



GRI Content Index

In its sustainability reporting, ALTANA follows the international GRI Standards of the Global Reporting Initiative (GRI). The latter developed a reporting framework that can be used worldwide containing principles and indicators with which organizations can measure their economic, environmental, and social performance.

GRI Content Index

In the following list, you will find all of the disclosures, in some cases with commentary and explanations, in accordance with GRI Standards. Explanations are particularly important in cases where we did not discuss the disclosures in our Corporate Report.

ALTANA fulfills the General Disclosures

- Organizational Profile
- Strategy
- Ethics and Integrity
- Governance
- Stakeholder Engagement
- Reporting Practice

as well as the Topic-specific Disclosures

- Direct Economic Value for Customers, Employees, Owner and the Society as a Whole
- Compliance
- Renewable and Recycled Materials
- Clean Energy and Greenhouse Gas Emissions Reduction
- Water Efficiency
- Reduction of Effluents and Waste
- Responsible Supply Chain Management
- Employee-oriented Management
- Occupational Health and Safety
- Attracting and Maintaining a Skilled Workforce
- Diversity and Equal Opportunity
- Health and Safety of Customers
- Innovative Solutions to Exploit Growth and Savings Potential for Customers

Therefore, and due to the comments on all of the GRI disclosures, ALTANA concludes from an internal assessment: This report has been prepared in accordance with the GRI Standards: *Comprehensive option*.

CR = Corporate Report 2017

CFS = Consolidated Financial Statements 2017

SPI + MA = Sustainability Performance Indicators and Management Approaches 2017

C = Cover Corporate Report 2017

| | General Disclosures | References | Comments |
|--------|--|---|---|
| | Organizational Profile | | |
| 102-1 | Name of the organization | CR, p.45 | |
| 102-2 | Activities, brands, products, and services | CR, pp. 45–49 | In the marketing of its products, ALTANA adheres to regional chemical laws and regulations with all the prohibitions and restrictions. |
| 102-3 | Location of the organization's headquarters | CR, p. 45 | |
| 102-4 | Number of countries where the organization operates | | ALTANA is represented in 25 countries. |
| 102-5 | Nature of ownership and legal form | CR, p. 45 | |
| 102-6 | Markets served | CR, pp. 45–49 | |
| 102-7 | The scale of the organization | CR, pp. 45–67 | |
| 102-8 | Total number of employees by employment contract (by region and gender) and employment type (by gender) | CR, pp. 64–67 | The total number of employees divided up according to employment contract and region is currently not determined. The employment factor at ALTANA is not subject to seasonal fluctuations. |
| 102-9 | The organization's supply chain | SPI+MA, pp. 18–19, 25–26 | |
| 102-10 | Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain | CR, pp. 51–62, 75–76 | |
| 102-11 | Application of the Precautionary Principle or approach | CR, p. 11, SPI+MA, pp. 15–17 | |
| 102-12 | Externally developed economic, environmental, and social charters, principles, or other initiatives | CR, pp. 1, 11 | ALTANA is a member of the United Nations Global Compact initiative and signed the charter of the International Council of Chemical Associations (ICCA) on the topic of Responsible Care. |
| 102-13 | Main memberships of industry or other associations, and national or international advocacy organizations | | ALTANA is, among others, a member of the European Chemical Association (CEFIC), German Chemical Industry Association (VCI), the Chinese Chemical Association (AICM), the Association of Chief Financial Officers Germany (GEFIU), the Lower Rhine Chamber of Industry and Commerce (IHK) in Duisburg-Kleve, and the American Chamber of Commerce. |
| | Strategy | | |
| 102-14 | Statement from the most senior decision-maker of the organization about the relevance of sustainability to the organization and its strategy for addressing sustainability | CR, pp. 3–4 SPI+MA, pp. 15–17 | |
| 102-15 | Description of key impacts, risks, and opportunities regarding sustainability | CR, pp. 48–56, 68–76 SPI+MA, pp. 15–34 | |
| | Ethics and Integrity | | |
| 102-16 | Description of the organization's values, principles, standards, and norms of behavior | CR, pp. 9–11 SPI+MA, pp. 29–31 | |
| 102-17 | Description of internal and external mechanisms for seeking advice about ethical and lawful behavior and reporting concerns about unethical and unlawful behavior | CR, pp. 10–11 | |
| | Governance | CR, p. 9 | |
| 102-18 | Governance structure of the organization, including committees of the highest governance body | SPI+MA, p. 32 | |
| 102-19 | Process for delegating authority for economic, environmental, and social topics | | The Management Board of ALTANA AG installed departments to address economic, ecological, and social issues and vested them with necessary authorizations and responsibilities. |

