



# Corporate Sustainability Report 2026



We Enable the Transformation of Light for a Better Future







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### A message from our CEO

At iGM Resins, responsible business means considering the impact of our decisions on our people, our customers and business partners, the communities in which we operate, and the environment.

Since the publication of our previous Corporate Sustainability Report, we have continued to develop our approach to sustainability across our global organization. We have strengthened the way we manage and measure our environmental and social performance, continued to invest in the safety and development of our people, and worked with our customers and partners to support more sustainable solutions across our industry.

This Corporate Sustainability Report provides an update on that progress. It brings together our key commitments, initiatives and performance indicators across People, Planet and responsible business, while also being transparent about the areas where we continue to develop.

Sustainability is a shared responsibility. Progress depends on the decisions and actions we take throughout our organization and on collaboration with our customers, suppliers and other stakeholders. I would like to thank the iGM team and our partners for their continued contribution and commitment.

We will continue to build on the progress made, strengthen our performance and pursue responsible and sustainable growth for iGM and the communities and markets we serve.

Boudewijn Morelissen  
CEO  
iGM Resins



### Safety First

Safety is a foundational commitment at iGM; we do not compromise on safety. Our long-term ambition is zero harm: zero fatalities, zero injuries and zero major process safety incidents. Safety is a shared responsibility, and we want every employee, contractor and visitor to return home safely every day.

We stop and think before we act. If work cannot be performed safely, we do not take the risk. Everyone is empowered to stop work when conditions or behaviors are unsafe.

We are committed to preventing work-related injury and ill health, managing occupational and process-safety risks, protecting people and the environment, and continuously improving through open reporting, learning from incidents and unsafe conditions, and taking corrective action.

Bart Oude Vrielink  
Executive Vice President Operations



### iGM Resins is an Astorg portfolio company

Joining forces with a strong focus and support on Sustainability

Sustainability is at the core of Astorg's business approach and a key value driver. The company actively addresses environmental, social and governance issues in its investments and portfolio companies.

[www.astorg.com](http://www.astorg.com)



# iGM's Sustainability Roadmap 2030



Sustainability is an integral part of iGM's business and our approach to responsible and sustainable growth.

We address environmental, social and governance topics through our day-to-day operations, business decisions and strategic initiatives. Our Sustainability Roadmap 2030 provides a framework for our sustainability priorities and long-term ambitions across **People, Planet and responsible business**.

Within our sustainability approach, iGM focuses particularly on **UN Sustainable Development Goal 12 – Responsible Consumption and Production** and **UN Sustainable Development Goal 13 – Climate Action**, reflecting areas where our business and value chain can make a particularly relevant contribution.



Our approach to these goals, together with our environmental and social initiatives and progress, is described further in this report.



**Ambition 2030: 50% Carbon intensity reduction (tCO2e/ton) for scope 1&2**



**Ambition 2030: 10% Reduction in water intensity (m³/ton)**



**Ambition 2030: 25% reduction of our energy intensity (kWh/ton)**



**Release to environment (RtE): 0 incident per annum**



**Ambition 2030: 80% of renewable electricity.**

\*Ambition 2030 percentage reduction vs the 2023 baseline



# iGM's ESG Governance

## Clear governance and accountability support the integration of sustainability into our business.

Sustainability at iGM is governed through a combination of Supervisory Board oversight, Executive Leadership accountability and functional ownership across the organization.

The Supervisory Board provides oversight of iGM's sustainability direction and reviews relevant ESG priorities and progress.

The Executive Leadership Team is responsible for embedding sustainability within the areas under its responsibility and supporting the implementation of iGM's ESG priorities across the business.

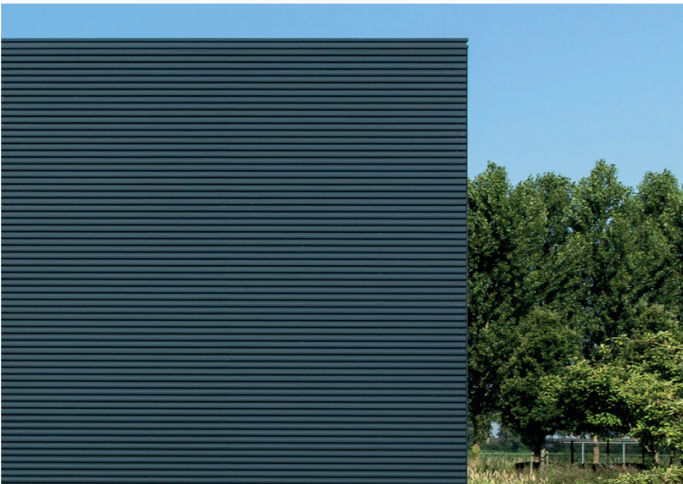
Executive responsibility for People and social sustainability topics sits with the Executive Vice President People & Organization, while responsibility for Safety, Health and Environment sits with the Executive Vice President Operations. Other ESG topics are owned by the relevant Executive Leadership Team members and functional leaders.

Day-to-day responsibility for specific sustainability topics is assigned to the relevant functional teams. These teams support the definition of priorities, implementation of actions, monitoring of performance and reporting of progress.

For the Executive Leadership Team, variable compensation is based on corporate performance targets, which include a People Safety target measured through Total Recordable Injury Rate (TRIR). This reinforces leadership accountability for occupational health and safety performance.

iGM's sustainability approach is supported by its corporate policies and standards, including the Corporate Social Responsibility Policy, Global Labour & Human Rights Policy, Global SHE Policy, Employee Code of Ethics and Conduct, and Supplier Code of Ethics and Conduct.

iGM also participates in the United Nations Global Compact and supports its Ten Principles on human rights, labour, environment and anti-corruption.





## Our Purpose

### We Enable the Transformation of Light...



customers.

- iGM is dedicated to the development of innovative energy curing technology offering integrated raw material solutions (photoinitiators, energy curing resins and additives) for UV curing formulations in our key markets Printing and Packaging, Industrial Coatings and 3D Printing, Electronics and Adhesives, and several niche markets.

- UV-LED, UV or even day-light activates the photoinitiator-system which initiates the polymerization (curing/drying) of the formulation.

- As a customer and market driven company, we offer technical and regulatory advice and support to our customers enabling them to provide high performing and compliant UV curing formulated systems to their

### ...for a Better Future.

- UV curing formulated systems are solvent free and have excellent performance properties contributing to a better and more sustainable future.
- As part of our sustainability strategy, we focus on United Nations Sustainable Development Group (UNSDG) 12 "Responsible Consumption" and 13 "Climate Action" where we as a company can have the most significant impact. Initiatives under UNSDG 12 and 13 have a good fit with EcoVadis categories "Environment" and "Sustainable Procurement". In addition, we will focus on initiatives that align with EcoVadis categories "Labor and Human Rights" and "Ethics".



## Our Commitment



# Go Grow Green strategy



## GO: CUSTOMER

Enhance customer centricity and value by:  
-Market segment-based organization  
-Strengthening commercial excellence



## GROW: INNOVATION

Strengthen solution and value-based sales by:  
-Innovation and integrated solutions by market segment  
-Operational excellence and robust scale up of new products



## GREEN: SUSTAINABILITY

Lead the industry change for a better future:  
-Convert to lower environmental footprint technologies  
-Strengthen the pipeline for environmentally friendly solutions

In iGM, Sustainability is an integral part of the Company strategy and culture. Sustainability is one of the pillars of our Go Grow Green strategy guiding our decisions towards sustainable leadership in energy curing technology.



