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1.0 Purpose

Sustainability at Ascend Performance Materials is guided by a simple phrase: **Advancing for All**. It's the idea that our efforts must move forward consistently and that 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.

This policy is intended to clearly outline our approach to sustainability and inform our employees, contractors, suppliers, customers, and other stakeholders how we intend to advance for all.

2.0 Scope

This policy applies to all employees of Ascend Performance Materials.

3.0 Governance & Responsibility

The sustainability department will govern this policy. Updates to this policy will be proposed by the sustainability department, with final approval from the Chief Executive Officer.

4.0 Policy

Our commitments

We have a Commitment to Zero. That means we operate under the assumption that personal injuries, process safety incidents, and environmental releases can and must be eliminated. Everyone at Ascend Performance Materials is responsible for the safety and well-being of our people, customers, communities, and the environment.


We are also committed to investing in our people, providing innovative solutions, and reducing environmental impacts. Everyone at Ascend Performance Materials has a role in fulfilling those commitments.

We create performance materials that enhance the quality of life today and inspire a better tomorrow, all while doing it safely. We aim to lead the industry in safety and sustainability and are committed to operating our facilities in accordance with the Guiding Principles of Responsible Care.

Our approach

Sustainability means more than complying with applicable laws and regulations. It means our people are empowered; we work safely, create products that improve people's lives, continually strive to reduce our environmental footprint, and collaborate closely with our neighbors to help our communities thrive.

We asked our stakeholders for input on the sustainability efforts that were meaningful to them through a materiality assessment. That assessment led to the development of our focus areas

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and sustainability pillars: Empowering People, Innovating Solutions, and Operating Without Compromise.

Furthermore, as a participant in the United Nations Global Compact and a member of the American Chemistry Council, we utilize the Sustainable Development Goals and Responsible Care to inform and guide our efforts.

Our 2030 Vision

In 2022, we first published our 2030 Vision, a set of nine targets across our company and the three pillars of our sustainability strategy. These 2030 Vision targets are against a 2018 baseline. Those targets and their respective pillars are:

Empowering People

Under this pillar, we have the following goals:

- Zero recordable personal injuries across our sites and workforce
- Personal career development plans for 100% of our employees
- 50% of our salaried employees engaged in mentorships
- 100% participation in the Ascend Cares Foundation

Innovating Solutions


Under this pillar, we have the following goals:

- 95% of our targeted suppliers assessed for sustainability performance

Operating Without Compromise

Under this pillar, we have the following goals:

- A 90% reduction in our scope 1 emissions
- An increase in our renewable energy use equivalent to 90% of our grid demand
- A 40% reduction in waste disposal
- A 5% reduction in water consumption during production


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Other focus areas of our sustainability strategy

While the 2030 Vision is a set of targets that spans our organization, it is not the entirety of our sustainability efforts. We continue to have goals in other focus areas of our sustainability strategy.

Those goals are:

- **Reducing the Impact of product use and product end-of-life**
 - We aim to minimize the environmental impact of our products, including their end-of-life management. This will be done using several steps.
 - **Step 1:** Assess our products' carbon footprints through life-cycle analysis (LCA) and product carbon footprint (PCF) studies.
 - **Step 2:** Expand our bio, circular, and bio-circular feedstock materials. This will be done through collaboration with suppliers and resource allocation.
 - **Step 3:** Improve the end-of-life recovery and reuse, specifically through our ReDefyne product line.
- **Safe production, distribution, and use of our products**
 - We have a goal of zero accidents, injuries, or harm to human health and the environment resulting from our products and operations.
 - In addition, Ascend is committed to ensuring that public health and the environment are protected from unreasonable risk resulting from exposure to Ascend's products and applies appropriate risk management measures to ensure this.
- **Working with our suppliers to reduce the environmental impacts of our raw materials**
 - We will collaborate with our suppliers and customers to develop a plan to reduce the greenhouse gas emissions associated with our purchased goods by 35%.
- **Growing our portfolio of sustainable products**
- **Improving air quality around our sites**

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- This includes hazardous and non-hazardous air emissions, other than greenhouse gases, as well as emissions of dust and odor around the operation facilities.