| | General Disclosures | References | Comments |
|--------|--|--|--|
| 102-20 | Executive-level position or positions with responsibility for economic, environmental, and social topics | | The Management Board of ALTANA AG installed departments to address economic, ecological, and social issues. The heads of these departments report to the Management Board at regular intervals. |
| 102-21 | Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics | | The Management Board and our stakeholders talk regularly about economic, ecological, and social issues. During these meetings, all stakeholder aspects are considered. Issues pertaining to the environment, health and safety (EH&S), as well as chemical regulations/laws are discussed with the division presidents and the Management Board on a quarterly basis. Furthermore, there is a monthly talk between the responsible Management Board member and the head of Corporate EH&S. Decisions pertaining to EH&S are resolved by the Management Board of ALTANA AG. Similarly, coordination meetings on economic and social issues are carried out between the responsible heads and the Management Board. |
| 102-22 | Composition of the highest governance body and its committees | CR, pp. 9, 12–13 | |
| 102-23 | Executive role of the Chair of the highest governance body | CR, pp. 12–13 | |
| 102-24 | The nomination and selection processes for the highest governance body and its committees | CR, p. 9 | |
| 102-25 | Processes for the highest governance body to ensure conflicts of interest are avoided and managed | CR, p. 9 | |
| 102-26 | The highest governance body's and senior executives' roles in the setting purpose, values, and strategy related to economic, environmental, and social topics. | CFS, pp. 67, 71 CR, p. 9 SPI+MA, pp. 15–17 | |
| 102-27 | Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics | CR, pp. 3–4 | |
| 102-28 | Processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental, and social topics | CR, pp. 14–17 | Ecological, economic, and social issues are presented and discussed regularly by the Supervisory Board, and appropriate measures are agreed upon if necessary. |
| 102-29 | The highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities | CR, pp. 68–76 | The Management Board and our stakeholders talk regularly about economic, ecological, and social issues. During these meetings, among other things risks/opportunities and their consequences are discussed and the resulting measures incorporated in operating business processes. Corporate EH&S reports regularly to ALTANA's Management Board and to the division presidents about current issues pertaining to the environment, health, and safety, and to chemical regulations/laws. In addition, representatives of the Executive Management Team, the division presidents, and the responsible heads regularly discuss economic and social issues. In the process, all stakeholder aspects are considered. |
| 102-30 | The highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental, and social topics | CR, p. 9 | |
| 102-31 | Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and opportunities | | The Management Board of ALTANA AG regularly examines economic, ecological, and social consequences, as well as risks and opportunities. |

