



2024 Sustainability Report

Table of contents

01.

Kolmar Group's Sustainability Journey 3

1.1. Message from Leadership	4
1.2. Our Sustainability Strategy	5
1.3. 2024 Highlights	6
1.4. About this Report	7
1.5. Materiality Assessment	8

04.

Maintaining Ethical Business Conduct and Governance 29

4.1. Governance Framework	30
4.2. Ethics and Compliance	31
4.3. Responsible Business Partnering	32
4.4. Data Protection and Cybersecurity	34

02.

Taking Environmental Action 9

2.1. Environmental Management Approach	10
2.2. Climate Action and Energy Transition	11
2.3. Circularity and Innovation	15

05.

The Way Forward 35

03.

Social Responsibility 17

3.1. Workforce and Workplace	18
3.2. Human Rights and Labor Standards	22
3.3. Community Impact	24

06.

GRI Content Index 37

1. Kolmar Group's Sustainability Journey

1.1

Message from Leadership

2024 marked a pivotal year in our sustainability journey, one defined by deeper integration, increased transparency, and a renewed sense of responsibility toward the world around us.

As a global energy and petrochemicals company, we know that the expectations placed on us are high, and rightly so. Our stakeholders expect us not only to meet compliance standards, but to lead with integrity, to innovate for impact, and to contribute meaningfully to a more sustainable future. This is a responsibility we embrace fully.

Over the past year, we expanded our focus on circularity, investing in technologies like chemical recycling through our partnership with SynPet, while also scaling our renewable energy usage across operations. We continued to strengthen our governance and ethics systems, maintained zero confirmed cases of corruption, and enhanced our tracking of environmental and social performance. For the second consecutive year, Kolmar was recognized with a Gold rating by EcoVadis, an affirmation of the work our teams are doing

every day to embed ESG into the heart of our business.

We also made progress on the ground at our American GreenFuels plant in New Haven. The team prepared for upcoming USA policy changes by upgrading equipment and processes to reduce carbon intensity, a move that will not only support cleaner fuel production, but also improve long-term competitiveness.

We also took an important step in the beginning of 2025 by conducting a formal materiality assessment to ensure that our sustainability priorities reflect not only global trends and regulations, but the real expectations of our employees, our partners, and our communities.

Our journey is ongoing, and far from complete. But with every year, we grow more aligned, more accountable, and more committed to driving long-term, shared values. Thank you to our colleagues, customers, and stakeholders for your trust and support.

Together, we move forward.



Ruth Sandelowsky
CEO of Kolmar Group AG

Raf Aviner
President of Kolmar Americas, Inc.

1.2. Our Sustainability Strategy

At Kolmar, sustainability is not a standalone initiative. It is a mindset that guides how we operate, make decisions, and create long-term value. While we are still in the process of formalizing our group-wide sustainability strategy, our actions are already shaped by a clear set of principles and priorities that reflect both who we are and where we want to go.

Our values - Modesty, Allegiance, Teamwork, Tolerance, Excellence, Responsibility, and Stimulation (Kolmar MATTERS) - form the cultural foundation for our sustainability approach. They underpin how we work with each other, how we engage with our partners, and how we contribute to global challenges such as climate change, inequality, and responsible production. Our materiality assessment helped us clarify the ESG issues that matter most to our business

and stakeholders. These include reducing greenhouse gas emissions, promoting circular economy solutions, protecting human rights, and strengthening ethical governance. These focus areas now shape our decisions, targets, and performance measurement.

We have also aligned our efforts with the United Nations Sustainable Development Goals (SDGs), a global blueprint for achieving a better and more sustainable future for all. While many of the 17 goals intersect with our operations, we have identified four where our impact is most direct and meaningful:

These SDGs are not aspirational checkboxes. They represent the areas where our business model and sustainability commitments intersect. They guide our priorities, shape our reporting, and help ensure that our growth benefits not just our company, but also the communities and ecosystems around us.



SDG 5 - Gender Equality

Kolmar continues to foster a culture of inclusion and equal opportunity. We maintain a 50/50 gender balance at the executive leadership level and actively support women's participation across all levels of the organization. In 2024, we also strengthened our engagement with WISTA Switzerland and continued supporting girls' education through scholarship programs and community initiatives in Gaza, Tanzania, and beyond.



SDG 7 - Affordable and Clean Energy

We contribute to this goal by producing and commercializing renewable fuels for road, aviation, and maritime sectors. Through our subsidiary American GreenFuels, we supply sustainable biodiesel and heating oil in the USA, while in Europe we offer waste-based, non-food biofuels that comply with the Renewable Energy Directive (RED II). In 2024, our renewable fuel initiatives helped avoid over 1.5 million tons of CO_{2e} emissions.



SDG 12 - Responsible Consumption and Production

Our investment in SynPet Technologies and the commercialization of chemically recycled feedstocks support the transition to a circular economy. We are actively converting hard-to-recycle plastics into circular naphtha, reducing dependence on fossil resources and minimizing waste. In parallel, we promote responsible sourcing across our value chain through enhanced supplier due diligence and a Sustainability Code of Conduct.



SDG 13 - Climate Action

We are committed to climate mitigation through emissions monitoring, carbon reduction strategies, and sustainable energy use. In 2024, our office in Switzerland (CH) used 159 MWh of renewable energy - a shift from zero in 2022. We are certified under ISCC and CORSIA schemes, which validate our efforts to support the decarbonization of aviation and other hard-to-abate sectors. Our climate actions are also aligned with EU policy goals, including Fit for 55 and net-zero by 2050.

1.3. 2024 Highlights

In 2024, we made measurable progress across our sustainability priorities. From reducing emissions and scaling circular solutions to strengthening ethics and community investment, these milestones reflect our growing integration of ESG into the way we do business.

Environmental



1.5 million tons CO₂e avoided through certified renewable fuels in road, aviation, and shipping.



159 MWh of renewable energy used at our CH operations (up from 0 in 2022).



Front-End Engineering and Design phase of the first industrial-scale SynPet plant in Antwerp converting 220,000 tons of plastic waste annually into circular feedstock.



ISCC and CORSIA-certified operations maintained across our supply chain.

Governance



EcoVadis Gold Rating retained, placing Kolmar in the top 3% of over 130,000 companies assessed.



95% of employees completed anti-corruption training.



0 confirmed incidents of corruption, bribery, or data breaches.



66% of newly onboarded suppliers signed Kolmar's Sustainability Code of Conduct.

Social



50/50 gender split in executive leadership maintained for the second year.



1 workplace injury but zero fatalities.



Expanded community investments in girls' education (Gaza, Tanzania), mental health (USA), and inclusive learning (Italy, Israel).

1.4. About this Report

This is Kolmar Group's second Sustainability Report, covering the calendar year from 1 January to 31 December 2024. The purpose of this report is to communicate our progress, performance, and practices related to environmental, social, and governance matters, in alignment with global expectations for corporate transparency and accountability.

The report has been prepared with reference to the Global Reporting Initiative (GRI) Standards, and is informed by other widely recognized frameworks, including the European Sustainability Reporting Standards (ESRS) under the Corporate Sustainability Reporting Directive (CSRD) and the EcoVadis assessment criteria. These standards guide how we identify, prioritize, and disclose material sustainability topics across our operations and value chain.

Our reporting scope covers Kolmar Group AG in Switzerland (CH) and Kolmar Americas Inc. (USA). Data and insights presented in this report reflect our operations in CH and the USA, unless otherwise specified.

In early 2025, we conducted a formal materiality assessment to identify the ESG topics that are most relevant to our business and stakeholders. This assessment informs the structure and content of this report.

Wherever possible, we have included comparative data from previous years, and indicated where figures are new, restated, or still under development. All data presented is internally verified; notably, our Scope 1, 2, and 3 emissions are calculated and certified by external bodies. We aim to pursue external assurance in future reporting cycles.

For questions or feedback regarding this report, please contact our ESG team at: esg@kolmargroup.com

1.5. Materiality Assessment

Our Approach

The assessment was grounded in leading international reporting frameworks, including the Global Reporting Initiative (GRI), Corporate Sustainability Reporting Directive (CSRD), and Sustainability Accounting Standards Board (SASB). We focused on impact materiality, evaluating how our operations affect people, the environment, and society.

