EVERKEM
FLAME RETARDANTS & ADDITIVES

ANNUAL SUSTAINABILITY REPORT 2025

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07/10/2026

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1. Introductory message

This Annual Sustainability Report provides an overview of our company's ongoing commitment to responsible business practices and continuous improvement. Its purpose is to consolidate our progress, outline our priorities, and ensure full transparency in how we manage the environmental, social, and governance aspects of our operations.

Throughout the report, we reference the internal policies and governance tools that guide our daily decisions and long-term strategy. These include our Policy, our Code of Ethics, and the internal compliance frameworks that define expectations for ethical behavior, environmental stewardship, workplace safety, and accountability across all functions. Together, these documents form the foundation of our sustainability approach and shape the standards to which we hold ourselves and our partners.

By presenting our activities and performance over the past year, this report aims to strengthen shared awareness within the organization and support decision-making based on measurable outcomes and clear principles. It also reinforces our long-standing commitment to integrating sustainability into our operational processes, promoting responsible resource management, and ensuring that our growth remains aligned with the values and expectations set by our internal governance systems.

We encourage to view this report not only as a summary of results, but as a tool to support collaboration, transparency, and continuous improvement across the company.

2. Sustainability strategy

Our sustainability strategy is built around practical, achievable actions that support responsible growth and reinforce our commitment to environmental stewardship and workplace safety. The Company is committed to supporting the principles of the United Nations 2030 Agenda for United Nations Sustainable Development Goals (SDGs) and integrating sustainability principles into its business activities. Through its policies, procedures, and governance framework, the Company contributes to creating long-term value while promoting environmental protection, social inclusion, respect for human rights, and responsible business conduct

On the environmental side, we prioritized initiatives that reduce our immediate operational footprint, promoting responsible resource use through the acquisition of solar panels and the optimization of consumables and packaging for deliveries, all listed in our internal policy on energy savings. These actions, though small in scale, strengthen our ability to operate efficiently while fostering a culture of environmental awareness across all departments.

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In the area of health and safety, our strategy focuses on reinforcing preventive behaviors and ensuring full compliance with most advanced safety requirements. During this year we started delivering short safety micro-training sessions to mantain compliance on PPE usage in all laboratory areas, supported by visual prompts. We also committed to maintaining a zero tolerance policy for unreported near-misses every year, encouraging full reporting to enhance incident prevention and risk monitoring.

In addition, in 2026 we will increase the number of safety supervisors, first aid personnel and fire safety officers.
Together, these commitments form the foundation of our pathway—centered on realistic goals, continuous improvement, and shared responsibility throughout the organization.
We also will promote the integration of environmental considerations into decision-making processes by ensuring that environmental criteria are reviewed in 100% of new service or process improvement evaluations in 2026 as part of supplier validation.

3. Environmental performance and resource management

As part of our ongoing commitment to transparency and continuous improvement, this chapter introduces the Environmental KPIs, a consolidated view of the key metrics that guide our environmental performance, providing data-driven insights into our progress toward measurable, long-term environmental stewardship across our value chain, enhancing resource efficiency, and aligning our operations with global sustainability standards.
By monitoring these indicators, we strengthen our ability to make informed decisions, identify emerging risks and opportunities, and maintain accountability to our stakeholders

a. Energy consumption and efficiency



Monitoring consumption patterns, identifying reduction opportunities, and implementing targeted efficiency actions allow us to mitigate environmental impacts while supporting operational resilience.

As we present our annual performance in terms of energy use, from a consumption standpoint, we can see that consumption has increased, but when compared to a larger workforce we see a lower consumption per person.

➔ Energy:

Year	2024	2025
kWh	42262	43743

Methodological Note: The environmental data presented in this Report refer to the 2025 reporting year. For information purposes and to illustrate the main sustainability initiatives implemented after the close of the reporting period, selected preliminary data relating to the photovoltaic system commissioned in 2026 have also been included. These data are presented separately and do not form part of the 2025 reporting boundary or related performance indicators.