| | General Disclosures | References | Comments |
|--------|---|----------------|---|
| 102-32 | Highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered | | ALTANA's Management Board examines and approves the ALTANA Corporate Report. |
| 102-33 | Process for communicating critical concerns to the highest governance body | | The ALTANA Compliance Hotline enables employees to report any observation of illegal action, if need be, anonymously and regardless of hierarchy levels. In severe cases, the Management Board and/or the Supervisory Board are informed. |
| 102-34 | Total number and nature of critical concerns communicated to the highest governance body | | In the year under review, no critical matters were reported to the highest control bodies. |
| 102-35 | Remuneration policies for the highest governance body and senior executives | CFS, pp. 68–69 | |
| 102-36 | Process for determining remuneration | CFS, pp. 68–69 | The external advisors that ALTANA consults are independent. |
| 102-37 | Stakeholder's involvement in remuneration | CFS, pp. 68–69 | |
| 102-38 | Ratio of the annual total compensation for the highest-paid individual in each country to the median annual total compensation for all employees in the same country | | Adequate compensation is an important issue for ALTANA. In this context, the principles of function, region, and performance are considered in particular. ALTANA views the indicators required here as not being meaningful for the appropriateness of compensation. |
| 102-39 | Ratio of percentage increase in annual total compensation for the highest-paid individual in each country to the median percentage increase for all employees in the same country | | Adequate compensation is an important issue for ALTANA. In this context, the principles of function, region, and performance are considered in particular. ALTANA views the indicators required here as not being meaningful for the appropriateness of compensation. |
| | Stakeholder Engagement | | |
| 102-40 | List of stakeholder groups engaged by the organization | CR, pp. 7–8 | |
| 102-41 | Percentage of total employees covered by collective bargaining agreements | | For Germany and Italy together 55%. Not relevant or not determinable for the other countries. |
| 102-42 | Basis for identifying and selecting stakeholders with whom to engage | CR, p. 7 | |
| 102-43 | Approach to stakeholder engagement | CR, p. 7 | As members of the Supervisory Board, employee representatives and the owner are embedded in decisions of particular importance for the company. Exchange with employees and their representatives is carried out at works and employee meetings as well as at regular meetings of the works councils with the Management. In addition, ALTANA's Management Board engages in regular exchange with the company-wide Group works council. Via employee surveys carried out every three years, the opinions of all employees worldwide are obtained. The ALTANA companies exchange ideas regularly and intensively with their most important customers. Meetings are also held with other customer groups on a regular basis, in part via local agents. Customer seminars and customer satisfaction analyses supplement direct exchange. |
| 102-44 | Key topics and concerns that have been raised through stakeholder engagement | CR, pp. 19–43 | |
| | Reporting Practice | | |
| 102-45 | List of entities included in the organization's consolidated financial statements | CFS, p. 16 | |
| 102-46 | Process for defining the report content and the topic Boundaries | CR, pp. 7–8 | |
| 102-47 | List of the material topics identified in the process for defining report content | CR, p. 8 | |

| | Topic-specific Disclosures | References | Comments |
|--------|--|-----------------------------------|--|
| 102-48 | Effect of any restatements of information given in previous reports, and the reasons for such restatements | | There is no information that requires a new representation of the Annual and Sustainability Report 2016. |
| 102-49 | Significant changes from previous reporting periods in the list of material topics and topic boundaries | CR, pp. 6–8 | |
| 102-50 | Reporting period | CR, p. 6 | |
| 102-51 | Date of most recent previous report | CR, p. 6 | |
| 102-52 | Reporting cycle | CR, p. 6 | |
| 102-53 | Contact point for questions regarding the report or its content | C, CR, p. 111 | |
| 102-54 | Claims of reporting in accordance with the GRI Standards | CR, p. 6 | |
| 102-55 | GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report | GRI Content Index | |
| 102-56 | Description of the organization's policy and current practice with regard to seeking external assurance for the report | CR, p. 6 | |
| | Direct Economic Value for Customers, Employees, Owner, and the Society as a Whole | | |
| | Management Approach | CR, pp. 44–76, CFS, SPI+MA, p. 18 | |
| 201-1 | Direct economic value generated and distributed | CR, pp. 51–62, CFS, pp. 2–70 | |
| 201-2 | Financial implications and other risks and opportunities due to climate change | SPI+MA, pp. 18–20 | |
| 201-3 | Defined benefit plan obligations and other retirement plans | CFS, pp. 48–55 | |
| 201-4 | Financial assistance received from government | | In the reporting period, ALTANA received investment subsidies amounting to € 1.06 million from government agencies. The largest amount was used at a site in China. There are currently no government agencies in ALTANA's shareholder structure. |
| | Compliance: Anti-corruption | | |
| | Management Approach | CR, pp. 10–11, SPI+MA, p. 32 | |
| 205-1 | Total number and percentage of operations assessed for risks related to corruption and identified significant risks | | In the reporting period, a total of 19 audits (39%) were performed by the Internal Audit department, among other things, with regard to corruption. No incidents were determined. |
| 205-2 | Communication and training about anti-corruption policies and procedures | CR, pp. 10–11 | |
| 205-3 | Confirmed incidents of corruption and actions taken | | A systematic survey was carried out in the Group with the result that in the year under review there were no corruption incidents identified and so no fines had to be paid. |
| | Compliance: Anti-competitive Behavior | | |
| | Management Approach | CR, pp. 10–11, SPI+MA, p. 32 | |
| 206-1 | Total number of legal actions regarding anti-competitive behavior and violations of anti-trust and monopoly legislation and their outcomes | | A systematic survey was carried out in the Group with the result that in the year under review there were no incidents of anti-competitive behavior and/or violations of anti-trust and monopoly legislation identified, and so no fines had to be paid. |
| | Renewable and Recycled Materials | | |
| | Management Approach | SPI+MA, pp. 18–19 | |
| 301-1 | Materials used by weight or volume | CR, p. 86 | |