# EcoVadis



iGM participates in the EcoVadis sustainability assessment, which evaluates companies across four themes: Environment, Labour & Human Rights, Ethics and Sustainable Procurement.

EcoVadis provides iGM with an independent assessment of our sustainability management approach and helps us identify strengths and opportunities for continued improvement.

## Our EcoVadis journey

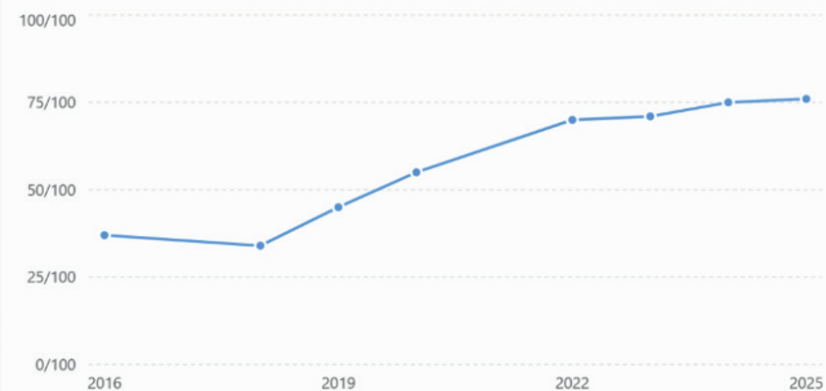
iGM has participated in EcoVadis assessments for a decade. Over this period, our overall score has increased from **37/100 in 2016 to 76/100 in our latest assessment**, reflecting the continued development of our sustainability management approach across the organization.

Our latest EcoVadis scorecard, published in November 2025, resulted in an overall **score of 76/100, placing iGM in the 93rd percentile** of companies assessed by EcoVadis and resulting in a Silver Medal.



### Our EcoVadis journey

iGM overall EcoVadis score, 2016–2025

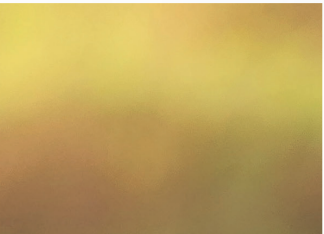
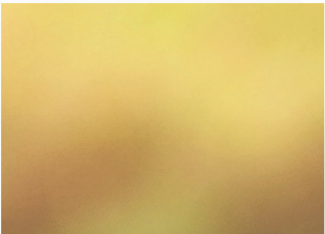
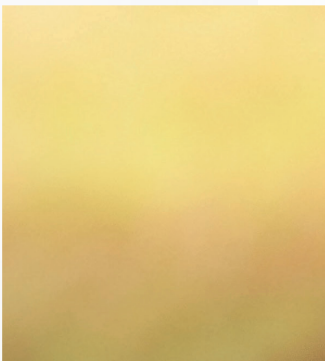
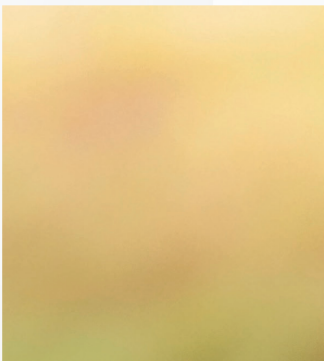


Source: iGM EcoVadis scorecards

The development is also reflected across the four EcoVadis assessment themes. Compared with our first assessment in 2016, our latest scores increased from **50 to 77 in Environment, 30 to 73 in Labour & Human Rights, 30 to 81 in Ethics and 30 to 70 in Sustainable Procurement.**

We continue to use the findings from our EcoVadis assessments to identify improvement opportunities and further strengthen our policies, actions and reporting.

Our objective is continued improvement in the underlying sustainability management practices and performance reflected by the assessment.





# Supporting the UN Sustainable Development Goals



The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared framework for people, planet and prosperity. At its heart are the 17 Sustainable Development Goals (SDGs), which address global challenges including poverty, inequality, health, education, economic development and climate change.

## The Paris Agreement

The Paris Agreement, adopted at COP21 in 2015, is an international treaty on climate change. Its goal is to hold the increase in global average temperature to well below 2°C above pre-industrial levels and pursue efforts to limit the temperature increase to 1.5°C. The Agreement provides an important global framework for climate action and the transition towards a lower-carbon future.

## iGM’s focus: SDGs 12 and 13

Within our long-term sustainability strategy, iGM focuses on SDG 12 – Responsible Consumption and Production and SDG 13 – Climate Action, reflecting areas where our business and value chain can make a particularly relevant contribution.

12
RESPONSIBLE CONSUMPTION AND PRODUCTION

SDG 12 – Responsible Consumption and Production

Ensure sustainable consumption and production patterns.

iGM supports the objectives of SDG 12 through our efforts to improve resource efficiency, reduce waste and environmental impacts, and develop and support solutions that contribute to more sustainable production and consumption across our operations and value chain.

13
CLIMATE ACTION

SDG 13 – Climate Action

Take urgent action to combat climate change and its impacts.

iGM supports the objectives of SDG 13 through our efforts to understand and reduce the greenhouse gas emissions associated with our operations and value chain and by continuing to develop our approach to climate action.

Our environmental initiatives, performance and progress in these areas are described further in the Planet section of this report.

# iGM Resins supports the United Nations Global Compact

## United Nations Global Compact

The United Nations Global Compact (UNGC) is a voluntary initiative that encourages companies to align their strategies and operations with Ten Principles covering human rights, labour, environment and anti-corruption, and to take actions that advance broader societal goals.

## iGM’s commitment



iGM Resins has been a participant in the United Nations Global Compact since 2022 and remains committed to its Ten Principles covering human rights, labour, environment and anti-corruption.

The Ten Principles provide an important framework for responsible business conduct and are reflected in iGM’s corporate policies, standards and codes of conduct. Our Corporate Social Responsibility Policy incorporates the Ten Principles and extends these expectations to our own operations and suppliers.

As part of our participation, iGM reports on its progress through the UN Global Compact’s Communication on Progress (CoP). In 2026, iGM successfully submitted its Communication on Progress and maintains Active participant status with the UN Global Compact.

Through our continued participation, we reaffirm our commitment to responsible business practices and to integrating the UN Global Compact principles into the way we operate and work with our stakeholders.





# Corporate carbon footprint Scope 1, Scope 2 & Scope 3



At iGM Resins, we calculate our Corporate Carbon Footprint annually, supported by Aquila ESG Advisors. Our greenhouse gas inventory covers Scope 1, Scope 2 and relevant Scope 3 emissions and provides the basis for monitoring our climate impact and identifying opportunities for further reduction.

- The annual assessment enables us to:
- quantify and monitor our greenhouse gas emissions;
  - identify the principal sources and drivers of emissions;
  - identify and prioritize emission-reduction opportunities;
  - track performance over time; and
  - support the development of our climate targets and action plans.

## Methodology & boundaries

iGM calculates its Corporate Carbon Footprint in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. Greenhouse gas emissions are expressed in tonnes of carbon dioxide equivalent (tCO<sub>2</sub>e), allowing emissions from different greenhouse gases to be reported on a common basis.



