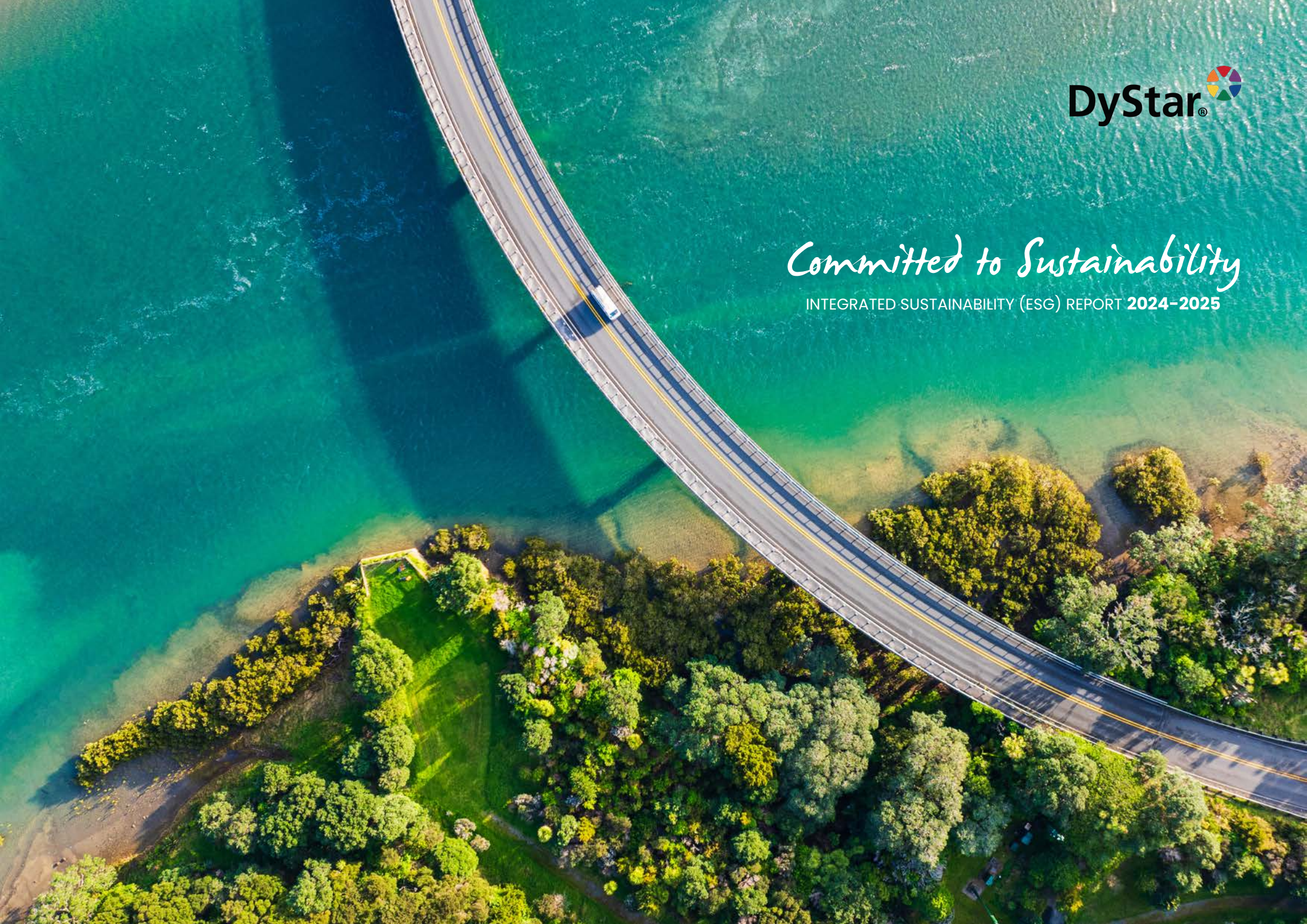


DyStar®

Committed to Sustainability

INTEGRATED SUSTAINABILITY (ESG) REPORT **2024-2025**

We strive to be the environmental and innovation global leader in our chosen industries.

30 Resounding Years in SUSTAINABLE INNOVATION 1995 - 2025

Location: Heilongtan Park, Lijiang, Yunnan, China

TABLE OF CONTENTS

Key Highlights of The Year

About DyStar

05 Our Business & Purpose

07 About this Report

09 Message from the Management

12 Governance Structure

15 Our Approach to Sustainability

Our Value Creation

25 Financial Capital
Resilient Economic Performance

29 Manufactured Capital
Sustainable Production & Supply Chain

41 Intellectual Capital
Innovative Portfolio

50 Natural Capital
Environmental Resource Management

67 Human Capital
Supporting and Developing Our People

87 Social Capital
Contributing to the Community

Annexes and Indexes

93 Appendix A:
Supplementary Sustainability Data

98 GRI Content Index

105 SDG Index



KEY HIGHLIGHTS OF THE YEAR

RESILIENT ECONOMIC PERFORMANCE

USD 751.59 million
in revenue

USD 101.06 million
paid in global employee wages and benefits

SUSTAINABLE SUPPLY CHAIN

100% of new suppliers
underwent ESG screening according to DyStar's supply chain policy

100% of suppliers
assessed for environmental impacts

53 textile dyes
awarded C2C Certified Material Health Certificate™ SILVER LEVEL

Champion Award
at the adidas® adiFormulator Award 2024

DEVELOPING OUR PEOPLE

31%
management roles held by women

8.12
average training hours per employee

zero cases
discrimination reported

zero cases
workplace fatalities and work-related ill health

100%
employees at manufacturing sites attended safety trainings

80%
operations assessed for risks relating to corruption

zero cases
of corruption

KEY HIGHLIGHTS OF THE YEAR

INNOVATIVE PORTFOLIO

Member of **43** industry organisations, business associations, and other standards

500 regulated or restricted substances monitored through econfidence®

15% of the Coloration portfolio realized with dyes launched between 2019 to 2023

1739 DyStar products listed on bluesign® FINDER

26 "Positive Lists" on eliot®

450 substances registered according to EU REACH

1,900 substances pre-registered according to KKDIK

2,132 DyStar products listed on ZDHC Gateway, conformant with ZDHC MRSL v3.1

ENVIRONMENTAL RESOURCE MANAGEMENT

▼44% **emissions intensity** FY2024 vs FY2011

▼3% **energy intensity** FY2024 vs FY2011

▼55% **water intensity** FY2024 vs FY2011

▼58% **wastewater intensity** FY2024 vs FY2011

▲61% **waste production intensity** FY2024 vs FY2011

52.90 thousand m³ **water reused** FY2024 vs FY2011 (**▼3.64%** from FY2023)

OUR BUSINESS & PURPOSE

Extended Value-Added Solutions

DyStar Singapore Pte Ltd (referred to as "DyStar" or the "Group"), is a leading manufacturer of dyestuffs and chemicals, offering holistic solutions. DyStar's main objective is to create sustainable value through cultivating strong, lasting relationships with a diverse range of stakeholders across our value chain – including communities, employees, retailers, industrial partners, and a broader network of internal and external parties. DyStar offers its global customer base a comprehensive portfolio of colourants, specialty chemicals, and services. With a heritage that spans over a century, the Group has established itself as a leader in product development and innovation within the textile industry.

DyStar is involved in the following key industries:





Textile & Leather



Personal Care, Pharma, & Household



Food & Beverage



Paints, Coatings, Industrial & Construction



Printing, Paper, & Packaging

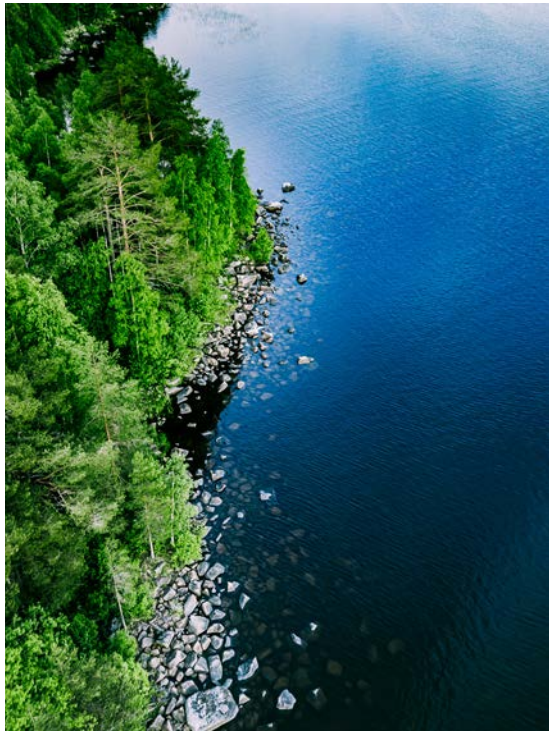


Water Treatment & Agriculture

OUR BUSINESS & PURPOSE

Our Purpose to Create Sustainable Value

Guided by our core values – "Responsibility", "Innovation" and "Excellence", DyStar is committed to generating economic, social, and environmental value for stakeholders across our value chain.



OUR PURPOSE

We strive to be the environmental and innovation global leader in our chosen industries

OUR VALUES

Responsibility

We are committed to conducting our business activities with the highest levels of integrity and ethical standards. We also ensure a safe and healthy environment for our employees and provide them with equal opportunities.

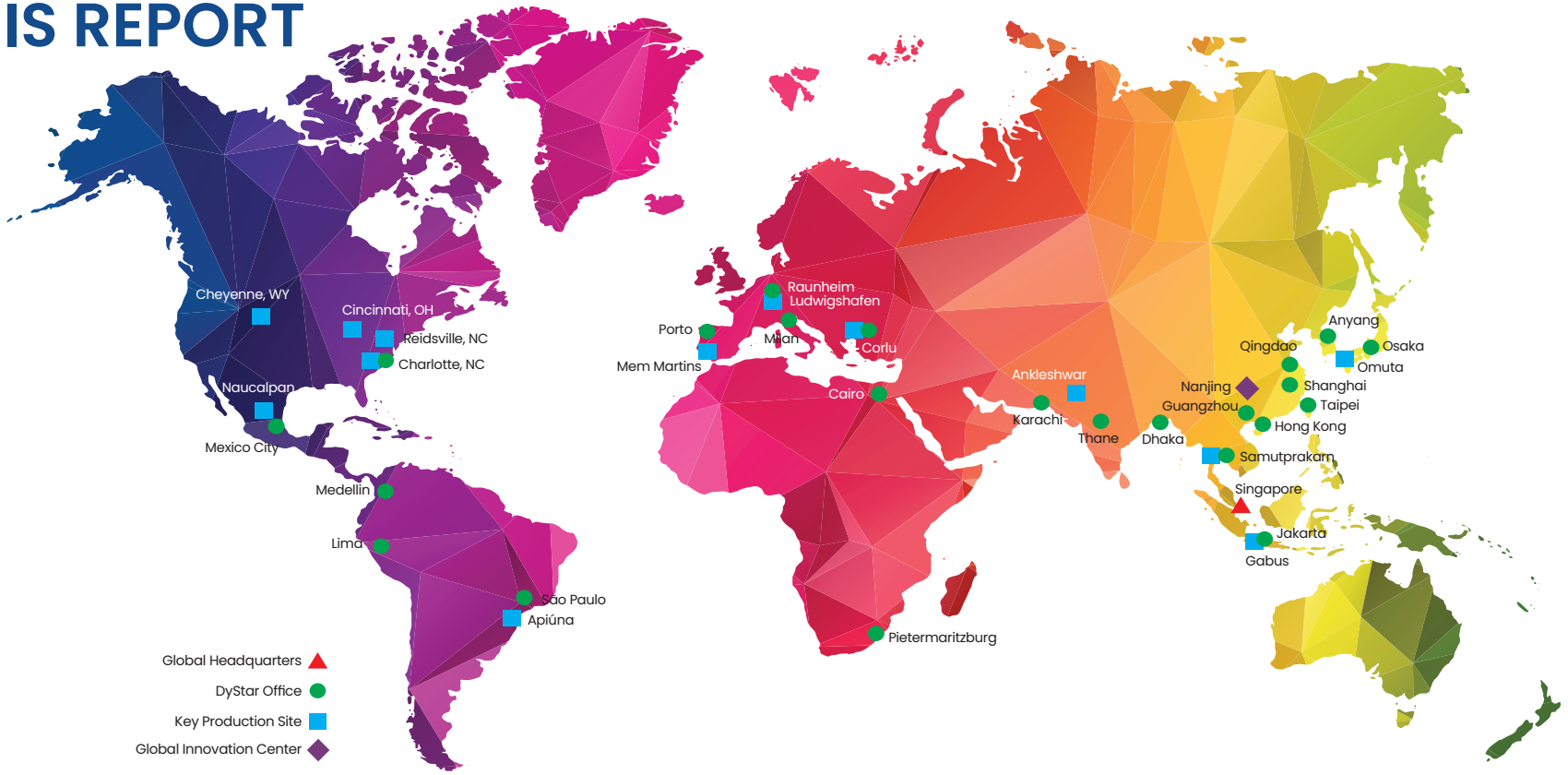
Innovation

We are committed to continuous innovation not only in products and services, but also in manufacturing techniques and business processes in order to deliver environmentally compatible products and minimize the impact on the environment of our operations, and those of our customers in the industry sectors we supply.

Excellence

The quality of our products and services is a key factor in our company's success and underpins the fulfilment of our corporate goals. We continue to create an open and creative work environment to attract talented and service-oriented employees.

ABOUT THIS REPORT



DyStar reaffirms its ongoing commitment to global sustainability efforts[1] with the publication of its 15th annual Sustainability Performance Report.

The report communicates how DyStar is creating value for stakeholders by integrating sustainability considerations into its policies, operational processes, and value chain. The Group also discloses its economic, environmental, social, and governance (EESG) performance that are material to its customers and stakeholders.

Reporting Scope

This report covers DyStar's global portfolio, including all production sites, warehouses, offices, and laboratories that are either owned or operated by DyStar in over 50 countries for the financial year (FY) from 1 January 2024 to 31 December 2024.

Where relevant and available, this report provides comparative historical data. At DyStar, Sustainability Reporting (inclusive of financial performance) is performed on an annual basis, with its last report, 2023 – 2024 Integrated Sustainability Report, published in August 2024. There are no restatements of information in DyStar Group's FY2024 Sustainability Report.

[1] The Group takes reference from the United Nations' Sustainable Development Goals (UN SDGs) and relies on the science-based assessments of the Intergovernmental Panel on Climate Change (IPCC) to inform its sustainability commitments and efforts.

ABOUT THIS REPORT

Reporting Framework

This report has been prepared in accordance with the Global Reporting Initiative ("GRI") Standards 2021, which provides a comparable and credible way to disclose the Group's ESG performance.

The report adheres to the key reporting principles of comparability, accuracy, timeliness, clarity, and reliability outlined by the GRI Standards. The GRI Content Index, along with the applicable disclosures, is detailed on pages 98 to 104 of this Report.

This report also takes reference from the International Integrated Reporting Council's ("IIRC") Integrated Reporting Framework. The Group believes the IIRC framework provides stakeholders with a holistic view of how the interrelation between ESG and financial performance can unlock value for stakeholders.

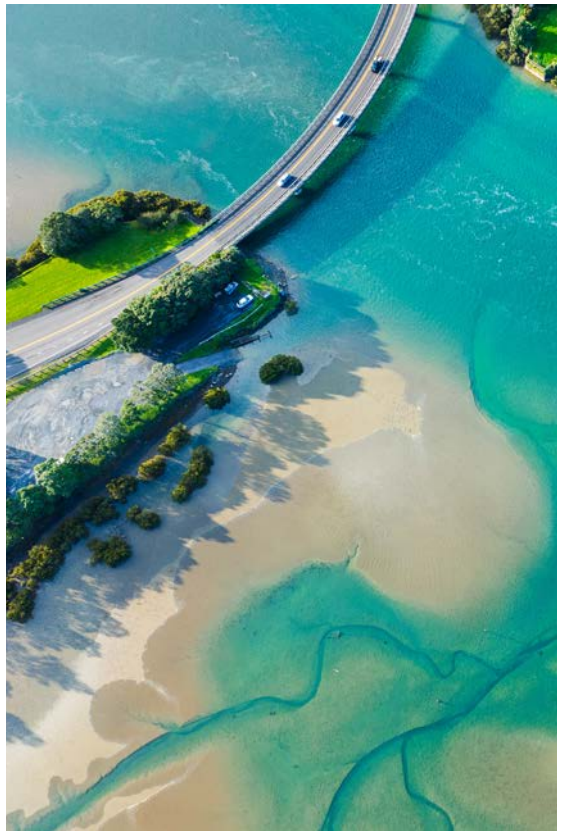
Lastly, this report aligns with the United Nations' Sustainable Development Goals ("UN SDGs"), highlighting DyStar's contributions to the UN SDGs most relevant to its business. This underscores the Group's commitment to addressing global sustainability challenges and striving towards a more sustainable future.

Data and External Assurance

To ensure a consistent sustainability performance data collection process, DyStar has engaged an external consultant and adopted a third-party data management system across all global operations. In collaboration with a global consulting partner, DyStar adopts a standardised approach to the collection, analysis, and evaluation of data from all business units. While the data presented in this report has not undergone external verification, DyStar is actively exploring the possibilities of obtaining third-party verification for key data segments in future sustainability reports.

Feedback

As the Group progresses on its sustainability journey, we welcome feedback and input from all stakeholders. Please address any feedback or questions at www.DyStar.com/contact-DyStar/.



Message from the Management

MANAGING DIRECTOR AND PRESIDENT



Over the past year, the evolving economic landscape has significantly impacted the global chemical and textile manufacturing industries in which we operate. Persistent geopolitical tensions, shifting trade dynamics, and ongoing disruptions in global shipping and logistics have further contributed to an increasingly complex operating environment.

With strategic prudence and unwavering dedication, DyStar remains committed to driving sustainability and innovation, advancing environmental responsibility, and optimizing our global manufacturing footprint. A key example of this commitment is the Group's strategic initiatives to periodically review, consolidate, and optimise production efficiencies - ensuring DyStar remains agile and scalable to seize future growth opportunities.

Notably, in our recent announcement, DyStar will transition to full ownership under our major shareholder, Zhejiang Longsheng Group Co., Ltd. This development has fundamentally resolved a longstanding dispute, reinforcing DyStar's long-term stability and strengthening our commitment to global stakeholders.

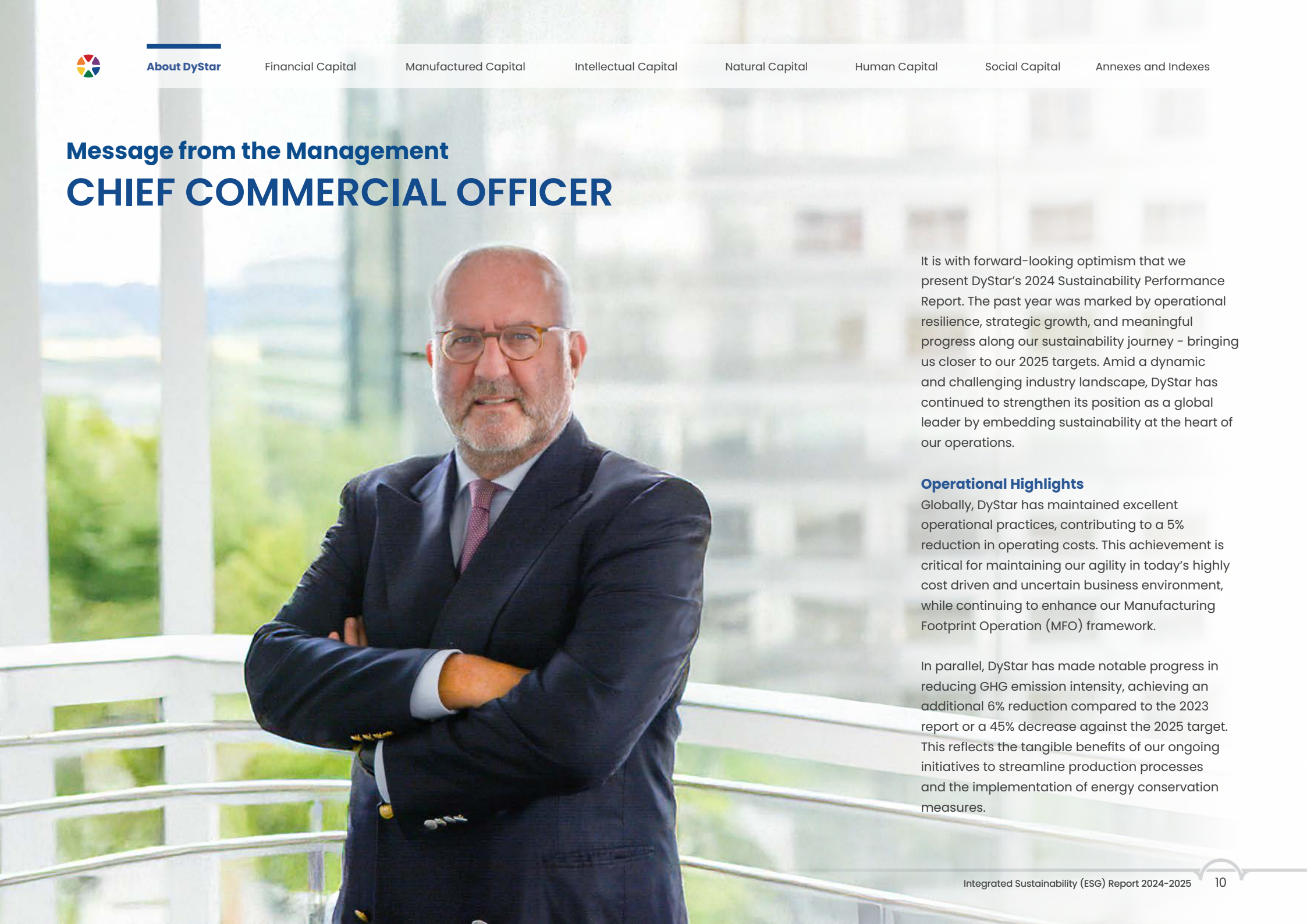
Looking ahead, we recognise that long-term value creation demands both strategic agility and a deep commitment to our environmental and social responsibilities. With this in mind, we have refreshed our 2030 sustainability goals to reflect evolving stakeholder expectations and the urgent need to accelerate our sustainability progress.

As we embark on another year of both opportunity and challenge, I extend my sincere gratitude to all our stakeholders for your continued trust and partnership. Driven by purpose, guided by sustainability, and united in our shared vision for a better world, we look forward to what we can achieve together - bridging responsibility with innovation!

XU YALIN
Managing Director and President
DyStar Group

Message from the Management

CHIEF COMMERCIAL OFFICER



It is with forward-looking optimism that we present DyStar's 2024 Sustainability Performance Report. The past year was marked by operational resilience, strategic growth, and meaningful progress along our sustainability journey - bringing us closer to our 2025 targets. Amid a dynamic and challenging industry landscape, DyStar has continued to strengthen its position as a global leader by embedding sustainability at the heart of our operations.

Operational Highlights

Globally, DyStar has maintained excellent operational practices, contributing to a 5% reduction in operating costs. This achievement is critical for maintaining our agility in today's highly cost driven and uncertain business environment, while continuing to enhance our Manufacturing Footprint Operation (MFO) framework.

In parallel, DyStar has made notable progress in reducing GHG emission intensity, achieving an additional 6% reduction compared to the 2023 report or a 45% decrease against the 2025 target. This reflects the tangible benefits of our ongoing initiatives to streamline production processes and the implementation of energy conservation measures.

CHIEF COMMERCIAL OFFICER STATEMENT

In line with our dedication to environmental stewardship, DyStar has also advanced its commitment to a cleaner and more sustainable energy future. Our production site at Mem Martins achieved a full transition to renewable energy, marking a significant milestone in the Group's sustainability journey.

Product Innovation and Safety

As part of our commitment to product responsibility, a selection of 53 DyStar dyes was revalidated by the Cradle-to-Cradle Product Innovation Institute and successfully renewed its C2C Certified Material Health Certificate™ SILVER LEVEL. This achievement underscores our ongoing efforts to ensure that our products meet the highest standards of material health and environmental stewardship.

Furthermore, DyStar's portfolio of innovative bio-based products continue to deliver both environmental and commercial value, meeting the evolving expectations of our stakeholders, customers, and end-users.

Bridging Minds to Shape a Sustainable Future

As part of our global strategy, we conducted a comprehensive review of DyStar Group sustainability roadmap, evolving our original 2025 goals into a refreshed and more ambitious set of 2030 targets. These targets are designed to ensure they remain relevant, forward-looking, and aligned with both industry best practices and stakeholder expectations.

We are also preparing for alignment with emerging global frameworks, including the International Sustainability Standards Board (ISSB) and the Corporate Sustainability Reporting Directive (CSRD), to ensure DyStar is well-positioned to meet the new regulatory and market expectations.

Most significantly, we have begun adopting automation technologies to support a more robust and credible reporting framework, from streamlining data collection to enhancing transparency, across our global sustainability disclosures.

Thank you for your continued trust and partnership as we move forward on this journey toward a more sustainable future.

ERIC HOPMANN
Chief Commercial Officer
DyStar Group

GOVERNANCE STRUCTURE

Since its establishment in 1995, DyStar Group has remained committed to upholding the highest standards of corporate governance, performance, and ethical practices across all its operations. The Board and Senior Management are accountable for upholding DyStar's objective of generating sustainable value for stakeholders along the entire value chain, as well as safeguarding the long-term business viability of the company.

Board of Directors

DyStar regularly reviews its governance structure to ensure it caters to the needs of the business and its stakeholders. At DyStar, there is a clear delineation of responsibilities between the Chairman and the Group's Managing Director and President, to maintain a balance of authority and enable independent decision-making. In alignment with this structure, the Group's Board of Directors is led by a non-executive Chairman.

The Board members, owing to their diverse industry experience and expertise, play a crucial role in making informed decisions for the Group. They are accountable for providing oversight over the company and setting the direction for DyStar's long-term business objectives, organisational strategy, risk management and global dealings.

As part of their responsibilities, the Board independently undertakes the nomination and selection of its members to ensure alignment with the Group's strategic priorities. They also oversee the Group's due diligence processes, including establishing governance frameworks and policies, appointing responsible audit partners, and engaging with stakeholders. To ensure the effectiveness of these processes, the Board conducts both periodical and annual reviews to evaluate outcomes and inform decision-making.

In managing conflicts of interest, all Board Directors are required to complete a Declaration of Directors' Interests annually as part of the statutory audit process. This includes disclosing external directorships, shareholdings, and other relevant affiliations. To strengthen its oversight on sustainability issues, the Board also receives bi-annual updates from the Global Sustainability team on ESG progress, trends, and key developments.

In addition, to assess the effectiveness of its oversight, DyStar follows a structured annual evaluation process guided by the Global Audit Committee to ensure objectivity and independence, and this is conducted before the renewal of board members. This includes goal setting, internal and external performance assessments, stakeholder engagement sessions, analysis of both quantitative and qualitative metrics, and periodic Board and committee reflections.

The Board members collaboratively review and approve business plans and ensure that sufficient resources are available for DyStar to realise its objectives. As industry leaders, it is also the Board's priority to ensure environment, social, governance (ESG) roles as well as economic responsibilities are woven into the fabric of DyStar's operations.

