Röhm has been operating on the market as an independent company since August 1st, 2019. We have an ambitious goal: namely, to become the leading methacrylate group. Leading in terms of the quality and reliability of our products and processes and leading in terms of the innovative partnership we offer our customers. Achieving long-term success involves taking on ecological and social responsibility. That is what we intend to measure ourselves by in the coming years. This will require a group-wide sustainability strategy from which we can derive specific objectives and measures. We’re making our sustainability actions transparent by subjecting ourselves to an external assessment by EcoVadis this year. Our processes and structures, products and services – throughout the entire value chain – are already contributing considerably to reductions in raw materials, energy and CO₂. We’re making an ambitious start in order to live up to our economic responsibility in the long-term, as well as our responsibility to people and the environment.

BOARD MANAGEMENT

MAGDALENA WAGNER
MICHAEL PACK
HANS-PETER HAUCK
 MARTIN KRÄMER
The Röhm Group, which comprises Röhm Holding GmbH and all of its global subsidiaries, is a fully integrated, leading global provider of methacrylate chemicals. Our products and solutions have top global market positions throughout the entire value chain. Röhm employs 3,452 employees (status as of December 2019) around the world. As a global company with 15 production sites on four continents we are close to all our customers and markets. Thanks to our network structure we maintain the necessary flexibility to respond quickly and reliably to changing situations in our industrial markets and changes in our customers’ situations. We rely on our decades of experience in methacrylate chemicals to do so. At the same time we are continuing to expand our technological strengths within the network and tapping into more and more new fields of application with our products.

An indispensable preliminary product for PLEXIGLAS® is methyl methacrylate (MMA), which is also produced at Röhm.

Our product portfolio also comprises methacrylate monomers of MERACRYL™ for paint and varnish, plastics and construction materials as well as medical uses.

Methacrylate resins marketed under the brands DEGADUR®, DEGAROUTE® and DEGALAN® are also used in industrial floors, road markings and coatings.

Cyanides help to aid the efficient extraction of precious metals, metallic surface treatment and assist in synthesis processes in the chemical-pharmaceutical industry.

Traditionally innovative – we combine the pioneering spirit of Otto Röhm with continuing endeavors for innovation. We look back on 100 years of experience and expertise. The acquisition by our new owner Advent International has occurred and continues to form the basis of our company’s growth and further development.

Röhm boasts five operational Business Units: Bulk Monomers, Molding Compounds, Methacrylate Resins, Acrylic Products and CyPlus Technologies.

We are the inventor and producer of PLEXIGLAS®, the most famous acrylic glass brand in the world and one of the most versatile and high-quality plastics on the market. We deliver semi-finished products, molding compounds and film made from PLEXIGLAS®. PLEXIGLAS®, which is sold on the Americas continents under the brand name ACRYLITE®, is used in industrial construction, architecture and car manufacturing, and is also preferred for visual communication and furniture, trade fair and store construction, innovative lighting concepts as well as medical products under the brand CYROLITE®.
STRATEGY

Our mission is to work together with our customers as a world leading partner in terms of quality and reliability to shape the future of methacrylate markets. Our strategic aim is to become the leading methacrylate group.

Our goals and values form the basis for the way we do business and the action we take.

WE HAVE SET OURSELVES THE FOLLOWING GOALS FOR 2020:

- To boost our performance in environmental protection, safety, health, quality and energy
- To secure economic success
- To implement our strategy to become the leading methacrylate group
- To implement our CORE values
- To design an efficient, integrated business management system
- To devise a sustainability strategy and EcoVadis rating for Röhm

The various Röhm business and functional divisions as well as sites and regions are required to put these general objectives into concrete terms, to set out corresponding measures and to inform and involve all employees.

WE ARE GUIDED BY THE FOLLOWING VALUES:

CREATIVITY: We encourage creative and unconventional approaches, work flexibly and quickly and stay curious.

OPENNESS: We adopt an open and appreciative culture on the basis of constructive feedback and mutual trust.

RESPONSIBILITY: We are committed to the highest occupational safety standards, to reducing environmental impact and acting in a socially responsible manner.

