



# Operating Without Compromise

2023 SUSTAINABILITY REPORT



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

By the time you read this letter in 2024, we will have marked 15 years as Ascend Performance Materials. Those 15 years have been a series of transformational journeys for us.

We shifted our focus toward becoming a technical partner to our customers. We became a global producer and expanded our manufacturing footprint to be closer to our customers. We built a strong culture around a set of values and a purpose. We committed to operating safely. And, we embraced our responsibility to become a more sustainable company.

In our 2021 sustainability report, I wrote that we are a company of problem-solvers. However, because we are so focused on solving problems, it can be difficult for us to stop and celebrate the progress we make along the way. So, let me take a moment to do that now. I am proud to announce that in 2023, we accomplished two things we never would have imagined in 2009: We recorded our best safety performance ever and we achieved a significant reduction in our scope 1 greenhouse gas emissions.



“2023 showed us that sustainability is a critical part of the culture at Ascend”

Phil McDivitt  
President and Chief Executive Officer

# A MESSAGE FROM OUR CEO CONTINUED

These achievements are a result of our people’s commitment to being **better every day**, one of our core values. Furthermore, they were achieved despite an extremely challenging market—the kind of market that forces companies to re-evaluate their priorities and make difficult decisions.

In the beginning, our transformation to become a more sustainable company was primarily about embedding sustainability into our business practices. While we still have work to do in that regard, 2023 showed us that sustainability is a critical part of the culture at Ascend.

At the end of this report, our senior director of sustainability Chris Johnson outlines the next steps in our journey. Many of those steps are about carrying our progress forward, but we are also entering a new phase that will require stronger partnerships with suppliers, customers and other stakeholders.

As always, thank you for tracking our progress with us. We hope this report elicits new opportunities and ideas to keep us Advancing for All.



**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.



**Better Every Day**  
We invest in our people and our processes to improve every day.



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



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



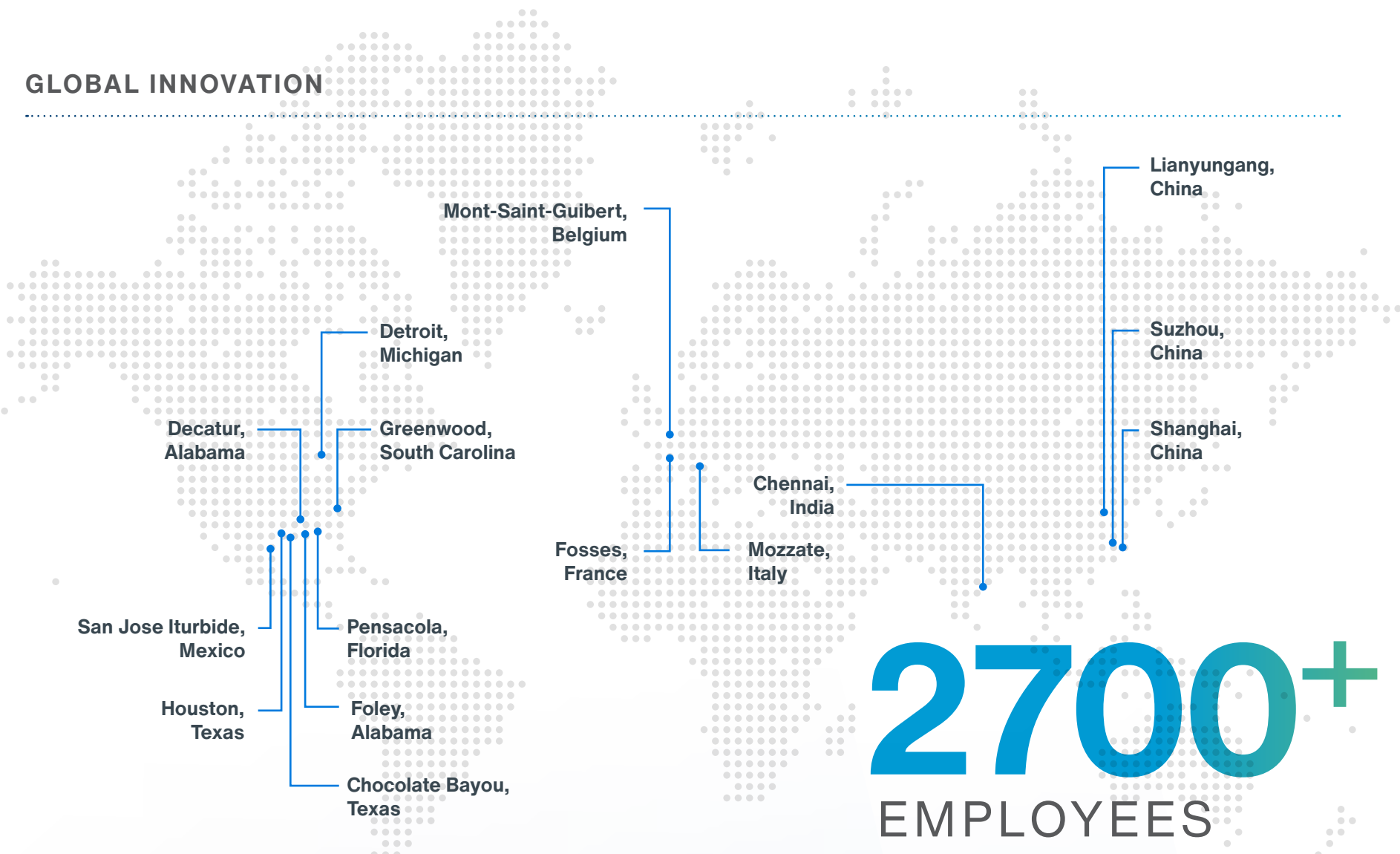
**Customer-Focused**  
We exist for our customers; they drive our actions. Their success is our success.



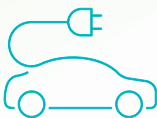
# AT A GLANCE

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



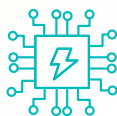
## OUR MARKETS



E-MOBILITY



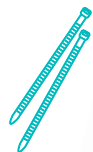
AUTOMOTIVE



ELECTRICAL & ELECTRONICS



CONSUMER & INDUSTRIAL



CABLE MANAGEMENT



HEALTHCARE



TEXTILES & SAFETY SYSTEMS



SPECIALTY CHEMICALS

## PARTICIPANTS IN



2023 HIGHLIGHTS

(THESE ACHIEVEMENTS ARE VERSUS 2022 NUMBERS)

EMPOWERING PEOPLE

Reduced our total recordable injury rate (TRIR) from **0.26** to **0.15**, a **30%** decrease.

Doubled employee participation in our company-wide mentorship program, from **6%** to **12%**.

Increased employee participation in Ascend Cares initiatives from **62%** to **74%**.

INNOVATING SOLUTIONS

Established systems that enable us to offer a **13%** reduction in the environmental footprint of our HMD production process by incorporating renewable energy into our products.

Shared LCA values with customers, leading to collaborative efforts to expand the utilization of PA66.

Expanded our AVS portfolio, creating a broad offering of solutions that increase the comfort of riding in electric vehicles.

Announced new, metal-detectable Vydyne PA66 compounds for cable ties and fasteners for food processing applications

Partnered with HellermannTyton and Ford Motor Co. to use ReDefyne, our sustainable polyamides, as a drop-in solution for cable management. ReDefyne offers a **35%** lower carbon footprint than prime PA66.

OPERATING WITHOUT COMPROMISE

Achieved a remarkable **73%** reduction in scope 1 GHG emissions (up from **64%**). This reduction is equivalent to removing **276,320** passenger vehicles off the road.

Began operating a new thermal reduction unit (TRU) that will eliminate over **98%** of the greenhouse gas emissions tied to adipic acid production in Pensacola.

Reduced steam usage at our Pensacola site through the Steam Trap Program, curbing energy consumption and improving process efficiency.

Achieved **24%** renewable energy purchased (up from **22%**), progressing toward achieving the **90%** target by 2030.

Reduced waste by **34%**, gaining momentum toward achieving our **40%** reduction goal by 2030.

Met our **5%** reduction goal for consumed water six years ahead of schedule.

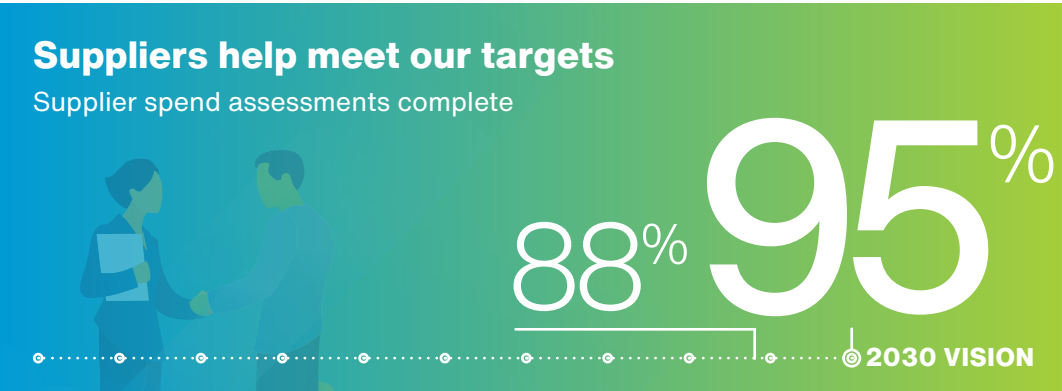
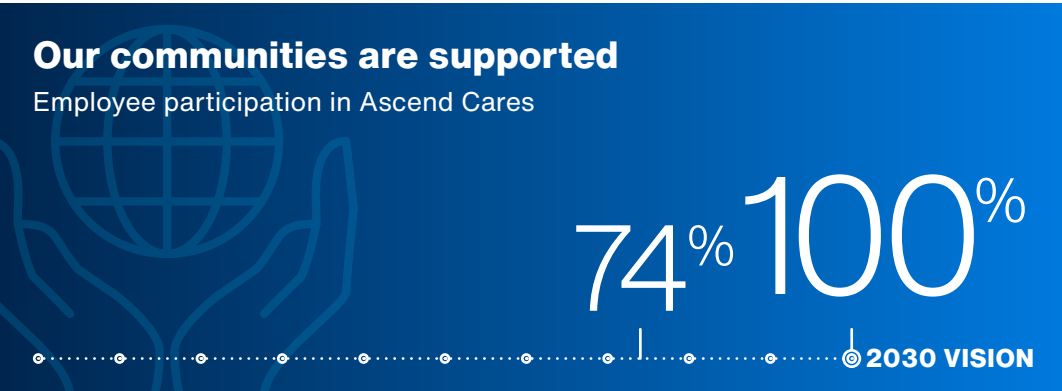
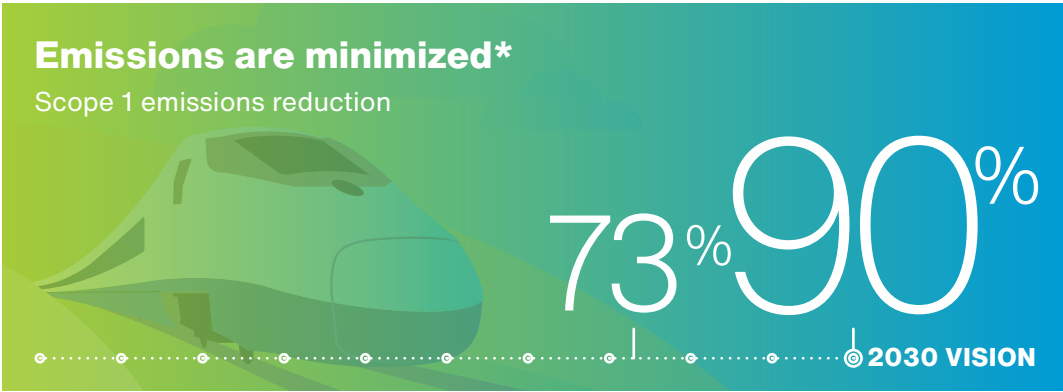
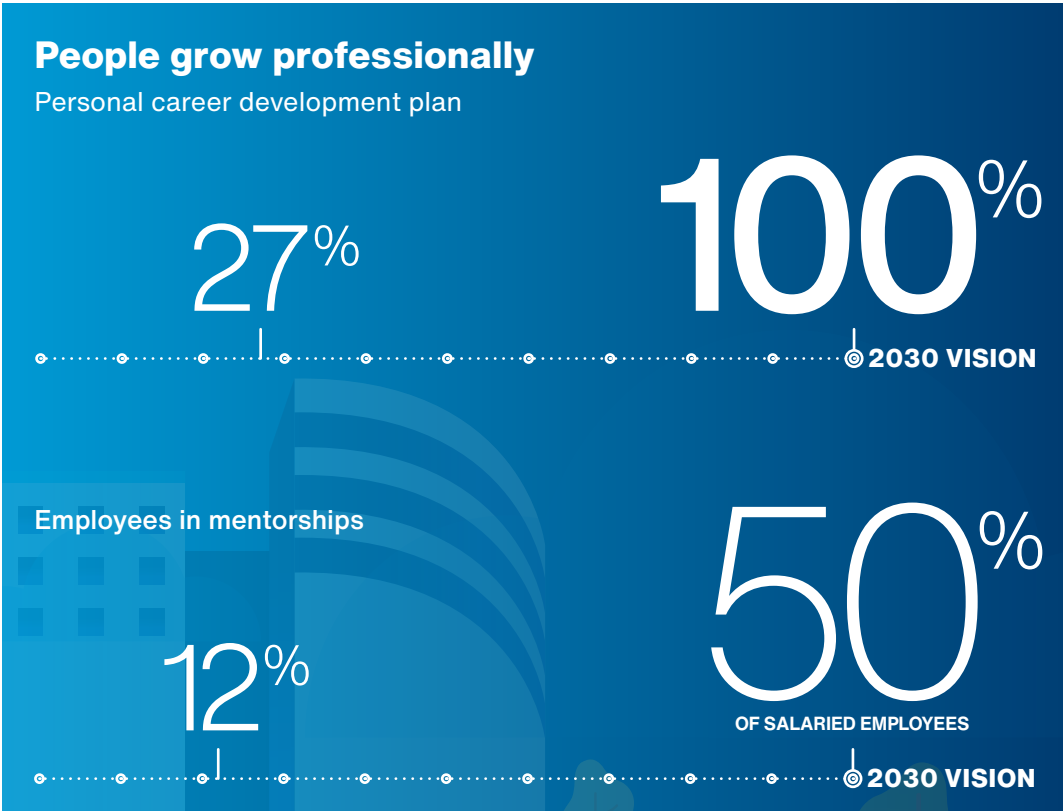
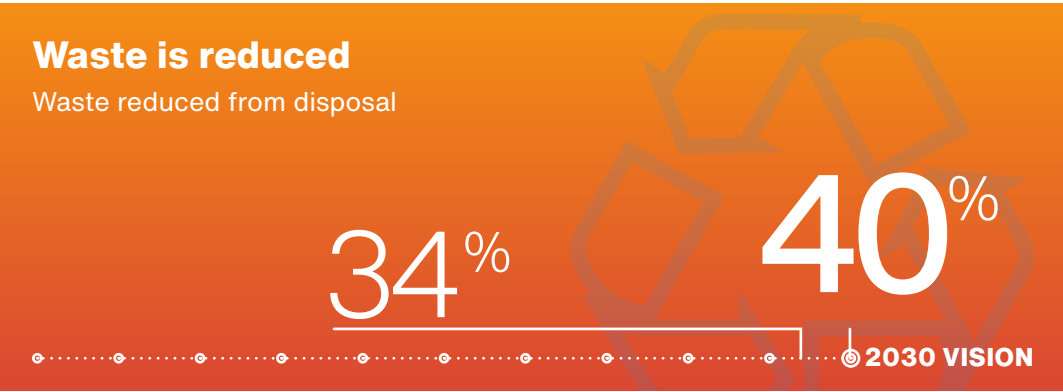
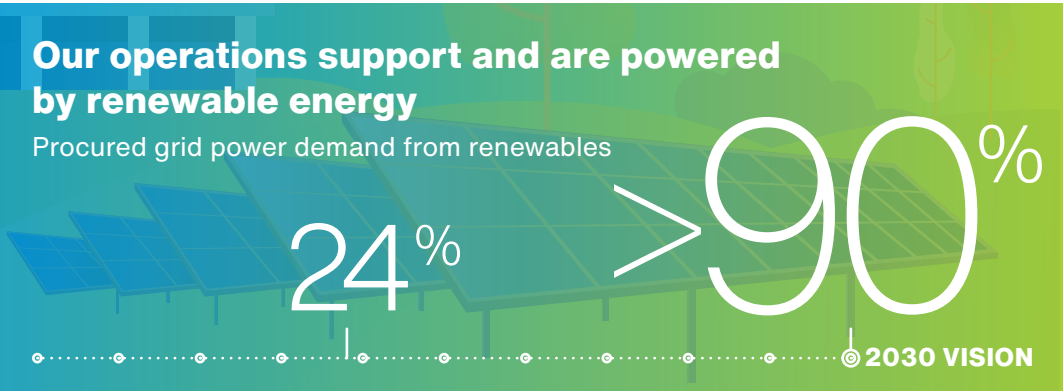
Increased supplier sustainability assessments to **88%** (from **56%**), with a goal of reaching **95%** by 2030.

