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Unless otherwise stated, the environmental performance indicators listed in this document do not include information from the acquisitions of Imaginant, Von Roll, and Silberline. Due to rounding, there can be minor deviations in summations and in the calculation of percentages in this document.



Dear ALTANA Stakeholders,

At ALTANA, sustainability and economic thinking go hand in hand. We believe long-term success is only possible if sustainability is integrated as a key dimension of our business activities. The transformation to a virtually greenhouse gas-free value chain presents significant challenges, not just for the chemical industry but for the global economy as a whole. This makes scientifically sound targets all the more essential. To address this issue, ALTANA has joined the renowned Science Based Targets initiative (SBTi) and had its climate targets for Scopes 1, 2, and 3 officially validated. This marks an important milestone for us.

As a company, we are committed to operating virtually greenhouse gas-free worldwide across all three scopes by 2050, achieving net zero emissions. Our transition to green electricity has already considerably reduced direct emissions in Scopes 1 and 2. Between 2014 and 2023, we successfully cut greenhouse gas emissions in these scopes by 70 percent. To meet our climate targets, we are focusing on electrifying processes and adopting alternative fuels such as hydrogen.

Our products represent the greatest potential for impact. For example, we emphasize sustainable raw materials, such as secondary aluminum and bio-based alternatives, which help reduce emissions across our value chain. This transformation and the achievement of our goals is a long-term effort that we are pursuing collaboratively with customers and partners in interdisciplinary teams.

Transparency is a key element in reaching our climate objectives. In this document, we provide a full report of our emissions across Scopes 1, 2, and 3. Additionally, you will find details about our Management Approaches, specific measures, and key sustainability indicators.

Martin Babilas, ALTANA CEO

Sustainability Performance Indicators

On the following pages, we present various Group performance indicators for the areas of environment, economy, safety, and human resources. They relate to the period from January 1 to December 31, 2024.

- 3 Environmental Performance Indicators
- 16 Human Resources Performance Indicators
- 18 Safety Performance Indicators

Environmental Performance Indicators

We generally present the environmental performance indicators both as absolute values and relative to production volume (finished goods). Unless otherwise stated, the environmental performance indicators listed in this document do not include information from the acquisitions of Imaginant, Von Roll, and Silberline.

Greenhouse Gas Emissions

Scope 1 and 2 emissions

	in t CO ₂ e	related to produced finished goods	in kg/kg
Scope 1 and 2 (total)			
2021 ¹	102,851		0.17
2022 ¹	92,629		0.16
2023 ¹	77,769		0.15
2024¹	87,930		0.16
Scope 1			
2021	101,495		0.17
2022	91,436		0.16
2023	76,393		0.15
2024	87,294		0.16
Scope 2			
2021 ¹	1,356		<0.01
2022 ¹	1,192		<0.01
2023 ¹	1,377		<0.01
2024¹	635		<0.01
2021 ²	99,451		0.16
2022 ²	87,464		0.15
2023 ²	86,877		0.17
2024²	93,393		0.17

¹ Market-based: Disclosure of Scope 2 based on the supplier-specific emission factors relevant for ALTANA

² Location-based: Disclosure of Scope 2 emissions based on general country or region-specific emission factors (electricity mix)

Compared to the base year of 2021, emissions in Scope 1 and 2 were reduced by 15 %. The main contribution to this reduction came from Scope 1 emissions. This decrease is due not only to the lower production volume but also to further electrification (see "Energy Consumption" section). Scope 2 emissions had already been significantly reduced in 2020 due to the switch to 100 % electricity from renewable sources. Biogenic greenhouse gas emissions, which are not allocated to either of the two scopes, amounted to 519 tons in the reporting year.

Scope 1 and 2 emissions (including acquisitions)

	2021 (in t CO ₂ e)	2022 (in t CO ₂ e)	2023 (in t CO ₂ e)	2024 (in t CO ₂ e)	2024 (in %)	Change 2024 vs. 2021 (in %)
Scope 1 and 2 (total)	160,733	144,778	133,736	119,702	100 %	-26 %
Scope 1	129,047	115,261	106,404	117,822	98 %	-9 %
Scope 2 (market-based)	31,687	29,517	27,332	1,880	2 %	-94 %

In relation to the base year of 2021, emissions in Scope 1 and 2 were reduced by 26 %. Furthermore, ALTANA is well below the annual interim target of 138,640 t CO₂e resulting from the SBTi targets (Scope 1 and 2 combined). The main contribution to this achievement was the reduction in Scope 2 emissions. For Imaginant, Von Roll, and Silberline, 100 % of the electricity for the reporting year 2024 was also sourced from renewable energy (either through local green electricity contracts or certificates of origin). Biogenic greenhouse gas emissions, which are not allocated to either scope, totaled 519 tons in the year under review.

In Scope 3, emissions were reduced by 1 % compared to the base year 2021. However, ALTANA is above the annual interim target of 2,418 kt CO₂e resulting from the SBTi targets. This is primarily due to increased emissions in the Scope 3 categories of the upstream value chain, which rose by 2 % compared to the base year. Higher expenditures and investments, but also increased emissions related to purchased raw materials, contributed to this increase. Conversely, emissions in the downstream value chain were reduced by 6 % in comparison to the base year.

Scope 3 emissions (including acquisitions)

	2021 (in kt CO ₂ e)	2022 (in kt CO ₂ e)	2023 (in kt CO ₂ e)	2024 (in kt CO ₂ e)	2024 (in %)	Change 2024 vs. 2021 (in %)
Scope 3 (total)	2,633.1	2,434.0	2,210.0	2,610.1	100 %	- 1 %
Scope 3 (upstream value chain)	1,653.1	1,532.7	1,358.0	1,690.6	65 %	2 %
Purchased goods and services	1,358.2	1,219.9	1,087.9	1,337.1	51 %	- 2 %
Capital goods	51.7	55.4	59.1	97.7	4 %	89 %
Energy- and fuel-related activities	33.6	32.3	31.1	38.7	1 %	15 %
Upstream transport and distribution	184.2	175.0	162.2	179.7	7 %	- 2 %
Waste from own operations	12.6	35.1	5.4	13.1	1 %	4 %
Business trips	7.4	9.1	5.9	18.0	1 %	143 %
Employee commuting	5.4	5.8	6.3	6.4	< 1 %	19 %
Scope 3 (downstream value chain)	980.0	901.3	852.1	919.5	35 %	- 6 %
Downstream transport and distribution	19.7	18.2	16.9	16.9	1 %	- 14 %
Processing of sold products	371.6	353.0	340.7	364.0	14 %	- 2 %
Use/Utilization of products sold	2.0	2.0	2.0	2.7	< 1 %	34 %
End of life of sold products	586.6	527.9	492.3	535.7	21 %	- 9 %
Investments	0.2	0.2	0.2	0.2	< 1 %	1 %

Methodology for Calculating Scope 3 Emissions

Combating human-made climate change is a top priority for ALTANA. To identify the associated risks and opportunities and take appropriate action, ALTANA calculates its greenhouse gas emissions in accordance with the latest version of the Greenhouse Gas (GHG) Protocol. This includes direct emissions in Scope 1, indirect emissions in Scope 2, and indirect greenhouse gas emissions across the company's value chain in Scope 3. Apart from Scope 1 and 2, ALTANA is reporting its Scope 3 emissions for the first time in this period under review. The company has set itself the goal of further analyzing these emissions in the coming years and gradually improving data quality.

In principle, none of the 15 categories of the GHG Protocol are omitted unless the related activity is not applicable to ALTANA. The principle of materiality is applied to data quality, meaning that more detailed data is used for emissions with a significant impact on the total figure, while less detailed data is employed for those with a minor impact. Due to reporting cycles, some activity data may include estimates for the last two months of the reporting period.

Offsetting, biogenic emissions, or biogenic carbon uptake are reported separately from the 15 Scope 3 categories in line with the GHG Protocol and are never offset against other emissions.

Category 1: Purchased Goods and Services

The main contributors to emissions in this category are the extraction and processing of raw materials, including packaging, purchased by ALTANA during the reporting year. The asso-

ciated activity data is recorded in a central system managed by ALTANA's purchasing department. Whenever possible, primary emission factors from suppliers are used to determine the related greenhouse gas emissions. If these are not available, secondary databases such as Sphera, ecoinvent, Carbon Minds, or CEDA are utilized. Currently, more than 80 % of the raw material volume is covered using this approach, while the remaining 20 % is extrapolated using materials with comparable manufacturing processes. ALTANA aims to further increase the proportion of primary data and improve data quality in the coming years.

Emissions from services such as IT services and maintenance are calculated based on the costs incurred, which are provided by the finance department for the reporting period. CEDA emission factors are used to determine the corresponding greenhouse gas emissions.

To calculate emissions from the purchase of municipal water, activity data is recorded using the same IT system employed for Scope 1 and 2 emissions. Emission factors are derived from BEIS data.

Category 2: Capital Goods

This category includes emissions resulting from the extraction, production, and transportation of capital goods purchased or acquired by ALTANA during the reporting year. The activity data is provided by the finance department for the reporting period, and CEDA emission factors are used to calculate the corresponding greenhouse gas emissions.

Category 3: Energy and Fuel-related Activities

This category accounts for emissions generated in the upstream value chain during the production of the energy purchased by ALTANA. Activity data, including the consumption of natural gas, oil, and electricity, is recorded using the same IT system employed for Scope 1 and 2 emissions. Greenhouse gas emissions are calculated using emission factors from the BEIS and IEA databases.

Category 4: Upstream Transport and Distribution

This category accounts for emissions associated with the procurement of raw materials and the transportation of goods to customers, provided that ALTANA has paid for the transportation. It includes all greenhouse gas emissions generated during the production, transportation, conversion, and distribution of the fuel used to power the means of transport. The activity data required for calculations – particularly the type of transportation used and the distances traveled – is managed by ALTANA's procurement department. When such data is unavailable, conservative assumptions are applied. Given the significance of Category 4 in relation to total emissions, ALTANA aims to gradually improve data quality in the coming years. Emissions are calculated using emission factors from BEIS and mobitool.

Category 5: Waste from Own Operations

This category includes emissions generated from the treatment of waste produced by ALTANA. A distinction is made between hazardous and non-hazardous waste, as well as whether the waste is sent for material or thermal treatment. If waste is utilized, only the emissions associated with transportation to the disposal company are considered. Additionally, the treatment of wastewater produced by ALTANA falls under this category. Greenhouse gas emissions are calculated using emission factors from BEIS and ecoinvent.

Category 6: Business Trips

This category includes greenhouse gas emissions associated with business travel by ALTANA employees. Emissions are estimated based on financial data related to travel expenses. The primary sources of emissions in this category are air and vehicle travel. Greenhouse gas emissions are calculated using CEDA emission factors.

Category 7: Employee Commuting

This category includes greenhouse gas emissions associated with ALTANA employees commuting to work. The primary source of emissions is the use of personal vehicles. In 2021, emission profiles were created for individual ALTANA sites based on publicly available statistics (for example, Eurostat) and internal surveys. Given the relatively minor impact of this category on total Scope 3 emissions, these profiles have not been recalculated since then. Greenhouse gas emissions are determined using BEIS emission factors.

Category 8: Leased or Rented Property, Plant and Equipment

This category is not relevant for ALTANA, as the relevant activity data is already included in Scope 1 and 2 emissions.

Category 9: Downstream Transport and Distribution

This category includes the emissions resulting from the transport of ALTANA products by self-collectors. The quantities of products transported in this category are primarily estimated using data from Category 4 ("Upstream Transport and Distribution") and the total production volume for the reporting period, due to limited data availability.

Category 10: Processing of Sold Products

This category includes emissions that arise during the processing of ALTANA products at the customer's site. Different scenarios are considered depending on the product group and application, such as stirring, drying, hardening, heating, and others. There are two main sources of greenhouse gas emissions in this category. The first is the use of natural gas or electricity to carry out the processing, with emissions calculated using emission factors from the IPCC and the IEA. The second source is process emissions caused by the oxidation of solvents, with emissions calculated based on the corresponding carbon content.

Category 11: Use/Utilization of Products Sold

This category includes the direct emissions from the use phase of ALTANA products. The chemical products of the ALTANA Group generally behave passively during their use phase. Therefore, only BYK Gardner devices are relevant in this category. Greenhouse gas emissions are generated by the electricity consumption of these devices during their use. Emissions are calculated using IEA emission factors.

Category 12: End of Life of Sold Products

This category includes emissions that occur at the end of the lifecycle of ALTANA products. It is assumed that most of the products are ultimately incinerated. The amount of greenhouse gas emissions generated during incineration is determined using parameters such as carbon content and solids content. Due to the complexity of the ALTANA product portfolio,

representative estimates are made for individual product groups based on the Pareto principle. Biogenic emissions are not included in Category 12.

Category 13: Property, Plant and Equipment Leased or Rented Out

Not relevant, as ALTANA does not rent or lease property, plant, or equipment.

Category 14: Franchise

Not relevant, as ALTANA does not engage in franchising.

Category 15: Investments

This category includes the Scope 1 and 2 emissions of minority interests over which ALTANA has no operational control and that have not already been recorded elsewhere within the ALTANA value chain. If a shareholding entity conducts its own greenhouse gas reporting in accordance with the GHG Protocol, those figures are used to calculate ALTANA's proportional emissions based on its share. If no such reporting exists, emissions are estimated based on the cumulative investment and its classification under the Global Industry Classification Standard.

Energy Consumption

Energy sources

	absolute in MWh	related to produced finished goods	in kWh/kg
Natural gas			
2021	418,428		0.68
2022	380,509		0.67
2023	336,427		0.65
2024	365,729		0.65
2024 (including acquisitions)	467,990		0.80
Electricity purchased¹			
2021	276,843		0.45
2022	263,759		0.47
2023	241,196		0.47
2024	259,041		0.46
2024 (including acquisitions)	321,599		0.55
Oil			
2021	15,842		0.03
2022	17,740		0.03
2023	13,885		0.03
2024	22,653		0.04
2024 (including acquisitions)	46,483		0.08
Other energy sources²			
2021	8,632		0.01
2022	7,530		0.01
2023	8,586		0.02
2024	7,051		0.01
2024 (including acquisitions)	11,914		0.02
Energy from waste (produced internally)			
2021	20,718		0.03
2022	7,769		0.01
2023	7,037		0.01
2024	6,129		0.01
2024 (including acquisitions)	16,169		0.03
Solar energy and hydropower (both generated and used internally) and biogas			
2021	2,840		<0.01
2022	3,641		<0.01
2023	4,713		0.01
2024	5,738		0.01
2024 (including acquisitions)	7,165		0.01

¹ Guarantees of origin and power purchase agreements (PPAs) for electricity from renewable sources

² Steam, district heating, compressed air (all externally generated), and propane gas

Specific energy demand

	related to finished goods	in kWh/kg
2021		1.21
2022		1.20
2023		1.18
2024	Plan 2024: 1.17	1.19
2024 (including acquisitions)		1.50

Waste

Hazardous waste

	absolute in t	related to produced finished goods	in g/kg
Hazardous waste			
2021	21,634		35.34
2022	19,923		35.14
2023	16,988		32.90
2024	19,736	Plan 2024: 31.63	35.30
2024 (including acquisitions)	21,696		37.32
For recycling/reuse			
2021	4,335		7.08
2022	4,764		8.40
2023	4,378		8.48
2024	5,643		10.09
2024 (including acquisitions)	6,271		10.79
For thermal use			
2021	13,973		22.83
2022	12,398		21.87
2023	10,669		20.66
2024	12,216		21.85
2024 (including acquisitions)	12,438		21.39
For disposal/incineration without thermal recovery			
2021	3,326		5.43
2022	2,760		4.87
2023	1,942		3.76
2024	1,877	Plan 2024: 3.84	3.36
2024 (including acquisitions)	2,987		5.14

Non-hazardous waste

	absolute in t	related to produced finished goods	in g/kg
Non-hazardous waste			
2021	9,598		15.68
2022	10,022		17.68
2023	8,660		16.77
2024	10,114	Plan 2024: 16.85	18.09
2024 (including acquisitions)	13,158		22.63
For recycling/reuse			
2021	3,412		5.57
2022	4,156		7.33
2023	3,687		7.14
2024	4,607		8.24
2024 (including acquisitions)	5,446		9.37
For thermal use			
2021	1,379		2.25
2022	1,388		2.45
2023	1,779		3.44
2024	1,536		2.75
2024 (including acquisitions)	1,924		3.31
For disposal/incineration without thermal recovery			
2021	4,807		7.85
2022	4,478		7.90
2023	3,195		6.19
2024	3,971	Plan 2024: 6.77	7.10
2024 (including acquisitions)	5,789		9.96

Water

Water withdrawal (without consideration of water as a raw material)

	absolute in m ³	related to produced finished goods	in l/kg
Total			
Water from third parties (drinking water)			
2021	1,361,001		2.22
2022	1,337,028		2.36
2023	1,178,728		2.28
2024	1,350,475	Plan 2024: 2.18	2.42
2024 (including acquisitions)	1,460,547		2.51
Groundwater			
2021	593,391		0.97
2022	521,887		0.92
2023	442,163		0.86
2024	526,578		0.94
2024 (including acquisitions)	695,963		1.20
Surface water (river and precipitation water)			
2021	273,379		0.45
2022	208,517		0.37
2023	171,537		0.33
2024	151,304		0.27
2024 (including acquisitions)	797,134		1.37
From regions with water stress¹			
Water from third parties (drinking water)			
2021	102,825		1.76
2022	113,524		2.09
2023	119,695		2.03
2024	144,930		2.12
2024 (including acquisitions)	156,537		2.16
Groundwater			
2021			
2022	40,185		0.74
2023	36,953		0.63
2024	69,855		1.02
2024 (including acquisitions)	79,062		1.09
Surface water (river and precipitation water)			
2021			
2022			
2023	55,168		0.94
2024	59,599		0.87
2024 (including acquisitions)	172,991		2.39











¹ Locations that appear to be situated in a water stress area based on their geographical location are not necessarily affected by a risk of water scarcity (see chapter "Task Force on Climate-related Financial Disclosures").

Water discharge

	absolute in m ³	related to produced finished goods	in l/kg
Total			
Water from third parties (sewage)			
2021	1,071,948		1.75
2022	991,001		1.75
2023	984,029		1.91
2024	1,032,132		1.85
2024 (including acquisitions)	1,105,209		1.90
Surface water (river water) ¹			
2021	428,041		0.70
2022	608,532		1.07
2023	493,896		0.96
2024	523,101		0.94
2024 (including acquisitions)	1,049,321		1.80
In regions with water stress			
Water from third parties (sewage)			
2021	18,590		0.32
2022	14,684		0.27
2023	57,840		0.98
2024	54,443		0.80
2024 (including acquisitions)	69,756		0.96
Surface water (river water)			
2021	47,046		0.81
2022	59,934		1.10
2023	53,134		0.90
2024	64,227		0.94
2024 (including acquisitions)	70,721		0.98

¹ of which other water (> 1,000 mg/l total dissolved solids (TDS)) = 64,382 m³ (including and excluding acquisitions)

Water consumption¹

	absolute in m ³	related to produced finished goods	in l/kg
Total			
2021	727,782		1.19
2022	466,972		0.82
2023	313,577		0.61
2024	474,280		0.85
2024 (including acquisitions)	646,325		1.11
In regions with water stress			
2021	32,032		0.55
2022	79,091		1.45
2023	100,842		1.71
2024	155,714		2.27
2024 (including acquisitions)	263,476		3.64

¹ Includes quantities of water resulting from the evaporation of cooling water or process water, process water that must be disposed of as waste, and water used for irrigation of green areas.

Further Performance Indicators

Inert waste

	in t
2021	7,319
2022	4,696
2023	3,870
2024	4,635
2024 (including acquisitions)	5,583

Waste from demolition projects

	in t
2021	175
2022	206
2023	228
2024	66
2024 (including acquisitions)	66

Further emissions

	2021	2022	2023	2024	2024 (including acquisitions)
in t					
SO ₂	4.83	5.26	4.18	6.51	12.88
NO _x	62.04	57.13	50.16	55.95	74.99
N ₂ O ¹	0.25	0.21	0.17	0.19	0.31

¹ N₂O is considered a greenhouse gas. For the reporting period, this results in 57 t CO₂e excluding acquisitions and 88 t CO₂e including acquisitions.

Finished goods

	in t
2021	612,089
2022	566,929
2023	516,379
2024	559,153
2024 (including acquisitions)	581,427

Further economic key performance indicators are predominantly listed in the Management Report of the Corporate Report.

Human Resources Performance Indicators

On December 31, 2024, the ALTANA Group employed a total of 8,382 people (headcount).

Share of women

	2024
in %	
Employees	25.7
Management positions	22.6
Executive Management Team	20.0
Supervisory Board	25.0

Share of women in management positions

	2024
in %	
2021	22.0 ^{1,2}
2022	21.8 ^{1,2}
2023	22.0 ^{1,2}
2024	22.6²

¹ Excluding the acquired companies of the Von Roll Group and the Silberline Group

² Changed definition of manager (person with disciplinary responsibility)

New employees³

	2024	
	Number	%
Age group		
under 30 years old	264	40.0
30 to 50 years old	310	47.0
over 50 years old	86	13.0
Total	660	100.0

Staff turnover³

	2024	
	Number	%
Age group		
under 30 years old	101	19.1
30 to 50 years old	224	42.4
over 50 years old	203	38.4
Total	528	100.0

	2024	
	Number	%
Gender		
male	520	78.8
female	140	21.2
Total	660	100.0

	2024	
	Number	%
Gender		
male	417	79.0
female	111	21.0
Total	528	100.0

	2024	
	Number	%
Europe	342	51.8
<i>thereof Germany</i>	243	36.8
Americas	245	37.1
<i>thereof U.S.</i>	222	33.6
Asia	73	11.1
<i>thereof China</i>	37	5.6
Total	660	100.0

	2024	
	Number	%
Europe	260	49.2
<i>thereof Germany</i>	182	34.5
Americas	230	43.6
<i>thereof U.S.</i>	207	39.2
Asia	38	7.2
<i>thereof China</i>	19	3.6
Total	528	100.0

³ Excluding the acquired companies of the Von Roll Group and the Silberline Group

³ Excluding the acquired companies of the Von Roll Group and the Silberline Group

Employees with a permanent employment contract

2024		
	Number	%
Gender		
male	5,560	74.0
female	1,950	26.0
Total	7,510	100.0

2024		
	Number	%
Europe	4,839	64.4
<i>thereof Germany</i>	<i>3,567</i>	<i>47.5</i>
Americas	1,921	25.6
<i>thereof U.S.</i>	<i>1,522</i>	<i>20.3</i>
Asia	750	10.0
<i>thereof China</i>	<i>244</i>	<i>3.2</i>
Total	7,510	100.0

Employees with a fixed-term employment contract

2024		
	Number	%
Gender		
male	667	76.5
female	205	23.5
Total	872	100.0

2024		
	Number	%
Europe	342	39.2
<i>thereof Germany</i>	<i>306</i>	<i>35.1</i>
Americas	23	2.6
<i>thereof U.S.</i>	<i>13</i>	<i>1.5</i>
Asia	507	58.1
<i>thereof China</i>	<i>500</i>	<i>57.3</i>
Total	872	100.0

Employees hired full-time

2024		
	Number	%
Gender		
male	6,059	78.7
female	1,641	21.3
Total	7,700	100.0

2024		
	Number	%
Europe	4,524	58.8
<i>thereof Germany</i>	<i>3,298</i>	<i>42.8</i>
Americas	1,921	24.9
<i>thereof U.S.</i>	<i>1,516</i>	<i>19.7</i>
Asia	1,255	16.3
<i>thereof China</i>	<i>740</i>	<i>9.6</i>
Total	7,700	100.0

Employees hired part-time

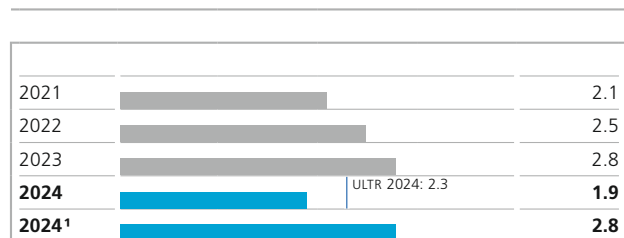
2024		
	Number	%
Gender		
male	168	24.6
female	514	75.4
Total	682	100.0

2024		
	Number	%
Europe	660	96.8
<i>thereof Germany</i>	<i>575</i>	<i>84.3</i>
Americas	20	2.9
<i>thereof U.S.</i>	<i>19</i>	<i>2.8</i>
Asia	2	0.3
<i>thereof China</i>	<i>0</i>	<i>0</i>
Total	682	100.0

Safety Performance Indicators

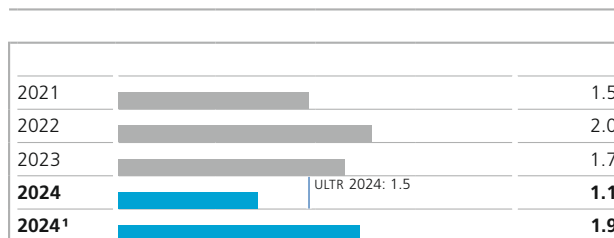
The following figures include both permanent employees at ALTANA and temporary workers managed by ALTANA. Unless otherwise stated, they do not include the acquisitions of Imaginant, Von Roll, and Silberline.

