



IKA Group

Status Report On Sustainability



November 2023

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Foreword by the Management Board

The topic of sustainability has the highest priority in the IKA Group and has been an integral part of our strategy for several years. Sustainability is seen as the decisive factor for the future and accordingly shapes our actions along all stages of the value-added process. As a VinylPlus® partner, we join the voluntary commitment to integrate the five challenges and the associated goals into our economic and environmental targets as much as possible.

We have defined three core themes as the goals of our long-term sustainability policy.

- 1.) We are constantly developing more sustainable products by taking a critical look at all raw materials and measuring them against sustainability criteria. By 2035, more than 70% of our portfolio should fully meet the sustainability criteria.
- 2.) We are significantly improving our ecological footprint in production through higher process efficiency of our plants as well as lower use of energy and raw material. In terms of energy, dependency on fossil fuels will be significantly reduced in the coming years. Specifically, the aim is to replace around 70% of the natural gas volume used with renewable energy sources by mid-2024. For the remaining energy required, the aim is to switch at least 90% to renewable energy by 2025 and 100% by 2030.
- 3.) We look at the entire supply chain with the goal of permanently climate-neutral production. Our goal here is that by 2035, 90% of our main suppliers meet our sustainability criteria, and for all suppliers to meet 100% of our criteria by 2050. We are currently examining all our options to achieve our goals even faster than currently planned. On the basis of periodic recordings, evaluations and assessments of our CO₂ balance, changes and reduction targets are planned and agreed.

In addition, we are developing new ideas: By 2040 at the latest, it should be possible to supply energy with green hydrogen at the Bitterfeld-Wolfen Chemical Park. And even before that, it should be possible to supply the import infrastructure via the backbone Rotterdam and Rostock through the hydrogen microgrid Central Germany.

With this vision of the future in terms of sustainability, we continue our annual transparent sustainability assessment for 2022.

Wolfen, 14.12.2023



The Management Board

In the case of all designations that refer to persons, the chosen wording refers to all genders, even if only one form is given for reasons of easier readability.

1 Motivation for creating a "Status Report on Sustainability"

As a result of the management buy-in in 2020 and the new orientation of the IKA Group, the aspect of sustainability is also becoming more important and forms the framework for the core values of the Group:

- Innovation
- Quality
- Competence
- Sustainability

Values work through authentic identification with them. In terms of sustainability, IKA is located in a field whose dimension is determined by laws and regulations on the one hand and effective values on the other. These should not be viewed as two opposing poles, but rather as two approaches to a topic that influence each other.

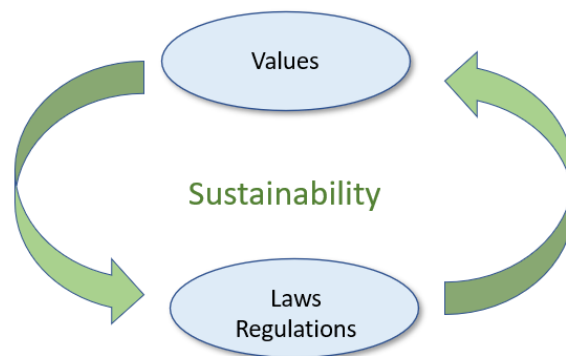


Figure 1: Interaction between values and rules/laws

In the business area of IKA, regulations and laws can only be influenced indirectly through committees and associations, while value-based action can be actively influenced.

This report serves as an instrument for transparent communication at all levels inside and outside the company.

The period covered by this report covers the calendar year 2022 and aims to demonstrate performance in the areas of economic, environmental and social sustainability. As the headquarters of the IKA Group, the report refers to the production site in Bitterfeld-Wolfen (Germany). For reasons of better readability, the term IKA is used synonymously for the Bitterfeld-Wolfen site. For greenhouse gas balance (Scope1/Scope2), 2019 is used as reference year. The methodical calculation of individual parameters is partly based on approximate values, which is why IKA reserves the right to re-evaluate parameters and correct values if the data situation changes.

2 Sustainability in the corporate context of the IKA Group

The IKA Group's headquarters are located in the Bitterfeld-Wolfen Chemical Park and is the group's only production site at the time of reporting. An overview of the individual units within the group can be found in Figure 2 given. The report relates to the activities of the headquarters IKA Innovative Kunststoffaufbereitung GmbH & Co. KG, although the sustainability strategy and orientation have a direct impact on all subsidiaries.

