



Safe by choice. Sustainable by design.



2025 SUSTAINABILITY REPORT

Table of contents

Introduction

About the 2025 report	3
About Advancion	4
A letter from our CEO	9
Safe by choice. Sustainable by design.	10

Strategy and Governance

Sustainability blueprint	17
Governance	19
Materiality	20
Stakeholder engagement	21

Commitments and Progress

People first	24
A zero-incident mindset	33
Environmental stewardship	38
Product stewardship	54

GRI Disclosure Index

GRI Disclosure Index	56
----------------------	----



In 2025, Advancion achieved EcoVadis Gold Recognition Level in sustainability performance for the fifth consecutive year and seventh year overall since we first began participating in the independent assessment program in 2017. EcoVadis is one of the world's most comprehensive sustainability rating platforms, benchmarking company performance against international standards such as the Global Reporting Initiative (GRI), the United Nations Global Compact, and ISO 26000. With an overall score of 81 out of 100—a six-point improvement over the previous year—Advancion now ranks in the top 2% of companies evaluated globally by EcoVadis in the past 12 months. The Company's 2025 score reflects measurable gains across all four categories evaluated: Environment, Labor and Human Rights, Ethics, and Sustainable Procurement.

About the 2025 report

This is the fifth sustainability report published by Advancion Corporation (“Advancion” or the “Company”), reflecting our continued commitment to transparency, accountability, and responsible growth. Our annual sustainability report highlights how we are strategically integrating innovation and sustainability to help address some of the world’s most pressing challenges—from advancing resource efficiency and reducing environmental impact to supporting safer, more sustainable solutions for our customers and communities. Through consistent reporting, we provide stakeholders with insight into our performance, progress toward our sustainability goals, and the strategies guiding our long-term vision.

Feedback and questions about the report

For copies of our publicly available policies, or for more information regarding our business operations, please visit advancionsciences.com. A downloadable version of the 2025 Sustainability Report and GRI Index is available on our website at advancionsciences.com/sustainability.

Reporting period

Operations and activities for the fiscal and calendar year beginning January 1, 2025, and ending December 31, 2025. This report also contains information on other key activities occurring in the first half of 2026.

Reporting scope

Facilities owned and directly operated by Advancion and its affiliates during 2025, including select data related to Expression Systems, LLC, which was acquired by Advancion in November 2022.

Reporting framework

The Advancion 2025 Sustainability Report has been prepared in accordance with the GRI Sustainability Reporting Standards 2021 (GRI Standards), as well as other standards issued by the Sustainability Accounting Standards Board (SASB), the United Nations Sustainable Development Goals (UN SDGs), the European Union’s Corporate Sustainability Reporting Directive (CSRD) and its European Sustainability Reporting Standards (ESRS). The data and disclosures in this report are for the full year ending December 31, 2025, unless otherwise stated. In some cases, numbers and percentages in the report may reflect estimates or approximations and may rely on assumptions. This report also contains statements regarding targets, plans, strategies and objectives that are “forward-looking” and aspirational in nature.

Restatements

There are no restatements and no changes from previous reports in terms of scope and / or boundaries included.

External assurance

Data included in our 2025 Sustainability Report was aggregated, analyzed and reviewed by Advancion’s Environmental, Health and Safety (EH&S) department; Advancion senior management; the Advancion Board of Directors; and other key internal stakeholders and undergoes a robust internal quality control process. Certain data included in this report, such as Scope 1, 2 and 3 emissions, undergoes independent third-party validation. We are evaluating obtaining additional external assurance for our data collection and sustainability reporting process in the future.

For questions, comments and suggestions about our report, please contact:

Tina Murray | Senior Vice President, Regulatory, Product Stewardship, Quality and Sustainability
+1 (318) 665-5360 | twmurray@advancionsciences.com

Scott C. Johnson | Senior Vice President
Global Communications and Corporate Affairs
+1 (847) 808-3769 | scjohnson@advancionsciences.com



About Advancion

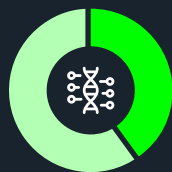
Advancion, a portfolio company of Ardian and Golden Gate Capital, is a global leader in high-value specialty ingredients serving life sciences, personal care, consumer, and industrial markets. Built on decades of chemistry innovation, we deliver solutions that enhance product performance, improve sustainability, and support evolving customer needs worldwide.

Through our Expression Systems business, we provide advanced cell culture media, cell lines, and molecular tools that help power the next generation of human and animal vaccines, and cell and gene therapies.

With manufacturing in the U.S. and Germany and technical centers around the world, Advancion combines global supply reliability, deep technical expertise, and environmentally responsible innovation to help customers succeed in rapidly changing markets.

About Advancion

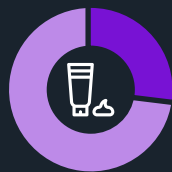
2025 sales revenue by market



Life Sciences

40%

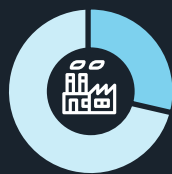
Agriculture
Bioprocessing and Biopharmaceuticals
Diagnostics
Pharmaceutical Synthesis



Personal Care and Consumer

27%

Beauty and Personal Care
Electronics Chemicals
Household and Industrial Cleaning
Residential Paints and Coatings



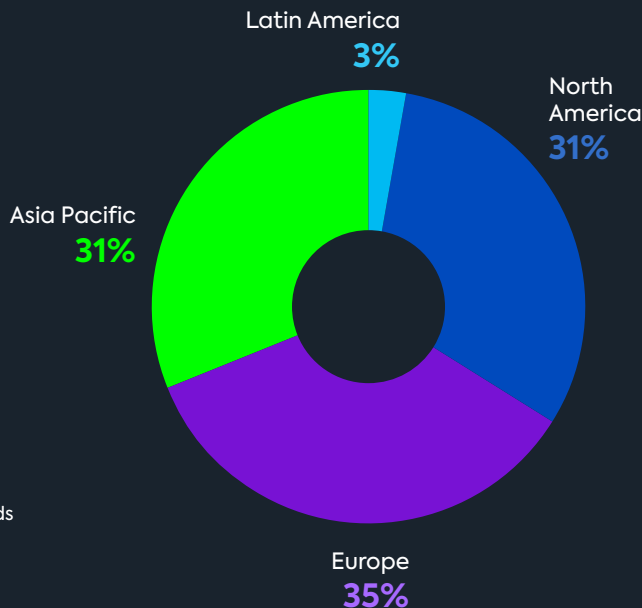
Performance Ingredients

33%

Chemical Manufacturing
Industrial Paints and Coatings
Leather Tanning
Liquid Hardeners

Metalworking Fluids
Oil and Gas
Synthetic Rubber
Water Treatment

2025 sales revenue by region



2025 in review



Buffalo Grove, Illinois, USA

global headquarters



418

full-time employees



80+

years of innovation



120+

countries where our
products are sold

Our global presence

2025 in review

12 locations in 10 countries

3 manufacturing sites

2 R&D centers

6 Customer Application Centers (CACs)

- Expression Systems Headquarters
- Corporate Headquarters
- Manufacturing
- Customer Application Center
- R&D
- Sales Office

Expression
Systems
An Advancon Company



Our core values



Integrity

We do what's right, always.



Respect

We treat people with dignity and value diverse perspectives.



Transparency

We communicate openly and share information responsibly.



Accountability

We take ownership and deliver on our commitments.



Trust

We earn trust through consistent actions and honest relationships.

Essential inputs. Extraordinary outcomes.™

Advancion's portfolio is built around versatile chemistry platforms that solve critical formulation and manufacturing challenges across diverse markets. From precision pH control and cell culture technologies to corrosion protection, pigment dispersion, and formulation optimization, our specialty ingredients provide the essential building blocks that help customers develop safer, higher-performing, and more sustainable products.

What Advancion products deliver

Buffering and pH control

Precise pH management for bioprocessing, pharmaceuticals, personal care formulations, coatings, and other industrial systems.

Neutralization and formulation optimization

Efficient neutralization technologies that improve formulation stability, performance, and manufacturability.

Dispersion and stabilization

Enhanced pigment dispersion, improved color development, greater hiding power, and long-term formulation stability.

Corrosion protection and metal compatibility

Advanced protection technologies that extend equipment life and improve performance in demanding industrial environments.

Unique and versatile chemistries

Functional utility and value for small molecule synthesis with reactivity to efficiently create complex molecules, reduce reaction steps and optimize synthesis costs.

Cell culture and bioprocess solutions

High-performance media, cell lines, and molecular tools that support the development and manufacture of advanced therapies.

Safety and sustainability-focused innovation

Next-generation ingredients designed to deliver superior performance while supporting evolving regulatory, safety, and sustainability requirements.

Integrated manufacturing. Global supply security.

In today's increasingly volatile global environment, supply security is more important than ever. Geopolitical uncertainty, shifting trade dynamics, transportation disruptions, and broader supply chain instability are driving customers to prioritize reliable partners with resilient manufacturing networks and dependable regional supply capabilities.

Supply reliability and transparency is built into the foundation of our business. As a fully vertically integrated manufacturer across many of our major product lines, we maintain direct control over critical production processes, raw material integration, quality systems, and operational performance—helping ensure consistent product availability, dependable quality, and long-term supply continuity. To further strengthen resilience, we have invested in dual-source manufacturing capabilities across key product families, supported by strategic production operations in Sterlington, Louisiana, USA and Ibbenbüren, Germany.

Our supply chain strategy is further supported by a diverse network of long-term supplier partnerships and a strong commitment to responsible business practices. Through the Advancon Supplier Code of Conduct, we establish clear expectations related to environmental stewardship, health and safety, labor and human rights, ethics, and regulatory compliance across our global value chain.

2025 in review

Our global supply chain



>500
suppliers



>3,500
customers



>25
authorized
distributors

Key spend categories

- Capital equipment
- Energy and utilities
- Engineering and environmental services
- Information technology
- Maintenance services
- Packaging
- Process chemicals and catalysts
- Professional services
- Raw materials
- Spare parts and equipment
- Transportation and logistics
- Travel



A letter from our CEO

As we reflect on 2025, I am proud of the meaningful progress Advancion continues to make in advancing a safer, more sustainable future. Our theme this year, “Safe by choice. Sustainable by design.” represents more than a statement of intent. It reflects how we approach innovation, operations, and long-term growth across every part of our organization.

Throughout the year, we strengthened the sustainability performance of our global operations through targeted investments, process optimization, and disciplined operational execution. Across our manufacturing sites, teams focused on improving energy efficiency, reducing waste, conserving water resources, and enhancing environmental controls. We also continued advancing our greenhouse gas emissions tracking and sustainability data capabilities, helping create greater transparency and accountability as we progress toward our 2030 sustainability goals.

In 2025, we operated with zero injuries and incidents, reflecting the vigilance and care our teams bring to their work each day. We remain committed to creating a workplace where employees feel empowered, respected, and connected to our shared purpose.

At the same time, we are evolving our product portfolio to meet the changing needs of the markets we serve. Our next-generation multifunctional ingredients are helping customers address increasingly complex formulation, regulatory, and sustainability challenges without compromising quality or reliability. We believe this reflects the future of specialty chemistry solutions that are designed from the outset to balance performance, safety, and sustainability.

Supply security and operational resilience also remained critically important themes. As global supply chains face regular disruptions and uncertainty, our vertically integrated manufacturing model and dual-source production capabilities in the United States and Germany continue to provide customers

with reliable access to critical ingredients. We believe responsible manufacturing includes not only environmental stewardship, but also the ability to deliver consistent, dependable supply to industries that rely on our technologies every day.

This report reflects both the progress we have made and the work still ahead. Most importantly, it reflects the values that continue to guide Advancion: integrity, scientific curiosity, operational excellence, and a belief that safer, more sustainable chemistry can create meaningful impact for generations to come.

Thank you for your continued partnership and support.

David Neuberger

President and Chief Executive Officer

Safe by choice. Sustainable by design.

As industries face increasing pressure to reduce environmental impact, improve product safety, and enhance performance, we believe chemistry must evolve beyond traditional tradeoffs. Our approach is rooted in designing ingredients and advancing processes, business practices and technologies that prioritize human health, operational safety, environmental responsibility, and long-term sustainability—without compromising the performance on which our customers depend.

We approach every aspect of our business through the lens of “Safe by choice. Sustainable by design.” It is a commitment to developing technologies and operating practices that prioritize the well-being of people, the environment, and the industries we serve. This commitment extends beyond the products we create to the culture we foster across our global operations. Safety is embedded into our daily decision-making, operational discipline, and continuous improvement efforts, helping ensure that every employee returns home safely each day.

In 2025, we reported zero incidents or injuries across our global operations, reflecting the dedication, accountability, and shared commitment of our employees worldwide. This achievement builds on a strong culture of safety across the organization, with both our Sterlington, Louisiana and Ibbenbüren, Germany manufacturing sites surpassing three

consecutive years without a recordable injury. We believe this unwavering focus on protecting people is fundamental to operational excellence, long-term sustainability, and responsible growth.

