

2022 Sustainability Report

Advancing
for All





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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A Message from Our CEO

“For us, sustainability has become an overarching discipline that guides every aspect of our business.”

—
Phil McDivitt
President and Chief Executive Officer





A Message from Our CEO CONTINUED

At Ascend Performance Materials, we think a lot about progress. It's in our value better every day, our company's purpose statement and our embedded continuous improvement program called A2E.

What we know about progress is that there are two fundamental elements: goals and plans to achieve those goals. In terms of sustainability, our evolution on both elements has been dramatic.

While the purpose of a sustainability report is to track progress from one year to the next, I want to take a moment to reflect on the progress we've made from our first report to this report; our fifth.

In 2018, our goal was broad: to become the leader in sustainability for our industry. We had a sense of what we wanted to accomplish, but just the beginnings of a plan to accomplish it.

By our 2019 report, the plan began to take shape and we established the three pillars of our sustainability strategy based on a materiality

We have decided to increase our scope 1 GHG target from an **80% to a 90% reduction.**

assessment conducted with our stakeholders. Those three pillars, and the focus areas beneath each, gave us a sense of scope beyond environmental issues.

From the beginning, we had a sense that our initial focus should be on reducing greenhouse gas emissions and in our 2020 report we set a concrete goal of an 80% reduction by 2030. It was a lofty goal at the time, but we had a very clear plan to accomplish it. But it was not the only thing we worked on.

In our last report, we debuted nine sustainability targets that span our organization and called it our 2030 Vision. Alongside our 2030 Vision, we also unveiled our sustainability motto Advancing for All. Both the Vision and Advancing for All embed progress in and broaden the scope of our efforts.

The enduring question with progress is, "What's next?" As we approach the half-way point on our emissions goal, we have decided to increase our scope 1 GHG target from an 80% to a 90% reduction. It's a reflection of the progress we have made and a recognition that sustainability is not a goal in and of itself. For us, sustainability has become an overarching discipline that guides every aspect of our business.

In this report, we hope you will notice the sheer amount of work we have undertaken throughout our company to improve, advance and be better every day.

As always, thank you for your interest in our efforts.

Phil McDivitt

President and Chief Executive Officer

OUR SUSTAINABILITY VISION IS BUILT UPON OUR FIVE 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.



CEO Statement

CEO STATEMENT ON SUSTAINABLE DEVELOPMENT

At Ascend Performance Materials, sustainability is integrated throughout our business to drive improvements across our three pillars: empowering people, innovating solutions and operating without compromise. In 2021, we became participants in the United Nations Global Compact in support of the Ten Principles and the Sustainable Development Goals with a focus on improving our impact on people and the environment.

As a participant in the UNGC, we affirm our zero-tolerance policy for corruption in any of our business dealings or by any of our people. We also stand by our sustainability targets as outlined in our 2030

Vision and we are committed to the UNGC's four focus areas of labor, human rights, environment and governance.

We will continue to participate in the UNGC and meet the environmental, social and governance reporting and review requirements incumbent on all participants.

Phil McDivitt

President and Chief Executive Officer

We affirm our zero-tolerance policy for corruption in any of our business dealings or by any of our people. We also stand by our sustainability targets as outlined in our 2030.

AS UNGC PARTICIPANTS WE:

- Value sustainable development
- Address our impacts on people and the environment
- Have zero tolerance for corruption
- Have organization-wide sustainability targets
- Report on our ESG performance
- Regularly review the risks in our business model



For all of us at Ascend Performance Materials, sustainability is about improving the quality of life today and inspiring a better tomorrow for our employees, their families, the communities in which we live and countless people across the globe.



HIGHLIGHTS

- Received the American Chemistry Council's 2022 Responsible Care Initiative of the Year award for the transition to cleaner energy at our Decatur, Alabama, manufacturing facility through the implementation of three cogeneration units.
- Earned a Silver rating from EcoVadis, placing us in the 89th percentile of other companies in our industry.
- At the end of 2022, we purchased a majority stake in Circular Polymers, a recycler of post-consumer, high-performance polymers that will provide Ascend with a consistent supply of high-quality PCR materials for our sustainable polyamides portfolio.

OUR THREE SUSTAINABILITY PILLARS



EMPOWERING PEOPLE

- Our people logged 18,851 volunteer hours this year and made a difference in the lives of 40,185 individuals in our communities
- We launched Ascend University, a tool that serves to invest in the continued development of our people and equip them to reach their full potential



INNOVATING SOLUTIONS

- We launched ReDefyne™, our new brand of sustainable polyamides
- At Ascend, we believe that accountability and transparency are how we all advance together. This year, we began engaging with our suppliers to learn more about their sustainable procurement practices



OPERATING WITHOUT COMPROMISE

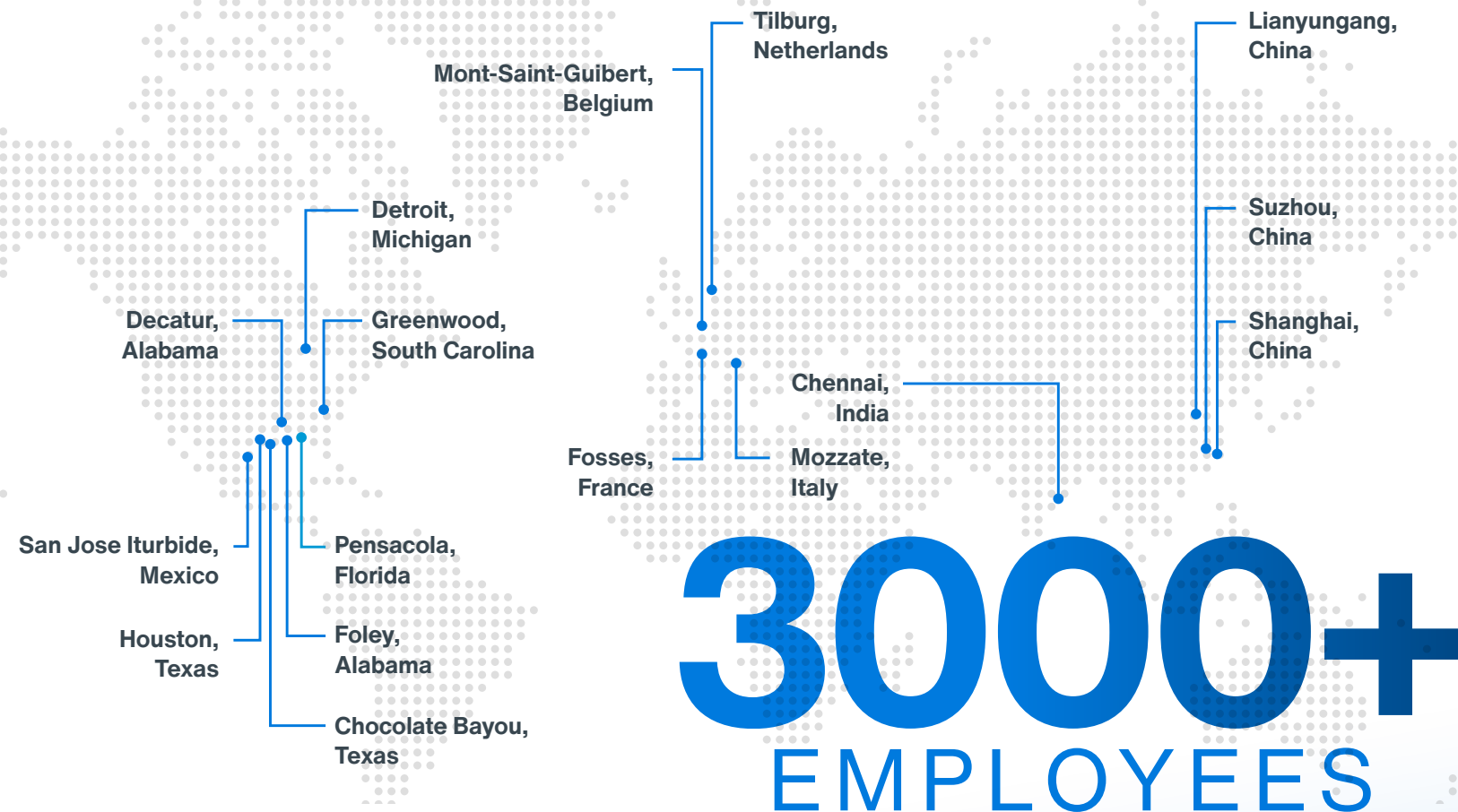
- We made the operations at all of our compounding sites carbon neutral
- We implemented energy and water teams across our sites to identify conservation opportunities to reach our 2030 Vision targets



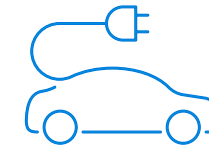
At A Glance

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.