# 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 charts display progress up to the end of 2023. 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.



OVERVIEW

**EMPOWERING**

INNOVATING

OPERATING

LOOKING AHEAD

METRICS

# Empowering People.

SAFETY

CAREER DEVELOPMENT

ASCEND CARES

A2E

CULTURE AND INCLUSION



# SAFETY

## BEST YEAR IN SAFETY

**In 2023, we celebrated our best year in safety – ever.**

At Ascend, we have made a Commitment to Zero because we believe that it is possible to operate with zero injuries, zero process safety incidents and zero environmental releases.

Reaching and maintaining zero is not a commitment that we take lightly – everything we do at Ascend is with the safety and well-being of our people in mind. Beginning day one at Ascend, from corporate to each of our sites across the globe, every team member understands that our top priority is making sure we operate safely. In 2023, our people made history with a record-breaking year in safety.

## A NEW INCIDENT REPORTING SYSTEM

In 2023, we rolled out a new incident reporting system to each of our sites. j5 was introduced to make incident reporting a global process, creating a one Ascend knowledge base that ensures increased reporting. With this tool, our people can learn together in a seamless manner and prevent incidents from recurring. Since its rollout, the software has aided in optimizing certain tasks and streamlining process. The data from the software helps our team predict future outcomes of performance and risk, protecting our people, sites and communities.

Last year, we had five triple-zero months where we experienced zero injuries, process safety incidents or environmental releases. We continued the roll-out of Hazard Recognition Plus™ (HRP) across our sites by introducing the thought process to our site in Fosses, making the program a global initiative aimed at helping our people identify hazards and stop unsafe work.

To combat a rise in hand injuries, our people took a one Ascend approach to identify and implement impactful actions that reduce hand injuries. Workshops held across our sites allowed our people to brainstorm solutions and address concerns related to hand injuries—as a result, our sites began incorporating changes to protective equipment, processes, etc. to deplete hand injuries.

## INJURY-FREE STREAK



## VOLUNTARY PROTECTION PROGRAM (VPP)

**Four Ascend sites** – Chocolate Bayou, Greenwood, Foley and Decatur – maintain OSHA VPP Star Certifications



COMMIT  
MENT TO  
ZERO



SAFETY CONTINUED

PROCESS SAFETY SAFEGUARD AUDIT

In 2023, teams across our sites audited the effectiveness of our safeguard inventory. Our process safety team partnered with key stakeholders to document that the measures in place to protect our people, plants and assets were as effective as possible. The team certified that Ascend is managing all risks identified from our process hazard analyses to responsibly reduce our operating risks. Projects like this have resulted in over a year of ZERO process safety incidents.

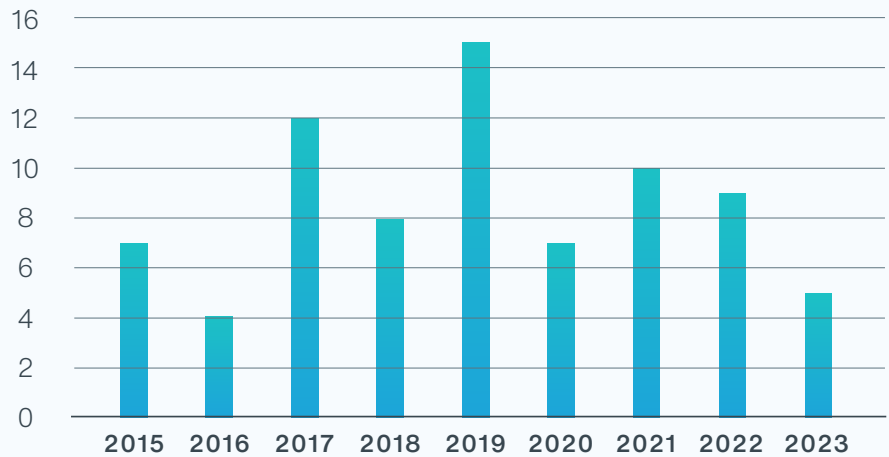
EMPOWERING PEOPLE TO STOP THE JOB

From hourly employees, contractors and management to visitors and customers – Ascend’s safety culture aims to empower everyone who visits our sites to feel enabled to speak up and stop any work that could be unsafe. For the past several years, our sites have been running stop-the-job (STJ) campaigns to empower every employee with the confidence to stop the job if they notice a potential hazard. At our Pensacola site, our men and women have reported over 30,000 STJ’s, an effort that we take great pride in. In 2023, teams across the site were dispatched to begin permanently eliminating previously identified circumstances that had resulted in a STJ, empowering our people to take control of their work environment and make our sites as safe as possible.



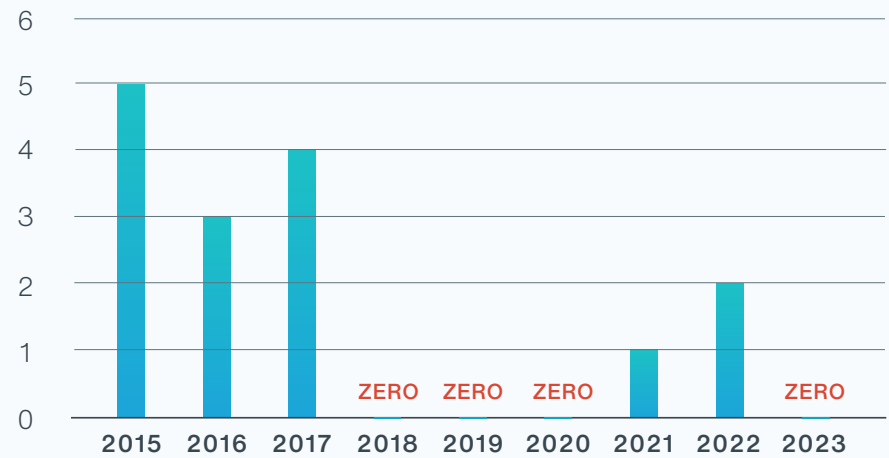
ENVIRONMENTAL RELEASES & PROCESS SAFETY

ENVIRONMENTAL RELEASES



Environmental Releases by year

PROCESS SAFETY INCIDENTS



Process Safety Incidents by year

TOTAL RECORDABLE INJURY RATE



Reporting by month

2023 SAFETY AWARDS

Chocolate Bayou received Best in Texas award from Texas Chemistry Council

ACC FACILITY SAFETY AWARDS

- ▶ Foley – Certificate of Excellence
- ▶ Decatur – Certificate of Excellence
- ▶ Greenwood – Certificate of Achievement
- ▶ Pensacola – Certificate of Honor



# CAREER DEVELOPMENT

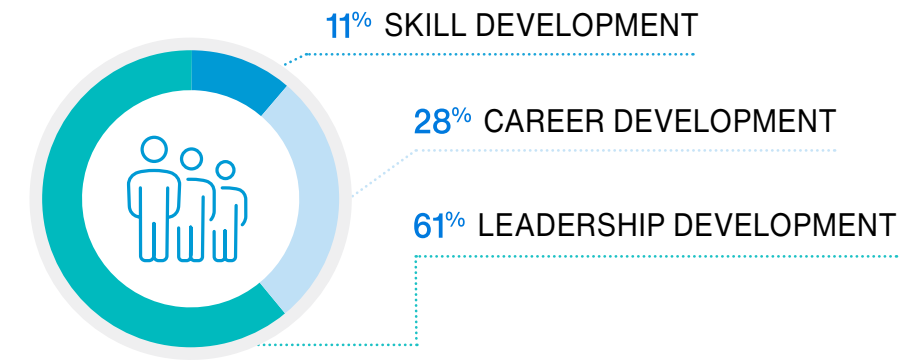
## MENTORING PROGRAM REVITALIZATION

We want to lead our industry in sustainability and hold ourselves accountable for creating a better world for future generations. Our 2030 goals outline the company that we strive to be where our employees are safe, our environments are protected and our people have the tools and resources they need to continuously develop. We have a vision of how we want our people to grow professionally at Ascend—one of our goals is to have 50% of all salaried employees enrolled in our mentoring program. In 2023, we revitalized our mentoring program giving our people more autonomy and empowerment when it came to finding the mentor that was perfect for them, based on the type of guidance and help they are looking for, whether it be career development, skill development or leadership development.

## MENTORING PROGRAM NUMBERS

12% of all eligible employees are currently enrolled in the mentoring program

### Types of mentoring relationships:



## ASCEND UNIVERSITY

We believe it is important to invest in the continued development of our most vital resource – our people. In 2023, we launched Ascend University, a powerful and expansive initiative that exists to create a culture that never stops learning, unlocks the potential of every employee, enables inspirational leadership and helps build lasting careers. With Ascend University, we are reaching our peak potential.

### 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 technology organization. Investing in and developing our technical workforce is a key way we become better every day.



### Professional

The professional branch of Ascend University offers certifications, mentorships, self-paced learnings and career development.



## FUELING CAREER GROWTH

Our Fuel Development Program is a three-year rotational program for emerging talent to jumpstart their career as Ascend’s future leaders. Each year, between 10 and 12 participants join the program. They will spend the next three years rotating through one-year roles at any of our sites and within various business functions, gaining valuable experience and critical industry knowledge. The rotations provide a unique opportunity to broaden exposure and understanding of our business and participants work alongside experts in the industry.

### FUEL PROGRAM SPOTLIGHT

“Thanks to the Fuel Program, I’ve embarked on an incredible journey of exploration, navigating diverse career paths and proudly pioneering new trails along the way.”

**Brandie Abadom,**  
Associate Financial  
Analyst (Fuel Program),  
Pensacola, FL



# ASCEND CARES


When tornadoes ripped through Decatur, Alabama, in 2011, some of our employees were impacted greatly. In this moment of need, their colleagues rallied around them in an action that would become the catalyst for our foundation—Ascend Cares.

Now, over a decade later, our legacy remains our dedication to making a difference in the lives of others through hands-on projects. What began as a temporary solution to helping our people during a time of need has spanned into 12 years of giving back to our communities.


At the vibrant core of our foundation is our employees who dedicate time, money and other precious resources to serving those in need. While mostly U.S.-based, our foundation spans the globe and impacts the communities where our people are present.




## PILLARS OF FOCUS




**Children’s Health and Safety**




**Education**



**Housing**



**Hunger**



**Military**

## NUMBERS

2023 volunteers:

1,650

Volunteers

18,632

Hours

50,943

People impacted

## COMMUNITY IMPACT GRANTS

Community Impact Grants (CIGs) empower our employees to become leaders in their communities by applying for funds they can invest into programs and organizations they are passionate about.

93

GIGs awarded

\$306,772

Invested back into communities

ASCEND CARES CONTINUED

SCHOLARSHIPS

The Ascend Cares Community Service Scholarship is available to students who are children of Ascend employees. It helps cover the costs associated with college or trade schools after high school.



HARDSHIP GRANTS

Our foundation began during a time of hardship—since then, we have expanded the ways we can help our people when they encounter difficult times through hardship grants.



MAKE-A-WISH FOUNDATION PARTNERSHIP

In 2023, Ascend Cares partnered with the Make-A-Wish foundation to aid in granting life-changing wishes for children with critical illnesses. Over the past year, Ascend was able to aid in revealing wishes to three children; a quinceanera for Genesis, a camping road trip for Kyler and a trip to Hawaii for Bella.



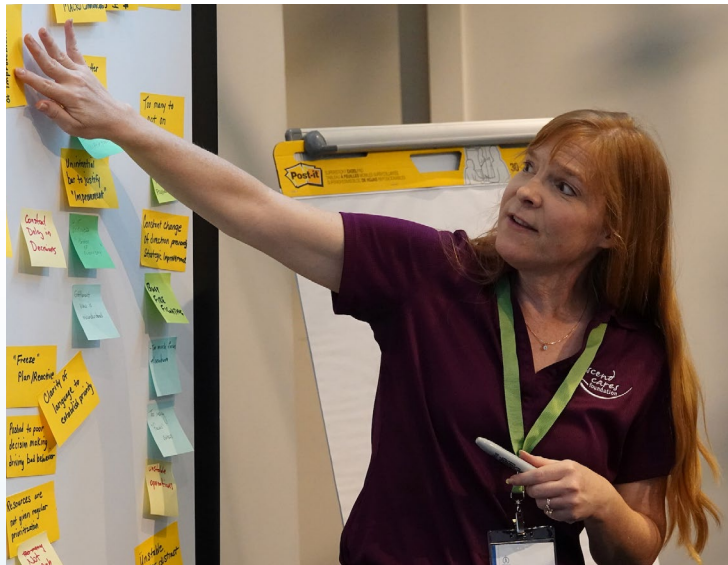
# A2E



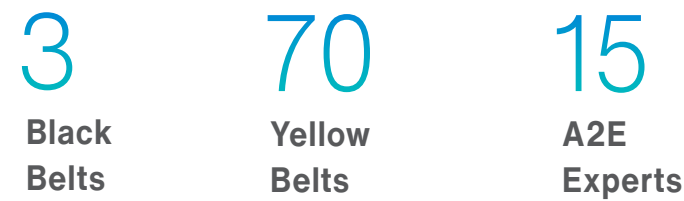
A collection of problem-solving tools, we apply A2E, or Ascend to Entitlement, across the company to help us become better every day.

