



Sustainability Report 2023



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

Dear reader,

When global headlines revolve around extreme weather, declining species, lurking pandemics, and an upsurge in senseless human conflict, it is more important than ever to face the future with resilience and hope. At CABB, we take our responsibility towards society and the environment seriously. Our commitment to aiming for a sustainable future goes to the core of our vision – being the most performing and sustainable partner in complex fine chemistry by 2028. Our mission revolves around being a leading fine chemistry and contract development manufacturer for the Crop Science, Life Science, and Performance Materials market while balancing people, planet, and performance. Our values – partnership, responsibility, excellence, and drive – are the fundamental beliefs that guide and inspire us.

The CABB Group is at the forefront of transformative projects that reflect its commitment to innovation and efficiency. In 2023, we began implementing a new global enterprise resource planning (ERP) system to streamline our global operations planning procedures.

In 2023, we also began preparations to fully align our sustainability reporting with the Corporate Sustainability Reporting Directive (CSRD) in future. In particular, a gap analysis was conducted to understand where improvements are needed. The 2024 report will feature a structurally fundamentally renewed materiality analysis in line with the requirements of the CSRD.

Reducing greenhouse gas (GHG) emissions is a broad and vital task for the CABB Group. To create additional transparency, we have started in 2023 to calculate the first Product Carbon Footprints (PCFs). In addition, we strongly consider setting science-based targets through the Science Based Targets initiative (SBTi), in line with the Paris Agreement's ambition. An essential element of the measures enacted to achieve this target is linked to the reduction of the CABB Group's overall energy demands and the shift to renewable energies and more efficient processes and infrastructure.

We also take responsibility and actively promote sustainability in our supply chain. We evaluate suppliers providing more sustainable alternatives or bio-based materials, contributing to a more ethical and environmentally friendly business environment. Since April 2022, the CABB Group has been a proud member of the global "Together for Sustainability" (TfS) initiative. We use TfS as a cooperation framework, which has proven to be a milestone in our sustainability strategy.

In 2023, we continued the Group-wide workplace safety program #Behavioural Safety launched in 2022. The CABB Group attaches great importance to this project, as safety and security are our number-one priority. One notable achievement in this respect is the receipt of the prestigious "Chemical Industry Safety Award" in the large company category by our Finnish subsidiary for its special contributions and achievements in June 2023.

In our Sustainability Report, you will find further details of the actions we have taken to incorporate sustainability into our business. We have delivered some meaningful changes and continue to set ourselves ambitious goals while acknowledging that we are only at the beginning of this journey to a more sustainable future. Together, we can make a lasting impact.

Sincerely yours,



Thomas H. Ahrens
CEO CABB Group

**Reducing
greenhouse
gas emissions
is a broad
and vital task
for us.**



1 Sustainability Strategy

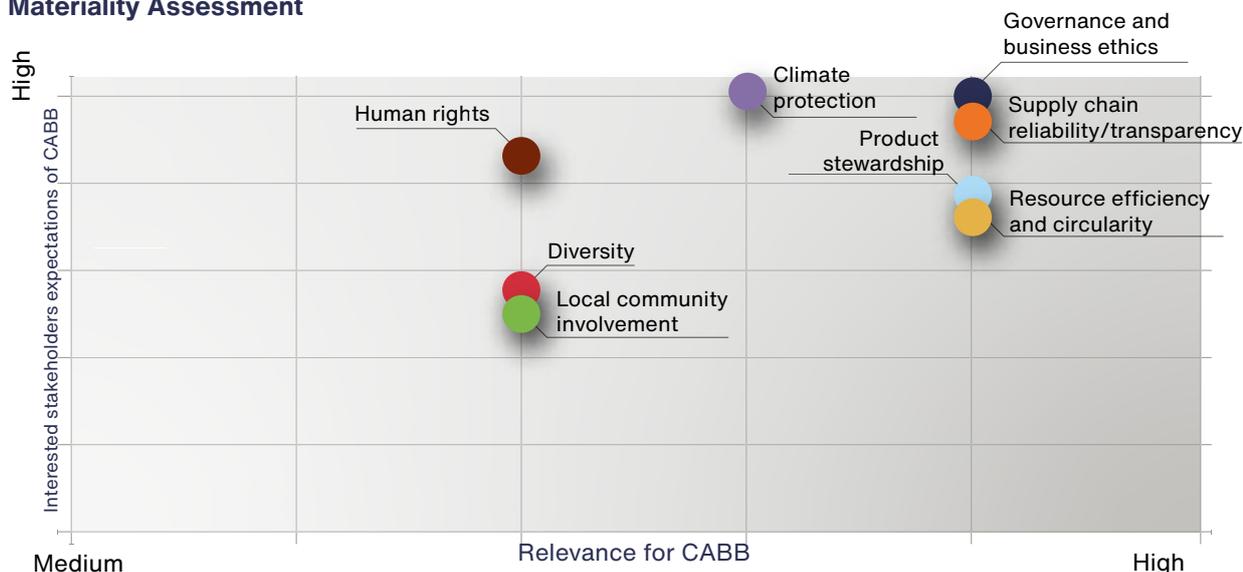
“By ensuring a sensible balance between people, the planet and profit, we can achieve sustainable business development as a trusted partner in the chemical industry.”

Thomas H. Ahrens, CEO

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Materiality Assessment



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 Groups 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 CABB Group and are of central importance for its sustainability strategy.

1.1 Sustainability Is Our Strategic Ambition

Sustainability is at the core of our business. As a leading fine chemistry and contract development manufacturer of customized, highly complex molecules for the Crop Science, Life Science and Performance Materials market it is our mission to balance people, planet, and performance. It is our responsibility to ensure a sustainable, highly efficient, and secure production and supply chain for our customers. It is the CABB Group's clear ambition to be the partner of choice in our target markets – a commitment that is deeply embedded in the corporate vision of being the most performing and sustainable partner in complex fine chemistry by 2028, and fully endorsed by CABB's management and its investors.

This commitment means that the CABB Group is continuously working on surpassing sustainability standards in every aspect possible. In 2021, the CABB Group revised its complete sustainability reporting structure, resulting in the first Group-wide Sustainability Report across all sites and locations in Switzerland, Germany, Finland, the United States, and China. The CABB Group also established a global scorecard, which is utilized to track progress and quickly identify potential areas for further improvement. To ensure that all targets, responsibilities, policies, and guidelines are well aligned, the Corporate ESG Guideline was updated in March 2023.

In 2023, the CABB Group further intensified its effort of greatly reducing the carbon footprint by extending the transparency on its Scope 3 emissions and improving the use and reuse of resources in production units, as well as maintaining a safe and

future-proof workplace environment through innovative solutions and processes. 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. In 2023, the CABB Group has also adopted a structured approach in all other ESG areas to become a champion, starting with defining a compelling vision and mission as well as the corresponding core values, strengthening diversity and management skills at all levels, standardizing processes, making the IT infrastructure more robust and fit for the future, and strengthening its governance.

To further enhance transparency in all ESG areas, in 2023, the CABB Group started preparations to fully align its sustainability reporting with the upcoming Corporate Sustainability Reporting Directive (CSRD).

1.2 The Environmental, Economic and Societal Dimensions of Sustainability

Over the years, a conscious approach to sustainability has evolved from being a "nice to have" to 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 chart). All are shaped by the environmental, economic, and societal dimensions of sustainability. Dual materiality plays an increasingly important role in this context. The next report in 2024 will

Corporate Sustainability Targets by 2025/2030

TOPIC	STRATEGIC SUSTAINABILITY TARGET	STATUS	KPI	UN SDG
Climate	CO₂ Scope 1 and 2 Reduction of 30,000 t CO ₂ e by 2025 compared to 2019.	● On track	GRI 305-1 GRI 305-2	 
	CO₂ Scope 3 10% reduction of scope 3 GHG emissions by 2030 compared to 2019.	● On track	GRI 305-3	
Energy	Energy efficiency (steam and electricity) Increase energy efficiency by 20,000 MWh per year by 2025 compared to 2021.	● On track	GRI 302-4	
	Renewable electricity Increase the share of renewable electricity to 70% by 2030 .	● On track	% of renewable energy share	
Products	Flawless production 99% in-spec products in the first production step (RFT) by 2025 .	● On track	Right first time	
	Waste Reduce the amount of waste by 10% by 2030 compared to 2019.	● Additional actions necessary	GRI 306-3	
Society	Responsibility in the value chain 90% coverage of raw material suppliers with annual procurement volume above 200,000 € by TfS/EcoVadis/CDP assessment and/or CABB audit by 2025 .	● On track	% of covered suppliers	 
	Responsibility in the value chain 60% coverage of all suppliers with annual procurement volume above 200,000 € by TfS/EcoVadis/CDP assessment and/or CABB audit by 2030 .	● On track	% of covered suppliers	
People	Diversity At least 25% women in management positions by 2025 .	● Additional actions necessary	GRI 405-1	 
	Occupational safety and health Zero accidents (aspiring target) or LTAR below 0.3 (minimum target) by 2025 .	● On track	GRI 403-9	
Water	Water withdrawal 10% lower water withdrawal by 2025 compared to 2019.	● Additional actions necessary	GRI 303-3	 
	Wastewater Reduce the amount of wastewater by 10% by 2030 compared to 2019.	● On track	GRI 303-2 GRI 303-4d	

therefore feature a fundamentally renewed materiality analysis that is in line with the requirements of the CSRD.

Creating Environmental Value across the Entire Supply Chain

Due to its business model, the CABB Group is firmly integrated into its customers' value chains, making it even 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 to reduce the amount of waste. The Group further uses its advances in raw material

and solvent recovery to ensure that chemicals and materials are recycled as much as possible.

Creating Societal Value to Drive Change

The CABB Group's team is one of its most important factors for long-term business success. It is driven by healthy and safe environment both physically and mentally, by a shared understanding of the vision, mission, and values of the company and its strategy, by clear goals and structures in their daily routine, but also in their development. It is crucial that employees have solid career prospects, feel satisfied, and contribute to the long-term success of the CABB Group with enthusiasm and commitment. 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 of which the company is an essential part. Therefore, the CABB Group works closely with customers, suppliers, and authorities to ensure their compliance with respective norms, regulations and emphasizes local involvement in the communities around the production sites.

1.3 Approach to Sustainability Practice

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 targets and measures. The CABB Group has implemented sustainability targets and key performance indicators (KPI) as a fundamental part of its strategic corporate management. These KPI are regularly reviewed to achieve the strategic targets in areas such as climate, energy, products, society, people, and water. Within all these areas, the CABB Group has established further specific sustainability-related KPI (see chart) that are also a fixed agenda item in Group Management and Executive Management Board meetings. ESG-related targets are an integral part of the CABB Group's management bonus schemes as a proactive way of further implementing the sustainability goals in the corporate culture.

Throughout its management structures, the CABB Group coordinates projects at different levels and, more importantly, measures and tracks specific sustainability KPI performances globally. This also allows for a close monitoring of the targets derived from the CABB Group's sustainability strategy. Thus, the CABB Group progresses in a verifiable manner and can identify shortfalls at an early stage. Since 2020, the management dashboard has been periodically updated with additional KPI and rolled out in the entire CABB Group. The dashboard provides a monthly overview of the Group's performances, which receive reviews and follow-ups throughout corporate and site management, respectively. In 2023, the CABB Group strengthened its Project Management Office and implemented real-time project management software to track the progress of all strategic initiatives that also support the ESG goals.

The CABB Group understands that every purchase has its own carbon footprint. This applies to the entire value chain and is one of the biggest challenges currently facing the global chemical industry. A major share of greenhouse gas emissions arises from the upstream value chain (Scope 3). In 2022, the CABB Group has improved its data transparency and accuracy by tracking and reporting on the Scope 3 emissions, adding the data to its sustainability reporting. To take emissions transparency to the next level, the CABB Group started in 2023 with the first Product Carbon Footprints (PCFs). This is a key element in identifying further emission reduction potentials on a product level and thus contributing to the industry's goal of significantly reducing greenhouse gas emissions.

We Are Part of a Broad-Based, Global Movement

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.

WE SUPPORT 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.



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).

1.4 Commitment to Making a Collective Impact

Membership in "Together for Sustainability" (TfS)

An important milestone for the endorsement of sustainability standards across all supply chains has been reached in April 2022, when the CABB Group joined the global initiative "Together for Sustainability" as an active member. The initiative's stated goal is to use global standards to drive and deliver measurable improvements that make supply chains more transparent and resilient. The initiative is a collaboration of 51 internationally operating companies (as of March 2024) from the chemical-pharmaceutical industry that are committed to sustainability and strive to implement it by means of global standard within all their supply chains.

As a global alliance of key industry representatives, TfS enables sustainable change to be pursued collaboratively, ensuring much better outcomes than working alone or in smaller associations. TfS lays out global guidelines that can be used to improve the performance of partner organizations and then verifies these through audits. CABB Group's suppliers thus benefit from guidance and comprehensive feedback that enables them

to improve their sustainability efforts. For the CABB Group, it is particularly important to set and implement high environmental, labor, and human rights standards. This applies to both the products that the CABB Group manufactures itself and the external products and services that the CABB Group procures.

Collaboration with All Stakeholders

The CABB Group is a learning organization. Feedback is therefore a key element of sustainability planning and is received in multiple forms. This enables an external assessment of its activities and provides recommendations for areas in which the CABB Group can further improve. The Customer Audits and the Satisfaction Surveys that the CABB Group periodically conducts with its industry stakeholders are well-established platforms for reviews and opportunities for improvements. 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 following the completion of a production campaign. Also in 2023, during the audits, compliance with the agreed-upon production and quality inspection processes is assessed and verified.

Rating agencies, like EcoVadis, the world's largest provider of sustainability ratings, conduct regular assessments on all sites within the CABB Group. Further assessments and audits by rating agencies, certification bodies, public authorities and clients are conducted on a regular basis. In 2023, the CABB Group completed for the second time the climate and water questionnaires of the Carbon Disclosure Project (CDP). A public rating has been published at the beginning of 2024.

Complementing the close cooperation with customers, the CABB Group evaluates potential suppliers according to 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. Every new supplier is asked to accept the CABB Group's Code of Conduct when an order is placed or a contract is signed. According to TfS, additional measures have been introduced in 2023 to further increase transparency within the supply chain. In 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.