Indicators	2026 (NEW and partial)
kWh provided	38.161

Following recent additions of vehicles (+ 8 since 2022, for a total of 14 to date) and employees, we present our annual performance in terms of fuel consumption:

➔ Fuel:

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Year	2024	2025
LT.	16425	21737

Our fleet includes now 8 hybrid vehicles, to reduce fuel consumption and lower greenhouse gas emissions, supporting our commitment to a more sustainable and low-carbon operation.

To further improve energy efficiency, in our office in Milan, we currently use Polyscreen 1% curtains, which allow natural lighting and contribute to energy savings by reducing the need for heating and air conditioning. It is a sustainable, environmentally friendly fabric that is free of harmful substances and fully recyclable.

b. Greenhouse gas emissions

In line with internationally recognized frameworks and best practices, we monitor our emissions following the GHG protocol reporting standard, ensuring comparability over time.

This chapter presents our annual performance across the main GHG Protocol Key Performance Indicators, including the evolution of Scope 1 and Scope 2 emissions and, where applicable, the assessment of relevant Scope 3 categories, which reflects the results of our main site in terms of significative emissions, by taking into consideration the substantial workforce increase. This data reflects an indicative value or which we cannot confirm a certification status. While we strive to provide accurate information, we cannot guarantee the absence of development estimates' discrepancies.

Emissions	tCO2eq - 2024	tCO2eq - 2025
Total emission Scope 1	Partially determined	18,43
Total emission Scope 2	20,59	+3.5%
Total emission Scope 3	12,71	+2.3%

c. Water management and discharge

Responsible water management is a fundamental component of our environmental stewardship and a key element of our long-term sustainability strategy. Although our operations are not characterized by intensive water use, we monitor consumption closely to ensure that resources are used efficiently and responsibly. Our approach focuses on understanding withdrawal patterns, minimizing unnecessary consumption, and adopting practices that support conservation and protect local water systems as reported in our internal policy on energy savings.

In this chapter is reported our periodic performance in terms of water consumption in our headquarter.

➔ Water:

Year	2024	2025
m3	106.91	150.73

This consumption reflects the increased number of employees. As per established procedure, water tests are performed periodically to ensure safety of the drinking water by certified laboratories.

d. Waste management

The responsible management of hazardous waste is an essential component of our environmental performance and a key area of compliance within our operations. In our headquarters we apply strict procedures to ensure proper handling, segregation, storage, and disposal in accordance with applicable regulations. Our approach prioritizes risk prevention, traceability of waste streams, and the selection of authorized and qualified waste-management partners to minimize environmental and safety impacts.

The results of our annual monitoring of laboratory hazardous waste production, taking into consideration a larger volume of products handled and sold during 2025, are reported below:

Hazardous waste production	2024	2025
Kg	65	110

e. Raw materials and chemicals management (including hazardous substances)

The responsible management of raw materials and chemicals is a central component of our environmental and operational performance. As a company operating in the chemical sector, we recognize the importance of ensuring that all substances are handled in a way that safeguards people, the environment and the integrity of our processes. This commitment extends to both non-hazardous and hazardous substances and is reflected in our internal procedures, supplier controls and compliance systems.

Our approach integrates strict regulatory alignment with continuous improvement practices, including classification, labeling, safe handling, storage, transport and waste management requirements. Particular attention is given to substances classified as hazardous, for which we maintain specific protocols covering risk assessment, containment measures, emergency preparedness and personnel training. Activities are carried out according to established safety standards and supported by internal documentation, periodic audits and traceability systems.

Indicators	2024	2025
N. of safety nonconformities due to non compliant handling of hazardous substances	0	0
N. of injuries due to non compliant handling of hazardous substances	0	0

f. Biodiversity and land protection



Our operations are conducted within existing office and warehouse facilities located in urban or industrial areas, with no direct interaction with endangered natural habitats or ecologically sensitive zones. As such, our activities do not involve land transformation, resource extraction, or processes that could directly affect local biodiversity. Nevertheless, we recognize our responsibility to minimize indirect impacts and to ensure that all site-based activities are managed responsibly.