## APOGEE ‘23

Our annual APOGEE brings A2E black belts, champions and experts from across our company together to solve organizationally wide challenges. In 2023, attendees were tasked with identifying ways for our organization to continuously improve. Employees were challenged to find ways to activate the entire Ascend organization toward daily, incremental improvements that embody our value of becoming **better every day**.



## 2023 A2E CERTIFICATIONS



Total number of A2E Certifications:



## WHITE BELT TRAINING

At Ascend, our goal is to provide each of our employees with A2E tools that aid them in the execution of projects. Last year, we implemented a new training that was available to every employee. White belt training gives a brief overview of how to use problem-solving tools. In the first year it was available, **100% of employees at our site in Greenwood completed the training.**

## A BETTER EVERY DAY MINDSET:

To finish out an already remarkable year in safety, our site in Pensacola held a “100 days of Safety” campaign at the end of 2023 which resulted in 100 days without any recordable injuries.

In Decatur, operator Brent Sterling, worked on a project to improve area safety maps. He located and plotted all safety equipment in his area making it easier to locate key safety equipment when permitting and performing tasks.

Suzhou site ESSH manager, Shawn Zheng, found new ways to advance safety culture at our site in Suzhou by leading the Emergency Response Team (ERT) at the site to maintain their skills and training.



# CULTURE AND INCLUSION

## WOMEN’S NETWORKING EVENT



Debbie Keehn, SVP and Chief Transformation Officer leads women’s networking event for Houston employees.

## MODELING CULTURE AND INCLUSION

Inclusion Champions across our company are individuals who model inclusive behaviors. They recognize that the different backgrounds, experiences and mindsets of our people are what make us stronger. We are a more capable organization when every voice has a seat at the table. Our Inclusion Champions are embedded into various teams around our company to create a bigger impact. In 2023, our Chocolate Bayou site began a series of trainings that focused on how the site’s leadership team and Inclusion Champions can model our company culture around inclusivity and diversity. In 2024, the team will continue working on shaping a culture where including every voice and perspective is the norm.

## WOMEN IN MANUFACTURING PANELS

In honor of Women’s History Month, three of our sites (Greenwood, Pensacola and Decatur) hosted Women in Manufacturing panels. These panels were initiated to allow women in our operations a platform to highlight and create discourse around the many struggles that women face in our industry. Additionally, the panels shined a light on how the chemical manufacturing industry has grown over time, and the impact this has had on the roles and opportunities that are offered to women. The women we rely on every day for our operational success, some of which have been with us for multiple decades, shared their stories and provided insight and guidance for the new generation of employees entering the workforce.



## SUPPLY CHAIN/CULTURE

In 2023, our supply chain began a project focused on improving how the team could work better across our regions. To kickstart the effort, the team sent out a survey to identify the most common feedback they could address. The main point of feedback was improving trust and communication across the team and removing silos. Our supply chain team then implemented recurring dialogues with the global team, inviting each member to participate in the conversation. During the meetings, discussions focused around eliminating exclusive behaviors and outlining continuous change that supports the inclusion of each region. The team will continue the efforts in 2024 with a focus on providing training and knowledge to each member of the team to ensure collaborative success.

## INCLUSION CHAMPION SPOTLIGHT

“Don’t be afraid to have uncomfortable conversations. Temporary discomfort leads to necessary progress and culture change.”

**Rachel Maddock**, Greenwood,  
Production Engineer





OVERVIEW

EMPOWERING

**INNOVATING**

OPERATING

LOOKING AHEAD

METRICS

# Innovating Solutions

LCA AND CARBON OFFSETS

NEW PRODUCTS

PARTNERSHIPS

AWARDS IN INNOVATION



# LCA AND CARBON OFFSETS

## LIFE CYCLE ANALYSIS

In 2022, we began earnestly looking at the life cycle of our products and the environmental impact they have from raw material extraction through production. This effort has provided a roadmap for areas where we could make meaningful reductions to our products' impacts. In addition to making large investments within our operations, we also began working with energy, logistics and raw material suppliers to discuss pathways that could help us reduce our products' life cycle impact.

To calculate our life cycle analysis, we partnered with Sphera. Through their utilization of the GaBi Tool, they calculated our LCA values; including the impact of each of our manufacturing processes. In 2023, we began communicating our LCA values to customers, opening up new avenues toward transparency and reducing environmental impacts, together.

## CARBON OFFSETS

Carbon offsets are not created equal and the market for them can seem like a tricky business.

In the Operating Without Compromise section of this report, you will find a story about a new thermal reduction unit (TRU) at our Pensacola site that is eliminating 98% of the N<sub>2</sub>O emissions from our adipic acid production.

Through this project, and our earlier investments, we were able to generate certified carbon offsets that, in 2021, we began selling on the market. These carbon offsets aid other companies in reducing their environmental footprint in a real, tangible way.

To ensure the legitimacy of our carbon offsets, we partnered with the Climate Action Reserve (CAR) to validate our offerings and show our customers that our process of generating these offsets is genuine and done with integrity.

The CAR is an independent, non-profit team of experts that issues, reviews and verifies rigorous standards and reductions to ensure high-quality carbon offsets. In addition to validation through the CAR, our offsets are rated by a third-party agency who has determined they are likely to achieve the estimated reductions.

At Ascend, we are dedicated to getting it right. This means being as transparent as possible and relying on third-party validation in many cases.

Our offsets have been certified because our work in reducing emissions check the three major boxes: through our investments, such as TRU, emissions are **permanently** eliminated from the environment. This reduction is meticulously **measured** through flow meters and analyzers we have installed at specific points in the process, which are monitored under strict protocols—these measurements are verified by the CAR. Finally, this project is **additional** as it would not have been possible without carbon markets.

# NEW PRODUCTS

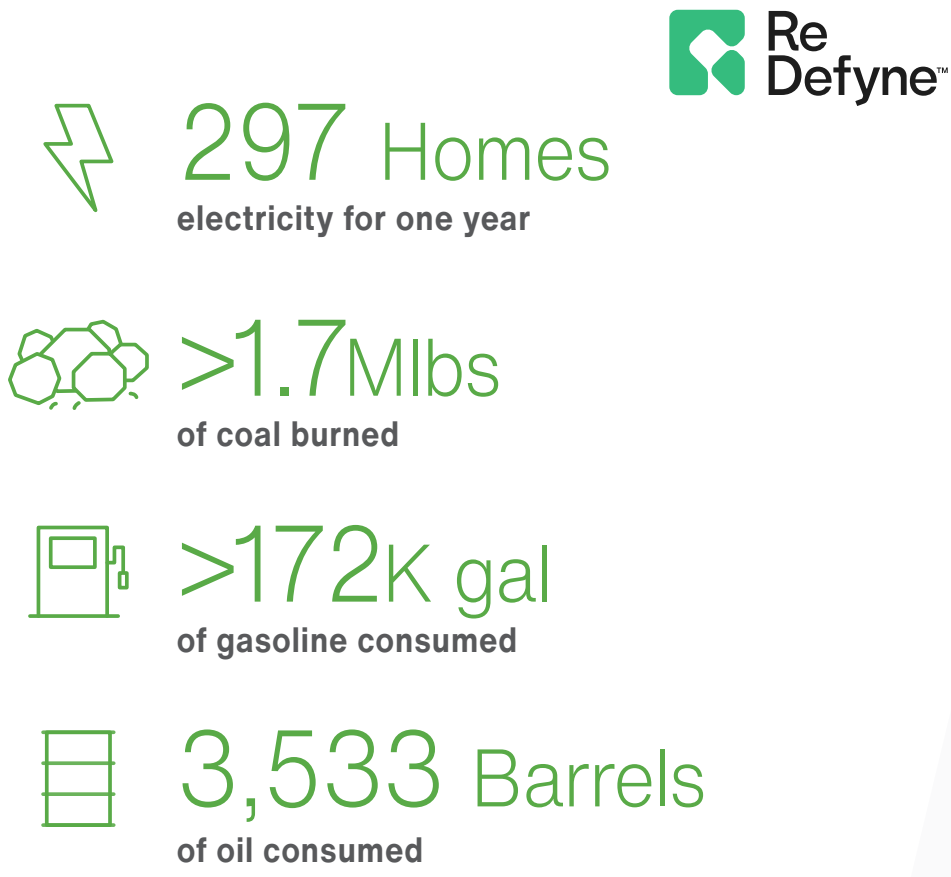
## VYDYNE AVS

Investing in a future where consumers choose sustainable alternatives means the emergence of new challenges that need to be solved. With the rise of electric vehicles, consumers are now subjected to the high-frequency noise of electric motors in lieu of the noise of an internal combustion engine. In 2022, we released Vydyne AVS (Anti-Vibration Systems), a solution to dampening noise, vibrations and harshness inside of electric vehicles. This technology is currently featured in the Cadillac. In 2023, we expanded our AVS portfolio, creating a broad offering of solutions that increase the comfort of riding in an EV, contributing to a reduction in emissions generated by internal combustion engines.



## REDEFYNE CABLE TIES

Recycled polyamides have typically been ruled out of performing well in certain areas, but at Ascend, we want to be a company that provides best-in-class solutions. In 2023, we partnered with HellermannTyton and Ford to utilize ReDefyne, our brand of sustainable polyamides, as a drop-in solution for cable management. This technology is currently being used in the 2024 Ford Mustang, and its EV counterpart the Mach-E, as the first broad-scale shift from virgin to post-industrial recycled PA66 in cable management parts. ReDefyne offers a 35% lower carbon footprint and helps our customers reduce their scope 3 emissions. The CO<sub>2</sub> emissions saved by Ford with ReDefyne are equivalent to:



## METAL DETECTABLE CABLE TIES

The food processing and other industries concerned with foreign-object contamination typically employ the use of X-ray detectability to ensure the product their customer is receiving is safe and free from contamination. In 2023, we announced new, metal-detectable Vydyne PA66 compounds for cable ties and fasteners for these industries. Even the smallest fragment of this material is identifiable with standard detection equipment, creating a safer alternative for our customers.



# PARTNERSHIPS

## MAXIMIZING PAYLOAD EFFICIENCY

Our team in Europe worked on a project in 2023 to maximize payload efficiency. The team contacted customers in the region with a proposal to increase order quantities, allowing us to optimize shipping processes based on the product, packaging and destination. Over 21 customers supported the initiative, resulting in a reduction of 1.3 metric tons of CO<sub>2</sub>e per load.

## SUSTAINABLE PROCUREMENT

Eight materials make up 93% of our annual purchase volume. The suppliers we engage with to attain those materials are the focus of our sustainable procurement assessment efforts. In 2021, we implemented supplier assessments that took a closer look at the sustainable practices of our suppliers. By the end of 2023, we performed assessments for 88% of these identified suppliers.

## CIRCULARITY IN MOZZATE

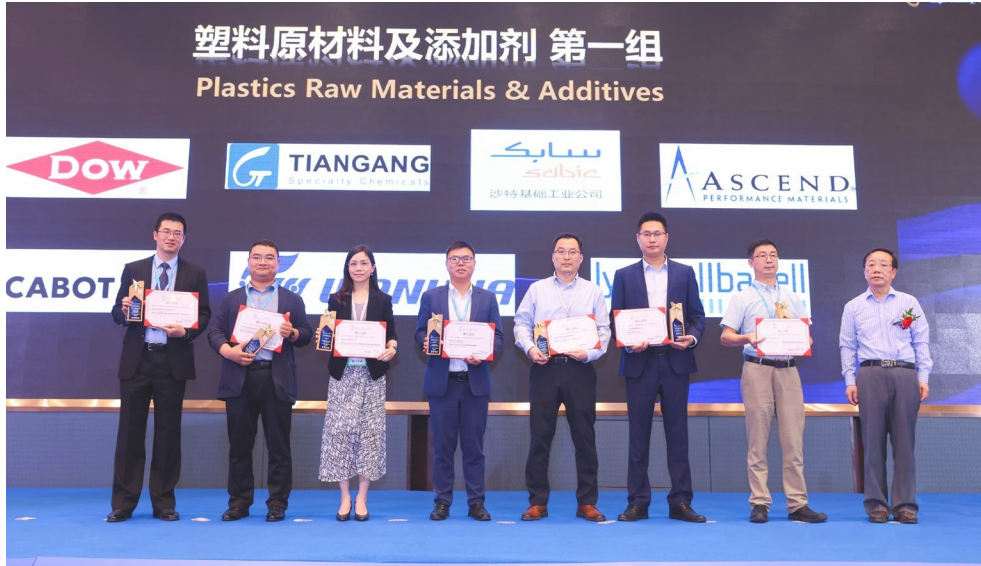
At Ascend, we are in the business of establishing sustainability as a mindset, not just a box to tick, when evaluating our processes and projects. In the middle of 2023, our Mozzate site identified an opportunity to save reusable nylon from being destroyed by partnering with our customer to buy back waste material generated from their manufacturing process. In 2024, we will begin recycling this nylon, saving various loads of waste from being destroyed or sent to a landfill.



# AWARDS IN INNOVATION

## SPE AUTOMOTIVE INNOVATION AWARDS FINALIST

Ascend was named a finalist in the 2023 SPE Automotive Innovation Awards in the sustainability category for our work with HellermannTyton and Ford. In partnership, we created cable management solutions made from our ReDefyne portfolio of sustainable polyamides – these materials are currently utilized in the 2024 Ford Mustang and its EV counterpart, the Mach-E. Validation with Ford certified that ReDefyne’s performance was comparable to or exceeded the mechanical, thermal and chemical performance traditionally required of prime material.



## OVERALL BEST SUPPLIER WITH SCHNEIDER

In 2023, we received the Overall Best Supplier award from Schneider Electric. Over 1,000 suppliers were evaluated. In the end, we were selected due to our progress and reliability in areas of sustainability, innovation, on-time deliveries, quality and global development.



