

2025

ENVIRONMENT, SOCIAL & GOVERNANCE

REPORT

SI Group

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**DAVID BRADLEY**

President & Chief Executive Officer

Dear Stakeholders,

At SI Group, our corporate strategy guides our business transformation and ensures we continue delivering long-term value. Sustainability and innovation remain central to this effort. With high-performance solutions, deep technical expertise, and a global network focused on continuous improvement, we are building a more resilient, future-ready business.

In 2024, we advanced our 2030 ESG targets by reducing emissions and energy use, managing waste and water more responsibly, and improving transparency in how we measure and report progress. These actions strengthen our accountability and position us to drive even greater environmental impact in the years ahead.

This year, we accelerated innovation with major investments, including the launch of our European Innovation Centre in Four Ashes, U.K., and our APAC R&D Center in Shanghai, China—enhancing global capabilities, customer collaboration, and the development of sustainable solutions.

UNLOCKING SUSTAINABLE TRANSFORMATION FROM WITHIN

Our progress is powered by the innovation and dedication of our 1,600+ employees. Our chemists are developing cleaner, safer technologies; our engineers are finding new ways to improve efficiency and reduce emissions; and our teams are giving back to local communities through charitable donations, fundraising, and volunteerism. Through their actions, we are using chemistry and citizenship to strengthen our global impact.

Safety remains a core value: In 2024, we achieved a Total Recordable Incident Rate (TRIR) of 0.54, outperforming the industry average of 0.59, with multiple sites reaching more than 366 (2024 Leap Year) Perfect Days: a full year without recordable injuries, Process Safety Events (PSE 1 or 2), regulatory compliance issues, or Cardinal Safety Rule violations. In addition, 11 sites reported zero recordable injuries—a testament to our unwavering commitment to a safe and healthy workplace.

Our mission is clear: We innovate and drive change to create value with a passion for safety, chemistry, sustainability, and extraordinary results. Achieving this requires collaboration across our value chain. We will continue engaging openly with customers, suppliers, communities, and stakeholders to translate our vision for sustainable operations into measurable progress.

Together, we are building a stronger, more sustainable SI Group—driving purposeful innovation, creating value for our stakeholders, and shaping a better future for generations to come.

Sincerely,
David Bradley

**CLIMATE CHANGE &
ENVIRONMENTAL IMPACT**

11% reduction in Scope 1
and 2 **emissions*** intensity
from 2023 to 2024

Improved external reporting framework
underscoring commitment to
environmental transparency

*GRI 305-1

**2025 ECOVADIS
BRONZE MEDAL**

Top 35% of over 150,000
companies assessed

Next **EcoVadis rating**
to be obtained in 2026

**EMPLOYER OF CHOICE:
INCLUSIVITY & WELLNESS**

69% participation in 2024
Employee Voice Survey
resulting in 1% increase in engagement

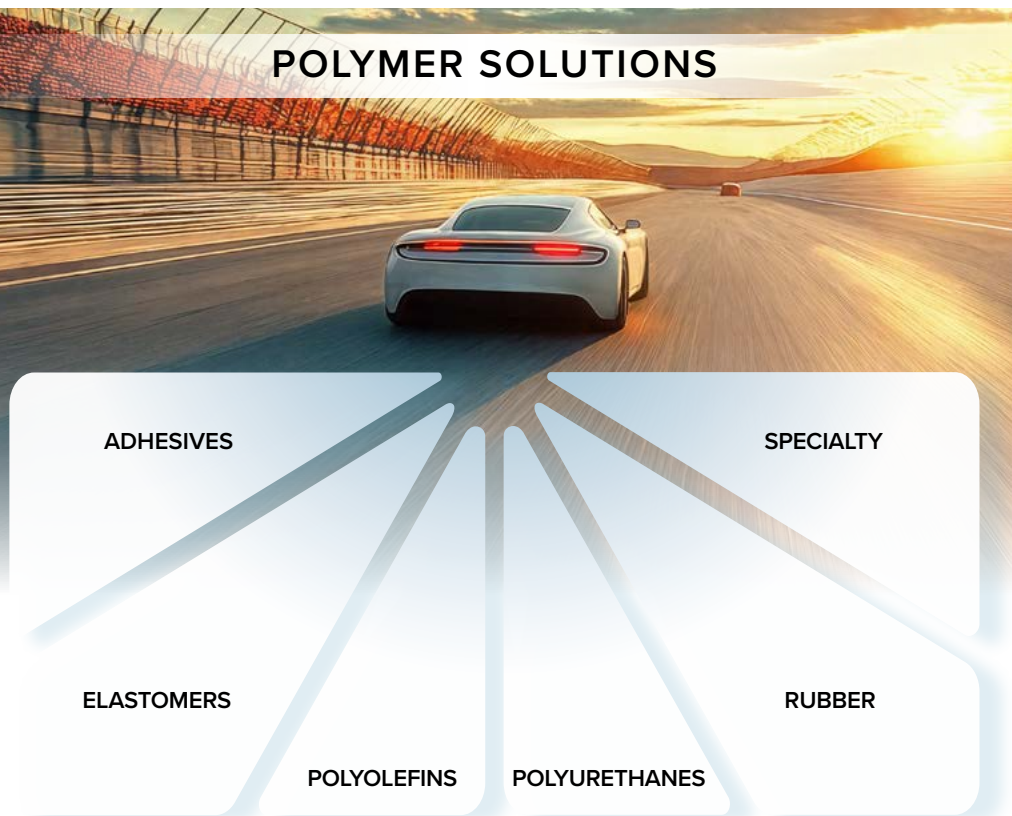
**COMMITMENT TO
SAFE OPERATIONS**

18% reduction in
work-related injuries

**SUSTAINABLE PROCUREMENT
& BUSINESS PRACTICES**

43% increase in assessed
vendors meeting our
sustainability criteria compared to
our baseline assessment in 2021

POLYMER SOLUTIONS



INDUSTRIAL SOLUTIONS



The Pharmaceuticals Strategic Business Unit, active in 2024, was dissolved in 2025. Related 2024 metrics are still included for full and accurate year-over-year representation.



Key Industries

Aerospace, Agriculture, Automotive, Building & Construction, Consumer Goods, Electronics, Energy, Fuels, Furniture, Health Care, Lubricants, Marine, Oil & Gas, Packaging, Personal Care, Tapes & Labels, Textiles, Tire & Rubber

18

MANUFACTURING
SITES

1,600
EMPLOYEES



6

TECHNOLOGY
CENTERS

\$1.5B
NET SALES



Our Global Presence

Our global presence spans four continents, serving customers in more than 80 countries. Our global team of over 1,600 employees works from manufacturing sites, regional offices, and remote locations, all united by a shared commitment to innovation and delivering meaningful impact across the markets we support.

CUSTOMERS
80 COUNTRIES

SALES TEAMS ACROSS
4 CONTINENTS



GLOBAL HEADQUARTERS
THE WOODLANDS, TX



Map reflects SI Group's global presence as of December 1, 2025. Our Singapore site ceased manufacturing operations in 2025 and we have maintained a regional office there. This report reflects data from our Singapore manufacturing site through 2024.

Our Approach to Sustainability

In 2024, SI Group continued to strengthen its commitment to sustainable business practices while advancing operational excellence across our global footprint. By streamlining our operations and aligning production more closely with customer demand, we improved efficiency, optimized resource use, and reduced environmental impact.

These initiatives reflect our approach to sustainability as both a responsibility and a value-creation opportunity for our

customers, our employees, and the communities we serve. Through detailed analysis of our production capabilities, we strategically consolidated and redistributed manufacturing activities, reducing energy demand and improving performance across our product lifecycle.

This continued focus on efficiency, resource stewardship, and innovation demonstrates that sustainability and strong business performance go hand in hand.



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Sustainability is not just a goal—it is how we operate every day. By streamlining our processes, aligning with customer needs, and making thoughtful decisions across our global network, we are building a more resilient, responsible, and innovative SI Group for the future.

MICHAEL B. FARNELL JR.
Senior Vice President, General
Counsel & Chief Sustainability Officer

Our Key Focus Areas

Our sustainability efforts are focused on five areas that we believe are most impactful and where we can make a difference.



2025 EcoVadis

In 2025, SI Group received a Bronze Medal from EcoVadis, recognizing our strong performance in corporate social responsibility and sustainable business practices. This distinction places SI Group among the top 35% of more than 150,000 companies assessed globally and reflects our progress in key areas such as environment, labor and human rights, ethics, and sustainable procurement. The assessment, submitted in 2024, demonstrates our continued commitment to transparency and ongoing, measurable improvement. This recognition reinforces the strength of our global sustainability framework and the dedication of our teams worldwide. We remain focused on advancing our sustainability performance each year as we work toward long-term value creation for our customers, employees, and communities.



**OF MORE THAN
150,000 COMPANIES**



Our Commitment to The United Nations Sustainable Development Goals



3 GOOD HEALTH
AND WELL-BEING



6 CLEAN WATER
AND SANITATION



8 DECENT WORK AND
ECONOMIC GROWTH



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION

Building on our EcoVadis recognition, SI Group advanced its sustainability commitments in 2024 by aligning our strategy with the United Nations Sustainable Development Goals (UNSDGs). This alignment strengthens our framework for creating long-term value for society and the environment and reinforces our focus on measurable impact across environmental, social, and governance priorities. We have identified the goals

most relevant to our operations and integrated them into our sustainability framework to guide decision-making throughout our value chain. Our targets and reporting metrics are aligned with these selected UNSDGs, enabling us to track progress and demonstrate accountability.

CLIMATE CHANGE &
ENVIRONMENTAL IMPACT



SI Group is committed to minimizing our environmental impact through focused sustainability initiatives that drive measurable improvements across key areas.

By setting clear targets and implementing strategic actions, we are continuously working to operate more responsibly and leave a positive mark on the communities and environments where we live and operate.

1. Water

In 2024, SI Group advanced its water stewardship efforts by strengthening transparency in how water data is collected, reported, and aligned with standards such as Global Reporting Initiative (GRI) and The American Chemistry Council (ACC). Increased clarity in third-party water intake and total water use, along with ongoing work to migrate water reporting into our internal reporting system, is improving our ability to monitor consumption and streamline data collection across sites.

We achieved a **5% reduction in total water withdrawal and water intensity from 2023**, driven primarily by continued reuse of water within our processes, particularly in cooling tower operations. These efforts reinforce our commitment to sustainable water management and contribute to broader environmental well-being where we operate.

2. Greenhouse Gas Emissions (GHG)

SI Group made meaningful progress in reducing our GHG emissions, achieving an **11% reduction in Scope 1 and 2 emissions* intensity from 2023 to 2024 and a 7% reduction from our baseline year.**

We are advancing initiatives across both Scope 1 and Scope 2 emissions, focusing on cleaner energy and enhanced operational efficiency by upgrading manufacturing equipment to reduce environmental impact. In parallel, we are calculating the cradle-to-gate environmental impact of our products, establishing a robust baseline for material and process-related emissions. This work will serve as the foundation for expanding our understanding of Scope 3 emissions, enabling more comprehensive value-chain decarbonization in the future.

3. Waste

In 2024, SI Group strengthened its environmental stewardship by enhancing the consistency and transparency of our global waste reporting. We refined and unified waste definitions across all sites, ensuring clearer distinctions between hazardous and non-hazardous materials and improving data comparability worldwide. By centralizing our waste reporting into a single global system, we increased visibility into waste streams and sharpened our ability to identify reduction opportunities.

These improvements contributed to a **5% reduction in total waste generated from our baseline year, 2020.** Together, these enhancements reinforce our commitment to responsible resource management and continuous improvement across our operations.

*GRI 305-1

zero

=

PERFECT DAY

Safety remains SI Group's top priority and a defining element of our operational culture. Our Perfect Day standard reflects this commitment and is achieved when we experience no recordable injuries, no Process Safety Events (PSE 1 or 2), no regulatory compliance issues, and no violations of our Cardinal Safety Rules. These four indicators represent the highest-risk areas in our operations and serve as a clear measure of safe and reliable performance. Our Cardinal Safety Rules remain the foundation of this approach, outlining expectations for managing high-risk activities and guiding employees in making safe choices. Consistent adherence to these rules supports strong operational control and protects our people and our facilities.

SHARED RESPONSIBILITY FOR A SAFER WORKPLACE

In 2024, our My Perfect Day campaign reinforced the importance of individual engagement in maintaining a safe workplace. The campaign encouraged employees across our global network to consider what a "Perfect Day" means to them personally—whether returning home safely, supporting colleagues, or having confidence in the work they perform. By linking operational discipline to personal purpose, the campaign strengthened awareness of the behaviors and decisions that help prevent incidents.

The My Perfect Day campaign highlighted our shared responsibility for safety and reinforced the belief that every action contributes to a safer work environment. This mindset is essential to sustaining a culture where employees can perform at their best and advance SI Group's long-term success.

SAFE OPERATIONS



SUSTAINABLE
PROCUREMENT

Environmental and social responsibility continue to guide how we operate and build trust across our value chain. We remain committed to working with suppliers who uphold our standards for ethics, environmental stewardship, and community responsibility, reinforced through our Supplier Code of Conduct.

In 2024, over 70% of our direct procurement spend went to local suppliers, helping reduce emissions, support regional economies, and strengthen supply chain agility. Our sustainability progress also advanced, with 69% of assessed direct spend earning EcoVadis medals, reflecting strong ESG performance. SI Group conducted enhanced due diligence on its high-risk vendors, ensuring we are confident in our partners' ethical and sustainability standards.

In 2025, we implemented SAP Ariba to improve efficiency, compliance, and visibility across the procurement lifecycle. By integrating Ariba, we're enabling more transparent sourcing, stronger supplier oversight, and better contract management, supporting more responsible, resilient, and locally focused procurement.

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Our new supply chain philosophy puts collaboration, transparency, and sustainability at the center of everything we do. By leveraging Ariba to partner more closely with our suppliers, we're not only driving efficiency but also building trust, reducing risk, and creating a resilient, responsible supply chain that delivers lasting value for our customers and communities.

JENNIFER LAWRENCE
Vice President, Supply Chain



As a leading global performance additives producer, SI Group is committed to driving innovation that delivers meaningful value for our customers while advancing sustainability.

In 2025, we strengthened this commitment through significant investments in our research and development capabilities, opening two new state-of-the-art laboratories designed to empower our people and accelerate the creation of sustainable solutions. SI Group relocated its European R&D laboratory from Manchester, U.K. to its Four Ashes, U.K. manufacturing site, establishing its European Innovation Centre (EIC). This relocation positions critical R&D activities closer to manufacturing, improving collaboration and accelerating commercialization.

This expansion enhanced our capacity to develop advanced polymer additives solutions while generating meaningful indirect economic benefits for the surrounding region. The EIC employs skilled technical roles, fosters partnerships with local universities, and stimulates the regional supply chain. Equipped with state-of-the-art research equipment, the EIC allows our scientists and engineers to innovate more efficiently, delivering sustainable solutions that meet the evolving needs of our customers. This initiative follows the launch of our Asia-Pacific R&D Center in Shanghai, China, further expanding SI Group's global innovation network and local economic impact. These investments underscore our commitment to providing our people with the tools, facilities, and talent necessary to develop the next generation of performance additives, with a clear focus on sustainability.



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Investing in innovation is not just about new products; it's about creating solutions that make a real difference for our customers and the communities we serve. By equipping our teams with state-of-the-art facilities and driving global collaboration, we are accelerating sustainable innovation that helps our customers achieve their goals with a more sustainable future in mind.

PAUL TILLEYSenior Vice President, Sales
& Business Development**INNOVATION &
BUSINESS PRACTICES**

European Innovation Centre, Four Ashes, U.K.



Asia Pacific R&D Center, Shanghai, China

INCLUSION AND WELLNESS



At SI Group, our employees are catalysts for progress, driving performance and innovation through their dedication and expertise. Our culture, Ignite Impossible, continues to define how we operate with agility, accountability, and a shared commitment to excellence.

We are strengthening this foundation through an emphasis on inclusivity and overall well-being. By supporting both the physical and mental health of our people, we are creating an environment where employees can perform at their best and contribute to the company's long-term success.

BUILDING A POSITIVE CULTURE: RESULTS FROM OUR 2024 GLOBAL EMPLOYEE SURVEY

92%

OF ALL GLOBAL EMPLOYEES AGREE

I am committed to the success of SI Group

85%

OF ALL GLOBAL EMPLOYEES AGREE

I am comfortable sharing my background and experiences with people at SI Group

80%

OF ALL GLOBAL EMPLOYEES AGREE

I can be my authentic self at work

These insights reflect our continued progress toward a workplace grounded in openness, trust, and respect—core elements that sustain our performance and drive long-term value.

