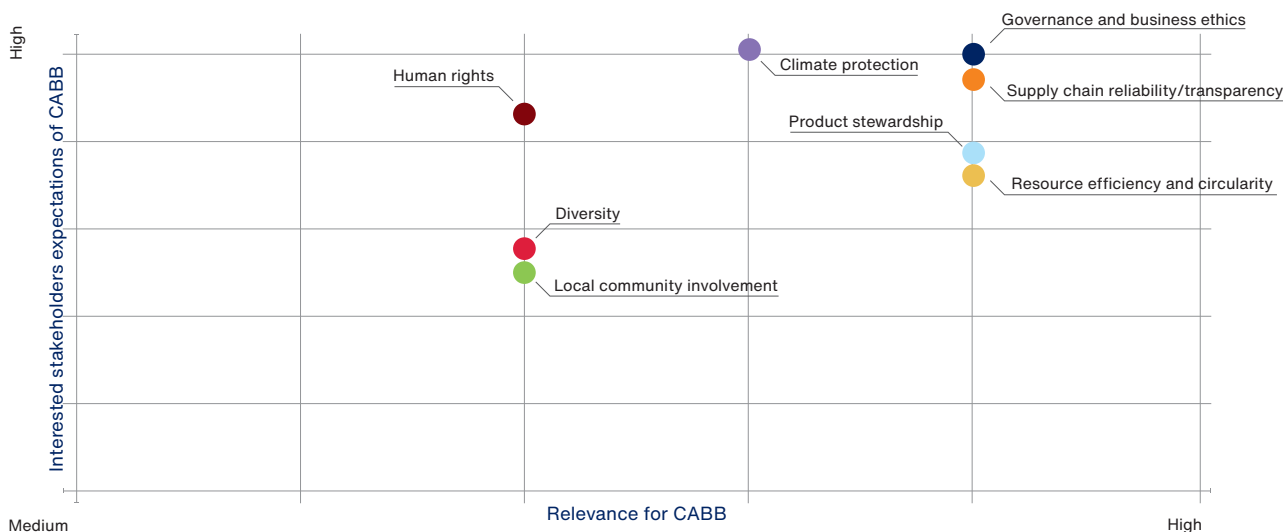


The CABB Group has underlined its sustainability commitment by signing the UN Global Compact and the Responsible Care initiative. In line with its holistic understanding of sustainability, the CABB Group uses an Integrated Management System. All CABB Group sites are certified and regularly audited for compliance with relevant industry standards including ISO 9001 (Quality) and 14001 (Environment). Some sites are additionally audited for compliance with ISO 45001 (Occupational health and safety) as well as ISO 50001 (Energy).

1.1 Sustainability as a Strategic Ambition

Sustainability is deeply embedded in the CABB Group's corporate vision to be the "partner of choice" for our target markets and customers, a partner that "handles complex chemistry reliably, sustainably, efficiently, and therefore better than anyone else." For the CABB Group, this means not just fulfilling minimum sustainability standards set by stakeholders, but to continuously work on surpassing them – an ambition that is fully endorsed by CABB's investors.

Generating continuous growth in a resource-efficient manner, not putting harmful emissions into the environment, and ensuring the safe handling of chemicals along the value chain are therefore at the core of the CABB Group's business responsibility. The CABB Group will continue to reduce its operational footprint and deliver and develop increasing economic, environmental, and societal value through innovative processes and solutions.



The materiality assessment is an indispensable method for identifying the essential needs and expectations of the CABB Group's stakeholders as well as those aspects that are important from CABB's perspective. The findings from both perspectives are related to each other through the materiality matrix. The resulting fields of action are those that are of particular relevance to the Group and are of central importance for its sustainability strategy.

1.2 The Environmental, Economic and Societal Dimensions of Sustainability

Over the years, taking an intentional approach to sustainability has moved from being a "nice to have" to being a "license to operate." At the same time, there are hardly any areas or concepts where meaningful sustainability considerations can be excluded. Accordingly, a wide range of topics has been included in the CABB Group's Materiality Assessment (see above). All are shaped by the environmental, economic, and societal dimensions of sustainability, which make up the CABB Group's understanding of sustainability.

Creating Environmental Value Across the Entire Supply Chain

Due to its product portfolio, the CABB Group is firmly integrated into its customers' value chains, making it all the more important to keep the entire sustainability ecosystem in mind. When it comes to climate protection, for example, the CABB Group works towards reducing the carbon footprint of their customers' end products – chiefly through the judicious selection of suppliers. Moreover, the CABB Group continuously optimizes its production process efficiency to lower energy consumption, make processes safer and reduce resource usage to a minimum.

In addition, the CABB Group actively promotes a circular economy at all its sites thereby significantly reducing waste. The Group further uses its advances in raw material and solvent recovery to ensure that chemicals and materials are recycled.

Creating Societal Value to Drive Change

The CABB Group's team is one of its most important factors for long-term business success, so it is crucial that employees have solid career prospects, feel satisfied, and are enthusiastic and committed to contributing to the success of the CABB Group in the long term. Therefore, the CABB Group invests in training for its employees, strives to create a workplace free of discrimination, and sets clear goals to increase the percentage of women in management.

However, this social dimension of the concept of sustainability goes beyond individual employees because to implement its sustainability strategy, the CABB Group relies on a functioning society in which the company is integrated. Therefore, the CABB Group works closely with suppliers to ensure their compliance with respective norms and regulations and emphasizes local involvement in the communities around the production sites.



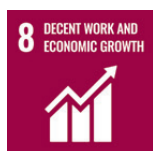
1.3 Walking The Talk: CABB Group's Approach to Sustainability

Any theory is meaningless if it is not put into practice. Consequently, it is imperative to firmly anchor a sustainability strategy in concrete and binding measures.

Voluntary Commitments to Established Global Frameworks

The CABB Group is part of a broad-based movement to promote sustainability. The Sustainable Development Goals of the United Nations are established targets for sustainability strategies that the CABB Group also uses as a blueprint for its efforts. Seven specific goals have been identified as particularly relevant for the CABB Group. All sustainability activities are thus aligned to maximize their contribution to achieving these goals.

Our greatest contribution is to these Sustainable Development Goals:



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

The CABB Group has committed to the UN Global Compact in October 2020. The Ten Principles of the UN Global Compact address ethical, social, environmental, and business minimum standards and are incorporated into all the measures enacted by the CABB Group.

In April 2021, Valerie Diele-Braun, CEO of the CABB Group, additionally signed the "Diversity Charter," with the aim to further promote mutual recognition, respectful cooperation, and ever-present diversity in the workplace.

Collaboration with Stakeholders

As a learning organization, the CABB Group views feedback as a key element of sustainability planning and works closely with its stakeholders in this regard. The CABB Group not only receives feedback from its customers (via customer audits and satisfaction surveys) but also from certification bodies, public authorities, and sustainability rating agencies such as EcoVadis. This allows its activities to be evaluated externally and provides recommendations for areas in which the CABB Group can improve further.

Complementing the close cooperation with customers, the CABB Group evaluates potential suppliers against sustainability criteria. All existing top 15 suppliers have either signed the CABB supplier code of conduct or committed themselves to a similar set of rules. Any new supplier must sign the code of conduct before being listed. In 2021, additional measures were introduced to further increase the transparency within the supply chain. The first results are expected in 2022 and will be integrated in the corresponding sustainability report. Doing so, the CABB Group also fulfills the higher regulatory requirements that come with the passing of the German Supply Chain Act and similar regulations.

Translating Ambitions into KPI, Action Plans and Projects

Key Performance Indicators (KPI) are a fundamental part of the CABB Group's strategic corporate management. Strategic targets have been set in areas such as health, safety, carbon footprint reduction, emissions, and sustainability-related KPIs have been added to the CABB Group's management bonus schemes. The topic of sustainability has also been established as a fixed agenda item in Group Management and Executive Committee meetings.

EcoVadis Rating

The majority of the CABB Group sites undergo annual audits by EcoVadis, the world's largest provider of sustainability ratings. In the latest rating conducted in July 2021, CABB's site in Pratteln (Switzerland) was awarded the gold rating for the third time in a row, and the production sites in Germany and China achieved silver. As part of the audit, EcoVadis also provides valuable input on areas in which the CABB Group can continue to improve.



To facilitate the process, the former Custom Manufacturing business unit took the lead in 2019 and began consolidating the tracking of all of CABB's sustainability initiatives. As a result, the former Custom Manufacturing business unit can now coordinate projects at different levels and, more importantly, measure specific KPIs globally. That way, CABB tracks its progress in a verifiable manner and identifies shortfalls at an early stage. In 2020, the management dashboard was enhanced with additional KPIs and rolled out in the entire CABB Group. It now provides a monthly overview of the Group's performance.

Furthermore, integrated global project management tracks all the major initiatives and compares their results to the targets that have been set.

Consistent with its holistic sustainability strategy, the CABB Group relies on an integrated management system that enables it to competently master even complex cross-divisional management tasks. Clearly defined roles, rules and processes assist in structuring topics such as quality, environmental protection, innovation, knowledge, and occupational safety. All the CABB Group sites are regularly audited for compliance with relevant industry standards, including ISO 9001 (Quality) and ISO 14001 (Environment). Some sites are additionally audited for compliance with ISO 45001 (Occupational health and safety) or ISO 50001 (Energy).

Investing in Safety, Efficiency, and Growth

The CABB Group is constantly modernizing and expanding its production facilities and associated infrastructure. In addition to its commitment to environmental protection and safety, it is among the CABB Group's top priorities to strive for high-quality products. One approach it pursues, for example, is to achieve the greatest possible operational flexibility during production by means of a high degree of automation wherever feasible. As a learning organization, the CABB Group collates valuable knowledge from all optimization trials and feeds it into the further development of its other sites.

Infrastructure Upgrade in Pratteln

More than one hundred million Swiss francs have been invested in the upgrading and modernization of the infrastructure at the Pratteln site in Switzerland since 2018. Among other things, an integrated "Verbund" system enables the more sustainable production of chlorine- and sulfur-based raw materials and intermediate products. The energy supply for electrolysis and the associated production plants was further expanded, and the process control system has now been upgraded with the latest technology.

Automation Ensures Quality and Efficiency

The Jayhawk site in the United States recently began employing a distributed control system (DCS) that allows processes to be centrally scheduled, configured, automated, controlled and logged, resulting in further progress in terms of quality and efficiency. At the same time, employees can focus more fully on work steps that require them to make the best possible technical decisions in the control room or on-site with customers.



