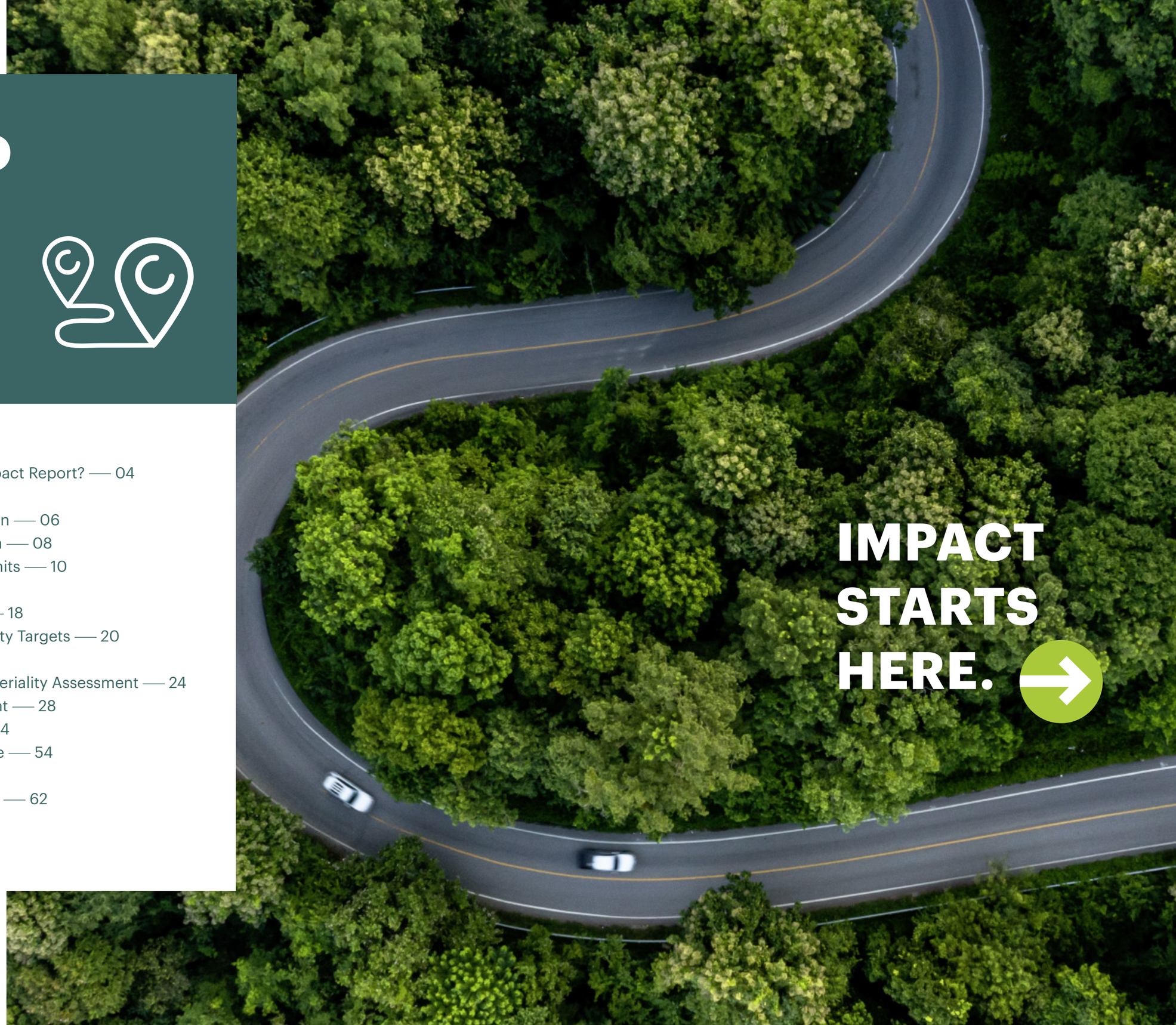
HELM

Impact Report 2024

WHAT TO EXPECT.