- **Supporting the development of green technologies**
- **Improving employee engagement**


United Nations Global Compact (UNGC) Ten Principles and Ascend

Ascend aligns with the United Nations Global Compact's ten principles. The following is the list of UNGC principles and the corresponding Ascend principle:

Topic	UNGC Principle	Ascend Corresponding Principle
Human Rights	1 - Support and respect the protection of internationally proclaimed human rights	<u>Protect Our Colleagues and the Environment</u> The safety, health, and security of Ascend's employees, contractors, visitors, and communities, along with the protection of the environment, are core values of the Company and are integrated into all operations and activities. (Code of Business Conduct 3.3) <u>Value Diversity and Equal Opportunity</u> Ascend values the diversity of its workforce. The Ascend approach to diversity is defined by inclusiveness, respect, and fostering a culture that allows everyone to contribute to their fullest potential. Ascend leaders must set a strong, ethical example and create a civil, professional work environment. As outlined in the Harassment Free Workplace Policy, Ascend does not tolerate any form of discrimination, harassment, or retaliation. (Code of Business Conduct 3.4)
	2- Make sure that they are not complicit in human rights abuses.	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 report such activity to any of the following resources immediately: <ul style="list-style-type: none"> · Local Management. · Human Resources. · Legal Department; or · Ascend's EthicsPoint Hotline.

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		<p>(Code of Business Conduct 3.1)</p> <p>The investigation plan for each instance will be tailored to specific circumstances and will be determined at the discretion of the VP and Deputy General Counsel.</p> <p>The remediation plan will be based on the outcome of each investigation and will be aligned between Senior Legal, Human Resources, and Management teams.</p>
Labor	3- Uphold the freedom of association and the effective recognition of the right to collective bargaining;	Ascend will comply with applicable laws and operative collective bargaining agreements.
	4- Elimination of all forms of forced and compulsory labor	Ascend prohibits physical punishment or forced or compulsory labor, as well as any other forms of human abuse. (Code of Business Conduct 3.5)
	5- The effective abolition of child labor	Ascend prohibits the use of child labor (Code of Business Conduct 3.5)
	6- The elimination of discrimination in respect of employment and occupation	Ascend does not tolerate any form of discrimination, harassment, or retaliation. (Code of Business Conduct Section 3.4)
Environment	7- Support a precautionary approach to environmental challenges;	Ascend is committed to upholding the principles of Responsible Care and complying with all relevant safety, health, and environmental regulatory requirements. (Code of Business Conduct Section 3.3)
	8- Undertake initiatives to promote greater environmental responsibility	Ascend has committed to four quantitative goals by 2030 under the "Operating Without Compromise" pillar.
	9- Encourage the development and diffusion of environmentally friendly technologies.	Ascend has a qualitative goal of supporting the development of green technologies.
Anti-Corruption	10- Work against corruption in all its forms, including extortion and bribery.	Ascend takes a zero-tolerance approach to bribery and corruption and is committed to operating and enforcing systems and policies to detect and deter bribery. (Code of Business Conduct Section 3.3)

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United Nations Sustainable Development Goals (SDGs) and Ascend

Ascend also aligns with the United Nations Global Compact's Seventeen Sustainable Development Goals (SDGs). The following is the list of UNGC SDGs and the corresponding Ascend goals:


UNGC SDG	Ascend Corresponding Goals
SDG1: End poverty in all its forms everywhere	<p>The pillars of Ascend Cares are Children's Health and Safety, Education, Housing, Hunger, and Military. All those pillars help eradicate several causes of poverty.</p> <p>Ascend has a quantitative goal of 100% employee participation in the Ascend Cares Foundation by 2030</p>
SDG 2: End hunger, achieve food security and improved nutrition, and promote sustainable agriculture	<p>One of the pillars of focus of Ascend Cares is Hunger.</p> <p>Ascend has a quantitative goal of 100% employee participation in the Ascend Cares Foundation by 2030</p>
SDG 3: Ensure healthy lives and promote well-being for all at all ages	<p>One of the pillars of focus of Ascend Cares is Children's Health and Safety and Housing.</p> <p>Ascend has a quantitative goal of 100% employee participation in the Ascend Cares Foundation by 2030.</p>
SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	<p>One of the pillars of focus of Ascend Cares is Education. One of the programs run by Ascend Cares provides scholarships to employees' children who meet specific criteria related to academic performance and extracurricular involvement.</p> <p>To support and expand the impact of these programs, Ascend has a quantitative goal of 100% employee participation in the Ascend Cares Foundation by 2030.</p> <p>In addition, Ascend has the following goals for its employees:</p> <ul style="list-style-type: none"> - Personal career development plans for 100% of our employees by 2030 - 50% of our salaried employees will be engaged in mentorships by 2030