| | Topic-specific Disclosures | References | Comments |
|-------|--|--------------------------------|---|
| 301-2 | Percentage of recycled input materials | | ALTANA uses no secondary products as direct raw materials. |
| 301-3 | Percentage of reclaimed products and their packaging materials for each product category | | ALTANA's product, e. g. resins, additives, and effect pigments, are incorporated in customers' end products. As a result, the properties of the end products are optimized. This means that ALTANA's products cannot normally be re-obtained from the end products. The packaging used for ALTANA's products, however, can be recycled. For some large-volume products (e. g. resins from ELANTAS), the companies use so-called IBC containers, which they take back, clean, and reuse. In addition, ALTANA companies use metallic cans and barrels. The customers recirculate them to the reusable material cycle as scrap. For quality-assurance reasons, a systematic return of these containers is not offered. |
| | Clean Energy and Greenhouse Gas Emissions Reduction: Energy | | |
| | Management Approach | SPI+MA, p. 20 | |
| 302-1 | Energy consumption within the organization | CR, p. 86 SPI+MA, pp. 5, 20 | Small amounts of energy from our own production were fed into the public grid: Cogeneration unit (119 MWh), solar energy (57 MWh). The conversion factors (e. g. natural gas: m ³ in MWh) are determined locally and used to calculate the entry into the ALTANA data system. |
| 302-2 | Energy consumption outside of the organization | | ALTANA currently does not determine the energy consumption outside of the organization. This is planned for the next few years. |
| 302-3 | Energy intensity | SPI+MA, p. 9 | |
| 302-4 | Reduction of energy consumption | SPI+MA, pp. 5, 20 | |
| 302-5 | Reductions in energy requirements of products and services | SPI+MA, pp. 5, 9 | |
| | Water Efficiency | | |
| | Management Approach | SPI+MA, pp. 21–22 | |
| 303-1 | Total volume of water withdrawal by source | SPI+MA, pp. 8, 21–22 | |
| 303-2 | Water sources significantly affected by withdrawal of water | | None of the water intake points at ALTANA correspond to the GRI criteria for "significantly affected water sources." All of the intake sites are approved by the authorities and meet local environmental protection requirements. |
| 303-3 | Percentage and total volume of water recycled and reused | | ALTANA has no significant recycling processes for water. |
| | Clean Energy and Greenhouse Gas Emissions Reduction: Emissions | | |
| | Management Approach | SPI+MA, pp. 22–23 | |
| 305-1 | Direct greenhouse gas (GHG) emissions (Scope 1) | SPI+MA, pp. 4, 22–23 | ALTANA does not produce any significant biogenic CO ₂ emissions. In keeping with Scope 1 and Scope 2, the emissions calculated concern only CO ₂ emissions and not equivalents of other greenhouse gases as these have negligibly low values (CH ₄ , FHC, PFHC, SF ₆ , NF ₃). N ₂ O emissions are converted separately into CO ₂ equivalents and represented in the sustainability performance indicators. The data were collected for the first time in 2007 and so 2007 is taken as the basis year. |