This same mindset is shaping the next generation of Advancion technologies. Across our portfolio, we continue to invest in innovative chemistries designed to improve safety profiles, support biodegradability, reduce emissions, and enable more sustainable formulations. Technologies within our **ELEVANCE™**, **CORRGUARD™ SELECT** and **OPTIMINE™** platforms were developed with these principles at their core—delivering high-performance alternatives that help customers meet evolving regulatory requirements and sustainability expectations while maintaining the functionality critical to their applications.

“Safe by choice. Sustainable by design.” also means taking a systems-based approach to innovation and operations. Through operational improvements at our manufacturing facilities in Louisiana, California and Germany, investments in energy efficiency and emissions reduction projects, and expanded use of renewable energy sources, we continue to strengthen the sustainability profile of our operations while supporting the resilience and reliability of our global supply chain. As we look to the future, Advancion remains focused on advancing chemistry that creates lasting value for customers, society, and the planet.

“Safe by choice. Sustainable by design.” represents our commitment to building a future that is safer, smarter, and more sustainable through science-driven innovation, operational excellence, and an unwavering commitment to protecting people and the planet.

A conversation with Advancion's
global sustainability leader, Katie Davis

Purpose-driven progress

In early 2026, Katie Davis was promoted into the newly created role of Global Environmental Sustainability Manager, reflecting Advancion's continued commitment to sustainability and environmental stewardship. In this Q&A, Katie shares her perspective on the company's sustainability priorities, future opportunities, and how the concept of "Safe by choice. Sustainable by design." is helping shape Advancion's path forward.

Q: What does "Safe by choice. Sustainable by design." mean to you, and why is it important to Advancion?

A: "Safe by choice. Sustainable by design." reflects how we operate, innovate, and create value for our customers, employees, and communities. Safety is embedded in our culture, empowering every employee to identify risks and take action. This commitment is reflected in our strong safety performance—including more than three years without a recordable injury at our two largest manufacturing sites. Sustainability is equally integrated into our business, driving measurable improvements in greenhouse gas emissions, energy use, water consumption, and waste generation. Ultimately, both safety and sustainability are rooted in continuous improvement, guiding the decisions we make today to build a stronger, more sustainable future.

Q: How is Advancion strengthening sustainability, accountability, and resilience across its supply chain and manufacturing network?

A: Supply chain resilience and responsible sourcing are increasingly important, and our sustainability assessments have identified supplier engagement as a key opportunity for improvement. We continue to expand our procurement strategy beyond cost and supply reliability to prioritize suppliers that share our commitment to safety, ethics, and environmental stewardship. By aligning key suppliers with Advancion's Supplier Code of Conduct and enhancing

sustainability data collection, we are improving transparency, strengthening greenhouse gas reporting, and supporting our broader sustainability goals. Ultimately, progress on challenges such as decarbonization depends on strong partnerships across the value chain.

Q: What operational improvements have had the greatest impact on Advancion's sustainability performance in recent years?

A: We are most proud of how our teams continue to identify innovative ways to improve both operational efficiency and environmental performance. At our Sterlington site, the cross-functional Savings Team has accelerated progress toward our sustainability goals through projects that reduce energy use, emissions, water consumption, and waste generation. Key initiatives include floating-roof tank installations, sealed process systems, boiler optimization projects, water conservation efforts that reduce withdrawals from the Ouachita River, and our boiler selective catalytic reduction (SCR) project, which delivered significant environmental and operational benefits. At our Ibbenbüren, Germany site, the installation of a large solar array was another major milestone, supplying a significant portion of the facility's electricity from renewable energy while reducing greenhouse gas emissions.

Q: How is Advancion helping customers achieve their sustainability goals through innovation?

A: Customers want solutions that deliver both exceptional performance and sustainability benefits, and we believe those goals should go hand in hand. We develop high-quality products that help customers improve efficiency, reduce waste, and optimize resource use without compromising performance. We support these outcomes through continuous improvements in our manufacturing processes and a strong focus on innovation. Many of our technologies help extend formulation life, improve resource efficiency, and reduce environmental impacts across the value chain. One great example is [ELEVANCE™ ELITE Bio65](#), which incorporates bio-based content to help customers meet evolving demands for solutions that are both high-performing and more sustainable by design. Another example is work we are doing to help customers characterize the reduction in greenhouse gases achieved through the use of Advancion additives that help extend the lifetime of metalworking fluids.

Q: How do you ensure that safety, sustainability, and operational excellence remain connected across the organization?

A: My role is to help facilitate those conversations and connect people across the Company to turn good ideas into measurable results. I work across the organization with leaders, engineers, EH&S professionals, operators, and other teams to identify opportunities, share best practices, and drive meaningful progress. These collaborations reinforce that sustainability is not a standalone initiative, but an important consideration in how we operate and make decisions every day. One of the most rewarding aspects of this role is seeing employees turn ideas into action.

Q: As you look to the future, what sustainability opportunities are you most excited about?

A: As customers and industry partners increasingly focus on reducing environmental impacts, we have an important role to play through both our operations and our products. Looking ahead, we see significant opportunities to advance decarbonization through renewable energy investments, manufacturing optimization, and deeper supplier engagement, while continuing to develop solutions that help customers improve their own sustainability performance. By combining responsible resource stewardship with transparent reporting, we can continue creating long-term value for our customers, employees, and communities while advancing our sustainability journey.

Turning operational excellence into environmental impact

Every improvement we make to our operations is an opportunity to reduce environmental impact while strengthening business performance. Through renewable energy investments, smarter processes, and a culture of continuous improvement, Advancion continues to lower energy intensity and advance toward its 2030 sustainability goals.

One of our most impactful achievements in 2025 came from an innovative optimization of the wastewater treatment system at our Sterlington manufacturing facility. Rather than adding new equipment, our team improved blower efficiency by optimizing dissolved oxygen targets within the aeration process. This operational enhancement reduced annual electricity consumption by more than 800,000 kWh (7%) and lowered Scope 2 greenhouse gas emissions by more than 7,000 metric tons of CO₂ equivalent.

The project earned the American Chemistry Council Energy Efficiency Award in 2026, demonstrating how operational excellence and employee-driven innovation can transform everyday process improvements into measurable sustainability outcomes.

Zero is more than a goal. It's how we work.

Our commitment to achieving zero injuries is built on disciplined operations, engaged employees, and a culture where every individual is empowered to make safety the first priority—every shift, every task, every day.

Building a culture where zero is possible

Advancion's approach to safety is founded on the belief that every incident is preventable. Through leadership commitment, employee engagement, disciplined operating practices, and continuous improvement, we continue to strengthen a workplace where protecting people comes before everything else.

During 2025, all Advancion sites globally operated injury free, and our Sterlington, Louisiana and Ibbenbüren, Germany manufacturing facilities surpassed more than three years without a recordable injury—extending an exceptional safety performance that reflects thousands of safe decisions made every day.

The foundations of zero



Safety leadership

Visible leadership commitment and accountability at every level



Training and competency

Continuous learning, drills, and role-specific safety education



Operational excellence

Preventative maintenance, risk assessments, and disciplined procedures



Continuous improvement

Audits, investigations, near-miss reporting, and corrective actions drive learning



Employee ownership

Everyone is empowered to identify hazards and stop unsafe work



Shared responsibility

Safety is embedded in every job, every decision and every conversation

0 recordable injuries in 2025

Advancion manufacturing locations



Sterlington, Louisiana



Ibbenbüren, Germany

3+ years with zero recordable injuries



Davis, California

1+ year with zero
recordable injuries



Protecting People

Our people are our most important asset.



Driving Operational Excellence

Safe operations lead to reliable performance.



Building a sustainable Future

Safety today ensures a stronger tomorrow.

Zero injuries is not achieved
by chance, it is achieved
through thousands of daily
choices that put people first.

Essential chemistry. Global impact.

Advancion's chemistry enables the products and technologies that help modern industries perform better every day. Across healthcare, consumer, and industrial markets, our specialty ingredients help customers overcome complex formulation and manufacturing challenges while improving product quality, operational efficiency, and environmental performance. Backed by deep application expertise, reliable global manufacturing, and a commitment to responsible innovation, we partner with customers in more than 120 countries to create solutions that advance health, extend product life, reduce environmental impact, and support a more sustainable future.



54%

Total revenues generated in 2025 by products that have a positive impact on health, reduce waste or emissions, or have a better overall environmental profile.

Criteria	% total 2025 Revenue	% total 2024 Revenue	% total 2023 Revenue	End Markets
Positive impact on health	~39%	~37%	~40%	 Biotech  Personal Care  Pharma  Agriculture
Improves end product profile	~11%	~12%	~10%	 Personal Care  Residential Coatings  Electronics
Waste / emissions reduction	~4%	~4%	~4%	 Metalworking  Industrial Coatings  Carbon Capture

Clear goals. Measurable progress.

2030 Environmental Targets

In 2022, Advancion established a series of 2030 environmental goals to drive continuous improvement and reduce the environmental footprint of our operations. Using 2020 as a baseline, these targets focus on improving water efficiency, reducing waste generation, lowering energy consumption, and decreasing greenhouse gas (GHG) emissions intensity across our primary manufacturing sites in the United States and Germany.

These goals help guide investments, operational improvements, and employee-led initiatives that enhance resource efficiency and support responsible growth. By improving the sustainability of our operations, we not only strengthen our own environmental performance but also help customers achieve their sustainability objectives through a more resilient and responsible supply chain.

2030 Targets – Emissions, Energy, Waste and Water	Initial KPI Target	2020 Baseline
GHG Intensity (Scope 1-2)	10% reduction	1.25 (MT CO ₂ eq / MT)
Energy Intensity	10% reduction Utilize 25% renewable energy	5,100 (kWh / MT of production) 1.3% % of renewable energy
Waste Intensity	10% reduction	0.207 (MT / MT of production)
Water Intensity	10% reduction	0.006 (megaliter / MT)

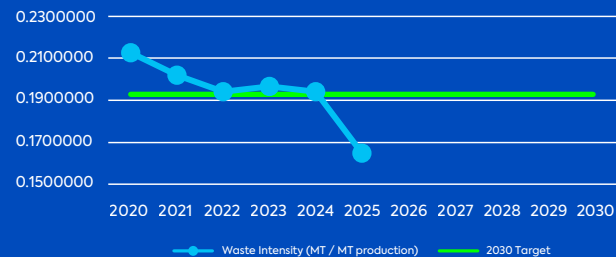
2025 year in review

Measuring progress
toward 2030 goals
(versus 2020 baseline)

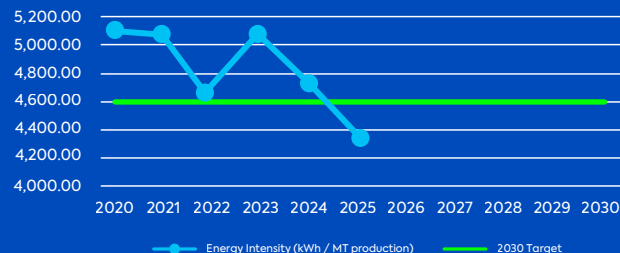
Advancion GHG intensity
(MTCO₂eq / MT production)



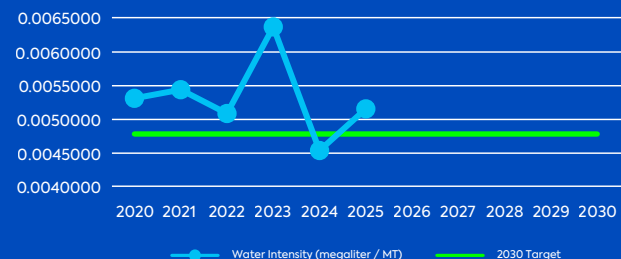
Advancion Waste Intensity
(MT / MT production)

