

Sustainability Report 2025



Driving **Innovation.**
Empowering Sustainability.

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Message from the board

"2025 marked
another important year
in the evolution of
Colquimica Adhesives as
an international industrial group
**committed to sustainable growth,
innovation, and responsible
business conduct."**

Message from the board

2025 marked another important year in the evolution of Colquimica Adhesives as an international industrial group committed to sustainable growth, innovation, and responsible business conduct.

In a global environment still shaped by geopolitical uncertainty, slow economic growth, and evolving regulatory expectations, the Group demonstrated resilience, adaptability, and strategic consistency. Our performance throughout the year reflects not only the strength of our business model, but also the commitment of our teams, the trust of our customers and partners, and our long-term approach to value creation.

Sustainability is at the heart of our business.

Sustainability continues to be increasingly integrated into the way we operate, innovate, and make decisions. At Colquimica Adhesives, we view sustainability not as a standalone agenda, but as an essential component of competitiveness, industrial excellence, and corporate responsibility.

During 2025, we continued to strengthen the integration of ESG principles across our governance structures, operational processes, innovation activities, and stakeholder engagement practices. The publication of this Sustainability Report, prepared in alignment with the European Sustainability Reporting Standards (ESRS), reflects both the increasing maturity of our sustainability framework and our commitment to transparency and accountability.

Investing in innovation to lead sustainable adhesives.

Innovation remains one of the defining pillars of our identity and future growth. Through continuous investment in Research, Development and Innovation, we accelerated the development of more sustainable adhesive technologies and reinforced our capacity to support customers in their own transition towards more circular and lower-impact solutions. The publication of five new patents during the year reflects this strategic focus and our ambition to remain at the forefront of technological development within our industry.

At the same time, we continued advancing initiatives focused on operational efficiency, renewable energy, circular economy practices, information security, employee wellbeing, and responsible supply chain management. These priorities reinforce the resilience of our operations while supporting long-term sustainable growth across all geographies where we operate.

Colquimica Adhesives is well positioned to continue creating sustainable value worldwide.

As a family-owned company with an international presence, we remain deeply conscious of the responsibility we carry towards our employees, customers, suppliers, shareholders, local communities, and future generations. We believe that long-term success depends on maintaining strong ethical principles, close partnerships, and a culture grounded in integrity, agility, proximity, and continuous improvement.

Looking ahead, we remain confident in our ability to navigate a rapidly changing industrial and regulatory landscape. Supported by a strong governance model, differentiated innovation capabilities, and clear strategic priorities, Colquimica Adhesives is well positioned to continue creating sustainable value worldwide.

We would like to express our sincere appreciation to all those who contribute daily to our journey – our employees, customers, suppliers, partners, and stakeholders – for their trust, collaboration, and continued commitment.

The Board of Directors,
Colquimica Adhesives

About this report

The 2025 Sustainability Report is the consolidated non-financial group report for the **Colquimica Adhesives Group** (parent company: Colquimica – Indústria Nacional de Colas, S.A.) for 2025's fiscal year. This report is published on our website, in the Sustainability section.

Since 2019, Colquimica Adhesives Group, hereinafter referred to as Colquimica and Colquimica Adhesives, has released a Sustainability Report yearly, making this edition our sixth report.

The report presents information on our activities from January 1st to December 31st, 2025, covering the operations of our three production facilities: Colquimica – Indústria Nacional de Colas, S.A., based in Portugal; Colquimica Adhesives, Inc., based in the United States; and Colquimica Polska Sp. z o.o., based in Poland.

The report has been prepared in accordance with the **European Sustainability Reporting Standards (ESRS)** set out in Directive (EU) 2022/2464 of the European Parliament and of the Council – the Corporate Sustainability Reporting Directive (CSRD). Accordingly, the document is organized into two main parts: a Management Review and the Sustainability Statements.

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About Colquimica Adhesives

OUR IDENTITY

Founded in Portugal in 1953, Colquimica Adhesives has built a solid industrial legacy grounded in technical expertise, innovation and long-term vision. Over more than seven decades, the Group has evolved from a strong domestic presence into an internationally recognized player in the development, manufacturing and worldwide supply of hotmelt adhesive solutions, supporting strategic industries with products that combine high performance with a growing focus on sustainability.

Today, Colquimica Adhesives maintains an operational footprint spanning four continents, with production facilities located in Portugal (two sites), Poland and the United States. This international presence enables the Group to serve diverse markets efficiently, ensuring proximity to customers and partners while responding with agility to evolving industry needs.

Across multiple sectors and applications, Colquimica Adhesives' solutions play a critical, though often unseen, role in daily life. By enhancing the quality, safety and efficiency of products and processes, the Group's adhesives contribute to the reliability of value chains and to the delivery of solutions that meet the demands of modern society.

OUR DNA

INNOVATION

PROXIMITY



Our DNA forms the foundation of our operations, driven by:

AGILITY



INNOVATION

We focus on developing new ideas and solutions through a structured and methodical RD&I policy, keeping pace with and anticipating industry trends.



PROXIMITY

We approach every challenge from our business partners with confidence and professionalism. With efficiency and readiness, we manage each project to ensure quality and exceed expectations.



AGILITY

We approach every challenge from our business partners with confidence and professionalism. With efficiency and readiness, we manage each project to ensure quality and exceed expectations.

OUR PURPOSE

Bringing people together by delivering innovative adhesives and value-added services to our partners, all while contributing to the sustainability of the world.

OUR VALUES

SUSTAINABILITY



We align environmental, social, and long-term economic goals in all business decisions.

PARTNERSHIP



We collaborate with suppliers and customers to innovate, improve efficiency, and create shared value.

INTEGRITY



We act with integrity, ensuring confidentiality and compliance with all applicable laws.

CUSTOMER-CENTRIC



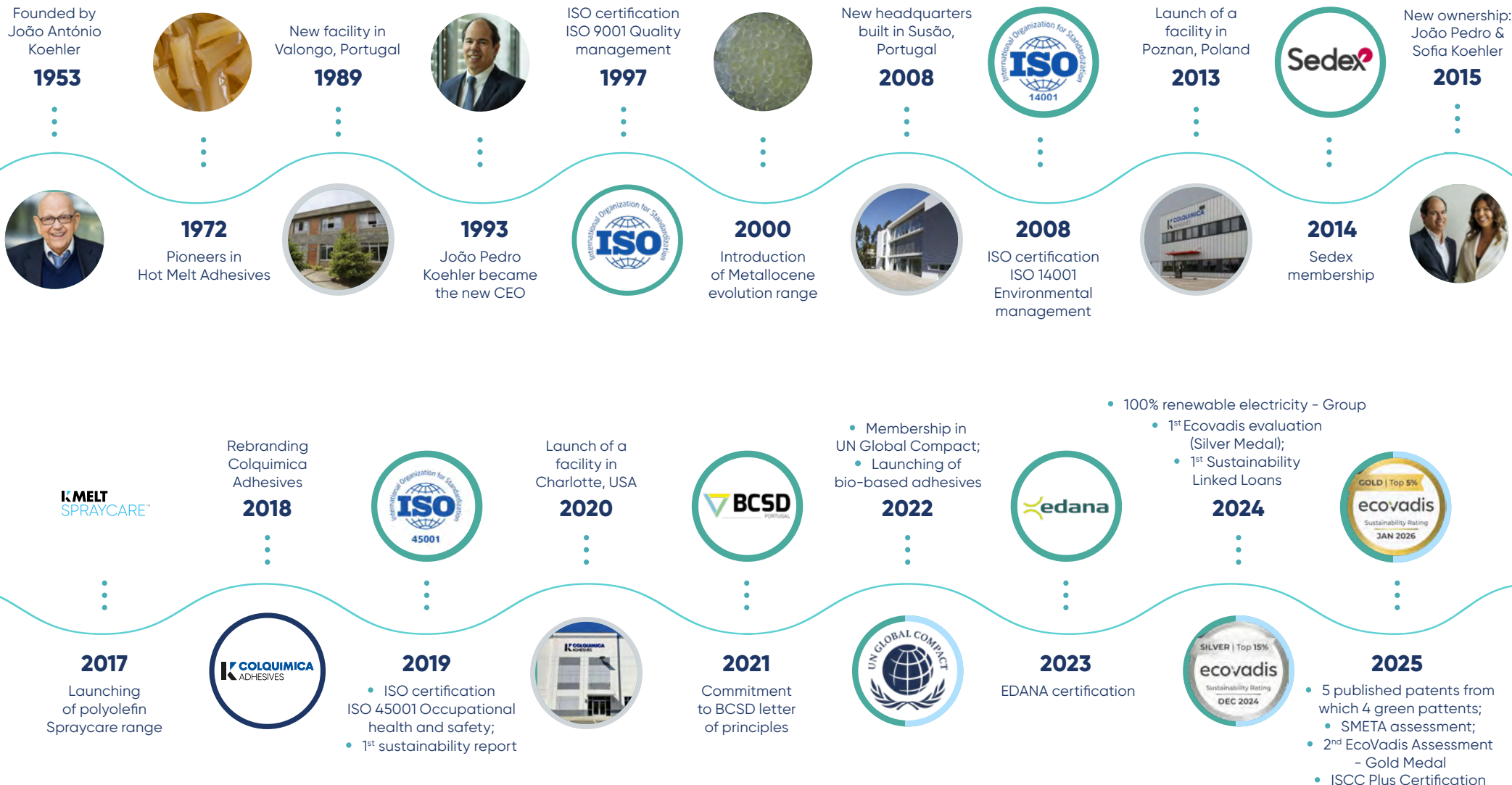
We listen to our customers and deliver innovative solutions tailored to their needs.

PEOPLE EMPOWERMENT



We promote an inclusive culture with equal opportunities, well-being, and autonomy for all.

Timeline



LEGEND:



SUSTAINABILITY



BUSINESS UNITS

PRODUCT

GOVERNANCE

Financial performance

In 2025, Colquimica Adhesives operated in a global context still shaped by geopolitical uncertainty, trade tensions, and restrictive financial conditions, although with emerging signs of economic stabilization and a gradual decline in inflation.

Economic growth remained moderate, particularly in developed markets, while interest rates continued to influence consumption and investment decisions. Within this environment, the Group demonstrated solid commercial performance, achieving an increase of 8.3% in sales volume and 5.6% in revenue, supported by its capacity for innovation, operational resilience, and market diversification.

Despite ongoing external risks, including financial market volatility and uncertainties linked to geopolitical developments such as the Iran conflict, Colquimica Adhesives remains well-positioned.

Looking ahead, the Group will continue to focus on higher value-added segments and emerging markets, maintaining a strategy grounded in diversification, financial strength, and a clear commitment to sustainability, while approaching future periods with prudent confidence.

	Net revenue €	Net volume (tonne)
2025	162 400 000 €	54 373 t
2024	153 900 000 €	50 218 t
2023	144 700 000 €	44 697 t

8.3%

Growth in net volume
Compared to 2024

5.6%

Growth in net sales
Compared to 2024

63

Countries with commercial presence worldwide

KEY MARKETS

Germany



Poland



USA



Iberian Peninsula



France



Investments and expenditures with positive environmental and social impacts

CAPEX

INVESTMENTS

HVAC systems	Purchased modern equipment with high energy efficiency and low GWP refrigerant (R32), reducing environmental impact.
Information technology hardware	Energy-efficient devices with Energy Star certification, lowering power consumption.
Low emission vehicle fleet	Purchase of new hybrid cars contributing to reducing GHG emissions
Electrical material handling equipment	Electrical material handling, contributing to lower emissions and better operational efficiency.
Building refurbishment and conversion	Improved thermal and acoustic comfort with advanced insulation techniques, energy-efficient roofing and glazing solutions enhancing overall building energy efficiency
Electric cleaning equipment	With Ecoflex cleaning technology optimizing water, detergent & energy consumption
New line complementary equipment	Equipped with modern technology optimizing energy consumption, though no specific circular economy or emissions study was performed
TOTAL	1.6 M€

ESG Impact

OPEX

EXPENDITURE

Circular Packaging materials	Packaging materials incorporating recycled content, reducing environmental footprint and supporting circular economy principles.
Sustainably sourced bio based raw materials	Procurement of organic/biological origin raw materials promotes sustainability and reduces reliance on fossil-based inputs.
Sustainability governance, assurance and advisory costs	Includes consultancy services, certifications, external audits, verification activities and membership fees related to sustainability, ESG and regulatory compliance
Waste and wastewater treatment costs	Waste and wastewater treatment reduce pollution risks, protect ecosystems and support circular economy practices through compliant and responsible resource management
Electricity from Renewable sources	The Group uses 100% electricity sourced from renewable energy providers, significantly reducing its carbon footprint
Energy efficiency and environmental monitoring costs	Includes LED lighting, energy efficiency measures and environmental monitoring activities required for compliance and performance management.
Training and capacity building costs	Strengthening employee awareness, ensuring regulatory compliance and enabling the effective implementation of environmental and climate related initiatives.
Employee health, wellbeing and on site services	Includes occupational health services (occupational medicine), nutrition and physiotherapy services, and on site catering, supporting employee wellbeing, health prevention and the reduction of work related travel during working hours.
TOTAL	11.8 M€

ESG Impact

Innovation

At Colquimica Adhesives, innovation shapes how we create value and prepare the business for the future. Through a strong focus on Research, Development and Innovation (RD&I), the Group supports the robustness of its business model, promotes the long-term sustainability of its operations and reinforces its competitive positioning in global markets.

RD&I GOVERNANCE AND APPROACH

The RD&I Department remains one of the Group's core strategic pillars, ensuring organizational agility, differentiated technical capability and continuous proximity to customers and markets. Its activity is grounded in the active monitoring of global trends, reinforced cross-departmental collaboration and the anticipation of future needs across the segments in which we operate.

In 2025, the RD&I team further consolidated its role as a driver of innovation, submitting five new patents in key application areas such as hygiene, mattresses, woodworking and labelling, aligned with our technological growth strategy and the strengthening of intellectual property.

Innovation is led by the RD&I Department in close articulation with the Board of Directors, ensuring that innovation activities deliver technical excellence while generating positive environmental and social outcomes. Sustainability is fully embedded in our innovation strategy and aligned with global priorities.

STRATEGIC FOCUS AREAS



People and skills

Continuous investment in talent development and technical know-how is a central priority. Internal programmes and continuous capacity-building initiatives ensure highly qualified, multidisciplinary teams prepared to address evolving market challenges.



Infrastructure and equipment

Ongoing improvement of laboratories, industrial units and technological resources supports innovation performance and operational excellence.



Market and technology monitoring

Active collaboration with national and international universities, laboratories and technology centers ensures access to advanced knowledge, scientific testing and experimental development capabilities, enabling early identification of emerging solutions.



Collaborative innovation

Close partnerships with customers and suppliers enhance agility, accelerate development cycles and enable the co-creation of high-performance solutions tailored to real market needs.



Environmental performance

Proactive action in sustainability, especially on the environmental front:
Incorporation of bio-based and mass-balanced raw materials
Development of adhesives with lower energy consumption
Increased efficiency in adhesive application
Optimization of quantities used to minimize waste
Solutions that enable recyclability and circular packaging processes

In 2025, internal organization was further strengthened through transversal procedures and continuous improvement initiatives, including 6S methodologies and the Digital Bond Accelerator project. These initiatives aim to enhance operational efficiency, reduce errors, optimize resource management and ensure stronger strategic alignment between teams in the coming years.



DEVELOPING BIO-BASED, MASS-BALANCED, LOW-CARBON, AND BIODEGRADABLE ADHESIVES

RD&I team focus

Our approach to innovation is built around the following principles:

Designing products that support climate objectives and circular economy practices.

Promoting processes that prioritize energy efficiency.

Embedding sustainability across the entire innovative lifecycle, from initial research to commercial deployment.

Addressing climate-related challenges through material solutions that contribute to decarbonization.

Fostering long-term value by developing innovations that deliver positive environmental and social outcomes.

2025 RD&I DEVELOPMENTS

In 2025, the RD&I Department maintained its organizational structure while improving efficiency and sustainability performance.

Key developments



INTERNAL RESTRUCTURING

Continuous improvement of Kaizen and 5S methodologies, leading to improved organization, reduced operational errors and lower raw-material consumption.



PROCESS OPTIMIZATION

Including the planned future construction of a smaller reactor aimed at reducing batch sizes and minimizing adhesive overproduction



PILOT TESTING APPROACH

Enabling smaller production volumes during development phases and reducing the amount of material sent to landfill.

SUSTAINABLE PRODUCT DEVELOPMENT



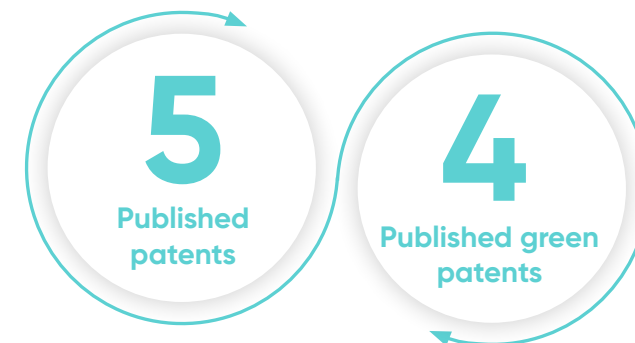
Continued use of **natural** components and **bio-based** raw materials.



Development of products with **lower energy** consumption.



Strong focus on **recyclability** and **circular economy** solutions.



In 2025, RD&I continued to act as a catalyst for future value creation, combining sustainable innovation, technical excellence and cross-functional collaboration.

The Board of Directors of Colquimica Adhesives continues to prioritize RD&I as a defining element of the Group and a strategic lever for competitiveness. Continued investment will focus on the priority areas outlined above, with particular emphasis on people who are central to innovation, value creation and collaborative development with customers and suppliers.

39,0%

products launched
on the market
with sustainable
features

10,3%

sales from
new products

Sustainability strategy

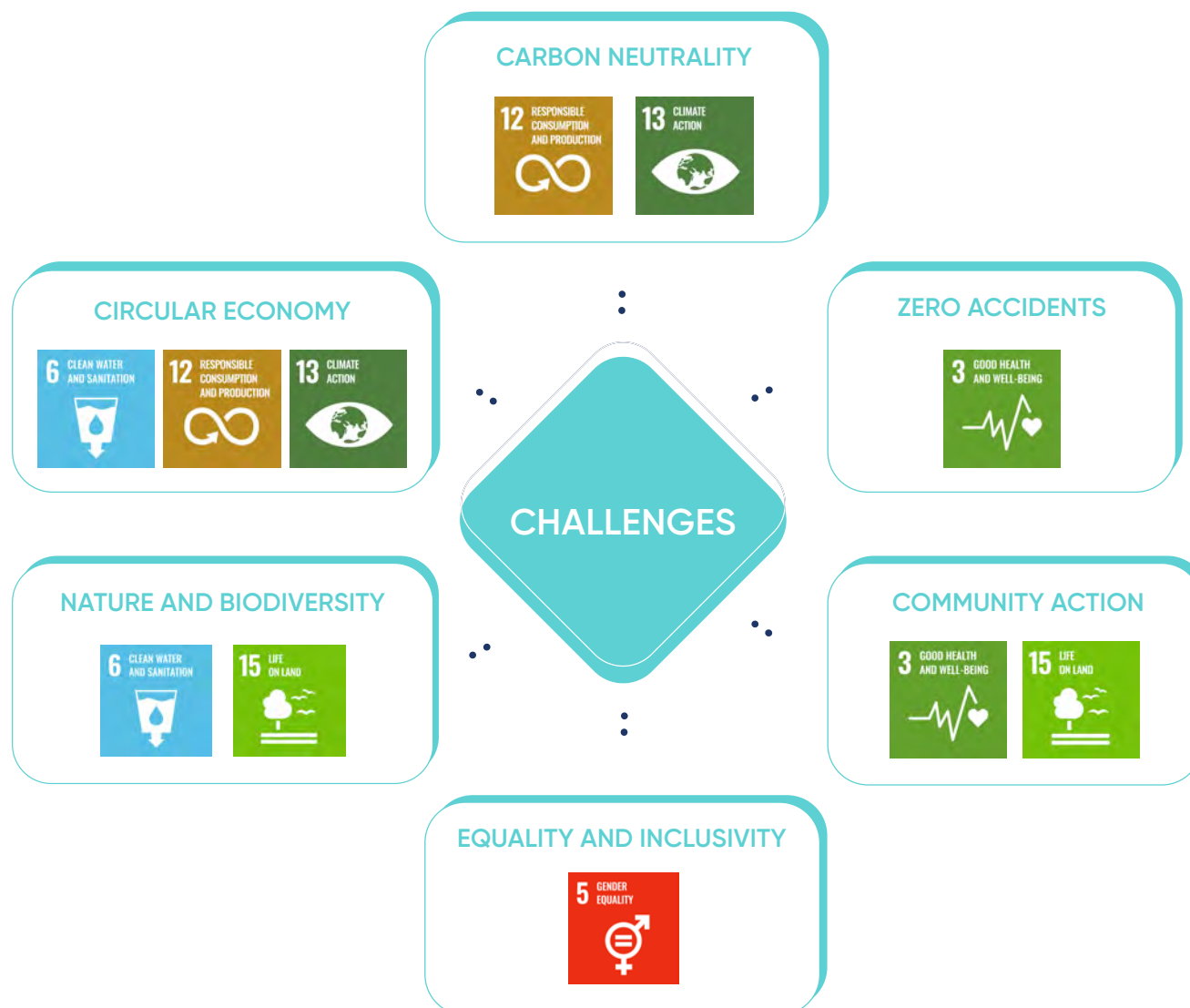
At Colquimica Adhesives, growth and sustainability go hand in hand. We do not see them as separate paths, but as part of the same journey. Every day, we work to develop solutions that respond to the challenges we face as a company and as part of a rapidly changing world, ensuring that our progress is both responsible and long-lasting.

Our sustainability strategy seeks to balance operational excellence and profitability with social responsibility, environmental care and ethical business conduct. This integrated approach ensures that our growth is financially, socially and environmentally sustainable, generating long-term value for all stakeholders.

Our strategy aligns with the United Nations 2030 Agenda framework and its associated Sustainable Development Goals (SDGs), emphasizing continuous improvement and effective resource management tools. Through this commitment, we strive to embed sustainability into each stage of our operations, from product design and development to manufacturing processes, aiming to minimize environmental impact while fostering social and economic progress.

In line with the global commitment to the Sustainable Development Goals (SDGs), United Nations member states (including Portugal, Poland, and the United States) have adopted the SDGs as a blueprint for building a better future. Within this context, at Colquimica Adhesives we have identified six key sustainability challenges that inform our sustainability strategy.

OUR SUSTAINABILITY CHALLENGES



Our ESG Goals

At Colquimica Adhesives, ESG is part of who we are as a company. It guides the way we grow, the way we innovate, and the way we make decisions. We are committed to developing more sustainable adhesive solutions, reducing our carbon footprint, and using resources more efficiently, not only because it makes business sense, but because we believe it is the right thing to do.

In terms of governance, we are guided by transparency, integrity, and ethical conduct. We seek to act responsibly, remain accountable for our actions, and build long-term value based on trust. By integrating ESG principles into our daily practices, we reinforce our commitment to responsible and sustainable growth.



ENVIRONMENT



Carbon neutrality in our industrial activities until 2050.



Circular economy with our new and innovative products.



Nature and biodiversity.

Our aim is to mitigate climate change by implementing resource- and energy-efficient practices that minimize our environmental impact. As active members of society, we promote public well-being by leveraging our expertise and sharing our best practices.

SOCIAL



Promote a diverse, equal and inclusive environment, respecting human rights.



Zero accidents, guaranteeing the best work conditions.



Offer development and growth, fostering employee engagement.



Community action.

We ensure optimal working environments for our employees by complying with human rights and diversity, equity, and inclusion (DEI) principles, providing safe working conditions, and promoting a healthy and competitive work environment.

Actively participating in our community is one of our key responsibilities. We support initiatives within the three local communities where we operate and encourage our employees to participate. Social responsibility is central to Colquimica Adhesives, and we are invested in supporting local causes and organizations.

GOVERNANCE



Guarantee the best business practices, avoiding corruption and bribery.



Conduct an ethical relationship between all stakeholders.



Guarantee data protection.

Transparency is key to building lasting relationships with employees, customers, and partners. Therefore, we employ strict policies regarding governance, compliance, and ethics. We foster an ethical culture that promotes accountability, trust, respect for human and labor rights, social progress, and individual empowerment.

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Sustainability Statements

GENERAL INFORMATION

Basis for preparation

ESRS 2 BP – 1 | General basis for preparation of the sustainability statement

ESRS 2 BP – 2 | Disclosures in relation to specific circumstances

This Sustainability Report serves as Colquimica Adhesives' sustainability statement, prepared according to the **European Sustainability Reporting Standards** (ESRS), the Directive (EU) 2022/2464 of the **European Parliament** and of the Council of 14 December 2022 – **Corporate Sustainability Reporting Directive** (CSRD). It covers the period from January 1st to December 31st, 2025, which coincides with Colquimica Adhesives' fiscal year.

This report focuses on the non-financial ESG performance of the Colquimica Adhesives Group and, consequently, of Colquimica – Indústria Nacional de Colas, S.A., and it is publicly available on our website.

Colquimica Adhesives, S.A., a private limited company based in Porto, Portugal, operates in the industrial adhesives sector (NACE Code: C2052 – Manufacture of glues). This report encompasses all entities included in the Group's consolidated financial statements, covering operations in Portugal, Poland, and the United States.

This report presents the general disclosures required under ESRS 2, including information on governance, the business model, the integration of sustainability into strategy, stakeholder engagement, the materiality assessment process, and the related metrics and targets. In addition, it covers the sustainability topics identified as material through the double materiality assessment, in line with the applicable topical standards.

Following the ESRS double materiality approach, Colquimica Adhesives reports only on sustainability topics considered material based on the results of its assessment. Topics assessed as not material in terms of impacts, risks, or opportunities are therefore not addressed in this report.

All financial figures are reported in euros (€), while sustainability metrics are disclosed using relevant units – including tonnes, percentages, and headcount – according to the characteristics of each indicator.

The preparation of this report was closely overseen by the Board of Directors, which reviewed and approved its final content. Colquimica Adhesives holds overall accountability for the quality, accuracy, and integrity of the sustainability information presented.



GOVERNANCE OVERVIEW

ESRS 2 GOV-1

The role of the administrative, management and supervisory bodies

ESRS 2 GOV-2

Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

ESRS 2 GOV-3

Integration of sustainability-related performance in incentive schemes

ESRS 2 GOV-4

Statement on due diligence

ESRS 2 GOV-5

Risk management and internal controls over sustainability reporting

BOARD OF DIRECTORS

PT

EXECUTIVE MEMBERS

João Pedro Koehler
Sofia Koehler
Pedro Gonçalves
Mário Garrido
Luís Bento

NON EXECUTIVE MEMBERS

Maria Helena Koehler

PL

EXECUTIVE MEMBER

João Pedro Koehler
Sofia Koehler
Pedro Gonçalves

USA

EXECUTIVE MEMBER

Sofia Koehler
João Pedro Koehler
Pedro Gonçalves

COMMISSIONS

ETHICS

REMUNERATION

RISK

SUSTAINABILITY

INFORMATION SECURITY

EXECUTIVE COMMITTEE

CEO COLQUIMICA GROUP
João Pedro Koehler

VICE PRESIDENT COLQUIMICA GROUP
Sofia Koehler

CEO EUROPE João Pedro Koehler

CEO USA Stephen Johnston

CFO
Luís Bento

CSO
Mário Garrido

COO
Pedro Gonçalves

CFO
Luís Bento

COO
Pedro Gonçalves

VP SALES
David Ogden

VP OPERATIONS
João Souto

CORPORATE LEVEL

Sofia Koehler

IT
SALES

MARKETING AND COMMUNICATION
BUSINESS TRANSFORMATION
HUMAN RESOURCES

João Pedro Koehler

CREDIT CONTROL
SUSTAINABILITY & QUALITY
LEGAL & COMPLIANCE

PROCUREMENT
RD&I
FINANCE

Pedro Gonçalves

PROJECTS & INVESTMENTS
LOGISTICS
TECHNICAL
OPERATIONS

PLANT DIRECTORS

PT

Pedro Gonçalves

PL

Andrzej Bartczak

USA

Stephen Johnston

We operate under a robust governance framework that ensures effective oversight of sustainability matters and alignment with our corporate mission and regulatory requirements.

Our Board of Directors holds ultimate responsibility for governance, including the integration of ESG principles into our business strategy, risk management processes, and performance monitoring. Sustainability considerations are embedded in our strategic decisions, ensuring that risks, opportunities, and long-term value creation are managed in a structured and accountable manner.

Through this approach, we reinforce transparency, accountability, and responsible business conduct at the highest level of our organization.

BOARD COMPOSITION AND GENDER DIVERSITY	VALUE
Board's Gender Diversity Ratio (Female to Male)	0.5
Percentage of Female Board Members	33%
Number of executive members	5
Number of non-executive members	1

We operate under a governance model that spans the **United States and Europe**. Our structure distinguishes between corporate and non-corporate functions, ensuring clarity in roles, reporting lines, and accountability.

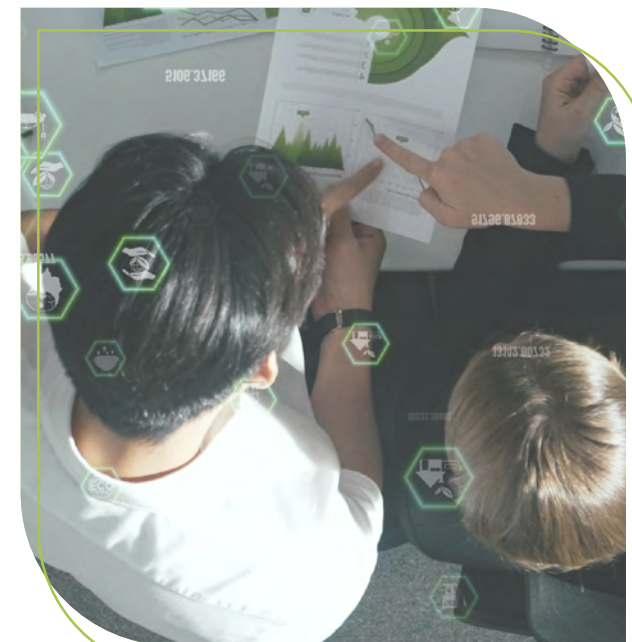
Corporate functions operate within a matrix structure, where coordination responsibility lies with the Corporate Directors, while resources are allocated at business unit level. Human resources report functionally to headquarters and hierarchically to local structures, ensuring both strategic alignment and operational effectiveness.

Our governance model is organized across two levels of responsibility and decision-making. At corporate level, the Group's Head Office, Corporate Area Directors, strategic and regional support functions, and the Board of Directors oversee strategic direction and sustainability integration. At local level, production functions, institutional relations, and local management ensure effective execution and compliance with Group's policies.

As part of our governance approach, we conduct structured stakeholder assessments to identify and prioritize key stakeholder groups, including employees, customers, suppliers, regulators, and local communities. The insights gathered enable us to systematically incorporate stakeholder expectations and concerns into our sustainability strategy and decision-making processes.

Integrated Management System

We maintain certified management systems in quality (ISO 9001), environment (ISO 14001), and occupational health and safety (ISO 45001). Supported by regular external audits, these systems ensure that our sustainability governance is aligned with the best international practices and effectively integrated across the organization.



COLQUIMICA ADHESIVES COMMISSIONS

As part of its commitment to sustainable development and sound corporate governance, Colquimica Adhesives has established a structured internal governance model supported by five specialized commissions. These commissions are designed to ensure strategic alignment, transparency, compliance, and performance across key areas of the organization.



SUSTAINABILITY COMMISSION

PRESIDENT

Patrícia Brás

VICE PRESIDENT

Ilda Pires

CORPORATE MEMBER HR AND ETHICS

Ana Romualdo

CORPORATE MEMBER RD&I

Gisela Ferreira

CORPORATE MEMBER MARKETING

Jaqueline Nóbrega

CORPORATE MEMBER LEGAL AND COMPLIANCE

Joana Janson

We have a dedicated Sustainability Commission that reports directly to our Board of Directors. Sustainability is integrated into our strategic planning and embedded within our overall risk management framework. The Board regularly reviews ESG performance based on key indicators and stakeholder feedback. At an operational level, monthly Sustainability and Quality meetings assess environmental KPIs, with the participation of executive management to support timely and informed decision-making.

The sustainability commission is responsible for defining and monitoring the organization's sustainability strategy, ensuring the integration of sustainable practices into all operations. Its key responsibilities include:

- ◆ Developing and overseeing the implementation of the corporate sustainability strategy.
- ◆ Promoting the adoption of sustainable practices across processes and activities.
- ◆ Monitoring key ESG indicators.
- ◆ Supporting initiatives in sustainable innovation and circular economy.
- ◆ Ensuring compliance with environmental standards and regulations.
- ◆ Engaging stakeholders in sustainability-related topics.
- ◆ Preparing periodic reports on sustainability performance.

ETHICS COMMISSION

The Ethics Commission plays a central role in reinforcing Colquimica Adhesives' ethical culture and conducts of standards. It ensures the effective dissemination and application of the Code of Ethics across all companies in the group. Its responsibilities include:

- ◆ Updating and promoting the Code of Conduct.
- ◆ Ensuring full compliance with the Code of Ethics.
- ◆ Clarifying ethical concerns and inquiries.
- ◆ Submitting an annual activity report to the Board of Directors.
- ◆ Reviewing matters submitted by the Board of Directors related to ethics and conduct.
- ◆ Advising the Board on ethical interpretations.
- ◆ Establishing internal communication channels for ethics-related topics.
- ◆ Promoting ethics training and awareness actions.

RISK MANAGEMENT COMMISSION

The Risk Management Commission is tasked with identifying, evaluating, and mitigating potential risks that may impact the organization or its value chain. Its role is to foster resilience and proactive risk management. Key responsibilities include:

The Commission is responsible for:

- ◆ Assessing risks, opportunities, and potential impact throughout the value chain.
- ◆ Developing and implementing a Risk Mitigation Action Plan.
- ◆ Continuously monitoring the effectiveness of mitigation measures and updating the plan.
- ◆ Supporting the definition of internal policies that enhance organization resilience.
- ◆ Communicating significant risks to the Board and recommending corrective actions.

REMUNERATION COMMISSION

The Remuneration Commission ensures that compensation policies are fair, competitive, and aligned with Colquimica strategic objectives and values. Its main functions are:

- ◆ Auditing and evaluating the implementation of the Remuneration Policy.
- ◆ Ensuring compliance with labor laws and internal regulations.
- ◆ Reviewing and recommending adjustments to salary structure and benefits, promoting both internal equity and external competitiveness.
- ◆ Monitoring performance indicators related to remuneration and incentive schemes.
- ◆ Supporting the development of recognition and reward policies that value merit and long-term sustainable performance.

At Colquimica Adhesives, we have established a remuneration policy that ensures fairness, transparency, and alignment with our strategic objectives and sustainability commitments. We have defined clear governance, approval, and disclosure procedures, as well as the roles and responsibilities of the bodies involved, including the Remuneration Commission, which oversees the implementation and continuous improvement of these practices.

Our policy sets out the remuneration structure, which includes:

The Ethics Commission plays a central role in reinforcing Colquimica Adhesives' ethical culture and conducts of standards. It ensures the effective dissemination and application of the Code of Ethics across all companies in the group. Its responsibilities include:

- ◆ A fixed component, based on relevant professional experience and qualifications; scope of responsibility (local, regional, or global) and nature of each role (core or support);
- ◆ A variable component, linked to individual and organizational performance, including sustainability related performance where applicable;
- ◆ A benefits package, aligned with market practices and our principles of internal equity.

The policy also establishes the structure and conditions for the award of performance-based variable remuneration and sets out the rules governing the annual salary review process.

Remuneration decisions are taken within the framework of our sustainability governance model, reinforcing accountability and alignment with long-term value creation.

In parallel, ongoing work is being undertaken to ensure alignment with the requirements of the EU Pay Transparency Directive, strengthening transparency, fairness, and compliance across our remuneration practices.

INFORMATION SECURITY COMMISSION

Since 2024, Colquimica Adhesives has been developing the implementation project of its Information Security Management System (ISMS), with the aim of achieving ISO 27001 certification. The project covers the company's critical systems and processes and has already led to the creation of policies, procedures, and controls aligned with the requirements of the standard.

