



Unstoppable

2024 Sustainability Report



Report Contents

In an effort to reduce the environmental impact, this report is available only as a digital file. Besides reducing paper use and waste, a digital report also allows for easier navigation and interactivity.

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WE ARE PROUD PARTICIPANTS IN:



In 2024, we achieved an EcoVadis Gold rating, highlighting our ongoing commitment to sustainability excellence. [Read more about this accomplishment.](#)



A message from our CEO



“2024 was a year for us to regroup and refine our plan to be an unstoppable force for good in this world.”

Phil McDivitt
President and Chief Executive Officer

In 2024, the materials industry continued to face a prolonged downturn that has presented significant challenges. Despite these economic conditions, I am proud to share that Ascend Performance Materials has continued to make progress toward a more sustainable future.

It is a testament to the fact that sustainability has become an integral part of our company, with people throughout our organization finding ways to ensure we are *Advancing for All*.

Last year, we exceeded our targets on water use reduction and employee mentorships, and made significant progress on reducing our emissions and evaluating our suppliers' ability to support our sustainability efforts. These milestones bring us closer to meeting our 2030 Vision and demonstrate that even in the face of adversity, we are focused on driving meaningful change.

None of this is possible without the hard work, determination and resilience of the dedicated people who work at Ascend. Their relentless efforts to enact our *Better Every Day* value has enabled us to navigate these challenging times and continue advancing our sustainability initiatives. I am deeply grateful for their contributions and proud of what we have accomplished as one Ascend.

As we move forward, we will continue to prioritize sustainability, not just as a goal, but as a core part of the strategy that defines our business. We still have work to do.

While we recorded our second-best year in safety performance, our goal is to fulfill our Commitment to ZERO which means that no one is injured at our company. We also have gaps to fill to meet our waste reduction and renewable energy targets. And, we need to redouble our efforts to increase community involvement through the Ascend Cares Foundation.

We believe sustainability not only provides value to our customers, but is also a vital pursuit to protect the future of our company, our communities and our planet. Our partnerships with suppliers, customers, and stakeholders are crucial in this journey, and we are committed to partnering with people and organizations who share our commitment to responsible, sustainable solutions.

Thank you for your continued interest in our sustainability progress. Together, we are building a sustainable future for all.

Phil McDivitt
President and Chief Executive Officer

Unstoppable



At A Glance

We make high-performance materials for everyday essentials and new technologies. Our purpose is to improve the quality of life today and inspire a better tomorrow.



OUR VALUES

One Ascend

All together, with a common set of goals and an eye toward the future.

We Care

We operate safely with high integrity for our employees, our customers and our communities.

Customer-Focused

We exist for our customers; they drive our actions. Their success is our success.

Better Every Day

We invest in our people and our processes to improve every day.

Agile

We think broadly and lead proactively in a constantly evolving organization and industry.

OUR MARKETS

E-Mobility

Automotive

Electrical & Electronics

Consumer & Industrial

Healthcare

Cable Management

Textiles & Safety Systems

Specialty Chemicals



2030 Vision

We have a vision for the future that guides our sustainability efforts. Our 2030 Vision establishes what we want to be as a company across our three pillars.



Safety is a priority for everyone

Ascend & contractors total recordable injury rate (TRIR)

0.19 **ZERO**

2030 VISION

Our operations support and are powered by renewable energy

Scope 2 emissions reductions (market based)

44% **>90%**

2030 VISION

Waste is reduced

Waste reduced from disposal

33% **40%**

2030 VISION

People grow professionally

Personal career development plan

40% **100%**

2030 VISION

Employees in mentorships

Goal 50%

Achieved

51%

OF SALARIED EMPLOYEES

2030 VISION

Our communities are supported

Employee participation in Ascend Cares

46% **100%**

2030 VISION

Suppliers help meet our targets

Major supplier spend assessments complete

90% **95%**

2030 VISION

Emissions are minimized*

Scope 1 emissions reduction

76% **90%**

2030 VISION

Water is used responsibly

Consumed water reduction

Goal 5%

Achieved

13%

2030 VISION

All charts display progress up to the end of 2024.
All 2030 Vision targets are against a 2018 baseline.

*In the interim, we intend to use the voluntary carbon market to monetize a portion of our greenhouse gas emissions reductions, allowing us to reinvest to further our sustainability goals.



Empowering People

Working safely

Thanks to our people's dedication to work safely, we recorded our second-best safety performance ever in 2024.

- / Ended 2024 with a total recordable injury rate of 0.19 for all employees and contractors. That's nearly a 60% drop in TRIR since we implemented Hazard Recognition Plus in 2019.
- / Recorded ZERO injuries at our adiponitrile and hexamethylene diamine production site in Decatur, Ala., in all of 2024.
- / Recorded one injury at our largest manufacturing facility in Pensacola, Fla., – the largest integrated nylon 6,6 production site in the world.
- / Increased near-miss reporting by 60% to learn from instances that did not result in a recordable injury, environmental release or process safety incident.
- / Deepened our use of HRP to include day-to-day tasks and not just permitted work.

Engaging our communities

Since 2011, the Ascend Cares Foundation has provided hands-on and financial support to our communities, coworkers experiencing hardship and students.

- / Spent nearly 9,000 hours giving back to our communities through hands-on volunteering in 2024.
- / Invested over \$800,000 across our programs, with nearly 75% spent directly in our communities.
- / Awarded 93 scholarships to students pursuing degrees and certifications at universities, colleges and trade schools. All scholarship recipients have to show a commitment to volunteerism and community service.

Developing people and careers

We strive to be an employer of choice by providing opportunities for our people to grow their skills and careers.

- / Met our 2030 Vision target of 50% of our salaried employees engaged in mentoring relationships. Up from 12% in 2023.
- / Made considerable progress on our target of career development plans for every employee. In 2024, 40% of our employees had development plans, up from 27% in 2023.
- / Continued to support and recruit candidates to our FUEL rotational leadership program. In 2024, we held our first FUEL Development Forum where they shared learnings from their roles.

People



Innovating Solutions

Innovating lower-PCF materials

We take an all-of-the-above approach to reducing the product carbon footprint of our materials.

- / Produced our first ISCC PLUS-certified bio-circular materials using a mass-balance approach throughout our value chain, resulting in nylon 6,6 with a 25% lower PCF.
- / Expanded the use of our ReDefyne™ recycled polyamides including in automotive and electrical applications. ReDefyne is currently used to make wire harnesses for Ford vehicles and to serve as enclosures for circuit breakers in electrical panels.
- / Recognized for our commitment to sustainability by Denso, an automotive supplier, and TE Connectivity, a producer of electrical components.
- / Developed a road map to achieve a 50% PCF reduction by 2030.
- / Used renewable energy credits to lower the PCF of our hexamethylene diamine by 13%.

Improving our processes and reducing waste

And we continue to work on making our processes more efficient and driving further reductions.

- / Improved the recyclability of our nylon production waste by creating a water-cooled baffle system. This new system improves recyclate recovery from 40% to 90%.
- / Developed a new recirculation system for our HMTA tanks to reduce product waste during unit shutdowns.
- / Switched to bulk shipping on critical raw materials to our Foley, Ala., compounding site, substantially reducing packaging waste.

- / Implemented real-time utility analysis in our Decatur, Ala., site (one of the world's largest electrochemical sites) to better manage our electricity use. In the first year, our team has managed to reduce electricity consumption by 2-3% through small projects and quick wins.
- / Reduced mixed packaging waste at our Mozzate, Italy compounding facility by 40%, even while the site increased production by over 5 million kilograms. Packaging waste is now increasingly paper-based.



Operating Without Compromise

Keeping it clean

We joined Operation Clean Sweep in 2022 to help tackle pellet loss throughout our operations and logistics.

- / Reduced pellet waste at our San José Iturbide plant in Mexico by 40%, despite a 25% production increase. The team consistently met monthly targets and demonstrated strong operational discipline.
- / Implemented upgrades like pipe coupling replacements, leak repairs, and improved screen covers in our Greenwood, SC, nylon production site. The team achieved over 50% reduction in floor pellet waste since 2022.

Being more efficient

We believe sustainability and efficiency go hand in hand.

- / Introduced a new blend of defoamers in our adipic acid production in Pensacola, Fla., reducing trips by 75% and lowering temperatures by 3°C. This led to a monthly yield improvement of 135,000 lbs. while also reducing the energy consumed.
- / Installed a custom injection quill in our hexamethylene diamine unit after an unplanned outage to eliminate vibrations and water hammering. This enabled the unit to operate more effectively, saving 200,000 lbs. of HMD annually and reducing waste.

- / Used A2E principles to address excessive water usage caused by fouled heat exchangers in our Greenwood site. By implementing a more effective and economical cleaning solution, the site reduced water consumption by 11 gallons per minute, saving 500,000 gallons a month.

Operations



SDG Alignment

At Ascend, our sustainability initiatives align with the United Nations Global Compact (UNGC) Sustainable Development Goals (SDGs). We are committed to advancing these goals through our sustainable, innovative solutions and by achieving the goals we have laid out in our 2030 Vision. Many of our current actions advance the SDGs.



Empowering People

- 1** The Ascend Cares Foundation continues to support communities through hands-on volunteerism. In 2024, we successfully engaged 46% of our workforce in at least one hands-on project.
- 2**
- 4**
- 10** We remain committed to fostering a culture of inclusion, where differences are celebrated and every voice is valued.
- 4** In 2024, we expanded our use of formal development plans from 27% to 40% of our salaried employees. We also broadened our mentoring program, now providing over 50% of salaried employees with coaching and training through mentorships.
- 8**
- 3** We continued leveraging tools to reduce injuries among employees and contractors, with a renewed focus on minimizing risks associated with routine job tasks. We recorded our second-best safety performance in 2024.
- 8**

Innovating Solutions

- 9** We advanced the recycling of our products into high-performance materials, reinforcing our commitment to circular innovation.
- 12** We increased engagement with our suppliers to support the transition of our ESG goals, achieving a 2% increase in coverage.
- 12** Through small investments and awareness initiatives, we reduced our water use by 13% against our baseline.

Operating Without Compromise

- 6** Our water conservation efforts continued to deliver measurable results through innovative processes and employee engagement.
- 14**
- 11** We are committed to protecting communities by focusing on continued reductions in waste and environmental impacts through targeted investments.
- 15**
- 11** We continued to reduce GHG emissions across our facilities by investing in stable operations and reliable control devices.
- 13**
- 7** In 2024, we announced the closure of facilities that were unable to meet efficiency targets, helping reduce the environmental burden of our operations.
- 12**

Achievements



Looking Forward



“Our focus on sustainability is not simply an exercise in meeting a set of goals, it’s a part of our strategy as a company.”

Chris Johnson
Senior Director, Sustainability

As Phil wrote at the front of this report, we remain steadfast in our commitment to sustainability, even amidst a prolonged downturn in the materials market.

We see sustainability as a driver of productivity, pushing us to make choices that improve our carbon footprint, reduce waste and resource use, add value to our customers and consumers, and create opportunities for people inside and outside our company to find fulfillment and support.

As we continue to drive down emissions, we are exploring other opportunities to create low-carbon products. Among the opportunities we are working on are more advanced recycling technologies, renewable feedstocks, and raw materials.

Building on our 2024 progress, we are constantly exploring opportunities to use renewable feedstocks, such as bio-circular propylene and phenol, at a larger scale. Today, we use an ISCC

PLUS-certified mass-balance approach to produce more sustainable materials because it allows us to scale up to meet our customers’ needs without sacrificing performance. Mass balance is an important tool that will help reduce our reliance on fossil fuel-based materials as we bridge to a more sustainable future.

Ultimately, our goal is to reduce the carbon footprint of our products by 50% overall. We have begun sharing our roadmap with customers and suppliers, and look forward to sharing more information in our 2025 Sustainability Report.

We are also updating our water roadmap to achieve more significant reductions, well beyond our initial goal of 5%. In 2025, we are restating our water-use goal to a 20% reduction, demonstrating our commitment to advancing sustainability efforts by expanding upon and replicating our successes wherever possible.

Our supplier assessment goals are still evolving and we are increasing the coverage of those assessments to ensure that our partners align with our sustainability objectives.

We can’t do sustainability by ourselves. It takes partners throughout our supply chain and we are eager to innovate with like-minded partners to find solutions.

As we move forward, we will continue to prioritize sustainability, not just as a goal, but as a core discipline that defines our business. Our partnerships with suppliers, customers, and stakeholders will be crucial in this journey, and we are committed to fostering collaboration to achieve our shared vision.

