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# Sustainability Report 2024



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**Continuous  
improvement  
is not just our  
ambition –  
it's our  
responsibility  
to future  
generations.**

## **Dear reader,**

As I present our 2024 Sustainability Report, I reflect on the progress we have made and the challenges that lie ahead. The path to becoming the most performing and sustainable partner in complex fine chemistry by 2028 goes to the core of our vision. Sustainability has never been only a mere ambition for the CABB Group – it is central to our business and defines how we create long-term value for our stakeholders.

Over the past year, we have advanced our position as a leading fine chemicals and contract manufacturing (CDMO) player, serving the Crop Sciences, Life Sciences, and Performance Materials markets. Our efforts are guided by a clear focus on sustainability and operational excellence ensuring that we remain a trusted partner while aligning our steps with our sustainability goals.

In 2024, the CABB Group deepened its commitment to sustainability by advancing its alignment with the Corporate Sustainability Reporting Directive (CSRD) and committing to the Science Based Targets initiative (SBTi). These commitments will enhance our ability to measure, manage, and transparently communicate our progress while ensuring compliance with global sustainability standards. Through the SBTi, we have established a clear roadmap for carbon footprint management, both at the group level and for our products. As part of our commitment, we adjusted our near-term climate targets and pledged a further reduction of Scope 1, 2 and 3 emissions. By prioritizing energy efficiency, transitioning to green energy sources, and promoting responsible and efficient resource use, the CABB Group has worked towards limiting global warming and accelerating decarbonization. Since 2023, we have been measuring the carbon footprint of our products and strengthening our engagement with key stakeholders across the value chain. Starting in 2025, we will also be working with our suppliers in a more structured way, thanks to our newly implemented supplier-focused ERP system, to promote shared sustainability goals and reflect our dedication to the principles of the “Together for Sustainability” initiative.

These achievements are only possible because of the dedication and expertise of our people, who play a critical role in driving our sustainability journey forward. At the CABB Group, safety remains paramount in our production sites and offices worldwide. In 2024, our #BehaviouralSafety program evolved further, embedding a culture of care and reinforcing our commitment to ensuring a safe and healthy workplace for all employees.

Sustainability also means embracing flexibility and adapting our tailored, high-quality, and sustainable solutions to meet evolving customer needs in an increasingly dynamic marketplace. While we face challenges such as rising costs, we are steadfast in our commitment to maintaining value for our customers without compromise. In an increasingly interconnected and unpredictable world, resilience has never been more important than it is nowadays. That's why we also try to innovate and enhance our product portfolio and offer more sustainable solutions, such as innovative solutions for pharmaceuticals, low-carbon hydrogen and polyimide components for wind turbines.

Furthermore, we recognize that shorter transport routes, resilient supply chains, and reliable local production partners are essential to achieving both our own operational goals and our customers' sustainability objectives. As customers increasingly prioritize resilience and efficiency by reducing reliance on long-distance orders, Europe's industrial ecosystem stands out as a strong and strategic advantage. By focusing on local production in different regions worldwide, we can minimize risks, strengthen the region's industrial base, and ensure we remain a reliable partner for our customers.

At the same time, we recognize that achieving global sustainability goals requires global coordination. While we prioritize supporting domestic industries and ensuring the long-term strength of European production, we also advocate for a level playing field with global standards. The EU alone cannot set these standards; we must work together globally to define the rules of the game.

As I look to 2025 and beyond, I want to share a message of resilience and hope. At the CABB Group, we are not just adapting to change, we aim to shape it. We envision a future where global standards for the chemical industry deliver consistent, measurable impact to all of our stakeholders. Our approach to sustainability is holistic, spanning along the entire value chain, and we are committed to bringing our customers along this journey. By staying true to our values and fostering stakeholder collaboration, we aim to lead by example and contribute to a more sustainable and equitable world – one built on collaboration, innovation, and shared responsibility.

I am proud to share with you in the following pages the progress we have made in 2024. Together, we continue to move forward on this journey toward a more sustainable future.

Sincerely yours,



**Thomas H. Ahrens**  
CEO CABB Group

**With SBTi,  
we turn climate  
targets into  
measurable  
progress.**



# 1 Sustainability Strategy

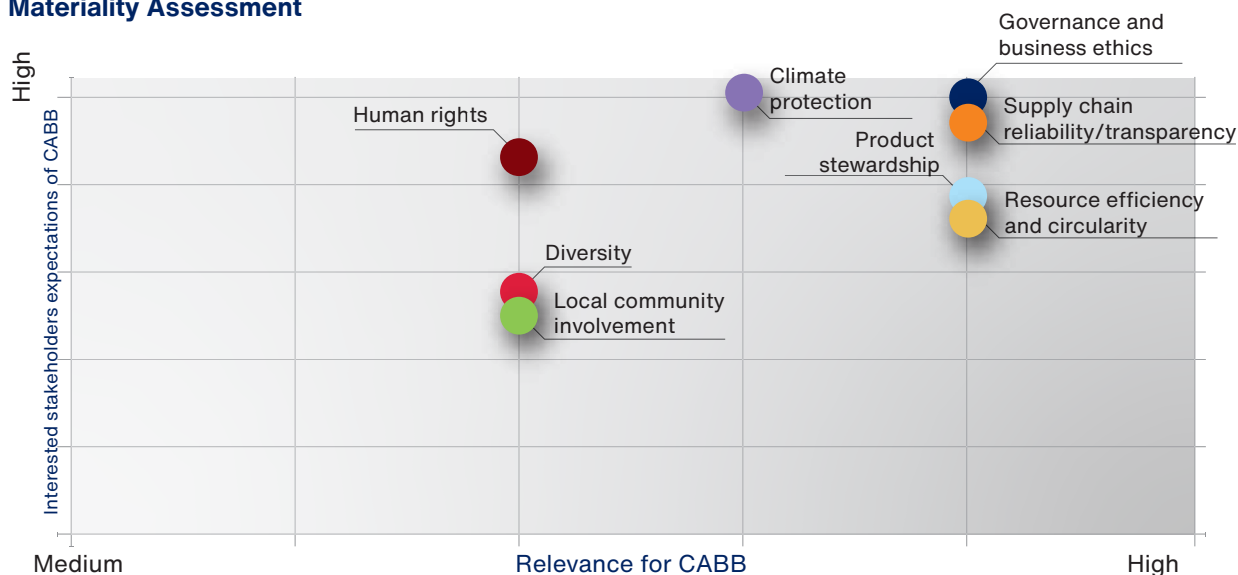
“We are committed to be a trusted partner to the chemical industry, driving responsibility as we build a future defined by sustainable solutions and shared success.”

**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 Group's perspective. The findings from both perspectives are related to each other through the materiality matrix. The resulting fields of action are those that are of particular relevance to the CABB Group and are of central importance for its sustainability strategy.

### 1.1 Our Sustainability Journey

The CABB Group continued to keep its focus on sustainability also in the 2024 reporting year. As a global leader in fine chemistry and contract development manufacturing of customized, highly complex molecules for the Crop Sciences, Life Sciences and Performance Materials markets, our mission is to support continued growth in a resource-efficient manner, eliminate harmful emissions and ensure the safe use of chemicals throughout the value chain.

In 2024, the CABB Group reached a milestone in the sustainability journey by committing to the Science Based Targets (SBTi) initiative. As part of the alignment with the SBTi, the CABB Group has adjusted its near-term climate targets, committing to reduce Scope 1 and 2 emissions by 42% and indirect Scope 3 emissions by 25% until 2030 (base year: 2022) laying the foundation for the long-term goal of achieving net-zero emissions. By committing to the SBTi, the CABB Group has reinforced its ambition to exceed industry sustainability standards and concretely contribute to mitigating climate change. This commitment provides a clear roadmap to achieve measurable carbon reduction targets, including Scope 1, 2 and 3 emissions, and ensures the CABB Group's climate action is aligned with the Paris Agreement. Moreover, it reinforces our vision to be the best-performing and sustainable partner in complex fine chemistry by 2028, a goal fully shared by our management and investors alike.

In 2024, the CABB Group expanded transparency on Scope 3 emissions, laying the foundation for a decarbonization strategy across its value chain. The CABB Group has also intensified its efforts to optimize resource use and recycling in production processes, while maintaining a safe and progressive working environment through innovative technologies and practices. Since the first Group-wide sustainability report for 2021, published in 2022, the CABB Group has continued to refine its approach to sustainability and improve its governance. A global scorecard tracks progress and identifies opportunities for improvement, while our Corporate ESG Policy, updated in 2023, ensures alignment across all sites in Switzerland, Germany, Finland, the US and China. To further enhance transparency in all ESG areas, in 2024, the CABB Group laid the groundwork for the Corporate Sustainability Reporting Directive (CSRD) by conducting the double materiality assessment and the GAP Analysis based on the ESRS (European Sustainability Reporting Standards) data points.

### 1.2 The Environmental, Economic and Societal Dimensions of Sustainability

Over the years, the CABB Group has developed a conscious approach to sustainability which has evolved from being a "nice to have" to a "license to operate." The CABB Group has regularly carried out materiality assessments in the past years, to identify the most relevant ESG issues on which the CABB Group has the greatest influence and from which the main risks and opportunities for its business model may arise. However, there are few areas or concepts from which meaningful sustainability



considerations can be excluded. For the 2024 reporting year, the CABB Group has conducted a double materiality analysis in accordance with the requirements of the new sustainability reporting standards (ESRS – specifically ESRS 1, Chapter 3 and related application requirements). The CABB Group will indeed fall under the scope of the CSRD (Corporate Sustainability Reporting Directive) as of the financial year 2025. In assessing materiality, the CABB Group engaged its key stakeholders, including customers and employees, and ensured the reliability of the assessment process and data collected, using quantitative and qualitative methods to evaluate the identified impacts, risks and opportunities. Adopting financial modelling and scenario analysis, as well as conducting regular consultations with internal experts from different business units through workshops and ongoing engagement, the CABB Group was able to review its previously identified material issues and pave the way for alignment with the new European legislation.

The table below shows a summary of the areas of action related to the topical ESRS that were identified as material by the CABB Group's double materiality analysis from both or only one of the impact and financial perspectives. The materiality analysis will be reviewed and updated early next year.

**The CABB Group's MATERIAL AREAS OF ACTION:**

ESRS	TOPIC	IMPACT MATERIALITY	FINANCIAL MATERIALITY
E1	Climate change	X	X
E2	Pollution	X	X
E3	Water & marine resources	X	X
E4	Biodiversity & ecosystems	X	X
E5	Resource use & circular economy	X	X
S1	Own workforce	X	X
S2	Workers in the value chain	X	
S3	Affected communities	X	X
S4	Consumers & end-users		X
G1	Business conduct	X	X

**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 – mainly 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 pro-

motes a circular economy at all its sites to reduce the amount of waste. The CABB 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 a 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. Employees must 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,

and regulations and emphasizes local involvement in the communities around the production sites.

The following table shows the CABB Group's strategic sustainability targets, which are aligned with the UN Sustainable Development Goals, and the status of their achievement as of 2024.