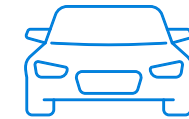
GLOBAL INNOVATION



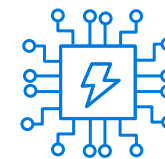
OUR MARKETS



E-MOBILITY



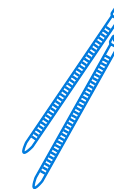
AUTOMOTIVE



ELECTRICAL & ELECTRONICS



CONSUMER & INDUSTRIAL



CABLE MANAGEMENT



HEALTHCARE



TEXTILES & SAFETY SYSTEMS



SPECIALTY CHEMICALS

PARTICIPANTS IN



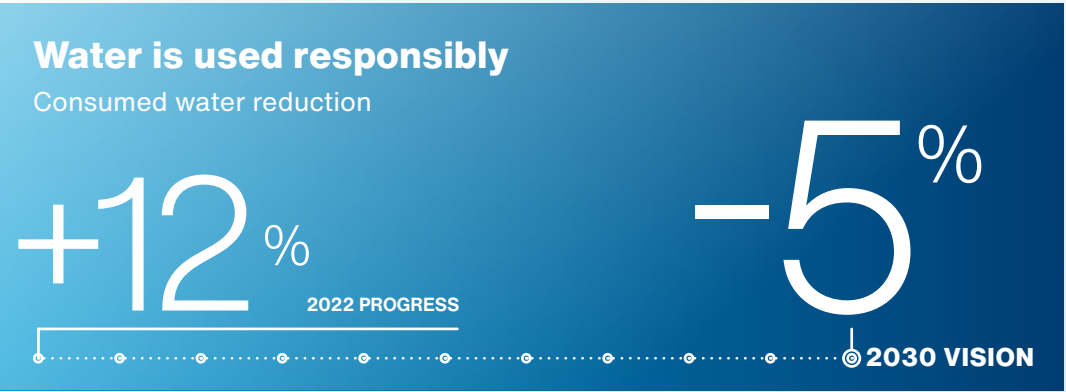
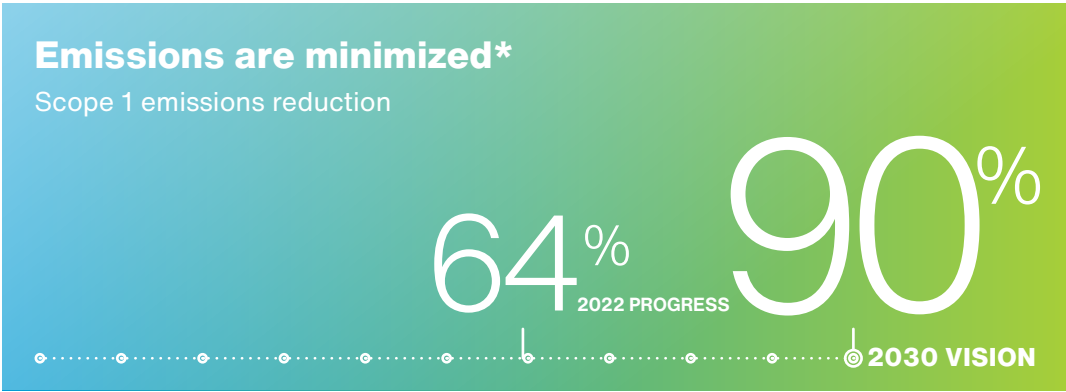
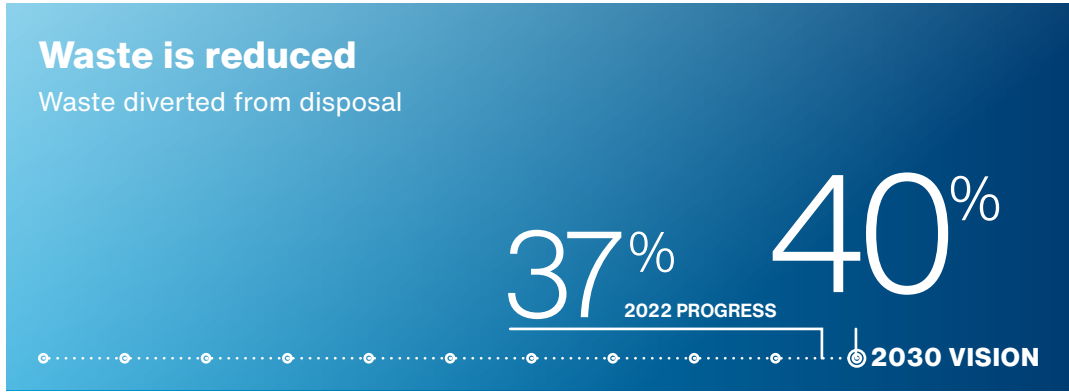
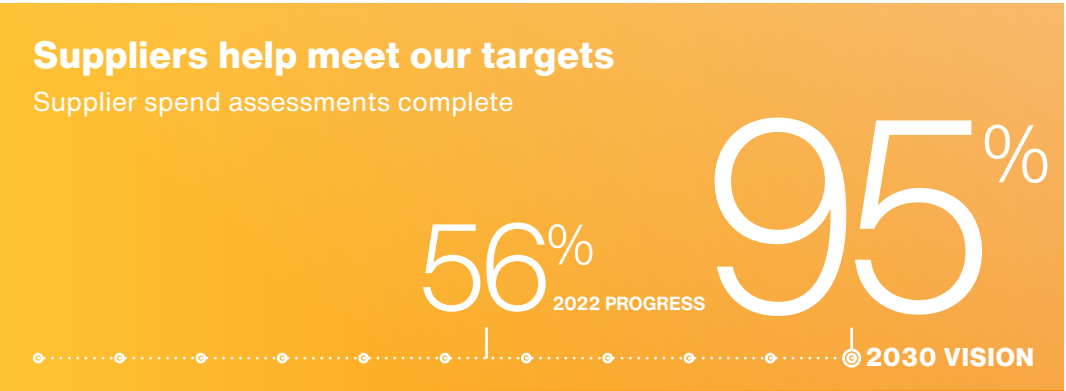
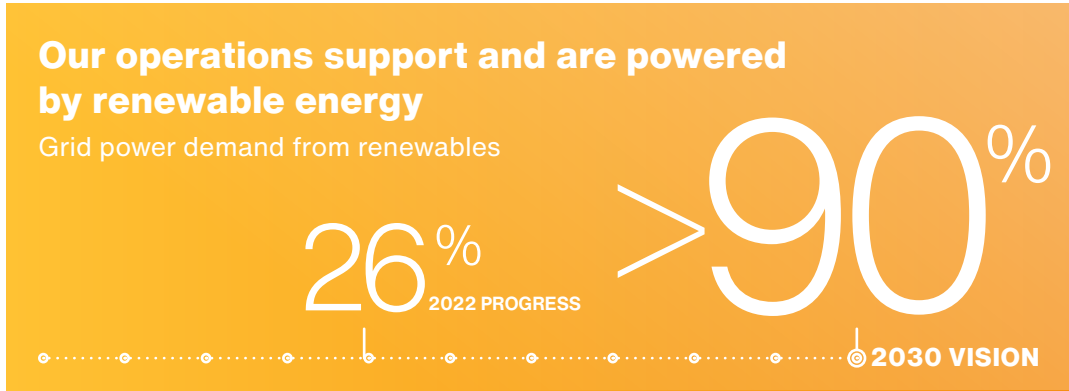
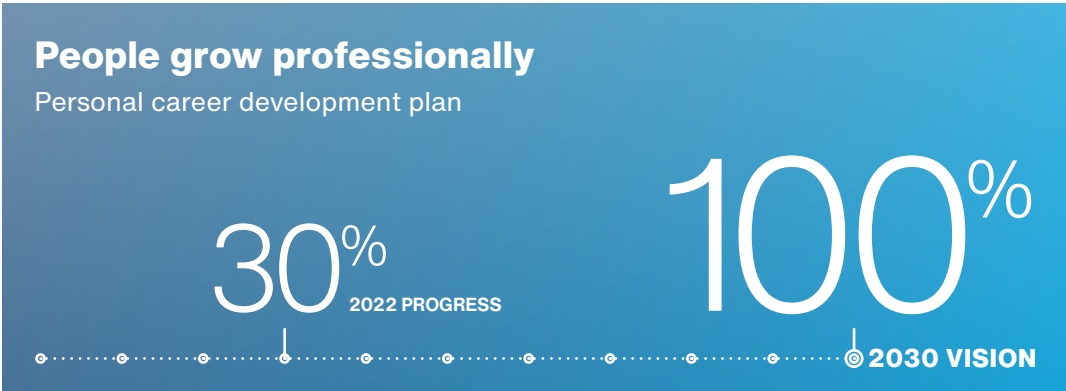


2030 Vision

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.



WE WANT TO BE A COMPANY WHERE:



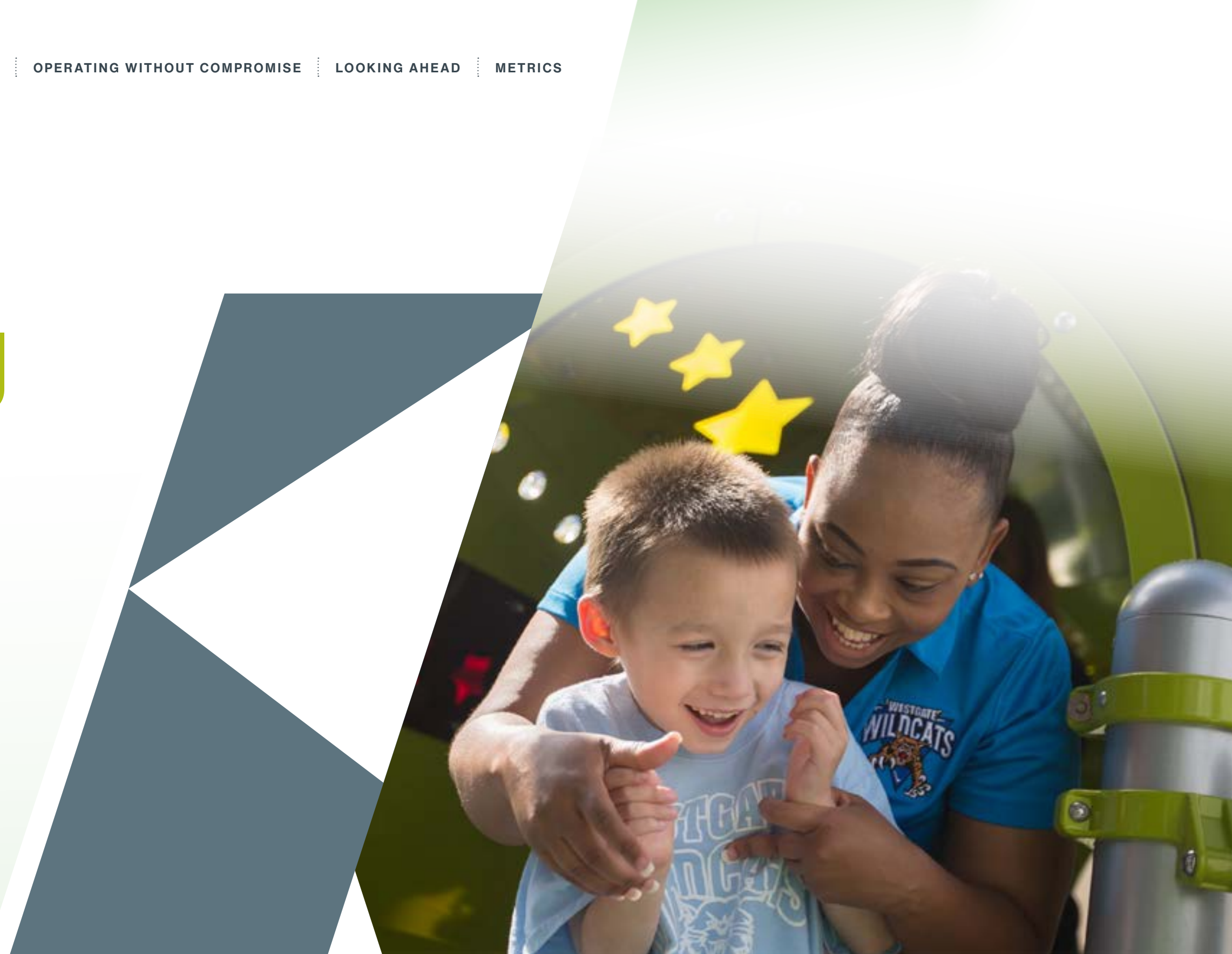
All 2030 Vision targets are against a 2018 baseline.

*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

- ▶ SAFETY
- ▶ CAREER DEVELOPMENT
- ▶ ASCEND CARES
- ▶ A2E
- ▶ CULTURE AND INCLUSION





Safety

COMMITMENT TO ZERO

At Ascend, we believe that it is possible to operate with zero incidents—zero injuries, zero process safety incidents and zero environmental releases. Our safety culture at Ascend operates based on our Commitment to Zero. Every day, we work together as one Ascend to accomplish our goal of zero.

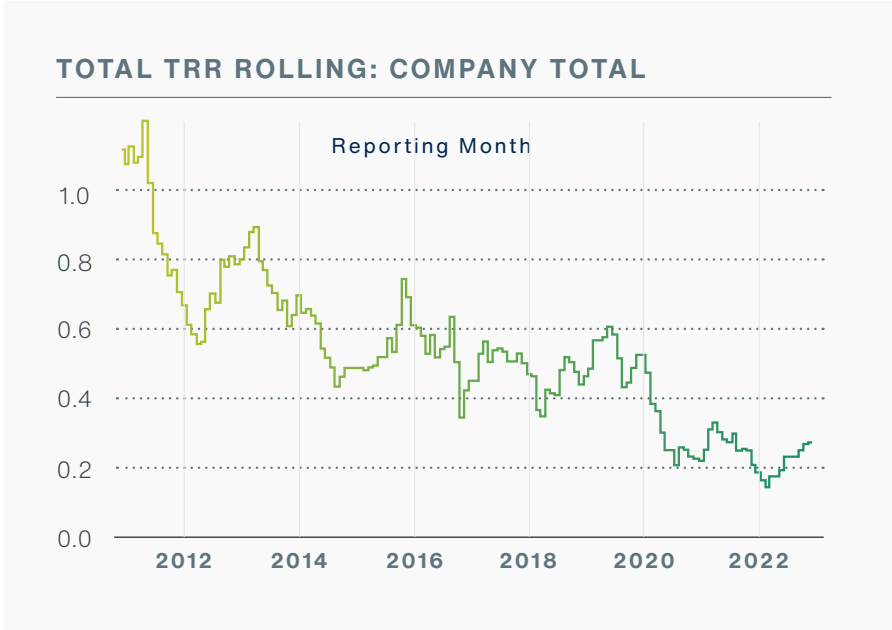


OSHA VOLUNTARY PROTECTION PROGRAM

Ascend voluntarily participates in OSHA's Voluntary Protection Program (VPP), a program which triennially inspects sites on their ability to outline and implement a comprehensive safety and health management system. Four Ascend sites—**Chocolate Bayou**, **Greenwood**, **Foley** and **Decatur**—have received OSHA VPP Star Certifications.



TRR



INJURY-FREE STREAK (NUMBER OF DAYS UP TO DEC. 31, 2022)

1168
TILBURG

907
SUZHOU

303
MOZZATE

ENVIRONMENTAL & PROCESS SAFETY





Safety

CONTINUED

HRP FOCUS

In 2018, as team members from across Ascend brainstormed how to reduce our injury rates, a common theme was found: many of our injuries resulted from a lack of hazard recognition. In response, Ascend implemented the Hazard Recognition Plus™ (HRP) thought process as a means of identifying hazards and empowering employees to stop unsafe work.

A large component to HRP is empowering employees to stop work if an action could potentially result in an injury. Our Pensacola site began a campaign in 2019 to enable employees with the confidence to stop the job (STJ) if they notice a potential hazard. These circumstances are logged and teams around the site are charged with permanently eliminating hazards. In 2022, the site reported around 25,000 STJ's. From fixing poor lighting to cutting down a dead tree that could be potentially dangerous, these STJ's enable our employees to take control of their work spaces and make them as safe as possible.

FOCUS ON HAND SAFETY

In 2022, the majority of our recordable injuries were hand related. These injuries were not related to a specific task or site. In response, from Pensacola to Tilburg, our sites have started hand safety campaigns as a global, one Ascend effort to educate employees on the potential hazards of working with their hands and to reduce injuries.



