



Connecting Today ————— to a Better Tomorrow

2024 Sustainability Report

Buckman 
Chemistry, connected.

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Letter from the CEO

Dear Stakeholders,

The very nature of reporting is a look back at what transpired in the previous year...what impacts were made, what challenges arose, what goals were achieved. As reporting relates to sustainability, the measures on the previous year actually highlight Buckman's commitment to a healthy future for our company, our employees, communities and the earth itself.

As we publish this, our 16th sustainability report, I am proud to also reflect on 80 years in business. Eighty years that we have always prioritized doing the right thing in the right way. This is apparent today, for example, in our safety record which exceeds most others in our industry. Safety is our #1 value because people matter most and we prioritize their well-being above all else.

Our Code of Ethics has also been our guide for those 80 years on how we act with each other, with our customers and our communities. It comes as no surprise that ESG is one of the 4 tenets of our Code of Ethics which states that **"we believe in purpose before profit and we take action to safeguard the environment, our communities and the business."**

Achievements and Future Goals

We achieved a Platinum Medal rating from EcoVadis, a global leader in business sustainability assessments. This achievement is not just a badge of honor; it reinforces our corporate values, strengthens our reputation in the industry and demonstrates to our stakeholders, customers and community that we prioritize sustainability and governance in every aspect of our operations.

I also am proud to share that we have made significant progress toward a number of our 2025 sustainability goals. For example, we achieved a 16% reduction in energy consumption compared to our baseline in 2020. We also saw a 5% reduction in our scope 1 and a 14% reduction in scope 2 emissions compared to 2020. Our water recovery plant at our South Africa

site continues to perform better than expected. In fact, we're reusing 317 tons of water at the site, exceeding our original annual target of 250 tons of water per year. Additionally, multiple Buckman locations utilize rainwater harvesting systems to supplement water needs, including Brazil and South Africa, who collect rainwater for gardening.

Future Vision: Call to Action

Looking to 2025 and beyond, our future is very bright. As of July 1, 2025, Pritzker Private Capital, a leader in family direct investing, completed the acquisition of Buckman. This partnership is very exciting to all of us in the Buckman family and organization as it will help accelerate our growth, advance our innovation initiatives and expand our global customer-centric model. This partnership, along with our own strong commitment, will enable us to continue expanding the scope and impact of our sustainability efforts not only for our business but also for our customers. We will continue to innovate and leverage both partnerships and new technology wherever possible to minimize our carbon footprint.

Our very purpose states that **"we connect chemistry, technology and expertise to create sustainable customer success,"** and I invite you to join us on our sustainability journey. Together we can and will build a more sustainable—more responsible—way of doing business.

Sincerely,



Junai A. Maharaj, CEO



We connect chemistry,
technology and
expertise to create
**sustainable
customer success.**

2024 Highlights



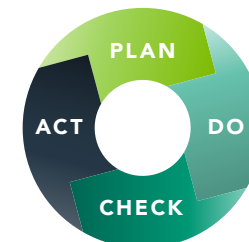
Platinum Medal (top 1%) from EcoVadis

Buckman earned a Platinum medal from EcoVadis, an international assessment for corporate environmental, social and ethical performance ratings. Our Platinum medal places us in the **top 1% of companies evaluated by EcoVadis**.



Double Materiality Assessment

Following the European Sustainability Reporting Standards requirements, in 2024, Buckman began the process of completing a double materiality assessment (DMA) to **identify our key sustainability-related impacts, risks and opportunities**. The insights from our DMA were concluded in 2025 and are the basis for our sustainability strategy and actions.



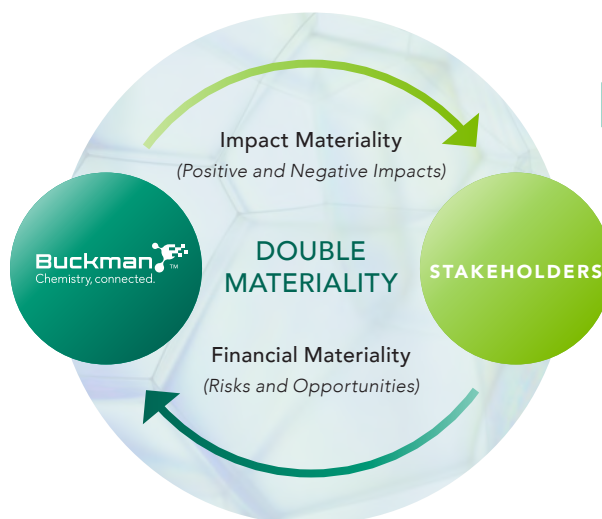
ISO 9001, 14001 and 45001 Certifications

Buckman maintained our ISO 9001 (quality), ISO 14001 (environmental) and ISO 45001 (occupational health and safety) certifications at **100% of our manufacturing locations**.



This achievement is not just a badge of honor; it reinforces our corporate values and strengthens our reputation in the industry. It demonstrates to our stakeholders, customers and community that we prioritize sustainability and governance in every aspect of our operations."

—JUNAI MAHARAJ,
CEO OF BUCKMAN



In 2024, we began investigating our options for completing a double materiality assessment, which we followed through on and completed in 2025. By completing our first double materiality assessment, we achieved a major step forward in the evolution of our sustainability strategy. We will apply learnings from this assessment to advance our sustainability program."

—JODY STOBBE, GLOBAL ENVIRONMENTAL
SUSTAINABILITY MANAGER OF BUCKMAN

About this Report

Sustainability Reporting Standards and Frameworks Applied

Buckman's annual Sustainability Report is written in accordance with the Global Reporting Initiative (GRI) Standards Universal Standards of 2021. GRI is an independent, international organization that provides the world's most widely used standards for sustainability reporting—the GRI Standards. A GRI Disclosure Index is included in the [Appendix](#).

This report also incorporates the United Nations (UN) Sustainable Development Goals (SDGs). The UN adopted the SDGs in 2015 as a set of 17 interlinked goals serving as a universal call to action to end poverty, protect the planet and ensure that by 2030 all people enjoy peace and prosperity. At Buckman, our Company aligns with four SDGs; for more details, please refer to the [United Nations Sustainable Development Goals](#) section of the report.



Reporting Scope

Unless otherwise stated, this report covers the following companies:

- Buckman International
- Buckman North America
- Buckman Latin America
- Buckman EMENA
- Buckman Africa
- Buckman China
- Buckman APAC

Reporting Period

Unless otherwise noted, this report covers our sustainability performance for the calendar year of 2024. Buckman's fiscal year is the same as the calendar year.

Publication Date

This report was published in August 2025.

Report Assurance

This report is externally assured under the AA1000 Assurance Standard using a Type II moderate level assurance review. Buckman's Vice President of Global Marketing Communications and Global Environmental Sustainability Manager are involved in the report assurance process. The report assurance is completed by an independent third party. For more details, please refer to GRI Disclosure 2-5 in the [Appendix](#).

CAUTIONARY STATEMENT

Certain statements in this report are "forward-looking" based on management's views on future events and underlying assumptions. Forward-looking statements involve risks and uncertainties that could cause actual results to differ from those expressed or implied in such statements. The forward-looking statements contained in this Report speak only as of the date of publication, and Buckman does not assume any obligation to update them.

POINT OF CONTACT

For comments or questions on this report, please contact:

Lela Gerald, Vice President, Global Marketing,
sustainability@buckman.com.

About Buckman

Bulab Holdings, Inc., through its principal Company, Buckman Laboratories International, Inc. ("Buckman," "the Company," "we," "our"), provides customers with advanced chemistries and digital solutions for a wide variety of industries in their efforts to clean and clarify heating and cooling waters, industrial process waters and wastewater. Our Company provides specialized technologies that aid in leather processing, such as microorganism control programs, and solutions that enhance production and product quality in the pulp and papermaking industry. For all these industries, Buckman delivers innovative products and services that help save energy and water, increase production efficiency and provide recycling and reuse opportunities.

Additionally, Buckman offers a variety of freestanding performance chemicals that either enhance the performance of products or the manufacturing of those products.

OUR BRANDS INCLUDE, BUT ARE NOT LIMITED TO:

- Ackumen™
- Busperse®
- Oxamine®
- Bulab®
- Maximize®
- Vybrant®
- Busan®
- Optimize®
- WSCP®

In 2021, we launched a digital platform (Ackumen). Ackumen combines state-of-the-art sensing technology, best-in-class chemistries, cloud- and edge-based data analytics, 24/7 expert monitoring and analysis and accurate predictive modeling to take the work—and the guesswork—out of managing vital systems.

Our flagship digital water treatment system, Ackumen Cooling Management, uses an inaugural digital-chemical (digi-chem) mechanism that provides actionable insights to help customers improve the efficiency of their water system by optimizing their chemical usage, minimizing downtime and extending equipment life. Additional digi-chem solutions, like Ackumen Boiler Management and Ackumen MCA-i™, have also been launched on the Ackumen platform.



Nature of Ownership

Buckman is a privately owned organization and has been so since its inception in 1945. Bulab Holdings, Inc. is a privately owned corporation organized under the State of Tennessee, United States. Bulab Holdings, Inc. is the parent company of Buckman Laboratories International, Inc. and Buckman Laboratories, Inc. Additionally, Bulab Holdings, Inc. is the parent company of multiple operating companies strategically located in the following regions: North America, Latin America, Europe, Sub-Saharan Africa and Asia Pacific. Buckman Laboratories International, Inc. is the administrative service provider to Bulab Holdings, Inc. and its subsidiaries.

For the past 80 years, the Buckman family has owned approximately 80% of the outstanding shares of capital stock. An Employee Stock Ownership Plan, established for the benefit of U.S. employees, has owned approximately 7.5% of the stock. Most of the remaining minority share ownership is held by Buckman retirees, current employees and charitable organizations that have received stock as a gift from the company's shareholders.

On July 1, 2025, Buckman closed a transaction that transferred the majority ownership of the outstanding shares to Pritzker Private Capital based in Chicago, IL. The Buckman family continues to own about 25% of the outstanding shares. This decision to transfer ownership provides the necessary capital required to invest in Buckman's future, ensuring long-term growth.

Values



Safety

- Prioritize safety, prevent problems, educate and raise awareness for everyone's well-being.



Lifelong Learning

- Show deep commitment to developing and stretching ourselves and others.
- Admit to and learn from mistakes.



Teamwork

- Work inclusively and collaborate globally, leveraging diverse talents and backgrounds.



Customer Focus

- Build mutually beneficial relationships with every customer and be responsive to their needs.



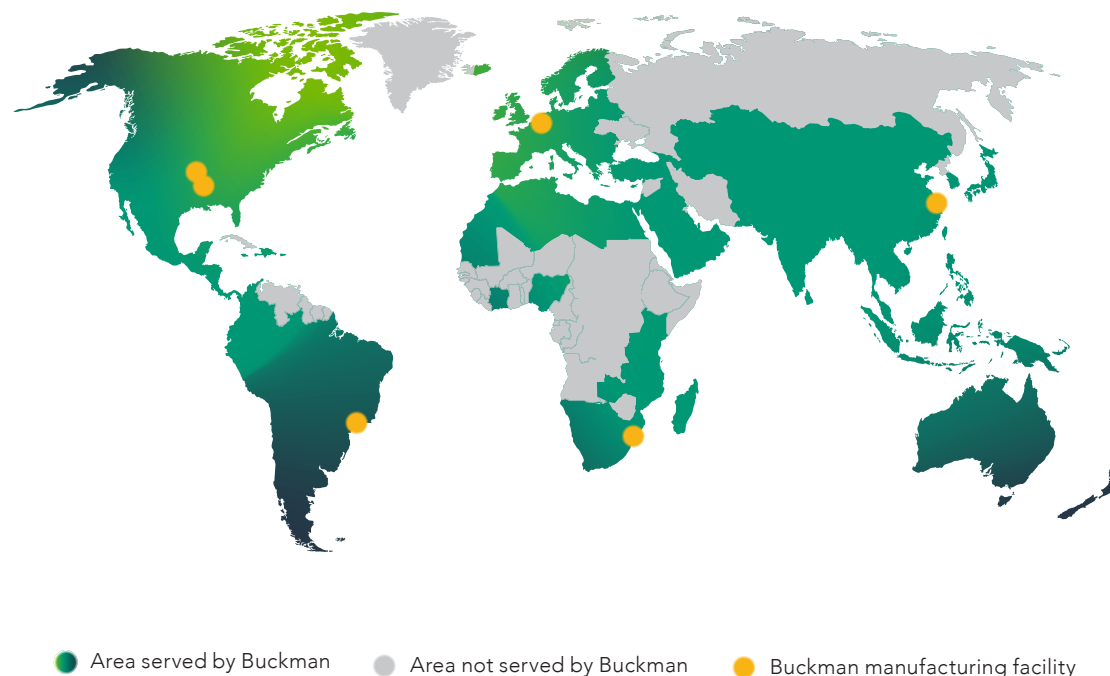
Pursuit of Excellence

- Strive to succeed despite the circumstances.
- Act with a continuous transformational mindset, to change ahead of the world around us.
- Embrace and adopt new technology.

Company History

- 1945** ● Buckman Laboratories is founded by Dr. Stanley Buckman.
- 1945-1971** ● New companies form in Canada, Mexico, Belgium, South Africa, Brazil and Australia.
- 1978** ● Robert Buckman leads the company following Dr. Stanley Buckman's death.
- 1988** ● Buckman South Africa is the first Buckman manufacturing facility to receive ISO 9002 certification.
- 1995** ● Buckman's knowledge network launches; every employee has a laptop.
- 2000** ● Steve Buckman becomes CEO upon Robert Buckman's retirement.
- 2004** ● Buckman receives ISO 14001 certification in all manufacturing facilities; Buckman receives U.S. EPA's Presidential Green Chemistry Challenge Award for Optimize® technology.
- 2010** ● Buckman's global initiative to concentrate charitable giving in key areas and encourage and support volunteer efforts is branded as BuckmanCares.
- 2012** ● Buckman receives the U.S. EPA's Presidential Green Chemistry Challenge Award for Maximize® technology.
- 2017** ● Junai Maharaj becomes the first non-family CEO upon Steve Buckman's retirement.
- 2020** ● Buckman celebrates 75 years of business.
- 2021** ● Ackumen digital platform launched, ushering in era of connected chemistry.
- 2025** ● Pritzker Private Capital (PPC) acquires Buckman.

Locations of Operations



Buckman is a global business, employing **1,329 employees** and conducting sales activities in more than **90 countries**.