## Corporate Sustainability Targets by 2025/2030

TOPIC	STRATEGIC SUSTAINABILITY TARGET	STATUS	KPI	UN SDG
Climate	<b>CO<sub>2</sub> Scope 1 and 2</b> Reduction of 42% CO <sub>2</sub> e by <b>2030</b> compared to 2022.	● On track	SBTi near-term targets	 
	<b>CO<sub>2</sub> Scope 3</b> 25% reduction of scope 3 GHG emissions by <b>2030</b> compared to 2022.	● On track	SBTi near-term targets	
Energy	<b>Energy efficiency (steam and electricity)</b> Increase energy efficiency by 20,000 MWh per year by <b>2025</b> compared to 2021.	● On track	GRI 302-4	
	<b>Renewable electricity</b> Increase the share of renewable electricity to 70% by <b>2030</b> .	● On track	% of renewable energy share	
Products	<b>Flawless production</b> 99% in-spec products in the first production step (RFT) by <b>2025</b> .	● On track	Right first time	
	<b>Waste</b> Reduce the amount of waste by 10% by <b>2030</b> compared to 2019.	● On track	GRI 306-3	
Society	<b>Responsibility in the value chain</b> 90% coverage of raw material suppliers with annual procurement volume above 200,000 € by TfS/EcoVadis/CDP assessment and/or CABB audit by <b>2025</b> .	● On track	% of covered suppliers	 
	<b>Responsibility in the value chain</b> 60% coverage of all suppliers with annual procurement volume above 200,000 € by TfS/EcoVadis/CDP assessment and/or CABB audit by <b>2030</b> .	● Already achieved	% of covered suppliers	
People	<b>Diversity</b> At least 25% women in management positions by <b>2025</b> .	● Challenges remain	GRI 405-1	 
	<b>Occupational safety and health</b> Zero accidents (aspiring target) or LTAR below 0.3 (minimum target) by <b>2025</b> .	● On track	GRI 403-9	
Water	<b>Water withdrawal</b> 10% lower water withdrawal by <b>2025</b> compared to 2019.	● On track	GRI 303-3	 
	<b>Wastewater</b> Reduce the amount of wastewater by 10% by <b>2030</b> compared to 2019.	● On track	GRI 303-2 GRI 303-4d	

### 1.3 Approach to Sustainability Practice

The CABB Group has embedded sustainability into its daily practices by setting binding targets and tracking material KPIs group-wide such as greenhouse gas emissions, energy consumption, water consumption, waste management, and employee safety incidents. The CABB Group's administrative, management and advisory bodies are structured to ensure comprehensive oversight of the company's sustainability impacts, risks and opportunities. Every year, beginning in 2024, the sustainability management team – bringing expertise in environmental science, chemical engineering and regulatory compliance – presents an Impact, Risk, and Opportunity (IRO) overview to the

Executive Management Board members. The Executive Management Board, which includes the CEO, CFO and COO, is responsible for overall strategic decisions in line with EU and international regulations and with the CABB Group's sustainability goals. The material KPIs are regularly reviewed and incorporated into the remuneration policies and bonus schemes of management and administrative bodies. These incentive structures are at least annually reviewed by the advisory body to ensure responsible business practices and to promote a culture of sustainability leadership at all levels. Trends in these metrics allow the CABB Group to assess the effectiveness of its preventive and mitigative actions and to monitor the achievement status of its sustainability goals.

The CABB Group has also integrated sustainability into its risk management framework. Sustainability metrics are in fact used for identifying and assessing potential vulnerabilities, such as supply chain disruptions, regulatory penalties, or reputational damage from unsustainable practices. These risks are prioritized and regularly reported to the Executive Management Board, which oversees mitigation strategies and ensures alignment with the applicable regulations.

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 quarterly overview of the Group's performances, which receive reviews and follow-ups throughout corporate and site management, respectively. Starting in 2024 and continuing annually, the CABB Group strengthened its support in strategic operations and project execution 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). Since 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 2024 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 man-

agement 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 53 internationally operating companies (as of December 2024) from the chemical-pharmaceutical industry that are committed to sustainability and strive to implement it by means of global standards 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. The 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.

# 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 1,200 employees, CABB recorded an annual turnover of € 604 million in the 2024 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).

In addition, we are setting science-based targets through the Science Based Targets initiative (SBTi), aligned with the Paris Agreement's ambition.

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## 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 Sciences, Life Sciences 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 ( $\text{Cl}_2$ ,  $\text{SOCl}_2$ ,  $\text{SO}_2\text{Cl}_2$ ,  $\text{HCl}$ , ...)
- Bromination ( $\text{Br}_2$ ,  $\text{HBr}$ , ...)
- Sulphonation ( $\text{SO}_3$ ,  $\text{HSO}_3\text{Cl}$ ,  $\text{H}_2\text{SO}_4$ , ...)
- Sulphochlorination ( $\text{HSO}_3\text{Cl}$ , ...)
- Alkylation (methylation, thioalkylation, chloromethylation, ...)
- Oxidation ( $\text{Cl}_2$ ,  $\text{H}_2\text{O}_2$ ,  $\text{HNO}_3$ , ...)
- Reduction ( $\text{Pd}/\text{H}_2$ ,  $\text{Pt}/\text{H}_2$ ,  $\text{NaBH}_4$ , Wolff-Kishner, ...)
- Lithiation ( $n\text{-BuLi}$ ,  $\text{LDA}$ , ...)
- Grignard reaction ( $\text{RMgX}$ )
- C-C Cross-coupling (Suzuki, ...)
- Friedel-Crafts Acylation ( $\text{AlCl}_3$ ,  $\text{FeCl}_3$ )
- Esterification/Saponification
- Amidation ( $\text{NH}_3$  (g),  $\text{NH}_3$  (aq),  $\text{NH}_2\text{R}$ , ...)
- Cyanation ( $\text{NaCN}$ )

The CABB Group is ideally equipped to perform demanding multistep syntheses of intermediates and active ingredients, and its production sites 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 m<sup>3</sup> to 35 m<sup>3</sup> (total reactor capacity above 1,300 m<sup>3</sup>)
- 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.



## 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 2024, 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. The CABB Group participates in an EcoVadis assessment to ensure continuous improvement in environmental, social, and governance performance as well as climate and water assessments for the Carbon Disclosure Project (CDP) on an annual basis. Further assessments and audits by rating agencies, certification bodies, public authorities, and clients are conducted on a regular basis.

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 Group's supplier code of conduct or committed themselves to a similar set of rules. Every new supplier is asked to accept the CABB Group's Supplier 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 2024, CABB's site in Pratteln, Switzerland, was awarded the first time with the platinum rating, this after gold rating five times in a row. In 2024, the production sites in Germany and China were awarded the silver rating. The production site in Kokkola, Finland, even achieved a platinum rating for its assessment for the third 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 53 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.



# KPI Summary



**130,585**

tons CO<sub>2</sub>e reduction  
2024 vs. 2019  
(Scope 1 + 2)



**22%**

**women** in  
management positions



**-16.3%**

**reduction of  
water withdrawal**

2024 vs. 2019

**25**

More than  
**nationalities**

**1,205**

employees



**604 million**

euros in sales

**62 million**

euros CAPEX investments



<b>CO<sub>2</sub>e EMISSIONS</b>		<b>2019</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>Δ 2024 vs. 2019 (%)</b>
CO <sub>2</sub> e Scope 1	<b>t CO<sub>2</sub>e</b>	190,931	188,336	187,113	127,838	-33
CO <sub>2</sub> e Scope 2	<b>t CO<sub>2</sub>e</b>	173,277	174,897	167,449	108,392	-37
Scope 1 + 2 (market-based)	<b>t CO<sub>2</sub>e</b>	364,207	363,233	354,562	236,230	-35
Scope 1 + 2 (location-based)	<b>t CO<sub>2</sub>e</b>	391,215	380,272	373,268	304,788	-22
CO <sub>2</sub> e Scope 3	<b>t CO<sub>2</sub>e</b>	1,001,335	1,060,030	975,506	832,224	-17
Scope 1 + 2 + 3 (market-based)	<b>t CO<sub>2</sub>e</b>	1,365,542	1,423,262	1,330,069	1,068,454	-22
CO <sub>2</sub> intensity (Scope 1 + 2 + 3)	<b>t CO<sub>2</sub> per million euro sales</b>	2,609	1,885	1,797	1,769	-32

## **ELECTRICITY, STEAM, WATER AND WASTE**

		<b>2019</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>Δ 2024 vs. 2019 (%)</b>
Total electricity consumption	MWh	327,856	334,814	318,786	296,072	-9,7
Total steam consumption	MWh	384,987	392,127	379,653	345,022	-9,1
Total water withdrawal	m <sup>3</sup>	34,712,587	31,988,224	31,751,454	29,043,954	-16,3
Total waste: non-hazardous	t	20,5882	36,061	43,834	30,83	n/a <sup>1</sup>
Total waste: hazardous	t	55,828	66,350	75,697	96,428	n/a <sup>1</sup>

<sup>1</sup> From 2023 included waste diverted from disposal

<b>EMPLOYEES</b>		<b>2019</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>Δ 2024 vs. 2023 (%)</b>
<b>Number of employees</b>		<b>1,104</b>	<b>1,200</b>	<b>1,209</b>	<b>1,205</b>	<b>-0.3</b>
<b>Age structure in %</b>						
<30 y		14.4	16.0	16.9	16.2	-4.4
30-50 y		45.0	48.1	46.9	49.3	+4.8
>50 y		40.6	35.9	36.1	34.9	-3.4
<b>Women/Men in %</b>						
Women		14.9	16.1	16.4	16.3	-0.8
Men		85.1	83.9	83.6	83.7	+0.1
Women in management		16.5	20.0	20.2	22.1	+9.4
<b>Fluctuation in %</b>		<b>9.0</b>	<b>9.8</b>	<b>8.1</b>	<b>8.0</b>	
<b>Lost time accident rate (LTAR)<sup>1</sup></b>		<b>0.40</b>	<b>0.75</b>	<b>0.22</b>	<b>0.21</b>	

<sup>1</sup> Including Jining since 2023



# 2 Environment

“Efficient use of resources, CO<sub>2</sub> reduction across the value chain and commitment to science-based targets are among our essential measures to minimize climate risks and drive sustainability.”

**Tobias Schalow, COO**

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## 2.1 Concise Climate Goals

The CABB Group is committed to contribute to the fight against climate change and to reduce climate-related risks. The Group has therefore implemented various measures not only to reduce its environmental impact, but also to create a positive one: The Strategic Sourcing team is working on supplier engagement to reduce carbon footprint across the supply chain and identify potential alternative renewable materials. Shift to green energy sources has been included in the sustainability strategy, and an active shift to green electricity is underway. Energy efficiency improvement continues to be a priority at all sites to reduce CO<sub>2</sub> emissions and climate-related risks. 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 of operational excellence. As a socially responsible company, the CABB Group uses its resources carefully, which in turn has a positive impact on economic considerations. Sustainable production methods, such as the CABB Group's integrated production, provide the CABB Group a competitive advantage to offer competitive products and services in the long term while maintaining and strengthening strategic partnerships with its customers.

Through the commitment to SBTi and the adjustment of its short-term environmental goals, the CABB Group works towards limiting global warming in accordance with the Paris Agreement and is taking action to avoid, reduce and, where necessary, offset greenhouse gas emissions.

### 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 CO<sub>2</sub>e emissions. Scope 3 includes, for example, the production of raw materials by suppliers and their delivery. Reducing Scope 3 emissions is a very complex process, but it is also where the CABB Group can reduce its emissions the most within the industry.

### Operational Excellence and Procurement in Focus

Enhancing operational efficiency is a top priority for the CABB Group. Continuous improvement of CABB production processes and targeted investments into cost- and resource-efficient process technology are an essential part of this, to drive innovation in production and optimize energy use and 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 consump-

tion has been significantly reduced, and the installation of monitoring systems on 180 steam traps in Galena (US), which helped to identify various 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

The CABB Group assumes responsibility of the importance of reducing greenhouse gas emissions to tackle climate change and reverse the trend of polluting the atmosphere. That's why the CABB Group has set itself the ambitious target of lowering its absolute Scope 1 and 2 emissions by 42% of CO<sub>2</sub>e by 2030 as compared to 2022 while developing its business and additionally reducing its Scope 3 emissions by 25% by 2030, also compared to 2022. Further demonstrating its strong determination to reducing its carbon footprint, the CABB Group committed to science-based targets in 2024 and plans to assess its performance against these targets in 2025.

### Goals

#### Scope 1 and 2

Reduction of 42% CO<sub>2</sub>e by 2030 compared to 2022.

#### Scope 3

25% reduction of scope 3 GHG emissions by 2030 compared to 2022.

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. Sector-specific guidance for the chemical industry is currently not yet finalized. The initiative is a collaboration between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF)<sup>1</sup>. An important measure to achieve this goal is 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. Finally, measures in raw material sourcing can further reduce emissions produced within the value chain.