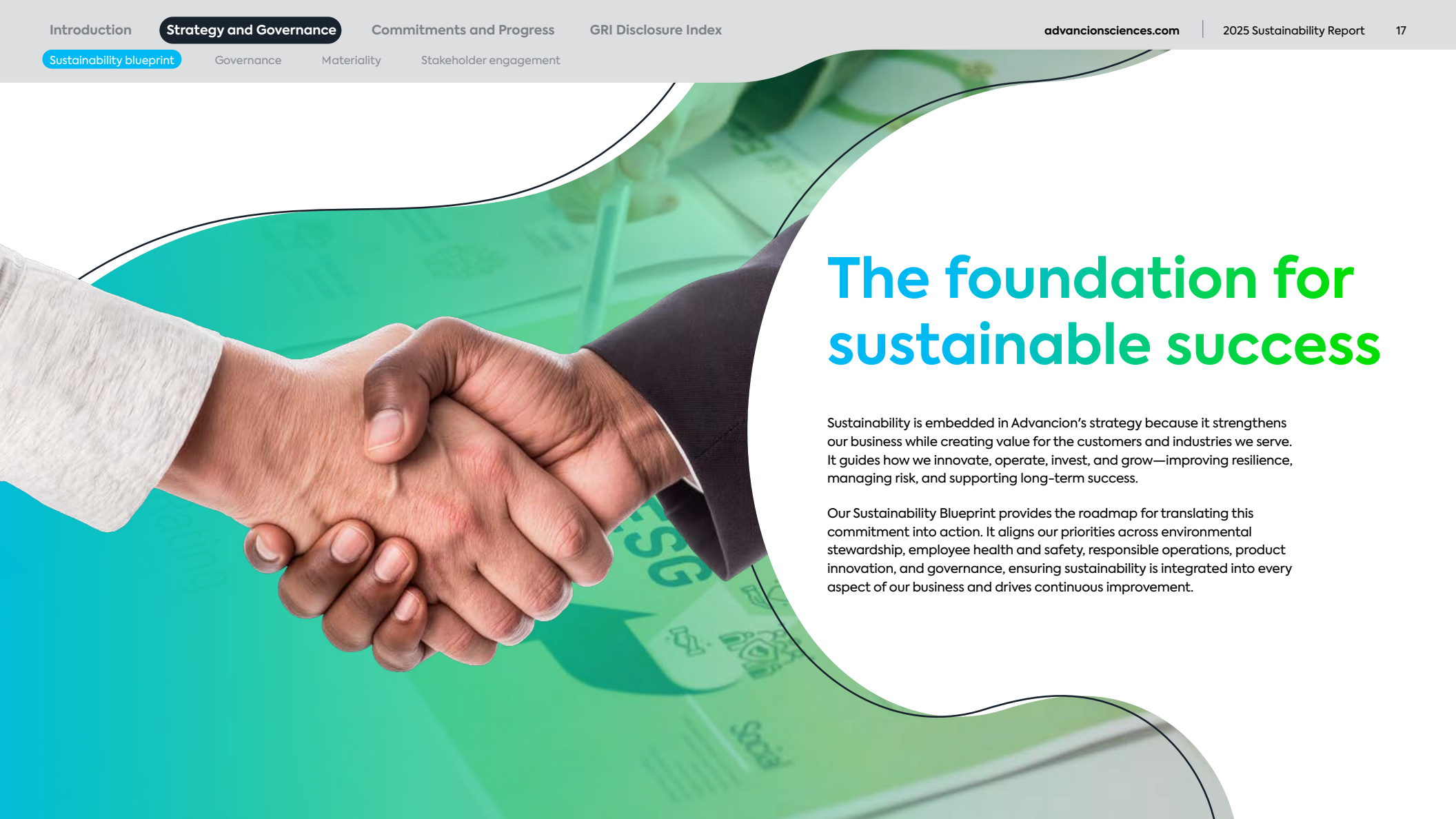


Advancion Energy Intensity
(kWh / MT production)



Advancion Water Intensity
(megaliter / MT production)





The foundation for sustainable success

Sustainability is embedded in Advancion's strategy because it strengthens our business while creating value for the customers and industries we serve. It guides how we innovate, operate, invest, and grow—improving resilience, managing risk, and supporting long-term success.

Our Sustainability Blueprint provides the roadmap for translating this commitment into action. It aligns our priorities across environmental stewardship, employee health and safety, responsible operations, product innovation, and governance, ensuring sustainability is integrated into every aspect of our business and drives continuous improvement.

A blueprint for responsible growth

As we continue to advance our sustainability journey, the Advancion Sustainability Blueprint remains the foundation for how we translate commitments into action. Introduced in 2021, the Blueprint provides a clear framework for integrating sustainability into our business strategy, operations, innovation efforts, and decision-making processes.

Built around four pillars aligned with key United Nations Sustainable Development Goals (UN SDGs), the Blueprint helps guide our priorities while establishing measurable objectives that drive continuous improvement across our environmental, social, and governance priorities. From reducing the environmental footprint of our operations and strengthening workplace safety to advancing responsible business practices and developing more sustainable products, these goals help ensure sustainability remains embedded throughout our global value chain.

Sustainability Pillars

		Environmental stewardship	Sustainable innovation	Culture of equity, diversity and inclusion	Socially responsible community partner
UN SDG	Objective	  	  	  	 
		To improve our operations and environmental footprint through greenhouse gas (GHG), waste and water management reductions while maintaining zero injuries and process safety incidents.	To advance innovative solutions, grounded in science, that bring value to our customers and improve the world in which we live.	To build a culture where every employee feels accepted, valued and able to contribute to their fullest potential.	To drive positive change through our local community engagement and support.
	Goals	We support the understanding and prioritization of Advancion's contributions to addressing the world's challenges in the areas of: - Global climate change - Waste reduction - Water conservation "Safer" chemistries / products - Safe and healthy work environments	We support safe and sustainable innovation with the following actions: - Engaging with our stakeholders to encourage innovative development of our products and services to continually advance sustainable options for our customers and the communities where we operate. - Informing our customers with respect to the functional, safety and environmental performance of our products.	We support a culture of diversity, equity, and inclusion with the following actions: - Equitable and fair treatment of our employees and supply chain partners. - Global Diversity and Inclusion team that can promote understanding of regional / cultural differences. - Train all global leaders in foundational diversity and inclusion topics.	We support engagement with our stakeholders on a local, national, and international level, through formal and informal channels to understand their interests and maintain mutually beneficial relationships with them: - Routine engagement / consultation with local community stakeholders close to our operations. - Allow employees time away from work to volunteer on community projects. - Invest in our communities through charitable, nonprofit contributions.

Built for accountability. Driven by purpose.

Strong governance is fundamental to how Advancion manages risk, creates long-term value, and advances its sustainability commitments.

Responsibility extends from the Board of Directors through executive leadership and across every business function, ensuring environmental, social, operational, and business priorities are integrated into decision-making.

Sustainability is embedded into business planning, capital investments, innovation, operations, supply chain management, regulatory compliance, and enterprise risk management.

Regular performance reviews, cross-functional collaboration, and stakeholder engagement help ensure continuous improvement.



Our governance framework



Board oversight

Provides strategic oversight of sustainability priorities, enterprise risk, and long-term value creation.



Executive leadership

Translates strategy into business objectives, sets priorities, and monitors performance.



Global Sustainability Council

Coordinates initiatives, advances performance, and supports reporting and disclosures.



Business functions

Implement strategy and drive continuous improvement across the enterprise.

Sustainability is embedded across Advancion and guides how we make decisions, operate responsibly, and create long-term value.

Materiality assessment priorities

Engage

- Customers
- Employees
- Investors
- Suppliers
- Communities

Evaluate

- Business impact
- Environmental
- Social
- Industry trends
- Regulatory changes

Prioritize

- Focus strategy
- Guide reporting
- Allocate resources
- Drive improvement

High-priority material topics

Environment

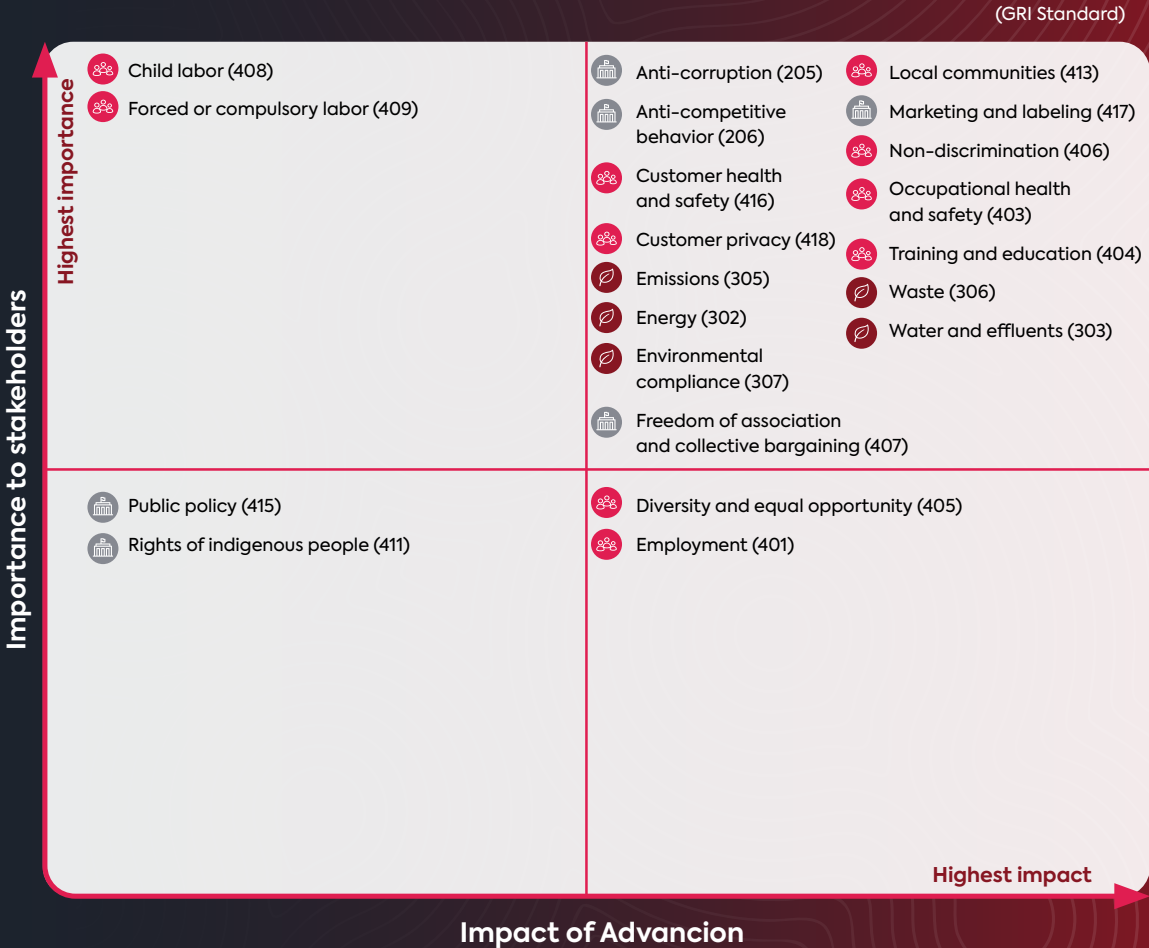
- Energy
- Emissions
- Water
- Waste

Social

- Occupational safety
- Employee development
- Customer safety
- Local communities

Governance

- Ethics and compliance
- Responsible marketing
- Product stewardship
- Regulatory compliance



Listening. Collaborating. Creating shared value.

We engage a diverse range of stakeholders to inform our sustainability strategy, understand their priorities, and identify the most important issues impacting our business and the communities we serve.

Through meaningful engagement and strong relationships, we identify what matters most, strengthen trust, and create lasting value for our business and the world around us.

What we learn



Stakeholder expectations and emerging priorities



Insights on risks, opportunities, and trends



Feedback on our performance and reporting



Collaborative solutions to shared challenges

We are committed to ongoing engagement, transparency, and acting on what matters most to our stakeholders.

Employees and contractors

We empower our people through open communication, training, and feedback. Their ideas and experience drive safer operations, stronger performance, and a culture of inclusion.



Customers

We collaborate with customers to deliver innovative, high-quality solutions and exceptional service. Their insights help us improve product performance, safety, and sustainability.



Suppliers

We partner with suppliers who share our commitment to safety, ethics, quality, and sustainability. Together we build resilient, responsible, and efficient value chains.



Material issues

Identifying priorities that drive impact



Local communities and trade associations

We engage with local communities, NGOs, and industry associations to understand emerging issues, support community well-being, and advance shared sustainability goals.



Government and regulatory agencies

We work constructively with regulators on compliance, policy, and responsible chemical management to help shape effective solutions for people and the environment.



Owners and investors

We provide transparent, timely disclosures and maintain active dialogue on strategy, performance, and long-term value creation. Their input guides our decisions and strengthens accountability.



Rooted in our communities

Our strength begins at home and extends around the world. Guided by our values, we invest in the well-being of our people, our neighbors, and the communities where we live and work, creating lasting impact together.



Powered by generosity

Every year, our employees come together to support the United Way, the Northern Illinois Food Bank and several other local charities.

Through the generosity and volunteer efforts of our employees, we help provide meals, access to essential services, promote healthier lives and strengthen the communities we call home.

-  **\$1,000,000+**
Raised through employee giving since 2015
-  **\$190,000+**
Providing the equivalent of more than 700,000 meals
-  **10**
Years of sustained community support as an independent company

Together, we're building stronger communities and a more secure, healthy future for all.

Strong connections. Shared purpose. Global impact.

Membership associations

We build meaningful relationships with trade associations and non-profit organizations worldwide to drive sustainability, shape best practices, and support the industries and communities we serve. Through active participation in a wide range of programs and initiatives, from local to global, we stay connected to emerging trends, influence positive change, and create long-term value for our business and society.