2 Environment

“We know that fostering and developing an even more sustainable business is a journey all of us undertake together. We actively invite our customers to join the dialogue with us, so we can learn and improve. Thorough feedback is an effective mechanism that we are pleased to use in order to grow as sustainably as possible.”

Valerie Diele-Braun, CEO

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2.1 Environmental Protection as Part of the CABB Group's Strategic Approach

At the CABB Group, environmental protection is considered to be an integral part of operational excellence. As a socially responsible company, the CABB Group uses resources conscientiously, at the same time, this also positively impacts economic considerations. Sustainable production methods are the only way to ensure that the CABB Group can continue to offer competitive products and services in the long term and maintain and intensify strategic partnerships with its customers.

Operational Efficiency a Key Driver for Environmental Protection

Increasing operational efficiency is a top priority for the CABB Group as it provides clear benefits. When these benefits are combined, they create a virtuous cycle for the CABB Group by

- minimizing negative environmental impacts,
- creating cost advantages in production,
- driving innovation and the CABB Group's long-term competitiveness.

This chapter focuses on the environmental impacts of internal production and operating processes, as well as on measures that can be taken to reduce these impacts. Particular attention is paid to the CABB Group's energy consumption, emissions and use of resources. The latter encompasses the procurement of raw materials along with the recycling of solvents and waste disposal. In addition, the conscientious use of water and the safe handling of environmentally critical materials and wastewater are always monitored carefully.

CABB Group Sets Clear Targets

The CABB Group sets itself ambitious targets. Among others, the CABB Group aims to lower its CO₂e emissions by 30,000 metric tons of CO₂ equivalents (CO₂e) per year by 2025 compared to 2019. Moreover, the sustainability report is planned to be fully compliant with the "Global Reporting Initiative" (GRI) by 2023, meaning that all relevant parameters will be communicated comprehensively, thus increasing transparency for all stakeholders.

By 2025:

-30,000 t CO₂e

compared to 2019 (Scope 1 and 2)

2.2 Environmental Management System to Monitor Progress

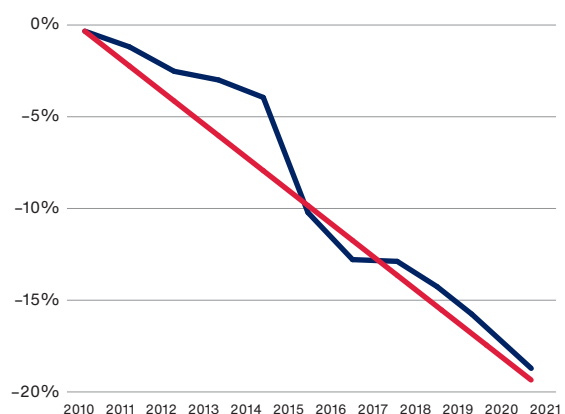
In addition to already ambitious sustainability goals, the CABB Group's environmental management system has been certified to ISO 14001:2015 at all sites. This is the basis for systematically aligning its business activities with relevant environmental aspects and the stakeholders concerned. The functionality of the environmental management system and the proper implementation of the corresponding requirements are reviewed by certifying bodies as part of the CABB Group's regular maintenance and recertification audits.

2.3 Energy Reduction as a Key Goal

Energy is not only a key determinant in minimizing the CABB Group's usage of resources; its consumption is also a central cost and competitive factor. The CABB Group is working to significantly reduce specific energy consumption (electricity and steam consumption, excluding the power used in its electrolysis plants). As a result, in Germany CABB plans to reduce its annual energy consumption by 16% by 2025 compared to 2020.

The CABB Group reduced its annual energy consumption by a rounded up 17% by the end of 2020 compared to the 2010 energy baseline and thus achieved its goal overall. This success can be attributed to a large number of measures that either help to reduce overall energy requirements, use energy more efficiently, or deploy it in a more targeted manner.

Energy Savings Target in Germany for 2020 Was Achieved



Reduction of energy consumption between 2010 and end of 2020 of CABB GmbH was 16,7%.

■ Targeted energy savings
■ Achieved energy savings

ISO 50001 certification

Energy management at CABB's German production sites is certified in accordance with ISO 50001:2018. Top marks were once again awarded following an external audit in 2021. Standard compliance was met in all areas and even exceeded in six of eight standard clauses. To achieve this, the energy management system must prove its standard compliance in an annual surveillance audit and a three-year recertification audit.

Optimized Energy Use in Distillation Processes

Energy efficiency measures help the CABB Group to always deploy only the minimum amount of energy necessary, e.g. during the final distillation of monochloroacetic acid production in Germany, when the end product is purified of acetic acid. Since measuring the acetic acid concentration in the required trace range was not possible previously, the distillation columns were operated according to a predefined temperature profile. Although this guaranteed the desired product quality, it also consumed more energy at times than was strictly necessary. Thanks to a suitable measurement method implemented in May 2020, the steam volume can now be adjusted to the respective operating mode. As a result, only the precise amount of heating energy that is actually required is used to maintain product quality. A review in May 2021 showed that this measure enabled the German Knapsack site to save 1,524 metric tons of steam in one year, which corresponds to around 425 metric tons of CO₂e.

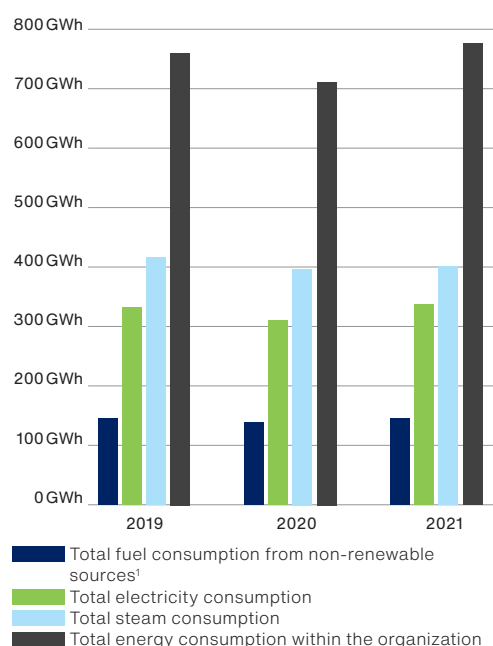
Unbundling of Processes in Knapsack

The acquisition of new compressors at the German Knapsack site in May 2021 is another example of how CABB in Germany is using energy in a more targeted manner. Compressed air generation is now distributed between two smaller compressors instead of one central machine. Before, all the air used to be compressed to the highest pressure required and then depressurized for other processes, now however, compressed air can be generated directly at the requisite pressure level as needed. This reduces the energy consumption by around 30%, resulting in annual savings of around 80 metric tons of CO₂e.

Optimized Energy-Efficient Technology for Chlor-Alkali Electrolysis

Another tool at the CABB Group's disposal is the use of even more energy efficient technology. For example, as part of a planned overhaul at the turn of 2020/2021, the electrolysis plants at the German Gersthofen site were upgraded to the latest technology, allowing the membranes to be positioned between the electrodes without any spacing ("zero-gap technology"). The resulting higher current densities between the electrodes provide a significant improvement in electrical efficiency. In concrete terms, the associated lower electrical voltage in the electrolysis process reduces power consumption while delivering the same power load.

Energy Consumption



¹ These include diesel, gasoline, propane, natural gas, fuel oil, heavy oil, and sulfur (sulfur is used by CABB in Switzerland as a raw material; with the waste heat of the process, steam is generated).

Thanks to this optimization, CABB in Germany was able to reduce the electrolysis plants' specific electricity consumption in 2021 by around 9% – which in fact exceeded the set target of 8% compared to the reference period of 2016 to 2019. With the aim of realizing further efficiency gains in the future, CABB in Germany is comparing membranes from different suppliers during ongoing operations in order to evaluate them in long-term tests and switch to the more efficient variant during the next overhaul.

Increased Efficiency Around the Office as Well

At CABB in Germany, Management collaborated with the IT department to adjusted the energy-saving settings of the company desktop PCs as well as all laptops to ensure that they consume less energy when not in use.

Recycling Energy with Hydrogen Generators

Finally, another key element is the energy-efficient interlinking of various processes, such as reusing process waste heat during the heating stage of another operation, or by incorporating surplus hydrogen into the production of electricity. In this way, energy used once can be reused efficiently.

Measuring Energy Consumption More Accurately with Software

The actual energy demand during production depends on a variety of factors. This means that the actual energy reduction is difficult to measure. For example, a few weeks of very hot summer weather can lead to higher energy consumption – even though effective energy-saving measures have, in fact, been introduced. This is very evident in the production of chlorine. When outside temperatures are lower, the required compressors run much more efficiently than during a heat wave, thus, such effects must be considered when calculating energy savings.

Since 2017, CABB in Germany has placed a top priority on using Energy Efficiency Controlling (EnEffCo), a software program from Ökotec that compares expected energy consumption with actual consumption while taking a wide range of variables into account. These include outside temperatures, production volumes, and process parameters (pressure, temperatures, volume flows, etc.), allowing external influences to be calculated and energy savings to be displayed.

This controlling makes it possible to generate representative energy savings certificates, which are vital for relevant audits (e.g., ISO 50001). However, the software also delivers practical support during operations by flagging increased energy consumption or faulty readings that may not have been noticed otherwise.

2.4 Cutting Emissions to Combat Climate Change

Emissions play the lead role in climate change. The CABB Group is aware of its responsibility in this regard and has set the target to lower its Scope 1 and 2 emissions by 30,000 metric tons of CO₂e per year by 2025 as compared to 2019 while growing its business.

An important element of the measures enacted to achieve this goal is linked to the reduction of overall energy demand, which was discussed more thoroughly in the previous section. Another significant focus area is the shift to renewable energies, which can significantly reduce emissions while satisfying the same energy demands.

Electricity from Renewable Sources

The Finnish CABB site in Kokkola has been powered completely by electricity from hydropower plants since 1 January 2020. This switch to green energy reduces the site's Scope 2 CO₂e emissions by approximately 5,800 metric tons per year, which is equivalent to the average individual annual carbon footprint of nearly 865 EU citizens.¹ The Jayhawk site in Galena (USA) already sources 50% of its electricity from regionally generated wind energy. As an example of sustainable synergy, some of the technologies used in the wind farms are supported by molecules produced by CABB in the United States.