The Group's Managing Director and President, Xu Yalin, is based at DyStar's global headquarters in Singapore and is responsible for overseeing DyStar's day-to-day operations. In addition to his executive duties, he serves as the primary liaison between the Board of Directors and the Senior Management team. In his capacity, Mr. Xu ensures the effective implementation of the Board's strategic directions across all levels of the organisation.

BOARD OF DIRECTORS

Ruan Weixiang
Chairman

Xu Yalin
Managing Director and President

Yao Jianfang
Director

Manish Kiri
Director

Nesal Hasmukh Shah
Director

GOVERNANCE STRUCTURE

Board Committees

The Board's efforts are supported by the Audit Committee and the Remuneration Committee, both of which convene periodically to discuss new developments, assess business performance, identify strategic opportunities, and evaluate potential projects and policies – thereby contributing meaningfully to the Group's business planning and governance processes.

The Audit Committee assumes a pivotal role in supervising DyStar's internal control measures and internal auditing functions. They are responsible for assessing the objectivity and independence of external auditors, validating the Group's financial statements, and certifying all financial performance disclosures.

The Remuneration Committee supervises DyStar's policies and practices concerning human resources. They guide the Board on issues of remuneration practices, appointments, and compensation, ensuring that these are aligned with the Group's long-term business objectives.

Senior Management Team

The Board delegates responsibilities to the Senior Management Team, led by Group's Managing Director and President, who are entrusted with the execution of the strategies and objectives set by the Board. In carrying out their duties, the team places a strong emphasis on efficacy, transparency, and sustainability.

Their mandate also includes fostering a culture of ethical business practices, echoing DyStar's mission and purpose. To underscore their commitment to sustainability, the Senior Management Team has established a dedicated Sustainability Committee, comprising ten key members, each representing a unique function within the Group.



GOVERNANCE STRUCTURE

Global Sustainability Committee

The Global Sustainability Committee reports directly to the Chief Commercial Officer (CCO) and is responsible for executing the Board's Sustainability strategy in alignment with DyStar Group's corporate purpose. The Global Sustainability Committee convene quarterly to assess DyStar's sustainability performance, monitor progress, and review industry developments that may impact the Group's risks and opportunities.

A key responsibility of the Global Sustainability Committee is stakeholder engagement, aimed at promoting awareness and adoption of sustainability practices in the industry, supporting the development of sustainable products within DyStar, and monitoring the Group's ESG performance. The Global Sustainability Committee, through the Chair of the Global Sustainability Committee, also periodically reviews and recommends key ESG risks and opportunities to the Board, including insights gathered on market trends and behaviours, evolving customer demand, and emerging opportunities arising from the changing landscape of climate impact.

To foster transparency and stakeholder involvement, DyStar publishes an quarterly sustainability-themed internal newsletter to its Senior Management and Global Product Managers. This keeps stakeholders informed of the latest industry developments, regulatory changes, innovations, and climate-related news.

A sustainability-related enquiry page is also available on DyStar's website for stakeholders to submit queries or feedback.

DYSTAR SUSTAINABILITY COMMITTEE

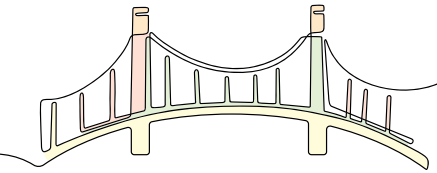
Eric Hopmann *Chief Commercial Officer*	**Fanny Vermandel** *Vice President, Global Marketing Coloration*
Hartmut Behnke *Director, Global Marketing Auxiliaries*	**Thorsten Huels** *Director, Global Marketing Denim*
Foong Leng Lo *Vice President, Global Human Resource*	**Siew Boon Ng** *Vice President, Global Finance*
Vera Huang *Vice President, Global Procurement*	**Clement Yang** *Vice President, Global Manufacturing*
David Tan *Senior Director, Global Supply Chain Management*	**Adrian Ho** *Senior Manager, Global Communications*

OUR APPROACH TO SUSTAINABILITY

Our Sustainability Journey

Drawing upon the pioneering research of its parent companies, such as Hoechst AG, Bayer AG Textile Dyes, Mitsubishi, BASF AG Textiles Dyes, and Mitsui – DyStar leverages a knowledge base that spans over a century in the synthetic dyes chemistry sector. This has enabled DyStar to consistently develop innovative products and services that adhere to the most stringent quality, safety, and ecological standards. As a result, DyStar not only enhances its operational excellence but also contributes meaningfully to advancing social and environmental performance across the industry.

Building on its rich legacy, DyStar continues to expand steadily, diversifying its portfolio, and extending its innovation solutions into new sectors such as food and performance chemicals.



1995 — **FOUNDED AS A JOINT VENTURE:** Hoechst and Bayer Textile Dyes, Mitsubishi

2000 — **JOINT VENTURE:** BASF and Mitsui

2002 — **ACQUISITION:** Color Solutions International®

2004 — **LAUNCH:** econfidence® Program

2006 — **ACQUISITION:** Yorkshire Americas, Rotta Group and Boehme Group

2007 — **ACQUISITION:** Texanlab

2010 — **JOINTLY ACQUIRED BY:** Longsheng Group and Kiri Industries

2010 — **RELEASED** DyStar's First Sustainability Report

2012 — **FOUNDATION:** Sustainable Textile Solutions

2013 — **ACQUISITION:** Lenmar Chemical Corporation

2015 — **LAUNCH:** eliot®

2016 — **ACQUISITION:** Emerald Hilton Davis LLC, Emerald Carolina Chemical LLC, Emerald Foam Control LLC

2016 — **LAUNCH:** First Cadira module: Cadira® Reactive

2019 — **FOUNDATION:** BluWin®

2019 — **CONTRIBUTOR:** ZDHC Foundation

2023 — **LAUNCH:** Bio-based products

OUR APPROACH TO SUSTAINABILITY

Creating Sustainable Value

Anchored in its core values, DyStar's two-fold sustainability strategy addresses how the Group can reduce its own environmental impact and concurrently empower its stakeholders in reducing theirs.

Guided by a vision to become a global environmental and innovation leader in the industries it serves, DyStar is driven by its core values of Responsibility, Innovation, and Excellence. The Group has identified four strategic focus areas to translate these into actionable outcomes that strengthen its ESG endeavours.

To create meaningful impact, sustainability must be implemented throughout all aspects of a company's operations and value chain. This principle is deeply integrated into the Group's daily practices, ensuring that sustainable practices are consistently applied throughout its entire value chain. Additionally, there are policies in place for all stakeholders to further enhance the Group's commitment to sustainability[2].

The Group recognises that reducing energy consumption, water usage, waste, and other environmental resources not only contributes to environmental stewardship but also enhances the cost-efficiency and competitiveness of its products. In alignment with this commitment, the Group actively promotes and supplies a diverse range of responsible products, tools, and services designed to meet the evolving needs of customers, brands, and retailers[3].

Internally, DyStar empowers employees to participate in sustainability campaigns and contribute ideas, reinforcing shared responsibility for environmental impact.

[2] For more information, please see the Ethical Business chapter

[3] For more information, please see the Sustainable Supply Chain and Product Innovation and Responsibility chapters.

DYSTAR'S SUSTAINABILITY STRATEGY

Creating safer and better products

DyStar continuously innovates its products to ensure it is better, safer, and environmentally preferable to create value for its stakeholders and the community.

Caring for our people

Recognizing that employees are its most valuable asset, DyStar takes tangible steps to create a diverse workplace and invests in continuous learning for all employees to build a resilient organization.

Conserving the environment

DyStar adopts a two-fold Sustainability approach – reducing its own environmental impact and helping customers reduce theirs. To that end, DyStar has set a 2025 target to reduce its environmental impact across the main focus areas of energy, greenhouse gas emissions, water, and waste. Additionally, DyStar also established its organizational sustainability structure to optimize its operational impacts.

Communicating our value creation

DyStar communicates a summary of its Sustainability strategy and progress in managing ESG issues through its annual Integrated Sustainability Report. DyStar also advances sustainable development by aligning with the UN SDGs.

OUR APPROACH TO SUSTAINABILITY

ESG Peer Benchmarking

The chemical industries, due to its resource-intensive operations and production waste, notably impact the environment. As a result, stakeholders, customers, and suppliers in the industry are increasingly considering ESG factors in their decision-making. DyStar fully recognises its responsibility in addressing these environmental concerns and believes in the potential of product innovation, including novel chemistry and bio-based products, to mitigate these challenges. DyStar also set an ambitious environmental target to **lower its environmental footprint by 30% per ton of product by 2025**, using 2011 as the baseline year.

Considering the industry's potential risks and growth drivers, DyStar recognises the importance of reassessing its environmental targets to stay in line with the current regulatory landscape. The company is committed to consistently re-evaluating and aligning its Sustainability efforts standing in the market, with an increased focus on decarbonisation.

In FY2024, DyStar conducted a peer benchmarking exercise centred on ESG policies, metrics, and practices. This exercise is regarded as a strategic tool to enhance performance, pinpoint areas of improvement, drive innovation, and align more closely with stakeholders' expectations on sustainability. By analysing the sustainability strategies of peers within the chemical sector, DyStar gained valuable insights into industry best practices that will contribute to the development of more robust and forward-looking strategies to address existing gaps as DyStar aspires to position itself as a sustainability leader in the chemical industry.



OUR APPROACH TO SUSTAINABILITY

As part of this exercise, three peers were selected for benchmarking, with a focus on several key ESG metrics. The observations and corresponding recommendations are outlined in the table below. DyStar plans to consider adopting the action plan in a phased approach and is committed to disclosing progress in future sustainability reports.

KEY OBSERVATIONS	DYSTAR'S ACTION PLAN
There is a potential for DyStar to broaden its Scope 3 emissions reporting and establish a Science Based Targets initiative (SBTi) commitment. Enhancement in these areas can aid supply chain ESG analysis, illustrate commitment to decarbonisation, and provide clear interim targets, such as those for 2030, highlighting compliance with regulations.	**Enhance emissions transparency and establish SBTi commitment** • Broaden the Scope 3 emissions measurement to improve supply chain ESG analysis • Align decarbonisation strategy with the SBTi framework, and work towards meeting the requirements for formal submission, including enhancing the completeness of Scope 3 emissions data
There is an increasing recognition of biodiversity's importance in the chemical industry, with peers beginning to disclose their biodiversity efforts qualitatively.	**Foster biodiversity consciousness and transition towards reporting** • Improve recognition of the significance of biodiversity within the industry context • Gradually integrate biodiversity factors into the Group's sustainability considerations and future reporting plans
There are several opportunities for DyStar to align better with industry practices by embracing international standards and certificates such as ISO 45001 and EcoVadis®.	**Strengthen international certification presence and demonstrate sustainability commitment** • Adopting ISO14001 for two major manufacturing sites in 2025 • To consider adopting ISO 45001 certification to demonstrate DyStar's commitment to Occupational Health and Safety Management • Plan to obtain EcoVadis certification to demonstrate DyStar's commitment to sustainability and ethical business practices

OUR APPROACH TO SUSTAINABILITY

Our Material Matters

The materiality review is conducted with the aim of identifying major EESG elements that could have a significant influence on DyStar's overall enterprise worth. This process involves understanding how EESG factors affect stakeholders' perceptions of DyStar's relationships and engagements.

Through this analysis, DyStar can prioritise key resources in its business and financial strategies, ensuring alignment with its core purpose and overarching sustainability strategy.

KEY STAKEHOLDER	MODE OF ENGAGEMENT	FREQUENCY OF ENGAGEMENT
Employees	Recognition programmes, Appraisals, Team bonding activities	Annually
Customers	Workshops, Tradeshows, Surveys	Quarterly
Brands and Retailers	Workshops, Tradeshows	Quarterly
NGOs and Industry Groups	Forums, Industry Assessments	Quarterly
Suppliers	Audits	Annually

DyStar conducts materiality review on an annual basis. For FY2024, the Group reassessed the material topics identified in FY2023, focusing on those with significant implications for the chemical manufacturing industry.

The review was guided by emerging global climate and ESG trends. During this process, three material topics were renamed and re-categorised to better reflect DyStar's current strategies and objectives.

Based on the findings, DyStar's Senior Management confirmed that the refreshed material topics remained aligned with the Group's corporate purpose and overarching sustainability strategy.

PREVIOUS TOPIC	REFRESHED TOPIC	REASON
Responsible Sourcing and Supply Chain	Sustainable Supply Chain	This approach ensures that long-term environmental, social, and economic considerations are embedded across all aspects of our operations.
Product Innovation	Product Innovation and Responsibility	DyStar's commitment to innovation extends beyond technological advancements to encompass responsibilities in product and service transparency, ensuring DyStar's stakeholders are well-informed and confident in the safety, quality, and sustainability of our offerings.
Workplace Health and Safety	Health and Safety	DyStar has broadened health and safety disclosure to holistically address both employee well-being and health and safety impacts on our customers. This reflects the Group's dedication to fostering a safe workplace and delivering products that uphold the highest standards of safety throughout their lifecycle.

OUR APPROACH TO SUSTAINABILITY

CATEGORY	MATERIAL TOPICS
Environment	1 Circular Economy; 2 Climate Resilience; 3 Sustainable Supply Chain; 4 Product Innovation and Responsibility
Social	5 Developing People; 6 Diversity and Equality; 7 Health and Safety
Governance	8 Data Privacy; 9 Ethical Business and Strong Governance
Economy	10 Economic Contribution



OUR APPROACH TO SUSTAINABILITY

[4] The six capitals are aligned to IIRC's framework and DyStar demonstrates its value creation through these six capitals in subsequent chapters.

Communicating Sustainability Performance

DyStar firmly believes in the interconnection between sustainability and business performance, leveraging this synergy for stakeholder value creation. In alignment with the IIRC framework, the Group recognises six primary types of capital, i.e., Financial, Manufactured, Intellectual, Natural, Human, and Social – which are integrated into all aspects of its business and financial operations. DyStar demonstrates how value is created, preserved, and enhanced through the application and development of these capitals. Moreover, the Group utilises these six capital forms to provide stakeholders with a more holistic understanding of its financial, business, and ESG performance[4].

CAPITAL	INPUTS	BUSINESS STRATEGIES	OUTPUTS	STAKEHOLDERS OF INTEREST
Financial DyStar's financial capital is made up of its balance sheet, cash flow, and investments which can grow the business and create value for stakeholders.	• Global operating cost: **USD 518.81 million** • Global employee wages & benefits: **USD 101.06 million** • Payments to Government: **USD 25.95 million**	• Prioritizing the hiring of local employees and relying on local suppliers • Proactively invest in infrastructure and technology	• Global revenue: **USD 751.59 million**	• Employees • Customers, Brands and Retailers • Suppliers
Manufactured DyStar's manufactured capital focuses on strengthening the Sustainability of its supply chain and ensuring a reliable supply of raw materials.	• Raw material: **70.76 thousand tons** • Packaging material: **3.85 thousand tons** • All new suppliers are required to sign DyStar's Letter of Commitment	• Strict supply chain policies to ensure responsible sourcing of materials and suppliers • Continuously seek new ways to reduce supply chain disruptions and optimise material efficiency • Enhance Sustainability logistics by partnering with third parties to collect, learn and re-distribute intermediate bulk containers	• Total production: **77.30 thousand tons** • Core product range: Textile Dyes, Inks and Pigments, Colorants and Process Additives Applied in Consumer Products, Textile & Apparel Auxiliaries, Industrial Colorants and Performance Chemicals	• Customers, Brands and Retailers • Suppliers

OUR APPROACH TO SUSTAINABILITY

CAPITAL	INPUTS	BUSINESS STRATEGIES	OUTPUTS	STAKEHOLDERS OF INTEREST
Intellectual DyStar's intellectual capital consists of its strengths to drive innovative solutions in its industry and partnerships with external associations.	• Number of industry organisations/ business associations: **43** • Sustainability with technology: **eliot®, Cadira® & Optidye®** • Textile effects and labels: **Evo® finishing products**	• Innovate new products to meet changing consumers' preferences and enhance product performance	• **500** regulated or restricted substances monitored through econfidence® • **eliot®** was introduced by DyStar in 2015 and is an internet-based tool for product selection and process optimisation in the dyeing process. It is an information database for DyStar's customers and offers various modules for customers to select products based on various criteria. The tool has **26 "Positive Lists"**, which is a selection of recommended DyStar products that are compliant with the Brands and Retailers' Restricted Substances Lists or the selected eco standard. • **10** Cadira modules • **450** substances registered according to EU REACH DyStar has **1900** substances pre-registered according to KKDIK	• Customers, Brands and Retailers • NGOs and Industry Associations
Natural DyStar's natural capital builds upon its commitment to conserve resources, avoid waste, and promote a circular economy.	• Direct energy consumed: **524.63 TJ** • Indirect energy consumed: **222.87 TJ** • Water withdrawal: **2556.80 thousand m^3** • Water reused: **52.96 thousand m^3** • Direct GHG emissions – Scope 1: **30.42 thousand tCO_2e** • Indirect GHG emissions – Scope 2: **12.56 thousand tCO_2e** • Wastewater discharged: **590.50 thousand m^3** • Hazardous Waste: **5.64 thousand tons** • Non-hazardous waste: **5.46 thousand tons** • Numbers of spills, total amount spilled: **32 spills**; **26,750 kg**	• Enhance energy efficiency through energy conservation initiatives • Increase the proportion of renewable energy use • Practice responsible waste management methods and improve waste efficiency • Improve operational processes to enhance water efficiency	• Energy consumption intensity: **9.67 GJ per ton of production** • Water withdrawal intensity: **33.08 m^3 per ton of production** • GHG emissions intensity: **0.56 tCO_2e per ton of production** • Wastewater intensity: **7.64 m^3 per ton production** • Overall waste intensity: **143.67 kg per ton production**	• Employees • Customers, Brands and Retailers • Suppliers • NGOs and Industry Associations

OUR APPROACH TO SUSTAINABILITY

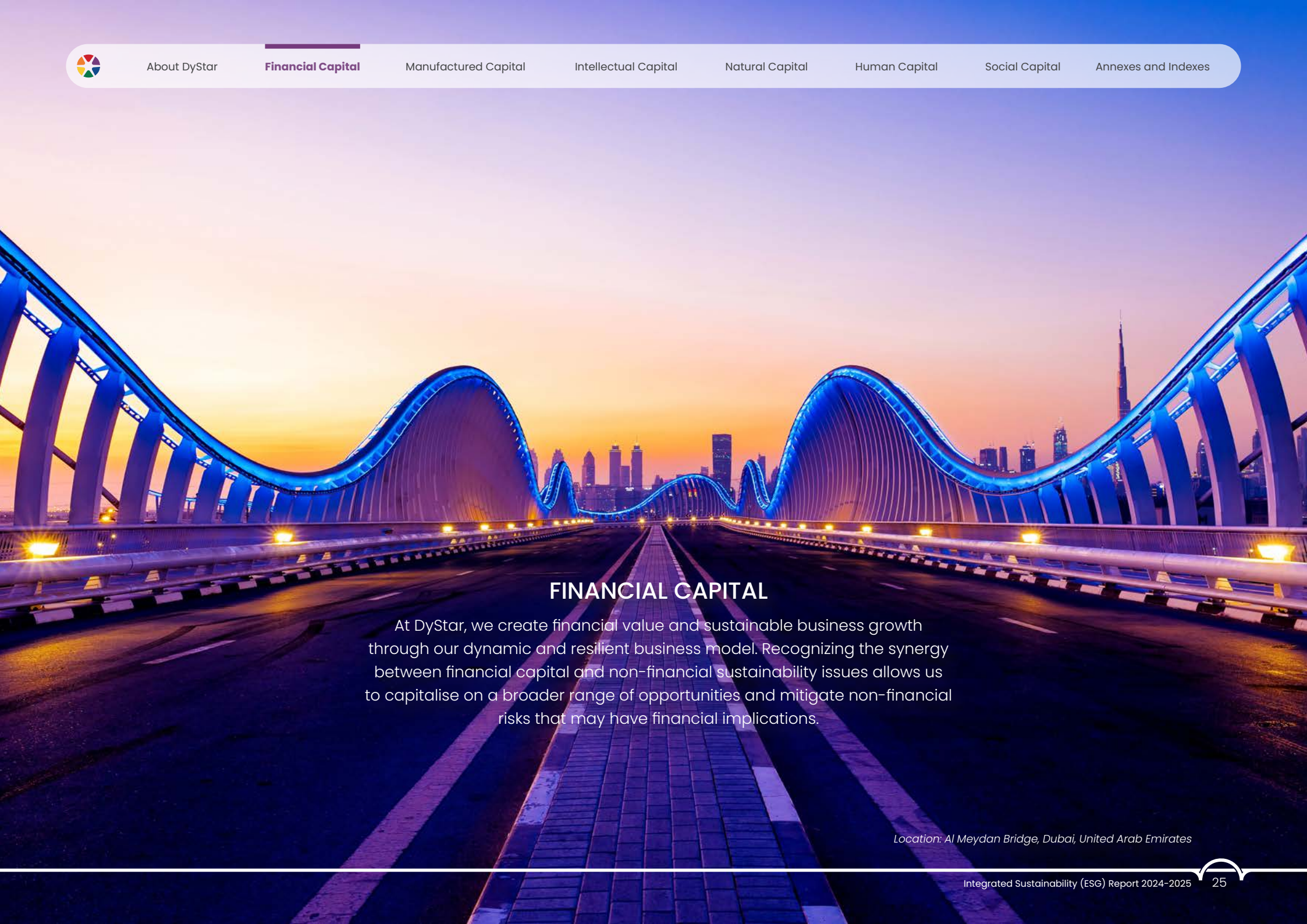
CAPITAL	INPUTS	BUSINESS STRATEGIES	OUTPUTS	STAKEHOLDERS OF INTEREST
Human DyStar's human capital comprises the skills and experience of its employees, as well as ensuring the business is conducted with integrity and fairness.	• Total number of workforce: **1,492** • Average training hours per employee: **8.12** • **80%** of operations assessed for risks relating to corruption	• Create an inclusive work environment, provide fair and non-discriminatory hiring practices • Place emphasis on upskilling employees' core competencies • Provide training programs to attract capable managers • Cultivate a strong safety-first culture	• **31%** of Management roles are held by women • **Zero cases** of workplace fatality • **Zero cases** of corruption and anti-competitive behaviour	• Employees • Customers, Brands and Retailers • Suppliers • NGOs and Industry Associations
Social DyStar's social capital is made up of its interaction with local communities to ensure its business generates positive outcomes for them.	• Donated **USD 180,000** to local communities	• Provide opportunities for employees to be part of various community outreach initiatives • Prioritise hiring from local communities where feasible		• Employees • NGOs and Industry Associations



OUR APPROACH TO SUSTAINABILITY

Risks and Opportunities

RISK LANDSCAPE	IMPACT ON DYSTAR	RISK AND OPPORTUNITY STRATEGIES
Macroeconomic and business risks	Risks associated with energy and geopolitical factors can cause disruption in the supply chain, potentially affecting both immediate and long-term business growth strategies.	DyStar has consistently been pursuing the implementation of technical solutions to effectively reduce its emissions, including the establishment of a systematic monitoring system aimed at enhancing energy efficiency.
Financial risks	Unforeseen incidents stemming from geopolitical events can disrupt global operations and supply chains. This may lead to extensive economic impacts such as increased liquidity and credit risks.	DyStar has not taken out any external loan and holds a substantial reserve of cash and cash equivalents. Furthermore, the company maintains significant credit lines with banks to access additional financing if required.
Climate change risks	Physical and transitional risks related to the climate, such as heightened environmental regulations and a higher incidence of severe weather conditions, could lead to disruptions in the supply chain, a rise in energy expenses, and a shortage of water supply.	DyStar consistently invests in cutting-edge technologies and operational enhancements to reduce its environmental impact. Recognising the consumer pivot towards eco-friendly products, DyStar's environmental leadership leverages this by delivering transparency and addressing the needs of end consumers. To ensure DyStar's agility and prosperity in a low-carbon future, DyStar's management continuously strives to understand and evaluate the potential impact and probability of climate-related risks to its operations.
Political risks	Political shifts can introduce unexpected changes in environmental policy, trade agreements, and regulations. This uncertainty can have direct impacts on DyStar's operations, supply chain, and overall business strategy.	DyStar proactively invests in risk management measures and operational flexibility to swiftly adjust to the changing geopolitical landscape. Notably, the Group's commitment to regulatory compliance underpins their resilient and adaptable operations.



FINANCIAL CAPITAL

At DyStar, we create financial value and sustainable business growth through our dynamic and resilient business model. Recognizing the synergy between financial capital and non-financial sustainability issues allows us to capitalise on a broader range of opportunities and mitigate non-financial risks that may have financial implications.

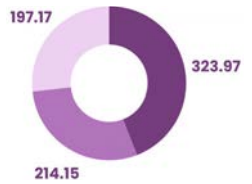
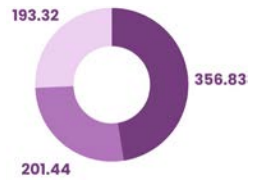
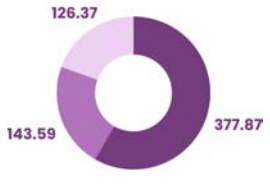
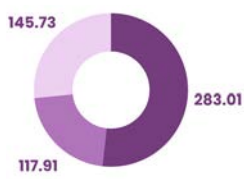
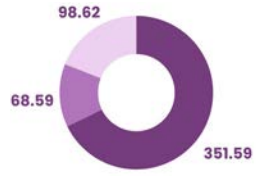
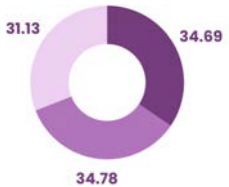
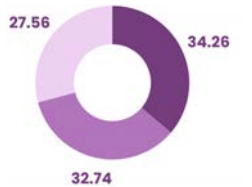
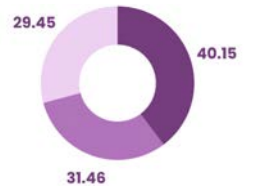
Location: Al Meydan Bridge, Dubai, United Arab Emirates

RESILIENT ECONOMIC PERFORMANCE

As a leading manufacturer of dyes and chemicals for the textile industry, DyStar recognises the critical role of financial capital in maintaining operations and delivering value to its stakeholders. The Group fosters financial resilience and sustainable business growth through a robust and adaptable business model. Strengthening the management of financial capital is not only a strategic necessity for continued success, but also a cornerstone of DyStar's commitment to aligning financial decision-making with its overarching sustainability strategy.

Financial Results

DyStar generates financial value by capitalising on global environmental and social resources, while continuously seeking opportunities to enhance resource efficiency. This approach aims to reduce costs, increase product preference, and strengthen brand identity. By doing so, DyStar reinforces its financial resilience and flexibility, ultimately delivering economic value to its stakeholders.

ECONOMIC (MILLION USD)	2022	2023	2024
Global Revenue			
Global Operating Costs			
Global Employee Wages and Benefits			
Net Payments / (Receipt) to / from Providers of Capital	(4.00)	(14.21)	(18.53)
Payments to Governments	38.66	24.47	25.95

Asia Europe Americas

RESILIENT ECONOMIC PERFORMANCE

In FY2024, DyStar recorded a **revenue** of

USD 751.59 million

▲ 2.22% vs FY2023

This growth was achieved alongside a

▼ 5.09% in **global operating costs**, underscoring the Group's continued success in enhancing production efficiency and refining its manufacturing processes.