EcoVadis Rating



All sites of the CABB Group undergo annual assessments by EcoVadis, the world's largest provider of sustainability ratings. In the latest assessment conducted in April 2023, CABB's site in Pratteln, Switzerland, was awarded the gold rating for the fifth time in a row. In 2023, the production sites in Germany and China were awarded the gold rating for the second time. At the end of 2022, the production site in Kokkola, Finland, even achieved a platinum rating for its assessment for the second time in a row. Platinum is the highest rating issued by EcoVadis. In 2023, the US site submitted for the first time an EcoVadis assessment and received a Gold medal. As part of the assessments, EcoVadis provides valuable input on areas in which the CABB Group can continue to further improve.

Together for Sustainability



The "Together for Sustainability" (TfS) initiative involves 51 globally operating companies in the chemical-pharmaceutical industry. Committed to sustainability, they aim to implement global standards throughout their supply chains. TfS establishes guidelines, particularly in the areas of environment, social, and governance (ESG), to assess and verify partner organizations' performance through audits.

CDP Rating



CDP, a nonprofit, oversees the global disclosure system for environmental impacts. As the gold standard in reporting, it offers a comprehensive dataset on corporate and city actions. Companies aiming for A or B scores must demonstrate awareness of their environmental impacts, such as deforestation and water security, and take effective mitigation measures.

CABB – Your Partner in Fine Chemistry

The CABB Group is a leading Crop Science contract development and manufacturing organization (CDMO), supplying customized active ingredients. CABB also offers high-complexity and high-purity chemical ingredients to customers in the Life Sciences and Performance Materials markets.

The company operates six production sites in Pratteln (Switzerland), Kokkola (Finland), Galena (USA), Knapsack and Gersthofen (Germany), Jining (China). With around 1,209 employees, CABB recorded an annual turnover of about € 740 million in the 2023 financial year.

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 network 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 System." These integrated production sites are its platform for providing differentiated, large-scale products based on high process efficiency including recycling of by-products. The CABB Group has underlined its sustainability commitment by signing the UN Global Compact and Responsible Care. The CABB Group is also a member of "Together for Sustainability" (TfS).

Our vision, mission, and values

We are driven by a common mission and vision as well as strong values. Our vision is to be the most performing and sustainable partner in complex fine chemistry by 2028. Our mission is to be the leading fine chemistry and contract development manufacturer for the Crop Science, Life Science and Performance Materials market, balancing people, planet, and performance. Our values which guide us in everyday operations are:



Partnership

We succeed and grow through strong collaboration.



Responsibility

We treat people and nature with respect. We focus on safety.



Excellence

We contribute to the success of our customers with our expertise.



Drive

We take ownership and implement tasks with focus.

Our CDMO Expertise

The CABB Group specializes in complex, multistep chemical syntheses. Our unique expertise in fine chemicals, our ability to implement large-scale growth projects and the integration of cutting-edge technology are the basis for our success. Designing, implementing and enhancing safe and robust production processes is our top priority.

Core Chemistries and Routine Operations

- Chlorination (Cl_2 , SOCl_2 , SO_2Cl_2 , HCl , ...)
- Bromination (Br_2 , HBr , ...)
- Sulphonation (SO_3 , HSO_3Cl , H_2SO_4 , ...)
- Sulphochlorination (HSO_3Cl , ...)
- Alkylation (methylation, thioalkylation, chloromethylation, ...)
- Oxidation (Cl_2 , H_2O_2 , HNO_3 , ...)
- Reduction (Pd/H_2 , Pt/H_2 , NaBH_4 , Wolff-Kishner, ...)
- Lithiation ($n\text{-BuLi}$, LDA , ...)
- Grignard reaction (RMgX)
- C-C Cross-coupling (Suzuki, ...)
- Friedel-Crafts Acylation (AlCl_3 , FeCl_3)
- Esterification/Saponification
- Amidation (NH_3 (g), NH_3 (aq), NH_2R , ...)
- Cyanation (NaCN)

The CABB Group is ideally equipped to perform demanding multistep syntheses of intermediates and active ingredients, and its plants and infrastructure enable efficient and sustainable production. Our capabilities include a vast range of chemical reactions based on our core chemistries to support efficient manufacturing on a large scale.

Assets and Capabilities

- More than 100 reactors Group-wide, from 2 m³ to 35 m³ (total reactor capacity above 1,300 m³)
- Various materials used in production assets: Hastelloy, glass-lined, stainless steel, etc.
- Several multistage distillation columns, solvent recovery capabilities and wastewater treatment
- Solid isolation capabilities with multiple centrifuges, dryers, filters, and packing units
- Raw material handling for acetaldehyde, epichlorohydrine, hydrazine hydrate, methyl chloride, solid sodium, etc.



KPI Summary



9,645

tons CO₂e reduction
2023 vs. 2019
(Scope 1 + 2)



20%

women in
management positions



-8.4%

**reduction of
water withdrawal**

2023 vs. 2019

25

More than
nationalities

1,209

employees



740 million

euros in sales

61 million

euros CAPEX investments

CO₂e EMISSIONS		2019	2021	2022	2023	Δ 2023 vs. 2019 (%)
CO ₂ e Scope 1	t CO₂e	190,931	202,878	188,336	187,113	-2.0
CO ₂ e Scope 2	t CO₂e	173,277	172,116	174,897	167,449	-3.4
Scope 1 + 2 (market-based)	t CO₂e	364,207	374,994	363,233	354,562	-2.6
Scope 1 + 2 (location-based)	t CO₂e	391,215	396,546	380,272	373,268	-4.6
CO ₂ e Scope 3	t CO₂e	1,001,335	1,053,789	1,060,030	975,506	-2.6
Scope 1 + 2 + 3 (market-based)	t CO₂e	1,365,542	1,428,783	1,423,262	1,330,069	-2.6
CO ₂ intensity (Scope 1 + 2 + 3)	t CO₂ per million euro sales	2,609	2,426	1,885	1,797	-31.1

ELECTRICITY, STEAM, WATER AND WASTE		2019	2021	2022	2023	Δ 2023 vs. 2019 (%)
Total electricity consumption	MWh	327,856	332,552	334,814	318,786	-2.8
Total steam consumption	MWh	384,987	398,041	392,127	387,642	0.7
Total water withdrawal	m ³	34,712,587	31,764,957	31,988,224	31,751,454	-8.4
Total waste: non-hazardous	t	20,588 ²	18,089 ¹	36,061	43,834	n/a ³
Total waste: hazardous	t	55,828	56,810 ¹	66,350	75,697	n/a ³

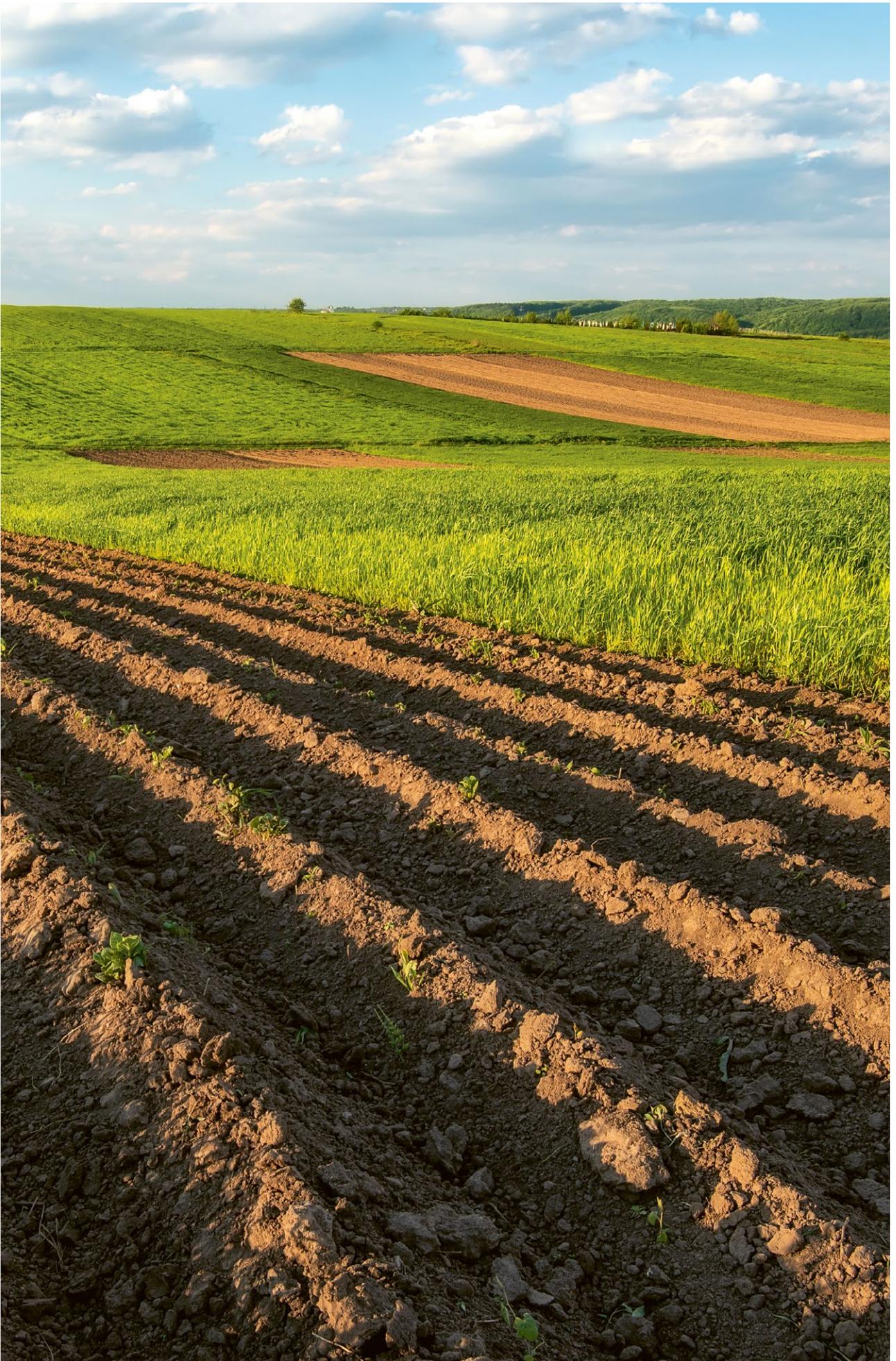
¹ Includes extrapolated data for the Gersthofen site in Germany, which is based on data from 2020.

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

³ Since 2022, we have been recording all waste categories. The reuse and recycling categories have not yet been recorded for previous years. Therefore, the quantities in 2022 are significantly higher and not comparable with previous years.

EMPLOYEES	2019	2021	2022	2023
Number of employees	1,104	1,155	1,200	1,209
Age structure in %				
<30 y	14.4	15.2	16.0	16.9
30–50 y	45.0	46.9	48.1	46.9
>50 y	40.6	37.9	35.9	36.1
Women/Men in %				
Women	14.9	15.6	16.1	16.3
Men	85.1	84.4	83.9	84.0
Women in management	16.5	19.4	20.0	20.2
Fluctuation in %	9.0	6.9	9.8	8.1
Lost time accident rate (LTAR)¹	0.40	0.52	0.75	0.22

¹ Excluding Jining (CN).



2 Environment

“We understand operational excellence and continuous energy efficiency as well as circular economy improvements not just as a competitive advantage but a responsibility towards the living environment.”

Tobias Schalow, COO

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2.1 Concise Climate Goals

This chapter concentrates on the environmental impacts of internal production and operating processes and on measures that can be taken to mitigate these impacts. Particular emphasis is placed on the CABB Group's energy consumption, emissions, and resource consumption. The latter includes the procurement of raw materials as well as the recycling of solvents and waste disposal. Additionally, the conscientious use of water and the safe handling of environmentally critical materials and wastewater are carefully monitored at all times.

At the CABB Group, environmental protection and the efficient use of resources are part and parcel of operational excellence. As a socially responsible company, the CABB Group uses its resources conscientiously, which in turn positively impacts economic considerations. Sustainable production methods, such as the CABB Group's integrated production, ensure that the CABB Group can continue to offer competitive products and services in the long term while maintaining and strengthening strategic partnerships with its customers.

Tackling Greenhouse Gas Emissions at All Levels

Reducing greenhouse gas (GHG) emissions is a broad and vital task for the CABB Group. In addition to direct (Scope 1) and indirect GHG emissions (Scope 2 – from the purchase of energy), indirect GHG emissions throughout the upstream value chain (Scope 3) account for the largest share of the company's CO₂e emissions. Scope 3 includes, for example, the production of raw materials by suppliers and their delivery. Reducing Scope 3 emissions is a very complex and lengthy process, but within the industry, this is also where the CABB Group can reduce its emissions the most.

Operational Excellence and Procurement in Focus

Enhancing operational efficiency is a top priority for the CABB Group. Investments in infrastructure are an essential part of this, as innovative solutions in production and energy use minimize the negative environmental impacts and create cost advantages. Examples of this include the upgrade of the waste incinerator at the Kokkola site in Finland, the renewal of the technical infrastructure at the Gersthofen site in Germany, where energy consumption has been significantly reduced, and the installation of monitoring systems on 180 steam traps in Galena (US), which helped to identify various central causes of steam radiator failures and save natural gas. Measures like these contribute substantially to the continuous improvement and long-term competitiveness of the CABB Group. Moreover, the CABB Group will gradually increase its share of renewable electricity in the coming years.

2.2 Environmental Management: Reducing Greenhouse Gas Emissions

Greenhouse gas 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 absolute Scope 1 and 2 emissions by 30,000 metric tons of CO₂e by 2025 as compared to 2019 while growing its business and additionally reducing its Scope 3 emissions by 10% by 2030, also compared to 2019.

Goals

Scope 1 and 2

Minus 30,000 t CO₂e in Scope 1 and 2 by 2025 (compared to 2019)

Scope 3

Minus 10% Scope 3 CO₂e emissions by 2030 (compared to 2019)

In the future, CABB is considering to commit to science-based targets and therefore plans to evaluate them in 2024. The Science Based Targets initiative (SBTi) is a global body enabling businesses to set ambitious emissions reductions targets in line with the latest climate science. It is focused on accelerating companies and financial institutions across the world to halve emissions before 2030 and achieve net-zero emissions before 2050. The initiative is a collaboration between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF) and is one of the We Mean Business Coalition commitments.¹

An important element of the measures enacted to achieve this goal is linked to the reduction of the overall energy demand of the CABB Group. Another significant focus area is the shift to renewable energies and more efficient processes and infrastructure, which can significantly reduce emissions while satisfying the same demands. Targeted measures in raw material sourcing can further combat emissions produced within the value chain.