Sustainable Energy Sources Used for Steam Generation

More and more eco-friendly alternatives are also being found for steam generation in the CABB Group's production facilities. For example, the German Gersthofen site has been using the byproduct hydrogen as an energy source to produce steam since December 2021. This initiative is calculated to save about 1,800 metric tons of CO₂e annually.

Since the beginning of 2021, a significant part of the steam requirements for the German Knapsack site have been sourced from an alternative fuel power plant operated by YNCORIS, which converts specially treated commercial and industrial waste with a very high calorific value into electricity safely and with low emissions. Most of the site's steam consumption is now covered by this low-emission energy. This conversion is expected to result in significantly lower Scope 2 CO₂e emissions, saving approximately 3,500 metric tons of CO₂e annually.

¹Source: Eurostat – EU's total carbon footprint was equal to 6.7 metric tons of CO₂e per person in 2019.

Reduced Emissions Through Sustainable Mobility

The CABB Group encourages employees to move to sustainable mobility practices. At the end of 2020, ten charging stations were installed in the Knapsack industrial park in Germany to promote the use of electric vehicles. CABB is also focusing on sustainable mobility at its Finnish Kokkola site, where employees took part in the "Kilometrikisa," a contest that encourages commuting to work by bicycle instead of car. The CABB team in Kokkola traveled more than 27,000 km by bicycle during the contest, which corresponds to savings of approximately 1,900 liters of gasoline or 4,700 kg of CO₂e.

2.5 Improving Water Management to Decrease Ecological Impact

Water plays an important role in the CABB Group's production processes and is used primarily for cooling. As a result, large amounts of water must sometimes be withdrawn. The CABB Group assumes its responsibility in this area and makes effort to reduce its use of extracted water. One example is the commissioning of a new cooling tower in Jining (China), which improves the condensation effect and helps to reduce the amount of wastewater.

The measures undertaken by the CABB Group also focus on the resulting wastewater, which is pre-treated whenever possible. At its Pratteln site in Switzerland, CABB commissioned a plant in 2019 that uses state-of-the-art UV-advanced oxidation process technology to break down complex pollutant molecules into smaller molecules that are non-toxic and readily biodegradable. This allows the wastewater to be discharged into a regular sewage treatment plant. In 2021, CABB in Pratteln was able to significantly increase the system's capacity to treat wastewater by fine-tuning the process's pre-treatment stage.

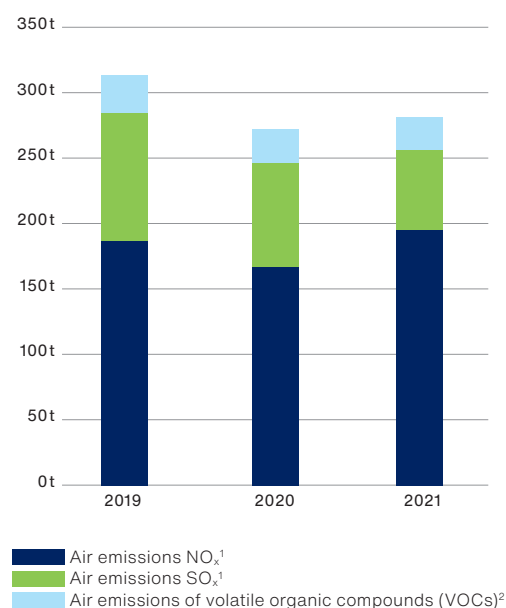
2.6 Reusing Byproducts and Reducing Waste

Production processes always result in byproducts. The CABB Group wants to reuse byproducts wherever it is feasible and avoid waste wherever possible. The minimum waste that is absolutely unavoidable is always treated and disposed of according to all regulations.

Recyclability in Closed-Loop Systems

The CABB Group is a pioneer in the circular economy. The company eliminates waste by developing highly efficient processes with optimized product yields and by reusing materials within production cycles. The ultimate aim is to establish a circular economy in which products are used over and over again and therefore zero waste is generated.

Air Emissions

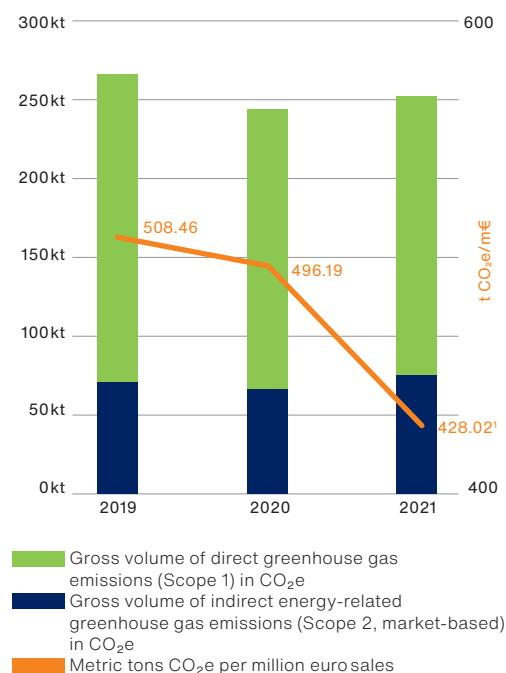


¹ Not measured in Knapsack (DE) and Jining (CN). Includes extrapolated data for Gersthofen (DE), which is based on measurements from 2019.

² Not measured in Knapsack (DE) and Gersthofen (DE). In Jining (CN) data has only been collected since 2021.

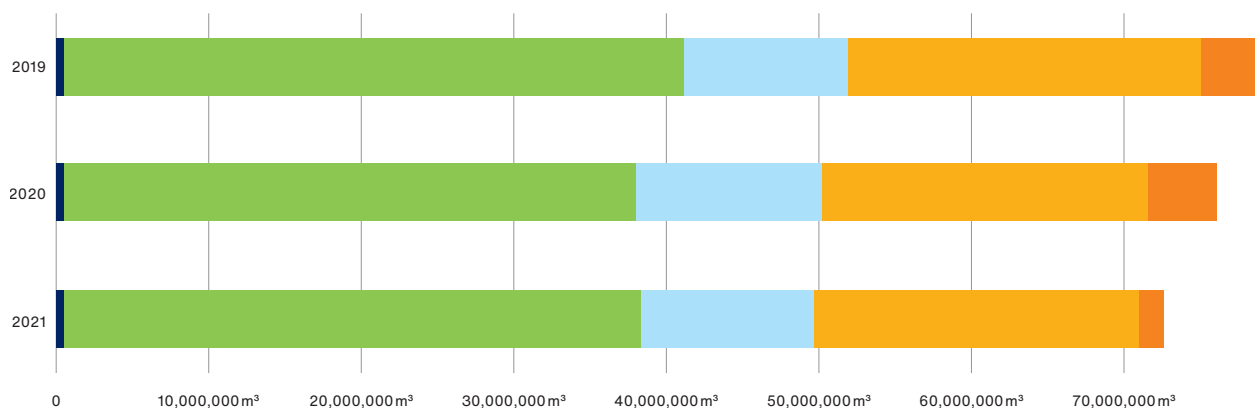
Greenhouse Gas Emissions

To further improve transparency, CO₂e analyses (Scope 1 and Scope 2 emissions) for all sites have already been commissioned from external companies for 2020. The analyses for Scope 3 emissions will take place in 2022.



¹ Based on preliminary year end results

94% of the Water Extracted by CABB Comes from Areas with Low Water Stress



Water withdrawal from areas with low water risk¹

From surface water
From groundwater
From seawater
From third parties

Water withdrawal from areas with high water risk²

From third parties

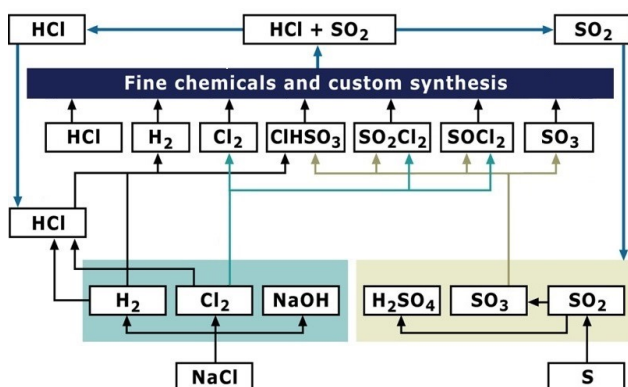
¹ Sites with a water risk under 40%. They include Kokkola (FI), Galena (US), Pratteln (CH), Knapsack (DE), and Gersthofen (DE).

² Sites with a water risk over 40%. They include Jining (CN) and Sulzbach (DE).

WATER WITHDRAWAL		2019	2020	2021
Water withdrawal from areas with low water risk¹				
	m³	32,814,062	31,315,816	31,050,588
From surface water		207,472	215,711	217,975
From groundwater		17,783,678	16,396,917	16,544,693
From seawater		4,705,354	5,355,450	4,957,890
From third parties		10,117,558	9,347,738	9,330,030
Water withdrawal from areas with high water risk²				
	m³	1,898,525	1,950,662	714,369
From surface water		0	0	0
From groundwater		0	0	0
From seawater		0	0	0
From third parties		1,898,525	1,950,662	714,369

This type of closed-loop system also has tangible financial benefits, as it can reduce costs for raw materials and waste treatments. An example of this was the green-belt project launched at CABB's Swiss production site in Pratteln in 2020, with a cross-functional team working to improve the yield of a key intermediate product while achieving additional savings in terms of energy consumption and waste.

Pratteln "Verbund System"



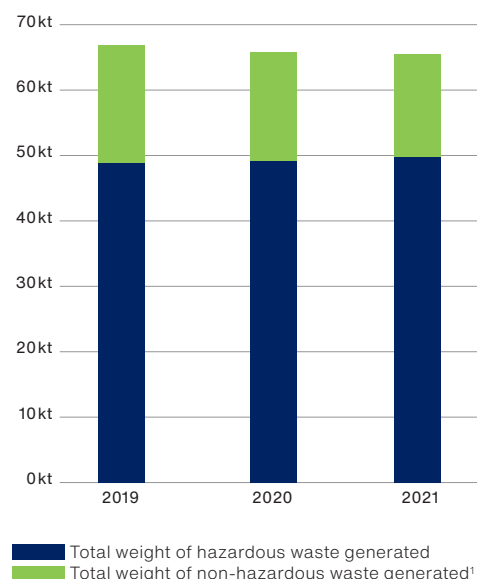
In Pratteln, CABB is contributing to the creation of a circular economy using a "Verbund System". This enables highly efficient and sustainable chlorination and sulfonation reactions. Chlorine and sulfur trioxide are produced as primary raw materials and used to manufacture a variety of chlorination and sulfonation reagents. In turn, these are used to produce further downstream intermediates and active ingredients. The HCl and SO₂ generated as off-gases are separated, purified and recycled or reused.

