ARCHROMA
LIFE ENHANCED

THE ARCHROMA WAY TO A SUSTAINABLE WORLD

Sustainability report Fiscal year 2025

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MESSAGE FROM THE CEO

It has been just over a year since I took over the reins at Archroma, and it has been a great privilege to be given the opportunity to lead this dynamic business at a pivotal time of transformation. As I reflect on the journey, I am inspired by the pivotal role sustainability plays in our strategy and culture. The progress you will read in this report is a testament to the dedication and efforts of our team. I am incredibly optimistic about what we can achieve together as we build on this momentum and lay the groundwork for an even brighter future.

The industry navigated a period of significant headwinds in FY2025. Amid ongoing global uncertainties and an increasingly complex operating environment, the need for resilient and responsible leadership has never been more critical. In this context, we have strengthened our efforts and deepened our resolve to lead our industries toward a sustainable future. This is why we continue to focus our efforts in areas such as health & safety, greenhouse gas emissions, resource optimization, sustainable sourcing, and sustainable innovations. I am proud to share some of the key highlights from the report.

/ We were awarded the **EcoVadis Gold rating** for the second consecutive year, placing Archroma among the top five percent of companies worldwide assessed for their sustainability performance. This builds on our success in 2021 and 2022 where we achieved the EcoVadis Platinum rating. The recognition is a strong testament of our progress in sustainability management, and reaffirms our dedication to sustainable business practices, transparency and ethical standards across every facet of our operations.

/ In a further step towards transparent ESG reporting, we have recently completed a **double materiality assessment** under the EU Corporate Sustainability Reporting Directive (CSRD). This assessment considers how sustainability risks and opportunities affect Archroma's business and how Archroma's operations impact the environment and society. The insights gathered have been disclosed in this report and will guide the company's future sustainability strategy.

/ While our Scope 1 emissions remained relatively flat compared to FY2024, our **Scope 2 emissions delivered substantial progress,** improving by 22% versus the previous year. We have also expanded the accounting of our Scope 3 emissions.

/ Our continued improvement in **occupational safety performance** demonstrates our commitment to protecting the health and well-being of our associates, communities, customers and value chain partners.

/ We continue to **invest in the communities** where we operate. From championing environmental stewardship in Pakistan to advancing education and strengthening infrastructure in India, we remain committed to making a positive impact and empowering local communities.

TEXTILE EFFECTS

Every year, our teams find new and innovative ways to drive meaningful change in the textile and fashion sector.
At Textile Effects, we push the boundaries of what's possible, and are very proud to be recognized for our efforts.

/ For the second consecutive year, Archroma was recognised as **Champion** at the **2025 adiFormulator Awards by adidas.**

/ We also won the **2025 ITMF Sustainability and Innovation Award** for our Denim Halo technology, a revolutionary denim pretreatment and yarn dyeing process.

/ At the **2025 Just Style Excellence Awards,** we took home two major awards for the third consecutive year: Environmental Excellence for our water circularity project in Mahachai, Thailand and Innovation Excellence Award for our bio-based PHOBOTEX® NTR-50 durable water repellent (DWR) technology.

As an industry leader working with brands and suppliers worldwide, we continue to tackle the industry's biggest challenges head-on, such as developing cleaner and longer-lasting functional effects and reducing water consumption. This year, we introduced several innovations designed to contribute to a more sustainable future – several of which are highlighted in this report. One notable innovation is our NTR Printing System, a breakthrough in bio-based textile printing.

Our sustainability journey is a critical investment in our company's future. As we look to FY2026 and beyond, our journey continues as we double down on our commitment to innovation – harnessing new technologies to accelerate our positive impact, protect our planet and build a more resilient future together.

On behalf of all of us at Archroma, I would like to thank our customers, business partners, suppliers and employees – your partnership is the foundation upon which our sustainability progress is built.

Rajiv Sharma
CEO, Archroma

PACKAGING TECHNOLOGIES

As we reflect on the past year, I am proud to share the progress we've made on our sustainability journey within Archroma Packaging Technologies. This report is more than a summary of metrics – it's a testament to our collective commitment to building a sustainable future and to living up to our vision of "Sustainable chemistry made possible".

/ In 2025, despite a challenging macroeconomic environment we deepened our efforts across key pillars: investing in global Centers of Innovation on three continents to focus on advancing circular solutions in key market segments, beginning our biobased materials journey to deliver biodegradable, compostable chemistries that enable customers to achieve sustainable packaging targets, and launching new products that support our customer's sustainability goals and improve their operational efficiencies. These milestones are the result of intentional strategy, cross-functional collaboration, and the passion of our people.

/ But sustainability is not a destination – it's a mindset. It requires us to challenge assumptions, innovate boldly, and lead with integrity. This year, we launched several new products that demonstrate our focus to provide more sustainable alternatives to the market. We have also invested in development of a highly differentiated biobased materials platform with a product pipeline that spans multiple applications. This platform not only delivers value but also redefines what's possible in our industry.

/ We know the road ahead is complex. That's why we remain committed to transparency, progression, and partnerships that amplify our reach. The journey requires collaboration across the packaging ecosystem – from regulatory bodies and universities to industry associations, brand owners, paper and packaging converters, and chemical solution providers. Which is why we've increased our involvement as demonstrated in this year's report.

/ To our employees, partners, and stakeholders: thank you for walking this path with us. Your belief in our mission fuels our momentum. Together, we are proving that business can be a force for good – and that sustainability is not just good strategy, but the right thing to do.

Let's keep pushing forward.

Sameer Singla
CEO, Packaging Technologies

ABOUT THE REPORT

- This report covers Archroma's fiscal year 2025 (FY2025), from October 1, 2024 to September 30, 2025, which aligns with its financial reporting cycle. Archroma's Sustainability Reports follow a yearly cycle. The previous report was published on December 2, 2024.

- The report covers Archroma's sustainability approach and strategy, summarizing the sustainability performance and associated activities.

- The scope of the report covers all wholly owned subsidiaries and any joint ventures in which Archroma Group SARL ("Archroma" or "the Group" or "the Company") has a majority shareholding and significant influence on operations. The list is available here. There are no differences between the list of entities included in Archroma's financial reporting and the list included in its sustainability reporting.

- The data and information presented in this report come from Archroma's official documents, both publicly available and internal reports.

- Limited assurance has been provided by a third party on Scope 1 & 2 CO_2 emissions intensity (tons CO_2 emissions/ton produced; as per GRI 305-4); Water intake intensity (m^3 water intake/ton produced; as per GRI 303-3); Waste intensity (waste produced/tons produced; as per GRI 306-3); Workplace health and safety (TRR cases/200,000 hours worked; as per GRI 403-9); Diversity and inclusion (% female in management and board, as per GRI 405-1); and Supply chain responsibility (as per GRI 308-2, 414-2). The respective third party assurance report can be found in the appendix.

- This ESG report has been prepared with reference to the Global Reporting Initiative (GRI) Standards.

- During this reporting period, a CSRD-aligned double materiality assessment (DMA) was conducted to identify the material environmental, social, and governance topics. Terminology throughout the report has been closely aligned with the European Sustainability Reporting Standards (ESRS). However, the report is not yet CSRD-compliant.

Any questions regarding the report or its contents should be directed to: sustainability@archroma.com

WHO WE ARE

Archroma is a global, diversified provider of specialty chemicals serving the textiles, packaging, paper, coatings, adhesives, and sealants markets. Headquartered in Pratteln, Switzerland, we are a diverse team of more than 4000 employees located in 38 countries including 30 production sites. We operate in over 90 countries, touching and coloring people's lives every day, everywhere.

Archroma is passionate about delivering innovative, market-leading solutions, respecting the planet, and enhancing people's lives.

We are committed to the principles of The Archroma Way – an approach reflected in our innovations and customer focus, our world-class quality standards and high service levels, and the cost-efficient, resource-saving solutions we offer to help lead our industry toward a more sustainable future.

OUR HISTORY

Archroma's heritage dates back to 1886, when textile dye-maker Kern & Sandoz was founded in Basel. More than a century later, in 1995, the company spun off Clariant, which acquired the specialty chemicals business of Hoechst in 1997. Clariant then sold its textile chemicals, paper specialties, and emulsion businesses to SK Capital in September 2013.

1758	**1886**	**1970**	**1995**	**1997**	**2006**
J.R. Geigy founded	**Kern & Sandoz** founded	**Ciba-Geigy** formed from the merger of Ciba AG and J.R. Geigy SA	**Clariant** spun off from Sandoz	**Clariant** acquires **Hoechst** specialty chemicals	**Huntsman** acquires Textile Effects division of **Ciba** Specialty Chemicals

2013	**2014**	**2015**	**2018**	**2019**	**2023**
Archroma created after SK Capital acquires key **Clariant** businesses	**Archroma** acquires 49% of **M. Dohmen**	**Archroma** acquires **BASF** textile chemicals	**Archroma** completes **M. Dohmen** acquisition	**Archroma** acquires **BASF** stilbene-based business	**Archroma** acquires **Huntsman** Textile Effects

SK Capital combined the three divisions into an integrated, market-focused, and collaborative company, and Archroma was born. Today, the Archroma Group comprises Archroma Management LLC and all of its subsidiaries, affiliates, and joint ventures, collectively known and referred to in this report as "Archroma".

A leading private investment firm, SK Capital focuses on the specialty materials, chemicals, and pharmaceuticals sectors and works to propel the sustainable transformation of the businesses in which it invests in collaboration with their management teams.

Archroma continues to grow with additional acquisitions. The global textile chemicals business of BASF was added to Archroma in 2015, with BASF's stilbene-based optical-brightening agents business for paper and powder detergent applications following in 2019. In 2018, Archroma completed the acquisition of M. Dohmen, an international group specializing in the production of textile dyes and chemicals for the automotive, carpet, and apparel sectors.

In February 2023, Archroma acquired the Textile Effects business of Huntsman Corporation. A global leader in sustainability and innovation in the textile industry, Textile Effects brought the combined heritage of Huntsman and the textile dyes and chemicals business of Ciba, which it had acquired in 2006, to further enrich Archroma.

In October 2024, Archroma's Packaging Technologies (previously Paper, Packaging and Coatings) business was established as a focused business activity, with the aim of increasing its focus on the packaging business and accelerating its development.
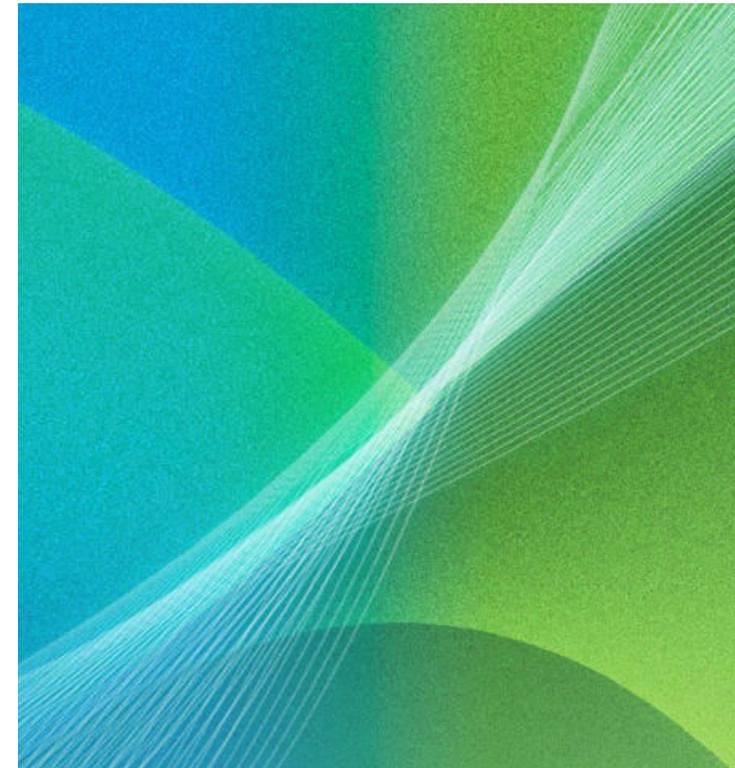
GLOBAL PRESENCE

90 MARKETS SERVED, INCLUDING 30 PRODUCTION SITES

MARKETS SERVED

We currently serve 90 markets worldwide, organized into six regions: North Asia, South Asia, Pakistan, North America and Mexico, South and Central America, and Europe, and Middle East and Africa. Archroma has suspended its operations in Russia and Belarus until further notice.

SCALE OF OPERATIONS

Archroma currently has over 80 locations in 38 countries worldwide, 30 production sites, 23 locations with laboratory facilities, 38 warehouses, and ~50 offices. We have significant operations in Brazil, China, Germany, India, Indonesia, Mexico, Pakistan, Spain, Thailand and in the USA.
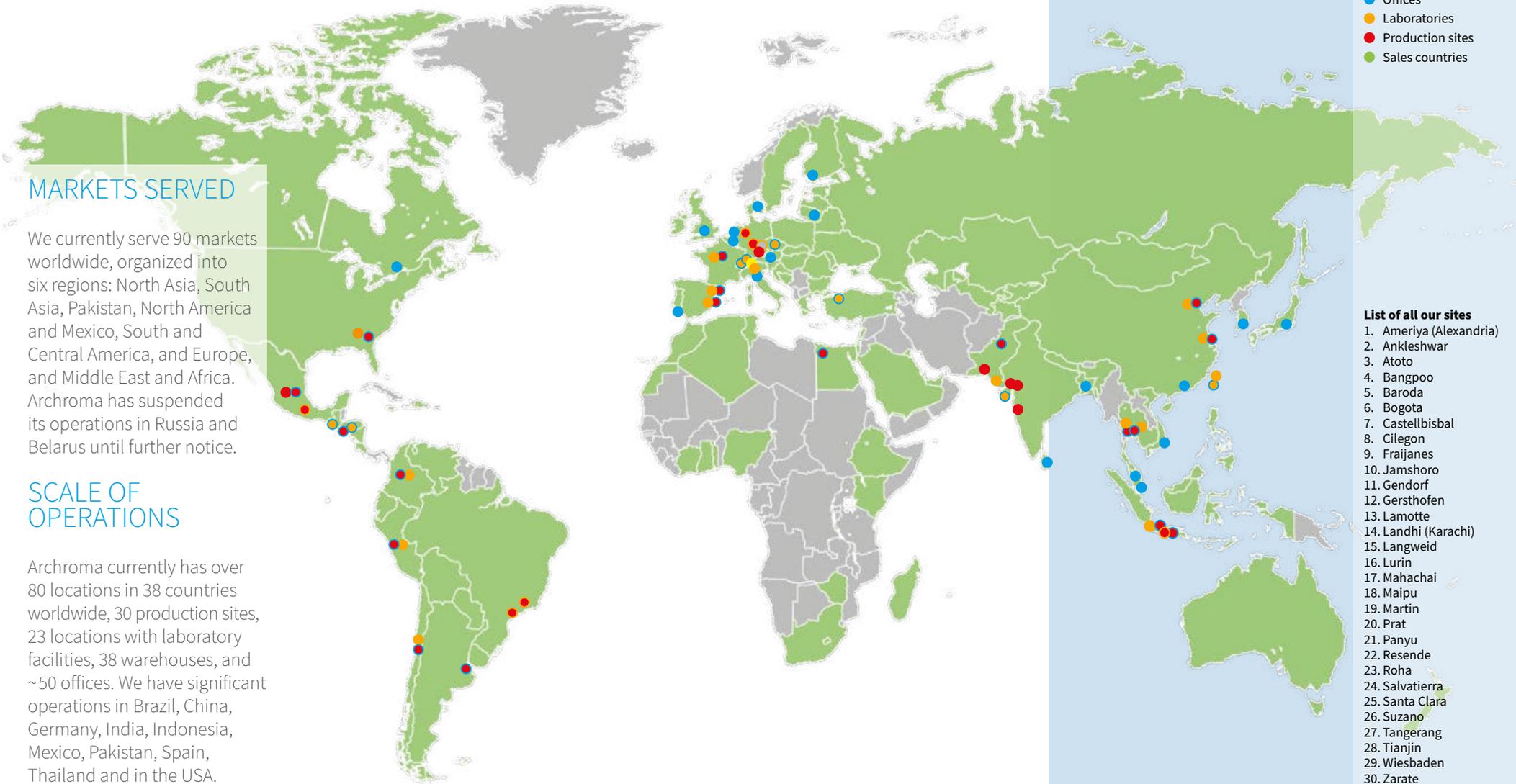
Over 4100 employees, over 80 locations (including 30 production sites) across 38 countries worldwide

- 🟡 Headquarters
- 🔵 Offices
- 🟠 Laboratories
- 🔴 Production sites
- 🟢 Sales countries

List of all our sites
1. Ameriya (Alexandria)
2. Ankleshwar
3. Atoto
4. Bangpoo
5. Baroda
6. Bogota
7. Castellbisbal
8. Cilegon
9. Fraijanes
10. Jamshoro
11. Gendorf
12. Gersthofen
13. Lamotte
14. Landhi (Karachi)
15. Langweid
16. Lurin
17. Mahachai
18. Maipu
19. Martin
20. Prat
21. Panyu
22. Resende
23. Roha
24. Salvatierra
25. Santa Clara
26. Suzano
27. Tangerang
28. Tianjin
29. Wiesbaden
30. Zarate

CORPORATE GOVERNANCE

GOVERNANCE STRUCTURE

Archroma has a flat management structure that allows us to effectively communicate the strategic direction throughout the organization, closely monitor the implementation of initiatives and required activities needed to implement the strategy, and to rapidly respond to business needs, opportunities and challenges.

The Executive Team is the main decision-making body of the Archroma Group. Apart from day-to-day management responsibility, the Executive Team ensures that our strategies, policies and resources (as approved by our Board of Directors) set the pace for our current operations and sustainable future development, as well as meet our business objectives and targets, all in line with the Delegation of Authority set up within the group.

THE EXECUTIVE TEAM COMPRISES

Rajiv Sharma
Chief Executive Officer
(CEO)

Ravi Prakash
Group Chief Finance Officer
(CFO)

Sameer Singla
CEO of Packaging
Technologies

Patrick Verraes
Group General Counsel,
Chief Compliance Officer,
Secretary to the Board and
Head of Corporate Affairs

The Executive Team is supported by the functional leaders, as well as the respective leadership teams in Textile Effects and Packaging Technologies. Together, they share the responsibility for the efficient and effective management of the company, and for delivering the overall performance of the Archroma Group.
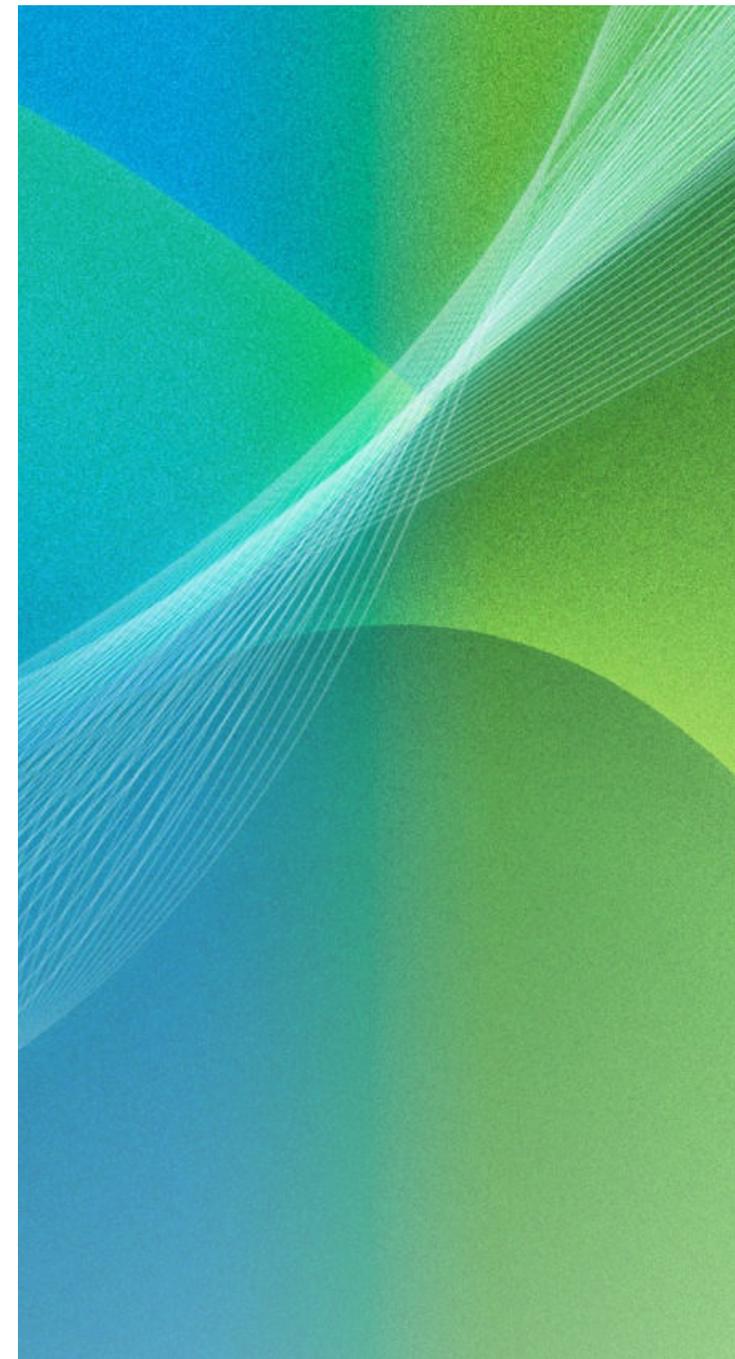
ARCHROMA'S HIGHEST GOVERNANCE BODY

The Board of Directors (BoD) is Archroma's highest governance body. It supervises the Executive Team on behalf of the main shareholder. The BoD has two Committees: The Audit Committee and the Compensation Committee, which each meet quarterly. The BoD holds regularly scheduled meetings, at least quarterly, and special meetings when needed. The Committees regularly receive information and reports from management and, if needed, outside advisors. The Chairman of the BoD does not hold an executive role within Archroma.

Miguel Kohlmann – Chairman

Miguel Kohlmann is an independent non-executive director holding his position since September 3, 2018 for an undetermined period. He has acquired experience as CEO of international production groups across multiple industries with a focus on automotive, mechanical engineering, aluminum and building materials.

Barry Siadat

Barry Bahram Siadat, holding his position since July 7, 2017, for a non-determined period is a Co-Founder and Managing Director of SK Capital, Chairman of the Board of Ascend Performance Materials, SI Group, and he also serves on the Board of Directors of Mt. Sinai Medical Center. Mr. Siadat possesses such competencies as expertise in chemical engineering, polymer science, business management as well as expertise in private equity management.

Xander Wessels

Alexander Roeland Wessels is an independent non-executive director, holding his position since January 22, 2020 for a non-determined period. His competencies include expertise as CEO in various companies, expertise in marketing strategies, change management, competitive analysis, business development, international sales and manufacturing.

Jared Kramer

Jared Kramer, holding his position since September 3, 2018, for an undetermined period is a principal of SK Capital. Mr Kramer currently serves on the Board of Directors of Archroma, Axillon Aerospace, and SI Group. He previously served as a member of the Board of Directors of GEON Performance Solutions and Heubach. He holds expertise in finance and investment management.

Guna Krastina

Guna Krastina is a non-executive director, holding her position since April 1, 2022. She is the Legal Manager of SK European Service Co. Ms. Krastina has expertise in Luxembourg corporate governance as well as experience as an in-house counsel in operational companies.

Sarah Duchene

Sarah Duchene is a non-executive director, holding her position since February 16, 2023. She is the Finance and Tax Manager of SK European Service Co. Ms Duchene is an ACCA qualified accountant with expertise in LUX GAAP.
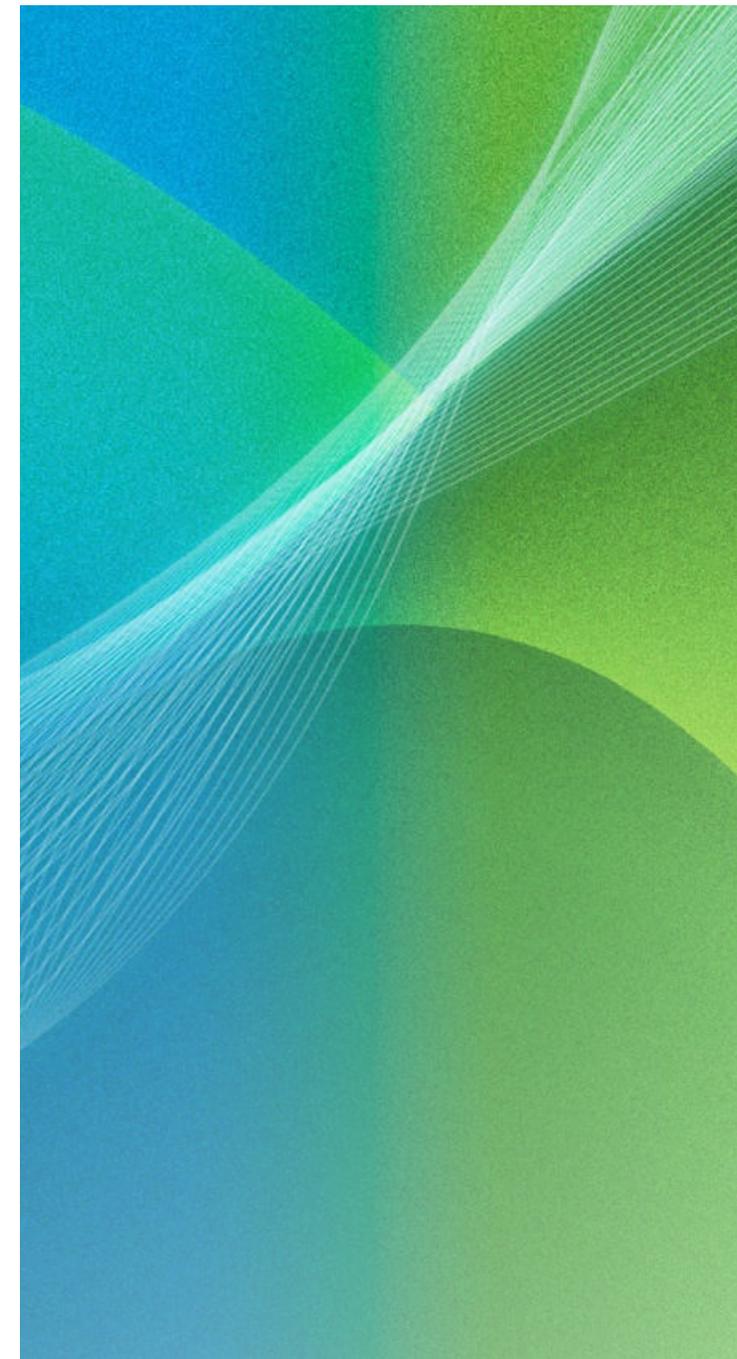
INTEGRATION OF SUSTAINABILITY INTO THE ARCHROMA STRATEGY

Archroma's purpose is to lead our industry towards a more sustainable future for our customers and markets, and to enhance our ESG governance structure and strengthen our commitment to environmental, social and governance (ESG) initiatives. In September 2023, we launched a new governance model with a dedicated ESG council.

The ESG Council closely collaborates with the Risk Management Council and the Compliance Council. Such coordinated action ensures a global view of the effective implementation of policies relative to their respective areas of competence, as well as enhancing the quality of non-financial information made available to the market.

The Board of Directors has delegated to the Risk Management Council the responsibility to foster the effectiveness of the risk management and internal control systems, which also oversees and assesses financial and non-financial risks and those deriving from the Group's actions in relation to its social and environmental sustainability practices. It is chaired by the Vice President of Internal Audit.

The Compliance Council safeguards compliance with the rules of conduct and specifically with the Archroma Code of Conduct and the Code of Conduct for Suppliers. It is chaired by the General Counsel and Chief Compliance Officer. All three Councils are delegated bodies of the Archroma Executive Team.

STRATEGY SIGN-OFF & OVERSIGHT

BOARD OF DIRECTORS

Audit Committee

STRATEGY SETTING, DECISION MAKING & STEERING COMMITEE

EXECUTIVE TEAM

(Quarterly meeting + ad-hoc)

EXECUTION & DECISION MAKING SUPPORT

RISK MANAGEMENT COUNCIL

(Quarterly meeting)

ESG COUNCIL

(Quarterly meeting)

COMPLIANCE COUNCIL

(Quarterly meeting + ad-hoc)
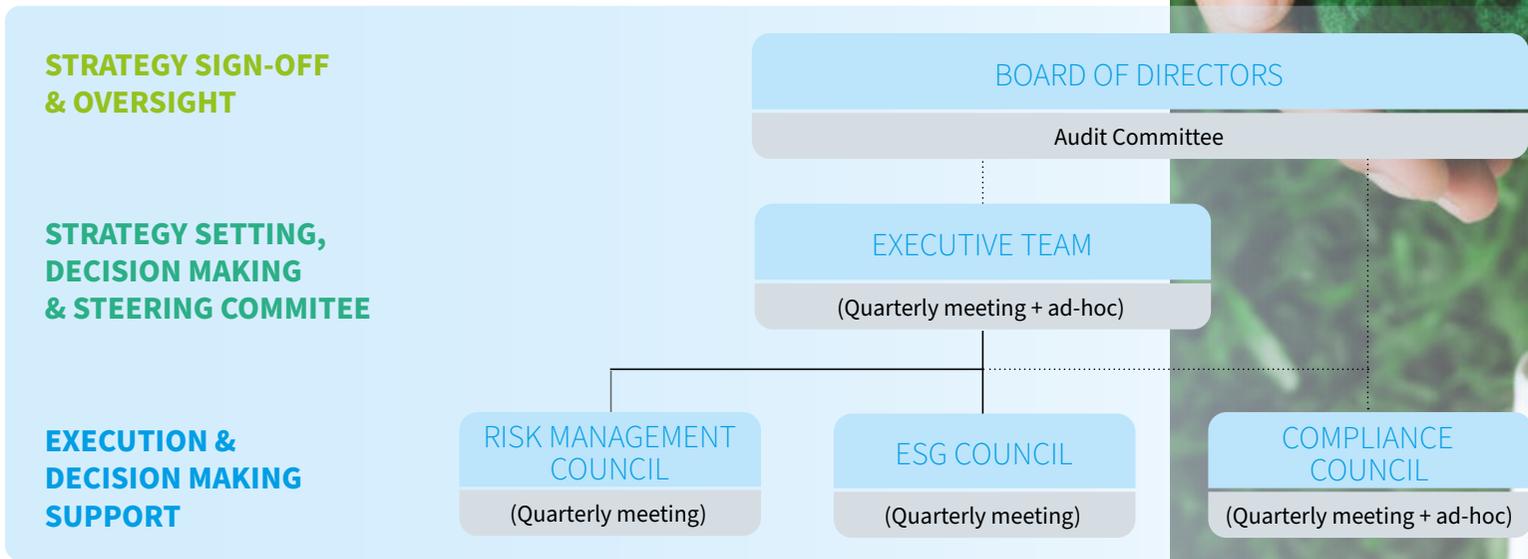
The ESG Council oversees sustainability proposals in areas including social responsibility, environmental impact, and product health and safety. It is also responsible for fostering the commitment to the Sustainable Development Goals and relations with the various stakeholders to ensure our organization's ESG strategy is fully aligned.

The Group's commitment on sustainability is reflected at the highest level of the company, with the CEO chairing the ESG Council. This ensures that sustainability is an integral part of our decision-making processes, highlighting our commitment to our stakeholders and the environment. Ultimately, it is the role of the ESG Council to preserve the interest of our stakeholders and to ensure responsibility for the environment, social and reputational impact of our activities.

THIS STRUCTURE IS DESIGNED TO ACHIEVE SEVERAL KEY OBJECTIVES:

- Define our corporate strategy while considering risks, impacts and opportunities.
- Set, measure, and attain sustainability goals.
- Maximize the continuous creation of value for all our stakeholders.

The ESG Council will work in close collaboration with our Divisional Sustainability Councils to integrate organizational objectives into our operations and processes. Additionally, it will establish dedicated task forces for project-related initiatives, empowering members to spearhead defined projects and delegate tasks to ensure we meet our targets. This exciting development reinforces our dedication to sustainability and ensures it remains at the forefront of our organizational strategy.

ESG COUNCIL
(Quarterly meeting)

TE SUSTAINABILITY COUNCIL	PT SUSTAINABILITY COUNCIL
(Quarterly meeting + ad-hoc)	(Quarterly meeting + ad-hoc)
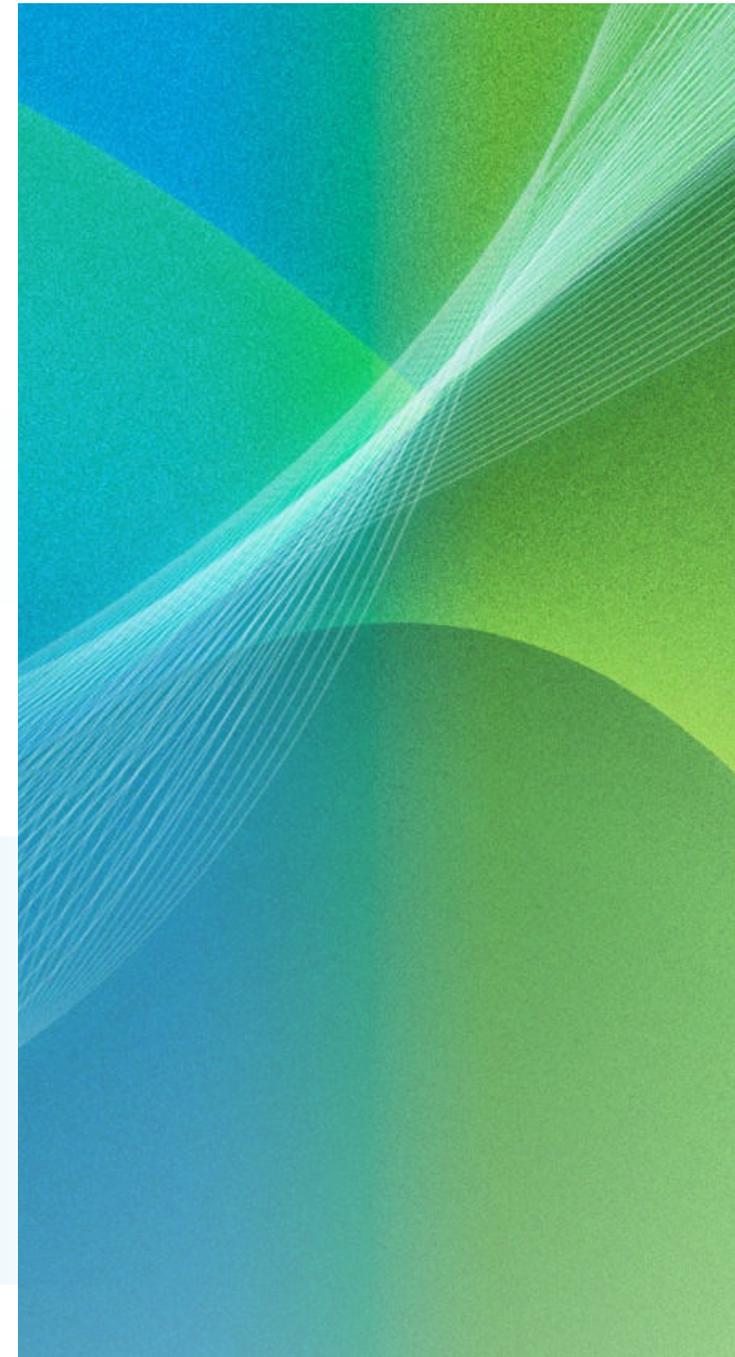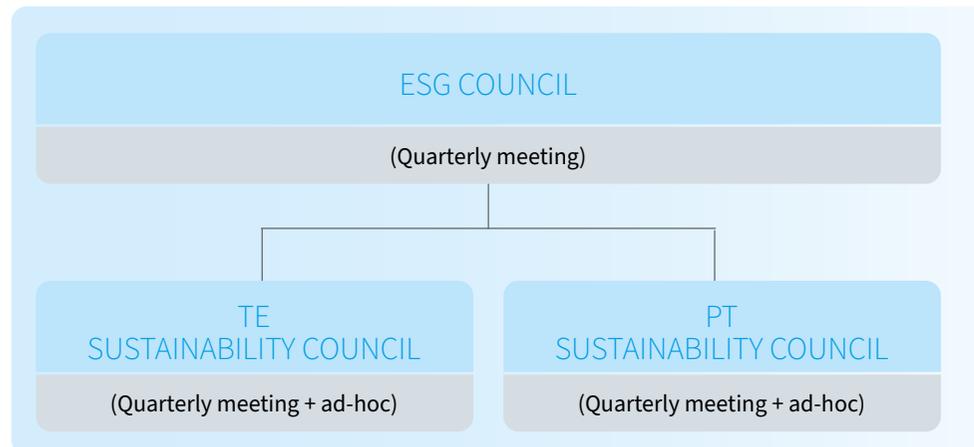
REMUNERATION AND AUDIT COMMITTEES

Remuneration and risk management also fall within the BoD responsibility. To this end, the BoD has nominated two Committees, namely the Audit Committee and the Remuneration Committee.

The remuneration of the company's senior executives is overseen by Archroma's Remuneration Committee ("Remco"). This includes base salary, annual bonus payments and the long-term incentive programs (LTIP and MEP). The Remco convenes on a quarterly basis and its membership is currently Mr Miguel Kohlmann, the Chairman of the Board (also the Chair of the Remco), Mr Barry Siadat, the Chief Executive Officer and the Chief Human Resources Officer.

The performance of the senior executives is assessed annually against agreed and documented annual Key Performance Indicators (KPIs).

With regard to remuneration determination, proposals are made to the Remco in line with the company's remuneration strategy which includes insights from external sources (e.g. Mercer). For details, please check the section "Talent management".

The Audit Committee is responsible for overseeing all matters relating to our financial statement and reporting, our internal audit function and independent auditors, our risk management, and our compliance function.
The Audit Committee's members are currently Jared Kramer, Xander Wessels, the CFO, the General Counsel and Chief Compliance Officer and, as needed, the VP Internal Audit and the CIO.
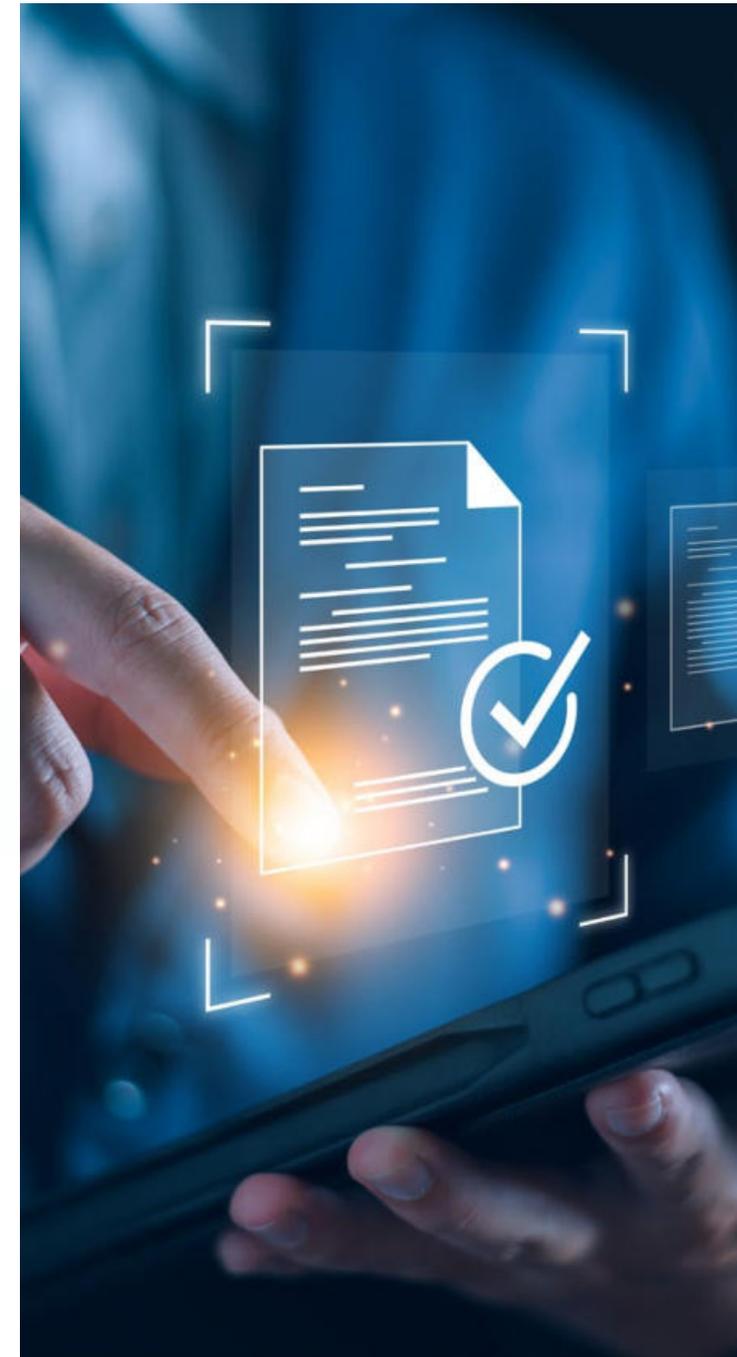
OUR PURPOSE AND VALUES

Our purpose at Archroma is to lead our industry towards a sustainable future for our customers and markets. This commitment drives us to continuously improve and innovate, seeking sustainable solutions that support a better tomorrow.

Our Core Values are at the heart of everything we do.

