ANGUS®
CHEMICAL COMPANY

2021

SUSTAINABILITY REPORT

DISCOVER A **BETTER** WAY™

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A LETTER FROM THE CEO

GRI 102-14

Thank you for your interest in ANGUS Chemical Company and for reading our 2021 Sustainability Report – our first publicly available sustainability report using the increasingly adopted Global Reporting Initiative (GRI) Standards. I'm pleased to share the exceptional practices and progress of our global team in addressing the social, resource and environmental challenges facing our world today.

As a leading global manufacturer and marketer of specialty ingredients and consumables for Life Sciences and Industrial markets, we are singularly driven by a purpose to provide safe and innovative solutions that improve our health, homes and environment. In every aspect, with every molecule, we strive to accomplish more. More purity and precision. More stability and confidence. More safety and performance. A higher commitment that yields greater outcomes, for ANGUS, our customers, and the global community.

We achieve this by harnessing the powerful potential of our unique chemistries, deep manufacturing expertise, and a passionate pursuit for quality, consistency, multifunctionality and sustainability that every essential industry demands. We believe that through the intersection of science and creativity we can help solve some of the world's biggest challenges.

This report shares where we are today. We recognize creating a more sustainable future is a journey of continuous improvement, and one that requires employee involvement at every level of our organization. Our goals are ambitious: maintaining our best-in-class safety performance, dramatically improving our overall environmental footprint, and further expanding our portfolio to directly address our customers' sustainability goals and needs.

We invite you as our customers, supplier partners, employees, investors, and members of our communities to join us on our journey, give us your feedback on our progress, and partner with us to promote and develop more sustainable practices.

David Neuberger
President and Chief Executive Officer

ABOUT THIS REPORT

GRI 102-51, GRI 102-52, GRI 102-54

This is the first annual sustainability report published by ANGUS Chemical Company (referred to throughout the report as "ANGUS," "Company," "we," "us," and "our"). With this inaugural report, we are making a commitment to annually report our sustainability performance in accordance with the Global Reporting Initiative (GRI) Standards and other similar reporting and disclosure guidelines in use today or that may be developed in the future. This current report has been prepared in accordance with the GRI Standards: Core option.

In addition to ANGUS employees, the primary audience for this report is our external stakeholders, including, but not limited to, the communities in which we operate, customers and distributors, prospective employees, governmental agencies, shareholders and prospective investors, suppliers, and trade organizations.

REPORTING SCOPE AND ASSURANCE

GRI 102-45, GRI 102-48, GRI 102-49, GRI 102-50, GRI 102-56

The scope of this report includes facilities owned and directly operated by ANGUS and its subsidiaries and covers data and activities during the Company's 2021 fiscal year (January 1, 2021 to December 31, 2021), unless otherwise stated. As this is ANGUS' first Sustainability Report using GRI guidelines, there are no restatements and no changes from previous reports in terms of scope and / or boundaries included.

The data included in ANGUS' 2021 Sustainability Report was aggregated, analyzed and reviewed by ANGUS' Environmental, Health and Safety (EH&S) department; ANGUS senior management, the ANGUS Board of Directors, and other key internal stakeholders. While our data undergoes a robust internal quality control process, it has not undergone a third-party validation and assurance process. We are evaluating obtaining external assurance for our data collection and sustainability reporting process in the future.

FEEDBACK AND QUESTIONS ABOUT THE REPORT

GRI 102-53

For copies of our publicly available policies, or for more information regarding our operations, please visit angus.com. A downloadable version of this Sustainability Report and GRI Index is available on our website at angus.com/sustainability. For questions, comments and suggestions about our report, please contact:

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OUR COMMITMENT TO SAFETY AND SUSTAINABILITY

As a global leader in specialty chemistries, ANGUS provides the products and expertise needed by the world's most essential industries to deliver life-saving medical treatments, clean water, reliable food sources, affordable energy and other innovative products that improve our health, homes and environment.

Our responsibilities as a global company extend beyond the value we deliver to our customers and consumers around the world. Through volunteer service and charitable support for community organizations, as well as safety, compliance and employee development programs, we recognize and embrace the importance of our role as an active partner with the local communities in which we live and work.

We believe our purpose is more than safely developing and manufacturing our unique portfolio of specialty chemistries. The basic elements of sustainability – people, products and the planet – are at the core of everything we do. It is our responsibility to challenge ourselves to continually improve in all aspects of sustainability, including environmental, health, safety and security (EHS&S).

ANGUS CHEMICAL COMPANY SUSTAINABILITY POLICY

- ANGUS creates products and services that make life better for people around the world—both today and tomorrow
- ANGUS is committed to continuous progress toward the goals of no accidents, injuries or harm to the environment
- ANGUS will publicly report our environmental, health, safety and security performance
- Product stewardship is a critical element of any sustainable company, and ANGUS is a sustainable company
- As a part of a responsible company, each of our employees plays an important role in product stewardship

ANGUS HAS MADE A COMMITMENT TO SUSTAINABILITY OBJECTIVES INCLUDING:

- Zero injuries, LOPCs (loss of primary containment), regulatory non-compliance, incidents at customers, process safety incidents and motor vehicle accidents
- 100% alignment for all business functions with company sustainability objectives
- Best-in-class global regulatory and product stewardship
- Continuous improvement in product quality, year-over-year
- Full compliance with REACH (Registration, Evaluation, Authorization and Restriction of Chemicals)
- Increased development and launch of sustainable products, including those which do not contribute VOC (volatile organic compounds)

David Neuberger
President and Chief Executive Officer
ANGUS Chemical Company

OUR SUSTAINABILITY STRATEGY

OUR SUSTAINABILITY BLUEPRINT

GRI 102-12

ANGUS is committed to sustainably operating as a world-class producer and supplier of specialty chemistries and ingredients. We are committed to being a responsible corporate citizen, and have aligned our operations and strategies with universally accepted principles in the areas of human rights, labor, environment, and anti-corruption established by the United Nations (UN) Global Compact initiative, as well as through support for and participation in initiatives on a local, national, and multinational level including, but not limited to:

- Association for the Advancement of Alternatives Assessment
- Green Chemistry & Commerce Council (GC3)
- ChemFORWARD
- EcoVadis
- Expert Committee on Sustainable Chemistry
- Green Seal
- Health and Environmental Sciences Institute
- Michigan State University Center for Research on Ingredient Safety
- Responsible Care®
- Society of Toxicology Sustainable Chemicals through Contemporary Toxicology Specialty Section

Being a responsible corporate citizen also means achieving business success in ways that demonstrate respect for people and the environment, and upholding the values expressed in our guiding principles. We are utilizing the UN's Sustainable Development Goals (SDGs) as the underlying guiding principles to understand and prioritize ANGUS contributions to addressing the world's challenges in the areas of:

- Global climate change
- Waste reduction
- Water conservation
- Safer chemistries / products
- Healthy, equitable work environment
- Socially responsible, community partner

In 2021, ANGUS established a four-pillar sustainability blueprint that uses select UN SDGs as the framework for guiding our vision and focus on innovative solutions supporting the health and well-being of people and the planet.

Sustainability Pillar	Environmental Stewardship	Sustainable Innovation	Culture of Equity, Diversity and Inclusion	Socially Responsible Community Partner
UN SDG				
Critical Focus Area	Improve operations' environmental footprint through GHG, waste and water management reductions while maintaining zero injuries and process safety incidents.	Advancing innovative solutions, grounded in science, that bring value to our customers and improve the world in which we live.	Building a culture where every employee feels accepted, valued and able to contribute to their fullest potential.	Driving positive change through our local community engagement and support.

SUSTAINABLE DESIGN AND MATERIALS TO SUPPORT A CIRCULAR ECONOMY

Through our investments in application and new product development, we have a deep understanding of where our chemistries are (and can potentially be) used to actively address global trends in Life Sciences, Beauty and Personal Care, and other essential industries to help make our lives healthier, and more sustainable and comfortable.

Global Market Trend Examples	Market	Products and Related Benefits
Supply Chain Transparency	Bioprocessing and Biopharmaceuticals; Pharmaceutical Manufacturing	High-purity, cGMP TRIS AMINO™ tromethamine buffers are produced and delivered via a 100% traceable supply chain, with a clear line of sight back to raw materials – all produced on-site to stringent specifications.
Clean Ingredients	Beauty and Personal Care	AMP-ULTRA™ PC and TRIS AMINO™ ULTRA PC additives are highly compatible with and can help stabilize skin care, sun care, hair care and color cosmetics formulations that use a broad range of naturally derived and bio-based ingredients.
Environmentally Responsible Building Materials	Paints and Coatings	AMP™ and AEPD™ VOX 1000 multifunctional additives are widely used in low-VOC, low-emission architectural paint formulations; TRIS AMINO™ Crystals provide high-efficiency formaldehyde scavenging performance to water-borne coatings, gypsum and concrete formulations, as well as activated-carbon-based air filtration systems.
Waste Reduction	Metalworking Fluids	CORRGUARD™ EXT is proven to extend the use life of metalworking fluids by enhancing longer-term resistance to microbial fouling, while CORRGUARD™ 95 reduces cobalt leaching helping to improve the lifetime of metalworking tools.

MATERIALITY ASSESSMENT

GRI 102-46, GRI 102-47

We completed a comprehensive materiality analysis in conjunction with the development of our first Sustainability Report covering the 2021 fiscal year. This, together with the reporting guidelines established by the GRI "Core" option, as well as other external resources, such as the Sustainability Accounting Standards Board's (SASB) materiality matrix for the chemical industry, provided the framework for identifying the GRI topics material to ANGUS and the related disclosures included in this report.

Of those topics that were relevant to ANGUS, their relative importance was evaluated against two criteria: importance to stakeholders and importance to ANGUS in terms of the significance of the economic, environmental, and social impacts. We also took a subjective view of ANGUS' ability to positively affect each topic, for example, our ability to evaluate the actual and potential negative social impact of our suppliers is relatively limited.