ENTREPRENEURSHIP: Sustainable business success is our topmost priority. That is why we encourage fast decision making and bravely assume responsibility.
Röhm uses an integrated business management system for achieving the measurable goals it sets on an annual basis. In this, clearly defined responsibilities, guidelines and processes are used to set out measures for compliance and increasing environmental protection, safety and security, health, quality and energy management worldwide. Based on the results and analyses of internal and external audits, site inspections and reviews we derive specific measures for the continuous improvement of these services and the associated processes.

Röhm’s five business divisions implement these rules – adapted to their specific business – operationally across the globe. The business management system forms the basis of the entire Röhm Group, including its subsidiaries and foreign companies. For 2020 the company has the objective for recertification in accordance with the latest versions of ISO standards 9001, 14001 and 50001.
SUSTAINABILITY AND COMPANY-RELEVANT SDGS
For us, sustainable business and operations means taking responsibility. That is why we consistently align ourselves with the 17 development goals (sustainable development goals = SDGs) which were agreed by the United Nations in 2015 and came into force on January 1st, 2016. These goals feature economic, social and ecological aspects.

We take each of these three aspects seriously with a view to ensuring long-term economic success, social reliability and remaining conscious of our responsibility to the environment. These SDGs help us as a company to promote innovation, identify new business opportunities and seize these too. In 2019 we started to identify the SDGs relevant to the Röhm Group. Our products and solutions make a measurable contribution to achieving these goals. This is one of the ways we take responsibility.

As an example, the following information shows the SDGs relevant to the Acrylic Products Division with the aid of several properties of the brand PLEXIGLAS® and ACRYLITE®:

PLEXIGLAS® is a high-quality, high-performance plastic which can help to reduce the strain on the environment in a variety of different applications. PLEXIGLAS® is manufactured in an environmentally-friendly and resource conserving manner.
A growing world population needs to be fed and food needs to be produced more efficiently. PLEXIGLAS® in greenhouse roofing enables commercial fruit and vegetable cultivation even under the most extreme climactic conditions. Microalgae could be an essential source of protein in the future. They grow particularly well in PLEXIGLAS® tubes.

2020 will see Röhm develop a sustainability strategy as part of a structured process and set sustainability goals derived on the basis of this. In order to make our actions with regard to both sustainability and social affairs even more transparent, we are planning to successfully undergo external assessment by EcoVadis before the end of the year.

Our Production division already prioritizes the efficient use of resources and is doing everything within its power to improve this. Our products also contribute to our clients’ sustainability goals; take PLEXIGLAS® for instance, the backbone of efficient lighting concepts, or DEGAROUTE®, which ensures long-term road safety through its use in road markings.

In 2019 we launched several projects which are set to continue in 2020. For instance, the Molding Compounds Division is working on a concept for offsetting the CO₂ emissions generated by the manufacturing of packaging for our products. As part of the First-Climate Gold Standard project, 5,000 tons of CO₂ equivalents have already been offset at the Worms site. This principle is to be transferred to other locations worldwide in future.
ENVIRONMENTAL ISSUES

ENERGY
WATER
WASTE
TRANSPORT
PRODUCT RESPONSIBILITY
Promoting the protection of the environment and the climate and preserving natural resources for the next generation is both part of our corporate obligation and our responsibility.

A central reporting system in which environmentally relevant information is entered, allows us to continuously monitor associated control variables and to adapt these if need be. We ensure that, in all areas of the company, risks to people and the environment, such as emissions, the release of pollutants, as well as violations against regulatory requirements, are prevented and minimized on a continuous basis. This is why ISO 14001 plays a central role for our company.
ENERGY

Thanks to our ongoing efforts to boost energy efficiency in our premises and facilities we are contributing significantly to the protection of the environment. We use a wide range of technological and organizational resources to do so. We are continually working on making our energy supply more efficient, increasing production reliability and optimizing the structures of energy network systems. These include concepts for the better utilization of wind turbines, generators and aggregates as well as the continuous operation of plants.

In addition to conserving resources through the cost-efficient use of power and heat cogeneration, we are working continuously to reinforce integrated structures for chemical manufacturing and energy production. For instance, large volumes of steam are generated during exothermic processes in different chemical plants and supplied to other facilities for heating via steam networks. Furthermore, we use by-products as alternative fuels for generating energy. For example, exhaust systems are used to generate steam from waste heat.

