

Sustainability Brochure 2025

CABB

YOUR PARTNER IN FINE CHEMISTRY



“Sustainability is a core value that shapes our culture and strengthens our resilience. This is why, at the CABB Group, we are committed to turning our intentions into actions and our goals into measurable, scientific results.”

Dear reader,

This year's Sustainability Brochure reflects a strategic decision to focus our reporting exclusively on the environmental, social and governance matters that are most critical to the value creation at the CABB Group.

The reporting year has delivered measurable progress, leveraging the foundations established in 2024. We successfully finalized the validation of our near-term climate targets through the Science Based Targets initiative (SBTi), underlining our commitment to continued, measured reductions in Scope 1, 2, and 3 emissions until 2030. Our commitment to decarbonization is delivering tangible results in our operations: for example, our Gersthofen site in Germany achieved the “ISCC PLUS and ISCC EU RFNBO” certifications for low-carbon products and green hydrogen production. This marks a major milestone in transitioning to a low-carbon portfolio, including key products like monochloroacetic acid.

The dedication of our people is key to the success of our sustainable transformation. While employees' safety remains a non-negotiable priority, we recognize that resilience is essential for navigating today's increasingly complex environment. Therefore, in 2025, we kept improving the health and wellbeing of our employees by providing trainings on behavioral safety and implemented further efficiency projects in our production sites to reduce emissions and improve resilience of our business. In 2025, we achieved our mid-term CO₂ reduction targets and we are well on track to deliver on our sustainability targets for 2030. Additionally, we have joined a strategic partnership with Origin by Ocean, a Finnish green chemicals company, to build a biorefinery in Finland, which will be the first in the world to commercialize and scale ingredients from invasive brown algae.

Looking ahead, we will continue to prioritize process efficiency and maintain solid local production across our global operations, advocating for both domestic industry strength and a fair playing field by promoting global sustainability standards. By focusing intensely on material issues and fostering strong collaborations with our stakeholders, we remain committed to leading by example.

I invite you to explore the following pages to see how our teams have advanced the CABB Group's Environmental, Social and Governance (ESG) priorities and created tangible impact during 2025. For deep-dive technical information see the Annex to this Sustainability Brochure 2025 on our website.

Sincerely,

Tobias Schalow
CEO CABB Group

KPI Summary



63,746

tons CO₂e reduction
2025 vs. 2022
(Scope 1 + 2)



20%

women in
management positions



-18%

**reduction of
water withdrawal**

2025 vs. 2022

25

More than
nationalities

1,035

employees



494 million

euros in sales

47 million

euros CAPEX investments

1 Sustainability Strategy

“Sustainability is our daily commitment to ensuring the achievement of our environmental and social goals alongside economic profitability.”

Tobias Schalow, CEO

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DOUBLE MATERIALITY ASSESSMENT

The following table shows the areas of action derived from the topical European Sustainability Reporting Standards (ESRS) identified as material by the CABB Group's double materiality analysis from either one or both of impact and financial perspectives:

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
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

1.1 Our Sustainability Journey

The CABB Group is committed to mitigating climate change, supporting resource efficiency, and upholding high social standards for its employees and the people in communities close to its production sites.

The double materiality analysis helped identify critical ESG areas in which the CABB Group has a significant impact, as well as the ones from which the most relevant risks and opportunities arise. The CABB Group considers the following sustainability areas as the most significant:

- Climate change and decarbonization (ESRS E1)
- Water consumption and resource scarcity (ESRS E3)
- Social values and corporate culture (ESRS S1; G1)

The CABB Group works towards limiting global warming and reducing greenhouse gas (GHG) emissions not only in its production processes but also in the value chain. With its commitment to climate goals aligned with SBTi – reducing its Scope 1 and 2 emissions by 45.2% and indirect Scope 3 emissions by 25% until 2030 – the CABB Group aims to achieve a positive impact in terms of climate change mitigation. Scope 3 emissions account in fact for the largest share of the CABB Group's emissions. They include, for example, the production of raw materials by suppliers and their delivery. Moreover, from climate change also derive transition risks, such as the CO₂ pricing and new regulatory changes, as well as business opportunities, such as implementing low-carbon products and increasing raw material efficiency.