¹ For further information see <https://sciencebasedtargets.org>

Emission Calculation and Achievements in 2023

In 2022, the CABB Group determined all of its emissions in Scope 1, Scope 2 and, for the first time, Scope 3. For 2023, slight improvements have been made to the calculation for the Scope 1 and Scope 2 emissions. In particular, this has impacted the site Kokkola in Finland, where calculation improvements have been made for waste and internal incineration calculations. On scope 3 level, some minor calculation improvements have been made with regards to raw material emission factors, logistics, packaging material and travel data on a global scale (and retrospectively adjusted back to 2019).

As in previous years, the calculation has been done in line with the GHG Protocol Corporate Standard. Scope 1 and Scope 2 emission data are fully reported. For scope 3 data, indirect sourcing, end of life of sold products and capital goods categories are not yet included, however the total emissions amount of these excluded elements are estimated to be around 10% – 15% of the total Scope 3 emissions.

Compared to 2022, the total CO₂e emissions from the whole CABB Group decreased by 6.5% in 2023. The main driver for this reduction was the lower demand for intermediates, mainly for monochloroacetic acid, due to the weakening world economy. Consequently, the related energy consumption (Scope 2) and raw material consumption (Scope 3) decreased mainly in Germany, and to a smaller extent in Switzerland. With regards to its Scope 1 emissions in the US, due to nitrogen oxide, CABB investigated and evaluated various technical concepts in 2023 to potentially reduce or eliminate nitrogen oxide from its production processes in the future. In addition, various energy efficiency projects at all sites – described in the following chapters, in detail in chapter 2.5 – contributed to this reduction. Based on the recently implemented and additionally planned measures, the CABB Group is confident that it will achieve its own climate target for Scope 1 and Scope 2 emissions by 2025.

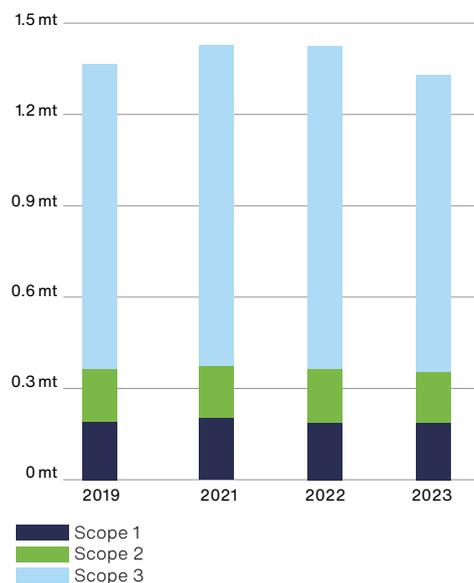
Product Carbon Footprints

In 2021, the CABB Group created transparency with regard to its Scope 1 and Scope 2 CO₂e emissions at all sites. In 2022, the Corporate Carbon Footprint has been extended to include the Scope 3 emissions. To gain an even better understanding of its emissions, the CABB Group started to calculate the first PCFs in 2023. The electrolysis plants in Gersthofen (Germany) and Pratteln (Switzerland) play a crucial role in its integrated production sites. The first PCFs have therefore been conducted for chlorine, caustic soda and hydrogen. This has been done in line with DIN EN ISO 14067 and the TfS Guideline for PCFs. To prove the validity of these PCFs, they have been audited by TÜV. Following the completion of these PCFs, further calculations of PCFs for key intermediates and exclusives have been started as well in 2023.

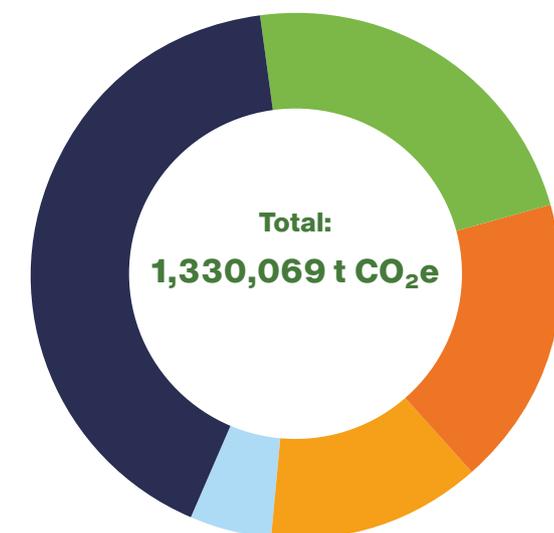
2.3 Improving Transparency throughout the Value Chain

The reduction in Scope 3 emissions is one of the reasons why the CABB Group’s membership of the “Together for Sustainability” (TfS) initiative is so important. Following the admission to TfS and the initiative’s publication of a methodology for calculating PCFs, a standardized methodology within the chemical industry is now available. As a result, there will be a stronger focus on both improving social conditions along the upstream value chain and the importance of valid carbon footprints for the raw materials purchased.

Corporate Carbon Footprint in mt CO₂e



Scope 1–3 GHG emissions by country (2023)



Goals

Responsibility in the value chain

90% coverage of raw material suppliers with annual procurement volume above 200,000 € by Tfs/EcoVadis/CDP assessment and/or CABB audit by 2025.

60% coverage of all suppliers with annual procurement volume above 200,000 € by Tfs/EcoVadis/CDP assessment and/or CABB audit by 2030.

Joining Forces on a Complex Issue

Transparency in the supply chain will continue to grow in importance and not just for the CABB Group, but also for major customers and end users. This will be enforced by legislators in a wide variety of countries and economic regions around the globe who will establish further requirements over the next years, such as the Supply Chain Act and the Corporate Sustainability Reporting Directive, for which the CABB Group is already preparing as well.

Joining forces on such a complex issue provides key leverage in making supply chains more transparent and resilient. The cooperation within the global initiative "Together for Sustainability" (TfS) is a major improvement concerning supply chain transparency across the industry. To increase transparency, the CABB Group has covered over 64% of raw material suppliers with annual procurement volume above 200,000 € by Tfs/EcoVadis/CDP assessment and/or CABB audit and will reach 90% by 2025.

Although the CABB Group is constantly making improvements at its own sites, it must take particular care that the products and services purchased meet the highest environmental and social standards. The CABB Group will be working together with the growing number of members of the TfS initiative to develop and implement further measures and guidance around sustainability throughout the value chain.

2.4 Emission Reductions through New Materials

Since 2021, purchasing has been working intensely on finding and evaluating raw materials that contain or are even made entirely of bio-based or recycled raw materials. In addition, products manufactured with green energy or energy-efficient processes, or those made in the vicinity of the CABB Group sites,

also play a key role. The challenge lies in finding raw materials, and then evaluating them in detail by multiple departments. There are many new, innovative raw materials with a low carbon footprint on the market.

For the CABB Group, it is imperative that the raw materials are available and deliverable in sufficient quantities, and that they are reasonably priced, as many of these raw materials are still in the market launch phase. This covers a variety of possible new raw materials that either contain a bio-based share, consist of recycled content, are made from green energy and/or are made with more processes, or are produced nearby.

Only Rigorous Testing Ensures the Highest Quality

However, to be a viable option, the cost of the new raw material must either be comparable to that of an existing source, or the new raw material must add value to the CABB Group product. Through an ongoing and rigorous selection procedure, the CABB Group ensures that these raw materials meet high-quality requirements while also being commercially attractive. The evaluation process involves a detailed analysis and approvals by several independent departments like Purchasing, Production, Development, Sales, Health & Safety, and Quality Management among others. In the case of existing quality agreements, the CABB Group will always seek the approval of its customers before the use of any new raw material for their products. The evaluation process includes thorough analysis in the laboratories to determine whether the same specifications are still being met and whether the purity and the by-product profile are the same.

A Strong Focus on Recycling

In general, the market now offers many new innovative products with an improved carbon footprint. The CABB Group will ensure that new products meet its high-quality requirements and that the products are of commercial interest. Especially bio-based products have enormous potential, but the process of switching to them often takes time. Another opportunity lies in increasing waste recycling so that the recycled raw materials can be reused either by the CABB Group or by others. This can significantly reduce the amount of fresh raw materials that the CABB Group needs to buy.

2.5 Energy Efficiency and Renewable Energy Sourcing

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 sets itself clear goals to achieve by 2025 and by 2030:

Goals

Energy efficiency (steam and electricity)

Increase energy efficiency by 20,000 MWh per year by 2025 compared to 2021.

Renewable electricity

Increase the share of renewable electricity to 70% by 2030.

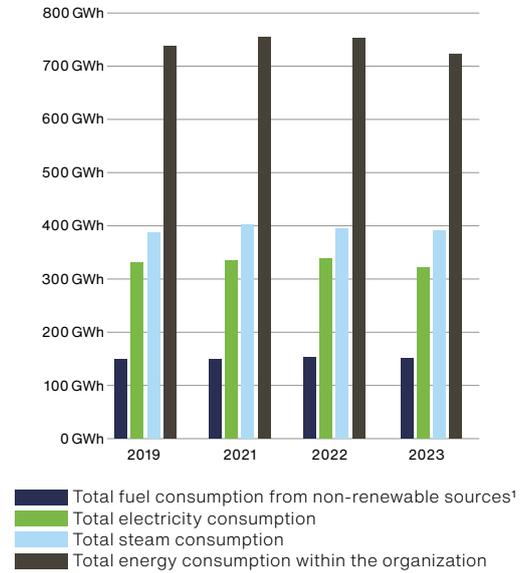
These goals can be achieved by a variety of means: by improving processes, upgrading infrastructure and procuring new energy sources. The CABB Group is working in all these areas to find new and better solutions for a variety of industry standards. A significant reduction of energy consumption (electricity and steam consumption) is a constant driver for improvements at all the CABB Group's sites. In 2023, they have achieved over 11,000 MWh energy efficiency increase alone and plan to achieve the 20,000 MWh goal by the end of 2024, one year ahead of the original plan. Across the Group, around 13% of the total electricity consumption has been sourced from green sources (wind, water, sun) in 2023. Another 50% of the electricity demand was from nuclear power.

At the end of 2022, an energy efficiency project was started at the German CABB site Gersthofen. Steam generation in the incineration unit will be further improved by a heat recovery unit. The project will save around 3,000 MWh of steam and 500 tons of CO₂e per year after completion in 2024. Another energy reduction project in Gersthofen was started in 2022 and will be completed in 2024. Savings of around 1,700 tons of CO₂e and 9,000 MWh steam are expected through brine supply optimization projects, where insulation, heat usage, piping, and other factors are to be improved.

Measures to increase the efficiency of steam generation and steam consumption were also implemented at CABB's US site. In Galena, new steam trap monitors were installed on all steam traps in production unit 2 in 2022. Further steam trap monitors were added in unit 1 in 2023. This will reduce the number of failed steam traps, which will significantly reduce overall steam consumption. An additional boiler was commissioned at the CABB site in Galena. The 800 hp output will ensure reliable steam generation. The gas system is equipped with a special natural gas burner that increases steam production while maintaining the same energy demand, thereby reducing the CO₂ footprint.

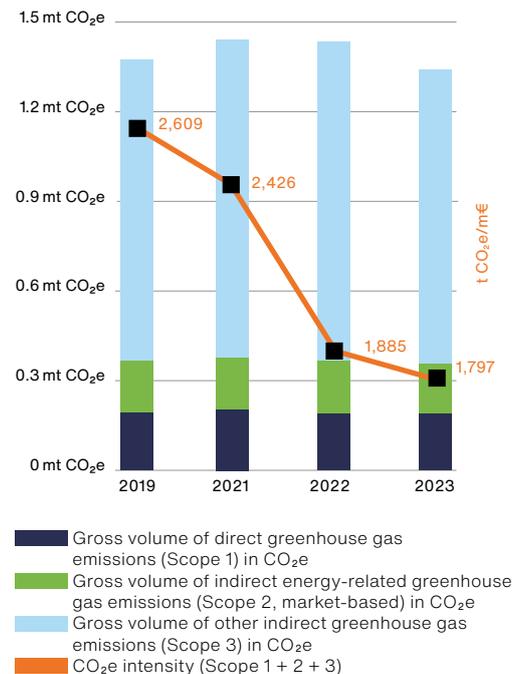
At the Swiss CABB site in Pratteln around 380 tons of CO₂e per year are to be reduced through insulation of brine saturators in 2023. This project enabled insulation heat loss to be reduced to a minimum. Various other projects to reduce emissions were carried out in Pratteln. To name just a few: compressed air, nitrogen, and steam leakages were detected and fixed.

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).

Greenhouse Gas Emissions



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.

Further relevant improvements to energy consumption in 2023 were made to the existing facilities in Pratteln, Switzerland. A Technical Insulation Performance (TIP) Check was carried out to identify uninsulated production facilities and plant components. The subsequent insulation will prevent annual heat losses of 3,165 MWh/year and 987 tons/year of CO₂e.

A pinch analysis for all continuous production processes was commissioned in 2023 in order to increase energy efficiency through possible process improvements.

Measuring Energy Consumption More Accurately

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

CABB in Germany has placed a 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 evidence, which is 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.

In 2022, the process analysis software Trendminer was installed at the German sites. The software compiles large volumes of data in the production process and converts it into analyzable

units. This identifies trends and information that can be used to quickly optimize inefficiencies in production lines. The software has been in use at the CABB Group's production site in Galena, USA, since 2020. In its site in Kokkola, control system software from ABB is used. With this system, it follows and improves production processes: batch progression, temperatures, pressures with many other factors.

Increasing Renewable Energy

The CABB Group's site in Kokkola, Finland, has already 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 6,000 metric tons per year. To replace the heavy fuel oil in the incineration plant, the Kokkola site is currently using a 50% CO₂e-neutral substitute fuels option: tall oil pitch fuel. This oil is procured from 100% renewable sources and has so far been used successfully at CABB since November 2023. Further continuous tests are carried out to ensure frictionless production and incineration processes.

In 2023, the construction work on a new administration building has begun in Kokkola. It has been opened in November 2023 and is accommodating all central functions like Health, Safety and Environment (HSE), Finance, Administration and the Supply Chain team. The new building is designed to operate CO₂ neutral. For heating, the heat captured from manufacturing processes is being used and solar panels have been installed on the roof of the building.

The production 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. The Gersthofen site in Germany has been using the by-product hydrogen as an energy source to produce steam since December 2021. This initiative has saved 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 thermal energy safely and with low emissions. Most of the site's steam consumption is now covered by this low-emission energy resulting in lower Scope 2 CO₂e emissions.

To further increase the electricity share from green sources, in 2023, a commitment for power purchase agreement from the Executive Management Board has been made for the year 2025 onwards to supply the German site Gersthofen with wind and solar energy. This will bring a yearly emission reduction of approx. 20,000 tons CO₂e as of 2025.