The GRI material topics in this report are aggregated into the categories listed below:

- Ethics, Compliance and Governance
- Stakeholder Engagement
- People, Inclusion and Diversity
- Environmental, Health and Safety
- Natural Resource Management
- Product Stewardship

The GRI standards addressed by each material topic and the related disclosures are indicated below each topic heading. In addition, we also report out on several topics included in the GRI standards that were deemed not material or not relevant to ANGUS, but where data was readily available. The management approach to the material topics identified in this report is described, where appropriate.

LIST OF MATERIAL TOPICS

GRI 102-47

During the process for defining our 2021 Sustainability Report, the following topic-specific standards were identified as material to ANGUS' internal operations and may also impact stakeholders outside the Company on a global scale, such as upstream and downstream entities across ANGUS' value and supply chain.

Material Topic Disclosure	GRI Standard	Boundary
Anti-competitive behavior	206	Both
Anti-corruption	205	Both
Customer health and safety	416	Inside
Customer privacy	418	Inside
Emissions	305	Both
Energy	302	Inside
Environmental compliance	307	Inside
Freedom of association and collective bargaining	407	Inside
Local communities	413	Both
Marketing and labeling	417	Both
Non-discrimination	406	Inside
Occupational health and safety	403	Both
Socioeconomic compliance	419	Both
Training and education	404	Inside
Waste	306	Inside
Water and effluents	303	Both

The most relevant entities outside of ANGUS on which the material aspects of this report may have an impact include:

- Customers who purchase products from ANGUS.
- End-user customers and consumers who purchase products from our customers that utilize ANGUS products.
- Raw material producers and other suppliers from whom ANGUS procures products and / or services.
- Local communities in which ANGUS operates.

More ⟵

Importance to Stakeholders

Non-Material Topics of High-Importance to External Stakeholders Only	Ability to Impact (High / Low)	2021 Report
Indirect Economic Impacts	High / **Low**	
Procurement Practices	High / **Low**	
Materials	High / **Low**	
Biodiversity	High / **Low**	
Supplier Environmental Assessment	High / **Low**	
Child Labor	High / **Low**	◉
Forced or Compulsory Labor	High / **Low**	◉

Material Topics	Ability to Impact (High / Low)	2021 Report
Anti-Corruption	**High** / Low	◉
Anti-Competitive Behavior	**High** / Low	◉
Energy	**High** / Low	◉
Water and Effluents	**High** / Low	◉
Emissions	**High** / Low	◉
Waste	**High** / Low	◉
Environmental Compliance	**High** / Low	◉
Occupational Health and Safety	**High** / Low	◉
Training and Education	**High** / Low	◉
Freedom of Association and Collective Bargaining	High / **Low**	◉
Local Communities	**High** / Low	◉
Customer Health and Safety	High / **Low**	◉
Marketing and Labeling	**High** / Low	◉
Socioeconomic Compliance	**High** / Low	◉
Non-Discrimination	**High** / Low	◉
Customer Privacy	**High** / Low	◉

Less ⟵

Non-Material Topics	Ability to Impact (High / Low)	2021 Report
Tax	**High** / Low	
Market Presence	**High** / Low	◉
Supplier Social Assessment	High / **Low**	

Non-Material Topics of High Importance to ANGUS Only	Ability to Impact (High / Low)	2021 Report
Economic Performance	**High** / Low	◉
Employment	**High** / Low	◉
Labor / Management Relations	**High** / Low	◉
Diversity and Equal Opportunity	High / **Low**	◉

⟵ Less **Importance to ANGUS** More ⟶

Non-Relevant GRI Topics	2021 Report
Security Practices	
Rights of Indigenous People	◉
Human Rights Assessment	◉
Public Policy	◉

Legend Economic Topics (GRI 200) Environmental Topics (GRI 300) Social Topics (GRI 400)

ANGUS manufacturing facility in Ibbenbüren, Germany

ABOUT ANGUS

OUR ORGANIZATION

GRI 102-1, GRI 102-2, GRI 102-3, GRI 102-4, GRI 102-5

ANGUS Chemical Company is a leading global producer of multifunctional, high-performance and high-purity specialty chemistries and ingredients used in Life Sciences, Home and Personal Care, and Industrial End markets. ANGUS is privately owned by Ardian and Golden Gate Capital.

ANGUS products are distinctive in that they provide significant advantages over alternative chemistries, and are commonly used to improve product quality, consistency, durability, longevity, stability, corrosion-resistance, and other important attributes in end-use formulations. In addition, many ANGUS products have a favorable environmental profile that enables our customers to meet or exceed increasingly stringent environmental regulations.

Below is a list of many of the trademarks and brands owned by ANGUS and its affiliates:

AEPD™ 85

AEPD™ VOX 1000

ALKATERGE™ E

ALKATERGE™ T

AMP-95™

AMP-ULTRA™ PC

AMPD ULTRA PC™

CHAINGUARD™ I-15

CORRGUARD™ 95

CORRGUARD™ EXT

CORRGUARD™ FLEX

CORRGUARD™ FS

CORRGUARD™ LSA

CORRGUARD™ SI

DL-2AP ULTRA PC™

DMAMP-80™

DMAMP™ ULTRA PC

GASATANE™

HYDROGUARD™ I-15

NIPAR S-10™

TRIS AMINO™ AC Ultra Pure

TRIS AMINO™ AC Buffer

TRIS AMINO™ Buffer

TRIS AMINO™ Crystals

TRIS AMINO™ HCl

TRIS AMINO™ ULTRA PC

TRIS AMINO™ Ultra Pure

TRIS HCl Prime™

VOLTAN™ 100

VOLTAN™ 95

VOLTAN™ D

VOLTAN™ E

VOLTAN™ T

ZOLDINE™ LH-1000

ZOLDINE™ LH-2001

ZOLDINE™ MS-Plus

ZOLDINE™ XL 29SE

ZOLDINE™ ZA 78

ZOLDINE™ ZE

ANGUS is headquartered in Buffalo Grove, Illinois, USA. As of December 31, 2021, ANGUS operated from 12 locations in 11 countries, which include:

- Global Headquarters and Research Development and Applications (RD&A) Center and North American Customer Application Center (CAC): Buffalo Grove, Illinois, USA
- Manufacturing plants in Sterlington, Louisiana, USA, and Ibbenbüren, Germany.
- Regional sales offices and CACs located in Paris, France; Shanghai, China; São Paulo, Brazil; Mumbai, India; and Singapore.
- Regional sales offices located in Seoul, South Korea; Jakarta, Indonesia; Tokyo; Japan; and Bangkok, Thailand.

ANGUS also strategically rents warehouses and storage locations, including tanks, in the U.S. and throughout the world to support our manufacturing operations and customers.

OUR MARKETS

GRI 102-6, GRI 102-7

ANGUS serves and competes in a wide range of end markets that we aggregate into four major categories and related submarkets:

Life Sciences

- Agriculture
- Biopharmaceuticals
- Bioprocessing
- Diagnostics
- Pharmaceutical Synthesis

Home And Personal Care

- Color Cosmetics
- Hair Colorants
- Hair Styling
- Hand Sanitizers
- Skin Care
- Sun Care
- Household and Industrial Cleaning

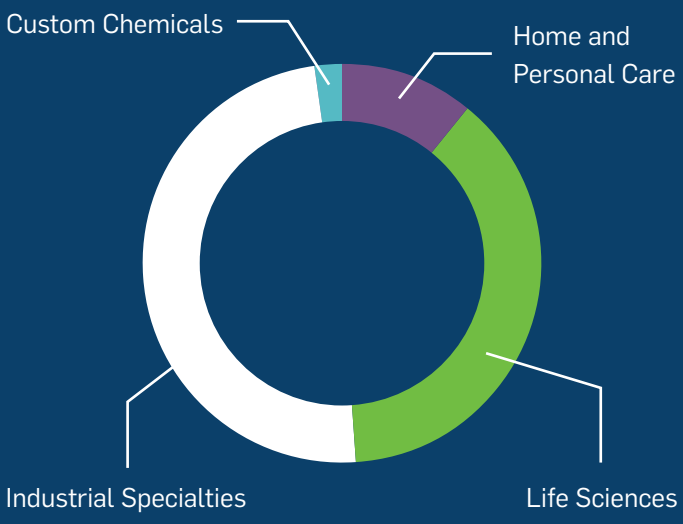
Custom Chemicals

- Custom Manufacturing
- Custom Additives and Intermediates

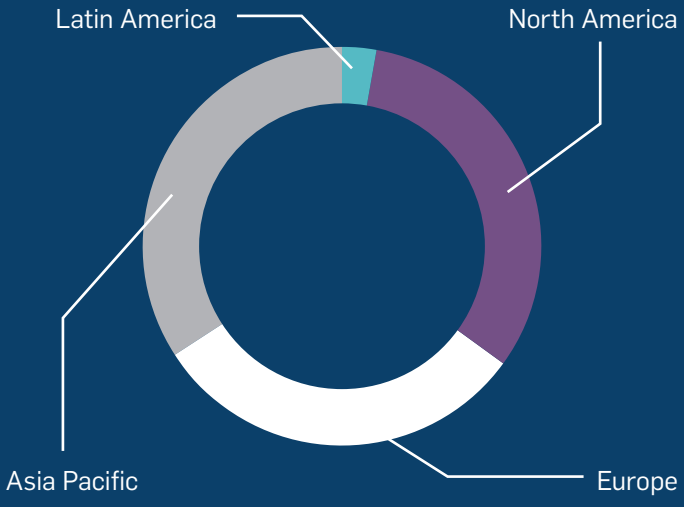
Industrial Specialties

- Electronics Chemicals
- Gas Treating
- Liquid Hardeners
- Leather
- Paints and Coatings
- Pulp, Paper and Mineral Slurries
- Metalworking Fluids
- Synthetic Rubber
- Upstream Oil and Gas
- Water Treatment

GLOBAL REVENUE PROFILE 2021 SALES BY END MARKET



GLOBAL REVENUE PROFILE 2021 SALES BY REGION



OUR GLOBAL SUPPLY CHAIN

GRI 102-9

Our supply chain includes local, regional and global partners from whom we purchase products and services including propane, natural gas, ammonia, catalysts and other raw materials, as well as packaging, transportation, utilities, maintenance services and capital equipment.