Reduced Resource Consumption Leads to Less Waste

Waste management can also be implemented at the source by identifying ways to reduce overall resource consumption. One example of this is the "OA Office System" at the Jining site in China, which has digitalized the process approval procedure and now electronically archives corresponding approval data. This has reduced paper consumption so significantly that approximately 10,000 fewer pages of paper are printed annually.

Waste volumes are recorded and monitored at each production site. In addition, waste volumes have been collated and tracked as part of a global ESG monitoring process since the end of 2021. Waste is further divided into "hazardous" and "non-hazardous" categories and encompasses all CABB-internal processes (excl. upstream or downstream processes). Some of CABB's production sites are located in chemical parks that handle waste disposal. CABB receives an annual external waste disposal report from the parks and also has the option to conduct monthly surveys. Waste figures for 2021 are partially estimates based on actual production volumes. Some waste statistics by external parties are only provided after the publication of this report. The final numbers for 2021 will be published in the next sustainability report.

Total Waste Generated



¹ Includes extrapolated data for the Gersthofen site in Germany, which is based on measurements from 2020.



3 Social

“As a premier contract development and manufacturing organization (CDMO), customers rely on CABB to ensure that their production runs smoothly. Thanks to great teamwork – within CABB, but also with our partners – we were able to fully support our customers in a very challenging market environment.”

Valerie Diele-Braun, CEO

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3.1 Assuming Social Responsibility

The CABB Group strives to offer employees an attractive and inspiring work environment that provides opportunities for individual development and growth. The company focuses on promoting diversity as an essential component for operational excellence. Thus, as one of the main pillars of its diversity strategy, the CABB Group has set itself the goal to increase the proportion of women in management positions from 15% to 20% by 2025.

The physical integrity and protection of employees is a top priority for the CABB Group throughout all of its operations. Clear guidelines, rules and safety regulations are the central prerequisites for preventing occupational accidents. Several of our sites have ISO 45001:2018 or a comparable certification. This helps the CABB Group not only to achieve its defined, Group-wide goals in the area of occupational safety and health management but to continuously improve them as well.

Using a wide array of training programs, the CABB Group raises employee awareness of safety and health issues and communicates the basics of sound business practices. This also includes information about respecting human rights as well as the ethical and morally correct treatment of employees and customers in general.

The CABB Group always treats its customers and other stakeholders as partners, which means that the company also views each interaction with them as part of a partnership.

3.2 For and With Its Customers

“YOUR PARTNER IN FINE CHEMISTRY” is the slogan of the CABB Group. This principle is adhered to in every one of its customer relationships as well as on a much larger scale. As a contract development and manufacturing company (CDMO), particular emphasis in the company’s business model is given on long-term partnerships with customers – some of which span decades.

The CABB Group works closely with customers to develop and optimize individual steps in their value chain for the synthesis of crop protection products, drugs and other complex, mainly patented chemical products. Production sites are located in Pratteln, Switzerland, in Kokkola, Finland, and in Galena, USA, as well as in Knapsack and Gersthofen, Germany, and in Jining, China. As a producer and supplier, the CABB Group not only strives for a high level of sustainability in its own operations but also supports its customers in doing the same.

Investing on Behalf of Customers

The CABB Group continuously invests in new infrastructure, technologies and products at its sites in order to offer customers superior-quality products and services at all times. Over the past three years, the CABB Group has invested over 60 million euros each year in the modernization and expansion of its infrastructure.

Thanks to its global production network and sites in Europe, the USA and China, the CABB Group offers its customers tailor-made, regional solutions that simplify their own supply chains as a result. The CABB Group assumes the role of a strategic partner for a large number of its customers. Working in tandem with them, the CABB Group undertakes the continuous optimization of production, transport and logistics processes.

Robust Sourcing Network

The CABB Group is committed to being a reliable partner for its customers, no matter the circumstances. In 2021, the supply situation became very strained due to the Covid-19 pandemic and subsequently, trade and demand increased unexpectedly rapid. Additionally, the economy was strained by poor weather conditions, e.g., in Germany and the USA, and the shipping accident in the Suez Canal. Shortages of raw and packaging materials as well as technical equipment, coupled with interruptions/delays in logistics presented the purchasing department with major challenges in terms of availability and price increases. The focus of purchasing during the past year was therefore on securing supplies for the sites by quickly establishing new supply channels or searching for and evaluating new suppliers – all without compromising quality in any way. Measures were also introduced at the end of 2021 to increase transparency within the supply chain in 2022. More details on this will be provided in the next sustainability report.

Active Feedback Culture

Trust-based partnerships and customer relationships cannot exist without a willingness to also address weak areas and blind spots. This is part of the CABB Group’s routine approach to day-to-day project management, which is carried out in close collaboration with customers. The ongoing exchange of information after production starts is accompanied by regular audits by key customers and campaign reviews after the completion of a production campaign. Several customer audits were also successfully carried out in 2021. During the audits, compliance with the agreed-upon production and quality inspection processes is assessed and verified.

Challenging Oneself Every Day

Setting and achieving internal goals is certainly important. However, comparing one’s own performance against relevant external benchmarks is just as important. The CABB Group does this

by conducting regular customer surveys and commissioning third-party audits. The good to very good ratings from the current customer satisfaction survey, which was conducted across all sites in November 2021, are proof that the CABB Group is on the right track. Overall customer satisfaction was high at 83% (rating 4 + 5), and satisfaction with the reliability of deliveries and the expertise of customer consultants also increased once again.

Nevertheless, there are still areas within the CABB Group that show potential for improvement. For example, customers would like to see even more proactive communication when scheduled productions and deliveries face possible delays. The CABB Group will work on driving further optimization in this area.

3.3 Putting People First

The CABB Group strives to ensure that every single one of its products and services is always of the highest caliber. This goal can only be achieved with motivated employees. Each of the 1,155 employees makes an important contribution to the success and uniqueness of the CABB Group, which is why it is all the more important for the CABB Group to offer its employees an attractive, meaningful and inspiring work environment. Working for the CABB Group should bring satisfaction, and collaborative successes should also be celebrated.

The CABB Group operates in a competitive market. It relies on experienced specialists and at the same time wants to attract promising new candidates and offer them long-term prospects to ensure continuous reliable operations in a changing demographic environment. Consequently, the Group devotes considerable attention to ensuring sustainable HR planning and policies. Its consolidated approach across all business units and sites is part of the implementation of the CABB Group's "Vision 2025," in which elements such as leadership behavior and process management play an important role.

Planning for the Future

As a result of strategic and thorough HR development and recruitment, the next generation of young professionals under 30 already makes up around 15% of the entire CABB Group workforce. These young employees represent the future of our production, and they can be reassured that at the CABB Group, they have an employer who supports them with the necessary technical resources.

In 2021, the Pratteln site was also able to offer six apprenticeships for chemical technologists and laboratory assistants. This is an excellent way for the CABB Group to fulfill its social responsibility and train the chemical industry's next generation. The CABB Group offers young, motivated employees and managers attractive conditions for personal and professional development (see 3.4 Challenging and Supporting Employees).



Prudent Management

All levels of management at the CABB Group lead by example and give teams the support they need to actively live the CABB values. Building on this leadership style, the CABB Group ensures a work environment in which all employees are trained and equipped to not only do an excellent job but also pursue continuous improvement. These efforts foster an all-encompassing culture of workplace safety and sustainability for each individual employee.

Employee development is another key priority for the CABB Group. Conducting employee interviews and providing internal opportunities for advancement are a goal-oriented and vital method to identify and develop skills.

Defining measurable targets relating to safety and the environment in the target agreements of all Executive Committee members and all managers in global management positions ensures that the issue of sustainability is given the necessary priority during day-to-day activities.

Dialog and Proactive Communication

Teamwork is a key element at the CABB Group. Collaboration across geographic boundaries, positions and levels is essential to achieving goals. All employees should and can make a contribution to this end. The exchange of knowledge, opinions and ideas is actively encouraged, as this is vital to optimize existing solutions and create completely new ones. There are appropriate channels available at each CABB site for maintaining this dialog, both verbally and in writing.

At the same time, Group management exemplifies open and proactive communication. Townhall meetings are convened under the direction of the CEO when topics such as current business development or strategic directions such as ONE CABB need to be addressed at Group level. The quarterly employee magazine "CABB INFO" keeps employees up to date on important news from the CABB Group as well as from the different sites. On a local level, a "CABB FLASH" is also published – sometimes several times a week – and provides current updates on local site news such as new employees or operational innovations.

Listening to Employees

The CABB Group conducted its first international employee satisfaction survey back in September 2020 in order to gauge the mood of its employees. The survey was initially implemented at the CABB sites in Switzerland, Finland, the USA and China. The response rate was considerable at almost 70%. All employees had the opportunity to make their voices heard. To increase the validity of its own results, the CABB Group compares them with industry benchmarks. The CABB Group's results stand up well in this comparison. Overall, the CABB Group employees are highly motivated and well satisfied with their work environment in general.

The CABB Group analyzed the survey results thoroughly. The detailed findings were presented in a transparent manner to all divisions across the entire group. This fulfilled a strongly expressed demand for information and communication, which, according to the survey, is an area where there is still potential for improvement. Managers were also called upon to define concrete measures within the team to determine how employee satisfaction can be further increased. As a result, the focus in 2021 was on developing specific measures.

In Pratteln (Switzerland), for example, the dialogue between departments is being improved and mutual understanding fostered. To this end, measures such as joint breaks and a comprehensive discussion of current issues and projects have been initiated. Among other things, the intranet was expanded as an information channel at the request of the employees. In 2021, the site once again invited its entire workforce to make suggestions on how to improve day-to-day production. One of the recommendations submitted has already been successfully implemented to improve and increase the efficiency of the electrolysis plant. The issue of an integrated information and communication concept as well as additional steps that need to be taken are also being addressed at the Kokkola (Finland) and Jayhawk (USA) sites. Development meetings with employees in Kokkola are being used for this purpose, for example. The survey acts as a mood barometer and is an important tool used by the CABB Group. It is repeated every two to three years to measure the Group's progress. The next Group-wide survey is planned for 2022/2023.

