

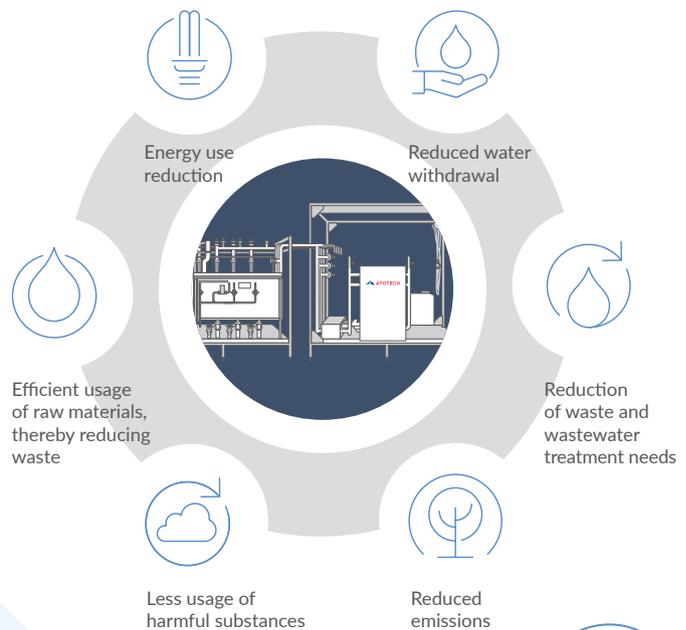
## About this document

As a chemical technology company, Environmental, Social, and Governance (“ESG”) factors are integral to Atotech’s business. We take our responsibility to promote ESG principles and best practices very seriously. This document contains our progress against set goals, while also pinpointing opportunities to expand our ESG program. During 2022, we will increase our ambitions by further revising our sustainability strategy and extending our ESG reporting.



## Innovation

Atotech is committed to being an innovative and environmentally conscious company. Our goal is to be the leading supplier of sustainable plating systems, and we have made sustainability a key driver of our R&D strategy. Across all our product lines, we seek to reduce the use of toxic substances, and to use less water, energy, and raw materials, which also means less waste, fewer emissions, and greater savings for our customers. In addition, our efforts include initiatives that reinforce compliance with worldwide ethical standards and regulations. As both end consumers and our customers demand increasing improvements from a sustainability perspective, we believe our decades of R&D efforts in this direction are a source of competitive advantage. Currently, 48% of our R&D projects are related to sustainable technologies and practices.



KPI	2018	2019	2020	2021
R&D projects on sustainable products*	42%	45%	53%	48%

\* Includes all sustainable projects active on December 31 each year.

## Environmental

At Atotech, we continuously strive to reduce our environmental footprint. CO<sub>2</sub> emissions and water withdrawal are our most important KPIs in these areas, and since 2018, we have tracked our progress. For 2021, we managed to decrease our total CO<sub>2</sub> emissions by 15% compared to 2018 levels, which was mainly achieved by switching our electricity supply to renewable

sources in some of the countries in which we operate. The increase in total water withdrawal (7.3% compared to 2018 levels) is explained by a similar increase in production output. During 2022, we will intensify our work further by setting environmental targets to lay down our path towards carbon neutrality.

### GHG emissions\*

KPI	2018	2019	2020	2021
Scope 1 CO <sub>2</sub> emissions ('000t CO <sub>2</sub> )	4.1	3.9	4.1	3.7
Scope 2 CO <sub>2</sub> emissions ('000t CO <sub>2</sub> ) market-based	25.3	23.0	24.5	21.3
Total carbon ('000t CO <sub>2</sub> ) market-based	29.4	26.9	28.6	25.0
% variance from 2018 baseline		-8.5%	-2.7%	-15.0%

### Water management

KPI	2018	2019	2020	2021
Total water withdrawal ('000 m <sup>3</sup> )	314	298	295	337
% variance from 2018 baseline		-5.1%	-6.1%	7.3%

\* Scope 1 and 2 CO<sub>2</sub> emissions & total carbon emissions, according to GHG protocol. Emissions include emissions from production facilities, TechCenters, and head-quarters. CO<sub>2</sub> is calculated and intended as CO<sub>2</sub>-equivalents.