Röhm’s Energy Management particularly plays a role in planning the energy supply for future investment projects.

Our energy management system follows the high standards set by ISO 50001; all of our German sites are already certified to this level.

WASTE

We have set ourselves the objective of reducing our production waste – above all hazardous waste – on an ongoing basis. Our actions are also guided by legal requirements regarding a circular economy. We use the advantages of our Verbund-systems and integrated production sites.

<table>
<thead>
<tr>
<th>KPI</th>
<th>2019</th>
<th>UNIT</th>
</tr>
</thead>
<tbody>
<tr>
<td>ENERGY CONSUMPTION *</td>
<td>6,000</td>
<td>[TJ]</td>
</tr>
<tr>
<td>CO₂ EMISSIONS – TOTAL **</td>
<td>658,000</td>
<td>[mt]</td>
</tr>
<tr>
<td>PUBLIC WATER SUPPLY</td>
<td>2,400,000</td>
<td>[m³]</td>
</tr>
<tr>
<td>GROUNDWATER</td>
<td>3,200,000</td>
<td>[m³]</td>
</tr>
<tr>
<td>SURFACE WATER</td>
<td>19,000,000</td>
<td>[m³]</td>
</tr>
<tr>
<td>WATER – TOTAL</td>
<td>24,600,000</td>
<td>[m³]</td>
</tr>
<tr>
<td>NON-HAZARDOUS WASTE</td>
<td>6,900</td>
<td>[mt]</td>
</tr>
<tr>
<td>HAZARDOUS WASTE</td>
<td>11,400</td>
<td>[mt]</td>
</tr>
<tr>
<td>WASTE – TOTAL</td>
<td>18,300</td>
<td>[mt]</td>
</tr>
</tbody>
</table>

* Total energy, [TJ] gross lbs
** Scope 1 + Scope 2

All figures refer to Röhm Group.

WATER

We use water as sparingly as possible. A continuous water supply is indispensable to maintain the workflows and processes on our premises and in our production systems. Here, water is used primarily for cooling purposes, as process water or for generating steam in power plants. To save water, we are working continuously on concepts to reduce the proportion of drinking water and cooling brine in favor of recirculating cooling water from cooling towers and river water.
TRANSPORT

We carefully select the logistics providers that we commission for transportation using a standardized procedure and review their performance on a regular basis. In doing so we consider the entire transport operation, from loading and transportation right through to unloading. The standards we set for the transportation of hazardous goods are higher than those required by national and international hazardous goods regulations.

The use of requirements profiles for transport service providers and self-collectors is standard practice at Röhm in Europe. The aim is to further improve quality and safety in accordance with environmental and sustainability aspects when it comes to the transportation of chemical goods. Wherever possible, we use and commission sustainable and environmentally friendly means of transport and haulage companies.

In line with the European Agreement concerning the International Carriage of Dangerous Goods by Road (ADR), we perform regular inspections of hazardous goods consignments at all of our locations.

Röhm is part of the German chemical industry’s Transport Accident Information and Emergency Response System (TUIS) to ensure transport safety. By providing our expertise and assistance on-site, we contribute to the safe handling of transport accidents with chemical products. We also voluntarily conduct transport risks analyses for dangerous goods in order to further minimize transportation risks.

PRODUCT RESPONSIBILITY

We want to use our products and solutions firstly to make a measurable contribution towards protecting the environment and, secondly, to improve people’s quality of life. We do this by identifying and evaluating potential risks to health and the environment in our portfolio ahead of time – with a view to preventing risks. We consider products along their entire value chain – from raw materials procurement right through to the hand-off to our (primarily industrial) customers. We provide them with all the relevant information in the form of safety datasheets and technical leaflets for proper handling of our products and their proper disposal.

At Röhm, product responsibility comprises compliance with legal standards – such as, for instance, the European Chemicals Regulation REACH and the Globally Harmonized System of Classification and Labeling of Chemicals (GHS). In order to implement the complex requirements of REACH, we maintain a close dialog with our suppliers, customers, trade associations and authorities. All necessary REACH registrations were completed on time. Röhm registered over 40 phase-in substances in this context.