Immediate Help for People in Need

Immediate support in dire situations is another important factor within the sustainability strategy. The impact of the flooding in the Rhein-Erft District and the other regions affected in summer 2021 was enormous. The storms also hit the Knapsack chemical park. Many employees and residents were personally affected by the catastrophe. Numerous cellars were flooded, personal property was damaged, heating systems were destroyed, and some homes even became uninhabitable. Clean-up and repair work has been ongoing for many months and the intangible damage in the form of destroyed homes and lost items of personal importance remains particularly painful.

CABB deployed many resources for coping with the floodings. The huge willingness to help and solidarity of the entire workforce in Knapsack was met with profound gratitude. Volunteers were organized for clean-up work within a very short space of time, and employees raised over 12,000 euros for the families affected. CABB doubled these private donations and transferred a further 10,000 euros to the town of Hürth to support community aid work in order to honor the impressive display of solidarity.

Employee Development and HR Structure

The CABB Group compiles a number of key figures to assess the current status of personnel development and to quantify future progress. As of 31 December 2021, the CABB Group employed 1,155 people worldwide (previous year: 1,111). The number of employees increased slightly compared with the previous year due to business activity growth. The employee turnover rate fell in the year under review to 6.9% across the Group (previous year: 7.0%). This includes all terminations and departures initiated by both employees and employers, as well as outsourcing, retirements and deaths. All personnel – whether temporary or permanent – are employees of CABB.

3.4 Challenging and Supporting Employees

Only with highly qualified, trained and well-informed employees can the CABB Group rise to meet the challenges of tomorrow. For this reason, the CABB Group places great emphasis on the development of its employees and, in its role as a responsible employer, invests substantially in them. With a broad selection of internal training and external courses available to its employees, the CABB Group ensures that it continues to train new talent and keeps its employees' knowledge up to date, whatever the area of expertise – be it technology, diversity, compliance, safety, or market development. The CABB Group also utilizes attractive offers as incentives to encourage innovative and creative thinking.





Site-Specific Training

Training programs are vital for employees and the CABB Group as an employer alike. In Kokkola, Finland, CABB offers specific on-the-job training programs that allow highly qualified employees to enter the workforce on-site. For instance, graduates of the local adult education center in Central Ostrobothnia can enter a three-month on-the-job training after their training in chemical or technical engineering. This allows for a practical approach to the matter and creates many opportunities for permanent positions with the CABB Group.

All of CABB's global sites offer in-house education and training sessions for all employees. For example, in 2021 the Pratteln (Switzerland) site held several training sessions on structured improvements and problem solving for the entire workforce. Many ideas were generated during the training, one of which has already been successfully implemented in the form of automated dosing of caustic soda in the electrolysis plant.

Many Paths Lead to the CABB Group

All CABB Group sites offer a broad range of training and development opportunities that encompass everything from vocational apprenticeships to career changers. On-the-job training is very popular within the CABB Group, while seasonal jobs and internships are also in high demand. All of these allow for highly qualified employees to be integrated easily into the company which in turn increases the probability that they stay at the CABB Group in the long term.

Attractive Apprenticeships

New talent – recruiting and retaining motivated young employees who want to make a career in the chemical industry – requires the right vocational training. Many careers start this way all across the CABB Group, as the company strives to retain the apprentices on all continents after their training whenever possible. Many young people entering the workforce are oftentimes trained at the CABB Group sites via apprenticeships. On average, there are two apprentices for every one hundred employees. The clear leader is the Jayhawk site in the United States, where around 15% of the workforce are currently apprentices.

Switzerland is a special case, as the well-known dual Swiss education system comes into play, affecting specifically the Pratteln site. Chemical production and pharmaceutical technicians as well as laboratory assistants receive federally recognized vocational training. In Switzerland, the Group employs one to three apprentices per profession each year, which adds up to a considerable number of apprentices working at the company over time because the training takes several years (six apprentices as of November 2021).

Motivating Youth

One of the CABB Group's priorities is to share the fascination and versatility of the fine chemical industry with youth and young adults. Various initiatives and measures are aimed at achieving this goal.

The Knapsack site once again participated in the “Meine Position ist spitze” (My Position is Great) campaign in 2021. Launched by ChemCologne, the Rhineland chemical industry network, the initiative allows potential young professionals (students aged 16 and over) to apply to spend a day in the executive suite of a leading fine chemical company. CABB in Germany advertised the position of “Head of Logistics” and “HSEQ Manager” for the campaign. A young person was “hired” for the day on 20 July 2021.

On 11 November 2021, CABB in Switzerland organized once again a varied program as part of the canton of Basel-Landschaft's Gender Day. This future-oriented day is aimed at daughters and sons of the CABB Group employees in 5th to 7th grade, who are offered an inside look at what their parents do every day at work.

Job Fairs Act as Talent Pool

CABB in Switzerland regularly participates in job fairs. In 2021, CABB was an exhibitor at the graduate fair in Basel. Together with 40 other employers, CABB came into contact with 1,000 students and graduates of STEM courses, economics and other disciplines. The CABB Group seeks to establish direct communication with young and motivated people as often as possible.

3.5 Embracing Diversity

Diversity and inclusion are a top priority at the CABB Group. An important prerequisite for embracing diversity is the establishment of and adherence to universally recognized values and rules. To ensure that the CABB Group can lead by example in this area, CEO Valerie Diele-Braun signed the “Diversity Charter” in April 2021. The CABB Group's aim is to promote the recognition, appreciation and integration of diversity in the workplace.

To this end, the CABB Group conducts regular training sessions for employees that address diversity, inclusion and compliance. The aim is to create a uniform understanding of diversity and a shared foundation of values across the workforce.

Continuing to Improve Equal Opportunities

Diversity is closely linked to values, leadership and serving as a role model. However, it is equally related to ensuring positive and inspiring teamwork, job security for employees, and safety in the workplace. The CABB Group actively promotes diversity and enables people with different genders, origins, religions and sexual orientations, as well as educational background, outlooks, experiences and values to work together in teams built on a foundation of trust.

Diversity that is genuinely embraced contributes equally to the company's own growth and to the satisfaction of its employees.

NUMBER OF EMPLOYEES	2019	2020	2021
Switzerland	378	376	396
Germany	333	331	327
Finland	209	221	240
USA	121	122	130
China	63	60	62
Total CABB Group	1,104	1,110	1,155
Permanent employees in %	97.6	97.8	97.4
Fixed-term employees in %	2.4	2.2	2.6
Total fluctuation of employees in %	9.0	7.0	6.9

DIVERSITY THROUGHOUT THE CABB GROUP

	2019	2020	2021
Proportion of women in %	14.9	14.3	15.6
Proportion of women in management in %	16.5	17.0	19.4

PART-TIME EMPLOYEES

Part-time employees in %	5.3	5.0	4.8
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The CABB Group is therefore committed to providing equal opportunities.

Continually Increasing the Proportion of Women

Historically, the chemical industry has been male-dominated. The CABB Group wants to change this inequality and therefore promotes gender diversity in its workforce and, more specifically, in its management teams. At the end of 2021, approximately 15% of the entire Group workforce were women. With a total of 40%, the proportion of women is highest at the Group's headquarters in Sulzbach, followed by 21% at the site in Jining, China, and 20% in Kokkola, Finland.

A key objective of the CABB Group diversity strategy, however, is to have women on 20% of the management positions worldwide by 2025. The most recent data collected showed 15% each in Pratteln and Kokkola and 8% at Jayhawk. The company is well on its way, but there is still work to be done.

Possibility of Part-Time Employment

Across the Group, around 4% of the workforce is employed on a part-time basis. This proportion is highest at the Group's headquarters in Sulzbach with over 16%, followed by the Pratteln and Gersthofen sites with around 7% each. Balancing family and career is a major concern for the CABB Group. If an employee expresses a desire for part-time employment, individual solutions are sought.

Equal Pay Validated Externally

Due to its size, CABB in Switzerland is required to conduct a pay equity analysis every four years which is then reviewed by an independent agency. Carried out in June 2021, this year's review showed that the CABB site in Pratteln meets the requirements of the Gender Equality Act and that no inequality exists between genders.

Regional Measures Introduced at the Sites

As in previous years, individual campaigns focusing on diversity and inclusion took place at the different sites.

CABB in Finland was the main partner of an anti-bullying campaign. Bullying is a serious problem in Finnish elementary schools, leading to long-term negative consequences. CABB joined forces with the local soccer club in Kokkola and supported awareness-raising initiatives in schools. The soccer players visited local schools during the campaign and shared their experiences with bullying.

3.6 Occupational Safety and Health Given Highest Priority

When it comes to people, occupational safety is the foundation for everything else. It takes a safe work environment to be able to focus on increasing efficiency or reducing environmental impacts. Our top concern is therefore that all employees stay healthy, and leave work each day with no injuries. At the CABB Group, the "Lost Time Accident Rate" (LTAR)¹ is taken as the key performance index to prove occupational safety. All safety and preventive measures are aimed to keep this ratio as low as possible.

The LTAR in 2021 was on group level (excluding JV in China) at 0.5, slightly higher than in previous years (0.4 both in 2019 and 2020), but below the benchmark for the chemical industry from the Occupational Safety and Health Administration (OSHA) which was in 2020 at 0.7 (0.6 in 2019). Going beyond the standard parameter of LTAR, the CABB Group also tracks and analyzes "level 1 accidents" which lead to lost labor time of less than one day. This is done in the conviction that addressing small issues can help avoid greater harm.

¹ LTAR = number of accidents leading to an absence time of at least one day, normalized to 100 FTE (= 200,000 working hours).



Ongoing Measures Against Covid-19

Just as in 2020, 2021 continued to be affected by the Covid-19 pandemic. Preventive measures to protect employees were already a number one priority at the CABB Group before the pandemic, however the coronavirus threat nevertheless demanded another stringent safety strategy. Whenever possible, employees were encouraged to work from home to reduce contact with others to a minimum. Strict protective measures were put in place to provide a safe work environment at all times for those employees whose presence at the site was essential due to their specific roles. These measures included not only new hygienic regulations and the use of disinfectants but also personal protective equipment.

Contact Points for Safety-Related Topics

The CABB Group employees have a high awareness of safety and prevention issues. For the CABB Group, creating a safe work environment means systematically analyzing the risks associated with certain activities. These job hazard assessments lead to technical or process optimizations as well as specific training programs. Such reviews are especially important when changes are made to infrastructure, facilities, or processes. The CABB Group maintains a safety scorecard to track the systematic realization of these assessments.