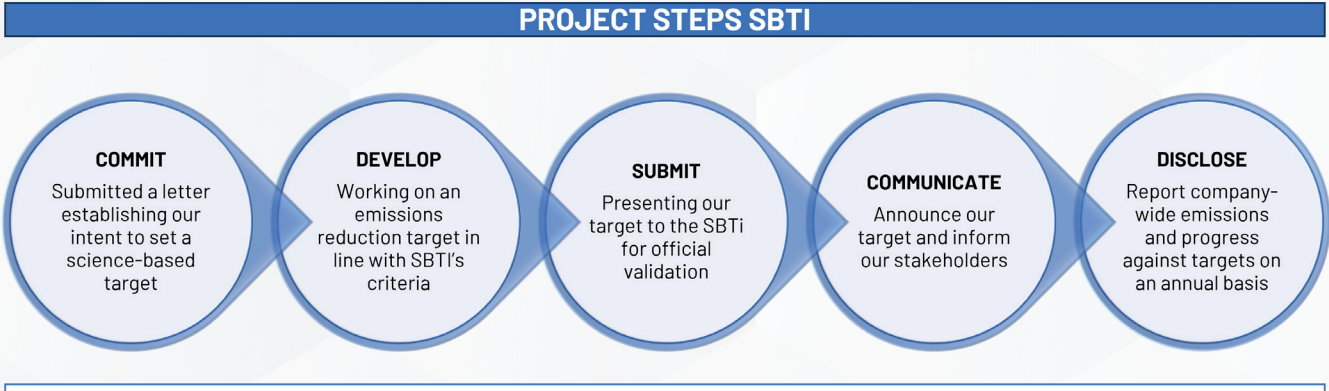
# Science Based Targets initiative



SCIENCE  
BASED  
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

iGM supports the objectives of the Paris Agreement and has the ambition to define and submit science-based greenhouse gas reduction targets in line with Science Based Targets initiative (SBTi) criteria by the end of 2027. These targets will further guide our long-term greenhouse gas reduction roadmap and will be used to refine our future climate targets.



# Sustainability reporting and CSRD

iGM continues to strengthen its sustainability reporting, data governance and internal controls in preparation for evolving European sustainability reporting requirements. This includes improving the completeness, consistency and traceability of environmental, social and governance data and further developing our sustainability performance reporting.





# Safety First



The purpose of our LSRs is to help ensure a safe work environment for team members, contractors and visitors. Every team member and contractor is empowered to stop work if conditions or behaviors are unsafe.

## Occupational Safety and Health

We are committed to providing a safe, secure and healthy workplace and to preventing work-related injury and ill health.

We comply with applicable occupational safety and health laws and requirements and manage relevant risks through appropriate risk assessment, operating controls, training, incident reporting and corrective action.

- All iGM team members are expected to:
- know and follow applicable occupational safety and health rules, procedures and requirements;
  - promptly report any situation that may put the health or safety of a team member or other person at risk; and
  - stop work where conditions or behaviours are unsafe.



**Total Recordable Incident Rate (TRIR): ≤ 0.3**



**Major Process Safety Incident (MPSI): 0 incidents per annum**

Safety is a foundational commitment at iGM. We do not compromise on safety. Our long-term ambition is zero harm: zero fatalities, zero injuries and zero major process safety incidents.

We introduced 10 Life Saving Rules (LSRs) to support safe behaviour across iGM.



## 10 Life Saving Rules

Stop work if conditions or behaviors are not safe

- |    |                                                                                              |  |
|----|----------------------------------------------------------------------------------------------|--|
| 1  | Work with a valid work permit when required                                                  |  |
| 2  | Ensure safe working conditions before entering a confined space                              |  |
| 3  | Use fall protection when working at height                                                   |  |
| 4  | Check equipment is isolated when work begins                                                 |  |
| 5  | Obtain authorization before disabling safety equipment                                       |  |
| 6  | Wear appropriate Personal Protection Equipment and use equipment that is fit for its purpose |  |
| 7  | Do not enter a danger zone where objects can fall                                            |  |
| 8  | Wear a seatbelt in motor vehicles when provided                                              |  |
| 9  | Comply with management of change when required                                               |  |
| 10 | Do not use alcohol or drugs at work and smoke only in authorized area                        |  |

## Key corporate policies and codes

- Labour and Human Rights Policy -Global
- Corporate Social Responsibility Statement
- Safety, Health and Environment (SHE) Policy
- GlobalSupplier Code of Ethics and Conduct
- Employee Code of Ethics and Conduct
- Global Privacy Policy
- Compliance Policy - Global
- Safe Driving Policy - Global
- No Alcohol, No Drugs Policy - Global

# People





# Cultural agenda



## iGM's 5C CULTURE – #WeAreiGM



At iGM, our people matter. We see the contribution of every team member as critical to our success – for personal fulfilment, business performance, and our collective growth. We empower our people to bring their unique strengths, creativity, and personality, creating positive impact for our customers, our teams, and the wider world.

Our culture is built around the 5Cs – Commitment, Curiosity, Creativity, Collaboration, and Customer Centricity.

These 5Cs are more than values: they are our mindsets. They shape our behaviour, unite us across borders, and guide how we work, learn, and lead together.

Through our culture of the 5Cs, we build trust, shape behaviour, and fuel sustainable success. They are our compass in decision-making and our engine for progress. Together, the 5Cs define who we are at iGM and how we succeed – today and in the future.

## The Flywheel

The 5C Culture is brought to life in a clear, dynamic flywheel – connecting purpose with behaviour.

At its heart sits Customer Centricity, reminding us why we exist and what defines our success.

Surrounding it are four driving forces – Commitment, Curiosity, Creativity, and Collaboration – that generate the energy, innovation, and trust to deliver value for our customers, our teams, and our company.

The 5C flywheel provides clarity, because the 5Cs give us a simple, shared language for how we work and lead. It also provides connection, because it unites all of us – across functions, sites, and regions – around a common purpose and a shared customer focus.

The 5C Culture transforms culture from something we describe into something we do. It turns #WeAreiGM into daily action – a living mindset that drives how we collaborate, innovate, and deliver together.



Our Commitment | **People** | Planet | Profit | Going Further

- When we live the 5Cs, we:
- Provide purpose through Commitment and clarity of action
  - Drive progress with Curiosity and a passion to learn
  - Spark innovation through Creativity and courage to explore new ideas
  - Unite teams through Collaboration and shared success
  - Deliver value by keeping the Customer at the center of everything we do

Together, these forces create a culture that moves – a flywheel powered by our people, accelerating how we grow, learn, and deliver for our customers and each other.

### #WeAreiGM

Mindsets & Behaviours

Our 5C Culture is supported by defined Mindsets & Behaviours that translate each of the 5Cs into practical examples of how we work, interact and lead. They provide a shared language across iGM and support feedback, development and continuous learning.

Our 5C Culture connects who we are with how we work. Each C – Commitment, Curiosity, Creativity, Collaboration, and Customer Centricity – plays a unique role, but together they create momentum.

They give us a shared language for how we think, act, and lead. When we live the 5Cs every day, the flywheel keeps turning – providing purpose, driving progress, sparking innovation, uniting teams, and delivering value for our customers.

### #WeAreiGM Run to Zero: Turning Steps into Impact

As part of its commitment to environmental responsibility, iGM Resins supported the Sino-Dutch “Run to Zero” ESG Health Run in Shanghai.

The 2026 edition brought together more than 400 participants from 14 Dutch companies and raised funds to plant 6,800 trees in Inner Mongolia. The initiative demonstrates how collective action can transform sustainability ambitions into tangible environmental benefits.

By supporting community-led ESG initiatives, iGM Resins helps promote climate awareness while contributing to meaningful, measurable impact.