Association Memberships

The associations in which our company participates are presented below:

- American Chamber of Commerce, Brazil (AMCHAM)
- American Chemical Society (ACS)
- American Chemistry Council Center for Biocide Chemistries
- American Leather Chemists Association (ALCA)
- American Society for Microbiology (ASM)
- Argentine Leather Industry Chemists and Technicians Association (AAQTIC)
- Argentine Chemical and Petrochemical Industry Chamber (CIQYP)
- Asociación de Químicos y Técnicos de Curtiduría en León (AQTCL)
- Association of Chemical Pulp and Paper Chemists and Engineers (ZELLCHEMING)
- Belgian Federation for Chemistry and Life Sciences Industries (essenscia) – Europe
- Bioplus-Probio
- BLC Leather Technology Centre Ltd.
- Boston College for Corporate Citizenship (BC CCC)
- Brazilian Association of Metallurgy, Materials and Mining (ABM)
- Brazilian Association of Leather Industry Chemists and Technicians (ABQTIC)
- Brazilian Chemical Industry Association (ABIQUIM)
- Brazilian Pulp and Paper Technical Association (ABTCP)
- CANACINTRA – Morelos (Mexico)
- Center for Chemical Process Safety (CCPS)
- Center for the Brazilian Tanning Industry (CICB)
- Chemical and Allied Industries Association (CAIA)
- Chemistry Australia
- China Leather Industry Association
- Cámara de la Industria de la Curtiduría del Estado de Guanajuato (CICUR)
- Commissie Productbeleid
- Cooperation for Assuring Defined Standards (CADS)
- Confederation of European Paper Industries (CEPI)
- COPARMEX – Morelos (Mexico)
- Dutch Paper Technologist Association (VAPA)
- Eurofins | BLC Leather Technology Centre Ltd
- European Biocidal Product Forum (EBPF)
- European Chemical Industry Council (CEFIC)
- European Pulp and Paper Chemicals Group (EPCG)
- European Society for Sugar Technology (ESST)
- Federation of Industries of the State of Sao Paulo (FIESP)
- FIDECOMP (Mexico)
- FP Innovations
- French Paper Industry Association (ATIP)
- Indian Pulp & Paper Technical Association (IPPTA)
- International Union of Leather Technologists and Chemists Societies (IULTCS)
- Japan Technical Association of the Pulp and Paper Industry (Japan TAPPI)
- Leather Naturally (LN)
- Leather Working Group (LWG)
- Microbiology Society
- National Safety Council (NSC)
- National Union of Manufacturers of Chemicals for Water Treatment and Sanitation (Syprodeau)
- NZ Leather and Shore Research Association (LASRA)
- Paper Industry Technical Association
- Portuguese Association for Technicians of the Pulp & Paper Industry (Tecnicepa – Europe)
- Product Stewardship Society (PSS)
- Pulp and Paper Technical Association of Canada (PAPTAC)
- Responsible Packaging Management Association of Southern Africa (RPMASA)
- South African Paint Manufacturing Association (SAPMA)
- Singapore Business Federation (SBF)
- Singapore Indian Chamber of Commerce and Industry (SICCI)
- Singapore Water Association (SWA)
- Society for Industrial Microbiology and Biotechnology (SIMB)
- Society of Leather Technologists & Chemists (SLTC)
- South African Sugar Technologists Association (SASTA)
- South African Sugarcane Research Association (SASRI)
- Spanish Association of Water Treatment and Control Companies (AQUA ESPAÑA)
- Technical Association of the Pulp and Paper Industry (TAPPI)
- The Conference Board
- The Conference Board Product Stewardship and Regulatory Affairs Council
- The Society for Antibacterial and Antifungal Agents, Japan
- Verband der Deutsche Lederindustrie e.V. (VDL)
- Vlaanderens REACH Implementatie Project (VLARIP)
- Vice Chairman Unit of China Industrial Water Treatment Industry Alliance
- Washington University Center for Water Innovation (CWI)
- Water Institute of Southern Africa (WISA)
- Zero Discharge of Hazardous Chemicals (ZDHC)

Markets Served

Buckman serves worldwide markets, including pulp, paper and leather industries, and provides advanced water treatment solutions for these sectors and others. Water treatment technologies offer solutions across various manufacturing environments, including power generation, oil and gas, ethanol plants, sugar production and other industries, as well as facilities with cooling towers, such as hospitals. Secondary market industries include paint, coatings and plastics, metalworking, agriculture, lumber and biofuels. Buckman offers advanced chemistries across various industrial processes and provides specialized technologies that support the leather processing and pulp and papermaking industries.

External Influences

We are guided by the following national and international economic, environmental and social principles and initiatives, which we subscribe to or endorse:

- **CDP (formerly known as the Carbon Disclosure Project)**
- **EcoVadis**
- **EPA-endorsed “12 Principles of Green Chemistry”**
- **European Sustainability Reporting Standards (ESRS)**
- **Global Reporting Initiative (GRI)**
- **ISO 9001**
- **ISO 14001**
- **ISO 45001**
- **Sedex**
- **UN Global Compact**
- **UN Sustainable Development Goals**

Value Chain and Other Business Relationships

Buckman values our suppliers and believes supplier relationship management is key to achieving sustainability goals. To vet our vendors, Buckman has specific supplier selection, qualification and performance evaluation processes. Supplier selection is integrated into the earliest phases of product and process development. Buckman completes desktop research on suppliers to identify potentially high-risk suppliers. Topics researched include sustainability ratings and scores, the country of origin of products and services, the type of product or service and the percentage of spend attributed to each supplier.

For select suppliers, our supplier vetting process also includes evaluating sustainability criteria, such as the potential supplier's capability of providing greenhouse gas (GHG) information and whether the potential supplier has a business continuity plan in place. Buckman also considers the diverse ownership of prospective suppliers by tracking minority- and women-owned businesses. After vetting our prospective suppliers on sustainability criteria, Buckman conducts a risk analysis to inform whether we will pursue a working relationship with that supplier.

Once a supplier is selected, Buckman uses the purchase order agreements with our suppliers to formalize our requirements. We are reviewing language for environmental, labor and human rights requirements clauses to add into our purchase order agreements with the goal of having 60% (by supply chain spend) of our direct suppliers covered by binding purchase orders that include these clauses by 2028.



Target 1

By 2028, 60% (by supply chain spend) of our direct suppliers will have contracts or binding purchase orders that include clauses addressing environmental, labor and human rights requirements.

IN PROGRESS

Contracts and/or binding purchase order environmental, labor and human rights requirements clauses are under review.



Target 2

Buckman aims to have 51% of suppliers (by supply chain spend) sign our sustainable procurement charter by 2025 and 80% (by supply chain spend) by 2030.

IN PROGRESS

21% of suppliers (by spend) have signed our sustainable procurement charter.



Target 3

Buckman aims to increase the percentage of direct suppliers that undergo a sustainability or corporate social responsibility (CSR) assessment to 30% by 2024 and 80% by 2030.

2024 ACHIEVED

2030 IN PROGRESS

39% of Buckman's direct suppliers have undergone a sustainability or CSR assessment.



Target 4

By 2024, Buckman will train 80% of our global sourcing leaders across all locations on sustainable procurement, and by 2025, 90% will have received training.

2024 ACHIEVED

2030 IN PROGRESS

88% of global sourcing leaders have received sustainable procurement training.

Internally, Buckman trains our global sourcing leaders (i.e., buyers) in social and environmental issues. In 2024, 88% of our buyers received training in sustainable procurement. Our training includes familiarizing our buyers with the expectations outlined in Buckman's Supplier Code of Conduct, understanding the role Buckman's suppliers play in Buckman's GHG accounting and reviewing the relevant sustainability scorecards that our suppliers may hold. Buckman further emphasizes the importance of sustainable procurement within our internal team by integrating sustainable procurement objectives into the performance reviews of our sourcing team. Specifically, our buyers have key performance indicators related to improving Buckman's EcoVadis score (a reflection of Buckman's sustainability performance) included in their reviews.

There were no significant changes in Buckman's value chain compared to the prior reporting period. Please refer to the [Consumers and End Users](#) section of this report for more information about our engagements with customers and downstream stakeholders.

Table 1. Sustainable Procurement Key Performance Indicators

KPI	2022	2023	2024
Percentage of spend from direct suppliers that have gone through a CSR assessment (e.g., questionnaire)	0%	0%	39%
Percentage of global sourcing leaders across all locations who have received training on sustainable procurement	0%	0%	88%
Percentage of EcoVadis assessed suppliers engaged in corrective actions or capacity building	0%	0%	20%
Percentage of spend from direct suppliers that have signed the sustainable procurement charter	0%	0%	21%
Percentage of spend from direct suppliers with contracts or binding purchase orders that include clauses on environmental, labor and human rights requirements	0%	0%	0%*

*Contracts and/or binding purchase order environmental, labor and human rights requirements clauses are under review.

Every business practice at Buckman will sustain the **health** and **well-being** of people, the **financial prosperity** of our company and the **wholesomeness of the environment** we all depend on.

Sustainability Strategy

Our Commitment

Every business practice at Buckman will sustain the health and well-being of people, the financial prosperity of our company and the wholesomeness of the environment we all depend on.

We make this commitment to ensure that future generations can achieve a quality of life that is the same or better than our own.

Buckman's commitment to sustainability is manifested in four areas:

- The quality of our work
- The safety of our people
- The support of our communities
- The protection of our environment

Policies

Buckman's public responsible business conduct policies include:

- [Code of Ethics](#)
- [Supplier Code of Conduct](#)

Buckman is also a proud member of the UN Global Compact, pledging to uphold its Ten Principles on human rights, labor, the environment and anti-corruption. The UN Global Compact principles are derived from the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and the UN Convention Against Corruption.

Internally, Buckman also has the following policies:

- Global Anti-Corruption Policy – *approved by General Counsel with outside Foreign Corrupt Practices Act (FCPA) Counsel Support*
- Global Human Rights Policy – *approved by Buckman's Executive Team*
- North America Safety, Health, Environmental and Quality Policy – *approved by the General Manager of Operations, Buckman North America*
- Global Sustainable Procurement Policy – *approved by the Procurement and Sustainability Teams*
- Conflict of Interest Policy – *approved by Buckman's Chief Administrative Officer*

These policies are communicated to workers through internal communication channels, including email, our company intranet and/or our learning management system. Training is also provided to relevant personnel on these policies. Employees can seek advice or raise concerns about the Company's policies by contacting their department's human resources or raising concerns via Ethicspoint, a confidential and anonymous reporting tool. More information on Ethicspoint can be found in the [Business Conduct](#) section of this report.

Sustainability Governance

We utilize a cross-functional Global Operations Sustainability Team to ensure and uphold Buckman's commitment to sustainability and oversee the preparation of this annual report. We use a management software program to track key performance indicators, measuring progress toward our goals. This quantitative data is collected at each operating facility, allowing us to monitor, track and identify local and global opportunities. Our Global Environmental Sustainability Manager coordinates data collection efforts and ongoing sustainability initiatives. Using the information collected through our data management software, the Global Operations Sustainability Team meets monthly to discuss and share updates on projects aimed at reducing energy and water consumption, effluent and waste.

Our highest governance body is our Board of Directors ("the Board"). Executive management, primarily the CEO, regularly updates the Board to inform about the Company's business, sustainability and operations development. Additionally, the Board is invited to attend educational programs and training. Executive Management is responsible for managing and confirming the assessment and reporting of the Company's sustainability work and outcomes.

Board of Directors

Bulab Holdings, Inc. is governed by an eight-member Board, of which seven are independent outside Directors (not full-time employees). The CEO is the one inside Director. The Chairman of the Board of Bulab Holdings, Inc. has been held by an outside Director for the past five years.

The Board established the following committees to provide more focused oversight of the key areas of the company's global operations: Audit, Compensation, Risk Management, Capital Stock, Nominating and Governance and Corporate Development. Outside Directors chair all the Committees, with an additional two or more members serving on each Committee. The Chairs of the respective Committees report to the Board. An outside search firm, RSR Partners, was engaged to identify and run the search process for five of the eight current Directors. Additionally, the Board has engaged an individual consultant to participate in its quarterly meetings over the past five years.

Buckman has 12-year terms for Directors. The CEO may serve on the Board if the Board and Shareholders elect him to serve in this capacity. One female Director is currently the Chairperson of the Board, and two Directors are from underrepresented groups. Directors offer a variety of expertise, experience and career roles, including former CEO, CFO, investment banker, consultant who built business strategies for clients across the country, CHRO and CIO.

The Board hosts an annual Shareholder meeting to present annual performance and update the current and future strategies.

The Board conducts an annual self-evaluation and, about every three years, will use an outside resource to assess the Board's functions and roles.



Remuneration Process

Outside resources are used to ensure the Company meets remuneration-related industry standards for similar and comparable private companies. Shareholder approval is not sought in this regard, but remuneration to Directors is disclosed to the Shareholders based on the input of outside consultants. Outside consultants and resources bring independence and expertise to ensure fair and reasonable remuneration.

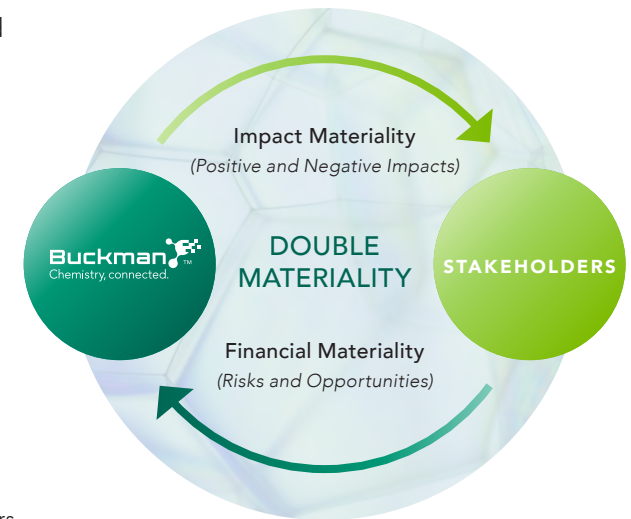
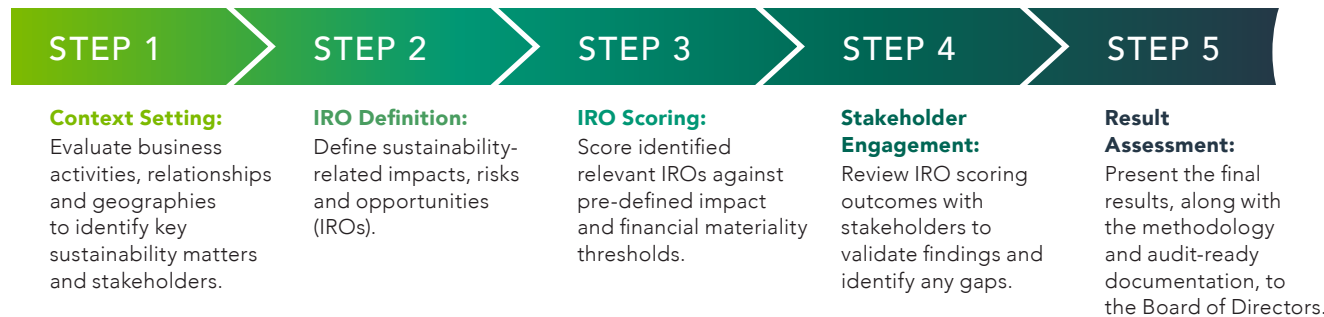
Communication of Critical Concerns

Executive Management presents concerns and awareness to the Board on different aspects of its operations that have a real or perceived impact on the Company's performance and operations, including impacting its safety standards, legal compliance or Code of Ethics commitment. These have been presented to the Board through an executive summary and presentation during the Board's quarterly meetings. In 2024, there were no whistleblower reports.