Together, we will build a sustainable future for all. Thank you for taking the time to read our sustainability report.

Chris Johnson
Senior Director, Sustainability



GRI Table

At Ascend Performance Materials, we are committed to transparency, accountability, and sustainability in all aspects of our business operations. Our sustainability reporting aligns with the Global Reporting Initiative (GRI) Standards, ensuring comprehensive and credible disclosure of our economic, environmental, and social impacts. The GRI Standards provide a globally recognized framework for sustainability reporting, enabling us to communicate our progress and challenges effectively to our stakeholders.

Legal Disclaimer

The information presented in this report is based on data available at the time of its preparation. While we strive for accuracy and reliability, the data and information contained herein are subject to change. This report should not be used as definitive facts or as a basis for legal, financial, or investment decisions. Ascend Performance Materials reserves the right to modify, update, or amend any information in this report without prior notice.



GRI 2: General Disclosures 2023			
1. The organization and its reporting practices	Sub Categories	Answers	
2.1 Organizational Details	Report its legal name	Ascend Performance Materials Holdings, Inc.	
	Report its Nature of ownership and legal form	Ascend is a private company owned by SK Titan Holdings LLC	
	Report the location of its headquarters	Houston, Texas, USA	
	Report its countries of operations	United States, Mexico, China, Netherlands, France, Italy, India	
2.2 Entities included in the organization’s sustainability reporting	List all its entities included in its sustainability reporting;	This report includes all entities under Ascend Performance Materials Holdings, Inc.	
	If the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting;	Ascend is a privately owned company and does not publicly disclose audited financial information.	
	If the organization consists of multiple entities, explain the approach used for consolidating the information, including: i. Whether the approach involves adjustments to information for minority interests; ii. How the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities; iii. Whether and how the approach differs across the disclosures in this Standard and across material topics.	This report consolidates all data up to the parent company level, and the approach does not differ in the disclosures across GRI or material topics disclosures. The data is restated in the next reporting cycle to account for mergers, acquisitions and divestment in which the data is populated for the applicable year and going forward.	
2.3 Reporting period, frequency and contact point	Specify the reporting period for, and the frequency of, its sustainability reporting;	This report details Ascend’s sustainability efforts for the calendar year from January 1, 2024, to December 31, 2024. Ascend intends to update the GRI report annually.	
	Specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this;	Ascend Performance Materials is a privately owned company and does not publicly disclose audited financial information.	
	Report the publication date of the report or reported information;	This report was published in July 2025.	
	Specify the contact point for questions about the report or reported information.	To learn more about Ascend’s sustainability journey and 2030 Vision, please visit this link: https://www.ascendmaterials.com/who/sustainability-at-ascend/	
2.4 Restatements of information	Report restatements of information made from previous reporting periods and explain: i. The reasons for the restatements; ii. The effect of the restatements.	We have reinstated our 2018-2023 water values, due to a better understanding of our footprint. This has resulted in less water usage company wide, but did not change our reduction commitments.	
2. Activities and workers	Sub Categories	Answers	Information Links
2.6 Activities, value chain and other business relationships	Sector(s) in which we are active in: i. the organization’s activities, products, services, and markets served; ii. the organization’s supply chain; iii. the entities downstream from the organization and their activities; Other relevant business relationships Significant changes in 2-6-a, 2-6-b, and 2-6-c	Ascend performs in the chemical industry. Ascend makes high-performance materials for everyday essentials and new technologies. We have a diversified product portfolio in multiple markets including e-mobility, automotive, electrical and electronics, consumer and industrial, cable management, healthcare, textiles and safety systems and specialty chemicals. As a restructuring decision, Ascend decided to close the Tillburg, Netherlands facility in early 2024, and the Greenwood, South Carolina facility toward the end of 2024.	Markets



GRI 2: General Disclosures 2023 Continued		
2. Activities and workers	Sub Categories	Answers
2.7 Employees	Total number of employees Report the total number of: i. permanent employees, and a breakdown by gender and by region; ii. temporary employees, and a breakdown by gender and by region; iii. non-guaranteed hours employees, and a breakdown by gender and by r iv. full-time employees, and a breakdown by gender and by region; v. part-time employees, and a breakdown by gender and by region; Methodologies and assumptions used to compile the data. Contextual information necessary to understand the data reported under 2-7-a and 2-7-b. Significant fluctuations in the number of employees.	The total number of employees is based on the number of full-time head count at the end of the reporting period. There were 2,311 employees as of December 2024. Due to challenges in the business environment, particularly in the economy, we opted to restructure our organization. This restructuring has led to reduction in the number of employees as we adapt to the evolving circumstances.
3. Governance	Sub Categories	Answers
2.9 Governance structure and composition	Describe its governance structure, including committees of the highest governance body; List the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization’s impacts on the economy, environment, and people; Describe the composition of the highest governance body and its committees by: i. executive and non-executive members; ii. independence; iii. tenure of members on the governance body; iv. number of other significant positions and commitments held by each member, and the nature of the commitments; v. gender; vi. under-represented social groups; vii. competencies relevant to the impacts of the organization; viii. stakeholder representation.	The Board of Directors, comprised of four members, including our Chief Executive Officer and three representatives from SK Capital, serves as Ascend’s highest governance body. Leading our internal governance is the Executive Leadership Team (ELT), headed by our CEO. The ELT includes key roles such as Chief Financial Officer, Chief Integrated Supply Chain Officer, Chief Human Resources Officer, Chief Technology Officer, SVP ESSH, VP Strategic Development, VP Chemical & Intermediates, VP Engineering Polymers, and SVP General Counsel. Our Risk and Audit Committees are responsible for overseeing the company’s impacts on the economy, environment and people.
2.11 Chair of the highest governance body	a. Report whether the chair of the highest governance body is also a senior executive in the organization; b. If the chair is also a senior executive, explain their function within the organization’s management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.	The chair of the highest governance body is also the chief executive officer. Conflict of interest is discussed along with mitigation methods in the code of business conduct.
2.12 Role of the highest governance body in overseeing the management of impacts	Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization’s purpose, value or mission statements, strategies, policies, and goals related to sustainable development; Describe the role of the highest governance body in overseeing the organization’s due diligence and other processes to identify and manage the organization’s impacts on the economy, environment, and people, including: ix. Whether and how the highest governance body engages with stakeholders to support these processes; x. How the highest governance body considers the outcomes of these processes; Describe the role of the highest governance body in reviewing the effectiveness of the organization’s processes as described in 2-12-b, and report the frequency of this review.	The executive leadership team conducts quarterly reviews of our environmental, social, and economic impacts. This team is responsible for shaping the company’s overarching strategy, ensuring its alignment with our sustainability objectives and targets. In addition, The Board of Directors and ELT have a quarterly review to track our performance related to our sustainable development. The Board of Directors reviews Ascend’s impact on the economy, environment and its people, and our CEO oversees management responsibility. Responsibilities for specific impacts are delegated to senior executives. For example, our Chief Human Resources Officer is responsible for people and social impacts, our Chief Financial Officer and Chief Commercial Officer are responsible for economics, and our Senior Vice President of ESSH is responsible for environmental impacts.



GRI 2: General Disclosures 2023 Continued			
3. Governance	Sub Categories	Answers	
2.13 Delegation of responsibility for managing impacts	Describe how the highest governance body delegates responsibility for managing the organization’s impacts on the economy, environment, and people, including: i. Whether it has appointed any senior executives with responsibility for the management of impacts; ii. Whether it has delegated responsibility for the management of impacts to other employees; Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization’s impacts on the economy, environment, and people.	The highest governance body delegates responsibility for managing the organization’s impacts on the economy, environment and people to senior executives. This is stated in GRI 2.12. Senior executives meet with the Board of Directors quarterly at a minimum and as needed otherwise.	
2.14 Role of the highest governance body in sustainability reporting	Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization’s material topics, and if so, describe the process for reviewing and approving the information; If the highest governance body is not responsible for reviewing and approving the reported information, including the organization’s material topics, explain the reason for this.	Our Board of Directors meets monthly and quarterly to review key metrics and material topics.	
2.15 Conflicts of interest	Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated; Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to: i. Cross-board membership; ii. Cross-shareholding with suppliers and other stakeholders; iii. Existence of controlling shareholders; iv. Related parties, their relationships, transactions, and outstanding balances.	Our Risk and Audit Committees play a crucial role in preventing and mitigating conflicts of interest within Ascend. To support this effort, our business and supplier codes of conduct provide clear guidelines to prevent such conflicts. Any conflicts that do arise are addressed according to these guidelines and disclosed to stakeholders, as necessary.	
2.16 Communication of critical concerns	Describe whether and how critical concerns are communicated to the highest governance body; Report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.	Critical concerns are communicated to our Board of Directors on a quarterly basis and otherwise as needed. There were zero critical incidents reported in this reporting period.	
2.17 Collective knowledge of the highest governance body	Report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	The Senior Director of Sustainability meets with the senior executives on at least a quarterly basis to discuss sustainability issues, measures and key performance indicators.	
4. Strategy, policies and practices	Sub Questions	Answers	Information Links
2.22 Statement on sustainable development strategy	Report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.	Please see our 2024 Sustainability Report for statements by the CEO and the Senior Director of Sustainability.	2024 Sustainability Report



GRI 2: General Disclosures 2023 Continued			
4. Strategy, policies and practices	Sub Questions	Answers	Information Links
2.23 Policy commitments	Describe its policy commitments for responsible business conduct, including: i. The authoritative intergovernmental instruments that the commitments reference; ii. Whether the commitments stipulate conducting due diligence; iii. Whether the commitments stipulate applying the precautionary principle; iv. Whether the commitments stipulate respecting human rights; Describe its specific policy commitment to respect human rights, including: i. The internationally recognized human rights that the commitment covers; ii. The categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment; Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this; Report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level; Report the extent to which the policy commitments apply to the organization’s activities and to its business relationships; Describe how the policy commitments are communicated to workers, business partners, and other relevant parties.	Our policy commitments are approved by our Chief Executive Officer, or the most senior executive on that team. These commitments extend to both our operations and our supply chain. For details regarding commitments to our operations, please consult our Business Code of Conduct. Similarly, our Supplier Code of Conduct outlines the commitments that our suppliers are expected to adhere to. Our policies are aligned with the United Nations (UN) Global Compact Ten Principles and the UN’s 17 Sustainable Development Goals (SDGs), including issues related to human rights. Internally, we communicate our policy commitments through annual compliance trainings to all our employees. Externally, our Sustainable Procurement Policy and Supplier Corporate Social Responsibility Code of Conduct is publicly available to ensure transparency.	Sustainability Policy Sustainable Procurement Policy Supplier Corporate Social Responsibility Code of Conduct
2.24 Embedding policy commitments	Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including: i. How it allocates responsibility to implement the commitments across different levels within the organization; ii. How it integrates the commitments into organizational strategies, operational policies, and operational procedures; iii. How it implements its commitments with and through its business relationships; iv. Training that the organization provides on implementing the commitments.	Ascend embeds our policy commitments for responsible business in our Employee Handbook, Code of Business Conduct and Ethics, Sustainability Policy, Sustainable Procurement Policy and our Supplier Corporate Social Responsibility Code of Conduct. All suppliers are required to adhere to our Supplier Code of Conduct, and 100% of our full-time employees have completed their Compliance and Ethics training, which is renewed annually. We provide mandatory of annual training for all employees on the following topics: <i>Code of Business Conduct and Ethics</i> <i>Gifts and Entertainment Policy</i> <i>Ascend Data Protection Policy</i> <i>Social Media Policy</i> <i>Record Retention Policy</i> <i>IT Acceptable Use Policy</i> <i>Employee Handbook</i> <i>Anti-Harassment Policy</i> <i>Equal Employment Opportunity (EEO) Policy</i>	
2.25 Processes to remediate negative impacts	Describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to; Describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in; Describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to; Describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms; Describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.	We are committed to supporting our employees in adhering to the Business Code of Conduct, corporate policies, and relevant laws and regulations. To facilitate this, we offer an Ethics Hotline—a confidential reporting option provided by a third-party service—accessible via phone and online. To ensure the effectiveness of our grievance mechanisms, we regularly review them with our stakeholders. This review process includes employee culture surveys, exit interviews, and sustainability materiality assessments. Feedback from these assessments is used to improve our grievance process as needed. For more details, please refer to our Business Code of Conduct.	Business Code of Conduct



