Buckman™
Chemistry, connected.

2025 SUSTAINABILITY REPORT

Connecting Today to a Better Tomorrow

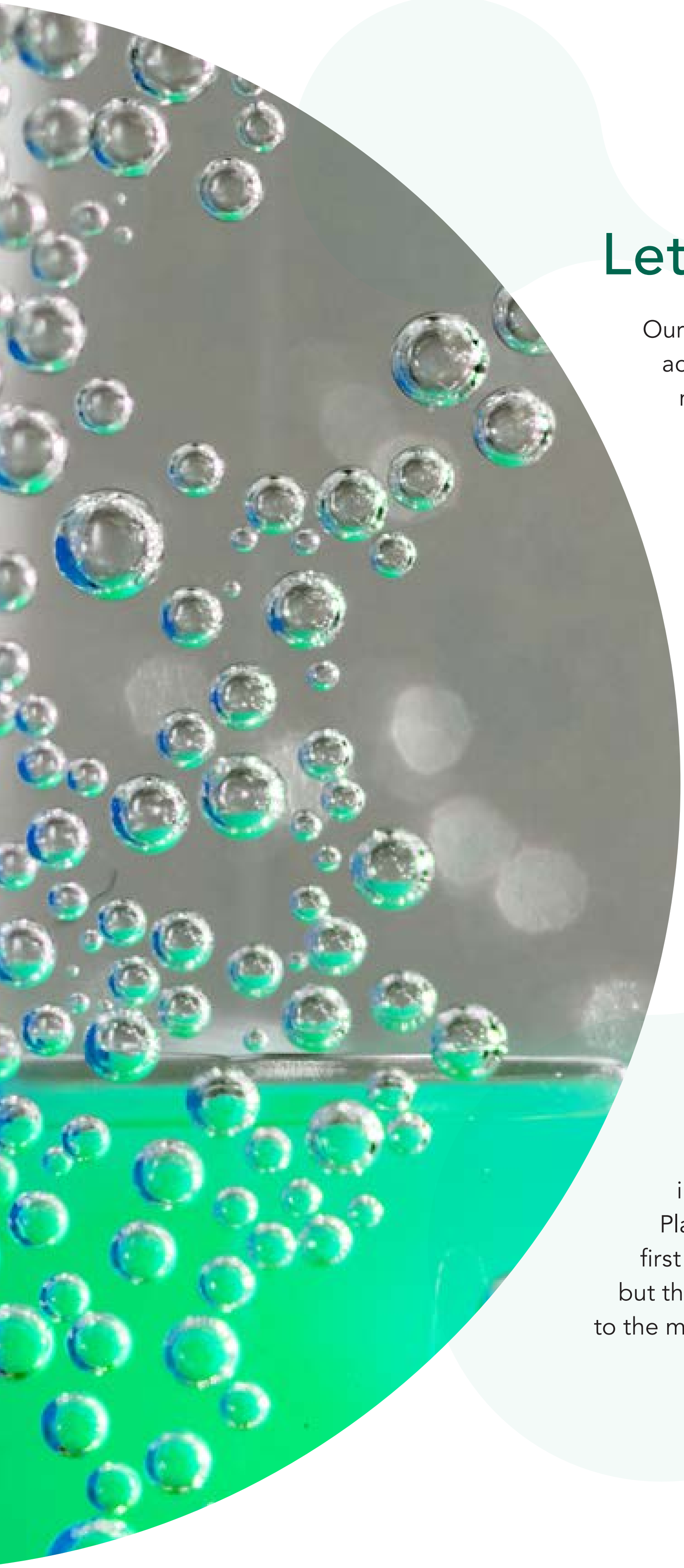
PAGE 30

Table of Contents

PAGE 19

PAGE 45

Introduction



Letter from the CEO

Our annual sustainability report is an opportunity to share our progress, acknowledge where more work is needed and reaffirm the commitments that guide us. At Buckman, sustainability is not a separate initiative. It is embedded in how we operate, innovate and create measurable, lasting value for our customers, associates, communities and equity holders.

Our approach is grounded in Buckman's values and Code of Ethics. We believe responsible business practices should protect people, strengthen our company, support the communities where we operate and reduce our impact on the environment we all share. This commitment is reflected in the safety and quality of our work, the way we serve customers and communities and our accountability for environmental performance.

In 2025, after more than 80 years as a family-owned company, Buckman welcomed Pritzker Private Capital ("PPC") as a new majority shareholder. While our ownership changed, our commitment to sustainability did not. If anything, it has been strengthened by the resolve and shared commitment of our new shareholders, whose long-term orientation, operational expertise and dedication to responsible investing align closely with our values and reinforce our ability to grow, innovate and serve customers around the world.

We also strengthened the systems, data and governance supporting our sustainability program. Buckman maintained its EcoVadis Platinum rating, improved its score from 85 to 88 and completed its first double materiality assessment. These are important milestones, but their value lies in helping us make better decisions, direct resources to the most material priorities and improve accountability.

WE MADE STRONG PROGRESS AGAINST SEVERAL KEY ENVIRONMENTAL GOALS:

- **Scope 1 and Scope 2 greenhouse gas emissions declined 19% from our 2020 baseline,** exceeding our 15% reduction target.
- **Total energy consumption declined 20% from our 2020 baseline, also exceeding our 15% reduction target, while** energy intensity improved 10%.
- **We calculated Scope 3 emissions for the first time**, creating a stronger foundation for developing targets aligned with the Science Based Targets initiative. We also advanced a climate risk assessment that we expect to finalize in 2026.
- **Water consumption declined 24% from our 2020 baseline**, while water consumption intensity improved 14%. These results demonstrate meaningful progress while also highlighting opportunities for continued improvement.

We did not achieve every goal, and meaningful progress is rarely linear. Where we exceeded our goals, we will build on that momentum. Where we fell short, we will address the gaps, adapt our plans and continue with urgency, transparency and accountability.

Across our global operations, Buckman's commercial and operational teams worked to reduce energy use, water consumption, effluent and waste; share best practices; improve safety; and help customers advance their own sustainability objectives. Our people bring this commitment to life every day by connecting chemistry, technology and expertise to improve operational performance and resource efficiency.

Looking ahead, we will continue to advance innovation, improve operational performance, deepen customer partnerships and strengthen the data and governance that support transparency and accountability. We will invest in our people, processes and solutions so that Buckman can help water-intensive and process-driven industries improve reliability, efficiency and sustainability, with digital capabilities such as Ackumen™ enabling us to measure performance and demonstrate value.

Together, we are building on Buckman's 80-year legacy of **service**, **innovation** and **responsibility**, and turning that legacy into **measurable progress for the future**.

I am grateful to our associates, customers, suppliers, community partners and equity holders for their trust, commitment and partnership.

Sincerely,

Junai A. Maharaj
Chief Executive Officer

2025 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.

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**.

Responsible Care® Company of the Year

Buckman South Africa was recognized by the Chemical and Allied Industries' Association with the **Responsible Care® Company of the Year** award.

About this Report

Buckman's 2025 Sustainability Report provides an overview of our sustainability management approach, progress and performance. Unless otherwise noted, this report covers the calendar year of 2025; Buckman's fiscal year aligns with the calendar year. This report builds on the disclosures and management approaches described in our prior Sustainability Reports and reflects the continued evolution of our sustainability program. This report was published in September 2026.

Sustainability Reporting Standards and Frameworks Applied

This report is prepared in accordance with the Global Reporting Initiative ("GRI") Universal Standards (2021) and is informed by the European Sustainability Reporting Standards ("ESRS") concept of double materiality. We also continue to map relevant initiatives and outcomes to the Sustainable Development Goals ("SDGs"), which provide a shared global framework for advancing sustainable development. Finally, this report serves as our Communication on Progress ("CoP") for the UN Global Compact.

Reporting Scope

UNLESS OTHERWISE STATED, THIS REPORT COVERS:

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

Third-Party Assurance

This report is externally assured under the AA1000AS v3 Assurance Standard using a Type II moderate-level assurance review. Buckman's Global Environmental Sustainability Manager is 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 report appendix.

Cautionary Statement

This report may contain forward-looking statements that reflect management's current expectations and assumptions and are subject to risks and uncertainties that could cause actual results to differ. 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 questions about this report, please contact Buckman's sustainability team at **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. Across these industries, Buckman delivers innovative products and services that help save energy and water, increase production efficiency and create recycling and reuse opportunities. Additionally, Buckman offers a variety of freestanding performance chemicals that enhance the performance or manufacturing of products.

OUR BRANDS INCLUDE, BUT ARE NOT LIMITED TO:

- Ackumen™
- Bulab®
- Busan®
- Busperse®
- Maximyze®
- Optimyze®
- Oxamine®
- Vybrant®
- 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 systems by optimizing chemical use, 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.

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.

Nature of Ownership

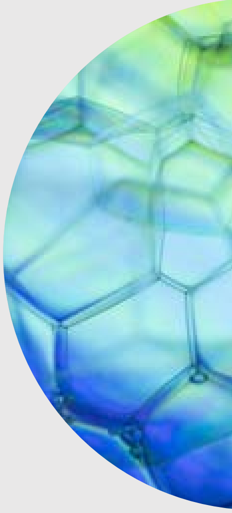
Bulab Holdings, Inc., a Tennessee corporation ("Bulab Holdings"), conducts business globally through approximately twenty-seven wholly owned subsidiaries and has been a privately owned company since its inception in 1945. On July 1, 2025, the shareholders of Bulab Holdings approved a sale of the company to Pritzker Private Capital based in Chicago, Illinois ("PPC"). The successor company is Buckman PPC Holdings, LLC ("B-P Holdings"), a Delaware corporation that owns 100% of Bulab Holdings.

Bulab Holdings' twenty-seven subsidiaries include two US-based subsidiary companies, Buckman Laboratories International, Inc. and Buckman Laboratories, Inc. The other subsidiaries of Bulab Holdings are strategically located in the following regions: North America, Latin America, Europe, Sub-Saharan Africa and Asia Pacific. Buckman Laboratories International, Inc. is the management service provider to Bulab Holdings' subsidiaries. Buckman Laboratories, Inc. is Bulab Holdings' US operating company.

There are seven PPC-related entities that own about 80% of B-P Holdings. The remaining 20% of the ownership is owned by a few members of the Buckman Family and other former shareholders of Bulab Holdings, which includes several members of Bulab Holdings' executive management team.

Company History

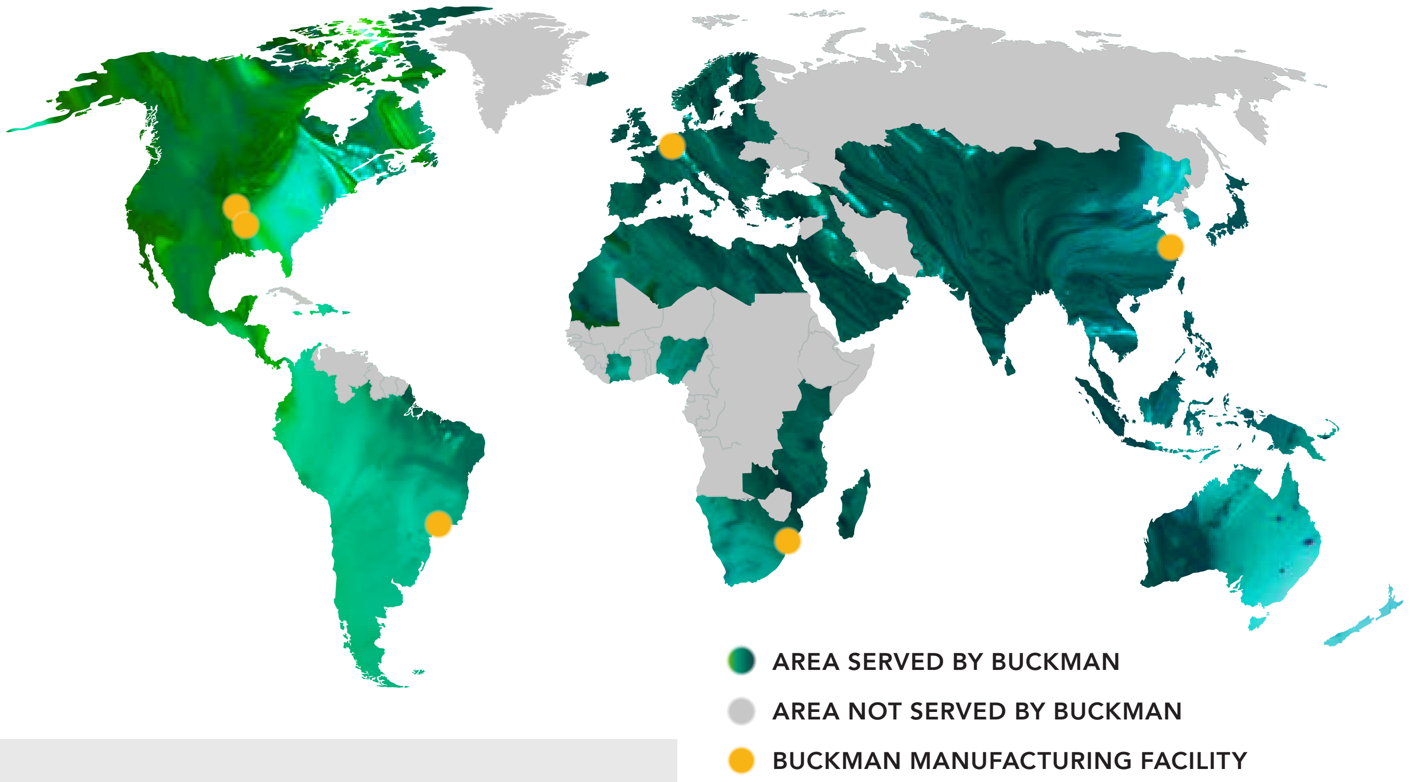
1945	Buckman Laboratories is founded by Dr. Stanley Buckman.
1945–71	New companies form in Canada, Mexico, Belgium, South Africa, Brazil and Australia.
1978	Robert Buckman leads the company following Dr. Stanley Buckman's death.
1988	Buckman South Africa is the first Buckman manufacturing facility to receive ISO 9002[1] 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 the U.S. EPA's Presidential Green Chemistry Challenge Award for **Optimyze®** 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 **Maximyze®** 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 the era of connected chemistry. The Cadet and Memphis plants earn ISO 45001 certification, completing triple certification across all Buckman manufacturing sites under ISO 9001, ISO 14001 and ISO 45001.
2025	Pritzker Private Capital ("PPC") acquires Buckman.