We followed a structured three-step process:

- 1. Trend Analysis:** Identifying ESG trends across our sector, including climate action, circularity, digital traceability, and inclusion.
- 2. Peer Benchmarking:** Reviewing the disclosures and strategies of peer companies.
- 3. Executive Interviews:** Engaging senior leadership to explore strategic risks, opportunities, and ESG integration in decision-making.

Key Outcomes

The assessment resulted in a clear set of 12 material topics, grouped across environmental, social, and governance

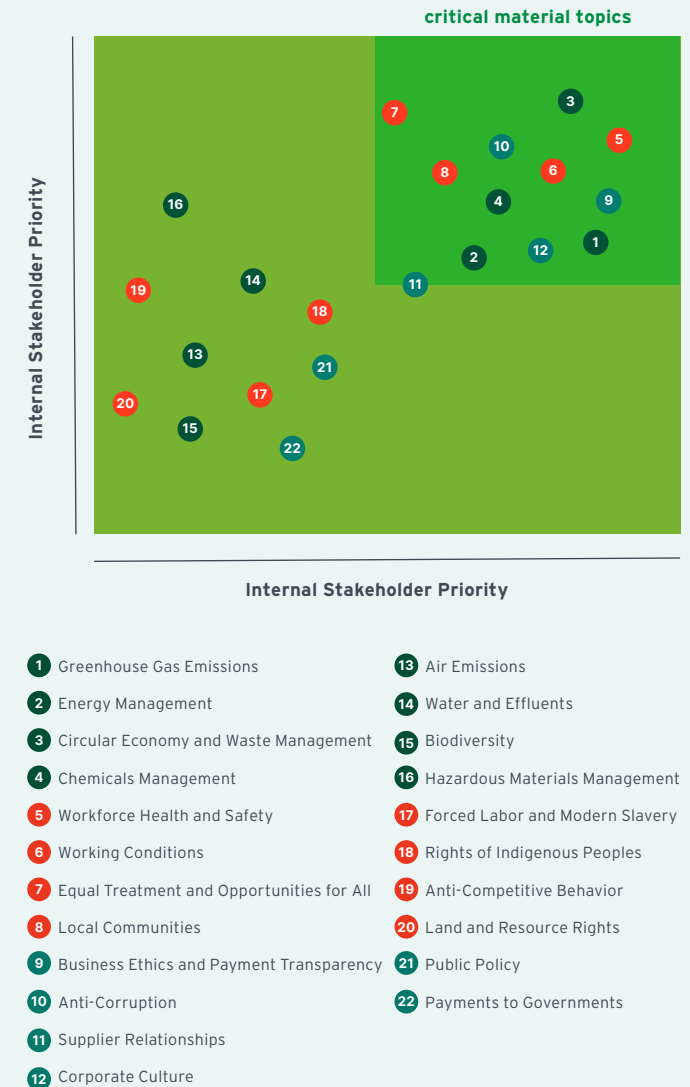
themes. These reflect our current impact profile and are now embedded into our reporting and operational priorities. Each topic was assessed for its actual or potential impact, whether positive or negative, across Kolmar's operations and value chain.

For example, our use of renewable fuels contributes positively to climate goals, while chemical handling carries potential environmental and safety risks that require strict controls.

Looking Ahead

The results of this assessment serve as a blueprint for our sustainability roadmap. In the coming year, we plan to integrate these material topics further into our governance, procurement, and performance tracking systems, and to begin exploring financial materiality as part of our future CSRD alignment.

Materiality Matrix



2. Taking Environmental Action

2.1. Environmental Management Approach

At Kolmar, environmental stewardship is a core component of how we operate and grow. We recognize that the environmental footprint of our industry is significant, and that we have both the responsibility and the opportunity to lead through concrete, science-aligned action.

In 2024, we continued to embed environmental management across our operations in Switzerland, the United States, and our global value chain. Our approach is guided by a growing set of internal policies, global sustainability frameworks, and regulatory standards.

Environmental Governance

Kolmar's environmental responsibilities are overseen by our ESG Committee, which includes representatives from senior management, finance, operations, sustainability, legal, and trading. The committee regularly reviews environmental performance, aligns targets with EU and global policy, and ensures continuous improvement across functions.

Our Environmental Policy, revised in March

2024 and subsequently in January 2025, and implemented across sites in 2024, defines our commitments to:

- > **Reduce GHG emissions and supporting decarbonization**
- > **Promote circularity and responsible resource use**
- > **Ensure compliance with international environmental laws and schemes**
- > **Protect customer and employee health and safety**
- > **Raise internal awareness and capacity through regular training**

All employees receive tailored e-learning on climate action, circularity, and environmental compliance, including RED II and ISCC systems.

External Frameworks and Certifications

Our environmental programs are structured around rigorous external standards. In 2024, we maintained certifications under:

- **ISCC** (International Sustainability & Carbon Certification) - including but not limited to waste-based biofuels and traceability.
- **CORSIA** (Carbon Offsetting and Reduction Scheme for International Aviation) - supporting aviation sector decarbonization.
- **RED II** (Renewable Energy Directive) - for renewable fuels and feedstocks compliant with EU criteria.

These certifications validate our processes and provide assurance to customers, regulators, and partners regarding the sustainability of our products and services.

Environmental Integration in Operations

Environmental criteria are now integrated across key decision-making areas, including procurement, logistics, product development, and partner due diligence. In 2024, we advanced our internal performance tracking dashboards to monitor energy use, emissions, and circularity targets in both CH and the USA.

2.2. Climate Action and Energy Transition

Tackling climate change is one of the defining challenges of our time, and Kolmar is committed to being part of the solution. Our business is evolving to support the decarbonization of transport, logistics, and industry, while reducing our own operational emissions and enabling our partners to do the same.

Scaling Impact Through Renewable Fuels

In 2024, Kolmar continued to scale the commercialization of certified renewable fuels and feedstocks, building on our long-standing leadership in the biofuels space. Our fuels now serve not only the road transport sector, but also hard-to-abate industries such as aviation and maritime shipping.

Through our work in the USA and Europe, and in partnership with American GreenFuels, we supplied sustainable biodiesel and RED II-compliant waste-based fuels that are non-food, non-deforestation, and non-land use sensitive. These offerings helped avoid over 1.5 million tons of CO₂e emissions across the value chain in 2024 alone.