An Information Security Commission was also established, responsible for coordinating, developing, and implementing the ISMS, without prejudice to the strategic guidelines issued by the Board of Directors.

The completion of preparatory activities and submission to external audit are planned for the period between late 2026 and mid 2027, contributing to strengthening stakeholder trust and enhancing the maturity of the company's corporate governance mechanisms.

Our business model, strategy and value chain

ESRS 2 SBM-1

Strategy, business model and value chain

OUR BUSINESS MODEL

Global

Production and
Distribution model

4

Manufacturing
units

**Portugal, Poland,
United States**

Strategic locations

425

Employees

162.4 M €

Net revenue

The Group distributes its products to more than 60 countries, serving a wide range of industrial sectors with tailored adhesive solutions that meet specific market requirements and sustainability standards.

Its production capacity is strategically allocated across three geographies:

32

KILOTONS

from the facilities in Susão
and Valongo (Portugal)

38

KILOTONS

from the Poznań unit (Poland)

17

KILOTONS

from the Charlotte facility in North
Carolina (United States).

This international footprint ensures proximity to key markets and supports efficient supply chain operations.

OUR MARKETS

Markets and industrial
sectors where our
technologies are applied:

BEDDING
& LIVING



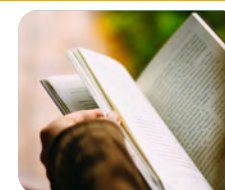
HEALTHCARE &
NONWOVEN



PACKAGING



PAPER
CONVERTING



ASSEMBLY



OUR BRANDS

KMELT
ULTRA™

KSTICKS™

KMELT
TECHNOLOGY™

KMELT
COMFORT™

KMELT
EVOLUTION™

KMELT
CLEVERBIND™

HOT MELT
KLEANERS™

KMELT
ESSENCE™

KMELT
PERFECTCARE™

KMELT
EXTEND™

KMELT
SPRAYCARE™

Colquimica Adhesives operates under a business model centered on the development and manufacture of high-quality adhesive solutions for a wide range of industries, including automotive, construction and packaging. Supported by strong RD&I capabilities and advanced technologies, the company continuously adapts its products to evolving customer expectations and regulatory requirements.

All manufacturing sites operate under certified Quality, Environment, and Health & Safety Management Systems, ensuring consistent alignment with international standards. Compliance is reinforced through regular audits carried out not only at production facilities, but also at subcontractors and logistics centers.



ISO 9001

Certified Quality Management System

ISO 14001

Certified Environment Management System

ISO 45001

Certified Occupational Health and Safety Management System

OUR STRATEGY

Our strategy is built on three core pillars: sustainable growth, continuous innovation, and environmental responsibility.

Colquimica Adhesives aims to:

- ◆ Drive growth through innovation and operational excellence.
- ◆ Embed sustainability into governance and reporting frameworks, including the integration of the European Sustainability Reporting Standards (ESRS).
- ◆ Reduce environmental impacts by investing in energy efficiency, waste reduction, and circular economy practices.
- ◆ Strengthening social responsibility by promoting employee development, workplace safety, and community engagement.
- ◆ Aligning its actions with the United Nations Sustainable Development Goals (SDGs), particularly those related to climate action, responsible consumption, and decent work.
- ◆ Mitigate climate-related and market-related risks through recognized product and process certifications, such as EU Ecolabel, DIN Biobased, and OEKO-TEX.

The strategy combines competitiveness, regulatory alignment, and long-term value creation, positioning sustainability as a structural component of the business model.



OUR VALUE CHAIN

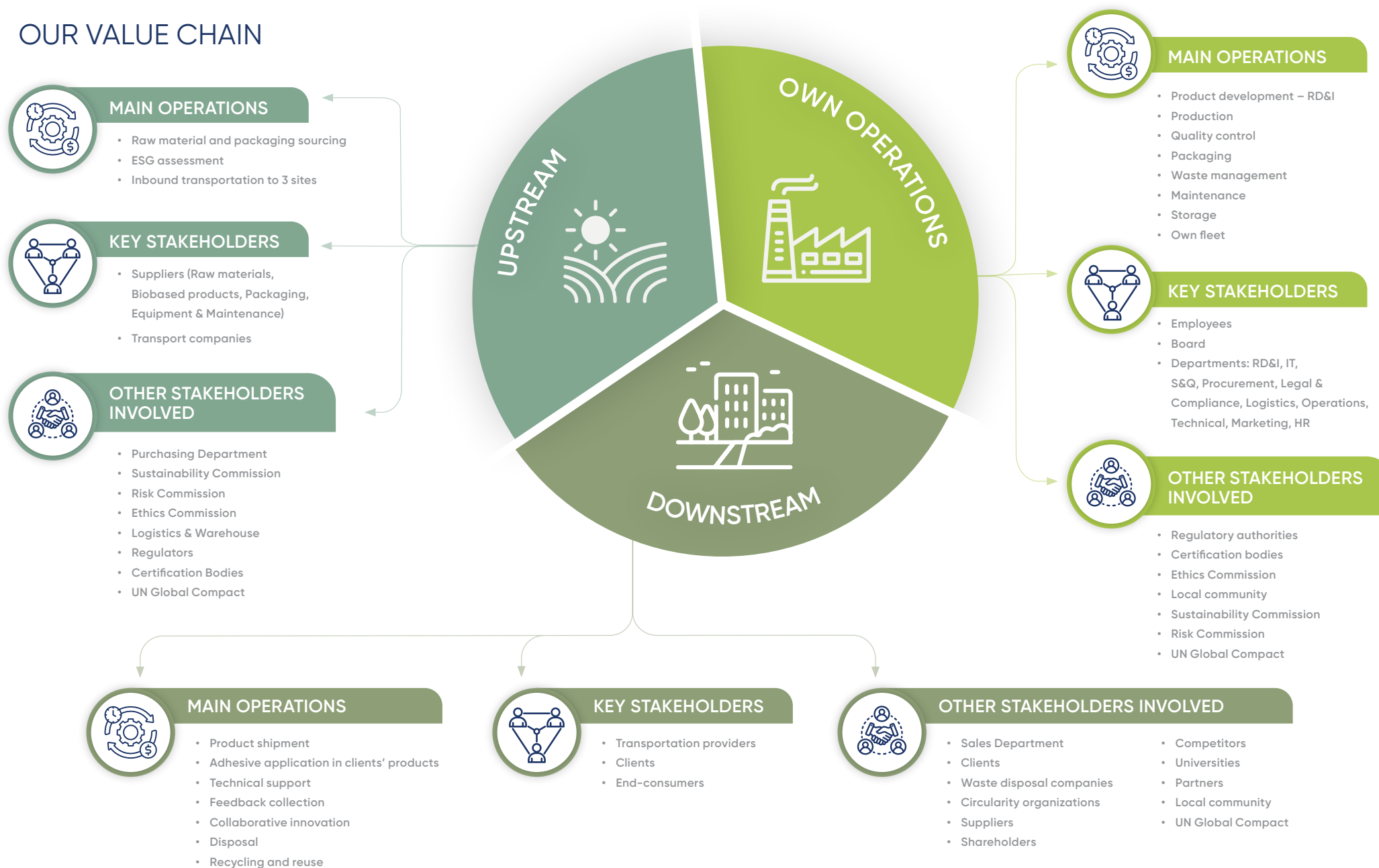
At Colquimica Adhesives, the value chain is managed as a continuous and integrated journey – from the responsible sourcing of raw materials to the delivery of finished products to customers worldwide.

Suppliers are required to adhere to the company's Code of Ethics and Conduct, ensuring alignment with defined ethical and sustainability standards from the outset. Throughout production, processes are continuously optimized to reduce energy use, minimize waste, and improve resource efficiency, while packaging solutions increasingly incorporate recycled materials and support circular economic principles.

Logistics operations are structured to lower carbon emissions and reduce packaging waste. Beyond delivery, the company works closely with clients to promote responsible product use, proper disposal, and recycling, extending product life cycles whenever possible.

Through this approach, environmental, social, and economic considerations are embedded at every stage, reinforcing a supply chain designed for efficiency, responsibility, and long-term sustainability.

OUR VALUE CHAIN



Stakeholder engagement

ESRS 2 SBM-2

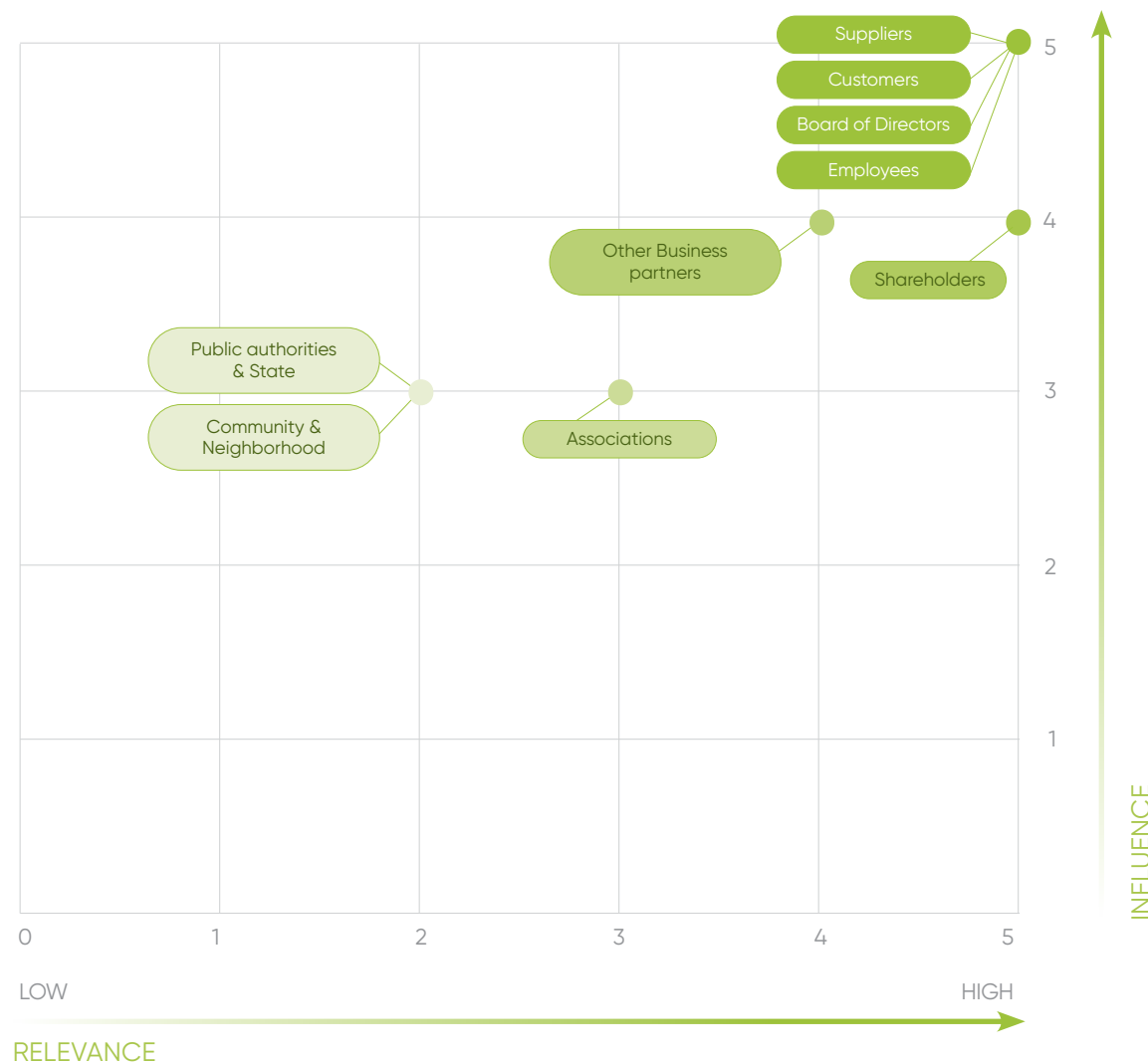
Interests and views of stakeholders

Colquimica Adhesives assessed stakeholder engagement in relation to 2025 and identified the stakeholders that had an impact on the Group's business and operations during the reporting period.

Their level of influence and priority were analyzed to prioritize relationships with these stakeholders, according to the following criteria:



The following matrix presents the identified stakeholders, as well as their respective level of relevance and influence.



Subsequently, a communication plan covering all stakeholders was assessed, setting out the main objectives, communication channels, and frequency of communication.



Identified communication channels

In-person meetings	Trade fairs
Telephone	Email
Mail	Sustainability Reports

These activities are managed by the relevant internal teams, ensuring a coherent and structured approach aligned with the company's values and strategic objectives.

This stakeholder engagement enables the identification of key topics and expectations that may influence strategic decisions, supports the alignment of sustainability initiatives with stakeholder interests, informs the definition of internal policies and action plans, and contributes to ensuring that the company's strategic direction is focused on long-term value creation.

Finally, a stakeholder consultation plan was carried out, identifying the stakeholders to be consulted in 2025. Through the collection of opinions and feedback, this process aims to understand their concerns and suggestions for improvement.



Stakeholders consulted

Transport, raw materials and packaging suppliers
Customers in EMEA and the USA
Employees
Shareholders

For the selected stakeholders, a survey was carried out to assess their perception of Colquimica Adhesives and the most relevant ESG matters. Topics aligned with the ESRS Standards were selected to determine their relative importance for these stakeholders, drawing on input from a total of **108 respondents**, and the results will be integrated into the double materiality assessment.

QUESTION

AVERAGE

(Scale 1-5)

Overall, how would you rate Colquimica Adhesives' global performance?

4.23

What is your overall level of satisfaction in your relationship with Colquimica Adhesives (products/services, overall performance, interaction)?

4.30

Do you consider that Colquimica Adhesives acts responsibly at the environmental and social level?

4.34

Do you consider that Colquimica Adhesives promotes sustainable and responsible practices?

4.26

In the surveys distributed, several topics were assessed, including the **suggestions and expectations of these stakeholders.**

SUGESTIONS

First, several responses highlight the need to strengthen communication and transparency around ESG, by more clearly sharing the company's initiatives, objectives, and results both internally and with customers and partners.

There were also suggestions to increase training and awareness among employees on topics such as sustainability, circular economy, and environmental impacts.

From an environmental perspective, some responses point to opportunities to reduce waste and plastic use, improve resource management (water and energy), and optimize certain operational conditions.

Additional suggestions include developing more sustainable products, reinforcing ESG monitoring of suppliers, and promoting greater employee engagement and social initiatives.

Overall, the feedback mainly points toward stronger communication, greater internal engagement, and further progress in environmental practices and sustainable innovation.

EXPECTATIONS:

Respondents expect continued progress in environmental performance, particularly through the reduction of carbon emissions, improved resource efficiency, waste reduction, and stronger circular economy practices. The development of more sustainable adhesives, recyclable packaging, and lower-impact products was also highlighted.

There are also expectations for greater transparency and clarity around ESG targets, reporting, and progress, including alignment with regulatory requirements such as CSRD and continued compliance with international standards.

In addition, stakeholders expect stronger engagement across the value chain, including closer collaboration with suppliers and increased transparency on supply chain impacts.

Finally, several responses highlight the importance of employee well-being, safe and ethical working conditions, training, and internal engagement, alongside the expectation that Colquimica Adhesives continues to improve its ESG performance and maintain a leading position in the industry.

Additional questions were also included to support the Double Materiality assessment. These questions aimed to understand stakeholders' perceptions regarding the relevance of the topics considered in the double materiality analysis, in line with the ESRs framework. The results will contribute to determining the final list of material topics for Colquimica Adhesives.

The results show that stakeholders attribute a high level of importance to all ESG topics assessed, with average scores ranging between 4.21 and 4.48 on a 5-point scale.

The highest levels of importance were attributed to product health, safety and information, human rights and working conditions across the value chain, and equal opportunities and working conditions, highlighting the strong relevance of social and governance aspects. Environmental topics such as greenhouse gas emissions, waste management, circular economy, and energy consumption were also rated highly.

These results confirm that stakeholders expect a balanced and comprehensive ESG approach, addressing environmental performance, responsible value chain management, employee well-being, and strong governance practices.

COLLABORATIONS WITH STAKEHOLDERS

Colquimica Adhesives works closely with a diverse range of external stakeholders, including industry associations, academic entities, suppliers and strategic partners, as part of our approach to responsible and sustainable management. These collaborations support the continuous development of technical and scientific capabilities, foster innovation in high-performance and lower-impact adhesive solutions and ensure alignment with evolving market expectations and regulatory requirements. Built on long-term, trust-based relationships, this collaborative ecosystem enables knowledge sharing and joint development initiatives, contributing to sustainable growth and value creation across the value chain.

MAIN PARTNERSHIPS

Colquimica Adhesives maintains partnerships with schools, universities, industry associations, and local organizations as part of its commitment to sustainable development and community engagement. These collaborations support talent development, knowledge sharing, and closer links between academia and industry, while also promoting innovation and responsible business practices. Through these relationships, the Group strengthens its connection with local communities and contributes to long-term value creation for its stakeholders.



APCAS – Glue, Adhesives and Sealants Portuguese Association



APQ – Portuguese Association for Quality



APPD – Subscribers of the APPDI Diversity Charter



AMCHAM – Câmara do Comércio Americano em Portugal



ASC – The Adhesive and Sealant Council



BCSD Portugal – Agenda 2030 Charter of Principles



CODIPOR – Portuguese Association of products identification and coding



EDANA – Nonwovens Association



FEICA – Association of the European Adhesive & Sealant Industry



FEUP – Faculty of Engineering of University of Porto



ISPA – International Sleep Products Association



IAPMEI – Instituto de Apoio à PME e à Inovação



ISEP – Higher Institute of Engineering in Porto



INDA – Association of the Nonwoven Fabric Industry



PMMI – The Association for Packaging and Processing Technologies



PPCC – Polish Portuguese Chamber of Commerce



PBS – Porto Business School



RML – Rede Mulher Lider – associação Empresarial



SEDEX – Sustainable business and supply chain solutions



UN Global compact



Universidade Católica – Portuguese Catholic University



Universidade Minho – Minho university



Universidade Porto – Porto University

Double materiality

ESRS 2 SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

ESRS 2 IRO-1

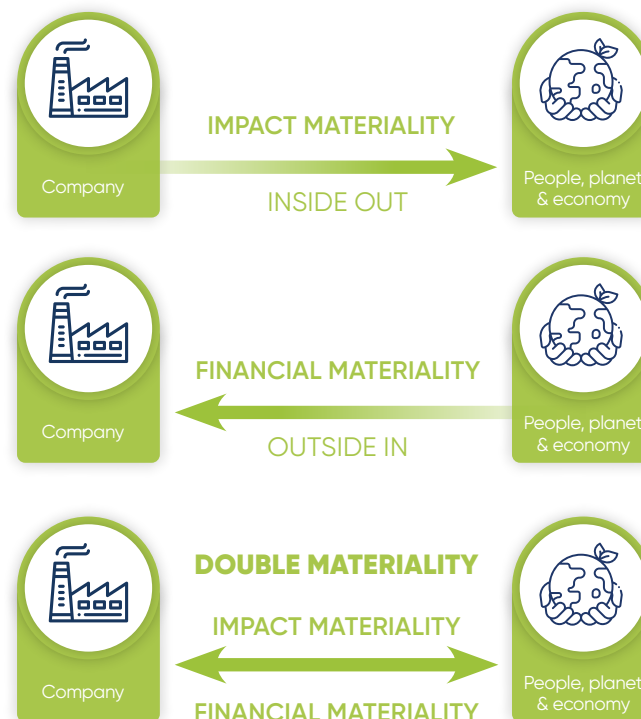
Description of the processes to identify and assess material impacts, risks and opportunities

ESRS 2 IRO-2

Disclosure of the outcome of the materiality assessment

Colquimica Adhesives conducted a double materiality assessment to analyze the interaction between the environment, people, and the company. This analysis enables the identification and evaluation of the impacts, risks, and opportunities associated with the various topics covered by the ESRS, as well as their relative significance for us. The assessment was carried out in accordance with the ESRS requirements and the applicable double materiality guidelines.

This analysis considers **two different perspectives**:



- ◆ **IMPACT MATERIALITY (INSIDE-OUT):** assesses the actual and potential impacts of the company's activities on people, the environment, and the economy.
- ◆ **FINANCIAL MATERIALITY (OUTSIDE-IN):** analyses how environmental, social, and governance factors may affect the company's financial performance, position, and prospects.

To identify and assess the topics that should be reported transparently, the phase and time horizon of each topic and sub-topic related to ESRS standards were assessed.

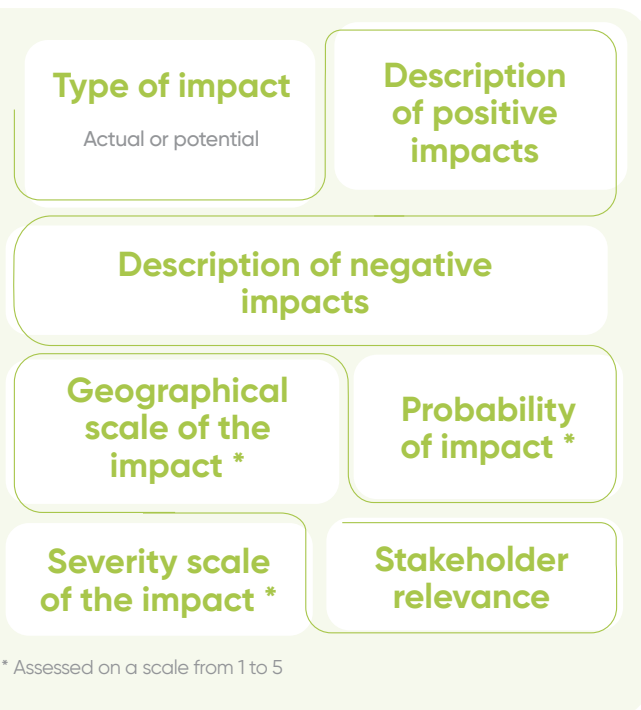
VALUE CHAIN PHASE

Upstream – Own operations – Downstream

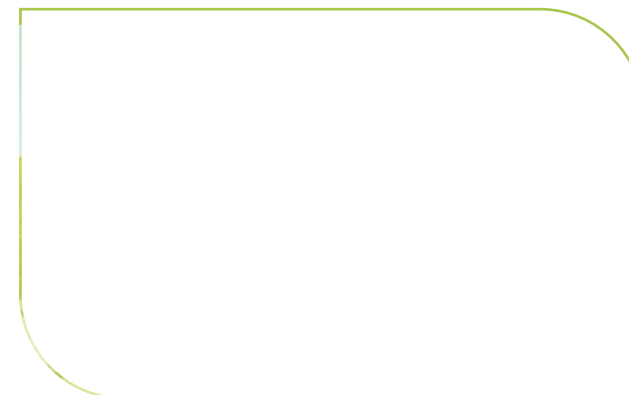
TIME HORIZON FOR ACTION

Short – Medium – Long term

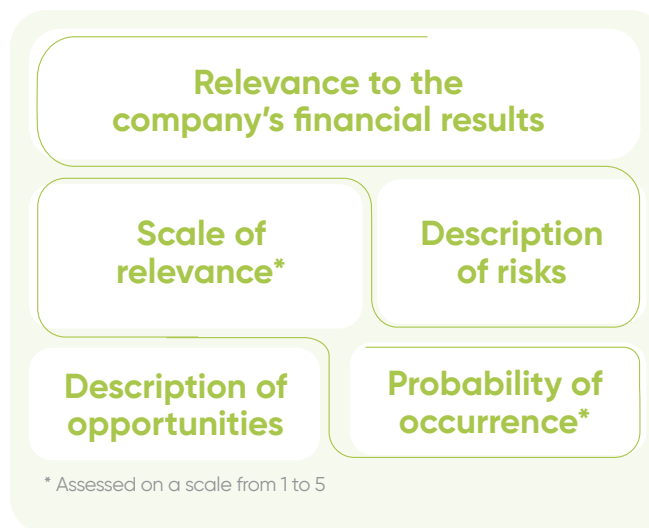
For each sub-topic, **7 parameters** were identified and assessed that make up **impact materiality**:



The relevance of each topic to stakeholders was assessed through the stakeholder engagement survey. The results obtained are considered at this stage of the process and contribute to the final scoring, providing a more comprehensive understanding of the topics that are material to Colquimica Adhesives.



For each sub-topic, **5 parameters** were identified and assessed that make up **financial materiality**:



After analyzing the IROs (impacts, risks and opportunities), and the remaining criteria assessed by Colquimica Adhesives, the average of the impact materiality and financial materiality parameters was calculated.



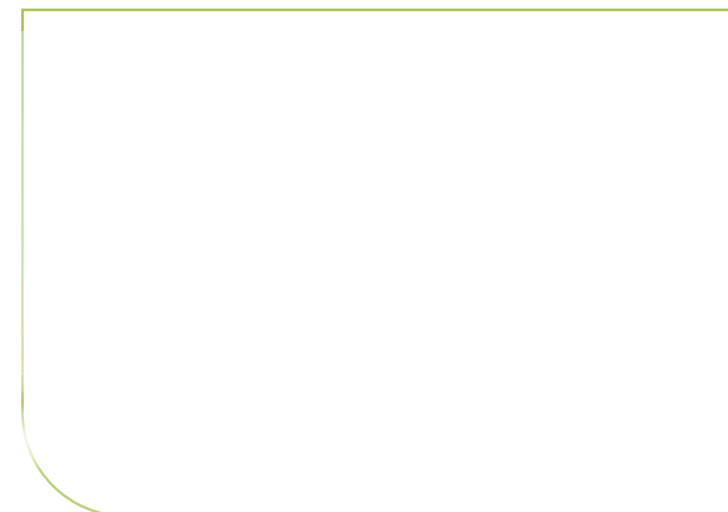
IMPACT MATERIALITY

Type of impact **X** Probability of impact
X Impact severity **X** Urgency of impact



FINANCIAL MATERIALITY

Relevance scale **X** Probability of occurrence

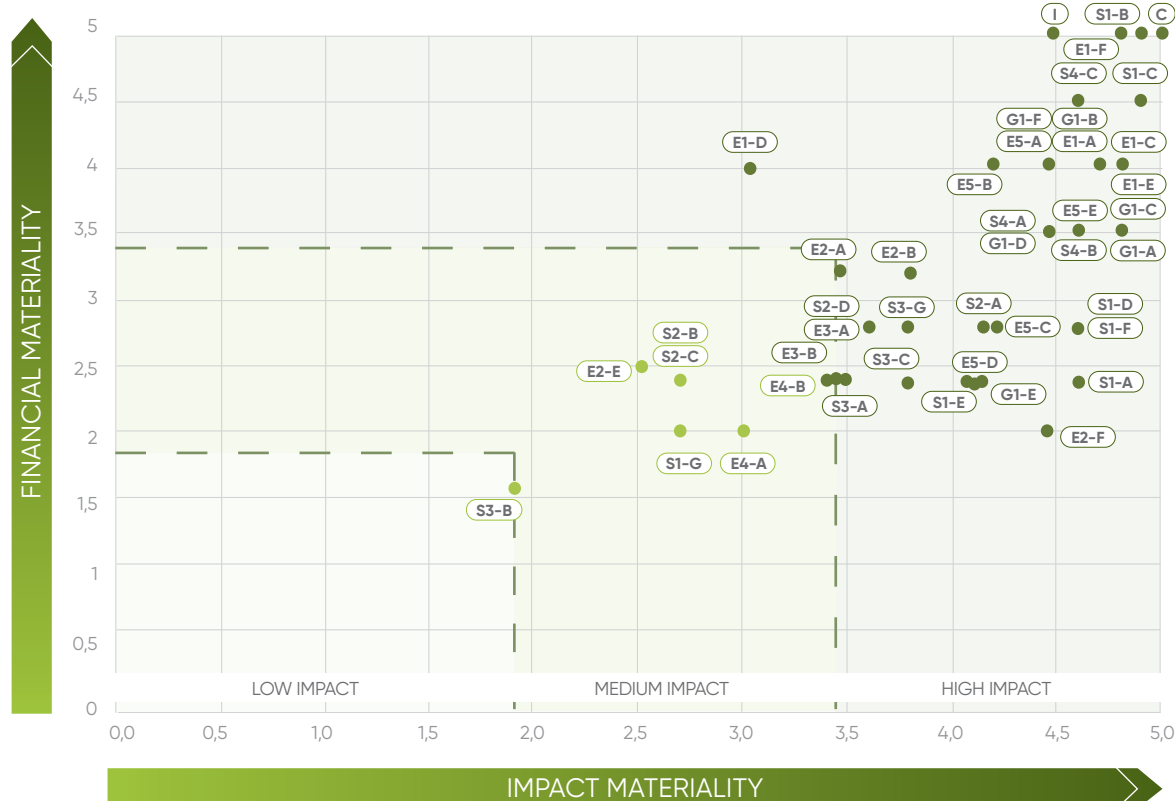


Numerical ranges were defined to establish three levels of impact – low, medium and high – to be applied to the results of the impact materiality and financial materiality assessment.

The materiality threshold was defined for all topics that achieved a final rating of medium or high impact, in accordance with the formulas presented above, with the ESRS standards, and IRO-1. The topics considered material for Colquimica Adhesives, together with their respective scores, are as follows:

- LOW IMPACT
- up to 1.8
- MEDIUM IMPACT
- 1.8 to 3.5
- HIGH IMPACT
- from 3.5 onwards

DOUBLE MATERIALITY MATRIX



Each point corresponds to the code assigned to each ESRS-related sub-topic.

ESRS E1 – CLIMATE CHANGE

- E1-A – Greenhouse gas emissions (GHG)
- E1-C – Adaptation and mitigation of climate change
- E1-D – Climate neutrality goals
- E1-E – Climate-related risk and opportunities
- E1-F – Energy consumption

ESRS E2 – POLLUTION

- E2-A – Air pollution
- E2-B – Water contamination and usage
- E1-E – Hazardous and potentially hazardous substances
- E2-F – Microplastics

ESRS E3 – WATER AND MARINE RESOURCES

- E3-A – Water consumption and management
- E3-B – Water released into aquatic ecosystems and oceans

ESRS E4 – BIODIVERSITY AND ECOSYSTEMS

- E4-A – Biodiversity preservation
- E4-B – Impact and dependency on ecosystems

ESRS E5 – RESOURCE USE AND CIRCULAR ECONOMY

- E5-A – Material use efficiency
- E5-B – Waste management
- E5-C – Recycling and upcycling
- E5-D – Circular economy in the value chain
- E5-E – Transition to a circular economy

ESRS S1 – OWN WORKFORCE

- S1-A – Hazardous and potentially hazardous substances
- S1-B – Employment conditions (fair compensation, working hours)
- S1-C – Health, safety, and wellness
- S1-D – Training and Development
- S1-E – The right to freedom of association, access to information, and the consultation and involvement of workers
- S1-F – Strategies to Address Violence and Harassment in the Workplace
- S1-G – Forced labor and child labor

ESRS S2 – WORKERS IN THE VALUE CHAIN

- S2-A – Human rights throughout the value chain
- S2-B – Forced labor and child labor
- S2-C – Fair working conditions for suppliers
- S2-D – Supplier assessment employing ESG criteria

ESRS S3 – AFFECTED COMMUNITIES

- S3-A – Social impact of the company's operations
- S3-B – Rights of vulnerable communities
- S3-C – Community engagement and dialogue
- S3-G – Contributions

ESRS S4 – CONSUMERS AND END USERS

- S4-A – Access to clear information concerning the products or services
- S4-B – Health and safety of products and services
- S4-C – Data Privacy and Consumer Protection

ESRS G1 – BUSINESS CONDUCT

- G1-A – Governance structure
- G1-B – Risk management policies and procedures
- G1-C – Leadership in the management of ESG matters
- G1-D – Prevention, detection and training in the battle against corruption and bribery
- G1-E – Reporting frameworks and compliance assessments
- G1-F – Managing supplier relations, including payment practices

ADDITIONAL TOPICS

- I – Innovation
- C – Cybersecurity

- LOW IMPACT
- MEDIUM IMPACT
- HIGH IMPACT

Two additional topics were considered beyond those assessed under the ESRS, due to their high strategic relevance and alignment with Colquimica Adhesives' core business. These topics relate to **INNOVATION** and **CYBERSECURITY**.

NON-MATERIAL TOPICS

Of the ESRS-related sub-topics identified, 11 were not considered material for Colquimica Adhesives and, therefore, will not be included in the double materiality matrix.

ESRS E1 - CLIMATE CHANGE

- **E1-F** - GHG removal and mitigation (sponsored initiatives and carbon credits)

ESRS E2 - POLLUTION

- **E2-C** - Soil pollution
- **E2-D** - Pollution of living organisms and food supplies

ESRS E3 - WATER AND MARINE RESOURCES

- **E3-C** - Extraction and utilization of marine resources change

ESRS E4 - BIODIVERSITY AND ECOSYSTEMS

- **E4-C** - Impact of company activities on protected areas
- **E4-D** - Plans to restore degraded habitats

ESRS S3 - AFFECTED COMMUNITIES

- **S3-E** - Impacts on community safety
- **S3-F** - Impacts on Water and Sanitation
- **S3-G** - Impacts on land use/habitats

ESRS S4 - CONSUMERS AND END USERS

- **S4-D** - Accessibility and inclusivity in products and services safety
- **S4-E** - Responsible Marketing Practices

Of the topics analyzed, **7 were considered not applicable to Colquimica Adhesives' operations**, and 4 received a low score. For the 7 topics in question, no relevant impacts, risks, or opportunities were identified. In accordance with the materiality principle set out in the ESRS, these topics are **not subject to disclosure in the Sustainability Report**.

These topics are in line with the ESRS standards, namely the requirements of **IRO-2**, and are part of the company's strategic framework and governance processes. These topics are considered when assessing risks, shaping product development, directing investments, and structuring engagement with stakeholders.

Material impacts, risks and opportunities (IROS)

ESRS 2 SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

ESRS 2 IRO-1

Description of the processes to identify and assess material impacts, risks and opportunities

ESRS 2 IRO-2

Disclosure of the outcome of the materiality assessment

As part of the double materiality assessment, impacts, risks and opportunities (IROS) were assessed in line with the ESRS standards for all topics considered material.

The table summarizes the potential impacts of each topic, both positive and negative, as well as the associated risks and opportunities, organized by sub-topic.

For each material topic, Colquimica Adhesives has defined corresponding actions that were either implemented or already in progress during the 2025 reporting period. These actions demonstrate the company's structured and ongoing approach to managing material impacts, risks, and opportunities, in alignment with ESRS requirements.