Our memberships include, but are not limited to:

- American Chemistry Council (ACC)
- American Coatings Association (ACA)
- Association for the Advancement of Alternatives Assessment (A4)
- Biocom California
- California Life Sciences
- Change Chemistry (formerly Green Chemistry and Commerce Council)
- Drug, Chemical and Associated Technologies Association (DCAT)
- Health and Environmental Sciences Institute (HESI)
- Independent Lubricant Manufacturers Association (ILMA)
- Michigan State University Research on Ingredient Safety (CRIS)
- New York Society of Cosmetic Chemists (NYSCC)
- Society of Tribologist and Lubricant Engineers (STLE)

We engage with a diverse community of partners who share our commitment to progress and sustainable solutions:

- **418** full-time employees
- **93** contractors
- **3,500+** customers
- **500+** suppliers
- Numerous local communities in which we operate
- Members of chemical industry trade unions around the world
- Our investors and the broader investment community
- Relevant government and regulatory agencies





People first. Performance together.

We strive to nurture a culture that empowers every individual to thrive, collaborate and innovate, creating lasting impact for our Company, customers and our communities.



We respect, we include, and we hold each other accountable

We value every person, listen to diverse perspectives and empower one another to do our best.



Safety and integrity always

We protect our people and each other by acting with integrity, transparency and trust—every day.



We grow together

We invest in our people through learning, development and opportunities that build skills and confidence.



We make a difference

We unite around shared goals to drive performance, advance sustainability, and create value for our customers, our communities and the world around us.



Sustainable impact

Performance today,
positive impact tomorrow.



Empowered people

Confident, capable
and inspired to excel.



Stronger together

Aligned around shared
goals and purpose.

Healthier lives. Brighter futures.

We are committed to supporting our employees and their families through every stage of life. Our benefits and employee wellness programs are designed to promote total well-being, reward commitment, and help everyone thrive, at work and at home.

Caring for our people

We offer a comprehensive benefits package for our global team that is competitive, accessible and designed to meet a variety of needs – wherever our employees are in the world.

- Medical
- Dental
- Vision
- Health savings account
- Flexible spending account
- Life insurance
- Supplemental and dependent life insurance
- Flexible work schedules
- Paid time off
- Employee assistance program
- Savings and investment
- Retirement contribution plan
- Accident insurance
- Business travel insurance and assistance
- Parental leave
- Short- and long-term disability insurance
- Remote work options



Time for what matters most

We support employees in life's important moments. Our global parental leave policy provides eligible full-time employees, regardless of gender or location, with access to paid leave for the arrival of a child through birth, adoption or foster care.



Supporting well-being at home and at work

From time away to time for care, our benefits help employees find balance and reduce stress. We empower our people to prioritize their health, strengthen their families and bring their best selves to work – and back home – each day.



Building a better tomorrow together

When our people flourish, our Company flourishes. By investing in our team, we create a culture of respect and inclusion and a more resilient, sustainable future.



Accountability drives performance. Performance drives our future.

When we take ownership of our commitments and follow through on what matters, we strengthen trust, deliver results, and build a better workplace.

Our annual performance accountability program

Built to align, support and grow



Align and focus

Connect individual goals to company priorities at every level.



Set clear targets

Define measurable goals that drive meaningful outcomes.



Have meaningful conversations

Foster open dialogue and constructive feedback year-round.



Recognize and reward

Celebrate achievements and contributions that move us forward.



Coach and improve

Provide ongoing feedback to help everyone reach their full potential.



Develop and grow

Invest in learning and career growth for our people.

A disciplined, year-long process

Three milestones keep us focused and moving forward

1

Plan to succeed

At the start of the year, employees and managers set goals, define expectations, and create development plans.

2

Check. Align. Support.

Mid-year check-in to review progress, remove roadblocks, and realign as priorities evolve.

3

Evaluate and grow

Year-end review to evaluate results, recognize impact, and plan for the next year.

**Clear expectations. Regular conversations.
Continuous development. This is how we
deliver today—and build tomorrow.**

Building a safer, smarter workforce

Developing the knowledge and skills that protect our people and strengthen our operations.



People are our greatest strength

We invest in continuous learning to build technical expertise, reinforce safe work practices, and prepare employees to meet evolving business and customer needs.



Continuous learning for lasting impact

Our training programs are customized by site and role, and combine instructor-led sessions, hands-on learning, and digital courses through our global Learning Management System (LMS), ensuring consistent standards and tracking across our manufacturing and operations teams. Employees receive targeted instruction in areas such as material handling, hazard identification, compliance, ergonomics and operational safety.



Prepared for today and ready for tomorrow

From onboarding through ongoing professional development, our approach helps create a workforce that is knowledgeable, engaged, and equipped to operate safely while supporting innovation and long-term growth.



Investing in people. Building capabilities.

Safe work

A strong safety culture and ongoing training to ensure everyone goes home safe, every day.

Stronger teams

Building collaboration and inclusion so our teams can solve problems and win together.

Built for the future

Equipping our workforce to meet evolving customer needs and drive long-term success.

100%

All new hires, including contractors, receive onboarding focused on health and safety practices relevant to their roles.

Our values guide our actions. Our actions build trust.

We hold ourselves to the highest standards of integrity—because doing the right thing is essential to our people, our customers, and our long-term success.



Operate with integrity in a complex world

We meet high ethical and compliance standards across every location we operate. This helps us navigate diverse cultures and regulations, manage risk, and build lasting trust with our stakeholders.



Lead by example

Our leaders set the tone. Every employee is expected to act with honesty and respect, follow our Code of Business Conduct, and uphold the policies that guide our decisions and behaviors.



Speak up. We are here to listen.

We provide multiple confidential ways to ask questions or report concerns—including to local management, Human Resources, or through our website. All reports are taken seriously and handled with care.



Beyond rules. It's our way of working.

Our culture is built on transparency, fairness, and accountability—supporting sustainable growth and reinforcing our license to operate around the world.

Strong ethics and compliance are foundational to who we are.
They strengthen our culture, protect our reputation, and create value for the future.

Clear expectations. Every day.

1

Know the standards

Our Code of Business Conduct and other ethics- and compliance-related policies define how we work and what is expected of everyone, everywhere.

2

Comply—everywhere we operate

We maintain and reinforce a clear expectation of 100% compliance with all applicable international laws, regulations, and industry standards in every region where we operate.

3

Build awareness to drive performance

We provide ongoing training, assess risks, monitor performance, and take action to prevent issues before they occur.

4

Strengthen together

We hold ourselves accountable and support one another in speaking up, doing the right thing, and continuously improving.

Stronger ideas. Better decisions. Greater innovation.

Our success depends on attracting talented people with diverse experiences, perspectives, and backgrounds. By fostering an environment where everyone feels respected, valued, and empowered to contribute, we strengthen collaboration, improve problem-solving, and create long-term value for our customers, employees, and communities.



Inclusive culture

We foster an environment where every employee feels respected, valued, and able to contribute their best.



Equal opportunity

Our people practices support fair access to hiring, development, advancement, and leadership opportunities based on merit.



Innovation through diversity

Different perspectives encourage creative thinking, improve decision-making, and strengthen business performance.



Global collaboration

Working across cultures and regions enables us to better serve customers and respond to evolving global markets.

Respecting employee rights

Freedom of association

Advancion respects employees' rights to freedom of association and complies with all applicable labor laws and regulations in every country where we operate.

Where employees are represented by labor organizations or covered by collective bargaining agreements, we recognize those representatives and honor all applicable legal and contractual obligations while maintaining open, respectful communication.

Our commitment

- ✓ Fair and equitable workplace practices
- ✓ Open communication and mutual respect
- ✓ Respect for employee representation
- ✓ Safe, inclusive workplaces for everyone
- ✓ Compliance with labor laws globally



Inclusion strengthens performance

Different experiences. Shared values. One team working together to create a stronger, safer, and more sustainable Advancion.

2025 year in review

Our people

418

full-time employees

93

contractors

12

part-time or temporary employees

43%

total percentage of full-time employees covered by a collective bargaining agreement

Parental leave*

	2025	2024	2023
Total number of full-time employees who were entitled to parental leave by gender	418	405	412
Male	315	297	301
Female	103	108	111
Total number of employees that took parental leave, by gender	4	4	5
Male	1	2	2
Female	3	2	3
Total number of employees that returned to work in the reporting period after parental leave ended, by gender	4	4	5
Male	1	2	2
Female	3	2	3
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender	4	3	5
Male	1	1	2
Female	3	2	3

Employee accountabilities and annual performance reviews

100%

percentage of eligible full-time employees who participated in our annual accountability development and / or performance review process.

Employee training and skills development*

34,199

hours of training completed in 2025

82

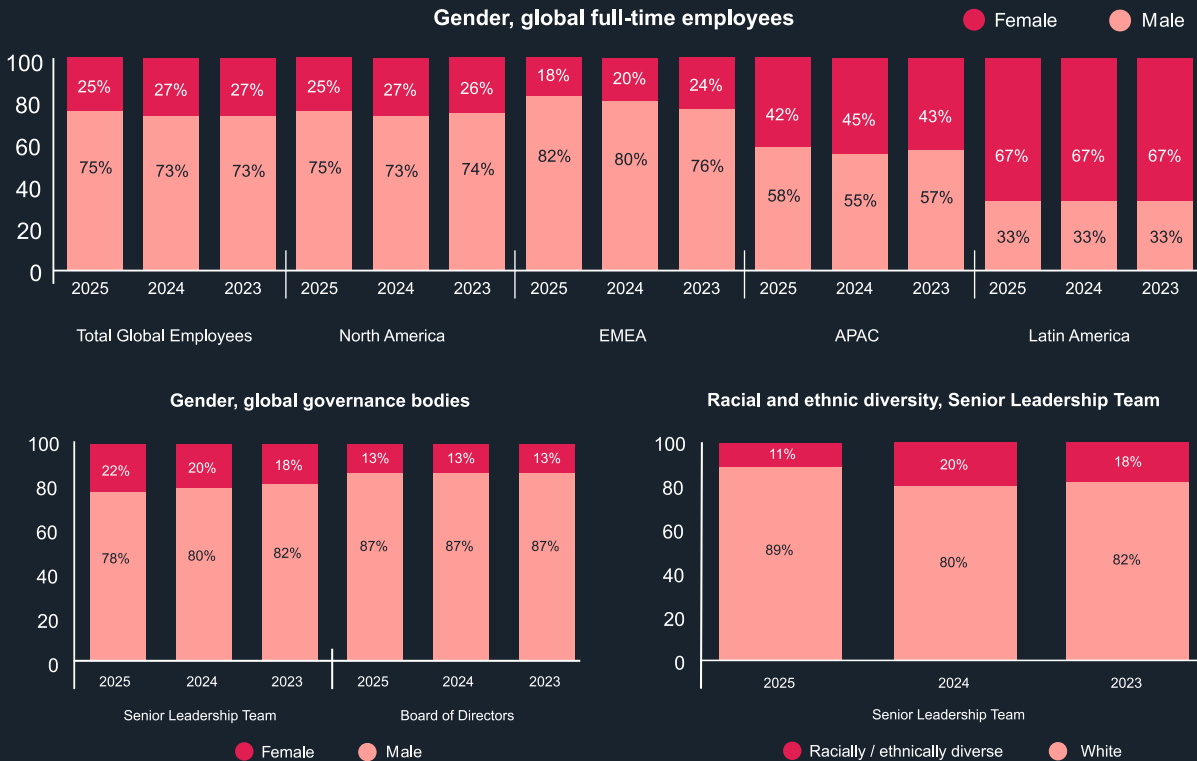
average number of training hours per full-time employee

	2025	2024	2023
Total training hours	34,199	22,641	22,338
Average training hours per full-time employee	82	55	54
Average training hours by gender			
Male	102	96	104
Female	24	20	20

*As of December 31, 2025. Data excludes interns, temporary workers / contractors and part-time employees.

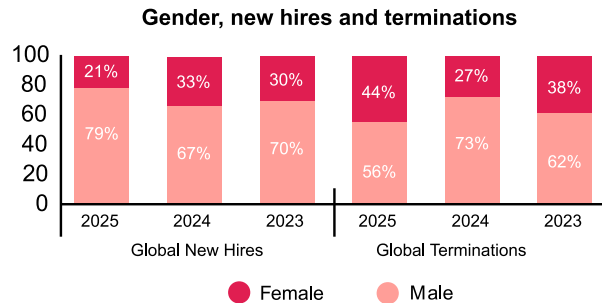
2025 year in review

Diversity data*



New hires and employee turnover*

The overall voluntary resignation rate for Advancion in 2025 was 9%, compared to 13% in 2024 and 11% in 2023.



*As of December 31, 2025. Data excludes interns, temporary workers / contractors and part-time employees.

2025 in review

Committed to 100% compliance

Our commitment to integrity, ethics and human rights drives how we operate – everywhere, every day

0 number of:

- confirmed incidents of discrimination and there were no legal actions initiated against Advancion or any employee related to discrimination.
- confirmed cases of corruption, and there were no legal actions initiated against Advancion related to anti-competitive behavior, anti-trust or monopoly practices.
- significant fines or non-monetary sanctions for non-compliance with environmental, social or economic laws and / or regulations.
- fines, penalties, or warnings resulting from incidents of non-compliance with regulations or voluntary codes concerning the health and safety impacts of products and services, or their marketing, packaging and labeling.
- substantiated complaints relating to breach of customer privacy and / or loss of customer data.
- violations involving the rights of indigenous people.
- confirmed instances of the use of corporate funds to make financial or in-kind political contributions, directly or indirectly. Advancion policy explicitly prohibits the use of corporate funds for political contributions.
- cases of non-compliance for our products and services or any labeling non-compliance.
- products recalled by regulatory authorities in 2025.
- incidents of non-compliance of marketing communications.