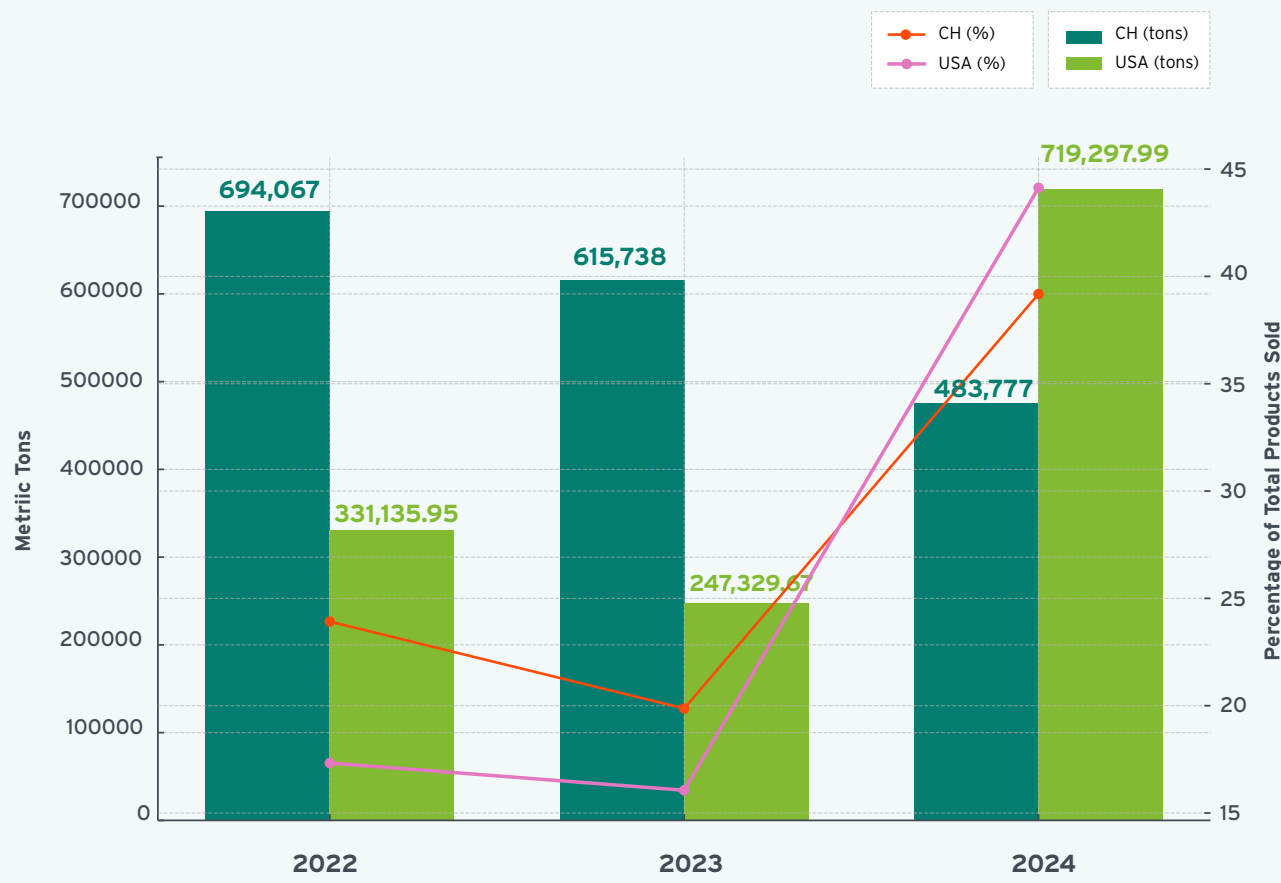


Enabling Circular Decarbonization

A highlight of 2024 was the launch of the Front-End Engineering and Design phase of the first industrial-scale SynPet facility in the Port of Antwerp, Belgium. Capable of processing up to 220,000 tons of plastic waste annually, the facility converts waste that is unsuitable for mechanical recycling into Circular Naphtha Substitute, a viable alternative to fossil-derived feedstocks for the chemical industry. This supports a dual objective: carbon reduction and waste valorization. Kolmar’s investment in SynPet reflects our belief that the energy transition will be enabled not only by renewable fuels, but by circular chemical innovation.



Renewable Circular Products sold: Volume and Share



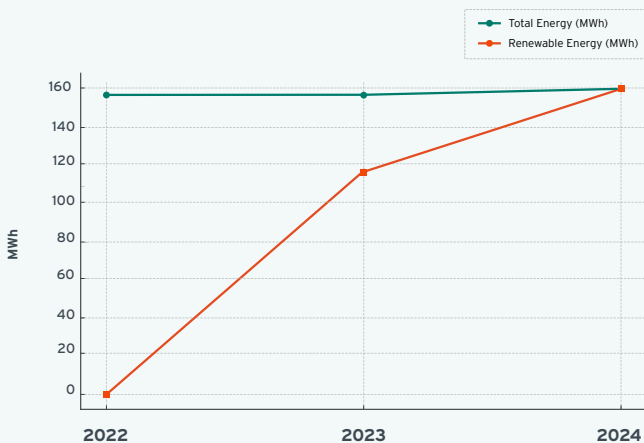
Energy Performance in Our Operations

We are also improving energy use within our own footprint. At our CH office, we shifted to 116 MWh of renewable energy in 2023, up from zero in 2022 - and in 2024, we achieved 100% renewable energy consumption.

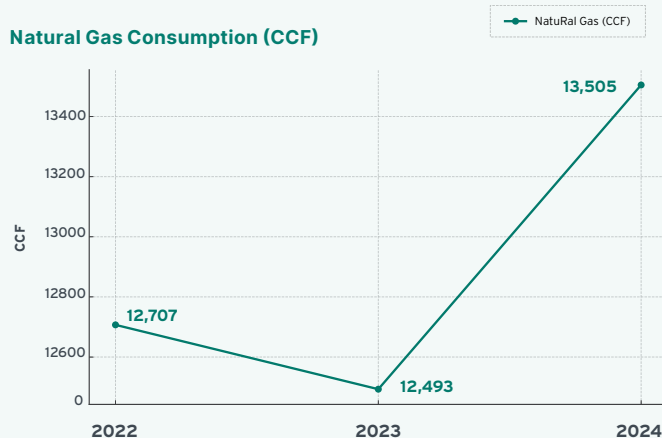
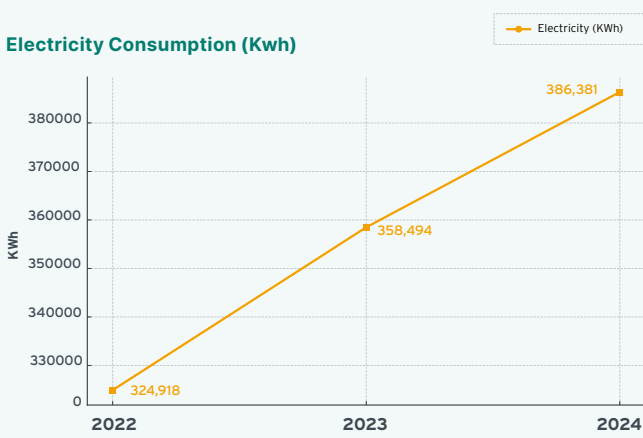
In the USA, we began tracking electricity and gas consumption systematically and plan to set year-over-year reduction targets starting in 2025.



Energy use (CH)



Energy use (USA)



Climate Frameworks and Commitments

Kolmar remains aligned with international decarbonization efforts through:

- **CORSIA** - supporting carbon-neutral growth in aviation and a 50% net reduction in emissions by 2050
- **ISCC Certification** - ensuring supply chain traceability and GHG reduction validation
- **Fit for 55 Alignment** - helping partners transition in line with the EU's 2030 and 2050 climate goals.



GHG Emissions (CH)

	Description	Unit	2023	2024
CAT1	Direct Emissions and Removals¹	ton CO2e-eq	-	-
	Stationary emissions	ton CO2e-eq	-	-
	Mobile emissions	ton CO2e-eq	-	-
Cat 2	Indirect Emissions from imported Energy	ton CO2e-eq	2.16	3.12
	Imported electricity	ton CO2e-eq	2.16	3.12
Cat 3	Indirect Emissions from Transportation	ton CO2e-eq	624,140.71	236,063.27
	Material Sourcing	ton CO2e-eq	302,807.70	120,213.95
	Distribution	ton CO2e-eq	320,799.33	115,849.32
Cat 4	Indirect Emissions from Purchased Products and Services	ton CO2e-eq	5,207,225.18	5,859,374.37
	Purchased products (trading)	ton CO2e-eq	5,178,452.92	5,859,370.80
	Purchase services (tolling)	ton CO2e-eq	24,154.23	- ²
	Utilities	ton CO2e-eq	4.17	3.57
Cat 5	Indirect Emissions Associated with the Use of Products³	ton CO2e-eq	NA	NA
	Use phase	ton CO2e-eq	NA	NA
Cat 6	Indirect Emissions from Other Sources⁴	ton CO2e-eq	-	-

¹ This excludes emissions from outsourced processes, which are accounted for under "Purchased Services". However, there are no stationary emissions because Kolmar's heat provider relies solely on renewable sources. There are no mobile emissions because Kolmar does not have company cars.

² Kolmar's 2024 indirect emissions from purchased products and services are negligible (0.002 percent).

³ Kolmar cannot estimate these indirect emissions because of the innumerable downstream applications for its products, each of which has a different GHG emissions profile.

⁴ The sources of emissions in this category are negligible.

2.3. Circularity and Innovation

We believe the future of our industry lies not just in reducing environmental impact, but in redesigning how materials are used, reused, and reimagined. That's why circularity has become a central pillar of Kolmar's environmental ambition.

Chemical Recycling at Scale

In 2025, our long-term investment in SynPet Technologies reached a major milestone with the completion of the Front-End Engineering and Design phase for its first industrial-scale plant in the Port of Antwerp, Belgium. The facility will be able to process up to 220,000 tons of plastic waste annually, converting it into high quality Circular Naphtha Substitute through advanced pyrolysis.

The commissioning of the unit in 2027 will establish Europe's largest single conversion technology deployment; and provide a significant step forward in support of the European Commission's circularity targets.

