

EMERY OLEOCHEMICALS

# Sustainability Report 2024

Engineered for Performance | Sustainable by Nature™

[www.emeryoleo.com](http://www.emeryoleo.com)



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# 1 OUR SUSTAINABILITY COMMITMENT



**Min Chong**  
**Group Chief Executive Officer**

With a rich legacy in oleochemicals and a pioneering role in green chemistry, sustainability is both our foundation and our driving force.

In 2024, Emery Oleochemicals celebrated 184 years since the company's founding in Cincinnati, Ohio, USA – home to our global headquarters today. The year also marked 126 years of sustainable manufacturing in Germany.

This 2024 sustainability report reflects the progress made toward our commitments set in 2022. More importantly, it reaffirms our dedication to advancing our sustainability journey in 2025 and beyond with a sharper strategic focus to:

- reduce environmental impact,
- enhance safeguards,
- uphold ethical labor and human rights, and
- strengthen transparency and traceability.

We achieve these goals by working closely with our shareholders and partners, continuously investing in infrastructure enhancements, and providing ongoing employee training. These efforts enable us to deliver sustainable solutions that meet the evolving needs of our customers and served markets.

This commitment has been at the core of Emery Oleochemicals since our founding in 1840 – and it remains central to our vision as we strive to be a global leader in value-added, natural-based chemicals.



# Emery at a Glance

Global Revenue

**478.2**  
Million  
USD

Total  
number of  
employees

**491**

Headquartered in Cincinnati, Ohio, USA, with manufacturing facilities in the USA and Germany, Emery Oleochemicals has Technical Development Centers, Product & Application Development Labs, and Sales & Marketing Offices around the world.

Global location details:

**[www.emeryoleo.com/locations](http://www.emeryoleo.com/locations)**

Emery Oleochemicals is a 50:50 joint venture between PTT Global Chemical Public Company Limited (GC) and SD Guthrie Berhad (formerly Sime Darby Plantation).





## **Our Vision:**

To become a World Leader  
in Value-added, Natural-based  
Chemicals

## **Our Mission:**

We are committed to delivering innovative solutions in natural-based chemicals to our customers and growing shareholder value through a market-driven approach. We will accomplish this through the strengths of our people, partnerships, research and technology capabilities, operational excellence, and total integration of our business value chain.