TOTAL WATER WITHDRAWAL, DISCHARGE AND CONSUMPTION

		2019	2021	2022	2023
Total water withdrawal from areas with low water risk¹	m³	34,712,587	31,764,957	32,021,660	31,751,454
From surface water		207,472	217,975	215,609	249,220
From groundwater		17,783,678	16,544,693	17,027,068	17,287,733
From seawater		4,705,354	4,957,890	4,878,544	4,950,279
From third parties		12,016,083	10,044,399	9,867,003	9,158,973
Total water withdrawal from areas with high water risk²	m³	1,898,525	714,369	116,801	116,799
From surface water		0	0	0	0
From groundwater		0	0	0	0
From seawater		0	0	0	0
From third parties		1,898,525	714,369	116,801	116,799
Total water discharge from areas with high water risk²	m³			58,115	47,520
To surface water		-	-	0	0
To groundwater		-	-	0	0
To seawater		-	-	0	0
To third parties		-	-	58,115	47,520
Total water consumption from areas with high water risk²	m³	-	-	58,686	69,279

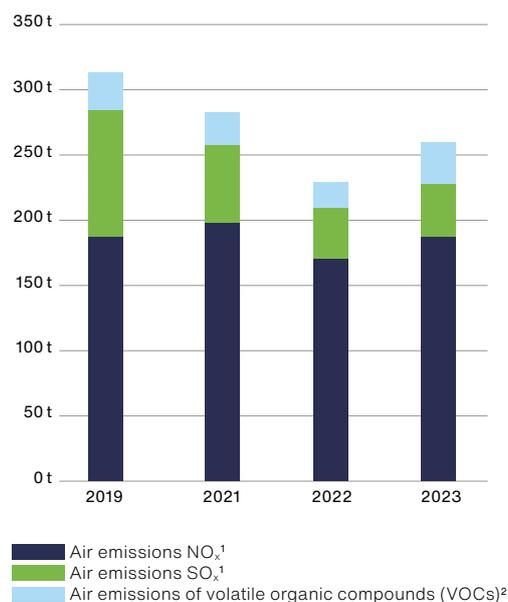
¹ Production sites with a water risk under 40%. They include Kokkola (FI), Galena (US), Pratteln (CH), Knapsack (DE), and Gersthofen (DE).

² Production sites with a water risk over 40%. They include Jining (CN).

2.6 Water Withdrawal, Wastewater and Air

Water plays an important role in the CABB Group's production processes and is used primarily for cooling. As a result, quite large amounts of water must be withdrawn. The CABB Group assumes its responsibility in this area and makes an effort to reduce its use of extracted water. In 2022, specific goals have been established to reduce the amount of water withdrawal by 10% by 2025 and reduce the wastewater production by 10% by 2030. Again, both key figures are compared to 2019. In 2023, total water withdrawal decreased by 8.4 % and wastewater by 15.0% compared to 2019 due to water efficiency projects. Air emissions have decreased compared to 2019. However, due to higher exclusive product volumes at the US site air emissions have increased in 2023 compared to previous year.

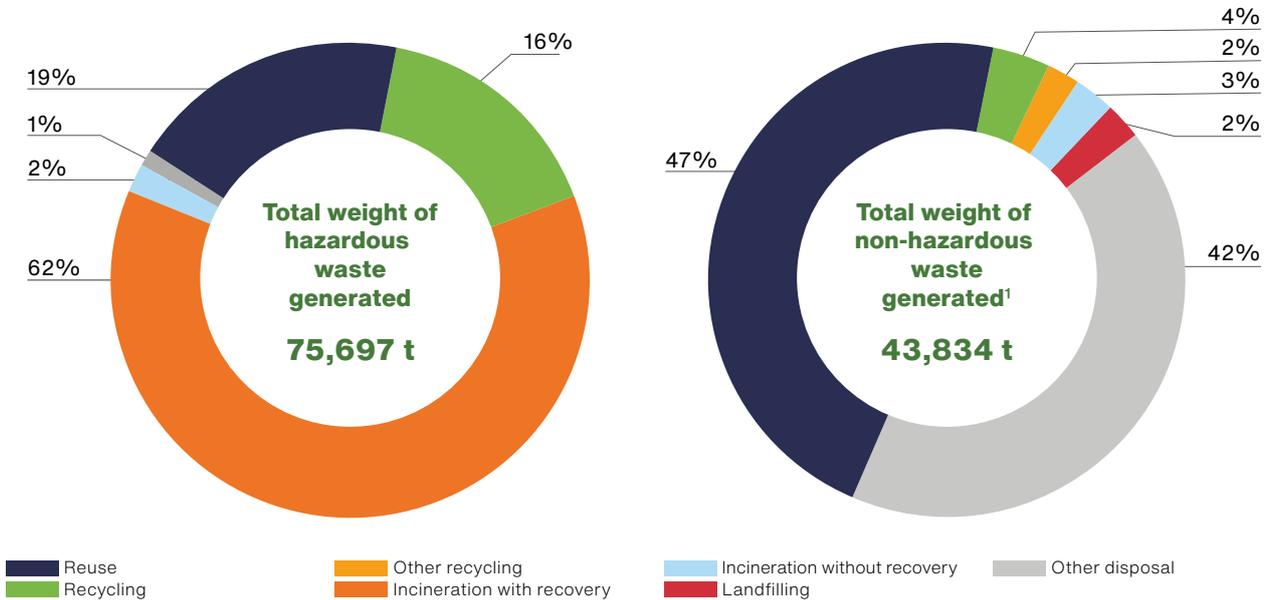
Air Emissions



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.

Total Waste Generated 2023



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

Further measures undertaken by the CABB Group also focus on the resulting wastewater at its sites, which is pretreated whenever possible. At the Pratteln site in Switzerland, further water usage efficiency measures are continuously being worked on in collaboration between production plant management, energy management and asset management.

Goals

Water withdrawal

10% lower water withdrawal by 2025 compared to 2019.

Wastewater

Reduce the amount of wastewater by 10% by 2030 compared to 2019.

CABB commissioned a production plant in Pratteln 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 and 2022, CABB in Pratteln was able to significantly increase the system's capacity to treat wastewater by fine-tuning the process's pretreatment stage.

In summer 2022, CABB replaced its air compressors at the Swiss site in Pratteln. By replacing air compressors, it was possible to introduce closed cooling systems and thus save around

100,000 cubic meters of cooling water per year. Centralized compressed air generation is a key component of the entire operations at the site, as it supplies all production facilities with control air. Twenty million cubic meters of compressed air are consumed each year. In total, the CABB site in Pratteln now has three new screw compressors which can produce up to 3,240 cubic meters per hour of compressed air. Further improvements for the purpose of sustainability were already factored into the installation process. Plans are also in place to further recover and reuse heat in the future.

2.7 Reducing Waste and Reusing By-Products

Production processes always result in by-products and, of course, waste. The CABB Group wants to reuse by-products wherever it is feasible and avoid waste wherever possible. The minimum waste that is unavoidable is always treated and disposed of according to all regulations. The CABB Group's sustainability goals state that the amount of waste must be reduced by 10% by 2030. Efficiency in production has to rise as well in order to reduce the amount of waste and energy used. Total waste amounts have decreased by 8.6% due to multiple waste efficiency projects. The CABB Groups' RFT products in 2023 are close to the 99% RFT goal by 2025.

Goals

Waste

Reduce the amount of waste by 10% by 2030 compared to 2019.

Flawless production

99% in-spec products in the first production step (RFT) by 2025.

Efficiency in production and processing waste are paramount for an optimized operation at all the CABB Group's sites. In Kokkola, Finland, CABB is incinerating all aqueous waste, organic solvent waste, and vent gases coming out from the production plants. On an annual basis, 28,000 tons of aqueous waste and 6,000 tons of organic solvent waste are processed like this. Furthermore, the incineration plant is also the main source for the process steam in the site's production unit.

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 the CABB Group's production sites are located in chemical parks that handle waste disposal. The CABB Group receives an annual external waste report from the parks and also has the option to conduct monthly surveys.

Further Increase of Efficiency in Production Processes

Efficiency measures benefit customers, the environment, and society. This year has seen important developments at the Pratteln site. Specifically, the electrolysis team has upgraded and now uses the innovative analysis tool AVEVA PI System in its operations. The evaluation tool accesses almost all sensors and actuators in the electrolysis systems in real time and prepares the data it receives graphically. The easy-to-use and very user-oriented software makes it possible to compare the status of different systems and derive correlations within a very short time. Thus, the program helps the team with daily deviation analysis and troubleshooting. Due to the positive experiences and considerable benefits, the AVEVA PI System has already been introduced in other production and infrastructure systems at the Pratteln site in recent months.

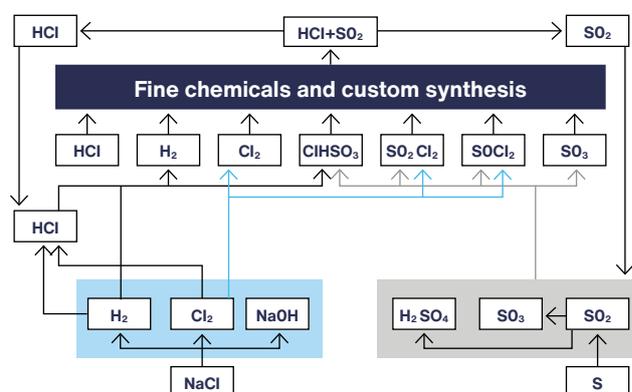
At the beginning of 2023, the decision was made to fully reintegrate the maintenance team in Pratteln into CABB AG. This represents a significant step towards strengthening the safety and sustainability of the Swiss production site while ensuring optimal plant availability.

The employees who have been providing these services over the past years became seamlessly part of the CABB team upon the reintegration, which took place on January 1, 2024.

The project team is successfully advancing the process by reorganizing different materials and tools using color codes, labeling, and floor markings, coupled with staff training. The implementation of 5S at CABB's Finnish site in Kokkola resulted in improved organization. The 5S workplace organization method is a Japanese system that uses clear rules for order and cleanliness to enable more efficient processes, enhanced safety, and better ergonomics while reducing workplace accidents.

In Gersthofen, Germany, the project "Brine Optimization" is well underway. The priority is energy savings through intelligent waste heat recovery across two plants. At the same time, the project will also improve the reliability of brine production in electrolysis, thus increasing plant availability and safety. The installation of an additional scrubber in operations has also been put into operation and is already having a positive impact on energy and material consumption.

"Verbund System": Recyclability in a Closed-Loop System



The CABB Group remains a pioneer in the circular economy. At its Pratteln site, the closed-loop system "Verbund System" 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.



3 Social

“Empowering communities, fostering inclusivity, and learning together – at the CABB Group, our commitment to social sustainability is the catalyst for positive change, where every action reflects our dedication to a harmonious future for both people and the planet.”

Mia Meyer,
Chief Human Resources Officer

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3.1 Assuming Social Responsibility

The CABB Group strives to provide its employees with an attractive and inspiring work environment that offers opportunities for individual development and growth. By fostering an active feedback culture and a strong focus on learning, CABB aims to build a culture of continuous improvement and therefore high performance. The company focuses on promoting diversity as a component of operational excellence. Thus, as one of the pillars of its diversity strategy, the CABB Group has set itself the goal to increase the proportion of women in management positions from 16.5% in 2019 to 25% by 2025.

The physical integrity and protection of employees is a top priority for the CABB Group in all its operations. Clear guidelines, rules and safety regulations are the central prerequisites for preventing occupational accidents. Several of its 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 also to continuously improve them.

With 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. In 2022 and 2023, a particular focus was placed on behavioral safety. In addition, training is also provided on respecting human rights as well as the ethical and morally correct treatment of all stakeholders.

The CABB Group always treats all its stakeholders as partners, which means that the company aims in all interactions for long-term, mutually beneficial solutions.

NUMBER OF EMPLOYEES WITH ENTITLEMENT TO PARENTAL LEAVE	2023
Total	1,185
Switzerland	398
Germany	335
Finland	266
USA	127
China	59

NUMBER OF EMPLOYEES WHO TAKE PARENTAL LEAVE	2023
Total	19
Switzerland	11
Germany	5
Finland	2
USA	0
China	1

NUMBER OF EMPLOYEES WHO RETURN AFTER PARENTAL LEAVE	2023
Total	17
Switzerland	11
Germany	4
Finland	0
USA	0
China	2

NUMBER OF EMPLOYEES WHO RECEIVED PERFORMANCE REVIEW IN %	2022/2023	
	M	F
Production and technology		
Switzerland	n/a	n/a
Germany ¹	n/a	n/a
Finland	96	99
USA	100	100
China	100	100
Research and development		
Switzerland	100	100
Germany ¹	n/a	n/a
Finland	100	100
USA	100	100
China ²	0	0
Administration and sales		
Switzerland	n/a	n/a
Germany ¹	n/a	n/a
Finland	100	100
USA	100	100
China	100	80

¹ Currently no documented evaluation.

² No employees in this category.

3.2 For and with Its Customers

“YOUR PARTNER IN FINE CHEMISTRY” is the claim 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) and a trusted player in the life science and performance materials sectors, its business model places particular emphasis on long-term partnerships with customers – some of which span decades.

To further strengthen the dialogue with customers after the Covid-related travel restrictions, CABB has placed a focus on its presence at trade fairs in 2023. In May, CABB exhibited at Chemspec – a leading industry trade fair at Messe Basel. CABB also took part in the equally highly important Tides conferences in the US and Europe.

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 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. Thanks to its global production network and specific 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, thereby securing regional workplaces. The CABB Group assumes the role of a strategic partner for many of its customers. Working in tandem with them, the CABB Group undertakes the continuous optimization of production, transport, and logistics processes.

To strengthen its presence in the large and growing US market, a new Head of Business Development USA and a new Head of Finance USA joined the CABB Group in February 2023. Interacting closely with the team at the production site in Galena, they actively drive forward growth in the USA and build bridges between sales and production, as well as between the American market and its international company. Both are based in the new sales office in Charlotte, which has been celebrating its opening in May 2023.

CABB has conducted several international customer satisfaction surveys achieving good and stable results over the years. Customer feedback has been used as a tool for the continuous improvement of products, services and relationships. Continued in 2023, customer satisfaction was measured again on a campaign-related basis and regularly showed satisfying values.