“

Our people are the foundation of our culture. Across every region and at every level, we continue to advance our commitment to ensuring that every voice is respected, valued, and empowered.

BROOKE MANRIQUE

Senior Vice President, Global Human Resources & Communications



SI Group has more than 15 active employee engagement groups worldwide. These groups have launched initiatives ranging from cultural celebrations to health and wellness campaigns. This collective effort has cultivated a sense of belonging and has helped to bridge cultural gaps within our diverse workforce.



Promoting Health and Wellness

SI Group is committed to fostering a healthy, supportive environment where employee well-being is a central priority. In 2025, we expanded programs that promote physical activity, early detection, and proactive health management across our global workforce. Our “Get Active Challenge,” aligned with National Safety Month, engaged more than 240 employees and generated over 200,000 minutes of movement, underscoring the value of

daily activity. We also advanced preventative care through annual initiatives such as Breast Cancer Awareness Month and Movember. In North America, HR teams offered in-person sessions to help employees better navigate their health and wellness benefits. Together, these efforts strengthen our culture of health and empower employees to make informed choices about their well-being.

Environmental Stewardship

We remain committed to reducing our environmental impact and supporting resilient ecosystems in our communities. In 2024, our teams once again celebrated Earth Day through hands-on initiatives, including planting trees, cleaning local waterways and public spaces, and participating in conservation-focused volunteer efforts across multiple regions.

These activities reinforce our dedication to responsible environmental practices and strengthen our connection to the places we live and operate. By actively engaging employees in local ecological stewardship, we help build environmental awareness, support community partnerships, and contribute to the long-term sustainability of our shared planet.



Giving Back to Our Communities

Globally, our Culture Crew volunteer program delivered more than 540 service hours and over \$33,000 USD in donations to community organizations. Throughout the year, we advanced community impact through people-centered initiatives aligned with our ESG values. In India, we supported local schools to expand access to education, and in the U.K., our Four Ashes team joined the annual Molinix Sleepout to raise funds and awareness for individuals experiencing homelessness.

We also supported colleagues during times of crisis through our employee disaster relief program, providing assistance to those affected by Hurricane Helene in the U.S. and flooding in Brazil. In Freeport, Texas, our 50th anniversary celebration included donating 50 bicycles to the Brazoria County Dream Center. Additional employee-led efforts included Earth Day cleanups, youth programs, school supply drives, and wellness events.

In a challenging market environment, with pressures on sales and growth, we remain steadfast in our mission and our core values. Our commitment to sustainability is not aspirational—it is embedded in everything we do.

We formally incorporated sustainability into our mission statement to signal to our employees and stakeholders the significance with which we pursue meaningful progress. This mission drives our daily work and—paired with our corporate values—strengthens accountability across our global operations. Our employees, suppliers, and customers are essential partners in this work, supporting safe, healthy, environmentally responsible, and ethical practices.

Together we own our actions.

This is a choice we make to lead with:

INTEGRITY

ACCOUNTABILITY

EXCELLENCE

to make a real difference for our company, our customers, and the global communities we serve.

Our Mission

We innovate and drive change to create value with a passion for safety, chemistry, sustainability, and extraordinary results.

Our Corporate Values

Our values are centered around our commitment to sustainability, the environment, and health and safety.

Our culture is defined by living our values

- **Do the right thing**
We simply do the right thing regardless of circumstance or business pressure.
- **Reach beyond your possible**
We set aggressive targets, celebrate success, and learn from failure.
- **Captivate our customers**
We captivate our customers by developing innovative new solutions, delivering quality products on time, and by engaging proactively, professionally, and confidently in all interactions.
- **Lean in**
We show up to solve problems, challenge biases and conventional beliefs, approach roadblocks as exciting challenges, and take on things outside of our comfort zone.
- **Better every day**
We commit to make the changes necessary to become more effective each and every day.
- **Embrace the grit**
We find the strength from within to overcome all challenges.
- **Results matter**
We set clear metrics to measure progress.

About the Report

GRI 2-2 Entities included in the organization's sustainability reporting
GRI 2-3 Reporting period, frequency and contact point

Our 2024 report aims to continue the narrative established in our previous reports, demonstrating continuous improvement as we cover SI Group's sustainability approach and strategy, while summarizing our sustainability performance and associated activities. This report is representative of all SI Group wholly owned subsidiaries' performance, excluding joint ventures, for the calendar year 2024. The data and information presented in this report is effective as of December 31, 2024 from SI Group's official documents, both publicly available and internally reported. Michael B. Farnell Jr., Senior Vice President, General Counsel & Chief Sustainability Officer, provides formal internal approval of the report followed by review and approval by the Board of Directors of SI Group. It is the intention of this public report to **enhance transparency and drive our sustainable performance**. At SI Group, we are committed to sustainability with the highest degree of ethics, integrity, and social responsibility.

Thank you for your interest in our annual sustainability report. A downloadable version of this report can be found at www.siigroup.com/sustainability. Please contact us at sustainability@siigroup.com with questions, comments, and feedback.

Sustainability Strategy



GRI 2-22 Statement on sustainable development strategy

See page 7 for our sustainability strategy.

Our Business

About SI Group

GRI 2-1 Organizational details

SI Group is a global leader in the innovative technology of performance additives, process solutions, and chemical intermediates.

Our solutions are essential to enhancing the quality and performance of countless industrial and consumer goods within the plastics, rubber and adhesives, fuel and lubricants, oilfield, and pharmaceutical industries. With approximately 1,600 employees worldwide, our global manufacturing footprint includes 18 manufacturing facilities and six Technology Centers on three continents that serve customers in 80 countries. During the reporting year, our site in Jinshan, China was closed as part of a footprint optimization initiative and all operating activities ceased in July 2024. Please reference *Our Global Presence* on page 6.

Our commitment to delivering high-quality, reliable solutions has been our foundation for over 100 years. SI Group has a rich history of excellence in manufacturing and innovation.



2024 Company Highlights

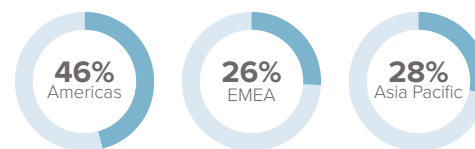
GRI 201-1 Direct economic value generated and distributed

SI Group's 2024 net sales were approximately \$1.5 Billion. Our performance is measured based on adjusted EBITDA (earnings before interest, taxes, depreciation and amortization). The following figures are consistent with prior external reporting, which is based on the business including our joint ventures and, for the relevant periods, divested sites.

2024 ECONOMIC PERFORMANCE OVERVIEW

	2024 (\$K)
Sales and Other Operating Revenues	1,506,629
Operating Income	63,129
Cash Flow from Operating Activities	140,000
Capital Expenditures	(46,900)

2024 SALES BY REGION



GRI 201-2 Financial implications and other risks and opportunities due to climate change

The effects of climate change can and are being felt by our facilities globally. Some of these changes include increased frequency of severe hurricanes and floods, tornadoes, and global sea level rise. In September 2024, severe flooding struck Newport, Tennessee, causing significant interruptions at our Newport facility and impacting our ability to maintain normal business activities. While all our employees were safe and we have preparedness plans in place to manage weather-related crises, such events continue to carry the risk of causing disruption to our operations and supply chain.

GRI 201-3 Defined benefit plan obligations and other retirement plans

As of December 31, 2024, SI Group maintains defined benefit and retirement savings plans across multiple regions. In the U.S., two frozen

defined benefit plans hold assets of \$292 million and \$22 million, with funding ratios of 89% and 93.7%, respectively. The U.K. subsidiary's Defined Benefit Plan, closed to new members, is in surplus with a 109% funding level (£43.9 million in assets) as of April 2025. France and Germany comply with statutory retirement schemes, with limited supplementary coverage. In Asia, employees are enrolled in government pension programs, some receiving additional company-sponsored benefits. Brazil relies solely on government pensions, and India provides statutory retirement benefits including provident fund and gratuity.

GRI 201-4 Financial assistance received from the government

SI Group obtains limited assistance from various government agencies in the form of research and development credits.

GRI 2-6 Activities, value chain and other business relationships

Our mission is to innovate and drive change to create value with a passion for safety, chemistry, sustainability, and extraordinary results. Our customer-centric approach is rooted in understanding the markets we serve and the value that our products provide. Our focus and business strategy are aligned to these markets, offering differentiated solutions that feed into plastics, rubber and adhesives, fuel and lubricants, oilfield, pharmaceuticals, and others. We served these markets through three business units in 2024.

➤ **Industrial Solutions** (47% of 2024 net sales) provides high quality building block and performance chemicals into attractive high growth end markets. The business provides products for the performance intermediates, fuel and lubricant additives, surfactants, and oilfield end markets.

➤ **Polymer Solutions** (48% of 2024 net sales) provides a broad portfolio of innovative additives for polyolefins, polyurethanes, rubber, adhesives, and elastomers that deliver superior application performance and safer handling with an extensive portfolio of specialty additives serving the packaging, automotive, construction, consumer goods, and electronics end markets.

➤ **Pharmaceuticals** (3% of 2024 net sales) provides propofol as an active pharmaceutical ingredient.

The remaining 2% of our net sales in 2024 were attributable to terminal and tolling revenue which is not assigned to a strategic business unit.

GRI 203-2 Significant indirect economic impacts

In 2025, SI Group relocated its European R&D laboratory from Manchester to its Four Ashes, U.K. manufacturing site, strengthening our commitment to innovation and generating meaningful indirect economic benefits for the surrounding region. The new European Innovation Centre (EIC) creates skilled technical roles, establishes partnerships with local universities, and stimulates the regional supply chain. Equipped with advanced research facilities, the EIC drives polymer innovation and sustainable solutions. This follows the launch of our Asia-Pacific R&D Center in Shanghai, further expanding our global innovation network and local economic impact.



Our Approach to Tax

GRI 207-1 Approach to tax

Our parent company, SK Mohawk Holdings Sarl, is a tax resident of Luxembourg and subject to the Luxembourg tax system. However, as a holding entity with limited operational activities, SK Mohawk Holdings Sarl, has minimal direct tax obligations. Through our subsidiaries, we have substantial operations worldwide. Income taxes are paid on the earnings generated in various jurisdictions where our subsidiaries operate production facilities, such as the U.S., U.K., France, Switzerland, Germany, India, Brazil, and Korea. Similarly, other tax obligations are incurred and paid in the countries in which we operate.

We are committed to observing all applicable laws, rules, regulations, reporting, and disclosure requirements. To meet these commitments, we recognize the importance of effective tax governance and have adopted a framework of

processes to effectively manage our tax obligations. We structure our tax activities to control tax costs and seek tax efficiency in accordance with applicable laws and regulations. Tax strategy and related actions are reviewed on an ongoing basis by the Chief Financial Officer (CFO), Vice President - Global Taxation, and other senior personnel.

GRI 207-2 Tax governance, control, and risk management

Responsibility for tax governance resides within the company's Finance function and is ultimately the responsibility of the CFO supported by the Vice President - Global Taxation and their team. Effective tax governance at SI Group includes maintaining appropriate processes and procedures with respect to tax compliance and reporting, tax planning and tax advice, tax audits and dispute resolution. We employ tax professionals and supplement their expertise with reputable tax advisors from leading accounting and law firms. Our advisors help us develop reasonable certainty in tax positions we adopt, assess tax risks and comply with applicable laws, rules, regulations, and reporting and disclosure requirements.

We have a transfer pricing policy for SK Mohawk Holdings Sarl and its subsidiaries requiring related-party transactions to be conducted and priced on an arm's-length basis with appropriate supporting documentation. Further, we have an established procedure that requires intercompany financial transactions and corporate restructurings, including those that are tax planning related, to obtain prior approval of the CFO, CLO, or their designees.

Employees can report concerns about violations of company policies or the law by reporting the issue to their supervisor or manager, a Human Resources representative, whistleblower hotline, or any member of the Legal or Compliance Department. See GRI 2-26 for more information on our whistleblower hotline.

GRI 207-3 Stakeholder engagement and management of concerns related to tax

We seek to maintain positive relationships with the taxing bodies in the jurisdictions in which we operate, provide timely responses to inquiries, and resolve issues in a timely manner. In addition, we aim to resolve disputes with the tax authorities in a constructive manner and pursue litigation where other administrative means are not effective.

We pursue available tax incentives, including research and development related incentives, tax deductions, credits and abatements routinely and when evaluating project economics with respect to business initiatives, which help to finance our capital expansion projects and other initiatives.

GRI 207-4 Country-by-country reporting**TAXES¹ (PAYMENTS TO GOVERNMENT)**

REGION	2024 (\$K)
Europe	7,871
Asia Pacific	3,720
North America	2,437
South America	4,274

¹ Taxes represent income tax paid (on cash basis)



GRI 3-3 Management Approach

We work with local governments and surrounding communities to contribute to sustainable growth and minimize the negative impact on the environment. We strive to be a trusted and respected neighbor in the communities in which we operate and live, and we are committed to making positive changes through protecting the environment.

As a chemical manufacturing company, we are aware of the associated risks and hazards to the environment. SI Group is constantly striving to find sustainable solutions in the development, manufacture, and application of its chemical products. We know that our continuity and success will be achieved only if we focus on making every decision with sustainable practices and the future in mind.

EHS Policy

The principles of our Environmental, Health, Safety & Security policy (EHSS) and management system directly reflect the Responsible Care® Principles

through demonstration of our commitment to the health and safety of our employees, the communities in which we operate, and the environment. Learn more at: <https://www.americanchemistry.com/chemistry-in-america/responsible-care-driving-safety-industry-performance>.

We continually improve our EHSS systems, processes, and activities to achieve operational excellence regarding the conservation of energy and natural resources, prevention of pollution, and the health, safety, and security of our employees and the public. We have set our goal to reduce negative impacts on people and the environment.

View our EHSS Policy at <https://siigroup.com/ehss>

Managing Environmental Data

We utilize our Enterprise Resource Planning (ERP) and EHS regulatory systems as the primary sources for our environmental data, allowing real-time access for reporting purposes. The use of our systems enhances our ability to measure, monitor, and ultimately improve our environmental performance.

SUMMARY METRICS TABLE

METRIC	UNIT	2020 ¹	2021	2022	2023	2024
Total Energy	Million GJ	6.72	7.10	10.03	6.78	6.04
Energy Intensity	GJ per metric ton of product	11.63	11.13	17.47	12.80	11.46
Scope 1 GHG Emissions	TCO2e	275,881	301,327	324,583	309,419	276,649
Scope 2 GHG Emissions	TCO2e	127,316	120,813	116,077	111,164	99,051
Combined Scope 1 and 2 GHG Intensity	TCO2e per metric ton of product	0.70	0.66	0.77	0.80	0.71
Total Third-party Water ²	Megaliters	1,712	1,800	1,633	1,725	1,609
Third-party Water Intensity ³	Kiloliters per metric ton of product	2.96	2.82	2.84	3.26	3.06
Total Waste ⁴	Metric ton	25,321	29,119	30,683	24,980	24,180
Total Waste Intensity ⁴	Metric ton per metric ton of product	0.04	0.05	0.05	0.05	0.05

¹ Baseline year 2020

² Third-party water is reported here to allow for comparison with our baseline year. Total water withdrawn reported in GRI 303-3 includes all sources of water withdrawal, including third-party, underground and surface water

³ While the third-party water total is reported in Megaliters (ML), water intensity is shown in Kiloliters per metric ton of product (kL/mt) for clarity

⁴ Exclusion of on-site construction and remediation waste

Materials

GRI 301-1 Materials used by weight or volume

The major feedstocks for our operations are derived from the petrochemical industry, including phenol, isobutylene, and methyl acrylate. These and other feedstocks are used to produce finished products and intermediate products that are further processed by our downstream customers.

Our environmental metrics are reported in absolute (total) and intensity (rate per metric ton of product) terms to more clearly reflect our performance, which is subject to change based on production volumes, supply chain, and other business factors.

GRI 301-3 Reclaimed products and their packaging materials

While SI Group does not reclaim products and packaging materials directly from customers, our Waldkraiburg, Germany site partners with two authorized waste service providers to operate a packaging take-back program. This initiative supports responsible waste management and aligns with local regulatory requirements, facilitating the proper collection and recycling of packaging materials within our customer network in Germany. For more information on this circular initiative, see GRI 306-4.



Energy

GRI 3-3 Management Approach

We strive to optimize energy use in our operations to both limit our resource consumption and remain in compliance with legal requirements. By harmonizing our global energy metrics for annual sustainability reporting, we have identified areas where we can optimize energy use through more disciplined operations, routine maintenance and upgrades, and the implementation of best available technology and we are working to complete these

improvements. We benchmark our results with others in our industry to ensure we are an efficient user of the energy we consume.