Unlike traditional mechanical recycling, the SynPet TCP® chemical process enables the transformation of mixed, hard-to-recycle

plastics into valuable feedstocks, opening new avenues for replacing fossil-derived inputs in the chemical industry. This solution directly supports a circular economy by closing material loops and reducing plastic pollution, incineration, or landfilling.

Waste Reduction in Our Operations

We are also reducing waste internally by promoting digitalization, eco-efficiency, and responsible sourcing across our offices and processes. In CH and the USA, we've implemented several actions to minimize paper and packaging waste, including:

- Paper reduction targets: aiming for a 30% reduction in printed materials by 2025
- Expansion of e-signatures and digital contracts to reduce office waste
- Use of eco-friendly materials for packaging and shipping wherever feasible

Additionally, we support our small-scale waste collection partners in obtaining voluntary sustainability certifications like ISCC, ensuring traceability, compliance, and access to circular markets.

Circularity Awareness and Training

We recognize that circularity is not just a technology issue, it's a culture shift. That's why in 2024, we rolled out internal e-learning modules on circular principles, sustainable materials, and waste management practices. These training sessions reached employees across departments, reinforcing our shared responsibility in the transition.

Looking forward, we plan to expand our circular trading portfolio and increase the share of recycled inputs in our supply chain.



CASE STUDY

Sustainability as a Competitive Edge

In 2025, USA biodiesel tax policy will shift from the Blenders Tax Credit (BTC) to the Producers Tax Credit (PTC). Unlike the BTC, which rewards fuel blenders, the PTC incentivizes biodiesel producers based on the carbon intensity (CI) of their fuel. This regulatory change presents both a challenge and an opportunity for American GreenFuels (AGF) operations.

In 2024, AGF initiated a strategic shift to prepare for this policy change, focused on improving plant efficiency and reducing the CI of its biodiesel. Key actions included:

- **Feedstock Strategy:** Increased use of lower-carbon feedstocks such as used cooking oil (UCO) and tallow to replace higher CI inputs like soybean oil.
- **Process Optimization:** Retrofitted thermal systems to recover energy from steam rather than burning natural gas.
- **Methanol Management:** Designed a system to more effectively manage methanol and utilize it more efficiently within production loops.
- **Boiler Efficiency:** Installed a second boiler tailored to handle UCO/tallow-based production more sustainably.

These initiatives are expected to deliver:

- **A significant reduction in CI, leading to a higher PTC benefit per gallon produced**
- **Enhanced cost efficiency and energy performance**
- **Improved resilience to regulatory shifts and stronger alignment with Kolmar's sustainability goals**

AGF's proactive transition demonstrates how operational sustainability can be a lever for regulatory readiness and competitive advantage in the low-carbon fuels market.



3. Social Responsibility

3.1. Workforce and Workplace

Our people are at the heart of Kolmar's success. We are committed to creating a safe, inclusive, and empowering work environment where everyone is treated with fairness and respect, and where continuous learning and well-being are actively supported.



Diversity, Equity, & Inclusion (DEI)

Diversity is embedded in Kolmar’s DNA. With employees representing over 30 nationalities, we believe that different perspectives drive innovation, resilience, and better decisions.

We are proud to maintain a 50/50 gender split in executive leadership - a milestone that reflects years of intentional leadership development and inclusive hiring.

In 2024, we strengthened our engagement with WISTA Switzerland (Women in Shipping and Trading Association), where several female leaders actively contribute to industry-wide knowledge sharing and empowerment initiatives.

We uphold zero tolerance for discrimination and reinforce this through our Code of Conduct, Labor & Human Rights Policy, and regular internal communications. No discrimination cases were reported in 2024.

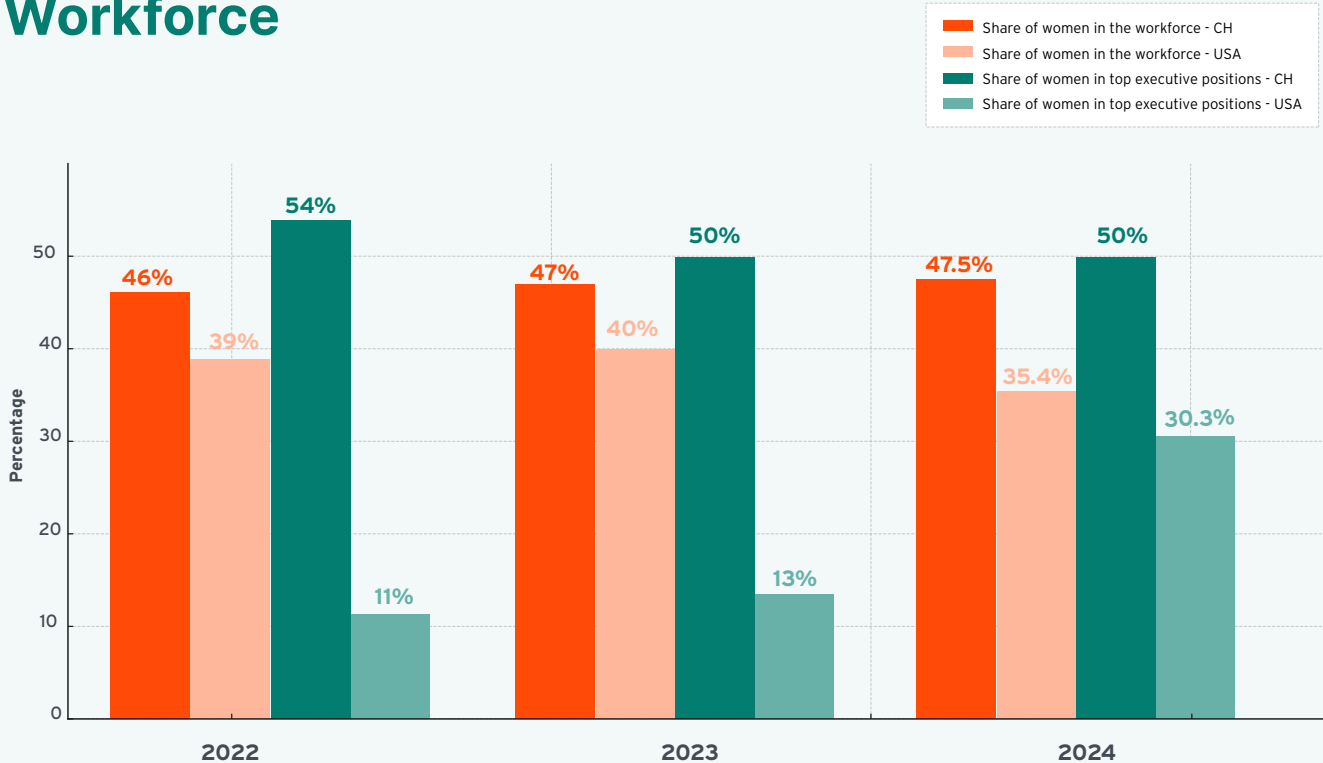
ZERO

Average unadjusted pay gap

16.6%

Share of women on the board from 2022 to 2024 (CH & USA)

Representation of Women in the Workforce



3.2%
2022

7%
2023

38.9%
2024

Workers from minority groups and/or vulnerable workers in top executive positions (excl. Board of Directors in the USA)

14.5%
2022

17.1%
2023

49.2%
2024

Share of workers from minority groups and/or vulnerable groups in the workforce (USA)

Health, Safety, and Well-being

Kolmar is committed to a zero-incident workplace. We provide and maintain a safe and healthy work environment across all operations, supported by tailored safety training, preventive procedures, and a strong internal safety culture.