# OUR SUSTAINABILITY MODEL

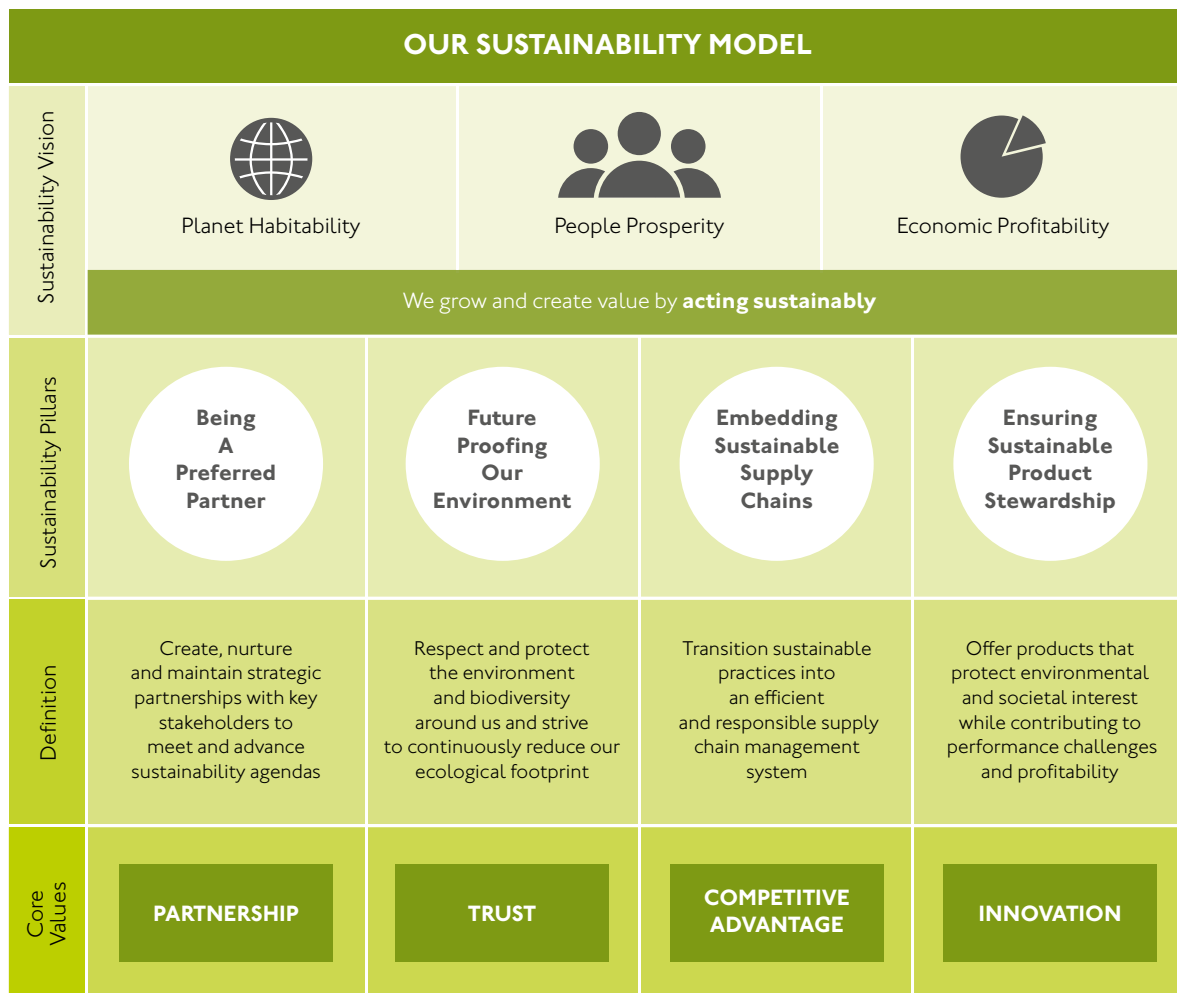


Emery Oleochemicals has continued to advance its commitment to sustainability, guided by science and innovation to drive us forward. As we grow and evolve – technologically and commercially – our sustainability model remains the foundation of how we operate and create value.

As we share our progress from 2024, our company's core vision, values, and sustainability pillars highlight

how long-term sustainability continues to be our highest priority, not only for the success of our business, but for the well-being of our employees, partners, shareholders, and the broader community.

Over the past two years, we've made great progress in all these areas – strengthening partnerships, driving thoughtful innovation, and making our value chains more accountable.

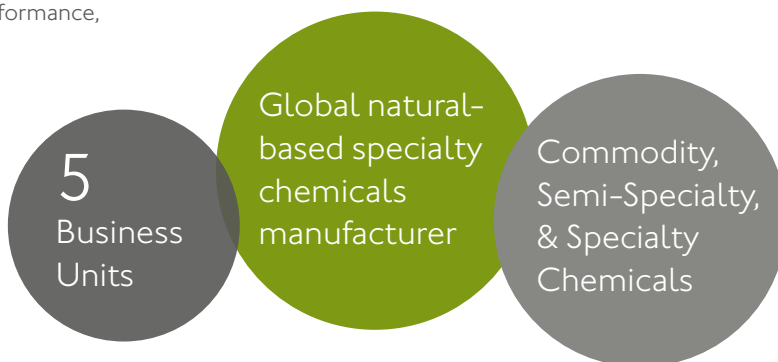
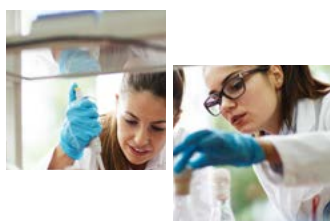







# 1

## SOLUTIONS AND KEY INDUSTRIES

Emery Oleochemicals provides industry-leading, natural-based chemical solutions, with a strong commitment to delivering products that are high-quality, effective, and sustainable. Our innovations support the development of high-performance,

environmentally friendly solutions for our customers. The following highlights our business platforms, the key industries we serve, and our sustainable product solutions.



				
<b>Ag</b> Agro Green	<b>Bl</b> Bio-Lubricants	<b>Ep</b> Eco Friendly Polyols	<b>Gp</b> Green Polymer Additives	<b>Ob</b> OleoBasics
Green chemistry transforms natural-based renewable resources to create sustainable solutions for weed and insect control.	Driving innovations utilizing natural-based fatty acids to create chemical solutions for outstanding performance and environmental safety.	Shaping tomorrow with proprietary technologies in renewable and recycled content chemicals for use in formulations for the urethanes industry.	Natural-based solutions that provide improved materials and processing efficiencies for the plastics industry.	Responsible solutions from renewable resources suited for basic to niche applications.
<ul style="list-style-type: none"> <li>· Crop Protection</li> <li>· Livestock Farming</li> <li>· Organic Gardening</li> <li>· Seed Treatments</li> <li>· Turf &amp; Ornamentals</li> <li>· Lawn Care</li> </ul>	<ul style="list-style-type: none"> <li>· Automotive</li> <li>· Greases</li> <li>· Industrial Lubricants</li> <li>· Metalworking Fluids</li> <li>· Oilfield</li> <li>· Marine Lubricants</li> </ul>	<ul style="list-style-type: none"> <li>· Automotive</li> <li>· Building &amp; Construction</li> <li>· Furniture &amp; Bedding</li> <li>· Packaging</li> </ul>	<ul style="list-style-type: none"> <li>· Automotive</li> <li>· Building &amp; Construction</li> <li>· Coatings &amp; Inks</li> <li>· Electronics</li> <li>· Packaging</li> <li>· Toys &amp; Sports Equipment</li> <li>· Packaging</li> </ul>	<ul style="list-style-type: none"> <li>· Cleaning Chemicals</li> <li>· Food &amp; Beverages</li> <li>· Paper</li> <li>· Pharmaceuticals</li> <li>· Textiles &amp; Leather</li> <li>· Personal Care</li> <li>· Chemical Intermediates</li> </ul>

# CORPORATE CITIZENSHIP

At Emery Oleochemicals, our commitment to sustainability and innovation extends beyond our business — it drives us to make a meaningful impact in the communities where we operate worldwide. By bringing our employees together around this shared purpose, we've engaged with key stakeholders to address the unique needs of local communities, which are as diverse as our global workforce.

As a responsible corporate citizen, we support a range of initiatives, charities, and organizations that reflect our values and align with our mission to contribute to a more sustainable society. A selection of these efforts — chosen for their relevance and resonance with the communities surrounding our global operations — is highlighted below.