WAI 1 (number of reported occupational accidents with lost work time of one day or more per million working hours)



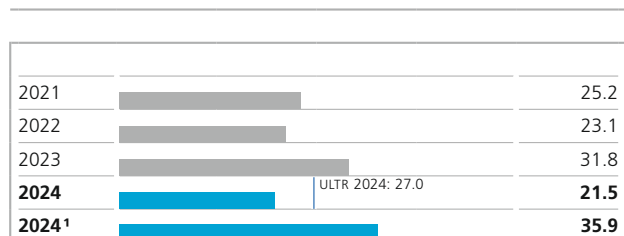
¹ Value including the acquisitions of Imaginant, Von Roll, and Silberline

WAI 2 (number of reported occupational accidents with lost work time of more than three days per million working hours)



¹ Value including the acquisitions of Imaginant, Von Roll, and Silberline

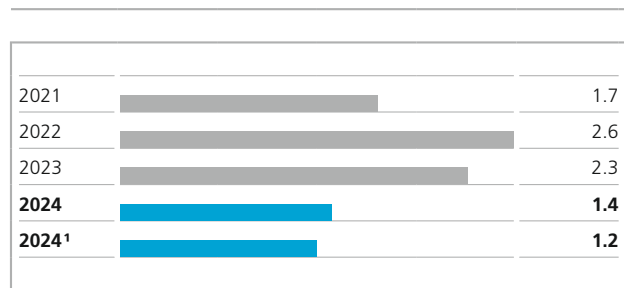
WAI 3 (number of lost work days due to reported occupational accidents per million working hours)



¹ Value including the acquisitions of Imaginant, Von Roll, and Silberline

ULTR = Upper Limit of Target Range
WAI = Work Accident Indicator

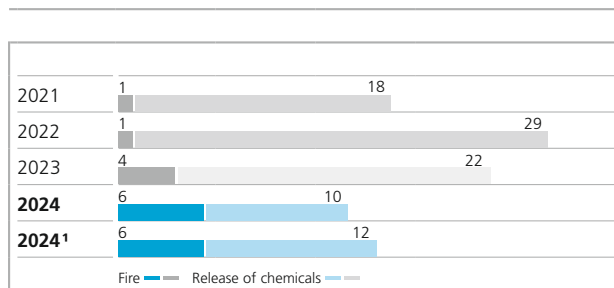
Number of incidents according to Process Safety Incident (PSI)²
(related to one million working hours)



¹ Value including the acquisitions of Imaginant, Von Roll, and Silberline

² According to the definition of the International Council of Chemical Associations (ICCA)

Number of incidents in absolute terms²
(differentiated according to fire and release of chemicals)



¹ Value including the acquisitions of Imaginant, Von Roll, and Silberline

² According to the definition of the International Council of Chemical Associations (ICCA)

The number of hours worked in 2024 amounted to 11,338,995 (previous year: 11,094,370). Including the acquisitions, the number of working hours amounted to 14,656,994.

A description of damage incidents (fire, explosion, release of chemicals) can be found on page 94 of the Corporate Report 2024.

Work-related safety key performance indicators overall

	2024	2024 (including acquisitions)
Number of reported occupational accidents per million working hours	2.5	3.3
Number of reported occupational accidents	28	48

In this table, accidents with lost work days and restricted workplaces are represented.

Causes of injuries

	2024	2024 (including acquisitions)
Most important causes of injuries in %		
Contact with sharp-edged surfaces	0	12
Stumbling or tripping	33	27
Contact with stationary object	0	9
Contact with moving machinery	33	33
Contact with chemicals	10	5
Ergonomics	10	7
Combustion	10	5
Fall due to ice and snow	4	2

There were no fatalities due to work-related injuries and no work-related injuries with serious consequences among employees during the reporting period. Due to legal restrictions in some countries, work-related illnesses are not systematically recorded. In 2024, we had no fatalities due to work-related illnesses and no work-related illnesses were known.

During the reporting period, there were four lost-time accidents involving contractors, excluding acquisitions, and five accidents, including acquisitions. There were no fatalities.

Updating the Double Materiality Assessment

On the following pages, we outline the methodology and results of ALTANA's double materiality assessment (DMA). This assessment considers both the company's impact on the environment and the environment's impact on the company in the form of opportunities and risks.

21	Update on the Double Materiality Analysis
22	Identified Topics
23	Conclusion and Outlook

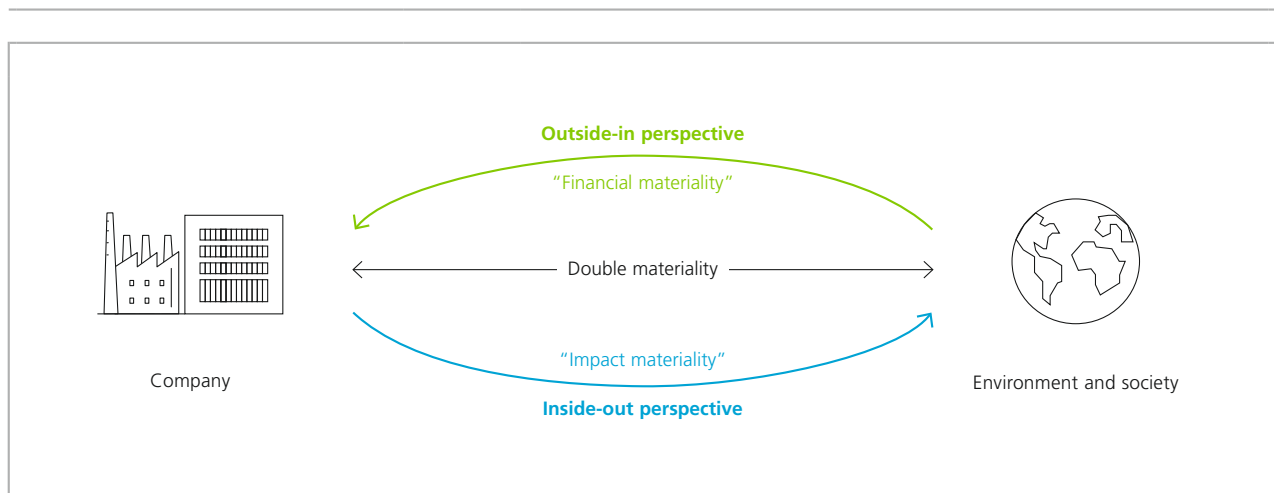
Update on the Double Materiality Analysis

As a global specialty chemicals manufacturer, ALTANA maintains regular communication and exchange with various stakeholders, including customers, employees, our owner, suppliers, business partners, authorities, associations, scientific institutions, and neighbors at our various sites. The insights and results from these dialogs shape ALTANA's understanding of sustainability and guide our prioritization of key topics. In preparation for mandatory sustainability reporting from 2025 under the European Commission's Corporate Sustainability Reporting Directive (CSRD), ALTANA conducted the required materiality assessment during the 2024 fiscal year. This analysis follows the principle of double materiality, which means that a sustainability aspect is considered material not only if it entails financial risks or opportunities for the company (outside-in perspective) but also if the company's activities impact the environment or society (inside-out perspective). In the pure definition of

essential topics, it is initially irrelevant whether the respective impacts are positive or negative. Rather, what matters is that the assessment of whether a sustainability aspect is essential or not is made by taking into account the interests and evaluations of the relevant stakeholders.

The assessment was based on a stakeholder survey conducted in autumn 2022 and evaluated during the 2023 fiscal year. Approximately 30 expert interviews were conducted with selected stakeholders familiar with both the company and sustainability issues, including direct customers, brand owners, suppliers, employees, local politicians, and representatives from education, science, and research. Additionally, an online survey was carried out among these and other stakeholders. Taking into account the insights gained and in close collaboration with various departments and colleagues from all regions, ALTANA prepared an initial draft for the double materiality analysis in 2024, which will be updated in the 2025 fiscal year.

The Principle of Double Materiality



The core components of this double materiality analysis (DMA) are the identified impacts, risks, and opportunities. External stakeholders were also involved in this process, with the final assessment resting with ALTANA. The assessment of whether these factors are material for ALTANA is conducted in accordance with the methodology relevant to the CSRD. For both positive and negative impacts of the company on the environment, the evaluation considers severity (consisting of the extent and scope, and for negative impacts, additionally the irreversibility), as well as the probability of occurrence. For risks and opportunities affecting the company, the assessment is based on financial impact and probability of occurrence. The resulting quantitative prioritization of individual issues leads to the selection of material impacts, risks, and opportunities using a defined threshold value. Additionally, the analysis differentiates whether a material issue falls within the ALTANA Group's direct area of activity or within the broader value chain.

Identified Topics

In the double materiality analysis, ALTANA has identified the following topics that will require special attention in the coming years:

The topic E1 "Climate Change" and its sub-topics have been relevant to ALTANA for years – both in our own business operations and in the development of innovative products that help our customers implement their own sustainability strategies. Further information on this topic can be found in the "Products" and "Environment" sections of the Corporate Report, as well as in this document's ALTANA Progress Report on the Task Force on Climate-related Financial Disclosures (TCFD).

In the topic area E2 "Pollution," ALTANA actively works to prevent air, water, and soil pollution throughout the value chain. A key focus is reducing the presence of substances of (very high) concern and microplastics in products and production processes. ALTANA adheres to strict legal requirements for preventing air, water, and soil pollution, which are considered and implemented when operating licenses are issued. As a result, this topic has been classified as material only in the upstream areas of the value chain.

"Circular Economy" (E5) is important to ALTANA not only in its own business operations – particularly in the area of waste management (more details can be found in the "Environment" section of the Corporate Report) – but also throughout the value chain, where its significance is expected to grow. In the upstream value chain, the focus is primarily on recycled and bio-based raw materials, while in the downstream value chain, ALTANA develops innovative solutions that enhance the circular economy potential of its customers' products (more details in the "Products" section of the Corporate Report). It is important to note that ALTANA primarily develops and supplies business-to-business (B2B) products that customers integrate into their production processes and final products. These materials are not stand-alone "finished products" that can be directly recycled; rather, they serve a specific function within a broader manufacturing process. Consequently, managing environmental impacts at the end of the product lifecycle falls largely outside ALTANA's direct sphere of influence. A small exception exists with certain BYK-Gardner products, where limited opportunities for upcycling or recycling are available. For instance, BYK-Gardner offers repair services for its own products, though these account for less than 5% of the ALTANA Group's total sales. Regarding waste management, ALTANA sees significant opportunities in implementing projects focused on material reuse and recycling, as well as in developing new products that help customers improve material efficiency.

	Topic area	Own Activity	Value Creation Chain
E1.1:	Climate Change Adaptation	✓	
E1.2:	Climate Change Mitigation	✓	✓
E1.3:	Energy	✓	✓
E2.1 – 3:	Pollution of Air, Water and Soil		✓
E2.5 – 6:	Substances of (Very High) Concern	✓	✓
E2.7:	Microplastics	✓	
E5.1:	Resource Inflows	✓	✓
E5.2:	Resource Outflows		✓
E5.3:	Waste	✓	
S1.1:	Working Conditions	✓	
S1.2:	Equal Treatment and Equal Opportunities	✓	
S2.1:	Working Conditions		✓
S2.2:	Equal Treatment and Equal Opportunities		✓
S2.3:	Other Work-Related Rights		✓
G1.1:	Corporate Culture	✓	✓
G1.6:	Corruption and Bribery	✓	

In the areas of S1 and S2 “Own Workforce” and “Workers in the Value Chain,” ALTANA is committed to ensuring fair working conditions – particularly the safety and health of employees – and to continuously reducing occupational accidents. Additionally, ALTANA promotes a non-discriminatory environment based on a policy of equal opportunity. Further details on ALTANA’s current efforts can be found in this document under the Management Approaches “Employee-oriented Management” and “Environmental Assessment of Suppliers.”

In line with G1 “Corporate Governance,” ALTANA has long been dedicated to maintaining and strengthening its corporate culture. The ALTANA Code of Conduct, which applies company-wide, sets binding guidelines for all employees regarding responsible, ethical, and lawful behavior.

Other topics not explicitly mentioned here remain important to ALTANA and will continue to be addressed. However, they are not considered material based on the expected impacts outlined in the methodology above. ALTANA will regularly review the findings of the materiality analysis and update them as needed. The most important foundation for this process is the ongoing dialog with stakeholders, which is integrated into business operations and takes place regularly.

Conclusion and Outlook

The results of the double materiality assessment provide important insights into the topics that are particularly important to the ALTANA Group and its stakeholders. We use

these findings to further refine our sustainability strategy, with the goal of optimizing internal processes and actively contributing to the sustainable development of both our company and the chemical industry.

The year 2024 marks another milestone on our path toward greater sustainability. Once again, numerous specific measures and projects were implemented in the identified subject areas. Further details can be found in the “Environment” section of the Corporate Report from page 95 onwards. Through transparent communication and ongoing dialog with our stakeholders, we strive to develop solutions that align both with our business objectives and societal expectations. Sustainable growth remains firmly embedded in our corporate philosophy.

Looking ahead to the 2025 fiscal year, we will enhance our existing processes with the necessary level of detail to meet increasing reporting obligations. At the same time, we aim to drive sustainability forward by pursuing innovative approaches and setting future-oriented standards. This continuous improvement process underscores our long-term commitment to sustainable development. The results of the double materiality assessment reflect the current status and are reviewed annually to ensure they remain up to date. This approach allows us to incorporate changes in regulatory frameworks and stakeholder expectations, as well as track ALTANA's progress in its transformation into an even more sustainable company.

Task Force on Climate-related Financial Disclosures (TCFD) ALTANA Progress Report

In the following section, we report on our advancements in adherence to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). The provided information pertains to the reporting period from January 1 to December 31, 2024.

26	TCFD Framework
27	Governance
28	Strategy
29	Risk Management
30	Metrics and Targets

TCFD Framework

TCFD framework

Recommendations	Recommended disclosures
<p>Governance Disclose the organization's governance of climate-related risks and opportunities.</p>	<p>a. Describe the Management Board's oversight of climate-related risks and opportunities. b. Describe the role of management in assessing and managing climate-related risks and opportunities.</p>
<p>Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy, and financial planning where this information is material.</p>	<p>a. Describe the climate-related risks and opportunities that the organization has identified in the short, medium, and long term. b. Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning. c. Describe the resilience of the organization's strategy with regard to different climate-related scenarios, including a 2°C or less scenario.</p>
<p>Risk management Disclose how the organization identifies, assesses, and manages climate-related risks.</p>	<p>a. Describe the organization's processes for identifying and assessing climate-related risks. b. Describe the organization's processes for managing climate-related risks. c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.</p>
<p>Metrics and targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where this information is material.</p>	<p>a. Disclose the metrics the organization uses to assess climate-related risks and opportunities in line with its strategy and risk management process. b. Disclosure of greenhouse gas emissions from Scope 1, Scope 2, and, where applicable, Scope 3 and the associated risks. c. Describe the objectives the organization utilizes to manage climate-related risks and opportunities and its performance in light of these objectives.</p>

Governance

The topic of sustainability has a high priority at ALTANA, and the responsibility for the Group-wide sustainability and climate protection strategy lies with the Management Board, led by the Chairman of the Management Board. Oversight is conducted by the Supervisory Board, ALTANA's highest control body concerning climate-related risks and opportunities. The steering committee for Group-wide sustainability-related projects and activities mirrors the Executive Management Team, complemented by the Head of Corporate EH&S, who serves as the program manager for sustainability. Division presidents on this committee play a crucial role in embedding the sustainability strategy in operational activities.

The cross-divisional ALTANA departments actively promote sustainability within their spheres of influence, receiving support from expert teams in the Corporate EH&S department. The Head of Corporate EH&S in these departments oversees the identification of climate-related risks and opportunities. Collaborating with the Head of Finance & Controlling, he is responsible for the expansion of ESG-related reporting. They ensure that reporting complies with future legislation such as the Corporate Sustainability Reporting Directive (CSRD) and that ALTANA's sustainability performance is presented transparently.

The general risk management process at ALTANA is overseen by the Head of Internal Audit, who forwards significant risks to the Management Board. Monitoring opportunities within ALTANA's strategy development process is the responsibility of the Head of Corporate Development. Non-financial performance indicators are reported quarterly to the management. External review of key performance indicators relevant to management forms part of the variable compensation structure.

Further information can be found in the following sections of the Corporate Report 2024:

Management of Sustainability (p. 7 ff.), Report of the Supervisory Board (p. 14 ff.), Group Management Report (p. 65 ff.).

Further information can be found in the following sections of the document Facts and Figures on Sustainability 2024:

Management Approaches to strategy (p. 32 ff.), energy (p. 41 ff.), water and effluents (p. 46 ff.), waste (p. 56 f.), and occupational health and safety (p. 65 ff.); GRI content index: Disclosures on GRI 2–9, 2–12, 2–13, 2–18, 2–19 (p. 79 ff.).

Strategy

ALTANA not only evaluates the actual and potential effects of climate change but also assesses the risks it poses to its business activities. This approach adheres to the principle of double materiality, taking into account both the potential impact of ALTANA's business activities on the environment and the risks posed by a changing climate on the company and its value chain. ALTANA categorizes climate-related risks into two main types: physical risks and risks arising from the transition to a global economy with net zero greenhouse gas emissions. These risk types are viewed as complementary, with physical risks being more prominent in scenarios with high global warming, while transition risks have a greater impact in scenarios of less than or equal to 1.5 °C global warming. For the medium- to long-term assessment of climate risks, ALTANA utilizes the Representative Concentration Pathway (RCP) and Shared Socioeconomic Pathway (SSP) scenarios.

The relevant physical climate risks for ALTANA include water scarcity, extreme weather events such as tornadoes and flooding from heavy rainfall, as well as extreme heat and fire hazards. The risk of water scarcity currently impacts specific ALTANA sites, with the potential for increased severity in the medium to long term, particularly under the assumptions of the RCP 6.0 and RCP 8.5 global warming scenarios. This issue is particularly pronounced in Asian sites. The potential damage from this risk is primarily associated with the unavailability or limited access to water used for cooling purposes. Moreover, this poses a risk not only to the company's own operations but also to the upstream and downstream value chain, impacting the transportation of raw materials and products, particularly by ships. To minimize the risk of water scarcity, the affected ALTANA production sites monitor their specific water consumption and reduce it, for example, by using closed cooling circuits. Another measure is diversifying water sources.

Extreme weather events, such as tornadoes or heavy rainfall, are expected to occur more frequently and with great-

er intensity in the medium to long term, also under scenarios like RCP 6.0 and RCP 8.5. North America and Asia are especially susceptible to these events. While the probability of occurrence at specific sites may be low, the potential costs associated with damages can be substantial. In this context, the affected ALTANA sites operate early warning systems for storms and heavy rainfall and take preventive measures, such as reinforcing buildings.

Extreme heat and fire hazards affect only a few ALTANA sites but can still cause significant damage – especially concerning the health and safety of our employees, who are always ALTANA's top priority. To mitigate the consequences of these risks, the sites focus on preventive employee training, increasing automation in high-temperature workplaces, and continuous monitoring of weather conditions.

The shift towards a global economy with net zero greenhouse gas emissions presents specific risks, particularly concerning carbon pricing mechanisms. Currently, the vast majority of ALTANA sites are not directly subject to mandatory carbon pricing through national emissions trading systems. However, ALTANA incurs corresponding additional costs through the procurement of fossil fuels. As a specialty chemicals company, it is reliant on a diverse range of chemical raw materials, the majority of which are currently derived from fossil sources. The global adoption of carbon pricing mechanisms, aligned with a 1.5 °C-compatible scenario, could consequently lead to an increase in ALTANA's raw-material costs in the medium to long term.

The development of new products represents a substantial climate-related opportunity for ALTANA. The investment of approximately 7 % of annual sales in research and development underscores ALTANA's dedication to exploring sustainability-related market opportunities. Furthermore, ALTANA has initiated a comprehensive Group-wide project specifically focused on sustainable product transformation.

Risk Management

Further information can be found in the following sections of the Corporate Report 2024:

Management of Sustainability (p. 7 ff.), Group Management Report (p. 65 ff.).

Further information can be found in the following sections of the document Facts and Figures on Sustainability 2024:

Management Approaches to strategy (p. 32 ff.), energy (p. 41 ff.), and water and effluents (p. 46 ff.).

Last year, ALTANA introduced a Group guideline aimed at minimizing climate-related risks and the potential damage associated with them. The guideline specifies the procedures for documenting and reporting climate-related impacts, risks, and opportunities. Impacts are defined as the potential or actual effects, whether positive or negative, that ALTANA has on the environment and society. In contrast, risks and opportunities pertain to events or conditions that, if realized, would exert a significant influence on the company's financial resilience.

Potential financial effects undergo assessment in the short term (1 year), medium term (1–5 years), and long term (beyond 5 years). Currently, evaluations of impacts, risks, and opportunities are mainly assessed on a qualitative basis due to challenges in quantifying both the probability of occurrence and the financial impact. For physical risks, a site-specific analysis has been conducted, leveraging various data sources to identify sites exposed to medium or high risks.

The assessment of transition risks and opportunities involves the utilization of macroeconomic and company-specific data to analyze the potential impact of political, economic, social, technological, environmental, and legal factors on the company. Identified risks are evaluated for materiality through expert assessments, with the weighting of their significance. Measures are then initiated and implemented in alignment with the outcomes of these assessments.

Further information can be found in the Corporate Report 2024:

Management of Sustainability (p. 7 ff.), Group Management Report (p. 65 ff.).

Metrics and Targets

Further information can be found in the document [Facts and Figures on Sustainability 2024](#):

Management Approaches to strategy (p. 32 ff.), energy (p. 41 ff.), and water and effluents (p. 46 ff.).

ALTANA has established a comprehensive system of non-financial performance indicators to gauge its progress in achieving ESG-related targets. These indicators encompass greenhouse gas emissions, as well as key environmental metrics such as Group-wide energy consumption, water consumption, waste, and safety indicators for occupational accidents. ALTANA has committed to operating with net zero greenhouse gas emissions across all three scopes by 2050, in alignment with the Science Based Targets initiative (SBTi). By 2040, the company aims to reduce greenhouse gas emissions within its direct sphere of influence (Scopes 1 and 2) by 90 percent compared to the 2021 baseline. Additionally, ALTANA strives to reduce energy consumption per ton of finished product by 2 percent annually, actively contributing to the reduction of Scope 1 emissions.

Annual target figures are established for water (excluding its use as a raw material), as well as for hazardous and non-hazardous waste, with the objective of ongoing reduction. Progress toward these targets is monitored on an annual basis. The reduction in water consumption serves as a crucial measure to address the climate risk associated with water scarcity. Reducing waste also contributes to the transition to a circular economy.