> **WE ARE COMMITTED TO DEVELOPING A SUSTAINABLE BUSINESS WITH A POSITIVE IMPACT – FROM A SOCIAL, ENVIRONMENTAL AND ECONOMIC PERSPECTIVE.**
>
> Stephan Schnabel, CEO

WHY AN IMPACT REPORT?

A very warm welcome to the first Impact Report of HELM. With this report, we are confirming our willingness to create a positive impact – socially, economically and environmentally. We developed this will and the necessary clarity as a team in 2023 where we defined our sustainability goals for 2030.

Since then, we have worked extensively on the goals and on ways towards their fulfilment. Today we want to share them with all our stakeholders and invite new partners to join our journey.

What to expect from this report

HELM is a third-generation family business with over 120 years of history which operates in chemicals, agriculture, and energy materials (lithium). All these industries are essential for everyday life, and at the same time, have a significant impact on our planet. Operating such a business comes with a huge responsibility, which means acting accordingly. We have therefore decided to focus on three global challenges: climate change via emission reduction, protection of biodiversity and improving equality opportunities for girls and women. The first part of this report provides an update on HELM's goals and the three challenges. In the second part, we report for the first time on our ESG (environmental, social, governance) initiatives and performance.

Over the past few years, we have worked intensively both internally and with external experts to determine which goals are realistic and how to specifically achieve them. We also conducted a double materiality assessment and followed the guidelines and standards published by SBTi. And although we are currently under no regulatory obligation to do so, we have aligned our Impact Report with the latest European reporting standard: the CSRD (Corporate Sustainability Reporting Directive).

Invitation to collaborate and innovate

This report is also an invitation. An invitation to you, our valued existing partners, to learn more about HELM and how we tackle sustainability. Should you have any questions or comments, please get in touch with our teams, since we see this report as a chance to learn, inspire, and become better together.

It is also an invitation to new partners and stakeholders, banks and companies in the industry, partners in research, start-ups or NGOs – organizations, who share the same desire and believe that together we can achieve more.

We believe in partnerships and have developed our collaborative skills in all kinds of business models around the world. In doing so, we have learnt that whatever the constellation or share, together we can always achieve more. Or to express it in my words: we learned how to make 1 + 1 = at least 3. Let's connect and have a conversation!

Managing sustainability targets consistently

Our goals are embedded in all units. When defining these goals, we made the conscious decision to link sustainability goals with financial targets. This underlines the seriousness with which we are aligning our business activities until 2030. It also ensures that we continuously and consistently manage our goal achievement through to 2030. At the same time, we are steering our financial and non-financial targets and aligning our corporate development accordingly.