## Ronald McDonald House Charities:

Emery Oleochemicals LLC contributes to the Greater Cincinnati chapter of this important charity to help provide a "home-away-from-home" for families so they can stay close to their hospitalized child at little or no cost.



## Bürger helfen Bürgern e.V.:

Beginning in 2018, Emery Oleochemicals GmbH in Loxstedt has supported the Bürger helfen Bürgern e.V. non-profit organization by participating in the "Wishing Tree" project to provide Christmas gifts to underprivileged children.

## Aktion Deutschland Hilft e.V.:

In 2023, Emery Oleochemicals GmbH appealed to its employees for donations to help earthquake victims in Turkey and Syria.

## Freundeskreis des Kinderhilfzentrum Eulerstraße e.V. Düsseldorf:

Since 2020, Emery Oleochemicals GmbH has contributed to the social aid project Christmas Wish-Tree which helps children from disadvantaged families to bring them a little joy for Christmas. Children place a handwritten card with their wish on a Christmas tree, and our Emery employees buy and wrap the donated presents on behalf of the company.



## NewPath Child & Family Solutions (Formerly St. Joseph Orphanage):

Emery Oleochemicals LLC employees contribute Christmas gifts and monetary donations in addition to corporate donations, giving the children a small joy during this festive season. This is an employee-driven initiative that we are proud to have been supporting annually for over 20 years.

## Aktion Mensch e.V.:

Emery Oleochemicals GmbH has supported this campaign for many years by purchasing an annual raffle ticket for employees. Aktion Mensch is committed to inclusion and a self-determined life for people with disabilities and equal opportunities for children and young people.



## OCTC TIE Conference

For over 25 years, Emery Oleochemicals LLC has proudly sponsored a local Greater Cincinnati area teacher to attend the Ohio Chemistry Technology Council's Teachers, Industry and Environment (TIE) Conference — an engaging, hands-on event that equips Ohio's 3rd - 8th grade science educators with classroom experiments and tools to bring science to life for their students.



## University of Cincinnati:

For almost 100 years, Emery Oleochemicals LLC has been partnering with the University of Cincinnati on a co-op program that brings in several UC students every year from the Engineering College to work as paid co-ops at Emery's Cincinnati Plant. We are very proud that today, at least 10 of our current full-time employees initially began their careers at the company as part of a co-op program, some having worked at Emery for over 40 years.



## Hamilton County

## Mental Health & Recovery Services Board (MHR SB):

Emery Oleochemicals LLC was proud to support the Hamilton County MHR SB in 2024 in their commitment to improving mental health services and fostering a healthier community. The MHR SB plays a crucial role in developing and managing a comprehensive continuum of mental health, addiction, and prevention services that are essential to ensure that Hamilton County residents receive the support they need.



# 2

## Driving Sustainability Impact



## ALIGNMENT WITH UN SUSTAINABLE DEVELOPMENT GOALS

As Emery Oleochemicals continues our journey to be a global leader in sustainability, we reaffirmed our commitment in 2024 to the United Nations' Sustainable Development Goals (SDGs) – a framework our company first embraced in 2015. These goals continue to serve as a vital roadmap, guiding our efforts to align business strategy with global sustainability priorities.

The same 6 goals identified nearly a decade ago in alignment with Emery's sustainability model remain central to our strategy today, highlighting their relevance and the strength of our long-term commitment.

In 2024, Emery Oleochemicals LLC joined the UN Global Compact as an active participant while Emery Oleochemicals GmbH supports the achievement of the 17 UN goals by 2030.

The UN Global Compact provides the principles, while the SDGs provide the targets – together, they form a practical guide for corporate sustainability for Emery Oleochemicals.



### PLANET HABITABILITY

Emery Oleochemicals supports SDG 13 and SDG 15 by reducing its carbon footprint, shifting to renewable energy, and using energy-efficient technologies to cut emissions. We promote environmental protection through responsible sourcing and waste reduction, helping preserve ecosystems and habitats.



### ECONOMIC PROFITABILITY

Emery fosters profitability by aligning with SDG 8 and SDG 9. Emery ensures fair wages, safe workplaces, and invests in innovation to boost efficiency and competitiveness. Sustainable technologies cut resource use and waste, saving costs and creating positive social, environmental, and economic impacts.



### PEOPLE PROSPERITY

Emery Oleochemicals advances people prosperity by addressing SDG 12 and SDG 17. We adopt sustainable supply chain practices, use resources efficiently, and develop eco-friendly products. Supporting initiatives benefits local communities, while collaboration with stakeholders strengthens sustainable development.