Double Materiality Assessment

Buckman worked with a consulting firm to conduct a double materiality assessment (DMA) in late 2024 and early 2025. The DMA was completed in accordance with the European Sustainability Reporting Standards (ESRS) double materiality requirements.

We went through the following process for our DMA:



Our DMA scope encompassed all activities associated with Buckman and its subsidiaries. It also included mapping our value chain to understand actual and potential, and positive and negative IROs, as well as key dependencies from upstream and downstream of our direct operations.

The following stakeholders were engaged to provide input and expertise on the IROs:

IRO TOPIC AREA		STAKEHOLDER GROUP
Cross-Topics		Sustainability Department
Environmental Topics		Technical Profiles
Social Topics	Own Workforce	Human Resources
	Workers in the Value Chain	Procurement
	Consumers and End Users	Customer Success
Governance Topics		Legal and Compliance

In defining our IROs, we considered the following time horizons:

- Short-term (less than 1 year)
- Medium-term (1-5 years)
- Long-term (greater than 5 years)

Our IROs were then assessed using the following criteria:

- Positive Impacts: Scope, Scale and Likelihood
- Negative Impacts: Scope, Scale, Irremediability and Likelihood
- Risks and Opportunities: Magnitude (size of potential financial effects) and Likelihood

Our DMA prioritized objective evidence and scientific data; however, where data was lacking, we solicited the opinions of affected stakeholders. The following stakeholder groups were engaged to provide holistic viewpoints for our DMA:

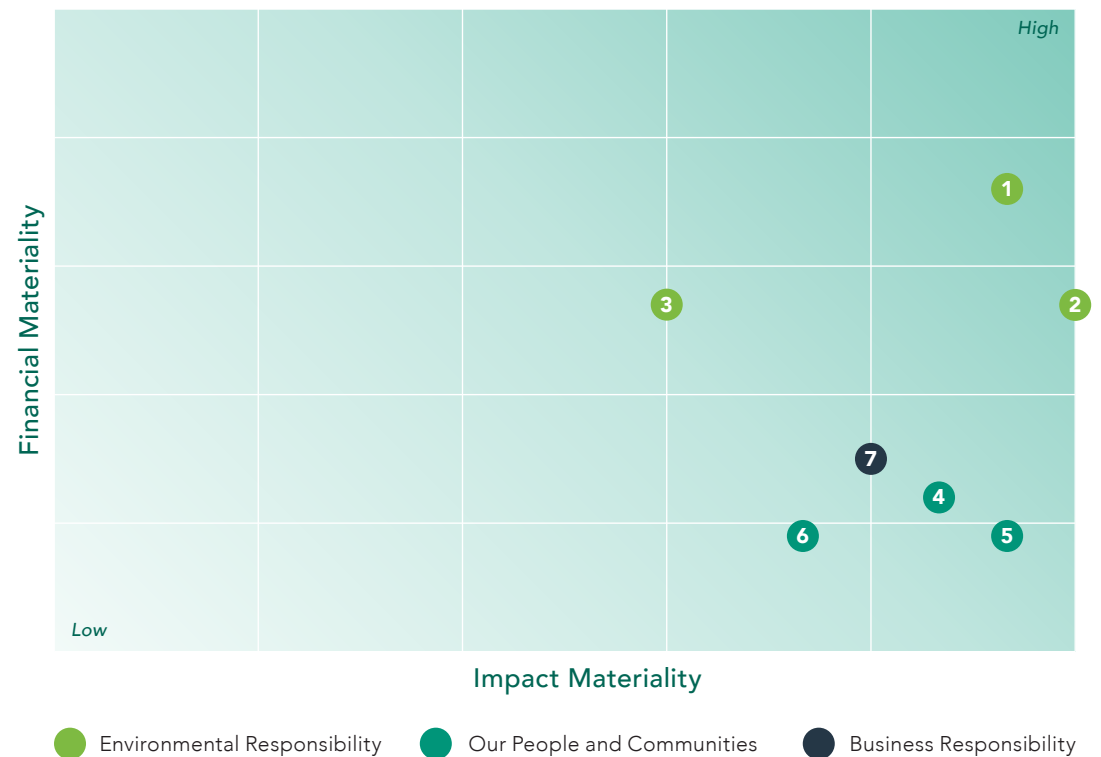
STAKEHOLDER TYPE	STAKEHOLDER GROUP	ENGAGEMENT METHOD	COVERAGE
Internal	Employees	Survey	100% of employees were sent our DMA survey
Internal	Management Team	Survey	100% of the management team was sent our DMA survey
Internal	Investors and Shareholders	Interviews	One board member was interviewed, representing both investor and shareholder perspectives
External	Suppliers and Business Partners	Interviews	Two suppliers were interviewed
External	Customers	Interviews	Two customers were interviewed
External	Sectoral Association	Interviews	One sectoral association was interviewed

Our DMA process concluded in our final material topic list, which was reviewed and approved by our Board of Directors.

Our material topics and their value chain location are outlined below.

MATERIAL TOPIC	VALUE CHAIN LOCATION
1 Greenhouse Gas Emissions, Energy and Climate Risks	Upstream, Own Operations
2 Water	Upstream, Own Operations
3 Waste, Pollution and Resource Outflows	Upstream, Own Operations, Downstream
4 Health and Safety	Upstream, Own Operations
5 Consumers and End Users	Downstream
6 Working Conditions (incl. Worker Rights, Equal Treatment and Opportunities)	Upstream, Own Operations
7 Business Conduct	Upstream, Own Operations

Compared to the material topics from our prior sustainability report, which were defined using the terminology from GRI, these topics are primarily aligned with the terminology from ESRS.



United Nations Sustainable Development Goals

Our Commitment to the United Nations Sustainable Development Goals

Through our business practices and values, Buckman continues to work to contribute positively to communities and the environment.

The UN SDGs represent a global framework that addresses the world's most pressing challenges. Comprising 17 goals, the UN SDGs aim to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030. We identified the UN SDGs that are most relevant to our operations and impact areas.

As a result, Buckman has aligned with and contributes to the following UN SDGs:

3 GOOD HEALTH AND WELL-BEING



Target 3.9: By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.

Buckman's Contribution: Buckman uses 8 Critical Standards and 8 Risk Reduction Standards for sales activities. These standards are intended to proactively identify and mitigate hazards associated with Buckman applications at customer sites. Additionally, we have routine audits of our applications at customer sites, based on the hazards associated with the chemicals involved in the application. Corrective and preventive actions from these audits are tracked to completion.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Target 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

Buckman's Contribution: At Buckman, we aim to avoid the generation of waste. When waste is produced, we pursue recycling first. If recycling is unavailable, we then pursue incineration or fuel blending. We also collaborate with third-party recyclers to provide returnable packaging options for our customers.

6 CLEAN WATER AND SANITATION



Target 6.3: By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.

Buckman's Contribution: Buckman has established processes to conserve water and minimize the release of hazardous chemicals and materials. These processes include operating a water recovery plant at our South African location and implementing an effluent distillation process to recover and reuse process water at our site in Brazil.

13 CLIMATE ACTION



Target 13.3: Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

Buckman's Contribution: Training and education are key components of our sustainability program. In 2023, our environmental training focused on sustainability awareness, covering topics such as energy efficiency, water conservation and waste prevention. In 2024, we revamped our environmental training program with the intention of rolling it out to employees in 2025.

Connected to Our Planet: Environmental Responsibility

2024 HIGHLIGHTS



100% of our manufacturing sites maintained their ISO 14001 certifications.



Buckman earned a Platinum EcoVadis medal, placing in the top 1% of companies assessed by EcoVadis, the world's most trusted corporate sustainability assessment.



Buckman minimized our resource use and environmental footprint by:

- Decreasing our energy consumption by 16% compared to our 2020 baseline, exceeding our reduction target one year ahead of schedule.
- Reusing 317 tons of water at our South African site, exceeding our annual goal to reuse at least 250 tons of water.
- Increasing our use of renewable energy purchasing by 7% compared to 2021.

Management Approach

At Buckman, we use the internationally recognized ISO 14001 'Plan-Do-Check-Act' methodology to manage our environmental impacts and track our performance. Since 2004, all of Buckman's manufacturing sites have been ISO 14001 certified. To maintain our ISO 14001 certifications, we have environmental policies, commitments and goals. We also monitor key performance indicators, including our GHG emissions and energy use, to track our performance against our objectives. We hold monthly management reviews with our Global Environmental Sustainability Manager and Global Operations Sustainability Team to stay accountable and informed of our progress. Management regularly provides progress reports to the Board of Directors.

To uphold the rigor and effectiveness of our environmental management system, we conduct annual ISO 14001 audits and triennial safety, health and environmental (SHE) audits.

Training our workforce is also a key component of our environmental management system. In 2024, we revamped our environmental training program, and we plan to roll out the updated training across our workforce in 2025. In lieu of our formal environmental training program, our Global Environmental Sustainability Manager gave a presentation during our 2024 Buckman Safety Week on sustainability that unveiled Buckman's environmental principles:

- Reduce carbon footprint
- Reduce waste
- Reduce water consumption
- Eliminate spills

These principles were developed based on employee feedback regarding how Buckman can protect the environment.

Table 2. Workforce that Received Training on Environmental Issues (%)¹

2021	2022	2023	2024
4%	15%	94%	0%

Table 3. Operational Sites for which an Environmental Risk Assessment has been Conducted (%)²

2021	2022	2023	2024
100%	100%	100%	100%

1. In 2024, Buckman revamped our environmental training program to further enhance its effectiveness. We will relaunch our enhanced environmental training program to all employees in 2025. Topics included in our 2023 training were environmental and sustainability awareness, our sustainability commitment and examples of sustainability in action.

2. As a part of our ISO 14001 certifications, which we hold at every manufacturing site, we complete annual environmental risk assessments.

Spotlight: Environmental Awareness Program of Sumaré City Council

This program, developed in collaboration with the environmental publishing house and the Department of Sustainability of the Municipal Government of Sumaré in the state of São Paulo, aimed to create educational materials through an environmental education booklet for children in the municipality of Sumaré. Alongside the booklet, the Sumaré City Council distributed more than 5,000 tree seedlings of various native species, enabling children to actively participate in planting activities at their schools, in neighborhoods and across different areas of the municipality.



Buckman contributed as a key partner in the project by providing financial resources. As a result, Buckman was recognized as a company that actively promotes sustainability within the region where it operates. Our support played a crucial role in the implementation and reach of the program. Such initiatives are of great significance for environmental education and the future of the younger generation. By engaging children directly in environmental practices and providing them with educational tools, the program fosters a sense of responsibility, awareness and connection with nature from an early age. This not only contributes to the preservation and restoration of the local ecosystem but also helps cultivate environmentally conscious citizens who are more likely to make sustainable choices throughout their lives.

Greenhouse Gas Emissions, Energy and Climate Risk

GHG Emissions

TARGET: Reduce scope 1 and 2 GHG emissions by 15% from our 2020 baseline by 2025.

IN PROGRESS

Total 2024 scope 1 and 2 GHG emissions represented a 9% reduction from our 2020 baseline.



SCOPE 1 AND 2

Buckman collects data on direct GHG emissions (scope 1) from sources owned or controlled by Buckman and indirect GHG emissions (scope 2) from energy sources that are not owned or controlled by Buckman (e.g., purchased electricity and steam). The data collected is from all major manufacturing facilities. Our scope 2 emissions include our corporate office, but our scope 1 emissions exclude our corporate office. We formed regional and global operations sustainability teams and track reduction projects at each site. Emissions reduction projects that Buckman undertook in 2024 include:

- **Electrification projects:** Buckman replaced some of our conventional forklifts with electric forklifts, reducing our scope 1 emissions.
- **Process improvements:** Buckman implemented updates to our manufacturing processes that improved our energy efficiency, reducing our scope 2 emissions.
- **Renewable energy purchasing:** Buckman purchases I-RECs at select locations, reducing our market-based scope 2 emissions.

Buckman's 2024 scope 1 GHG emissions equaled 12,153 MT CO₂e, and Buckman's market-based scope 2 GHG emissions equaled 8,383 MT CO₂e. Scope 1 emissions increased compared to 2023, primarily due to an increase in production. Scope 2 emissions decreased compared to 2023, primarily due to increased efficiency resulting from process improvements and capital expenditures upgrades.

Total 2024 scope 1 and 2 emissions represented a 9% reduction from our 2020 baseline.

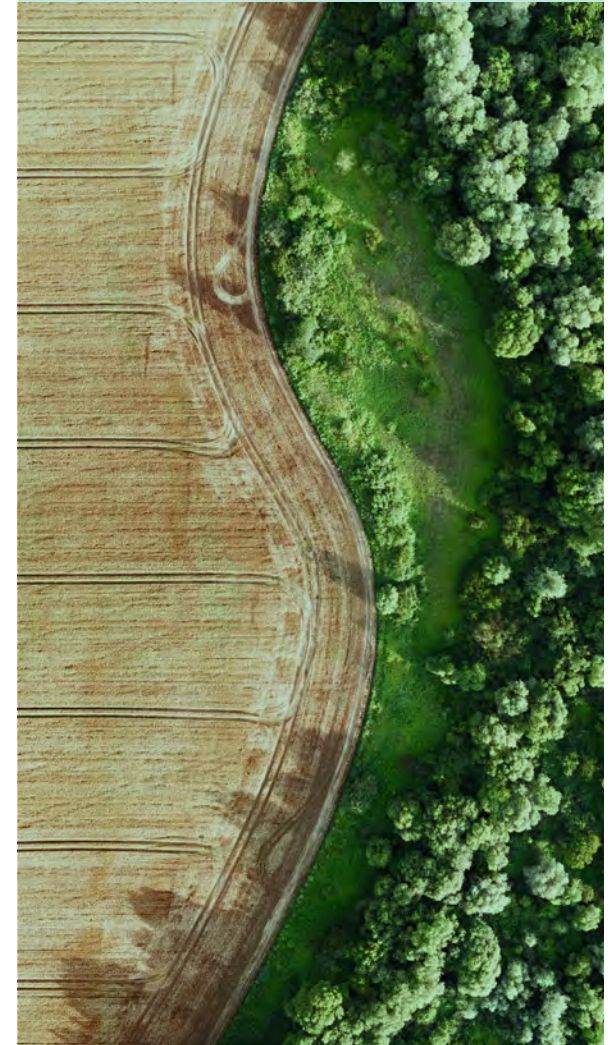
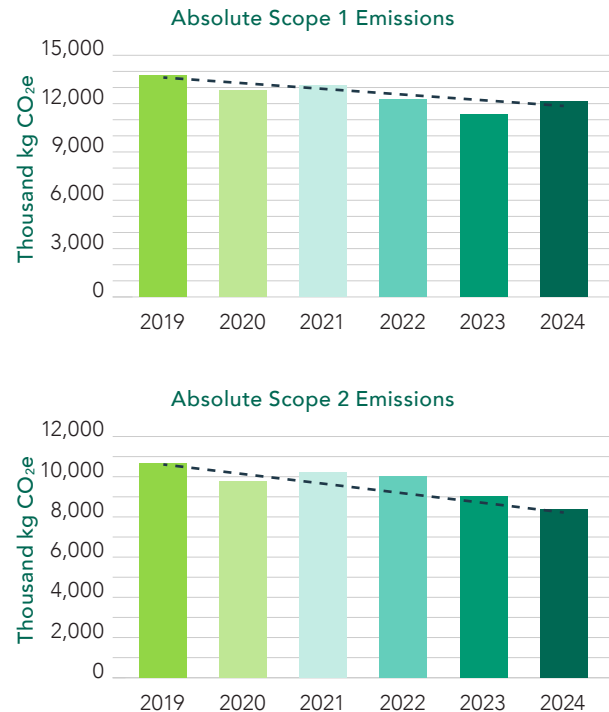


Table 4. Absolute GHG Emissions (MT CO₂e)³

	2020	2021	2022	2023	2024
Scope 1 Emissions	12,830	13,135	12,259	11,263	12,153
Location- Based Scope 2 Emissions	9,781	10,204	10,005	9,045	8,383
TOTAL	22,611	23,339	22,264	20,308	20,536

Table 5. GHG Emissions Intensity (kg CO₂e/ kg production)

	2020	2021	2022	2023	2024
Scope 1 Emissions Intensity	0.065	0.062	0.067	0.067	0.067
Scope 2 Emissions Intensity	0.049	0.048	0.055	0.054	0.046

3. Buckman recalculated our GHG inventory using updated emissions factors. As a result, our scope 2 emissions from 2020 to 2023 are restated from our 2023 Sustainability Report.