Protecting human rights across our value chain



We comply with all applicable labor laws and regulations in every country where we operate. We do not employ underage workers, and we strictly prohibit the use of forced, bonded or compulsory labor in any form.



We expect the same high standards from our suppliers and business partners. All are required to follow international labor standards, including regulations and conventions on child labor and forced labor, as outlined in our Supplier Code of Conduct.



Through engagement, oversight and collaboration, we promote ethical labor practices that protect the dignity and well-being of workers and support a fair, responsible and more sustainable global economy.



Respect. Integrity. Responsibility.

These values guide our actions and strengthen trust with our employees, partners and communities.

A zero-incident mindset



We are committed to protecting people

Our Environmental, Health and Safety (EH&S) programs promote prevention, accountability, and continuous improvement across every location where we operate.



Our global EH&S framework

Global standards are translated into local objectives and site-specific priorities. Performance is measured regularly, reviewed by leadership, and used to drive continuous improvement.



Our management systems

Our operations align with internationally recognized standards, including ISO 14001, ISO 45001, ISO 9001, and the Responsible Care® Management System, reinforcing operational excellence and responsible stewardship.

At the core of everything we do.

Our commitment to safety extends beyond compliance. Through disciplined operations, internationally recognized management systems, and a culture of continuous improvement, we protect our people, reduce our environmental impact, and build a stronger, more resilient future.



Strong systems. Disciplined execution.



Advancion Management System (AMS)

To protect the health, safety, and well-being of our employees, contractors, and communities, Advancion operates under the Advancion Management System (AMS). Built around the Plan–Do–Check–Act methodology, the AMS provides a consistent framework for managing risk, strengthening operational discipline, and driving continuous improvement across our global operations.



Policies, standards, and procedures

The AMS is the foundation from which specific policies, processes and procedures aimed at ensuring the safety and security of the environment are created and implemented. Additional guidelines address critical risks, including fire and explosion precautions, hazardous substance management, and the identification and control of risks associated with chemical manufacturing.



Risk-based decision making

Advancion applies the Precautionary Principle when scientific understanding of potential environmental or health risks is incomplete. Combined with compliance to OSHA and other applicable regulatory requirements, this proactive approach helps reduce risk and reinforce a culture of prevention.



Continuous improvement

The Plan–Do–Check–Act cycle enables us to evaluate performance, identify opportunities, implement improvements, and strengthen our management systems—supporting safer operations and long-term value creation.

Workers covered by an occupational health and safety management system

Advancion's occupational health and safety management system applies to all employees and qualifying contingent workers operating under the Company's direct supervision. Contingent staff are defined per OSHA requirements detailed in 29 CFR 1904.31 as those staff who are not employees, but who are under the direct supervision of Advancion on a day-to-day basis. Other on-site contractors are not included in this definition if they have a direct supervisor on-site.

Precautionary principle

We apply risk-based management across our operations and supply chain through audits, inspections, performance monitoring, and third-party assessments. This proactive approach helps identify potential risks early, strengthen operational resilience, and support continuous improvement.

Committed to responsible operations

Responsible Care®

Advancion is certified and adheres to the Responsible Care Code of Conduct and its Sustainability Code of Conduct.

Transparency and accountability

We report environmental, health, safety, and sustainability performance metrics as part of our commitment to transparency, accountability, and operational excellence.



EcoVadis Gold Rating

Our 2025 Gold Rating places Advancion in the top 2% of global companies assess by EcoVadis across Environment, Labor and Human Rights, Ethics, and Sustainable Procurement.

Managing risk before it becomes an incident

Our Advancion Management System (AMS) embeds prevention, accountability, and continuous improvement into every stage of our operations.

Building safety into every operation

The Advancion Management System (AMS) helps avoid work-related illnesses and regulates the identification of occupational health hazards at every Advancion workplace. It operates on defined revision cycles and applies the STOP Principle—the hierarchy of controls—to prevent incidents.

We continuously improve

Regular internal audits, Process Hazard Analyses (PHAs), and Management of Change (MOC) reviews help ensure risks are continually evaluated and controlled. PHAs are reviewed at least every five years—or sooner when significant operational changes occur—to strengthen process safety and operational resilience.



Every employee has a role

Employees are encouraged to report hazards and near-miss incidents directly to supervisors or through SpheraCloud, our digital incident reporting and tracking platform. Employees are trained to stop work immediately if unsafe conditions are identified and report concerns without delay. This practice is central to our safety culture and embedded in the Advancion Safety Program.

Learning from every incident

Every incident is investigated using the Apollo Root Cause Analysis methodology to identify underlying causes and implement corrective actions. Findings are documented, tracked in SpheraCloud, and all corrective measures verified by site leadership before any Lost-Time Accidents (LTAs) and Restricted Work Cases (RWCs) are formally closed.

Through disciplined systems, employee engagement and continuous learning, Advancion strengthens workplace health and safety and builds a culture where every incident becomes an opportunity to improve.



Empowered employees



Strong systems



Safe operations



Continuous improvement

Investing in health. Strengthening safe workplaces.

We invest in the health, well-being, and development of our employees by providing the resources, training, and support they need to thrive—at work and beyond.

Occupational health

Care when it's needed most.

- Our Ibbenbüren and Sterlington manufacturing sites have on-site occupational health nurses and visiting physicians who provide risk-based medical surveillance, care for work-related illnesses and injuries, and support return-to-work.
- Other locations partner with local healthcare providers to follow applicable surveillance protocols and manage work-related cases.
- All sites maintain stocked first-aid kits, automated external defibrillators (AEDs), and train volunteer responders in first aid, CPR, and AED use.

Employee engagement

Every voice contributes to a safer workplace.

- Each Advancon location has a safety committee (safety team) with employee participation.
- We hold periodic safety meetings where employees, contractors, and temporary workers can raise issues and share ideas.
- Concerns can also be reported to a safety team member, anonymously via the site nurse (where available), or to the EH&S Department.
- Contractors and temporary workers follow the same policies, guidelines, and expectations as full-time employees.

Safety training

Learning never stops.

- All new employees and contractors receive safety training to the requirements of their work environment before starting work.
- Ongoing training is provided regularly based on role, site, and regulatory requirements.
- We use a variety of training methods—including instructor-led sessions, videos, information portals, and online courses—to build awareness of ergonomics and other occupational safety topics.

Supporting employee well-being



Employee Assistance Program

Confidential counseling services are available to employees and their families to help manage stress, personal challenges, mental well-being, substance dependency, and other life events.



Healthy living

Wellness initiatives—including health education, voluntary health screenings, smoking cessation support, and preventive care programs—encourage employees to make informed decisions about their health.



Work-life balance

Flexible work arrangements, parental leave, and other family-friendly policies help employees balance professional responsibilities with personal well-being.



2025 year in review

Global safety performance

0.0	0
total recordable injury rate (2024: 0.84)	lost-time incident rate (2024: 0)
0	0
work-related illnesses (2024: 0)	tier 1 process safety incidents (2024: 0)
0	872,933
motor vehicle accidents (2024: 0)	total employee hours worked (2024: 744,303)

Advancion applies the OSHA-established calculation methodology to report recordable incident rates that are comparable across any industry or group. The standard base rate for the calculations is based on a rate of 200,000 labor hours. This number (200,000) equates to 100 employees, who work 40 hours per week, 50 weeks per year. Using this standardized base rate, any company can calculate their rate(s) and get a percentage per 100 employees.

Advancion utilizes medical professionals (on-site nurse) to retain all health records. These records will include an employee's initial screening, any periodic evaluations, and notes from off-site referrals. Currently, there are no work-related illnesses that must be tracked.

Work-related injuries

Employee and contingent staff safety metrics	2025	2024	2023
Work-related fatalities	0	0	0
Lost-time incident rate	0	0	0.165
Lost-time injuries	0	0	1
Recordable rate	0	0.84	0.42
Recordables	0	3	2
On-site independent contractor safety metrics	2025	2024	2023
Work-related fatalities	0	0	0
Lost-time incident rate	0	0	0
Lost-time injuries	0	0	0
Recordable rate	0	0	0
Recordables	0	0	0
<i>*Note: Recordable rate = (# of recordables *200,000) / hours worked. Lost time incident rate = (# of LTI *200,000) / hours worked.</i>			
Process safety metrics	2025	2024	2023
Tier 1	0	0	0
Tier 2	1	1	2

Built on prevention. Driven by performance.

Through proactive planning, disciplined risk management, employee engagement, and continuous improvement, Advancion consistently achieves industry-leading safety performance with injury and lost-time incident rates well below U.S. Occupational Safety and Health Administration (OSHA) industry averages.

Our safety culture is reinforced through comprehensive hazard assessments, engineered process controls, employee training, safety committees, audits, incident investigations, and our Actively Caring program, which empowers every employee to identify and address unsafe conditions before incidents occur.

Each manufacturing facility performs site-specific EH&S risk assessments to identify and mitigate potential hazards. Our Sterlington site is certified under the Responsible Care® Management System (RCMS), demonstrating our commitment to operational excellence, responsible manufacturing, and continuous improvement.



Protecting resources. Preserving the future.

Responsible environmental stewardship is built into how we operate—from the resources we use to the products we make.

Every decision we make is guided by a commitment to reduce environmental impact, improve operational efficiency, and create long-term value. Through disciplined resource management, innovation, and continuous improvement, we are advancing a more sustainable future for our business, our customers, and the communities we serve.



Reduce environmental impact

Lower emissions, waste, and resource consumption through responsible operations.



Drive continuous improvement

Use data, innovation, and operational excellence to strengthen environmental performance year after year.



Conserve natural resources

Improve efficiency in water, energy, and raw material use across our global operations.



Create lasting value

Support sustainable growth while protecting the environment for future generations.

Designed for today. Built for tomorrow.

Our approach aligns people, processes, and innovation to improve environmental performance, strengthen operations, and create lasting business value.

Sustainability starts here

We are committed to reducing emissions, conserving resources, and safeguarding natural ecosystems for future generations. Our key focus areas drive our environmental performance and guide our decisions every day.

Innovation that makes an impact

Innovation is essential to advancing our sustainability goals. We invest in green chemistry and R&D to design products and processes that eliminate or minimize hazardous substances and incorporate renewable resources.

Continuous improvement in action

We track performance using robust KPIs, conduct regular audits, and encourage employee engagement through training and involvement in site-level sustainability initiatives.

Embedding sustainability into every day

We pursue resource efficiency by optimizing the use of raw materials, energy, and water across our

production processes. This includes actively engaging our suppliers to uphold our values around sustainability and ethics.

Building trust through transparency

We maintain strict compliance with all relevant environmental regulations and often exceed them through voluntary, proactive measures. Open engagement with local communities helps ensure transparency and builds trust around our environmental initiatives.

Turning goals into action

We are advancing specific programs to reduce our environmental impact, including:

- **Energy efficiency:** Investing in energy-saving technologies and practices to lower emissions.
- **Water conservation:** Using closed-loop systems and other innovations to reduce water use.
- **Waste reduction:** Pursuing material circularity wherever feasible.

Our global performance is monitored through routine data collection, senior leadership reviews, and third-party verification to ensure alignment with our goals and drive accountability at all levels of the organization.



Powering progress

Advancing renewable energy and operational efficiency

Energy is essential to our operations, and improving how we generate, source, and use it is a key component of our sustainability strategy. We purchase electricity from local utilities to support our global operations, including our headquarters, manufacturing facilities, Customer Application Centers, and cell culture production site. To reduce reliance on conventional energy sources, we continue investing in renewable energy and energy efficiency projects across our operations.

In 2025, our Davis, California facility generated 4,550 kWh of renewable electricity through rooftop solar panels. At our Ibbenbüren, Germany manufacturing site, our on-site solar farm generated 3.89 GWh of electricity—meeting approximately 28% of the site's annual electricity demand. An additional 5.2 GWh of renewable electricity purchased from the local utility increased the site's renewable electricity supply to 67% of purchased electricity.

Natural gas remains an important energy source for heating and steam generation across our facilities. Our energy consumption metric reflects both purchased electricity and natural gas use, while our energy intensity metric measures total energy consumed relative to production output, providing a consistent indicator of operational efficiency.

Reducing energy intensity

Through targeted operational improvements and energy efficiency projects, Advancion reduced overall energy intensity by approximately 9% in 2025, keeping us on track to achieve our 2030 energy reduction goal. Our largest manufacturing sites in Sterlington and Ibbenbüren continue to be the primary focus of energy optimization initiatives, renewable energy investments, and process improvements.



Award-winning innovation and continuous improvement

Our Sterlington Energy Savings Team continues to identify projects that improve efficiency while reducing emissions, waste, and operating costs. Recent projects earned multiple American Chemistry Council (ACC) Responsible Care® Awards, including:



Energy
Efficiency
Award



Waste
Reduction
Award



Finalist:
Initiative of the Year

One key initiative involved installing selective catalytic reduction (SCR) technology that enables the use of internally generated nitroparaffin fuels—including nitroethane, 1-nitropropane, and 2-nitropropane—as an alternative boiler fuel. By repurposing these materials, the project reduced natural gas consumption while simultaneously lowering emissions, hazardous waste generation, and operating costs.