## ISSUES THAT MATTER MOST

### DOUBLE MATERIALITY ANALYSIS



	LOW	MEDIUM	HIGH
<b>E</b>	<ul style="list-style-type: none"> <li>• Climate risks</li> <li>• Water withdrawals</li> <li>• Circularity</li> <li>• Waste</li> </ul>	<ul style="list-style-type: none"> <li>• Climate change mitigation</li> <li>• Climate change adaptation</li> <li>• Direct impact drivers of biodiversity loss</li> <li>• Pollution of air, water and soil</li> <li>• Water consumption &amp; discharges</li> </ul>	<ul style="list-style-type: none"> <li>• Energy</li> <li>• Impacts and dependencies on ecosystem service</li> </ul>
<b>S</b>		<ul style="list-style-type: none"> <li>• Adequate wages</li> <li>• Employment and occupation – working hours, social security / health, welfare and retirement benefits</li> </ul>	<p><b>Own workforce</b></p> <ul style="list-style-type: none"> <li>• Secure employment</li> <li>• Social dialogue &amp; training</li> <li>• Freedom of association</li> <li>• Occupational safety / Work-Lifebalance and mental health</li> </ul> <p><b>Workforce value chain</b></p> <ul style="list-style-type: none"> <li>• Forms of forced or compulsory labor / child labor</li> <li>• Discrimination in respect of employment and occupation</li> <li>• Violence and harassment in the workplace</li> <li>• Safe and healthy working environment</li> </ul> <p><b>Communities value chain</b></p> <ul style="list-style-type: none"> <li>• Fulfillment basic needs – food, water, housing, culture</li> <li>• Land-related impacts</li> <li>• Freedom of expression</li> </ul>
<b>G</b>	<ul style="list-style-type: none"> <li>• Corruption and bribery</li> <li>• Political engagement</li> <li>• Animal Welfare</li> </ul>	<ul style="list-style-type: none"> <li>• Corporate culture</li> <li>• Community engagement</li> </ul>	<ul style="list-style-type: none"> <li>• Management of relationships with suppliers</li> <li>• Data and data management</li> </ul>

## KEY SUSTAINABILITY GOALS

Established in 2022, these key sustainability goals laid the foundation for our focused and strategic efforts in

2024, driving us closer to achieving all of Emery Oleochemicals' global objectives.

	Product Responsibility	Resource Efficiency & Climate Impact	Health & Safety	Working Conditions	Compliance
GOALS	1. Strive to maximize the renewable raw material content in our products	Strive for net 0 GHG emissions by 2050	Achieve 0 loss time cases, fires, and injuries, ensuring a safe and injury-free operating environment for all	Develop programs to proactively address employee attrition and involuntary separation where regional rates meet or exceed local, industry, or country benchmarks	Maintain 0 corruption cases globally
	2. Maintain 0 non-compliant product complaints	Reduce Scope 1 & 2 GHG emissions in Germany by 40% and in the U.S. by 25% by the year 2030	Implement online safety briefings to improve accident prevention training at our German sites by 2023	Expand health and wellness initiatives in each region to reduce health risks and improve the quality of life for our employees	Regularly train global management, sales, and purchasing (supply chain) on corruption and anti-trust
	3. Provide RSPO alternative for palm-derived products	Achieve ISO 50001 certification by 2024 in our U.S. operations	Achieve a 90% safety inspection rate, ensuring safe working conditions through comprehensive assessments and compliance with safety standards at our U.S. site by 2023	Expand trainee and skill development opportunities, benchmarking regional programs and implementing best practices globally	Expand the Letter of Representation process to supervisors in Germany by 2023



## 3

# Achievements & Highlights



## 2024 KEY ACHIEVEMENTS & CERTIFICATIONS



### RESPONSIBLY SOURCED PALM OIL (RSPO)



We actively participate in ongoing discussions and forums surrounding palm-based derivatives manufacturing – guided by industry, consumer and customers' evolving requirements.

Today, having translated our findings and requirements into responsible business practices and operational processes, Emery Oleochemicals offers customers products that are RSPO Supply Chain System Certified for Mass Balance (MB).

In 2024, our Loxstedt, Germany and Cincinnati, Ohio, USA manufacturing sites both successfully completed audits to maintain our RSPO MB certification.

#### **NO DEFORESTATION, NO PEAT, NO EXPLOITATION (NDPE)**

No Deforestation, No Peat, and No Exploitation (NDPE) is a set of commitments, primarily within the palm oil industry, that aims to address environmental and social issues associated with palm oil production. In support of this commitment and in alignment with key global business partners, Emery Oleochemicals LLC became NDPE compliant in 2023. In 2024, Emery Oleochemicals LLC successfully completed its first annual NDPE external verifications for the company's Cincinnati, OH, USA manufacturing site.

In 2023, Emery Oleochemicals GmbH created a new NDPE Policy as well as a Public Grievance Procedure, both of which are publicly available on Emery's sustainability website:

[www.emeryoleo.com/sustainability](http://www.emeryoleo.com/sustainability)

### EMERY OLEOCHEMICALS LLC EARNS ECOVADIS SILVER MEDAL FOR SUSTAINABILITY PERFORMANCE

As part of its commitment to society, our people, and the environment, Emery Oleochemicals LLC completed a comprehensive evaluation of the company's sustainability practices with EcoVadis, the independent global standard for business sustainability ratings. The EcoVadis assessment includes twenty-one sustainability criteria across four core themes: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement.

In January 2024, the company earned a Silver Medal which placed Emery Oleochemicals LLC in the Top

15% of evaluated companies globally. The EcoVadis process validates our sustainability commitments, practices, and performance, and offers an evidence-based analysis on our performance as well as an actionable roadmap for how we can continue to improve our overall ESG impact over time.



## 2024 KEY ACHIEVEMENTS & CERTIFICATIONS

### EMERY OLEOCHEMICALS LLC ACHIEVES ISO 50001 CERTIFICATION FOR ENERGY MANAGEMENT AT ITS CINCINNATI, OHIO, USA PLANT



energy use through the development of an energy management system, we are reducing our carbon

This milestone reflects the company's commitment to sustainability and operational excellence. By implementing a structured framework for managing and optimizing

footprint and increasing energy efficiency.

ISO 50001 certification is an important step in Emery's ongoing efforts to align with global environmental standards and drive positive change across our operations. As part of our sustainability journey, we continue to innovate and strive for excellence, working to deliver solutions that not only meet the needs of our customers but also support a sustainable planet.



