

2020

SUSTAINABILITY REPORT

ABOUT THIS REPORT

As an internationally active specialty chemicals company, we want to communicate openly and transparently. For this reason, a report on sustainable corporate governance activities and performance is important to us.

The current Sustainability Report has been prepared in accordance with the standards of the Global Reporting Initiative (GRI) and is based on the core option. This report presents our worldwide sustainability commitment for 2020 with regard to the three dimensions economy, ecology and society.

The report shall inform our customers, staff members and business partners about the sustainability performance, the sustainability management and the strategic goals of the company group. In addition, we want to stress how the sustainability management of the CHT Group contributes to the company's long-term economic success.

Moreover, the contents of this report serve as "Communication on Progress" in the sense of the UN Global Compact principles. As a member of the UN Global Compact since 2016 we have aligned our economic actions to the UN Global Compact principles and to the Responsible Care® initiative of the chemical industry.

The report includes the fields of activity in the Group's management which contain sustainability goals that are based on the company strategy. The report including the set values such as workforce metrics, energy and water consumption as well as emissions and waste was written for all companies belonging to the Group. In case of divergences, these are highlighted.

The period covered in this sustainability report is January 1 to December 31, 2020 and is identical to the fiscal year of the CHT Group. The editorial deadline was April 30, 2021. Additional information and qualitative statements have been taken into account up to the deadline. The sustainability report of the CHT Group was published for the first time in 2014 and is issued on an annual base. The next sustainability report is planned for 2021 and is expected to be published in the 2nd quarter of 2022.

OUR COMPANY

Strong company, strong character. The CHT Group is a globally acting group of companies.

EFFECTS OF SUSTAINABILITY

Our comprehension of sustainability. Sustainability is fundamental to our company.

SUSTAINABILITY MANAGEMENT

Long-term business success must create value: for the environment, society and economy.

ETHICS AND INTEGRITY

Our Group-wide ethics and compliance program ensures compliance with legal requirements and internal company guidelines.

ECONOMY

The CHT Group completed the fiscal year of 2020 with a decline in turnover caused by the Covid-19 pandemic.

ECOLOGY

Clear principles for the environmental policy: We consistently take responsibility for our actions.

SOCIETY

"Many people with strong characters". In recent years, the CHT Group has continued to develop.

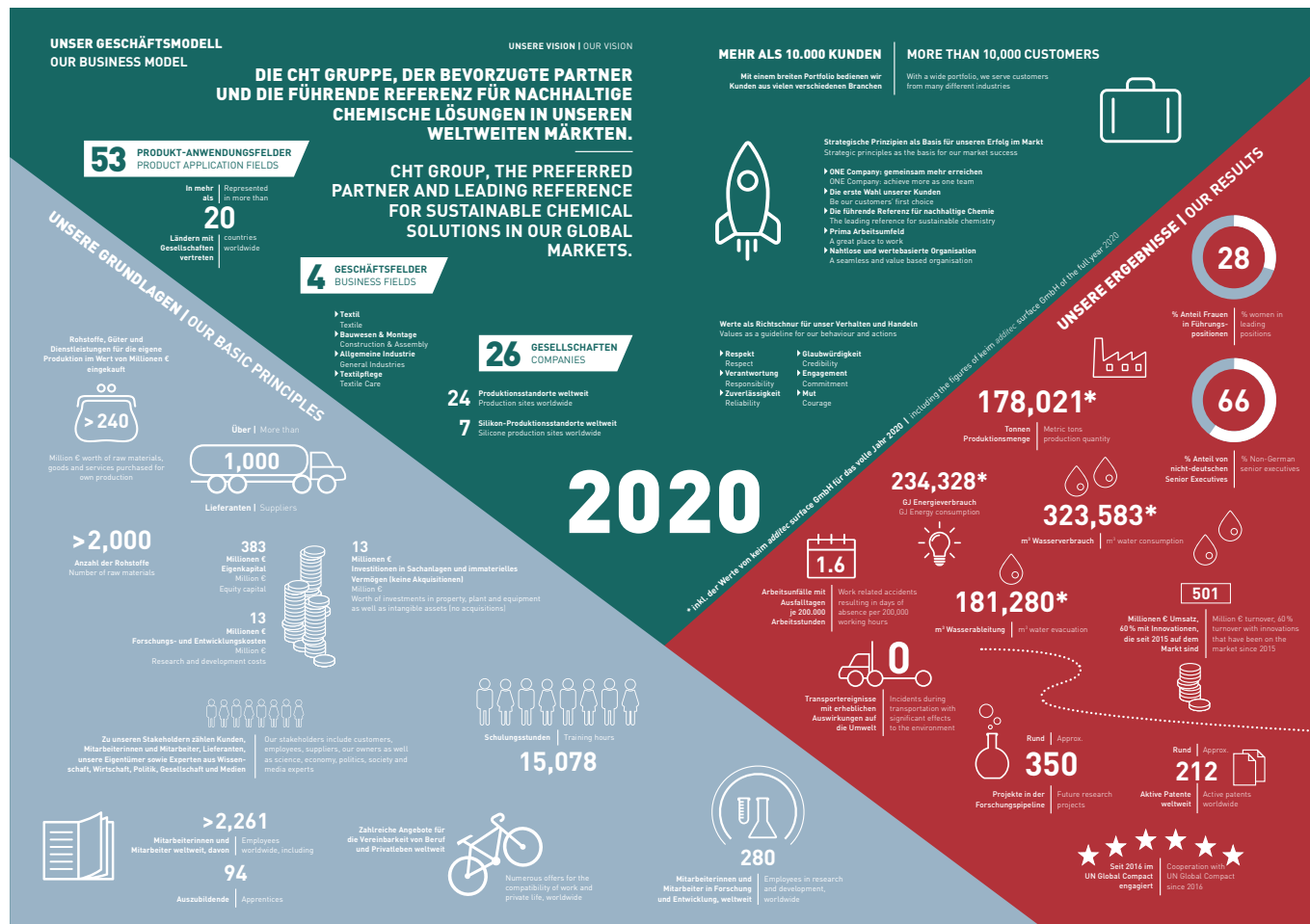
PRINCIPLES

GRI standards: All aspects and indicators at a glance.

TO THE CHT COMPANY WEBSITE

CHT: Smart Chemistry with Character.

FACTSHEET 2020



DOWNLOAD FACTSHEET

UNSER GESCHÄFTSMODELL OUR BUSINESS MODEL

UNSERE VISION | OUR VISION

DIE CHT GRUPPE, DER BEVORZUGTE PARTNER UND DIE FÜHRENDE REFERENZ FÜR NACHHALTIGE CHEMISCHE LÖSUNGEN IN UNSEREN WELTWEITEN MÄRKTEN.

53 PRODUKT-ANWENDUNGSFELDER PRODUCT APPLICATION FIELDS

In mehr
als
20
Ländern mit
Gesellschaften
vertreten

Represented
in more than
20
countries
worldwide

4 GESCHÄFTSFELDER BUSINESS FIELDS

- Textil
Textile
- Bauwesen & Montage
Construction & Assembly
- Allgemeine Industrie
General Industries
- Textilpflege
Textile Care

26 GESELLSCHAFTEN COMPANIES

24 Produktionsstandorte weltweit
Production sites worldwide

7 Silikon-Produktionsstandorte weltweit
Silicone production sites worldwide

2020

MEHR ALS 10.000 KUNDEN

Mit einem breiten Portfolio bedienen wir
Kunden aus vielen verschiedenen Branchen

MORE THAN 10,000 CUSTOMERS

With a wide portfolio, we serve customers
from many different industries



Strategische Prinzipien als Basis für unseren Erfolg im Markt
Strategic principles as the basis for our market success

- **ONE Company:** gemeinsam mehr erreichen
ONE Company: achieve more as one team
- **Die erste Wahl unserer Kunden**
Be our customers' first choice
- **Die führende Referenz für nachhaltige Chemie**
The leading reference for sustainable chemistry
- **Prima Arbeitsumfeld**
A great place to work
- **Nahtlose und wertebasierte Organisation**
A seamless and value based organisation



Werte als Richtschnur für unser Verhalten und Handeln
Values as a guideline for our behaviour and actions

- **Respekt**
Respect
- **Verantwortung**
Responsibility
- **Zuverlässigkeit**
Reliability
- **Glaubwürdigkeit**
Credibility
- **Engagement**
Commitment
- **Mut**
Courage

UNSERE ERGEBNISSE | OUR RESULTS



% Anteil Frauen
in Führungs-
positionen

% women in
leading
positions



% Anteil von
nicht-deutschen
Senior Executives

% Non-German
senior executives

178,021*

Tonnen
Produktionsmenge

Metric tons
production quantity

234,328*

GJ Energieverbrauch
GJ Energy consumption

323,583*

m³ Wasserverbrauch

m³ water consumption

181,280*

m³ Wasserableitung

m³ water evacuation

501

Millionen € Umsatz,
60% mit Innovationen,
die seit 2015 auf dem
Markt sind

Million € turnover, 60%
turnover with innovations
that have been on the
market since 2015

350

Projekte in der
Forschungspipeline

Future research
projects

212

Aktive Patente
weltweit

Active patents
worldwide



Seit 2016 im
UN Global Compact
engagiert

Cooperation with
UN Global Compact
since 2016

UNSERE GRUNDLAGEN | OUR BASIC PRINCIPLES

Rohstoffe, Güter und
Dienstleistungen für die eigene
Produktion im Wert von Millionen €
eingekauft



Million € worth of raw materials,
goods and services purchased for
own production



Über | More than

1,000

Lieferanten | Suppliers

>2,000

Anzahl der Rohstoffe
Number of raw materials

383

Millionen €
Eigenkapital
Million €
Equity capital

13

Millionen €
Forschungs- und Entwicklungskosten
Million €
Research and development costs

13

Millionen €
Investitionen in Sachanlagen und immaterielles
Vermögen (keine Akquisitionen)
Million €
Worth of investments in property, plant and equipment
as well as intangible assets (no acquisitions)



Zu unseren Stakeholdern zählen Kunden,
Mitarbeiterinnen und Mitarbeiter, Lieferanten,
unsere Eigentümer sowie Experten aus Wissen-
schaft, Wirtschaft, Politik, Gesellschaft und Medien

Our stakeholders include customers,
employees, suppliers, our owners as well
as science, economy, politics, society and
media experts



Schulungsstunden | Training hours

15,078

Zahlreiche Angebote für
die Vereinbarkeit von Beruf
und Privatleben weltweit



Numerous offers for the
compatibility of work and
private life, worldwide



>2,261

Mitarbeiterinnen und
Mitarbeiter weltweit, davon

Employees
worldwide, including

94

Auszubildende | Apprentices



280

Mitarbeiterinnen und
Mitarbeiter in Forschung
und Entwicklung, weltweit

Employees in research
and development,
worldwide

1.6

Arbeitsunfälle mit
Ausfalltagen
je 200.000
Arbeitsstunden

Work related accidents
resulting in days of
absence per 200,000
working hours



Transportereignisse
mit erheblichen
Auswirkungen auf
die Umwelt

Incidents during
transportation with
significant effects
to the environment

OUR COMPANY

PREFACE



THE CHT GROUP



VISION AND MISSION



STRATEGY AND VALUES



WORK IN ASSOCIATIONS
AND INITIATIVES



SUSTAINABILITY GOALS



BUSINESS FIELDS



OUR COMPANY

PREFACE

2020 was a challenging year. This applies to each and every one of us, in society and politics, and equally to us as a company. The global pandemic has temporarily pushed the issues of sustainability and climate protection into the background. Values and standards have shifted. The world of work has changed faster than could ever have been predicted.

This turn of events in 2020, with its international context, could not have been predicted by CHT. The pandemic has brought short-term and profound changes and has demanded a lot from our company and our employees. Because we all responded to changing circumstances with determination and consistency, we were able to meet our commitments to our customers. We quickly overcame initial uncertainties and adapted to changing situations. By temporarily producing disinfectants we were able to make an important contribution to the pandemic management. Our far-reaching home office arrangements have enabled our employees to protect themselves and also respond quickly to changes in their family and personal environment. The introduction of comprehensive hygiene concepts enabled production to be maintained throughout. Nevertheless, the impact of the pandemic also affected us economically. A decline in the volume of orders was clearly noticeable. In the course of the year, however, there was an initial recovery as a result of the start of production in customer markets. However, the positive outlook is clouded somewhat by rising prices on the raw material and procurement markets.

» **We used our strengths in this challenging environment and continued to consistently follow our sustainability and growth goals despite the pandemic.**

In 2020, we began to implement our Strategy 2025. We consistently pursue our path as a partner and as a leading reference for sustainable chemical solutions. For this purpose we have intensively dealt with seminal megatrends and their resulting challenges for the global economy as well as the question of how we as the CHT Group can contribute to a sustainable future. Out of the 17 sustainable development goals of the United Nations (SDGs), we have identified 11 where we see the greatest relevance and the strongest contribution for and of the CHT Group. In order to master global challenges, our society needs innovations from the chemical industry more than ever. Many of our innovations contribute to achieving the sustainability goals of the United Nations. Innovation and sustainability are inextricably linked at CHT.

These goals set the framework for our sustainable management on an economic, ecological and social level. We want to continue to increase our sales and earnings significantly in the future with new and improved products – especially with the ECO Range products which make a special contribution to sustainability in the value chain. CHT is the first company that can supply products along the entire textile process chain in accordance with the Material Health criterion of the Cradle-to-Cradle approach. Climate protection and the circular economy are not only important topics in politics and society. We make our contribution to lower CO₂ emissions. We are currently creating the conditions to measure and track the reduction goals set in the framework of our Strategy 2025. With the “Green Deal”, the EU Commission is pursuing ambitious climate targets, and we are actively involved in their implementation within the framework of the VCI initiative “chemistry4climate”. However, the realization of these climate goals through the industry requires a significant change in the framework conditions by policy makers. Only in this way can industry remain competitive in this transformation.

In particular, we need better promotion of future technologies and a competitive, secure and affordable energy supply in Germany and Europe.

In the current year of 2021, still facing a menacing pandemic, we must stand our ground worldwide in a difficult environment. Despite considerable headwinds and changes in the procurement and sales markets, we expect a successful year in line with our long-term forecast. Our global team will be committed to achieving the best possible result for 2021. In the Sustainability Report 2020 we present the CHT contribution to sustainable and responsible action and give you an outlook on how we will continue to shape this in the future.



Dr. Bernhard Hettich | CTO



Dr. Frank Naumann | CEO



Axel Breitling | CFO

OUR COMPANY

THE CHT GROUP

STRONG COMPANY, STRONG CHARACTER

Today the CHT Group is a globally acting group of companies focusing on the development, production and sale of specialty chemicals as function generators, auxiliaries and additives for industrial processes. Our products improve the quality, the functionality and the performance of textiles, building materials, paints, coatings, paper, leather as well as cleaning and care products for various application fields. Moreover, we provide the mold making and prototyping industry, medical engineering and the electronics industry with sophisticated silicone elastomers.

COMBINING OF COMPETENCES

The headquarters of our Group, CHT Germany GmbH in Tübingen, is simultaneously a center of competence for the business fields Textile, Textile Care, Construction and Assembly, and General Industries. Our center of competence for dyes (this product line belongs to BF Textile) is at CHT Switzerland AG in Montlingen, Switzerland.

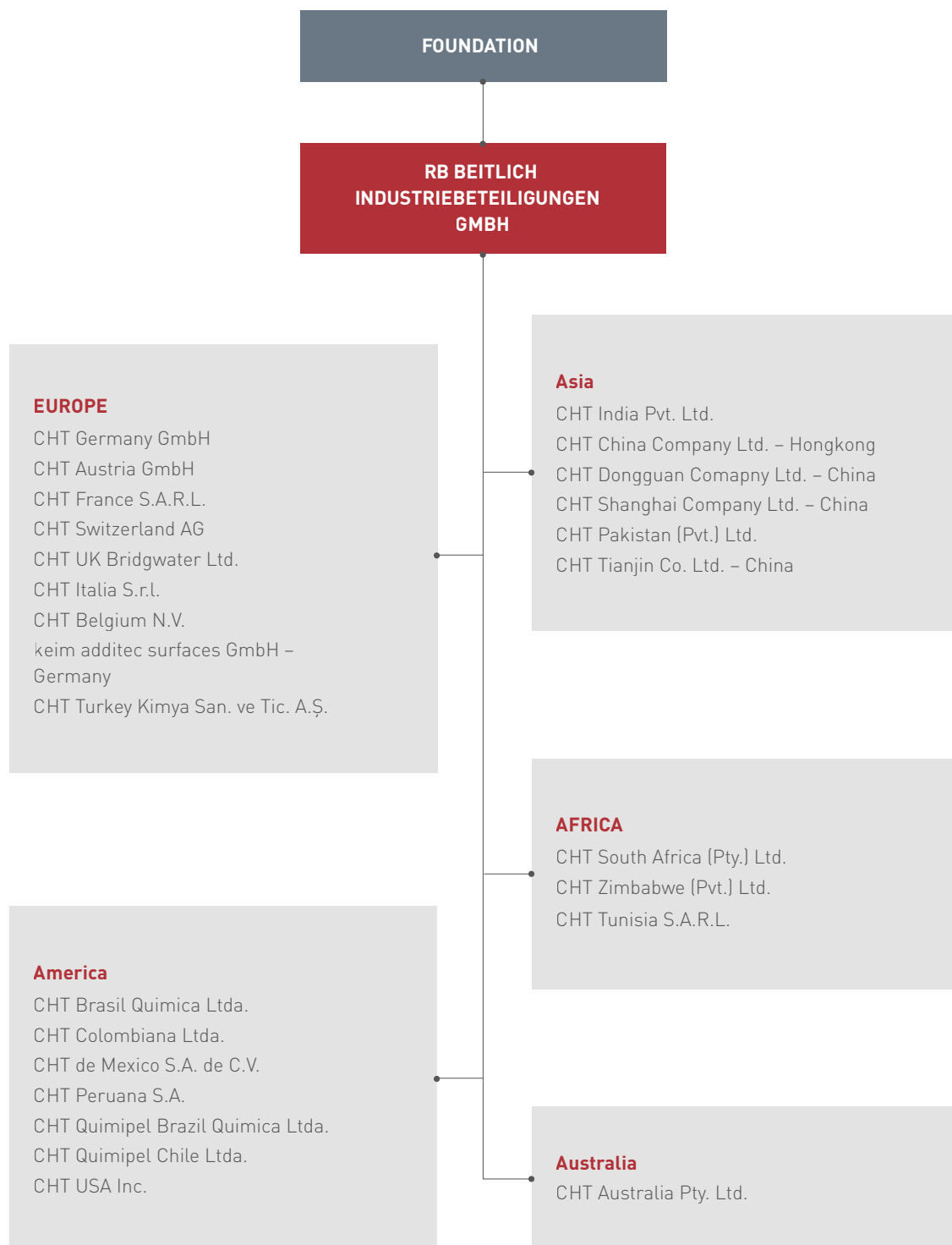
Since 2017 the centre of competence for polymers has been at CHT Turkey Kimya in Istanbul, and the competence center for paper chemicals has been divided between the Group's headquarters in Germany and CHT Quimipel Brazil in Piracaia.

The centers of competence aim at combining the strong points of technology and marketing in our Group of companies and at controlling the worldwide business development by applying new technologies and providing technical support. This structure also enables us to continually develop innovative products, applications or processes.

CONSTANT OWNERSHIP STRUCTURE

All companies of the CHT Group belong to the RB Beitlich Industriebeteiligungen GmbH (RBI) privately owned by two foundations, namely the Beitlich Familien Stiftung (Beitlich family foundation) and the charitable Reinhold Beitlich Stiftung (Reinhold Beitlich social foundation).

THE CORPORATE STRUCTURE OF THE CHT GROUP



As of 31.12.2020

In May 2021, the number of operating CHT companies was reduced from 26 to 25. In Brazil, the two companies CHT Brasil Quimica Ltda. and CHT Quimipel Ltda. were merged to form CHT Brasil Quimica Ltda. Both company locations in the greater Sao Paulo area remain unchanged.

FOUNDATION

RB BEITLICH INDUSTRIEBETEILIGUNGEN GMBH

EUROPE

CHT Germany GmbH
CHT Austria GmbH
CHT France S.A.R.L.
CHT Switzerland AG
CHT UK Bridgwater Ltd.
CHT Italia S.r.l.
CHT Belgium N.V.
keim additec surfaces GmbH –
Germany
CHT Turkey Kimya San. ve Tic. A.Ş.

Asia

CHT India Pvt. Ltd.
CHT China Company Ltd. – Hongkong
CHT Dongguan Comapny Ltd. – China
CHT Shanghai Company Ltd. – China
CHT Pakistan (Pvt.) Ltd.
CHT Tianjin Co. Ltd. – China

AFRICA

CHT South Africa (Pty.) Ltd.
CHT Zimbabwe (Pvt.) Ltd.
CHT Tunisia S.A.R.L.

America

CHT Brasil Quimica Ltda.
CHT Colombiana Ltda.
CHT de Mexico S.A. de C.V.
CHT Peruana S.A.
CHT Quimipel Brazil Quimica Ltda.
CHT Quimipel Chile Ltda.
CHT USA Inc.

Australia

CHT Australia Pty. Ltd.

