



2021 REVENUE

€831m

VISION

To be a catalyst for positive change

MISSION

"If it can be imagined, it can be created."

VALUES

- Cooperation
- Responsibility
- Initiative
- Imagination

SHAREHOLDER GOVERNANCE

SHAREHOLDERS - WENDEL 67.5%, BASF 16.3%, CLARIANT 14.8% AND OTHER 1.4%

BOARD OF DIRECTORS:

11 members
(Stahl, Wendel, BASF, independent members)

27% of independent

18% of women

OPERATIONAL GOVERNANCE

LEADERSHIP TEAM

8 members

INTERNAL RESOURCES

USE OF RESOURCES

OUTPUT

HUMAN CAPITAL

~1,800 EMPLOYEES

75% men / 25% women

59 nationalities in 22 countries

- 51% EMEA
- 21% Asia-Pacific
- 14% India and Pakistan
- 14% North and South America

INTELLECTUAL CAPITAL

28% OF R&D IS ESG DRIVEN

- 14,6 training hours per FTE on average
- >1,000 people from 131 organizations attended Stahl Campus modules in 2021
- 74 active patent families*

* including patent applications.

PROCUREMENT

80% of our raw material spend and 44% of transport suppliers (in spend) is covered by EcoVadis

Stahl gold medal by EcoVadis

PRODUCTION

11 manufacturing sites

9 Centers of Excellence

37 Application laboratories

TRAINING

4 CAMPUS LOCATIONS

DISTRIBUTION

34 sales support offices

PRODUCTS

- Leather Chemicals
- Coatings
- Polymers

MARKETS

Main sectors

- Automotive
- Footwear, Apparel & Accessories

Others

- Architectural & Interior Design
- Industrial Applications
- Leisure & Lifestyle
- Home Furnishing

R & D

 **11** research centers
 **~100** R&D specialists & experts

CERTIFICATIONS / MANAGEMENT SYSTEMS

93% of production volume come from sites certified ISO 14001 and 99,8% from ISO 9001

ESG roadmap

A 10-YEAR PLAN IS PRESENTED IN THE ESG ROADMAP. TARGETS ARE ESTABLISHED FOR 2023 AND 2030.

E ENVIRONMENT **S SOCIAL** **G GOVERNANCE**

TARGETS FOR 2023 AND 2030

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| <ul style="list-style-type: none"> • Climate change & circularity • Water • Stahl products • Raw materials | <ul style="list-style-type: none"> • Health and safety • Human capital • Human Rights • Societal commitment | <ul style="list-style-type: none"> • Ethical behavior • Diversity in leadership • CSR incentives • Supply chain |
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2021 PERFORMANCE

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| <ul style="list-style-type: none"> • Reduction CO2 intensity (tCO2e/ton produced) (2021 vs 2020)
- 16% Scopes 1 & 2 emissions
- 6% Indirect Scope 3 emissions • Climate resilience and adaption • 1631 products listed at ZDHC Gateway Level 3 conformance (highest conformance level) • All Europeans site 100% renewable electricity • 38% of all energy globally is renewable | <ul style="list-style-type: none"> • Employee survey 92% participation with follow up focus meeting where the improvement areas where discussed • Human rights policy introduced • New CEO: In July 2021, Maarten Heijbroek became Stahl's CEO • The Annual Performance Review Appraisal was successfully completed within the Employee Engagement Platform | <ul style="list-style-type: none"> • EcoVadis gold medal • 80% of direct suppliers rated by EcoVadis (based on spend) • More women in highest governance body (Board of directors: 18% (versus 11% in 2020) • 25% women in the workforce • 25% women in supervisory positions |
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Global Initiatives & NGOs

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| <ul style="list-style-type: none"> • United Nations (UN) Global Compact, Reporting on 17 UN SDGS • UNIDO, Solidaridad • International universities | <p>Other sectorial initiatives</p> <ul style="list-style-type: none"> • ZDHC (Zero Discharge of Hazardous Chemicals), Bluesign, ChemIQ • Leather Working Group • Renewable Carbon | <ul style="list-style-type: none"> • TEWEGA (German association of speciality chemicals for textile and leather treatment) |
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