3.3 Strengthening Local Communities

The CABB Group continuously invests in new infrastructure, technologies, and products at its sites to offer customers products and services of the highest quality 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. These investments create vast local added value as most of them are implemented by suppliers in the vicinity of its plants. These investments are also the driver to create new job opportunities in the local communities – both within CABB and with its suppliers. This is a regular practice throughout the Group. Currently, almost 50% of the CABB Group’s annual procurement budget is spent on purchasing from local suppliers (less than 500 km from the respective CABB sites).

3.4 Putting People First

The CABB Group strives to ensure that every single one of its products and services is always of the highest quality. This goal can only be achieved with motivated and well-trained employees. Each of the 1,209 employees makes an important contribution to the success and uniqueness of the CABB Group, which is why it is even 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 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 and development opportunities to ensure continuous reliable operations in a changing demographic environment. Consequently, the Group devotes considerable attention to ensuring sustainable HR planning and HR policies. To facilitate best practice sharing and process standardization across the whole Group, the Group’s Chief Human Resources Officer (CHRO) started to tackle systematically the challenges that the future will bring in terms of demographic change, development of employees including managers, and digitalization.

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 17% of the entire CABB Group workforce. These young employees represent the future of its production, and they can be reassured that at the CABB Group, they have an employer who supports them with the necessary technical resources and development opportunities.

Personal development in the company is just as essential as the education of young talent. For the latter, the CABB site in Gersthofen, Germany, maintains a close cooperation with the IHK Akademie Schwaben in Augsburg. Together, they have created the part-time education program “Specialist for Chemical Production and Plant Engineering.” In the summer of 2022, the first four graduates successfully passed their exams.

In 2023, the Pratteln site in Switzerland was also able to offer five 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 chapter 3.4, Putting People First).

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.

In 2023, several key initiatives were started to strengthen leadership, such as a standardized succession planning process in Pratteln for key functions, workshops to foster an effective feedback culture, and learning trips to other sites.

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. The onboarding process and the accompaniment of new employees during their first three months were standardized and improved in 2023, as well as the personal performance review process and the success process planning.

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

Dialogue 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 contribute 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 for building up and maintaining this dialogue, both verbally and in writing.

At the same time, Group Management is committed to open and proactive communication. Under the leadership of the CEO, townhall meetings are regularly convened highlighting topics such as current business development or strategic directions. To make these townhalls more interactive, online polls and Q&A have been integrated into these meetings in 2023. The quarterly employee magazine “CABB INFO” keeps employees up to date with important news from the CABB Group and the various 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 improvements.

Listening to Employees

The CABB Group conducted its first international employee satisfaction survey back in September 2020 to gauge the mood of its employees. The biyearly Group-wide survey was repeated in the fall of 2022. All employees had the opportunity to make their voices heard and the response rate was again considerable at 66%. Overall, the CABB Group employees again provided high satisfaction rates about their own team, their work, and the customer focus. These three dimensions had the highest rating also in 2020 and all remained on a similarly high level. Compared to previous results from Switzerland, Finland, the USA, and China, a clear improvement has been achieved for employee development which was clearly rated higher in 2022 than in 2020. Room for improvement has been raised on how the CABB team deals with changes and about the speed at which these changes happen. The CABB Group analyzed the survey results thoroughly. The detailed findings were presented in a transparent manner to all sites across the entire Group. This fulfilled a strongly expressed demand for information and communication, which, according to the previous survey, were an area where there was still potential for improvement. The actions according to the findings of the employee survey were defined in a top-down and bottom-up approach. Managers were called upon to define concrete measures, and in workshops the teams were empowered to define measures themselves on how to further increase employee satisfaction.

Whereas the next Group-wide employee satisfaction survey will be conducted again in 2024, the site in Finland measured the well-being of its employees in 2023, with an overall score of 4 on a 5-point scale.

Engaging with employees of all functions and positions stays important to the CABB Group and its respective production sites. On a more informal level, all employees and their families of the sites in Kokkola and Pratteln were once again invited to a summer party in 2023. In Gersthofen, Germany, the site management organizes a Christmas Party for its employees on a regular basis, as well as in Knapsack, Germany, where the site management traditionally sponsors the Christmas activities of the respective departments. Another popular local event is the Knapsack site’s shopping voucher raffles among

all its employees who voluntarily submit suggestions for on-site improvements.

Physical activity is also a top priority at the CABB Group. The sites in Germany and Switzerland regularly partake in company runs throughout the year, such as the popular B2RUN series in German-speaking parts of Europe. In addition to company runs, CABB promotes all kinds of initiatives for physical activities which can strengthen the team spirit and the health of all employees. Various sites facilitate the building of company teams in sports like soccer and tennis. To further promote individual mobility and personal well-being, the Pratteln site has taken part in the initiative “bike to work,” which again took place in May and June 2023. “bike to work” is a specific company health promotion campaign in Switzerland, aiming for healthier and more sustainable commutes.

Employee Development and HR Structure

The CABB Group compiles several key figures to assess the status of personnel development and to quantify future progress. As of 31 December 2023, the CABB Group employed 1,209 people worldwide (previous year: 1,200). The employee turnover rate decreased in the year under review to 8.1% across the Group (previous year: 9.8%). This includes all terminations and departures initiated by both employees and employers, as well as outsourcing, retirements, and deaths.

3.5 Fostering a Learning Organization

It is only with highly qualified and well-trained employees that the CABB Group can rise to meet the challenges of tomorrow. For this reason, the CABB Group attaches great importance to the development of its employees and invests substantially in them. With a wide range of internal training and external courses available to its employees, the CABB Group ensures that it is always training new talent and keeping its employees' knowledge up to date, whatever the area of expertise – be it technology, diversity, compliance, safety, or market development.

Bringing employees together, sharing ideas, and discussing learnings is essential to keep up to date in a fast-changing business world. As travelling became easier in 2023 after the lifting of Covid restrictions, the CABB Group intensified the face-to-face dialogues across sites. Particularly, in May 2023 all Health, Safety and Environment Heads of Germany, Switzerland, the USA, and Finland met with site heads at a Swiss-based workshop on behavioral safety. There was furthermore a meeting of all site heads in November in Sulzbach.

The digitalization of the business world will have major impacts on job functions, processes and tools in the coming years. In particular, with the project launch in 2023 to implement a global ERP-system at the CABB Group, most employees will be confronted with substantial changes in their daily work. The

Group's HR is supporting this project to promote change management. In the last quarter of 2023, the first workshops with process owners, super users, and line managers have been initiated. Regular pulse checks have been introduced to capture the mood in the organization and identify improvement areas.

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 CABB's sites offer in-house education and training sessions for all employees. For example, since August 2022 CABB in Germany has offered its employees LinkedIn Learning as a new e-learning platform. Interested employees can develop or deepen professional skills, improve software knowledge, or receive targeted training in other areas. The training lessons must be related to the individual activity at CABB. The completion of the training takes place during working hours and in coordination with their supervisor.

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 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 site in the United States, where around 15% of the workforce are currently apprentices.

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 in Germany once again participated in the ninth edition of the “Meine Position ist Spitze” (My position is great) campaign in 2023. 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 Human Resources for the campaign.

Since 2022, CABB in Switzerland has supported several practical educational initiatives. One is SimplyScience Foundation's educational project SimplyNano, which provides innovative learning media for Science Technology Engineering Mathematics (STEM) promotion on secondary levels. Through exciting experiments and explorative learning, young people are to be inspired for STEM and corresponding occupational fields. Furthermore, CABB is also a partner in practical offerings from the Basel Chamber of Commerce to provide recruitment know-how and business insights to schools: With the "Coaching" program, business coaches prepare students specifically and individually for the job application process. With "Rent a Boss," the Chamber of Commerce provides leaders for parents' evenings and other information events on career choices. In autumn 2023, CABB sponsored for the first time the "Night of young leaders" in Basel, an event organized by the local chamber of commerce and the Junior Chamber International (JCI). On 9 November 2023, 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 their parents' everyday working lives.

Job Fairs Act as Talent Pool

In November 2023, CABB participated in the career fair Chem-together in Zurich, aimed at bringing together students and companies in the field of chemistry and pharmacy. A similar event in Finland has been attended by the team of Kokkola together with a local university. CABB in Germany was also present at the "Job-Messe" in Knapsack this year.

In 2023, the US Team participated in the Missouri S&T Spring Career Fair and had the opportunity to showcase the company and career opportunities at CABB. The CABB Group strives to establish direct communication with young and motivated people as often as possible.

3.6 Embracing Diversity

Diversity and inclusion are of high 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, it signed the "Diversity Charter" in April 2021. The CABB Group aims to promote the recognition, appreciation, and integration of diversity in the workplace. In 2023, the CABB Group started to address the respective issues in a structured approach by undergoing an external assessment and benchmarking. The results show that the CABB Group is at an early

stage of maturity in Diversity, Equity and Inclusion. The results help to define concrete measures in the respective fields as the CABB Group is currently not on track with its diversity target 2025.

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. Based on the assessment results, CABB is currently implementing standardized interview guidelines for recruiting. Diversity that is genuinely embraced contributes equally to the company's own growth and the satisfaction of its employees. 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 2023, approximately 16% 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, Germany, followed by 21% at the site in Jining, China, and 20% in Kokkola, Finland.

Goals

Diversity

At least 25% women in management positions by **2025**.

An important goal of the CABB Group's diversity strategy, however, is to fill 25% of the management positions worldwide with women by 2025. In December 2023, the total percentage of women in management was 20%. In Pratteln, Switzerland, the percentage of women in such positions is approximately 16%, in Kokkola, Finland, 50%, in Germany collectively 9.5% (including Knapsack, Gersthofen, Sulzbach), in Jining, China, 25% and in Galena, USA, 22%. The CABB Group is well on its way but acknowledges that there is still work to be done.

A prominent example is the management team in Finland, which consists of around 50% women and 50% men. Among the members of the Board of Directors in Switzerland, out of four board members, one board member is a woman.

Possibility of Part-Time Employment

Across the Group, around 5% 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 between 8 and 9%. 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

CABB AG conducts a pay equity analysis every four years which is then reviewed by an independent agency. Various criteria are considered in the analysis, in detail the areas of education, level of competence and professional status. Carried out in March 2022, the review showed that the CABB site in Pratteln meets the requirements (gender pay gap below 5%) of the Gender Equality Act. Taking into account differences in qualification and job-related characteristics, women earn 3% less than men.

The gender pay gap below 5% was also validated at the CABB site in Kokkola. CABB Kokkola pays the same salary for the same work regardless of gender. The principle of equal pay comprises two components: the job requirements and the person's competence.

3.7 Occupational Safety and Health

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. The CABB Group's top concern is therefore that all employees remain healthy, and leave work each day with no injuries. The CABB Group aims to create a safety culture in which everyone always works safely and without any accidents. Over the past few years, the CABB Group has been able to improve the accident rate significantly through site-specific safety initiatives such as training, process improvements, and technical measures. At the CABB Group, the "Lost Time Accident Rate" (LTAR) is taken as the key performance index to measure occupational safety.

The LTAR in 2023 on Group level was 0.22, significantly lower than the previous year (0.75 in 2022) and below the Occupational Safety and Health Administration (OSHA) benchmark for the chemical industry, which was 0.6 in 2022. In addition to the standard LTAR parameter, the CABB Group also tracks and analyses medical treatment, first aid and restricted work cases. This is done in the belief that addressing small incidents helps to prevent larger ones.

Safety Award Received in Kokkola

In June 2023, the Finnish subsidiary of the CABB Group, based in Kokkola, was awarded the prestigious "Chemical Industry Safety Award" in the large-company category for its special con-

tributions and achievements. The jury's award was based, in part, on several local safety initiatives launched by CABB in recent years and a company-wide behavioral safety program in 2022. Alongside this, significant investments have been made at the Kokkola site and many new employees have been recruited. Ari Venninen, managing director of CABB Finland, sees safety as part of the Group's broader sustainability efforts and believes that following EcoVadis' Platinum Sustainability Award last year, this offers further proof that the company is on the right track.

Group-Wide #BehaviouralSafety Project Awareness

In 2022, CABB has launched the Group-wide workplace safety program #BehaviouralSafety. The program first started at the CABB site in Kokkola, Finland, as a pilot, and was soon followed by the other European sites. In the third quarter of 2022, it got underway in the US as well. The project, which is supported externally by the Institute Bruno Schmaeling (IBS), a successful industry specialist in this field, started at all sites with a safety culture survey, in which 755 employees participated thus far. In the first half of 2022, as part of a behavior-based safety campaign, an assessment was carried out at the CABB site in Pratteln, Switzerland, to establish the extent to which the safety culture is already developed and where there is further potential for improvement.

The #BehaviouralSafety project has been given top priority for the entire CABB Group. For that reason, collaboration between the sites is continuously intensified. As part of this drive, the Health & Safety Managers from all CABB sites met in Gersthofen, Germany, in October 2022 to discuss best practices in the field of safety. In addition, the position of Global HSE Manager has been established effective 1 December 2022. At the end of May 2023, the HSE managers and the site managers met for a joint workshop in Basel and exchanged their experiences with #BehaviouralSafety. Similar workshops have taken place at other sites this fall and winter.

The personal conduct of each individual employee is the most important factor in always guaranteeing occupational safety. The ongoing #BehaviouralSafety project places a strong emphasis on accident-prevention training in this regard. Starting in 2019, twelve HSE training hours per employee (in a classroom or online) have been the minimum annual goal at all sites. This target was met again in 2023. These figures have been systematically tracked and reported since 2021 within the framework of the sustainability scorecard.

Up to the end of 2023, global business operations went without a single accident-related interruption apart from one exception. In addition to the investments in technical safety projects, this is due not least to the increased attention paid to this issue by all employees.

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 achieved very positive results from it. In 2023, over 600 hazardous conditions or near misses have been reported Group-wide and appropriate countermeasures have been 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,” a tool that is integrated into the CABB Group’s online training system.

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. CABB completed the certification process, and the certificate was issued in August 2022. Level-2-certified companies are very rare in the region and even throughout China. Accordingly, the CABB site in Jining is regarded as an outstanding model for workplace safety. 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 all sites. The safety and physical integrity of all its employees, as well as that of visitors, suppliers, and customers, is a top priority for the company.