In addition to registration, aspects such as dossier and substance evaluation as well as the restriction, authorization and classification of substances are increasing concerns. In order to identify ahead of time whether substances used by us may potentially be affected, we continually check officially published substance lists against our portfolio. Suitable measures are reviewed and implemented where individual substances are affected. At the same time, we clarify further proceedings with our clients.

We also review the raw materials we purchase. For those which are deemed as being of high concern or which have been placed on the so-called Candidate List, we discuss further proceedings with suppliers or look for alternatives.

Over the past few years many other countries have followed the example of the European Union and adopted their own legal regulations on registering chemicals. We endeavor to follow and support this development with great care and make the required information available in a timely manner.
EMPLOYEE ISSUES

WORKS COUNCIL / CO-DETERMINATION STRUCTURE
TRAINING AND FURTHER EDUCATION
INCLUSION
AVERAGE AGE / AGE STRUCTURE
DIVERSITY (PROPORTION OF WOMEN)
DIVERSITY (WOMEN WITH EXECUTIVE ROLE)
DIVERSITY (NATIONALITIES)
RATIO
TEMPORARY / PERMANENT EMPLOYEES
OCCUPATIONAL AND PLANT SAFETY
MEASURES FOR PROMOTING HEALTH
Our business success comes down to highly qualified and highly motivated employees. That's why we offer trainees, young professionals and long-standing employees a nurturing, safe and healthy working environment.
WORKS COUNCIL / CO-DETERMINATION STRUCTURE

Operational co-determination is highly valued at Röhm and is part of the corporate culture. Operational co-determination in Germany is overseen by a cross-legal entity general works council which is responsible for cross-site issues, as well as four local works councils in Worms, Darmstadt/Weiterstadt/Wörth, Hanau and Wesseling. The works councils represent both the interests of employees who are and are not on the collectively agreed pay scale. The company and the works council work together in trusting partnership in accordance with the legal, collectively agreed and operational regulations for the good of all employees. Our shared aim is to continue and further develop our established collaboration. The representation of executive management is organized into two representative committees, one for the Worms site and another for the sites Hanau, Wesseling and Darmstadt/Weiterstadt/Wörth.

TRAINING AND FURTHER EDUCATION

As one of the leading companies in our sector we offer comprehensive training for young people and good prospects for both young professionals and long-standing employees alike.

With theoretically solid and practical apprenticeships in numerous professions we are investing sustainably in the future of our company while building on the knowledge and experience that are crucial to our success. With a 6.4 percent apprenticeship quota in 2019 we encourage and support young people starting out in their careers. 170 people completed an apprenticeship in one of eleven professions at Röhm in 2019. We provide further training according to requirements and guarantee relevant employment.

We offer information and orientation days to help new employees settle into the company quickly. An onboarding portal offers the opportunity to build and maintain a professional network. More training modules are planned for the superiors and colleagues of new employees.

2019 was a year of transition and stabilization, where employee development programs were reviewed both in terms of quantity and quality to check their relevance within the context of the new organization. The year under review was a year characterized by change and new beginnings for Röhm employees. Individual divisions used opportunities such as workshops and training modules to successfully overcome these challenges.

A future training portal will offer employees access to training programs. The design and implementation of internal training programs are in line with the specific needs of our medium-sized company and include training modules for facilitating key skills, agile working methods as well as a trainee program for the Production and Technology Division. In addition to this, the Human Resources department offers numerous e-learning courses.

The first employer branding initiatives were launched in 2019 with a view to positioning the company as an attractive employer on the job market. The collective aim of all these activities is to create a brand which is attractive to applicants while further reinforcing the successful retention of long-standing qualified employees.

The requirements placed on our employees will continue to rise. In recognition of this, we are continually reviewing, expanding and adding to our training and further education program and aligning this with the requirements of the market and the challenges of the future.

INCLUSION

Röhm offers each of its employees an attractive working environment. By facilitating access to employment people with disabilities, we are contributing to improving their living situation. We work very closely with representative bodies for people with disabilities and the respective employees to ensure this happens. For instance, in 2019 we carried out renovations and workplace adaptations at the Wesseling site.