## 2024 KEY ACHIEVEMENTS & CERTIFICATIONS

### EMERY OLEOCHEMICALS EXPANDS 100% CERTIFIED BIOBASED PORTFOLIO IN 2024 WITH PELARGONIC ACID PRODUCTS

Emery Oleochemicals expanded its USDA BioPreferred® certified 100% biobased portfolio with the addition of four pelargonic acid in 2024, reinforcing its commitment to sustainability and eco-friendly innovation.

The new offerings include three advanced weed control solutions – EMERION® W 90 PA MUP, EMERION® W 90 PA, and EMERION® W 90 PA TG – that provide rapid results within 15 minutes, ensure food crop safety, and minimize environmental impact by preventing residue, leaching, and volatilization. Additionally, EMERY® I 202, a versatile 100% biobased pelargonic acid, supports

multiple applications ranging from lubricants to cleaning agents.



This initiative highlights Emery Oleochemicals' leadership in delivering sustainable, high-performance oleochemical solutions aligned with its vision for a more habitable planet.

#### Sourcing with Respect Guidelines (SRG)

Emery Oleochemicals continues to aspire to build and maintain a responsible, traceable supply chain by sourcing natural, sustainable oils and fats through a diverse network of both global multinationals and local manufacturers. Operating in the U.S. and Germany, we navigate strict regulations as well as areas lacking clear standards. To guide our approach, over a decade ago we developed Emery's Sourcing with Respect Guidelines (SRG) – a framework that reflects our enduring commitment to responsible partnerships, innovation, and leadership in natural-based, value-added chemicals.

In 2024, in support of SDG 12, Emery Oleochemicals LLC launched a large-scale supplier commitment initiative for our Sourcing with Respect Guidelines. Nearly 500 suppliers and vendors were surveyed, with 54% affirming their alignment with our shared sustainability

goals – demonstrating strong support for Emery's key objectives with the goal to improve our collective environmental, social, and financial performance.



#### OUR SRG VALUES

Through our SRG, we seek to promote, enhance and support:

- Respect for our planet and the natural environment which supports present and future generations
- Respect for human dignity and decent working conditions
- Respect for our suppliers with which we grow together



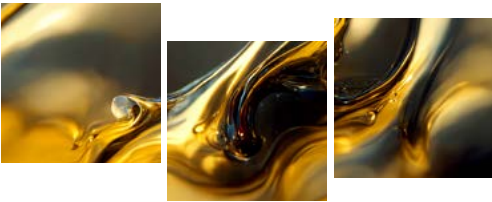
#### OUR SRG PRINCIPLES

We are guided by the 10 principles of the United Nations Global Compact (UNGC). The UNGC encourages companies to embrace and embed universal principles in their business. The UNGC addresses human rights, labor, the environment and corruption, and provides a framework for engagement by enlightened global business.





# 2024 SUSTAINABILITY PERFORMANCE HIGHLIGHTS



## PRODUCT RESPONSIBILITY

Emery Oleochemicals delivers safe, high-quality, sustainable products, many from renewable resources. We ensure full lifecycle responsibility—from sourcing to disposal—complying with REACH, EU Ecolabel, and USDA BioPreferred®, with a focus on biodegradability and zero non-compliance.

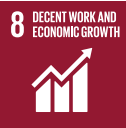
Upstream: Our Sourcing with Respect Guidelines (SRG) promote ethical sourcing, human rights, anti-corruption, and environmental protection. We source natural oils and fats to reduce fossil fuel reliance.

Downstream: All products are safety-assessed, clearly labelled, and designed to reduce environmental impact. Many improve efficiency, extend equipment life, and cut maintenance.

By combining renewable sourcing, responsible manufacturing, and transparent communication, Emery meets customer needs while advancing environmental protection and sustainable growth.

2022 Commitment	Considerations	2024 Performance
Strive to maximize the renewable raw material content in our products		69% of raw materials in Germany operations were renewable  96.9% of raw materials in U.S. operations were renewable
Maintain 0 non-compliant product complaints		0 product compliance complaints were received on a global-scale
Provide RSPO alternative for palm-derived products		Many RSPO alternatives are already readily available globally with more being provided as market demand increases

By embracing SDGs



we promote and protect the environment, ensure social justice, and a more cooperative, sustainable future.





# 2024 SUSTAINABILITY PERFORMANCE HIGHLIGHTS



## RESOURCE EFFICIENCY AND CLIMATE IMPACT

Emery Oleochemicals prioritizes resource efficiency, climate action, and waste reduction. Our ISO 14001 environmental management systems tracks energy use and emissions. In our energy-intensive sector, we use natural gas for steam, and heating, source electricity externally, and consume water for steam and cooling

without producing ozone-depleting substances. Efficiency measures include boiler optimization, condensate return, green electricity, and a redesigned cooling water circuit. These actions cut emissions, save resources, and support our long-term sustainability targets.

2022 Commitment	Considerations	2024 Performance
Strive for Net 0 GHG emissions by 2050	<div>13 CLIMATE ACTION</div> 	Assessments and PCF calculations are ongoing
Reduce Scope 1 & 2 GHG emissions in Germany by 40% and in the U.S. by 25% by the year 2030 (baseline 2020)	<div>13 CLIMATE ACTION</div> 	<p>Germany Operations achieved a 17% reduction in 2024</p> <p>U.S. Operations assessments and PCF calculations are ongoing</p>
Achieve ISO 50001 certification by 2024 in our U.S. Operations	<div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div>  <div>  </div>	ISO 50001 certification achieved by our U.S. Operations – see page 15 of this report for details

By embracing SDGs



enables us to protect the environment, reduce GHG emission, and ensure a resilient planet for future generations.