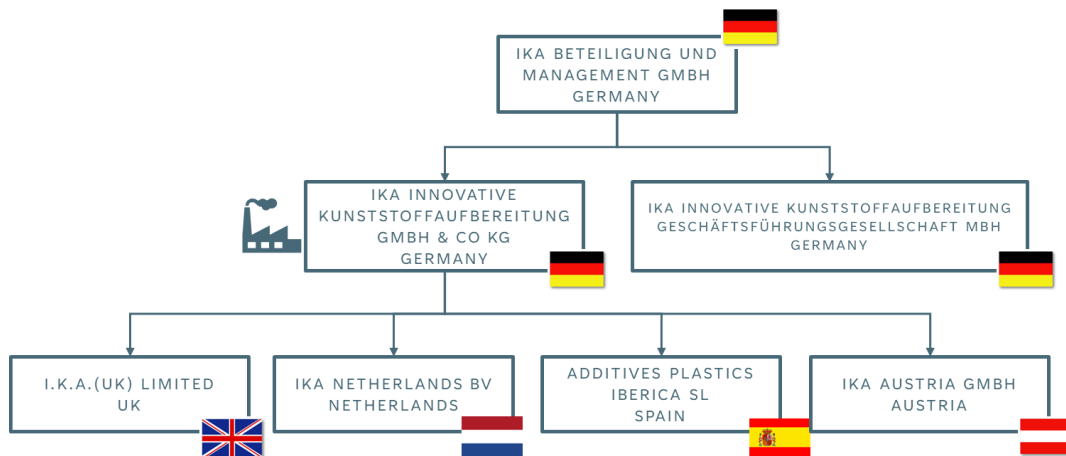


Figure 2: Units of the worldwide operating IKA Group

The production site in Bitterfeld-Wolfen was founded in 1994 and since then the business has been in the production and sale of stabilizers and additives for the PVC processing industry. This includes the production of solid stabilizers for window profiles, foamed and technical profiles, sheets, pipes, injection molding as well as stabilizers for PVC soft applications, such as cable sheathing, floor coverings or roofing membranes. The portfolio is also supplemented by the sale of impact modifiers and flow aids.

IKA's sustainability strategy is closely linked to the company's values and is described in its main features on the basis of core values.

Innovation

The core business of IKA Group is the production and distribution of additives for the plastics industry, but with the awareness and attitude of offering customers not only a tailor-made product, but also a service that best meets their needs in terms of quality and environmental compatibility as best as possible.

Innovation does not only refer to the continuous improvement of products and portfolio expansion, but it also includes new process technologies and new approaches to known topics. Innovation is only possible in an environment in which employees have the opportunity to develop and unleash their potential, and thus the value of innovation also includes a sustainable employee policy.

Quality

The defined value "Quality" describes the high-quality standards with regard to the services offered by the IKA Group. This is reflected in a high degree of automation of production and a high degree of traceability of individual process steps. As a result, errors are quickly detected, causes are identified, and measures are taken in a targeted manner and their effectiveness is checked. Regular certification audits based on internationally recognized standards (DIN EN ISO 9001:2015, DIN EN ISO 14001:2015) ensure that the processes continue to develop in a regulated manner and are documented accordingly.

Competence

Competence includes the ability to solve problems, the willingness to do so, and the appropriate development of approaches to solutions. If the definition is taken a little further, it includes social skills as well as working in an international environment and with different stakeholders. Through continuous training of IKA employees and cooperation with partners along the supply chain, the high level of competence is met in the best possible way.

Sustainability

An essential component of the company's sustainability strategy is the continuous development of new, heavy metal-free stabilizer systems. A milestone in this area is the complete phase-out of the production of lead-containing stabilizers in December 2020. As an active member of various committees and associations (ESPA, VinylPlus®, VCI, etc.), IKA is involved in working on technical, economic and sustainable developments.

3 Compliance and legal certainty

The compliance program of the IKA Group includes various measures to ensure legal certainty, to be up to date with the applicable legal situation and to ensure legal conformity. This includes compliance trainings for employees and the management of IKA Group at least once a year on current topics and special focus points such as data protection, antitrust law, anti-corruption or sanction control and foreign trade law by the Legal Counsel of IKA Group.

The basis and standard for all business activities of IKA Group is the Code of Conduct (CoC), which has been made known to all employees and has also been published on the IKA website. This Code of Conduct sets out clear standards and principles on ethics and morals in business and applies to all of our employees, regardless of where they work. Likewise, we expect all of our business partners to adhere to the principles of the Code of Conduct. The understanding of the Code of Conduct and compliance is controlled on the one hand by an employee survey and review, as well as by supplier questionnaires, evaluations and any necessary follow-up measures.

As a supplement to the Code of Conduct, various internal company guidelines, standards, regulations and legal requirements apply in order to detail certain subject areas and to take necessary measures and behavior.

To ensure the legal conformity of our suppliers we use supplier questionnaires and possible follow-up measures are taken if the result is unsatisfactory. IKA reserves the right to terminate business relationships with suppliers who do not meet our specified criteria. This also applies to working with freight companies or freight forwarders, where compliance with the applicable road haulage laws must also be checked.

To secure company-related data and all personal data the need-to-know principle applies. Data may only be transmitted to third parties if there is a non-disclosure agreement in place or if the third party is obliged to maintain secrecy based on legislation.

To ensure the legal conformity of our contracts, they must be handled by the IKA legal department. Of course, this also applies to all non-disclosure agreements in order to protect our know-how as much as possible.