GRI 2: General Disclosures 2023 Continued		
4. Strategy, policies and practices	Sub Questions	Answers
2.26 Mechanisms for seeking advice and raising concerns	Describe the mechanisms for individuals to: Seek advice on implementing the organization’s policies and practices for responsible business conduct; Raise concerns about the organization’s business conduct.	We offer the following in our Code of Business Conduct and Employee Handbook: “If you have any reason to believe this Code, corporate policies or applicable laws and regulations have been or may be violated, you are expected to immediately report such activity to any of the following resources: · Local Management; · Human Resources; · Legal Department; or · Ascend’s EthicsPoint Hotline. Ascend’s EthicsPoint Hotline, a confidential reporting option provided by a third-party service, is available via phone and online: · 1-877-314-3994 (toll-free in the U.S. and Canada); www.reportlineweb.com/APM All reports are taken seriously and investigated appropriately. The conclusions and any recommended corrective actions of investigations will be treated as confidentially as possible.” The remediation plan for each instance will be different and will be under the discretion of the VP and Deputy General Counsel.
2.27 Compliance with laws and regulations	Report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: i. Instances for which fines were incurred; ii. Instances for which non-monetary sanctions were incurred; Report the total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by: i. Fines for instances of non-compliance with laws and regulations that occurred in the current reporting period; ii. Fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods; Describe the significant instances of non-compliance; Describe how it has determined significant instances of non-compliance	There were zero instances of non-compliance with laws and regulations during this reporting period.
2.28 Membership associations	Report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role	In 2024, Ascend participated in the American Chemistry Council, Texas Chemical Council, United Nations Global Compact, Plastics Europe, Operation Clean Sweep, Polyvia and AIGPF.
5. Stakeholder engagement	Sub Categories	Answers
2.29 Approach to stakeholder engagement	Describe its approach to engaging with stakeholders, including: i. The categories of stakeholders it engages with, and how they are identified; ii. The purpose of the stakeholder engagement; iii. How the organization seeks to ensure meaningful engagement with stakeholders.	We are committed to engaging with our stakeholders, including employees, communities, and customers, with transparency and accurate information. Our efforts include frequent sharing of business details, community involvement, and sustainability initiatives on major social media platforms. For our employees, we host quarterly town halls led by our CEO, who provides updates on financial, safety, and community impact data. Additionally, we hold weekly conference call updates from our headquarters on various topics, and all employees are invited to regular skip-level meetings with their manager’s leader. In our communities, we maintain community action panels to provide updates and address questions from neighbors. Through the Ascend Cares Foundation, we support hundreds of community nonprofit organizations worldwide each year. For our customers, we engage through industry organizations, business development services, and product technology support. We collaborate closely with customers to understand their circular product requirements and future sustainability needs.
2.30 Collective bargaining agreements	The percentage of total employees covered by collective bargaining agreements For employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations.”	At our European sites where applicable, we have an employee representatives body that meets regularly to discuss working conditions, health and safety, and business results. At other sites, we have a dedicated Human Resources team that collaborates with employees and leaders to enhance working conditions.

GRI 3: Material Topics 2021		
Disclosures on material topics		
3.1: Process to determine material topics	Sub Categories	Answers
Describe the process it has followed to determine its material topics, including: Specify the stakeholders and experts whose views have informed the process of determining its material topics. Specify the stakeholders and experts whose views have informed the process of determining its material topics.	i. how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships; ii. how it has prioritized the impacts for reporting based on their significance;	We retained Bridge House Advisors in 2019 to conduct research and complete peer benchmarking as a first step in the materiality assessment. They assessed the following: Industry Standards and Frameworks Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), American Chemistry Council’s Sustainability Principles, UN Global Compact and Sustainable Development Goals Peer Benchmarking ESG Groups Environmental Defense Fund (EDF), Green Chemistry and Commerce Council (GC3), Cradle to Cradle (C2C) Sustainability Asset Audit Benchmarked 31 Material Topics Completed interviews with employees and customers Completed the assessment in 2019 with plans to refresh in 2025
3.2: List of material topics	Sub Categories	Answers
List its material topics; Report changes to the list of material topics compared to the previous reporting period.		Material Topics: 1. Sustainable products 2. Community engagement and relations 3. Sustainable operations 4. Research and development 5. Employee engagement, recruitment and development 6. Workforce health and safety 7. Diversity and inclusion 8. Supply chain 9. Ethics and compliance 10. Responsible business practices and corporate governance 11. Consumer education and transparency



GRI 205: Anti-corruption		
3.3: Management of Material Topics	Sub Categories	Answers
Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;		As an active participant in the UN Global Compact, Ascend Performance Materials recognizes corruption as a significant barrier to global economic and social progress. It adversely affects sustainable development and disproportionately impacts impoverished communities.
Describe its policies or commitments regarding the material topic;		We reaffirm our commitment to the UN Global Compact’s Ten Principles annually. In addition, our policy on anti-corruption is found in the Code of Business Conduct: • Anti-Corruption Compliance (Section 3.3): “It is Ascend’s policy to fully comply with the Foreign Corrupt Practices Act, as well as all applicable anti-corruption laws and regulations.” • Bribery (Section 3.3): “Ascend takes a zero-tolerance approach to bribery and corruption and is committed to operate and enforce systems and policies to detect and deter bribery.” • Conflict of Interest (Section 3.2): “You should avoid any activity that conflicts with, or appears to conflict with, the interests of Ascend.” • Fraud (Section 3.5): “Theft and fraud are crimes and will not be tolerated.”
Describe actions taken to manage the topic and related impacts, including:	i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts;	To minimize adverse effects, we take proactive measures by providing annual anti-corruption training to all employees. In addition, compliance with our Code of Conduct, including anti-corruption requirements, is acknowledged annually by all employees. These measures solidify our commitment to combat corruption and help us maintain a strong ethical foundation to avoid negative impacts on our business. Our approach to ethics and compliance is overseen by the Board of Directors, our Chief Executive Officer, our Vice President of ESSH, our VP and Deputy General Counsel, our Sr. Compliance Program Manager, and our Director of Sustainability. Together, they assess risks, strategize training programs, and enhance compliance initiatives. They also take action to manage any actual negative impacts as needed, in accordance with our Code of Conduct. In addition, we have a distributor policy, conduct background checks, include appropriate contractual language, and implement a structured onboarding process for new distributors. We also maintain an internal conflict of interest reporting mechanism. A confidential reporting mechanism is in place to report alleged wrongdoing, including anti-bribery and corruption matters.
Report the following information about tracking the effectiveness of the actions taken:	i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization’s operational policies and procedures;	We monitor key performance indicators related to anti-corruption efforts, including participation in anti-corruption training, views of our anti-corruption policy, policy audits, and anti-corruption risk assessments.
Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).		At Ascend Performance Materials, we prioritize strong anti-corruption measures to safeguard our reputation and the interests of all stakeholders. We ensure accessibility to our ethics reporting hotline for both internal associates and external third parties. Additionally, we have extended ethics training to all associates, and we regularly issue stakeholder reminders on ethical topics.



GRI 205: Anti-corruption Continued				
2. Topic Disclosures	Sub Categories	2022	2023	2024
205-2: Communication and training about anti-corruption policies and procedures				
Total number and percentage of governance body members that the organization’s anticorruption policies and procedures have been communicated to, broken down by region.		100%	100%	100%
Total number and percentage of employees that the organization’s anti-corruption policies and procedures have been communicated to, broken down by employee category and region.		100%	100%	100%
Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.		100%	100%	100%
Total number and percentage of employees that have received training on anticorruption.		~3000 employees 100%	2764 employees 100%	2311 employees 100%
205-3: Confirmed incidents of corruption and actions taken		2022	2023	2024
Total number and nature of confirmed incidents of corruption.		0	0	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.		0	0	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.		0	0	0
Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.		0	0	0



GRI 206: Anti-competitive Behavior		
3.3: Management of Material Topics	Sub Categories	Answers
Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;		Fair competition is vital for global economic and social development, aligning with the ethical principles of our Code of Conduct. Anti-competitive behaviors pose risks to Ascend’s growth, costs, and reputation. Addressing this complex issue requires collective action and collaboration across the value chain.
Describe its policies or commitments regarding the material topic		From our Code of Business Conduct: Ascend will succeed in a fair and competitive marketplace by providing customers with superior products and services at reasonable prices. We follow laws designed to preserve free and open competition, often referred to as “antitrust laws.” Generally, applicable antitrust laws prohibit the following conduct: • Price fixing, which includes verbal, tacit or implied agreements among competitors about prices; • Bid rigging, through which a party agrees to not bid, bid at a certain price or submit a bid that is intentionally less favorable than a competitor’s bid; • Territorial or customer allocation, through which competitors divide or allocate customers or territories to be served; and • Market division among competitors to allocate customers, territories or products. Business Code of Conduct Supplier Code of Conduct
Describe actions taken to manage the topic and related impacts, including:	i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts;	Our ethics and compliance function is overseen by the Board of Directors, our Chief Executive Officer, our Vice President of ESSH, our VP and Deputy General Counsel, our Sr. Compliance Program Manager, and our Director of Sustainability. Together, they assess risks, strategize training programs, and enhance compliance initiatives. They also take action to manage any actual negative impacts as needed, in accordance with our Code of Conduct. <i>We provide annual anti-competition training to all employees. In addition, all employees annually acknowledge compliance with our Code of Conduct, including fair competition commitments.</i> <i>Ascend does provide ongoing competitor interaction advice and guidelines to key employees when situations arise. A confidential reporting mechanism is in place to report alleged wrongdoing, including anti-competitive matters.</i>
Report the following information about tracking the effectiveness of the actions taken:	i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization’s operational policies and procedures;	We monitor key performance indicators related to anti-competition training, policy views, policy audits, and reports to our ethics hotline.
Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).		To protect stakeholder interests, we provide access to our internal ethics hotline for associates and external parties.
2. Topic Disclosures	Sub Categories	Answers
206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.		Zero incidents for 2022 through 2024
Main outcomes of completed legal actions, including any decisions or judgements.		Not applicable

GRI 302: Energy		
3.3: Management of Material Topics	Sub Categories	Answers
Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights		Manufacturing, despite being energy-intensive, plays a crucial role by producing essential goods, useful products and creating jobs in our communities. Our 2030 Vision and Mission Statement emphasize our commitment to developing performance materials that enhance today’s quality of life and inspire a better future.
Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships		In our 2030 Vision, we aim to achieve a 90% reduction in our Scope 1 greenhouse gas emissions and increase our use of renewable energy. To mitigate the negative impacts of energy consumption, we adopt a One Ascend approach, collaborating across various departments to create a strategic plan that includes multiple projects aligned with our long-term targets.
Describe its policies or commitments regarding the material topic		Our 2030 Vision sets ambitious goals for both Scope 1 and Scope 2 emissions. These goals include a 90% reduction in our direct operational emissions (Scope 1) and increasing our use of renewable energy to over 90%. Guided by our Sustainability Policy, we communicate our commitment to sustainability to employees, contractors, suppliers, customers and stakeholders. We outline our approach and plans for progress. Additionally, our Sustainable Procurement Policy actively engages our suppliers in advancing their own sustainability objectives.
Describe actions taken to manage the topic and related impacts, including:	i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts;	To manage energy-related impacts, we implemented the following actions: - Purchased renewable energy to advance our 2030 renewable energy goal. - Set and tracked a goal for water condensate return to improve energy efficiency. - Identified and repaired steam leaks across multiple sites. - Monitored natural gas usage across all facilities. - Initiated a steam balance study at a major site (ongoing). - Optimized reflux ratios in distillation columns, reducing energy consumption. - Retired carbon offset credits to support verified emissions reductions. - Maintained monthly energy teams meeting at major U.S. sites to identify and implement energy efficiency opportunities. - Trained sales personnel on sustainable product offerings. - Identified both short- and long-term investment opportunities to reduce environmental impact.
Report the following information about tracking the effectiveness of the actions taken:	i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization’s operational policies and procedures;	Our 2030 Vision guides our annual progress toward Scope 1 (direct emissions/energy consumption) and Scope 2 (renewable energy) goals. Internally, we maintain separate roadmaps for Scope 1 and Scope 2 emissions, tracking energy consumption at each site. Our Scope 1 emissions calculation aligns with regulatory reporting to bodies such as the United States Environmental Protection Agency (EPA) and Alabama Department of Energy Management (ADEM). For Scope 2 emissions, we follow the Greenhouse Gas Protocol. Additionally, we continue to standardize our reporting and leverage various tools to streamline and automate data collection, enhancing our progress tracking.
Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).		We engaged stakeholders in a materiality assessment to gather input on sustainability efforts that matter to them. Based on this assessment, we identified three focus areas and sustainability pillars: Empowering People, Innovating Solutions, and Operating Without Compromise.