GRI 302-4 Energy reductions

In 2023, we initiated a project to analyze our chemical processes and identify opportunities to increase reaction yields. Reinforced by our culture of continuous improvement, this work revealed several opportunities to increase yields or assess alternative manufacturing options within SI Group. Higher yields lead to better vessel utilization and reduced energy consumption per kilogram of product. In 2024, SI Group advanced its operational efficiency initiatives by implementing block operations designed to align production closely with customer demand. This lean manufacturing approach enhanced equipment utilization and process consistency, resulting in measurable reductions in energy use, rework, and material waste.

We also compared our production facilities analyzing their outputs, capabilities and conditions. We strategically redistributed manufacturing activities to more suitable facilities to reduce energy demand in the production phase of the lifecycle of our products.

GRI 302-1 Energy consumption within the organization (Scopes 1 + 2) GRI 302-3 Energy intensity

In 2024, we consumed 820,430 GJ of electricity globally, a decrease of 16% from our baseline year and 7.53% from our previous reporting year. Our energy intensity decreased by 1.36 GJ per metric ton compared to the previous reporting year. This metric includes all forms of energy used across our manufacturing facilities, such as electricity, steam, compressed air, cooling water pumps, and other operational equipment. The reduction reflects overall improvements in energy efficiency across our manufacturing portfolio, as well as the closure of several energy-intensive sites.

PURCHASED ENERGY (MILLION GJ)

SOURCE	2020	2021	2022	2023	2024
Purchased Natural Gas	5.26	5.67	7.83	5.40	5.40
Purchased Electricity	0.97	0.97	0.93	0.88	0.88
Purchased Steam	0.36	0.28	1.02	0.23	0.23
Purchased Coal	0.14	0.18	0.25	0.26	0.26
Net Use	6.72	7.10	10.03	6.78	6.78

Emissions

GRI 3-3 Management Approach

We are committed to closely monitoring and controlling our emissions, complying with all laws and the terms of our permits, implementing appropriate pollution controls, and preventing pollution.

Our emissions reduction target is a driving force in our decision making and our commitment is established in our EHSS policy.



SDG 13: Climate Action

We are committed to reducing greenhouse gas emissions across our operations, starting with Scope 1 and 2 and progressively addressing Scope 3 emissions in our value chain. Our decarbonization strategy combines renewable energy adoption, process optimization, and equipment upgrades to drive energy efficiency and emission reductions.



**OUR TARGET REDUCE
CARBON EMISSION INTENSITY
BY 25% BY 2030.**

Scope 1 and Scope 2 GHG Emissions

GRI 305-1 Direct (Scope 1) GHG emissions
GRI 305-2 Energy indirect (Scope 2) GHG emissions
GRI 305-4 GHG emissions intensity

Greenhouse Gas (GHG) emission management is included in our environmental management system. Greenhouse gases are accounted for in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting. Monthly data is gathered centrally from our manufacturing sites and forms the basis of our monthly reported metrics to our internal and external stakeholders. Data from each production site is consolidated into tons of carbon dioxide equivalent (tCO₂e) in absolute amounts as well as in terms of intensity (emission per metric ton of product being produced).

In 2024, our production volumes decreased by approximately 9% compared to the baseline year and showed a slight decline of 0.44% compared to 2023. Our combined Scope 1 and 2 GHG intensity (amount of tCO₂e produced per metric ton of product) decreased from 2023 by 11.9%. The majority of these emissions are from the use of natural gas as a fuel source for the generation of steam for our facilities.

In July 2024, we closed our site in Jinshan, China, one of our most emissions-intensive facilities. This decision was part of our broader efforts to optimize our global footprint. As a result, there was a decrease in our total reported energy consumption and greenhouse gas (GHG) emissions. The closure may not reflect a direct reduction in emissions intensity from ongoing operations but rather the removal of a high-impact facility from our portfolio.

We apply emission control technologies as necessary to minimize environmental impacts and odors. Source emissions from process equipment and storage tanks are typically controlled with flares, scrubbers, dust collectors, or Regenerative Thermal Oxidizer technologies. Leak detection and repair programs monitor and minimize fugitive emissions from valves and fittings in process equipment. Additionally, no ozone-depleting substances included in Annexes A, B, C, and E of the 'Montreal Protocol' were produced, imported, or exported by SI Group in 2024.

In Europe, we participate in the European Union Emissions Trading System (ETS), and we purchase annual emission allowances to meet our obligations. Our sites in Bethune and Catenoy, France, and Waldkraiburg, Germany, are subject to ETS and represent 6.12% of our 2024 total Scope 1 emissions equating to 16,922 tCO₂e.

Scope 3 GHG Emissions

GRI 302-2 Energy consumption outside of the organization
GRI 305-3 Other indirect (Scope 3) GHG emissions

For this reporting period, we focused our metrics on CO₂ emissions to directly address Scope 1 and 2 reduction initiatives inside our facilities globally. It remains our objective to work with our suppliers and transportation providers to determine our Scope 3 emissions, enabling us to implement emissions reduction projects such as the performance of cradle-to-gate assessments. In 2025, SI Group has been progressing the development of Product Carbon Footprints (PCFs) as a foundational step toward comprehensive

Scope 3 emissions data collection, reporting, and reduction planning.

Air Emissions

GRI 305-6 Emissions of ozone-depleting substances (ODS)
GRI 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions

In addition to CO₂ emissions, we calculate fugitive nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions. The air emissions data reported below cover North American manufacturing sites, representing 44% of SI Group's global manufacturing operations. As data availability increases, we will continue to evaluate and explore air monitoring methods at the remainder of our sites to enable future reporting of this information. Our reporting sites use direct measurements (flows, temperatures, and level changes) with published emissions factors to determine emissions.

AIR EMISSIONS

SOURCE	2022	2023	2024
Total SOx Air Emissions (metric tons)	4.19	4.86	3.92
Total NOx Air Emissions (metric tons)	95.58	222.39	171.27
Number of Facilities Reporting SOx and NOx Air Emissions ¹	7	8	7
Percentage of Facilities Reporting SOx and NOx Air Emissions	88%	100%	88%

¹ Air emissions data are based on North American sites with available monitoring information each year. Some smaller sites do not systematically track this information, which may affect year-on-year comparability.

GHG EMISSIONS

	2020	2021	2022	2023	2024
Scope 1 Emissions ¹ (tCO ₂ e)	275,881	301,327	324,583	309,419	276,419
Scope 2 Emissions ² (tCO ₂ e)	127,316	120,813	116,077	111,164	99,051
Total Emissions (tCO₂e)	403,197	422,140	440,660	420,583	375,700
GHG Intensity (metric ton of CO ₂ e per metric ton of product)	0.70	0.66	0.77	0.80	0.71

¹ Scope 1: Direct emissions from sites operated by SI Group

² Scope 2: Indirect emissions from external energy and steam suppliers

Water

GRI 3-3 Management Approach

Water is a valuable and critical resource throughout our operations as well as for the communities in which we operate. Our processes and procedures are designed to meet and exceed all applicable water discharge limits and requirements. Our operations primarily utilize water in cooling towers, steam generation, and to a lesser extent, within product chemistries.

In 2024, we initiated efforts to align our water reporting more closely with internationally recognized definitions such as GRI and the ACC reporting metrics in order to benchmark ourselves against our peers in the industry. Through our water target, we are committed to continuous improvement in capturing our impact on water and making data driven decisions to improve our interaction with water.



SDG 6: Clean Water and Sanitation

We are committed to responsible water stewardship, ensuring compliance with and exceeding regulatory discharge standards. We continuously improve water efficiency through conservation initiatives and water reuse within our operations to reduce overall consumption.



OUR TARGET INTRODUCE SUSTAINABLE WATER MANAGEMENT BY WATER METERING AT ALL SITES AND REDUCTION TARGETS FOR TWO SITES WITHIN A HIGH WATER-STRESSED AREAS BY 2030.



Water Withdrawal

GRI 303-3 Water withdrawal

SI Group withdrew a total of 2,367 Megaliters of water in 2024. As we progress towards our water target, we have made improvements in the reporting of our water intake, in previous reporting cycles, we have solely reported on water withdrawal that was purchased. Together with our site managers and environmental teams, we have spent time to better define and understand water data at each of our sites using the widely accepted GRI definition of water withdrawal to guide our methodology. Water withdrawn is managed at site level and is based on invoices provided by third-party providers, engineering estimates, calculations and direct measurements.

WATER WITHDRAWAL (MEGALITERS)

SOURCE	ALL AREAS			AREAS WITH WATER STRESS ¹		
	2022	2023	2024	2022	2023	2024
Surface Water	307	264	165	0	0	0 ²
Ground Water	835	514	593	96	95	74
Third-party Water	1,633	1,725	1,609	430	404	407
Total withdrawal	2,775	2,504	2,367	527	499	481

¹ Water-stressed areas that were medium to extremely high water-stressed as per the WRI Aqueduct Water Risk Atlas tool

² In water-stressed areas, all water withdrawals (2022–2024) were from groundwater or third-party sources; no surface water was used

In 2024, we conducted an annual baseline water stress assessment of our manufacturing sites using the WRI Aqueduct Water Risk Atlas tool version 4.0 (updated August 2023). We use this dataset to align our assessment with current data and maintain consistency in our reporting. Baseline water stress

measures the ratio of total water withdrawals to available renewable surface and groundwater supplies. Water withdrawals include domestic, industrial, irrigation, and livestock consumptive and non-consumptive uses. Higher stress indicates more competition among users.

BASELINE WATER STRESS

EXTREMELY HIGH (>80%)	HIGH (40-80%)	MEDIUM – HIGH (20-40%)	LOW – MEDIUM (10-20%)	LOW (<10%)
Bethune, FRANCE	Catenoy, FRANCE	Baytown, UNITED STATES	Four Ashes, UNITED KINGDOM	Bay Minette, UNITED STATES
		Morgantown, UNITED STATES	Jinshan, CHINA	Freeport, UNITED STATES
		Yeosu, KOREA	Lote, INDIA	Nanjing, CHINA
			Newport, UNITED STATES	Orangeburg, UNITED STATES
			Rasal, INDIA	Pratteln, SWITZERLAND
				Rotterdam Junction, UNITED STATES
				SINGAPORE
				Waldkraiburg, GERMANY

GRI 303-1 Interactions with water as a shared resource

At our manufacturing sites and our offices, we use water as both potable water for drinking and sanitary use as well as within our operations. In our operations, water is predominantly used for steam generation and cooling processes. The source of water we use in operations varies by region. To optimize water usage, our manufacturing sites reuse water to reduce the amount of groundwater and freshwater withdrawn, primarily seen through the recirculating of water systems for



In accordance with the WRI Aqueduct Water Risk Atlas, the majority of our production sites are classified as low baseline water stress with the exception of our two French production facilities. Catenoy and Bethune sites in France are classified as being located in high and extremely high baseline water-stressed areas, respectively, as defined by the WRI Aqueduct Water Risk Atlas. In 2024, total water withdrawal at these sites amounted to 131 Megaliters, accounting for 5.54% of SI Group's overall water intake. Of this total, the third-party water originates from the Parisian Basin aquifer, which serves as the source for both sites.

At these water-stressed locations, we have implemented procedures to limit the withdrawal of water by recycling process water into our systems. At our Catenoy, France facility, we utilize an on-site retention pond, which collects the water discharged from production. This water is then treated and reintroduced to our production processes.

In addition to assessing our baseline water stress, the WRI Aqueduct Water Risk Atlas also indicates areas of "overall water risk." Overall water risk measures all water-related risks, by aggregating indicators from the physical quantity, quality, and regulatory and

reputational risk categories to classify regions on a scale from low to extremely high water stressed.

Among the production facilities evaluated, our two sites in India are situated in regions classified as having overall high water stress. At our Rasal, Maharashtra site, we are conscious of our water usage. We conserve and reuse to maintain zero wastewater discharge through treated wastewater that is utilized for general facility use and cooling tower makeup as per consent conditions. Our water ambitions remain the same: to continue developing a water management strategy based on risk and water stressed areas.

Water Intensity

Over the years, we have specifically tracked and reported water intensity from third-party water intake, as it is primarily used for steam generation across our operations. In 2024, our third-party water intensity was 3.06 Kiloliters per metric ton of product, representing a 6.33% reduction in water intensity compared to 2023. Our total water intensity in 2024 was 4.5 Kiloliters per metric ton of product.

Wastewater Management

GRI 303-2 Management of water discharge-related impacts

We have identified and applied a sustainable approach to assure proper wastewater treatment prior to discharge. Many of our sites pretreat wastewater before being sent to municipal wastewater treatment centers. Biological wastewater treatment has been selected and implemented at a number of our locations along with other types of wastewater treatment such as carbon absorption processes. To minimize our environmental impact, we maintain water quality standards to protect ecosystems, wildlife, and human health and welfare.

GRI 2-27 Compliance with laws and regulations

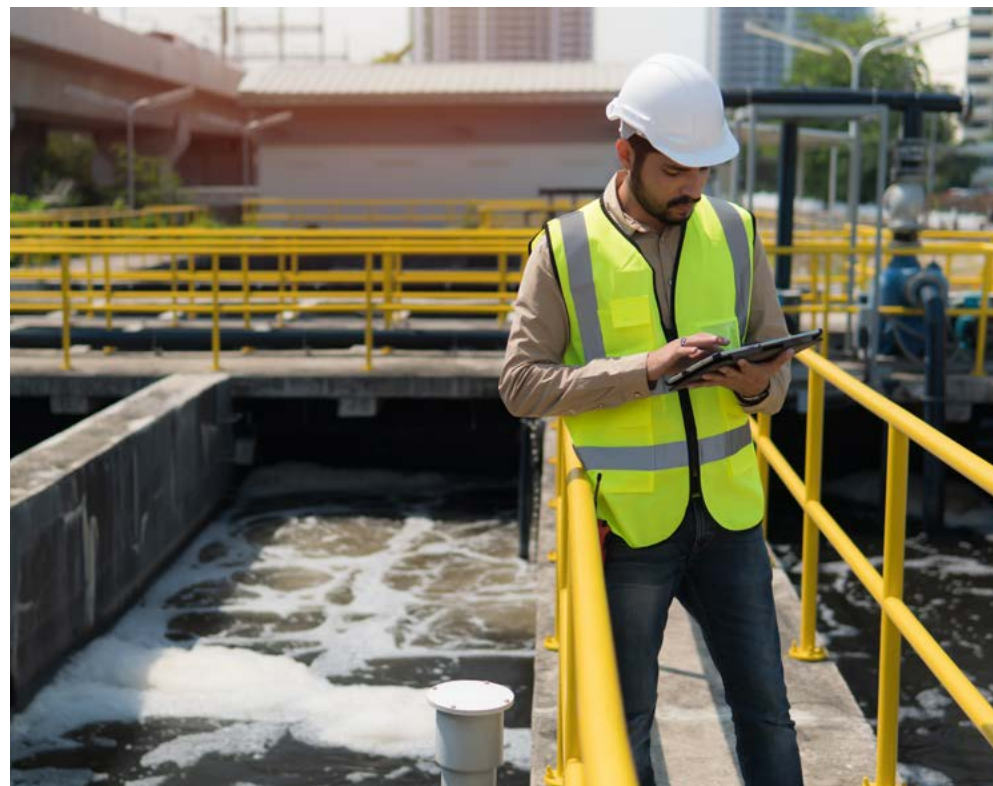
We classify environmental incidents including air, water and waste releases to the environment on a scale from 1 to 3, with 3 having the highest impact. Additionally, hazardous material transportation events and non-compliances are included in our classification. We report on environmental

incidents that are Level 2 or 3, indicating a failure to meet a policy, standard, or applicable law due to an unplanned release or discharge into the environment. Information on fines and penalties paid to resolve environmental, health and safety enforcement actions is also provided below.

ENVIRONMENTAL INCIDENTS (LEVEL 2 OR 3)¹

	2023	2024
Number of Incidents	36	57
Fines and Penalties	\$272,186	\$54,190

¹ Data for 2022 is excluded due to a change in data collection methodology beginning in 2023.



Waste

GRI 3-3 Management Approach

GRI 306-1 Waste generation and significant waste-related impacts

GRI 306-2 Management of significant waste-related impacts

SI Group's product technologies and manufacturing technologies are designed to provide the highest possible levels of raw material conversion to finished product, with the lowest achievable by-product and waste generation. Most of the waste we produce is hazardous solid and liquid waste from chemical plant operations. Our operations also produce non-hazardous solid waste, including general plant waste. All waste disposal is managed in accordance with applicable local and national regulations that minimize environmental impacts resulting from treatment, transportation, and disposal.