## RINGIER TECHNOLOGY INNOVATION AWARD IN PLASTICS INDUSTRY

Our Vydyne AVS technology dampens high-frequency vibrations at the source, while also providing structural support for applications. It is being used in the Cadillac LYRIQ to improve cabin sound. In 2023, Vydyne AVS was the recipient of the 2023 Plastics Industry Ringier Technology Innovation Awards.



# Operating Without Compromise

EMISSIONS

WATER

WASTE



# EMISSIONS

## INVESTING IN THE FUTURE, FOR ALL

When we first publicly announced our 2030 Vision, we included a goal of reducing our scope 1 emissions by 80% before 2030. In 2022, that number was increased to 90%.

We want to be a company where “good enough” is not enough for us. So, we continuously push back against the status quo and invest in projects that will help us meet and exceed the aggressive goals we have committed to in our 2030 Vision.

In 2023, we began operating a new thermal reduction unit (TRU) at our site in Pensacola, Florida. This unit will eliminate over 98% of the N<sub>2</sub>O emissions associated with our adipic acid production, pushing us further along in our sustainability journey.

The TRU project uses a technologically advanced, high-temperature reducing environment that permanently destroys N<sub>2</sub>O, a potent greenhouse gas. The project has robust monitoring, including calibrated flow meters and a continuous emission monitoring system (CEMS), and is third-party audited to ensure emission reductions comply with internationally recognized protocols.

TRU is one project in a series of many—our people continue to identify large investments, small changes in processes, mindset changes and more to help us continue the momentum we’ve started in changing how we operate, culminating in one, large impact.



Our sustainability initiatives would not be possible without our site teams that work to make positive change happen.

## REDUCING STEAM USAGE IN PENSACOLA

While steam is one of the main types of energy that we use to power our operations, the reduction in steam usage is beneficial to curtail energy consumption and reduce greenhouse gas emissions. Our site in Pensacola has dedicated an entire team focused on reducing steam usage for the site. The Steam Trap Program ensures that every steam trap, devices that discharge built-up condensate without resulting in loss of steam, at the site is regularly monitored to ensure effectiveness. Additionally, the site has worked to create a more efficient process that allows the repair and maintenance of steam leaks that occur at the site to be prioritized.

## RENEWABLE ENERGY POWERED HMD

A portion of the environmental footprint that comes from the production of HMD derives from the energy used in the manufacturing process. By aligning with industry standards to use renewable energy in our products, we are working to use a mass balanced approach in our HMD process, which will result in a reduction of the product’s footprint by 13%.

# WATER

## MOZZATE WATER

Making plastics is a hot business. During the creation of our compounded materials, our nylon experiences extreme temperatures. As a result, we use water to cool these products down before cutting them down into pellets. At our site in Mozzate, we previously relied on city water for cooling, which was then sent out for treatment. In early 2023, the site constructed a cooling tower to cool down previously used water. The tower is on a closed system, allowing us to recycle the water, resulting in an 80% reduction in annual water usage at the site.



## PENSACOLA WATER

We believe that small changes across our sites can add up to create a larger, sustainable impact. In Pensacola, our site began a series of projects in 2023 to reduce water usage and consumption wherever possible. Teams replaced valves on steam vents to reduce unnecessary venting from occurring. In another project, the team repaired a tank that had been out of service to increase the recovery of process water. The team also repaired a vacuum pump that was using an excess amount of flush water. In response, the team installed an orifice on the pump to eliminate the unneeded water usage.

## SUZHOU WATER

During the compounding process, water is used for a variety of reasons. When our Suzhou plant started up in 2020, our team at the site implemented a closed loop system so that water was reused, and only evaporated water needed to be replaced. From 2021 to 2023, an elaborate wastewater system has been in the works at our Suzhou site. The completion of this project meant that, where possible, water at our site is recycled. After its implementation, the system achieved zero process wastewater discharge for the site and avoided the utilization of 24,000 m<sup>3</sup> (6,340,000 gallons) of water per year meeting our goals laid out in our 2030 vision.

## WATERCON

At the beginning of 2023, subject matter experts from our sustainability and procurement teams held WaterCon, a conference dedicated to finding opportunities across our organization to reduce water consumption. During the conference, different vendors shared new technologies and best practices for water consumption and water quality improvements. The Ascend team has leveraged some of these ideas to reduce water usage at our sites.





# WASTE

## OPERATION CLEAN SWEEP

Implementing pellet loss initiatives is crucial for minimizing waste and enhancing our reputation as a reliable and efficient supplier to our customers. For this reason, we factor pellet loss prevention into our environmental, safety and manufacturing processes. In 2022, each of our polymer manufacturing sites began efforts to join Operation Clean Sweep (OCS), an international campaign to eliminate plastic litter from the environment. In 2023, every relevant employee participated in an internal training which detailed best industry practices for reducing pellet loss.



- **Each of our European** sites are engaged with Operation Clean Sweep and plan to be certified in 2024.
  - **In Pensacola**, our site engaged in a series of efforts to reduce pellet loss. One project the team worked on was optimizing hatch- es on hopper trucks to ensure the seamless transfer of pellets. The team also created and installed customizable box covers for pellets to more accurately be deposited after manufacturing.
  - **At our Greenwood site**, a team identified areas with the highest possibility for pellet loss and created a plan to mitigate the poten- tial loss of product. They replaced worn out pipe couplings, iden- tified and repaired leak points, rerouted blower vents for better performance and designed and installed screen covers.
- This project reduced pellets collected in floor sweeps by over 50% from 2022. They plan to prevent 340,000 pounds of pellets (saving \$194,000 in cost savings) from this project**
- **In San José Iturbide**, a team worked to replace plastic hoses with metal ones, increasing the life of the tools and reducing pellet loss. They also have increased the amount of pellets reclaimed by optimizing floor sweeps.



## CIRCULAR POLYMERS BY ASCEND

In 2022, we acquired a majority stake in Circular Polymers, a recycler of post-consumer carpet. Since 2018, 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. **In 2023 alone, Circular Polymers by Ascend diverted 21.2 million pounds from landfills.**



## FOSESSES DECREASES PACKAGING WASTE

In Fosses, our site has focused on multiple projects to help us achieve the goals laid out in our 2030 Vision. One significant project helped us, in particular, with our waste minimization goal. By incorporating a better silo utilization rate and making impactful changes in the packaging of raw materials, the site decreased packaging waste by 20%.



## LOOKING AHEAD

**Advancing for All is more than just a motto for our sustainability efforts, it is a reminder that we have a responsibility to consistently forge ahead to improve our environmental footprint, support our communities and foster our people's success. We do these things not simply because they make Ascend Performance Materials better, but because our work touches countless lives every day.**

While sustainability is a part of everything we do, from operating safely to volunteering in our communities, reducing our scope 1 emissions has been a core focus of our efforts. And we have made significant progress in that area, even revising our 2030 Vision target up to a 90% reduction last year.

This year, we are revising our targets for scope 2 and 3 emissions, as well as water consumption. For scope 2, which are emissions related to our purchased energy, we have moved from a goal of sourcing 90% renewable energy to an absolute emissions reduction of 90%. For scope 3, our goal is shifting from completing supplier assessments to reducing the greenhouse gas impacts of our purchased goods by 35%.

In terms of water consumption, we achieved our prior target in 2023 by streamlining our processes. We are currently working to revise this goal to reflect further improvements. Each of these goal revisions is an excellent example of people throughout Ascend Advancing for All.

Ultimately, these improvements to our environmental footprint make their way into cars, appliances, yoga pants and millions of

products people interact with every day. We recognize that we are part of a larger manufacturing supply chain and part of our responsibility is to help our customers—those companies that make the things you use every day—meet their sustainability goals through our products.

If we accomplish our scope 1, 2 and 3 targets, we will achieve an overall reduction of our product carbon footprint by 50%. Beyond that work, we are growing our sustainable product portfolios with bio-based and recycled feedstock materials. We are working with suppliers to source bio-derived raw materials to grow our Bioserve offerings across our portfolio. And, we continue to develop our ReDefyne™ high-performance pre- and post-consumer nylons using the expertise in our Mozzate, Italy compounding site and the raw materials from Circular Polymers by Ascend, a recycler of end-of-life carpet.

I want to take this opportunity to call on our suppliers, customers and competitors to join us. While the progress we have made is significant, we need and want to do more and that will require partnerships throughout the supply chain. The majority of our remaining emissions come from the raw materials we purchase. Switching to renewable and recycled raw materials on a large scale will require investment and innovation.

But more sustainable raw materials are only part of the solution. We also need to reimagine how we create the products people use in their daily lives. Longer-lasting, more durable products are inherently more sustainable than disposable products and products designed for recyclability further reduce environmental impacts.

Finally, it is important our industry coalesces around common standards and definitions. Sustainability should be more than marketing, it should be meaningful, tangible and traceable improvements that improve lives. For our part, we are working to adhere to the Science Based Targets initiative.

**Thank you for reading our 2023 sustainability report.  
We hope you will join us in Advancing for All.**

**Chris Johnson**  
Sr. Sustainability  
Director



# SDG ALIGNMENT

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

## EMPOWERING PEOPLE

**Ascend Cares** – Our Ascend Cares Foundation addresses critical critical areas in our communities. Through partnering with local organizations, we contribute to hands-on work that makes a difference in the lives of others.



**A company where everyone has a seat at the table** – Our diversity and inclusion roadmap exists to ensure that everyone in our organization recognizes and celebrates the strength we have in diversity—our differences make us stronger.



**A focus on developing our people** – We want to be a company where our employees are supported in various ways. Through Ascend University, various training and skill-development programs are offered for our people.



**Maintaining the health and safety of our people** – The safety of our employees and contractors is our top priority. Our Commitment to Zero and investments in safety resources protect our people from hazards associated with any job. Additionally, we offer multiple benefits that help our employees maintain their health.



## INNOVATING SOLUTIONS

**Developing solutions that support innovation** – We develop products that inspire a better tomorrow. Our innovative solutions consistently answer new problems in a changing world.



**Holding our partners accountable** – We believe that sustainability should be a global effort. We hold our suppliers and customers accountable and contribute to the development of ethical business practices.



**Investing in the reduction of water use** – We have implemented various solutions to decrease water usage in our processes by investing in recycling treatments, processes and equipment for much of our utilized water.



## OPERATING WITHOUT COMPROMISE

**Taking measures to reduce water usage and preserve clean water** – Our sites are focused on developing innovative processes that allow us to reuse water. We have pledged to tackle projects that keep waterways clean and free of plastic.



**Protecting our communities** – We actively look for new ways to reduce waste from entering the ground by investing in projects that allow us to permanently eliminate waste from the environment



**Reducing emissions from our operations** – We aspire to be at the forefront of sustainability, leading change across our industry. We increased our goal to reduce our scope 1 emissions to 90% in 2022 and continue to invest in large, capital projects that will allow us to meet and exceed our aggressive sustainability goals.



**Creating sustainable operations** – We dedicate a large amount of time and resources towards projects that hold us accountable for the goals we have set for our company. Through projects like solar energy powered operations and investing in our recycling processes, we are driving change for a greener future.



# GRI TABLE

## INTRODUCTION

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

## LEGAL DISCLAIMER

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



GRI 2: General Disclosures 2023			
1. The organization and its reporting practices	Sub Categories	Answers	
2.1 Organizational Details	Report its legal name	Ascend Performance Materials, Inc.	
	Report its Nature of ownership and legal form	Ascend is a private company owned by SK Titan Holdings, Inc.	
	Report the location of its headquarters	Houston, Texas, USA	
	Report its countries of operations	United States, Mexico, China, Netherlands, France, Italy, India	
2.2 Entities included in the organization’s sustainability reporting	List all its entities included in its sustainability reporting;	This report includes all entities under Ascend Performance Materials Holdings, Inc.	
	If the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting;	Ascend is a privately owned company and does not publicly disclose audited financial information.	
	<div>If the organization consists of multiple entities, explain the approach used for consolidating the information, including:<div><div>i. Whether the approach involves adjustments to information for minority interests;</div><div>ii. How the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities;</div><div>iii. Whether and how the approach differs across the disclosures in this Standard and across material topics.</div></div></div>	<div>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.</div> <div>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.</div>	
2.3 Reporting period, frequency and contact point	Specify the reporting period for, and the frequency of, its sustainability reporting;	This report details Ascend’s sustainability efforts for the calendar year from January 1, 2023, to December 31, 2023. Ascend has adhered to the GRI Core Option Standards for the reporting period in 2023.	
	Specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this;	Ascend Performance Materials is a privately owned company and does not publicly disclose audited financial information.	
	Report the publication date of the report or reported information;	This report was published in June 2024.	
	Specify the contact point for questions about the report or reported information.	To learn more about Ascend’s sustainability journey and 2030 vision, please visit this link: <a href="https://www.ascendmaterials.com/who/sustainability-at-ascend/">https://www.ascendmaterials.com/who/sustainability-at-ascend/</a>	
2.4 Restatements of information	<div>Report restatements of information made from previous reporting periods and explain:<div><div>i. The reasons for the restatements;</div><div>ii. The effect of the restatements.</div></div></div>	Restatements of information from previous reporting periods account for changes in the calculation methodology, changes in the business structure, and changes in the scope/definition of the disclosures in order to provide the most accurate data available.	
2. Activities and workers	Sub Categories	Answers	Information Links
2.6 Activities, value chain and other business relationships	<div>Sector(s) in which we are active in:<div><div>i. the organization’s activities, products, services, and markets served;</div><div>ii. the organization’s supply chain;</div><div>iii. the entities downstream from the organization and their activities;</div></div></div> <div>Other relevant business relationships</div> <div>Significant changes in 2-6-a, 2-6-b, and 2-6-c</div>	<div>Ascend performs in the chemical industry. Ascend makes high-performance materials for everyday essentials and new technologies. We have a diversified product portfolio in multiple markets including e-mobility, automotive, electrical and electronics, consumer and industrial, cable management, healthcare, textiles and safety systems and specialty chemicals.</div> <div>There were no significat changes in our busines in this reporting year.</div>	<div>Markets - <a href="https://www.ascendmaterials.com/markets/">https://www.ascendmaterials.com/markets/</a></div>

