REAGENT CHEMICAL

# SUSTAINABILITY REPORT

2025

Released September 2026

SILVER | Top 15%

ecovadis

Sustainability Rating

SEP 2026







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# Welcome

At Reagent Chemical & Research, LLC sustainability is closely connected to the way we operate our business every day: safely, responsibly, reliably and with respect for our people, customers, suppliers and communities.

Our sustainability journey is focused on making the systems behind our operations stronger. This includes improving environmental data collection, reducing emissions, strengthening employee health and safety, expanding responsible procurement, protecting human rights and maintaining strong ethical and compliance practices.

The 2025 reporting year was an important year of measurement and implementation. We continued tracking key environmental and workforce indicators while advancing our sustainability policies and reporting practices.

We recognize that sustainability is a continuous process. Our objective is not simply to report progress, but to identify where improvement is needed, establish measurable targets and continue strengthening performance year over year.

We thank our employees, customers, suppliers and business partners for their continued contribution to Reagent's progress.



# Company Overview

## Reagent Brings HCl Safely To You

Reagent Chemical & Research, LLC is a leading provider of hydrochloric acid and related chemical products and services, serving the transportation, industrial, and utility sectors across the United States. Headquartered in New Jersey, with operations in multiple states, Reagent is recognized for its commitment to operational excellence, rigorous safety standards and environmental stewardship. Our mission is simple: deliver products safely, reliably, and responsibly - protecting our people, our communities, and the environment. We combine decades of expertise with continuous innovation to ensure we meet and exceed regulatory requirements while focusing on our environmental footprint.

### Started Tracking Data

We have always prioritized health, safety, quality, and community. Now, we are taking it further, tracking detailed baseline data across key performance areas to measure progress, set ambitious targets, and achieve better outcomes year over year for all ESG themes.

### Investing in Action

From implementing advanced safety measures to rolling out sustainability initiatives, we turn our commitments into measurable results. Our teams receive training, our operations adopt smarter, more efficient technologies where possible and our partnerships are built on transparency and trust.

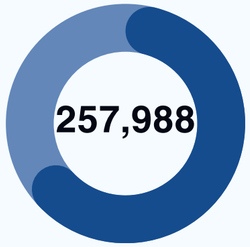
# 2025 Data Highlights




*Total Scope 1 Emissions (tCO2e)*




*Total Scope 2 Emissions (tCO2e)*




*Total Scope 3 Emissions (tCO2e)*



**6.5 Hrs**

*Average training hours per employee*

**38%**

*Minority/Vulnerable workforce representation*

**100%**

*Business ethics training*

**~22.49%**

*Grid renewable energy*

**55%**

*Contracts with ESG clauses*

# Labor & Human Rights

Reagent recognizes that its employees are essential to the safe and reliable operation of the business. Our Labor & Human Rights approach is designed to support a workplace where employees are treated with dignity and respect and have access to safe working conditions, development opportunities, benefits and channels for raising concerns.

01

## Employee Health & Safety

- Safety is fundamental to Reagent's operations. Our employees work across offices, terminals, transportation operations and other environments where effective safety management is essential.
- Reagent provides health and safety training, safety procedures, operational controls and mechanisms for employees to raise safety concerns.

02

## Working Conditions

- Reagent aims to provide fair, respectful, and supportive working conditions by offering a comprehensive suite of employee benefits. Key offerings include competitive compensation, paid time off, and robust financial and retirement plans such as a 401(k) and profit sharing.
- The company prioritizes employee well-being and development through health, dental, and vision coverage which supported  employees alongside disability and life insurance, driver-specific benefits, tuition and continuing education support, and a steadfast commitment to maintaining safe working environments.

03

## Career Management & Training

- We invest in employee growth by offering tuition assistance, reimbursement, and upskilling opportunities to help employees advance their skills and careers.
- Reagent provides health and safety training, safety procedures, operational controls and mechanisms for employees to raise safety concerns.
- Reagent supports professional development through training, continuing education and performance discussions.