SAFETY FIRST
Towards zero harm at all times

INTEGRITY
Committed to ethical behavior, openness and transparency

PEOPLE
Diversity and inclusion, talent development

ACHIEVE & EXCEED

ADAPT & INNOVATE

CENTER ON CUSTOMER

COLLABORATE & EMBRACE DIVERSITY

OUR CULTURAL LANDSCAPE

ACHIEVE & EXCEED

/ We **relentlessly drive achievements** and results
/ We succeed by taking **smart risks**
/ We believe that **it's possible** to create growth and success
/ We are **passionate for the business** and **inspired by our purpose**

ADAPT & INNOVATE

/ We strive for **value-enhancing solutions** and services
/ We enrich our customers through **R&D-enabled innovation**
/ We embrace **agility for fast decision making**
/ We **pursue excellence** and we **push for more**

CENTER ON CUSTOMER

/ We put **customer needs at the center** of all our decisions
/ We build **long-lasting relationships** with our customers
/ We co-create with **our customers** to **make them win**
/ We focus on **value creation together with our customers**

COLLABORATE & EMBRACE DIVERSITY

/ We **collaborate** in a **diverse and inclusiv**e environment
/ We **empower our people** equally
/ We challenge each other in a **positive and respectful** way
/ We continuously **share knowledge** and ideas

Creating possibilities.
It's our nature!

Archroma is proud to be among the **top 5%** of companies worldwide to achieve EcoVadis Gold rating.

The Archroma Way to a Sustainable World.

THE PRINCIPLES OF THE UN GLOBAL COMPACT

Archroma adheres to the 10 principles of the United Nations Global Compact (UNGC) in its business practices, comprising the four areas of human rights, labor standards, environment and anti-corruption.

Our sustainability reporting sets the basis for our annual Communication on Progress (CoP).

HUMAN RIGHTS

Principle 1   Businesses should support and respect the protection of internationally proclaimed human rights
Principle 2   Make sure that they are not complicit in human rights abuses

LABOR

Principle 3   Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
Principle 4   The elimination of all forms of forced and compulsory labor
Principle 5   The effective abolition of child labor
Principle 6   The elimination of discrimination in respect of employment and occupation

ENVIRONMENT

Principle 7   Businesses are asked to support a precautionary approach to environmental challenges
Principle 8   Undertake initiatives to promote greater environmental responsibility
Principle 9   Encourage the development and diffusion of environmentally friendly technologies

ANTI-CORRUPTION

Principle 10   Businesses should work against corruption in all its forms, including extortion and bribery

AFFILIATIONS AND MEMBERSHIPS

Archroma engages with relevant stakeholders to support and drive initiatives with the potential to achieve measurable change through tangible and ambitious solutions and innovations. We champion positive collaboration as the best way forward for our industry.

Archroma is a signatory of the International Council of Chemical Associations Responsible Care® Global Charter since 2014. Responsible Care is a commitment to an ethic of safe chemicals management and performance excellence in the chemical industry.

Archroma is a member of the United Nations Global Compact, a voluntary initiative based on CEO commitments to implement universal sustainability principles and to take steps to support the United Nations Sustainable Development Goals.

Archroma is a member of the American Association of Textile Chemists and Colorists (AATCC), which develops the test methods the textile industry uses for product quality.

The Blue Angel has been the ecolabel of the German Federal Government for more than 45 years. It is an independent and credible label that sets stringent standards for environmentally friendly products and services.

Archroma is a bluesign® technologies system partner, an independent organization that represents the vision and mindset of responsible and sustainable manufacturing of textile consumer products and that acts as an independent verifier to secure trust and transparency.

Archroma is a member of the European Chemical Industry Council (CEFIC), a non-profit organization devoted to promoting a thriving chemical industry that is broadly recognized to provide sustainable, safe and resource efficient solutions.

The EU Ecolabel label is awarded to products and services that have a lower environmental impact than comparable products.

EcoVadis is an organization specialized in assessing the corporate social responsibility (CSR) performance of companies on a global basis. Archroma was awarded the Gold rating in 2025 and 2024, and Platinum rating in 2022 and 2021.

Archroma is a member of the Ecological and Toxicological Association of Dyes and Organic Pigments Manufacturers (ETAD), which supports responsible care principles and product stewardship and cooperates with authorities to harmonize health and environmental regulations.

Archroma is a member of 4evergreen alliance, the leading consortium for fiber-based packaging in Europe. Together, we aim to drive recycling of fiber-based packaging.

FINAT (Féderation Internationale des fabricants et transformateurs d'Adhésifs et Thermocollants sur papiers et autres supports) is the international association for the European label industry.

The Institute of Public & Environmental Affairs (IPE) is a non-profit environmental research organization based in China and dedicated to collecting, collating and analyzing government and corporate environmental information to build a database of environmental information.

The Nordic Swan Ecolabel is an environmental labelling scheme certifying that a product or service complies with the requirements for the label.

Archroma joined the SAFI Consortium – a research initiative focused on studying, developing and promoting the use of alternative, sustainable fibers for various products, including packaging, textiles and hygiene applications.

Archroma is one of the six leading chemical companies who founded SCTI (Sustainable Chemistry for the Textile Industry) in October 2020, aiming to drive transformational change in the textile and leather industries.

The Sustainable Packaging Coalition is a membership-based organization that believes in the power of industry to advance sustainable packaging, through education, collaboration and action.

Archroma is a member of the Association of Manufacturers of Process and Performance Chemicals TEGEWA (Textil, Gerbstoff und Waschmittel).

Together for Sustainability (TfS) is a joint initiative of chemical companies that delivers de facto global standards for environmental, social and governance performance of chemical supply chains.

Archroma is a contributor to the Zero Discharge of Hazardous Chemicals (ZDHC) Foundation, a global initiative of more than 160 contributors within the fashion and footwear industry.

ARCHROMA TEXTILE EFFECTS

At Archroma, we've been pushing the boundaries of sustainable innovation for decades, continually redefining what's possible in the textile and apparel industry. Our Textile Effects division – an industry powerhouse of leading solutions for specialty textile chemicals, dyes and digital inks – creates innovative technologies that add value and performance to apparel, home textiles and technical textiles, etc.

The pressure for sustainable practices in the chemical industry has increased over time, influenced by global environmental movements and a widespread acknowledgment of the need for ecological responsibility.

Our purpose is to lead our customers and markets towards a more sustainable future. How we do this matters. Through constant innovation and close collaboration, we deliver cutting-edge products, more resource efficient processing, cleaner processes and expert support. Our goal is to empower our customers to create distinctive textiles with sustainability at their core.
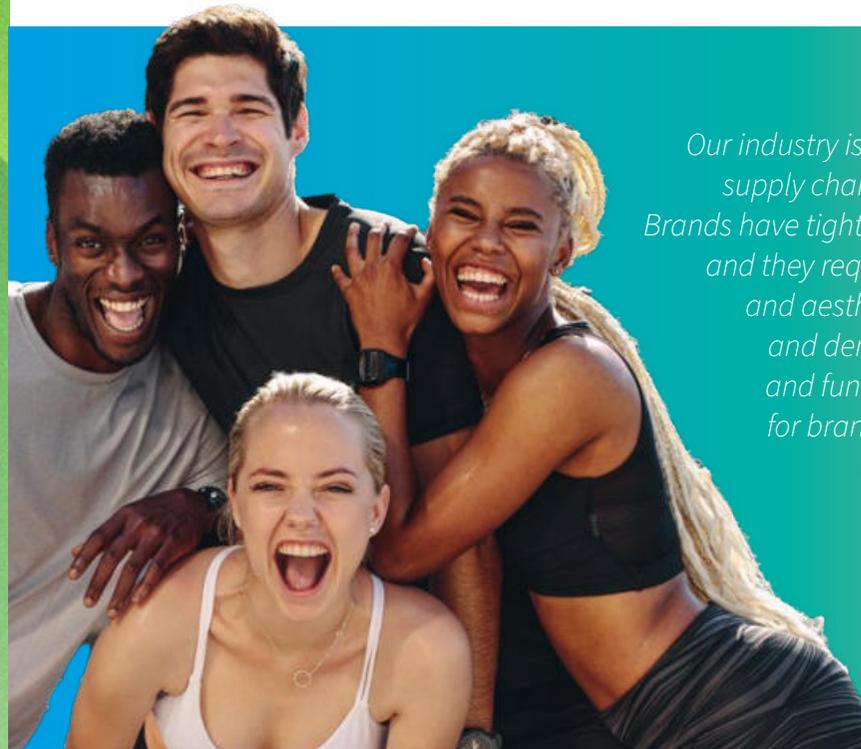
Our industry is striving to create cleaner and more transparent supply chains to meet regulations and consumer demands. Brands have tighter delivery schedules and cost efficiency targets, and they require textiles that combine excellent performance and aesthetics in equal measure to meet the latest trends and demands across end use markets in apparel, home and functional textiles. Our innovations make it possible for brands and mills to differentiate and capture growth opportunities arising from key global trends and changing consumer preferences.

Dhirendra Gautam, VP Commercial,
Textile Effects

OUR MARKETS

Archroma serves a wide range of markets, with textile and apparel as a primary market where we provide innovative solutions to brands and mills. Whether it is casual wear, denim, sportswear, swimwear or formal wear, we offer products that enhance color, performance, and sustainability. We also serve the home and hospitality markets with innovative solutions for home textiles, upholstery, carpets, bedding, and other applications.

As demand for technical textiles grows in sectors like healthcare, construction, and protective clothing, we provide solutions that enhance the performance, durability, and safety of these materials. The automotive industry is another important sector that demands high quality and sustainable solutions for interior and exterior materials. Our products and solutions have diverse applications in industries beyond

key markets to help our customers extend their capabilities and market share.

Our innovative solutions are also highly valued in the home and personal care sector. For home care, we offer high performance, rapidly biodegradable surfactants and optical brighteners for laundry, hand dishwashing liquids and a broad range of cleaning products. Other home care solutions include soil and stain release agents, anti-redeposition polymers and coloration.

For Personal Care, our trusted range of antiperspirant agents have been keeping people fresh for over 50 years. Additionally, we bring decades of expertise in specialty chemicals to the leather industry, offering a comprehensive portfolio designed to enhance every stage of processing.

INTEGRATING SUSTAINABILITY ACROSS THE VALUE CHAIN

The textile and apparel sector delivers essential products and significantly impacts the global economy, with Archroma playing a key role in its complex supply chain. Covering the entire textile supply chain from fiber to finish, Archroma offers tailored system solutions for spinning, sizing, pretreatment, dyeing, printing, and finishing processes, ensuring high quality results and improved performance throughout.

We are committed to addressing environmental challenges and climate change in the textile industry. We aim to play a pivotal role in achieving a more sustainable and planet-conscious future. To this end, we continuously develop innovative solutions that enhance the environmental footprint of our products and processes while helping our mill customers remain competitive and deliver high-value end-articles that perform as required.

SIMPLIFIED ARCHROMA TEXTILE EFFECTS SUPPLY CHAIN

| EXTRACTION | OVERSEAS | PROCESSING | PRIMARY USE | DYESTUFF MANUFACTURE | DYES | FABRIC PRODUCTION | FABRIC | GARMENT MAKER | GARMENT | SHOP |
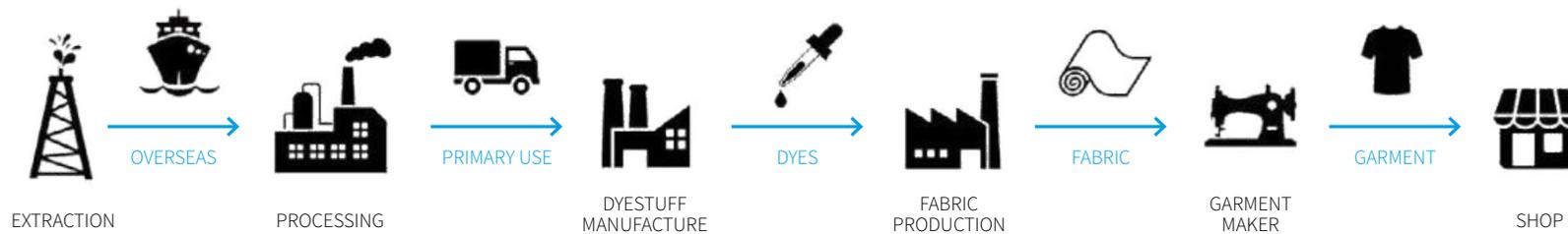
PLANET-CONSCIOUS INNOVATIONS FOR A BETTER TOMORROW

Archroma brings together science, our technological expertise and in-depth market, customer and regulatory knowledge to create groundbreaking solutions that have a positive environmental impact. To accelerate the shift to a circular economy and help manufacturers use resources more efficiently, Archroma's research and development teams across Americas, Asia and Europe focus on innovating cleaner and resource saving chemistries, as well as durable effects.

Designing for Circularity

Using raw materials from renewable feedstock to reduce dependence on fossil fuels, and with extra focus on garment longevity

Designing for Cleaner Chemistry

Eliminating harmful substances from the textile supply chain, ensuring the safety of workers and consumers, cleaner wastewater and clearer air

Designing for Resource Savings

Optimizing processes through smart chemistry – minimizing water, chemicals and energy – these are our SUPER SYSTEMS+

Designing for Improved Performance

Delivering superior performance for the best consumer experience

Designing for Product Competitiveness

Focusing on economic sustainability, driving product costs down, without compromising on performance
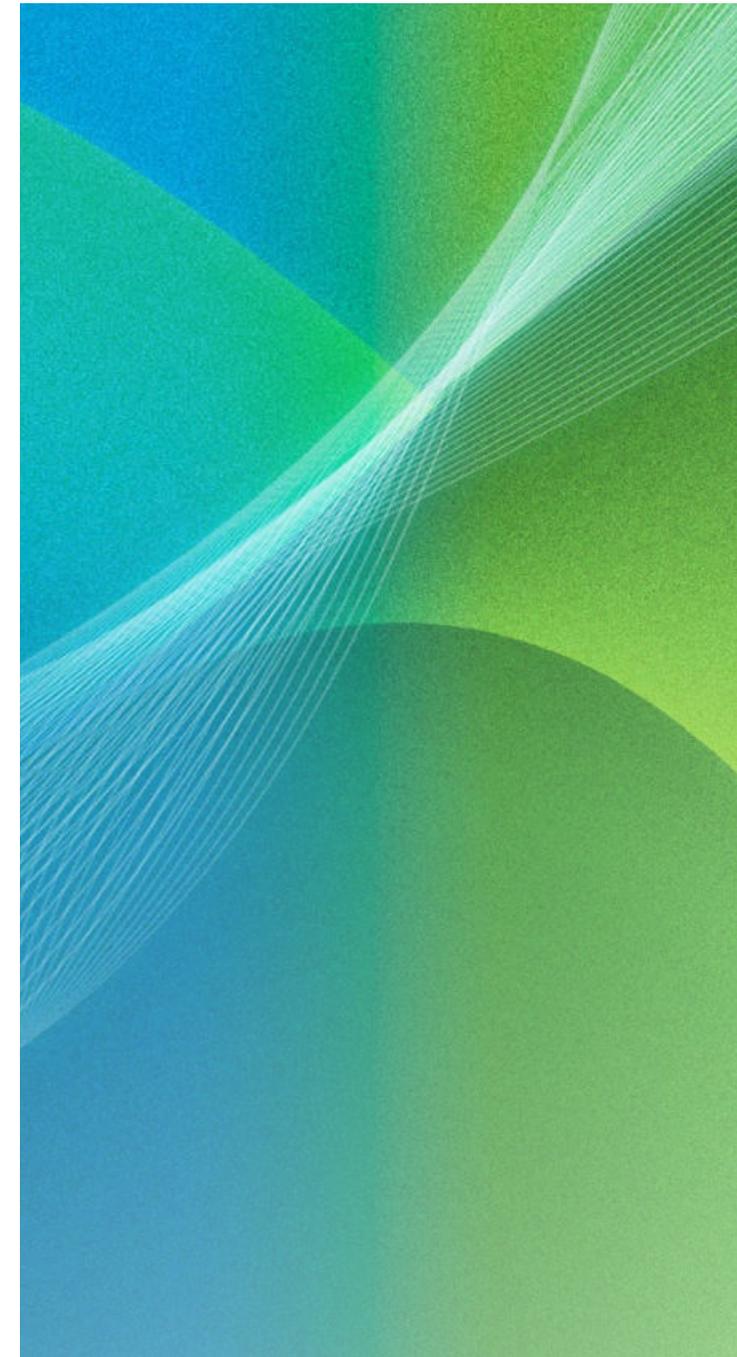
OUR LATEST INNOVATIONS

HIGH IQ®

The new Lastingcolor coloration programs assures consumers that their garments last longer by keeping them looking fresh and new for up to 50 washes. Powered by AVITERA® SE dyes, the program boasts efficiency and less resources consumed during textile production processes.

DENIM HALO

A revolutionary denim pretreatment and yarn dyeing process that offers a simple way to produce highly sought-after distressed denim looks with a significantly reduced environmental footprint and cleaner chemistries.

SILIGEN® D2W LIQ C

Next-generation silicone softener engineered to redefine the standards of softness, durability, and performance for premium knitwear.

CYCLANON® XC-W E

Innovative washing-off agent that improves productivity and reduces resource consumption in cellulosic dyeing.

NTR PRINTING SYSTEM

Based on partially renewable raw materials, NTR Printing helps brands reduce their environmental footprint while producing brilliant black shades on garments that deliver both comfort and durability.

AVITERA® RASPBERRY

Empowers mills to achieve rich, dark and extra-dark shades while meeting stringent fastness and sustainability requirements.

KEY HIGHLIGHTS ACROSS FY2025

Archroma collaborates with AGI Denim to launch Earth Glaze, a first-of-a-kind application that turns non-edible plant waste into naturally colored fabric finishes.

Archroma, Monforts and BW Converting partner to drive innovation in sustainable textile finishing and beyond.

Archroma joins BioCircular Materials Alliance to help accelerate the fashion industry's transition to sustainable circular business models by utilizing renewable nature-driven materials.

Archroma Pakistan signs 15-year hydrogen supply agreement with Pakistan Oxygen to ensure a reliable local supply of hydrogen, a critical component in Indigo production at our Jamshoro facility.

Just Style Excellence Awards for third consecutive year
Won the Innovation Excellence award for our bio-based PHOBOTEX® NTR-50 durable water repellent (DWR) and an Environmental Excellence award for advancing water circularity at our Mahachai plant in Thailand.

5th EFP Women Empowerment and Gender Equality Awards 2025
Archroma Pakistan has been recognized for its continued commitment to fostering a women-friendly workplace and advancing Diversity & Inclusion.

Panyu Site Awarded "Outstanding Unit for Clean Production in 2025" by Guangzhou Government
A significant milestone in our site's journey towards sustainable development, reflecting our unwavering commitment and hard work.

Archroma deepens investment in Vietnam with new legal entity and the inauguration of a new laboratory and warehouse

THE FUTURE IS IN OUR HANDS

Our **PLANET CONSCIOUS+** vision guides us as we redefine what's possible, partnering with brands and mills to deliver solutions that make sense, environmentally and economically. The future is in our hands, and we're committed to driving meaningful change – quickly and at scale. Together, we can create lasting impact and help consumers achieve their goals, for a life enhanced.

As the industry embraces a cleaner and more transparent value chain, we partner brands and mills in their journey as they navigate the evolving regulatory requirements and help them stay ahead of the curve with innovations that anticipate future regulatory changes and trends.

PLANET CONSCIOUS+

THE SUSTAINABLE ECOSYSTEM

INNOVATION+

Designing solutions that have a positive environmental impact. Innovating cleaner chemistry and durable effects for improved circularity and resource efficiency in manufacturing.

COLOR MANAGEMENT+

Enabling sustainable color management from inspiration to execution. A comprehensive off the shelf and custom color system that guides the designer to select color with sustainability attributes that can be achieved in manufacturing.

SUPER SYSTEMS+

Designing end-to-end systems with economic and environmental sustainability. Combining processing solutions and intelligent effects that bring measurable environmental impact and increased process efficiency.

ONE WAY+

Implementing processes with measurable environmental impact. Combining the ONE WAY impact calculator with the Sustainability Improvement Program for measurable resource savings and productivity improvement.

SAFE EDGE+

Ensuring clear, transparent and readily available compliance information for the value chain. Providing 24/7 online access to product certificates and expert notes. Future-proofing our portfolio by leading the shift to cleaner chemistries through the removal of hazardous or restricted substances.

COMMUNICATION+

Communicating to all stakeholders with authentic, fact-based information. Avoiding greenwashing and improving transparency across the value chain.

SUPER SYSTEMS+

SUPER SYSTEMS+ is a core pillar under our 'PLANET CONSCIOUS+' vision that combines processing solutions and intelligent effects to bring measurable environmental impact and increased process efficiency.

With SUPER SYSTEMS+, brands and mills can select the impact they want to achieve in line with their sustainability goals: from FOUNDATION level for standard processes with ZDHC Gateway MRSL Level 3 compliance to IMPACT+ for maximum resource savings, high wash durability and beyond-compliance chemicals.

As an example, a mill that upgrades to the full IMPACT+ solution from the FOUNDATION level – assuming the mill produces cotton knits, with an industry-average shade mix and production of about 50 MT per day – can achieve the following savings in a year:

Increased production of up to
9,000 MT
a year

Water savings of up to
270 million liters

Power savings of up to
2,100 MW

CO_2 emissions savings of up to
6.5 million kg

Higher

SYSTEM IMPACT

IMPACT

> 20% resource saving or
> 10 wash durability system with
ZDHC Gateway MRSL Level 3 Compliance

IMPACT+

> 20% resource saving or
> 10 wash durability system with
beyond compliant chemicals

FOUNDATION

Standard Process with
ZDHC Gateway MRSL Level 3 Compliance

FOUNDATION+

Standard Process with
beyond compliant chemicals

Standard

Standard — **CHEMISTRY COMPLIANCE** — Beyond

ARCHROMA PACKAGING TECHNOLOGIES

At Archroma Packaging Technologies, our century-long legacy in water-based chemistries inspires our continuous pursuit of more sustainable formulations. We take pride in leveraging our expertise in fiber-based materials and our leadership on a global scale to provide innovative solutions that improve the look and performance of products in the paper and packaging industries, while offering more sustainable options to our customers.

With a robust background in specialty chemicals and advanced research, we are a reliable partner for pulp and paper mills and packaging converters worldwide, delivering sustainable solutions that enhance consumer experiences while upholding environmental standards.

DRIVING INNOVATION ACROSS OUR CUSTOMER INDUSTRIES

At Archroma Packaging Technologies, our innovations are seamlessly woven into every aspect of modern life, advancing sustainable chemistry across industries such as food and beverage packaging, printing and writing paper, e-commerce boxes, luxury packaging, and even construction. Our diverse portfolio of sustainable chemistries, crafted using cutting-edge technologies, ensures that we consistently meet and exceed the evolving demands of the markets we serve, enhancing product performance while contributing to a more sustainable future.

Despite operating across varied markets, our core water-based chemistry remains the foundational element of our sustainable solutions. Our focus on innovation ensures our products are not only effective but also environmentally responsible, reflecting our commitment to sustainability. With water-based chemistry at our core, we continue to invest in innovation that goes even further with some partially and fully bio-based solutions. We have invested significantly in 2025 to bring bio-based products to the market, thereby enabling industry transition to a circular economy.

Guided by our customers and brand owners, we're using chemistry to shape the future of sustainable packaging. Together, we develop packaging solutions that use resources responsibly, deliver high performance and quality that meet the growing demand for environmentally responsible materials – transforming shared goals into measurable progress across the value chain.

Lisa Clark, VP Marketing & Sustainability, Packaging Technologies

DRIVING CIRCULARITY AND SUSTAINABILITY ACROSS THE VALUE CHAIN

The journey from raw pulp to the finished package is a complex one, with sustainability standing as a monumental challenge of our time. At Archroma Packaging Technologies, we navigate this intricate process by delivering water-based, low-carbon, and recyclable products tailored for paper and packaging applications throughout the entire value chain. By replacing harmful solvent-based systems with water – a natural and sustainable resource – we enable our customers to significantly reduce their environmental impact without sacrificing product quality. Our advanced chemistry enhances both recyclability and biodegradability, seamlessly aligning with the global shift towards a low-carbon, waste-free

economy. Whether we're innovating renewable, repulpable coatings or providing enhanced brightness solutions that minimize energy consumption, we offer solutions that not only advance industry standards but also contribute positively to the planet's well-being.

Through our commitment to more sustainable advancements, we ensure that our products support the evolving demands of a sustainable future, solidifying our role as leaders in the movement towards environmentally responsible packaging.

YEAR IN REVIEW AND GLIMPSE AHEAD

Over the past year, we've embarked on an exciting transformation into Archroma Packaging Technologies, fully embracing sustainable chemistry as the cornerstone of our vision. This transformation highlights our unwavering commitment to pioneering more solutions essential for a sustainable future. By collaborating with industry leaders, we are fervently investing in innovation, solidifying our role as a catalyst for change within the global packaging industry. Our dedication to enhancing sustainable offerings across all markets remains strong, as we deliver cutting-edge solutions that empower our customers to achieve their sustainability goals while maintaining exceptional quality and operational efficiency.

Key accomplishments over the last twelve months include the launch of new products which continue our tradition of delivering more sustainable alternatives to the industry as well as the establishment of three global Centers of Innovation (COI) with specific focus on developing innovative sustainable products which meet the targeted requirements of key end markets. Our COI in Mumbai, India will focus on delivering solutions for Flexible Packaging and Wood while our COI in Prat, Spain will focus on Tapes & Label, Specialty & Graphic Paper. Our newest COI which will open in early 2026 in Charlotte, USA will focus on Fiber, Board & Biobased materials. As we look to the future, our determination to lead in creating a more sustainable world is more resolute than ever as we accelerate our journey with our Biobased materials platform launching in 2026. Together with our partners, we are shaping the future of sustainable chemistry, inspiring positive change to ensure our planet thrives for generations.

Over the past year, we advanced sustainable innovation with key packaging product launches. Highlights include Leucophor® AFCD slurry, an eco-friendly optical brightener for food applications; Cartacol® APS 7567, a patent-pending technology improving label efficiency and reducing waste; and Cartaseal® SCW, a water-based solution enhancing paper cup recyclability. These products show our commitment to sustainability, with plans for more bio-based solutions next year.

Dinakar Gnanamgari, VP Innovation and Portfolio Expansion, Packaging Technologies

ADVANCING THE FUTURE OF SUSTAINABLE PACKAGING

At Archroma Packaging Technologies, 2025 marked a year of acceleration – where our deep expertise in chemistry for cellulosic products met new levels of innovation, sustainability, and collaboration across the global packaging value chain.

POSITIONING OUR SUSTAINABLE SOLUTIONS

With over 140 years of innovation in chemistry, we continue to lead in cellulose science – enabling fiber-based packaging that delivers color, protection, purpose, and strength across every segment, from food and beverage to e-commerce and luxury goods.

Our water-based and partially bio-based chemistries are unlocking new possibilities for renewable and our portfolio of recyclable packaging materials that meet the highest performance and regulatory standards, and we are excited to debut bio-based solutions to the market in 2026.

KEY MILESTONES ACROSS 2025

Global Innovation Expansion: Two of our three new Centers of Innovation – in Mumbai, India and Prat, Spain opened – bringing customers closer to our R&D and technical capabilities across regions to accelerate innovative sustainable solutions for our customers.

Preparations Underway: Preparing for launch of 3rd COI in the US in early 2026 – home of our Biobased materials, where we have been focused on developing next – generation bio-based products for the packaging industry.

Collaborative Innovation: Strengthened partnerships with leading research institutes, universities, and packaging consortia to accelerate innovation for circular packaging.

Value Chain Partnerships: Expanded engagement with pulp and paper mills, converters, and brand owners – working together to transition faster to sustainable materials.

Recognition & Certifications: The majority of our portfolio remains food-contact certified (BfR, FDA, GB9685-2016) and compliant with leading ecolabels such as Blue Angel, Nordic Swan, and EU Ecolabel.

SUSTAINABLE CHEMISTRY IN ACTION

From pulp and process additives to coatings, coloration, barriers, adhesives, and more – our product formulations deliver the strength and circularity today's packaging demands – supporting customers in meeting both consumer expectations and regulatory requirements.

Coating Additives

Pulp Additives

Barriers

Adhesives

Coatings

Packaging Technologies | Sustainable chemistry made possible.

Coloration

Process Chemicals

PARTNERING FOR WHAT'S NEXT

As the packaging landscape evolves, so does our commitment to innovation through collaboration. Our teams work side by side with customers and partners to co-develop solutions that redefine what's possible in circular packaging – driving measurable environmental progress while ensuring functionality and performance.

EMPHASIZING CONTINUOUS GROWTH AND STRATEGIC COLLABORATION

At Archroma Packaging Technologies, we believe that innovation reaches its full potential through strategic collaboration. Our sustainability journey is deeply intertwined with our dedication to assisting customers in achieving their environmental goals. As the industries we serve continue to transform, we prioritize working closely with our partners to develop high-performance, water-based and partially bio-based products that are not only safe and effective but also align with the latest regulatory and sustainability standards. We are committed to increasing the use of renewable components in our formulations, further enhancing the sustainability profile of our offerings. Additionally, we actively participate in various industry associations, institutes, and consortia to drive collaboration and accelerate our innovation pipeline.

Over the last year, we have joined:

/ 4Evergreen – cross-industry alliance of over 100 members representing the entire lifecycle of fibre-based packaging – from forests to producers, designers, brand owners and recyclers.
/ Two Sides North America – promoting the uniquely sustainable attributes of print, paper and paper-based packaging.
/ SAFI – North Carolina State's College of Natural resources research consortium, the Sustainable and Alternative Fibers Initiative (SAFI) which aims to study, develop and promote the utilization of alternative fibers for packaging, hygiene, textiles and other products.

COLLABORATIONS

This engagement allows us to exchange ideas, share insights, and collectively push the industry towards a more sustainable future. Together, we are setting new benchmarks for environmentally sound solutions, ensuring they become the standard for the packaging industry.

INNOVATIVE SOLUTIONS FOR A MORE SUSTAINABLE FUTURE
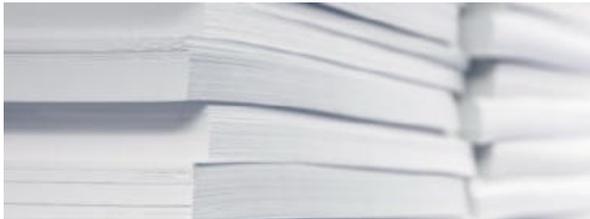
LEUCOPHOR® AFCD SLURRY

Improve Efficiency with Eco-friendly Brightness

Overview:
/ Leucophor® AFCD slurry was launched as the latest generation of urea free disulphonated optical brighteners. This unique and highly efficient brightener is designed to meet the highest environmental standards.
/ Leucophor AFCD slurry is a stable aqueous suspension specifically designed for stock applications. It's suitable for coating formulations containing PVOH or CMC as secondary binder.
/ Offers high substantivity for fiber, good stability and is compliant with REACH, FDA and BfR regulations.

Key features:
/ Free from solubilizing aids.
/ Higher whiteness in food contact applications.

CARTACOL® APS 7567

Minimize Waste and Improve Efficiency

Overview:
/ Cartacol® APS 7567 was designed for pressure sensitive label applications. This base polymer is a high solid content dispersion with exceptional adhesion properties.
/ By utilizing patent-pending technologies Cartacol® APS 7567 minimizes waste and improves production efficiency across multiple coating heads.

Key features:
/ Optimized for label performance and sustainability.
/ Designed for pressure-sensitive applications with excellent initial tack and adhesion at low GSM.

CARTASEAL® SCW

More Sustainable Coating for Disposable Paper Cups

Overview:
/ Cartaseal® SCW is a water-based coating designed to deliver excellent liquid resistance and heat-seal performance for hot and cold paper cups. This product replaces PE coatings on cups.
/ This barrier coating provides a more sustainable paper-based solution by reducing reliance on plastic films and improving ability of paper cup to be recycled.

Key features:
/ Enhances liquid resistance and heat-sealing.
/ Reduces plastic, boosts recyclability of the paper cup.

A year in review

Archroma at a glance

Businesses

Sustainability approach

DOUBLE MATERIALITY ASSESSMENT PERFORMED ACCORDING TO CSRD [ESRS 2 IRO-1]

In 2025, Archroma conducted its first double materiality assessment in line with the CSRD requirements, covering the financial year FY2024. In the impact assessment, both positive/negative as well as actual/potential impacts related to various social, environmental and government topics were evaluated in the full value chain. In the financial assessment, the actual and potential sustainability-related risks or opportunities that could trigger Archroma's business were identified. Archroma intends to revise the DMA annually.

This materiality assessment was performed in three steps:

| Understand the context and define stakeholder engagement | Identify potential material sustainability topics and IROs | Determine material topics and IROs |

UNDERSTAND THE CONTEXT AND DEFINE STAKEHOLDER ENGAGEMENT

Archroma has identified its business context and value chain that takes into account the full range of activities, resources and relationships related to Archroma's business model and external environment.

UPSTREAM (US)

Sourcing of raw materials

Purchased materials

(In)organic feedstock and raw materials - Energy supply Water supply

Purchased materials from suppliers and traders (e.g., chemicals, dyes, polymers)

Outsourced support for operations: logistics, building services, maintenance, production equipment

OWN OPERATIONS (OO)

Supporting functions: labs, sales, HR, finance, legal

Manufacturing (80%) & trading (20%)

Textile Effects

Paper Technologies

DOWNSTREAM (DS)

Processing of Archroma products in yarn, fabric & textile production by customers

Processing of Archroma products packaging production

Use phase

End of life disposal

TRANSPORT AND DISTRIBUTION

This value chain and its hotspots in impacts, risks and opportunities are closely linked to the most important stakeholders. An assessment was conducted to identify which stakeholders to include in this exercise from both an outside-in and inside-out perspective. Suppliers, employees and clients were involved through surveys to question the impact materiality of the subtopics they were knowledgeable of. This survey had clear definitions and specific examples of all subtopics to ensure that respondents knew what they were scoring. In total over 650 responses were obtained from the survey of which 55 came from external partners.

IDENTIFY POTENTIAL MATERIAL SUSTAINABILITY TOPICS AND IMPACTS, RISKS AND OPPORTUNITIES (IROs)

After this first step, Archroma began by addressing the impacts, risks and opportunities associated with Archroma's own operations, followed by an examination of those within the upstream and downstream value chain. The assessment followed a top-down approach, involving participants from the corporate level, and did not consider specific regions, sites, or subsidiaries separately.

The following sources were used for the identification of IROs across – Archroma's value chain Archroma's sustainability report, Archroma's Risk Map, sustainability reports from external tools such as MVO Risk Checker, Encore, and S&P Global Materiality Map. To ensure a thorough assessment of all ESG topics, Archroma opted for a comprehensive review over a shortlist.
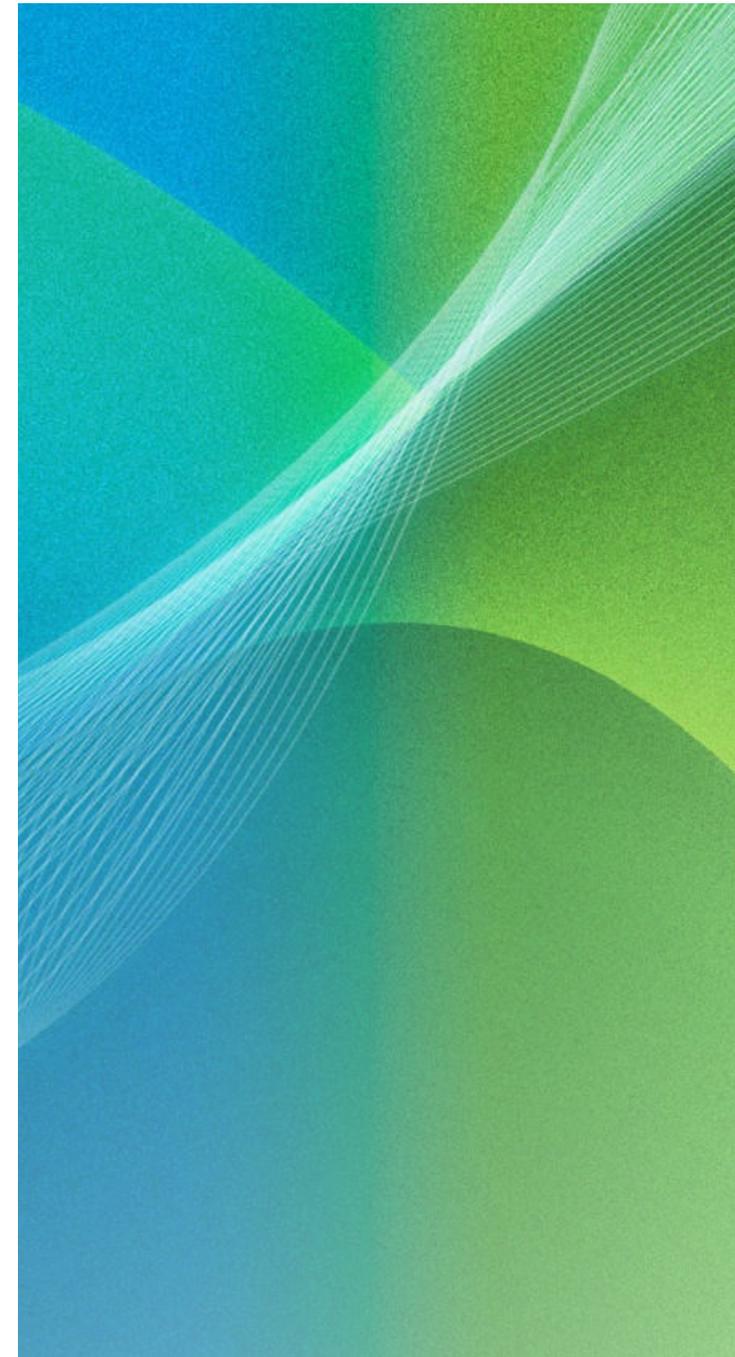
The scoring of these impacts, risks and opportunities followed the CSRD guidelines.

The impact assessment criteria included quantitative and qualitative thresholds to assess the materiality of impacts related to Archroma's own operations, as well as those linked to the upstream and downstream value chain.

• For actual and potential positive impacts, materiality assessment was based on the severity of the scale (how grave the impact is) and scope (how widespread the impact is) times the likelihood.

• For actual and potential negative impacts, materiality assessment was based on the severity (how grave the unmitigated impact is), scope (how widespread the impact is) and irremediable character (the extent to which the impact can be remediated) times the likelihood.

Material risks and opportunities are generally derived from the impacts and potential dependencies on natural, human and social resources. The financial assessment criteria included quantitative and qualitative thresholds to assess the materiality of risks and opportunities. For both risks and opportunities, financial materiality assessment was based on the unmitigated magnitude of the financial effect times likelihood. The description of the scores of the magnitude of financial effects (expressed in MUSD loss/gain in free cash flow) was taken from the existing risk assessment process within Archroma.

If there was a lack of financial data for risks and/or opportunities to assess the magnitude of financial effects or in cases of reputational risks or opportunities where it is not possible to calculate and/or estimate financial effects, the threshold relied on qualitative factors.

In total, 15 internal topical experts from Archroma representing departments such as sustainability, human resources, environment, health and safety, risk management, operations, sales and marketing contributed to the workshops, providing specialized input to the scoring process and ensuring that materiality assessments reflected expert insights and relevant stakeholder perspectives. In addition, five external topic experts from Arcadis advised them, each leading a workshop within their area of expertise.
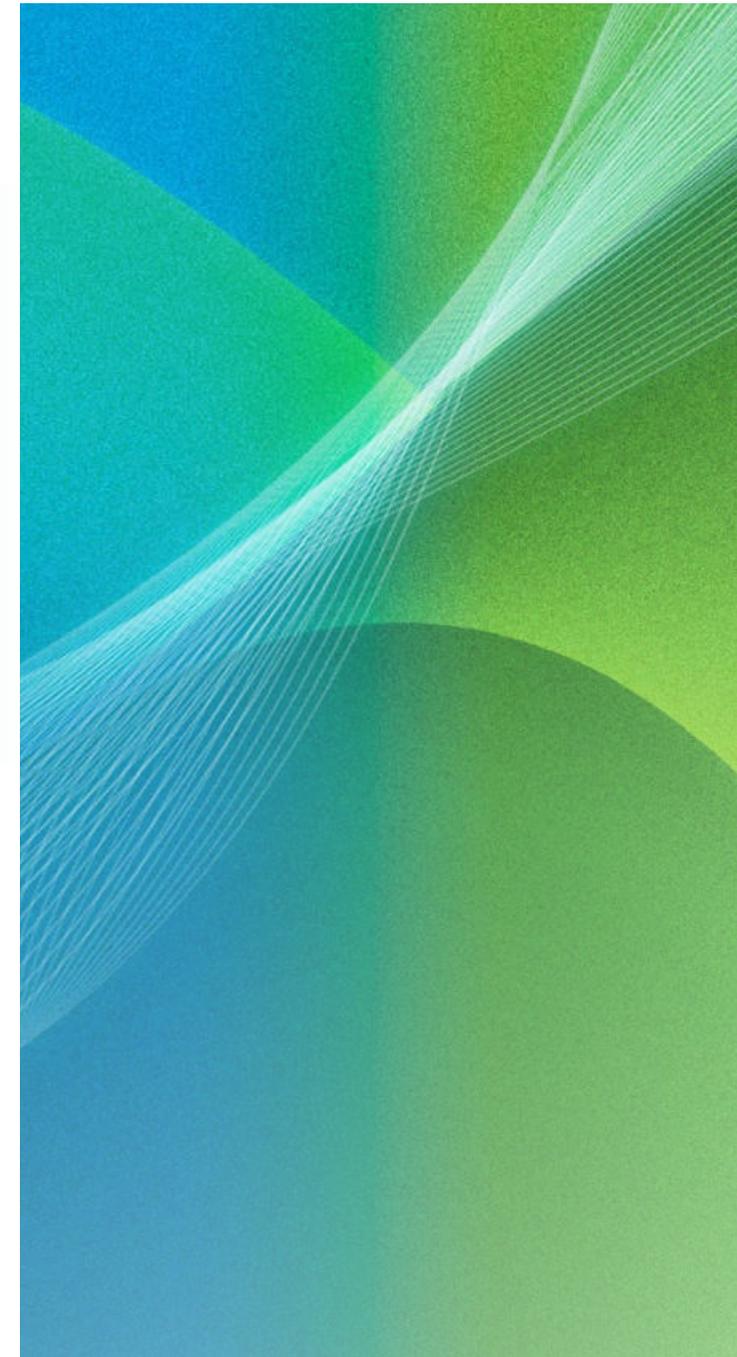
DETERMINE MATERIAL TOPICS AND IROs

The results were presented to the Steerco for validation. Both the workshop results as well as the comparison with the survey results were separately presented and compared.