In 2019, the quota for employees with disabilities was 4.4 percent while the quota for equivalent employees in Germany was 3.3 percent.
### Average Age / Age Structure

The age structure of all active Röhm employee is as follows:

<table>
<thead>
<tr>
<th>Age (in Years)</th>
<th>Status as of December 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Below the Age of 21</td>
<td>86</td>
</tr>
<tr>
<td>Age 21-25</td>
<td>252</td>
</tr>
<tr>
<td>Age 26-30</td>
<td>432</td>
</tr>
<tr>
<td>Age 31-35</td>
<td>410</td>
</tr>
<tr>
<td>Age 36-40</td>
<td>356</td>
</tr>
<tr>
<td>Age 41-45</td>
<td>352</td>
</tr>
<tr>
<td>Age 46-50</td>
<td>355</td>
</tr>
<tr>
<td>Age 51-55</td>
<td>537</td>
</tr>
<tr>
<td>Age 56-60</td>
<td>526</td>
</tr>
<tr>
<td>Above 60</td>
<td>146</td>
</tr>
<tr>
<td>Total Number</td>
<td>3,452</td>
</tr>
</tbody>
</table>

The average age of all actively employed persons is approximately 43.

### Diversity (Proportion of Women)

<table>
<thead>
<tr>
<th>Employees</th>
<th>Status as of December 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proportion of women in the overall workforce in %</td>
<td>18.1</td>
</tr>
<tr>
<td>Proportion of men in the overall workforce in %</td>
<td>81.9</td>
</tr>
</tbody>
</table>

### Diversity (Women with Executive Role)

<table>
<thead>
<tr>
<th>Employees</th>
<th>Status as of December 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proportion of women with executive role in the overall workforce in %</td>
<td>2.1</td>
</tr>
<tr>
<td>Proportion of men with executive role in the overall workforce in %</td>
<td>11.4</td>
</tr>
<tr>
<td>Proportion of women with executive role in the total number of executive roles as a %</td>
<td>15.7</td>
</tr>
<tr>
<td>Proportion of men with executive role in the total number of executive roles as a %</td>
<td>84.3</td>
</tr>
</tbody>
</table>

Every one in five employees at Röhm is female. This ratio is also reflected in the occupancy of executive roles.
DIVERSITY (NATIONALITIES)

As a globally active company, having a wide range of different nationalities in our workforce is very important to us. Our employees come from approximately 40 different countries.

RATIO TEMPORARY/PERMANENT EMPLOYEES

<table>
<thead>
<tr>
<th>EMPLOYEES</th>
<th>STATUS AS OF DECEMBER 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>PROPORTION OF TEMPORARY EMPLOYEES IN %</td>
<td>8.0</td>
</tr>
<tr>
<td>PROPORTION OF PERMANENT EMPLOYEES IN %</td>
<td>89.3</td>
</tr>
<tr>
<td>PROPORTION OF APPRENTICES IN THE OVERALL WORKFORCE IN %</td>
<td>2.7</td>
</tr>
<tr>
<td>APPRENTICE QUOTA GERMANY (SEE SECTION “TRAINING AND FURTHER EDUCATION”) IN %</td>
<td>6.4</td>
</tr>
</tbody>
</table>

About 90 percent of Röhm employees have a permanent employment contract.

OCCUPATIONAL AND PLANT SAFETY

We attach great importance to the safety of our employees, the prevention of accidents and incidents at the various sites and on transport and working paths as well as plant safety. Since the issue of safety affects employees, the working situation, products and the operational environment, our ESHQ policy is binding for all management staff and employees. Our crisis and incident management department ensures that all the necessary damage aversion or limitation steps are taken in the event of accidents or incidents. We analyze near misses and incidents carefully in order to derive precautionary measures for prevention and improvement and learn from these. Our utmost priority regarding occupational safety is to avoid accidents and incidents from the outset. Each year we set ourselves upper limits for our key performance indicators: the total recordable incident rate (TRIR) according to the Occupational Safety and Health Administration (OSHA) and process safety incidents (PSI) under the CEFIC Guidelines. These apply to the entire company.

In 2019 the TRIR was 0.57 and the PSI 1.0.

In 2019, the year under review, we did not record any fatal occupational or travel accidents.