NON-GHG AIR EMISSIONS

In addition to tracking GHG emissions, Buckman tracks non-GHG air emissions at our U.S. locations. See Table 6 below for our non-GHG air emissions data.

Table 6. U.S. Locations Weight of Non-GHG Air Emissions (Tons)⁴

	PM10			SO _x			NO _x			CO			VOCs			HAP		
	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024	2022	2023	2024
Memphis	0.69	0.58	0.48	0.05	0.05	0.04	9.06	7.62	6.27	7.61	6.40	5.27	1.26	2.49	2.54	0.64	1.44	1.66
Cadet	0.18	0.29	0.29	0.01	0.02	0.02	2.46	3.87	3.87	2.07	3.25	3.25	0.13	1.17	1.17	N/A	0.02	0.20
TOTAL for the U.S.	0.87	0.87	0.77	0.06	0.07	0.06	11.52	11.49	10.14	9.68	9.65	8.52	1.39	3.66	3.71	0.64	1.64	1.86

4. Increases in HAPs are, in general, aligned with increases in production. To measure our non-GHG air emissions, we use site-specific emission factors developed by engineers in most cases and rely on AP-42 for others where we do not have a site-specific emission factor (i.e., boilers).

SCOPE 3

In 2024, Buckman began calculating scope 3 (value chain) emissions associated with transportation and distribution (T&D) from our manufacturing sites in North America, Europe and Brazil. Due to limited data availability and resources, Buckman has not yet calculated our complete scope 3 GHG emissions inventory.

In North America, our T&D emissions totaled 10,551 metric tons of CO₂e in 2024. This encompasses emissions from compartmental tanks, dry vans, lined tankers, reefer trucks and tank trailers that made pick-ups or deliveries to and from our North America locations.

In Europe, in 2024, our T&D emissions totaled 473.2 metric tons of CO₂e. Our European T&D emissions are lower than our North American emissions due to fewer pick-ups and deliveries, as well as a larger portion of T&D being conducted by train versus truck.

In Brazil, in 2024, our T&D emissions totaled 1,330 metric tons of CO₂e. These account for the emissions associated with out-bound shipments via sider truck and tank truck.

Moving forward, we will continue to develop systems for tracking additional scope 3 categories and will implement GHG reduction measures in the categories over which we have the most control.

Energy

TARGET: Reduce total energy consumption by 15% from our 2020 baseline by 2025.

ACHIEVED

2024 total energy consumption was 16% lower than 2020.

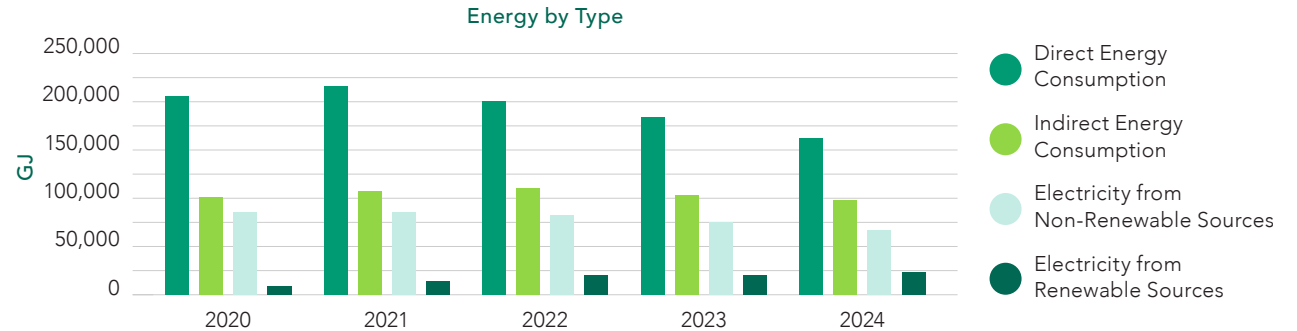


DIRECT ENERGY CONSUMPTION

Direct energy, which refers to the energy consumed by our Company to manufacture products, totaled 161,905 GJ in 2024. Our direct energy intensity in 2024 equaled 0.89 MJ/kg production. This intensity metric includes energy consumption within our organization; it does not include energy consumption outside of the organization. About 99.99% of the direct energy was generated from purchased natural gas, and less than 1% was generated from other liquid fuel sources (LPG, petrol, kerosene, diesel and fuel oil). Direct energy consumption is reported for all our major manufacturing sites, but it excludes our corporate office building. Our 2024 direct energy consumption demonstrates a 19% decrease from our 2020 consumption.

INDIRECT ENERGY CONSUMPTION

Indirect energy consumed by our Company in 2024 was 97,190 GJ. Renewable energy purchased by our Company in 2024 was 22,813 GJ. Our indirect energy intensity in 2024 equaled 0.41 MJ/kg production. This intensity metric includes energy consumption within our organization; it does not include energy consumption outside of the organization. We have increased our use of renewable energy by 7% compared to 2021. Indirect energy consumption is reported for all our major manufacturing sites but excludes our corporate office. This includes all indirect energy consumption at these sites, consisting of purchased electricity and steam (only in China).



TOTAL ENERGY CONSUMPTION

In 2024, Buckman's total energy consumption equaled 259,095 GJ, a 16% decrease from 2020. The reduction of energy consumption is primarily attributed to the following activities:

- **Process improvements:** Buckman implemented updates, like improved insulation and leak prevention programs, to our manufacturing processes, which improved our energy efficiency.
- **Energy-efficient boilers:** At select Buckman locations, we replaced the boilers with energy-efficient models.

Climate Risk

In Buckman's 2024-2025 double materiality assessment, Buckman identified material physical (e.g., natural disasters) and transition (e.g., regulations) climate-related risks to our business. To further understand our potential exposure to climate-related risks, Buckman is evaluating undertaking a formal climate risk assessment. At the time of this report's publication, climate-related risks are managed by Buckman's dedicated Risk Management Committee, which is part of the Board of Directors. This Committee sets business continuity strategies and plans to prepare for risks to our business. To read more about our Board of Directors, please refer to the [Sustainability Governance](#) section of this report.

Table 7. Total Energy Consumption (GJ)

2020	2021	2022	2023	2024
308,355	322,401	310,277	285,574	259,095

Table 8. Total Renewable Energy Consumption (GJ)

2020	2021	2022	2023	2024
8,792	13,535	20,304	20,453	22,813

Water

TARGET: Reduce water consumption by 20% from our 2020 baseline by 2025.

IN PROGRESS

2024 water consumption was 15% lower than 2020.



In addition to our South African water recovery plant, our other water-saving activities include:

- **Rainwater harvesting:** Multiple Buckman locations utilize rainwater harvesting systems to supplement water needs, including process water and landscaping.
- **Water management training:** Water reduction strategies and best practices are incorporated into Buckman's environmental awareness training for employees.
- **Recycled water in cooling systems:** Select manufacturing facilities recirculate the water used in their cooling systems.

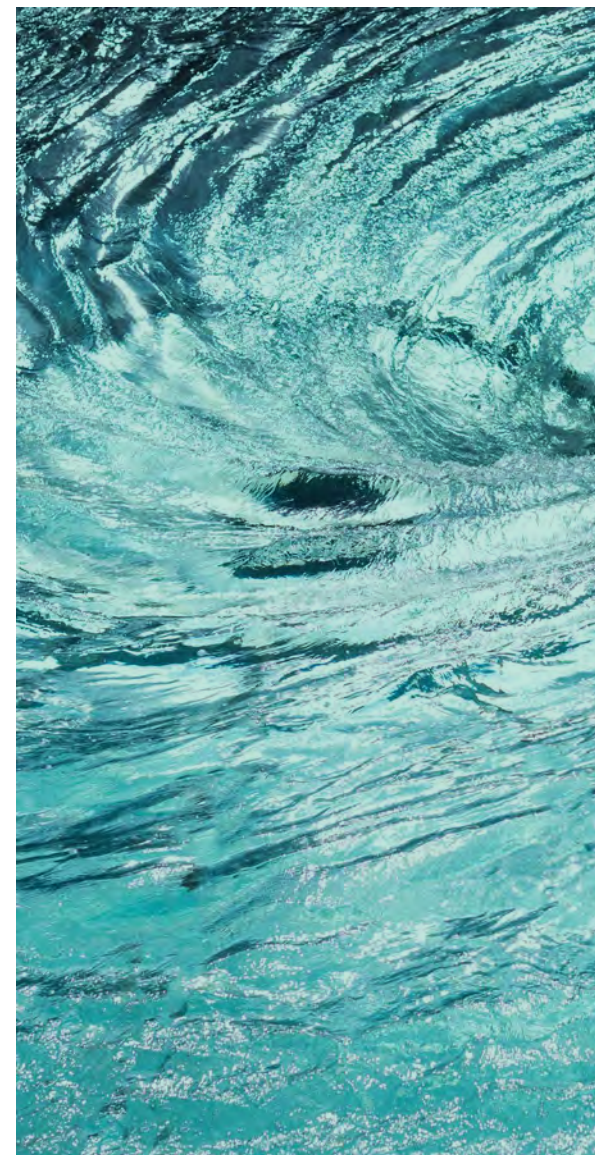
Management of Water Discharge-Related Impacts

To manage our water discharge, we adhere to permits and regulatory requirements in the municipalities where our sites are located. Effluents in our water discharge are typically treated at water treatment facilities or caught in our water recovery operations.

Water as a Shared Resource

At Buckman, we recognize the importance of managing our value chain and the impact of our direct operations on water sources. We used the World Resources Institute's Aqueduct Water Risk Atlas to assess the water stress in the regions where our sites are located. This evaluation identified our South African site as being in an area of high water stress. To minimize the impact of our South African site on water resources, we operate a water recovery plant at this location, enabling the reuse of recovered water in the manufacturing process. The South African site aims to reuse at least 250 tons of water each year. In 2024, we exceeded this goal by reusing 317 tons of water at this site.

The South African site aims to reuse at least 250 tons of water each year. In 2024, we exceeded this goal by reusing **317 tons** of water at this site.



Water Withdrawal and Intensity

Water withdrawal refers to the total amount of water taken from water sources. Table 9 records our annual water withdrawal by source. In addition to tracking our absolute water withdrawal, we also monitor our water intensity (m³/t) to evaluate how efficiently water is used in our manufacturing process. Table 10 records our annual water intensity metrics.

Water Discharge and Consumption

Water discharge refers to the release or outflow of water from our operations back into the environment. Water consumption refers to the difference between the volume of water withdrawn from water sources for our operations and the volume of water discharged back into the environment. Water consumption represents the water that is not returned to the environment but rather is 'consumed' during our operations. Table 11 records our annual water discharge and consumption.

Table 9. Water Withdrawn by Source (MI)

	2020	2021	2022	2023	2024
Ground Water	60.1	68.2	54.8	47.9	47.3
Municipal Water	303	248	317	369	353
Surface Water	0.6	0.5	0.1	0.1	0.2
Waste Water	7	0	0	0	0
Total	370.7	316.7	371.9	417	400.5

Table 10. Water Intensity (m³/t)

	2020	2021	2022	2023	2024
Water Discharge/Production	0.86	0.90	0.80	1.45	1.26
Water Withdrawn/Production	1.87	1.50	2.03	2.47	2.20
Water Consumption/Production	1.01	0.60	1.23	1.02	0.94

Table 11. Water Discharge and Consumption (MI)

	2020	2021	2022	2023	2024
Water Discharged	170	190	147	245	230
Water Consumed	201	127	225	172	171



Waste, Pollution and Resource Outflows

TARGET: Reduce total waste by 20% from our 2020 baseline by 2025.



IN PROGRESS

Our 2024 total weight of waste increased 11% compared to our 2020 baseline.

Table 12. Weight of Operational Waste (tons)⁵

	2020	2021	2022	2023	2024
Total Weight of Hazardous Waste	6,995	5,853	8,601	9,192	7,478
Total Weight of Non-hazardous Waste	432	659	541	596	926
Total Weight of Waste Recovered	251	336	226	312	158

⁵ For this report, Buckman classifies waste recovered as waste that was recycled.

Waste-Related Impacts

Waste is generated as a result of Buckman's manufacturing operations and non-operational activities, including office waste, kitchen waste and general plant waste. Waste, pollution and resource outflows are also concerns for our suppliers, particularly in the chemical industry, where emissions and industrial discharges or spills can contribute to air, water and soil pollution.

For our direct operations, we aim first to avoid generating waste wherever possible. If waste must be generated, we pursue recycling before waste treatment. For example, our Brazilian and South African sites recycle wastewater, and our European and Brazilian sites recycle their non-operational waste, such as paper, plastics, cardboard and other materials. If waste generation is unavoidable, the waste is sent to a properly licensed third-party disposal company for incineration or fuel blending. Each manufacturing plant must review and audit third-party disposal companies as a requirement of their ISO 14001 Environmental Management System registration.

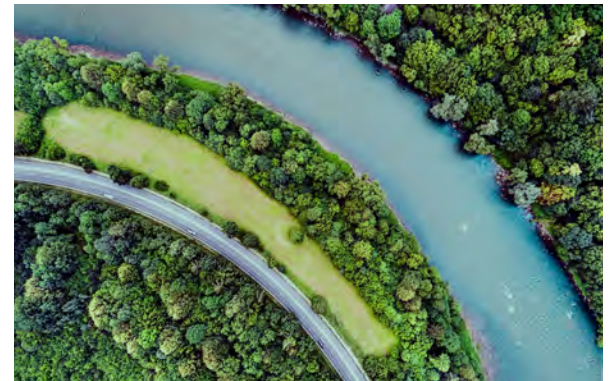
In 2024, our hazardous waste decreased, while our non-hazardous waste increased, compared to 2023. The variability in our waste data from year to year is due to changes in our waste streams and the recategorization of certain waste types.

