

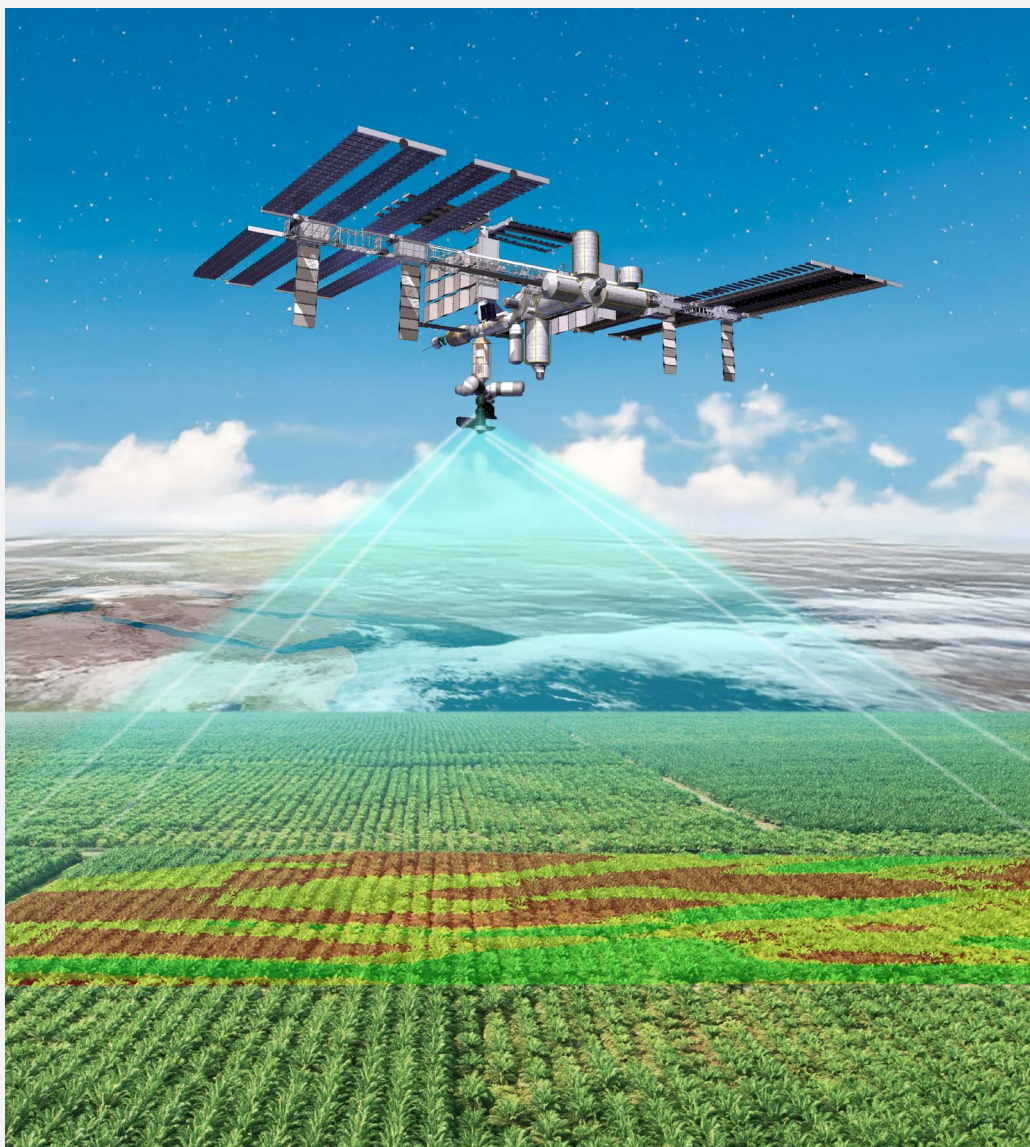


**bm** BEHN MEYER  
Since 1840  
Embracing Sustainability

# Sustainability Report







## Inside Our Report

As we aspire to lead by example, our Sustainability Report summarises our strategies for building a more sustainable business practice while creating long-term value for our stakeholders.

This Report also helps us gain a better understanding of possible areas of improvement as we continue to evolve as an organisation.

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# About This Report



## About This Report

The **Behn Meyer Group's Annual Sustainability Performance Report** provides a detailed overview of our sustainability commitments and achievements, addressing the key priorities of our stakeholders and supporting the long-term success of our business. This report highlights Behn Meyer's vision and outlines our strategies to integrate sustainability into all facets of our operations. As we advance towards a net-zero future, we are delighted to share the progress on our newly updated 2030 science-based targets. Our overarching goal of achieving net-zero by 2050 serves as the long-term vision driving all our efforts.

This report aims to provide clear and reliable information to a broad spectrum of stakeholders, showcasing how we address sustainability challenges and uphold our commitment to transparency. The purpose of this report includes:

Demonstrating our contributions to global sustainability goals.

Disclosing material sustainability topics identified in our latest materiality assessment

Highlighting progress toward our sustainability targets and regulatory compliance



We highly value input from both internal and external stakeholders as we continue to refine our approach. We encourage you to share your enquiries, feedback or suggestions by contacting us at [sustainability@behnmeier.com.sg](mailto:sustainability@behnmeier.com.sg). Your engagement plays a vital role in advancing our sustainability efforts and achieving our goals.

## Scope of the Report

This report encompasses Behn Meyer's global activities from January 2024 to December 2024 and presents performance statistics for all production facilities, warehouses, offices and laboratories.

## Reporting Framework

This report has been crafted in accordance with the **Global Reporting Initiative (GRI)** Standards. GRI Standards offer the principles and disclosures necessary for organisations to report on their economic, environmental and social performance impacts. Behn Meyer upholds the GRI's principles in ensuring report content quality. For a comprehensive understanding of our approach to meeting GRI standards, readers are encouraged to refer to the full GRI Standards Index located at the end of this report.

This document additionally serves as Behn Meyer's 2024 **Communication of Progress (CoP)** to the **United Nations Global Compact (UNGC)**. The contents of the report offer insights into the progress we have made in implementing the **Ten Principles of the UN Global Compact** and advancing the **United Nations Sustainable Development Goals (UN SDGs)**.

## Data Collection

Behn Meyer employs a systematic and standardised approach to data collection and analysis across all operations. All sustainability performance data from our business entities are gathered through a centralised data management system, which undergoes a rigorous two-step verification process to ensure the accuracy and reliability of the final report. This process safeguards the integrity of year-on-year performance metrics and ensures high-quality data. Details of relevant data collection methods and assumptions are included within the report. The Behn Meyer Group Board of Directors has reviewed this report for accuracy and credibility.

## External Verification

The auditing company TÜV SÜD, subjected Behn Meyer Holding AG's Sustainability Report for the 1 January 2024 to 31 December 2024 fiscal year to a limited assurance audit.

## Additional Information

As the indicators in this report are stated in accordance with commercial rounding principles, totals and percentages may not always be exact.

This report is issued in English and is published in PDF format on Behn Meyer's global [website](https://www.behnmeier.com).

Behn Meyer adheres to an annual reporting cycle.



## Message from The Board of Directors

"In a rapidly changing world, our focus remains steadfast:  
To deliver sustainable growth while mitigating our  
environmental footprint and contributing to societal wellbeing."



**Dr. Dirk Lorenz-Meyer**  
Chairman Corporate and Member of the Board of Directors



Dear Reader,

I am pleased to present you Behn Meyer's 2024 Sustainability Report. This report marks a significant milestone in our journey toward greater transparency and accountability as we integrate **environmental, social and governance (ESG)** principles into every aspect of our business.

I am especially proud to announce that two of our most senior leaders, Mrs. Khau Thi Thien Kim and Mrs. Kewalin Petcharat, have been appointed to the Group Management Board on 1 January 2024. The new Board of eight individuals combines four nationalities and lifts female representation in our highest decision-making body to a fully balanced 50%. Together with our newly launched **Career Development Programme (CDP)**, we are building a dynamic and diverse, innovative and competitive global leadership team that will be capable of steering Behn Meyer into the future.

Financially, the year 2024 has been the most successful for the Behn Meyer Group ever. We are using this momentum to further invest in our portfolio of sustainable solutions. At the end of 2024, Behn Meyer acquired a significant stake in the company AZOMITE® Mineral Products, Inc. (AMP) in the USA. AMP mines and markets a natural trace element compound called AZOMITE®. This product is organically certified and successfully used in various end-user industries, such as agriculture, aquaculture and animal husbandry. Behn Meyer has marketed AZOMITE® in Southeast Asia and Europe for more than 20 years. Today, AZOMITE® is used as a natural feed additive for aquatic species and livestock animals. It is also proven to enhance both conventional and organic fertilizers, by boosting their trace element content and helping farmers achieve higher yields.

This investment substantiates our sustainability efforts along the Agro-Feed-Food value chain, one of the two domains in which the Behn Meyer Group operates. While all of Behn Meyer's fifteen business units contribute to different individual UN SDGs, we have defined our corporate purpose along the two major domains of our business. Behn Meyer AgriCare and Ingredients collectively strive towards food security for all. Eradicating hunger is one of the most important SDGs. The other domain of our business under Behn Meyer Performance Chemicals and Polymers provides energy and water-saving solutions to help our

customers succeed in the circular economy. Clean water and sustainable industry innovation are two other important UN SDGs.

By defining our purpose through how our businesses advance the UN SDGs, we have a clear compass for our actions and embed sustainability firmly into our corporate culture. We fully recognise our ESG responsibilities and are committed to shaping the ecological and social transformation of the industries we serve and of the world at large.

In 2024, we reviewed our climate change mitigation targets. The **Science Based Targets initiative (SBTi)** has officially validated our 2030 near-term targets and our 2050 net-zero target. Furthermore, I reaffirm our commitment to carbon neutrality by 2040 for our own operations, the year of Behn Meyer's bicentennial. Another major milestone of our sustainability journey is the second consecutive EcoVadis® "Platinum rating", which Behn Meyer received in September 2024. As one of the world's leading rating providers, EcoVadis® has examined more than 150,000 companies to date. To be among the top 1% of all globally rated companies is an exceptional achievement and evidence of our determination. This Platinum award testifies to our internal and external stakeholders that we at Behn Meyer meet our responsibility as one of the top leaders in our industries.

While the other 99% of global companies push forward too, it may be challenging to stay in this top rating bracket, but we will do our part and continue investing on all fronts in more sustainable practices. I congratulate our corporate sustainability team and all 1,300 global colleagues, who are the daily champions of our transition and the backbone of our creativity and innovation. The EcoVadis® Platinum rating is your collective success!

As we move into 2025 and navigate the challenges of a rapidly evolving global landscape, our focus remains steadfast: to deliver sustainable growth while mitigating our environmental footprint and contributing to societal wellbeing. With our Behn Meyer 2024 Sustainability Report, we invite you to get inspired by our featured sustainable solutions and to join us in shaping a better world for all.



# Organisational Profile

Mission & Vision

Core Values

Global Presence

Our Main Businesses

Governance Structure





## Mission & Vision



Established in 1840, Behn Meyer has always been able to adapt to fast-changing markets. Today, we have grown into a speciality supplier across 13 locations, serving diverse industries to meet the needs of our valued business partners. Importantly, we are committed to partnering with our suppliers and customers to achieve a greener future, aiming for Net-Zero Carbon Emissions by our 200<sup>th</sup> anniversary in 2040.

### Mission

To manufacture and distribute high-performing, sustainable products that demonstrate our commitment to innovation, quality and value for every market we serve.

Through strategic partnerships and collaboration, we strive to provide our customers with a full spectrum of solutions, services, economic incentives and support to ensure their sustainable success and future.

### Vision

To create innovative solutions for a better, more sustainable world. All our activities are guided by integrity, environmental commitment and social responsibility.

We strive to be a trusted partner for our customers by providing agile leadership, future-oriented products and intelligent services that help address the challenges of a diverse and changing world.

## Core Values



### Persistence

We have been part of Southeast Asia since 1840. This heritage is our anchor. While we are growing globally, it is the legacy of our unwavering commitment to Asia that has built trust in our name.



### Trust

Because we understand that business partner's confidence is based on reliability in long-term relations, we trust in our people, empower them to grow and treat everyone around us with dignity and respect.



### Integrity

All our dealings are guided by the iconic handshake between two Hamburg merchants that marked the beginning of Behn Meyer. We always keep our word and base partnerships with our colleagues and business partners on honesty and transparency.



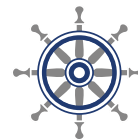
### Commitment

We ensure we possess the highest levels of specialised application professionalism and knowledge in the industries we serve. We think and act with our business partners in mind.



### Sustainability

**Corporate Social Responsibility (CSR)** has been part of our philosophy right from our foundation. We take responsibility for our environmental and social impact, protect the health and safety of everyone around us. Giving back to the communities in which we live and work is an honour we hold in very high regard.



### Entrepreneurship

Our distinct Behn Meyer spirit is formed by a deep appreciation for the company's pioneers, an insatiable curiosity and a passion for solutions that help our customers succeed. By embracing technology and listening we uncover opportunities, innovate and grow together.



## Global Presence

### NETHERLANDS

2 Offices  
1 Manufacturing Plant  
1 R&D Centre/Laboratory

### GERMANY

1 Office

### ITALY

1 Office  
1 Manufacturing Plant  
1 R&D Centre/Laboratory

### CHINA

2 Offices

### TAIWAN

1 Office

### THAILAND

2 Offices  
1 Manufacturing Plant  
2 R&D Centres/Laboratories

### MYANMAR

1 Office

### VIETNAM

3 Offices  
1 Manufacturing Plant  
1 R&D Centre/Laboratory

### PHILIPPINES

1 Office

### MALAYSIA

11 Offices  
4 Manufacturing Plants  
1 R&D Centre/Laboratory

### SINGAPORE

1 Office

### INDONESIA

4 Offices  
1 Manufacturing Plant  
1 R&D Centre/Laboratory

### AUSTRALIA

1 Office  
1 Manufacturing Plant  
1 R&D Centre/Laboratory



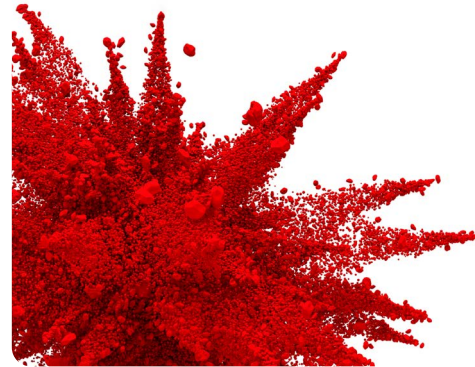


## Our Main Businesses

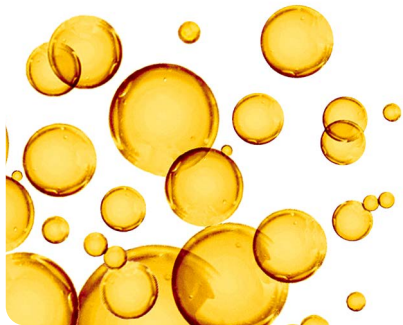
Behn Meyer, an integrated life sciences group, is actively involved in distributing and producing speciality additives for the agricultural and chemical industries.



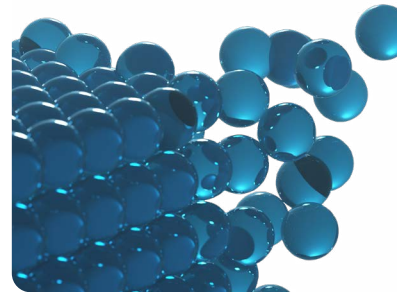
Fertilizer  
Crop Protection  
Additives & Specialities  
Agri Analytics & Services



Food Ingredients  
Animal Nutrition & Health  
Aquaculture  
Personal & Home Care  
Pharma & Nutraceuticals



Coatings & Construction  
Leather & Textile  
Oil & Gas  
Process Industries  
Water Treatment



Plastics  
Rubber  
Tyres & Friction



## Governance Structure

As the parent company of the Behn Meyer Group, Behn Meyer Holding AG – represented by its Board of Directors – performs the principal management functions for the entire enterprise. These management functions mainly comprise strategic alignment, resource allocation and management of financial affairs and managerial staff, along with the management of the Group-wide operational business of the AgriCare, Ingredients, Performance Chemicals and Polymers business units. The enabling functions play a critical role in the smooth and effective running of the operational business.

In all our business endeavours, the Behn Meyer Group remains steadfast in maintaining the highest standards of corporate performance, governance and ethical conduct. The Group's Board Members and Senior Management Team set an exemplary standard for others to follow, emphasising transparency and accountability in our management practices.

**The primary corporate governing bodies of the Behn Meyer Group are the Supervisory Board, the Board of Directors and the Steering Committee of its German holding company, Behn Meyer Holding AG.**

### Supervisory Board

The Supervisory Board of Behn Meyer Holding AG consists of six members. Three members are appointed by shareholders during the Annual General Meeting, while the other three are chosen from among the family shareholders. Notably, the role of Chairman of the Supervisory Board is reserved for individuals external to the board.



Hoh Sooi Kim



Bernhard Becker



Jens Kellinghusen



Peter-Joachim Schoenberg



Dr Dagmar Lorenz-Meyer



Joerg Hellwig



## Board of Directors



The Board of Directors consists of eight key members, each overseeing a specific area: **Mr Prasonk Aramwittaya**, Chairman of Chemical Distribution; **Mr Oliver Meyer**, Chairman of Chemical Manufacturing; **Dr Dirk Lorenz-Meyer**, Chairman Corporate; **Ms Rohaya Muhammad**, Head of Corporate Finance, Accounting and IT; **Ms Lotta Kellinghusen**, Head of Corporate Marketing and Human Resources; **Mr Teo Tee Seng**, Chairman of AgriCare; **Ms Khau Thi Thien Kim**, Head of Ingredients; **Ms Kewalin Petcharat**, Head of Performance Chemicals & Polymers. Each member is accountable for a defined business area aligned with their expertise, enabling a collective decision-making approach that is both balanced and strategically sound.

The Board of Directors serves as the custodian of the company, overseeing its long-term business objectives, organisational strategy, risk management and global operations. The members evaluate and approve business proposals to ensure sufficient resources are allocated to achieving the company's goals. Their responsibilities also include ensuring that Behn Meyer's operations align with environmental, social and economic considerations. Furthermore, the Board's corporate duties encompass managing relationships with global partners and ensuring compliance with legal standards.



**Sustainability is a key strategic focus for Behn Meyer, reflected in our commitment to aligning our business activities with positive contributions to society and the environment.**

## Sustainability Management

Clearly defined roles and responsibilities ensure the effective management of sustainability across the organisation. Sustainability management is fully integrated into our existing governance structures and core organisational processes.

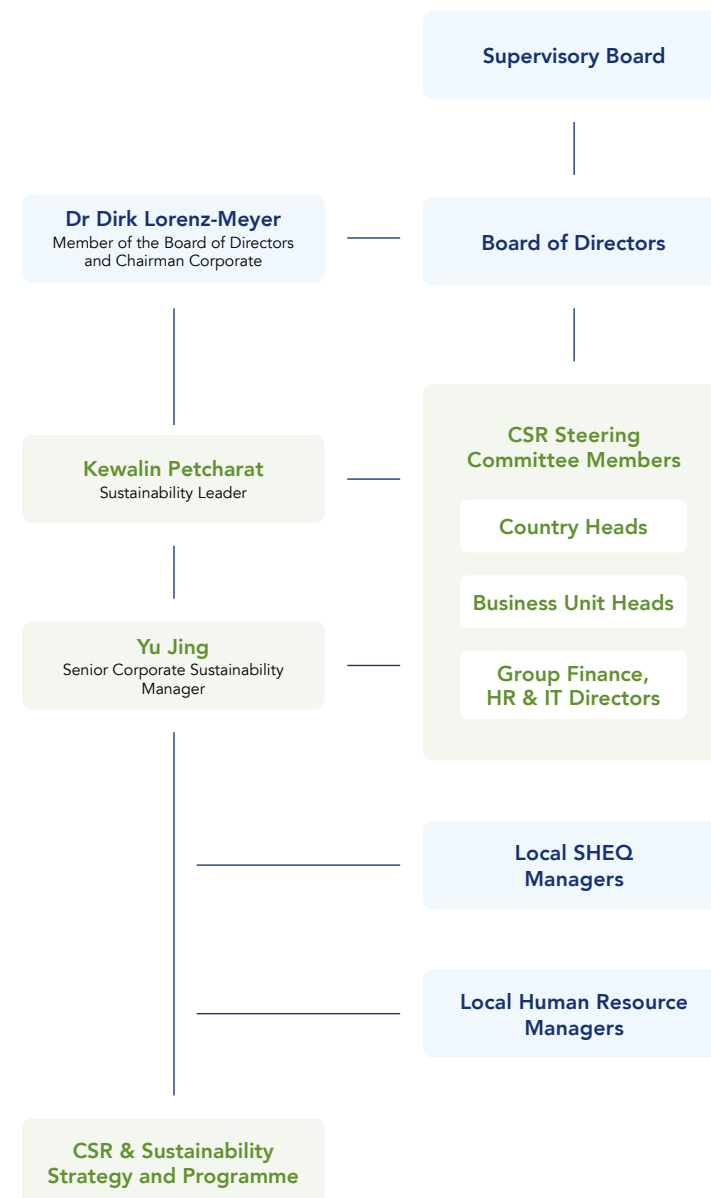
At the highest level, Dr Dirk Lorenz-Meyer, a member of the Board of Directors and Chairman Corporate, directly oversees the Group's sustainability initiatives at the holding level, working closely with the entire Management Board.

### CSR Steering Committee

Operating under the Board of Directors, the Group's CSR Steering Committee oversees the implementation of Behn Meyer's CSR and sustainability strategies across all business units. The committee is composed of 16 members, including Country Heads, Business Unit Heads and the Group's Finance, HR and IT Directors. Leaders across functions and regions are responsible for executing CSR initiatives and ingraining sustainability into business strategy, corporate culture and daily operations. Management team compensation is tied to progress on sustainability targets, reflecting Behn Meyer's strong leadership in this area, which drives the wide-reaching impact and effectiveness of our sustainability efforts.

Ms Kewalin Petcharat leads the CSR Steering Committee. Reporting directly to her is Ms Yu Jing, the Group's Senior Corporate Sustainability Manager, who oversees the operational aspects of sustainability initiatives. Ms Yu Jing and her team collect and analyse key data, develop sustainability guidelines and collaborate with regional SHEQ and HR leaders to ensure their thorough implementation across all Group companies. She sets goals for review by the CSR Steering Committee and leads the preparation of Behn Meyer's Annual Sustainability Report.

The Board of Directors reviews and approves the Group's sustainability goals and action plans annually, ensuring they are communicated and adopted across the organisation. Managers from respective functions and regions are tasked with implementing these targets, supported by experts within the company to drive their success.





# Sustainability Approach

Strategy for Sustainability

Value Creation

Stakeholder Engagement

Sustainability Targets and Progress





## Strategy for Sustainability

Behn Meyer's sustainability strategy is built on **four key pillars**, developed in close partnership with both internal and external stakeholders and aligned with international sustainability standards, guidelines and frameworks. We approach these focus areas holistically, recognising their strong interconnections and understanding that the intersections offer opportunities to create scalable impacts that also drive business growth.