Within warehouse operations—where material handling, storage and logistics activities take place—we expect strict controls aimed at preventing accidental releases, improper waste management or emissions that could indirectly affect the surrounding environment.

This includes the safe storage of chemical products, the segregation of waste, the use of spill-prevention measures, and the application of standardized procedures for the handling of hazardous substances. These practices help ensure that day-to-day operations remain fully contained within the facility, without risk of contamination or interference with other systems.

While our direct influence on biodiversity is inherently limited by the nature of our activities, we remain committed to contributing positively through responsible site management, efficient resource use, and compliance with environmental requirements.

In this chapter, we present our annual performance in terms of environmental protection:

Indicators	2024	2025
Number of internal accidental spills or releases	0	0
Number of internal incidents of soil or drainage system contamination	0	0
Number of environmental audits conducted at the site	1	1
Number of internal environmental non-conformities	0	0
Percentage of laboratory staff trained in environmental emergency procedures	100	100
% of laboratory employees trained in hazardous materials management, spill prevention, and waste management	100	100

g. Environmental legal compliance

Given the nature of our operations, conducted exclusively within office spaces and storage, no processes capable of generating atmospheric dust emissions or significant noise levels are present.

The company does not generate VOC emissions, as the activities carried out do not involve production processes with solvents. Since there are no industrial emission points or equipment subject to environmental authorization, there are no monitoring obligations for either dust emissions or volatile organic compounds.

We however monitor our suppliers' compliance with Regulation (EU) 2023/1115 of the European Parliament and of the Council of 31 May 2023 on the making available on the Union market and the export from the Union of certain commodities and products associated with deforestation and forest degradation, by evaluating how many of them deal with products that contain "oil palm" or "rubber" components as per listed in the above decree, and if so, whether they have been produced in accordance with the relevant legislation of the country of production and are covered by a due diligence statement.
Below the current data available:

N. of Suppliers confirming compliance to Regulation (EU) 2023/1115	2025
	+70% from 2024

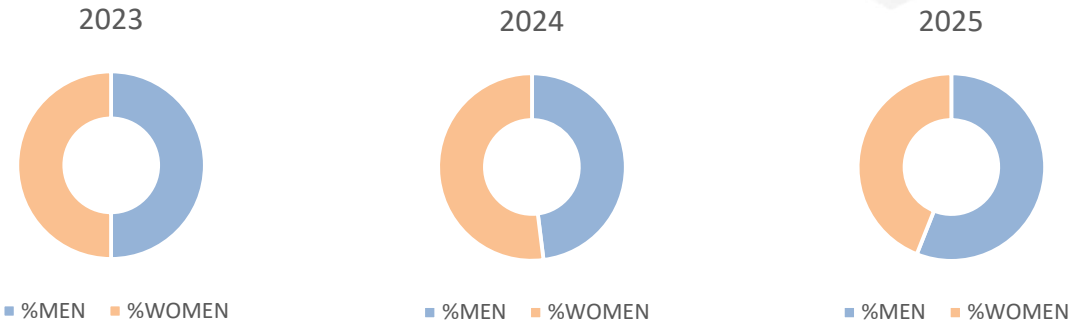
Our contracts with our partners recently include clauses related to environmental and safety measures to be respected and embraced, by specifying that all the parties acknowledge the importance of social responsibility, environmental stewardship, and due diligence processes, and commit to maintaining systems and behaviours consistent with these principles throughout the performance of the Agreements.