1. ISO 9002 was a quality management standard focused on production and installation processes, now retired and integrated into ISO 9001.

Location of Operations

Buckman is a global business, employing over **1,400** employees and conducting sales activities around the globe.



Principles, Standards, and Assessments

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

- AA1000
- 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
- United Nations Global Compact
- United Nations Sustainable Development Goals

Markets Served

Buckman serves worldwide markets across the 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 for various industrial processes and provides specialized technologies for the leather processing and pulp and papermaking industries.

Sustainability Strategy

Buckman's sustainability strategy is grounded in a long-standing commitment: every business practice should sustain the health and well-being of people, the financial prosperity of our company and the wholesomeness of the environment we all depend on, so that future generations can achieve a quality of life that is the same or better than our own.

IN PRACTICE, OUR COMMITMENT TO SUSTAINABILITY IS REFLECTED IN FOUR AREAS:

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

These priorities guide how we operate our facilities, engage our workforce, design products and collaborate across our value chain.

2025 Strategy Refresh

In 2025, we completed a double materiality assessment ("DMA") in line with the European Union's Corporate Sustainability Reporting Directive. The DMA helped us prioritize sustainability-related impacts, risks and opportunities across our operations and value chain. More information on our DMA process can be found in the **Double Materiality Assessment** section of this report.

As a result of our DMA, our strategy and actions are organized around the **material topics most relevant to Buckman and our stakeholders**:

- Greenhouse gas ("GHG") emissions, energy and climate risks
- Water
- Waste, pollution and resource outflows
- Health and safety
- Consumers and end users
- Working conditions (including worker rights and equal opportunity)
- Business conduct

Policies

Buckman's public responsible business conduct policies include:

- **Code of Ethics**
- **Human Rights Policy**
- **Supplier Code of Conduct**

Buckman is a proud participant of the United Nations ("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 Environmental, Health, Safety, and Quality Policy** – approved by the Executive Vice President, Operations Center of Excellence.
- **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 team or via EthicsPoint, a confidential and anonymous reporting tool. More information on EthicsPoint can be found in the **Business Conduct** section of this report.

HOW WE DELIVER

We rely on a combination of management systems (including ISO-certified programs in quality, environment and occupational health and safety), policy commitments (such as our Code of Ethics and Supplier Code of Conduct) and continuous improvement to drive performance. We also look beyond our operational footprint by focusing on how our solutions can help customers reduce resource consumption, improve process stability and manage critical risks in their operations.

Sustainability Governance

We utilize a cross-functional ESG Council 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. We collect quantitative data at each operating facility, allowing us to monitor, track and identify local and global goals and opportunities. Our Global Environmental Sustainability Manager coordinates data collection efforts and ongoing sustainability initiatives. Using the information collected through our data management software, the ESG Council 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 and key members of the executive management team, regularly updates the Board to inform it about the Company's business performance, sustainability and operations. Executive Management is responsible for managing and confirming the assessment and reporting of the Company's sustainability work and outcomes.

Board of Directors

A five-member Board which includes four members of Pritzker Private Capital ("PPC") plus the CEO of Bulab Holdings, and two outside Board advisors provides oversight of the company's performance and operations.

The Board meets quarterly to assess the Company's operations and performance. It has established committees, including compensation and governance committees, to provide focused oversight of key areas. Executive management also holds monthly calls with two Board members to review progress toward the Company's strategic goals.

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 the Company's financial performance, updates on strategic goals and raises 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. Executive Management presents an executive summary and presentation to the Board for each of its quarterly meetings.

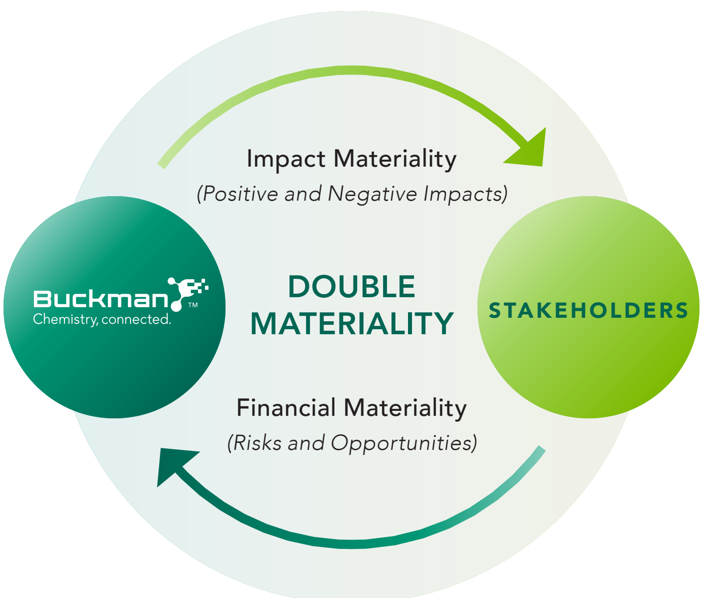
Double Materiality Assessment

In 2025, Buckman completed our first double materiality assessment ("DMA") in alignment with the European Sustainability Reporting Standards ("ESRS") concept of double materiality. The DMA strengthened our understanding of how sustainability topics can affect people and the environment, and how sustainability-related risks and opportunities can affect Buckman's business performance over time. The results inform our sustainability strategy, management focus areas and reporting priorities.

Methodology

OUR DMA FOLLOWED A STRUCTURED PROCESS THAT INCLUDED:

(1) context setting to evaluate business activities, relationships, geographies and stakeholder groups; **(2) defining** sustainability-related impacts, risks and opportunities ("IROs"); **(3) scoring IROs** against pre-defined impact and financial materiality thresholds; **(4) validating outcomes** through stakeholder engagement and gap identification; and **(5) reviewing** results, methodology and documentation with the Board of Directors.



SCOPE AND VALUE CHAIN COVERAGE

The DMA encompassed Buckman's global operations and included upstream and downstream considerations across our value chain. We assessed actual and potential, positive and negative impacts, along with key dependencies beyond our direct operations, to better understand where Buckman can reduce harm, enhance positive outcomes and build resilience.

STAKEHOLDER ENGAGEMENT AND ASSESSMENT CRITERIA

We prioritized objective evidence and scientific data where available and sought input from internal and external stakeholders when data were limited. Stakeholders engaged included employees, management, investors/shareholders, suppliers and business partners, customers and sectoral associations. IROs were assessed across short- (less than 1 year), medium- (1 to 5 years) and long-term (greater than 5 years) time horizons using impact criteria (e.g., scale, scope, likelihood and irremediability for negative impacts) and financial criteria (magnitude and likelihood for risks and opportunities).

MATERIAL TOPICS

The DMA resulted in a prioritized list of material topics that was reviewed and approved by our Board. Buckman's material topics span environmental, social and governance dimensions and include: GHG emissions, energy and climate risks; water; waste, pollution and resource outflows; health and safety; consumers and end users; working conditions (including worker rights and equal treatment and opportunities); and business conduct. We will continue to use these topics to guide target-setting, program investment and transparent reporting. There are no changes to our material topics compared to our prior reporting period.

Sustainable Development Goals

The Sustainable Development Goals ("SDGs") are a universal call to action to end poverty, protect the planet and improve quality of life by 2030. Buckman uses the SDGs as a reference framework to connect our policies, programs and product-enabled outcomes to global priorities. Based on the relevance of our operations and the areas where we can contribute most, we focus our efforts on the SDGs listed below.

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: We work to reduce the potential for harm from hazardous chemicals and pollution through health and safety practices across our operations and field activities. Buckman applies standardized critical and risk-reduction practices for relevant sales and service activities, supports safe chemical handling and application at customer sites and tracks corrective actions to closure through audit and verification processes.

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: We manage water responsibly in our manufacturing operations and help customers improve water stewardship through treatment solutions that support water quality, recycling and reuse. Within our operations, we implement site-based water conservation programs and, where feasible, recovery and reuse processes to reduce withdrawals and discharge-related impacts.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

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

BUCKMAN'S CONTRIBUTION: We aim to prevent waste generation first and pursue recycling and recovery where available. Because many of our chemical products are consumed during use, we focus circularity efforts on the areas we can influence most directly, such as product packaging, returnable containers and equipment reuse programs, while working with suppliers and third parties to support responsible waste management.

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: Buckman advances climate action by improving energy efficiency, reducing GHG emissions from our operations and building internal awareness and capability. In 2025, we continued to strengthen our approach to climate-related impacts, risks and opportunities through our DMA-informed strategy, ongoing emissions-reduction projects and efforts to expand value chain (scope 3) data and management over time.

Value Chain and Other Business Relationships

Our value chain extends from raw material sourcing and supplier partnerships through manufacturing, logistics, customer application support and end-of-life product stewardship. Across this value chain, we work to strengthen resilience, improve transparency and reduce environmental and social impacts through collaboration with suppliers, customers and strategic partners.

Responsible Supply Chain Management

SUSTAINABLE PROCUREMENT TARGETS

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.

ACHIEVED

Environment, labor and human rights requirements are an integral part of the Supplier Code of Conduct, which, in 2025, was included in each purchase order and confirmed by suppliers.

TARGET 2

By 2028, 80% of our EcoVadis-assessed suppliers will be engaged in corrective actions or capacity building.

IN PROGRESS

In 2025, 45% of our EcoVadis-assessed suppliers were engaged in corrective actions.

TARGET 3

By 2030, 80% of our direct suppliers (by supply chain spend) will sign our Supplier Code of Conduct.

ACHIEVED

In 2025, 100% of direct suppliers (by supply chain spend) signed the Supplier Code of Conduct via the Terms and Conditions of each Purchase Order.

TARGET 4

By 2030, 80% of our direct suppliers (by supply chain spend) will undergo a sustainability or corporate social responsibility (CSR) assessment.

IN PROGRESS

In 2025, 64% of direct suppliers (by supply chain spend) went through a CSR assessment. Improvements towards this target were achieved by engaging more suppliers in CSR assessments and sourcing more from those suppliers.

TARGET 5

By 2030, 50% of our direct suppliers (by supply chain spend) will have gone through a CSR on-site audit.

IN PROGRESS

In 2025, 10% of direct suppliers (by supply chain spend) went through a CSR on-site audit. Improvements towards achieving this target were realized by investing procurement resources in conducting on-site CSR audits at suppliers' locations.

Buckman recognizes that responsible sourcing and supplier engagement are essential to advancing our sustainability commitments. We partner with suppliers that share our expectations for ethical conduct, environmental stewardship, labor and human rights protection and safe business practices. Supplier evaluations consider quality, reliability, safety performance and sustainability-related criteria to help support alignment with our standards and customer expectations.

In 2025, Buckman continued to expand supplier sustainability assessments as part of our long-term sustainable procurement strategy. These assessments include vetting a supplier's ability to provide greenhouse gas ("GHG") information and whether the potential supplier has a business continuity plan in place. We are working toward increasing the percentage of direct suppliers that undergo sustainability or corporate social responsibility assessments as we strengthen visibility into our upstream value chain.

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. Buckman also considers the diversity of ownership among prospective suppliers by tracking minority- and women-owned businesses. After vetting our prospective suppliers against sustainability criteria, Buckman conducts a risk analysis to determine whether we will pursue a working relationship with each supplier. Buckman has not identified operations or suppliers at significant risk for child labor, forced labor or compulsory labor practices.

Once a supplier is selected, Buckman uses the purchase order agreements with our suppliers to formalize our requirements. We added language for environmental, labor and human rights clauses into our purchase order agreements, enabling us to achieve 100% (by supply chain spend) of our direct suppliers being covered by sustainability requirements, three years ahead of our target date.

