

AGC Chemicals Americas, Inc.

Sustainability Report 2025

AGC



Your Dreams, Our Challenge

About AGCCA Sustainability

AGC Chemicals Americas, Inc. (AGCCA), a wholly owned subsidiary of AGC Inc., is a leading manufacturer and supplier of high-performance fluorochemicals and specialty materials, serving industries such as automotive, electronics, energy, healthcare, and construction. Headquartered in Exton, Pennsylvania, AGCCA operates advanced manufacturing and R&D facilities that drive innovation, ensure the highest quality standards, and deliver materials recognized for their durability, chemical resistance, and thermal stability.

As part of the AGC Group, one of the world's largest producers of glass, chemicals, and high-tech materials, AGCCA benefits from a robust global network of resources and expertise. AGCCA is distinguished by its customer-focused solutions, technical leadership, and commitment to sustainability. By leveraging advanced technologies, efficient processes, and stringent quality systems, AGCCA ensures its products meet evolving industry needs while prioritizing environmental responsibility.

Sustainability continues to be at the core of AGCCA's business strategy. In 2025, we achieved a 73/100 EcoVadis score and earned a Silver Medal, reflecting significant progress in environmental, social, and governance performance. AGCCA actively reduces its environmental footprint through energy efficiency, emissions reduction, and waste minimization. We maintain ISO 9001 and ISO 14001 certifications, ensuring high levels of safety, quality, and compliance. Through ongoing research and development, AGCCA remains at the forefront of creating innovative materials that enable sustainable solutions.

AGC Chemicals Americas is equally committed to corporate citizenship, engaging with local communities through STEM education, employee volunteering, and outreach programs that promote sustainability and safety. Looking ahead, AGCCA will continue expanding its portfolio of high-performance materials and advancing circularity initiatives that reduce waste, enable reuse and recycling, and support more resource-efficient manufacturing. These efforts help ensure that our products and practices contribute to customers, communities, and society while moving toward a more sustainable, circular future.

Governance and Management

Policies and Ethics

At AGC Chemicals Americas, we prioritize ethical business practices and corporate integrity across all our operations. Our corporate ethics are defined by a strong Code of Conduct, which guides our employees and management in maintaining the highest standards of professionalism and responsibility. We enforce a zero-tolerance policy for corruption through robust anti-corruption measures, ensuring that all business transactions are conducted fairly and transparently. We are committed to upholding transparency at all levels of the company, providing clear, honest communication with our stakeholders about our operations, financial performance, and sustainability goals.

Stakeholder Engagement

Engaging with our stakeholders is key to driving meaningful and sustainable change. We actively engage with employees, customers, and communities to align our sustainability initiatives with their expectations and needs. Internally, we empower our employees through continuous training and open dialogue, fostering a culture of environmental stewardship and ethical responsibility. We collaborate with our customers to ensure that our products meet the highest sustainability standards, while also addressing their environmental challenges.

In the communities where we operate, we contribute to local sustainability efforts through outreach and partnerships, ensuring our environmental impact is minimized and that we play a positive role in the areas we serve. Our holistic approach to stakeholder engagement reflects our belief that sustainability is a shared responsibility, and we aim to create positive, lasting outcomes for all.

"Sustainability is that which meets the needs of the present without compromising the ability of future generations to meet their own needs"

- Gro Harlem Brundtland, Prime Minister of Norway.

Policy and Pillars

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We at AGC Chemicals Americas, Inc. pledge to embrace a Culture of Sustainability.

We will create sustainable solutions to support the long-term health of our employees, our communities, and our surrounding environment, and ultimately the enduring success of our business. We recognize that our contributions support the overall AGC Vision of Chemistry for a Blue Planet and commit to action at a local level.



**Chemistry
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In pursuit of Sustainability, we are guided by three main pillars:



Environment: AGC Chemicals Americas pledges to constantly assess our impact on both people and the natural environment to create more efficient and greener manufacturing practices. (SDGs 6, 7, 13, 14)



People and Communities: AGC Chemicals Americas pledges to support our current employees by providing a safe and healthy work environment with opportunities for growth and development; and to support local communities through charitable and educational programs. (SDGs 2, 3, 8)



Technology: AGC Chemicals Americas pledges to focus on innovative material science solutions in support of the long-term success for our customers and us. (SDGs 9, 11, 12)



What's New in 2025

Since our 2024 report, AGC Chemicals Americas (AGCCA) has advanced its commitment to sustainability across environment, people, and technology. Building on our EcoVadis-recognized progress, strengthened compliance, and expanded community outreach, 2025 reflects measurable improvements and proactive actions. This report provides a focused update on our latest achievements, with prior reports serving as the detailed foundation.

EcoVadis Performance

AGCCA's EcoVadis score increased from 30/100 in 2024 to 73/100 in 2025, earning a Silver Medal. This milestone highlights major progress in ESG performance and places AGCCA among the top 15% of companies assessed globally.

SILVER | Top 15%

ecovadis

Sustainability Rating

OCT 2025





Environment

AGCCA continued to advance environmental performance through successful reductions in landfill waste intensity and water consumption per unit of material produced at the Thorndale site, along with increased use of renewable energy. While progress was made in monitoring and managing emissions, further improvements are needed to reduce Scope 1 and Scope 2 GHG emissions and overall CO₂-equivalent intensity.