Further information can be found in the following section of in the [Corporate Report 2024](#):

Group Management Report (p. 65 ff.).

Further information can be found in the following section of the document [Facts and Figures on Sustainability 2024](#):

Sustainability Performance Indicators (p. 2 ff.).

Management Approaches

In this chapter, we describe the Management Approaches for the three elements of our sustainability strategy: economy, ecology, and corporate social responsibility. Further information can be found in the ALTANA Corporate Report and in the chapter “Sustainability Performance Indicators” in this document.

32	Strategy
35	Economic Performance
35	Tax
37	Materials
41	Energy
46	Water and Effluents
48	Emissions
56	Waste
57	Environmental Assessment of Suppliers
65	Occupational Health and Safety
68	Marketing and Labeling
69	Employee-oriented Management
72	Compliance
73	Innovative Solutions to Exploit Growth or Savings Potential for Customers

GRI 2 – Strategy

ALTANA views sustainability as a triad consisting of economy, ecology, and social responsibility. We are convinced that we can only be successful in the long term if we have our sights firmly set on all three aspects.

In the following, the Management Approaches for ecology and social responsibility will be presented. Economic aspects that relate to our strategy are discussed in the Group Management Report.

Responsibility for the Environment and Safety

ALTANA's products not only improve application-technology-related qualities of our customers' products and their manufacturing processes, but also have a positive influence on their ecological characteristics. For example, through the use of certain additives water-based coatings can be manufactured, which can significantly reduce the emission of volatile organic compounds (VOC). Further examples can be found in the "Products" and "Group Management Report" sections of the Corporate Report.

In the environmental sphere, the company is still pursuing the goal of reducing its greenhouse gas emissions, drinking-water consumption, and waste volumes in relation to produced finished goods. To this end, each year we define target figures oriented to longer-term developments and check them on a regular basis. The measures derived from them are specified and implemented in the respective companies.

ALTANA has developed its own climate strategy, which contributes to achieving the global climate targets. ALTANA has committed itself to achieving near greenhouse gas neutrality worldwide by 2050 and to reaching so-called net zero emissions. Specifically, the company aims to reduce emissions across the entire value chain (Scopes 1, 2, and 3) by 90 percent by that time. The remaining unavoidable emissions will be permanently removed from the atmosphere using rec-

ognized processes. By 2040, ALTANA plans to reduce greenhouse gas emissions within its direct sphere of influence (Scopes 1 and 2) by 90 percent. In addition to reducing emissions within its own value chain, the company is investing in certified climate protection projects. Starting in 2025, ALTANA has set the goal of voluntarily offsetting as many CO₂ equivalents as it generates in Scope 1, Scope 2, and selected Scope 3 categories.

The issue of safety is a top priority at ALTANA. If there is an accident with lost work time at a site, this is reported, centrally evaluated, and published within the framework of internationally recognized key figures (work accident indicators = WAI). On this basis, annual target ranges are set and reviewed on a quarterly basis. At all sites, appropriate measures are implemented to avoid accidents.

Occupational safety, energy efficiency, and the reduction of greenhouse gas emissions are seen as relevant control parameters for the company. They are presented in the Group Management Report and audited for content and certified by an external auditing company.

So that sustainability aspects can be considered already in decision-making, ALTANA developed and introduced sustainability criteria in important business processes. With predefined checklists, the effects on the environment and people are determined in advance, so that suitable measures can be introduced if necessary. As a result, possible risks are recognized at an early stage and minimized by taking appropriate steps.

To be able to measure not only the company's business performance but also its engagement in all areas of sustainability, alongside key performance indicators and certified management systems, ALTANA is using external evaluations increasingly. The audits of the rating company EcoVadis and the Together for Sustainability (TfS) initiative of the chemical industry play a special role. EcoVadis and TfS analyze environmental aspects, procurement policies, compliance, and working conditions of companies based on the

international sustainability standard ISO 26000. Both of them have become leading evaluation platforms for the chemical industry worldwide. ALTANA uses the assessments of EcoVadis both at the holding level and for individual sites. ALTANA also participates in the Climate Change Program. CDP (formerly Carbon Disclosure Project) is an international nonprofit organization that encourages companies and governments to reduce their greenhouse gas emissions, conserve water resources, and protect forests¹.

A worldwide network of experts ensures that ALTANA products can be marketed in the relevant countries, today and in the future. To meet global chemical law requirements, ALTANA uses in most companies the EH&S system from SAP, in which all material and toxicological data of raw materials, intermediates, and finished products are managed. On this basis, safety data sheets and finished product labels are created, among other things. For special chemical legislation, for example food contact, experts make product recommendations and support customers in their endeavors.

To improve its energy efficiency, ALTANA examines the manufacturing processes at selected sites. In doing so, ALTANA uses the so-called PINCH method, which systematically analyzes cold and heat flows and uses the results to derive energy optimization measures at the respective sites.

ALTANA joined the UN Global Compact initiative, whose members are voluntarily committed in their corporate policy to adhering to social and environmental standards as well as the protection of human rights. In addition, ALTANA signed the Responsible Care Global Charter of the International Council of Chemical Associations (ICCA). Key elements include continual improvement of knowledge about environmental protection, health, and safety, as well as the optimization of technologies, processes, and production over their lifecycles to avoiding harming people or the environment.

The managements of ALTANA's worldwide companies signed a declaration on environmental, health, and safety

topics that is oriented to the Responsible Care Global Charter and that includes the precautionary principle for protecting people and the environment.

In order to continue to improve its sustainability record in the future, the UN's Sustainable Development Goals (SDGs) are an important orientation point. In a first survey, the essential areas of interest for ALTANA were identified and will be developed further.

In order to reach the abovementioned targets, ALTANA relies on the Group's decentralized structures, for which the holding company sets the framework. This also includes binding Group policies for environmental protection, health, and safety.

Organization

The managements of the respective companies are responsible for implementing the strategic goals. They have committed themselves among other things to steadily reducing the environmental impact of the company's business activities.

They are also responsible for anchoring the Environment, Health & Safety department in the company organizationally and for setting up an appropriate reporting system for the centrally provided key performance indicators.

Furthermore, the managements are responsible for introducing suitable management systems (ISO 9001 and ISO 14001) at the different sites and having them certified. With the management systems, environmental protection and occupational safety can be practiced on the basis of international guidelines. The respective companies are responsible for teaching employees about environmental and safety issues.

Special, cross-divisional expert platforms continue to enable information to be exchanged about relevant EH&S topics (for example, occupational safety, energy, sustain-

¹ CIFF_Policy_Briefing_Germany_final_v3.pdf (cdp.net)

ability performance, and chemical regulatory) and best-practice models showing efficient implementations.

Social Responsibility

As a good corporate citizen, ALTANA supports and sponsors social projects focusing on education, science, and research. To strengthen our local environments and to be a good neighbor, we especially promote initiatives near our worldwide sites.

The natural sciences, mathematics, informatics, and technology are among the drivers of economic development and social progress around the world. In this context, ALTANA sees itself as having a responsibility to introduce young people to these disciplines at an early stage and to kindle their enthusiasm for them. In cooperation with experienced partners from the education sector, the ALTANA Group supports concrete projects, often in close proximity to ALTANA's sites. To maximize lasting impact, the company usually promotes these projects over a period of several years.

Risks

Overall, the risks for ALTANA in the environmental sphere can be regarded as being quite low. Possible risks could arise from reduced availability and rising prices of raw materials and energy, as well as from marketing limitations due to chemical law requirements. In addition, weather phenomena such as heavy rain, storms, and prolonged drought owing to climate change pose an increasing risk.

The risks that can arise from the marketing of ALTANA products are also assessed as being low. During product use, greenhouse gas emissions may be generated by custom-

ers, depending on the processing method – for example, when drying wire enamels and simultaneously burning escaping solvents. By systematically assessing its product portfolio, ALTANA identifies these effects and initiates countermeasures, such as developing solvent-free, water-based products. In addition, ALTANA's products have only a slight impact on the environment and health, since they are irreversibly incorporated into composite materials (for example, additives and effect pigments in coatings, wire enamels, and overprint varnishes on packaging films).

Opportunities

Around the world, ALTANA offers specialty chemicals solutions that make products used in day-to-day life better and more sustainable. We convince our customers with added value and give them a competitive edge through our work. Some solutions improve, for example, the functions of end products and increase their shelf life. Others optimize our customers' value chain in terms of energy and resource consumption. And still others enable our customers to reduce the amount of critical substances in their end products or to replace them with less critical ones. Innovative, environmentally friendly, safely processable products play a key role. They help ALTANA's customers implement their own sustainability concepts. Based on this understanding of sustainability, the Group continuously leverages new fields of business and paves the way for further profitable growth.

The ALTANA Group will continue to extend its good reputation as an attractive employer by, for example, offering work topics of exemplary interest, modern work-time models, and diverse further training possibilities. Thus, young up-and-coming talents have the opportunity to keep developing.

GRI 201 – Economic Performance

The Management Approach to this topic can be found in the Group Management Report and in the Consolidated Financial Statements.

GRI 207 – Tax

Introduction

Ensuring compliance with legal and regulatory requirements stands as a fundamental objective for the ALTANA Group. This commitment is evident in both the Code of Conduct and the overarching ALTANA identity. To attain this objective, ALTANA has instituted a robust Compliance Management System (CMS), wherein tax law plays a pivotal role and is vigilantly overseen by ALTANA's tax specialists.

To identify potential tax opportunities and mitigate risks while aligning with the tax requisites of the ALTANA Group, specific tasks and responsibilities pertaining to tax matters have been precisely outlined. These definitions are encapsulated in a comprehensive Group tax guideline applicable to all companies within the ALTANA Group.

The core tenets of ALTANA's tax strategy can be articulated as follows:

Compliance with local tax regulations in the countries in which ALTANA operates must be ensured at all times. In particular, all tax returns and tax information as well as tax payments must be submitted or made completely, correctly, and on time.

The ALTANA Group endeavors to establish a good relationship with the tax authorities ("fair partnership").

Interpretative leeway within tax legislation is sought to be leveraged in ALTANA's favor. The ALTANA Group actively engages in prudent tax planning tailored to the company's needs, excluding participation in aggressive tax planning measures.

Management of Tax Risks

To ensure that ALTANA's tax affairs comply with tax law, the Group has created the following instruments:

- Compliance Management System (CMS) with a Compliance Committee (taxes are part of the CMS and the Compliance Committee),
- Group Tax Policy, which defines the Group's tax strategy and the roles and responsibilities in tax matters,
- several guidelines for tax sub-processes that define the roles and responsibilities for these processes,
- investment in tax training for employees who deal with tax matters,
- relationships with external tax advisors in all regions in which ALTANA operates.

In addition to these specific measures, there is an ongoing dialog between management, ALTANA's tax specialists, and the employees involved in tax matters about the way in which ALTANA manages its tax risks.

Dealing with Tax Planning

Aligned with ALTANA's value-oriented business approach, the Group undertakes specific tax planning measures. In this respect, advice is obtained from external consultants on a transactional basis.

We refrain from engaging in tax planning that does not authentically support our business activities. The Group expressly rejects the adoption of aggressive or risky tax planning measures across its entirety. In addition, we try to minimize the risk of disputes with the tax authorities by being open and transparent about our tax affairs.

Dealing with Tax Risks

Given the scope of our business activities and the extent of our tax obligations, risks relating to the interpretation of tax law or other agreements may arise intermittently. ALTANA

proactively seeks to identify, assess, manage, and monitor these risks.

In instances where a tax risk exhibits significant uncertainty or complexity, external advice is actively sought.

Cooperation with Tax Authorities

ALTANA engages in negotiations with tax authorities grounded in principles of honesty, integrity, respect, and fairness, fostering a spirit of cooperative compliance. We want to build a fair partnership with all tax authorities we deal with.

GRI 301 – Materials

Introduction

In this Management Approach, materials primarily refer to the chemical raw materials required at the production sites for manufacturing ALTANA products. The careful use of these raw materials is a top priority for ALTANA. Efforts are also made to ensure the sustainable use of materials in administrative buildings and laboratories, for example, through the use of environmentally friendly copy paper. More detailed information on the use of our products can be found in the Group Management Report and in the “Products” chapter.

Governance

Through its governance structure, the ALTANA Group ensures that environmental protection, climate protection, and sustainability are deeply embedded in our corporate processes. The selection and sourcing of raw materials play a crucial role here. As part of ALTANA’s Keep Changing Agenda for the future, there is a focus area addressing the transformation of the raw materials portfolio towards greater sustainability. The Management Board is directly responsible for overseeing and implementing the associated strategy. A sustainability committee, composed of members of ALTANA’s Management Board and the Head of Corporate EH&S, monitors progress and ensures that set goals are met.

Within the four divisions, the respective management functions of the EH&S and Sustainability departments collaborate with relevant specialist teams, such as Production, Procurement, and Research & Development, to implement the strategy.

Governance Requirements

ALTANA takes various measures to promote sustainability and efficiency regarding raw materials.

1. Compliance with Legal Regulations:

The ALTANA Group’s procurement practices comply with the applicable legal and regulatory requirements. This includes both national and international regulations.

2. Sustainable Procurement:

ALTANA is increasingly sourcing raw materials from suppliers who have committed themselves to scientifically based climate targets.

3. Raw Material Efficiency:

Optimizing the use of raw materials through innovative technologies and processes to minimize waste and increase resource efficiency.

4. Recycling and Circular Economy:

Promoting the recyclability of products and implementing circular economy strategies to maximize the reuse of materials.

5. Local Procurement:

Reduction of transport routes through increased use of the decentralized procurement and production network.

Through these measures and objectives, ALTANA is able to make the use of raw materials more sustainable while simultaneously taking on greater ecological and social responsibility.

Strategy and Goals

In the development of new products, ALTANA prioritizes environmentally friendly materials and manufacturing processes to minimize its ecological footprint. Products are designed to facilitate recycling at the end of their lifecycle, reducing any hindrance to the process. More detailed infor-

mation is available in the “Products” and “Environment” chapters of the Corporate Report. Before market launch, ALTANA provides customers with samples and prototypes for testing to ensure the product meets quality standards and customer expectations. By optimizing production processes and utilizing sustainable raw materials, ALTANA conserves resources and minimizes waste. We also collaborate closely with our suppliers to ensure they apply sustainable practices and uphold social standards. ALTANA continues to invest significantly in research and development to create new, environmentally friendly technologies and products.

These measures help ALTANA to assume ecological and social responsibility and at the same ensure economic success.

Qualitative and Quantitative Targets

ALTANA sets itself both qualitative and quantitative targets regarding innovation and new products:

Qualitative Targets

1. Transparency and Traceability:

ALTANA has set itself the goal of ensuring that the origin of the raw materials used is transparent and traceable.

2. Environmental Compatibility:

The selection of raw materials is aimed at continuously improving their environmental impact. This includes assessing the environmental footprint of raw materials, considering factors such as biodiversity, water consumption, and greenhouse gas emissions.

3. Social Responsibility:

The procurement of raw materials is designed to ensure the respect of human rights and the promotion of fair working conditions throughout the upstream value chain. This

includes the prevention of child labor and forced labor, as well as ensuring safe working conditions.

4. Resource Efficiency:

Resources should be used efficiently, with a focus on minimizing material consumption and reducing waste volumes. In the context of a circular economy, recycling and reuse play key roles in achieving these goals.

Quantitative Targets

1. Reduction of GHG Emissions:

ALTANA aims to reduce emissions by 50 percent in Scope 1 and 2 combined by 2032, and by 30 percent in Scope 3 compared to the base year of 2021. By 2040, the company seeks to reduce greenhouse gas emissions in its direct sphere of influence (Scope 1 and 2) by 90 percent. Furthermore, ALTANA is committed to achieving net zero emissions across its entire value chain (Scope 1, 2, and 3) by 2050, with any remaining unavoidable emissions permanently removed from the atmosphere using recognized processes.

2. Sustainability Assessment:

Regular assessment of suppliers' sustainability performance using leading standards such as the Global Reporting Initiative (GRI), UN Global Compact ISO 26000, and EcoVadis.

These goals help strengthen ALTANA's position as a leading specialty chemicals company, while also demonstrating its commitment to both ecological and social responsibility.

Risk Management

Identified risks in the area of materials relate to both the general availability of raw materials and their price development. ALTANA considers the supply of raw materials from

fossil sources to be secure in the medium term; however, the development of market prices for these raw materials is highly volatile. Political unrest and environmental policy decisions can lead to short-term bottlenecks, causing prices to rise sharply. ALTANA minimizes these risks through long-term supply contracts and always seeks to qualify multiple suppliers for each raw material.

If this is not feasible for technical or economic reasons, long-term supply contracts are still established in these cases. Another risk is that certain raw materials may not be available on the market, or only in limited quantities, due to chemical legislation.

Through forward-looking analysis of developments in chemical legislation across various regions and countries (for example, REACH in Korea and Turkey, and TSCA in the United States), ALTANA identifies potential bottlenecks early and develops appropriate alternatives.

Measures for Sustainable Innovation

1. ALTANA works closely with its suppliers to collaboratively develop sustainable and customized raw materials.
2. At ALTANA, raw material suppliers are carefully selected. All suppliers must meet specific qualifications, such as through pre-sample testing. In some companies, suppliers are required to adhere to the ten principles of the UN Global Compact initiative as part of the Code of Conduct for Purchasing. ALTANA also examines the upstream value chain to ensure that raw materials are sourced sustainably and ethically.
3. Local suppliers are preferred when prices and quality are comparable, due to factors such as transportation routes, regulations, and customs duties. To reduce working capital, the goal is to maintain low stock levels.
4. Through optimized production processes, ALTANA ensures that raw materials used in the manufacture of finished

goods are as efficient as possible, minimizing by-products and waste. Furthermore, ALTANA is committed to using raw materials that have a lower impact on both people and the environment. To achieve this goal, the company develops new formulations and products that either have no hazardous substance classifications or feature reduced classifications.

5. ALTANA promotes a circular economy by recycling and re-using materials. Some of the packaging used for our products is also recycled and reused.
6. ALTANA asks individual suppliers about the carbon footprint of their raw materials and the measures they are taking to reduce it.

Monitoring and Reporting

ALTANA has established a global system for recording various raw-material groups. The following raw-material groups are recorded in the manufacture of our products:

- Raw materials based on fossil sources,
- Raw materials from renewable resources including recycled materials,
- Raw materials from non-fossil and non-renewable resources (for example, metals and clays), and
- Drinking water as a raw material.

Currently, the ALTANA Group's production sites are required to report the quantities of raw materials used on an annual basis. These key figures are recorded electronically in a globally accessible database, and the data is then checked for completeness and plausibility. The figures are published in detail internally by site, division, and at the holding level, and are discussed with the Management Board and division management. In production, the aim is to convert the raw materials utilized into products as efficiently as possible, while keeping waste and emissions to a minimum. This quantity

balance allows for the efficient use of raw materials to be reviewed and optimized.

The operational implementation and compliance with this system, as well as the achievement of targets, are the responsibility of management at the respective sites. This procedure is outlined in a guideline that is binding for all involved. The Corporate EH&S department is responsible for maintaining the system and defining the framework conditions in consultation with the Management Board.

The effectiveness of the system is ensured annually through plausibility checks of key figures (for example, the ratio of raw materials used to the quantity produced). Changes to the system are agreed upon in advance with the division heads and approved by the Management Board, while change processes are coordinated and managed by the Corporate EH&S department.

Other relevant key figures – such as the absolute development of material costs, material cost ratio, and price development – are recorded and evaluated using defined controlling processes in purchasing and finance. The forecast for the coming years is determined together with the Management Board and the division presidents. Changes to the system are coordinated in advance by Corporate Procurement and Finance with the division presidents and approved by the Management Board.

Employee Engagement and Training

Our employees are a central component of our innovation strategy, which also includes the selection and procurement of raw materials. ALTANA uses various measures to promote employee commitment and encourage the contribution of creative ideas and the development of new approaches. Regular training and continuing education programs help employees expand their skills and stay up to date with the latest technology. Forming interdisciplinary teams that bring

together different perspectives and expertise facilitates the development of innovative solutions. Involving employees in decision-making processes and innovation projects further harnesses their expertise and creativity. Recognizing and rewarding innovative ideas and projects through internal awards and incentive systems – such as annual innovation prizes – is an important part of ALTANA's innovation culture.

These measures ensure that employees are actively involved in the innovation process and that their ideas and skills contribute to the company's continued development.

Results and Progress

Specific successes are described in the "Products" and "Environment" sections of the Corporate Report, as well as in this document under GRI 308 "Environmental Assessment of Suppliers."

GRI 302 – Energy

Introduction

In addition to raw materials, the production of ALTANA products also requires energy for various processes, including heating, cooling, and stirring. The primary energy sources used across production sites, laboratories, and administrative buildings include electricity, natural gas, and crude oil. As energy plays a critical role in production and has significant implications for climate and environmental issues, it is a key focus area for ALTANA.

Compared to other companies in the chemical industry, ALTANA maintains a relatively low energy consumption, as reflected in CO₂ emissions per unit of production. The ALTANA Group is approximately 30 % below the industry average in terms of energy efficiency. But ALTANA continues to prioritize efficient use of energy to further reduce greenhouse gas (GHG) emissions.

Governance

Through its governance structure, the ALTANA Group ensures that environmental protection, climate protection, and sustainability are deeply embedded in our corporate processes. The Management Board is directly responsible for monitoring and implementing the associated strategy. The committee responsible for sustainability, consisting of the members of the ALTANA Management Board and the Head of Corporate EH&S, monitors progress and ensures that our goals are achieved.

Within the four divisions, the respective management functions of the EH&S and Sustainability departments collaborate with relevant specialist teams, such as Production, Procurement, and Research & Development, to implement the strategy.

Governance Requirements

1. Responsibilities:

There is a clear allocation of responsibilities for energy-saving and decarbonization measures at all levels within the company. The operational implementation and compliance with these measures, as well as the achievement of related targets, lie with the management at the respective sites. This process is outlined in a guideline and is binding for all those involved. The Corporate EH&S department is responsible for maintaining the system, defining the framework conditions, and setting targets in consultation with the Management Board.

The effectiveness of these measures is monitored by means of quantitative key figures. Additionally, the respective management functions are actively engaged in the transition to renewable energy sources and the reduction of greenhouse gas emissions.

2. Transparency:

We report regularly and transparently on our progress and challenges in the area of environmental and climate protection.

3. Compliance:

We ensure compliance with all relevant legal and regulatory requirements.

4. Stakeholder Dialog:

We maintain an active dialog with our stakeholders to understand their expectations and integrate them into our strategy.

Strategy and Goals

When energy is generated from fossil fuels (such as coal, oil, and natural gas), greenhouse gases, primarily carbon dioxide (CO₂), are released into the atmosphere. CO₂ is a significant contributor to global warming. As part of its environmental strategy, ALTANA is implementing measures to reduce these emissions. The highest priority within the climate strategy is given to projects that avoid energy consumption or enhance energy efficiency.

Additional steps are planned to replace energy from fossil sources with energy from renewable sources, such as biogas and green electricity. ALTANA is also exploring the potential use of green hydrogen in the future. The company aims to reduce overall specific energy consumption (measured in MWh relative to the quantity produced) and increase the proportion of energy derived from renewable sources (for example, solar, wind, and hydropower) to minimize dependence on energy from fossil fuels.

Qualitative and Quantitative Targets

1. Energy Consumption:

Our goal is to reduce specific energy consumption per quantity of produced finished goods by 2 % annually. These measures are aligned with the national implementation of European Union regulations. In the Federal Republic of Germany, for example, this is governed by the Energy Efficiency Act. With our approach, we not only comply with legal requirements but also establish an environmental management system according to ISO 50001 for sites with energy consumption higher than 7.5 GWh. Implementation plans are drawn up and published for sites with energy consumption higher than 2.5 GWh. Cost-effectiveness assessments of measures are conducted in line with the European Valeri standard (DIN EN 17463), which outlines a procedure for the systematic evaluation and reporting of the

financial and non-financial impacts of energy-related investments, based on the net present value method. Additionally, German sites assess waste heat potential and report this to the Federal Agency for Energy Efficiency (BfEE) in accordance with Section 17 of the Energy Efficiency Act (EnEfG).