These improvements are indicative of improved cost management, driven by initiatives focused on waste reduction, process optimisation, and efficient resource utilisation.

Global employee wages and benefits

▲ 6.87%, amounting to

USD 101.06 million in FY2024, reflecting DyStar's ongoing commitment to investing in its workforce.

Unforeseen geopolitical incidents continue to pose a risk to global operations, with potential disruption of global supply chains, which could lead to significant economic effects, including an increase in liquidity and credit risks. Despite these external uncertainties, DyStar remained financially resilient as of the end of FY2024. DyStar reported no external loans and maintained a substantial reserve of cash and cash equivalents. Furthermore, DyStar assures access to substantial credit lines with banks in the event where additional funds are required.

Taxes

DyStar maintains strict compliance with all tax laws in the jurisdictions where it operates. The Group has established internal controls and processes to ensure adherence to all tax obligations and regulatory requirements across its global operations.



In FY2024, DyStar contributed a total of

USD 25.95 million

in **tax payments** to the government.

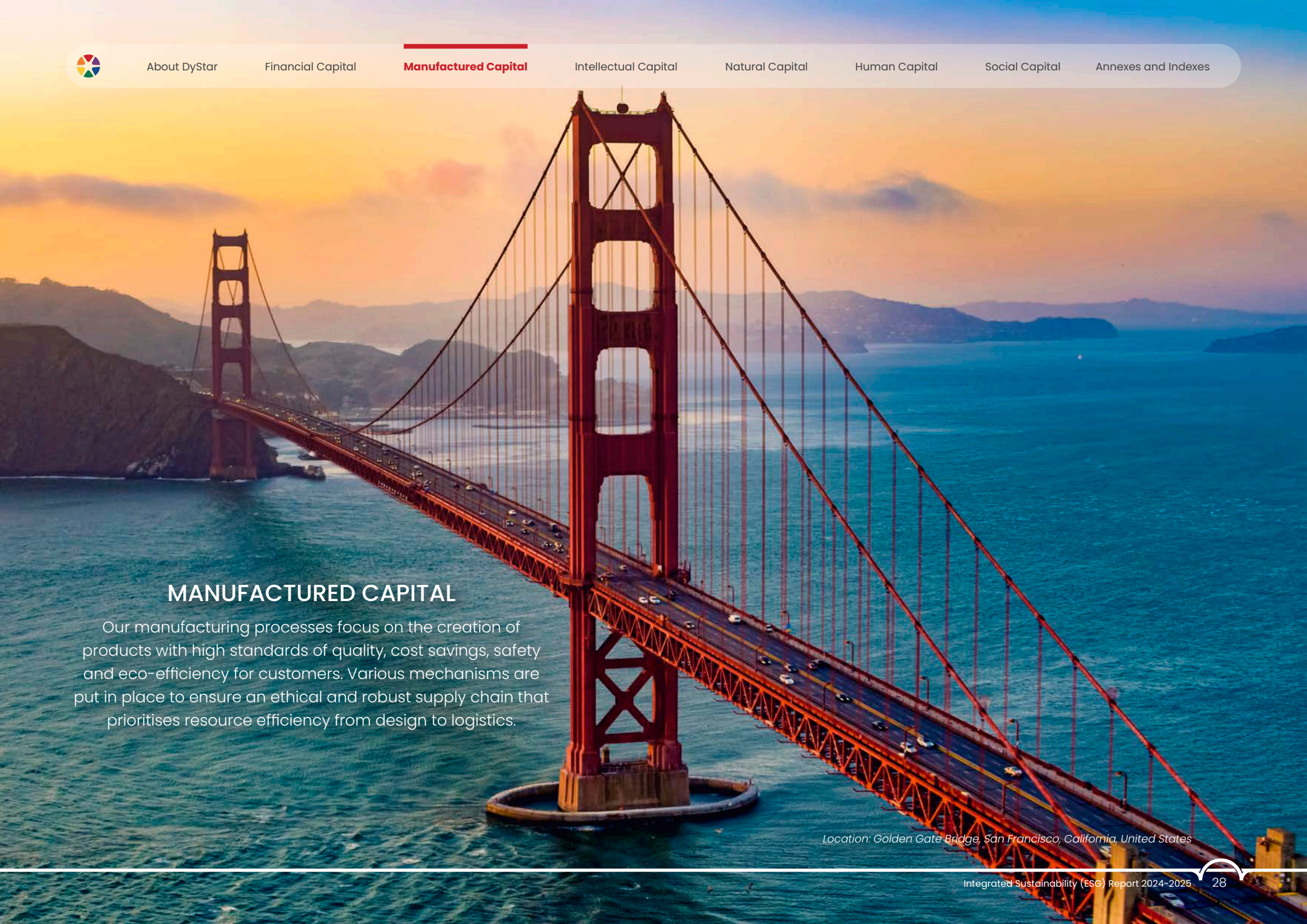
During the same period, DyStar received a total of **USD 2.56 million** in **tax reliefs and tax credits,** as well as

USD 0.37 million

in **government subsidies** provided by the various governments in the countries where it operates.

Investments

Climate-related risks— both physical (such as extreme weather events), and transition risks (such as regulatory risks like carbon pricing)— pose potential threats to supply chain stability, cost structure, and resource availability. In response to this, DyStar has continued to make strategic investments throughout FY2024 in advanced technologies and operational enhancements aimed at reducing its climate footprint and managing these risks proactively.



MANUFACTURED CAPITAL

Our manufacturing processes focus on the creation of products with high standards of quality, cost savings, safety and eco-efficiency for customers. Various mechanisms are put in place to ensure an ethical and robust supply chain that prioritises resource efficiency from design to logistics.

Location: Golden Gate Bridge, San Francisco, California, United States

SUSTAINABLE PRODUCTION AND SUPPLY CHAIN



DyStar's manufacturing processes are fundamentally structured around creating customer-oriented products that meet rigorous standards of quality, cost-effectiveness, safety, and eco-efficiency. Throughout the product journey, from design to logistics, multiple safeguards have been implemented to ensure a responsible and dependable supply chain that prioritises resource efficiency.

DyStar is committed to embedding sustainability into all facets of its operations, from manufacturing to logistics. The Group stringently enforces supply chain guidelines, ensuring ethical sourcing from suppliers and efficient use of resources. Most production processes are optimised for maximum efficiency, not only enhancing output but also minimising waste and resource consumption.

Concurrently, DyStar aims to reduce the environmental footprint of its logistics process by minimising waste and excessive packaging. DyStar has set a target to reduce its production footprint by 30% for every ton of production by 2025, from a 2011 baseline.

SUSTAINABLE PRODUCTION AND SUPPLY CHAIN

Creating Value Across Our Entire Value Chain

Direct Impacts

DESIGN > **MANUFACTURING** > **STORAGE** > **TRANSPORT**

Research and Development for New or Improved Products and Processes

Product stewardship at DyStar begins with a thorough consideration of green chemistry principles during the design phase. The development of products that are safer and more resource-efficient benefits DyStar's stakeholders across the value chain.

Production of Dyes and Auxiliaries

DyStar conducts eco-tests on raw materials to prevent the integration of impurities into the manufacturing pipelines. In a commitment to creating processes and products that are safe for human health and ecosystems and maximising resource efficiency, DyStar also subject its production procedures to strict risk evaluation and mitigation strategies.

Warehousing of Dyes and Auxiliaries

In its warehousing and shipping operations, DyStar applies safety and environmental best practices, which are thoroughly evaluated for potential environmental and health risks.

Delivery of Dyes and Auxiliaries to Customers

To handle chemical products safely, DyStar adheres to the Globally Harmonized System (GHS) for labelling.

DyStar's logistics optimisation reduces space wastage, fuel consumption, and annual transportation expenses.

SUSTAINABLE PRODUCTION AND SUPPLY CHAIN

Indirect Impacts

PROCUREMENT > CUSTOMERS > BRAND AND RETAILERS > CONSUMERS



Sourcing of Materials and Services

To protect human health and the environment, DyStar utilises its econfidence® program to prevent more than 500 restricted substances from entering the value chain. More details can be found in the econfidence section.

All products have unique article codes linked to the sources. The country of origin is mentioned on the product labels.



Application of Dyes and Auxiliaries in Textile & Apparel Manufacturing

DyStar optimizes and reduces production costs where feasible to remain competitive in the industry, through resource-efficiency, efficient chemistry, while ensuring premium product quality.

The company's eco-testing and robust safety measures during the design phase assure Brands & Retailers that it is safe to incorporate DyStar products into their supply chain.



Sales of Clothing and Apparel



Use of Textiles and Apparels

DyStar's precautions and risk mitigation measures protect consumers from exposure to carcinogenic, mutagenic, and reprotoxic substances.

DyStar products extend the lifespan of clothing and apparel, which benefits the environment and the consumers simultaneously.

In FY2024, there were:

zero cases
non-compliance concerning product information & labelling that resulted in warnings, fines or penalties with regulatory or voluntary codes in SDS.

zero cases
non-compliance concerning marketing communications

SUSTAINABLE PRODUCTION AND SUPPLY CHAIN

Sustainable Supply Chain

As a leading manufacturer of dyestuffs and chemicals, offering a diverse portfolio of colorants, specialty chemicals, and services, our pledge to sustainability is interwoven into our inventive products, operations, and organisational culture.

Our enduring commitment to sustainability underscores our dedication to fostering a sustainable supply chain through constant innovation, which includes minimising environmental effects, advocating for social responsibility, optimising costs and resources through sustainable practices, and aiding companies in adhering to regulatory changes and compliance requirements. To ensure more responsible sourcing, DyStar has implemented a stringent supply chain policy and numerous internal processes.

Such measures are integral in shaping a more sustainable supply chain, strengthening brand reputations, building trust, and fostering long-term customer loyalty.

[5] MM1 refers to the Group's Management Manual Level 1 Policy.

Supplier Evaluation and Screening

DyStar recognises the importance of fostering long-term relationships with its suppliers to ensure a resilient supply chain and maintain a competitive cost structure, while also fulfilling its duties towards clients and society. DyStar meticulously selects and cultivates suppliers who share its core values and demonstrate a strong commitment to sustainability and ethical practices.

DyStar's supply chain policy outlines the ESG and product safety standards and requirements that all suppliers must adhere to. As part of the initial ecological assessment, potential material suppliers undergo testing to ensure their products are eco-friendly and free of restricted substances, complying with industry standards. All new suppliers were required to pass the environmental screening to be qualified as part of DyStar's supplier pool.

Shortlisted suppliers are further evaluated in accordance with DyStar's supplier evaluation guidelines. Upon completion of the quality control process, they are added to DyStar's qualified supplier pool. These suppliers are subject to regular performance assessments, continuous eco-monitoring, and audits, based on product specifications and quality history.

In FY2024, under criterion MM1[5], **100% of new suppliers were assessed for environmental impacts**. The evaluation process considered suppliers' implementation of environmental systems such as ISO 14001, management protocols, and formal policies such as a Code of Conduct.

In addition to environmental assessment, DyStar considers social responsibility criteria when required by end customers. DyStar is in the process of formalizing this through mandatory supplier acknowledgment of an official Supplier Code of Conduct document that integrates social responsibility commitments. This will be uniformly adopted across all new and existing supplier relationships.

In FY2024, **100% of new suppliers were not found in violation of DyStar's supply chain policy during the assessment, nor have caused any negative environmental or social impacts on surrounding communities**. As such, no corrective actions, improvement plans, or terminations of supplier relationships were required in FY2024.

SUSTAINABLE PRODUCTION AND SUPPLY CHAIN

Supplier Letter (Eco questionnaire)

Supply chain represents the largest concentration of DyStar's Environmental footprint. Recognising its obligation to mitigate environmental impacts along its supply chain, the Group has developed a supplier letter (i.e., Eco Questionnaire) based on relevant laws, leading industry standards and best practices. This document outlines elements that are forbidden, discouraged, or whose concentrations are not to be exceeded. DyStar's key suppliers are informed and provided with a copy of the letter, and asked to sign for agreement, which aids in minimising the risk of contamination within the supply chain.



Letter of Commitment to Professional Integrity

DyStar is committed to cultivating a corporate culture rooted in professionalism, credibility, transparency, integrity, and fairness in its dealings. These core values are extended beyond internal operations and are expected to be upheld by all suppliers.

In order to maintain fair, effective, mutually beneficial, and legal business practices with its suppliers, DyStar has implemented a '***Letter of Commitment to Professional Integrity***'. Previously, suppliers were required to sign and regulate the commercial activities and performance of the contracts between DyStar and its suppliers, including any legal or regulatory infractions. This requirement applies to suppliers with yearly purchases of more than $1 million (at contract value).

However, since FY2021, in principle, all prospective suppliers are to sign the Letter of Commitment. Both direct and indirect procurement follow respective delegation of authority (DoA) to complete the sign-off of the commitment letter.



Supplier Audit-Dolphin

In FY2018, DyStar introduced an advanced supplier audit programme named "DOLPHIN". This programme, provides a detailed assessment of potential strengths and risks associated with core suppliers, including sustainability, occupational safety, and environmental performance. DyStar aims to broaden the scope of the programme to include Tier-2 dye suppliers, auxiliary category suppliers, and potential suppliers in the future. In FY2024, DyStar audited 80% of its total suppliers located in China and India under the DOLPHIN program.

SUSTAINABLE PRODUCTION AND SUPPLY CHAIN

Driving Sustainability & Greening the Supply Chain with IPE Tool

DyStar has been utilising a monitoring tool developed by the Institute of Public and Environmental Affairs (IPE) since 2019, to assess the environmental performance of its primary suppliers and monitor any instances of non-compliance. This tool enables DyStar to maintain oversight of its main suppliers by generating a "Blue Map" of the vetted suppliers. When non-compliance is detected, DyStar promptly engages with the suppliers to address the issues and implement necessary corrective measures.

In FY2024, DyStar was ranked second in the industrial chemicals industry category on IPE's CITI Index, for the second consecutive year. The CITI Index evaluates brands' performance in five areas: Responsiveness and Transparency, Compliance and Corrective Actions, Extended Green Supply Chain Practices, Energy Conservation and Emissions Reduction, as well as Promote Public Green Choice. DyStar remains committed to deepening its collaboration with IPE to improve the environmental and climate impacts of its upstream supply chain.

Mitigating Shipping Disruptions

DyStar minimises disruptions to its supply chain by having robust strategies for mitigating shipping disruptions. These strategies have made DyStar's supply chain more resilient and ensured that its supply chain continues to operate smoothly. These strategies include:



1. Planning in advance and conducting forecasting to procure timely space and equipment availability
2. Buffering inventory and lead times
3. Using a combination of transport modes, such as air and sea to ensure the supply chain is not impacted if one mode of transport is disrupted
4. Spreading risks by working with different forwarders and inland haulers
5. Identifying alternate seaports
6. Spreading shipments across different vessels over a period of time
7. Communicating frequently with carriers and haulers for the latest news and updates on transport movement
8. Keeping abreast of the latest news on port congestion and carriers' news/announcement

SUSTAINABLE PRODUCTION AND SUPPLY CHAIN

Efficient Use of Raw Materials

Every year, DyStar acquires over 700 variants of raw materials, including crude and semi-raw goods to produce finished goods. Recognising the non-renewable nature of many of these materials, DyStar actively explores innovative ways to optimise material efficiency. This is achieved through continuous collaboration between its production and procurement teams, focused on minimising inventory waste. Where economically and operationally feasible, DyStar also recovers raw materials – such as solvents – from its production processes and reuses them during start-up or shut-down phases.

In FY2024, Disperse, Reactive, and Vat pigment categories, along with the raw materials for Indigo, were among DyStar's most significant purchases. These raw materials accounted for approximately 50% of DyStar's total purchases during the year.

Raw Material Usage Intensity
(tons of raw material per ton of production)



DyStar's production plants consumed a total of **70,760 tonnes** of **raw materials and intermediates** in FY2024 with **14.47%** attributed to **renewables**.

Utilisation intensity was **0.92 tons** of raw material per ton of production.

SUSTAINABLE PRODUCTION AND SUPPLY CHAIN

Circular Economy Approach in Manufacturing

DyStar recognises that adopting circular economy principles in manufacturing will lower its environmental footprint and drive product innovation. The Group has ongoing partnerships with key stakeholders across the value chain to develop new products aligned with the circular economy principles. For example, the Group collaborated with textile brands and biotechnology firm – Spiber Inc., to evaluate how dyes and finishing chemicals affect the conversion of textile waste. DyStar is an active member of the BioCircular Materials Alliance.

Since 2015, DyStar has received certification for its products from the Cradle-to-Cradle Product Innovation Institute®[6].

As of the end of FY2024, the Group has

53 textile dyes

that have been assessed under the Material Health category and were awarded with **C2C Certified Material Health Certificate™ SILVER LEVEL.**



[6] Cradle-to-Cradle Product Innovation Institute® provides the framework to assess the circularity and sustainability performance of materials and products across five categories, namely material health, product circularity, clean air & climate protection, water & soil stewardship, and social fairness.

SUSTAINABLE PRODUCTION AND SUPPLY CHAIN

Vat Dyes

- Indanthren® Brilliant Green FBB Coll
- Indanthren Brilliant Orange GR Coll
- Indanthren Olive Green B Coll
- Indanthren Red FBB Coll
- Indanthren Scarlet GG Coll

Indigo Dye

- DyStar Indigo Vat 40% Solution

Reactive Dyes

- Levafix® Amber CA-N
- Levafix Brilliant Yellow CA
- Levafix ECO Black
- Levafix ECO Forest
- Levafix Fast Red CA
- Remazol® Black SAM
- Remazol Brilliant Blue RN
- Remazol Brilliant Red F3B
- Remazol Brilliant Yellow GL 150%

Reactive Dyes

- Remazol® Golden Yellow RGB 01
- Remazol Luminous Yellow FL
- Remazol Navy RGB 01 150%
- Remazol Red RGB 02
- Remazol Ultra Carmine RGB
- Remazol Ultra Navy Blue RGB
- Remazol Ultra Orange RGB
- Remazol Ultra Rubine RGB
- Remazol Yellow GR 133% 01

Reactive Dye for Wool

- Realan® Black MF-PV

Acid Dyes

- Telon® Blue A2R
- Telon Blue AFN
- Telon Blue BRL micro
- Telon Blue M-GLW
- Telon Blue T-4R
- Telon Brown 3G 200%

Acid Dyes

- Telon Green M-6GW
- Telon Navy AMF
- Telon Orange AGT 01
- Telon Red M-BL
- Telon Red T-2B
- Telon Rubine A5B 01
- Telon Yellow ARB
- Telon Yellow M-4GL
- Telon Yellow T-3R

Disperse Dyes

- Dianix® Blue S-BG
- Dianix Blue XF
- Dianix Brilliant Violet R New
- Dianix ECO Black HF 01
- Dianix Orange AM-SLR
- Dianix Red AM-SLR
- Dianix Red XF2
- Dianix Rubine XF2
- Dianix Turquoise S-BG

Disperse Dyes

- Dianix Yellow AM-SLR 200%
- Dianix Yellow Brown XF2
- Dianix Yellow S-3G
- Dianix Yellow XF2

SUSTAINABLE PRODUCTION AND SUPPLY CHAIN

[7] Refer to DyStar website for more information on certified entities www.DyStar.com/about-DyStar-group/.

[8] ISO 50001 certification was removed from the company website in June 2025 following the shutdown of the certified plant.

Meeting Global Standards

DyStar provides customers with high-quality products by embedding robust management structures and systems aligned with internationally recognised standards, including those established by the International Organisation for Standardization (ISO). Throughout its operation in FY2024, DyStar upholds the following international standards[7]:



Energy Management System ISO 50001:2018 certification

DyStar Colours Distribution GmbH[8]

Environmental Management System ISO 14001:2015 Certification

DyStar Kimya, Turkey

Textiles ISO 9001:2015 Certification

DyStar Singapore Pte Ltd	DyStar (Shanghai) Management Co., Ltd
DyStar Kimya Sanayi ve Ticaret Limited Sirketi	DyStar Africa (Pty) Ltd.
Color Solutions International Shanghai Co. Ltd	Color Solutions International, Inc.
DyStar Pakistan (Pvt.) Ltd.	DyStar de Mexico S. de R.L. de C.V.
DyStar Colours Distribution GmbH	DyStar Japan Ltd.
PT DyStar Colours Indonesia	DyStar Thai Ltd.
DyStar Anilinas Texteis Unipessoal, Lda	DyStar Industria e Comercio de Produtos Quimicos Ltda
DyStar India Private Ltd.	DyStar L.P.
DyStar Foam Control Corp	DyStar Carolina Chemicals Corp

SUSTAINABLE PRODUCTION AND SUPPLY CHAIN

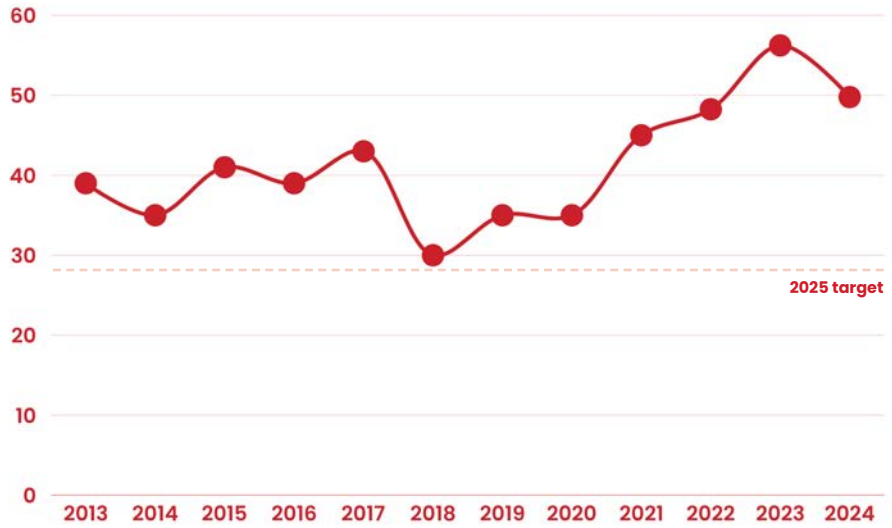
Sustainable Logistics

Packaging

At DyStar, packaging plays a critical role in safeguarding products during transportation and ensuring durability under various weather conditions. The Group recognises that the recycling of bulk packaging can reduce packaging waste. To support this, DyStar engages with specialised service providers to collect, clean, and reuse drums.

The Group also closely monitors developments in biodegradable packaging materials and evaluates their potential for adoption. Where feasible, DyStar invests in storage tanks for bulk materials to reduce the use of smaller containers, thereby minimising solid waste. Additionally, the company is also shifting towards plastic pallets for internal use, as they offer greater durability and a longer lifespan compared to wooden pallets, further contributing to material waste reduction.

Packaging Usage Intensity
(kg of packaging material per ton of production)



In FY2024, DyStar used **3,847 tonnes** of **raw materials and intermediates**, including cardboard boxes, plastic drums, bulk containers, and plastic wrapping.

DyStar recycled **45%** of its **packaging materials** and the **overall packaging intensity** decreased by **11%** in FY2024 as compared to FY2023.

SUSTAINABLE PRODUCTION AND SUPPLY CHAIN

Transportation

Due to the potential risk of spills from improper handling, the safe transportation of dyes, auxiliaries, and other chemicals remains crucial to DyStar. Unsafe chemical transportation can result in serious health, scientific, and environmental consequences.

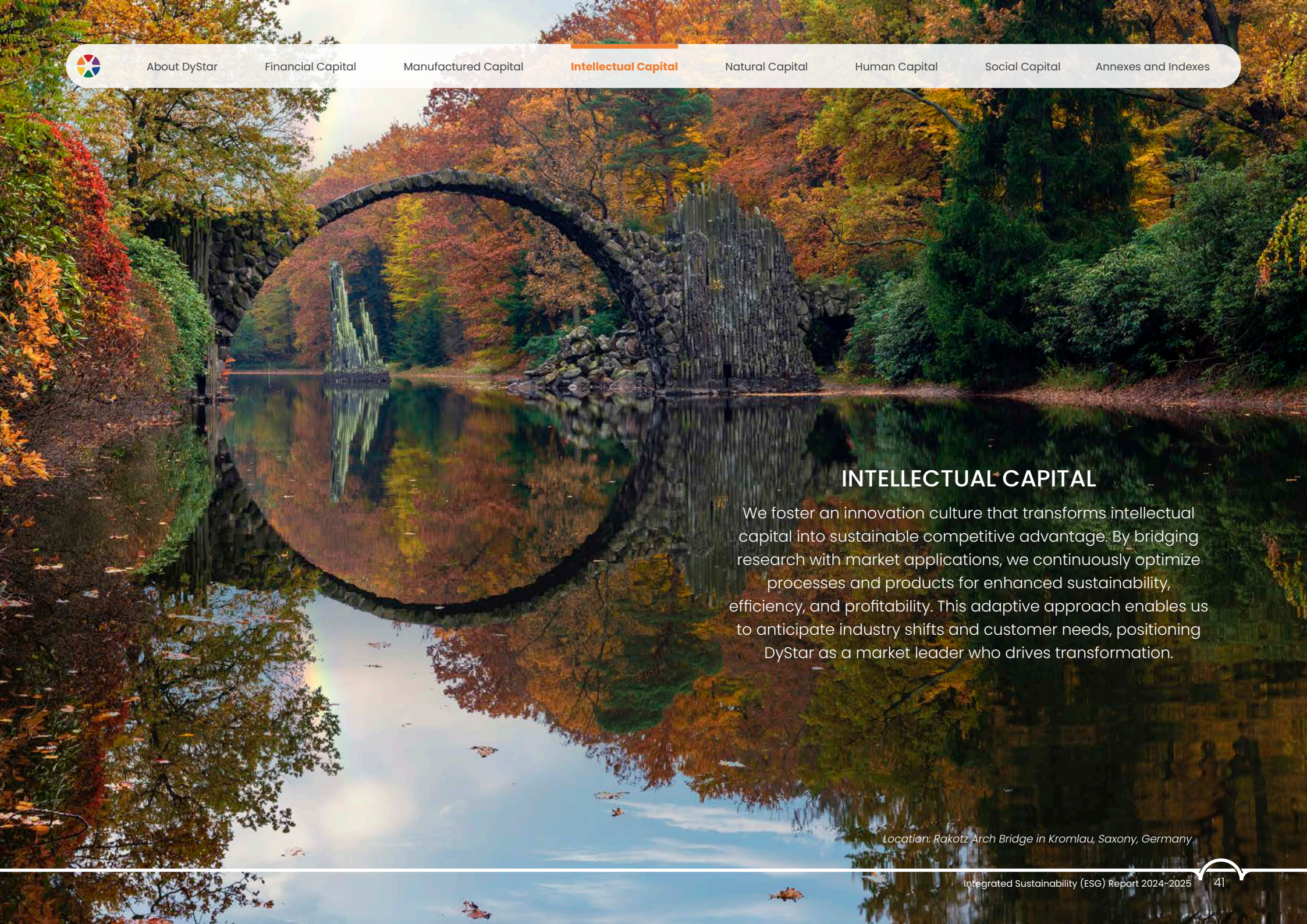
In FY2024, DyStar recorded 32 chemical spill incidents across several facilities. The primary cause of these spills was overfilling or overflow of wastewater buffer basins. In response, DyStar is actively implementing robust mitigation measures. A targeted programme is currently underway at several sites to install level switches with automatic pump shut-off or automatic actuator valve closures to prevent overfilling. Additionally, all spills were contained within secondary containment systems or separated at wastewater treatment facilities, ensuring no impact to the environment.