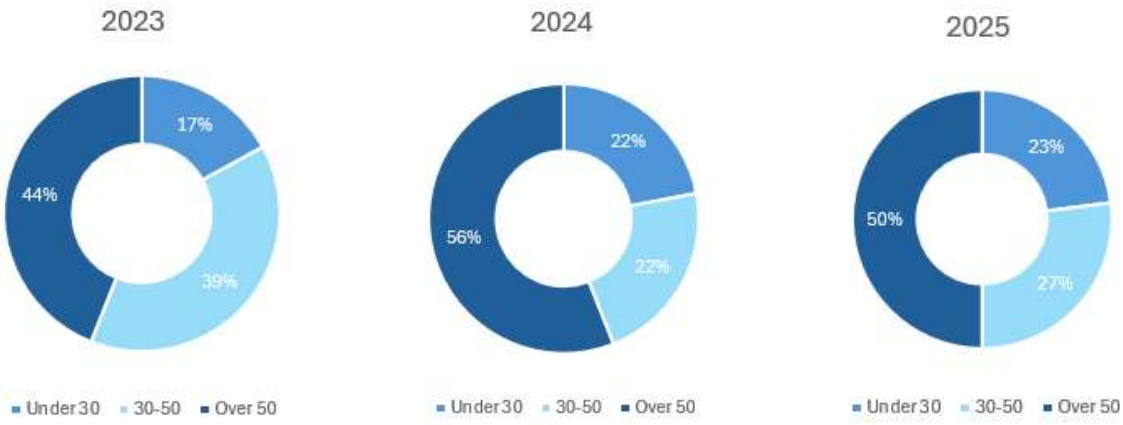
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4. Human Capital

Human Capital is a core driver of our organizational performance. We invest in developing skills, promoting engagement and ensuring equal opportunities for all employees. Monitoring our workforce composition supports informed actions to strengthen inclusion and overall effectiveness.

The following data related to our employees represents distribution by gender and age:





These variations reflect normal workforce dynamics, including recruitment, turnover, and organizational changes and do not indicate any differences in employment or career development practices.

The Company regularly monitors workforce composition to support diversity and inclusion objectives and to ensure compliance with applicable equal opportunity and non-discrimination principles. The data confirms the absence of critical imbalance and demonstrates the Company's ongoing commitment to maintaining a fair and inclusive working environment that values talent and merit.

a. Occupational health and safety

The Occupational Health and Safety KPIs provide a comprehensive overview of the organization's ability to protect employees from work-related risks and promote a safe and respectful working environment.

Through continuous monitoring, targeted training programs, and proactive risk management, we aim to strengthen our safety culture and maintain zero harm across all operations.

Indicators	2025
No. of reportable workplace injuries	0
No. of deaths resulting from workplace accidents	0
No. of workplace accidents with serious consequences	0
Total worked hours	50212
No. of occupational diseases notified	0
% days lost due to workplace accidents/injuries or occupational disease	0
% employee aware of harassment and discrimination recognition	100

b. Training and professional development

Investing in training means empowering our people, fostering innovation, and ensuring our ability to adapt to market evolution and future challenges. Below our indicators for Year 2025:

Indicators	2025
No. of training program issued	7
% of employee with a training plan	100
No. of internal position changes	1

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c. Employee welfare and well-being



Employee welfare and well-being are central to our sustainability strategy.
Through comprehensive welfare programs, and flexible work practices, we strive to enhance the daily experience of our people.
In table below we present the information on total number of risks related to employee well-being data :

Indicators	2024	2025
% of employees covered by mandatory health insurance	100	100
% of employees covered by supplemental health insurance	100	100
% of employees covered by welfare	100	100
% of employees that can benefit from flexible hours	ND	100

d. Human rights and labour relations

Respect for human rights and fair labour practices is a core commitment of our organization. We work to ensure ethical, transparent, and responsible behavior across all operations, promoting dignity, equity, and protection for every worker. In table below we present the information on total number of risks related to human right violation:

Indicators	2024	2025
Number of human rights complaints	0	0
Human rights-related fatalities	0	0
Percentage of employees covered by human rights policies and procedures	100	100
Number of incidents related to discrimination, harassment, forced labor, child labor, or freedom of association violations.	0	0

The Company's procedures, policies, and management practices are designed and implemented in alignment with the United Nations Guiding Principles on Business and Human Rights (UNGPs).