GRI 2: General Disclosures 2023 Continued		
2. Activities and workers	Sub Categories	Answers
2.7 Employees	<p>Total number of employees</p> <p>Report the total number of:</p> <ul style="list-style-type: none"><li>i. permanent employees, and a breakdown by gender and by region;</li><li>ii. temporary employees, and a breakdown by gender and by region;</li><li>iii. non-guaranteed hours employees, and a breakdown by gender and by r</li><li>iv. full-time employees, and a breakdown by gender and by region;</li><li>v. part-time employees, and a breakdown by gender and by region;</li></ul> <p>Methodologies and assumptions used to compile the data.</p> <p>Contextual information necessary to understand the data reported under 2-7-a and 2-7-b.</p> <p>Significant fluctuations in the number of employees.</p>	<p>The total number of employees is based on the number of full-time head count at the end of the reporting period.</p> <p>There were 2764 employees as of December 2023.</p> <p>Due to challenges in the business environment, particularly in the economy, we opted to restructure our organization. This restructuring has led to fluctuations in the number of employees as we adapt to the evolving circumstances.</p>
3. Governance	Sub Categories	Answers
2.9 Governance structure and composition	<p>Describe its governance structure, including committees of the highest governance body;</p> <p>List the committees of the highest governance body that are responsible for decision-making on and overseeing the management of the organization's impacts on the economy, environment, and people;</p> <p>Describe the composition of the highest governance body and its committees by:</p> <ul style="list-style-type: none"><li>i. executive and non-executive members;</li><li>ii. independence;</li><li>iii. tenure of members on the governance body;</li><li>iv. number of other significant positions and commitments held by each member, and the nature of the commitments;</li><li>v. gender;</li><li>vi. under-represented social groups;</li><li>vii. competencies relevant to the impacts of the organization;</li><li>viii. stakeholder representation.</li></ul>	<p>The Board of Directors, comprised of four members, including our Chief Executive Officer and three representatives from SK Capital, serves as Ascend's highest governance body. Leading our internal governance is the executive leadership team (ELT), helmed by our CEO. The ELT includes key roles such as Chief Financial Officer, Chief Integrated Supply Chain Officer, Chief Transformation Officer, Chief Commercial Officer, Chief Human Resources Officer, Chief Technology Officer, and General Counsel.</p> <p>Our Risk and Audit Committees are responsible for overseeing the company's impacts on the economy, environment and people.</p>
2.12 Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"><li>a. Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development;</li><li>b. Describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including:<ul style="list-style-type: none"><li>i. Whether and how the highest governance body engages with stakeholders to support these processes;</li><li>ii. How the highest governance body considers the outcomes of these processes;</li></ul></li><li>c. Describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review.</li></ul>	<p>The executive leadership team conducts quarterly reviews of our environmental, social, and economic impacts. This team is responsible for shaping the company's overarching strategy, ensuring its alignment with our sustainability objectives and targets.</p> <p>In addition, The Board of Directors and ELT have a quarterly review to track our performance related to our sustainable development.</p> <p>The Board of Directors reviews Ascend's impact on the economy, environment and its people, and our CEO oversees management responsibility. Responsibilities for specific impacts are delegated to senior executives. For example, our Chief Human Resources Officer is responsible for people and social impacts, our Chief Financial Officer and Chief Commercial officer are responsible for economics, and our Senior Vice President of ESSH is responsible for environmental impacts.</p>

GRI 2: General Disclosures 2023 Continued		
3. Governance	Sub Categories	Answers
2.13 Delegation of responsibility for managing impacts	<p>Describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including:</p> <ul style="list-style-type: none"><li>i. Whether it has appointed any senior executives with responsibility for the management of impacts;</li><li>ii. Whether it has delegated responsibility for the management of impacts to other employees;</li></ul> <p>Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people.</p>	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	<ul style="list-style-type: none"><li>a. Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information;</li><li>b. If the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.</li></ul>	Our Board of Directors meets monthly and quarterly to review key metrics and material topics.
2.15 Conflicts of interest	<ul style="list-style-type: none"><li>a. Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated;</li><li>b. Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:<ul style="list-style-type: none"><li>i. Cross-board membership;</li><li>ii. Cross-shareholding with suppliers and other stakeholders;</li><li>iii. Existence of controlling shareholders;</li><li>iv. Related parties, their relationships, transactions, and outstanding balances.</li></ul></li></ul>	Our Risk and Audit Committees play a crucial role in preventing and mitigating conflicts of interest within Ascend. To support this effort, our business and supplier codes of conduct provide clear guidelines to prevent such conflicts. Ascend's global compliance training includes conflict interest training and the ethics hot line ensure a safe means of reporting conflicts. Any conflicts that do arise are addressed according to these guidelines and are disclosed to stakeholders as necessary.
2.16 Communication of critical concerns	<ul style="list-style-type: none"><li>a. Describe whether and how critical concerns are communicated to the highest governance body;</li><li>b. Report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.</li></ul>	<p>Critical concerns are communicated to our Board of Directors on a quarterly basis and otherwise as needed.</p> <p>There were zero critical incidents reported in this reporting period.</p>
4. Strategy, policies and practices	Sub Questions	Answers
2.22 Statement on sustainable development strategy	Report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.	<p><a href="#">Link to CEO statement</a></p> <p><a href="#">Link to the Sr. Sustainability Director statement</a></p>

GRI 2: General Disclosures 2023 Continued		
4. Strategy, policies and practices	Sub Questions	Answers
2.23 Policy commitments	<p>Describe its policy commitments for responsible business conduct, including:</p> <ul style="list-style-type: none"><li>i. The authoritative intergovernmental instruments that the commitments reference;</li><li>ii. Whether the commitments stipulate conducting due diligence;</li><li>iii. Whether the commitments stipulate applying the precautionary principle;</li><li>iv. Whether the commitments stipulate respecting human rights;</li></ul> <p>Describe its specific policy commitment to respect human rights, including:</p> <ul style="list-style-type: none"><li>i. The internationally recognized human rights that the commitment covers;</li><li>ii. The categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment;</li></ul> <p>Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this;</p> <p>Report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level;</p> <p>Report the extent to which the policy commitments apply to the organization’s activities and to its business relationships;</p> <p>Describe how the policy commitments are communicated to workers, business partners, and other relevant parties.</p>	<p>Our policy commitments are approved by our Chief Executive Officer, the most senior executive in our organization. These commitments extend to both our operations and our supply chain. For details regarding commitments to our operations, please consult our Business Code of Conduct. Similarly, our Supplier Code of Conduct outlines the commitments that our suppliers are expected to adhere to.</p> <p>Internally, we communicate our policy commitments through annual compliance trainings. Externally, our Supplier Code of Conduct is publicly available to ensure transparency.</p>
2.24 Embedding policy commitments	<p>Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:</p> <ul style="list-style-type: none"><li>i. How it allocates responsibility to implement the commitments across different levels within the organization;</li><li>ii. How it integrates the commitments into organizational strategies, operational policies, and operational procedures;</li><li>iii. How it implements its commitments with and through its business relationships;</li><li>iv. Training that the organization provides on implementing the commitments.</li></ul>	<p>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.</p>
2.25 Processes to remediate negative impacts	<p>Describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to;</p> <p>Describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in;</p> <p>Describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to;</p> <p>Describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms;</p> <p>Describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.</p>	<p>We are committed to supporting our employees in adhering to the Business Code of Conduct, corporate policies, and relevant laws and regulations. To facilitate this, we offer an Ethics Hotline—a confidential reporting option provided by a third-party service—accessible via phone and online.</p> <p>To ensure the effectiveness of our grievance mechanisms, we regularly review them with our stakeholders. This review process includes employee culture surveys, exit interviews, and sustainability materiality assessments. Feedback from these assessments is used to improve our grievance process as needed.</p> <p>For more details, please refer to our Business Code of Conduct.</p>

GRI 2: General Disclosures 2023 Continued		
4. Strategy, policies and practices	Sub Questions	Answers
2.26 Mechanisms for seeking advice and raising concerns	<p>Describe the mechanisms for individuals to:</p> <p>Seek advice on implementing the organization’s policies and practices for responsible business conduct;</p> <p>Raise concerns about the organization’s business conduct.</p>	<p>Any actual or suspected violations of the Ascend Code of Business Conduct and Ethics, policies, or relevant laws and regulations can be reported through the Ascend Ethics Hotline. This hotline is operated by a third-party provider and allows for anonymous reporting 24 hours a day, seven days a week.</p>
2.27 Compliance with laws and regulations	<p>Report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by:</p> <p>i. Instances for which fines were incurred;</p> <p>ii. Instances for which non-monetary sanctions were incurred;</p> <p>Report the total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by:</p> <p>i. Fines for instances of non-compliance with laws and regulations that occurred in the current reporting period;</p> <p>ii. Fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods;</p> <p>Describe the significant instances of non-compliance;</p> <p>Describe how it has determined significant instances of non-compliance</p>	<p>There were zero instances of non-compliance with laws and regulations during this reporting period.</p>
2.28 Membership associations	<p>Report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role</p>	<p>Ascend participates in the American Chemistry Council, Texas Chemical Council, United Nations Global Compact, Plastics Europe, Operation Clean Sweep, Polyvia and AIGPF.</p>
5. Stakeholder engagement	Sub Categories	Answers
2.29 Approach to stakeholder engagement	<p>Describe its approach to engaging with stakeholders, including:</p> <p>i. The categories of stakeholders it engages with, and how they are identified;</p> <p>ii. The purpose of the stakeholder engagement;</p> <p>iii. How the organization seeks to ensure meaningful engagement with stakeholders.</p>	<p>We are committed to engaging with our stakeholders, including employees, communities, and customers, with transparency and accurate information. Our efforts include frequent sharing of business details, community involvement, and sustainability initiatives on major social media platforms.</p> <p>For our employees, we host quarterly town halls led by our CEO, who provides updates on financial, safety, and community impact data. Additionally, we hold weekly conference call updates from our headquarters on various topics, and all employees are invited to regular skip-level meetings with their manager’s leader.</p> <p>In our communities, we maintain community action panels to provide updates and address questions from neighbors. Through the Ascend Cares Foundation, we support hundreds of community nonprofit organizations worldwide each year.</p> <p>For our customers, we engage through industry organizations, business development services, and product technology support. We collaborate closely with customers to understand their circular product requirements and future sustainability needs.</p>
2.30 Collective bargaining agreements	<p>For employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations.</p>	<p>At our European sites where applicable, we have an employee representatives body that meets regularly to discuss working conditions, health and safety, and business results. At other sites, we have a dedicated Human Resources team that collaborates with employees and leaders to enhance working conditions.</p>

GRI 3: Material Topics 2023		
Disclosures on material topics		
3.1: Process to determine material topics	Sub Categories	Answers
<p>Describe the process it has followed to determine its material topics, including:</p> <p>Specify the stakeholders and experts whose views have informed the process of determining its material topics. specify the stakeholders and experts whose views have informed the process of determining its material topics.</p>	<p>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;</p> <p>ii. how it has prioritized the impacts for reporting based on their significance;</p>	<p>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:</p> <p><b>Industry Standards and Frameworks</b></p> <p>Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), American Chemistry Council’s Sustainability Principles, UN Global Compact and Sustainable Development Goals</p> <p><b>Peer Benchmarking</b></p> <p><b>ESG Groups</b></p> <p>Environmental Defense Fund (EDF), Green Chemistry and Commerce Council (GC3), Cradle to Cradle (C2C)</p> <p><b>Sustainability Asset Audit</b></p> <p>Benchmarked 31 Material Topics</p> <p>Completed interviews with employees and customers</p> <p>Completed the assessment in 2019 with plans to refresh in 2025</p>
<p>List its material topics;</p> <p>Report changes to the list of material topics compared to the previous reporting period.</p>		<p>Material Topics:</p> <ol style="list-style-type: none"><li>1. Sustainable products</li><li>2. Community engagement and relations</li><li>3. Sustainable operations</li><li>4. Research and development</li><li>5. Employee engagement, recruitment and development</li><li>6. Workforce health and safety</li><li>7. Diversity and inclusion</li><li>8. Supply chain</li><li>9. Ethics and compliance</li><li>10. Responsible business practices and corporate governance</li><li>11. Consumer education and transparency</li></ol>

GRI 205: Anti-corruption		
3.3: Management of Material Topics	Sub Categories	Answers
Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;		As an active participant in the UN Global Compact, Ascend Performance Materials recognizes corruption as a significant barrier to global economic and social progress. It adversely affects sustainable development and disproportionately impacts impoverished communities. 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. Therefore, 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 relationships, and describe the activities or business relationships;		To minimize 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 annually, which explicitly includes a commitment to combat corruption. These steps help us maintain a strong ethical foundation and avoid negative impacts on business relationships.
Describe its 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 regarding corruption and ethical business practices.
Describe actions taken to manage the topic and related impacts, including:	<div><div>i.</div>actions to prevent or mitigate potential negative impacts;</div> <div><div>ii.</div>actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</div> <div><div>iii.</div>actions to manage actual and potential positive impacts;</div>	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.
Report the following information about tracking the effectiveness of the actions taken:	<div><div>i.</div>processes used to track the effectiveness of the actions;</div> <div><div>ii.</div>goals, targets, and indicators used to evaluate progress;</div> <div><div>iii.</div>the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures;</div>	We monitor key performance indicators related to anti-corruption efforts, including participation in anti-corruption training, views of our anti-corruption policy, policy audits, and anti-corruption risk assessments.
Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).		At Ascend Performance Materials, we prioritize strong anti-corruption measures to safeguard our reputation and the interests of all stakeholders. We ensure accessibility to our ethics reporting hotline for both internal associates and external third parties. Additionally, we have extended ethics training to all associates, and we regularly issue stakeholder reminders on ethical topics.

