



**VIBRANTZ**  
TECHNOLOGIES™

2025

**CORPORATE SOCIAL  
RESPONSIBILITY REPORT**





## A MESSAGE FROM VIBRANTZ CEO MICHAEL KING

As we publish our 2025 CSR report, I want to start by recognizing the work reflected in these pages and the dedication of our teams around the world.

The progress in this report highlights focused effort across Vibrantz during a year that required resilience, discipline and a continued commitment to doing things the right way.

Since stepping into the CEO role in November 2025, one thing has become clear to me: this team cares deeply about responsible operations, serving customers and making a meaningful impact in the communities where we operate.

At Vibrantz, corporate social responsibility is not separate from how we run the business. It starts with safety and responsible operations. It includes how we support our people, reduce our environmental impact and show up in our communities. Put simply, doing the right thing and running the business the right way go hand in hand. Our CSR program continues to be guided by four core commitments:

- **Ethically centered:** We maintain a strong commitment to the safety of our people and operations. Operating responsibly and ethically is the baseline for how we do business around the world. In 2025, Vibrantz reduced total recordable incidents by more than 50% compared with the prior year, including a 63% improvement in total recordable incident rate.
- **Socially Connected:** We are committed to supporting our people and making a positive impact in the communities where we operate. In 2025, participation in our Vibrantz in Action program reached 66%, exceeding our 60% goal.
- **Environmentally responsible:** We are continuing to improve how we operate and reduce our environmental impact. In 2025, we received an EcoVadis Committed badge, an important recognition that reflects progress across the business.

- **Financially Disciplined:** We are focused on making disciplined decisions that support long-term performance. By investing thoughtfully in our facilities, systems and workforce, we are building the consistency, resilience and execution needed to succeed over time.

We are continuing to move forward on our CSR goals. This report is intended to provide an update on the progress we have made and key developments since our 2024 CSR report. For a broader view of our historical disclosures and metrics, please refer to the 2024 report. We will share a more comprehensive update in 2027 based on our 2026 data.

We know this work is ongoing. As we look ahead, we will continue to focus on operating responsibly and making steady progress in the areas that matter most. I am confident in the path ahead and in the team driving this work forward.

I want to thank our employees, customers and communities for their continued support. We remain committed to responsible operations, disciplined execution and creating long-term value for all of our stakeholders.

**MICHAEL KING**, President and CEO

# VIBRANTZ AT A GLANCE

Headquartered in Houston, Texas, we are a global, diversified specialty chemicals and materials company of scale with leading positions in attractive end-use markets.



## ADVANCED MATERIALS

Specialty mineral additives and battery and electronic materials for the following applications:

- Animal and crop nutrition
- Automotive
- Battery raw materials
- Brick and roof tile colorants
- Optical and semiconductor polishing
- Electronic ceramic components
- Electronic packaging materials
- Glass colorants
- Oilfield drilling fluid additives
- Metallurgical sands and additives



## COLOR SOLUTIONS

Dry pigments and liquid dispersions for the following applications:

- Architectural coatings
- Automotive coatings
- Construction
- Fabrics
- Food packaging
- Health and personal care
- Industrial coatings
- Plastics
- Thermosets



## PERFORMANCE COATINGS

Porcelain enamel and ceramic and glass coatings for the following applications:

- Appliances
- Architectural specialty glass
- Appliance specialty glass
- Automotive glass
- Dental composites
- Dinnerware
- Glass containers
- Holloware
- Roof tiles
- Sanitaryware