The Global Procurement and Supply Chain organization within ANGUS manages the spend that supports the manufacturing sites and corporate offices. This spend is conducted with more than 500 suppliers across several areas, including but not limited to: raw materials, packaging, customer logistics, capital equipment, maintenance services, process chemicals and catalysts, spare parts, utilities, professional services, information technology, travel, and engineering and environmental services. In addition, our Global Procurement and Supply Chain organization manages warehouses and the corresponding inventory of maintenance, repair and operations parts and equipment to support manufacturing operations. The extended supply chain is exponentially greater than the number of suppliers we directly utilize.

The vast majority of our supply base is located in North America and Western Europe where we operate our manufacturing facilities. We utilize over 100 different raw materials; however, propane, ammonia, formaldehyde, hydrogen, and natural gas comprise most of our product consumption. The ammonia we purchase is delivered to our primary production facility in Sterlington, Louisiana, by pipeline. Other key raw materials, such as hydrogen and nitric acid are produced on site in Sterlington, while natural gas and hydrogen are delivered via pipeline to our production facility in Ibbenbüren, Germany. We have long-standing relationships with our top suppliers and maintain multiple supplier relationships whenever possible for most of our major raw materials to protect against potential supply issues and / or significant price increases. We have made significant investments in dual-source manufacturing capabilities for all major product lines, which enhance the supply chain continuity and security of supply provided to customers.

We employ a comprehensive risk management approach for our supply chain related to the chemical products we purchase, produce, package and sell. This approach is described under GRI 102-11.

ANGUS manufacturing facility in Sterlington, Louisiana

SIGNIFICANT CHANGES TO THE ORGANIZATION AND ITS SUPPLY CHAIN DURING THE REPORTING PERIOD

GRI 102-10

In October 2021, we announced plans to expand U.S. production capacity for our complete portfolio of TRIS AMINO™ tromethamine buffers. ANGUS is the world's largest and only fully integrated original manufacturer of TRIS AMINO buffers, which are used extensively in bioprocessing and diagnostics manufacturing, as building blocks for synthesis of surface-active agents and pharmaceuticals, and emulsifying agents for cosmetic creams and lotions, among others.

The planned expansion includes the addition of a fourth dedicated manufacturing line at our existing facility in Sterlington, Louisiana, and will roughly double the Company's global TRIS AMINO buffer production capacity. Today, we produce high-purity, multi-compendial grades of TRIS AMINO products for the Life Sciences and Personal Care markets at our Sterlington and recently expanded Ibbenbüren, Germany manufacturing facilities. Initial work began on the expansion in late 2021 with commercial manufacturing targeted for late 2023.

In November 2021, we completed the start-up of in-house commercial production of TRIS AMINO™ Hydrochloride (HCl) at our Sterlington facility. TRIS AMINO HCl is widely used as a diagnostic reagent and as a downstream processing buffer in the purification of commercial biopharmaceuticals. TRIS AMINO HCl products are produced by ANGUS in our Sterlington facility under the Company's single Global Quality Management System, which includes ISO 9001:2015 certified in-process monitoring and facility control systems. In addition, we operate a dedicated Life Sciences warehouse, Quality Control laboratory, and filling and packaging center in Sterlington that supports customer qualification through comprehensive in-house testing using validated analytical methods.

DESIGNED TO THE HIGHEST STANDARDS

The ANGUS manufacturing facilities in Sterlington, Louisiana and Ibbenbüren, Germany are audit-ready and offer:

- ISO 9001:2015 certification
- Adherence to current IPEC guidelines for cGMP compliant manufacturing of excipients*
- Automated in-process monitoring and facility control system
- In-house testing utilizing validated analytical methods
- Elemental impurity risk assessment using ICP-MS technology*
- Comprehensive validation documentation*
- State-of-the-art filling and packaging suites for Life Sciences products*

**Available for select products*

PRECAUTIONARY PRINCIPLE

GRI 102-11

We employ a risk-based management approach for our wholly-owned operations, as well as for the supply chain and the products we sell and distribute. Through various audits and inspections of our own operations, those of certain customers and suppliers, as well as external audits by customers and specific certification bodies, we have adopted a preventative approach and adhere to the principles of continuous improvement. Where deemed appropriate, certain operations are certified to the international management system ISO 9001 and our Ibbenbüren facility is certified to ISO 50001 standards. In addition, ANGUS provides cGMP-compliant manufacturing that adheres to current IPEC excipient guidelines for certain products where it is required by external market demand.

ETHICS, COMPLIANCE AND GOVERNANCE

GRI 103-1, GRI 103-2

Ethics, compliance, and corporate governance are essential components of our sustainable business success and growth. We expect the highest level of ethical behavior from our employees and representatives throughout our global operations.

The ANGUS Code of Business Conduct, Anti-Corruption, Respect and Responsibility, and other ethics- and compliance-related policies embody our unwavering commitment to integrity and ethics and outline the principles that each executive officer, employee, and other representative acting on behalf of ANGUS are expected to follow. Our ANGUS Code of Business Conduct also outlines our global policy and commitments to external initiatives in the areas of human rights, respect for people, and freedom of association, among others.

Employees must report all suspected ethics violations promptly through one of the various channels available to employees and the public. Employees and the general public can report ethics concerns and suspected misconduct through management, HR, and the angus.com website. ANGUS treats all reports of ethical concerns as confidential. Individuals reporting concerns can also request to remain anonymous, and the Company will protect the reporter's anonymity.

OUR CORE VALUES

GRI 102-16

Safety – Safety is at the forefront of everything we do

Stewardship – We drive toward sustainability through our commitment to the principles of Responsible Care®, continuously improving our products and processes to positively impact the environment and human health

Ethics - We demand ethical and compliant behavior at all levels of the organization

Diversity and Inclusion - We value all aspects of diversity: diversity of thought, diversity of opinion, and diversity of background and experiences

Challenging - We promote candid, challenging, open and respectful behavior

Performance - We maintain a performance-driven culture emphasizing empowerment, accountability, speed, value creation and an entrepreneurial mindset

Innovation - We focus on product and process innovation to increase our competitive advantage

People - We develop employees through training, cross-functional assignments, and other planned career development experiences

OUR GOVERNANCE

GRI 102-18

For the first nine months of fiscal 2021, ANGUS was governed by a seven-member Board of Directors. Two additional independent directors were named to the ANGUS Board in October 2021, increasing Board membership to nine. During fiscal 2021, our day-to-day operations were managed by an 11-member Senior Leadership Team.

The Board of Directors and Senior Leadership Team regularly review the Company's safety performance and risks associated with safety, as well as our responsibilities in a wide range of areas, including sustainability; environmental, health and safety matters; diversity and inclusion; and climate-related issues as they rise to the level of importance that would have a substantive impact on the operations or financial health of the Company.

The ANGUS Sustainability Team is responsible for the strategic development, planning, and oversight of sustainability issues and initiatives throughout the organization. It comprises Senior Leadership Team and functional group leaders. It is led by the Senior Vice President of Regulatory, Product Stewardship, Quality and Sustainability, a role with executive oversight of all Environmental, Health and Safety programs at ANGUS and directly reporting to the CEO.

OUR COMMITMENT TO COMPLIANCE

GRI 103-3, GRI 205-2, GRI 205-3, GRI 206-1, GRI 307-1, GRI 406-1, GRI 408-1, GRI 409-1, GRI 411-1, GRI 415-1, GRI 416-2, GRI 417-3, GRI 418-1, GRI 419-1

We acknowledge and respect the diverse cultures, customs and business practices in the marketplace. At hiring, all ANGUS employees worldwide are required to read, understand, and acknowledge the standards, procedures, and policies presented in the ANGUS Code of Business Conduct as well as numerous other specific corporate policies and procedures that support the ANGUS Code of Business Conduct.

These policies, as well as our expectation for 100-percent compliance with all applicable international laws, regulations, rules and standards in the geographies in which we operate are regularly reinforced with employees through a variety of channels, including a globally accessible employee intranet, employee training requirements, annual performance reviews, CEO town halls, and internal announcements, to name a few.

In fiscal 2021, there were:

- No confirmed incidents of discrimination and there were no legal actions initiated against ANGUS or any employee related to discrimination.
- No confirmed cases of corruption, and there were no legal actions initiated against ANGUS related to anti-competitive behavior, anti-trust or monopoly practices.
- No significant fines or non-monetary sanctions for non-compliance with environmental, social or economic laws and / or regulations.
- No fines, penalties, or warnings resulting from incidents of noncompliance with regulations or voluntary codes concerning the health and safety impacts of products and services, or their marketing, packaging and labeling.
- No substantiated complaints relating to breach of customer privacy and / or loss of customer data.
- No violations involving the rights of indigenous people.
- No confirmed instances of the use of corporate funds to make financial or in-kind political contributions, directly or indirectly. ANGUS policy explicitly prohibits the use of corporate funds for political contributions.

In addition, we abide by all applicable child labor laws and do not employ underage workers in our worldwide operations, nor do any of ANGUS' operations employ forced or compulsory labor. We also expect our supply chain partners to abide by all international regulations and conventions relating to child and forced labor.

STAKEHOLDER ENGAGEMENT

GRI 103-1, GRI 103-2, GRI 103-3, GRI 102-43

We recognize our operations, products and services impact a variety of internal and external stakeholders, which include customers, investors, employees, communities and many more. We regularly engage with these stakeholders on a local, national, and international level, through formal and informal channels to understand their interests and maintain mutually beneficial relationships with them. Through this Sustainability Report and other channels, we also communicate our sustainability performance to stakeholders and utilize stakeholder feedback as valuable input into the continuous improvement of our sustainability performance.