Of particular relevance for the activities of IKA as an international group is to be compliant with all sanctions and the verification of conformity with foreign trade laws. Changes in the sanction provisions are continuously and closely checked by the Legal Counsel and communicated immediately to all relevant departments. We constantly check our products and our business partners against the applicable sanctions lists. This is done with the help of trade control software. In addition, we do manual checks and control special topics.

In principle, legal conformity is further ensured by professional seminars, ad hoc information to the affected departments by the Legal Counsel, newsletters in certain focus areas, discussions with lawyers, but also by external support and checks such as audits, the company doctor and safety specialists, the waste and dangerous goods officers, official inspections and approvals by authorities. There is also access to a legal register in the areas of occupational health and safety and environment in order to know all relevant regulations, act accordingly and comply with them.

Control tools include compliance trainings, written regulations relating to data protection and sanction control, as well as corresponding general and department-specific training. The Code of Conduct and the internal guidelines are checked at least once a year by the Legal Counsel to ensure that they are up to date.

4 Economic, ecological and social sustainability

Sustainable action not only considers ecological aspects, but also includes responsible cooperation on an economic and social basis. These three fields affect each other and are difficult to be considered separately. For reasons of clarity and structure of this report, however, reference is made here to the rough division of sustainability into the levels of economy, ecology and society.

5 Economic sustainability

The sustainability aspect at the economic level means maximizing profits while taking into account ecological and social aspects. The necessary tools include moral and ethical action from the top management of the company to the individual employees in accordance with the *Code of Conduct*, which is publicly available to external stakeholders (website). Exclusion criteria are also defined in order to ensure sustainable business relationships along the supply chain on an ethical and moral basis.

At the production level, economic sustainability also means reducing resource consumption through new developments, modernizations and increasing the efficiency of processes.

5.1 Responsible Sourcing

The approval of a source of supply is determined by the quality of the raw material and the quality of the supplier. The principles of responsible sourcing are set out in the *Code of Conduct*. In addition to the technical evaluation of raw materials, the certificates according to ISO 9001, ISO 14001 are requested via a questionnaire, whereby the answers, which also include health and safety aspects, as well as human rights aspects, are included in the annual supplier evaluation.

As a partner of VinylPlus®, IKA also expects a common set of values from its business partners and communicates these expectations to the outside world (conversations, trade fairs, social media, etc.).

5.2 Responsible transport

IKA is committed to a continuous evaluation of the transport routes from the suppliers used to our customers, also taking into account internal transport routes. Transport routes that are necessary for the production of our goods and services (commuting, business trips, internal transport) are determined, evaluated annually and mitigation measures derived.

IKA only enters into business relations with transport companies that comply with the provisions of the Road Goods Transport Act (GüKG).

The IKA can only influence the length of the transport routes to a limited extent. GHG emissions are reduced through avoidance measures, such as maximizing container unloading or prioritizing transport routes (ship>freight rail>truck). In addition, information on the eco-efficiency of the transport fleet of the freight forwarding companies is requested.

5.3 Innovation

The innovation idea related to the product design takes into account all existing specifications and guidelines regarding chemical safety (e.g. REACH) and aims to minimize the use of hazardous substances, considering customer requirements in terms of product performance. Apart from the product design, the idea of innovation refers to the processes that are required for product manufacture with the aim of reducing resource consumption (see ecological sustainability). In the corporate context of IKA, this also includes greater independence from fossil fuels, a higher rate of self-supply of energy, and the modernization of the production plant.

6 Ecological sustainability

From the point of view of ecological sustainability, the following areas were identified as relevant at IKA:

- Responsible use of resources
- Waste management
- Carbon footprint
- Sustainable Life Cycle Concept

6.1 Responsible use of resources

IKA is committed to responsible resource management. This includes monitoring resource consumption. The company strives for maximum independence from gas and a high degree of self-sufficiency. Through constant maintenance and servicing, the plant park is continuously modernized, which reduces resource consumption. In addition, concepts for efficient heat recovery are being developed and more sustainable alternatives to the use of liquid nitrogen are being sought.

6.2 Waste Management

The waste generated at the IKA production site is classified and disposed of professionally and in accordance with the applicable laws. The reduction of the total amount of waste is defined as the overriding corporate goal, whereby thermal recycling is preferable to landfill storage.

6.3 Carbon footprint

IKA undertakes to determine the *Corporate Carbon Footprint (CCF)*, the CO₂ footprint at company level, to evaluate it annually and to derive measures to minimize it. As a medium-term goal, the company aims to evaluate the manufactured products according to their CO₂ footprint (Product Carbon Footprint, PCF).

6.4 Sustainable Life Cycle Assessment (LCA)

As a supplier to the PVC processing industry, IKA has only an indirect influence on the life cycle of the PVC products and cannot be considered in isolation from it. IKA is involved in

life-cycle assessments through its participation in various associations and committees and aims to improve product performance within the entire product life cycle under the aspect of sustainability.

7 Social Sustainability

Social sustainability is not clearly defined. According to the values of the IKA in combination with the statements from the Brundtland Report¹, social sustainability aims to secure basic needs (fair pay) as well as equal opportunities in all areas of the company, taking into account the appropriate qualifications.

