

## ESIM Chemicals – ESG statement

### ESIM Chemicals

ESIM Chemicals GmbH („ESIM“) is a growing company having its headquarters in the Chemical Park in Linz (Austria). ESIM is, thanks to our around 340 committed employees, one of the market leaders for the provision of exclusive synthesis in the chemical industry. The company builds on 80 years of experience in the implementation of innovative ideas and highly specialized production of fine chemicals using state-of-the-art production processes. ESIM is a leading global provider of high-quality chemicals for the following markets: agrochemicals, lifescience, cosmetics & ligands.

### Mission and values

It is our mission to maximize the value of products with the fine-tuned application of leading-edge science and the best technical resources. Quality, reliability, compliance, safety and responsibility – at ESIM these values are the foundation of our success. In order to achieve our goals, attributes such as entrepreneurial thinking and acting, openness and honesty, customer focus, mutual understanding, willingness to learn and inspiration are amongst our most important values, which we live by every day.

### Environment, Social and Governance

With this statement, we would like to present the actions and initiatives ESIM has taken with regard to Environment, Social and Governance („ESG“).

#### ○ Environment

In addition to the guidelines for safety, health and environmental protection, our sustainability policy forms the starting point for the environmental aspects of the integrated management system at ESIM. The responsibility for the implementation of environmental protection lies within this line. This ensures that a high level of awareness for environmental protection is achieved among all employees. Our employees are supported by specialists.

ESIM continuously works to minimize its environmental impact and operates its business model in a responsible, sustainable manner. The company undertakes to act in an ecologically responsible manner in the interest of its employees, customers, suppliers and in the area surrounding the production site. ESIM is committed to constantly improving processes and operational environment protection beyond compliance with all relevant legal regulations. Energy efficiency is an important evaluation criterion for procurement processes.

ESIM's environmental management system is regularly reviewed by customers, authorities and suppliers through internal and external audits (ISO 9001, ISO 14001, ISO 45001, ISO 50001).

#### ○ Social

ESIM is committed to respecting human rights and expects the same from its business partners. As an employer, ESIM guarantees fair working conditions and is committed to treating all employees, business partners and applicants honestly and with respect. Violence, discrimination or harassment in the workplace will not be tolerated at ESIM. The protection of human rights and the management of diversity are two elementary points of the company's CSR-policy issued by the

management and are firmly anchored in our code of conduct. The company values are the basis for the ESIM code of conduct, which is binding for all employees and is regularly trained. It combines legal regulations with internal guidelines and values.

Ethics: ESIM respects and protects the rights of its employees and has made clear commitments to upholding high standards. Compliance with labor standards and a clear “no” to child and forced labor as well as the recognition of freedom of association are a matter of course. Additionally, ESIM supports the right to collective bargaining and equal pay for work regardless of age, gender, skin color, nationality or social origin, disability, sexual orientation or political/religious belief.

- **Governance**

To ensure responsible corporate governance, ESIM has implemented processes and guidelines in amongst others the following areas: protection of personal data, IT-security, anti-corruption, conflicts of interest and anti-competitive practices. Our compliance system ensures, that applicable laws and guidelines are continuously complied with.

In addition, a risk management process was created as part of the integrated management system at ESIM. This process regulates the handling of risks as well as the structure and process of risk management in the company. This process ensures that a uniform and systematic method for identifying, assessing, controlling, managing and communicating risks is used throughout the organization and that the risk management system is monitored and updated continuously.

### **ESG-price and EcoVadis**

ESIM’s efforts in the area’s environmental protection, social issues and governance have also been validated externally. In 2023, ESIM received the prestigious ESG award from our owner, SUN Capital. This award is a wonderful endorsement for our ongoing efforts and reflects our commitment to ESG. In addition, ESIM received the coveted gold medal from EcoVadis, a respected rating platform for corporate social responsibility, in February 2023.