2024 key outcomes:

1

injury and zero recorded fatalities across all sites



Continued implementation of our **Labor & Human Rights Policy**, which sets formal expectations for workplace safety, aligned with ILO conventions



Safety training coverage:
Ongoing toward our target of 100% active employees trained by the end of 2025



Participation in health-oriented team events like the Lucerne Marathon and Bike to Work Challenge to promote physical and mental well-being

Fair Working Conditions

Kolmar ensures compliance with all national and international labor laws, including those related to working hours, pay, and rest. In 2024, we took additional steps to promote a healthy work-life balance, including:

- Monitoring the share of unused vacation days, with a goal of reducing carryover
- Enhancing flexibility around hybrid work (where applicable)
- Promoting well-being support programs and employee check-ins

Employee turnover rate (CH)

No Reporting
2022

13%
2023

8.2%
2024

Employee turnover rate (USA)

No Reporting
2022

16.7%
2023

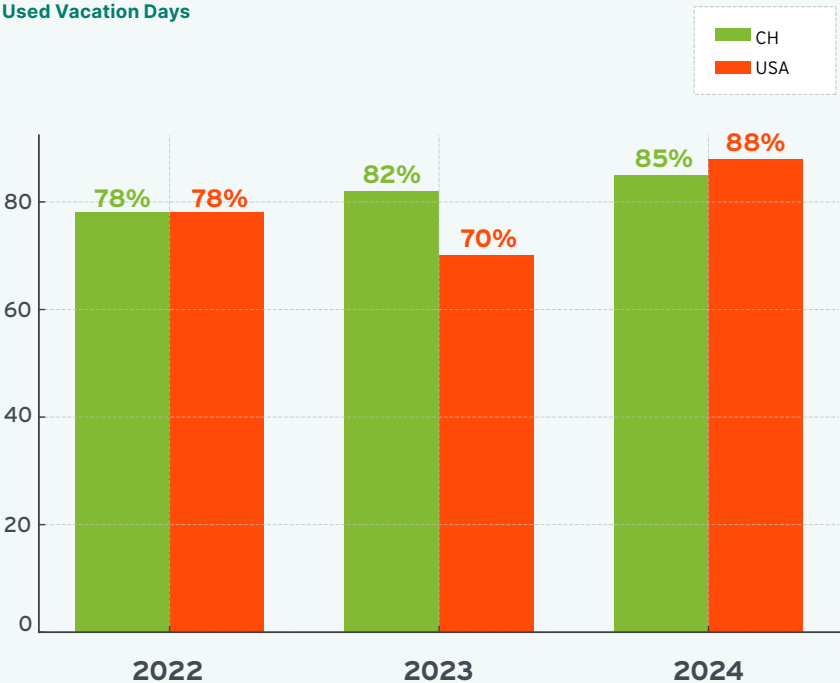
3.08%
2024

Working conditions

100%

Employees covered by travel/medical insurance (CH & USA)

Used Vacation Days



Training and Development

We view learning as essential to professional growth and business resilience. In 2024, we offered a mix of internal and external training programs across compliance, sustainability, leadership, and digital skills.

Key figures:

- 25+ training sessions delivered across Kolmar
- Average training hours per employee increased year-on-year
- Topics included: anti-bribery, anti-corruption, money laundering, sanctions & embargoes, ISCC, KYC, cybersecurity, conflict of interest, "Attorney-Client privilege", and sustainability certification

We aim to ensure that all employees have ample training annually and to ensure access to development opportunities regardless of location or role.

25+

training sessions delivered across Kolmar



Average training hours per employee increased year-on-year

Culture and Engagement

Our company values - Kolmar MATTERS - shape a workplace culture built on Modesty, Allegiance, Teamwork, Tolerance, Excellence, Responsibility, and Stimulation. These values are not just aspirational; they influence how we work, how we lead, and how we engage with each other and our partners.

We continue to prioritize open communication, inclusive leadership, and ethical behavior at every level. Through these efforts, we aim to cultivate a workplace where people feel empowered, respected, and inspired to do their best work.



Training and Development

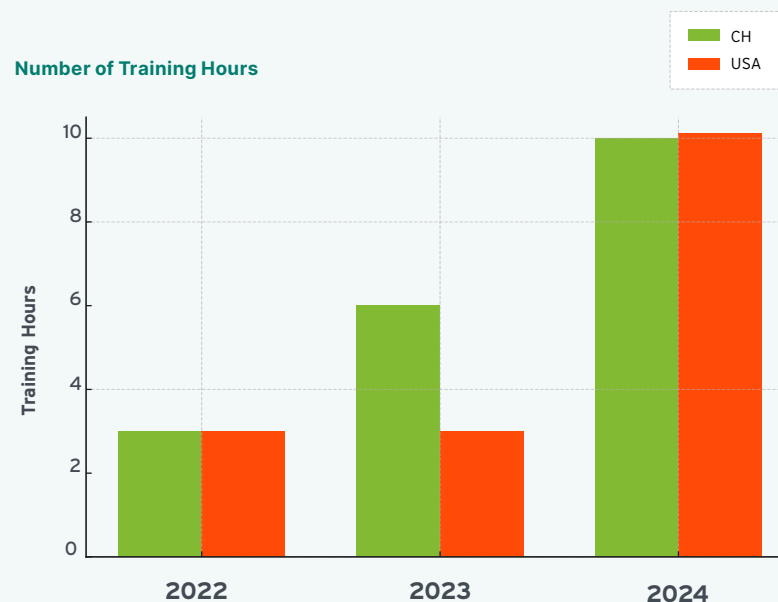
Participation rate in external training and certification program (CH)

23% 2023 | 13% 2024

Number of internal and/or external training courses provided to employees (CH)

29 2023 | 21 2024

Number of Training Hours



3.2. Human Rights and Labor Standards

Respect for human rights is a non-negotiable principle at Kolmar. We are committed to upholding the dignity, safety, and freedom of every individual impacted by our operations—whether directly employed or connected through our value chain.

Policy Commitments

Our approach is guided by Kolmar's Labor and Human Rights Policy, launched in 2023, revised in March 2024 and subsequently in January 2025, and fully operationalized across the Group in 2024.

The policy is aligned with:

- The International Bill of Human Rights
- The UN Guiding Principles on Business and Human Rights
- The ILO Declaration on Fundamental Principles and Rights at Work
- The Swiss Ordinance on Due Diligence and Transparency in relation to Child Labour (DDTrO)

This policy applies to all employees, agents, and suppliers. It is embedded in our Code of Conduct and reinforced through onboarding, training, and supplier engagement.

Child and Forced Labor

Kolmar has zero tolerance for child labor or forced labor. In accordance with Swiss legal requirements and our ethical standards, we conducted a thorough due diligence assessment across our value chain in 2024.

The assessment confirmed that:



Kolmar **does not offer** products or services where there are reasonable grounds to suspect child labor



Kolmar carries out enhanced due diligence whenever needed and requests all its suppliers to sign its **Sustainability Code of Conduct**

Where suppliers are unable to sign our Code, we require alternative documentation demonstrating equivalent human rights safeguards.

Freedom of Association and Fair Treatment

We respect the rights of employees to organize, join associations, and engage in collective bargaining. In all operating regions, we comply with national labor laws and actively monitor fair labor practices, including:

> **Working hours and rest periods**

> **Equal pay and non-discrimination**

> **Access to grievance and feedback mechanisms**

> **Transparent contracts and conditions of employment**

2024

no labor-related grievances or violations were reported.

Due Diligence and Supply Chain Responsibility

As part of our supplier onboarding process, we have enhanced our KYC and human rights screening, which now includes:

> **Questions on labor rights, child labor, and modern slavery**

> **Review of supplier codes and certifications**

> **Evaluation of CSR initiatives and third-party ratings (e.g. EcoVadis)**

90%

of newly onboarded suppliers completed the updated KYC questionnaire in 2024. We aim to achieve 100% in the coming year.

3.3. Community Impact

As a global company, Kolmar recognizes the importance of being a responsible neighbor and a proactive force for good.

Our approach to community engagement focuses on education, equity, and well-being, with a commitment to supporting underserved groups and empowering future generations.

The success of our operations and our company's contribution to society depend to a large extent on the communities that surround us. We are committed to supporting local communities around the world through a variety of charity programs, in particular those with a special focus on educating women and girls. We also provide support to improve the lives of the disadvantaged, those with (mental) health conditions and the elderly community.