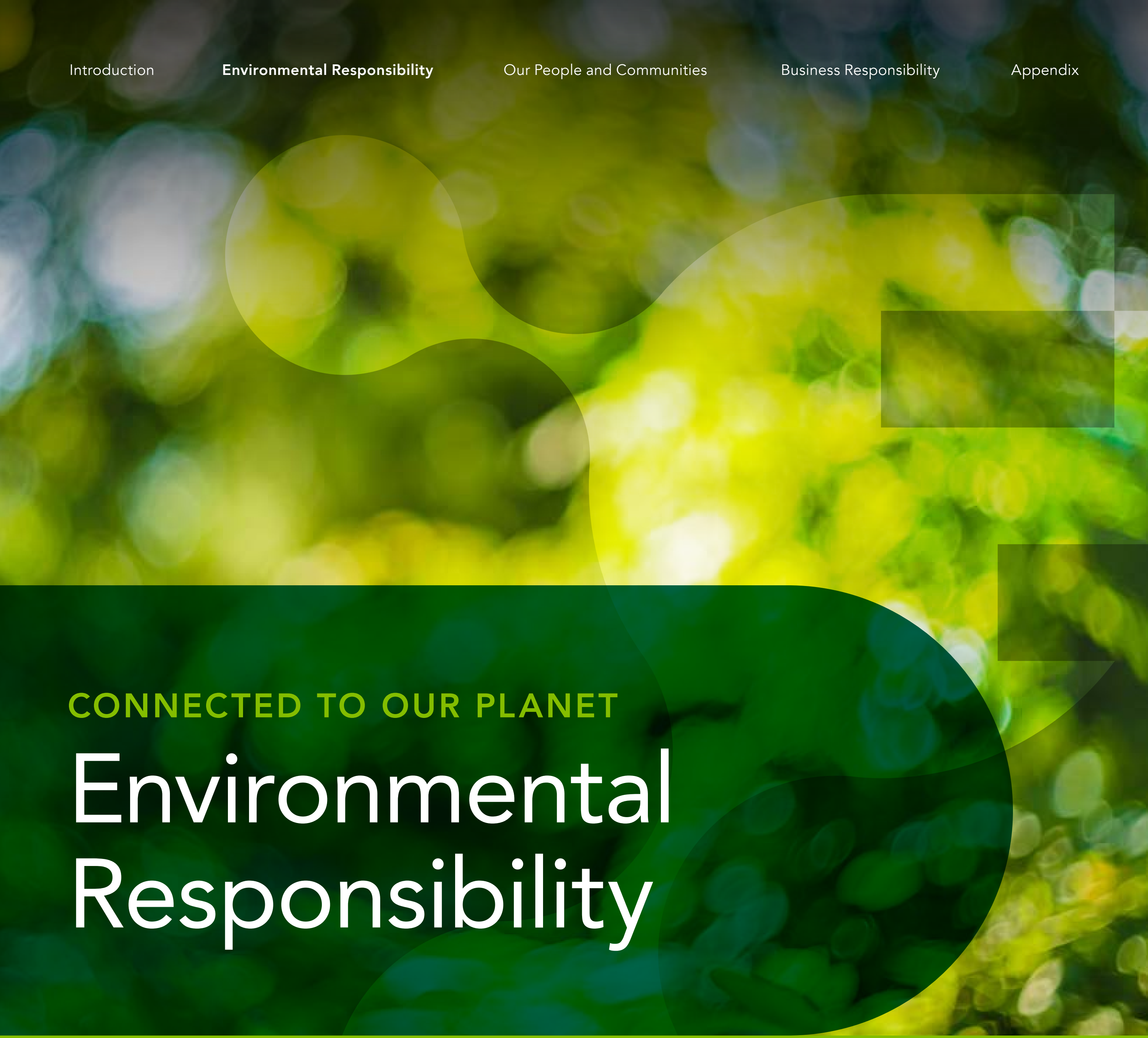
Internally, Buckman trains our global sourcing leaders (i.e., buyers) in social and environmental issues. In 2025, 100% of our buyers received training in sustainable procurement. Our training included familiarizing our buyers with the expectations outlined in Buckman's Supplier Code of Conduct, understanding 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 these objectives into the sourcing team's performance reviews. Specifically, our buyers use key performance indicators to achieve sustainable procurement targets as part of 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

Key Performance Indicator	2022	2023	2024	2025
Percentage of spend from direct suppliers that have gone through a CSR assessment (e.g., questionnaire)	0%	0%	39%	**64%**
Percentage of global sourcing leaders across all locations who have received training on sustainable procurement	0%	0%	88%	**100%**
Percentage of EcoVadis assessed suppliers engaged in corrective actions or capacity building	0%	0%	20%	**45%**
Percentage of spend from direct suppliers that have signed the sustainable procurement charter	0%	0%	21%	**100%**
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%	**100%**



CONNECTED TO OUR PLANET

Environmental Responsibility

2025 HIGHLIGHTS:

100% of manufacturing sites maintained ISO 14001 certification, demonstrating our continued commitment to environmental management excellence.

Buckman delivered measurable progress by exceeding our 2025 greenhouse gas, energy and water reduction targets.

Buckman's location in Brazil organized 'Environmental Week 2025', engaging employees through sustainability awareness campaigns, a photography contest, carbon footprint education, World Environment Day activities and the reactivation of the Sustainability Tree initiative.

Management Approach

Buckman is committed to managing environmental impacts responsibly while supporting operational resilience, innovation and long-term business value. Our environmental management approach is guided by the internationally recognized ISO 14001 framework and the Plan-Do-Check-Act methodology, which helps us identify environmental risks, establish objectives and drive continuous improvement across our global operations. All Buckman manufacturing sites maintained ISO 14001 certification in 2025.

Environmental stewardship is embedded into operational decision-making through site-level management systems, monthly performance reviews and oversight from our Global Operations Sustainability Team and Global Environmental Sustainability Manager. Key environmental performance indicators, including greenhouse gas emissions, energy consumption, water use and waste generation, are monitored regularly to evaluate progress toward our goals and identify opportunities for improvement. Progress updates are shared with executive leadership and the Board of Directors to strengthen accountability and governance.

In addition to our in-house Global Operations Sustainability Team, after Buckman's acquisition from Pritzker Private Capital ("PPC"), Buckman joined the PPC Sustainability Council. As part of the Council, Buckman's Global Environmental Sustainability Manager meets periodically with other PPC-owned companies to discuss emerging regulations and share best practices.

To maintain the effectiveness of our management systems, Buckman conducts annual ISO 14001 audits and triennial Environmental, Health and Safety ("EHS") audits. Environmental risk assessments are completed at all manufacturing facilities as part of our ISO certification process, enabling us to proactively identify operational risks and implement corrective actions where needed.

Employee engagement and awareness are important components of our environmental strategy. In 2024, Buckman updated and enhanced our environmental training program to strengthen employee understanding of sustainability-related risks and opportunities across our operations. The revised training program rolled out across our global operations in 2025.

TABLE 2. WORKFORCE WHO RECEIVED TRAINING ON ENVIRONMENTAL ISSUES (%)

2021	2022	2023	2024	2025
4%	15%	94%	0%[2]	**99%**

TABLE 3. OPERATIONAL SITES[3] FOR WHICH AN ENVIRONMENTAL RISK ASSESSMENT HAS BEEN CONDUCTED (%)

2021	2022	2023	2024	2025
100%	100%	100%	100%	**100%**

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

2. In 2024, Buckman revamped our environmental training program to further enhance its effectiveness. Our enhanced environmental training program was relaunched to all employees in 2025.
3. In 2025, Buckman had 6 manufacturing sites.

Spotlight

Environmental Week at Buckman Brazil

During **Environmental Week 2025**, Buckman Brazil promoted environmental awareness and employee engagement through a series of educational and interactive activities. The week featured internal communications on carbon footprint reduction and sustainable practices, a company-wide environmental photography contest, recognition of World Environment Day and the reactivation of the Sustainability Tree initiative. These activities encouraged associates to reflect on their environmental impact, share sustainability-focused perspectives and strengthen the site's culture of environmental responsibility.

Greenhouse Gas Emissions, Energy and Climate Risk

Greenhouse Gas Emissions

TARGET: During the 2025 reporting period, Buckman worked towards reducing scope 1 and 2 GHG emissions by 15% from our 2020 baseline.

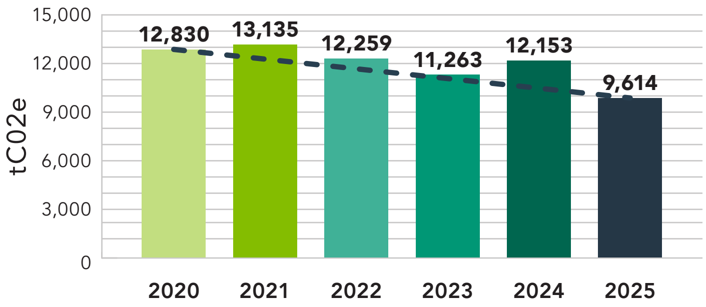
ACHIEVED
2025 scope 1 and 2 GHG emissions were 19% lower than our 2020 baseline. After exceeding our greenhouse gas reduction target, Buckman is now working to set a target approved by the Science-Based Targets Initiative.

Buckman recognizes that climate change presents both operational and strategic challenges for our business, our customers and the communities where we operate. We are committed to reducing greenhouse gas emissions, improving energy efficiency and strengthening our resilience to climate-related risks through continuous operational improvements and long-term planning.

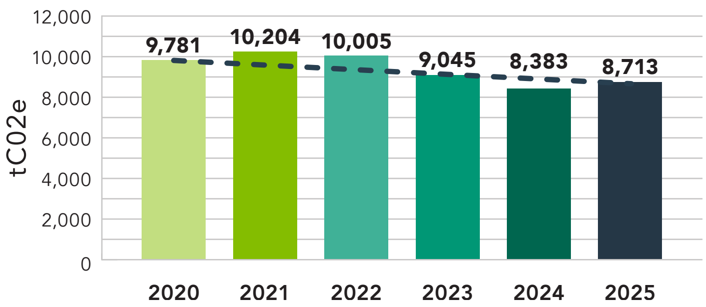
In 2025, Buckman's scope 1 (direct) greenhouse gas emissions totaled 9,614 metric tons CO_2e and market-based scope 2 (indirect from purchased energy) emissions totaled 8,713 metric tons CO_2e. Our 2025 combined scope 1 and scope 2 emissions were 19% lower than our 2020 baseline, exceeding our target to reduce scope 1 and 2 emissions by 15% by 2025.

Compared to 2024, scope 1 emissions decreased in 2025, driven by process optimization initiatives and energy-efficiency investments implemented across our operations. Market-based scope 2 emissions slightly increased, though overall our combined scope 1 and 2 emissions were trending in the right direction.

ABSOLUTE SCOPE 1 EMISSIONS



ABSOLUTE MARKET-BASED SCOPE 2 EMISSIONS



Buckman continues to pursue projects that reduce operational emissions while improving efficiency and reliability.

KEY INITIATIVES IMPLEMENTED DURING 2025 INCLUDED:

- **Improved cooling system efficiency** by replacing a cooling tower, increasing pump efficiency by approximately 20%.
- **Upgraded steam generation equipment** through the replacement of two boilers and a deaerator ("DA") tank.
- **Reduced building energy use** by increasing the summer office temperature setpoint from 23°C to 25°C at the China facility, lowering cooling demand while maintaining a comfortable working environment.

Buckman's greenhouse gas accounting is completed in accordance with the Greenhouse Gas Protocol's Operational Control approach and currently includes scope 1 emissions from owned or controlled operations and scope 2 emissions associated with purchased electricity and steam at major manufacturing facilities. In 2025, we also calculated our scope 3 (indirect upstream and downstream) emissions for the first time. This work represents an important step in building a comprehensive understanding of emissions across our value chain.

Our scope 3 inventory results revealed that purchased goods and services are the largest contributor to our value chain emissions. Moving forward, we aim to collect supplier-specific data to improve the accuracy of our scope 3 accounting and plan to focus on GHG reduction efforts in the categories where we have the most influence or control.

TABLE 4. ABSOLUTE GHG EMISSIONS (tCO_2e)

	2019	2020	2021	2022	2023	2024	2025
Scope 1 Emissions	13,744	12,830	13,135	12,259	11,263	12,153	**9,614**
Scope 2 Emissions, Market-Based	10,538	9,781	10,204	10,005	9,045	8,383	**8,713**
Scope 2 Emissions, Location-Based	Not Calculated						**9,579**
Scope 3 Emissions	Not Calculated						**389,552**
TOTAL (Scope 1 and 2, Market-based)	24,282	22,611	23,339	22,264	20,308	20,536	**18,327**
TOTAL (Scope 1, 2 and 3, Market-based)	Not Calculated						**407,879**

TABLE 5. GHG EMISSIONS INTENSITY (KG CO_2e/ KG PRODUCTION)

	2019	2020	2021	2022	2023	2024	2025
Scope 1 Emissions Intensity	0.068	0.065	0.062	0.067	0.067	0.067	**0.056**[4]
Scope 2 Emissions Intensity (Market-based)	0.053	0.049	0.048	0.055	0.054	0.046	**0.050**

4. Scope 1 emissions intensity declined compared to prior reporting periods in part due to various sustainability projects occurring at each site, such as the installation of new boilers, compressed air surveys and general increased efficiencies gained by equipment upgrades.

Energy Management

TARGET: During the 2025 reporting period, Buckman worked towards reducing total energy consumption by 15% from our 2020 baseline.

ACHIEVED
2025 energy consumption was 20% lower than our 2020 baseline. After exceeding our target, Buckman is now working towards a 2030 goal of 10% reduction in energy consumption from the 2025 baseline.

Energy efficiency remains a core focus of Buckman's environmental strategy because reducing energy consumption lowers emissions, supports operational resilience and improves cost efficiency across our manufacturing network.

In 2025, Buckman's total energy consumption was 244,070 GJ, representing a 20% reduction from our 2020 baseline and exceeding our 2025 reduction target. Direct energy consumption accounted for 157,764 GJ and consisted primarily of purchased natural gas, while indirect energy consumption totaled 86,306 GJ. Renewable energy purchases accounted for 14,073 GJ, up roughly 4% from 2021 and representing 5.7% of total energy consumed in 2025.

KEY CONTRIBUTORS TO IMPROVED ENERGY PERFORMANCE INCLUDED:

- **Improved cooling system efficiency** by replacing a cooling tower, increasing pump efficiency by approximately 20%.
- **Optimized steam management at the China facility** by shutting off steam during public holidays and repairing steam system leaks.

Buckman also monitors energy intensity metrics to evaluate operational efficiency relative to production volumes. In 2025, energy intensity (MJ of energy/ kg of production) improved by 10% compared to our 2020 baseline.

TABLE 6. TOTAL ENERGY CONSUMPTION (GJ)

2020	2021	2022	2023	2024	2025
306,142	322,401	310,277	285,576	259,095	**244,070**

TABLE 7. ENERGY INTENSITY (MJ CONSUMPTION/ KG OF PRODUCTION)

2020	2021	2022	2023	2024	2025
1.54	1.53	1.69	1.69	1.42	**1.39**

TABLE 8. TOTAL RENEWABLE ENERGY CONSUMPTION (GJ)

2020	2021	2022	2023	2024	2025
8,792	13,535	20,304	20,453	22,813	**14,073**[5]

5. Total renewable energy consumption decreased in 2025 compared to prior reporting periods due to the closure of manufacturing in Singapore.

Climate Risk

Through our 2024–2025 double materiality assessment, Buckman identified climate-related impacts, risks and opportunities that could affect our operations, supply chain and long-term business performance. These include both physical risks, such as extreme weather events and water stress, and transition risks associated with evolving regulations, customer expectations and market shifts.