The conservative approach to incorporate the stakeholders scoring for the final consolidation was approved by the Steerco. Next, the decision was made by the Steerco that a sub-topic is considered material when it falls into the Very High or High categories in the below matrix.

MATERIALITY OF ESG-TOPICS

———— MATERIALITY THRESHOLD

E1   Climate change
E2   Pollution
S1   Own worforce

E3   Water and marine resources   E4   Biodiversity and ecosystems   E5   Circular economy
G1   Business conduct
S2   Workers in the value chain
S4   Consumers and end users

S3   Affected communities

IMPACT MATERIALITY
VERY HIGH
HIGH
MEDIUM
LOW
VERY LOW/N.A.

FINANCIAL MATERIALITY
VERY LOW/N.A.   LOW   MEDIUM   HIGH   VERY HIGH
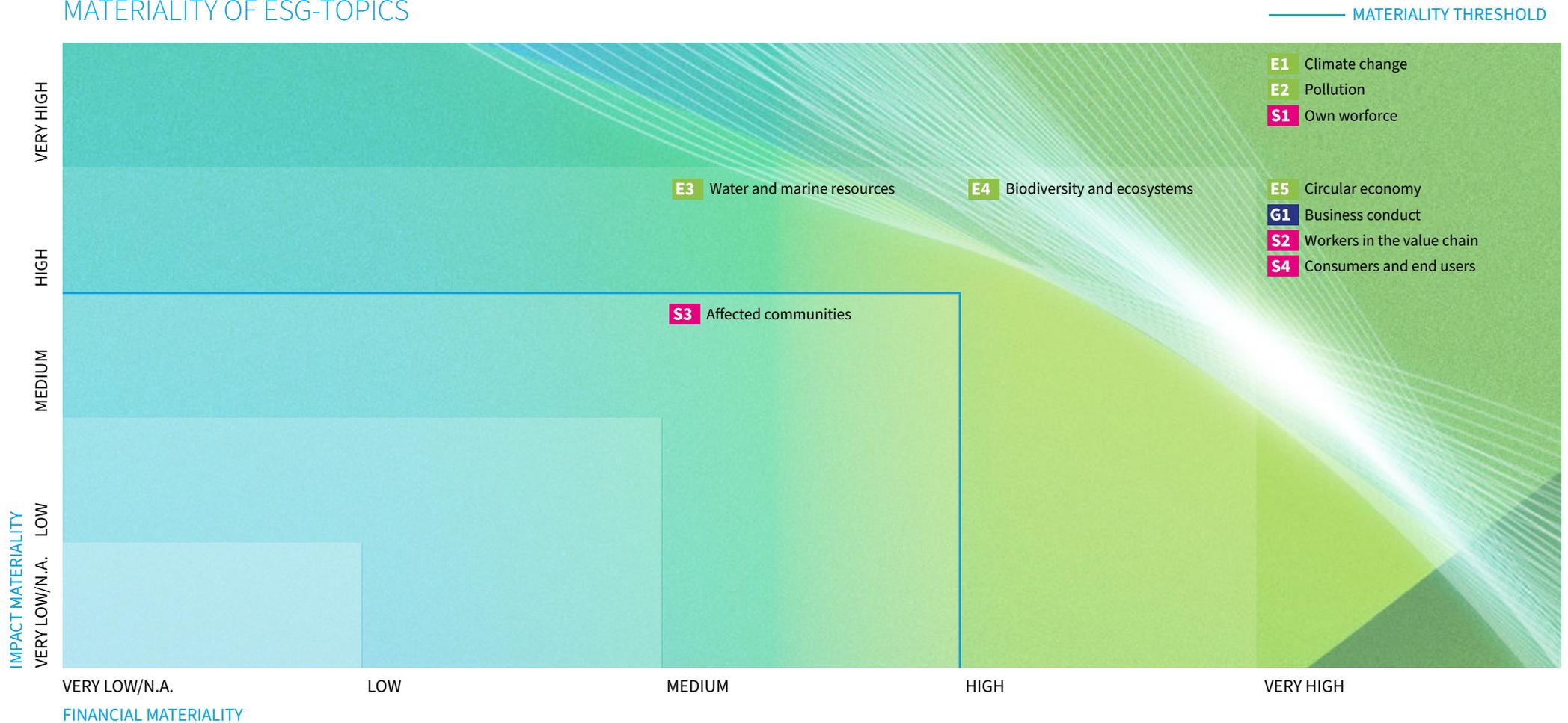
IMPACTS, RISKS AND OPPORTUNITIES RESULTS

CLIMATE CHANGE E1

SUBTOPIC	TYPE	DESCRIPTION	EFFECT ON VALUE CREATION	MITIGATION
CLIMATE CHANGE MITIGATION	Negative impact US OO DS	Activities along Archroma's value chain generate significant GHG emissions across all scopes (Scope 1, 2 and 3).	Reputational damage related to contribution to climate change.	Archroma has set Scope 1 and 2 emissions reduction targets by 2030 and has made progress on Scope 3 emissions accounting in 2025. We develop and expand of low-emission textile and packaging solutions.
	Risk US OO	New regulations aimed at reducing carbon emissions such as cap-and-trade, carbon taxes or GHG reduction mandates.	These regulations can require CAPEX investments and have a financial impact (penalties, taxes).	Environmental regulations are closely monitored to proactively anticipate and mitigate negative impact for Archroma.
	Opportunity OO DS	Demonstrating products with low carbon footprints to our customers by delivering product carbon footprints (PCF) with every product sold.	Capability to deliver PCFs can attract more customers and help win new projects.	
ENERGY	Negative impact OO	Energy is required for production and for running Archroma's global infrastructure. The energy sources are typically fossil fuels to generate heat, and electricity to run equipment.	Higher manufacturing costs.	Energy efficiency is tracked through Archroma's Environmental Management System (EMS). Investments are made in energy-saving technologies. We proactively and systematically identify and execute energy efficiency projects in our sites, as part of our plan to meet our energy intensity reduction target (-15% by 2030).
	Risk OO	Rising energy prices. Availability of renewable energy is a challenge in certain countries, which can slow the switch from fossil-based electricity and hinder our Scope 2 emissions reduction target achievement.	Higher manufacturing and logistics costs.	Archroma engages in procurement practices in renewable electricity to reduce our dependence on fossil-based energy supply and aim to significantly increase the share of renewable energy as part of our Scope 2 GHG emission target by 2030.

VALUE CHAIN AFFECTED US Upstream OO Own operations DS Downstream

TIME HORIZON ST = Short Term MT = Medium Term LT = Long Term

POLLUTION E2

SUBTOPIC	TYPE	DESCRIPTION	EFFECT ON VALUE CREATION	MITIGATION
POLLUTION OF AIR	Negative impact — US OO DS	Emissions to air (excluding greenhouse gases) occur throughout the lifecycle of Archroma products including extraction and mining of raw materials, manufacturing, transport, usage, further processing, storage, distribution, and disposal.	Regulatory changes regarding air emissions may require significant investments in infrastructure or upgrades.	Archroma invests in cleaner technologies, prioritizes local suppliers, optimizes logistics, and regularly upgrades air filtration and waste management practices.
	Opportunity — US OO	Innovative production technologies, local sourcing of precursors, and optimized transport can help reduce air pollution associated with Archroma's products and supply chain.	Enhance Archroma's operational efficiency, support regulatory compliance, and improve the company's sustainability performance.	
POLLUTION OF WATER	Negative impact — US OO DS	Emissions to water can occur during the extraction and processing of raw materials, manufacturing of precursors and products, as well as during the use and disposal of Archroma products.	This impact may lead to increased regulatory scrutiny, higher operating costs, and potential risks to Archroma's reputation and social license to operate.	All sites have a well-prepared and trained emergency response team at their disposal to manage any spills, fires, accidents or injuries. Archroma's sustainable systems have positive influence on our downstream customers' wastewater management.
	Risk — OO	Regulatory developments concerning emissions to water, hazardous chemicals leakages, poisoning of marine, freshwater ecosystems, food and drinking water by chemicals and heavy metals.	Increase in compliance costs, exposing Archroma to fines or legal actions, and damage the company's reputation and stakeholder confidence. This may require investments in or upgrades of Archroma's infrastructure.	Archroma mitigates water risk and improve water quality management aspects in our supply chain and in our communities. We carry out regular assessments of potential risks and back-up plans.
	Opportunity — OO	Drive innovation in production technologies by developing alternatives to precursors and products with high water pollution potential. Additionally, enhance and modernize waste management systems to prevent the release of water-polluting substances	Reduce costs associated with wastewater treatment and avoid reputational risks.	
POLLUTION OF MICROPLASTICS	Negative impact — US OO DS	Accumulation of microplastics in marine, freshwater and terrestrial ecosystems, food and drinking water due to non proper waste disposal.	Environmental harm, regulatory penalties, and reputational damage for Archroma.	Archroma is committed to proactively identify and mitigate potential hazards, innovates to reduce plastic use in end-product and adopts circularity principles in packaging for own operations
	Risk — US OO DS	Regulatory requirements for unintentionally formed microplastics e.g., from synthetic textiles, plastic packaging	Increase in compliance, product reformulation costs, operational changes, and potential loss of market access.	Substitution and transformation of Archroma's portfolio, supporting innovation in plastic-free products.
POLLUTION OF SUBSTANCES OF (VERY) HIGH CONCERN	Negative impact — US OO DS	Impact on human health and the environment of substances of concern and/or of very high concern in Archroma products (manufacturing only).	Increased compliance costs, and reputational harm.	Substituting hazardous substances with safer alternatives, such as using agricultural waste instead of chlorinated organics for EarthColors® production.
	Risk — US OO DS	Regulations with respect to substances of (very high) concern may have a negative impact on the market, for procurement, Archroma's own production or sales.	Increased costs, supply chain disruptions, and reduced market opportunities.	Archroma has set respective risk assessments per site in place which are regularly carried out and updated to prevent potential impacts on the environment or on human health.
	Opportunity — US OO DS	Establishment of a product sustainability assessment framework to monitor portfolio solutions at risk for substitution or below sustainability benchmarks. Implementation of a safety and sustainability by design framework to support finding alternatives for substances at risk and prevent risks from the R&D phase.	Enhances portfolio resilience, supports innovation, and strengthens Archroma's long-term market competitiveness.	

VALUE CHAIN AFFECTED US Upstream OO Own operations DS Downstream

TIME HORIZON ◑ ST = Short Term ◑ MT = Medium Term ◑ LT = Long Term

WATER AND MARINE RESOURCES E3

SUBTOPIC	TYPE	DESCRIPTION	EFFECT ON VALUE CREATION	MITIGATION
WATER CONSUMPTION	Negative impact US DS	Water consumption by upstream/downstream manufacturers, transport and sourcing (e.g. cooling mechanisms, production processes)	Increase operational costs, create supply chain risks, and impact on Archroma's reputation in water-stressed regions.	Archroma invests in water-saving technologies and continuously monitors progress toward its 2030 reduction target. Archroma aims to reduce incoming water intensity by 40% per ton of finished product by FY2030.
	OO	Water is a critical resource for Archroma during chemical manufacture, for cooling, cleaning and air scrubbing/washing processes, use as solvent.		
WATER WITHDRAWALS	Negative impact OO	Local water withdrawal business operations (in water stressed regions)	Poses a risk to Archroma's reputation and license to operate, potentially leading to regulatory restrictions, increased operational costs, and reduced community trust.	Archroma leads water efficiency initiatives. ZLD technology implementation in certain sites.
WATER DISCHARGES	Negative impact US	Alteration of the existing movement of surface water or groundwater due to procedures during raw materials sourcing (e.g. drilling, pits and quarries)	Environmental compliance and community relations risk, which could result in regulatory actions, operational delays, or increased costs.	Suppliers' code of conduct and sustainability assessment

BIODIVERSITY AND ECOSYSTEMS E4

SUBTOPIC	TYPE	DESCRIPTION	EFFECT ON VALUE CREATION	MITIGATION
DIRECT IMPACT DRIVERS OF BIODIVERSITY LOSS	Negative impact US OO	The chemicals sector is a major energy consumer and CO_2 emitter, with climate change affecting species and habitats. Chemical production is water-intensive, can cause soil and water pollution through spills and leaks, and relies on both non-renewable and bio-based feedstocks, which may lead to resource depletion, deforestation, or land degradation if not sustainably sourced.	Increased regulatory costs, supply chain risks, resource scarcity, and reputational damage, affecting Archroma's financial performance and business resilience.	Energy efficiency is tracked through Archroma's Environmental Management System (EMS). Investments are made in energy-saving technologies. We proactively and systematically identify and execute energy efficiency projects in our sites, as part of our plan to meet our energy intensity reduction target (-15% by 2030).
	DS	When textiles treated with synthetic dyes are washed, microfibers embedded with dyes can enter waterways, contributing to microplastic pollution and harming marine life.		Archroma has set Scope 1 and 2 emissions reduction targets by 2030 and has made progress on Scope 3 emissions accounting in 2025. We develop and expand of low-emission textile and packaging solutions. All sites have a well-prepared and trained emergency response team at their disposal to manage any spills, fires, accidents or injuries. Archroma's sustainable systems have positive influence on our downstream customers' wastewater management.
	Opportunity US OO	Replacing non-renewable resources with renewable feedstock – such as plant-derived materials, food waste, and forestry residues.	Supports circular economy implementation, reduces environmental impact, and strengthens Archroma's market position in sustainable solutions.	
	Risk US	Pollination is essential for crop production, and many raw materials used in the industry, such as echinacea, arnica, and willow tree, depend on pollinators.	Disruption of raw material supply, increase sourcing costs, and affect Archroma's production stability.	Suppliers code of conduct – Responsible Care® principles, additional mitigation measures to be defined.

VALUE CHAIN AFFECTED US Upstream OO Own operations DS Downstream

TIME HORIZON ST = Short Term MT = Medium Term LT = Long Term

BIODIVERSITY AND ECOSYSTEMS E5

SUBTOPIC	TYPE	DESCRIPTION	EFFECT ON VALUE CREATION	MITIGATION
RESOURCE INFLOWS, INCLUDING RESOURCE USE	Negative impact US OO DS	Use virgin raw materials for manufacturing. Some recycled raw materials require more resources than producing virgin materials.	Increase in operational costs, resource consumption, and may affect Archroma's sustainability performance.	Archroma reduces the use of finite raw materials by sourcing secondary materials and using reconditioned packaging, in some cases lifecycle assessment performed to understand environmental impact of alternatives.

Archroma engages in industrial symbiosis, product take-back schemes, and reverse logistics, and recovers selected waste streams for reuse and recycling to minimize waste and promote circularity. |
	Risk US OO DS	Resource depletion will lead to resource scarcity eventually leading to increased prices of raw materials and energy.	Potential increase in operational costs, disruption of supply chains, and impact on Archroma's profitability and business continuity.	Archroma's Procurement team is in constant alignment with the business to enable the shift towards a more sustainable sourcing base while maintaining the right balance in terms of supply reliability and cost.
	Opportunity US OO DS	Reducing raw material use through product dilution and more efficient active ingredients, strengthening circularity upstream, improving energy efficiency in heating and production, and increasing reuse and optimization of packaging materials.	Lowers costs, reduces environmental impact, and enhances Archroma's competitiveness and sustainability performance.	
RESOURCE OUTFLOWS RELATED TO PRODUCTS AND SERVICES	Negative impact OO DS	Production of non-biodegradable products, Production of non-recyclable products, Production of products with short lifetime and/or low durability e.g., packaging.	Increases environmental burden, may lead to regulatory and reputational risks, and could reduce market acceptance of Archroma's products.	Using the principles of green chemistry, Archroma designs solutions that have a positive environmental impact. Innovating cleaner chemistry and durable effects for improved circularity and resource efficiency in manufacturing.
	Risk US OO DS	Higher demand downstream of circular products, challenging portfolio solutions, Variation in product quality due to recycled content.	Increased R&D costs, potential quality control issues, and pressures on Archroma's product competitiveness.	Archroma's Product Stewardship team supports R&D to ensure new chemicals and formulations are free from known hazardous ingredients and aligned with evolving regulations. Predictive toxicology tools are used to assess new chemical structures early, enabling safer product development and continuous improvement of the portfolio's safety and regulatory profile.
	Opportunity OO DS	Increase product recyclability and biodegradability, Increase product lifetime e.g., improved durability performance	Strengthens Archroma's market position, supports regulatory compliance, and reduces environmental impact.	
STE	Negative impact OO DS	Waste arising from the downstream value chain due to poor resource value strategy.	Increased environmental burden, higher disposal costs, and impact on Archroma's reputation for sustainability.	Archroma proactively and systematically identifies and executes waste elimination and/or reduction projects in our sites, as part of our waste intensity reduction target (-10 % by 2030) and our target to Zero Hazardous Waste (by 2030). This also delivers tangible benefits to downstream partners by reducing environmental impacts, compliance risks, and supporting broader value chain sustainability goals.
	Risk OO DS	Waste valorization mandated by direct regulatory requirements e.g., packaging.	Increase in compliance, product reformulation costs, operational changes, and potential loss of market access.	Environmental regulations are closely monitored to proactively anticipate and mitigate negative impact for Archroma and its customers.
	Opportunity OO DS	Incineration with energy recovery re-used in own operations, Closed-loop recycling: re-use of recycled materials in own manufacturing.	Reduced operating costs and improved resource efficiency through energy recovery and material re-use in production processes.	

VALUE CHAIN AFFECTED US Upstream   OO Own operations   DS Downstream

TIME HORIZON ST = Short Term   MT = Medium Term   LT = Long Term

OWN WORKFORCE S1

SUBTOPIC	TYPE	DESCRIPTION	EFFECT ON VALUE CREATION	MITIGATION
WORKING CONDITIONS	Negative impact ⊙⊙ ◑	Certain working conditions in the chemical industry present challenges to employee health and safety, especially due to exposure to hazardous substances or unsafe environments, which can lead to chemical exposure, injuries, or work-related illnesses if not properly managed.	Increased health and safety incidents requiring additional controls, higher insurance costs, and potential loss of workforce productivity.	Each Archroma site has a Safety and Environment Officer who reports monthly to the global SHE Manager, with individual site goals. Health and safety are managed through incident prevention (investigation and sharing of root causes), tailored and organization-wide training, and regular SHE audits every three years against comprehensive safety guidelines. Archroma prioritizes safety by providing a safe, engaging workplace, managing hazardous chemicals and machinery, offering regular training (including monthly safety webinars), and promoting shared responsibility. We enforce 12 "Life Saving" rules and a comprehensive SHE framework.
	Risk ⊙⊙ ◑	Accidents or incidents involving hazardous chemicals in manufacturing or transport may harm people, the environment, or infrastructure.	Reduced employee engagement and productivity, increased risk of operational disruptions requiring additional controls, financial payouts, or loss of licenses.	Archroma prioritizes safety by providing a safe, engaging workplace, managing hazardous chemicals and machinery, offering regular training (including monthly safety webinars), and promoting shared responsibility. We enforce 12 "Life Saving" rules and a comprehensive SHE framework.
	Opportunity ⊙⊙ ◐	Offering secure employment enhances Archroma's reputation as a responsible employer, attracts top talent, and boosts employee confidence, creativity, and productivity.	Improved talent attraction and retention, increased innovation, and higher workforce productivity supporting business growth.	
EQUAL TREATMENT AND OPPORTUNITIES FOR ALL	Risk ⊙⊙ ◐	There is a risk that inappropriate behavior (harassment), discrimination (gender, nationality, ethnic origin, age, or identity) could take place in the workplace in certain countries with weaker legislative framework.	Reputational damages, litigation costs.	Archroma's Code of conduct, Diversity Policy. Training to prevent and create awareness about inappropriate behavior in the workplace. By building an inclusive culture, where people from different backgrounds are respected and treated equally, we help people thrive in the workplace. We have a zero tolerance against discrimination.
	Opportunity ⊙⊙ ◐	Archroma is committed to gender equality and equal pay, aiming for 40% women in governance bodies and management by 2030.	Strengthened leadership, enhanced innovation, and improved organizational performance through a more diverse and inclusive workforce.	
OTHER WORK-RELATED RIGHTS	Risk ⊙⊙ ◑	Rising cyberthreats driven by AI, remote work, and digital warfare increase the risk of data leaks, improper data security, inadequate data disposal, and insufficient privacy measures, potentially leading to loss of employee and customer data.	Increased financial and reputational risks requiring enhanced security controls and investment in data protection.	Archroma maintains highly demanding cybersecurity standards, protects all devices with up-to-date software, firewalls, and multifactor authentication, and conducts regular phishing simulations. The company's phishing-prone rate remains well below the industry benchmark.
	Opportunity ⊙⊙ ◔	Archroma's Security Operations Center and positive customer feedback on the Safe Edge platform provide opportunities to strengthen cybersecurity, create a secure work environment, and build customer trust in sustainable digital solutions.	Increased customer confidence, competitive advantage in digital solutions, and enhanced business resilience through industry-leading cybersecurity.	

VALUE CHAIN AFFECTED US Upstream ⊙⊙ Own operations DS Downstream

TIME HORIZON ◔ ST = Short Term ◐ MT = Medium Term ◑ LT = Long Term

WORKERS IN THE VALUE CHAIN S2

SUBTOPIC	TYPE	DESCRIPTION	EFFECT ON VALUE CREATION	MITIGATION
WORKING CONDITIONS	Positive impact US DS ◑	Archroma monitors supplier sustainability performance through the Archroma Sustainable Supplier Rating (ASSR) and EcoVadis IQ Plus, covering all direct spend vendors and the top 200 indirect spend vendors in the SAP system. The Safe Edge Portal provides customers with product safety information, data, and certificates, with Archroma tracking customer access and downloads. For every product sold, customers receive material safety data sheets including toxicological data in all relevant languages and in compliance with national legislation, even where not legally required.	Improved supply chain transparency, enhanced risk management, and strengthened reputation through responsible sourcing practices.	
	Negative impact US ◑	Working conditions in the value chain may include employment terms lacking adequate wages, negatively affecting workers' financial well-being. Upstream production sites may also face challenges with social dialogue, limited freedom of association, lack of works councils, and insufficient collective bargaining, restricting workers' ability to voice concerns and improve conditions.	Increased reputational and operational risks requiring stricter supplier oversight and potentially affecting stakeholder trust.	Archroma regularly monitors supplier labor practices, promotes fair wages and social dialogue, and enforces its Supplier Code of Conduct across the value chain. Third-party risk screening is conducted to further ensure compliance and ethical standards among suppliers.
	Risk US DS ◑	Cooperating with suppliers that do not ensure adequate wages poses a reputational risk for Archroma. Accidents involving subcontractors or incidents during the manufacturing or transport of hazardous chemicals may harm people, damage the environment, and result in financial claims, loss of licenses, or reputational damage.	Increased reputational and operational risks requiring stricter supplier oversight and potentially affecting stakeholder trust.	Archroma sets clear expectations through its Code of Conduct and Supplier Code of Conduct, requiring all partners to uphold these standards. The company discontinues business with those who do not comply and mandates supplier support for ethical practices, including the prevention of slavery and human trafficking.
EQUAL TREATMENT AND OPPORTUNITIES FOR ALL	Negative impact US DS ◔	Upstream production sites located outside Europe may be in regions where workers are not treated equally, leading to imbalanced working conditions and limited career progression opportunities for some employees across the value chain.	Increased reputational and operational risks requiring stronger oversight and action to ensure fair treatment and equal opportunities for all workers.	Through the acquisition of the EcoVadis IQ Plus tool, Archroma enhances proactive assessment and prevention of imbalanced working conditions in its supply chain, covering all direct and indirect suppliers
	Risk US DS ◔	Cooperating with non-EU upstream suppliers that do not ensure gender equality and equal pay for work of equal value poses a reputational risk for Archroma.	Increased reputational risk requiring stricter supplier evaluation and action to maintain stakeholder trust and compliance with global standards.	Archroma sets explicit requirements for gender equality and equal pay in its Supplier Code of Conduct, regularly monitors supplier compliance, and discontinues relationships with suppliers that do not meet these standards.
OTHER WORK-RELATED RIGHTS	Negative impact US DS ◔	There is a potential for serious negative impacts on children's rights if child labor occurs in Archroma's value chain, violating international human rights standards and causing harm to affected individuals.	Increased reputational and operational risks requiring enhanced supplier due diligence and monitoring to maintain stakeholder and customer trust.	Archroma applies the Sustainable Supplier Rating (ASSR) and conducts third-party risk screening to assess and monitor supplier practices. The company enforces a strict Supplier Code of Conduct and avoids direct or indirect business dealings with suppliers from regions identified as high risk for unfair labor practices, including child labor and forced labor.
	Opportunity US DS ◔	Strengthening ethical supply chain management enables Archroma to proactively address and prevent human rights risks, including child and forced labor, across all direct and indirect suppliers. Guaranteeing a strong cybersecurity framework secures Archroma's customer base and protects business continuity.	Increased customer retention and business resilience through robust protection of sensitive information and digital assets.	

VALUE CHAIN AFFECTED US Upstream OO Own operations DS Downstream
TIME HORIZON ◔ ST = Short Term ◑ MT = Medium Term ◕ LT = Long Term

CONSUMERS/END USERS S4

SUBTOPIC	TYPE	DESCRIPTION	EFFECT ON VALUE CREATION	MITIGATION
SOCIAL INCLUSION OF CONSUMERS AND/OR END USERS	Positive impact	Understanding customer needs and expectations enables Archroma to deliver targeted product and service improvements, enhancing customer retention and supporting revenue growth.	Increased customer loyalty, higher sales, and improved profitability through customer-focused solutions and transparent communication.	
PERSONAL SAFETY OF CONSUMERS AND/OR END USERS	Risk	Changing consumer preferences, including growing demand for products made without certain chemical additives, preservatives, or synthetic treatments, may influence social perceptions and reduce demand for some Archroma products. Upcoming policy changes, including future REACH restrictions on substances such as skin sensitizers, PFAS, and microplastics, pose significant risks to health and safety in the chemical industry, potentially affecting over 5,000 substances and requiring major adjustments.	Reduced market share and sales requiring adaptation of product offerings to align with evolving consumer expectations. Increased compliance costs, operational complexity, and the need for substantial changes to formulations and processes to maintain health, safety, and market access.	Archroma supports customers with the ONE WAY Impact Calculator, a process simulation tool for selecting cost-effective, resource-saving solutions, and The Safe Edge, an online platform that advances product stewardship through compliance checking. Archroma maintains over 900 active EU REACH registrations, contributes to emerging regulations, voluntarily improves dossier quality, and ensures >85% of textile sales are approved by leading third-party certifiers such as bluesign, ZDHC Gateway, GOTS, and C2C.
	Opportunity	Proactive leadership in compliance and sustainable product innovation positions Archroma to meet growing market demand for safe and sustainable products, building consumer trust and supporting business growth.	Enhanced market reputation, increased customer trust, and accelerated growth through early adoption of high safety and sustainability standards.	

VALUE CHAIN AFFECTED US Upstream OO Own operations DS Downstream

TIME HORIZON ST = Short Term MT = Medium Term LT = Long Term

BUSINESS CONDUCT G1

SUBTOPIC	TYPE	DESCRIPTION	EFFECT ON VALUE CREATION	MITIGATION
CORPORATE CULTURE	Risk (OO)	There is a risk that Archroma might not fully maintain a positive and inclusive work environment if corporate values are not effectively embedded or if regular training on integrity and conduct is insufficient.	This can damage Archroma's reputation, reduce employee engagement, increase turnover, and make it harder to attract and retain top talent.	Archroma ensures regular training on integrity and conduct for all employees and embeds our corporate values throughout the organization. We also implement robust anti-discrimination and anti-harassment policies, with accessible channels for reporting concerns.
	Risk (US DS)	There is a risk that supply chain sustainability could be compromised if risk analysis, due diligence, or independent oversight are inadequate, leading to unethical practices or regulatory violations within the supply chain.	Supply chain failures can cause operational disruptions, increase costs and damage Archroma's reputation which can undermine customer trust.	Archroma strengthens supply chain sustainability by conducting regular risk analyses and due diligence on suppliers, and by engaging independent oversight through third-party audits to ensure compliance with ethical and sustainability standards.
	Risk (US OO DS)	Security risks may arise from missed vulnerability scans, delayed patching, slow incident detection, or human errors – especially if cybersecurity awareness is low. Insufficient board oversight or accountability on ESG matters can result in non-compliance with sustainability regulations and loss of stakeholder trust.	Increased exposure to data breaches, financial loss, and reputational harm, as well as heightened risk of regulatory penalties and diminished stakeholder confidence.	Archroma invests in digital transformation and data protection by deploying secure digital reporting tools, process mining for order-to-cash and procure-to-pay processes and launching the Safe Edge platform to provide regulatory information to all customers and partners. In FY2023, the Safe Edge platform was expanded to include all new products after the Textile Effects acquisition and was recognized with the EQA (European Quality Assurance Certificate for R+D+i) for innovation.
PROTECTION OF WHISTLE-BLOWERS	Risk (US OO DS)	There is a risk that unethical behavior or legal breaches may go unreported if employees, customers, or suppliers do not feel safe or confident using the whistleblowing system.	If violations are not reported, it can undermine Archroma's culture of transparency and accountability, leading to reputational damage, regulatory sanctions, and decreased stakeholder trust.	Archroma's Whistleblowing Policy provides a safe and anonymous platform, including a 24/7/365 hotline, for reporting concerns. The policy is strengthened by strict non-retaliation measures to protect reporters and promote openness.
ANIMAL WELFARE	Negative impact (US)	REACH regulations require animal testing for chemical safety, but efforts are underway to reduce this impact by promoting alternative testing methods, data sharing, and applying the "last resort" principle.	Increased ethical and reputational risks requiring ongoing investment in alternatives to animal testing while ensuring regulatory compliance and safety.	Ongoing investment in new technologies is essential to further minimize animal use while maintaining high safety standards.
MANAGEMENT OF RELATIONSHIPS WITH SUPPLIERS INCLUDING PAYMENT PRACTICES	Risk (US DS)	There is a risk that suppliers may not adhere to ethical practices, environmental responsibility, or labor standards, which could expose Archroma to unethical sourcing and supply chain risks.	Non-compliance by suppliers can result in reputational damage, operational disruptions, and legal or regulatory consequences for Archroma itself.	Archroma has implemented a Supplier Code of Conduct that clearly defines expectations for ethical practices, environmental stewardship, and labor standards, thereby promoting transparency and accountability throughout the supply chain.
CORRUPTION AND BRIBERY	Risk (US OO DS)	There is a risk of corruption or bribery incidents if employees are not sufficiently aware of or trained in anti-corruption and anti-bribery policies and practices.	Incidents of corruption or bribery can have severe legal, financial, and reputational impacts, potentially resulting in fines, exclusion from markets, and loss of business opportunities.	Archroma addresses this risk by providing regular and comprehensive employee training on anti-corruption and anti-bribery practices, thereby strengthening its ethical culture and reducing the likelihood of misconduct.
	Risk (OO)	Participating in corruption or bribery, such as improper gifts, entertainment, favoritism, cash exchange, or facilitation payments, exposes Archroma to the risk of fines and penalties.	Increased financial and reputational risks requiring strict controls and regular oversight to prevent and detect improper conduct.	Archroma enforces a zero-tolerance policy on bribery and corruption, requiring strict adherence to the Code of Conduct and Responsible Care. The company maintains a 24/7/365 whistleblowing hotline for anonymous reporting, applies clear principles prohibiting all forms of bribery and kickbacks, monitors compliance through a Compliance Council and Chief Compliance Officer, and investigates all reported breaches with potential disciplinary or legal action.

VALUE CHAIN AFFECTED (US) Upstream (OO) Own operations (DS) Downstream

TIME HORIZON ST = Short Term MT = Medium Term LT = Long Term

POSITIVE IMPACT CREATION

Through our value chain we strive to creating innovative products and solutions that have a positive impact on the environment and the society. The corresponding outputs deliver growth – in partnership with our customers – as we touch and color people's lives every day, everywhere.

Understanding:

THE KEY CHALLENGES TOWARDS OUR INDUSTRY

CLIMATE CHANGE & DECARBONIZATION	SUPPORT TO CIRCULAR ECONOMY	HUMAN & LABOR RIGHTS COMPLIANCE

Recognizing **our impacts**

NET-ZERO CIRCULARITY RESOURCE EFFICIENCY	SAFETY-FIRST CULTURE ATTRACTIVE EMPLOYER DIVERSITY FOR ALL	SUPPLIER ENGAGEMENT CUSTOMER CENTRICITY STRONG GOVERNANCE
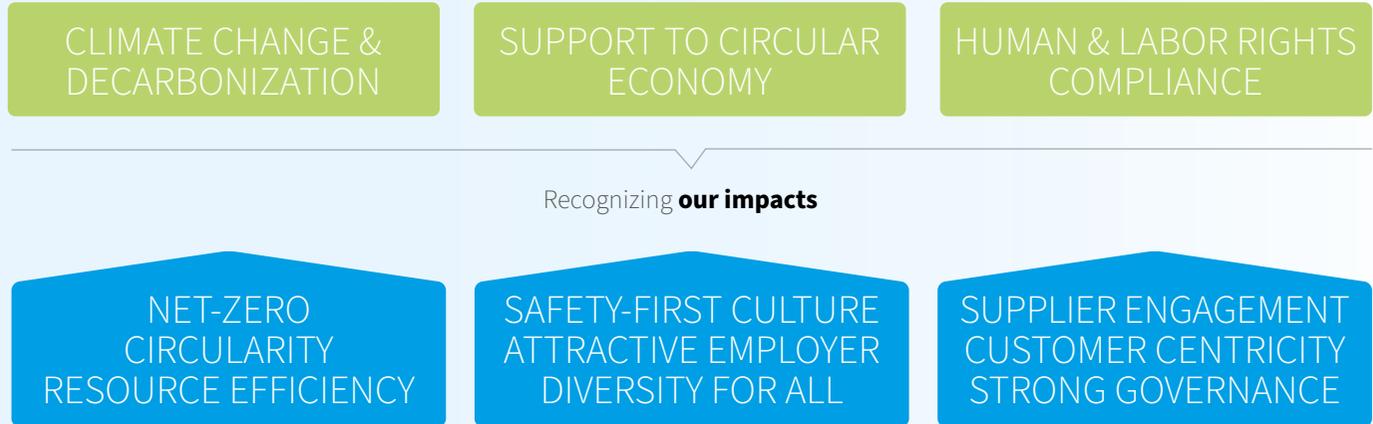
Committed to contributing to
UN Sustainable Development Goals

It is our strong belief that potential risks and negative impacts can be turned into opportunities by continuing our shift to a more sustainable product portfolio.

As outlined above we have finalized our first double materiality assessment aligned with CSRD requirements in 2025 on FY2024 and we will carry out our next assessment in 2026 on FY2025. The next step will be to fully align our report with the disclosure requirement of the CSRD.

We have included our major ESG targets and material topics aligned with the three pillars - Environment, Social, and Governance (ESG)- and have integrated the previously identified key SDGs. Additionally, we have added a comprehensive Sustainability target dashboard that provides detailed information on all our ESG goals, including Key Performance Indicators (KPIs), baseline, and current status.

OUR SUSTAINABILITY FRAMEWORK

PURPOSE
To lead our industry towards a more sustainable future for our customers and markets.

MISSION
Inspired solutions for a better tomorrow. Because we touch and color people's lives every day, everywhere.

COMMITMENTS

| Diversity & integrity | Towards zero harm | Clean & efficient operations | Sustainable product solutions |

STRATEGIC FOCUS AREAS & RELATED SDGS

| Fair & attractive employer | Health & safety | Climate & energy | Waste & circularity |

KEY 2030 TARGETS

| 40% Women in Governance bodies | 0.2% Total Recordable Incident rate (TRR)* | -30% Absolute Scope 1 & 2 emissions | Zero hazardous waste to landfill | >95% From certified products** |
| 40% Women in Management | | -15% Energy intensity | -10% Waste intensity | 40% From Sustainable+ collection*** |

MATERIAL TOPICS

Fundamentals		Transformation	
Health & safety	Economic performance	Waste & circularity	Climate & energy
Business ethics & compliance	Fair and attractive employer		Sustainable materials
Corporate citizenship	Sustainable supply chain		Water & land

ENABLER

| Culture | Stakeholder Engagement | Digitalization |

*   Index based on 200.000 working hours by full time employees, part time employees and temporary employees
**   Total sales %; C2C, bluesign, GOTS, ZDHC compliance, Ecopassport
*** Sustainability+ criteria = cleaner chemistry, circularity, resource efficiency in use

CONTRIBUTION TO THE SDGS

THE UN SUSTAINABLE DEVELOPMENT GOALS

In September 2015, all 193 Member States of the United Nations adopted a plan for achieving a better future for all. At the heart of "Agenda 2030" are the 17 Sustainable Development Goals (SDGs). They recognize that ending poverty must go together with strategies that improve health and education, reduce inequality, and foster economic growth – while at the same time tackling climate change and working to preserve our oceans and forests.

For us at Archroma, the SDGs are not just a framework which helps us to set the right ambitions, but a strategic lever to turn potential risks into opportunities. They serve us as a compass to continuously identify the next steps in our journey towards more innovative products, less impactful operations and achieving sustainable value creation for our stakeholders along the value chain

ARCHROMA'S CONTRIBUTION TO THE SDGS

Although we contribute to all SDGs in some way, there are eight that are particularly relevant to our business. In these focus areas we believe to have the largest impact and can create sustainable value for our employees, customers and the broader society.

Safety is our first priority in every step of the manufacturing process aiming to protect our people, our communities, and the environment.

We value our diverse and talented people and support them to unlock their full potential by creating an environment with respect for all.

We enable clean water and sanitation in our own operations and along the value chain by improving wastewater reduction, recycling and reuse.

We create performance and color solutions with passion and commitment every day to foster profitable and sustainable growth.

We deliver innovative, sustainable solutions and services to our customers to constantly increase the value of their products.

We constantly decrease environmental impacts in the production, storage, distribution and usage of our products.

Improving the Carbon Footprint of ourselves and our customers to mitigate climate change is a core principle of our strategy.

We are committed to understand, avoid and respond to any potential impacts of our activities on biodiversity in our various locations.
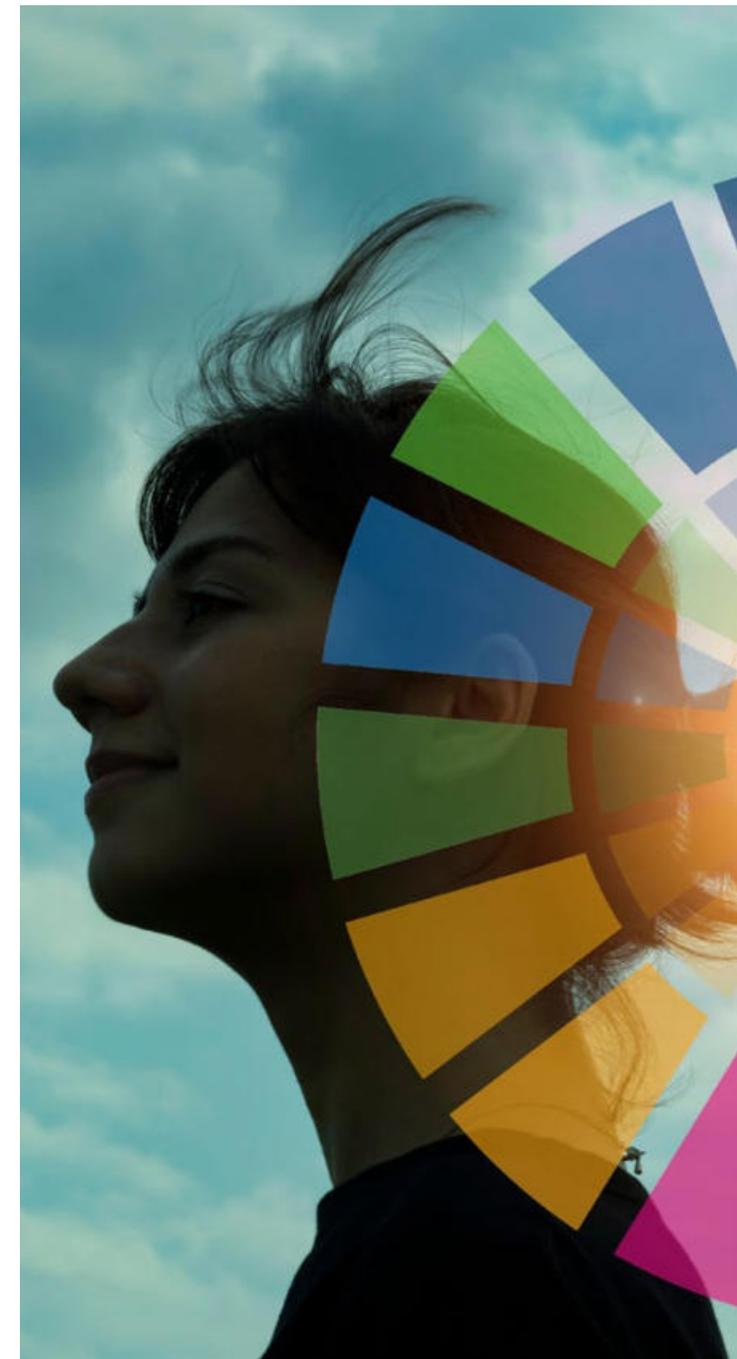
INCLUSIVE STAKEHOLDER ENGAGEMENT

Our activities have an impact that goes beyond economic results. For this reason, we align our business performance with the expectations of our stakeholders and with society in general to be successful in the long run. A deep understanding of the most relevant topics for the different groups of stakeholders is essential – an understanding that comes only from continued and inclusive engagement with our stakeholders. We also need to recognize external trends and market expectations so we can identify opportunities as well as risks for our business. This increases our transparency and helps build strong relationships.