Buckman's chemical application products are consumed during their application, thereby eliminating the opportunity for reuse. Therefore, Buckman focuses our circularity efforts on the materials we can reuse: our product packaging and equipment. Buckman is committed to extending the lifecycle of our product packaging through collaborative efforts across our value chain that facilitate the return and reuse of packaging.

Some specific actions we take to prevent or reduce waste include:

- **Returnable packaging:** Buckman collaborates with third parties to offer returnable packaging for empty plastic and steel drums, as well as intermediate bulk containers (IBCs), to its customers. In 2024:
 - Buckman's North American facilities recycled 167 tons of metal packaging material and 107 tons of plastic packaging material.
 - Buckman's site in China returned 29.96 tons of packaging to suppliers and recycled 234.09 tons of packaging.
 - Buckman's site in Belgium recycled 1,841 IBCs, 70.9 tons of steel and 28 tons of plastic.
 - Buckman's site in Brazil recycled 2,668 IBCs and another 12,140 IBCs through third parties.

- **Returned goods:** Each region facilitates a "returned goods" program for unused products. In general, products must be within their shelf life and unopened to be eligible for return. Returned goods are evaluated for rework into future batches of products.
- **Equipment reuse:** Buckman uses extensive equipment technology (Customer Service Equipment) at our customers' facilities. This equipment is removed and reused to improve asset life and reduce waste, as applications are transferred or equipment upgraded.

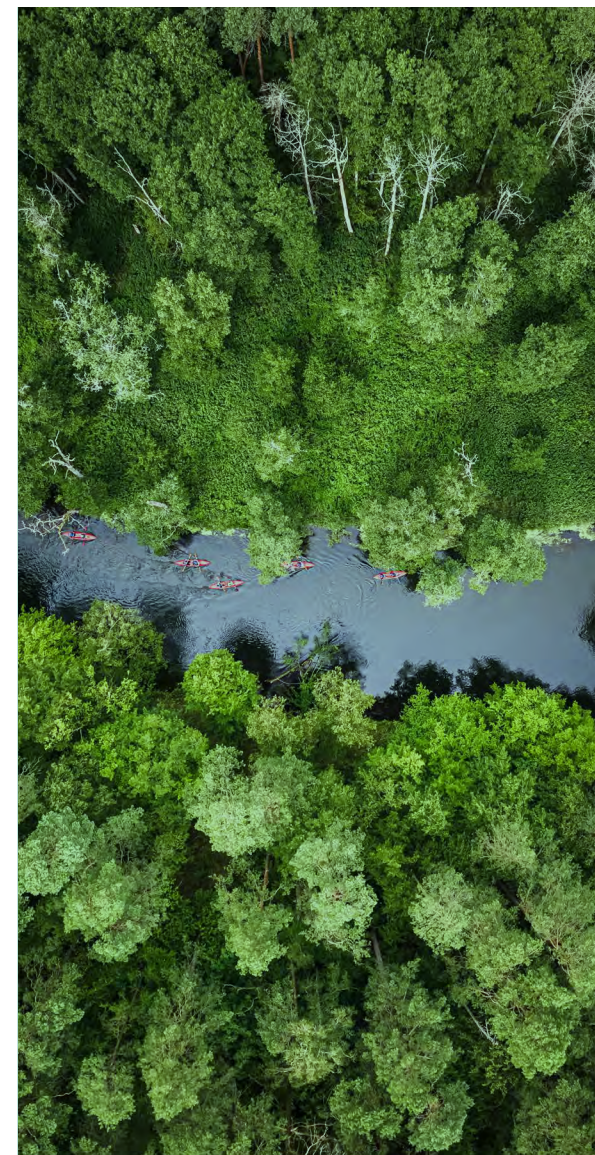


Biodiversity

Buckman's manufacturing activities rely on organic materials, such as palm oil, and inorganic materials, like sodium derived from minerals. As a result, upstream from our operations, there can be negative impacts on biodiversity. These negative impacts are due to land use changes and ecosystem disruptions that affect the sourcing of key materials for our operations.

Since the impacts on biodiversity are primarily borne in our supply chain (as opposed to our operations), Buckman has less direct control over mitigating these impacts. Nevertheless, we know we can influence our supply chain by establishing our expectations for their environmental performance. Therefore, Buckman expects our suppliers to adhere to our [Supplier Code of Conduct](#), which includes the expectation that suppliers conduct their operations in a manner that reduces risk and minimizes negative environmental impacts.

Buckman also sources palm oil that is certified by the Roundtable on Sustainable Palm Oil (RSPO), an internationally recognized certification that promotes a sustainable management model for palm oil production and assures consumers that the product has been produced in compliance with the RSPO Standards. In Buckman's North American locations in 2024, 83% of the volume of palm oil-derived materials was RSPO certified.



Connected to Each Other: Our People & Communities

2024 HIGHLIGHTS



100% of our manufacturing sites maintained their ISO 45001 certifications.



7,206 attendees took part in our Global Safety Week, with attendees encouraged to attend multiple events.



980 employees have personal development plans, more than doubling the number with these plans in place in 2023.

Management Approach

As demonstrated in our values, people are the core of our business.

We are committed to:

- Prioritizing the safety, teamwork and lifelong learning of our associates.
- Maintaining a customer-focused approach to foster mutually beneficial relationships.
- Engaging with our communities through [BuckmanCares](#).

Employee Engagement

Our safety program adheres to and is certified in accordance with the ISO 45001 occupational health and safety management standard. It is managed by a network of individuals and teams across our company, who are brought together in our Global Safety, Health and Environmental (SHE) Team.

To continually evaluate and improve our organizational culture, we distribute an Organizational Health Index (OHI) survey to our employees globally. The survey is administered in multiple languages to ensure employees can share their insights and opinions in their first language. In 2024, 90% of associates from around the globe participated in the survey, providing valuable insights into our strengths and areas for improvement. We conduct OHI surveys every 18 to 24 months. We also conduct quarterly pulse surveys for more frequent feedback collection.

Table 13. Organizational Health Index (OHI) Survey Participation Rate

2021	2022	2023	2024
N/A	91%	N/A	90%

Table 14. Pulse Survey Participation Rate

2021	2022	2023	2024
86%	90%	88%	84%

Customer Engagement

Our customer relationships are managed through collaborative efforts across our finance, administration, customer service and sales teams. These departments optimize stock requirements, update our manufacturing schedules and adjust to changing customer needs.

Community Engagement

Our Vice President of Global Marketing Communications leads our BuckmanCares initiative. BuckmanCares is community-focused, encouraging the dedication of Buckman resources and the contribution of employees' time and talents in education and emphasizing youth, health and human services, environmental stewardship and diversity, equity and inclusion.



Health and Safety



TARGET 1: By 2030, achieve an occupational injury rate (OIR) of 0.2 or below.

IN PROGRESS Our 2024 OIR was .48.

TARGET 2: By 2030, achieve a lost time injury rate (LTIR) of 0.05 or below.

IN PROGRESS Our 2024 LTIR was 0.06.

Occupational Health and Safety Management System

Our management system follows regulations developed by the United States Occupational Safety and Health Administration (OSHA) and applicable local regulations at each of our global sites. Our manufacturing sites are each 45001 certified, demonstrating our adherence to the best international practices in safety management. ISO 45001 employs the Plan-Do-Check-Act methodology to systematically manage health and safety risks. In line with ISO 45001, key elements of our management system include leadership commitment, worker participation, hazard identification and risk assessment, legal and regulatory compliance, emergency planning, incident investigation and continuous improvement. Our internally and externally audited occupational health and safety management system applies to all Buckman employees, contractors and visitors.

Table 15. Operational Facilities that are certified to ISO 45001 (%)

2021	2022	2023	2024
100%	100%	100%	100%

Our SHE Team, which meets monthly, comprises our Corporate Global SHE Department, which regularly engages in a disciplined

program of risk analysis and planning to develop goals and measure progress. Our Global SHE Team establishes processes and improves global communication, coordination and implementation of health and safety initiatives among operating companies and corporate departments at multiple levels. A Global SHE Scorecard is published monthly and shared with senior leadership. The scorecard metrics include leading indicators, such as near miss and behavior-based safety reporting, SHE training completion and SHE-related action items.

HAZARD IDENTIFICATION, RISK ASSESSMENT AND INCIDENT INVESTIGATION

Buckman deploys global SHE audits, quantitative risk assessments (QRAs), process hazard analyses (PHAs) and pre-startup safety reviews (PSSRs) to identify work-related hazards and assess risk on both routine and non-routine bases.

SHE audits are scheduled at a minimum of every three years for each operating location. Audit teams comprise subject matter experts from various departments within our organization, including safety, environmental, plant management, process engineering and other relevant areas. The competency of auditors is ensured through third-party accreditations, like the Certified Safety Professional® (CSP®) and Certified Hazardous Materials Manager (CHMM®). This auditing process enables Buckman employees with similar job roles to share knowledge and best practices beyond their typical work environment. During these years that plants are not undergoing corporate SHE audits, they either undergo a third-party compliance audit or an internal self-audit.

Our QRA process applies the appropriate risk analysis technique for the identified chemical hazard or security vulnerability, and recommends, prioritizes and reviews options to manage risk in compliance with our global standard. QRAs are scheduled every 10 years for each manufacturing facility. Some audits are

scheduled more frequently, as driven by local regulations.

The PHA program systematically identifies, evaluates and controls process hazards, such as fires, explosions and spills, to minimize the potential release of chemicals that could affect employee or public safety.

PSSRs are performed to verify that process equipment and plant personnel are ready to safely initiate and maintain process operations after new materials have been introduced, changes have been made to standard operating procedures or modifications have been made to the equipment.

The results of SHE audits, QRAs, PHAs and PSSRs are reviewed by our Global SHE Team and used to inform continual improvements of our occupational health and safety management system.

Buckman utilizes Intalex, an environmental, health, safety and quality operating system, for incident reporting, investigation and behavior-based safety observations. Anyone who reports a safety incident in good faith is protected from retaliation. Each incident is ranked according to its actual consequences and/or the potential for serious consequences. The investigation uses the Five Whys and an Ishikawa-aligned risk assessment.

After investigating incidents reported in good faith, corrective actions and recommendations are implemented to prevent similar incidents from recurring. Corrective actions are tracked monthly and included in the Global SHE Scorecard, which is shared with senior leadership.

Under our Stop Work Authority program, Buckman encourages employees to remove themselves from work situations and speak to their supervisor if they are unsure of their ability to perform a task safely. The Stop Work Authority is a program designed to give employees and contractors the responsibility and authority to stop work if they observe unsafe conditions or behaviors that could lead to accidents or injuries. This authority is supported by OSHA regulations.

OCCUPATIONAL HEALTH SERVICES

Buckman's health services and benefits vary by country, but may include:

- Medical coverage
- Dental coverage
- Vision protection
- Flexible spending account
- Life insurance
- Long-term care
- Accidental death and dismemberment insurance
- Travel accident insurance
- Long- and short-term disability
- Employee Assistance Program (EAP)
- Cancer plan
- Healthcare survivor benefit

To ensure the quality of our services and accessibility for our employees, we complete annual benchmarking against industry standards, which includes an affordability analysis and collaboration with benefits providers to assess performance and utilization. Based on the results, we identify improvement opportunities, make adjustments to enhance coverage, educate users and address issues. Our goal is to ensure that our employees can access high-quality, affordable health services that support their overall well-being.

Table 16. North American Workforce Offered a Healthcare Plan (%)

2021	2022	2023	2024
100%	100%	100%	100%

Table 17. Operational Facilities for which an Employee Health and Safety Risk Assessment has been Conducted (%)

2021	2022	2023	2024
100%	100%	100%	100%



WORKER PARTICIPATION, CONSULTATION AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY

Health and Safety Committees solicit worker participation and consultation in the occupational health and safety management system. Additionally, we host an annual Buckman Safety Week, a dedicated week for safety, health, wellness and environmental educational sessions, workshops and activities. Our employees provide input on the themes and topics and volunteer to present on their topics of interest. We collect employee feedback on every educational session.

Incidents with high consequence rankings or high potential rankings are communicated globally via a Safety Alert and a Safety Stand-Down. Safety Alerts are distributed as soon as an incident occurs and relay the information that is known at the time of the incident. Safety Stand-Downs are communicated after the incident has been investigated and contain the sequence of events that occurred, root cause analysis and an action plan. Safety Alerts and Safety Stand-Downs are presented to SHE personnel and the general managers across all operating sites. The General Managers can then cascade any learnings from these communications down to their sites and implement any relevant, preventative actions.

WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

Training is rolled out each year in person and online through our global Learning Effectiveness and Performance department. Our global target is to complete 100% of all assigned safety, health and environmental training each year.

Our health and safety training covers over 30 topics, such as:

- Behavior-Based Safety
- Bloodborne Pathogens
- Chemical Management
- Critical Standards:
 - Confined Space
 - Control of Hazardous Energy (LO/TO)
 - Hot Work
 - Electrical Work
 - Initial Line Opening
 - Powered Industrial Trucks
 - Safe Work
 - Working from Heights
- Defensive Driving
- Emergency Response
- Ergonomics
- Fire Extinguishers
- Hazard Identification and Risk Assessment
- Hearing Conservation
- Incident Reporting
- Laboratory Spill Response, Chemical Hygiene
- Office Safety
- Personal Protective Equipment (PPE) and Respiratory Protection
- Process Safety and Applicable Chemical Hazards

We also utilized DuPont's Felt Leadership concepts and tools for our safety training, which emphasizes leadership that fosters engagement, personal connection and purposeful action around safety leadership that is both visible and felt. In 2024, 422 employees participated in Felt Leadership 'Switch-On' workshops that included training on safety culture and understanding the "why" of safety.

Promotion of Worker Health

Buckman offers voluntary health promotion services to reduce the incidence of serious illness in the workplace and associated healthcare costs. U.S.-based employees are offered online health assessments to help them and their qualified dependents evaluate the genetic and lifestyle factors that increase their individual risk of contracting serious illnesses.

Employees can access educational materials and are offered healthy lifestyle coaching through our Fit2BWell wellness program. Participants can also have telephone sessions with a professional wellness coach at no cost.

At our headquarters in Tennessee, an onsite company nurse works closely with corporate, manufacturing and field employees to provide health and wellness-related services by performing the following duties:

- Coordinates company-required physical examinations
- Reviews physical examination results with employees
- Coordinates Health Maintenance Incentive Program
- Conducts training classes and educational meetings for Buckman's First Aid teams
- Manages Workers' Compensation claims, blood drives, and special services, such as mammograms and flu shots
- Assists employees with their immediate healthcare needs and questions

Buckman also covers the entry fee for employees and their families to partake in select walking, biking and running events.

WORK-RELATED INJURIES AND ILL HEALTH

The total number of hours worked by Buckman employees and contractors in 2024 was 2,207,496.