CHENNAI OVERHAUL

In May 2022, we purchased Formulated Polymers Limited, a family-owned compounding facility in Chennai, India. Some of our first investments in the site were to improve safety. We installed new air ventilation systems to improve air quality, standardized the protocols around safe operations and purchased new personal protective equipment, and hired a dedicated safety professional at the site. Since making our improvements, the site has not had a single recordable injury and near-misses are used to make further improvements.



2022 SAFETY AWARDS



AMERICAN CHEMISTRY COUNCIL:

Responsible Care Initiative of the Year Award



CSX:

Chemical Safety Excellence Award



TEXAS CHEMICAL COUNCIL:

Chocolate Bayou awarded the Sustained Excellence in Caring Award



FACILITY SAFETY AWARDS:

- Pensacola (Certificate of Honors)
- Greenwood (Certificate of Achievement)



TEXAS CHEMICAL COUNCIL:

Chocolate Bayou site was awarded the Occupational Safety Distinguished Service Award



TEXAS CHEMICAL COUNCIL:

Our Chocolate Bayou site director, Greg Blanchard, was awarded the Gerald R. Ehrman Award for Leadership in Safety Management

CHENNAI, INDIA



Career Development

2030 VISION:

We want our people to feel equipped with the tools they need to be leaders in our industry and empowered to change the world. Our 2030 Vision states our goal of having 100% of employees on a development plan, and 50% of our salaried employees in a mentoring program.

At Ascend, we are investing in the continued development of our most vital resource – our people. Ascend University exists to create a thriving learning culture that unlocks the potential of every employee, enables inspirational leadership and helps build lasting careers.

- **Professional** – Ascend University is an essential factor in our sustainability journey. To accomplish our goal of having every employee enrolled in a development plan, the professional branch of Ascend University offers certifications, mentorships, self-paced learnings and career development.
- **Leadership** – Developing leadership skills at Ascend is critical to helping our employees feel empowered and confident to do their job. From our sites to our corporate staff, Ascend University hosts various leadership development opportunities and programs.
- **Technical** – None of the performance materials we make would be possible without our innovative technology. Investing and developing our technical workforce is a key way we become better every day. Ascend University offers overview courses for every employee to develop their understanding and knowledge of chemical processes and procedures across our sites.

APEX PROJECT (100% CAREER DEVELOPMENT PATHS)

We know that nothing we do is possible without the ideas and efforts of our people – helping them become better every day is how we succeed together. In 2022, attendees at our annual APEX conference tackled how to create development plans for 100% of our employees to put them on the path of reaching their peak potential.



METRICS ON PEOPLE IN TRAINING PROGRAMS

53

Mentoring
partnerships

198

Employees involved
in training programs

PROJECT ASSIGNMENT HIGHLIGHT

Description: Project assignments allow our employees to experience various business functions around Ascend. These short-term projects offer opportunities for employees to work part-time in another department to learn new skills while helping meet goals.



“Ascend empowers each employee with the tools they need to make an impact. My project assignment with our communications team showed me the work that goes into sharing the story of Ascend and helped me build my communication skills.”

Annie McCormick, Business Product Manager



Ascend Cares

We care. It’s a value that is embodied by Ascend employees and portrayed in the ways we serve our communities through our foundation, Ascend Cares. The words sound feeble by themselves, but when hundreds of employees are dedicated to upholding this value, the simple words create a profound impact.

Through Ascend Cares, we make a difference in the lives of others. In 2011, when tornadoes tore through Decatur, Alabama, some of our employees lost everything. In response, their colleagues rallied around them to pick up the pieces. These employees would become the catalyst for Ascend Cares, kicking off over a decade of service and hands on work in our local communities.



ASCEND CARES FOCUS AREAS



Children's Health and Safety



Education



Housing



Hunger



Military

HARDSHIP GRANT HIGHLIGHTS

At Ascend, we have a passion for helping others – a passion that began from helping our people during a difficult time. Our foundation began in a time of hardship, when our employees adopted a “pass the hat” philosophy to bring quick relief to their colleagues. Since then, we have expanded on the way we are able to help when employees encounter difficult times through hardship grants.

2022 hardship numbers:

22

Hardship grants

\$46,857

Funds





Ascend Cares CONTINUED

COMMUNITY IMPACT GRANTS HIGHLIGHTS

Ascend Cares explanation: Community Impact Grants (CIGs) are one way we empower employees to become leaders in their communities. CIGs allow our people to get involved with causes they are passionate about and truly believe in while the foundation covers the associated costs.

2022 CIGs numbers:

103

CIGs
awarded

\$314,436

Invested back into communities
through CIGs

SCHOLARSHIP HIGHLIGHTS

The Ascend Cares Community Service Scholarship is available to the students of our employees who have a passion for community service and helping others.

2022 scholarship numbers:

111

Scholarships
awarded

\$163,273

Invested into the lives of
students



UKRAINE REFUGEE SUPPORT

At the beginning of 2022, the world watched as Russia invaded Ukraine, causing thousands of refugees to flee from their homes and into surrounding countries. Our Ascend Cares team in Tilburg immediately jumped in to bring some relief and joy to these families. **Ascend Cares provided sweets, coloring books, stuffed animals, hygiene items and clothes; the supplies were distributed to over 200 Ukrainian children.**





A2E

BETTER EVERY DAY WITH A2E

Ascend to entitlement, or A2E, is how we continuously improve Ascend. A collection of problem-solving tools, we apply A2E across the company to help us become better every day. Dozens of projects touching everything from HR and safety to sales and operations are seen through every year – many with sustainability improvements.



Some of the projects completed in 2022 were:

Supply chain life-cycle dashboard

A visual dashboard to track the carbon impact of our internal material shipments.

HRP coaching strategy for turnarounds

A plan developed to ensure our turnarounds were supported by Hazard Recognition Plus coaches and other resources to reduce the likelihood of safety incidents.

Combustible dust risk reduction

A set of new housekeeping standards, tool implementation and controls to reduce the buildup of combustible dust in our specialty polyamides production.

A2E CERTIFICATIONS

In 2022, we certified:

1

Design for Six Sigma black belt

8

Experts

43

Yellow belts

In total, we have:

78

Black belts

328

Experts

381

Yellow belts

WHITE BELT TRAINING

In 2022, we implemented a new level of A2E training designed to put A2E tools into more people's hands. White belt training gives a brief overview of how to use specific problem-solving tools, so more people can use A2E to solve everyday challenges.





Culture and Inclusion

BETTER EVERY DAY WITH INCLUSION

At Ascend, we believe that inclusion is at the heart of a culture that values people and celebrates differences. As one Ascend, we expect every employee to be accountable and willing to include all voices and perspectives.



CREATING AN INCLUSIVE CULTURE

At our Global Leadership Meeting last year, leaders from around our company met to discuss the ways that we can improve our people's experiences because conversations are the catalyst for change. As a result of the meeting, key actions were identified in how we can improve the experience of each employee, including extending our parental leave benefits.

As we continue to grow and evolve as a company, it is important that we remain focused on creating an environment where

everyone feels welcome, listened to and empowered to share new ideas or ask important questions. At Ascend, inclusivity is not just a buzzword or surface-level initiative – it's a core value that guides our organization.

For this reason, we recognize those who embody our values and create an inclusive culture.

RECOGNITION OF THOSE WHO EMBODY OUR VALUES

Inspiring Everyday Recipients

Our quarterly Inspiring Everyday recipients are selected based on how they embody the Ascend values. They encourage new ways of thinking, ask important questions and bring innovative ideas to the table. They inspire us, every day.

Asia Star Recognition

Our Asia region recognizes two individuals each quarter who demonstrate our values through their work and relationships with their peers. Our Asia Stars are selected based on their ability to promote inclusive practices in the workplace and create a culture where everyone feels valued.

Inclusion Champions

Inclusion Champions are chosen because they model inclusive behaviors. They understand that we all succeed when we care enough to see each other's differences as strengths and help one another grow as one Ascend. After being chosen, our Inclusion Champions receive training and educational sessions to learn skills help accelerate inclusion and leverage our diversity in a meaningful way.

GLOBALIZING A ONE ASCEND CULTURE

Our site's culture teams are responsible for promoting an inclusive work environment where everyone feels like they have the tools they need to succeed. In 2022, we worked to expand the reach of our culture teams across all regions, globally.

INCLUSION CHAMPION SPOTLIGHT



“At Ascend, everyone is welcome at the table.”

LaChell Unroe, HR Generalist, Culture and Inclusion Champion



OVERVIEW

EMPOWERING PEOPLE

INNOVATING SOLUTIONS

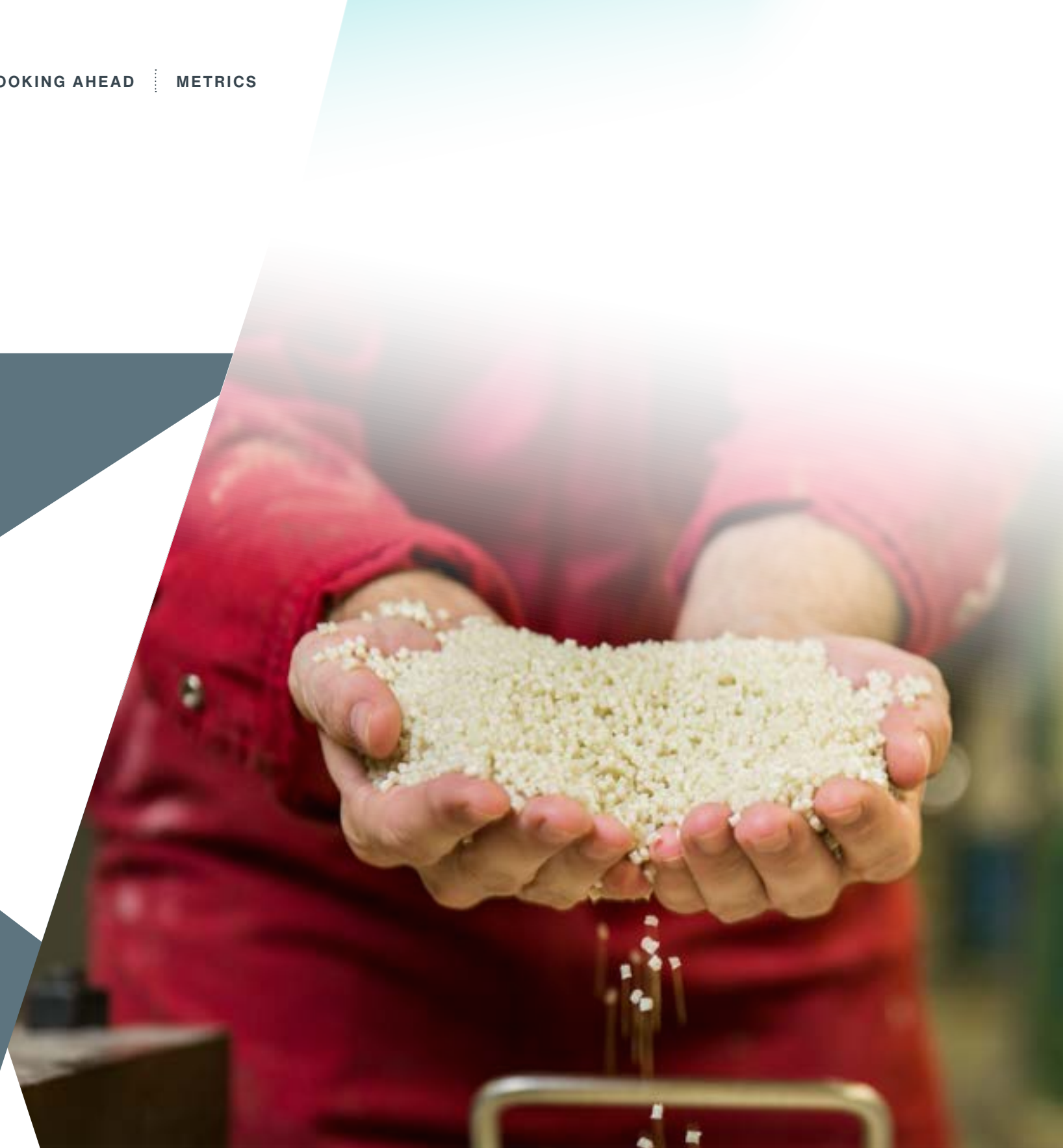
OPERATING WITHOUT COMPROMISE

LOOKING AHEAD

METRICS

Innovating Solutions

- ▶ RECYCLED PRODUCTS
- ▶ ENERGY
- ▶ CERTIFICATIONS AND LIFE-CYCLE ASSESSMENTS
- ▶ SUSTAINABLE PROCUREMENT



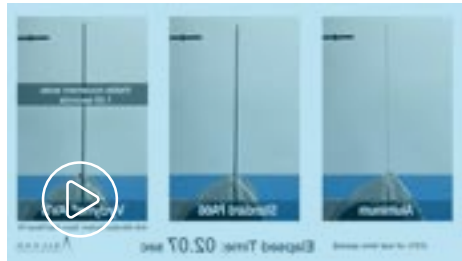


New Products

In 2022, we launched new products to help our customers reduce their carbon footprint, improve the safety and comfort of EVs, avoid food spoilage and reduce their carbon footprint.