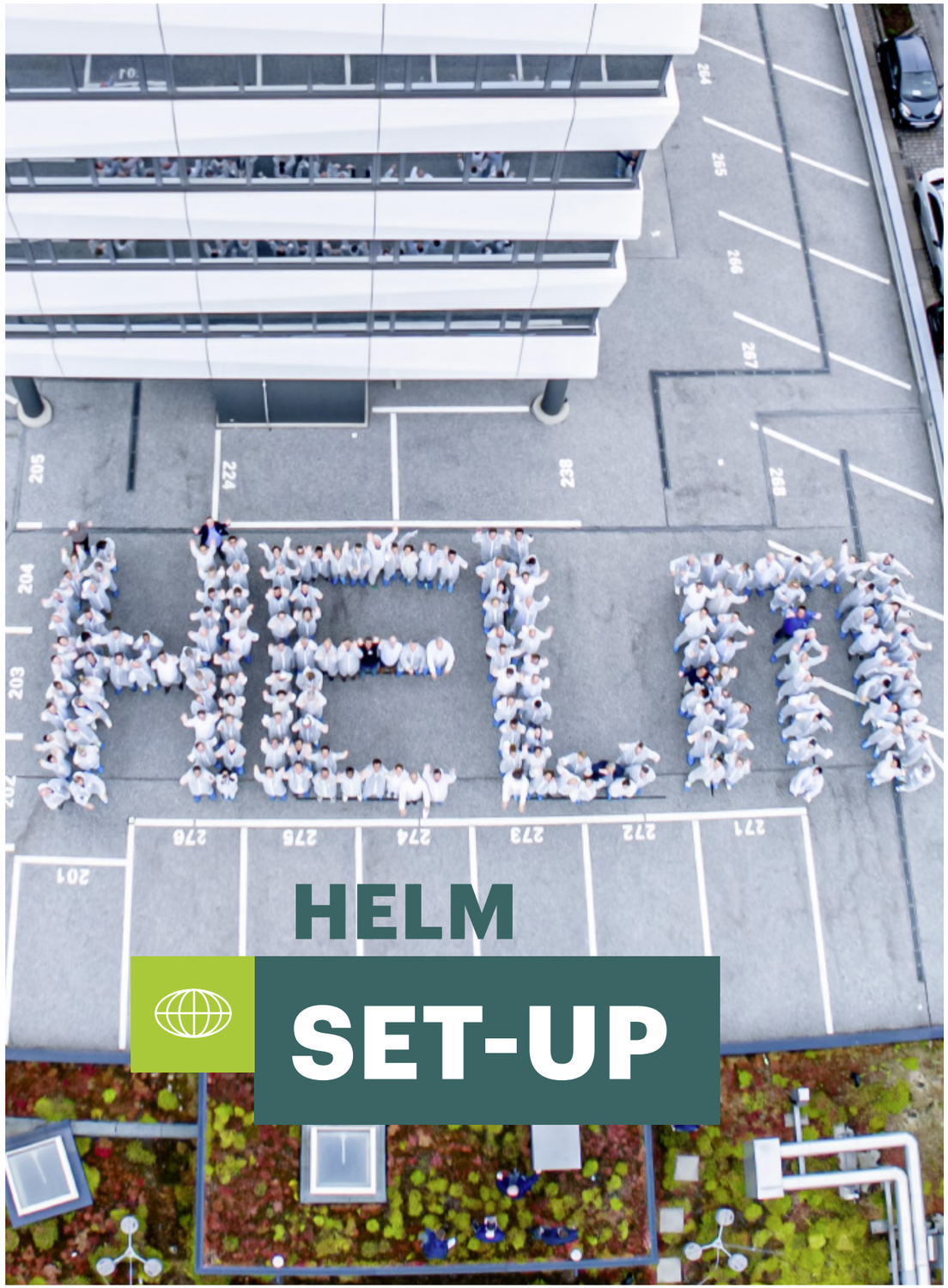
Why am I so convinced?

For us, ESG is not a burden or a regulatory obligation, it is our way of showing progress – our progress in making a positive impact for the planet while achieving commercial growth. This is our definition of sustainability.

I wish you an interesting reading, hope you find this report insightful, and we are looking forward to having an exchange with you.

