

Vibrantz Technologies CSR Commitment

At Vibrantz, our commitment to enriching our culture, businesses, communities and the planet fuels all that we do. We believe positive impact is achieved through environmental responsibility, social connectedness, ethical governance and financial prudence, and have sustainability at the heart of our corporate strategy.

As part of our vision to become an enduring and sustainable world-class specialty chemicals and materials company, we conducted a robust materiality assessment in 2023, engaging internal and external stakeholders to identify key sustainability topics that will bring value to our business and stakeholders. To drive progress, we established a Corporate Social Responsibility (CSR) Council, that reports directly into the Chief Executive Officer, and includes key leaders who are empowered to deliver on environmental, social and governance initiatives while focusing on the areas detailed below.

World-class safety target

Ensuring the health, safety and overall well-being of our employees and the safety of our products are paramount. We are:

- Targeting 20% reduction of recordable incidents year-over-year, with the goal of becoming an incident-free workplace.
- Focused on our cardinal rule training and PPE compliance.
- Dedicated to current and emerging chemical compliance.

Greenhouse gas (GHG) emissions reduction

We recognize the climate crisis is one of our society's greatest challenges. We are supporting global goals to keep global warming within 1.5 degrees Celsius of pre-industrial levels by measuring and reducing our GHG emissions through the value chain. We have:

- Developed our Scope 1 and 2 emissions baselines for calendar year 2022
- Begun to develop reduction targets for our Scope 1 and 2 emissions
- Commenced data gathering on our Scope 3 emissions in 2023

Responsible manufacturing and product management

We will consistently review the environmental and social impacts related to our operations and value chain to mitigate or avoid these where possible. We will:

- Reduce the social and environmental impacts of our everyday actions by
 - Lowering waste to landfills and increasing reuse and recycle rates.
 - Reviewing potential alternative raw materials.
 - Identifying safer ways to work and implementing changes.
 - Working toward carbon neutrality in the products we manufacture.
- Educate employees and stakeholders to avoid negative social and environmental impacts. Specifically:
 - Train 100% employees on the importance of environmental stewardship.
 - Collaborate with our supply chain to understand and improve sustainability via an EcoVadis supply chain review by the end of 2023.
 - Engage stakeholders and collaborate on solutions to shared challenges.

Community impact

We believe that we are the best version of ourselves when we are positively impacting others. We aim to positively impact the communities where we live, work and play and contribute to the longevity of our business, our people and society. We:

- Are installing employee involvement committees at all sites by the end of 2023.
- Launched Vibrantz in Action (VIA), our company-wide philanthropy program, that will host quarterly opportunities for our employees to support community projects related to STEM education, the environment and well-being.
- Began tracking the number of hours volunteered in 2023 and are driving toward stronger community outreach in 2024.

Our adaptability to the evolving world around us and our commitment to acting with purpose are vital to Vibrantz's long-term success. Our CSR program is driven by our core purpose to bring color, performance and vibrancy to life and underpinned by a commitment to acting responsibly as we work to ensure a thriving future. For us all.



Michael Wilson, President and CEO