Strategic Focus Areas

Kolmar's community initiatives align with our core values and with several UN Sustainable Development Goals, particularly:



SDG 3

Good Health and Well-being



SDG 4

Quality Education



SDG 5

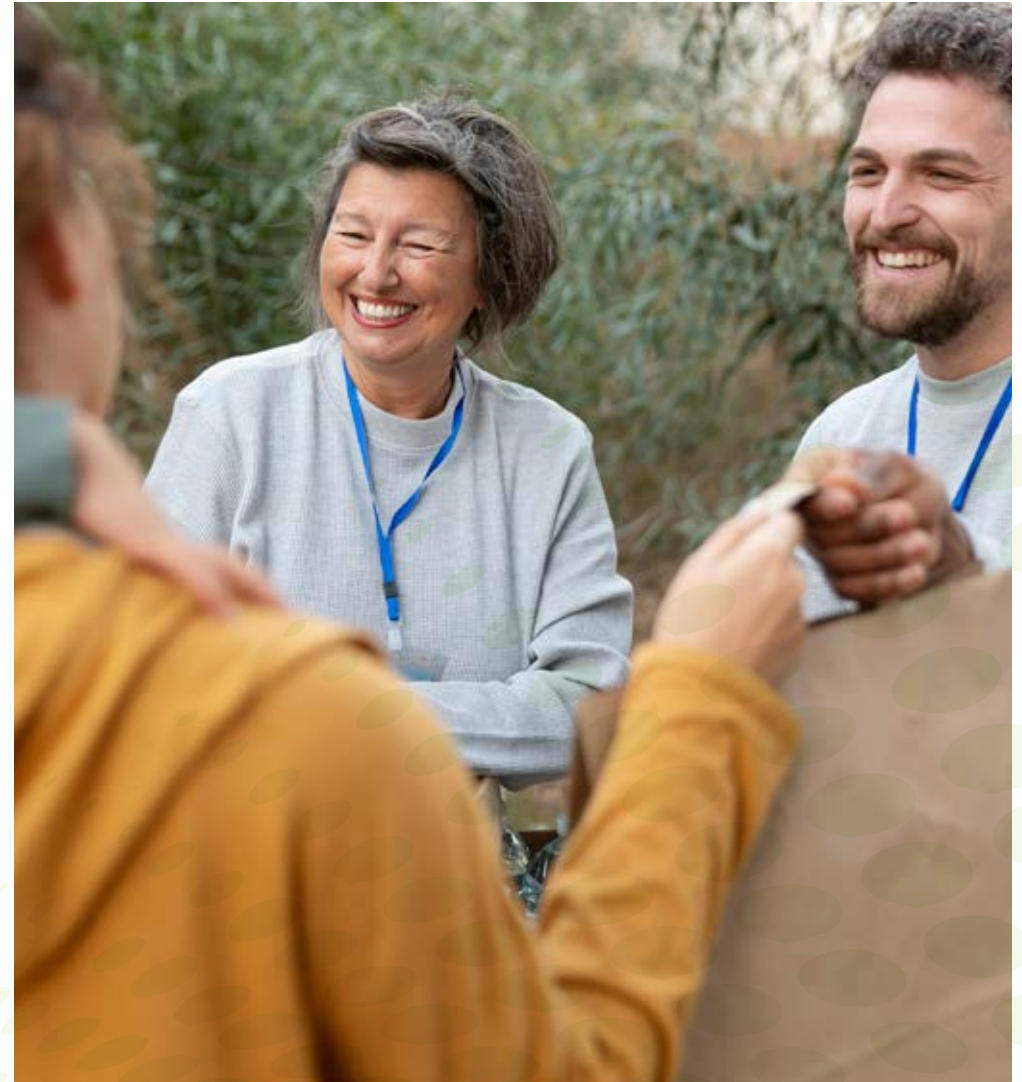
Gender Equality



SDG 10

Reduced Inequalities

Our efforts are not just philanthropic, they are designed to address real systemic challenges in the regions where we operate or maintain partnerships.



13

community
projects

2024

team members
participated in:



mentorships



marathons

2024 Highlights

In 2024, Kolmar supported a range of programs that reflect our commitment to social inclusion and long-term impact.

In total, Kolmar contributed to 13 community projects in 2024, most of which are multi-year, high-impact initiatives developed in partnership with NGOs and grassroots organizations.

Employee Involvement

Kolmar encourages employees to play an active role in social impact. In 2024, team members participated in community runs, mentoring initiatives, and cause-driven donation drives across offices.

We are currently exploring ways to formalize an employee volunteering program that would enable more structured,

cross-border engagement around social issues our people care about.

Looking Ahead

We aim to evolve our community investment strategy to focus on long-term partnerships, measurable outcomes, and employee-led giving and volunteering. As part of this, we are working on a framework to evaluate the social return on investment (SROI) of our contributions and to deepen our alignment with SDG targets.



אפשר אחרת
הناك بديل
a new way

Kolmar supports “A New Way” in mixed cities in Israel. For over 25 years, “A New Way” has been committed to building a shared society in Israel through multicultural educational processes. It acts as a unifying force and challenges the existing rifts in Israeli Jewish-Arab relations.



Kolmar supports **Beth-El Center** which is a nonprofit organization that offers a continuum of services for men, women, families and veterans experiencing housing instability, homelessness, food insecurity and hunger. Their focus is to empower households while helping them achieve independence to become self-sufficient, connecting them to housing, food, and services within their communities.

Their vision is to create a community where everyone is home and all are fed. Beth-El Center is located in Milford, Connecticut (USA) and serves 13 municipalities along the shoreline from Milford to Madison and within the Greater Naugatuck Valley.



In May this year, 40 students who attend **il Papavero** in Italy, where they receive help with tuition, visited ChiaraMilla, a non-profit organisation where they met rabbits, chickens, alpacas, turtles and dogs in a country environment.

The children got to know the animals, learning about their habits, lifestyle and how to approach them. They also met three dogs, who belong to Alessandra, the vice president of ChiaraMilla, and she demonstrated how the dogs can help the disabled.

The children were very enthusiastic and happy during and after the visit.

The teachers at Il Papavero would like to share this day with us, because it was thanks to Kolmar's help that they were able to make it happen.



The **B2Run** is the Swiss running series that motivates companies to become active together.

The race takes place all over Switzerland once a year and covers a distance of 5.7 km. Kolmar has participated in the run for several years now. For every participant who takes part, CHF 1 is donated to Right To Play, which helps 2.7 million children in 15 countries.

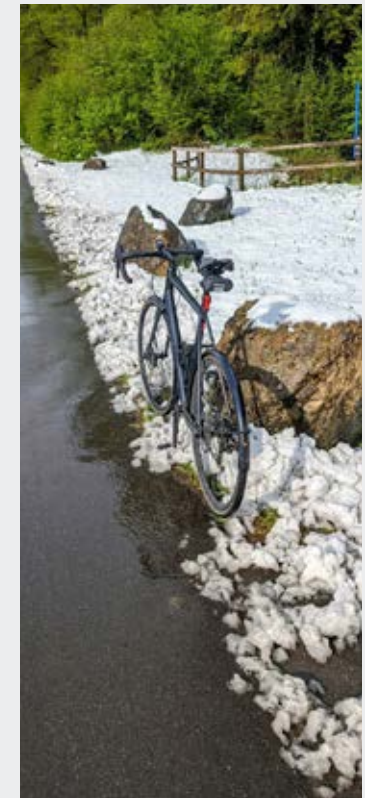


In Switzerland, Kolmar encourages employees to take part in the **Bike To Work Challenge**, which has been taking place every year since 2005 during the months of May and June. The Challenge is to promote cycling to work and good health in general.

Companies take part and the percentage of days where the bicycle is used is considered. Prizes can be won, both for teams and for individuals. Bikes should be used on at least 50% of working days and this is more important than the distance cycled. The distance you go each day is dictated by how far away from work you live. For me it's about 19 km, but many of the others who took part live closer to the office, which is why I got more kilometers than they did (my total was 1,300 km).

I started cycling to work when I got tired of commuting every day by train or by motorcycle, being stuck in traffic or waiting for a delayed train. I joined the Bike to Work Challenge only in 2024, but I will be taking part again.

Thierry Maurer, Kolmar Group (CH)



3. SOCIAL RESPONSIBILITY



BluePath Service Dogs is a nonprofit organization that transforms lives by providing expertly trained service dogs for children with autism and their families - free of charge. A well-trained service dog makes a profound difference in the life of an individual with a disability - an impact that becomes exponential as an entire family experiences freedom and reconnects with their community.



Kolmar is sponsoring the **secondary education of two students in Tanzania** so they can have a brighter future and to help them on the way to making their dreams come true. The aim of the school is to raise the education level of girls in Tanzania. By helping these students, Kolmar is not only changing the girls' lives, but also making a meaningful contribution to the empowerment of women in Tanzania.



Fellowship Place's mission is to serve adults living with mental health conditions by offering a full range of therapeutic support and rehabilitation services that promote independence, wellness and a meaningful life. The services that are provided are designed to increase stability, self-sufficiency, and help adults to function at the highest level possible, including help with basic needs, meals, socialization, skill-building groups, case management, job training and career development services, expressive arts programs, computer classes, physical recreation, and much more.