GRI 205: Anti-corruption Continued		
2. Topic Disclosures	Sub Categories	Answers
205 - 2: Communication and training about anti-corruption policies and procedures		
Total number and percentage of governance body members that the organization's anticorruption policies and procedures have been communicated to, broken down by region.		100%
Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.		100%
Total number and percentage of business partners that the organization's anticorruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.		Ascend requires 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.
Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.		Ascend provides 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 employees completed this compliance training in 2023.
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.
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 confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.		Zero incidents
Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.		Zero incidents

GRI 304: Biodiversity			
3.3: Management of Material Topics		Sub Categories	Answers
Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;			Sustainable Operations
Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;			We are deeply committed to the principles of the UN Global Compact and recognize the vital importance of biodiversity to our planet. Demonstrating our dedication to safeguarding marine and terrestrial ecosystems, we vigilantly monitor emission points for greenhouse gases and waste, persistently striving for improvements at their origins.
Describe actions taken to manage the topic and related impacts, including:		<div><div>i. actions to prevent or mitigate potential negative impacts;</div><div>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</div><div>iii. actions to manage actual and potential positive impacts;</div></div>	As outlined in our 2030 Vision, we pledge to achieve a 40% decrease in waste and a 90% reduction in scope 1 emissions by the year 2030.
Report the following information about tracking the effectiveness of the actions taken:		<div><div>i. processes used to track the effectiveness of the actions;</div><div>ii. goals, targets, and indicators used to evaluate progress;</div><div>iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures;</div></div>	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.
Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).			Specialized teams at every site are actively engaged in minimizing waste across all sectors. We uphold a constant monitoring protocol for TRI and GHG emissions, empowering us to swiftly manage and rectify any operational disruptions. Moreover, robust controls are in place to avert spills from breaching containment measures, guaranteeing the containment of any prospective environmental incidents.
2. Topic Disclosures		Sub Categories	Answers
304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas			
For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information:		<div><div>i. Geographic location;</div><div>ii. Subsurface and underground land that may be owned, leased, or managed by the organization;</div><div>iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas;</div><div>iv. ype of operation (office, manufacturing or production, or extractive);</div><div>v. Size of operational site in km2 (or another unit, if appropriate);</div><div>vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, ormaritime ecosystem);</div><div>vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).</div></div>	<div>We have three sites adjacent to protected areas:</div> <div>Our Decatur, Alabama manufacturing facility produces Adiponitrile and Hexamethylene Diamine. Situated across the Tennessee River, it neighbors both the Wheeler National Wildlife Refuge and Wildlife Management Area and the Swan Creek Wildlife Management Area. Covering an area of approximately 0.75 square miles, our Decatur facility is approximately 2 miles away from Swan Creek Wildlife Management Area and about 3.5 miles from Wheeler National Wildlife Refuge and Wildlife Management Area. Swan Creek Wildlife Management Area spans approximately 13.75 square miles, while Wheeler National Wildlife Refuge and Wildlife Management Area spans approximately 55 square miles.</div> <div>Our Pensacola, Florida manufacturing facility, whose main products are Nylon 6,6 and adipic acid, is located across the Escambia River from the Lower Escambia River Water Management Area. Our Pensacola facility is approximately 0.5 square miles and is located 0.05 miles from Lower Escambia River Water Management Area. The Lower Escambia River Water Management Area spans approximately 55 square miles.</div> <div>Our Alvin, Texas manufacturing facility, whose main product is Acrylonitrile, is located 2.5 miles from Brazoria National Wildlife Refuge. The site spans approximately 1.4 square miles and Brazoria National Wildlife Refuge spans approximately 78 square miles.</div>

GRI 206: Anti-competitive Behavior			
3.3: Management of Material Topics	Sub Categories	Answers	Information Links
Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;		Fair competition is vital for global economic and social development, aligning with the 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 relationships, and describe the activities or business relationships;		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.	
Describe its 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
Describe actions taken to manage the topic and related impacts, including:	<div><div>i.</div>actions to prevent or mitigate potential negative impacts;</div> <div><div>ii.</div>actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</div> <div><div>iii.</div>actions to manage actual and potential positive impacts;</div>	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.	
Report the following information about tracking the effectiveness of the actions taken:	<div><div>i.</div>processes used to track the effectiveness of the actions;</div> <div><div>ii.</div>goals, targets, and indicators used to evaluate progress;</div> <div><div>iii.</div>the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization’s operational policies and procedures;</div>	We monitor key performance indicators related to anti-competition training, policy views, policy audits, and reports to our ethics hotline.	
Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).		To protect stakeholder interests, we provide access to our internal ethics hotline for associates and external parties.	
2. Topic Disclosures	Sub Categories	Answers	
206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices			
Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.		Zero incidents	
Main outcomes of completed legal actions, including any decisions or judgements.		Not applicable	

GRI 302: Energy		
3.3: Management of Material Topics	Sub Categories	Answers
Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;		Manufacturing, despite being energy-intensive, plays a crucial role by producing essential goods, useful products and creating jobs in our communities. Our 2030 vision and mission statement emphasize our commitment to developing performance materials that enhance today's quality of life and inspire a better future.
Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;		In our 2030 vision, we aim to achieve a 90% reduction in our scope 1 greenhouse gas emissions and increase our use of renewable energy. To mitigate the negative impacts of energy consumption, we adopt a One Ascend approach, collaborating across various departments to create a strategic plan that includes multiple projects aligned with our long-term targets.
Describe its policies or commitments regarding the material topic;		Our 2030 vision sets ambitious goals for both scope 1 and scope 2 emissions. These goals include a 90% reduction in our direct operational emissions (scope 1) and increasing our use of renewable energy to over 90%. Guided by our sustainability policy, we communicate our commitment to sustainability to employees, contractors, suppliers, customers and stakeholders. We outline our approach and plans for progress. Additionally, our supplier sustainability policy actively engages our suppliers in advancing their own sustainability objectives.
Describe actions taken to manage the topic and related impacts, including:	<div><div>i.</div>actions to prevent or mitigate potential negative impacts;</div> <div><div>ii.</div>actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</div> <div><div>iii.</div>actions to manage actual and potential positive impacts;</div>	To improve energy efficiency, we've established dedicated energy teams at our main US facilities. These teams actively explore opportunities for enhancement. Our roadmap for increasing renewable energy from the grid involves close collaboration with procurement teams, operations and utility providers. We foster cooperation across various teams, including operations, technology, process engineering, capital projects and sustainability. Together, we identify and leverage environmental impact reduction opportunities through both short-term and long-term investments. For additional details, please refer to section Operating without Compromise in the report.
Report the following information about tracking the effectiveness of the actions taken:	<div><div>i.</div>processes used to track the effectiveness of the actions;</div> <div><div>ii.</div>goals, targets, and indicators used to evaluate progress;</div> <div><div>iii.</div>the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures;</div>	<p>Our 2030 vision guides our annual progress toward scope 1 (direct emissions/energy consumption) and scope 2 (renewable energy) goals.</p> <p>Internally, we maintain separate roadmaps for scope 1 and scope 2 emissions, tracking energy consumption at each site. Our scope 1 emissions calculation aligns with regulatory reporting to bodies such as the United States Environmental Protection Agency (EPA) and Alabama Dept of Energy Management (ADEM). For scope 2 emissions, we follow the Greenhouse Gas Protocol.</p> <p>Additionally, we continue to standardize our reporting and leverage various tools to streamline and automate data collection, enhancing our progress tracking.</p>
Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).		We engaged stakeholders in a materiality assessment to gather input on sustainability efforts that matter to them. Based on this assessment, we identified three focus areas and sustainability pillars: Empowering People, Innovating Solutions, and Operating Without Compromise.

GRI 302: Energy continued							
2. Topic Disclosures		Sub Categories		Answers			
302-1: Energy consumption within the organization		2018	2019	2020	2021	2022	2023
Total fuel consumption within the organization from non-renewable sources. Include fuel types used. (MWh)		7,354,755	7,123,816	6,602,252	7,539,418	7,333,974	7,806,629
Energy Consumed:		2018	2019	2020	2021	2022	2023
	Total electricity consumption from the grid. (MWh)	1,261,056	1,169,761	1,162,670	1,318,376	774,111	598,357
	Total heating consumption.	0	0	0	0	0	0
	Total cooling consumption.	0	0	0	0	0	0
	Total steam consumption.	—	—	—	—	—	—
Energy Sold:		2018	2019	2020	2021	2022	2023
	Total electricity sold.	—	—	—	—	—	—
	Total heating sold.	0	0	0	0	0	0
	Total cooling sold.	0	0	0	0	0	0
	Total steam sold.	—	—	—	—	—	—
Total energy consumption within the organization. (MWh)		8,615,811	8,293,577	7,764,922	8,857,794	8,108,085	8,404,986
Standards, methodologies, assumptions, and/or calculation tools used.		The energy consumption is based on purchased fuels combusted onsite and electricity purchased. This does not include byproducts that are combusted onsite.					
Source of the conversion factors used.		The conversion factors are based on guidance provided by the carbon disclosure project (CDP).					
302-3: Energy intensity		2018	2019	2020	2021	2022	2023
Energy intensity ratio for the organization. (MWh/mton product (emissions including carbon offsets generated))		2.3	2.4	2.6	2.3	2.5	2.7
Organization-specific metric (the denominator) chosen to calculate the ratio.		Production in mtons (includes US and EMEA sites) as defined by the American Chemistry Council.					
Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.		Total fuel consumption within the organization from non-renewable sources, and total electricity consumption from the grid.					
Whether the ratio uses energy consumption within the organization, outside of it, or both.		The energy intensity only includes energy consumption within Ascend.					

GRI 303: Water and Effluents							
3.3: Management of Material Topics	Sub Categories	Answers					
Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;		As a manufacturing company, water plays a vital role in our production processes, creating materials used in various applications such as vehicle safety, medical devices, appliances and consumer goods.					
Describe its policies or commitments regarding the material topic;		Our vision for 2030 includes a commitment to reducing water intensity by 5% to mitigate the adverse effects of water consumption.					
Describe actions taken to manage the topic	<div><div>i.</div><div>actions to prevent or mitigate potential negative impacts;</div><div>ii.</div><div>actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</div><div>iii.</div><div>actions to manage actual and potential positive impacts;</div></div>	We closely monitor water usage at each of our facilities to pinpoint areas where we can implement strategies for reducing water consumption, fostering continual improvement in our conservation effort.					
Report the following information about tracking the effectiveness	<div><div>i.</div><div>processes used to track the effectiveness of the actions;</div><div>ii.</div><div>goals, targets, and indicators used to evaluate progress;</div><div>iii.</div><div>the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures;</div></div>	We are pleased to share that we have achieved our 5% water reduction goal. This significant milestone is a testament to the dedication and hard work of our teams, who have diligently identified and tackled areas for improvement across our operations. It also underscores our organization's leadership in responsible resource management and sets a new benchmark for environmental stewardship in our industry. As we look to the future, we remain steadfast in our commitment to continuous improvement and eagerly anticipate setting a new ambitious goal for a greener, more sustainable future, reaffirming our long-term dedication to water stewardship.					
Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).		We organized a conference called WaterCon, where we collaborated with external vendors to discuss technologies and strategies for enhancing water quality and reducing consumption. The fruitful outcomes of this conference provided a wealth of valuable ideas that we've integrated into our plan to achieve the 2030 vision.					
1. Topic Management Disclosures	Sub Categories	Answers					
303-3: Water withdrawal		2018	2019	2020	2021	2022	2023
Total water withdrawal from all areas (Mgal)	<div><div>i.</div><div>Surface water (Mgal)</div></div>	43,409	42,454	40,464	43,660	40,996	37,441
	<div><div>ii.</div><div>Groundwater (Mgal)</div></div>	2,984	2,913	2,626	3,097	2,949	2,888
	<div><div>i.</div><div>Seawater (Mgal)</div></div>	0	0	0	0	0	—
	<div><div>iv.</div><div>Produced water (Mgal)</div></div>	—	—	—	—	—	—
	<div><div>v.</div><div>Third-party water (Mgal)</div></div>	1,893	1,878	1,776	2,012	1,937	2,111
Total water withdrawal from all areas with water stress (Mgal)	<div><div>i.</div><div>Surface water (Mgal)</div></div>	0	0	0	0	0	0
	<div><div>ii.</div><div>Groundwater (Mgal)</div></div>	0	0	0	0	0	0
	<div><div>ii.</div><div>Seawater (Mgal)</div></div>	0	0	0	0	0	0
	<div><div>iv.</div><div>Produced water (Mgal)</div></div>	0	0	0	0	0	0
	<div><div>v.</div><div>Third-party water (Mgal)</div></div>	0	0	0	1.51	3.6	3.89
Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used	Standards, methodologies, and assumptions used	The water data collected is based on onsite metered readings, utility invoices and estimations.					

GRI 303: Water and Effluents continued														
1. Topic Management Disclosures		Sub Categories		Answers										
303-4: Water discharge				2018	2019	2020	2021	2022	2023					
Total water discharge to all areas (Mgal)	i. Surface water (Mgal)		41,378		41,023		38,600		41,761		39,541		35,938	
	ii. Groundwater (Mgal)		0		0		0		0		0		0	
	iii. Seawater (Mgal)		0		—		—		—		—		—	
	iv. Third-party water (Mgal)		306		190		249		289		265		246	
Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.				The water data collected is based on onsite metered readings, utility invoices and estimations.										
303-5: Water consumption				2018	2019	2020	2021	2022	2023					
Total water consumption from all areas (Mgal)	Total water consumption from all areas (Mgal)		6,601		6,033		6,017		6,719		6,077		6,256	
Total water consumption from all areas with water stress (Mgal)	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.											
Change in water storage in (Mgal), if water storage has been identified as having a significant water-related impact.			There were no significant water-related events in 2023 that would have made a significant impact in the water storage.											
Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.			The water data collected is based on onsite metered readings, utility invoices and estimations.											
Additional	a. Water consumption intensity ratio for the organization. (MGAL water/MIbs production)		0.78		0.80		0.93		0.81		0.87		0.94	
	b. Organization-specific metric (the denominator) chosen to calculate the water intensity ratio. (MIbs production)		The denominator is based on “production” as defined by the American Chemistry Council.											
GRI 305: Emissions														
3.3: Management of Material Topics		Sub Categories		Answers										
Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;				Manufacturing, despite being energy intensive, plays a crucial role by producing essential goods, useful products and jobs in our communities. Our 2030 vision and mission statement emphasize our commitment to developing performance materials that enhance today’s quality of life and inspire a better future.										
Describe its policies or commitments regarding the material topic;				Our 2030 vision sets ambitious goals for both scope 1 and scope 2 emissions. These goals include a 90% reduction in our direct operational emissions (scope 1) and increasing our use of renewable energy to over 90%. Guided by our sustainability policy, we communicate our commitment to sustainability to employees, contractors, suppliers, customers and stakeholders. We outline our approach and plans for progress. Additionally, our supplier sustainability policy actively engages our suppliers in advancing their own sustainability objectives.										