Recognising the importance of safe chemical transportation, DyStar has also implemented multiple precautionary measures to ensure that its products are delivered safely and without any damage. This begins with the careful selection of experienced and licensed transport contractors. DyStar's internal logistics team plays a vital role in reducing the Group's indirect environmental impact by coordinating with clients, transport providers, and warehouse operators to improve logistical efficiency. For instance, DyStar strives to minimise unnecessary transportation to conserve fuel by optimising delivery routes and consolidating shipments.



The Group ensures that its containers and trailers are dispatched only when they reach Full Container Load (FCL) or Full Truck Load (FTL) capacity, thereby reducing the GHG per unit of cargo. DyStar also aims to limit its reliance on airfreight, which is a significant source of carbon emissions.

Following a structured logistics plan, DyStar has restructured its distribution networks to enable direct shipments from production sites to sales regions. Regionally, DyStar manages a central distribution hub supported by a network of smaller local warehouses strategically located near clusters of textile producers. This setup helps reduce the frequency of partial truckload deliveries to clients. In high-demand areas, DyStar also maintains on-site consignment stocks. These strategic initiatives not only help reduce DyStar's environmental footprint, but also contribute to lowering overall operating costs.



INTELLECTUAL CAPITAL

We foster an innovation culture that transforms intellectual capital into sustainable competitive advantage. By bridging research with market applications, we continuously optimize processes and products for enhanced sustainability, efficiency, and profitability. This adaptive approach enables us to anticipate industry shifts and customer needs, positioning DyStar as a market leader who drives transformation.

Location: Rakotz Arch Bridge in Kromlau, Saxony, Germany

INNOVATIVE PORTFOLIO

To continuously expand DyStar's intellectual capacity and optimise processes and products to be more sustainable, and cost effective, the Group cultivates a culture of innovation. In 2024, DyStar won the prestigious Champion Award at the adidas adiFormulator Award for showcasing top innovations in textile dyes and chemicals for sustainable fashion. This achievement underscores the Group's leadership and commitment to sustainable chemical solutions in dyestuff manufacturing. This accolade is a testament to the hard work and dedication of the team, who consistently delivers excellence in chemical compliance.

For DyStar to remain a leader in its industry, it is essential to continuously improve and be sensitive to the shifting needs of the market.

Product Innovation and Responsibility

In line with its commitment to ensure the safety of its products for people and the environment, DyStar incorporates product stewardship into its Environmental Guidelines. The Group continuously reviews its products to detect any potential threats they might pose to the environment or human health and safety. DyStar endeavours to incorporate its sustainability principles throughout its value chain, aiming to reduce the lifetime impact of each product from cradle to grave as



part of its product stewardship. The concept of product stewardship at DyStar begins at the design phase, placing a strong focus on eco-friendly chemistry principles to minimise negative impacts on stakeholders. The result is the development of safer, more resource-efficient products that benefit both the environment and DyStar's stakeholders across the value chain.

In FY2024, 15% of the Global Marketing Coloration portfolio consisted of dyes launched from 2019 to 2024. Building on this momentum, DyStar continued to innovate in FY2024 with the launch of 9 new textile dyes as part of its Global Marketing Coloration Portfolio. In the autumn of the same year, the Group also launched Sera® Fast N-HFB, a new bisphenol-free fixing agent for polyamide. Additionally, the textile printing division introduced the Jettex® R EcoFix Range for digital printing.

Other DyStar's notable product improvements in FY2024 include:

Optimisation of Packaging Using Recycled Drums in Ankleshwar

DyStar optimised its packaging process by reusing 60 kg drums for finished goods, reducing waste and costs. By implementing SAP codification, Bill of Materials (BOM) modifications, and pilot trials, DyStar validated the feasibility of using 80% recycled drums and 20% fresh drums. This resulted in cost savings and a reduction in resource wastage, while maintaining a high-quality product delivery to end customers.

Extended the Bio-based Range with additional Textile Dyes and Auxiliaries

These nominated DyStar products meet the requirements of "bio-based" textile dyestuff preparations and auxiliaries, meaning that they contain at least 20% biomass content by weight in the form of biomass derived carbon. The percentage is determined by calculating the bio-based carbon content in relation to the total carbon content. An updated brochure was published in the Group's eliot® tool.

INNOVATIVE PORTFOLIO

Collaboration and Memberships

Understanding the importance of aligning its products with the dynamic requirements of its customers, DyStar acknowledges the crucial role of leveraging industry insights and the latest resources in its product innovation process. To achieve this, DyStar joined various organisations, opening access to industry information and seeking professional development. As of FY2024, DyStar is a member of the following 43 organisations:

Industry Organizations

- American Association of Textile Chemists and Colorists (AATCC)
- Associação Brasileira das Indústrias Químicas (ABIQUIM), Brazilian Chemical Industry Association
- German Association of Manufacturers of Process and Performance Chemicals (TEGEWA)
- Basic Chemicals, Cosmetic & Dyes Export Promotion Council, India (CHEMEXCIL)
- Chemical Industry Association
- China Dyestuff Industry Association (CDIA)
- Disaster Prevention & Management Center (DPMC), Ankleshwar
- German Chemicals Industry Association (VCI)
- Gujarat Dyestuffs Manufacturers Association (GDMA)
- Japan Dyestuff & Industrial Chemical Association (JDICA)
- Sindicato das Indústrias de Produtos Químicos (SINPROQUIM), Brazilian
- Society of Dyers and Colourists, United Kingdom (SDC)
- Society of Leather Technologists and Chemists (SLTC)
- South African Dyers & Finishers Association (SADFA)
- The Association of Thai Textile Bleaching Dyeing Printing and Finishing Industries (ATDP)

Business Associations

- American Apparel & Footwear Association (AAFA)
- Ankleshwar Industries Association
- APINDO (Asosiasi Pengusaha Indonesia) Association of Indonesian Companies
- Associação Brasileira da Indústria Têxtil e de Confecção (ABIT), Brazilian Textile and Apparel Industry Association
- Chemical Association of Pakistan
- Corlu Chamber of Commerce and Industry
- Denim Manufacture Association of India
- Directorate General of Foreign Trade, India (DGFT)
- Employers' Association of Indonesia (APINDO)
- Fukui Prefecture Dyeing Association
- Greater Dalton Chamber of Commerce
- Importers and Exporters Association of Taipei (IEAT)
- Indian Merchant Chamber of Commerce (IMC)
- IPWIS (Himpunan Perusahaan Wilayah Serang)
- National Committee of Responsible Care, Indonesia (KNRCI)
- Pietermaritzburg Chamber of Business (PCB)
- Raigad Chamber of Commerce & Industry (RCCI)
- Reidsville Chamber of Commerce
- Seiren
- Singapore Business Federation (SBF)
- Taiwan Textile Printing Dyeing & Finishing Ind. Association
- The Society of Fiber Science and Technology, Japan
- Urase

Other Standards and Organisations

- bluesign®
- Cradle to Cradle Product Innovation Institute®
- Global Organic Textile Standard (GOTS®)
- Textile Exchange
- Zero Discharge of Hazardous Chemicals (ZDHC®)



INNOVATIVE PORTFOLIO

New Processes and Products

Certain new products were introduced in FY2024 to comply with the newest quality standards and some alternative products were launched to overcome supply issues. In FY2024, Global Marketing Coloration launched, amongst others, the following new products:

- Dianix® Blue SE-RR
- Dianix Navy XF-W 01
- Dianix Orange PLUS 01
- Dianix Yellow Brown CC 01
- Dianix Orange K-3G 01
- Dianix ECO Black HF 01



Eco-performance Program

econfidence®

DyStar's econfidence program assures customers that its dyes and chemicals are safe for people and the environment. The econfidence program considers all applicable legislations and is one of the most extensive eco-testing programs for textile dyes and chemicals.

Led by a diverse team of experts, the program meticulously monitors the sourcing and production of DyStar's products to ensure that our products achieve the highest level of product quality and environmental responsibility. econfidence allows DyStar to build partnerships along the textile supply chain to foster a more sustainable textile production.

Modules Making an Impact

Get a Move On

DyStar Cadira® Modules

DyStar's Cadira Modules help to lower carbon footprints and optimize productivity through the optimal utilization of machinery.

We now offer 10 Cadira Modules which serve to: improve energy and water efficiency, significantly reduce wastewater, and reduce the quantities of chemicals used.

Essentially, the Cadira Modules are developed to reduce greenhouse gas emissions (GHG) within the textile industry.

INNOVATIVE PORTFOLIO

CADIRA® REACTIVE

Conserve valuable resources while lowering reactive dyeing costs

Cadira Reactive Dyeing > Compared to Conventional Reactive Dyeing

- ▼28% Water
- ▼22% Electricity
- ▼24% Process time
- ▼31% Steam
- ▼30% Emissions
- ▼28% Wastewater

CADIRA REACTIVE / DISPERSE CONTINUOUS

Optimize resource efficiency in continuous dyeing of Polyester/ Cellulosic blends

Cadira Reactive /Disperse Continuous Dyeing > Compared to Conventional Continuous PDTPS process

- ▼45% Electricity
- ▼54% Water
- ▼41% Chemical

CADIRA POLYESTER

Optimize resource-efficient exhaust processing

*Fully Optimized Cadira Polyester Dyeing > Compared to Conventional Polyester Dyeing**

- ▼50% Water
- ▼43% Electricity
- ▼46% Process time
- ▼46% Steam
- ▼45% Emissions
- ▼50% Wastewater

CADIRA VAT

Improve the resource-efficiency of exhaust processing of cellulosic fibers

*Cadira Vat Dyeing > Compared to Conventional Vat Dyeing**

- ▼30% Water
- ▼20% Electricity
- ▼30% Process time
- ▼25% Steam
- ▼24% Emissions
- ▼30% Wastewater

** Actual reductions may vary. Figures presented in the diagram represent the best-known performance results.*

INNOVATIVE PORTFOLIO

CADIRA® RECYCLED POLYESTER

Minimize the impact of the rPET dyeing process with Gold Level Material Health certified Dianix® Dyes by the Cradle to Cradle Products Innovation Institute

Cadira Recycled Polyester vs Dyeing Virgin Polyester with Standard Dyes

- ▼50% Water
- ▼43% Electricity
- ▼46% Process time
- ▼46% Steam
- ▼45% Emissions
- ▼50% Wastewater

CADIRA WOOL

Protect the environment with clean and more efficient dyes for the wool dyeing process

Cadira Wool vs Mordant Black 9 Dyeing Process

- ▼50% Electricity
- ▼50% Process time
- ▼50% Steam
- ▼40% Wastewater

CADIRA LAUNDRY

Innovative product range for ultra-low liquor ration machines

- ▼90% Water
- ▼40% Electricity
- ▼60% Chemical impact
- ▼45% Worker impact

CADIRA POLYESTER / CELLULOSIC EXHAUST

Combining Cadira Polyester and Cadira Reactive for increased productivity with even greater resource efficiency and cost savings

Combining Cadira Polyester and Cadira Reactive for medium shades for rapid two-bath process

- ▼49% Water
- ▼47% Electricity
- ▼52% Process time
- ▼54% Steam
- ▲72% Productivity

CADIRA POLYAMIDE

Environmentally friendly scour-dyeing process for Nylon, Nylon blends and recycled Nylon

Savings with Cadira Polyamide

- ▼30% Water
- ▼20% Electricity
- ▼25% Steam
- ▼30% Process time

CADIRA PRINTING PX

Conserve resources during the wash-off process

Cadira Printing PX vs Conventional Wash-off

- ▼50% Electricity
- ▼50% Process time
- ▼50% Steam
- ▼33% Wastewater

** Actual reductions may vary. Figures presented in the diagram represent the best-known performance results.*

INNOVATIVE PORTFOLIO

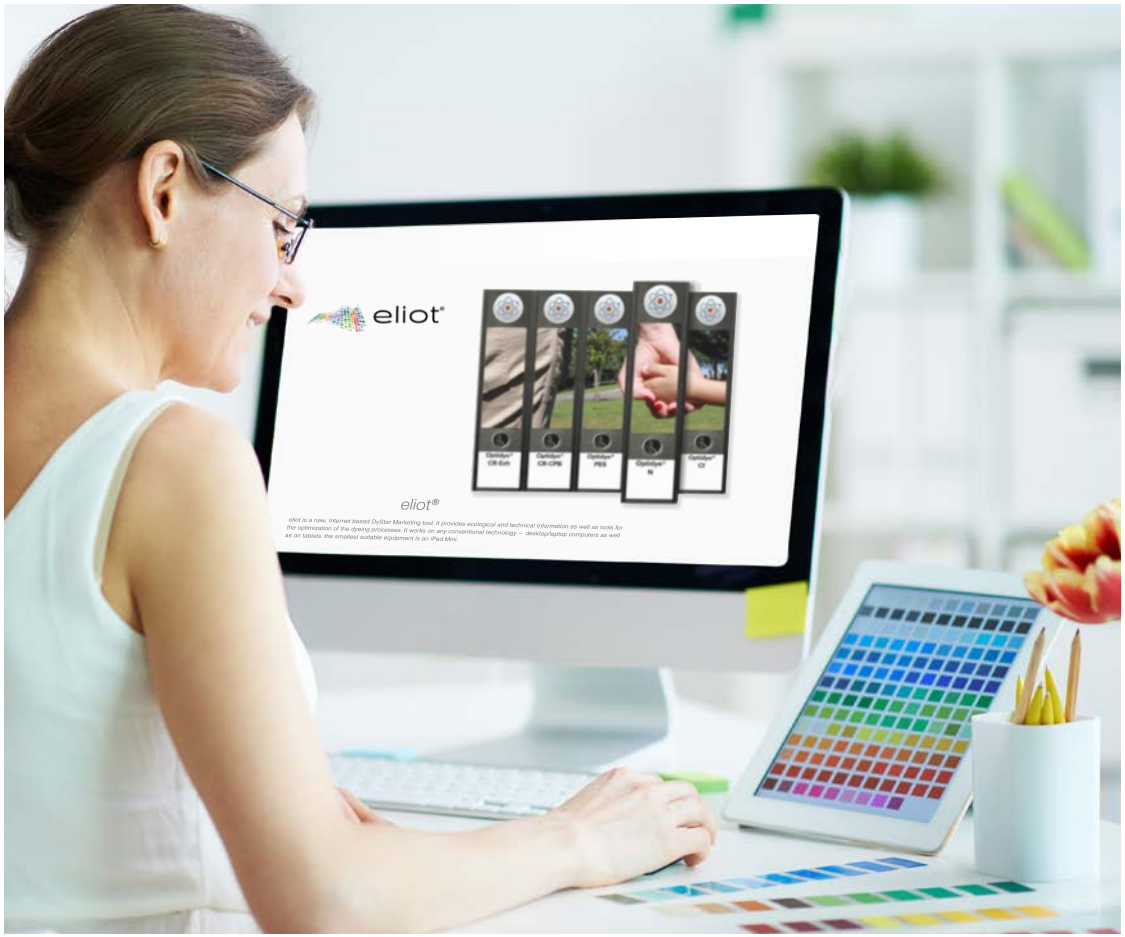
Technology and Processes

Enhancing Sustainability with eliot®

DyStar has developed and deployed eliot, an information platform that provides straightforward guidance on sustainable product selection and process optimization. The tool helps clarify DyStar's sustainable products and processes through its user-friendly online platform. Customers have direct access to the system to get the information they need quickly and conveniently.

The eliot tool consists of eleven modules: Positive Lists, Product Finder, Information, eliot manuals, Optidye®, Cadira® modules, Color Matching, Conscious Color Spectrum, ITMA Milano 2023 Brochures and the Paper folder. In 2024, we added one additional folder: **Decarbonisation of the Textile Supply Chain**.

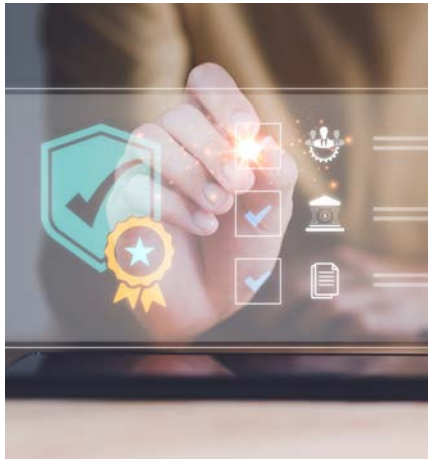
Moving forward, DyStar seeks to use product innovation as a key tool to mitigate the impacts of its products on the environment. DyStar aims to be the global leader in innovation, within its chosen industries. DyStar believes that leading other industry players in innovation is the key to achieving sustainable business growth and creating value for its stakeholders.



INNOVATIVE PORTFOLIO

Commitment to Standards

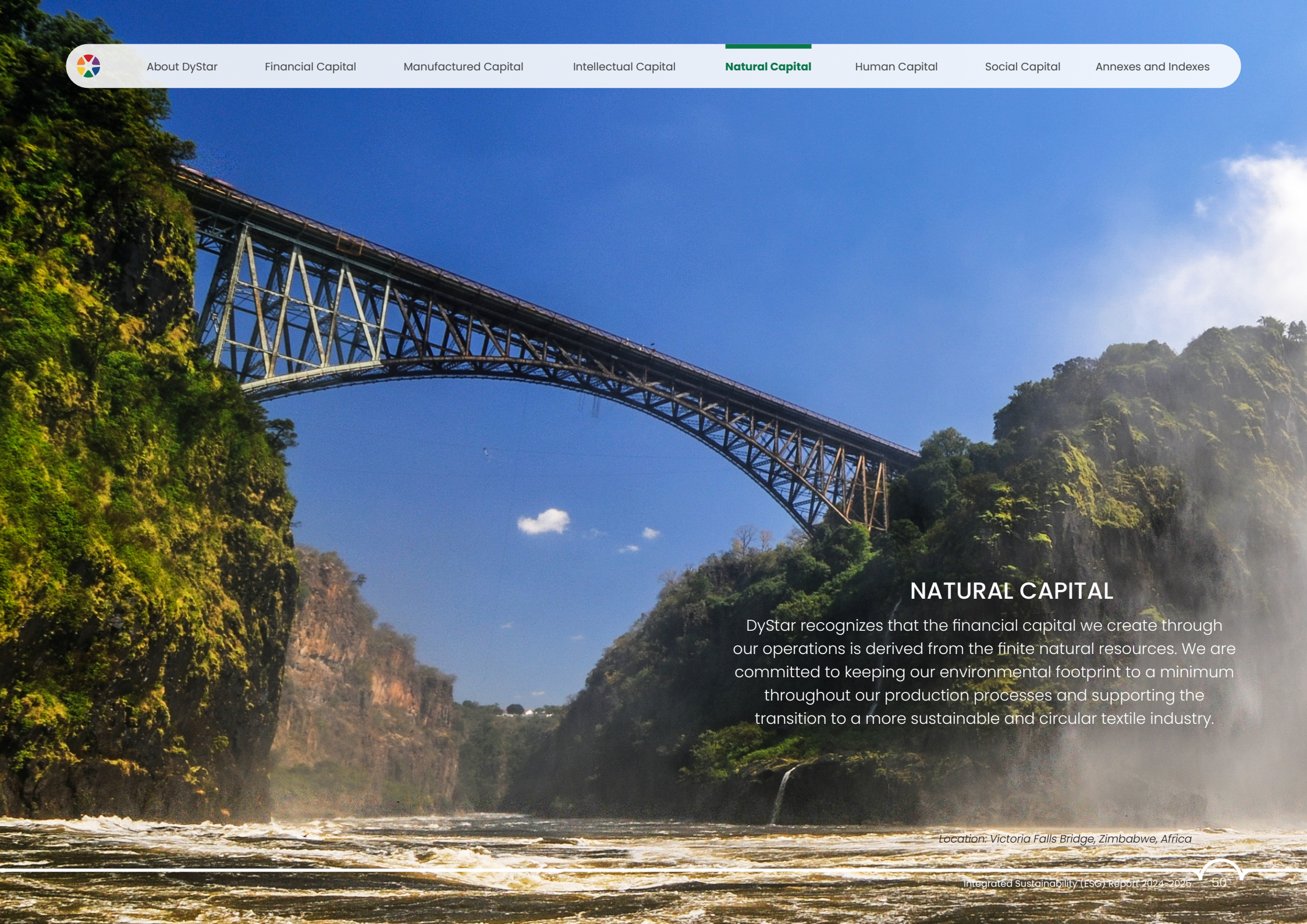
As a leading manufacturer of dyes and chemicals, DyStar is resolute in guaranteeing that its products adhere to both voluntary and mandatory regulatory safety standards to maximise reliability while safeguarding consumer safety. This illustrates DyStar's strong commitment to safety, quality, and accountability, fortifying its standing among its stakeholders.



STANDARDS	DESCRIPTION
bluesign®	The bluesign® standard was established to provide a comprehensive production control system to limit the human health and environmental impacts of textile manufacturing. It is based on five principles of Sustainability – resource productivity, consumer safety, air emission, water emission, and occupational health and safety. The standard defines specific criteria applied to each phase within the production chain to ensure compliance with the given principles. DyStar has been a system partner since 2008, and in FY2024, a total of 1739 products were listed on the bluesign FINDER.
econfidence®	DyStar's econfidence® program considers all relevant legislations and has an extensive eco-testing program for all textile dyes and chemicals. Through this program, DyStar assures its customers that its dyes and chemicals are safe for both people and the environment. At DyStar, a total of 500 regulated or restricted substances are monitored through econfidence.
Color Solutions International	Color Solutions International, a member of the DyStar Group, provides retailers and brands with a variety of flexible colour options and services. Their expert staff creates, manages, and distributes the customers' colour standards. Additionally, the global DyStar Textile Services team offers a variety of additional services such as consultancy and training, sustainable textile solutions, textile testing, testing solutions, and ecology solutions. As of FY2024, DyStar has 3,709 ColourWall™ references available for better right-first-time performance.

INNOVATIVE PORTFOLIO

STANDARDS	DESCRIPTION
eliot®	eliot® was introduced by DyStar in 2015 and is an internet-based tool for product selection and process optimization in the dyeing process. It is an information database for DyStar's customers and offers various modules for customers to select products based on various criteria. The tool has 26 "Positive Lists", which is a selection of recommended DyStar products that are compliant with the Brands and Retailers' Restricted Substances Lists or the selected eco standard.
EU REACH	REACH applies to all chemical substances and is a regulation of the European Union aimed at improving the protection of human health and the environment from risks posed by chemicals. In FY2024, about 450 substances were registered under REACH.
Turkish REACH (KKDIK)	The Turkish regulation on chemicals registration, evaluation authorization, and restriction (KKDIK) are closely aligned with the EU REACH provisions and requires companies to pre-register or register substances manufactured or imported into Turkey. DyStar has 1,900 substances pre-registered according to KKDIK.
ZDHC® Gateway	The ZDHC® Manufacturing Restricted Substances List (ZDHC MRSL) is a list of chemical substances banned from intentional use. DyStar has about 2,132 products published on ZDHC Gateway, which are compliant with ZDHC MRSL v3.1.



NATURAL CAPITAL

DyStar recognizes that the financial capital we create through our operations is derived from the finite natural resources. We are committed to keeping our environmental footprint to a minimum throughout our production processes and supporting the transition to a more sustainable and circular textile industry.

Location: Victoria Falls Bridge, Zimbabwe, Africa

ENVIRONMENTAL RESOURCE MANAGEMENT

Climate Resilience

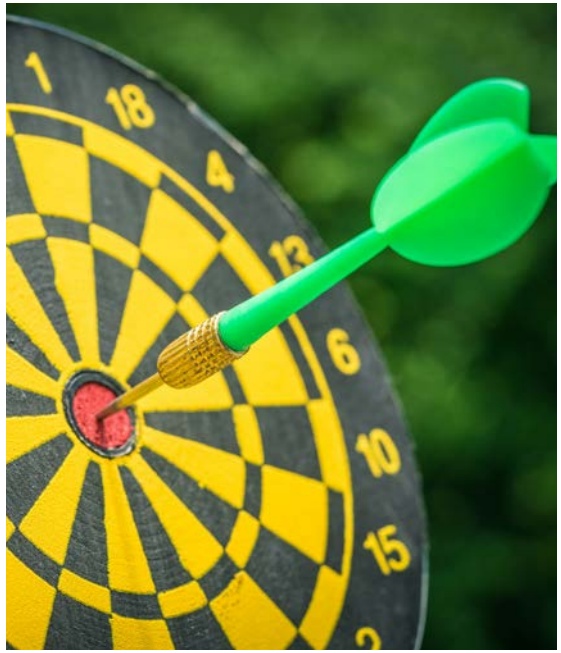
Minimising DyStar's vulnerability to climate change remains a key priority for the Group. DyStar's memberships in **bluesign®** and **EcoVadis®** underscore the Group's holistic approach to climate resilience. This encompasses improvements in water efficiency, raw material usage, energy management, and emissions reduction across various stages of the supply chain.

DyStar's 2025 Targets & Beyond

DyStar is committed to reducing its environmental impact, with a target of **30% reduction per ton of production by 2025, using 2011 as the baseline year**. This target includes reduction in energy usage, water consumption, raw material utilisation, GHG emissions, waste output, and wastewater generation across all DyStar-owned or operated facilities. The Group recognises that advancing in these areas not only benefit the environment but also ensure the Group operates within planetary boundaries.

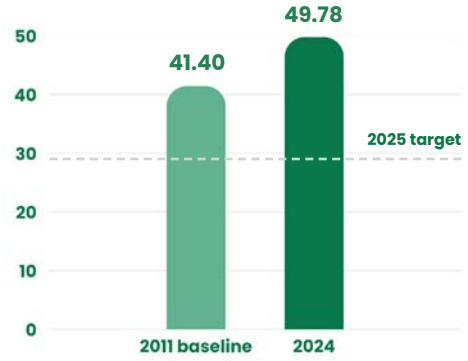
In FY2024, **DyStar successfully achieved its target levels for GHG emissions intensity, water consumption intensity and wastewater production intensity**. The Group remains committed to reviewing and assessing these targets on an annual basis, as well as refining its strategies to stay on track.

To ensure the highest standard of accountability, **DyStar is in the process of securing third-party validation for our 2030 emissions reduction targets from the Science Based Targets initiative (SBTi)**. Public disclosure of these targets will follow the successful completion of this validation process.