SCR Project Results:

- \$2 million in annual cost savings
- 236,795 MMBTU reduction in natural gas consumption
- 15,278 metric tons reduction in Scope 1 greenhouse gas emissions
- 6,383 metric tons reduction in Scope 3 greenhouse gas emissions
- 156 metric tons of NOx emissions eliminated
- More than 4.08 million pounds of hazardous waste eliminated

2025 year in review

-9.5%

reduction in 2025 energy intensity versus 2024
(kWh/MT production)

Energy intensity

In 2025, our energy intensity decreased by approximately 9.5%, driven by both changes in site-level production and the successful implementation of targeted energy-saving initiatives.

While we have not quantified the energy requirements of individual products, our continued reduction in overall energy intensity demonstrates that our manufacturing processes are becoming more energy efficient. By producing more output with less energy, we improve operational performance while advancing our environmental commitments and long-term sustainability goals.

Energy consumption

Energy metric	2025	2024	2023	2022
Total energy consumption (kWh)	668,528,733	644,790,415	654,048,302	728,142,325
Total production (MT)	154,840	135,237	128,868	156,646
Energy intensity (kWh / MT production)	4,317.53	4,767.87	5,075.32	4,648.32
Energy source (kWh)	2025	2024	2023	2022
Total natural gas for fuel	575,574,108	546,069,201	560,151,723	626,328,735
Electricity purchased and consumed	89,061,075	95,093,133	93,896,579	101,813,590
Purchased electricity from nonrenewable energy sources	83,861,175	89,015,133	86,885,704	92,616,715
Total purchased or self-generated renewable energy	9,093,450	9,706,081	7,010,875	9,196,875
Total energy consumption (kWh)	668,528,733	644,790,415	654,048,302	728,142,325

Using every drop responsibly

Water is one of our most valuable shared resources. Through responsible sourcing, efficient reuse, advanced treatment, and continuous improvement, we protect water quality while supporting reliable operations and the communities where we operate.

Responsible water sourcing

Protecting a shared resource

- Potable water supplied by local municipalities at all Advancion locations.
- Our Sterlington site also responsibly withdraws water from the Ouachita River under state and federal permits.
- Water withdrawals are continuously monitored to improve efficiency and support long-term conservation.

Maximizing water reuse

Using water more efficiently

- Closed-loop cooling systems at Sterlington and Ibbenbüren maximize water reuse before discharge.
- Water consumption, withdrawal, and intensity are continuously monitored to identify additional conservation opportunities.
- Ongoing optimization projects support our 2030 water reduction goals.

Preserving water quality

Treating every discharge responsibly

- Process wastewater is treated before discharge.
- Continuous monitoring, sampling, and operational controls verify compliance with regulatory permits.
- Secondary containment systems help protect groundwater and nearby surface waters.

Each year, we use the World Resources Institute's Aqueduct Water Risk Atlas to assess water stress in the regions where our primary manufacturing facilities operate. Although none of our primary manufacturing sites are located in high-water stress areas, we remain committed to reducing water consumption through continuous improvement initiatives that help conserve this vital natural resource.

Our water management approach



Source responsibly

Municipal supplies and permitted river withdrawals.



Reuse efficiently

Closed loop systems maximize reuse.



Treat thoroughly

Onsite wastewater treatment to permitted limits.



Return safely

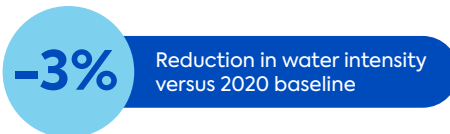
Continuous monitoring and safe discharge.

Continuous improvement that drives results

Our focus on water conservation is driven by innovation, operational discipline, and continuous improvement. Every efficiency project helps reduce environmental impact while improving the sustainability of our manufacturing operations.

Improving water efficiency

Progress toward our 2030 goals



Although additional tank cleaning associated with new product commercialization temporarily increased water demand during 2025, overall water intensity remained below baseline and continues to support progress toward our 2030 reduction goals.

Optimizing operations

Efficiency through innovation

Water withdrawal is a critical metric in conserving natural water resources. Our water savings teams have developed and implemented a range of reduction projects at our sites to meet long-term conservation goals:

- Cooling tower cycle optimization
- Water withdrawal reduction projects
- Continuous process improvements
- On-site wastewater treatment
- Ongoing recycling optimization

Safeguarding water for tomorrow

Reducing impacts

Our treatment systems continuously monitor and verify water quality prior to discharge through:

- Continuous pH monitoring
- Flow measurement
- Biological oxygen demand (BOD)
- Total suspended solids (TSS)
- Metals and VOC monitoring
- Biomonitoring where required

We also take steps to support groundwater recharge by maintaining permeable surfaces, such as gravel, across significant areas of our manufacturing sites. This practice enhances stormwater absorption and contributes to long-term water conservation in our communities.

Local agencies establish discharge parameters for each site. In Ibbenbüren, German regulations emphasize biological safety and chemical treatment. In Sterlington, the Louisiana Pollutant Discharge Elimination System (LPDES) permit defines a comprehensive set of sampling frequencies for various pollutants, ranging from real-time pH and flow to annual tests for metals and organics.

2025 year in review

0

Number of incidents of non-compliance with effluent limitations from treated process wastewater or stormwater outfalls

+11%

Increase in water intensity in 2025 versus 2024 due to additional water used for tank cleaning associated with new product commercialization

We define water consumption by adding water withdrawal from river water intakes and third-party sources and then subtracting water discharged back to the river through treated process wastewater outfalls. There is a small portion of stormwater included in the treated process wastewater discharge outfalls; however, we currently do not quantify that separately. Our Sterlington site has two outfalls that are designated as solely stormwater outfalls and Ibbenbüren also has one such stormwater outfall; so, those totals are not included in the consumption calculation.

Water discharge at our two main manufacturing sites includes treated process wastewaters and stormwaters. At the Ibbenbüren plant, process and storm waters contained within the site are directed to an on-site aeration pond before being released into the city wastewater system, where they are further treated at the municipal water plant. Similarly, the Sterlington plant directs waste and storm waters to an on-site treatment facility before discharging treated effluent into the Ouachita River.

Water withdrawal, consumption and discharge

Water withdrawal	2025	2024	2023	2022
(megaliters)	Fresh water ($\leq 1,000$ mg/L TDS)			
Surface water	2,813	2,784	2,933	3,014
Ground water	-	-	-	-
Third-party water	149	140	112	149
Total withdrawal	2,962	2,924	3,045	3,163
Water consumption	2025	2024	2023	2022
(megaliters)				
Sterlington	744	566	794	748
Ibbenbüren	46	41	22	48
Buffalo Grove	1	0.3	0.1	-
Davis	6	6	5	-
Total consumption	797	613	821	796
Water consumption intensity (megaliter / MT)	0.0051	0.0045	0.0064	0.0051
Water discharge	2025	2024	2023	2022
(megaliters)	Other water ($> 1,000$ mg/L TDS)			
Surface water	2,100	2,245	2,157	2,306
Ground water	-	-	-	-
Third-party water	64	72	67	61
Total withdrawal	2,164	2,317	2,224	2,367

Our footprint. Our responsibility.

Measuring emissions. Driving reductions. Creating lasting impact.

Reducing greenhouse gas (GHG) emissions is an integral part of Advancion's sustainability strategy. By combining disciplined measurement, continuous improvement, and targeted investments in energy efficiency and lower-carbon technologies, we are reducing our environmental footprint while strengthening operational performance.

Measuring what matters

Building a trusted emissions inventory

We maintain a comprehensive GHG inventory covering all Advancion sites.

The primary GHG compounds accounted for include carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O) and fluorinated compounds from cooling systems.

To strengthen data quality and transparency, our emissions inventory is independently reviewed and continuously refined as operational data and methodologies evolve.

Turning data into action

Operational improvements that reduce emissions

Understanding where emissions occur allows us to prioritize projects that deliver measurable environmental benefits. Investments in energy efficiency, process optimization, renewable electricity, and lower-carbon fuel alternatives continue to reduce greenhouse gas emissions while improving operational efficiency.

Continuous improvement

Improving accuracy and performance

We periodically refine our emissions inventory to reflect improved operational data, updated methodologies, and evolving best practices.

This commitment to transparency ensures our reporting accurately reflects our environmental performance while providing better information to guide future sustainability initiatives.

Our focus. Our impact.

Covering 100% of core operations

All facilities owned and directly operated by Advancion and its affiliates

Driving reductions through efficiency and innovation

Targeted projects that deliver environmental and business value

Independent third-party review

Strengthening credibility and transparency

Aligned with global standards

Greenhouse Gas Protocol and IPCC guidance

Reporting framework

- Greenhouse Gas Protocol developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD)
- IPCC Global Warming Potentials (AR6)
- Emission and Generation Resource Integrated Database (eGRID) database by the U.S. Environmental Protection Agency (EPA)
- Scope 1, Scope 2 and Scope 3 emissions

Our carbon reduction strategy



Measure

Develop a comprehensive emissions inventory across our global operations.



Analyze

Identify the largest emission sources and opportunities for improvement.



Reduce

Implement projects that improve efficiency, increase renewable energy, and lower emissions.



Improve

Continuously refine data, verify performance, and identify new opportunities.

Measuring progress

Scope 1 and Scope 2 GHG emissions

The boundary for Scope 1 and 2 GHG emission calculations include the Sterlington, Louisiana manufacturing facility, the Ibbenbüren, Germany manufacturing facility, the Buffalo Grove, Illinois Corporate Office, the Expression Systems site in Davis, California, USA (starting in 2023), our six CACs (starting in 2024), and the Japan, South Korea and Indonesia sales offices.

Scope 1 GHG emissions are estimated using fuel consumption volumes, emission data collected at the vents and flare stacks, as well as estimation of fugitive emissions, typically based on equations developed by EPA. Scope 2 emissions are estimated using utility consumption rates and the emission factors for the upstream production of the imported utilities and the delivery of these utilities to the Advancion facilities.

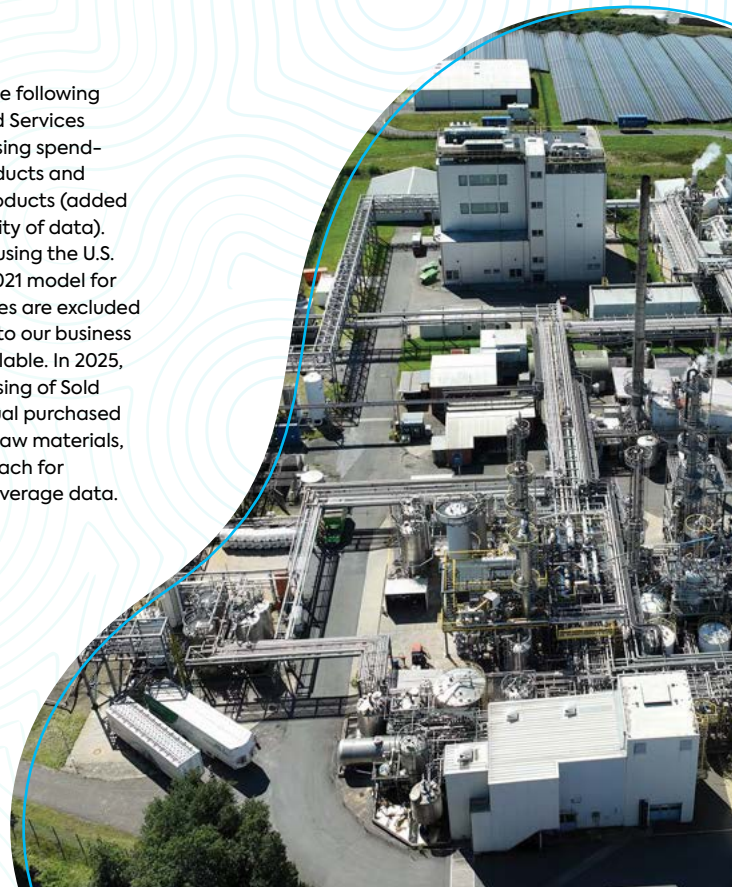
GHG Intensity is calculated by combining metric tons of CO₂e (which includes CO₂, CH₄, N₂O, and fluorinated compounds), from both Scope 1 combustion sources and Scope 2 location-based data for our sites and dividing it by the metric tons of production for that year.

Scope 3 GHG emissions

We work with a third-party consultant to calculate Scope 3 emissions using guidance from the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, a supplement to the GHG Protocol developed by the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD).

We began tracking Scope 3 emissions in 2021, which we use as our baseline year. That inventory included emissions from our corporate headquarters, manufacturing sites in Sterlington, Louisiana and Ibbenbüren, Germany, and warehouses around the world. In 2023, we added data from our Expression Systems facility in Davis, California. In 2024, we included data from our CACs in Scope 1 and 2 reporting, but not yet in Scope 3 due to limited data collection systems. Since the CACs and sales offices have a relatively small operational footprint, they are not expected to significantly impact our total Scope 3 emissions. However, we are working to include them in future Scope 3 reporting.