# Labour & Human Rights



IGM is committed to respecting internationally recognized human and labour rights and to providing fair, safe and respectful working conditions across our operations. We also seek to promote respect for human rights in our business relationships through our expectations of suppliers and other business partners. Our Labour and Human Rights Policy - Global sets out our commitments in areas including working conditions and working hours, fair remuneration, freedom of association and collective bargaining,

prevention of forced and child labour, equal treatment and non-discrimination.

## Human Rights Impact Assessment



100% HRIA actions completed by due date

In 2026, iGM completed a global Human Rights Impact Assessment covering 14 locations and 691 employees, representing 100% of our direct employee population. The assessment considered relevant labour and human-rights impact areas across our operations, taking account of existing controls and local circumstances.

The assessment identified one material current issue requiring corrective action relating to working hours. Corrective action and

Our Commitment | **People** | Planet | Profit | Going Further

management follow-up have been established. Other areas of elevated exposure identified through the assessment are subject to appropriate monitoring, control confirmation or follow-up.

The Human Rights Impact Assessment and resulting action plan form part of our ongoing human-rights due-diligence approach. We intend to refresh the assessment periodically and where material changes or new information warrant reassessment.

## Fair Remuneration & Living Wage



100% Living Wage assesment coverage annually

IGM is committed to fair remuneration. In addition to compliance with applicable wage laws and

collective bargaining agreements, we periodically assess base remuneration against appropriate living-wage benchmarks and address identified gaps through appropriate review and action.

In 2026, iGM completed a global Living Wage Assessment covering 15 comparable employee populations and 670 employees, representing 100% of the direct employee population within scope at the time of assessment. All 15 assessed populations met the applicable assessment threshold and no current living-wage gaps were identified.

We intend to repeat the assessment periodically to monitor remuneration against appropriate living-wage benchmarks and to assess and address any future gaps identified.

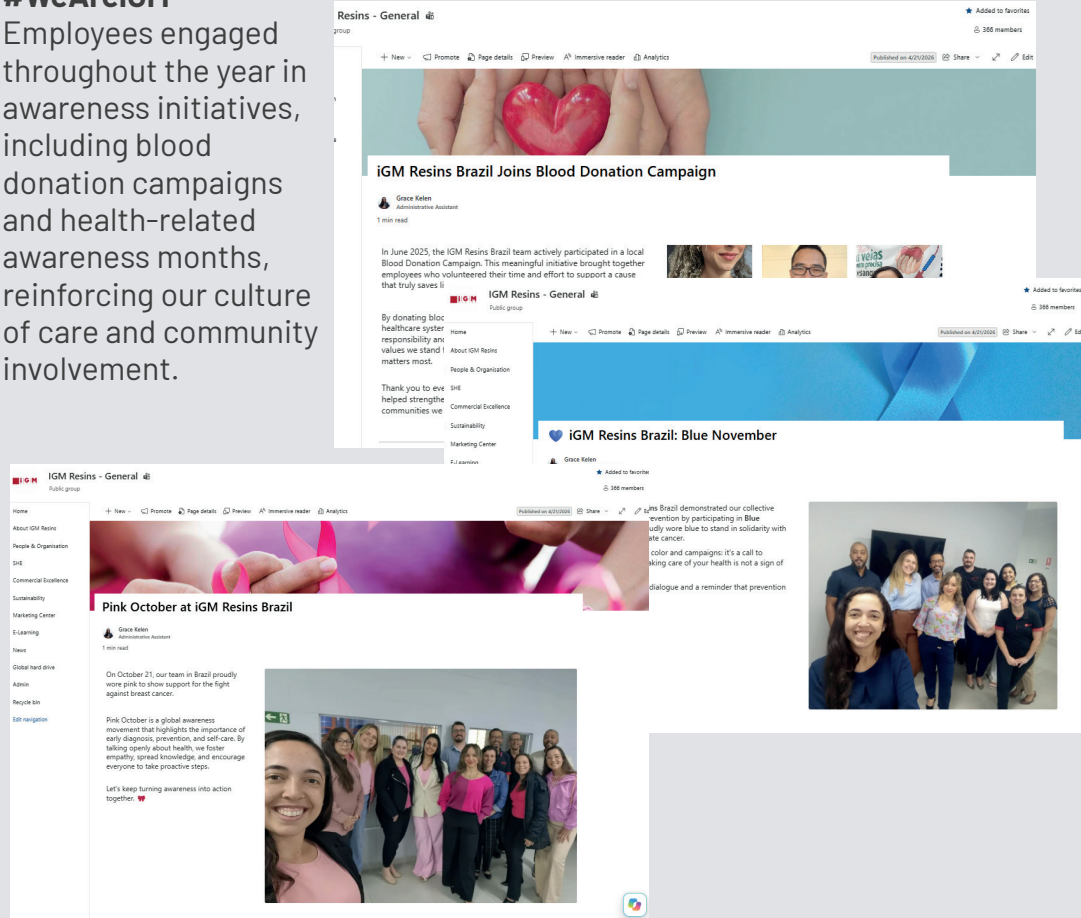
### #WeAreIGM

Each year, we celebrate women's day regionally.



### #WeAreIGM

Employees engaged throughout the year in awareness initiatives, including blood donation campaigns and health-related awareness months, reinforcing our culture of care and community involvement.





## Speaking Up & Non-Retaliation

Team members are encouraged to raise concerns about suspected violations of our policies, Code of Ethics and Conduct or labour and human-rights commitments through established reporting channels. iGM does not tolerate retaliation against anyone who raises a concern in good faith or participates in a related review or investigation.

## Diversity, Equity & Inclusion



**Ambition 2030: 50% women in XLT**

iGM is committed to providing a safe, respectful and inclusive working environment where people are treated with dignity and have equal opportunities to contribute and develop.

Employment decisions are based on legitimate job-related requirements and must not involve unlawful discrimination. iGM does not tolerate harassment, sexual harassment, violence or other abusive conduct in the workplace.

We expect all iGM team members to contribute to a workplace where diversity is respected, individual differences are valued, and discriminatory or harassing behaviour is not accepted.

All team members involved in employment-related decisions, including recruitment, remuneration, development and promotion, are expected to act fairly and objectively and without unlawful discrimination.

iGM supports equal treatment and, where appropriate and consistent with applicable

requirements and individual circumstances, reasonable accommodation to enable team members to participate fully and fairly in the workplace.

## Awareness and employee engagement



iGM supports awareness of key sustainability, safety and responsible business topics through internal communication, social media channels, onboarding, training and employee engagement.

New team members are introduced to relevant corporate policies, standards and expectations as part of the onboarding process, including topics related to Safety, Health and Environment, Labour & Human Rights and the Employee Code of Ethics and Conduct.

Throughout the year, iGM uses both internal communication channels and external social media to raise awareness of relevant environmental, social and responsible business topics and initiatives, including internationally recognized awareness days and events.

We also encourage two-way communication, providing team members with opportunities to raise questions, share feedback and contribute ideas through our internal communication and engagement channels.



## People development



### Global Onboarding

iGM's Global Onboarding Program supports the integration of new team members into the organization and provides a structured introduction to iGM, our culture, policies, ways of working and key expectations.

The onboarding program covers topics including Safety, Health and Environment, iGM's culture and organization, corporate policies, the Employee Code of Ethics and Conduct, communication platforms and role-specific training and development.