2025 KPI Metrics

Metric	Targeted Trend	2025 Results
Percentage of Energy Consumption Fueled by Renewable Energy	↑	On Track
Direct GHG Emissions (Scope 1) for AGCCA	↓	Needs Improvement
Indirect GHG Emissions (Scope 2) for AGCCA	↓	Needs Improvement
CO ₂ -e generated per amount of material produced at Thorndale	↓	Needs Improvement
Landfill Waste Volume Intensity - Thorndale	↓	Successful

People & Communities

AGCCA's 2025 People & Communities initiatives emphasized employee-driven impact through community engagement and programs supporting employee well-being. Efforts focused on STEM education, workforce development, food security, health initiatives, and environmental stewardship.

Key Outcomes

- 126 volunteer hours supporting STEM education, career exploration, health, environmental, and food security initiatives
- 10,000 meals packaged through Rise Against Hunger and over 575 pounds of food, toys, and coats collected through employee-led company drives
- 44 blood donations supported and 66 trees planted, contributing to community health and environmental sustainability
- Student engagement through job fairs, school visits, summer STEM programming, and science outreach events
- Over \$10,000 in financial and in-kind donations to support community programs

2025 KPI Metrics

Metric	Targeted Trend	2025 Results
Number of Code of Conduct Violations	Monitor	On Track
Lost Time Incident Rate- Exton	Maintain	Successful
Lost Time Incident Rate- Thorndale	↓	Successful
Total Case Incident Rate- Exton	Maintain	Successful
Total Case Incident Rate- Thorndale	↓	Successful
Investment (time) in our communities to improve lives by increasing access to STEM skills, safety initiatives, and sustainable environment programs	↑	Successful
Investment (\$) in our communities to improve lives by increasing access to STEM skills, safety initiatives, and sustainable environment programs	↑	Successful
Number of employees covered with healthcare	Monitor	On Track
Percentage of employees covered with healthcare	Monitor	On Track
Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Monitor	On Track
Average hours of training per employee	Monitor	On Track
Percentage of women employed in the whole organization	Monitor	On Track
Percentage of women at top management level	Monitor	On Track
Percentage of employees from a minority or vulnerable group in the whole organization	Monitor	On Track
Number of identified discrimination or harassment incidents or corrective actions	Monitor	On Track
Number of employees covered by collective agreements	Monitor	On Track
Average unadjusted gender pay gap	Monitor	On Track



Technology

- In 2025, AGCCA highlighted FibrLAST™, a non-fluorinated barrier technology developed for textile applications requiring water and oil repellency. This innovation complements AGCCA's broader portfolio of high-performance materials, including fluoropolymer technologies used across other applications.
- In 2025, AGCCA highlighted LUMIFLON® fluoropolymer materials, including solid flake formats, used in durable, high-performance coating applications. These materials support long service life and efficient processing, contributing to resource efficiency and reduced maintenance over time.
- In 2025, AGCCA highlighted RESIFA™ SOLESPHERE™ fine silica materials, offering non-plastic micro spherical silica alternatives for personal care formulations and advanced porous materials for emerging applications such as carbon capture. These materials support innovation in material selection and contribute to reduced environmental risk in applicable use cases.

2025 KPI Metrics

Metric	Targeted Trend	2025 Results
CO2-e generated by AGCCA Controlled Transport	Monitor	On Track
Percentage of revenue that comes from products that Support the United Nations Sustainable Development Goals	Monitor	On Track
% of Suppliers who signed the Supplier Code of Conduct	Monitor	Successful
% of Buyers Trained in Sustainable Procurement	Monitor	Successful

Looking Forward: Together Toward a Sustainable Future

AGCCA will continue to strengthen environmental performance by reducing greenhouse gas emissions intensity across all sites and further minimizing landfill waste through expanded recycling, reuse, and circularity-focused initiatives where feasible.

Beginning in 2026, 50 percent of site energy consumption will be sourced from renewable energy, supporting progress toward carbon reduction targets, with additional green energy procurement planned as part of a longer-term decarbonization strategy.

AGCCA remains committed to continuous improvement and responsible growth. By aligning our actions with global sustainability standards and AGC's sustainability principles, we will continue to utilize our technology to deliver positive, long-term impact for our people, communities, and the environment.



Compliance and Certifications

At AGC Chemicals Americas, Inc., we are committed to maintaining the highest standards in environmental, health, and safety practices. We adhere to all relevant regulations and ensure full compliance with both local and federal guidelines.

Our certifications include ISO 14001 for our effective environmental management system and ISO 9001 for our consistent quality management processes. These certifications reflect our dedication to sustainability, continual improvement, and operational excellence. We take pride in fostering a safe and sustainable workplace that aligns with the best global practices.

Acknowledgements

We would like to extend our sincere gratitude to everyone who contributed to the creation of this sustainability report. This report is the result of collaboration across multiple departments and reflects the collective efforts of our entire team. We are especially thankful to our Corporate Social Responsibility (CSR) team, the Safety, Health, and Environmental (SHE) team, and the Sustainability Pillar Teams for their unwavering dedication to maintaining compliance and promoting sustainability.

A special thanks to our production and operations teams for their ongoing commitment to implementing sustainable practices throughout our manufacturing processes, and to the quality management team for upholding our certifications.

Lastly, we recognize the support of our leadership, whose vision for a sustainable future drives our company forward. This report would not have been possible without the input and dedication of everyone involved.

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