| | Topic-specific Disclosures | References | Comments |
|-------|---|---------------------------------------|--|
| 305-2 | Energy indirect greenhouse gas (GHG) emissions (Scope 2) | SPI+MA, pp. 4, 22–23 | In keeping with Scope 1 and Scope 2, the emissions calculated concern only direct CO ₂ emissions and not equivalents of other greenhouse gases as these have negligibly low values (CH ₄ , FHC, PFHC, SF ₆ , NF ₃). N ₂ O emissions are converted separately into CO ₂ equivalents and represented in the sustainability key performance indicators. The data were collected for the first time in 2007 and so 2007 is taken as the basis year. |
| 305-3 | Other indirect greenhouse gas (GHG) emissions (Scope 3) | SPI+MA, p. 4 | |
| 305-4 | Greenhouse gas (GHG) emissions intensity | SPI+MA, p. 4 | In keeping with Scope 1 and Scope 2, the emissions calculated concern only direct CO ₂ emissions and not equivalents of other greenhouse gases as these have negligibly low values (CH ₄ , FHC, PFHC, SF ₆ , NF ₃). N ₂ O emissions are converted separately into CO ₂ equivalents and represented in the sustainability key performance indicators. The data were collected for the first time in 2007 and so 2007 is taken as the basis year. |
| 305-5 | Reduction of greenhouse gas (GHG) emissions | CR, pp. 86–87 SPI+MA, pp. 4, 22–23 | In keeping with Scope 1 and Scope 2, the emissions calculated concern only direct CO ₂ emissions and not equivalents of other greenhouse gases as these have negligibly low values (CH ₄ , FHC, PFHC, SF ₆ , NF ₃). N ₂ O emissions are converted separately into CO ₂ equivalents and represented in the sustainability key performance indicators. The data were collected for the first time in 2007 and so 2007 is taken as the basis year. |
| 305-6 | Emissions of ozone-depleting substances (ODS) | | The ALTANA Group does not produce, import, or export any ozone-depleting substances. |
| 305-7 | NO _x , SO _x , and other significant air emissions | SPI+MA, pp. 9, 22–23 | NO _x and SO _x are currently being recorded and published in the document “Sustainability Key Performance Indicators and Management Approaches.” POP, VOC, HAP, and PM emissions will be determined in the next few years. The conversion factors for greenhouse gases were taken from the IPCC database. |
| | Reduction of Effluents and Waste | | |
| | Management Approach | SPI+MA, pp. 24–25 | |
| 306-1 | Total volume of water discharge by quality and destination | SPI+MA, pp. 24–25 | Currently, ALTANA does not determine wastewater volumes/quality centrally. In the next few years we plan to record and evaluate this data. |
| 306-2 | Total weight of waste by type and disposal method | SPI+MA, pp. 6–7, 24–25 | Our waste is largely disposed of by external special service providers. In the process, local legal requirements (e.g. certificates of disposal) are adhered to. |
| 306-3 | Total number and volume of significant spills | | During the reporting period, there were no significant spills in accordance with the GRI definition. |
| 306-4 | Weight of transported, imported, exported, or treated hazardous waste | | At ALTANA, hazardous waste is either recycled (internally or externally), taken to a thermal processing plant (internally or externally), or disposed of (externally). As a rule, ALTANA does not transport hazardous or treated hazardous waste (including import/export). Waste is generally transported by specialist companies for recycling/disposal. |