TOPIC	ESRS TOPIC'S RELATED DOMAINS	TIME HORIZON FOR ACTION  SHORT  MEDIUM  LONG	VALUE CHAIN STAGE 1 UPSTREAM 2 OWN OPERATIONS 3 DOWNSTREAM	POTENTIAL IMPACTS		RISKS	OPPORTUNITIES
				POSITIVE	NEGATIVE		
ESRS E1 - CLIMATE CHANGE	Greenhouse gas emissions (GHG)		1 2 3	Reducing the environmental footprint at national and global levels and to achieving climate targets, supporting both climate mitigation and adaptation efforts.	Increased GHG emissions, environmental pollution, and negative impacts on communities and people.	Increased operational and reputational costs, misalignment between market demand and sustainable offerings, exposure to climate-related events, energy dependency, and the risk of greenwashing or unmet climate targets.	Investing in low-carbon solutions, improving energy efficiency, adopting circular economy practices, aligning with recognized climate frameworks, accessing public incentives, strengthening reputation, and differentiating from competitors through more sustainable and innovative products and operations.
	Adaptation and mitigation of climate change		1 2 3				
	Climate neutrality goals		1 2 3				
	Climate-related risk and opportunities		1 2 3				
	Energy consumption		2				

TOPIC	ESRS TOPIC'S RELATED DOMAINS	TIME HORIZON FOR ACTION  SHORT  MEDIUM  LONG	VALUE CHAIN STAGE 1 UPSTREAM 2 OWN OPERATIONS 3 DOWNSTREAM	POTENTIAL IMPACTS		RISKS	OPPORTUNITIES
				POSITIVE	NEGATIVE		
ESRS E2- POLLUTION	Air pollution		1 2 3	Protection of human health and the environment through the safe management of hazardous substances, preventing their presence in the value chain and avoiding environmental contamination. Clear communication with customers and proper handling of microplastics further support pollution prevention.	Air and water pollution, water scarcity, and adverse effects on communities, biodiversity, and human health. Poor management of hazardous substances and microplastics may lead to exposure of people, environmental contamination, spills, and accident risks.	Regulatory non-compliance, reputational damage, and increased operational costs related to air, water, and soil pollution, as well as stricter requirements for managing hazardous substances and microplastics. These risks may also lead to customer loss, investment constraints, and non-conformities identified in audits.	Improving environmental performance through pollution prevention and water reuse, ensuring compliance with regulations such as REACH, and strengthening reputation with stakeholders. Innovation in products and formats, particularly to reduce or replace microplastics, can also support differentiation and long-term competitiveness.
	Water contamination and usage		1 2 3				
	Hazardous and potentially hazardous substances		1 2				
	Microplastics		1 2 3				
ESRS E3 - WATER AND MARINE RESOURCES	Water consumption and management		2	Reducing water waste, improving water efficiency, and supporting water availability for local communities and supply chains, while contributing to climate change mitigation. The treatment of wastewater before discharge also helps protect water quality and ecosystems.	Excessive water abstraction, reducing availability for communities and other users, and causing ecosystem degradation and biodiversity loss. Inadequate wastewater discharges can lead to water pollution, harming aquatic life, causing microbiological contamination, and posing risks to public health and food safety.	Water stress and low water quality, which may affect operational continuity, increase costs, and intensify reputational and operational exposure, particularly in the management and discharge of wastewater into water bodies.	Reducing costs through efficiency gains, fiscal and financial incentives for upgrading equipment and processes, and the innovation and adoption of new water treatment technologies, supporting improved environmental performance and operational resilience.
	Water released into aquatic ecosystems and oceans		2 3				

TOPIC	ESRS TOPIC'S RELATED DOMAINS	TIME HORIZON FOR ACTION  SHORT  MEDIUM  LONG	VALUE CHAIN STAGE 1 UPSTREAM 2 OWN OPERATIONS 3 DOWNSTREAM	POTENTIAL IMPACTS		RISKS	OPPORTUNITIES
				POSITIVE	NEGATIVE		
ESRS E4 - BIODIVERSITY AND ECOSYSTEMS	Biodiversity preservation		1 2 3	Contributing to global sustainability goals and the protection of biodiversity through ecosystem conservation, reforestation actions, habitat restoration, and the more efficient use of natural resources.	Pollution and waste generation, ecosystem degradation, and habitat fragmentation driven by industrial expansion, as well as the overextraction of natural resources and broader environmental degradation.	Legal non-compliance penalties, reputational damage, exposure to natural disasters, resource scarcity, and increasing regulatory requirements related to biodiversity and ecosystem protection.	Access to green financing, strategic partnerships for conservation and biodiversity protection projects, and reputational gains. Further opportunities arise from circular economy practices and innovation in lower-footprint products, strengthening competitive advantage.
	Impact and dependency on ecosystems		1 2 3				
ESRS E5 - RESOURCE USE AND CIRCULAR ECONOMY	Material use efficiency		1 2 3	Reducing the extraction of natural resources through material efficiency, recycling, and reuse, lowering upstream carbon emissions, reducing waste generation and pollution, and decreasing pressure on landfills. The adoption of circular economy practices across the value chain also supports innovation, green job creation, sustainable consumption, and overall resource efficiency.	Intensive material use and inadequate waste management, leading to resource scarcity, hazardous waste generation, and environmental and human health impacts. Additional risks include higher energy consumption in reverse logistics, potential contamination from recycled materials, increased carbon footprint from inefficient processes, and material quality losses over multiple cycles.	Material scarcity and price volatility, stricter regulatory requirements, operational and reputational risks related to waste management, and the risk of greenwashing if recycling and circular practices are not effectively implemented. Additional risks may arise from limited market acceptance of circular products and temporary disruptions in product availability due to changes in design or processes.	Adoption of circular economy models that enable more efficient processes, cost reductions over the long term, and the development of new business models. Further opportunities arise from access to green financing and fiscal incentives, strategic partnerships with suppliers and customers, increased waste valorization and by-product sales, innovation, and strengthened competitive advantage.
	Waste management		2 3				
	Recycling and upcycling		1 2 3				
	Circular economy in the value chain		1 2 3				
	Transition to a circular economy		1 2 3				

TOPIC	ESRS TOPIC'S RELATED DOMAINS	TIME HORIZON FOR ACTION  SHORT  MEDIUM  LONG	VALUE CHAIN STAGE 1 UPSTREAM 2 OWN OPERATIONS 3 DOWNSTREAM	POTENTIAL IMPACTS		RISKS	OPPORTUNITIES
				POSITIVE	NEGATIVE		
ESRS S1 – OWN WORKFORCE	Equal opportunities (diversity, equity, and inclusion)			Promoting inclusion, diversity, and equal opportunities, ensuring fair working conditions, and safeguarding workers' physical and mental well-being. Investment in training and development enhances skills, employability, productivity, and retention, while freedom of association and effective dialogue strengthen labor relations, transparency, and organizational trust. Measures against harassment and compliance with human rights standards further support a safe, fair, and resilient workplace.	Discrimination, unequal pay, poor working conditions, excessive working hours, and lack of transparency, leading to absenteeism, accidents, stress, burnout, and higher turnover. Insufficient access to training, weak labor dialogue, or lack of measures against harassment can reduce well-being and engagement, while forced or child labor represents severe human rights violations with serious social, health, and ethical consequences.	Legal non-compliance, fines, and reputational damage related to discrimination, labor rights, health and safety, harassment, and forced or child labor. Additional risks involve higher turnover, absenteeism, lower productivity, skills obsolescence, loss of know-how, employee dissatisfaction, strikes, and operational disruptions due to inadequate working conditions, lack of dialogue, or insufficient training and development opportunities.	Attracting and retaining diverse talent, improving performance, satisfaction, and productivity through fair working conditions, health and well-being programmes, and continuous training. Further opportunities arise from social and ethical certifications, employer branding, access to incentives, stronger reputation, enhanced employee engagement, effective labor dialogue, and the implementation of robust policies, prevention programmes, and reporting mechanisms that support a positive and resilient workplace culture.
	Employment conditions (fair compensation, working hours)						
	Health, safety, and wellness						
	Training and Development						
	The right to freedom of association, access to information, and the consultation and involvement of workers						
	Strategies to Address Violence and Harassment in the Workplace						
	Forced labor and child labor						

TOPIC	ESRS TOPIC'S RELATED DOMAINS	TIME HORIZON FOR ACTION  SHORT  MEDIUM  LONG	VALUE CHAIN STAGE 1 UPSTREAM 2 OWN OPERATIONS 3 DOWNSTREAM	POTENTIAL IMPACTS		RISKS	OPPORTUNITIES
				POSITIVE	NEGATIVE		
ESRS S2- WORKERS IN THE VALUE CHAIN	Human rights throughout the value chain		1 2 3	Protection of human rights and human dignity across the value chain, the prevention of child and forced labor, and the strengthening of local communities. Fair working conditions for suppliers contribute to reducing inequalities and reinforcing labor rights, while ESG-based supplier assessments promote more responsible, transparent, and sustainable environmental and social practices throughout the supply chain.	Human rights violations, labor exploitation, and exclusion, contribute to poverty and the perpetuation of social and generational inequalities. Additionally, overly stringent ESG criteria or poorly implemented assessment systems may lead to the exclusion of small suppliers and create barriers to inclusion within the value chain.	Reputational, regulatory, and operational exposure arising from non-compliance with human rights, labor standards, and ESG requirements within the value chain. These risks may lead to supply chain disruptions, business interruptions, and loss of trust due to non-conforming suppliers.	Strengthening the value chain through strategic partnerships, supplier and customer capacity-building, and the use of audits, certifications, and ESG evaluations. These actions can enhance transparency, reinforce stakeholder relationships, reduce supply chain risks, and support long-term resilience and responsible sourcing.
	Forced labor and child labor		1 2 3				
	Fair working conditions for suppliers		1				
	Supplier assessment employing ESG criteria		1				
ESRS S3 – AFFECTED COMMUNITIES	Social impact of the company's operations		1 2	Job creation, social investment, and partnerships with local suppliers, supporting community development and local economic growth. Respect for human rights, inclusion of vulnerable groups, transparent dialogue, and community engagement strengthen trust and social cohesion, while initiatives in safety, water management, sanitation, pollution prevention, and biodiversity protection contribute to improved quality of life and environmental protection.	Increased traffic and noise in residential areas, exclusion of vulnerable or community groups, social conflicts, and ineffective communication with communities. Additional risks arise from excessive use of water resources, pollution of water and soil, threats to public health and safety, biodiversity loss, and unmet expectations that may lead to conflicts of interest and community dissatisfaction.	Reputational and operational, arising from insufficient social and environmental management of operations and community relations. These include loss of trust from communities, suppliers, and employees; failure to respect human rights; weak communication and handling of grievances; accidents affecting community safety; non-compliance with legal requirements related to water, sanitation, and land use; environmental pollution; water scarcity; fines; and, ultimately, the risk of losing the license to operate.	Strengthening reputation and credibility through transparent engagement and collaboration with local communities, promoting social inclusion, and supporting local economic development. Improved water and land management can enhance resource efficiency and environmental performance, while partnerships, access to sustainable financing, fiscal benefits, and community investment initiatives can drive long-term value creation, risk mitigation, and differentiation from competitors.
	Rights of vulnerable communities		1 2				
	Community engagement and dialogue		1 2				
	Contributions		1 2				

TOPIC	ESRS TOPIC'S RELATED DOMAINS	TIME HORIZON FOR ACTION  SHORT  MEDIUM  LONG	VALUE CHAIN STAGE 1 UPSTREAM 2 OWN OPERATIONS 3 DOWNSTREAM	POTENTIAL IMPACTS		RISKS	OPPORTUNITIES
				POSITIVE	NEGATIVE		
ESRS S4 – CONSUMERS AND END USERS	Access to clear information concerning the products or services		2 3	Clear, timely, and preventive communication with customers regarding product information, safe handling, storage, and waste management, reducing risks to human health and the environment. Ensuring product and service safety helps prevent accidents and environmental contamination, while secure digitalization and data protection strengthen consumer privacy, protect fundamental rights, and reduce fraud and identity theft.	Hazards of certain products classified under regulatory frameworks such as CLP, posing risks to human health and the environment if mismanaged. Additional negative impacts include workplace accidents, environmental contamination, higher energy consumption associated with secure data management systems, and potential psychological and social harm resulting from data breaches or privacy violations.	Reputational damage arising from non-compliance with information and labelling requirements, the sharing of incorrect or incomplete product information, and increased accidents and absenteeism linked to product and service safety. Additional risks relate to breaches of personal data protection, potential discrimination or exclusion of users, and loss of stakeholder trust.	Improving software and information management systems, using artificial intelligence to reduce time, costs, and the risk of errors in shared information. Further opportunities arise from enhanced working conditions, employee awareness and training, improved audit outcomes, strengthened reputation, safer products and services, reduced legal and financial risks, and access to new markets through stronger data protection and consumer trust.
	Health and safety of products and services		2 3				
	Data Privacy and Consumer Protection		1 2 3				
ESRS G1 – BUSINESS CONDUCT	Governance structure		1 2 3	Establishment of a clear and accountable governance structure that supports a long-term sustainable business strategy, effective risk identification and mitigation, and improved business continuity. Strong ESG management, anti-corruption measures, and robust whistleblowing mechanisms enhance transparency, ethical behavior, stakeholder trust, and continuous improvement, while structured supplier management promotes predictability, fair practices, and responsible value chains.	Weak governance, poor risk management, and lack of transparency, potentially leading to legal non-compliance, reputational damage, and financial, environmental, or social harm. Ineffective ESG oversight, inadequate prevention of corruption, or poorly managed grievance mechanisms can increase exposure to misconduct, retaliation, or false reporting, while poor supplier relationship management may disrupt supply chains and damage business relationships.	Reputational and operational, arising from weak governance structures, insufficient risk management practices, and inadequate ESG oversight. These risks may lead to loss of customer trust, reduced access to financing, production disruptions due to supplier issues, and negative impacts on business continuity. Additional exposure includes reputational damage linked to corruption, lack of effective whistleblowing mechanisms, and poor supplier relationship management, potentially resulting in loss of clients and market credibility.	Increased regulatory clarity, more robust and harmonized legislation, and improved identification and anticipation of external risks, including climate-related and ESG risks. Strengthening governance and ESG management can enable access to financial and fiscal incentives, support better negotiation conditions with suppliers, improve product availability, and enhance transparency, compliance, and long-term organizational resilience.
	Risk management policies and procedures		1 2 3				
	Leadership in the management of ESG matters		1 2 3				
	Prevention, detection and training in the battle against corruption and bribery		1 2 3				
	Reporting frameworks and compliance assessments		1 2 3				
	Managing supplier relations, including payment practices		1				

TOPIC	ESRS TOPIC'S RELATED DOMAINS	TIME HORIZON FOR ACTION SHORT MEDIUM LONG	VALUE CHAIN STAGE 1 UPSTREAM 2 OWN OPERATIONS 3 DOWNSTREAM	POTENTIAL IMPACTS		RISKS	OPPORTUNITIES
				POSITIVE	NEGATIVE		
ADDITIONAL TOPICS	Innovation		123	Development of sustainable products; improved resource efficiency; innovative solutions in hygiene and health with social impact.	Indirect environmental impact due to waste generation and/or products with a higher environmental footprint.	Inability to keep up with competitors; reputational risk; dependence on critical suppliers.	Increased competitiveness and market participation; expansion of the sustainable product portfolio; access to green incentives and financing.
	Cybersecurity		123	Safeguarding the privacy of stakeholders' personal data; protection of information confidentiality and information systems; increased trust.	Breach of personal data; loss of confidentiality; compromise of business secrets and intellectual property.	Sharing of confidential and personal data; unauthorized access to intellectual property; loss of customers; reputational damage.	Implementation of external certification; monitoring compliance with applicable legislation; use of artificial intelligence.

03 ENVIRONMENT

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Environment

ESRS E1 - CLIMATE CHANGE

ESRS 2 GOV-3

Integration of sustainability-related performance in incentive schemes

At Colquimica Adhesives, the remuneration framework combines fixed compensation with a performance based variable component, which is awarded annually. This variable component is linked to both individual and organizational performance, assessed through a structured set of KPIs defined at the beginning of each year. Individual performance is evaluated by Department Directors, while overall organizational performance is aligned with key financial indicators, including EBITDA, as well as operational objectives reflected in the Balanced Scorecard.

The design and implementation of the remuneration policy are managed by the Human Resources Department, with oversight and approval by the Board of Directors. The evaluation process is supported by the Remuneration Commission, ensuring consistency and alignment with the company's strategic priorities.

In 2025, the integration of sustainability into performance evaluation was further strengthened, with incentive mechanisms applied across several functions. Targets related to the development and commercialization of sustainable, innovative and patented products were incorporated into the evaluation of RD&I, Commercial and Procurement roles, including their respective Directors.

In addition, environmental and safety related KPIs were embedded into the performance assessment of operational

functions. The safety performance indicator, measured through the Frequency Rate, was applied across the Operations teams, including Production, Maintenance, Logistics and Quality Control, as well as to the Plant Director in Poland and the Chief Operating Officer. Environmental performance was also reinforced through the inclusion of waste segregation targets, applicable to the Operations teams, the Plant Director in Poland, the COO, the VP of Operations in the United States and the CEO of the US operations.

Furthermore, the Quality Department's performance evaluation incorporates targets related to energy and resource efficiency, including electricity, natural gas and water consumption, reinforcing the link between operational performance and environmental responsibility.

This approach reflects a progressive integration of sustainability considerations into the company's incentive structure, supporting alignment between individual performance, operational efficiency and broader environmental and organizational objectives.

TRANSITION PLAN FOR CLIMATE CHANGE MITIGATION

ESRS E1-1

Transition plan for climate change mitigation

Strategic approach to climate transition

At Colquimica Adhesives, the consideration of sustainability issues is progressively integrated into our business strategy and decision-making process. This is intended to ensure that the

economic success, environmental responsibility, and ethical character of the business are balanced in a way that ensures the continued alignment of the company's growth with value creation for our stakeholders.

In this context, climate action is progressively emerging as a key element in our strategy, and this is articulated through the structure of our climate transition plan, which provides the framework for progressively reducing greenhouse gas emissions in a way that enhances the resilience and sustainability of our operations and value chain.

This plan is designed to be consistent with international climate goals and objectives, in support of the overarching goal of limiting the increase in global temperature in accordance with the **Paris Agreement**, and thereby progressively adapting our systems, practices, and portfolio to a low-carbon economy.

Scope and objectives of the transition plan

The transition plan aligns with the emission reduction targets set in **E1-4 | Targets related to climate change mitigation and adaptation**, which include long-term goals for reducing scope 1 and scope 2 emissions.

Unlike isolated efforts, our transition plan is based on a structured approach to operational and strategic interventions aimed at reducing emissions in different parts of the organization. These efforts are designed to reduce emissions from our own operations and support emissions reduction in the value chain.

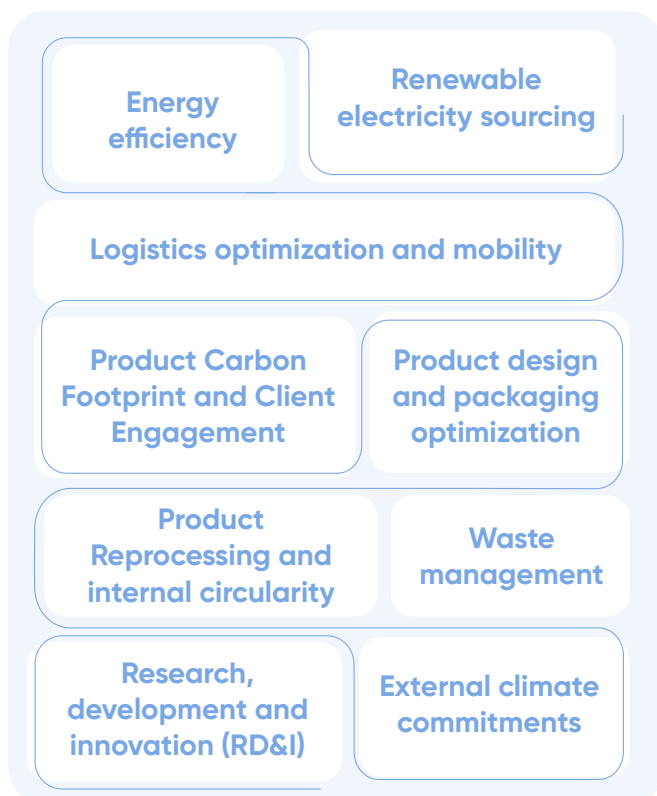
Our approach enables us to progressively incorporate climate change into business planning, operational management and innovation activities.

Decarbonization levers

In order to support the implementation of our climate transition strategy, we have identified several operational levers that contribute to the progressive decarbonization of our activities.

These operational levers are focused on the main sources of emissions generated by our activities, to help in the implementation of initiatives aiming to improve our environmental performance. The main decarbonization operational levers are:

DECARBONIZATION LEVERS



A detailed explanation of these decarbonization levers is provided in **E1-3 | Actions and resources related to climate change policies**.

Potential sources of locked-in emissions

As part of the development of our transition plan, we conducted a qualitative assessment of operational assets and activities that could potentially generate **locked-in greenhouse gas emissions** over time.

This assessment focused on the operational relevance of assets within the production process, alongside a proactive approach to extending their useful life through maintenance and component optimization. Carbon-related aspects are primarily managed at Group level, with additional insights provided by energy audits conducted in Portugal, enabling a more detailed understanding of energy performance. The objective was to identify infrastructures that could represent potential challenges for achieving our emission reduction targets if no mitigation measures are implemented.

The analysis highlighted natural gas-fired industrial boilers as one of the main potential sources of future direct emissions within our operations. Currently, four boilers are used to support thermal processes in our manufacturing facilities.

If maintained in their current configuration throughout their expected operational life, these systems could continue to generate significant scope 1 emissions. For this reason, their long-term operation represents a potential constraint for achieving our decarbonization objectives.

To address this risk, several mitigation measures are under consideration. These include continuous monitoring of emissions associated with boiler operation, improvements in thermal efficiency and the technical and economic evaluation of alternative solutions, including the potential adoption of electric boiler technologies.

Integration of the transition plan into corporate strategy

Our climate transition plan is closely linked to our overall corporate strategy and underpins our commitment to responsible growth and sustainable innovation.

Our integration of decarbonization initiatives into our operational planning and investment strategies helps ensure the integration of climate change considerations into the long-term development of our operations. This has the benefits of supporting our environmental goals and the sustainability of our operations in a changing regulatory and market landscape.

The implementation of the transition plan is supported by the involvement of management bodies and relevant operational teams. While several initiatives have already been implemented, others will continue to be progressively developed as part of our long-term climate strategy.

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

ESRS 2 SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

ESRS 2 IRO-1

Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

Under **ESRS E1 – Climate change**, we have identified material impacts, risks and opportunities related to greenhouse gas emissions, environmental performance and exposure to climate related developments. Climate related matters influence our strategic planning, operational resilience and long-term value creation.

In terms of **positive impacts**, reducing our environmental footprint at national and global levels contributes to the achievement of climate targets and supports both mitigation and adaptation efforts. By strengthening our environmental performance, we can generate benefits for communities and ecosystems, while reinforcing alignment with broader climate objectives.

Regarding **negative impacts**, increased greenhouse gas emissions and environmental pollution may adversely affect communities and people. Where climate related aspects are not effectively managed, our operations may contribute to environmental degradation and weaken our overall sustainability performance.

From a **risk** perspective, climate exposure may lead to higher

operational and reputational costs for us. Energy dependency, vulnerability to climate related events and misalignment between market demand and sustainable offerings can affect our competitiveness and business continuity. Unmet climate commitments or perceptions of greenwashing may further undermine stakeholder trust in our organization.

In contrast, climate action also presents **opportunities** for us. Investment in low carbon solutions, improvements in energy efficiency and the adoption of circular economy practices can strengthen our market positioning. Alignment with recognized climate frameworks and access to public incentives may enhance our reputation and support differentiation through more sustainable and innovative products and operations.

CLIMATE CHANGE POLICIES

ESRS E1-2

Policies related to climate change mitigation and adaptation

Considering the scope of our operations, we are aware of the importance of being actively involved in the mitigation of the effects of our activity on the environment and climate change. In this context, we are aiming at the promotion of more efficient production processes and the development of responsible use of the available resources.

While we have not yet developed a specific policy that is exclusively focused on climate change mitigation and adaptation strategies, climate-related issues are already integrated into our strategic and operational decision-making processes. Our approach is highlighted throughout this report under several different aspects, such as our climate transition plan as highlighted in **E1-1 | Transition plan for climate change**

mitigation, our actions and resources focused on managing climate-related risks and opportunities as highlighted in **E1-3 | Actions and resources** in relation to climate change policies, and our greenhouse gas reduction strategies as highlighted in **E1-4 | Targets related to climate change mitigation and adaptation**.

Collectively, these initiatives illustrate our disciplined approach to addressing climate challenges in a cross-functional manner, in which strategy and operations are closely linked. While not articulated as such, it is an informal framework that guides our approach to our sustainability model and the effective allocation of resources in support of our low-carbon future.



SUSTAINABILITY MODEL

BOARD OF DIRECTORS

SUSTAINABILITY COMMISSION

Patrícia Brás – President

Ilda Pires – Vice President

Ana Romualdo – Corporate Member (HR and Ethics)

Gisela Ferreira – Corporate Member (RD&I)

Jaqueline Nóbrega – Corporate Member (Marketing)

Joana Janson – Corporate Member (Legal & Compliance)

PLANT DIRECTORS – Local Members

Pedro Gonçalves – Portugal

Andrzej Bartczak – Poland

Stephen Johnston – USA

In this context, our sustainability model is intended to incorporate decarbonization strategies into our operations in a progressive manner. The progressive incorporation is intended to allow us to implement our improvements in a manner that is sensitive to the operations of our business while keeping our objectives aligned with our internal reduction strategies for greenhouse gases. By structuring our transition in this manner, we are better positioned to ensure that our operations are effective in meeting our objectives while maintaining our competitiveness.

ACTIONS TOWARDS CLIMATE CHANGE

ESRS E1-3

Actions and resources in relation to climate change policies

Our transition plan is intended to act as a long-term strategic framework that enables us to gradually reduce our levels of greenhouse emissions and become better prepared to deal with the effects that are associated with climate change. Through this transition plan, we can bring together our various objectives, initiatives and operational strategies that are geared towards gradually reducing our carbon footprint and creating a more sustainable business model.

The main areas of intervention are structured around the key decarbonization levers identified within our climate transition strategy, as described in [E1-1 | Transition plan for climate change mitigation](#). These levers represent the main direction through which we intend to drive our climate-related efforts.

The following section outlines these decarbonization levers, together with a brief explanation of their scope and the main actions associated with each of them, illustrating how our initiatives contribute to advancing our climate objectives and supporting the reduction of our greenhouse gas emissions.

DECARBONIZATION LEVERS

To support the implementation of our climate transition strategy, we have identified a set of operational levers that contribute to reducing greenhouse gas emissions across our activities and value chain. These levers combine operational improvements, technological upgrades, innovation initiatives and collaboration with business partners.

The actions presented below reflect initiatives that have been implemented over recent years and remained in place throughout 2025, as well as measures that were further developed or initiated during the reporting year.



Energy efficiency

Improving energy efficiency remains one of the most important levers for reducing emissions associated with our operations. For this purpose, we continue to implement structural and technological changes aimed at reducing our energy consumption in our production units, administrative buildings, as well as our operational infrastructure in general.

Our strategy is based on process optimization, better monitoring of our energy consumption and the progressive introduction of more efficient technologies.

Process optimization through Lean Manufacturing

Application of the principles of Lean Manufacturing will enable us to identify inefficiencies in the processes and eliminate them. This will enable us to reduce the time it takes to run the machines as well as the time it takes to generate the required energy for the processes.

Energy rationalization

Our energy rationalization plan outlines a well-defined series of actions aimed at optimizing energy consumption in our operational segments. The aim is to encourage better use of our energy resources, at the same time as reducing our operational costs and greenhouse gas emissions, as referred to in our scope 1 and scope 2 categories.

Predictive and preventive maintenance

Predictive and preventive maintenance techniques are employed in our operational segments to ensure better efficiency in our equipment and infrastructure. This is achieved by monitoring our equipments, hence reducing failures that could lead to inefficient use of our resources.

Monitoring and continuous improvement

Our energy consumption is constantly monitored via internal performance indicators. This enables us to detect any deviations, hence encouraging a continuous improvement in our energy efficiency.



Renewable electricity sourcing

Increasing the use of renewable energy is perhaps the most effective way of reducing indirect emissions from the consumption of electrical power.

A major milestone was reached in the year 2024, whereby **100% of the electrical power consumed in all our operations was from renewable sources.**



100%
of electricity from renewable sources in all our sites

This was done through the purchase of certified electrical power that was backed by guarantees of renewable origin. As such, we replaced conventional electrical power sources with renewable ones, thereby reducing our scope 2 emissions.



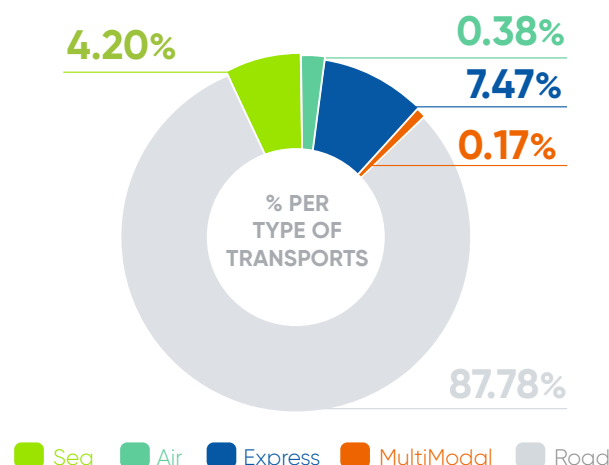
Logistics optimization and mobility

The reduction of emissions related to transport activity is another critical component of our decarbonization strategy. To achieve this, we have developed measures that are geared towards improving the efficiency of logistics activity for both inbound and outbound transport.

Our strategy is geared towards improving efficiency of transport

planning, including route efficiency, load consolidation and the minimization of empty or underutilized transport movements. At the same time, we have focused on sourcing from local and regional suppliers wherever possible to contribute to a reduced overall transport-related emissions impact.

In addition to that, we have been analyzing the distribution of transport modes that we use for our transport activity. This will enable us to have a better understanding of the environmental impact of our logistics activity.



In our quest to minimize our impact on the environment through reduced transport-related emissions, we have engaged DHL through the GoGreen Plus programme. This initiative helps to reduce emission-related consequences of air travel by using sustainable aviation fuel to power express flights to Portugal. The certification process, which took place in 2024, still applies to the present. Through this initiative, we achieved a reduction of 1.30 tCO₂e – a 3.7% decrease compared to standard

reference services, for the year of 2025. Since 2024 we manage to reduce a total of 2.81 tCO₂e.

In parallel, corporate mobility remains an important contributor to scope 1 emissions. To address this, we are gradually replacing our fleet of vehicles with alternative ones that have lower emission capabilities.

The initiatives taken to address this issue include the continued use of lower emission additives such as AdBlue. This helps to reduce the emission of nitrogen oxide from diesel-powered vehicles. We are also gradually replacing our fleet of vehicles with hybrid or electric vehicles. In 2025, three hybrid vehicles were incorporated into the fleet, including the replacement of one diesel vehicle and the acquisition of two additional hybrid units. This helps to reduce our emission-related consequences while improving our energy efficiency.

Transport optimization project assessed in 2025

In 2025, we assessed a logistics optimization initiative aimed at improving load efficiency through adjustments in pallet configuration – from American Square Pallet to Euro Pallet.

A pilot test conducted on product shipments from our Polish production site to a customer demonstrated the potential to significantly enhance transport efficiency, reducing the number of trucks required by around 20%.

Beyond operational gains, this approach also supports a reduction in CO₂ emissions associated with transportation, contributing positively to our overall environmental performance.

In 2026, the project will be further developed and expanded in order to assess its large-scale implementation, reinforcing the company's commitment to more sustainable packaging and logistics solutions.



Product Carbon Footprint and Client Engagement

An understanding of the carbon footprint of our products is an essential part of our climate strategy. The Product Carbon Footprint (PCF) project, which was initiated in previous years, seeks to measure the quantification of greenhouse gases emitted during the life cycle of our adhesive products and make informed decisions about opportunities to reduce such emissions.

This initiative also plays an important role in responding to increasing market demand for product level carbon information. Collaboration with our customers in this area allows us to strengthen transparency, anticipate regulatory developments and jointly identify opportunities to reduce emissions across the value chain.

During 2025, we continued to expand the scope of the PCF project and further strengthen the methodological robustness of our calculations. Carbon footprint assessments were completed for **205 adhesive products**, representing approximately **70% of our total sales volume during the reporting year**.

In parallel, several improvements were introduced to enhance the reliability and transparency of the methodology used. These included the transition from an Excel based calculation approach to dedicated **Life Cycle Assessment (LCA) software**, allowing for improved computational robustness and stronger alignment with internationally recognized methodologies.

Additional improvements implemented during the year included the integration of **packaging materials into the total PCF calculation** and the presentation of results by CO₂e emissions categories, enabling a more detailed understanding of emission sources.

The reports shared with customers were also strengthened through the inclusion of additional methodological information,

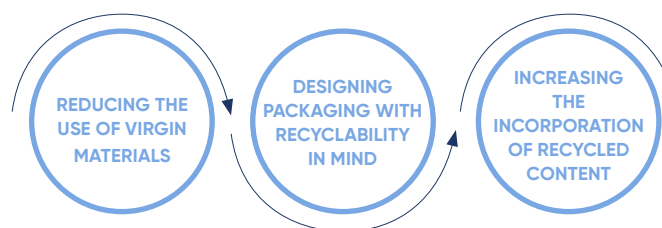
such as the standards applied, the LCA methodology used, primary and secondary data sources, uncertainty assessments and the assumptions and exclusion criteria considered in the calculations.

These methodological improvements will be fully implemented from early 2026 onwards, further reinforcing the reliability, transparency and comparability of the PCF information shared with our stakeholders.



Product design and packaging optimization

Packaging optimization is a key lever within our decarbonization strategy. Enhancing packaging solutions contributes not only to reducing material consumption but also to improving logistics efficiency and lowering associated emissions. Key actions include:



As part of these efforts, we assessed opportunities to streamline packaging components and eliminate unnecessary materials in APAO based adhesive products. A pilot initiative carried out in 2025 demonstrated the potential to reduce plastic use while maintaining product integrity and performance.

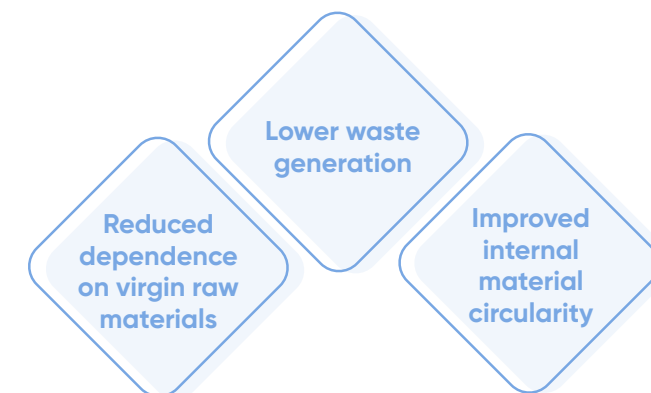
Based on the positive results, we are currently evaluating the scalability of these improvements across a broader range of products, reinforcing our commitment to more sustainable packaging solutions.



Product reprocessing and internal circularity

We have incorporated the reprocessing of raw materials and finished products as one of the strategic decarbonization levers. This strategy is consistent with the principles of resource efficiency, waste prevention and the circular economy. The goal of this strategy is to minimize the environmental footprint of our industrial activities while seeking economic and operational efficiency.

The reuse of materials in cases of nonconformities in production, surpluses, returns of unconsumed products and other nonconformities in production flow is carried out with the utmost rigor, always ensuring the quality, security, and performance of the materials. By reusing these materials in production, we avoid wasting them and do not have to produce new units of these materials from raw materials. This not only reduces production costs but also contributes to the mitigation of greenhouse gases generated in the extraction, transformation and transportation of these materials. This approach supports:



By reusing materials internally, we avoid emissions associated with the extraction, transformation and transport of raw materials.



Waste management

Effective waste management also plays a role in the decarbonization process since it minimizes the emissions that result from the transportation, treatment and disposal of waste.

The waste that we generate from our operations is segregated, stored and treated in accordance with the environmental regulations that apply. We only deal with operators approved for the treatment and disposal of waste.

Additionally, we have employee awareness programmes that help to reinforce the correct procedures for the segregation of wastes in order to enhance environmental responsibility.



Research, development and innovation (RD&I)

Another of our levers for growth in the path towards sustainability and decarbonization is innovation. Our Research, Development and Innovation Department (RD&I) is in charge of driving this growth lever as part of our long-term strategy, creating solutions that focus on sustainable practices, reducing the impact on the environment and society, and meeting the challenges of climate change. **Examples include:**

- Development of bio-based adhesive formulations
- Creation of low melt adhesives requiring lower application temperatures, reducing energy consumption
- Optimization of adhesive application technologies that reduce material consumption and waste generation
- Development of alternative solutions replacing more environmentally intensive adhesive technologies

Through these initiatives, RD&I supports the transition towards more sustainable products and processes.



External climate commitments

Colquimica Adhesives has been contributing to engagement in sustainable development and climate change by becoming part of the most prominent international initiatives/platforms, thus reinforcing the idea of the company being a responsible part in climate change. **Some of the commitments include:**



Aligning our operations with internationally recognized environmental principles



Promoting ESG best practices within the Portuguese business community



Benchmarking and improving sustainability performance aligned with globally recognized standards



Strengthening transparency and responsible practices across supply chains

These commitments reinforce our alignment with international sustainability frameworks and demonstrate our commitment to climate action.

The initiatives mentioned above form the basis of our approach to address the impact of greenhouse gases and improve the sustainability of our operations and our value chain. By incorporating these actions into our operational strategy, we aim to increasingly improve our impact on the environment and contribute to the development of new models of production with lower carbon emissions.