### Environment Pillar

We are committed to becoming a more sustainable manufacturer and distributor in the chemical, agricultural and life science industries while minimising greenhouse gas (GHG) emissions. We optimise the use of resources in our operations and supply chain to address climate change and reduce our environmental impact.

### Labour & Human Rights Pillar

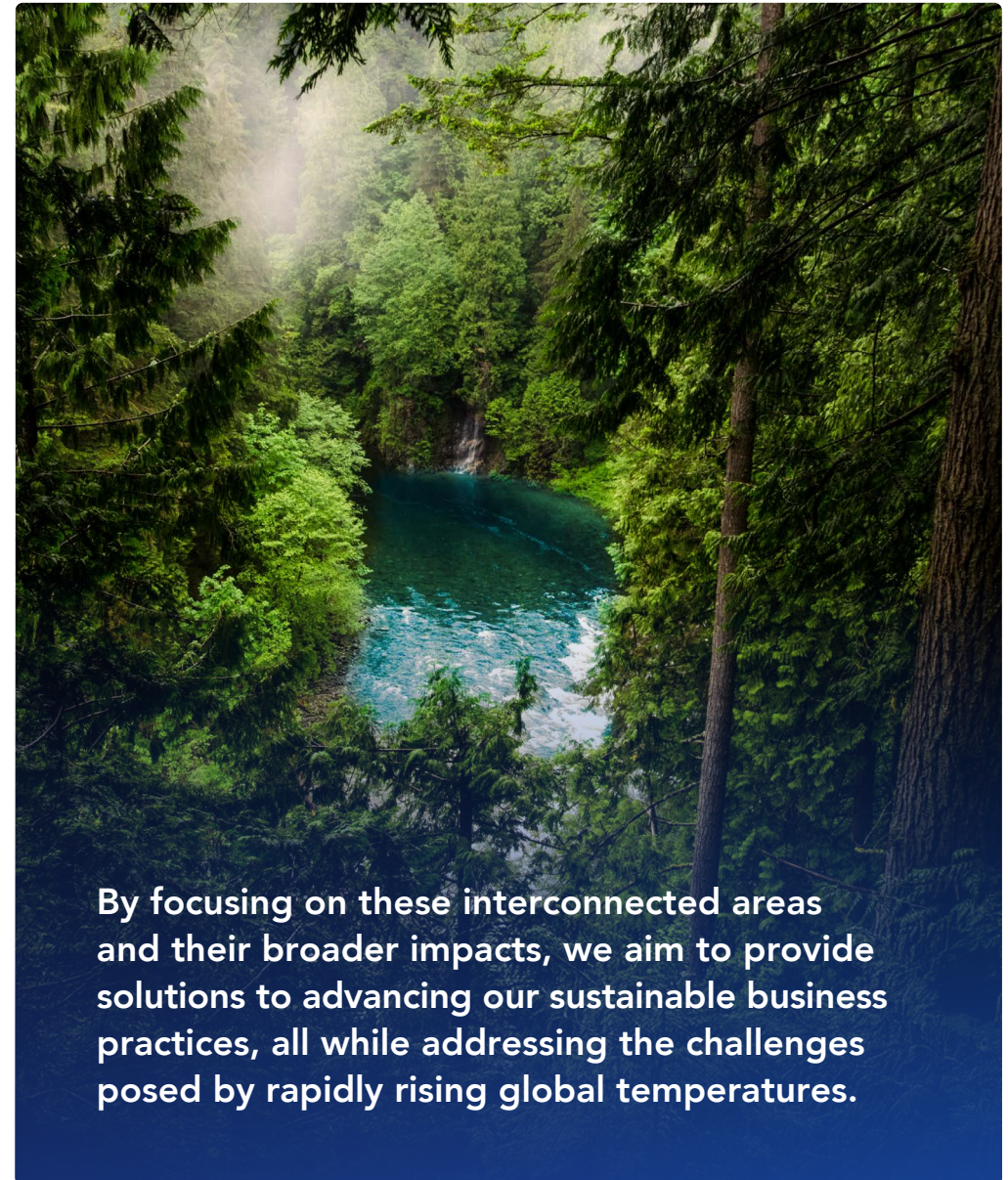
Trust, integrity and mutual respect are our guiding values. We are accountable for the personal development of our people to bolster possible future capacities that can create value for the company, as well as the community of stakeholders we serve.

### Ethics Pillar

To promote a culture of accountability, we conduct our business activities in accordance with the highest ethical and legal standards.

### Sustainable Procurement Pillar

Our practices ensure fair sourcing and transparency. This is made possible by sustainable supply chain management.



By focusing on these interconnected areas and their broader impacts, we aim to provide solutions to advancing our sustainable business practices, all while addressing the challenges posed by rapidly rising global temperatures.



## Value Creation

### Behn Meyer Sustainability Approach



At Behn Meyer, we strive to pursue our business objectives in a responsible and sustainable way. Sustainability is at the heart of all aspects of our global operations. We achieve this by aligning our strategies with the UN SDGs, with a particular focus on health, safety and environmental protection throughout our value chain. As a participant in the UNGC initiative, our approach incorporates the ten UNGC principles, covering human rights, labour standards, environmental protection and anti-corruption. We not only comply with all relevant laws and regulations across our global operations but also seek to exceed industry standards as a responsible business.

Behn Meyer generates value for its stakeholders across all stages of the value chain by offering sustainable products and solutions. With operations worldwide, we prioritise research and development, collaborate with global and local suppliers and support the economic growth of our target markets. As an employer, we create jobs in industrialised, emerging and developing economies, boosting purchasing power through wages. Additionally, we contribute to public infrastructure development through tax payments and other levies.

#### Environment Pillar



#### Labour & Human Rights Pillar



#### Ethics Pillar



#### Sustainable Procurement Pillar



#### UNGC Ten Principles

Support and respect the protection of internationally proclaimed human rights

Not be complicit in human rights abuses

Uphold the freedom of association and the effective recognition of the right to collective bargaining

Uphold the elimination of all forms of forced and compulsory labour

Uphold the effective abolition of child labour

Uphold the elimination of discrimination in respect of employment and occupation

Support a precautionary approach to environmental challenges

Undertake initiatives to promote greater environmental responsibility

Encourage the development and diffusion of environmentally friendly technologies

Work against corruption in all its forms, including extortion and bribery

**1** NO POVERTY



**2** ZERO HUNGER



**3** GOOD HEALTH AND WELL-BEING



**4** QUALITY EDUCATION



**5** GENDER EQUALITY



**6** CLEAN WATER AND SANITATION



**7** AFFORDABLE AND CLEAN ENERGY



**8** DECENT WORK AND ECONOMIC GROWTH



**10** REDUCED INEQUALITIES



**11** SUSTAINABLE CITIES AND COMMUNITIES



**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



**13** CLIMATE ACTION



**15** LIFE ON LAND



**16** PEACE, JUSTICE AND STRONG INSTITUTIONS

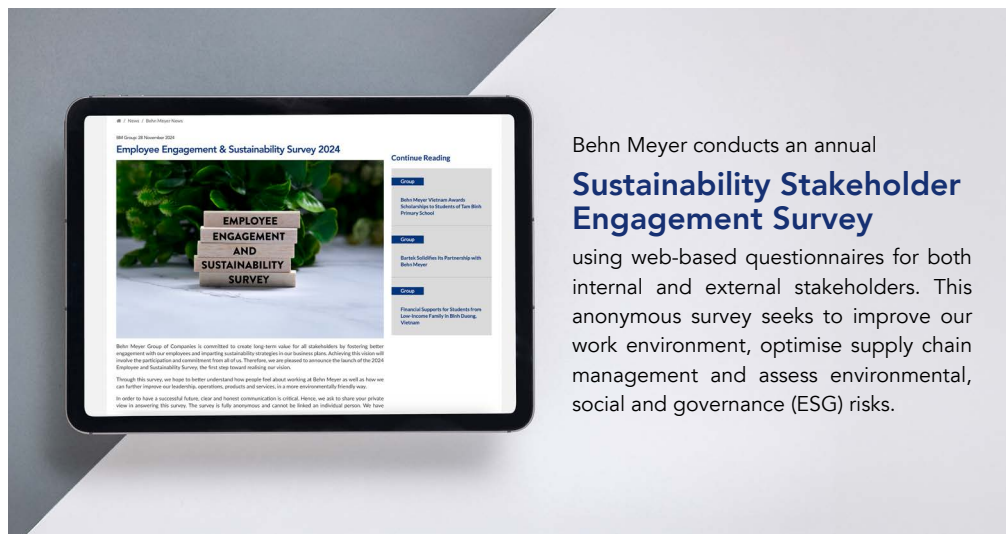


**17** PARTNERSHIPS FOR THE GOALS



## Stakeholder Engagement

Our interactions with stakeholders are based on consistent, transparent and genuine communication, fostering a collaborative environment with the diverse groups essential to Behn Meyer's operational strategy. By strengthening relationships with our partners, we aim to address concerns effectively and make well-informed decisions, enhancing the company's value and aligning with the best interests of our stakeholders.



We prioritise engagement with groups critical to establishing sustainable business practices and maintain in regular communication with key stakeholders throughout the **fiscal year (FY)**. Stakeholder selection is guided by our ability to influence their value chain and the potential impact they may have on the company's operations. Key stakeholder groups include employees, customers, industry associations, business partners, distributors, suppliers and the local community, among others.

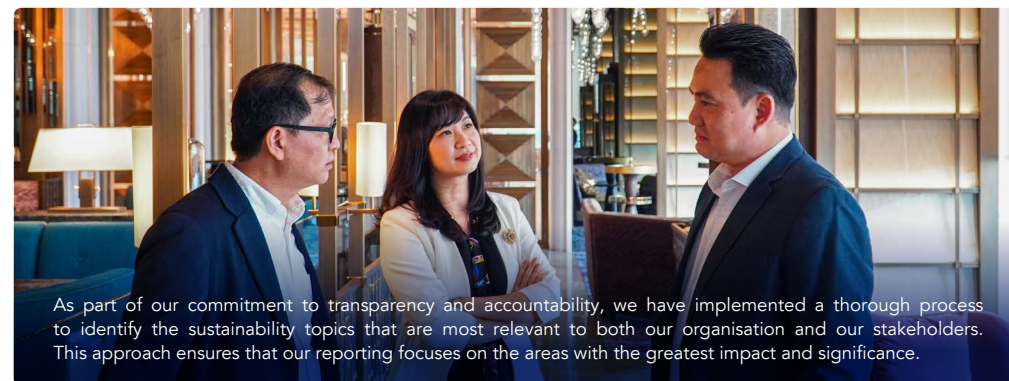
Internal Stakeholders	External Stakeholders
Board of Directors	Customers
Directors	Distributors
Middle Management	Suppliers
Employees	Business Partners
	Industry Associations
	NGOs / Local
	Community

During our 2024 Stakeholder Engagement Survey, we consulted with our stakeholders to gather their perspectives on the company's sustainability performance and future priorities. The top three areas of interest identified were:

- ✓ Compliance with product safety
- ✓ Data privacy and security
- ✓ Ethics and integrity

The detailed materiality results of the stakeholder consultation are presented in the following section. The next annual Stakeholder Engagement Survey will take place in 2025.

### Methodology for Identifying Material Topics



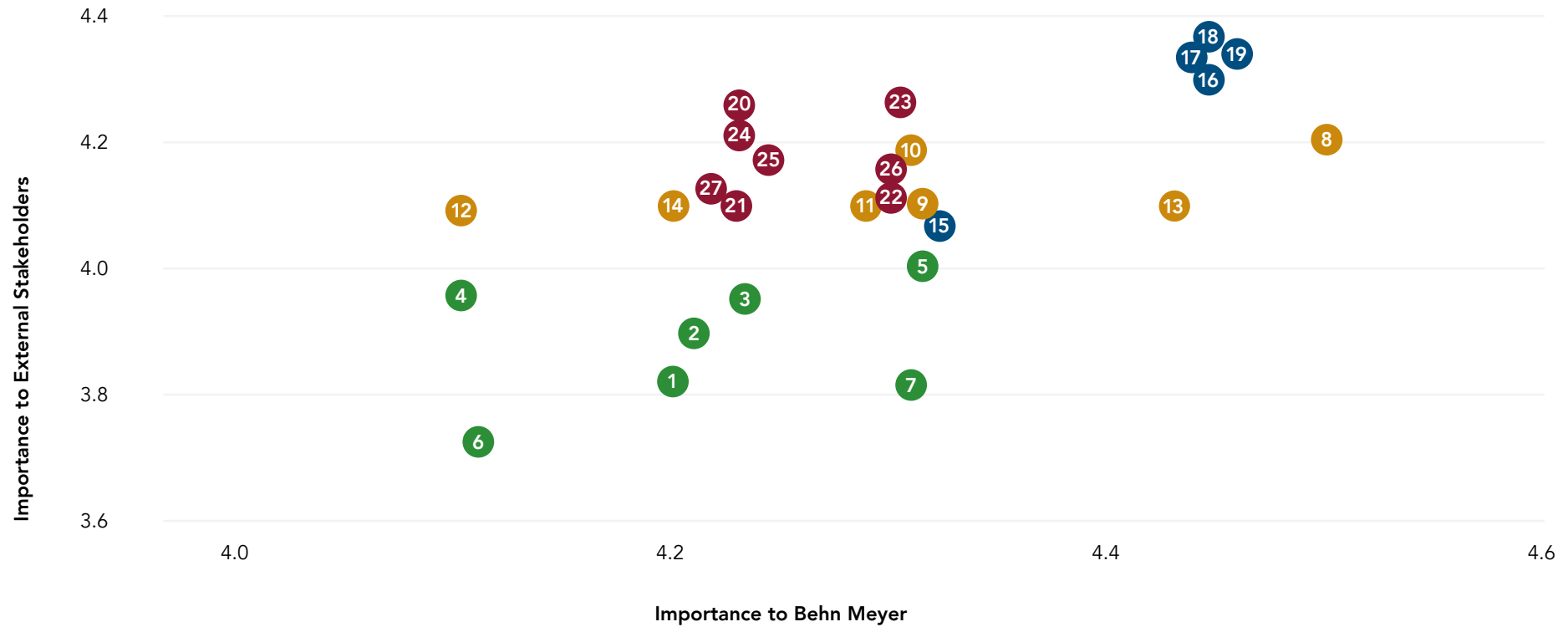
In 2024, we conducted our annual stakeholder engagement exercise, focusing on two key aspects: **1** – Gathering feedback from stakeholders on the relevance of various topics to Behn Meyer from their perspective and **2** – Internally assessing each topic's potential impact on Behn Meyer's value creation. We evaluated factors such as the influence of each issue on strategy development, market positioning, growth opportunities, risk management, compliance and reputation management.

To ensure a systematic focus on the most significant topics for our stakeholders, we developed a materiality matrix. This matrix helps us prioritise the issues that are most important to our stakeholders. Through this materiality assessment, 27 key sustainability aspects were identified and the impact of each one on Behn Meyer's business operations was highlighted.

The stakeholder engagement activities outlined in our most recent materiality assessment are integrated into our sustainability strategy, shaping our sustainability management and non-financial Group targets. To better meet regulatory standards, we prepare our publications in line with the EU's **Corporate Sustainability Reporting Directive (CSRD)**, including updating our materiality analysis methods to align with **European Sustainability Reporting Standards (ESRS)**.



## Materiality Matrix



1	Climate Change	8	Occupational Health and Safety and Wellbeing	15	Corporate Governance	20	Sustainable Supply Chain and Sourcing
2	Energy Efficiency and Adoption of Renewables	9	Diversity and Equality	16	Anti-Corruption	21	Sustainable Logistics
3	Water Management	10	Training and Development	17	Ethics and Integrity	22	Sustainable Finance
4	Raw Material Consumption	11	Talent Attraction and Retention	18	Compliance with Product Safety	23	Product/Service Quality and Responsibility
5	Waste Management	12	Local Communities Engagement	19	Data Privacy and Security	24	Expansion In New and Emerging Markets
6	Circular Economy	13	Labour/Human Rights			25	Exposure in Mature Markets
7	Environmental Compliance and Regulations	14	Economic Contribution to Society			26	Product Innovation
						27	Commitment to Voluntary Standards

## Stakeholder-driven Material ESG Issues

	Topic	Material ESG Issues	Boundary & Impact	Importance to Behn Meyer's Value Creation	Importance to External Stakeholders
Environmental	Climate Change	• Global warming and commitment to reducing air pollution	All stakeholders across our value chain	*	*
	Energy Efficiency and Adoption of Renewables	• Energy efficiency in production process • Utilising renewable sources of energy	All stakeholders across our value chain	*	*
	Water Management	• Water use efficiency in production process • Responsible waste and wastewater management at plant • Mitigating risks of water pollution from effluent discharge	All stakeholders across our value chain	**	**
	Raw Material Consumption	• Reducing the use of natural raw materials	All stakeholders across our value chain	*	*
	Waste Management	• Mitigating risks of soil contamination	All stakeholders across our value chain	**	**
	Circular Economy	• Life cycle considerations in value chain • Exploring opportunities for a circular business model	All stakeholders across our value chain	*	*
Labour & Human Rights	Environmental Compliance and Regulations	• Compliance with environmental standards and regulations • Sustainability and carbon emissions reporting • Adopting energy/water management facilities	All stakeholders across our value chain	**	*
	Occupational Health and Safety and Wellbeing	• Global warming and commitment to reducing air pollution	All stakeholders across our value chain	***	***
	Diversity and Equality	• Ensuring employees diversity of gender, age, ethnic background etc. • Ensuring that indefinite and non-permanent workers are not exploited	All stakeholders across our value chain	**	***
	Training and Development	• Employee training and development	All stakeholders across our value chain	**	***
	Talent Attraction and Retention	• Employee remuneration, benefits, recruitment and retention	All stakeholders across our value chain	**	**
	Local Communities Engagement	• Monitoring the economic impact of development • Respect for labour and social policy rights • Providing channels for local communities to express grievances • Social commitment including employee volunteering programme and social investment	All stakeholders across our value chain	*	**
	Human / Labour Rights	• No forced or compulsory labour • Non-discrimination	All stakeholders across our value chain	***	**
	Economic Contribution to Society	• Operations contribution with tax revenue, local employment, and investments in community	All stakeholders across our value chain	*	***

\* Moderate Material Issues    \*\* Critical Material Issues    \*\*\* Highly Critical Material Issues

	Topic	Material ESG Issues	Boundary & Impact	Importance to Behn Meyer's Value Creation	Importance to External Stakeholders
Ethics	Corporate Governance	• Maintaining strong corporate governance practices	Within organisation	**	**
	Anti-Corruption	• Commitment to anti-corruption and anti-bribery policies	All stakeholders across our value chain	***	***
	Ethics and Integrity	• Ensuring adherence to company Code of Conduct; commitment to ethical workplace and labour practices • Ethical behaviour in accordance with accepted principles of right	All stakeholders across our value chain	***	***
	Compliance with Product Safety	• Product compliance with standards, including restricted substances lists	All stakeholders across our value chain	***	***
	Data Privacy and Security	• Privacy & security, data protection	All stakeholders across our value chain	***	***
	Circular Economy	• Life cycle considerations in value chain • Exploring opportunities for a circular business model	All stakeholders across our value chain	***	***
Sustainable Procurement	Sustainable Supply Chain and Sourcing	• Traceability • Factoring supplier environmental performance in the selection process for materials and services • Factoring supplier workplace ethics performance in the selection process for materials and services • Factoring supplier diversity into selection process for materials and services • Factoring supplier health and safety performance in the selection process for materials and services	All stakeholders across our value chain	**	***
	Sustainable Logistics	• Embracing green transportation practices and principles	All stakeholders across our value chain	**	**
	Sustainable Finance	• Meeting financial performance expectations	Within organisation	**	***
	Product/Service Quality and Responsibility	• Commitment to customer satisfaction and service quality • Provision of online tools or advisory services to assist customers in the selection of more sustainable products • Adherence to ethical marketing principles	All stakeholders across our value chain	**	***
	Expansion in New and Emerging Markets	• Expansion in new markets and in emerging markets • Innovation & adopting new technologies	All stakeholders across our value chain	**	***
	Exposure in Mature Markets	• Exposure in mature markets	All stakeholders across our value chain	*	**
	Product Innovation	• Development of more resource efficient and sustainable products	All stakeholders across our value chain	**	**
	Commitment to Voluntary Standards	• Commitment to voluntary standards	All stakeholders across our value chain	*	**



## Membership & Associations

Animal Health Companies Association (ASOHI)	
Association of Hamburg Exporters e.V. (VHE)	
Association of Indonesian Cosmetics Companies (PERKOSMI)	
Business Association of the German Rubber Industry e.V. (WDK)	
Boating Industries Association of the Philippines	
Chamber of Commerce Hamburg	
Chamber of Commerce & Industry Queensland (CCIQ)	
Chamber of Cosmetics Industry of the Philippines	
Chemical Industries Council of Malaysia (CICM)	
Confederation of Italian Industry (Confindustria)	
Dutch Poultry Association	
Employers' Confederation of Thailand (ECOT)	
Employers Confederation of the Philippines (ECOP)	
Fertilizer Industry Association Malaysia (FIAM)	
FMM Export & International Business (EIB)	
FMM Subang Jaya & Puchong Regional	
German Asia-Pacific Business Association (OAV)	
German Myanmar Business Chamber	
German Rubber Society e.V. (DKG)	
Glastuinbouw Nederland	
Global Compact Network Germany	
Indonesian Chamber of Commerce and Industry (KADIN)	
Indonesia Crop Care Associations	
International Fertilizer Association (IFA)	
Malaysian Animal Health & Nutrition Industries Association (MAHNIA)	
Malaysian CropLife & Public Health Association (MCPA)	
Malaysia External Trade Development Corporation (MATRADE)	
Malaysian Plastics Manufacturers Association (MPMA)	
Malaysian Rubber Glove Manufacturers' Association (MARGMA)	
Malaysian Rubber Products Manufacturers' Association (MRPMA)	

Malaysian-German Chamber of Commerce (MGCC)	
Malay Chamber of Commerce Malaysia	
Society of Cosmetic Scientists (Malaysia)	
Myanmar Ministry of Agriculture, Livestock and Irrigation (MOALI)	
Philippine Rubber Industries Association	
Philippine Association of Paint Manufacturers, Inc.	
Responsible Care® Global Charter	
Roundtable of Sustainable Palm Oil (RSPO)	
The Responsible Care Management Committee of Thailand (RCMCT)	
Thai Chamber of Commerce Business	
The Federation of Malaysian Manufacturers (FMM) Women in Business	
The Federation of Thai Industries (FTI)	
The German-Indonesian Chamber of Industry and Commerce (EKONID)	
The German-Thai Chamber of Commerce (GTCC)	
The Indonesian Food and Beverage Industry Association (GAPPMI)	
The Incorporated Society of Planters (ISP)	
The Italian Federation of the Chemical Industry (Federchimica)	
The Plastics & Rubber Institute Malaysia (PRIM)	
The Thai Chamber of Commerce (TCC)	
The Union of Myanmar Federation of Chambers of Commerce and Industry (UMFCCI)	
Übersee-Club e.V.	
UN Global Compact Network Malaysia & Brunei (UNGCMYB)	
United Nations Global Compact (UNGC)	

At Behn Meyer, we collaborate directly with a network of associations that test and promote more sustainable business practices. Our goal is to create ecosystems that minimise business risks for our customers and partners. To achieve this, we form partnerships with **non-governmental organisations (NGOs)**, stakeholders in our value chain and the public sector, working together to develop innovative solutions.