2. Renewable Energies:

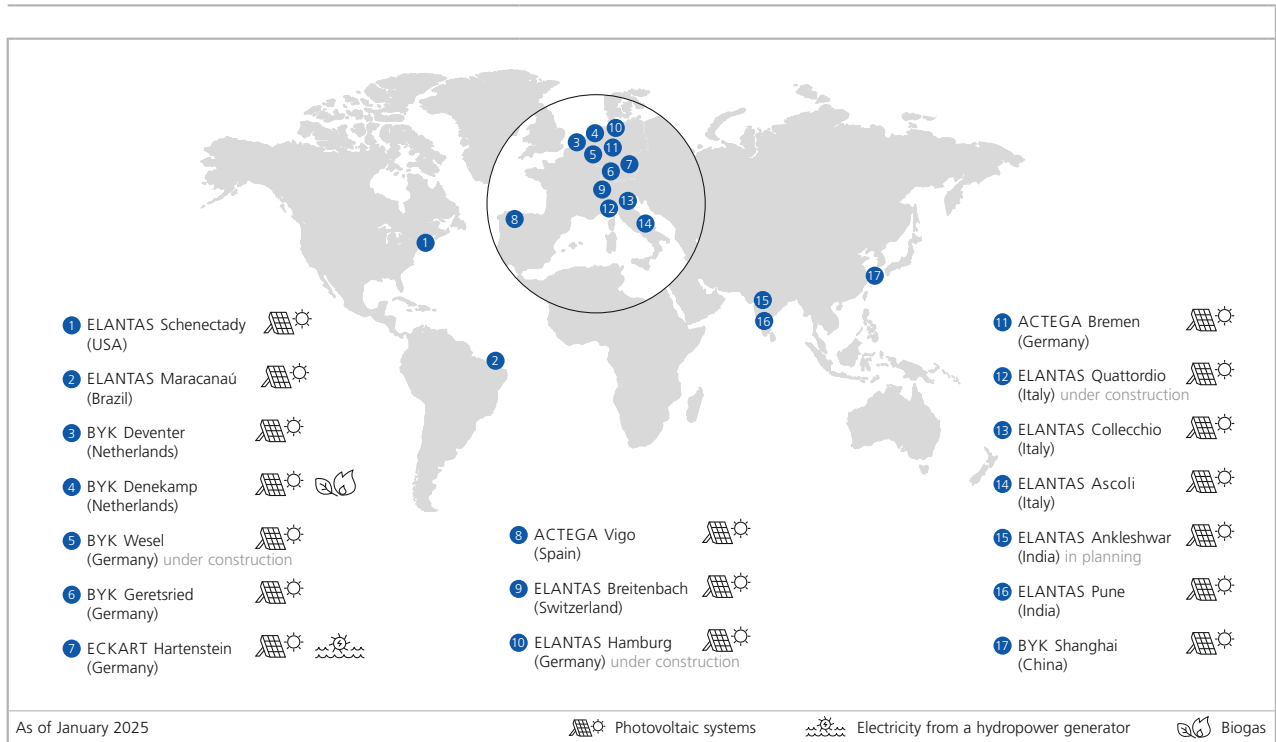
In 2020, we transitioned to green electricity procurement. We primarily utilize local green electricity contracts, power purchase agreements (PPAs), and green electricity certificates. Additionally, we are continuously expanding our own production of green electricity at our sites, through photovoltaics, among other things. By 2025, at least 50 % of our global electricity needs will be met through our own production, local green electricity contracts, and PPAs. This percentage is set to increase to at least 80 % by 2030.

Risk Management

ALTANA systematically identifies and evaluates energy-related risks and opportunities. This includes assessing both physical risks associated with energy procurement and transition risks related to the shift toward renewable energies, along with the evolving regulations and market changes. The company's risk management processes are designed to mitigate these risks while capitalizing on potential opportunities.

ALTANA considers the continuous supply of energy sources (such as crude oil, natural gas, and electricity) to be secure in the medium term. The ALTANA Group's production sites are located in areas with well-established infrastructure. Short-term interruptions in electricity supply are mitigated by local generators powered by diesel engines. Additionally, some sites have their own solar or hydroelectric power plants and/or combined heat and power plants.

Sites: Renewable energies



Measures to Increase Energy Efficiency and Defossilization

To achieve the targets set for Scope 1 and 2 emissions reduction, ALTANA has developed roadmaps for all its production sites, except for those of the recent acquisitions Imaginant, Von Roll, and Silberline, for which these roadmaps will be created in 2025. The roadmaps are designed to drive the transition to renewable energy sources and reduce greenhouse gas emissions. The measures outlined in the roadmaps include utilizing waste heat, improving energy efficiency in processes and buildings, direct electrification,

shifting from fossil fuels to renewable energy sources, and adopting climate-friendly technologies. Examples of these measures are detailed in the “Environment” section of the Corporate Report.

For Scope 2 emissions, ALTANA uses globally available certificates of origin for electricity from renewable sources in its global electricity procurement. These certificates serve as proof that an amount of electricity equal to ALTANA’s consumption is fed into the respective regional power grid from renewable sources such as hydropower, wind power, or photovoltaic systems. In the coming years, ALTANA plans to further increase its purchase of electricity from renew-

able sources, particularly through power purchase agreements (PPAs). These long-term electricity supply contracts are made with plants that generate electricity from renewable sources. In addition, ALTANA is continuing its efforts to expand its own renewable electricity generation, with a strong focus on photovoltaics.

In the reporting period, ALTANA invested 213 million euros in research and development. This investment focuses on two main areas: ensuring that the production processes for newly developed products are as energy-efficient as possible, and creating products that can help reduce energy consumption for customers. For example, BYK's wetting and dispersing agents enable the fine dispersion and stabilization of pigments with significantly lower energy requirements. In this way, ALTANA products contribute directly to reducing energy demand and greenhouse gas emissions in the downstream value chain. A key part of this effort is engaging both suppliers and customers in ALTANA's climate protection strategy.

In sum, the measures can be divided into four segments:

1. Energy Efficiency:

Implementation of energy-efficient buildings, technologies, and processes in our production facilities.

2. Process Optimization:

Continuous improvement of our production processes to minimize energy consumption.

3. Renewable Energies and Waste Heat Utilization:

Switching to renewable energy sources to reduce the proportion of fossil fuels.

4. Supply Chain:

Cooperation with suppliers and customers to increase energy efficiency and reduce emissions across the entire value chain.

Specific Measures

1. Energy Efficiency Improvements:

This includes initiatives such as the modernization and insulation of buildings, as well as the adoption of alternative methods in production processes. Additionally, we are systematically transitioning to LED lighting technology and energy-efficient motors as part of our ongoing maintenance efforts.

2. Switch to Alternative Energy Sources:

We are working on the direct electrification of heat generation in the high-temperature range, in combination with heat pumps, and aiming to make better use of waste or environmental heat in the low-temperature range. Additionally, ALTANA is exploring the use of green hydrogen as a renewable energy source, with the goal of replacing fossil fuels such as natural gas.

3. Green Electricity:

In 2020, ALTANA switched its global electricity procurement to renewable energies. More than a third of this electricity is now generated regionally, with an increasing share produced directly at the production sites, primarily through solar installations.

4. Energy Teams:

Teams have been established at all production sites to specifically identify energy-saving opportunities and ideas for increasing energy efficiency. These teams are supported by the Corporate EH&S expert platform "Energy."

5. Energy Purchasing:

Within Corporate Procurement, there are dedicated resources that centrally take care of energy purchasing, the conclusion of green electricity contracts and long-term PPAs, as well as ensuring the procurement of guarantees of origin. They

are supported by local resources from the purchasing organizations in the business divisions.

Monitoring and Reporting

ALTANA has established a global system for recording energy consumption (primary and secondary energies) at the respective sites. The companies generally determine consumption based on the invoices we receive from our suppliers and the quantities of green electricity we produce ourselves. If this is not possible for the last two months of the reporting year, the companies first make a qualified estimate of the values. As a result, the previous year's figure may be adjusted retrospectively in the following year as soon as all invoices are available.

The production sites are required to report energy consumption (such as consumption of natural gas, oil, and electricity) on a quarterly basis. The consumption values are recorded electronically in a globally available database, checked for completeness and plausibility, and then converted into GHG emissions (for example, CO₂ and N₂O) as well as SO_x and NO_x emissions using a factor. The conversion factors for electricity come from the International Energy Agency (IEA), the conversion factors for other primary energies (such as oil and natural gas) from the IPCC (Intergovernmental Panel on Climate Change) database. The calculation of CO₂ equivalents for Scope 2 is carried out according to fixed conversion factors (g CO₂/kWh) of the IEA in accordance with the currently published values (2021) for the "location-based" method and with the help of emission factors of the electricity supplier or an individual electricity product for the "market-based" method. The location-based approach calculates emissions based on the average electricity mix of a region, while the market-based approach takes into account the emissions generated by the actual, contractually regulated purchase of energy products such as green electricity.

In addition to the absolute values, the standardized values are also presented in relation to the quantity produced (specific energy consumption) to ensure comparability. The key figures are aggregated in detail by location, division, and at holding level, published internally and discussed with the Management Board and the division presidents. In the case of investments and acquisition processes, energy consumption is recorded and considered according to the criteria described above.

We record and report our energy consumption in accordance with GRI standards and the Greenhouse Gas Protocol. This includes the regular review and validation of our energy consumption and emissions data by independent third parties. Our progress and measures are published transparently in our annual Sustainability Report. We also have our emission reduction measures and strategies evaluated by CDP.

Target figures for specific energy consumption (absolute quantities in relation to the quantity of produced finished goods) are set annually for ALTANA and the respective divisions. The achievement of the targets flows into the calculation of the variable income of the division presidents and is broken down further within the organization.

The operational implementation of and compliance with this system and the achievement of targets are the responsibility of the management at the respective sites. This procedure is set out in a guideline and is binding for everyone involved. The Corporate EH&S department is responsible for maintaining the system and defining the framework conditions and targets in consultation with the Management Board.

The effectiveness of the system is reviewed periodically in the form of a "target/actual comparison" based on the key figures determined. Changes to the system are agreed in advance with the division presidents and approved by the Management Board. Change processes are coordinated and managed by the Corporate EH&S department.

GRI 303 – Water and Effluents

Employee Engagement and Training

Our employees are a central component of our energy and climate strategy. We promote awareness of energy efficiency and climate protection through training courses and workshops and encourage environmentally friendly behavior in the workplace.

Stakeholder Engagement

We maintain an open dialog with our stakeholders, including customers, suppliers, investors, and the public, in order to understand their expectations and requirements and integrate them into our climate strategy.

Results and Progress

1. Energy Consumption:

ALTANA has reduced its energy consumption per quantity of produced finished goods by an average of approximately 1 percent per year since 2021.

2. Renewable Energies:

More than half of the green electricity we use is now sourced through local green electricity contracts and long-term power purchase agreements. In addition, we are expanding our own generation of renewable energy at our production sites, mostly via solar installations.

The ALTANA Group primarily uses water in its production processes as a raw material, for cooling purposes, as a solvent for reactions, and for washing processes. In addition, water is used in the form of sanitary water in the Group's laboratories and administrative buildings. Wastewater is generated as a result of these uses. The company's goal is to use water efficiently at all sites and to minimize the negative impact on people and the environment. Water is therefore an important production and utilization factor and, together with the issue of wastewater, has a high relevance for ALTANA.

ALTANA sees a positive effect regarding the use of water as a raw material in the substitution of fossil raw materials (for example, organic solvents). In addition, many ALTANA products make a contribution to reducing water in customers' processes or to more efficient use of water in the final application. Specific examples can be found in the "Products" chapter of the Corporate Report.

Potential negative impacts lie in the area of water availability in regions with increased water stress. The availability of water can be assessed very differently around the world. ALTANA has subjected all of its sites to an assessment specified by the World Wildlife Fund For Nature (WWF), the "Water Risk Filter." In addition, ALTANA has used the Aqueduct Water Risk Atlas from the World Resources Institute (WRI) as a reference. By applying the "water depletion" criterion proposed by the GRI, ALTANA has identified the sites that are located in a so-called water stress area. The key figures (water withdrawal, water recycling, and water consumption) for all sites and separately for the sites located in water stress areas are published in this document in the tables on "Water and Wastewater" on pages 12 to 14. According to current information, water extraction on the part of ALTANA manufacturing sites has no negative effects on the local drinking water supply. ALTANA mainly uses locally available drinking water. At some sites, the water needed is extracted from rivers and treated. As a result, even in regions with a scant drinking water supply the amount of water needed

for production is ensured and negative effects on the drinking water supply are avoided.

In order to secure the supply of water in the medium and long term, ALTANA has set itself the goal of reducing the amount of water – relative to the production volume from the reporting year 2020 – by 1 percent by 2030, primarily through technical measures. This target does not include the amount of water that ALTANA uses as a raw material. This is achieved in particular through the realization of closed-loop cooling systems, by avoiding water-intensive process steps, and through early detection and repair of leaks.

The extraction sources for which the ALTANA Group is responsible (groundwater and surface water) are considered separately (ensuring the amount and quality of the water as well as biodiversity) and set up in accordance with the relevant legal specifications. The operation is periodically monitored by the local authorities in terms of both quality and quantity. ALTANA sites obtain drinking water from local water suppliers. Stakeholder concerns (for example, ensuring water supply and compliance with groundwater levels) are taken into account via the local water suppliers and authorities.

To avoid environmental risks from effluents, chemically contaminated wastewater is fed into separate sewers, samples are regularly taken and examined, and continuous measurements are carried out. Chemically contaminated wastewater is treated on site in biological clarification tanks and discharged into the sewer system in compliance with the locally prescribed limits, or transported by tanker for disposal. Water that is used exclusively for cooling purposes and is not chemically contaminated is returned to the surface water or the local sewer system at certain sites in compliance with temperature requirements and statutory limits. All of ALTANA's sites are located in regions where the discharge of wastewater is regulated by law. Beyond this, ALTANA currently sees no need to establish further internal standards.

These measures ensure that each site has an adequate disposal route. This minimizes the risk of potential negative effects on the environment in the form of contamination.

ALTANA established a system of recording its water consumption worldwide (drinking water, surface water, groundwater, and rainwater) and water recycling. ALTANA does not use other kinds of water (including effluents of third parties) and therefore does not collect data on them. The manufacturing sites are required to report on their water withdrawal and water recirculation on a quarterly basis. These key performance indicators are recorded electronically in a globally available database. For purposes of comparison, not only the absolute values but also the standardized values, in terms of the volume manufactured, are represented (specific water consumption). These data are then checked for completeness and plausibility. The key performance indicators are aggregated in detail based on site, division, and at holding company level, published internally, and discussed with the Management Board and the division presidents.

In addition to the long-term targets, each year's target figures are defined for the specific drinking water consumption of ALTANA and the respective divisions. The respective target values are listed in the relevant tables in the "Sustainability Performance Indicators" chapter. Target achievement is a component of the variable compensation of the division presidents and is broken down further in the organization. The goal of this procedure is to ensure that drinking water consumption is reduced at all manufacturing sites, with closer monitoring of sites in water stress areas. The operational implementation, maintenance of this system, and target achievement are the responsibility of the management at the respective sites. This procedure is specified in a policy and mandatory for everyone involved. Corporate EH&S, in consultation with the Management Board, is responsible for the maintenance of the system and for establishing the framework conditions and targets.

The effectiveness of the system is examined periodically in the form of a target-performance comparison based on the key performance indicators determined. Changes in the system are coordinated in advance with the division presidents and approved by the Management Board. Change processes are coordinated and managed by the Corporate EH&S department.

When investments are made and during acquisition processes, the amount of waste is recorded based on the criteria described above and taken into account in the decision-making process. The examination is carried out based on predefined checklists with the goal of determining the amount of waste in advance and taking appropriate measures.

GRI 305 – Emissions

Introduction

Chemical manufacturing processes generate emissions, which mainly affect production and logistics sites. ALTANA aims to reduce emissions discharged into the environment, and thus to minimize or eliminate harmful effects. In doing so, we are also improving our already high occupational safety standards for our employees. ALTANA is committed to its responsibility to promote climate protection, the reduction of greenhouse gas (GHG) emissions, and sustainable business practices.

Governance

Our governance structure ensures that environmental protection, climate protection, and sustainability are firmly anchored in our corporate processes. The Management Board is directly responsible for monitoring and implementing the associated strategy. The committee responsible for sustainability consists of the members of ALTANA's Management Board and the Head of Corporate EH&S. This committee monitors progress and ensures our goals are achieved.

Within the four divisions, the respective management functions of the EH&S and Sustainability departments coordinate the implementation of the strategy together with the relevant specialist departments including Production, Procurement, and Research and Development.

Governance Requirements

1. Responsibilities:

There is a clear assignment of responsibilities for climate protection measures at all levels of the company. The effectiveness of the measures is monitored using quantitative key performance indicators. The respective management functions are also concerned with reducing greenhouse gas emissions.

2. Transparency:

We report regularly and transparently on our progress and challenges in the realm of environmental and climate protection.

3. Compliance:

We ensure compliance with all relevant legal and regulatory requirements.

4. Stakeholder Dialog:

We maintain active dialog with our stakeholders to understand their expectations and integrate them into our strategy.

Strategy and Goals

As part of our environmental strategy, we are taking measures to reduce our emissions. We are focusing on more environmentally friendly production processes and increasing our use of renewable energy to minimize our ecological footprint. By reducing the use of volatile organic compounds (VOCs) and investing in modern exhaust gas purification technologies, we are able to filter pollutants more efficiently and significantly lower our emissions. Additionally, we continuously refine our production processes, utilize waste heat to improve energy efficiency, and further improve our contribution to environmental protection (see the “Products” and “Environment” chapters in the Corporate Report).

ALTANA’s climate strategy is based on the systematic tracking, reporting, and reduction of GHG emissions. We have set science-based targets in line with the requirements of the Paris Agreement. To this end, ALTANA has committed to the Science Based Targets initiative (SBTi) and submitted both long-term and short-term targets for reducing greenhouse gas emissions. These targets encompass the reduction of emissions across Scopes 1, 2, and 3.

SBTi is a collaboration between CDP, the UN Global Compact, the World Resources Institute (WRI), and the WWF. The initiative supports companies and financial institutions worldwide in setting science-based targets for reducing greenhouse gas emissions (<https://sciencebasedtargets.org/about-us>).

SBTi has successfully validated our targets for reducing direct and indirect greenhouse gas emissions across Scopes 1 to 3. We follow the 1.5°C pathway for Scopes 1 and 2 in accordance with the Paris Agreement, and the “well-below 2°C” pathway for Scope 3. The year 2021 serves as the base year, and we have set 2032 as the near-term target. This aligns with the SBTi requirement that the period for “near-term targets” must be at least five years and no more than ten years from the date the target is submitted.

Qualitative and Quantitative Targets

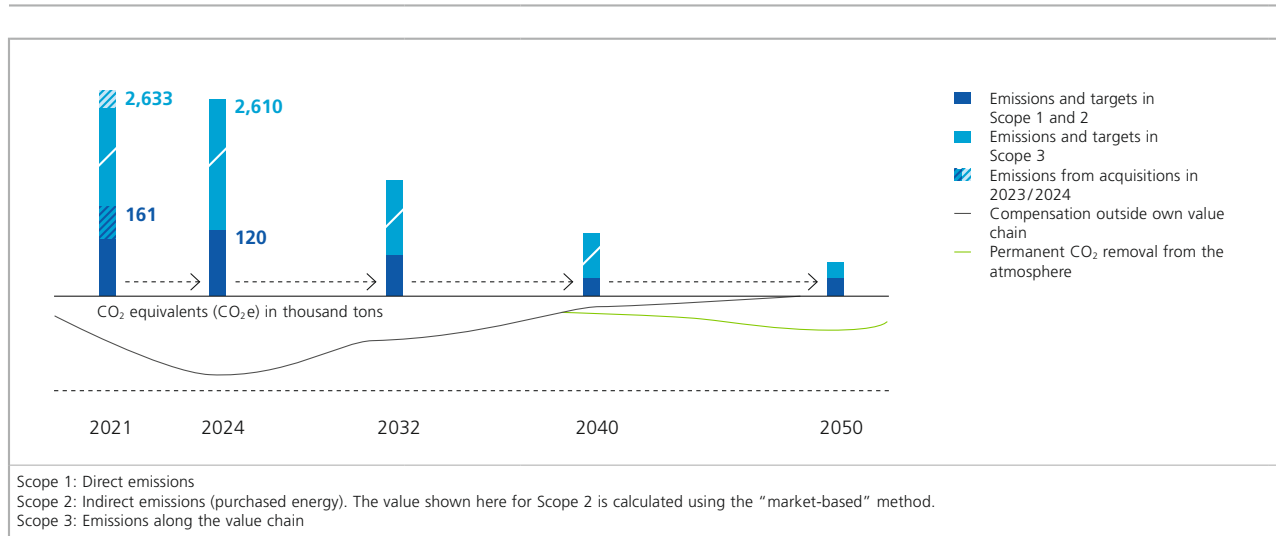
1. Reduction of GHG Emissions:

Emissions are to be reduced by 50 % in Scope 1 and 2 combined and by 30 % in Scope 3 by 2032, compared to the base year of 2021. By 2040, ALTANA aims to reduce greenhouse gas emissions in its direct sphere of influence (Scope 1 and 2) by 90 % and achieve a net zero target across the entire value chain (Scope 1, 2, and 3) by 2050. The company will ensure that any remaining unavoidable emissions are permanently removed from the atmosphere using recognized processes. ALTANA also tracks the specific greenhouse gas emissions in Scope 1 per quantity of produced finished goods and reports these as kilograms of CO₂ equivalents per kilogram of produced finished goods. The goal is to reduce this value by 5 % annually compared to the previous year.

2. Energy Consumption:

Our objective is to reduce specific energy consumption per quantity of produced finished goods by 2 % annually.

On the path to “net zero emissions” across the entire value chain



These measures are integrated into the national implementation of European Union regulations. For the Federal Republic of Germany, this includes the Energy Efficiency Act. With our approach, we comply with legal requirements and establish an environmental management system in accordance with ISO 50001 for relevant sites with energy consumption greater than 7.5 GWh. Implementation plans are created and published for sites consuming more than 2.5 GWh. Cost-effectiveness assessments of measures are conducted according to the European Valeri standard (DIN EN 17463). This standard outlines a procedure for the systematic evaluation and reporting of the financial and non-financial effects of energy-related investments, based on the net present value method. German sites also assess waste heat potential and report it to the Federal Agency for Energy Efficiency (BfEE) in accordance with Section 17 of the Energy Efficiency Act (EnEfG).

3. Renewable Energies:

In 2020, we transitioned our electricity procurement to green electricity. We primarily use local green electricity contracts, power purchase agreements (PPAs), and green electricity certificates. Additionally, we are continuously expanding our own production of green electricity at our sites, through photovoltaics, for example. From 2025, we expect that at least 50 % of our global electricity requirements will be covered by our own production, local green electricity contracts, and PPAs, with at least 80 % covered by 2030 (see also the graphic “Sites: Renewable energies” in the GRI 302 – “Energy” chapter on page 43).

4. Offsetting Beyond our own Value Chain:

Apart from focusing on reducing emissions within our own value chain, ALTANA invests in certified climate protection projects. When selecting projects, we make sure they are cer-

tified according to internationally recognized standards such as the Verified Carbon Standard (VCS) and contribute to selected United Nations Sustainable Development Goals. Additionally, we review the portfolio built in this way internally on an annual basis to ensure it continues to meet our requirements. This voluntary contribution to slowing climate change is not offset against the emissions generated. However, the approach aligns with SBTi's best-practice recommendations for support measures on the path to decarbonization. ALTANA has set itself the goal of voluntarily offsetting as many CO₂ equivalents as the company generates in Scope 1, Scope 2, and selected categories of Scope 3 starting in 2025. Further details on this can be found in Chapter GRI 302 "Energy."