VYDYNE® AVS

Almost nothing is more annoying than the high-pitched whine of an electric motor (it sounds like a mosquito buzzing in your ear). If we're going to tackle the 37% of global emissions generated from transportation every year, then electric vehicles can't sound annoying.



[Test video](#)

Vydine AVS dampens that high-frequency whine at the source, without the complexity of active noise cancellation or the weight of additional insulation.

REDEFYNE™

Recycled materials that perform well enough to withstand the conditions our nylons typically perform in are challenging to make. Thanks to the expertise of our colleagues at Poliblend by Ascend and the high-quality post-consumer recycled carpet from Circular Polymers by Ascend, our new ReDefyne recycled materials stand up to harsh conditions while also having a lower carbon footprint than virgin polymer.

STARFLAM® X-PROTECT

While EVs are safe, failures can happen. Given the amount of energy stored in an EV battery, that failure can be dangerous. Starflam X-Protect withstands direct exposure to flames over



[Flame test video](#)

1,100°C (over 2,000°F) for more than 15 minutes, allowing passengers to walk away from even a catastrophic failure of an EV battery.

HIDURA® LUX

Food packaging plays a critical role in reducing food waste and durable films play a critical role in reducing the amount of packaging required to protect feed. Our new HiDura LUX films are used to line cardboard packaging to keep juices, soups and other liquids fresher longer. They're also recyclable, further reducing waste throughout its lifecycle.

ACTEEV® AND FRESH NEW BEATS

The Reading Buccaneers Drum and Bugle Corps are hitting the competition circuit with style and a little more comfort thanks to uniforms made by G2 Performance with Acteev. The world-renowned corps' famously intricate uniforms are difficult to wash, but lining them with Acteev's no-odor technology will help keep them fresh throughout the competition circuit.





Energy

In our plants, we use two main types of energy: steam and electricity. We make all of our steam on-site but most of our electricity comes from the local electrical grids. We cannot directly change the grid to be more renewable, but in 2022 we undertook a few projects to make our energy mix less reliant on carbon-based fuels.

CHOCOLATE BAYOU SOLAR

2022 was the first full year our Chocolate Bayou acrylonitrile plant in Alvin, Texas, was 30% powered by solar through a power purchase agreement with Calpine. Our agreement helped make a solar farm in West Texas economically viable and today that electricity flows through the Texas grid.



CARBON-NEUTRAL COMPOUNDING

Since 2018, we have purchased six facilities throughout the world. Those six compounding sites joined our Foley, Alabama facility to produce our high-performance compounds across the globe. In 2022, we made the operations of those seven sites carbon neutral, including the energy (scope 2) through renewable energy credits.



DECATUR COGENERATION

We've written about our Decatur, Alabama, site replacing coal-fired boilers with cogeneration units in our previous sustainability reports. In 2022, that project won a sustainability award from the American Chemistry Council!

GREENWOOD STEAM LEAKS

In our Greenwood, South Carolina, plant a project to repair steam leaks throughout the site made our steam generation more efficient and helped save over 10,000 metric tons of CO_{2e} emissions last year.





Certification and Life-cycle Assessments

We are intent on creating long-lasting, meaningful improvements. We believe we have a vested interest in sustainability and we are committed to doing the right things. Fortunately, we are not alone in this and there are third parties we can rely on to guide us on best practices and certify our efforts.



CERTIFICATION

We are very good at creating and developing performance materials. Sometimes we rely on third-parties to show us how to do other things, especially in sustainability.

Certifications offer us the peace of mind that our efforts will be appropriate and meaningful, and they give our customers the assurance that what we are saying is independently verified and accurate.

For our ReDefyne recycled materials, SCS Global Services has certified our pre- and post-consumer recycled content, our chain-of-custody procedures and our manufacturing data to ensure that our product is what we represent it as.

Similarly, last year we achieved ISCC Plus certification for producing bio-based materials using a mass-balanced approach. This certification allows us to source bio-based raw materials and process them on our current equipment. It's a system that requires a particular process, as well as trust, and certification helps us with both.



LIFE-CYCLE ASSESSMENTS

As we make steady progress on reducing our scope 1 emissions*, we have begun to look at the carbon footprint of our products more closely. The life-cycle assessments we began in earnest in 2022 are showing us that scope 2 and 3 improvements are necessary and we have to start working on them with our energy, logistics and raw material suppliers.

Once we achieve our goal of an 90% reduction in our scope 1 greenhouse gas emissions, the lion's share of our product carbon footprint is in both energy and raw materials.

We have already begun working on lower-carbon raw materials with our suppliers, but there is clearly still work to be done. We intend to release our LCAs in 2023 to our customers as we continue to drive improvements throughout our company.

* 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.

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Sustainable Procurement

Our 2030 Vision focuses on the ways we are Advancing for All by creating sustainable practices that benefit everyone. The reality of creating more sustainable business practices is that we cannot do it alone. At Ascend, we believe that a large component of sustainability is accountability and progress – that’s why we are engaging our suppliers in meaningful dialogue to ensure we are all advancing, together.

2022 SUPPLIER & INNOVATION CONFERENCE

In 2022, we held our first Supplier & Innovation Conference where our procurement and technology teams met with suppliers and engaged them in meaningful discussions over our sustainable practices and expectations.



AN INCREASE IN OUR ACCOUNTABILITY

EcoVadis is how we hold our company accountable for the change we have promised to create. In 2022, our EcoVadis sustainable procurement score increased by 10 points.

STARTING THE CONVERSATION WITH SUPPLIER ASSESSMENTS

- In 2021, we implemented supplier assessments that took a closer look at the sustainable practices of our suppliers. 80% of our suppliers were asked to take the assessment. In 2022, 60% of these identified suppliers have submitted assessments, allowing us to start learning from each other and identifying areas of improvement.
- As a result of these assessments, we reached out to one of our suppliers who scored well on the assessment. Through honest and transparent conversations, Ascend is taking steps to learn best practices and how to responsibly procure our materials.

SETTING EXPECTATIONS

At Ascend, sustainability is a goal that guides our business and how we operate, which is why our policies, processes and practices are rooted in the sustainable promises we have made. Starting in 2022, all new Ascend contracts include sustainability clauses, which require our suppliers to conduct their business in a sustainable and socially responsible manner.





OVERVIEW

EMPOWERING PEOPLE

INNOVATING SOLUTIONS

OPERATING WITHOUT COMPROMISE

LOOKING AHEAD

METRICS

Operating Without Compromise

- ▶ EMISSIONS
- ▶ WATER
- ▶ WASTE





Emissions

NITRIC ACID ABATEMENT CATALYST

At Ascend, we are reducing our emissions through meaningful, long-lasting improvements in our operations and converting those emissions reductions into high-quality, permanent carbon offset credits. One of our current projects is to tackle N_2O emissions from our production by using a catalyst to convert the N_2O into nitrogen and oxygen – two harmless elements. This project will remove approximately 300,000 metric tons of CO_2 equivalent emissions annually.



ENERGY TEAMS AT THE SITES

Last year, we introduced our Energy Efficiency Excellence (EEE) program to all of our sites, a proactive initiative focused on identifying projects where we can reduce energy consumption, including steam, electricity and other areas. Teams of engineers have been assembled at each site and are actively working on projects aimed at reducing energy usage. Thanks to the efforts of our EEE teams, we have already made progress in identifying opportunities for energy conservation.

CARBON NEUTRAL OPERATIONS AT OUR COMPOUNDING SITES

Through a combination of process improvements and renewable energy and carbon offsets, we made the operations at our seven compounding sites in North America, Europe and Asia carbon neutral. Annually, this is equivalent to eliminating the emissions from 4,000 passenger vehicles.

Energy consumption and emissions reduction efforts recognized

- In 2022, Ascend was awarded the American Chemistry Council's (ACC) Responsible Care Initiative of the Year award for the transition from coal to cleaner energy at our Decatur, Alabama manufacturing facility through the implementation of three cogeneration units
- Additionally, Ascend received an energy efficiency award from the ACC for the adoption of solar power at our Chocolate Bayou site in Alvin, Texas which provides one-third of the electricity needed to power the site's production and is the equivalent to removing 3,250 cars from the road.



Water

CHANGES IN WATER TREATMENT AND RECOVERY

- Our Suzhou, China site incorporated a new wastewater treatment system to reduce hazardous waste generation. The site was able to decrease hazardous waste generation by more than 80% and cut costs associated with waste disposal.
- In Decatur, Alabama, our site improved our ability to remove solids from treated wastewater and made repairs to the site’s aeration system which allows for removal of remaining organics in the wastewater.
- Our plant in Tilburg, The Netherlands has set up a new program which allows wastewater generated at the site to be treated by an external waste company, ensuring the water is handled appropriately while also reducing the amount of wastewater. Additionally, the site has implemented updated actions to reduce the loss of plastic by installing baskets that capture pellets and prevent them from flowing into the environment..

WATER TEAMS WORK TO SAVE EVERY DROP

One of the goals embodied in our 2030 Vision is to reduce our water consumption by 5%, a goal that guides our actions and sustainability investments. In 2022, our Pensacola site put together a team dedicated to assessing and identifying water usage improvement opportunities at the site. In 2023, similar teams at the rest of our sites will be assembled to ensure accountability in achieving our 2030 goal.

TAKING ACCOUNTABLE ACTION TO REDUCE LOSS OF PLASTIC

Each of our sites are currently in the process of taking the pledge to Operation Clean Sweep, an international campaign that aims to eliminate plastic litter from waterways and other parts of the environment. As part of our commitment, Ascend has implemented new policies, protocols and training programs with the aim of minimizing pellet loss.





Waste

In 2022, we made significant progress on several of our 2030 Vision targets. The one we are closest to reaching is on minimizing waste, which is at 37% of our 40% target.

In the past two sustainability reports, we have highlighted Tracy Baldwin's work to reuse or recycle our wooden pallets and cardboard boxes, programs that are ongoing and expanding.

We have also previously written about our cogeneration units in Decatur, Alabama, which supply the site with both electricity and steam, and dramatically reduce our greenhouse gas emissions because they allow us to stop using coal-fired boilers. Another thing those units do is help us avoid millions of pounds of waste associated with using coal as a fuel.

The cogeneration units and other efforts at our Decatur facility resulted in over seven million pounds of waste not being generated at that site alone.

To date, Circular Polymers by Ascend has diverted over **80 million** pounds of carpet from going to the landfill and has instead turned it into usable product.

Furthermore, we acquired a majority stake in Circular Polymers, a recycler of post-consumer carpet. Circular Polymers by Ascend has diverted tens of millions of pounds of carpet from the landfill since 2018, and we hope to expand their capacity further.

After greenhouse gas emissions, waste is our highest environmental priority and we look forward to tackling it further not only in our operations, but also for our customers.





Looking Ahead

As Phil mentioned at the beginning of this report, we think a lot about progress. That progress is a direct result of our people's hard work and determination to accomplish our strategy, or as we say at Ascend, "Strategy happens through people."

Before we look ahead, it is important to recognize the progress our people have achieved in sustainability. From the teams who lowered our carbon emissions with our cogeneration project in Decatur and our nitrous oxide abatement in Pensacola, to the thousands of people who worked safely and lowered our total recordable injury rate over the past several years, thank you for making sustainability happen at Ascend and Advancing for All.

IMPROVING PRODUCT CARBON FOOTPRINT

In 2023, we will complete life-cycle assessments for our products. The process of compiling and understanding the carbon footprint of our products has been complex. It has also highlighted areas where we should begin shifting our focus as we complete the major improvements on our scope 1 emissions.

The LCAs have shown us that there is tremendous opportunity in reducing the scope 2 and 3 emissions, those are the emissions tied to the energy and raw materials used to make our products.

We've already begun to reduce our scope 2 emissions through a power purchase agreement of solar power for about 30% of [our electricity supply in Chocolate Bayou](#) and through [renewable energy credits for our compounding operations globally](#).

For scope 3 emissions, we are working with our suppliers to develop lower-carbon raw materials, we [purchased a majority stake of Circular Polymers by Ascend](#) to secure our supply of end-of -life

polymer and we [achieved ISCC+ mass-balance certification](#) for bio-based, circular and bio-circular feedstocks.