| | Topic-specific Disclosures | References | Comments |
|-------|---|------------------------------|--|
| 306-5 | Water bodies and related habitats that are significantly affected by water discharges and/or runoff | | None of the water bodies at ALTANA correspond to the GRI criteria for “significantly affected” bodies of water. All water bodies are approved by the authorities and meet local environmental protection requirements. |
| | Compliance: Environment | | |
| | Management Approach | CR, pp. 10–11, SPI+MA, p. 32 | |
| 307-1 | Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations | | A systematic survey was carried out in the Group with the result that in the year under review there were no violations of environmental law identified and therefore no fines were paid. |
| | Responsible Supply Chain Management | | |
| | Management Approach | SPI+MA, pp. 25–26 | |
| 308-1 | Percentage of new suppliers that were screened using environmental criteria | SPI+MA, pp. 25–26 | In the year under review, ALTANA, in cooperation with Eco Vadis, carried out status checks of all important raw-material suppliers regarding assessments. Of the total number, 31 % had passed the assessment. Both existing and new suppliers were considered in this procedure. |
| 308-2 | Negative environmental impacts in the supply chain and actions taken | SPI+MA, pp. 25–26 | In the year under review, ALTANA, in cooperation with Eco Vadis, carried out status checks of all important raw-material suppliers regarding assessments. Of the total number, 31 % had passed the assessment. Parallel to this step, ALTANA had sustainability assessments carried out with approximately 20 raw-material suppliers. In the supply chain no significant negative effects on the environment were found. |
| | Employee-oriented Management: Employment | | |
| | Management Approach | SPI+MA, pp. 29–31 | |
| 401-1 | Total number and rate of new employees hires and employee turnover by age group, gender and region | SPI+MA, p. 11 | |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation | SPI+MA, p. 11 | ALTANA is currently determining the proportion of employees to whom a company pension plan or company-financed pension plan is offered. No information is available about the other requirements because they are not meaningful enough for ALTANA. |
| 401-3 | Total number of employees that were entitled to parental leave, that took parental leave and return to work and retention rates after parental leave, by gender | | Information on this topic is not available because it is not meaningful enough for ALTANA. |
| | Occupational Health and Safety | | |
| | Management Approach | SPI+MA, pp. 26–27 | |
| 403-1 | Workers representation in formal joint management worker health and safety committees | | The management-worker health and safety committees are composed of representatives of all hierarchy levels (e.g. business unit managers, department heads, masters, supervisors, clerks, and workers) together. More than 98 % of the employees (including trainees, interns, and contract workers) work in organizational units that have introduced a management-worker safety committee. |

| | Topic-specific Disclosures | References | Comments |
|-------|---|-----------------------|---|
| 403-2 | Type of injury and rates of injury, occupational diseases, lost days, absenteeism, and number of work-related fatalities | SPI+MA, pp. 13, 26–27 | The occupational disease rate, the lost day rate, and the absentee rate cannot be determined at present due to a lack of global statistics. In the reporting period, there were three accidents with contractors (burning/scalding, contact with a stationary object, and mechanical impacts). Only men were affected. All of these accidents occurred in the EU. There were no accident-related fatalities with contractors. The total number of hours of the contractors is not recorded, and so no accident rates can be provided. No occupational diseases due to activities at ALTANA were recorded. |
| 403-3 | Workers with high incidence or high risk of diseases related to their occupation | | At ALTANA, there are no employees (e.g. trainees, interns, the company's own employees, contract workers, or contractors) who have a high risk of getting certain diseases. Nor could a higher occurrence of occupational diseases be determined. This concerns employees whose workplace is under ALTANA's control. The respective local regulations were adhered to (e.g. maximum workplace concentrations). |
| 403-4 | Health and safety topics covered in formal agreements with trade unions | | ALTANA's health management is described in the Group works agreement 14/01. The agreement primarily includes the topics of "health protection," "health promotion," "addiction prevention," and "occupational integration management" (OIM). The agreements on health and safety include all relevant topics (e.g. personal protective equipment, management-worker health and safety committees, education and further training, and participation of employees in health and safety inspections). |
| | Attracting and Maintaining a Skilled Workforce | | |
| | Management Approach | SPI+MA, pp. 29–31 | |
| 404-1 | Average hours of training per year per employee by gender and by employee category | | Employees in Germany invested an average of 8.3 hours in education and further training. A consolidated evaluation is not available for ALTANA's worldwide sites. Further information on this topic is not available because this is not meaningful enough for ALTANA. |
| 404-2 | Programs for upgrading employee skills provided to facilitate continued employability and the management of career endings | SPI+MA, pp. 29–31 | Transitional aid programs that promote continued employability and support termination of work due to entry into retirement or dismissal are offered only at times at certain sites. |
| 404-3 | Percentage of total employees receiving regular performance and career development reviews, by gender and by employee category | SPI+MA, pp. 29–31 | To promote its employees' professional development, ALTANA regularly uses specially developed dialogs. They include the progress dialog that disciplinary superiors are required to carry out personally with each employee at least once a year. |
| | Employee-oriented Management: Diversity and Equal Opportunity | | |
| | Management Approach | SPI+MA, pp. 29–31 | |
| 405-1 | Percentage of individuals within the organization's governance bodies and percentage of employees per employee category in gender, age group or other indicators of diversity | SPI+MA, p. 11 | The distribution of age groups is not available because it is not meaningful enough for ALTANA. |