Responsible business conduct forms an important part of the onboarding process. New team members receive the Employee Code of Ethics and Conduct and complete related training covering topics including respectful workplace behaviour, discrimination and harassment, human rights, speaking up and non-retaliation. Anti-human-trafficking training is also included in the onboarding materials.

Following the Code training, new team members complete a mandatory knowledge check and acknowledge receipt of the Code. Quiz results are centrally recorded within the Global P&O environment to support documentation and follow-up.



## Development

✓ **Ambition 2030: 90% performance review completion**

At iGM, we support the continued development of our team members by investing in the knowledge and skills relevant to their roles and professional growth.

Learning and development takes place through a combination of role-specific and functional training, corporate training and development opportunities. In several regions, team members also have access to GoodHabitZ, an online learning platform offering a broad range of learning and development content.

Training and development needs are identified through ongoing dialogue between team members and their managers, including as part of performance and development discussions. This helps identify individual development priorities and relevant learning opportunities.

We also support career development through internal mobility. Eligible vacancies are posted internally, providing team members with visibility of career opportunities across iGM and the opportunity to apply for suitable roles. Our internal mobility process is designed to support fair internal opportunity, transparency and consistent recruitment practices.





# Planet

## GHG Emission intensity



**Ambition 2030: 50% Carbon intensity reduction for scope 1&2 GHG emission intensity**

iGM is committed to reducing greenhouse gas emissions from its operations through improved energy efficiency, increased use of renewable electricity and targeted emission-reduction initiatives.

Our 2030 ambition is to reduce Scope 1 & 2 GHG emission intensity by 50%, from 1.75 tCO<sub>2</sub>e per tonne of product produced in 2023 to 0.88 tCO<sub>2</sub>e per tonne by 2030. The 2023 baseline reflects the full iGM manufacturing footprint, including Litian. This target will be refined through the SBTi process in 2027.

In 2025, Scope 1 & 2 GHG emission intensity was 0.88 tCO<sub>2</sub>e per tonne of product, compared with 1.21 in 2024 and 1.75 in 2023.

### GHG reduction initiatives

Our reduction in GHG intensity is supported by a range of operational improvements across iGM, including energy-efficiency projects, more efficient use of utilities, process optimization and increased use of renewable electricity. Examples of these initiatives are described in the Energy Intensity and Renewable Electricity sections below.

## Reducing value-chain transport emissions

In addition to reducing emissions from our own operations, iGM is working to improve transport efficiency across the value chain. One practical example is increasing the amount of product

transported in each shipment.

For selected products transported in IBCs, we increased the fill quantity from approximately 1,000 kg to 1,100 kg per IBC, making better use of the available packaging volume. At the same time, we increased the average load of a 20-foot container from approximately 16 tonnes to 20 tonnes. By transporting more product per shipment, we reduce the number of shipments required for the same product volume, lowering transport cost and helping to reduce Scope 3 greenhouse gas emissions per tonne of product transported.

## Energy intensity



**Ambition 2030: 25% reduction in energy intensity**

iGM is committed to improving energy efficiency across its manufacturing operations through process optimization, equipment improvements and more efficient use of utilities and energy.

Our 2030 ambition is to reduce energy intensity by 25%, from 5.07 MWh per tonne of product produced in 2023 to 3.80 MWh per tonne by 2030. This target will be refined through the SBTi process in 2027.

In 2025, energy intensity was 3.44 MWh per tonne, compared with 4.00 in 2024 and 5.07 in 2023.

## Energy-efficiency improvement – Anqing

During 2026, our Anqing site in China reviewed heating requirements across production processes and replaced steam heating with hot-water heating where lower temperatures were sufficient. This reduced the use of higher-temperature steam where it was not



needed and improved overall process control.

The initiative supports our broader efforts to improve energy efficiency through practical process optimization and more appropriate use of utilities.

## Utility-efficiency improvement – Mortara

At our Mortara site in Italy, iGM strengthened its pressure-testing methodology to identify leaks in pressurized equipment and piping more effectively. Using nitrogen and, where needed, helium, the site can detect small leaks before they lead to unnecessary losses during operation.

By improving the integrity of process equipment, the initiative helps reduce the loss of heat, nitrogen and other process gases, while also supporting more stable and efficient operations. This contributes to our broader efforts to improve energy and resource efficiency across our manufacturing activities.

## Renewable electricity



**Ambition 2030: 80% of renewable electricity**

Improving energy efficiency is complemented by increasing the share of renewable electricity used across iGM's operations.

Our ambition is for 80% of electricity consumption to come from renewable sources by 2030.

Renewable electricity represented 33% of total electricity consumption in 2025, compared with

22% in 2024 and 15% in 2023.

iGM also monitors renewable energy as a share of total energy consumption. Renewable energy accounted for 8% of total energy use in 2025, with an ambition of approximately 19% by 2030, derived from the renewable-electricity target.

## Renewable electricity – Litian

At our Litian site in China, approximately 80% of electricity consumption is already supplied from renewable sources, through a combination of purchased wind power and on-site solar generation. This means the site is already operating at the level of iGM's 2030 renewable electricity ambition of 80%, providing a strong example of what can be achieved across the wider group.

## Water intensity



**Ambition 2030: 10% Reduction in water intensity**

iGM is committed to responsible water management by reducing freshwater consumption through process improvements, efficient utility systems and increased water recycling and reuse where technically feasible.

Our 2030 ambition is to reduce water intensity by 10%, from 14.76 m<sup>3</sup> per tonne of product produced in 2023 to 13.28 m<sup>3</sup> per tonne by 2030. The target will be refined in 2027 as our water-management approach and supporting data mature.

In 2025, water intensity was 9.14 m<sup>3</sup> per tonne, compared with 9.82 in 2024 and 14.76 in 2023.

## Water recycling and reuse

iGM is also increasing its focus on recycling and reuse of water within its operations. In 2025, 82,194 m<sup>3</sup> of water was recycled or reused, equivalent to 26.4% of total water consumption.

Based on the first full-group result established in 2025, iGM has set an initial ambition to increase the water recycling and reuse rate to 30% by 2030. This ambition will be reconfirmed as the data series matures.

## Water reuse – Litian

At our Litian site in China, iGM changed part of the production process so that water from one production step can be reused in the next. This reduces the amount of fresh water needed and lowers the amount of wastewater generated.

The change also allows part of the used wash water to be recovered as a useful product instead of being treated as waste, further improving resource efficiency.

## Rainwater separation project – Mortara

At our Mortara site in Italy, iGM is implementing a rainwater-separation project to improve water management and reduce unnecessary wastewater treatment. The project will separate process wastewater from rainwater, with only process wastewater and first rainfall runoff normally directed to treatment. Clean rainwater will be collected separately, monitored for contamination and, when compliant, returned to the natural water cycle through controlled discharge.

By reducing the volume of uncontaminated rainwater sent through wastewater-treatment systems, the project is expected to lower treatment-related energy and chemical consumption, improve treatment stability during heavy rainfall and reduce the risk of environmental incidents. The project started in 2026, with final completion targeted for 2029.

### #WeAreIGM



Our products are utilized for on-site turbine blade repairs, contributing to their extended longevity.

UV light curing enables repairs to take place irrespective of external temperature conditions.



# Waste and Resource Efficiency



iGM is committed to reducing waste through process optimization, improved yields, material reuse and recovery, and responsible treatment of residual waste.

## Hazardous-waste intensity



**Ambition 2030: 25% Reduction in hazardous-waste intensity**

Our ambition is to reduce hazardous-waste intensity by 25%, from 0.512 tonnes of hazardous waste per tonne of product in 2023 to 0.384 tonnes per tonne by 2030.