OUR COMPANY

VISION AND MISSION

At the beginning of 2021, CHT succeeded its "Agenda 2020" strategy process, which was launched in 2015, with "Strategy 2025". Unaffected by this change, the vision and mission still apply to the CHT Group.

"The CHT Group, the preferred partner and leading reference for sustainable chemical solutions in our worldwide markets." We set this ambitious goal to clearly express that we want to contribute to a sustainable future.



Our corporate mission statement gives both our employees and our customers and business partners a clear idea of what they can expect from our company. Thus, our mission is to make our contribution to sustainability with smart chemistry. We are a reliable partner and support our customers' needs in the fields of Textile, Construction & Assembly and General Industries. Through tailor-made service, innovative strength and outstanding product quality we distinguish ourselves in the market to secure profitable growth.

STRUCTURE OF THE GROUP

We commit ourselves to providing job security worldwide. On the base of tradition and values we promote our staff's talents. We fully exploit our business potential by means of a seamless organization of our international teams.

OUR COMPANY

STRATEGY AND VALUES

OUR STRATEGIC PRINCIPLES

- ▶ ONE Company – together we achieve more
- ▶ First choice for our customers
- ▶ Leading reference for sustainable chemistry
- ▶ Great working conditions
- ▶ Seamless, value-based organization

OUR VALUES

For a successful implementation of our strategy our way of acting is decisive. This is what our values stand for. They give us orientation and grant a uniform and reliable behavior within and outside the company.



RESPECT

We are respectful to one another



RESPONSIBILITY

We are responsible for our actions



RELIABILITY

We stand to our agreements



CREDIBILITY

We keep our word



COMMITMENT

We give our best



COURAGE

We shape the future

WHAT IS IMPORTANT TO US

STRATEGY 2020

We were able to achieve the targets set as part of the “Agenda 2020” strategy, even though the CHT Group’s sales performance in 2020 was negatively impacted by the extensive industry lockdowns in many countries triggered by the COVID 19 pandemic.

The achievement of the results of the “Agenda 2020” strategy was documented at the beginning of 2021 and discussed in the management team with the Executive Board.

STRATEGY 2025

At the beginning of 2020, the management defined the objectives for the Strategy 2025 which is aimed at continuing profitable growth and has an even greater impact on customer business and sustainable value creation.

CHT aims at creating value for society with Strategy 2025, and has set according financial and non-financial goals which at the same time contribute to the implementation of the sustainable development goals of the United Nations (SDG).


CORPORATE GOALS

Financial Goals

Growth to +€750m sales with ROS of 8 % until 2025



Increasing sales in Asian markets by +€64m




Increasing sales with ECO Range products* to 80 % of sales until 2025



Non Financial Goals

Reduction of specific water & energy consumption by -10 % until 2025



Implementation of energy management on all production sites



Reduction of global work related accidents



>90 % of the relevant purchase volume will be handled with sustainable suppliers



Cultural Goals

Focus on Climate protection in all company areas



Investment in digital competence



Investment in supply chain management to secure the sustainable growth




Gain a competitive advantage by cultural transformation towards “ONE winning team”



Achieve company goals at higher speed and with less effort by effective global collaboration



Deliver strong results by strong leaders: Re-thinking leadership



* ECO Ranges = ECO TOP products
+ ECO Performer products

Financial Goals

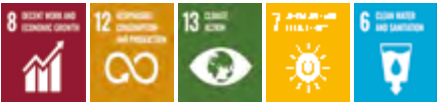
Growth to +€750m sales with ROS of 8 % until 2025



Increasing sales in Asian markets by +€64m



Increasing sales with ECO Range products* to 80 % of sales until 2025



Non Financial Goals

Reduction of specific water & energy consumption by -10 % until 2025



Implementation of energy management on all production sites



Reduction of global work related accidents



>90 % of the relevant purchase volume will be handled with sustainable suppliers



Cultural Goals

Gain a competitive advantage by cultural transformation towards “ONE winning team”



Achieve company goals at higher speed and with less effort by effective global collaboration



Deliver strong results by strong leaders: Re-thinking leadership



* ECO Ranges = ECO TOP products + ECO Performer products

OUR COMPANY

OUR WORK IN ASSOCIATIONS AND INITIATIVES

Through our membership of various industry associations we want to make a contribution to improving the protection of people and the environment. For example, we are a partner of the Responsible Care® Initiative of the chemical industry and member of the TEGEWA and ETAD. We actively support the sustainability initiative Chemie³ of the Chemical Industries Association (VCI), the Union for Mining, Chemical and Energy Industries (IG BCE) and the Federal Employers' Association of Chemical Industry (BAVC).

[MORE INFORMATION](#)

The CHT Group is a member (status: Signatory Member) of the UN Global Compact, the world's largest and most important initiative for responsible corporate governance. We commit ourselves to aligning our business activity and strategies with ten universally recognized principles in the areas of human rights, labor standards, environmental protection and anti-corruption.

[MORE INFORMATION](#)

OUR COMPANY

OUR SUSTAINABILITY GOALS

ASPECT	TARGET FOR 2021	STATUS BY THE END OF 2020	MORE INFORMATION
Energy & resource management	Long-term energy savings: Within the next 5 years the specific energy consumption (per kg of product produced) per site will be decreased by 5% A total reduction of energy consumption of CHT Germany of 1.290 MWh/a will be achieved Renewable energies: Within the next 5 years the share of renewable energies will be increased by 20%	CHT Group reduced the specific energy consumption 2015 - 2020 by -7% CHT Germany reduced the total energy consumption since 2015 by 3,358 Mwh 2020: CHT Group share of renewable energy is 21% and 72% of purchased power is based on renewable sources	Ecology
ISO 9001/14001 Certificates	100% of CHT (production) sites certified	Realization of ISO 14001 in all production site besides South Africa (postponed to 2021 because of covid-19 situation)	Ecology
Raw materials	Reduction of the consumption and the handling of critical raw materials within the CHT Group	Elimination of critical raw materials all subgoals have been achieved group-wide evaluation of >3,000 raw material; >70% of globally used raw material are non critical	Ecology
Product range	Highest possible share of sustainable products of group wide sales, but at least > 65	Sales share with sustainable products: 62% (goal missed due to classification changes in the chemical inventory) New groupwide sustainability classification system defined Focus on the development of new sustainable products	Society
Chemical standards in textile finishing	Introduction of worldwide valid standard for textile productions (cannot be realized by CHT alone)	Foundation of SCT1 initiative - CHT is foundation member	Effects of Sustainability
Staff	Values are met at all worldwide site Increase in worldwide diversity CSR management according to UN Global compact standard	Values are lived at all sites, worldwide Follow up of Code of conduct and UN Global compact targets Establishment of a corporate Compliance Manager in 2020	Effects of Sustainability Society
Purchasing	Sustainability rate of suppliers > 85 (global purchasing for strategic raw materials)	Achievement rate 2020 (global purchasing for strategic raw materials): 91%	Ecology

The above list of goals and projects for 2020 is documented in several chapters of this Sustainability Report.

UNIFORM ACTION

Our customer portfolio ranges from global key accounts via medium-sized companies up to small local finishing companies. With a broad portfolio of different competences, processes, technologies and products we serve customers from different industries.

By combining know-how and resources we position ourselves as creative solution provider. As a global company, we see it as our responsibility to harmonize the different conditions within individual markets and their participants in the long term by adopting a uniform approach. We do this by implementing our commitment to sustainability in all company areas and markets in which we operate.

OUR COMPANY

BUSINESS FIELDS

TEXTILE

The CHT Group considers itself to be a strategic and innovative partner of the textile industry. Our vast range of sophisticated auxiliaries, function generators and textile dyes cover the complete textile chain, from fiber manufacturing via pre-treatment, dyeing, textile printing and flock up to finishing and coating and finally jeans & garment. Our customers in this market segment are textile manufacturers and textile finishing companies all over the world.



Our innovative chemical solutions make a significant contribution to a sustainable textile future. I am firmly convinced that my team at CHT will be successful together with the partners along the textile chain.

BENOIT MOUTAULT

VP Textile of CHT Group & Managing Director of CHT Switzerland

The CHT Group makes its contribution to establish sustainability aspects within the international textile value chain. Thereby we support the goal of a worldwide compliance with uniform labor, social and environmental standards. To achieve this goal, we are working internally on our sustainability goals and are committed nationally and internationally at association level and with our customers, partners and NGOs.

For years we have particularly focused on developing auxiliaries and dyes which help save energy, time, waste and water in the production process. Here, we develop customer-oriented processes that are tailored to the production facilities and the articles to be manufactured.

TEXTILE CARE

We mainly develop perfectly adjusted washing and care concepts which meet the requirements of modern laundries. Our current product and process development is not only focused on achieving excellent washing results but particularly on saving water, energy and time and on using less chemicals.



With SMART UV POWER, CHT is a pioneer in terms of safety and sustainability in textile care.

PRINCE CHARLES STEVENS

Head of BF Textile Care of CHT Group

Our customers include worldwide-operating industrial laundry groups that run supra-regional laundries and are often specialized in working clothes and hygiene processes.

Moreover, we also assist locally operating customers in the so-called OPL segment. In general, these are smaller laundries, hotels, hospitals and nursing homes. Companies finishing feather and down complete our customer portfolio.

GENERAL INDUSTRIES

This Business Field serves many different market segments: These include the paper and pulp industry (sophisticated process aids and special coatings), the cleaning and care agent industry (Consumer Care), the agricultural chemistry, the leather finishing industry (silicone specialized as process aids, function generators and additives) as well as the mining industry (process aids).

There was a change in business field management at the end of 2020. Levi Cottingham, Managing Director of CHT USA, took over the position as Business Field Manager for General Industries from Dr. Ralf Brückmann, who retired at the end of the year.



Silicones are environmentally friendly and sustainable as well as versatile and durable in application.

LEVI JAMES COTTINGTON

Head of BF General Industries of CHT Group & Managing Director of CHT USA

In addition to silicone oils, emulsions and defoamers, our silicone range includes silicone gels and gums, which were added to the portfolio by the ICM in 2017.

Sophisticated silicone elastomers are additionally offered for numerous industrial applications. The focus is on model and mold making, the automotive industry, aerospace, electronics, LED technology, medical engineering, pad printing and industrial bonding and sealing. All over the world, silicones are seen as products with a good CO₂ balance as they are superior to other polymeric raw materials due to their physical properties.

CONSTRUCTION AND ASSEMBLY

As a producer and provider of additives and specialist chemicals for the paint and coatings industry and the construction materials industry we set ourselves the goal of supporting our customers with efficient components and innovative solutions. Our portfolio comprises wetting, dispersing and leveling agents, rheological additives, defoamers and wax formulations for surface modification as well as hydrophobic impregnating agents.



Our model for success is to be close to our customers and to supply them reliably with sustainable, water-based additives. Thus we find technically innovative answers to customers' questions and offer new solutions.

DR. BERND SCHENZLE

Head of BF Construction & Assembly of CHT Group

The range of rheology additives is largely based on renewable raw materials such as guar and starch. Our customers mainly operate in the paint and coatings industry and produce, among other things, interior and exterior wall paints, printing inks and overprint varnishes, automotive and industrial coatings as well as wood coatings. In the construction materials industry, we supply manufacturers of mortars, screeds or fillers, as well as producers of cement, concrete and their finished products with natural rheological additives, plasticizers, anti-settling agents or hydrophobic impregnating agents.

EFFECTS OF SUSTAINABILITY

OUR COMPREHENSION
OF SUSTAINABILITY



EFFECTS OF SUSTAINABILITY

OUR COMPREHENSION OF SUSTAINABILITY



GUIDELINES FOR SUSTAINABLE EFFORTS

Sustainability is fundamental to our company. It harmonizes with our culture and our self-perception as a global commercial company. A foundation-owned company rooted in tradition, the CHT Group has embraced the aspects of sustainability for a very long time. The legacy of the company's founder already stipulated job security, family-friendly working time models and corporate social responsibility (CSR). We assume that current challenges arising from a growing global population, climate change and an increasingly complex flow of goods will only be met by implementing sustainable actions and management. We take responsibility for our actions, our company and society as a whole.



MAKING USE OF GROWTH OPPORTUNITIES

We have recognized the importance of sustainability as a significant, global growth driver. Therefore, we always analyze sustainability trends in the market segments we serve. This enables us to develop new business opportunities and support our customers with innovative and sustainable products and solutions. Critical success factors for chemical companies are, among other things, the type and quality of raw materials and how they are secured. Therefore, for the selection and evaluation of new and existing suppliers, in addition to economic criteria we take into account environmental, social and corporate governance standards. By defining sustainability criteria for research and development we

ensure that new products and processes support our company goals worldwide. Our sustainable personnel policy leads to staff that have a strong identification with our company. What is more, by our commitment to sustainability we see it as increasing our chances to win young “high potentials” as employees worldwide and to integrate them in the further development of CHT Group. Ecological and social responsibility meets the younger generation’s interest in a highly globalized world. We see the expansion of a family-friendly working environment with flexible working hours and workplace models as both an obligation and an opportunity for our company.



JOINT COMMITMENT

CHT commits itself to its responsibility to respect human rights. We do not tolerate human rights violations in our business activities. It is important to us that our partners along the entire value chain also commit themselves to this. We therefore call on them to recognize our Code of Conduct. We continuously communicate our goals and how we comprehend sustainability both internally and externally. That is why we inform our staff, customers and the public about what they can expect from us. Moreover, CHT is committed to national and internal associations, and together with customers, partners and NGOs we implement sustainability along all relevant value chains and define common goals. Our sustainability commitment is supported by our staff. They get involved in projects and operate in compliance with sustainability goals. On the one hand, they support our customers in terms of sustainability, on the other hand they act sustainably at their workplace – a great idea which will spread even wider.



WHICH CHALLENGES DO WE HAVE TO MEET?

Together with the major international textile chemical companies, we founded the Sustainable Chemistry for the Textile Industry (SCTI) alliance in the fall of 2020 to drive sustainability in the textile industry. In the textile trade and textile manufacturing, the high demands and legal requirements in the European and US buyer markets are linked with the topic of sustainability. High importance of cost is caused by a global sourcing structure and low social and ecological regulations in many textile producing countries in Asia and South America. Complex supply chains with different legal requirements and environmental standards globally resulted in more than 300 chemical requirements according to the Manufacturing Restricted Substances List (MRSL) for the manufacturing of textile products. This development can neither be managed by the affected industrial companies nor does it

lead to transparency to the end users. GCIRT has therefore initiated a joint effort with all participants to establish uniform environmental standards worldwide within the international textile value chain. We participate in specialized working groups (ZDHC), stakeholder discussions (within a social, economic and political frame) and are in direct dialogue with brand companies and retailers. The worldwide trend towards a circular economy, avoidance of microplastics and climate-neutral economic activity opens up new business opportunities for CHT.

CHT Germany is also involved in the Chemistry4Climate (C4C) climate protection platform founded in 2020 as part of the German Chemical Industry Association (VCI). Together with many stakeholders, the companies participating in it will discuss the challenges and conditions for greenhouse gas-neutral chemical production in 2050, as described in the Roadmap 2050. On this basis, they will develop concrete recommendations for action and concepts for implementation.

SUSTAINABILITY MANAGEMENT

WE TAKE
RESPONSIBILITY



CORPORATE
SUSTAINABILITY
STEERING COMMITTEE



SUSTAINABILITY MANAGEMENT

WE TAKE RESPONSIBILITY

Long-term business success must create value: for the environment, society and economy. That is why sustainability has been an elementary component of our corporate strategy for years. We consistently integrate sustainability aspects into our actions. We understand future sustainability trends and derive appropriate measures for our business. Sustainability remains deeply anchored in our company strategy.

COMPANY STRATEGY

Within the framework of our entrepreneurial self-obligation, we define measurable sustainability goals and measurements for their implementation. In our corporate strategy, we have set sustainability priorities and linked these to the relevant SDGs (sustainable development goals of the UN). CHT has selected 11 of the 17 SDGs which are highly relevant for business activities today and in the future (see graph).

- ▶ We buy responsibly.
- ▶ We align our production safely for people and the environment.
- ▶ We treat our staff and society with respect and appreciation.
- ▶ We are the preferred partner and leading reference for sustainable chemical solutions in our markets.

Relevant topics such as energy and climate protection, portfolio management, supply chain responsibility, staff commitment and resource efficiency as well as responsible production are the focal points of our sustainability management.



These aspects play a vital role in our long-term steering processes and reports. We take into account the relevance of these topics for our business, the effects along the value chain and the significance for our stakeholders.

WE INVOLVE STAKEHOLDERS: OPEN DIALOGUE

Our commitment to sustainability is characterised by a trusting and open dialogue with our stakeholders. These include the owners of our company, our staff, but also external stakeholders such as our customers, suppliers, associations, universities, research institutions and NGOs. In an exchange with them we identify new trends and demands at an early stage, so that we can include them in our developments and entrepreneurial decisions.

MATERIALITY ANALYSIS

WE MEASURE VALUE CONTRIBUTIONS THROUGH SUSTAINABILITY

We want to capture the value contribution of our sustainable corporate activities along the value chain. We aim at increasing our positive contribution to society and at minimising the negative effects. In order to achieve this, we need to better understand the impact of our actions on the environment. To this end, together with our partners, we collect data that can help us to thoroughly evaluate our products and solutions.

VALID DATA COLLECTION

All data in this report is recorded and documented in a reporting system used throughout the Group. The reporting system is based on a uniform data platform which is available at all CHT sites worldwide. Locally responsible employees within each CHT site collect and document all data relating to ecology and society in a uniform way. The validity of such data is ensured by a two-stage confirmation process.

In addition, CHT has implemented a tool for group-wide management and for ensuring compliance and CSR guidelines. The Managing Directors of CHT Group evaluate this CSA (Control Self-Assessment) tool, which includes the topics of sustainability and UN Global Compact every two years in the context of an explanatory self-disclosure for their CHT company.

CONTROL SELF-ASSESSMENT

SUSTAINABILITY MANAGEMENT

CORPORATE SUSTAINABILITY STEERING COMMITTEE

SUSTAINABILITY ON MANAGEMENT LEVEL

The Sustainability Steering Committee is the central steering body of CHT Group for sustainable development. It consists of members of the RBI management, Heads of Business Fields and functional areas. It is chaired by the CEO of the CHT Group.

STEERING COMMITTEE

- ▶ Dr. Frank Naumann, CEO
- ▶ Dr. Bernhard Hettich, CTO
- ▶ Levi James Cottingham, MD CHT USA & Head of BF General Industries
- ▶ Dr. Annegret Vester, Head of Strategy & New Business Development
- ▶ Michael Wellhäußer, Work Council Member

In 2020, the Sustainability Steering Committee met regularly by video conference. It received quarterly status reports on the progress of the projects and made any necessary decisions. Our sustainability management contributes to risk minimisation and opens up opportunities in the marketing of sustainable products. We intend to reduce risks in the areas relating to the environment, safety, health protection, product responsibility, compliance as well as labour and social standards by globally setting uniform standards. These often go beyond local legal requirements. We check their compliance using internal monitoring systems, such as our CSA Tool, audits and complaint mechanisms (codeofconduct@cht.com). Our globally valid Code of Conduct, which all employees, managers and the management are committed to observe, creates binding framework.