Risk Management

We systematically identify and assess climate-related risks and opportunities, including physical risks due to climate change and transitional risks linked to new regulations and market changes. Our risk management processes are designed to minimize these risks while capitalizing on emerging opportunities. Additionally, we have been reporting in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) since 2023. For more details, please refer to pages 25 to 30.

Measures to Reduce Emissions

To achieve the targets set for reducing Scope 1 and 2 emissions, ALTANA has already developed roadmaps for all production sites, except for the acquisitions. Roadmaps for these companies will be created in 2025, aimed at supporting the transition to renewable energy sources and reducing greenhouse gas emissions. These roadmaps include vari-

ous measures such as the use of waste heat, improving energy efficiency in processes and buildings, direct electrification, shifting from fossil fuels to renewable energy sources, deploying climate-friendly technologies, and avoiding fugitive emissions. Fugitive emissions refer to uncontrolled greenhouse gas emissions that escape during the production, processing, storage, or transportation of fossil fuels and other industrial processes. These emissions can arise from leaks in pipelines, valves, and other systems. Specific examples can be found in the "Environment" section of the Corporate Report.

In the reporting period, ALTANA invested € 213 million in research and development. When developing new products, we focus on two key aspects: ensuring that the raw materials required for production have the lowest possible carbon footprint and that the production processes are as energy efficient as possible. In addition, we aim to create products that help reduce greenhouse gas emissions for our customers. By doing so, we actively contribute to reducing greenhouse gas emissions in the downstream value chain and work to lower our Scope 3 emissions (see table page 5). To achieve these goals, it is important to involve our suppliers and customers in our climate protection strategy.

In sum, the measures can be divided into four segments:

1. Energy Efficiency:

Implementation of energy-efficient buildings, technologies, and processes in our production facilities.

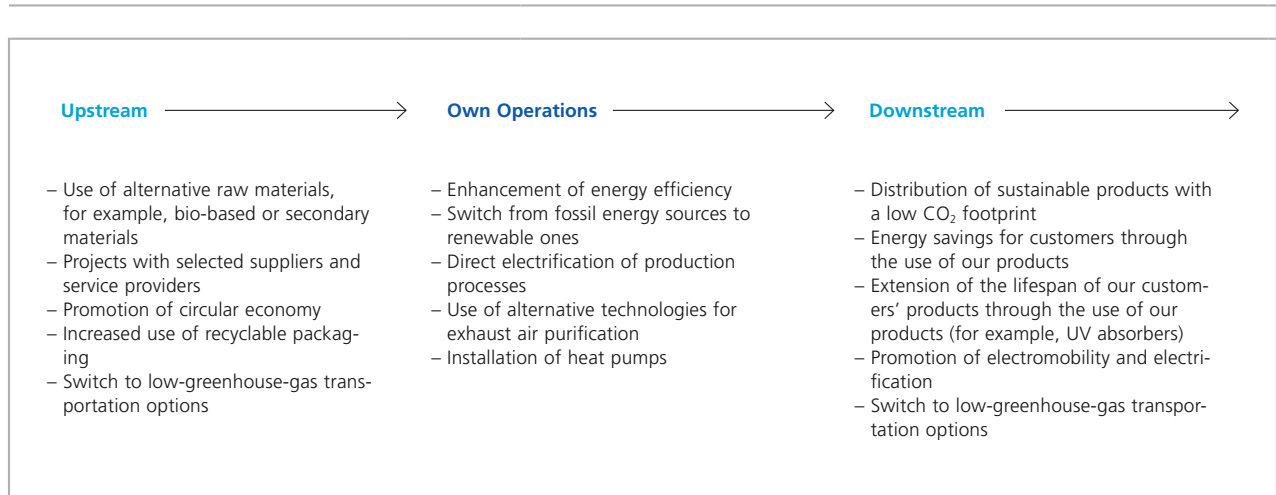
2. Process Optimization:

Continuous improvement of our production processes to minimize emissions and waste.

3. Renewable Energies and Waste Heat Utilization:

Conversion to renewable energy sources to reduce the share of fossil fuels.

Measures to reduce greenhouse gas emissions along the value chain



4. Supply Chain:

Cooperation with suppliers and customers to reduce emissions along the entire value chain.

ALTANA is investigating the potential use of green hydrogen as a renewable energy source to replace fossil fuels like natural gas.

Specific Measures

1. Increasing Energy Efficiency:

This includes measures such as the modernization and insulation of buildings, as well as optimizing production processes through alternative methods. We are also systematically transitioning to LED lighting technology and energy-efficient motors as part of our ongoing maintenance activities.

3. Green Electricity:

Since 2020, ALTANA has switched its global electricity procurement to renewable energies. Over a third of this energy is now generated regionally, with an increasing share produced directly at our manufacturing sites, primarily through solar systems.

2. Switching to Alternative Energy Sources:

We are working on directly electrifying heat generation in the high-temperature range, in combination with heat pumps, and exploring better ways to utilize waste or environmental heat in the low-temperature range. Additionally,

4. Circular Economy:

We actively promote a circular economy by recycling and reusing materials to minimize waste and conserve resources. In the area of sustainable raw materials, for example, the ECKART division sources almost exclusively aluminum produced using renewable energy sources. Additionally, ECKART has already incorporated recycled aluminum into its operations, making it a pioneer in its industry. The effect

pigments produced with this material are used in applications such as metallic vehicle paints. This approach not only reduces the carbon footprint of ECKART's products but also helps lower the carbon footprint of its customers.

5. Sustainable Products:

ALTANA has conducted lifecycle analyses for selected products in accordance with specified ISO standards. These analyses calculate greenhouse gas emissions and, among other factors, the ozone-depleting properties of the products. The data was recorded and evaluated using GaBi software from Sphera, and the results were published in the form of standardized EPDs (Environmental Product Declarations). TÜV Rheinland validated and certified the overall results for selected products. One key goal of the lifecycle analysis is to determine the carbon balance of each product, known as the "product carbon footprint." Based on these findings, ALTANA develops products with an even lower carbon footprint.

6. Investments and Acquisitions:

In the case of investments and acquisition processes, emissions are recorded according to the criteria described above and taken into account in the decision-making process. Greenhouse gas emissions are assigned an internal carbon price. This was introduced worldwide on January 1, 2025, and anchored in the CAPEX Directive. It starts at € 50 per ton of CO₂ equivalent and grows dynamically with an annual increase of € 5 per ton of CO₂ equivalent. It reflects part of the expected CAPEX expenditure for the future avoidance of the corresponding emissions and is roughly based on the costs of emissions trading systems (ETS).

Monitoring and Reporting

We record and report our GHG emissions in accordance with GRI standards and the Greenhouse Gas Protocol. This in-

cludes the regular review and validation of our emissions data by independent third parties. Our progress and measures are published transparently in our annual Sustainability Report. We also have our emission reduction measures and strategies assessed by CDP.

ALTANA established a system for recording energy consumption worldwide at the respective sites (primary and secondary energies).

The companies generally determine consumption based on the invoices we receive from our suppliers and the quantities of green electricity we produce ourselves. If this is not possible for the last two months of the reporting year, the companies first make a qualified estimate of the values. As a result, the previous year's figure may be adjusted retrospectively in the following year as soon as all invoices are available.

The manufacturing sites are required to report their energy consumption quarterly. The consumption values are entered electronically into a globally accessible database, are checked for completeness and plausibility, and are then converted using a factor into greenhouse gas (GHG) emissions (for example, CO₂ and N₂O) as well as SO_x and NO_x emissions. The conversion factors for electricity come from the International Energy Agency (IEA), and the conversion factors for other primary energies (such as oil and natural gas) come from the Intergovernmental Panel on Climate Change (IPCC) database. The calculation of CO₂ equivalents for Scope 2 is carried out according to fixed conversion factors (g CO₂/kWh) of the IEA in accordance with the currently published values (2021) for the location-based method and with the help of emission factors of the electricity supplier or an individual electricity product for the market-based method. The location-based approach calculates emissions based on the average electricity mix of a region, while the market-based approach takes into account the emissions generated by the actual, contractually regulated purchase of energy products such as green electricity. In

addition, volatile organic compounds and other emissions are recorded and evaluated.

For comparability, in addition to the absolute values, the normalized values relative to the produced quantity are also presented (specific greenhouse gas emissions). The key figures are detailed by site, division, and at the holding level, published internally, and discussed with the Management Board and division presidents. Additionally, volatile organic compounds and other emissions are recorded and evaluated.

The operational implementation of and compliance with this system and the achievement of targets are the responsibility of the management at the respective sites. This procedure is set out in a guideline and is binding for all involved. The Corporate EH&S department is responsible for maintaining the system and defining the framework conditions and targets in consultation with the Management Board. The effectiveness of the system is reviewed periodically in the form of a "target/actual comparison" based on the key figures determined. Changes to the system are agreed in advance with the division presidents and approved by the Management Board. Change processes are coordinated and managed by the Corporate EH&S department.

Employee Engagement and Training

Our employees are a central component of our climate strategy. We promote awareness of climate protection through training courses and workshops and encourage environmentally friendly behavior in the workplace.

Stakeholder Engagement

We maintain an open dialog with our stakeholders, including customers, suppliers, investors, and the public to under-

stand their expectations and requirements and integrate them into our climate strategy.

Further Emissions

In a broader sense, ALTANA regards noise as an emission. To identify sources of noise, the sites regularly measure noise levels and implement appropriate measures to reduce the noise (such as housing for motors, fans, mufflers, etc.). In defined areas, the workforce is required to wear ear protection. The legally required thresholds in the respective countries are adhered to. Overall, this issue is highly relevant for ALTANA.

The release of gases (for example, VOCs) and dust, above all from production sites, into the environment is minimized by means of suitable technical measures (such as filtration and afterburning). There is the risk that such systems will abruptly fail and substances will be released into the environment. Periodic checks of the functionality of these systems and suitable monitoring (for example, with sensors) guarantee that these facilities function perfectly and continuously. Should the waste gas purification system ever stop working, production is temporarily halted or adjusted accordingly. Furthermore, exposures for employees are avoided by closed circuits and minimized by suitable exhaust air systems. Thanks to these measures, ALTANA considers the impact on people and the environment to be low. Regarding other emissions, all sites of the ALTANA Group have set themselves the goal of complying with legal requirements and, within the scope of their possibilities, further minimizing them in order to reduce the impact on the environment to a minimum.

Results and Progress

1. Targets Achieved:

ALTANA has already reduced greenhouse gas emissions in Scope 1 and 2 by 26 % compared to the base year. The company is thus continuing the positive trend, having already achieved a reduction of around 70 % in Scope 1 and 2 emissions from 2014 to 2023. Regarding Scope 3, ALTANA has reduced total greenhouse gas emissions by 1 % compared to the base year 2021. Emissions in the upstream value chain categories (total gross Scope 3 upstream GHG emissions) rose by 2 % compared to the base year, and emissions in the downstream value chain (total gross Scope 3 downstream GHG emissions) were cut by 6 %.

2. Energy Consumption:

ALTANA has reduced its energy consumption per quantity of produced finished goods by an average of approximately 1 % per year since 2021.

3. Renewable Energies:

More than half of the green electricity we use is now sourced through local green electricity contracts and long-term power purchase agreements (PPAs). In addition, we are expanding our own generation of renewable energy at our production sites, mostly via solar installations.

4. Offsetting Beyond our own Value Chain:

ALTANA has increased its voluntary offsetting beyond its own value chain every year since 2021. In 2021, 33,351 tons of CO₂ equivalents were offset through investments in climate protection projects, corresponding to approximately 33 % of the Scope 1 and 2 emissions reported by ALTANA in the same year. The offset quantity was increased to 40,729 tons of CO₂ equivalents (approx. 45 %) in 2022 and to 44,600 tons of CO₂ equivalents (approx. 54 %) in 2023. The percentages in brackets refer to the respective quantities

of Scope 1 and 2 emissions. In the reporting year, ALTANA offset 103,302 tons of CO₂ equivalents, which corresponds to approximately 88 % of the reported Scope 1 and 2 emissions. To achieve this, certificates from the Kinnaur Hydropower Plant project on the Satluj River in the Himachal Pradesh region of India (Verra Register VCU serial number 9355-83999139-84032489-VCS-VCU-997-VER-IN-1-1742-01012018-31122018-0) were retired.

GRI 306 – Waste

Chemical manufacturing processes generate waste. This mainly affects production sites. ALTANA's goal is to reduce the amount of waste it produces and thus minimize harmful effects on people and the environment. In addition, ALTANA is involved in the circular economy in order to identify future opportunities (for example, in plastic packaging) and risks for the company and to implement suitable measures in a timely manner. ALTANA is already providing initial solutions in this area, such as enhancing product properties and supporting plastic recycling. Overall, this topic remains highly relevant to the company.

The waste produced by ALTANA, in accordance with legal regulations, is divided into two main groups: hazardous and non-hazardous waste. The waste in each of the above-mentioned categories is further differentiated, recorded, and represented: waste for recycling, waste for thermal use (internally and externally), and waste for disposal. ALTANA aims to reduce the amount of waste it produces related to the produced finished goods.

If waste cannot be avoided for technical reasons, ALTANA pursues the goal of recycling waste, or using it thermally, and only lastly disposing of it. In addition to the two main groups, at a few sites there is also inert waste (for example, dead rock) and demolition waste. Waste is always collected by specialized companies and disposed of properly in accordance with local legal (environmental) requirements. ALTANA mitigates the residual risk of improper waste disposal by engaging qualified disposal companies. Additionally, in most countries, the company employs a return receipt system to ensure proper waste disposal and environmental protection. Overall, the impact of the various waste disposal channels at ALTANA and in the upstream and downstream stages of the value chain can be regarded as low.

A further environmental risk is that chemicals will leak out. Raw materials, intermediates, and finished products can spill mostly due to leaky pumps or leakage in pipes or valves. In especially hazardous areas, leak-proof retention

basins were installed, preventing the soil and groundwater from being contaminated. Warehouses usually have leakage protection (realized most easily through elevation). Environmentally critical liquids are stored in open or half-open areas on stable ground with an impermeable coating. Thus, when chemicals leak out soil and groundwater contamination is prevented. In the event that chemicals do leak out, ALTANA records this and evaluates it centrally in accordance with the criteria of the International Council of Chemical Associations (ICCA), and for German sites reports the leakage to the German Chemical Industry Association (VCI). In other countries, reports are issued to the authorities based on the rules that are valid there. This procedure is defined in a policy and mandatory for everyone involved.

Due to the processes and measures described above, ALTANA regards the potential effects on people and the environment as being low.

ALTANA established a system for recording waste worldwide (hazardous and non-hazardous waste). The manufacturing sites are required to report the amount of waste quarterly based on the categories described above. These key performance indicators are recorded electronically in a globally accessible database. For purposes of comparison, not only the absolute values but also the standardized values are represented in terms of the finished goods (specific waste volumes). These data are then checked for completeness and plausibility. The key performance indicators are aggregated in detail based on sites and divisions, and at the holding level, published internally, and discussed with the Management Board and the division presidents.

Each year, target figures are defined regarding the specific waste volume (hazardous, non-hazardous, as well as the total amount and disposal) for the entire ALTANA Group and the respective divisions. In addition to long-term targets, annual planning figures are established for hazardous and non-hazardous waste relative to the quantity of produced finished goods for ALTANA and its individual divisions.

GRI 308 – Environmental Assessment of Suppliers

The corresponding target values are listed in the “Sustainability Performance Indicators” chapter in the relevant tables. Achieving these targets factors into the calculation of variable compensation for division heads and is further detailed within the organization. The goal of this procedure is to ensure that the amount of waste is reduced. This is achieved, among other things, through innovation solutions in production (for example, internal or external reuse of by-products as raw materials). The packaging of ALTANA products can also be partially recycled. For some products, the packaging is taken back, cleaned, and reused. In addition, ALTANA companies use metal cans and drums. These are returned by our customers to the material cycle as scrap. For reasons of quality assurance, no systematic take-back of these containers is offered.

The operational implementation and maintenance of this system and target achievement are the responsibility of the management at the respective sites. This procedure is specified in a policy and mandatory for everyone involved. Corporate EH&S, in consultation with the Management Board, is responsible for the maintenance of the system and for establishing the framework conditions and targets.

The effectiveness of the system is examined periodically in the form of a target-performance comparison based on the key performance indicators determined. Changes in the system are coordinated in advance with the division presidents and approved by the Management Board. Change processes are coordinated and managed by the Corporate EH&S department.

When investments are made and during acquisition processes, the amount of waste is recorded based on the criteria described above and taken into account in the decision-making process. The examination is carried out based on predefined checklists with the goal of determining the amount of waste in advance and taking appropriate measures if necessary.

Introduction

ALTANA develops, manufactures, and sells high-quality and innovative specialty chemicals worldwide. We source most of our raw materials from suppliers within the petroleum-based chemical value chain. Exceptions include metallic raw materials such as aluminum and clay minerals. Our companies obtain the raw materials needed to manufacture our products from a network of more than 3,500 suppliers (including those of the two acquisitions of Von Roll and Silberline). As a result, ALTANA assumes significant responsibility towards society and the environment. For this reason, sustainable sourcing in ALTANA’s supplier management always includes the integration of environmental and social aspects.

As a group of companies, we maintain close cooperation with our suppliers and their research departments. Through this extensive network, the individual ALTANA companies, in collaboration with the Corporate Procurement department, work to minimize dependencies and avoid supply shortages wherever possible.

Governance

The organizational structure in purchasing at ALTANA is partly decentralized. Therefore, ESG topics are addressed at various levels.

Guidelines at ALTANA Level

- Code of Conduct for suppliers,
- Company guidelines, Declaration of Principles for the German Supply Chain Due Diligence Act,
- Code of Conduct for purchasing network.

Further Topics at ALTANA Level

All ESG-related topics with synergies at the ALTANA Group level, or those requiring a standardized, coordinated approach. Additionally, the target-setting process aims to ensure continuous improvement. Topics include:

- Creating transparency and improving the carbon footprint and sustainability of purchased goods and services,
- Risk management for compliance with the German Supply Chain Act,
- General transparency of supplier improvement in ESG issues.

Topics of the Business Divisions

ESG-related topics include regional differences and specific requirements, as well as a strong focus on materials (for example, REACH, conflict minerals). Additionally, they cover operational implementation, such as supplier onboarding and supplier audits.

Our governance structure ensures that our high sustainability standards are applied throughout our supply chains and integrated into our procurement activities. The Chief Procurement Officer (CPO) and the Division Heads of Procurement (DHPs) are responsible for managing the procurement organization. The CPO leads the Corporate Procurement department and is responsible for defining standards and specifications for purchasing processes. The DHPs are the procurement managers for each division and serve as functional superiors to local purchasing representatives. Together with the CPO and the responsible Management Board member, they form the Strategic Procurement Team (SPT).

The SPT defines procurement strategies, sets global purchasing standards, establishes targets, and monitors their implementation and progress.

Governance Requirements

Responsibilities

The SPT serves as the central decision-making and coordination body for all cross-divisional procurement activities and projects, including sustainable procurement. It defines, manages, and monitors procurement strategies, targets, and cross-divisional projects while setting global standards. These responsibilities are outlined in a Group guideline for procurement, for which the CPO is responsible.

The Supply Chain ESG Risk Manager oversees the risk management system, while the Chief Compliance Officer is responsible for implementing and communicating the relevant Group guidelines.

Each buyer is responsible for implementing the necessary measures in accordance with these guidelines. An independent Supply Chain ESG Risk Manager assesses the effectiveness of these measures.

All Group guidelines undergo a defined, regular Group-wide review process to ensure they remain comprehensive and up to date.

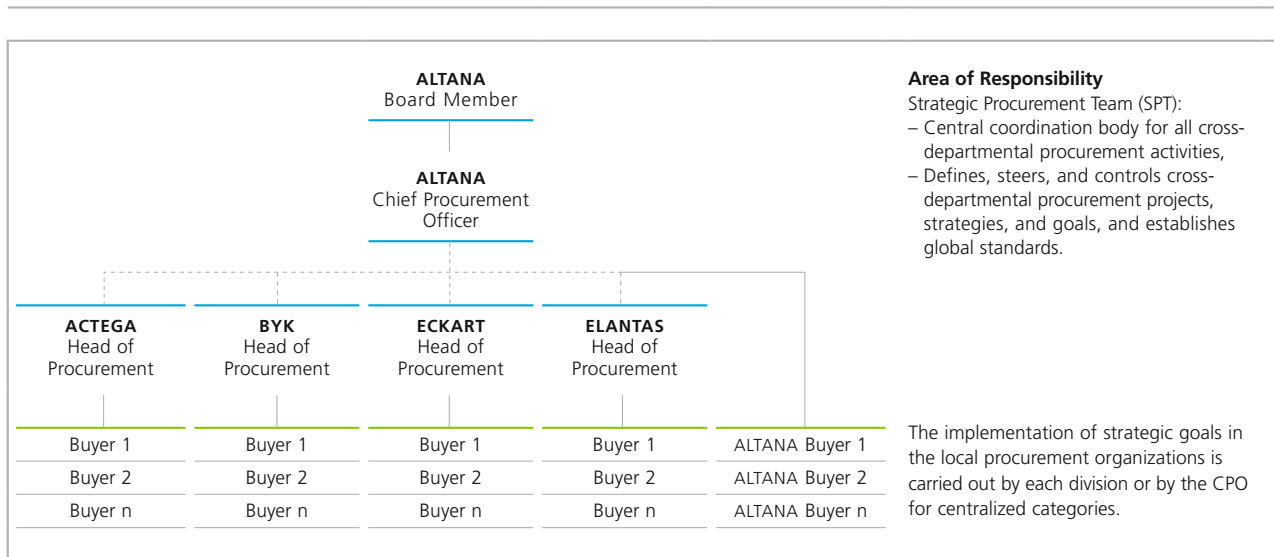
1. Transparency:

The SPT is regularly updated on the status of various sustainability projects.

Additionally, all ALTANA purchasing employees receive updates on the requirements and progress of sustainable procurement through regular global status meetings.

The Supply Chain ESG Risk Manager reports to the Management Board of ALTANA AG, the division heads, Corporate Human Resources, Corporate EH&S, and Corporate Procurement on a regular basis – at least once a year – regarding the risk management system. Furthermore, the progress of sustainability efforts related to purchased goods and services is reported to and reviewed by the Manage-

Governance of the ALTANA Procurement organization



ment Board three times a year. The primary focus is on purchased raw materials, ensuring data transparency for CO₂ values and exploring ways to reduce them.

2. Compliance:

We ensure compliance with all relevant legal requirements.

3. Stakeholder Dialog:

– Suppliers: Through active dialog and close collaboration with our suppliers, we ensure compliance with and continuous improvement of environmental and social standards throughout the supply chain. In regular meetings, we work together on joint innovation projects and initiatives aimed at reducing our environmental footprint. We raise awareness among our partners about our environmental goals and communicate our requirements transparently.

Additionally, ALTANA provides clear and accessible information about its sustainability ambitions and progress via social media and online platforms.

– Purchasing employees: To continuously enhance collaboration with our suppliers, we provide regular sustainability training for our global purchasing network. Apart from specialized training programs, sustainability is an integral part of our regular status meetings, where we share updates on requirements, progress, and the latest insights. These efforts are supported by other specialist departments within the company, including Corporate EH&S and the sustainability department heads from each division. Additionally, employees in the purchasing network receive updates through the Intranet and a dedicated purchasing portal, which was launched in 2024.

Strategy and Goals

The ALTANA purchasing network consists of purchasers from all divisions, bringing together the expertise and experience of all Group members. Its goal is to procure raw materials, equipment, supplies, and services worldwide in a way that provides a competitive advantage for ALTANA while adhering to the highest standards of sustainability, human rights, and environmental responsibility (ESG).