Our sites adhere to regional registration standards for waste disposal that include determination of what constitutes hazardous and non-hazardous waste. This was used as a minimum requirement for the classification and determination of disposal method for waste. Data is reported from waste manifest invoices indicating removal of waste by a licensed third party from the site. In the past year, we have



SDG 12: Responsible Consumption and Production

We continuously improve our manufacturing processes to maximize material efficiency and minimise waste generation, with the principles of Reduce, Reuse, and Recycle at the core of our waste management system.



OUR TARGET REDUCE WASTE INTENSITY THROUGH PROCESS EFFICIENCY AND BENEFICIAL REUSE BY 10% BY 2030.

standardized our waste definitions and migrated our global waste data to a centralized reporting system, Benchmark Gensuite, allowing each of our sites to report their waste figures in a consistent and accurate way.

GRI 306-3 Waste generated
GRI 306-5 Waste directed to disposal

WASTE GENERATED (METRIC TONS)

WASTE TYPE	DISPOSAL METHOD	2022	2023	2024
Hazardous Waste	Incineration/Energy Recovery	8,488	5,538	7,698
	Land Disposal	76	88	102
	Other	6,188	5,312	5,189
	Recycled/Reclaimed	1,679	1,458	1,638
	Total Hazardous Waste	16,431	12,397	14,628
Non-hazardous Waste	Incineration/Energy Recovery	2,959	2,392	1,616
	Land Disposal	6,924	4,611	4,238
	Other	3,145	4,016	2,175
	Recycled/Reclaimed	1,225	1,565	1,524
	Total Non-hazardous Waste	14,252	12,584	9,552
Total Waste Generated¹		30,683	24,980	24,180

¹ Exclusion of on-site construction and site remediation waste that were not attributable to our regular operations.

Since 2022, our waste intensity - metric ton of waste per metric ton of product - has not changed.

EVERCYCLE™ PET-103D - Enabling High-Quality Circular Plastics

Designed specifically for mechanically recycled PET (rPET), this high-performance stabilizer protects material quality throughout multiple processing cycles, helping brands deliver recycled products that meet the performance and aesthetic expectations of consumers.

By strengthening the robustness of PET feedstock, PET-103D prevents degradation at every stage of the product's life cycle. This innovative approach provides a range of benefits:

- **Enhanced material quality across thermal processing steps**
 - Reduced discoloration of rPET
 - Prevention of intrinsic viscosity (IV) loss
 - Lower formation of volatiles (e.g., reduced acetaldehyde levels)
- **Greater processing efficiency, driven by faster IV build rates during polycondensation**

Together, these improvements support the production of higher-quality, more cost-effective rPET resins, enabling increased recycled content in consumer products and extending the number of viable recycling loops. The result is a meaningful reduction in product carbon footprints and a stronger pathway toward circularity.

GRI 306-4 Waste diverted from disposal

We strive to reduce all hazardous and non-hazardous waste to the minimum levels economically and technically practical and to be in full compliance with all regulations. The primary objective of our reduction plans is to reduce waste. We utilize our metrics in conjunction with economic considerations to develop waste minimization and management strategies, including:

- **Reducing waste at the source (source reduction)**
- **Reusing materials on-site or off-site**
- **Recycling, either on-site or off-site**
- **Off-site energy recovery**

➤ **On-site or off-site treatment**➤ **Sourcing a secure permitted land disposal facility**

Waste reduction teams at our manufacturing locations include production technicians, process engineers, production leaders, and the environmental, health & safety (EHS) managers.

Our production processes generate waste streams, including packaging materials, metals, and general waste, that can be directed to off-site facilities for recycling and reclamation. Wherever possible, waste is analyzed to determine whether it can be recovered and or reused and recycled. Across our sites, we implement circular end-of-life solutions for packaging materials to prolong and retain their intrinsic value. The reuse of empty drums, intermediate bulk containers, and pallets

is common practice, with several sites recovering and preparing packaging waste to send for reconditioning and or recycling.

At our Waldkraiburg site in Germany, we have developed a dedicated recycling scheme for the German market, aligned with local environmental regulations and industry best practices to tackle end-of-life material management. In partnership with waste service providers RIGK and Interzero, we help ensure that our packaging, specifically paper and polypropylene bags, is collected, recycled, and accounted for in a transparent and responsible way. We are licensed to use the RIGK logo and trademark on our polypropylene packaging, which informs customers that the packaging can and should be collected for recycling.

As part of our chemical processing, we generate a range of materials that are not core to our business but are sold to third parties. These

materials are classified as upcycling for sellable material, which have been diverted from a waste stream and sold as finished products.

RECYCLED MATERIALS (METRIC TONS)

	2022	2023	2024
Upcycling for Sellable Material	37,902	40,415	28,129
Paper/Metal/Other	3,430	4,425	3,162





GRI 3-3 Management Approach

SI Group's talented and engaged workforce contributes to the success of our business. We are committed to creating and maintaining an environment where all employees have an equal opportunity to reach their personal and professional potential.

We uphold all applicable fair wage laws and offer competitive pay and benefits packages, with a focus on enhancing the engagement, health, and financial wellness of our employees and their families. We reward individual and team performance through annual salary reviews and unique reward and recognition opportunities. In addition, we engage as a company in open and ongoing dialogue with employees and their representatives to ensure transparency.

GRI 2-7 Employees GRI 2-8 Workers who are not employees

As of December 31, 2024, we had approximately 1,600 full-time and part-time employees globally. The employee population reaches across 18 manufacturing locations, excluding JV locations, with the highest number of employees located in the United States.

In addition to direct employees, we had 145 contingent workers globally across various functions and sites. Most contingent workers support the IT and manufacturing functions, including production and plant engineering.

Furthermore, we use the services of contractors at our manufacturing sites. These contractors are employed by contract companies as flexible resources in certain locations to assist with non-core activities. **All contractors and contingent workers adhere to our Code of Conduct and are obligated to follow our ZERO commitment.**

Our Inclusive Culture

GRI 3-3 Management Approach

At SI Group, we have an inclusive work culture that enhances thought diversity within our business, driving innovation and enabling us to thrive in a challenging industry. Our inclusive environment reflects and celebrates the diverse communities we serve. Our vision is both aspirational and motivating: to cultivate a culture where every employee can create differential value that drives business results.

We are committed to maintaining a workplace free from discrimination and harassment across all SI Group locations, where differences are respected and valued, and where all employees have equal opportunities to contribute, advance, and succeed. Our

Global Prevention of Discrimination, Harassment and Workplace Bullying Policy sets out clear expectations for all employees, regardless of seniority.

Guided by our company values and Code of Conduct, our Equal Opportunities Policy applies to every aspect of employment at SI Group, including recruitment, hiring, onboarding, training, job rotations, promotions, compensation, disciplinary actions, and terminations.

Inclusive Talent Development

SI Group is committed to a fair, equitable, and consistent approach in our global recruitment and selection process. We promote a diverse candidate pool during all aspects of the recruitment and selection process and encourage hiring managers to fill open positions with the most qualified candidate for a role without discrimination.

GRI 401-1 New employee hires and employee turnover

NEW EMPLOYEE HIRES – BY GENDER, JOB CATEGORY AND REGION

	2023	2024		2023	2024
<i>By Gender</i>			<i>By Region</i>		
Male	75%	78%	Americas	47%	59%
Female	25%	22%	EMEA	27%	24%
<i>By Job Category</i>			Asia Pacific	16%	14%
Individual Contributor	86%	85%	India	10%	3%
Management ¹	8%	13%			
Senior Leaders ²	6%	2%			

¹ People Leaders

² Global Leaders/Executive Team

GRI 202-2 Proportion of senior management hired from the local community

To the extent possible, SI Group hires senior leaders, as defined as Senior Directors or reports to Senior Vice Presidents, from the local

community. In 2024, 100% of senior leaders were hired locally for positions where they were within commuting distance or the role was deemed remote. In comparison, we had just over 30% of senior leaders hired locally in 2023.

GRI 405-1 Diversity of governance bodies and employees

SI Group is committed to providing equal opportunities for all employees, ensuring that training, development, and advancement are free from discrimination. We focus on building an environment

where employees can develop their skills, grow their careers, and contribute meaningfully to our success. This approach enables us to build a talent pipeline that reflects the range of perspectives and expertise needed to innovate and deliver value in the chemical industry. The following data reflects the composition of our workforce as of December 31, 2024.

EMPLOYEE DIVERSITY BY GENDER

	2023		2024	
	Male	Female	Male	Female
Individual Contributor	81%	19%	81%	19%
Management	82%	18%	75%	25%
Senior Leaders	85%	15%	83%	17%

EMPLOYEE DIVERSITY BY AGE

	2023			2024		
	UNDER 30	30-50	OVER 50	UNDER 30	30-50	OVER 50
Individual Contributor	11%	59%	30%	10%	57%	34%
Management	2%	58%	40%	1%	59%	40%
Senior Leaders	0%	36%	64%	0%	40%	76%

ELT LEADERSHIP DIVERSITY

	CATEGORY	2023	2024
By Gender	Male	86%	83%
	Female	14%	17%
By Age Group	Under 30	0%	0%
	30-50	14%	17%
	Over 50	86%	83%
By U.S. Minority	U.S. Minority	14%	17%
	U.S. Non-Minority	86%	83%

Benefits

A Commitment to Our Employees' Health, Well-being & Career

GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

SI Group employs both full-time and part-time workers around the world with highly competitive total rewards packages. We focus on enhancing the engagement, health, and financial wellness of our employees and their families. The programs offered provide an array of solutions that support a work-life balance.

While all locations have country-specific benefits, most SI Group locations have benefits such as:

- Paid vacation, holidays, and personal leave
- Flexible work schedules
- Disability coverage
- Wellness programs and incentives
- Medical, dental, and vision plans
- Retirement benefits
- Wellness webinars and education opportunities

SI GROUP VOICE

Employee Engagement Survey

84% OF EMPLOYEES AGREE OR STRONGLY AGREE

MY MANAGER GENUINELY CARES ABOUT MY WELL-BEING



Management of Collective Bargaining Agreements

In recognizing and respecting human rights, SI Group complies with all applicable labor and employment laws including those relating to freedom of association and collective bargaining, competitive compensation and reasonable working hours, and the prohibition of child labor, forced labor, and human trafficking.

GRI 2-30 Collective bargaining agreements

We respect the rights of workers to form and join trade unions of their own choosing, to bargain collectively, and to peacefully assemble as permitted under applicable law. We also respect the rights of workers to choose to refrain from such activities. We recognize the right of workers to share ideas and concerns with management free of fear of reprisal, and we never tolerate reprisals or retribution against anyone who lodges a complaint or concern in good faith. Approximately 50% of our workforce was unionized or covered by either formal collective bargaining agreements or works councils in 2024. This included all employees in China, who are unionized but not covered by a collective bargaining agreement.

GRI 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

SI Group complies with all laws designed to preserve the right to exercise freedom of association and collective bargaining. SI Group has not identified any operations at which those rights are at significant risk. At the conclusion of 2024, we evaluated the commitment of our suppliers, representing 95% of our total direct raw material spend, for sustainable practices, which include their commitment to freedom of association and collective bargaining. We have reviewed ESG reports to the extent available and EcoVadis ratings of direct raw material suppliers and believe our direct spend is with suppliers that adhere to these social principles.

GRI 402-1 Minimum notice periods regarding operational changes

SI Group is committed to open dialogue in the forms of negotiation, consultation, collective bargaining, joint problem-solving, joint decision-making, and exchange of information between, or among representatives of governments, suppliers, employee unions, and employees on issues of common interest relating to economic and social policy.

We proactively exchange information and provide platforms for two-way communication between both internal and external audiences, including current and prospective employees; community and government stakeholders; local media; customers; suppliers; and other relevant stakeholders, including unions and works councils. Through our Management of Change (MOC) procedure, we ensure the notification of significant operational changes to employees and their representatives prior to implementation. In a potential instance of significant operational change, we ensure immediate employee communication within the notice period and provisions for consultation and negotiation as specified in our collective agreements. The frequency and type of communication may vary by the country in which SI Group operates.

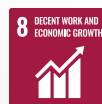
**Parental Leave - Expanded Parental Bonding Leave Benefits****GRI 401-3 Parental leave**

We offer our employees a generous leave policy in North America that is gender-neutral and supports all new parents. Our Paid Parental Bonding Leave Policy intends to provide all new parents with the same opportunity to bond and connect with their child. The cornerstone of this policy is flexibility, allowing new parents the choice to take leave at any time during the 12-month period immediately following the birth, adoption, or placement of a child with an employee. Our goal is to provide all new parents with the necessary time off to adapt to one of life's greatest milestones, becoming a parent.

SI Group's global leave policies for new parents vary around the world and are based on several factors, including country-specific statutory leave requirements. Our global flexibility statement is intended to provide greater flexibility and work-life balance for all parents. In North America, both birthing parents and non-birthing parents have a minimum six weeks of paid leave, which can be taken during the 12 months following the birth of a child, in addition to regional benefits provided in each country.

RETURN FROM PARENTAL LEAVE RATES

	MALE		FEMALE		TOTAL	
	2023	2024	2023	2024	2023	2024
Number of employees who were entitled to parental leave	56	26	23	7	79	33
Number of employees who took parental leave	53	26	21	7	74	33
Number of employees who returned to work in the reporting period after parental leave ended	53	26	20	6	73	32

**SDG 8: Decent Work and Economic Growth**

We are committed to providing fair wages, equal opportunities, and a work environment that respects and protects labor rights. We maintain zero tolerance for forced and child labor and expect our suppliers and partners to uphold the same ethical and human rights standards.

classification system considers job impact, accountabilities, and value to the organization, and levels of compensation by country/state, and can be analyzed by gender, tenure, age, and many other factors. This comprehensive anti-discriminatory testing is conducted in parallel with annual salary planning, and the analyses determine any meaningful statistical variances in the data. Additional factors such as individual performance factor, job level, location, education, and experience level are also considered during this process.

Fair, Equitable & Competitive Compensation Practices

The philosophy behind our compensation program is to provide an attractive, competitive, market-based total compensation program. Our goal is to be competitive in recruiting and retaining employees utilizing high-quality compensation practices that support a collaborative, performance-driven work culture that generates organizational growth.

**GRI 2-19 Remuneration policies
GRI 2-20 Process to determine remuneration**

SI Group uses the globally recognized Mercer International Position Evaluation job classification system for all employee positions. This job

All aspects of executive compensation are discussed and determined annually by the Compensation Committee of the Board of Directors. Executives are entitled to participate in all retirement programs, including SI Group's 401K and defined contribution program, consistent with the programs and practices offered to all other U.S.-based employees.

In addition, we take a proactive approach in reviewing basic salary, variable compensation, and benefits to eliminate gender bias and ensure consistency in our pay practices. On an annual basis, we conduct a pay equity analysis to ensure gender parity for commensurate positions in the organization including at the executive level.

GRI 405-2 Ratio of Basic Salary and Remuneration of Women to Men**PAY EQUITY SUMMARY RESULTS**

	BASE PAY		PERFORMANCE AWARD	
	2023	2024	2023	2024
Global Female Pay to Male Pay Ratio	0.97:1	0.93:1	1.6:1	1.34:1
U.S. Minority Pay to Non-Minority Pay Ratio	1.07:1	1.13:1	1.2:1	1.35:1

Base pay is calculated based on median position in the pay range. Performance award is calculated based on the actual value granted. In addition, we conduct a gender pay-equity analysis on an annual basis.

Learning & Development

GRI 3-3 Management Approach

We encourage continuous learning through a harmonized network of intentional content, strategy, and data to drive extraordinary results. This commitment is a shared responsibility of all employees and organizational leadership. All training for SI Group employees is delivered in local languages and completed during paid working hours as described by appropriate employment agreements. Training needs are determined by leadership within functions and at manufacturing facilities through needs and skills analysis.

GRI 404-1 Average hours of training per year per employee

In 2024, we provided training courses to all our employees for corporate level policies and procedures which include our Code of Conduct and Business Ethics and Human Rights which cover topics such as anti-bribery, antitrust, harassment prevention and common cybersecurity threats. In the reporting year, we emphasized cybersecurity training to ensure our employees could spot cybersecurity risks that could harm our business with a quarterly training event cadence. While increasing the overall number of training courses, we streamlined the content so employees easily garnered knowledge about key topic areas, like Mobile Device Security, Phishing, and Strong Password Creation, in an efficient manner that resulted in fewer average training hours.