CODE OF CONDUCT

**OUR SUSTAINABILITY MANAGEMENT MAKES AN IMPORTANT
CONTRIBUTION TO RISK MINIMIZATION.**

ETHICS AND INTEGRITY

CODE OF CONDUCT



HUMAN RIGHTS



ETHICS AND INTEGRITY

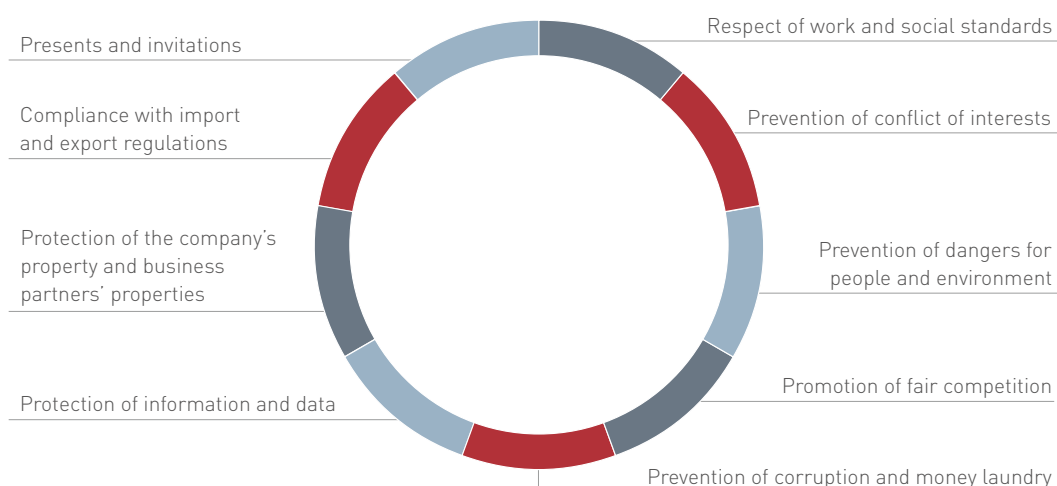
CODE OF CONDUCT

PROVIDING ORIENTATION

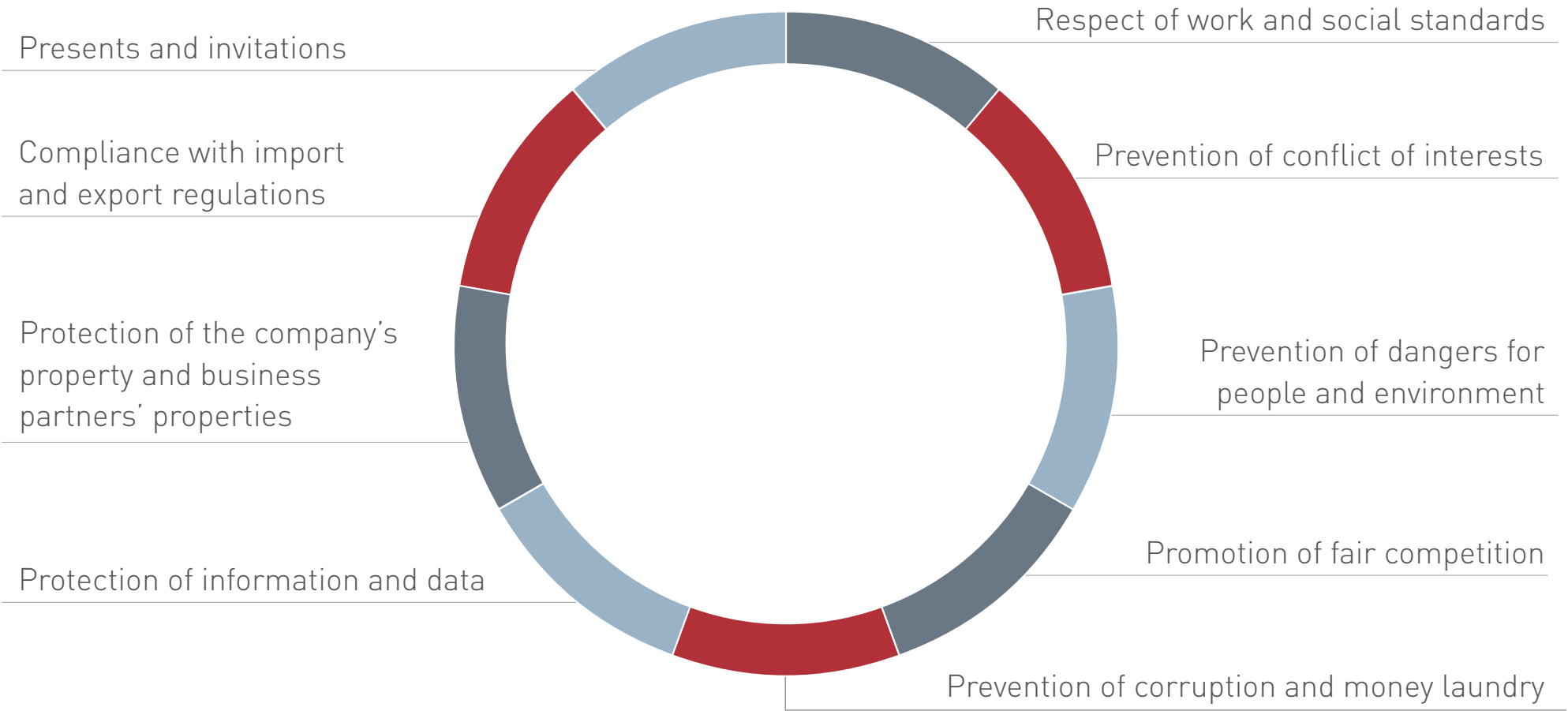
Our Group-wide ethics and compliance program ensures that legal requirements and internal company policies are observed. The binding application of compliance standards is the basis of responsible corporate governance. To reinforce this approach, the position of Compliance Manager was filled at the end of 2020, reporting directly to the Executive Board. The Compliance Manager's task is to establish uniform global standards for compliance management and ensure that they are observed.

These principles and expectations are defined in the Code of Conduct of the CHT Group. It describes the conduct we expect from our managers and employees in their day-to-day work. Responsible and lawful behavior with integrity is of highest importance for our companies' reputation and the confidence of our business partners and of the wider society. The Code of Conduct is based on internationally accepted standards and applies equally to all companies within the CHT Group. The group management is responsible for its centrally controlled implementation and communication. The Managers of the CHT companies are responsible for ensuring compliance with the Code of Conduct. The primary goal of the Code of Conduct is to prevent violations. An essential instrument for avoiding compliance violations are mandatory training courses which are either held as face-to-face or as online events. All the training is documented. In addition to the Code of Conduct, specific applicable laws will apply to all of our business activities and to the conduct of our staff. If there is any hint or indication of a violation of our code rules, the matters must be investigated by the responsible Manager and reported without any delay to the Group Management in Tübingen. Moreover, every staff member can directly contact Group Management about any violation or question on these topics via e-mail to codeofconduct@cht.com zu richten.

Code of Conduct of the CHT Group



Code of Conduct of the CHT Group



CONTROL SELF-ASSESSMENT

Every two years the Group Management conducts a Control Self-Assessment (CSA) with all companies of the Group. With our Control Self-Assessments, we pursue the following goals:

- ▶ Review, analysis and documentation of business processes
- ▶ Review of the suitability of existing control systems
- ▶ Identification of possible risks and necessary improvement measures
- ▶ Ensuring compliance with overriding guidelines and processes
- ▶ Ensuring local management is in accordance with national law
- ▶ Ensuring the implementation of the Code of Conduct
- ▶ Review of management in accordance with the principles of the UN Global Compact



Our Code of conduct to read

CODE OF CONDUCT

ETHICS AND INTEGRITY

HUMAN RIGHTS

HUMAN RIGHTS – DEMAND AND RESPECT WORLDWIDE

The CHT Group commits itself to its responsibility to respect human rights. We have anchored this in our Code of Conduct. As agents in global value chains we are dependent on numerous partners, and we demand that they also respect human rights and the associated standards. Criteria for reviewing and observing human rights are integrated into our Group companies worldwide, including supplier evaluation, investment and acquisition projects and systems for reviewing labor and social standards.

After the introduction of our compliance directives (Code of Conduct) we also bind our suppliers and selected customers to observe these directives.

The strict respect of human rights by our business partners is a criterion to establish lasting business relations. Insisting on this we want to guarantee and assure the respect of our Code of Conduct by our business partners. We are aware of a site-related residual risk with regard to forced and compulsory labor (as well as child labor). Since 2016, the CHT Group has been a member of the UN Global Compact and we want to further intensify our commitment worldwide.



OUR CODE OF CONDUCT TO READ

[CODE OF CONDUCT](#)

PROTECT FROM DISCRIMINATION

Our staff members reflect our global presence and our philosophy of cultural diversity. As an international Group with employees from many different nationalities we make protection from discrimination a top priority. We do not tolerate any discrimination on account of race, ethnic origin, religion, ideology, gender, disability, age or sexual identity of our employees. Regular training ensures that our employees are familiar with the contents of the General Equal Treatment Act (German AGG) and that they act and comply with these rules. In all parts of our company and also in our relationships with our business partners equal cooperation values apply. With the mandatory worldwide introduction of the Code of Conduct we want to ensure equal treatment.

NO CHILD LABOR

We strictly reject all forms of child labor. At our sites we consistently comply with the local provisions on the minimum age of our employees. Where such rules do not exist, decisions are made in accordance with the ten principles of the UN Global Compact. We are aware of the site-related residual risk, but we know the age of each employee. Considering this and having our suppliers' signature of our Code of Conduct we aim to reduce this risk.

CO-DETERMINATES BY LAW

We explicitly promote our employees' rights. We respect our employees' right to freely associate, to join unions and to be represented by these institutions in compliance with the current national laws. For all of our employees, except for the Management of the company, collective agreements are valid. During the report period of 2020 violations of the right to collective agreements and to the freedom of association were not disclosed within the CHT Group.

ECONOMY

SALES
DEVELOPMENT



PROFIT SITUATION



INVESTMENTS



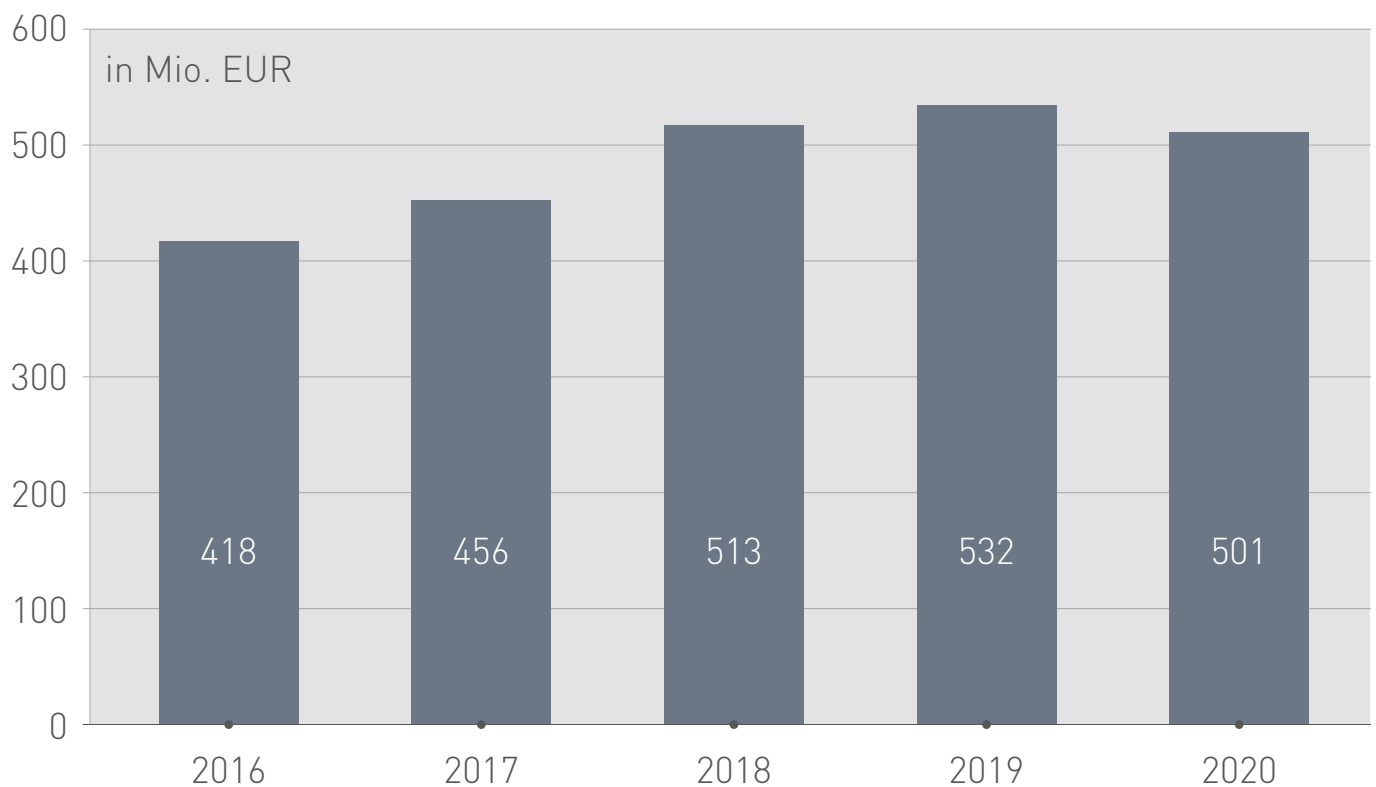
ECONOMY

SALES DEVELOPMENT

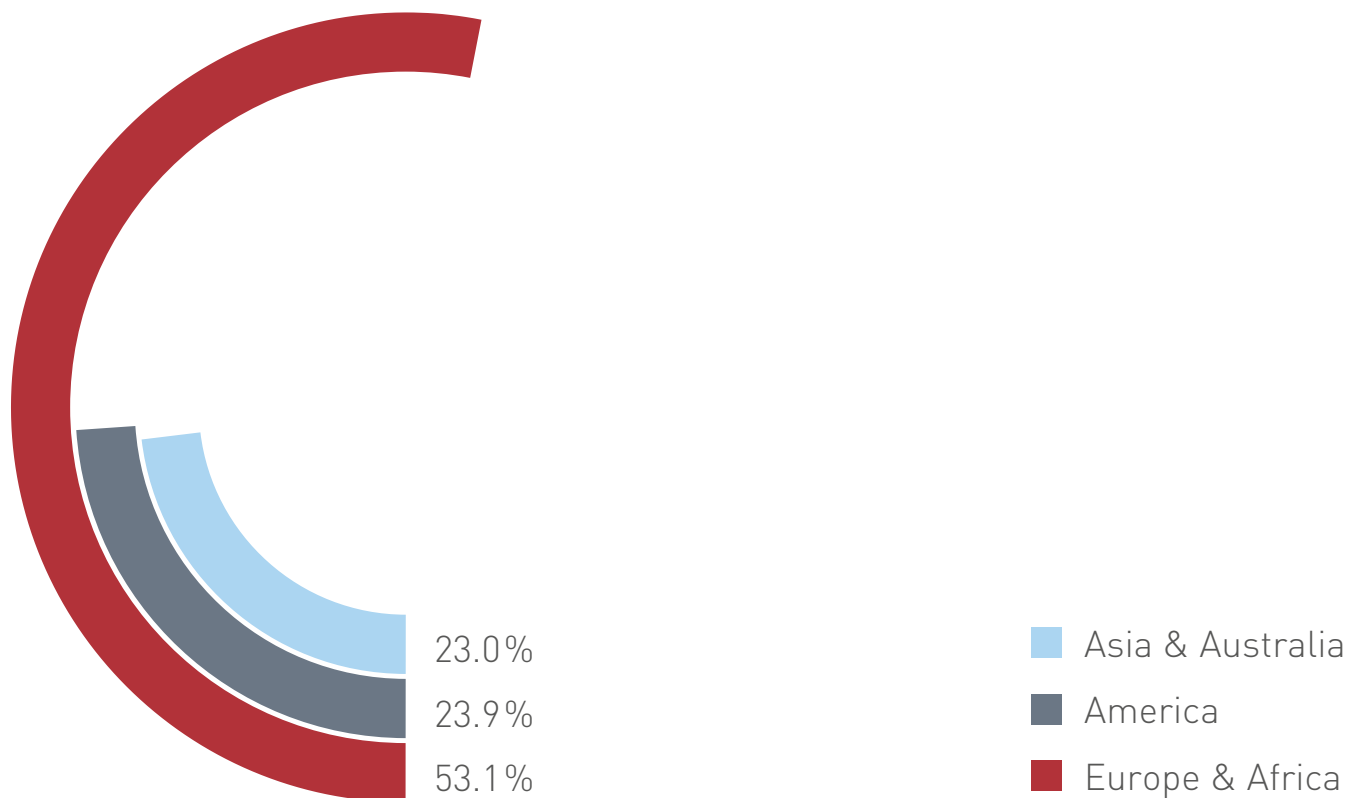
NEGATIVE TURNOVER DEVELOPMENT DUE TO THE ECONOMIC EFFECTS BY THE CORONA PANDEMIC

The CHT Group completed the fiscal year of 2020 with a decline in turnover caused by the Covid-19 pandemic. In 2020, all companies of the chemical industry were equally affected by turnover losses caused by the pandemic. By the end of 2020, the group turnover amounted to 501 million EUR, which was 5.8% below the turnover of the previous year.

Turnover 2016 – 2020 (in million EUR)



Turnover by region 2020



TURNOVER BY REGION

In 2020, the turnover of the largest sales region Europa and Africa (53% of total turnover) declined by 15 million EUR compared to the previous year. The regions Middle East & North Africa recorded the highest drops in turnover with declines of 9 and 8 million EUR. Western Europe was able to counteract with an increase in turnover of 5 million EUR. The sales region Asia & Australia was able to hold steady and only had to accept a decline of 1 million EUR, which corresponds to a decrease of less than 1% compared to the previous year.

TURNOVER BY BUSINESS FIELD (BF)

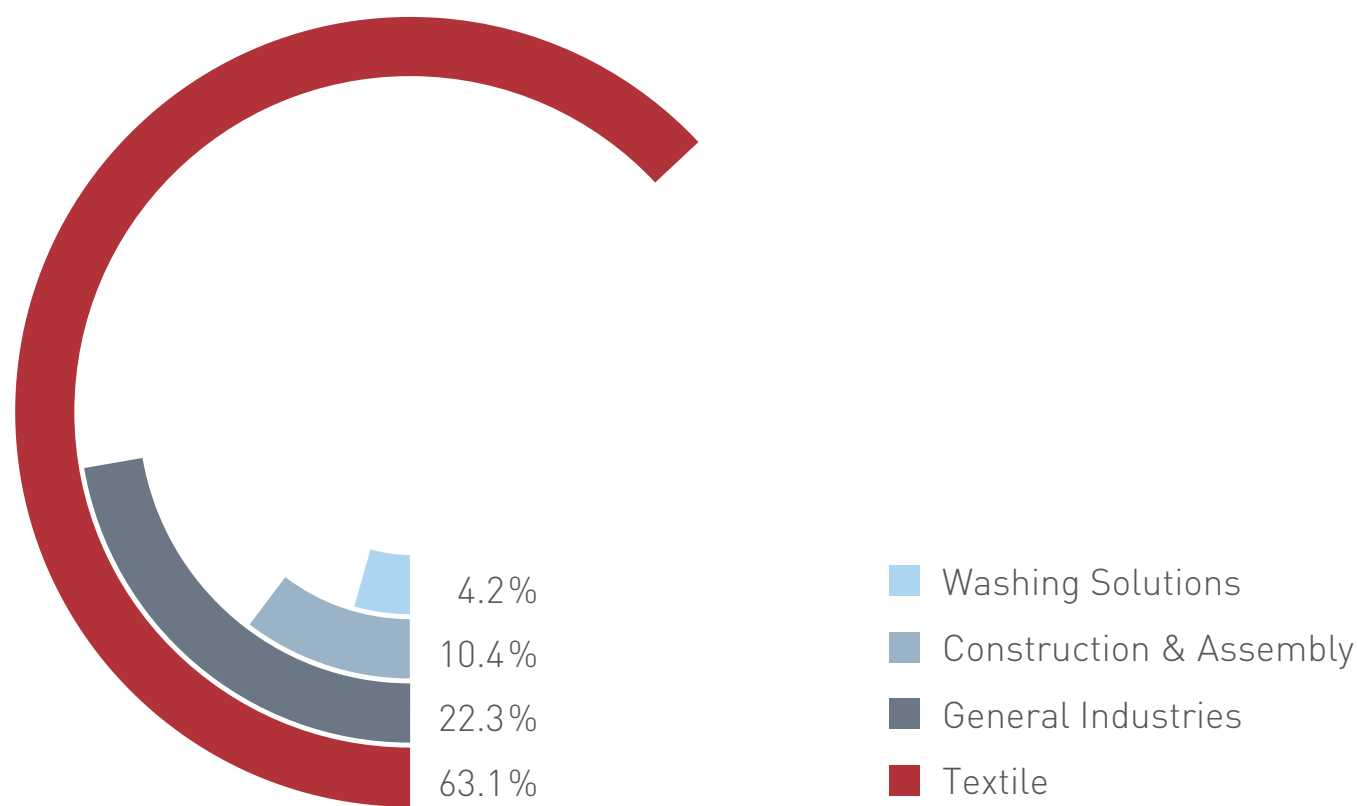
With a loss of 56 million EUR, the Business Field Textile, which generates the highest sales, suffered the company's heaviest losses. This corresponds to a 15% decline in turnovers compared to the previous year. The BF's turnovers for 2020 were thus 316 million EUR.

The Business Field General Industries generated turnovers of 112 million EUR in 2020, down 6% on the previous year.

At 21 million EUR, turnovers in the BF Washing Solutions were down 3 million EUR, or 12.5%, on the previous year.

The BF Construction & Assembly ended 2020 with a 188% increase in turnovers compared to the previous year. Total turnovers thus amounted to 52 million EUR. The acquisition of keim additec surface GmbH, which was fully recognized in the balance sheet for the first time in 2020, accounted for a large part of the turnover gain of 34 million EUR.

Turnover by Business Fields 2020



Negative turnover development due to the Corona pandemic

ECONOMY

PROFIT SITUATION

Due to sales, EBIT was 8% lower than the previous year at EUR 22 million. The EBIT margin, however, remained nearly unchanged at 5%.

ECONOMY

INVESTMENTS

Alongside innovations, investments and acquisitions play a key role in enabling us to achieve our growth targets. In 2020, our main task was to stimulate the development of new products in the Business Fields, such as process auxiliaries, additives and function generators, which are intended to contribute to sustainable development at our customers. In doing so, we intend above all to avoid the use of ecologically harmful chemicals in line with our corporate vision and our sustainability goals. In total, the CHT Group invested 13 million EUR in property, plant and equipment and intangible assets in the reporting year.

ECOLOGY



ECOLOGY

PRINCIPLES FOR THE ENVIRONMENTAL POLICY

We consistently take responsibility for our actions and minimize the environmental impact associated with our products and services. We pay attention to the protection of resources and to the minimization of emissions.

- ▶ An environmental management system, certified according to ISO 14001, exists at all CHT production sites except South Africa.
- ▶ In 2020, the recertifications in Peru, USA, Colombia and Mexico will be successfully completed. The certification in South Africa had to be postponed to 2021 due to Covid 19.