04

## Discrimination & Harassment

- Reagent maintains a zero-tolerance approach to discrimination, harassment and abusive conduct.
- Employees are expected to treat colleagues and business partners fairly and respectfully.
- The company provides reporting mechanisms for employees to raise concerns and prohibits retaliation against individuals who make good-faith reports.
- The 2026 policy framework includes a target of achieving 100% employee completion of diversity, anti-discrimination and harassment-prevention training by 2028.

05

## Social Dialogue

- Reagent is a non-unionized workplace and does not currently have employees covered by collective bargaining agreements or formal employee representatives. This does not mean that employee voice is absent.
- Reagent supports direct communication between employees and management through open-door practices, health and safety meetings, employee discussions and mechanisms for raising workplace concerns.
- The company maintains an employee engagement and consultation approach designed to give employees opportunities to raise concerns and suggest improvements.



# Labor & Human Rights Data

| Indicator | 2024 (Baseline) | 2025 | Units | Target |
|---|---|---|---|---|
| Work-related accidents | 6 | 2 | Counts | 0 by 2028 |
| Number of days lost to work-related injuries, fatalities, and ill health | 413 | 347 | Counts | ≤350 by 2028 |
| H&S training | 400 | 420 | Counts | 100% annually |
| Employees eligible for health benefits | 100% | 100% | % | Maintain 100% eligible access by 2028 |
| Employees covered by collective agreements | 0 | 0 | Counts | One site meeting per quarter through 2028. |
| Employee engagement survey participation | 70% | Not tracked | % | - |
| Average training hours/employee | 6.19 | 6.5 | Hours/Employee | Maintain 100% of full-time employees offered tuition assistance or reimbursement |
| Personal development plans | 120 | 132 | Counts | - |
| Internal mobility/promotions | 22 | 18 | Counts | - |
| H&S trained employees | 400 | 420 | Counts | 100% annually |
| Forced/child labor incidents | 0 | 0 | Counts | - |
| Minority/vulnerable groups | 34.63% | 38% | % | - |
| Women in workforce | 12.12% | 12.10% | % | 15% by 2028 |

# Sustainable Procurement

01

## Vendor and Supplier Code of Conduct

Updated to strengthen supplier expectations and contractual integration, Reagent's Vendor and Supplier Code of Conduct establishes baseline requirements for all contractors and partners. The Code serves as a binding reference point covering:

- Legal & Ethical Compliance: Following applicable laws, avoiding corruption, and conducting business transparently.
- Human Rights & Fair Labor: Providing safe working conditions, prohibiting forced or child labor, and treating workers fairly.
- Health, Safety & Wellbeing: Managing workplace risks, mandating safety training, and maintaining sanitary conditions.
- Environmental Responsibility: Complying with environmental regulations, responsibly managing waste and emissions, and preventing spills.

02

## Supplier Environmental Practices

- We try to partner with suppliers that demonstrate strong environmental stewardship, including minimizing pollution, managing waste responsibly, and adopting efficient operations. We prioritize vendors with verified environmental policies, certifications, and measurable reductions in emissions and water use.

03

## Supplier Social & Human Rights Practices

- We expect all suppliers to strictly uphold recognized labor and human rights standards. This requires providing safe workplaces, fair wages, and maintaining a zero-tolerance policy for discrimination, forced labor, and child labor.

04

## Supplier Grievance Rights

- We are committed to ethical transparency by ensuring supplier grievance rights. We provide secure, protected channels for our supply chain partners and their workers to report ethical breaches, safety concerns, or compliance violations without fear of retaliation.

05

## Buyer Training

- We actively train our Supply Chain Team and buyers on sustainable procurement best practices, equipping them to identify environmental risks, uphold human rights, and maintain modern slavery awareness during vendor selection.