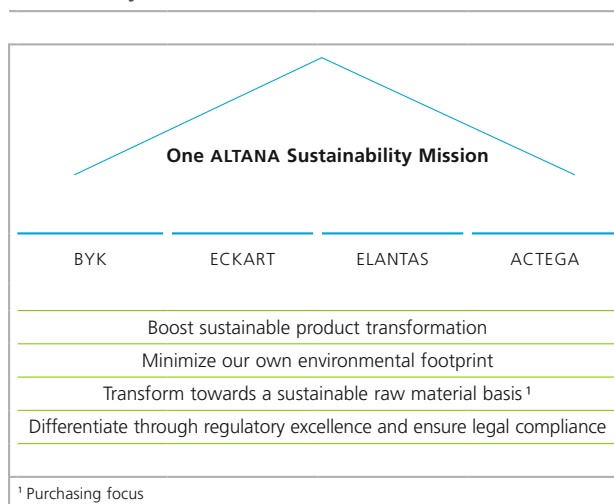
The network plays a crucial role in creating value for the company by continuously enhancing purchasing strength, fostering long-term and sustainable supplier relationships, and optimizing all procurement-related processes.

A defined Code of Conduct governs the members of the purchasing network, outlining clear guidelines for supplier interactions. This code covers key topics such as bribery and corruption prevention, gender neutrality, equal opportunities, and adherence to ethical business practices. In addition, annual training sessions are conducted on specific topics to reinforce these principles. These measures ensure that ALTANA’s procurement strategy integrates social and environmental considerations alongside economic factors, aligning with our corporate values and contributing to sustainable development.

As the ALTANA Group, we are a member of the UN Global Compact, which commits us to uphold its ten principles in the areas of human rights, labor, environment, and anti-corruption. Consequently, our suppliers must respect these principles, especially those that extend beyond the scope of the German Supply Chain Due Diligence Act.

Our partnerships with suppliers, particularly in the raw materials sector, are mostly long-term, ensuring supply security, consistent quality, and the ability to work strategically together. New suppliers are selected and approved through defined processes. We aim to collaborate only with suppliers who, in addition to meeting required quality standards

Keep Changing Agenda for the future – focus topic sustainability



and service levels, demonstrate a high level of innovation and compliance with ESG standards.

To further our commitment, ALTANA has joined the industry initiative Together for Sustainability (TfS), which works to enhance the sustainability of supply chains in the chemical industry.

Sustainability in purchasing also focuses on sourcing sustainable raw materials and services. As part of ALTANA’s Keep Changing Agenda, we have established a dedicated area of activity called Sustainable Raw Materials Transformation. This initiative, which primarily targets raw materials, also encompasses packaging and logistics. Sustainability in this context includes reducing the carbon footprint, advancing the circular economy, and promoting the use of bio-based raw materials. Throughout this process, we are guided by a balanced approach that considers ecological, economic, and social factors when evaluating sustainability.

Risk Management

In compliance with the Supply Chain Due Diligence Act (LkSG), we have developed a comprehensive risk management system addressing key human rights and environmental issues. This system, which includes preventive and remedial measures, was introduced on January 1, 2023, and published in a policy statement.

Each year, we begin by assessing abstract country and industry risks for all direct suppliers. All business partners who have issued an invoice to ALTANA are considered direct suppliers.

ALTANA also leverages external expertise for this analysis, drawing on economic data and information from sources like Dun & Bradstreet and the Integrity Next system, which is widely used in the chemical industry.

In the second step, direct suppliers identified as high-risk are further categorized by product group. Suppliers can improve their risk assessment by achieving a defined minimum EcoVadis rating in the areas of Labor & Human Rights and Environment. High-risk direct suppliers undergo a detailed analysis based on their responses to a questionnaire. Additionally, direct suppliers from all high-risk product groups are continuously monitored using AI models to identify potential risks from publicly available sources. If necessary, their risk assessments are adjusted accordingly.

Measures

Each risk identified as part of the risk analysis is mitigated by one or more preventive measures in accordance with the prioritization and weighting of the risks. A catalog of preventive measures in three categories is available for this purpose: evaluation, further development, and termination.

1. Evaluation Prevention Measures:

These measures aim to clarify the facts surrounding an identified risk. They are implemented when it is still unclear to

what extent the risk exists and how it can be appropriately addressed.

2. Development Prevention Measures:

These measures aim to minimize identified risks and prevent violations of human rights or environmental obligations. They are the standard approach.

3. Termination Prevention Measures:

These measures involve a short-term separation from a direct supplier or a comparable, temporary elimination of the identified risk.

The implementation of preventive measures for high-risk suppliers, as determined by the prioritization and weighting of risks, is regularly monitored and integrated into management-level targets.

Any violation or imminent violation of human rights or environmental obligations is immediately addressed with corrective measures. In the case of immediate suppliers, these measures aim to end or prevent the violation or at least minimize its impact. A clear, hierarchical process is established for such cases, which includes involvement from the SPT and, ultimately, the Management Board.

Conflict Minerals

Conflict minerals require special attention, as their extraction and trade in conflict regions can contribute to the financing of armed groups and exacerbate human rights violations.

ALTANA sources tantalum, tin, tungsten, and gold for its products and production processes only to a very limited extent. As a result, these materials play a minor role in overall production. Nevertheless, ALTANA ensures compliance with due diligence obligations in its procurement processes and adheres to legal requirements. For instance, ALTANA

has included a specific clause in its Supplier Code of Conduct, emphasizing that suppliers must comply with applicable legal regulations, such as the EU Conflict Minerals Regulation and the Dodd-Frank Act. Any additional expectations beyond legal compliance are determined on a case-by-case basis.

Since ALTANA purchases small quantities of these minerals at only a few sites, the issue is addressed broadly through the Supplier Code of Conduct. The detailed implementation of these requirements is carried out at the respective divisions and sites. Furthermore, ALTANA provides all relevant parties in the supply chain the opportunity to report concerns or indications of potential violations of laws, internal guidelines, and ethical standards anonymously and confidentially through the ALTANA whistleblowing system. Incoming reports are carefully reviewed, and if necessary, appropriate actions are taken to address any misconduct.

Evaluation of Suppliers

ALTANA attaches great importance to ensuring compliance with social and environmental standards across the entire supply chain. To ensure our suppliers meet these requirements, we regularly review existing supplier relationships. We use proven tools, such as the EcoVadis evaluation process, which is also applied in the Together for Sustainability (TfS) initiative. These evaluations are conducted according to clearly defined standards to ensure a consistent and reliable assessment.

The EcoVadis assessment process provides us with in-depth insights into the sustainability performance of our suppliers. It evaluates four key topics based on leading standards (GRI, UN Global Compact, and ISO 26000): Environment, Labor and Human Rights, Ethics, and Sustainable Procurement. EcoVadis has become the leading assessment platform for the chemical industry.

In cooperation with EcoVadis, ALTANA has maintained a consistently high level of coverage of our evaluated supplier base for many years. We conduct regular status checks on all available scorecards to measure and evaluate sustainability performance across suppliers.

In the reporting year, we had access to 734 scorecards from raw-material suppliers, covering 71 % of our raw-materials expenditure. Additionally, 58 scorecards were available from logistics service providers, covering 52 % of our logistics expenditure, and 59 scorecards were available from the IT Procurement department, covering 70 % of expenditure in that area. Moreover, we had 31 scorecards from energy suppliers, accounting for 44 % of energy-related spending. ALTANA is committed to continually increasing the coverage rate. To achieve this, we have set internal targets as part of our involvement in the TfS initiative.

In the coming years, we will systematically work to increase the coverage rate further by using a second proven evaluation tool: TfS audits.

TfS audits complement our current assessments by adding comprehensive on-site inspections.

ALTANA has set targets for the number of new audits and assessments, as well as for improving existing audits and assessments. Through these goals and initiatives, we are working to make our supply chain more sustainable while supporting suppliers in their continued development. Supplier selection for audits is risk-based, ensuring that resources are focused where the most significant potential for improvement exists.

Sustainability of Purchased Goods and Services

ALTANA's sustainability efforts regarding the goods and services it purchases are currently focused primarily on addressing the carbon footprint, although other influencing factors are already being considered and will continue to gain

importance in the future. A key aspect of the current initiatives is creating transparency regarding the existing carbon footprint. The goal is to achieve the highest possible coverage through primary data, which is provided directly by suppliers and reflects their actual carbon footprint. In cases where suppliers cannot provide primary data, we use databases, analogies, or well-founded estimates. To gather this primary data, ALTANA reached out to all raw material suppliers, as well as the largest packaging suppliers and logistics service providers, in 2023 to request this information and initiate a dialog on increasing data transparency. This process continued in 2024, with meetings held to discuss individual situations and establish timelines. Additionally, a new data request has been prepared, which will cover both our recent acquisitions in 2023 and 2024, as well as new data requirements stemming from the revised Product Carbon Footprint (PCF) calculation guidelines of the Together for Sustainability initiative. This request is scheduled to be sent out at the beginning of 2025. Beyond transparency, the second major focus is on reducing the carbon footprint and increasing overall sustainability. The greatest potential for progress lies in direct, targeted engagement with our suppliers regarding opportunities and measures for improvement. This exchange is coordinated and supported by ALTANA, with implementation carried out by the purchasing team in close collaboration with suppliers. Given the breadth of our supplier and material portfolio, we prioritize the most significant materials and material groups. We believe that increasing the sustainability of products can only be achieved through collaborative efforts across the entire value chain. This includes not only our direct suppliers but also their upstream suppliers, our customers, their customers, and our own business operations.

Monitoring and Reporting

ALTANA reviews the effectiveness of its preventive and corrective measures at least once a year. While the respective

purchaser is responsible for implementing these measures, an independent Supply Chain ESG Risk Manager is tasked with reviewing their effectiveness. If the ESG Risk Manager finds that the measures are ineffective, they ensure that additional corrective actions are taken. Additionally, the Supply Chain ESG Risk Manager and the Chief Compliance Officer jointly review the effectiveness of the complaints procedure at least once a year. ALTANA has established clear guidelines on how employees, direct suppliers, and other stakeholders are informed and trained about the risk management system. These guidelines also specify that the Internal Audit department conducts regular reviews to assess the system's effectiveness and appropriateness. The Supply Chain ESG Risk Manager regularly reports to the Management Board of ALTANA AG and the heads of the BYK, ECKART, ELANTAS, and ACTEGA divisions on the risk management system, including the preventive and corrective measures in place.

Employee Engagement and Training

In 2024, 85 % of all purchasers successfully completed on-site training focused on sustainability, CO₂ reduction, and ESG reporting requirements. This training is a key component of our commitment to promoting sustainable procurement practices and plays an essential role in fostering awareness of our social responsibility within the purchasing organization.

Stakeholder Engagement

Suppliers

Partnership-based cooperation and regular dialog with our suppliers are essential to us. Beyond direct communication, we also provide all employees and suppliers across the value chain with the opportunity to report potential violations of laws, internal guidelines, and ethical standards anonymously

and confidentially via the ALTANA whistleblowing system. All incoming reports are carefully reviewed, and if necessary, appropriate measures are taken to address the issues. In 2024, no reports were received from suppliers in our value chain.

Purchasing Employees

To further strengthen the success of our purchasing network and better align with the regional characteristics and needs of our various business divisions, we appointed dedicated sustainability leads from the purchasing organizations of our business divisions in 2024. These individuals will play a pivotal role in enhancing the implementation of our sustainability strategies and improving communication. The central contacts act as liaisons between Corporate Procurement and local purchasing teams, raising awareness of sustainability and promoting a responsible procurement culture within the organization.

Other Stakeholders

In preparation for the upcoming reporting requirements under the European Sustainability Reporting Standards (ESRS), ALTANA conducted a double materiality analysis. This analysis not only covers the respective division but also includes the upstream value chain of the ALTANA Group. As part of this process, various internal and external stakeholders were interviewed in 2022 and 2023. In 2024, we consolidated and further developed the analysis to ensure that the identified material topics in our upstream value chain align with the views of our relevant stakeholders. More details on the double materiality analysis can be found on pages 20 to 24.

Results and Progress in 2024

1. Joining the Together for Sustainability (TfS) initiative:

ALTANA became a member of the Together for Sustainability (TfS) initiative in 2024, reinforcing our commitment to environmental, social, and sustainable business practices. The TfS initiative provides member companies and their suppliers with standardized tools – such as the TfS assessment process and TfS audits – to assess, promote, and enhance sustainability in chemical supply chains. Through regional, tailored training solutions driven by data mining and analysis, TfS focuses on addressing the sustainability issues that present the greatest risks and opportunities for improvement. The initiative covers five key areas: governance and partnerships, TfS assessments, TfS audits, capacity building and communication, and Scope 3 GHG emissions.

2. Global Supplier Onboarding Process:

In 2024, we established a new global approval process with a focus on human rights and environmental standards. Integrated into the divisions' overall approval process, this new approach assesses the abstract risk of new direct suppliers before any business relationships are formed. By identifying risks early on, we can take proactive measures to mitigate potential issues. The use of this new approval process for direct suppliers is mandatory, and its implementation is regularly monitored. In 2024, more than 457 new suppliers were screened for risk.

3. Supplier Code of Conduct:

In 2024, we developed a harmonized Supplier Code of Conduct, consolidating the local codes of conduct from individual companies. This unified code sets consistent standards for all suppliers, increasing efficiency and transparency while ensuring alignment with ALTANA's corporate values. It clearly outlines our expectations for direct suppliers and the entire downstream value chain, simplifying the monitoring

GRI 403 – Occupational Health and Safety

and compliance of environmental and social standards, reducing administrative effort, and mitigating risks. This advancement strengthens supply chain stability.

4. Harmonized Process for Collecting Proposals for CO₂ Reduction Measures:

A new harmonized process was introduced in 2024 to centrally collect supplier proposals for CO₂ reduction measures via a digital tool. This process standardizes the submission format, simplifying the evaluation and comparison of proposals and ensuring more efficient decision-making for sustainability improvements.

Occupational health and safety at the workplace have the highest priority at ALTANA. Various measures are in place to ensure the safety and health of employees and customers, and in the downstream value chain. This not only has a positive effect on productivity, but also reduces costs that arise from long lost work time. Besides the legally prescribed precautionary measures taken at many sites, additional actions are carried out to maintain employees' health, for example, health check-ups, vaccinations, psychological counseling, addiction prevention, nutritional counseling, stress reduction programs, and sports activities. Furthermore, most of the sites have an occupational health and safety service (company or plant physicians) on site or there is an agreement with external medical practitioners.

All people at ALTANA worldwide (including temporary workers and contractors) are required to have an understanding of safety. Therefore, the topic is highly relevant for ALTANA. The company relies on an effective safety culture, supported by technical and organizational measures as well as training. ALTANA complies with legal regulations and standards to ensure workplace safety. This is further reinforced by systematic risk management and regular hazard assessments to identify and minimize potential risks at an early stage. A key objective is to continuously reduce the number of occupational accidents.

Lost work time resulting from illness or accidents has negative effects on the company's productivity. Colleagues generally take over the work as an additional task or the work is postponed. There is the risk that the tasks will be completed late, which can be disadvantageous for the company. Another risk is possible long-term consequences of illnesses and accidents. If an employee cannot regain the full capability to work, this not only has negative consequences for the employee, but also for the company.

All of our sites worldwide have established their own safety organization, which is responsible for adhering to all local health and safety regulations, for training measures

(for example, regular presence events or online training courses) with proof of participation as well as recording and evaluation of accidents and near misses. This is based on the respective regionally valid legal requirements, safety management systems such as OHSAS 18001 or ISO 45001, as well as EH&S guidelines. Within the framework of this safety organization, each site must record and evaluate workplaces particularly in the areas of production, laboratory, and warehouses, and document them (for example, job safety analysis and risk assessment). All workplaces are analyzed with regard to their potential hazards and corresponding measures for hazard prevention must be recorded. This analysis is supported by professionally qualified and trained internal and external experts (for example, safety specialists and medical officers).

For the evaluation and continuous improvement of the safety management system at the respective sites, working committees consisting in part of professionally qualified and trained participants have to be formed. These committees are made up of representatives from different hierarchical levels (for example, managers and employees from production, laboratory, and administration). The tasks and responsibilities are regulated in accordance with the country-specific requirements. They hold meetings several times a year. The results of the meetings are documented and the resulting measures are followed up. To improve the safety culture, relevant information on the subject of safety is made available to all staff members (for example, on the ALTANA Intranet, in employee newspapers, and on posters). In this context, the corporate EH&S expert platform "Safety" supports the divisions.

In addition, all employees are required to report unsafe work equipment or work processes in order to identify critical situations at an early stage and thus prevent accidents. These reports are expressly desired by the company and do not lead to any disadvantages for the workforce.

All accidents with lost work time of at least one day must be recorded immediately and a decision has to be made as to whether immediate action should be taken. Within 48 hours, a report must be sent to a defined group of people including the division presidents as well as the responsible member of the Management Board and Corporate EH&S. Furthermore, a root cause analysis has to be carried out for all accidents and appropriate measures have to be implemented. This procedure is defined in policies and obligatory for all parties involved.

ALTANA has implemented a globally valid system for recording accidents with lost work days. Currently, all sites (production, laboratories, administration, and sales offices) of the ALTANA Group are required to record accidents on a quarterly basis. The accidents are assigned to technical, organizational, or behavioral causes. Appropriate measures for prevention are then derived from this. The accidents are documented electronically in a globally available database. On this basis, ALTANA determines specific key figures, so-called Work Accident Indicators (WAI).

Definition of WAI 1, 2, and 3:

- WAI 1: Number of reported occupational accidents with lost work time of more than one day per million working hours,
- WAI 2: Number of reported occupational accidents with lost work time of more than three days per million working hours,
- WAI 3: Number of reported lost work days per million working hours.

Commuting accidents are not included in the WAI key performance indicators. Additional WAI key performance indicators refer to accidents with contractors, cases of death, as well as accidents that lead to alternative workplaces.

The key performance indicators are aggregated in detail based on sites and divisions, and at the holding level, pub-

lished internally, and discussed with the Management Board and the division presidents. For the key performance indicators WAI 1, 2, and 3 annual target figures are agreed upon as ALTANA considers these key figures especially relevant for control. The target values for the current reporting year are detailed in the "Sustainability Performance Indicators" section of this document, as well as in the Group Management Report and the "Safety and Health" section of the Corporate Report. In the area of occupational safety, these targets represent maximum upper limits. The target values for the following year can be found in the "Anticipated Development" section of the Corporate Report. ALTANA's long-term objective remains the complete elimination of occupational accidents, and the company aligns its activities with this goal. Overall, this system contributes to strengthening the safety culture. Target achievement is a component of the variable compensation of the division presidents and is broken down further in the organization. Additionally, the WAI 2 is incorporated into the calculation of the long-term bonus, which is granted for top management positions at ALTANA. This approach ensures that the achievement of target values is more firmly and broadly embedded within the organization. The aim of this procedure is to continuously improve the health and safety of the staff. Specific projects are carried out in the categories Technical Measures, Organizational Measures, and Behavior-based Measures. The operational implementation and compliance with this system and target achievement are the responsibility of the management at the respective sites, with support from the responsible EH&S experts. The Corporate EH&S department, in consultation with the Management Board, is responsible for maintaining ALTANA's key performance indicator system and for defining framework conditions and targets.

The effectiveness of ALTANA's key performance indicator system is examined periodically in the form of a target-performance comparison based on the key performance

indicators determined. Changes in the system are coordinated in advance with the division presidents and approved by the Management Board. Change processes are coordinated and managed by the Corporate EH&S department. When new investments are made and during acquisition processes, aspects related to health protection and safety are considered from the very beginning. The review is carried out on the basis of predefined checklists with the aim of recognizing potential safety risks in advance and introducing appropriate measures if necessary.

ALTANA randomly checks the accident figures of the production sites of contract and third-party manufacturers and initiates measures for improvement in case of anomalies.

GRI 417 – Marketing and Labeling

Safety data sheets and product labels (for example, for finished products) are required to market chemical products. The creation of safety data sheets is based on defined regulations and regulated uniformly worldwide as far as possible (GHS: Global Harmonized System). After a product is delivered for the first time, after 12 months, or when significant changes are made, customers automatically receive a safety data sheet in their national language and based on national requirements. It is obligatory for ALTANA to adhere to global requirements, and therefore the issue is highly relevant for ALTANA. High-quality safety data sheets ensure that handling of chemical substances (transport and use) is transparent for customers and users. This guarantees safe handling.

In terms of product information and labeling, there is the risk that no or erroneous safety data sheets, or finished product labels, will be created and used. Through the use of SAP EH&S or comparable systems, a defined work process ensures that products can only be delivered after the safety data sheets or finished product labels are examined and approved. Checks based on the dual control principle ensure that all information in the safety data sheets and finished products labels is correct. In addition, new basic data are regularly incorporated into the system, ensuring that the data are always up to date. Experts in the respective countries and regions become aware of potential legislative changes at an early stage and introduce appropriate measures promptly. This procedure guarantees that the products can be marketed in all relevant countries and regions. No or inadequate information on the respective product can lead both internally and externally with customers to negative effects on human health and the environment. In serious cases, there can be fine proceedings.

At many ALTANA sites, environmentally and safety relevant data are recorded and managed centrally in the SAP EH&S system. Sites without an SAP connection have their own comparable systems. The basic data (toxicological and ecotoxicological) for chemical substances come from external sources.

With so-called expert rules, the labels and classifications are determined in accordance with the product composition. From these data, safety data sheets and finished product labels, as well as transport papers and special reports, are created. The EH&S expert platform Data Management Regulatory Affairs, together with IT, ensures that the SAP EH&S system functions properly and supports the sites with its own systems to guarantee disturbance-free operation. The respective business units are responsible for correct and complete data entry.

To recognize and implement changes in the legal situation in a timely manner, ALTANA uses a worldwide information portal that publishes new features and changes at regular intervals. ALTANA also participates in national and international working groups, including those of the Association of International Chemical Manufacturers (AICM), the European Council of Chemical Industry Federations (CEFIC), and the German Chemical Industry Association (VCI), in order to stay up to date and initiate appropriate measures in good time. For special application areas, ALTANA publishes, in addition to the abovementioned legislative changes, further documents on products (for example, regarding food contact, as well as information on the regulatory status in different countries). Specific questions asked by customers regarding regulations are answered and clarified by experts at ALTANA.

A number of measures ensure that the system is effective. Aside from the dual-control principle discussed above, feedback from customers and checks by authorities contribute to the efficacy of the system.

Changes in the system are coordinated in advance with the division presidents and approved by the Management Board. Change processes are coordinated and managed by Corporate EH&S.

During acquisitions and when research and development projects are launched, chemicals legislation aspects are considered from the very beginning. The examination is based on predefined checklists with the aim of recognizing poten-

Employee-oriented Management

tial risks in the area of chemicals legislation and introducing appropriate measures if necessary.

GRI 401 Employment

GRI 404 Training and Education

GRI 405 Diversity and Equal Opportunity

GRI 406 Non-discrimination

Our employees are our most important asset. Therefore, ALTANA promotes their professional development, prepares them for positions of leadership, and enables its staff members to participate in the company's success to motivate them to stay with the company on a long-term basis. People in ALTANA companies have above-average qualifications and commitment. Our four central values of openness and trust, appreciation and empowerment to act – defined in ALTANA's Guiding Principles – characterize our culture of interaction. Therefore, this issue is highly relevant for ALTANA.

With its Keep Changing Agenda for the future, ALTANA has defined new milestones for the Group's human-resources strategy, among other things. This includes, for example, the objective of filling 70 % of the company's worldwide management positions internally since 2020. Essentially, when positions are vacant, we initially check to see which internal candidates are qualified. Human-resource heads and managers reach agreements about whom to select. The willingness of staff to switch between divisions has also increased steadily in recent years. At present, the different human-resources processes are analyzed and optimized worldwide. In Asia, Europe, and the Americas, several projects were launched that will be completed in the years to come. In the future, the Development Programs (DP) lasting several months for up-and-coming managers will be offered in English. The Management Development Program (MDP) that had already been implemented was developed further. For the Six Sigma area (ALTANA Excellence), regular training programs are offered to qualify so-called Green and Black Belts.