To gather views, every year we interact with stakeholders to identify critical issues and strategic priorities, to understand how our business affects them and to determine the most material impacts to be managed. This inclusive dialogue ensures we increase our positive impact on society and the planet and continue to deliver new sustainable solutions for our customers that also tackle the most pressing challenges from the industry, society and the environment.

STAKEHOLDER DIALOGUE	WHY WE ENGAGE	HOW WE ENGAGE	TOPICS AND CONCERNS
Customers, brands & retailers	> Strong engagement with our customers and brands enable us to understand their needs and anticipate market trends.	> Customer sustainability requests > Audits > Customer innovation days > Customer and industry conferences and events > Key account manager relationships > Leveraging digital capabilities to enhance insights in consumer trends > Stakeholder engagement on impact creation	> Climate change > Consumer health & wellbeing > Governance & business conduct, ethics, transparency > Human rights > Innovation capabilities & management > Product environmental & social performance > Product quality & safety > Responsible sourcing & traceability
Suppliers	> Supplier engagement and collaboration ensures our suppliers have high standards in business ethics and respect for people and the environment.	> Assessments > Supplier audits > Collaborations to improve performance > Multi-stakeholder groups > Supplier events: Capacity building, discussing issues > Engagement with supplier relationship managers > Stakeholder engagement on impact creation	> Climate change > Human rights > Innovation capabilities & management > Raw material availability > Responsible sourcing & traceability
Employees	> We engage with our people to foster an environment of open dialogue to mutually resolve conflicts, to identify development initiatives and innovative ideas that will help drive our business.	> Works Council consultations > Employee engagement surveys > Annual performance dialogue > Talent management processes > Learning and development opportunities > Stakeholder engagement on impact creation	> Diversity, inclusion & people development > Employee health & safety & wellness > Governance & business conduct, ethics, transparency > Human rights > Innovation capabilities & management
Investors	> We foster transparency and further improve our reporting practices through our open and active dialogue with investors.	> Briefings with analysts > Conferences with investors and other financial stakeholders > Stakeholder engagement on impact creation	> Diversity, inclusion & people development > Economic performance > Environmental, Social & Governance (ESG) topics > Governance & business conduct, ethics, transparency > Raw material availability
Communities	> Open dialogue fosters good relations and enables us to work together with communities and neighborhoods on projects and causes that benefit local communities, help protect local ecosystems and support livelihoods.	> Local site community engagement programs > Ongoing dialogue with local authorities and community organizations > Employees engaged in social activities within the communities in which we operate > Local partners (NGOs or cooperatives) > Stakeholder engagement on impact creation	> Biodiversity > Climate change > Diversity, inclusion & people development > Governance & business conduct, ethics, transparency > Human rights > Local community development > Product environmental & social performance > Responsible sourcing & traceability
Regulatory agencies, NGOs, NPOs, associations	> Engagement and collective action with external partners is essential to act as a responsible business. We engage with local governments and regulators to understand the changes, their concerns and find mutually beneficial solutions.	Selected partners we engage with: > United Nations Global Compact > EcoVadis > Together for Sustainability (TfS) > Sustainable Chemistry for the Textile Industry (SCTI) > European Chemical Industry Council (Cefic) > National & local associations	> Climate change > Environmental, Social & Governance (ESG) topics > Governance & business conduct, ethics, transparency > Human rights > Product environmental & social performance > Product quality & safety > Responsible sourcing & traceability
Innovation partners	> We engage in innovative partnerships to go beyond our own internal capabilities and seek out collaboration opportunities.	> Partnerships with customers, brands, accelerators and academia > Co-creation and co-innovation opportunities > Stakeholder engagement on impact creation	> Climate change > Consumer health and wellbeing > Innovation capabilities & management > Product environmental & social performance > Product quality & safety

ENVIRONMENT

FOCUS AREA	KPI	TARGET	BASELINE	STATUS
SUSTAINABLE MATERIALS				
SUSTAINABLE INNOVATION & CIRCULAR MATERIAL ALTERNATIVES	> Percentage of estimated revenues from Innovation projects with Sustainability+ focus (Peak sales)*	> FY2030: >75% (Continuous target)	> New target in FY2024	> FY2025: >75%
	> Percentage from Sustainable+ collection (Total sales)**	> FY2030: 40%	> FY2023: 19%	> FY2025: 41%
TRANSPARENT AND RELIABLE COMMUNICATION	> Percentage from certified products (Total sales)***	> FY2030: >95%	> FY2023: 84%	> FY2025: 89%
CLIMATE & ENERGY				
GHG EMISSIONS	> Absolute Scope 1 emissions (Energy Efficiency measures)	> FY2030: -20% tCO_2e	> FY2023: 56,675 tCO_2e (47% of total Scope 1 & 2 emissions)	> FY2025: 63,120 tCO_2e (58% of total Scope 1 & 2 emissions)
	> Scope 2 (Energy transition measures)	> FY2030: -40% tCO_2e	> FY2023: 63,700 tCO_2e (53% of total Scope 1 & 2 emissions)	> FY2025: 45,195 tCO_2e (48* % of total Scope 1 & 2 emissions)
	> Absolute Scope 3 emissions	> Aim to finalize Scope 3 inventory in FY2025	> Under development	> Milestone achieved: first Scope 3 accounting from FY2024 calculated
ENERGY	> Energy intensity (Energy efficiency measures)	> FY2030: -15% MWh of finished product	> FY2023: 0.94 MWh/ton finished product	> FY2025: 0.93 MWh/ton finished product

* Peak sales are usually determined after 5 years from launch   ** Sustainability+ criteria = cleaner chemistry, circularity, resource efficiency in use   *** C2C, bluesign, GOTS, ZDHC compliance, Ecopassport

ENVIRONMENT

FOCUS AREA	KPI	TARGET	BASELINE	STATUS
WASTE & CIRCULARITY				
WASTE	> Waste intensity*	> FY2030: -10% kg/t of finished product	> FY2023: 56.48 kg/t of finished product	> FY2025: 53.5 kg/ton finished product
	> Zero hazardous waste to landfill	> FY2030: 0% hazardous waste to landfill > FY2027: -50% (INTERNAL)	> FY2023: 6,186 mt (24% share of total waste)	> FY2025: 5,849 mt (21% of total waste)
WATER AND LAND				
WATER STEWARDSHIP	> Water intensity (Incoming water intensity by m³ per ton of finished product)	> FY2030: -40% m³/t of finished product	> FY2023: 16.25 m³/t of finished product	> FY2025: 13.99 m³/t of finished product

* Waste intensity considers total production related waste over tons produced.

SOCIAL

FOCUS AREA	KPI	TARGET	BASELINE	STATUS
HEALTH & SAFETY				
OCCUPATIONAL SAFETY	> Total Recordable Rate (TRR) for Archroma workforce (full/part-time & temporary workers)	> TRR < 0.20 (Continuous target)	> FY2023: 0.25	> FY2025: 0.02
FAIR AND ATTRACTIVE EMPLOYER				
DIVERSITY, EQUITY & INCLUSION	> Women in governance bodies	> FY2030: 40%	> FY2023: 22%	> FY2025: 14%
	> Women in management	> FY2030: 40%	> FY2023: 25%	> FY2025: 26%

GOVERNANCE

FOCUS AREA	KPI	TARGET	BASELINE	STATUS
BUSINESS ETHICS & COMPLIANCE				
COMPLIANCE AND ANTI-CORRUPTION	Code of Conduct training completion rate (%)	Rate > 90 % (Continuous target)	> FY2023: 80 %	> FY2025: 91 %
SUSTAINABLE SUPPLY CHAIN				
SUSTAINABLE & TRANSPARENT SOURCING PRACTICES	> Establish green sourcing strategy to support 2030 Scope 2 target	> Maximize the purchase of green electricity in available markets	> Plan for increased sourcing of renewable energy	> Scope 2 emissions decrease
	> Increase transparency and engagement on supplier-specific data for our own Scope 3 analysis	> Set up carbon supplier engagement program	> Suppliers' engagement strategy definition based on PCF and Scope 3 calculations	> Hotspot analysis to prioritise suppliers' engagement performed
	> % of supplier spend with Archroma Supplier Sustainability Rating (ASSR)	FY2026 % of supplier spend with ASSR > Direct spend 94 %* > Top 200 indirect spend: 80%	> FY2023: 95 %** > New target in FY2024	FY2025 % of supplier spend with ASSR > Direct spend 95 %** > Top 200 indirect spend: 81%
	> % of supplier spend with ≥ "good" Archroma Supplier Sustainability Rating (ASSR)	FY2026 % of supplier spend with >='Good' ASSR > Direct spend 80 %* > Top 200 indirect spend: 60 %	> FY2023: 80 %** > New target in FY2024	FY2025 % of supplier spend with >= 'Good' ASSR > Direct spend 80 %* > Top 200 indirect spend: 78 %
	> Due Diligence on child labor in the supply chain	> Risk assessment of Archroma suppliers via EcoVadis IQPlus	> Implementation ongoing	> Due diligence report on child labor was published in March 2025

* Revised ASSR targets: Including packaging and logistics from FY2025
** ASSR baseline FY2023 & ASSR status FY2024: Direct, active 2023 spend rated, excluding packaging, logistics and archived; target results for FY2024 are based on FY2023 spend, not on the number of suppliers.

ENVIRONMENT

Sustainable materials

Climate & energy

Circularity & waste

Air, water & land

PRODUCT STEWARDSHIP [ESRS E2- E5]
AND RELATED COMMUNICATION [ESRS S2 - S4]

Providing adequate information to all relevant stakeholders about the potential health and environmental impact of our products at all stages of a product life cycle is the mission of our Product Stewardship organization.

PRODUCT LIFE CYCLE

The Product Stewardship organization is involved during the entire life cycle of a product, from design, development, production, distribution, and sale, to use, recycling and final disposal. The focus is on providing optimal product performance while avoiding or minimizing any harmful impacts to humans or the environment. Archroma commits to an SVHC guideline triggering the phase-out of any substance being listed by EU as SVHC (Substance of Very High Concern). Our team of experts collaborate with customers, authorities, NGOs, brands, and other stakeholders to exchange information on the environmental and health impact of our products and their chemical components.

ADVOCACY

Archroma acts as a partner by regularly engaging in topics and providing insights on ingredients that are under scrutiny or evaluation due to their hazardous profile. We are committed to working with regulators and reputed ecolabel institutions to implement science-based and enforceable restrictions/limitations. We monitor the implementation of the Chemical Strategy for Sustainability (CSS) and The Chemical Industry Action Plan by the European Commission. Archroma collaborates with Cefic on a strategy that drives the design of "chemistries of tomorrow".

INNOVATION PROCESS

Product Stewardship supports the Research & Development (R&D) team to enable the selection of safer chemicals in designing new high performance products or formulations. For new chemical structures for which toxicological and eco-toxicological data are not available, we employ predictive toxicology tools to conduct chemical safety assessment at an early stage.
With this process, we strive to move towards less hazardous chemicals wherever technically and economically possible and mandated by Archroma SVHC guideline. As a result, we ensure that the new products are designed for the safety of people and the environment over their entire life cycle.
We also work with R&D to identify existing products for reformulation or substitution with safer alternatives. This continuous improvement of our portfolio's safety profile ensures we not only meet but anticipate future regulatory requirements.

REGISTRATION AND CERTIFICATION

Archroma is deeply committed to product safety and regulatory leadership. We ensure the safety of our products and provide comprehensive information on the potential impacts of substances on humans and the environment, fully complying with – and often exceeding – the requirements of EU REACH and similar global chemical frameworks.

Archroma has >920 active EU REACH registrations and is the Lead Registrant for >370 substances. As a major data owner, we actively contributed to the development of emerging global regulations and submitted >95 dossiers under KKDIK (Turkey REACH) and >65 registrations under UK REACH.

Beyond compliance, we voluntarily contribute to improve the quality of existing registrations in the REACH dossiers to address any data gaps to better identify substances of concern and confirm chemical safety. We report our progress on an annual basis to Cefic. During the reporting period, we re-evaluated over 60 dossiers, either as lead registrant or co-registrant.

All of our work is supported by strict internal guidelines that ensure the highest standards for establishing, maintaining and communicating eco-toxicological information.

The Registration team is closely monitoring the upcoming REACH revision (GRA, MAF, Polymer registration) to anticipate new obligations and ensure continued readiness. As demand for our sustainable systems and solutions increases, Archroma supports clients through a holistic consultative approach and robust, global product stewardship lab infrastructure.

Our commitment to compliance is enforced by a dedicated global team, scientifically qualified and trained to deliver the highest standard of product stewardship in the industry. This team manages all necessary regulatory support processes and market compliance certifications. Our three specialized testing laboratories, which serves as our global product stewardship laboratory, and in China and Pakistan.

Furthermore, Archroma is committed to developing products in alignment with major eco-labels and other third-party certification requirements for our industries, ensuring this status is communicated with transparency throughout our supply chain.

In FY2025, 89% of our total sales were of products approved by key third party certifiers such as bluesign, ZDHC Gateway, GOTS and C2C. These external standards are widely accepted as a qualifier by customers, fashion brands, mills and retailers, due to their high requirements in terms of product safety.

In 2025, Archroma successfully achieved the **highest bluesign aspirational rating.** Additionally, Archroma was awarded **Champion at the 2025 adiformulator Award,** an initiative aimed at enhancing sustainability in the chemical sector.

NUMBER OF PRODUCTS THAT HAVE BEEN ASSESSED AND APPROVED BY EXTERNAL CERTIFIERS	
ZDHC Gateway (Conformance Level 3)	>3000
bluesign Approved	>2000
GOTS Approved	>1000
Cradle To Cradle Material Health Gold Level	>160
Isega Food Contact Certificate	>80

PRODUCTION

Aligned with the Archroma core value of safety at work, we ensure the safe handling of our products within our own production plants as well as at our customer facilities by providing our product Safety Data Sheets (SDS). Our SDS are available in the respective local language in all countries where we operate. SDS are also proactively provided to customers at the time of the order and whenever there are changes in product composition or its classification. These documents are regulated under the United Nations (UN) Global Harmonized System (GHS) and provide information about potential health hazards, product classification, presence of hazardous ingredients, instructions on adequate personal protection equipment (PPE) and safe handling. Considering that standards such as GHS may not be applicable in all countries, or differ from one country to another, Archroma follows the highest applicable standard wherever its products are manufactured or sold.

THE SAFE EDGE

In March 2021, Archroma developed and launched the "Safe Edge" - a unique online portal in the chemical industry. It provides real-time access to the compliance status of a product for all customers and brands, as well as internal stakeholders. Users can also place requests for information not yet available on the Safe Edge, and this is managed by the Product Stewardship team.

The Safe Edge is our response to the digitalization trend and stakeholders' demand for transparency. Customers of our Textile Effects business can easily select products that comply with the major external assessors recognized by the textile industry such as bluesign, GOTS and Cradle to Cradle. For the Packaging Technologies business, customers can easily identify products that comply with food contact regulations or comply with well recognized ethical labels like Nordic Swan or Blue Angel.

SUCCESS OF THE SAFE EDGE IN NUMBERS	
Number of documents downloaded in FY2025	**83,000**
Average log-ins per day	**>450**
Number of compliance topics displayed	**>55**

SURVEY RESULTS ON THE SAFE EDGE
based on approximately 200 customers
Compliance topics displayed - about **90%** agree that the Safe Edge covers the most important and business relevant requirements
Added value of the Safe Edge – over **70%** of customers rate as good to very good
Overall Satisfaction with the Safe Edge – about **90%**

For more information on the Safe Edge, please visit our website: www.archroma.com/textile-effects/safe-edge

Sustainable materials

Climate & energy

Circularity & waste

Air, water & land

CLIMATE & ENERGY [ESRS E1]

Archroma is committed to measure and disclose its climate impact. Besides Scope 1 and 2 accounting and reporting following GHG Protocol standards, this year's reporting also includes the results of Scope 3 accounting and product carbon footprinting initiatives that were undertaken in FY2025, with Together for Sustainability guidelines as reference. As Archroma progresses in its understanding of GHG emissions hotspots at corporate and product level, mitigation measures will be defined and implemented. Improvements in terms of data quality and management have already been identified as well as the need to automate certain processes. Continuous stakeholders' engagement (operations sites, suppliers, experts, etc.) is a key element of Archroma's climate strategy.

Focus area	OUR AMBITION	
	2030 targets	Status FY2025
Climate & energy	-20% tCO_2e (Scope 1)	63,120 t (Scope 1)
	-40% tCO_2e (Scope 2)	45,195 t (Scope 2)

GHG EMISSIONS [ESRS E1-4 AND ESRS E1-6]

Archroma has full operational control over all its activities. For this reporting period, the emissions associated with acquired operations (such as former Huntsman Textile Effects) are therefore reported together with the emissions from the manufacturing sites that were already part of Archroma's legacy. Archroma's manufacturing sites ('sites') are located across several continents, including Asia Pacific*, Europe, Latin America, Middle East and Africa and North America. Despite efforts to integrate non-production sites (offices, off-site warehousing, etc...), these emissions are still not accounted for in this reporting period. This is subject to future improvement.

Archroma reports its Greenhouse Gas (GHG) emissions according to the Greenhouse Gas Protocol as communicated by the Greenhouse Gas Protocol Initiative. The protocol classifies a company's GHG emissions into three categories or 'scopes'.

SCOPE 1
...covers all direct emissions from company-owned or controlled sources, emissions from combustion in owned and controlled boilers, furnaces, vehicles etc.

SCOPE 2
...covers indirect emissions from the generation of purchased electricity, steam, heating or cooling energy consumed by the company.

SCOPE 3
...covers all indirect emissions (not included in Scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions.

Process emissions, including those from wastewater treatment, are excluded from Scope 1 reporting for FY2025 because reliable data was not available during this period. Archroma is working to include these sources in future inventories.

REDUCING SCOPE 1 AND SCOPE 2 EMISSIONS [ESRS E1-6]

GHG emissions management and reporting is included in our overall environmental management process. Emissions per production site are consolidated into tons of carbon dioxide equivalent (tCO_2e) both in absolute amounts and in terms of intensity (emission per unit of finished product). Archroma uses the central data collection approach by requesting the activity data from the Sites and globally calculating the emissions (in line with GHG protocol "Greenhouse Gas Protocol, 2015").

Data is collected monthly from our production sites and centrally consolidated, providing a foundation for performance monitoring and the implementation of corrective actions.

Conversion and emission factors used for the report were established with reference to the Greenhouse Gas Protocol developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). For the required Scope 1 emission factors, we have used data provided by Defra Greenhouse Gas Emission Factors, developed by the UK Department for Business, Energy & Industrial Strategy and the UK Department for Environment, Food and Rural Affairs (Defra). Electricity emissions factors have been determined based on public emission factors in case no supplier specific emission factor exists. Public emission factors are based on information for residual mixes or grid average emission factors.

For this reporting period, the following limitations must be considered with regards to GHG Protocol accounting guidance:
- We have not considered non-production sites (offices, off-site warehousing, etc.).
- Fugitive emissions, process emissions, and wastewater emissions were not assessed in FY2025 due to data limitations and prioritization of major emission sources.
- Biogenic carbon emissions are not accounted and reported. These will be considered in future reporting cycles.

We had initiated steps to include non-production sites, but these were slowed down by integration efforts following the acquisition of the Huntsman Textile Effects business.

The most common fugitive emissions for the chemical industry come from industrial process refrigeration and air conditioning leakages. In Archroma no such leakages have been identified during the recent years, as per installations monitoring data and proactive maintenance of their sites.

Archroma is however committed to work on continuous improvement of its GHG accounting and reporting in future reporting periods.

Process emissions, including those from wastewater treatment, are excluded from Scope 1 reporting for FY2025 because reliable data was not available during this period. Archroma is working to include these sources in future inventories.

Combined Scope 1 and Scope 2 emissions decreased from 120,376 tCO$_2$e in FY2023 to 108,315 tCO$_2$e in FY2025. This represents a 10% reduction compared to the baseline. These gains occurred while production volumes remained stable in FY2025. Carbon intensity improved from 0.26 to 0.21 tCO$_2$e per metric ton produced – a 20% reduction versus the baseline (FY2023) and 10% compared to the FY2024.

Scope 1 emissions remained virtually flat compared to the previous year, even as production volumes remained steady. This stability reflects operational effort, particularly in reducing natural gas emissions by 1% year-over-year. While this reduction may seem small, natural gas use is our largest absolute GHG emissions contributor, so achieving this result requires efficiency improvements across multiple sites. Within our sustainability framework, we advanced targeted initiatives to replace diesel and heating oil with LPG in selected operations. LPG is less carbon-intensive than both diesel and heating oil, making this transition an important lever to maintain Scope 1 performance while supporting operational needs and our decarbonization goals.

Scope 2 emissions delivered the most substantial progress, falling by 31% compared to the baseline (FY2023) and 22% versus the previous year (FY2024). Electricity-related emissions declined sharply, driven by increased sourcing of renewable electricity and market-based initiatives. Steam emissions also improved significantly, decreasing by 14% versus the baseline and 19% year-over-year, reflecting efficiency gains and process optimization. These combined actions underscore our commitment to reducing indirect emissions and accelerating the transition to low-carbon energy sources.

GHG EMISSIONS IN TONS CO$_2$e	FY2023	FY2024	FY2025
Scope 1 [t CO$_2$e]	**56,675**	**63,214**	**63,120**
Natural Gas	45,948	53,217	52,682
LPG	5,576	7,050	7,731
Diesel Oil	1,811	1,631	1,453
Heating Oil	3,339	1,315	1,253
Scope 2 [t CO$_2$e]	**63,700**	**56,731**	**45,195**
Electricity	56,431	49,070	38,963
Steam	**7,269**	**7,661**	**6,232**
Scope 1 + Scope 2 [t CO$_2$e]	**120,376**	**119,944**	**108,315**
Scope 1 + Scope 2 intensity [t CO$_2$e]/t Finished Goods produced]	**0.26**	**0.23**	**0.21**
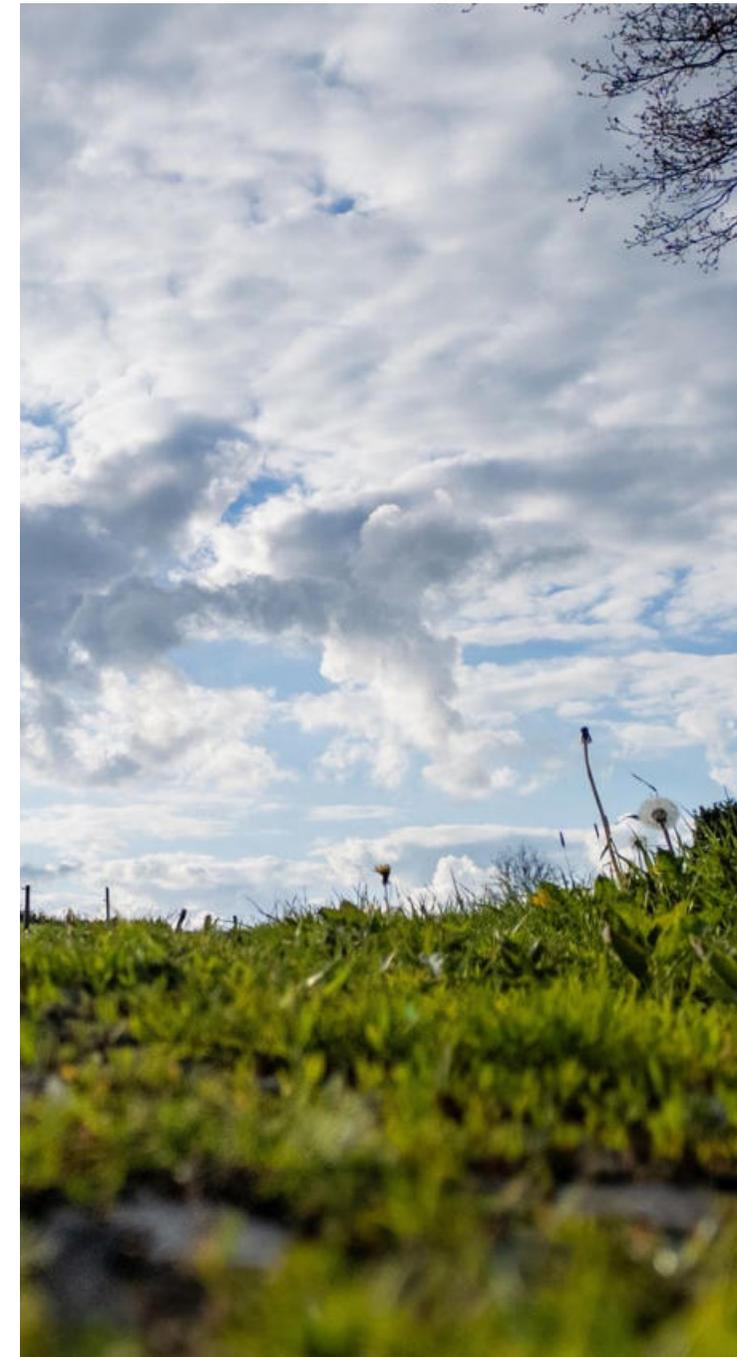
SCOPE 2 CALCULATION APPROACH

Scope 2 is only disclosed based on the market-based method. No location-based emissions are disclosed separately. When Energy Attribute Certificates (EACs) or equivalent contractual instruments are secured and verified, we apply the market-based method; for operations without such instruments, emissions are calculated using the location-based method based on regional grid emission factors. Archroma is following the market-based Scope 2 hierarchy of the GHG Protocol.

Location-based emissions are not disclosed separately because the necessary emission factors were not available during this reporting period. Archroma is working to enhance data availability and expects to include location-based calculations in future reporting cycles.

We acknowledge that details on whether renewable attributes are bundled with electricity supply or unbundled and purchased separately remain limited in some contracts, which constrains disclosure granularity. Archroma is actively working to improve data quality and transparency. Our strategic priority remains clear: maximize the purchase of green electricity in available markets, as recommended by the GHG Protocol and IEA, to accelerate decarbonization and align with global best practices.

Total CO_2e Intensity [tCO_2e/t]
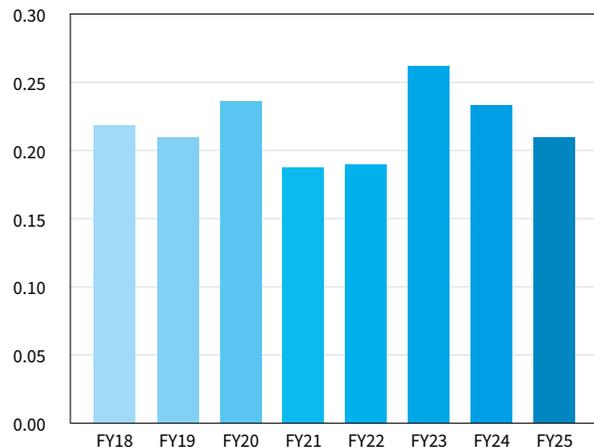
GHG EMISSIONS ALONG OUR VALUE CHAINS (SCOPE 3) [ESRS E1-6]

This year we have expanded the accounting of our Scope 3 emissions. A materiality assessment was performed to identify which GHG emissions categories are most relevant and impactful for our business, given the complexity of our chemical supply chains, the diversity of our raw material inputs, and the range of customer applications for our products. For this first exercise, the data from FY2024 was used for the calculations.

CATEGORY	CALCULATION APPROACH	DATABASES USED
3.1 Purchased Goods	Activity-based calculation using primary procurement data; enhanced with product carbon footprints and emission factors applied by location.	Ecoinvent 3.11
3.1 Purchased Services	Spend-based approach, with vendor location granularity	Exiobase
3.2 Capital Goods	Spend-based method: Emissions estimated using average emission factors mapped to investment subcategories.	Exiobase
3.3 Fuel and Energy-Related Activities not included in Scope 1 and 2	Average-per-unit-of-consumption approach, tailored by region to reflect local market conditions. Emission factors cover both fuel production and transportation.	Ecoinvent 3.11
3.4 Upstream Transportation and Distribution	Distance-based estimates using average shipment distances; emission factors differentiated by transport mode.	Global Logistics Emissions Council
3.5 Waste Generated in Operations	• Waste streams mapped to relevant Ecoinvent processes. • Streams lacking client data and contributing less than 5% of the total waste mass excluded in accordance with the cut-off criteria. • On-site storage and treatment excluded per GHG Protocol. • Conservative proxies used when direct matches unavailable.	Ecoinvent 3.11

SCOPE 3 RESULTS

In FY2024, our total Scope 3 greenhouse gas (GHG) emissions amounted to 2,149,721 tons CO_2e, calculated using the methodologies described above. Scope 3 emissions represent 95% of Archroma's total carbon footprint in FY2024 (Scope 1, 2 and 3), underscoring the significant upstream and downstream impacts typical for the chemical industry. Within Scope 3, 84.6% of emissions are attributable to Category 3.1 (Purchased Goods and Services), primarily from the procurement of chemicals. This initial assessment has provided valuable insights into the main emission hotspots within our value chain, enabling us to identify key areas for targeted mitigation.

Moving forward, our focus will be on:
- Improving data quality and accuracy,
- Engaging with high-impact suppliers, and
- Implementing strategies to reduce emissions associated with purchased goods.

GHG EMISSIONS IN TONS CO_2e	FY2024
Scope 1	**63,214**
Scope 2	**56,731**
Scope 3	**2,149,721**
3.1 Goods	1,817,943
3.1 Services	94,480
3.2 Capital Goods	7,538
3.3 Fuel and Energy related activities (not included in Scope 1 or 2)	128,146
3.4 Upstream transportation and distribution	**78,362**
3.5 Waste Generated in Operation	**23,252**
Total	**2,296,666**

GHG emissions per scope 2024

- Scope 3 (94.7%)
- Scope 1 (2.8%)
- Scope 2 (2.5%)

2.8%
2.5%
94.7%

Scope 3 Categories 2024

- 3.1 Goods (84.6%)
- 3.1 Services (4.4%)
- 3.2 Capital Goods (< 1%)
- 3.3 Fuel & Energy related activities (6.0%)
- 3.4 Upstream transportation & distribution (3.6%)
- 3.5 Waste Generated in Operation (1.1%)
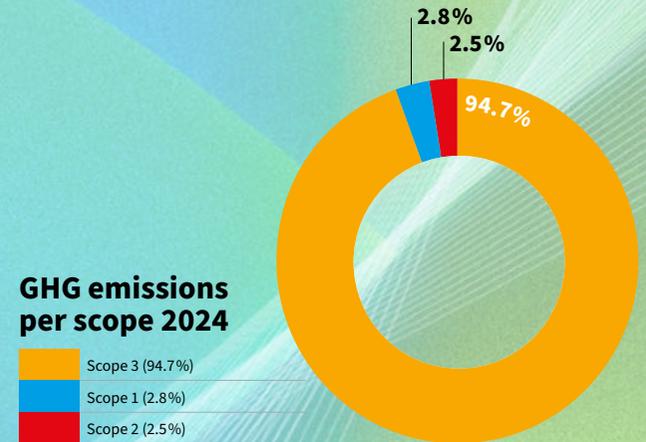
3.6%
1.1%
0.4%
84.6%
6.0
4.4
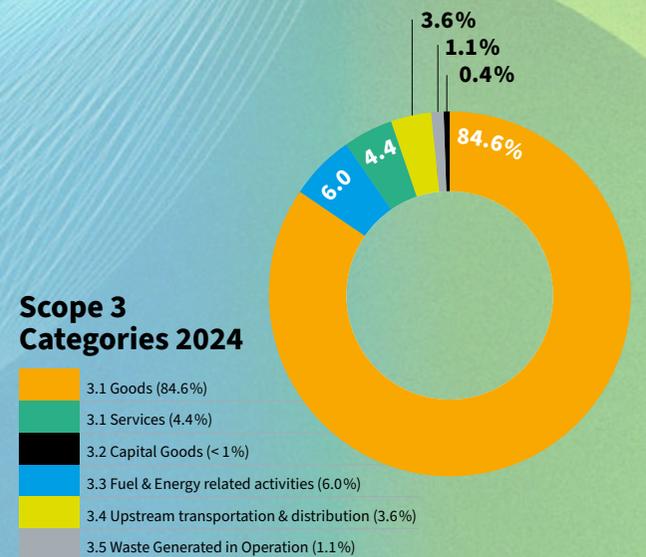
PRODUCT CARBON FOOTPRINT (PCF)

To enable foundational Product Carbon Footprint (PCF) calculations, Archroma prioritized its product portfolio by grouping products into 3 clusters and 30 sub-clusters based on functionality and production technology. One representative product per sub-cluster and 17 major production sites across EMEA, APAC, LATAM, and NA were selected to maximize geographical coverage.

Cradle-to-gate PCF calculations were conducted for 31 representative products, covering the entire portfolio in terms of production volume and technology, in alignment with the **Together for Sustainability (TfS) guidelines.** Data collection and validation – spanning four rounds over five months – involved close collaboration between site managers, internal data managers, and Arcadis experts to ensure data quality. Each PCF includes a Data Quality Rating (DQR) and Primary Data Share (PDS) assessment.

Findings identified purchased raw materials as the main carbon hotspot, typically accounting for over 80% of total emissions. As a result, targeted mitigation measures have been initiated, including supplier engagement to improve data quality and emissions reductions, material re-use and technology optimization, raw material substitution strategies, and increased renewable energy sourcing across key regions.

Looking ahead, Archroma is building a robust data infrastructure to automate and scale PCF calculations portfolio-wide, harmonizing procurement data and integrating systems. Efforts are also underway to assess broader environmental impacts and adopt safety and sustainability by design principles from early product development, aligning with the EU's Safe and Sustainable by Design (SSbD) framework.

TODAY

NEXT STEPS

STEP 1

PCF Calculations for 31 Products

Supplier engagement strategy

STEP 2

Third party review of the PCF calculation study and results

STEP 3

Data architecture consolidation to prepare for PCF automation:
• Data **mapping**
• Data **gap filling**
• **IT support** to have data in the right place and format

STEP 4

PCF **automation –** pilot testing of a tool to scale up PCF calculations across entire portfolio

> Suppliers and customer engagement

> Active and targeted communication

> Training and awareness raising (internal/external)

> Ensure regulatory compliance

ENERGY USE IN OPERATIONS [ESRS E1-4 AND ESRS E1-5]

Focus area	OUR AMBITION	
	2030 target	Status FY2025
Climate & energy	Energy intensity: -15% MWh/ton of finished product	0.93 MWh/t of finished product

Energy is essential for production and for operating our global infrastructure. Our energy sources include fossil fuels to generate heat and electricity to power equipment. The fossil fuels used are natural gas (including LPG), diesel, and heating oil. None of our production sites use coal as an energy source. Electricity and, in some cases, steam are purchased from third parties.

To calculate total energy consumption, amounts of fossil fuels, electricity, and steam are converted into megawatt-hours (MWh) using conversion factors provided in the GHG Protocol. We disclose fuel consumption from crude oil and petroleum sources, as well as natural gas, in MWh. No other fossil sources are used.

Energy efficiency is closely monitored through our environmental management process, including annual targets aligned with forecasted production plans. Individual production processes and installations are analyzed for energy requirements, and improvements are defined to continuously reduce energy intensity.

In FY2025, Archroma's total energy consumption was 474,392 MWh, remaining stable compared to FY2024 and 9% below the baseline (FY2023). This equates to an average of 0.93 MWh per ton of finished product, reflecting our optimized energy use and efficiency across our global operations.

Energy intensity [MWh/MT prod]
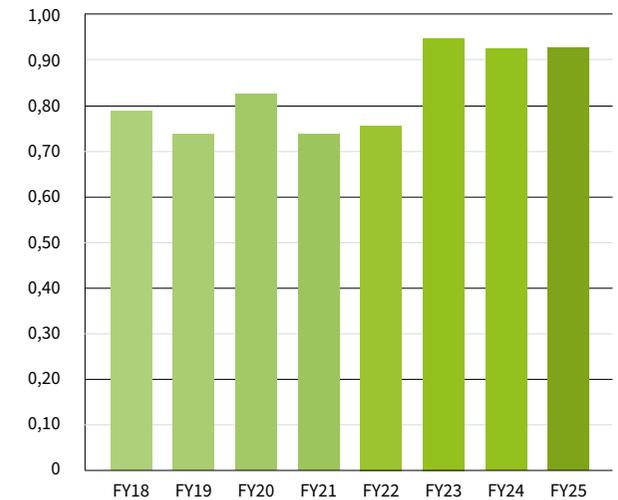
Total energy consumption (MWh)
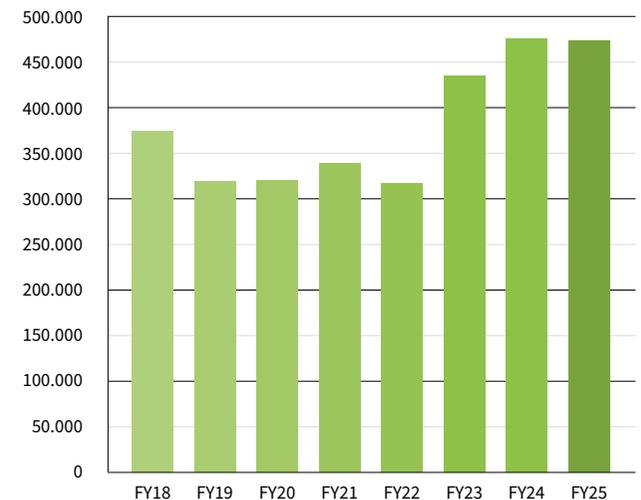
RENEWABLE ENERGY [ESRS E1-5]

Total energy vs Renewable Energy (MWh)

Legend:
- Renewable Energy [MWh]
- Total Energy [MWh]
- % Renewable Energy
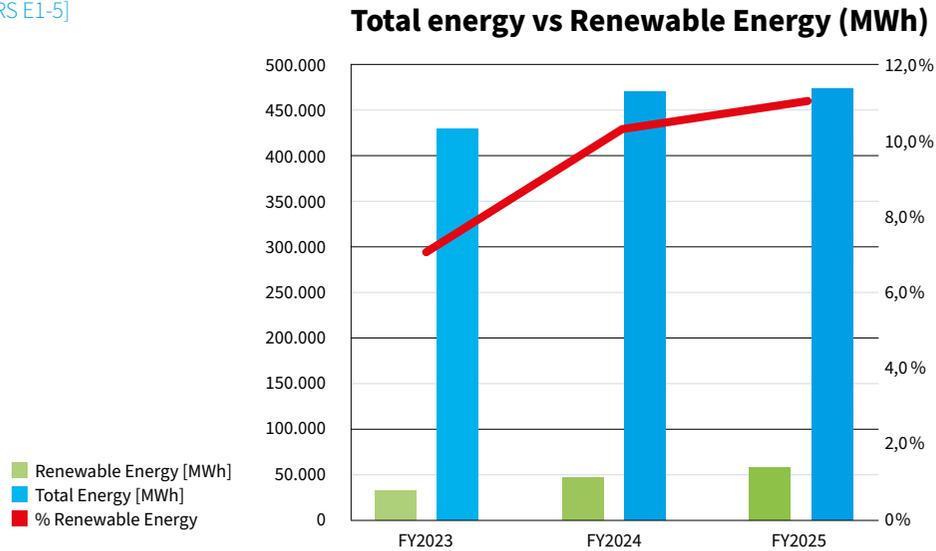
In FY2025, Archroma continued to advance its decarbonization strategy with strong progress in Scope 2 emissions and renewable energy adoption. Electricity-related emissions declined sharply, supported by expanded sourcing of renewable electricity in available markets and market-based initiatives. Steam-related emissions also improved, reflecting efficiency gains and process optimization.

Renewable energy consumption reached 52,741 MWh, representing 11% of total energy consumption (474,392 MWh). This is a 67% increase compared to the baseline (31,476 MWh) and 8% higher than FY2024 (48,868 MWh), confirming a consistent upward trend in clean energy integration.

Total energy consumption remained stable compared to FY2024, while renewable energy continued to grow, demonstrating that gains were achieved without increasing overall energy demand.

Our priority remains to maximize the purchase of green electricity in markets where it is available, as this is the most effective way to accelerate the transition to low-carbon energy sources across our global operations.

FY2025 reflects clear progress: stable energy use, higher renewable share, and meaningful Scope 2 reductions – reinforcing our sustainability roadmap.

CIRCULARITY [ESRS E5]

ADVANCING CIRCULARITY ACROSS PACKAGING AND TEXTILE OPERATIONS

Circularity – designing out waste and keeping resources in use – is a cornerstone of Archroma's sustainability strategy. Through innovation and collaboration, we strive to close material loops, reduce environmental impact, and support resilient, future-proof value chains.

With the following examples, Archroma demonstrates its commitment to circularity through targeted initiatives at our El Prat plant and our sites in Mexico and Pakistan. By optimizing packaging, transforming waste into value, and implementing closed-loop water systems, we are reducing waste, conserving resources, and creating new economic opportunities.

These efforts exemplify how circularity generates environmental, financial, and operational benefits while setting industry benchmarks for sustainable innovation.

CIRCULARITY IN OPTIMIZING PACKAGING USAGE AT THE EL PRAT PLANT

At the El Prat plant, we launched a packaging optimization initiative between February and August 2025, resulting in direct savings. By focusing on our top three packaging references (IBC with wood & metal pallets, and Open Top drums representing 80% of our packaging spend), we achieved significant environmental and economic impacts.

We successfully achieved these savings by focusing on the following key approaches:
- Production Synchronization by aligning production schedules between chemical and dye plants, we eliminated unnecessary use of IBCs.
- Systematic reuse of IBCs and Open Top drums.
- Material Efficiency in IBC Design by eliminating non-essential components (e.g., plastic corner protectors, double metal sheets).
- Switch to alternative packaging standards.

The following key benefits arose from this project :
- Waste Prevention: Reduced redundant packaging and promoted reuse.
- Resource Efficiency: Optimized use of materials in packaging design.
- Cost Savings: annualized savings to reinvest in future similar projects.
- Knowledge Transfer: Best practices developed at El Prat are now being shared across our network.

WASTE TRANSFORMATION AND WATER STEWARDSHIP IN TEXTILE OPERATIONS SITES

UPCYCLING AMMONIA-CONTAINING WASTEWATER

The Salvatierra team (Mexico) converted ammonia-laden wastewater from disposal liability into a commercially valuable product, selling it as a resource rather than treating it as waste.

