

Sustainability Highlights 20**25**





CREATING VALUE THAT LASTS

**Sustainability
is not an
additional layer
to our business.**

**It is how we
create value.**

OUR COMMITMENT

At Colquímica Adhesives, sustainability guides the way we innovate, grow and create value. Through responsible business practices and continuous innovation, we are committed to:

- ◆ Aligning our strategy with the **United Nations 2030 Agenda** for Sustainable Development;
- ◆ Investing in research, development and innovation to deliver more **sustainable solutions**;
- ◆ Creating long-term **value for our customers and stakeholders**;
- ◆ **Embedding sustainability** into every decision we make.

OUR AMBITION

Pursuing our ambition of achieving
carbon neutrality by 2050





A TRUSTED INDUSTRIAL PARTNER WITH GLOBAL REACH

We help our customers turn sustainability expectations into practical solutions.

OUR CUSTOMERS face growing expectations from regulators, **consumers**, investors and their own value chains.

At Colquímica Adhesives, we support them by developing adhesive solutions that combine technical performance with sustainability-related benefits.

OUR CONTRIBUTION goes beyond product supply. We work closely with customers to improve efficiency, support recyclability, reduce material use, explore safer alternatives and respond to evolving regulatory and sustainability requirements.

Operating in a B2B context, we recognize that our responsibility extends beyond our immediate customers. Product safety, clear information, responsible raw material selection and transparent sustainability communication are essential to maintaining trust across the value chain.

By combining proximity, innovation and technical expertise, we help our customers move forward with confidence.



Product Certifications



OEKO-TEX®
STANDARD 100
ECO PASSPORT



GLOBAL ORGANIC
TEXTILE STANDARD
(GOTS)