The employees who work in the production plants every day have a heightened sense of the potential workplace hazards associated with their daily activities. Together with its employees, the CABB Group systematically compiles this knowledge to define and implement appropriate measures that can improve occupational safety. The CABB plant in Finland introduced this type of program in 2021 to identify hazardous working conditions and has since had very positive results from it. To date, more than 120 hazardous conditions or near misses have been reported and appropriate countermeasures taken. The program further reinforces employee safety awareness and is an important tool for creating an even safer work environment.

There are contact points at every CABB Group site so that safety-relevant issues can be reported by all employees at any time. The primary method for this is "near-miss reporting," an online tool that is integrated into the SAM training system of CABB.

Raising Awareness with Training

The personal behavior of every single employee is the most important factor for guaranteeing occupational safety at all times. Accordingly, the CABB Group places a strong emphasis on accident-prevention training. Such programs typically include sessions related to workplace safety, process safety, plant

safety and standard operating procedures. Since 2019, twelve training hours per employee (in a classroom or online) have been the minimum annual target at all sites. This target was achieved once again in 2021. These figures have been systematically tracked and reported since 2021 within the framework of the sustainability scorecard.

Successful Certifications

In 2021, the CABB Group's sites in Switzerland and Finland successfully obtained certification to ISO 45001:2018. CABB in China has raised its "Safety production standardization system" from level 3 to level 2, and was officially certified at the beginning of December 2021. The "Safety production standardization system" is the Chinese equivalent to ISO 45001.

The CABB Group ensures that it has a reliable management system in place across the entire Group. The safety and physical integrity of all its employees, as well as that of visitors and suppliers, is a top priority for the company.

Voluntary Vaccinations

Due to the worldwide Covid-19 pandemic, all CABB Group sites drafted additional protective measures within a short time and implemented them in their ongoing operations. Vaccinations against Covid-19 have improved the situation, at least temporarily. The CABB Group is also actively contributing to efforts to combat the pandemic. For instance, the Pratteln site voluntarily participated in the local government's initiative "Broad Testing" as a protective measure against Covid-19.

As one of the site companies in the Knapsack chemical park, CABB in Germany enabled its employees who were willing to be vaccinated to receive the Covid-19 vaccination at work, administered by the site medical team. This vaccination campaign included the Covid-19 vaccination as well as the annual flu shot. If an employee's respective health insurance did not cover the flu shot, it was paid for through a CABB demographic fund.

Medical Checks in Jining

The Chinese authorities require that employees who work with chemical pollutants on a daily basis undergo an annual medical examination. CABB China organizes a preventive occupational health exam each year for the employees at its Jining site and also provides all other employees with an annual checkup in order to protect the overall health of its workforce in China.

3.7 Local and International Networking

The CABB Group firmly believes that trust-based and considerate interactions with its surrounding environment result in added value for all its stakeholders. The CABB Group fosters these multifaceted relationships through its memberships and involvement in associations, regular face-to-face interactions with decision-makers, and by supporting and organizing events in the local community.

Local Engagement

Given the sensitive nature of their operations, chemical companies have a special obligation to engage with local communities to ensure they feel informed and safe. The sites voluntarily support initiatives and events in their region and organize citizen dialogs.

A neighborhood dialog was once again held at the Knapsack chemical park in November 2021. CABB in Germany also participated in this well-attended event for the local community.

The CABB site in Gersthofen, Germany, sponsors the “Kids Academy” every year. Two elementary school classes from the neighborhood each get to spend a morning at the CABB training center and try their hand at chemistry experiments under supervision. In addition, hydrogen is supplied to the Gersthofen free balloon club at attractive conditions, thus promoting ballooning in the region.

Political Engagement

The CABB Group maintains an interactive dialog with public authorities and politicians at all levels, both through the site managers and the global leadership team. The focus of every exchange is building trust and fostering acceptance for current and future business-relevant topics. At the same time, these discussions serve as a barometer to gauge the concerns, questions and expectations of politicians and the general public. In these discussions – e.g., during the “Feierabend Knapsack” political event – it is gratifying to sense the ever-present will to collaborate in shaping the future, as well as a commitment to the unconditional preservation and expansion of existing jobs. Across all of its locations, the CABB Group is a valued company and a respected employer. It participates in industry-specific discussions and advocates for interests that relate to its own business activities. Otherwise, the CABB Group is politically independent and, more specifically, does not make donations to any political parties.

Memberships and Initiatives

The CABB Group is an active member of several business and professional associations worldwide. Exchanges with other industry representatives – always in consideration and compliance with antitrust laws – are important for the CABB Group to facilitate working together to achieve attractive framework conditions that are conducive to innovation and healthy competition.

- American Chemistry Council
- CEFIC/EFCG/Eurochlor
- Chemical Industry Federation of Finland
- co2ncept plus network / Verband der Wirtschaft für Emissionshandel und Klimaschutz e.V. (Business Association for Emissions Trading and Climate Protection)
- German Chemical Industry Association (VCI)
- Basel Chamber of Commerce and Industry (HKBB)
- IGEB (Swiss Association of Energy-Intensive Industries)
- scienceindustries
- Swiss Chemical Society (SCS)
- Swiss Process and Chemical Engineers (SGVC)
- United Nations Global Compact
- Hydrogen Alliance Bavaria
- Wirtschaftskammer Baselland (Chamber of Commerce)

Furthermore, the CABB Group is a signatory of the “Responsible Care Global Charter.” This voluntary initiative from the chemical-pharmaceutical industry focuses on the safe management of chemicals throughout their life cycle while promoting their role in improving quality of life and contributing to sustainable development.

CABB in Germany and its Knapsack site are also participating in the “Sustainable Rhineland Chemical Region” initiative from ChemCologne to actively promote and help shape the regional transformation process in the Rhineland. Knowledge acquired from regional experiences or realities is channeled back into the company on a Group level when appropriate so that potential synergies can be harnessed for the other CABB Group sites.



4 Governance

“In a world that is increasingly dominated by climate change and dwindling resources, the only way for us to enjoy a successful future is to think and act sustainably. I am glad to say that we can leverage a robust foundation that we built over the years.”

Valerie Diele-Braun, CEO

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4.1 Corporate Governance as Part of Sustainable Business

As a globally active company, the CABB Group bears responsibility towards stakeholders.

The CABB Group is a Partner with Integrity and Reliability

The CABB Group is committed to the strict compliance with all applicable laws and regulations. The CABB Group's corporate governance sets guidelines, rules and incentives for employees to act with integrity within the company and externally with third parties.

Aiming for Higher Standards

The CABB Group's drive to continuously improve and strive for excellence is a vital part of the CABB DNA. For this reason, the CABB Group encourages employees to actively engage in enhancing and developing the business by facilitating employee involvement. Customers and stakeholders play an important role, giving input for improvement by a variety of different channels, opportunities and by means of a proactive communication.

4.2 Rules and Regulations for Sustainable Corporate Governance

To ensure that the CABB Group lives up to its responsibility, a compliance organization was set up, comprising a Chief Compliance Officer and a Head of Risk and Compliance, as well as written compliance guidelines and policies, including specific employee trainings.

The CABB Group's Board has discussed the main compliance risks and identified relevant specific risk areas, amongst others, in the field of anti-bribery and corruption. Based on this risk assessment and practical experience, the compliance measures currently in place have grown through the last years and are reviewed on an ongoing basis and expanded whenever considered necessary.

Binding Guidelines, Policies and Instructions

The CABB Group fulfills this responsibility by requiring employees, suppliers and service providers to conduct themselves with lawfulness, integrity and responsibility. The underlying standards are set out and implemented in several guidelines and policies, in particular, the following:

- Code of Conduct ("CoC") of the CABB Group, undated, published by CEO;
- Guideline regarding Gifts, Hospitality and Invitations (Anti-corruption Guideline) of the CABB Group dated 1 September 2019;

- Delegation of Authority of the CABB Group dated 24 June 2021;
- Code of Conduct for Suppliers and Service Providers of the CABB Group dated April 2016.

In addition, the CABB Group has various process instructions and systems in place regarding trade sanctions and export control.

Employee Training

Virtual compliance trainings are provided to all employees to encourage and ensure diligent compliance. They take place, for example, with all employees on an annual basis for issues mentioned in the CoC, on an annual basis with employees dealing with external parties regarding anti-corruption prevention. As part of the training on the CoC, employees were also informed of the key contacts for whistleblowing and how their information is handled confidentially.

Anti-Bribery and -Corruption Measures

The CABB Group's Guideline regarding Gifts, Hospitality and Invitations provide specific guidance for employees, managers and directors how to avoid and reduce risks of bribery and corruption. In particular it sets value thresholds for granting and accepting benefits that apply to all the CABB Group employees worldwide, irrespective of local customs and traditions.

All affected employees standing in contact to third parties are taught in relevant training sessions on the principles of the CABB Group's anti-bribery and -corruption measures.

In the context of the CABB Group's anti-bribery and -corruption measures, no current businesses or other relationships with government entities or public officials can be reported as of December 2021.

In the near future, the CABB Group will be setting up a new anti-money-laundering policy, that is under development as of today, in accordance with the new legal requirements. Anticipatory to this, a so-called Know-Your-Customer check is already implemented. As of December 2021, no cash payments are existing in practice within the operations of the CABB Group and, – in the unlikely event of receiving cash payments – any cash payment over EUR 10,000 must be reported to and approved by the COO.

Comprehensive Compliance Management System

To ensure compliance with all necessary regulations, the CABB Group has established a Compliance Management System. This includes an external Ombudsman, nominated by the CABB Group (especially for anti-corruption violations) to whom employees can anonymously report suspicions of (anti-corruption) violations. Furthermore, the Chief Compliance Officer as well as

an external lawyer can be contacted in that regard at any time. While a formal whistleblowing system or corresponding hotline is not yet implemented, this is planned for the near future in line with the legislative changes.

The Head of Risk and Compliance develops an annual audit plan together with an independent internal audit company, which is approved by the internal Audit Committee. On this basis, the internal audit company carries out audits in the following year and makes recommendations for compliance measures. In 2021, all 6 production sites were audited with only one high-risk finding, which has been mitigated in 2021.

In 2021, no known past breaches of law and internal compliance regulations, including antitrust and monopoly laws as well as anti-bribery and -corruption laws, could be reported. Neither were any criminal or administrative penalties imposed on any entity of the CABB Group, its representatives, or employees. Further, there were no external investigations or audits showing signs of violations of law, of anticompetitive behavior, or of violations of internal rules for representatives, employees, business partners or consultants in the past five years.