Buckman had zero fatalities due to work-related injuries during 2024. Buckman had eight recordable cases, one of which was a high-consequence injury that resulted in 18 days of lost time. The main types of injuries were slips, trips and falls. Root cause analysis and corrective actions were implemented for every recordable and lost-time injury.

Buckman's recordable injury rates are calculated using 200,000 hours worked. No workers are excluded from our calculations.

Table 18. Occupational Injury Rate (OIR)⁶

2021	2022	2023	2024
0.41	0.53	0.18	0.48

Table 19. Lost Time Injury Rate (LTIR)⁷

2021	2022	2023	2024
0	0.24	0.06	0.06

6. OIR is calculated using the formula: (Number of Injuries and Illnesses X 200,000) / Employee Hours Worked.

7. LTIR is calculated using the formula: ((Total # of Lost Time Injuries) / (Total # Man Worked Hours)) x 200,000.





Consumers and End Users

Health and Safety Impacts

Buckman does not knowingly sell any products into markets where they are banned. Measures, including communicating proper handling and safety procedures, are taken to ensure customer health and safety. Buckman employs field experts at customer sites worldwide. Global safety managers, field safety managers and field safety champions travel to customer sites to conduct audits, but they also travel to share, collaborate and enhance safety knowledge. Several proprietary tools are available to help field employees identify hazards and potential risks.

Buckman employs a Hazardous Chemical Application Standardization (HCAS) procedure checklist to ensure that our chemicals and chemical applications at customer sites are handled uniformly and safely, in accordance with agreed-upon global standards. Documentation of these assessments must be maintained for every application, and all non-conformances must be addressed. Our HCAS checklist is completed at least every two years, and/or if:

- A new chemical application is put into use at a customer site
- A process change is made that affects the application
- A high-potential incident occurs

Our HCAS and Chemical Application Standard (CAS) Procedure applies globally to all Buckman sales regions and outlines our formal process for assessing risks.

During the reporting period, Buckman experienced zero incidents of non-compliance related to:

- Health and safety impacts
- Anti-competitive, antitrust or monopoly behavior
- Information and labeling
- Marketing communications of our products

Table 20. Product Recalls

2021	2022	2023	2024
0	0	0	0

Table 21. Number of Customer Health and Safety Incidents

2021	2022	2023	2024
0	0	0	0

Table 22. Number of Legal Actions Against Buckman for Anti-Competitive Behavior, Antitrust or Monopoly Practices

2021	2022	2023	2024
0	0	0	0

Information and Labeling

Buckman products comply with the applicable hazard communication laws in the countries where Buckman sells them. These requirements include product safety data sheets (SDS) and labels. When required by local and national regulations, the content of the SDSs and labels provides information on the country of origin, concentration, safe handling, disposal and other relevant details as required for compliance. Information on sourcing individual components is collected but not disclosed to customers via SDSs and labels. Buckman also provides customers with direct support when additional information regarding safe handling and uses for specific applications is needed. Buckman complies with the global implementation schedules of the Globally Harmonized System for Classification and Labeling.

Working Conditions

Freedom of Association and Collective Bargaining

Buckman's collective bargaining agreements cover employee health and safety, working conditions, career oversight and development, diversity, discrimination and harassment, all according to national laws and regulations of the applicable country. In 2024, just over 40% of associates were covered by collective bargaining agreements.

We have not identified operations or suppliers at significant risk of violating workers' rights to exercise freedom of association or collective bargaining.

Table 23. Workforce Covered by Formal Collective Agreements Concerning Working Conditions/Covered by Formally Elected Employee Representatives (%)

2021	2022	2023	2024
41.9%	42.8%	43.5%	43%

Child Labor

TARGET: By 2026, annually train 100% of employees on child labor, forced labor, and human trafficking prevention.

ACHIEVED

100% of employees have training on child labor, forced labor, and human trafficking prevention.

Before hiring, we verify the age of candidates. Buckman will not tolerate child labor under any circumstances. Young workers (i.e., minors who have reached the minimum age of employment and completed compulsory education) are

permitted under strict conditions and in compliance with ILO standards. Buckman will always adhere to the strictest applicable laws to protect young workers. As a general rule, young workers can have a job, but they should never undertake work that jeopardizes their health and safety or impacts their education and development. We will not employ young workers for more than the maximum weekly or daily hours allowed by applicable law.

We also avoid contributing to the use of child labor through our relationships with suppliers and clients. At the end of 2024, Buckman put in place requirements that our suppliers, partners, contractors and vendors follow the strictest laws (if more than one local, state, federal or international law applies) when recognizing child rights. We have not identified any operations or suppliers that are under significant risk for child labor incidents or exposure of young workers to hazardous work.

Forced Labor

As a participant of the UN Global Compact, Buckman upholds the Ten Principles of the Compact, including the principles stating that businesses should support and respect the protection of internationally proclaimed human rights and that businesses should uphold the elimination of all forms of forced and compulsory labor. In line with these principles, Buckman has a Human Rights Policy that unequivocally condemns and prohibits the use of child or forced labor. The policy further states that Buckman does not retain employees' original identification documents and does not use force to limit the freedom of movement of our employees. In 2024, Buckman had zero reported incidents of child or forced labor. We have not identified operations or suppliers to be under significant risk for forced or compulsory labor incidents.

Table 24. Number of Employees that Completed a Forced Labor Prevention Training

2021	2022	2023	2024
0	1,056	0	1,574

Table 25. Number of Reported Cases of Child or Forced Labor

2022	2023	2024
0	0	0

Training and Development

TARGET: By the end of 2025, 100% of employees will have a development plan.

IN PROGRESS

63% of employees have personal development plans.

Our performance and talent management system standardizes the learning processes for managers and employees, creating a uniquely global culture of performance improvement at Buckman. This linkage enables us to develop process-oriented feedback loops for career development plans that address skill gaps and to offer programs aligned with each key skill or behavior. Employee learning is at the heart of Buckman's three-part strategy, which includes consistent global employee development, continuous process improvement and effective sales account management.

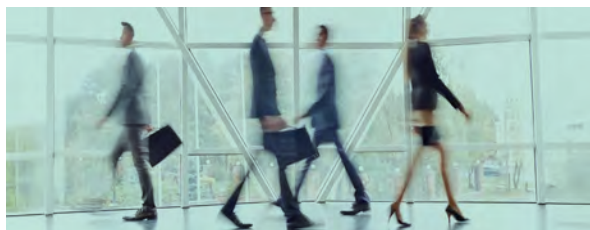
In 2024, 98% of our total workforce received career- or skills-related training across 18 different skill training programs or pathways. Each pathway contains multiple courses within a particular skill area. We also had 78 internal promotions.

One example of the skills training we offer is our Insight Selling program. This training program is available to all employees and focuses on selling based on value propositions and change management. We offer access to the LinkedIn Learning platform for employees seeking additional training aligned with their development plans. This platform provides on-demand learning, with thousands of courses available globally, supporting both personal and professional growth. Access can be provided upon request.

We also take great pride in our Buckman SuperMinds Program. In 2023, participants were selected to partake in the SuperMinds Program, a two-year recognition and development program for high-potential employees. Through the SuperMinds Program, employees participate in various activities, including training sessions and simulations on business management topics. During 2024, SuperMinds participants worked on developing projects that they will present to the wider team in 2025.

For employees experiencing career transitions due to retirement or termination, Buckman provides transition assistance programs that facilitate continued employability and/or help manage the change. Dependent on the country and applicability, the programs may include:

- Severance pay
- Career planning
- Outplacement/job placement services



Managers and employees (excluding contractors) undergo a yearly performance review, which reviews the prior period's performance and sets goals for the next period. Approximately 97% of employees completed performance reviews in 2024. Key leaders and managers participate in annual talent forum events to discuss employees' performance, potential and desire to move into higher levels of leadership. These forums are a key piece of our sustainability effort, as having the right people in the right roles positions us to meet the changing needs of our customers and other stakeholders.

Table 26. Number of Internal Mobility/Promotion Cases

2021	2022	2023	2024
115	120	93	78

Table 28. Workforce Training Hours⁹

	2020	2021	2022	2023	2024
Total Training Hours Globally	74,467	41,492	43,338	51,425	95,298
Average Training Hours Per Employee	51	26	30	32	74

Table 29. Direct Employees Who Received Performance Reviews

	2021	2022	2023	2024
Total Number of Performance Reviews	1,337	1,278	1,543	1,514
Percent of Men Who Received a Performance Review	97%	98%	98%	97%
Percent of Women Who Received a Performance Review	96%	97%	99%	97%

⁹ In 2024, Buckman instituted new trainings and incorporated tracking of LinkedIn Learning and training workshops into our learning management system. As a result, we saw an increase in our total training hours tracked in 2024 compared to prior years.



Table 27. Number of Employees with Personal Development Plans⁸

2021	2022	2023	2024
369	367	339	980

⁸ In 2024, Buckman instituted a global requirement for each employee to have a development plan. As a result, there was a sizable increase in the number of employees with personal development plans in 2024, compared to previous years.

Diversity, Equal Opportunity and Non-Discrimination

At Buckman, diverse thoughts and perspectives enable innovation, and equal opportunities and non-discrimination promote fair and productive work environments. As a result, Buckman is committed to training our employees, maintaining confidential grievance reporting mechanisms and conducting pay analyses to foster an inclusive and fair workplace.

In 2024, 100% of new employees in North America completed anti-harassment training covering identifying types of harassment, legal implications, roles and responsibilities and what to do if an incident occurs. The training also included the procedure for filing a complaint and the process Buckman takes once made aware of a complaint. All complaints can be reported confidentially and anonymously through EthicsPoint. In 2024, Buckman had zero reported incidents of discrimination or harassment, and therefore zero corrective actions were taken.

Table 30. Percentage of U.S. Employees Covered by a Living Wage Assessment

2022	2023	2024
0	100%	100%

WAGE ANALYSES

Buckman analyzes our average unadjusted gender pay gap¹⁰. Additionally, for our U.S. employees, Buckman conducts a living wage assessment. In 2024, our average unadjusted gender pay gap equaled 0.862. Our living wage benchmark analysis covered 100% of our direct U.S. employees. The living wage assessment found that zero employees included in the study were paid below a living wage. As such, there was no gap between the average wage of our North American employees and a living wage.

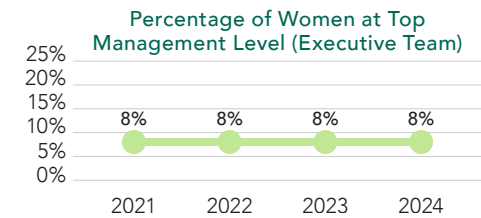
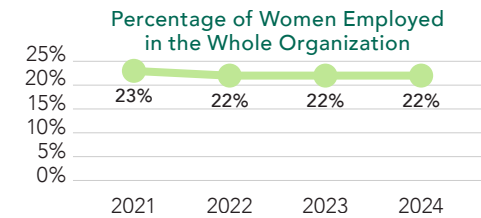
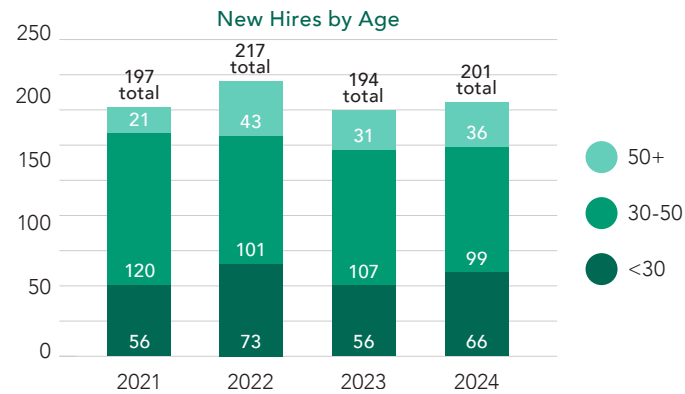
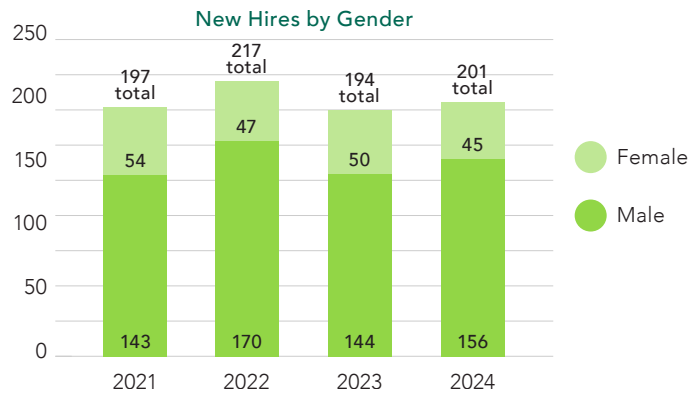
10. Buckman follows the definition and formula used by EcoVadis (a global supply chain sustainability assessment) to define and calculate our average unadjusted gender pay gap; the unadjusted gender pay gap does not factor in any differences in pay due to varying years of experience, position titles, contract types or roles, among others. The unadjusted gender pay gap is calculated as the difference between average gross hourly earnings of male employees and of employees identifying as women as a percentage of average gross hourly earnings of male employees.

Table 31. Average Unadjusted Gender Pay Gap

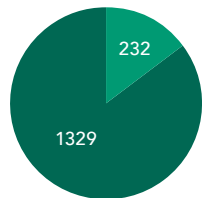
2021	2022	2023	2024
0.896	0.891	0.855	0.862



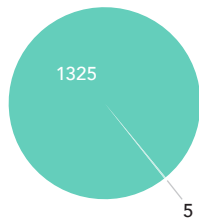
2024 Employee Demographics



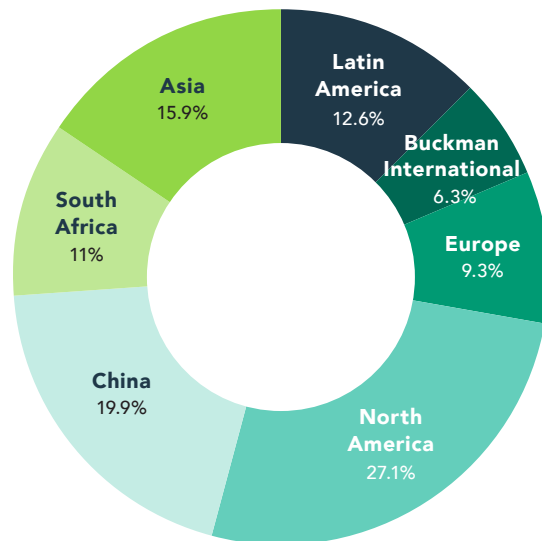
Temporary vs. Permanent Employees



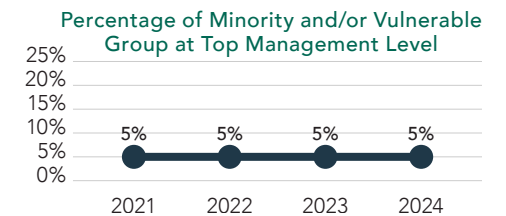
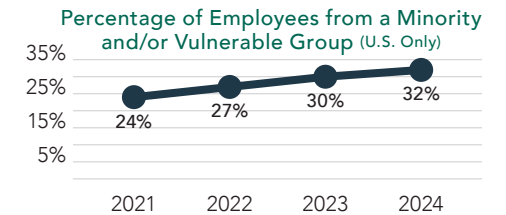
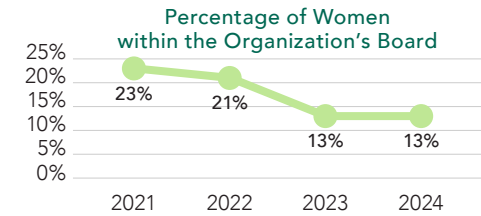
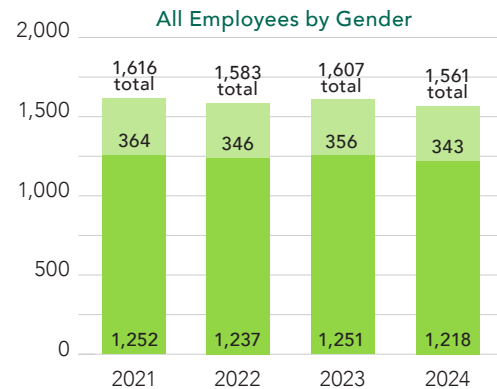
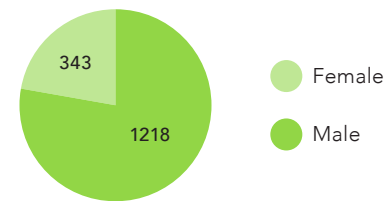
Part-Time vs. Full-Time Employees



2024 Percentage of Permanent Employees by Region



2024 Employees by Gender



Connected to Our Future:

Business Responsibility

2024 HIGHLIGHTS



22% of our manufacturing sites maintained their ISO 27001 certifications.