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

The CABB Group's SBTi roadmap started in November 2024, with a commitment to move to a one-year validation and conversion process by the end of 2025. As a result, the following initiatives have been implemented:

- Position the CABB Group as a sustainable business partner and create a competitive advantage by supporting customers to deliver on their ambitious climate targets.
- Invest into an increasing share of green electricity as an opportunity to reduce emissions and risk related to CO<sub>2</sub> tax in the future.
- Expand the CABB Group's supply base to innovative providers of renewable materials that also reduce CO<sub>2</sub> tax thereby reducing financial risks in the long term.

### Emission Calculation and Achievements in 2024

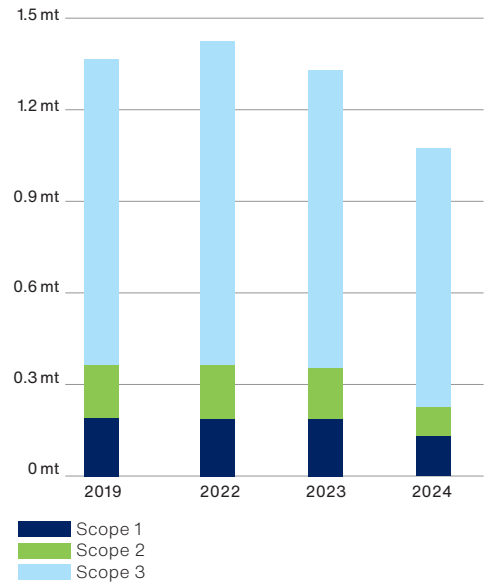
The CABB Group is working with suppliers which are offering advantageous product carbon footprints enabling the CABB Group to reduce Scope 3 emission calculations. The CABB Group has also encouraged further emission improvements in its value chain and has started implementing Corporate Sustainability Reporting Directive data collection requirements, which means stronger data collection and validation at site and Group level. 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. The missing Scope 3 capital goods, indirect sourcing, product downstream related emissions will be calculated by Q2 2025 and prepared for external SBTi verification.

Compared to 2023, the CABB Group was able to decrease its total CO<sub>2</sub> emissions by 20% in 2024. This reduction was driven by multiple factors, including proactive energy efficiency initiatives. A significant decrease in related energy consumption (Scope 2) and raw material usage (Scope 3) was reported, particularly in Germany, with additional reductions in Switzerland. Moreover, targeted efforts at our Galena (USA) production site led to a further decrease in Scope 1 emissions through lower nitrous oxide output. Additionally, various energy efficiency projects across all our sites – described in the following chapters, in detail in chapter 2.5 – played a key role in this achievement.

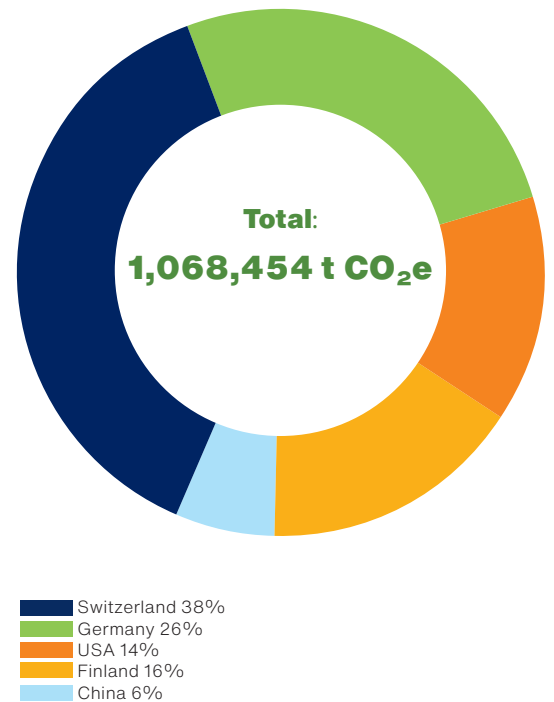
### Product Carbon Footprints

In previous years, the CABB Group created more transparency with regard to its Scope 1 + 2 CO<sub>2</sub>e emissions at all sites. The Corporate Product Carbon Footprint (PCF) has been extended to include Scope 3 emission calculations. To gain an even better understanding of its emissions, the CABB Group started to calculate its first PCFs in 2023. Many more PCFs have been calculated in 2024 throughout Group's sites to increase transparency in the CABB Group's value chain. The electrolysis plants at CABB's integrated production sites in Gersthofen (Germany) and Pratteln (Switzerland) play a crucial role to improve PCFs. The focus of 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

### Corporate Carbon Footprint in mt CO<sub>2</sub>e



### Scope 1–3 GHG emissions by country (2024)



the validity of these PCFs, an external assessment has been performed in the form of audits by TÜV.

## 2.3 Improving Transparency throughout the Value Chain

Joining the “Together for Sustainability” (TfS) initiative is a very effective lever for the CABB Group to progress with the reduction of Scope 3 emissions. After joining 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.

### 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. The commitment for supply chain transparency is expected to be reflected in the regulatory environment across a wide variety of countries and economic regions around the globe which are expected to establish further requirements over the next years, such as the Supply Chain Act and the Corporate Sustainability Reporting Directive, for which the CABB Group has already started preparing. The CABB Group is continuously improving its operations at its production sites to achieve its high quality standards and, at the same time, to ensure that the products and services meet environmental and social goals. The CABB Group therefore works with the growing number of TfS members to develop and implement further sustainability policies and guidelines throughout its supply chain.

Joining forces on such a complex issue provides a 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 81% of raw material suppliers with annual procurement volume above 200,000 € by assessment

(TfS/EcoVadis/CDP or a CABB Group audit). The company aims to increase this coverage to 90% by 2025.

## 2.4 Sustainability Report – Packaging in the CABB Group

Thanks to targeted measures in these areas, the CABB Group has already achieved a number of successes in terms of sustainability and CO<sub>2</sub> reduction. One example of the successful implementation of our sustainability goals is the cooperation with our drum supplier in Pratteln, Switzerland, and this positive experience also applies to our sites in Germany, where the same measures to reduce CO<sub>2</sub> and increase efficiency have been implemented. A summary of our progress is provided in the three steps below:

- CO<sub>2</sub> savings through regional sourcing – at the CABB Switzerland site, CO<sub>2</sub> emissions from transportation were significantly reduced by working with a nearby major supplier of drums. The supplier is only 14 km away, which resulted in savings in transport costs for 67 deliveries last year. These short transport distances contribute to a positive CO<sub>2</sub> balance.
- Use of recycled steel for drums and reusable containers/tanks. All the drums and tanks used by the CABB Group are made of recyclable steel, which helps reduce material consumption and supports the circular economy. The CABB Group is also increasingly using reusable tank containers. These reusable tank containers and wagons are used multiple times, reducing the need for new packaging and creating less waste. These measures promote both resource conservation and sustainability in our packaging processes.
- Promoting reuse through reconditioned pallets and short transport distances – the CABB Group has also made sustainable progress in the area of pallets. The supplier of the most commonly used pallets is located close to the CABB Group’s production sites in Germany and delivers reconditioned pallets whenever possible. As with drums, the short transportation distances make a positive contribution to the carbon footprint calculations. Reconditioned pallets also extend their useful life and help reduce the use of virgin materials and minimize waste.

By focusing on regional sourcing, using recycled steel and increasing the use of reconditioned pallets, the CABB Group is actively improving the sustainability of its packaging. These measures also directly contribute to the reduction of CO<sub>2</sub> emissions and promote responsible resource management.

## 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 relevant factor for cost competitiveness. The CABB Group sets itself clear goals to improve energy efficiency and increase use of renewable energies 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

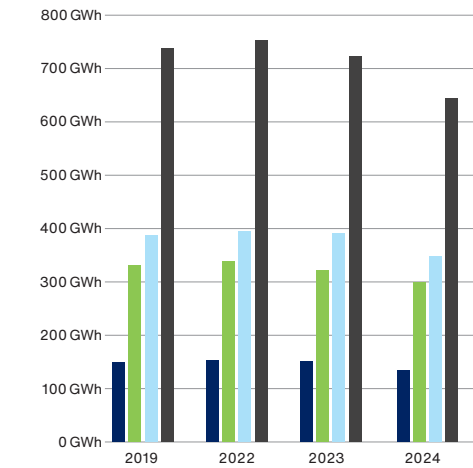
Increase the share of renewable electricity to 70% by 2030.

A significant reduction in energy consumption (electricity and steam consumption) is a constant driver for improvements at all the CABB Group's sites. In 2024, the CABB Group achieved a reduction of energy use by 11,000 MWh through efficiency measures alone and progressing well on track to deliver the 20,000 MWh goal by the end of 2024, one year ahead of the original plan. Across the Group, around 33% of the total electricity consumption has been drawn from green sources (wind, water, sun) in 2024. Another 50% of the electricity demand was from nuclear power.

The CABB Group is pursuing group-wide sustainability goals and is implementing various measures to become more efficient at all locations and in all areas of the company, from production to administration. According to the CABB energy management, the CABB Group is pleased to report two important advances: Both projects are based on a pinch analysis and were funded by the German Federal Ministry for Economic Affairs and Climate Protection as part of its "Energy and Resource Efficiency" competition.

The project focused on the optimization of the brine system used to produce chlorine, hydrogen and caustic soda. Produced from rock salt and water, the saline solution known as "brine" is cleaned and treated before further use. The installation of a new high-purity brine tank allowed several pipes to be shortened, reducing heat loss. In turn, the separate brine heating in the individual electrolyzes eliminates the need for downstream cooling. The regulation of the brine flow was made more efficient with a frequency converter in the pumps, resulting in electricity savings of about 60%.

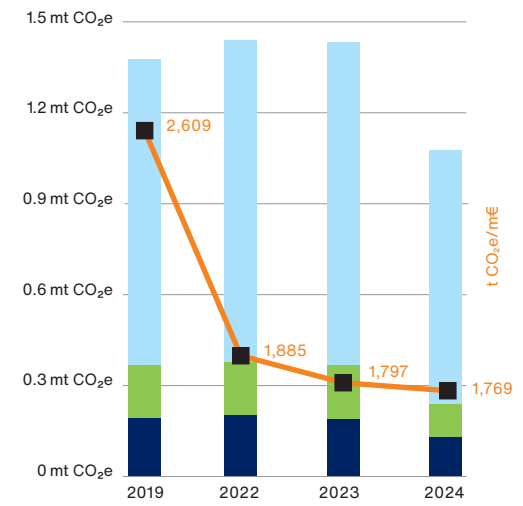
### Energy Consumption



- Total fuel consumption from non-renewable sources<sup>1</sup>
- Total electricity consumption
- Total steam consumption
- Total energy consumption within the organization

<sup>1</sup> 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), excl. biogenic fuels.

### Greenhouse Gas Emissions



- Gross volume of direct greenhouse gas emissions (Scope 1) in CO<sub>2</sub>e
- Gross volume of indirect energy-related greenhouse gas emissions (Scope 2, market-based) in CO<sub>2</sub>e
- Gross volume of other indirect greenhouse gas emissions (Scope 3) in CO<sub>2</sub>e
- CO<sub>2</sub>e intensity (Scope 1 + 2 + 3)

By far the greatest energy savings came from the use of waste heat to preheat pure brine, a change that was implemented throughout the company. Certain measures will result in energy savings of approximately 8,000 MWh per year and reduce CO<sub>2</sub> emissions by 1,600 tons per year, which is roughly equivalent to the annual CO<sub>2</sub> emissions of 150 people.

Advances such as these are a key part of the CABB Group's energy conservation and environmental protection goals, which are based on the Paris Agreement targets. "We will continue to develop and implement innovative solutions to continuously reduce our carbon footprint and make a positive contribution to climate protection," says the energy manager of CABB GmbH.

### 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.

Several additional energy efficiency and waste heat recovery projects are currently under evaluation, and an additional pinch analysis project has been finalized for 2024.

### Measuring Energy Consumption More Accurately

The actual energy demand during production depends on a variety of factors. 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. One example is 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 deployed the software solution Energy Efficiency Controlling (EnEffCo), 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 data on energy savings, which is on the one hand vital for relevant audits (e.g. ISO 50001) and on the other hand provides practical support during operations to improve the efficiency of production by flagging operating parameters that drive increased energy consumption.