NUMBER OF EMPLOYEES	2019	2021	2022	2023
Switzerland	378	396	410	406
Germany	333	327	338	341
Finland	209	240	258	266
USA	121	130	132	137
China	63	62	62	59
Total CABB Group	1,104	1,155	1,200	1,209
Permanent employees in %	97.6	97.4	96.3	97.3
Fixed-term employees in %	2.4	2.6	3.7	2.7
Total fluctuation of employees in %	9.0	6.9	9.8	8.1

DIVERSITY THROUGHOUT THE CABB GROUP	2019	2021	2022	2023
Proportion of women in %	14.9	15.6	16.1	16.3
Proportion of women in management in %	16.5	19.4	20.0	20.2
Women in board in %	0.0	0.0	0.0	0.0
Women in top management in %	13.0	12.0	10.0	17.0

PART-TIME EMPLOYEES

Part-time employees in %	5.3	4.8	5.3	5.8
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3.8 Intensifying the Stakeholder Dialogue

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.

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 dialogues. As an example, in Pratteln, Switzerland, several site visits have been offered in 2022 to various associations and groups to foster the dialogue with neighbors.

A semi-annual neighborhood dialogue was once again held at the Knapsack chemical park in April 2022. CABB in Germany also participated in both well-attended events for the local community. In June 2023, CABB GmbH participated in the “Nacht der Technik” to provide their neighbors insights into the production site in Knapsack. In addition, CABB participated in the annual sustainability festival in Gersthofen. The two-day festival offered a broad range of activities related to sustainability as well as the opportunity to learn more about the subject. The CABB site in Gersthofen, Germany, sponsors the “Kids Academy” every year. Two elementary school classes from the neighborhood get to try their hand at chemistry experiments under supervision at the CABB training center. Additionally, hydrogen is supplied to the Gersthofen free balloon club at attractive conditions, thus promoting ballooning in the region.

The CABB Group maintains an interactive dialogue with public authorities and politicians at all levels, both through the site managers and the global leadership team. The focus of every exchange is on building trust and fostering acceptance of current and future business-relevant topics. These discussions also serve as a barometer to gauge the concerns, questions, and expectations of politicians and the public. CABB participates in industry-specific discussions and advocates for interests that relate to its own business activities. In addition, the CABB Group is politically independent and 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 facil-

itate 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
- 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
- Together for Sustainability
- Unternehmensnetzwerk Klimaschutz (Corporate network climate protection; founding member in 2022)
- 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 Germany and its Knapsack site are participating in the “Sustainable Rhineland Chemical Region” initiative from Chem-Cologne 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.

In Pratteln, Switzerland, the CABB Group welcomed the specialist meeting of the Chlorine Working Group (“Arbeitskreis Chlor”) and the Inorganic Sulfur Compounds Association (“Fachvereinigung Anorganische Schwefelverbindungen”) of the German Chemical Industry Association (“Verband der Chemischen Industrie e.V.,” VCI) at the end of November and beginning of December 2022. These VCI committees include specialist staff from industry-leading companies. They work actively on the further development of the chemical industry within the scope of their specialist areas. The goals of the working group meetings include the exchange of knowledge and the further development of safety and industry standards in chemical production.



4 Governance

“Guided by a robust framework of ethical leadership and transparent governance, the CABB Group is dedicated to shaping a sustainable future. Our commitment to responsible practices ensures accountability, integrity, and resilience in every aspect of our operations, fostering trust and longevity in our global impact.”

Desirée Dietlin, Head of Legal

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4.1 Corporate Governance Enables a Sustainable Business

As a globally active company, the CABB Group bears responsibility towards a variety of stakeholders. The CABB Group is committed to the strict compliance with all applicable laws and regulations. Corporate governance sets guidelines, rules, and incentives for employees to act with integrity within the company and with third parties externally.

Governance Bodies

Supervisory Board

The Supervisory Board is the supervising body of the CABB Group and consists of six members of which three members are independent. The Supervisory Board is responsible for the approval of the corporate strategy, supervises its implementation, and ensures good governance through clearly defined responsibilities, processes, and policies. In particular, it approves and reviews the governance principles and the management structures as well as internal regulations and directives, including organizational regulations and committee charters.

Furthermore, the Supervisory Board determines the succession planning regarding the Executive Management Board together with the Remuneration and Nomination Committee (RNC) and decides on the individual and total amount of fixed and variable compensation payable.

Moreover, the Supervisory Board appoints and removes the Board Committees (except for the RNC) as well as the CEO and the other members of the Executive Management Board and reviews their performance in meeting agreed goals and objectives and compliance with applicable laws, rules, and regulations.

The Supervisory Board has two Board Committees which support the Supervisory Board on specific topics:

- Audit Committee (AC)
- Remuneration and Nomination Committee (RNC)

Audit Committee (AC)

The AC consists of at least two Supervisory Board members appointed by the Supervisory Board of which one member is independent. The members of the AC have the necessary qualifications with regard to financial expertise and risk management best practices.

The purpose of the AC is to assist the Supervisory Board and the Executive Management Board in fulfilling its responsibilities defined by applicable law, the Articles of Association, the Organizational Regulations, and other regulations with respect to matters involving the financial and risk management aspects of governance of the CABB Group.

Remuneration and Nomination Committee (RNC)

The RNC consists of at least two Supervisory Board members of which one member is independent. Each member of the RNC has the necessary qualifications, skills, experience, and time in order to be able to effectively fulfill their duties as a member of the RNC.

The purpose of the RNC is to support the Supervisory Board and the Executive Management Board in remuneration matters by exercising the duties assigned to it under the Articles of Association, the Organizational Regulations, and applicable laws and regulations. In particular, the RNC shall support in establishing and reviewing the compensation strategy of the Group and preparing the proposals regarding the compensation of the Supervisory Board and the Executive Management Board.

Executive Management Board

The Executive Management Board is the governing body of the CABB Group. It has the overall responsibility for the CABB Group including the development of the mission, vision, and corporate strategy, its implementation, and the day-to-day business of the CABB Group. In addition, it is responsible for setting the budget and the allocation of corporate resources as well as the publication of quarterly reports and annual financial statements for the CABB Group. The Executive Management Board also ensures that the Supervisory Board receives regular, timely and comprehensive information on all matters relating to the CABB Group's planning, business development and risk management.

Due to ever increasing risks in technology and cybercrime, the general security concerning data and IT infrastructure has been given a high priority also in 2023. The CABB Group implemented its Information Security Management System based on ISO 27001. A variety of concise technical measures have been implemented globally and all employees undergo specific training (see chapter 4.4 Data Security and Cybersecurity). The CABB Group's IT department further improved the stability of all systems and implemented a green-energy schedule to reduce energy consumption within its infrastructure. To streamline its global operations planning procedures, the CABB Group started in 2023 the implementation of a new global enterprise resource planning (ERP) system. Most sites will start working with the new system in 2024.

In the face of geopolitical conflicts driven by the ongoing Russia-Ukraine and Israel-Palestine conflicts, the energy crisis in Europe and the soaring inflation around the globe, the CABB Group has launched specific risk analyses and monitors the global situation. Regular updates on potential business impacts and mitigation actions are given to the Executive Management Board and to the Supervisory Board.

The CABB Group's Supervisory Board 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, in 2023, the compliance organization was further strengthened, comprising now the Chief Compliance Officer and the Head of Risk and Compliance, and two additional dedicated managers. Written compliance guidelines and policies were updated when necessary and trained.

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 – a process which is supervised by the audit committee.

Binding Guidelines, Policies and Instructions

The CABB Group fulfills its 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 the following guidelines and policies:

- Code of Conduct (09/2023)
- Code of Conduct for Suppliers and Service Providers (01/2023)
- Delegation of Authority (09/2023)
- Anti-Corruption Policy (09/2019)
- Antitrust and Competition Law Policy (01/2022)
- Compliance Incidents Handling Guideline (01/2022)
- Risk Management Policy (07/2022)
- Data Protection Guideline (02/2021)
- Policy "Dignity and Respect in the Workplace" (06/2023)
- ESG & CSR Management Guideline (12/2021)

To be prepared for new upcoming regulations like the Corporate Sustainability Reporting Directive (CSRD), CABB had installed in 2022 a project team to prepare for the new reporting standards. In 2023, a gap assessment has been conducted to understand where improvements are required towards CSRD compliance. Also, an update of the materiality assessment has been started. To correctly and efficiently collect all relevant CSRD KPIs in future, a new software will be piloted beginning of 2024 in one of the CABB sites.

Employee Training

Virtual compliance training is provided to all employees to promote and ensure diligent compliance. They are held, for example, for all employees annually for issues specified in the CoC and for employees who deal with external parties regarding anti-corruption prevention. As part of the training on the CoC, employees have also been informed about the key contacts for whistleblowing and how their information is handled confidentially. As the end of the Covid pandemic allowed again to meet face-to-face, physical training sessions have been held in 2023 with an external lawyer on the topic of "fair competition." In Germany and Switzerland all sales and procurement colleagues have been invited to this training module.

Anti-Bribery and Anti-Corruption Measures

The CABB Group steadfastly rejects all forms of corruption. It firmly believes that its business is strengthened by legal, fair, and transparent commercial behavior and is in the interests of its employees and shareholders. Preventing corruption is therefore of great importance to the CABB Group. To ensure that its own business decisions are not influenced by gifts or invitations, strict bribery and anti-corruption policies are applied, prohibiting all employees from illegally influencing the business decisions of the Group's business associates. The aim is to eradicate corrupt behavior permanently. In addition to preventing corruption, this includes detecting and rigorously pursuing such behavior.

The CABB Group's Guideline regarding Gifts, Hospitality and Invitations provides specific guidance for employees, managers, and directors on how to avoid and reduce risks of bribery and

corruption. 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 with 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 2023. Anticipatory to this, a so-called Know-Your-Customer check is already implemented. As of December 2023, no cash payments are existing in practice within the operations of the CABB Group. In general, payments to or by CABB in cash are forbidden, except where the sums involved are negligible.

The CABB Group explicitly encourages its employees to contact the ombudsperson if corrupt behavior within the CABB Group or in connection with the CABB Group's business activities is suspected. Whistleblowers can find the contact details on the next page.

Anti-trust

Legislation and regulations on anti-trust and competition law are of great importance to a free market economy. The CABB Group strongly believes that its business is strengthened by legal, fair, and transparent commercial behavior and is in the interest of its employees and shareholders. They act in line with the competition law of all countries in which they are active. All CABB employees including their managers have a duty to comply with the statutory regulations of competition and antitrust law.

The anti-trust policies contain competition rules that employees including managers must know and apply. These provide guidance on acting lawfully and in line with competition rules. The anti-trust policies are based on three fundamental principles:

- No anti-competitive agreements with competitors
- No excessive restriction of suppliers and customers
- No abuse of dominant market positions

Code of Conduct

The Code of Conduct sets out the standards in place at the CABB Group for lawful, ethical, and responsible conduct and underpins all doing and actions. The position as a global company in the chemicals industry carries with it a major responsibility not only to its customers, employees, and colleagues but also to its investors, the environment, and not least ourselves. By living up to this responsibility consistently throughout the entire CABB Group, they preserve trust and establish the reputation for excellence that is key to their long-term success. The Code of Conduct offers guidance on appropriate behavior in the daily work that reflects the values of the company. These values deliver the framework for how to act in general and how to conduct ourselves in a broad range of situations.

Anti-Money Laundering

All CABB Group employees commit to comply strictly with the prevailing anti-money laundering regulations. Money laundering is any activity that conceals or obscures the criminal origin of money or assets. In particular, this includes the acceptance of money originating from illegal or suspicious transactions. The CABB Group applies all necessary measures to ensure that the company enters into business relationships exclusively with companies of good repute, for example, by obtaining precise knowledge about the parties with whom business is conducted. The CABB Group complies scrupulously with the requirements governing the documentation and accounting of financial transactions. All payments must comply with tax laws as well as anti-money laundering and anti-corruption regulations. Payments to or by the CABB Group in cash are forbidden, except where the sums involved are negligible.

Risk Management

As a 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. The task of its risk management is to identify and evaluate risks and take appropriate measures to avoid the occurrence of the respective risk or reduce its impact.

The CABB Group follows a standardized methodology and framework for systematic risk management with the aim of facilitating and promoting the identification, communication, and management of risks. Its risk management is integrated into the existing business and steered by the risk management organization.

Diversity, Equity and Inclusion

The CABB Group is committed to providing a workplace where all employees are treated with dignity and respect. It is committed to creating an environment for its employees that is free from discrimination, harassment, and bullying. The CABB Group does not tolerate any form of discrimination. This includes, in particular, any disadvantage based on nationality, social origin, gender, gender identity or expression, age, ethnicity, race, religion, sexual orientation, disability, marital status, pregnancy or other characteristics relating to the person's identity. Discrimination is not tolerated in any area of employment, including hiring, performance, remuneration, training, development, transfer, and termination.

Whistleblowing

The ombudspersons act as the internal whistleblowing authority (internal channel) and can be contacted in confidence. They are subject to the lawyer's duty of confidentiality and the lawyer's right to refuse to testify. This and other contractual provisions ensure that the whistleblower's identity is protected. Information will be passed on to investigating bodies only with the whistleblower's express consent. Even the act of contacting the ombudsperson itself is protected by confidentiality.

Ombudspersons

The ombudspersons can be contacted by post, by telephone, in writing, or via the ombudsperson's contact form:



Dr. Rainer Buchert

(Attorney-at-Law, retired police commissioner)
Kaiserstrasse 22
60311 Frankfurt am Main
Tel.: +49 (0) 69 710 33 33 0
E-mail: dr-buchert@dr-buchert.de

Deputy Ombudsperson



Dr. Caroline Jacob

(Attorney-at-Law, specialist in criminal law)
Kaiserstrasse 22
60311 Frankfurt am Main
Tel.: +49 (0) 69 710 33 33 0
E-mail: dr-jacob@dr-buchert.de

The contact form is available in various languages. There is more information about the ombudspersons here: <https://www.ombudsperson-frankfurt.de/en/contactform/>

Compliance Organization

To ensure compliance with all necessary regulations, the CABB Group has established a Compliance Management System. Besides the Chief Compliance Officer and the Head of Risk and Compliance the organization includes an external ombudsperson, nominated by the CABB Group (especially for anti-corruption violations), to whom employees can anonymously report suspicions of (anti-corruption) violations.

Internal Audit

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. The internal audit function focuses on compliance with internal and external regulations/requirements as well as with financial risks. On this basis, the internal audit company carries out audits in the following year and makes recommendations for compliance measures.

In 2023, no known past material 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, or its representatives. 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 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. The task of the CABB Group's risk management is to identify and assess risks and to take appropriate measures to prevent the occurrence of the respective risk or to reduce its impact. To this end, the CABB Group has introduced a detailed risk management policy, that covers strategic, financial, operational and compliance risks.