| | Topic-specific Disclosures | References | Comments |
|-------|---|---|--|
| 405-2 | Ratio of basic salary and remuneration of women to men by employee category and by significant locations of operation Employee-oriented Management: Non-discrimination Management Approach | SPI+MA, pp. 29–31 | Information on this topic is not available because it is not meaningful enough for ALTANA. |
| 406-1 | Total number of incidents of discrimination and corrective actions taken Compliance: Health and Safety of Customers Management Approach | CR, pp. 10–11, SPI+MA, p. 32 | A systematic survey was carried out in the Group with the result that no incident was identified during the reporting period. |
| 416-1 | Percentage of significant product and service categories for which health and safety impacts are assessed for improvement | CR, p. 80 SPI+MA, pp. 18–19 | For all classified products (100 %), safety data sheets and finished-goods labels are generated in accordance with legal requirements. In keeping with legal requirements and customer specifications, product checks are carried out regularly and corresponding adjustments are made to product recipes (e.g. replacement of critical substances). |
| 416-2 | Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services Marketing and Labeling Management Approach | SPI+MA, pp. 28–29 | In the year under review, no violations were identified that infringe regulations and/or voluntary behavior rules in connection with the effects of products and services on health and safety. |
| 417-1 | Requirements for product and service information and labeling | SPI+MA, pp. 28–29 | For all classified products (100 %), safety data sheets and finished-goods labels are generated in accordance with legal requirements. |
| 417-2 | Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling | | A systematic survey was carried out in the Group with the result that there were no violations infringing regulations and/or voluntary behavior rules in connection with the labeling of products identified and therefore no fines had to be paid. |
| 417-3 | Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship Compliance: Socioeconomic Management Approach | SPI+MA, p. 32 | In the reporting period, no violations infringing regulations and/or voluntary behavior rules in connection with marketing and communications, including advertising, sales promotion, and sponsoring were reported. |
| 419-1 | Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area Innovative Solutions to Exploit Growth and Savings Potential for Customers Management Approach Innovative Solutions to Exploit Growth and Savings Potential for Customers | SPI+MA, pp. 33–34 CR, pp. 63–64, 77–80 | A systematic survey was carried out in the Group with the result that in the year under review there was one incident due to non-compliance with laws and/or regulations in the social and economic sphere. Fines amounting to €26 T were paid. |

Contact

Corporate Communications

Tel +49 281 670-10900

Fax +49 281 670-10999

press@altana.com

Credits

Publisher

ALTANA AG

Abelstr. 43

46483 Wesel, Germany

Tel +49 281 670-8

Fax +49 281 670-10999

info@altana.com

www.altana.com

Design

Heisters & Partner

Büro für Kommunikationsdesign, Mainz

ALTANA AG
Abelstr. 43
46483 Wesel, Germany
Tel +49 281 670-10900
Fax +49 281 670-10999

www.altana.com