### Increasing Renewable Energy

The CABB Group's site in Kokkola, Finland, has already been powered completely by green electricity since January 2020. This switch to green electricity reduces the site's Scope 2 CO<sub>2</sub>e emissions by approximately 6,000 metric tons per year. To further reduce Scope 2 emissions, the CABB Group is pursuing the replacement of the heavy fuel oil in the incineration plant.

In 2024, the CABB Group's site in Kokkola, Finland, further reduced CO<sub>2</sub> emissions by using green bio-based fuels.

In 2023, the construction work for a new administration building was started in Kokkola, our site in Finland. It was opened at the end of November 2023, and it accommodates all central functions like Health, Safety and Environment (HSE), Finance, Administration and the Supply Chain team. The new building is designed to operate with green electricity and low CO<sub>2</sub> emissions. 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 approx. 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 innovative Specialty Anhydrides supplied 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 CO<sub>2</sub>e annually.

Since early 2021, the Knapsack site in Germany has met a substantial portion of its steam requirements through a sustainable energy partnership with YNCORIS. This collaboration utilizes an alternative fuel power plant that safely converts high-calorific, specially treated commercial and industrial waste into low-emission thermal energy. As a result, the majority of the site's steam consumption is covered by this low-emission energy source, significantly reducing Scope 2 CO<sub>2</sub> emissions.

To further increase the electricity share from green sources, a commitment for power purchase agreement from the Executive Management Board has been made in 2024 for the year 2025 onwards to supply the German site Gersthofen with 25% and increasing the share of wind and solar energy. This will bring a yearly emission reduction of approx. 20,000 tons CO<sub>2</sub>e as of 2025.



<b>TOTAL WATER WITHDRAWAL DISCHARGE AND CONSUMPTION</b>		<b>2019</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>Total water withdrawal<sup>1</sup></b>	<b>m<sup>3</sup></b>	<b>34,712,587</b>	<b>32,021,660</b>	<b>31,751,454</b>	<b>29,043,954</b>
From surface water		207,472	215,609	249,220	307,795
From groundwater		17,783,678	17,027,068	17,287,733	15,557,280
From seawater		4,705,354	4,878,544	4,950,279	4,323,295
From third parties		12,016,083	9,867,002	9,158,973	8,614,162
<b>Total water withdrawal from areas with high water risk<sup>2</sup></b>	<b>m<sup>3</sup></b>	<b>1,898,525</b>	<b>9,867,002</b>	<b>116,799</b>	<b>92,341</b>
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	83,364	116,799	92,341
<b>Total water discharge from areas with high water risk<sup>2</sup></b>	<b>m<sup>3</sup></b>		<b>58,115</b>	<b>68,239</b>	<b>56,166</b>
To surface water		-	0	0	0
To groundwater		-	0	0	0
To seawater		-	0	0	0
To third parties		-	58,115	68,239	56,166
<b>Total water consumption from areas with high water risk<sup>2</sup></b>	<b>m<sup>3</sup></b>	-	<b>25,249</b>	<b>48,561</b>	<b>36,174</b>

<sup>1</sup> All production sites worldwide are included.

<sup>2</sup> 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. The CABB Group assumes its responsibility for reduction of water and implemented targeted measures 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 amount of wastewater by 10% by 2030 compared to 2019. In 2024, total water withdrawal decreased by 16.3% and wastewater by 15.0% compared to 2019 due to water efficiency projects. Air emissions have decreased compared to 2019 as well.

Further measures are undertaken by the CABB Group to improve the pretreatment of wastewater at its sites. At the CABB 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.

## 2.7 Reducing Waste and Reusing By-Products

Since chemical production processes can often result in by-products and waste, the CABB Group has committed to re-use by-products or commercialize them wherever feasible and avoiding waste wherever possible. The minimum amount of 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 through efficiency gains in production and optimization of production processes. The CABB Group is well on track to deliver against this target with total waste amounts having decreased by 11,1% due to multiple waste efficiency and optimization projects. The CABB Groups' RFT (Right first time) products in 2024 exceeded the 99% RFT goal underlying the high reliability and quality of the production processes.

## 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 key enablers for an optimized operation at all the CABB Group's sites. In Kokkola, Finland, CABB Oy is incinerating most aqueous waste, organic solvent waste, and vent gases coming out from the production plants. Furthermore, the incineration plant is also the main source for the process steam in the site's production unit to monetize the caloric value of waste streams and reduce greenhouse gas emissions.

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 the CABB Group's internal processes (excl. upstream or downstream processes). Some of the CABB Group's production sites are located in chemical parks that provide service for waste handling and 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. The CABB AG in Pratteln, Switzerland, has seen important developments. As an example, 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 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 in order to further optimize

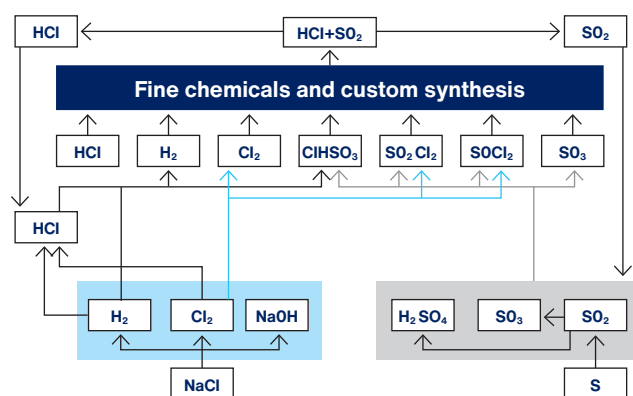
process parameters. Due to the positive experiences and considerable benefits, the AVEVA PI System has already been rolled-out to other production and infrastructure systems at the site in Switzerland in recent months.

In January 2024, CABB Switzerland has fully reintegrated the maintenance team into CABB AG in order to further strengthening the safety and sustainability of the Swiss production site while ensuring optimal plant availability and optimizing maintenance cost. The employees who have been providing these services over the past years have become seamlessly part of the CABB AG team upon the reintegration.

The implementation of 5S at CABB's Finnish site has led to an improved organization and streamlined processes. 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 finished. The priority is energy savings through intelligent waste heat recovery across two plants. At the same time, the project did 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 site in Switzerland, 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 SO<sub>2</sub> generated as off-gases are separated, purified, and recycled.





# 3 Social

“We are committed to fostering a safe, inclusive and empowering environment for our employees, supporting the well-being of local communities and building strong relationships that drive positive change beyond our operations.”

**Patricia-Sunita Schnellmann,  
Head of Human Resources**

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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 a feedback culture and a focus on learning, the CABB Group aims to build a culture of continuous improvement and therefore high performance. The company focuses on promoting diversity as a component of operational excellence.

The physical integrity and protection of employees is the 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 recent years, 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.

<b>NUMBER OF EMPLOYEES WITH ENTITLEMENT TO PARENTAL LEAVE</b>	<b>2024</b>
<b>Total</b>	<b>1178</b>
Switzerland	401
Germany	331
Finland	262
USA	126
China	58

<b>NUMBER OF EMPLOYEES WHO TAKE PARENTAL LEAVE</b>	<b>2024</b>
<b>Total</b>	<b>32</b>
Switzerland	9
Germany	9
Finland	13
USA	1
China	0

<b>NUMBER OF EMPLOYEES WHO RETURN AFTER PARENTAL LEAVE</b>	<b>2024</b>
<b>Total</b>	<b>28</b>
Switzerland	9
Germany	7
Finland	12
USA	0
China	0

<b>NUMBER OF EMPLOYEES WHO RECEIVED PERFORMANCE REVIEW IN %</b>	<b>2024</b>	
	<b>M</b>	<b>F</b>
<b>Production and technology</b>		
Switzerland	n/a	n/a
Germany <sup>1</sup>	n/a	n/a
Finland	100	100
USA	100	100
China	100	100
<b>Research and development</b>		
Switzerland	n/a	n/a
Germany <sup>1</sup>	n/a	n/a
Finland	100	100
USA	100	100
China <sup>2</sup>	0	0
<b>Administration and sales</b>		
Switzerland	n/a	n/a
Germany <sup>1</sup>	n/a	n/a
Finland	100	100
USA	100	100
China	100	90

<sup>1</sup> Currently no documented evaluation.

<sup>2</sup> No employees in this category.

## 3.2 Working for and with Customers

“YOUR PARTNER IN FINE CHEMISTRY” is the claim of the CABB Group. This principle is applied in every customer relationship as well as on a much larger scale. As a contract development and manufacturing organization (CDMO) and a trusted player in the Life Sciences and Performance Materials sectors, the CABB Group’s business model places particular emphasis on long-term partnerships with customers – some of which have lasted for decades.

In 2024, the CABB Group’s teams actively engaged with customers at several key industry events, including “Chemspec Europe” at Messe Düsseldorf, one of the leading trade shows for the chemicals sector. This event provided a platform to deepen relationships with our customers, showcase our expertise and, most importantly, gather valuable feedback to inform our strategic direction.

By listening to the needs, challenges and aspirations of existing and potential customers, the CABB Group ensures that its solutions are aligned with their evolving sustainability goals. Beyond trade shows, sales and key account managers maintain an open dialogue through one-on-one interactions, fostering trust and identifying opportunities for collaboration and improvement. This feedback mechanism allows the CABB Group to increase customer satisfaction while continually refining its offerings. The CABB Group’s production network includes six strategically located sites: Pratteln (Switzerland), Kokkola (Finland), Galena (USA), Knapsack and Gersthofen (Germany) and Jining (China). These facilities provide tailor-made, regional solutions that streamline supply chains and support local employment. By operating on a global scale while prioritizing local needs, the CABB Group enables customers to achieve sustainability in their operations while strengthening local economies.

As a strategic partner to the customers, the CABB Group goes beyond manufacturing and supplying products. The CABB Group strives to optimize production, transportation and logistics, creating efficiencies that reduce resource consumption and minimize environmental impact. The Group’s commitment to sustainability is integrated not only into operations, but also into the services and solutions provided to the customers, helping them advance their own sustainability ambitions.

Our commitment to customer focus remains a cornerstone of the CABB Group’s strategy. Over the years, the CABB Group has conducted several international customer satisfaction surveys achieving positive and stable results. In 2024, the insights from customer feedback continued to guide the continuous improvement of the CABB Group’s products, services and partnerships, underscoring the Group’s commitment to continuous improvement and sustainable value creation.

## 3.3 Strengthening Local Communities

The CABB Group continuously invests in new infrastructure, technologies, and products at its locations to provide customers with top quality products and services. 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 drivers to create new job opportunities in the local communities – both within the CABB Group and with its suppliers. This is a regular practice throughout the Group. Currently, around 50% of the CABB Group’s annual procurement budget is spent on purchasing from local suppliers (less than 500 km from the respective CABB Group’s sites).

## 3.4 Employee Satisfaction

The CABB Group strives to deliver excellence by ensuring quality of products and services. This goal can only be achieved with motivated and well-trained employees. Each of our 1,205 employees plays an important role in achieving and maintaining the success and uniqueness of the CABB Group, which is why it is even more important to ensure an attractive, meaningful, and inspiring work environment. The CABB Group strives to foster a culture where collaboration thrives, achievements are celebrated, and individuals find satisfaction in their work. At the production site in Switzerland, CABB AG is actively involved in the following two initiatives to ensure a high level of rights for both employees and employers:

- Arbeitgeberverband Basler Pharma-, Chemie- und Dienstleistungsunternehmen (Employers’ Association of Basel Pharmaceutical, Chemical and Service Companies)
- Gesamtarbeitsvertrag für Basler Pharma-, Chemie- und Dienstleistungsunternehmen (Collective employment contract for Basel pharmaceutical, chemical and service companies)

Operating in a competitive market, the CABB Group needs to rely 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.

### 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 16% 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 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 2024, three apprentices as chemical technologists and laboratory assistants at the site in Switzerland continued their trainings. 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, Employee Satisfaction).