The CABB Group follows a standardized methodology and framework for systematic risk management to facilitate and promote the identification, communication, and management of risks.

Risk management is integrated into the existing business and is steered by the company's risk management organization. One of its core principles is that operational levels and management communicate regularly 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 made at 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 necessary based on best practices and lessons learned.

Robust Sourcing Network

The CABB Group is committed to being a reliable partner for its customers, no matter the circumstances. Sourcing strategies supported to manage strained supply in 2023 due to ongoing global issues such as post-pandemic logistical challenges or the Russia-Ukraine and Israel-Palestine conflicts. Sourcing strategies and supplier relation have been intensified in 2023 to secure future supply of CABB and to be prepared for upcoming challenges.

CABB is implementing new suppliers to secure supply, quality and competitive costs without compromising compliance. The CABB Group as member of "Together for Sustainability" (TfS) is actively approaching suppliers to follow TfS and EcoVadis and improve their sustainability. The TfS initiative's stated goal is to use global standards to drive and deliver measurable improvements that make supply chains more sustainable and crisis-proof.

4.4 Data Security and Cybersecurity

In 2023, the CABB Group implemented its Information Security Management System based on ISO 27001.

The CABB Group's IT keeps up a regular schedule of warnings for its employees concerning phishing and other threats. Measures include the marking of external e-mails with a warning tagline, deactivation of web-based logins for company e-mail and the global rollout of a strict two-factor authentication, that further enhances the security of the employees' user accounts.

Since user behavior always poses one of the most critical risks in terms of cybersecurity, the CABB Group deployed a training program for its employees. In accordance with the above-mentioned technical safety measures, all users are specifically educated and trained in terms of cyber risks and safe online behavior, especially with regards to phishing attacks. Combined with the company-wide periodic updates on cyber risks, this raised user awareness builds an additional important security wall against the threats of cybercriminality.

Measures for the stabilization of the IT infrastructure and more energy efficiency have been implemented as well, such as autologouts during prolonged SAP sessions and improved energy savings, using more climate-neutral energy sources and further reducing the IT carbon footprint.

To streamline its operations planning procedures, the CABB Group is evaluating a new global enterprise resource planning (ERP) system. The Executive Management Board and the Advisory Board decided to evaluate successor systems for the diverse ERP systems in use as of today. It is the aim to introduce a uniform system over the next years in collaboration with the global sites as the foundation for a more harmonized resource planning. A standardized ERP system across the Group will also help to centrally collect and analyze sustainability-related performance indicators like water, raw materials and electricity consumption. After evaluation, the CABB Group has decided to introduce the S4HANA ERP system from SAP at all its sites. The new system will be implemented as of mid-2024 site by site and the employees will be trained accordingly. The uniform ERP system will enable the CABB Group to think and work in new and expansive structures. This will promote an open, networked corporate culture both internally and across the different sites, and, thanks to the comprehensive process support and centralized data structure, will ensure enhanced efficiency and transparency, as well as improved analysis capability.

Data Protection through GDPR Compliance

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 Europe, such processing activities are subject to

the EU General Data Protection Regulation (GDPR), the German Federal Data Protection Act (Bundesdatenschutzgesetz) and the Data Protection Law (Datenschutzgesetz in Switzerland).

The data protection organization was further strengthened in 2023. Together with an external data protection officer, internal data protection officers at each site are responsible for meeting the actual requirements, identifying gaps and developing data protection management further.

The CABB Group 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.
- Regular audits to meet GDPR compliance.

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 and in 2022, there were two minor incidents identified, but no material loss of data was detected due to effective security measures. In 2023, no reports were registered.

4.5 Aiming for Excellence with Continuous Improvement

One of the sometimes overlooked yet key characteristics of authentic management is the willingness to admit mistakes and make improvements. Customer complaints are particularly insightful as they allow a company to identify failures at the source and take effective action. 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 handling of incoming complaints. Each production site has a procedure that is tailored to match its particular context and meets or exceeds the requirements of ISO 9001:2015.

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

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

5 Annex

ENERGY CONSUMPTION		2019	2021	2022	2023
Total fuel consumption from non-renewable sources¹	MWh	147,400	148,156	151,521	149,096
Pratteln (CH)		33,925	31,362	33,659	34,613
Gersthofen (DE)		3,095	1,277	584	3,412
Knapsack (DE)		109	123	116	75
Kokkola (FI)		23,695	34,701	30,952	25,286
Galena (US)		86,481	80,581	86,154	85,649
Jining (CN)		96	112	56	61
Total electricity consumption	MWh	327,856	332,552	334,814	318,786
Pratteln (CH)		131,843	135,987	144,329	142,248
Gersthofen (DE)		138,979	136,377	130,481	122,955
Knapsack (DE)		9,598	9,900	9,632	7,937
Kokkola (FI)		24,533	25,492	24,940	20,599
Galena (US)		20,590	20,274	20,560	20,487
Jining (CN)		2,312	4,522	4,872	4,560
Total steam consumption	MWh	384,987	398,041	392,127	387,642
Pratteln (CH)		179,083	180,460	182,156	177,427
Gersthofen (DE)		46,514	51,709	41,600	41,011
Knapsack (DE)		21,663	23,971	23,585	19,328
Kokkola (FI)		41,414	49,054	45,765	53,143
Galena (US)		86,340	80,483	86,046	85,582
Jining (CN)		9,973	12,364	12,975	11,151
Total energy consumption	MWh	732,489	749,212	746,651	716,798
Pratteln (CH)		344,851	347,809	360,144	354,388
Gersthofen (DE)		188,588	189,363	172,665	167,378
Knapsack (DE)		31,370	33,994	33,333	27,340
Kokkola (FI)		48,228	60,193	55,892	45,885
Galena (US)		107,071	100,855	106,714	106,136
Jining (CN)		12,381	16,998	17,903	15,772

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). These also include energy for heating (incl. district heating).

CO ₂ e EMISSIONS ¹		2019	2021	2022	2023
CO₂e emissions (Scope 1 + Scope 2, location-based)	t	391,215	396,546	380,272	373,268
Savings through the procurement of low-carbon electricity	t	27,009	21,552	17,039	18,706
CO₂e emissions (Scope 1 + Scope 2, market-based)	t	364,207	374,994	363,233	354,562
CO₂e emissions (Scope 1 + Scope 2 + Scope 3)	t	1,365,542	1,428,783	1,423,262	1,330,069
Gross volume of direct greenhouse gas emissions (Scope 1)	t	190,931	202,878	188,336	187,113
Switzerland		1,922	1,223	640	1,015
Germany		6,331	7,007	6,255	5,826
Finland		19,172	22,897	20,448	25,375
USA		163,277	171,516	160,774	154,689
China		229	235	229	218
Gross volume of indirect energy-related greenhouse gas emissions (Scope 2, market-based)	t	173,277	172,116	174,897	167,449
Switzerland		51,540	49,468	49,463	49,857
Germany		102,053	104,980	107,657	99,206
Finland		3,789	652	358	882
USA		11,222	11,049	11,205	11,165
China		4,673	5,968	6,214	6,339
Gross volume of other indirect greenhouse gas emissions (Scope 3)	t	1,001,335	1,053,789	1,060,030	975,506
Switzerland		467,066	469,612	508,376	504,136
Germany		292,170	304,377	277,808	205,185
Finland		139,415	148,142	142,504	142,727
USA		54,067	81,527	76,392	67,516
China		48,617	50,131	54,950	55,942

¹ Due to recent Ecoinvent data quality improvement, emissions for key raw materials have been updated as well as emissions from logistics and packaging materials.

OTHER AIR EMISSIONS

		2019	2021	2022	2023
Air emissions NO_x	kg	186,474	197,389	170,309	187,166
Pratteln (CH)		1,939	1,444	1,315	1,986
Gersthofen (DE)		1,697	1,745	1,672	1,498
Knapsack (DE)		n/a	n/a	n/a	n/a
Kokkola (FI)		22,810	23,990	16,539	18,251
Galena (US)		160,028	170,210 ¹	150,783	165,431
Jining (CN)		n/a	n/a	n/a	n/a
Air emissions SO_x	kg	98,052	60,685	39,647	41,189
Pratteln (CH)		96,814	58,888	38,424	39,844
Gersthofen (DE)		847	871	834	748
Knapsack (DE)		n/a	n/a	n/a	n/a
Kokkola (FI)		256	791	268	466
Galena (US)		135	135	121 ²	131
Jining (CN)		n/a	n/a	n/a	n/a
Air emissions of volatile organic compounds (VOCs)	kg	28,938	24,852	19,643	31,750
Pratteln (CH)		8,305	7,174	6,569	7,352
Gersthofen (DE)		n/a	n/a	n/a	n/a
Knapsack (DE)		n/a	n/a	n/a	n/a
Kokkola (FI)		76	120	97	94
Galena (US)		20,557	17,168 ²	12,403	23,938
Jining (CN)		n/a ³	390	574	366

¹ Data based on measurements in 2019 and extrapolated according to production output.

² Projection based on data from 30 November 2021.

³ Data collection since 2021.

TOTAL WATER WITHDRAWAL

BY PRODUCTION SITE AND EXTRACTION TYPE

		2019	2021	2022	2023
Total water withdrawal	m³	34,712,587	31,764,957	32,021,660	31,751,454
From surface water	m³	207,472	217,975	215,609	249,220
Pratteln (CH)		0	0	0	0
Gersthofen (DE)		0	0	0	0
Knapsack (DE)		0	0	0	0
Kokkola (FI)		185,902	209,696	205,001	229,180
Galena (US)		21,570	8,279	10,608	20,040
Jining (CN) ¹		0	0	0	0
From groundwater	m³	17,783,678	16,544,693	17,027,068	17,287,733
Pratteln (CH)		17,618,578	16,374,453	16,849,732	17,002,362
Gersthofen (DE)		0	0	0	0
Knapsack (DE)		0	0	0	0
Kokkola (FI)		0	0	0	0
Galena (US)		165,100	170,240	177,336	285,371
Jining (CN) ¹		0	0	0	0
From seawater	m³	4,705,354	4,957,890	4,878,544	4,950,279
Pratteln (CH)		0	0	0	0
Gersthofen (DE)		0	0	0	0
Knapsack (DE)		0	0	0	0
Kokkola (FI)		4,705,354	4,957,890	4,878,544	4,950,279
Galena (US)		0	0	0	0
Jining (CN) ¹		0	0	0	0
From third parties	m³	12,016,083	10,044,399	9,900,439	9,158,973
Pratteln (CH)		253,118	353,692	316,225	328,240
Gersthofen (DE)		9,522,215	8,585,031	9,097,336	8,380,308
Knapsack (DE)		162,435	182,861	157,600	156,942
Kokkola (FI)		179,790	200,716	204,938	169,416
Galena (US)		0	7,730	7,539	7,268
Jining (CN) ¹		1,898,525	714,369	116,801	116,799

¹ Area with high water risk (>40%).

TOTAL WATER DISCHARGE FROM AREAS WITH HIGH WATER RISK¹

		2019	2021	2022	2023
Total	m³	-	-	58,115	47,520
To surface water		-	-	0	0
To groundwater		-	-	0	0
To seawater		-	-	0	0
To third parties		-	-	58,115	47,520

TOTAL WATER CONSUMPTION FROM AREAS WITH HIGH WATER RISK¹

		2019	2021	2022	2023
Total	m³	-	-	58,686	69,279

¹ KPI has been introduced in 2022.

WASTE

		2019	2021	2022	2023
Total weight of hazardous waste generated	t	55,828	56,810	66,350¹	75,697
Pratteln (CH)		20,619	13,682	21,788	25,150
Gersthofen (DE)		94	171	153	108
Knapsack (DE)		13	22	16	9
Kokkola (FI)		31,225	39,951	38,923	40,786
Galena (US)		3,860	2,939	5,463	9,627
Jining (CN)		17	45	7	17
Total weight of non-hazardous waste generated	t	20,588	18,089	36,061¹	43,834
Pratteln (CH)		500	565	290	326
Gersthofen (DE)		1,992	1,943	3,156	2,340
Knapsack (DE)		159	41	58	47
Kokkola (FI)		61	84	1,126	1,289
Galena (US)		17,876	15,441	31,420	39,820
Jining (CN)		n/a	15	11	12

¹ Since 2022, the CABB Group has been recording all waste categories. The reuse and recycling categories have not been recorded for previous years. Therefore, the quantities starting from 2022 are significantly higher and not comparable with previous years.