In 2025, Buckman also initiated a formal climate risk assessment, utilizing the International Financial Reporting Standards S2: Climate-related Disclosures (IFRS S2) standard. As part of the analysis, Buckman reviewed climate-related risks and opportunities over short-, medium- and long-term time horizons, and considered different warming scenarios under the Shared Socioeconomic Pathways.[6] As part of the climate risk assessment, Buckman evaluated the effect of wildfires, inland flooding, heatwaves, water stress, sea level rise and tropical cyclones for all six manufacturing facilities. Additionally, Buckman qualitatively assessed climate-related transition risks to our business. The assessment also identified various climate-related opportunities related to energy sourcing, resource efficiency and resilience.

The risks and opportunities identified from the materiality assessment and climate risk assessment are managed internally via Buckman's ESG Council. Within the council, Buckman's Environmental and Sustainability Manager has specific responsibility for managing climate-related risks and opportunities. As climate-related expectations continue to evolve, Buckman intends to further integrate climate considerations into operational planning, risk management and sustainability strategy development.

6. The Shared Socioeconomic Pathways (SSPs) are five global scenarios—SSP1 through SSP5—used by the Intergovernmental Panel on Climate Change to model how different socioeconomic futures (population, GDP, technology, energy, land use) could shape greenhouse-gas emissions and climate outcomes up to 2100.

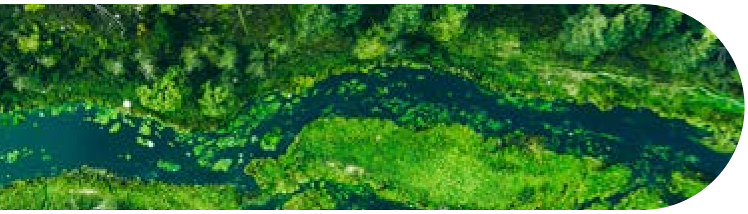
Water

TARGET: During the 2025 reporting period, Buckman worked towards reducing total water consumption by 20% from our 2020 baseline.

ACHIEVED
2025 water consumption was 24% lower than our 2020 baseline. Buckman's new water goal is to reduce water consumption by 10% from our 2025 baseline by the end of 2030.

Water is a critical shared resource that supports Buckman's manufacturing operations, customer solutions and surrounding communities. We recognize that responsible water stewardship is essential to protecting ecosystems, supporting operational continuity and minimizing impacts in water-stressed regions.

Buckman evaluates water-related risks using the World Resources Institute Aqueduct Water Risk Atlas to better understand water stress exposure across our operational footprint. Through this assessment, our South African manufacturing site was identified as operating in a high-water stress region. To help reduce pressure on local water resources, the site operates a water recovery plant that enables recovered water to be reused within manufacturing processes. In 2025, the facility reused 285 tons of water, exceeding its annual reuse target of 250 tons.



ADDITIONAL WATER CONSERVATION INITIATIVES IMPLEMENTED ACROSS BUCKMAN OPERATIONS INCLUDE:

- **Water conservation efforts** through rainwater harvesting systems at facilities in Brazil and South Africa, helping reduce reliance on municipal water supplies in water-stressed regions.
- **Reduced freshwater withdrawals** by continuing to recycle cooling water at select facilities, improving water use efficiency in operations.
- **Strengthened employee awareness** by providing training on water conservation and best practices for reducing water consumption across operations.

Buckman also manages water discharge-related impacts through compliance with local permits and regulatory requirements. Effluents are treated through municipal treatment systems or internal recovery and treatment operations before discharge. Water-related performance is monitored through site-level management systems and environmental audits conducted under our ISO 14001 framework.

In 2025, Buckman's total water withdrawal was 370 megaliters and water consumption totaled 153 megaliters. Compared to our 2020 baseline, absolute water consumption decreased by 24% and water consumption intensity (water consumption per ton of production) improved by 14%. These improvements were driven by operational efficiency projects, water reuse initiatives and increased awareness across manufacturing operations.

Buckman remains focused on identifying additional opportunities to improve water efficiency, particularly in regions facing greater water stress and resource constraints.

TABLE 9. WATER WITHDRAWN BY SOURCE (ML)

	2020	2021	2022	2023	2024	2025
Ground Water	60.1	68.2	54.8	47.9	47.3	**80.4**
Municipal Water	303	248	317	369	353	**289**
Surface Water	0.6	0.5	0.1	0.1	0.2	**0.2**
Waste Water	0	0	0	0	0	**0**
Total	363.7	316.7	371.9	417	400.5	**369.6**

TABLE 10. WATER DISCHARGE AND CONSUMPTION (ML)

	2020	2021	2022	2023	2024	2025
Water Discharged	170	190	147	245	230	**217**
Water Consumed	201	127	225	172	171	**153**

TABLE 11. WATER INTENSITY (M^3/T)

	2020	2021	2022	2023	2024	2025
Water Discharge/Production	0.86	0.90	0.80	1.45	1.26	**1.23**
Water Withdrawn/Production	1.87	1.50	2.03	2.47	2.20	**2.11**
Water Consumption/Production	1.01	0.60	1.23	1.02	0.94	**0.87**

Waste, Pollution and Resource Outflows

TARGET: During the 2025 reporting period, Buckman worked towards reducing total waste by 20% from our 2020 baseline.

NOT ACHIEVED
2025 total waste was 22.7% higher than our 2020 baseline due to an atypical, one-time facilities clean-out conducted in preparation for the acquisition of our business. Buckman's updated goal is to reduce total waste by 10% from the new 2025 baseline by the end of 2030.

While Buckman continues to prioritize waste minimization through operational efficiency improvements, source reduction efforts and responsible waste management practices, total waste generation increased in 2025 compared to the previous year. This increase was primarily attributable to an atypical one-time facilities clean-out conducted in preparation for the acquisition of our business. The clean-out led to the disposal of accumulated materials and legacy inventory, increasing non-hazardous waste volumes. Excluding this exceptional event, waste generation trends remained generally consistent with ongoing waste reduction objectives and operational performance.

SEVERAL BUCKMAN FACILITIES OPERATE PROGRAMS THAT SUPPORT CIRCULARITY AND MATERIAL REUSE. EXAMPLES INCLUDE:

- **Waste diversion efforts** by recycling paper, cardboard, plastics and other non-operational waste streams at all facilities.
- **Extended equipment life** by reusing customer service equipment, reducing the need for new materials and avoiding premature disposal.
- **Supported circular production practices** by returning eligible unused products for rework and incorporation into future production batches.

Buckman also collaborates with third-party partners and customers to expand returnable packaging programs for drums and intermediate bulk containers ("IBCs") as part of our commitment to responsible end-of-life impact management. During 2025:

- Buckman's site in Brazil recycled 5,304 IBCs, equivalent to saving 225.68 metric tons of steel and 74.4 metric tons of plastic in packaging materials.
- Buckman's North American facilities recycled 3,609 IBCs and 516 poly drums.
- Buckman's site in South Africa recycled 4.651 metric tons of packaging materials.
- Buckman's EMENA site recycled 1,784 IBCs, equivalent to a saving of 69.1 metric tons of metal and 27.3 metric tons of plastic.

Buckman continues to evaluate opportunities to reduce waste generation, improve recycling performance and strengthen circular resource management practices across our operations and supply chain. With the emergence of Extended Producer Responsibility ("EPR") laws in various U.S. states and the European Union, Buckman has also been monitoring these regulations and staying compliant. To date, Buckman has met its EPR reporting obligations in California, the only U.S. state where Buckman meets the reporting threshold. Teams at the European facility are also monitoring requirements under the EU Packaging and Packaging Waste Regulation ("PPWR").

TABLE 12. WEIGHT OF WASTE (TONS)

	2020	2021	2022	2023	2024	2025
Total Weight of Hazardous Waste	6,995	5,853	8,601	9,192	7,478	**6,952**
Total Weight of Non-hazardous Waste	432	659	541	596	926	**2,162**[7]
Total Weight of Waste Recovered[8]	251	336	226	312	158	**179**

7. The 2025 increase in non-hazardous waste compared to previous years is due to an atypical, one-time facilities clean-out conducted in preparation for the acquisition of our business.
8. For this report, Buckman classifies waste recovered as waste that was recycled, which includes hazardous waste, non-hazardous waste and non-operational waste that was recycled.

CONNECTED TO EACH OTHER

Our People and Communities

2025 HIGHLIGHTS:

100% of our manufacturing sites maintained ISO 45001 certification, reinforcing our commitment to a safe and healthy workplace.

Buckman recorded 4,456 attendees during Global Safety Week, reflecting a company-wide commitment to safe practices.[9]

Buckman's Occupational Injury Rate decreased by 46% compared to 2024, demonstrating the effectiveness of our safety culture.

9. Attendees were encouraged to attend multiple events during safety week.

Management Approach

At Buckman, our people are the foundation of our success. We believe that creating a safe, inclusive and engaging workplace enables our employees to innovate, collaborate and deliver exceptional value to our customers. At the same time, we recognize that our responsibility extends beyond our workforce to the customers, communities and industries we serve.

Our approach is guided by a commitment to protecting people, respecting human rights and fostering a culture built on integrity, accountability and continuous learning. Through investments in employee well-being, occupational safety, product stewardship and community engagement, we strive to create lasting positive impacts while supporting the long-term success of our business.

Our management approach varies based on stakeholder group: employees, customers and communities.

EMPLOYEES

We manage our impact on employees through our ISO 45001-certified occupational health and safety management system. Our Global Environmental, Health and Safety (EHS) Team continually evaluates and improves our safety program. In addition to employee safety, we distribute quarterly pulse surveys to capture employee sentiment and respond accordingly. In 2025, our pulse surveys had a 90% response rate.

TABLE 13. PULSE SURVEY PARTICIPATION RATE

2021	2022	2023	2024	2025
86%	90%	88%	84%	**90%**

CUSTOMERS

Our customer relationships are built on close collaboration across our finance, administration, customer service and sales teams. By working together, these functions help anticipate customer needs, optimize inventory levels, align manufacturing schedules and respond quickly to changing business requirements, enabling us to deliver reliable service and strengthen long-term partnerships.

COMMUNITIES

Our Vice President of Global Marketing Communications led BuckmanCares, our global community engagement initiative. BuckmanCares encourages employees to contribute their time, expertise and passion while supporting strategic investments that strengthen the communities where we live and work. The program focuses on advancing education, empowering youth, improving health and human services, promoting environmental stewardship and fostering diversity, equity and inclusion.

Cares Buckman THE CHEMISTRY OF SHARING

Health and Safety

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

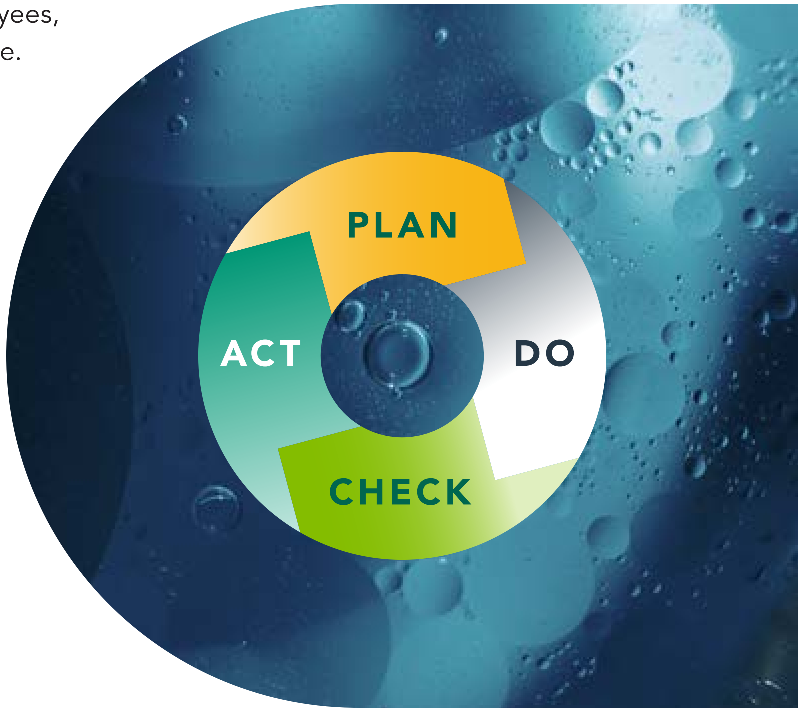
IN PROGRESS
2025 OIR was 0.26. Buckman is continuing to work towards our 2030 goal.

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

IN PROGRESS
2025 LTIR was 0.06. Buckman is continuing to work towards our 2030 goal.

Protecting the health, safety and well-being of our employees, contractors and visitors is fundamental to how we operate. At Buckman, we believe that maintaining a strong safety culture is essential to achieving operational excellence and creating long-term value. Our commitment extends beyond regulatory compliance by integrating health and safety considerations into daily decision-making, facility operations and business planning.

Our global health and safety program is built on the ISO 45001 tenets of continuous improvement, risk-based management and employee engagement. Through leadership accountability and active participation across our workforce, we strive to identify hazards, reduce risk and foster a workplace where everyone shares responsibility for maintaining a safe and healthy environment.



Occupational Health and Safety Management System

Buckman's occupational health and safety management system provides a structured framework for managing workplace risks and supporting continuous improvement across our global operations. 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. The system establishes consistent expectations for identifying hazards, implementing preventive controls, investigating incidents and monitoring performance while remaining adaptable to local regulatory requirements and operational needs.

Health and safety responsibilities are integrated throughout the organization, with leadership providing strategic oversight and local management responsible for implementing site-specific programs. Our EHS Team, which meets monthly, develops and updates our policies, procedures and operating standards to help embed health and safety into manufacturing and other business activities. A Global EHS Scorecard, including leading indicator metrics, is published monthly and shared with senior leadership. The scorecard is designed to empower leadership to make decisions that continue to advance Buckman's safety performance.