In 2025, hazardous-waste intensity was 0.438 tonnes per tonne, compared with 0.460 in 2024.

## Waste recovery

In 2025, 10,931 tonnes of waste were reused, recycled or otherwise recovered, representing a 67.8% waste recovery rate. Based on this first full-group result, iGM has set an initial ambition to increase the waste recovery rate to 75% by 2030. This ambition will be reconfirmed as the data series matures.

## Global waste reduction program

In 2026, iGM launched a global waste reduction program across its manufacturing sites to reduce waste generation, increase reuse and recovery, and avoid unnecessary disposal. Examples include recovering useful salts from waste

streams, recovering solvents for reuse, reducing brine and process-water waste, and improving process steps to reduce catalyst residues.

These initiatives are being implemented across Anqing and Mortara and are intended to reduce the amount of waste requiring treatment or disposal, improve resource efficiency and lower the environmental impact of our manufacturing operations.

## Air Emissions

iGM monitors non-GHG air emissions from its operations as part of its commitment to preventing pollution and maintaining compliance with environmental requirements.

In 2025, total reported non-GHG air pollutants were 11.29 tonnes, corresponding to an air-pollutant intensity of 0.000332 tonnes per tonne of product produced.

iGM will continue to monitor this KPI annually and establish a quantitative target as the dataset matures.

## Air-emissions control – Mortara

At our Mortara site in Italy, iGM operates an integrated air-emissions control system for production exhaust gases, including thermal treatment, scrubbers and VOC buffering. Periodic monitoring in 2025 confirmed that emissions remained well below permitted limits, including non-methane VOC emissions of 1.5 mgC/Nm<sup>3</sup> compared with a permitted limit of 50 mgC/Nm<sup>3</sup>.

# Release to the environment



**Release to environment (RtE): 0 incidents per annum**

iGM is committed to preventing releases to the environment through effective process controls, preventive maintenance, operating discipline and appropriate emergency-response arrangements.

We monitor Releases to the Environment (RtE) as a key environmental performance indicator, with an annual standing target of zero incidents. Any release is investigated to identify root causes and appropriate corrective and preventive actions.

iGM recorded 0 RtE incidents in 2023, 1 in 2024 and 0 in 2025.

## Responsible sourcing



A responsible and resilient supply chain is an important part of iGM's sustainability approach. We work with suppliers and partners to create sustainable value through strong ethical standards, responsible business practices and shared expectations on environmental and social performance.

Our approach to responsible sourcing is guided by iGM's Supplier Code of Ethics and Conduct, which defines the standards we expect suppliers

to follow. Environmental and social considerations are also incorporated into relevant supplier qualification, contracting, assessment and audit activities.

## Sustainability Standards for Suppliers and Partners

iGM expects suppliers to comply with applicable legal requirements and with our Supplier Code of Ethics and Conduct. Where relevant, we also consider environmental management practices, including ISO 14001 certification, as part of our supplier evaluation and development approach.

We continue to strengthen the integration of sustainability into supplier management through supplier assessments, on-site audits and environmental and social requirements in contracts.

## Regional supply and production

With manufacturing operations in Europe and Asia and a global supplier network, iGM aims to source and produce regionally where this is commercially and operationally appropriate. Regional supply can support supply-chain resilience and, where it reduces transportation requirements, can also help lower associated environmental impacts.

Our Supply Chain teams are continuously evaluating opportunities to serve local demand directly from regional production. Where commercially and legally appropriate, this can avoid unnecessary intra and intercontinental transportation and handling while simultaneously improving lead times, supply-chain resilience and costs.



# Energy Curing Technology

iGM Resins is the leading global provider of energy curing raw material solutions to a wide variety of industries such as graphic arts, industrial coatings, adhesives and 3D printing. iGM is 100% dedicated to the energy curing coatings industry and we are investing to grow with it.

Energy curing is a photochemical process in which UV light is used to instantly dry various inks and coatings. In UV/LED curing the drying happens in fractions of a second compared to several minutes or hours for traditional curing. iGM blockbuster products are photoinitiators which are the critical molecules that react on UV/LED impact and start the drying process. Next to photoinitiators iGM also offers a full range of acrylates and additives, other key raw materials that control the performance of energy curable formulated systems.



**Profit**

### UV technology benefits

- Productivity: Seconds to cure vs. minutes or hours. Immediate stackability of finished products
- Lower Overall Cost (per cured part): 100% solids, cure speed, recycling of unused coating, etc
- Single component formulas: Eliminates the limited potlife and mixing errors found in 2 component systems
- Regulatory Concerns (VOC emission): Avoids solvent use in most cases
- Smaller equipment footprint: Less floor space needed
- Energy savings – Reduced Energy costs

### Specific UV-LED benefits:

- Energy Savings
- Suitable for heat sensitive, thin substrates
- Cost savings (depends on efficiency, press speed and others settings)
- No Ozone emission
- Alternative to heavy metal containing lamps like Mercury

## Focus areas



Focus our innovation efforts on alternatives to genotoxic (CMR) substances



Continue to support the market move away from energy intensive water/ solvent technologies towards energy curing technology



Enabling end users' reduction of energy consumption by developing LED compatible PI's and ECR's



Development of safer, polymeric and self-curing alternatives to existing products for sensitive applications like food packaging.



Reduce dependency on fossil fuel through our PureLine portfolio



# Bio-based products



## PureLine™



At iGM Resins, we become greener and support the industry by implementing sustainable change in all our products and processes. Therefore, we are proud of our new sustainability brand: PureLine™! The home to all sustainable products within iGM.

As such, the PureLine™ brand is also one of the key pillars of our sustainability strategy, through which we aim to help the energy curing industry shape a better future for the generations to come.

PureLine™ is our mother brand for sustainable product portfolios of Photoinitiators, Energy Curing Resins, and Additives. It is our response to the increasing emphasis on sustainability in our value chain and customer interest in lower carbon footprint solutions.

## PureOmer™



The first sub-brand: PureOmer™ consists of the prefix Pure, which represents the sustainability and suffix Omer – Photomer which stands for energy curing resins.

| Product             | Category            | Bio-based content |
|---------------------|---------------------|-------------------|
| PureOmer™ 2012      | Methacrylates       | 72                |
| PureOmer™ 3005      | Epoxy Acrylates     | 84                |
| PureOmer™ 3026-20G  | Epoxy Acrylates     | 19,6              |
| PureOmer™ 3026-40G  | Epoxy Acrylates     | 18,2              |
| PureOmer™ 4012      | Monomers            | 78                |
| PureOmer™ 4812      | Monomers            | 81                |
| PureOmer™ (LT) 4094 | Monomers            | 14                |
| PureOmer™ 5437      | Polyester Acrylates | 14                |
| PureOmer™ 5443      | Polyester Acrylates | 46                |
| PureOmer™ 5450      | Polyester Acrylates | 40                |
| PureOmer™ 5662      | Polyether Acrylates | 14                |
| PureOmer™ 5850      | Polyether Acrylates | 18                |

Table 2 - PureOmer Bio-based content % - ASTM D688-21

## PureVadd™



PureVadd™ joins PureOmer™ within our portfolio of sustainable PureLine™ solutions, developed to support our customers' environmental goals. Shown by the ASTM D6866-21 method to include bio-based raw materials up to 100%, PureVadd™ is the high-quality, versatile, sustainable coatings and inks additive brand you've been looking for.