Buckman set review processes in place for the development and commercialization of 100% of all new products.



Buckman instituted annual anti-corruption training for all employees.

Management Approach

The Buckman Fundamentals, which encompass our **Code of Ethics**, Quality Statement, Safety Statement and Environmental Statement, are the principles by which we operate. Our Code of Ethics is the foundation of our core values and identity as a Company. Each of our associate companies worldwide shares this same Code of Ethics.

In line with the 'Honesty, Integrity and Professionalism' pillar of our Code of Ethics, Buckman is committed to preventing and working against corruption in all its forms, including bribery, conflicts of interest, fraud, anticompetitive practices and money laundering. This commitment is also underscored by our participation in the UN Global Compact, under which anti-corruption is one of the 10 principles we commit to uphold.

Training our workforce is also key to maintaining our responsible business practices. In 2024, our workforce was trained on the following business ethics topics:

- Anti-corruption regulations
- Risk areas
- Enforcement trends and penalties
- Manager bribery risk

Table 32. Workforce that Received Training in Business Ethics

	2021	2022	2023	2024
Number	605	533	1,186	1,370
Percent	37%	34%	74%	88%

Table 33. Number of Completed Training Sessions on Anti-Corruption¹¹

	2021	2022	2023	2024
	0	1,566	0	1,213

11. Anti-corruption training was historically provided every other year, but starting in 2024, it became an annual training.

Business Conduct

Operations and Business Relationships Assessed for Risks Related to Corruption

Our operating companies undergo risk analyses related to corruption and are scrutinized through external and internal financial audits. These audits have uncovered zero incidents of corruption. To prevent third-party corruption, information security breaches and labor and human rights incidents, Buckman primarily utilizes two processes for compliance: (i) as part of a manager's duties there is oversight expectation with clear accountability to report any violations along with annual written confirmation of compliance and (ii) a software platform to screen our supply chain for regulatory and trade compliance risks. This due diligence process, which covers 100% of Buckman's trading partners, manages and mitigates potential risks and enables Buckman to meet compliance demands.

Additionally, Buckman reviews each of our contracts with distributors and agents to confirm that the contracts include the appropriate anti-corruption policy. New potential customers, distributors and/or agents are screened through our software tool to flag any potential conflicts. Buckman audits transactions and potential conflicts of interest through our internal audit procedure.

Table 34. Incidents of Corruption

2021	2022	2023	2024
0	0	0	0

Anti-Corruption and Conflicts of Interest

Buckman employees are trained on the anti-corruption policy and applicable anti-corruption laws in their jurisdiction biennially. They also receive on-demand legal support and coaching to ensure compliance. Buckman requires all managers to annually confirm their compliance with our anti-corruption and conflict of interest policies.

Buckman audits transactions and potential conflicts of interest through our internal audit procedure. Our compliance software tool screens new potential customers, distributors and/or agents to flag possible conflicts of interest.



Business Ethics Reporting Procedures and Remediation Processes

Buckman provides employees, customers, vendors and other stakeholders access to [EthicsPoint®](#), a confidential and anonymous reporting tool. EthicsPoint training is provided for each newly hired employee. Grievances may be reported to management or through EthicsPoint on topics including, but not limited to:

- Child labor
- Forced labor
- Human trafficking
- Discrimination
- Harassment
- Health and safety

Anyone who reports a grievance in good faith is protected and will not be retaliated against or penalized for reporting or inquiring about potential violations. Reports submitted via EthicsPoint are reviewed and investigated. Each report is assigned a unique "report key" and password to enable further confidential follow-up or questions. Anyone who files a report can check the status of their report through the website or by dialing a toll-free number within five business days of submitting the report.

Grievances are also reported in writing to the Board's Audit and Risk Committees. They are required to be resolved through an investigation. Any such grievances are taken seriously and will be investigated and dealt with to a conclusion.

No governmental actions, such as investigations or inquiries, were reported against any Buckman entity or employee during the reporting period, and no confirmed incidents of corruption or anticompetitive behavior occurred. Buckman had zero non-compliance with laws and regulations during the reporting period.

Data Privacy and Security

TARGET: By 2027, Buckman aims to achieve ISO 27001 certification for 100% of our operating companies.

IN PROGRESS

22% of Buckman's facilities are ISO 27001 certified.



Buckman relies on its information system to take customer orders, manage production, ship products, invoice customers, pay suppliers, pay employees, determine product profitability and evaluate financial results. Buckman's internal security auditors must know the ISO 27001:2013 standard, an international standard for information security management systems. Buckman conducts information security risk assessments and internal surveillance audits prior to external audits to ensure that procedures, controls, processes, and other information security activities comply with the ISO 27001:2013 standard.

Every year, Buckman also performs penetration tests of our computer systems. If a penetration test identifies any weaknesses in our system, our security experts implement corrective actions to remove vulnerabilities and strengthen our system's defenses. In addition to our penetration tests, Buckman hires a third-party auditor every three years to conduct an ISO 27001 audit. These audits determine whether Buckman's measures are effectively implemented to prevent information security breaches and meet the requirements and objectives of Buckman's information security management system policy.

Buckman is committed to complying with data protection laws regarding data privacy in the countries where we do business. Our compliance with the EU General Data Protection Regulation (GDPR) includes:

- Mapping the flow of personal data throughout our systems, services, databases and infrastructure
- Conducting privacy impact assessments
- Creating and revising internal and external documentation such as privacy statements and policies
- Auditing our data breach response and cybersecurity processes to ensure compliance

We also launched an internal communication campaign to ensure employees were informed of GDPR.

In 2024, Buckman did not receive and was not notified of any customer privacy breaches or loss of customer data. Buckman North America and our Digital Innovation Hub in India are ISO27001 certified for information security.

Table 35. Operational Sites with an Information Security Management System Certified to ISO 27001

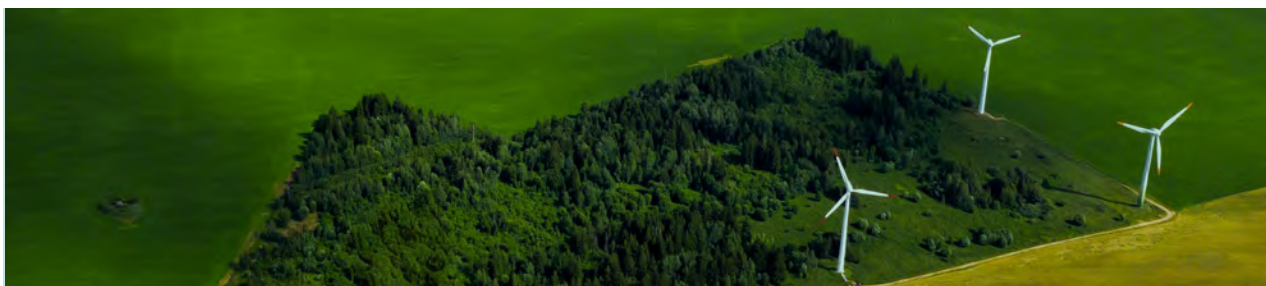
2021	2022	2023	2024
22%	22%	22%	22%



Goals & Targets

Environmental Responsibility

2024 GOAL	STATUS	2025 GOAL
Implement GHG reduction initiatives to make progress towards our target	IN PROGRESS	Continue to implement GHG reduction initiatives to make progress towards our target
Implement water efficiency measures to make progress towards our target	IN PROGRESS	Evaluate a new water efficiency target
Implement waste reduction measures to make progress towards our target	IN PROGRESS	Continue to implement waste reduction measures to make progress towards our target
Update our Environmental Policy	IN PROGRESS	Implement updated Environmental Policy
Secure budget and software for tracking scope 3 emissions	IN PROGRESS	Expand scope 3 tracking to additional relevant and applicable scope 3 categories
Establish quantitative 2030 targets for the reduction of energy, water and waste	IN PROGRESS	Establish quantitative 2030 targets for the reduction of energy, water and waste



Our People and Communities

2024 GOAL	STATUS	2025 GOAL
Continue to offer a company-wide week dedicated to safety each year, utilizing feedback from the previous year to identify improvement opportunities	ACHIEVED	Continue to offer a company-wide week dedicated to safety each year, focusing on verification and validation of completed actions and training
Continue to reinforce the application of the Golden (Safety) Rules using monthly communications	ACHIEVED	Continue to reinforce the application of the Golden (Safety) Rules using monthly communications
Continue to have full manufacturing employee representation in health and safety committees	ACHIEVED	Continue to have full manufacturing employee representation in health and safety committees
Implement standardized applications for Quality Corrective Action tracking	IN PROGRESS	Continue to implement standardized applications for Quality Corrective Action tracking
Achieve integration of ISO 9001, 14001 and 45001 at each manufacturing plant	IN PROGRESS	Build towards a multi-site ISO certification to centralize and consolidate plans, controls and management
Maintain OIR of 0.2 or below	NOT ACHIEVED	Achieve an OIR of 0.2 or below
Continue progress towards achieving an LTIR of 0.05 or below	NOT ACHIEVED	Achieve an LTIR of 0.05 or below
Continue to implement Felt Leadership workshops throughout the organization	ACHIEVED	Continue to implement Felt Leadership workshops throughout the organization



Business Responsibility

2024 GOAL	STATUS	2025 GOAL
Maintain a record of no governmental actions against Buckman related to corruption or anticompetitive behavior	ACHIEVED	Maintain a record of no governmental actions against Buckman related to corruption or anticompetitive behavior
Maintain a record of no customer privacy breaches or loss of customer data	ACHIEVED	Maintain a record of no customer privacy breaches or loss of customer data
Continue to prepare operating companies to comply with ISO 27001 so that by 2027, every company can be certified	IN PROGRESS	Continue to prepare operating companies to comply with ISO 27001 so that by 2027, every company can be certified
Continue to work towards the 2025 goal, and furthermore, the 2030 goal of having 80% of the spend of tier 1 suppliers sign the sustainability procurement charter/supplier code of conduct	IN PROGRESS	Continue to work towards the 2025 goal, and furthermore, the 2030 goal of having 80% of the spend of tier 1 suppliers sign the sustainability procurement charter/supplier code of conduct
Continue supplier engagement to achieve the goal of having 80% of EcoVadis-assessed suppliers engaged in corrective actions or capacity building by 2028	IN PROGRESS	Continue supplier engagement to achieve the goal of having 80% of EcoVadis-assessed suppliers engaged in corrective actions or capacity building by 2028
Continue to work towards the 2024 goal of having 30% of spend from direct suppliers go through a CSR assessment (e.g. questionnaire)	ACHIEVED	Continue to work towards the 2030 goal of having 80% of spend from direct suppliers go through a CSR assessment (e.g. questionnaire)
Continue to work towards the 2024 goal of having 80% of global sourcing leaders receive training on sustainable procurement	ACHIEVED	Continue to work towards the 2025 goal of having 90% of global sourcing leaders receive training on sustainable procurement



Appendix

GRI Index

Statement of Use

STATEMENT OF USE	
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No GRI Sector Standards were applied.

Buckman has reported in accordance with the GRI Standards for the period of January 1, 2024 to December 31, 2024.

GRI 2: General Disclosures 2021

GRI DISCLOSURE		PAGE/RESPONSE
2-1	Organizational details	See About Buckman , Page 6
2-2	Entities included in the organization's sustainability reporting	See About this Report , Page 5
2-3	Reporting period, frequency, and contact point	See About this Report , Page 5
2-4	Restatements of information	Buckman recalculated our GHG inventory using updated emissions factors. As a result, our scope 2 emissions from 2020 to 2023 are restated from our 2023 Sustainability Report.
2-5	External assurance	Buckman has adhered to the AA1000AS v3 2020 standard and prepared this report to support a Type 2 Moderate level of assurance for reliable and quality performance data for the year ending 31 December 2024.
2-6	Activities, value chain, and other business relationships	See About Buckman , Page 6
2-7	Employees	See Diversity, Equal Opportunity and Non-Discrimination , Pages 35-36
2-8	Workers who are not employees	See Diversity, Equal Opportunity and Non-Discrimination , Pages 35-36

	GRI DISCLOSURE	PAGE/RESPONSE
2-9	Governance structure and composition	See Sustainability Governance , Page 14
2-10	Nomination and selection of the highest governance body	See Sustainability Governance , Page 14
2-11	Chair of the highest governance body	See Sustainability Governance , Page 14
2-12	Role of the highest governance body in overseeing the management of impacts	See Sustainability Governance , Page 14
2-13	Delegation of responsibility for managing impacts	See Sustainability Governance , Page 14
2-14	Role of the highest governance body in sustainability reporting	See Sustainability Governance , Page 14
2-15	Conflicts of interest	See Business Conduct , Page 38
2-16	Communication of critical concerns	See Sustainability Governance , Page 14
2-17	Collective knowledge of the highest governance body	See Sustainability Governance , Page 14
2-18	Evaluation of the performance of the highest governance body	See Sustainability Governance , Page 14
2-19	Remuneration policies	See Sustainability Governance , Page 14
2-20	Process to determine remuneration	See Sustainability Governance , Page 14