TABLE 14. OPERATIONAL FACILITIES THAT ARE CERTIFIED TO ISO 45001 (%)

2021	2022	2023	2024	2025
100%	100%	100%	100%	**100%**

Hazard Identification and Risk Assessment

Identifying and managing risks before incidents occur is a cornerstone of Buckman's safety culture. We maintain processes to identify workplace hazards, assess potential risks and implement appropriate controls using the hierarchy of controls whenever practical.

Hazard identification occurs through routine workplace inspections, job hazard analyses, process safety reviews, employee observations and the reporting of near misses or unsafe conditions. Global EHS audits are conducted by subject-matter experts at least once every three years at all operating locations. During these years, when plants are not undergoing corporate EHS audits, they either undergo a third-party compliance audit or an internal self-audit. These audits help us proactively address potential risks before they result in injuries or operational disruptions.

In addition to auditing, our quantitative risk analyses of chemical hazards and security vulnerabilities are scheduled every 10 years at each manufacturing facility. The analyses include recommendations for and prioritization of risk management actions, in compliance with our global standard. More frequently than our quantitative risk analyses, we conduct pre-startup safety reviews 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 EHS audits, quantitative risk assessments, pre-startup safety reviews and other hazard analyses are reviewed by our Global EHS Team and used to inform continual improvements of our occupational health and safety management system.

TABLE 15. OPERATIONAL FACILITIES FOR WHICH AN EMPLOYEE HEALTH AND SAFETY RISK ASSESSMENT WAS CONDUCTED (%)

2021	2022	2023	2024	2025
100%	100%	100%	100%	**100%**

Incident Reporting and Investigation

Work-related incidents, including near misses where appropriate, are reported through Intelex, an environmental, health, safety and quality operating system. Each incident is ranked according to its actual consequences and/or the potential for serious consequences. Anyone who reports a safety incident in good faith is protected from retaliation. Open dialogue between employees, supervisors and leadership helps strengthen risk awareness and supports timely resolution of identified issues.

Reported incidents are investigated and documented to determine underlying causes. The investigation uses the Five Whys and an Ishikawa-aligned risk assessment. Corrective and preventive actions are developed, communicated and tracked to completion, allowing lessons learned to be shared across relevant operations and reducing the likelihood of recurrence. The corrective actions are included in the Global EHS scorecard, which is shared with leadership.

Incidents with significant actual or potential consequences are shared across Buckman's global operations to promote organizational learning and help prevent similar events. Shortly after an incident occurs, a Safety Alert is issued to communicate the known facts and any immediate actions required to protect employees and operations. Once the investigation is complete, a Safety Stand-Down is conducted to share a detailed review of the incident, including the sequence of events, root cause analysis, key lessons learned and corrective and preventive actions.

Safety Alerts and Safety Stand-Downs are communicated to health, safety and environmental professionals as well as general managers across all operating sites. Site leadership is responsible for reviewing these learnings with local teams, evaluating their applicability and implementing additional preventive measures where appropriate. This structured approach helps strengthen our safety culture by promoting transparency, knowledge sharing and continuous improvement across the organization.

Additionally, under our Stop Work Authority program, Buckman encourages employees to remove themselves from work situations and speak with their supervisor if they are unsure if they can 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 is committed to promoting employee health and well-being by providing access to occupational health resources that support injury prevention, early intervention and overall workforce wellness. To ensure the quality of our services and accessibility for our employees, we conduct annual benchmarking against industry standards, including 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 occupational health programs are designed to address workplace exposures and health risks associated with our operations. Depending on the nature of each facility, these programs may include medical surveillance, industrial hygiene monitoring, exposure assessments, ergonomic evaluations and fitness-for-duty considerations.

Emergency preparedness and response planning are also integrated into our occupational health approach. Employees receive guidance on emergency procedures and facilities maintain response plans appropriate to site-specific risks.

By combining preventive health initiatives with workplace safety programs, we seek to protect employee well-being while supporting a healthy, productive workforce.

TABLE 16. NORTH AMERICAN WORKFORCE OFFERED A HEALTHCARE PLAN (%)

2021	2022	2023	2024	2025
100%	100%	100%	100%	**100%**

Worker Participation, Consultation and Communication on Occupational Health and Safety

A strong safety culture depends on active employee participation. Buckman encourages employees at all levels to contribute to the continuous improvement of workplace health and safety by identifying hazards, sharing ideas and participating in safety initiatives.

Many facilities maintain safety committees or other collaborative forums that promote consultation between workers and management on health and safety matters. These forums provide opportunities to review performance, discuss emerging risks and identify opportunities for continuous improvement.

In addition to our in-house safety committees, after being acquired by Pritzker Private Capital ("PPC"), Buckman joined its Safety Council, where PPC-owned companies meet periodically to discuss emerging regulations and share best practices.

Each year, we also celebrate Buckman Safety Week, a global initiative dedicated to reinforcing our commitment to safety, health, well-being and environmental stewardship. Throughout the week, employees participate in educational sessions, interactive workshops and engagement activities designed to strengthen awareness and promote a proactive safety culture. Employees help shape the program by suggesting themes and topics and volunteering to share their knowledge and experiences. Feedback is collected following each session to help continuously improve the program and ensure it remains relevant and impactful.

Regular communication, including safety meetings, toolbox talks, alerts and awareness campaigns, reinforces key expectations and helps maintain a culture in which safety remains a shared responsibility.

Worker Training on Occupational Health and Safety

Training is essential to equip employees with the knowledge and skills necessary to perform their work safely. Buckman provides health and safety training appropriate to each employee's responsibilities, work environment and potential hazards.

Training begins during onboarding and continues throughout employment as employees assume new responsibilities, operational requirements evolve or regulatory expectations change. Programs may include instruction on hazard communication, chemical handling, emergency preparedness, personal protective equipment, safe work practices, process safety and other job-specific requirements.

Buckman's European location held a Visible Felt Leadership workshop in 2025, focused on demonstrating care through consistent actions to foster trust, safety and a positive organizational culture. This workshop trained forty-five new torchbearers of the felt leadership concepts.

In addition to formal instruction, employees participate in ongoing safety discussions, practical exercises and refresher training that reinforce safe behaviors and encourage continuous learning. Contractors working at Buckman facilities are also expected to comply with applicable site health and safety requirements.

Through continuous education and awareness, we empower employees to recognize hazards, make informed decisions and contribute to a safer workplace.

Promotion of Worker Health

Buckman supports employee health and well-being through voluntary programs and resources designed to promote preventive care, encourage healthy lifestyles and improve overall well-being. These initiatives complement our occupational health and safety programs by helping employees better understand and manage factors that can influence their long-term health.

In the United States, employees and eligible dependents have access to online health assessments that provide personalized insights into genetic and lifestyle factors associated with chronic health conditions. Participants can also take advantage of educational resources, wellness tools and individualized coaching through our Fit2BWell wellness program, including confidential telephone sessions with professional wellness coaches at no cost.

At our headquarters in Tennessee, an onsite occupational health nurse provides health and wellness support to corporate, manufacturing and field employees.

KEY RESPONSIBILITIES INCLUDE:

- Coordinating company-required medical examinations
- Reviewing examination results with employees and providing follow-up guidance as appropriate
- Administering the Health Maintenance Incentive Program
- Delivering first aid training and health education for employee response teams
- Managing workers' compensation claims, coordinating blood drives and supporting onsite preventive health services such as mammograms and seasonal flu vaccinations
- Assisting employees with health-related questions and providing guidance on available wellness resources

Buckman also encourages active lifestyles by sponsoring employee participation in select community walking, cycling and running events, helping employees and their families stay active while strengthening connections both within the company and in the communities where we live and work.

Work-Related Injuries and Ill Health

Buckman monitors work-related injuries and occupational illnesses to better understand safety performance and identify opportunities for improvement. We analyze incident trends, root causes and leading indicators to strengthen preventive measures and improve risk management across our operations.

While traditional lagging indicators such as injury rates remain important performance measures, Buckman also emphasizes proactive activities that help prevent incidents. These include hazard observations, near-miss reporting, safety inspections and employee engagement initiatives that strengthen our safety culture and reinforce accountability at every level.

By continually evaluating our health and safety performance and learning from operational experience, we remain focused on protecting our people and achieving our vision of an injury-free workplace.

BUCKMAN'S 2025 SAFETY METRICS[10] INCLUDE:

- 739,741 total hours worked
- Zero work-related fatalities
- Four recordable cases, one of which was a high-consequence injury that resulted in three days of lost time

The recordable injuries primarily invovled line-of-fire hazards, meaning a person was in the direct path of a moving object or substance that could cause injury. Root cause analysis and corrective actions were implemented for every recordable and lost-time injury.

TABLE 17. OCCUPATIONAL INJURY RATE ("OIR")[11]

2021	2022	2023	2024	2025
0.41	0.53	0.18	0.48	**0.26**

TABLE 18. LOST TIME INJURY RATE[12]

2021	2022	2023	2024	2025
0	0.24	0.06	0.06	**0.06**

10. Buckman's recordable injury rates are calculated using 200,000 hours worked. No workers are excluded from our calculations.
11. OIR is calculated using the formula: (Number of Injuries and Illnesses X 200,000) / Employee Hours Worked.
12. 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 is committed to protecting customer health and safety throughout the lifecycle of our products. We do not knowingly market or sell products in jurisdictions where they are prohibited and we work closely with customers to promote the safe handling, storage and use of our products in accordance with applicable regulatory requirements and industry best practices.

Our technical and field teams collaborate with customers worldwide to support the safe application of Buckman technologies. Global safety managers, field safety managers and field safety champions regularly visit customer sites to conduct safety assessments, share best practices and strengthen safety performance through collaboration and knowledge exchange. Field employees also have access to proprietary tools and resources that help identify potential hazards, evaluate operational risks and implement appropriate controls.

To promote consistency across our global operations, Buckman uses a Hazardous Chemical Application Standardization ("HCAS") process to assess chemical applications at customer sites. The HCAS process establishes a standardized approach for evaluating risks and verifying that chemicals are managed in accordance with Buckman's global safety requirements. Assessments are documented for every application and any identified nonconformances are addressed through corrective actions.

HCAS assessments are completed at least every two years and are also required whenever:

- A new chemical application is introduced at a customer site
- A process change could affect the application
- A high-potential incident occurs

The HCAS process, together with our Chemical Application Standard ("CAS") procedure, provides a globally consistent framework for identifying hazards, assessing risks and continuously improving the safe use of our products across all Buckman sales regions.

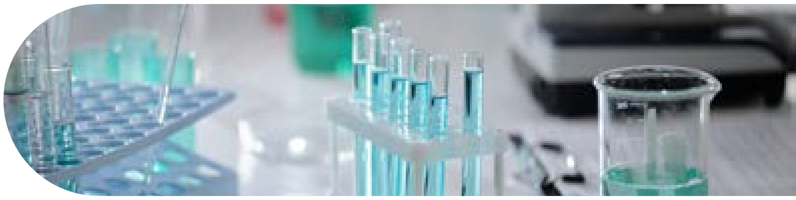
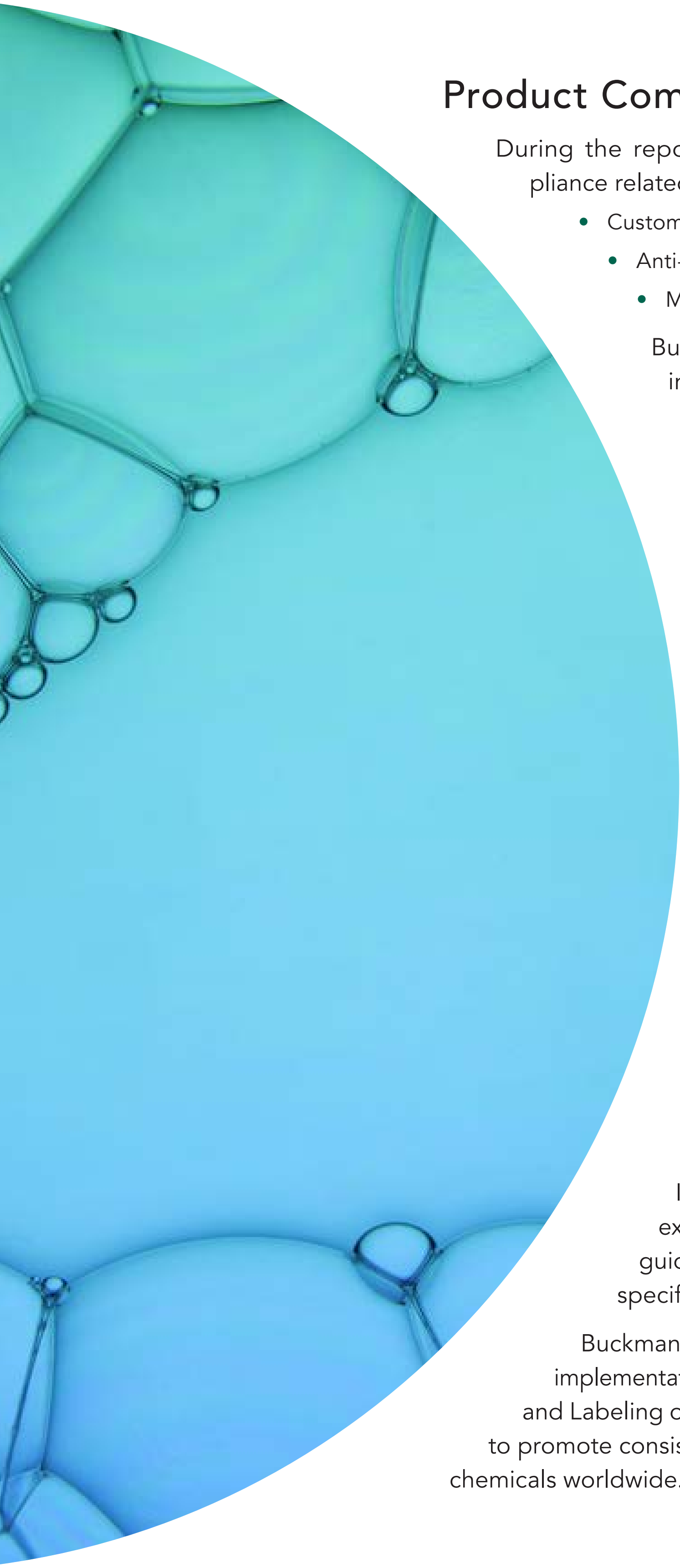


TABLE 19. NUMBER OF CUSTOMER HEALTH AND SAFETY INCIDENTS

2021	2022	2023	2024	2025
0	0	0	0	**0**



Product Compliance

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

- Customer health and safety impacts
- Anti-competitive, antitrust or monopoly practices
- Marketing communications

Buckman had one incident related to non-compliance with labeling. The incident was resolved, with no outstanding corrective actions required.