However, it is necessary to highlight that the change in this area is not static and requires continuous work and adaptation. The development in this area is based on the continuous improvement of our operations, the development of innovation in our products and processes, and the active involvement of the different areas of the organization.

Significant work has already been done in this area, and further work is necessary in order to continue improving our impact on the environment. For this reason, we are committed to gradually improving our contribution to the fight against the effects of greenhouse gases and the transition towards a more sustainable and resilient business model.

TARGETS

ESRS E1-4

Targets related to climate change mitigation and adaptation

As part of our main commitments to the environment at Colquimica Adhesives, we have defined the objective of reducing our scope 1 and 2 GHG emissions by 100 percent by the year 2050. Our objective is the result of our long-term vision and our alignment with the global objectives promoted by the Paris Agreement.

This objective implies that we must develop a structured and integrated approach, with continuous investments in innovation, efficiency and monitoring of emissions. We are aware that carbon neutrality is a gradual process; however, we are convinced that continuous action, based on facts and focused on results, will help us reach our objectives in a responsible and sustainable way.

Our emission reduction targets are as follows:

- Reduce scope 1 and 2 emissions by 50% by 2030
 - Base year (2020): 4 821 tCO₂e
 - Target for 2030: 2 411 tCO₂e
 - Average annual reduction: 241 tCO₂e
- Reduce scope 1 and 2 emissions by 100% by 2050

Our greenhouse gas emission's reduction targets are expressed both as percentage reductions and absolute values, using 2020 as the baseline year.

It is noteworthy to mention that the achievement of the 50% reduction in scope 1 and 2 emissions by 2030 was realized earlier than scheduled, in 2024.

In 2025, total emissions amounted to **2 516 tCO₂e**, remaining **close to the target level**, although slightly above the 50% reduction threshold defined for 2030. This variation reflects normal operational fluctuations, including changes in production volumes and energy use patterns across our facilities.

Despite this slight deviation, our emissions performance continues to be broadly aligned with our decarbonization pathway. We maintain a close monitoring of these variations and remain attentive to their underlying drivers, ensuring that appropriate measures can be implemented where necessary.

We remain committed to maintaining emissions at or below target levels over time through the continued implementation of energy efficiency measures, operational improvements and other decarbonization initiatives. The graph below illustrates the evolution of scope 1 and scope 2 emissions relative to the defined reduction target.



As a component of our climate-related performance monitoring, we monitor specific internal metrics relating to our energy performance. These include:

Electricity consumption (kWh)

Electricity intensity (kWh per tonne of product produced)

Natural gas consumption (kWh)

Natural gas intensity (kWh per tonne of product produced)

Colquimica monitors its energy performance through energy intensity metrics tracked at site level across all manufacturing facilities, with a clear breakdown between electricity and natural gas consumption. By relating energy consumption to the quantity of products manufactured, their metrics enable a consistent assessment of energy efficiency, irrespective of fluctuations in production volumes.

This monitoring framework considers site-specific operational characteristics, technological configuration and local constraints, as well as the different opportunities identified at each facility to improve energy efficiency. Accordingly, site-specific energy intensity targets are defined to ensure they are proportionate, achievable and relevant, while remaining fully aligned with the group's overarching energy efficiency and decarbonization objectives.

This approach supported informed decision-making, facilitates the prioritization of energy efficiency measures, and contributes to the achievements of the group's greenhouse gas emissions reduction targets.

In 2025, electricity consumption remained relatively balanced across our main production sites, with Poland recording the highest consumption at 4 550 420 kWh, followed closely by Portugal with 3 997 786 kWh, and the United States with 2 092 005 kWh.

In terms of natural gas consumption, Poland also reported the highest usage, with 6 070 685 kWh, followed by Portugal with 4 264 065 kWh, and the United States with 1 499 369 kWh. The combined analysis of absolute consumption and intensity indicators provides a more comprehensive view of energy performance across our operations, allowing us to better identify efficiency opportunities and support the continuous optimization of energy use.

The following table illustrates our electricity and natural gas intensity targets for 2026, which are location specific. We can also visualize our targets for reduction in 2026 compared to 2025 in percentage form.



2026 Targets vs 2025 results

Electricity and Natural gas intensity

kWh/tonne of product produced



Electricity
intensity

Δ 2026-2025

Portugal
-1.0%

Poland
-3.8%

United States
-2.7%



Natural gas
intensity

Δ 2026-2025

Portugal
-6.0%

Poland
-9.5%

United States
-10.6%

Colquimica Adhesives has established specific 2026 targets for electricity and natural gas consumption across its three manufacturing facilities, reinforcing its commitment to responsible energy management.

As part of its broader sustainability agenda, the company has set an ambitious objective of eliminating all scope 1 and scope 2 greenhouse gas emissions by 2050. This ambition goes beyond regulatory compliance or market expectations, reflecting a proactive commitment to supporting the global transition towards a low carbon economy.

To this end, Colquimica Adhesives has developed a structured pathway to decarbonization, which is underpinned by a phased approach. This consists of a clearly outlined climate transition plan, which is in turn supported by a set of strategic levers. These levers are intended to not just reduce carbon emissions over time, but to increase operational efficiency, resilience and circularity in the business.

The company recognizes that reaching carbon neutrality is a long-term journey requiring sustained effort, innovation, and alignment with evolving best practices. While progress is ongoing, Colquimica Adhesives remains focused on steadily advancing the implementation of solutions that balance environmental responsibility with business performance. This commitment is embedded both in its defined targets and in the overarching strategy driving its transition plan.



ENERGY MIX

ESRS E1-5

Energy consumption and mix

We continuously monitor our energy consumption, with a detailed breakdown by source, to support more effective and informed energy management. This approach allows us to better understand how energy is used across our operations and where improvements can be made.

The concept of energy mix refers to the proportion of different energy sources we rely on, including grid electricity, natural gas, and other alternative options. By analyzing this distribution, we gain clearer visibility into our level of dependence on fossil fuels. This assessment also helps us evaluate the extent to which renewable energy is being integrated into our overall consumption. Increasing the share of cleaner energy sources is a key factor in reducing our environmental impact.

Tracking the evolution of our energy mix is therefore essential for managing and lowering emissions associated with energy use. It supports decision making aligned with our broader decarbonization objectives.

As can be seen in the next table, in 2025 our total energy consumption reached 23 009 MWh, of which 12 369 MWh was from non-renewable sources and 10 640 MWh from renewable sources.

ESRS ref.	ENERGY CONSUMPTION, MWH	2024	2025
E1-5, 37(A)	TOTAL ENERGY CONSUMPTION FROM NON-RENEWABLE SOURCES	11 753	12 369
E1-5, 37(b)	Total energy consumption from nuclear sources	0	0
E1-5, 38(a)	Fuel consumed from coal and coal products	0	0
E1-5, 38(b)	Fuel consumed from crude oil and petroleum products	527	535
E1-5, 38(C)	Fuel consumed from natural gas	11 226	11 834
E1-5, 38(D)	Fuel consumption from other fossil sources	0	0
E1-5, 38(e)	Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	0	0
E1-5, 37(c)	TOTAL ENERGY CONSUMPTION FROM RENEWABLE SOURCES	10 229	10 640
E1-5, 37(C)(I)	Fuel consumed from biomass, biofuels, biogas, hydrogen from renewable sources	0	0
E1-5, 37(C)(II)	Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	10 229	10 640
E1-5, 37	TOTAL ENERGY CONSUMPTION	21 982	23 009
E1-5, 40	ENERGY INTENSITY FROM ACTIVITIES IN HIGH CLIMATE IMPACT SECTORS (MWH / MILLION EUROS OF NET REVENUE)	142.8	141.7



Energy consumption %

46%

Renewable energy

54%

Non-renewable energy

Our business specializes in the manufacture of industrial glues and adhesives. This sector falls under the European Commission's Delegated Regulation EU 2022/1288 classification as having a high level of climate impact. This classification calls for a high sense of responsibility in how we evaluate and report our environmental impact. In compliance with this regulation, we have adopted a wide-ranging approach to ensure that all our activities are included in the calculations. This includes our production plants in Portugal, the United States, and Poland in terms of both total energy consumption and net revenue generation. The energy intensity from activities in high climate impact sectors is 141.7 MWh/per million euros of net revenue. This is indicated in the table above under reference E1-5, 40.

GROSS EMISSIONS FROM SCOPES 1, 2, 3

ESRS E1-6

Gross Scopes 1, 2, 3 and Total GHG emissions

Determining our gross greenhouse gas emissions is an essential step in evaluating our impact on global climate change. Our GHG emissions are divided into three categories – scope 1, scope 2, and scope 3 – depending on their source and our level of control.

Direct emissions, classified under scope 1, are divided into three main categories. Stationary combustion includes emissions generated from the use of fuels in fixed equipment, namely natural gas and propane in our operations. Mobile combustion refers to emissions arising from fuels such as gasoline and diesel used in vehicles under our control. Fugitive emissions encompass unintended releases of high global warming potential gases; particularly fluorinated gases associated with refrigeration and air conditioning systems.

Although a wastewater treatment plant is in operation at our facility in Portugal, emissions linked to this system were not included in our inventory. This is due to its physical-chemical treatment process, based on decantation, which does not involve biological activity. Unlike biological treatment systems, this process does not generate greenhouse gases such as methane, carbon dioxide, or nitrous oxide, as there is no microbial degradation of organic matter or production of biogas. As a result, emissions from this source are considered negligible.

Scope 2 addresses indirect emissions associated with purchased electricity. These emissions are calculated using two complementary approaches, as defined by the GHG Protocol. The location-based method relies on average emission factors from the national electricity grids where consumption occurs. In parallel, the market-based method reflects emissions based on specific electricity procurement contracts.

From 2024 onwards, all our operational units have transitioned to electricity sourced entirely from renewable origins. This shift has had a direct effect on our emissions profile, reducing market-based scope 2 emissions to zero. This milestone represents a significant advancement in our decarbonization pathway and highlights our commitment to adopting more sustainable energy solutions.

Scope 3 emissions, which include indirect impacts across the value chain both upstream and downstream, are currently being assessed. Given the complexity of this category, efforts are underway to identify and organize the necessary data to enable robust quantification. This ongoing work will allow for a more comprehensive and accurate representation of our overall carbon footprint in the future. In the next reporting cycle, we expect to disclose the calculated scope 3 emissions, reflecting the progress made in this process and our commitment to increasing transparency.

Methodologies and emissions factors

Our carbon footprint is calculated in alignment with the GHG Protocol, ensuring a robust framework that supports consistency, transparency and comparability in the reporting of greenhouse gas emissions.

The estimation of emissions is based on the combination of internal operational data and the corresponding emission factors for each activity. By applying these factors to the relevant activity data, we obtain a quantified measure of emissions.

Whenever feasible, priority is given to emission factors provided by suppliers, as these offer greater specificity and improve the accuracy of the results.

A detailed description of the calculation approach is presented on the table below. The emission factors applied are sourced from credible and up to date references and are selected according to the characteristics of each activity. This approach ensures that the calculated emissions closely reflect the actual impact of our energy consumption.

SCOPE 01

METHODOLOGIES

According to the GHG Protocol methodology:

Stationary and mobile combustion: Calculated based on fuel consumption, multiplied by the respective emission factors.

Fugitive emissions: Estimated based on the quantity of refrigerant gas recharged in each piece of equipment where leaks occurred, multiplied by the specific Global Warming Potential (GWP) of each fluorinated gas used.

The Global Warming Potential (GWP) used is in line with the IPCC AR6 report.

EMISSION FACTORS

WITH EF FROM SUPPLIER

PT: supplier emission factor

WITH NATIONAL EF

PT: Electricity Emission Factor 2025 Portugal, APA

POL: NIR PL 2025

USA: EPA GHG Emissions Factors Hub 2025

SCOPE 02

METHODOLOGIES

According to the GHG Protocol methodology, two approaches were carried out:

For the **market-based approach**, annual electricity consumption multiplied by the supplier-specific emission factor.

For the **location-based approach**, annual electricity consumption multiplied by the latest average EF from each country.

EMISSION FACTORS

WITH EF FROM SUPPLIER

PT: supplier emission factor

WITH NATIONAL EF

PT: Electricity Emission Factor 2025 Portugal, APA

POL: GHG Emission Factors for Electricity Consumption, European Commission

USA: EPA GHG Emissions Factors Hub 2025

The table below presents the **gross greenhouse gas emissions** for **scope 1** and **scope 2** during the 2025 reporting period, based on the operational control approach applied across all sites.

ESRS ref.	GREENHOUSE GAS EMISSIONS, TONNE CO ₂ E	2024	2025
E1-6, 44(A), 48(A), 50(A)	DIRECT GHG EMISSIONS (SCOPE 1)	2 407	2 516
	Stationary combustion	2 265	2 384
	Mobile combustion	120	124
	Fugitive emissions	22	8
E1-6, 44(B), 49(A), 50(A)	Indirect GHG emissions (scope 2), location-based	4 789	4 477
E1-6, 44(B), 49(B), 50(A)	Indirect GHG emissions (scope 2), market-based	0	0
E1-6, 52(b)	TOTAL GHG EMISSIONS, LOCATION-BASED	7 195	6 993
E1-6, 52(b)	TOTAL GHG EMISSIONS, MARKET-BASED	2 407	2 516
E1-6,53	Scope 1 & 2 emissions intensity, location based (tonne of CO ₂ e million euros of net revenue)	46.75	43.06
E1-6,53	Scope 1 & 2 emissions intensity, market-based (tonne of CO ₂ e /million euros of net revenue)	15.64	15.49
	Scope 1 & 2 emissions intensity, location based (tonne of CO ₂ e tonne of finished product)	0.14	0.13
	Scope 1 & 2 emissions intensity, market-based (tonne of CO ₂ e /tonne of finished product)	0.05	0.04

In 2025, our total greenhouse gas emissions amounted to 6 993 tonnes of CO₂e (location-based) **and 2 516 tonnes of CO₂e (market-based)**.

Regarding emissions intensity, the indicators show the following:

- ◆ For every million euros of net revenue, we emit 43.06 tonnes of CO₂ equivalent, considering direct emissions (scope 1) and indirect emissions related to purchased energy (scope 2), calculated using the location-based method.
- ◆ For every million euros of net revenue, we emit 15.49 tonnes of CO₂ equivalent, considering direct emissions (scope 1) and indirect emissions related to purchased energy (scope 2), calculated using the market-based method.
- ◆ For each tonne of finished product, we emit 0.13 tonnes of CO₂ equivalent, considering direct emissions (scope 1) and indirect emissions related to purchased energy (scope 2), calculated using the location-based method.
- ◆ For each tonne of finished product, we emit 0.04 tonnes of CO₂ equivalent, considering direct emissions (scope 1) and indirect emissions related to purchased energy (scope 2), calculated using the market-based method.

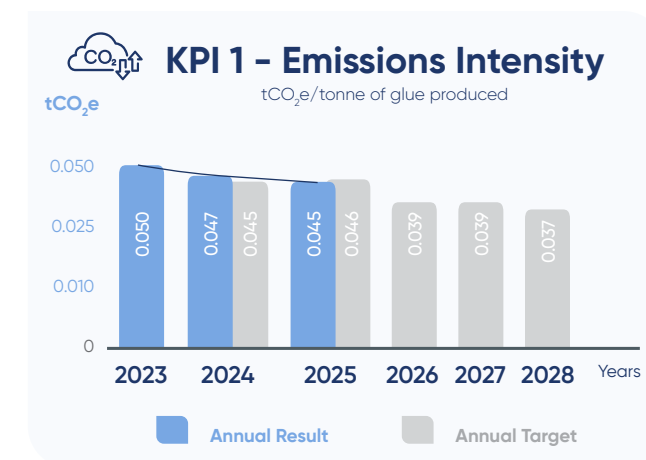
The table below provides an overview of our gross GHG emissions for **scopes 1** and **2**, broken down by emission categories and by country, for the 2025 reporting period.

GREENHOUSE GAS EMISSIONS, TONNE CO2e			2024	2025
PT	SCOPE 1	Stationary combustion	892	891
		Mobile combustion	83	78
		Fugitive emissions	22	8
	TOTAL SCOPE		997	976
	SCOPE 2	Electricity market-based	0	0
		Electricity location-based	634	368
PL	SCOPE 1	Stationary combustion	1 157	1 222
		Mobile combustion	22	32
		Fugitive emissions	0	0
	TOTAL SCOPE		1 179	1 253
	SCOPE 2	Electricity market-based	0	0
		Electricity location-based	3 436	3 546
US	SCOPE 1	Stationary combustion	217	272
		Mobile combustion	14	15
		Fugitive emissions	0	0
	TOTAL SCOPE		231	287
	SCOPE 2	Electricity market-based	0	0
		Electricity location-based	719	563
TOTAL SCOPE 1 GROUP (MARKET BASED)			2 407	2 516
TOTAL SCOPE 2 GROUP (MARKET BASED)			0	0

In the current reporting cycle, we disclose GHG emissions related exclusively to scope 1 and scope 2, covering direct emissions from our operations and indirect emissions associated with purchased energy. These emissions are limited to activities under our operational control and therefore relate only to our facilities and internal processes. As a result, a breakdown by value chain stages is not applicable within the scope of this disclosure.

In addition, within the framework of our sustainability linked loan, we have established a key performance indicator focused on emissions intensity, defined as the total scope 1 and scope 2 emissions, expressed in tonnes of CO₂e, per tonne of product manufactured. This indicator enables us to assess the efficiency of our operations in relation to carbon emissions.

The table below presents the evolution of this emissions intensity indicator. The 2023 value (**base year: 0.050**) was used as the baseline to define subsequent annual targets, which are also presented for the years 2025, 2026, 2027 and 2028.



In 2025, **Colquimica Adhesives achieved its emissions intensity target under the sustainability linked loan**, reaching a value of 0.045 tCO₂e per tonne of glue produced.

CLIMATE PRACTICES AND FINANCIAL IMPACT CONSIDERATIONS

ESRS E1-7

GHG removals and GHG mitigation projects financed through carbon credits

ESRS E1-8

Internal carbon pricing

ESRS E1-9

Anticipated financial effects from material physical and transition risks and potential climate-related opportunities

For the 2025 reporting year, no greenhouse gas removal initiatives, carbon credit-financed mitigation projects, or internal carbon pricing mechanisms were in place. In addition, the company had not yet quantified the expected financial effects arising from material physical or transition climate risks, nor from potential climate-related opportunities.

Looking ahead, our focus is on consolidating the fundamental building blocks needed to address these topics more effectively. Efforts are being directed towards strengthening climate mitigation actions, improving the reliability and consistency of climate-related data and deepening our understanding of how climate risks and opportunities may affect the business. This approach is intended to create the conditions for the future development of more advanced tools, including carbon-related mechanisms and more detailed financial impact assessments.



ESRS E2 - POLLUTION

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

ESRS 2 SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

ESRS 2 IRO-1

Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

Under **ESRS E2 - Pollution**, we have identified material impacts, risks and opportunities related to the management of hazardous substances, microplastics and environmental emissions. This topic addresses how our pollution prevention and control practices influence environmental protection, regulatory compliance and operational performance.

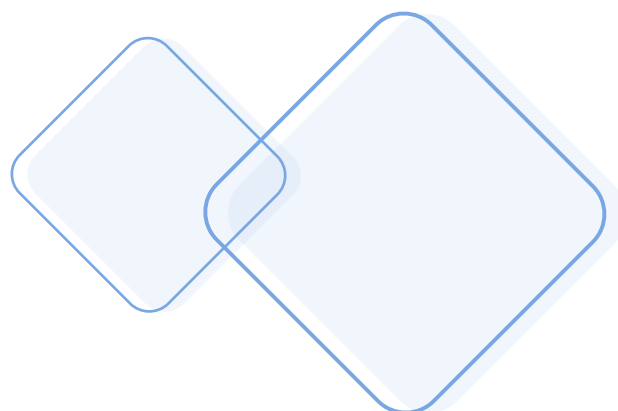
Regarding **positive impacts**, we support the protection of human health and the environment through the safe management of hazardous substances and by preventing their presence in our value chain. Clear communication with customers and the proper handling of microplastics further contribute to avoiding environmental contamination and strengthening our pollution prevention efforts.

In terms of **negative impacts**, air and water pollution, water scarcity and adverse effects on communities, biodiversity

and human health may occur if hazardous substances and microplastics are not properly managed. Inadequate handling practices may result in environmental contamination, spills, accidental releases and exposure risks for people.

Regarding **risks**, we may face regulatory non-compliance, reputational damage and increased operational costs if air, water and soil pollution are not adequately controlled. Stricter requirements for hazardous substances and microplastics management may create additional compliance burdens. These risks may also lead to customer loss, investment constraints and non-conformities identified during audits.

As for **opportunities**, improving our environmental performance through pollution prevention measures and water reuse can enhance operational efficiency and regulatory alignment, including compliance with frameworks such as REACH. Innovation in products and formats, particularly aimed at reducing or replacing microplastics, may strengthen our reputation, support market differentiation and contribute to long-term competitiveness.



POLLUTION POLICIES

ESRS E2-1

Policies related to pollution

We recognize the importance of pollution-related issues, and we monitor this topic closely, even though pollution is not a significant factor in our business. Nevertheless, we believe that our role as a responsible organization requires us to adopt a cautious and preventive approach, anticipating risks and avoiding undesirable impacts wherever possible.

Although we do not have a formal policy dedicated to pollution, we maintain a strong commitment to environmental responsibility through strict compliance with applicable legislation and the implementation of compliance procedures and monitoring practices in all countries where we operate.

Continuous monitoring of our environmental performance allows us to identify and respond in a timely manner to potential risks associated with pollution, contributing to the protection of human health and surrounding ecosystems, and supporting our broader goal of minimizing environmental impacts throughout the value chain. This commitment includes, among other things, compliance with the requirements of the REACH regulation and the consistent application of control and monitoring practices at the sites where we operate.

Pollution-related aspects are also managed through the control of emissions, discharges and the handling of substances used in our operations. We monitor potential sources of air and water pollution and ensure that all discharges and waste streams comply with applicable legal limits and environmental permits.

These practices support the prevention of environmental contamination and contribute to maintaining safe conditions for surrounding communities and ecosystems.

ACTIONS TOWARDS POLLUTION

ESRS E2 - 2

Actions and resources related to pollution

To manage potential pollution from our activities, we implement monitoring and control measures across our operational sites, primarily focusing on air emissions and the prevention of environmental contamination.

Air emissions are monitored in accordance with the regulatory frameworks applicable in each country where we operate. In Portugal and Poland, atmospheric emissions are subject to specific legal requirements, and periodic measurements are conducted to ensure compliance with applicable thresholds.

In Portugal, air emissions are monitored in accordance with applicable regulatory thresholds. As emission levels remain below the mass flow limits that would trigger more frequent assessments, monitoring campaigns are conducted on a five-year basis. Emission measurements were performed in 2021 for three emission sources and in 2024 for an additional three sources, with the next monitoring campaign scheduled for 2026.

In parallel, we are progressing with the development of the TEAR (Air Emissions Title) for our Susão facility, as part of our ongoing efforts to strengthen environmental management and ensure continuous improvement in air emissions control. Across all operations, we maintain a consistent approach aligned with national regulatory requirements and best environmental practices.

In Poland, air emissions are managed in strict compliance with applicable legislation, including all monitoring, reporting and operational obligations.

In the United States, due to the low level of emissions generated at our facility, operations remain below the thresholds requiring an Air Quality Permit. Nevertheless, the site operates in full compliance with the requirements established under the Mecklenburg County Air Pollution Control Ordinance.

Across all facilities, the main pollutants associated with our activities are volatile organic compounds (VOCs) and particulate matter (dust), primarily generated during production processes. Current monitoring results confirm that emissions remain within applicable regulatory and safety limits.

About soil pollution, no specific actions or dedicated programs have been developed to date, as our activities do not present significant risks in this area. Nonetheless, we maintain a precautionary and attentive approach to this topic, ensuring that operational practices minimize the risk of soil contamination and that all relevant environmental requirements are respected.

TARGETS

ESRS E2-3

Targets related to pollution

At this stage, we have not established specific targets related to pollution beyond ensuring full compliance with applicable environmental legislation and regulatory requirements. Our approach focuses on maintaining emissions, discharges and the handling of substances within legally defined limits across all our operations. Through ongoing monitoring and compliance procedures, we aim to ensure that our activities do not generate pollution levels that could pose risks to human health or the environment.

POLLUTANTS AND MICROPLASTICS

ESRS E2-4

Pollution of air, water and soil

Air emissions and wastewater discharges generated by our operations are monitored in accordance with applicable legal requirements in each country where we operate. These controls ensure that emissions into the air and discharges of water remain within the limits defined by environmental legislation and operating permits.

About microplastics, we ensure full compliance with the requirements established under [Regulation \(EU\) 2023/2055](#), applicable to synthetic polymer microparticles used in industrial applications.

Within this regulatory framework, we have implemented a set of internal procedures aimed at ensuring proper management, traceability and communication of products that may contain synthetic polymer microparticles. These measures include the systematic identification of products containing such substances, in line with regulatory definitions.

For products containing synthetic polymer microparticles, namely adhesives supplied in pearl form, reinforced procedures are applied for handling, collection and treatment in the event of spills, in accordance with the requirements applicable to industrial uses.

In addition, we ensure compliance with communication obligations across the value chain, making relevant information available to downstream users so they can fulfil their own regulatory responsibilities.

To ensure compliance, our Safety Data Sheets (SDS) were updated in line with requirements set out in Point 7 of Entry 78 of Annex XVII to REACH. These updates, now reflected in Section 15.1 of the SDS, include mandatory identification of the product as subject to Entry 78, information on the quantity or concentration of synthetic polymer microparticles present, and generic information on the polymers contained in the product.

Through these measures, we aim to minimize the risk of environmental release of microplastics and reinforce our commitment to responsible chemical management across our operations.

SUBSTANCES OF CONCERN AND SUBSTANCES OF VERY HIGH CONCERN

ESRS E2-5

Substances of concern and substances of very high concern

The management of chemical substances, particularly substances of concern and substances of very high concern (SVHC), is a critical aspect of our environmental and operational practices. Due to their potential impacts on human health and the environment, these substances are subject to strict regulatory frameworks, requiring a high level of control and oversight.

Within the European Union, the **REACH Regulation (Registration, Evaluation, Authorization and Restriction of Chemicals)** establishes the requirements for the safe use and management of chemical substances. As a downstream

user, we are not directly responsible for the registration of substances. However, we actively ensure compliance by working closely with our suppliers and verifying that all relevant obligations are fulfilled.

Our approach includes confirming that substances used in our formulations have been properly registered or are covered by applicable exemptions, as well as ensuring that the information provided complies with the requirements defined by the European Chemicals Agency (ECHA). We also monitor substances subject to authorization and restriction, ensuring their safe use and full regulatory compliance.

Based on the information provided by our suppliers and our internal verification processes, we confirm that none of the raw materials currently used in our operations contain substances of very high concern (SVHC) above the threshold of **0.1 percent (w/w)**, in line with **Article 33 of the REACH Regulation**.

To ensure that this compliance is maintained over time, we have implemented a structured internal control process, which includes:

- ◆ Continuous monitoring of the Candidate List of SVHC published by ECHA, including all regulatory updates.
- ◆ Periodic reviews of raw materials used in our formulations, carried out on a quarterly basis.
- ◆ Systematic confirmation with suppliers whenever regulatory updates occur or when substances of potential concern are identified.

If any substance of very high concern exceeding the regulatory threshold is identified in the future, we ensure immediate

and transparent communication with our customers, in accordance with applicable legal requirements.

With this approach, we can maintain a high level of confidence in the safety and compliance of the materials we use in our products while at the same time staying in line with regulatory changes and promoting responsible chemical management in our supply chain.

California Proposition 65

Regarding California Proposition 65, the company follows a robust internal procedure for the continuous monitoring of the substances list, ensuring that any potentially covered substances are identified and assessed in accordance with regulatory requirements.

As part of this process, Colquimica Adhesives systematically verifies whether any ingredients present in its formulation are included in the list of substances requiring a warning under California Proposition 65, confirms relevant information with suppliers whenever regulatory updates occur or potential substances of concern are identified, and reflects this information, where applicable, in the Safety Data Sheets (SDS) prepared for the US market (OSHA/GHG).

ESRS E3 – WATER AND MARINE RESOURCES

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

ESRS 2 SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

ESRS 2 IRO-1

Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

Under **ESRS E3 – Water and marine resources**, we have identified material impacts, risks and opportunities associated with water use, wastewater management and the protection of aquatic ecosystems. The way we manage water resources is closely linked to our operational efficiency, environmental responsibility and long-term resilience.

In term of **positive impacts**, reducing water waste and improving water efficiency contribute to safeguarding water availability for local communities and supply chains. By ensuring proper treatment of wastewater before discharge, we support the protection of water quality and aquatic ecosystems. Responsible water management also contributes to broader climate mitigation efforts.

Negative impacts, may arise from excessive water abstraction and inadequate wastewater management. Where controls are insufficient, reduced water availability for communities and other users, ecosystem degradation and biodiversity loss may occur. Improper wastewater discharges can result in water pollution, harm to aquatic life, microbiological contamination and risks to public health and food safety.

From a **risk** perspective, exposure to water related challenges may affect our operational continuity and cost structure. Water stress and declining water quality can increase operational and reputational exposure, particularly in relation to wastewater discharge practices and compliance with environmental standards.

At the same time, **opportunities**, can be leveraged through improvements in water efficiency, which may reduce costs and enhance resource optimization. Access to fiscal and financial incentives for upgrading equipment and processes can further support performance improvements. Investment in innovative water treatment technologies can strengthen our environmental performance and contribute to greater operational resilience over the long-term.

WATER POLICIES

ESRS E3-1

Policies related to water and marine resources

Water plays a critical role in sustaining ecosystems and supporting communities and it remains a key topic within the global sustainability agenda. Even though our activities do not rely heavily on water, we acknowledge the importance of overseeing its use and ensuring that consumption remains controlled and efficient.

Within our operations, water is primarily used in the production process as a cooling element during the manufacture of adhesives. Our supply comes exclusively from the public distribution network, and we do not extract water from rivers, lakes or groundwater sources.

Although we do not have a dedicated policy specifically focused on water and marine resources, water related aspects are managed through established operational controls and environmental management practices. These measures aim to ensure responsible use, limit environmental impact and maintain full compliance with the legal and regulatory framework applicable in the countries where we operate.

Governance of this topic is ensured through coordination between the Sustainability and Quality function and the Maintenance Team, who are responsible for monitoring performance and ensuring alignment with internal standards. Water consumption indicators are reviewed monthly as part of operational performance discussions, with Board level participation reinforcing oversight and accountability.

Water stewardship is also embedded within our broader environmental management approach. We comply with all relevant permit requirements related to water use and discharge and maintain monitoring mechanisms to identify efficiency improvements. Preventive maintenance of infrastructure and internal awareness efforts support the reduction of unnecessary consumption and contribute to responsible and controlled management of water resources across our facilities.

Water Stress

Understanding exposure to water stress is an important component of responsible water management. Even though water consumption in our operations is relatively limited, assessing local water availability helps us identify potential environmental risks and ensure that our practices remain aligned with sustainable resource management.

To assess this exposure, we used the Aqueduct Water Risk Atlas developed by the World Resources Institute (WRI). This tool evaluates water stress based on the ratio between total water withdrawals and available renewable water supply within a specific geographic area.

The analysis was performed for our main operational locations. According to the Aqueduct classification, our facilities in Portugal and the United States are located in areas classified as low to medium water stress, indicating relatively moderate pressure on local water resources. Our facility in Poland is located in an area classified as medium to high water stress, meaning that water demand in the region represents a higher share of the available supply.

While most of our operations are situated in areas with moderate levels of water stress, we will pay particular attention to the situation in Poland. In the coming years, we intend to further assess potential water-related risks in this location and strengthen responsible resource management through enhanced monitoring and targeted risk assessments. These efforts are already delivering visible results, with a reduction in water intensity from 0.62 to 0.55 in the last year. Employees demonstrate strong environmental awareness by actively participating in dedicated training sessions and ensuring that any installation irregularities are promptly reported.

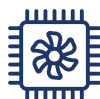
ACTIONS TOWARDS WATER MANAGEMENT

ESRS E3-2

Actions and resources related to water and marine resources

Despite water not being a major operational input in our activities, we remain attentive to how this resource is used within our operations. Our approach focuses on avoiding unnecessary consumption, maximizing the effective use of water within processes and encouraging practices that support responsible resource management

To support this objective, we have implemented several initiatives aimed at improving the way water is managed across our sites. These actions address both operational aspects, such as efficiency in production processes and the promotion of more conscious behaviors in the day-to-day use of water, contributing to a more sustainable use of this resource. The key actions undertaken in this area are outlined below:



Closed-loop cooling systems

To optimize water, used in production, we operate closed-loop recirculation systems within our cooling processes across all facilities. These systems allow the same water to circulate repeatedly during operations, reducing the need for constant intake and limiting the volume of water discharged. By extending the useful life of the water used in cooling, this approach supports more efficient resource management.



Monitoring water consumption and quality

Water consumption is monitored on a monthly basis at each of our sites. This regular tracking enables us to observe consumption patterns, detect unusual variations and improve operational control. To complement internal monitoring, we also engage an external laboratory at least once a year to conduct water quality testing, helping us maintain oversight of water use and ensure responsible management practices.



Employee awareness and responsible water use

In addition to operational measures, we promote awareness among employees regarding responsible water use. Information on sustainable practices is included in onboarding materials and reinforced through internal communications and daily operational guidance. These efforts aim to encourage more conscious behavior and strengthen a culture of environmental responsibility across our teams.



Wastewater management and discharge control

Wastewater generated at our facilities is discharged through the municipal sewage network. At our Portuguese site, an additional pre-treatment step is carried out before discharge through a physic-chemical decantation process. This treatment stage ensures that effluents comply with regulatory requirements before entering the municipal system. Discharge parameters are monitored monthly to confirm ongoing compliance with applicable environmental standards.

TARGETS

ESRS E3-3

Targets related to water and marine resources

Nowadays water is a critical natural resource, and its careful management is an important element of broader sustainability efforts. To support responsible water, use within our operations, we have defined internal objectives that help guide our actions and identify opportunities to improve efficiency.

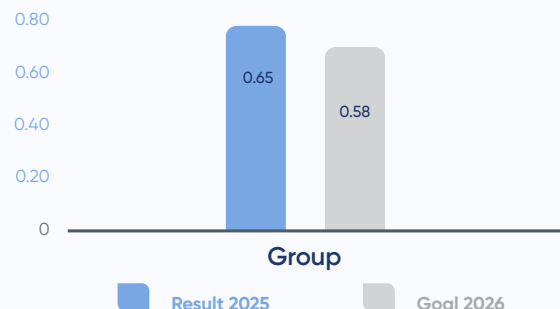
As part of this approach, we monitor specific performance indicators related to water consumption. Our key performance indicators (KPIs) include total water consumption (in m³) and water intensity, measured as m³ of water per tonne of product manufactured.

The table below shows our internal water intensity indicator, which expresses the amount of water consumed in cubic meters per tonne of glue produced. Tracking this metric over time allows us to better understand our consumption patterns and support continuous improvements in water efficiency.



Water intensity

m³/ tonne of glue produced | E3-3, 23 (c)



From the results, the importance of enhancing the monitoring and maintenance practices to improve the management of water use and avoid water inefficiencies is underscored. As a result, corrective actions have been put in place to improve the reliability of the infrastructure and the water consumption tracking mechanisms. Moving forward, water intensity targets have been established for the year 2026, considering the site-specific conditions and the need to improve water efficiency at all sites.

WATER CONSUMPTION

ESRS E3-4

Water consumption

Water use within our operations is mainly associated with the cooling process applied during adhesive production. Across all locations, the water utilized is supplied exclusively through the public distribution system, as we do not rely on surface water or groundwater abstraction.

The table below presents total water consumption for 2025 and the previous year, 2024.

WATER CONSUMPTION (m³) E3-4, 28 (a)

Group

2024

42 306

2025

36 011

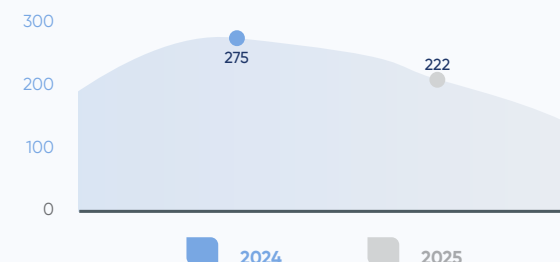
In the United States, we were only able to quantify water consumption related to operational processes, which represents the vast majority of our water use in that location. In the other geographies, we were able to measure total water consumption, including both operational activities and office facilities.