In addition to corporate training, our operations-

AVERAGE TRAINING COURSES AND HOURS

	2023	2024
Employee Training (Average hours)	6.23	3.3
Average Number of Courses per Employee	5.78	5.2

based employees, including facility managers, engineers, operators, and other plant-based employees and contractors receive additional training with respect to local policies and procedures tied to the operations of the facility and equipment on site. The specifics of these courses vary by jurisdiction depending on local regulatory requirements and the specific hazards associated with the operations, equipment and chemicals present on site. The courses are offered via in-person training, both on-site and in the classroom, as well as through computer-based modules. The average number of hours and courses per employee varies widely at a facility level and is tied to an employee's or contractor's role responsibilities.

We have a standardized training framework delivered through our Learning Management System (Frontline) which unifies training practices across all operational regions. The system integrates both corporate and operational training, providing comprehensive oversight and visibility into assigned, completed, and overdue training, as well as total training hours.

This framework enables robust data analysis, identification of training trends, and more complete reporting metrics, while strengthening the alignment and effectiveness of our job-specific training requirements for continuous improvement.

GRI 404-2 Programs for upgrading employee skills and transition assistance programs

We believe professional development is a collaborative process, matching the appropriate activity with the identified need is key to successful development. Our approach to employee development and talent management is multi-pronged:

- **Our Employees** are responsible for seeking new learning opportunities to increase value creation.
- **Our Leaders** are responsible for coaching their employees through frequent dialogue and facilitating access to development opportunities.
- **Our Global Human Resources team** is responsible for creating global and regional professional development tools and programs, advising on quality external resources, and coaching our leadership teams on professional development best practices.
- **Our functional and manufacturing site leadership teams and subject matter experts** are responsible for identifying and securing training and assignments for specific job skills and industry-related knowledge.



Education Benefits

To encourage employee self-development, our tuition reimbursement program helps employees fund career-related courses with the intent of enhancing current job performance and career development opportunities within the company. We also help with non-degree courses or series of courses that directly pertain to the employee's current or potential job responsibilities.

Transition Assistance Program

Employees whose positions are eliminated from the company receive transition assistance provided by a leading outplacement services company. Providers and benefits differ per country with programs that include career assessments, resume writing, LinkedIn profile updates, skills training, personal coaching, and access to online research tools, job search platforms, and networking events.

Performance Reviews

GRI 404-3 Percentage of employees receiving regular performance reviews

We actively manage our employees' performance with a continuous performance management process that incorporates quarterly check-ins. On an annual basis, a more holistic performance review is performed that is centered on the achievement of individual performance goals and behavioral competencies aligned with our corporate values. While all leaders are encouraged to provide continuous feedback and coaching throughout the year on performance, certain employee groups are excluded from the official performance review process including students, interns, co-ops, those who were part of divestitures

and specific joint ventures, and certain union employees subject to collective bargaining units.

In both 2023 and 2024, 100% of eligible employees covered by the performance review process completed their evaluations through our online performance management system. Unionized employees in the United States, India, and Germany are not included as part of the performance management process.

Our global Human Resources team creates and maintains tools and templates on corporate platforms that are easily accessible to all employees and leaders such as:

- Individual development plan templates
- Best practice guides
- Self-study training materials
- Online and physical libraries of reading materials
- Succession planning templates
- Internally created videos with key business leaders and subject matter experts

Social Dialogue

We communicate both informally and formally with employees, including written and verbal communications, face-to-face meetings with a presentation of content, virtual roundtable conversations, and video messages from our Executive Leadership Team. We also encourage employees to engage with the company on our social media channels by liking, sharing, or commenting on SI Group's posts and content. **We promote open dialogue and transparency within all levels of the organization and provide opportunities for employees to ask questions, including anonymous polls and submitting questions through email or anonymous platforms such as Slido.**



Employee Health & Safety

GRI 3-3 Management Approach

GRI 403-1 Occupational health and safety management system

We are committed to the safety of our people and our operations. Our safety standards apply to everyone involved in our business, including employees, contractors, and suppliers. We strive to maintain a yearly target of:

- **ZERO injuries**
- **ZERO environmental releases**
- **ZERO compliance violations**
- **ZERO Cardinal Safety Rules violations**



SDG 3: Good Health and Well-being

We are dedicated to protecting the health, safety, and well-being of everyone impacted by our operations, including our employees, customers, and business partners. We uphold rigorous product stewardship, occupational safety, and transport standards to ensure the safe manufacture, handling, and delivery of our chemical products.

SI GROUP VOICE

Employee Engagement Survey



86% OF EMPLOYEES AGREE OR STRONGLY AGREE
SI GROUP PUTS HEALTH AND SAFETY ABOVE ALL ELSE

Our EHSS Policy addresses our commitment to our employees through our Health & Safety (H&S) performance and continual improvement of all aspects of H&S programs. Through our health and safety risk assessments, we identify and actively address any potential impact to all employees to protect their health in relation to their work environment. SI Group includes contractor safety performance together with SI Group employee performance in key lagging indicators with a goal of zero employee or contractor injuries.

All contractors, subcontractors, and their employees providing a service to SI Group must comply with our rules and procedures as set forth in documented programs with associated training. Furthermore, contractors must comply with all applicable foreign and domestic federal, state, and local regulations as a minimum requirement and condition of engagement with SI Group. All contractors and subcontractors are vetted and must demonstrate competency and commitment to safety prior to providing or continuing to provide any service to SI Group.

Cardinal Safety Rules Policy

We have implemented Cardinal (lifesaving) Safety Rules that we deem critical to ensuring our employees are safe and protected from serious or fatal injuries. SI Group's Cardinal Safety Rules policy demands rigorous adherence to critical safety procedures. Each of our manufacturing sites uses a safe work permit process to assess risk for each task not already risk assessed and mitigated via an approved Standard Operating Procedure (SOP). Our Cardinal Safety Rules have been translated into six languages on our internal policy portal to accommodate languages spoken by our employees. Any infraction of the Cardinal Safety Rules may result in termination of business and barring contractors from the site.

Responsible Care®

As a member of the American Chemistry Council (ACC), SI Group participates in the Responsible Care metrics process in conformance with program requirements and as an obligation of membership. In 2002, the American Chemistry Council (ACC) enhanced the Responsible Care program by requiring the public reporting of certain performance metrics. SI Group began public reporting of performance metrics in 2004.

Global Environment, Health, Safety, and Quality Management Systems

Our management systems for Environment, Health, Safety, and Quality are built on a "plan-do-check-act" philosophy that improves performance while allowing

flexibility to meet specific needs and requirements of each location. Many of our sites utilize independent third-party certifications for input and validation of system performance. These independent certifications are available at [EHSQ Certifications](#).

Operational Facilities with Management System Certifications

Our Health & Safety management system is grounded in requirements of the U.S. EPA and OSHA and incorporates ideas from other regions along with our own internal requirements. The majority of our sites in the U.S. have received third party certification for compliance with Responsible Care®.

All SI Group sites located in China, Germany, India, South Korea, Switzerland, the U.K., and the U.S. are certified to the Environmental Management System ISO 14001:2015. In addition to this, our site in Germany has an ISO 50001:2018 certified energy management system, which we upheld in the reporting year. Learnings from this site support our ongoing energy efficiency improvements where relevant and practical across our manufacturing network.

SI Group's corporate quality management system is certified according to the international quality

management system standard ISO 9001, and at certain sites, IATF 16949. All SI Group locations, with the exception of our Baytown, TX site, are certified to the Quality Management Standard ISO 9001:2015. Our Baytown site does not hold an ISO 9001 certification as most of the production is consumed internally and managed through the quality control system of our neighboring facility. There have been no product quality complaints received against the site since the new complaint tracking system was initiated, which has data spanning back to January 2021.

Our health and safety management systems are supported by a multi-layered internal audit program as well as periodic external audits. Annually, sites confirm current conformance to EHS regulations as well as applicability to any newly promulgated regulations. Our annual regional audits confirm the sites' conformance as well as review site conditions and documentation to confirm compliance to regulations.

Every three years, each site receives a comprehensive corporate audit, reviewing site and regional data, and reviewing data acquired through our EHS Management system. This process helps determine best practices to be shared globally, as well as identified weaknesses that need to be closed.



Leading Indicators

GRI 403-2 Hazard identification, risk assessment, and incident investigation

We review both leading and lagging metrics globally to drive EHS performance. We measure, report, and analyze compliance, behavior-based safety metrics, EHS events, and site EHS annual plans, as well as EHS training.

SI Group designs and operates its facilities to assure the health and safety of all employees and contractors. 100% of our sites perform Process Hazard Analysis risk assessments for their processes. Furthermore, a Job Safety Analysis (JSA) is conducted at each facility to identify potential exposures and other risks and ensure adequate controls. In 2024, 100% of our sites had JSAs for tasks performed on site. We have also implemented additional safety measures where necessary, such as workplace noise exposure monitoring with controls including area noise reduction and PPE.

Our Comprehensive Hearing Conservation Program establishes procedures for recognizing, evaluating, and controlling noise exposure, thereby

protecting and preserving employees' hearing. We regularly evaluate engineering controls and provide adequate hearing protection to employees exposed to excess noise.

Reporting and Investigating Safety Issues

We require immediate internal and external reporting of all significant events including injuries, spills, and releases. Reporting ensures high-level awareness of events and adequate resources to minimize and adequately address any potential impacts. Events are investigated to identify root causes and key causal factors. Corrective and preventive actions are assigned to mitigate impacts and reduce risk of recurrence. Lessons learned are shared with all SI Group locations to continually improve processes and strengthen defenses at all locations.

Additionally, employees are encouraged to report "observations," which include any unsafe conditions, behaviors, or situations, through our internal reporting system. Observations help us proactively identify and address hazards. Any corrective actions generated as a result of the observations are tracked in our action tracking module so that assigned action items are managed appropriately.

Employee Health & Well-being

GRI 403-3 Occupational health services

Our EHSS Policy addresses our commitment to safeguarding the health and well-being of our employees and continually improving all aspects of our health and safety programs. Through our health and safety risk assessments, we detect and actively mitigate any potential impact to our employees to protect their health with regard to their work environment.

SI Group provides health services in a variety of ways, both in-house and by third parties. These services include injury case management as well as medical pre-screens and annual medical screens as required per local regulation. To ensure the health and well-being of our employees is not affected by the workplace environment, we continually review the conditions and controls to address all instances that may pose a potential risk to our employees. All personal medical information is handled with confidentiality and in compliance with applicable data protection laws.

GRI 403-4 Worker participation, consultation, and communication on occupational health and safety

Through formal site EHS committees, we actively engage workers in participation, consultation, and communication of occupational health and safety matters. These committees, which include representatives from both employees and site management, address a variety of issues ranging from topic-specific improvement in EHS programs, to resolving site-specific safety concerns. Meetings are held regularly, and feedback from workers is taken seriously, with clear processes in place for reviewing concerns and implementing improvements.

In addition to the EHS committees, we maintain open communication through training sessions, safety talks, and our Global EHS Newsletter, ensuring that all workers remain informed and involved in EHS efforts.

GRI 403-5 Worker training on occupational health and safety

SI Group provides required health and safety training to workers. Required training is documented in a training matrix and completion is tracked in a variety of tools, the most widely used being our "Frontline" Learning Management System. This software system contains a matrix of training based on region, job title, department, and required skills. We track global EHS and operations training completion as a key leading indicator and monthly

metric. Training completion rates are reported monthly with progress to the training plan reviewed. Additionally, best practices and safety moments are shared at a site and corporate level to reinforce the value of safety. We look forward to further developing Frontline's capabilities to provide and track training in a more harmonized and consistent manner. For more details, please refer to GRI 404-1.

GRI 403-6 Promotion of worker health

We recognize the value of our employees' overall health and well-being as it impacts their work environment, families, and communities. SI Group is committed to providing a highly competitive benefits package, consistent with the strategic objective of the company that holistically enhances the engagement, health, and financial wellness of our employees and their families. The programs offered cultivate a focus on preventative factors and offer an array of life circumstance solutions that support optimum work life balance.

We provide a wide range of employee benefits globally to support their physical, mental, and financial well-being. Benefits vary based on geographic location, union or works council agreements, and national or governmental benefits.

Voluntary services and programs vary depending on location and are focused on areas of concern such as addressing major non-work-related health risks among workers, including both physical and mental health-related risks. Fitness and wellness reimbursements, nutritional counseling, stress-reducing programs, and promotion of community service activities. Employees' participation in any services or programs is not used for any favorable or unfavorable treatment of workers.

GRI 403-8 Workers Covered by an Occupational Health and Safety Management System

SI Group designs and operates its facilities to ensure the health and safety of all employees and contractors who are required to comply with all applicable health and safety requirements. When on site, 100% of our employees and contractors are covered by our health and safety programs.

GRI 403-9 Work-related injuries GRI 403-10 Work-related ill health

Similar to 2023, approximately 15% of injuries in 2024 were from slips, trips, and falls. Following every incident, all sites are notified in an event safety flash to assess for the hazard inducer and to ensure adequate controls are in place to prevent recurrence. Within 30 days of the incident, we evaluate and discuss the root cause and confirm subsequent corrective actions are documented to finalize the event in our systems.



WORK-RELATED INJURIES¹

	METRIC	2023	2024
Direct Employees	Number of Fatalities as a Result of Work-Related Injuries	0	0
	Work-Related Injuries Involving Lost Time (Rate)	0.33	0.27
	Recordable Work-Related Injuries (Rate)	0.54	0.54
	Number of Hours Worked	4,038,670	3,722,999
Contractors	Number of Fatalities as a Result of Work-Related Injuries	0	0
	Work-Related Injuries Involving Lost Time (Rate)	0.39	0.54
	Recordable Work-Related Injuries (Rate)	0.39	0.54
	Number of Hours Worked	1,028,691	1,100,946
Combined Workforce	American Chemistry Council Industry Average (TRIR) ²	1.48	0.59
	SI Group Total Recordable Injury Rate (TRIR) ²	0.48	0.54

PROCESS SAFETY INCIDENTS¹

PROCESS SAFETY	2023	2024
Process Safety Incidents Count (PSIC)	9	10
Process Safety Tier 1	0.13	0.12
Process Safety Tier 2	0.26	0.29

In addition to tracking occupational injuries, we monitor and report Process Safety Incidents (PSIs) across our global operations. All incidents are investigated, with corrective actions implemented and lessons shared across sites and we continue to invest in control systems, training, and mechanical integrity programs to reduce process safety risks.

¹ Joint Venture (JV) performance is included in SI Group's safety metrics to ensure consistent evaluation of all individuals. While JVs operate with varying degrees of autonomy, SI Group maintains a shared responsibility for supporting and promoting safe working conditions across affiliated operations.

² TRIR: Calculated by multiplying the total number of OSHA recordable incidents (injuries) in one year by 200,000 hours and divided by the total number of hours worked by all employees and contractors. OSHA recordable incident as defined by Occupational Safety and Health Administration (OSHA) in the U.S. 200,000 hours are the expected hours normally worked in a year.

To manage and reduce PSIs, our EHS function launched the 'Walk the Line' initiative across all operational site in 2024. This program establishes a standardized verification process to ensure materials and energy flow are fully documented and understood prior to any material transfer. This

is initiated and is applied to all tasks where there is a transfer of materials. By reinforcing procedural adherence and operational control, 'Walk the Line' mitigates the risk of loss of containment, unintended releases, or energy isolation failures, enhancing the overall safety of our people and site operations.

Transportation Safety

GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

SI Group manages the risk of manufacturing and transporting dangerous goods as a fundamental feature of its operations. Operating procedures and training assure processes for loading /unloading, packaging, labeling, carrier selection and use, and necessary emergency response. Our product stewards maintain Dangerous Goods Transportation certifications to ensure safe packaging and transportation classification for hazardous materials in accordance with applicable transport regulations.

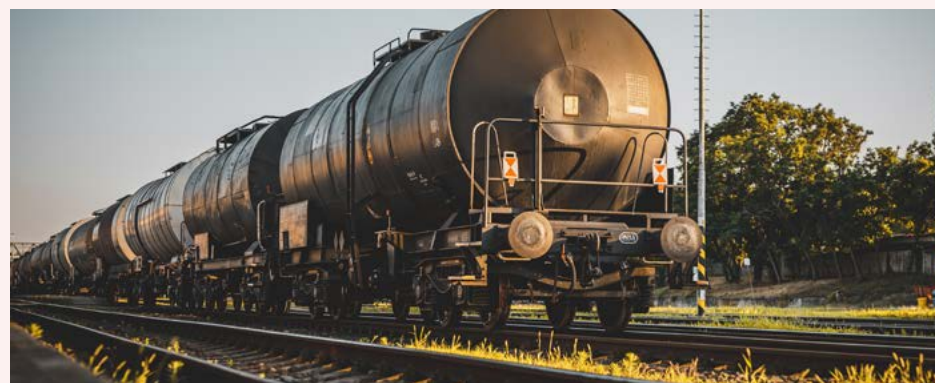
Through continuous review of our hazard communication and Dangerous Goods Transport classification, **we reinforce the standard for safe transport and storage of our products by customers as we work closely with our internal and external logistics compliance teams, suppliers, and distributors.** With every shipment, we communicate the most up-to-date and Globally Harmonized System of Classification and Labelling of Chemicals (GHS) compliant safety information to our customers through product safety data sheets (SDS) and GHS labels to enable transparent decision-making regarding our products used along the supply chain.