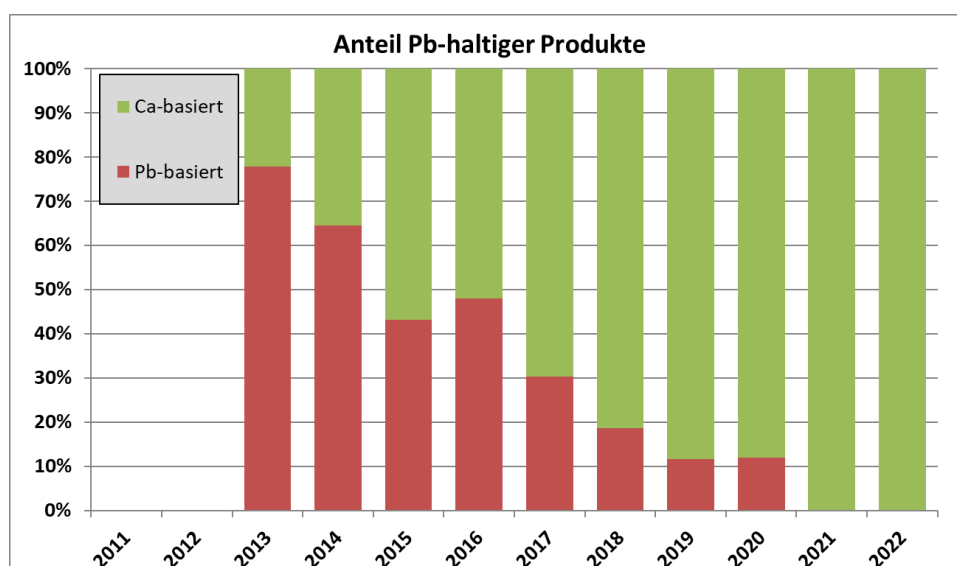
8 Sustainability-related corporate performance in 2022

8.1 Sales volumes

Over the last three years, sales volumes have developed with a clearly positive trend. At the same time, a new additional underwater pelletizing plant with significantly increased pelletizing capacity was put into operation in order to reliably cover the demand in the future.

At the same time, the long-term goal of completely phasing out the production of lead-containing stabilizers was achieved at the beginning of 2021. This is an important milestone in the sustainability policy of the entire Group. Figure 3 shows this continuous reduction of lead-containing products with a share of over 75% in 2013 until the complete phase-out in 2021.

This sustainability-strategic decision leads away from SVHC substances in production and towards significantly larger production capacities for future-oriented, sustainable calcium-based stabilizer systems.



¹ The **Brundtland Report** of the World Commission on Environment and Development, Eggenkamp, Greven 1987, ISBN 9783923166169

Figure 3: Continuous reduction of the proportion of lead-containing products in sales volume.

8.2 Processing of hazardous substances

Due to the complete phase-out of the production of lead-containing stabilizers at the beginning of 2021, potentially hazardous feedstocks such as lead salts were replaced by less hazardous raw materials and the sustainability requirement was met.

Overall, IKA continuously works on the reduction of the use of hazardous (H300 series) or environmentally hazardous (H400 series) hazardous substances through targeted avoidance and substitution (classification according to the CLP Regulation). By consistently taking this approach into account in the development of new solutions, the use of hazardous substances can be kept at a very low level in relation to the production volume (Figure 4).

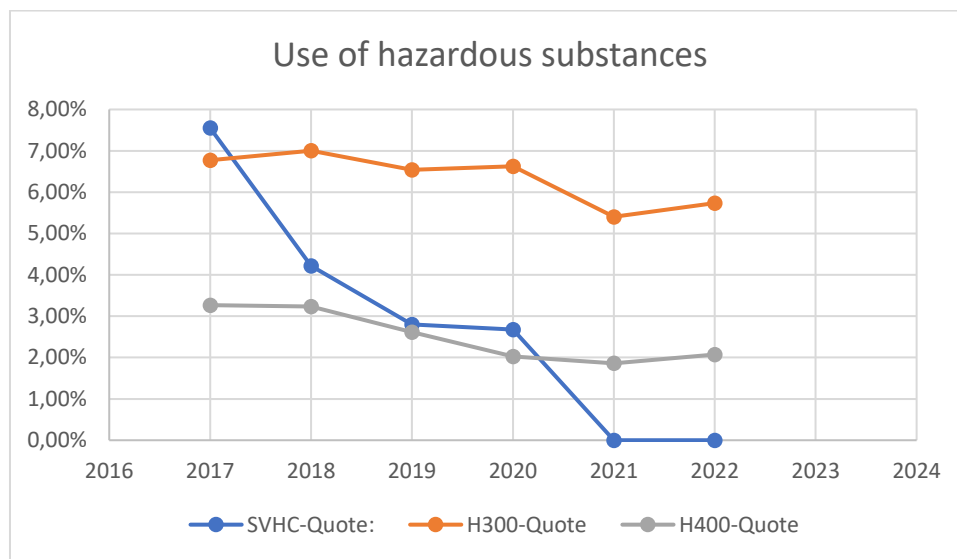


Figure 4: Percentage of hazardous substances (substances with CLP classification in the 300 (hazardous to health) or 400 series (hazardous to the environment) based on the production volume.