Our executive, commercial and technical development teams regularly engage with customers to identify their needs and leverage our unique products and deep technical expertise to deliver solutions around formulation effectiveness, cost reduction, regulatory compliance, sustainability and quality. This is accomplished through value-based relationships we build and nurture with customers – relationships based on candor and respect and supported by feedback received through satisfaction surveys and other one- and two-way feedback channels.

ANGUS' manufacturing locations and regional Customer Application Centers (CACs) engage in various community activities focused on education, the environment, and health and human services. We also are active members in the numerous end markets in which we participate and partner with trade associations and non-profit organizations around the world to support global sustainability initiatives and engage regularly with outside stakeholder groups.

We recognize that our employees are vital to the Company's success and offer frequent opportunities and multiple channels for employees around the world to participate in open dialogue with the organization's senior management through town hall meetings, employee feedback mechanisms that include an annual culture and satisfaction survey, an open-door policy, and a direct, anonymous communication channel directly to the CEO, among others.

MEMBERSHIP ASSOCIATIONS

GRI 102-13

We are members of numerous chemical and industry associations, and support a variety of initiatives on a local, national, and multi-national level where the Company holds a position on the board or actively participates in specific projects or committees. Our association memberships include, but are not limited to:

- American Chemistry Council (ACC)
- American Cleaning Institute (ACI)
- American Coatings Association (ACA)
- Drug, Chemical and Associated Technologies Association (DCAT)
- Independent Lubricant Manufacturers Association (ILMA)
- Louisiana Chemical Association (LCA)
- Louisiana Chemical Industry Alliance (LCIA)
- Ouachita River Valley Association (ORVA)
- Society of Cosmetic Chemists (SCC)
- Society of Tribologist and Lubricant Engineers (STLE)

HOW WE ENGAGE WITH OUR PRIMARY STAKEHOLDERS

GRI 102-40, GRI 102-42, GRI 102-44

We have many stakeholder groups around the world who have a relevant interest in our long-term sustainability, including, but not limited to:

- Approximately 390 ANGUS employees
- 100+ ANGUS contractors
- 3,500+ customers
- 500+ suppliers
- Numerous local communities in which we operate
- Members of chemical industry trade unions around the world
- Our investors and the broader investment community
- Relevant government and regulatory agencies

We identified key ANGUS stakeholder groups based on the GRI criteria, which broadly defines stakeholders as "entities or individuals that can reasonably be expected to be significantly affected by the organization's activities, products, and services; and whose actions can reasonably be expected to affect the ability of the organization to successfully implement its strategies and achieve its objectives."

We categorized stakeholders into major groups according to the potential impact of the Company on the stakeholder and the stakeholder's ability to impact ANGUS. The results were analyzed through desktop research and reviewed and validated by our senior management. The key topics of concern highlighted during the stakeholder engagement process are ranked in the Materiality Matrix presented in this Sustainability Report.

Examples of issue-specific stakeholder engagement are provided in the following table, as well as throughout this Report.

Stakeholder Group	Feedback Topics / Key Areas of Interest	How We Engage
Customers	◉ Product quality and safety ◉ Sustainability performance (e.g., GHG emissions, injury rates, etc.) ◉ Operational controls, including business ethics and business continuity preparedness	◉ Our customers engage with us through our network of global commercial, Research, Development and Applications teams (RD&A), and Customer Care teams, as well as our authorized channel partners and distributors representing ANGUS around the world. ◉ We maintain ISO 9001 certifications covering 100% of our manufacturing operations, and provide specialized product quality certifications, including adherence to current IPEC guidelines for cGMP compliant manufacturing of excipients for select products. ◉ We maintain our Business Code of Conduct and comprehensive business continuity plans, in addition to our annual third-party sustainability assessment conducted by EcoVadis.
Owners and Investors	◉ Transparent reporting on business and sustainability performance ◉ Engagement on integrated sustainability strategy and key sustainability issues	◉ We engage with our owners and investors directly to disclose our business and sustainability performance on a regularly scheduled and ad hoc basis via phone calls, emails, videoconference and in-person meetings, as appropriate. ◉ We develop and issue our annual sustainability report in line with GRI and other national or internationally recognized standards, where appropriate, and respond to targeted disclosure requests from investor-focused rating agencies.
Employees and Contractors	◉ Proactive and transparent information on Company performance and sustainability progress ◉ Opportunities to participate in and influence the Company's and customers' sustainability goals	◉ We develop and distribute targeted and company-wide employee communications on business performance as well as developments with our sustainability strategy and initiatives. ◉ We maintain a cross-functional company-wide sustainability steering team that is responsible for advancing various aspects of sustainability across the organization and seeking input and participation from employees in a variety of initiatives. ◉ We develop and track progress against individual, group / team and company-wide accountabilities and goals aligned to the overall sustainability strategy and performance metrics for the Company.
Local Communities, Industry Trade Associations and NGOs	◉ Collaborative partnerships that create shared value for local communities, NGOs, and ANGUS ◉ Volunteering, sponsorship and charitable giving ◉ Opportunities for product / end-product innovation and continuous improvement in the areas of product development, sustainable manufacturing and new approach methodologies (NAMs)	◉ Within the communities in which we operate around the world, we are engaged with many advisory groups, state, local and national business associations, and we participate in countless planned activities and ad hoc conversations on matters of public safety, charitable giving, health and human services, STEM education, and more. ◉ We are members of many industry, trade, and professional associations around the world that drive our understanding and prioritization of developments affecting our business, end users in the markets we serve, and our many other stakeholders. ◉ We support and participate in many initiatives on a local, national, and multinational level sponsored by non-profit and scientific advocacy groups that are focused on advancing sustainable business practices, mitigating risks, and supporting sustainable growth.
Suppliers	◉ Sustainability-oriented business opportunities	◉ We strive to achieve mutually beneficial partnerships with our suppliers around the world. We share our commitment to ethical standards and sustainability through our Supplier Code of Conduct and the EcoVadis third-party assessment platform. ◉ We engage with current and prospective suppliers via the angus.com website or directly via site leaders and our Strategic Purchasing organization.
Government and Regulatory Agencies	◉ Compliance with laws and regulations affecting our business in the jurisdictions in which we operate around the world	◉ We engage with regulators and legislative policy makers at numerous local, national, and international levels through a variety of channels and functions, including manufacturing site leaders, regional business leaders, corporate communications team, trade associations, and legal counsel.

LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS AND DEVELOPMENT PROGRAMS

GRI 413-1

One of our largest and most important stakeholder groups are the communities in which we operate, most notably for our manufacturing facilities in Sterlington and Ibbenbüren. We are aware that our activities are an essential part of these communities, and community engagement and outreach support our commitment to being a responsible corporate citizen, a preferred employer, and a good neighbor.

We do this by adding value to local communities where we operate as one of the largest employers in these communities through high-value employment opportunities, internships, and training and development programs, as well as partnering with local first responders to support emergency response and situational training programs.

We encourage and assist employee volunteers from all our facilities around the world in their community-building activities, and partner with local charities to raise funding for medical research or address local health and human needs. We are also committed to supporting the education of young students and providing inspiration for the next generations of our world's scientific leaders through sponsorships and investment in STEM education programs.

GIVING BACK IN A TIME OF CRISIS

At the height of the COVID-19 pandemic, everyday essentials disappeared from store shelves seemingly overnight as the entire world shut down to stop the spread of the coronavirus. Everything from toiletries and clothing to certain foodstuffs and cleaning supplies became nearly impossible to find as stay-at-home directives lingered for weeks and months. One of the most essential products in short supply was high-alcohol content hand sanitizers.

As distilleries around the world shifted their focus to making hand sanitizer for those who needed it most, ANGUS was there to support critical formulation work. Our amino alcohol chemistries, such as AMP-ULTRA PC, help create crystal-clear, stable formulations, even up to 80% alcohol content. When supply shortages reached critical levels in the Sterlington and Ibbenbüren communities, our manufacturing plant teams jumped into action to produce hundreds of gallons of hand sanitizer, which was donated and distributed by ANGUS to first responders, healthcare workers and care givers across the local areas to meet emergency demand.

PEOPLE, INCLUSION AND DIVERSITY

GRI 103-1, GRI 103-2, GRI 103-3

ANGUS' high-performance culture is enabled by our people, who are at the heart of our competitive advantage. Our high-performance culture is based on an uncompromising commitment to safety and performance, and we put the fundamental values of inclusivity, diversity and tolerance into action with everything we do.

The innovation-driven growth mindset of our Company requires us to seek out the differences in each other, celebrate them and invite them into ANGUS. However, attracting diverse talent is only one of our objectives. Each one of our employees plays an essential role in building and maintaining a corporate culture where every individual is valued equally and fairly, and where everyone can do their best work in a safe and respectful environment.

ANGUS recruits, hires, trains and promotes qualified individuals in all job titles, and ensures that all other personnel actions are administered based on business needs, job requirements and individual qualifications, without regard to race, color, religion, sex, sexual orientation, gender identity, marital, civil union or domestic partnership status, national origin, disability, military and / or veteran status, or any other status protected by the laws or regulations in the locations where we operate. We take a zero-tolerance approach and protect our employees and preserve our values under any circumstance.

OUR PEOPLE

GRI 102-8, GRI 102-41

As of December 31, 2021, ANGUS employed approximately 389 full-time employees, and approximately 118 contractors, who primarily support our manufacturing, packaging and warehousing operations in Sterlington.

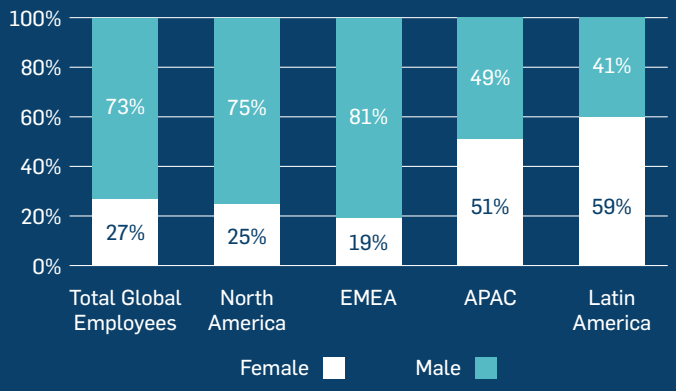
Portions of our labor force are covered by collective bargaining agreements. As of December 31, 2021, approximately 42 percent of our employees were covered by a collective bargaining agreement. This includes 93 employees at our Sterlington, Louisiana plant represented by the United Steelworkers Union, and 72 employees at our Ibbenbüren plant who are employed under a tariff agreement.