Our products are shipped by railcar, tank trucks, pipeline, marine vessels, and air freight. We own or lease railcars, tank trucks, and pipelines as well as utilize third-party service providers for all transportation modalities. Transport incidents are defined by national regulations, applicable laws and standards relating to hazardous materials transportation and distribution under OSHA, the U.S. Department of Transportation, and the European Agreement concerning the International Carriage of Dangerous Goods by Road (ADR) criteria, as well as other globally recognized legislative requirements for the transportation of hazardous materials.

In 2024, we had two Level 2 or 3 transportation incidents, as classified by our internal reporting structure.

TRANSPORTATION INCIDENTS¹

	2023	2024
Level 2 or 3 transportation incidents	8	2



Sustainable Procurement

GRI 3-3 Management Approach

To ensure our path to a sustainable future with our vendors, suppliers, and third-party providers, we are committed to the principles of sustainable procurement. Each purchase we make has human health and environmental influences, and social impacts because of the way products are manufactured, used, recycled or discarded, and the labor practices employed. SI Group, through its Sustainable Procurement Policy and program, its Supplier Code of Conduct and its Global Code of Conduct, aims to reduce these impacts by making sustainable purchasing decisions.

Our buyers must fully support the sustainability efforts of SI Group, including finding new outlets for chemical waste, incorporating more sustainable alternatives to raw material purchasing, and supporting the development of new sustainable products. As we seek to maintain a robust business relationship with our suppliers and promote mutual growth, innovation, and continuous improvement, we are actively identifying opportunities to advance sustainability throughout our supply chain.

In 2023, optional sustainable procurement training was introduced for selected procurement employees with decision-making responsibilities. Delivered by a third-party provider, the course offered foundational and practical knowledge on sustainable procurement practices and supplier engagement. In 2024, 16 of targeted participants completed the training. While this represents an early stage in our rollout, it is forward movement in building awareness and demonstrates our commitment to embedding sustainability principles across our procurement practices.



SDG 12: Responsible Consumption and Production

We promote sustainable procurement that integrates environmental, health, and social considerations throughout our supply chain.



OUR TARGET COVER >95% OF DIRECT SPEND WITH SUSTAINABILITY EVALUATIONS BY 2030.

Supplier Code of Conduct

Our Supplier Code of Conduct ensures that suppliers worldwide understand and uphold our regulations and core values. It defines clear expectations around environmental responsibility, health and safety, social standards, governance, and ethical conduct.

Integrated into our supplier onboarding process, the Supplier Code of Conduct, alongside our Business Integrity Policy, guides supplier behavior in alignment with our company's ethical standards. It is publicly available on our website and shared with all new vendors as part of our standard communication.

<https://siigroup.com/SupplierCodeofConduct>

Engaging our Supply Chain Partners

In 2024, SI Group had just under 400 raw material suppliers in our supply chain that reside in approximately 100 countries, with an associated managed raw material spend of approximately \$665 million. Our global procurement organization manages supplier relationships with the added support from regional procurement teams that assist in establishing effective engagement with both global and local suppliers. We work with our suppliers to pursue the principles of sustainability through Responsible Care, EcoVadis, and our internal assessment process.

In recent years, we have maintained an 85% response rate among suppliers representing at least 50% of our raw material spend who have completed or updated our sustainability survey. As we evolve, we have transitioned from static Corporate Social Responsibility assessments to an organization that is engaging in transparent dialogues with our vendors and sharing our collective efforts on sustainability.

GRI 414-2 Negative social impacts in the supply chain and actions taken

GRI 308-2 Negative environmental impacts in the supply chain and actions taken

As part of our sustainable procurement initiative, we engage in transparent dialogue with our vendors, evaluating their sustainability efforts. Our baseline year was 2021, when we assessed more than 90% of our total direct spend, representing 107 suppliers, and found that 60% of them had established a sustainability program, produced a recent sustainability report, or had a valid EcoVadis scorecard.

We use EcoVadis, a globally recognized provider of sustainability ratings, to assess and monitor the performance of our suppliers. The EcoVadis platform evaluates suppliers across key criteria including environmental impact, labor and human rights, ethics, and sustainable procurement,

enabling us to integrate ESG considerations into our supply chain management. In 2024, 69% of our direct spend was covered by suppliers who were rated and awarded medals by EcoVadis.

SUPPLIER SUSTAINABILITY ASSESSMENTS

	2021 ¹	2023	2024
% of direct spend assessed	90%	84%	95%
% of direct spend that met our sustainability criteria	60%	84%	86%

¹ Baseline year for our Supplier Sustainability Assessment

Alongside assessing our suppliers, we provide our Supplier Code of Conduct to suppliers as a part of our initial screening and onboarding to outline our expectations that our suppliers comply with applicable laws and regulations, including modern slavery and human trafficking. If a supplier violates our policies, contract provisions, or applicable legal requirements, we pursue appropriate corrective action to remedy the situation. In the case of an actual or possible violation of law or regulation, we may be legally required to make a report to proper authorities. We also reserve the right to terminate our relationship for misconduct or to take any other appropriate action with any supplier under the terms of our contract. In 2024, we did not learn of any information or facts that provided indications of modern slavery or human trafficking in SI Group's supply chain.

These metrics are critical not only for the current vendor base but are an important step in the onboarding of new vendors. New suppliers are screened using environmental, regulatory, quality, technical, and social criteria. We assess our raw material suppliers with regard to REACH requirements where applicable.

GRI 308-1 New suppliers that were screened using environmental criteria

GRI 414-1 New suppliers that were screened using social criteria

Our vendor selection and onboarding process includes business ethics due diligence and screening against environmental and social criteria. In 2024, 100% of new vendors reviewed for anti-bribery and corruption red flags were approved for business engagement. Additionally, 480 potential new vendors were assessed using environmental and social criteria, via our vendor onboarding process. Our screening process considers external verification of sustainability efforts, health and safety management systems, and risks related to child and forced labor, among other factors. In the upcoming year we look forward to introducing a digital process to assess and onboard vendors more effectively, while strengthening due diligence and promoting responsible sourcing.

We acknowledge that different territories and activities give rise to different levels of potential risk from a modern slavery and human trafficking perspective. As such, our analysis of suppliers and transactions are assessed on a risk-adjusted basis. Suppliers, or the territories in which they operate, that pose potentially elevated risk of human trafficking and or forced labor, EHS violations, bribery and corruption and trade violations may be subject to more detailed risk assessments and additional oversight including physical inspections, if necessary, to ensure compliance with our policies, procedures, and applicable law.

Supplier Diversity

GRI 204-1 Proportion of spending on local suppliers

Our sustainable procurement program places emphasis on local vendors in order to support the regional economy through job creation and reinvestment in the communities where we reside and work. We endeavor to prioritize local suppliers near our production sites which in turn reduce up-stream transport-related emissions and enhances supply chain resilience and responsiveness. Our global logistics team is involved in new vendor selection, and the distance a material must travel is considered in all purchasing decisions. In 2024, over 90% of the direct procurement budget was allocated to direct suppliers within the same region of operation and over 70% within the same country of operation.

2024 SUPPLIER DIVERSITY HIGHLIGHTS

AMERICAS

143

RAW MATERIAL VENDORS

\$327.69

TOTAL RAW MATERIAL SPEND (\$ MILLION)

EMEA

120

RAW MATERIAL VENDORS

\$149.29

TOTAL RAW MATERIAL SPEND (\$ MILLION)

APAC

110

RAW MATERIAL VENDORS

\$187.87

TOTAL RAW MATERIAL SPEND (\$ MILLION)

Governance Structure

GRI 2-9 Governance structure and composition
GRI 2-10 Nomination and selection of the highest governance body
GRI 2-13 Delegation of responsibility for managing impacts
GRI 2-17 Collective knowledge of the highest governance body

Board of Directors

Our Board consists of five members, whose backgrounds are described below. SI Group is wholly owned by SK Capital. As such, SK Capital is responsible for recruiting and selecting our directors. Other than our President & CEO, David Bradley, all members of our Board are affiliated with SK Capital.

GRI 2-11 Chair of the highest governance body

The information below reflects Board and Committee membership and member biographical information as of December 31, 2024.

BARRY SIADAT, CHAIRMAN

Dr. Siadat is a Co-Founder and Managing Director of SK Capital. He has been an inventor, innovator, business leader, and investor in the specialty chemicals and materials industries. He has over two dozen patents and is the author of over 20 scientific publications, as well as several business and management articles. From 1978 to 1995, Dr. Siadat held a variety of technical, marketing and business management positions with WR Grace & Co., including Vice President of Corporate Technology. In 1995, he joined AlliedSignal, where he was Corporate Vice President and Chief Growth Officer and later President of Avient Technologies. Since December 2000, Barry has led a variety of private control investments in specialty chemicals, specialty materials and pharmaceutical companies and has been the lead investor and Chairman of over a dozen privately held companies. Currently, he is the Chairman of the Board of Ascend Performance Materials, Archroma, and SI Group and he serves on the Board of Directors of Mt. Sinai Medical Center in Miami Beach, Florida. He previously served as Chairman of the Board of Aristech Acrylics and a member of the Board of Directors of Venator Materials PLC.

Dr. Siadat earned a B.S. in Chemical Engineering from the University of Wisconsin, as well as an M.S. in Polymer Science and Engineering and Ph.D. in Chemical Engineering from the University of Massachusetts.

DAVID BRADLEY

Mr. Bradley joined SI Group as President & Chief Executive Officer in March 2019. He comes to SI Group having most recently served as President & CEO of Nexeo Solutions, an international distributor of chemicals, plastics, composites, and environmental services, since 2011.

Previously, Mr. Bradley spent seven years at Kraton Performance Polymers, Inc. where he held several key executive positions including Chief Operating Officer, Vice President of Global Operations, and Vice President of Business Transformation. Prior to joining Kraton, he served as the Lexan Manufacturing Manager at GE Plastics' Mount Vernon, Indiana, site. Mr. Bradley served in a variety of leadership positions for GE Plastics from 1994 to 2004, which included roles in business process development and Six Sigma.

Mr. Bradley holds a B.S. in Chemical Engineering from the University of Louisville, Kentucky.

Currently, Mr. Bradley is a member of the Board of Directors of Ecovyst Inc. (NYSE:ECVT).

JAMSHID KEYNEJAD

Mr. Keynejad is a Co-Founder and Managing Director of SK Capital. Mr. Keynejad currently serves as a member of the Board of Directors of Ascend Performance Materials, SI Group, SEQENS and Apotex. Mr. Keynejad previously served as the Chairman of the Board of Directors of IBA Molecular and as a member of the Board of Directors of Perimeter Solutions, Halo Pharmaceutical, AEB Group, Aristech Acrylics and Addivant. Prior to founding SK Capital, Mr. Keynejad led several private investments in a variety of industries, both as a

principal investor and Managing Director. He began his career at Ernst & Whinney.

Mr. Keynejad received his B.S.E. in Mathematics from London University with first class honors.

JARED KRAMER

Mr. Kramer serves as a Principal at SK Capital. Prior to joining SK Capital in 2012, Mr. Kramer worked as an Investment Banking Analyst in the Global Industrials and Aerospace & Defense Groups of Houlihan Lokey. He currently serves on the Board of Directors of Archroma and previously served on the Board of Directors of GEON Performance Solutions and Heubach.

Mr. Kramer graduated cum laude with a BSBA in Finance and Management from Georgetown University's McDonough School of Business.

JACK NORRIS

Mr. Norris serves as a Managing Director for SK Capital and plays a leading role in all aspects of the firm's investment strategy and execution focusing on the specialty materials & chemicals sector. He currently serves as Chairman of the Board of GEON Performance Solutions, Lacerta Group and Vatriss Specialty Chemicals. He is a member of the Board of Directors of Ascend Performance Materials, TPC Group, SI Group and J&K Ingredients. He previously served as Chairman of the Board of Niacet and as a member of the Board of Directors of Calabrian Corporation, Addivant and Foremark Performance Chemicals.

Prior to SK Capital, Mr. Norris was a Principal at Arsenal Capital Partners where he co-led Arsenal's specialty materials & chemicals investing efforts and served on the firm's Operating and Investment Committees. Prior to Arsenal, Mr. Norris was an investment professional at Berkshire Partners and an investment banker in the Mergers & Acquisitions Group of Goldman, Sachs & Co. Mr. Norris previously served on the Board of Directors of Rutherford Chemicals, Reilly Industries, Vertellus Specialties, Sermatech International and Velsicol Chemical.

Mr. Norris graduated cum laude with a B.A. in Economics from Yale University and has an M.B.A. from Harvard Business School.



Board Committees

The Board currently has two standing committees, the Audit and Compensation Committees, which each meet at least twice per year, and hold additional meetings as needed.

Committees regularly receive reports from management, report on committee actions to the Board, and may retain outside advisors. In 2024, the Board held regularly scheduled meetings monthly and held periodic special meetings to consider and approve specific transactions. Our committee members and responsibilities are described in further detail below.

GRI 2-18 Evaluation of the performance of the highest governance body

SI Group is a privately held company that is wholly owned by SK Capital. Since our shareholders appoint all board members, we have direct alignment between our shareholders and Board. For this reason, we have elected not to implement many of the Board procedures that would be typical for large, publicly traded companies, including, for instance, a nominating committee, board surveys and performance reviews.

Audit Committee

CHAIR: **JACK NORRIS**
MEMBERSHIP: **JARED KRAMER**

The Audit Committee is responsible for overseeing all matters relating to our financial statements and reporting, our internal audit function and independent auditors, and our compliance function.

Listed below are the general responsibilities of the Audit Committee:

- **Independent Auditor** – Engage external auditor, review performance, and approve compensation; review independence and establish policies relating to the hiring of auditor employees; and pre-approve audit and non-audit services.
- **Internal Audit** – Review plans, staffing, and activities of the internal audit function and its effectiveness.
- **Financial Statements** – Review financial statements and earnings releases; discuss and review accounting policies and practices and external auditor reviews; and discuss and review the effectiveness of internal controls.

- **Compliance** – Review plans, staffing, and activities of the compliance function and its effectiveness; establish and review procedures for complaints, including anonymous complaints regarding accounting, controls, and auditing; and review SI Group's Code of Conduct and system for monitoring compliance therewith.

Compensation Committee

CHAIR: **BARRY SIADAT**
MEMBERSHIP: **JACK NORRIS**

The Compensation Committee is responsible for overseeing our executive compensation and talent management programs, developing SI Group's compensation philosophy and diversity, equity, and inclusion initiatives. In fulfilling its responsibility for the oversight of compensation matters, the Compensation Committee may delegate authority for day-to-day administration and interpretation of SI Group's compensation plans to employees, including responsibility for the selection of participants, determination of award levels within plan parameters, and approval of award documents. The Compensation Committee may not, however, delegate authority for matters affecting the compensation and benefits of the company's executive officers. The Compensation Committee's responsibilities include the following:

- **Executive Compensation** – Approve the compensation and benefits of executive officers; review executive compensation practices to ensure consistency with corporate objectives; review and approve CEO goals and objectives and evaluate CEO performance; and make recommendations to the Board regarding CEO and executive officer compensation.
- **Company Compensation and Benefits** – Review SI Group's compensation philosophy, programs, and practices; review and approve pension and benefit arrangements as well as funding of pension and benefit plans; review gender pay equity for the company; and make recommendations to the Board on these subjects.
- **Talent Management** – Review SI Group's organizational leadership structure and oversee leadership development, talent management, and succession and continuity planning for the CEO and other executive officers.
- **DEI** – Review SI Group's organizational leadership structure and oversee diversity, equity, and inclusion programs, including review of progress on key metrics at all levels of the organization.



Values

SI Group upholds high ethical standards and is committed to complying with applicable laws and regulations. Our Compliance department and robust compliance program is led by our Senior Director of Compliance. Key compliance matters are discussed with the Audit Committee. Please refer to page 15 for our company values.

ESG Oversight

GRI 2-14 Role of the highest governance body in sustainability reporting

Our Board leads our commitment to sustainability and maintains oversight of the company's ESG profile. In 2024, the Board reviewed ESG progress at each monthly meeting.