SUSTAINABILITY GOALS

- ▶ It is our aim to have energy management certified to ISO 50001 and occupational health and safety certified to ISO 45001 at all production sites by 2025.
- ▶ We consistently assume responsibility in dealing with raw materials, plants and products and act in compliance with the Responsible Care® initiative.
- ▶ All employees are given environmental training.
- ▶ Our state-of-the-art production plants are operated by our responsible, well trained staff.
- ▶ Regular maintenance and audits ensure safe operation according to our sustainability strategy.

ENVIRONMENTAL GUIDELINES

ENVIRONMENTAL RISKS

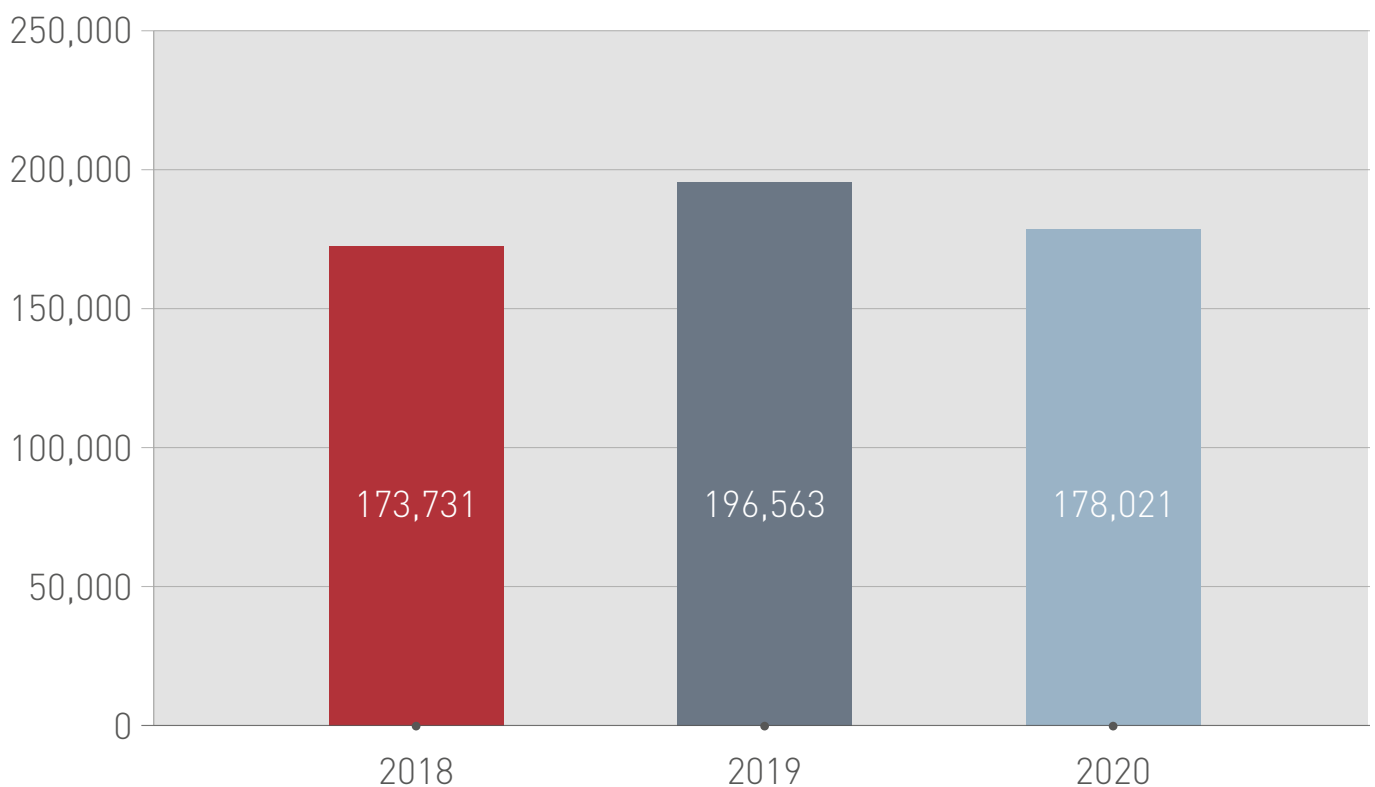
Despite the high safety standards, events such as fire, explosions or the release of substances cannot be generally excluded. Depending on the type of event, the air, soil and water may be polluted. Under very unfavorable circumstances, this can also affect people and the environment.

In line with the risk potential, we have taken appropriate safety precautions. Among them there are: alarm plans, alarm systems, extinguishing systems and collecting devices for fire extinguishing water and leaked chemicals.

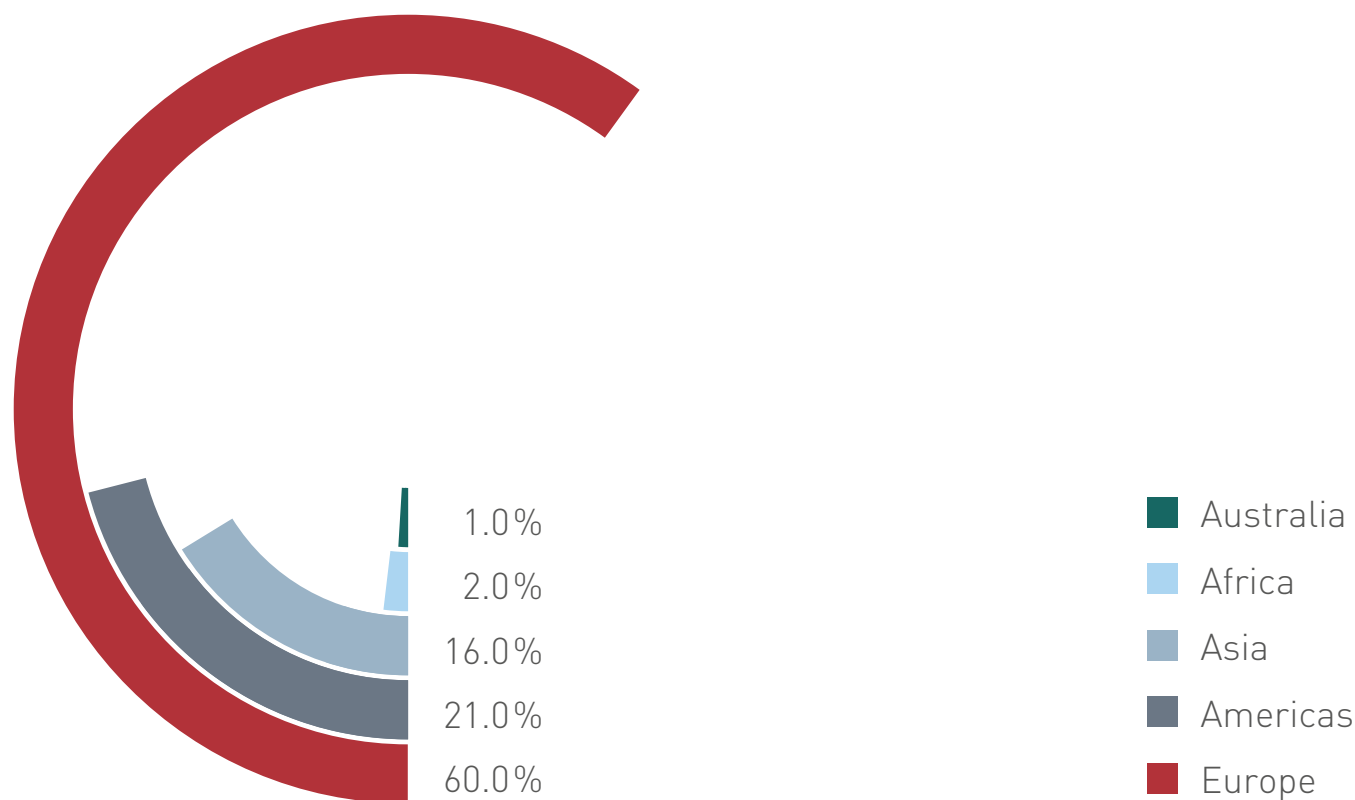
ENVIRONMENTAL EFFECTS

The production of chemical products and processes consumes raw materials, energy and water. Emissions are released into the air, wastewater and waste materials are produced. The systematic recording of all emissions was started in order to be able to determine measurements to reduce environmental effects. For evaluation purposes they were recorded in relation to the total amount of all produced ready-made and intermediate products. The total production volume in 2020 amounted to 178,021 tonnes. In comparison to 2019 (196,563 tonnes) the production volume decreased by 7.8 %. This decline was caused by the lockdowns in the wake of the Covid 19 pandemic, which resulted in the shutdown of production facilities and industrial plants worldwide, mainly in the months of March to June 2020. CHT Group was able to at least partially offset the decline through the short-term production of disinfectants and the increasing demand for chemical products in the medical textiles sector.

Production quantity 2018 – 2020



Production by continent 2020



PROTECTED AREAS

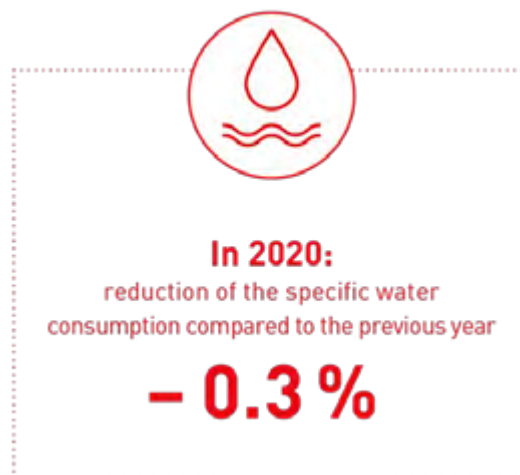
We pay attention to sensitive ecosystems and protected areas which are in the sphere of influence of our facilities. Our site in Piracaia, Brazil, is located within a water protection area, we therefore only manufacture products whose production is approved there and which will not have a negative impact on the water quality in the surrounding area. Thus, the water from the production area is completely cleaned, treated and returned to the water circuit of the production plant. CHT Group also practices this in other locations, such as Pakistan and India, where it primarily supports national "Zero Discharge" efforts.

ECOLOGY

RESPONSIBLE USE OF RESOURCES

RESPONSIBLE HANDLING OF WATER

Water is used at our sites in versatile ways: as a rinsing and cleaning agent during production, as a raw material in products, as well as in sanitary facilities and as a heat transfer medium in cooling processes and for steam production. Mostly water is used as solvent in our products. Our goals are to reduce water consumption and keep the amount of wastewater produced to a minimum, to comply with the legal requirements for wastewater quality and, in addition, to further reduce the amount of harmful impurities contained within it. To this end, we have defined suitable consumption-related measures for the sites in our environmental program to further reduce water consumption, e.g. through closed water cycles and optimized product processes. As part of "Strategy 2025", we have set the goal of reducing specific water consumption by 10% by 2025.

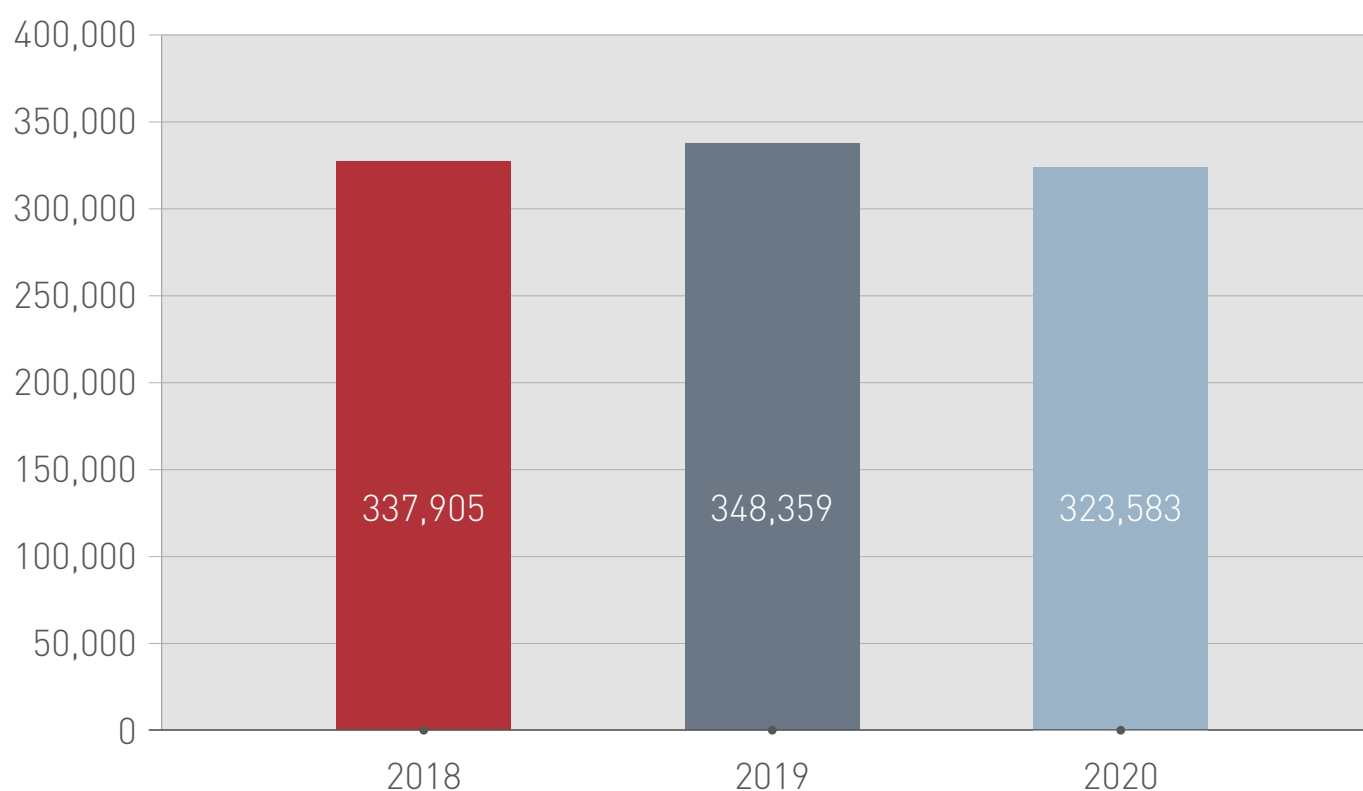


WATER DEMAND

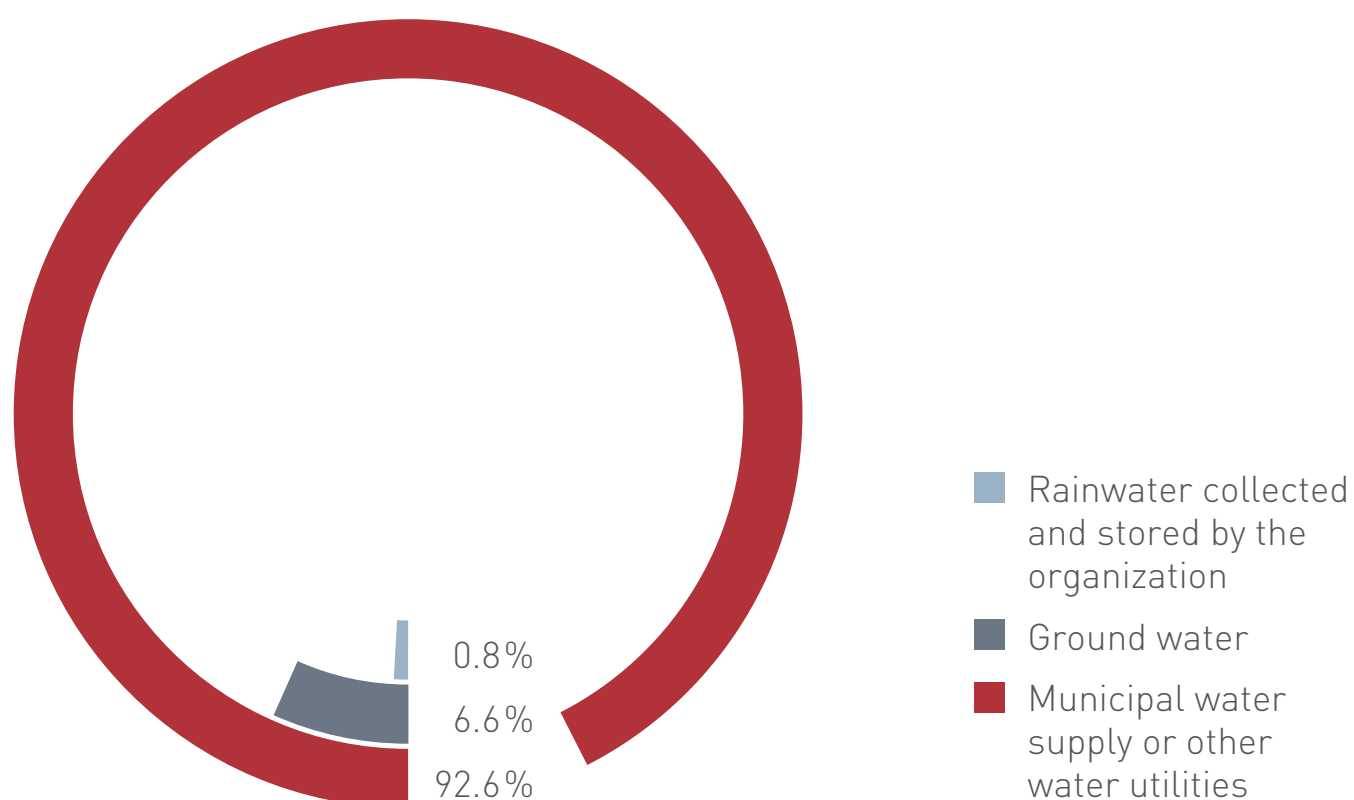
In 2020, the absolute water consumption of the entire Group of companies was 323,583 m³. Compared to 2019, a reduction of 3.2% is recorded. If specific water consumption is evaluated in relation to production volume, almost the same amount of water (- 0.3%) was consumed in 2020 as in 2019. Due to the drop in demand, not only was less produced overall in 2020, but smaller volume units were produced. This leads to more frequent product changes in production and thus to higher cleaning volumes and water consumption in the production facilities.

For this reason, we do not consider the specific consumption figures to be indicative in comparison with the previous year.

Water consumption 2018 – 2020 (in m³)



Water consumption by source 2020



INVESTMENT FOR A SUSTAINABLE HANDLING OF WATER

CHT has invested in an automatic cleaning system for the production area of the pasty products which previously required a lot of cleaning. Before this investment was taken, the boilers had to be extensively boiled out, today this is done by a mobile automatic cleaning device which can be individually programmed depending on the system requirements or degree of soiling.

This not only ensures optimum cleaning performance. The cleaning process is efficient in terms of time and energy consumption, but above all, approx. 60% of the water can be saved compared to the previously used cleaning process by boiling out. In addition to a reduction in water consumption from 2,590 tonnes to 1,036 tonnes (- 60%), the new process ensures energy efficiency and reduces the previous energy requirement by 34%, while also saving around 33% of the time.

WATER EMISSION

The CHT Group complies worldwide with the legal regulations regarding wastewater quality. 14 of our 23 production sites worldwide have their own water treatment plant or sewage treatment plant. In 2020, the wastewater quantity¹ amounted to a total volume of 181,280 m³. Compared to the previous year, 11% less wastewater was emitted and in relation to the production volume, just under 2% less wastewater was emitted. A total volume of 165,816 m³ (91%) of pre-treated wastewater was discharged into municipal and public wastewater treatment plants and 15,464 m³ directly into a water body.

¹ Up to now, only part of the wastewater is measured at CHT. Only those wastewater quantities are measured, which are also subject to a calculation. At some locations for example part of the water is given away as sanitary water, which does not fall thus into the calculation of the wastewater.

WASTE

Preventing waste is of major importance for CHT. That is why we regularly train our staff in handling and preventing waste. Unavoidable waste is recycled wherever possible. All non-recyclable waste is subject to a proper disposal. Furthermore, the legal requirements and local standards of the specific countries are taken into account for waste disposal.