Yours,

Stephan Schnabel



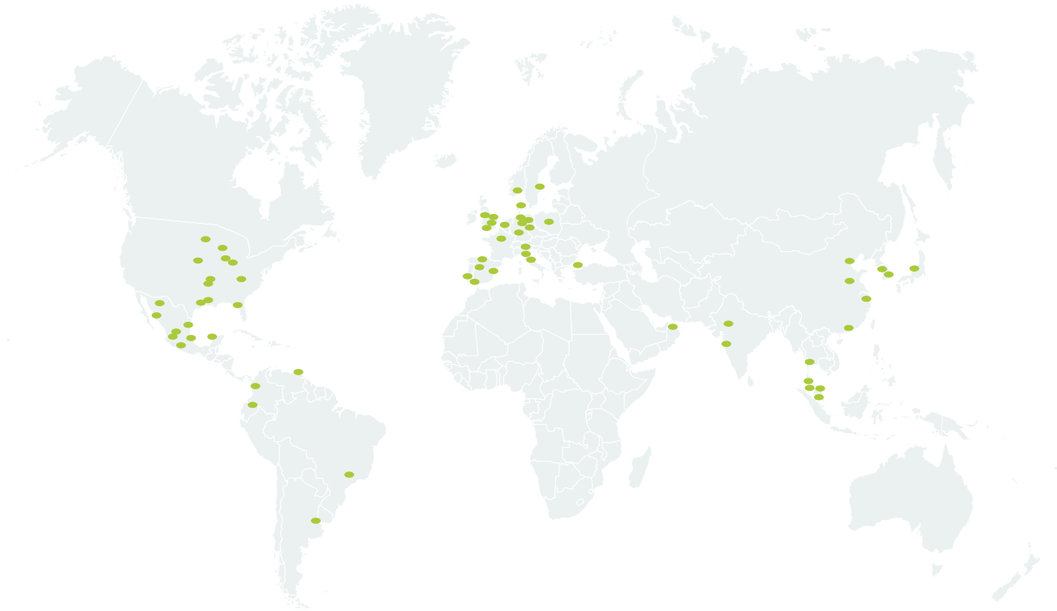
Founded in 1900, HELM AG (“HELM”) is a family-owned company based in Hamburg, Germany. With subsidiaries and participations in 27 countries, HELM is one of the largest independent chemical companies worldwide. At the end of the 2024 reporting year, a total of 2,207 employees were employed at the HELM Group.

HELM Organization

We specialize in the global distribution and manufacturing of chemicals, agricultural products, pharmaceuticals and energy materials. We connect manufacturers with end users through logistics, project development, technical services, market intelligence and sustainable solutions such as low-carbon or bio-based products.

Our global network of subsidiaries offers our business partners added value. Teams of product and logistic managers work together to combine product knowledge with logistical expertise.

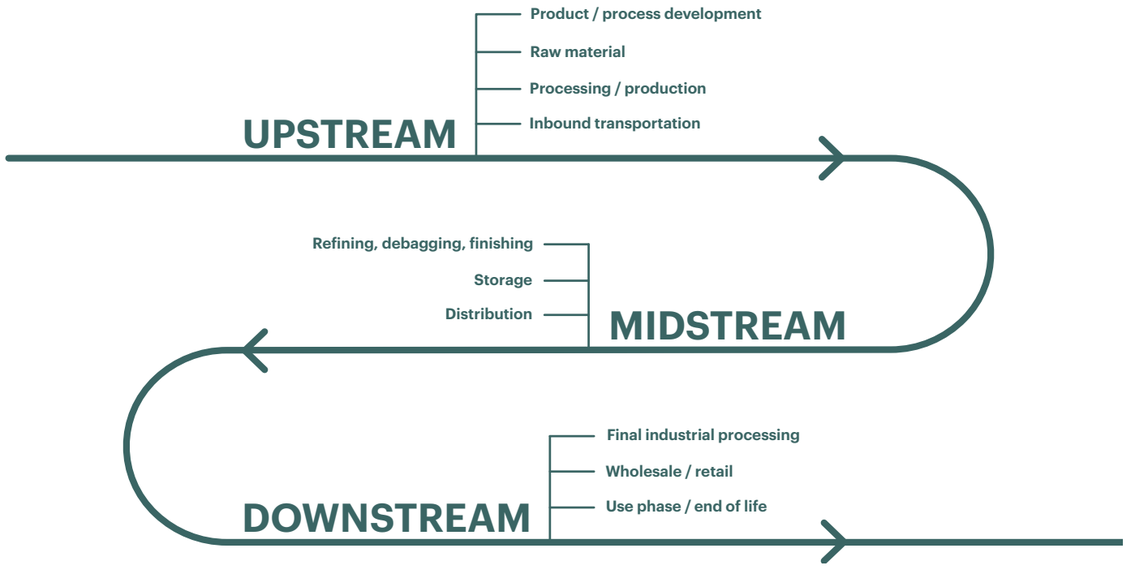
Our diverse business models and strategic participations ensure risk diversification and stability. One of our key strengths is the expansion of our global network of subsidiaries, which focus on local and regional markets. Our business operations are also complemented by a limited number of production sites. By taking this approach, we are able to combine our knowledge of international trade flows with regional distribution opportunities, allowing us to generate optimal marketing results for both us and our business partners.