We have also assessed water consumption intensity in relation to net revenue. This metric is calculated in cubic meters per one million euros of net revenue, allowing us to monitor performance in a consistent and comparable manner.



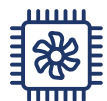
Water intensity

m³ of water consumed/
million euros of net revenue | E3-4, 29



For 2025, the water intensity indicator was calculated based on the Group's total water consumption and total net revenue, resulting in water intensity of 222 m³ per million euros of net revenue.

Water in our operations is mainly used within cooling processes during adhesive production, **where part of the water is recirculated and reused within the system.** In addition, water is also used to regulate the temperature of production equipment. Beyond operational uses, a dedicated volume of water is stored as part of the Fire Hydrant Network. Recycled water is currently not used in our processes. Below are more details on the three uses of water in our operations:



Adhesive cooling during production

During the adhesive production process, water is used to cool the product during and after extrusion. Most of this water is reused within the system, with additional volumes automatically added to compensate for evaporation and periodic cleaning operations.



Fire protection water storage

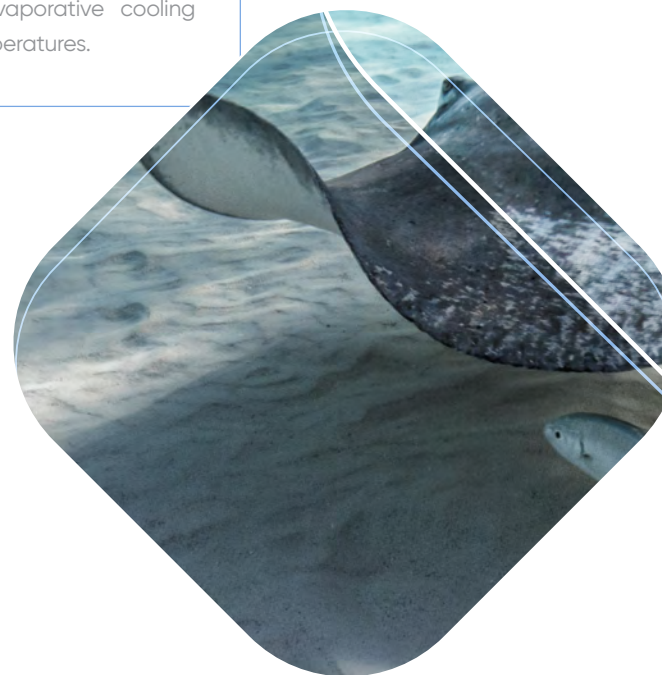
Water is stored as part of the Fire Hydrant Network to ensure availability in case of emergency. In Portugal, this system includes a reserve tank with a total capacity of 100 m³.



Equipment temperature regulation

Cooling towers are an important component of the systems used to control equipment temperatures. In these systems, water, sometimes combined with antifreeze, circulates through heat exchangers to remove excess heat from machinery. The design of these systems and the amount of water involved vary between our production sites.

At the facilities in Poland and the United States, cooling is mainly achieved through closed-loop circuits. During the summer months, additional water may be used to support the cooling capacity of air-cooling units. In Portugal, the configuration differs slightly, combining closed-loop circuits with an evaporative cooling tower to regulate equipment temperatures.



ESRS E4 – BIODIVERSITY AND ECOSYSTEMS

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

ESRS 2 SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

ESRS 2 IRO-1

Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

Under **ESRS E4 – Biodiversity and ecosystems**, we have identified material impacts, risks and opportunities related to ecosystem conservation, habitat protection and the responsible use of natural resources. The preservation of biodiversity is increasingly relevant to our long-term sustainability and operational resilience.

In terms of **positive impacts**, we contribute to global sustainability goals through ecosystem conservation, reforestation initiatives, habitat restoration and the more efficient use of natural resources. These actions support biodiversity protection and reinforce alignment with broader environmental objectives.

Negative impacts may result from pollution, waste generation and industrial expansion that leads to habitat fragmentation. Overextraction of natural resources and broader environmental degradation may further undermine ecosystem stability and biodiversity where adequate controls are not ensured.

From a **risk** perspective, legal non-compliance may expose us to penalties and reputational damage. Exposure to natural disasters, resource scarcity and increasing regulatory requirements related to biodiversity and ecosystem protection may also affect our operational continuity and cost structures.

At the same time, proactive biodiversity management creates **opportunities** for us. Access to green financing and strategic partnerships for conservation initiatives can strengthen our environmental positioning. The adoption of circular economy practices and innovation in lower footprint products may enhance our competitiveness while supporting long term value creation and reputational gains.

BIODIVERSITY AND ECOSYSTEMS POLICIES

ESRS E4-2

Policies related to biodiversity and ecosystems

Biodiversity and resilient ecosystems play a central role in maintaining environmental stability and supporting social and economic systems.

In this context, we are committed to strengthening our understanding of how our operations may be indirectly connected to biodiversity, with the objective of reducing potential adverse effects and identifying ways to support ecosystem protection.

At present, we do not have a standalone policy specifically dedicated to biodiversity and ecosystems. Nevertheless, we apply operational controls and environmental management practices designed to limit indirect impacts, encourage responsible resource use and ensure alignment with applicable legal requirements and recognized conservation standards.

ACTIONS TOWARDS BIODIVERSITY AND ECOSYSTEMS

ESRS E4-3

Actions and resources related to biodiversity and ecosystems

In line with our company's commitment to environmental stewardship, we continue to support biodiversity conservation efforts through targeted initiatives developed in the regions where we operate. While these actions are localized in scope and not intended to generate large scale environmental impact on their own, they represent meaningful contributions to ecosystem preservation, the promotion of scientific knowledge and the enhancement of environmental awareness, particularly through local partnerships and community engagement.



IN POLAND

Forest restoration initiatives

As part of our contribution to ecosystem restoration, we collaborate with *Posadzimy.pl*, a Polish initiative dedicated to reforestation and biodiversity enhancement. This partnership ensures that tree planting activities are aligned with local ecological conditions and long-term environmental needs, rather than short-term commercial objectives.

Through this collaboration, Colquimica Adhesives has contributed to the development of its own company forest, with a total of **1 940 trees planted to date**. According to the impact assessment provided, this initiative corresponds to approximately **11 640 kg of CO₂ absorbed annually** and the restoration of **2 153 m³ of forest area**.

This initiative reflects our ongoing efforts to support climate mitigation while contributing to habitat restoration and biodiversity enhancement.



Our company forest **1940** trees

112 520 kg

amount of returned paper*

11 640 kg

CO₂ absorption per year*

2 153 m²

forest area*

1299.8

Oxygen for people*

*estimated data, not supported by scientific research.

SUPPORT FOR BIODIVERSITY CONSERVATION AND RESEARCH

In addition to restoration initiatives, we support biodiversity protection through contributions to organizations dedicated to environmental conservation.

In 2025, Colquimica provided financial support to *Wielkopolski National Park*, contributing to the acquisition of laboratory equipment used in environmental monitoring and scientific research activities. This support strengthens the Park's capacity to preserve its ecosystems and maintain biodiversity within one of the most relevant protected natural areas in the region.

SUPPORT FOR THE PROTECTION OF SPECIES AND ENVIRONMENTAL AWARENESS

Colquimica also supports *PTOP Salamandra*, an organization in Poland whose activities are aimed at the protection of endangered species and their habitats, as well as environmental monitoring and Natura 2000 environmental conservation.

Our support comes in the form of subscription to the organization's scientific and educational publications, which are very important in the dissemination of knowledge regarding biodiversity, species, and environmental protection. In doing so, we are helping to raise awareness regarding biodiversity and the need for better understanding and knowledge regarding the importance of protecting the environment.

This partnership with *PTOP Salamandra* is a clear indication of our commitment to biodiversity support not just through environmental activities, but also through the dissemination and promotion of knowledge regarding biodiversity and environmental protection.



IN PORTUGAL

Invasive species control

As part of our local environmental initiatives, an invasive species control activity was carried out in Portugal on February 4th, 2025, in partnership with the **Municipality of Valongo**. The initiative consisted of the manual removal of invasive plant species along the stairway of *Serra de Santa Justa*.

This action contributes to the restoration of native habitats and supports local biodiversity by reducing the pressure of invasive species on ecosystems. It also reflects our commitment to collaborating with local authorities and communities in practical conservation efforts.

TARGETS

ESRS E4-4

Targets related to biodiversity and ecosystems

We acknowledge that the protection of biodiversity and the maintenance of healthy ecosystems are essential components of environmental sustainability. Although our direct impact on biodiversity is currently limited, we recognize the growing importance of this topic and aim to progressively strengthen our contribution over time.

At this stage, our approach remains focused on gradually integrating biodiversity considerations into our operations, while developing a clearer understanding of how our activities may influence ecosystems.

When it comes to biodiversity and ecosystems, our main target is:

◆ ACHIEVE ZERO WASTE TO LANDFILL BY 2030

This target reflects our ambition to minimize the environmental impact associated with waste disposal and to reinforce circularity within our operations. We recognize, however, that this is a demanding target, requiring continuous progress and adaptation to operational, technological and regulatory developments.

As part of this approach, the target will be subject to periodic review, with a reassessment planned for 2026 to ensure that it remains both achievable and aligned with our long-term sustainability ambitions.

Despite the challenges involved, we remain committed to advancing waste reduction practices, improving resource efficiency and strengthening circular economy principles. We will continue to invest in the necessary initiatives to support progress toward this objective, while maintaining a responsible and realistic approach to its implementation.

ESRS E4-5

Impact metrics related to biodiversity and ecosystems change

Our activities do not have adverse impacts on areas recognized as sensitive to biodiversity. Although formal indicators for this topic have not yet been established, we have undertaken occasional initiatives and voluntary contributions aimed at supporting biodiversity conservation. These actions reflect our broader commitment to sustainability, and we plan to progressively develop a more structured framework to address biodiversity related matters in the future.

ESRS E5 - RESOURCE USE AND CIRCULAR ECONOMY

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

ESRS 2 SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

ESRS 2 IRO-1

Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

Under **ESRS E5 - Resource use and circular economy**, we have identified material impacts, risks and opportunities related to material use, waste management and the transition towards more circular business models. The efficient use of resources is closely connected to our environmental performance, cost management and long-term competitiveness.

From a **positive impact's** perspective, reducing the extraction of natural resources through material efficiency, recycling and reuse contributes to lowering upstream carbon emissions and decreasing waste generation and pollution. By adopting circular economy practices across our value chain, we support innovation, sustainable consumption, green job creation and overall resource efficiency, while reducing pressure on landfills.

Negative impacts may arise from intensive material use and inadequate waste management. Resource scarcity, hazardous waste generation and environmental and human health impacts can result from inefficient processes. Reverse logistics may lead to higher energy consumption, and recycled materials may present contamination risks. In addition, inefficient processes can increase our carbon footprint and result in material quality losses over multiple life cycles.

In terms of **risks**, material scarcity and price volatility may affect our operational stability and cost structures. Stricter regulatory requirements and reputational risks related to waste management are also relevant. If circular practices are not effectively implemented, we may face perceptions of greenwashing. Limited market acceptance of circular products and temporary disruptions in product availability due to design or process changes may further impact our business continuity.

At the same time, **opportunities** arise through the adoption of circular economy models that enable more efficient processes and long-term cost reductions. Access to green financing and fiscal incentives can support investment in circular initiatives. Strategic partnerships with suppliers and customers, increased waste valorization and product sales, as well as innovation in products and processes, can strengthen our competitive advantage and reinforce long term value creation.

RESOURCE USE AND CIRCULAR ECONOMY POLICIES

ESRS E5-1

Policies related to resource use and circular economy

The efficient use of resources and circular economy are increasingly important issues in the industrial sector. Effective material and resource utilization is an important factor in reducing environmental impact, improving business resiliency, and addressing growing pressures from regulators, customers, and other stakeholders. For this reason, we consider the responsible use of resources and the promotion of circular practices to be key elements of our sustainability approach.

Although we do not have any specific policy in place regarding resource use and circular economy, the principles associated with resource use and circular economy are integrated into our business operations and internal processes. In this regard, we seek to optimize resource use, minimize waste generation, and encourage the reuse and recovery of materials whenever possible.

In practice, our resource efficiency strategy is achieved through the implementation of the following operational practices in our activities. To better present the application of the above principles in our day-to-day business, the following section is organized around four pillars of operation.

OPERATIONAL PILLARS

**Raw materials
& packaging**

**Water
management**

Energy efficiency

**Waste prevention
& valorization**



Raw materials & packaging

The selection and management of raw materials and packaging play an important role in reducing environmental impacts and promoting more circular practices within our activities. In this area, we prioritize initiatives aimed at optimizing material use and extending the life cycle of products and materials.

Our approach includes increasing the share of products formulated with organic raw materials and improving packaging design to reduce unnecessary material consumption. We also seek to recover non-conforming products generated during production, allowing them to be reintroduced into the process whenever possible without affecting product performance or quality.

Additional actions include pursuing product certifications where applicable, promoting the recovery of non-conforming materials by redirecting them to other companies where they can be safely reused, increasing the incorporation of recycled plastic in packaging and reducing the use of plastic materials whenever feasible.



Water management

Water is considered an important operational resource and its efficient management forms part of our broader approach to resource optimization. Within our production processes, water is essentially used in the cooling of adhesives.

To improve efficiency, cooling systems operate through closed internal circuits that allow water to be recirculated and reused. The water is treated and maintained within these systems, enabling its reuse in the same circuit for extended periods, typically around three months. This approach significantly reduces the need for continuous water intake while supporting more efficient resource use within our production processes.



Energy efficiency

Energy consumption is another important aspect in the context of resource efficiency in our operations. The improvement of efficiency in the use of energy is, on the one hand, a significant aspect in the reduction of operational costs and, on the other hand, in the minimization of the environmental impact of our operations.

We support the implementation of practices that are aimed at optimizing the performance of our production systems and, where possible, reduce energy consumption.

This is part of our energy rationalization strategy, which is aimed at improving the efficiency of our operations, reducing greenhouse gas emissions, and contributing to a more sustainable operation of our production systems.



Waste prevention & valorization

Waste management is a fundamental component of our approach to circular resource use. Our objective is to reduce waste generation as much as possible and to maximize the recovery and valorization of materials generated during production.

This also includes the recovery of non-conforming products whenever safety and technical performance can be ensured. This allows us to reduce impacts on the environment while reducing the need for new raw materials.

Our waste management strategy is based on a hierarchy that emphasizes prevention as a priority, followed by reuse initiatives. Recycling is the next preferred option, and energy recovery comes next if recycling is not possible. Finally, landfills are used as a last resort.

PROGRESSIVE REDUCTION IN THE USE OF VIRGIN RESOURCES

Another important aspect of our approach to increasing resource efficiency is the reduction of virgin raw materials consumption. The optimization of the usage of materials and the exploration of alternative materials containing recycled and recovered content will help us reduce the extraction of natural resources and promote more circular material flows.

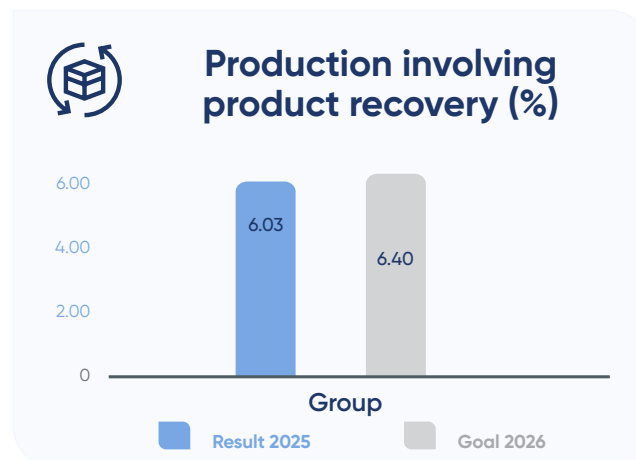
In the production process, we focus on the reprocessing of non-conforming products, provided this does not negatively impact the performance and quality of the product. This will help us reduce the need for virgin resources, keeping the technical requirements of the product unchanged.

In 2025, the Group's three production sites continued to advance the implementation of the product reprocessing initiative, a key pillar of the circularity strategy. While the overall operational framework and product standards are consistent across sites, reprocessing performance may vary depending on local operational conditions and rework opportunities. For this reason, site specific annual targets were defined, reflecting each site's potential to reprocess non conforming material. These site targets collectively underpin the Group's global reprocessing objective, ensuring a coherent and aligned approach across all operations.

At the group level, we established a target of > 6% reprocessing for 2025. We are proud to have achieved 6.03%, the highest reprocessing rate recorded within our operations. This result reflects the strong commitment of our teams, the optimization of internal processes, and the continuous development of solutions that allow us to recover and valorize material that would otherwise be discarded.

Building on this progress, our ambition from 2026 onward is to define more concrete and transparent targets for the overall group. This allows us to report our performance with greater clarity, reinforce accountability, and better monitor our evolution over time. Strengthening this framework is essential as we continue to embed circular practices in our production model and reduce waste across all operations.

To monitor progress in this area, we track the proportion of products that are reprocessed and reintegrated into our processes. The table below presents the percentage of products recovered in 2025 and the goal for 2026.



We are also working to progress in the incorporation of recycled materials in our solutions for packaging. This means increasing the use of recycled plastic materials whenever technically viable and compatible with safety and quality requirements.

ACTION TOWARDS RESOURCE USE AND CIRCULAR ECONOMY

ESRS E5-2

Actions and resources related to resource use and circular economy

The improvement of resource efficiency and the implementation of circular economy practices in our business activities continue to be one of the key areas of focus in our sustainability strategy. Over the last few years, we have been implementing a series of measures to reduce the consumption of resources, decrease waste generation, and increase the recovery and reuse of resources in our manufacturing activities. This has

been a continuous effort to optimize the use of resources and enhance the environmental performance of our activities.

ONGOING INITIATIVES SUPPORTING CIRCULAR PRACTICES

Lean Green Project | Sustainable packaging improvements

Within the context of the Lean Green project, we have been working on how we could make our packaging solutions more sustainable. This has resulted in more recycled materials and less ink usage during the printing process. In situations where recycled materials are not available, we have been focusing on materials with a sustainable life cycle, like wood from responsibly managed forests. These practices have been in place since 2023 and have been continued as part of our normal practices in Colquimica Adhesives.

Lean-Green Value Stream Mapping & reduction of glue waste

As part of our Lean Green initiative, we have also undertaken Value Stream Mapping, which helps us to analyze the production flow and identify areas of improvement in terms of operational and environmental efficiencies.

One of the key results of this initiative has been the reduction of glue waste, which has been achieved by optimizing the usage of raw materials, the way glue is applied, and the manufacturing process.

The initiative was rolled out in Portugal in 2022, and we intend to make this a benchmark for other initiatives to be implemented in all facilities.

Product reprocessing & reintegration into production

We have been implementing internal processes that allow us to reprocess finished products that, for various reasons, cannot be commercialized. This reprocessing applies to situations such as non-conformities, production surpluses or returns of unconsumed products, and allows us to reuse materials that would otherwise be treated as waste.

Whenever possible, these products are reintegrated into our production process, always considering that quality, safety, and performance requirements are fully met. This allows us to reduce waste generation while keeping raw material demand under control.

This practice reinforces our commitment to sustainability, allowing us to move towards a more responsible production model in line with the principles of the circular economy.

Circular packaging solutions | Transpak system

Another initiative supporting circular logistics is the use of Transpak packaging. In 2025, approximately **2.35%** of our sales were delivered using this solution, which operates under a pooling model where packaging equipment is shared and reused across the supply chain.

This system reduces the reliance on single use packaging while improving the efficiency of logistics operations. In addition to lowering environmental impacts, the solution also contributes to operational optimization and cost reductions related to packaging waste management.

Product certifications

We have also strengthened our sustainability approach through product certification schemes that validate the origin and environmental characteristics of our materials.

The DIN-Geprüft Biobased certification confirms that specific products in our portfolio, such as KMELT ESSENCE adhesives, contain a significant share of raw materials derived from renewable sources. This certification provides independent verification of the biobased content of our products.

In addition, our production site in Poland obtained the ISCC PLUS certification at the beginning of 2025, following a certification process initiated in 2024. This internationally recognized system verifies the sustainability and traceability of alternative raw materials, including recycled and bio-based inputs.

In 2025, we further expanded our certification portfolio to support the development of more sustainable solutions. Within the textile value chain, we are progressing towards compliance with the Global Organic Textile Standard (GOTS), one of the most widely recognized certifications for organic textiles. This standard ensures environmentally and socially responsible production practices across the entire supply chain. In this context, GOTS allows the use of adhesives supported by certifications such as OEKO-TEX® ECO PASSPORT, which ensures that the chemical substances used are safe and environmentally responsible.

During the reporting year, KMELT ESSENCE™ R 8 was granted Returpack certification in Sweden. Returpack, through the Pantamera programme, operates the official Swedish deposit

return system for beverage packaging and is responsible for ensuring the collection, sorting and recycling of PET bottles and aluminum cans placed on the Swedish market. This certification is a mandatory requirement for companies wishing to commercialize beverages in deposit packaging in Sweden, representing a key condition for market access.

To obtain this certification, the adhesive was required to demonstrate that it can be cleanly removed during the recycling process, without leaving residues or affecting the quality and purity of the PET material intended for reuse. This ensures compatibility with closed loop recycling systems, supporting the efficient recovery and reuse of packaging materials.

These certifications reinforce our ability to provide solutions aligned with circular economy and bioeconomy principles while ensuring transparency and traceability across our supply chain.

Waste Park & Composting Container

An important part of our resource efficiency strategy is effective waste management, and this has remained a key part of our operations. In Portugal, improvements made in 2023 in our operations resulted in the creation of a Waste Park area that allows for better segregation and storage of our waste, and this has been instrumental in improving the management and routing of our waste.

We also have a composting facility that helps in the management of organic waste that is part of our operations, such as food from the canteen. This is a great initiative that allows us to divert organic materials from landfills and turn them into compost.

Our attitude towards waste management is also in line with the hierarchy of waste management, wherein we always look at prevention and reduction, followed by reuse, recycling, and recovery, and landfills are used only as a last resort.

INITIATIVES IMPLEMENTED IN 2025

Replacement of metal drums with bulk tanker supply

A structural improvement in raw material supply was implemented at the Polish production facility, where the delivery of one key raw material was changed from metal drums to bulk tanker supply with automated feeding.

This modification allowed the dosing process to be fully automated and eliminated the need to store raw materials in metal drums. As a result, waste generation associated with packaging was significantly reduced, avoiding approximately 31,086 kg of metal waste in 2025.

This operational improvement contributes directly to our circular economy objectives by reducing waste generation at source and eliminating single use packaging materials.

Polypropylene big bag recovery project

In the last quarter of 2025, we initiated a project geared towards improving the management of polypropylene big bag packaging, which is used in the supply of raw materials in our Polish facility.

In the past, the packaging materials were sent to a landfill site, where they were discarded. In 2025, a number of logistical tests were conducted with the aim of finding a more sustainable solution for the management of the packaging materials that are sent to landfills. The tests included compressing the used big bags into compact bales and stacking them on euro pallets.

Following this evaluation process, we identified a potential partner capable of acquiring the used big bags for subsequent resale and reuse by other companies. This solution represents a significant opportunity to divert these materials from landfill and reintegrate them into the circular economy.

The implementation of the project is scheduled to begin in 2026, and upon its implementation, it is expected that a significant amount of polypropylene packaging materials will be diverted from landfills and reused in a sustainable manner.

Bulk storage tanks for raw materials

To improve resource efficiency and reduce packaging waste, additional storage tanks for certain oil-based raw materials have been installed at our facilities in Poland and the United States. This infrastructure allows these materials to be supplied in bulk rather than in intermediate bulk containers (IBCs).

By eliminating the need for IBC packaging, this initiative significantly reduces packaging waste at source while simplifying material handling and improving operational efficiency. It also contributes to more efficient logistics and better management of raw material supply within our production processes.

INITIATIVES UNDER EVALUATION

Raw material supply in big bags

The supply of certain raw materials in big bags was first introduced in the United States in 2022 and later expanded to Poland in 2024. This adjustment was designed to optimize production logistics, reduce packaging waste and improve material handling efficiency.

As the initiative continues to expand, we are currently evaluating the overall environmental impact of this change, including the potential reduction of plastic packaging associated with the previous supply formats.

At the same time, a technical assessment is being conducted to evaluate the potential trade-off between packaging reduction and transportation impacts, since big bag supply may require a higher number of shipments compared with smaller packaging formats. The results of this analysis will help determine the overall environmental benefit of this initiative.

Reduction of printed pallet documentation

In 2025, we introduced a change in pallet documentation practices by reducing the number of printed pallet sheets from three to two per closed pallet, corresponding to an estimated reduction of around 1 017 kg of paper waste during the year.

Reduction of plastic in APAO adhesive packaging

During the period between September and December 2025, we carried out an internal assessment to evaluate the feasibility of plastic packaging optimization in APAO-based adhesive products.

The pilot involved multiple products and customers, enabling the evaluation of both operational feasibility and customer acceptance.

The results demonstrated the potential to reduce plastic packaging while maintaining product performance, supporting our ongoing efforts to minimize material use and improve packaging sustainability.

TARGETS

ESRS E5-3

Targets related to resource use and circular economy

Efficient use of resources and the gradual transition towards more circular practices are important aspects of improving the environmental performance of our operations. To support this approach, we have defined a set of internal targets that allow us to monitor progress and identify opportunities to optimize the way materials and resources are used across our activities.

These objectives are in line with our current operational reality and the level of advancement in our circular economy practices. Rather than setting lofty objectives, we are focused on setting achievable objectives that facilitate our ability to make progress in various areas.

By doing so, we hope to build on our ability to use resources in a sustainable manner, make our business more efficient, and support a production model that is consistent with a circular economy.

The targets for resource use and the circular economy are:

- ISCC Plus Certification in Portugal and United States
- Have 20% bio/mass balanced raw materials, by 2030. Base year (2020): 0%

With respect to raw materials, we have established a target to reach at least 20 percent of bio based or mass balanced materials by 2030, starting from a baseline of 0 percent in 2020. This objective reflects our intention to progressively incorporate more sustainable input into our formulations.

Alongside this target, we are also working to extend ISCC PLUS certification to our production sites in Portugal and the United States, strengthening the traceability of alternative raw materials and reinforcing the sustainability of the materials used in our products.

Internal waste performance indicators

We also track a set of internal KPIs that support the monitoring and management of waste across our operational sites. These indicators allow us to monitor the total amount of waste generated, the intensity of waste relative to production, and the main waste treatment routes, including recycling and landfill disposal.

Our internal KPIs include:

- Total waste generated (tonnes)
- Waste intensity (tonnes of waste per tonne of product produced)

In addition to these indicators, we also monitor internally a set of complementary KPIs, including recycled waste (tonnes), the percentage of recycled waste, waste sent to landfill (tonnes) and the percentage of waste sent to landfill, which support a more comprehensive assessment of our waste management performance.

Withing this framework, Colquimica implements a structured internal monitoring framework for waste management, whereby waste-related KPIs are tracked at site level across all manufacturing facilities. This approach enables detailed oversight of waste generation, recovery and disposal streams, supporting process level optimization and performance management.

The monitoring framework explicitly accounts for site-specific operational conditions and regulatory requirements, which may vary across jurisdictions and production processes. As a result, waste management targets are defined at site level to ensure they are proportionate, challenging yet achievable, and relevant, while remaining fully aligned with the group's overarching reduction and resource efficiency objectives.

The aligned approach supports regulatory compliance, enhances data accuracy and transparency, and enables continuous improvement in waste prevention, diversion and recovery performance across the group.

RESOURCE INFLOWS

ESRS E5-4 Resource inflows

Moving towards a more circular economic model requires a clear understanding of the resources entering our operations and value chain. By analyzing these inputs, we are able to identify areas where materials can be used more efficiently and where opportunities exist to reduce consumption or promote more circular practices.

Within our activities, the most significant material inputs are the raw materials used in the formulation and production of adhesives and sealants. Packaging materials and wooden pallets also represent relevant resource flows associated with the distribution and handling of our products. In addition, energy and water are essential for the functioning of our production processes, and we monitor their use closely in order to improve efficiency and limit unnecessary losses.

The table below presents the total global mass of technical and biological materials incorporated into our operations during the reporting period.

TOTAL WEIGHT OF PRODUCTS AND TECHNICAL AND BIOLOGICAL MATERIALS USED DURING THE REPORTING PERIOD E5-4, 31 (A)		
	2024	2025
Materials purchased during the reporting period (tonnes)	61 534	-
Materials used during the reporting period (tonnes)	-	59 482

During 2024, we disclosed the total volume of materials purchased, which included both raw materials used in production processes and packaging materials. However, in 2025, we enhanced our internal data collection and monitoring processes, allowing us to report the actual volume of materials used during the reporting period, in line with the requirement **E5-4, 31 (a)**.

This improvement reflects a higher level of accuracy and transparency in our reporting, as it is based on real consumption data rather than proxy indicators such as purchases. As a result, the figures presented for 2025 provide a more precise representation of the materials effectively incorporated into our operations during the reporting period.

During 2025, we used a total of **59 496 tonnes** of materials, which include all the raw materials used in our production processes, as well as packaging materials.

Below we present the percentage of organic materials used in the manufacture of our products during the reference period, as well as the associated certification.

PERCENTAGE OF BIOLOGICAL MATERIALS USED FOR NON-ENERGY PURPOSES E5-4, 31 (B)		
	2024	2025
The percentage of biological materials purchased out of the total materials purchased in the reporting period	4.80%	-
The percentage of biological materials used out of the total materials used in the reporting period	-	5.48%
Certification DIN-Geprüft Biobased" certification		

In 2025, approximately **5.48%** of the materials used were of biological origin, reflecting our initial progress in incorporating bio-based inputs into our operations. Products developed with these materials are certified under the DIN-Geprüft Biobased scheme, ensuring verified bio-based content.

Below is a breakdown of the absolute weight and percentage of packaging made up of recycled materials.

WEIGHT OF SECONDARY REUSED OR RECYCLED COMPONENTS, SECONDARY INTERMEDIARY PRODUCTS AND SECONDARY MATERIALS USED IN THE PRODUCTION OF THE COMPANY'S PRODUCTS AND SERVICES | E5-4, 31 (C)

Packaging with recycled materials		
	2024	2025
Absolute	1 204.1 tonnes	1 702.51 tonnes
Percentage	29%	38%

In 2025, a total of **1 702.1 tonnes** of packaging materials used across our operations incorporated recycled content, corresponding to **38%** of the overall packaging volume procured during the year. These figures are based on data extracted from our internal information systems.

PRODUCTS AND MATERIALS

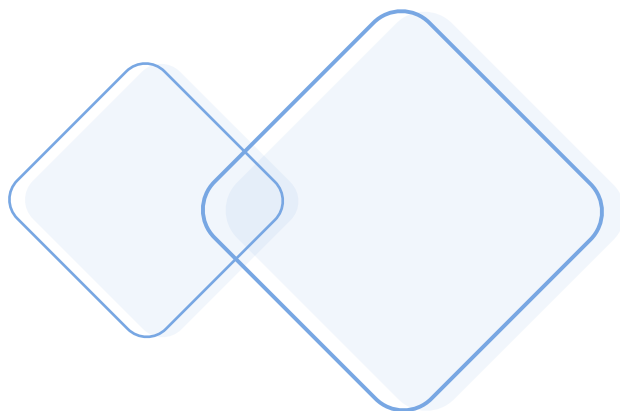
ESRS E5-5

Resource outflows

To promote sustainable consumption and production patterns, we must reduce waste and maximize resource efficiency throughout the entire lifecycle of products and services. This strategy supports environmental preservation while encouraging economic growth through innovation and improved operational performance.

Colquimica Adhesives has been applying the principles of the circular economy to product development and material selection to promote greater resource efficiency and reduce environmental impact. Currently, all finished product packaging is recyclable.

Regarding the product portfolio, Colquimica Adhesives has developed several sustainable ranges that contribute to circular economy principles and responsible resource management:



KMELT ESSENCE™

Washable adhesive technology designed to support circular packaging systems. Using alkali-soluble bonding solutions, labels can be efficiently removed during established recycling processes, helping to preserve the quality of recycled material and enable high-value recycling streams.

A sub-range KMELT Essence Balance that advances sustainability through the mass balance concept, incorporating certified sustainable raw materials whilst maintaining the technical performance and process reliability that customers expect.

KMELT SPRAYCARE™

Adhesives with high fluidity and sprayability that remain effective at lower application temperatures, reducing energy consumption during the manufacturing process and minimizing the environmental footprint.

KMELT COMFORT™

Recyclable adhesive for the pocket spring market that promotes responsible consumption by avoiding the need to separate the adhesive from the non-woven material before recycling, reducing waste and conserving resources.

KMELT TECHNOLOGY™

Palletizing adhesives that reduce stretch film consumption, minimizing plastic waste and resource usage. These adhesives fix products to pallets without the need for excessive plastic film, promoting sustainable packaging solutions and reducing the ecological footprint of supply chains.

Our company's sustainability focus centers on how products are produced, applied and disposed of, rather than their durability. This is because adhesives are not designed to last independently, but to strengthen or enhance the functionality of other end products. Furthermore, reparability is not a relevant attribute for Colquimica Adhesives' products, since the company's contribution to circularity lies in enabling the recyclability and resource efficiency of the final products to which its adhesives are applied.



Waste

The following table presents the total waste generated by Colquimica Adhesives in 2024 and 2025, providing insight into the improvements achieved since the previous year. The table is categorized as either hazardous or non-hazardous waste. Additionally, it shows the quantity of waste sent for recycling, incineration, landfill, etc., in tonnes. The total amount of non-recycled waste and its percentage are also shown in the table.

During the reporting period, we produced a total of 1 610 tonnes of waste, which is a slight decrease compared to last year's figure of 1 630 tonnes. Of this, 153 tonnes were not recycled, accounting for 9.5% of the total waste generated, a significant improvement on the previous year's figure of 22.3% (363 tonnes). These figures demonstrate our ongoing commitment to reducing the volume of waste sent to landfills and enhancing the efficiency of our waste management processes.

A positive shift in waste management outcomes was seen across both hazardous and non-hazardous waste streams in 2025. The total volume of waste diverted from disposal increased from 1 266 tonnes in 2024 to 1 426 tonnes in 2025, while the volume of waste sent for disposal fell from 363 tonnes to 184 tonnes during this period. This reflects the ongoing shift in priorities towards recovery over disposal, with more waste being channeled into recycling, reuse, and other recovery operations, and less being sent to incineration or landfill.

ESRS ref.	WASTE (TONNES)	2024	2025
E5-5, 37(b)	HAZARDOUS WASTE	25	39
E5-5, 37(b)	Diverted from disposal	17	32
E5-5, 37(b) i	Preparation for reuse	N/A	N/A
E5-5, 37(b) ii	Recycling	17	8
E5-5, 37(b) III	Other recovery operations	0	24
E5-5, 37(c)	Directed to disposal by waste treatment type	8	7
E5-5, 37(c) i	Incineration	8	7
E5-5, 37(c) II	Landfill	0	0
E5-5, 37(c) III	Other disposal operations	0	0
E5-5, 37(b)	NON-HAZARDOUS WASTE	1 604	1 571
E5-5, 37(b)	Diverted from disposal	1 249	1 394
E5-5, 37(b) i	Preparation for reuse	N/A	429
E5-5, 37(b) ii	Recycling	1 249	868
E5-5, 37(b) iii	Other recovery operations	0	98
E5-5, 37(c)	Directed to disposal by waste treatment type	355	177
E5-5, 37(c) i	Incineration	67	0
E5-5, 37(c) ii	Landfill	288	146
E5-5, 37(c) iii	Other disposal operations	0	30
E5-5, 37(a)	TOTAL WASTE GENERATED	1 630	1 610
E5-5, 37(d)	TOTAL AMOUNT OF NON-RECYCLED WASTE	363	153
E5-5, 37(d)	TOTAL AMOUNT OF NON-RECYCLED WASTE (%)	22.3	9.5

Within the context of our industrial operations, the most significant waste streams are those associated with adhesives and sealants. Due to their chemical composition, such waste can be classified as either hazardous or non-hazardous. We also generate significant volumes of packaging waste, particularly wood, plastic and paper/cardboard. These materials are segregated at source and sent to licensed operators for recovery wherever possible. Efficient management of these waste streams is essential to reducing the environmental impact of our operations.