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SDG 5: Achieve gender equality and empower all women and girls	Ascend leaders must set a strong, ethical example and create a civil, professional work environment (Code of Business Conduct Section 3.4)
SDG 6: Ensure availability and sustainable management of water and sanitation for all	Ascend has a quantitative goal of reducing water consumption by 5% by 2030. Ascend also produces products used in water treatment systems to enhance water quality for users.
SDG 7: Ensure access to affordable, reliable, sustainable, and modern energy for all	Ascend is a trusted supplier to several major customers in the energy sector, delivering high-performance materials that enable the production of components essential to providing affordable, reliable, and sustainable energy worldwide.
SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	<p>Ascend is proud of the fact that it treats employees with personal respect and provides good working conditions, competitive wages, and benefits (Employee Handbook – I. B)</p> <p>In addition, Ascend aligns with the following principles:</p> <ol style="list-style-type: none"> 1- Responsible recruitment and free employment: We ensure that consideration for employment opportunities with Ascend is available to all qualified candidates solely based on their merit. Neither Ascend nor any third-party recruitment agency engaged by us will request any payment or benefit, either in cash or in kind, for the employment opportunities. Ascend will bear all the costs associated with the recruitment of the employee. 2- Living Wages: Ascend's goal regarding compensation is to offer competitive wages and benefits. To achieve this, Ascend uses industry-standard tools to compare wages and benefits across its operating markets. Ascend commits to considering living wages as a tool in wage and benefit assessments. 3- Decent Working Hours: Each site will communicate working hours, overtime thresholds (if applicable), and weekly time off to all its employees.

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SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation	Ascend has a qualitative goal of growing our portfolio of sustainable products. Ascend also has a qualitative goal of expanding our bio, circular, and bio-circular feedstock materials.
SDG 10: Reduce inequality within and among countries	Ascend is committed to ensuring that all employment-related programs and decisions are provided to all people on an equal opportunity basis. (Employee handbook – I. C.)
SDG 11: Make cities and human settlements inclusive, safe, resilient, and sustainable	One of the pillars of focus of the Ascend Cares Foundation is housing. Ascend has a quantitative goal of 100% participation in the Ascend Cares Foundation by 2030
SDG 12: Ensure sustainable consumption and production patterns	Ascend has a qualitative goal of supporting the development of green technologies. Ascend recently achieved ISCC+ (International Sustainability and Carbon Certification) certification across all its U.S. sites, enabling the handling of bio-based, circular, and bio-circular materials.
SDG 13: Take urgent action to combat climate change and its impacts	Ascend has the following quantitative 2030 goals: <ul style="list-style-type: none"> - A 90% reduction in our scope 1 emissions - An increase in our renewable energy use equivalent to 90% of our grid demand -
SDG 14: Conserve and sustainably use the oceans, seas, and marine resources for sustainable development	Ascend has a quantitative goal of ZERO environmental releases, including pellet loss to the environment.
SDG 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	Ascend has the following qualitative goals: <ul style="list-style-type: none"> - Improving air quality around our sites - Supporting the development of green technologies -
SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable, and inclusive institutions at all levels	Ascend is committed to creating strategic partnerships with community organizations. (Code of Business Conduct Section 3.5)
SDG 17: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development	Ascend has a quantitative goal of assessing the Environmental, Social, and Governance (ESG) practices of 95% of our major raw materials suppliers.

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How we accomplish our 2030 Vision and other focus areas goals

Every Ascend Performance Materials employee plays a role in achieving our 2030 Vision and becoming a more sustainable company.

As with everything we strive to improve meaningfully, our sustainability efforts should utilize continuous improvement processes (A2E) wherever possible. A2E is based on Six Sigma process improvement and Lean Manufacturing principles.

In addition, while a member of the sustainability team may highlight and champion the initial effort around a sustainability project, ultimately, any sustainability improvement should be led and maintained by the relevant team (e.g., talent development for career development goals, operations for emission reductions, etc.).

Finally, we will report our progress against our 2030 vision and sustainability efforts in the annual sustainability reports.

5.0 Review

We intend to update our 2030 Vision as targets are met or revised in response to new capabilities or emerging needs. Any target changes must be approved by the Senior Director of Sustainability, the Head of the affected department, and the Chief Executive Officer.




Phil McDivitt
President & CEO



Chris Johnson
Sr. Director, Sustainability

Oversight Executive	VP ESSH
Content Owner	Director of Sustainability
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Related Policies	

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Revision Number	Section(s) Changed	Change(s) made	Date
0	Initial Release		02/16/2023
1	Purpose, Scope, Governance and Responsibility, Policy and Review.	Added sections; Added author – Aly Ashry	08/22/2024
2	Other Focus Areas of our Sustainability Strategy. Alignment with UNGC (United Nations Global Compact)	Expanded the description for the goal <i>"Improving air quality around our sites."</i> Added: UNGC Ten Principles and Ascend; UNGC Sustainable Development Goals (SDGs) and Ascend sections.	05/28/2025