GRI 305: Emissions continued								
3.3: Management of Material Topics		Sub Categories	Answers					
Describe actions taken to manage the topic	<div><div>i.</div><div>actions to prevent or mitigate potential negative impacts;</div><div>ii.</div><div>actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</div><div>iii.</div><div>actions to manage actual and potential positive impacts;</div></div>	At our main U.S. sites, dedicated energy teams actively seek opportunities to enhance energy efficiency and minimize emissions. These teams collaborate across various functions, including operations, technology, process engineering, capital projects and sustainability. This collaborative effort facilitates the identification of both short-term and long-term investments aimed at reducing our environmental impact. Over the past few years we have made substantial investments, 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.						
Report the following information about tracking the effectiveness	<div><div>i.</div><div>processes used to track the effectiveness of the actions;</div><div>ii.</div><div>goals, targets, and indicators used to evaluate progress;</div><div>iii.</div><div>the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures;</div></div>	<div>We are committed to our 2030 vision and diligently tracking our progress toward both scope 1 (direct emissions/energy consumption) and scope 2 (renewable energy) goals. Our scope 1 emissions calculation adheres to reporting requirements for regulatory bodies such as the United States Environmental Protection Agency (EPA) and the Alabama Department of Energy Management (ADEM) for our U.S.-based sites. Globally, we follow the GHG protocol calculation methodology for scope 1 emissions. Our scope 2 emissions calculation aligns with the Greenhouse Gas Protocol.</div> <div>Over the past 2-3 years, we have made substantial investments to significantly reduce our scope 1 emissions, achieving a remarkable ~73% reduction. Additionally, our scope 2 reduction of ~48% is attributed to three key factors: (1) transitioning from coal-fired boilers to natural gas-fired cogeneration units, which supply a majority of the Decatur site's electricity demand while also providing steam as a valuable byproduct, (2) less electricrty purchased, and (3) making Scope 2 GHG emissions carbon neutral for our compounding sites via RECs.</div>						
Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).		We engaged stakeholders in a materiality assessment to gather input on sustainability efforts that matter to them. Based on this assessment, we identified three focus areas and sustainability pillars: Empowering People, Innovating Solutions, and Operating Without Compromise. By actively involving our stakeholders, we ensure that our sustainability policies align with their concerns and foster a collaborative approach toward a sustainable future.						
2. Topic Disclosures		Sub Categories	Answers					
305-1: Direct (Scope 1) GHG emissions			2018	2019	2020	2021	2022	2023
Gross direct (Scope 1) GHG emissions. (Million mton CO <sub>2</sub> e)	Scope 1 GHG emissions [M mton CO <sub>2</sub> e]		12.8	7.8	10.3	9.8	4.6	3.5
Carbon Credits. (Million mton CO <sub>2</sub> e)	Carbon credits generated [M mton CO <sub>2</sub> e]		—	—	—	2.1	4.5	5.3
Gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all	Gases included in the scope 1 calculation	The included gases are CO <sub>2</sub> , CH <sub>4</sub> , and N <sub>2</sub> O.						
Biogenic CO <sub>2</sub> emissions in metric tons of CO <sub>2</sub> equivalent	Biogenic CO <sub>2</sub> emissions [M mton CO <sub>2</sub> e]	Not applicable						
Base year for the calculation, if applicable, including:	<div><div>i.</div><div>the rationale for choosing it;</div><div>ii.</div><div>emissions in the base year;</div><div>iii.</div><div>the context for any significant changes in emissions that triggered recalculations of base year emissions</div></div>	2018 was chosen as the baseline year because this year is the most accurate recent representation of full production rates.						
Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source		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; whether equity share, financial control, or operational control		Financial control						

GRI 305: Emissions continued							
2. Topic Disclosures		Sub Categories		Answers			
305-1: Direct (Scope 1) GHG emissions							
Standards, methodologies, assumptions, and/or calculation tools used		Facilities within the United States that are required to report to the Environmental Protection Agency (EPA) use the standard and methodology specified by the EPA for calculating Scope 1 emissions. This methodology aligns with the Greenhouse Gas Protocol. Additionally, facilities not mandated to report to the EPA also follow the Greenhouse Gas Protocol’s standard and methodology for calculating Scope 1 emissions.  It is important to note that the Scope 1 emissions reported here represent the actual emissions reported to the EPA and do not include any emissions that have been converted and sold as voluntary carbon offsets.					
305-2: Energy indirect (Scope 2) GHG emissions		2018	2019	2020	2021	2022	2023
Total Energy indirect (Scope 2) GHG emissions based on the market-based method. (mton CO <sub>2</sub> e)  *Includes purchased RECs and PPAs		311,175	282,679	290,912	327,205	234,814	163,068
Total Energy indirect (Scope 2) GHG emissions based on the location-based method. (mton CO <sub>2</sub> e)		533,480	498,763	491,902	556,023	312,104	220,317
Purchased RECs and PPAs. (MWh)		—	—	—	1,860	66,463	63,278
If available, the gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all.		The emission factors used to calculate our scope 2 emissions include CO <sub>2</sub> emissions. For emission factors recieved directly from the supplier or obtained from EPA eGRID, the emissions include CO <sub>2</sub> , CH <sub>4</sub> , and N <sub>2</sub> O as well.					
Base year for the calculation	i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions	2018 was chosen as the baseline year because this year is the most accurate recent representation of full production rates.  Scope 2 emissions for 2018 are slightly higher due to the omission of electricity purchased for one specific site in previous calculations.					
Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source		The emission factors used for location-based emissions were based on the Environemtnal Protection 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 facilties 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; whether equity share, financial control, or operational control.		Financial control					
Standards, methodologies, assumptions, and/or calculation tools used		Scope 2 emissions were calculated based on the Greenhouse Gas Protocol methodology. The scope 2 boundary includes our Ascend operations and excludes our third party guest operations.					
305-4: GHG emissions intensity		2018	2019	2020	2021	2022	2023
GHG emissions intensity ratio for the organization. (mton CO <sub>2</sub> /mton product)		3.5	2.4	3.6	2.6	1.5	1.2
Organization-specific metric (the denominator) chosen to calculate the ratio.		The denominator is based on “production” as defined by the American Chemistry Council.					

GRI 305: Emissions continued									
2. Topic Disclosures		Sub Categories		Answers					
305-4: GHG emissions intensity			2018	2019	2020	2021	2022	2023	
Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).				The GHG emissions included in the intensity ratio include direct (scope 1) emissions and energy indirect (scope 2) emissions					
Gases included in the calculation; whether CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, SF <sub>6</sub> , NF <sub>3</sub> , or all				The included gases are CO <sub>2</sub> , CH <sub>4</sub> , and N <sub>2</sub> O.					
305-7: Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions			2018	2019	2020	2021	2022	2023	
Significant air emissions	i. NOX (lbs)			5,181,000	4,865,000	4,290,000	4,900,000	3,836,000	3,969,000
	ii. SOX (lbs)			2,915,000	2,079,000	1,499,000	1,587,000	216,000	268,000
Additional	Renewable Electricity from the grid [%]		19%	20%	17%	19%	22%	24%	
GRI 306: Waste									
3.3: Management of Material Topics		Sub Categories		Answers					
Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;				Minimizing waste is crucial for sustainable operations. It reduces our environmental impact, mitigates improper disposal risks and generates cost savings. These savings can be reinvested in areas such as our associates, markets and the economies we serve. By actively reducing waste sent to landfills, we enhance our operations’ sustainability while benefiting the environment, stakeholders and our financial viability.					
Describe its policies or commitments regarding the material topic;				Sustainability at Ascend is guided by a simple phrase: Advancing for All. This concept emphasizes that our efforts must continually progress and everything we do should benefit people—our employees, their families, our neighbors and the countless individuals who rely on our products to enhance their quality of life.  Ascend has released a sustainability policy and a 2030 vision that outlines our commitment to achieving a 40% waste reduction by 2030.					
Describe actions taken to manage the topic and related impacts, including:		i. actions to prevent or mitigate potential negative impacts;  ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;  iii. actions to manage actual and potential positive impacts;		To mitigate potential negative impacts, we have set a target of reducing waste disposal by 40% as part of our 2030 vision. Additionally, we actively monitor our waste footprint, update our reduction roadmap for 2030, and collaborate with our sites and waste vendors to find sustainable solutions.					
Report the following information about tracking the effectiveness of the actions taken:		i. processes used to track the effectiveness of the actions;  ii. goals, targets, and indicators used to evaluate progress;  iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization’s operational policies and procedures;		We track progress on our commitments in various ways. Our 2030 vision provides an annual overview of waste reduction progress. Internally, we maintain a waste roadmap to monitor waste generation. Additionally, we generate waste summary reports and key metrics data. Through active monitoring and strategic waste management practices, we have achieved a 34% reduction in waste and remain committed to minimizing our environmental impact for a more sustainable future.					
Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).				Our materiality assessment in 2020 identified sustainable operations as a key material topic. Within this context, waste reduction emerged as a critical component of our sustainability efforts.					

GRI 306: Waste continued								
2. Topic management disclosures		Sub Categories		Answers				
306-2: Management of significant waste-related impacts								
Actions, including circularity measures, taken to prevent waste generation in the organization’s own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.	Actions, including circularity measures, taken to prevent waste generation		Our ReDefyne product line diverts millions of pounds of used carpet away from landfills annually. We repurpose these carpets into new raw materials suitable for other products. Additionally, our commitment to Operation Clean Sweep led to the development of a waste handling policy focused on preventing, containing and cleaning up spills to reduce plastic waste in the environment.					
If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.	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.					
The processes used to collect and monitor waste-related data.			We maintain a waste roadmap/dashboard to monitor waste generation at all Ascend Sites.					
306-3: Waste generated			2018	2019	2020	2021	2022	2023
Total weight of waste generated. (k mton)	The 2018 -2023 data was recalculated after a thorough review process to ensure accuracy and reliability.		44.8	37.2	34.2	37.6	31.9	29.4
306-4: Waste diverted from disposal			2018	2019	2020	2021	2022	2023
Total weight of waste diverted from disposal. (k mton)	Total weight of waste diverted from disposal in metric ton		2.7	2.9	2.9	3.1	4.6	4.3
Total weight of non-hazardous waste diverted from disposal. (k mton)	i. Preparation for reuse; ii. Recycling; iii. Other recovery operations.		2.7	2.9	2.9	2.8	4.6	4.3
306-5: Waste directed to disposal			2018	2019	2020	2021	2022	2023
Total weight of waste directed to disposal. (k mton)	Total weight of waste directed to disposal in metric tons		42.1	34.4	31.3	34.5	27.3	25.1
Total weight of hazardous waste directed to disposal. (k mton)			27.6	22.8	20.7	22.7	18.3	18.6
Total weight of non-hazardous waste directed to disposal. (k mton)			14.5	11.6	10.6	11.8	9	6.5
Total weight of hazardous waste directed to disposal. (k mton)	i. Incineration (with energy recovery);		2.1	1.8	1.4	2.0	1.5	1.8
	ii. Incineration (without energy recovery);		0.1	0.3	0.4	0.3	0.4	0.5
	iii. Landfilling;		1.3	0.9	0.4	2.3	0.8	0.6
	iv. Other disposal operations.(TRI)		24.0	19.8	18.5	18.1	15.6	15.7
Total weight of non-hazardous waste directed to disposal. (k mton)	i. Incineration (with energy recovery);		–	–	–	–	–	–
	ii. Incineration (without energy recovery);		0.1	0.1	0.6	0.5	0.4	0.4
	iii. Landfilling;		7.0	7.3	7.2	7.6	7.6	5.0
	iv. Other disposal operations.(TRI)		7.5	4.2	2.9	3.6	1.0	1.2

GRI 308: Supplier Environmental Assessment		
3.3: Management of Material Topics	Sub Categories	Answers
For each material topic reported under Disclosure 3-2, the organization shall:		
describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;		At Ascend, we acknowledge the pivotal contribution our suppliers make to our sustainability endeavors. In alignment with our values and sustainability objectives, we engage in ESG assessments with our suppliers. These evaluations assist us in pinpointing suppliers who share our commitment to environmental preservation, social well-being and ethical business practices.
describe its policies or commitments regarding the material topic;		In our vision for 2030 we strive to have a 95% completion rate for supplier assessments.
describe actions taken to manage the topic and related impacts, including:	<div><div>i.</div><div>actions to prevent or mitigate potential negative impacts;</div></div> <div><div>ii.</div><div>actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</div></div> <div><div>iii.</div><div>actions to manage actual and potential positive impacts;</div></div>	In 2023 we achieved an 88% completion rate for these assessments.
report the following information about tracking the effectiveness of the actions taken:	<div><div>i.</div><div>processes used to track the effectiveness of the actions;</div></div> <div><div>ii.</div><div>goals, targets, and indicators used to evaluate progress;</div></div> <div><div>iii.</div><div>the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures;</div></div>	We conduct an annual cross-functional review of all supplier audits required by Ascend, with sustainability being one of the key areas of focus. We identify and add necessary sustainability assessments to the list for the upcoming calendar year. This list undergoes monthly reviews to ensure effectiveness of these assesments.
describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).		Engagement with stakeholders has been instrumental in shaping our approach to supplier ESG assessment. By actively involving suppliers, we have gained valuable insights into their expectations, concerns, and priorities regarding sustainability in the supply chain.
2. Topic management disclosures	Sub Categories	Answers
308-1: New supplier that were screend using environmental critieria		
Percentage of new suppliers that were screened using environmental criteria.	Percentage of new suppliers that were screened using environmental criteria.	100%

GRI 401: Employment							
3.3: Management of Material Topics		Sub Categories		Answers			
Describe its policies or commitments regarding the material topic;				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.			
Describe actions taken to manage the topic		i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts;		Ascend 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.			
2. Topic Disclosures		Sub Categories		Answers			
401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees							
Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation.		These include, as a minimum: i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others.		Ascend Performance Materials offers comprehensive benefits to employees, including fully covered Short Term and Long-Term Disability, Basic Life Insurance, Accident Death & Dismemberment, an Employee Assistance Program, and wellness initiatives. Employees can opt into Medical, Dental, Vision, and other health plans with contributions. Additional perks include Health Savings Accounts, 401k with matching, and specialized programs for those in medical plans. Paid Parental Leave is available with no minimum employment period, and the same benefits are offered to both full-time and part-time employees, excluding Co-Ops and Interns from Flexible Spending Accounts.			
401-3: Parental Leave				2022		2023	
Total number of employees that were entitled to parental leave, by gender.				Total = 2,497   Female-487   Male-2,010		Total = 2,288   Female-447   Male-1,841	
Total number of employees that took parental leave, by gender.				Total = 78   Female-6   Male-72		Total = 70   Female-10   Male-60	

GRI 403: Occupational Health and Safety		
3.3: Management of Material Topics	Sub Categories	Answers
Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;		Ascend operates assets and machinery that have the potential to cause harm, life-altering events, or even death if not managed and operated properly. To mitigate these risks, Ascend employs several methods of hazard identification for both process and personal safety areas. We have risk management processes in place for the operation of chemical units, as well as for performing everyday tasks associated with the operation, maintenance, and support of those units.
Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;		Ascend is committed to preventing and identifying hazards that could negatively impact people, assets, the environment, or our reputation. Using various hazard recognition tools, employees and contractors on our sites can identify and report hazards in a way that ensures they receive proper attention and remediation. This proactive approach is encouraged at all our sites and by all our employees.
Describe its policies or commitments regarding the material topic;		Ascend is committed to Zero Injuries, Zero Environmental Releases, and Zero Process Safety Events. Furthermore, anyone at Ascend has the authority to report hazards and stop work if they feel unsafe or uncertain about performing a task.
Describe actions taken to manage the topic	<div><div>i.</div>actions to prevent or mitigate potential negative impacts;</div> <div><div>ii.</div>actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</div> <div><div>iii.</div>actions to manage actual and potential positive impacts;</div>	As described above, Ascend employs various methods of hazard identification across different processes. Through these methods, hazards are identified and prioritized based on the risk they pose to the organization and its people. Our sites are required to report safety incidents into our incident reporting system, which enables us to monitor trends and address recurring issues at our facilities.
Report the following information about tracking the effectiveness	<div><div>i.</div>processes used to track the effectiveness of the actions;</div> <div><div>ii.</div>goals, targets, and indicators used to evaluate progress;</div> <div><div>iii.</div>the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization’s operational policies and procedures;</div>	As stated, all incidents are reported into the Ascend incident reporting system. These incidents are monitored and reviewed by the sites and the ESSH organization for trends and areas of importance.
Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).		We engage our stakeholders, employees, and contractors to assess the effectiveness of our actions. We seek continual improvement in our Occupational Health and Safety approaches and value the input of our stakeholders in that commitment.
2. Topic Disclosures	Sub Categories	Answers
403-1: Occupational health and safety management system		
A statement of whether an occupational health and safety management system has been implemented, including whether:	<div><div>i.</div>the system has been implemented because of legal requirements and, if so, a list of the requirements;</div> <div><div>ii.</div>the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines.</div>	<div>All of our sites voluntarily participate in either ISO 14001 (global) or Responsible Care 14001 (United States). Additionally, some of our global sites are ISO 45001 certified. These certifications have been implemented as recognized risk management systems and adopted voluntarily by our sites.</div> <div>1. ISO 14001</div> <div>2. ISO 45001</div> <div>3. RC 14001</div>
A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.		<div>The management system scope includes all operations within Ascend.</div> <div>Our Occupational Health and Safety Management System encompasses all legal requirements mandated by U.S. OSHA regulations, as well as other regional and local regulations for our global sites located outside the United States.</div>