ALTANA offers its workforce further training opportunities, promotes their professional development in targeted

ways, and supports their health with special preventive measures. This strengthens our attractiveness as an employer. These basic principles apply to all employees worldwide.

To promote the professional development of our employees, ALTANA uses regular, specially developed performance reviews for all employees. With the implementation of the global, system-supported Talent Cycle, ALTANA has integrated these performance reviews into a structured feedback and development process. The realignment of the company's annual employee appraisal based on the competency model adapted in 2019 is an important building block for ALTANA-wide talent management. The Talent Cycle enables all colleagues equally to receive transparent feedback on the competencies that are important to ALTANA, so that everyone's personal strengths and fields of development can be clearly identified. Based on the 70–20–10 principle (learning through experience, learning from others, and formal education and training), individual development plans can be created. In this way, ALTANA wants to further promote continuous exchange between employees and their managers – across all sites, in a globally uniform way, and thus transparently for everyone involved. In 2024, the participation rate in the annual employee appraisals was 95 %.

With the upcoming integration of the acquired companies Von Roll and Silberline, ALTANA aims for at least 90 % of the global workforce to participate in the annual employee appraisals.

ALTANA also offers all of its workforce worldwide further training programs, in Germany, for example, by means of a comprehensive training offer with topics such as leadership, conflict management and communication, as well as self-organization and time management. Furthermore, the implementation of a learning platform was successfully completed. On this platform, ALTANA makes global e-learning available to its workforce and assigns training courses to specific target groups. Furthermore, since 2023, ALTANA

has provided all its employees with access to a digital training library. These training modules emphasize social skills, align with our internal competency model, and can be utilized by employees at no cost, without the need for a separate approval process.

To ensure all employees can participate locally and engage in discussions with management, our goal is to hold at least one employee meeting or a similar event per year in each of our companies. ALTANA strongly supports open dialog and cooperation with employee representatives worldwide. The objective is to facilitate at least one exchange per year between representatives of the Group Works Council, the Chairman of the Management Board, and the Chief Human Resources Officer at the Group level. This goal was successfully achieved in 2024.

Superordinate operational services are regulated in Group works council agreements and include pension schemes, lifetime working time accounts, an employee suggestion scheme, and health management.

ALTANA's medium- to long-term goal is to increase the proportion of women in management positions across the ALTANA Group to match the percentage of women in the global workforce. In 2024, women represented approximately 26 % of the total workforce within the ALTANA Group, while the share of women in management roles was around 23 %.

All applicants will be afforded the same opportunities. We continually evaluate measures that can help us have a convincing overall offer as an employer and make an effort to extend internationalism and cultural diversity, as well as to avoid unequal treatment (for example, when it comes to filling management positions or choosing participants for management training based on regionally specific criteria). Due to demographic change and the resulting lack of specialist workers, we pay particular attention to the recruitment of young employees, specialists, and managers. ALTANA

sees possible risks of disadvantages to applicants and discrimination against staff. Furthermore, the topic of child labor is a risk that was recorded in HR.

ALTANA is committed to not supporting child labor and to ensuring that no children under the age of 15, as defined by the International Labor Organization (ILO), are employed. In line with the Supply Chain Due Diligence Act (LkSG), we take responsibility for rigorously verifying and adhering to these standards across all our business practices. We are actively committed to ensuring that our processes meet the highest ethical standards and remain free from child labor.

The contents of the General Equal Treatment Act (AGG) or similar local legislation apply to all people at ALTANA. The AGG prohibits people from being disadvantaged due to race or ethnic origins, gender, religion or worldview, a disability, age, or sexual identity.

Moreover, all people at ALTANA have to adhere to a code of conduct. In performing their work, each staff member must

- behave in accordance with the law and the principles of ethics,
- be loyal to their company and ALTANA,
- act entrepreneurially and independently,
- act professionally, justly, and reliably in all business relations,
- treat all employees, customers, and business partners politely and respectfully,
- reasonably consider the interests of customers and business partners, the authorities, the public, and the environment,
- respect and observe other cultures and cultural boundary conditions,
- refrain from any form of discrimination,
- handle any risks responsibly and transparently.

The ALTANA whistleblowing system gives personnel, as well as external third parties, the opportunity to report evidence of illegal conduct, if need be, anonymously.

The individual companies report annually to Corporate HR on the following issues: child labor, social security law and tax law, illegal employment, discrimination against applicants and employees, private misuse of emails and the Internet, violations of data protection laws, violations of the private sphere of the workforce, and violations of the participatory rights of employees (for example, freedom of assembly and the right to negotiate collectively in accordance with local legal regulations and practices). Thus possible incidents are identified and measures initiated to avoid them.

The target groups of interest to ALTANA recruiting communicate primarily via the Internet and mobile end devices. The websites of ALTANA's career portal are optimized for mobile devices such as tablets and smartphones. Thanks to interfaces with career networks including LinkedIn and XING, applicants can now directly load their profile onto their ALTANA application form. Further measures include a regular presence at university events and job fairs, as well as local contact with associations and federations.

With these measures, ALTANA has made the application process as simple and efficient as possible.

ALTANA also cooperates with universities in efforts to recruit young up-and-coming talents. Every year, ALTANA funds 30 students majoring in natural sciences, business, or IT with a Deutschlandstipendium. In addition to receiving financial support, they can also experience ALTANA in person or virtually, recommend themselves for internships and theses, take advantage of mentoring offers, or participate in professional seminars.

To develop established processes further, there is a new project in the ALTANA Group that in the future will enable us to measure the efficiency of processes through key performance indicators. This system will be expanded in the years

Compliance

to come. The effectiveness will be ensured by queries, reports, and talks with the division presidents and the Management Board.

Changes in the system are coordinated in advance with the division presidents and approved by the Management Board. Change processes are coordinated and managed by Corporate HR.

GRI 2-27 Compliance with Laws and Regulations

GRI 205 Anti-corruption

GRI 206 Anti-competitive Behavior

GRI 416 Customer Health and Safety

The main elements of compliance can be found in the Group Management Report and the Report of the Supervisory Board in ALTANA's Corporate Report. The following remarks on compliance concern EH&S and chemicals law, which are organized decentrally at ALTANA.

The local management and responsible local specialists primarily bear responsibility for ensuring that their company and its workforce comply with valid laws and regulations. It is therefore generally the task of the local management to decide how to ensure compliance in keeping with corporate responsibility in every single company.

ALTANA AG is responsible for ensuring compliance by providing a framework, supporting local measures, making expertise available, creating platforms and forums for those responsible at local level, as well as calling for measures to ensure the compliance of the management of the subsidiaries or setting minimum requirements, especially through policies that are binding Group-wide.

When registering new products, ALTANA ensures compliance with all current legal requirements in EH&S and chemical law. Any subsequent changes in these regulations are continuously monitored, and appropriate countermeasures are implemented when necessary.

For the operational implementation and for ensuring compliance, ALTANA companies are required to implement management systems in accordance with different ISO standards (for example, ISO 9001 and ISO 14001).

Safety-related and environmentally relevant data on ALTANA products are recorded systematically and documented in structured form on a safety data sheet. This document is made available to all customers in the respective national languages, enabling them to access all safety-related and

Innovative Solutions to Exploit Growth or Savings Potential for Customers

environmentally relevant information (see also Management Approach GRI 417, “Marketing and Labeling”).

In the fields of EH&S and chemical regulations, it is primarily the authorities at the respective sites who check to ensure that the legal requirements are adhered to. Beyond the legal framework, in the field of sustainability ALTANA has audits and assessments carried out by independent third parties at Group level, at ALTANA sites, and at suppliers’ sites (for example CDP, Ecovadis, and Tfs). Regarding violations and fines in the area of environment and socioeconomic compliance, anti-competitive behavior, and customer health and safety, ALTANA conducts an annual survey with the respective companies, evaluates it, and reports on it in its annual compliance report and Corporate Report.

Changes in the system are coordinated in advance by the division presidents and approved by the Management Board. Change processes are coordinated and managed by the Internal Audit, Legal, and EH&S departments.

In the area of EH&S, risks can arise particularly through non-adherence to laws and regulations or from internal guidelines. In such cases, incidents such as fire, explosion, or release of chemicals can occur that can lead to a loss of production. These material and possibly even personal damages can result in criminal or fine proceedings, as well as image damage and marketing restrictions.

Particularly when acquisitions are made, compliance aspects are taken into account from the very beginning. The review is based on predefined checklists with the aim of recognizing potential safety risks in advance and introducing appropriate measures if necessary.

Introduction

On the basis of our overarching chemical, formulation, and application expertise, ALTANA develops innovation solutions that make products of daily life better and more sustainable. The ALTANA Group expands its product portfolio through its own developments, as well as through acquisitions and cooperative ventures with other companies, universities, and scientific institutes. ALTANA’s operating sales growth is very strongly influenced by the introduction of new products onto the market. Therefore, this issue is highly relevant for ALTANA.

At ALTANA, innovation is not restricted to research and development but encompasses all processes in the company. All employees are called upon to seek and realize improvements in their area of responsibility. More information on the use of our products can be found in the Group Management Report and in the “Products” chapter of the Corporate Report.

Governance

Through its governance structure, the ALTANA Group ensures that environmental protection, climate protection, and sustainability are firmly integrated into the company’s processes. The development of particularly sustainable products plays a key role in this. As part of ALTANA’s Keep Changing Agenda for the future, a dedicated action field focuses on transforming the product portfolio to enhance sustainability. The Management Board is directly responsible for overseeing and implementing this strategy. The committee responsible for sustainability, which includes members of ALTANA’s Management Board and the Head of Corporate EH&S, monitors progress and ensures that the goals are achieved.

Within the four divisions, the respective management functions of the EH&S and Sustainability departments collaborate with relevant specialist teams, such as Production, Procurement, and Research & Development, to implement the strategy.

Governance Requirements

1. Strategic Orientation:

ALTANA integrates innovation as a central component of its corporate strategy to ensure sustainable growth and competitive advantages.

2. Management and Control:

The Management Board and the management are actively involved in the innovation processes and regularly monitor progress and results.

3. Risk Management:

ALTANA continuously identifies and evaluates risks and opportunities in the area of innovation to be able to react to changes at an early stage.

4. Stakeholder Engagement:

The company promotes exchange with internal and external stakeholders to develop innovative ideas and solutions.

5. Sustainability:

Innovations at ALTANA focus on embracing ecological and social responsibility, with a strong emphasis on developing sustainable products and processes.

6. Transparency:

ALTANA reports regularly and transparently on progress in the area of innovation.

7. Compliance:

ALTANA ensures compliance with all relevant legal and regulatory requirements.

Strategy and Goals

ALTANA's products and services are designed to offer customers particularly sustainable solutions and provide a competitive advantage. The ALTANA Group is perceived by its customers as a source of knowhow and is generally involved in the development of new products at an early stage. To maintain and even strengthen its position as one of the leading specialty chemicals companies moving forward, the ALTANA Group must constantly expand its competencies and continuously extend its product portfolio.

The divisions' research and development facilities continuously work on enhancing the product portfolio. Beyond improving existing products and solutions for current markets, the focus is also on developing new products for emerging markets. To explore future business opportunities, ALTANA identifies customer needs and integrates them into the development of innovative solutions.

When developing new products, ALTANA prioritizes environmentally friendly materials and manufacturing processes to minimize its ecological footprint. Products are designed to facilitate recycling at the end of their service life whenever possible. Additional details can be found in the "Products" and "Environment" chapters of the Corporate Report. Before market launch, ALTANA provides customers with samples and prototypes to ensure that products meet quality standards and customer expectations. By optimizing production processes and utilizing sustainable raw materials, the company conserves resources and reduces waste. ALTANA also collaborates closely with customers to promote sustainable practices and adherence to social standards. To drive innovation in environmentally friendly technologies

and products, ALTANA invests approximately seven percent of its annual sales in research and development.

These measures help us to assume ecological and social responsibility and at the same time ensure economic success.

Qualitative and Quantitative Targets

ALTANA sets itself both qualitative and quantitative targets regarding innovation and new products:

Qualitative Goals

1. Customer Satisfaction:

We work closely with customers to provide customized, competitive solutions.

2. Sustainability:

ALTANA is committed to developing environmentally friendly and safe products that conserve resources and minimize environmental impact. This includes creating new formulations and products with no or reduced hazardous substance classifications. Through continuous innovation, ALTANA ensures that its products meet high safety and sustainability standards while maintaining performance and quality.

3. Product Lifecycles:

Extending the service life of products through improved functions and sustainable materials.

Quantitative Targets

1. Sales Growth:

Increasing sales through innovative products and opening up new areas of business.

2. Market Share:

Increasing market share in existing and new markets through continuous innovation.

3. Research and Development:

Increasing investment in research and development to strengthen innovation.

These goals help strengthen ALTANA's position as a leading specialty chemicals company, while also demonstrating its commitment to both ecological and social responsibility.

Risk Management

In all four of our divisions, new product developments are carried out according to the so-called stage-gate process. This process includes brainstorming, feasibility studies, laboratory development, and transfer to production. Sustainability criteria are integrated from the start, ensuring that products align with environmental and regulatory standards. Each phase undergoes systematic review by experts, including research and divisional management, to assess progress and market expectations. Based on these evaluations, project priorities are defined, determining whether a project will continue or be discontinued. To further enhance product development, ALTANA has implemented the Design for Six Sigma (DfSS) method, which ensures customer requirements are systematically considered, minimizing undesirable developments. Key project data is electronically recorded and evaluated within the divisions, while cost and time schedules are regularly reviewed, with corrective measures applied as needed. Additionally, ALTANA proactively monitors regulatory developments in chemical legislation (for example, REACH in Korea and Turkey, and TSCA in the United States) to anticipate potential restrictions and develop suitable alternatives in advance. This approach ensures timely market launches while meeting both regulatory and customer expectations.

When used correctly, ALTANA products pose minimal risk to people and the environment. Many of these products are irreversibly incorporated into composite materials, such as

additives and effect pigments in coatings, wire enamels, and overprint varnishes on packaging films. This integration helps to ensure their stability and safety throughout their lifecycle, reducing the potential for environmental release or human exposure.

Measures for Sustainable Innovation

1. ALTANA's innovative strength is based on a worldwide research and development network comprised of 1,294 employees. The consistently high share of research and development expenditures of around seven percent of annual sales is once again an expression of ALTANA's focus on innovation.
2. ALTANA works closely with customers to provide customized, competitive solutions and to identify global technology trends at an early stage.
3. The ALTANA Institute collaborates with universities and research institutes worldwide to gain external insights for development and to promote basic research.
4. Through its technology platforms, the ALTANA Group leverages the latest analytical methods and maintains an extensive network of chemical and application technology laboratories across the globe.
5. ALTANA relies on cross-divisional synergies and combines competencies from different divisions to develop innovative solutions faster and more efficiently.
6. ALTANA invests in startups and new technologies through corporate venturing to gain access to innovative ideas and markets.

Monitoring and Reporting

The effectiveness of the research and development process is closely monitored and regularly reviewed through an

innovation controlling system. All current and recently completed projects are presented, discussed, and evaluated in meetings. This process is supported by defined key figures, such as the number of projects, forecast market expectations, technical risks, and market risks. Additionally, top projects are regularly presented to the ALTANA Innovation Council (AIC).

Changes in the systematics are coordinated in advance with the division presidents and approved by the Management Board. Change processes are coordinated and managed by the respective research management in collaboration with Corporate Innovation.

The ALTANA Group's production sites report quarterly on the quantities of produced finished goods, as well as the energy and water consumed, and the quantities of waste generated. These key figures are published in detail internally by site, division, and at the holding level, and are discussed with the Management Board and division management. In production, the goal is to convert as much of the raw materials used into products as technically possible, while minimizing waste and emissions. This quantity balance enables the efficient use of raw materials to be reviewed and optimized.

The operational implementation and compliance with this system, as well as the achievement of targets, are the responsibility of the management at the respective sites. This procedure is outlined in a guideline and is binding for all parties involved. The Corporate EH&S department is responsible for maintaining the system and defining the framework conditions in consultation with the Management Board.

The effectiveness of the system is ensured annually through plausibility checks of key figures (for example, the ratio of energy used to the amount of produced finished goods). Changes in the systematics are coordinated in advance with the division presidents and approved by the Management Board. Change processes are coordinated and managed by the Corporate EH&S department.

Other relevant key figures, such as the development of waste volumes and water consumption, are recorded and evaluated using defined controlling processes in production and finance. The forecast for the coming years is determined in collaboration with the Management Board and division managers. Changes to the system are coordinated in advance by the Corporate Procurement and Finance departments with the division presidents and are approved by the Management Board.

Employee Engagement and Training

Our employees are a central component of our innovation strategy, which also includes the selection and procurement of raw materials. ALTANA uses various measures to promote employee commitment and encourage the contribution of creative ideas and the development of new approaches. Regular training and continuing education programs help employees expand their skills and stay up to date with the latest technology. Forming interdisciplinary teams that bring together different perspectives and expertise facilitates the development of innovative solutions. Involving employees in decision-making processes and innovation projects further harnesses their expertise and creativity. Recognizing and rewarding innovative ideas and projects through internal awards and incentive systems – such as annual innovation prizes – is an important part of ALTANA's innovation culture.

These measures ensure that employees are actively involved in the innovation process and that their ideas and skills contribute to the company's continued development.

Results and Progress

Specific successes are outlined in the "Products" section of the Corporate Report.

GRI Content Index

In its sustainability reporting, ALTANA follows the international standards of the Global Reporting Initiative (GRI). The latter developed a reporting framework that can be used worldwide containing principles and indicators with which organizations can measure their economic, environmental, and social performance.

80	GRI Content Index
81	General Disclosures
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GRI Content Index

In the following list, you will find all of the disclosures, in some cases with commentary and explanations, in accordance with GRI Standards. Explanations can especially be found in cases where we did not discuss the disclosures in our Corporate Report or in this document.

ALTANA fulfills the General Disclosures

- The organization and its reporting practices
- Activities and workers
- Governance
- Strategy, policies, and practices
- Stakeholder engagement

as well as the Material Topics

- Direct Economic Value for Customers, Employees, Owner, and Society as a Whole
- Compliance
- Renewable and Recycled Materials
- Clean Energy and Greenhouse Gas Emissions Reduction
- Water Efficiency
- Reduction of Effluents and Waste
- Responsible Supply Chain Management
- Employee-oriented Management
- Occupational Health and Safety
- Attracting and Maintaining a Skilled Workforce
- Diversity and Equal Opportunity
- Health and Safety of Customers
- Innovative Solutions to Exploit Growth and Savings Potential for Customers

CR	= Corporate Report 2024
CFS	= Consolidated Financial Statements 2024
FFS	= Facts and Figures on Sustainability 2024
C	= Cover Corporate Report 2024

Statement of use	ALTANA has reported in accordance with the GRI Standards for the period January 1 to December 31, 2024.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

	General Disclosures	References	Comments
GRI 2:	General Disclosures 2021		
	The organization and its reporting practices		
2-1	Organizational details	C, CR, p. 41	ALTANA is represented in 28 countries.
2-2	Entities included in the organization's sustainability reporting	CFS, p. 17	The focus of environmental sustainability reporting is on production and laboratory sites. Pure marketing and sales offices are not yet included in detail due to their very low consumption and waste generation. In contrast, greenhouse gas emissions are assessed for the entire ALTANA Group.
2-3	Reporting period, frequency, and contact point	C, CR, p. 6	
2-4	Restatements of information		There is no information that requires a new representation of the Corporate Report 2023.
2-5	External assurance	CR, pp. 6, 118	
	Activities and workers		
2-6	Activities, value chain, and other business relationships	CR, pp. 41–63, 75–85, FFS, pp. 37–40, 57–65	ALTANA's customer structure is primarily shaped by our divisions' business models. On average, about 20 % of sales across all divisions are generated with major customers, our key accounts. The contractual foundation of our customer relationships is largely based on our GTC. Additional purchasing agreements or long-term framework agreements have been concluded with selected customers. The regional distribution of our customers is analogous to our regional sales distribution with the main focus on the United States, China, and Germany. In addition to its core business, ALTANA invests in corporate venturing in order to open up new business areas. ALTANA has invested indirectly in eight funds that participate in young technology companies in Germany and around the world. In addition, ALTANA holds seven direct investments in startups and technology incubators involved in innovations in wire coating, mining, real-time analytics, digital printing, flame retardancy, and new materials. These funds and startups are located in Germany and Switzerland as well as in Italy, Israel, Finland, and the U.S.
2-7	Employees	CR, pp. 61–65, FFS, pp. 16–17	ALTANA does not record figures on employees with non-guaranteed working hours, as these employment relationships do not occur or occur only in exceptional cases. The employment level of ALTANA employees is not subject to seasonal fluctuations.
2-8	Workers who are not employees	CR, p. 65	ALTANA covers its core tasks with its own employees and uses temporary workers only to buffer peak workloads. Training and further education are an important component of employee development at ALTANA. In addition, we offer apprenticeships and internships worldwide. An exact figure for the number is not available.

	General Disclosures	References	Comments
	Governance		
2-9	Governance structure and composition	CR, pp. 12–18, 69–71	
2-10	Nomination and selection of the highest governance body	CR, pp. 12–18, 69–73, FFS, p. 16	
2-11	Chair of the highest governance body	CR, pp. 12–13	
2-12	Role of the highest governance body in overseeing the management of impacts	CR, pp. 69–71, 75–85, FFS, pp. 27, 32–77	Regular meetings are held between the Management Board and our stakeholders to discuss economic, environmental, and social issues. At these meetings, risks/opportunities and their effects are discussed, among other things, and the resulting measures are incorporated into the operational business processes. The head of Corporate EH&S regularly reports to ALTANA's Management Board or to the responsible member of the Management Board as well as to the division presidents on current topics concerning health, safety, and chemical legislation/regulations. Decisions regarding EH&S are made by the Management Board of ALTANA AG. In addition, representatives of the executive management, the presidents of the divisions, and the specialist managers regularly exchange information on economic and social topics. In the process, all aspects of the stakeholders are taken into account.
2-13	Delegation of responsibility for managing impacts	CR, pp. 69–71, FFS, pp. 72–73	The Management Board of ALTANA AG installed departments to address economic, ecological, and social issues and vested them with necessary authorizations and responsibilities. The heads of these departments report to the Management Board at regular intervals.
2-14	Role of the highest governance body in sustainability reporting		ALTANA's Management Board examines and approves the ALTANA Corporate Report and the "Facts and Figures on Sustainability" document.
2-15	Conflicts of interest	CR, pp. 69–71, CFS, pp. 81–82	
2-16	Communication of critical concerns	CR, pp. 71–73, FFS, p. 71	The ALTANA whistleblowing system gives employees, as well as external third parties, the opportunity to report evidence of illegal conduct, if need be, anonymously. In severe cases, the Management Board and/or the Supervisory Board are informed. In the year under review, no critical concerns that must be reported here were conveyed to the highest body.
2-17	Collective knowledge of the highest governance body	CR, pp. 1–4	
2-18	Evaluation of the performance of the highest governance body	CR, pp. 14–18, 69–73	
2-19	Remuneration policies	CFS, pp. 82–83, FFS, pp. 45, 47, 57	
2-20	Process to determine remuneration	CFS, pp. 82–83	The external advising that ALTANA consults is independent.
2-21	Annual total compensation ratio		Appropriate compensation is a key issue for ALTANA. In particular, the factors of function, region, experience, and performance are taken into account. We always make sure that the total compensation of our employees is suitable, regardless of gender, religion, ideology, origin, age, disability, political opinion, sexual orientation, or country-specific characteristics. ALTANA is a private company, so compensation data is protected under obligations of confidentiality.
	Strategy, policies, and practices		
2-22	Statement on sustainable development strategy	CR, pp. 1–4, 87–90, 118, FFS, pp. 21–24, 27–29, 32–77	

	General Disclosures	References	Comments
2-23	Policy commitments	CR, pp. 10–11, 16, 69–73, 77–79, 122, FFS, pp. 27, 29, 32–34, 37–77	As a co-signatory of the United Nations Global Compact, ALTANA has upheld its commitment to the ten principles encompassing human rights, labor standards, environmental protection, and anti-corruption since 2010. These principles have been woven into our corporate strategy, culture, and day-to-day operations. Our annual reports transparently reflect the progress made in adhering to these principles. Furthermore, our actions are guided by the Guiding Principles on Business and Human Rights established by the United Nations Human Rights Council. Starting from January 1, 2023, we have implemented a robust risk management system designed to mitigate human rights and environmental risks within our operations and in collaboration with our suppliers. A comprehensive policy statement elucidates our human rights strategy, outlines the key components of the risk management system, and articulates the expectations we hold for both our employees and suppliers in this context. This statement, along with the ALTANA Code of Conduct and the Code of Ethics, is available for download at www.altana.com . The approval of new guidelines and declarations is a responsibility entrusted to the company's management, representing the highest executive level within the organization.
2-24	Embedding policy commitments	CR, pp. 16, 71–72, 83, 122, FFS, pp. 32–33, 41, 49, 57–65, 72–74	ALTANA operates a Compliance Committee entrusted with implementing the Compliance Management System. This committee comprises individuals responsible for different domains covered by the system and is led by the head of Legal Affairs in their role as Chief Compliance Officer. Each member of the committee bears system responsibility for their respective area. Division heads play an important coordination role, making sure that necessary measures are taken within various companies to ensure compliance. They also provide guidance and support to local management in implementing or enhancing systems, fostering an exchange of information on compliance procedures across ALTANA Group companies. The Compliance Management System aims to secure adherence to laws, regulations, and internal company rules, non-compliance with which poses significant risks. Consequently, the system is designed to identify primary risks arising from violations, ensure employee training on relevant laws and regulations, and implement direct measures to prevent breaches. Furthermore, the Compliance Management System strives to establish the necessary control mechanisms for detecting and addressing violations promptly. It spans diverse areas within ALTANA, including antitrust law, corruption, foreign trade, taxes, environment, and safety. The respective management is primarily responsible for the implementation of Group guidelines. In the ALTANA subsidiaries, there are usually specialist managers to whom the tasks are delegated. The implementation of Group guidelines in local guidelines is the responsibility of the respective company. The Internal Audit department regularly reviews the extent to which requirements defined in Group guidelines are implemented or taken into account in the subsidiaries. New or amended Group guidelines are documented and forwarded to the relevant divisions. Where complex issues are involved, this is supplemented by training courses.
2-25	Processes to remediate negative impacts	CR, pp. 69–73, FFS, pp. 27–30, 38–39, 42, 51, 58–62, 73, 75–76	
2-26	Mechanism for seeking advice and raising concerns	CR, pp. 71–72, FFS, p. 71	
2-27	Compliance with laws and regulations		A systematic review across the Group identified six violations due to non-compliance with laws and/or regulations during the reporting year, resulting in a total fine of approximately € 92,200 that was paid.