TABLE 20. PRODUCT RECALLS

2021	2022	2023	2024	2025
0	0	0	0	**0**

Information and Labeling

Buckman is committed to providing customers with clear, accurate and compliant product safety information. Our products are labeled and supported by Safety Data Sheets ("SDSs") that meet applicable hazard communication requirements in the countries where our products are manufactured and sold.

Where required by local regulations, our SDSs and product labels include information such as product composition, country of origin, safe handling practices, storage and disposal guidance as well as other regulatory information needed to support the safe use of our products. Information on the sourcing of individual raw materials is maintained internally and not disclosed in SDSs or on product labels.

In addition to providing product documentation, Buckman's technical experts work directly with customers to answer questions and provide guidance on the safe handling, application and use of our products in specific operating environments.

Buckman also aligns product classification and labeling practices with the implementation requirements of the Globally Harmonized System of Classification and Labeling of Chemicals ("GHS") in the jurisdictions where we operate, helping to promote consistent hazard communication and support the safe management of chemicals worldwide.

Working Conditions

Freedom of Association and Collective Bargaining

Buckman respects employees' rights to freedom of association and collective bargaining in accordance with applicable laws and regulations in the countries where we operate. Where employees choose to be represented by labor unions or works councils, we engage in constructive dialogue to foster positive labor relations and support a safe, respectful and productive workplace.

Collective bargaining agreements address a range of employment matters, including health and safety, working conditions, career development, diversity, equal employment opportunity and workplace conduct, consistent with applicable national legal requirements. During the reporting period, 48% of Buckman employees were covered by collective bargaining agreements.

TABLE 21. WORKFORCE COVERED BY FORMAL COLLECTIVE AGREEMENTS CONCERNING WORKING CONDITIONS OR COVERED BY FORMALLY ELECTED EMPLOYEE REPRESENTATIVES (%)

2021	2022	2023	2024	2025
41.9%	42.8%	43.5%	43%	**48%**

Child Labor

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

IN PROGRESS
At the end of 2025, 85% of employees were trained on child labor, forced labor and human trafficking prevention.

Buckman is committed to protecting children's rights and preventing child labor across our operations and value chain. As part of our hiring process, we verify the age of prospective employees to ensure compliance with applicable employment laws and our global policies. We do not tolerate child labor under any circumstances.

Where permitted by law, young workers who have reached the minimum legal working age and completed compulsory education may be employed under carefully controlled conditions that comply with applicable legal requirements and International Labour Organization ("ILO") standards. Buckman applies the most stringent applicable legal requirements to help protect young workers. Young workers are not assigned work that could jeopardize their health, safety or well-being or interfere with their education or development. Working hours are managed in accordance with applicable legal limits.

Our commitment extends beyond our own operations. We expect suppliers, contractors, business partners and vendors to uphold the same principles and comply with the most stringent applicable laws and regulations related to child labor and the protection of young workers. These expectations are reflected in our supplier requirements and responsible business practices.

During the reporting period, Buckman did not identify any operations or significant suppliers at material risk for child labor or for the employment of young workers in hazardous work.

TABLE 22. NUMBER OF REPORTED CASES OF CHILD OR FORCED LABOR

2022	2023	2024	2025
0	0	0	**0**

Forced Labor

As a participant in the United Nations Global Compact, Buckman is committed to upholding its Ten Principles, including those related to the protection of internationally recognized human rights and the elimination of all forms of forced and compulsory labor.

These commitments are reflected in our **Human Rights Policy**, which strictly prohibits child labor, forced labor and all forms of modern slavery across our operations. We respect the rights and dignity of our employees by ensuring that employment is freely chosen. Buckman does not retain employees' original identification documents or restrict their freedom of movement as a condition of employment.

Our expectations extend throughout our value chain. We expect suppliers, contractors and business partners to uphold the same principles and comply with applicable laws and internationally recognized human rights standards.

During the reporting period, Buckman recorded zero reported incidents of child labor or forced labor. We also did not identify any operations or significant suppliers at material risk for incidents of forced or compulsory labor.

TABLE 23. NUMBER AND PERCENTAGE OF EMPLOYEES WHO COMPLETED A FORCED LABOR PREVENTION TRAINING

2021	2022	2023	2024	2025
0	1,056	0	1,574	**1,458**
NR	NR	NR	100%	**100%**

Training and Development

TARGET: During the 2025 reporting period, Buckman worked towards a target of 100% of employees having a development plan.

NOT ACHIEVED
By the end of 2025, 54% of employees had personal development plans. This was mainly driven by personnel and organizational changes. Buckman will continue working towards formalizing a development plan for 100% of employees in 2026.

Buckman is committed to helping employees build meaningful careers by providing opportunities to develop new skills, expand their capabilities and prepare for future leadership roles. Our global performance and talent management framework supports continuous learning, regular feedback and career development while helping ensure employees have the knowledge and capabilities needed to support our evolving business.

Managers and employees work together throughout the year to establish development goals, identify opportunities for growth and address skill gaps through personalized learning plans. This approach helps strengthen individual performance while fostering a culture of continuous improvement, collaboration and accountability across the organization.

Employee development is supported through three interconnected priorities: delivering consistent learning opportunities across our global workforce, driving continuous process improvement and strengthening customer-focused capabilities.

Buckman invests in the ongoing development of its associates through a learning portfolio designed to build technical, leadership and business capabilities. Programs such as Buckman Enhanced Sales Training (BEST), Ability to Execute (A2E) Essentials, ManageWise Foundations for Managers, ManageWise Critical Decision Making, RedVector training, Prosci Change Management and Mastering GRIT Principles for Success help associates enhance performance, navigate change and lead effectively. This commitment to learning supports a resilient workforce and enables sustainable business growth for our customers, communities and company.

Buckman also continues to offer our Insight Selling program, which is available to employees across the organization. The program develops consultative selling skills by emphasizing customer value, problem-solving and change management principles. Employees additionally have access to the LinkedIn Learning platform, providing thousands of on-demand courses that support both professional and personal development. Learning opportunities are aligned with individual development plans and business needs.

In 2025, Buckman also continued to invest in future leaders through our SuperMinds Program, a multi-year leadership development initiative for high-potential employees. Participants engaged in leadership training, business simulations, collaborative learning experiences and strategic project work that strengthens both technical and leadership capabilities.

Recognizing that career transitions are a natural part of the employee lifecycle, Buckman also provides transition support for employees affected by retirement or employment separation, where applicable.

DEPENDING ON LOCAL REGULATIONS AND BUSINESS PRACTICES, AVAILABLE RESOURCES MAY INCLUDE:

- Severance benefits
- Career planning support
- Outplacement and job placement services

Our investment in employee development is reflected in the breadth of learning opportunities available across the organization. During 2025, 99% of employees[13] participated in career- or skills-related training through 24 learning pathways, each consisting of multiple courses designed to strengthen technical, professional and leadership capabilities. We also celebrated 68 internal promotions, demonstrating our commitment to developing talent from within.

Performance management remains an important part of employee development. Managers and employees, excluding contractors, participate in an annual performance review process that evaluates accomplishments from the previous year and establishes goals and development priorities for the year ahead. In 2025, 100% of employees completed a performance review.

To support long-term succession planning, select senior leaders and managers participate in annual talent forums to discuss employee performance, leadership potential and career aspirations. These discussions help identify development opportunities, strengthen succession pipelines and ensure Buckman is prepared with the talent needed to meet the changing needs of our customers, employees and other stakeholders.

TABLE 24. NUMBER OF INTERNAL MOBILITY/PROMOTION CASES

2021	2022	2023	2024	2025
115	120	93	78	**68**

TABLE 25. NUMBER OF EMPLOYEES WITH PERSONAL DEVELOPMENT PLANS[14]

2021	2022	2023	2024	2025
369	367	339	980	**766**

TABLE 26. WORKFORCE TRAINING HOURS[15]

	2021	2022	2023	2024	2025
Total Training Hours Globally	41,492	43,338	51,425	95,298	**35,862**
Training Hours Per Employee	26	30	32	74	**25**

TABLE 27. DIRECT EMPLOYEES WHO RECEIVED PERFORMANCE REVIEWS

	2021	2022	2023	2024	2025
Total Number of Performance Reviews	1,337	1,278	1,543	1,514	**1,429**
Percent of Men Who Received a Performance Review	97%	98%	98%	97%	**100%**
Percent of Women Who Received a Performance Review	96%	97%	99%	97%	**100%**

13. Training completion rate reflects employees who were assigned and completed career- or skills-related training during the reporting period. The remaining 1% represents employees who were unable to complete the training due to reasons such as taking leave, turnover or training that was still in progress at the close of the reporting period.
14. In 2024, Buckman instituted a global requirement for each employee to have a development plan. As a result, there was a sizeable increase in the number of employees with personal development plans in 2024, compared to previous years. In 2025, Buckman had fewer total associates than in 2024, resulting in a lower number of associates with personal development plans.
15. In 2025, Buckman had fewer employees than in 2024, resulting in fewer total training hours. Buckman also invests in significant amounts of training during employee onboarding, and since fewer employees were onboarded in 2025 than in 2024, 2025's training hours per employee were lower than in 2024.

Diversity, Equal Opportunity and Non-Discrimination

Buckman believes that an inclusive culture fosters innovation, strengthens collaboration and enhances business performance. We are committed to providing equal opportunities for all employees and maintaining a workplace where individuals are treated with dignity, respect and fairness.

Our policies prohibit discrimination, harassment and retaliation, and we support these commitments through employee training, confidential reporting channels and periodic reviews of employment practices, including pay analyses where appropriate. Together, these efforts help promote an equitable workplace where employees can contribute, grow and succeed.

In 2025, anti-harassment training was offered to new hires in the U.S. and to managers with direct reports; 87 employees completed the training. The program covered recognizing and preventing workplace harassment, understanding legal and ethical responsibilities, responding appropriately to concerns and the procedures for reporting potential violations. The training module also included information on Buckman's investigation process and the resources available to support those who raise concerns.

Employees and other stakeholders may report concerns confidentially, including anonymously where permitted by law, through **EthicsPoint**, Buckman's global ethics reporting system. Buckman prohibits retaliation against individuals who report concerns in good faith and investigates all reported matters in accordance with established procedures.

During the reporting period, Buckman recorded zero critical concerns, meaning no EthicsPoint reports were substantiated. As a result, no corrective actions related to substantiated incidents were required.

Wage Analyses

Buckman is committed to fair and equitable compensation practices that support our ability to attract, retain and develop talent. We regularly assess aspects of our compensation programs to help identify opportunities for continuous improvement and to promote equitable pay practices across our workforce.

As part of these efforts, Buckman monitors its average unadjusted gender pay gap and conducts a living wage assessment for U.S.-based employees. In 2025, our average unadjusted gender pay gap was 0.917.[16]

Our 2025 living wage assessment covered 100% of direct U.S. employees and found that all employees included in the assessment earned at or above the applicable living wage benchmark. As a result, no pay gap was identified between employee compensation and the established living wage benchmark for our U.S. workforce.