<table>
<thead>
<tr>
<th>KPI</th>
<th>2019</th>
<th>COMMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>TRIR (INCIDENTS PER 200,000 WORKING HOURS)</td>
<td>0.57</td>
<td>Total Recordable Incident Rate gem. OSHA</td>
</tr>
<tr>
<td>PSIR (INCIDENTS PER 1 MIO WORKING HOURS)</td>
<td>1.0</td>
<td>Process Safety Incident Rate gem. CEFIC 2011</td>
</tr>
</tbody>
</table>
MEASURES FOR PROMOTING HEALTH

When it comes to protecting and promoting health we consider the employees and their individual working situations, in addition to the products and the operational environment. This approach requires needs-oriented, high-quality occupational medical care as well as functioning operational emergency management.

Röhm also offers targeted protective measures and campaigns to promote health which are intended to help employees to work and live healthily. These measures are intended to prevent the risks of sick leave and occupational illnesses. We also use the results of risk assessments to assist us here.

Our comprehensive integrated business management system, which is aligned with Röhm’s corporate structure, forms the basis of all our actions when it comes to health protection, too. The implementation of the applicable requirements is regularly monitored as part of audits focusing on work environment, health and safety as well as by a reporting system for occupational health and safety.

Employee representative bodies are actively involved in devising measures to promote occupational health and safety. Occupational safety committees established at the German sites in accordance with the legal guidelines meet four times a year. Comparable committees also exist at our international sites.

The effective and full distribution of information is indispensable for the prevention of health limitations. As part of an occupational medical care program our occupational physicians advise our employees on individual health risks and carry out occupational health check-ups where necessary.
We also take responsibility for safety and foster social cooperation through our products.

To promote road safety in communities throughout the world, the Methacrylate Resins Division funds road markings in places which are frequented by particularly at-risk road users. In front of the Gong-Cheng-Lu primary school in Wuzhou, China, a red and white, skid-resistant pedestrian crossing created using DEGAROUTE® makes the school commute considerably safer for children. This project is part of Röhm’s latest corporate responsibility activities in China and its contribution to a campaign by the United Nations for increased traffic safety and reducing the number of traffic fatalities. Röhm is currently working with its partners to assess the possibility of providing free road markings for school areas in various different cities in China.

Training information days regularly offer school graduates and career changers the opportunity to gain an insight into various different apprenticeship professions and to discuss what is involved in an apprenticeship with Röhm and the prospects this offers with current apprentices and instructors.
HUMAN RIGHTS
As a global company we are particularly committed to the Universal Declaration of Human Rights, including the ban on slavery and human trafficking as well as the ten principles of the Global Compact of the United Nations. This is enshrined in our Code of Conduct. Röhm always conducts a pre-qualification process for new suppliers. This also includes checking for compliance with human rights. Suppliers which have been accepted by our predecessor company Evonik are already regarded as pre-qualified and therefore also meet our high standards. Röhm’s Code of Conduct for suppliers is based on a version provided by the Association for Supply Chain Management, Procurement and Logistics (BME) and also contains an element dedicated to the issue of human rights. In this, the signatories commit to upholding internationally recognized human rights. We are currently devising a strategy for future audits of Röhm suppliers.
AGAINST CORRUPTION AND BRIBERY
We attach great importance to combating corruption. We abide by the applicable anti-corruption laws and also by the provisions of the UN Global Compact. As such, we are actively opposed to any form of bribery or granting benefits to public officials. According to our Code of Conduct, any benefits granted to clients, suppliers and other third parties with a view to influencing decisions or acquiring an unfair advantage, are forbidden. Furthermore, the Code of Conduct emphasizes the fact that the respective applicable legislation must always be complied with when interacting with public officials. Our anti-corruption regulations must be observed when awarding donations or sponsorships too. Our employees receive regular training on compliance with these anti-corruption regulations and are obliged to comply with these.
This information and all further technical advice is based on our present knowledge and experience. However, it implies no liability or other legal responsibility on our part, also with regard to existing third party intellectual property rights, especially patent rights. In particular, no warranty, whether express or implied, or guarantee of product properties in the legal sense is intended or implied. We reserve the right to make any changes according to technological progress or further developments. The customer is not released from the obligation to conduct careful inspection and testing of incoming goods. Performance of the product described herein should be verified by testing, which should be carried out only by qualified experts in the sole responsibility of a customer. Reference to trade names used by other companies is neither a recommendation, nor does it imply that similar products could not be used.