4.3 Managing Risks at the CABB Group

As a fine chemicals company that operates internationally, the CABB Group is exposed to macroeconomic, financial, industry-specific, and company-specific risks that must be carefully and actively managed. To identify and evaluate these and take appropriate measures to avoid their occurrence or to reduce their impact, the CABB Group introduced a detailed risk management policy. It encompasses strategic, financial, operational and compliance risks.

The CABB Group installed Risk Management as an integral part to its existing business processes, instead of having an independent risk management organization. One of its core principles is that operational levels and management regularly communicate with each other, and position decisions at the appropriate hierarchical level. This means that if a risk management decision cannot be taken at one hierarchical level, it must be taken to the next higher level. This ensures that every risk is appropriately responded to.

The CABB Group's risk management policy is being reviewed regularly and updated as deemed necessary based on best practices and lessons learned.





4.4 Data- and Cybersecurity

Cybercrime is a topic that is rapidly gaining attention. Not least because reports of successful digital attacks on companies are more frequently featured in media. The CABB Group is arming itself against this increasing threat and has taken the necessary measures to meet high security requirements.

The data processing activities of the CABB Group mainly relate to the processing of employee personal data (including data of applicants) and business contact information of customers and suppliers. In Germany and Finland, such processing activities are subject to the EU General Data Protection Regulation ("GDPR") and the German Federal Data Protection Act (Bundesdatenschutzgesetz).

Data Protection Through GDPR Compliance

In order to implement the requirements pursuant to the GDPR in Germany, the German CABB GmbH has conducted an implementation project to achieve GDPR compliance. In this context, a gap analysis was conducted in 2018 to identify the remaining fields of potential improvement in the GDPR compliance system and data protection policies and procedures were implemented and/or ameliorated.

CABB in Germany has taken various steps to achieve GDPR compliance, including:

- Generating data privacy policies for business partners and employees to meet informative obligations.
- Preparing and maintaining records of data processing activities.
- Entering into data processing agreements where CABB in Germany processes personal data on behalf of a third party or vice versa.
- Implementing a process to ensure that the rights of the data subjects can be fulfilled within the timelines prescribed by the GDPR.
- Developing a data breach response plan.
- Setting up a data protection policy and periodically conducting trainings for employees.

Further Measures to Increase Data Protection

An external data protection officer who reports directly to the CFO together with specialized internal data protection coordinators within the CABB Group have been responsible for the implementation of the GDPR and the general data protection compliance. The data protection officer and responsible personnel regularly work on the continuous improvement of the data protection system.

The CABB Group further encourages every employee to support contribution to data protection, as employees are generally the first line of defense against cybercrime. To facilitate this, the CABB Group launched a campaign to inform employees about so-called "phishing" and offer advice on how to recognize and stop these attacks.

No Data Breach to Be Reported

During the past three years, CABB in Germany has not been subject to any claims, complaints, investigations, proceedings, and decisions relating to any breach of applicable data protection laws brought by any data subject, regulatory authorities, enforcement, or judiciary authorities or other third parties. In 2019, there was one minor incident identified, but no loss of data was detected due to effective security measures.

4.5 Complaint Management as a Source for Improvement

One of the sometimes overlooked yet key characteristics of authentic management is a willingness to admit mistakes and make improvements. Customer complaints are particularly insightful as they give a company the chance to identify failures at the source and introduce effective measures. The CABB Group has made its complaint management a central component in achieving its goal of continuous improvement.

Complaint Management System Compliant with ISO 9001:2015

The CABB Group has implemented customer complaint management systems at its sites that ensure an effective and transparent approach to handling incoming complaints. Each production site has a procedure in place that has been customized to match its particular context and that also meets or exceeds the requirements of ISO 9001:2015.

New Approach for Complaint Management at Pratteln

At the Pratteln site in Switzerland, complaint management is overseen by the quality department, where incoming complaints (both external and internal) are merged. However, the processing of complaints always takes place within a larger team that encompasses all the departments concerned. They work together to carry out a detailed root cause analysis and agree upon improvement measures, which are implemented as quickly as possible. The Operational Excellence team assists at this process, if necessary. The process is completed with the team providing extensive feedback to the complainant and also informing site employees of the actions taken. The aim of the latter is to raise awareness among employees so that everyone learns from the mistakes that have been made.

4.6 Aiming for Excellence with the Continuous Improvement Program

Continuous improvement is the path to success. Within the CABB Group, employees put this motto into practice and are proactive in looking for ways to make the company better. Various initiatives and programs are conducted at all the sites so that employees have the opportunity to actively participate.

Avoid Misunderstandings with Structured Communication

During a normal workday, poor communication can quickly give rise to misunderstandings and ambiguities. With the "Four Steps to Clear Communication" concept launched at the Pratteln site

in 2021, CABB in Switzerland is laying the foundation for more structured communication. This improves understanding for one another among employees, while also increasing work efficiency in general. When mistakes caused by imprecise communication and misunderstandings are avoided, the working atmosphere improves as well.

Initiative Program to Promote Employee Participation

The Kokkola production site in Finland launched a program that allows employees to make recommendations for improvements to production processes, working conditions and safety. The initiatives are reviewed by a committee that is made up of employees from all divisions and meets three to four times a year. In 2021, 150 recommendations were submitted for consideration.

Process Optimization Thanks to Successful Idea Management

Idea management is paying off. For example, an employee initiative at one production plant led to production output being increased by over 500 metric tons as well as additional reductions of raw material losses. This also lowered the wastewater impact, as fewer raw materials are now washed away during the production process.

Monochloroacetic acid production was also further optimized thanks to a Lean Six Sigma process. The ability to determine the water content more accurately and adjust the added water volumes even more precisely has resulted in average daily water consumption being reduced by over 550 liters. This also results in corresponding energy and cost savings.

5 Annex

ENERGY CONSUMPTION

		2019	2020	2021
Total fuel consumption from non-renewable sources¹	MWh	143,777	136,335	143,860
Pratteln (CH)		33,539	31,536	31,047
Gersthofen (DE)		2,697	2,658	1,277
Knapsack (DE)		109	119	123
Kokkola (FI)		21,046	25,393	30,885
Galena (US)		86,340	76,588	80,483
Jining (CN)		46	41	45
Total electricity consumption	MWh	327,856	305,388	332,552
Pratteln (CH)		131,843	118,418	135,987
Gersthofen (DE)		138,979	128,441	136,377
Knapsack (DE)		9,598	10,186	9,900
Kokkola (FI)		24,533	25,026	25,492
Galena (US)		20,590	19,796	20,274
Jining (CN)		2,312	3,521	4,522
Total steam consumption	MWh	382,870	356,626	395,695
Pratteln (CH)		179,083	151,513	180,460
Gersthofen (DE)		46,423	51,206	51,604
Knapsack (DE)		19,637	20,751	21,730
Kokkola (FI)		41,414	46,060	49,054
Galena (US)		86,340	76,588	80,483
Jining (CN)		9,973	10,508	12,364
Total energy consumption	MWh	750,247	706,081	764,054
Pratteln (CH)		325,766	284,981	319,551
Gersthofen (DE)		188,190	182,400	189,363
Knapsack (DE)		29,344	31,055	31,752
Kokkola (FI)		86,993	96,479	105,431
Galena (US)		106,930	96,384	100,757
Jining (CN)		13,024	14,782	17,200

¹ These include diesel, gasoline, propane, natural gas, fuel oil, heavy oil, and sulfur (sulfur is used by CABB in Switzerland as a raw material; with the waste heat of the process, steam is generated).

CO₂e EMISSIONS

		2019	2020	2021
CO₂e emissions (Scope 1 + Scope 2, location-based)	t	293,072.97	271,837.58	291,393.56
Savings through the procurement of low-carbon electricity		26,994.31	27,561.40	39,290.78
CO₂e emissions (Scope 1 + Scope 2, market-based)	t	266,078.66	244,276.18	252,102.78
Gross volume of direct greenhouse gas emissions (Scope 1)	t	70,526.27	66,115.10	75,358.18
Pratteln (CH)		1,956.97	1,384.00	1,245.18
Gersthofen (DE)		3,821.02	3,780.28	3,618.31
Knapsack (DE)		2,503.92	3,059.11	3,399.54
Kokkola (FI)		4,648.65	5,418.19	7,865.33
Galena (US) ¹		57,367.16	52,245.90	58,995.42
Jining (CN)		228.55	227.62	234.41
Gross volume of indirect energy-related greenhouse gas emissions (Scope 2, market-based)	t	195,552.40	178,161.08	176,744.59
Pratteln (CH)		59,472.72	50,310.97	49,467.70
Gersthofen (DE)		85,685.85	75,878.10	79,983.59
Knapsack (DE)		13,518.70	14,862.31	10,663.94
Kokkola (FI)		20,980.54	21,201.88	19,608.84
Galena (US)		11,221.77	10,788.82	11,049.33
Jining (CN)		4,672.81	5,119.00	5,971.20

¹ We are carrying out extensive measurements on one scrubber system in 2022. The effectiveness of this system is influencing our Scope 1 emissions. Based on this measurement, we will subsequently recalculate our Scope 1 emissions for 2019, 2020 and 2021, if required.