The following key benefits arose from this project:
- **Environmental:** Reduced waste disposal and environmental burden.
- **Economic:** Created new revenue streams and reduced disposal costs.
- **Operational:** Improved efficiency and circularity in resource management.

JAMSHORO, PAKISTAN: ZERO LIQUID DISCHARGE (ZLD) WATER RECYCLING

The Jamshoro site, one of the largest textile chemical plants in the region, pioneered a full-scale Zero Discharge system, recycling and reusing all process water on site since 2013.

The Sustainable Effluent Treatment (SET) plant covers 25 acres and uses flocculation, equalization, aeration, clarification, ultrafiltration, and reverse osmosis to deliver high-purity water and prevent any liquid discharge.

After two decades of successful operations the project is recognized internationally as an example for water stewardship:
- Winner of the Corporate Water Stewardship Award (Global Water Intelligence, Paris, 2014).
- Recipient of the Water Stewardship and Management Award (Special Recognition, OICCI 3rd Climate Conference, 2025).

Archroma is proud of this project for the key benefits it brings to the communities and environment, supporting local water security, climate resilience, and biodiversity.

Our packaging and textile circularity initiatives demonstrate that environmental stewardship and economic performance go hand in hand. By rethinking waste as a resource and integrating circular principles into every stage of our operations, we are building a resilient, sustainable future for our business, our communities, and the planet.
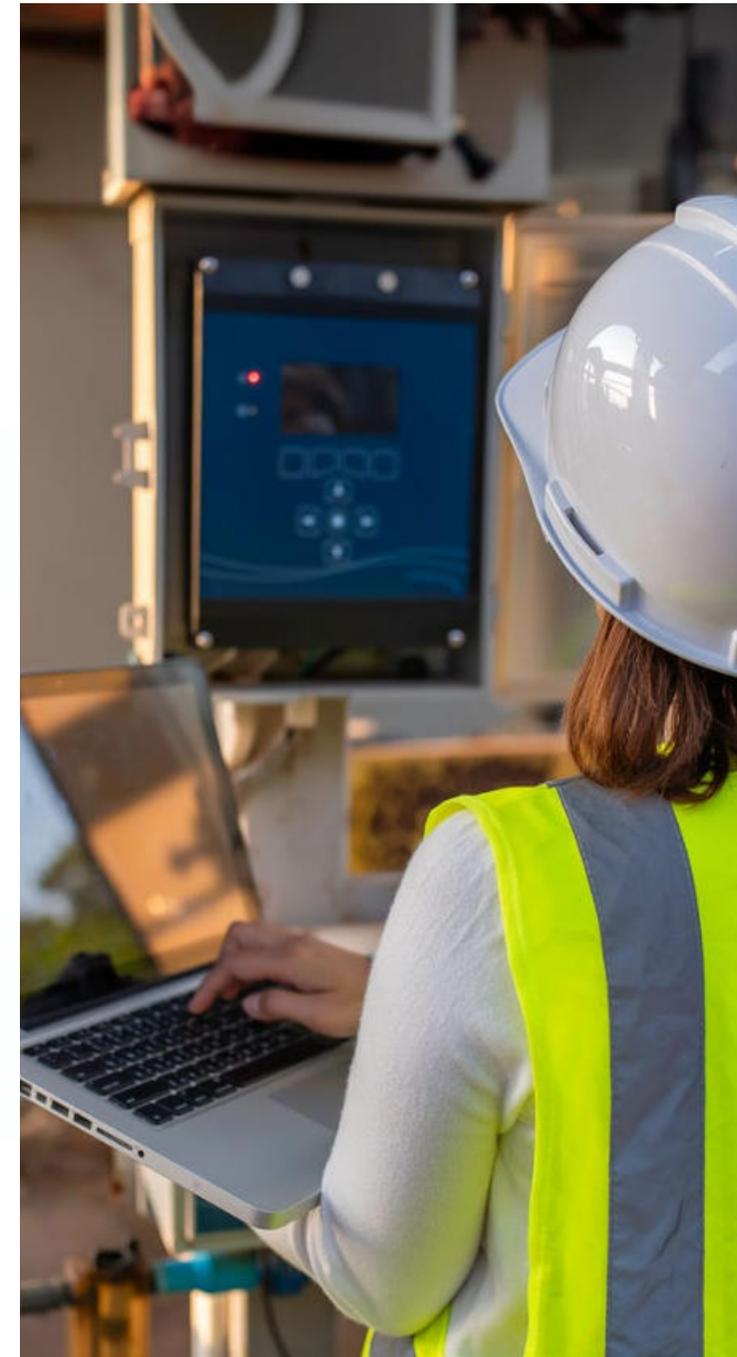
WASTE [ESRS E5-5]

Focus area	OUR AMBITION	
	2030 target	Status FY2025
Waste	Waste intensity: -10% kg/t of finished product*	53.5 kg/t of finished product

Waste generation at Archroma is primarily influenced by the nature and complexity of our manufacturing processes. Processes with higher yield typically generate less waste. For example, raw materials supplied in small packaging (bags or drums) result in higher packaging waste, whereas bulk deliveries significantly reduce this impact.

Archroma applies the waste hierarchy across all operations: avoidance, reduction, recovery, and reuse wherever feasible. However, when waste cannot be recovered or reused – whether hazardous or non-hazardous – it is managed through disposal methods that comply with all applicable legal and regulatory requirements.

Our total waste generated in FY2025 was 27,897 metric tons. The total waste has been reduced by 0.8% compared to FY2024.

For total production related waste, this represents an intensity of 53.5 kg per ton of finished product.*

As part of our commitment to transparency and data integrity, we conducted a thorough review of reported waste management figures during the reporting process. This review identified two discrepancies in FY2024, which have now been corrected:

• In Castellbisbal site, 124 metric tons of non-hazardous waste were inadvertently omitted when reclassifying from hazardous to non-hazardous waste.

• In Langweid site, 2,430 metric tons of hazardous waste were incorrectly included in the reported figures.

The total waste (mt) in FY2024 before restatement was 30,423 metric tons and 28,118 metric tons after restatement. This represents a reduction of 7.6%.

Both inconsistencies have been fully investigated, corrected, and validated in accordance with our internal data verification protocols. The revised and accurate figures are now reflected in this report.

*Waste intensity considers total production related waste over tons produced. Non-production related waste is not considered in the intensity rate. This relates only to 1.62% of total waste.

Total waste (mt)
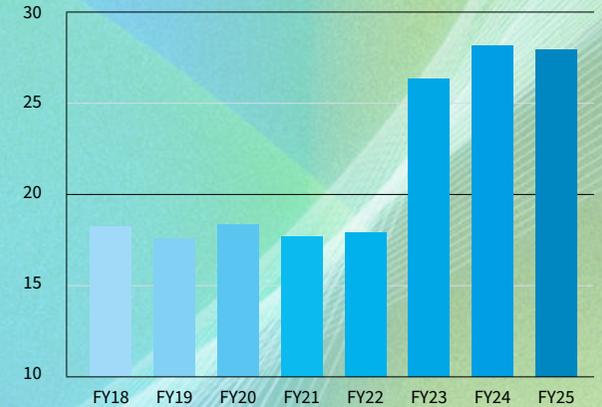
Waste intensity (kg waste per metric ton produced)
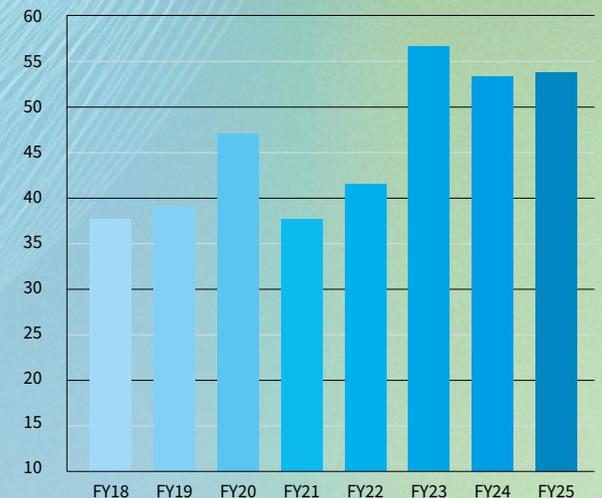
FY2024 reporting includes Huntsman figures from the beginning of the FY on emissions, waste, water & energy.

HAZARDOUS AND NON-HAZARDOUS WASTE MANAGEMENT

Hazardous substances classification and management of adequate disposal routes remains an absolute priority. The classification of waste is done, and the resultant disposal methods are defined according to the specific national regulations governing every production site.

Waste management is part of the overall Archroma environmental safety management process. Wherever possible waste processes are being analyzed and assessed to identify opportunities to be recovered and/or reused and recycled.

Of the total waste generated during FY2025 68% (18,868 metric tons) was classified as hazardous. Given the nature of our activities, no radioactive waste is generated at any of Archroma's sites.

Total waste

🟩	Non hazardous
🟦	Hazardous

68% 32%

Non-hazardous waste

🟥	Incineration
🟩	Landfill
🟩	Reuse/recycle/recover
🟦	Other

3 54% 8% 35%

Hazardous waste

🟥	Incineration
🟩	Landfill
🟩	Reuse/recycle/recover
🟦	Other

2 36% 31% 31%
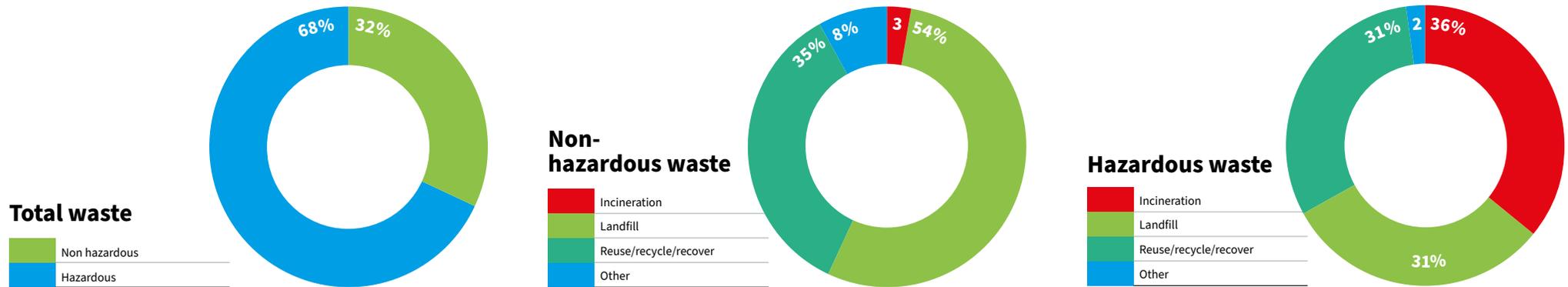
WASTEWATER MANAGEMENT [ESRS E3-4]

Water discharge into open water courses is an important environmental topic. It is a basic requirement that any manufacturing industry should discharge water back into the ecosystem without additional load. Therefore, an effective effluent treatment is key to all stakeholders.

We are proud to highlight the positive influence of our sustainable systems on our downstream customers' wastewater management. For more details on sustainable systems, please see SUSTAINABLE MATERIALS.

All our production plants have, or have access to, wastewater treatment facilities that typically use physical/chemical and biological treatment processes. All discharged wastewater is in full compliance with the relevant regulatory parameters as stipulated by local environmental authorities.

During the reporting period, Archroma consumed a total of 785,613 m³ of water. A total of 6,390,593 m³ was discharged after undergoing appropriate treatment in compliance with local environmental regulations. The majority of the remaining water was sent to third-party effluent treatment facilities for further processing prior to final discharge into surface water bodies.

Overall, the total volume of discharged water represents 89% of the total incoming water.
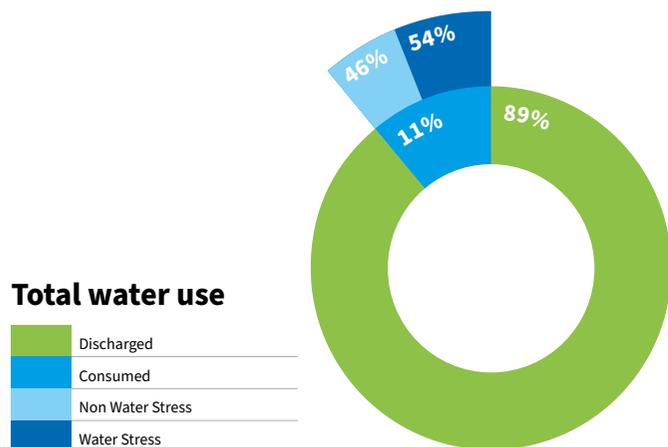
There were no off-site spills during the reporting period. There were no reports for outside limits wastewater discharges during the reporting period. There was one incident for Ankleshwar for contaminated rainwater discharge during the reporting period.
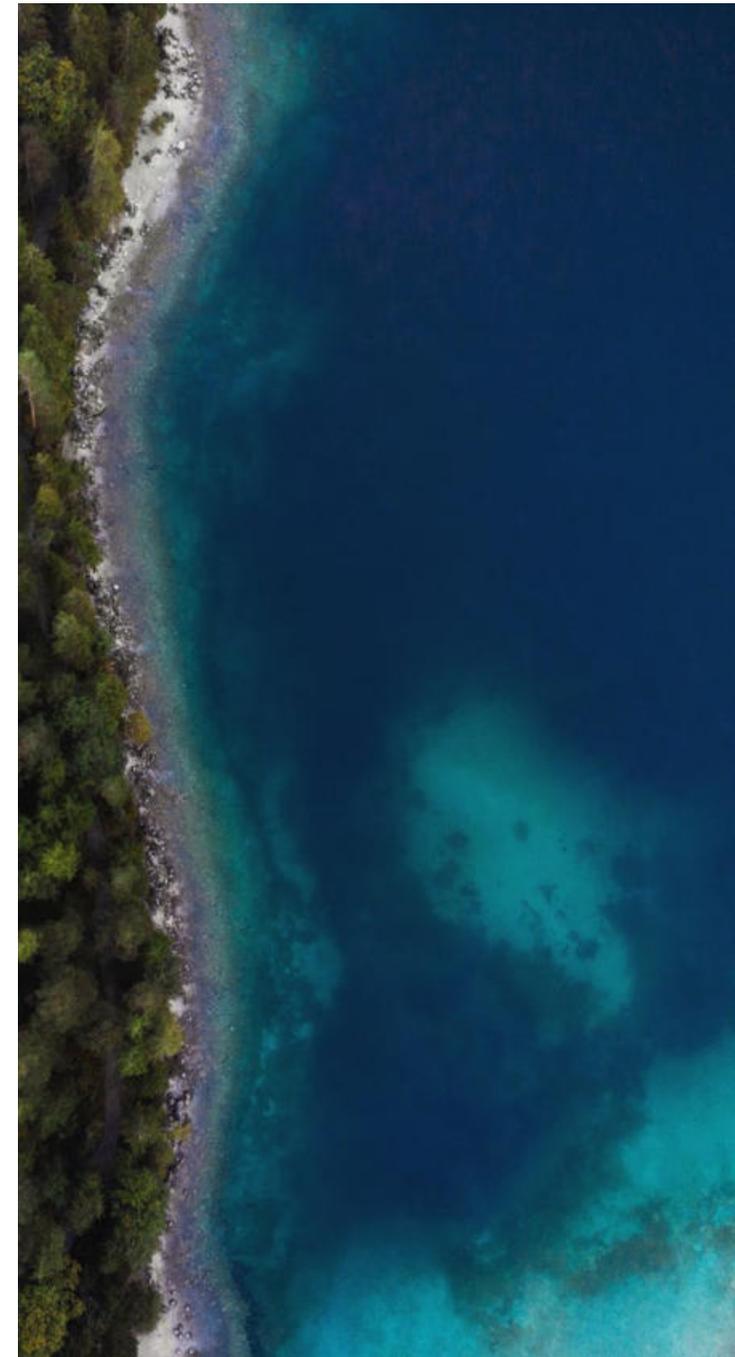
Total water use

- Discharged
- Consumed
- Non Water Stress
- Water Stress

54%
46%
11%
89%

ENVIRONMENTAL SAFETY [ESRS E2-4]

We proactively manage environmental risks across the full lifecycle of our products – from synthesis and formulation through storage, logistics, application, and end-of-life disposal. Our approach integrates resource efficiency, emissions control, and continuous process optimization to minimize ecological impact.

Production operations are routinely evaluated to mitigate air, water, and solid waste emissions. We prioritize waste valorization through recovery and reuse strategies and ensure that residual waste is treated and disposed of in full compliance with applicable environmental regulations. Major manufacturing sites are equipped with continuous online effluent monitoring systems to ensure real-time compliance and transparency.

Environmental accountability is embedded at the executive level, with oversight led by the Vice President of Supply Chain, Procurement and Operations supported by the Director Sustainability and Director QHSE. Our process development aligns with the Principles of Green Chemistry, emphasizing atom economy, high-yield synthesis, and impurity control to reduce waste generation and minimize unintended by-products in raw materials and intermediates.

New product introductions are benchmarked against legacy formulations to ensure improved environmental performance and reduced lifecycle footprint.

Each manufacturing site operates under defined environmental KPIs and annual performance targets, tracked monthly via dashboards. In parallel, targeted initiatives in operational excellence and resource efficiency are underway, focusing on process intensification, yield enhancement, and reductions in energy, water, and waste consumption.

ENVIRONMENTAL SAFETY NON-CONFORMANCES
EMERGENCY PREPAREDNESS AND INCIDENT RESPONSE

Robust protocols are in place to govern the management of environmental safety deviations across all operational sites. Each facility maintains a well-equipped and professionally trained Emergency Response Team (ERT), capable of addressing chemical spills, fire outbreaks, process safety incidents, and occupational injuries. These teams undergo regular, regulation-compliant training to ensure readiness and alignment with local statutory requirements.

Incident escalation is guided by Archroma's Global Emergency Management Framework, which defines response tiers based on the severity and environmental impact of the event. Depending on the assessed risk level, response coordination is led by either the Local Emergency Management (LEM) team or escalated to the Global Emergency Management (GEM) team. Engagement with local authorities is prompt and transparent, with corrective actions implemented in accordance with legal and environmental standards.

Archroma personnel actively participate in site-level emergency response teams, including at third-party or co-located facilities where Archroma is not the site operator. Beyond specialized ERT training, all production staff receive ongoing instruction in process safety, hazard awareness, and resource efficiency to foster a culture of operational vigilance and environmental responsibility.

Incident escalation is guided by Archroma's Global Emergency Management Framework, which defines response tiers based on the severity and environmental impact of the event. Depending on the assessed risk level, response coordination is led by either the Local Emergency Management (LEM) team or escalated to the Global Emergency Management (GEM) team. Engagement with local authorities is prompt and transparent, with corrective actions implemented in accordance with legal and environmental standards.

In FY2025, Archroma recorded five process safety incidents, marking an improvement from seven incidents in FY2024. Each event was subjected to a comprehensive Root Cause Analysis (RCA), with corresponding preventive and corrective actions implemented to mitigate recurrence and enhance operational safety.

Incidents Breakdown:
- 2 cases involving malfunction of level indicators, resulting in minor overfill events.
- 3 cases of localized leakages, comprising:
   - Product containment breach
   - Wastewater discharge anomaly
   - Hydrochloric acid (HCl) leak

All incidents were classified as low severity, with no offsite impact or regulatory breach. Remediation was executed in accordance with Archroma's global process safety protocols and local environmental compliance standards.

AIR EMISSIONS

Archroma maintains a robust air quality management program designed to control and mitigate airborne emissions across its global production and laboratory sites. Emissions primarily originate from process exhaust streams and boiler flue gases associated with thermal energy generation and chemical synthesis operations.

All facilities are equipped with emission control technologies, including scrubbers, filters, and thermal oxidizers, tailored to the specific nature of the emitted compounds. These systems are engineered to capture, neutralize, or reduce pollutants before release, ensuring compliance with stringent local and international environmental standards.

Critical parameters such as particulate matter, nitrogen oxides (NO_x), sulfur oxides (SO_x), volatile organic compounds (VOCs), and carbon monoxide (CO) are tested where applicable. This data is systematically analyzed to verify adherence to permitted thresholds and to identify opportunities for further reduction.

Archroma's air emissions strategy is embedded within its broader environmental management framework, emphasizing pollution prevention, process optimization, and energy efficiency. Regular audits and performance reviews are conducted to validate system integrity and ensure that all operations remain within the regulatory limits established by local environmental authorities.

Through ongoing investment in clean technologies and process innovation, Archroma continues to reduce its environmental footprint while supporting the transition to more sustainable production practices.

WATER STEWARDSHIP [ESRS E3-3 AND ESRS E3-4]

	OUR AMBITION	
Focus area	2030 target	Status FY2025
Water & land	Water intensity*: -40% m³/t of finished product	13.99 m³/t of finished product

Water is a critical resource for Archroma during chemical manufacturing. It is mainly used as a processing aid for cooling, cleaning and air scrubbing/washing processes, as well as solvent in synthesis processes and as a raw material in the production of commercial liquid-based formulations, such as liquid dyes, liquid optical brightening agents and polymer dispersions. It evaporates during the production of dry formulations.
Water use is closely monitored within the environmental management process.

In FY2025, total water withdrawal across manufacturing sites amounted to 7,176,206 m³. The average incoming water intensity during the reporting period was 13.99 m³ per ton of finished product, reflecting a 10% reduction compared to the previous reporting period – both in relative intensity and absolute volume. This data covers only manufacturing sites.

Total water intake (m³)
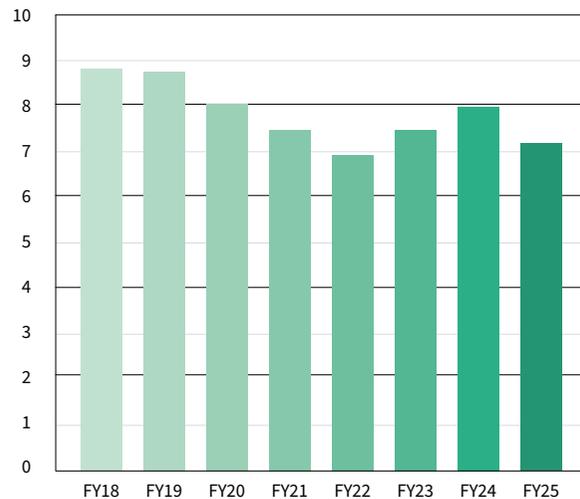
Water incoming intensity (m³ per metric ton produced)
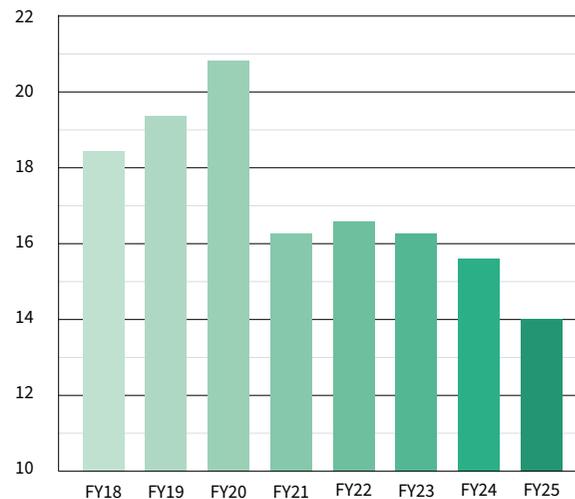
* Incoming water intensity by m³ per ton of finished product
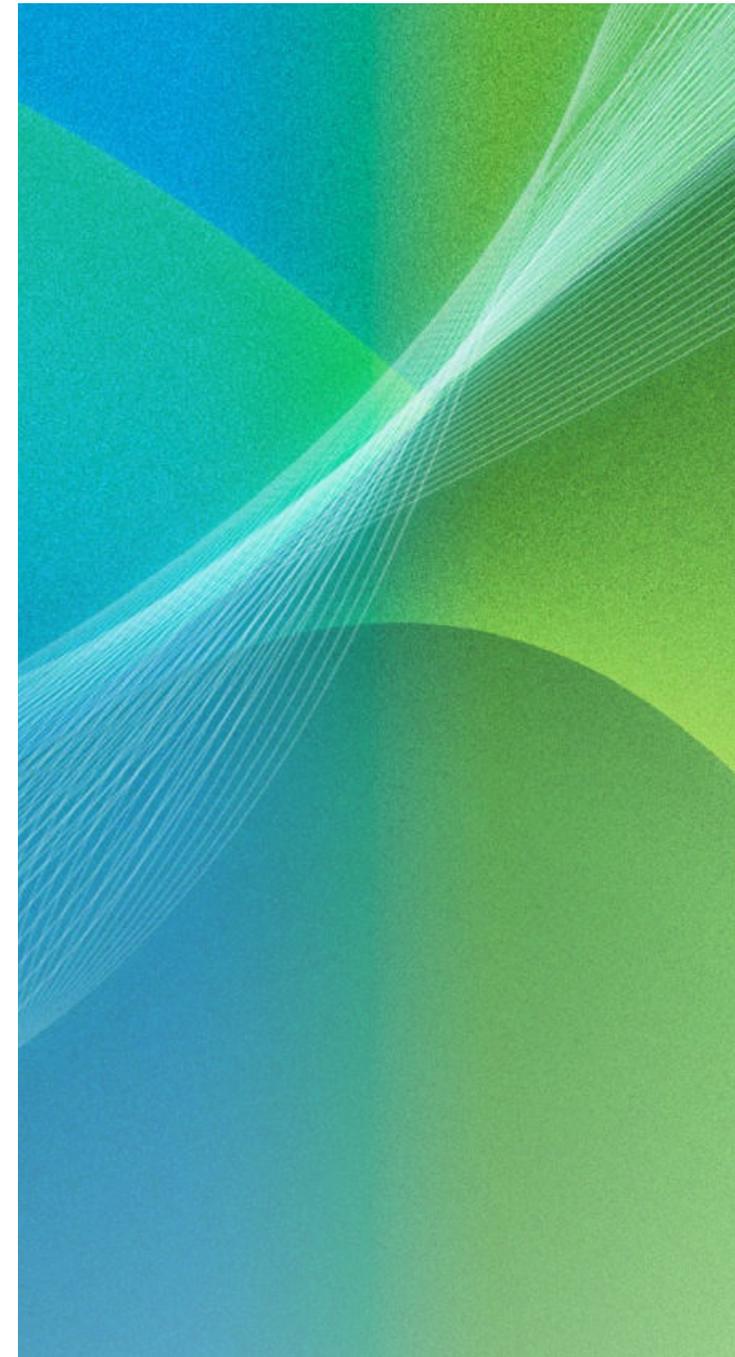
The relatively high-water intensity observed at most sites is primarily due to water-cooling processes. In these cases, water is withdrawn, used for cooling, and then discharged back into natural water courses unaltered, which minimizes environmental impact.

From a water consumption perspective – defined as water predominantly used as an ingredient in products – the intensity was 1.53 m³ per ton of finished product in FY2025. This represents a 36% decrease compared to the previous reporting period. It is important to note that this indicator can vary depending on the nature of the products manufactured, particularly between liquid formulations and dry products.

WATER & EFFLUENT

According to the WRI's Aqueduct Water Risk Atlas, 25 countries – home to one-quarter of the global population – are exposed to "extremely high" baseline water stress, where irrigated agriculture, industry, and municipalities withdraw more than 80% of available water resources annually.

At least 50% of the world's population – around 4 billion people – live under highly water-stressed conditions for at least one month of the year.

This narrow margin between supply and demand leaves these regions highly vulnerable to fluctuations such as droughts, climate variability, or increased water demand, posing significant risks to long-term water security.

Total water withdrawal

- Surfacewater
- Groundwater
- 3ʳᵈ Party supply
- Produced Water

0%
34% 32%
33%
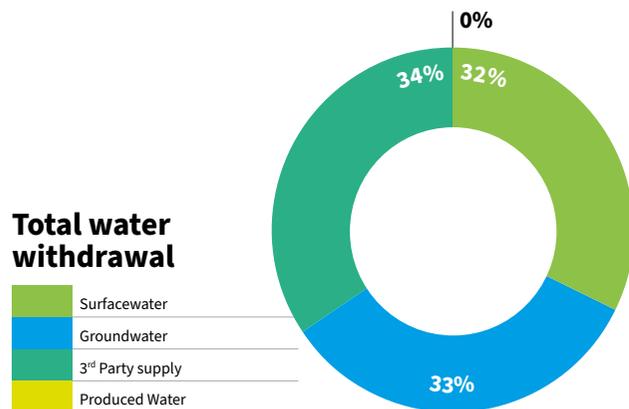
Source: 25 Countries Face Extremely High Water Stress | World Resources Institute

AQUEDUCT WATER RISK ATLAS

Water Stress Areas

PRODUCTION SITE BASELINE	WATER STRESS RATING
Ameriya, Egypt	Extremely high (>80%)
Atoto, Mexico	Extremely high (>80%)
Baroda, India	Extremely high (>80%)
Landhi, Pakistan	Extremely high (>80%)
Lurin, Peru	Extremely high (>80%)
Mahachai, Thailand	Extremely high (>80%)
Maipu, Chile	Extremely high (>80%)
Santa Clara, Mexico	Extremely high (>80%)
Ankleshwar, India	High (40-80%)
Cilegon, Indonesia	High (40-80%)
Salvatierra, Mexico	High (40-80%)
Tangerang, Indonesia	High (40-80%)

In total, there are 10 Archroma production sites located in water stress areas according to the WRI definition. More details can be found at: https://www.wri.org/resources/maps/aqueduct-water-risk-atlas.

In FY2025, Archroma withdrew 1,228,845 m³ of water at sites located in water-stressed areas, maintaining a similar pattern to the previous reporting period. Of this volume, 47% was sourced directly from groundwater, while only 0.03% came from surface water. The remaining 53% was supplied by third-party water providers, with 31% of that volume originally derived from surface water sources.

**Water withdrawal –
Water stress sites**

	Surfacewater direct
	Groundwater direct
	3rd Party supply
	Surfacewater 3rd party
	Groundwater 3rd party
	Produced Water 3rd party

54% 0%
53% 47%
15%
31%
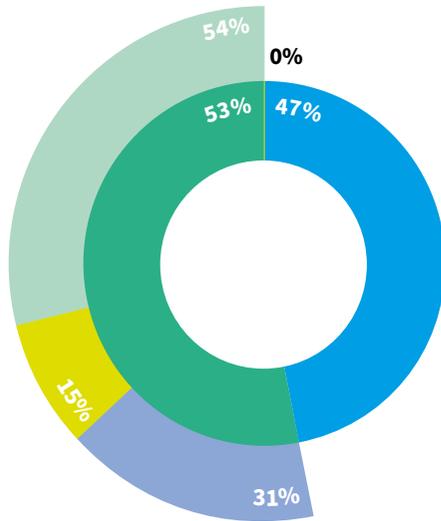
ARCHROMA TOTAL	Stress water withdrawal (m³)
FY2018	218,665
FY2019	188,389
FY2020	167,313
FY2021	166,703
FY2022	146,372
FY2023	785,455
FY2024	1,233,253
FY2025	1,238,845

BIODIVERSITY [ESRS E4-3]

Biodiversity is critical to maintaining the quality, resilience and quantity of the natural assets that both business and society rely upon. The potential impact of our activities on biodiversity in our various locations is important to us and other stakeholders such as NGOs and local communities. Therefore, we seek to understand, avoid and respond to any potential impacts our activities may have on biodiversity. We also look for opportunities across our operations to make a positive contribution to conservation.

Biodiversity was identified as a material topic out of the double materiality assessment performed in FY2025. In the coming years we will further assess how biodiversity is impacted by our sites operations and impacting our value chain.
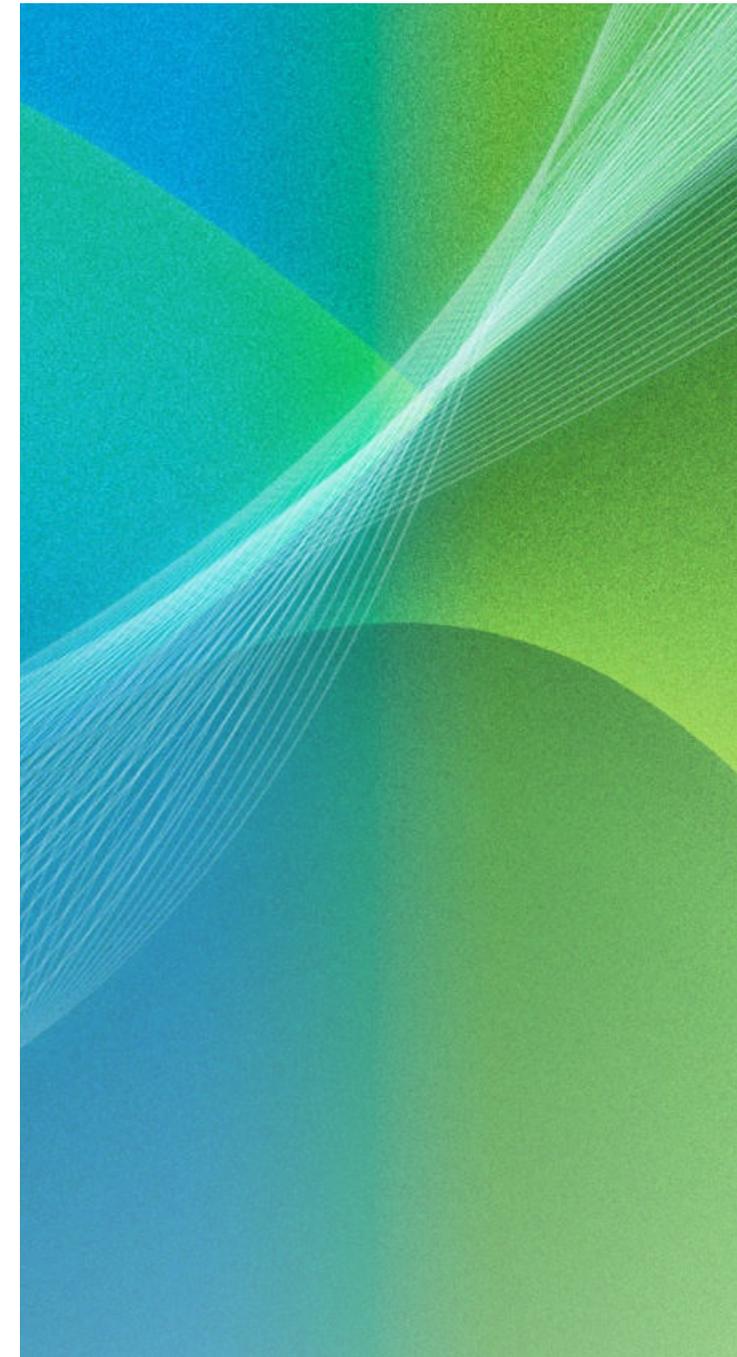
SOCIAL

Health & safety

Fair and attractive employer

Corporate citizenship

Health & safety

Fair and attractive employer

Corporate citizenship

HEALTH & SAFETY [ESRS S1-14 AND ESRS S4-2]

Focus area	Continuous target	Status FY2025
	OUR AMBITION	
Health & safety	TRR < 0.20	0.02

OCCUPATIONAL SAFETY [ESRS S1 AND ESRS S4]

Occupational safety is a core pillar of Archroma's operational integrity and sustainability strategy. Chemical manufacturing inherently involves the handling and storage of large volumes of chemical substances, high-pressure and high-temperature synthesis processes, and the generation of waste streams requiring specialized treatment. These complexities demand rigorous safety protocols.

At Archroma, safety is non-negotiable – our top priority in safeguarding employees, contractors, communities, assets, and the environment. We operate under the principle that every individual is trained, empowered, and accountable for maintaining a safe workplace.

Our safety culture is anchored in the 12 Life-Saving Rules (see next page) and governed by a comprehensive SHE (Safety, Health & Environment) framework, comprising 25 detailed SHE Guidelines. These apply across all manufacturing sites, standalone laboratories, warehouses, and offices.

In FY2025, Archroma achieved a Total Reportable Rate (TRR) of 0.02 and a Lost Time Accident Rate (LTAR) of 0.02 per 200,000 hours worked. Only one reportable incident occurred: an employee sustained a minor injury from a stairway fall and returned to work after three days. The total number of lost workdays was three.

This outcome demonstrates strong safety performance – something we are committed to maintaining.

TRR is based on 200,000 working hours by full time employees, part time employees and temporary employees.

Archroma Safety Performance FY2025
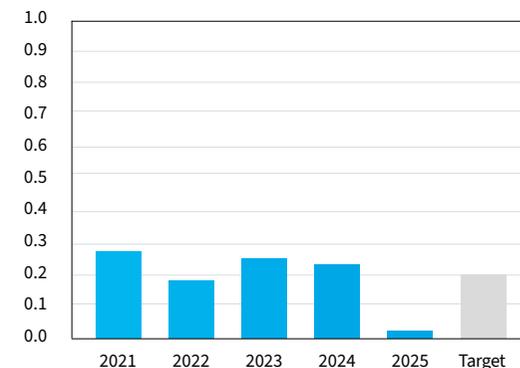
ARCHROMA 12 LIFE SAVING RULES

**NO DRUGS WHILST WORKING
NO ALCOHOL AT WORK
NO SMOKING OUTSIDE
DESIGNATED AREAS**

**WORK WITH A VALID PERMIT
WHEN REQUIRED**

**PROOF THAT ATMOSPHERE
IS SAFE BEFORE ENTERING
IN A CONFINED SPACE**

**LOCK OUT, TAG OUT
AND TRY OUT BEFORE WORK ON
MACHINES OR EQUIPMENT BEGINS**

**OBTAIN AUTHORIZATION
BEFORE LINE BREAKING**

**OBTAIN AUTHORIZATION
BEFORE OVERRIDING OR
DISABLING CRITICAL
SAFETY EQUIPMENT**

**PROTECT YOURSELF
AGAINST A FALL WHEN
WORKING AT HEIGHT**

**LIFTING AND HOISTING:
DO NOT ENTER A DANGER
ZONE WHERE OBJECTS CAN FALL**

**COMPLY WITH MANAGEMENT
OF CHANGE WHEN REQUIRED**

**FOLLOW YOUR JOURNEY
MANAGEMENT PLAN**

WEAR YOUR SEATBELT

**DRIVE RESPONSIBLY
AND COMPLY WITH
LOCAL LAW**
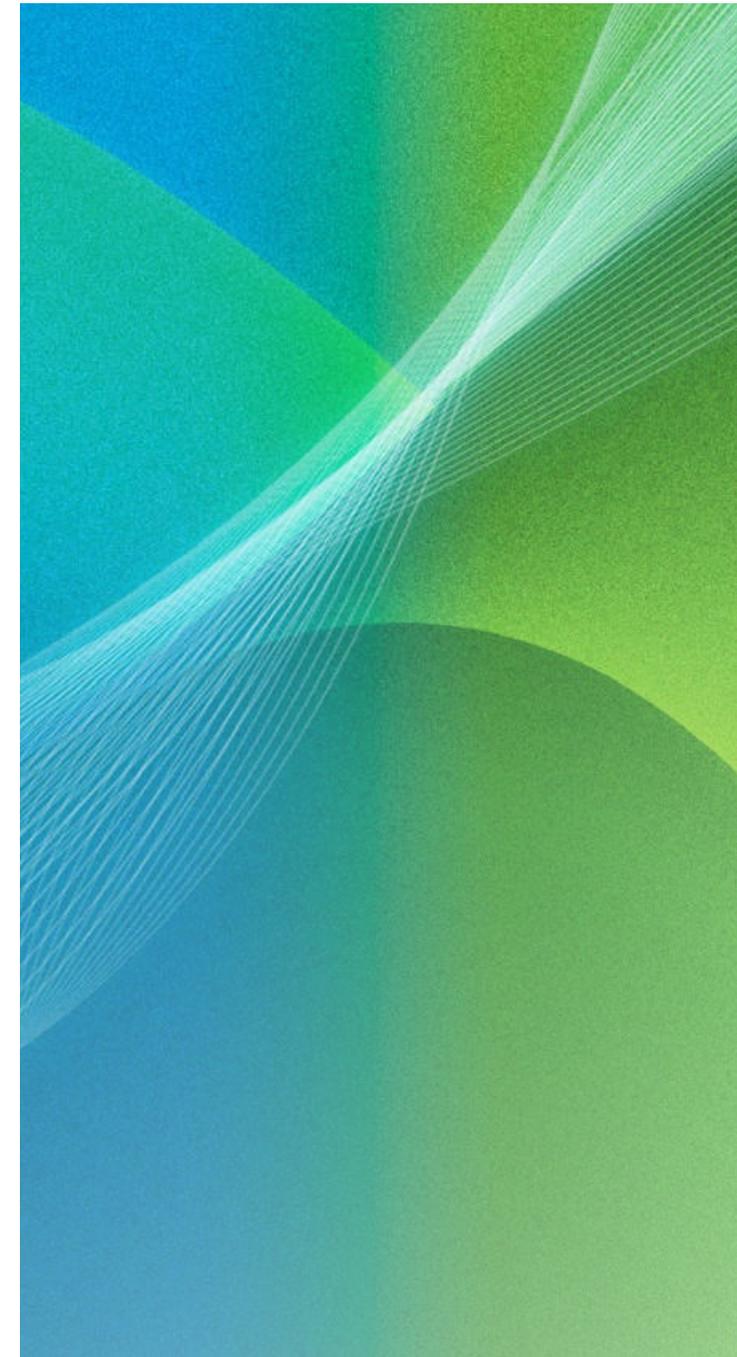
OCCUPATIONAL HEALTH & SAFETY RISK AND EMERGENCY MANAGEMENT

Robust risk assessment is fundamental to Archroma's sustainable operations. Given the inherent hazards of chemical manufacturing, including flammable substances, reactive compounds, and high-energy processes – our approach to safety is proactive, systematic, and site-specific.

Archroma maintains a multi-tiered emergency management structure, both locally and globally, to ensure rapid and coordinated response capabilities. We continuously implement measures to mitigate health and safety risks across the entire product lifecycle: from production and storage to distribution, usage, and waste disposal.