ANGUS DIVERSITY, EQUITY AND INCLUSION DATA*

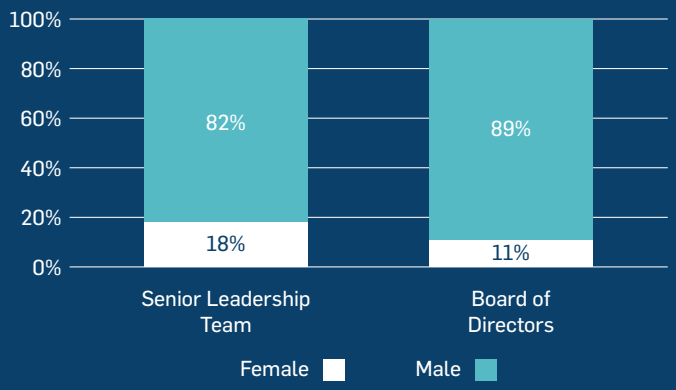
GRI 405-1

**As of December 31, 2021. Excludes interns and temporary workers / contractors.*

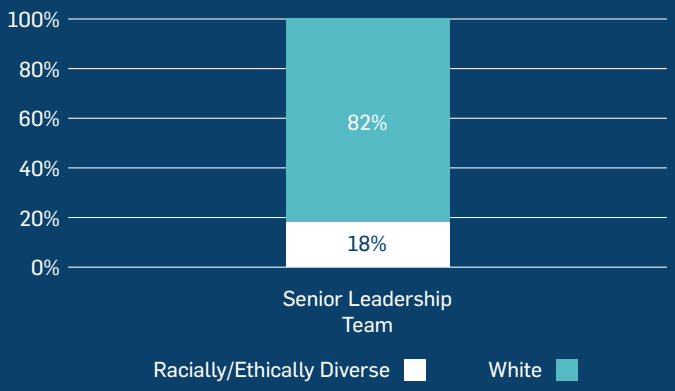
Gender, Global Employees



Gender, Global Governance Bodies



Racial and Ethnic Diversity, Senior Leadership Team

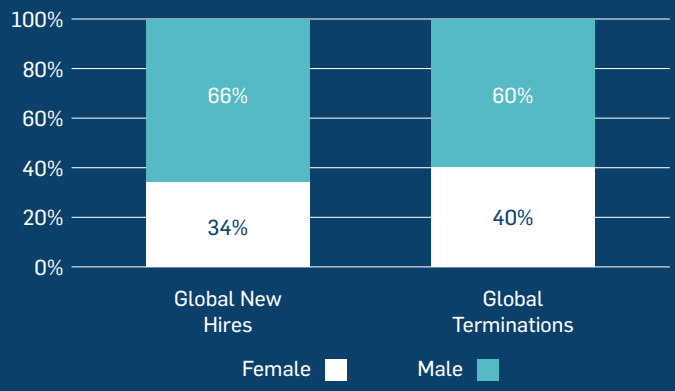


NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER

GRI 401-1

The overall voluntary resignation rate for ANGUS in 2021 was 9%.

Gender, New Hires and Terminations



A UNIFIED APPROACH TO CREATING REWARDING EMPLOYEE RELATIONSHIPS

GRI 401-2

Everything we do is encompassed by our drive to create a high-performance culture in a challenging competitive landscape. We believe our employees should share in the success they help create. We also believe it is important to create an environment where physical, mental and intellectual health and well-being is a paramount concern, at work and at home.

Across all our operations we take a unified "total rewards" approach for our employee compensation and benefits program, which covers more than employee salaries.

The ANGUS employee compensation and benefits program is designed to:

- Keep us competitive – through pay and benefits that help us retain the talent we have and attract new employees
- Reward performance – with variable pay tied to Company performance, so employees prosper when our business does well
- Support physical and financial health – with comprehensive health benefits that keep employees and their families healthy

We provide the following benefits to all full-time U.S.-based employees and offer similar benefits to employees at our international locations in compliance with local employment laws. These include, but are not limited to:

- Medical
- Dental
- Vision
- Health Savings Account
- Flexible Spending Account
- Life Insurance
- Supplemental and Dependent Life Insurance
- Employee Assistance Program
- Savings and Investment
- Retirement Contribution Plan
- Accident Insurance
- Business Travel Insurance and Assistance
- Parental Leave
- Short- and Long-Term Disability Insurance

ENHANCING FOCUS ON GROWTH

All eligible full-time employees not covered by a sales incentive program are eligible for variable pay, which is an important element of our overall employee compensation strategy.

When our employees deliver outstanding individual or team performance and the Company delivers on our financial performance goals, employees are rewarded financially through the ANGUS Variable Pay program.

By connecting pay to individual and business performance, the ANGUS Variable Pay program supports a culture where passion for growth, accountability, seamless execution, and positive attitude and energy enable us to compete and succeed. The Variable Pay program creates the foundation of a performance-based pay philosophy that:

- Provides a common, transparent framework for ANGUS and individual employees to measure progress toward the Company's overall financial goals and strategies. It also provides a mechanism for ANGUS to communicate organizational priorities and critical business objectives to employees.
- Aligns individual employee's actions with the interests and values of the Company by considering the employee's role and the aspects of the business they can impact as an individual or as part of a broader functional team. The ANGUS Variable Pay program helps focus employee's individual actions on key Company priorities and business drivers.
- Attracts and retains talent by providing market-competitive rewards to employees for their contributions to achieving ANGUS' performance goals.

PARENTAL LEAVE

GRI 401-3

In 2021, we expanded our global parental leave policy to include paternity and adoptive leave for all employees. We believe that through a robust parental leave policy we can positively influence the experience of new parents or those expanding their families, while enhancing our ability to attract and retain top talent.

	2021
Total number of employees who were entitled to parental leave by gender	389
Male	286
Female	103
Total number of employees that took parental leave, by gender	2
Male	1
Female	1
Total number of employees that returned to work in the reporting period after parental leave ended, by gender	2
Male	1
Female	1
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender	2
Male	1
Female	1

INDIVIDUAL PERFORMANCE AND ACCOUNTABILITY

GRI 404-3

In 2021, all eligible global employees (100%) participated in our annual accountability development and performance review process, which is designed to:

- Define success for ANGUS and for each employee.
- Develop achievable targets and plans that are within our control.
- Focus on execution enabled by fact-based decision making and clear accountability.
- Drive proactive discussions between managers and employees on career objectives and providing a diverse range of experiences to the employee base.
- Support processes and policies for employee recognition and reward.
- Encourage ongoing formal and informal coaching.

At a minimum, all employees and managers are expected to engage in:

1. An annual accountability development session where employees and their manager create and approve objectives, competencies, and development plans for the fiscal year.
2. A mid-year review between managers and employees to verify alignment, provide support, and confirm progress on overall plan.
3. A year-end review to confirm progress on overall plan and competency performance during the year.

The individual ratings developed for each employee as part of the year-end review process are used to determine the individual performance component (30%) of an employee's variable pay.

EMPLOYEE TRAINING AND DEVELOPMENT

GRI 404-1

In addition to local, site- and job-specific training and development programs, we maintain an online Learning Management System (LMS) that tracks some, but not all, global training covering a vast array of topics – from material handling to hazard identification to system and compliance training.

In 2021, full-time ANGUS employees completed a total of 27,125 hours of training, an average of 70 hours per employee. Further breakdown of data by region is not yet readily available.

	2021
Total Training Hours	27,125
Average training hours per full-time employee	70

Average training hours by gender*	
Male	128
Female	25

RIGHT TO EXERCISE FREEDOM OF ASSOCIATION

GRI 407-1

We respect and honor the freedoms of our employees and operate in full compliance with relevant workplace laws and regulations in the states and countries in which we operate, including those associated with organized labor activities. We are committed to providing competitive wages and benefits for our employees and promote open dialogue and reasonable workplace practices and policies without the intervention of third parties.

For ANGUS locations with employee groups that are unionized and / or covered by a collective bargaining agreement, we recognize the respective employee representative group (e.g., union) as the exclusive representative of the employees in the bargaining unit and comply with all resulting legal and contractual obligations.

ENVIRONMENTAL HEALTH AND SAFETY (EH&S)

GRI 103-1, GRI 103-2, GRI 103-3

ANGUS operates in diverse geographies, each with different legislative expectations. However, we set a consistently high global environmental, health, and safety standard for all our manufacturing, research and commercial operations, regardless of their geographic location.

ANGUS' Environmental, Health & Safety (EH&S) Policy is implemented through global and regional policies and standards modeled on the international standards with third-party certification obtained where appropriate.

We set ambitious short- and long-term environmental, health, and safety goals, driven by the principals of continual improvement. These goals are transcribed at regional levels as objectives, targets, and improvement plans. Performance data is collected monthly from all our operational and office locations and progress against set targets is tracked through senior management and Board-level reviews.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

GRI 403-1

To ensure operational health, safety, and well-being, we implemented the ANGUS Management System (AMS). The AMS comprises a set of common elements organized in an effective Plan / Do / Check / Act cycle to create a "Common Management System" – a simple, common-sense system that will benefit ANGUS and our stakeholders.

The AMS is the foundation from which specific policies, processes and procedures aimed at the safety and security of employees and the environment are created and implemented. Several additional guidelines cover many safety and security issues, such as fire and explosion precautions, handling of hazardous substances, and identification of risks associated with chemical production. In addition, we adhere to the Precautionary Principle when dealing with risks where scientific understanding is incomplete.