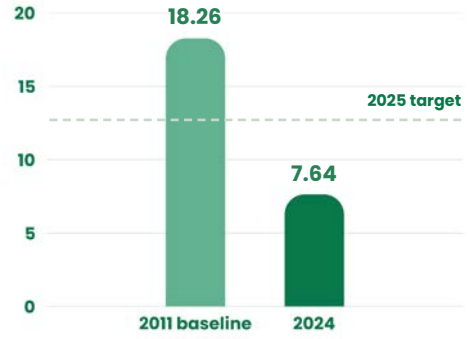


ENVIRONMENTAL RESOURCE MANAGEMENT

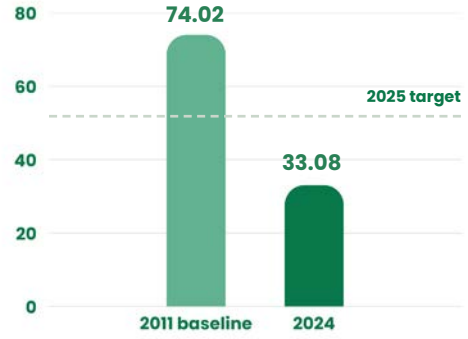
Packaging Usage Intensity
(kg of packaging material per ton of production)



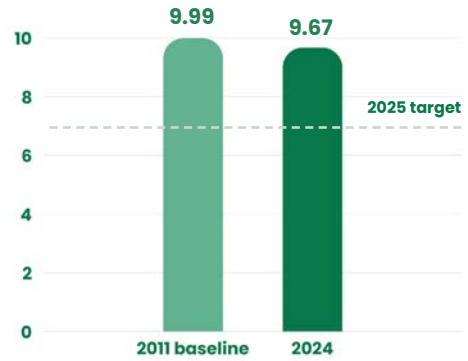
Wastewater Production Intensity
(m^3 of wastewater discharged per ton of production)



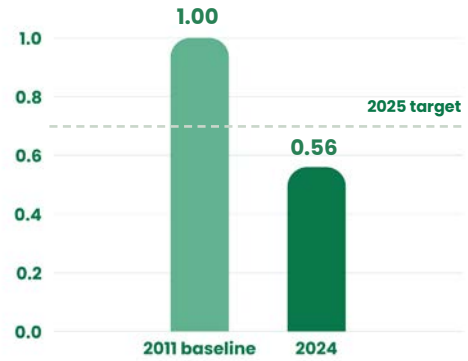
Water Consumption Intensity
(m^3 of water consumed per ton of production)



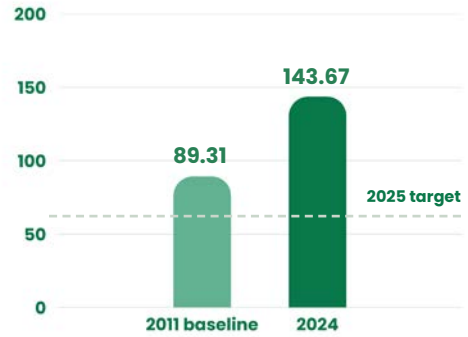
Non-Renewable Energy Intensity
(GJ used per ton of production)



Greenhouse Gas Emissions Intensity
(tons CO_2e emitted per ton of production)



Waste Production Intensity
(kg of waste per ton of production)



ENVIRONMENTAL RESOURCE MANAGEMENT

Reporting Scope, Methodology and Period

DyStar closely tracks environmental impact data across all facilities owned or operated by the Group, ensuring coverage of all production sites, storage facilities, labs, and office locations worldwide. The Group's approach to assessing, measuring, and reporting emissions is aligned with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (revised edition), developed by the World Resource Institute (WRI) and World Business Council for Sustainable Development (WBCSD).

The environmental data presented in the table below reflects the reporting period 1 January to 31 December for each respective year. DyStar employs a centralised reporting platform to measure and monitor environmental impacts across its global operations. This platform enables coordination, consolidation, and standardisation of data across all business units, supporting the Group's efforts to track progress towards its 2025 sustainability targets.

Calculations are derived from DyStar's standardized data collection processes. Baselines are historical estimates and may be subject to methodological adjustments in future reporting.

Environmental Performance

DATA OVERVIEW	2024	2023	2022
Raw Material (thousand tons)	**70.76**	72.99	104.05
Raw Material Usage Intensity (tons per ton production)	**0.92**	1.03	1.00
Packaging Material (thousand tons)	**3.85**	3.98	5.09
Direct Energy Consumed (TJ)	**524.63**	490.50	593.17
Indirect Energy Consumed (TJ)	**222.87**	246.85	457.73
Energy Consumption Intensity (GJ per ton production)	**9.67**	10.42	10.13
Water Consumption (million m^3)	**2.56**	2.98	6.60
Water Consumption Intensity (m^3 per ton production)	**33.10**	42.15	63.56
Water Reused (million m^3)	**0.05**	0.05	0.07
Direct GHG Emissions – Scope 1 (thousand tCO_2e)	**30.42**	28.43	33.70
Indirect GHG Emissions – Scope 2 (thousand tCO_2e)	**12.56**	13.66	23.21
GHG Emissions Intensity (tCO_2e per ton production)	**0.56**	0.59	0.55
Wastewater Discharged (million m^3)	**0.59**	0.57	0.90
Wastewater Intensity (m^3 per ton production)	**7.64**	8.04	8.71
Hazardous Waste (thousand tons)	**5.64**	3.24	10.44
Non-hazardous Waste (thousand tons)	**5.46**	4.05	2.81
Overall Waste Intensity (kg per ton production)	**143.67**	102.97	127.64
Number of Spills / Total Amount Spilled (tons)	**32 / 26.75**	14 / 4.96	66 / 12.02

ENVIRONMENTAL RESOURCE MANAGEMENT

Greenhouse Gas ("GHG") Emissions

In FY2024, **DyStar's Scope 1 and Scope 2 emissions**[9,10], totalled **42,985 tCO_2e** representing a **▼67%** vs 2011's baseline year and a **▲2%** vs FY2023.

DyStar's **GHG intensity**[11] has **▼44%** vs 2011's baseline year, with a further **▼6%** vs FY2023.

In FY2024, the decrease in intensity is related to the consolidation of facilities for production efficiencies.

DyStar implemented several key initiatives across its global operations to enhance energy efficiency in FY2024:

- **LED lighting upgrade**: Complete installation of energy-efficient LED lighting at Mem Martins site to reduce electricity consumption.
- **Improved equipment insulation**: Improved insulation of "hot or cold going" equipment at several sites, including Corlu and Reidsville, minimising energy losses and optimising steam and water usage.
- **Additional frequency inverters installed**: Deployed additional frequency inverters on high-power equipment (e.g., blowers and compressors) at Corlu, Gabus, and Reidsville. This approach reduces electricity consumption by enabling machines to operate based on actual demand, rather than running continuously at maximum capacity.
- **Production relocation**: Discontinued the high-energy production at Ludwigshafen and transitioned operations to a new, more energy-efficient unit in China, including substituting high-temperature reactors from gas-fed to electrical heating to improve energy consumption.
- **Condensate conservation initiatives**: Launched at multiple sites to recycle condensate from equipment heating for steam use as boiler feedwater or equipment cleaning with hot water.
- **Solvent recovery optimisation**: Installed a new distillation unit at the Omuta site to optimise the recovery rate of organic solvents and reduce liquid waste disposal.
- **Advanced Milling Technology**: Completed pilot trials of advanced bead milling technologies at the Gabus site and OEM vendors, demonstrating improved energy efficiency and milling efficiency with a positive impact on product yield. Full implementation is planned for Ankleshwar and Gabus sites in FY2025.

[9] Gases included in the calculation are CO_2, CH_4, N_2O.
[10] The emission factors are referenced from the Department for Energy Security and Net Zero 2024 (commonly known as DEFRA GHG factors). Global Warming Potential (GWP) is referenced from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report.
[11] This includes Scope 1 and Scope 2.

ENVIRONMENTAL RESOURCE MANAGEMENT

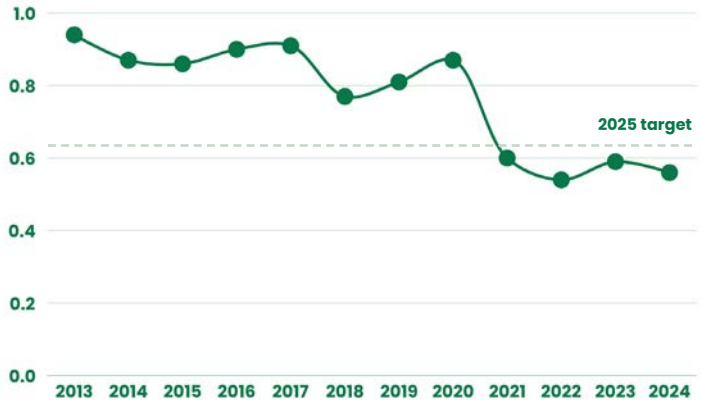
Natural gas constitutes **84.75%** of DyStar's **Scope 1 emissions**, whereas **purchased electricity** accounted for **86.86%** of **Scope 2 emissions**.

Scope 3 emissions[12] amounted to **2,789.82 tCO_2e** and **78.20%** of these emissions attributable to the **transportation of goods and services**.

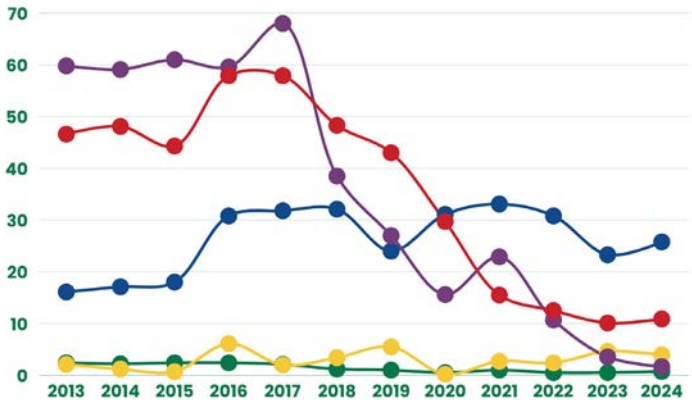
[12] The emission factors are referenced from the Department for Energy Security and Net Zero 2024 (commonly known as DEFRA GHG factors).



Greenhouse Gas Emissions Intensity
(tons CO_2e emitted per ton of production)



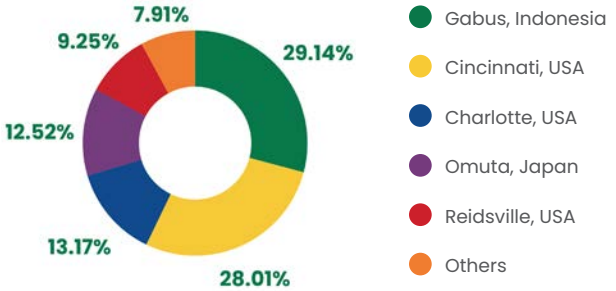
Greenhouse Gas Emissions by Source
(thousand tons CO_2e)



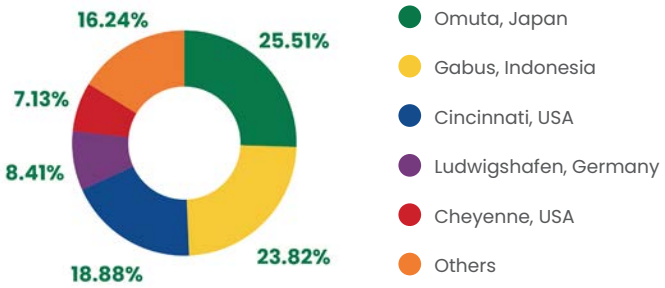
- Vehicular Travel (diesel, gasoline, and LPG) – Scope 1
- Stationary Combustion (LPG, diesel, and fuel oil) – Scope 1
- Stationary Combustion (Natural gas) – Scope 1
- Purchased steam – Scope 2
- Purchased electricity – Scope 2

ENVIRONMENTAL RESOURCE MANAGEMENT

Scope 1 & 2 Emissions by Location[13]

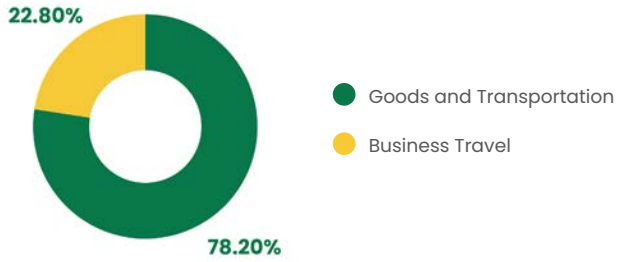


Scope 1 (Total emissions: 30.42 thousand tCO_2e)



Scope 2 (Total emissions: 12.56 thousand tCO_2e)

Scope 3 Emissions by Category



Scope 3 (Total emissions: 2.79 thousand tCO_2e)



[13] Locations refer to production sites, offices, warehouses and labs.

ENVIRONMENTAL RESOURCE MANAGEMENT

Ozone-depleting Chemicals (ODCs)

DyStar has been monitoring the usage of the R717 refrigerant, a non-ODC with a Global Warming Potential (GWP) of zero. Additionally, DyStar assesses the consumption of ODCs such as R22 and R134a, at selected production facilities, despite these ODCs not directly linked to DyStar's products or processes. Pertinent to note that DyStar does not produce any ODCs at its manufacturing sites, reinforcing our commitment to minimising environmental impact. All on-site refrigerants classified as ODCs are included in the assessment, with their respective GWPs referenced from the Intergovernmental Panel on Climate Change (IPCC) Sixth Assessment Report, where applicable.

In line with this monitoring, DyStar recorded a **total R717 refrigerant consumption of 1,875 kg** in FY2024.

Energy Management

The majority of DyStar's energy consumption is derived from sources such as natural gas, electricity, steam, and liquefied petroleum gas (LPG). Electricity usage is primarily driven by industrial machinery, IT systems, and air conditioning. Steam, which is used for process and room air heating, is either produced on-site or purchased from external suppliers.

DyStar's **total energy consumption** in FY2024 was **747.49 TJ**, which was a slight increased **▲1.38%** compared to 737.35 TJ in FY2023.

However, there was a small decline in the overall energy intensity which came down to **9.67 GJ per ton of production**, in comparison to 10.42 GJ per ton of production in FY2023.

This reduction in energy intensity reflects improved energy efficiency across DyStar's operations, achieved through the implementation of enhanced energy efficiency initiatives during the reporting year.

Direct energy sources accounted for 70% of DyStar's total energy consumption in FY2024, a 4.75% increase as compared to FY2023. Indirect energy sourced from purchased electricity and steam, constitutes the remaining 30% of total energy, reflecting a 9.65% decrease from the previous year. This reduction was driven by a decrease in the consumption of purchased steam, which was noticeably lower than in FY2023 due to the reduction in production at Ludwigshafen manufacturing site.

EMISSION SOURCE	FY2024 ACTIVITY DATA
Refrigerants (R717) - kg	1,875
Natural gas - m^3	12,606,057
Fuel oil - litres (stationary combustion)	217
Diesel - litres (stationary combustion)	83,285
LPG - litres (stationary combustion)	2,374,293
Diesel - litres (vehicular fuel)	88,816
LPG - litres (vehicular fuel)	38,496
Electricity (kwh)	52,591,117
Steam (kwh)	9,316,173

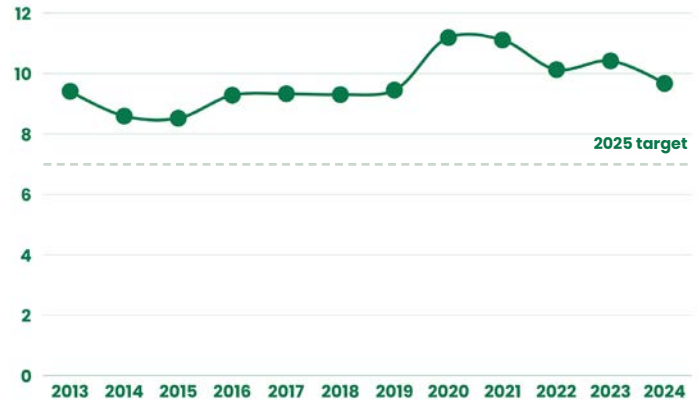
ENVIRONMENTAL RESOURCE MANAGEMENT

DyStar is cognisant of the financial savings and emissions reductions that could result from improving energy consumption. In a continuous effort to cut its energy consumption, DyStar takes advantage of innovative technological solutions and opportunities, such as fuel-efficient combustion units. To ensure each production site implements appropriate measures to reduce its energy consumption, the following checks are conducted regularly:

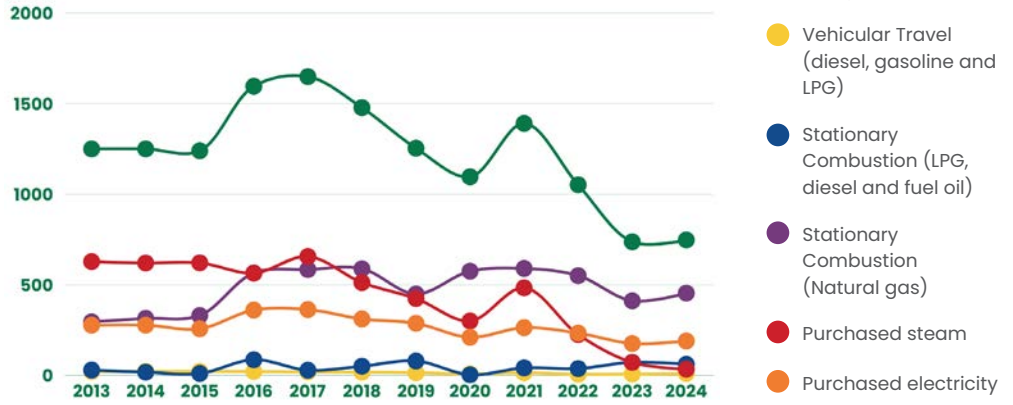
- Check for opportunities at all sites to establish independent power supply by the use of renewable sources (solar power, wind power, hydroelectric power)
- Check that all lamps have been substituted with LED lamps
- Review large power consumers by checking the feasibility of operating them with variable frequency drives
- Ensure energy-efficient motors are used when new machines are installed
- Check leakages in compressed air and condensate systems and eliminate them to reduce power and steam consumption
- Improvement in equipment and pipeline insulation to reduce energy losses.
- Review implementation of the Energy Management System ISO 50001:2018 for high energy consumption production sites such as Raunheim, Gabus and Omuta

Reducing DyStar's reliance on energy generated from fossil fuels is aligned with the Group's commitment in transitioning towards a cleaner energy future.

Non-Renewable Energy Intensity
(GJ used per ton of production)



Non-Renewable Energy Consumption by Source
(TJ)



ENVIRONMENTAL RESOURCE MANAGEMENT

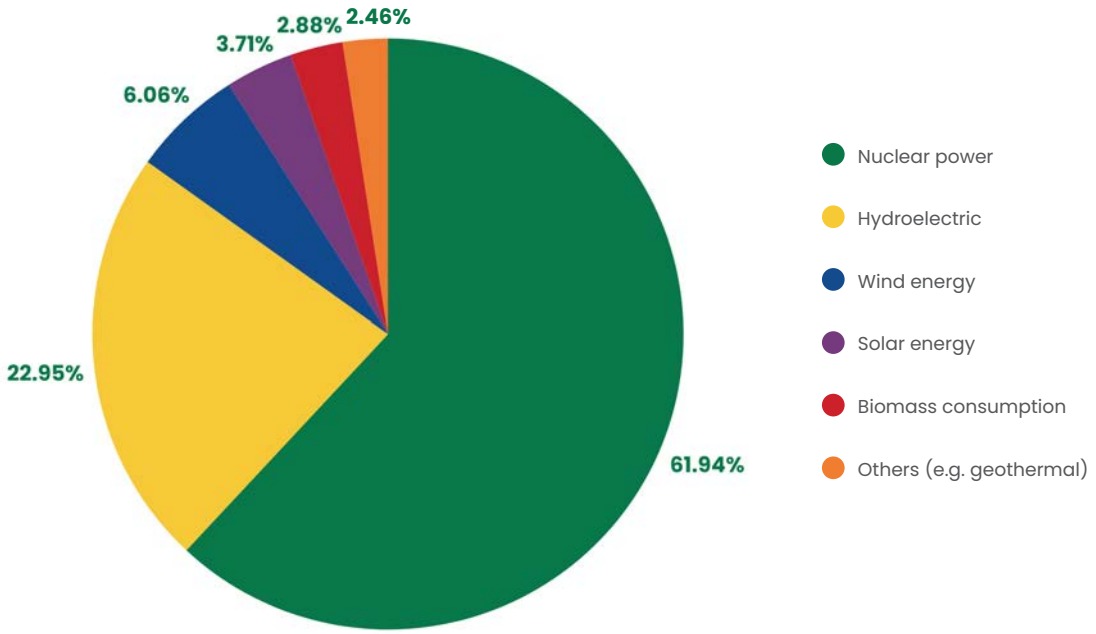
DyStar's senior management regularly reviews resource consumption data during the reporting period and discusses solutions to optimize energy-efficiency. In parallel, DyStar also strives to increase its renewable energy consumption.

In FY2024, **40%** of DyStar's **total energy consumption** was derived from **renewable sources**.

Nuclear power, hydroelectric, and wind energy collectively accounted for **90.95%** of the renewable energy mix.

In the same year, the Mem Martins site achieved a full transition to a renewable power supply, further reinforcing DyStar's commitment to sustainable energy practices.

FY2024 Renewable energy consumption by sources
(%)



ENVIRONMENTAL RESOURCE MANAGEMENT

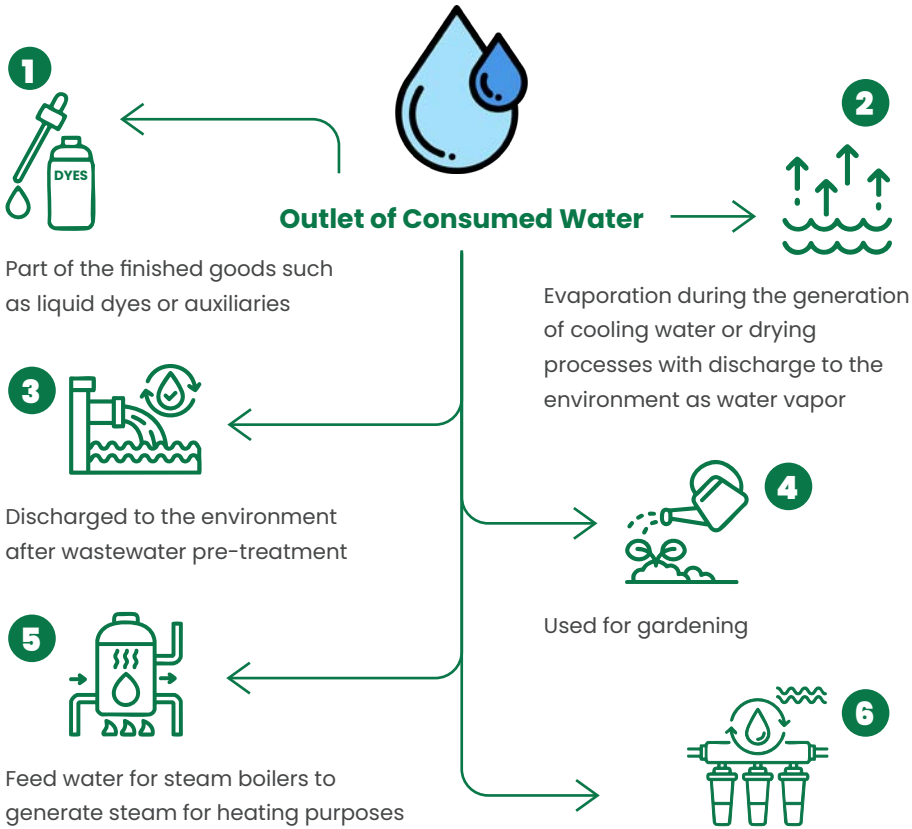
Water

Water is a vital component of DyStar's operations and production processes. Acknowledging the scarcity of this resource, DyStar is committed to the conservation of the planet's water resources and closely monitors its water consumption across its operations.

In FY2024, DyStar consumed a total of **2.56 million m³** of **water**, **▼14%** vs FY2023, mainly driven by process optimisation, increase of recovery of used water and advanced cleaning technologies.

This resulted in a corresponding decrease in water consumption intensity of **▼22%** vs FY2023.

DyStar's main water sources are from municipal water supply and deep wells. Water is used as raw material, for evaporative cooling, process water, or boiler feed water.



ENVIRONMENTAL RESOURCE MANAGEMENT

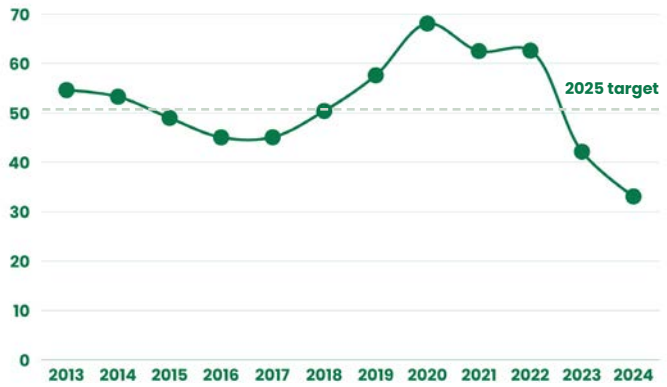
DyStar remains dedicated to mitigating the environmental impacts associated with its operations and continues to advance its objective of reducing its overall carbon footprint. Throughout FY2024, the Group undertook a series of initiatives aimed at improving water efficiency. These efforts included improved operational practices to optimise water efficiency and generate cost-savings. Key measures include:

- Continued operation of sewage water treatment units at Ankleshwar and Gabus sites to recover water for gardening purposes. Expansion of additional units is planned for 2025.
- Multi-effect Evaporation (MEE) plant operations were optimised at Ankleshwar and Gabus sites to increase the recovery rate or process water from cleaning or wastewater.
- Production trials at Gabus and Omuta sites focused on reducing washing water consumption at filter presses, specifically membrane filter presses. This approach maintained the quality of the intermediate final press cake while exploring different washing scenarios.

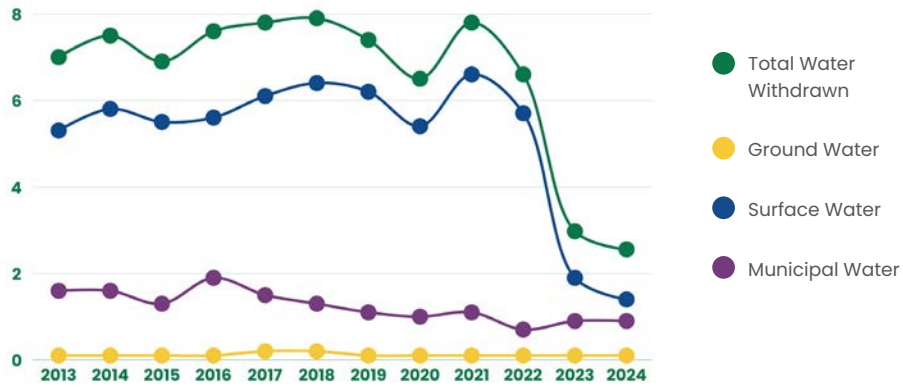
In FY2025, DyStar plans to undertake a water risk assessment at production sites with water consumption limits. Targets are also established at these production sites to reduce water consumption and wastewater generation, particularly in areas where treatment costs are high. Two additional sewage water treatment plants are projected to be installed at DyStar's Gabus production site in FY2025.

In FY2024, DyStar **reused** **52,963 m³** of **water**, which is approximately **2%** of the Group's **total water consumption**.