HELM around the world

Value Chain

HELM has a number of different business units, each with their own value chain, designed to meet the specific needs of the markets they operate in. Within this complex and distributed value chain, we have identified the activities of our own operations as well as those of our distributors, customers and suppliers.



The above chart shows the generic value chain and functions related to HELM's business models.

Upstream value chain

The upstream value chain encompasses activities related to the conceptualization, design and development of new business activities, including of new products. The procurement of typically unprocessed or minimally processed raw materials, such as methanol, styrene, propylene, etc., also forms part of this chain. For our crop nutrition business, predominately finished products are procured. The upstream value chain also involves supplier processing of these raw materials into products used to produce finished or semi-finished products.

Midstream value chain

The midstream value chain focuses on the distribution of semi-finished (e.g. base chemicals) and finished products (e.g. fertilizers and crop protection products). This includes inbound transportation (land and shipping), which involves the movement of products from suppliers to either a HELM company, formulator, or customer. Depending on the business unit and product, one or multiple processing steps may be necessary to produce the finished product. Storage is also a key component, with items being stored in tanks or warehouses before further distribution.

Downstream value chain

The downstream value chain includes activities related to the distribution and sale of finished and semi-finished products, which is executed by our customers. This involves outbound transportation from warehouses or tanks to customers, wholesale, retail and fulfilment operations. The final industrial process produces end products (e.g. Crop Solution products), which are then sold to end customers. Additionally, the use phase and end-of-life activities encompass the application and consumption of these products, for example painting walls, applying fertilizers to fields or the disposal or recycling of products.

Core business

HELM's core business activities differ along the value chain depending on the business model. Own operations are considered part of the core business when the assets are owned by us or when they are leased but operated by our own employees (e.g., offices). Our double materiality assessment is based on this generic value chain.

While the business models of our business units differ, they can be broadly categorized into three core activities: distribution, production and product development. All units are engaged in distribution, whereas production is primarily focused within the Energy Materials and Chemicals sectors. Product development is carried out by the Pharma and Crop Solutions Business Units.

Value chain: business activities

Business Unit	Business Model	Upstream				Midstream			Downstream		
		Product & process development	Raw materials	Processing/ production	Inbound transportation	Refining/ debagging/ finishing	Storage	Distribution	Final industrial processing	Wholesale/ retail	Use phase & end of life
Chemicals	Distribution				X	X	X	X			
	Production			X				X			
Crop Solutions	Distribution				X	X	X	X			
	Own developed products	X			X	X	X	X	X	X	
Energy Materials	Production	X		X				X			
Pharma	Own developed products	X			X	X	X	X	X		
	Distribution				X	X	X	X			

The above chart shows which business activities are covered by different business units at the various stages of the value chain. It also highlights where priorities and responsibilities lie within the organization.

BUSINESS UNITS

CHEMICALS

CROP SOLUTIONS

ENERGY MATERIALS

HELM's main activities are centred around three business units: Chemicals, Crop Solutions and Energy Materials.

Our aim is to innovate and develop products and solutions that support our partners and reduce our environmental impact.

CHEMICALS

Chemicals are an essential part of everyday life. We help move chemical products in our role as a link between manufacturers and converters in the chemical industry – be it through the sale of bulk volumes, our regional distribution network or tailor-made solutions.

Cooperating closely with our partners enables us to create long-term value for people and the environment, thereby driving positive change around the globe.