GRI 302: Energy continued								
2. Topic Disclosures	Sub Categories	Answers						
302-1: Energy consumption within the organization		2018	2019	2020	2021	2022	2023	2024
a. Total fuel consumption within the organization from non-renewable sources. Include fuel types used. (MWh)		7,354,755	7,123,816	6,602,252	7,539,418	7,333,974	7,806,629	6,551,102
b. Total fuel consumption within the organization from renewable sources. Include fuel types used. (MWh)		0	0	0	0	0	0	
c. Energy Consumed. (MWh)	ci. Total electricity purchased from the grid	1,261,056	1,169,761	1,162,670	1,318,376	774,111	598,357	681,541
	cii. Total heating purchased	0	0	0	0	0	0	-
	ciii. Total cooling purchased	0	0	0	0	0	0	-
	civ. Total steam purchased	651,277	474,422	372,881	562,849	482,764	389,258	493,984
d. Energy Sold. (MWh)	di. Total electricity sold	121,196	221,478	71,039	171,870	106,366	135,901	44,655
	dii. Total heating sold	0	0	0	0	0	0	0
	diii. Total cooling sold	0	0	0	0	0	0	0
	div. Total steam sold	362,060	351,416	254,951	333,583	376,949	331,861	343,843
e. Total energy consumption within the organization. (MWh)		8,783,832	8,195,106	7,811,813	8,915,190	8,107,535	8,326,482	7,338,129
f. Standards, methodologies, assumptions, and/or calculation tools used.		The energy consumption is based on purchased fuels combusted onsite and electricity purchased. This does not include byproducts that are combusted onsite.						
g. Source of the conversion factors used.		The conversion factors are based on guidance provided by the Carbon Disclosure Project (CDP).						



GRI 302: Energy continued								
302-3: Energy intensity		2018	2019	2020	2021	2022	2023	2024
a. Energy intensity ratio for the organization. (MWh/ mton product) (emissions including carbon offsets generated)		2.3	2.4	2.6	2.3	2.5	2.7	2.4
	Production in mtons (includes US and EMEA sites) as defined by the American Chemistry Council.	3,800,102	3,437,845	2,964,421	3,826,716	3,191,514	3,113,661	3,086,363
b. Organization-specific metric (the denominator) chosen to calculate the ratio.		Production in mtons (includes US and EMEA sites) as defined by the American Chemistry Council.						
c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.		Total fuel consumption within the organization from non-renewable sources, and total electricity consumption from the grid.						
d. Whether the ratio uses energy consumption within the organization, outside of it, or both.		The energy intensity only includes energy consumption within Ascend.						



GRI 303: Water and Effluents		
3.3: Management of Material Topics	Sub Categories	Answers
Describe its policies or commitments regarding the material topic;		As a manufacturing company, water plays a vital role in our production processes, creating materials used in various applications such as vehicle safety, medical devices, appliances and consumer goods. Our vision for 2030 includes a commitment to reducing water intensity by 5% to mitigate the adverse effects of water consumption.
Describe actions taken to manage the topic	i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts;	We actively monitor water usage across all our facilities to identify opportunities for reducing consumption and driving continuous improvement in our water stewardship efforts. In 2024, we implemented several key initiatives: Water Risk Assessment: Conducted a comprehensive water risk assessment at a high-risk site using the American Chemistry Council’s Water Body Risk Assessment (WBRA) guidelines to better understand local water-related risks and inform mitigation strategies. Water Balance Study: Completed a water balance study (2018–2024) at one of our major sites to validate water consumption data. This led to a revision of both the site-specific and company-wide water usage figures, enhancing the accuracy of our reporting. New 2030 Water Goals: Having achieved our initial 2030 target of a 5% reduction in water consumption, we established a new set of company-wide and chemical site-specific water goals to further advance our sustainability performance. Real-Time Monitoring: Developed and deployed real-time dashboards to monitor water consumption across all chemical sites, which are our most water-intensive operations. This tool enhances transparency and enables proactive management. Operational Innovation in Cooling Systems: At our Greenwood (GWD) site, Javad Mirlohi was awarded a Continuous Improvement Belt for pioneering a solution to reduce water usage in cooling systems. By applying Ascend to Entitlement (A2E) principles, he addressed rapid fouling in heat exchangers, which previously led to excessive water use. His innovative cleaning method reduced water consumption by 11 gallons per minute—equivalent to 500,000 gallons per month. Although the site closed in January 2025, the insights gained are being applied at other locations to reduce water use, operational costs, and environmental impact. “I focused on identifying the root cause of water waste and explored multiple solutions,” Javad reflected. “By staying persistent and refining the process, we achieved significant savings and long-term efficiency.” Condensate Return Tracking: Initiated a new goal and began tracking condensate return across all chemical sites to improve water reuse and reduce freshwater intake.
Report the following information about tracking the effectiveness	i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization’s operational policies and procedures;	We monitored our progress toward our goal through real-time dashboards, complemented by monthly site-level communications reporting to ensure transparency and continuous improvement.
Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).		We organized a conference called WaterCon, where we collaborated with external vendors to discuss technologies and strategies for enhancing water quality and reducing consumption. The fruitful outcomes of this conference provided a wealth of valuable ideas that we’ve integrated into our plan to achieve the 2030 Vision.



GRI 303: Water and Effluents continued								
1. Topic Management Disclosures	Sub Categories	Answers						
303-3: Water withdrawal		2018 Restated	2019 Restated	2020 Restated	2021 Restated	2022 Restated	2023 Restated	2024 Restated
Total water withdrawal from all areas (Mgal)	i. Surface water (Mgal)	42,883	42,628	40,087	43,227	40,828	37,078	37,861
	ii. Groundwater (Mgal)	3,010	2,913	2,627	3,098	2,949	2,889	2,749
	i. Seawater (Mgal)	0	0	0	0	0	0	0
	iv. Produced water (Mgal)	-	2.6	-	-	-	-	-
	v. Third-party water (Mgal)	1,715	1,743	1,697	1,879	1,783	2,020	1,754
Total water withdrawal from all areas with water stress (Mgal)	i. Surface water (Mgal)	0	0	0	0	0	0	
	ii. Groundwater (Mgal)	0	0	0	0	0	0	
	ii. Seawater (Mgal)	0	0	0	0	0		
	iv. Produced water (Mgal)	0	0	0	0	0		
	v. Third-party water (Mgal)	0	0	0	3.15	5.26	6.31	8.43
Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	Standards, methodologies, and assumptions used	Water withdrawal includes surface water, groundwater, and third-party sources. No seawater or produced water is used in our operations. The updated figures reflect more accurate metering and the exclusion of a guest unit. Water-stressed areas: Withdrawal from water-stressed areas remains minimal and is limited to third-party sources, with volumes increasing from 2021 to 2024 due to new acquisitions.						
303-4: Water discharge		2018 Restated	2019 Restated	2020 Restated	2021 Restated	2022 Restated	2023 Restated	2024 Restated
Total water discharge to all areas (Mgal)	i. Surface water (Mgal)	41,524	41,271	38,817	42,006	39,845	36,230	37,072
	ii. Groundwater (Mgal)	0	0	0	0	0	0	
	iii. Seawater (Mgal)	0	-	-	-	-		
	iii. Third-party water (Mgal)	255	190	249	284	260	246	196
Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.		Water discharge primarily occurs to surface water bodies and third-party systems. No discharge to groundwater or seawater is reported. The restated discharge data reflect improved accuracy following a water balance study at one of our major sites. For example, discharge to surface water was previously underreported due to estimation limitations.						



GRI 303: Water and Effluents continued								
1. Topic Management Disclosures	Sub Categories	Answers						
303-5: Water consumption		2018 Restated	2019 Restated	2020 Restated	2021 Restated	2022 Restated	2023 Restated	2024 Restated
Total water consumption from all areas (Mgal)	Total water consumption from all areas (Mgal)	5,829	5,824	5,345	5,914	5,455	5,511	5,096
Total water consumption from all areas with water stress (Mgal)	Total water consumption from water stressed areas (Mgal)	0	0	0	3	5	6	8
Change in water storage in (Mgal), if water storage has been identified as having a significant water-related impact.		There were no significant water-related events in 2024 that would have made a significant impact in the water storage.						
Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors		Water data across all categories—withdrawal, discharge, and consumption—are compiled using a combination of onsite metered readings, utility invoices, and engineering-based estimations. These methods ensure a consistent and reliable approach to tracking water use across our operations. In 2024, we conducted a comprehensive water balance study at one of our major sites. This study led to the restatement of historical water data (2018–2023), as it revealed discrepancies in previously reported figures. Specifically: - Water withdrawal volumes were found to be lower than previously estimated, primarily due to the exclusion of a guest unit at a major site, which we do not control or operate. - Water discharge volumes to surface water were higher than initially reported, reflecting improved measurement accuracy. - As a result of these adjustments, water consumption figures were also restated, showing an average reduction of approximately 10% across the affected years. These restatements enhance the accuracy and transparency of our reporting and reflect our commitment to continuous improvement in environmental data management.						
Additional	a. Water consumption intensity ratio for the organization. (Mgal water / Mlbs production)	0.70	0.77	0.82	0.70	0.78	0.80	0.75
	b. Organization-specific metric (the denominator) chosen to calculate the water intensity ratio. (Mlbs production)	The denominator is based on “production” as defined by the American Chemistry Council.						



GRI 304: Biodiversity		
3.3 Management of Material Topics	Sub Categories	Answers
Describe its policies or commitments regarding the material topic;		We are committed to the principles of the UN Global Compact and recognize the vital importance of biodiversity to our planet. Demonstrating our dedication to safeguarding marine and terrestrial ecosystems, we vigilantly monitor emission points for greenhouse gases and waste, persistently striving for improvements at their origins. As outlined in our 2030 Vision, we pledge to achieve a 40% decrease in waste and a 90% reduction in Scope 1 emissions by the year 2030.
Describe actions taken to manage the topic and related impacts, including:	i. actions to prevent or mitigate potential negative impacts ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation iii. actions to manage actual and potential positive impacts	In order to achieve the environmental improvement commitments outlined in our 2030 Vision, we have implemented multiple campaigns across our sites. These include Operation Clean Sweep—a pellet, flake, and powder policy to prevent waste and contain spills—and a comprehensive Spill Control Prevention Plan.
Report the following information about tracking the effectiveness of the actions taken:	i. processes used to track the effectiveness of the actions ii. goals, targets, and indicators used to evaluate progress iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization’s operational policies and procedures	Specialized teams at every site are actively engaged in minimizing waste across all sectors. We uphold a constant monitoring protocol for TRI and GHG emissions, empowering us to swiftly manage and rectify any operational disruptions. Moreover, robust controls are in place to avert spills from breaching containment measures, guaranteeing the containment of any prospective environmental incidents.
2. Topic Disclosures		
304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		
For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information:	i. Geographic location; ii. Subsurface and underground land that may be owned, leased, or managed by the organization; iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas; iv. Type of operation (office, manufacturing or production, or extractive); v. Size of operational site in km2 (or another unit, if appropriate); vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem); vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).	We have three sites adjacent to protected areas: Our Decatur, Alabama manufacturing facility produces Adiponitrile and Hexamethylene Diamine. Situated across the Tennessee River, it neighbors both the Wheeler National Wildlife Refuge and Wildlife Management Area and the Swan Creek Wildlife Management Area. Covering an area of approximately 0.75 square miles, our Decatur facility is approximately 2 miles away from Swan Creek Wildlife Management Area and about 3.5 miles from Wheeler National Wildlife Refuge and Wildlife Management Area. Swan Creek Wildlife Management Area spans approximately 13.75 square miles, while Wheeler National Wildlife Refuge and Wildlife Management Area spans approximately 55 square miles. Our Pensacola, Florida manufacturing facility, whose main products are Nylon 6,6 and Adipic Acid, is located across the Escambia River from the Lower Escambia River Water Management Area. Our Pensacola facility is approximately 0.5 square miles and is located 0.05 miles from Lower Escambia River Water Management Area. The Lower Escambia River Water Management Area spans approximately 55 square miles. Our Alvin, Texas manufacturing facility, whose main product is Acrylonitrile, is located 2.5 miles from Brazoria National Wildlife Refuge. The site spans approximately 1.4 square miles and Brazoria National Wildlife Refuge spans approximately 78 square miles.