## Sustainability Targets and Progress

### 2030 Near-term Targets

Our sustainability goals are regularly reviewed to align with our ambitions for sustained growth. In 2024, we materially adjusted our targets to align with **Science Based Targets initiative (SBTi)** standards and guidance. We leverage **key performance indicators (KPIs)** across our four sustainability pillars to track our progress towards achieving our Group targets by 2030. These KPIs also form the basis for determining the variable compensation structure for the Board of Management and eligible managerial employees.

Near-term Targets by 2030			
	Target	Key Performance Indicators (KPI)	2024 Progress
Environmental	Expand green energy coverage and reduce GHG emissions according to science-based targets	Source 100% total electricity consumption from renewable energy	On track
		Reduce GHG emissions by an absolute 42% compared to the base year 2023 (Scope 1 & 2) <sup>1</sup>	On track
	Water and waste management plans in explicit alignment with municipal, regional and state priorities	Reuse 50% of total water consumption	On track
		Reuse or recycle 30% of total waste	Target achieved
Labour & Human Rights	Ensure minimal risk to local communities and working environment	Zero environmental accidents	Target achieved
		Zero workplace accidents	Target achieved
	Cultivate committed employees and inclusive working conditions	Ensure 30% of management positions held by women	Target achieved
		Ensure every employee earns at least a living wage or income	On track

Near-term Targets by 2030			
	Target	Key Performance Indicators (KPI)	2024 Progress
Ethics	Compliance and fair business practices	Zero reported issues of non-compliance with social or economic laws and regulations	Target achieved
		Zero material breaches of policies and procedures	Target achieved
Sustainable Procurement	Responsible, ethical and sustainable procurement practice	Reduce GHG emissions from relevant Scope 3 <sup>2</sup> categories in our value chain by an absolute 25% compared to the 2023 base year	On track
		Incorporate sustainability topics into all procurement procedures.	On track

### Future Goals & Roadmap



#### 2040

- Carbon neutrality in our own operations.
- Ensure 100% of Behn Meyer-label products are environmentally sustainable by designing more durable items, eliminating waste and encouraging reuse.



#### 2050

- Reduce absolute Scope 1, 2 and 3 GHG emissions by 90% from the base year 2023.
- Reach net-zero GHG emissions across the value chain.

<sup>1</sup> Comprises direct GHG emissions from Behn Meyer-owned sources (Scope 1) and indirect GHG emissions associated with the purchase of electricity, steam, heat or gas (Scope 2)

<sup>2</sup> Comprises indirect GHG emissions that occur throughout our value chain, both upstream and downstream.



# Environment

## Key Performance Indicators

Climate Change

Greenhouse Gas Emissions

Energy

Water

Wastewater

Waste

Pollution

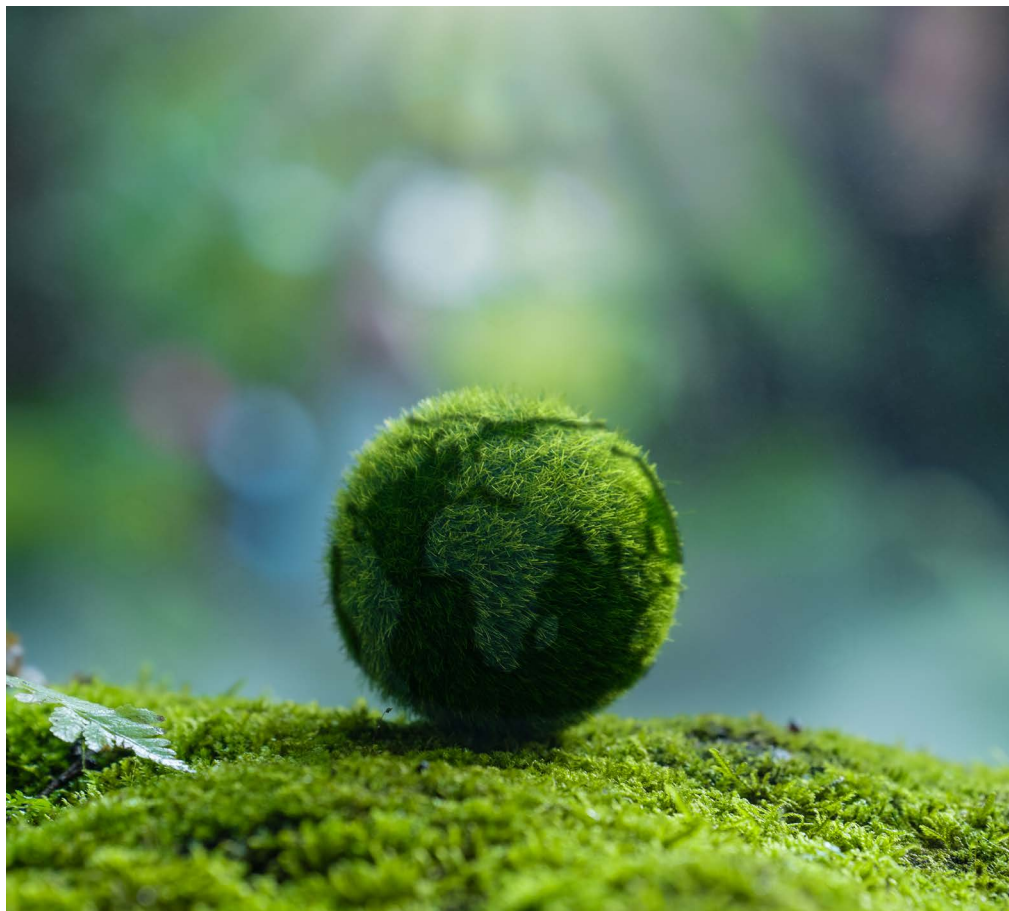
Circular Economy Practices

Biodiversity & Ecosystems





## Key Performance Indicators



The environmental aspect centres on safeguarding and prudently utilising Earth's resources. In pursuit of this aim, the Behn Meyer team has set sustainability targets for 2025 and aims for net-zero impact by 2050. These objectives cover resources employed in both production and business operations, encompassing energy and water usage, as well as associated outcomes like GHG emissions, waste and wastewater. Behn Meyer acknowledges the importance of maintaining an effective operational system within ecological limits, which aligns with cost-effectiveness and strengthens Behn Meyer's competitiveness within the industry. We monitor and publicly disclose KPIs as reflected in the following chart. We have rectified data from previous years to ensure accuracy and precision and we have materially adjusted GHG emissions data to align with SBTi standards and guidance.

GHG Emissions	Unit	2023	2024
Scope 1: Direct Emissions	tonnes CO <sub>2</sub> e	5,878	<b>5,906</b>
Scope 2: Indirect Emissions According to The Location-based Method	tonnes CO <sub>2</sub> e	9,569	<b>8,936</b>
Scope 2: Indirect Emissions According to The Market-based Method	tonnes CO <sub>2</sub> e	8,276	<b>7,358</b>
Scope 3: GHG Emissions	tonnes CO <sub>2</sub> e	155,366	<b>121,127</b>

Energy Usage			
Direct Energy	TJ	85.3	<b>88.5</b>
Electricity & Steam	TJ	46.4	<b>45.0</b>
Renewable Energy	TJ	10.8	<b>11.8</b>

Water Usage			
Water (Total)	thousand m <sup>3</sup>	257.8	<b>330.3</b>
Water Reused	thousand m <sup>3</sup>	213.0	<b>270.9</b>

Wastewater			
Wastewater Discharged	thousand m <sup>3</sup>	170.9	<b>235.7</b>

Waste			
Hazardous Waste	tonnes	885	<b>1,037</b>
Non-hazardous Waste	tonnes	1,773	<b>2,465</b>
Waste Reused and Recycled	tonnes	586	<b>1,682</b>

Packaging			
Packaging (Recycled)	tonnes	52	<b>78</b>
Packaging (Non-recycled)	tonnes	1,874	<b>1,274</b>



## Climate Change

Climate change is a global challenge and one of the most pressing issues of our time. Behn Meyer prioritises climate protection and the reduction of GHG emissions as key elements of our corporate responsibility. We fully support the [Paris Agreement](#) and its goal of limiting global warming to 1.5°C above pre-industrial levels. Our sustainability targets have been validated by the SBTi, bolstering our contribution to the fulfilment of the Paris Agreement objectives.

The Management Board holds direct responsibility for the implementation of our climate strategy. Given the significance of this issue, climate-related topics and Behn Meyer's climate strategy are discussed at every board meeting. To further strengthen our efforts, we have established a Group-wide CSR Steering Committee responsible for the strategic and operational execution of climate initiatives. This committee conducts comprehensive analyses of various climate scenarios and their potential impacts on our business to ensure a proactive and informed approach to sustainability.

### Decarbonisation Roadmap to Net-zero

Behn Meyer is working towards achieving net-zero GHG emissions across our entire value chain by 2050 or earlier, encompassing Scope 1, 2 and 3 emissions, with Scope 3 covering all categories defined by the GHG Protocol recognised as relevant to the company. This target has been established in alignment with SBTi criteria and supports the objectives of the 2015 Paris Agreement.

Our net-zero target has been submitted to the SBTi and is currently under evaluation. We define net-zero emissions as a 90% reduction in total GHG emissions, including both direct emissions (Scope 1 and 2) and those within our value chain (Scope 3), using 2023 as the baseline year. While achieving net-zero is an ambitious challenge, it is a necessary step for all companies, including Behn Meyer. In the coming years, we will provide detailed reports outlining our planned initiatives to meet this critical goal.

#### 2023 Base Year

- Own GHG emissions (Scope 1 & 2<sup>1</sup>): 14,153 metric tons CO<sub>2</sub>e
- Value chain GHG emissions (Scope 3<sup>2</sup>): 155,366 metric tons CO<sub>2</sub>e

#### 2030 Target

- Reduce own GHG emissions (Scope 1 & 2<sup>1</sup>) by 42%<sup>3</sup>
- Reduce value chain<sup>2</sup> GHG emissions (Scope 3) by 25%<sup>3</sup>
- 100% renewable electricity

#### 2040 Target

- Carbon neutrality in our own operation<sup>4</sup>

#### 2050 Target

- Net-zero GHG emissions including entire value chain<sup>5</sup>

<sup>1</sup> Comprises direct emissions (Scope 1) and indirect emissions (Scope 2, market-based) from Behn Meyer sites.

<sup>2</sup> In line with the criteria set by the Science-Based Targets initiative (SBTi), Behn Meyer has identified the following Scope 3 categories from the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting & Reporting Standard as relevant: (3.1) purchased goods and services, (3.2) capital goods, (3.3) fuel- and energy-related activities, (3.4) upstream transportation and distribution, (3.5) waste generated in operations, (3.6) business travel, (3.7) employee commuting, (3.8) upstream leased assets, (3.9) downstream transportation and distribution, (3.10) processing of sold products, (3.12) end-of-life treatment of sold products, (3.15) investments.

<sup>3</sup> Absolute, compared to the base year 2023.

<sup>4</sup> Behn Meyer aims to achieve carbon neutrality at all its own sites (Scope 1 & 2) by 2040. The remaining GHG emissions from our own operations will be fully offset by purchasing certificates from verified climate protection projects.

<sup>5</sup> Defined as a 90% reduction in our entire Scope 1, 2 & 3 emissions compared with the base year 2023. Scope 3 includes all categories defined in the GHG Protocol listed as relevant above.



## Near-term Climate Targets by 2030



We intend to reduce our own **GHG emissions (direct emissions – Scope 1 & indirect emissions – Scope 2 (market-based))** from our sites by an absolute **42%** compared to the base year **2023** by the end of **2030**. As part of our commitment to the 1.5°C scenario, this target was reviewed and validated by the SBTi.

We aim to reduce GHG emissions from the relevant **Scope 3** categories\* in our value chain by an absolute **25%** (compared to base year **2023** by **2030**).

\* Absolute, compared to the base year 2023.



## Climate Mitigation and Adaptation Efforts

We have developed a net-zero roadmap to achieving our ambitious climate targets. This roadmap comprises various measures in the areas of energy, efficiency, governance and certifications. To deliver on our long-term climate strategy, we are focused on reducing the GHG emissions associated with our operations and on strengthening the resilience of our business areas.

### Electricity from Renewable Energies



By 2030, we aim to source 100% of our purchased electricity from renewable energy. To achieve this, we have established specific procurement criteria, which consider the geographical proximity of power generation sources to Behn Meyer's sites, the use of innovative energy sources and a strong emphasis on wind and solar power. These criteria align with the [next-generation green power guidelines](#) set by the [World Wide Fund for Nature \(WWF\)](#).

In 2024, we accelerated our Group-wide electricity procurement transition, with renewable energy now comprising 20.7% of our total indirect energy purchased. As part of this effort, we invested in solar **photovoltaic (PV)** systems and secured long-term supply agreements with renewable electricity producers for our sites in Thailand, Malaysia, Indonesia and Vietnam.

### Investment in Energy Efficiency and Renewable Energies



To achieve an absolute reduction in our remaining emissions, we have invested EUR 1.1 million in renewable energy and energy efficiency improvements across our facilities and buildings in 2024. Our focus includes process innovations, upgrading to more efficient facilities and building technologies and implementing and optimising energy management systems, at our production sites in particular.

In May 2024, Behn Meyer AgriCare (M) Sdn. Bhd. installed a 1,000.64 kWp solar PV system at its Pulau Indah plant in Klang, Malaysia. Following successful initiatives in Thailand and Malaysia, we expanded our renewable energy efforts with the installation of a new solar PV system in Bac Ninh, Vietnam, completed in July 2024.

## Governance



We are exploring the development of an internal CO<sub>2</sub> pricing initiative to align our capital expenditures with our goal of achieving net-zero GHG emissions by 2050. This effort supports the global objective of limiting temperature rise to 1.5°C as outlined in the Paris Agreement.

ISO 14001 environmental management certifications help us identify energy-saving opportunities in our production processes. Adhering to this international standard plays a key role in managing and reducing energy consumption across our production sites.

We are taking strides in reducing the environmental impact of our operations through various initiatives such as encouraging employees across departments to use energy and electricity efficiently, promoting virtual meetings as an alternative to in-person gatherings and championing the switch from fuel cars to **electric vehicles (EV)**, public transportation and/or shared mobility solutions. Additionally, we offset our remaining business travel-related emissions through reputable carbon offset programmes. Best practices are shared through sustainability campaigns, company initiatives and collaboration between our country units on sustainability topics.

## Climate Neutrality



We are taking measures to neutralise GHG emissions from unavoidable business travel by purchasing **Verified Emission Reductions (VERs)** certificates from climate projects that meet recognised quality standards.

In 2024, we supported a community-based **Clean Development Mechanism (CDM)** wind farm project in West Huaybong, Nakhon Ratchasima Province, Thailand that enabled the offsetting of 1,234 metric tonnes of GHG emissions in CO<sub>2</sub> equivalents.

Our engagement in voluntary carbon markets is supplementary to our reduction targets and projects for our own GHG emissions.

## Value Chain (Scope 3)

“We aim to reduce GHG emissions from relevant Scope 3 categories\* in our value chain by an absolute **25% (compared to base year 2023) by 2030.**”

Managing our Scope 3 emissions presents significant challenges, as they fall outside our direct control. Addressing these emissions requires close collaboration with suppliers while acknowledging the limitations of our influence. Additionally, measuring emissions is a complex task that demands industry-wide cooperation to establish standardised metrics for comparison and benchmarking.

As a key element of our sustainable procurement strategy, we are strengthening partnerships with upstream and downstream businesses and suppliers to drive meaningful reductions in Scope 3 emissions. We are digitising and upgrading our data collection and analysis processes to make our emission management measures more effective. These efforts will improve our understanding of the impact and opportunities within our value chain, laying a solid foundation for future sustainability initiatives.

To tackle Scope 3 emission challenges, we have introduced several initiatives, including:

Actively gathering Scope 3 data from internal stakeholders

Enhancing engagement with sustainability-driven suppliers, focusing strongly on data quality and traceability

Embedding sustainability criteria into our procurement procedures to track supplier contributions

Encouraging supplier participation in climate action by monitoring primary GHG data from their Scope 1 and Scope 2 emissions

Setting absolute internal Scope 3 emission reduction targets

Digitising operations to optimise our logistics efficiency

Implementing Supplier Sustainability Guidelines that integrate ESG KPIs and CSR risk assessments into our procurement and supply chain processes

\* In line with the criteria set by the Science-Based Targets initiative (SBTi), Behn Meyer has identified the following Scope 3 categories from the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting & Reporting Standard as relevant: (3.1) purchased goods and services, (3.2) capital goods, (3.3) fuel- and energy-related activities, (3.4) upstream transportation and distribution, (3.5) waste generated in operations, (3.6) business travel, (3.7) employee commuting, (3.8) upstream leased assets, (3.9) downstream transportation and distribution, (3.10) processing of sold products, (3.12) end-of-life treatment of sold products, (3.15) investments.

## Climate Risk and Resilience

In 2024, we looked more deeply at the risks and opportunities stemming from the effects of climate change from various perspectives to better evaluate them in relation to our company and integrate them into our strategy and measures. Climate-related risks are already accounted for in our Group-wide enterprise risk management system.

### Climate Scenarios

We examined the potential impacts of climate change through two scenarios to assess their effects on our business. These scenarios helped us identify both risks and opportunities, allowing us to implement strategies for risk mitigation and opportunity capitalisation. We assembled a cross-functional and cross-divisional teams to pinpoint key opportunities and risks relevant to our business under each scenario.

Our scenario descriptions are based on the [Sixth Assessment Report \(AR6\)](#) of the Intergovernmental Panel on **Climate Change (IPCC)**, supplemented by additional sources pertinent to our business sectors. The two scenarios are (1.) the optimistic climate scenario that projects warming below 2°C, referred to as the “Green Road” SSP1-1.9, aligning with the climate goals of the Paris Agreement and (2.) the scenario mirroring current global trends, known as the “Rocky Road” SSP3-7.0.

### Green Road (SSP1-1.9)

The Green Road scenario emphasises sustainability and the achievement of the 1.5°C goal, with a focus on low emissions and rapid technological advancement. This leads to a swift reduction in GHG emissions, resulting in less severe climate and weather-related impacts.

### Rocky Road (SSP3-7.0)

The Rocky Road scenario envisions a future characterised by regional fragmentation and high emissions, resulting in a temperature rise of 3.5-4.5°C. This scenario predicts a slower pace of emissions reduction, leading to more extreme and widespread climate and weather-related impacts across the globe.

The [United Nations Environment Programme \(UNEP\) Emissions Gap Report 2024](#) highlights the urgency of stronger action on climate change, revealing that without substantial ambition in the next round of **Nationally Determined Contributions (NDCs)**, the Paris Agreement’s 1.5°C goal will soon be unattainable. Both the Green Road and Rocky Road scenarios are critical for evaluating Behn Meyer’s climate-related risks and we continue to analyse both in detail.

In assessing the effects of climate change, we extend beyond traditional enterprise risk management timeframes and apply the following time horizons:

2025 - 2030  
Short Term

2031 - 2040  
Medium Term

2041 - 2050  
Long Term



## Climate Impact Drivers

Climate change presents physical and transition-related risks that have the potential to impact our operations, supply chains and market dynamics within the chemical industry. To better understand the regulatory and physical effects of climate change on our business, we have identified eight key climate impact drivers that are material to Behn Meyer. These drivers have served as an excellent foundation for a more detailed analysis, helping us assess their relevance and potential impacts as well as the actions we need to take across our business sectors.

### Physical Climate Impact Drivers

#### Temperature and Extreme Heat

Rising average temperatures and more frequent heatwaves could significantly impact our production processes and overall operational efficiency. Higher temperatures may increase cooling costs, affect worker safety and place additional strain on machinery and infrastructure. Prolonged exposure to extreme heat could also accelerate the degradation of raw materials and chemicals, requiring us to take additional measures to ensure product stability and quality.

#### Water Scarcity and Changing Precipitation Patterns

As water availability is crucial for many chemical processes, shifting precipitation patterns or prolonged droughts could pose significant challenges. Water shortages may lead to stricter regulations on industrial water use, impacting production capacity and operational costs. Additionally, changes in rainfall patterns, including intense downpours and flooding, could disrupt our supply chains and transportation networks, causing delays in raw material procurement and product distribution.

#### Extreme Weather Events

Increased frequency and intensity of extreme weather events such as storms, hurricanes and heavy rainfall pose a risk to our facilities and infrastructure. These events could lead to physical damage to our manufacturing plants, warehouses and logistics hubs, resulting in production shutdowns and financial losses. Additionally, supply chain disruptions caused by severe weather could create raw material shortages, increase transportation costs and impact overall business continuity.

#### Air Quality and Pollution Regulations

Shifts in air quality, along with stricter environmental regulations, could impact Behn Meyer's operational compliance and emissions management. Governments and regulatory bodies may impose tighter restrictions on industrial emissions, requiring additional investments in pollution control technologies. Changes in air pollution patterns could require adjustments to our chemical production processes to meet evolving health and environmental standards.

### Transition Climate Impact Drivers

#### GHG Regulations and Carbon Pricing

As countries strengthen their pledges to reducing carbon emissions, regulatory frameworks such as carbon taxes, emissions trading systems and mandatory reporting requirements will likely increase compliance costs. Behn Meyer may face higher expenses related to carbon offsetting, emissions reduction technologies and regulatory compliance. Continuing to align ourselves with global decarbonisation efforts will be essential to maintaining competitiveness and mitigating the financial risks associated with these regulations.

#### Energy Transition and Decarbonisation

The shift toward renewable energy and low-carbon technologies is transforming the chemical industry. Behn Meyer will need to adapt by exploring alternative energy sources, such as green hydrogen and electrification, to reduce reliance on fossil fuels. This transition will require significant investment in infrastructure, process modifications and new technology adoption. A failure to adapt to cleaner energy sources will likely result in increased operational costs and reduced market competitiveness.

#### Sustainable and Bio-based Alternatives

Market demand for environmentally friendly and bio-based chemical products is growing, driven by consumer preferences and regulatory bans on hazardous substances. We must continue to innovate and expand our portfolio of sustainable products to meet these demands. The shift toward circular economy solutions, such as biodegradable chemicals and recycling initiatives, presents us with opportunities for differentiation and long-term market positioning.

#### Financial and Investment Risks

Sustainability considerations are playing a growing role in investment decisions, with financial institutions and investors prioritising companies aligned with ESG principles. Our ability to secure funding and maintain strong investor confidence will depend on our continued commitment to sustainability and climate resilience. A failure to integrate climate-related risks into our business strategy will likely result in higher borrowing costs, reduced investment opportunities and increased financial scrutiny. It is important we address climate impact through proactive risk management, innovation and sustainable business practices. By continuously monitoring financial risk factors and integrating climate strategies into our operations, we will mitigate risks, capitalise on emerging opportunities and ensure long-term business resilience.

## Opportunities and Risks

In addition, we have evaluated the opportunities and risks associated with each of these eight climate impact drivers, considering both time horizons and the Green Road and Rocky Road scenarios. Below, we provide insights into our assessments of each impact driver.