At Reagent Chemical & Research, LLC, our mission is to operate with integrity, safety, and accountability extending these core principles throughout our global supply chain. We recognize that responsible sourcing is critical not only to our operational performance and risk mitigation, but also to the environmental and social well-being of the communities we impact.

| Indicator | 2024 (Baseline) | 2025 | Target |
|---|---|---|---|
| Contracts with ESG clauses | 0% | 55% | - |
| Sustainability assessments on targeted suppliers | 67% | 83.30% | - |
| Supplier on-site audits | 0 | 0 | - |
| Buyers trained on sustainable procurement | 0% | 100% | Maintain 100% by 2028 |
| Top suppliers with environmental practices | Not tracking | 80% | 90% by 2028 |
| Top suppliers with social/human rights practices | Not tracking | 80% | 90% by 2028 |



# Environmental Stewardship

Reagent Chemical & Research, LLC recognizes that responsible environmental management is an important part of operating a safe, reliable, and resilient chemical distribution business. Our environmental priorities reflect the nature of our operations and focus on the responsible use of energy and resources, greenhouse gas emissions, chemical management, waste, air quality, water, and climate-related risks. Reagent's environmental approach is centered on measuring and monitoring environmental impacts, maintaining appropriate operational controls, preventing releases, improving resource efficiency, and identifying opportunities for continuous improvement.

During 2025, Reagent continued to strengthen environmental data collection and management practices. The company also expanded its greenhouse gas accounting to include Scope 3 emissions, providing a broader view of emissions associated with activities across the value chain.

01

## Energy & Greenhouse Gas Emissions

Reagent integrates environmental initiatives across facility management, fleet operations, maintenance, and logistics to improve energy efficiency and lower greenhouse gas emissions.
Key Initiatives:

- **Energy Efficiency**: Modernizing equipment, installing LED lighting, and fitting variable frequency drives on operational machinery.
- **Logistics & Fleet:** Optimizing delivery routes, evaluating fleet fuel efficiency, and prioritizing rail over truck transport to reduce transportation impacts.
- **Operations**: Conducting regular preventive maintenance on facilities and equipment to prevent energy waste.
- **GHG Expansion:** Assessing grid-supplied renewable electricity and expanding accounting to include Scope 3 value-chain emissions (e.g., purchased goods, capital goods, transportation, travel, and commuting).

02

## Climate & Physical Climate Risk

Reagent systematically assesses climate risks across short- (1–3 yrs), medium- (3–10 yrs), and long-term (10+ yrs) horizons:

- **Acute Physical Risks (Short-Term)**: Extreme weather (hurricanes, storms) threatens Gulf Coast terminals and logistics. Severe heat impacts cooling and safety , while severe winter events pose freeze risks.
- **Chronic Physical Risks (Long-Term)**: Higher average temperatures accelerate equipment wear, raising cooling and maintenance needs.
- **Transition Risks (Short- to Medium-Term):** Carbon pricing, stricter VOC limits, and customer ESG expectations drive operational adjustments.

**Existing Controls:** Backup generators at critical sites, insulated waterlines with automated heat tracing, temperature-regulated tanks, routine preventive maintenance, and storm/hurricane response protocols.

03

## Air Quality & Emissions Controls

Reagent actively manages air emissions to protect local air quality through engineering controls, continuous monitoring, routine preventive maintenance, and strict regulatory compliance.

- **Engineering & Control Systems**: Reagent operates air scrubbers for chemical handling, dust collection systems for particulate control, and Regenerative Thermal Oxidizers (RTOs) across applicable facilities to capture and treat emissions at the source.
- **Testing & Operational Performance**: In 2024, formal stack testing at the Knox Terminal demonstrated greater than 99% destruction efficiency.
- **Target & Forward Strategy:** Reagent's key priority is to complete required formal stack testing at the Knox facility by 2028 while expanding facility-level data collection to improve emissions transparency and tracking.