EU ECOLABEL



RETURPACK



ASTHMA ALLERGY
DENMARK



FOREST
STEWARDSHIP
COUNCIL (FSC)®



PET CYCLE GmbH



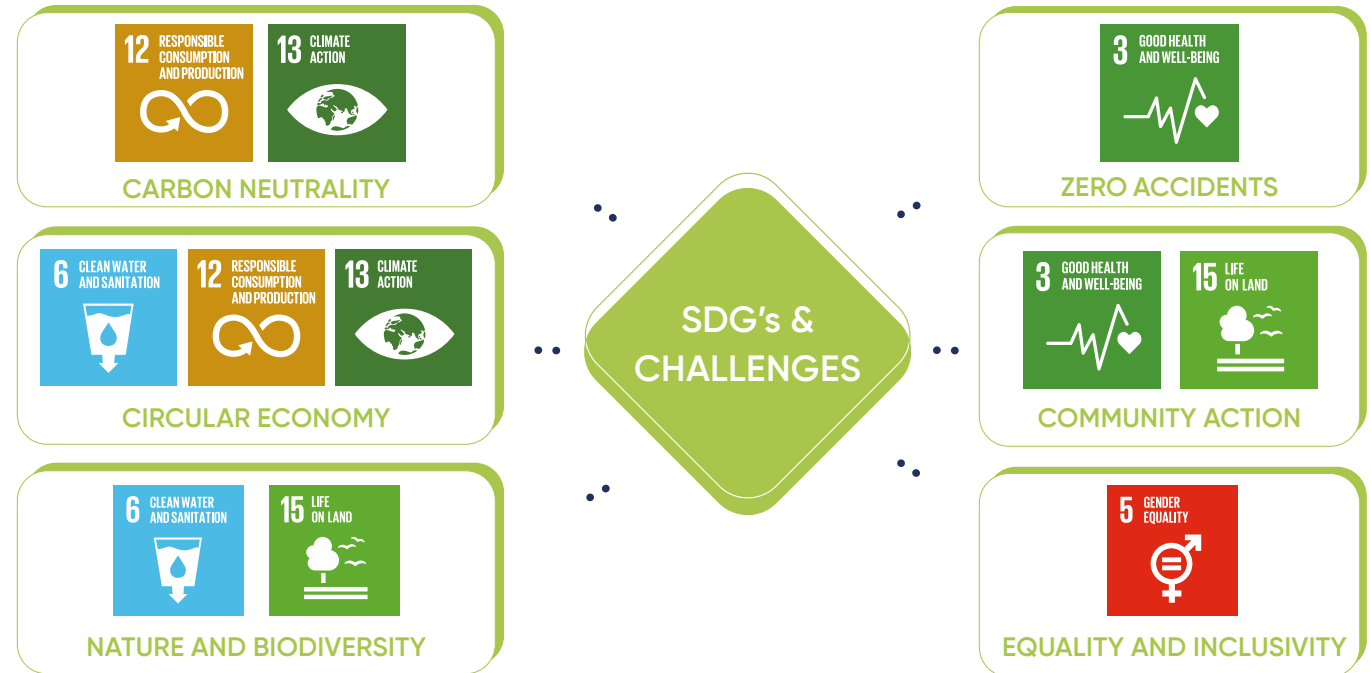
DIN-GENPRUFT
BIOBASED®

An aerial photograph of a two-lane asphalt road winding through a dense, vibrant green forest. A small yellow car is visible on the road. In the upper left, a large, swirling hurricane or storm system is visible over the ocean, with white clouds and a dark eye. The image is partially covered by a large, curved green overlay on the right side, which contains the main text.

SUSTAINABILITY EMBEDDED IN EVERY DECISION

Responsible growth happens when sustainability becomes part of everyday decisions.

OUR SDG'S AND SUSTAINABILITY CHALLENGES



At Colquímica Adhesives, sustainability and growth are part of the same journey.

THESE PRIORITIES INFLUENCE

HOW

- we **invest**
- we **innovate**
- we **manage our operations**
- we **engage with stakeholders**

SUSTAINABILITY IS NOT TREATED AS A SEPARATE FUNCTION

It is embedded across



TURNING COMMITMENT INTO RESULTS

Sustainable value is built through measurable progress.

BUSINESS PERFORMANCE

€162.4

Million net revenue

t 54,373

Tonnes net sales Volume

CUSTOMER SATISFACTION

95%

EMEA

Satisfaction Rate

97%

USA

0

PRODUCT
PERFORMANCE
COMPLAINS

Finished product quality

CLIMATE AND ENERGY

GHG emissions

Scope 1 and Scope 2

-50%

based year to 2020

TARGET 2030

-48%

based year to 2020

RESULT 2025

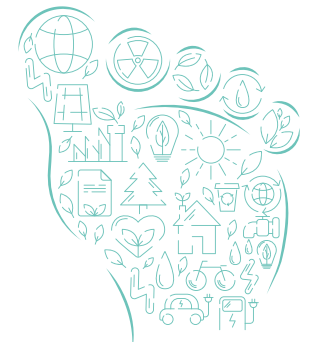
Scope 3 - Base year calculation 2025

RENEWABLE ENERGY
46%

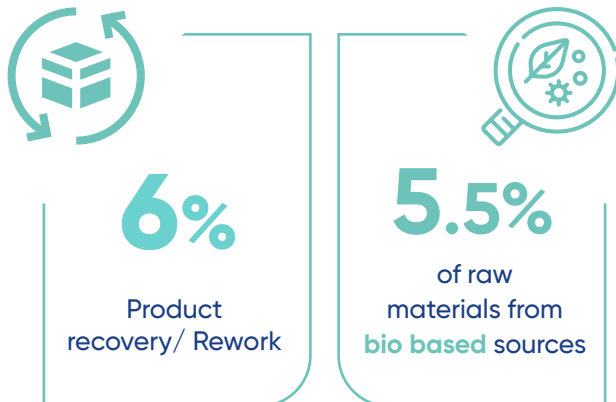
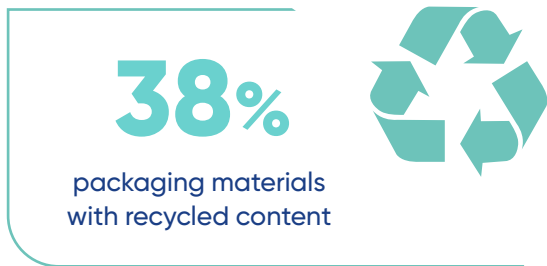
RENEWABLE ELECTRICITY
100%