ANGUS is certified and adheres to the Responsible Care® Code of Conduct and Sustainability Code of Conduct. As part of the certification process, we report on several environmental health and safety and sustainability metrics annually. We also achieved Gold EcoVadis Rating for sustainability performance in 2021, which is an independent, evidence-based system adapted to more than 200 industry categories, 160 countries and companies of all sizes. EcoVadis covers four sustainability themes: Environment, Labor and Human Rights, Ethics, and Sustainable Procurement. The EcoVadis Gold rating places ANGUS in the 92nd percentile of the global companies assessed by EcoVadis.

ZERO INCIDENTS IS ACHIEVABLE

While a lot has changed in the world since 1999, some things at ANGUS have not. On November 9, 2021, the ANGUS manufacturing team in Ibbenbüren, Germany celebrated operating 8,000 days (nearly 22 years) without a reportable incident. Safety and quality are at the core of everything we do at ANGUS, and achieving this milestone speaks to the commitment of each one of our team members at the site, especially while continuously operating under strict COVID-19 safety protocols. The Ibbenbüren team plays a key role in our dual-source manufacturing strategy for our major product lines, which enables our commitment to deliver a consistent, reliable supply of chemistries to customers around the globe.

HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION

GRI 403-2

The AMS serves to avoid work-related illnesses and regulates the identification of occupational health hazards for all ANGUS workplaces. The AMS includes defined revision criteria and cycles. For the control measures, the STOP principle must be applied, which defines the hierarchy of measures to be taken to avoid incidents. A comprehensive internal audit system ensures the quality of the end-to-end process and triggers continuous improvement.

To report work-related hazards or near-miss incidents, our employees can either approach their supervisors directly or submit a report using Sphera Cloud, a software-based incident reporting and tracking tool. If employees identify a hazardous situation, they are trained to stop the activity and report it immediately to their supervisor. The application of this rule is part of the ANGUS Safety Program training and onsite orientation.

After a work-related incident, we conduct an investigation to identify root cause and associated corrective actions to avoid recurrence. Specific methodologies are provided and described in the Sphera Tool guide. According to internal processes, Lost-Time Accident and Restricted Work case reports occur via the Level 3 Investigations document that includes the Apollo Root Cause Analysis (RCA) methodology, which is a separate software from Sphera. Incident reports are closed once that site or department leader verifies that all corrective actions have been taken and that they will help prevent recurrence. Our EH&S department and the larger subject matter expert (SME) group are involved in creating the investigation Apollo chart and corrective actions during the initial RCA.

As part of the ANGUS Audit Program, internal experts from the site EH&S team regularly conduct checks of workplace and process safety standards by assessing the facilities and establishing corrective measures to address the main risks. Process Hazard Analyses (PHAs) are conducted periodically by competent personnel at the sites. The PHAs are reviewed at least every five years and updated in the event of modifications. Whenever modifications are done in the facilities, management of change procedures are applied, ensuring that no new or additional risks are introduced without being assessed and controlled.

OCCUPATIONAL HEALTH SERVICES

GRI 403-3

The promotion of workplace health and well-being is a local responsibility that each ANGUS site addresses with tailored programs. Exceptions are the company-wide Parental Leave Policy and previously cited global standards and policies that ensure a healthy and safe working environment for all employees.

Our two manufacturing sites have an on-site occupational health nurse and / or visiting physician who provide risk-based medical surveillance clearances, care for work-related illness and injuries and, as appropriate, assist with non-occupational illness and injury management. Facilities without an on-site medical professional work with local clinics to follow our surveillance protocols and manage work-related illness and injuries. All facilities maintain stocked first-aid kits, automated external defibrillators (AEDs) and train volunteer medical responders in first aid / CPR / AED to assist in injuries and illness that may occur at the location.

Our Employee Assistance Program (EAP) offers free counseling by external specialists in the event of stress (whether work-related or not), burnout, personal crisis, drug addiction, or other challenging circumstances. Certain ANGUS locations also implemented voluntary smoking cessation programs to support employees. For drug and alcohol addiction, we have procedures for treatment through medical plans and in-hospital care, if necessary. Flexible working arrangements can be made and apply to both work-related stress management and unrelated, extenuating circumstances.

WORKER PARTICIPATION, CONSULTATION, AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY

GRI 403-4

Each ANGUS location has established occupational protection committees (i.e., safety teams) in which employees can participate. Contractors and temporary employees are subject to the same policies, guidelines and regulations as our full-time employees. Each site holds periodic safety meetings for participation by employees at large. Employees, contractors and temporary workers can also raise issues through participation in the periodic safety meetings, with a member of the safety team or anonymously via site nurse (where available) or EH&S Department.

WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY

GRI 403-5

In addition to face-to-face and classroom-style training, we increasingly use interactive media, such as videos, various information portals, and online training courses, to drive employee awareness of ergonomics and occupational safety issues.

All new employees and contractors are provided with initial instructions regarding the safety-relevant aspects of their workstations and roles via a site orientation program. Subsequently, employees are required to participate in safety-awareness meetings held on a regular basis and recurrent refresher training on a frequency depending on the regulatory requirements as well as specific role- and site-specific hazards. We also provide specialized online training courses for certain areas of work, including offices in production areas and at development units.

PROMOTION OF WORKER HEALTH

GRI 403-6

We want to motivate employees to develop healthy lifestyles and reinforce their sense of personal responsibility regarding their health. An area of focus in 2021 was promoting accurate and timely information related to the safety of COVID-19 vaccines and mitigation strategies to reduce the likelihood of individuals and their families contracting the virus.

Since balance between work and family life significantly contributes to the well-being of employees, ANGUS has a wide range of flexible working arrangements, such as flextime, part-time work, or working from home. A global Parental Leave Policy was also implemented in 2021.

WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM

GRI 403-8

ANGUS defines contingent staff per OSHA requirements detailed in 29 CFR 1904.31 as those staff who are not employees, but who are under the direct supervision of ANGUS on a day-to-day basis. Other on-site contractors are not included in this definition if they have a direct Supervisor on-site. Contingent staff are included in our safety data in 403-9.

WORK-RELATED INJURIES

GRI 403-9

Today, we view our overall safety metrics as one of the best-in-class with injury rates and Lost Time Incidents dramatically lower than the U.S. Occupational Safety & Health Administration (OSHA) averages. ANGUS employees around the world work to eliminate on-the-job accidents in several ways, including:

- Accident prevention efforts through planning
- Process and facility controls
- Safety training
- Safety committees
- Safety and environmental audits
- Post-incident investigations and follow-up steps

All ANGUS manufacturing facilities evaluate site specific EH&S risks through a hazard and risk assessment. Our manufacturing facility in Sterlington has also been evaluated under the Responsible Care Management System®. The employee and process safety metrics are tracked closely and thoroughly investigated to prevent recurrence.

We use the OSHA-establised calculation methodology to report recordable incident rates that are comparable across any industry or group. The standard base rate for the calculations is based on a rate of 200,000 labor hours. This number (200,000) equates to 100 employees, who work 40 hours per week, 50 weeks per year. Using this standardized base rate, any company can calculate their rate(s) and get a percentage per 100 employees.

Global Safety Metrics

Employee and Contingent Staff	2021	2020	2019
Work-Related Fatalities	0	0	0
Lost-Time Incident Rate	0.22	0.21	0.51
Lost-Time Injuries	1	1	2
Recordable Rate	0.65	0.21	0.51
Recordables	3	1	2

On-Site Independent Contractor	2021	2020	2019
Work-Related Fatalities	0	0	0
Lost-Time Incident Rate	0	0	0.92
Lost-Time Injuries	0	0	1
Recordable Rate	0.86	0	0.92
Recordables	1	0	1

*Note: Recordable rate = (# of recordables *200,000) / Hours Worked. Lost Time Incident Rate = (# of LTI *200,000) / Hours Worked

Process Safety Metrics	2021	2020	2019
Tier 1	1	0	0
Tier 2	2	0	3

NATURAL RESOURCE MANAGEMENT – ENERGY, WATER, EMISSIONS AND WASTE

GRI 103-1, GRI 103-2, GRI 103-3

The global framework for our approach to managing natural resources is imbedded within our global Sustainability Policy and EH&S Management System. Certain ANGUS facilities adhere to the chemical industry's Responsible Care Management System® or ISO 50001 standards, as well as other local and national programs, to evaluate and manage all energy, GHG, emissions, waste and water use.

Our emissions and energy reduction initiatives are led by local plant and facility managers, who are responsible for the design, development and implementation of continuous improvement projects to reduce waste and use of resources required for production, where possible, including raw materials, energy and water, while improving yields and managing costs.

As an organization, we set ambitious short- and long-term environmental, health, and safety goals, driven by the principals of continuous improvement. These goals are transcribed at regional and local levels as objectives, targets, and improvement plans. Performance data is collected regularly from all of our operational and office locations and progress against set targets is tracked through senior management reviews.

ENERGY CONSUMPTION, INTENSITY AND REDUCTION

GRI 302-1, GRI 302-3, GRI 302-4

We purchase off-site electricity for both our manufacturing plants, and natural gas is utilized as a fuel for boilers at both sites for the generation of plant steam. The total energy consumption metric includes the total for both purchased electricity and natural gas. We calculate energy intensity by dividing the total energy consumption within the Company by the metric tons of production.

Energy consumption increased in 2021 due to increased production rates to meet market demand for our products. However, we achieved a 0.89% reduction in energy intensity as compared to the 2020 baseline year, reflecting our ability to use energy more efficiently while operating at higher production rates in 2021.

We are focused on increasing the purchase of renewable energy used at our manufacturing facilities, where available. We also recently approved the installation of a solar cell network at Ibbenbüren, which will come online late 2023. In 2021, the Ibbenbüren manufacturing facility sourced 65% of its purchased electricity from renewable energy sources. For 2021, we recorded a 4.9% reduction in our overall electricity intensity, and we are working to identify additional opportunities for reduction of our overall energy consumption.