OTHER AIR EMISSIONS

		2019	2020	2021
Air emissions NO_x	kg	186,474	166,730	195,378
Pratteln (CH)		1,939	1,930	1,444
Gersthofen (DE)		1,697 ¹	1,697 ¹	1697 ¹
Knapsack (DE)		n/a	n/a	n/a
Kokkola (FI)		22,810	25,430	23,990
Galena (US)		160,028	137,673	168,247 ²
Jining (CN)		n/a	n/a	n/a
Air emissions SO_x	kg	98,052	79,162	60,659
Pratteln (CH)		96,814	77,571	58,888
Gersthofen (DE)		847 ¹	847 ¹	847 ¹
Knapsack (DE)		n/a	n/a	n/a
Kokkola (FI)		256	601	791
Galena (US)		135	143	133 ²
Jining (CN)		n/a	n/a	n/a
Air emissions of volatile organic compounds (VOCs)	kg	28,938	26,427	25,229
Pratteln (CH)		8,305	8,627	7,174
Gersthofen (DE)		n/a	n/a	n/a
Knapsack (DE)		n/a	n/a	n/a
Kokkola (FI)		76	77	120
Galena (US)		20,557	17,723	17,545 ²
Jining (CN)		n/a ³	n/a ³	390

¹ Data taken from measurements in 2019

² Projection based on data from 30 Nov. 2021

³ Data collection only since 2021

WATER WITHDRAWAL BY PRODUCTION SITE AND EXTRACTION TYPE

		2019	2020	2021
Total water withdrawal	m³	34,712,587	33,266,478	31,764,957
From surface water	m³	207,472	215,711	217,975
Pratteln (CH) ¹		–	–	–
Gersthofen (DE) ¹		–	–	–
Knapsack (DE) ¹		–	–	–
Kokkola (FI) ¹		185,902	207,711	209,696
Galena (US) ¹		21,570	8,000	8,279
Jining (CN) ²		–	–	–
From groundwater	m³	17,783,678	16,396,917	16,544,693
Pratteln (CH) ¹		17,618,578	16,214,017	16,374,453
Gersthofen (DE) ¹		–	–	–
Knapsack (DE) ¹		–	–	–
Kokkola (FI) ¹		–	–	–
Galena (US) ¹		165,100	182,900	170,240
Jining (CN) ²		–	–	–
From seawater	m³	4,705,354	5,355,450	4,957,890
Pratteln (CH) ¹		–	–	–
Gersthofen (DE) ¹		–	–	–
Knapsack (DE) ¹		–	–	–
Kokkola (FI) ¹		4,705,354	5,355,450	4,957,890
Galena (US) ¹		–	–	–
Jining (CN) ²		–	–	–
From third parties	m³	12,016,083	11,298,400	10,044,399
Pratteln (CH) ¹		253,118	226,269	353,692
Gersthofen (DE) ¹		9,522,215	8,795,060	8,585,031
Knapsack (DE) ¹		162,435	149,582	182,861
Kokkola (FI) ¹		179,790	169,527	200,716
Galena (US) ¹		–	7,300	7,730
Jining (CN) ²		1,898,525	1,950,662	714,369

¹ Area with low water risk (<40%)

² Area with high water risk (>40%)

WASTE		2019	2020	2021
Total weight of waste generated	t	76,416	75,193	74,887
Total weight of hazardous waste generated	t	55,828	56,196	56,755
Pratteln (CH)		20,619	16,525	13,682
Gersthofen (DE)		94	128	128 ³
Knapsack (DE)		13	26	10 ¹
Kokkola (FI)		31,225	36,403	39,951
Galena (US)		3,860	3,074	2,939
Jining (CN)		17	40	45
Total weight of non-hazardous waste generated	t	20,588	18,997	18,132
Pratteln (CH)		500	626	565
Gersthofen (DE)		1,992	1,988	1,988 ³
Knapsack (DE)		159	293	37 ¹
Kokkola (FI)		61	73	86 ¹
Galena (US)		17,876	16,017	15,441
Jining (CN)		n/a ²	n/a ²	15

¹ Projection based on data from 30 Nov. 2021.

A correction will be made after Q1 2022, as soon as the annual report of the Waste Officer 2021 is available.

² Data collection only since 2021

³ Projection based on data from 2020

NUMBER OF EMPLOYEES

BY EMPLOYMENT CONTRACT AND GENDER

		2019	2020	2021
Total	(m f)	939 165	951 159	975 180
Temporary	(m f)	16 10	20 4	22 8
Switzerland		2 4	1 0	2 2
Germany		5 2	8 1	6 4
Finland		9 4	11 3	14 2
USA		0 0	0 0	0 0
China		0 0	0 0	0 0
Permanent	(m f)	923 155	931 155	953 172
Switzerland		324 48	329 46	341 51
Germany		275 51	272 50	267 50
Finland		163 33	172 35	179 45
USA		110 11	110 12	117 13
China		51 12	48 12	49 13

NUMBER OF EMPLOYEES

BY EMPLOYMENT TYPE AND GENDER

		2019	2020	2021
Total	(m f)	939 165	951 159	975 180
Full-time	(m f)	925 121	933 122	959 140
Switzerland		316 30	318 30	333 35
Germany		276 32	274 31	267 33
Finland		172 36	183 37	193 46
USA		110 11	110 12	117 13
China		51 12	48 12	49 13
Part-time	(m f)	14 44	18 37	16 40
Switzerland		10 22	12 16	10 18
Germany		4 21	6 20	6 21
Finland		0 1	0 1	0 1
USA		0 0	0 0	0 0
China		0 0	0 0	0 0

PERCENTAGE OF EMPLOYEES

COVERED BY COLLECTIVE BARGAINING AGREEMENTS

	2019	2020	2021
Total in %	77.9	78.3	77.1
Switzerland	59.0	59.6	56.3
Germany	83.8	84.6	85.0
Finland	100.0	100.0	100.0
USA	68.6	68.9	67.7
China	100.0	100.0	100.0

NUMBER OF EMPLOYEES

BY AGE		2019	2020	2021
Total	(m f)	939 165	953 157	975 180
Under 30 years old	(m f)	126 33	135 27	148 27
Switzerland		36 12	34 8	37 5
Germany		44 10	52 9	43 9
Finland		20 5	22 5	31 6
USA		11 1	19 1	27 2
China		15 5	8 4	10 5
30–50 years old	(m f)	406 91	413 88	434 108
Switzerland		139 29	141 28	148 39
Germany		105 28	102 26	103 28
Finland		92 19	96 18	101 25
USA		36 8	35 8	43 8
China		34 7	39 8	39 8
Over 50 years old	(m f)	407 41	405 42	393 45
Switzerland		151 11	155 10	158 9
Germany		131 15	126 16	127 17
Finland		62 11	67 13	61 16
USA		61 4	56 3	47 3
China		2 0	1 0	0 0

NUMBER AND RATE OF NEW EMPLOYEE HIRES

DURING THE REPORTING PERIOD		2019	2020	2021
Total	(m f)	91 23	80 14	89 27
Under 30 years old	(m f)	30 10	44 7	30 6
Switzerland		6 3	10 0	12 3
Germany		7 2	14 4	12 2
Finland		4 2	4 1	2 1
USA		10 0	13 2	1 0
China		3 3	3 0	3 0
30–50 years old	(m f)	46 9	30 6	40 19
Switzerland		34 3	20 4	27 14
Germany		4 2	5 0	2 2
Finland		3 3	3 1	6 2
USA		3 0	2 0	0 1
China		2 1	0 1	5 0
Over 50 years old	(m f)	15 4	6 1	19 2
Switzerland		14 3	6 0	16 1
Germany		1 1	0 1	3 1
Finland		0 0	0 0	0 0
USA		0 0	0 0	0 0
China		0 0	0 0	0 0

EMPLOYEE TURNOVER

		2019	2020	2021
Total	(all only female employees; in %)	9.0 1.4	7.0 1.4	6.9 1.0
Switzerland		11.6 1.1	6.6 1.6	11.4 2.0
Germany		7.5 2.1	7.9 2.1	7.6 0.9
Finland		1.9 1.0	10.9 3.3	0.8 0.0
USA		6.6 0.0	1.8 0.0	2.3 0.8
China		28.6 0.0	13.1 0.8	8.1 0.0

6 About this Report

Transparency through global reporting standards

The CABB Group is working towards making its future sustainability reports fully compliant with the “Global Reporting Initiative” (GRI). These guidelines support and standardize the preparation of sustainability reports by clearly defining disclosures. This improves comparability and underlines our commitment to transparency vis-à-vis our stakeholders. Until all the information required by GRI can be collected, processes still need to be adapted within our organization in order to be able to determine all the data correctly and consistently. This report is therefore already based on some GRI disclosures but cannot yet fully meet the requirements. Information that meets the GRI requirements is already marked for clarity.

GRI 102: General Disclosures 2016

GRI STANDARD	DISCLOSURE	SDG	PAGE
Organizational profile	102-7 Size of the organization		6, 7, 29
	102-8 Information on employees and other workers	8 & 10	6, 7, 29
	102-9 Supply chain		11
	102-11 Precautionary approach or precautionary principle		39
	102-12 External initiatives		32, 33
	102-13 Membership in associations and interest groups		33
Ethics and integrity	102-16 Values, principles, standards and norms of conduct	16	4, 5, 10, 36
Stakeholder engagement	102-41 Collective bargaining agreements	8	42
	102-42 Stakeholder identification and selection		12, 13
	102-43 Approach to stakeholder engagement		11–13
	102-44 Key issues and concerns raised		11
Reporting practice	102-46 Approach to determining report content and differentiating between issues		10–11
	102-47 List of key topics		11
	102-50 Reporting period: 1 January to 31 December 2021		48
	102-51 Date of last report: January 2021 (only for part of the CABB Group)		–
	102-52 Report cycle: yearly		–
	102-53 Contact person for questions regarding the report		48

Environment

GRI STANDARD	DISCLOSURE	SDG	PAGE
GRI 103 Management Approach 2016	103-1 Explanation of the material topic and its boundary		10–13, 16
	103-2 The management approach and its components		10–13, 16
	103-3 Evaluation of the management approach		10–13, 16
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Relevant changes in the reporting structure

This is the first sustainability report to cover all sites of the CABB Group. Due to the fact that the CABB Group changed its reporting structure in 2021 (combination of both business units; see press release dated 17 November 2021), the figures in this report are not directly comparable with the previous report, which was only covering the former business unit custom manufacturing. This is especially true for the CO₂e figures, which have now been analyzed by an external party for all sites globally and are broken down on a more granular level (Scope 1 and 2 emissions). In addition, the measurement unit for this KPI has been changed compared to the previous year from “CO₂” to “CO₂ equivalents,” now including all greenhouse gases listed in the Kyoto protocol.

Further certificates related to ISO, EcoVadis, the code of conduct, the supplier code of conduct and additional key performance indicators can be downloaded on the CABB Group website (<https://cabb-chemicals.com/about-us/downloads/>).

- Switzerland (CABB AG)
 - ISO 9001:2015, 14001:2015 and 45001:2018
 - EcoVadis Gold Medal 2021
- USA (Jayhawk Fine Chemicals)
 - ISO 9001:2015, 14001:2015
- Finland (CABB Oy)
 - ISO 9001:2015, 14001:2015 and 45001:2018
- Germany (CABB GmbH)
 - ISO 9001:2015, 14001:2015 and 50001:2018
 - EcoVadis Silver Medal 2021
- China (CABB Jinwei Specialty Chemicals)
 - ISO 9001:2015, 14001:2015
 - EcoVadis Silver Medal 2021

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