8.3 Quality

Our high-quality standards for the services we provide ourselves within the IKA Group, but also for the quality of our upstream suppliers, are continuously monitored and further developed. Extensive quality controls of the IKA test laboratory guarantee the unrestricted quality of raw materials and the careful processing of the raw materials into quality products. In addition, our experienced team ensures products of the highest quality and consistency through professionalism and diligence in product development, manufacturing and quality assurance.

8.3.1 Supplier Traceability/Certification Rate

Our ERP system enables complete traceability of raw materials down to the container level. In the course of our procurement process, all suppliers are regularly evaluated. However, this assessment is not based solely on the quality of the raw materials, but also includes other sustainability criteria such as environmental compatibility, health, safety and human rights. Particular importance is attached to the verification of certificates in accordance with the ISO

9001 and ISO 14001 standards. In the past reporting year, we were able to record a certification rate of over 95% for ISO 9001 and over 80% for ISO 14001.

8.4 Resource consumption

IKA has set itself the goal of monitoring resource consumption in its own company and – where possible – taking minimization measures.

8.4.1 Water consumption

The water balance plays a minor role for the production site of IKA in Bitterfeld-Wolfen and can be attributed almost entirely to sanitation purposes for workers (see Figure 5).

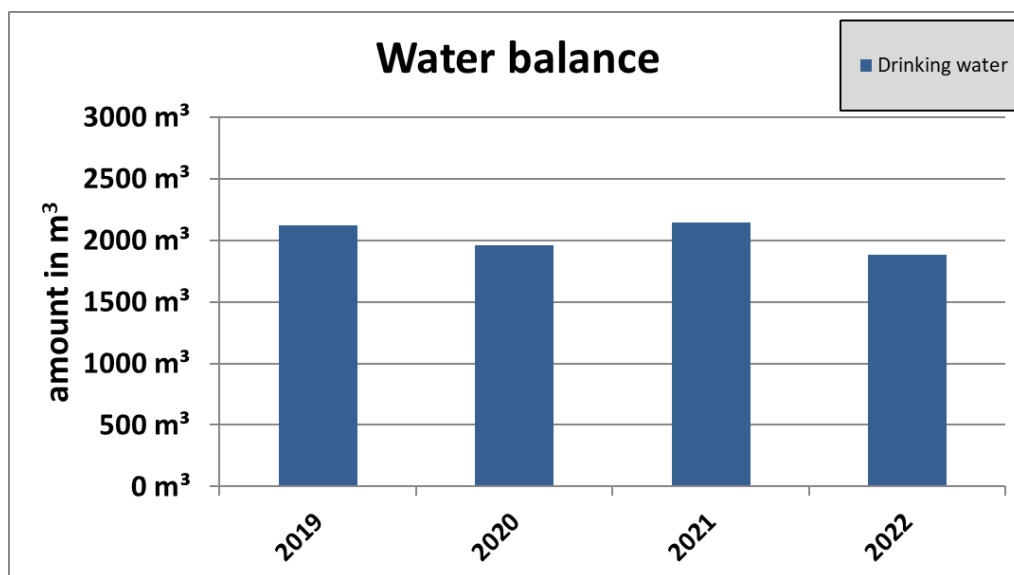


Figure 5: Water consumption in m³ 2019 – 2022

8.4.2 Electric Power consumption and energy mix

Our products are manufactured with consistently high energy efficiency. Figure 6 shows this as electricity consumption in relation to the production volume.

In 2023, an energy audit in accordance with DIN EN 16247-1 marked the start of the introduction of systematic energy management in order to continuously increase energy efficiency in the company in the long term, as well as to reduce energy consumption and the associated greenhouse gas emissions. In the short term, the share of renewable energies, which was well below 10% in 2020 and 2021, has already been increased to around 60%.