## Social

### Health and safety

Atotech sites are designed to guarantee the safety of Atotech's employees as well as our surroundings. To maintain our high standards for workers' safety, audits and assessments are carried out on a regular basis.

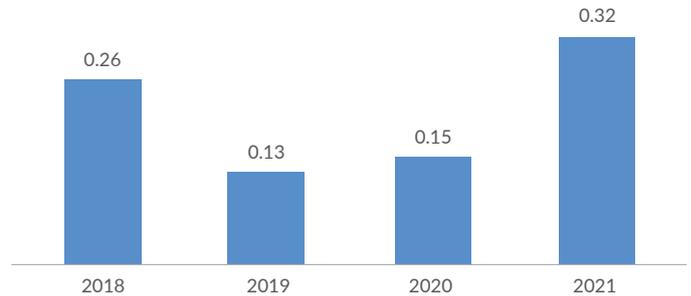
All Atotech subsidiaries are certified to the ISO 9001 Quality Management System standard and all manufacturing and TechCenter sites have also attained the ISO 14001 Environmental and the ISO 45001 Occupational Health and Safety Management Systems.

In 2021, our global incident rate was 0.32. This is well below the latest official figures available for the chemical industry in Germany (2.29).\* All incidents were investigated, root causes identified, and preventive actions implemented at local and global levels. To change the trend and increase safety awareness, initiatives were launched immediately, including training and awareness campaigns at all levels in the organization. All initiatives are being closely monitored to deliver on our goal of zero accidents across our operations.

\* Global benchmarks are not available. Therefore, we recite the benchmark from Germany, which is where Atotech is headquartered. Source: [www.dguv.de](http://www.dguv.de) (April 11, 2022).

### Injury rate

Frequency of injury events relative to total workforce time (TRIR) - TRIR per 200,000 hours worked\*\*



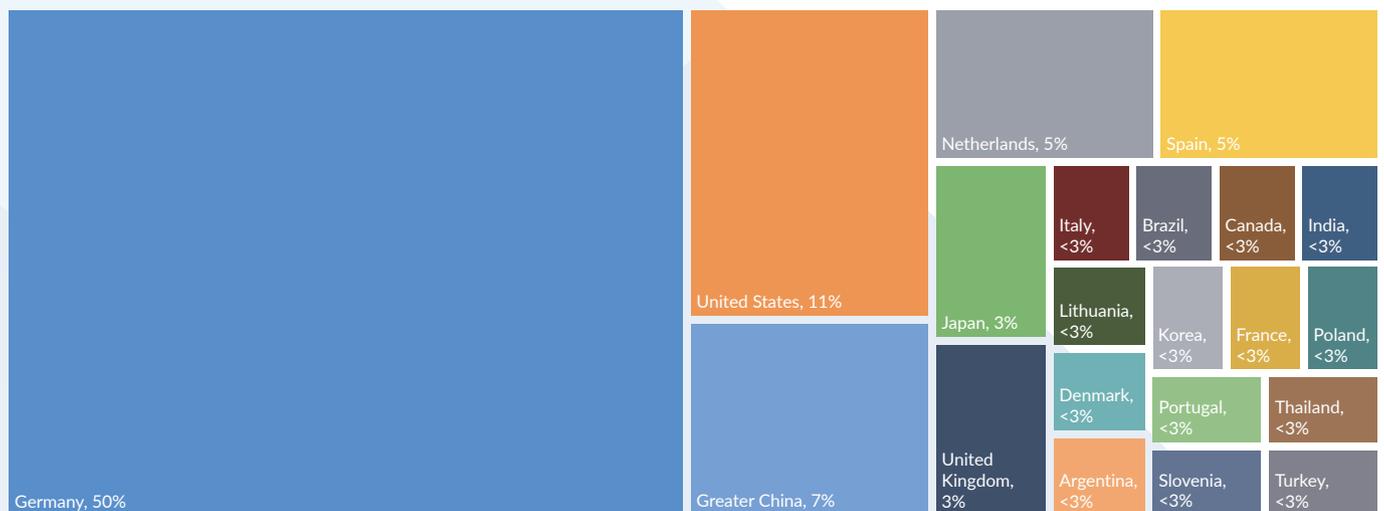
\*\* Numbers have changed from previous reporting due to an alignment of our reporting methodology to SASB standard.