## OUR GLOBAL PRESENCE

~4,500  
employees

13,000+  
customers worldwide

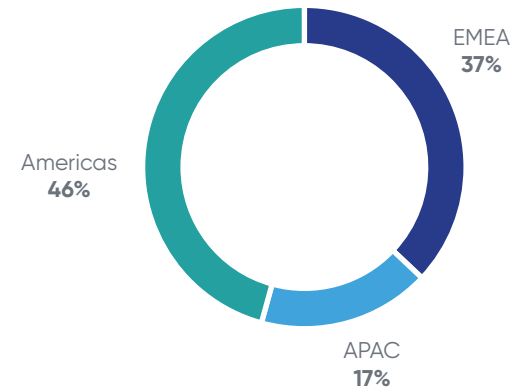
55 manufacturing sites globally



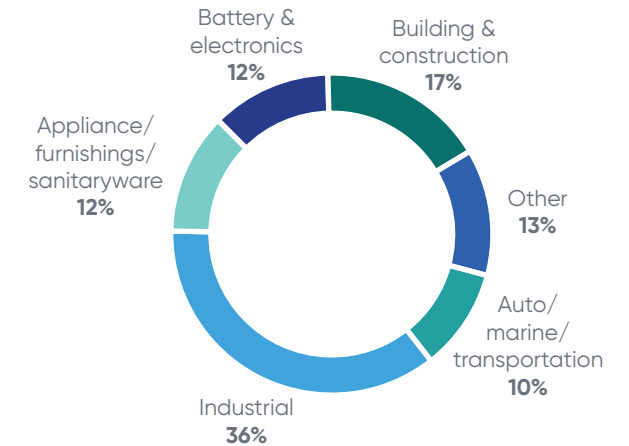
HOUSTON, TEXAS  
headquartered

LEADER  
in attractive end-use markets












### SALES BY GEOGRAPHY






### SALES BY END MARKET



# OUR SCORECARD

MATERIAL TOPIC	KEY PERFORMANCE INDICATOR (KPI)	TARGET	TARGET YEAR	PROGRESS
<b>HEALTH AND SAFETY</b>				
<a href="#">Ethically Centered</a>	Total recordable incident rate (TRIR)	0.9 TRIR	2024	
		0.4 TRIR	2028	
		0.2 TRIR	2030	
<b>COMMUNITY RELATIONS</b>				
<a href="#">Socially Connected</a>	Percentage (%) of total employees that participate in a "Vibrantz in Action" event	40%	2024	
		60%	2025	
		80%	2026	
<b>GHG EMISSIONS</b>				
<a href="#">Environmentally Responsible</a>	Third party verification on Scope 1 and 2	Completed	2027	
	Scope 3 emissions for all sites	Completed	2027	
	Development of carbon management plan	Completed	2028	
<b>PRODUCT LIFECYCLE / SUSTAINABLE SOURCING</b>				
<a href="#">Financially Disciplined</a>	LCAs on all six pilot products	Completed	2025	
	Ecovadis supply chain assessment complete for our three business units and three operating regions	100%	2025	

 ACHIEVED
  ON TRACK
  DELAYED

## OUR CSR COUNCIL

The Vibrantz CSR Council continues to play a central role in ensuring sustainability remains at the heart of our everyday, under the leadership of our chief executive officer, Michael King.



**ALISON LANDIS**  
VP, Deputy General Counsel  
CSR Council lead



**NATURE POSITIVE**  
External CSR partner



**RASHAAD RASBERRY**  
Stakeholder Impact

Better connect audiences to the long-term impacts of our purpose



**ANTONI PINEIRO**  
Sustainable Procurement

Develop sustainable procurement values, policies and processes to improve our performance



**QIAN SHEN**  
Environment and Systems

Assess our environmental impact and develop systems, strategies and targets to improve performance



**TODD PEW**  
Product Stewardship

Review impacts in our product value chains and manage our resources to minimize negative impacts



**JEAN-THIBAUT DE BESOMBES**  
Product Carbon Footprint/LCA



**WENDY SIMPSON**  
Product Carbon Footprint/LCA

Analyze the full lifecycle of our products from cradle to grave to drive differentiated value propositions

## VIBRANTZ LEADERSHIP TEAM



**MICHAEL KING**  
President and CEO



**DALE MIKUS**  
Interim CFO



**MARK WHITNEY**  
EVP and general counsel



**JD BOWLIN**  
EVP and chief human  
resources officer



**DOUG OWENBY**  
EVP and chief operations  
officer



**SCOTT BECKER**  
President,  
Color Solutions



**JP BLANCHARD**  
President,  
Advanced Materials



**MATTHIAS BELL**  
President,  
Performance Coatings

The Vibrantz leadership team (LT) reports to the board and has responsibility for delivering on our corporate strategy. Over the past year, we have established a new leadership team that is actively developing a clear, cohesive strategy for the business—aligning priorities, strengthening execution and setting a unified direction across the organization.