Specifically, the Board reviews program information and indicators on EHS performance at each monthly meeting, and the company's Senior Vice President, General Counsel and Chief Sustainability Officer reports to the Board regularly on sustainability initiatives and reporting. The Board also reviews and approves our ESG report each year and oversees the company's corporate governance policies.

The Compensation Committee reviews our executive compensation, talent management, and inclusivity programs. Our Senior Director of Compliance presents information to the Audit Committee regarding SI Group's compliance programs and hotline complaints as circumstances require. The Audit Committee also reviews the company's audit and internal controls and enterprise risk management program.

At the management level, our President & CEO oversees SI Group's ESG profile through regular reporting and discussion on key topics and initiatives with his direct reports, including our Chief Sustainability Officer.

Our Chief Sustainability Officer is responsible for aligning and embedding our sustainability strategy within our corporate strategy, including by assessing progress toward SI Group's sustainability targets. The Chief Sustainability Officer is supported by two employees, led by our Senior Director - Regulatory Compliance and Sustainability and Corporate Sustainability Analyst, who are responsible for the management of sustainability programs. This group collaborates with leaders across the organization, including Accounting and Finance, Human Resources, EHS, Legal and Compliance, and Operations, to bring together the functional expertise and skills needed to achieve our sustainability and ESG objectives.

Risk Management

GRI 2-12 Role of the highest governance body in overseeing the management of impacts

Information on the Board's oversight of risk, and the effectiveness of risk management can be found on page 36 of this report. In addition, SI Group's Compliance department regularly undertakes comprehensive risk assessments related to its primary areas of responsibility (anti-bribery and corruption; antitrust/competition law; and international trade/sanctions) and publishes the results to the Audit Committee and other relevant stakeholders. Risk assessments are conducted every year to evaluate the external and internal risks that could impact our compliance program, as well as outline the processes implemented to mitigate those risks. Risks are reviewed and categorized on an ongoing basis, and related compliance policies, procedures and guidelines are adjusted as necessary.

Ethics and Compliance

GRI 3-3 Management Approach

*GRI 2-23 Policy commitments
GRI 2-24 Embedding policy commitments
GRI 410-1 Security personnel trained in human rights policies or procedures*

Policy Commitments

Our Code of Conduct sets out our expectations on topics such as respecting fellow employees, anti-corruption, conflicts of interest, trade compliance, anti-trust and competition law, sanctions, misconduct, political donations, and environmental, health and safety. Our Code of Conduct has been translated to seven languages for our employees and can be found in English on <https://siigroup.com/codeofconduct>.

All employees are required to complete training on the Code of Conduct each year and must acknowledge that they have read and understand the Code. Depending on their job duties, certain contractors alongside security personnel employed directly by SI Group and contract employees being used for security activities receive Code of Conduct training. In addition, high-risk business partners receive anti-bribery and corruption training.

See GRI 205-2 for more information on Code of conduct training.



We have established additional compliance policies, forms, and procedures related to three primary Compliance areas:

1

Anti-bribery
and
corruption

2

Antitrust/
competition
law

3

Conflicts
of
interest

These policies and procedures are continuously reviewed and updated as necessary and made available to all employees in multiple languages.

Our commitment to conduct business in a manner that protects the environment and provides for the safety and health of employees, contractors, customers, and the public is outlined in our Environmental, Health, Safety, and Security Policy. We uphold the principles and requirements of Responsible Care and ISO14001. Our Supplier Code of Conduct outlines our health, safety, environmental, social, governance and ethical expectations for those with whom we do business.

Our Global Human Rights and Working Conditions Policy is guided by common principles found within the United Nations Universal Declaration on Human Rights and Guiding Principles for Business and Human Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, among others, and it sets forth our commitment to respecting human rights throughout our global operations. In accordance with the requirements of the United Kingdom's Modern Slavery Act of 2015, SI Group makes information publicly available with respect to our efforts to ensure that slavery and human trafficking is not taking place in any of our supply chains and in any part of our business. These efforts include participation in the U.S. Customs – Trade Partnership Against Terrorism program in the U.S., as further described in our Statement.

SI Group is committed to Responsible Care, the global chemical industry's voluntary initiative to drive continuous improvement in safe chemicals management and achieve excellence in environmental, health, safety, and security performance. As a signatory to the Responsible Care Global Charter, we are committed to creating a corporate leadership culture that proactively supports safe chemicals management; safeguarding people and the environment; strengthening our chemical management systems and influencing business partners to do the same in their own operations; engaging stakeholders to understand and respond to their concerns; and contributing to sustainability through improved performance, expanded economic opportunities and the development of innovative technologies and other solutions to societal challenges.

We comply with conflict minerals laws and regulations and our Supplier Code of Conduct outlines our approach to sourcing responsibly. Minerals including tin, tantalum, tungsten, and gold, known as conflict minerals, can be associated with human rights risks, if they are sourced from countries such as the Democratic Republic of Congo (DRC). The DRC is not a part of SI Group's supply chain.

*GRI 2-25 Processes to remediate negative impacts
GRI 2-26 Mechanism for advice and concerns about ethics*

We encourage employees to speak up if they have concerns about violations of company policies or the law by reporting the issue to their supervisor or manager, Human Resources representative, or any member of the Legal or Compliance department. We also offer an independent whistleblower telephone hotline and website that is available 24-hours a day and in multiple languages. It is operated by EQS, a company providing third-party reporting for many global companies. The web intake option is available in 45+ languages and the telephone option, which is supported by trained hotline specialists, is available in 200+

languages. Issues reported include discrimination (including harassment and retaliation), misconduct or inappropriate behavior, conflicts of interests and environmental protection, health, or safety law.

The whistleblower telephone hotline, which has an option for anonymous reporting, is available to all employees as well as any other stakeholder. SI Group prohibits retaliation against concern raisers and investigates any allegation that such retaliation has occurred.

Each report alleging behavior that, if true, would constitute a violation of law or company policy is fully investigated by Company lawyers and documented with a written report of the investigation, conclusion, and remedial action if any is warranted. An overview of all key investigation matters is presented to the Audit Committee at its regular meetings. Reports involving the CEO or direct reports, the Deputy General Counsel, or the Senior Director of Compliance must be reported immediately to the Audit Committee for review and appropriate action.

Please refer to GRI 406-1 Incidents of discrimination and corrective actions taken.

Conflicts of Interest

GRI 2-15 Conflicts of interest

A conflict of interest exists where an employee's personal interests interfere with, or have the potential to interfere with, the interests of SI Group. Conflicts may arise from outside employment or financial interests in any entity but may be most likely to arise from interests in business partners,

customers, and competitors. Employees must disclose outside interests and work with SI Group to eliminate any actual or potential conflict of interest.

Anti-Competitive Behavior

GRI 3-3 Management Approach

SI Group must avoid any agreements with other companies that limit competition between them. Our Antitrust and Competition Policy applies to all persons and entities acting on behalf of SI Group, including but not limited to our employees and business partners.

For more information, see our Antitrust and Competition Law Policy.

Anti-Corruption

GRI 3-3 Management Approach

SI Group places the highest value on integrity and ethical conduct. We view compliance with all applicable laws as the responsibility of all employees and others with whom we do business. Our Anti-Bribery and Corruption Policy makes clear our commitment to detecting and preventing corruption by our employees and those acting on our behalf.

GRI 205-1 Operations assessed for risks related to corruption

We utilize several national and non-governmental anti-corruption frameworks and tools to assess risks related to corruption in the countries in which we operate. These include: the Transparency International Corruption Perceptions Index, the Resource Guide to the Foreign Corrupt Practices Act published by the U.S. Department of Justice and the Securities and Exchange Commission, the U.K. Bribery Act Guidance, various guidance materials provided in the U.S. Department of Justice settlement documents, and the Evaluation of Corporate Compliance Programs published by the U.S. Department of Justice Criminal Division.

We conduct internal and external audits of the books and records of our operations to ensure compliance with the anti-corruption, anti-bribery, and commercial bribery laws. SI Group has an established due diligence policy for certain third-party relationships including joint venture partners, international representatives, distributors, agents, resellers/traders, and regulatory consultants. Corresponding due diligence or risk mitigation procedures are based on the type of service provided and risk footprint. As an example, distributors must follow an appointment procedure that assures the distributor is aware of our Anti-Bribery and Corruption Policy and agrees to contractually abide with the policy while acting on SI Group's behalf, and each distributor is required to complete anti-bribery due diligence on a periodic basis.

As part of our risk mitigation efforts in 2024, we conducted a review of all our high-risk vendors to ensure appropriate due diligence had been performed. This included vendors where due diligence had not previously been conducted or where existing assessments were outdated.

Vendors were selected based on our risk-based approach, which considers both vendor classification and country risk. We identified a small number of vendors requiring additional anti-bribery due diligence. Following this process, we approved 90% of those vendors for continued business.

GRI 205-2 Communications and training on Anti-Corruption

Our Code of Conduct training, which all employees are required to complete annually, covers business ethics and compliance, as well as Anti-Corruption and Anti-Harassment and bullying policies and procedures. In 2024, 100% of our employees received Code of Conduct training. While the standard annual training program, for new and existing employees, includes modules on Anti-Trust and Competition law, SI Group also provides dedicated Anti-Bribery and Corruption training and Anti-Trust and Competition law training to employees based on their role within the company and potential compliance risks related to their job function. SI Group has the capability to deliver additional advanced training on such topics given the priorities of the organization, current events and investigation trends.

The Code of Conduct training is available in seven languages and covers key anti-corruption concepts such as the need to refrain from offering anything of value to government officials or making facilitation payments to expedite government requests on behalf of SI Group, reporting and retaliation, gifts, entertainment, & hospitality, accurate recordkeeping and working with third parties.



CODE OF CONDUCT TRAINING¹

	METRIC	2022	2023	2024
Code of Conduct (Refresher & New Hires)	No. of employees that completed training ²	2185	2053	1920
	% of employees that completed training	100%	100%	100%

¹ Code of Conduct training covers business ethics, workplace harassment and bullying and Human Rights topics.

² The value of trained employees can, at any time, exceed the total headcount of employees due to employee turnover, attrition, or organizational restructures throughout the year.

Reporting, Monitoring, Investigations & Remediation

GRI 205-3 Confirmed incidents of corruption and actions taken

GRI 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

We believe one of the best ways to mitigate compliance risks is early identification through our employee reporting channels and business monitoring processes. We value transparency and expect our employees to openly communicate compliance concerns and seek answers to their questions.

Employees have a duty to report potential misconduct and may do so by contacting the Senior Director of Compliance, a member of Legal or Human Resources, their manager or SI Group's reporting hotline, which allows for anonymous reporting.

We do not tolerate retaliation against any party who reports potential misconduct in good faith, and we strictly enforce this policy with discipline, up to termination of employment.

In addition to our reporting channels, we have business monitoring processes to prevent and detect risks associated with bribery and corruption, antitrust and competition, conflicts of interest, and international trade. We conduct robust due diligence reviews of our business partners who may work with public officials on our behalf, and we monitor the giving and receiving of gifts and other business courtesies.

We monitor interactions with our competitors, including at trade shows and industry events. We screen our customers for sanctions and review their reported end uses before selling them products. In 2022, 2023 and 2024, SI Group had zero legal actions reported, pending or completed regarding bribery and corruption or antitrust and competition.

When we detect potential misconduct through our reporting channels or business monitoring processes, the Senior Director of Compliance and Deputy General Counsel, with a subject matter expert when appropriate, review the information and, if needed, oversee remedial action including process improvements and performance management. If the potential misconduct poses a legal, regulatory, or Code of Conduct violation, the team oversees a fair, impartial, and timely investigation. SI Group does not tolerate retaliation against any party who participates in the investigation process. Investigations are kept confidential to the extent possible and result in

recommended remedial action, including process improvements and employee training or discipline.

GRI 406-1 Incidents of discrimination and corrective actions taken

SI Group is committed to maintaining a workplace free from discrimination, harassment and bullying. Our Code of Conduct and Global Discrimination, Harassment and Workplace Bullying Policy state zero tolerance for discrimination. Through trainings, personal discussions and internal communication methods, SI Group employees are encouraged to come forward with their concerns without fear of retaliation. Preventing discrimination and harassment is everyone's responsibility. SI Group assess reported cases thoroughly, investigating and taking actions accordingly. The numbers below include all potential discrimination reports to Legal, Human Resources, Compliance, and our Hotline:

INCIDENTS OF DISCRIMINATION

	2023	2024
Discrimination matters reported	2	1
Warranted an investigation	1	1
Of investigation matters were substantiated	1	1

Enterprise Risk Management

SI Group has an Enterprise Risk Management (ERM) program led by our Senior Director of Compliance. The CEO, CFO, and General Counsel are responsible for overseeing these risk management programs, including assessing risk tolerances, evaluating whether such tolerances are aligned with SI Group's strategic goals, and defining our overall risk profile. Each year, the Senior Director of Compliance leads a risk workshop with the CEO and his leadership team to refresh SI Group's risk profile. Together, the participants validate existing enterprise risks (both opportunities and threats), select new and emerging risks to add to the risk register, and ensure risk ownership is assigned to the appropriate leadership team executives.

We actively manage key risk areas relating to Process Safety, Behavioral Safety, EHS Compliance, Cybersecurity, Internal Controls over Financial Reporting, Leverage, Antitrust, Bribery, and Talent.

While the Council focuses on certain key risks each year, stakeholders in our identified risk areas review their programs annually and implement changes to further minimize risk.

Both our risk management and compliance programs aim to prevent misconduct through policies and training. The Council has a sub-committee, the Management Systems Committee, of functional stakeholders dedicated to improving company policies, procedures, and training so our employees know how to own their actions. The sub-committee has built a process to review our Code of Conduct and other policies and procedures on a regular cadence and ensure our employees receive appropriate training on any new

or updated policies and procedures in line with laws and regulations. In 2025, we implemented a company-wide training program that is accessible and concise, making it easy for employees to develop awareness and skills.

The results of the risk management processes and updates on material risks are reported to the Board and the Audit and Compensation Committee on a regular basis.





Human Rights

GRI 3-3 Management Approach

SI Group is committed to providing safe, fair, legally compliant and sustainable working conditions for our employees, which respect their human rights. SI Group commits to living up to our values and leadership behaviors to ensure all our employees live up to their fullest potential – professionally and personally.

Our Code of Conduct describes our commitment to upholding human rights in all operations and at all facilities. New employees receive ethics and compliance training included in our Code of Conduct, and all employees are required to complete annual refresher training.

Our Global Human Rights and Working Conditions Policy is guided by internationally recognized human rights frameworks and standards. It ensures that the rights of our employees are respected and protected, while fostering a workplace where individuals can thrive, contributing meaningfully to SI Group's success and growing through continuous learning, skill development, and personal advancement.

Please refer to GRI 2-23 for additional information on our Global Human Rights and Working Conditions Policy.

Forced or Compulsory Labor

GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor

Certain internal policies oversee our fair labor practices, and we strictly forbid forced, bonded, indentured or involuntary labor, prison labor, slavery, or trafficking anywhere in the company globally. Employees are treated respectfully, and

we prohibit any harsh or inhumane treatment of our employees no matter the role or location. In addition, we will never hold passports or other original employee documents unless necessary by law and will not restrict our employees access to these documents. We require our business partners to demonstrate the same commitment to ethical conduct.

We publish a Modern Slavery Policy in accordance with the U.K. Modern Slavery Act of 2015 and are committed to the abolition of modern slavery and human trafficking. We do not knowingly conduct business with any organization that supports or is found to be involved in slavery, servitude, or forced or compulsory labor. Subject to applicable law, employees have a duty to report suspected violations of this policy to the Human Resources Department, Legal or Compliance.

<https://siigroup.com/ModernSlaveryPolicy>

Child Labor

GRI 408-1 Operations and suppliers at significant risk for incidents of child labor

We ensure that child labor is not used and that the minimum age of all employees complies with applicable local laws. No person shall be employed who is below the minimum legal age for employment.

At SI Group, we do not use forced or involuntary labor, and we ensure compliance with all applicable labor laws. We track all employees and as part of our hiring and verification process, we require proof of applicant age. In addition, consistent with our policies and local regulations, we maintain prominent signage raising awareness to these requirements.

Please reference GRI 414-2 for our sustainability assessment on our raw material suppliers against social criteria

Security Practices

GRI 3-3 Management Approach

SI Group recognizes the importance of privacy and the protection of personal data and information. We treat personal data confidentially and use it in accordance with the General Data Protection Regulation (GDPR) amongst other relevant data protection laws. Our policies and guidelines have been communicated and distributed to our employees as a part of our GDPR implementation.

We continuously monitor ever-changing data privacy laws in an effort to uphold data privacy laws. Our commitment to privacy not only applies to our employees' data but the data of our customers, suppliers, business partners, and other parties we conduct business with. We monitor security events and incidents on a daily basis, leveraging detection and response technologies from various systems.