Colquimica Adhesives does not carry out any processes involving radioactive materials nor does the company use substances that generate this type of waste. Therefore, no radioactive waste is generated at any stage of production, and this type of waste is excluded from our waste typology.

The quantity of hazardous waste is identified in the above table with reference E5-5, 37(b). This data is derived from direct records and internal operational accounting carried out throughout the year by the units responsible for waste management. This information is collected based on the actual weights measured when the waste is sent and is categorized properly according to the European Waste List (EWL). Quantities of waste generated are recorded in the company's internal management system, which covers data overall across all geographies. All published data is the result of direct measurements, and no estimates have been used.

Additionally, in the context of our sustainability linked loan framework, we developed a second KPI focused on waste intensity, meaning total waste in tonnes per tonnes produced. This indicator allows us to monitor the efficiency of our operations in relation to waste generation.

The table below presents the evolution of this indicator over recent years, including historical values and forward-looking targets. The 2023 baseline (0.033) served as a reference point for defining subsequent annual objectives, which are established for the period from 2025 through 2028.



The target set in, [the sustainability linked loan regarding waste intensity was reached in 2025](#), with a waste intensity of 0.029 tonnes per tonne of glue produced.





04 SOCIAL

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Social

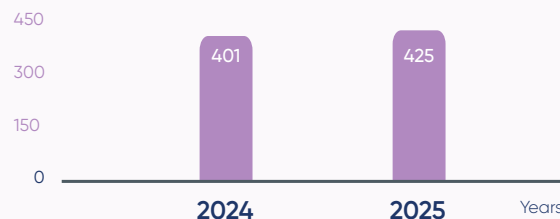
ESRS S1 - OWN WORKFORCE

At Colquimica Adhesives, our workforce is a fundamental driver of our long-term resilience and sustainable growth. We place responsible people management at the center of our strategy, recognizing that a strong internal culture begins with a safe, inclusive and fair working environment. Respect for human rights, diversity and equal opportunities is embedded in our principles and reflected in our daily practices.



Employees (Headcount)

no. employees



* The total number of workers reported in this table includes both direct employees and agency workers engaged through temporary employment agencies.

Our approach goes beyond compliance with labor legislation. By promoting well-being, continuous development and active engagement, we strengthen our organizational culture, enhance our capacity to attract and retain talent, and build lasting trust with stakeholders.

Preventive action is ensured through robust internal policies, targeted training programmes and strict adherence to our Code of Ethics and Conduct. No cases of forced labor or child labor have been identified in our operations, supported by rigorous recruitment controls designed to mitigate such risks from the outset.

This commitment extends throughout our value chain. Through continuous communication and awareness initiatives with suppliers and clients, we reinforce shared standards and promote responsible practices across all business relationships.

Colquimica Adhesives ensures that its workforce-related initiatives are aligned with the Sustainable Development Goals, particularly in promoting diversity, equity, inclusion, and employee development. This commitment is reinforced through regular internal and external audits, adherence to the UN Global Compact principles, and participation in ESG assessments such as EcoVadis, where the company has achieved a Golden rating.



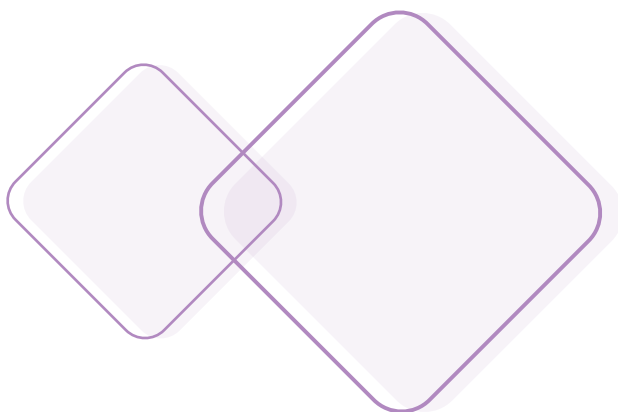
96th
Percentile

To drive continuous improvement, the effectiveness of these initiatives is systematically monitored through performance evaluations, structured feedback mechanisms, and ongoing internal communication. Employee participation is actively encouraged through annual satisfaction surveys, suggestion boxes, dedicated forums such as the Col_Safety Committee and elected worker representatives, including at the Polish facility.

The company also regularly assesses potential impacts and material risks affecting its workforce, defines appropriate mitigation or enhancement measures, and allocates the necessary resources to implement them. Where relevant, it engages with business relationships to promote responsible practices across the value chain, particularly in relation to human rights and ESG compliance, reinforced through supplier evaluation and selection processes.

In 2025, the Group's manufacturing site in Poland was subject to an independent social and ethical assessment conducted in accordance with the SMETA (Sedex Members Ethical Trade Audit) methodology. The SMETA assessment covers the four core pillars of the methodology – Labor Standards, Health and Safety, Environment, and Business Ethics – enabling a comprehensive evaluation of working conditions, labor practices, occupational health and safety performance, environmental management, and ethical conduct in business activities.

While the SMETA assessment does not constitute a certification, it serves as an independent tool for the identification, evaluation and monitoring of social and human rights risks within the Group's own operations. The findings support continuous improvement actions, ensure alignment with applicable legal requirements and internal policies, and contribute to strengthening the Group's human rights due diligence framework. The outcomes of this assessment also establish a reference and benchmark for social and ethical performance across the Group, supporting the progressive harmonization of standards and practices within its manufacturing operations.



MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

ESRS 2 SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

ESRS 2 IRO-1

Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities

Within the framework of ESRS S1 – Own Workforce, Colquimica Adhesives approaches people management as both a responsible and a strategic lever for long-term resilience. Our employees are not only contributors to operational performance; they are central to the sustainability and continuity of our business.

Our **positive impacts** are driven by a structured commitment to diversity, equity and inclusion, fair working conditions, and the protection of physical and mental well-being. Continuous investment in training and development strengthens skills, employability and productivity, while supporting retention and long-term engagement. Open dialogue, freedom of association and clear anti-harassment measures reinforce trust, transparency and a safe working environment grounded in respect for human rights.

At the same time, we recognize potential **negative impacts** that may arise if these standards are not upheld. Discrimination, unequal pay, inadequate working conditions, excessive workloads or limited access to training could lead to stress, burnout, absenteeism and higher turnover. Weak labor dialogue or insufficient preventive measures against harassment may reduce engagement and well-being. Severe violations, such as forced or child labor, would represent significant social, ethical and reputational harm.

These impacts are closely linked to broader business **risks**, including legal non-compliance, financial penalties and reputational damage related to labor rights, health and safety or workplace misconduct. Operational risks may also materialize through increased turnover, reduced productivity, skills gaps, employee dissatisfaction, strikes or business disruptions resulting from inadequate working conditions or insufficient development opportunities.

Conversely, strong workforce governance creates meaningful **opportunities**. By fostering a fair, inclusive and safe workplace, we enhance our ability to attract and retain diverse talent, improve performance and strengthen organizational resilience. Social and ethical certifications, robust internal policies, effective prevention programmes and secure reporting mechanisms contribute to a strong employer brand and sustained stakeholder trust. In this way, responsible workforce management becomes not only a compliance obligation, but a driver of long-term value creation and competitive advantage.

HUMAN CAPITAL ENGAGING AND ETHICAL STANDARDS

ESRS S1-1

Policies related to own workforce

ESRS S1-2

Processes for engaging with own workers and workers' representatives about impacts

Colquimica Adhesives manages its workforce through a structured framework of policies covering health and safety, diversity, equity and inclusion, training, and career development, applicable across all operations and nationalities.

In 2025, the company strengthened this framework with the formal adoption of a **Human Rights Policy**, reinforcing its alignment with internationally recognized standards.

The **Code of Ethics and Conduct** and the **Internal Regulation on the Prevention and Combat of Workplace Harassment** underpin this approach, alongside adherence to the UN Global Compact and other recognized human rights initiatives. Forced and child labor are strictly prohibited, freedom of association is ensured, and equal treatment is formally embedded in company policies.

Employee engagement is supported through satisfaction surveys, structured meetings and internal forums, with the

Ethics Commission overseeing grievance mechanisms, including a confidential whistleblowing channel. Workplace health and safety are managed in compliance with ISO 45001, incorporating risk assessments and regular training. Recruitment and career progression are merit-based, supported by transparent procedures and formal mechanisms to address discrimination complaints.

In addition, Colquimica Adhesives integrates workforce perspectives into decision-making and impact management processes through structured human resources practices and continuous communication. Employee input is gathered throughout the entire employment lifecycle – from recruitment and onboarding to training, performance evaluation and career progression – and is used to improve HR policies and organizational decisions.

Regular engagement is ensured through onboarding and feedback sessions, annual training needs assessments, career development discussions, internal communication on ethics and conduct, and access to a confidential whistleblower channel. The Human Resources Department oversees these processes, with the HR Director reporting directly to the Executive Board to ensure that workforce insights are considered at governance level.

Although no global framework agreements are in place, engagement occurs directly with employees, with individual HR follow-up where necessary. The effectiveness of engagement is monitored qualitatively through feedback mechanisms

and HR follow-up, as well as through internal mobility and retention indicators. The perspectives of potentially vulnerable or marginalized groups are assessed through employee satisfaction surveys, guided by the **Diversity, Equity and Inclusion and Human Rights Policy**, with HR maintaining close attention to employees who may be at risk.

EMPLOYEE GRIEVANCE PROCEDURES

ESRS S1-3

Processes to remediate negative impacts and channels for own workers to raise concerns

ESRS S1-4

Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

Colquimica Adhesives maintains transparent processes to identify, investigate and remediate any actual or potential negative impacts affecting its workforce. Employees have access to secure and accessible reporting channels, ensuring that concerns, irregularities or suggestions can be raised without fear of retaliation.

Formal grievance and engagement mechanisms include:

- ◆ A confidential and anonymous Whistleblower Channel
- ◆ Direct access to the Human Resources Department and Ethics commission
- ◆ Periodic individual and team meetings
- ◆ An Annual Satisfaction Survey allowing employees to submit comments and suggestions
- ◆ Suggestion boxes located across facilities
- ◆ Elected worker representatives at the Polish factory
- ◆ The Col_Safety Committee, with cross-departmental representation focused on workplace safety

All reported concerns are investigated in a timely and thorough manner. The analysis is conducted by the Ethics Commission, chaired by the HR Director, in close collaboration with the Legal department and in accordance with established ethical guidelines.

In 2025, **no concerns were reported** by employees through these channels.

The company continuously monitors internal situations in line with the Ethics Commission Regulation.

The effectiveness of grievance mechanisms is reinforced through:

- ◆ Regular training in ethics and reporting procedures
- ◆ Continuous communication during onboarding and throughout employment
- ◆ Periodic updates on ethical standards and reporting tools

The Code of Ethics explicitly protects individuals against retaliation and guarantees confidentiality and whistleblower identity protection, fostering a safe and transparent working environment.

Although no formal assessment of employee trust in reporting channels was conducted in 2025, plans are in place to introduce dedicated surveys to evaluate awareness and confidence levels.

Effectiveness is monitored through key indicators, including:

- ◆ The number of reports submitted which has increased year over year
- ◆ The proportion of non-anonymous reports, indicating growing trust in the system and in the Ethics Commission
- ◆ The average resolution time of reported cases
- ◆ The implementation of corrective and preventive measures to address and avoid inappropriate behaviors

ACTIONS ON IMPACTS, RISKS AND OPPORTUNITIES

ESRS S1-4

Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

Colquimica Adhesives adopts a proactive and structured approach to managing negative and positive impacts, as well as risks and opportunities, related to its own workforce. People management is aligned with human rights principles, ESG commitments and responsible business conduct, and is embedded within the company's governance framework.

To prevent and mitigate potential negative impacts, the company relies on:

- ◆ A system of internal and external audits
- ◆ Oversight by the Ethics Commission and the Human Resources Department
- ◆ Secure grievance mechanisms, including:
 - ◆ A confidential whistleblower channel
 - ◆ Direct access to HR
 - ◆ Annual satisfaction surveys
 - ◆ Suggestion tools across facilities

All reported concerns are assessed in line with defined risk management procedures. The Code of Ethics explicitly includes protection against retaliation, reinforcing trust in reporting processes. Although no remediation measures were required in 2025, clear procedures are in place to evaluate and address any material impact, with responsibility assigned to the Ethics Commission and HR.

To deliver positive impacts, the company allocates annual resources to:

- Training and employee development
- Health and safety governance
- Internal communication
- Ethical governance and compliance systems

Continuous development programmes, merit-based progression, DEI and Human Rights policies and structured engagement mechanisms contribute to a safe, inclusive and performance-driven workplace.

Workers and their representatives are involved through:

- The Col_Safety Committee
- Elected employee representatives
- Employee satisfaction surveys

From a risk management perspective, workforce-related matters are monitored through:

- Audit outcomes
- EcoVadis sustainability assessment (golden rating)
- Employee feedback mechanisms
- Performance evaluations
- Internal mobility and retention indicators

In parallel, the company actively pursues opportunities for improvement, including:

- Expansion of DEI initiatives
- Enhancement of employee engagement tools
- More structured assessments of trust in grievance mechanisms

Through this integrated approach, Colquimica Adhesives positions workforce management not only as a compliance obligation, but as a driver of resilience, operational stability and long-term value creation.

Effectiveness is monitored on an ongoing basis by analyzing employee feedback, reviewing performance evaluation results and considering findings from internal and external audits.

Although no remediation actions were necessary in 2025, the company maintains clear procedures to address any material issue should arise. Each case would be assessed by the Ethics Commission together with the Human Resources function, which is responsible for determining and implementing the most appropriate measures in accordance with established risk management processes and ethical standards.

EMPLOYEE TARGETS

ESRS S1-5

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities



Colquimica Adhesives has several Key Performance Indicators (KPIs) to assess and monitor performance and other metrics related to our employees. These metrics enable us to address negative impacts, promote positive actions, and prevent and mitigate potential risks in our operations. These KPIs are defined and managed in accordance with the Risk Management Manual.



EMPLOYEE RELATED KPIS

Total number of workplace accidents

Number of accident-related sick leave days

Percentage of women in management roles

Employee satisfaction rate

Voluntary turnover rate

Total number of employees

Seniority average

Satisfaction with DEI initiatives and Human Rights

Percentage of women in the company

Employee perspectives are gathered across all companies within the Colquimica Adhesives Group through annual satisfaction surveys. These surveys serve as a structured channel to collect feedback from the workforce, allowing employees to indirectly contribute to the identification of priorities and the definition of organizational objectives, even in locations where workforce representatives are not formally involved in the target-setting process.

The results are analyzed by the Human Resources, Board and sustainability teams and are used to support internal planning and the definition of relevant objectives. This process helps ensure that employee expectations and experiences are considered when identifying priorities and improvement areas.

Employee feedback also contributes to the monitoring of organizational performance. Survey results allow Colquimica Adhesives to assess progress towards existing objectives and identify potential gaps that may require corrective actions or adjustments in focus.

The insights gathered from the surveys are integrated into several internal initiatives, including:

- Human Resources action plans
- Workplace well-being initiatives
- Career development and training programmes
- Adjustments to working conditions and internal policies

Targets for employee well-being and development

At Colquimica Adhesives, we promote a continuous feedback and improvement process that allows employees to actively contribute to the evolution of workforce management and development practices. Through structured consultation mechanisms and internal monitoring processes, employee perspectives help shape initiatives aimed at improving working conditions, engagement, and organizational culture.

These efforts aim to foster a safe, inclusive, and development-oriented working environment where employees feel valued, engaged, and supported in their professional growth.

Our main intended outcomes include:

- Reducing accident rates and promoting a strong culture of prevention
- Enhancing talent retention and employee engagement
- Increasing gender equality, particularly in leadership positions
- Strengthening the alignment between internal culture and employee expectations

Our targets in this area are supported by both internal policies and recognized external frameworks.

INTERNAL REFERENCES

EXTERNAL REFERENCES

Our Code of Ethics and Conduct

The principles of the UN Global Compact, to which we are signatories
OECD Guidelines
OECD Anti Bribery Convention
ILO Declaration on Fundamental Principles and Rights at Work
UN Sustainable Development Goals (SDGs – transversal)
ISO 9001; ISO 14001; ISO 45001 and applicable HSE legislation
EcoVadis ESG Ratings

Our Diversity, Equity and Inclusion Policy

EcoVadis ESG Ratings
ILO Conventions on non-discrimination and equal opportunity
The Portuguese Diversity Charter
UN SDGs (SDG 5, 8, 10)

Our Human Rights Policy

The Women's Empowerment Principles (WEPs)
UN Guiding Principles on Business and Human Rights (UNGPs)
Universal Declaration of Human Rights
ILO Core Conventions
ISO 9001; ISO 14001; ISO 45001 and applicable HSE legislation
EcoVadis ESG Ratings

HUMAN CAPITAL COMPOSITION

ESRS S1-6

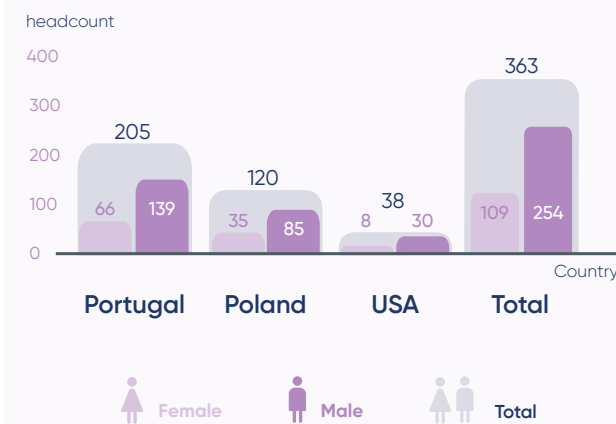
Characteristics of the undertaking's employees

All employees are essential to the effective functioning of Colquimica Adhesives' operations. Ensuring good working conditions contributes to building a strong, stable workforce that can continue to grow and develop alongside the company. This chapter considers all employees with direct contract with Colquimica Adhesives.

The data collected was compiled based on headcount at the end of the reporting period.



Total number of employees





Total number of employees by type (headcount)

UNIT	EMPLOYEE TYPE			TOTAL
PORTUGAL	Permanent	51	119	170
	Temporary	15	20	35
POLAND	Permanent	16	63	79
	Temporary	19	22	41
USA	Permanent	8	30	38
	Temporary	0	0	38
TOTAL		109	254	363

Approximately 87% of our collaborators come from the surrounding community, reflecting our strong commitment to supporting the development and growth of the regions where we operate.

14%

Turnover rate

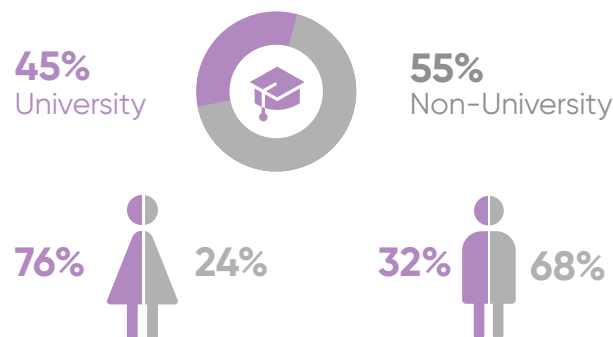
60

Employees who left the company

In 2025, all employees with a direct contract with Colquimica Adhesives were employed on a full-time basis.

In terms of qualifications, 45% of our people held university degrees:

Education



NON-EMPLOYEES' COMPOSITION

ESRS S1-7

Characteristics of non-employee workers in the undertaking's own workforce

At Colquimica Adhesives, the contribution of every person involved in our activities is valued, including those who do not hold a direct employment contract with the company. Alongside our employees, several external professionals support daily operations through contracted services such as catering, security, and cleaning.

These workers contribute to maintaining safe, organized, and efficient workplaces, supporting the smooth functioning of our facilities. All these professionals are employed by external service providers that deliver these services to the company.

TYPE	NUMBER OF NON-EMPLOYEES (headcount)	
	2024	2025
Temporary Work Agencies	58	62
Resident Service Providers	21	21
TOTAL	79	83

At Colquimica Adhesives, several activities that support the daily functioning of our facilities are carried out by professionals employed by external service providers. These collaborators contribute to maintaining a safe, efficient, and well-functioning working environment across our operations.

External professionals support essential services such as:

- ◆ Canteen services
- ◆ Security
- ◆ Cleaning

In addition, some operational and technical activities may also be performed by workers contracted through external companies.

These roles typically include:

- ◆ Production operators
- ◆ Laboratory technicians
- ◆ Maintenance technicians
- ◆ Warehouse operators

COLLECTIVE BARGAINING AGREEMENTS

ESRS S1-8

Collective bargaining coverage and social dialogue

Colquimica Adhesives is committed to ensuring fair and transparent working conditions across its operations, promoting respect for workers' rights and encouraging open communication with employees.

As of the end of the reporting period, the company had **one collective bargaining agreement in place in Portugal**, covering **100% of employees in that country**, calculated based on headcount at the end of the reporting period.

In the company's other locations – Poland and the United States – no collective bargaining agreements are currently in force and there is no formal representation through collective bargaining mechanisms. In **Poland**, however, **labor representatives are in place**, providing a channel for employee representation.

For employees not covered by collective bargaining agreements, including those located in regions where such agreements are not established, working conditions and employment terms are defined through:

- ◆ Internal Human Resources policies
- ◆ Applicable legal requirements
- ◆ Industry best practices

Where relevant, reference may also be made to agreements adopted by other organizations operating in the same sector.

Through this framework, Colquimica Adhesives remains committed to fostering a working environment based on respect, engagement, and the recognition of all individuals contributing to its operations, while promoting social dialogue and employee involvement whenever possible.

DIVERSITY AND INCLUSION INDICATORS

ESRS S1-9

Diversity indicators

At Colquimica Adhesives, fostering an inclusive workplace where all employees are respected and valued – regardless of their background, ethnicity, or gender – is a fundamental principle applied across all operations.

This commitment is formalized through the company's **Diversity, Equity and Inclusion (DEI) Policy**, an official document that promotes a culture of inclusion, equal opportunities, and mutual respect within the organization.

The policy is shared with all employees and provides clear guidance on expected behaviors and workplace values. It also includes **grievance mechanisms**, ensuring that employees have access to appropriate channels to raise concerns whenever necessary.

At Colquimica Adhesives, clear and accessible communication is an important element in fostering an inclusive and equitable workplace. To ensure that all employees can fully understand and engage with company information, official documents are made available in the languages most used across our operations.

At our **operations in the United States**, where a significant number of employees belong to the Latino community and are primarily Spanish speakers, official documentation is provided in:

- ◆ English
- ◆ Spanish

Similarly, at **our operations in Poland**, all official documents are made available in:

- ◆ Polish
- ◆ English

In **Portugal**, official documentation is also provided in:

- ◆ Portuguese
- ◆ English

This dual-language approach ensures that employees, regardless of their native language, can easily access and understand relevant company information. By providing comprehensive translations, we strengthen transparency, facilitate communication, and promote equal access to information across the organization.

In addition, we continue to reinforce our **Diversity, Equity and Inclusion (DEI)** culture through internal initiatives that promote awareness, inclusion, and well-being.

These initiatives include:

- Internal events that bring employees together
- The celebration of culturally significant dates
- Awareness initiatives focused on health and well-being

Through these actions, Colquímica Adhesives continues to promote a workplace environment where all employees feel informed, included, and valued.



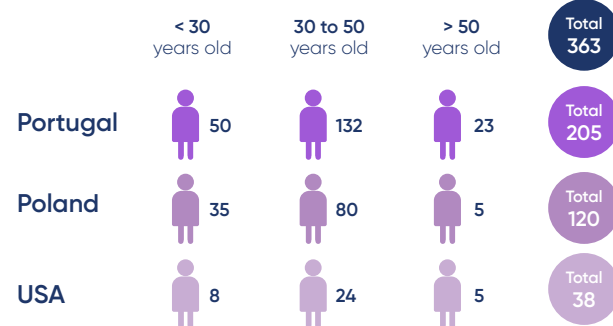
Gender distribution in leadership positions

LEADERSHIP POSITION	%	%	ESTIMATED NUMBER OF WOMEN
Middle Management	35	65	23
Senior Management	50	50	8
Board	33	67	2

The total workforce comprises 363 employees. Top management roles are considered by headcount at the end of the reporting period.



Employee age distribution



Colquímica Adhesives monitors the age distribution of its employees to better understand the generational structure of its workforce, support workforce planning and succession, promote generational diversity, and ensure effective talent management across the organization.

Actions to Promote Gender Equality

Throughout 2025, Colquímica Adhesives implemented several initiatives aimed at promoting and advancing SDG 5 – Gender Equality:

- Colquímica Adhesives is a signatory of the Women's Empowerment Principles (WEPs).
- Colquímica Adhesives is a signatory of the Diversity Charter.
- Active participation of our Vice-President, Sofia Koehler, in the *Rede Mulher Líder*.
- Participation in the Women's Leadership Conference promoted by *Executiva* and the Porto Business School.

Training and Awareness on Diversity, Equity and Inclusion (DEI)

Following the partnership established in 2024 with ISCAP through the **HRi n Services – Embracing Diversity** programme, Colquímica Adhesives launched, in 2025, a series of training initiatives focused on **Diversity, Equity and Inclusion (DEI)**.

This training plan aims to strengthen employees' awareness and understanding of these topics, promoting a more inclusive and equitable workplace. The initiatives include **e-learning training available to all employees**, as well as **in-person**

awareness sessions and targeted training for specific professional groups.

Through these initiatives, Colquímica Adhesives seeks to reinforce an organizational culture based on **respect for diversity, equal opportunities and inclusion**.

REMUNERATION PRACTICES

ESRS S1-10

Adequate wages

Colquímica Adhesives ensures fair and adequate remuneration for all employees, in line with applicable benchmarks and legal requirements. The company promotes equitable compensation practices and monitors them to support decent working conditions across its operations.

Key principles guiding remuneration practices include:

- 100% of employee salaries are equal to or above the national benchmarking levels.
- Remuneration practices are aligned with applicable national legislation and recognized international standards.
- The company's commitment to fair pay is embedded in the Code of Ethics and Conduct
- Compensation levels are considered in relation to the cost of living in the countries where the company operates.
- Remuneration practices are periodically monitored to ensure fairness, transparency, and adequate working conditions for all employees.

EMPLOYEE SOCIAL PROTECTION

ESRS S1-11 Social Protection

Colquímica Adhesives ensures that all employees benefit from social protection mechanisms that safeguard income in the event of significant life situations. Across all countries where the company operates, employees are covered either through public social protection systems or through company-provided benefits, depending on the national framework.

This approach ensures that employees have access to protection in key areas throughout their professional and personal lives. The main areas of coverage include:



Sickness

Portugal and Poland: coverage through public social protection systems
United States: coverage provided through company benefits



Unemployment

All employees are covered through public social protection systems in Portugal, Poland, and the United States



Employment injury and acquired disability

Disability: covered through public systems in Portugal and Poland
Employment injury: covered through company-provided benefits in Poland and the United States



Parental leave

Portugal and Poland: coverage through public systems
United States: coverage ensured through company benefits



Retirement

Portugal: public pension system
Poland: public-private pension scheme
United States: retirement coverage provided through company benefits

Through this framework, Colquímica Adhesives ensures that its employees have access to essential social protections, contributing to stable working conditions and supporting employee well-being across all its operations.

EMPLOYEES WITH DISABILITIES

ESRS S1-12 Persons with disabilities

Colquímica Adhesives promotes an inclusive and accessible workplace where diversity of abilities is recognized and valued. In line with our **Diversity, Equity and Inclusion (DEI) Policy**, we strive to ensure that all employees have equal opportunities to participate and develop within the organization.

As of the reporting date, 0.83% of Colquímica Group employees had voluntarily declared a disability. Self-declarations were reported only in Portugal, representing 1.46% of the local workforce, in compliance with applicable data protection legislation.

The reported percentage comprises:



Information regarding employees with disabilities in other company locations was not available during the reporting period.

In **Poland**, the local unit contributes to the **State Fund for the Rehabilitation of the Disabled**, in accordance with national legislation designed to support the integration of people with disabilities into the labor market.

Through these measures, Colquimica Adhesives continues to promote an environment where differences are respected, barriers are reduced, and all employees are encouraged to contribute to the company's development.

TRAINING AND PERFORMANCE DEVELOPMENT

ESRS S1-13

Training and skills development indicators

All employees holding a direct employment contract were eligible to take part in training initiatives from their first day of employment. Employees who had completed at least four months of service during the reporting year were eligible to participate in performance evaluation processes.

Performance review

Performance and career development reviews are an essential part of employee development at Colquimica Adhesives. The following table shows the percentage of employees who took part in these reviews.



Participation in Performance and Career Development Reviews (%)

JOB CATEGORY	% 	% 
Administrative	10.1	7.1
Middle Management	5.1	9.4
Production	3.5	26.9
Senior Management	1.7	1.9
Technical	3.3	10.6
Top Management – Board	0.0	0.71
TOTAL	23.7%	56.4%

Training



Average Training Hours per Employee

At Colquimica Adhesives, learning and professional development opportunities are made available across the organization. All employees, regardless of their professional category, are included in the **Annual Training Plans**, ensuring equal access to training and skills development.



11 267 h
total hours of training

184 000 €
total investment in training

During the year, Colquimica Adhesives continued to support the professional growth of its workforce by promoting internal mobility and career progression opportunities. As a result, **5% of male employees and 4% of female employees moved to new roles within the organization.**

WORKPLACE HEALTH AND SAFETY PERFORMANCE

ESRS S1-14

Health and safety indicators

The Occupational Health and Safety Management System cover the entire workforce, including both employees and non-employees. It is implemented across all operations, aligned with applicable legal requirements, and certified according to ISO 45001. The system is subject to regular internal and external audits to ensure its effectiveness and continuous compliance.

Occupational Health and Safety is managed through a combined model involving an external Safety Services provider and an internal Safety Technician, who jointly coordinate prevention and protection activities. This structure supports an integrated approach aligned with legal requirements and continuous improvement principles, ensuring safe and healthy working conditions across the organization in close cooperation with all departments.

The system is supported by several structured processes, including:

- ◆ Systematic workplace risk assessments and complementary occupational evaluations.
- ◆ Formal procedures for the investigation and analysis of accidents and near misses.
- ◆ Coordination and implementation of preventive and corrective actions to reduce identified risks.
- ◆ Continuous improvement mechanisms to strengthen health and safety performance.
- ◆ Training programmes and awareness initiatives tailored to the needs of each operational site.

Col_Safety Committee

The Health and Safety (H&S) Committee, known as Col_Safety, serves as the organization's formal body for communication, consultation, and participation in occupational health and safety matters. It brings together senior leadership and representatives from key operational areas, including Maintenance, Production, Laboratories, HR, Quality, and Logistics, ensuring a multidisciplinary approach to risk management and continuous improvement.

The Committee guides both the short- and long-term health and safety strategies, sets objectives, and oversees the effectiveness of the H&S management system. Its responsibilities include reviewing working conditions and workplace hazards, assessing safety performance, and providing recommendations on preventive and corrective measures aimed at reducing occupational risks, accidents, and occupational diseases.

In this role, the Committee regularly reviews internal and external reports, audit outcomes, incident investigations, first aid records, training status, safety programmes, change management processes, and emergency preparedness procedures. Meetings are held at least quarterly, with additional sessions convened when necessary. Official minutes are prepared to document discussions and follow-up actions.

Risk management

Workplace risk assessments are prepared by the external Safety Services provider and subsequently validated by the internal Safety Technician. These assessments identify relevant hazards, evaluate their likelihood and severity, and define the corresponding preventive and corrective action plans.

All incidents and near misses are required to be reported through the internal reporting procedure. Employees are encouraged to proactively communicate unsafe conditions, supporting a culture based on prevention and transparency. The internal Safety Technician registers all reports and performs detailed analyses to identify root causes using appropriate investigation methodologies.

All assessments, investigations, and action plans are formally documented. Key findings, trends, and risk indicators are communicated to management and operational teams to support informed decision making.

H&S training

Health and safety training is implemented across all operations of Colquimica Adhesives to ensure that employees have the knowledge and skills required to work safely, recognize workplace hazards, and contribute to a strong safety culture. Training programmes comply with internal policies and applicable national regulations.

All new employees receive initial Health and Safety onboarding training upon hiring. This introduction typically includes safety procedures, workplace risks, and the main regulatory frameworks applicable to each site, such as ISO management standards and relevant legal requirements.

Throughout the year, employees participate in periodic and refresher training sessions designed to reinforce safe working practices and maintain regulatory compliance. Training topics may include fire safety, emergency response, ergonomics, chemical safety, first aid, and the proper use of personal protective equipment (PPE).

Additional specialized training is provided when required by specific roles or operational risks. This may include training on the safe operation of equipment and machinery, as well as training delivered by externally certified providers. In some locations, training is also extended to external contractors working on site to ensure alignment with the organization's safety standards.

Recent improvements

In 2025, several improvements were implemented across Colquimica Adhesives' operations to strengthen health and safety practices, enhance risk prevention, and reinforce employee engagement in safety culture:

- ◆ Strengthening of health and safety practices through updated procedures, targeted risk assessments, and reinforced emergency response measures.
- ◆ Enhanced risk prevention through improved training, safety drills, and the implementation of engineering controls to reduce manual handling and operational risks.

- Introduction and reinforcement of systems for reporting unsafe situations and near misses, increasing employee involvement in proactive risk identification.
- Improved workplace organization, housekeeping, and safety culture through audits and continuous improvement practices.
- Reinforcement of internal communication and employee engagement on health and safety matters, including feedback mechanisms and regular updates on procedures and standards.

H&S Key Performance Indicators (KPIs)

INDICATOR	POLAND	USA	PORTUGAL
Lost days (with medical leave)	50	7	75
Total number of recordable accidents	3	2	9
Accident frequency rate	10.1	18.6	22.1
Work-related fatalities	0	0	0

The KPIs are reported in accordance with official country-specific requirements and local legislation and, as such, methodologies may vary and results are not directly comparable across all geographies.

Near misses

At Colquímica Adhesives, we recognize that preventing accidents starts with identifying risks before they lead to harm. For this reason, the organization promotes the active reporting of **near misses**, understood as unforeseen events that did not result in injury, illness, or damage but had the potential to do so.

Encouraging employees to report these situations allows the company to detect hazards early and implement preventive measures, strengthening overall workplace safety.

To support this approach, a structured near miss reporting system was implemented across production areas. The system was designed to make reporting simple, accessible, and quick for all employees, and includes:

Dedicated near miss boards installed in operational areas.

Reporting forms available directly in production spaces.

This initiative promotes greater employee engagement in risk prevention and reinforces a shared responsibility for maintaining a safe working environment. By capturing and analyzing these situations early, the organization can continuously improve its safety practices and reduce the likelihood of accidents.

NEAR MISSES BY COUNTRY	2025	2024
PORTUGAL	56	26
POLAND	245	181
USA	76	49
TOTAL	377	256

WORK-LIFE BALANCE & WELL-BEING

ESRS S1-15
Work-life balance indicators

At Colquímica Adhesives, we recognize that promoting work-life balance and employee well-being is essential to building a healthy, engaged, and productive workforce. We believe that supporting our people in balancing their professional responsibilities with their personal lives contributes to stronger motivation, higher engagement, and long-term organizational sustainability.

Through our policies, workplace practices, and people management approach, we aim to foster an environment where employees can perform at their best while maintaining their physical, mental, and social well-being. This commitment reflects our broader objective of creating a supportive and responsible workplace where people are valued as a key driver of our success.

Parental leave

All our employees are entitled to parental leave, regardless of gender or position. This right is ensured through applicable national legislation, Colquímica Adhesives' internal policies, and collective bargaining agreements, in the case of Portugal.