In 2020:
the specific waste volume compared
to the previous year increased by

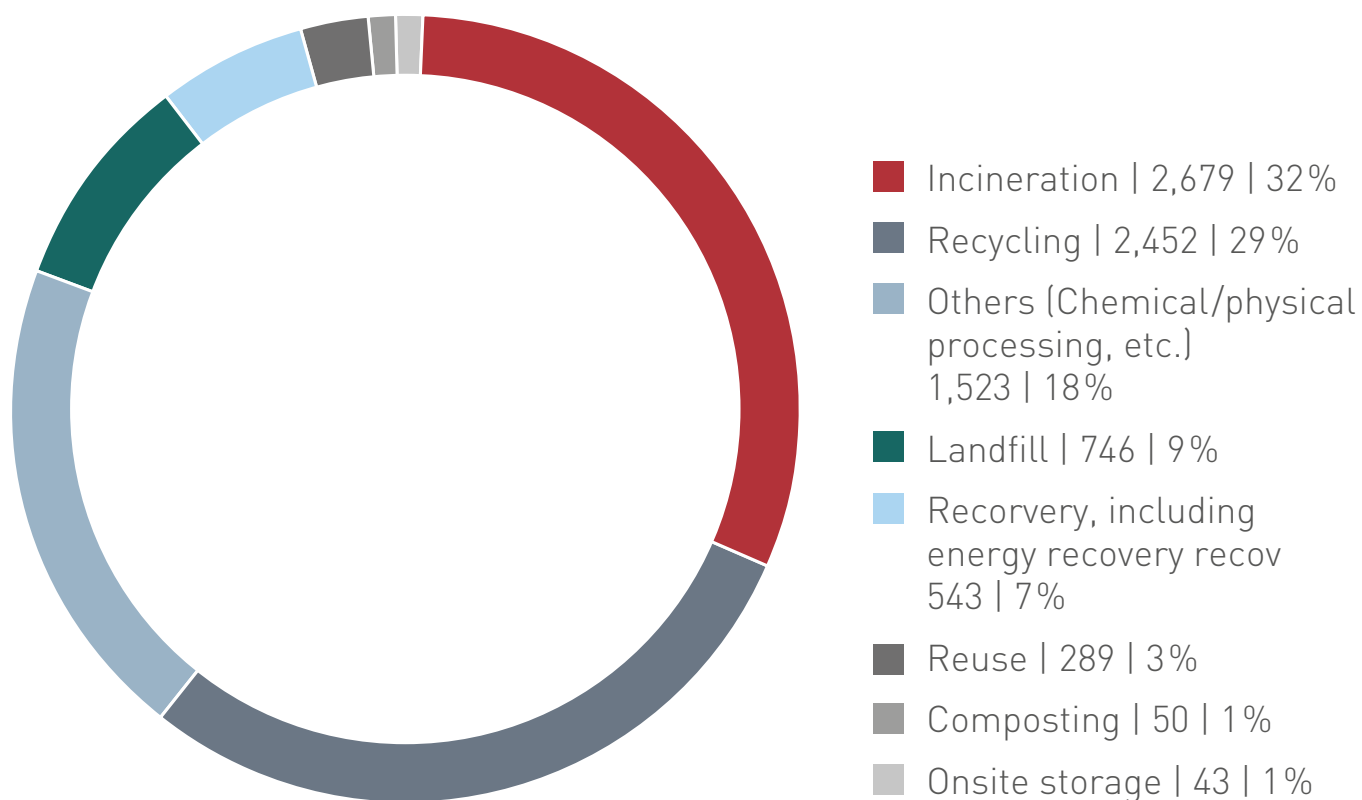
+ 2.5 %

In 2020, the total amount of waste² for the entire Group was 8,325 tonnes. The comparison with 2019 (7,996 tonnes) in absolute terms shows that the total volume of our waste has risen by 4.1%.

² Looking at waste volume in relation to production volume, our specific waste volume increased by 2.5%, as in 2020 many subsidiaries took advantage of the Covid 19-induced lower workload to carry out significant inventory adjustments. Overall, the past year cannot be used to draw conclusions on the success of the waste reduction measures implemented worldwide.

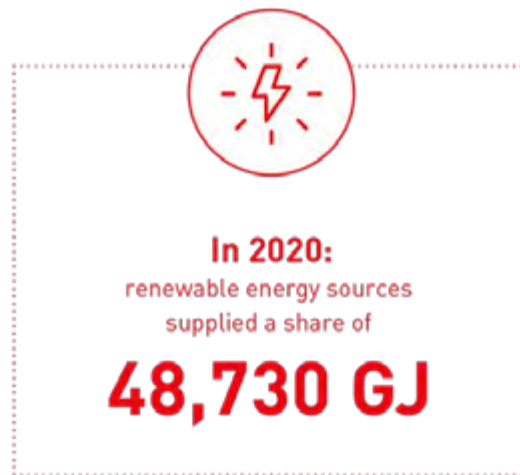
Hazardous waste accounted for 50% of total waste in 2020, with the total amount increasing by 1.2% compared to 2019, mainly due to the reclassification of raw materials as SVHC substances in mid-2018. All hazardous waste is disposed of at CHT in accordance with the highest environmental protection standards.

Waste by type and disposal method 2020



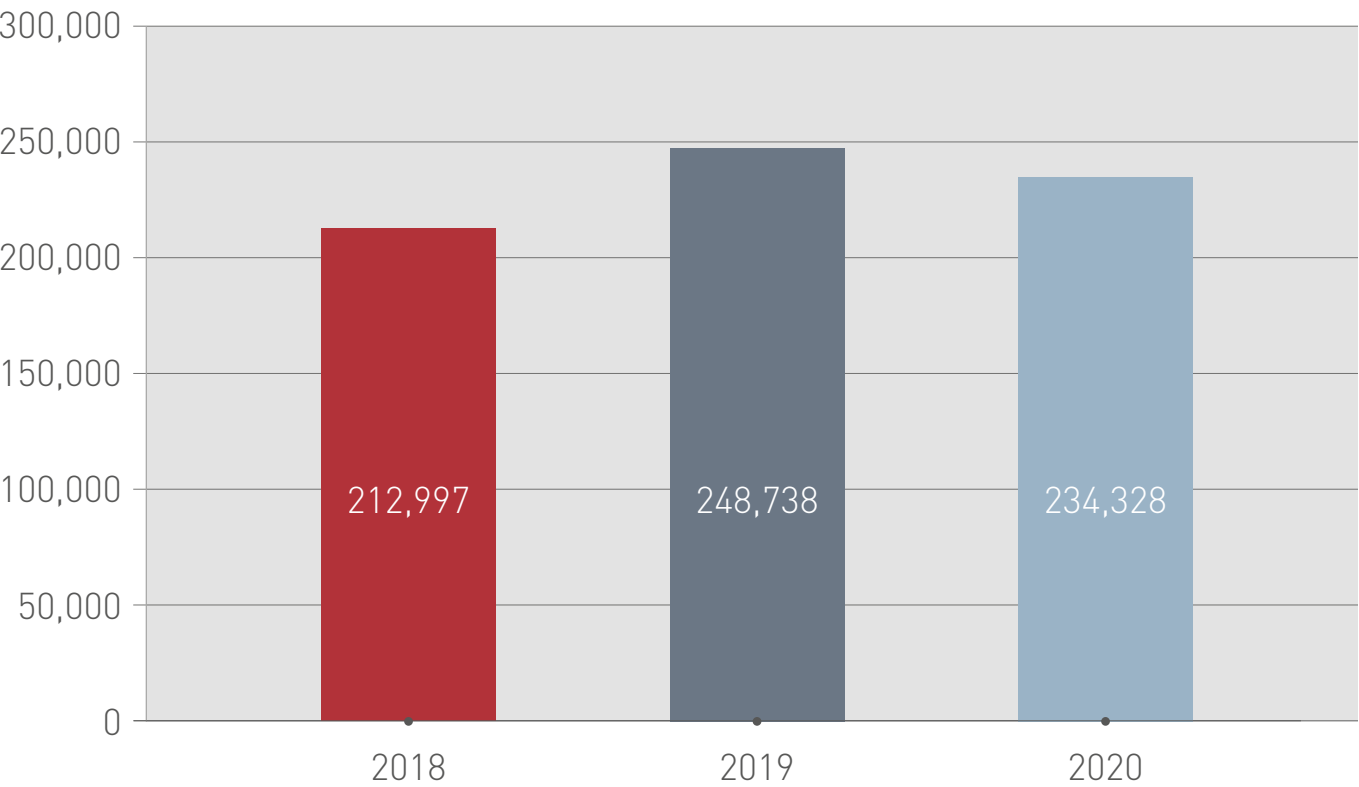
ENERGY MANAGEMENT

For the manufacture of chemical products energy in different forms is needed. We purchase it in form of electricity, oil, natural gas, liquid gas (LPG), wood pellets as well as local heating. Energy is applied for operating our production plants and for heating our company buildings. During recent years we have been able to successfully implement different measures for energy savings, and to consistently enhance our energy efficiency.

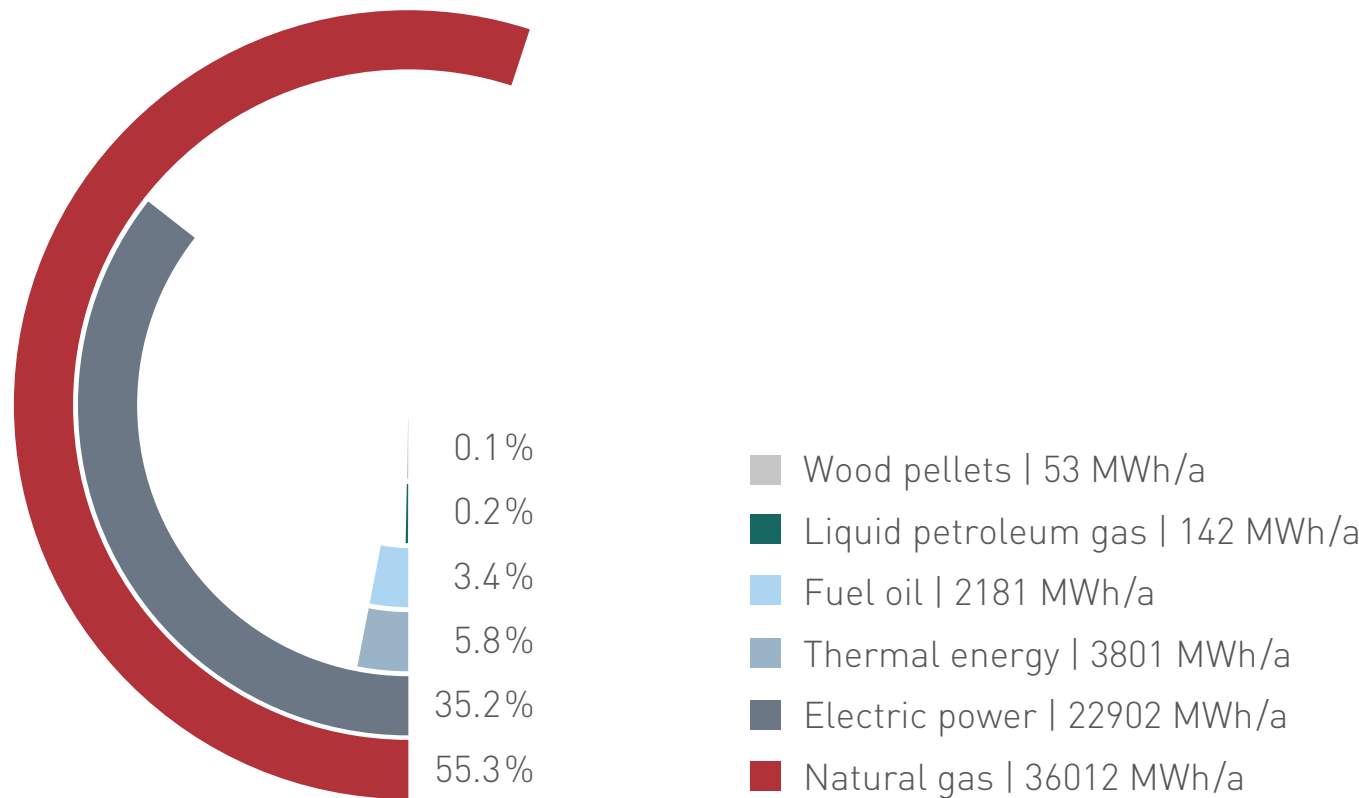


- ▶ Recertification of our energy management system according to ISO 50001 (at our German sites in 2020).
- ▶ Rollout of the energy management system within the CHT Group was effected at the sites in Turkey (2019) and Pakistan (2020).
- ▶ Based on specific energy consumption in 2019, a 10% reduction by 2025 was agreed as a goal for all production sites.
- ▶ Energy policy is an inherent part of our sustainability initiative "We take care". Within the framework of our sustainability commitment we intend to increase our energy efficiency in the long term at all CHT locations worldwide.
- ▶ We aim at permanently increasing the share of renewable energies within the complete Group of companies. Since 2015, CHT Germany has been obtaining its entire electricity consumption from renewable energy sources.
- ▶ In 2020, 72% of electricity in the entire CHT Group was supplied by renewable energy sources.
- ▶ In 2020, the photovoltaic systems at various locations supplied the following shares of the local electricity demand:
 - Switzerland 12%
 - Austria 66%
 - Pakistan 38%
 - Australia 31%
- ▶ Generation of steam and hot water from the biogas-powered external cogeneration plants at our German site in Oyten.
- ▶ In 2020, the CHT Group again invested over 440,000 EUR in environmental and nature conservation.

Total energy consumption 2018 – 2020 (in GJ)



Energy sources 2020



The worldwide energy consumption of the CHT Group amounted to 234,328 GJ in 2020. In direct comparison to 2019, energy consumption decreased by 5.8%. However, specific energy consumption per tonne of production volume has risen by 11% in 2020. This increase is largely explained by a

change in the product mix with an increase in the vertical range of manufacture and the resulting longer occupancy times of reaction vessels, resulting in significantly higher energy requirements. The energy requirements of the processes change only slightly depending on whether large or smaller batch sizes are produced. As a return to larger batch sizes is planned, in our view the specific energy consumption in 2020 cannot be compared with the figures from 2019.

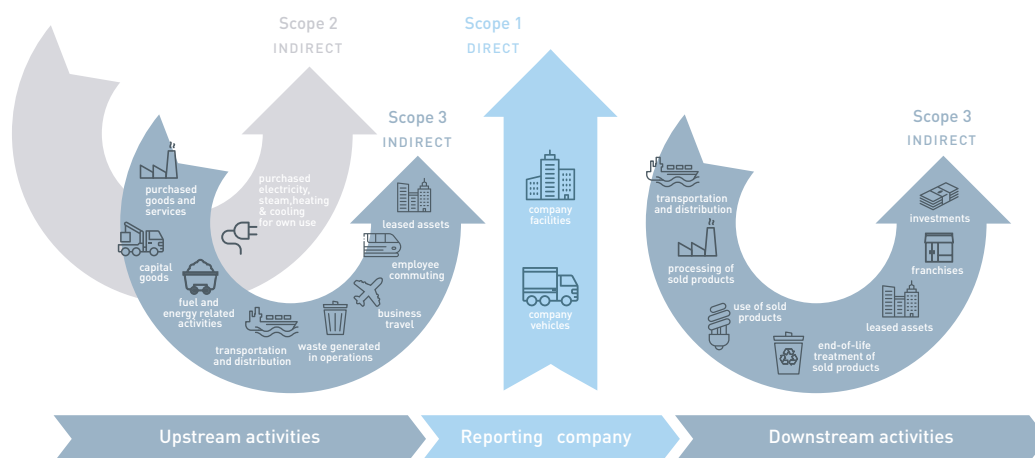
In 2020, we were able to increase our share of renewable energies worldwide by 3% year-on-year to 48,730 GJ; they account for 21% of total consumption.

EMISSIONS OF GREENHOUSE GAS CO₂

Carbon dioxide emissions are mainly caused by combustion of fossil fuels (Scope 1: direct CO₂ emissions) and by the external energy purchase in form of electric energy (Scope 2: indirect CO₂ emissions). Indirect CO₂ emissions via electricity purchases have not been taken into account at present, as we do not yet have global information on electricity labeling.

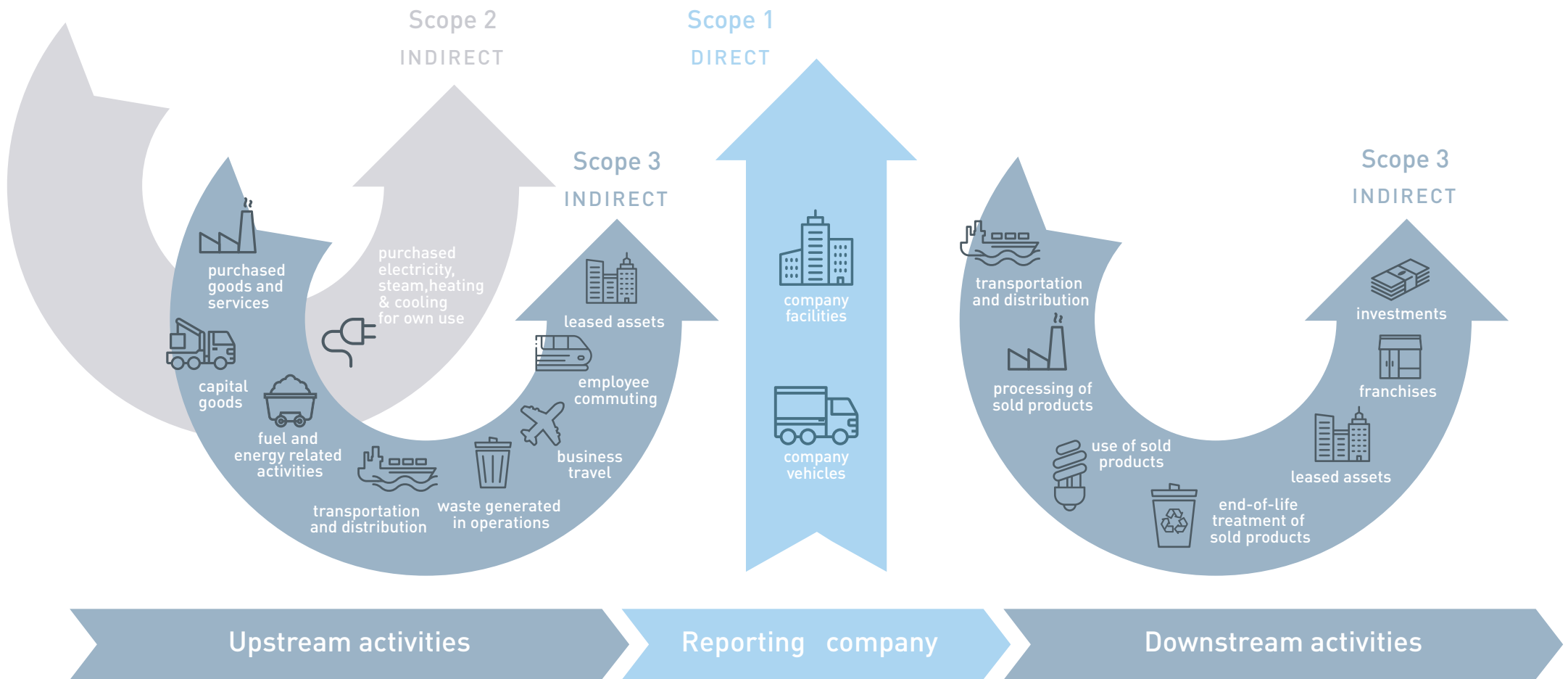


EMISSIONS ACROSS THE VALUE CHAIN



The direct CO₂ emissions were calculated by means of emission factors³. Compared to 2019, direct CO₂ emissions in 2019 decreased by 5.7% to 8,086 tonnes compared to the previous year.

³ Emission factors, according to the regulation on the allocation of greenhouse gas emission allowances in the allocation period from 2008 to 2012, Annex 1 (to §§ 4 and 5). Uniform material values for emission factors, calorific values and carbon content of fuels.



The CHT Group has anchored the topic of climate protection in its Strategy 2025 and supports the goals of the "Roadmap 2050" of the German Chemical Industry Association VCI. Since mid-2020, CHT has been a member of the Chemistry4Climate (C4C) climate protection platform, which is a unique initiative of companies, NGOs and the German government. Their goal is to develop joint recommendations for action on climate protection from the perspective of the participating chemical and energy sectors in the coming months. CHT is one of the few medium-sized companies involved in C4C and is a member of the "Circular Economy and Raw Materials Supply" working group.

Our goal is to reduce not only the direct CO₂ emissions (Scope 1) for all CHT sites in the coming years but also the indirect emissions (Scope 2) from the purchase of electrical energy. By 2025, the CHT Group will reduce its specific energy consumption (Scope 1) by 10% and invest more in electromobility. In the context of indirect emissions, CHT intends to lead the share of fossil fuels in the energy mix to zero by 2025.

Indirect emissions (Scope 3) upstream and downstream are currently not determined. However, CHT is working on offering its customers so-called "Carbon Neutral Chemical Solutions" for their processes. This requires the support of suppliers and logistics companies in order to be able to assess a technology in terms of emissions upstream and downstream.

EXAMPLES OF CHT'S COMMITMENT TO CLIMATE PROTECTION

EXAMPLE 1: SMART BIO-MILLING PROCESS WITH QUIMIZIME B FOR ACTIVE CLIMATE PROTECTION IN PAPER PRODUCTION

In the papermaking process, pulp is ground in mills so that it can be further processed. This process requires water, chemicals and a great deal of electricity. The CHT Group has developed an innovative process based on enzyme technology. Enzymes are playing an increasingly important role in today's paper and pulp production. Used as biocatalysts, they are obtained from natural materials or through fermentation processes. Enzyme-assisted pulp grinding with CHT QUIMIZIME B optimizes energy consumption and productivity in papermaking.

In addition, the use of conventional chemicals in the manufacturing process can be reduced. Further advantages are the positive effects on paper properties.

In 2020, the process was used by several major paper manufacturers in South America and in Europe. Together, the companies have saved energy equivalent to the electricity consumption of a small German town. In total, CHT enzyme technology saved 13,109.6 Mwh of electricity, an amount that could supply approximately 4,370 households.

Less electricity consumption directly benefits climate protection. If, in addition, only electricity from renewable energy sources is used in the production facility, the contribution to climate protection will even be greater.

**EXAMPLE 2:
THE USE OF SMART GLASSES IN
CUSTOMER SERVICE SUPPORTS CLIMATE
PROTECTION**

We are also taking an innovative approach to climate protection in our customer service, combining climate protection with a digital application through the use of smart glasses.