These wetting additives enhance the dispersion of a wide range of pigments, stabilizing the formulation of printing inks and coatings to ensure rock-solid performance.

We're particularly excited that PureVadd™ is not only suitable for UV light-curing applications, but also ideal for standard paints and inks, both solvent- and waterborne.

| Product        | Bio-based content |
|----------------|-------------------|
| PureVadd™ 5510 | 53                |
| PureVadd™ 6220 | 55                |
| PureVadd™ 6225 | 29                |
| PureVadd™ 6245 | 29                |

Table 3 - PureVadd Bio-based content %  
ASTM D688-21





## Life Cycle Assessment

Life Cycle Assessments (LCAs) help iGM understand the environmental impact of our products and identify opportunities to reduce that impact. We use LCA results to support product development, identify improvement opportunities and provide customers with better information on the environmental footprint of our products. This is aligned with our SHE Policy commitment to improve the environmental performance of our products and technologies.

iGM has completed cradle-to-gate LCAs for Omnirad™ 819, Omnirad™ 1173 and Omnirad™ 184. Our ambition is to increase the share of revenue covered by completed LCAs to 25% by 2030, while using LCA studies to identify environmental hotspots and further improvement opportunities across our portfolio.

## Photoinitiators for LED following Hg Ban

Today, the UV technology is still using mercury in lamps to produce UV light in various applications. Mercury is a chemical compound with neurotoxic effect. The European commission has adopted a new package of rules to ban the use of mercury lamps.

At iGM, we have been developing new photoinitiator solutions for UV-LED lamps systems in close contact with lamp producers and our customers to better answer and lead this change.

## No detectable PCBs

As global market leader in photoinitiators, iGM guarantees the highest standards when it comes to Safety, Health and Environment, and can confirm that all photoinitiators produced in Mortara do not contain any detectable levels of PCB (with a detection limit <0.5 ppm).

Over the last years, there has been several concerns raised by the market, specifically in Europe, North America, South America, and Japan, related to the recent findings of higher concentrations of PCBs (Polychlorinated biphenyls) in several sources of the production of photoinitiators. With tight quality specifications and control on the production process of all its photoinitiators, iGM can confirm that all photoinitiators produced in Mortara do not contain any detectable levels of PCB (<0.5 ppm).

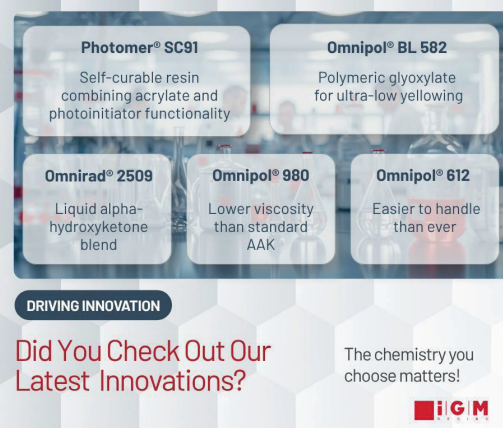
## Recycling inks and other sustainable formulations

Our applicative laboratories work closely together with our customer to help them to develop deinking, bio-degradable or recyclable formulations.

Deinking is the industrial process of removing printing ink from paper fibers of recycled paper to make deinked pulp. This is achieved by a combination of mechanical action and chemical means.

By utilizing UV LED technological products and solutions, our teams are also working to replace fossil fuel based soft packaging by a lightweight bio-degradable packaging that reduces overall disposal quantities as well as enhancing biodegradability of the packaging.

### #WeAreIGM



Over the past months, iGM Resins has expanded its portfolio of next-generation LED-curing solutions with innovative photoinitiators and self-curing technologies.

Key developments include Omnirad® BL 582 and Omnirad® 980 polymeric photoinitiators for low migration applications, Omnirad® 612 for safer and easier processing, Photomer® SC91 self-curing resin technology, Esacure® 805 and Esacure® 563 for highly efficient LED curing, and Omnirad® 1316, a novel high-sensitivity oxime ester.

### #WeAreIGM



Our products are used to produce UV Cure "shark skin" coatings.

This specific coating surface can reduce drag on aerospace vehicles and save fuel consumption.



# iGM Resins annual results & strategic ambitions

## Planet – Annual Results & Strategic Ambitions

| Metric                                                 | 2023   | 2024   | 2025   | Ambitions 2030 / Target                       |
|--------------------------------------------------------|--------|--------|--------|-----------------------------------------------|
| TRIR                                                   | 0.89   | 1.03   | 0.46   | ≤0.30 annually                                |
| Major Process Safety Incidents                         | 0      | 0      | 0      | 0 annually                                    |
| Scope 1+2 GHG emissions (tCO <sub>2</sub> e)           | 37,545 | 35,608 | 29,815 | Managed through intensity target <sup>1</sup> |
| Scope 1+2 GHG intensity (tCO <sub>2</sub> e/t product) | 1.75   | 1.21   | 0.88   | 0.88 by 2030 <sup>1</sup>                     |
| Energy intensity (MWh/t product)                       | 5.07   | 4.00   | 3.44   | 3.80 by 2030 <sup>1</sup>                     |
| Renewable electricity share                            | 15%    | 22%    | 33%    | 80% by 2030                                   |
| Water intensity (m <sup>3</sup> /t product)            | 14.76  | 9.82   | 9.14   | 13.28 by 2030 <sup>2</sup>                    |
| Hazardous-waste intensity (t/t product)                | 0.512  | 0.460  | 0.438  | 0.384 by 2030                                 |
| Waste recovery rate                                    | N/A    | N/A    | 67.8%  | Initial ambition: 75% by 2030 <sup>3</sup>    |
| Release to the Environment                             | 0      | 1      | 0      | 0 annually                                    |
| Notice of violation and permit exceedance              | 1      |        | 1      | 0                                             |

Unless otherwise stated, 2030 reduction ambitions are measured against the 2023 full-group baseline, which includes Litian.

**Notes:**  
<sup>1</sup> Scope 1+2 GHG and energy intensity targets are based on the 2023 full-group baseline and will be refined through the SBTi process in 2027.  
<sup>2</sup> Water-intensity target will be reviewed and, where appropriate, refined in 2027.  
<sup>3</sup> 2025 is the first full-group waste-recovery baseline; the 2030 ambition will be reconfirmed as the data series matures.