Another material area is the sustainable water management, especially given the current risk of water scarcity and increased heating due to climate change. Therefore, the CABB Group is focused on reducing its water consumption, improving its resource use with focus on circularity across operations and monitoring the related risks.

The CABB Group prioritizes a developing and inclusive working environment reinforced by stakeholder engagement that fosters safety and drives innovation. To strengthen partnerships, the CABB Group works closely with customers and suppliers to ensure its compliance with the respective norms and applicable regulations and emphasizes local involvement in the communities around the production sites. The scope of this brochure has changed, as the CABB Group has entered in 2025 into a definitive agreement to sell its site in Galena, USA, to a different company. As required by SBTi, we therefore exclude the Galena site from this brochure and have accordingly adjusted all calculations retrospectively to be able to transparently demonstrate the actual ESG developments with same scope and base year.

The following table shows the CABB Group's strategic sustainability targets, which are aligned with the UN Sustainable Development Goals, and our good progress in delivering our targets for 2025 and 2030.

Corporate Sustainability Targets by 2030

TOPIC	STRATEGIC SUSTAINABILITY TARGET	STATUS	KPI	UN SDG
Climate	CO₂ Scope 1 and 2 Reduction of 45.2% CO ₂ e by 2030 compared to 2022.	● On track	SBTi near-term targets	 
	CO₂ Scope 3* 25% reduction of Scope 3 GHG emissions by 2030 compared to 2022.	● On track	SBTi near-term targets	 
Energy	Energy efficiency (Steam & Electricity) Increase energy efficiency by 10,000 MWh per year by 2030 compared to 2025.	● On track	GRI 302-4	
	Renewable electricity Increase the share of renewable electricity to 70% by 2030 .	● On track	% of renewable energy share	
Products	Flawless production At least 99% of products are in specification (RFT) by 2030 .	● On track	Right first time	
	Waste Reduce the amount of waste by 10% by 2030 compared to 2022.	● On track	GRI 306-3	
Society	Occupational safety and health Zero accidents (aspiring target) or LTAR below 0.3 (minimum target) per year until 2030 .	● On track	GRI 403-9	
	Occupational safety and health The CABB Group Process Safety Incidents rate PSI shall stay below 0.5 per year until 2030 .	● On track	GRI 403-2	 
	Responsibility in the value chain 80% coverage of all Group suppliers with annual procurement volume above 200,000 € by Tfs/EcoVadis/CDP assessment and/or CABB audit by 2030 .	● On track	% of covered suppliers	
People	Diversity At least 25% women in management positions by 2030 .	● On track	GRI 405-1	 
	Trainings All CABB Group production site employees receive at least 12 hours of health & safety and business ethics trainings in 2026 .	● On track	GRI 403-5	 
Water	Wastewater discharge Further reduce wastewater discharge until 2030 compared to 2025.	● On track	GRI 303-3	 
	Water usage** Further improve total water withdrawal intensity until 2030 compared to 2025.	● On track		

* 25% Scope 3 reduction target is set according to SBTi near-term targets for over 67% of total Scope 3 emissions. ** Water usage intensity = Total water usage / total production volume

1.2 Approach to Sustainability Practice

The CABB Group integrates sustainability management across its operations and governance. An Impact, Risk, and Opportunity (IRO) overview is presented to the Executive Management Board every year, which is responsible for strategic decisions and regulatory compliance. Relevant ESG KPIs are linked to management remuneration and bonus schemes and are reviewed annually by the supervisory body to promote sustainable practices.

Sustainability is embedded in the risk management framework to identify and assess vulnerabilities (e.g., supply chain disruptions, regulatory penalties), with risks reported to the Executive Management Board. Since 2024, the CABB Group has also specifically tracked progress on strategic initiatives supporting ESG goals.

We Are Part of a Broad-Based, Global Movement

WE SUPPORT The CABB Group has been committed to the UN Global Compact since 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.



1.3 Commitment to Making a Collective Impact

The CABB Group's subsidiary in Finland (CABB Oy) has joined a strategic partnership with Origin by Ocean to establish a first-in-kind algae biorefinery at its site at the Kokkola Industrial Park. Origin by Ocean's will use the patented technology to process sargassum, an invasive brown seaweed, into high-value ingredients such as alginate, fucoidan and biomass residue while meanwhile improving the ocean ecosystem quality.