To manage operational risks, we conduct Process Hazard Analyses (PHAs) tailored to each manufacturing site and standalone laboratory. Every location maintains a unique risk profile based on its specific processes and chemical inventory. Key hazard categories include fire/explosion, chemical reactivity, and occupational injury.

Risk portfolios are reviewed annually, or ad-hoc when new processes are introduced or modified. Each Archroma site is supported by a dedicated Safety and Environment Officer (SEO) who reports monthly to the global SHE Director.

SITE-SPECIFIC SAFETY OBJECTIVES ARE DEFINED AND TRACKED. OUR SAFETY STRATEGY IS BUILT ON THREE PILLARS:

1. **Incident prevention**
   All process incidents, work-related injuries, and illness cases are thoroughly investigated. Root causes and corrective actions are systematically identified and shared across all Archroma sites to prevent recurrence.

2. **Training**
   To foster continuous learning, each site implements a tailored training program designed to address its specific operational and knowledge development needs. Broader organizational topics are delivered through regular webinars, ensuring consistent awareness and capability building across the company.

3. **Safety, Health and Environmental (SHE) audits**
   Archroma conducts Safety, Health & Environment (SHE) audits on a structured three-year cycle. Each audit spans one full week and is carried out by two qualified internal safety auditors. Audits are performed against a set of 25 comprehensive SHE Guidelines. This rigorous approach ensures consistent safety standards and continuous improvement across all Archroma locations.

To strengthen our safety culture, Archroma has launched a new series of monthly safety webinars for all employees. These sessions provide a platform to review recent safety performance, share site-level experiences, and analyze emerging trends and observations.

The objective is to amplify the exchange of best practices, reinforce safe working behaviors, and elevate safety awareness across the organization. We emphasize inclusive participation at all levels, promote managerial accountability, and integrate the human factors of safety as essential drivers of performance improvement.

Webinar content is published on the Loop, Archroma's intranet, and cascaded throughout the organization by the respective Safety and Environment Officers (SEOs), ensuring consistent messaging and local engagement.

CONSUMER PRODUCT SAFETY

Ensuring the safety of products used in manufacturing processes is a critical priority for Archroma and our stakeholders across the value chain. We are committed to delivering chemical solutions that do not pose health or safety risks to users or end consumers. Broader environmental safety considerations are addressed under the topics of Climate Change, Resource Optimization, Solid Waste, and Wastewater Management.

Archroma's Product Stewardship function plays a central role in proactively identifying and mitigating potential hazards associated with chemical substances. This includes early-stage risk assessments and the implementation of control measures throughout the product lifecycle.

A deep and evolving understanding of global and regional regulatory frameworks is essential to maintaining compliance and anticipating future requirements. Market dynamics – driven by consumers, brands, and non-governmental organizations – can influence product specifications, particularly when concerns arise regarding chemical safety or environmental impact.

To remain responsive and compliant, Archroma continuously monitors, evaluates, and consolidates these external drivers. This intelligence is systematically communicated across internal functions to ensure that product design, innovation, regulatory registration, manufacturing, and application remain aligned with evolving safety expectations and sustainability standards.

We acknowledge the significant regulatory challenges on the horizon, driven by forthcoming policy developments. Upcoming group restrictions under REACH, along with targeted limitations on skin sensitizers, PFAS, microplastics, and other substances, are expected to affect over 5,000 chemicals within the EU in the coming years – posing substantial implications for the chemical industry. However, these regulatory shifts also present a strategic opportunity: to accelerate substitution efforts, enhance product stewardship, and drive the transformation of our portfolio toward safer, more sustainable solutions.

Archroma's Product Stewardship team plays a critical role in ensuring the compliance of all incoming raw materials with applicable restricted substance regulations. Through systematic review and monitoring, the team safeguards the integrity of our formulations and supports regulatory alignment across the value chain.

To strengthen our compliance capabilities, Archroma operates three dedicated testing laboratories in China, India and Pakistan. These facilities are tasked with verifying product conformity against market-specific restricted substance lists, major ecolabel criteria, and regulatory requirements.

We have built a specialized global team of trained and qualified professionals with deep expertise in analytical chemistry to support this mission. Their work enables early detection of potential risks and ensures that our products meet the highest safety and sustainability standards.

Archroma is strongly committed to developing solutions that comply with leading ecolabels and third-party certifications relevant to our industries. These certifications provide independent validation of our product safety and environmental performance.

Transparent communication of up-to-date compliance information across our supply chain is essential to maintaining trust and enabling responsible product use.

During the reporting period, Archroma recorded no incidents of non-compliance related to the health and safety impacts of its products and services. This outcome reflects our ongoing commitment to regulatory adherence.

ALL NEW GLOBAL PRODUCTS ARE LAUNCHED WITH A PACKAGE ADDRESSED TO THE MARKETING & SALES ORGANIZATION CONTAINING:

1. **Internal Launch Letter** Covers marketing positioning, business opportunity, production site, packaging, performance, application, recipe, fastness tests, and certifications.
2. **Technical Data Sheet (TDS)** Provides product specifications and application details.
3. **Safety Data Sheet (SDS)** Includes regulatory and hazard information.
4. **Promotional Materials** Flyers, technical presentations, and other tools to support customer engagement.

New product introductions are supported by dedicated webinars for the Marketing & Sales organization, providing in-depth training on product features, application suitability, performance attributes, and compliance requirements. These sessions equip the team to confidently recommend the most appropriate solutions tailored to customer needs.

Following internal onboarding, the Marketing & Sales team leads the external product launch, engaging customers and markets through targeted outreach. This may be complemented by ad hoc media activities, including press releases, advertisements, and social media campaigns.

In parallel, any portfolio changes – such as product discontinuations or reformulations – are communicated through a similar structured process, ensuring the sales organization remains fully informed and aligned with the latest product offerings.

PROCESS SAFETY [ESRS S1-3 AND ESRS S4]

At Archroma, process safety is embedded in the lifecycle of our operations – from the engineering and construction of facilities to their daily operation and maintenance. Our goal is to ensure the safe handling, containment, and storage of all chemical substances used or produced across our sites.

Recognizing the critical role of process safety in protecting people, assets, and the environment, we implement a comprehensive Process Safety Management (PSM) program at every facility. This framework is designed to proactively identify, assess, and mitigate operational risks and hazards.

We are firmly committed to eliminating process safety incidents. To strengthen our preventive approach, we actively promote the reporting of near misses, enabling early intervention and continuous improvement.

ALL ARCHROMA FACILITIES HAVE A PROCESS SAFETY MANAGEMENT SYSTEM THAT IS BASED UPON THE FOLLOWING KEY PRINCIPLES:

- **Competency Assurance:** All employees are trained, qualified, and competent to carry out their designated process safety roles and responsibilities.

- **Design and Operational Integrity:** The design, construction, operation, maintenance, and modification of process units strictly adhere to Archroma's SHE and process safety procedures.

- **Hazard Identification:** Process-related hazards are systematically identified through risk assessments in accordance with SHE Guideline No. 06 "Process Risk Analysis".

- **Risk Control Measures:** Engineering and administrative controls are installed and maintained to ensure all processes operate within defined risk management parameters.

- **Safe Operating Procedures:** Comprehensive operating procedures and training programs are developed and maintained to ensure safe commissioning, startup, and operation by qualified personnel, within the equipment's design limitations.

- **Mechanical Integrity:** A structured program for testing, inspection, and maintenance is in place to ensure the mechanical integrity and reliability of process equipment throughout its lifecycle – including critical safety systems such as fire water networks and personnel alerting systems.

- **Performance Monitoring:** Regular self-assessments, internal SHE audits, and external insurance audits are conducted to evaluate the effectiveness of the process safety management system, with corrective actions implemented as needed.

Health & safety

Fair and attractive employer

Corporate citizenship

FAIR LABOR PRACTICES [ESRS S1-10]

AT ARCHROMA, PEOPLE ARE THE CORE OF OUR BUSINESS

We believe that sustainable growth is only possible when employees' personal goals are aligned with our business objectives. This principle guides our commitment to fair labor practices and respect for human rights throughout the entire employee lifecycle, from recruitment to departure.

A RESPECTFUL AND EQUITABLE WORKPLACE

Archroma is committed to maintaining a workplace where every individual is treated with dignity and respect.

- **Freedom of Association:** We recognize our employees' rights to freedom of association, collective representation, and bargaining across our diverse global workforce.
- **Zero Tolerance for Harassment:** We do not tolerate any form of harassment or bullying – whether physical, verbal, visual, or digital – that creates an intimidating, hostile, or offensive environment.
- **Clear Terms & Conditions:** All employees receive clear contracts detailing their terms of employment, including remuneration, paid leave, benefits, and performance management processes. Grievance and disciplinary procedures are clearly communicated to everyone.

We ensure that our notice periods are in line with country legislative requirements and procedure for significant operational changes.

COLLABORATIVE EMPLOYEE RELATIONS

We foster healthy employee-employer relationships through proactive collaboration.

- We work closely with employee representative bodies to ensure our workforce is engaged, understands our culture, and is productive.
- Where applicable, we establish collective bargaining agreements to address employee concerns in a systematic and structured manner. Any changes to these agreements are made in full compliance with local laws.

Considering our robust labor policies, operational nature, and workforce profile, Archroma does not foresee a significant risk of human rights violations. Since our founding in 2013, we have been dedicated to upholding these high standards as a core part of our identity.

ARCHROMA OPERATES ALONG THREE GUIDING PRINCIPLES:

1. Global standards aiming for the same treatment for all employees wherever they are located.
2. Compliance with global and local regulations and best practice.
3. Compliant, open and transparent relationship management with employee representative bodies.

To ensure that these guiding principles are enforced at all times, Archroma currently has:

- Human Resources leaders of both business units, along with the respective leadership teams, who are responsible for setting overall direction and ensuring fair HR and labor practices globally.
- Global policies and processes reinforced when adequate or required by local policies and processes.
- Approval processes to ensure appropriate level of control, up to the Executive Team and Board of Directors, for hiring, developing, and exit of employees, as well as compensation and benefits.
- Control and monitoring tools such as reports, analytical data, targets and benchmarks.
- HR Managers dedicated to each country who are accountable for ensuring fair treatment at all stages of the employment cycle, compliance with local rules and regulations, and consistency of practice within and between the global and country framework.
- A global HR management system where the personnel and remuneration information related to Archroma employees is securely stored and accessible to monitor and control fairness across the organization.

Archroma employees are encouraged to raise questions and issues or signal a breach or incident affecting their working conditions and treatment. They may do so via a line manager, HR country manager, the Works Council, union, employee representative of their country or location, a Compliance Officer who can be contacted anonymously and in a confidential manner; or via the whistleblowing portal. This right is guaranteed and protected by the Archroma Code of Conduct and Whistleblowing policy, and all the above-mentioned communication channels are regularly used.

For more detailed information, please see chapter "RESPONSIBLE BUSINESS PRACTICES, COMPLIANCE AND ANTI-CORRUPTION".
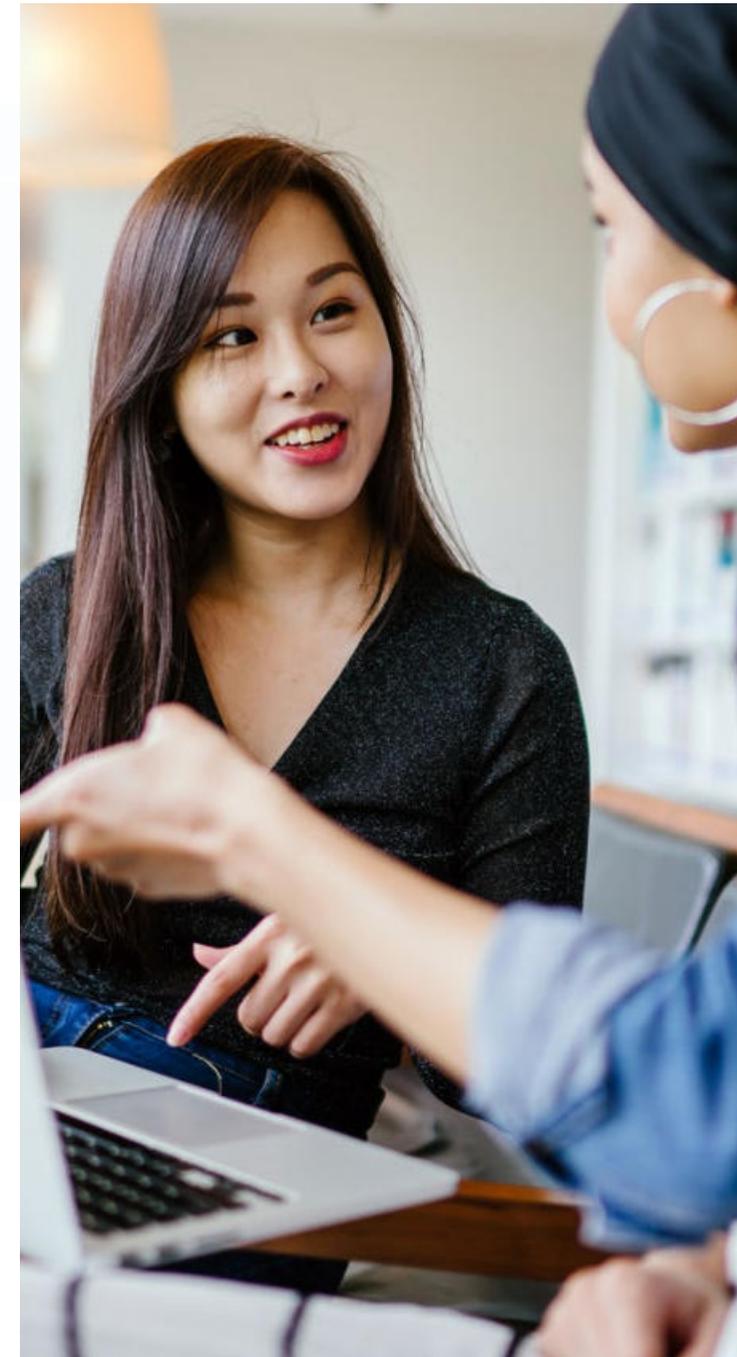
COMPENSATION AND BENEFITS

Archroma commits to provide competitive and fair compensation to all their employees including the highest governance body and senior executives. This compensation includes all pay and benefits, providing a total compensation package consistent with various practices in different regions of the world.

The employee package typically includes base pay and, as appropriate, variable pay. The variable pay plans will make clear distinctions between high and low performance, resulting in different levels of pay-out to support the group's growth goals.

All our compensation and benefits for permanent and temporary employees are in line with local legislation. Archroma has two variable pay plans in place: The Archroma Group Incentive Plan (AGIP) for non-sales employees and the Archroma Sales Incentive Plan (ASIP) for the sales force.

THE AGIP FY2025 IS DESIGNED TO INCREASE AWARENESS, UNDERSTANDING AND COMMITMENT TO THE ARCHROMA YEARLY STRATEGIC FOCUS:

- It recognizes and rewards the role of employees in the success of the Company
- Support the Company's strategic focus on profitable margin growth, Region Contribution and Region NWC as % of Sales
- Encourages employee excellence, collaboration and teamwork across the company
- Enhance Archroma's competitiveness and ability to attract, motivate and retain top talent.

Archroma uses survey data globally from professional compensation survey providers to ensure that we have competitive market data for building salary ranges. The resulting data enable us to carry out regular assessments to safeguard that we are comparable to benchmarks. Archroma does not have workforce paid at or below minimum wage.

Our remuneration policy further empowers the organization's strategy, contributes to sustainable development, and allows us to align with our stakeholders' perspectives.
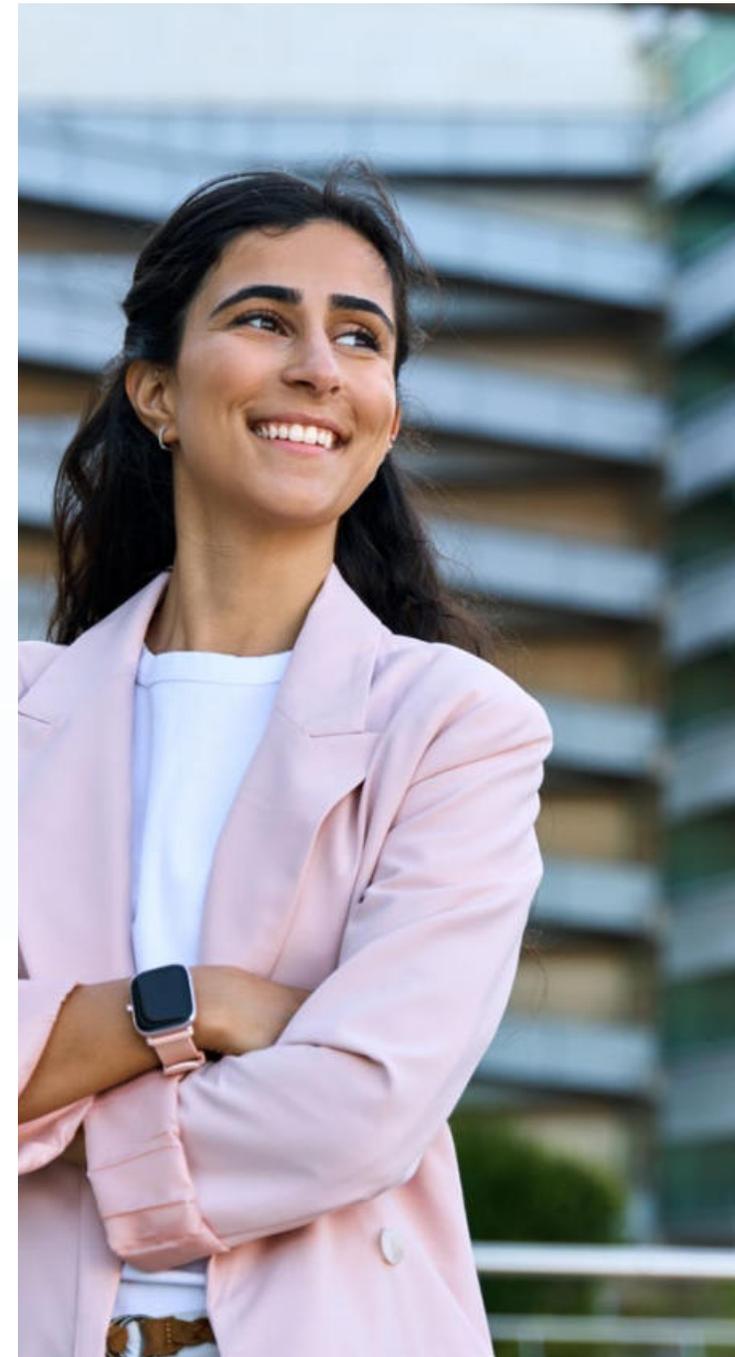
GENDER PAY GAP ASSESSMENT

	GRADE	FY2025
Senior Management	C	98.7%
	D	104.9%
Middle Management	E	97.7%
	F	93.2%
Junior Management	G	105.9%
	H	111.3%
Non Management	I	134.2%
	J	75.5%

GENDER RATIO

	DEFINITION	FY2025
Women in Governace Bodies	Direct reports to the respective TE & PT CEOs from job grades A-D	14%
Women in Management	Job grade C-F	26%

KEY PILLARS OF ARCHROMA'S REMUNERATION STRATEGY:

- Pay-for-performance: This is the basic underlying principle of all our compensation & benefits plans and processes.
- Global consistency, local execution: We strive for globally consistent compensation and benefits plans and processes. Responsibility for execution resides at the local level.
- Balance of external competitiveness and internal equity: We will make sure that our pay package is attractive to attract the employees we need, without neglecting internal fairness.
- Total rewards: We aim to provide our employees with more than just pay; our strong values, our commitment to sustainability, being a leader in the industry and interesting career opportunities are other important components of our total reward environment.

We value our people and recognize that a successful future for the company depends on motivating highly talented employees from diverse backgrounds and cultures. For Archroma, the equality in remuneration is an important factor in retaining qualified employees. Therefore, we commit to a fair compensation as detailed in our Diversity and Inclusion policy.

Our family support policies include maternity and paternity benefits and provide additional leave over and above the stipulated leave entitlement by local law to ensure that employees can focus on their children and balance the needs of the workplace and home.
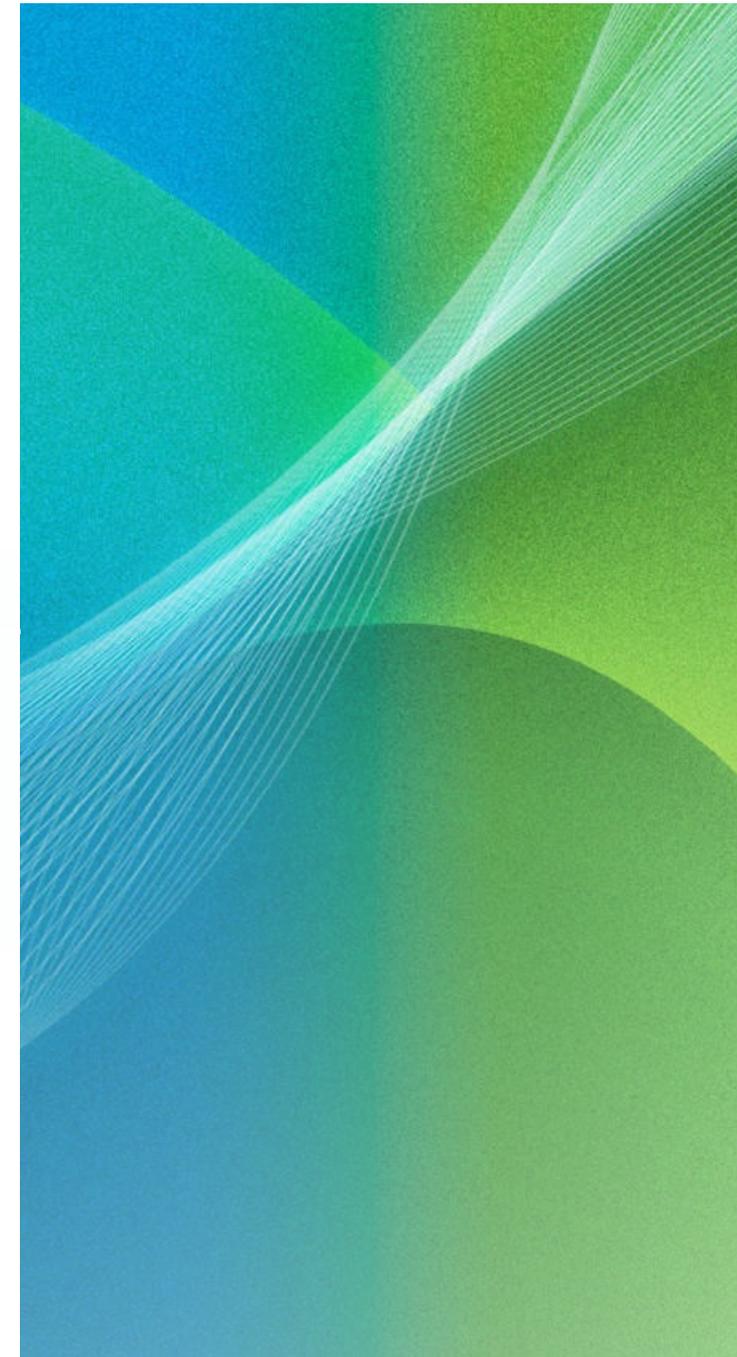
DIVERSITY, EQUITY AND INCLUSION [ESRS S1-9]

	OUR AMBITION	
Focus area	2030 targets	Status FY2025
Fair & attractive employer	40% Women in Governance bodies	14%
	40% Women in management, (Grades C to F)	26%

Archroma recognizes the dignity, privacy and personal rights of all individuals working together with various ethnic backgrounds, cultures, religions, ages, disabilities, races, sexual identity, world view and gender.

OUR AIM IS TO:

- Foster an environment in which individual differences and the contributions of all our employees are promoted, recognized and valued
- Create a working environment that promotes dignity and respect for all, where no form of intimidation, bullying or harassment will be tolerated
- Ensure that training, development and progression opportunities are available to all
- Regularly review all employment practices and procedures to ensure that job applicants and employees are treated on an equal footing
- Treat breaches of the diversity policy seriously and take disciplinary action when required

Archroma does not tolerate discrimination against anyone based on these characteristics or any other comparable offensive behavior. Our Compliance Committee oversees the assessment and remediation plan in case of an incident of discrimination.

Archroma values diverse and talented colleagues and supports them so that they can leverage their full potential. We see value in a diverse environment of various nationalities and cultures. There are 60 nationalities working in Archroma which is representative of our geographical reach.

NUMBER OF NATIONALITIES

Diversity employee profile by region

	Female	Male
Americas	232	774
Asia	440	1,631
EMEA	294	734
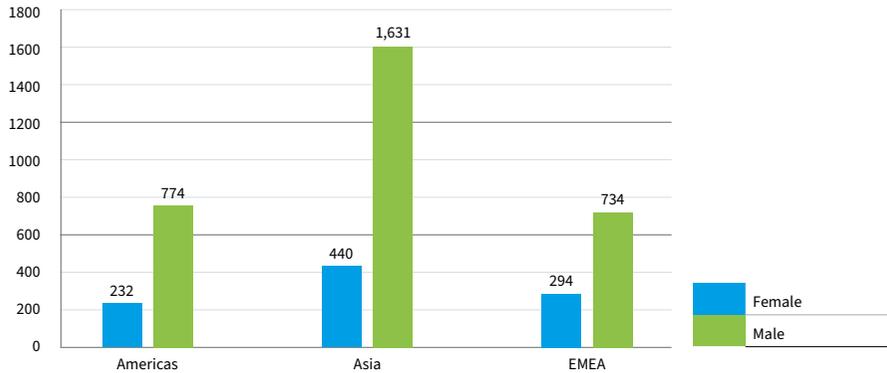
Employee Profile by Nationalities (60)

Nationality	Value
American	165
Argentinian	31
Australian	1
Austrian	6
Bangladeshi	24
Belgian	1
Bolivian	1
Brazilian	290
British	14
Bulgarian	1
Canadian	1
Chilean	41
Chinese	571
Colombian	44
Croatian	1
Cypriot	1
Czech	29
Deutsch	29
Dutch	1
Egyptian	65
El Salvador	3
Finnish	6
French	73
German	296
Guatemalan	37
Haitian	2
Honduran	6
Hong Kong	3
Hungarian	2
Indian	713
Indonesian	151
Iran	1
Italian	46
Japanese	15
Korean	21
Lithuanian	1
Malaysian	3
Mexican	371
Moroccan	3
Pakistani	256
Paraguayan	2
Peruvian	16
Philippines	2
Polish	1
Portuguese	4
Rumanian	2
Serbian	1
Singaporean	27
Slovakian	4
Spanish	350
Swedish	2
Swiss	16
Syrian	2
Taiwanese	5
Thai	263
Turkish	46
Ukrainian	3
Venezuelan	12
Vietnamese	20

Nationalities

We have over 4,000 employees working across six regions, who are actively engaged and driving our business forward. 23.5% of the workforce comprises women. This ratio has decreased by 1.1% in comparison to the previous reporting period.

We have a balanced representation of women at all levels of the workforce, including leadership roles. For Archroma, management includes the Executive Team, Senior executive, Senior management, Middle management and Junior management positions.

The positions are classified according to job levels that are defined using the JobLink™ methodology for job evaluation that was developed by Aon Hewitt, a globally recognized compensation and benefits consultant firm.

New targets and KPIs for Diversity, Equity & Inclusion have been set and are fully integrated in our ESG strategy. The increase of female representation in our management will remain an integral part of our ambition for FY2025 and beyond.

WE LAUNCHED THE WOMEN'S INITIATIVE NETWORK (W.I.N) IN FY2024 TO ATTRACT AND RETAIN FEMALE TALENT:

1. Social Events to strengthen the female networking opportunities for mutual support that could encompass emotional, psychological, sharing of experiences and career/professional guidance.
2. Training of New Managers – from a HR and professional perspective.
   All employees will be included in this training.
3. Relooking at Policies
4. Career Opportunities and Empowerment female staff through mentorship and providing possible useful tools.

Employee Profile by Seniority Level

- Staff
- Senior Management
- Senior Executive
- Middle Management
- Junior Management

49.7% · 31.4% · 15.2% · 3.5% · 0.15%

Employee Profile by gender

- Female
- Male

966 (23.5%) · 3,139 (76.5%)

Employee Profile by Age Group

- > 50 (7.1%)
- 30 - 50 (58.6%)
- < 30 (34.3%)

34.3% · 7.1% · 58.6%

Employee Management Structure by Gender

Bar chart titled "Employee Management Structure by Gender." Y-axis labeled "Position" with values from 0 to 2,500. X-axis labeled "Num Employees" with categories: Senior Executive (A-B), Senior Management (C-D), Middle Management (E-F), Junior Management (G-H), Staff (I-J). Legend: Female (blue), Male (green).

New Hirings by Gender and Region

Bar chart titled "New Hirings by Gender and Region." Y-axis labeled "Num hirings" with values from 0 to 100. X-axis labeled "Num Employees" with categories: Blank, EMEA, North America, North Asia, Pakistan, South & Central America, South Asia, South East Asia. Legend: Female (blue), Male (green).

TALENT MANAGEMENT [ESRS S1-13]

The Archroma talent management philosophy is based upon the guiding principle to attract, manage, develop and retain talents who enrich Archroma's culture and enable the company to achieve its goals and objectives in the most effective and sustainable manner.

There are three pillars of talent management at Archroma: Talent Acquisition, Performance Monitoring and Talent Development.

TALENT ACQUISITION

Talent acquisition is driven by the organization based upon current and future business needs. The total number of Archroma employees decreased from 4,410 in FY2024 to 4105 in FY2025 as part of the overall organization realignment.

We hired in total 345 new employees in FY2025 of which 27% were under 30 years old and 32% were female. 91% of these new employees were hired with permanent contracts.

The turnover rate in FY2025 decreased to 15%, in tandem with our ongoing talent renewal and transformation.

NEW HIRINGS BY TYPE OF CONTRACT, GENDER AND AGE

New Hire by Gender

68% / 32%

- Female
- Male

New Hire by Age Group

60% / 27% / 13%

- > 50 yrs
- 30 – 50 yrs
- < 30 yrs
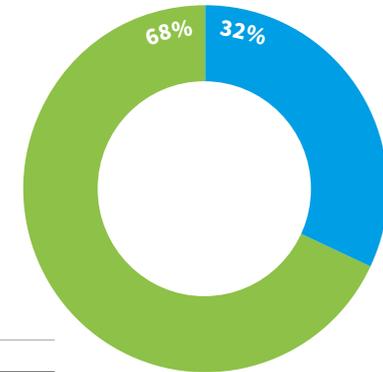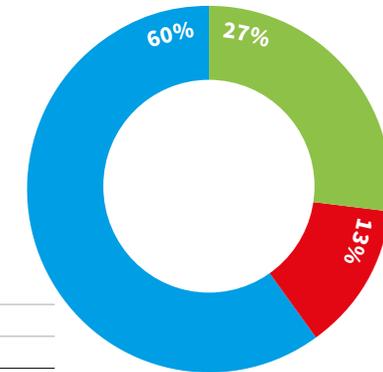
New Hire by Employment Type

6% / 3 / 91%

- Apprentice/Internship
- Permanent
- Temporary
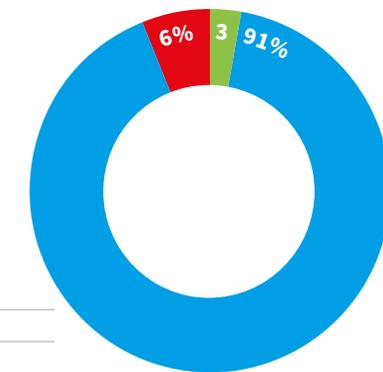
PERFORMANCE MANAGEMENT

Our performance management process has two components: A tangible or "WHAT" component, describing a specifically desired result in line with the company objectives which are shared with all our employees. Secondly, there is a behavioral component i.e., "HOW" to achieve the results.

There is a bi-annual evaluation cycle for performance management in place. At the end of the fiscal year, employees are initially rated by their manager, followed by a company-wide calibration process. The outcome of the calibration is reviewed both at a local level by local leadership and at a global level by the Archroma Executive Team.

We believe that feedback is essential to drive alignment and motivation within our organization.
As described above, goal setting at all levels of the organization is driven by the annual operating plan and based on the principles of "WHAT" needs to be achieved and "HOW" results can be realized.

At the point of publication of the FY2025 Sustainability Report, the FY2025 Performance Management cycle was still ongoing. The framework and process remains similar to previous years, thereby providing a consistent principle on our talent management.
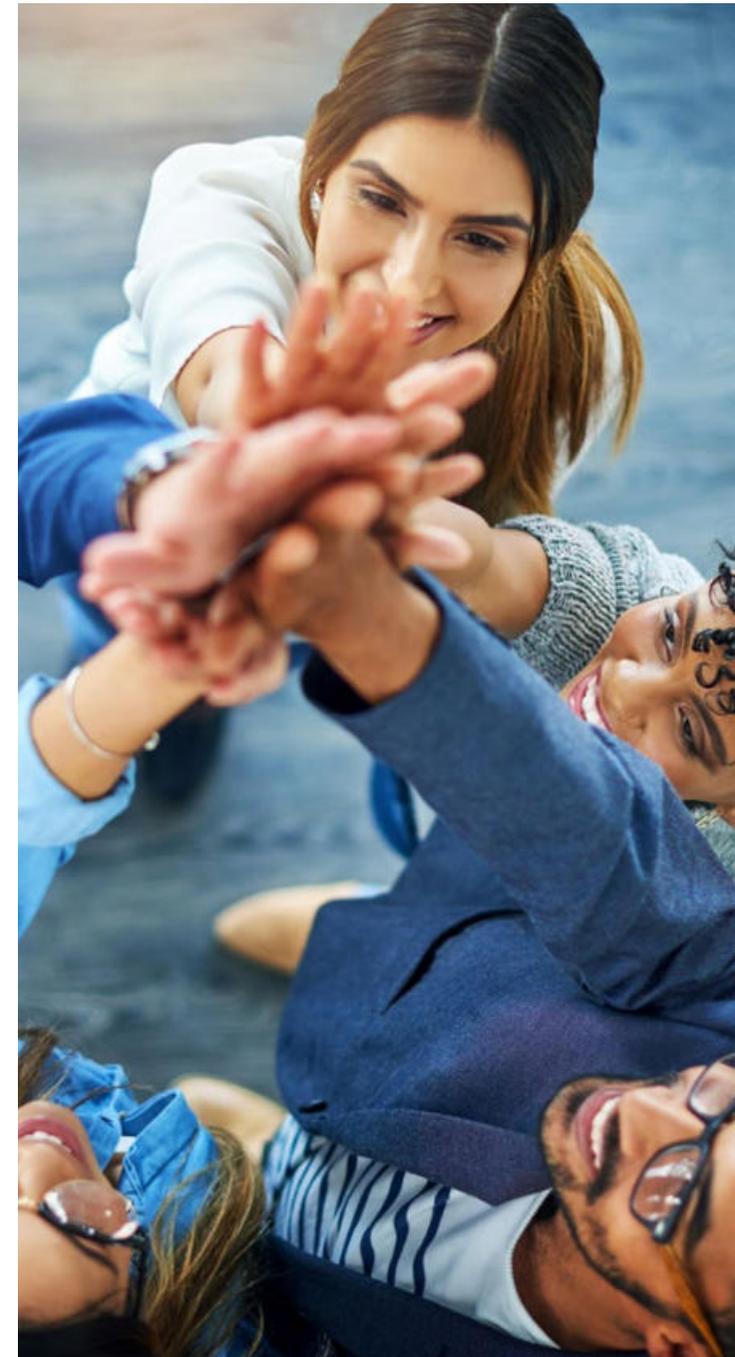
TALENT DEVELOPMENT [ESRS S1-13]

Our development process addresses four aspects: **Skills, Capability, Leadership and Mindset.**

1. **Skills** requirements are assessed at country level, where the performance management process identifies skill gaps for individuals via the individual development plans. Specific local programs are initiated to provide the trainings required to bridge the skills gap which can be for individual employees or groups. These training initiatives tend to be organized locally and managed by the local leadership.

2. **Capability** covers organizational skills that are required to fulfill the organization's goals and objectives. They are much broader in scope and address aspects such as Code of Conduct, IT security awareness or document management system training. They also include programs that run under the Archroma Academy, focused on improving functional efficiency, such as procurement, operational, finance or commercial excellence programs.

3. **Leadership** is a key capability for the organization. Assessment of the organization's current leadership skills and delivery of improvement training is done by the Human Resources team.

4. Cultivating a growth **mindset** remains a key priority for our organization. For the reporting year, we delivered the Archroma Build training series to strengthen our team's customer and market focus.

The objective is to empower all employees to perform their individual jobs effectively and prepare them for future challenges to ensure that the organization meets its purpose sustainably.

Learning and development (L&D) is a joint responsibility between individual employees, supervisors/ management and Archroma. It is integrated within each employee's job specification and forms a part of the annual performance appraisal. Archroma provides company-wide training programs for nominated employees in line with their job, function and needs.

Archroma invests in these programs by partnering with specialist training and technology companies for design support. Specific trainings on human rights are currently not foreseen but the topic has been fully integrated in our latest Code of Conduct training. Our business, which consists of the manufacturing, selling and marketing of specialty chemicals, tends to be capital rather than labor intensive.
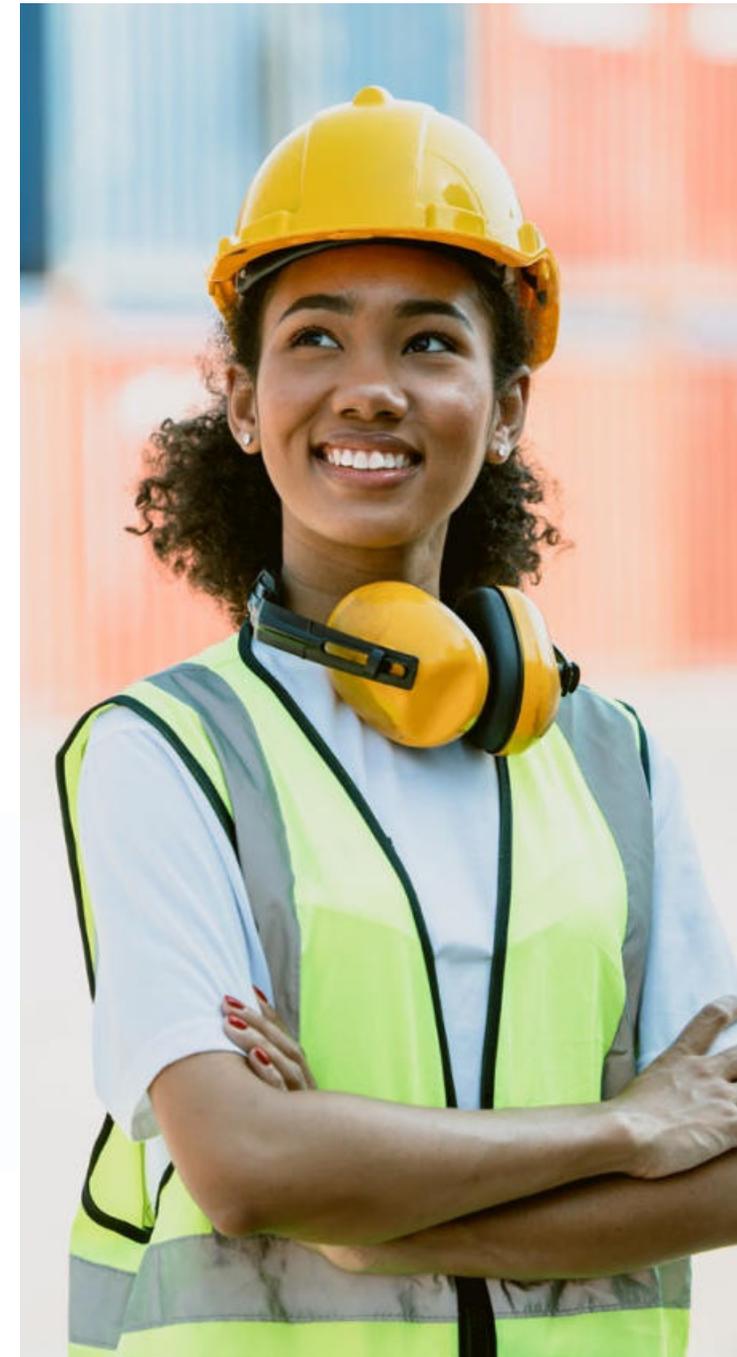
Health & safety

Fair and attractive employer

Corporate citizenship

COMMUNITY ENGAGEMENT

Across the world, we embrace our opportunity to play an active role in strengthening the communities where we live and work. Our responsible citizenship approach accelerates social change and creates a more sustainable and equitable future.

We continue to invest in the communities where we operate – from advancing education to championing environmental stewardship, we are dedicated to driving positive impact where it matters.

CSR FOCUS AREAS

Together with our community partners, we create social impact through the following six strategic priorities:

01 EDUCATION

02 HEALTH & HYGIENE

03 ENVIRONMENT

04 SKILL DEVELOPMENT & LIVELIHOOD

RURAL DEVELOPMENT **05**

DISASTER MANAGEMENT **06**

We believe in an inclusive, evidence-based methodology. This begins with a thorough assessment of community needs, followed by designing programs in coordination with local stakeholders. We then evaluate our results to ensure that we are able to achieve a positive, measurable, social or environmental impact.

EMPOWERING LOCAL COMMUNITIES

STRATEGIC PARTNERSHIP WITH VEERMATA JIJABAI TECHNOLOGICAL INSTITUTE (VJTI) IN MUMBAI TO ADVANCE GREEN CHEMISTRY AND SUSTAINABILITY

Bringing together industrial expertise and academic innovation, the partnership aims to drive research and education in green chemistry, renewable energy and sustainable industrial practices.

As part of the collaboration, VJTI will launch a new industry-aligned course, "Sustainability Industry Perspectives for a Greener World", which is developed jointly with Archroma. Topics include waste management, greenhouse gas emission measurement and ESG compliance.