Over the next few years, we intend to continue investing in clean energy and sustainable raw materials. However, we cannot do it alone. Our suppliers and our customers play an integral role in bringing new and small-scale technologies into the mainstream.

OPERATING MORE SAFELY

We have made significant progress in reducing the number and frequency of personal injuries at our sites. Many of our sites crossed a record number of injury-free days. But our goal is zero and unfortunately, in 2022, we saw an uptick in hand injuries across our sites.

Our environment, safety, security and health team is developing a solution based on an analysis of the injuries and working on bolstering our use of Hazard Recognition Plus™ to prevent personal injuries. Like sustainability, safety is an area that requires continual improvement to both achieve and maintain our goals.

INVESTING IN OUR COMMUNITIES

Since 2011, the Ascend Cares Foundation has provided support to our people and our communities. Last year we invested nearly \$2 million into our communities and our people volunteered for over 18,000 hours helping our community partners serve people in need.

Our 2030 Vision has a target of 100% participation in Ascend Cares. As we have become a more global company, that means we need to expand Ascend Cares across our manufacturing

footprint. That includes not only introducing Ascend Cares to our new colleagues, but also showing our people the value our contributions and volunteering bring to our communities every year.

CONTINUED PROGRESS

This is by no means an exhaustive list of what's ahead. We continue to work on improving our use of water resources, our people's careers and countless other projects that make us a more sustainable company every day.

We look forward to sharing some of those initiatives with you in our 2023 sustainability report.

Thank you for your support of our efforts.

Chris Johnson
Sr. Sustainability Director





Our 2022 Sustainability Report conforms to the Global Reporting Initiative Standards: Core Option (2016) to ensure transparency, accountability and consistency. The Global Reporting Initiative is an independent international standards organization focused on helping businesses, governments and other organizations understand and communicate their impacts across environmental, societal and governance issues.

GRI 2: General Disclosures 2022				
The organization and its reporting practices		Sub Categories	Answers	Information Links
2.1	Organizational Details	Organizations name	Ascend Performance Materials Holdings Inc.	
		Nature of ownership and legal form	Ascend is a private company owned by SK Titan Holdings LLC	
		Headquarters location	Houston, Texas, USA	
		Operations Location	United States, Mexico, China, Netherlands, France, Italy, India	
2.2	Entities included in the organization's sustainability reporting	Entities included in sustainability reporting	This report includes all entities under Ascend Performance Materials Holdings, Inc.	
		Differences between the list of entities included in financial reporting and sustainability reporting	Ascend is a privately owned company and does not publicly disclose audited financial information.	
		Approach used for consolidating the information from multiple entities	<p>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.</p> <p>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.</p>	
2.3	Reporting period, frequency and contact point	Reporting period and the frequency of sustainability reporting	This is an annual sustainability report that follows the calendar year. This report covers the reporting period January 1, 2022 to December 31, 2022. Ascend has reported in accordance with the GRI Core Option Standards for the period 2022.	
		Reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason	Ascend Performance Materials is a privately owned company and does not publicly disclose audited financial information.	
		Publication date	This report was published in September 2023.	
		Specify the contact point for questions	To learn more about Ascend's sustainability journey and 2030 vision, please visit https://www.ascendmaterials.com/sustainability	
Activities and workers		Sub Categories	Answers	Information Links
2.6	Activities, value chain and other business relationships	Activities, value chain and other business relationships	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 & intermediate chemicals.	
		Significant changes in 2-6-a, 2-6-b, and 2-6-c	No significant changes.	
2.7	Employees	Total number of employees	Approximately 3,000 employees	
		Methodologies and assumptions used to compile the data	The total number of employees is based on the number of full-time head count at the end of the reporting period.	
		Significant fluctuations in the number of employees	Not applicable, Ascend's first year reporting	

Governance			Answers	Information Links
2.9	Governance structure and composition	Details on governance structure and composition	The Board of Directors is our highest governance body and is composed of four members including our Chief Executive Officer and three SK Capital members. Our senior leadership team (SLT) which is led by our CEO is our highest internal governance body and includes our Chief Financial Officer, Chief Integrated Supply Chain Officer, Chief Transformation Officer, Chief Commercial Officer, Chief Human Resources Officer, Chief Technology Officer and General Counsel	
		List of committees of highest governance body	Our Risk and Audit Committees are responsible for overseeing the company's impacts on the economy, environment and people.	
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:	The executive leadership team reviews our environmental, social, and economic impacts every quarter. This team develops the company's overall strategy and ensures that it aligns with our sustainability strategy and targets.	
		Describe the role of the highest governance body in overseeing the organization's due diligence:	The executive leadership team engages with its stakeholders on a regular basis.	
		The role of the highest governance body in reviewing the effectiveness of the organization's processes	The Board of Directors and executive leadership team have a quarterly review to track our performance related to our sustainable development. In addition, our Board of Directors has a monthly meeting to discuss multiple topics that may include our sustainability targets.	
2.13	Delegation of responsibility for managing impacts	Process and frequency of senior executives or other employees reporting back to the highest governance body	Senior executives meet with the Board of Directors on a quarterly basis at minimum and as-needed otherwise.	
2.14	Role of the highest governance body in sustainability reporting	Is the highest governance body responsible for reviewing and approving the reported information on the sustainability report	Our Board of Directors meets quarterly to review key metrics and material topics.	
2.15	Conflicts of interest	Processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated	Our Risk and Audit Committees are responsible for preventing and mitigating conflicts of interest.	Business Code of Conduct
		Report whether conflicts of interest are disclosed to stakeholders	Our business code of conduct and our supplier code of conduct contain guidelines to prevent conflicts of interest. Any conflicts of interest that arise are dealt with according to the guidelines and disclosed to stakeholders in our quarterly representation letter and/or on an as-needed basis.	Business Code of Conduct Supplier Code of Conduct
2.16	Communication of critical concerns	How the critical concerns are communicated to the highest governance body	Critical concerns are communicated to our Board of Directors on a quarterly basis and otherwise as needed.	
		Total number and the nature of critical concerns	Zero reported incidents	

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GRI 2: General Disclosures 2022				
Governance		Sub Questions	Answers	Information Links
2.24	Embedding policy commitments	Describe how policy commitments for responsible business conduct are embedded	Ascend embeds our policy commitments for responsible business in our Employee Handbook, Code of Business Conduct and Ethics and our Supplier Code of Conduct. All suppliers shall adhere to our supplier code of conduct, and 100% of our full-time employees have completed their Compliance and Ethics training, which is renewed on an annual basis.	
2.25	Processes to remediate negative impacts	Commitments to provide for or cooperate in the remediation of negative impacts	Please refer to our Business Code of Conduct.	Business Code of Conduct
		Approach to identify and address grievances	We are dedicated to providing our employees the support and advice needed to comply with the Business Code of Conduct, corporate-level policies and applicable laws and regulations. We have an ethics hotline, a confidential reporting option provided by a third-party service, that is available via phone and online.	Business Code of Conduct
		Processes by which the organization provides for or cooperates in the remediation of negative impacts		Business Code of Conduct
		Stakeholder involvement in grievance mechanism	We review and measure the effectiveness of our grievance mechanisms with our stakeholders through the following methods: employee culture surveys, exit interviews, and sustainability materiality assessments. We use feedback collected to make changes to the grievance process when appropriate.	Business Code of Conduct
2.26	Mechanisms for seeking advice and raising concerns	Mechanisms for seeking advice and raising concerns	Actual or suspected violations of the Ascend Code of Business Conduct and Ethics, policies or applicable laws and regulations may be reported through the Ascend Ethics Hotline which is operated by a third party provider and allows anonymous reporting 24 hours per day, 7 days per week.	
2.27	Compliance with laws and regulations	Total number and the monetary value of fines for instances of noncompliance with laws and regulations	No material violations	
		Fines for instances of non-compliance with laws and regulations	No material violations	
		Significant instances of non-compliance	None	
2.28	Membership associations	Membership associations	Ascend participates in the American Chemistry Council, Texas Chemical Council, United Nations Global Compact, Plastics Europe, Operation Clean Sweep, Polyvia and AIGPF.	
2.29	Approach to stakeholder engagement	Approach to engaging with stakeholders	<p>We are committed to engaging stakeholders with transparency and accurate information, including our employees, communities, customers, and other external stakeholders. We frequently share details of our business, community involvement and sustainability efforts on the major social media platforms and annual sustainability report.</p> <p>We engage our employees with quarterly town halls hosted by our CEO who shares financial, safety and community impact data. Conference call updates from our headquarters on a variety of topics are held weekly on Monday and Friday, and all employees are invited to regular skip level meetings with their manager's leader. In addition, our communication team sends out a Monday message via email to all our employees with important company updates and news.</p> <p>We engage our communities through community advisory panels that invite neighbors to receive upates and ask questions, and through the work of the Ascend Cares Foundation, which supports hundreds of community nonprofit organizations around the world each year.</p> <p>We engage our customers through industry organizations, business development services and product technology support. We work closely with customers to understand their circular product requirements and future sustainability needs.</p>	

Stakeholder engagement			Answer	Information Links
2.30	Collective bargaining agreements	Collective bargaining agreements	At our European sites, where applicable, we have an employee representatives body, also referred to as a Work Council, that meets regularly to discuss working conditions, health and safety and business results. In other sites we have a professional human resources team that is constantly working with our employees and leaders to improve working conditions for our employees.	
		Provide policy commitment links or explanation	Please refer to our Business Code of Conduct.	Business Code of Conduct
		Commitment approval Level	Our policy commitments are approved by the most senior executive of our organization, the Chief Executive Officer.	
		Extent to which the policy commitments apply to the organization's activities and to its business relationships	Our policy commitments apply to our own operations and our supply chain. Please refer to our Business Code of Conduct for commitments to our own operations and our Supplier Code of Conduct for commitments to which our suppliers shall comply.	Business Code of Conduct Supplier Code of Conduct
		How are the policy commitments are communicated to workers, business partners, and other relevant parties	We communicate our policy commitments internally through our annual compliance trainings and externally through our publicly available supplier code of conduct.	
GRI 3: Material Topics 2022				
Disclosures on material topics		Sub Questions	Answer	Information Links
3.1	Process to determine material topics	Describe the process it has followed to determine its material topics, including: 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 2023	
3.2	List of material topics	List its material topics;	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	
		Report changes to the list of material topics compared to the previous reporting period.	NA	

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Economic				
GRI 205: Anti-corruption		Sub Questions	Answer	Information Links
3.3	Management of Material Topics	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. Corruption poses substantial legal and reputational risks to our business and hinders growth while increasing costs. We understand that addressing this systemic issue requires collective action, and thus, we annually renew our commitment to the UN Global Compact's ten principles.	
		Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationship	In order to minimize any adverse effects, we take proactive measures by providing annual anti-corruption training to our team members. Additionally, we make it mandatory for our associates to acknowledge their compliance with our Code of Conduct on an annual basis, which explicitly includes a commitment to combat corruption. These steps help us maintain a strong ethical foundation and avoid negative impacts to business relationships.	
		Policies or commitments regarding the material topic	Please refer to our Business Code of Conduct and Supplier Code of Conduct for our specific policies and commitments.	
		Actions taken to manage the topic and related impacts	Our ethics and compliance function is overseen by the Board of Directors, Chief Executive Officer, Vice President of ESSH, General Counsel, and Sr. 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 according to our code of conduct.	
		Information about tracking the effectiveness of the actions taken	We monitor key performance indicators on anti-corruption training, views of our anti-corruption policy, policy audit(s) and anti-corruption risk assessments.	
		How engagement with stakeholders has informed the actions taken	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. We have extended ethics training to all associates, and we regularly issue stakeholder reminders on ethical topics.	
205-2	Communication and training about anti-corruption policies and procedures	Broken down by employee category and region	100%	
		Broken down by employee category and region.	100%	
		Total number and percentage of employees that have received training on anticorruption	Ascend provides an annual compliance training that includes our policy to fully comply with the Foreign Corrupt Practices Act, as well as all applicable anti-corruption laws and regulations. 100% of our governance body members completed this compliance training in 2022.	