TABLE 28.
PERCENTAGE OF U.S. EMPLOYEES COVERED BY A LIVING WAGE ASSESSMENT

2022	2023	2024	2025
0%	100%	100%	**100%**

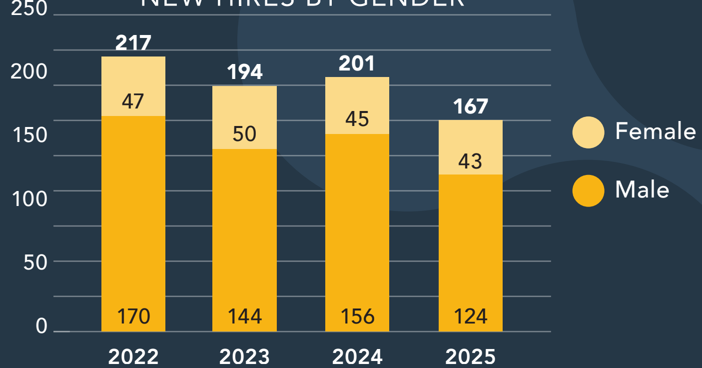
TABLE 29.
AVERAGE UNADJUSTED GENDER PAY GAP

2021	2022	2023	2024	2025
0.896	0.891	0.855	0.862	**0.917**

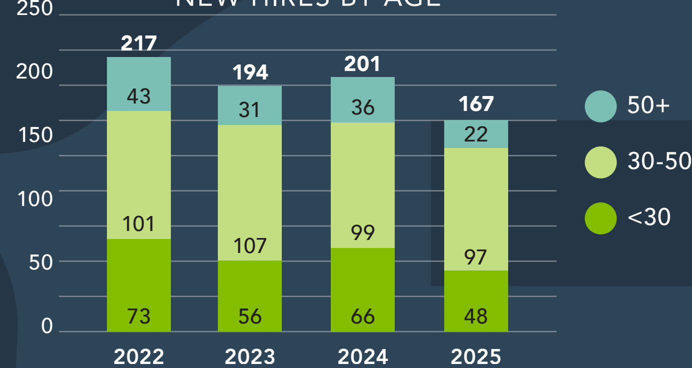
16. Buckman follows the definition used by EcoVadis (a global supply chain sustainability assessment) to define and calculate our average unadjusted gender pay gap; the unadjusted gender pay gap does not factor in any differences in pay due to varying years of experience, position titles, contract types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

2025 Employee Demographics

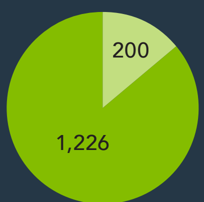
NEW HIRES BY GENDER



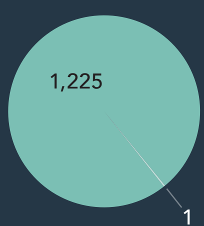
NEW HIRES BY AGE



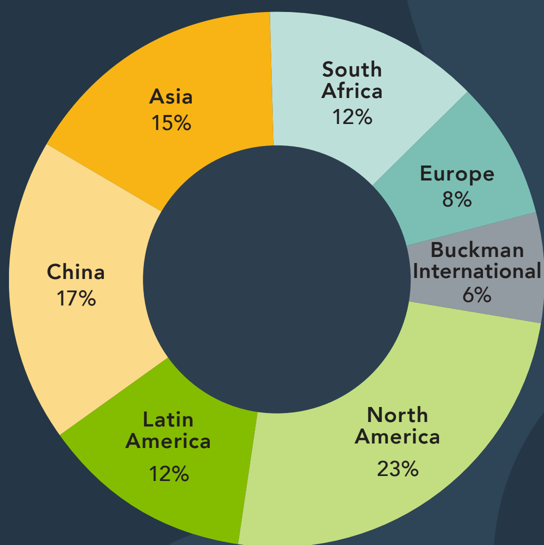
TEMPORARY VS. PERMANENT



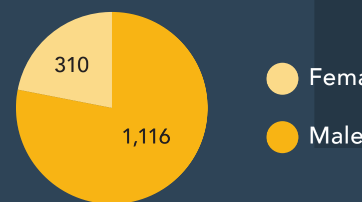
PART-TIME VS. FULL-TIME



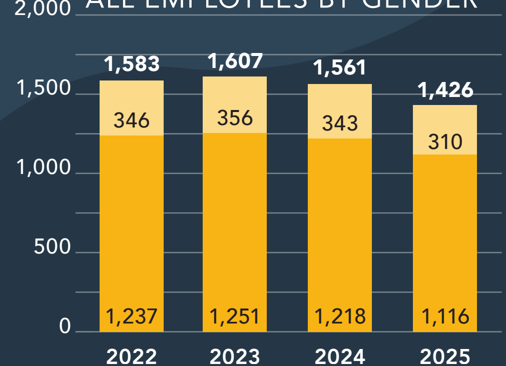
2025 PERCENTAGE OF PERMANENT EMPLOYEES BY REGION



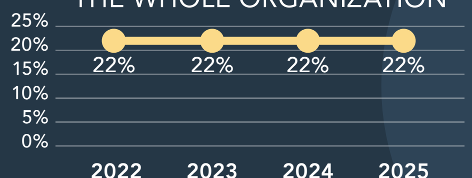
2025 EMPLOYEES BY GENDER



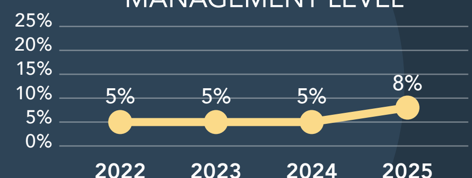
ALL EMPLOYEES BY GENDER



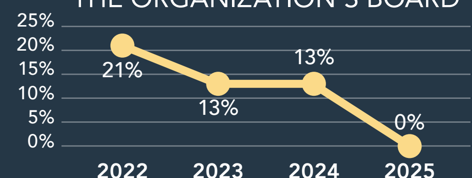
% OF WOMEN EMPLOYED IN THE WHOLE ORGANIZATION



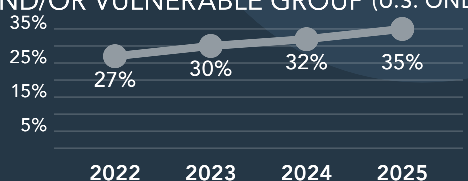
% OF WOMEN AT TOP MANAGEMENT LEVEL



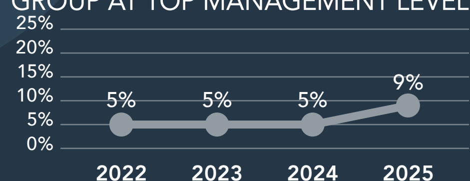
% OF WOMEN WITHIN THE ORGANIZATION'S BOARD



% OF EMPLOYEES FROM MINORITY AND/OR VULNERABLE GROUP (U.S. ONLY)



% OF MINORITY AND/OR VULNERABLE GROUP AT TOP MANAGEMENT LEVEL



CONNECTED TO OUR FUTURE

Business Responsibility

2025 HIGHLIGHTS:

22% of manufacturing sites maintained ISO 27001-certified information security management systems.

Buckman South Africa was recognized by the Chemical and Allied Industries' Association ("CAIA") with the Responsible Care® Company of the Year award.

Management Approach

At Buckman, responsible business practices are fundamental to how we create long-term value for customers, employees, suppliers, shareholders and communities. We recognize that the decisions we make and the way we conduct business directly impact stakeholder trust, operational performance and our ability to achieve sustainable growth. As a global organization, we are committed to conducting business ethically, transparently and in compliance with applicable laws and regulations in every market where we operate.

Our approach to business responsibility is guided by our **Code of Ethics** and supported by policies, procedures and management systems designed to promote accountability, integrity and responsible decision-making. These principles help ensure that ethical considerations are embedded throughout our operations, business relationships and strategic planning processes.

Through ongoing training, oversight and reporting mechanisms, we work to foster a culture where employees understand their responsibilities, raise concerns without fear of retaliation and act in accordance with our values.

TABLE 30. WORKFORCE THAT RECEIVED TRAINING IN BUSINESS ETHICS

2021		2022		2023		2024		2025	
Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
605	37%	533	34%	1,186	74%	1,370	88%	1,359	**95%**

TABLE 31. NUMBER OF COMPLETED TRAINING SESSIONS ON ANTI-CORRUPTION[17]

2021	2022	2023	2024	2025
0	1,566	0	1,213	**1,228**

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

Spotlight

Buckman South Africa awarded the **Responsible Care® Company of the Year** by the Chemical and Allied Industries' Association

Buckman South Africa was honored with the **Responsible Care® Company of the Year Award** by the Chemical and Allied Industries' Association ("CAIA"), a respected recognition in the South African chemical industry. As the custodian of the Responsible Care® initiative in South Africa, CAIA represents more than 100 signatory companies, including some of the country's largest and most established chemical manufacturers and industrial organizations. Against this highly competitive backdrop, Buckman's recognition as Company of the Year underscores the strength of our commitment to safety, environmental stewardship, product responsibility and ethical business practices.

Business Conduct and Ethics

Maintaining high standards of business conduct is essential to protecting our reputation and strengthening stakeholder confidence. We expect all employees, officers and directors to uphold the principles outlined in our Code of Ethics and to conduct business with honesty, fairness and respect.

Our business conduct framework addresses a broad range of ethical and compliance topics, including anti-corruption, conflicts of interest, fair competition, responsible sourcing, protection of company assets and compliance with applicable laws. Employees receive guidance and training on these expectations and are encouraged to seek advice whenever ethical concerns arise.

Management is responsible for promoting an ethical culture throughout the organization and ensuring that policies are consistently implemented and enforced. Ethical performance is supported by clear accountability structures and ongoing monitoring of compliance-related risks.

TABLE 32. NUMBER OF LEGAL ACTIONS AGAINST BUCKMAN FOR ANTI-COMPETITIVE BEHAVIOR, ANTITRUST, OR MONOPOLY PRACTICES

2021	2022	2023	2024	2025
0	0	0	0	**0**

Anti-Corruption

Buckman maintains a zero-tolerance approach to bribery, corruption and other forms of improper business conduct. We prohibit offering, giving, soliciting or accepting anything of value intended to improperly influence business decisions or secure an unfair advantage.

Our anti-corruption program is designed to help employees identify and address corruption risks that may arise in interactions with customers, suppliers, government officials and other business partners. Relevant policies and procedures establish expectations regarding gifts, hospitality, charitable contributions, sponsorships and other business courtesies.

Employees are expected to comply with all applicable anti-bribery and anti-corruption laws and to promptly report any suspected violations. Compliance activities include employee training, management oversight and, when appropriate, investigations of reported concerns.

TABLE 33. INCIDENTS OF CORRUPTION

2021	2022	2023	2024	2025
0	0	0	0	**0**

Conflicts of Interest

Buckman has an internal Conflict of Interest Policy that all employees are required to acknowledge and sign. Employees are expected to make business decisions in the best interests of Buckman and to avoid situations that could create, or appear to create, a conflict between personal interests and professional responsibilities.

Potential conflicts may arise through outside employment, financial interests, personal relationships, gifts or other circumstances that could influence independent judgment. Employees are required to disclose actual, potential or perceived conflicts of interest through established reporting channels so that appropriate review and mitigation measures can be implemented.

By promoting transparency and proactive disclosure, we help ensure that business decisions remain objective, fair and aligned with company values.

Ethics Reporting and Speak-Up Culture

Creating an environment where employees feel comfortable raising concerns is critical to maintaining an ethical workplace. Buckman provides multiple channels through which employees and other stakeholders can seek guidance, ask questions or report suspected misconduct.

Reports may be submitted through management, Human Resources or through a confidential ethics reporting system, **EthicsPoint**. Reports are reviewed and investigated as appropriate. Buckman prohibits retaliation against individuals who raise concerns in good faith or participate in investigations. We believe that encouraging open communication and protecting those who speak up strengthens accountability and supports continuous improvement across our organization.

Data Privacy and Cybersecurity

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.

As digital technologies continue to play an increasingly important role in our operations and customer solutions, protecting information assets remains a key business responsibility. Buckman is committed to safeguarding personal information, confidential business data and intellectual property through a comprehensive approach to privacy and cybersecurity.

Our information security program incorporates policies, processes and technical controls designed to protect systems and data from unauthorized access, misuse, loss or disruption. Security measures include access controls, monitoring capabilities, employee awareness training and risk-based cybersecurity practices.

We work to comply with applicable privacy and data protection requirements in the jurisdictions where we operate. Employees who handle personal or confidential information are expected to follow established procedures governing data collection, use, retention, sharing and disposal.

Cybersecurity risks are regularly assessed and managed through ongoing oversight, incident response planning and continuous improvement efforts. By maintaining strong privacy and security practices, we support customer trust, protect critical business information and strengthen the resilience of our operations.

TABLE 34. OPERATIONAL SITES WITH AN INFORMATION SECURITY MANAGEMENT SYSTEM CERTIFIED TO ISO 27001

2021	2022	2023	2024	2025
22%	22%	22%	22%	**22%**

Appendix

Targets

Environmental Responsibility

2025 Target	Status	2026 Plan
By the end of 2025, reduce scope 1 and 2 GHG emissions by 15% from our 2020 baseline.	ACHIEVED	Complete a scope 3 inventory for comprehensive GHG reporting, and set a science-based greenhouse gas reduction target.
By the end of 2025, reduce total energy consumption by 15% from our 2020 baseline.	ACHIEVED	By the end of 2030, reduce total energy consumption by 10% from our 2025 baseline.
By the end of 2025, reduce total water consumption by 20% from our 2020 baseline.	ACHIEVED	By the end of 2030, reduce total water consumption by 10% from our 2025 baseline.
By the end of 2025, reduce total waste by 20% from our 2020 baseline.	NOT ACHIEVED	By the end of 2030, reduce total waste by 10% from our 2025 baseline.

Our People and Communities

2025 Target	Status	2026 Plan
By 2030, achieve an occupational injury rate ("OIR") of 0.2 or below.	IN PROGRESS	Continue to work towards the 2030 goal.
By 2030, achieve a lost-time injury rate ("LTIR") of 0.05 or lower.	IN PROGRESS	Continue to work towards the 2030 goal.
By the end of 2026, annually train 100% of employees on child labor, forced labor and human trafficking prevention.	IN PROGRESS	Continue to work towards the 2026 goal.
During the 2025 reporting period, Buckman worked towards a target of 100% of employees having a development plan.	NOT ACHIEVED	By the end of 2026, 100% of employees will have a formal development plan.

Business Responsibility

2025 Target	Status	2026 Plan
By 2027, achieve ISO 27001 certification for 100% of our operating companies.	IN PROGRESS	Continue to work towards the 2027 target.
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.	ACHIEVED	Continue to reach the annual target of 60% (by supply chain spend) of our direct suppliers having contracts or binding purchase orders that include clauses addressing environmental, labor and human rights requirements.
By 2028, 80% of our EcoVadis-assessed suppliers will be engaged in corrective actions or capacity building.	IN PROGRESS	Continue to work towards the 2028 target.
By 2030, 80% of our direct suppliers (by supply chain spend) will sign our Supplier Code of Conduct.	ACHIEVED	Continue to reach the annual target of 80% of our direct suppliers (by supply chain spend) signing our Supplier Code of Conduct.
By 2030, 80% of our direct suppliers (by supply chain spend) will undergo a sustainability or corporate social responsibility ("CSR") assessment.	IN PROGRESS	Continue to work towards the 2030 target.
By 2030, 50% of our direct suppliers (by supply chain spend) will have gone through a CSR on-site audit.	IN PROGRESS	Continue to work towards the 2030 target.