### Diversity in the workforce

At Atotech, we value individual differences and build an environment of trust within our workforce. We are a truly international and diverse team, with 56 different nationalities represented in our global workforce and 21 different nationalities represented in upper management positions. When it comes to gender diversity, 25% of our total workforce and 13% of our upper management are female. Our goal is to proactively increase the share of female executives and share of women in the total workforce.

### Nationality diversity

Percentage of nationalities represented in upper management





## Governance

Our corporate governance objective is to meet the standards of responsible governance and business ethics and be transparent about our progress. The [Atotech Code of Conduct](#) applies to all employees, management, and board members. In 2021, 100% of these target groups completed our Code-of-Conduct training. In addition, Atotech has a [Supplier Code of Conduct](#)

in place. We have formalized policies for Health & Safety, Anti-Discrimination, Data Privacy, Child & Forced Labor. All employees are required to participate in periodic training in these policies. As part of an ongoing continuous improvement process, all policies are frequently reviewed and updated as needed.



## UN Sustainable Development Goals

We support the initiatives of the United Nations (UN) in addressing sustainable development challenges through their Sustainable Development Goals (SDGs). At Atotech, we focus our efforts on those SDGs to which we believe we can currently contribute the most positive change, both through our corporate mission to be the leader in sustainable plating technologies and our philanthropic and volunteer activities.

**3 GOOD HEALTH AND WELL-BEING**  
 Atotech supports numerous projects to promote health and well-being. In addition to providing hygiene supplies to local hospitals, in 2021 we partnered with the Indian NGO, NABET, to provide Covid-19 awareness, support, and vaccinations to more than 1,800 residents in the Sidhrawali and Manesar areas, which are close to Atotech sites.

**7 AFFORDABLE AND CLEAN ENERGY**  
 An important aspect of reducing Atotech's environmental footprint is the use of clean, green energy. We constantly strive to increase the amount of renewable energy used in our operations. In 2021, we used 15.7 GWh of renewable energy, which corresponds to savings of 5.1 thousand tons of CO<sub>2</sub> emissions or a reduction of Scope 2 emissions by 19%.

**5 GENDER EQUALITY**  
 Equal opportunities are a top priority for Atotech. Our goal is to proactively increase the share of female executives and the share of females in the total workforce. We will achieve our goals through proactive recruitment and attractive career development opportunities. In 2021, the number of women represented in upper management positions improved from 11% to 13%. A number of our sites also engaged in panel discussions and further activities on International Women's Day in 2022 in order to raise awareness of gender biases and to strengthen women's aspirations.

**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**  
 Throughout our operations, we support the development of a circular economy. Our decades of R&D investments have led to breakthroughs in new products and processes which lead the way in reducing both the amount and the toxicity of chemicals used in high-tech surface-finishing applications. Today, we are at the leading edge of commercializing processes, including TriChrome® and BluCr®, which eliminate both the use of hexavalent chromium and of PFAS-containing mist suppressants.

**6 CLEAN WATER AND SANITATION**  
 Atotech is committed to ensuring the availability and sustainable management of water and sanitation for all. Not only do our products demonstrably lower water consumption and wastewater generation, but through Charity Water UK, we have also partnered with Gram Vikas to bring clean water, sanitation, and hygiene education to underserved communities in India.

**13 CLIMATE ACTION**  
 Atotech's initiatives to combat climate change include increasing our consumption of renewable energy in our production sites as well as improving the energy consumption footprint of our customers. Our integrated business model combining chemistry and equipment with software and IIOT applications allows our customers demonstrably to lower their energy and water consumption compared to traditional processes.