GRI 305: Emissions		
3.3: Management of Material Topics	Sub Categories	Answers
Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;		Manufacturing, despite being energy intensive, plays a crucial role by producing essential goods, useful products and jobs in our communities. Our 2030 Vision and Mission Statement emphasize our commitment to developing performance materials that enhance today’s quality of life and inspire a better future.
Describe its policies or commitments regarding the material topic;		Our 2030 Vision sets ambitious goals for both Scope 1 and Scope 2 emissions. These goals include a 90% reduction in our direct operational emissions (Scope 1) and increasing our use of renewable energy to over 90%. Guided by our Sustainability Policy, we communicate our commitment to sustainability to employees, contractors, suppliers, customers and stakeholders. We outline our approach and plans for progress. Additionally, our Sustainable Procurement Policy actively engages our suppliers in advancing their own sustainability objectives.
Describe actions taken to manage the topic	i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts;	We are pursuing our emission reduction goals through the following actions: Cross-Functional Energy Teams: At our primary U.S. sites, dedicated energy teams actively identify opportunities to improve energy efficiency and reduce emissions. These teams collaborate across operations, technology, process engineering, capital projects, and sustainability to drive both short- and long-term investments. Notable achievements include transitioning from coal-fired boilers to natural gas-fired cogeneration units, upgrading emission control equipment (such as the NO₂ emission abatement project), and optimizing process operations. Sustainable Product Expansion: We broadened our portfolio of sustainable products to include offerings made from bio-based and recycled raw materials, as well as those manufactured using renewable energy. These products have a significantly lower greenhouse gas footprint and are among the first of their kind in the market. Product Carbon Footprint (PCF) Methodology: We continued to refine our PCF methodology and expanded the number of products with verified PCF values, enhancing transparency and enabling customers to make informed, low-carbon choices. Sales Team Training: Our commercial teams received targeted training on our expanded sustainable product offerings, equipping them to better communicate environmental benefits to customers and stakeholders. ISCC PLUS Certification: All our sites achieved ISCC PLUS certification, enabling us to offer lower-emission products through the mass balance approach and meet growing customer demand for traceable, sustainable materials. Air Emissions Management: - Continued implementation of our Leak Detection and Repair (LDAR) program to reduce fugitive emissions. - Ongoing efforts to prevent emissions of atmospheric pollutants, including volatile organic compounds (VOCs), sulfur dioxide (SO₂), nitrogen oxides (NO_x), and heavy metals. - Continued operation and enhancement of our NO_x emission reduction unit, resulting in a significant decrease in NO_x emissions and improved air quality performance. - Maintained and improved noise preventive maintenance programs to reduce environmental and community impact. - Introduced a new goal focused on improving air quality around our sites, reinforcing our commitment to community well-being.
Report the following information about tracking the effectiveness	i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization’s operational policies and procedures;	We are committed to our 2030 Vision and diligently tracking our progress toward both Scope 1 (direct emissions/energy consumption) and Scope 2 (renewable energy) goals. Our Scope 1 emissions calculation adheres to reporting requirements for regulatory bodies such as the United States Environmental Protection Agency (EPA) and the Alabama Department of Energy Management (ADEM) for our U.S.-based sites. Globally, we follow the Greenhouse Gas (GHG) Protocol calculation methodology for Scope 1 emissions. Our Scope 2 emissions calculation aligns with the GHG Protocol. Over the past 3-4 years, we have made substantial investments to significantly reduce our Scope 1 emissions, achieving a remarkable ~73% reduction. Additionally, our Scope 2 reduction of ~48% is attributed to three key factors: (1) transitioning from coal-fired boilers to natural gas-fired cogeneration units, which supply a majority of the Decatur site’s electricity demand while also providing steam as a valuable byproduct, (2) less electricity purchased, and (3) making Scope 2 GHG emissions carbon neutral for our compounding sites via RECs.
Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).		We engaged stakeholders in a materiality assessment to gather input on sustainability efforts that matter to them. Based on this assessment, we identified three focus areas and sustainability pillars: Empowering People, Innovating Solutions, and Operating Without Compromise. By actively involving our stakeholders, we ensure that our sustainability policies align with their concerns and foster a collaborative approach toward a sustainable future.



GRI 305: Emissions continued										
2. Topic Disclosures		Sub Categories		Answers						
305-1: Direct (Scope 1) GHG emissions			2018	2019	2020	2021	2022	2023	2024	
Gross direct (Scope 1) GHG emissions. (Million mton CO2e)		Scope 1 GHG emissions [M mton CO2e]		11.7	7.3	9.5	8.9	4.4	3.4	2.8
Carbon Credits. (Million mton CO2e)		Carbon credits generated [M mton CO2e]		-	-	-	2.1	4.5	5.3	5.9
Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all		Gases included in the Scope 1 calculation		The included gases are CO2, CH4, and N2O.						
Biogenic CO2 emissions in metric tons of CO2 equivalent		Biogenic CO2 emissions [M mton CO2e]		Not applicable						
Base year for the calculation, if applicable, including:		i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions		2018 was chosen as the baseline year because this year is the most accurate recent representation of full production rates.						
Source of the emission factors and the Global Warming Potential (GWP) rates used, or a reference to the GWP source				Emission factors and Global Warming Potential (GWP) rates are all founded on standards required by the Environmental Protection Agency (EPA) which refers to the Greenhouse Gas Protocol. Effective reporting year 2024, the EPA has adopted AR5 100-year Global Warming Potentials (GWP). Therefore, 2018 to 2024 greenhouse gas emissions data has accordingly been recalculated using AR5 GWP values in place of AR4.						
Consolidation approach for emissions; whether equity share, financial control, or operational control				Financial control						
Standards, methodologies, assumptions, and/or calculation tools used				Facilities within the United States that are required to report to the Environmental Protection Agency (EPA) use the standard and methodology specified by the EPA for calculating Scope 1 emissions. This methodology aligns with the Greenhouse Gas Protocol. Additionally, facilities not mandated to report to the EPA also follow the Greenhouse Gas Protocol's standard and methodology for calculating Scope 1 emissions. It is important to note that the Scope 1 emissions reported here represent the actual emissions reported to the EPA and do not include any emissions that have been converted and sold as voluntary carbon offsets.						
305-2: Energy indirect (Scope 2) GHG emissions			2018	2019	2020	2021	2022	2023	2024	
Total Energy indirect (Scope 2) GHG emissions based on the market-based method. (mton CO2e) *Includes purchased RECs and PPAs		The 2018–2023 data was adjusted to include electricity consumption from the grid at one of our US sites.		348,015	308,286	310,714	335,755	205,476	162,316	193,222
Total Energy indirect (Scope 2) GHG emissions based on the location-based method. (mton CO2e)		The 2018–2023 data was adjusted to include electricity consumption from the grid at one of our US sites.		621,145	539,338	499,227	502,819	294,525	223,072	242,146
Purchased RECs and PPAs. (MWh)				-	-	-	1,860	66,463	63,278	71,057
If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.				Factors used to calculate our Scope 2 emissions include CO2, CH4, and N2O.						
Base year for the calculation		i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions		2018 was chosen as the baseline year because this year is the most accurate recent representation of full production rates.						



GRI 305: Emissions continued										
2. Topic Disclosures		Sub Categories		Answers						
Source of the emission factors and the Global Warming Potential (GWP) rates used, or a reference to the GWP source				For location-based emissions, we utilize the following emission factors sources: - Environmental Protection Agency’s (EPA) eGRID database for facilities within the United States. - The Association of Issuing Bodies (AIB) for facilities in Europe. - The GHG Protocol for facilities in China. - Government of India Ministry of Power - Central Electricity Authority - Gobierno de Mexico CRE (Comision Reguladora de Energia) For market-based emissions, we utilize the following emission factors sources: - Emission factors provided by the supplier. - The Association of Issuing Bodies (AIB). - Location-based emission factor when none of the above are available.						
Consolidation approach for emissions; whether equity share, financial control, or operational control.				Financial control						
Standards, methodologies, assumptions, and/or calculation tools used				Scope 2 emissions were calculated based on the Greenhouse Gas Protocol methodology. The Scope 2 boundary includes our Ascend operations and excludes our third party guest operations.						
305-4: GHG emissions intensity				2018	2019	2020	2021	2022	2023	2024
GHG emissions intensity ratio for the organization. (mton CO2 / mton product)				3.2	2.2	3.3	2.4	1.4	1.1	1.0
Organization-specific metric (the denominator) chosen to calculate the ratio.				The denominator is based on “production” as defined by the American Chemistry Council.						
Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).				The GHG emissions included in the intensity ratio include direct (Scope 1) emissions and energy indirect (Scope 2) emissions						
Gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all				The included gases are CO2, CH4, and N2O.						
305-7: Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions				2018	2019	2020	2021	2022	2023	2024
Significant air emissions		i. NOX (lbs)		5,181,000	4,865,000	4,290,000	4,900,000	3,836,000	3,969,000	3,937,187
		ii. SOX (lbs)		2,915,000	2,079,000	1,499,000	1,587,000	216,000	268,000	265,346
Additional		Renewable Electricity from the grid [%]		19%	20%	17%	19%	22%	24%	25%

GRI 306: Waste		
3.3: Management of Material Topics	Sub Categories	Answers
Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;		Minimizing waste is crucial for sustainable operations. It reduces our environmental impact, mitigates improper disposal risks and generates cost savings. These savings can be reinvested in areas such as our associates, markets and the economies we serve. By actively reducing waste sent to landfills, we enhance our operations’ sustainability while benefiting the environment, stakeholders and our financial viability.

GRI 306: Waste continued		
3.3: Management of Material Topics	Sub Categories	Answers
Describe its policies or commitments regarding the material topic;		Sustainability at Ascend is guided by a simple phrase: Advancing for All. This concept emphasizes that our efforts must continually progress and everything we do should benefit people—our employees, their families, our neighbors and the countless individuals who rely on our products to enhance their quality of life. Ascend has released its Sustainability Policy and 2030 Vision, which outline our commitment to achieving a 40% waste reduction by 2030.
Describe actions taken to manage the topic and related impacts, including:	i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts;	Key Initiatives in 2024: Packaging Reuse and Circularity • Pallet Recycling: Three of our sites including a major chemical site handling pallets continued to participate in pallet recycling programs. Used pallets are sent to third-party partners for recycling or repurposing, diverting them from landfills. Other sites are looking to start up their own programs. • Cardboard Recycling: Three of our sites including a major chemical site continued their cardboard recycling program, ensuring this material is reintroduced into the production cycle. • Circular Polymer Operations: We sustained operations that recycle post-consumer carpet waste into new plastic materials, supporting circular economy principles. • Site-Specific Waste Diversion: Individual sites continued to implement localized waste diversion strategies, contributing to our overall reduction goals. For example, our Decatur site either reuses or send empty containers for reconditioning. Waste Reduction and Operational Excellence • OCS Certification – Mozzate, Italy: Our Mozzate plant achieved Operation Clean Sweep (OCS) certification after a two-year journey involving audits, process improvements, and team collaboration. This milestone reflects our commitment to preventing plastic pellet loss and promoting responsible operations. • “Achieving OCS certification is a testament to our commitment to sustainability and operational excellence,” said Michele, one of the team leaders. “This reflects the hard work and dedication of our entire team.” • OCS Conference Participation: We participated in the first OCS conference in Houston, Texas, gaining insights into best practices and technologies. These learnings were shared globally and informed updates to our pellet loss policy. • Pellet Loss Tracking: A Power BI dashboard was developed to track pellet loss within the sites against a defined baseline, enhancing visibility and accountability. • Hazardous Waste Management: We continued to ensure the safe disposal of hazardous substances and provided ongoing training to employees on proper handling and compliance. • Waste Stream Optimization: Internal waste sorting, mapping, and disposal processes were further refined to ensure proper classification and treatment of all waste streams. • Environmental Emergency Preparedness: We maintained robust environmental emergency measures to prevent and respond to potential waste-related incidents. Site Highlights Mozzate, Italy – Waste Sorting Transformation: Led by Angelo Vanossi, the site implemented a dedicated waste sorting operator and clear procedures, which significantly improved recycling efficiency and reduced costs. • Mixed packaging waste decreased by over 140,000 kg • Pure plastic waste increased from 8,780 kg to 32,560 kg • Paper waste rose from 46,480 kg to 136,710 kg • These efforts generated €31,006 in savings and established a replicable best practice for other sites. San José Iturbide (SJI), Mexico – Pellet Waste Reduction: Pellet waste was reduced from 1,500 lbs in 2023 to 911 lbs in 2024, despite a 25% increase in production. The team set a monthly target of less than 100 lbs of pellet loss, missing it by fewer than 10 lbs only three times throughout the year. “This was a team effort led by our senior site manager Roberto Barcena,” said Juan Ibarra. “We are proud of achieving this goal, which reflects our operational discipline and continuous improvement.” These initiatives demonstrate our commitment to reducing waste, promoting circularity, and embedding sustainability into daily operations across all sites.