In the BF Washing Solutions, the customer service team is frequently on site in the laundries to support the operation and use of CHT products. This high level of personal support means that the field service team spends a lot of time on the road, traveling between 70,000 and 100,000 passenger kilometers annually.

By using smart glasses – CHT equips customers and its own employees with the technology – service technicians from the home office can support customers directly with plant control and help the customer employee on site with settings as well as with problem solutions. Using data glasses, images, plans and voice messages can be recorded and made available to other participants via video conferences. This reduces travel, and customer service can continue to provide “live” support to customers and troubleshoot problems using simple communication.

Combined with a service app, customers abroad without data glasses are also able to submit service requests to the service team. All customers can be offered fast and efficient help via remote maintenance. The combination of data glasses and service app rolls out digital customer service internationally. This means that national and international air travel can also be significantly reduced.

Currently, 40 to 50 field service employees in the CHT Group can access the technology.

Other benefits include: Despite travel restrictions due to Covid-19, customer service could be maintained.

The use of smart glasses in Germany will ensure direct savings of up to 132,000 kg of CO₂ per year over the next few years in a gradual roll-out (Scope 1). In 2020, the project was launched with ten sales representatives and their customers; 13,200 kg of CO₂ were saved.

The use of smart glasses supports the CHT Group's declared reduction target by 2025.

ECOLOGY

SUPPLIER MANAGEMENT

DEMANDING AND PROMOTING SUSTAINABILITY

It is our aim to ensure competitive advantages for our Group by a professional purchase organization. Moreover, our suppliers are an important part of our value chain. Together with them we want to increase our commitment to sustainability and minimize the risks. We focus on reliable suppliers providing us with raw materials and equipment of high quality at competitive prices. Our goal is to make our suppliers' contribution to sustainability transparent by 2021 and to create a uniform, global program for responsible procurement and for improving environmental and social standards among suppliers.



Ecovadis Sustainability Audit 2020 determined a score of 60 for the sustainable procurement management of CHT.

CHT's evaluation process is simplified by a globally uniform questionnaire.

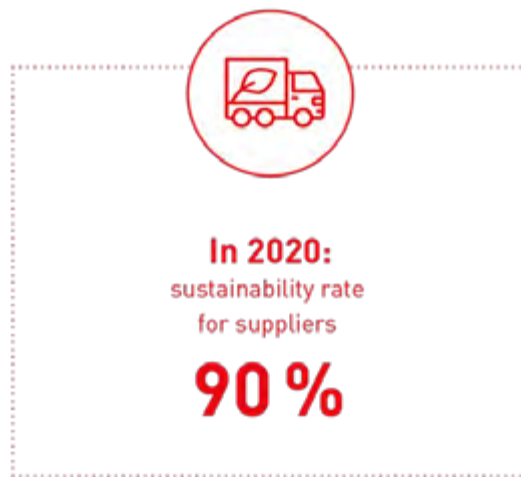
In 2020, the sites in the USA were fully integrated into the supplier evaluation management system. This extends the analysis to a total of 17 relevant CHT companies (with production facilities). In this context, a total of 490 suppliers were evaluated. They cover a purchasing volume for raw materials of approximately 275 million EUR and thus the majority of the CHT Group's total raw material requirements.

In 2020, 351 suppliers were assessed as sustainable according to the CHT criteria, which represents an increase of 8% compared to the previous year. We support suppliers where we identify a need for improvement to further develop their sustainability efforts. We conduct a renewed review after a defined timeframe.

Suppliers are informed that CHT reserves the right to terminate the cooperation in the event of particularly serious deviations and if no improvement is identified. In 2020, this was not necessary in any case.

The current sustainability rate was 90% at the end of 2020. This exceeded the average target of 88% set for 2020 for all companies. In addition, the suppliers of keim additec surface GmbH (acquisition at the end of 2019) were also evaluated and initial measures were launched. The full-scale review and Group-wide integration will take place in 2021.

In the case of our suppliers in the services and MRO area, in addition to the above-mentioned performance criteria for quality management and requirements in the EHS area, the supplier's location is also taken into account. Local suppliers are preferred for reasons of shorter transport distances (reduction of emissions).



ECOLOGY

RAW MATERIALS

In 2020, the CHT Group purchased worldwide raw materials worth more than 260 million EUR from more than 1,000 suppliers.

SUSTAINABILITY ASSESSMENT OF RAW MATERIALS

As part of our commitment to sustainability, our raw materials are subjected to an assessment based on the defined criteria. If one of the above criteria is met, the raw material will be marked “red” or “yellow” in the case of the CoRAP criterion and thus becomes a critical raw material with regard to sustainability within the company.

CHT CRITERIA FOR THE SUSTAINABILITY ASSESSMENT OF RAW MATERIALS:

- ▶ CMR substance (substance which is carcinogenic, mutagenic or toxic to reproduction)
- ▶ toxic, category 1 to 3
- ▶ sensitizing
- ▶ target organ toxic
- ▶ environmentally hazardous, class 1 and 2
- ▶ SVHC
- ▶ CoRAP (Community Rolling Action Plan) List

In 2019, the raw material assessment was rolled out to the entire CHT Group, thus achieving the target set in “Agenda 2020”. At the end of 2020, the proportion of critical raw materials in the CHT Group was 17.4% in terms of volume and 27% in terms of number of raw materials. Already in 2019, 5% of raw materials were eliminated as part of the global assessment. Of the raw materials used in 2020, approximately 10% had not yet been evaluated; these are mainly raw materials used in the recently acquired companies. These raw materials will be valued by the end of 2021.

RAW MATERIAL PROJECTS WITHIN THE FRAMEWORK OF THE 2020 STRATEGY

Within the framework of the sustainability projects up to 2020, goal definitions were made for six individual raw materials up to 2020 with regard to elimination or at least reduction.

- ▶ The phase-out of C8 fluorochemistry was implemented in 2018
- ▶ 2018: completion of development of parachloraniline-free deep black dye components
- ▶ 2019: sale of 4,000 tonnes of formaldehyde-free binders and crosslinkers; the goal for 2020 has thus already been exceeded by 10%. (Further processing under the project was discontinued, the products are now integrated in the standard range.)

- ▶ 2020: The CHT Group will completely abandon the use of diethylene glycol as a solvent. In new products, DEG is not used, but alternative solvents or solubilisers are used which have the same effect but are less toxic.
- ▶ 2020: 1,300 tonnes of silicone products were distilled and 128 tonnes of D4/D5-cyclene were distilled off for further internal processing.
- ▶ Diethylene glycol: The complete conversion from diethylene glycol to other solvents could not be achieved by 2020. The conversion of all formulations has not yet been completed but will take place before 2025. In new products, DEG is no longer used, but alternative solvents or solubilizers are used that achieve the same effect but are less toxic.
- ▶ Diethanolamine: 2020: a final evaluation of the substance by ECHA and the final classification as well as the resulting limit values are still pending.

ECOLOGY

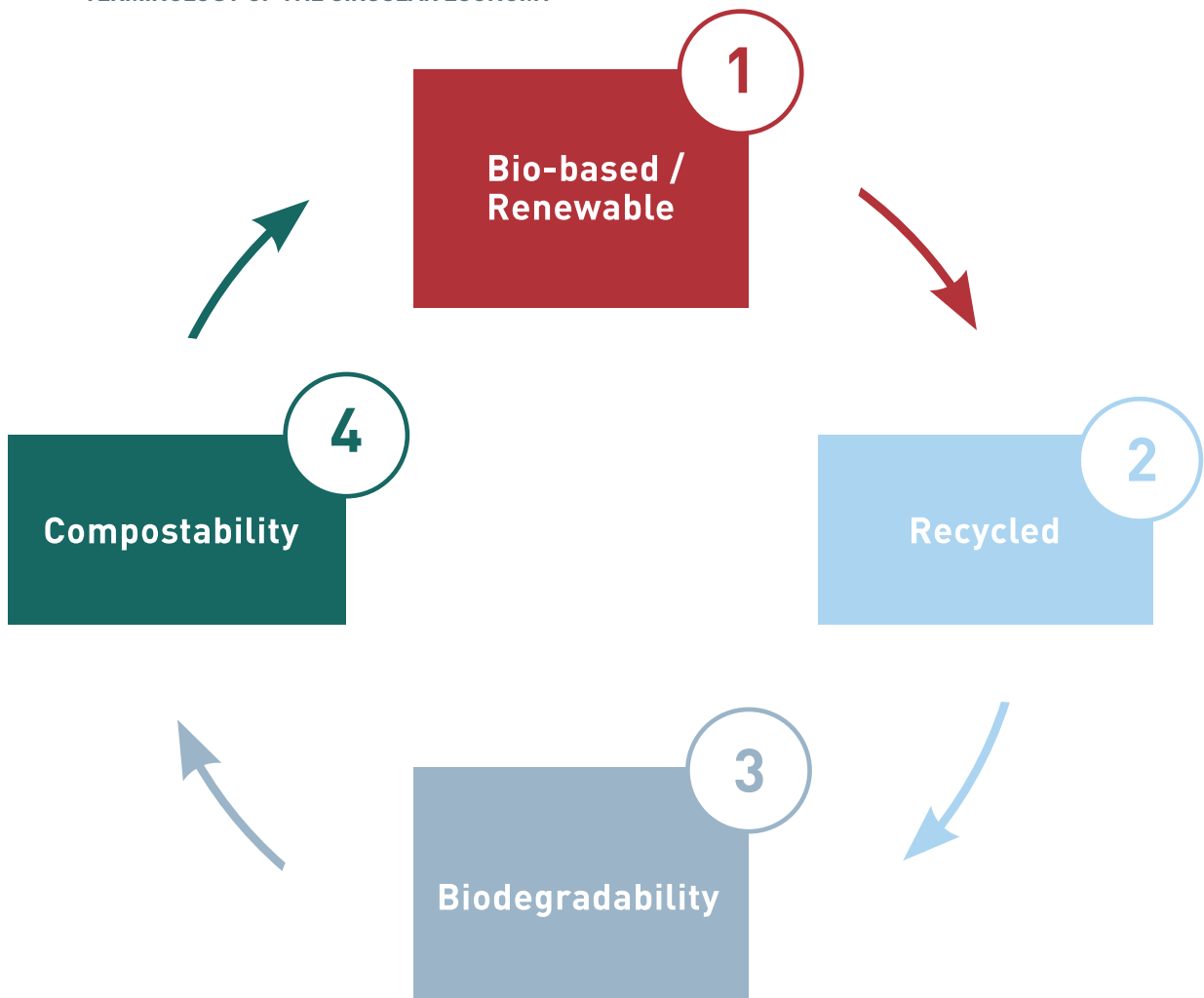
CIRCULAR ECONOMY

TUBINGAL RISE

With TUBINGAL RISE, CHT has successfully introduced the first textile softener based on recycled silicones and emulsifiers from renewable raw materials to the market. The silicone oil in use consists of used silicone materials that have been converted into a recycled silicone oil via a complex treatment and cleaning process. The hydrophilic silicone softener can be applied to all textiles and ensures a special core softness. Used on recycled fibers, the textile can be completely recycled again after use.

The responsible use of raw materials has reached the awareness of consumers and trade, which is why more and more industrial sectors are asking for recyclable production processes and products. In 2019, CHT has defined terminology and test criteria for the most important topics within the scope of the circular economy. The topic of recycling raw materials was intensively considered. In 2020, the expansion of the use of recycled raw materials will be considered.

TERMINOLOGY OF THE CIRCULAR ECONOMY



1

Bio-based products are derived from plants, animals and other renewable agricultural, marine and forestry materials. CHT aims to use raw materials from sustainable cultivation.

Figures: percentage (C14 –mass) of bio-based materials in the product.

2

Recycled materials are products, materials or substances which are derived from waste. Waste is either recycled for the original purpose or up-/down-cycled.

► Recycling materials

Specification: Percentage (mass) of recycled materials in the product.

3

Biodegradability is defined as the fact that a material can be biologically degraded in aqueous systems under anaerobic or aerobic conditions. Depending on the environmental conditions CO₂, H₂O, methane, biomass and mineral salts are released in this process. Test criteria OECD 302B (aerobic) (elimination and mineralization). Criteria is fulfilled if more than 70% are decomposed within 28 days (yes/no criteria). Criteria for anaerobic degradation will be added, if available.

► Yes/No criteria

Criteria for anaerobic degradation will be added, if available.

4

Compostability describes the degradation process of organic materials via a microbial digestion by soil organisms for transforming these materials into compost.

CHT recommends testing compostability according to DIN CertCo.

DIN CertCo test criteria in accordance with DIN EN 13432 on final products such as e.g. T-shirts, coated paper, laminate floors, etc. All four criteria have to be fulfilled:

- Degradation of 90% after 6 months (DIN ISO 14855:1999)
- Max. sieve fraction of 10%, more than 2 mm after 3 months
- Control of damage growth on compost germination rate and vegetable biomass more than 90% in comparison to blank compost
- Low heavy metal content and other toxic and dangerous substances (Zn less than 150 ppm; Cu less than 50 ppm; Ni less than 25 ppm; Cd less than 0.5 ppm; Pb less than 50 ppm; Hg less than 0.5 ppm; Cr less than 50 ppm; Mo less than 1 ppm; Se less than 0.75 ppm; As less than 5 ppm; F less than 100 ppm)

SOCIETY

OUR EMPLOYEES



LEADERSHIP CULTURE



DIVERSITY



WORK LIFE BALANCE



LIFELONG LEARNING



SOCIAL ISSUES



SAFETY-
MANAGEMENT



PRODUCT
RESPONSIBILITY



CERTIFICATION



SOCIETY

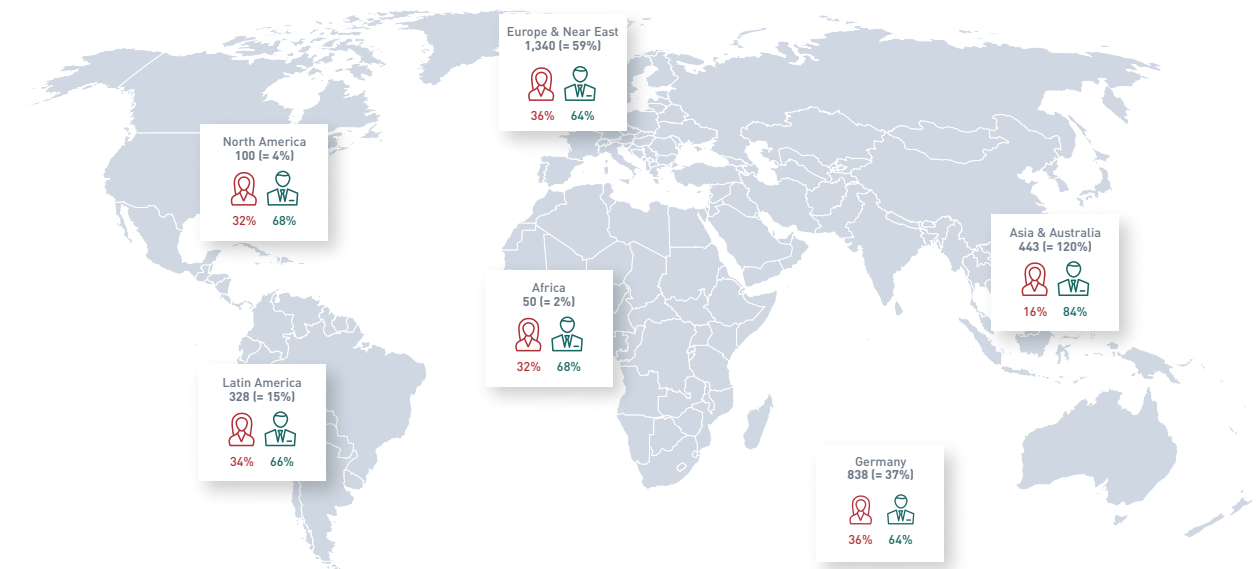
OUR EMPLOYEES

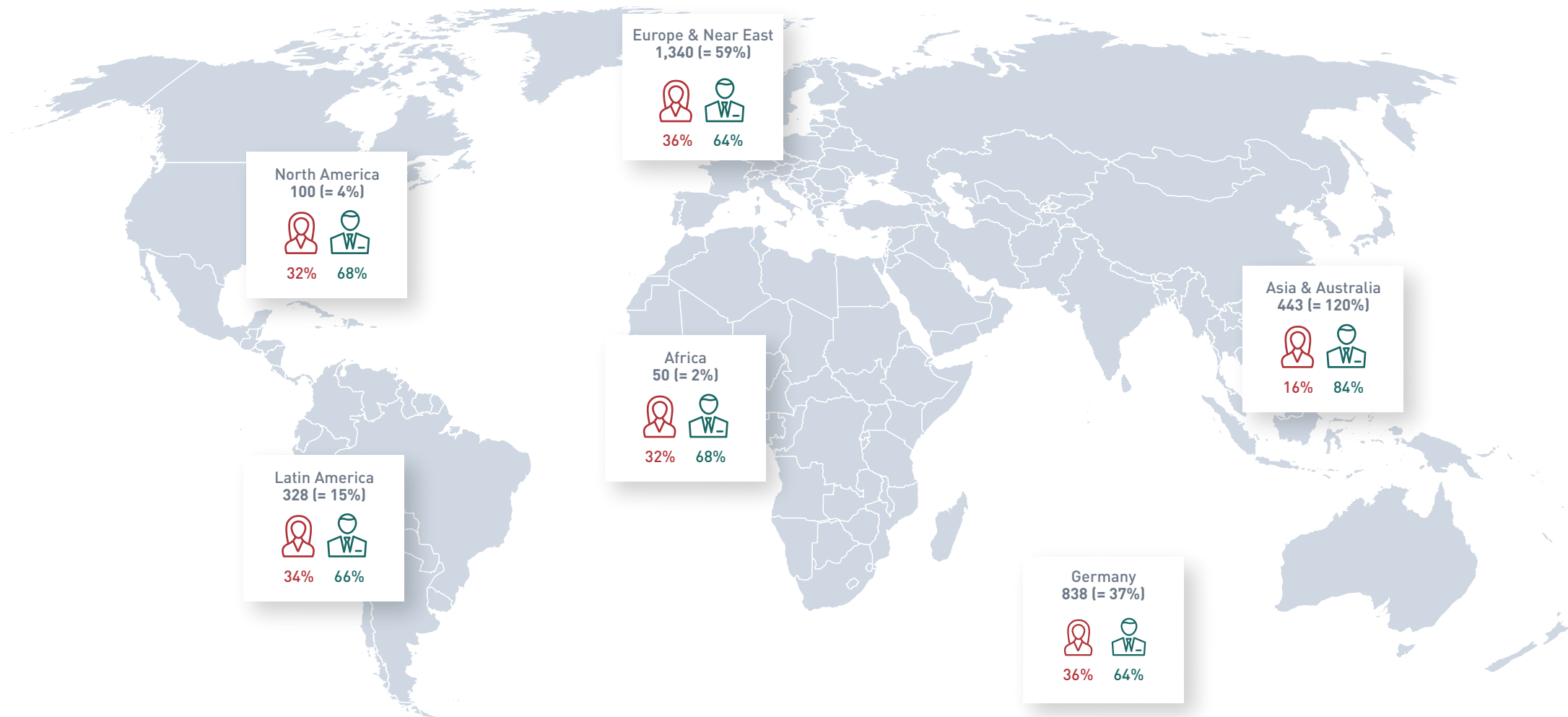
“MANY PEOPLE WITH STRONG CHARACTERS”

In recent years, the CHT Group has continued to develop and grow with new markets and product ranges being added. As a consequence, the demand for highly qualified and well-trained staff to meet future challenges has increased.

Employees are also the most important stakeholders of a company. We not only offer interesting tasks to potential applicants but also attractive working conditions and opportunities for further personal development. Within our personnel management we motivate our staff to show self-initiative and to take on responsibility. Through the group-wide management of personnel, CHT is not only able to provide personnel requirements worldwide in a targeted manner but can also offer young talents in an international environment the opportunity to develop and advance at an early stage. An extensive package of social benefits, apprenticeships and further education opportunities as well as permanent staff development are part of our worldwide targeted personnel policy.

BY REGION





STAFF NUMBERS

During the fiscal year for 2020 the staff numbers of our company increased worldwide by about 1.1%. The number of employees (compared to 2,237 in the previous year) was 2,261. In the largest company, CHT Germany GmbH (4 sites in Germany), 764 people are employed (+7 compared to the previous year).

94 of them were apprentices (+9 compared to the previous year).

#LEADWHEREYOUARE

Since 2019, the CHT Group uses its digital program #leadwhereyouare as a new tool for modern, independent and universally available management development. At the same time the tool promotes individual key competences in the digital field.

#leadwhereyouare is based on the following core elements:

Inspire: CHT leaders provide insights from their field of experience into highly relevant (leadership) topics in the form of a video message. A new video is published every month.

Connect: In 1:1 peer coaching, leaders discuss the challenges of daily life as a leader with their peers – both benefit and deepen their working relationship at the same time.

Grow: We offer four live online training sessions (3 modules each) on the following topics: leadership in a matrix organization, effective online meetings, team development and change management.

Sustain: A common digital platform, the “basecamp” for all content and for exchanges between each other.