04

## Customer & Product Safety

Safe chemical delivery and responsible product stewardship are central to Reagent's operational philosophy. Because customers rely on Reagent to transport and handle hazardous materials safely, environmental performance is directly integrated into product quality, transportation safety, emergency preparedness, and customer communication.

- **Product Assurance & Quality Control:** Reagent's quality assurance laboratories and rigorous testing protocols ensure all chemical products strictly meet required specifications before departure.
- **Technical Documentation & Guidance:** Outgoing shipments are accompanied by complete technical documentation, including Safety Data Sheets (SDS), Certificates of Analysis (COA), and specialized product handling guidance aligned with Chlorine Institute best practices.
- **Traceability & Transport Safety:** Established transportation controls and end-to-end shipment traceability link every outgoing delivery directly back to its terminal of origin.
- **Emergency Preparedness:** Reagent maintains specialized resources, protocols, and technical support to assist customers and emergency responders swiftly in the event of a chemical incident.

05

## Materials, Chemicals and Waste Management

Reagent manages chemicals and waste through established handling procedures, equipment inspections, employee training, and spill-prevention controls.

- **Closed-system transfers**: Chemical transfer processes are designed to minimize exposure and reduce the potential for releases.
- **Equipment integrity:** Tanks, transfer systems, railcars, trailers, pipelines, and related equipment are subject to inspection and preventive maintenance.
- **Spill prevention and response**: Reagent maintains spill prevention, containment, response, and emergency procedures appropriate to its operations.
- **Closed-loop water and material reuse**: Applicable wash water, trailer and railcar heels, and scrubber water are captured and reused within operational processes rather than routinely discharged.
- **Waste segregation and tracking**: Reagent is improving facility-level waste identification, tracking, and reporting to support better management and diversion opportunities.
- **Hazardous waste management:** Reagent prioritizes prevention and responsible handling of hazardous materials and waste in accordance with applicable requirements.
- **Railcar circularity:** Reagent extends the useful life of railcars through maintenance and refurbishment and supports responsible recycling at end of life.

06

## Environmental Services & Advocacy

Reagent recognizes that employees play an important role in improving environmental performance. The company promotes an organizational culture of environmental responsibility through internal communication, educational opportunities, leadership support, and employee participation.

- **Employee awareness:** Sustainability topics are incorporated into employee communication and training to build understanding of environmental responsibilities.
- **Resource conservation**: Employees are encouraged to identify practical opportunities to reduce energy, materials, and other resource use.
- **Waste awareness**: Employees are encouraged to improve recycling, waste separation, and responsible disposal practices.
- **Employee-led initiatives:** Reagent encourages employees to propose and implement practical footprint-reduction ideas, including reducing single-use plastics, conserving energy, and improving local recycling practices.
- **Leadership engagement:** Management support helps reinforce environmental responsibility and integrate sustainability into day-to-day operations.

# Environmental Data

| Focus Area | Units | 2024 (Baseline) | 2025 | Target & Timeline |
|---|---|---|---|---|
| Scope 1 GHG Emissions | tCo2e | 16,225 | 15,973 | Reduce 5% by 2028 |
| Scope 2 GHG Emissions | tCo2e | 2,369 | 2,052 | Reduce 5% by 2028 |
| Scope 3 GHG Emissions | tCo2e | - | 257,988 | Reduce 5% by 2028 (Baseline 2025) |
| Electricity Consumption | Kwh | 5,470,880 | 5,620,837 | Maintain baseline through 2028 |
| Renewable Content of Grid Electricity | % | 16.69% | 22.49% | - |
| Total Water Usage | Gallons | 3,036,200 | 3,970,182 | - |
| Non-Hazardous Waste Generated | Tons | 136 | 2,454 | - |
| Railcar Asset Circularity | Number | 27 | 25 | Maintain 100% recycling/refurbishment of end-of-life railcars through 2028 |
| Customer Health & Safety Incidents | Number | 0 | 0 | Maintain 0 product-related safety incidents annually through 2028 |
| Environmental Advocacy | Number | 0 formal annual campaigns | 1 campaign completed | Execute at least 1 employee-led sustainability campaign annually through 2028 |

# Ethics & Compliance

Reagent is committed to conducting business with integrity, accountability, and transparency. Our ethics and compliance approach focuses on preventing corruption and fraud, managing conflicts of interest, protecting confidential information, providing accessible reporting mechanisms, and meeting applicable legal and regulatory requirements.