GRI 306: Waste continued								
3.3: Management of Material Topics	Sub Categories	Answers						
Report the following information about tracking the effectiveness of the actions taken:	i. processes used to track the effectiveness of the actions ii. goals, targets, and indicators used to evaluate progress iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization’s operational policies and procedures	We track progress on our commitments in various ways. Our 2030 Vision provides an annual overview of waste reduction progress. Internally, we maintain a waste roadmap to monitor waste generation. Additionally, we generate waste summary reports and key metrics data. Through active monitoring and strategic waste management practices, we have achieved a 34% reduction in waste and remain committed to minimizing our environmental impact for a more sustainable future.						
Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).		Our materiality assessment in 2020 identified sustainable operations as a key material topic. Within this context, waste reduction emerged as a critical component of our sustainability efforts.						
2. Topic management disclosures	Sub Categories	Answers						
306-2: Management of significant waste-related impacts								
Actions, including circularity measures, taken to prevent waste generation in the organization’s own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.	Actions, including circularity measures, taken to prevent waste generation	Our ReDefyne product line diverts millions of pounds of used carpet away from landfills annually. We repurpose these carpets into new raw materials suitable for other products. Additionally, our commitment to Operation Clean Sweep led to the development of a waste-handling policy focused on preventing, containing and cleaning up spills to reduce plastic waste in the environment.						
The processes used to collect and monitor waste-related data.		We maintain a waste roadmap/dashboard to monitor waste generation at all Ascend Sites						
306-3: Waste generated		2018	2019	2020	2021	2022	2023	2024
Total weight of waste generated. (k mton)	The 2018 -2023 data was recalculated after a thorough review process to ensure accuracy and reliability.	44.8	37.2	34.2	37.6	31.9	28.6	30.2
306-4: Waste diverted from disposal		2018	2019	2020	2021	2022	2023	2024
Total weight of waste diverted from disposal. (k mton)	Total weight of waste diverted from disposal in metric ton	2.7	2.9	2.9	3.1	4.6	5.1	4.6
Total weight of non-hazardous waste diverted from disposal. (k mton)	i. Preparation for reuse; ii. Recycling; iii. Other recovery operations.	2.7	2.9	2.9	2.8	4.6	5.1	4.6
306-5: Waste directed to disposal		2018	2019	2020	2021	2022	2023	2024
Total weight of waste directed to disposal (k mton)	Total weight of waste directed to disposal in metric tons	42.1	34.4	31.3	34.5	27.3	23.5	25.6
Total weight of hazardous waste directed to disposal (k mton)		27.6	22.8	20.7	22.7	18.3	17	18.6
Total weight of non-hazardous waste directed to disposal (k mton)		14.5	11.6	10.6	11.8	9	6.5	6.9
Total weight of hazardous waste directed to disposal (k mton)	i. Incineration (with energy recovery);	2.1	1.8	1.4	2.0	1.5	1.8	1.5
	ii. Incineration (without energy recovery);	0.1	0.3	0.4	0.3	0.4	0.5	0.5
	iii. Landfilling;	1.3	0.9	0.4	2.3	0.8	0.6	0.8
	iv. Other disposal operations.(TRI)	24.0	19.8	18.5	18.1	15.6	14.1	15.9
Total weight of non-hazardous waste directed to disposal (k mton)	i. Incineration (with energy recovery);	-	-	-	-	-	-	-
	ii. Incineration (without energy recovery);	0.1	0.1	0.6	0.5	0.4	0.4	0.4
	iii. Landfilling;	7.0	7.3	7.2	7.6	7.6	5.0	5.3
	iv. Other disposal operations.(TRI)	7.5	4.2	2.9	3.6	1.0	1.2	1.3



GRI 308: Supplier Environmental Assessment				
3.3: Management of Material Topics		Sub Categories		Answers
For each material topic reported under Disclosure 3-2, the organization shall:				
Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;				At Ascend, we acknowledge the pivotal contribution our suppliers make to our sustainability endeavors. In alignment with our values and sustainability objectives, we engage in ESG assessments with our suppliers. These evaluations assist us in pinpointing suppliers who share our commitment to environmental preservation, social well-being and ethical business practices.
Describe its policies or commitments regarding the material topic;				At Ascend, we recognize the vital role our suppliers play in our sustainability efforts. In alignment with our values and sustainability goals, we conduct ESG assessments with our major suppliers to identify those who are committed to environmental conservation, social welfare and ethical business conduct. In our vision for 2030 we strive to have a 95% completion rate for supplier assessments.
Describe actions taken to manage the topic and related impacts, including:		i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts;		Ascend’s measures to achieve its goal are: - Ascend has adopted a Supplier Corporate Social Responsibility (CSR) Code of Conduct that we expect all suppliers to adhere to. - Ascend will periodically request selected suppliers to perform an assessment relative to Ecovadis, the UNGC SDGs or the expectations in the Supplier Corporate Social Responsibility (CSR) Code of Conduct. - Ascend will engage with suppliers on capacity-building endeavors. - Ascend will offer a CDR Contract clause in all new supply contracts written. The wording of this clause is found in the publicly available Sustainable Procurement Policy. - Ascend will periodically perform ESG risk assessments on suppliers to ensure compliance with Ascend policies and business objectives. - All new suppliers of targeted raw materials will be assessed for their sustainability risk through ESG assessments and/or audits.
Report the following information about tracking the effectiveness of the actions taken:		i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization’s operational policies and procedures;		We conduct an annual cross-functional review of all supplier audits required by Ascend, with sustainability being one of the key areas of focus. We identify and add necessary sustainability assessments to the list for the upcoming calendar year. This list undergoes monthly reviews to ensure effectiveness of these assessments.
Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).				Engagement with stakeholders has been instrumental in shaping our approach to supplier ESG assessment. By actively involving suppliers, we have gained valuable insights into their expectations, concerns, and priorities regarding sustainability in the supply chain.
2. Topic management disclosures		Sub Categories		Answers
308-1: New suppliers that were screened using environmental criteria				202220232024
Percentage of new suppliers that were screened using environmental criteria.	Percentage of new suppliers that were screened using environmental criteria.		100%	100%100%
308-2: Negative environmental impacts in the supply chain and actions taken				202220232024
Significant actual and potential negative environmental impacts identified in the supply chain.			0	00
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.			0	00
Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.			0	00



GRI 401: Employment		
3.3: Management of Material Topics	Sub Categories	Answers
Describe its policies or commitments regarding the material topic;		Ascend is committed to the United Nations Global Compact Ten Principles and the UN’s 17 Sustainable Development Goals (SDGs). Internally, our employment practices are governed by our Business Code of Conduct and Employee Handbook. We are committed to providing respectful, inclusive, and legally compliant working conditions. All employees are offered competitive wages and benefits in accordance with local standards and legal frameworks. Ascend has also established two global workforce development goals: • 100% of employees will have a personal career development plan by 2030 • 50% of salaried employees will participate in mentorships by 2030 These commitments apply globally and are embedded in company policies and leadership practices across all sites.
Describe actions taken to manage the topic	i. actions to prevent or mitigate potential negative impacts ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation iii. actions to manage actual and potential positive impacts	Ascend manages employment-related impacts through structured programs, feedback loops, and continuous improvement efforts. To prevent or mitigate negative impacts: • Maintains policies against discrimination and unfair treatment, outlined in the Code of Conduct and Employee Handbook. • Provides regionally tailored benefits to all employees, including part-time staff, to ensure equitable access to core protections. • Offers flexible work arrangements depending on site and business unit needs. To address actual impacts: • Reviews attrition and engagement data to identify high-risk areas and initiate retention-focused adjustments. • In 2024, piloted extended duty compensation for exempt employees in selected roles to address workload concerns. • Conducted targeted employee satisfaction surveys and exit interviews to understand and respond to employee feedback. To promote positive impacts: • Offers a comprehensive benefits package, including health care, retirement, and savings programs. • Continues to invest in growth and engagement through Ascend University, career development plans, and mentorships. • Hosted frequent site and company-wide town halls to share business performance updates and reinforce bonus criteria. • Encouraged team-building and cultural engagement through local events such as cook-offs, ice cream socials, and recognition activities. These actions are supported by centralized HR systems, reviewed with leadership and updated routinely to reflect business and employee needs.
Report the following information about tracking the effectiveness	i. processes used to track the effectiveness of the actions ii. goals, targets, and indicators used to evaluate progress iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization’s operational policies and procedures	We track the effectiveness of our employment-related actions using internal HR systems, employee feedback, and annual performance reviews. 1. Processes used: Participation in development plans and mentorships is tracked centrally through our HR system. This is supplemented with targeted employee surveys, exit interviews, and site-level reviews. 2. Goals and indicators: Our stated goals are: -100% of employees with personal career development plans by 2030 -50% of salaried employees engaged in mentorships by 2030 Indicators include development goal completion rates, mentorship participation, and employee-reported engagement through surveys. 3. Effectiveness and lessons learned: In 2024, 47% of all employees had a documented development goal, and this figure reached 84% among salaried employees. Additionally, 51% of employees reported having a mentoring relationship. These results show strong progress toward our 2030 targets. Feedback from surveys indicates that employees value these opportunities, supporting our continued investment in development and mentorship across all levels.



GRI 401: Employment continued					
2. Topic Disclosures		Sub Categories		Answers	
401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees					
Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation.	These include, as a minimum: i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others. The definition used for ‘significant locations of operation’		Ascend Performance Materials offers a comprehensive benefits package to employees globally. Standard benefits for full-time employees include: • Fully covered short-term and long-term disability • Basic life insurance • Accidental death & dismemberment coverage • Medical, dental, and vision plans with employee contributions • Health Savings Accounts and Flexible Spending Accounts • 401(k) plan with company matching • Paid parental leave with no minimum service requirement • Employee Assistance Program and wellness initiatives These same benefits are extended to part-time employees, except for Flexible Spending Accounts, which exclude Co-ops and Interns. Definition of significant locations of operation: We do not apply a location-based threshold to benefit eligibility. All regular employees, including those at smaller sites and remote workers, are eligible for the same benefits based on their employment status, not geographic location.		
401-3: Parental Leave			2022	2023	2024
Total number of employees that were entitled to parental leave, by gender.			Total = 2497 Female = 487 Male = 2010	Total = 2288 Female = 447 Male = 1841	Total = 2045 Female = 384 Male = 1661
Total number of employees that took parental leave, by gender.			Total = 78 Female = 6 Male = 72	Total = 70 Female = 10 Male = 60	Total = 59 Female = 6 Male = 53



GRI 402: Labor/Management Relations		
3.3: Management of Material Topics	Sub Categories	Answers
Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;		Ascend operates assets and machinery that have the potential to cause harm, life-altering events, or even death if not managed and operated properly. To mitigate these risks, Ascend employs several methods of hazard identification for both process and personal safety areas. We have risk management processes in place for the operation of chemical units, as well as for performing everyday tasks associated with the operation, maintenance, and support of those units.
Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;		Ascend is committed to preventing and identifying hazards that could negatively impact people, assets, the environment, or our reputation. Using various hazard recognition tools, employees and contractors on our sites can identify and report hazards in a way that ensures they receive proper attention and remediation. This proactive approach is encouraged at all our sites and by all our employees.
Describe its policies or commitments regarding the material topic;		Ascend is committed to Zero Injuries, Zero Environmental Releases, and Zero Process Safety Events. Furthermore, anyone at Ascend has the authority to report hazards and stop work if they feel unsafe or uncertain about performing a task.
Describe actions taken to manage the topic	i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts;	In 2024, Ascend implemented the following actions to support labor/management relations and ensure the health, safety, and well-being of all personnel, including employees, contractors, and visitors: • Near-Miss Reporting Goal: Updated our goal to increase near-miss reporting by 50% to enhance proactive risk identification. • Data Visibility and Reporting: Developed multiple Power BI dashboards to track key occupational health and safety KPIs. These dashboards are shared monthly with site and company leadership to support data-driven decision-making. • Health and Safety Risk Assessment: Applied various hazard identification methods across operational processes. The new dashboards provided greater visibility into risk assessments and prioritization. • Hazardous Substance Control: Maintained site-specific procedures to manage and minimize exposure to hazardous substances. • Radiation Exposure Control: Continued implementation of site-specific protocols to control and monitor radiation exposure. • Noise Exposure Prevention: Sustained procedures to mitigate noise-related risks. • Equipment Safety Inspections: Conducted regular preventive maintenance (PM) and safety audits. Each site operates a hazard observation program, which triggers maintenance orders and includes a tracking mechanism. • Employee Well-being Initiatives: Continued programs addressing stress management, psychological health, and prevention of repetitive strain injuries. Mental health support is also available through our health insurance services. • Emergency Preparedness: Maintained and annually reviewed site-specific emergency action plans. For example, all U.S. chemical sites updated their freeze protection programs in 2024 to assess and mitigate cold-weather risks. • Complaint and Reporting Mechanisms: Operated a robust complaint procedure, including anonymous reporting channels. We also promoted “Stop the Job” and hazard observation programs to empower employees to speak up. • Occupational Health and Safety Training: Delivered ongoing training programs to reinforce awareness and safe practices across all employee levels. • ESSH Excellence Award: Launched a new recognition program in 2024. Nominated employees demonstrating outstanding ESSH contributions received a trophy and monetary award. • Annual Health Screenings: All employees received annual physicals, which included blood work, vision tests, respiratory assessments, and hearing evaluations to support early detection and prevention of occupational health risks.