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 October 2025, CABB's site in Pratteln, Switzerland, was awarded with the silver rating. In 2025, the production sites in Germany and China were also awarded the silver rating. The production site in Kokkola, Finland, achieved a gold rating for its assessment being one of the best 5% in chemical industry. 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 over 60 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.

2 Environment

“As a committed partner in the chemical industry, the CABB Group is relentlessly driving sustainability across its entire value chain. This commitment includes optimizing energy and resource use, promoting waste management, and fostering circularity.”

Sabine Müller,
Head of Direct Procurement

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2.1 Concise Climate Goals

Through the alignment of its climate goals to the SBTi, Strategic Sourcing and Sustainability teams of the CABB Group are working on supplier engagement to reduce suppliers' carbon footprint and identify potential alternative renewable materials. Continuous improvement of production processes and targeted investments in process technology are an essential part of driving innovation in production and optimize energy use. Last but not least, the conscientious use of water and the safe handling of environmentally critical materials and wastewater are relevant topics and regularly monitored.

When comparing the annual data with previous years, it should be considered that this brochure uses 2022 as the new base year for environmental key figures. The base figures were calculated without the Galena site.

2.2 Environmental Management: Reducing Greenhouse Gas Emissions

Climate Goals submitted and validated by SBTi:

Scope 1 and 2

Reduction of 45.2% CO₂e by 2030 compared to 2022

Scope 3

Reduction of 25% CO₂e by 2030 compared to 2022

The CABB Group's SBTi roadmap started in November 2024, having its near-term climate goals validated in 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 in an increasing share of green electricity as an opportunity to reduce emissions and risks related to CO₂ tax in the future.
- Expand the CABB Group's supply base to innovative providers of renewable materials that also reduce CO₂-related financial risks in the long term.

Emission Calculation and Achievements in 2025

As in previous years, the GHG emission calculation has been done in line with the GHG Protocol Corporate Standard. In 2025, for the first time, all categories of Scope 3 emissions were calculated.

Compared to 2022, the CABB Group was able to decrease its total CO₂ emissions by 23%. This reduction was driven by mul-

iple factors, including proactive energy efficiency initiatives resulting in a significant decrease in related energy consumption (Scope 2) and raw material usage (Scope 3). Additionally, various energy efficiency projects across all our sites – described in the following chapters, in detail in chapter 2.4 – played a key role in this achievement.

Product Carbon Footprint

The first Product Carbon Footprint (PCFs), back in 2023, has been conducted for chlorine, caustic soda and hydrogen. This has been done in line with DIN EN ISO 14067 and the "Together for Sustainability" (TfS) guideline for PCFs. To prove the validity of these PCFs, an external assessment has been performed in the form of audits by TÜV. In 2025, the Gersthofen site in Germany achieved the "ISCC PLUS and ISCC EU RFNBO" certifications for the first time, for multiple low-carbon products and green hydrogen production. The ISCC EU RFNBO certification scheme verifies compliance with the EU's legal requirements for sustainability and greenhouse gas emissions savings criteria for renewable fuels, as well as the production of electricity, heating and cooling from biomass.

2.3 Improving Transparency Throughout the Value Chain

Transparency in the supply chain is an essential matter not just for the CABB Group, but also for major customers and end users because of the latest regulatory developments in Europe. 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.

2.4 Energy Efficiency and Renewable Energy Sourcing

A significant reduction in energy consumption (electricity and steam consumption) is a constant driver for improvements at all the CABB Group's sites. The CABB Group achieved the energy reduction target of over 20,000 MWh by the end of 2024, one year ahead of the original plan. Across the Group, around 38% of the total electricity consumption has been drawn from green sources (wind, water, sun) in 2024. Another 40% of the electricity demand was from nuclear power.

The CABB Group pursues 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. In 2024, two major projects were implemented at the German sites. 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. One 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 electrolyzers 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%.

By far the greatest energy savings came from the use of waste heat to preheat pure brine, a change that was implemented across the company. Certain measures resulted in energy savings of approximately 8,000 MWh per year and reduce CO₂ emissions by 1,600 tons per year, which is roughly equivalent to the annual CO₂ emissions of 150 people.