01

## Business Ethics & Anti-Corruption

Reagent's Code of Ethics establishes expectations for ethical conduct, conflicts of interest, accurate recordkeeping, confidentiality, compliance, and reporting of suspected misconduct. The company maintains a zero-tolerance approach to bribery, corruption, fraud, kickbacks, improper payments, and other forms of unethical business conduct.

Key initiatives include:

- Annual business ethics training and employee awareness.
- Financial approval controls and segregation of duties.
- Conflict-of-interest requirements and disclosure expectations.
- Confidential reporting channels and non-retaliation protections.
- Third-party due diligence and contractual ethics requirements.
- Periodic corruption and compliance risk assessments.

In April 2026, Reagent completed a formal Corruption & Bribery Risk Assessment covering country, sectoral, transactional, business opportunity, and third-party risks. No high-risk categories were identified, and overall residual risk was assessed as Low. Actions identified include strengthening third-party due diligence, anti-bribery provisions, and targeted training for higher-risk functions.

02

## Information Security & Data Protection

Responsible information management is an important component of Reagent's governance framework. The Company works to protect confidential business information, customer information, employee information, financial information, and other sensitive data from unauthorized access, loss, misuse, or disclosure.

Key Measures & Initiatives

- Multi-factor authentication (MFA): Used for applicable remote access to strengthen account security.
- Phishing awareness: Employees participate in awareness activities designed to help identify phishing and other common cybersecurity threats.
- Vulnerability scanning: Scheduled scanning helps identify potential weaknesses that may require remediation.
- Penetration testing: Security testing is used to identify vulnerabilities and strengthen information-security controls.
- Access controls: Access to systems and information is managed according to business requirements.
- Employee training: Information-security awareness is incorporated into employee training.
- Incident monitoring: Processes are maintained to identify, respond to, and address information-security events.

03

## Whistleblower & Grievance Mechanisms

Reagent provides reporting channels for employees and relevant stakeholders to raise concerns regarding misconduct, workplace issues, harassment, discrimination, human rights, environmental matters, or policy violations.

The company prohibits retaliation against individuals who raise concerns in good faith. Reported concerns are reviewed through appropriate internal processes.

In 2025, no whistleblower or grievance reports were recorded. Reagent continues to promote awareness of available reporting mechanisms to ensure employees understand how to raise concerns.

## Ethics & Compliance Performance

| KPI | Unit | 2024 | 2025 | Targets |
|---|---|---|---|---|
| Whistleblower / grievance reports | Count | 0 | 0 | - |
| Confirmed corruption incidents | Count | 0 | 0 | 0 annually through 2028 |
| Confirmed information security incidents | Count | 0 | 0 | 0 annually through 2028 |
| Employees completing business ethics training | % | 100% | 100% | 100% annually through 2028 |

# Future Commitments

Reagent recognizes that sustainability is an ongoing process. Our focus for the coming reporting cycles is to strengthen the systems, data, and employee and supplier engagement needed to improve sustainability performance and transparency.

## Sustainability Assessment

Reagent continues to participate in EcoVadis and uses the assessment process to identify opportunities to strengthen its sustainability management practices. Priorities include improving supporting documentation, environmental data quality, employee engagement, and supplier sustainability management

## ESG Data & Reporting

Reagent is continuing to improve how sustainability information is collected, reviewed, and consolidated across its locations and business functions. Tablecloth and ThisRock support the organization of sustainability data, policies, initiatives, and evidence, helping Reagent improve consistency, traceability, and transparency in future reporting cycles.