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 Curtiduria 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 ("Tecnicelpa" – 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")

Additional Metrics

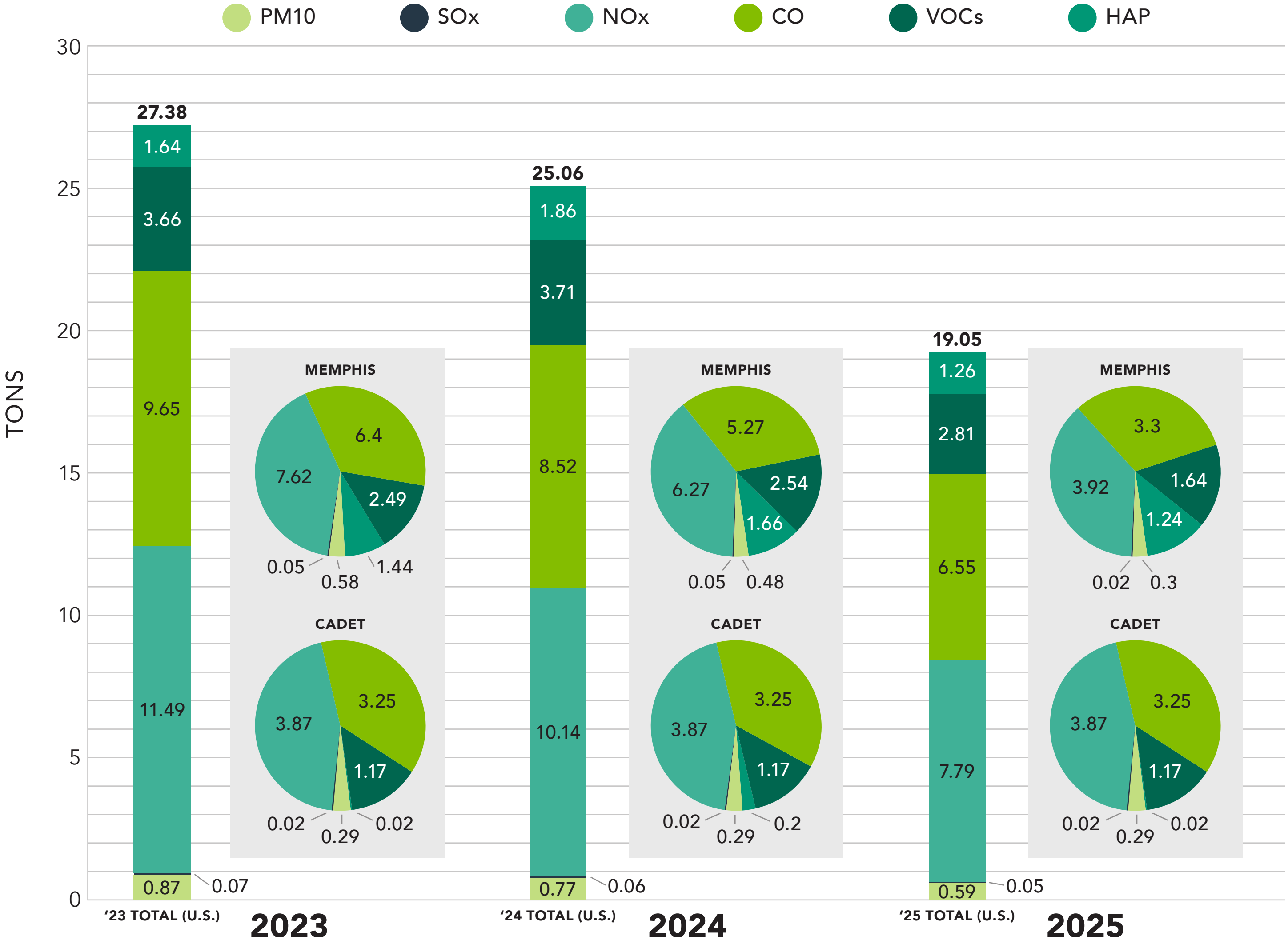
Non-GHG Air Emissions

In addition to tracking GHG emissions, Buckman tracks non-GHG air emissions at our U.S. locations.

TABLE 35. TOTAL WEIGHT OF NON-GHG AIR EMISSIONS IN U.S. LOCATIONS (TONS)

	PM10			SOx			NOx			CO			VOCs			HAP		
Location	**'23**	**'24**	**'25**	**'23**	**'24**	**'25**	**'23**	**'24**	**'25**	**'23**	**'24**	**'25**	**'23**	**'24**	**'25**	**'23**	**'24**	**'25**
Memphis	0.58	0.48	**0.30**	0.05	0.04	**0.02**	7.62	6.27	**3.92**	6.40	5.27	**3.30**	2.49	2.54	**1.64**	1.44	1.66	**1.24**
Cadet	0.29	0.29	**0.29**	0.02	0.02	**0.02**	3.87	3.87	**3.87**	3.25	3.25	**3.25**	1.17	1.17	**1.17**	0.02	0.20	**0.02**
TOTAL for the U.S.	**0.87**	**0.77**	**0.59**	**0.07**	**0.06**	**0.04**	**11.49**	**10.14**	**7.79**	**9.65**	**8.52**	**6.55**	**3.66**	**3.71**	**2.81**	**1.64**	**1.86**	**1.26**

TOTAL WEIGHT OF NON-GHG AIR EMISSIONS IN U.S. LOCATIONS



GRI Content Index

Statement of Use

Statement of use	**Buckman has reported in accordance with the GRI Standards for the period January 1, 2025, to December 31, 2025.**
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No GRI Sector Standards were applied.

GRI 2: General Disclosures 2021

GRI Disclosure		Page/Response
2-1	Organizational details	See **About Buckman**, Page 8
2-2	Entities included in the organization's sustainability reporting	See **About Buckman**, Page 8
2-3	Reporting period, frequency and contact point	See **About this Report**, Page 7
2-4	Restatements of information	Buckman's market-based scope 2 emissions were misclassified as location-based emissions in our 2024 Sustainability Report. Data historically reported as location-based scope 2 emissions has been restated in this 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 2025.
2-6	Activities, value chain and other business relationships	See **Value Chain and Other Business Relationships**, Page 16
2-7	Employees	See **Diversity, Equal Opportunity and Non-Discrimination**, Page 43
2-8	Workers who are not employees	See **Diversity, Equal Opportunity and Non-Discrimination**, Page 43
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 and Ethics**, Page 48

GRI Disclosure		Page/Response
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
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 4
2-23	Policy commitments	See **Sustainability Strategy**, Page 12
2-24	Embedding policy commitments	See **Sustainability Strategy**, Page 12
2-25	Process to remediate negative impacts	See **Business Conduct and Ethics**, Page 48
2-26	Mechanisms for seeking advice and raising concerns	See **Business Conduct and Ethics**, Page 48
2-27	Compliance with laws and regulations	See **Business Conduct and Ethics**, Page 48
2-28	Membership associations	See **About Buckman**, Page 8
2-29	Approach to stakeholder engagement	See **Double Materiality Assessment**, Page 15
2-30	Collective bargaining agreements	See **Working Conditions**, Page 39

GRI 3: Material Topics 2021

GRI Disclosure		Page/Response
3-1	Process to determine material topics	See **Double Materiality Assessment**, Page 15
3-2	List of material topics	See **Double Materiality Assessment**, Page 15
3-3	Management of Material Topics	See **Environmental Responsibility: Management Approach**, Page 20 **Our People and Communities: Management Approach**, Page 31 **Business Responsibility: Management Approach**, Page 46

GRI 304: Biodiversity 2016

GRI Disclosure		Page/Response
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	At the time of this report's publication, Buckman has not yet completed an assessment of the impacts of our operational sites on biodiversity.
304-2	Significant impacts of activities, products and services on biodiversity	At the time of this report's publication, Buckman has not yet completed an assessment of the impacts of our operational sites on biodiversity.
304-3	Habitats protected or restored	At the time of this report's publication, Buckman has not yet completed an assessment of the impacts of our operational sites on biodiversity.
304-4	UCN Red List species and national conservation list species with habitats in areas affected by operations	At the time of this report's publication, Buckman has not yet completed an assessment of the impacts of our operational sites on biodiversity.

GRI 205: Anti-Corruption 2016

GRI Disclosure		Page/Response
205-1	Operations assessed for risks related to corruption	See **Business Conduct and Ethics**, Page 48
205-2	Communication and training about anti-corruption policies and procedures	See **Connected to our Future: Business Responsibility**, Page 45 At the time of this report's publication, data was not available for reporting anti-corruption communication and training by: • 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 and Ethics**, Page 48

GRI 206: Anti-Competitive Behavior 2016

GRI Disclosure		Page/Response
206-1	Legal actions for anti-competitive behavior, antitrust and monopoly practices	See **Business Conduct and Ethics**, Page 48

GRI 301: Materials 2016

GRI Disclosure		Page/Response
301-1	Materials used by weight or volume	At the time of this report's publication, this metric is not tracked.
301-2	Recycled input materials used	At the time of this report's publication, this metric is not tracked.
301-3	Reclaimed products and their packaging materials	See **Waste, Pollution and Resource Outflows**, Page 28

GRI 302: Energy 2016

GRI Disclosure		Page/Response
302-1	Energy consumption within the organization	See **Greenhouse Gas Emissions, Energy and Climate Risk**, Page 22
302-2	Energy consumption outside of the organization	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**, Page 22
302-4	Reduction of energy consumption	See **Greenhouse Gas Emissions, Energy and Climate Risk**, Page 22
302-5	Reductions in energy requirements of products and services	At the time of this report's publication, Buckman has 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 26
303-2	Management of water discharge-related impacts	See **Water**, Page 26
303-3	Water withdrawal	See **Water**, Page 26
303-4	Water discharge	See **Water**, Page 26 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 26

GRI 305: Emissions 2016

GRI Disclosure		Page/Response
305-1	Direct (Scope 1) GHG emissions	See **Greenhouse Gas Emissions, Energy and Climate Risk**, Page 22
305-2	Energy indirect (Scope 2) GHG emissions	See **Greenhouse Gas Emissions, Energy and Climate Risk**, Page 22
305-3	Other indirect (Scope 3) GHG emissions	See **Greenhouse Gas Emissions, Energy and Climate Risk**, Page 22
305-4	GHG emissions intensity	See **Greenhouse Gas Emissions, Energy and Climate Risk**, Page 22
305-5	Reduction of GHG emissions	See **Greenhouse Gas Emissions, Energy and Climate Risk**, Page 22
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 **Additional Metrics**, Page 57 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 28
306-2	Management of significant waste-related impacts	See **Waste, Pollution and Resource Outflows**, Page 28
306-3	Waste generated	See **Waste, Pollution and Resource Outflows**, Page 28
306-4	Waste diverted from disposal	See **Waste, Pollution and Resource Outflows**, Page 28 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 28 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 401: Employment 2016

	GRI Disclosure	Page/Response
401-1	New employee hires and employee turnover	See **2025 Employee Demographics**, Page 44
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	See **Occupational Health Services**, Page 34
401-3	Parental leave	At the time of this report's publication, data on parental leave was unavailable.

GRI 403: Occupational Health and Safety 2018

	GRI Disclosure	Page/Response
403-1	Occupational health and safety management system	See **Health and Safety**, Page 32
403-2	Hazard identification, risk assessment and incident investigation	See **Health and Safety**, Page 32
403-3	Occupational health services	See **Health and Safety**, Page 32
403-4	Worker participation, consultation and communication on occupational health and safety	See **Health and Safety**, Page 32
403-5	Worker training on occupational health and safety	See **Health and Safety**, Page 32
403-6	Promotion of worker health	See **Health and Safety**, Page 32
403-7	Prevention and mitigation of occupational health and safety management system	See **Health and Safety**, Page 32
403-8	Workers covered by an occupational health and safety management system	See **Health and Safety**, Page 32
403-9	Work-related injuries	See **Health and Safety**, Page 32
403-10	Work-related ill health	See **Health and Safety**, Page 32

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 41 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 41
404-3	Percentage of employees receiving regular performance and career development reviews	See **Training and Development**, Page 41

GRI 405: Diversity and Equal Opportunity 2016

	GRI Disclosure	Page/Response
405-1	Diversity of governance bodies and employees	See **2025 Employee Demographics**, Page 44
405-2	Ratio of basic salary and remuneration of women to men	See **Wage Analyses**, Page 43

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 43

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 **Freedom of Association and Collective Bargaining**, Page 39

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 39

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 39

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 37
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	See **Consumers and End Users**, Page 37

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 37
417-2	Incidents of non-compliance concerning product and service information and labeling	See **Consumers and End Users**, Page 37
417-3	Incidents of non-compliance concerning marketing communications	See **Consumers and End Users**, Page 37

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 Cybersecurity**, Page 50

AA1000 Assurance Statement

AA1000
Licensed Assurance Provider
000-659

SUSTAINABILITY ASSURANCE SERVICES
www.sustainabilityassured.com
info@sustainabilityassured.com

AA1000AS v3 Assurance Statement

Prepared for: Buckman Laboratories, International, Inc. (Buckman)
Intended Users: Buckman Stakeholders
Date Issued: 14 September 2026

I. Introduction

Sustainability Assurance Services (SAS) has conducted an independent third-party, Type 2 Moderate Assurance review of Buckman's 2025 sustainability report and data for the year ending 31 December 2025 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.

IV. Process and Scope of Assurance

The scope of the assurance included Buckman's 2025 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, presentations, sustainability working group meeting topics, stakeholder engagement results and materiality assessment summaries.

Document ID: ISOCDL-742193352-262 **Version No.:** 1.0 Page **1** of **2**

AA1000
Licensed Assurance Provider
000-659

SUSTAINABILITY ASSURANCE SERVICES

www.sustainabilityassured.com
info@sustainabilityassured.com

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 2025.

Gina MacIlwraith

Gina MacIlwraith, MBA, SEP, LCSAP
Lead Certified Sustainability Assurance Practitioner – certificate number: L29042501
Sustainability Assurance Services
14 September 2026

Document ID: ISOCDL-742193352-262 **Version No.:** 1.0 Page **2** of **2**

Buckman™

Chemistry, connected.