Cybersecurity is the responsibility of all employees, regardless of whether employees are conducting business on a company-owned device or a personal device. All employees are required to follow SI Group's Good Cybersecurity Practices as well as any applicable local policies. At SI Group, all full-time or part-time employees, sub-contractors, project consultants, and any external parties have been made aware of their responsibilities (which are defined in their job descriptions or contracts) to preserve information security, report security breaches, and act in accordance with the requirements of the Information Security Management System (ISMS).

All employees receive quarterly notification of upcoming information security awareness training and compliance training. Training content is reviewed and added every year. These trainings are assigned as mandatory where determined by functional leaders and corporate training requirements. We monitor compliance rates and follow up with employees to ensure these training requirements are met. In addition to the trainings, quarterly phishing tests are performed to evaluate our employees' response to simulate cyberattacks.

To protect the privacy of all our employees, company, customers, and business partners, we have a record retention policy in place. To protect the privacy of all our employees, company, customers, and business partners, SI Group has implemented Data Classification and data loss protection controls to ensure the protection of confidential personal information.

Customer Privacy

GRI 3-3 Management Approach

GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data

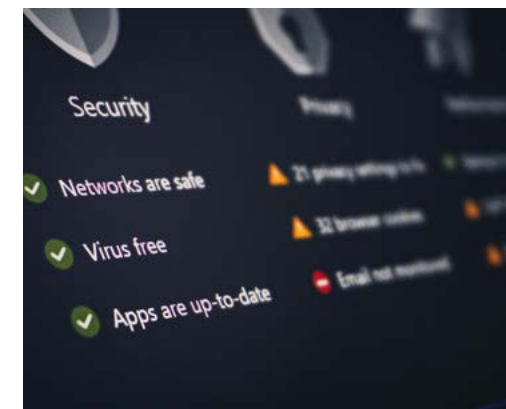
Data security breaches could compromise sensitive information related to business or the personal data of employees, vendors, and customers. We have identified and implemented appropriate measures to protect these facilities from physical and cyberattacks outlined in our Disaster Recovery and Incident Response Policy and we continue to assess potential risk and reinforce security to remain compliant with applicable data security and other data privacy laws and regulations.

To assess potential risk, we retain a third party to conduct an annual IT Risk Assessment and Penetration Test to audit our cybersecurity readiness.

CUSTOMER PRIVACY BREACHES AND SIGNIFICANT SECURITY INCIDENTS

	2022	2023	2024
Complaints concerning customer privacy breaches or data loss	0	0	0
Significant or reportable security incidents ¹	0	0	0

¹ Defined as incidents resulting in major business impact, widespread user or asset disruption, data loss, or a regulatory reporting requirement.



Materiality

Materiality Assessment

GRI 3-1 Process to determine material topics
GRI 3-2 List of material topics

In 2023, we analyzed the interests, requirements, and visions of our key stakeholders into a matrix of material sustainability topics. Materiality in the context of a sustainability report, as defined by the GRI Sustainability Reporting Standards, includes aspects that reflect the organization's significant economic, environmental, and social impacts.

Our materiality matrix identifies the key topics of importance to our stakeholders and to our business. It has been used as a guide for the development of larger goals and strategies related to sustainability, corporate social responsibility, and responsible operations.

As a result of engaging with stakeholders, our material topics include added focus to our supplier's social and environmental focus, which was further defined with the implementation of our Supplier Code of Conduct and expanded to focus on more sustainable procurement practices. With insight from our stakeholders, we continue to develop and grow our materiality assessment to prioritize sustainable practices and optimize our product portfolio to positively impact our sustainable outreach.

In 2024, we reviewed our material topics and determined that nothing significant had changed to the sequence of priorities of our material topics since our 2023 materiality assessment. We also mapped out our existing material topics with the Sustainability Development Goals we have the biggest impact on and the biggest opportunities to improve. You can read more about our contribution to the UN SDG's on page 8.

Stakeholder Engagement

GRI 2-29 Approach to stakeholder engagement

We encourage our employees to foster effective and transparent dialogue with our stakeholders to better understand feedback and identify areas of importance. These collaboration efforts provide key insights that direct our sustainability efforts and strengthen our relationships to enable our long-term success.

The methods of engagement vary within each group and are dependent on the relationship and their needs, but we are harmonized in our sustainability vision and prioritize transparent and purposeful interactions with our stakeholders. All feedback received is reviewed to identify new opportunities or potential risks related to sustainability.

Stakeholder Analysis

With the development of SI Group's Sustainability Journey, we recognize the value of collaboration and priorities of external audiences to enhance and guide our efforts.

The Sustainability Council has identified the following list of stakeholder groups as priorities in its consistent and collaborative efforts toward a more sustainable future:

- Customers
- Communities
- Employees
- Government/regulatory bodies
- Industry and trade associations
- Shareholders/investors
- Suppliers

	METHOD OF ENGAGEMENT	MATERIAL TOPICS
SUPPLIERS	We regularly engage with our suppliers on labor and human rights, product, and process safety.	• Anti-competitive Behavior • Anti-corruption Procurement Practices • Environmental Health and Safety • Healthy, Safe, and Sustainable Products
EMPLOYEES	Employees have regular conversations with managers, and we gather employee feedback through an online company-sponsored Q&A and polling tool (Slido), to be addressed by our leadership. Employee-wide communications include weekly email communications and video news updates, fact sheets at manufacturing sites, and social media updates. Our leadership team communicates with employees through various online and in-person roundtables, including regular global site visits.	• Diversity and Inclusion • Employment • Occupational Health and Safety • Training and Education • Sustainability
CUSTOMERS	Our team consistently engages with customers to improve our products and respond to their needs. Our sales representatives and technical experts work closely with customers to address concerns and provide product stewardship guidance.	• Anti-competitive Behavior • Anti-corruption • Environmental Health and Safety • Customer Privacy • Healthy, Safe, and Sustainable Products • Sustainability, TFS, ISCC, Product Carbon Footprint
COMMUNITY/ SOCIETY	We meet with community members in the regions where we operate to share information about the company and listen to any concerns. At some of our manufacturing sites we engage through formal Community Advisory Panels (CAP).	• Air Emissions • Water and Effluents • Local Communities
SHAREHOLDERS/ INVESTORS	We directly communicate our sustainability progress with our investors and Board of Directors on a regular basis.	• Diversity and Inclusion • Energy Efficiency • Ethics and Compliance • Economic Performance • GHG Commitments • Science-Based Targets • Sustainability Reporting
REGULATORS	We communicate with government, legislative, and regulatory officials through written communications, issue-specific meetings, and industry events.	Environmental, Health and Safety Compliance

Voice Survey 2024

Employees are one of our most important stakeholder groups, and engaging with them meaningfully is essential to shaping our business strategy and sustainability performance.

In 2024, we conducted the second iteration of our Employee Voice Survey to gather perspectives on SI Group's global workplace culture, leadership, vision, and values. The survey focused on critical topics including trust in leadership, job satisfaction, inclusivity, safety, and professional development. With a 78% participation rate across all departments, we are confident the results are representative of our employee population. Our engagement score reached 66%, reflecting an improvement since our first voice survey in 2022.

This voluntary, anonymous survey was administered through a secure third-party platform called Culture Amp, and was made available in seven languages: English, Chinese, French, German, Korean, Marathi, and Portuguese, to reflect our global and culturally diverse workforce. These technical and linguistic measures ensure inclusivity and confidentiality, increasing participation and trust.

Insights from the survey were shared with the executive leadership team and general management to directly inform organizational priorities. This engagement process supports ongoing dialogue with employees and ensures their voices are integrated into our continuous improvement efforts and long-term strategy.



Engaging Globally

GRI 2-28 Membership association

SI Group is committed to understanding and communicating how to safely use our products. We are a member of multiple industry associations that provide a venue for the chemical industry to lend our voices to issues that impact our industry and countries in which we operate.

Key industry associations include American Chemistry Council, European Chemical Industry Council, Association of Chemical Manufacturers. In addition, we participate in a number of subgroups and committees within these associations.

Community Engagement

GRI 3-3 Management Approach

SI Group is committed to corporate citizenship by actively engaging in programs that support the local communities in which we operate. Our employees volunteer in meaningful ways at local soup kitchens, homeless shelters, and for organizations such as The Salvation Army and United Way.

Our sites partner with local organizations, contributing volunteer time and resources towards meaningful programs and initiatives focused on STEM education, environmental stewardship, and building inclusive communities, among others.

GRI 413-1 Operations with local community engagement, impact assessments, and development programs

Our local teams are active in contributing to and supporting the communities in which we operate. In 2024, 74% of our sites, including plants, offices, and R&D facilities carried out local community engagement initiatives, led by our Culture Crews and involved volunteering, donations, and fundraising. In the U.S., 80% of our sites engage through formal local Community Advisory Panels (CAP) allowing a cross-section of community representatives to work with our facilities on issues that affect their interests, including environmental, social, and economic impacts.

Works Councils are established across our sites in Europe to represent the interests of our employees. They ensure compliance to labor laws, collective agreements, and company agreements, and serve as the intermediary between the management team and employees to discuss topics like employee welfare and benefits. SI Group sites provide

support and resources to community programs and initiatives, and many of our employees are community volunteers to support important programs in the local context.

GRI 413-2 Operations with significant actual and potential negative impacts on local communities

For information on our engagement with local communities please see GRI 2-29.

Charitable Contributions

We aim to be a conscientious and respected corporate citizen, and to contribute positively to the communities where we operate and live. We encourage our employees to be engaged citizens who participate in community events, volunteer with charitable organizations, and fulfill civic duties. SI Group may partner with local charities or make charitable contributions in accordance with our Antibribery and Corruption Policy.

More specifically, we may make contributions on behalf of our employees to charitable organizations which have been approved by Compliance and Human Resources.

All recipients of contributions must be organized as a charitable organization under local law, operate with accountability and transparency to provide reasonable grounds to believe contributions are used primarily for charitable purposes, and provide receipts. Donations must meet all relevant tax requirements for the geographic location of the contribution, and all recipients must be a U.S. 501(c)(3), or equivalent, certified charitable organization.

GRI 415-1 Political contributions

Local laws may prohibit SI Group from making certain political contributions. Political contributions must be pre-approved by the Legal, Compliance, and HR functions. Additionally, any employee participating in standard setting or legislative activities must be pre-approved by our Compliance department.

Customer Health & Safety

GRI 3-3 Management Approach

We work with our local governments and surrounding communities to contribute to sustainable growth and job creation to minimize negative impact on the environment. As a chemical manufacturer, we understand the inherent risks of our industry and take our corporate responsibility seriously. We strive to be a trusted and respected neighbor in the communities we operate and live, and we are committed to making positive changes through protecting the environment.



Our Product Stewardship team directly communicates with our customers, providing standard documents aimed at directing customers to the most safe and effective use of our products. In 2024, our Product Stewardship department responded to over 7,000 requests from customers, distributors, and other stakeholders with regulatory information concerning customer product inquiries, hazard communications, trade compliance, and transportation and dangerous good queries for our products.

Customer Safety & Hazard Communication

As part of our commitment to safety, we believe that providing accessible and adequate information to our stakeholders about the environmental and social impacts of our products is essential.

Our product stewardship team ensures that all products marketed and sold are compliant with applicable laws, regulations, and company policy through continuous regulatory surveillance, product compliance assessment, product safety management, and hazard communication.

We maintain processes that ensure our products are safe and effective when produced and used as intended. Through our formalized process to assess and document regulatory risk, we ensure the effective implementation of our customers' health and safety.

Through our commitment to consumer safety and chemical management, we will:

- **Apply responsible standards** where laws and regulations do not exist, to ensure the safe use of our products under their intended conditions of use
- **Identify and manage risks** associated with our products that provide an appropriate level of safety for people and the environment
- **Conduct and support research** to extend knowledge about the health, safety, and environmental effects of our products, promptly applying significant findings and communicating results, as appropriate
- **Comply with all applicable laws and global regulations** while continually monitoring these requirements for changes; relevant regulations include but are not limited to the Toxic Substances Control Act in the U.S. (TSCA), the European Regulation on Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), the Act on the Registration and Evaluation of Chemicals in Korea (Korea REACH)

GRI 416-1 Assessment of the health and safety impacts of product and service categories

An important element in REACH is supply chain communication on the uses of chemical substances. REACH requires our Safety Data Sheets to include relevant exposure scenarios for certain substances of concern as well as the implementation of the Globally Harmonized System (GHS) of Classification and Labeling of Chemicals.

In 2024, 62% of our products sold were classified as GHS Category 1 or 2 Health and Environmental Hazardous Substances; 100% of these products have undergone a hazard assessment. Additionally, our products are composed of synthetic material and do not contain genetically modified organisms (GMOs).

Product Stewardship & Hazard Communication

GRI 417-1 Requirements for product and service information and labeling

Chemical products provide many benefits to society, but they must be managed responsibly throughout

their lifecycle to minimize any potential adverse effects.

We ensure our procedures reflect our commitment to the safe manufacture, safe use by our customers, safety for consumers using our products, and safety for our environment at every stage of the product lifecycle.

Our processes and product stewardship team are designed to ensure that our products are manufactured, stored, transported, used, disposed of, and recycled, when possible, to safeguard the health and safety of the environment. In addition, our processes are coordinated with key functions including R&D, procurement, operations, logistics, commercial, and EHS.

Consistent with our commitment to the principles of Responsible Care, we support the development of responsible, science-based laws, regulations, standards, practices, and procedures that safeguard the community, workplace, and environment. We actively participate in industry associations, research, and programs to enhance environmental safety policies.

Hazard Classification, Labeling & Review

The distribution of accurate and reliable product documentation is critical to product delivery to our global customers and downstream users. We perform an extensive review of the classification, toxicology, and regulatory information to support our products' global hazard classification. We adhere to the requirements of REACH for products marketed in the European Union and country-by-country implementation of the GHS when publishing global SDSs in over 40 languages to ensure safe use.

As a part of ensuring our customers' health and safety, we continuously assess and communicate regulatory changes regarding hazard classification and labeling, transport classification, packaging, and container specifications through our Regulatory Change Notification (RCN) Process. Through this process, all affected Stakeholders are notified of any change and we work together to manage the overall implementation of the regulatory change.

Our customer health and safety focus includes providing global SDSs and product labels through our new database improving process efficiency, reducing the SDS error rate, and ensuring the most current regulatory compliance on all hazard communication. Additionally, we conduct product reviews on a regular cadence to address the cleanup and maintenance of the regulatory data in our ERP system.

GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

GRI 417-2 Incidents of non-compliance concerning product and service information and labeling

GRI 417-3 Incidents of non-compliance concerning marketing communications

During the 2024 reporting period, we did not have any reported incidents of non-compliance concerning the health and safety impacts or information and labeling of our products and services. Additionally, there were no occurrences of non-compliance concerning our marketing communications.

NAUGARD BIO-XL™

SI Group's NAUGARD BIO-XL™ is a 95% biocarbon-based accelerator for tires and technical rubber goods. It is an advanced alternative to Diphenylguanidine (DPG) in sulfenamide-based accelerator systems.

NAUGARD BIO-XL™ is free from Substances of Very High Concern (SVHC) and exhibits non-detectable results in water-leaching studies of cured tread rubber, reinforcing its environmentally responsible profile.





Restatements of Information

GRI 2-4: Restatements of Information

Restatements of data previously reported, both due to data corrections as well as methodology changes, are made to ensure consistency and enable comparability between reporting periods. Please see the restatements below.

GRI Disclosure 303-3: Water withdrawal is reported in Megaliters, in previous report it was reported in Kiloliters.

In previous reports, third-party water was labeled as “purchased water.” For alignment with *GRI 303* terminology, this has been reclassified as “third-party water.” No changes were made to the data values.

GRI Disclosure 306-3 and 306-4: Waste totals have been restated for 2022 and 2023 due to data corrections and improvements in reporting methodology.

GRI Disclosure 403-9: The 2023 recordable work-related injury rate for direct employees has been restated. The restatement follows the restatement and correction of the number of hours worked by direct employees from 3,584,217 to 4,038,670 hours.

Critical Concerns

GRI 2-16 Communication of critical concerns

Interested parties may communicate with the Board or any individual director. Communications should be addressed to our Senior Director of Compliance as follows. We do not disclose critical concerns due to the confidential nature of this information.



compliance@siigroup.com



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GRI Content Index

Statement of Use:

SI Group has reported the information cited in this GRI content index for the period 1st January 2024 to 31st December 2024 with reference to the GRI Standards.

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SI Group is a privately held company and is not required to publicly report information pertaining to these disclosures.

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