Energy Metrics	2021	2020
Total Energy Consumption (kWh)	713,821,893	662,660,483
Total Production (MT)	141,211	129,922
Energy Intensity (kWh / MT production)	5055.00204	5100.4486

Energy Source (kWh)	2021	2020
Total Natural Gas for Fuel	616,837,981	568,872,785
Electricity Purchased and Consumed	96,983,912	93,787,698
Total Purchased or Self-Generated Renewable Energy	9,702,618	8,672,937
Total Energy Consumption	713,821,893	662,660,483

Electricity Intensity	2021	2020
	686.80	721.88

INTERACTIONS WITH WATER AS A SHARED RESOURCE

GRI 303-1

Water availability and quality is vital for the health of our surrounding communities as well as our manufacturing operations. We are committed to protecting water supplies as well as treating effluent water prior to discharge in accordance with all applicable regulations.

At our Sterlington manufacturing facility, water is withdrawn from the nearby Ouachita River via pumps and treated by our water plant prior to being used in our manufacturing processes. Water is reused through a recirculating water system in a closed loop through the plant's cooling towers. Wastewater is sampled to ensure compliance with applicable regulations prior to discharge.

The two water outputs from the Water Plant are clarified water and reverse osmosis (demineralized) water, which are measured through flow meters in gallons. Additionally, water is purchased from the municipal water system (Greater Ouachita), which is measured via meter into the plant. Water is stored in two fire water ponds and one aboveground tank. There have been no changes to those operations with any significant water-related impact. Water discharges comply with the effluent limits outlined in the permits administered under the Louisiana Pollutant Discharge Elimination System (LPDES) program, including sample analysis of the required parameters within specified timeframes.

At our Ibbenbüren manufacturing facility, water is obtained from the city water supply grid. The process area wastewater, as well as any storm water that may fall within the secondary containment in the process area is directed to the facility wastewater treatment aeration pond. The discharge from the aeration pond is analyzed to comply with applicable regulations and sent back to the city water grid where it is treated in the city water treatment plant and can be reused. Only storm water from the building areas is directed to be discharged to the groundwater and nearby river. All water operations are conducted in accordance with strict local regulations.

MANAGEMENT OF WATER DISCHARGE-RELATED IMPACTS

GRI 303-2

We maintain compliance with all applicable effluent quality standards through management systems, including a robust management of change process, incident reporting tool, and operating procedures. Our two manufacturing sites are designed to include secondary containment measures to prevent chemical releases from impacting the surrounding environment, including the groundwater and nearby surface waters. The sites are also equipped with a variety of administrative, treatment, and operational controls to treat all wastewater parameters to permitted limits prior to discharge.

We utilized a resource from resourcewatch.org, "Aqueduct Baseline Water Stress," to classify the water stress in the areas near our manufacturing plants. The Sterlington plant is in an area deemed low-medium water stress and the Ibbenbüren plant is in an area deemed medium-high water stress. These rankings indicate that water stress is not currently a concern in these areas; however, this will be periodically re-evaluated as data is updated.

WATER WITHDRAWAL

GRI 303-3

Our Sterlington manufacturing facility withdraws fresh water from the nearby Ouachita River. Additionally, both our Sterlington and Ibbenbüren manufacturing sites utilize potable water from the respective local municipality. Water withdrawal at the Sterlington plant has been evaluated using EPA's Clean Water Act 316(b) regulations that include a thorough analysis of river conditions and potential impacts from the river water intake system. The analysis was reviewed by the state regulatory agency and applicable standards for the cooling water towers were included in the facility's LPDES permit.

We strive to conserve water by promptly responding to water leaks that may occur in the water intake systems and associated piping for both the water plant and the firewater system. Additionally, we focus on maximizing the number of cooling water tower cycles to ensure that water is reused in our manufacturing processes as many times as practicable.

Water Withdrawal *(In megaliters)*	**2021**		**2020**	
	Fresh Water *(≤ 1,000 mg/L TDS)*	**Other Water** *(> 1,000 mg/L TDS)*	**Fresh Water** *(≤ 1,000 mg/L TDS)*	**Other Water** *(> 1,000 mg/L TDS)*
Surface Water	3,055	-	2,612	-
Third-Party Water	152	-	153	-
Total Withdrawal	**3,207**	**-**	**2,765**	**-**

WATER DISCHARGE

GRI 303-4

Water discharge at our two manufacturing plants includes both treated process wastewater and stormwater. The Ibbenbüren plant discharges process water and stormwater that may fall in the process area containment to their on-site aeration pond before discharging treated water back into the city wastewater grid, where it is returned to the city water treatment plant.

Priority substances of concern for both manufacturing sites are set by the local regulatory agencies. At Ibbenbüren, the local regulations include controlling for waterborne diseases such as Legionnaires, as well as ensuring that applicable chemicals, such as amines have been properly treated.

At Sterlington, the outfalls are defined in the LPDES permit set by the state regulatory agency. The permit includes parameters that are analyzed continuously, such as flow and pH, weekly, such as biological oxygen demand (BOD) and total suspended solids (TSS), and parameters that may only be measured quarterly, semi-annually, or annually, such as metals, volatile organic compounds (VOCs), and biomonitoring.

Water Discharge *(In megaliters)*	**2021**		**2020**	
	Fresh Water *(≤ 1,000 mg/L TDS)*	**Other Water** *(> 1,000 mg/L TDS)*	**Fresh Water** *(≤ 1,000 mg/L TDS)*	**Other Water** *(> 1,000 mg/L TDS)*
Surface Water	-	2,367	-	2,008
Third-Party Water	-	73.423	-	68.062
Total Discharge	**-**	**2,440**	**-**	**2,076**

WATER CONSUMPTION

GRI 303-5

We calculate water consumption by adding water withdrawal from river water intakes and third-party sources and then subtracting water discharged back to river water through treated process wastewater outfalls. There is a small portion of stormwater included in the treated process wastewater discharge outfalls. However, we are not currently able to quantify and separate that water source in our calculations.

Our Sterlington plant has two outfalls that are designated solely as stormwater outfalls and Ibbenbüren also has one stormwater outfall. Those totals are not included in the consumption calculation below. The Sterlington plant does include some features designed to reduce stormwater discharge as well as utilizing gravel cover in many areas of the plant to minimize impervious areas to allow for more groundwater recharge.

We calculate our overall water intensity by utilizing water consumption in megaliters divided by the chemical production in metric tons. Water intensity increased 1.54% in 2021 as compared to the 2020 baseline. This slight increase is likely a result of increasing water needs at higher production rates.

Water Consumption *(In megaliters)*	**2021**	**2020**
Sterlington	840	758
Ibbenbüren	49	48
Total Discharge	**889**	**806**
Water Intensity (megaliter / MT)	**0.006296303**	**0.0062009**

GREENHOUSE GAS EMISSIONS AND INTENSITY

GRI 305-1, GRI 305-2, GRI 305-4

We manage our energy, greenhouse gases (GHG), and emissions through the Responsible Care Management System® and other applicable regulatory statutes. To support the disclosures included in this report, we developed Scope 1 and 2 GHG calculations as a starting point in the process of identifying ways to reduce and manage the emissions from our manufacturing activities. We plan to compile Scope 3 GHG data in the coming year to complete the baseline data for inclusion in subsequent reports.

The Scope 1 GHG data for our Sterlington plant is based on the emissions data currently submitted to the EPA through the Electronic Greenhouse Gas Reporting Tool (e-GGRT) as metric tons of CO2 equivalents. The CO2e was calculated using emission factors and Global Warming Potential (GWPs) rates as updated by the final rule "Greenhouse Gas Reporting Program: Addition of Global Warming Potentials to the General Provisions and Amendments and Confidentiality Determinations for Fluorinated Gas Production" (79 FR 73750, December 11, 2014). These calculations include emissions from natural gas burned in heaters, boilers, reformer, and our in-house nitric acid plant. There may be additional emission sources not currently included in this calculation that will be evaluated, added and described in future reports.

The Scope 1 GHG emissions calculations for Ibbenbüren are based on internal calculations using the same emissions factors and calculations applied for the Sterlington plant.

Emissions	2021	2020	2019
GHG Scope 1 (MTCO2eq)	118,714	128,437	106,558
GHG Scope 2, Location-Based (MTCO2eq)	35,785	34,605	34,990
GHG Total (MTCO2eq)	**154,499**	**163,042**	**141,548**
GHG Intensity (MTCO2eq/MT production)	**1.0941**	**1.2549**	**1.0520**

We calculated GHG Intensity by combining Scope 1 and Scope 2 MT of CO2e data for our two manufacturing facilities and dividing by the metric tons of production for each respective year. We selected 2020 as the baseline year for comparison which, after further review, is representative of data typical for characterizing our annual operations.

Our performance in 2021 as compared to 2020 included a 12.81% reduction in MT of CO2e for Scope 1 and 2 GHG emissions. Although we are still early in the process of defining specific overall GHG reduction targets for the Company, this reduction is likely a result of better efficiency at increased production rates.

NITROGEN OXIDES (NOX), SULFUR OXIDES (SOX), AND OTHER SIGNIFICANT AIR EMISSIONS

GRI 305-7

Based on the chemical manufacturing processes utilized at our Sterlington plant, we determined that operations will mainly impact nitrogen oxides (NOx) and volatile organic compound (VOC) emissions. We also track NOx emissions at our Ibbenbüren plant, but not VOCs, which is reflected in the data presented below for NOx values. These emissions are routinely calculated and submitted through the Louisiana Department of Environmental Quality Emissions Inventory (ERIC) using criteria from the Louisiana Environmental Regulatory Code, Title 33:III.919. NOx and VOC Intensity values have been calculated utilizing metric tons of emissions divided by metric tons of production.