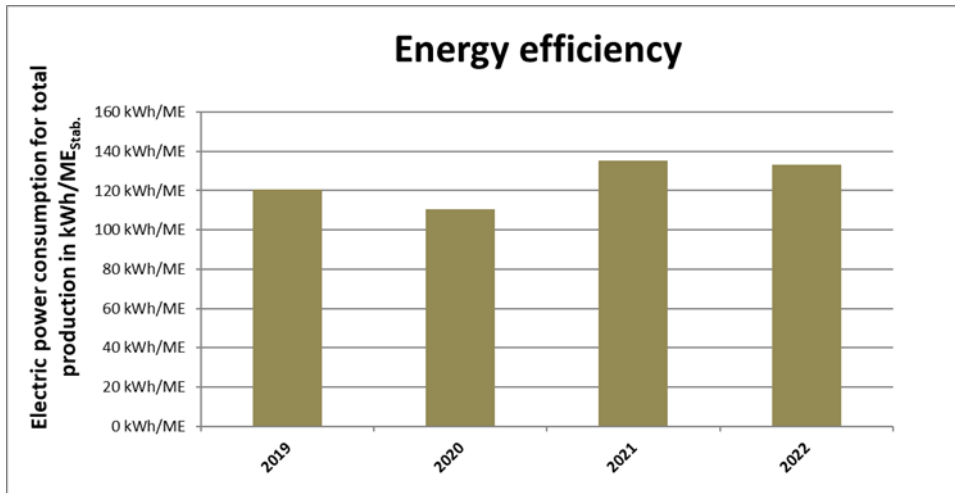


Figure 6: Energy efficiency in kWh/ME 2019 – 2022, ME = unit of measure

8.4.3 Gas consumption

At IKA, liquefied gas, natural gas and liquid nitrogen are used for operational activities and included in the greenhouse gas balance.

Liquefied gas is used for internal transport (forklifts) and has only a subordinate role in the context of the GHG balance; Figure 7 shows this in relation to the total sales volume.

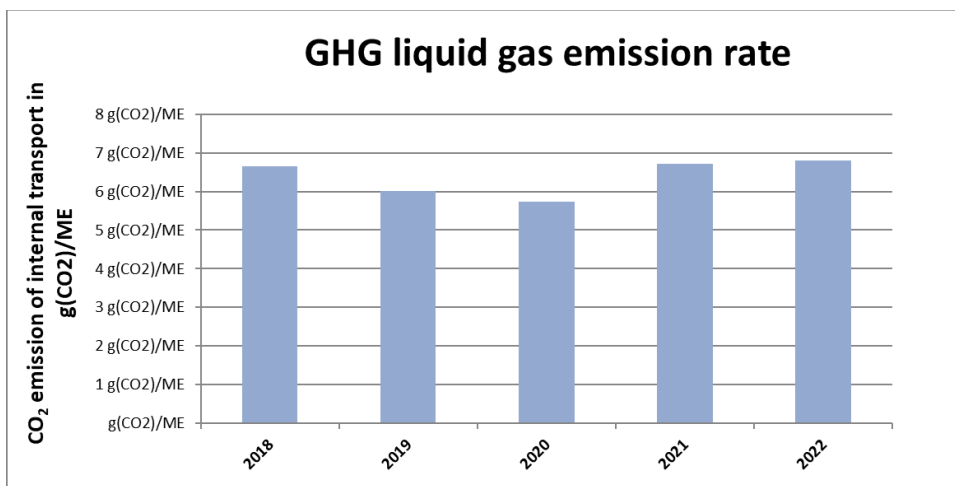


Figure 7: Liquefied gas emission in relation to total sales volume (merchandise and stabilisers), ME = unit of measure

Natural gas is mainly used for drying processes in production or for the operation of heating systems in winter. The dependence on natural gas is relatively low compared to other medium-sized chemical companies. By putting into operation, a more efficient and powerful underwater granulation system, IKA has been able to significantly reduce consumption in drying processes; this is illustrated in Figure 8.

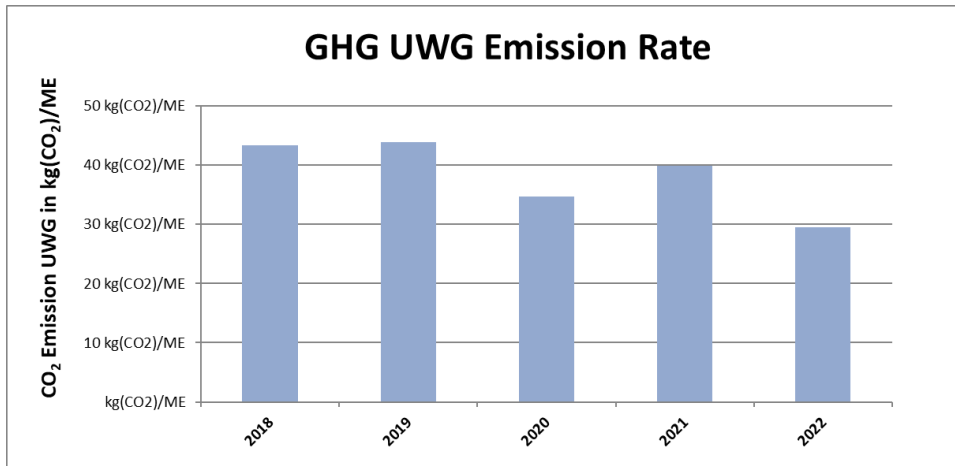


Figure 8: CO₂ emission from drying processes, in relation to the granular breath; ME = unit of measure

8.5 Waste rate

One of our main corporate goals is the careful use of resources. IKA promotes this by avoiding the waste of all materials, from formulation development to procurement, production, packaging and transport. Supported by an external waste management officer, our waste management is strictly based on all the requirements of waste legislation. Generated waste is sorted and labelled according to its specifics so that the environmental risk is minimized (e.g. cardboard and paper, glass, organic waste, plastics, metals, wood). Hazardous waste and waste containing hazardous substances are monitored to a special extent in accordance with the legal requirements and disposed of by waste management companies with appropriate verification. With a series of work instructions and regular environmental training, awareness is created in the organization in order to continuously optimize our processes. The quantities of waste are measured in relation to the production volume in key figures and are regularly evaluated with the maximum values specified in the environmental targets. For example, in the IKA waste quota, the total waste of a year is measured in relation to the annual production volume (see Figure 9). More than 50% of the total amount of waste generated is recycled. The waste-related data are documented in an annual waste report.