## People – Annual Results & Strategic Ambitions

| Metric                                                                  | 2023                         | 2024                         | 2025                               | 2026 / Latest                                   | Reference date / Period | Ambitions 2030 / Approach                                                                                                                       |
|-------------------------------------------------------------------------|------------------------------|------------------------------|------------------------------------|-------------------------------------------------|-------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|
| Women in direct workforce                                               | 25.2% [137/543] <sup>1</sup> | 25.2% [137/544] <sup>1</sup> | 26.8% [184/687]                    | —                                               | 31 Dec 2025             | Monitor annually                                                                                                                                |
| Women in Executive Leadership Team (top management)                     | 28.6% [2/7]                  | 20.0% [1/5]                  | 16.7% [1/6]                        | —                                               | 31 Dec 2025             | Monitor annually                                                                                                                                |
| Nationalities represented in Executive Leadership Team (top management) | 4                            | 2                            | 3                                  | —                                               | 31 Dec 2025             | Monitor annually                                                                                                                                |
| Non-European nationality in Executive Leadership Team (top management)  | 14.3% [1/7]                  | 0.0% [0/5]                   | 16.7% [1/6]                        | —                                               | 31 Dec 2025             | Monitor annually                                                                                                                                |
| Women in Extended Leadership Team (XLT)                                 | — <sup>2</sup>               | — <sup>2</sup>               | 35.0% [7/20]                       | —                                               | 31 Dec 2025             | 50% women in XLT by 2030                                                                                                                        |
| Nationalities represented in XLT                                        | — <sup>2</sup>               | — <sup>2</sup>               | 6                                  | —                                               | 31 Dec 2025             | Maintain and strengthen international diversity within XLT, reflecting the global nature of our business                                        |
| Non-European nationality in XLT                                         | — <sup>2</sup>               | — <sup>2</sup>               | 40.0% [8/20]                       | —                                               | 31 Dec 2025             | Maintain and strengthen international diversity within XLT, reflecting the global nature of our business                                        |
| Performance & development review completion                             | — <sup>3</sup>               | — <sup>3</sup>               | 85.3% [580/680 eligible employees] | —                                               | FY2025 review cycle     | Achieve ≥90% completion by 2030 and maintain ≥90% annually thereafter                                                                           |
| Average training hours per participating employee                       | — <sup>3</sup>               | — <sup>3</sup>               | 52.9 <sup>4</sup>                  | —                                               | FY2025                  | Monitor annually; no numerical target                                                                                                           |
| Employee engagement score                                               | — <sup>3</sup>               | — <sup>3</sup>               | 3.7/5 <sup>5</sup>                 | —                                               | Jan 2025 survey         | Conduct a global employee engagement assessment at least once every three years, analyse results and follow up meaningful areas for improvement |
| Employee engagement survey participation                                | — <sup>3</sup>               | — <sup>3</sup>               | 62% <sup>5</sup>                   | —                                               | Jan 2025 survey         | Monitor with each global engagement assessment                                                                                                  |
| Living Wage Assessment – direct-employee coverage                       | —                            | —                            | —                                  | 100% [670 employees assessed] <sup>6</sup>      | 1 Sep 2026              | Assess 100% of the applicable global direct-employee population annually                                                                        |
| Employees identified below applicable living-wage benchmark             | —                            | —                            | —                                  | 0 <sup>6</sup>                                  | 1 Sep 2026              | Monitor through annual Living Wage Assessment                                                                                                   |
| Global unadjusted Gender Pay Gap                                        | -5.53% <sup>7</sup>          | —                            | —                                  | -28.24% <sup>8</sup>                            | 30 Apr 2026             | Conduct and analyse a global unadjusted Gender Pay Gap Assessment annually                                                                      |
| Gender Pay Gap Assessment coverage                                      | —                            | —                            | —                                  | 100% [676 employees] <sup>8</sup>               | 30 Apr 2026             | 100% assessment coverage annually                                                                                                               |
| Human Rights Impact Assessment coverage                                 | —                            | —                            | —                                  | 100% [14 locations; 691 employees] <sup>9</sup> | 2025/2026 assessment    | Refresh periodically and earlier where triggered                                                                                                |
| Formal HRIA follow-up actions identified                                | —                            | —                            | —                                  | 5 <sup>9</sup>                                  | 2025/2026 assessment    | Complete 100% of formal follow-up actions by agreed target date                                                                                 |
| Business ethics & whistleblowing reports received                       | 0                            | 0                            | 0                                  | —                                               | FY2025                  | Monitor annually; no numerical target                                                                                                           |
| Reports acknowledged within five business days                          | N/A – no reports received    | N/A – no reports received    | N/A – no reports received          | —                                               | FY2025                  | 100% of reports acknowledged within five business days                                                                                          |



**Notes**

<sup>1</sup> **Historical workforce scope:** The 2023 and 2024 workforce figures are based on direct-employee headcount at 31 December of the respective year but exclude Litian. From 2025, reporting covers iGM's global direct workforce, including Litian. Historical figures are therefore provided for context and are not directly comparable with the 2025 result.

<sup>2</sup> **XLT reporting:** From 2025, iGM uses its formally defined Extended Leadership Team (XLT) as the reporting population for its broader leadership-diversity ambitions. Earlier CSR reporting used a different population based on first- and second-tier management. As these populations are not directly comparable, historical results are not presented as an XLT trend.

<sup>3</sup> **Historical comparability:** Comparable historical data is not available under the current reporting methodology for performance and development review completion, average training hours per participating employee, or the current employee engagement measures. Reporting therefore starts with the current baseline.

<sup>4</sup> **Employee training:** The FY2025 result is calculated as 16,441.45 qualifying training hours divided by 311 unique participating employees. This result remains subject to final confirmation of the global training methodology.

<sup>5</sup> **Employee engagement:** The January 2025 Global Employee Engagement Survey covered 538 invited employees, of whom 334 participated. Litian was not included in the survey scope; the 62% participation rate therefore relates to employees within the scope of the survey.

<sup>6</sup> **Living Wage Assessment:** The 2026 assessment covered 670 employees, representing 100% of the applicable direct-employee population within scope at the assessment reference date. All 15 assessed populations passed and no employees were identified below the applicable living-wage benchmark. The salary-data reference date was 1 September 2026.

<sup>7</sup> **Historical Gender Pay Gap:** The -5.53% result was based on payroll data as of 31 March 2022 and was reported in the earlier reporting cycle. The assessment covered 498 employees [129 women and 369 men] and excluded Litian. It is shown under the 2023 reporting column for historical context but represents a 2022 assessment.

<sup>8</sup> **Gender Pay Gap:** The 2026 result is an unadjusted Gender Pay Gap based on the assessed population as of 30 April 2026. A negative result means that average gross hourly earnings were higher for women than for men within the assessed population. The measure does not adjust for differences in role, grade, location or workforce composition and should therefore not be interpreted as evidence of equal pay for equal or comparable work.

<sup>9</sup> **Human Rights Impact Assessment:** The first global assessment covered 14 locations and 691 employees, representing 100% of the direct-employee population within scope at the assessment reference date. Five formal follow-up actions were identified. The assessment is a risk-screening and prioritisation exercise and is not an independent human-rights audit.

Definitions

**Workforce definition:** iGM's direct workforce comprises all individuals on an iGM payroll at the reporting date, counted on a headcount basis irrespective of full-time or part-time status. Agency workers, independent contractors and consultants are excluded.

**Leadership definition:** The Executive Leadership Team represents iGM's top-management population. The Extended Leadership Team (XLT) is the broader formally designated leadership population and comprises members of the Executive Leadership Team, P&L Leaders, Strategic Initiative Leaders and Global Directors. Members of the Executive Leadership Team are therefore included within the XLT population.

Our partners

| Our partners        | Website                                                                         | Logo                                                                                  |
|---------------------|---------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|
| Ecovadis            | <a href="https://ecovadis.com/">https://ecovadis.com/</a>                       |    |
| UNSDG               | <a href="https://unsdg.un.org/">https://unsdg.un.org/</a>                       |    |
| UN Global compact   | <a href="https://www.unglobalcompact.org/">https://www.unglobalcompact.org/</a> |    |
| Aquila ESG Advisors | <a href="https://www.aquila-esg.com">https://www.aquila-esg.com</a>             |    |
| Vinçotte            | <a href="https://www.vincotte.com/">https://www.vincotte.com/</a>               |  |
| SBti                | <a href="https://sciencebasedtargets.org/">https://sciencebasedtargets.org/</a> |  |





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