205-3	Confirmed incidents of corruption and actions taken	Total number and nature of confirmed incidents of corruption.	Zero incidents	
		Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	Zero incidents	
		Total number of incidents with business partners were contract was terminated or not renewed	Zero incidents	
		Public legal cases regarding corruption brought against the organization or its employees	Zero incidents	
GRI 206: Anti-competitive Behavior		Sub Questions	Answer	
3.3	Management of Material Topics	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 ethics 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.	
		Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationship	To mitigate negative impacts, we provide annual anti-competition training to associates and include it in onboarding ethics and compliance training for new hires. Compliance with our Code of Conduct, including fair competition commitments, is acknowledged annually.	
		Policies or commitments regarding the material topic	Please refer to our Business Code of Conduct and Supplier Code of Conduct for our specific policies and commitments.	Business Code of Conduct Supplier Code of Conduct
		Actions taken to manage the topic and related impacts	Our ethics and compliance function is overseen by the board of directors, our chief executive officer, our vice president of ESSH 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 according to our code of conduct.	
		Information about tracking the effectiveness of the actions taken	We monitor key performance indicators related to anti-competition training, policy views, policy audits, and reports to our ethics hotline.	
		How engagement with stakeholders has informed the actions taken	To protect stakeholder interests, we provide access to our internal ethics hotline for associates and external parties.	

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Economic				
GRI 206: Anti-competitive Behavior		Sub Questions	Answer	Information Links
206-1	Communication and training about anti-corruption policies and procedures	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None	
3.3	Management of Material Topics	Potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	Manufacturing is an energy-intensive industry. However, manufacturing provides essential goods and useful products and provides jobs in our communities. For this reason, our 2030 vision and mission statement state that we create performance materials that improve the quality of life today and inspire a better tomorrow.	
		Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationship	In our 2030 vision, we have set a 90% greenhouse gas emissions reduction and renewable energy goal in order to reduce negative impacts related to energy consumption. We use a One Ascend approach to collaborate across different departments across the organization to develop a strategy that incorporates various projects to meet our long term targets.	
		Policies or commitments regarding the material topic	Our 2030 vision includes ambitious goals for our scope 1 and scope 2 emissions: an 90% reduction in our direct operational emissions (scope 1) and an increase of renewable energy to over 90%. Guided by our sustainability policy, we communicate our commitment to sustainability to employees, contractors, suppliers, customers, and stakeholders, outlining our approach and plans for progress. Furthermore, our supplier sustainability policy actively involves our suppliers in advancing their own sustainability objectives.	
		Actions taken to manage the topic and related impacts	<p>To enhance our energy efficiency, we have dedicated energy teams at our primary US facilities, actively seeking opportunities for improvement. Our roadmap for increasing renewable energy from the grid is developed through collaboration with our procurement teams, operations, and utility providers. We foster collaboration among multiple teams, including operations, technology, process engineering, capital projects, and sustainability, to identify and capitalize on environmental impact reduction opportunities through both short-term and long-term investments.</p> <p>We are focused on our 2030 vision, diligently tracking our progress on both scope 1 and scope 2 goals. Our major operations / sites have a dedicated energy team to execute projects to improve our plant's energy efficiency, and we have also invested in large projects to significantly reduce our scope 1 emissions in the last 1-2 years. These projects include improving our emissions control efficiency in our processes. As a result, we have already achieved a ~64% reduction in our scope 1 emissions. In addition, our significant scope 2 reduction, reflected in 302-1 is due to our transition from coal fired boilers to natural gas fired cogeneration units, which provide a majority of the Decatur site's electricity demand while also giving the benefit of providing steam byproduct used at the site.</p> <p>Please refer back to the Operating without Compromise section of our sustainability report for more details.</p>	
		Information about tracking the effectiveness of the actions taken	<p>Our 2030 vision tracks our overall annual progress on scope 1 (direct emissions / energy consumption) and scope 2 (renewable energy) goals/targets.</p> <p>Our internal scope 1 and scope 2 roadmaps individually track each site's energy consumption. Our scope 1 emissions calculation is based on what we report to regulatory bodies including the United States Environmental Protection Agency (EPA) and Alabama Dept of Energy Management (ADEM), and our scope 2 emissions calculation is based on the Greenhouse Gas Protocol.</p> <p>We continue to standardize our reporting and use different tools to streamline and automate our data collection system in order to better track our progress.</p>	
		How engagement with stakeholders has informed the actions taken	We asked our stakeholders for input on the sustainability efforts meaningful to them through a materiality assessment. That assessment led to the development of our focus areas and sustainability pillars: Empowering People, Innovating Solutions and Operating Without Compromise"	

Environmental								
GRI 302: Energy		Sub Questions	Answer					Information Links
302-1	Energy consumption within the organization	Total Energy Consumption:	2018 restated	2019 restated	2020 restated	2021 restated	2022	
		Total non-renewable fuel consumption [MWH]	2,374,000	1,636,000	1,503,000	1,714,000	628,000	
		Total renewable fuel consumption [MWH]	-	-	-	1,860	66,463	
		Energy Consumed:	2018	2019	2020	2021	2022	
		Electricity consumption [MWh]	1,174,000	1,158,000	1,113,000	1,248,000	685,000	
		Heating consumption [MWh]	0	0	0	0	0	
		Cooling consumption [MWh]	0	0	0	0	0	
		Steam consumption [MWh]	-	-	-	-	-	
		Energy Sold:	2018	2019	2020	2021	2022	
		Electricity sold [MWh]	-	-	-	-	-	
		Heating sold [MWh]	0	0	0	0	0	
		Cooling sold [MWh]	0	0	0	0	0	
		Steam sold [MWh]	-	-	-	-	-	
		Total energy consumption [MWh]	3,548,000	2,794,000	2,616,000	2,963,860	1,379,463	
		Standards, methodologies, & assumptions used	<p>The energy consumption is based on purchased fuels combusted onsite. This does not include byproducts that are combusted onsite.</p> <p>We have taken a conservative approach to our renewable energy consumption because it is only based on the purchase of renewable energy attributes and not the actual grid mix. As a result, our actual renewable energy consumption is higher.</p>					
		Source of the conversion factors used	The conversion factors are based on guidance provided by carbon disclosure project (CDP).					
302-3	Energy intensity	Energy intensity [mton CO2e / mton production]	3.4	2.3	3.6	2.7	1.5	
		*includes carbon offsets generated						
		Denominator (mton production)	The denominator is based on "production" as defined by the American Chemistry Council.					
		Numerator (mton CO2e)	Types of energy included in the intensity ratio: fuel and electricity					
		Energy consumption within or outside the organization	The energy intensity only includes energy consumption within Ascend.					

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Environmental				
GRI 302: Energy		Sub Questions	Answer	Information Links
3.3	Management of Material Topics	Potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	Manufacturing is high water-intensive industry, but plays a crucial role in producing essential everyday items and generating employment opportunities in our communities. In line with our 2030 vision and mission statement, we are committed to developing performance materials that enhance the present quality of life while inspiring a better future.	
		Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationship	In our 2030 vision, we have set a 5% water intensity goal in order to reduce negative impacts related to water consumption.	
		Policies or commitments regarding the material topic	<p>As stated in our 2030 vision, we aim to achieve a 5% reduction in our overall water consumption intensity. We have changed our water target from an absolute value to an intensity value to have a more accurate representation of our water usage by accounting for production, new acquisitions, and other factors that may impact the absolute value. Our sustainability policy serves as a comprehensive guide, outlining our approach to sustainability and communicating our commitment to all stakeholders, including employees, contractors, suppliers, and customers, as we work to advance together for all.</p> <p>The 12% increase in water consumption intensity from the baseline year is related to planned major turnarounds at our three largest U.S. facilities. The turnarounds were essential to improve overall operational reliability. It is important to note that there is a fixed water consumption unrelated to production rates, so it is natural for water consumption to be higher during turnarounds. As we move into 2023, we look forward to the enhanced environmental benefits from having safer, more reliable and efficient operations at our sites.</p>	
		Actions taken to manage the topic and related impacts	We have conducted a comprehensive water body risk assessment using the World Resource Institute (WRI) Aqueduct tool across all our facilities. Based on the assessment, it has been determined that the majority of our operations are situated outside water stress areas. For sites with higher water consumption, we have identified specific areas and opportunities to implement water reuse and recycling practices within our processes. Furthermore, we have established rigorous procedures and processes to guarantee that water discharged back into the environment meets strict standards for cleanliness and safety.	
		Information about tracking the effectiveness of the actions taken	As part of our 2030 vision, we closely monitor our overall annual progress towards our water consumption intensity goal. Furthermore, we diligently track water consumption at each of our individual sites to identify potential areas for implementing water reduction initiatives and projects, aiming to drive continuous improvements in our water conservation efforts. The increase in water consumption intensity from the baseline year is related to planned turnarounds at our major facilities located in the United States. The turnarounds were completed in order to improve overall operational reliability. It is important to note that there is a fixed water consumption unrelated to production rates, so it is natural for water consumption to be higher during turnarounds. As we look forward to 2023, we seek to capture the environmental benefits from having safer, more reliable operations at our sites.	
		How engagement with stakeholders has informed the actions taken	We asked our stakeholders for input on the sustainability efforts meaningful to them through a materiality assessment. That assessment led to the development of our focus areas and sustainability pillars: Empowering People, Innovating Solutions and Operating Without Compromise.	

GRI 303: Water and Effluents			Answer					Information Links
303-3	Water withdrawal	Total Water Withdrawn:	2018	2019	2020	2021	2022	
		Surface water [MGAL]	43,409	42,454	40,464	43,660	40,996	
		Groundwater [MGAL]	2,984	2,913	2,626	3,097	2,949	
		Seawater [MGAL]	0	0	0	0	0	
		Produced water [MGAL]	-	-	-	-	-	
		Third-party water [MGAL]	1,806	1,878	1,776	2,012	1,937	
		Total Water Withdrawn from water stressed areas:	2018	2019	2020	2021	2022	
		Surface water [MGAL]	0	0	0	0	0	
		Groundwater [MGAL]	0	0	0	0	0	
		Seawater [MGAL]	0	0	0	0		
		Produced water [MGAL]	0	0	0	0		
		Third-party water [MGAL]	0	0	0	1.51	3.6	
303-4	Water discharge	Total Water Discharged:	2018	2019	2020	2021	2022	
		Surface water [MGAL]	41,378	41,023	38,600	41,761	39,541	
		Groundwater [MGAL]	0	0	0	0	0	
		Seawater [MGAL]	0	----	----	----	----	
		Third-party water [MGAL]	276	190	249	289	265	
		Standards, methodologies, and assumptions used	The water data collected is based on onsite metered readings, utility invoices, and estimations.					
303-5	Water consumption	Total water consumption [MGAL]	2018	2019	2020	2021	2022	
		Total water consumption from all areas [MGAL]	6,545	6,033	6,017	6,719	6,077	
		Total water consumption from water stressed areas [MGAL]	This is not applicable because the facilities are not located in high water stress areas. The water stress for each facility was evaluated using the World Resource Institute's (WRI) Aqueduct Tool and World Wildlife Fund's (WWF) Water Risk Filter Tool.					
		Changes in water storage	There were no significant water-related events in 2022 that would have made a significant impact in the water storage.					
		Standards, methodologies, and assumptions used	The water data collected is based on onsite metered readings, utility invoices and estimations.					
			2018	2019	2020	2021	2022	
Additional	Water Consumption Intensity	Water consumption intensity [Mgal water / Mlbs production]	0.78	0.80	0.93	0.81	0.87	
		Denominator [Mlbs production]	The denominator is based on "production" as defined by the American Chemistry Council.					

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Environmental				
GRI 304: Biodiversity			Answer	Information Links
3.3	Management of Material Topics	Potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	We take our commitment to the UN Global Compact seriously and acknowledge that biodiversity is critical to our environment. Because we are committed to protecting life below water and life on land, we continuously monitor our greenhouse gas and waste emission points to drive improvements at the source.	
		Policies or commitments regarding the material topic	As detailed in our 2030 Vision, we are committed to a 40% reduction in waste and an 90% reduction in scope 1 emissions by 2030.	
		Actions taken to manage the topic and related 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.	
		Information about tracking the effectiveness of the actions taken	Dedicated teams at each of our sites proactively mitigate waste across all categories. We maintain a continuous monitoring system for TRI and GHG emissions, enabling us to promptly respond and address any process upsets effectively. Additionally, robust controls are implemented to prevent spills from escaping containment measures, ensuring the containment of any potential environmental incidents.	
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	We have three sites adjacent to protected areas: Our Decatur, Alabama, manufacturing facility, whose main products are Adiponitrile and Hexamethylene Diamine, is located across the Tennessee River from the Wheeler National Wildlife Refuge and Wildlife Management Area and Swan Creek Wildlife Management Area. Our Decatur facility is approximately .75 square miles and is located approximately 2 miles from Swan Creek Wildlife Management Area and approximately 3.5 miles from Wheeler National Wildlife Refuge and Wildlife Management Area. Swan Creek Wildlife Management Area is approximately 13.75 square miles and Wheeler National Refuge and Wildlife Management Area is approximately 55 square miles. Our Pensacola, Florida, manufacturing facility, whose main products are Nylon 6,6 and Hexamethylene Diamine, is located across the Escambia River from the Lower Escambia River Water Management Area. Our Pensacola facility is approximately .5 square miles and is located .05 miles from Lower Escambia River Water Management Area. The Lower Escambia River Water Management Area is approximately 55 square miles in size. Our Alvin, Texas, manufacturing facility, whose main product is Acrylonitrile, is located 2.5 miles from Brazoria National Wildlife Refuge. The site is approximately 1.4 square miles and Brazoria National Wildlife Refuge is approximately 78 square miles.		