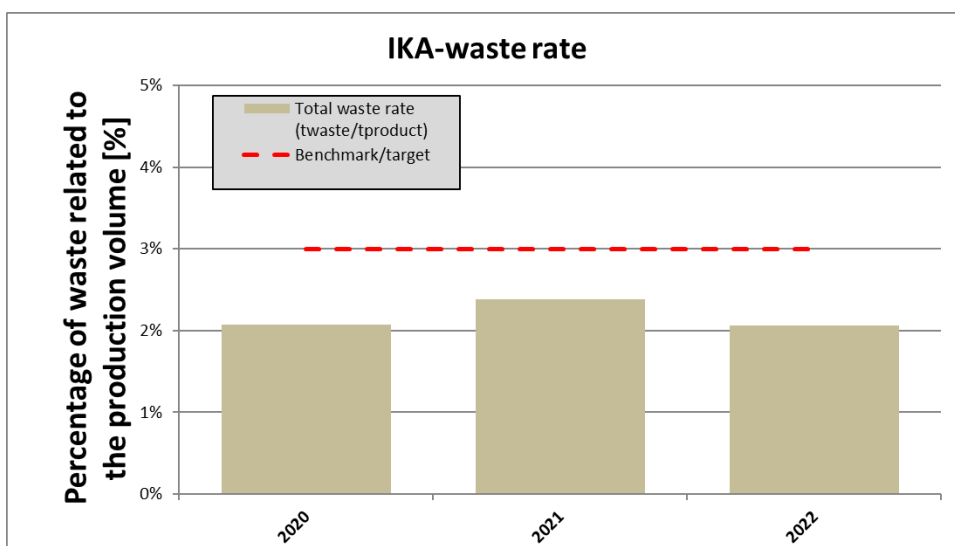


Figure 9: IKA Waste Quota

8.6 Consideration of the product life cycle

Through its membership in committees and industry-specific associations such as ESPA (European Stabiliser Producers Association), IKA is indirectly involved in a life cycle assessment. An overview of the first results of an LCA, which was developed in the course of a collaboration between VITO (Flemish Institute for Technological Research) and ESPA, can be viewed on the IKA website in the download area.

A corresponding life-cycle thinking is already evident in the stage of product development, where formulation developers are required to dispense with or substitute critical feedstocks (SVHC, substances on the candidate list of the REACH Regulation) and thus ensure that the recyclability of the product.

IKA's stabilizer systems are individually tailored to customer requirements. The product range also includes booster systems that are explicitly tailored for recycling applications.

8.7 Corporate Carbon Footprint: CO₂ balance of IKA

In line with IKA's commitment to the principles of VinylPlus®, IKA has implemented a system for recording its Corporate Carbon Footprint (CCF). The EN ISO 14064 series and the GHG protocol are used as a basis. Through the systematic collection and evaluation of the data, a greenhouse gas balance was created for the first time in 2021. The greenhouse gas accounting methodology was also used in the following year 2022, and the results for scope 1 & 2 are shown in Figure 10.

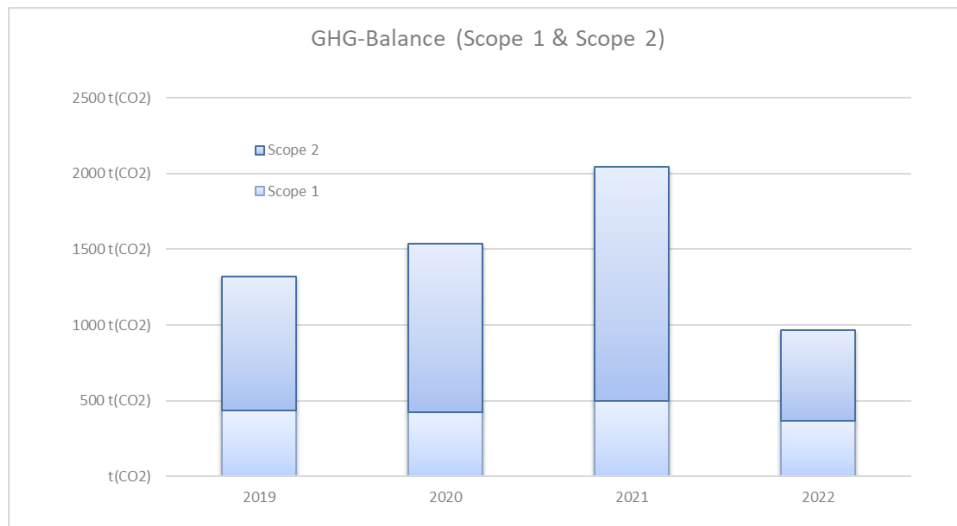


Figure 10: GHG balance (Scope 1 & Scope 2)

Scope 1: direct emissions for which the company is responsible.