Climate Scenario Analysis							
Climate Impact Drivers		Short-term (2025 – 2030)		Medium-term (2031 – 2040)		Long-term (2041 – 2050)	
		Risk	Opportunity	Risk	Opportunity	Risk	Opportunity
Physical Climate Impact Drivers							
Temperature and Extreme Heat	Green Road (SSP1-1.9)	2	2	3	3	4	4
	Rocky Road (SSP3-7.0)	4	1	5	2	5	2
Water Scarcity and Changing Precipitation Patterns	Green Road (SSP1-1.9)	3	2	4	3	5	4
	Rocky Road (SSP3-7.0)	4	1	5	2	5	2
Extreme Weather Events	Green Road (SSP1-1.9)	4	2	4	3	5	4
	Rocky Road (SSP3-7.0)	5	1	5	2	5	2
Air Quality and Pollution	Green Road (SSP1-1.9)	3	3	4	4	5	5
	Rocky Road (SSP3-7.0)	4	2	5	2	5	2
Transition Climate Impact Drivers							
Greenhouse Gas (GHG) Regulations and Carbon Pricing	Green Road (SSP1-1.9)	3	4	4	4	5	5
	Rocky Road (SSP3-7.0)	4	2	5	3	5	3
Energy Transition and Decarbonisation	Green Road (SSP1-1.9)	3	4	4	4	5	5
	Rocky Road (SSP3-7.0)	3	2	4	3	5	3
Sustainable and Bio-Based Alternatives	Green Road (SSP1-1.9)	2	4	3	5	4	4
	Rocky Road (SSP3-7.0)	3	3	4	3	3	2
Financial and Investment Risks	Green Road (SSP1-1.9)	4	4	4	4	5	5
	Rocky Road (SSP3-7.0)	4	2	5	2	5	2

**Note:** Relevance scores range from 1 (Low) and 5 (High)

## Analysing The Value Chain

We continuously evaluate the impact of climate change across all our business sectors, including both the upstream and downstream segments of our value chain. The most significant effects, opportunities and risks are expected to impact our agricultural customers and consumers. A key question in this context is how Behn Meyer can shape the future of regenerative farming to effectively address climate-related challenges. Additionally, we have initiated an analysis of our upstream value chains and one of our production facilities as part of an EU taxonomy assessment. While climate change is expected to drive notable shifts in our downstream value chain, its impact on our production sites is predicted to be minimal. However, as ensuring continuous and safe production remains our priority, we need to adapt to evolving environmental conditions such as water scarcity, increased frequency of storms and extreme heat.

## Integration Into The Business Strategy

We leverage the insights from our climate change analysis to assess their potential effects on our company, including the Group's financial position and operational outcomes. By continuously developing innovative and sustainable solutions to mitigate risks, we do not currently anticipate any fundamental changes to our financial outlook.

As part of our company-wide enterprise risk management process, we have identified and evaluated multiple climate-related risks. These risks are regularly reviewed with mitigation measures accordingly implemented. While certain localised effects of climate change are already observable, their long-term impact on Behn Meyer remains difficult to quantify with precision at this stage.

## Next Steps

With climate data models and scientific understanding constantly evolving, we will continue to refine and expand our scenario analysis in 2025 and beyond. At the same time, we will be strengthening our analytical capabilities and enhancing our climate models to gain deeper insights into shifting climate patterns across the various regions we have a presence in.

By doing so, we aim to anticipate future challenges and opportunities with greater accuracy, enabling us to develop targeted short-, medium- and long-term mitigation strategies. The findings from these analyses will continue to inform our strategic, portfolio and operational decision-making processes.



## Greenhouse Gas Emissions

### Scope and Methodology

Our GHG emission dataset includes emissions from manufacturing sites, administrative offices, laboratories, distribution offices and warehouses spread across our global operations. While the GHG emissions of smaller locations may not significantly affect our overall environmental profile, reporting on their footprint offers a comprehensive overview of all sites under Behn Meyer's ownership or operation. The primary contributors to the company's environmental impact are our production and distribution activities. Furthermore, although non-production sites, such as administrative offices, contribute to only a small fraction of our overall emissions footprint, they play a role in our goal of reducing Scope 1 and 2 GHG emissions by 42% by 2030.

The company employs the GHG Protocol Corporate Standard (Revised Edition), developed by the **World Resources Institute (WRI)** and the **World Business Council for Sustainable Development (WBCSD)**, to quantify Scope 1, Scope 2 and Scope 3 emissions.

Direct emissions from our plants, vehicles, waste incineration plants and production facilities (Scope 1) and indirect emissions from the procurement of electricity and steam energy (Scope 2) are measured at all environmentally relevant sites. In line with the GHG Protocol, we report indirect emissions (Scope 2) according to both the location-based and the market-based methods.

The GHG Protocol Corporate Value Chain (Scope 3) Accounting & Reporting Standard bindingly regulates the reporting of all indirect GHG emissions from the value chain and separates these emissions into 15 categories. Emissions from ten Scope 3 categories\* are of material importance to Behn Meyer and account for all of our Scope 3 emissions. We rely on various sources for calculating our Scope 3 emissions, such as the Guidelines to DEFRA/DECC's GHG Conversion Factors for Company Reporting. We use the spend-based/average spend-based method to calculate the relevant GHG emissions in the Scope 3.1 purchased goods and services and Scope 3.2 capital goods categories. This model is based on a detailed, multi-regional **environmentally extended input-output (EEIO)** database in line with the GHG Protocol.

Primary data on emissions from the products and services purchased by Behn Meyer, including capital goods, energy sources and the associated logistics can currently only be provided by a small number of external stakeholders. Once this data is more readily available, we intend to include it to a greater degree in the calculation of our Scope 3 emissions. In this context, we will intensify the dialogue with our suppliers to help them achieve the global goal of net-zero GHG emissions.



\* Defined as a 90% reduction in our entire Scope 1, 2 & 3 emissions compared with the base year 2023. Scope 3 includes all categories defined in the GHG Protocol listed as relevant above.

## Scope 1 & Scope 2

The Behn Meyer Group has adopted an operational control approach for Scope 1 and 2 emissions. Scope 1 emissions result from direct combustion and fugitive emissions within the Group's operating sites or owned properties. This includes natural gas, fuel oil, diesel, **liquefied petroleum gas (LPG)**, gasoline and refrigerants used on-site, as well as the combustion of fuel in vehicles operated by Behn Meyer. On the other hand, Scope 2 emissions arising from indirect energy sources include purchased electricity and steam for use on-site.



Scope 1 & 2  
**13,264**  
tCO<sub>2</sub>e



Scope 2  
**7,358**  
tCO<sub>2</sub>e

In 2024, Behn Meyer recorded a total of approximately 13,264 tCO<sub>2</sub>e for Scope 1 and Scope 2 GHG emissions. Within the Scope 1 emissions, the highest contributions were from stationary combustion of natural gas, fuel oil and diesel, resulting in 4,198 tCO<sub>2</sub>e. Scope 2 market-based emission constituted 7,358 tCO<sub>2</sub>e, with purchased electricity contributing 7,346 tCO<sub>2</sub>e, and purchased steam accounting for just 12 tCO<sub>2</sub>e.

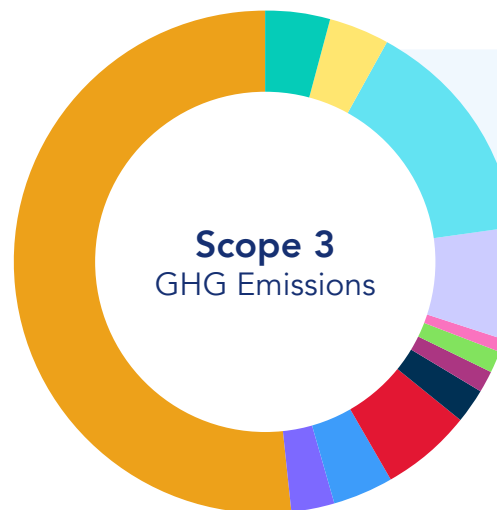
We strategically manage our energy reduction efforts by addressing both Scope 1 and Scope 2 GHG emissions. Since a key focus of our efforts is the promotion of renewable energy, transitioning the electricity consumed to 100% renewable energy is a central element of our decarbonisation strategy.

## Scope 3

Scope 3 emissions involve all emissions not directly accounted for in Scope 1 and Scope 2 and those that occur throughout our value chain, covering both upstream and downstream emissions. These emissions result from activities associated with the company's operations that are not under Behn Meyer's direct ownership or control.

As part of our decarbonisation strategy, we strive to achieve a GHG emission reduction target in line with SBTi criteria supporting the 1.5°C goal of the Paris Agreement. We aim to reduce GHG emissions from relevant Scope 3 categories in our value chain by an absolute 25% (compared to the base year 2023) by 2030. The following Scope 3 categories of the GHG Protocol Corporate Value Chain (Scope 3) Accounting & Reporting Standard are relevant for Behn Meyer: (3.1) purchased goods and services, (3.2) capital goods, (3.3) fuel- and energy-related activities, (3.4) upstream transportation and distribution, (3.5) waste generated in operations, (3.6) business travel, (3.7) employee commuting, (3.8) upstream leased assets, (3.9) downstream transportation and distribution, (3.10) processing of sold products, (3.12) end-of-life treatment of sold products, (3.15) investments.

In 2024, Behn Meyer recorded a total of approximately 121,127 tCO<sub>2</sub>e in Scope 3 emissions. Reflecting similar patterns observed across the sector, Behn Meyer's Scope 3 emissions represent the largest share of the company's overall emissions profile.



According to the **GHG Protocol Corporate Value Chain (Scope 3) Accounting & Reporting Standard**, the majority of our Scope 3 emissions are in **Category 3.1** purchased goods and services.



Scope 3 Upstream GHG Emissions  
**81,889** tCO<sub>2</sub>e



Scope 3 Downstream GHG Emissions  
**39,238** tCO<sub>2</sub>e

### Scope 3 Categories

	mt CO <sub>2</sub> e
Category 1 - Purchased Goods And Services	62,839
Category 2 - Capital Goods	935
Category 3 - Fuel and Energy-related Activities	1,998
Category 4 - Upstream Transportation and Distribution	12,260
Category 5 - Waste Generated In Operations	808
Category 6 - Business Travel	551
Category 7 - Employee Commuting	2,194
Category 8 - Upstream Leased Assets	304
Category 9 - Downstream Transportation and Distribution	15,197
Category 10 - Processing of Sold Products	20,794
Category 12 - End-of-life Treatment of Sold Products	1,400
Category 15 - Investments	1,846



## Energy



Behn Meyer utilises a range of energy sources, including purchased electricity, vehicular fuels, natural gas and stationary combustion fuels such as diesel and fuel oil. Electricity primarily powers plant machinery, IT systems and air-conditioning, while steam is sourced externally for process heating. Energy-saving initiatives are mainly focused on production sites, with our Production Heads implementing measures to meet reduction targets. Regular joint reviews by production teams and management allow for the feasibility of new initiatives to be assessed and for progress to be tracked.

In 2024, Behn Meyer's total energy consumption reached 145.3 TJ. Direct energy sources, including natural gas and stationary combustion fuels, accounted for 61% of total demand, while indirect energy from purchased electricity, renewable energy and steam made up 39%. The most effective approach to reducing energy consumption has been the consistent implementation of simple cost-efficient solutions. Special attention has been given to supporting less-efficient operations to ensure alignment with the company's overall energy management strategy.

In 2024, Behn Meyer used approximately 11.8 TJ of renewable energy, with 20.7% of its indirect energy coming from renewable sources. We closely monitor renewable energy developments in our manufacturing plants, with solar PV panels expected to drive growth in renewable electricity capacity in the coming years. Additionally, we are working towards obtaining an **International Renewable Energy Certificate (IREC)** to substantiate our efforts in reducing GHG emissions. As part of our climate strategy, we aim to meet 100% of our purchased electricity needs with renewable energy by 2030.

## Water

The ongoing climate crisis has far-reaching effects on freshwater resources, which are essential for the wellbeing of local communities, ecosystems and economic growth. Water is a crucial part of Behn Meyer's daily operations and a key ingredient in some of our products. However, we do not engage in water withdrawals that significantly impact local water sources, indigenous communities or protected areas. In 2024, Behn Meyer withdrew 330,274 m<sup>3</sup> of water. To reduce our water withdrawals, we use an efficient system for reusing operational water at our manufacturing plants. We have implemented a water treatment system to maintain high water quality for various applications. This system effectively removes impurities and contaminants, optimising water usage while reducing environmental impact. By treating and reusing water in these ways, we conserve resources and reduce wastewater discharge. Additionally, we have installed rainwater harvesting systems to collect and use rainwater, preventing it from going to waste.

Water reuse is a key sustainability practice that helps lower withdrawal volumes at specific locations. For example, in the chemical manufacturing process, water from the vacuum system is reused in the scrubber operating system, while pressurised gas replaces water in the cooling system's filter backwash. Hot water from steam is also reused in the steam generator. In total, Behn Meyer reused 270,921 m<sup>3</sup> of water in 2024 — 82% of its total consumption. We have set a target to reuse at least 50% of our water annually, reinforcing our commitment to sustainable water management.

In addition, as part of our product range, we provide disinfectants that effectively eliminate biofilm in water systems, removing up to 99% of microorganisms. Since natural water sources often contain pathogens, these disinfectants play a crucial role in water treatment facilities, ensuring safe water distribution and preventing waterborne diseases.

### Next Level Drinking Water Hygiene



**Behn Meyer's Intra Hydrocare is a disinfectant used to clean and maintain drinking water systems in livestock facilities.**

- ✓ Ultra stabilised hydrogen peroxide
- ✓ Slow release effect that removes biofilm until the end of the pipeline
- ✓ Eliminates bacteria, viruses, yeasts and fungi, even when they hide in biofilm
- ✓ To be used during empty and operational barns
- ✓ Safe for humans, animals, materials and the environment
- ✓ Extensive registrations worldwide including **European Chemicals Agency (ECHA)**

## Wastewater



Behn Meyer upholds responsible wastewater management practices to lessen risks to both communities and the environment. We employ a combination of on-site and off-site wastewater treatment strategies, accommodating solutions in all of our water-intensive manufacturing plants based on each plant's specific operational needs. The treatment process varies depending on the wastewater's physical and chemical properties and incorporates chemical, biological, mechanical or thermal methods. Whether wastewater is treated internally or by an external contractor, its discharge strictly complies with relevant legal frameworks and local permits.

We have installed on-site wastewater treatment facilities at some of our manufacturing plants. Continuous monitoring of the wastewater which goes on to be treated externally ensures compliance with regulatory and contractual limits. Additionally, independent assessments are regularly conducted to verify that effluent discharge meets legal standards, whether the wastewater is processed on-site, at a municipal facility or by third-party contractors. We strictly prohibit the reuse of our wastewater by other organisations. In 2024, Behn Meyer treated 235,743 m<sup>3</sup> of wastewater.

Behn Meyer's manufacturing plants use industrial estate treatment systems which harness microorganisms to break down pollutants, integrating physical, chemical and biological processes for effective treatment. At our Italian plant, wastewater undergoes filtration to ensure solid content remains within the acceptance limits of the Consortium biological treatment. In Malaysia, a coagulation process is used, where a coagulant binds colloids, heavy metals and insoluble inorganic particles for removal. Meanwhile, at our Thai plant, a separation process extracts sludge from liquid, producing clear water that undergoes pH, odour and colour checks before discharge. The separated sludge is further processed and disposed of through settlement pipes.

Following the final treatment stage, the treated wastewater is either discharged by Behn Meyer or handled by a licensed external contractor. Water released from externally operated biological plants adheres to legal limits, while solid wastewater residue is disposed of by authorised waste management providers.

## Waste

Most of the waste generated by Behn Meyer originates from our manufacturing processes. Hazardous waste includes packaging materials, production residues and other liquids unsuitable for wastewater disposal. Non-hazardous waste consists of office waste, uncontaminated packaging materials and other industrial byproducts. We ensure proper waste disposal at all our facilities. All of our sites are required to maintain an up-to-date waste register, documenting key details for every waste stream, including its name, description, source, volume, composition, hazard classification and final treatment or disposal method. While efforts are made to maximise the reuse and recycling of non-hazardous waste, recycling regulations and facilities differ across countries and non-recyclable waste is managed as municipal waste.

Regular training sessions are conducted to raise employee awareness about waste reduction and proper sorting. Waste stream mapping at our manufacturing facilities tracks different types of waste generated during production, including raw material waste, defective products, packaging waste and process residues. Root cause analyses are performed to identify inefficiencies in production processes and excessive material usage, while optimisation efforts focus on reducing waste, improving material efficiency and promoting recycling or reuse.

The management of hazardous waste is entrusted to licensed waste disposal contractors and we ensure all external partners comply with relevant regulations and undergo annual audits. We strictly prohibit hazardous waste disposal practices that could endanger the environment or local communities and enforce a ban on transporting company waste across national borders. To further limit the cross-border movement of hazardous waste, we have implemented targeted measures. Contractors handling hazardous waste and wastewater are assessed based on their environmental impact and employees receive training on the safe management of hazardous substances.

Regular training sessions are conducted to raise employee awareness about waste reduction and proper sorting. Waste stream mapping at manufacturing facilities tracks different types of waste generated during production, including raw material waste, defective products, packaging waste and process residues. Root cause analyses are performed to identify inefficiencies in production processes and excessive material usage, while optimisation efforts focus on reducing waste, improving material efficiency and promoting recycling or reuse. To further limit the cross-border movement of hazardous waste, Behn Meyer has implemented targeted measures. Contractors handling hazardous waste and wastewater are assessed based on their environmental impact and employees receive training on the safe management of hazardous substances.

In 2024, Behn Meyer generated **3,502 tonnes** of **hazardous** and **non-hazardous waste**. During this year, there were no significant hazardous waste spills. Of the total waste generated, **1,682 tonnes** were either **reused** or **recycled**.



## Pollution



Air pollution is a major environmental and public health concern. Behn Meyer's operations have a minimal impact in this regard, as we do not release significant amounts of harmful substances, such as particulate matter, through our products and services.

Behn Meyer actively implements measures to prevent the release of atmospheric pollutants and other environmental disturbances, including noise, odours, vibrations, road impacts and light pollution. All of our efforts align with local environmental laws and industry regulations. We conduct regular analyses of major air pollutants and continuously monitor ambient air quality. We have introduced several initiatives, such as installing chemical hoods in laboratories, implementing dust collection systems in manufacturing areas and filtering exhaust gases using activated carbon. We have also put in place noise-preventative maintenance plans to replace equipment parts that could generate excessive noise. Additionally, we have installed systems to reduce dust and particulate matter emissions at our manufacturing plants.

### Ozone-depleting Chemicals (ODCs)

Behn Meyer tracks all refrigerants at our facilities that are classed as ODCs. The **global warming potential (GWP)** of the refrigerants used is assessed based on the [Intergovernmental Panel on Climate Change's Sixth Assessment Report](#).

## Circular Economy Practices



By implementing efficient management systems which include waste separation, safe disposal methods and economically viable recycling processes, Behn Meyer ensures that all production sites focus on waste prevention, reduction and recycling while adhering to environmental best practices.

A key aspect of our circular economy approach is our returnable packaging programme. Through this initiative, local customers can return used packaging drums to our chemical plants, where they are cleaned, refurbished and reused until they reach the end of their lifecycle. This reduces packaging waste, lowers raw material consumption and contributes to a more sustainable supply chain.

### Resource Efficiency and Sustainable Sourcing

Behn Meyer processes approximately 654,489 tonnes of raw materials and semi-finished products annually to manufacture its finished goods. Recognising the non-renewable nature of many of these resources, we are actively pursuing innovative strategies to improve material efficiency. This includes implementing real-time communication methods between our production and procurement teams to lower inventory waste and improve material use.

When it comes to the sourcing of raw materials, we collaborate with suppliers who adhere to ethical and environmental standards, ensuring a lower environmental footprint across our supply chain.

### Investment in Environmental Responsibility

In 2024, Behn Meyer allocated over USD 1.1 million to environmental expenditures, covering waste disposal, emissions treatment and remediation efforts. Additionally, over USD 156,700 was spent on environmental protection measures, such as waste management and energy efficiency facilities, fortifying our sustainability initiatives and responsible resource management.

The company's sustainability goals are aligned with the UN SDGs, particularly Goal 15: Life on Land, which focuses on protecting, restoring and promoting the sustainable use of terrestrial ecosystems.

## Biodiversity & Ecosystems

The natural environment is facing unprecedented challenges due to climate change, habitat degradation and the excessive extraction of natural resources. Behn Meyer acknowledges the potential impact of industrial activities on biodiversity, including habitat loss and ecosystem disruption and we aspire to mitigate these effects through responsible and sustainable practices.

Apart from ensuring compliance with environmental regulations, Behn Meyer is steadfast in the following biodiversity and wildlife conservation efforts:



### Responsible Sourcing

Targeting products and services that have a reduced impact on biodiversity and wildlife



### Risk Assessment

Conducting comprehensive risk assessments for new projects, especially on greenfield sites near sensitive ecological areas, such as nature reserves, biodiversity hotspots and marine or riverine environments



### Stakeholder Collaboration

Partnering with government agencies, **non-governmental organisations (NGOs)**, suppliers and other institutions to mitigate biodiversity-related risks



### Impact Mitigation

Implementing environmental mitigation plans, where applicable, to protect critical habitats and species during development activities

We strategically locate our operations away from protected, high-biodiversity or ecologically sensitive areas to cut down our environmental impact. Our newly established manufacturing sites undergo rigorous environmental impact assessments to ensure that our operations do not adversely affect surrounding ecosystems. These assessments extend to the management of hazardous waste, wastewater and disposal processes in collaboration with certified waste management partners.



# Social

Workforce

Working Conditions and Labour Practices

Health, Safety and Wellbeing

Diversity, Equity & Inclusion

Human Rights

Communities

Collective Bargaining and Social Dialogue



## Workforce

Sustainability in the workplace is all about creating an enriching working environment and building long-lasting relationships with all stakeholders. The true measure of success is the pride that comes with being part of the Behn Meyer family.

Behn Meyer's continued success over the years can be largely attributed to our dedicated and goal-oriented employees. We place great importance in recruiting top talent and cultivating an inclusive environment to ensure a strong future together, offering ample opportunities for personal growth. Our employee engagement programme is designed to provide each individual with the tools they need to achieve their goals. Through specialised training and development opportunities, we have seen positive results in terms of workforce diversity and long-term employee retention.

Behn Meyer employs over 1,300 people, of which 95.4% are full-time permanent employees and more than 1.4% are part-time permanent employees. About 3.2% are temporary workers, including those on fixed-term or temporary contracts. In terms of employee numbers, there was little change across Behn Meyer locations in 2024.

Of the total working hours, 13.6% are attributed to production site and laboratory employees, excluding office workers. External contract workers account for 9.7% of the total working hours.