Our Scope 3 inventory includes the following categories: Purchased Goods and Services and Capital Goods (calculated using spend-based data), and Use of Sold Products and End-of-Life Treatment of Sold Products (added starting in 2022 with the availability of data). Other categories are calculated using the U.S. Department of Energy's GREET 2021 model for emissions factors. Some categories are excluded because they are not applicable to our business or related data is not readily available. In 2025, we included Category 10 (Processing of Sold Products) and also obtained actual purchased quantities for some of our major raw materials, thereby providing a hybrid approach for Category 1 between spend and average data.



2025 year in review

-8.6%

reduction in 2025 GHS Scope 1 and 2 emissions intensity versus 2024 (MTCO₂eq / MT production)

-2%

reduction of total GHS Scope 1 and 2 emissions in 2025 versus 2024 (MTCO₂eq)

Direct (Scope 1) GHG emissions and Energy indirect (Scope 2) GHG emissions

Emissions	2025	2024	2023	2022
GHG Scope 1 (MTCO ₂ eq)	140,852	142,501	146,713	157,779
GHG Scope 2, location-based (MTCO ₂ eq)	30,252	32,161	33,991	35,634
GHG total (MTCO ₂ eq)	171,104	174,662	180,704	193,413
GHG intensity (MTCO ₂ eq / MT production)	1.11	1.29	1.40	1.23

In 2025, Scope 1 and Scope 2 emissions declined through a combination of targeted operational improvements and ongoing efficiency projects. Scheduled maintenance of our nitric acid combustor reduced N₂O emissions, while wastewater treatment optimization lowered electricity demand by reducing blower energy use. These achievements build on earlier initiatives, including boiler optimization, selective catalytic reduction (SCR) technology, and solar energy investments at our Ibbenbüren manufacturing facility.



2025 year in review

In 2025, GHG Scope 3 calculations are reported to be lower overall than the previous year. Specifically, Category 1 (purchased goods and services) moved a hybrid spend / average approach using actual raw material quantities, which reduced the overall category by 17% over the previous year. Category 2, capital goods purchases were down 65% because there were fewer capital projects in 2025.

Category 4, upstream transportation increased significantly since we moved paid freight that was previously accounted for in Category 9, added missing transportation data from Expression Systems, and updated calculations using “well-to-wheel” emission factors. Category 5, waste generation, decreased as we started managing more of our non-hazardous waste streams at our own wastewater treatment plant. Category 6, business travel increased due to updated “well-to-wheel” emission factors. Category 9 decreased as described above and the other categories remained constant from previous years. Overall, Scope 3 calculation updates were below the 5% change threshold and therefore, we have not recalculated the base year or previous year’s data.

2021 was selected as our baseline year since this is the first year that the Scope 3 GHG data was compiled. We do not plan to set GHG Scope 3 reduction goals since our current calculation methodology is reliant on spend-based data. However, we continue to investigate ways to make our data calculations more precise such that reduction targets can be set.

Other indirect (Scope 3) GHG emissions

GHG Scope 3 (MTCO ₂ eq)	2025	2024	2023	2022
C1 Purchased goods and services	77,108	93,287	71,281	147,153
C2 Capital goods	1,083	3,121	6,006	4,626
C3 Fuel and energy related activities	26,685	27,514	32,355	27,871
C4 Upstream transportation and distribution	14,039	2,706	2,650	3,627
C5 Waste generated in operations	1,719	3,702	2,141	9,783
C6 Business travel	744	232	209	168
C7 Employee commuting	1,078	1,104	1,407	1,379
C8 Upstream leased assets	Not Relevant	Not Relevant	Not Relevant	Not Relevant
C9 Downstream transportation and distribution	588	2,757	3,332	4,232
C10 Processing of sold products	297	Not Evaluated	Not Evaluated	Not Evaluated
C11 Use of sold products	13,455	12,803	12,059	13,868
C12 End of life treatment of sold products	145,469	147,768	90,492	88,670
C13 Downstream leased assets	Not Relevant	Not Relevant	Not Relevant	Not Relevant
C14 Franchises	Not Relevant	Not Relevant	Not Relevant	Not Relevant
C15 Investments	Not Relevant	Not Relevant	Not Relevant	Not Relevant
GHG Scope 3 upstream total	122,456	131,666	116,049	194,607
GHG Scope 3 downstream total	159,809	163,328	105,883	106,770
GHG Scope 3 total (MTCO₂eq)	282,265	294,994	221,932	301,377
GHG Scope 3 intensity (MTCO₂eq / MT production)	1.82	2.18	1.72	1.92



2025 year in review

-26.3%
reduction in NO_x emissions in 2025 versus 2024

Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions

Process emissions	2025	2024	2023	2022
Nitrogen oxides (NO _x) (MT)	335	455	554	611
Volatile organic compounds (VOC) (MT)	193	212	226	225
NO _x intensity (MT / MT production)	0.0022	0.0034	0.0043	0.0039
VOC intensity (MT / MT production)	0.0012	0.0016	0.0017	0.0014

Based on our proprietary chemical manufacturing process utilized at the Sterlington facility, nitrogen oxides (NO_x) and volatile organic compound (VOC) emissions were identified as a significant source of emissions. These emissions have been routinely calculated and submitted through the Louisiana Department of Environmental Quality Emissions Inventory (ERIC) using criteria from the Louisiana Environmental Regulatory Code, Title 33:III.919. NO_x and VOC Intensity values are calculated utilizing metric tons of emissions divided by metric tons of production.

We have made measurable reductions in VOC emissions through the installation of internal floating roofs at many of the larger aboveground storage tanks in our Sterlington plant. These internal floating roofs act to prevent and contain VOC emissions from chemical products stored there. Additionally, our SCR project installed in 2023 at the Sterlington site boilers is designed to significantly reduce the NO_x emissions generated when on-site wastes are burned in the boilers. The total NO_x emissions from our global activities have been reduced by approximately 53% in 2025 over a 2020 baseline.

Responsible waste management and circular solutions

Reducing waste. Increasing resource value.

We are committed to proper waste management at every location. Through strong governance, operational excellence, and a focus on circularity, we minimize waste, protect the environment, and drive continuous improvement.



Responsible waste management

- Managed in accordance with our global EH&S Policy, Responsible Care®, industry best practices, and all applicable regulations.
- Dedicated waste areas at each facility based on waste type and regulatory requirements.
- Off-site waste tracked through waste profiles and cradle-to-grave manifests for full accountability.
- Compliance verified through annual management reviews, internal audits, and regulatory inspections.



Advancing circularity

We prioritize reuse, recycling, and energy recovery whenever practical.

- Beneficial reuse partnerships to utilize excess product.
- Recycling programs ensure recoverable materials are given a second life.
- Reuse of process materials tracked since 2023.
- We measure waste diverted through reuse, recycling, and energy recovery to support continuous improvement.
- Compliance verified through annual management reviews, internal audits, and regulatory inspections.



Designing out waste

Waste minimization is integrated into daily operations, capital project planning, and continuous process improvement.

- 98% reduction in off-site hazardous waste (2022–2024) through the Sterlington SCR project, which converts NP fuels into on-site boiler fuel for steam generation.
- Approximately 18% reduction in off-site non-hazardous waste in 2025 by treating portions of an amine manufacturing waste stream through our own wastewater treatment system.
- Recognized by the American Chemistry Council as a Responsible Care® Initiative of the Year finalist.



Tracking performance and compliance

- Hazardous and non-hazardous wastes are managed by qualified third-party disposal providers selected through rigorous environmental performance evaluations.
- As a member of CHWMEG, we leverage independent audit reports to support responsible disposal facility selection.
- Oversight by our Utilities and EH&S teams ensures regulatory compliance and protection of human health and the environment.



Advancing waste diversion and responsible disposal

Waste diversion is a core component of our operational strategy and supports our commitment to advancing circularity across our manufacturing operations. We continuously evaluate opportunities to reduce waste by recovering, reusing, recycling, or repurposing materials that would otherwise require disposal.

Beginning in 2023, we expanded our waste management program to quantify material reuse within our manufacturing processes. Today, several process streams—including methanol, TRIS AMINO™ slurry, TRIS AMINO™ HCl, and nitroparaffin fuels—are recovered and returned as manufacturing inputs, reducing virgin raw material consumption and minimizing waste generation.

Our manufacturing teams also work to prevent waste before it is created. Materials that fall outside customer sales specifications are routinely returned to production for evaluation and reprocessing whenever feasible. This practice allows many products to be restored to specification rather than disposed of. We are working to incorporate metrics for these activities into future sustainability reporting.

In addition to process reuse, our facilities maintain established recycling programs for materials such as spent catalyst, used oil, spent parts washer solvent, scrap metal, concrete, plastics, and universal wastes including electronics, fluorescent lamps, and batteries. Together, these initiatives contribute to our overall waste diversion performance and support continuous improvement toward a more circular manufacturing model.

Waste that cannot be reused, recycled, or recovered is managed through carefully controlled disposal processes designed to protect human health and the environment.

All waste shipments are tracked through a cradle-to-grave management system using waste profiles and manifests to ensure full accountability throughout transportation and final disposition. The Environmental, Health & Safety (EH&S) team maintains comprehensive records that classify waste by regulatory status, treatment method, and whether management occurs on-site or through qualified third-party disposal facilities.

This data supports regulatory compliance, enables performance tracking, and helps identify additional opportunities to reduce waste generation and increase diversion through reuse, recycling, and energy recovery in future years.



Our commitment

We are committed to continuous improvement and advancing circular solutions that protect resources and the environment.



Our approach

Reduce waste at the source. Reduce and recover whenever possible. Recycle and responsibly dispose when necessary.



Our impact

Building a more circular future through smart operations and responsible choices.



In 2025, **2,205 metric tons** of waste were diverted through reuse or energy recovery – an **increase of 22%** versus 2024.

2025 year in review

-15.0%

reduction in 2025 waste intensity
versus 2024 (MT / MT production)

Waste generated

Waste generation (MT)	2025	2024	2023	2022
Non-hazardous	5,482	6,751	6,812	8,586
Hazardous	20,024	19,491	18,453	21,793
Total waste volumes	25,507	26,242	25,266	30,379
Total waste diverted	2,205	1,808	8,702	102,547
Waste intensity (MT / MT of production)	0.16	0.19	0.20	0.19

Waste diverted from disposal

Waste diverted (MT)	2025	2024	2023	2022
Hazardous waste diverted				
Recycled	160	581	1,519	2,890
Recycled for process inputs	837	341	481	-
Reused	-	-	3,577	1,145
Total hazardous waste diverted	997	922	5,577	4,035
Non-hazardous waste diverted				
Recycled	574	320	2,737	98,511
Recycled for process inputs	633	566	389	-
Reused	-	-	-	-
Total non-hazardous waste diverted	1,207	886	3,126	98,511

2025 year in review

Waste directed to disposal

Waste disposal by treatment method (MT)	2025			2024			2023			2022		
	On-site	Off-site	Total	On-site	Off-site	Total	On-site	Off-site	Total	On-site	Off-site	Total
Hazardous waste												
Incinerated (with energy recovery)	17,201	252	17,453	16,939	8	16,947	16,117	186	16,302	16,952	1,864	18,817
Incinerated (without energy recovery)	-	17	17	-	114	114	-	19	19	-	0.04	0.04
Landfill	-	-	-	-	-	-	-	-	-	-	-	-
Injection well	2,554	-	2,554	2,425	-	2,425	2,132	-	2,132	2,976	-	2,976
Total hazardous waste (MT)	19,755	269	20,024	9,364	122	19,486	18,249	205	18,453	19,928	1,864	21,793
Non-hazardous waste												
Incinerated (with energy recovery)	-	38	38	-	10	10	-	15	15	-	6	6
Incinerated (without energy recovery)	-	62	62	-	-	-	-	3	3	-	-	-
Landfill	-	1,797	1,797	-	2,941	2,941	-	3,571	3,571	-	5,701	5,701
Injection well	-	3,585	3,585	-	3,799	3,799	-	3,223	3,223	-	2,879	2,879
Total non-hazardous waste (MT)	-	5,482	5,482	-	6,750	6,750	-	6,812	6,812	-	8,586	8,586

We maintain comprehensive cradle-to-grave tracking for all waste generated to ensure it is managed in a way that safeguards human health and the environment. Our Environmental, Health & Safety (EH&S) Department oversees a dedicated waste database that categorizes materials by type—hazardous or non-hazardous—as well as by treatment method and disposal location (on-site or off-site).

This data is routinely reviewed and used to verify compliance with applicable environmental regulations, supporting transparent and responsible waste management practices across our operations.



Every product begins with safety, responsibility, and sustainable thinking

From concept through commercialization, we integrate product stewardship into every stage of development. By combining scientific innovation, predictive safety assessments, and responsible manufacturing practices, we create solutions that deliver exceptional performance while minimizing environmental and societal impacts.