Water Consumption Intensity
(m^3 of water consumed per ton of production)



Water Withdrawal by Source
(million m^3)



ENVIRONMENTAL RESOURCE MANAGEMENT

Wastewater

To safeguard local communities and water resources, DyStar adopts industry best practices in wastewater management and ensures compliance with local wastewater discharge regulations across all production and operational sites. The Group employs a combination of onsite and offsite wastewater treatment methods to effectively manage effluent discharge.

Furthermore, DyStar is exploring innovative wastewater treatment technologies such as UV radiation and ozonisation, to achieve higher levels of disinfection. The typical wastewater treatment processes implemented at DyStar's sites are:

1. Chemical treatment, including neutralisation
2. Flocculation / Coagulation followed by filtration
3. Adsorption on activated carbon
4. Multi-effect Evaporation (MEE) with either drying of MEE concentrate onsite or disposing to certified 3rd party incineration plants, followed by reuse of the evaporated water as process water or make-up water for cooling tower
5. Ultrafiltration and nanofiltration
6. Biological treatment (aerobe)
7. Dissolved air flotation

The Group also maintains rigorous oversight of wastewater across its sites to ensure adherence with threshold limits specified in contractual agreements or regulations. Wastewater is routinely monitored prior to discharge, with samples collected from the buffer tank to verify compliance.

Each site is equipped with spectrophotometers to analyse a range of discharge parameters. Similar measures are undertaken for wastewater directed to municipal treatment facilities for final treatment, as well as wastewater managed by external contractors. DyStar recognises the critical importance of preventing the authorised reuse of wastewater by other organisations and as such, enforces stringent safeguards in place.



In FY2024, DyStar experienced a modest increase of about **▲4%** in **wastewater discharge**, amounting to **590,499 m³** vs FY2023.

However, the company continued to make progress in its sustainability efforts, with a reduction in **wastewater intensity** to **7.64 m³ per ton of production**, down from 8.04 m³ per ton in FY2023.

The Ankleshwar and Gabus sites are currently operating as part of a "**Zero Liquid Discharge Scheme**" under the local authorities' initiative due to environmental impact assessments conducted or the nature of production licenses. These sites are prohibited from discharging any wastewater. Instead, the wastewater goes through a treatment process to be converted to a concentrate or solid residue, for disposal via landfill or incineration. Water recovered in the process is then reused as make-up water for cooling towers or process water.

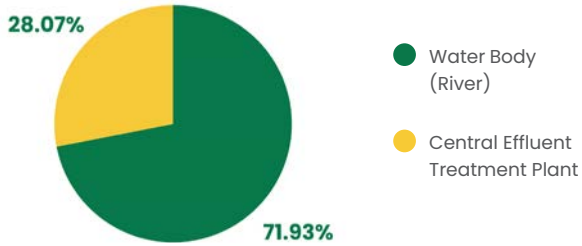
ENVIRONMENTAL RESOURCE MANAGEMENT

For setting its baseline wastewater discharge standards, DyStar considers its site-specific discharge permits, and discharge constraints stipulated by bluesign® for chemical suppliers, before proceeding to adopt the stricter of the two limits as its wastewater discharge benchmark.

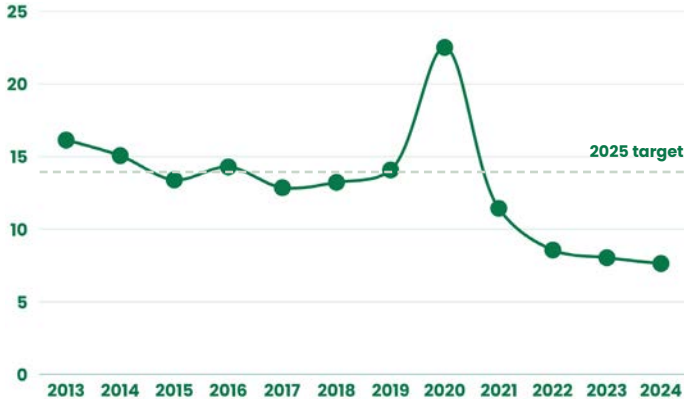
79% of the Group's sites **do not discharge wastewater into water bodies**.

These sites are either zero liquid discharge sites (Ankleshwar and Gabus) or discharge wastewater to a certified central effluent treatment plant. Only 3 sites (Corlu, Samutprakarn, Apiuna) discharge treated wastewater into water bodies within the site's respective discharge limits and after treatment onsite.

Total waste water discharged by destination
(m^3)



Wastewater Production Intensity
(m^3 of wastewater discharged per ton of production)



Wastewater Discharged
(million m^3)



ENVIRONMENTAL RESOURCE MANAGEMENT

Air Emissions

DyStar is committed to ensuring that air pollutants emitted from its production facilities and operational activities are below permitted threshold levels. The main air pollutants that DyStar produces include particulate matters (dust), total organic carbon (TOC), volatile organic compounds (VOC), sulfuric oxides (SOx) and hydrochlorides.

Nitrous oxides (NOx) and methane are specifically measured and monitored at the Ludwigshafen manufacturing facility, as these exhaust gas compounds are regulated under municipal discharge limits.

DyStar's approach to air emission reduction focuses on addressing emissions from diffused sources, while simultaneously upgrading existing systems to reduce TOC and dust emissions. Captured air is purified and treated in dust collectors and exhaust gas treatment systems to further enhance the quality of air released. The Group will focus on production sites where carcinogenic, mutagenic and reprotoxic materials are handled, according to bluesign's Occupational Exposure Limits (OEL) Guideline. To further enhance workplace safety measures, additional vapor and dust extraction units will be installed in areas where monitoring indicates potential exposure levels exceeding threshold limits, even for operators using personal protective equipment (PPE).

Furthermore, while continuous measurements for exhaust air components have not yet been installed, all vent emissions are regularly controlled by authorities to ensure compliance with discharge limits. DyStar remains committed to optimising emissions management strategies within these existing constraints.

Waste Management

DyStar generates both hazardous and non-hazardous waste. The company is acutely aware that the growing volume of waste could potentially threaten environmental stability and public health. As a result, the Group remains committed to reducing the overall amount of waste output from its operations, as well as waste that is generated upstream or downstream across its value chain.

Waste minimisation is prioritised across all stages of production through process optimisation. This entails strict quality control of raw material and intermediat inputs and adherence to process parameters as outlined in production manuals and batch logsheets, which consequently results in a reduction of material losses during both processing and reprocessing.

In addition, DyStar has implemented process improvement programmes designed to prevent batches from going out of specification, reducing the need for reprocessing or disposal by incineration. These improvements include enhancing batch log sheets and installing additional instrumentation to mitigate human error.

These efforts effectively avoid the need for disposal of product batches, such as incineration, and minimise additional consequences associated with reprocessing, including the generation of extra wastewater, increased packaging material consumption, and heightened utility consumption. In 2024 , DyStar is also focusing on mapping the direct link between waste generated and production output, with the aim of identifying opportunities to minimise waste generation and recover used materials more effectively.

ENVIRONMENTAL RESOURCE MANAGEMENT

DyStar's manufacturing activities generate various types of hazardous waste. This includes waste packaging contamination, product residues, residues resulting from the distillation recovery of solvents, solutions and other liquids that cannot be disposed of as wastewater, as well as residues that may remain after wastewater evaporation. **In the 2024 fiscal year, DyStar produced 5,644 tons of hazardous waste alongside 5,461 tons of non-hazardous waste**. The majority of non-hazardous waste is made up of office waste, uncontaminated packing materials, pallets and household waste from pantries and canteens.

Overall, DyStar's waste intensity for FY2024 is 143.67kg per ton of production. There was an 61% increase in FY2024 as compared to FY2011 baseline. Recent operational shifts have led to variations in our metrics, particularly for waste intensity. While this is not reflective of our long-term goals, these changes have highlighted key areas for innovation and improvement to be designed and implemented.

DyStar ensures that waste disposal directives are readily available to all its operating facilities, and the waste samples are tested by certified disposal organisations. The Group's manufacturing sites are committed to continual monitoring to confirm that they uphold the waste class specifications, which include the stipulated monthly waste disposal quantity.



DyStar **recycled 45%** of its **packaging materials** in FY2024, and strives to continuously improve its waste management practices and recycle as much of its non-hazardous waste as possible.

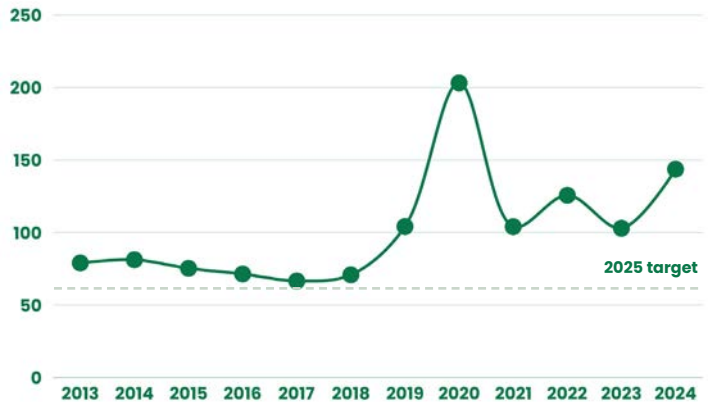
In general, all waste (solid or liquid) generated from DyStar's operations are transported by certified companies and discarded by licensed disposal services. The certifications and licenses of the transporters and disposal companies involved are thoroughly reviewed each year. This review includes an inspection of the disposal sites, such as landfills and incineration plants, to ensure adherence to environmental standards. **In FY2024, 11,189.51 tonnes of waste were sent to landfill, 2,099.49 tonnes to incineration, and 21.81 tonnes to fuel blending at the Reidsville site**.

DyStar's total hazardous and non-hazardous waste disposed **totalled 11,104.21 tons**, with **51% categorised as hazardous**.

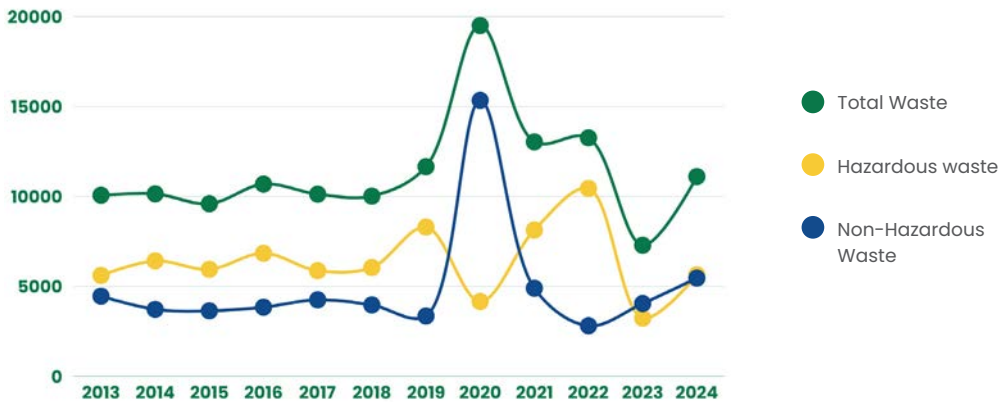
In terms of total waste volume based on waste stream and waste generated across all sites, we observed variations in numbers due to calculation, time lag between waste generated and waste disposed.

ENVIRONMENTAL RESOURCE MANAGEMENT

Waste Production Intensity
(kg of waste per ton of production)



Waste Production by Category
(tons)



Biodiversity

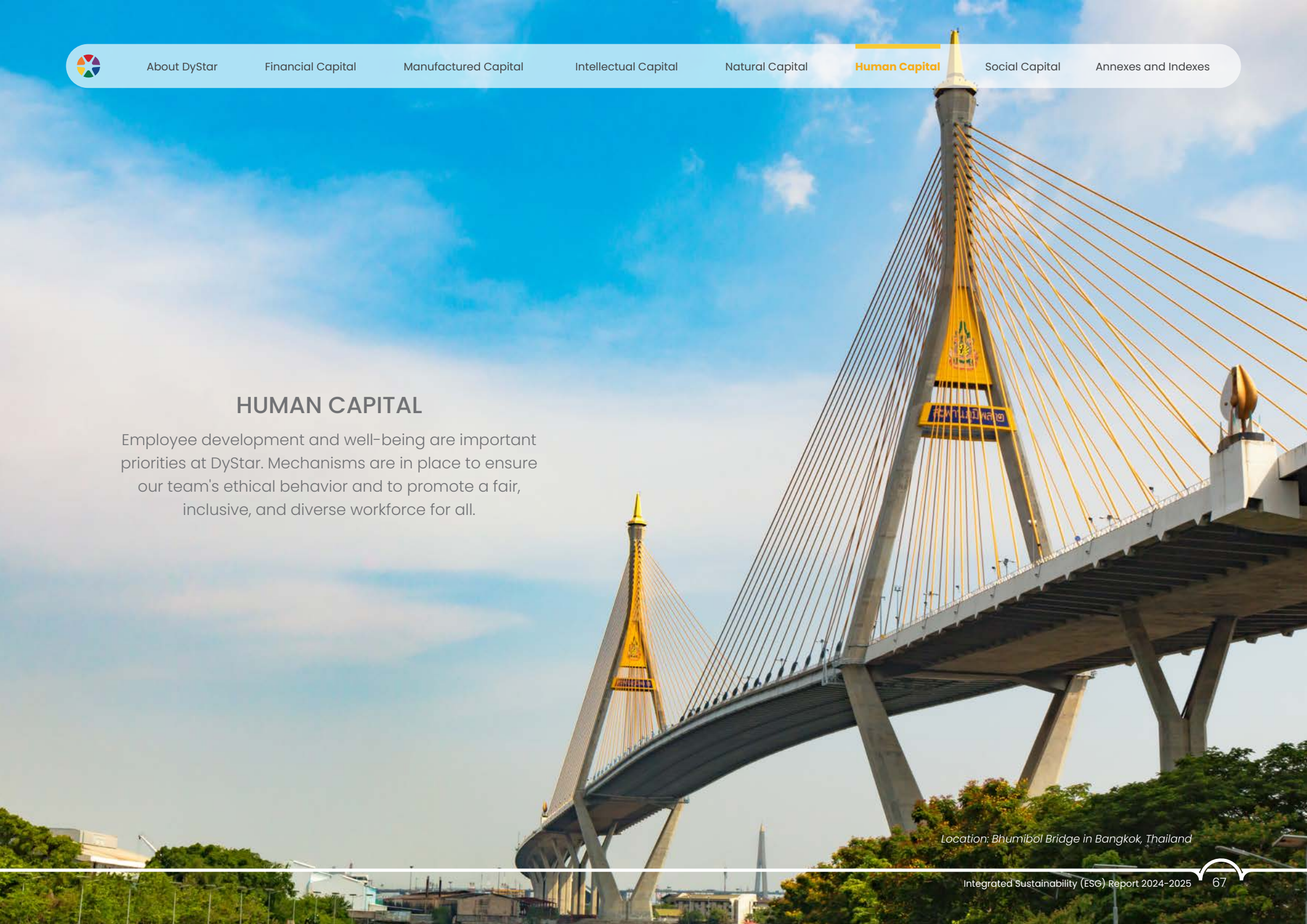
At DyStar, we recognise the critical role of biodiversity in advancing environmental sustainability, and we are committed to doing our part. In FY2024, we initiated the disclosure of biodiversity-related initiatives, underscoring our increasing focus on this critical aspect of sustainability.

Presently, our manufacturing operations are located within designated industrial zones or parks. We do not operate in or near areas identified as key biodiversity areas (KBAs) or biodiversity-sensitive zone[14]. However, we acknowledge the growing relevance of biodiversity in corporate sustainability. Looking ahead, DyStar is progressively integrating biodiversity considerations into our broader sustainability strategy and future reporting plans to support long-term ecological resilience.

[14] Based on external geospatial screening tool for biodiversity and conservation-related data.

HUMAN CAPITAL

Employee development and well-being are important priorities at DyStar. Mechanisms are in place to ensure our team's ethical behavior and to promote a fair, inclusive, and diverse workforce for all.



Location: Bhumibol Bridge in Bangkok, Thailand

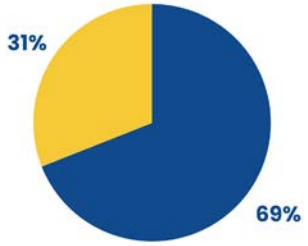
DEVELOPING PEOPLE

As a leading global manufacturer and solution provider of dyestuff and chemicals, DyStar maintains a strong international presence and takes pride in its commitment to its employees, while recognising diversity as a cornerstone of its global success. As outlined in its Code of Conduct, DyStar upholds high standards for its employees, and expects these values to be reflected throughout the organisation. The Group is dedicated to fair and ethical employment practices while cultivating a safe working environment that prioritises employees' wellbeing.

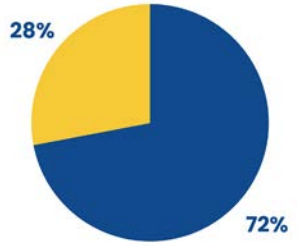
Headquartered in Singapore, **DyStar currently employs 1,492 staff members across its global operations**, including offices and production facilities spreading across North, South, and Southeast Asia, Europe, Americas, Turkey, Africa and the Middle East (TAME). Since DyStar engages a relatively small number of workers who are non-employees[15] to conduct work, this report will primarily focus on individuals who are in an employment relationship with DyStar.

[15] As of the end of FY2024, DyStar has engaged 6 workers who are non-employees, employed from external contractors to perform cleaning services.

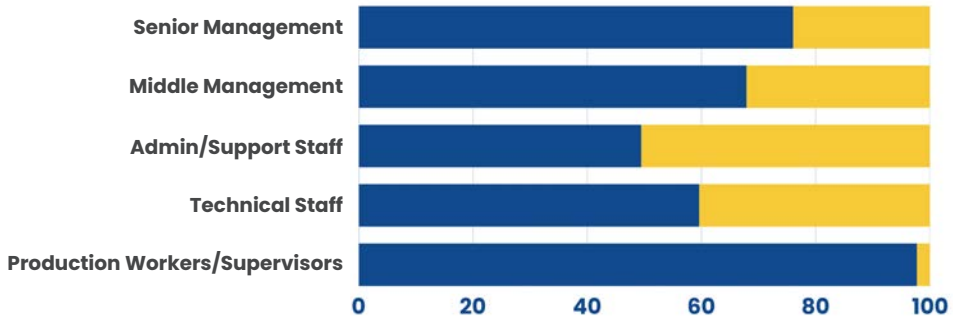
Total Workforce by Gender



Employee Turnover by Gender

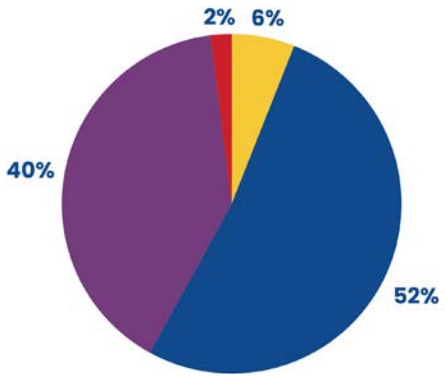


Employees by Position and Gender

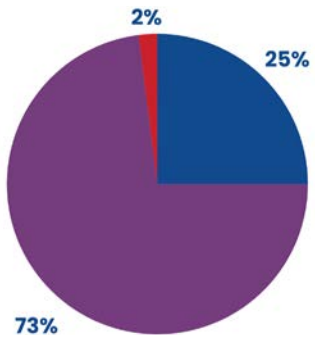


DEVELOPING PEOPLE

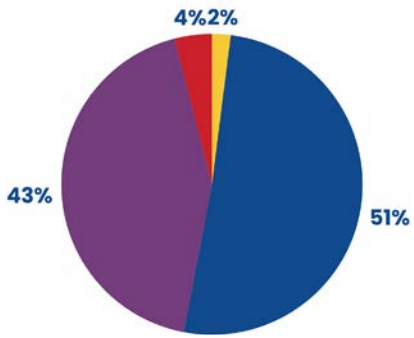
Total Workforce by Age Group



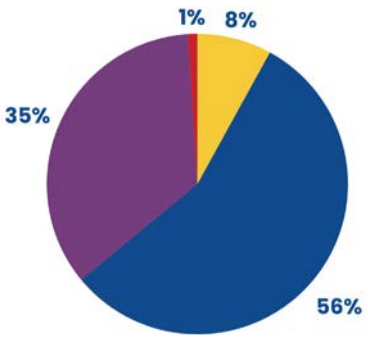
Employees by Position and Age Group



Senior Management

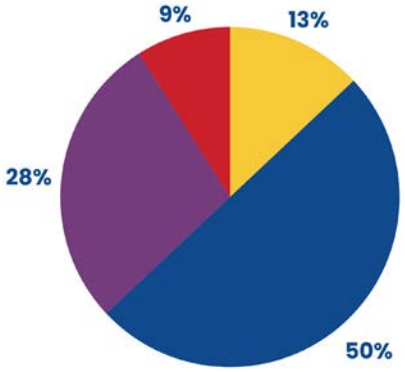


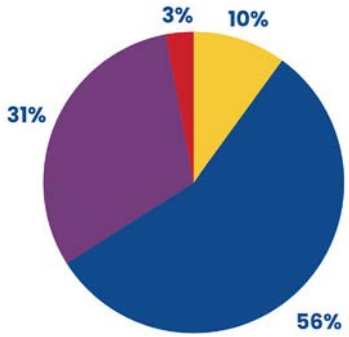
Middle Management



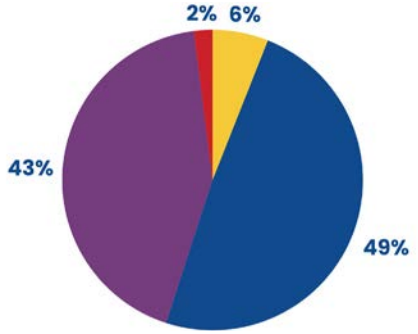
Admin/Support Staff

Employee Turnover by Age Group





Technical Staff

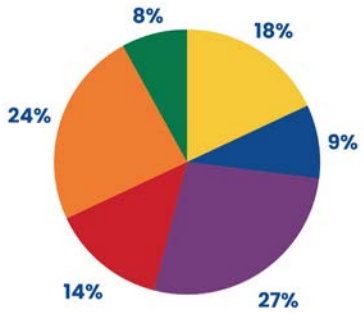


Production Workers/Supervisors

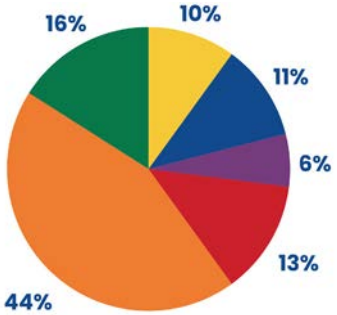
Between 18-29 years old | Between 30-49 years old | Between 50-64 years old | Age 65 & above

DEVELOPING PEOPLE

Total Employees by Region

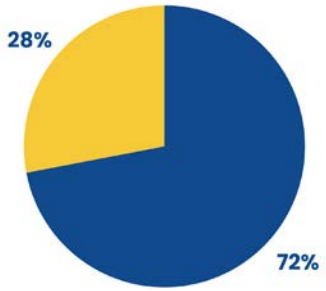


Employee Turnover by Region



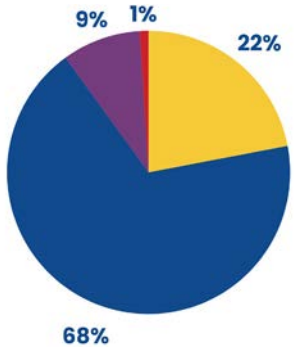
- North Asia
- South Asia
- Southeast Asia
- Europe
- Americas
- Turkey, Africa & Middle East

New Employee Hires by Gender



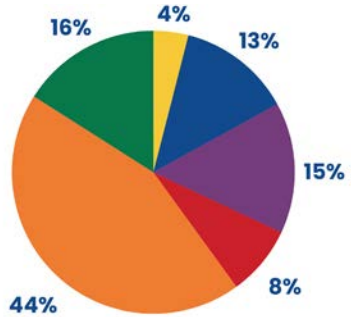
- Male
- Female

New Employee Hires by Age Group



- Between 18-29 years old
- Between 30-49 years old
- Between 50-64 years old
- Age 65 and above

New Employee Hires by Region



- North Asia
- South Asia
- Southeast Asia
- Europe
- Americas
- Turkey, Africa & Middle East

DEVELOPING PEOPLE

Diversity and Equality

DyStar values diversity as a strength and is dedicated to providing equal opportunities for all, including maintaining gender-neutral remuneration at entry-level positions. DyStar is firmly against any form of discrimination or harassment and constantly incorporates cultural sensitivity into daily work settings. Procedures are in place to identify non-compliance instances, including routine audits, contract and agreement reviews, and sample testing.

DyStar acknowledges the influential role that female leaders play in advancing women's empowerment within the workplace. This is reflected in the composition of DyStar's management committee, where around 31% of key leadership roles are held by women. By highlighting these figures, DyStar seeks to inspire more women to pursue leadership roles and realise their full potential in their careers.

To support this vision, DyStar has launched various initiatives and programmes at both global and local levels, aimed at fostering a workplace culture that champions and promotes diversity.

Hiring of Female Security Guards

For the first time ever, **DyStar TAME hired female security guards in FY2024**.

The **security department** now consists of a balance of **50% male** and **50% female** **employees**.

International Women's Day Celebration

In conjunction with International Women's Day, DyStar India prepared a company-sponsored lunch celebration for female colleagues at a popular local restaurant. The event serves as a great opportunity for everyone to come together, enjoy a delicious meal, and celebrate the achievements and contributions of our female colleagues.







DEVELOPING PEOPLE

Meanwhile, DyStar TAME celebrated International Women's Day by acknowledging the valuable contributions of the women on their team. As a gesture of appreciation, each female colleague received a handcrafted gift made by a local female artisan, celebrating both their dedication and the spirit of women's empowerment.









Mother's Day Celebration in Singapore

On 10 May 2024, DyStar Singapore celebrated Mother's Day with a mini tea break treat for all colleagues. As part of our diversity initiative, this event paid tribute to all the mothers at DyStar. Savory roulade pastry and warm glutinous rice ball dessert, made with halal recipes, were served. Handmade paper flowers were also gifted to employees on this special occasion.

Father's Day Celebration and the Dragon Boat Festival in Singapore

On 7 June 2024, DyStar Singapore celebrated both the Dragon Boat Festival and Father's Day in a joint event. The Dragon Boat Festival, which commemorates the legacy of the famous Chinese scholar Qu Yuan, is traditionally marked by dragon boat races and the enjoyment of 粽子 (zòngzi)—glutinous rice dumplings wrapped in bamboo leaves. These festive dumplings were distributed to all employees as part of the celebration. In addition, the occasion served as an opportunity to recognise and appreciate all fathers within the DyStar community.

These initiatives reflect DyStar's ongoing commitment to employee wellbeing and dedication to fostering a positive and respectful workplace culture.