PRODUCT PORTFOLIO

BASE CHEMICALS

Our base chemicals form the foundation of the chemical value chain. They are processed into a variety of everyday products or form the basis for industrial materials.

INTER-MEDIATES

Intermediates are processed chemical compounds. They are developed for specific applications and processes and are created by the reaction of different base chemicals.

INORGANICS, ACIDS & LYES

This category includes substances that have acidic or alkaline properties and chemical compounds that do not contain carbon. These include acids and bases and inorganic compounds.

TURNOVER
3.8
BILLION €

GOODS MOVED
9
MILLION TONS

MORE THAN
140
PRODUCTS

MORE THAN
600
PEOPLE-STRONG WORKFORCE

PARTNERSHIPS FOR IMPACT

Partnerships are what make HELM strong – and we know that we can achieve more together. That's why we are constantly looking for the right partners to pursue a shared vision and create additional value in the industry.

QORE

Qore is a joint venture between HELM and Cargill. In early 2025, Qore started production of bio-based 1.4-butanediol under the brand name QIRA®. Made using renewable raw materials, it generates substantially less carbon emissions than fossil-based 1.4-butanediol. This means that many fibre raw materials and polymers can be produced much more sustainably.

myqira.com

again

In line with our commitment to climate mitigation and sustainable product innovation, we have established a long-term partnership with the climate technology company Again. The collaboration supports the decarbonization of the chemical value chain by enabling the production and global distribution of up to 50,000 tons of acetic acid derived from captured industrial carbon emissions.

again.bio

LOTTE | INEOS

LOTTE INEOS Chemical, Korea, is a successful long-term partner of HELM for Vinyl Acetate Monomer (VAM) and Bio-Vinyl Acetate Monomer (Bio-VAM) – a bio-based alternative that supports the transition to more sustainable raw materials. This partnership underscores its role in enabling more sustainable solutions for customers worldwide.

lotteineos.com

WANT TO CREATE IMPACT TOGETHER?
LET'S GET IN TOUCH.

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CROP SOLUTIONS

Crop Solutions offers the agricultural industry a portfolio of innovative products and tools to support farmers, supply chains and ecosystems. We provide complementary and synergetic solutions in the areas of Crop Protection, Crop Nutrition and Plant Advantage.

PRODUCT PORTFOLIO

Crop Nutrition

Balanced soil nutrients are essential for healthy, high-yielding plants. Our products help farmers manage nutrients effectively for optimal growth.

- **Solid fertilizers:** efficient nutrient supply for major crops, distributed globally
- **Liquid fertilizers:** precise, easy-to-apply nutrition.
- **Specialty fertilizers:** customized nutrition for high-value crops like fruits, vegetables and nuts.

Crop Protection

Our crop protection portfolio covers a variety of innovative product concepts, created to minimize the damage caused by pests, diseases and weeds. These effective measures help our partners to maintain productivity and quality.

- **Insecticides**
- **Fungicides**
- **Herbicides**
- **Growth regulators**

Digital Agri

Our digital solutions help farmers to understand your crops even better, link them with other information and connect all parties – from the farm manager to the advisor to the contractor. This allows farmers to increase your productivity in a sustainable, cost-saving and environmentally friendly way.

- **Plantix**
- **SKYFLD**

Plant Advantage

HELM plant advantage is our new crop solutions portfolio that supports plant processes with a blend of signalling compounds and metabolites. Easy to use and field-proven, they boost yields across various crops.

TURNOVER
1.6
BILLION €

GOODS MOVED
3.6
MILLION TONS

OVER
2K
CUSTOMERS

SALES IN MORE THAN
25
COUNTRIES

PARTNERSHIPS FOR IMPACT

We are dedicated to forging strong partnerships that drive sustainable, long-term success – empowering retailers and farmers to increase yields while upholding environmental responsibility. Together, we help our customers to future-proof their businesses and equip them to navigate the complex challenges of tomorrow.