### Analyst Data Summary (Gender Pay Ratio)

#### Total Workforce by Career Levels

Total		 Male	 Female
Total Workforce*	1,326	790	536
Senior Management	47	37	10
Middle Management	281	169	112
Admin / Support Employees	647	289	358
Technical / Laboratory Employees	141	92	49
Production Workers / Supervisors	210	203	7

\* Figures include all employees

#### Percentage of Employees by Employment Type

Total		 Male	 Female
Full Time Employees	1,265	758	507
Non-full-time Employees	61	32	29

\* Non-full-time employees includes part-time employees; fixed-term and temporary employment and regular on-site workers

Total Workforce Percentage (Aged 18 - 29)	16.8%	10.1%	6.6%
Total Workforce Percentage (Aged 30 - 49)	65.5%	37.1%	28.4%
Total Workforce Percentage (Aged 50 - 64)	16.7%	10.1%	6.6%
Total Workforce Percentage (Aged 65 and Above)	1.0%	0.7%	0.3%

Total New Hires Rate (Aged 18 - 29)	6.9	4.1	2.8
Total New Hires Rate (Aged 30 - 49)	7.1	5%	2.1%
Total New Hires Rate (Aged 50 - 64)	0.1%	0.1%	0%
Total New Hires Rate (Aged 65 and Above)	0%	0%	0%
Overall Rate of New Hires	14%	9.1%	4.9%

Employee Attrition Rate (Aged 18 - 29)	4.3%	3.8%	0.5%
Employee Attrition Rate (Aged 30 - 49)	9.2%	6.7%	2.5%
Employee Attrition Rate (Aged 50 - 64)	2%	1.4%	0.6%
Employee Attrition Rate (Aged 65 and Above)	0.2%	0.2%	0%
Overall Employee Attrition Rate	15.6%	12%	3.6%

\* Figures are rounded and adjusted for reporting purposes.



## Working Conditions and Labour Practices

As part of our employee perks programme, we offer a wide range of competitive benefits to our employees. Temporary employees are also eligible for select benefits. Behn Meyer's benefit plans are tailored to meet the specific needs of each country. Depending on the location of operations, the Group provides a comprehensive set of benefits, which include:

All employees are ensured a minimum of 24 hours of rest within each 7-day period. Full-time employees can also benefit from financial support through the Behn Meyer Foundation to assist with their children's education.



## Employee Engagement

We actively encourage dynamic interaction and effective communication among all team members. By providing employees with two-way communication platforms to share suggestions for improvement, we empower management to enhance their teams in a more focused way. One of the ways the Behn Meyer intranet and the BM Desktop extranet offer employees the opportunity to voice their opinions on working conditions is through the annual employee survey.

According to our most recent employee survey, conducted in December 2024, 76.4% of employees think Behn Meyer effectively communicates the goals and strategy set by the management. 77.2% of employees feel their job is meaningful and inspired by Behn Meyer's vision and values. 76.1% believe that Behn Meyer values open and honest communication. 79.3% of employees feel their colleagues are committed to delivering quality work. 75.6% of employees believe there are good career opportunities for them at Behn Meyer. 78.1% of employees see themselves still working at Behn Meyer in 5 years. An impressive 80.7% of Behn Meyer employees have expressed satisfaction with the collaboration between colleagues from various departments, while 77.5% our employees feel that Behn Meyer cares about employee wellbeing and promotes a healthy work-life balance.





## Fair Employment

### Living Wage

Investing in human capital is essential for Behn Meyer as we seek to build a sustainable workforce while reducing the costs associated with high employee turnover. We believe employees should receive fair wages, social benefits that account for regional differences in living expenses and government-provided protections. A living wage is fundamental for workers, and fair compensation benefits families, communities and businesses alike. Our goal is to enhance living standards by ensuring that everyone directly contributing to Behn Meyer's goods and services earns a living wage or income. As part of our near-term sustainability objectives, we have set a pioneering new target to implement living wages across our business.

Noting that robust human resources is fundamental to corporate sustainability, we ensure that all our employees are compensated fairly, receiving a living wage that is both equitable and sustainable, with equal pay for equal work. Our living wage policy provides a structured approach across the company, defining appropriate wage packages for each entity to guarantee fair remuneration.

Our Living Wage Framework applies to all direct employees, and we actively encourage our suppliers — who provide materials, services and contingent labour within our sustainable supply chain — to align with this commitment. This framework is globally applicable and rooted in key principles, including diversity and inclusion, free and fair representation and a firm commitment to a liveable wage. To develop this policy, we have collaborated with the Fair Wage Network and implemented compensation policies specific to each country where we operate. We maintain this standard through an annual review of direct employees' wages, with the goal of progressively aligning cash compensation with living wage benchmarks while reducing dependence on in-kind benefits.

Our living wage measures involve evaluating employee wages against established benchmarks and conducting an annual review based on the IDH Recognition Process for Living Wage Benchmark Methodologies. Our latest annual living wage review results are as follows:

Behn Meyer has achieved 100% coverage of internal employees under our living wage benchmarking analysis. All contract workers engaged through our operations have also been included in this assessment, ensuring an inclusive approach. The analysis revealed that 2.2% of internal employees currently receive remuneration below the applicable living wage benchmark, while none of our contract workers fall below this threshold. For employees earning below a living wage, the average wage shortfall is 8.2%. We endeavour to close existing gaps through targeted wage adjustments and continuous collaboration across our value chain.

### Recruitment

Building a sustainable workforce begins with developing strong employer-employee relationships, starting from the recruitment process. We understand that ensuring transparency from the outset involves providing clear and accurate job descriptions, which is why during the hiring phase, we outline job conditions and key skill requirements in our advertisements, giving potential candidates a clear understanding of expectations at Behn Meyer. Once selected, candidates must submit personal details, acknowledge the company's Code of Conduct and disclose any potential conflicts of interest. Recruiting employees who reflect our core values and meet job requirements is central to our recruitment philosophy.

Career growth opportunities play a vital role in employee retention. To proactively manage workforce transitions, we keep employees informed about restructuring efforts, aiming to reduce layoffs and mitigate negative impacts on both employees and the business. The company goes beyond standard practices by assisting employees with job searches to maximise rehiring opportunities.

In cases of underperformance or misconduct, employees receive prompt communication and a formal warning letter detailing the issue. If the behaviour persists, an employment termination letter follows as a final measure. For employees transitioning due to retirement or termination, we offer support programmes that include pre-retirement planning, retraining initiatives, customised severance packages based on age and years of service, job placement services and transition assistance such as training and counselling for those shifting to a non-working lifestyle.





### Remuneration Process

Integrating ESG metrics into employee compensation requires careful consideration of risk management, performance targets and financial outcomes. We fully understand how aligning these elements strengthens our sustainable impact. To maintain a competitive wage structure, we ensure that employee compensation reflects industry standards, helping to manage operational costs while fostering talent retention.

Behn Meyer advocates an equal workplace, rejecting all forms of discrimination based on ethnicity, nationality, gender, religion, age, family status, disability or any other legally protected status. Employment decisions, including compensation, are based on individual performance, behaviour and legitimate business factors such as group profitability and strategic priorities.



Basic Salary and Remuneration of Women to Men	Ratio
Senior Management	1.30
Middle Management	0.97
Admin / Support Employees	0.86
Technical / Laboratory Employees	0.75
Production Workers / Supervisors	0.62
Average	0.90

Our management team regularly reviews compensation practices to ensure fairness and identify areas for improvement. In our 2024 employee survey, 73.7% of employees reported feeling fairly rewarded (e.g., through pay, promotions and training) for their contributions to Behn Meyer. The ratio of the highest-paid employee's annual total compensation to the median annual compensation of all employees is 11.17. We maintain transparency by communicating the remuneration process through our internal salary grid, which outlines salary advancement procedures.

### Appraisal

Regular evaluations of both quantitative and qualitative employee performance are essential for our company's continued growth. At Behn Meyer, we promote open communication and conduct annual performance appraisals to support this goal. Research shows employees are more engaged when they participate in assessments, particularly when given the opportunity to conduct a self-evaluation beforehand. In 2024, 76.2% of Behn Meyer's permanent employees took part in annual performance appraisals and career development planning, helping them achieve both their short-term and long-term career goals while enhancing their overall job performance.

### Regular Performance and Career Development Reviews

Average		 Male	 Female
<b>Permanent Employees</b> (Permanent Full-time and Permanent Part-time)	76.2%	68%	88.4%
<b>Non-permanent Employees</b> (E.g. Temporary or Fixed-term Employees)	16.3%	20%	11.1%

In recognition of employee dedication, Behn Meyer honours long-serving team members through Long Service Awards and ensures their financial wellbeing by contributing to the government-managed retirement funds. These funds provide financial stability and independence for retired employees who have been loyal contributors to the company.

According to our 2024 employee survey, 79.3% of employees feel their manager or mentor actively supports their development and 81.1% agree that their manager or mentor provides them with the necessary support for them to do their work well. Additionally, 77.1% of employees feel people from all backgrounds have equal opportunities to succeed at Behn Meyer. The survey also reveals that 77.5% of employees feel they get enough feedback and encouragement on their job performance.

## Training and Skill Development

At Behn Meyer, our success is driven by the expertise and capabilities of our skilled workforce. Beyond recruitment, we retain our talents through coaching and mentoring programmes. We offer a wide range of training initiatives designed to enhance employees' skills, integrating the latest industry insights and learning opportunities to drive technological advancements within the company.

Every Behn Meyer employee has access to training programmes that promote continuous learning and equip them with the skills needed to navigate challenges. These opportunities are available at all levels and include internal training courses, financial support for external education and sabbatical options with a guaranteed return to employment.

To strengthen our global presence and facilitate effective communication, we use English as our universal workplace language. Clear and consistent communication is essential for exchanging ideas and implementing best practices across the organisation.

Our investment in employee development is aimed at supporting their continuous improvement and career advancement, contributing to the sustainable growth of both individuals and the company. In 2024, Behn Meyer dedicated 10,065 hours to skills enhancement training and 8,090 hours to **health, safety and environmental (HSE)** training, averaging 13.7 hours of training per employee.

As work evolves, so do the skillsets required for particular positions, which is why we emphasise ongoing education for our employees. Certain qualifications are now prerequisites for career progression, and our human resources team collaborates with regional offices to achieve related training goals, including regulatory compliance, safety, quality, business ethics, human rights, certification requirements, technical training and soft skills development for leadership and interpersonal effectiveness.

Other than structured training programmes, we nurture an engaged workforce through various initiatives. We provide educational sponsorships for young professionals, an employee recognition programme and individualised career development plans. Additionally, in cases of layoffs or employment-related challenges, compensation and support are provided.

### Hours of Training or Education Provided

Total		 Male	 Female
Senior Management	1,062	758	304
Middle Management	4,527	2,740	1,787
Admin / Support Employees	6,354	3,037	3,317
Technical / Laboratory Employees	2,451	1,429	1,022
Production Workers / Supervisors	3,762	3,691	71
Total	18,155	11,655	6,500



According to our 2024 employee survey

**80.6%** employees believe they have access to the equipment and tools they need to do their job well

**78.3%** of employees think Behn Meyer motivates them to meet their potential

**78.1%** of employees feel individual ideas and opinions are valued in their teams

**79.1%** report opportunities for learning and growth within the company



## Health, Safety and Wellbeing

We care for our employees' health, safety and wellbeing by strictly adhering to all relevant laws and regulations, tailoring our health and safety policies to meet the specific requirements of each of our locations. Our **SHEQ (Safety, Health, Environment and Quality)** team is responsible for maintaining compliance in every country we conduct business in, with local SHEQ Managers leading efforts to enforce regulations, develop safety guidelines and implement training programmes. These managers ensure that employees and subcontractors follow all applicable laws, internal policies and best practices related to workplace safety.

Our primary objective is to cultivate a safety-first mindset across the company, eliminating risks and fostering a secure working environment. Our offices and production sites adhere to strict safety policies to mitigate potential hazards, supported by contingency plans and evacuation procedures. Manufacturing plants, in particular, are required to maintain a comprehensive health and safety emergency action plan. 100% of our employees and workers are covered by an occupational health and safety management system because we believe that a culture of safety is only effective with collective participation. In 2024, 56% of our manufacturing sites successfully obtained ISO 45001 certification for occupational health and safety management.

All employees are expected to play an active role in emergency situations, making health and safety training essential. In 2024, 8,090 training hours were dedicated to **HSE (Health, Safety and Environment)** topics. Additionally, a joint management and employee Health and Safety Committee, received training on health and safety programmes to ensure alignment with company policies. This training covered health and safety practices for approximately 57% of the workforce. 13% of the total workforce across all locations are represented by formal joint management-worker health and safety committees. Risk assessments covering all employees are also conducted as part of our comprehensive health and safety management system.

To maintain transparency, concerns, complaints and incidents are systematically recorded, investigated and addressed. Non-compliance claims are reviewed by the local SHEQ Manager, who determines corrective actions. Significant concerns are escalated to the relevant Product Manager, local Managing Director and Group Director, with critical issues reported to the Management Board and Supervisory Board for further evaluation.

Our manufacturing facilities follow a structured process for accident reporting, with preventive measures in place to reduce repetitive strain injuries and control exposure to hazardous substances. While five cases of occupational injury were reported among employees in 2024, there were no reported incidents involving external contractors and no work-related fatalities.

**1.636**

**Lost time injury (LTI) frequency rate\* for direct workforce**

\*(Total number of lost time injury events) x  
(1,000,000 / total hours worked company-wide)

**3.681**

**Lost time injury (LTI) severity rate\* for direct workforce**

\*(Number of days lost due to injuries) x  
(1,000,000 / total hours worked)

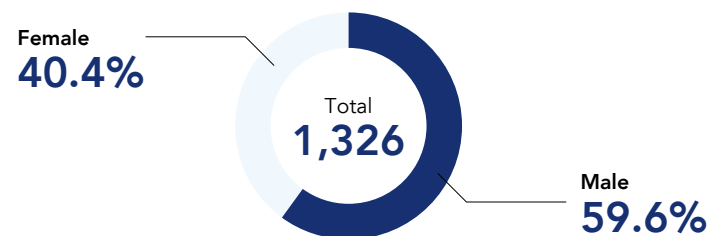
## Diversity, Equity & Inclusion

Behn Meyer is a passionate proponent of diversity, equity and inclusion across our global offices, laboratories and manufacturing operations. We strive to create an equitable work environment where all employees are treated fairly and have equal access to career opportunities. Our policies actively promote wage equality, non-discriminatory professional development and inclusive promotions, while encouraging collaboration, leadership integration, creativity, organisational flexibility and sustainable innovation. Additionally, we support the inclusion of individuals with disabilities, ensuring a workplace that embraces diverse talents.

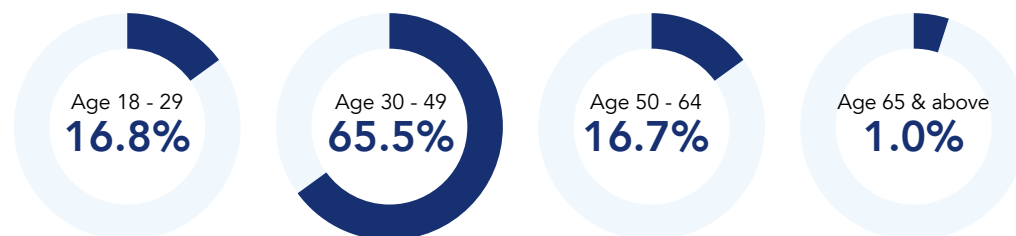
Gender equality is a key pillar of our corporate sustainability strategy, with leadership playing an active role in promoting diversity and empowering women within the workforce. While manual labour and machinery operations result in a higher proportion of men in production roles, we are continuously working to close the gender gap. Currently, women make up 40.4% of our workforce and 37.2% of management positions, with 34.9% of new hires in 2024 being women. We support mentorship and leadership programmes to further develop female talent. Notably, Behn Meyer's board is 50% female, serving as a benchmark for strong corporate governance and sustainability.

Moreover, we actively support minority and vulnerable employee groups, embracing the ethnic, religious and cultural diversity of our global workforce. Parental leave protection is another priority, with 95.6% of employees entitled to this benefit. In 2024, 100% of female employees returned to work after maternity leave and 100% of male employees returned after paternity leave.

### Total Number of Employees by Gender in Workforce



### Total Workforce by Gender

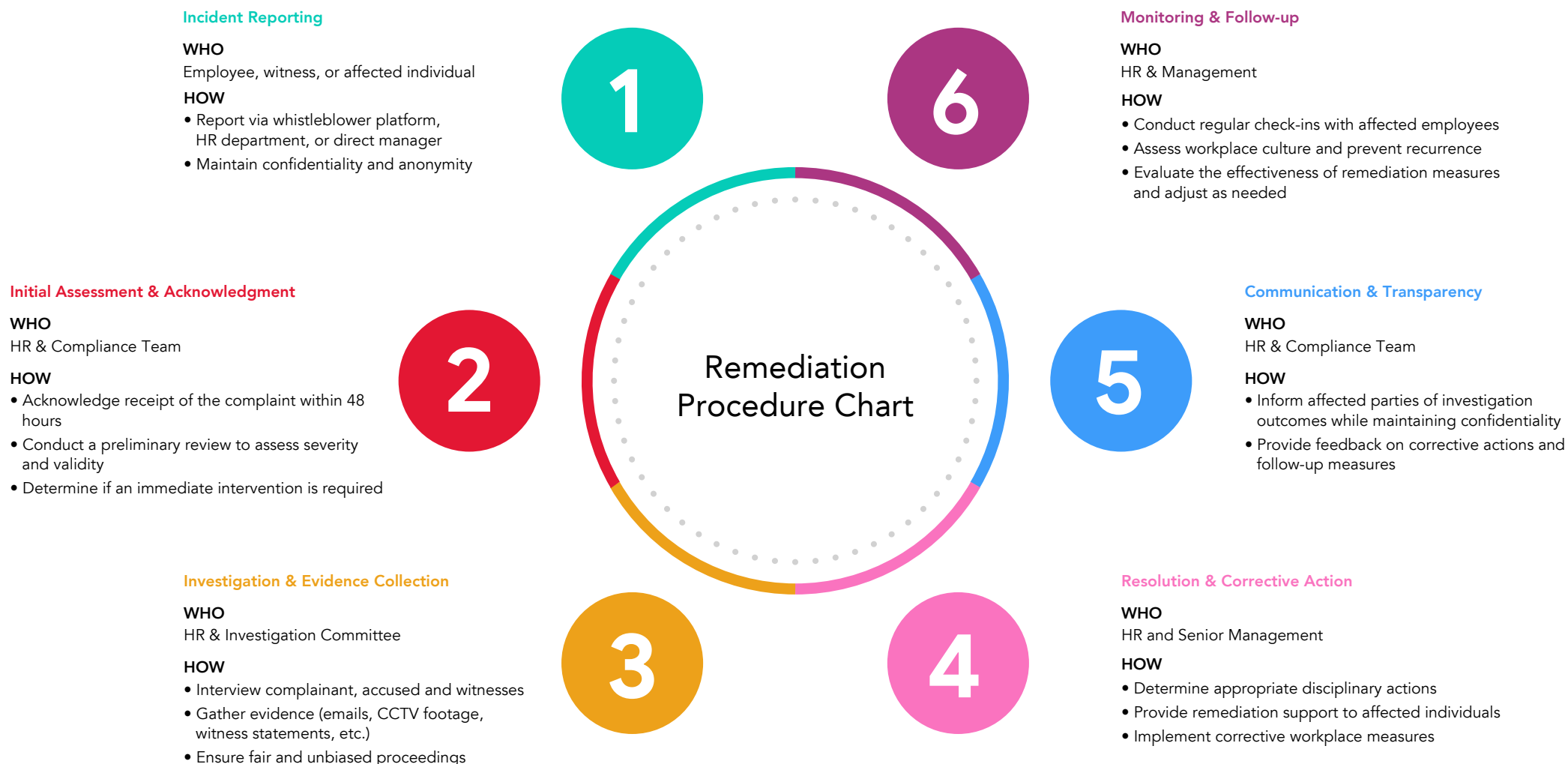


## Discrimination and Harassment

Behn Meyer firmly opposes and condemns all forms of discrimination and harassment. None of our employees are assessed or disadvantaged based on ethnicity, gender, religion, age, ideology, disability or sexual orientation. Our Code of Conduct strictly prohibits any form of harassment and we take immediate action in response to reported incidents.

We conduct regular awareness training sessions to enhance employee understanding on workplace discrimination and harassment issues and equip them on how to handle challenging situations effectively. Additionally, we maintain an open whistleblowing channel, allowing employees to report concerns confidentially and without fear of retaliation. There were no reported incidents of discrimination in 2024.

In the event of discrimination or harassment, we have established a remediation procedure to support victims. This non-judicial, operational-level process focuses on mitigating incidents, identifying appropriate responses, ensuring transparent communication with stakeholders and monitoring the effectiveness of corrective actions. Our approach ensures all employees feel respected, protected and valued within the workplace.





## Human Rights

As a responsible multinational company, Behn Meyer upholds the fundamental rights of both its employees and external stakeholders. We strictly comply with labour and human rights laws in every country we run operations in, with no exceptions. This compliance extends throughout the entire value chain, ensuring ethical practices within our global scope of influence.

Our commitment to labour rights is exemplified through the Social Accountability Declaration outlined in our Code of Conduct. Behn Meyer firmly rejects discrimination based on race, ethnicity, gender, religion, ideology, political or union membership, disability, age or sexual orientation. Our management teams are empowered to uphold the Code of Conduct, ensuring operations are conducted in a locally relevant and ethically responsible manner. Any significant operational changes impacting employees are managed with a notice period of 4 to 17 weeks before implementation. To date, Behn Meyer has never incurred any fines or penalties related to labour practices or human rights violations, nor have there ever been any cases of illegal conduct affecting local communities or indigenous populations.

Employees are encouraged to report any violations through open feedback channels. Our Compliance Committee handles internal reports, while external stakeholders can raise concerns with our CSR Steering Committee via local reporting channels. Additionally, all new employees must review our human rights policy and acknowledge our Code of Conduct upon joining. Every business contract includes a clause mandating compliance with local laws and regulations.

Regular human rights assessments are conducted to ensure compliance. For example, operations in Thailand have been evaluated by the Thai Ministry of Labour, resulting in Thai Labour Standard certification.

We also conduct rigorous supply chain reviews through supplier engagement processes and site visits to identify and mitigate any human rights risks. Our supplier management strategy is continuously assessed to uphold fundamental business ethics and to date, we have never received any complaints related to forced or child labour, gender equality, freedom of association or discrimination.

Currently, 24% of Behn Meyer's operational sites have undergone human rights reviews or impact assessments, demonstrating proactive efforts to identify and mitigate human rights risks. In terms of workforce representation, 27% of employees across all locations are covered by formally elected employee representatives. Furthermore, half of our global workforce has received training focused on diversity, discrimination, and harassment, underscoring our efforts in creating an inclusive and respectful workplace culture.

## Child Labour, Forced Labour & Human Trafficking



Behn Meyer categorically prohibits child labour in all its facilities, fully complying with the laws and regulations of the countries in which we operate. We do not employ children and conduct age verification for all candidates prior to hiring. Our zero-tolerance policy towards child labour extends to our suppliers and those considered particularly high-risk are subject to annual external audits (if any). Both internal and external audits are critical to ensuring neither child nor forced labour is present in any of Behn Meyer's facilities.

Although internal risks are minimal, Behn Meyer remains vigilant against any signs of child or forced labour, including prison labour, within our supply chain. We actively engage with stakeholders to reduce the risk of encountering child or forced labour and to ensure compliance across all levels of our operations.