WASTE PER CATEGORY

		2022	2023
Total weight of waste diverted from disposal (hazardous)	t	18,141	21,668
Pratteln (CH)		13,984	17,008
Gersthofen (DE)		42	4
Knapsack (DE)		7	5
Kokkola (FI)		1,611	3,055
Galena (US)		2,497	1,596
Jining (CN)		0	0
Total weight of waste diverted from disposal (non-hazardous)	t	19,243	23,093
Pratteln (CH)		116	173
Gersthofen (DE)		2,086	1,280
Knapsack (DE)		42	44
Kokkola (FI)		1,064	1,235
Galena (US)		15,935	20,361
Jining (CN)		0	0

WASTE PER CATEGORY

		2022	2023
Reuse (hazardous)¹	t	11,680	14,088
Pratteln (CH)		11,413	13,863
Gersthofen (DE)		0	0
Knapsack (DE)		7	5
Kokkola (FI)		260	220
Galena (US)		0	0
Jining (CN)		0	0
Recycling (hazardous)¹	t	5,110	12,520
Pratteln (CH)		2,572	3,145
Gersthofen (DE)		42	4
Knapsack (DE)		0	0
Kokkola (FI)		0	2,835
Galena (US)		2,497	6,536
Jining (CN)		0	0

WASTE PER CATEGORY	2022	2023	
Other recycling (hazardous)¹	t	1,351	0
Pratteln (CH)		0	0
Gersthofen (DE)		0	0
Knapsack (DE)		0	0
Kokkola (FI)		1,351	0
Galena (US)		0	0
Jining (CN)		0	0
Reuse (non-hazardous)¹	t	15,947	20,383
Pratteln (CH)		0	0
Gersthofen (DE)		0	0
Knapsack (DE)		11	22
Kokkola (FI)		0	0
Galena (US)		15,935	20,361
Jining (CN)		0	0
Recycling (non-hazardous)¹	t	2,469	1,679
Pratteln (CH)		116	14
Gersthofen (DE)		2,086	1,280
Knapsack (DE)		31	22
Kokkola (FI)		236	363
Galena (US)		0	0
Jining (CN)		0	0
Other recycling (non-hazardous)¹	t	828	1,032
Pratteln (CH)		0	159
Gersthofen (DE)		0	0
Knapsack (DE)		0	0
Kokkola (FI)		828	873
Galena (US)		0	0
Jining (CN)		0	0
Total weight of waste directed to disposal (hazardous)	t	48,209	49,088
Pratteln (CH)		7,804	8,142
Gersthofen (DE)		111	104
Knapsack (DE)		9	4
Kokkola (FI)		37,312	37,730
Galena (US)		2,966	3,091
Jining (CN)		7	17
Total weight of waste directed to disposal (non-hazardous)	t	16,818	20,737
Pratteln (CH)		174	153
Gersthofen (DE)		1,070	1,060
Knapsack (DE)		16	3
Kokkola (FI)		62	54
Galena (US)		15,485	19,459
Jining (CN)		11	8
Incineration with recovery (hazardous)¹	t	46,213	47,090
Pratteln (CH)		7,804	7,832
Gersthofen (DE)		111	104
Knapsack (DE)		0	0
Kokkola (FI)		36,574	37,493
Galena (US)		1,724	1,661
Jining (CN)		0	0

WASTE PER CATEGORY	2022	2023	
Incineration without recovery (hazardous)¹	t	1,199	1,555
Pratteln (CH)		0	118
Gersthofen (DE)		0	0
Knapsack (DE)		7	0
Kokkola (FI)		0	0
Galena (US)		1,185	1,420
Jining (CN)		7	17
Landfilling (hazardous)¹	t	33	4
Pratteln (CH)		0	0
Gersthofen (DE)		0	0
Knapsack (DE)		2	4
Kokkola (FI)		31	0
Galena (US)		0	0
Jining (CN)		0	0
Other disposal (hazardous)¹	t	764	440
Pratteln (CH)		0	192
Gersthofen (DE)		0	0
Knapsack (DE)		0	0
Kokkola (FI)		707	237
Galena (US)		57	10
Jining (CN)		0	0
Incineration with recovery (non-hazardous)¹	t	256	207
Pratteln (CH)		174	153
Gersthofen (DE)		0	0
Knapsack (DE)		0	0
Kokkola (FI)		62	54
Galena (US)		20	0
Jining (CN)		0	0
Incineration without recovery (non-hazardous)¹	t	1,001	1,223
Pratteln (CH)		0	0
Gersthofen (DE)		0	0
Knapsack (DE)		3	3
Kokkola (FI)		0	0
Galena (US)		987	1,212
Jining (CN)		11	8
Landfilling (non-hazardous)¹	t	1,157	1,084
Pratteln (CH)		0	0
Gersthofen (DE)		1,070	1,060
Knapsack (DE)		13	0
Kokkola (FI)		0	0
Galena (US)		74	24
Jining (CN)		0	0
Other disposal (non-hazardous)¹	t	14,404	18,223
Pratteln (CH)		0	0
Gersthofen (DE)		0	0
Knapsack (DE)		0	0
Kokkola (FI)		0	0
Galena (US)		14,404	18,223
Jining (CN)		0	0

¹ KPI has been introduced in 2022.

NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT AND GENDER	2019		2021		2022		2023	
	M	F	M	F	M	F	M	F
	Total	939	165	975	180	1,007	193	1,020
Temporary	16	10	22	8	37	7	29	4
Switzerland	2	4	2	2	3	1	5	0
Germany	5	2	6	4	16	2	11	1
Finland	9	4	14	2	18	4	13	3
USA	0	0	0	0	0	0	0	0
China	0	0	0	0	0	0	0	0
Permanent	923	155	953	172	970	186	991	194
Switzerland	324	48	341	51	348	58	346	55
Germany	275	51	267	60	268	52	283	56
Finland	163	33	179	45	189	47	197	53
USA	110	12	117	13	116	13	118	18
China	51	12	49	13	49	13	47	12

NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE AND GENDER	2019		2021		2022		2023	
	M	F	M	F	M	F	M	F
	Total	939	165	975	180	1,007	193	1,010
Full-time	925	121	959	140	981	155	980	159
Switzerland	316	30	333	35	332	41	327	39
Germany	276	30	267	33	279	35	279	33
Finland	172	36	193	46	207	50	210	56
USA	110	11	117	13	114	16	117	19
China	51	12	49	13	49	13	47	12
Part-time	14	44	16	40	26	38	30	40
Switzerland	10	22	10	18	19	18	24	16
Germany	4	21	6	21	5	19	5	24
Finland	0	1	0	1	0	1	0	0
USA	0	0	0	0	2	0	1	0
China	0	0	0	0	0	0	0	0

PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS	2019		2021		2022		2023	
	Total in %	78	77	76	84			
	Switzerland	20	19	19	27			
Germany	25	24	24	25				
Finland	19	21	21	22				
USA	8	8	7	7				
China	6	5	5	5				

NUMBER OF EMPLOYEES BY AGE	2019		2021		2022		2023	
	M	F	M	F	M	F	M	F
Total	939	165	975	180	1,007	193	1,009	198
Under 30 years old	126	33	148	27	158	34	163	41
Switzerland	36	12	37	5	42	9	37	12
Germany	44	10	43	9	47	11	44	13
Finland	20	5	31	6	31	6	35	7
USA	11	1	27	2	32	3	41	5
China	15	5	10	5	6	5	6	4
30-50 years old	406	91	434	108	466	111	464	103
Switzerland	139	29	148	39	153	40	155	29
Germany	105	28	103	28	117	25	116	24
Finland	92	19	101	25	115	26	117	33
USA	36	8	43	8	39	12	36	9
China	34	7	39	8	42	8	40	8
Over 50 years old	407	41	393	45	383	48	382	54
Switzerland	151	11	158	9	156	10	159	14
Germany	131	15	127	17	120	18	122	20
Finland	62	11	61	16	61	19	58	16
USA	61	4	47	3	45	1	42	4
China	2	0	0	0	1	0	1	0

NUMBER OF NEW EMPLOYEE HIRES DURING THE REPORTING PERIOD	2019		2021		2022		2023	
	M	F	M	F	M	F	M	F
Total	91	23	89	27	153	45	102	39
Under 30 years old	30	10	30	6	64	22	39	15
Switzerland	6	3	12	3	14	5	9	4
Germany	7	2	12	2	15	8	6	3
Finland	4	2	2	1	18	5	13	6
USA	10	0	1	0	13	3	10	1
China	3	3	3	0	4	1	1	1
30-50 years old	46	9	40	19	67	19	52	20
Switzerland	34	3	27	14	32	7	33	9
Germany	4	2	2	2	17	3	7	2
Finland	3	3	6	2	12	6	9	7
USA	3	0	0	1	2	3	3	2
China	2	1	5	0	4	0	0	0
Over 50 years old	15	4	19	2	22	4	11	4
Switzerland	14	3	16	1	19	1	9	2
Germany	1	1	3	1	3	1	1	0
Finland	0	0	0	0	0	0	0	1
USA	0	0	0	0	0	1	1	1
China	0	0	0	0	0	0	0	0

EMPLOYEE TURNOVER IN %	2019		2021		2022		2023	
	ALL	ONLY FEMALE						
Total	9.0	1.4	6.9	1.0	9.8	1.7	8.1	1.9
Switzerland	11.6	1.1	11.4	2.0	13.2	1.2	12.6	3.2
Germany	7.5	2.1	7.6	0.9	8.6	3.3	4.7	0.6
Finland	1.9	0.0	0.8	0.0	4.7	0.4	5.6	0.8
USA	6.6	0.0	2.3	0.8	9.8	0.8	8.8	2.9
China	28.6	7.9	8.1	0.0	14.5	3.2	6.8	3.4

**PERCENTAGE OF EMPLOYEES
WHO RECEIVED PERFORMANCE REVIEW
IN %¹**

2022/2023

	M	F
Production and technology		
Switzerland	n/a	n/a
Germany ²	n/a	n/a
Finland	96	99
USA	100	100
China	100	100
Research and development		
Switzerland	100	100
Germany ²	n/a	n/a
Finland	100	100
USA	100	100
China ³	0	0
Administration and sales		
Switzerland	n/a	n/a
Germany ²	n/a	n/a
Finland	100	100
USA	100	100
China	100	80

¹ KPI has been introduced in 2022.

² Currently no documented evaluation.

³ No employees in this category.

**NUMBER OF EMPLOYEES
WITH PARENTAL LEAVE¹**

2022

2023

	M	F	M	F
Total	426	79	1,030	191
Entitlement of parental leave	370	70	1,005	180
Switzerland	n/a	n/a	344	54
Germany	282	55	279	56
Finland	n/a	n/a	225	41
USA	n/a	n/a	110	17
China	49	12	47	12
Taking parental leave	29	7	12	7
Switzerland	15	1	9	2
Germany	9	4	3	2
Finland	1	2	0	2
USA	1	0	0	0
China	3	0	0	1
Returning after parental leave	27	2	13	4
Switzerland	14	1	9	2
Germany	9	1	2	2
Finland	1	0	0	0
USA	0	0	0	0
China	3	0	2	0

¹ KPI has been introduced in 2022.

SAFETY

2019

2021

2022

2023

Lost time accident rate (LTAR) ¹	0.40	0.52	0.75	0.22
Fatalities	0	0	0	0

¹ Excluding Jining (CN).

6 About this Report

Transparency through Global Reporting Standards

The CABB Group uses the “Global Reporting Initiative” (GRI) Standards as a trusted reference. These guidelines support and standardize the preparation of sustainability reports by clearly defining disclosures. This, in turn, improves comparability and underlines our commitment to transparency vis-à-vis our stakeholders. While this report is based on some GRI disclosures, we do not strive to comply with all applicable requirements. In the future, the CABB Group will place a stronger focus on CSRD, with its sustainability reports being fully compliant with CSRD/ESRS.

GRI 2: General Disclosures 2021

GRI STANDARD	DISCLOSURE	SDG	PAGE
The organization and its reporting practices	2-3	Reporting period, frequency and contact point	56
	2-6	Activities, value chain and other business relationships	5, 29
Activities and workers	2-7	Employees	8 & 10 15, 34
	2-23	Policy commitments	16 39
Strategy, policies and practices	2-24	Embedding policy commitments	39
	2-25	Processes to remediate negative impacts	18–21
	2-28	Membership associations	35
Stakeholder engagement	2-29	Approach to stakeholder engagement	11, 35
	2-30	Collective bargaining agreements	8 49

GRI 3: Material Topics 2021

GRI STANDARD	DISCLOSURE	SDG	PAGE
GRI 3: Material Topics 2021	3-1	Process to determine material topics	8–9
	3-2	List of material topics	8
	3-3	Management of material topics	8-11, 30

Environment

GRI STANDARD	DISCLOSURE	SDG	PAGE
GRI 302 Energy 2016	302-1	Energy consumption within the organization	7, 8, 12, 13 15, 20–22
GRI 303 Water and Effluents 2018	303-3	Water withdrawal	6 14, 15, 23, 46
GRI 305 Emissions 2016	305-1	Direct (Scope 1) GHG emissions	3, 12, 13, 14, 15 15, 18–21, 45
	305-2	Energy indirect (Scope 2) GHG emission	3, 12, 13, 14, 15 15, 18–21, 45
	305-3	Other indirect (Scope 3) GHG emissions	15, 18–21, 45
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	3, 12, 14, 15 23, 46
GRI 306 Waste 2020	306-2	Management of significant waste-related impacts	3, 6, 8, 12 24–25
	306-3	Waste generated	15, 24–25
	306-4	Waste diverted from disposal	24–25, 47
	306-5	Waste directed to disposal	24–25, 48

Social

GRI STANDARD	DISCLOSURE	SDG	PAGE
GRI 401 Employment 2016	401-1 New employee hires and employee turnover	5, 8, 10	34, 50
	401-3 Parental leave		28, 51
GRI 403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system	8	33–34
	403-2 Hazard identification, risk assessment, and incident investigation	8	33–34
	403-3 Occupational health services	8	33–34
	403-4 Worker participation, consultation, and communication on occupational health and safety	8	33–34
	403-5 Worker training on occupational health and safety	8	33–34
	403-6 Promotion of worker health	3	33–34
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	8	33–34
	403-8 Workers covered by an occupational health and safety management system	8	33–34
	403-9 Work-related injuries	8	15, 51
GRI 404 Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews		28
GRI 413 Local Communities 2016	413-1 Operation sites with local community engagement, impact assessments and development programs		29, 35
GRI 415 Public Policy 2016	415-1 Political contributions	16	35

Governance

GRI STANDARD	DISCLOSURE	SDG	PAGE
GRI 418 Customer Privacy 2016	418-1 Substantiated complaints related to breaches of customer privacy and loss of customer data	16	42–43

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 2023

USA (Jayhawk Fine Chemicals)

- ISO 9001:2015, 14001:2015
- EcoVadis Gold Medal 2023

Finland (CABB Oy)

- ISO 9001:2015, 14001:2015 and 45001:2018
- EcoVadis Platin Medal 2023

Germany (CABB GmbH)

- ISO 9001:2015, 14001:2015 and 50001:2018
- EcoVadis Gold Medal 2023

China (CABB Jinwei Specialty Chemicals)

- ISO 9001:2015, 14001:2015
- EcoVadis Gold Medal 2023

Disclaimer

This report includes forward-looking statements based on assumptions and estimates. These forward-looking statements include, but are not limited to, all statements other than statements of historical facts contained in this report, including, without limitation, those regarding our strategy, plans, objectives, goals, and targets. In some cases, you can identify forward-looking statements by terminology such as “aim,” “anticipate,” “believe,” “continue,” “could,” “estimate,” “expect,” “forecast,” “guidance,” “intend,” “may,” “plan,” “potential,” “predict,” “projected,” “should,” or “will,” or the negative of such terms or other comparable terminology. By their nature, forward-looking statements involve known and unknown risks, uncertainties and other factors because they relate to events and depend on circumstances that may or may not occur in the future. We caution you that forward-looking statements are not guarantees of future performance and are based on numerous assumptions and that our actual results of operations may differ materially from those made in, or suggested by, the forward-looking statements contained in this report. In addition, even if our results of operations are consistent with the forward-looking statements contained in this report, those results or developments may not be indicative of results or developments in subsequent periods. Certain information contained in this report relates to or is based on studies, publications, and other data obtained from third-party sources. While we believe these third-party studies, publications, and other data to be reliable, this has not been independently verified. Nothing herein is to be construed as a representation or warranty of any kind, express or implied. This report has been issued for information purposes only and is not intended to constitute an investment advice or an offer to sell securities, or a solicitation of an offer to buy securities.



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