Since 2006, **Building Homes for Heroes** has been at the forefront in making a significant difference to the lives of wounded American service members. Kolmar is supporting this organization that builds or modifies homes, and gifts them, mortgage-free, to injured veterans and their families, while providing support services to enable them to build better lives.



The Center for Family Justice provides crisis and supportive services to victims and survivors of domestic and sexual violence, and child abuse. They provide cutting-edge prevention education and training in communities to create social change. Their goal is to break the cycle of violence by building healthy relationships, empowering communities, and mobilizing bystanders to speak out about abuse and violence.



Kolmar supports **Spooner House** which is a local organization in Shelton, Connecticut (USA) which assists those in need through the provision of food, shelter, and support services. Through their shelter and programs for the homeless, they are helping men, women, and families with children to get back on their feet, acquire the skills they need to take care of themselves and their families and break the cycle of homelessness. They work to help each client achieve self-sufficiency to strengthen the entire community.



The **ASJ Scholarship** program has been supporting needy and marginalized women students in Gaza since 2008 by providing them with a university education.

Due to the ongoing situation in Gaza, studies were suspended at the end of 2023, but from June 2024, some students could enrol and are now participating in online courses. Kolmar is committed to its continuing support, investing in curious and progress-motivated young minds which will have a lasting impact on the communities they live in, replacing fear with hope and fostering a love for the future.



Junior Achievement is an organization dedicated to giving young people the knowledge and skills they need to own their economic success, plan for their future and make smart academic and economic choices. Junior Achievement's programs include work readiness, entrepreneurship, and financial literacy. The goal is to ignite the spark in young people to experience and realize the opportunities and realities of work and life in the 21st century as well as inspiring and preparing young people to succeed in a global economy.



Kolmar continues to support the **Lucerne Symphony Orchestra**, Switzerland's oldest symphony orchestra, founded in 1805/06. With its 200-year history, the Orchestra successfully combines tradition and innovation. It actively promotes new music through the commissioning of works from composers and the Orchestra is committed to fostering young talent, with its own orchestra academy and a comprehensive outreach programme.



The Eric M. Suhl Foundation, USA was created in memory of Eric Matthew Suhl who passed away aged 28 in 2016. The mission of the Foundation is to enjoy the company of family and friends while positively impacting and supporting causes Eric loved and issues he faced in his life. One of the Eric M. Suhl Foundation's founding principles is to help raise awareness for all types of mental health initiatives.

4.

Maintaining Ethical Business Conduct and Governance

4.1. Governance Framework

Strong governance is the backbone of our sustainability efforts. At Kolmar, we view governance not simply as compliance, but as a system for ensuring ethical leadership, strategic alignment, and responsible decision-making across the organization.

Board and Executive Oversight

Kolmar Group AG is a privately held company headquartered in Switzerland, with operational and governance structures that support transparency, accountability, and performance. The company is led by the Chief Executive Officer (CEO) supported by an executive team responsible for day-to-day operations and strategic development.

In 2024, sustainability oversight remained embedded at the highest levels of the organization. Key responsibilities include:

- The Board of Directors, which retains overall accountability for long-term business integrity and risk management
- The ESG Committee, composed of cross-functional senior leaders, which reviews sustainability strategy, monitors ESG performance, and aligns operational

decisions with material ESG priorities

- The Finance & Compliance Teams, which ensure regulatory adherence, policy enforcement, and transparency in internal controls

ESG Integration Across Functions

Kolmar's governance model supports ESG integration across all major business functions, including:

- **Trading & Operations:** Responsible for supply chain sustainability, circular feedstock validation, and emissions tracking
- **Legal & Compliance:** Oversees anti-corruption controls, Code of Conduct adherence, and supplier due diligence
- **HR & Culture:** Leads on labor standards, workplace well-being, and diversity and inclusion
- **Sustainability & Strategy:** Coordinates reporting, certifications (ISCC, CORSIA), and stakeholder engagement

Regular ESG meetings and reporting cycles are in place to ensure timely review of sustainability performance and issue escalation when necessary.

Policies and Internal Controls

Kolmar's governance framework is supported by a comprehensive set of internal policies, including:

> **Code of Business Conduct**

> **Labor & Human Rights Policy**

> **Anti-Corruption Policy**

> **Sustainability Code of Conduct for Suppliers**

> **KYC and Due Diligence Guidelines**

All policies are reviewed periodically to ensure alignment with regulatory changes and international best practices. Training is mandatory for all employees, and performance is tracked via our internal ESG dashboard and compliance audits.

4.2. Ethics and Compliance

At Kolmar, we believe that ethical conduct forms the essential foundation on which the trust of our stakeholders and customers is built and maintained. We hold ourselves to the highest standards of integrity and transparency in every aspect of our business.

Whistleblower Protection and Grievance Channels

Kolmar offers a confidential reporting channel through which employees and third parties can raise concerns related to misconduct, ethics violations, or legal breaches. Reports can be made anonymously, and all are reviewed by the Legal & Compliance team. Retaliation against whistleblowers is strictly prohibited.

No substantiated grievances were reported through this channel in 2024.

Code of Business Conduct

Our Code of Business Conduct outlines the expectations we have for all employees, managers, and business partners. It covers key areas such as:

- > **Anti-corruption and anti-bribery**
- > **Conflicts of interest**
- > **Confidentiality and data protection**
- > **Fair competition and market integrity**
- > **Respect for human rights and labor standards**

All new employees receive Code of Conduct training upon joining, with required annual refreshers courses.

Anti-Corruption and Bribery Prevention

Kolmar has a zero-tolerance policy for corruption, bribery, and unethical conduct. In 2024:

ZERO confirmed incidents of corruption or bribery were reported

89% of employees completed anti-corruption training in CH

100% of employees completed anti-corruption training in the USA



Employees in sensitive functions (trading, procurement, finance) received targeted workshops on real-world risk scenarios



All key counterparties were screened for corruption and sanctions risks as part of our KYC due diligence process

We continuously update our internal controls and risk assessments in line with emerging threats, particularly in high-risk jurisdictions and third-party engagements.

4.3. Responsible Business Partnering

Our supply chain is an extension of our values. Strong, responsible relationships with our suppliers are essential for delivering sustainable, traceable, and ethical products to market. We work closely with our partners to promote transparency, mitigate ESG risks, and drive shared accountability for human rights and environmental performance.



Supplier Code of Conduct

In 2023, Kolmar introduced a formal Sustainability Code of Conduct for Suppliers, which outlines clear expectations on:

- > **Compliance with international labor and human rights standards**
- > **Anti-corruption and business ethics**
- > **Environmental responsibility and emissions disclosure**
- > **Responsible sourcing of materials and feedstocks**
- > **Avoidance of child labor and modern slavery**

The Code must be signed by all new suppliers or, alternatively, validated through equivalent documentation or third-party audits.

Know Your Counterparty (KYC) and Due Diligence

Our KYC process was expanded in 2024 to include a broader ESG risk lens. All new counterparties are screened for:

- > **Corruption and sanctions exposure**
- > **Human rights concerns, including potential involvement in child labor**
- > **ESG practices, certifications (e.g., ISCC), and third-party ratings (e.g., EcoVadis)**

90%

of new suppliers completed the enhanced KYC questionnaire in 2024.

Where concerns are identified, onboarding is paused until further documentation or clarification is provided and assessed.