ARCHROMA INAUGURATES NEW ANGANWADI CENTER IN LUNA VILLAGE

In May 2025, Archroma proudly inaugurated Sukhad Shishu Bhavan – a newly constructed Anganwadi center in Luna Village, near its Baroda site. The center now provides young children with a safe, clean, and nurturing space where they can learn and grow. Until recently, children in the village gathered outdoors for their classes and meals, exposed to the elements without proper facilities. Today, they have a welcoming environment that supports early education and hygiene.

This initiative reflects Archroma's belief that sustainability begins with people. We are committed to creating opportunities for future generations and empowering communities through long-term, meaningful support.

SUPPLYING CLEAN WATER TO NEIGHBORING COMMUNITY AT JAMSHORO SITE, PAKISTAN

In line with the "Responsible Care" and "Sustainable neighborhood" initiatives, Archroma supplies purified water from its filtration plant to the neighboring community in Pakistan. We provide approximately 200,000 gallons of clean drinking water, purified from water taken from River Indus, to the surrounding community on a daily basis at no cost.

EMPOWERING TEXTILE STUDENTS IN PAKISTAN WITH HANDS-ON LAB EXPERIENCE

Archroma's Center of Excellence in Pakistan is a busy hub for textile science and chemistry students year-round.

The six-week complimentary internship program was specially designed in 1996 with a futuristic approach to strengthen the textile industry as well as to enable students to learn through practical training sessions in the labs. We have a well-equipped Training Lab to provide hands-on experience in Textile Wet Processing techniques aligned with tutorials, lectures and tests. Archroma's internship program is a much sought after program by academic institutions.

About 10,000 students have successfully completed this training since its inception. Students who have undergone these training sessions have continued to pursue their careers in the textile industry and have become Archroma ambassadors.

GOVERNANCE

Business ethics & compliance

Sustainable supply chain

Economic performance

Business ethics & compliance

Sustainable supply chain

Economic performance

"We have embedded and will keep adding strong compliance programs and rigorous oversight mechanisms to ensure that our sustainability claims are accurate, verifiable and aligned with evolving global standards and regulations. We will continue to ensure that our legal and compliance frameworks not only support but actively accelerate our journey toward a more sustainable and equitable future. Ultimately, we strive to be the best version of ourselves, and we believe it is our duty to be a leader in this area, not a follower."

Patrick Verraes, General Counsel and
Chief Compliance Officer of Archroma

RESPONSIBLE BUSINESS PRACTICES, COMPLIANCE AND ANTI-CORRUPTION [ESRS G1]

COMPLIANCE AND ANTI-CORRUPTION [ESRS G1-3]

Archroma fully supports and complies with the 1948 United Nations Universal Declaration of Human Rights. Archroma does not undertake any business with any country or regime with known human rights abuses. Likewise, Archroma supports and complies with international sanctions regulations worldwide, including those from the United Nations, the USA, and the European Union to the extent they are applicable to us. This commitment is reflected in the Archroma Human Rights Policy.*

For Archroma, there is no other way to do business than in a sustainable, compliant, safe and responsible way. It is the core of everything that we do. We act with integrity and in strict compliance with the law.

Archroma's Code of Conduct was revamped in 2024 and it serves as the central compliance guideline for Archroma.**
All other policies and programs are based on and linked to this foundation. The Code of Conduct sets out the binding rules and guidelines for all employees and officers of Archroma including anti-corruption prevention. Our Code focuses on safety, health and environmental responsibility as well as compliance with laws and general ethical behavior, which are high priority for Archroma.

Employees rely on the Code as a navigation guide which, combined with sound judgement, allows to uphold a high standard of integrity for the individual and for Archroma.

Each employee is required to make a personal commitment to abide by the Code of Conduct when joining the Group. Furthermore, Archroma conducts refresher training courses regarding topics covered in the Code of Conduct for all employees on a regular basis. The training now also includes a section on Human Rights, including raising awareness on topics such as child labor. Archroma has partnered with a compliance training partner offering access to a full training curriculum. We are very proud that the completion rate is typically above 90%. In addition, compliance topics are encouraged to be included in meeting agendas to reinforce awareness throughout the organization.

Archroma reinforced its commitment to antitrust and competition law compliance with a new Competition Law Policy in 2025.

* For more information, please visit our website: https://www.archroma.com/sustainability
** For more information: https://www.archroma.com/compliance

Archroma takes responsibility for its employees, customers, suppliers, all its stakeholders, and the environment to achieve profitable long-term business development. Archroma commits to maintain an ethical and sustainable operation, and to conduct business in all activities according to its Code of Conduct, its policies and Responsible Care®.

Archroma also has a Whistleblowing Policy and a Whistleblowing Hotline operated 24/7/365 that allows the anonymous reporting of any suspicious situation violations of our Code of Conduct or the law. Violations of the Code may be reported by employees, customers or suppliers at any time, and all reporters may remain anonymous if they choose. Archroma has a strict non-retaliation policy to encourage reporting.

Archroma strictly prohibits all forms of corruption and any business conduct that could create the appearance of improper influence. A new Archroma Conflicts of Interest Policy is expected to be rolled out in 2026. Archroma applies a zero-tolerance policy regarding bribery in every kind of commercial setting.

THESE PRINCIPLES ARE SUMMARIZED IN THREE RULES:

1. No bribery under any circumstance
2. Do not accept or offer kickbacks, even if moderate in value
3. Third parties hired by Archroma are subject to the above-mentioned principles

It is the duty and responsibility of all employees and third parties to take whatever reasonable steps necessary to ensure compliance with these principles. According to the company's Code of Conduct and Whistleblower Policy, employees shall immediately disclose to the company any knowledge or suspicion of plans to offer, promise or give a bribe or to request, agree to receive or accept a bribe in connection with the business of the company.

Archroma has a Compliance Council ("CC") and a Chief Compliance Officer ("CCO"). The CC holds regular meetings and is responsible for evaluating any potential violations in a professional and consistent manner, while safeguarding fundamental legal principles such as confidentiality, fairness and objectivity. The Council is also responsible to regularly revise and update the compliance policies and to propose actions to improve the compliance culture within Archroma.
Any breach of the Code of Conduct reported to the Compliance Council is investigated and, if necessary, may result in a disciplinary procedure and/or criminal prosecution, should the case apply.

Within the reporting period, there were four alleged incidents of corruption. One was determined to be without merit and three are under continuing investigation. Within the reporting period, there are no pending or completed legal actions with respect to anti-competitive behavior or violations of anti-trust and monopoly legislation in which the company has been identified as a participant. Regular internal audits are performed by the Group Internal Audit function. The audit plan is based, in addition to other elements, on the Corruption Perception Index, published annually by Transparency International.
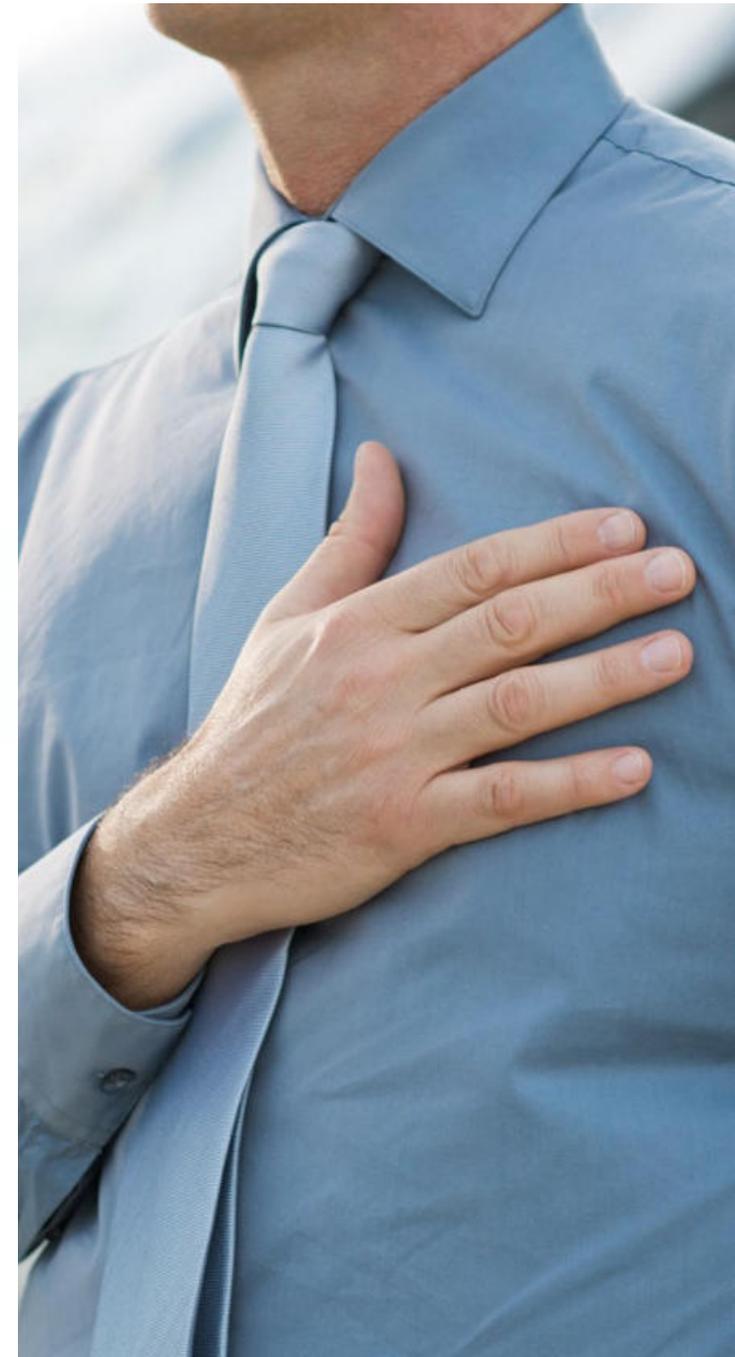
RISK MANAGEMENT [ESRS 2 GOV-5]

Archroma is committed to a strong risk management throughout the company, supported by the Executive Team and Board of Directors, and implemented at all levels. We understand that risks are inherent to all businesses. We strive to create sustainable value by understanding and managing the threats we face. Simultaneously, we identify opportunities which contribute to the achievement of Archroma's strategic objectives.

OUR RISK MANAGEMENT PROCESS

The risk management function falls under the responsibility of the Vice President Risk Management & Internal Audit. He reports on risk management areas to the Chief Finance Officer, in his capacity as a member of the Executive Team.

The company has a Risk Management Policy in place since 2015, which was updated in 2021, and has been undergoing regular risk assessment reviews.

Assess — Mitigate — Identify — Monitor & Report
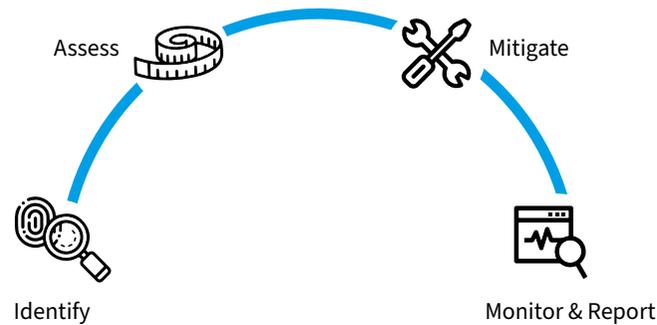
FUNCTIONAL RISK MAPS HAVE BEEN BUILT THROUGH SPECIFIC WORKSHOPS WITH THE FUNCTIONAL LEADERS AND THEIR TEAMS, FOLLOWING THE STAGES ABOVE:

1. Understanding each function's strategic objectives and challenges, allowing top management to tailor the risks and detail them more so they are aligned with their daily activities. Thus, making the risk management methodology become an additional input in managerial activities.
2. Both the impact and likelihood for each risk has been assessed in different scenarios (ranging from the best-case scenario to the worst-case scenario).
3. Existing and additional mitigation actions have been discussed, in order to propose improvements in Archroma's processes, policies and strategies that adjust the risk profile to the desired risk appetite.
4. Key Risk Indicators have been defined and will start being tracked to monitor the evolution and exposure that Archroma has to each of the risks identified.

HIGH LEVEL RISK

LEVEL 1 RISKS

C0RPORATE
RISK MAP

DETAILED **RISK 1**

RISK Owner/Manager

DETAILED **RISK 2**

RISK Owner/Manager

DETAILED **RISK 3**

DETAILED **RISK 4**

RISK Owner/Manager

LEVEL 2 RISKS

FUNCTIONAL
RISK MAP

DETAILED **RISK 3**
(COMPONENT 1)

RISK Owner/Manager

DETAILED **RISK 3**
(COMPONENT 2)

RISK Owner/Manager

DETAILED **RISK 3**
(COMPONENT 3)

RISK Owner/Manager

LEVEL 3 RISKS
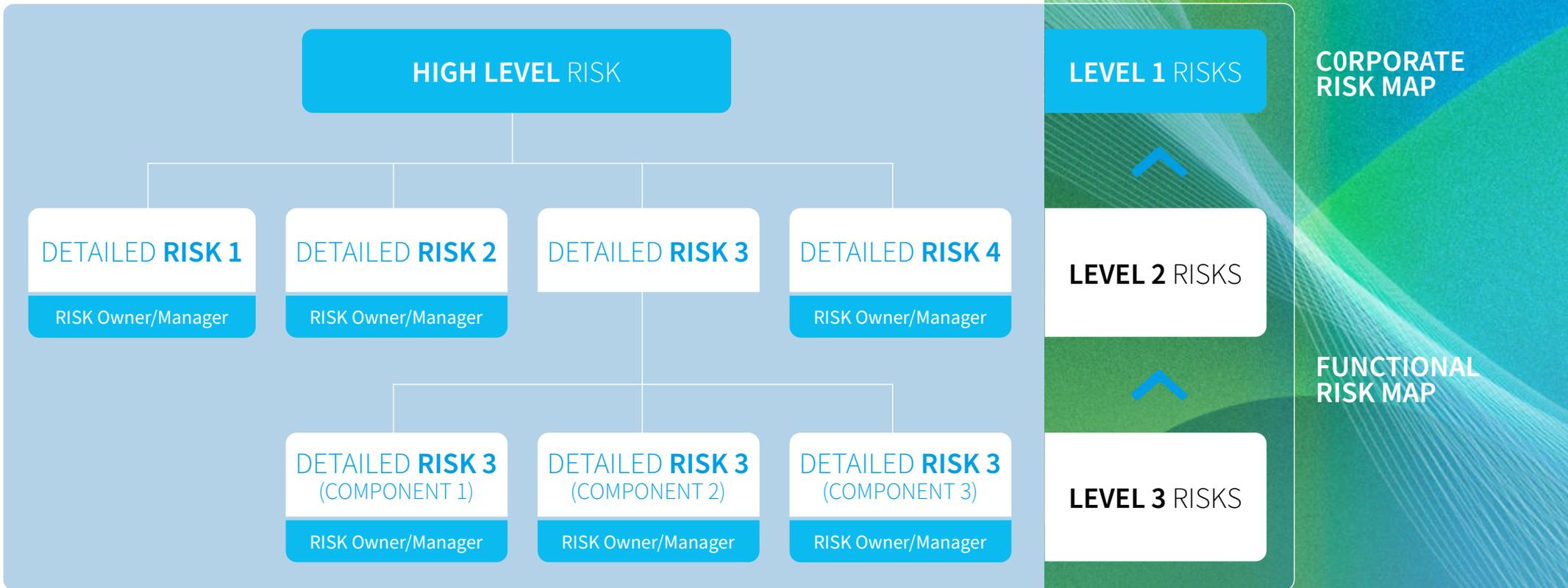
Around 50 members of the top management in Archroma (representing our diversity in terms of geographies, businesses and functions) participated in the exercise described above, to assess the risks impact and likelihood, through data collection, discussions and workshops.

After the different functional risk maps have been defined, the corporate risk map has been built and aggregated into higher-level risks while considering their correlation.

In line with the overall Governance structure of the company, the outcome of the assessment prepared by the Risk Management Council was aligned with the Executive Team. The resulting Corporate Risk Map, alongside with the proposed mitigation plans, was subsequently submitted for approval to the Audit Committee of the Board of Directors.

Stage 1: Risk Identification and Assessment	Stage 2: Risk Mitigation and Monitoring	Stage 3: Risk Reporting
BOARD OF DIRECTORS (AUDIT COMMITTEE)		
Approve the ERM Policy	Approve the resulting Risk Map	Monitor risk performance
Identify and analyze risks. Determine how likely is the occurrence of each risk and how severe it could be.	Identify the most relevant way of tracking the evolution of the risk, and proposed mitigation strategies.	Periodically provide the Board of Directors with essential information to better inform their decision-making.
OUTPUT: • Risk register update • Risk assessment	OUTPUT: • Risk manager assignation • Performance monitoring model	OUTPUT: • Prioritized ranking of Archroma's risks • Action plans and monitoring evolution
EXECUTIVE TEAM/ RISK MANAGEMENT COUNCIL		

RISK MAPPING RESULTS

Archroma defined the risk management process with the objective to have an overview of the main risks affecting the company and, subsequently, to our stakeholders and society. Risk landscape is a very broad topic, and hence the assessment result requires prioritization to focus on the most relevant matters.

THEREFORE, WE CLASSIFY OUR RISKS INTO:

TIER 1: The most relevant risks on which we set the main focus
TIER 2: Relevant risks that we need to closely monitor
TIER 3: Other important risks to keep in our radar
REST: Risks that, according to the residual risk assessment, are sufficiently mitigated but require periodical reassessment

APART FROM THEIR PRIORITIZATION AND THE IDENTIFICATION OF A CLEARLY IDENTIFIED RISK OWNER, RISKS ARE CLASSIFIED AMONGST:

Strategic risks
Operational risks
Financial risks
Legal and Compliance risks

Once consolidated into Level 1 risks for the Corporate Risk Map, the shortlisted risk register includes relevant risks in all areas, such as demand decrease, cybersecurity, talent shortage and a number of environmental risks related to climate change, which have been aligned with the Double Materiality Assessment exercise performed in FY2025.
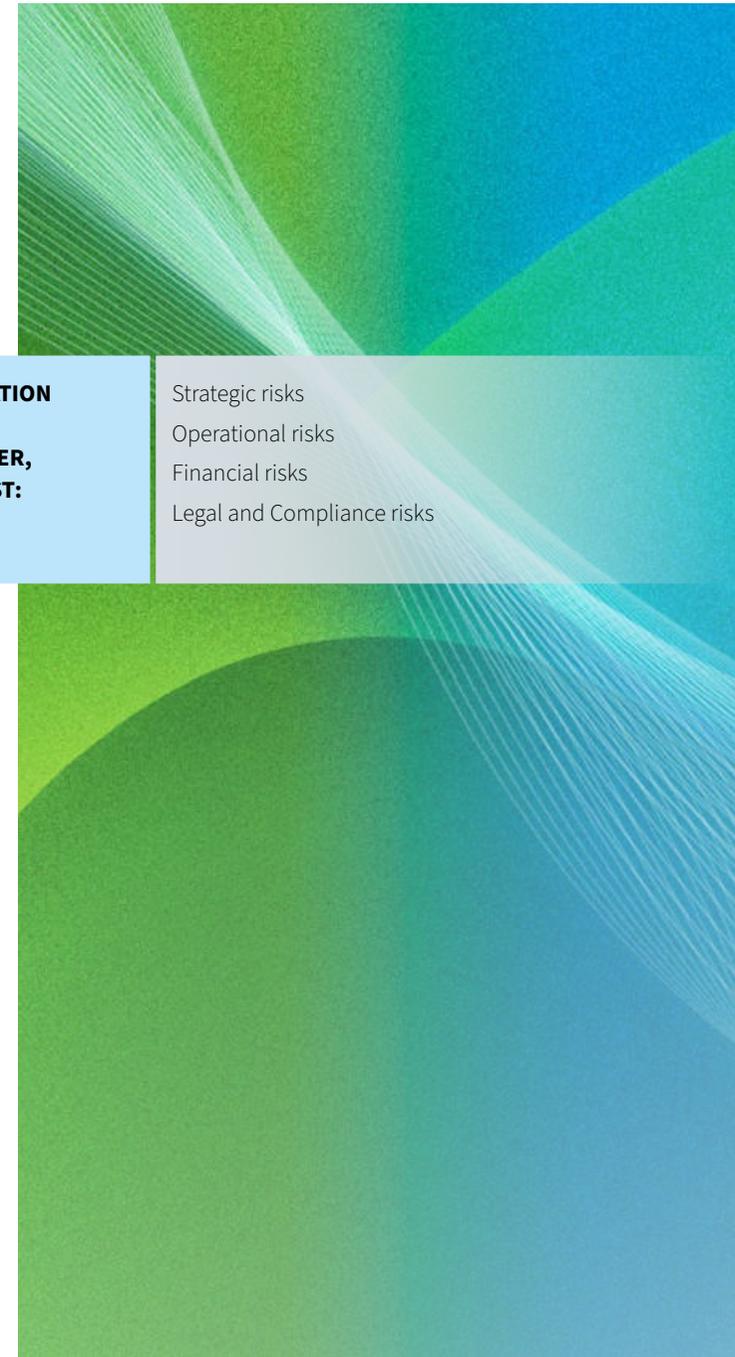
DATA PROTECTION AND CYBERSECURITY [ESRS G1-1]

DIGITALIZATION & DATA PROTECTION

Archroma continuously invests in technologies and innovations to digitally transform our global business operations and services. We provide differentiated value to our customers and business partners, aiming for simpler, and more reliable and efficient interactions.

The Archroma digital roadmap aims to achieve more sustainable ways of working as a key driver of transformational change, through data-driven processes and with information security in mind.

DATA-DRIVEN DECISION MAKING

Providing data insights to the Archroma business community is key to driving the development of our business operations and management decisions. Our digital reporting tools ensure confidentiality, reliability, integrity, and availability for up-to-date information and dashboards to all business areas and functions. In the reporting period, Archroma has deployed process mining capabilities to key process areas such as order-to-cash and procure-to-pay, which will be used by Archroma process experts in their continuous monitoring and improvement initiatives.

CUSTOMER DIGITAL JOURNEY

In FY2021, Archroma launched the Safe Edge, an innovative and state-of-the art customer digital platform solution developed by our own IT and product stewardship experts to provide self-service capabilities for regulatory and compliance information of Archroma products to all our customers and partners.

During FY2022, the Safe Edge platform continued its rollout with great adoption and customer feedback. In the reporting period, the Safe Edge platform was awarded by the EQA (European Quality Assurance Certificate for R+D+I), as an innovative technology project.

After the Huntsman Textile Effects acquisition in FY2023, Archroma expanded the platform to incorporate all new products into the Safe Edge.

In FY2024 Archroma launched SAFE EDGE+, our groundbreaking initiative that represents our commitment to providing a roadmap for compliance and cleaner chemistries for use in the textile industry. It combines the Safe Edge platform with Foundation+, our beyond compliant portfolio.
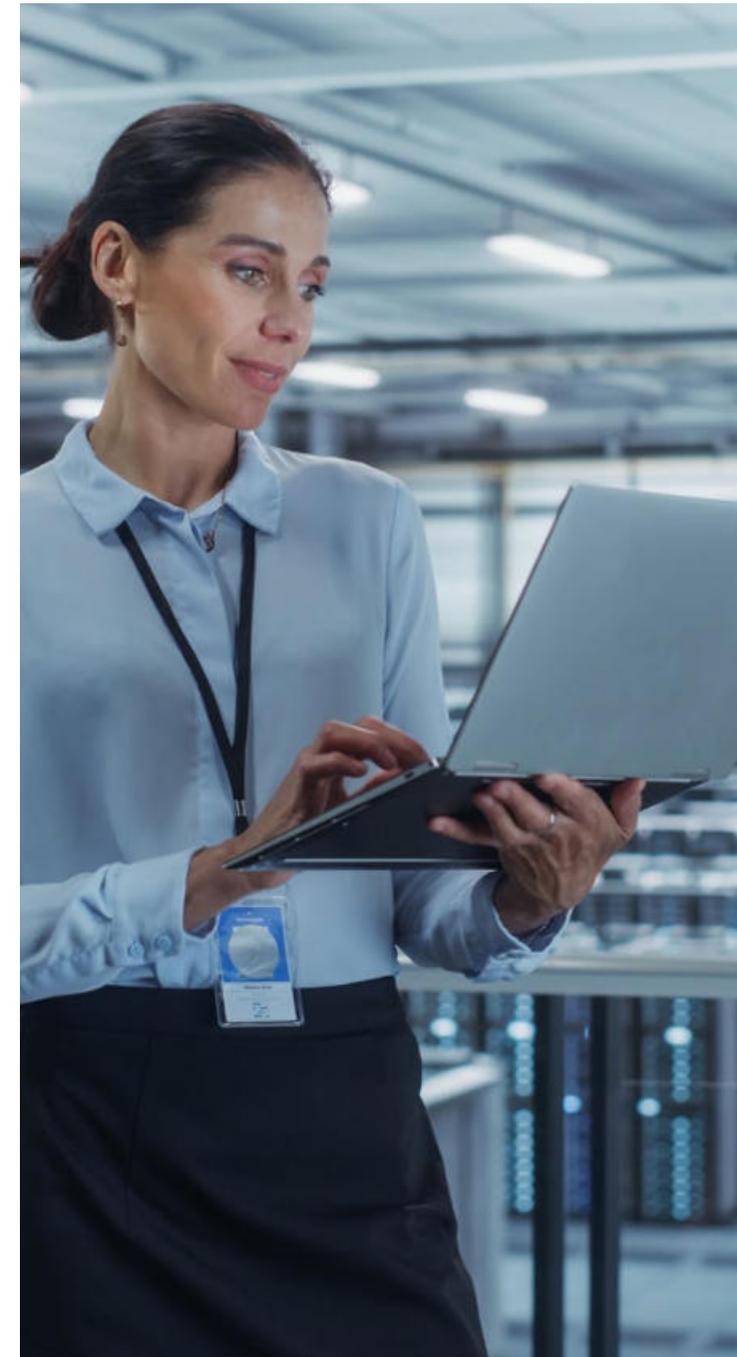
REDUCING RESOURCE IMPACT

Globally, the impact of information and communications technologies is estimated to be as high as 2 to 4% of global GHG emissions*. In Archroma, we commit to the responsible use of technology as an enabler and key contributor to our sustainability goals. Through our transition to cloud solutions, we have radically simplified our IT infrastructure and operations. We also maintain our infrastructure and end-user devices for longer user life. This allows us to continuously review and allocate digital resources where they are most needed to keep on reducing our carbon emissions through energy optimization and operational efficiencies.

INFORMATION SECURITY & DATA PROTECTION [ESRS G1-1]

Archroma is strongly committed to the protection of the information and data of its employees, customers, and partners in general. Cyberthreats are on the rise and always evolving, particularly fueled by the prospect of artificial intelligence and remote working. Archroma therefore continuously focuses on information security. The Archroma Code of Conduct and information security training is regularly required for all employees, providing rules and guidelines aimed at protecting sensitive and confidential customer and company information. The company also has a Data Protection Officer and applies active accountability policies to ensure compliance.

The Archroma information security management system is based on ISO 27001, with information security and other related policies in place. The information security team follows a proactive risk management approach to determine suitable strategies and tactics to protect the confidentiality, integrity and availability of Archroma information assets, including vendor security assessments, breach-and-attack simulations and periodic penetration tests.

Archroma upholds best-in-class cybersecurity standards and controls. All end-user computing devices are protected with up-to-date antivirus, latest operating system, periodic security patches, solid firewalls and multifactor authentication access. Internal phishing campaigns are executed to improve and measure Archroma phishing-prone rate. Our current phishing-prone rate of 0.94% is significantly lower than the industry benchmark of 4.2%.

In the reporting period, Archroma had consolidated two security operations centers into one, to proactively monitor the IT environment and to securely integrate after the Huntsman Textile Effects acquisition. We also optimized the overall IT landscape to be more efficient in the use of our resources. In addition, Archroma had no incidents or complaints related to the theft, loss, or leak of customer information, nor any breaches of confidentiality.

The successful implementation of the Safe Edge, marked by positive customer feedback, paves the way for us to integrate additional digital services. We believe that the Safe Edge will become a key platform towards more sustainability in our industry.

* See: https://arxiv.org/ftp/arxiv/papers/2102/2102.02622.pdf

Business ethics & compliance

Sustainable supply chain

Economic performance

SUSTAINABLE & TRANSPARENT SOURCING PRACTICES [ESRS S2]

Focus area	OUR AMBITION	Status FY2025
	2026 targets	
Sustainable supply chain	% of supplier spend with ASSR > Direct spend: 94%* > Top 200 indirect spend: 80%	% of supplier spend with ASSR > Direct spend: 95%** > Top 200 indirect spend: 81%
	% of supplier spend with ≥ "good" ASSR > Direct spend: 80%* > Top 200 indirect spend: 60%	% of supplier spend with ≥ "good" ASSR > Direct spend: 80%** > Top 200 indirect spend: 78%
	No suppliers rated "unacceptable"	No suppliers rated "unacceptable"

SUSTAINABLE SOURCING

For Archroma, sustainable sourcing is critical as our vendor network significantly influences our own environmental footprint as well as the system solutions which we sell to our customers. The raw materials we buy affect the quality and safety of Archroma's products.

We are strongly engaging with our suppliers and trading partners to support sustainable development through our corporate sustainability activities and the application of Responsible Care®, with the aim to foster responsible business behavior. We request our suppliers and service providers to adopt standards in line with Archroma's policies. Above all, our vendors are asked to bind their own suppliers to a similar level of compliance.

Vendor selection and management at Archroma is a systematic approach based on compliance to our Supplier Code of Conduct (https://www.archroma.com/compliance). It is mandatory for our suppliers (direct and indirect) to have a Code of Conduct in place aligned with Archroma's policies. Until today, more than 95% of our approved suppliers were accepted according to this criterion*. The historical and anticipated performance, experience and financial stability of a vendor are regularly assessed to determine compliance to the Supplier Code of Conduct.

Furthermore, our suppliers are monitored through the Archroma Sustainable Supplier Rating (ASSR) to assess their sustainability performance (for more details please see page 115).

* Revised ASSR targets: Including packaging and logistics from FY2025
** ASSR baseline FY2024 & ASSR status FY2025: Direct, active 2024 spend rated, including packaging, logistics and archived; target results for FY2025 are based on FY2024 spend, not on the number of suppliers.

SUSTAINABLE SOURCING – SPEND DETAILS

North Asia
Vendors
1,170*

Americas
Vendors
2,750*

EMEA
Vendors
2,440*

South Asia
Vendors
2,620*

*The number of vendors in each region.
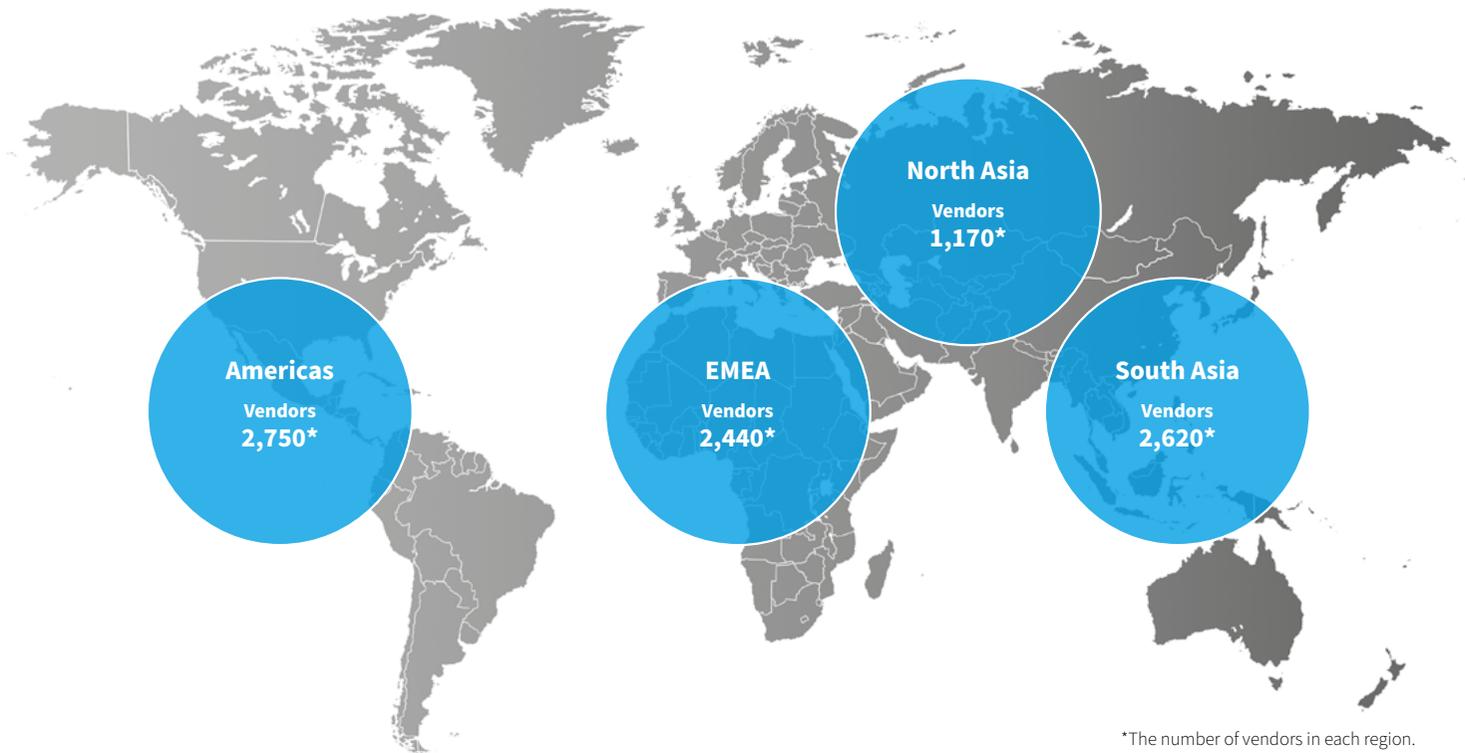
Archroma's procurement function is a complex, global operation that manages an extensive supply chain for specialty chemicals. We source over 5,000 raw materials from more than 2,300 vendors worldwide, serving multiple production sites. To ensure the on-time delivery of quality-compliant raw materials at an optimized cost, we employ integrated strategies guided by four core principles: Cost, Quality, Supply Security, and Sustainability. These criteria are measured through a global vendor scorecard, forming the foundation of our supplier evaluation process.
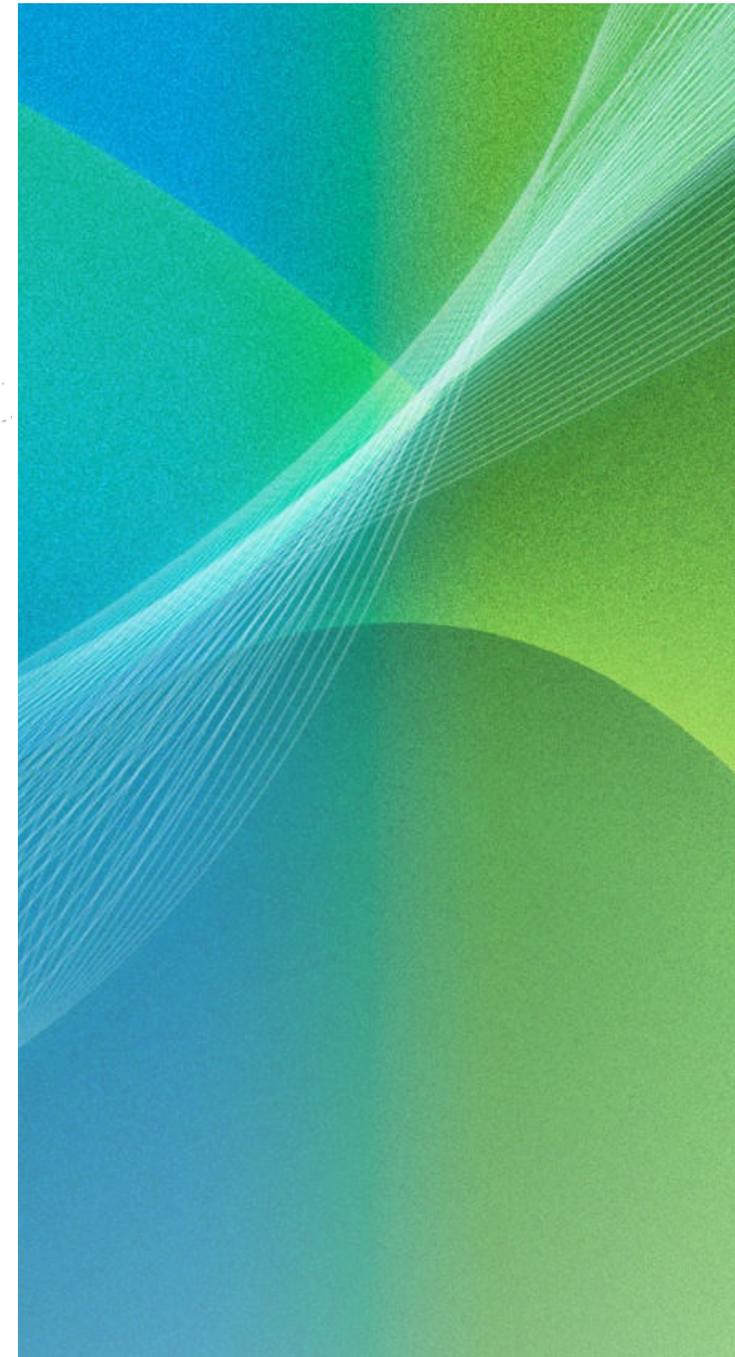
COST

Procurement decisions are based on the "total cost of ownership" (TCO) principles, taking into consideration not only direct but also indirect costs such as logistic cost, inventory management, quality assurance, administration and payment terms.

Archroma's annual procurement spend in FY2025 was 1.09 billion USD, with strong focus on South Asia (32.9 %), EMEA (27.1 %) and Americas (26.5 %).

QUALITY

Archroma procurement manages quality in terms of direct impact to our own manufacturing as well as indirect to our customers. In chemical manufacturing, clear specifications and conformance are essential to define the intended raw material requirements. Our extensive in-house chemical knowledge allows us to determine these specifications to meet the technical requirements of the industries we serve. Depending on the supplier's performance and risk profile, procurement uses strong standard operating procedures to ensure compliance to specifications.

SUPPLY SECURITY

Archroma's suppliers are closely monitored via key performance indicators to minimize the risk of raw material shortages and supply interruptions. The regular monitoring through the "on time in full" (OTIF) metrics for supply performance measurement is one of the operational KPI's.

Led by the Vice President (VP), Supply Chain, Procurement & Operations, the procurement organization is staffed with a team of 120 employees who are located in four main regions, North & South Asia, Americas and Europe and split into 13 categories for direct and indirect spend.

Archroma's targets for sustainable sourcing are cascaded to the global category managers and their procurement teams, with annual individual targets for each category and region.

At Archroma, sustainability remains a cornerstone of our strategic vision. We are committed to leading our industry toward a more sustainable future, and our suppliers play a pivotal role in this journey. Their environmental and social performance directly influences our own ESG outcomes and strengthens our ability to deliver responsible, innovative solutions to our customers.

To advance this commitment, we are enhancing our vendor management and development programs with a clear focus on sustainability – integrating environmental stewardship, ethical practices, and social responsibility across our supply base. This approach not only supports our purpose-led growth strategy but also drives long-term value creation for all stakeholders.

Gautam Pal
VP, Supply Chain, Procurement & Operations

SUSTAINABILITY

ARCHROMA SUSTAINABLE SUPPLIER RATING (ASSR)

All our suppliers are monitored through the Archroma Sustainable Supplier Rating (ASSR) to assess their sustainability performance. The rating system is based on defined multi-channel inputs like EcoVadis assessments, TfS audits, ISO certificates and other sources.

New suppliers are required to provide existing sustainability performance results as basis for the ASSR rating. If no results are available, the concerned suppliers are requested to carry out a sustainability assessment. All suppliers are required to execute a corrective action plan on the improvement areas identified during their assessment.

In addition, we monitor all approved vendors on a regular basis through our ASSR rating. Constant communication and collaboration with our suppliers underline Archroma's ongoing commitment to building partnerships for more ethical business practices, human rights and labor standards, and anti-corruption and enable us to act against modern slavery and child labor. All suppliers are subjected to a qualitative screening with the consequence of exclusion from business relations in case of non-compliance. If a non-compliance occurs, the vendor is blocked until there is visible improvement and evidence that they have taken all necessary corrective actions.

In FY2025, 95% of Archroma's direct supplier spend was assessed through the ASSR. More than 80% of this direct supplier spend was rated "good" or "outstanding".* Less than 1% of this spend received an unsatisfactory assessment, requiring corrective action plans to be set up and implemented within an agreed time frame. In addition to continuous engagement regarding the improvement roadmap, Archroma provides additional supplier training to support these vendors.
Until FY2025, 2,576 suppliers are assessed/audited via Ecovadis and TfS, covering 83% of direct procurement spend.

The target results for FY2025 are based on FY2024 spend, not on the number of suppliers. The categories packaging and logistics have been excluded from the calculations for the reporting period FY2024 and for the baseline FY2023. However, we have now revised our FY2025 targets and will include packaging and logistics for the calculations from the next reporting period onwards.

A dedicated full-time Sustainable Sourcing Manager is driving the program and guiding our own procurement team as well as our suppliers. The ASSR is an integral part of the monthly reviews with Archroma's procurement organization, including individual follow-up meetings to ensure target achievement.

*Target results for FY2025 are based on FY2024 spend, not on the number of suppliers, including packaging, logistics and suppliers which are at contract end.