## Training

Reagent is expanding employee awareness of sustainability topics relevant to its operations. Training priorities include climate awareness, environmental responsibilities, ethical business practices, responsible procurement, and sustainability reporting. Building employee awareness is intended to help integrate sustainability into day-to-day decision-making.

## Suppliers

Reagent is continuing to develop its sustainable procurement program by strengthening supplier engagement and risk-based assessments. Priorities include increasing supplier sustainability evaluations, collecting relevant environmental and social information, encouraging appropriate certifications and management practices, and strengthening sustainability expectations within supplier relationships.

# Thank You

## Continuing Our Sustainability Journey

Thank you to our employees, customers, suppliers, business partners, and communities for supporting Reagent Chemical & Research, LLC and contributing to our continued progress.

Our 2025 Sustainability Report reflects the work taking place across our operations to strengthen environmental stewardship, employee health and safety, responsible procurement, ethical business practices, and effective governance.

We recognize that meaningful sustainability progress takes ongoing effort. As we move forward, Reagent will continue to improve how we measure and manage our impacts, engage our employees and suppliers, strengthen our sustainability data, and work toward the commitments outlined in this report.

Together, we remain committed to operating safely, responsibly, and sustainably.

Reagent Chemical & Research, LLC
115 US Highway 202
Ringoes, NJ 08551, United States

**2025 Sustainability Report**
**Released September 2026**

# Appendix A: United Nations Sustainable Development Goals (UN SDGS)




## United Nations Sustainable Development Goals (UN SDGS)

The Sustainable Development Goals (SDGs), also known as Global Goals, are a set of 17 integrated and interrelated goals to end poverty, protect the planet and ensure that humanity enjoys peace and prosperity by 2030.

Please see Reagent's alignment and progress towards 4 of the 17 UN SDGs on the next page.

# Appendix A: United Nations Sustainable Development Goals (UN SDGS)

| United Nations Sustainable Development Goal (UN SDG) | ICON | Why Do We Align To This SDG? | Key Actions Towards SDG |
|---|---|---|---|
| **SDG 3: Good Health & Well-being** |  | Supports employee health and safety, driver retention, chemical handling, emergency response, and overall workplace well-being. | • Mandatory health & safety training and regular PPEprotocols<br>• Driver safety controls and lower turnover retention programs<br>• Employee health benefits and Employee Assistance Program (EAP) access<br>• Emergency response procedures and target zero workplace fatalities<br>• Facility air/water quality monitoring & occupational health program enhancements |
| **SDG 6: Clean Water & Sanitation** |  | Protects water resources through monitoring, leak prevention, wastewater treatment, and controls designed to prevent chemical releases. | • Water monitoring, leak detection, and spill prevention controls<br>• Preventive maintenance and water permit compliance<br>• Investments in water recycling, reuse, and conservation initiatives<br>• Water impact assessments across key facilities and supply chain |
| **SDG 9: Industry, Innovation, and Infrastructure** |  | Leverages efficient transportation, modernized logistics, and sustainable tech investments to foster resilient industrial infrastructure. | • Efficient transportation infrastructure and fleet modernization<br>• Energy upgrades (variable frequency drives, LED lighting, terminal improvements)<br>• Climate/physical risk assessments and supply chain resilience<br>• Investments in green chemistry R&D and low-emission transport |
| **SDG 12: Responsible Consumption & Production** |  | Drives chemical stewardship, hazardous waste reduction, railcar recycling, circular economy targets, and sustainable procurement. | • Waste management & chemical stewardship<br>• Railcar recycling and refurbishment<br>• Formal waste reduction targets<br>• Supplier sustainability screening, Vendor Code of Conduct, and ESG expectations |