Responsible operations, strong customer partnership and meaningful community impact are embedded in how we lead and operate. This renewed leadership focus is enhancing performance today while building strong momentum for the future—positioning Vibrantz for continued growth and long-term success.



# SCOPE 1 AND 2 PROGRESS

Corporate sustainability reporting guidance and requirements are constantly evolving, which can pose challenges and create opportunities for organizations. Since our formation, Vibrantz has committed to considering how our actions impact our business and surrounding communities and environment, and how we report this progress is central to our value offering. As part of our evolving CSR reporting, we have aligned our reporting to the requirements of the EU CSRD and revised our KPIs during 2025.

KPI	TARGET VALUE AND DATE	PROGRESS
Third party verification on Scope 1 and 2	End of 2027	<span style="color: teal;">●</span> On track
Scope 3 emissions for all sites	End of 2027	<span style="color: teal;">●</span> On track
Development of carbon management plan	End of 2028	<span style="color: teal;">●</span> On track



Please see below a comparison between our 2024 GHG emissions and 2025 GHG emissions.

SCOPE	EMISSIONS SOURCE CATEGORY	EMISSIONS BY ACTIVITY	tCO <sub>2</sub> e			
			2024	2025	CHANGE	% CHANGE
1	Heating and fuels	Natural gas	146,672	130,857	-15,815	-11%
		Gas oil	261	440	+179	+69%
		Propane	5,436	2,397	-3,039	-56%
		Heating oil	12,880	22,555	+9,675	+75%
		Petrol	205	80	-125	-61%
		Diesel	1,029	1,105	+77	+7%
		Coal (industrial)	46,649	67,615	+20,966	+45%
		Petroleum coke	-	-	-	-
		Bituminous coal	-	2,662	-	-
		Process emissions	10,393	9,899	-494	-5%
	Acetilene	1	0.16	-0.84	-69%	
	Refrigerant gasses	R410A	1,646	1,571	-76	-5%
		R22	955	961	+6	+1%
		R407c	42	47	+5	+12%
R32		251	58	-193	-77%	
R134a		28	28	0	0%	
2	District heating	Imported heat	4,121	3,860	-261	-6%
	Electricity consumption	Electricity (market)	129,692	117,271	-12,421	-10%
		Electricity (location)	131,694	115,809	-15,855	-12%
<b>TOTAL GHG EMISSIONS (MARKET-BASED)</b>			<b>360,260</b>	<b>361,406</b>	<b>+1,146</b>	<b>0%</b>
<b>TOTAL GHG EMISSIONS (LOCATION-BASED)</b>			<b>362,262</b>	<b>359,944</b>	<b>-2,318</b>	<b>-1%</b>
Average tCO <sub>2</sub> e per ton of product produced	Color Solutions		0.44	0.04	-0.40	-91%
	Advanced Materials		0.91	0.48	-0.43	-48%
	Performance Coatings		0.25	0.01	-0.24	-96%



Our third CSR report marks an important milestone in the journey toward becoming an enduring, sustainable, world-class specialty chemicals and materials company. It reflects the focused efforts of 4,500 employees during a year that demanded resilience, discipline, and a steadfast commitment to doing things the right way, while providing an update on progress since the 2024 CSR report and continued advancement against key goals. For a broader view of historical disclosures and performance, readers are encouraged to reference the 2024 report, with a more comprehensive update to follow in 2027 based on 2026 data. Looking ahead, the focus remains on operating responsibly and delivering lasting value for customers, lenders, employees and the communities served, with an ongoing commitment to steady, meaningful progress in the areas that matter most—guided by the belief that “we are the best versions of ourselves when we are positively impacting others” and a continued dedication to long-term stakeholder value.

Follow our CSR initiatives, community partnerships and impactful projects at [www.vibrantz.com/CSR](http://www.vibrantz.com/CSR) and stay connected with us on LinkedIn as we impact our world by bringing color, performance and vibrancy to life.



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