GRI 305: Emissions			Answer					Information Links
3.3	Management of Material Topics	Potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	Despite being an energy-intensive industry, manufacturing plays a crucial role in producing vital everyday items and generating employment opportunities within our communities. This is why our 2030 vision and mission statement are centered around developing performance materials that enhance the quality of life today while inspiring a better tomorrow.					
		Policies or commitments regarding the material topic	In our 2030 vision, we have established goals for our scope 1 and scope 2 emissions. These include an 90% reduction in scope 1 emissions directly from our operations and an increase in our use of renewable energy to over 90%, consequently reducing our scope 2 emissions. Our sustainability policy guides our approach to sustainability, ensuring that it encompasses and informs all stakeholders, including employees, contractors, suppliers, customers, and others, as we strive to advance sustainability for all.					
		Actions taken to manage the topic and related impacts	At our main US sites, dedicated energy teams actively seek opportunities to enhance energy efficiency and minimize emissions. Multiple teams collaborate, including operations, technology, process engineering, capital projects, and sustainability. This facilitates the identification of both short-term and long-term investments aimed at reducing our environmental impact. We have made substantial investments in the past few years, such as transitioning from coal-fired boilers to natural gas-fired cogeneration units, implementing improved equipment emission controls, and optimizing our processes for further enhancements.					
		Information about tracking the effectiveness of the actions taken	We are focused on our 2030 vision, diligently tracking our progress on both scope 1 (direct emissions/ energy consumption) and scope 2 (renewable energy) goals. Our scope 1 emissions calculation is based on what we report to regulatory bodies including the United States Environmental Protection Agency (EPA) and Alabama Dept of Energy Management (ADEM) for our U.S. based sites, and it is based on GHG protocol calculation methodology for our global sites. Our scope 2 emissions calculation is based on the Greenhouse Gas Protocol. Our major operations / sites have a dedicated energy team to execute projects to improve our plant's energy efficiency, and we have also invested in large projects to significantly reduce our scope 1 emissions in the last 1-2 years. As a result, we have already achieved a ~64% reduction in our scope 1 emissions. In addition, our significant scope 2 reduction reflected in 305-2, is due to (1) our transition from coal fired boilers to natural gas fired cogeneration units, which provide a majority of the Decatur site's electricity demand while also giving the benefit of providing steam byproduct used at the site, and (2) change in reporting boundaries to provide a more accurate representation of our scope 2 footprint.					
		How engagement with stakeholders has informed the actions taken	Through a comprehensive materiality assessment, we sought input from our stakeholders regarding their priorities in sustainability efforts. This input guided the development of our focus areas and sustainability pillars, which include Empowering People, Innovating Solutions, and Operating Without Compromise. By engaging with our stakeholders, we ensure that our sustainability policies align with their concerns and foster a collaborative approach towards a sustainable future.					
305-1	Direct (Scope 1) GHG emissions	Scope 1 GHG emissions [M MTON CO2e]	12.8	7.8	10.3	9.8	4.6	
		Carbon credits generated [M MTON CO2e]	----	----	----	2.1	4.5	
		Gases included in the scope 1 calculation	The included gases are CO2, CH4, and N2O.					
		Biogenic CO2 emissions [M MTON CO2e]	Not applicable					
		Rationale for choosing base year	2018 was chosen as the baseline year because this year is the most accurate recent representation of full production rates.					
		Source of emission factors and global warming potential	Emissions 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.					
		Consolidation approach for emissions	Financial control					
		Standards, methodologies, and assumptions used	Scope 1 emissions for facilities within the United States required to report to the Environmental Protection Agency (EPA) use the standard & methodology required by the EPA, which refer to the Greenhouse Gas Protocol. In addition, scope 1 emissions for facilities not required to report to the EPA use the standard & methodology founded by the Greenhouse Gas Protocol. Please note that our scope 1 emissions reported here reflect the EPA-reported actual emissions and therefore do not reflect any emissions converted and sold as voluntary carbon offsets.					

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Environmental								
GRI 305: Emissions			Answer					Information Links
			2018	2019	2020	2021	2022	
305-2	Energy indirect (Scope 2) GHG emissions	Scope 2 (location-based) emissions [MTON CO2e]	501,000	494,000	473,000	530,000	254,000	
		Scope 2 (market-based) emissions [MTON CO2e]	279,000	278,000	272,000	301,000	202,000	
		Purchased renewable energy credits, power purchase agreements, etc [MTON CO2e]	----	----	----	1,860	66,463	
		Gases included in the scope 2 calculation	The emission factors used to calculate our scope 2 emissions include CO2 emissions. For emission factors recieved directly from the supplier or obtained from EPA eGRID, the emissions include CO2, CH4, and N2O as well.					
		Rationale for choosing base year	2018 was chosen as the baseline year because this year is the most accurate recent representation of full production rates.					
		Source of emission factors and global warming potential	The emission factors used for location-based emissions were based on the Environemtnal Proteciton Agency's (EPA) eGRID database for facilities located within the United States, Association of Issuing Bodies (AIB) European Residual Mix for facilities located in Europe, and the Climate Transparency report for facilities located in China & India. The emission factors used for market-based emissions were based on a combination of direct supplier emission factors and the above.					
		Consolidation approach for emissions	Financial control					
		Standards, methodologies, and assumptions used	Scope 2 emissions were calculated based on the Greenhouse Gas Protocol methodology. The scope 2 boundary includes our Ascend operations and excludes our 3rd party guest operations.					
305-4	GHG emissions intensity	Greenhouse gas emissions (scope 1 & 2) intensity [MTON CO2e / MTON Production]	3.4	2.3	3.6	2.7	1.5	
		Denominator [MTON production]	The denominator is based on "production" as defined by the American Chemistry Council.					
		Numerator [MTON CO2e]	The GHG emissions included in the intensity ratio include direct (scope 1) emissions.					
		Gases included in the scope 2 calculation	The included gases are CO2, CH4, and N2O.					
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	NOx [LBS]	5,181,000	4,865,000	4,290,000	4,900,000	3,699,000	
		SOx [LBS]	2,915,000	2,079,000	1,499,000	1,587,000	126,000	
Additional		Renewable Electricity from the grid [%]	20%	20%	18%	20%	26%	

GRI 306: Waste		Sub Questions	Answer					Information Links
3.3	Management of Material Topics	Potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	Minimizing waste is an essential aspect of sustainable operations as it reduces our environmental impact, mitigates the risk of improper disposal, and creates cost savings that can be channeled towards investments in various areas such as our associates, markets, and the economies we serve. By actively reducing waste going to landfills, we enhance the sustainability of our operations while simultaneously benefiting the environment, our stakeholders, and our financial viability.					
		Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationship	NA					
		Policies or commitments regarding the material topic	Sustainability at Ascend is guided by a simple phrase: Advancing for All. This phrase refers to the idea that our efforts need to consistently move forward and everything we do needs to benefit people: our employees, their families, our neighbors and the countless people who rely on our products to improve their quality of life. Ascend has released a sustainability policy and the 2030 vision which details our commitment of 40% waste reduction by 2030.					
		Actions taken to manage the topic and related impacts	To mitigate potential negative impacts, we have published our 2030 vision and set a target of reducing waste disposal by 40%. We use our ISO14001 certified environmental management system to monitor our waste generation and use tracked data to identify improvement opportunities. In addition, we continue to keep track of our waste footprint, map out a 2030 reduction roadmap, and collaborate with our sites and our waste venders to find sustainable solution.					
		Information about tracking the effectiveness of the actions taken	Progress on our commitments is tracked and available in multiple ways. Our 2030 vision reports the overall annual progress on waste reduction, an internal waste roadmap tracks each site's waste generation, and we generate waste summary reports and key metrics data. By actively monitoring and strategizing waste management practices, we have reduced waste by 35% and are committed to minimizing our environmental impact and promoting a more sustainable future.					
		How engagement with stakeholders has informed the actions taken	Based on our materiality assessment conducted in 2020, sustainable operation was one of the material topics, and reducing waste is one of the key components of sustainable operations.					
306-2	Management of significant waste-related impacts	Actions, including circularity measures, taken to prevent waste generation	Our ReDefine product line redirects millions of pounds of used carpet away from landfills each year and repurposes the carpets into new raw materials suitable for other products. Our pledge to Operation Clean Sweep generated a new waste handling policy aimed at preventing, containing and cleaning up spills in order to reduce plastic waste in the environment.					
		Processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.	We use third-party waste disposal companies while also managing certain disposal methods internally, including deep well disposal, CHB disposal, and controlled burning.					
		The processes used to collect and monitor waste-related data.	We track data using waste summary reports and review manifests.					
			2018	2019	2020	2021	2022	
306-3	Waste generated	Total weight of waste generated in metric ton	45K	39K	36K	37K	28.6K	
306-4	Waste diverted from disposal	Total weight of waste diverted from disposal in metric ton	3.1K	3.1K	3K	1.7K	1.2K	

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Environmental								
GRI 306: Waste		Sub Questions	Answer					Information Links
306-5	Waste directed to disposal	Total weight of waste directed to disposal in metric tons	42K	36K	33K	35K	23K	
		iii. Landfilling (hazardous)	4.5K	4.3K	4.6K	5.4K	3.2K	
		iii. Landfilling (nonhazardous)	14.5K	12.5K	11.5K	11.9K	8K	
		iv. Other disposal operations.(TRI)	23K	18.7K	17.1K	17.7K	16.1K	
		iii. Landfilling (hazardous & nonhazardous)	19K	16.8K	16K	17.3K	11.2K	
GRI 308 Supplier Environmental Assessment		Sub Questions	Answer					Information Links
3.3	Management of Material Topics	Potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	Ascend critiques and selects suppliers using a multitude of criteria including environmental factors. We actively work with our suppliers to identify improvement areas within our relationships and facilities and ask each supplier to sign our Supplier Code of Conduct.					
		Policies or commitments regarding the material topic	Our policies and commitments include our Supplier Assesment policy, our 2030 vision, Supplier code of conduct policy, internal code of conduct policy, and procurement policies.					
		Actions taken to manage the topic and related impacts	Within our 2030 Vision, we have committed to assess 95% of our suppliers ESG commitments and have set a priority based on amount of spend,amount of supply, and criticality within our process.					
		Information about tracking the effectiveness of the actions taken	We are committed to driving change within our facilities and within our value chain. Our supplier assessments involve in-depth conversations for low-carbon solutions, social responsibility, and sharing of industry best practices and has allowed us to improve our supplier relationships and work together towards a more sustainable future.					
Social								
GRI 401: Employment			Answer					Information Links
3.3	Management of Material Topics	Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationship	For medical and insurance products, premiums are based on experience and an anticipated claims/loss ratio. The plan employs various strategies and programs to mitigate risk and increased costs, ensuring coverage is affordable to all US employees. For the items that are employer policy based, this is to ensure Ascend is an employer of choice in the communities in which we work and reside.					
		Policies or commitments regarding the material topic	Ascend is committed to the United Nations Global Compact Ten Principles and Sustainable Development Goals (SDGs), Ascend Employee Code of Conduct, and Ascend Supplier Code of Conduct.					