SOCIETY

LEADERSHIP CULTURE

The deliberate promotion and creation of a CHT culture helps us to anchor the long-term strategic goals in values and convictions. Culture is based on implicit ways of conduct, approaches, respective paradigms and social patterns and is greatly influenced by the leaders' conduct. This means that culture and leadership are inextricably connected. Our leaders and their teams should contribute to the success of CHT in the long term. To enable them to fulfil their role, we offer our leaders learning and development opportunities at every stage of their careers and facilitate exchange and mutual learning through various formats.

„ONE WINNING TEAM“

The world and thus the market environment of the CHT Group are changing, and there are new challenges that we have to master in order to remain successful. With these challenges in mind, CHT Group has set itself ambitious goals with its Strategy 2025. In order to achieve them, it is also necessary to further develop the CHT corporate culture.

Based on the global CHT corporate values and the international team spirit, the CHT corporate culture has increasingly come to life during the Agenda 2020 and the “ONE company” initiative in recent years. It is now developing further under the guiding principle of “ONE Winning Team”.

The management and a team of employee representatives have developed a culture target image with specific areas for action, focusing on the four areas – collaborate, create, win and focus. In October 2020, the communication process started within CHT Germany as a pilot, and by the end of 2021, the culture target image “ONE Winning Team” should also be anchored internationally. The CHT corporate culture is a competitive advantage that has already made the CHT Group successful in the past. This will be continued with “ONE Winning Team”.



2025

ONE WINNING TEAM

OUR CULTURE OF TODAY
DETERMINES OUR SUCCESS OF TOMORROW



SOCIETY

DIVERSITY

PROMOTING DIVERSITY ON AN EQUAL FOOTING

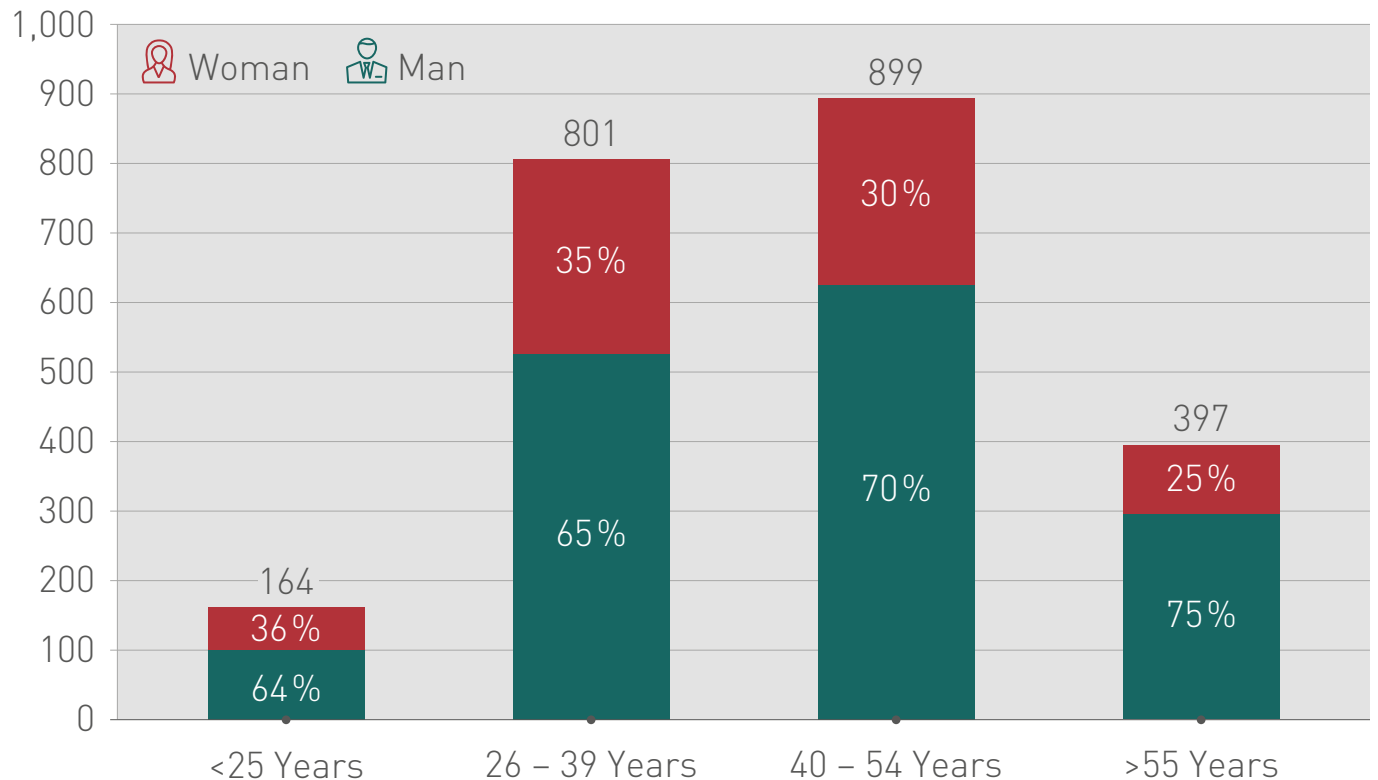
The globalization of our markets brings together many different cultures. We also reflect this diversity in our workforce. Our values form the central foundation for our international cooperation. They reflect the common ground of all employees in the CHT Group from more than 30 nationalities serving customers from over 100 countries worldwide. This diversity also has multiple meanings for the CHT Group:

- ▶ Unique talents: recognition and appreciation of each unique talent and the way of thinking of each employee.
- ▶ Gender: equal respect of men and women with the offer of equal opportunities in the CHT Group.
- ▶ Nationality/Culture: recognition of the nationality and culture of each staff member.
- ▶ Age/Generation: appreciation and use of the leverage effect of difference in age and generation.

Diversity also refers to the demographic situation at our company. Within the CHT Group this varies greatly from region to region. The common goal is to maintain the ability of our employees to work in all phases of life and to ensure the availability of skilled workers in the long term. Teams of mixed ages can also benefit from linking different skills and perspectives. The following measures were implemented to take account of the demographic situation.

- ▶ Flexible working time models: There are more than 80 different working time models across the CHT Group.
- ▶ Individual opportunities for further education: Each member of staff can be individually trained.
- ▶ Operational health management: At many sites our staff can participate in sports programs or see the in-house doctor.
- ▶ Succession and substitute planning: To ensure adequately staffed positions at any time the German CHT sites have a five-year long succession and substitute planning program. The key and expert positions are defined within individual areas. We aim at introducing this succession and substitute planning programme worldwide.
- ▶ Age development scenarios: They are also developed at all German sites every 5 – 10 years.
- ▶ In addition, we employ well-trained and qualified junior staff on a needs-based personnel strategy.

Age structure of employees of CHT Group



We also promote diversity in management development. For example, this global approach is reflected in the high proportion of senior executives from countries other than Germany. In the meantime, 66% of management positions in the CHT Group are filled internationally. In our company men and women generally get identical application and career chances and they have access to the same opportunities for further education and training. In this way, we also try to further increase the proportion of women in all our management levels. The higher share of men in our executive levels has its root cause in the history of the chemical industry which was mainly dominated by men. In 2020, the worldwide share of female staff within the Group amounted to approx. 31% and has not changed compared to last year. The reason for the still low level of female employees is the large proportion of production sites. These still have a significantly higher proportion of men. The proportion of international senior executives and women in management positions is to be further increased within the CHT Group by 2025.



SOCIETY

WORK LIFE BALANCE

WORK AND FAMILY BALANCE

A good work life balance provides for permanently and highly committed employees at their workplace. We feel obliged to provide the corresponding conditions for our staff to facilitate a good balance between work, family and leisure time. Therefore, there are various work life balance offers at some sites of the CHT Group which range from support in childcare via sports and leisure activities to health promotion and social counseling.

PARENTAL LEAVE

In 2020, 246 employees (197 men and 49 women) of the CHT Group were entitled to take parental leave. 27% of them decided to take parental leave. 73% of all employees who had previously opted for parental leave returned to work in 2020.

PERFORMANCE-RELATED REMUNERATION AND SOCIAL BENEFITS

"Performance must be worthwhile." CHT sees this motto worldwide as the basis for fair remuneration for its employees. In Germany, remuneration is regulated according to the collective agreement of the chemical industry on the national remuneration. Abroad our staff's remuneration is oriented to the corresponding remuneration regulations of each country. Outside Europe, however, the CHT salaries are often clearly above the country average. Our international executives receive a non-tariff fixed salary with a goal-oriented, varying remuneration.

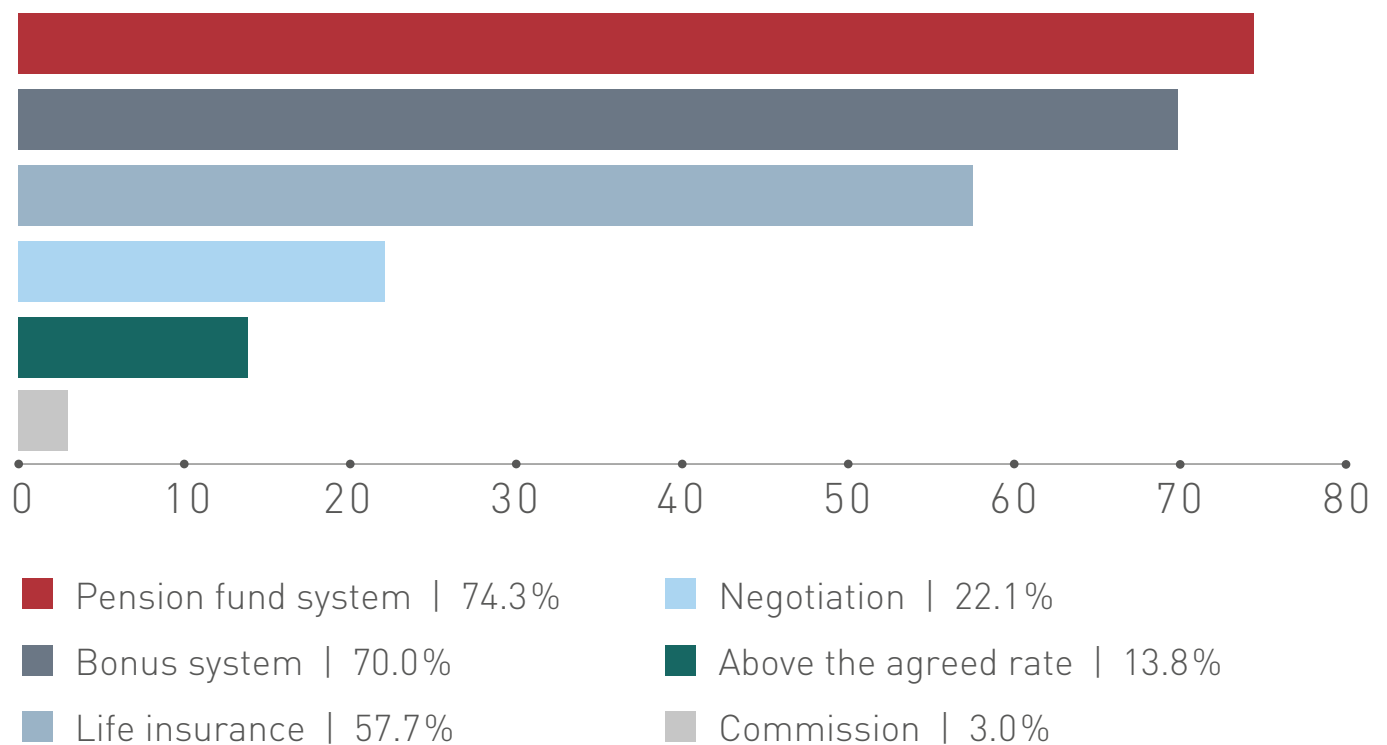
When defining this remuneration neither gender nor origin are decisive but exclusively the responsibility, function and performance of the corresponding employee. Entrepreneurial thinking and action as well as an above-average willingness to perform are additionally rewarded with a goal agreement system for executives in management as well as a performance-related bonus system for our tariff employees.

We acknowledge and it is our conviction that our staff contribute highly to our economic success.

The CHT Group would like to reward the employees' commitment not only with performance-related remuneration but also with social benefits.

The social benefits differ depending on the country. In addition to the above-mentioned social benefits CHT Germany GmbH offers their employees a supplementary accident insurance. The leasing of a job bike, a staff participation program, a meal subsidy as well as an anniversary bonus are offered, too. At a great number of other CHT sites staff members can take out a health and accident insurance via CHT which is not legally mandatory in these countries. CHT companies located in industrial areas which are difficult to reach by public transport provide a shuttle service. Furthermore group-wide paid holidays are a voluntary additional benefit of the CHT Group.

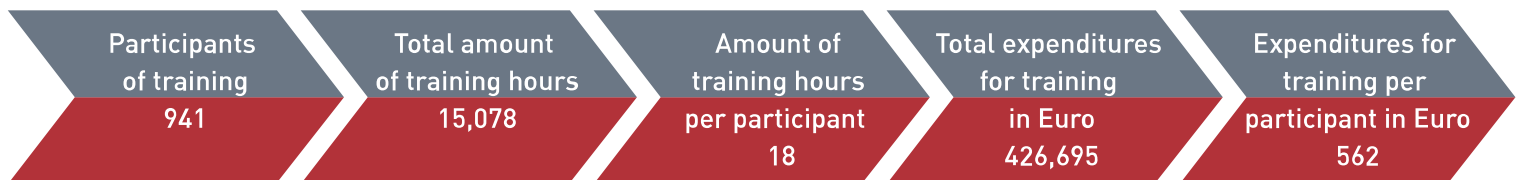
CHT employees who were entitled to payment and fringe benefits in 2020 (in %)



SOCIETY

LIFELONG LEARNING

Learning and personal development are essential success factors for a positive corporate culture. The skills and competencies of our employees are crucial for profitable growth and lasting success. For this reason, we want to further modernize the learning culture and promote self-directed learning even more strongly. Therefore, the CHT Group invested almost 1 million EUR into further education development in 2020. For the targeted and individual promotion of all skills we offer versatile measurements and tools for the further development and education of our staff:



ENGLISH AS A CORPORATE LANGUAGE

CHT has set itself the goal of establishing English as the corporate language for the entire Group. For this reason CHT cooperates with an external partner who runs an outstanding digital English school. In this school English can be learned via self-study, in group courses and in individual training. In 2020, more than 100 employees from all over the world received a one-year license for this online English school as a pilot group.

Regular staff development meetings are held to determine their status and to discuss and evaluate personal performance and further development opportunities.

This versatile support ranges from initiatives in the work place up to tailor-made personnel development programs. In 2020, the formats of employee interviews were modernized, partly digitalized and established worldwide to the entire CHT Group.

Further offers include:

- ▶ Internal and external qualifications and further education measurements: We promote technical, methodical and social competences on the basis of targeted measurements.
- ▶ Technical and financial support: At our German sites we offer demand-oriented, in-service training and certification measures outside our company.
- ▶ From colleague to colleague: Internal interdisciplinary offers for training and further education enable our staff to take the broader view beyond their own tasks.
- ▶ Career pathways: It is our company tradition to fill the majority of expert and management positions from our own ranks.

WELL INFORMED

Various forms of media are used to inform our worldwide staff of 2,261 persons, directly at their sites and centrally from Germany. We are convinced that only well and comprehensively informed staff members can identify with the company.

At all sites, we provide prompt information about all significant operational changes in the form of digital communication and postings. At German sites and in Switzerland via regular employee information events where anyone can ask questions. We make use of written staff information which can be made available via notice boards, email or intranet to all staff members of our Group of companies. Depending on the site our worldwide staff are informed by information boards, email, prints, regular meetings, webchat and video conference systems.

Our staff newspaper 2GETHER published one bilingual / digital edition in 2020 and reported on all important events in the Group.

SOCIETY

SOCIAL ISSUES

DIALOGUE WITH EMPLOYEE REPRESENTATIVES

Trust and cooperation with employee representatives are essential parts of our corporate culture. Through an open and continuous exchange of information, we create the conditions for reconciling the interests of the company and the employees, even in challenging situations.

CREATING TRUST

To us economic successes are only possible if we clearly commit to our sites. This refers to the local environment, the region and the people who live there. Therefore, we regularly open our doors at our worldwide sites to give insight into our activities. These open house days or guided tours around the plants are good opportunities to build trust.

DOING GOOD FROM THE BEGINNING

A strong social commitment is synonymous with the name of our company founder Reinhold Beitlich. In 1983, the Beitlich couple contributed a large share of their assets to the charitable Reinhold Beitlich Foundation. This foundation underpins our social responsibility as company and also the financial independence of the CHT Group.

REINHOLD BEITLICH FOUNDATION

The Reinhold Beitlich Foundation holds almost 90 % of the share capital of the asset holder Beitlich GmbH, the holding company and the parent company of the Group of companies. According to the ownership structure the foundation receives earnings from the operative business and by law finances projects for children and youths.

FOUNDATION PURPOSE

The purpose of the foundation is to promote training and education, youth care and youth welfare as well as providing culture and sports for young people. The foundation offers among other things training grants and scholarships, covers treatment and therapy costs, supports cultural and environmental groups as well as science and research and last but not least supports orphanages and day care centers.

SOCIETY

SAFETY MANAGEMENT

OPERATIONAL HEALTH AND SAFETY

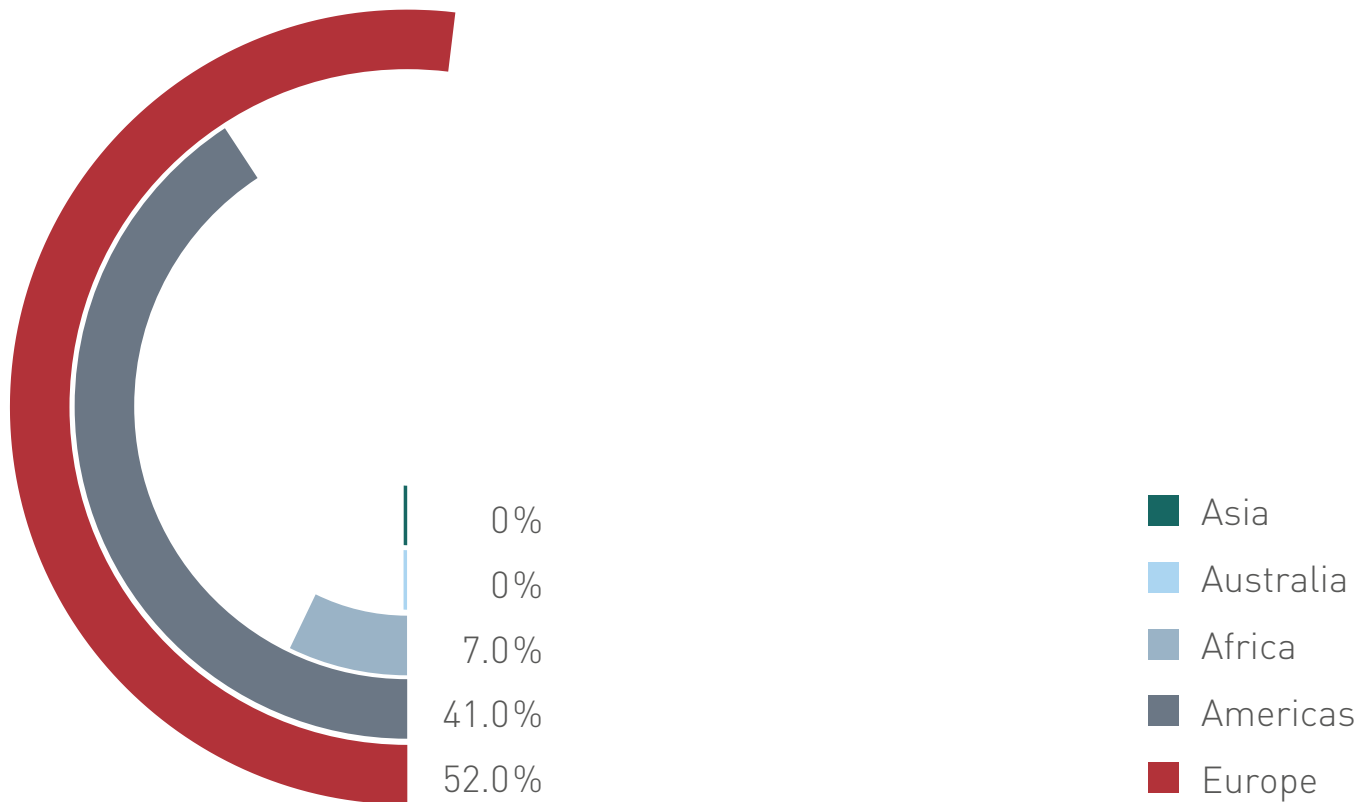
The safety and health of our staff are of the utmost importance. To guarantee protection in the workplace and safety at our sites and their environments, high standards apply for the CHT Group.

- ▶ Within the framework of the Integrated Management System, we are establishing occupational health and safety management in the companies worldwide and are preparing for certification according ISO 45001 in a programme. The CHT companies in Pakistan, Turkey and Germany were successfully certified.
- ▶ All employees are familiar with the instructions informing them of what to do in cases of emergency. Regular training and exercises are carried out. The present legal provisions determine the content of these instructions reflecting the identified risks at the workplaces.
- ▶ We provide appropriate working clothes and protective equipment to all employees worldwide.
- ▶ At all sites trained specialists such as operational safety specialists and safety officers ensure that the operational safety requirements are implemented.
- ▶ Safety-relevant events are systematically registered and evaluated to improve the working conditions and preventive measures being put in place.
- ▶ Suppliers and service providers are obliged in writing to comply with the safety regulations applicable in the respective plants before the contract is awarded; compliance with these regulations is monitored during the execution of the contract. Our visitors may only move around our company premises together with employees of the CHT Group who are familiar with the safety precautions at the respective sites.