DEVELOPMENT OF ARCHROMA SUSTAINABLE PROCUREMENT

2018	2019	2020	2021	2022	2023	2024	2025
Implemented audit partnership with EcoVadis	Started cooperation with IPE Established ASSR concept	Awarded with EcoVadis Gold Medal	Awarded with EcoVadis Platinum Medal Became TfS member Ranked No. 1 in IPE's (Institute of Public and Environmental Affairs) CITI Chemical industry	Awarded with EcoVadis Platinum Medal Ranked No. 1 in IPE's (Institute of Public and Environmental Affairs) CITI Chemical industry Accomplished TfS audit target	Ranked No. 1 in IPE's (Institute of Public and Environmental Affairs) CITI Chemical industry Final stage in integrating Huntsman TE legacy suppliers into ASSR	Awarded with EcoVadis Gold Medal Ranked No. 1 in IPE's (Institute of Public and Environmental Affairs) CITI Chemical industry Accomplished TfS 2023 target*	Awarded with EcoVadis Gold Medal Ranked No. 1 in IPE's (Institute of Public and Environmental Affairs) CITI Chemical industry Accomplished TfS 2024 target* Published Digital Sustainable Sourcing Power BI

GOLD | Top 5%
ecovadis
Sustainability Rating
OCT 2025

*TfS target: TfS member companies setup TfS target including the KPIs of TfS audit and assessment for each year.

TOGETHER FOR SUSTAINABILITY (TFS)

In November 2020, Archroma became a member of Together for Sustainability (TfS), a joint initiative of major chemical companies that delivers global standard for environmental, social and governance performance of chemical supply chains. TfS operates a global program to assess and improve the sustainability performance of chemical companies and their suppliers. Apart from continuous exchanges regarding the improvement roadmap, Archroma invites its suppliers to attend TfS webinars and TfS Academy trainings for suppliers.

TfS audit system is one of the preferred options for Archroma's suppliers to achieve an acceptable ASSR rating. The TfS audit rating is valid for three years and needs to be re-assessed every third year.

ECOVADIS

EcoVadis is one of the largest and most trusted providers of business sustainability ratings. The EcoVadis sustainability assessment methodology is built on international sustainability standards, including the Global Reporting Initiative, the United Nations Global Compact, and the ISO 26000. The EcoVadis Sustainability Scorecard is an evaluation of how well a company has integrated the principles of Sustainability into their business and management system. It illustrates the performance in four themes: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. Since FY2021 Archroma is proud to be a Top ranked member of EcoVadis. The EcoVadis Scorecard builds a strong basis for our ASSR rating and we highly recommended it to our supply partners. With their cooperation, it automatically sends corrective action plan to the suppliers (score <45).

PROCUREMENT SUSTAINABLE PARTNERSHIP

EcoVadis

EcoVadis is the collaborative platform enabling companies to monitor the Sustainability performance. (cooperated since 2018)

IPE
Institute of Public & Environmental Affairs

Non-governmental organization which is located in China, collecting all negative records (such as accidents) & violations of Chinese factories from central government and local governments. (cooperated since 2019)

TfS
Together for Sustainability

Together for Sustainability (TfS), a joint initiative and global network of 54 chemical companies, delivers the global standard for environmental, social and governance performance of chemical supply chains.

The TfS program is based on the **UN Global Compact** and **Responsible Care®** principles. (Joined since 2020)

NEW INITIATIVE TO BETTER IDENTIFY CHILD AND FORCED LABOR IN THE SUPPLY CHAIN

Archroma does not engage in business dealings either directly or indirectly with suppliers from regions with reported high risk of unfair labor practices (such as child labor, forced or compulsory labor etc.). In the reporting period, no cases of non-compliance with environmental laws and regulations occurred.
In addition to our ongoing activities with TfS and EcoVadis, we have decided to further deepen our existing engagement. With the acquisition of the EcoVadis IQPlus tool*, Archroma partners with EcoVadis to empower the prevention of child & forced labor in the supply chain.

- Through IQPlus, Archroma enables a holistic sustainability risk management
- Sustainability profiles based on country, industry and company-risk of suppliers
- All Archroma suppliers will be assessed specifically regarding their risks on child & forced labor
- Integration of the existing EcoVadis & TfS Ratings of Archroma suppliers
- Building on current Archroma Sustainable Supplier Rating (ASSR)
- First comprehensive report published in early 2025
- Archroma Sustainable Supplier Rating (ASSR) Power BI launched in mid of 2025

IDENTIFY RISK & OPPORTUNITY
- Risk visibility across the whole supply base via country, industry, and company-specific information
- Ongoing evaluation of new and existing suppliers

IDENTIFY EcoVadis IQ Plus

ASSESS EcoVadis Ratings

ASSESS COMPANIES
- Ratings based on proven methodology
- Deep dive carbon assessment

REPORT ON PROGRESS
- Reporting dashboards and business intelligence
- Monitoring of implemented actions

REPORT Quantitative Metrics

IMPROVE Corrective Action Plan

DRIVE IMPROVEMENTS
- Strengths and improvement areas
- Tailored buyer and supplier e-learning

EcoVadis IQ Plus
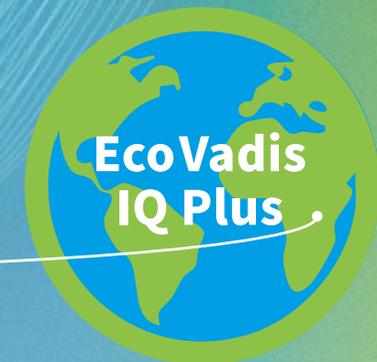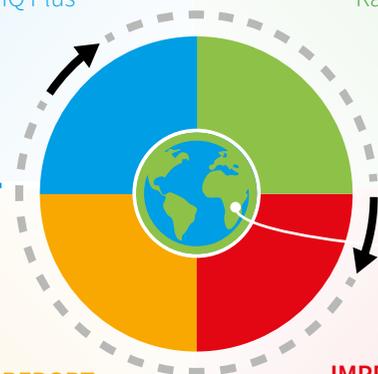
* Source: Procurement and Supply Chain Risk Management Software | EcoVadis

HUMAN RIGHTS & CHILD LABOR

Responsible supply chain management is important for our business, and we strive to uphold human rights in all activities. We do not tolerate the use of child or forced labour, slavery or human trafficking in any of our facilities, operations or supply chain. Archroma fully supports and complies with the 1948 United Nations Universal Declaration of Human Rights. Likewise, Archroma fully supports and complies with international sanctions regulations worldwide, including those from the United Nations, the USA, and the European Union.

Our principles on these topics are set out in our Archroma Code of Conduct, the Supplier Code of Conduct and the Archroma Human Rights Policy.* We discontinue business relationships with any individual or company that does not follow the same standards. We require our supply partners to support the Supplier Code of Conduct, which incorporates our commitment to conduct business free of slavery and human trafficking risks.

Archroma has a Whistleblowing Policy and a Whistleblowing Hotline operated 24/7/365 that allows the anonymous reporting of any ethical violations of our Code of Conduct or the law. Violations of the Code may be reported by employees, customers or suppliers. All reporters may remain anonymous if they choose. Archroma has a strict non-retaliation policy to encourage reporting.

We require our supply partners to support the Supplier Code of Conduct, which incorporates our commitment to conduct business free of slavery and human trafficking risks.

* For more information, please visit our website: https://www.archroma.com/compliance

SALES DEVELOPMENT [ESRS 2 BP-1]

Focus area	OUR AMBITION 2030 targets	Status FY2025
Sustainable materials	40% from Sustainable+ collection (Total sales)*	41%
	>95% from certified products (Total sales)**	89%

Archroma's total revenue for FY2025 was **1,598 MUSD.** This reflects a 6.3% decrease compared to the previous reporting period (vs FY2024: 1,705 MUSD) This decline was primarily driven by a slower global economic environment and the impact of U.S. tariffs, which affected demand and trade flows across key markets. Total sales volume for FY2025 is 566.1 MT (FY2024: 582.9 MT).

SUSTAINABLE PRODUCTS

In FY2025, 89% of the total sales were from certified products such as bluesign, GOTS, ZDHC compliance etc. and 41% were from the Sustainable+ collection such as cleaner chemistry, circularity, resource efficiency in use etc.

Archroma maintained its growth momentum through differentiated sustainable technologies, while navigating headwinds in other segments amid broader market uncertainties.

* Sustainability+ criteria = cleaner chemistry, circularity, resource efficiency in use
** C2C, bluesign, GOTS, ZDHC compliance, Ecopassport

Business ethics & compliance

Sustainable supply chain

Economic performance

MARKETS SERVED

During the reporting period, Archroma served over 90 markets worldwide with sales reported for three regional zones: The Americas, incorporating North, Central and South Americas; Europe, Middle East and Africa (EMEA), and Asia including Pakistan, North Asia, South Asia and South East Asia.

Americas

Sales
**418 MUSD
(26%)**

EMEA

Sales
**409 MUSD
(26%)**

Asia

Sales
**771 MUSD
(48%)**

**Packaging
Technologies (PT)
427 MUSD (27%)**

**Textile Effects (TE)
1,171 MUSD (73%)**

27% 73%

**Sales by
division/MUSD**

Textile Effects (TE)

Packaging Technologies (PT)
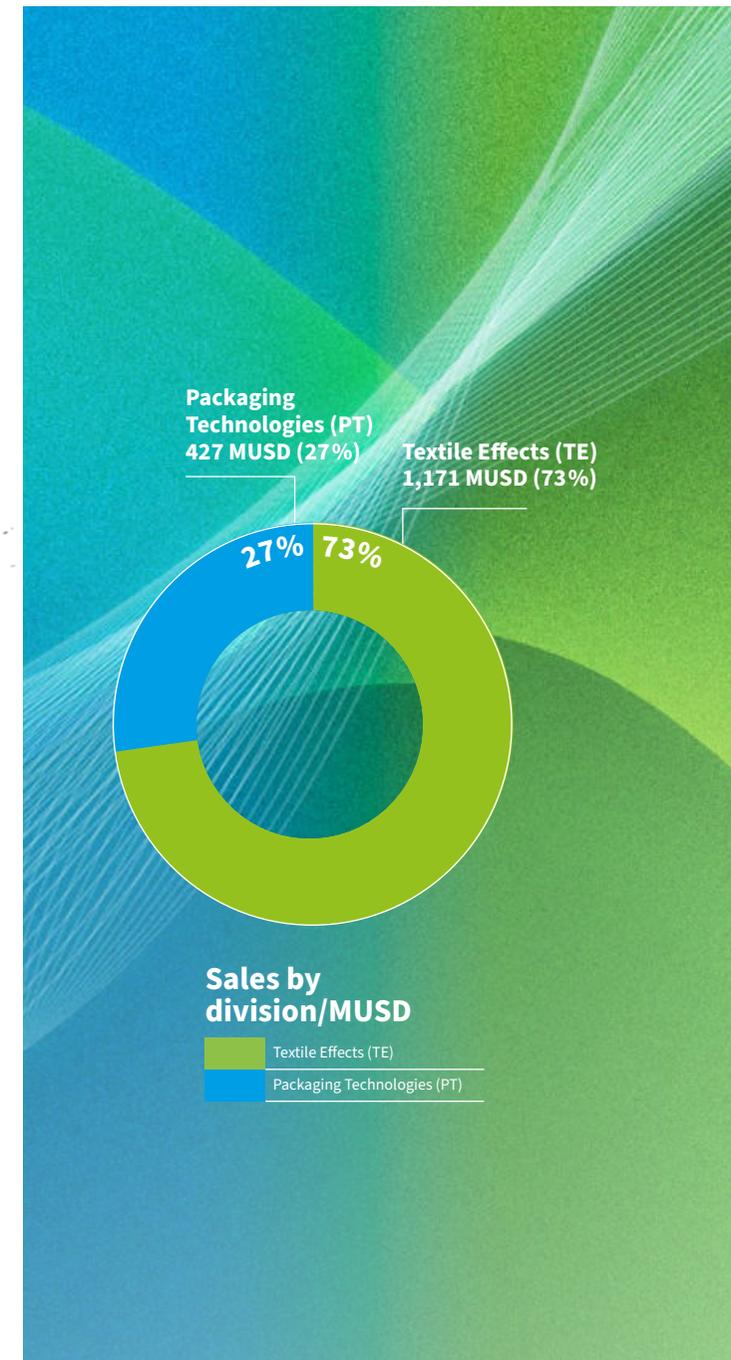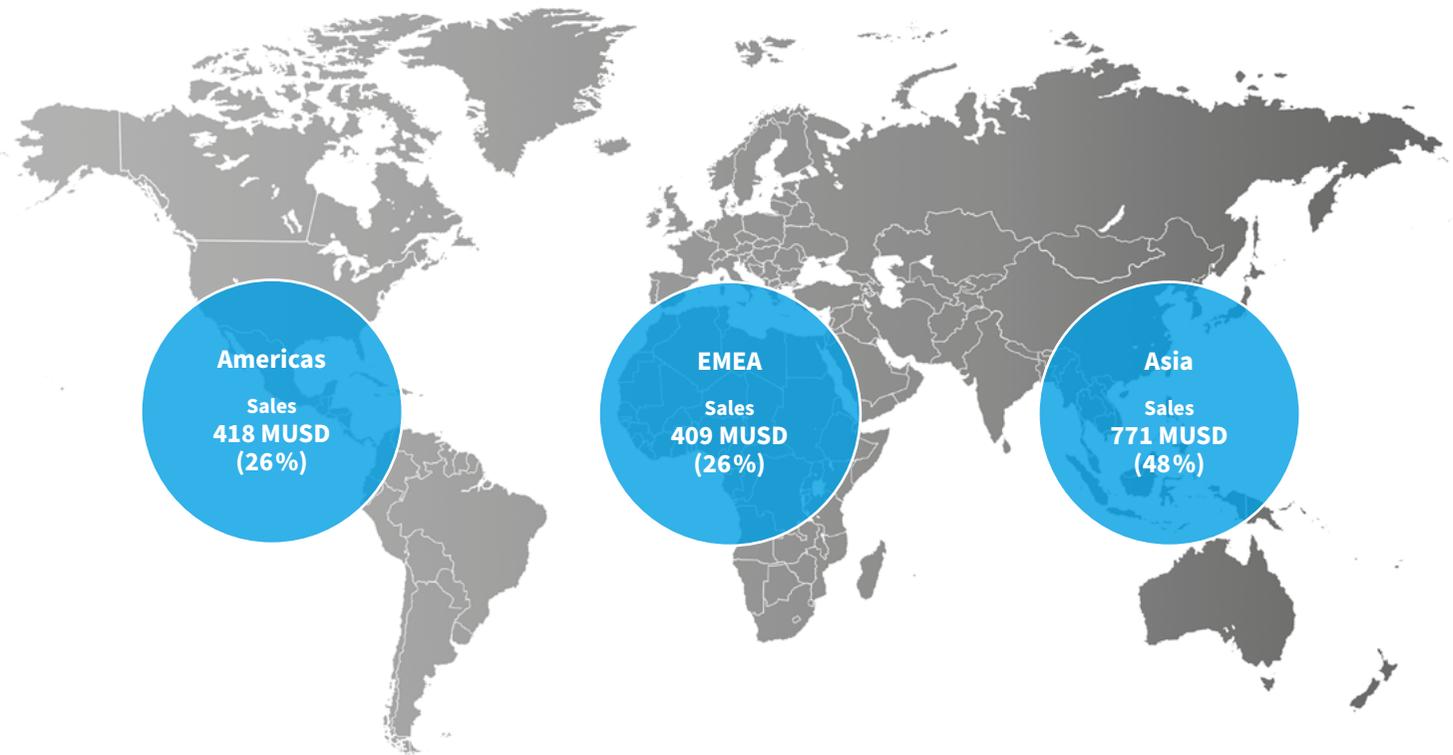
DEFINED BENEFIT PLANS, OBLIGATIONS AND OTHER RETIREMENT PLANS [ESRS S1-10]

DEFINED BENEFIT PLAN

The Group's defined benefit plans are usually established as trusts independent of the Group and are funded by payments from Group companies and by employees. In some cases, e.g., for a post-employment medical plan in Brazil, the plans are unfunded, and the Group pays pensions to retired employees directly from its own financial resources.

The funding of plans, where applicable, is determined by local regulations using independent actuarial valuations. Separate independent actuarial valuations are prepared in accordance with the requirements of IAS 19 for use in the Group's consolidated financial statements. The Group's major defined benefit plans are in Switzerland (41% of the Group's total defined benefit obligation), the US (13% of the Group's total defined benefit obligation), Germany (32% of the Group's total defined benefit obligation) and Brazil (4% of the Group's total defined benefit obligation). Approximately half of the defined benefit obligation relates to active members.

BENEFIT PLANS PER COUNTRY

SWISS PLANS

The Swiss pension plan is governed by the Swiss Federal Law on Occupational Retirement, Survivors' and Disability Pension Plans ('BVG'), which stipulates that pension plans are to be managed by independent, legally autonomous units. The assets of the pension plan are to be held within a separate foundation and cannot revert to the employer. Pension plans are overseen by a regulator as well as by a state supervisory body.

The Group participates in two collective foundations, which are administrating the pension plans of various unrelated employers. The collective foundations are fully insured for the contract lifetime between the pension fund and the insurance companies, which are Helvetia Life for Archroma employees and Trianon for former employees of Huntsman Textile Effects. Assets and liabilities are held by the respective insurance companies. The plans cover all employees in Switzerland and provide benefits on a cash balance basis. Plan participants, their spouse and children are insured against the financial consequences of old age, disability, and death. Their benefits are defined in pension plan rules compliant with the BVG, which specifies the minimum benefits that are to be provided.

There was a transfer of the Swiss Huntsman Textile Effects pension fund to the Trianon Swiss Archroma's pension fund in FY2024. The transfer results in a settlement of liabilities for all retirees as Archroma has no further obligation for these benefits. The impact of the settlement is CHF 31m (approx. USD 35.8) recognized in current year IAS19 Profit & Loss. Each employee has a savings account to which the employee and the Group contributes. A minimum interest is to be guaranteed on this account (1.25% in FY2025 and FY2024 based on the law is to be guaranteed on the BVG minimum benefit). When an employee retires, the insurance company takes over the pension payment and carries the market and longevity risk, or the retiree can elect a lump sum payment.

According to IAS 19, the Swiss pension plan are classified as "defined benefit" plan. All actuarial risks of the Helvetia plan, e.g. old age, invalidity and death or investment are fully covered by insurance. An underfunding is therefore not possible.

The Trianon Plan also fully covers the actuarial risks of old age and death, but not the risk of disability. Trianon could theoretically fall into underfunding related to active employees and disabilities, which could lead to the payment of reconstruction contributions. In addition, each of the two collective foundation is able to withdraw from the contract with the Group at any time, resulting in the plan being classified as "defined benefit" plan.

Each affiliated employer to the collective foundation has a benefit committee equally made up of employees and representatives of the Group, which has an obligation to act in the interests of the plan participants.

US PLAN
The Group operates a non-contributory defined benefit plan which is subject to the provisions of the Employee Retirement Income Security Act ('ERISA'). The assets of the plan are held separately from the Group in a qualified pension trust. Funding valuations of the plan are carried out on an actuarial basis and contributions are made as necessary. The funding target is to provide the plan with sufficient assets to meet future obligations.
There is a risk to the Group that adverse experience could lead to a requirement for the Group to make additional contributions to recover any deficit that arises. This risk relates to the market risks and longevity risks of the plan.

GERMAN PLANS
The Group operates various defined benefit plans in Germany including benefits that provide life annuity payments and others that provide the employee with the accumulated lump sum value of a savings account upon leaving the Group. The defined benefit plans are primarily unfunded book reserve plans, while some of the plans are funded through contractual trust arrangements (CTAs).

BRAZILIAN PLANS
The main plan operated by the Group in Brazil is an insured medical plan for its employees. Following sections 30 and 31 of the Law # 9.656/98, this medical plan is classified as a post-employment benefit plan. The plan is unfunded.

FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT

France
In FY2025 no government grant was received (FY2024: 20 kEUR) was received, which was used to reduce water consumption.

POLITICAL CONTRIBUTIONS
In Archroma, no political contributions were made in the FY2025.

TAX TRANSPARENCY APPROACH [ESRS 2]

As mentioned, Archroma is a global color and specialty chemicals company, where the choice of countries in which the Group operates is guided by business assessments and not by tax reasons.

TAX STRATEGY

Since its establishment in 2013, Archroma has adopted a tax strategy, as a set of principles and guidelines inspired by values of transparency and legality. The Group's subsidiaries are required to adopt the tax strategy approved by the Parent Company, thereby assuming the responsibility of ensuring it is acknowledged and applied.

TAX PRINCIPLES

The tax strategy principles are the guidelines for Group companies, underpinning their business operations when managing tax compliance. The principles also require suitable processes to be adopted to ensure their effectiveness and application.

Values: In line with its sustainability strategy, the Group acts in accordance with the values of honesty and integrity in its tax management, understanding that tax revenue is one of the main sources of contribution to economic and social development of the countries where it operates.

Legality: The Group pursues behavior geared towards compliance with the applicable tax rules and is committed to interpreting them in a way that respects both the substance and form.
Tone at the top: The Board of Directors has the role and responsibility of leading the dissemination of a corporate culture based on the values of honesty and integrity and the principle of legality.

Transparency: The Group maintains collaborative and transparent relations with tax authorities, enabling them – among other things – to gain a full understanding of the facts underlying the application of tax rules.

Shareholder value: The Group considers tax to be a business cost and, as such, believes that it must be managed in compliance with the principle of legality, with the aim of safeguarding the Group's assets and pursuing the primary interest of creating value for shareholders in the medium to long term.

Archroma's Board of Directors sets out the tax strategy of the entire Group, with the goal to apply the OECD guidelines and comply with local country tax laws. This is underpinned by the following approach:

- Correct and timely determination and settlement of taxes due under the law and implementation of the respective obligations
- Correct management of the tax risk, which is the risk incurred for the violation of tax rules or abuse of the principles and purposes of the tax system

TAX GOVERNANCE, CONTROL, AND RISK MANAGEMENT

Archroma has successfully established a tax strategy that complies with the tax governance bodies (as stated above). The strategy is controlled and managed on a frequent basis to ensure that it continues to meet the regulations.

INTERNAL CONTROL & RISK MANAGEMENT

With its global operational footprint, Archroma is exposed to a variety of risks in the course of its usual business activities. The willingness to take entrepreneurial risks enables the Group to exploit opportunities as they arise. Therefore, Archroma takes risks, as long as they can be managed without compromising the Group's sustainability, when they are expected to create a sustainable increase in shareholder value.

In this context, Archroma established a risk management system to reduce the uncertainty on the achievement of Archroma's strategic objectives and to carefully manage and monitor risks. Risk Management is not designed to prevent employees from taking risks but rather to help them to optimize the level of risk taken and encourage entrepreneurial behavior. Risk is inherent in all activities, and it is essential that Archroma embeds best practice for Risk Management in core business processes.

Risk Management at Archroma is not only managed at the high level with the risk mapping exercise (with Corporate and functional risk maps being developed, and Key Risk Indicators defined and monitored against their defined target value), but also translated into the daily activities through Archroma's policies and procedures and the control activities established in the Internal Control System. The Group implemented a comprehensive internal control system that prevents risks arising in the course of operations by adopting appropriate controls and processes, especially with regard to conformity with the law, compliance with strategy and internal policies, quality of accounting and reporting, quality of processes and protection of assets. For more details, please see section "RISK MANAGEMENT".

Archroma is exposed to financial risks such as inflation, interest rates increase, credit risk, liquidity risk and market risk. These financial risks are described in the next paragraph below and in the notes of the consolidated financial statements. The Group is also exposed to market development and pricing risks related to its wide geographic footprint and high level of intra-Group transactions between countries, resulting from its integrated supply chain and production sites supplying the world.

The Group's functional currency is USD. As a result, the pricing risk of the Group, and especially its risk of transactional currency effects, is managed through a combination of local and regional coordinated resources actively adjusting pricing to address shifts in competitive environments, currencies and raw material input costs. Archroma has been strongly engaged in monitoring and adjusting pricing to compensate for the quickly shifting marketplace.
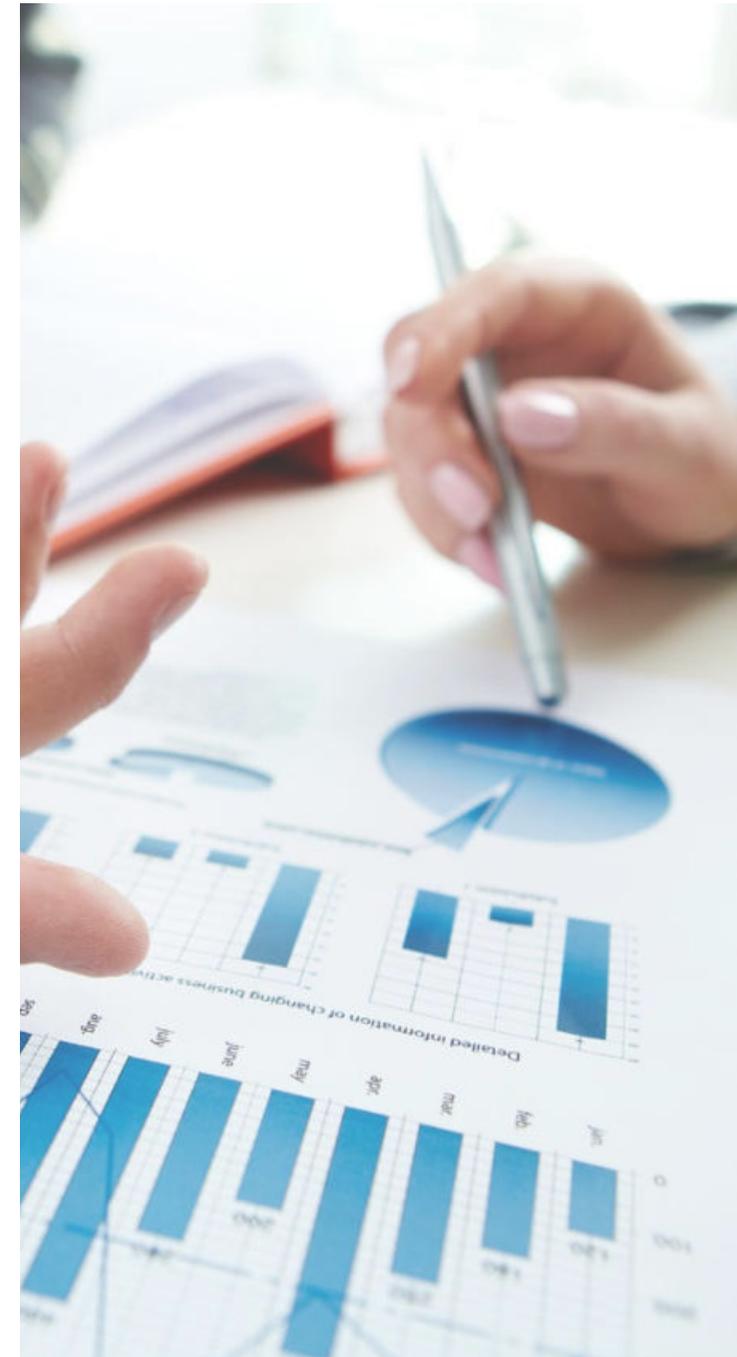
APPENDIX

Tables

GRI Index

KPMG limited assurance report

TABLES (SUSTAINABILITY DASHBOARD)

ENVIRONMENT

Reducing the ecological impacts on our planet

METRIC	Unit	FY2022	FY2023	FY2024	FY2025	
Total production volume	mt	418,963	459,907	514,650	512,817	
Total GHG emissions	tCO_2e	79,192	120,376	119,944	108,315	
Scope 1	tCO_2e	39,232	56,675	63,214	63,120	
Scope 2	tCO_2e	39,960	63,700	56,731	45,195	
GHG intensity	tCO_2e/t	0.189	0.262	0.233	0.211	✅
Total energy consumption	MWh	315,280	433,892	474,170	474,448	
Energy intensity	MWh/MT prod	0.75	0.94	0.92	0.93	
Total water intake	thousand m³	6,939	7,474	8,004	7,176	
Water intensity	m³/MT prod	16.56	16.25	15.55	13.99	✅
Total waste generated	MT	17,840	26,478	28,118*	27,897	
Waste intensity	KG/MT prod	42.58	56.5	53.4*	53.5	✅

* As part of our commitment to transparency and data integrity, we conducted a thorough review of reported waste management figures during the reporting process. This review identified two discrepancies in FY2024, which have now been corrected:
  - In Castellbisbal site, 124 metric tons of non-hazardous waste were inadvertently omitted when reclassifying from hazardous to non-hazardous waste.
  - In Langweid site, 2,430 metric tons of hazardous waste were incorrectly included in the reported figures.

SOCIAL

Creating value for our employees, partners and society as a whole

METRIC	Unit	FY2022	FY2023	FY2024	FY2025	
Total recordable injury rate TRR	200,000 hrs	0.18	0.25	0.23	0.02	✅
Product safety - 3rd party certified	%	90	85	89	89	
Total employees	FTE	2,806	4,631	4,410	4,105	
female	%	22	25	24.6	23.5	
Women in management (Grades C to F)					26%	✅

GOVERNANCE

Enabling the sustainability transformation

METRIC	Unit	FY2022	FY2023	FY2024	FY2025	
Economic performance (revenue)	000 $	1,374	1,451	1,705	1,598	
Ethics and compliance non-conformities	#	-	-	1	-	
Sustainable sourcing	% ASSR rating	93%	95%	95%	95%	✅

TABLES (DIVERSITY & INCLUSION, TALENT MANAGEMENT)

EMPLOYEE TURNOVER BY POSITION AND GENDER

	FY25 Average HC			**FY25 Turnover**						**FY25 Female in %**		
	Female	Male	Total	Female	Male	Total	Female %	Male %	Total %	Female %	Male %	Total %
Seniore Executive (A-B)	1	7	8	1	2	3	100%	29%	38%	13%	88%	100%
Senior Management (C-D)	36	114	150	6	24	30	17%	21%	20%	24%	76%	100%
Middle Management (E-F)	179	483	662	48	94	142	27%	19%	21%	27%	73%	100%
Junior Management (G-H)	518	804	1,322	97	108	205	19%	13%	16%	39%	61%	100%
Staff (I-J)	294	1,832	2,126	83	197	280	28%	11%	13%	14%	86%	100%
Total	**1,028**	**3,240**	**4,268**	**235**	**425**	**660**	**23%**	**13%**	**15%**			

MANAGEMENT TURNOVER BY GENDER

	FY25 Average HC			**FY25 Turnover**						**FY25 Female in %**		
	Female	Male	Total	Female	Male	Total	Female %	Male %	Total %	Female %	Male %	Total %
Seniore Executive (A-B)	1	7	8	1	2	3	100%	29%	38%	13%	88%	100%
Senior Management (C-D)	36	114	150	6	24	30	17%	21%	20%	24%	76%	100%
Middle Management (E-F)	179	483	662	48	94	142	27%	19%	21%	27%	73%	100%
Junior Management (G-H)	518	804	1,322	97	108	205	19%	13%	16%	39%	61%	100%
Total	**734**	**1,408**	**2,142**	**152**	**228**	**380**	**21%**	**16%**	**18%**	**34%**	**66%**	**100%**

STAFF TURNOVER BY GENDER

	FY25 Average HC			**FY25 Turnover**						**FY25 Female in %**		
	Female	Male	Total	Female	Male	Total	Female %	Male %	Total %	Female %	Male %	Total %
Staff (I-J)	294	1,832	2,126	83	197	280	28%	11%	13%	14%	86%	100%
Total	**294**	**1,832**	**2,126**	**83**	**197**	**280**	**28%**	**11%**	**13%**	**14%**	**86%**	**100%**

GRI CONTENT INDEX

DISCLOSURE	DESCRIPTION	CROSS REFERENCE OR RESPONSE	PAGES
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2-1	Organizational details	About the report	8-12
2-2	Entities included in the organization's sustainability reporting	About the report	7, 21-36
2-3	Reporting period, frequency and contact point	About the report	7
2-4	Restatements of information	There are no restatements of information for this reporting period.	NA
2-5	External assurance	About the report, Appendix	7, 137
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2-6	Activities, value chain and other business relationships	Global presence, Businesses	10, 21-36
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2-12	Role of the highest governance body in overseeing the management of impacts	Corporate governance	11-15
2-13	Delegation of responsibility for managing impacts	Corporate governance	13-14
2-14	Role of the highest governance body in sustainability reporting	Corporate governance	13-14
2-15	Conflicts of interest	Corporate governance, Compliance and anti-corruption	13-14, 104-105
2-16	Communication of critical concerns	Fair labor practices, Corporate governance, Compliance and anti-corruption	13-14, 89-90, 104-105
2-17	Collective knowledge of the highest governance body	Corporate governance	11-15
2-18	Evaluation of the performance of the highest governance body	Corporate governance	11-15
2-19	Remuneration policies	Corporate governance	15, 89-92
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2-23	Policy commitments	Corporate governance, Environment, Social, Sustainability approach	83-85, 89-90, 37-51
2-24	Embedding policy commitments	See above	83-35, 89-90, 37-51
2-25	Processes to remediate negative impacts	Sustainability approach, Risk management, Compliance and anti-corruption	37-53, 106-109, 104-105
2-26	Mechanisms for seeking advice and raising concerns	Compliance and anti-corruption	104-105
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2-28	Membership associations	Affiliations and memberships	19-20
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2-29	Approach to stakeholder engagement	Affiliations and memberships, Stakeholder Engagement, DMA, Consumer product safety	19-20, 59-61
2-30	Collective bargaining agreements	Fair labor practices	89-99
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3-1	Process to determine material topics	DMA, Risk Management	37-51, 106-109
3-2	List of material topics	DMA, Risk Management	37-51, 106-109
3-3	Management of material topics	DMA, Risk Management	37-51, 106-109
Economic performance			
201-1	Direct economic value generated and distributed	Economic performance	120-225
201-2	Financial implications and other risks and opportunities due to Climate change	Risk Management	106-109
201-3	Defined benefit plan obligations and other retirement plans	Economic performance	122-123
201-4	Financial assistance received from government	Economic performance	122-123
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202-1	Ratios of standard entry level by gender compared to local minimum wage	Fair labor practices	93-97
202-2	Proportion of senior management hired from the local community	Talent management	97

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204-1	Proportion of spending on local suppliers	Sustainable and transparent sourcing practices	115-119
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205-1	Operations assessed for risks relating to corruption	Responsible business practices, Compliance and anti-corruption	104-105
205-2	Communication and training about anti-corruption policies and procedures	Responsible business practices, Compliance and anti-corruption	104-105
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207-3	Stakeholder engagement and management of concerns related to tax	Economic performance	120-125
207-4	Country by country reporting	Economic performance	120-125
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301-2	Recycled input materials used	Circularity	70
301-3	Reclaimed products and their packaging materials	Circularity	70
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302-4	Reduction of energy consumption	Energy	62-69
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303-1	Management approach disclosures - interactions with water as a shared resource	Circularity & Waste	70-74
303-2	Management approach disclosures - management of water discharge-related impacts	Water and land	75-81
303-3	Water withdrawal	Water and land: There is no distinction between "freshwater" and "other water" as both are being used for the same purposes. Water withdrawal only refers to manufacturing sites. There is no use of seawater at any location. No seawater and produced water is withdrawn in water stress areas, except at our Mahachai site (Thailand) where produced water is withdrawn.	75-81
303-4	Water discharge	Water and land	75-81
303-5	Water consumption	Water and land, Sustainable materials	75-81
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304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high Biodiversity value outside protected areas	Biodiversity	81
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305-4	GHG emission intensity	Climate change GHG intensity is based on Scope 1 and 2 emissions. The following gases were included in the calculation: CH_4 and N_2O.	62-69
305-5	Reduction in GHG emissions	Climate change, Sustainability approach	62-69, 40-41
305-6	Emissions of ozone-depleting substances (ODS)	Climate change	62-69
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306-1	Management approach disclosure: Waste generation and significant Waste-related impacts	Waste, Sustainability approach	71-74
306-2	Management of significant Waste-related impacts	Waste	71-74
306-3	Waste generated	Waste generated only refers to manufacturing sites. Total waste is total production related waste plus non production related waste (like traded goods waste).	71-74
306-4	Waste diverted from disposal	Waste	71-74
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308-1	New suppliers that were screened using environmental criteria	Sustainable and transparent sourcing practices	112-117
308-2	Negative environmental impacts in the supply chain and actions taken	Sustainable and transparent sourcing practices	112-117
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401-1	New employee hires and employee turnover	Fair labor practices	89-99
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402-1	Minimum notice periods regarding operational changes	Fair labor practices	89-99
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403-3	Management approach disclosures - Occupational health services	Occupational safety	83-85
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403-7	Management approach disclosures - Prevention and mitigation of occupational health & safety impacts directly linked by business relationships	Occupational safety, Process safety & quality	83-85, 88
403-8	Workers covered by an occupational health and safety management system	Occupational safety, Process safety & quality	83-85, 88
403-9	Work-related injuries	Occupational safety Reporting only on employees. The accidents for contractors (first aids/medical treatments/lost time work cases) are collected internally but not included in reporting.	83-85, 88
403-10	Work-related ill-health	Occupational safety	83-85, 88
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404-1	Average hours of training per year per employee	Talent management	97
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409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Fair labor practices	89-90, 118-119
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410-1	Security personnel trained in human rights policies or procedures	Fair labor practices	89-90, 118-119
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411-1	Incidents of violations involving rights of indigenours peoples	Fair labor practices	89-90, 118-119
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413-1	Operations with local community engagement, impact assessments, and development programs	Corporate citizenship	100-102
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414-2	Negative social impacts in the supply chain and actions taken	Sustainable and transparent sourcing practices	112-117
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416-1	Assessment of the health and safety impacts of product and service categories	Product stewardship, Consumer product safety	59-61
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417-3	Incidents of non-Compliance concerning marketing communications	Consumer product safety, Process safety & quality, Business ethics & compliance	59-61, 86-88, 104-105
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418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data protection and cybersecurity	110-111

Independent limited assurance report on selected Sustainability Information of Archroma Management GmbH

To the Management of Archroma Management GmbH, Pratteln
We have conducted a limited assurance engagement on the Sustainability Information of Archroma Management GmbH (hereinafter "Archroma") and its subsidiaries (the Group) of selected key performance indicators for the fiscal year from 1st of October 2024 to the 30th of September 2025 which are marked with a checkmark ✅.

Understanding how Archroma has prepared the Sustainability Information
Archroma prepared the Sustainability Information using the following criteria (hereinafter referred to as the "Sustainability Reporting Criteria"):
- For Global Reporting Initiative (GRI) related KPIs – GRI Standard

Consequently, the Sustainability Information needs to be read and understood together with these standards and criteria.

Our Limited Assurance Conclusion
Based on the procedures we have performed as described under the *'Summary of the work we performed as the basis for our assurance conclusion'* and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Sustainability Information is not prepared, in all material respects, in accordance with the Sustainability Reporting Criteria.

We do not express an assurance conclusion on information in respect of earlier periods or future looking information included in the Sustainability Report for the fiscal year ended 30th of September 2025, information included in the Financial Report for the fiscal year ended 30th of September 2025, information included in the Business Report for the fiscal year ended 30th of September 2025, information linked from the Sustainability Report for the fiscal year ended 30th of September 2025, information linked from the Financial Report for the fiscal year ended 30th of September 2025 or any images, audio files or embedded videos.

KPMG

Inherent Limitations in Preparing the Sustainability Information

Due to the inherent limitations of any internal control structure, it is possible that errors or irregularities may occur in disclosures of the Sustainability Information and not be detected. Our engagement is not designed to detect all internal control weaknesses in the preparation of the Sustainability Information because the engagement was not performed on a continuous basis throughout the period and the audit procedures performed were on a test basis.

Archroma's Responsibilities

The Management of Archroma is responsible for:
- selecting or establishing suitable criteria for preparing the Sustainability Information, taking into account applicable law and regulations related to reporting the Sustainability Information;
- the preparation of the sustainability information in accordance with the criteria; and
- designing, implementing and maintaining internal control over information relevant to the preparation of the Sustainability Information that is free from material misstatement, whether due to fraud or error.

Our Responsibilities

We are responsible for:
- planning and performing the engagement to obtain limited assurance about whether the Sustainability Information is free from material misstatement, whether due to fraud or error;
- forming an independent conclusion, based on the procedures we have performed and the evidence we have obtained; and
- reporting our independent conclusion to the Management of Archroma.

As we are engaged to form an independent conclusion on the Sustainability Information as prepared by the Management, we are not permitted to be involved in the preparation of the Sustainability Information as doing so may compromise our independence.

Professional Standards Applied

We performed a limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 *Assurance Engagements other than Audits or Reviews of Historical Financial Information (ISAE 3000)* and in respect of greenhouse gas emissions, with the International Standard on Assurance Engagements 3410 *Assurance Engagements on Greenhouse Gas Statements (ISAE 3410),* issued by the International Auditing and Assurance Standards Board (IAASB).

Our Independence and Quality Control

We have complied with the independence and other ethical requirements of the *International Code of Ethics for Professional Accountants (including International Independence Standards)* issued by the International Ethics Standards Board for Accountants (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

Our firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our work was carried out by an independent and multidisciplinary team including assurance practitioners and sustainability experts. We remain solely responsible for our assurance conclusion.

Summary of the Work we Performed as the Basis for our Assurance Conclusion
We are required to plan and perform our work to address the areas where we have identified that a material misstatement of the Sustainability Information is likely to arise. The procedures we performed were based on our professional judgment. Carrying out our limited assurance engagement on the Sustainability Information included, among others:
- assessment of the design and implementation of systems, processes and internal controls for determining, processing and monitoring sustainability performance data, including the consolidation of data;
- inquiries of employees responsible for the determination and consolidation as well as the implementation of internal control procedures regarding the selected disclosures;
- inspection of selected internal and external documents to determine whether quantitative and qualitative information is supported by sufficient evidence and presented in an accurate and balanced manner;
- assessment of the data collection, validation and reporting processes as well as the reliability of the reported data on a test basis and through testing of selected calculations;
- analytical assessment of the data and trends of the quantitative disclosures included in the scope of the limited assurance engagement; and
- assessment of the consistency of the disclosures applicable to Archroma with the other disclosures and key figures and of the overall presentation of the disclosures through critical reading of the Sustainability Report for the fiscal year ended 30th of September 2025.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had we performed a reasonable assurance engagement.

KPMG AG

Cyrill Kaufmann
Licensed Audit Expert

Diana Guerra
Engagement Manager

Zurich, 5 December 2025