GRI 401: Employment			Answer	Information Links
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Full-time employees benefits	Where available, Ascend provides the following benefits with no required contribution from employees: Short Term Disability; Long Term Disability; Basic Life Insurance; Basic Accident Death & Dismemberment ; Employee Assistance Program; Virgin Pulse Wellness Program; Bright Horizons Ascend makes available the following plans & programs which require a contribution by employees: Medical; Dental; Vision; Critical Illness; Accident Plan; Health Care Flexible Spending Account; Limited Health Care Flexible Spending Account; Dependent Care Flexible Spending Account; Health Savings Account Employer Contribution; Short Term Disability Buy up; Voluntary Accidental Death & Dismemberment; Pre-Paid Legal Plan; Identity Theft Plan; 401k Ascend Savings & Investment Plan with employer matching contribution Additional programs for those enrolled in a medical plan: Hinge Health; Wonder Health; Lark; Baby Yourself Health Maternity Program; Quit for Life Tobacco Cessation Program; Teledoc telephonic medicine solution; Paid Parental Leave of 4 weeks with no minimum employment period required. The same benefits are offered to both full-time and part-time employees. Those that hold a position of Co-Op or Intern are ineligible for the flexible spending account plans.	
			The definition used for 'significant locations of operation'.	All full time employees are eligible for benefits regardless of their work location.
401-3	Parental Leave	Total number of employees that were entitled to parental leave, by gender.	Total = 2497 487-Female 2010-Male	
		Total number of employees that took parental leave, by gender.	Total = 78 6-Female 72-Male	



Social				
GRI 403 Occupational Health and Safety		Sub Questions	Answer	Information Links
3.3	Management of Material Topics	Potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	Ascend operates assests and machinery that have the potential to cause harm, life altering events and death if not managed and operated appropriately. Because of this, Ascend utilizes several methods of hazard identification for both process and personal safety areass. Risk management processes are in place for operation of chemical units as well as performing everyday tasks associated with 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 relationship	Ascend is involved in the prevention and identification of hazards that could directly results in a negative impact to people, assests, environment or reputation. Through different hazard recognition tools, employees and contractors that come onto our sites are able to indentify and report hazards in a way that they will get attention and remediation. This is encouraged at our sites and by all of our employees.	
		Policies or commitments regarding the material topic	Ascend is committed to Zero Injuries, Zero Environmental Releases and Zero Process Safety Events. Additionally, anyone at Ascend can report hazards, and has stop work authority, should they feel unsafe or uncertain about performing work.	
		Actions taken to manage the topic and related impacts	As described above, Ascend uses many different methods of hazards identification in different processes. Through these processes, hazards are identified and can be prioritized based on the risk they posed to the organization and its people. Our sites are required to report safety incidents into our incident reporting system and this allows us to monitor trends of the incidents occuring at our facilities.	
		Information about tracking the effectiveness of the actions taken	As stated, all incidents are reporting into the Ascend incident reporting system. These incidents are monitored and reviewed by the sites and ESSH organization for trends and areas of importance.	
		How engagement with stakeholders has informed the actions taken	We engage our stakeholders, employee'e's, and contractors to determine if our actions have been effective in execution. We seek continual imporvement in our Occupational Health and Safety approaches and value the input our stakeholders in that commitment.	
403-1	Occupational health and safety management system	Statement of implementation	<p>In order to identify and mitigate potential risks at our sites, we have used our Knowledge Management System (KMS). We are also rolling out a new global system called J5. The change to this system is intended as a transformational change in how Ascend manages their incident information, MOCs, and open Recommendations. The improvements come from the availability of data in comparison to KMS and allow for a better examination of potential risks through the overall Ascend Risk Register as it pertains to the open recommendations.</p> <p>In addition to these existing and new management systems, we have multiple programs and/or procedures in place to ensure the safe and health of our employees, contractors, and surrounding communities.</p> <p>These include:</p> <ul style="list-style-type: none">- Hazard Recognition Plus (HRP) Program - a tool used to identify work related hazards and then apply the mentality of Eliminate. Control. Protect.- Job Safety Analysis (JSA) - a procedure that identifies potential hazards and risks associated with each step of a specific job / task- Process Hazard Analysis (PHA) - A step-by-step review of a operating procedure to identify any potential hazards and develop a strategy to eliminate / control those potential risks	
		Description of management system scope	<p>The management system scope includes all operations within Ascend.</p> <p>Our Occupational health and safety management system includes all legal requirements required by U.S. OSHA regulations and other regional and local regulations for our global sites located outside the United States.</p>	

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GRI 403 Occupational Health and Safety		Sub Questions	Answer	Information Links
403-2	Hazard identification, risk assessment, and incident investigation	Process to identify work-related hazards and risks	<p>A. Hazard Recognition Plus (HRP) is the primary way that our employee's identify work related hazards and then apply the mentality of Eliminate. Control. Protect. These are generally the hierarchy of controls to remove the dangers or the work hazard</p> <p>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 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. These JSAs are reviewed typically to see how good they are against our expectations</p> <p>ii. The results of this process can be reviewed as stated in the last question but also can be evaluated by the work related incidents that get entered into the Incident Management System. Most of the sites also have a system in place to report general hazards and not just incidents that occur. This allows them to review the specific hazards that are reported in their site and areas specifically. All reporting of unsafe conditions is encouraged. A concept out of HRP is called Stop the Job which encourages people to stop work when either unsafe conditions are present or if someone feels uncertain or unsafe about a situation. These counts are highly encouraged and the reporting of such Stop the Job moments are tracked in the hazard reporting systems that the sites use as well.</p> <p>iii. Work related incidents are reviewed using Think Reliabilities RCA template and mindset for approaching Root Cause Analysis. When a work related incident occurs above a Level A or B severity it is assigned a lead investigator to determine the root cause and create a report of the reasons the incident occurred. Corrective actions are determine by the investigation team and entered into the Incident Management System for future tracking and completion.</p>	
403-3	Occupational Health Services	Description of occupational health services' functions	See answer above to 403-2	
403-4	Worker participation, consultation, and communication on occupational health and safety	Description of worker participation and consultation	Workers are consulted for improvements to the systems that are in place through HRP forums that are typcailly held every week at all of the US sites.	
		Decription of joint management-worker health and safety committees	NA	
403-5	Worker training on occupational health and safety	Decription of occupational health and safety training	<p>See answer above to 403-2. HRP training is provided to all employees and contractors at a minimum of the foundations level. Further training is available for HRP at the Coaches level that give employees or contractors the ability to go through a workshop to help train them on coaching HRP principles in the field and provide a better understanding in evaluation of the hazards that may be present in the worksite or work area. In addition, someone who is highly proficient in HRP can recieve training to become an HRP Trainer, or if very proficient in the HRP principles as an HRP Coach Trainer. Both of these groups provide the training to employees at the site, in the foundations level training and the coaches level training, respectively.</p> <p>In addition to the different levels of HRP training and roles, we also provide job specific training in our Learning Management System (LMS) - a system in which employees complete additional online trainings to ensure they are equipped with the right knowledge for the job.</p>	
403-6	Promotion of worker health	Worker access to non-occupational medical and healthcare services	<p>Ascend provides onsite clinics at all manufacturing sites in the US.</p> <p>Ascend makes available, at a subsidized cost, medical and dental insurance as well as many other welfare benefits and programs that help the employee and their family ensure they can thrive and live healthy productive lives.</p>	
		Description of voluntary health promotion services and programs offers to workers	<p>Annually each US site schedules the cardiovascular screening and biometric screenings, at no cost to the employee, to ensure those both at low and high risk, have access to this information which they can share with their health care provider.</p> <p>Ascend permits employees and their spouse to participate in the Virgin Pulse Wellness platform. This provide information and tools for healthy eating, sleeping, mindfulness, and physical wellness along with an opportunity to earn cash incentives throughout the program year.</p> <p>Ascend Total Rewards schedules and promotes quarterly lunch & learn opportunities which includes health and wellness information, and guest speakers from various vendors to talk about their benefit program/plan and how to get the most out of your benefits.</p>	
403-8	Workers covered by an occupational health and safety management system	Percentage of employees covered by an occupational health and safety management system	100%	



Social								
GRI 403 Occupational Health and Safety		Sub Questions	Answer					Information Links
403-9	Work related injuries	Employees	2018	2019	2020	2021	2022	
		Total recordable incident rate (TRIR) - Only for full time employees	0.52	0.57	0.15	0.24	0.29	
		Main types of work-related injury	Chemical Exposures	Hand Injuries and Chemical Exposures		Hand Injuries	Hand injuries	
		Number of hours worked	5,369,211.90	5,603,962.05	5,475,486.42	5,849,264.00	6,185,413.50	
403-8	Work related injuries Workers covered by an occupational health and safety management system	Non - Employees	2018	2019	2020	2021	2022	
		Total recordable incident rate (TRIR) - Resident and non resident contractors	0.28	0.43	0.37	0.16	0.16	
		Main types of work-related injury	Chemical Exposures	Hand Injuries and Chemical Exposures		Burns	Hand injuries	
		Number of hours worked	3,586,664.00	3,238,385.36	3,215,928.70	3,679,476.75	3,832,972.13	
		Actions to eliminate work-related hazards	Hazard Recognition Plus (HRP) Program					
		Rates calculated based on 200,000 or 1,000,000 hours worked	200,000	200,000	200,000	200,000	200,000	
		Exclusions	all included					
		Standards, methodologies, and assumptions used	n/a					
GRI 404 Training and Education		Sub Questions	Answer					Information Links
3.3	Management of Material Topics	Potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	Ascend is focused on the education and training development of all levels of our workforce. We created Ascend University to provide access to multiple improvement topics to all employees. These trainings are accessible 24/7 through our intranet system. In addition, our mentoring program allows people across the organization to develop new skills and relationships with a mentor in six-month intervals.					
		Policies or commitments regarding the material topic	We are guided by a global training policy and talent development policies.					
		Information about tracking the effectiveness of the actions taken	Training and development plans are tracked through our Human Resources department and new trainings are uploaded and communicated once available.					
404-1	Average hours of training that the organization's employee	Average hours of training that the organization's employee	i. Not tracked ii. Employee caterogry: 83 Hours on Average Per Employee Hourly Average is 84.19 hours Salary Average is 74.11 hours					
404-3	Percentage of total employees who received a regular performance and career development review	Percentage of total employees who received a regular performance and career development review	Over 90% of our employees have a regular performance review. For salaried employees, we have a goal of increasing career development plans from 5% to 100% by 2030.					

GRI 405 Diversity and Equal Oppurtunity		Sub Questions	Answer	Information Links
3.3	Management of Material Topics	Potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	At Ascend, we believe that inclusion is at the heart of a culture that values people and celebrates differences. As one Ascend, we expect every employee to be accountable and willing to include all voices and perspectives	Sustainability Report
GRI 408 Child Labor		Sub Questions		Information Links
3.3	Management of Material Topics	Potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	Companies have an obligation and responsibility to meet and uphold the minimum human right requirements. Beyond these requirements, we should take actions to support and make a positive impact regarding human rights.	
		Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationship	We have a continously growing supply chain, and we must make sure that we have policies and processes in place to ensure our actions don't pose a negative impact on child labor. We need to work together with our suppliers and customers to continue to support the abolition of child labor.	
		Policies or commitments regarding the material topic	As a participant of the UN Global Compact, we are committed to upholding the principles related to Human Rights and Labour. In addition, we prohibit child labor in both our Code of Conduct and Supplier Code of Conduct.	
		Actions taken to manage the topic and related impacts	Actions taken to manage child labor and related impacts include: - Developing policies and implementing systems to ensure we are in compliance with international, regional, and local regulations - Access to our ethics reporting hotline for both internal employees and external third parties	
		Information about tracking the effectiveness of the actions taken	We track and go through the due diligence process for all incidents reported to our ethics hotline.	
		How engagement with stakeholders has informed the actions taken	We engage with our employees and stakeholders throughout our value chain.	
408-1	Operations and suppliers at significant risk for incidents of child labor	Operations and suppliers considered to have significant risk for incident	zero	
		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	

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Social				
GRI 409 Forced or Compulsory Labor		Sub Questions	Answer	Information Links
3.3	Management of Material Topics	Potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	Companies have an obligation and responsibility to meet and uphold the fundamental human right requirements, including safe and humane labor practices. Beyond these requirements, we should take actions to support and make a positive impact regarding this topic.	
		Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationship	We have a continuously growing supply chain, and we must make sure that we have policies and processes in place to ensure our actions don't pose a negative impact on forced or compulsory labor.	
		Policies or commitments regarding the material topic	As a participant of the UN Global Compact, we are committed to upholding the principles related to Labour. In addition, we prohibit forced and compulsory labor in both our Code of Conduct and Supplier Code of Conduct.	
		Actions taken to manage the topic and related impacts	Actions taken to manage forced and compulsory labor and related impacts include: - Developing policies and implementing systems to ensure we are in compliance with international, regional, and local regulations - Access to our ethics reporting hotline for both internal employees and external third parties	
		Information about tracking the effectiveness of the actions taken	We track and go through the due diligence process for all incidents reported to our ethics hotline.	
		How engagement with stakeholders has informed the actions taken	We engage with our employees and stakeholders throughout our value chain.	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Number of operations and suppliers considered to have significant risk for incidents of forced or compulsory labor	Zero	
GRI 418: Customer Privacy			Answer	Information Links
3.3	Management of Material Topics	Potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights	Ascend is committed to protecting our customers' privacy through our data protection policy which is managed by our data protection officer. We are continuously monitoring and improving our systems to protect customer privacy.	
418.1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Total number of substantiated complaints received concerning breaches of customer privacy,	zero	
		Total number of identified leaks, thefts, or losses of customer data.	zero	
		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.	

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Thank You.



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