### **Prudent Management**

For the CABB Group, well-trained and solid leadership is the cornerstone of a resilient, and successful company. All levels of management at the CABB Group lead by example and give teams the support they need to actively live the CABB Group’s 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 June 2024, the CABB Oy production site in Finland started a comprehensive two-year leadership program designed to equip emerging leaders with the tools to navigate complex challenges, inspire their teams, and foster a culture of accountability and excellence. This program reflects the CABB Oy’s commitment to long-term investment in its people, ensuring that future leaders are prepared to uphold the CABB Group’s values and drive sustainable growth. At CABB AG in Switzerland, mid-level managers participated in a series of multiday workshops focused on enhancing core leadership skills. These sessions provided practical strategies for effective communication, team building, and decision-making, strengthening our management practices across the organization.

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 further improved in 2024, as well as the personal performance review process and the success process planning. Moreover, the employees at the production site in Finland took part in a committee focusing on social responsibility and well-being of employees.

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. The exchange of knowledge, opinions and ideas is actively encouraged among all employees, 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. Twice a year, the trilingual (German, English and Finnish) employee magazine “CABB INFO” keeps employees up to date with important news including sustainability 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 is committed to fostering a workplace that embodies the principles of responsibility, inclusion and well-being. The first international employee satisfaction survey was conducted in September 2020. Overall, the CABB Group employees provided high satisfaction rates about their own team, their work, and the customer focus. The CABB Group analyzed the survey results thoroughly in order to identify its strengths and room for improvement. The detailed findings were presented in a transparent manner to all sites across the entire Group. Based on the findings of the survey, the CABB Group has implemented several initiatives to improve key areas: events to promote team spirit and strengthen bonds within the company like summer parties; leadership trainings, coaching programs or retiree events aimed at reducing the employee fluctuation; a revised bonus system planned for Q1 2025; review and update of functional profiles to ensure clear role definition and support employee development.

At the beginning of 2024, the production site in Finland took a significant step forward in improving the workplace by launching the “The Formula for a Good Life” employer branding campaign. This initiative aimed to boost CABB Oy’s good image as an employer in Finland and to refine our recruitment process in order to attract new long-term employees who align with our core values. In the campaign, employees talk about the importance of their work and the career opportunities at CABB Oy.



Moreover, the site in Finland measured the well-being of its employees also in the reporting year and registered an overall score of 4 on a 5-point scale. To further strengthen our commitment to social responsibility, the site in Finland participated for the first time in the “Responsible Workplace Survey Competition” in October 2024. This survey provided valuable insights into critical areas such as human rights, employee well-being, equality, inclusion, pay equity and tackling potential bias. The results reflect both our strengths and opportunities for growth.

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 of the sites in Finland and Switzerland were once again invited to a summer party and a Christmas Dinner in 2024. 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.

The health of employees is also a top priority at the CABB Group. That’s why various initiatives for promoting healthy physical activity of employees have been implemented at Group level in the past years. Various sites facilitate the building of company teams in sports like soccer and tennis. In 2024, the employees in Finland participated at “Kilometrikisa,” a national biking competition. To further promote individual mobility and personal well-being, the site in Switzerland took part again in May and June 2024 at the initiative “bike to work,” a national company health promotion campaign, aiming for healthier and more sustainable commutes.

In the United States, the physical health and well-being of the employees is supported through a gym membership reimbursement program. This initiative encourages a commitment to fitness by reimbursing employees based on the number of times they visit the gym each month.

### **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 December 31, 2024, the CABB Group employed 1,205 people worldwide (previous year: 1,209). The employee turnover rate decreased in the year under review to 8% across the Group (previous year: 8.1%). 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**

Only with highly qualified and well-trained employees can the CABB Group meet the challenges of tomorrow. For this reason, the CABB Group attaches great importance to the development of its employees and invests heavily 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. The CABB Group is a leader in the manufacture and development of custom active ingredients for Crop Sciences, and also provides high complexity, high purity chemical ingredients to customers in the Life Sciences and Performance Materials markets. The long-term goal of the CABB Group is to become the most efficient and sustainable partner in complex fine chemistry by 2028. To successfully achieve this goal, the CABB Group needs qualified and committed employees who work together, share ideas and experiences, and discuss lessons learned to stay current in a rapidly changing business world. This is why the CABB Group intensified cross-site exchanges, such as the collaboration between the teams of Kokkola, Finland and Gersthofen, Germany, where best practices in carbon footprinting and sustainability tools and software were shared. In addition, training fairs and employee engagement initiatives positioned the CABB Group as an attractive and responsible employer.

The CABB Group is undergoing a process of change. A key part of this process is the ongoing digitalization transformation that will enable us to achieve our long-term goal by 2028. The technological backbone of the digitalization process is the new IT tools that are being implemented as part of internal projects such as the project “Athena.” These initiatives aim to implement advanced IT tools, such as the global ERP system S4HANA and the procurement platform Coupa, to harmonize processes across all the CABB Group’s sites. By providing real-time data insights and reducing administrative burdens, these tools improve decision-making, operational efficiency and collaboration. The achievement of process efficiency and operational harmonization is also linked to the challenge of the employees who have to face significant changes in their daily work. The Group’s HR department is supporting this project to promote change management. Also in the reporting year 2024, further workshops with process owners, super users, and line managers were conducted. Regular pulse checks have been introduced to capture the mood in the organization and identify improvement areas.

### **Site-Specific Training**

Training programs are essential both for employees and for the CABB Group as an employer. In Kokkola, Finland, CABB Oy 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. Also in 2025, the on-the-job training program is going to take place. This allows for a practical approach to the matter and creates many opportunities for permanent positions with the CABB Group.

### Many Paths Lead to the CABB Group

All the 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 apprentices globally after their training whenever possible. Many young people entering the workforce are often 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 9% 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 tenth edition of the "Meine Position ist spitze" (My position is great) campaign in 2024. Launched by Chem-Cologne, 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 technical director 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 AG 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. On 14 November 2024, 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 CABB AG's employees in 5th to 7th grade, who are offered an inside look at their parents' everyday working lives.

### Job Fairs Act as Talent Pool

Vocational training fairs are an ideal opportunity to enter into dialog directly with potential talent and present the CABB Group as an attractive employer.

In November 2023, CABB AG participated in the career fair Chemtogether 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 CABB Oy together with a local university. CABB in Germany was also present at the "Job-Messe" in Knapsack this year.

## 3.6 Embracing Diversity

The CABB Group aims to promote the recognition and integration of diversity in the workplace. An important prerequisite for embracing diversity is the establishment of and adherence to universally recognized values and rules. That's why the CABB Group signed the "Diversity Charter" already in April 2021. By the way, the Group is at an early stage of maturity in Diversity, Equity and Inclusion and is working to monitor progress in this area to pave the way for achieving its 2025 diversity targets.

### 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, the CABB Group 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 trend and therefore promotes gender diversity in its workforce and, more specifically, in its management teams. At the end of 2024, 16% of the entire Group workforce were women. With a total of 36%, the proportion of women is highest at the Group's headquarters in Sulzbach, Germany, followed by 21% at the site in Jining, China, and 23% 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 2024 the total percentage of women in top management was 19%. In Pratteln, Switzerland, the percentage of women in such positions is 22%, in Kokkola, Finland, 43%, in Germany collectively 7% (including Knap-sack, Gersthofen, Sulzbach), in Jining, China, 29% and in Galena, USA, 27%.

A prominent example is the management team in Finland, which consists of 43% women and 57% men. Among the members of the Board of Directors in Switzerland, out of three board members, one board member is a woman.

### Possibility of Part-Time Employment

Across the Group, around 6% of the workforce is employed on a part-time basis. This proportion is highest at the Group's headquarters in Sulzbach, Germany with over 16%, followed by the Pratteln, Switzerland and Gersthofen, Germany 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 latest review showed that the CABB site in Switzerland 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 Finland after the latest review of 2023. CABB Oy 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

The CABB Group aims to create a safety culture in which everyone works in a safe and healthy environment. A safe working environment is essential to enabling progress in efficiency and reducing environmental impact and it represents the cornerstone of our commitment to our people. In the past 7 years, the

CABB Group has significantly improved its accident rate through site-specific safety initiatives such as training, process improvements and technical measures. Monthly HSE meetings allow a deep exchange of experience and best practices between the employees. In fact, the personal conduct of every employee is actually the most relevant factor for the CABB Group in guaranteeing occupational safety. Only through an open communication between the employees, the CABB Group can improve the level of safety. To monitor and drive this progress, the CABB Group uses the "Lost Time Accident Rate" (LTAR) as a key performance indicator. Since the implementation of the Group-wide safety initiative in 2022, the number of accidents, incidents and days lost due to accidents in the CABB Group has been steadily decreasing. In fact, the LTAR in 2024 on Group level was 0.21, again lower than in 2023 and well below its peers in the chemical industry. The LTAR value of the reporting year is the result of two accidents in Germany in which an employee jammed his finger and an employee tripped, resulting in lost working days. In addition to the standard LTAR parameter, the CABB Group also tracks and reviews additional safety metrics, including medical treatment, first aid cases, and restricted work incidents for both its own and contractor employees. This is done in the belief that addressing minor incidents is essential for preventing more serious accidents.

### CABB Oy: Best in Class for Occupational Safety

In 2024, the Finnish subsidiary of the CABB Group (in Kokkola, CABB Oy) reaffirmed its strong commitment to operational excellence with the award for the Occupational Health and Safety Management System certificate based on the ISO 45001 standard reissued by KIWA Inspecta, a leading international inspection, testing and certification company. This milestone highlights our consistent commitment to occupational health and safety since the first ISO 45001 certification in 2018. In addition, CABB Oy was granted by the Vision Zero Forum 2024 to be among the best companies in Finland for occupational safety, a prestigious recognition awarded to member companies that demonstrate exemplary safety performance. The annual Vision Zero Fund Forum aims to convene global leaders, experts and stakeholders to advance occupational safety and health in supply chains. In 2024, a total of 108 companies applied for the certification and were rated across different fields such as energy, chemical industry, forest industry, building and were given different levels of classifications.

These achievements underscore our holistic approach to ensuring the well-being of our people while promoting a proactive health and safety culture and sustainable practices.

## Group-Wide #BehaviouralSafety Project Awareness

The workplace safety program #BehaviouralSafety, first launched with a pilot in Finland in 2022, has now been rolled out at all locations including China. The current focus is on strengthening leadership skills as well as the fundamentals of safe behavior for all employees. The project is supported externally by the Institute Bruno Schmaeling (IBS), a successful and worldwide active specialist in behavioral safety. The #BehaviouralSafety initiative has been given top priority for the entire CABB Group. For that reason, collaboration between the sites has been intensified.

To support this effort, HSE managers from all the CABB Group's sites convened in Germany in October 2022 and in Switzerland in May 2023 to share best practices in safety. Furthermore, the Global HSE Manager position was created as of December 1, 2022, reinforcing consistent leadership in health and safety across the Group. HSE heads from all locations meet monthly via Teams to discuss lessons learned, review incidents and accidents, and share expertise on occupational and process safety, as well as emergency response strategies. Quarterly meetings of site managers further deepen the Group's comprehensive approach to safety, ensuring that every site contributes to the overall safety strategy. At the CABB Group, "taking time for safety" is more than a slogan, it's a core value and daily commitment across the organization.

The ongoing #BehaviouralSafety project places a strong emphasis on accident-prevention training in this regard. In Gersthofen, CABB GmbH has successfully maintained its commitment to high standards of quality and occupational safety. This is evidenced by several key achievements in certifications and safety programs:

- ISO 9001/14001: The CABB GmbH has successfully passed the recertification audit for these international standards, extending the certification for a further three years. This reflects the CABB GmbH's continued commitment to quality and environmental management.
- ISO 50001: The CABB GmbH's compliance with this energy management standard was reaffirmed. Importantly, the audit confirmed that safety remains a critical aspect of our compliance.
- FSSC 22000: For the acetate products, the CABB GmbH passed a recertification audit for the globally recognized food safety management standard, demonstrating our commitment to producing high-quality and safe products.