# Appendix B: Sustainable Accounting Standards Board (SASB): Chemical Industry

## Table 1. Sustainability Disclosure Topics & Metrics

| TOPIC | METRIC | CATEGORY | UNIT OF MEASURE | CODE | 2025 |
|---|---|---|---|---|---|
| **Greenhouse Gas Emissions** | Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations | Quantitative | Metric tonnes (t) $CO_2$-e, Percentage (%) | RT-CH-110a.1 | Gross global Scope 1 emissions: 15,973 t$CO_2$e. Percentage covered under emissions-limiting regulations: not currently determined. |
| | Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and analysis of performance | Discussion and Analysis | N/A | RT-CH-110a.2 | Reagent has established a target to reduce Scope 1 and Scope 2 GHG emissions by 5% from a 2024 baseline by 2028. In 2025, Scope 1 emissions decreased 1.55% to 15,973 t$CO_2$e from 16,225 t$CO_2$e in 2024. Scope 2 emissions decreased 13.38% to 2,052 t$CO_2$e from 2,369 t$CO_2$e. Reagent's reduction strategy includes energy-efficiency improvements, including variable-frequency drives and LED conversions, fleet-efficiency improvements, and natural-gas efficiency initiatives at higher-use locations. |
| **Air Quality** | Air emissions of pollutants: (1) NOX (excluding $N_2O$), (2) SOX, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs) | Quantitative | Metric tonnes (t) | RT-CH-120a.1 | Reagent does not currently calculate company-wide emissions of NOx, SOx, VOCs and HAPs. Air emissions are managed in accordance with applicable facility-level regulatory and permitting requirements. |
| **Energy Management** | (1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable, and (4) total self-generated energy | Quantitative | Gigajoules (GJ), Percentage (%) | RT-CH-130a.1 | (1) Total energy consumed: 37,706.34 GJ; (2) percentage grid electricity: 100%; (3) percentage renewable: 22.49%; (4) total self-generated energy: 0 GJ. |
| **Water Management** | (1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High/Extremely High Baseline Water Stress | Quantitative | Thousand cubic metres ($m^3$), Percentage (%) | RT-CH-140a.1 | (1) Total water withdrawn: 15.03 thousand $m^3$ (3,970,182 gallons); (2) total water consumed: data not currently available; (3) percentage of water withdrawn in regions with High or Extremely High Baseline Water Stress: not yet assessed; (4) percentage of water consumed in regions with High or Extremely High Baseline Water Stress: not yet assessed. |
| | Number of incidents of non-compliance with water quality permits, standards, and regulations | Quantitative | Number | RT-CH-140a.2 | 0 incidents of non-compliance associated with water quality permits, standards and regulations in 2025. |
| | Description of water management risks and strategies to mitigate those risks | Discussion and Analysis | N/A | RT-CH-140a.3 | Reagent manages water-related risks through facility-level monitoring of water use and applicable water quality requirements. Water is primarily used in industrial processes and sanitation. Reagent monitors usage, maintains preventive maintenance and leak-response practices, and manages industrial wastewater through appropriate treatment and disposal methods, including deep-well disposal where applicable. A formal company-wide water-stress assessment has not yet been completed. |