GRI 403: Occupational Health and Safety		
2. Topic Disclosures	Sub Categories	Answers
403-1: Occupational health and safety management system		
A statement of whether an occupational health and safety management system has been implemented, including whether:	i. the system has been implemented because of legal requirements and, if so, a list of the requirements; ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines.	All of our sites voluntarily participate in either ISO 14001 (global) or Responsible Care 14001 (United States). Additionally, some of our global sites are ISO 45001 certified. These certifications have been implemented as recognized risk management systems and adopted voluntarily by our sites. 1. ISO 14001 2. ISO 45001 3. RC 14001
A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.		The management system scope includes all operations within Ascend. Our Occupational Health and Safety (OHS) Management System encompasses all legal requirements mandated by U.S. OSHA regulations, as well as other regional and local regulations for our global sites located outside the United States.
403-2: Hazard identification, risk assessment, and incident investigation		
A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:	i. how the organization ensures the quality of these processes, including the competency of persons who carry them out; ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.	A. Hazard Recognition Plus (HRP) is the primary way that our employee's identify work-related hazards and then apply the mentality of <i>Eliminate, Control, Protect</i>. These are generally the hierarchy of controls to remove the dangers or work hazards. i. Training is done to ensure that all employee's have, at a minimum, the foundations level of understanding of the process. When scheduled work is performed the work group is required to complete an HRP Job Safety Analysis (JSA) that is reviewed by operations before performing the work. This goes alongside the permit as a review of the main hazards of the job they are conducting. Their JSAs are reviewed typically to see how good they are against our expectations. ii. The results of these processes, as mentioned previously, can be reviewed and evaluated through the work-related incidents entered into the Incident Management System. Most sites also have a system in place to report general hazards, not just incidents. This enables the review of specific hazards reported at each site and in specific areas. Reporting unsafe conditions is highly encouraged. A key concept from HRP is “Stop the Job,” which empowers individuals to halt work when unsafe conditions are present or when someone feels uncertain or unsafe about a situation. These instances are strongly encouraged, and the reporting of such “Stop the Job” moments is tracked in the hazard reporting systems used by the sites. iii. Work-related incidents are reviewed using Think Reliability’s RCA template and mindset for approaching Root Cause Analysis. When a work-related incident occurs at a severity level of A or B, it is assigned to a lead investigator to determine the root cause and create a report outlining the reasons for the incident. Corrective actions are determined by the investigation team and entered into the Incident Management System for future tracking and completion.
A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.		Workers can submit all work-related hazardous conditions, incidents, or near misses into the J5 system, an ESSH management software that facilitates the submission and review of all incidents, hazards, or near misses. Ascend encourages the reporting of these issues without fear of reprisal. Increasing our near-miss reporting at our sites was one of our 2024 goals, and reporting near misses is highly encouraged.
A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.		Workers can submit all work-related hazardous conditions, incidents, or near misses into the J5 system, an ESSH management software that facilitates the submission and review of all incidents, hazards, or near misses. Ascend encourages the reporting of these issues without fear of reprisal. Increasing our Near Miss reporting at our sites was one of our 2024 goals, and reporting near misses is highly encouraged.
A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.		Incident investigations are conducted for all our level A and B incidents, following the Think Reliability™ methodology for reviewing incident root causes. This includes implementing corrective actions according to the hierarchy of controls process. Hazard assessments are typically conducted using the HRP framework, and risk quantification is performed through our Recommendation Prioritization Policy and Recommendation Management Policy. Enhancements to the overall OHS management system usually result from internal or external audits against management standards (such as ISO 14001/45001 or RC 14001), where findings drive the need for improvement.



GRI 403: Occupational Health and Safety (continued)		
3.3: Management of Material Topics	Sub Categories	Answers
403-3: Occupational health services		
A description of the occupational health services’ functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers’ access to them.		We have industrial hygiene, medical, and safety teams at our sites to provide occupational health services.
403-4: Worker participation, consultation, and communication on occupational health and safety		
A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.		Workers are consulted for improvements to the systems in place through HRP forums, typically held weekly at all US sites. Additionally, we conduct monthly ESSH meetings with training specialists in HRP to gather their input on improvements and ideas for better leveraging our safety programs, specifically HRP. We communicate daily about incidents that occur at the sites, and each morning, sites communicate the reasons for those incidents and the actions taken. We also share flash reports of significant incidents company-wide to share the learnings from those incidents. Workers have access to a library of flash report communications in a common SharePoint library. Additionally, we send out positive flash reports to highlight positive actions taken at our sites, facilitating best practice sharing.
Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.		N/A
403-5: Worker training on occupational health and safety		
A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.		Training on HRP is provided to all employees and contractors, at a minimum of the foundations level. Additional training is available for HRP at the Coaches level, offering employees or contractors the opportunity to participate in a workshop to learn how to coach HRP principles in the field and gain a better understanding of hazard evaluation at the worksite or work area. Furthermore, individuals who are highly proficient in HRP can receive training as an HRP Trainer or, if exceptionally skilled, as an HRP Coach Trainer. Both of these groups provide training to employees at the site, offering foundations-level training and coach-level training, respectively.
403-6: Promotion of worker health		
An explanation of how the organization facilitates workers’ access to non-occupational medical and healthcare services, and the scope of access provided.		Ascend provides onsite clinics at all manufacturing sites in the US. Additionally, Ascend offers medical and dental insurance, as well as many other welfare benefits and programs, at a subsidized cost. These benefits are designed to help employees and their families thrive and lead healthy, productive lives.
A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers’ access to these services and programs.		Annually, each US site schedules cardiovascular and biometric screenings at no cost to the employee. This ensures that those at both low and high risk have access to this information, which they can then share with their healthcare provider. Ascend allows employees and their spouses to participate in the Virgin Pulse Wellness platform. This platform provides information and tools for healthy eating, sleeping, mindfulness, and physical wellness, as well as an opportunity to earn cash incentives throughout the program year. Ascend Total Rewards schedules and promotes quarterly lunch and learn opportunities that include health and wellness information. These sessions also feature guest speakers from various vendors who discuss their benefit programs/plans and provide tips on how to maximize benefits.



GRI 403: Occupational Health and Safety continued								
2. Topic Disclosures	Sub Categories	Answers						
403-8: Workers covered by an occupational health and safety management system								
If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:	i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party.	100% of our sites have been incorporated into the new management system.						
403-9: Work-related injuries		2018	2019	2020	2021	2022	2023	2024
For all employees:	i. The number and rate of fatalities as a result of work-related injury;	0	0	0	0	0	0	0
	ii. The number and rate of high-consequence work-related injuries (excluding fatalities);					0	0	8
	iii. The number and rate of recordable work-related injuries;	0.54	0.54	0.15	0.24	9 incidents rate: 0.28	6 incidents rate: 0.18	5 incidents rate: 0.18
	iv. The main types of work-related injury;	Chemical Exposures	Hand Injuries and Chemical Exposures		Hand injuries	Hand / Finger Injuries	Hand / Finger Injuries	Chemical exposure, fractured bone or teeth, Laceration
	v. The number of hours worked (Million Hours).	5.4	5.6	5.5	5.8	6.2	6.7	5.7
For all Non-Employees	vi. The number and rate of fatalities as a result of work-related injury;	1	0	0	0	0	0	0
	vii. The number and rate of high-consequence work-related injuries (excluding fatalities);					0	0	0
	viii. The number and rate of recordable work-related injuries;	0.28	0.43	0.37	0.16	5 incidents rate: 0.25	1 incident rate: 0.07	3 incidents rate: 0.20
	ix. The main types of work-related injury;	Chemical Exposures	Hand Injuries and Chemical Exposures		Burns	Hand injuries	Falling from short heights	Laceration, abrasion
	x. The number of hours worked (Million Hours).	3.6	3.2	3.2	3.7	3.8	2.7	2.9



GRI 403: Occupational Health and Safety continued									
3.3: Management of Material Topics	Sub Categories		Answers						
403-9: Work-related injuries									
The work-related hazards that pose a risk of high-consequence injury, including	how these hazards have been determined;		Hazard observations, near-miss reporting, Process Hazard Analysis (PHA) findings, incident investigations						
	which of these hazards have caused or contributed to high-consequence injuries during the reporting period;		The main hazards identified in 2024 were line-of-fire incidents—primarily involving chemical exposure—and hand injuries, mainly related to cutting. As a result, sites prioritized these two categories in 2025 to reduce hazards that could lead to injury.						
	actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.		Visible safety from leadership, Hazard Recognition Plus (HRP) beyond permitted work, focus on investigated prominent first aid incidents or near-miss reports, increase near-miss reporting by 25% at each site, emphasis on life critical safety work practices						
Describe actions taken to manage the topic	i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts;		We are guided by a global training policy and talent development policies.						
Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.			Hazard Recognition Plus (HRP) Program						
Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.			200,000						
Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.			all included						
Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.			Please note that Ascend adheres to the OSHA definition when calculating injury rates. This definition does not differentiate between high-consequence and recordable injuries, but rather combines them into a single category.						
403-10: Work-related ill health			2018	2019	2020	2021	2022	2023	2024
For all employees:	i. The number of fatalities as a result of work-related ill health;								0
	ii. The number of cases of recordable work-related ill health;								1
	iii. The main types of work-related ill health.								Insect Sting requiring treatment
For all workers who are not employees but whose work and/or workplace is controlled by the organization:	i. The number of fatalities as a result of work-related ill health;								0
	ii. The number of cases of recordable work-related ill health;								0
	iii. The main types of work-related ill health.								N/A



GRI 404: Training and Education						
3.3: Management of Material Topics		Sub Categories		Answers		
Describe its policies or commitments regarding the material topic				Ascend is focused on the education and training development of all levels of our workforce. Ascend has a quantitative goal that by 2030, 100% of employees have a career development plan, and that 50% of salaried employees are in a mentorship.		
Describe actions taken to manage the topic		i. actions to prevent or mitigate potential negative impacts ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation iii. actions to manage actual and potential positive impacts		To prevent or mitigate negative impacts: • Provided all employees with 24/7 access to Ascend University (AU), which includes technical, leadership, and professional learning • Tailored learning paths based on role and function to ensure development remains relevant and timely. To address actual impacts: • Conducted internal career fairs to promote movement across functions and locations. • Increased adoption of individual career and development plans — 40% of salaried employees were covered in 2024. To promote positive impacts: • Maintained an enterprise-wide mentoring program to foster growth and knowledge transfer. • Conducted annual performance reviews to guide ongoing learning needs. • Aligned AU content with corporate values, training needs and business priorities. • Encouraged leaders and employees to proactively partner on identification of development needs.		
Report the following information about tracking the effectiveness		i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization’s operational policies and procedures		We track progress through internal HR systems that record individual participation in development plans and mentorship. These systems allow us to measure performance annually against our 2030 goals: 100% of employees with a career development plan and 50% of salaried employees participating in mentorship. Progress is reviewed by HR and key stakeholders. Lessons learned, such as gaps in participation or training completion, have led to targeted communications and the introduction of new content on Ascend University.		
Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).				We engage with site leaders and functional teams monthly to assess training needs, address gaps, and prioritize new content. Feedback gathered in these meetings directly informs updates to training modules and scheduling of in-demand topics. To evaluate effectiveness, we discuss training participation, feedback scores, and observed on-the-job application. This input helps shape continuous improvement efforts and identifies areas where content or delivery methods need adjustment.		
2. Topic Disclosures		Sub Categories		Answers		
404-1: Average hours of training per year per employee				2022	2023	2024
Average hours of training that the organization’s employees have undertaken during the reporting period, by:		i. gender ii. employee category		Female = 30 hours Male = 38 hours Hourly = 38 hours Salary = 35 hours	37 hours per employee Female: 30 hours Male: 38 hours	104 average training hours per employee Female: 37 hours Male: 121 hours