In the event of any human rights violations, including child labour, forced labour, workplace violence, harassment or discrimination, prompt remedial actions are taken. Within 48 hours, affected individuals are removed from the situation and an investigation is launched. A remediation plan is developed in close cooperation with the affected parties and any necessary specialists.



## Communities

### Community Engagement

At Behn Meyer, we care about our social mission and prioritise meaningful engagement with the communities surrounding our operations. The Behn Meyer Foundation, established in 1952, allocates a portion of our annual net income to grants and scholarships that benefit eligible employees and their families. Additionally, we organise CSR initiatives and disaster relief programmes to further support and uplift the local communities we operate in.

In addition to seeking a social license to operate within the communities we engage with, Behn Meyer understands the significance of attracting talent and expertise to strengthen our workforce. We strive to form collaborative partnerships with local communities, focusing on advancing residents through education and employment, while simultaneously investing in the regions we do business in to build and enhance their talent pools.

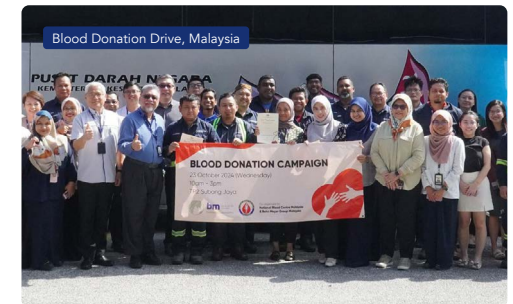
Unlike traditional philanthropy, our approach focuses on the quality of social impact rather than just the monetary value of corporate donations. Our business teams are dedicated to launching social programmes that address the specific needs of the local communities. These programmes are developed in close collaboration with both local stakeholders and company management, ensuring they are aligned with the needs of the community.

Management actively engages with community leaders to understand their concerns and work collaboratively to address them. This ensures our philanthropic efforts are not only purpose-driven but also aligned with the company's broader business strategy and vision. We maintain open communication with local leaders and take their concerns seriously, addressing grievances transparently and effectively. This approach enables us to proactively manage any potential negative impacts on the local community. In 2024, Behn Meyer did not identify any sites where we experienced a significant negative impact on the local community.



### Corporate Social Responsibility (CSR)

Through engagement with all segments of society, Behn Meyer aims to make a meaningful positive impact on local economies, with a particular focus on improving access to essential resources such as water, food and education. We partner closely with local authorities, non-governmental organisations and research institutes to advance education and economic development while preserving vital planetary resources, all for the benefit of the local communities in which we are present. Our CSR initiatives are thoughtfully designed to build strong connections with these communities, fostering positivity, wellbeing and shared prosperity.





## Socio-economic Impact

We maintain a modest presence in the regions we conduct business in, with limited impact at the state, provincial or national levels. Behn Meyer does not engage in lobbying activities related to laws or regulations affecting the chemical industry.

Recognising that communities are the pillar of society and the source of talent, we take pride in the fact that 98.3% of our employees are from the local community. By investing in communities, we secure a sustainable future workforce, create job opportunities, reduce environmental risks and contribute to overall community welfare. The company's commitment to local talent is demonstrated by maintaining a standard entry-level wage for permanent, full-time employees at 1.19 times the applicable legal minimum wage across our locations. Furthermore, while sourcing practices vary across product lines, we place a strong emphasis on sourcing agricultural products locally as this boosts the communities we are present in.

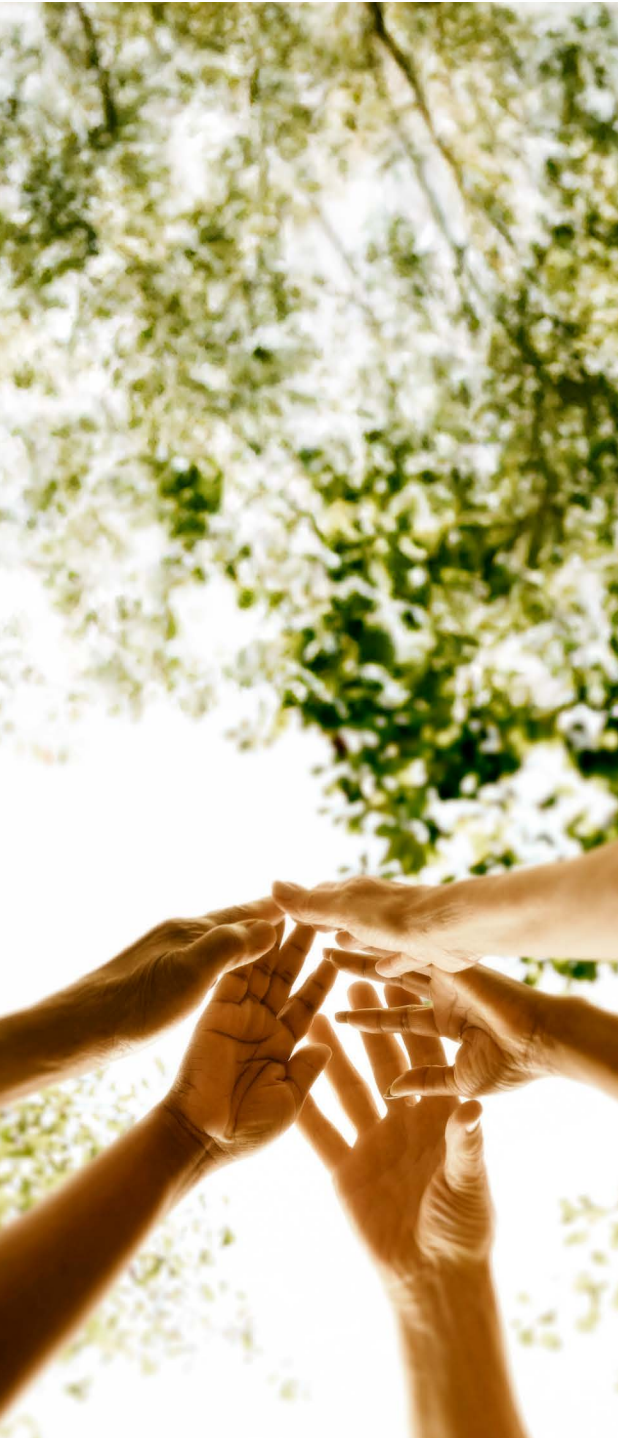
To address concerns raised by community leaders, we actively encourage local residents to visit our facilities, observe safety measures and assess the company's environmental safeguards. This open-door policy allows Plant Managers to engage directly with the community, addressing any concerns related to operations.

Our Operations teams actively lead efforts to identify and implement social programmes that meet the specific needs of the communities local to us, engaging in ongoing dialogue with stakeholders to better understand their needs and support the development of local infrastructure and services. Our key objectives revolve around enhancing water and food accessibility, capacity building and education support. The following are examples of initiatives we supported in 2024. Behn Meyer Indonesia provided a solar-powered water pump in Naisau, East Nusa Tenggara, which supplies 35 m<sup>3</sup> of water daily for community use. Behn Meyer Vietnam sponsored a solar power system for a school in Nghe An province, a water filtration system in Ca Mau and planted trees in Ho Chi Minh City. The Behn Meyer Foundation offers scholarships to children in local communities. Additionally, the company logged a total of 1,854 hours of staff volunteering at local community corporate volunteering events in 2024.

In 2024, Behn Meyer made monetary donations of over USD 39,000 to various local initiatives. These contributions were complemented by in-kind or pro bono efforts, including training for farmers transitioning to fertigation in Malaysia and donating IT equipment to a community in need in Thailand.

Behn Meyer also maintains ongoing collaborations with local authorities, non-governmental organisations and research institutions, further bolstering our support for education, training, renewable energy and water conservation.





## Collective Bargaining and Social Dialogue

### Freedom of Association

We fully support employee rights to form and join unions, establish work councils and engage in collective bargaining. To prioritise the wellbeing of unionised employees, Behn Meyer collaborates with collective bargaining associations. We do not discriminate against labour union representatives and ensure they have complete access to the workplace. Currently, 52.7% of our workforce has formal agreements with local trade unions or workers' unions, which address key areas such as health and safety and human rights.

In Thailand, we receive regular updates from the Employers' Confederation of Thailand regarding the Thai Labour Code and engage in discussions on revisions to employment contracts. Furthermore, our partnership with the Vietnam General Confederation of Labour has strengthened our relationship with unionised workers in Vietnam, bringing about benefits such as a complimentary monthly breakfast for unionised employees. These proactive collaborations with recognised labour organisations aimed at safeguarding employee welfare contributed to Behn Meyer having no labour-related violations or fines in 2024.

### Collective Agreement

Employees who are members of trade unions or employee organisations are protected by the provisions established in collective bargaining agreements. These agreements comprehensively cover various aspects of working and employment conditions, including wages, working hours, vacation days, diversity and protection against discrimination and harassment. The clear, written nature of these agreements ensures the protection of employee rights and interests.

We ensure strict compliance with all legal and regulatory requirements in any agreement made between the company and employee representatives. This guarantees the terms and conditions of the collective agreement are fully in line with established regulations. Currently, 47% of our workforce, including both contracted and non-contracted employees, is covered by the protective scope of collective bargaining agreements.

### Grievance Mechanism

Any complaints or significant concerns regarding health and safety or working conditions, including but not limited to issues such as human rights, child labour, forced labour and human trafficking, are handled through our established complaint and incident resolution procedure. Claims raised by external parties are reported to both the Country Head and Group Management. Communicating potential misconduct to Behn Meyer can be facilitated through a 24-hour emergency response provider. Alternatively, individuals can contact the relevant Country Head to report any concerns or grievances.

This grievance mechanism has been effectively communicated to all stakeholders and support is provided for individuals who may face specific barriers, such as language differences. Non-retaliation measures are in place to protect those who use the grievance mechanism and steps are taken to preserve the confidentiality of those submitting complaints. In 2024, no complaints related to labour practices were filed through the grievance mechanism. No fines, non-monetary sanctions or penalties were incurred in 2024 for labour-related violations or practices, including those related to employee health and safety. Additionally, no labour-related cases were submitted through dispute resolution mechanisms during this period.



# Governance

Corporate Governance Practices

Business Conduct

Business Ethics

Compliance Management

Data Privacy

Information Security

Whistleblowing Policy

Emergency and Crisis Management

Tax

Risk Management



Behn Meyer is dedicated to upholding responsible corporate governance. By complying with legal requirements, preserving core values and enhancing our reputation, we strive to ensure the long-term success of our company and build strong trust with all stakeholders. Our efforts are further bolstered by the growing integration of sustainability principles across all processes and levels of the organisation.

## Corporate Governance Practices

Behn Meyer operates under a dual governance structure comprising the Board of Management and the Supervisory Board. The Board of Management is responsible for steering the company with a strategy focused on long-term success, while the Supervisory Board provides oversight and monitoring. Additionally, a CSR Steering Committee under the Board of Directors focuses on sustainable governance and business activities, particularly in the areas of **environmental protection, social responsibility and corporate governance (ESG)**, aligning with the Board's broader responsibilities.

Our corporate governance practices extend beyond legal requirements and are rooted in our mission and shared values, which foster a respectful working environment among employees and external partners. Responsible practices at every stage of the value chain are integral to our governance approach. These principles, as outlined in our Group regulations, cover compliance, human rights, workplace fairness and respect, and are further reinforced through our Supplier Code of Conduct. We also implement various compliance management practices to ensure these standards are upheld.

## Business Conduct

The Behn Meyer Group remains steadfast in upholding our core values of honesty, courage, diligence, reliability, perseverance and gratitude. These qualities form the bedrock of our sustainable business, enabling us to pursue our goals with a focus on value creation, transparency, integrity, fairness and strict adherence to legal regulations and authorities.

In recognition of the growing global emphasis on environmental responsibility and corporate citizenship, we have introduced measures to combat corruption and fraud. Complementing our Code of Conduct, we have established our **Anti-Bribery and Corruption Policy (ABC Policy)** to address bribery and have implemented protocols for managing inappropriate activities and internal concerns. Our adherence to our Code of Conduct is essential for cultivating trust and collaboration with business partners, external service providers and suppliers, ensuring that all interactions are guided by ethical principles.

Our robust Anti-Bribery and Corruption Framework is designed to proactively prevent instances of bribery, fraud and corruption. Behn Meyer's principles and policies serve as a proactive defence against corruption, with day-to-day vigilance by our managers and employees playing a vital role. Our Code of Conduct outlines the company's expectations and provides a unified standard for ethical and lawful behaviour. Compliance with this code is mandatory for all employees and is instrumental in maintaining Behn Meyer's reputation as an employer of choice and a trusted business partner.

Under the pillars of Diverse Workforce and Culture, Compliance with Laws and Regulations, Inclusive and Responsible Workplace Practices, Equal Opportunity and Safe and Healthy Working Conditions, Behn Meyer upholds internationally recognised ethical standards. These principles ensure operational transparency, promote workplace safety and protect the company's integrity while serving the interests of both internal and external stakeholders.

Behn Meyer did not report any instances of non-compliance with laws or regulations in social or economic matters in 2024. Furthermore, the company does not make donations to political parties, politicians, or candidates for political office, reflecting our neutrality and ethical business practices.



## Business Ethics



The Behn Meyer Code of Ethics establishes fundamental principles and expectations for all business partners, including customers, material suppliers, providers of intermediate and finished products, engineering suppliers, service providers, freight forwarders and logistics companies. Regardless of location, all Behn Meyer companies and employees are required to uphold the principles outlined in the Code of Ethics to sustain long-term, trustworthy relationships.

Central to our ethical pillar is our zero-tolerance policy toward bribery. The Code of Ethics explicitly bans improper payments to government entities or private organisations across all business functions and countries we engage in activities in. Sensitive transactions, such as gifts or travel, are subject to special approval processes, i.e. employees must seek guidance or approval for actions that may be perceived as courtesies involving external stakeholders.

To avoid conflicts of interest, employees are strictly prohibited from accepting payments, gifts or entertainment from individuals or companies seeking business with Behn Meyer. Robust due diligence procedures are in place to identify and mitigate potential risks. Violations of the Code of Ethics by employees or partners, or repeated failure to implement corrective measures, may result in suspension or termination.

We acknowledge potential risks affecting downstream stakeholders and hold upstream suppliers accountable to our fair competition and anti-trust principles. Suppliers in the product supply chain must comply with accurate bookkeeping, business record-keeping and applicable local, national and international laws. Trusted suppliers are expected to implement control systems, including policies, training, monitoring and auditing, that align with the Behn Meyer Code of Ethics. Additionally, suppliers are encouraged to extend these ethical principles to their own supply chains.

We promote a culture of accountability and integrity through our comprehensive Code of Ethics, which establishes clear behavioural expectations for employees and aligns with our core values. In 2024, no violations of the Code of Ethics or incidents were reported through our whistleblower mechanism and **52.1%** of the workforce received **training on ethical business practices**.



Since 2003, the Thai Chamber of Commerce and the Board of Trade of Thailand have encouraged entrepreneurs to uphold good corporate governance principles, promoting sustainable and ethical business growth. After receiving the Outstanding Ethics Award from the Thai Chamber of Commerce in 2024, Behn Meyer Group was granted the Business Ethics Standard Test Award. Additionally, we were honoured to be selected as a member of the Thai Chamber of Commerce's Ethics Club, marking another important step in our development. These awards and honours further cement the fact that at Behn Meyer, we place great importance in making sure that the highest ethical standards are adhered to across all facets of our business operations.

## Compliance Management



**We conduct our business responsibly, ensuring full compliance with the laws and regulations of the countries we operate in. We know that upholding compliance is fundamental to achieving sustained commercial success. Compliance, for us, means that all employees act with legal integrity in their daily responsibilities. Each employee's actions directly impact the company's reputation. We maintain a zero-tolerance policy for violations of applicable laws, codes of conduct or internal policies.**

### Anti-Bribery and Corruption

We implement our ABC Policy to prevent bribery and establish a culture of integrity. This policy promotes a secure workplace environment where employees can confidently and anonymously report concerns such as corruption, conflicts of interest, fraud, money laundering and similar issues. By creating a transparent reporting framework, the policy enhances our ability to identify and address misconduct efficiently. An internal compliance management team oversees the policy's effectiveness and ensuring adherence to established guidelines and processes.

Employees are well-informed about Behn Meyer's anti-corruption policies through comprehensive training programmes offered both virtually and in-person. These sessions aim to deepen employee understanding of preventing corruption and bribery. Currently, 81% of the workforce is familiar with the company's ABC Policy and 82% of operational sites have implemented an anti-corruption management system. Regular internal audits are conducted to monitor the effectiveness of ethics and compliance control systems.

In 2024, Behn Meyer Malaysia Group of Companies achieved ISO 37001 certification for its Comprehensive **Anti-Bribery Management System (ABMS)**. A compliance committee oversees the ABMS to ensure company operations are free from any form of bribery and corruption. In 2024, there were zero confirmed incidents of corruption across the Group, reflecting the effectiveness of Behn Meyer's ethical business practices.

### Anti-Competitive Practices

We maintain a strong stance against anti-competitive behaviour, further reaffirming our compliance with all applicable laws and regulations. Adherence to these laws is a core component of our company policy and employees are encouraged to seek legal counsel if they have questions about potential anti-competitive actions.

To enhance awareness and proactively prevent anti-competitive practices, we conduct educational programmes for our employees. Management provides specific guidance to relevant employees on maintaining appropriate interactions with competitors to avoid any form of collusion.

In 2024, there were no pending or concluded legal proceedings involving Behn Meyer related to anti-competitive behaviour, anti-trust violations or breaches of monopoly regulations. This demonstrates the company's focus to ethical and lawful business practices.

### Anti-Money Laundering

Behn Meyer prioritises ethical and transparent relationships with our colleagues, customers and business partners. This focus is the crux of our stringent **anti-money laundering (AML)** practices, designed to prevent the concealment of the origin, ownership or destination of funds obtained through illegal or dishonest means.

By integrating these practices into our operations, we ensure illicitly acquired funds are not legitimised or introduced into lawful economic activities. These measures reinforce our efforts to maintain ethical conduct and uphold the highest standards in our dealings with stakeholders. Notably, no money laundering incidents were reported in 2024.





**In 2024, 41% of our locations had an internal audit system or third-party due diligence programme to oversee business ethics.**

## Due Diligence

As a vital element of Behn Meyer's governance framework, **Heads of Departments (HoDs)** carry out due diligence to ensure the selection of appropriate business partners. For significant and/or long-term projects, this due diligence process includes:

Verifying that business associates implement effective anti-bribery and corruption controls

Conducting oversight and regular monitoring by our internal procurement personnel

Guaranteeing the procurement process is conducted with efficiency, transparency and impartiality

Excluding individuals or entities with conflicts of interest from the selection process

Ensuring there are no prior convictions or allegations of bribery or corruption involving the candidate or business

All engagements with external entities — including supervisory authorities, business partners and customers — must uphold transparency and remain free from external influences. Relevant business functions within Behn Meyer perform ongoing monitoring of business partners, transactions and projects to identify and mitigate potential bribery and corruption risk.

At Behn Meyer's discretion, business partners may be subjected to inspections, audits, risk assessments and due diligence reviews. These evaluations apply to both before and after the formal agreements are finalised. Business partners are required to fully cooperate with any such assessments conducted by Behn Meyer or an appointed third party.

## Environmental Compliance

Environmental compliance audits evaluate an organisation's adherence to environmental laws and regulations, along with potential liabilities associated with non-compliance. These audits typically involve examining operations, waste management practices, compliance with permitting requirements, regulatory reporting and the proper handling of chemicals and hazardous materials, including discharges into air, land or water. Conducted at operational facilities, these audits help verify the effectiveness of environmental management systems, identify deficiencies and implement corrective measures to improve environmental performance.

In our efforts to champion environmental sustainability, 70% of our manufacturing sites across the various countries we operate in have adopted the Environmental Management System (ISO 14001:2015). Audit findings have acknowledged the strong awareness and understanding of environmental sustainability demonstrated by our employees in these countries. Additionally, Behn Meyer Thailand has held the Level 3 Green Industry Certification from Thailand's Ministry of Industry since 2022, in recognition of the company's endeavours in better resource efficiency, cleaner production and sustainable practices. Further to spotlighting our contribution to environmental protection, this certification also opens more doors for new business opportunities.

## Data Privacy

In today's interconnected world, data holds immense value, both financially and strategically. As global accessibility grows, so does the need for robust security measures to protect personal information. At Behn Meyer, safeguarding the personal data of all stakeholders — employees, business partners, suppliers and customers — is a top priority.

Given the absence of a universally binding data privacy law, legal requirements vary significantly across countries. To address this disparity, Behn Meyer has adopted a standardised, Group-wide approach to data privacy. This ensures personal data is adequately protected while supporting efficient business operations across all the regions we operate in.

The Group Regulation on Data Privacy, approved by the Board of Directors, establishes minimum requirements for handling personal data within the Behn Meyer Group to preserve individual privacy and prevent data misuse. Recognising the risks and potential harm associated with unlawful data processing, we have implemented a framework designed to minimise these threats.

Our data privacy management system encompasses the entire data life cycle — from collection and transfer to analysis, storage and deletion. Key elements of this system include maintaining a processing registry, managing data breaches, addressing enquiries from affected individuals and mitigating risks. These measures are reinforced through mandatory training, systematic guidance and technology-driven monitoring to ensure compliance with regulations.

As part of this initiative, all new employees are required to complete a comprehensive training programme covering the basics of data privacy, principles for handling personal data throughout its life cycle, individual rights and appropriate responses to data privacy violations.

We have adopted a comprehensive privacy policy that outlines our practices regarding the collection, processing, use and disclosure of personal information, while also highlighting individual privacy rights. This policy requires data controllers, including the company itself and our employees, to meet specific obligations related to handling personal data, as non-compliance can lead to legal repercussions. Employees are responsible for informing customers about key aspects of this policy such as the collection, storage and transfer of personal data to third parties. In 2024, there were no verified complaints of customer privacy breaches or data loss.

Furthermore, we acknowledge the importance of individual privacy and continue to safeguard personal information in line with the EU **General Data Protection Regulation (GDPR)** and other relevant privacy laws, including the **Personal Data Protection Act (PDPA)** where applicable.

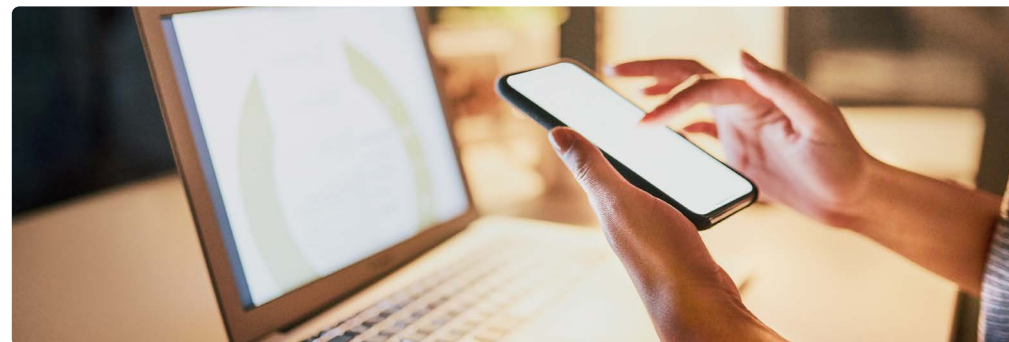
## Information Security

As a company that sets high standards in data protection and cybersecurity, Behn Meyer has invested in advanced security technologies and established clear protocols to ensure the secure management of sensitive information. By focusing on robust cybersecurity measures, we aim to protect stakeholder interests and defend against cyber threats.