# Appendix B: Sustainable Accounting Standards Board (SASB): Chemical Industry

| TOPIC | METRIC | CATEGORY | UNIT OF MEASURE | CODE | 2025 |
|---|---|---|---|---|---|
| **Hazardous Waste Management** | (1) Amount of hazardous waste generated, (2) percentage recycled | Quantitative | Metric tonnes (t), Percentage (%) | RT-CH-150a.1 | (1) Amount of hazardous waste generated: data not currently available; (2) percentage recycled: data not currently available. |
| **Community Relations** | Discussion of engagement processes to manage risks and opportunities associated with community interests | Discussion and Analysis | N/A | RT-CH-210a.1 | Reagent engages with local communities, where applicable, to manage operational impacts and support community well-being. Activities include responsible waste-diversion initiatives, such as recycling decommissioned railcars to prevent landfill disposal, and efforts to minimize noise, dust and other operational impacts on surrounding communities. |
| **Workforce Health & Safety** | (1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees | Quantitative | Rate | RT-CH-320a.1 | (1) Total recordable incident rate (TRIR): (a) direct employees: 1.18; (b) contract employees: data not currently available. (2) Fatality rate: (a) direct employees: 0.0; (b) contract employees: data not currently available. |
| | Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to chronic health risks | Discussion and Analysis | N/A | RT-CH-320a.2 | Reagent assesses and manages workforce health risks through site-specific safety assessments, employee training, emergency action plans and regular safety monitoring. Formal incident reporting supports corrective-action review and continuous improvement. Employee health and well-being are further supported through applicable workplace health resources and an Employee Assistance Program (EAP). |
| **Product Design for Use-phase Efficiency** | Revenue from products designed for use-phase resource efficiency | Quantitative | Presentation currency | RT-CH-410a.1 | $0 in revenue from products designed specifically for use-phase resource efficiency. |
| **Safety & Environmental Stewardship of Chemicals** | (1) Percentage of products with GHS Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products hazard-assessed | Quantitative | Percentage (%) by revenue, Percentage (%) | RT-CH-410b.1 | (1) Percentage of revenue from products containing GHS Category 1 and 2 Health and Environmental Hazardous Substances: not currently calculated; (2) percentage of such products that have undergone a hazard assessment: not currently calculated. |
| | Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human or environmental impact | Discussion and Analysis | N/A | RT-CH-410b.2 | Reagent manages chemical hazards through Safety Data Sheets (SDS), hazard communication, employee training and applicable regulatory requirements governing chemical handling, storage and transportation. Reagent monitors regulatory developments and evaluates opportunities to reduce chemical-related risks and identify technically and commercially feasible lower-hazard alternatives where appropriate. |

# Appendix B: Sustainable Accounting Standards Board (SASB): Chemical Industry

| TOPIC | METRIC | CATEGORY | UNIT OF MEASURE | CODE | 2025 |
|---|---|---|---|---|---|
| **Genetically Modified Organisms** | Percentage of products by revenue that contain genetically modified organisms (GMOs) | Quantitative | Percentage (%) by revenue | RT-CH-410c.1 | 0% of revenue. |
| **Management of Legal & Regulatory Environment** | Discussion of corporate positions on government regulations or policy proposals addressing environmental and social factors | Discussion and Analysis | N/A | RT-CH-530a.1 | Reagent monitors and complies with applicable environmental, health, safety and transportation regulations relevant to its operations and chemical distribution activities. Regulatory developments are reviewed as applicable, and operational practices, employee training and internal procedures are updated to address changing requirements. Reagent's Environmental Policy supports continuous improvement and compliance with applicable regulatory requirements. |
| **Operational Safety, Emergency Preparedness & Response** | Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR) | Quantitative | Number, Rate | RT-CH-540a.1 | Process Safety Incident Count (PSIC): 0; Process Safety Total Incident Rate (PSTIR): not currently calculated; Process Safety Incident Severity Rate (PSISR): not currently calculated. |
| | Number of transport incidents | Quantitative | **Number** | RT-CH-540a.2 | 0 transport incidents. |

## Table 2. Activity Metrics

| Activity Metric | Code | Unit | 2025 |
|---|---|---|---|
| **Production by reportable segment** | RT-CH-000.A | $m^3$ or metric tonnes | Not applicable. Reagent operates primarily as a chemical distributor rather than a chemical manufacturer; therefore, production volume in $m^3$ or metric tonnes is not considered an applicable activity metric for its operations. |

This report was put together by ThisRock Inc., an expert in ESG and Sustainability. The following credentials support their recognition as a third party:

- FSA Credential from the IFRS: The FSA Credential from the IFRS shows a deep understanding of sustainability's financial impacts and the ability to assess and disclose these.
- Sustainability Leadership Certification: This certification highlights advanced knowledge and leadership in sustainability practices.