UNIT			TOTAL
PORTUGAL	7	9	16
POLAND	2	5	7
USA	0	1	1

100%

Employee retention rate after 12 months

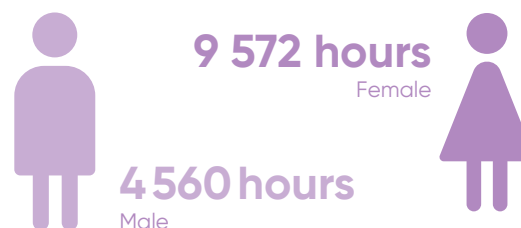


100%

Return-to-work rate after parental leave

Flexible working hours and remote work

In 2025, a total of 14132 hours were performed under this arrangement to support a better **work-life balance**, with the majority of these hours carried out by **female employees**.



Employee engagement survey

At Colquímica Adhesives, we regularly assess employee engagement to better understand the experience of our workforce and identify opportunities for improvement. To support this process, all colleagues with more than one year of service are invited to participate in the annual employee engagement survey.

The survey evaluates satisfaction across several key dimensions that reflect employees' daily experience at work, including:



Responses are collected using a six-point scale ranging from **1 ("Strongly Dissatisfied")** to **6 ("Strongly Satisfied")**.

In the most recent survey, we achieved an

overall satisfaction score of **78%**

reflecting a positive level of engagement across the organization. The insights gathered through this process are used to define improvement actions and guide the employee engagement action plan for the coming period.



Employee benefits

We are committed to regularly reviewing and strengthening our benefits package to ensure it remains competitive and aligned with the needs of our workforce. In 2025, we invested more than

> €2 Million

in benefits provided to all full-time employees, including:

BENEFIT	COVERAGE
Health Insurance	Global – Full-time employees
Annual Performance Bonus	Global – Full-time employees
Monthly Productivity Bonus	Global – Shift-based full-time employees
Col_baby Voucher	Global – Full-time employees
Col_awards Voucher	Global – Full-time employees
Healthy Snacks	Global – Full-time employees



Employee activities

Across our three geographies, we organized activities and celebrated national and international awareness days to foster a more inclusive culture at Colquímica Adhesives. These initiatives create opportunities for employees to come together, recognize diverse perspectives, and strengthen a sense of belonging across our teams.

CULTURAL, HEALTH AND WELL-BEING INITIATIVES

FEBRUARY

International Mother Tongue Day _____ GLOBAL



MARCH

International Womens Day _____ GLOBAL

Saint Patrick's Day _____ UNITED STATES

APRIL

Physical Activity Day _____ GLOBAL



MAY

World Diversity Day _____ GLOBAL

International Women's Health Day _____ GLOBAL

International Family Day _____ GLOBAL

JUNE

São João Arraial _____ PORTUGAL



JULY

Get together & teambuilding _____ UNITED STATES

SEPTEMBER

Welcome Breakfast for New Employees

_____ PORTUGAL | POLAND

OCTOBER

Mental Health Day _____ GLOBAL

Free vaccination campaign _____ PORTUGAL

Halloween celebration _____ PORTUGAL



NOVEMBER

Men's health _____ GLOBAL

DECEMBER

Holiday Dinners _____ GLOBAL



FAIR REMUNERATION

ESRS S1-16

Remuneration metrics (pay gap and total remuneration)

For the disclosure of the gender pay gap, the necessary calculations have not yet been completed and, therefore, this metric is not currently available. In line with the requirements of the EU Pay Transparency Directive, we intend to implement the relevant processes and methodologies to calculate and disclose this information from the next reporting cycle onwards.



GRIEVANCE MECHANISMS AND HUMAN RIGHTS INCIDENTS

ESRS S1-17

Incidents, complaints and severe human rights impacts and incidents

At Colquímica Adhesives, we ensure that all complaints and concerns are handled with confidentiality, integrity, and in full alignment with our internal policies and applicable regulations. Our approach reflects our ongoing commitment to uphold human rights, maintain a safe and respectful workplace, and promote transparency and accountability across all operations.

Employees and external stakeholders are encouraged to raise concerns through several accessible channels, ensuring that potential issues can be reported safely and without fear of retaliation. Reports may be submitted through:

The whistleblowing channel

Direct communication in person

Email

Other internal reporting mechanisms

These channels are available to a wide range of stakeholders, including employees, customers, suppliers, and members of the public, and may also be used to submit anonymous complaints.

In 2025, Colquímica Adhesives recorded

0 Complaints

on human rights-related grievances across all operations. This figure includes reports submitted through all available channels and from all stakeholder groups.

We remain committed to maintaining effective grievance mechanisms and continuously reinforcing a culture of trust, transparency, and ethical conduct throughout the organization.



ESRS S2 – WORKERS IN THE VALUE CHAIN

Our responsibility does not end with our employees but extends to all workers across the value chain, both upstream and downstream. Ensuring that human rights are respected and that they are provided with fair, safe, and ethical working conditions is an opportunity for Colquímica Adhesives. Through various methods, we aim to assess the conditions provided by our suppliers to their workers, preventing accidents within our value chain.

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

ESRS 2 SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

ESRS 2 IRO-1

Description of the processes to identify and assess material impacts, risks and opportunities

Under ESRS S2 – Workers in the Value Chain, we have identified a set of material impacts, risks, and opportunities (IROs) associated with workers across our upstream and downstream value chain.

Regarding **positive impacts**, we recognize our potential to contribute positively to the protection of human rights and human dignity throughout the value chain, including the prevention of child labor and forced labor and the strengthening of local communities. By promoting fair, safe, and ethical working conditions among our suppliers, we support the reduction of social inequalities and the safeguarding of labor rights. Furthermore, by integrating ESG criteria into our supplier evaluation processes, we encourage more responsible, transparent, and sustainable environmental and social practices across the supply chain.

At the same time, we acknowledge that potential **negative impacts** may arise where human rights standards and labor conditions are not adequately upheld, potentially leading to labor exploitation, social exclusion, and the perpetuation of inequalities. We also recognize that excessively restrictive ESG requirements or inadequately designed assessment systems may unintentionally exclude small suppliers, thereby limiting inclusiveness within our value chain.

In terms of **risks**, non-compliance with human rights principles, labor standards, and ESG requirements within the supply chain may expose us to reputational, regulatory, and operational risks. Such situations may result in supply chain disruptions, business interruptions, financial implications, and loss of trust among stakeholders.

Conversely, we identify relevant **opportunities** to strengthen the resilience and integrity of our value chain. These include the development of strategic partnerships, supplier and customer capacity-building initiatives, the implementation of audits and certifications, and the systematic integration of ESG assessments. These measures enhance transparency, reinforce stakeholder relationships, reduce supply chain risks, and promote responsible sourcing practices aligned with long-term value creation.

HUMAN RIGHTS AND LABOR PRACTICES IN THE VALUE CHAIN

ESRS S2-1

Policies related to value chain workers

ESRS S2-3

Processes to remediate negative impacts and channels for value chain workers to raise concerns

In accordance with our governance framework and aligned with ESRS requirements, we adopt a structured and preventive approach to managing human rights and labor-related impacts across our value chain. We recognize that our responsibility extends beyond our own operations to suppliers, contractors, and other business partners whose activities may be directly or indirectly linked to our business.

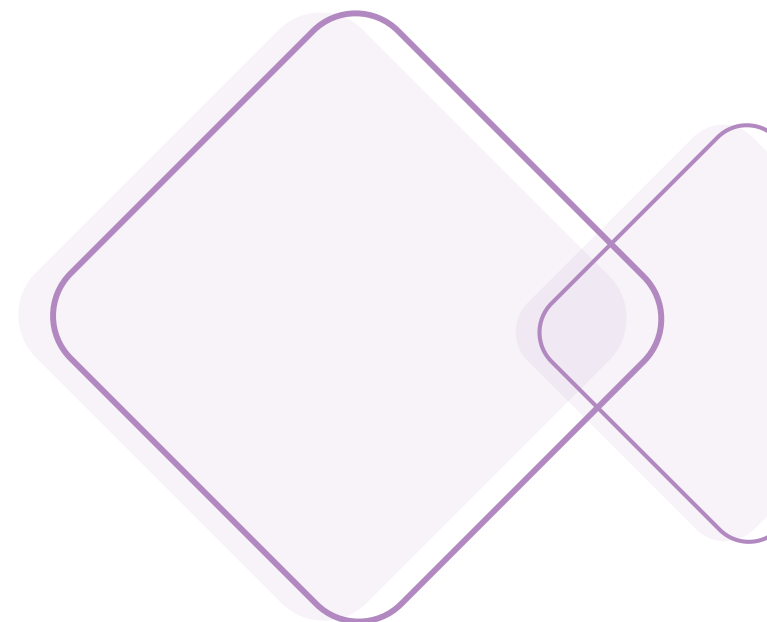
In 2025, we formalized this commitment through the approval of a **Human Rights Policy** applicable to our entire value chain and publicly available on our website. The Policy is grounded in the **Ten Principles of the United Nations Global Compact**, derived from the Universal Declaration of Human Rights, and reflects internationally recognized standards. It addresses key areas such as respect for human rights, fair employment practices, safe and healthy working conditions, protection of children's rights, respect for communities and cultural diversity, inclusive and discrimination-free workplaces, and the prevention of modern slavery.

Human rights expectations are further embedded in our **Group-wide Code of Ethics and Conduct**, which applies to employees and business partners. The Code establishes mandatory requirements relating to human rights, diversity, equity and inclusion, prevention of harassment, and the prohibition of forced and child labor. It is aligned with the United Nations Guiding Principles on Business and Human Rights and is made available in our working languages to ensure accessibility across all geographies. Suppliers are required to formally acknowledge and adhere to the Code through a **Letter of Commitment**, making compliance a contractual condition of engagement.

Oversight mechanisms are ensured through our **Ethics Commission**, which is responsible for monitoring compliance with ethical standards, assessing potential and actual adverse impacts, and managing complaints. In addition, a confidential and anonymous **Whistleblowing Channel** is available to employees, suppliers, and other stakeholders, enabling the secure reporting of concerns in Portuguese and English. These mechanisms support the identification, prevention, and, where necessary, remediation of human rights-related risks.

ESG considerations are integrated into supplier qualification and procurement processes. The assessment of supplier practices forms part of our risk management system, supporting ongoing monitoring and mitigation of potential adverse impacts within the supply chain.

Our commitment to a fair value chain is also reinforced through **our Diversity, Equity and Inclusion Policy**, which establishes principles for promoting equal opportunities and non-discrimination. This commitment is strengthened by our participation in the **United Nations Global Compact's Target Gender Equality Accelerator programme**, our endorsement of the **Women's Empowerment Principles (WEP)**, and our adherence to the **Portuguese Diversity Charter**, reflecting our broader commitment to inclusive and responsible business conduct.



SUPPLIER EVALUATION AND RISK MANAGEMENT

ESRS S2-2

Processes for engaging with value chain workers about impacts

ESRS S2-3

Processes to remediate negative impacts and channels for value chain workers to raise concerns

ESRS S2-4

Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions

Under our supply chain governance framework, Colquímica Adhesives implements a structured and risk-based approach to managing human rights and labor practices across our value chain. We conduct a comprehensive annual evaluation of our suppliers across all geographies and categories, covering operational, financial and sustainability-related criteria.

In addition, we communicate the results of our evaluation to our core suppliers on a semi-annual basis. By sharing this feedback transparently, we create a clear window for continuous improvement, enabling suppliers to understand performance expectations, address identified gaps and strengthen alignment with our ESG standards over time.

2025 supplier evaluation

In 2025, Colquímica Adhesives assessed **100% of its critical suppliers**, integrating environmental, social, and governance considerations into its supplier evaluation model. While the assessment framework is primarily operational in nature, it incorporates key dimensions such as **consumer safety, social responsibility, regulatory compliance, business ethics, transparency, and innovation**, which are relevant to ESG performance.

The stable average supplier evaluation throughout 2025 reflects the **consolidation and effective management of a more focused raw material supplier base**, strengthening resilience in a challenging external context. Since 2022, Colquímica Adhesives has progressively optimized its supplier portfolio, prioritizing **reliable partners aligned with technical specifications, regulatory requirements, and sustainability related considerations**. Despite ongoing pressures from inflation, geopolitical tensions, and disruptions to global trade routes, suppliers demonstrated **consistent performance in terms of quality, compliance, and delivery reliability**, supporting robust supplier risk management and a more sustainable value chain.

This holistic approach enables a structured and comprehensive evaluation of supplier practices across the value chain. Through this model, Colquímica Adhesives reinforces its commitment to responsible supplier management and the continuous strengthening of sustainability practices within its value chain.

When risks or incidents are identified within the value chain, we assess their severity and work with the relevant supplier to implement corrective measures. In more serious cases, we may reassess the business relationship to ensure alignment with our ethical and sustainability standards.

ESG performance is an integral part of our supplier assessment process, alongside commercial and operational criteria. Many of our key suppliers are evaluated through EcoVadis, and we continuously monitor the share of purchases covered by these assessments.



Through this approach – combining supplier evaluation, certification review, ESG assessment, adherence to our Code of Conduct, and remediation measures where needed – we strengthen our **commitment to responsible sourcing and human rights across the value chain**.



ecovadis
95%
of our relevant suppliers
are currently assessed
by Ecovadis

STRATEGIC TARGETS FOR THE MANAGEMENT OF SOCIAL IMPACTS IN THE VALUE CHAIN

ESRS S2-5

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Colquimica Adhesives has established clear and measurable objectives to strengthen responsible sourcing and safeguard human rights across our supply chain.

On an annual basis, we **assess 100% of our critical suppliers**, ensuring that at least 80% are evaluated against ESG criteria. This systematic assessment enhances transparency, strengthens risk mitigation and promotes continuous improvement throughout our value chain.

We strive to ensure that all active suppliers adhere to our Code of Conduct, reinforcing alignment with our ethical standards and responsible business principles.

In line with our zero-tolerance approach to severe human rights violations, we aim to maintain **zero confirmed cases of child labor, forced labor or serious human rights breaches** within our value chain.

Additionally, we guarantee that **100% of our suppliers have access to a confidential whistleblowing channel annually**, fostering accountability and enabling early identification of potential risks.



ESRS S3 - AFFECTED COMMUNITIES

We are aware that our activities do not stop at the gates of our facilities. The way we operate can influence the well-being of nearby communities, the local environment, and the broader social context. For us, acting responsibly toward affected communities goes beyond regulatory compliance, as it reflects our commitment to sustainable and inclusive development.

Even in situations where our direct impact may be limited, we believe it is essential to maintain open dialogue, build local partnerships, and contribute positively to the areas in which we operate. By promoting transparency, accountability, and mutual respect, we aim to build positive relationships with our local communities. Engaging with communities allows us to better understand their expectations and concerns, reduce social risks, and identify initiatives that support both community resilience and business continuity.

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

ESRS 2 SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

ESRS 2 IRO-1

Description of the processes to identify and assess material impacts, risks and opportunities

Under **ESRS S3 - Community**, Colquímica Adhesives has identified a set of material impacts, risks, and opportunities (IROs) related to the social impact of our operations on the surrounding communities and those affected by our value chain, as well as our contributions to said communities.

Colquímica Adhesives can generate **positive impacts** on the community through job creation, social investment programs, and partnerships with local suppliers that stimulate economic growth and community development. We believe that by promoting respect for human rights, inclusion of vulnerable groups, transparent dialogue, and active community engagement, we can build trust and reinforce social cohesion. Furthermore, initiatives focused on occupational safety, responsible water management, sanitation, pollution prevention, and biodiversity protection improve quality of life and promote environmental sustainability in the areas where we operate.

Simultaneously, we recognize potential **negative impacts** such as increased traffic and noise in residential areas, possible exclusion of vulnerable or marginalized groups, social tensions, and ineffective communication with communities. Operational activities may also place pressure on local water resources, contribute to water or soil pollution, pose risks to public health and safety, and affect biodiversity. If community expectations are not properly managed, misunderstandings and perceived conflicts of interest could lead to dissatisfaction and strained relationships.

We are aware that we face reputational and operational **risks** if the social and environmental aspects of our operations and community relations are not managed effectively. Such risks include the loss of trust among communities, suppliers, and employees, the failure to uphold human rights standards, weak grievance mechanisms; accidents affecting community safety, and the failure to comply with legal requirements related to water use, sanitation, and land management. Significant long-term threats include environmental pollution, water scarcity, regulatory fines, and ultimately, the loss of its social license to operate.

Finally, there are important **opportunities** for our company to strengthen its reputation and credibility by engaging in and collaborating transparently with local stakeholders, promoting social inclusion, and supporting local economic development. Improved water stewardship and land management can enhance operational efficiency and environmental performance. Additionally, strategic partnerships, access to sustainable financing, fiscal incentives, and community investment initiatives can generate long-term shared value, mitigate risks, and distinguish the company within the industry.

AFFECTED COMMUNITIES' POLICIES

ESRS S3-1

Policies related to affected communities

As part of a responsible business strategy, we understand the importance of assessing and managing potential impacts on affected communities. To date, given the nature of our operations, we have not identified any significant or systemic impacts on surrounding communities.

Since the impact of our operational context is limited in our local communities, we have not yet formalized a policy solely focused on affected communities. However, Colquimica Adhesives' Code of Ethics and Conduct address human rights issues. We remain conscious of potential changes to our risk profile that could affect them and intend to be accountable and responsible regarding potential risks to the areas where we operate.

We take precautionary measures as needed to minimize local impacts, such as noise, traffic, and emissions. Additionally, we maintain open communication with local stakeholders. We apply this approach generally to any community that could potentially be affected by our activities, and we are eager to strengthen this aspect further if necessary.

Simultaneously, we embrace our role in fostering positive impacts within the communities where we **operate by actively supporting social solidarity organizations, developing patronage initiatives, and promoting employee participation in community support and volunteering projects**. We carried out voluntary community actions in 2025, such as donating school kits for children at a care center and helping control invasive plant species in a local area. Furthermore, we strive to select local suppliers and hire local employees whenever possible, thereby contributing to local development and reinforcing our connection to the communities in which we operate.

These efforts reflect our strong commitment to safeguarding human rights and promoting the well-being of local communities. Our approach aligns with international standards, such as the UN Guiding Principles and the United Nations Global Compact. As a signatory, we are dedicated to upholding the Ten Principles of the United Nations Global Compact, which address human rights, labor, the environment, and anti-corruption. We rely on this framework to inform our broader sustainability strategy and to promote ethical conduct throughout our operations and value chain.

Opportunities for local involvement are initially identified by our Sustainability and Quality department, which develop community-related initiatives aligned with local needs. Human Resources supports these efforts by promoting employee participation in activities such as blood donation campaigns, while the Marketing department helps raise awareness and communicate these initiatives both internally and externally. All proposals are submitted to the company's administration for approval, ensuring alignment with our strategic direction and overall commitments.

Policies on indigenous populations

Currently, we do not have any policies dedicated to preventing or addressing impacts on Indigenous populations. This reflects our current operational footprint, **as none of our facilities are in or near recognized Indigenous territories**, nor have we identified any direct or indirect interactions with Indigenous communities. Nevertheless, our commitment to human rights and internationally recognized principles for protecting vulnerable groups remains in place. Should our operational context change in the future, we are prepared to reassess our approach and implement appropriate measures where necessary.

AFFECTED COMMUNITIES' ENGAGEMENT

ESRS S3-2

Processes for engaging with affected communities about impacts

We primarily engage with local communities by supporting social and solidarity organizations in the regions where we operate. While we do not conduct formal impact assessments of affected communities, we maintain open and collaborative relationships with local institutions and stakeholders. Our Sustainability and Quality team coordinates most of these initiatives, which include partnerships with community organizations, support for local projects, and promotion of volunteer activities. Through this approach, we aim to contribute responsibly and constructively engagement with the communities surrounding us.

Our involvement includes collaborating with local associations, supporting social initiatives, and encouraging volunteer work and local development efforts. Although we do not have a specific stakeholder engagement process for affected communities, we are always willing to engage in dialogue and take feedback and are committed to responding responsibly when concerns are raised.

Community engagement often happens through direct visits to local organizations. These visits allow us to better understand their most pressing needs and adjust our support accordingly. Over time, **we have built long-standing relationships with several institutions, grounded in mutual trust and consistent collaboration.** Colquimica Adhesives' Executive Management holds the highest level of operational responsibility for ensuring that this engagement remains meaningful for both parties and aligned with our values.

Thus far, we have not formally mapped or classified communities that could be affected by our operations. However, through our ongoing partnerships and regular contact with local institutions we ensure that our contributions address real needs and create tangible value at the local level.

Despite not having formal procedures in place to identify the perspectives of vulnerable or marginalized groups, their potential needs and concerns remain on our radar. Our goal is to make our community engagement inclusive, ensuring that our initiatives are accessible and considerate of diverse social realities, including those affecting women and girls. As part of our commitment to continuous improvement, we are open to improving our approach to better reflect and incorporate the voices of those who may be disproportionately impacted.

PROCESS TO REMEDIATE NEGATIVE IMPACTS AND CHANNELS OF COMMUNICATION

ESRS S3-3

Processes to remediate negative impacts and channels for affected communities to raise concerns

ESRS S3-5

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

While we do not yet have formal remediation procedures designed specifically for affected communities, we take all concerns raised very seriously. Community stakeholders can direct issues to our teams, depending on the matter, to ensure timely and appropriate responses. Our regular contact with local organizations helps us maintain an open dialogue and stay alert to potential impacts. As our practices evolve, we are open to strengthening and formalizing these mechanisms to ensure that we can respond effectively and contribute to remediation efforts as needed.

We have not received any complaints or formal reports from affected communities regarding negative impacts associated with our activities. Based on our current understanding and monitoring, we have not identified any significant adverse effects on local communities. Instead, we have largely focused our efforts on creating positive value through financial

donations, partnerships with local institutions, and other forms of community support.

We have implemented a structured whistleblowing channel accessible to internal and external stakeholders. While not exclusively dedicated to community-related matters, this mechanism provides a formal and confidential pathway for raising concerns, including those relating to local impacts.

Looking ahead, we recognize that responsible community engagement requires continuous improvement. We are committed to further strengthening our ability to identify and respond to potential impacts by enhancing internal coordination, broadening engagement with local stakeholders, and ensuring that any concerns are handled transparently and responsibly. Our goal is to maintain long-term, constructive relationships with the communities around us, built on trust, respect for human rights and a shared commitment to sustainable development.

To date, we have not established formal goals related to managing material impacts, risks, or opportunities affecting affected communities.

Although we do not currently use a framework of measurable goals or key performance indicators in this area, we are committed to the continuous improvement of our community involvement efforts.

Our actions are primarily guided by:



We see the importance of setting more specific targets in the future to improve monitoring and accountability. As our sustainability strategy evolves, we intend to explore ways to formalize our community-related objectives in alignment with our broader ESG goals.

ACTION TOWARDS AFFECTED COMMUNITIES

ESRS S3-4

Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions

We are aware that our company's presence and activities, even when not directly disruptive, can influence the social and economic dynamics of the communities in which we operate. With this in mind, we take our role as a responsible corporate citizen seriously, actively looking for ways to contribute positively to our surroundings. Social responsibility is one of Colquimica Adhesives' core pillars and a reflection of our long-term commitment to nearby communities. Through ongoing partnerships, targeted donations, and active community engagement, we aim to foster meaningful social and environmental benefits.

We are committed to handling any potential risks carefully and seeking opportunities that support local development. Our approach is grounded in inclusion, collaboration, and creating lasting value for the community and our organization.

Our Sustainability and Quality department leads structured internal processes, working in close coordination with the company's administration to support these efforts. Such collaboration ensures that our initiatives align with local needs and are consistent with our broader sustainability strategy. In this section, we describe the actions we take to strengthen our engagement with and support of affected communities.

Our actions in 2025

In 2025, we implemented a range of initiatives across our sites in Portugal, Poland, and the United States, demonstrating our ethical responsibility and commitment to fostering a more inclusive and sustainable future within our community. Throughout the year, we strengthened our focus on sustainability, community engagement, and knowledge sharing by launching new programs and expanding existing ones. Together, these initiatives reflect a holistic approach that integrates environmental stewardship, social responsibility, and active collaboration to drive meaningful and lasting impact within our ecosystem.



ENVIRONMENTAL ACTION:

Preserving biodiversity: controlling invasive species

On February 4th, 2025, we partnered with the Municipality of Valongo in a volunteering initiative focused on controlling invasive plant species, in *Serra de Santa Justa* (Valongo). Through manually removing invasive plants, our employees contributed directly to biodiversity preservation, thereby helping restore the natural balance of local ecosystems.



SOCIAL ACTION:

Supporting children

In 2025, we continued to strengthen our support for the *Mãe D'Água* Association, a shelter for vulnerable children and young people in Valongo – Portugal, by implementing several meaningful initiatives at the care center. These included an

Easter donation of chocolate eggs to bring joy, the distribution of school kits at the beginning of the academic year to promote equal access to education and enhance learning conditions, and the donation of hygiene and food items in celebration of International Human Solidarity Day. In addition, our employees generously volunteered their time, creating memorable experiences with the children through activities such as decorating a Christmas tree and participating in recreational moments together.

Across our international sites, we also reinforced our commitment to supporting local communities. In Poland, our team organized the collection and donation of hygiene and food items to the Social Welfare Center in *Komorniki* during the festive season and on International Human Solidarity Day. In the United States, we supported the Second Harvest Food Bank of *Metrolina* through food donations, particularly during the festive season, helping to bring relief and comfort to families in need.

Together, these actions reflect Colquímica Adhesives' continued commitment to social responsibility, community development, and the well-being of younger generations.



PROMOTING SPORTS

Sports play a vital role in strengthening communities by promoting inclusion, well-being and opportunities for personal development. In Valongo, we have reinforced this commitment through partnerships that generate a tangible social impact by promoting health, education, teamwork and

local development. Our sponsorship of *AD Valongo* directly supports youth development and access to sport, helping to build skills, promote inclusion, and foster community pride. At the same time, the club's international achievements help to raise the profile of the region on a broader stage. Meanwhile, our partnership with PadelPoint promotes employee wellness by encouraging active lifestyles, fostering team unity, and facilitating meaningful connections between the company and the local community. Beyond the local level, we have also supported *FC Porto* in Portugal and *KKS Lech Poznań* in Poland, contributing to initiatives that promote excellence, inspire talent, and drive social development in different regions. Through these actions, Colquímica Adhesives supports sport and creates measurable value by enhancing quality of life, fostering inclusion, and strengthening community resilience.



KNOWLEDGE-SHARING

Advancing knowledge and supporting the academic community

As part of the Advanced Training in Circular Economy and Sustainability promoted by INEGI, we took part in an advanced training programme on circular economy and sustainability. The company presented its sustainability strategy and engaged with academic and industry experts, reinforcing the importance of innovation, knowledge sharing, and continuous improvement in sustainable practices.

In addition, we took part in three job fairs organized by FEUP and ISEP, and supported eight curricular internships in partnership with CITEFORM, ISEP, IPAM, FEUP and Valongo Schools.





SUSTAINABILITY CLUB

We attended the annual Sustainability Club meeting in 2025 at Bial's facilities. This included a tour of a development laboratory and a collaborative session with other companies. Participants shared experiences, challenges and best practices, thereby fostering partnerships and encouraging the co-creation of practical solutions to promote sustainability within the Portuguese business ecosystem.



PARTICIPATION IN SUSTAINABILITY CONFERENCES

In 2025, we strengthened our involvement in discussions about sustainability by actively participating in important conferences. On 25 September, as part of SDG Flag Day, organized by the United Nations Global Compact Network Portugal, we presented our sustainability strategy and demonstrated how it delivers tangible and measurable results. Sharing concrete performance data reinforced the credibility of our commitments, demonstrating transparency and building trust.

Our commitment was further demonstrated on 7 November when we participated in the Sustainability and Financing Conference at the Sheraton Porto Hotel & Spa in Porto. At this event, industry leaders and experts explored how financial strategies can drive sustainable growth. The event provided valuable insights into how to better align investment decisions with environmental and social objectives, reinforcing our ambition to generate shared value while contributing to a more sustainable and resilient future.

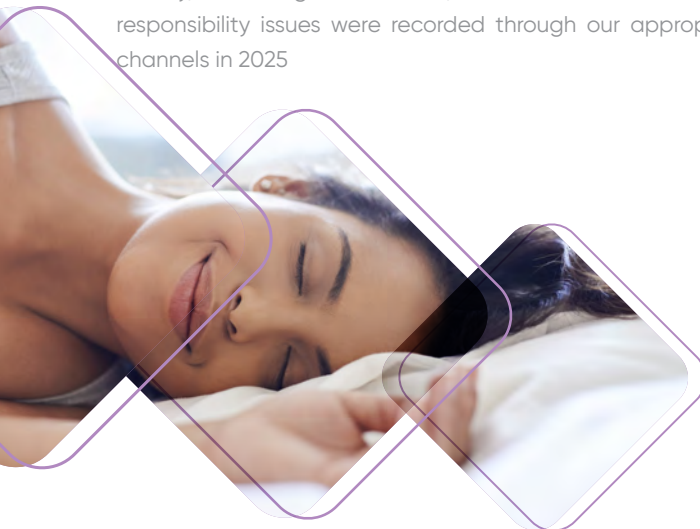


ESRS S4 - CONSUMERS AND END-USERS

As a B2B company, our primary relationships are with industrial clients who integrate our adhesives into their production processes or finished goods. While we do not have direct contact with end consumers, we recognize that the performance, safety, and reliability of our products ultimately affect the quality and safety of the final products placed on the market.

Our responsibility toward end users, even when exercised indirectly, forms part of our broader commitment to responsible product management, transparency, and sustainable innovation. Our company is committed to upholding the trust our customers place in us, recognizing that their own credibility and customer satisfaction are closely tied to our performance.

It is important to mention that no reports of fraud, corruption, bribery, human rights violations, or environmental and social responsibility issues were recorded through our appropriate channels in 2025



MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

ESRS 2 SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

ESRS 2 IRO-1

Description of the processes to identify and assess material impacts, risks and opportunities

Regarding the **ESRS S4 – Consumer and end-users**, we have pinpointed a set of material impacts, risks, and opportunities (IROs) associated with how consumers and end-users use our products. As our adhesives are integrated into products that ultimately reach end users, we understand that potential health and safety issues represent a risk. Thus, we are responsible for guaranteeing product safety and compliance throughout the entire value chain.

We recognize the **positive impacts** of providing consumers and end-users with clear, timely, and preventive communication regarding product information, safe handling, storage, and waste management. This approach reduces risks to human health and the environment. Maintaining high standards of product and service safety helps prevent accidents and environmental contamination. Additionally, secure digitalization and robust data protection practices safeguard consumer privacy, uphold fundamental rights, and mitigate the risk of fraud and identity theft. These measures strengthen trust with customers and the broader community.

However, potential **negative impacts** may arise from hazards associated with certain products classified under regulatory frameworks, such as CLP. If mismanaged, these products can pose risks to human health and the environment. Other concerns include workplace accidents, environmental contamination, and increased energy consumption linked to secure data management systems. Data breaches or privacy violations could result in psychological distress, social harm, and a loss of confidence among consumers and community members.

Colquimica Adhesives faces reputational and operational **risks** if there is a failure to comply with product information and labelling requirements, or if incorrect or incomplete information is shared. Increased accidents, absenteeism, or incidents related to product and service safety could further undermine performance and stakeholder confidence. Additional risks stem from breaches of personal data protection, potential discrimination or exclusion of users, regulatory penalties, and erosion of trust among consumers, employees, and business partners.

Significant **opportunities** remain to enhance software and information management systems, including using artificial intelligence to reduce time and costs and the likelihood of errors in shared information. Improving working conditions, employee awareness, and training programs can enhance safety performance and audit outcomes. By offering safer products and services, reinforcing data protection standards, and reducing legal and financial risks, we can enhance our reputation, build consumer trust, and access new markets.

CLIENT POLICIES

ESRS S4-1

Policies related to consumers and end-users

While we operate exclusively in a B2B context and do not have direct contact with end users, we recognize that our responsibility extends beyond our immediate customers. Currently, we do not have a formalized policy specifically for consumers and end users, but we have implemented several initiatives that demonstrate our commitment in this area. Our daily operations are grounded in these practices, highlighting our proactive approach to safeguarding people and fostering trust throughout the entire value chain.

Although our policy in this area is still under development, the principles that would underpin such a policy are already embedded in our daily operations. We strive to provide clear information on product composition and handling, comply with international standards such as REACH, and align with certifications like EDANA that validate the safety and quality of materials used in hygiene and personal care applications. In parallel, we continuously evaluate raw materials and seek safer and more sustainable alternatives whenever feasible, reinforcing our long-term commitment to responsible production.

Transparent sustainability communication is paramount at Colquímica Adhesives. We are very diligent about the accuracy and clarity we convey in our environmental claims. By closely monitoring regulatory developments and maintaining open dialogue with clients, we aim to reduce risks associated with end use and strengthen confidence throughout the supply chain.

In 2025, we formalized and published our **Privacy Policy**, which is available on our website, strengthening our commitment to transparency and accountability, and ensuring full compliance with applicable data protection laws and regulations. The policy outlines the conditions under which personal data is processed, clarifies the purposes of such processing, and details the rights of data subjects. It also describes the technical and organizational measures implemented to safeguard the security, confidentiality, and integrity of personal information. Our ongoing commitment to protecting privacy and fostering trust with our clients and other stakeholders involves regularly reviewing the policy and providing a dedicated contact channel for inquiries.

We also take a proactive approach to identifying, assessing, and mitigating potential human rights impacts linked to product health and safety. **Through robust quality control systems, comprehensive safety testing, and ongoing product monitoring across the lifecycle, we work to ensure that our solutions contribute positively to people's well-being while supporting environmental stewardship.**

Consistent with our broader ESG goals, we promote responsible practices throughout our value chain. Our commitment to human rights involves maintaining rigorous product safety standards, replacing hazardous raw materials with safer alternatives when feasible, and aligning our practices with internationally recognized standards.

Open communication is an essential part of this framework. By maintaining open communication channels, individuals affected by our operations have the opportunity to voice concerns or request clarifications. These inquiries are managed through a dedicated platform overseen by our Commercial Team, ensuring that matters are directed to the appropriate departments and addressed in a timely and responsible manner.

We also monitor compliance-related performance indicators on an ongoing basis. **The absence of any customer complaints regarding finished product quality in 2025 is a direct reflection of the standards we hold ourselves to and the trust our clients continue to place in our work.**

As a signatory to the United Nations Global Compact, we adhere to its Ten Principles, specifically regarding human rights, fair labor practices, and consumer protection. Through this global framework, we reinforce our responsibility to ensure the safety, dignity, and well-being of end users.

CLIENT ENGAGEMENT

ESRS S4-2

Processes for engaging with consumers and end-users about impacts

Ongoing dialogue with our clients is central to how we operate. We maintain open, direct, and transparent communication to ensure that their expectations, concerns, and evolving priorities are clearly understood and reflected in our day-to-day decisions. We see collaboration and responsiveness as necessary to deliver products that meet both our client's technical requirements and evolving sustainability ambitions.

To this end, we actively seek feedback through structured surveys and regular contact with our Commercial Support team. Such exchanges help us understand how our products perform within our clients' operations, including considerations of health, safety, and environmental goals. When we receive

feedback, it is carefully reviewed and integrated into product development, safety improvements, and the advancement of more sustainable adhesive solutions.

To ensure that clients feel understood and that their input contributes directly to our decision-making processes, our teams are trained to actively engage in two-way communication. Engagement goes beyond addressing isolated issues, as it also involves proactively working alongside clients to develop solutions that create shared value and reduce potential impacts across the value chain.

We view our clients as long-term partners whose insights help shape the direction of our company. Their perspective allows us to anticipate emerging expectations and continuously strengthen our social and environmental performance.

We strive to engage with our clients as much as necessary to identify and address potential or actual impacts related to our products. Such interactions may take place at any stage of the process, from early product development and testing to delivery, after-sales support, and continuous improvement. There is no fixed schedule for interaction. The frequency and format are determined by relevance and specific needs, ensuring that communication remains meaningful, timely, and effective.

Responsibility for overseeing client engagement sits at the highest operational level within the Colquímica Adhesives' administration, reflecting our company's commitment to foster long-lasting and constructive partnerships.

To assess the efficacy of our engagement practices, we gather direct feedback from clients via evaluation forms, enabling us to continually enhance our communication and responsiveness.

PROCESS TO REMEDIATE NEGATIVE IMPACTS AND CHANNELS OF COMMUNICATION

ESRS S4-3

Processes to remediate negative impacts and channels for consumers and end-users to raise concerns

Responding to client concerns in a timely and constructive manner is a fundamental part of how we operate. Any issues raised are handled diligently and constructively via the existing communication channels.