DEVELOPING PEOPLE

Health and Safety

DyStar is dedicated to maintaining a safe and healthy workplace through its 'Safety First!' approach. Acknowledging the specific hazards associated with chemical industry operations, the company places a strong emphasis on occupational health and safety. Key initiatives include:

- **Risk identification and mitigation**: Systematic identification of potential hazards and implementation of preventive measures, for example, with Job Hazard analysis.
- **Information sharing**: Transparent communication of safety protocols and updates across different levels of the organisation. Short description of near misses or accidents are shared across the countries.
- **Regular training**: Integration of health and safety training into employee's annual development plans to ensure continuous awareness and preparedness.
- **Mutual responsibilities**: All employees share the responsibility for maintaining a safe work environment by adhering to DyStar's safety guidelines and promptly reporting hazards or near-miss incidents.
- Implementation of 6S at the manufacturing sites in 2025.

DyStar has established an Occupational Health, Safety, and Environmental Protection framework that guides its approach, which includes:

1. Providing employees with adequate PPE to safeguard against direct and long-term health risks associated with handling hazardous materials or processes. A PPE matrix related to such hazards is being implemented at all sites.
2. Conducting regular and thorough site inspections by interdisciplinary teams to identify potential health and safety risks, and any gaps are remedied within a set timeframe with appropriate follow-up actions.
3. Investigating all incidents and accidents in conjunction with Health, Safety and Environmental Protection (HSE) experts to address root causes, define corrective actions, and prevent recurrences.

DyStar's occupational health and safety management system is being developed in consultation with employees to enhance work organisation, occupational safety management, health protection, safety technology, handling of hazardous substances, and production processes. All employees, including contract workers, will be covered by DyStar's occupational health and safety system. While the system has not yet been internally or externally audited, **DyStar is currently working towards ISO 45001 certification, with a target to achieve it by 2027**.

All production sites are designed to prioritise safety, and reduce potential hazards and process risks. This includes safety training for employees prior to handling equipment or hazardous materials, and regular hazard and operability studies are conducted. This training provides guidance for employees on how to handle situations that put them at risk at work. Contractors involved in production site operations are required to comply with DyStar's safety regulations, which include implementing safety systems for technical installations.

At DyStar, accident prevention plans are developed for all production sites in collaboration with internal departments and local authorities. Employees are required to complete safety training before operating equipment or handling hazardous materials and are required to regularly practice emergency procedures.

To ensure comprehensive risk assessment, DyStar conducts regular hazard and operability studies and job hazard analyses, incorporating input from both employees and contract workers. Identified risks are addressed through organisational and technical controls, in line with the hierarchy of controls including implementing the use of specialised PPEs, installing dust extraction systems and safety interlockings.

Safety committees—comprising employees and management representatives—are established at all production sites. These safety principles are applied consistently across all DyStar divisions globally, supported by ongoing technology and knowledge sharing to maintain a unified approach to workplace safety across the Group.

DEVELOPING PEOPLE

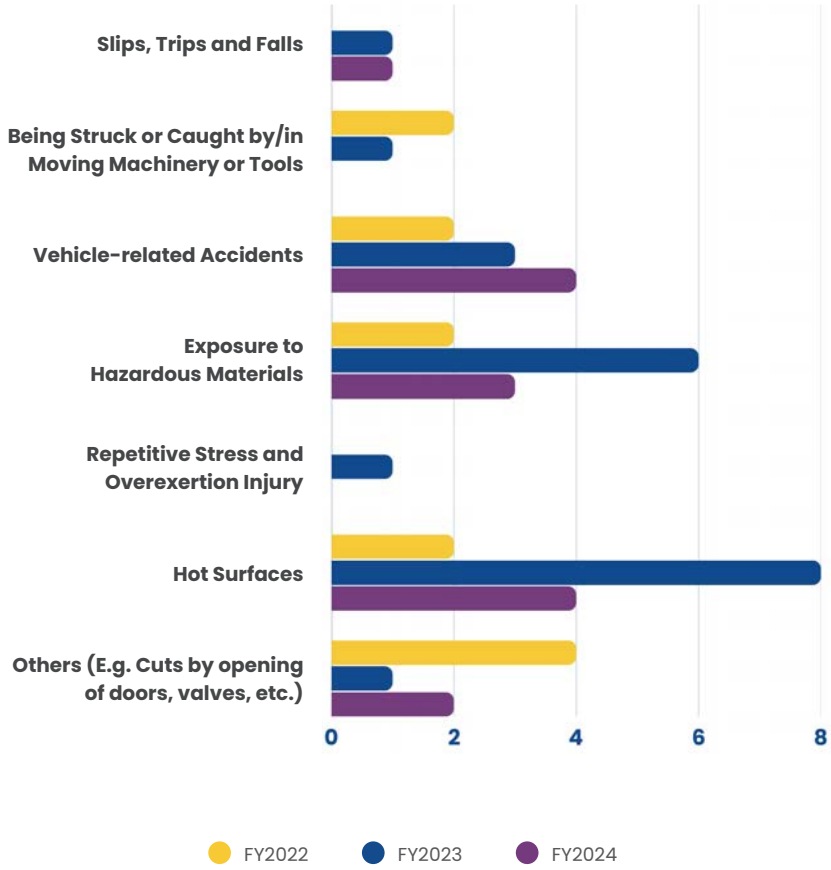
Notably, the **Apiúna Site – Brazil** celebrated **8 years without recordable accidents** in April 2024.

The achievement reflects the site's sustained commitment to workplace safety and is the result of several key initiatives implemented over the years, including introduction of new PPEs, replacement of flammable solvents, regular safety analysis and revisions to production methods.

In FY2024, there were no recorded cases of work-related ill health, including zero fatalities and zero recordable cases for both employees and non-employees. Accordingly, no main types of work-related ill health were identified.

Additionally, in FY2024, DyStar has maintained its track record of zero cases of work fatalities but there were a total of 12 work-related injuries among employees. There was zero case of high-consequence injury recorded in FY2024 for employees. In addition, there were no reported cases for work-related fatalities, work-related injuries, or high-consequence injuries involving non-employees whose work or workplace was under DyStar's control in FY2024. All work-related incidents are investigated and reported in an in-house database. Findings and the corrective and preventive actions are documented to avoid repetition of such incidents. DyStar has investigated all incidences of work-related injuries in FY2024 and implemented corrective actions to minimise further risks.

The breakdown of the type of injuries is as follows:



DEVELOPING PEOPLE

Tables 1 and 2 below illustrate the number of work-related injuries for employees and non-employees, broken down by the type of injury. **The recordable injury rate for employees in FY2024 was calculated based on a total of 2,982,536 man-hours worked**.

WORK-RELATED INJURIES (EMPLOYEES)

Rate of recordable work-related injuries (based on 200,000 hours worked)	**0.81**
Type of Injury	**Number of Employees**
Slips, Trips and Falls	4
Being Struck or Caught by/in Moving Machinery or Tools	2
Vehicle-related Accidents	0
Exposure to Hazardous Materials	2
Repetitive Stress and Overexertion Injury	2
Hot Surfaces	2
Others (E.g., Cuts by Opening of Doors, Valves etc.)	0
TOTAL	**12**

WORK-RELATED INJURIES (NON-EMPLOYEES)

Rate of recordable work-related injuries (based on 200,000 hours worked)	**0**
Type of Injury	**Number of Employees**
Exposure to hazardous materials	0
TOTAL	**0**



DEVELOPING PEOPLE

Standard Procedures

DyStar has established a global network of HSE experts, where regional and local HSE Managers enforce safety measures across the company and ensure that all employees and contractors comply with applicable laws, regulations, and DyStar policies. The HSE Team creates guidelines and training programs to promote vigilance and regularly assesses their effectiveness together with the Regional and Global HSE Managers. DyStar conducts regular assessments to identify potential hazards, including both routine and non-routine hazards.

DyStar has put in place stringent policies to ensure the safe handling of hazardous materials, chemicals under pressure, working at elevated temperatures, and the release of hazardous by-products, among other protocols. An example is DyStar's Emergency Response Plan (ERP), which provides step-by-step guidance for handling hazardous chemical incidents on manufacturing sites. In such situations, special actions are taken according to the Standard Operating Procedures (SOP) or operation manuals.

To address work-related hazards and minimise associated risks, DyStar has put in place a comprehensive Job Hazard Analysis at all its sites. This analysis identifies potential hazards that could affect employees, and additional measures are implemented to ensure a safe working environment. Site managers are responsible for ensuring that employees follow established safety protocols and review the effectiveness of implemented measures. DyStar also maintains a global HSE improvement programme, under which each site sets clear safety improvement targets. Results are reviewed and shared on a monthly basis in regional conferences. All accidents and incidents are followed up with a detailed root cause investigation, including determination of corrective and preventive actions to avoid recurrence.

In Germany, for instance, the hazard analysis is conducted in line with the German Workplace Ordinance, which aims to protect the health and safety of employees at work. Any changes to the work environment are met with immediate technical or organisational actions to mitigate potential risks to health and safety.

As part of the Process Hazard Analysis (HAZOP), DyStar conducts separate risk assessments for handling hazardous chemicals. This principle considers all potential maloperations and technical deviations that could have an impact on people, property, or the environment, following a "one failure principle" to limit the impact of all deviations identified. A dedicated procedure is also followed to identify potential deviations and related organisational and/or technical measures to minimise the impact. These processes are overseen by competent HSE Managers, and the quality of these assessments is reviewed regularly to ensure effectiveness.

All near misses or work-related accidents are logged in the Incident Tracker report system, including a description of the incident, root cause investigation, and corrective and preventive actions taken to prevent a recurrence. Any work-related hazards or hazardous situations reported as "near miss" are immediately addressed to prevent an unsafe situation that could potentially cause an accident or negatively affect the health and safety of DyStar's employees.

DyStar conducts regular assessments of its operations to identify any potential negative health impacts and implements ergonomic reviews to make technical improvements where necessary. This may include installing vacuum lifters at workstations that require regular lifting or reducing the weight of individual containers. DyStar also provides medical services at all its manufacturing sites, allowing employees to have access to regular consultations with on-site physicians. Employees are also covered by work insurance programs. Specifically, at the Ankleshwar site, DyStar offers an Occupational Health Centre that is available to all employees, offering additional medical services beyond occupational health concerns.

DEVELOPING PEOPLE

DyStar TAME

DyStar TAME has conducted extensive external, internal and occupational trainings related to health and safety for employees in FY2024. An overview of key trainings conducted are listed as follows:

TRAINING	EMPLOYEES PARTICIPATION	AREA OF FOCUS	
External Trainings	A total of 264 employees participated	• Return-to-work training after a work accident • Chemistry process training • Waste, spillage, flood pan training • Safe and advanced refreshing forklift driving • Protecting our health and immune system • SEVESO Internal Auditor Training • Stress management	• Working aloft training • Cybersecurity training • Explosion protection document preparation training • Logistics training • Crisis management in disasters
Internal Trainings	A total of 133 employees participated	• Orientation (Company policies) • Compliance with General Data Protection Regulation (GDPR) / Turkish Personal Data Protection Law (KVKK), and Quality Management (QM) • HSE orientation • Design Organisation Approval (DOA)	• Return-to-work training after a work accident • General HSE training • Production process, labelling, four-eye rule training • SCM workers' procedures training • Springer orientation training • Warehouse operations general training
Occupational Trainings	A total of 538 employees participated	• SOP production-HSE instructions • Protection from explosion training • SOP production instructions • Environment and waste management trainings • HSE Trainings (including training for 5 interns) • Environment-related training • ADR training • Production SOP training for emergency status • Code of Conduct refresher training • Chemical hazards, preparing, storage and transportation • Material requirements planning	• Work accident information training • Raw material control • Production risk assessment training • Chemical spillage's intervention training • Search and rescue and first aid drill • Disaster awareness training • Production process • Basic pneumatics • HSE at maintenance • Emergency plan team training • Warehouse platform loading • Production SOP training

DEVELOPING PEOPLE







HSE Training in Turkey

In FY2024, safe and advanced Forklift Driving Training was provided, covering both theoretical knowledge and practical skills for forklift operators at the plant.

HSE achievement in Apiúna Site – Brazil

In April 2024, the Apiúna Site in Brazil reached eight years without recordable accidents. This milestone reflects the site's sustained commitment to maintaining high safety standards through measures such as the introduction of new PPEs, replacement of flammable solvents, routine safety analysis and revisions to production methods.





DEVELOPING PEOPLE

Customer Satisfaction

DyStar prioritises customer satisfaction and experience as crucial elements for maintaining customer loyalty and fostering sustained business expansion. To provide superior products to its customers, gaining insight into their satisfaction levels and understanding any potential concerns is crucial.

In FY2024, DyStar received 101 justified (i.e. claims supported by valid evidence of fault) and 90 non-justified complaints (i.e. claims lacking clear substantiation or due to misunderstanding) from customers, fewer than in FY2023. The complaints received were of various natures, ranging from logistics issues such as wrong labelling to product quality issues. Each complaint was resolved promptly by the DyStar subsidiary site Quality Control team according to its nature. As of 31 December 2024, 70% of complaints have been resolved. DyStar strives to be committed to providing a satisfactory experience for all its customers and seeks to minimise the complaints received annually.

During the reporting period, **there were no reported incidents of non-compliance concerning the health and safety impacts of our products and services**. Additionally, **there were zero cases of non-compliance concerning product and service information and labelling, as well as zero cases of non-compliance concerning marketing communications**.

As part of the efforts to improve customer satisfaction, DyStar conducts yearly reviews and target-setting exercises to monitor the number of justified customer complaints and compliance checks across its global sites. Targets are set by region and reviewed periodically to compare performance and identify areas for improvement.

Employee Rights and Benefits

In addition to upholding the ethical and legal principles outlined in DyStar's Code of Conduct, the company also supports employee rights in accordance with the Social Accountability International's SA8000 Standard. This commitment aligns with ISO 9001, which specifies the requirements for a quality management system. At DyStar, employees are considered key stakeholders, and the Group places high importance on nurturing mutual trust.

The Group also fully respects and upholds the rights of its employees to establish and support labour unions, as well as the right to participate in collective bargaining. The Group ensures that labour union representatives are not subjected to discrimination and that their members are granted access to the workplace. DyStar adheres to prevailing laws and standards when determining working hours and ensures that wages are above the minimum wage specified by law. This approach reflects DyStar's compliance with national labour laws, fair employment practices, company policies, and industry norms.

To promote fairness and prevent workplace dissatisfaction or labour disputes, DyStar standardises working conditions for both non-unionised and unionised employees. The Group also ensures that it does not enter employment contracts with illegal workers and that it does not engage in false apprenticeship/vocational training arrangements to avoid compliance with working and social laws.

As of FY2024, 13.9% of employees are covered by collective bargaining agreement. When faced with significant operational changes that might substantially impact employees, a notice period is given to employees. However, this varies based on the collective bargaining agreement signed and the location regulations. The notice period and provisions for consultation and negotiation will be specified, based on their respective collective bargaining agreements. In FY2024, DyStar did not identify any operations or suppliers in which workers' rights to exercise freedom of association and collective bargaining may be violated or at significant risk. As such, no additional supporting measures were deemed necessary during the reporting period.

DyStar has a strict no-tolerance policy regarding any form of discrimination, including that based on race, ethnicity, gender, religion, belief system, political or union affiliation, disability,

DEVELOPING PEOPLE

age, marital status, or sexual orientation. To deepen employee understanding of POSH (Policy on Prevention, Prohibition, and Redressal Against Sexual Harassment at Workplace), illustrative instances of both verbal and nonverbal sexual harassment were discussed, and employees were briefed on necessary actions if they wish to file a complaint. DyStar also provided employees with information about the members of the Internal Complaint Committee, including their educational backgrounds and roles in the policy, the timeline for filing complaints, and the redressal process.

DyStar offers an extensive range of competitive benefits to its regular full-time and part-time employees. DyStar's benefit plans vary by country as they are designed to build on the social security benefits provided in each country, as well as to be market competitive. Across all major DyStar locations, employees are provided with benefits like paid vacation, leave programmes, staff insurance, including inpatient and outpatient healthcare, term life, accident, business travel, among others.

DyStar demonstrates sensitivity towards employees who have children or are expecting, and as such, actively offers maternity protection. DyStar follows local regulatory standards and policies when it comes to maternity and paternal leave.

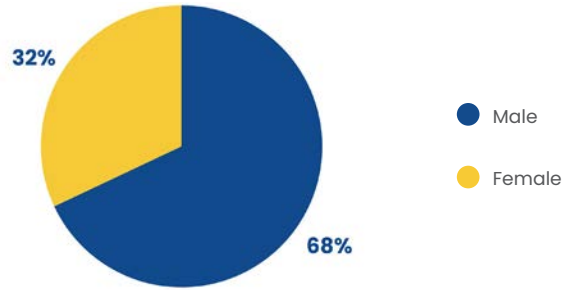
In FY2024, a total of **15 employees took maternity or paternity leave**, with **80% returning to work** upon the end of the leave period[16].

In addition to fulfilling wage laws and industry norms, DyStar also places importance on acknowledging employees for their exceptional performance and conduct. **In FY2024, DyStar carried out performance evaluations for 88% of its workforce[17], which built the foundation for incentive schemes**.

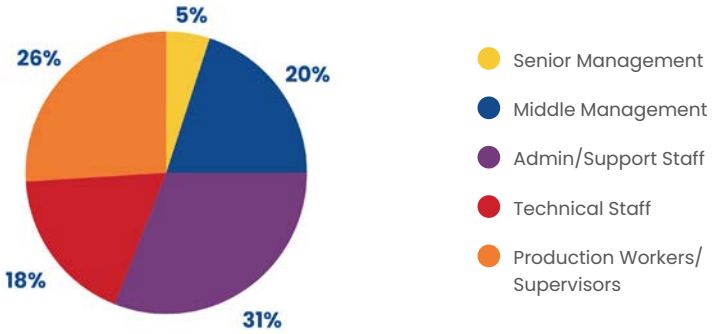
[16] The remaining 3 employees were still on leave during the reporting period.

[17] This does not include employees who are not entitled to performance reviews, such as part-timers and temporary employees, and employees with a different appraisal cycle in countries such as USA.

Performance Review by Gender



Performance Review by Employee Category



DEVELOPING PEOPLE

Opportunities for Development

By prioritising the enhancement of employees' core competencies through various training and development programs, DyStar invests in and encourages employees to undergo upskilling. These skill-building opportunities effectively contribute to cultivating a diverse, capable, and empowered workforce. As new opportunities continue to emerge and evolve, ongoing development of employees' skills, knowledge, and interest is viewed as a key attribute to DyStar's long-term, sustainable growth.

In FY2024, the Group provided an average of 8.12 training hours per employee, spanning across all employee categories[18]. These training hours exclude the 2,422 DyStar University (DSU) training hours in FY2024. Moving forward, DyStar intends to establish practical targets for training hours per employee in the upcoming years.

[18] Disclosure of training hours for FY2024 is based on average training hours per employee in alignment with GRI requirements.

The table below illustrates the average number of training hours in FY2024 as well as average training hours by gender and by employee category.

TRAINING	
Average Training Hours	8.12
Average Training Hours by Gender	
Male	8.38
Female	7.54
Average Training Hours by Employee Category	
Senior Management	4.07
Middle Management	7.86
Admin/Support Staff	5.97
Technical Staff	9.82
Production Workers/Supervisors	10.43





DEVELOPING PEOPLE

Global Training Program

DyStar's HR team is incorporated within regional offices across its global operations, and play a crucial role in supporting the company's Global Training Program. DyStar invests in training for employees based on training needs analysis, jointly identified by one's roles, functions and development plan of individual employees. This encompasses a wide range of training areas, including mandatory regulatory, safety, quality, and certification training; technical training to strengthen job-specific skills; and soft skills training to build supervisory, interpersonal, and leadership capabilities.

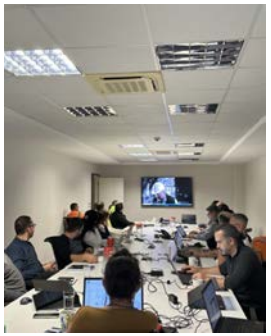
By focusing on elevating each individual's performance and potential, DyStar's Global Training Program aims to augment the company's overall effectiveness and efficiency.

DyStar University (DSU)

Launched globally to all DyStar employees in December 2022, this learning platform offers a plethora of training courses and proprietary materials that will support employees' learning journey at DyStar. Today, the digital platform hosts over 40 curated modules designed to help employees with their learning needs.

In FY2024, a total of 2,422 hours were spent on DSU training courses, with employees from the Asia region leading the way, spending 1,500 hours in total. To further promote a proactive learning culture within DyStar, new modules have been launched in FY2024. These include a product training program which covers all product ranges and provides our Sales & Marketing colleagues with the foundation for enhancing their product and application knowledge. Our Global Sales & Marketing teams have participated in this product training program since FY2023 and will progressively continue with the learning journey.





HSE Training

In FY2024, a HSE training was also launched for the Manufacturing team. Online training platforms were adopted to effectively train staff members in the Americas and Southeast Asia regions. For other regions, a face-to-face classroom training was organised. These courses are designed to help support learning more effectively and are result-oriented, as we include short quizzes and achievement certificates for every completed course.

DEVELOPING PEOPLE

Ethical Business

Being fully cognisant of its social responsibilities, DyStar has implemented strong compliance and ethics processes that deter unethical behaviour and bolster existing safeguards, to build a firm foundation for its corporate governance[19]. DyStar's Code of Conduct, which is binding for all employees, outlines a framework of ethical values through eight guiding principles. A compliance management system further supports employees by helping them act in accordance with our Core Values and Code of Conduct and provides a platform to report on any non-compliance or ethical issues on their global website.

DyStar has established formal processes to identify, assess, and remediate any actual or potential negative impacts associated with its operations. These processes are guided by our Code of Conduct, MM1 Fraud Policy, Supplier and Third-Party Service Provider Code of Business Conduct, and a Sales Related Service Partners Code of Business Conduct.

Grievances can be submitted through multiple channels, including email (compliance@dystar.com) and the internal intranet. These are documented, investigated, and addressed in a timely and transparent manner, with outcomes communicated to relevant stakeholders where appropriate. All stakeholders are encouraged to raise concerns or seek advice on ethical, legal or compliance matters through the appropriate channels.

DyStar ensures that no retaliation occurs against individuals and are protected under DyStar's Fraud Policy. Following its investigation, the Global Audit Committee will communicate the outcome to the Board during DyStar's half-yearly Board meetings. These policies allow DyStar to sustain its inculcation of ethical behaviours across all levels, enabling the delivery of business excellence grounded in the highest ethical and compliance standards.

Anti-corruption and Anti-competition

DyStar's business is vulnerable to the risks of corruption and bribery, given its operations span across numerous geographical areas and interactions with numerous stakeholders. To that end, 80% of DyStar operations were assessed by the Global Internal Audit Team for risks relating to corruption. This means that out of DyStar's 10 operations (Sales, Procurement, SCM, Finance, HR, Production, Admin, Compliance, Communications and R&D), 8 of them were assessed.

In FY2024, no significant risks relating to corruption were identified through the risk assessment conducted. The company has a zero-tolerance stance towards any form of bribery and corruption. In FY2023, the Group launched its MM1 Fraud Policy and updated its Code of Business Conduct. Anti-corruption policies were communicated to all governance body members, managers, directors, vice presidents, as well as to 100% of the employees across the organisation. Additionally, the aforementioned anti-corruption policies were also communicated to all customers and vendors.

To ensure employees adhere to these policies and are prepared to address matters relating to ethical business conduct, all governance body members and employees receive training on anti-corruption as part of the topic on the Code of Conduct module annually.

DyStar meticulously adheres to all laws and regulations condemning anti-competitive behaviour and does not condone such actions within its team. All DyStar's employees are bound to comply with the law as dictated by the company's regulations. Employees who may have queries regarding behaviour that could potentially be considered anti-competitive can seek legal counselling. Notably, in FY2024, **there were no recorded cases concerning anti-competitive behaviour or violations of anti-trust and monopoly laws**.

[19] Refer to DyStar website for more information on corporate governance Corporate Social Responsibility - DyStar.

DEVELOPING PEOPLE

Human Rights

DyStar is committed to conducting business responsibly and strictly forbids any form of child, forced, or coerced labour, or any activities violating the rights of indigenous peoples. The Group's Code of Conduct contains a segment dedicated to human rights, and every contract signed by external parties mandates their compliance with the laws and regulations pertaining to human rights within their specific jurisdictions.



The Group enforces a strict policy prohibiting the employment of minors, hiring only individuals aged 18 and above to prevent young workers from being exposed to hazardous work environments. This commitment ensures that children or young workers are not exposed to dangerous or unsafe conditions, within or outside the workplace. All signed contracts comply with the relevant human rights laws and regulations in their respective jurisdictions. DyStar also proactively oversees its supply chain to prevent any form of misconduct or human rights violations. Through regular annual or biannual onsite audits conducted by both internal and external parties, DyStar maintained a record of zero reported incidents related to child or forced labour in FY2024, and DyStar has not been charged any fines or penalties in this area. DyStar did not identify any operations or suppliers considered to be at significant risk for incidents of child labour or forced labour, based on its ongoing assessments in FY2024. While no formal audits were conducted specifically for this purpose, the company's compliance is supported by declarations under its ISO 9000 quality management system.

To guarantee suppliers adhere to human rights principles and basic business conduct standards, DyStar is involved in suppliers' engagement processes and conducts regular onsite visits to identify any potential violations. For instance, all major suppliers are audited onsite either on a yearly or every two years basis to ensure alignment with DyStar's stance against child labour. Both internal and external audits are carried out to ensure that no instances of forced labour exist within the supply chain. Additionally, zero incidents of violations involving rights of indigenous people were reported in FY2024.

DEVELOPING PEOPLE

Data Privacy

At DyStar, our operations and business processes extend globally, emphasising the significance of data privacy for numerous reasons. Upholding data privacy is paramount to fulfilling our contractual obligations across the globe. DyStar understands the risk posed by cyber threats in the digital era and the necessity to enhance data security to safeguard its customers' data and maintain its reputation. The Group is dedicated to upholding the highest levels of data security and privacy to safeguard both its own corporate data and that of its customers.



Customer Trust

DyStar collects data from customers for various purposes, such as order processing, customer service, and marketing. Therefore, ensuring the privacy of these data is crucial to maintaining trust with customers.

Compliance

As a global business, we are subject to data privacy regulations such as Singapore's Personal Data Protection Act (PDPA), European Union's General Data Protection Regulation (GDPR) or the California Consumer Privacy Act (CCPA). Compliance with these regulations is not only a legal requirement but also essential for avoiding fines and legal repercussions. Additionally, DyStar also introduced its Global Personal Data Protection Policy in 2018, which clearly denotes practices relating to the collection, processing, use and disclosure of personal data, to comply with various data privacy requirements.

Reputation

A data breach or misuse of customer data can severely damage DyStar's reputation, ranging from negative publicity, loss of customers, and damaged brand image.

Competitive Advantage

In today's business environment, where data is often considered a valuable asset, companies that can demonstrate a strong commitment to data privacy may gain a competitive advantage. Customers are increasingly aware of privacy issues and may choose to do business with companies that prioritise data protection.

Internal Data Protection

Data privacy is not just about protecting customer data; it is also about safeguarding DyStar's internal data, such as employee information, financial records, and intellectual property. Ensuring the privacy and security of internal data is essential for maintaining business operations and preventing insider threats.