## 2024 SUSTAINABILITY PERFORMANCE HIGHLIGHTS



### RESOURCE EFFICIENCY AND CLIMATE IMPACT

#### Energy consumption

	Emery U.S.		Emery Germany	
	Renewable	Non-renewable	Renewable	Non-renewable
Natural Gas (MWh)	0	829,934	0	34,562
Electricity (MWh)	1,000	94,643	5,054	0
Diesel/FO (MWh)	0	703	0	103
Propane (MWh)	0	77	0	0
<b>Total (MWh):</b>	<b>1,000</b>	<b>925,357</b>	<b>5,054</b>	<b>34,665</b>

#### Greenhouse gas emissions

	Emery U.S.	Emery Germany
Gross direct (Scope 1) GHG emissions in tons CO <sub>2</sub> e	162,691	6,974
Gross location-based energy indirect (Scope 2) GHG emissions in tons CO <sub>2</sub> e	39,240	0

Emery U.S. bases the calculation on USEPA AP42 emissions factors and Emery Germany on GHG Protocol.

#### Energy intensity ratios

	Emery U.S.	Emery Germany
KWh / ton of product	5,034	816
kg CO <sub>2</sub> e / ton of product	1,099	137

The energy intensity ratio includes electricity, diesel, fuel oil, propane, and natural gas.

#### Emissions to air

	Emery U.S.	Emery Germany
NO <sub>x</sub>	88.01 tons	2.1 tons
SO <sub>x</sub>	0.87 tons	0 tons
Persistent organic pollutants (POP)	0 tons	0 tons
Volatile organic compounds (VOC)	29.95 tons	0 tons
Hazardous air pollutants (HAP)	6.02 tons	0 tons
Particulate matter (PM)	12.91 tons	0.56 tons



## 2024 SUSTAINABILITY PERFORMANCE HIGHLIGHTS

### RESOURCE EFFICIENCY AND CLIMATE IMPACT

	Emery U.S.	Emery Germany
Total waste generated in tons	11,904	5,703

	Emery U.S.	Emery Germany
Total waste diverted from disposal	2,940	238
Total weight of hazardous waste diverted in total	0	1
Recycling	0	1
Total weight of non-hazardous waste diverted	2,940	237
Preparation for reuse	168	0
Recycling	528	237

All data is expressed in tons.

Aligning with SDGs



enables us to protect the environment and ensure a resilient planet for future generations.




## 2024 SUSTAINABILITY PERFORMANCE HIGHLIGHTS

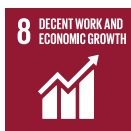
### HEALTH & SAFETY

Emery Oleochemicals prioritizes employee well-being, compliance, and safe operations. Our Occupational Health and Safety Management System meets regional

regulations, covering all employees and controlled workers, with regular training, PPE provision, and site-specific safety measures.

2022 Commitment	Considerations	2024 Performance
Achieve 0 lost time cases, fires, and injuries, ensuring a safe and injury-free operating environment for all		No lost time cases and one medical treatment case occurred in Germany
Implement online safety briefings to improve accident prevention training at our Germany site by 2024		One lost time case and five medical treatment cases occurred in the U.S.
Achieve a 90% safety inspection rate, ensuring safe working conditions through comprehensive assessments and compliance with safety standards at our U.S. site by 2023	 	Our U.S. site achieved a 92% safety inspection rate in 2024. The U.S. site safety inspection rate in 2023 was 86%

By embracing SDGs




we promote and protect the health and safety of our workers and ensure social justice.

## 2024 SUSTAINABILITY PERFORMANCE HIGHLIGHTS

### WORKING CONDITIONS

Emery Oleochemicals prioritizes excellent working conditions to support employee satisfaction, retention, and sustainability. We offer flexible work arrangements, life insurance, healthcare, parental leave, and retirement plans. Health, family support, and skill development are

central, backed by training, performance reviews, and a strict anti-discrimination policy. Open communication is encouraged via U.S. town halls, German works councils, and regular management updates, ensuring transparency and employee engagement.

2022 Commitment	Considerations	2024 Performance
Develop programs to proactively address employee attrition and involuntary separation where regional rates meet or exceed local, industry, or country benchmarks		Ongoing
Expand health and wellness initiatives in each region to reduce health risks and improve the quality of life for our employees		Ongoing
Expand trainee and skill development opportunities, benchmarking regional programs, and implementing best practices globally		Ongoing

#### Employee Distribution by Region and Category

Category	U.S.	EU	Asia
Number of employees	300	179	12
Number of permanent employees	288	174	12
Number of temporary employees	12	5	0
Number of full-time employees	288	159	12
Number of part-time employees	0	20	0
Number of non-guaranteed hours employees	0	0	0

Total  
number of  
employees

**491**

# 2024 SUSTAINABILITY PERFORMANCE HIGHLIGHTS

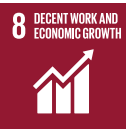
## COMPLIANCE

Emery Oleochemicals places compliance at the heart of its operations. Policies on anti-bribery, anti-corruption, anti-trust, conflicts of interest, political contributions, and whistleblowing are shared with all employees and reinforced through training. A global hotline enables anonymous reporting. Our Code of Conduct covers compliance, human rights, equal opportunity, and the prohibition of forced and child labor, harassment, and discrimination. Compliance expectations extend to suppliers and customers through our Sourcing with

Respect Guidelines. The Letter of Representation (LOR) process cascades from operational staff to senior management, providing the Board, GCEO, and GCFO with assurance on financial reporting, ethical compliance, and conflict-of-interest absence. Our Whistleblower Policy enables employees, suppliers, customers, and the public to report suspected violations confidentially via a third-party hotline. These measures ensure a culture of integrity, transparency, and legal compliance across all regions.