70%

of our total sales
volume with
Product Carbon
Footprint



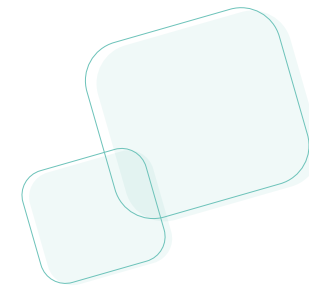
CIRCULAR ECONOMY



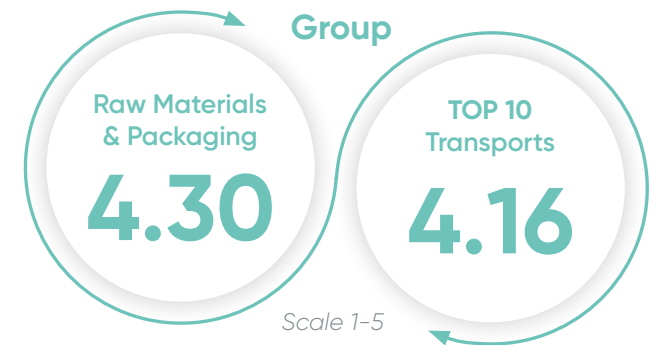
RESPONSIBLE SUPPLY CHAIN

SUPPLIERS

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



2025 SUPPLIER EVALUATION RESULTS



INNOVATION IS HOW WE CREATE SUSTAINABLE VALUE



The best innovation is the one that creates value beyond the product itself.

Through Research Development and Innovation, **we anticipate market needs**, strengthen technical performance and **support our customers in their own sustainability journey**.

In 2025, our RD&I team submitted **5 new patents** in key application areas such as hygiene, mattresses, woodworking and labelling, from which **4 are green patents**.

This reflects our **commitment to technological differentiation** and long-term competitiveness.

In 2025, we continued to develop solutions that support circular economy principles, including:

- **Mass-balance and Bio-based solutions** using certified sustainable raw materials;
- **Washable adhesive** technologies that support label removal in recycling processes;
- **Lower-temperature adhesives** that help **reduce energy** consumption;
- **Recyclable adhesives** for pocket spring applications;
- Palletizing adhesives that help **reduce** stretch film **consumption**.



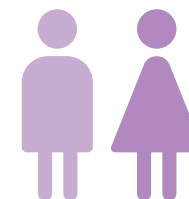
PEOPLE, SAFETY AND CULTURE



Innovation
begins with
people.



425
Employees



11 267 h
total hours of training
184 000 €
total investment in training

Safety begins
with prevention.

overall
employee
satisfaction
score of

78%

Employee
benefits **> 2€**
Million



50%

Senior Management roles
held by **women**



377
Reported near Misses

100%

Employee
retention rate
after 12 months



100%

Return-to-work rate
after parental leave





TRUST, GOVERNANCE AND FUTURE

The future is built through trust, responsibility and long-term partnerships.

Trust is built through
responsible decisions.

Colquímica Adhesives operates under a governance framework that ensures **oversight of sustainability matters** and alignment with **corporate strategy, risk management** and **regulatory requirements**.

Our Board of Directors holds ultimate responsibility for governance, including the **integration of ESG principles into business strategy and performance monitoring**. We maintain certified management systems in quality, environment and occupational health and safety, supported by internal and external audits.

Ethics and integrity are also central to our culture. In 2025, we reinforced **ethical awareness**, maintained our "Say it" **whistleblowing channel** and continued developing our approach to **cybersecurity** and information security management.



Looking ahead, we will continue strengthening innovation, decarbonization, circularity, responsible sourcing, employee wellbeing and governance maturity.

LOOKING AHEAD



**Our commitment
remains the same:
to create sustainable value
worldwide.**



"Balancing growth, competitiveness, and sustainability requires continuous adaptation, investment, and collaboration."

The progress presented in this report confirms that sustainability is firmly embedded in the way Colquímica Adhesives grows, innovates, and creates value. It guides our decisions, shapes our solutions, and strengthens the relationships we build with customers, employees, partners, and communities.

The achievements of 2025 demonstrate what can be accomplished when environmental responsibility, social commitment, and strong governance are integrated into the business. They also reinforce our conviction that sustainability and business performance go hand in hand.

Innovation will remain at the heart of our journey. We will continue developing high-performance adhesive solutions that support circularity, resource efficiency, and more sustainable products and processes for our customers, helping create value across the value chain.

None of this progress would have been possible without the dedication of our employees and the trust of our customers, suppliers, and partners. To all of them, I extend my sincere appreciation.

While we are proud of what we achieved in 2025, we recognize that the path ahead will continue to bring challenges. Balancing growth, competitiveness, and sustainability requires continuous adaptation, investment, and collaboration.

At Colquímica Adhesives, sustainability is not only about reducing impacts or meeting expectations. It is about ensuring the long-term resilience of our business while contributing positively to the industries and communities we serve.

Together, we will continue building a stronger, more responsible, and more sustainable future.

Patrícia Brás

Corporate Sustainability & Quality Director



COLQUIMICA.COM

Go beyond the
HIGHLIGHTS.



SCAN TO EXPLORE
THE FULL REPORT.