In addition to certifications, the occupational safety project includes various modules and workshops with the purpose of strengthening safety awareness and practices among our employees. In 2024, one of the program modules was conducted, "Safe Work: Safe Unconscious Behaviours", which consisted of 29 tailor-made workshops developed specifically for the different work areas of our employees. These interactive sessions have significantly improved safety knowledge and encouraged the adoption of safer working habits. The current goal is to complete

at least one behavioural training module at each site in 2025 and to have completed all the modules in all production sites by the end of 2026. Starting in 2019, twelve HSE training hours per employee (in a classroom or online) have been the minimum annual goal at all production sites. This target was met again in 2024. These figures have been systematically tracked and reported since 2021 within the framework of the sustainability scorecard.

## 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, production 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 Group's production sites in Switzerland (2018) and Finland (2021) introduced this type of program to identify hazardous working conditions and has since achieved very positive results from it. In 2024, 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 2024, the CABB Group again stood out for the quality of its management systems, gaining internationally recognized certifications for various production sites. Besides the annual EcoVadis awards, the CABB Group's production sites in Switzerland and Finland, for example, were certified ISO 9001, 14001 and 45001 for their quality, environmental and health and safety management systems. CABB Germany received also the ISO 9001, 14001 and the ISO 50001 (for the energy management system) certifications.

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.

<b>NUMBER OF EMPLOYEES</b>	<b>2019</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Switzerland	378	410	406	417
Germany	333	338	341	331
Finland	209	258	266	262
USA	121	132	137	137
China	63	62	59	58
<b>Total CABB Group</b>	<b>1,104</b>	<b>1,200</b>	<b>1,209</b>	<b>1,205</b>
Permanent employees in %	97.6	96.3	97.3	97.3
Fixed-term employees in %	2.4	3.7	2.7	2.7
<b>Total fluctuation of employees in %</b>	<b>9.0</b>	<b>9.8</b>	<b>8.1</b>	<b>8.0</b>

<b>DIVERSITY THROUGHOUT THE CABB GROUP</b>	<b>2019</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Proportion of women in %	14.9	16.1	16.4	16.3
Proportion of women in management in %	16.5	20.0	20.2	22.1
Women in board in %	0.0	0.0	0.0	0.0
Women in top management in %	13.0	10.0	17.0	19.0

### **PART-TIME EMPLOYEES**

Part-time employees in %	5.3	5.3	5.8	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 2024 to various associations and groups to foster the dialogue with neighbors.

A semi-annual neighborhood dialogue was held at the Knapsack chemical park also in 2024, for the third year in a row. 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, Germany.

The CABB site in Gersthofen, Germany, sponsors the "Kids Academy" every year. Two primary school classes from the neighborhood get to try their hand at chemistry experiments under supervision at the CABB GmbH's chemistry training center. Additionally, hydrogen is supplied to the Gersthofen Free Balloon Club at attractive conditions, thus promoting ballooning in the region. As a new member of the "Regio Augsburg Wirtschaft GmbH A3" (focused on climate neutrality) and the "Blue City – Klimapakts Augsburg Wirtschaft" initiatives, both based in and around the city of Augsburg, CABB GmbH welcomed representatives from both organizations in December 2024, to receive its membership certificates. The meeting focused on CABB GmbH's sustainability strategy, its connection to local, national, and international efforts, and plans for regular meetings within both initiatives to discuss the company's development steps in sustainability and address current sustainability-related challenges.

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. The CABB Group 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 facilitate working together to achieve attractive framework conditions that are conducive to innovation and healthy competition.

- American Chemistry Council
- Basel Chamber of Commerce and Industry (HKBB)
- CEFIC/EFCEG/Eurochlor
- Chemical Industry Federation of Finland
- German Chambers of Industry and Commerce (IHK)
- German Chemical Industry Association (VCI)
- Hydrogen Alliance Bavaria
- IGEB (Swiss Association of Energy-Intensive Industries)
- scienceindustries
- Swiss Chemical Society (SCS)
- Swiss Process and Chemical Engineers (SGVC)
- Together for Sustainability
- United Nations Global Compact
- 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, CABB AG 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

“A strong governance is critical to achieving business success and advancing sustainable goals. That’s why our Group is built on compliance with local and international laws, adherence to internal rules and principles, integrity and a robust risk management framework.”

**Marcus Mayer, CFO**

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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

#### Advisory Board

The Advisory Board is the supervising body of the CABB Group and consists of six members of which three members are independent. The Advisory 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 Advisory 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 Advisory 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 Advisory Board has two Board Committees which support the Advisory Board on specific topics:

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

#### Audit Committee (AC)

The AC consists of at least two Advisory Board members appointed by the Advisory 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 Advisory 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.

The CABB Group's Advisory Board drive to continuously improve and strive for excellence is a vital part of the CABB Group's 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.

#### Remuneration and Nomination Committee (RNC)

The RNC consists of at least two Advisory 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 Advisory 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 Advisory 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 Advisory Board receives regular, timely and comprehensive information on all matters relating to the CABB Group's planning, business development and risk management.

## 4.2 Rules and Regulations for Sustainable Corporate Governance

To ensure that the CABB Group lives up to its responsibility, in 2024 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 where necessary and trained.

The CABB Group's Advisory 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 AC.

### 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 (03/2022)

In 2024, the CABB Group laid the groundwork for its compliance with the newest Corporate Sustainability Reporting Directive (CSRD) by conducting the double materiality assessment according to the ESRS (European Sustainability Reporting Standards). The implementation of the new ESG legal requirements such as the double materiality analysis will lead to an adaptation of the governance structures of the CABB Group. For example, in order to efficiently collect all relevant CSRD KPIs, a new software has been piloted in 2024.

### 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.

### 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 anti-corruption measures. In the context of the CABB Group's anti-bribery and anti-corruption measures, no current businesses or other relationships with government entities or public officials can be reported as of December 2024. Anticipatory to this, a so-called Know-Your-Customer check is already implemented. As of December 2024, no cash payments are existing in practice within the operations of the CABB Group.

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 the CABB Group's 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.

### 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 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 2024, no known past material breaches of law and compliance regulations, including antitrust and monopoly laws as well as anti-bribery and anti-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 2024 due to ongoing global issues such as post-pandemic logistical challenges or the Russia-Ukraine and Israel-Palestine conflicts. In the face of these 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 Advisory Board. In addition, sourcing strategies and supplier relation have been intensified in 2024 to secure future supply of the CABB Group to be prepared for upcoming challenges. The CABB Group 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 IT, Data Security and Cybersecurity

Due to ever increasing risks in technology and cybercrime, the general security concerning data and IT infrastructure has been given a high priority in 2024. A variety of concise technical measures have been implemented globally to stabilize IT systems and to implement a green-energy schedule to reduce energy consumption within its infrastructure. These measures include auto log-outs during prolonged SAP sessions and improved energy savings, using more climate-neutral energy sources and further reducing the IT carbon footprint. To streamline its global operations-planning procedures, the CABB Group started in 2023 the implementation of a new global enterprise resource planning (ERP) system. A standardized ERP system helps to centrally collect and analyze sustainability-related performance indicators like water, raw materials and electricity consumption. Furthermore, it 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. The implemen-

tation is ongoing and employees are trained accordingly after the implementation.

The CABB Group continued with the implementation of an Information Security Management System (ISMS) in line with ISO 27001. The ISMS comes along with a variety of internal policies. Policies such as the Acceptable Use Policy (AUP) for the responsible handling of company IT resources, AI policy for the use of AI tools and the Access Control Policy, which outlines safe and compliant measures for accessing tools and defines password requirements for the CABB Group's IT systems, were introduced.

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 and organizational 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.

### **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 2024. 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 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.

## **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 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 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	2022	2023	2024
<b>Total fuel consumption from non-renewable sources<sup>1</sup></b>	<b>MWh</b>	<b>147,400</b>	<b>151,521</b>	<b>152,096</b>	<b>133,140</b>
Pratteln (CH)		33,925	33,659	34,613	33,191
Gersthofen (DE)		3,095	584	3,412	3,559
Knapsack (DE)		109	116	75	86
Kokkola (FI)		23,695	30,952	28,286	16,454
Galena (US)		86,481	86,154	85,649	79,723
Jining (CN)		96	56	61	127
<b>Total electricity consumption</b>	<b>MWh</b>	<b>327,856</b>	<b>334,814</b>	<b>318,786</b>	<b>296,072</b>
Pratteln (CH)		131,843	144,329	142,248	117,513
Gersthofen (DE)		138,979	130,481	122,955	118,489
Knapsack (DE)		9,598	9,632	7,937	8,076
Kokkola (FI)		24,533	24,940	20,599	27,114
Galena (US)		20,590	20,560	20,487	20,374
Jining (CN)		2,312	4,872	4,560	4,506
<b>Total steam consumption</b>	<b>MWh</b>	<b>384,987</b>	<b>392,127</b>	<b>379,653</b>	<b>345,022</b>
Pratteln (CH)		179,083	182,156	177,427	152,377
Gersthofen (DE)		46,514	41,600	33,022	27,601
Knapsack (DE)		21,663	23,585	19,328	20,139
Kokkola (FI)		41,414	45,765	53,143	54,990
Galena (US)		86,340	86,046	85,582	79,656
Jining (CN)		9,973	12,975	11,151	10,259
<b>Total energy consumption</b>	<b>MWh</b>	<b>732,489</b>	<b>746,651</b>	<b>711,809</b>	<b>639,588</b>
Pratteln (CH)		344,851	360,144	354,288	303,081
Gersthofen (DE)		188,588	172,665	159,389	149,649
Knapsack (DE)		31,370	33,333	27,340	28,301
Kokkola (FI)		48,228	55,892	48,885	43,568
Galena (US)		107,071	106,714	106,136	100,097
Jining (CN)		12,381	17,903	15,772	14,892

<sup>1</sup> 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). Excluding biogenic fuel.

CO <sub>2</sub> e EMISSIONS <sup>1</sup>		2019	2022	2023	2024
<b>CO<sub>2</sub>e emissions (Scope 1 + Scope 2, location-based)</b>	<b>t</b>	<b>391,215</b>	<b>380,272</b>	<b>373,268</b>	<b>304,788</b>
<b>Savings through the procurement of low-carbon electricity</b>	<b>t</b>	<b>27,008</b>	<b>17,039</b>	<b>18,706</b>	<b>68,558</b>
<b>CO<sub>2</sub>e emissions (Scope 1 + Scope 2, market-based)</b>	<b>t</b>	<b>364,207</b>	<b>363,233</b>	<b>354,562</b>	<b>236,230</b>
<b>CO<sub>2</sub>e emissions (Scope 1 + Scope 2 + Scope 3)</b>	<b>t</b>	<b>1,365,542</b>	<b>1,423,262</b>	<b>1,330,069</b>	<b>1,068,454</b>
<b>Gross volume of direct greenhouse gas emissions (Scope 1)</b>	<b>t</b>	<b>190,931</b>	<b>188,336</b>	<b>187,113</b>	<b>127,838</b>
Switzerland		1,922	640	1,015	848
Germany		6,331	6,255	5,816	5,890
Finland		19,172	20,448	25,375	25,262
USA		163,277	160,774	154,689	95,809
China		229	219	218	29
<b>Gross volume of indirect energy-related greenhouse gas emissions (Scope 2, market-based)</b>	<b>t</b>	<b>173,277</b>	<b>174,897</b>	<b>167,449</b>	<b>108,392</b>
Switzerland		51,540	49,463	49,857	39,049
Germany		102,053	107,657	99,206	56,801
Finland		3,789	358	882	1,046
USA		11,222	11,205	11,165	7,905
China		4,673	6,214	6,339	3,591
<b>Gross volume of other indirect greenhouse gas emissions (Scope 3)</b>	<b>t</b>	<b>1,001,335</b>	<b>1,060,030</b>	<b>975,506</b>	<b>832,224</b>
Switzerland		467,066	508,376	504,136	369,838
Germany		292,170	277,808	205,185	212,708
Finland		139,415	142,504	142,727	141,182
USA		54,067	76,392	67,516	46,953
China		48,617	54,950	55,942	61,543

<sup>1</sup> 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	2022	2023	2024
<b>Air emissions NO<sub>x</sub></b>	<b>kg</b>	<b>186,474</b>	<b>170,309</b>	<b>187,166</b>	<b>133,284</b>
Pratteln (CH)		1,939	1,315	1,986	1,463
Gersthofen (DE)		1,697	1,672	1,498	1,349
Knapsack (DE)		n/a	n/a	n/a	n/a
Kokkola (FI)		22,810	16,539	18,251	22,659
Galena (US)		160,028	150,783	165,431	107,813
Jining (CN)		n/a	n/a	n/a	n/a
<b>Air emissions SO<sub>x</sub></b>	<b>kg</b>	<b>327,856</b>	<b>39,647</b>	<b>41,189</b>	<b>45,072</b>
Pratteln (CH)		131,843	38,424	39,844	44,137
Gersthofen (DE)		138,979	834	748	673
Knapsack (DE)		9,598	n/a	n/a	n/a
Kokkola (FI)		24,533	268	466	133
Galena (US)		20,590	121 <sup>1</sup>	131	128
Jining (CN)		2,312	n/a	n/a	n/a
<b>Air emissions of volatile organic compounds (VOCs)</b>	<b>kg</b>	<b>28,938</b>	<b>19,643</b>	<b>31,750</b>	<b>20,983</b>
Pratteln (CH)		8,305	6,569	7,352	3,963
Gersthofen (DE)		n/a	n/a	n/a	n/a
Knapsack (DE)		n/a	n/a	n/a	n/a
Kokkola (FI)		76	97	94	81
Galena (US)		20,557	12,403	23,938	16,667
Jining (CN)		n/a <sup>2</sup>	574	366	272

<sup>1</sup> Projection based on data from 30 November 2021.