Scope 2: indirect emissions, such as emissions from purchased energy and electricity.

A significant improvement was achieved in the period reported herein. The share of renewable energies in the energy mix has been significantly increased, which has significantly reduced the use of fossil fuels. In addition, targeted measures were implemented to use and increase the efficiency of natural gas and liquid nitrogen, which led to a significant reduction in consumption.

8.8 Diversity and Social Matters

In 2023, the number of employees increased from 98 to 106 compared to the previous year, with 18 female employees accounting for 17%. The distribution between white-collar and blue-collar workers is relatively homogeneous: 6 women are employed as blue-collar workers, 8 as white-collar workers. In addition, there are currently 3 women in middle management.

The IKA has set itself the goal of increasing the proportion of women in all areas in the medium term. To this end, the recruiting process is to be adapted accordingly in order to recruit women for the company in a more targeted manner.

In general, IKA also promotes employees by enabling and promoting dual courses of study or master craftsman training.

For years, the IKA has been covering the entire childcare and catering costs for employees with children who are required to attend daycare. In addition, the company pays each

employee a "gift card" worth €40/month to finance an additional contribution for material expenses (food, fuel, etc.). The award as a family-friendly company was achieved again in 2023.

IKA not only wants to be a stabiliser supplier, but also the employer of choice and is currently working on a further expansion of the flextime model and possible variants of a reduction in working hours, which will be co-determined by the future economic, social and political framework conditions.

8.8.1 Training and Sustainability Awareness

Sustainable learning takes place on the one hand through knowledge transfer and on the other hand through experience or experience. In order to meet the requirements of environmental and quality management, quality and environmental training courses are held on a regular basis, which are successively expanded to include sustainability aspects.

8.8.2 Occupational health and safety

The area of occupational health and safety is regulated nationwide by existing legislation. Compliance with the applicable laws and guidelines is checked by means of regular external inspections and the results are discussed in occupational safety committees once a quarter.

In 2023, a survey on psychological stress in the workplace was also carried out in the evaluation, the results of which will be incorporated into further occupational health and safety measures. This survey is repeated every two to three years and measures are adapted accordingly.

8.9 External Communication & Social Media

In view of the fact that only a visible company is also a tangible one, IKA attaches great importance to effective external communication. This happens on several levels:

- Face-to-face meetings (trade fairs, conferences)
- Articles in print media
- Communication via social media

8.9.1 Conferences and trade fairs

IKA was also present at conferences and trade fairs in the 2022/2023 reporting period. In October 2022, IKA was represented with its own booth at the largest plastics trade fair in Düsseldorf, K2022. In addition, various delegations were represented at the following trade fairs and conferences: Plastpol, Vinyl India, Polymers in Flooring, Chinaplas, PVC-Formulation Germany + USA + Thailand.

8.9.2 Articles in print and online media & social media

In addition to the personal presence at conferences and trade fairs, articles in print and online media as well as the social media presence (LinkedIn) serve as important means of external communication. From mid-2021 to mid-2022 alone, IKA saw a follower growth of almost 40%, demonstrating the platform's high importance in networking at the company level; changes and innovations are communicated with increasing reach.

In the 2022 reporting year, there was a company portrait about IKA in the ChemiePark magazine "Molecule" at the regional level as well as a national publication in the magazine "Wirtschaftsforum" on the topic of "IKA - versatile and indispensable". The articles are available on the company's website.

In 2022 as well as in 2023, the presentation of the *Family-Friendly Company award* was once again reported regionally .

8.9.3 Donations & Sponsorship

As in previous years, the IKA supports various sports, art and non-profit associations. In 2022, IKA's donation budget continued to increase. The associations supported include regional institutions for children with cancer, addiction and youth welfare.

8.10 Complaint Management

Complaints from external stakeholders are recorded and reported once a year in the Management Review. To this end, a process for recording complaints has been put in place.

No complaints were received from external stakeholders in the 2022 reporting year.

9 Outlook

The "Status Report on Sustainability" was prepared for the first time in 2021, and this report can be seen as an update on the relevant key figures.

It is of great importance for the company that the value "sustainability" is actually lived by all employees and transparently communicated to the outside world. To achieve this goal, IKA will take targeted measures in the coming years to reduce dependence on gas and increase the use of alternative energy sources for self-sufficiency. In addition, the introduction of an energy measurement system is being promoted in order to improve data collection and increase the effectiveness of deriving and evaluating measures. Employees are also to be actively involved in saving energy, for example through a suggestion scheme. Some planned measures in the investment plan for the next three years include the overhaul of the compressed air system, the implementation of a more efficient plant control system, the introduction of an LED lighting program for production, and the development of concepts for the recovery of plant waste heat.