	GRI DISCLOSURE	PAGE/RESPONSE
2-21	Annual total compensation ratio	For reasons of confidentiality, this disclosure is omitted.
2-22	Statement on sustainable development strategy	See Letter from the CEO , Page 3
2-23	Policy commitments	See Sustainability Strategy , Page 13
2-24	Embedding policy commitments	See Sustainability Strategy , Page 13
2-25	Process to remediate negative impacts	See Business Conduct , Page 38
2-26	Mechanisms for seeking advice and raising concerns	See Business Conduct , Page 38
2-27	Compliance with laws and regulations	See Business Conduct , Page 38
2-28	Membership associations	See About Buckman , Page 6
2-29	Approach to stakeholder engagement	See Double Materiality Assessment , Pages 15-16
2-30	Collective bargaining agreements	See Working Conditions , Page 33

GRI 3: Material Topics 2021

	GRI DISCLOSURE	PAGE/RESPONSE
3-1	Process to determine material topics	See Double Materiality Assessment , Pages 15-16
3-2	List of material topics	See Double Materiality Assessment , Pages 15-16
3-3	Management of Material Topics	See Connected to Our Planet: Environmental Responsibility: Management Approach, Page 18 Connected to Each Other: Our People and Communities: Management Approach, Page 27 Connected to our Future: Business Responsibility: Management Approach, Page 37

GRI 205: Anti-Corruption 2016

	GRI DISCLOSURE	PAGE/RESPONSE
205-1	Operations assessed for risks related to corruption	See Business Conduct , Page 38
205-2	Communication and training about anti-corruption policies and procedures	See Connected to our Future: Business Responsibility: Management Approach , Page 37 At the time of this report's publication, data was not available for reporting anti-corruption communication and training by: <ul style="list-style-type: none"> the total number and percentage of governance body members, broken down by region the total number of and percentage of employees broken down by category and region the total number and percentage of business partners broken down by type of business partner and region
205-3	Confirmed incidents of corruption and actions taken	See Business Conduct , Page 38

GRI 206: Anti-Competitive Behavior 2016

	GRI DISCLOSURE	PAGE/RESPONSE
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See Consumers and End Users , Page 32

GRI 302: Energy 2016

	GRI DISCLOSURE	PAGE/RESPONSE
302-1	Energy consumption within the organization	See Greenhouse Gas Emissions, Energy and Climate Risk , Pages 20-21
302-2	Energy consumption outside of the organization	See Greenhouse Gas Emissions, Energy and Climate Risk , Pages 20-21 At the time of this report's publication, Buckman had not yet quantified energy consumption outside of our organization.
302-3	Energy intensity	See Greenhouse Gas Emissions, Energy and Climate Risk , Pages 20-21
302-4	Reduction of energy consumption	See Greenhouse Gas Emissions, Energy and Climate Risk , Pages 20-21
302-5	Reductions in energy requirements of products and services	At the time of this report's publication, Buckman had not yet quantified the reductions in energy requirements of our products.

GRI 303: Water and Effluents 2018

	GRI DISCLOSURE	PAGE/RESPONSE
303-1	Interactions with water as a shared resource	See Water , Page 23
303-2	Management of water discharge-related impacts	See Water , Page 23
303-3	Water withdrawal	See Water , Page 23
303-4	Water discharge	See Water , Page 23 At the time of this report's publication, Buckman did not have data available regarding water discharge by type of destination nor regarding priority substances of concern.
303-5	Water consumption	See Water , Page 23

GRI 305: Emissions 2016

	GRI DISCLOSURE	PAGE/RESPONSE
305-1	Direct (Scope 1) GHG emissions	See Greenhouse Gas Emissions, Energy and Climate Risk , Pages 20-21
305-2	Energy indirect (Scope 2) GHG emissions	See Greenhouse Gas Emissions, Energy and Climate Risk , Pages 20-21
305-3	Other indirect (Scope 3) GHG emissions	See Greenhouse Gas Emissions, Energy and Climate Risk , Pages 20-21 At the time of this report's publication, Buckman had not yet completed a full scope 3 inventory.
305-4	GHG emissions intensity	See Greenhouse Gas Emissions, Energy and Climate Risk , Pages 20-21
305-5	Reduction of GHG emissions	See Greenhouse Gas Emissions, Energy and Climate Risk , Pages 20-21
305-6	Emissions of ozone-depleting substances (ODS)	This disclosure is not applicable to Buckman.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	See Greenhouse Gas Emissions, Energy and Climate Risk , Pages 20-21 At the time of this report's publication, Buckman only had data available on non-GHG air emissions for our U.S. locations.

GRI 306: Waste 2020

	GRI DISCLOSURE	PAGE/RESPONSE
306-1	Waste generation and significant waste-related impacts	See Waste, Pollution and Resource Outflows , Page 25
306-2	Management of significant waste-related impacts	See Waste, Pollution and Resource Outflows , Page 25
306-3	Waste generated	See Waste, Pollution and Resource Outflows , Page 25
306-4	Waste diverted from disposal	See Waste, Pollution and Resource Outflows , Page 25 At the time of this report's publication, data was unavailable regarding the breakdown of hazardous and non-hazardous waste by preparation for reuse and recycling and by onsite versus offsite waste.
306-5	Waste directed to disposal	See Waste, Pollution and Resource Outflows , Page 25 At the time of this report's publication, data was unavailable regarding the breakdown of hazardous and non-hazardous waste by incineration, landfilling and other disposal operations.

GRI 403: Occupational Health and Safety 2018

	GRI DISCLOSURE	PAGE/RESPONSE
403-1	Occupational health and safety management system	See Health and Safety , Pages 29-31
403-2	Hazard identification, risk assessment, and incident investigation	See Health and Safety , Pages 29-31
403-3	Occupational health services	See Health and Safety , Pages 29-31
403-4	Worker participation, consultation, and communication on occupational health and safety	See Health and Safety , Pages 29-31
403-5	Worker training on occupational health and safety	See Health and Safety , Pages 29-31
403-6	Promotion of worker health	See Health and Safety , Pages 29-31
403-7	Prevention and mitigation of occupational health and safety management system	See Health and Safety , Pages 29-31
403-8	Workers covered by an occupational health and safety management system	See Health and Safety , Pages 29-31
403-9	Work-related injuries	See Health and Safety , Pages 29-31
403-10	Work-related ill health	See Health and Safety , Pages 29-31

GRI 404: Training and Education 2016

	GRI DISCLOSURE	PAGE/RESPONSE
404-1	Average hours of training per year per employee	See Training and Development , Page 34 At the time of this report's publication, data is unavailable regarding the breakdown of training hours by gender and employee category.
404-2	Programs for upgrading employee skills and transition assistance programs	See Training and Development , Page 34
404-3	Percentage of employees receiving regular performance and career development reviews	See Training and Development , Page 34

GRI 405: Diversity and Equal Opportunity 2016

	GRI DISCLOSURE	PAGE/RESPONSE
405-1	Diversity of governance bodies and employees	See Diversity, Equal Opportunity and Non-Discrimination , Page 35
405-2	Ratio of basic salary and remuneration of women to men	For reasons of confidentiality, this disclosure is omitted.

GRI 406: Non-discrimination 2016

	GRI DISCLOSURE	PAGE/RESPONSE
406-1	Incidents of discrimination and corrective actions taken	See Diversity, Equal Opportunity and Non-Discrimination , Page 35

GRI 407: Freedom of Association and Collective Bargaining 2016

	GRI DISCLOSURE	PAGE/RESPONSE
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	See Working Conditions , Page 33

GRI 408: Child Labor 2016

	GRI DISCLOSURE	PAGE/RESPONSE
408-1	Operations and suppliers at significant risk for incidents of child labor	See Working Conditions , Page 33

GRI 409: Forced or Compulsory Labor 2016

	GRI DISCLOSURE	PAGE/RESPONSE
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	See Working Conditions , Page 33

GRI 416: Customer Health and Safety 2016

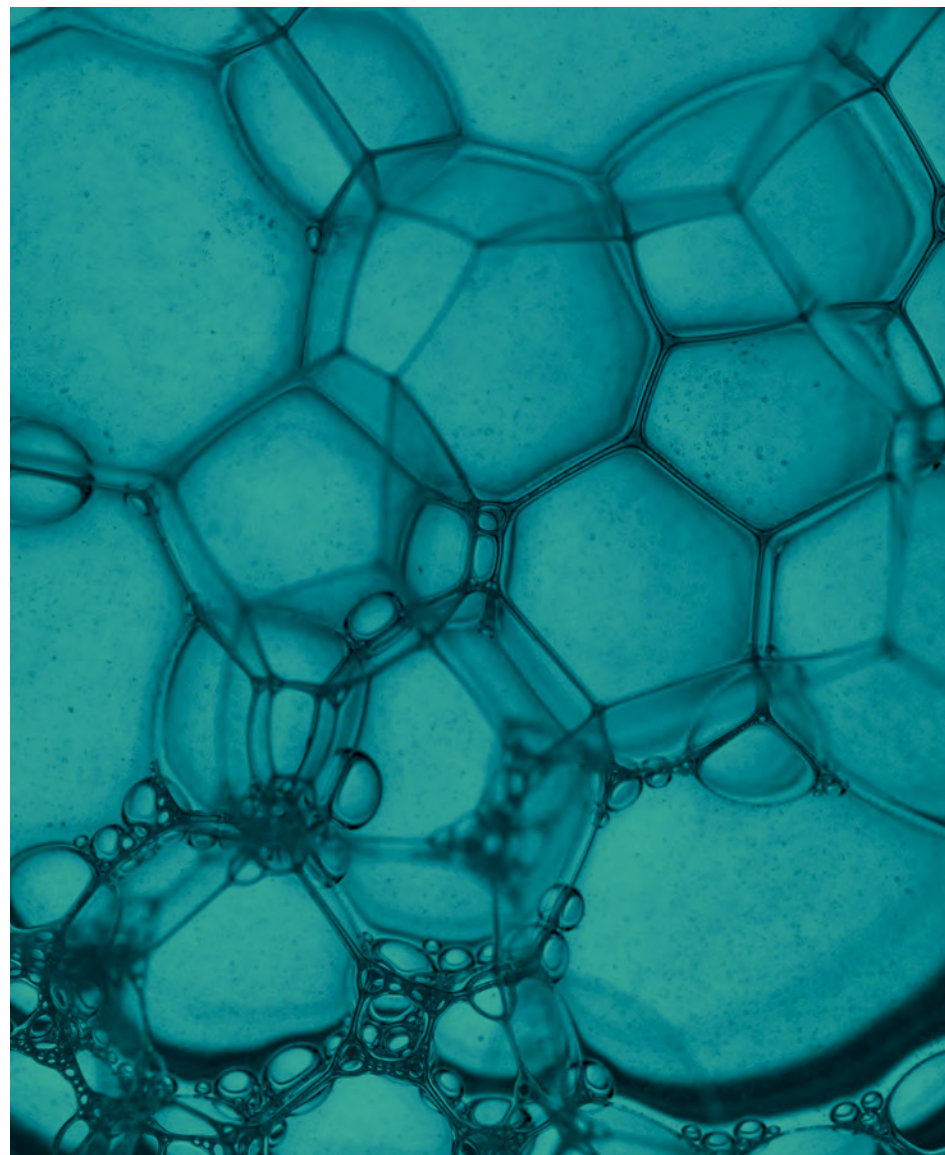
	GRI DISCLOSURE	PAGE/RESPONSE
416-1	Assessment of the health and safety impacts of product and service categories	See Consumers and End Users , Page 32
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	See Consumers and End Users , Page 32

GRI 417: Marketing and Labeling 2016

	GRI DISCLOSURE	PAGE/RESPONSE
417-1	Requirements for product and service information and labeling	See Consumers and End Users , Page 32
417-2	Incidents of non-compliance concerning product and service information and labeling	See Consumers and End Users , Page 32
417-3	Incidents of non-compliance concerning marketing communications	See Consumers and End Users , Page 32

GRI 418: Customer Privacy 2016

	GRI DISCLOSURE	PAGE/RESPONSE
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	See Data Privacy and Security , Page 39



AA1000 Assurance Statement



AA1000AS v3 Assurance Statement

Prepared for: Buckman Laboratories, International, Inc (Buckman)
Intended Users: Buckman Stakeholders
Date Issued: 21 August 2025

I. Introduction

Sustainability Assurance Services (SAS) has conducted an independent third-party, Type 2 Moderate Assurance review of Buckman's 2024 sustainability report and data for the year ending 31 December 2024 in accordance with AccountAbility's AA1000 Assurance Standard 2018 (AA1000AS v3). This review assessed the accountability and reliability of Buckman's sustainability management, performance and reporting practices.

The objective of this Type 2 Moderate level assurance review was to assess the inclusivity, materiality, responsiveness, impact ("the Principles") and information reliability and quality set out in the AA1000 Assurance Standard v3.

II. Roles and Responsibilities

For a Type 2 assurance engagement, the SAS Assurance Team assesses the extent of the organization's adherence to all four AA1000 AccountAbility Principles and provide relevant findings and conclusions, and shall, additionally, assess and evidence the reliability and quality of specified sustainability performance and disclosed information, providing relevant findings and conclusions.

Buckman is responsible for the preparation, collation and reporting of qualitative and quantitative data and reporting materials in addition to the establishment and maintenance of appropriate performance management and internal control systems from which the reported information is derived. If information is spread across multiple disclosures – such as company reports, company webpages, stakeholder reports, or regulatory-specific disclosures – Buckman is responsible for ensuring that the information is not edited or amended in any way after assurance.

III. Independence and Competence

As part of its independent assessment, SAS does not make recommendations to its clients, but it does identify gaps in reporting that can be used for improvements. Further, SAS was not involved in the development of the sustainability report or other provided information, nor does SAS retain a relationship with its clients that would cause a conflict of interest or compromise its ability to perform an independent assessment.

The SAS assurance team comprised:

Gina MacIlwraith, Lead Auditor – Lead Certified Sustainability Assurance Practitioner

IV. Process and Scope of Assurance

The scope of the assurance included Buckman's 2024 Sustainability Report, which was prepared in accordance with the Global Reporting Initiative (GRI) Standards and included alignment to the UN Sustainability Development Goals. To review the design of processes, systems, and controls for managing reliability and quality of specified information, the SAS Assurance team also reviewed internal Buckman data tracking sheets,

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presentations, sustainability working group meeting topics, stakeholder engagement results and materiality assessment summaries.

V. Methodology

The SAS assurance team conducted an information gathering session with Buckman using question-and-answer format. Buckman presented relevant documentation from stakeholders and shared both public and internal documents to demonstrate adherence to the AA1000 principles. Public reports and internal data tracking sheets and procedures were shared by Buckman to support the sustainability performance data reliability and quality.

VI. Limitations

An assurance engagement is conducted at a point in time and not performed continuously throughout the year. The procedures performed aimed at collecting information throughout the entire reporting year to gather as much historical, present, and forward-looking information as possible.

No significant findings have come to our attention that cause us to believe that the sustainability management, reporting and performance has not been conducted in adherence to the AA1000 AccountAbility Principles. In all material respects, Buckman has adhered to the AA1000AS v3 2018 Standard and has provided sufficient evidence to support Moderate level of assurance for reliable and quality performance data for the year ending 31 December 2024.

Gina MacIlwraith, MBA, SEP, LCSAP

Lead Certified Sustainability Assurance Practitioner – certificate number: L29042501

Sustainability Assurance Services

21 August 2025

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