Our **information technology (IT)** security guidelines highlight the importance of employee responsibility in handling company data and confidential information, emphasising the need for privacy precautions. Our IT team works diligently to ensure the confidentiality of customer data, with no breaches reported in 2024. Regular awareness training is conducted to enhance employee understanding of cybersecurity issues, while control process audits are carried out to prevent breaches and evaluate the effectiveness of security systems. Any non-compliance with IT security guidelines must be reported to the relevant department head and is treated with the utmost seriousness. Disciplinary actions, including termination, may be taken in cases of non-compliance.

To safeguard third-party data, we have adopted enhanced internal controls that restrict unauthorised access to both physical and digital environments. A formal records retention schedule specifies the duration for retaining various types of third-party data. These stringent measures contributed to zero reported information security incidents in 2024, illustrating the effectiveness of our approach to protecting data and mitigating risk.

## Whistleblowing Policy



Behn Meyer's Whistleblowing Policy is applicable to employees, directors, business partners and customers. Members of the public are also encouraged — and in some cases required — to use the designated whistleblowing channels to report any suspected, actual or attempted misconduct within the organisation. This mechanism enables the reporting of concerns such as corruption, bribery, anti-competitive practices and information security issues.

The policy ensures that dedicated reporting channels maintain confidentiality and protect whistleblowers from any form of retaliation. There were no reports submitted through the whistleblowing procedure in 2024.



## Emergency and Crisis Management

Whether in offices, production facilities or while traveling internationally, ensuring a safe and secure working environment for all our employees is important for Behn Meyer. In emergencies or crisis situations, the safety of our employees, facilities, sites and neighbouring communities is of the highest importance.

To prepare for unexpected events, we have taken measures at both global and local level, using standardised criteria to assess and manage incidents. Local safety, security and crisis teams or designated emergency response teams, are primarily responsible for addressing such situations. Clearly defined responsibilities and procedures have been established at each site and country level to ensure a structured response.

Personnel involved in crisis management receive specialised training to effectively handle emergencies. Depending on the nature and scale of the situation, we are prepared to collaborate with business partners, local authorities and neighbouring organisations. For significant incidents with widespread impact, the Corporate Crisis Team takes over, coordinating efforts and steering crisis management to efficiently and safely restore operations.

Our crisis management system is designed to establish organisational and procedural readiness to prevent or mitigate crises. It also facilitates a swift return to normal business operations following an incident, ensuring minimal disruption and continued safety.

## Tax

At Behn Meyer, our tax management approach is grounded in the principle of paying taxes owed in each country based on statutory regulations established by local governments. We maintain cooperative relationships with tax authorities, uphold high standards of transparency and verifiable compliance. We also ensure our tax considerations are consistent with our business operations, processes and requirements. Importantly, we have a strict policy against any form of rule violations or tax fraud.

Paying taxes in full and in accordance with legal requirements is a core element of our CSR. The taxes we pay contribute significantly to funding social and economic activities in the countries we conduct our business in. We strictly comply with all applicable tax laws and regulations, ensuring adherence to requirements for tax payment, documentation, disclosure and auditing.

## Risk Management

Risk management is a fundamental aspect of Behn Meyer's corporate strategy as an international life sciences enterprise. Our operations are exposed to various internal and external factors that could significantly impact our financial and non-financial objectives. Opportunities are defined as positive deviations from projected or target outcomes, while risks represent negative deviations. Additionally, our risk assessment process includes evaluating potential adverse effects on people and the environment arising from our activities.

We trust that effective risk management is essential for the sustainable growth and long-term success of our business. By addressing risks and opportunities across all sectors, we strive to align our actions with the interests and aspirations of our stakeholders.

To identify and manage risk, we employ a comprehensive approach that includes sustainable materiality assessments, stakeholder engagement and enterprise risk management. We utilise an integrated risk management framework at the corporate level with regulatory compliance as one of our top priorities. Operational business units and enabling functions, guided by designated risk owners, are responsible for identifying, assessing, addressing and reporting risks.

Risk communication within the organisation ensures timely identification and mitigation of potential issues. Once identified, risks are assessed both quantitatively and qualitatively. Quantitative evaluation focuses on potential financial impacts, while qualitative assessment considers strategic implications, reputational effects, stakeholder confidence and potential harm to people or the environment.



The Board of Directors holds overall responsibility for maintaining an effective risk management system. At least once a year, the Board evaluates the system's appropriateness and effectiveness. These regular reviews by the Board of Directors and Risk Management Committees ensure the system remains robust and aligned with organisational needs.

## ESG-related Risk Identification and Mitigation

Landscape Risks		Risk Mitigation: Opportunities and Measures
 <b>Climate Change</b>	The persistent impact of climate change is felt across businesses worldwide, with severe consequences for the broader population. The risks linked to changing climate patterns include extreme weather events, health threats, flooding and the spread of pandemics. These events cause disruptions in supply chains, rising energy costs, water scarcity and challenges to affordability, which can undermine business operations and long-term stability.	We invest in innovative technologies that can reduce our environmental footprint. We continuously strive to adapt to and actively address the challenges posed by climate change. To succeed in a low-carbon future, it is crucial to follow official guidelines and adapt consistently. As awareness and transparency regarding environmental issues grow, our leadership in sustainability enhances the appeal of our products, giving us a competitive advantage and ensuring future market growth.
 <b>Supply Chain Risks</b>	Managing risks within a business can potentially involve significant cost increases and disruptions in the supply chain, which could result in interruptions to business continuity. Most supply chain risks fall into four primary categories: economic, environmental, political and ethical, all of which have the potential to impact day-to-day operations and long-term success.	We take a proactive approach to managing these risks by implementing Supplier Sustainability Guidelines that set strict standards for responsible sourcing across the supply chain. To ensure suppliers comply with our expectations regarding health, safety, environmental responsibility and ethical employment practices, all suppliers are required to sign a Supplier Code of Conduct. This code provides clear and comprehensive guidelines for vendors and suppliers. Additionally, we conduct sustainability performance assessments, evaluating the environmental and social risks of our top suppliers to further mitigate potential impacts.
 <b>Environmental Regulatory Risks</b>	Stringent environmental regulations, often driven by resource shortages and limited raw materials, can place restrictions on manufacturing output. These policies may lead to the closure of smaller suppliers, and in some cases, unexpected supplier shutdowns can happen due to spot inspections, potentially disrupting supply chains.	We take a proactive approach by closely monitoring environmental performance indicators and staying alert to ecological regulatory risks. This vigilant stance allows for continuous improvement in environmental performance and ensures full compliance with relevant regulations, minimising the risk of disruptions and maintaining smooth operations.
 <b>Information Security Risks</b>	Compromised information and security incidents pose a significant risk to business operations, potentially leading to disruptions and severe reputational damage. The growing threat of cyberattacks, data breaches and other security vulnerabilities could undermine trust and affect the integrity of sensitive information.	We have implemented robust measures to strengthen IT security, including significant investments in IT security infrastructure and compliance. These proactive steps are aimed at mitigating risks and ensuring the ongoing protection of valuable data, while maintaining business continuity and safeguarding our reputation.
 <b>Community Risks</b>	Communities located near our operations face significant socio-economic challenges while striving to preserve their rich cultural heritage. A potential risk to our business operations and reputation arises from a lack of understanding of this complex dynamic within these communities, as well as a failure to nurture and maintain positive, harmonious relationships with them.	We work closely with local communities to develop scalable solutions that address their development needs. Each year, the company invests in proven programmes that support health, education, livelihood generation and access to basic amenities. Additionally, we engage with these communities to promote cultural and ethnic diversity. We recognise and respect the cultural differences at our operating locations and focus on building relationships that honour and celebrate the unique history, culture and ethnic identity of the communities we work alongside.
 <b>Safety Risks</b>	The physical and mental health, safety and overall wellbeing of our employees are of utmost importance to us. Failure to enforce proper health and safety measures could lead to governmental fines and disruptions in our operations, potentially jeopardising both employee welfare and business continuity.	We prioritise the safety, health and wellness of our employees through our comprehensive safety management system. This system includes mechanisms and procedures designed to identify, assess and mitigate risks. Our health and safety policies and assessment processes are continuously improved to ensure they meet evolving standards. By working closely with local country leads, we ensure employee working conditions are in full compliance with national regulations and guidelines.
 <b>Reputational Risks</b>	Greenwashing remains a significant concern for regulators, governments and industries alike. The risk of unintentionally engaging in greenwashing practices is particularly relevant for us, especially in the absence of strong governance and oversight throughout the value chain. This vulnerability could harm our credibility and reputation.	To address and mitigate this risk, we have established stringent disclosure requirements for ESG reporting, aimed at preventing greenwashing practices. In addition, we ensure that our climate strategies and net-zero commitments are aligned with science-based targets. This approach helps minimise the risk of greenwashing and reinforces our sustainability efforts.
 <b>Value Chain Workers Risks</b>	Value chain workers face several risks, including labour rights violations, supply chain disruptions, technological displacement and economic downturns. Labour rights violations, such as poor working conditions and low wages, are a significant concern. Additionally, disruptions from natural disasters or political instability can destabilise the supply chain and threaten job security. The increasing automation of processes also poses a risk to manual labour jobs, potentially leading to unemployment or the need for extensive reskilling efforts.	By upholding fair labour practices, such as ensuring fair wages and safe working conditions, we take care of the wellbeing of our value chain workers while maintaining our reputation as an employer. We send our employees to skills development and training programmes to boost their employability and bolster their personal and professional growth. We also incorporate inclusive business models that involve workers in decision-making and profit-sharing, creating a sense of ownership and empowerment. Furthermore, through community development initiatives, such as building local school facilities, we contribute to the overall welfare of both our workers and their communities.



# Sustainable Supply Chain

Product Stewardship  
Customer Engagement  
Digital Transformation  
Sustainable Logistics  
Procurement



**We take full responsibility for our products, from personal care items to agricultural solutions, ensuring they are of the highest quality and contribute to improving lives. This means their development, production and disposal must not harm people or the environment. We do this by strictly adhering to global regulations and laws while embracing sustainable supply chain practices.**

## Product Stewardship

At Behn Meyer, product stewardship means ensuring our products meet the highest quality standards and are safe for people and the environment when used as intended. We not only focus on the desired properties of substances and products but also carefully consider potential risks to people and the environment. We go beyond compliance and adherence to minimum legal requirements with voluntary commitments and robust internal standards across various areas. We have established comprehensive management systems to meet regulatory and voluntary product stewardship requirements. These efforts are driven by our focus on product innovation, research and development, sustainability, health and environment initiatives and the quality functions of our divisions.

To support diverse stakeholders in achieving higher environmental, safety and quality standards throughout the value chain, we consistently invest in innovation that drives the development of sustainable products. Through the incorporation of precautionary measures during the design and procurement stages, we positively influence the entire value chain, reducing impacts on consumers and end-users.

Noting that customers and stakeholders seek a comprehensive support system to meet their goals, we have significantly broadened our responsibilities, enhancing support for customers while maintaining product administration as a core element of our sustainability framework. This expanded scope includes solutions that empower downstream stakeholders to make informed decisions, from product selection to process optimisation, ensuring dependable and sustainable outcomes.

### Responsible Products

At Behn Meyer, we manage our chemical products with the utmost responsibility, following extensive statutory regulations governing the chemical substances involved in our manufacturing processes. All chemicals are handled in compliance with regional chemical regulations to ensure safety and accountability throughout their lifecycle.

Our chemical divisions, including Behn Meyer Chemicals Thailand and Performance Additives, actively support industry standards and participate in the Responsible Care® programme, a chemical industry initiative aimed at improving the sustainability and performance of chemical products and operations.

### REACH Compliance

The safety of the environment and public health is a top priority for Behn Meyer. We strictly adhere to chemical regulations, such as the [Registration, Evaluation, Authorisation and Restriction of Chemicals \(REACH\)](#), which enhance the protection of human health and the environment. These regulations enable early and accurate identification of the properties of chemical substances.

To meet these obligations, we prepare comprehensive registration dossiers and conduct thorough risk assessments for registered substances. The [ECHA](#) reviews these dossiers and we address any ambiguities by revising submissions and conducting additional tests as required. We are steadfast in fulfilling these requirements, ensuring the highest standards of safety and environmental protection.

### Information on Substances and Products

We prepare safety data sheets for all the chemical substances we handle, whether legally required or not. These sheets serve as critical communication tools for professional users, providing detailed information on the properties of substances and guidance for their safe use. Additionally, we provide technical information for professional applications and ensure all our products are packaged with clear and accurate safety and usage instructions.

### Animal Welfare

While animal studies are sometimes legally required to assess the safety and efficacy of products, Behn Meyer does not currently engage in the use of lab animals. We respect all legal requirements regarding animal welfare and ensure full compliance with regulatory authorities.

### Protection Against Product Counterfeiting

The rise of e-commerce has amplified the global challenge of product counterfeiting. Behn Meyer takes strong and effective measures to prevent counterfeiting, ensuring that customers receive safe and genuine products. These efforts protect consumers, lessen potential financial losses and safeguard the company's reputation.



## Quality Management

As a company that produces reliable products that meet high ecological standards, we prioritise environmental sustainability and human safety. The core goal of our quality management policy is to ensure our products consistently meet stringent quality criteria, offering customers and end-users a safe and dependable experience.

Our facilities comply with globally recognised quality management systems, such as ISO 9001 and follow **Good Hygiene Practices (GHP)** at specific operating locations. Our internal quality management system is a comprehensive framework designed to achieve excellence in product quality, strengthening our leadership in maintaining top-tier industry standards. It incorporates robust risk management controls, helping to reduce vulnerabilities across our business operations.

## Sustainable Consumption in Value Chain

Behn Meyer's integrated business approach relies on the collaboration and expertise of our divisions, all working toward a common goal: identifying and addressing environmental, health and safety risks throughout the entire lifecycle of our products. Acknowledging that the indirect impacts of our products can sometimes surpass those of our internal operations, sustainability is a priority during the early stages of product design and sourcing. This approach ensures our customers can access products and services that align with their values, benefiting the environment, communities and workers alike. To promote sustainable consumption among our customers, we regularly organise technical updates and knowledge-sharing sessions with our partners. These initiatives help drive sustainable practices throughout the entire value chain.

## Product and Marketing Compliance

Product compliance at Behn Meyer means ensuring our products meet the highest quality standards and are safe for people and the environment when used responsibly. Alongside considering the desired properties of substances and products, we also evaluate potential risks to health and the environment. Voluntarily implementing additional measures and internal standards beyond the legal requirements is another means of achieving robust product compliance. We have developed comprehensive directives and management systems to address both regulatory and voluntary compliance requirements. In 2024, we maintained our impeccable record with no fines, penalties or warnings for health and safety violations, product usage, service information, or labelling. Furthermore, there were no instances of non-compliance with regulations or voluntary codes related to marketing communications, recruitment, promotion or sponsorship activities.

## Product Monitoring

We provide customers with detailed, transparent and reliable information about our products and services, in line with our Group Code of Business Ethics. Customers can reach us through various communication channels, including direct contact with sales representatives and local offices, the contact information for which is available on [our website](#). These channels allow users to make enquiries, submit complaints or report any incidents related to our products and services, ensuring consistent communication and support.



## Customer Engagement

### Customer Health and Safety



The most effective way to lessen the impact of a product's lifecycle is to ensure safety and compliance from the very beginning. As a way of providing safer products to our customers we systematically evaluate all products and services for potential health and safety risks and actively identify opportunities for improvement. In full compliance with regulations, **Product Safety Data Sheets (PSDS)** are readily accessible to customers and there have been no reported violations in this regard. In 2024, there were no incidents involving customer health and safety, nor were there any product recalls related to end-of-life procedures.

Approximately 74.4% of our customers are familiar with the designated channels for addressing grievances related to our products or services. For chemical emergencies, we collaborate with **CHEMTREC®**, which provides a 24-hour emergency hotline. The hotline number is prominently displayed on all branded SDS. In our Vietnam Animal Nutrition division, rigorous inspections are conducted and meticulously documented to guarantee the accuracy and reliability of spray systems, with our team always available to promptly respond to customer enquiries or requests.

As we deeply value customer feedback, we conduct an annual customer survey that covers sustainability, products, services and health and safety, enabling our stakeholders to share their opinions openly. In 2024, customer satisfaction with Behn Meyer's products and services reached an impressive 89.4%, reflecting our dedication to quality and service excellence.

As sustainability initiatives extend across our supply chain, 63.0% of our customers are now aware of our sustainability strategy, while 60.4% are familiar with the company's long-term sustainability goals. We aim to continue collaborating with our customers to drive sustainable product development, ensuring shared progress toward a greener future.

### Reliable Services and Market Engagement

Behn Meyer is proud to maintain its position as a leading player in the chemical distribution market for the Asia-Pacific region. This achievement was highlighted in a [special report](#) in the May 2024 issue of ICIS Chemical Business magazine. According to their top chemical company rankings, the Behn Meyer Group is in 16<sup>th</sup> place in Asia-Pacific, with total sales of USD 774.96 million in 2023. On a global scale, the Behn Meyer Group ranked 32<sup>nd</sup>, with sales reaching USD 850 million. The company's rankings in Europe and North America stood at 101<sup>st</sup> and 122<sup>nd</sup>, respectively.

Beyond our impressive market rankings, we continue to excel in customer service and market engagement. Our success stems from our customer-centric approach that concentrates on personalised services, prompt responses and tailored solutions to meet the unique requirements of our diverse clientele. This focus on building strong connections with customers and stakeholders reinforces our reputation as a reliable partner in the industry.

Behn Meyer's engagement with the market extends beyond sales figures, it involves incorporating strategic initiatives that adapt to changing market dynamics. This includes collaborating with customers, fostering long-term relationships with various stakeholders and staying attuned to industry trends. By actively listening to our customers and aligning with their evolving needs, we ensure a proactive and innovative approach to market engagement.

The exceptional service and strategic collaboration we offer solidifies our standing as a comprehensive and dependable partner in the chemical distribution landscape. Given the dynamic market environment we manoeuvre, our focus on providing value-added services and cultivating enduring customer relationships is a linchpin of our success.

#### Marketing & Sales

Behn Meyer engages in ethical marketing and sales practices that comply with external regulations and industry codes. This includes adherence to global, regional and local laws governing advertising and marketing activities, as well as the protection of customer and consumer data.

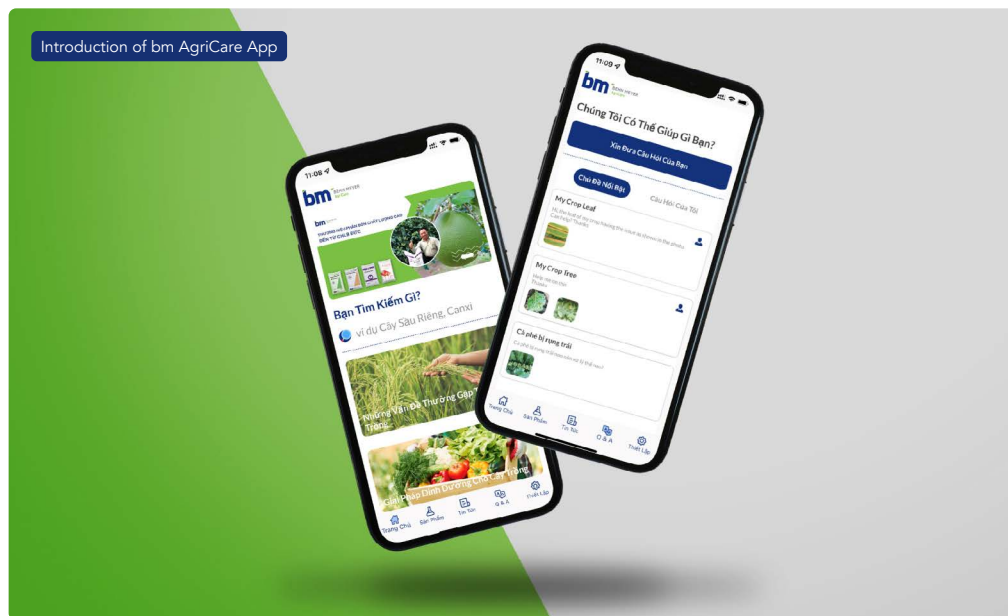


## Digital Transformation

Digitalisation plays a pivotal role in Behn Meyer's strategy to foster sustainable value creation and innovation. As part of this initiative, we are developing a [customer e-portal](#) designed to enhance engagement and highlight the sustainable features of our products. This platform provides our customers with seamless access to high-quality technical knowledge and showcases the unique value-added benefits we offer. By facilitating direct connections with our technical experts, the e-portal aims to accelerate innovation and reduce time-to-market for new solutions.

The platform is also designed to spotlight our latest advancements in sustainability, highlight product portfolios, provide comprehensive regulatory information and certifications and offer product samples. This digital approach ensures that our customers have a one-stop resource to meet their needs efficiently and effectively.

In addition, Behn Meyer's AgriCare business unit has introduced the bm AgriCare app, a mobile **"crop doctor"** designed to assist farmers in diagnosing and addressing crop issues. The app allows users to self-assess crop health by uploading images of affected plants and offers corrective recommendations based on the problem identified. Furthermore, it connects users with Behn Meyer's agronomist experts, who provide professional guidance on fertilizing, weeding, spraying and harvesting crops sustainably.



Through active customer communication and innovative digital tools, we strive to support customers in making environmentally conscious product choices, contributing to a more sustainable agricultural future.

## Sustainable Logistics



Ensuring the safe transportation of chemicals is paramount, as mishandling can lead to spillage, posing risks to human health, safety and the environment. We take multiple precautionary measures to mitigate these risks and guarantee the secure and intact delivery of our products. This includes selecting experienced and licensed transportation contractors, using appropriate packaging to protect products during transit and applying warning labels that comply with the [United Nations Globally Harmonised System of Classification and Labelling of Chemicals \(GHS\)](#).

To enhance logistical efficiency and reduce costs, we have implemented various transportation optimisation strategies. A key initiative is shipping consolidation, which streamlines the shipping process and reduces overall transportation expenses. Moreover, warehousing services are integral to this effort, with advanced technologies like automatic container loading systems boosting loading efficiency and significantly cutting labour costs.

Preventive maintenance practices are in place to ensure the reliability and longevity of transportation assets, reducing the risk of unexpected breakdowns and associated costs. At Behn Meyer Thailand, we have adopted innovative solutions such as smart racking systems from Intracare (an entity under the Behn Meyer Group) and mobile racking solutions, which increase storage density and maximise warehouse capacity with the overall aim of optimising storage space. Other than being cost-effective, these transportation optimisation measures also represent strategic investments in the sustainability and efficiency of the supply chain.

To amplify our sustainability efforts, we strategically position our distribution centres and local warehouses near producer clusters. This proximity diminishes the need for multiple partial truckload trips, thereby lowering transportation-related emissions. By optimising distribution networks in alignment with circular economy principles, we reduce environmental impact, use resources efficiently and contribute to a low-impact supply chain.