2022 Commitment	Considerations	2024 Performance
Maintain 0 corruption and anti-trust cases globally		No cases occurred
Regularly train global management, sales, and purchasing (supply chain) on corruption and anti-trust		Appropriate training was conducted; 50 employees from all departments in Germany received compliance training
Expand the Letter of Representation process to supervisors in Germany by 2023	 	Expanded process was implemented in 2023

Aligning with SDGs



enables us to create a common culture.

# 4 Outlook



## 2025 **OUTLOOK**

### **PRODUCT CARBON FOOTPRINT (PCF) TRACEABILITY PROVIDES ESSENTIAL DATA TO CUSTOMERS**

To achieve a fully PCF-informed global product portfolio, Emery Oleochemicals' efforts began in 2024 at our manufacturing plants in the U.S. and Germany with the implementation of a suitable life cycle assessment (LCA) software. This initiative aims to analyze and enhance the company's environmental performance and deepen our understanding of the environmental impacts of our processes and products.

In the U.S., this initiative was launched in August 2024. By the end of the year, more than 70 PCFs had been generated, covering nearly 50% of the products sold from the company's U.S. manufacturing plant over the previous two years. This effort will continue on an annual basis until the full product portfolio manufactured in the U.S. is completed.

By the end of 2024 in Germany, PCF values had been calculated for approximately 100 products. Customer inquiries on this topic continue to be addressed.

### **PATH TO SUCCESS THROUGH OPERATIONAL EXCELLENCE EVOLUTION (OE2)**

Operational Excellence Evolution, or OE2, is a global initiative that Emery Oleochemicals officially launched in Q4 2024. Operational Excellence goes beyond simply excelling in plant operations – the scope of OE2

consists of four key pillars: SH&E, Competitiveness, Sustainability, and Culture. 'Evolution' highlights that this is a long-term journey of continuous improvement – not a single moment in time. Emery's goal for OE2 is to achieve best-in-class results within each of these four key pillars.

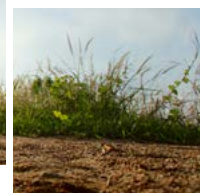
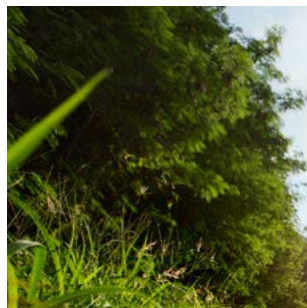
SH&E is the cornerstone of the OE2 program – with a renewed safety commitment to foster an environment in which each employee takes ownership and responsibility for looking out for each other.

Competitiveness is driven by optimizing every step across our entire value stream, from start to finish.

Sustainability is an increasingly important priority for our customers. In support of protecting the planet for future generations, we are actively adopting practices to reduce our carbon footprint.

The focused efforts in our Culture pillar will yield a positive culture through an engaged and empowered workforce.

OE2 represents a shift in mindset – one that inspires positive change in our daily behaviors. In today's challenging market landscape, pursuing Operational Excellence isn't just a goal – it's a journey we are committed to, ensuring long-term success.





## 2025 **OUTLOOK**

### **GERMANY MANUFACTURING OPERATIONS**

#### **ONSITE ELECTRICITY GENERATION CONTRIBUTES TO CIRCULAR ECONOMY**

A photovoltaic system was installed in 2024 on the new warehouse at Emery Oleochemicals Loxstedt, Germany manufacturing site, with an expected annual generation of 115,000 kWh. The electricity produced is used entirely within the company. The system became operational in July 2025.



**115,000**  
kWh  
solar yield  
per year

### **U.S. MANUFACTURING OPERATIONS**

#### **SCOPE 3 EMISSION TRACKING PROVIDES VISIBILITY TO DRIVE VALUE CHAIN EMISSION REDUCTIONS**

Emery Oleochemicals plans to establish Scope 3 upstream emissions tracking in 2025 at its manufacturing plant located in Cincinnati, Ohio, USA; utilizing a baseline of 2024 data.

#### **WASTE STREAMS TO LOCAL BIODIGESTER SUPPORT CO<sub>2</sub> EMISSION REDUCTION**

The company plans to partner with a neighboring anaerobic digester vendor to process waste streams from its U.S. manufacturing plant beginning in 2025. This partnership will significantly reduce travel distance for waste stream deliveries to the biodigester – estimated mileage reduction of 170 miles per truck with an expected average of 5 trucks per week will significantly reduce CO<sub>2</sub> emissions. The waste will be converted into renewable energy, contributing to a more sustainable and circular economy.