Process Emissions	2021	2020	2019
Nitrogen Oxides (NOx) (MT)	539.8	514.1	498.8
Volatile Organic Compounds (VOC) (MT)	187.0	188.6	195.6
NOx Intensity (MT / MT production)	**0.003823**	**0.003957**	**0.003707**
VOC Intensity (MT / MT production)	**0.001324**	**0.001451**	**0.001454**

In 2021 NOx emissions were reduced by 3.39% and VOC emissions reduced by 8.77%, compared to 2020. The reduction of VOC emissions are related to several recently completed projects involving the installation of internal floating roofs at many of the larger aboveground storage tanks in the Sterlington plant. These internal floating roofs act to prevent and contain VOC emissions from chemical products stored there. Additionally, ANGUS has plans to implement a new project to install Selective Catalytic Reduction (SCR) devices on both hazardous waste boilers at the Sterlington facility. The SCR units are designed to significantly reduce the NOx generation on site.

WASTE GENERATION AND SIGNIFICANT WASTE-RELATED IMPACTS

GRI 306-1

We are committed to ensuring the proper management of waste generated at all our facilities, the majority of which is generated at our two manufacturing locations. Waste minimization and management measures are accomplished through our global Environmental Health and Safety policy, adherence to the Responsible Care® initiative with relevant industry best practices, and in compliance with all other applicable regulations. Operational compliance to these waste management requirements is verified through periodic internal audits and regulatory inspections.

We maintain dedicated waste areas at each facility depending upon the type of waste and its regulatory requirements. Waste is temporarily accumulated on-site in compliance with local regulations until it is processed on-site or transported off-site for disposal by qualified third-party processors. We track all off-site waste management through waste profiles and manifests. This documentation chain ensures that waste is managed appropriately in a manner that is protective of the environment.

MANAGEMENT OF SIGNIFICANT WASTE-RELATED IMPACTS

GRI 306-2

We have implemented several projects to minimize waste at our manufacturing sites, including a methanol recovery system, as well as the ability to rework products that may be “off-spec.” Additional recycling programs have been instituted for spent nickel catalyst, used oil and universal waste.

We manage two hazardous waste streams at our Sterlington plant. Both of these activities have been fully investigated and permitted for compliance with applicable regulations that are protective of human health and the environment. Data on these streams is maintained by our Utilities and site EH&S departments as required to ensure compliance.

WASTE GENERATED

GRI 306-3

We generate both non-hazardous and hazardous waste that is sent offsite for disposal by a third party. Disposal facilities are selected based on a rigorous review of various parameters including disposal capabilities, permitting and compliance history. Recently, ANGUS became a member of CHWMEG, Inc., an organization that provides in-depth audit reports that assist us in selecting appropriate disposal facilities. Wastes sent to these locations are managed through the manifest system that tracks the waste from cradle to grave. Documentation for these manifests is available and archived with the site EH&S Department.

We monitor waste intensity, which is calculated as the total of non-hazardous and hazardous wastes generated, excluding those that are recycled or reused divided by the total plant production in metric tons. The waste intensity in 2021 shows a 3.2% reduction as compared to 2020. This reduction is likely a result of a project instituted in Sterlington to manage chemwash stripper bottoms in the site wastewater treatment plant rather than sending it off-site for disposal. We are evaluating the long-term feasibility of this project and will continue to include waste minimization as an essential component of every new project.

Waste Generation* (metric tons)	2021	2020	2019
Non-Hazardous	5,814	5,629	12,587
Hazardous	22,014	21,292	24,001
Total Waste Volumes	27,828	26,921	36,588
Total Waste Diverted	205,620	346,358	493,730
Waste Intensity (MT/MT of production)	**0.19706**	**0.20721**	**0.27192**

*Excludes all effluent waste as well as non-hazardous trash volumes for all locations except Ibbenbüren.

WASTE DIVERTED FROM DISPOSAL

GRI 306-4

We are committed to including waste minimization efforts as part of our normal day-to-day operations and there are several processes we utilize in our plants that divert waste from disposal. However, the data for these processes, such as our methanol recovery system, have not been tracked as it relates to sustainability. Additionally, we have instituted a practice of returning material that may be out of customer sales specification to our manufacturing department. Typically, the department can rework the material to bring it into sales specification, thereby preventing the generation of waste. We plan to develop metrics for tracking these items in future reports.

Over the past several years, we investigated recycling options for various waste streams. We routinely recycle spent catalyst, used oil, spent cleaning solvent, scrap metal, plastic, and universal waste items such as electronics, fluorescent lamps, and batteries. These metrics are included in the waste diversion table below.

We also investigate opportunities for waste diversion to beneficial reuse applications for certain excess products. Typically, excess chemicals are disposed of through incineration. However, we have and will continue to deploy internal and external resources to locate customers that would be willing to utilize the material in their process at a reduced cost. Although the groundwork was completed in 2021 to begin these beneficial reuse projects, actual delivery of material did not begin until 2022. This data will be included in future reports.

Waste Diverted (MT)	2021	2020	2019
Hazardous Waste Diverted			
Recycled	205,271	201,255	213,246
Total Hazardous Waste Diverted (MT)	205,271	201,255	213,246
Non-Hazardous Waste Diverted			
Recycled	372,249	145,104	280,483
Total Non-Hazardous Waste Diverted (MT)	372,249	145,104	280,483

WASTE DIRECTED TO DISPOSAL

GRI 306-5

We track waste disposal from cradle to grave for each waste item generated in order to ensure that all waste is managed in a manner that is protective to human health and the environment. Our site EH&S Departments maintain documentation that tracks waste by type (hazardous, non-hazardous), treatment method, and whether disposal occurred on-site or off-site. This data is routinely utilized to demonstrate compliance with regulatory requirements.

Waste Disposal by Treatment Method (MT)	2021			2020			2019		
	On-Site	Off-Site	2021 Total	On-Site	Off-Site	2020 Total	On-Site	Off-Site	2019 Total
Hazardous Waste (MT)									
Incinerated (with energy recovery)	17,138	1,072	18,210	16,000	2,041	18,041	16,080	846	16,926
Incinerated (without energy recovery)	-	671	671	-	3.70	3.70	-	3,489	3,489
Landfill	-	-	-	-	-	-	-	-	-
Injection Well	3,133	-	3,133	3,247	-	3,247	3,586	-	3,586
Total Hazardous Waste (MT)	20,271	1,743	22,014	19,247	2,045	21,292	19,666	4,335	24,001
Non-Hazardous Waste (MT)									
Incinerated (with energy recovery)	-	6.742	6.742	-	6.158	6.158	-	126.278	126.278
Incinerated (without energy recovery)	-	-	-	-	0.0005	0.0005	-	0.3973	0.3973
Landfill	-	4,245	4,245	-	5,623	5,623	-	9,334	9,334
Injection Well	-	1,562	1,562	-	-	-	-	3,126	3,126
Total Non-Hazardous Waste (MT)	-	5,814	5,814	-	5,629	5,629	-	12,587	12,587

PRODUCT STEWARDSHIP

GRI 103-1, GRI 103-2, GRI 103-3

Chemistry is essential to the products and services that help make our lives safer, healthier and better. Through the Responsible Care® initiative and the Responsible Care® Global Charter, our industry has made a worldwide commitment to improve our environmental, health, safety and security performance.

Accordingly, we believe and subscribe to the following principles:

- To lead our Company in ethical ways that increasingly benefit society, the economy and the environment
- To design and develop products that can be manufactured, transported, used and disposed of or recycled safely
- To work with customers, carriers, suppliers, distributors and contractors to foster the safe and secure use, transport and disposal of chemicals, and provide hazard and risk information that can be accessed and applied in their operations and products
- To design and operate our facilities in a safe, secure and environmentally sound manner
- To instill a culture throughout all levels of our organization to continually identify, reduce and manage process safety risks
- To promote pollution prevention, minimization of waste, conservation of energy and other critical resources at every stage of the life cycle of our products
- To cooperate with governments at all levels and organizations in the development of effective and efficient environmental, health, safety and security laws, regulations and standards
- To support education and research on the environmental health and safety effects and security of our products and processes
- To communicate product, service and process risks to our stakeholders and listen to and consider their perspectives
- To make continual progress toward our goal of no accidents, injuries or harm to human health and the environment from our products and operations and openly report our environmental, health, safety and security performance
- To seek continual improvement in our integrated Responsible Care Management System® to address environmental, health, safety and security performance
- To promote Responsible Care® by encouraging and assisting others to adhere to these Guiding Principles

ASSESSMENT OF THE HEALTH AND SAFETY IMPACTS OF PRODUCT AND SERVICE CATEGORIES

GRI 416-1

We conduct a product risk characterization on 100% of our portfolio of products every three years using the American Chemistry Council's Product Risk Characterization Tool in compliance with the Responsible Care Management System® standards. The risk characterization evaluates products to prioritize those for which health and safety impacts require special product stewardship programs to mitigate adverse impacts to human health and / or the environment and target products for improvement. Additionally, health and safety impacts of products are assessed whenever there is a change in normal use patterns, applications, or markets.

REQUIREMENTS FOR PRODUCT AND SERVICE INFORMATION AND LABELING

GRI 417-1

We foster dialogue with customers, who are supported in the application and use of ANGUS products by our global network of Research, Development and Applications (RD&A) teams specializing in specific end market applications. Our RD&A employees are strategically located in our six regional Customer Application Centers (CACs) with access to state-of-the-art laboratory and research facilities that leverage our deep and broad applications expertise to solve specific formulation and application challenges for customers. This service offering also features comprehensive product information, particularly with respect to optimum and safe application, health risks, waste disposal, and handling of packaging.

Safety data sheets (SDS) containing the relevant substance data, information on safe handling and storage of products, and measures in the event of incidents such as product spillages / release and fire are provided by ANGUS to all parties involved in the handling of the substances. We maintain a close relationship with our customers and provide Regulatory Data Sheets for key products that serves as a one-stop-reference for the global regulatory status and key product stewardship information.

2021 GRI REPORT INDEX

GRI 102-55

Statement of use	ANGUS Chemical Company has reported the information cited in this GRI content index for the period January 1, 2021 to December 31, 2021 with reference to the GRI Standards.
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