Increasing Renewable Energy

The CABB Group is actively reducing emissions across its sites:

- Kokkola, Finland: Powered by green electricity since January 2020, cutting ca. 6,000 Scope 2 emissions by metric tons/year. The site is also replacing heavy fuel oil with more eco-friendly Tall Oil Pitch (TOP) for incineration, which is currently affordable and improves efficiency (less lance cleaning). A new administration building opened in late 2023, using green electricity, processing heat, and solar power.
- Gersthofen, Germany: Using by-product hydrogen for steam production since December 2021, saving ca. 1,800 metric tons annually. New wind/solar Power Purchase Agreements (PPAs) started in 2025 with gradual green share increase.
- Knapsack, Germany: Since early 2021, meeting a significant steam demand via a partnership that converts specially treated waste into low-emission thermal energy.

2.5 Water Withdrawal and Wastewater

Water plays an important role in the CABB Group’s production processes and is used primarily for cooling. 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 2022. In 2025, total water withdrawal decreased by 18% and wastewater by 28% compared to 2022 due to water efficiency projects. Air emissions have decreased as well.

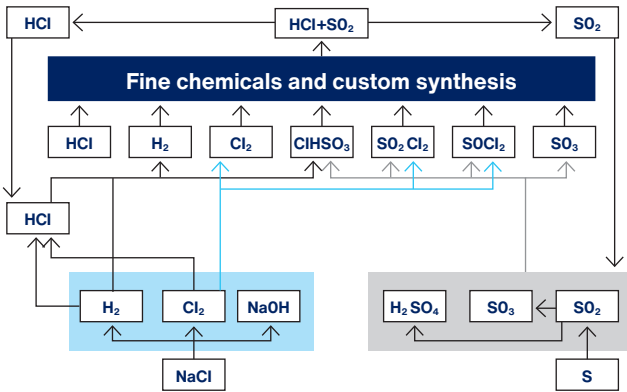
Further measures are undertaken by the CABB Group to improve the pretreatment of wastewater at its sites. At the CABB Group site in Switzerland, further water usage efficiency measures are continuously being worked on in collaboration between production plant management, energy management and asset management.

2.6 Reducing Waste and Reusing By-Products

The CABB Group has committed to reuse 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 applicable 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 10% due to multiple waste efficiency and optimization projects. The CABB Groups’ RFT (Right First Time) products in 2025 exceeded the 99% RFT goal underlying the high reliability and quality of the production processes.

Circular Economy

“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 SO₂ generated as off-gases are separated, purified, and recycled.

3 Social

“Promoting a safe and inclusive workplace and cultivating strong community partnerships are fundamental to our mission. These efforts lead us to achieving a positive social impact that extends beyond our operations.”

Desirée Dietlin
Head of Legal, HR and Compliance

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3.1 Assuming Social Responsibility for our Customers and Communities

The CABB Group strives to offer its employees a safe environment with opportunities for individual development and growth. Underscoring its commitment, in 2025, the CABB Group finalized its official Human Rights Policy and implemented also a related due diligence process for its supply chain.

Through international customer surveys, participation in key trade shows and the implementation of customer feedback, the CABB Group successfully builds trust, identifies collaboration opportunities and refines its product offerings with a localized approach. Furthermore, the communication with customers relies on a solid foundation in product safety and quality. This is supported by ongoing dialogue and extensive documentation, including product safety data sheets.

The CABB Group continues to invest in new infrastructure, technologies and products, to provide customers with top-quality products and services. Last year, the CABB Group has invested over 47 million euros each year in the modernization and expansion of its infrastructure. 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).

3.2 Employee H&S, Satisfaction and Inclusion

Conducting employee interviews and providing internal opportunities for advancement are a goal-oriented and vital method to identify and develop skills. CABB Oy in Finland for example executes annual employee satisfaction analysis.

The CABB Group aims to promote diversity in the workplace, therefore the CABB Group signed the "Diversity Charter" already in 2021. Moreover, the CABB Group promotes diversity through annual training on diversity and inclusion matters for all its employees. CABB AG conducts a pay equity analysis every four years. The latest review showed that the CABB AG meets the requirements: the gender pay gap is below 5%. Furthermore, CABB Oy executes a gender pay gap analysis on annual basis.