## STRATEGIC **OUTLOOK 2025+**

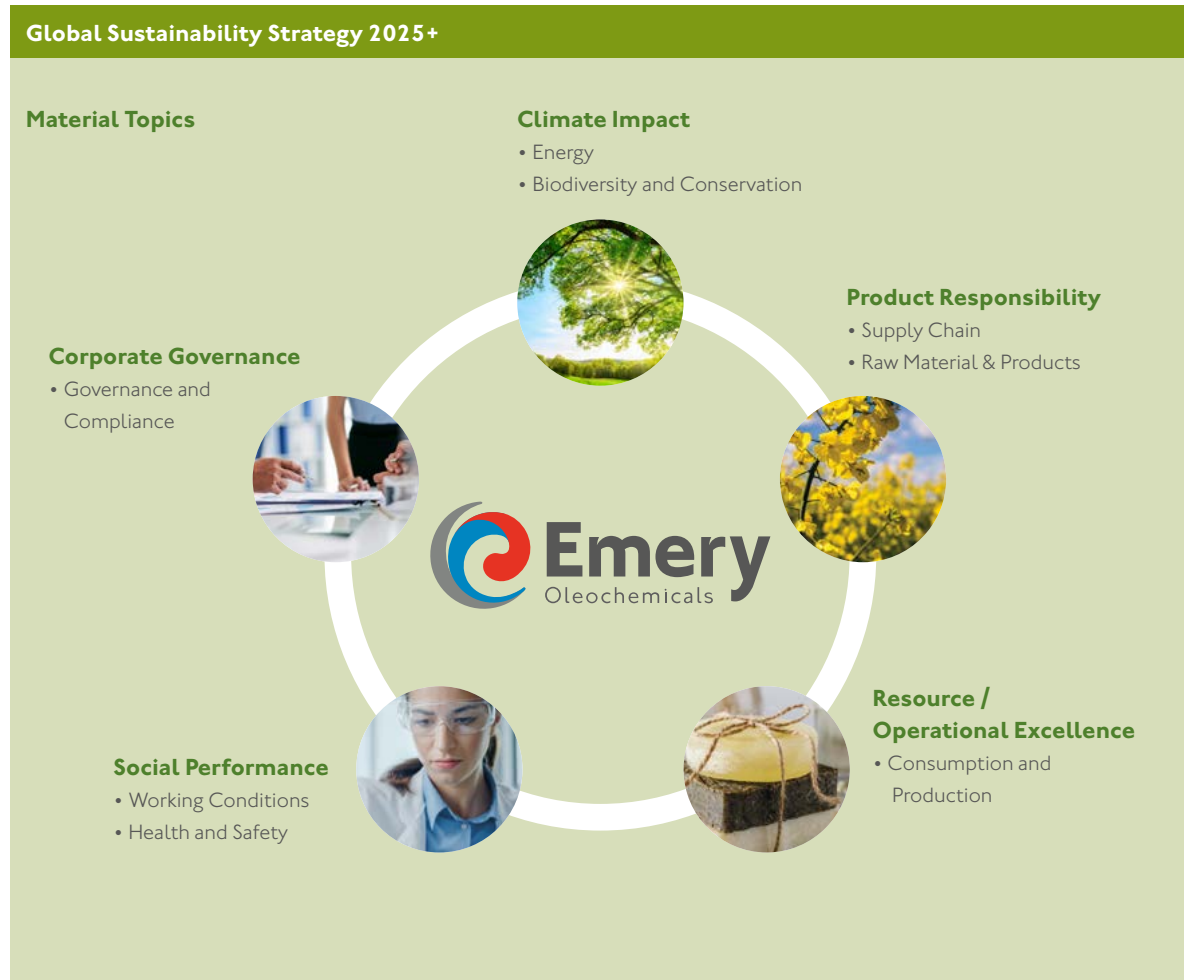
	<b>Responsible Sourcing</b> Enhanced traceability in palm and PKO supply chains. Strengthened RSPO integration and supplier engagement.		<b>Regulatory Alignment</b> Lead implementation of EU Deforestation Regulation (EUDR). Support CSRD readiness and global ESG disclosures.
	<b>Climate Action</b> Accelerate Scope 3 emission reductions. Collaborate with suppliers to improve lifecycle impacts.		<b>Sustainable Innovation</b> Embed ESG into product development. Align innovation with our 2030 roadmap.

### **EMBED GLOBAL SUSTAINABILITY**

In line with Emery Oleochemicals' long-term sustainability strategy and commitment to responsible sourcing, the company will introduce a Global Sustainability role in July 2025. This will allow the

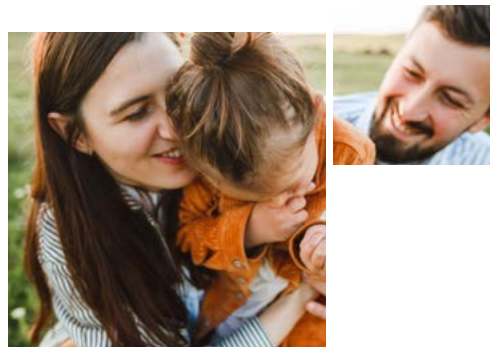
company to more strategically and structurally embed global sustainability into our business and our operations around the world.

## MATERIAL TOPICS



### EMERY'S APPROACH TO SUSTAINABILITY

- The Material topics are the key management priorities of Emery's global sustainability strategy.
- The sustainability strategy is built on the business strategy to minimize risk, enable business opportunities and long-term competitiveness.







Contact

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to learn more about  
Emery Oleochemicals'  
sustainability journey.

This report was produced with assistance and  
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The layout and design was created by SCHIERRIEGER.