Through its governance framework and due diligence processes, the Company seeks to identify, prevent, mitigate, and address actual and potential adverse human rights impacts associated with its operations, business relationships, and value chain, fostering a culture of responsibility, respect, and continuous improvement.

5. Integrity and Compliance

Integrity, transparency, and compliance with applicable laws and regulations are fundamental principles underpinning the Company's operations. To further strengthen its governance framework and promote responsible business conduct, the Company voluntarily adopted an Organizational, Management and Control Model pursuant to Legislative Decree 231/2001 from 2025 onwards.
The adoption of this model represents an important tool for preventing corporate offences and fostering a corporate culture based on ethics, accountability, and regulatory compliance.
At the same time, the Company implemented a whistleblowing system, enabling employees and stakeholders to report, in a confidential and protected manner, any misconduct, regulatory violations, or behaviors inconsistent with the principles set out in the Company's Code of Ethics.
Through these initiatives, the Company reaffirms its commitment to responsible and transparent management, as well as to the continuous improvement of its governance practices. By the end of 2026 also a suggestion/notification box will be available on site for anonymous notifications, comments, and suggestions.

a. Anti-corruption and ethical business conduct

Maintaining the highest standards of integrity is a cornerstone of our sustainability strategy and a fundamental expectation of all our employees and partners. This chapter is the result of our approach to preventing corruption, promoting ethical conduct, and fostering a culture of transparency across our operations.

Indicators	2024	2025
% of employees aware of ethics and anticorruption policy	100	100
N. of confirmed or detected corruption cases	0	0

b. Data privacy and cybersecurity

Data Privacy and Cybersecurity are fundamental to safeguarding the organization's information assets, maintaining stakeholder trust, and ensuring compliance with regulatory requirements. The KPIs presented in this section measure the effectiveness of our data protection and cybersecurity framework.

Indicators	2024	2025
N. of data breaches notified	0	0
% of employees trained on Privacy and GDPR	100	100

Indicators	2024	2025
N. of DPIA (Data Protection Impact Assessments) executed	1	1

c. Responsible sourcing / Sustainable procurement

Responsible sourcing is a cornerstone of our sustainability commitments. Our approach to sustainable procurement aims to ensure that environmental, social, and governance (ESG) principles are embedded across every stage of our supply chain—from the selection and assessment of suppliers to long-term partnership development.

Through collaboration with our suppliers, we work to reduce environmental impacts, uphold human rights, encourage fair labor conditions, and foster innovation that contributes to a more sustainable and accountable global supply network.

Our supplier networks develops around the globe, and we evaluate the distribution of sustainable practices of our suppliers and of our company, following these indicators:

Indicators
No. of supplier that accepted by signing the Code of Ethics of Everkem
No. of services suppliers audited in 2025 on environment and safety
No. of supplier that declared a carbon footprint
No. of supplier that signed the deforestation policy
No. of supplier with ISO 14001
No. of supplier with ISO 45001
% of purchasing department employees trained on sustainable procurement

In 2026, the Company will strengthen its sustainable procurement practices by monitoring suppliers' compliance with the requirements of the Packaging and Packaging Waste Regulation (PPWR). This initiative aims to enhance transparency across the supply chain, promote the adoption of sustainable packaging solutions, and ensure alignment with evolving regulatory requirements and the Company's environmental commitments, reinforcing our contribution to United Nations SDGs (Sustainable Development Goal) number 12 "Responsible Consumption and Production" of the 2030 Agenda for Sustainable Development, by supporting climate action and the protection of terrestrial and marine ecosystems through more sustainable packaging solutions.

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Everkem also participates in customer-managed supply chain monitoring programs, providing information through dedicated platforms when environmental or socio-economic events may affect business operations. This process enables customers to assess potential supply chain disruptions and supports transparency and risk management across the value chain.

Milan 07/10/2026

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