REQUESTED PREVENTION AND INFORMATION

In 2020, the accident rate within the Group of companies was 1.6%, a increase of almost 60% compared to the previous year (1%). No continuing pattern of accident causes could be discerned in the tracing of occupational accidents. All accidents at work with an absence of at least one day are included. Most of the injuries were not typical for the chemical industry, but were not specific to the industry, such as bruises, sprains, cuts, etc. In the 2020 reporting period, there were no fatalities due to operational reasons. The following graphs show the work-related accidents of CHT staff by region and rate (subject to reporting according to the OSHA regulations (RIR)*:

Incidents by region 2020 (in %)



OCCUPATIONAL ACCIDENTS BY REGION AND RATE (REPORTABLE UNDER OSHA REGULATIONS (RIR))*

Europe	15	52%
Americas	12	41%
Africa	2	7%
Australia	0	0%
Asia	0	0%

*Calculated using OSHA's Recordable Incident Rate (RIR) method = (number of recorded accidents x 200,000/number of hours actually worked). The hours worked of 3,617,600 is calculated by multiplying 1,800 hours worked per year per employee by CHT's 2,261 FTEs during the 2020 reporting period.

On the base of this development we are going to increase our international measurements for operational health and safety and further promote our staff's training in this field. The long-term goal of the CHT Group is to continue to reduce the number of accidents in the workplace and to halve absences from work worldwide by 2025.

PLANT SAFETY

CHT products are manufactured in modern chemical plants which are state-of-the-art in terms of safety and control. When manufacturing our products, we respect the pre-requisite for quality, the environmental protection, operational health and safety as well as the energetically favorable use of our plants. To meet these requirements we have an integrated management system certified according to the standards ISO 9001, ISO 14001, ISO 50001 and OHSAS 18001 (CHT Germany GmbH). By 2025 we aim to have all manufacturing sites certified according to ISO 9001 and ISO 14001. The new certifications in the Group planned for 2020 were achieved.

- ▶ All plants and processes are continually optimized and technologically advanced worldwide.
- ▶ Regular servicing and preventive maintenance guarantee safe operation and conformity with the applicable legal regulations and approvals.
- ▶ Maintenance and repair work are only carried out by trained specialists.
- ▶ All employees are continuously trained depending on their workplace. At the German sites apprenticeships and further education complies with the pre-requisites of the professional associations which are supplemented by an HR development plan.
- ▶ Training on plant operation and instructions for correct safety and environmental conduct are regularly carried out.
- ▶ As a general conclusion for all sites we can say that in 2020 the safe operation of the plants according to group-internal requirements and local regulations was guaranteed. All incidents were handled in line with defined reporting systems and procedures including the necessary measurements.

In case of incidents in plant safety, appropriate corrective actions were initiated immediately. This showed that the procedures for alert and emergency response and the cooperation with authorities and public institutions as well as the fire departments function reliably.

SOCIETY

PRODUCT RESPONSIBILITY

RESPONSIBILITY WITHIN THE VALUE CHAIN

We check our products along the entire value chain starting with the development through to production, in customer applications all the way up to product disposal. In this way we can identify possible health and environmental risks at a very early stage and reduce or in an ideal case to remove them.

As part of our product responsibility, we work together with our suppliers, customers, research institutes and associations in order to continually improve the performance and sustainability of our products along the entire value chain.

SUPPORTED STANDARDS AND QUALITY LABELS

The major share of our products already complies with the requirements of the following quality labels:

- ▶ Oeko-Tex® Standard 100 (Textile, Textile Care)
- ▶ bluesign® (Textile, Textile Care)
- ▶ ZDHC (Textile, Leather)
- ▶ Global Organic Textile Standards (GOTS) (Textile, Textile Care)
- ▶ Cradle-to-Cradle® (EPEA) (Textile, Textile Care)

We are working on the following quality labels and have products be rated and certified:

- ▶ EU Eco label (Construction, Paper)
- ▶ Coop Switzerland (Textile Care)
- ▶ Support of brands and retailers (among others Inditex, H&M, Lidl, Tesco)

MORE INFORMATION ON THE COOPERATION OF CHT WITH BLUESIGN® AND ZDHC

CERTIFICATION TARGET 2021

CERTIFICATION TARGET 2021	2020	2021 TARGET
bluesign® number of all products bluesign® approved	1615	>1680
Inditex number of certified products	1784	>1800
ZDHC Gateway number of certified products	2144	>2250
GOTS 6.0 since 03/2020 number of certified products	698	>740
C2C number of certified products	95	>160
Reach® European chemistry standard number of certified products	15	>1680

Moreover, we are checking additional established quality labels and certifications. As a chemical company taking our responsibility seriously we actively contribute to practical, target-oriented sustainability initiatives wherever it is possible in order to improve the protection of humans and the environment.

FOCUS ON PRODUCT SAFETY

As a globally operating company for specialty company chemicals, product safety is a key element of our product responsibility. Our products and production processes meet the highest safety requirements. In addition to high standards in process and work safety, our comprehensive product information and the avoidance of potentially critical substances are among the main aspects of our product range.

UNIFORM PRINCIPLES. NO RISKS

Complying with international laws and chemical regulations is a fundamental obligation for us. We act within the boundaries of global standards and specifications as well as initiatives for responsible actions and for sustainability that the worldwide chemical industry is aiming at. Being an international Group, we always consider our activities on a global scale: All over the world, we refrain from using products with AEEA and APEO although these substances are still permitted in some countries.

REACH

As a company with headquarters in the EU, we support its initiatives for chemicals legislation. We support the EU goals for ensuring a high level of protection for human health and the environment. We work with considerable effort on implementing the REACH regulation together with other European chemical companies, the European Chemicals Agency (ECHA) and our customers. In addition to the registration of new substances and updating of existing REACH dossiers, we as a company are closely monitoring the more far-reaching REACH developments with regard to substance evaluation (CoRAP process and SVHC candidate list) in an ongoing process, which also aligns our corporate strategy.

In connection with the targets of the EU's "Green Deal", the topic of "sustainability of materials and processes" will become even more important in our company in the future.

SUSTAINABLE PRODUCTS 2020

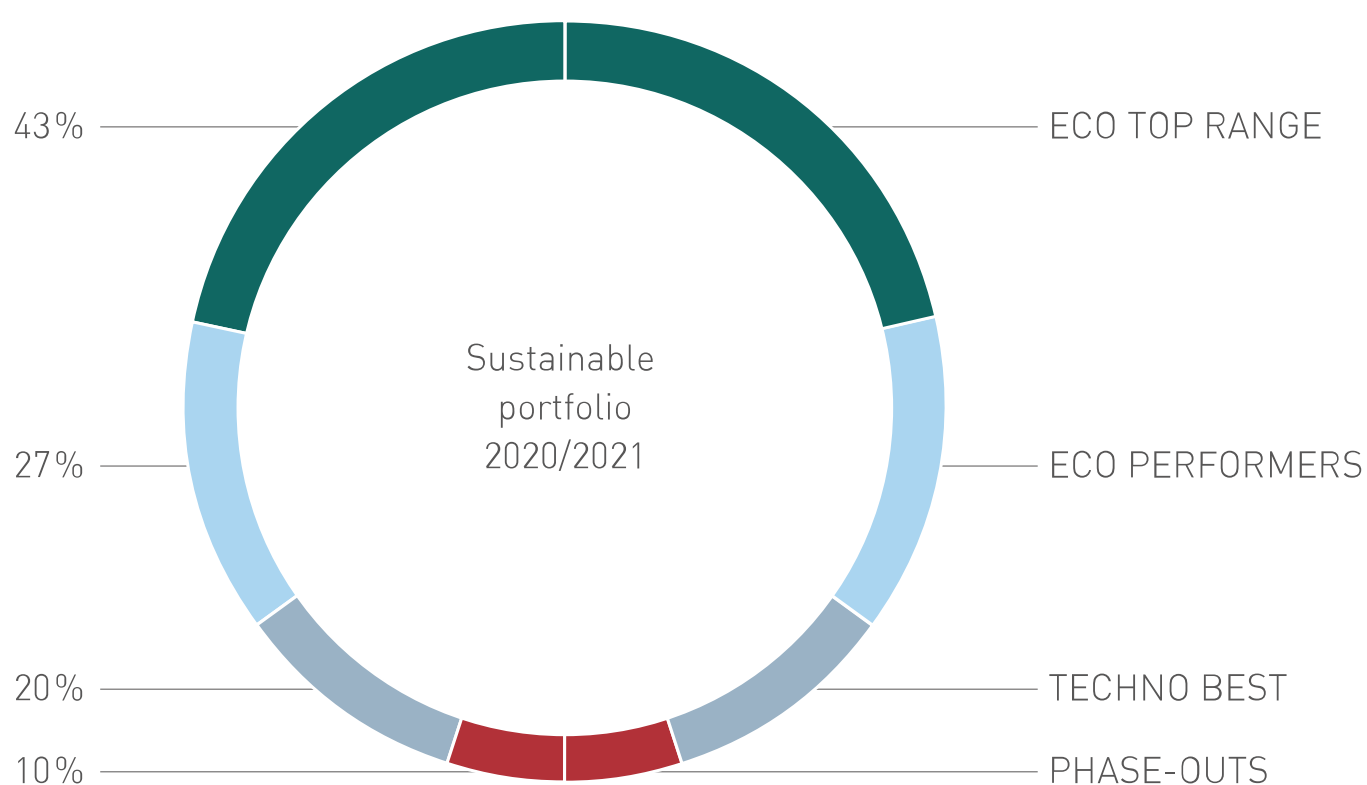
Products and process solutions contributing to a sustainable development are an integral part of our product range. Our declared aim is to continuously increase the share of sustainable products within our offer and in sales.

SHARE OF SUSTAINABLE PRODUCTS OF ALL SALES 2015 – 2020 (CHT GROUP)

BUSINESS FIELD	2015	2016	2017	2018	2019	2020	TARGET 2020	TARGET 2020*
BF Textiles	48%	60%	61%	65%	71%	67%	>70%	>60%
BF Construction & Assembly	70%	76%	82%	64%	73%	76% ¹⁾	>75%	>75%
BF General Industries	71%	76%	78%	25%	57%	53% ²⁾	>60%	>80%
BF Textile Care	48%	51%	55%	80%	78%	73%	>80%	>70%
Total	53%	62%	63%	52%	68%	62%		>65%

The strategic goal set within the framework of the "Agenda 2020", the implementation of the sustainability assessment for the entire product range and the achievement of a sales share of more than 70% with sustainable products was not achieved by the end of 2020 with a share of sales of 62%. Reclassifications of SVHC substances and CoRAP listings have made the set target a major challenge.

Sustainable Portfolio Management Tool 2020/2021



As part of the "Strategy 2025", portfolio management based on the sustainability performance of CHT products will play a significant role within the entire CHT Group.

For this purpose, the previous evaluation method for the sustainability performance of our products was further revised in 2019 and expanded with a transparent classification.

The evaluation and transparent classification of our products enables us to work together with our customers to improve products in a targeted manner.

We intend to further increase sales of our ECO range products to 80% of total sales by 2025. The focus of activities will be on the global ECO Top Core Ranges, supplemented by locally developed or adapted ECO Performance Ranges. The same sustainability criteria apply to both ranges. Currently (June 2021), the share of sales with sustainable products is 70%. TECHNO BEST comprises the range of products which do not meet the strict sustainability criteria of the CHT Group, but which represent "state of the art" and which cannot be replaced technologically or due to their performance at present. For the TECHNO BEST products, the challenges under which the products can become sustainable have been identified, and development projects have already been initiated in some cases. The PHASE OUT range is expected to account for more than 10% of sales by 2025.

SOCIETY

CERTIFICATION

ECOVADIS CERTIFICATION

EcoVadis is a sustainability rating platform for global supply chains with the objective of promoting environmental and social practices of companies through CSR performance monitoring within the supply chain and supporting companies in improving sustainability. The CHT Group has set itself the goal of further improving its sustainability performance by 2025 and achieving a score of 80% in the EcoVadis certification.

The CHT Group received 62 out of 100 points in 2020 and thus a silver level for sustainability performance. The categories were environment, labor and human rights, ethics and sustainable procurement. Therefore, the CHT Group belongs to the top 10 rated chemical companies. Among other things, the comprehensive sustainability management including clearly defined goals and pursuit in the CHT Group as well as the linking of the activities with the development goals of the United Nations (SDGs) were particularly emphasized. Aktivitäten mit den Entwicklungszielen der Vereinten Nationen (SDGs).

CHECKING CUSTOMER SATISFACTION

For successful additional expansion of business relationships with our customers, we rely on an open and trusting dialogue. Although we did not conduct a comprehensive customer satisfaction survey in the 2020 reporting period, we do receive a great deal of feedback and suggestions in daily dialogue with our customers worldwide. The corresponding customer surveys of recent years have also confirmed that our customers are very satisfied and loyal and appreciate the high level of expertise of our team as well as the good service and our high level of reliability. In addition, we regularly carry out customer satisfaction analyses with the help of external consultants.

FAIRNESS FIRST

Free competition characterizes global business life. This benefits us and all our companies worldwide. A competition characterized by fairness and respect is a key pre-requisite for this: We consider it a matter of course to comply with laws, regulations, standards and codes of conduct towards customers, partners, suppliers and competitors – just like we expect the same vice versa. It is important to us that we emphasize our strength without discrediting competitors. Thus, no cases were reported in 2020 in which our company had infringed the competition rules or failed to comply with law.

PRINCIPLES

GRI STANDARDS



PRINCIPLES

GRI STANDARDS

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+ STRATEGY
+ ETHICS AND INTEGRITY
+ GOVERNANCE
+ STAKEHOLDER ENGAGEMENT
+ REPORTING PRACTICE

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102-2	Activities, brands, products, and services	The CHT group
		Business fields
102-3	Location of headquarters	The CHT group
102-4	Location of operation	Location of operation
102-5	Ownership and legal form	Ownership
102-6	Markets served	The CHT group
102-7	Scale of the organization	CHT Sustainability Report
102-8 UNGC Principle no.6	Information on employees and other workers	Our Employees
		CHT Sustainability Report
102-9	Supply chain	Supplier Management
102-11	Precautionary principle or approach	Principles Environmental Policy
102-12	External initiatives	Work in Associations and Initiatives
		Quality Labels
102-13	Membership of associations	Work in Associations and Initiatives
		Quality Labels

— STRATEGY

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Preface

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— ETHICS AND INTEGRITY

102-16 Values, principles, standards, and standards of conduct

Vision and Mission

Strategy and Values

— GOVERNANCE

102-18 Governance structure

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Constant Ownership Structure

Corporate Sustainability Steering Committee

102-35 Remuneration policies

Performance related Remuneration

— STAKEHOLDER ENGAGEMENT

102-40 List of stakeholder groups

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102-41 Collective bargaining agreements
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102-42 Identifying and selecting stakeholders

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102-43 Approach to stakeholder engagement

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102-44 Key topics and concerns raised

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— REPORTING PRACTICE

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102-50 Reporting period

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GRI content index

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		Strategy and Values
103-2	The management approach and its components	The CHT group
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		Sustainability Goals
103-3	Evaluation of the management approach	Sustainability Goals

— 202 MARKET PRESENCE

103	MANAGEMENT APPROACH	
103-1	Explanation of the material topic and its boundary	The CHT group
		Strategy and Values
		Business fields
103-2	The management approach and its components	Strategy and Values
103-3	Evaluation of the management approach	Sustainability Goals
		Strategy and Values

TOPIC SPECIFIC DISCLOSURES

202-2	Proportion of senior management hired from the local community	Our Employees
		Leadership Culture

— 204 PROCURMENT PRACTICES

103	MANAGEMENT APPROACH	
103-1	Explanation of the material topic and its boundary	Supplier Management
103-2	The management approach and its components	Supplier Management
103-3	Evaluation of the management approach	Supplier Management

— 205 ANTI-CORRUPTION

103	MANAGEMENT APPROACH	
103-1	Explanation of the material topic and its boundary	Sustainability Goals
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103-2	The management approach and its components	Ethics and Integrity
103-3	Evaluation of the management approach	Ethics and Integrity
	TOPIC SPECIFIC DISCLOSURES	
205-1 UNGC Principle no. 1, 2	Operations assessed for risks related to corruption	Code of Conduct
205-2 UNGC Principle no. 10	Communication and training about anti-corruption policies and procedures	Ethics and Integrity
205-3 UNGC Principle no. 10	Confirmed incidents of corruption and actions taken	Code of Conduct

— 206 ANTI-COMPETITIVE BEHAVIOR

103	MANAGEMENT APPROACH	
103-1	Explanation of the material topic and its boundary	Fairness
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301-1 UNGC Principle no. 7	Materials used by weight or volume	Raw Materials
301-2	Recycled input materials used	Raw Materials

— 302 ENERGY

103	MANAGEMENT APPROACH	
103-1	Explanation of the material topic and its boundary	Energy management
103-2	The management approach and its components	Energy management
103-3	Evaluation of the management approach	Energy management
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302-3	Energy intensity	Energy management
302-4 UNGC Principle no. 8, 9	Reduction of energy consumption	Energy management
302-5	Reductions in energy requirements of products and services	Energy management

— 303 WATER AND EFFLUENTS

103	MANAGEMENT APPROACH	
103-1	Explanation of the material topic and its boundary	Responsible use of Resources
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303-1	Interactions with water as shared resource	Responsible use of Resources
303-2	Management of wastewater-related impacts	Water emission
303-3	Wastewater recovery and reuse	Water emission
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303-5	Water consumption	Water emission

— 304 BIODIVERSITY

103	MANAGEMENT APPROACH	
103-1	Explanation of the material topic and its boundary	Environmental Policy
103-2	The management approach and its components	Environmental Policy
103-3	Evaluation of the management approach	Environmental Policy
TOPIC SPECIFIC DISCLOSURES		
304-1 UNGC Principle no. 8	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	
304-2 UNGC Principle no. 8	Significant impacts of activities, products, and services on biodiversity	Environmental effects

— 305 EMISSIONS

103	MANAGEMENT APPROACH	
103-1	Explanation of the material topic and its boundary	CO ₂ emission
103-2	The management approach and its components	CO ₂ emission
103-3	Evaluation of the management approach	CO ₂ emission
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305-1 UNGC Principle no. 7, 8	Direct greenhouse gas emissions	CO ₂ emission
305-6 UNGC Principle no. 7, 8	Emissions of ozone-depleting substances (ODS)	
305-7 UNGC Principle no. 7, 8	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	

— 306 EFFLUENTS AND WASTE

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306-2	Waste by type and disposal method	Waste
306-3 UNGC Principle no. 8	Significant spills	
306-4 UNGC Principle no. 8	Transport of hazardous waste	

— 307 ENVIRONMENT COMPLIANCE

307-1 UNGC Principle no. 8	Non-compliance with environmental laws and regulations	
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— 308 SUPPLIER ENVIRONMENTAL ASSESSMENT

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103-3	Evaluation of the management approach	Supplier Management
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308-1 UNGC Principle no. 8	New suppliers that were screened using environmental criteria	Supplier Management
308-2	Negative environmental impacts in the supply chain and actions taken	Supplier Management

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		Our Employees
103-3	Evaluation of the management approach	Our Employees
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401-1 UNGC Principle no. 6	New employee hires and employee turnover	Staff numbers
401-2	Benefits provided to full-time employees but not to temporary or part-time employees	Equality
		Performance-related remuneration

— 402 LABOR/MANAGEMENT RELATIONS

103	MANAGEMENT APPROACH	
103-1	Explanation of the material topic and its boundary	Leadership Culture
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		Lifelong learning
103-2	The management approach and its components	Leadership Culture
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103-3	Evaluation of the management approach	Leadership Culture
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— 403 OCCUPATIONAL HEALTH AND SAFETY

103	MANAGEMENT APPROACH	
103-1	Explanation of the material topic and its boundary	Safety Management
103-2	The management approach and its components	Safety Management
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403-1	Hazard identification, risk assessment, and incident investigation	Prevention

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103	MANAGEMENT APPROACH	
103-1	Explanation of the material topic and its boundary	Lifelong learning
103-2	The management approach and its components	Lifelong learning
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404-1 UNGC Principle no. 6	Average hours of training per year per employee	Lifelong learning
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404-3 UNGC Principle no. 6	Percentage of employees receiving regular performance and career development reviews	Lifelong learning

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103-3	Evaluation of the management approach	Leadership Culture
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405-1 UNGC Principle no. 6	Diversity of governance bodies and employees	Equality

— 406 NON-DISCRIMINATION

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103-3	Evaluation of the management approach	Human Rights
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406-1 UNGC Principle no. 6	Incidents of discrimination and corrective actions taken.	Protect from discrimination

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103-1	Explanation of the material topic and its boundary	Work life balance
103-2	The management approach and its components	Work life balance
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407-1 UNGC Principle no. 3	Operations and suppliers where the right to freedom of association and collective bargaining may be at risk.	Human Rights

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414-1 UNGC Principle no. 2	New suppliers that were screened using social criteria	Supplier Management

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419-1	Non-compliance with laws and regulations in the social and economic area	

IMPRINT

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