We are committed to promptly addressing and resolving any negative impacts that may arise from our business activities. In the event of a complaint or identified issue, we collaborate closely with the affected parties to remediate and solve the problem immediately. To reach this end, we rely on direct communication and practical, case-specific solutions.

Concerns raised through our communication channels are given top priority and serious consideration. We rely on direct dialogue and tailored solutions, recognizing that each situation may require a specific response. Client feedback is actively sought throughout the process to confirm that the resolution meets expectations. At the same time, we continue to strengthen and formalize our internal procedures to further enhance remediation and follow-up practices.

Clients can reach us through **multiple channels**. Such channels **include in-person meetings at trade fairs, ongoing communication with our Commercial Department, and direct email correspondence**. In addition, structured evaluation forms allow us to systematically collect feedback and identify potential issues at an early stage.

These channels are all managed internally, allowing us to maintain direct and effective engagement with our clients. Currently we do not use third-party mechanisms to address client concerns, but we remain open to considering this option in the future if it adds value to our stakeholders.

All communication and reporting channels are accessible to our business partners via our company website. These channels are also clearly introduced during the onboarding process for new partners to ensure that all stakeholders understand how to raise concerns or request clarification.

We deem customer satisfaction to be a central element of our business strategy, and one of the key performance indicators used to evaluate how well our products and services meet our clients' expectations. Each year, we compile a thorough Customer Satisfaction Evaluation Report that helps us measure satisfaction levels, pinpoint areas for improvement, and define corrective actions where necessary. It also serves as an internal benchmark aligned with the Group's broader annual objectives. The results provide valuable insight into how effectively our products and services respond to clients' evolving expectations.

Through this structured and ongoing engagement, we reinforce trust in our communication processes. Additionally, we uphold strict policies that protect whistleblowers from retaliation, fostering an environment where concerns can be reported safely and securely.

ACTIONS TOWARDS CLIENTS

ESRS S4-4

Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

Proactively addressing material impacts on our clients and end-users is important to us. We focus on identifying and addressing significant risks while pursuing opportunities that create shared value and improve client satisfaction. Through continuous engagement, effective communication, and responsive actions, we aim to minimize negative effects and maximize the benefits of our products and services. Our team regularly evaluates the success of these efforts to ensure they align with our sustainability goals and meet the expectations of our clients.

We have implemented a series of targeted actions to address material impacts on clients, manage associated risks, and leverage opportunities to enhance satisfaction and long-term trust.



ENSURING SAFE AND HIGH-QUALITY PRODUCTS

For our company, product safety and quality are not just checkpoints, but rather part of how we work every day. We implement strict controls at every stage of production, and our team closely follows the evolving regulatory landscape across the industries we serve. This allows our customers to feel confident in our products meeting all relevant legal and safety requirements.

However, compliance is only the starting point. We are always looking for better, safer ways to formulate and manufacture our products. This may mean replacing certain substances with safer alternatives or refining our production processes.



STRENGTHENING PRODUCT INFORMATION ACCURACY

Clear and accurate information is essential for the responsible use of products. Through our ERP system, SAP, we manage and track product data in a structured and consistent manner. This reduces the risk of errors and ensures that the right information reaches the right people.

We provide comprehensive documentation, including technical data sheets (TDS), safety data sheets (SDS), and regulatory data sheets (RDS), so our customers have full visibility into product composition, safe handling, and regulatory compliance. Product labels display key safety details in accordance with CLP Regulation (EC No. 1272/2008), and OSHA Hazard Communication Standard (USA), both aligned with the GHS, and GHS.

In 2025, we focused on adapting our SDSs to Entry 78 of the REACH Regulation, which covers adhesives containing Synthetic Polymer Microparticles (SPM). In strict compliance with Regulation (EU) 2023/2055, we fulfilled our reporting and labelling obligations for use in industrial installations. A key part of this transition was strengthening handling instructions and spill containment protocols to empower our customers to operate with minimized environmental impact.

With regard to California Proposition 65, we apply a robust internal process for the continuous monitoring of the substances list, ensuring that any potentially applicable substances are identified and assessed in line with regulatory requirements. This approach includes the systematic review of ingredients used in our formulations against the Proposition 65 list, confirmation with suppliers whenever regulatory updates occur or potential substances of concern are identified, and the incorporation of relevant information, where applicable, into de Safety Data Sheets (SDS) prepared for the U.S. market in accordance with OSHA/GHG requirements.

Our Regulatory Affairs team is ready to answer questions about specific applications, industries, or compliance matters. Open communication is a core part of how we support our partners.



DRIVING TRANSPARENCY IN SUSTAINABILITY DATA

To strengthen transparency across our product portfolio, we are investing in digital systems that allow us to manage sustainability-related information in a structured and traceable way. Our SAP platform, supported by specialized databases, enables us to systematically store and share verified sustainability data.

We ensure that all information shared with our clients is accurate and based on reliable, verifiable data. For example, when we update our TDSs and SDSs, they are now automatically sent to affected customers, ensuring compliance with local regulatory requirements.

A dedicated **Chemical Product Management team** consolidates information on product safety, health, and environmental performance, thereby allowing us to evaluate the sustainability profile of our products, identify the most effective ones, and pinpoint areas for continuous improvement.



CHEMICALS REDUCTION POLICY

Although we have not yet formalized a chemical reduction policy, our current practices align with regulatory compliance and our commitment to health and safety. All our products comply with the **EU's REACH Regulation**, and we have long maintained rigorous practices for managing and reducing SVHCs, which were further reinforced in 2025. As part of our proactive substitution and elimination efforts, we continuously monitor substances of concern, including those listed under **Proposition 65**. This allows us to proactively address potential regulatory restrictions and reduce their presence in our product portfolio.

After carefully reviewing the raw materials used in our products, it is also confirmed that none of the substances or mixtures classify as posing chronic health risks under CLP. Any hazard statements (H-statements) associated with our formulations refer exclusively to acute (short-term) effects, with no evidence of chronic toxicity. When used as intended, our adhesives are considered safe and do not present risks linked to long-term health conditions.

Our Regulatory Affairs Department continuously evaluates raw materials and where necessary, substitution options are assessed in close coordination with management, to ensure careful and responsible chemical oversight.



INTEGRATION OF EDANA PRINCIPLES IN PRODUCT RESPONSIBILITY

Our practices comply with the principles and guidelines of **EDANA (the European Disposables and Nonwovens Association)**, a leading authority in the nonwoven and disposable products industry. Through compliance with EDANA'S recommendations, we ensure our operations are aligned with recognized industry standards for product safety, responsible communication and transparency.

Following these guidelines strengthens our approach to product safety, transparent communication, and responsible industry collaboration. Despite not being a certifying body, EDANA's frameworks are an important reference in developing and communicating safe, reliable, and responsible adhesive solutions.



PRODUCT CERTIFICATIONS

Independent certifications are an important way for us to validate the safety, environmental performance, and health compatibility of our products. **These certifications verify our compliance with internationally recognized standards**, give customers confidence in their choices, and facilitate informed decision-making throughout the value chain.

By obtaining independent third-party certifications, we reinforce our dedication to chemical safety, environmental stewardship, and human health. Such certifications provide concrete evidence that our products comply with rigorous standards concerning. Below are key certifications we have obtained or align with:



1. OEKO-TEX Standard 100

Our adhesives with OEKO-TEX® Eco Passport certification comply with the requirements for use in products seeking OEKO-TEX® Standard 100 certification. This contributes to ensuring that the final products meet strict global safety standards regarding harmful substances and skin compatibility. Through this alignment, we support our customers in developing products that are safe for human health and compliant with internationally recognised requirements.



2. OEKO-TEX® Eco Passport

OEKO-TEX® Eco Passport is a certification specifically for chemical substances, dyes, and auxiliaries used in textile and related production. It verifies that chemical inputs meet environmental and safety requirements and are not harmful to human health. By obtaining this certification, we show our responsibility not only for final products but also for the materials and processes behind them.



3. EU Ecolabel

The EU Ecolabel is the official European Union label for environmental excellence. It is awarded to products that meet strict environmental criteria throughout their entire life cycle, from raw material sources to production and disposal. This certification supports our efforts to reduce environmental impact while maintaining performance and quality.



4. Asthma Allergy Denmark

This label certifies that a product has been evaluated by experts and found to minimize the risk of skin irritation, allergic reactions, or respiratory discomfort. This label reassures customers that our product has undergone an independent thorough assessment of ingredients and usage, making it a safer choice for sensitive individuals, including children and those with asthma or allergies.



5. Global Organic Textile Standard (GOTS)

GOTS ensures that textiles comply with strict environmental and social criteria throughout the entire supply chain, from harvesting raw materials to processing, labelling, and distribution. It also verifies the organic status of fibers, restricts the use of hazardous chemicals, and requires adherence to recognized labor standards.



6. Returpack

This certification is awarded to companies that participate in Sweden's deposit-return system for beverage packaging, which is managed by Returpack AB under the Pantamera brand. It ensures that single-use containers, such as PET bottles and cans, are collected, returned and recycled efficiently. The certification demonstrates a company's commitment to environmental responsibility and promotes a circular economy by reducing waste of natural resources and boosting recycling rates.



7. Forest Stewardship Council (FSC)

The FSC is an international non-profit organization that promotes responsible forest management worldwide. Its certification framework aims to ensure that forest-based products, such as wood and paper, originate from sources that are environmentally appropriate, socially beneficial and economically viable.

Through the development of globally recognized certification standards, FSC enables companies and consumers to identify products derived from sustainably managed forests. The label is widely recognized as a symbol of environmental and social responsibility, supporting sustainable sourcing practices and responsible supply chains.

IDENTIFYING APPROPRIATE ACTIONS IN RESPONSE TO ACTUAL OR POTENTIAL NEGATIVE IMPACTS ON CLIENTS

All our products are subject to rigorous quality control procedures designed to keep performance consistent and aligned with established standards. Prevention is always our priority. However, if a potential or confirmed issue does arise, we respond through a clear and structured process that allows us to assess the situation thoroughly and take the right corrective actions.

This approach was formalized in 2023 with the establishment of a **Chemical Product Management Group**, which is specifically tasked with overseeing and addressing product and process-related issues. When an issue is identified, the group meets to analyse the root cause, evaluate the potential impact, and define appropriate response measures. In 2025, the group focused particularly on packaging optimization, new client requirements, managing microplastics, and potential new certifications.

The group brings together expertise from across the organization, Quality and Sustainability, Technical, Research and Development, Production, and Maintenance, ensuring a comprehensive and multidisciplinary approach to decision-making. Most importantly, this collaborative approach enables us to manage any potential impact on our customers promptly.

TARGETS

ESRS S4-5

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

While we do not have specific targets linked to consumer and end-user impacts, we continually monitor key performance indicators that showcase our dedication to quality and client satisfaction. A critical KPI is the number of customer complaints related to finished product quality, which is an important indicator of our ability to manage material risks and deliver consistent value.

For **2025**, we report

0 Customers Complaints

related to finished product quality, an outcome we attribute to the discipline of our quality control processes, our close engagement with clients throughout each project, and our structured approach to identifying and addressing risks early.

RESULTS OF THE CUSTOMER SATISFACTION EVALUATION REPORT

To understand and respond to the impacts and opportunities related to consumers, we conduct an annual **customer satisfaction evaluation**. This assessment provides insight into how our clients perceive our products and services, helping us identify areas for improvement and ways to strengthen long-term partnerships.

The assessment uses a consistent methodology in Portugal and Poland (EMEA), as well as in the United States of America. Both are based on a structured survey format that covers the most relevant aspects of the business relationship and uses a standardised rating scale from 1 to 10.

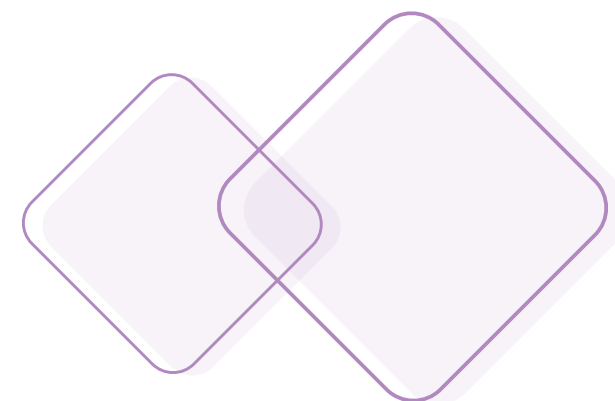
The assessment provides a comprehensive view of how our clients perceive our performance at every major touchpoint. In terms of the commercial relationship, it evaluates whether Account Managers are performing well and contributing to clients' business growth, and whether commercial interactions, such as the accuracy, timeliness and value for money of quotes, meet expectations. On the operational side, it examines product quality, logistical reliability, delivery precision and the responsiveness of customer service when issues arise. Beyond day-to-day performance, the survey also explores strategic and innovative capabilities, asking whether the company can bring new products to market and how it compares to competitors in terms of overall performance and brand image.

Finally, a dedicated sustainability section reflects the growing importance of corporate responsibility, asking clients to rate environmental practices and ethical conduct. In 2025, our EMEA clients scored us 9.4 for environmental performance and 9.7

for ethical conduct, while our USA clients rated us 9.7 and 9.9 respectively.

Through this annual process, we measure satisfaction levels and reinforce our commitment to listening, learning, and continuously improving the services we provide. Below we present our overall scores regarding 2025:

AVERAGE RATING OF RELEVANT TOPICS ON CUSTOMER SATISFACTION EVALUATION			
	2023	2024	2025
EMEA	9.4	9.5	9.5
USA	9.7	9.7	9.7





Governance

ESRS G1 – BUSINESS CONDUCT

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

ESRS 2 SBM-3

Material impacts, risks and opportunities and their interaction with strategy and business model

ESRS 2 IRO-1

Description of the processes to identify and assess material impacts, risks and opportunities

Under the **ESRS G1 – Business Conduct**, we have identified material impacts, risks, and opportunities associated with governance structures, risk management practices, ESG management, and anti-corruption measures. The topic focuses on the influence of ethical business conduct and governance structures on our business integrity, transparency, and compliance and sustainability.

Regarding the **positive impact**, the development of a governance structure ensures our business strategy for sustainable business operations. ESG management, risk management, and anti-corruption measures improve business continuity and responsible business decision-making. The development of a governance structure promotes business transparency, internal controls, and trust among our stakeholders.

Negative impacts can occur when there are inadequate governance structures and risk management practices. Non-compliance with laws, harm to reputation, financial, environmental, and/or social consequences can occur. Ineffective ESG supervision may also undermine stakeholder confidence and weaken the overall integrity of our organization.

From the perspective of **risk**, inadequate governance structures can expose us to reputational and operational risks, including risks of losing customer trust, reduced access to financing, and production risks. Similarly, inadequate risk management practices can expose us to risks of increased scrutiny and non-compliance with laws, which can have financial consequences.

At the same time, there are also **opportunities**. Clarity of regulations, as well as harmonization of laws, can enhance our ability to identify and anticipate risks, including those external risks such as those related to climate change or ESG risks. Strengthening governance and ESG management can enhance our resilience, support access to financial and fiscal incentives, and position us more favorably in negotiations and stakeholder relationships, contributing to long-term value creation.

CORPORATE CULTURE

ESRS G1-1

Business conduct policies and corporate culture

To Colquimica Adhesives, corporate culture is one of the fundamental aspects of how an organization sets its priorities, how it behaves, and how it maintains consistency between values, practices, and decisions. It is in this context that the

internal environment is developed, trust relationships are encouraged, and a framework for ethical and sustainable conduct is established.

Colquimica Adhesives corporate culture is based on its DNA, namely on the pillars of Proximity, Innovation, and Agility, but also on its Values of Integrity, Sustainability, Partnership, Empowerment of its People, and Customer Focus. These values guide all decisions and behaviors, directing the way we relate internally, but also with our global stakeholders.

Ethics is an essential part of our culture. The company promotes ethical, transparent, and responsible behavior, in accordance with the codes of ethics and the risk prevention mechanism ensuring high standards of behavior.

Our leadership plays an essential role in integrating these values into the decision-making process, promoting an environment of trust, respect, and personal responsibility.

Practices such as continuous training, secure reporting of concerns, internal communication, and monitoring behavior through the performance evaluation model, which includes behavior in accordance with the company's DNA and values, are essential in promoting this culture of integrity.

Collaboration between various departments, factories, and geographies, along with the closeness that defines the Group, allows us to enhance innovation, integration, and feelings of belonging. Thus, the DNA of Colquimica Adhesives translates into a robust and sustainable culture aimed at making a positive impact on people, business, and the planet.

Code of Ethics & Conduct

The **Code of Ethics & Conduct** is the cornerstone of Colquímica Adhesives' governance model, and it manages our actions, providing responsible, ethical business conduct in conformity with all applicable laws and regulations.

It is addressed to **all the people who interact with Colquímica Adhesives, employees, suppliers, customers, partners and other stakeholders**. Everyone has an obligation to know, understand and follow the guidelines of the Code of Ethics & Conduct, as well as the values on which it is based.

The main purpose of the Code of Ethics & Conduct is to encourage integrity, transparency and compliance with the law, as well as to be a guide for decision making and to act as a restraining against actions that may damage trust, reputation or the sustainability of the company.

This Code is also directly linked to Colquímica Adhesives' values, strategy, and internal control system, functioning as a cross-cutting reference that frames internal policies, procedures, and practices and reinforces the consistency of organizational performance and the effectiveness of supervisory mechanisms.

Colquímica Adhesives' Ethics Commission maintains an ongoing commitment to the implementation, promotion and monitoring of the Code of Ethics & Conduct. The Commission is composed of six members approved by Colquímica Adhesives' Board of Directors. The Commission team (Chairwoman, Secretary, and Corporate Member) meets at least once a quarter or whenever assembled by the Chairwoman. All Commission members participate in a mandatory annual meeting or whenever convened by the Chairwoman.

Although the Code provides clear guidance on integrity and conduct, it does not replace each person's individual responsibility to exercise their best judgment and seek additional guidance whenever there are doubts about the appropriate course of action. For more information about the Ethics Commission and its areas of activity, consult the **Regulation of the Ethics Commission**.

ETHICS COMMISSION ORGANIZATIONAL CHART



Our guiding principles define the basis of our behavior and guide how we act, ensuring that all our decisions and interactions reflect the company's values.

THE PRINCIPLES THAT GUIDE US



THE WAY WE ACT



Ethical Climate Survey

In May 2025, the Ethics Commission launched the Ethical Climate Survey in partnership with UCP, addressed to all employees, reinforcing the importance of participation while ensuring anonymity and external analysis.

ETHICAL LEADERSHIP



Identified their direct manager as a **good example** of ethical professional behaviour.

EMBEDDING OF ETHICAL VALUES



Know what is **expected** of them in terms of ethical behaviour.

ETHICAL MANAGEMENT PROCESS



considered that the company acts responsibly in all its business practices (with stakeholders).



Stated that **they are familiar** with the company's **Code of Ethics and Conduct**.

Whistle-blower system

+transparente.

Trust and integrity are essential values for Colquímica Adhesives as a whole. One of the key aspects for reinforcing these values is having mechanisms for reporting any misconduct without any fear of retaliatory measures.

"Say it," our reporting channel, was created precisely for these situations. We guarantee confidentiality, anonymity and total protection for those who report practices that could be illegal, unethical, and/or contrary to company values. This channel is available in Portuguese, Polish and English and allows for anonymous use. Additionally, there is a dedicated email account for any complaint or related query for the company's Ethics Commission.

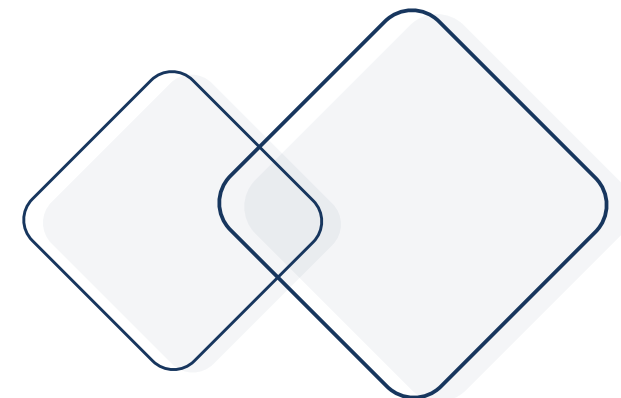
Once a report is made, Colquímica Adhesives confirms its receipt within 7 days. Whenever possible, information is sent to the whistleblower regarding the result of the process within 3 months. Each report is analyzed and can be filed, initiate an internal process, and/or refer it to other bodies according to its content. However, it is essential that the information is as accurate as possible and false statements are not acceptable.

The management and processing of the report are carried out by the members of the Ethics Commission, who hold a position of trust within the company, adhering to a series of strict procedures to guarantee their impartiality and confidentiality. The process is fully explained in the **Whistleblowing Channel Regulation**, which you may find on our website. We assure the respect and protection of the rights of the whistleblower and all those who collaborate with the report, and retaliation will be considered a serious infringement of the Code of Ethics & Conduct.

Our whistleblowing channel strictly complies with national and international laws, including Directive (EU) 2019/1937, Decree-Law No. 109-E/2021 in Portugal, Polish Act item 928 (June 24, 2024) and US laws such as the Foreign Corrupt Practices Act of 1977 and related anti-corruption laws.

From the time they enter the company, all employees are made aware of the Code of Ethics and Conduct and the mechanisms for reporting irregularities. Such awareness is reinforced among all employees through awareness campaigns, so that all understand the importance of safe reporting.

By ensuring that everyone can report irregularities without fear of retaliation, we strengthen not only the trustworthiness of Colquímica Adhesives but also trust among members of the company. Respect for whistleblowers is therefore a strategic pillar of our corporate culture and reflects the company's ongoing commitment to moral principles, transparency, and fairness.



Training and awareness

The promotion of an ethical culture throughout the organization is also facilitated through training and awareness initiatives aimed at reinforcing a culture of ethics and responsible behavior and decision-making at all levels.

In 2025, we implemented an **ethics training program** under the title **"Thinking With and About Ethics at Colquimica"**. This training program was intended to reinforce the awareness of ethics principles and their application in the workplace.

The training program was designed to target two different audiences. First, it was implemented for members of the Board and Directors, lasting a total of four hours. Second, it was implemented for Managers and Coordinators in Portugal, lasting a total of six hours, which enabled a deeper exploration of the subjects addressed. The programme is expected to be extended to Poland and the United States in the future.

The training addressed key themes such as ethical leadership, organizational culture and ethical climate and included the presentation and discussion of the results of the internal ethical climate survey conducted within the company. This approach enabled participants to reflect on current practices, identify areas for improvement and reinforce alignment with the company's values and expectations.

The implementation of these training programs aims to promote a culture of ethics throughout the organization, leading to a better understanding of the framework for making decisions and enhancing our corporate culture.

CYBERSECURITY

ESRS G1-1

Business conduct policies and corporate culture

ESRS G1-2

Management of relationships with suppliers

ESRS G1-3

Prevention and detection of corruption and bribery

At Colquimica Adhesives, our approach to cybersecurity covers both information security and system security and is supported by a formal information security policy. This framework includes a set of structured documents, namely the **General Information Security Policy, the General Information Security Policy for Third Parties and the Incident Management Procedure**, which define principles, responsibilities and protection measures aligned with recognized best practices in this area.

Responsibility for cybersecurity is assumed by the IT department, working in close coordination with the **Information Security Commission**, which was created to coordinate, develop and monitor the Information Security Management System. This Commission operates under guidelines defined by the administration, which regularly oversees cybersecurity-related risks and monitors the effectiveness of the measures in place.

INFORMATION SECURITY COMMISSION ORGANIZATIONAL CHART

BOARD OF DIRECTORS

**CISO - CHIEF INFORMATION
SECURITY OFFICER**
IT
Hugo Sousa

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USA	LOCAL MEMBER VICE PRESIDENT OF OPERATIONS João Souto	LOCAL MEMBER IT Steven Rochester	

Since 2024, we have been developing the project to implement the Information Security Management System, with the objective of obtaining ISO 27001 certification. This process covers our critical systems and processes and includes the performance of annual cyber risk assessments. The completion of the preparatory work and submission to external audit are planned for the period between the end of 2026 and mid-2027, contributing to the strengthening of governance maturity and stakeholder confidence. **No cybersecurity incidents** were recorded in 2024 or 2025.

We have formal procedures in place for the detection, reporting and response to cybersecurity incidents, aligned with ISO 27001 and detailed in the Incident Management Procedure. Specific measures are also implemented to protect personal and sensitive data, together with a defined response plan in the event of a cyber-attack. All employees receive annual training on cybersecurity, complemented by awareness activities, including initiatives focused on risks such as phishing and practical simulations.

SUPPLIER RELATIONSHIP MANAGEMENT

ESRS G1-2

Management of relationships with suppliers

We recognize that effective management of supplier relationships plays a critical role in ensuring the quality of the products and services we provide for our customers, as well as in supporting the continuity and efficiency of our operations. For this reason, **we view our suppliers as key partners in the stability and long-term development of our business.**

Our relationships with suppliers are guided by a dedicated **Supplier Code of Conduct**, which sets out clear expectations regarding ethical behavior, integrity, legal compliance and responsible business practices. This Code contributes to a consistent and transparent approach across our supply chain and is complemented by the **General Purchase Conditions** applicable to the entire group. These conditions define rights, duties and responsibilities and establish uniform criteria covering order acceptance, delivery deadlines, quality requirements, communication of changes and compliance with applicable legislation.

Supplier management is coordinated by the Procurement Department, following a structured and ethical approach that considers economic, technical and operational aspects, as well as environmental, social and business ethics criteria. We prioritize long-term relationships with reliable suppliers who are aligned with our values and standards. **All suppliers are expected to comply with our Code of Ethics and Conduct, including principles related to human rights, corruption prevention and environmental protection.** Where relevant, ESG criteria are integrated into supplier evaluation processes, supporting risk mitigation and continuous improvement. Suppliers also have access to our Reporting Channel, which is available to third parties.

Although we do not have a formally documented policy specifically addressing late payments, we ensure that payments are made within the agreed timeframes through our internal management systems, which are designed to prevent delays and operational disruptions. In parallel, we carry out regular performance assessments, including semi-annual evaluations of raw material and packaging suppliers and transportation methods, as well as an annual assessment of warehouse service providers.

PREVENTION AND DETECTION OF CORRUPTION AND BRIBERY

ESRS G1-3

Prevention and detection of corruption and bribery

At Colquimica Adhesives, we take a clear and unequivocal stance against any form of corruption or bribery. Preventing and identifying this type of behavior is an integral part of how we understand ethical and responsible management.

In an environment where stakeholders' expectations regarding integrity and transparency are increasingly high, we consider it essential to have adequate mechanisms in place to reduce exposure to risks associated with inappropriate practices.

This position reflects our sense of responsibility towards all stakeholders and contributes to the promotion of a more ethical, reliable and sustainable business environment.

To fulfil this commitment, we have a set of procedures designed to prevent, identify and deal with situations of corruption and bribery, ensuring consistent action in line with our ethical principles.

In Portugal, this framework includes the **Corruption and Related Offences Risk Prevention Plan**, the **Whistleblowing Policy and the Code of Ethics and Conduct**, instruments that define rules, responsibilities and mechanisms for action, which are all available on the Colquímica Adhesives website. In Poland, we have adopted specific internal regulations for the prevention of corruption, as well as our own procedure for the submission and handling of complaints, ensuring an approach that is appropriate to the local context. The monitoring and analysis of the measures adopted to prevent and identify situations of corruption and bribery are ensured by the Legal Department.

These matters are reported to the management bodies on an annual basis, through a document that systematizes the actions carried out throughout the year in ethics and integrity. This report is prepared and presented by the Ethics Commission, allowing for structured and informed monitoring by the competent bodies.

We ensure that these policies are properly communicated to our stakeholders, namely through our website, where we make all relevant documentation available. The Corruption and Related Crimes Risk Prevention Plan is also presented to all employees upon joining the company and shared via the Smartime platform. From 2024 onwards, we included corruption-related issues in our supplier assessment process, reinforcing the integration of these topics into value chain management.

Responsibility for preventing corruption and bribery lies with the Legal and Compliance Department. The leadership of this department, with a background in law and membership of the Ethics Commission, has specialist training in ethics and compliance, acquired through attendance at the Ethics and Compliance Director course at Porto Business School, where these subjects were analyzed in depth. Within this framework, the Ethics Commission's main function is to verify the company's compliance with internal rules.

As part of our efforts to prevent and mitigate risks related to corruption and bribery, we have identified a set of internal functions that may present a higher exposure to these risks. These functions are mainly associated with areas that involve financial decision making, supplier relationships and commercial negotiations. Departments such as Finance and Procurement, as well as commercial functions, are considered more sensitive due to the nature of their responsibilities and interactions with external stakeholders.

In 2025, a specific anti-corruption training session was delivered by an external institution, Universidade Católica Portuguesa, focusing on the topic "Corruption and related offences". The training was attended by members of the Board of Directors and employees from key departments considered more exposed to these risks.

This initiative aimed to reinforce awareness of corruption related risks, clarify legal and ethical obligations and strengthen the organization's capacity to identify and prevent situations that could compromise integrity in business practices. Following this initial training, additional sessions are planned for 2026 to extend the programme to other organizational levels.

We take a firm stance against any form of corruption and bribery, as we believe that integrity is a fundamental and non-negotiable value. This principle guides how we build relationships of trust, protects our reputation, and sustains long-term value creation.



INDICATORS RELATED TO INCIDENTS OF CORRUPTION AND BRIBERY

ESRS G1-4

Incidents of corruption or bribery

The following table presents the indicators related to corruption and bribery, in accordance with the requirements of ESRS G1-4, reflecting the results of monitoring these matters at Colquímica Adhesives for the years 2024 and 2025.

ESRS REF.	CORRUPTION AND BRIBERY INDICATORS	2024	2025
G1-4, 24(a)	No. of convictions for violating anti-corruption and anti-bribery laws	0	0
G1-4, 24(a)	Number of fines for violating anti-corruption and anti-bribery laws (euro)	0	0
G1-4, 24(b)	Description of actions taken to correct anti-corruption and anti-bribery failures	N/A	N/A
G1-4, 25(a)	Total no. of confirmed incidents of corruption/bribery	0	0
G1-4, 25(a)	Nature of confirmed incidents of corruption/bribery	N/A	N/A
G1-4, 25(b)	No. of employees dismissed or penalized for related incidents	0	0
G1-4, 25(c)	No. of contracts with partners terminated/not renewed due to corruption/bribery violations	0	0
G1-4, 25(d)	Details of public legal proceedings for corruption/bribery and their outcomes	N/A	N/A

The results presented reflect our ongoing efforts to prevent incidents of corruption and bribery through the implementation of appropriate policies, procedures, and control mechanisms. This work reinforces our commitment to ethical, transparent, and responsible conduct.

INDICATORS RELATED TO POLITICAL INFLUENCE AND LOBBYING ACTIVITIES

ESRS G1-5

Political influence and lobbying activities

With regard to political influence and lobbying activities, Colquímica Adhesives adopts an approach based on transparency and compliance with applicable ethical and legal principles. The following table presents the indicators related to political influence and lobbying activities, in accordance with the requirements of ESRS G1-5, for the years 2024 and 2025.

ESRS REF.	CORRUPTION AND BRIBERY INDICATORS	2024	2025
G1-5, 29(a)	Identification of individuals responsible for supervising political influence activities	N/A	N/A
G1-5, 29(b)i	Total value of financial and in-kind political contributions by geographical area	0	0
G1-5, 29(b)ii	Description of methodology used to estimate value of contributions in-kind	N/A	N/A
G1-5, 29(c)	Description of key lobbying topics, company positions, and link to material impacts	N/A	N/A
G1-5, 29(d)	Declaration on whether the company is registered in the EU Transparency Register	N/A	N/A
G1-5, 30	Disclose recent nominations of members of administrative bodies from the public administration	N/A	N/A

INDICATORS RELATED TO PAYMENT PRACTICES

ESRS G1-6

Payment practices

Payment practices are clearly defined between the parties, ensuring transparency and predictability in the commercial relationship. Prices are mutually agreed and can only be revised with written consent. In the absence of specific conditions, payment is made within 60 days of receipt of the invoice on pre-established dates, with suppliers being responsible for issuing invoices correctly and providing bank details.

The following table presents the indicators related to payment practices, in accordance with the requirements of ESRS G1-6, for 2025.

ESRS REF.	PAYMENT PRACTICES INDICATORS	2025
G1-6, 33(a)	Average invoice payment period, in number of days	31
G1-6, 33(c)	Number of legal processes pending due to late payments	0

At present, we are not yet able to report on the undertaking's standard payment terms in number of days by main category of suppliers, nor on the percentage of payments aligned with these standard terms. However, internal tools and processes are currently being developed to enable the collection, calculation, and disclosure of this information in the next reporting cycle.



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07 CERTIFICATION



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Independent Limited Assurance Report

To the Board of Directors of the Colquímica Adhesives Group,

Introduction

We were engaged by the Board of Directors of Colquímica Adhesives Group to perform the independent verification, with a limited guarantee of reliability, of the information contained in the 2025 Sustainability Report, in accordance with the European Sustainability Reporting Standards (ESRS).

Board of Directors Responsibilities

The Board of Directors of the Colquímica Adhesives Group is responsible for preparing and disclosing the information contained in the 2025 Sustainability Report, as well as defining the evaluation criteria and monitoring the systems that support the results obtained.

Auditor Responsibilities

Our responsibility is to express a limited assurance conclusion, professionally and independently, based on the procedures described below.

Scope

Our work was carried out in accordance with the International Standard on Assurance Engagements Other than Audits or Reviews of Historical Financial Information : ISAE 3000 (Revised) issued by the International Auditing and Assurance Standards Board (IAASB) of the International Federation of Accountants (IFAC) and the engagement was performed as a limited assurance engagement, in accordance with the requirements of the ISAE 3000 (Revised) standards.

In order to obtain a sufficient and adequate understanding of the matters under analysis, we plan and apply procedures and techniques, on a sample basis, for a limited assurance engagement, based on:

- Conducting interviews with those responsible and relevant employees, at corporate and operational level, on the sustainability strategy and policies for materially relevant aspects, and implementation of these in the various business areas;
- Conducting interviews with relevant employees responsible for preparing sustainability information for the year 2025;
- Obtaining an understanding of the process to prepare the Sustainability Report, including the materiality assessment and relevant internal controls related to this process;
- Comparison of the information presented in the Sustainability Report with the respective sources of information to determine whether all relevant details existing in those same sources were included in the Report;
- Evaluating the appropriateness of quantification methods and reporting policies used and the reasonableness of estimates in the Sustainability Report;
- Reading of the information presented in the Sustainability Report, in order to determine whether it is in line with our general knowledge of the Colquímica Adhesives Group; and
- Validation of the disclosed information in the Sustainability Report in order to confirm that it complies with the requirements established in the framework.



The procedures performed on a limited assurance engagement are different in nature and timing and are more limited than a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is different from that obtained in the case of a reasonable assurance engagement.

Quality and Independence

Our firm applies International Standard on Quality Management (ISQM) 1, which requires that we design, implement, and operate a system of quality management including policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We comply with the ethical requirements of the Code of Ethics of the Portuguese Institute of Statutory Auditors (OROC) and the International Code of Ethics for Professional Accountants (IESBA Code), which are based on fundamental principles of integrity, objectivity, professional competence and duty of care, confidentiality and professional behaviour.

Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the information included in the 2025 Sustainability Report of Colquímica Adhesives has not been prepared, in all material respects, in accordance with the European Sustainability Reporting Standards (ESRS).

Restriction on the use of our report

Our Limited Assurance Report is issued exclusively for information and use by the Board of Directors of Colquímica Adhesives Group within the scope of the disclosure of the 2025 Sustainability Report and is not intended to be used for any other purpose.

Porto, 22 June 2026

Maria Madalena Miranda Carneiro Cardoso

Maria Madalena Miranda Carneiro Cardoso
(Statutory Auditor Nr. 1442, registered with CMVM under Nr. 20161052)
Representing BDO & Associados, SROC, S.A.

Primeira



Acknowledgment

The board of directors wishes to thank all those who contributed to the preparation of this report.

Development and Coordination

Sustainability & Quality Department

Report prepared with the support of Humb Consulting

Independent Verification

BDO & ASSOCIADOS, SROC, LDA.

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