In the past seven years, the CABB Group has significantly improved its accident and incident rates through site-specific safety initiatives such as training, process improvements and technical measures. To monitor and drive this progress, the CABB Group reviews its safety performance with a monthly KPI dashboard. The accident rate, measured as LTAR (lost time accident rate) on a Group level, was 0.2 in 2025. The CABB Group also tracks and reviews additional safety metrics, including medical treatment, first aid, and restricted work cases for both its own and contractor employees. Near misses, unsafe behaviors and observations are investigated through a structured process to take learnings and prevent injuries or accidents. Continuous improvement in safety means preventing accidents and recognizing potentially dangerous situations.

Group-Wide #BehaviouralSafety Project Awareness

The #BehaviouralSafety program, launched in 2022, is a top priority across the entire CABB Group. It focuses on strengthening safety leadership skills and promoting safe employee behavior globally. The program is supported by external coaches and consists of four modules: analysis, leadership development, improving unconscious behaviors, and sustainability. The program implementation has further advanced in 2025 and the training agenda is expected to be completed at all locations by the end of 2026. As part of the sustainability module, locations are being provided with the necessary tools to ensure the initiative's continued success beyond 2026.

4 Governance

“Acting sustainably also means complying with national and international laws that protect and respect the interests of our stakeholders. That’s why our corporate governance establishes guidelines and rules for being an ethical and sustainable partner.”

Marcus Mayer, CFO

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4.1 Corporate Governance Enables a Sustainable Business

The CABB Group is committed to strict compliance with all applicable laws and regulations and to ensure that the CABB Group has established a Compliance Management System. Besides the Chief Risk and Compliance Officer, the organization includes two external ombudspersons, nominated by the CABB Group. Corporate governance sets guidelines, rules, and incentives for employees to act with integrity within the company and with third parties externally. The Governance Bodies of the CABB Group are:

- Supervisory Board
- Audit Committee (AC)
- Remuneration and Nomination Committee (RNC)
- Executive Management Board

Further information on the Governance Bodies can be found at: <https://cabb-chemicals.com/about-us/corporate-governance/committees/>

4.2 Rules and Regulations for Sustainable Corporate Governance

The CABB Group uses a standardized risk management framework, in which the Supervisory Board actively discusses primary risks, especially anti-bribery and anti-corruption risks, and ensures continuous review and expansion of current measures. The Group promotes lawfulness and integrity through foundational documents such as the Code of Conduct and various specialized policies (e.g., anti-corruption and antitrust). In 2025, the Human Rights Policy was finalized.

The CABB Group's Code of Conduct offers guidance on appropriate behavior in the daily work that reflects the values of the company. Moreover, the CABB Group has a whistleblowing system in place with the two above-mentioned ombudspersons who act as the internal whistleblowing authority 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 investigate bodies only with the whistleblower's express consent. Even the act of contacting the ombudsperson itself is protected by confidentiality.

All employees receive mandatory virtual compliance training, including modules on anti-corruption, topics of the Code of Conduct and confidential whistleblowing procedures. The company strictly prohibits bribery, corruption and applies rigorous gifts, hospitality, and invitations guidelines with global value thresholds. Legislation and regulations on antitrust and competition law are of great importance to a free market economy. All the CABB Group's employees have a duty to comply with the statutory regulations of competition and antitrust law and with the antitrust policies of the CABB Group. Furthermore, the CABB Group is committed to providing a workplace that is free from any kind of discrimination, which is based on the values of diversity, inclusion and equity.

The CABB Group prioritizes excellence through a complaint management system that complies with ISO 9001:2015. IT security is also a high priority, with the implementation of technical measures for system stability and a reduced IT carbon footprint. The CABB Group has also deployed an Information Security Management System (ISMS; ISO 27001) and provides robust employee training to combat cyber risks, such as phishing. Data protection is managed by dedicated officers and strict GDPR compliance measures.

There have been no major compliance breaches reported in the last three years.

For this brochure, we are using Global Reporting Initiative (GRI) Standard to ensure transparency and comparability. The GRI content index with disclosures can be found on the CABB Group website under Annex to Sustainability Brochure 2025.



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Annex to the Sustainability Brochure 2025



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