Responsible innovation

Advanced in silico and in vitro assessment tools help evaluate potential hazards early in product development, enabling informed, science-based decisions.

Product stewardship

Environmental, health, and social considerations are integrated throughout the product lifecycle—from design and manufacturing to customer use and end-of-life.

Safer, more sustainable products

Every new chemistry is evaluated using predictive safety tools to support responsible commercialization and continuous product improvement.



100%

of the new chemistries we developed were evaluated using these predictive safety tools in 2025, demonstrating our commitment to responsible innovation and continuous improvement to product sustainability.

Data. Science. Responsible innovation.

Rigorous risk characterization

We perform a product risk characterization on 100% of our portfolio of products every three years using the American Chemistry Council's (ACC) Product Risk Characterization Tool, which aligns with the Responsible Care® Management System.

This evaluation helps identify potential health and environmental impacts and prioritizes the need for additional stewardship actions, product improvements and safe use guidance.

Continuous improvement

We participate in third-party ESG performance assessments each year. Insights from these reviews help us strengthen our chemical management systems and drive improvements across our products and processes. All Advancion products are assessed and reviewed in accordance with these rigorous standards.

Measuring what matters

We track sustainability performance through the American Chemistry Council's Voluntary Sustainability Metrics reporting program. In 2021, we began reporting annually on key metrics, including:

- Community engagement
- Greenhouse gas impact
- Air quality
- Energy efficiency and energy diversity
- Diversity and inclusion
- Responsible management of hazardous waste

In 2025, we evaluated 100% of our product portfolio to determine the share of revenue generated by products that promote health, reduce waste, or deliver a positive environmental impact. Based on this assessment, we determined approximately 54% of Advancion's 2025 revenue was derived from products meeting our definition of sustainable products.

Advancing safer solutions, today and tomorrow



People and planet first

We design with safety, responsibility, and sustainability at the core.



Science-based decisions

Advanced tools and data guide safe chemistry development.



Measurable impact

We track progress and report transparently on the metrics that matter.



Partnering for success

We work closely with customers to create value and drive solutions.

Transparent product information and safe use guidance

We provide clear, accurate, and comprehensive product information to support the safe and effective use of our products. Our Global Research, Development, and Applications (RD&A) teams work closely with customers across end-use markets to develop safe, high-performing solutions. Strategically located Customer Application Centers (CACs) and advanced laboratory capabilities provide the technical expertise needed to help customers solve formulation and application challenges.

Comprehensive product information for safety

Our product stewardship program provides detailed technical information to support product performance, safe handling, and protection of human health and the environment.

This includes packaging guidance, waste disposal recommendations, and globally harmonized safety data sheets (SDS) containing critical information on chemical properties, safe handling, spill response, storage, and emergency measures.

For key products, regulatory data sheets (RDS) provide additional regulatory guidance to help customers meet market-specific requirements and maintain compliance with applicable standards.

GRI Disclosure Index

Statement of Use

Advancion Corporation has reported in accordance with the GRI Standards for the calendar and fiscal period starting January 1, 2025 and ending December 31, 2025.

GRI 1 Used

GRI 1: Foundation 2021

GRI Standard/ Other Source	Disclosure	Page(s) in this report	Omissions	
			Reason	Explanation
General Disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	3, 4, 5, 6, 7, 8		
	2-2 Entities included in the organization's sustainability reporting	3		
	2-3 Reporting period, frequency and contact point	3		
	2-4 Restatements of information	3		
	2-5 External assurance	3		
	2-6 Activities, value chain and other business relationships	4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 21, 23, 32,		
	2-7 Employees	24, 25, 26, 27, 28, 29, 30, 31		

GRI Standard/ Other Source	Disclosure	Page(s) in this report	Omissions	
			Reason	Explanation
General Disclosures				
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	30, 32, 33, 34		
	2-9 Governance structure and composition	17, 19		
	2-10 Nomination and selection of the highest governance body		Confidentiality constraints	Advancion is a privately held company. This information is considered proprietary and is not disclosed by Advancion to third parties.
	2-11 Chair of the highest governance body		Confidentiality constraints	
	2-12 Role of the highest governance body in overseeing the management of impacts	17, 18, 19, 20		

GRI Disclosure Index

GRI Standard/ Other Source	Disclosure	Page(s) in this report	Omissions	
			Reason	Explanation
General Disclosures				
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	17, 18, 19		
	2-14 Role of the highest governance body in sustainability reporting	17, 18, 19		
	2-15 Conflicts of interest		Confidentiality constraints	Advancion is a privately held company.
	2-16 Communication of critical concerns	17, 18, 19, 20, 21, 32		

GRI Standard/ Other Source	Disclosure	Page(s) in this report	Omissions	
			Reason	Explanation
General Disclosures				
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body		Confidentiality constraints	Advancion is a privately held company. This information is considered proprietary and is not disclosed by Advancion to third parties.
	2-18 Evaluation of the performance of the highest governance body		Confidentiality constraints	
	2-19 Remuneration policies		Confidentiality constraints	
	2-20 Process to determine remuneration		Confidentiality constraints	
	2-21 Annual total compensation ratio		Confidentiality constraints	
	2-22 Statement on sustainable development strategy	9, 10, 11, 12		
	2-23 Policy commitments	13, 15, 16, 17, 18, 19, 20, 21, 22, 24, 25, 26, 27, 28, 29, 32		

GRI Disclosure Index

GRI Standard/ Other Source	Disclosure	Page(s) in this report	Omissions	
			Reason	Explanation
General Disclosures				
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	13, 15, 16, 17, 18, 19, 20, 21, 22, 24, 25, 26, 27, 28, 29, 32		
	2-25 Processes to remediate negative impacts	21, 28, 32		
	2-26 Mechanisms for seeking advice and raising concerns	28, 32		
	2-27 Compliance with laws and regulations	32		
	2-28 Membership associations	23		
	2-29 Approach to stakeholder engagement	17, 19, 21		
	2-30 Collective bargaining agreements	29, 30		
Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	20, 21		
	3-2 List of material topics	20		

GRI Standard/ Other Source	Disclosure	Page(s) in this report	Omissions	
			Reason	Explanation
Material Topics				
Anti-corruption				
GRI 3: Material Topics 2021	3-3 Management of material topics	28, 32		
	205-2 Communication and training about anti-corruption policies and procedures	28, 32		
	205-3 Confirmed incidents of corruption and actions taken	32		
Anti-competitive Behavior				
GRI 3: Material Topics 2021	3-3 Management of material topics	28, 32		
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	32		

GRI Disclosure Index

GRI Standard/ Other Source	Disclosure	Page(s) in this report	Omissions	
			Reason	Explanation
Material Topics				
Energy				
GRI 3: Material Topics 2021	3-3 Management of material topics	15, 17, 18, 38, 39, 40		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	16, 40, 41		
	302-3 Energy intensity	16, 41		
	302-4 Reduction of energy consumption	16, 40, 41		
	302-5 Reductions in energy requirements of products and services	16, 40, 41		

GRI Standard/ Other Source	Disclosure	Page(s) in this report	Omissions	
			Reason	Explanation
Material Topics				
Water and Effluents				
GRI 3: Material Topics 2021	3-3 Management of material topics	15, 17, 18, 38, 39, 42, 43		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	42, 43, 44		
	303-2 Management of water discharge-related impacts	42, 43		
	303-3 Water withdrawal	44		
	303-4 Water discharge	44		
	303-5 Water consumption	44		

GRI Disclosure Index

GRI Standard/ Other Source	Disclosure	Page(s) in this report	Omissions	
			Reason	Explanation
Material Topics				
Emissions				
GRI 3: Material Topics 2021	3-3 Management of material topics	15, 17, 18, 38, 39, 45, 46		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	16, 45, 46, 47		
	305-2 Energy indirect (Scope 2) GHG emissions	16, 45, 46, 47		
	305-3 Other indirect (Scope 3) GHG emissions	46, 48		
	305-4 GHG emissions intensity	16, 38, 39, 47, 48		
	305-5 Reduction of GHG emissions	16, 38, 39, 47, 48		
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	49		

GRI Standard/ Other Source	Disclosure	Page(s) in this report	Omissions	
			Reason	Explanation
Material Topics				
Waste				
GRI 3: Material Topics 2021	3-3 Management of material topics	15, 17, 18, 38, 39, 50, 51		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	15, 16, 50, 51		
	306-2 Management of significant waste-related impacts	15, 16, 50, 51		
	306-3 Waste generated	16, 50, 51, 52		
	306-4 Waste diverted from disposal	51, 52		
	306-5 Waste directed to disposal	53		

GRI Disclosure Index

GRI Standard/ Other Source	Disclosure	Page(s) in this report	Omissions	
			Reason	Explanation
Material Topics				
Employment				
GRI 3: Material Topics 2021	3-3 Management of material topics	24, 25, 29		
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	31		
	401-2 Benefits provided to full- time employees that are not provided to temporary or part- time employees	25		
	401-3 Parental leave	30		

GRI Standard/ Other Source	Disclosure	Page(s) in this report	Omissions	
			Reason	Explanation
Material Topics				
Occupational Health and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	13, 27, 33, 34, 35, 36, 37		
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	34, 35, 36		
	403-2 Hazard identification, risk assessment, and incident investigation	33, 34, 35		
	403-3 Occupational health services	36, 37		
	403-4 Worker participation, consultation, and communication on occupational health and safety	13, 34, 35, 36, 37		
	403-5 Worker training on occupational health and safety	13, 27, 34, 35, 36, 37		
	403-6 Promotion of worker health	35, 36		
	403-8 Workers covered by an occupational health and safety management system	34, 35		
	403-9 Work-related injuries	37		
	403-10 Work-related ill health	37		

GRI Disclosure Index

GRI Standard/ Other Source	Disclosure	Page(s) in this report	Omissions	
			Reason	Explanation
Material Topics				
Training and Education				
GRI 3: Material Topics 2021	3-3 Management of material topics	13, 24, 26, 27, 28,		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	30		
	404-2 Programs for upgrading employee skills and transition assistance programs	24, 26, 27		
	404-3 Percentage of employees receiving regular performance and career development reviews	30		
Diversity and Equal Opportunity				
GRI 3: Material Topics 2021	3-3 Management of material topics	24, 26, 27, 29		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	30		

GRI Standard/ Other Source	Disclosure	Page(s) in this report	Omissions	
			Reason	Explanation
Material Topics				
Non-discrimination				
GRI 3: Material Topics 2021	3-3 Management of material topics	24, 28, 29, 32		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	32		
Freedom of Association and Collective Bargaining				
GRI 3: Material Topics 2021	3-3 Management of material topics	24, 29		
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	29, 32		
Child Labor				
GRI 3: Material Topics 2021	3-3 Management of material topics	28, 32		
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	32		

GRI Disclosure Index

GRI Standard/ Other Source	Disclosure	Page(s) in this report	Omissions	
			Reason	Explanation
Material Topics				
Forced or Compulsory Labor				
GRI 3: Material Topics 2021	3-3 Management of material topics	28, 32		
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	32		
Rights of Indigenous Peoples				
GRI 3: Material Topics 2021	3-3 Management of material topics	28, 32		
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	32		
Local Communities				
GRI 3: Material Topics 2021	3-3 Management of material topics	21, 22, 23		
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	23		

GRI Standard/ Other Source	Disclosure	Page(s) in this report	Omissions	
			Reason	Explanation
Material Topics				
Public Policy				
GRI 3: Material Topics 2021	3-3 Management of material topics	28, 32		
GRI 415: Public Policy 2016	415-1 Political contributions	32		
Customer Health and Safety				
GRI 3: Material Topics 2021	3-3 Management of material topics	54, 55		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	55		
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	32		

GRI Disclosure Index

GRI Standard/ Other Source	Disclosure	Page(s) in this report	Omissions	
			Reason	Explanation
Material Topics				
Marketing and Labeling				
GRI 3: Material Topics 2021	3-3 Management of material topics	54, 55		
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	54, 55		
	417-2 Incidents of non-compliance concerning product and service information and labeling	32		
	417-3 Incidents of non-compliance concerning marketing communications	32		
Customer Privacy				
GRI 3: Material Topics 2021	3-3 Management of material topics	32		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	32		



Advancion

Essential inputs. Extraordinary outcomes.™

advancionsciences.com

©™Trademark, Advancion Corporation, registered in various countries. Notice: No freedom from infringement of any patent owned by Advancion or others is to be inferred. Because use conditions and applicable laws may differ from one location to another and may change with time, Customer is responsible for determining whether products and the information in this document are appropriate for Customer's use and for ensuring that Customer's workplace and disposal practices are in compliance with applicable laws and other government enactments. The product shown in this literature may not be available for sale and/or available in all geographies where Advancion is represented. The claims made may not have been approved for use in all countries. Advancion assumes no obligation or liability for the information in the document. References to "Advancion" or the "Company" mean the Advancion Corporation legal entity selling the products to Customer unless expressly noted. NO WARRANTIES ARE GIVEN: ALL IMPLIED WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE ARE EXPRESSLY EXCLUDED. August 15, 2026.