<sup>2</sup> Data collection since 2021.

## TOTAL WATER WITHDRAWAL

### BY PRODUCTION SITE AND EXTRACTION TYPE

		2019	2022	2023	2024
<b>Total water withdrawal</b>	<b>m<sup>3</sup></b>	<b>34,712,587</b>	<b>32,021,660</b>	<b>31,751,454</b>	<b>29,043,954</b>
<b>From surface water</b>	<b>m<sup>3</sup></b>	<b>207,472</b>	<b>215,609</b>	<b>249,220</b>	<b>307,795</b>
Pratteln (CH)		0	0	0	0
Gersthofen (DE)		0	0	0	0
Knapsack (DE)		0	0	0	0
Kokkola (FI)		185,902	205,001	229,180	266,316
Galena (US)		21,570	10,608	20,040	41,479
Jining (CN) <sup>1</sup>		0	0	0	0
<b>From groundwater</b>	<b>m<sup>3</sup></b>	<b>17,783,678</b>	<b>17,027,068</b>	<b>17,287,733</b>	<b>15,557,280</b>
Pratteln (CH)		17,618,578	16,849,732	17,002,362	15,382,581
Gersthofen (DE)		0	0	0	0
Knapsack (DE)		0	0	0	0
Kokkola (FI)		0	0	0	0
Galena (US)		165,100	177,336	285,371	174,699
Jining (CN) <sup>1</sup>		0	0	0	0
<b>From seawater</b>	<b>m<sup>3</sup></b>	<b>4,705,354</b>	<b>4,878,544</b>	<b>4,950,279</b>	<b>5,023,738</b>
Pratteln (CH)		0	0	0	0
Gersthofen (DE)		0	0	0	0
Knapsack (DE)		0	0	0	0
Kokkola (FI)		4,705,354	4,878,544	4,950,279	5,023,738
Galena (US)		0	0	0	0
Jining (CN) <sup>1</sup>		0	0	0	0
<b>From third parties</b>	<b>m<sup>3</sup></b>	<b>12,016,083</b>	<b>9,867,002</b>	<b>9,158,973</b>	<b>8,614,162</b>
Pratteln (CH)		253,118	316,225	328,240	327,206
Gersthofen (DE)		9,522,215	9,097,336	8,380,308	7,839,897
Knapsack (DE)		162,435	157,600	156,942	162,013
Kokkola (FI)		179,790	204,938	169,416	185,433
Galena (US)		0	7,539	7,268	7,272
Jining (CN) <sup>1</sup>		1,898,525	83,364	116,799	92,341

<sup>1</sup> Area with high water risk (>40%).

## TOTAL WATER DISCHARGE FROM AREAS WITH HIGH WATER RISK<sup>1</sup>

		2019	2022	2023	2024
<b>Total</b>	<b>m<sup>3</sup></b>	<b>-</b>	<b>58,115</b>	<b>68,239</b>	<b>56,166</b>
To surface water		-	0	0	0
To groundwater		-	0	0	0
To seawater		-	0	0	0
To third parties		-	58,115	68,239	56,166

## TOTAL WATER CONSUMPTION FROM AREAS WITH HIGH WATER RISK<sup>1</sup>

		2019	2022	2023	2024
<b>Total</b>	<b>m<sup>3</sup></b>	<b>-</b>	<b>25,249</b>	<b>48,561</b>	<b>36,174</b>

<sup>1</sup> KPI has been introduced in 2022.

## WASTE

		2019	2022	2023	2024
<b>Total weight of hazardous waste generated</b>	<b>t</b>	<b>55,828</b>	<b>85,084</b>	<b>103,913</b>	<b>96,428</b>
Pratteln (CH)		20,619	21,788	25,164	19,840
Gersthofen (DE)		94	153	108	122
Knapsack (DE)		13	16	9	15
Kokkola (FI)		31,225	57,657	68,987	67,545
Galena (US)		3,860	5,463	9,627	8,875
Jining (CN)		17	7	17	32
<b>Total weight of non-hazardous waste generated</b>	<b>t</b>	<b>20,588</b>	<b>36,061</b>	<b>43,821</b>	<b>30,829</b>
Pratteln (CH)		500	290	313	273
Gersthofen (DE)		1,992	3,156	2,340	2,117
Knapsack (DE)		159	58	47	41
Kokkola (FI)		61	1,126	1,289	903
Galena (US)		17,876	31,420	39,820	27,489
Jining (CN)		n/a	11	12	7

<sup>1</sup> 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

		2023	2024
<b>Total weight of waste diverted from disposal (hazardous)</b>	<b>t</b>	<b>54,824</b>	<b>57,218</b>
Pratteln (CH)		17,022	13,700
Gersthofen (DE)		4	5
Knapsack (DE)		5	4
Kokkola (FI)		31,257	28,441
Galena (US)		6,536	5,200
Jining (CN)		0	9,869
<b>Total weight of waste diverted from disposal (non-hazardous)</b>	<b>t</b>	<b>23,080</b>	<b>11,990</b>
Pratteln (CH)		160	154
Gersthofen (DE)		1,280	1,066
Knapsack (DE)		44	38
Kokkola (FI)		1,235	863
Galena (US)		20,361	9,869
Jining (CN)		0	0

## WASTE PER CATEGORY

		2023	2024
<b>Reuse (hazardous)<sup>1</sup></b>	<b>t</b>	<b>14,088</b>	<b>12,204</b>
Pratteln (CH)		13,863	12,000
Gersthofen (DE)		0	0
Knapsack (DE)		5	4
Kokkola (FI)		220	200
Galena (US)		0	0
Jining (CN)		0	0
<b>Recycling (hazardous)<sup>1</sup></b>	<b>t</b>	<b>40,722</b>	<b>35,144</b>
Pratteln (CH)		3,145	1,699
Gersthofen (DE)		4	5
Knapsack (DE)		0	0
Kokkola (FI)		31,037	28,241
Galena (US)		6,536	5,200
Jining (CN)		0	0

WASTE PER CATEGORY		2023	2024
<b>Other recycling (hazardous)<sup>1</sup></b>	<b>t</b>	<b>14</b>	<b>1</b>
Pratteln (CH)		14	1
Gersthofen (DE)			0
Knapsack (DE)		0	0
Kokkola (FI)		0	0
Galena (US)		0	0
Jining (CN)		0	0
<b>Reuse (non-hazardous)<sup>1</sup></b>	<b>t</b>	<b>20,383</b>	<b>9,885</b>
Pratteln (CH)		0	0
Gersthofen (DE)		0	0
Knapsack (DE)		22	16
Kokkola (FI)		0	0
Galena (US)		20,361	9,869
Jining (CN)		0	0
<b>Recycling (non-hazardous)<sup>1</sup></b>	<b>t</b>	<b>1,666</b>	<b>1,416</b>
Pratteln (CH)		1	1
Gersthofen (DE)		1,280	1,066
Knapsack (DE)		22	17
Kokkola (FI)		363	332
Galena (US)		0	0
Jining (CN)		0	0
<b>Other recycling (non-hazardous)<sup>1</sup></b>	<b>t</b>	<b>1,032</b>	<b>689</b>
Pratteln (CH)		159	153
Gersthofen (DE)		0	0
Knapsack (DE)		0	5
Kokkola (FI)		873	531
Galena (US)		0	0
Jining (CN)		0	0
<b>Total weight of waste directed to disposal (hazardous)</b>	<b>t</b>	<b>49,088</b>	<b>49,080</b>
Pratteln (CH)		8,142	6,140
Gersthofen (DE)		104	118
Knapsack (DE)		4	11
Kokkola (FI)		37,730	39,105
Galena (US)		3,091	3,675
Jining (CN)		17	32
<b>Total weight of waste directed to disposal (non-hazardous)</b>	<b>t</b>	<b>20,737</b>	<b>18,841</b>
Pratteln (CH)		153	119
Gersthofen (DE)		1,060	1,052
Knapsack (DE)		3	3
Kokkola (FI)		54	40
Galena (US)		19,459	17,620
Jining (CN)		8	7
<b>Incineration with recovery (hazardous)<sup>1</sup></b>	<b>t</b>	<b>47,090</b>	<b>46,816</b>
Pratteln (CH)		7,832	6,140
Gersthofen (DE)		104	118
Knapsack (DE)		0	0
Kokkola (FI)		37,493	38,891
Galena (US)		1,661	1,667
Jining (CN)		0	0

WASTE PER CATEGORY		2023	2024
<b>Incineration without recovery (hazardous)<sup>1</sup></b>	<b>t</b>	<b>1,555</b>	<b>2,114</b>
Pratteln (CH)		118	103
Gersthofen (DE)		0	0
Knapsack (DE)		0	8
Kokkola (FI)		0	0
Galena (US)		1,420	1,971
Jining (CN)		17	32
<b>Landfilling (hazardous)<sup>1</sup></b>	<b>t</b>	<b>4</b>	<b>19</b>
Pratteln (CH)		0	0
Gersthofen (DE)		0	0
Knapsack (DE)		4	3
Kokkola (FI)		0	17
Galena (US)		0	0
Jining (CN)		0	0
<b>Other disposal (hazardous)<sup>1</sup></b>	<b>t</b>	<b>440</b>	<b>263</b>
Pratteln (CH)		192	29
Gersthofen (DE)		0	0
Knapsack (DE)		0	0
Kokkola (FI)		237	197
Galena (US)		10	37
Jining (CN)		0	0
<b>Incineration with recovery (non-hazardous)<sup>1</sup></b>	<b>t</b>	<b>207</b>	<b>184</b>
Pratteln (CH)		153	119
Gersthofen (DE)		0	0
Knapsack (DE)		0	0
Kokkola (FI)		54	40
Galena (US)		0	25
Jining (CN)		0	0
<b>Incineration without recovery (non-hazardous)<sup>1</sup></b>	<b>t</b>	<b>1,223</b>	<b>115</b>
Pratteln (CH)		0	0
Gersthofen (DE)		0	0
Knapsack (DE)		3	3
Kokkola (FI)		0	0
Galena (US)		1,212	105
Jining (CN)		8	7
<b>Landfilling (non-hazardous)<sup>1</sup></b>	<b>t</b>	<b>1,084</b>	<b>1,067</b>
Pratteln (CH)		0	0
Gersthofen (DE)		1,060	1,052
Knapsack (DE)		0	0
Kokkola (FI)		0	0
Galena (US)		24	15
Jining (CN)		0	0
<b>Other disposal (non-hazardous)<sup>1</sup></b>	<b>t</b>	<b>18,223</b>	<b>17,475</b>
Pratteln (CH)		0	0
Gersthofen (DE)		0	0
Knapsack (DE)		0	0
Kokkola (FI)		0	0
Galena (US)		18,223	17,475
Jining (CN)		0	0

<sup>1</sup> KPI has been introduced in 2022.

NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT AND GENDER	2019		2022		2023		2024	
	M	F	M	F	M	F	M	F
	<b>Total</b>	<b>939</b>	<b>165</b>	<b>1,007</b>	<b>193</b>	<b>1,020</b>	<b>198</b>	<b>1,006</b>
<b>Temporary</b>	<b>16</b>	<b>10</b>	<b>37</b>	<b>7</b>	<b>29</b>	<b>4</b>	<b>25</b>	<b>7</b>
Switzerland	2	4	3	1	5	0	3	0
Germany	5	2	16	2	11	1	8	1
Finland	9	4	18	4	13	3	14	6
USA	0	0	0	0	0	0	0	0
China	0	0	0	0	0	0	0	0
<b>Permanent</b>	<b>923</b>	<b>155</b>	<b>970</b>	<b>186</b>	<b>991</b>	<b>194</b>	<b>981</b>	<b>192</b>
Switzerland	324	48	348	58	346	55	361	53
Germany	275	51	268	52	283	56	268	54
Finland	163	33	189	47	197	53	188	54
USA	110	12	116	13	118	18	118	19
China	51	12	49	13	47	12	46	12

NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE AND GENDER	2019		2022		2023		2024	
	M	F	M	F	M	F	M	F
	<b>Total</b>	<b>939</b>	<b>165</b>	<b>1,007</b>	<b>193</b>	<b>1,010</b>	<b>199</b>	<b>1,006</b>
<b>Full-time</b>	<b>925</b>	<b>121</b>	<b>981</b>	<b>155</b>	<b>980</b>	<b>159</b>	<b>975</b>	<b>160</b>
Switzerland	316	30	332	41	327	39	341	38
Germany	276	30	279	35	279	33	268	33
Finland	172	36	207	50	210	56	202	58
USA	110	11	114	16	117	19	118	19
China	51	12	49	13	47	12	46	12
<b>Part-time</b>	<b>14</b>	<b>44</b>	<b>26</b>	<b>38</b>	<b>30</b>	<b>40</b>	<b>31</b>	<b>39</b>
Switzerland	10	22	19	18	24	16	23	15
Germany	4	21	5	19	5	24	8	22
Finland	0	1	0	1	0	0	0	2
USA	0	0	2	0	1	0	0	0
China	0	0	0	0	0	0	0	0

PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS	2019	2022	2023	2024
	<b>Total in %</b>	<b>78</b>	<b>69</b>	<b>78</b>
Switzerland	59	55	79	78
Germany	90	86	82	84
Finland	100	98	98	98
USA	69	64	60	60
China	100	100	100	100

NUMBER OF EMPLOYEES BY AGE	2019		2022		2023		2024	
	M	F	M	F	M	F	M	F
<b>Total</b>	<b>939</b>	<b>165</b>	<b>1,007</b>	<b>193</b>	<b>1,009</b>	<b>198</b>	<b>1,013</b>	<b>197</b>
<b>Under 30 years old</b>	<b>126</b>	<b>33</b>	<b>158</b>	<b>34</b>	<b>163</b>	<b>41</b>	<b>164</b>	<b>31</b>
Switzerland	36	12	42	9	37	12	39	5
Germany	44	10	47	11	44	13	45	11
Finland	20	5	31	6	35	7	34	8
USA	11	1	32	3	41	5	41	5
China	15	5	6	5	6	4	5	2
<b>30-50 years old</b>	<b>406</b>	<b>91</b>	<b>466</b>	<b>111</b>	<b>464</b>	<b>103</b>	<b>481</b>	<b>113</b>
Switzerland	139	29	153	40	155	29	170	34
Germany	105	28	117	25	116	24	111	27
Finland	92	19	115	26	117	33	123	35
USA	36	8	39	12	36	9	37	9
China	34	7	42	8	40	8	40	8
<b>Over 50 years old</b>	<b>407</b>	<b>41</b>	<b>383</b>	<b>48</b>	<b>382</b>	<b>54</b>	<b>368</b>	<b>53</b>
Switzerland	151	11	156	10	159	14	155	14
Germany	131	15	120	18	122	20	120	17
Finland	62	11	61	19	58	16	51	18
USA	61	4	45	1	42	4	41	4
China	2	0	1	0	1	0	1	0

NUMBER OF NEW EMPLOYEE HIRES DURING THE REPORTING PERIOD	2019		2022		2023		2024	
	M	F	M	F	M	F	M	F
<b>Total</b>	<b>91</b>	<b>23</b>	<b>153</b>	<b>45</b>	<b>102</b>	<b>39</b>	<b>109</b>	<b>23</b>
<b>Under 30 years old</b>	<b>30</b>	<b>10</b>	<b>64</b>	<b>22</b>	<b>39</b>	<b>15</b>	<b>41</b>	<b>12</b>
Switzerland	6	3	14	5	9	4	16	0
Germany	7	2	15	8	6	3	7	2
Finland	4	2	18	5	13	6	14	9
USA	10	0	13	3	10	1	4	1
China	3	3	4	1	1	1	0	0
<b>30-50 years old</b>	<b>46</b>	<b>9</b>	<b>67</b>	<b>19</b>	<b>52</b>	<b>20</b>	<b>48</b>	<b>11</b>
Switzerland	34	3	32	7	33	9	38	7
Germany	4	2	17	3	7	2	2	0
Finland	3	3	12	6	9	7	7	4
USA	3	0	2	3	3	2	0	0
China	2	1	4	0	0	0	1	0
<b>Over 50 years old</b>	<b>15</b>	<b>4</b>	<b>22</b>	<b>4</b>	<b>11</b>	<b>4</b>	<b>20</b>	<b>0</b>
Switzerland	14	3	19	1	9	2	18	0
Germany	1	1	3	1	1	0	0	0
Finland	0	0	0	0	0	1	1	0
USA	0	0	0	1	1	1	1	0
China	0	0	0	0	0	0	0	0

EMPLOYEE TURNOVER IN %	2019		2022		2023		2024	
	ALL	ONLY FEMALE	ALL	ONLY FEMALE	ALL	ONLY FEMALE	ALL	ONLY FEMALE
<b>Total</b>	<b>9,0</b>	<b>1,4</b>	<b>9,8</b>	<b>1,7</b>	<b>8,1</b>	<b>1,9</b>	<b>8</b>	<b>1</b>
Switzerland	11,6	1,1	13,2	1,2	12,6	3,2	15	2
Germany	7,5	2,1	8,6	3,3	4,7	0,6	6	1
Finland	1,9	0,0	4,7	0,4	5,6	0,8	3	1
USA	6,6	0,0	9,8	0,8	8,8	2,9	2	0
China	28,6	7,9	14,5	3,2	6,8	3,4	3	0

**PERCENTAGE OF EMPLOYEES WHO RECEIVED PERFORMANCE REVIEW<sup>1</sup>**

IN %	2022/2023		2024	
	M	F	M	F
<b>Production and technology</b>				
Switzerland	n/a	n/a	n/a	n/a
Germany <sup>2</sup>	n/a	n/a	n/a	n/a
Finland	96	99	100	100
USA	100	100	100	100
China	100	100	100	100
<b>Research and development</b>				
Switzerland	100	100	n/a	n/a
Germany <sup>2</sup>	n/a	n/a	n/a	n/a
Finland	100	100	100	100
USA	100	100	100	100
China <sup>3</sup>	0	0	0	0
<b>Administration and sales</b>				
Switzerland	n/a	n/a	n/a	n/a
Germany <sup>2</sup>	n/a	n/a	n/a	n/a
Finland	100	100	100	100
USA	100	100	100	100
China	100	80	100	90

1 KPI has been introduced in 2022.

2 Currently no documented evaluation.

3 No employees in this category.

NUMBER OF EMPLOYEES WITH PARENTAL LEAVE <sup>1</sup>	2022		2023		2024	
	M	F	M	F	M	F
<b>Entitlement of parental leave</b>	<b>370</b>	<b>70</b>	<b>1,005</b>	<b>180</b>	<b>982</b>	<b>196</b>
Switzerland	n/a	n/a	344	54	350	51
Germany	282	55	279	56	276	55
Finland	n/a	n/a	225	41	201	61
USA	n/a	n/a	110	17	109	17
China	49	12	47	12	46	12
<b>Taking parental leave</b>	<b>29</b>	<b>7</b>	<b>12</b>	<b>7</b>	<b>24</b>	<b>8</b>
Switzerland	15	1	9	2	8	1
Germany	9	4	3	2	6	3
Finland	1	2	0	2	10	3
USA	1	0	0	0	0	1
China	3	0	0	1	0	0
<b>Returning after parental leave</b>	<b>27</b>	<b>2</b>	<b>13</b>	<b>4</b>	<b>24</b>	<b>4</b>
Switzerland	14	1	9	2	8	1
Germany	9	1	2	2	6	1
Finland	1	0	0	0	10	2
USA	0	0	0	0	0	0
China	3	0	2	0	0	0

1 KPI has been introduced in 2022.

<b>SAFETY</b>	<b>2019</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
Lost time accident rate (LTAR) <sup>1</sup>	0,40	0,75	0,22	0,21
Fatalities	0	0	0	0

1 Including Jining since 2023.



# 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	60
	2-6	Activities, value chain and other business relationships	12-13
Activities and workers	2-7	Employees	8 & 10 17, 30-33
	2-23	Policy commitments	16 43-44
Strategy, policies and practices	2-24	Embedding policy commitments	43-44
	2-25	Processes to remediate negative impacts	32, 44
	2-28	Membership associations	38
Stakeholder engagement	2-29	Approach to stakeholder engagement	37
	2-30	Collective bargaining agreements	8 52

### GRI 3: Material Topics 2021

GRI STANDARD	DISCLOSURE	SDG	PAGE
GRI 3: Material Topics 2021	3-1	Process to determine material topics	8-10
	3-2	List of material topics	8-9
	3-3	Management of material topics	8-10

### Environment

GRI STANDARD	DISCLOSURE	SDG	PAGE
GRI 302 Energy 2016	302-1	Energy consumption within the organization	7, 8, 12, 13 48
GRI 303 Water and Effluents 2018	303-3	Water withdrawal	6 25, 49
GRI 305 Emissions 2016	305-1	Direct (Scope 1) GHG emissions	3, 12, 13, 14, 15 20-21, 48
	305-2	Energy indirect (Scope 2) GHG emission	3, 12, 13, 14, 15 20-21, 48
	305-3	Other indirect (Scope 3) GHG emissions	20-21, 48
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	3, 12, 14, 15 49
GRI 306 Waste 2020	306-2	Management of significant waste-related impacts	3, 6, 8, 12 25-26
	306-3	Waste generated	50-51
	306-4	Waste diverted from disposal	50-51
	306-5	Waste directed to disposal	51



## Social

GRI STANDARD	DISCLOSURE	SDG	PAGE
GRI 401 Employment 2016	401-1 New employee hires and employee turnover	5, 8, 10	53
	401-3 Parental leave		54
GRI 403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system	8	35-36
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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 Platin Medal 2024

### Germany (CABB GmbH)

- ISO 9001:2015, 14001:2015 and 50001:2018
- EcoVadis Silver Medal 2024

### USA (Jayhawk Fine Chemicals)

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- EcoVadis Silver Medal 2024

### China (CABB Jinwei Specialty Chemicals)

- ISO 9001:2015, 14001:2015
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### Contact for questions and feedback

Karlis Kalns Paradise, Head of Sustainability  
karlis.kalns@cabb-chemicals.com

### Publisher

CABB Group GmbH  
Otto-Volger-Strasse 3c  
65843 Sulzbach am Taunus  
Germany

Tel: +49 6196 9674-0

E-mail: [info@cabb-chemicals.com](mailto:info@cabb-chemicals.com)

Internet: [www.cabb-chemicals.com](http://www.cabb-chemicals.com)

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