## Procurement



Our approach to sustainable procurement includes comprehensive qualitative and quantitative evaluations of our suppliers. Our processes are aligned with ambitious ethical, social and environmental principles, which we expect our suppliers to adopt and uphold. At every stage of our supply chain management, we actively support our suppliers by emphasising responsiveness, equity, fairness and efficiency, while maintaining transparency and accountability to safeguard the interests of all our stakeholders.

Ultimately, our goal is to build a sustainable supply chain free from environmental, social or governance risks. By consistently engaging with our stakeholders and seeking innovative growth opportunities, we position ourselves as a forward-thinking organisation that prioritises collaborations with business partners who share our sustainability vision. We require these business partners to adhere to strict requirements in order to mitigate risks and expand the Group's influence as a unified and sustainable entity.

To achieve our goal of a sustainable supply chain, we have implemented comprehensive supply chain management guidelines that integrate ESG standards into our procurement processes. These include our Supplier Code of Conduct, Supplier Sustainability Guidelines, Supplier Sustainability Performance Assessments, Supplier CSR Risk Assessments, Audits and Corrective Action Plans. In 2024, no suppliers were terminated due to significant actual or potential negative environmental or social impacts, while eight audited or assessed suppliers undertook corrective actions or capacity-building initiatives.

We actively guide our partners and suppliers to provide non-hazardous products while simultaneously enhancing their positive social impact on a global scale.

### Procurement Professional Training

We organise tailored educational programmes for our procurement professionals who are responsible for making purchasing decisions on behalf of the company. These individuals are carefully selected from various business units, each of which integrates sustainability into its specific processes. These programmes aim to equip our procurement professionals with a thorough understanding of current social and environmental challenges and the tools needed to enhance the value of the procurement process.

Our training also focuses on enabling professionals to effectively identify and address significant supply chain risks, such as modern-day slavery, human trafficking and other ethical concerns. Ability to meet our sustainable procurement goals are key considerations when selecting and evaluating suppliers. Our preferred suppliers are those demonstrating strong environmental and social performance, making assessment of supplier CSR performance a necessary step in supplier selection.

We have also integrated sustainable procurement goals into buyer performance evaluations to further embed sustainability into our operations. These evaluations measure adherence to ethical sourcing guidelines, contributions to environmental objectives and other key metrics. This approach ensures alignment with our sustainability targets and encourages a culture of responsible procurement, empowering our procurement professionals to actively contribute to organisational continuity.

We advocate knowledge-sharing and dialogue among our procurement teams through open discussions on sustainability topics. These dialogues provide opportunities for employees to expand their knowledge, seek guidance and engage with key issues related to responsible procurement practices.

### Sustainability Supplier Awareness

Our **Supplier Code of Conduct (SCoC)**, which addresses ethics, human rights, employee relations, health and safety, environmental protection, quality, corporate governance and management systems, forms the basis of our sustainability requirements. Complaints or compliance violations can be reported anonymously via a central, globally accessible compliance channel established internally. We also expect our suppliers to provide adequate mechanisms for their stakeholders to report grievances.

Our SCoC is a critical factor in the selection and evaluation of suppliers across the Behn Meyer Group. Furthermore, our standard supply contracts include a clause for compliance with the sustainability requirements outlined in the SCoC. This clause has been incorporated into all contracts up for renewal.

In addition to contractual requirements, we take a proactive approach to raising awareness about sustainability expectations, particularly among our strategically important suppliers. By practicing open communication and providing clear guidelines, we ensure our suppliers understand and align with our sustainability principles, supporting a collaborative effort toward responsible and sustainable supply chain management.



## Supplier Sustainability Guidelines

Behn Meyer notes that the supply chain is a significant factor in the environmental impact of our operations. We embrace our responsibility to reduce our environmental footprint throughout the supply chain by adhering to robust supplier policies and sustainability guidelines that stress sustainable sourcing.

Our Supplier Sustainability Guidelines outline the minimum ESG standards we expect from our suppliers. These guidelines provide clear criteria for evaluating compliance and highlight the mutual benefits of adherence. They act as a collaboration framework between us and our suppliers, covering responsible business practices, labour standards, human rights, environmental stewardship and sustainable sourcing of natural materials. We continuously refine these processes to meet evolving regulations and obligations. Our sustainable procurement initiatives span across all our suppliers and operations. According to our 2024 Supplier Survey, 85.2% of targeted suppliers endorsed our SCoC, while 83.4% acknowledged our Supplier Sustainability Guidelines.

## Supplier Diversity

At Behn Meyer, we do our best to champion diversity within the global supply chain by actively seeking out and supporting businesses owned and operated by underrepresented groups. We ensure inclusivity when sourcing goods and services, intentionally considering women-owned businesses, minority-owned enterprises, disability-owned ventures and other businesses representing vulnerable groups within the supply chain. By adopting a fair, transparent and non-discriminatory approach to supplier selection, we aim to expand supplier diversity and contribute to a more resilient and inclusive business ecosystem.

## Human Rights In The Supply Chain

Respect for human rights throughout the supply chain is a cornerstone of our sustainability strategy, with procurement playing a pivotal role in implementing the necessary measures. We provide targeted training for our procurement employees and suppliers on respecting human rights within the supply chain.

We have also reinforced our procurement category strategies, integrating responsible purchasing practices to enhance compliance and improve our procurement processes. These measures ensure we maintain our commitment to human rights and align our operations with global standards for ethical and sustainable supply chain management.

## Supplier Sustainability Performance Assessment

We embed sustainability into our supplier management practices to ensure alignment with environmental, social and ethical standards. To achieve this alignment, we require selected suppliers to conduct annual sustainability assessments to ensure adherence to legal and industry-specific standards in labour, health, safety and the environment. These assessments involve completing a detailed questionnaire that addresses the three pillars of sustainability — Environment, Social and Governance. The questionnaire evaluates various aspects of their business such as labour standards, health and safety practices, environmental stewardship and ethical business conduct.

Supplier sustainability performance is assessed as part of our supplier selection process. In 2024, 69.5% of targeted suppliers completed the sustainability assessment, with those excelling in environmental and social criteria receiving incentives from Behn Meyer such as preferred supplier programme and access to Requests for Proposals (RFPs).

Our efforts to reduce our Scope 3 emissions focus on understanding our current emission profiles and collaborating with our suppliers to calculate and reduce emissions (please refer to details in [“Greenhouse Gas Emissions”](#) section). In 2024, 23.8% of surveyed suppliers took part in GHG emission calculation practices. Additionally, 29.5% of surveyed suppliers established or expressed willingness to set GHG emission reduction targets, while 10.3% conducted Life Cycle Assessments (LCAs) or provided environmental product declarations to evaluate the carbon footprint of the materials they supplied to us.

## Supplier CSR Risk Assessment and Mitigation

We adopt a comprehensive approach to sustainability through a rigorous Supplier CSR Risk Assessment. Responses to our Supplier Sustainability Performance Assessments are reviewed through a robust framework that classifies suppliers as high, medium or low risk. This dynamic process evaluates current responses and incorporates historical data, including previous audit results.

The risk classification considers inherent factors such as suppliers’ geographical locations and the nature of their business activities. For example, suppliers operating in regions with heightened environmental risks or industries prone to social compliance challenges are subject to additional examinations. Suppliers identified as high-risk undergo targeted risk mitigation strategies, including more frequent audits, enhanced compliance monitoring and collaborative efforts to address and resolve identified issues. This ongoing diligence ensures a resilient and sustainable supply chain for Behn Meyer.

## Audit & Corrective Action

Suppliers classified as high-risk must undergo independent external audits conducted by third-party auditors. These audits involve on-site evaluations of suppliers’ adherence to minimum labour, health, safety and environmental standards. If non-conformities are identified, suppliers must develop corrective action plans with defined timelines for implementation. Auditors verify the execution of these corrective measures and may schedule follow-up visits to confirm compliance. Suppliers are expected to comply with local regulations and Behn Meyer’s stringent requirements, including investigating the root causes of non-compliance and proposing actionable solutions.

In 2024, a total of 8 audited/assessed suppliers engaged in corrective actions or capacity building. These audits provide opportunities for further standardisation of sustainability requirements across the chemical industry. Additionally, shared and mutually recognised audit results create synergies among industry partners, pushing for better collaboration and efficiency in sustainable supply chain management.

To strengthen our monitoring capabilities, we are exploring second-tier audits utilising technology-driven solutions. These would include anonymous worker feedback collected through surveys, phone calls and proprietary applications. This proactive approach enhances accountability and ensures ongoing validation of supplier practices.

# Further Information

External Assurance Report

GRI Content Index

SDG Index

UNGC Index





# External Assurance Report



## Independent Assurance Statement

To the management and stakeholders of Behn Meyer,

TUV SUD PSB Pte Ltd (hereinafter referred to as "TUV SUD") has been engaged by Behn Meyer Group (hereinafter referred to as "Behn Meyer" or "the Company") to perform an independent third-party limited assurance engagement on Behn Meyer 2024 Sustainability Report (hereinafter referred to as "the Report"). During this engagement, TUV SUD's engagement team strictly abided by the contract signed with Behn Meyer and provided assurance regarding the Report in accordance with the provisions agreed by both parties and within the authorized scope stipulated in the contract.

This Independent Assurance Statement is based on the data and information collected by Behn Meyer and provided to TUV SUD. The scope of assurance is limited to the given information. Behn Meyer shall be held accountable for authenticity and completeness of the provided data and information.

### Scope of Engagement

Time frame of this engagement:

- The Report contains the data disclosed by Behn Meyer during the reporting period from January 1<sup>st</sup>, 2024 to December 31<sup>st</sup>, 2024, including economic, environmental and social information and data, methods for management of material issues, actions/measures and the Company's sustainability performance during the reporting period.

Physical boundary of this engagement:

- The engagement took place remotely.

Scope of data and information for the engagement:

- The scope of engagement is limited to the data and information of Behn Meyer and production, warehouse, office, and laboratory sites under its operational control covered by the Report.

The following information and data are beyond the scope of this engagement:

- Any information and contents beyond the reporting period of this Report, and
- The data and information of Behn Meyer's suppliers, partners and other third parties.

### Criteria

In preparing the Report, Behn Meyer applied the Global Reporting Initiative (GRI) Standards (hereinafter referred to as "the Criteria") as set out in the Report's GRI Content Index.

Economic	Environmental	Social
<ul style="list-style-type: none"> <li>Market Presence</li> <li>Indirect Economic Impacts</li> <li>Procurement Practices</li> <li>Anti-Corruption</li> <li>Anti-Competitive Behavior</li> </ul>	<ul style="list-style-type: none"> <li>Materials</li> <li>Energy</li> <li>Water and Effluents</li> <li>Emissions</li> <li>Waste</li> <li>Supplier Environmental Assessment</li> </ul>	<ul style="list-style-type: none"> <li>Employment</li> <li>Labour/Management Relations</li> <li>Occupational Health and Safety</li> <li>Training and Education</li> <li>Diversity and Equal Opportunity</li> <li>Non-Discrimination</li> <li>Freedom of Association and Collective Bargaining</li> <li>Child Labour</li> <li>Forced or Compulsory Labour</li> <li>Local Communities</li> <li>Supplier Social Assessment</li> <li>Customer Health and Safety</li> <li>Marketing and Labeling</li> <li>Customer Privacy</li> </ul>

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## Statement on Independence and Engagement Capability

TUV SUD is a trusted partner of choice for safety, security, and sustainability solutions. It specializes in testing, certification, auditing and advisory services. Since 1866, TUV SUD has remained committed to its purpose of enabling progress by protecting people, the environment, and assets from technology-related risks. Today, TUV SUD is present in over 1,000 locations worldwide with its headquarters in Munich, Germany. TUV SUD has been committed to sustainable development and actively promotes environmental protection related projects. Over the years, TUV SUD has been actively expanding its expertise in energy management, renewable resources, and electric automobiles, etc., helping its customers meet sustainable development needs. TUV SUD PSB Pte Ltd is one of TUV SUD's global branches and has an expert team whose members have professional background and rich industrial experiences.

TUV SUD and Behn Meyer are two entities independent of each other, and both TUV SUD and Behn Meyer and their branches or stakeholders have no conflict of interest. No member of the engagement team has business relationship with the Company. The engagement is completely neutral. All the data and information in the Report are provided by Behn Meyer. TUV SUD has not been involved in preparation and drafting of the Report, except for the engagement itself and issuance of the assurance statement.

### Engagement Activities

In order to perform adequate engagement in accordance with the contract and provide reasonable assurance for the conclusions, the engagement team conducted the following activities:

- Preliminary investigation of the relevant information before the engagement;
- Confirmation of the presence of the topics with high level of materiality and performance in the Report;
- Remote review of all supporting documents, data and other information provided by Behn Meyer, tracing and engagement of key performance information;
- Special interview with the representative of Behn Meyer's directors, interviews with the employees related to collection, compilation and reporting of the disclosed information; and
- Other procedures deemed necessary by the engagement team.

### Limitations

- The engagement process is conducted in the above scope and places. Sampling is adopted for the data and information in the Report by TUV SUD, and only the stakeholders within the Company are interviewed;
- The Company's standpoint, opinions, forward-looking statements and predictive information as well as the historical data and information before January 1<sup>st</sup>, 2024 and after December 31<sup>st</sup>, 2024 are beyond the scope of this engagement.

### Independent Practitioner's responsibilities

Our responsibility is to express a conclusion on the preparation and presentation of the accompanying Subject Matter Information based on the sufficient and appropriate evidence obtained during our engagement. We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) – Assurance Engagements Other than Audits or Reviews of Historical Financial Information and TUV SUD Procedure of Assurance on Sustainability Report, as well as its agreed terms of reference with the Group's management. These standards require us to plan and perform our procedures using professional judgment, including assessing the risk of material misstatement due to fraud or error, to determine whether anything has come to our attention that causes us to believe the Subject Matter Information has not been prepared and presented, in all material respects, in accordance with the Criteria.

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I provide a reasonable basis for our limited assurance conclusion and ensure adequate assurance in accordance with our engagement contract, the assurance team undertook the following activities:

- Conducted a preliminary investigation of relevant information prior to the assurance process;
- Verified the presence of key topics with high materiality and their performance disclosures in the Report;
- Performed an on-site review of supporting documents, data, and other information provided by the Company, including tracing and assurance of key performance information;
- Conducted interviews with employees responsible for data collection, compilation, and reporting of disclosed information; and
- Executed other procedures deemed necessary by the assurance team.

### Our Independence and Quality Control

We comply with ISO/IEC 17029:2019 Conformity Assessment – General Principles and Requirements for Validation and Engagement Bodies and ISO/IEC 17021-1:2015 Conformity Assessment – Requirements for Bodies Providing Audit and Certification of Management Systems, which require us to establish, implement, and maintain a system of quality management. This system includes policies and procedures to ensure compliance with ethical requirements, professional standards, and applicable legal and regulatory obligations. Through adherence to these standards, we demonstrate our commitment to identifying and applying professional requirements, including those imposed by law or regulation, that are as rigorous as Parts A and B of the International Code of Ethics for Professional Accountants (IFSB Code) related to assurance engagements.

### Recommendations on Continuous Improvement

Our recommendations on continuous improvement will be raised in an internal report to Behn Meyer's Management and do not affect our conclusions on the Report set out below.

### Engagement Conclusions

According to the engagement, we believe the Report as of 04 June 2025 prepared by Behn Meyer adheres to the requirement of the Criteria.

Signature:

On Behalf of TUV SUD PSB Pte Ltd

Wong Zhi Xiang  
Head of Sustainability (ASEAN)  
June 04, 2025  
Singapore

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## GRI Content Index

Behn Meyer has reported in accordance with the GRI Standards from 1 January 2024 to 31 December 2024. This Content Index functions as a navigational tool for GRI Standard disclosures. The management of Behn Meyer assumes responsibility for the completeness, accuracy and validity of the ESG disclosures referenced or included in the GRI Content Index as of 31 December 2024. The management is also accountable for collecting, quantifying and presenting the information incorporated in this Report. GRI disclosure criteria selection plays a crucial role in establishing an objective basis for measuring and reporting on ESG disclosures.

GRI Standard	Disclosure	Page Reference and Reasons for Omissions, if Applicable
GRI 2: General Disclosures 2021	2-1 Organisational details	8 - 9
	2-2 Entities included in the organisation's sustainability reporting	4, 8
	2-3 Reporting period, frequency and contact point	4
	2-4 Restatements of information	N/A
	2-5 External assurance	63
	2-6 Activities, value chain and other business relationships	8 - 9
	2-7 Employees	36
	2-8 Workers who are not employees	36
	2-9 Governance structure and composition	10 - 12
	2-10 Nomination and selection of the highest governance body	10 - 12
	2-11 Chair of the highest governance body	10 - 12
	2-12 Role of the highest governance body in overseeing the management of impacts	10 - 12
	2-13 Delegation of responsibility for managing impacts	10 - 12
	2-14 Role of the highest governance body in sustainability reporting	12
	2-15 Conflicts of interest	48 - 49
	2-16 Communication of critical concerns	12
	2-17 Collective knowledge of the highest governance body	12
	2-18 Evaluation of the performance of the highest governance body	12
	2-19 Remuneration policies	39
	2-20 Process to determine remuneration	39
	2-21 Annual total compensation ratio	39
	2-22 Statement on sustainable development strategy	16
	2-23 Policy commitments	48 - 49
	2-24 Embedding policy commitments	48 - 49
	2-25 Processes to remediate negative impacts	42
	2-26 Mechanisms for seeking advice and raising concerns	46
	2-27 Compliance with laws and regulations	48 - 49
	2-28 Membership associations	19
	2-29 Approach to stakeholder engagement	16 - 17
	2-30 Collective bargaining agreements	46

**Statement of Use:** Behn Meyer has reported in accordance with the GRI Standards for the period 1 January 2023 to 31 December 2023.

**GRI 1 Used:** GRI 1: Foundation 2021



GRI Standard	Disclosure	Page Reference and Reasons for Omissions, if Applicable
<b>Material Topics</b>		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	16
	3-2 List of material topics	17 - 18
<b>Market Presence</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	17 - 18
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	44
	202-2 Proportion of senior management hired from the local community	44
<b>Indirect Economic Impacts</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	44
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	44 - 45
	203-2 Significant indirect economic impacts	44 - 45
<b>Procurement Practices</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	44
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	44
<b>Anti-Corruption</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	50
	205-1 Operations assessed for risks related to corruption	50
GRI 205: Anti-Corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	50
	205-3 Confirmed incidents of corruption and actions taken	50
<b>Anti-Competitive Behaviour</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	50
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	50
<b>Materials</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	33
	301-1 Materials used by weight or volume	33
GRI 301: Materials 2016	301-2 Recycled input materials used	33
	301-3 Reclaimed products and their packaging materials	33
<b>Energy</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	31
	302-1 Energy consumption within the organisation	31
	302-2 Energy consumption outside of the organisation	31
GRI 302: Energy 2016	302-3 Energy intensity	31
	302-4 Reduction of energy consumption	31
	302-5 Reductions in energy requirements of products and services	31

GRI Standard	Disclosure	Page Reference and Reasons for Omissions, if Applicable
<b>Water and Effluents</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	31
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GRI Standard	Disclosure	Page Reference and Reasons for Omissions, if Applicable
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## SDG Index

### Support Towards Achieving the UN SDGs

Behn Meyer recognises the pivotal role that businesses play in advancing the UN SDGs. Leveraging Behn Meyer's Four Sustainability Pillars (Ethics, Environment, Labour & Human Rights and Sustainable Procurement) as the foundation, we have assessed how our sustainability initiatives align with the UN SDGs. As a global corporation, we acknowledge our capacity to make both direct and indirect contributions to all the goals, striving to have a meaningful impact wherever we can.

## SUSTAINABLE DEVELOPMENT GOALS

**1** NO POVERTY



**End Poverty in All Its Forms Everywhere**

SDG Target: 1.1 & 1.5  
Page(s): 39, 44 - 46

**6** CLEAN WATER AND SANITATION



**Ensure Access to Water and Sanitation for All**

SDG Target: 6.3 & 6.4  
Page(s): 31 - 32

**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



**Ensure Sustainable Consumption and Production Patterns**

SDG Target: 12.2, 12.4, 12.5, 12.6, 12.7 & 12.8  
Page(s): 56 - 57

**2** ZERO HUNGER



**End Hunger, Achieve Food Security and Improved Nutrition and Promote Sustainable Agriculture**

SDG Target: 2.1 & 2.4  
Page(s): 44 - 46, 59

**7** AFFORDABLE AND CLEAN ENERGY



**Ensure Access to Affordable, Reliable, Sustainable and Modern Energy for All**

SDG Target: 7.2 & 7.3  
Page(s): 31

**13** CLIMATE ACTION



**Take Urgent Action to Combat Climate Change and Its Impacts**

SDG Target: 13.2 & 13.3  
Page(s): 23 - 26

**3** GOOD HEALTH AND WELL-BEING



**Ensure Healthy Lives and Promote Wellbeing for All at All Ages**

SDG Target: 3.8 & 3.9  
Page(s): 41, 44 - 46

**8** DECENT WORK AND ECONOMIC GROWTH



**Promote Inclusive and Sustainable Economic Growth, Employment and Decent Work for All**

SDG Target: 8.2, 8.5, 8.7 & 8.8  
Page(s): 37 - 39

**15** LIFE ON LAND



**Sustainably Manage Forests, Combat Desertification, Halt and Reverse Land Degradation, Halt Biodiversity Loss**

SDG Target: 15.6  
Page(s): 34

**4** QUALITY EDUCATION



**Ensure Inclusive and Quality Education for All and Promote Lifelong Learning**

SDG Target: 4.1, 4.4 & 4.7  
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**10** REDUCED INEQUALITIES



**Reduce Inequality Within and Among Countries**

SDG Target: 10.3  
Page(s): 41

**16** PEACE, JUSTICE AND STRONG INSTITUTIONS



**Promote Just, Peaceful and Inclusive Societies**

SDG Target: 16.5 & 16.7  
Page(s): 39, 41 - 43

**5** GENDER EQUALITY



**Achieve Gender Equality and Empower All Women and Girls**

SDG Target: 5.1 & 5.5  
Page(s): 41

**11** SUSTAINABLE CITIES AND COMMUNITIES



**Make Cities Inclusive, Safe, Resilient and Sustainable**

SDG Target: 11.6  
Page(s): 33 - 34

**17** PARTNERSHIPS FOR THE GOALS



**Revitalise the Global Partnership for Sustainable Development**

SDG Target: 17.7, 17.14, 17.15, 17.16 & 17.17  
Page(s): 19, 44 - 46, 58

## UNGC Index

The UNGC is a voluntary initiative that calls upon companies committed to responsible leadership to collaborate in creating global frameworks for sustainable growth. The UNGC outlines ten universally accepted principles covering CSR in the realms of human rights, labour, environment and anti-corruption. As a signatory of the UNGC, we strive to integrate these principles into our business practices. This commitment is transparently disclosed in this report, which also serves as our formal **Communication on Progress (CoP)**.

Human Rights		Page
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights	43
Principle 2	Make sure that they are not complicit in human rights abuses	43
Labour		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	45
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Environment		
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Anti-Corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery	50





Embracing Sustainability

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