	General Disclosures	References	Comments
2-28	Membership associations		ALTANA is, among others, a member of the European Chemical Association (CEFIC), German Chemical Industry Association (VCI), the Chinese Chemical Association (AICM), the Association of Chief Financial Officers Germany (GEFIU), the Lower Rhine Chamber of Industry and Commerce (IHK) in Duisburg-Kleve, and the American Chamber of Commerce.
	Stakeholder engagement		
2-29	Approach to stakeholder engagement	CR, pp. 7–9	As members of the Supervisory Board, the shareholder and employee representatives are involved in decisions of particular importance for the company. Exchange with employees and their representatives is carried out at works council and employee meetings as well as at regular meetings of the works councils with the Management. In addition, ALTANA's Management Board engages in regular exchange with the company-wide Group works council. Via employee surveys carried out every three years, the opinions of all employees worldwide are obtained. The ALTANA companies exchange ideas regularly and intensively with their most important customers. Meetings are also held with other customer groups on a regular basis, in part via local agents. Customer seminars and customer satisfaction analyses supplement direct exchange. The same applies to other important stakeholder groups such as suppliers and local politicians.
2-30	Collective bargaining agreements		In Germany, Italy, the U.S., and France, around 63 % of the workforce is subject to collective bargaining agreements. This key performance indicator is not relevant or not determinable for the other countries. Adequate compensation is an important issue for ALTANA. The factors of function, region, experience, and performance are taken into account in particular.

	Material Topics	References	Comments
GRI 3:	Material Topics 2021		
3-1	Process to determine material topics	CR, pp. 7–9, FFS, pp. 21–24	
3-2	List of material topics	CR, pp. 8–9, 22–24	
	Direct Economic Value for Customers, Employees, Owner, and Society as a Whole		
3-3	Management of material topics	CR, pp. 41–85, CFS, pp. 1–85, FFS, pp. 21–77	
201-1	Direct economic value generated and distributed	CR, pp. 48–61, CFS, pp. 1–85	
201-2	Financial implications and other risks and opportunities due to climate change	CR, pp. 76, 83, CFS, pp. 1–85, FFS, pp. 26–30, 32–64, 72–77	
201-3	Defined benefit plan obligations and other retirement plans	CFS, pp. 60–65	
201-4	Financial assistance received from government	CFS, pp. 46, 57–59	From the 2021 to 2024 fiscal years, ALTANA received loan commitments from the European Investment Bank for low-interest loans, which were partially utilized during the reporting year. As of December 31, 2024, the interest advantage amounted to € 8.9 million. Additionally, ALTANA received investment subsidies from government agencies totaling € 2.3 million, with the largest amounts allocated to companies in China, Germany, France, and Italy. There are no state entities in ALTANA's shareholder structure.
	Compliance: Anti-corruption		
3-3	Management of material topics	CR, pp. 71–72, FFS, pp. 72–73	
205-1	Operations assessed for risks related to corruption		During the reporting period, Internal Audit conducted 16 audits. As a rule, these are not conducted at the level of the operating unit, but at the company level. Two of these audits focused on the area of anti-corruption. The following applies to all audits: If corruption issues are identified during or outside of the audits, they are handled as part of the compliance management system.
205-2	Communication and training about anti-corruption policies and procedures	FFS, p. 73	ALTANA employs various training concepts to prevent corruption.
205-3	Confirmed incidents of corruption and actions taken		A systematic survey was carried out in the Group with the result that in the year under review there were no (0) corruption incidents identified and so no fines had to be paid.
	Compliance: Anti-competitive Behavior		
3-3	Management of material topics	CR, pp. 71–72, FFS, pp. 72–73	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		A systematic survey was carried out in the Group with the result that in the year under review there were no (0) incidents of anti-competitive behavior and/or violations of anti-trust and monopoly legislation identified, and so no fines had to be paid.
	Compliance: Tax		
3-3	Management of material topics	FFS, pp. 35–36	

	Material Topics	References	Comments
207-1	Approach to tax		<p>ALTANA is aware of its social responsibility with regard to the fulfillment of all tax obligations worldwide. This includes, in addition to the timely, complete, and correct declaration/filing of taxes, credibility and transparency in all tax matters. ALTANA has a fundamental interest in ensuring that, in the countries in which it operates, adequate taxes are paid. The ALTANA tax concept (Approach to Tax: https://www.altana.com/approach-to-tax.html) describes the management approach and ALTANA's tax strategy and is supported by the following guidelines:</p> <ul style="list-style-type: none"> – ALTANA is committed to complying with all tax regulations. Tax compliance is observed at all times. – ALTANA attaches great importance to a good and fair relationship with all tax authorities in the countries in which the Group operates. – Tax considerations at ALTANA relate exclusively to business necessities. As a principle, ALTANA rejects aggressive tax strategies that are based solely on tax avoidance. – Tax fraud-relevant facts are strictly prohibited.
207-2	Tax governance, control, and risk management		<p>One of the ALTANA Group's goals is to ensure that it complies with all legal and regulatory requirements. This is reflected both in the code of conduct and in the Group's mission statement. To achieve this objective, it implements a compliance management system and, as part of this, a compliance committee. The area of taxes is part of this compliance management system. Tax risks are thus integrated into the Group's global risk management system, for which the Management Board of ALTANA AG is responsible. This ensures that identification, analysis, assessment, monitoring, and minimization of tax risks is part of the integrated tax compliance management system. It is part of the financial reporting and is therefore also subject to regular external review by the auditor. Furthermore, it is stipulated that ALTANA does not pursue any aggressive tax planning activities and pays taxes where ALTANA creates value. Tax fraud-relevant acts are strictly prohibited.</p>
207-3	Stakeholder engagement and management of concerns related to tax		<p>ALTANA considers it very important to have a good and fair relationship with all tax authorities in the countries in which the Group operates.</p>
207-4	Country-by-country reporting		<p>As part of the country-by-country reporting, the parent company of ALTANA AG transmits tax-relevant data such as income tax payments and taxes on income to the German Federal Central Tax Office (Bundeszentralamt für Steuern) on an annual basis for all Group companies. Based on agreements adopted by the Organization for Economic Co-operation and Development (OECD), tax authorities worldwide have access to this data in this way. The data for this is based on the audited consolidated financial statements. For reasons of confidentiality, a detailed disclosure of this data is not made here.</p>
	Renewable and Recycled Materials		
3-3	Management of material topics	CR, pp. 23, 34–35, 87–90, FFS, pp. 37–40	
301-1	Materials used by weight or volume	CR, p. 96	
301-2	Recycled input materials used		<p>Due to availability, ALTANA has so far only used secondary products as direct raw materials in isolated cases. In order to enable a circular economy in the future, the share is to be gradually increased.</p>
301-3	Reclaimed products and their packaging materials		<p>ALTANA's products, e. g., resins, additives, and effect pigments, are incorporated in customers' end products. As a result, the properties of the end products are optimized. This means that ALTANA's products cannot normally be re-obtained from the end products. The packaging used for ALTANA's products, however, can be recycled. For some large-volume products (e. g., resins from ELANTAS), the companies use so-called IBC containers, which they take back, clean, and reuse. In addition, ALTANA companies use metallic cans and barrels. The customers recirculate them to the reusable material cycle as scrap. For quality-assurance reasons, a systematic return of these containers is not offered.</p>

	Material Topics	References	Comments
	Clean Energy and Greenhouse Gas Emissions Reduction: Energy		
3-3	Management of material topics	CR, pp. 11, 30–31, 67–69, 96–100	
302-1	Energy consumption within the organization	CR, pp. 11, 30–31, 47, 67–69, 96–100, FFS, pp. 9, 41–46	In 2024, too, ALTANA issued Guarantees of Origin and so-called Power Purchase Agreements (PPAs) for electricity from renewable sources for all of its manufacturing sites worldwide. Small amounts of energy from our own production were fed into the public grid: combined heat and power plant (94 MWh), solar energy (502 MWh). Moreover, ALTANA does not sell any cooling, steam, or heating energy. The conversion factors (e.g., natural gas: m ³ in MWh) are determined locally and used to calculate the entry into the ALTANA data system. ALTANA does not obtain any cooling energy from external sources. ALTANA generates the cooling energy it needs itself from electricity or water.
302-2	Energy consumption outside of the organization	CR, pp. 11, 47, 67–69, 97, 99–100, FFS, pp. 1, 4–8, 30, 32, 38, 48–55	Energy consumption outside the organization is not determined by ALTANA. However, it provides detailed reporting on greenhouse gas emissions for individual Scope 3 categories in accordance with the Greenhouse Gas Protocol. The relevant table can be found on pages 5 ff. of this document.
302-3	Energy intensity	FFS, p. 9	
302-4	Reduction of energy consumption	CR, pp. 8, 11, 30–31, 47, 67–69, 96–101, FFS, pp. 9, 30, 41–46	
302-5	Reductions in energy requirements of products and services	CR, pp. 8, 11, 23, 30–31, 34–35, 38–39, 47, 67–69, 96–101, FFS, pp. 1, 4–8, 10, 30, 41–46	
	Water Efficiency		The reporting is carried out in accordance with GRI 303: Water and Effluents (2018 version).
3-3	Management of material topics	CR, pp. 100–101, FFS, pp. 28, 46–48	
303-1	Interactions with water as a shared resource	FFS, pp. 28, 46–48	The explanations for this disclosure can be found in this document in the Management Approach “GRI 303 – Water and Effluents.”
303-2	Management of water discharge-related impacts	FFS, pp. 28, 46–48	The explanations for this disclosure can be found in this document in the Management Approach “GRI 303 – Water and Effluents.”
303-3	Water withdrawal	CR, pp. 100–101, FFS, pp. 12, 28, 46–48	No seawater is extracted at any ALTANA site. All of the water is freshwater quality. The water produced during chemical reactions (e.g., in esterification reactions) is contaminated with organic compounds and is therefore disposed of exclusively as waste in accordance with the legal requirements.
303-4	Water discharge	CR, pp. 100–101, FFS, pp. 13, 46–48	ALTANA does not discharge wastewater into groundwater or seawater. All effluent discharges are officially approved by the authorities and meet the local environmental protection requirements. A systematic survey was carried out in the Group with the result that there were two incidents of non-compliance with discharge limits. No fines were imposed for these incidents.
303-5	Water consumption	CR, pp. 96, 99–101, FFS, pp. 14, 28, 46–48	At ALTANA, such small amounts of water are stored that this does not cause any significant wastewater or process water-related effects.

	Material Topics	References	Comments
	Clean Energy and Greenhouse Gas Emissions Reduction: Emissions		
3-3	Management of material topics	CR, pp. 9, 11, 47, 67–69, 96–101, FFS, pp. 48–55	
305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	CR, pp. 11, 47, 67–69, 96–100, FFS, pp. 3–4, 30, 32, 38, 43, 48–55	More than 99 % of the reported Scope 1 greenhouse gas emissions are attributable to the gas CO ₂ . The rest are due to N ₂ O (83 tons of CO ₂ equivalents) and CH ₄ (64 tons of CO ₂ equivalents). The values used for global warming potential (GWP) used are taken from the Greenhouse Gas Protocol.
305-2	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	CR, pp. 11, 47, 67–69, 96–100, FFS, pp. 3–4, 30, 32, 38, 43, 48–55	More than 99 % of the reported Scope 2 greenhouse gas emissions are attributable to the gas CO ₂ . The rest are due to N ₂ O (430 tons of CO ₂ equivalents according to the location-based method and 5 tons of CO ₂ equivalents according to the market-based method) and CH ₄ (95 tons of CO ₂ equivalents according to the location-based method and 2 tons of CO ₂ equivalents according to the market-based method). The values used for global warming potential (GWP) are taken from the Greenhouse Gas Protocol.
305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	CR, pp. 11, 47, 68–69, 97, 100, FFS, pp. 1, 4–8, 30, 32, 38, 43, 48–55	The indirect emissions of the ALTANA Group that arise due to energy consumption associated with product transports, business trips, and the purchase of raw materials were analyzed internally on a global basis in the year under review. A concept for recording these emissions was developed and will be further specified in the coming years.
305-4	Greenhouse gas (GHG) emissions intensity	CR, pp. 67–69, 96–101, FFS, pp. 3–4	
305-5	Reduction of greenhouse gas (GHG) emissions	CR, pp. 8, 11, 47, 67–69, 96–101, FFS, pp. 3–4, 30, 32, 38, 43, 48–55	
305-6	Emissions of ozone-depleting substances (ODS)		The ALTANA Group does not produce, import, or export any ozone-depleting substances.
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	CR, p. 101, FFS, p. 15	NO _x and SO _x are currently recorded and published in this document. The emissions persistent organic pollutants (POP), volatile organic compounds (VOC), hazardous air pollutants (HAP), and particulate matter (PM) will be determined in the next few years. The conversion factors for greenhouse gases were taken from the IPCC database.
	Reduction of Effluents and Waste		Reporting is carried out in accordance with GRI 306: Waste (2020 version). Due to the current adjustment by GRI, the topic of “Wastewater” is reported under the specification 303 “Water Efficiency.”
3-3	Management of material topics	CR, p. 101, FFS, pp. 56–57	
306-1	Waste generation and significant waste-related impacts	FFS, pp. 56–57	The explanations for this disclosure can be found in this document in the Management Approach “GRI 306 – Waste.”
306-2	Management of significant waste-related impacts	CR, p. 101, FFS, pp. 56–57	The explanations for this disclosure can be found in this document in the Management Approach “GRI 306 – Waste.”
306-3	Waste generated	CR, pp. 96, 99, FFS, pp. 10–11, 15	Due to legal requirements, ALTANA has to treat and report certain wastewater volumes as waste.
306-4	Waste diverted from disposal	FFS, pp. 10–11	The total amount of waste, according to local legal definitions, is recycled/reused outside the company.
306-5	Waste directed to disposal	FFS, pp. 10–11	The waste quantities that are to be disposed of or used for thermal recycling within and outside the company are recorded at site level.

	Material Topics	References	Comments
	Responsible Supply Chain Management		
3-3	Management of material topics	CR, p. 72, FFS, pp. 57–65	
308-1	New suppliers that were screened using environmental criteria	FFS, pp. 57–65	
308-2	Negative environmental impacts in the supply chain and actions taken	FFS, pp. 57–65	
	Employee-oriented Management: Employment		
3-3	Management of material topics	CR, pp. 11, 26–27, FFS, pp. 69–72	
401-1	New employee hires and employee turnover	CR, pp. 63–65, FFS, p. 16	The breakdown of new hires and resignations in 2024 was based on male and female gender, as there were no known employees of diverse gender.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		The company benefits provided by ALTANA vary from region to region, partly due to differing legal requirements. In addition, ALTANA makes a concerted effort to not differentiate between full-time and part-time employees when granting such benefits, in order to strengthen employee loyalty and its attractiveness as an employer. In the reporting year, around 79 % of employees were offered a company pension or company-funded pension.
401-3	Parental leave		Further information on this topic is not available.
	Occupational Health and Safety		Reporting is in accordance with GRI 403: Occupational Health and Safety (2018 version).
3-3	Management of material topics	CR, pp. 11, 66–67, 92–94, FFS, pp. 65–67	
403-1	Occupational health and safety management system	FFS, pp. 65–67	The explanations for this disclosure can be found in this document in the Management Approach “GRI 403 – Occupational Health and Safety.”
403-2	Hazard identification, risk assessment, and incident investigation	FFS, pp. 65–67	The explanations for this disclosure can be found in this document in the Management Approach “GRI 403 – Occupational Health and Safety.”
403-3	Occupational health services	FFS, pp. 65–67	The explanations for this disclosure can be found in this document in the Management Approach “GRI 403 – Occupational Health and Safety.”
403-4	Worker participation, consultation, and communication on occupational health and safety	FFS, pp. 65–67	The explanations for this disclosure can be found in this document in the Management Approach “GRI 403 – Occupational Health and Safety.”
403-5	Worker training on occupational health and safety	FFS, pp. 65–67	The explanations for this disclosure can be found in this document in the Management Approach “GRI 403 – Occupational Health and Safety.”
403-6	Promotion of worker health	FFS, pp. 65–67	The explanations for this disclosure can be found in this document in the Management Approach “GRI 403 – Occupational Health and Safety.”
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	FFS, pp. 65–67	The explanations for this disclosure can be found in this document in the Management Approach “GRI 403 – Occupational Health and Safety.”
403-8	Workers covered by an occupational health and safety management system	FFS, pp. 65–67	The management systems for occupational health and safety apply to all employees. Temporary workers and contractors are generally covered by these systems. In addition, about half of the production sites are audited and certified by external partners.
403-9	Work-related injuries	CR, pp. 66–67, FFS, pp. 18–19	The number and rate of documented work-related injuries and the hours worked by employees and subcontracted workers are reported in this document in the “Safety Performance Indicators” section. The number of hours worked by contractors is not recorded by ALTANA. At ALTANA, job safety analyses and risk assessments are carried out regularly to identify hazards in certain activities. These analyses have shown that the risk of injuries with serious consequences is very low. Safety and environmental protection instructions are listed and communicated for each hazard identified by the job safety analysis. No employee is excluded from the analysis.

	Material Topics	References	Comments
403-10	Work-related ill health	FFS, p. 19	At ALTANA, job safety analyses and risk assessments are carried out regularly to identify hazards in certain activities. In the process, some sources of danger (e.g., dust and noise) have been identified that may pose a health risk. To minimize these hazards, appropriate measures (technical, organizational, and behavioral) are implemented. No employee is excluded from the analysis.
	Attracting and Maintaining a Skilled Workforce		
3-3	Management of material topics	CR, pp. 11, 26–27, 103–104, FFS, pp. 69–72	
404-1	Average hours of training per year per employee		In 2024, employees in Germany dedicated an average of eleven hours to training and development. This figure does not include the Von Roll Group and Silberline, which were acquired during the reporting year. The average number of hours per participant increased by approximately three hours compared to the previous year. A consolidated evaluation is not available for ALTANA's worldwide sites. Further information on this topic is not available, as it is not sufficiently relevant for ALTANA.
404-2	Programs for upgrading employee skills and transition assistance programs	CR, pp. 26–27, 65, FFS, pp. 69–72	Transitional aid programs that promote continued employability and support termination of work due to entry into retirement or dismissal are offered only at times at certain sites.
404-3	Percentage of total employees receiving regular performance and career development reviews	FFS, p. 70	To promote its employees' professional development, ALTANA implemented the global, system-supported Talent Cycle. The Talent Cycle enables all colleagues equally to receive transparent feedback on the competencies that are important to ALTANA, so that everyone's personal strengths and fields of development can be clearly identified. In this way, a continuous exchange between the employee and their manager is further promoted.
	Employee-oriented Management: Diversity and Equal Opportunity		
3-3	Management of material topics	CR, pp. 9, 11, 26–27, 65, 73, 103, FFS, pp. 23, 69–72	
405-1	Diversity of governance bodies and employees	CR, pp. 12–13, 69–73, FFS, p. 16	The distribution of age groups is not available.
405-2	Ratio of basic salary and remuneration of women to men		Information on this topic is not available.
	Employee-oriented Management: Non-discrimination		
3-3	Management of material topics	CR, pp. 11, 69–73, FFS, pp. 69–73	
406-1	Incidents of discrimination and corrective actions taken		A systematic survey was conducted within the Group, revealing that four incidents were investigated in the reporting period. However, after investigating the facts, all cases were refuted.

	Material Topics	References	Comments
	Compliance: Health and Safety of Customers		
3-3	Management of material topics	CR, pp. 71–72, FFS, pp. 68–69, 72–73	
416-1	Assessment of the health and safety impacts of product and service categories	CR, pp. 9, 87–90, FFS, pp. 37–40, 68–69, 72–73	ALTANA highly values the health and safety of its customers. In accordance with legal changes and customer requirements, product reviews are conducted regularly, and necessary adjustments are made to product formulations, such as replacing critical substances, as outlined in the “Products” chapter of the Corporate Report. For all classified products (100%), safety data sheets and finished product labels were prepared in compliance with legal requirements during the reporting year.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		In the reporting year, no violations of regulations or voluntary codes regarding the health and safety impacts of products and services were reported to ALTANA. As a result, no fines had to be paid.
	Marketing and Labeling		
3-3	Management of material topics	FFS, pp. 68–69	
417-1	Requirements for product and service information and labeling	FFS, pp. 68–69	For all classified products (100%), safety data sheets and finished-goods labels are generated in accordance with legal requirements.
417-2	Incidents of non-compliance concerning product and service information and labeling		A systematic survey was carried out in the Group with the result that there were no violations infringing regulations and/or voluntary behavior rules in connection with the labeling of products identified and therefore no fines had to be paid.
417-3	Incidents of non-compliance concerning marketing communications		During the reporting year, ALTANA was reported for one violation of regulations and/or voluntary codes related to marketing communications, including advertising, promotion, and sponsorship. However, this incident did not result in a fine.
	Innovative Solutions to Exploit Growth and Savings Potential for Customers		
3-3	Management of material topics	CR, pp. 23, 34–35, 38–39, FFS, pp. 73–77	
	Innovative solutions to exploit growth and savings potential for customers	CR, pp. 8–9, 11, 23, 34–35, 38–39, 87–90, FFS, pp. 73–77	

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