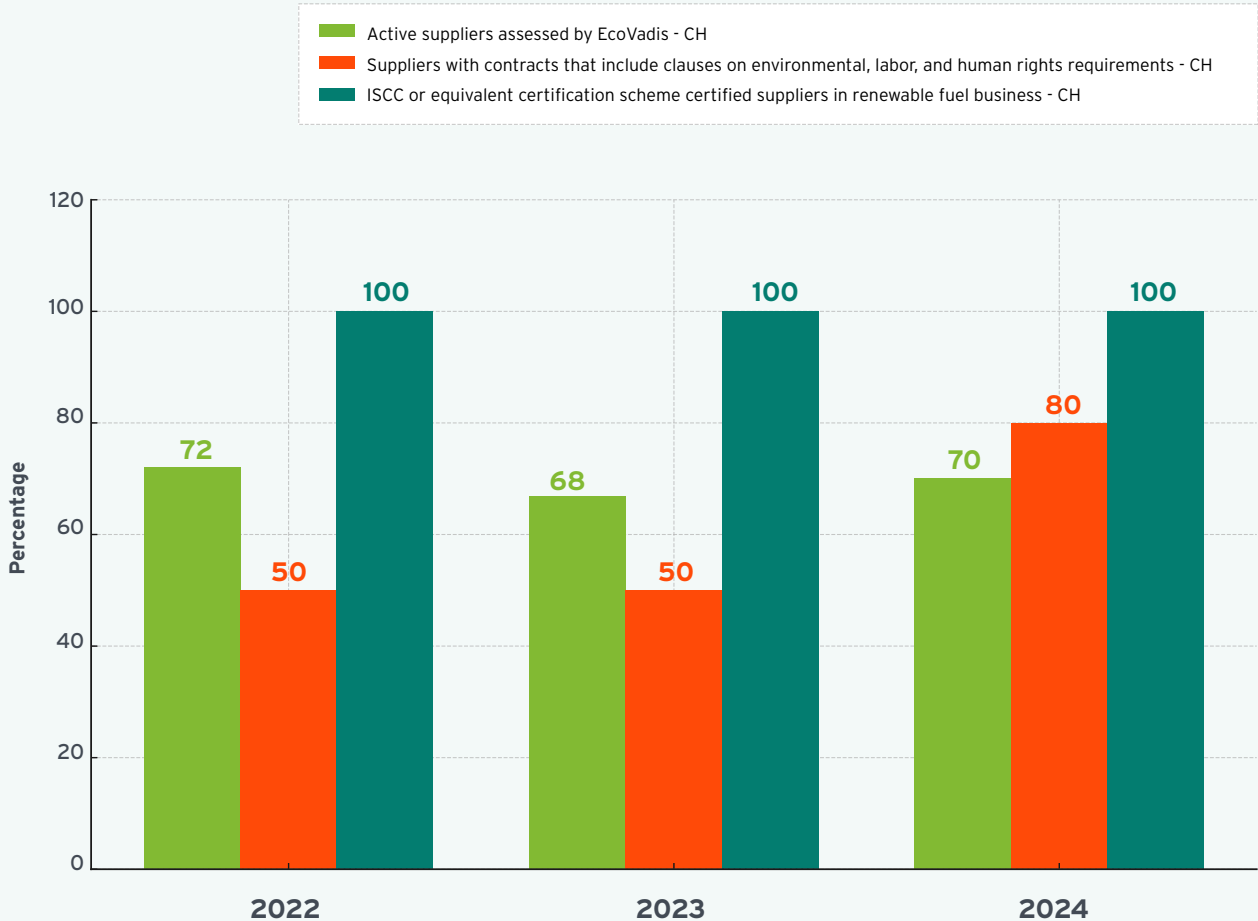
Sustainable Procurement Practices

Kolmar integrates sustainability into procurement by:

- > **Prioritizing certified feedstocks and renewable inputs (ISCC, RED II)**
- > **Supporting small-scale waste collectors and recyclers in obtaining sustainability certifications**
- > **Promoting supplier awareness through direct engagement and training, especially for critical or high-risk categories**

We continue to work with our key partners to increase traceability, reduce emissions across the supply chain, and support the transition to circular and low-carbon inputs.

Sustainable Procurement Metrix



4.4. Data Protection and Cybersecurity

In a data-driven world, protecting personal and commercial information is essential to safeguarding trust. Kolmar is committed to maintaining the highest standards of data privacy and cybersecurity across all our systems, operations, and third-party engagements.

Vendor and System Security

Cybersecurity expectations extend to our vendors and digital service providers. All third-party systems undergo security risk assessments before onboarding. We work closely with IT partners to ensure the continued integrity of our platforms, data infrastructure, and client-facing services.

Looking ahead, we are exploring ISO certification pathways and expanding our internal cybersecurity team to support proactive risk management as Kolmar's digital footprint grows.

Data Protection Commitments

Kolmar complies with applicable data privacy laws and regulations, including the Swiss Federal Act on Data Protection (FADP) and, where relevant, the EU General Data Protection Regulation (GDPR). Our internal data protection guidelines outline clear principles for:

- > **Lawful and transparent data collection**
- > **Data minimization and purpose limitation**
- > **Confidentiality and secure storage**
- > **Individual rights, including access and correction**

All employees handling sensitive data receive targeted training, and all staff are expected to adhere to strict confidentiality obligations as outlined in their contracts and in our Code of Conduct.

Cybersecurity Governance

In 2024, Kolmar enhanced its cybersecurity performance through several initiatives:

- > **Regular penetration testing and system audits to identify vulnerabilities**
- > **Implementation of a multifactor authentication (MFA) system across platforms**
- > **Ongoing monitoring and updates to internal security protocols**

94%

of employees received training on information security in 2024

We did not experience any confirmed data breaches in 2024.

5. The Way Forward

5. The Way Forward

We can look back on 2024 with pride in our progress and humility about the work that still lies ahead. In 2024, we strengthened our environmental footprint, protected human rights across our value chain, and upheld the highest standards of ethical conduct. We scaled innovation in circularity, reinforced our commitment to transparency, and deepened our social contributions to the communities we care about.

But sustainability is not static. It demands constant awareness, adaptability, and ambition.

In 2025, we will focus on:



**Advancing our work on
Scope 3 emissions and
upstream data visibility**



**Expanding supplier
ESG engagement and
traceability**



**Continuing our
alignment with the
CSRD and preparing
for limited assurance**



**Evolving toward a
formal, Group-wide
sustainability strategy
that reflects Kolmar's
identity and future
goals**

We are grateful to our teams, partners, and stakeholders who challenge us to think critically and act boldly. Together, we are building a business that is not only resilient but responsible, regenerative, and ready for the future.

6. GRI Content Index

Statement of use

Kolmar Group has reported the information cited in this GRI content index for the period January 1, 2024 to December 31, 2024 with reference to the GRI Standards.

GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-3 Reporting period, frequency and contact point	"About this Report"
GRI 2: General Disclosures 2021	2-7 Employees	"Workforce and Workplace"
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	"Our Sustainability Strategy"
GRI 205: Anti-Corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	"Ethics and Compliance"
GRI 302: Energy 2016	302-1 Energy consumption within the organization	"Climate Action and Energy Transition"
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	"Climate Action and Energy Transition"

GRI Standard	Disclosure	Location
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	"Climate Action and Energy Transition"
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	"Climate Action and Energy Transition"
GRI 305: Emissions 2016	305-6 Reduction of GHG emissions	"Climate Action and Energy Transition"
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	"Circularity and Innovation"
GRI 308: Supplier environmental assessment	308-1 New suppliers that were screened using environmental criteria	"Responsible Business Partnering"
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	"Workforce and Workplace"
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	"Workforce and Workplace"
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	"Human Rights and Labor Standards"
GRI 408: Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	"Ethics and Compliance"
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	"Responsible Business Partnering"
GRI 418: Customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	"Data Protection and Cybersecurity"

Disclaimer

This Report is provided for informational purposes only. We derived the information from internal processes, evolving methodologies, and good faith estimates that have not been independently verified, audited, or assured.

Accordingly, although we made every effort to ensure the accuracy, completeness, and reliability of the information, no reliance should be placed on its contents. We make no representations of any kind about its accuracy. It does not constitute accounting, financial, investment, legal, or professional advice and we accept no responsibility or liability arising from the use of, or reliance on, this report or its content, including any errors or omissions.

Statements that do not relate to matters of historical fact are forward-looking, including, for example, our sustainability-related targets. These forward-looking statements are based on assumptions, estimates, and expectations that are subject to risks, uncertainties, and changes beyond our control. We may not update or revise them. Illustrative examples and case studies are included for explanatory purposes only. Past results are not indicative of future outcomes. Indeed, actual results may differ.

Please do not reproduce, distribute, or transmit it, in whole or in part, without our written consent. The Report and its contents are protected by applicable intellectual property laws.

Note that the scope, definitions, and interpretations of sustainability, ESG, and related concepts may vary. The Report is not intended to satisfy the specific disclosure requirements of any jurisdiction.



Kolmar Group AG

Baarerstrasse 18, 6300 Zug

Switzerland +41 (0)41 727 57 00

esg@kolmargroup.com

<https://www.kolmargroup.com>