GRI 404: Training and Education continued					
3.3: Management of Material Topics		Sub Categories		Answers	
404-2: Programs for upgrading employee skills and transition assistance programs					
Type and scope of programs implemented and assistance provided to upgrade employee skills.			We offer skill development through Ascend University, our global online platform, which includes self-paced modules and instructor-led virtual sessions. Topics range from technical skills and compliance to leadership and project management. We also partner with third-party vendors and supplier partnerships to deliver specialized content, to support regulatory certifications, technical upskilling, and functional training as needed.		
Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.			Ascend provides 1 to 3 months of outplacement services to employees impacted by workforce reductions or job eliminations, through a partnership with Lee Hecht Harrison (LHH) which includes: • Career coaching to improve interview skills and job search strategy • Resume and LinkedIn profile development • Access to daily job leads and a flexible workspace • Industry-specific recruiters who promote candidates to thousands of employers • Over 13,000 LinkedIn Learning courses to support new skill development Following the Greenwood site reductions in 2024, additional actions included: • Sessions with SC Works (state unemployment office) • Local companies came onsite to conduct interviews for their positions • Exclusive Ascend career fairs with local participating companies and employees • Financial planning sessions hosted by Fidelity These resources help ensure continued employability and a structured, respectful transition for impacted employees.		
404-3: Percentage of employees receiving regular performance and career development reviews			2022	2023	2024
Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.				Over 90% of our employees have a regular performance review.	Over 90% of our employees have a regular performance review.



GRI 405: Diversity and Equal Opportunity		
3.3: Management of Material Topics	Sub Categories	Answers
Describe its policies or commitments regarding the material topic;		Ascend is committed to promoting diversity, equity, and inclusion across all levels of the organization. We are an equal opportunity employer and prohibit discrimination based on race, ethnicity, gender, age, disability, sexual orientation, gender identity, religion, veteran status, or other protected characteristics, in accordance with applicable laws. Our Code of Conduct and global HR policies ensure fair treatment in recruitment, promotion, compensation, and career development. These policies are applied across all business units and regions. We do not currently publish numerical diversity goals, but we are committed to improving representation in leadership roles and embedding inclusive practices in hiring and talent development. Inclusive leadership behaviors are part of our leadership model, and all people leaders are expected to set annual goals focused on improving inclusiveness within their teams.
Describe actions taken to manage the topic	i. actions to prevent or mitigate potential negative impacts ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation iii. actions to manage actual and potential positive impacts	Ascend takes a structured and proactive approach to fostering diversity and equal opportunity. To prevent or mitigate negative impacts: • All employees complete annual mandatory training on workplace harassment, discrimination, inclusive leadership, and inclusion of employees with disabilities. • Interviewers receive training on bias, and we promote the use of diverse interview panels. • Inclusive practices are embedded in performance and promotion processes. To address actual impacts: • Issues related to discrimination or bias can be reported through the Ethics Hotline or directly to any member of management. All concerns are promptly investigated and resolved in accordance with internal procedures. To promote positive impacts: • Culture and inclusion teams at each facility partner with leaders and employees to foster inclusive environments. • Inclusive leadership behaviors are embedded in our leadership model, and people leaders are expected to set annual goals to strengthen inclusiveness within their teams.
Report the following information about tracking the effectiveness	i. processes used to track the effectiveness of the actions ii. goals, targets, and indicators used to evaluate progress iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization’s operational policies and procedures	We monitor diversity and inclusion through both quantitative metrics and qualitative feedback mechanisms. Processes used: We track the percentage of employees from minority and/or vulnerable groups both in the overall workforce and in top management roles. This data is reviewed annually. Goals and indicators: While we do not publish external targets, we use internal benchmarks to monitor progress in representation and inclusiveness across teams. Effectiveness and lessons learned: We gather input through pulse surveys, exit interviews, and skip-level meetings. Culture and inclusion teams gather feedback and support improvements at the site level. Feedback has been used to reinforce expectations and support more inclusive leadership practices at the local level.



GRI 408: Child Labor		
3.3: Management of Material Topics	Sub Categories	Answers
Describe its policies or commitments regarding the material topic		As a participant in the UN Global Compact, we are committed to upholding principles related to human rights and labor. Furthermore, we explicitly prohibit child labor in both our Code of Conduct and Supplier Code of Conduct.
Describe actions taken to manage the topic	i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts;	Actions taken to manage child labor and related impacts include: • Age verification of candidates before hiring • Providing access to our ethics reporting hotline for both internal employees and external third parties • Achieving 46% employee participation in Ascend Cares, with 100% participation being the goal by 2030 • Annual mandatory training of all employees on child labor, forced labor, and human trafficking
Report the following information about tracking the effectiveness	i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization’s operational policies and procedures;	We track and conduct due diligence for all incidents reported to our ethics hotline. In addition, we track disclosures shown in 408-1 to track the effectiveness of our measures.
2. Topic Disclosures	Sub Categories	Answers
408-1: Operations and suppliers at significant risk for incidents of child labor		
Operations and suppliers considered to have significant risk for incidents of:	i. Child labor ii. Young workers exposed to hazardous work	Zero for 2022 through 2024
Operations and suppliers considered to have significant risk for incidents of child labor either in terms of:	i. Type of operation (such as manufacturing plant) and supplier ii. Countries or geographic areas with operations and suppliers considered at risk	Zero for 2022 through 2024

GRI 409: Forced or Compulsory Labor 2016		
3.3: Management of Material Topics	Sub Categories	Answers
Describe its policies or commitments regarding the material topic;		Companies have an obligation and responsibility to meet and uphold fundamental human rights, including safe and humane labor practices. Beyond these requirements, we should take proactive steps to support and positively impact this important issue. As a participant in the UN Global Compact, we are committed to upholding principles related to human rights and labor. Furthermore, we explicitly prohibit child labor in both our Code of Conduct and Supplier Code of Conduct. In addition, Ascend aligns with the principles of responsible recruitment and free employment: We ensure that all employment opportunities with Ascend are available freely, solely based on the merit of candidates. Neither Ascend nor any workforce providers engaged by us accept any payment or benefit—whether in cash or in kind—for employment opportunities. Ascend bears all costs associated with the recruitment of employees. In the event of any deviation from this principle, the company will reimburse the employee’s costs within a reasonable time frame.
Describe actions taken to manage the topic	i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization’s operational policies and procedures;	With our global footprint and our continuously growing supply chain, it is crucial that we implement policies and processes to prevent any negative impact on child labor. Actions taken to manage child labor and related impacts include: • Providing access to our ethics reporting hotline for both internal employees and external third parties • Training of employees on child labor, forced labor, and human trafficking • Collaboration with our suppliers and customers to support the ongoing abolition of child labor.
Report the following information about tracking the effectiveness	i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization’s operational policies and procedures;	We track and conduct due diligence for all incidents reported to our ethics hotline. In addition, we track disclosures shown in 409-1 to track the effectiveness of our measures.
2. Topic Disclosures	Sub Categories	Answers
409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor		
Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:	i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk.	Zero for 2022 through 2024



GRI 414: Supplier Social Assessment				
3.3: Management of Material Topics		Sub Categories		Answers
Describe its policies or commitments regarding the material topic				At Ascend, we recognize the vital role our suppliers play in our sustainability efforts. In alignment with our values and sustainability goals, we conduct ESG assessments with our major suppliers to identify those who are committed to environmental conservation, social welfare and ethical business conduct. In our vision for 2030 we strive to have a 95% completion rate for supplier assessments.
Describe actions taken to manage the topic		i. actions to prevent or mitigate potential negative impacts ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation iii. actions to manage actual and potential positive impacts		Ascend’s measures to achieve its goal are: - Ascend has adopted a Supplier Corporate Social Responsibility (CSR) Code of Conduct that we expect all suppliers to adhere to. - Ascend will periodically request selected suppliers to perform an assessment relative to the SDGs or the expectations in the Supplier Corporate Social Responsibility (CSR) Code of Conduct. - Ascend will engage with suppliers on capacity-building endeavors. - Ascend will offer a CDR Contract clause in all new supply contracts written. The wording of this clause is found in the publicly available Sustainable Procurement Policy. - Ascend will periodically perform ESG risk assessments on suppliers to ensure compliance with Ascend policies and business objectives. - All new suppliers of targeted raw materials will be assessed for their sustainability risk through ESG assessments and/or audits.
Report the following information about tracking the effectiveness		i. processes used to track the effectiveness of the actions ii. goals, targets, and indicators used to evaluate progress iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization’s operational policies and procedures		In 2024 we achieved a 90% completion rate for these assessments. We perform a yearly cross-functional examination of all supplier audits mandated by Ascend, with a specific emphasis on sustainability. We pinpoint and incorporate essential sustainability evaluations into the agenda for the upcoming calendar year. This roster undergoes monthly evaluations to guarantee the efficacy of these assessments.
2. Topic Disclosures		Sub Categories		Answers
414-1: New suppliers that were screened using social criteria		2022	2023	2024
Percentage of new suppliers that were screened using social criteria.		100	100	100
414-2: Negative social impacts in the supply chain and actions taken		2022	2023	2024
Significant actual and potential negative social impacts identified in the supply chain.		0	0	0
Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.		0	0	0
Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.		0	0	0



GRI 418: Customer Privacy				
3.3: Management of Material Topics	Sub Categories		Answers	
Describe its policies or commitments regarding the material topic			Ascend is committed to protecting our customers’ privacy through our Data Protection Policy, which is managed by our Data Protection Officer. The guidelines for this policy are detailed in our Business Code of Conduct and our Data Protection Policy: Code of Business Conduct-Section 3.5: Safeguard Intellectual Property and Confidential Information: “You are a steward of the trade secrets and confidential information owned by Ascend or third parties that are entrusted to you. Accordingly, you are expected to take appropriate administrative, physical and technical measures to properly safeguard them and prevent their unauthorized access, use or disclosure.” Data Protection Policy - Our Commitment: “Ascend Performance Materials Holdings Inc. is committed to compliance with the applicable data protection laws. This Data Protection Policy applies worldwide to Ascend Performance Materials and its group entities, and is based on globally accepted, basic principles of data protection. Ensuring data protection is the foundation of trustworthy business relationships and the reputation of Ascend as an attractive employer.”	
Describe actions taken to manage the topic	i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts;		We took the following actions to manage this topic: - Records Retention Schedule: Established and maintained a formal schedule to ensure secure and compliant data lifecycle management. - Incident Response Plan (IRP): Maintained and tested our IRP to effectively manage and mitigate breaches involving confidential or sensitive information. - Risk Assessments: Performed regular information security risk assessments to identify vulnerabilities and implement appropriate controls. - Employee Training: Delivered mandatory annual training to all employees on information security policies, best practices, and threat awareness. - Reporting Mechanisms: Maintained multiple channels—including anonymous options—for employees to report information security concerns or potential breaches	
Report the following information about tracking the effectiveness	i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization’s operational policies and procedures;		We track information security incidents as shown in 418-1 to track the effectiveness of our measures	
2. Topic Disclosures	Sub Categories		Answers	
418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data			2022	20232024
Total number of substantiated complaints received concerning breaches of customer privacy, categorized by:	i. complaints received from outside parties and substantiated by the organization ii. complaints from regulatory bodies		Zero	ZeroZero
Total number of identified leaks, thefts, or losses of customer data.			Zero	ZeroZero
If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.			We have not found any breach of customer privacy. We continue to actively guard against any data breaches concerning our own operations and our customer relationships.	

Thank You



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