GRI 403: Occupational Health and Safety continued		
2. Topic Disclosures	Sub Categories	Answers
403-2: Hazard identification, risk assessment, and incident investigation		
A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:	<div><div>i.</div><div>how the organization ensures the quality of these processes, including the competency of persons who carry them out;</div><div>ii.</div><div>how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.</div></div>	<div><div>a.</div><div>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.</div><div>i.</div><div>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. There JSAs are reviewed typically to see how good they are against our expectations.</div><div>ii.</div><div>The results of these processes, as mentioned previously, can be reviewed and evaluated through the work-related incidents entered into the Incident Management System. Most sites also have a system in place to report general hazards, not just incidents. This enables the review of specific hazards reported at each site and in specific areas. Reporting unsafe conditions is highly encouraged. A key concept from HRP is ""Stop the Job,"" which empowers individuals to halt work when unsafe conditions are present or when someone feels uncertain or unsafe about a situation. These instances are strongly encouraged, and the reporting of such ""Stop the Job"" moments is tracked in the hazard reporting systems used by the sites. Ascend has documented over 30,000 stop the job instances.</div><div>iii.</div><div>Work-related incidents are reviewed using Think Reliability's RCA template and mindset for approaching Root Cause Analysis. When a work-related incident occurs at a severity level of A or B, it is assigned to a lead investigator to determine the root cause and create a report outlining the reasons for the incident. Corrective actions are determined by the investigation team and entered into the Incident Management System for future tracking and completion.</div></div>
A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.		Workers can submit all work-related hazardous conditions, incidents, or near misses into the J5 system, an ESSH management software that facilitates the submission and review of all incidents, hazards, or near misses. Ascend encourages the reporting of these issues without fear of reprisal. Increasing our Near Miss reporting at our sites is one of our 2024 goals, and reporting near misses is highly encouraged.
A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.		Workers can submit all work-related hazardous conditions, incidents, or near misses into the J5 system, an ESSH management software that facilitates the submission and review of all incidents, hazards, or near misses. Ascend encourages the reporting of these issues without fear of reprisal. Increasing our Near Miss reporting at our sites is one of our 2024 goals, and reporting near misses is highly encouraged.
A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.		Incident investigations are conducted for all our level A and B incidents, following the Think Reliability™ methodology for reviewing incident root causes. This includes implementing corrective actions according to the hierarchy of controls process. Hazard assessments are typically conducted using the HRP framework, and risk quantification is performed through our Recommendation Prioritization Policy and Recommendation Management Policy. Enhancements to the overall OHS management system usually result from internal or external audits against management standards (such as ISO 14001/45001 or RC 14001), where findings drive the need for improvement.
403-3: Occupational health services		
A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them.		See answer above to 403-2

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

GRI 403: Occupational Health and Safety continued							
2. Topic Disclosures	Sub Categories	Answers					
403-8: Workers covered by an occupational health and safety management system							
If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:	<div><div>i.</div><div>the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system;</div><div>ii.</div><div>the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited;</div><div>iii.</div><div>the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party.</div></div>	100% of our sites have been incorporated into the new management system.					
403-9: Work-related injuries	Sub Categories	2018	2019	2020	2021	2022	2023
For all employees:	i. The number and rate of recordable work-related injuries;	0.52	0.57	0.15	0.24	0.29	0.18
	ii. The main types of work-related injury;	Chemical Exposures	Hand Injuries and Chemical Exposures		Hand injuries	Hand/Finger Injuries	Hand/Finger Injuries
	iii. The number of hours worked (in millions)	5.4M	5.6M	5.5M	5.8M	6.2M	6.7M
For all Non - Employees	Total recordable incident rate (TRIR)	0.28	0.43	0.37	0.16	0.16	0.07
	Main types of work-related injury	Chemical Exposures	Hand Injuries and Chemical Exposures		Burns	Hand injuries	Falling from short heights
	Number of hours worked	3.6M hours	3.2M hours	3.2M hours	3.7M hours	3.8M hours	2.7M hours
	Actions to eliminate work-related hazards	Hazard Recognition Plus (HRP) Program					
	Rates calculted based on 200,000 or 1,000,000 hours worked	200,000	200,000	200,000	200,000	200,000	200,000
	Exclusions	all included	all included	all included	all included	all included	all included
	Standards, methodologies, and assumptions used	N/A	N/A	N/A	N/A	N/A	N/A

GRI 404: Training and Education		
3.3: Management of Material Topics	Sub Categories	Answers
Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;		Ascend University (AU) has a positive impact on employees as it is a place where people can focus on their development, whether with a formal course or informal project assignment. Ascend University's courses are in line with the company values, and we ensure all materials align with that vision.
Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;		Ascend is focused on the education and training development of all levels of our workforce. We created Ascend University (AU) 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 year-round.
Describe its policies or commitments regarding the material topic;		AU's courses are in line with the company values and we ensure all materials align with that vision.
Describe actions taken to manage the topic	<div>i. actions to prevent or mitigate potential negative impacts;</div> <div>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</div> <div>iii. actions to manage actual and potential positive impacts;</div>	We are guided by a global training policy and talent development policies.
Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).		<div>Training and development plans are tracked through our Human Resources department, and new trainings are uploaded and communicated once available.</div> <div>Engagement with each site occurs on a monthly basis to ensure training needs are being met, and priorities are updated as needs change. During these monthly meetings, training effectiveness is also addressed.</div>
2. Topic Disclosures	Sub Categories	Answers
404-1: Average hours of training per year per employee		
Average hours of training that the organization's employees have undertaken during the reporting period, by:	<div>i. gender;</div> <div>ii. employee category.</div>	<div>37 Hours Per Employee</div> <div>30 Hours Per Female</div> <div>38 Hours Per Male</div> <div>Hourly Average is 38.05 hours</div> <div>Salary Average is 34.88 hours</div>
404-2: Programs for upgrading employee skills and transition assistance programs		
Type and scope of programs implemented and assistance provided to upgrade employee skills.		We have created the Ascend University platform to provide multiple skill trainings through our intranet platform and continue to promote instructor-led virtual courses to meet the needs of our employees.

GRI 404: Training and Education continued		
2. Topic Disclosures	Sub Categories	Answers
404 - 3: Percentage of employees receiving regular performance and career development reviews		
Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.		Over 90% of our employees have a regular performance review. For salaried employees, we have a goal of increasing career development plans from 27% to 100% by 2030.
GRI 405: Diversity and Equal Opportunity		
3.3: Management of Material Topics	Sub Categories	Answers
Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;		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.
Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;		
Describe its policies or commitments regarding the material topic;		
Describe actions taken to manage the topic	<div><div>i.</div><div>actions to prevent or mitigate potential negative impacts;</div></div> <div><div>ii.</div><div>actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</div></div> <div><div>iii.</div><div>actions to manage actual and potential positive impacts;</div></div>	
Report the following information about tracking the effectiveness	<div><div>i.</div><div>processes used to track the effectiveness of the actions;</div></div> <div><div>ii.</div><div>goals, targets, and indicators used to evaluate progress;</div></div> <div><div>iii.</div><div>the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization’s operational policies and procedures;</div></div>	
Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).		
GRI 408: Child Labor		
3.3: Management of Material Topics	Sub Categories	Answers
Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;		Companies have an obligation and responsibility to meet and uphold minimum human rights standards. Beyond these requirements, they should actively take steps to support and positively impact human rights.
Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;		With our global footprint and our continuously growing supply chain, it is crucial that we implement policies and processes to prevent any negative impact on child labor. We collaborate with our suppliers and customers to support the ongoing abolition of child labor.
Describe its policies or commitments regarding the material topic;		As a participant in the UN Global Compact, we are committed to upholding principles related to human rights and labor. Furthermore, we explicitly prohibit child labor in both our Code of Conduct and Supplier Code of Conduct.

GRI 408: Child Labor continued		
3.3: Management of Material Topics	Sub Categories	Answers
Describe actions taken to manage the topic	<div><div>i. actions to prevent or mitigate potential negative impacts;</div><div>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</div><div>iii. actions to manage actual and potential positive impacts;</div></div>	<b>Actions taken to manage child labor and related impacts include:</b> <ul style="list-style-type: none"><li>• Developing policies and implementing systems to ensure compliance with international, regional, and local regulations</li><li>• Providing access to our ethics reporting hotline for both internal employees and external third parties”</li></ul>
Report the following information about tracking the effectiveness	<div><div>i. processes used to track the effectiveness of the actions;</div><div>ii. goals, targets, and indicators used to evaluate progress;</div><div>iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization’s operational policies and procedures;</div></div>	We track and conduct due diligence for all incidents reported to our ethics hotline.
Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).		We engage with our employees and stakeholders throughout our value chain.
2. Topic Disclosures	Sub Categories	Answers
408-1: Operations and suppliers at significant risk for incidents of child labor		
Operations and suppliers considered to have significant risk for incidents of:	<div><div>i. Child labor;</div><div>ii. Young workers exposed to hazardous work.</div></div>	zero
Operations and suppliers considered to have significant risk for incidents of child labor either in terms of:	<div><div>i. Type of operation (such as manufacturing plant) and supplier;</div><div>ii. Countries or geographic areas with operations and suppliers considered at risk.</div></div>	zero
GRI 409: Forced or Compulsory Labor 2016		
3.3: Management of Material Topics	Sub Categories	Answers
Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;		Companies have an obligation and responsibility to meet and uphold fundamental human rights, including safe and humane labor practices. Beyond these requirements, we should take proactive steps to support and positively impact this important issue.
Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;		With our global footprint and our continuously growing supply chain, it is crucial that we implement policies and processes to prevent any negative impact on child labor. We collaborate with our suppliers and customers to support the ongoing abolition of child labor.
Describe its policies or commitments regarding the material topic;		As a participant in the UN Global Compact, we are committed to upholding principles related to human rights and labor. Furthermore, we explicitly prohibit child labor in both our Code of Conduct and Supplier Code of Conduct.
Describe actions taken to manage the topic	<div><div>i. actions to prevent or mitigate potential negative impacts;</div><div>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</div><div>iii. actions to manage actual and potential positive impacts;</div></div>	<b>Actions taken to manage child labor and related impacts include:</b> <ul style="list-style-type: none"><li>• Developing policies and implementing systems to ensure compliance with international, regional, and local regulations</li><li>• Providing access to our ethics reporting hotline for both internal employees and external third parties</li></ul>

GRI 409: Forced or Compulsory Labor 2016 continued		
3.3: Management of Material Topics	Sub Categories	Answers
Report the following information about tracking the effectiveness	<div><div>i. processes used to track the effectiveness of the actions;</div><div>ii. goals, targets, and indicators used to evaluate progress;</div><div>iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures;</div></div>	We track and conduct due diligence for all incidents reported to our ethics hotline.
Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).		We engage with our employees and stakeholders throughout our value chain.
2. Topic Disclosures	Sub Categories	Answers
409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor		
Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:	<div><div>i. type of operation (such as manufacturing plant) and supplier;</div><div>ii. countries or geographic areas with operations and suppliers considered at risk.</div></div>	Zero
GRI 414: Supplier Social Assessment		
3.3: Management of Material Topics	Sub Categories	Answers
Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;		At Ascend, we recognize the vital role our suppliers play in our sustainability efforts. In alignment with our values and sustainability goals, we conduct ESG assessments with our suppliers to identify those who are committed to environmental conservation, social welfare and ethical business conduct.
Describe its policies or commitments regarding the material topic;		In our vision for 2030 we strive to have a 95% completion rate for supplier assessments.
Describe actions taken to manage the topic	<div><div>i. actions to prevent or mitigate potential negative impacts;</div><div>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</div><div>iii. actions to manage actual and potential positive impacts;</div></div>	In 2023 we achieved an 88% completion rate for these assessments.
Report the following information about tracking the effectiveness	<div><div>i. processes used to track the effectiveness of the actions;</div><div>ii. goals, targets, and indicators used to evaluate progress;</div><div>iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures;</div></div>	We perform a yearly cross-functional examination of all supplier audits mandated by Ascend, with a specific emphasis on sustainability. We pinpoint and incorporate essential sustainability evaluations into the agenda for the upcoming calendar year. This roster undergoes monthly evaluations to guarantee the efficacy of these assessments.
Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).		Collaboration with stakeholders has been crucial in molding our strategy for supplier ESG assessment. Through proactive engagement with suppliers, we've acquired invaluable insights into their expectations, concerns, and priorities regarding sustainability within the supply chain.

GRI 414: Supplier Social Assessment continued		
2. Topic Disclosures	Sub Categories	Answers
414-1: New suppliers that were screened using social criteria		
Percentage of new suppliers that were screened using social criteria.		100%
GRI 418: Customer Privacy		
3.3: Management of Material Topics	Sub Categories	Answers
Describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;		Ascend 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.
Describe its policies or commitments regarding the material topic;		We are guided by our data protection policy which is managed by the data protection officer. The guidelines for this policy are detailed in our business code of conduct.
Describe actions taken to manage the topic	<div>i. actions to prevent or mitigate potential negative impacts;</div> <div>ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;</div> <div>iii. actions to manage actual and potential positive impacts;</div>	
Report the following information about tracking the effectiveness	<div>i. processes used to track the effectiveness of the actions;</div> <div>ii. goals, targets, and indicators used to evaluate progress;</div> <div>iii. the effectiveness of the actions, including progress toward the goals and targets; lessons learned and how these have been incorporated into the organization's operational policies and procedures;</div>	
2. Topic Disclosures	Sub Categories	Answers
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, categorized by:	<div>i. complaints received from outside parties and substantiated by the organization;</div> <div>ii. complaints from regulatory bodies.</div>	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.



# Thank You



Ascend Performance Materials  
1010 Travis Street Suite 900  
Houston, TX 77002, United States

**[ascendmaterials.com](https://ascendmaterials.com)**

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