DEVELOPING PEOPLE

DyStar Singapore conducts a yearly internal audit of personal data protection and adheres to a data breach procedure to prevent the loss of customer data. As part of our commitment to protecting customer privacy, DyStar implements appropriate technical and organisational measures to protect personal data against accidental, unauthorised or unlawful use, disclosure, access, destruction, loss, change or damage. Some of the measures taken include encryption, limited access and robust retention policies. Furthermore, where we collect any special category data, we will apply additional security measures to protect that personal data.

In FY2024, DyStar reported

zero cases of **identified losses of customer data,**

zero substantiated complaints concerning **breaches of customer privacy, and**

zero substantiated complaints received from **external parties** or **regulatory bodies**.

Overall, data privacy is vital to DyStar's operations, not only to comply with regulations and protect customer trust, but also to maintain its reputation and competitive position in the market.

DyStar's Data Breach Procedure

DATA BREACH RESPONSE PROCESS

Step 1: Contain
Staff should report all suspected/confirmed data breaches to a specific individual immediately. The data breach management team to conduct an initial assessment of the data breach to assess the severity.

Step 2: Assess
An in-depth assessment of the data breach will be conducted to understand the risks posed by the data breach and how these risks can be addressed.

Step 3: Report
Notification of Personal Data Protection Committee and affected individuals.

Step 4: Evaluate
Review and take action to prevent future breaches.

ACTIONS TAKEN TO CONTAIN THE DATA BREACH

1. Isolate the compromised system from the Internet or network, or shut down the compromised system if necessary.
2. Prevent further unauthorised access to the system – e.g., reset passwords if accounts and passwords have been compromised.
3. Isolate the causes of the data breach in the system, and where applicable, change the access rights to the compromised system.
4. Stop the identified practices that led to the data breach.
5. Establish whether the lost data can be recovered and steps that can be taken to minimise any harm or impact caused by the data breach (e.g., remotely disabling a lost notebook containing personal data of individuals).

SOCIAL CAPITAL

DyStar acknowledges the importance of ensuring healthy interaction with local stakeholders and generating positive outcomes for the local communities around where we operate.

Location: Sydney Harbor Bridge in Sydney NSW, Australia

CONTRIBUTING TO THE COMMUNITY

DyStar is dedicated to being a responsible citizen and recognises the substantial impact that its operations can have on the communities in which it operates. The company strives to embed sustainable practices into its business activities, aiming to create long-term value for stakeholders, while generating positive outcomes for the local communities.

As part of its community engagement efforts, DyStar invests in the education and training of the local workforce and prioritises hiring local talents.

Globally, DyStar has **contributed** **USD 180,000** towards **community investment initiatives** in FY2024.



CONTRIBUTING TO THE COMMUNITY

Global Donations

ORGANISATION	PURPOSE OF DONATION
Copesville Primary School in South Africa	DyStar Africa held a donation event to support children in this primary school, where cleaning supplies were donated. This initiative aimed to support the school in maintaining a safe and hygienic learning environment for its students and staff.
Ankleshwar Industrial Development Society -Jayaben Mody Hospital	DyStar donated **USD 7,424.59 (INR 638,400)** to purchase medical equipment for neuro-surgery procedures, such as the Stryker spine drill with RF machines. These high-precision tools improve surgical success rates and reduce operating times, enabling patients to receive safer, more effective treatment for spinal and neurological conditions — many of whom previously had limited access to such advanced care.
Dattajirao Kadam Technical Education Society (DKTE), Ichalkaranji, Maharashtra	DyStar donated **USD 4,556.17 (INR 391,760)** to purchase microscope and single yarn tensile strength testers. These tools enhanced the access for students to real-world testing instruments and improved capacity for quality control, research, and education in textile engineering.
Institute of Chemical Technology (ICT) in Mumbai, India	DyStar donated **USD 6,101.66 (INR 525,100)** to purchase laboratory equipment, such as a homogeniser for research and laminar flow. This equipment enables safer, sterile research environments and supports scientific advancements, empowering the next generation of researchers with practical, hands-on learning opportunities.
Prime Minister's National Relief Fund in India	DyStar contributed **USD 141,075.40 (INR 12,140,740)** to the Prime Minister National Relief Fund in India, which goes towards rendering immediate relief to families of disaster victims. This fund also partially defrays expenses like medical treatments and surgeries for needy people.

CONTRIBUTING TO THE COMMUNITY

Food Donation Drive in Singapore

DyStar partnered with a charity organisation, Food from the Heart, to organise a food donation drive aimed at supporting underprivileged groups in Singapore, including low-income families, the elderly, and those in need. The collection took place between 22 and 26 January 2024, during which many employees generously contributed their donations.

The **total donation** amounted to

USD 898.70 (SGD 1,151)

worth of essential food items, including rice, instant beverages, canned goods, and other necessities.





These contributions were subsequently delivered to Food from the Heart on 29 January 2024, ensuring timely support for beneficiaries ahead of the Lunar New Year.

Notably, **100% of all donated items go directly to those in need**, who can collect from designated Self Collection Centres. This successful initiative reflects DyStar's ongoing commitment to making a positive impact in our community, and highlights the collective generosity and compassion of its team.

CONTRIBUTING TO THE COMMUNITY

Donation to The Society of Dyers and Colourists Education Charity and Saheli Sanstha

DyStar **donated USD 8,017.80 (INR 690,000)** to support skill development training in industrial-based sewing and tailoring courses for the underprivileged communities of Ambernath & Ulhasnagar town districts.

This initiative provides economically disadvantaged women with access to industrial-based sewing and tailoring courses to encourage financial independence and self-sufficiency. Beyond the stitches, it opens doors to employment opportunities and entrepreneurial ventures, empowering these women to support themselves and their families with dignity.







World Environment Day

DyStar celebrated World Environment Day at the Ankleshwar site on 5 June 2024, where all employees came together for a tree planting event. **The event concluded with a total of approximately 25 new plants.**







CONTRIBUTING TO THE COMMUNITY

Embracing Cultural Diversity

DyStar is dedicated to creating an inclusive workspace where employees from varied cultural backgrounds feel appreciated for their distinctive insights and are encouraged to spark innovation within the enterprise. Traditional practices are frequently featured in events sponsored by DyStar, with the celebration and encouragement of local traditions and cultures are encouraged and celebrated.

Corporate Social Responsibility

Throughout the year, DyStar participated in various corporate social responsibility (CSR) programs to support the local community and environment, as well as provide opportunities for its employees to be part of various community outreach initiatives.

However, DyStar has not formally measured the percentage of operations with implemented local community engagement, impact assessments, or development programmes. As such, the data is currently unavailable for disclosure, and there are no confirmed plans to initiate measurement in the immediate term.

Mankar Sankranti Celebration in India

Flying kites during Makar Sankranti is a lively and festive tradition that encapsulates the essence of renewal, joy, and the celebration of nature's rhythms. It signifies the transition of seasons and the commencement of a new agricultural cycle. This tradition holds profound cultural, religious, and social importance, bringing together people from diverse regions and communities in a spirit of festive cheer.









South Africa Heritage Day Celebration

As part of our commitment to fostering an inclusive and respectful workplace culture, we celebrated Heritage Day on 24 September — a South African public holiday that honours the diverse cultural heritage of the nation.

Employees were invited to wear traditional attire representing their cultural backgrounds, creating a vibrant and respectful space for sharing stories, customs, and traditions. The celebration served as a powerful reminder of the rich cultural mosaic within our team and the importance of embracing and valuing different perspectives.

APPENDIX A: SUPPLEMENTARY SUSTAINABILITY DATA

A1: Workforce Statistics

Total Number of Employees by Employment Contract, by Age

AGE GROUP	PERMANENT EMPLOYEES[20]	TEMPORARY (CONTRACT) EMPLOYEES[21]
Between 18 - 29 years old	80	2
Between 30 - 49 years old	768	19
Between 50 - 64 years old	535	36
Age 65 & above	47	5
Total	**1,430**	**62**

Total Number of Employees by Employment Contract, by Region

REGION	PERMANENT EMPLOYEES	TEMPORARY (CONTRACT) EMPLOYEES
North Asia	207	56
South Asia	133	0
Southeast Asia	399	1
Europe	208	2
Americas	362	3
Turkey, Africa & Middle East	121	0
Total	**1,430**	**62**

[20] DyStar follows the standard definition of permanent employees by GRI Standards, which includes employees with an indefinite contract that can be full-time or part-time work.

[21] DyStar follows the standard definition of temporary employees by GRI Standards, which includes employees under a contract that is limited by time or tasks.

APPENDIX A: SUPPLEMENTARY SUSTAINABILITY DATA

Total Number of Employees by Employment Type, by Age Group

AGE GROUP	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	NON-EMPLOYEES[22]
Between 18 - 29 years old	80	0	1
Between 30 - 49 years old	761	7	4
Between 50 - 64 years old	525	10	1
Age 65 & above	47	0	0
Total	**1,413**	**17**	**6**

Total Number of Employees by Employment Type, by Region

REGION	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	NON-EMPLOYEES
North Asia	207	0	0
South Asia	132	1	0
Southeast Asia	399	0	1
Europe	193	15	3
Americas	361	1	2
Turkey, Africa & Middle East	121	0	0
Total	**1,413**	**17**	**6**

[22] Non-employees refer to workers who are not directly employed by DyStar.

APPENDIX A: SUPPLEMENTARY SUSTAINABILITY DATA

A2: Talent Attraction & Retention

Total Number of New Employee Hires by Gender

GENDER	NUMBER
Male	97
Female	45
Total	**142**

Total Number of New Employee Hires by Age Group

AGE GROUP	NUMBER
Between 18-29 years old	31
Between 30-49 years old	97
Between 50-64 years old	12
Age 65 & above	2
Total	**142**

Total Number of New Employee Hires by Region

REGION	NUMBER
North Asia	6
South Asia	19
Southeast Asia	21
Europe	12
Americas	62
Turkey, Africa & Middle East	22
Total	**142**

APPENDIX A: SUPPLEMENTARY SUSTAINABILITY DATA

Total Number of Turnover by Gender

GENDER	NUMBER
Male	142
Female	56
Total	**198**

Total Number of Turnover by Age Group

AGE GROUP	NUMBER
Between 18-29 years old	26
Between 30-49 years old	99
Between 50-64 years old	56
Age 65 & above	17
Total	**198**

Total Number of Turnover by Region

REGION	NUMBER
North Asia	20
South Asia	22
Southeast Asia	11
Europe	26
Americas	88
Turkey, Africa & Middle East	31
Total	**198**

APPENDIX A: SUPPLEMENTARY SUSTAINABILITY DATA

A3: Diversity & Equal Opportunities

Total Employees by Position

POSITION	NUMBER
Senior management	71
Middle management	302
Admin/support staff	461
Technical staff	260
Production workers/Supervisors	398
Total	**1,492**

Total Employees by Position and Gender

POSITION	GENDER	NUMBER
Senior management	Male	54
	Female	17
Middle management	Male	205
	Female	97
Admin/support staff	Male	228
	Female	233
Technical staff	Male	155
	Female	105
Production workers/Supervisors	Male	389
	Female	9
Total		**1,492**

Total Employees by Position and Age Group

POSITION	AGE GROUP	NUMBER
Senior management	Between 18-29 years old	0
	Between 30-49 years old	18
	Between 50-64 years old	52
	Age 65 & above	1
Middle management	Between 18-29 years old	5
	Between 30-49 years old	154
	Between 50-64 years old	130
	Age 65 & above	13
Admin/support staff	Between 18-29 years old	36
	Between 30-49 years old	257
	Between 50-64 years old	162
	Age 65 & above	6
Technical staff	Between 18-29 years old	26
	Between 30-49 years old	147
	Between 50-64 years old	80
	Age 65 & above	7
Production workers/Supervisors	Between 18-29 years old	22
	Between 30-49 years old	196
	Between 50-64 years old	172
	Age 65 & above	8
Total		**1,492**

GRI CONTENT INDEX

STATEMENT OF USE	DyStar Group has reported in accordance with the GRI Standards for the period 1 January 2024 – 31 December 2024.
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARD(S)	Nil

GRI STANDARDS	DISCLOSURE NUMBER	DISCLOSURE TITLE	PAGE REFERENCE / REMARKS	REASON FOR OMISSION
General Disclosures				
GRI 2 (2021): General Disclosures	2-1	Organizational details	Page 5-6	
	2-2	Entities included in the organization's Sustainability reporting	Page 7	
	2-3	Reporting period, frequency, and contact point	Page 8	
	2-4	Restatements of information	Page 7	
	2-5	External assurance	Page 7	
	2-6	Activities, value chain and other business relationships	Page 5, 30-31	
	2-7	Employees	Page 68-70	
	2-8	Workers who are not employees	Page 68-70	
	2-9	Governance structure and composition	Page 12-14	
	2-10	Nomination and selection of the highest governance body	Page 12-14	
	2-11	Chair of the highest governance body	Page 12-14	
	2-12	Role of the highest governance body in overseeing the management of impacts	Page 12-14	
	2-13	Delegation of responsibility for managing impacts	Page 12-14	
	2-14	Role of the highest governance body in Sustainability reporting	Page 12-14	
	2-15	Conflicts of interest	Page 12-14	
	2-16	Communication of critical concerns	Page 12-14, 83	
	2-17	Collective knowledge of the highest governance body	Page 12-14	

GRI CONTENT INDEX

GRI STANDARDS	DISCLOSURE NUMBER	DISCLOSURE TITLE	PAGE REFERENCE / REMARKS	REASON FOR OMISSION
	2-18	Evaluation of the performance of the highest governance body	Page 12-14	
	2-19	Remuneration policies	-	There are remuneration policies in place. However, processes for remuneration design and stakeholder input are not disclosed due to confidentiality constraints.
	2-20	Process to determine remuneration	Page 13	
	2-21	Annual total compensation ratio	-	Data is not disclosed due to confidentiality constraints.
	2-22	Statement on sustainable development strategy	Page 15-16	
	2-23	Policy commitments	Page 15-16, 83	
	2-24	Embedding policy commitments	Page 15-16, 83	
	2-25	Processes to remediate negative impacts	Page 83	
	2-26	Mechanisms for seeking advice and raising concerns	Page 83	
	2-27	Compliance with laws and regulations	Page 83	
	2-28	Membership associations	Page 43	
	2-29	Approach to stakeholder engagement	Page 19	
	2-30	Collective bargaining agreements	Page 79	
Material Topics				
GRI 3 (2021): Material Topics	3-1	Process to determine material topics	Page 19-20	
	3-2	List of material topics	Page 19-20	
Material Topic: Economic contribution				
GRI 3 (2021): Material Topics	3-3	Management of material topics	Page 26-27	

GRI CONTENT INDEX

GRI STANDARDS	DISCLOSURE NUMBER	DISCLOSURE TITLE	PAGE REFERENCE / REMARKS	REASON FOR OMISSION
GRI 201 (2016): Economic Performance	201-1	Direct economic value generated and distributed	Page 26-27	
	201-2	Financial implications and other risks and opportunities due to climate change	Page 24	(iii) and (v) No information is available –The Group has not performed any quantification of the climate-related risks and opportunities. The Group acknowledges the importance of this area and intends to disclose relevant information in the subsequent years.
	201-4	Financial assistance received from government	Page 27	
Material Topic: Sustainable Supply Chain				
GRI 3 (2021): Material Topics	3-3	Management of material topics	Page 29-40	
GRI 308 (2016): Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	Page 32-33	
	308-2	Negative environmental impacts in the supply chain and actions	Page 32-33	
GRI 414 (2016): Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	Page 32-33	
	414-2	Negative social impacts in the supply chain and actions taken	Page 32	
Material Topic: Circular Economy				
GRI 3 (2021): Material Topics	3-3	Management of material topics	Page 36	
GRI 301 (2016): Materials	301-1	Materials used by weight or volume	Page 35	
	301-2	Recycled input materials used	Page 35	
Material Topic: Climate Resilience				
GRI 3 (2021): Material Topics	3-3	Management of material topics	Page 51-53	
GRI 302 (2016): Energy	302-1	Energy consumption within the organization	Page 53, 57-59	
	302-2	Energy consumption outside of the organization	Page 53, 57-59	

GRI CONTENT INDEX

GRI STANDARDS	DISCLOSURE NUMBER	DISCLOSURE TITLE	PAGE REFERENCE / REMARKS	REASON FOR OMISSION
	302-3	Energy intensity	Page 53, 57-59	
	302-4	Reduction of energy consumption	Page 57-59	
	302-5	Reduction in energy requirements of products and services	Page 44-46	
GRI 303 (2018): Water and Effluents	303-1	Interactions with water as a shared resource	Page 60-61	
	303-2	Management of water discharge-related impacts	Page 60-63	
	303-3	Water withdrawal	Page 60-63	
	303-4	Water discharge	Page 60-63	
	303-5	Water consumption	Page 53, 60	
GRI 305 (2016): Emissions	305-1	Direct (Scope 1) GHG emissions	Page 53-56	
	305-2	Energy indirect (Scope 2) GHG emissions	Page 53-56	
	305-3	Other indirect (Scope 3) GHG emissions	Page 55-56	
	305-4	GHG emissions intensity	Page 53	
	305-5	Reduction of GHG emissions	Page 53	
	305-6	Emissions of ozone-depleting substances (ODS)	Page 53	
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Page 53	
GRI 306 (2016): Effluents and Waste	306-1	Waste generation and significant waste-related impacts	Page 64-66	
	306-2	Management of significant waste-related impacts	Page 64-66	
	306-3	Waste generated	Page 53, 64-66	
	306-4	Waste diverted from disposal	Page 64-66	a) – e) The Group does not currently collect data on the amount of waste diverted from disposable by type or recovery method. The Group acknowledges the importance of this area and intends to disclose relevant information in the subsequent years
	306-5	Waste diverted to disposal	Page 62-63	

GRI CONTENT INDEX

GRI STANDARDS	DISCLOSURE NUMBER	DISCLOSURE TITLE	PAGE REFERENCE / REMARKS	REASON FOR OMISSION
Material Topic: Developing People				
GRI 3 (2021): Material Topics	3-3	Management of material topics	Page 68-70	
GRI 401 (2016): Employment	401-1	New employee hires and employee turnover	Page 70	
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 79-80	
	401-3	Parental leave	Page 79-80	
GRI 402 (2016): Labour/ Management Relations	402-1	Minimum notice periods regarding operational changes	Page 79-80	
GRI 404 (2016): Training and Education	404-1	Average hours of training per year per employee	Page 81	
	404-2	Programs for upgrading employee skills and transition assistance programs	a) Pages 81-82 b) DyStar offers a re-employment option to eligible employees who reach the statutory retirement age, in accordance with prevailing legislation. Employees who choose to continue working with DyStar are provided with relevant training. There was no employee terminated in FY2024.	
	404-3	Percentage of employees receiving regular performance and career development reviews	Page 80	
GRI 413 (2016): Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	Page 88-91	
Material Topic: Diversity and Equality				
GRI 3 (2021): Material Topics	3-3	Management of material topics	Page 71-72	
GRI 405 (2016): Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Page 71-72	
	405-2	Ratio of basic salary and remuneration of women to men	Page 71-72	
GRI 406 (2016): Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	Page 71-72	

GRI CONTENT INDEX

GRI STANDARDS	DISCLOSURE NUMBER	DISCLOSURE TITLE	PAGE REFERENCE / REMARKS	REASON FOR OMISSION
Material Topic: Workplace Health and Safety				
GRI 3 (2021): Material Topics	3-3	Management of material topics	Page 73	
GRI 403 (2018): Occupational Health and Safety	403-1	Work-related injuries	Page 73-76	
	403-2	Hazard identification, risk assessment, and incident investigation	Page 73-76	
	403-3	Occupational health services	Page 73-76	
	403-4	Worker participation, consultation, and communication on occupational health and safety	Page 73-76	
	403-5	Worker training on occupational health and safety	Page 73-76	
	403-6	Promotion of worker health	Page 73-76	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 73-76	
	403-8	Workers covered by an occupational health and safety management system	Page 73-76	
	403-9	Work-related injuries	Page 73-76	
	403-10	Work-related ill health	Page 73-76	
GRI 416 (2016): Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	Page 79	
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Page 79	
Material Topic: Product Innovation and Responsibility				
GRI 3 (2021): Material Topics	3-3	Management of material topics	Page 79	
GRI 417 (2016): Marketing and Labelling	417-1	Requirements for product and service information and labelling	Page 79	
	417-2	Incidents of non-compliance concerning product and service information and labelling	Page 79	
	417-3	Incidents of non-compliance concerning marketing communications	Page 79	
Material Topic: Ethical Business and Strong Governance				
GRI 3 (2021): Material Topics	3-3	Management of material topics	Page 83	

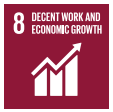
GRI CONTENT INDEX

GRI STANDARDS	DISCLOSURE NUMBER	DISCLOSURE TITLE	PAGE REFERENCE / REMARKS	REASON FOR OMISSION
GRI 205 (2016): Anti-corruption	205-1	Operations assessed for risks related to corruption	Page 83	
	205-2	Communication and training about anti-corruption policies and procedures	Page 83	
	205-3	Confirmed incidents of corruption and actions taken	There was zero corruption incident reported in FY2024	
GRI 206 (2016): Anti-competitive Behaviour	206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Page 83	
GRI 407 (2016): Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Page 84	
GRI 408 (2016): Child Labour	408-1	Operations and suppliers at significant risk for incidents of child labour	Page 84	
GRI 409 (2016): Forced or Compulsory Labour	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Page 84	
GRI 411 (2016): Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples	Page 84	
Material Topic: Data Privacy				
GRI 3 (2021): Material Topics	3-3	Management of material topics	Page 85-86	
GRI 418 (2016): Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 85-86	

Additional Disclosures

GRI STANDARDS	DISCLOSURE NUMBER	DISCLOSURE TITLE	PAGE REFERENCE / REMARKS	REASON FOR OMISSION
Material Topic: Ethical Business and Strong Governance				
GRI 304 (2016): Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 66	

SDG INDEX

UN SDGS	MATERIAL TOPIC	HOW DYSTAR SUPPORTS THE UN SDGS
 Target 3.8 & 3.9	• Health and safety • Climate resilience	• Provide permanent full-time and part-time employees with medical plans, life insurance and accident insurance • Ensure a safe workplace by adhering with its Occupational Health, Safety and Environmental Protection Framework • All employees working at manufacturing sites to undergo safety trainings • Ensure proper treatment of hazardous and non-hazardous waste to reduce air, water, and soil contamination • Shifting towards renewables to reduce GHG emissions and mitigate air pollution
 Target 4.4	• Developing people	• Invest in training and development opportunities to improve employees' knowledge and skills • Engage with customers, brands, and retailers via webinars to reduce resource use in the textile dying processes
 Target 5.2 & 5.5	• Developing people • Diversity and equality • Ethical business and strong governance	• Adopts a zero-tolerance stance towards any form of discrimination at the workplace, child labour and any form of forced or compulsory labour • Continuously seek opportunities to increase the role of women in its workforce and reduce the gender gap
 Target 6.3 & 6.4	• Climate resilience	• Ensure proper measures are in place to treat and manage wastewater • Responsible consumption of water across its operations • Reuse water and tap on alternative sources of water such as rainwater to reduce improve water efficiency
 Target 7.2 & 7.3	• Climate resilience	• Increasing the proportion of renewable energy • Leveraging on innovative technologies and opportunities to reduce energy usage
 Target 8.1, 8.2, 8.4 & 8.7	• Economic contribution • Product innovation • Developing people • Diversity and equality • Ethical business and strong governance • Health and safety	• Explore new ways to enhance resource efficiency to improve its financial flexibility and resilience • Prioritize hiring from the local community • Develop a occupational safety and health management system

SDG INDEX

UN SDGS	MATERIAL TOPIC	HOW DYSTAR SUPPORTS THE UN SDGS
 **Target 10.3**	• Developing people	• Adopts a zero-tolerance stance towards any form of discrimination at the workplace • Creating an inclusive work environment
 **Target 11.6**	• Product innovation and responsibility • Climate resilience	• Leverage on innovation to ensure products are safe for human and the environment, and free from environmental, health and safety risks • Proper management of waste and wastewater
 **Target 12.2, 12.4, 12.5 & 12.7**	• Climate resilience • Sustainable supply chain • Circular economy	• Reduce energy, waste, and waste intensity across its operations • Responsible sourcing of materials and suppliers • Ensure resources are utilized at optimal efficiency to minimize wastage and maximize output • Increase proportion of recycled packaging materials
 **Target 13.2**	• Climate resilience	• Optimize transport and logistics to minimise environmental footprint • Adopt new technology to reduce energy and GHG intensity • Engage with customers, brands, and retailers via webinars to reduce resource use in the textile dyeing processes
 **Target 16.1, 16.2, 16.5, 16.6, 16.7, 16.10**	• Ethical business and strong governance • Workplace health and safety • Responsible sourcing and supply chain	• Conduct business with the highest standard of corporate governance and transparency • Zero-tolerance stance towards child, forced and compulsory labour • Implementation of a strong ethics and compliance mechanisms, including a Code of Conduct

Committed to Sustainability

30 Resounding Years in SUSTAINABLE INNOVATION • 1995 - 2025

DyStar®

DyStar's products and services help customers worldwide reduce costs, shorten lead times and meet stringent quality and ecological specifications.

Information and our technical advice - whether verbal, in writing or by way of trials - are given in good faith but without warranty, and this also applies where proprietary rights of third parties are involved. Our advice does not release you from the obligation to check its validity and to test our products as to their suitability for the intended processes and uses. The application, use and processing of our products and the products manufactured by you on the basis of our technical advice are beyond our control and, therefore, entirely your own responsibility. Our products are sold in accordance with our General Conditions of Sale and Delivery.

This report contains forward-looking statements regarding DyStar's sustainability goals which are based on current assumptions and subject to risks and uncertainties. Actual outcomes may differ materially, and DyStar undertakes no obligation to update these statements except as required by law.

All trademarks, certifications and third-party references are used with permission where required and are the property of their respective owners. DyStar does not imply endorsement beyond stated collaborations.

Cadira, Dianix, DyStar, econfidence, eliot, Evo, Jettex, Indanthren, Isolan, Levafix, Optidye, Realan, Remazol, Sera, Sirius, Supralan and Telon are registered trademarks of DyStar Colours Distribution GmbH, DE

bluesign is registered trademark of bluesign technologies ag, 9014, St. Gallen, CH

Cradle to Cradle Product Innovation Institute is a registered trademark of Cradle to Cradle Products Innovation Institute, Inc., San Francisco, CA, US

LinkedIn is a registered trademark of LinkedIn Corporation, Sunnyvale CA 94085, US

GOTS is a registered trademark of Global Standard gemeinnützige GmbH, 70178, Stuttgart, DE

C2C Certified Material Health Certificate™ is a trademark of Cradle to Cradle Products Innovation Institute (C2CPII)

World Resources Institute is a registered trademark of World Resources Institute, Washington, DC, US

Microsoft is registered trademark of Microsoft Corp., Redmond, WA, US

EcoVadis is a registered trademark of EcoVadis SAS 75116, Paris, FR

ZDHC is a registered trademark of the Stichting ZDHC Foundation, 1012 GM, Amsterdam NL

Global Headquarters
DyStar Singapore Pte Ltd
Tel: +65 6671 2800
Fax: +65 6659 1328
DyStar.Singapore@DyStar.com
www.DyStar.com

© 2025 DyStar. All Rights Reserved.