Characterized by trusting collaboration, this partnership provides access to modern and sustainable technologies. The aim is to contribute to balanced food and feed production with biostimulants that help plants to grow better.

uniumbioscience.com

This partnership brings strategic advantages for farmers in England – a reliable supply chain meets secure market access ensuring the highest quality standards. This is due to the two port terminals in England through which Brineflow efficiently supplies its customers with liquid fertilizer.

brineflow.co.uk

Demonstrating the power of fair and reliable cooperation, the partnership between OCP and HELM sets a strong example. While OCP contributes its phosphate expertise, HELM is responsible for marketing and distribution, applying its market knowledge to the development of new solutions.

ocpgroup.ma

WANT TO CREATE IMPACT TOGETHER? LET'S GET IN TOUCH.

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ENERGY MATERIALS

Energy Materials offers a wide range of products and services relating to the lithium ecosystem. Our production facilities synthesize and refine a large portfolio of lithium derivatives.

Our aim is to close loops through recycled lithium streams and to achieve carbon-neutral operations in the process. Innovation and partnerships are at the centre of our strategy. With 40 years of experience, we are one of the leading lithium producers in Europe.

HOW WE HELP OUR CUSTOMERS

We reduce complexity across the entire supply chain – from the production of high-quality lithium products to customized service solutions. Our customers benefit from flexible business models and excellent service tailored to their individual needs. Our lithium compounds are used in a wide range of industries – including battery technology, glass and ceramics, lubricants, construction, laboratories and absorption chillers – making a valuable contribution to the efficiency and sustainability of modern technologies.

TURNOVER
47
MILLION €

INVESTMENT LITHIUM CHLORIDE
32
MILLION €

MORE THAN
10
LITHIUM PRODUCTS

LOCATIONS
3
IN UK

PRODUCT PORTFOLIO

LITHIUM CARBONATE
Lithium carbonate is an important raw material for the production of lithium-ion batteries, mainly for lithium iron phosphate (LFP) technology. It is also used in numerous other industrial applications.

LITHIUM HYDROXIDE
Lithium hydroxide is used to produce cathodes for high-performance lithium-ion batteries (NMC/NCA technologies). It is also an additive in high-performance lubricants.

LITHIUM CHLORIDE
Lithium chloride is used in dehumidification systems. It is also a key ingredient in the production of lithium metal and a raw material for electrolyte components in special batteries.

LITHIUM BROMIDE
Lithium bromide is primarily used as an absorbent in industrial absorption chillers.

LITHIUM SULPHATE
Lithium sulphate can be used in many different ways: as the main component of electrolytes in large battery formulations for grid storage applications or as a catalyst in various polymer reactions.

LITHIUM ACETATE
Lithium acetate has a low electrical conductivity and is used in a number of special applications, for example in the production and stabilization of polyvinyl chloride (PVC).

LITHIUM IODIDE
Lithium iodide is a complex and highly specialist chemical used in niche applications.

LITHIUM NITRATE
Lithium nitrate has a wide range of applications. Among other things, it is used as an anti-corrosion agent in absorption refrigeration systems. In its purified form, it is used in the production of high-performance lithium-ion batteries.

PARTNERSHIPS FOR IMPACT

EnBW

HELM and EnBW successfully demonstrated the production of battery-grade lithium using lithium chloride extracted from geothermal brine at EnBW's power plant in Bruchsal, Baden-Württemberg. The partnership aims to advance sustainable lithium refining and build a local supply for electromobility and energy storage in Europe.

enbw.com

Cornish Lithium

Through a memorandum of understanding, HELM and Cornish Lithium are working together to produce battery-grade lithium from geothermal brines extracted in Cornwall, UK. The partnership represents a key step towards building a robust, local supply chain for lithium to support Europe's renewable energy transition.

cornishlithium.com

WANT TO CREATE IMPACT TOGETHER? LET'S GET IN TOUCH.

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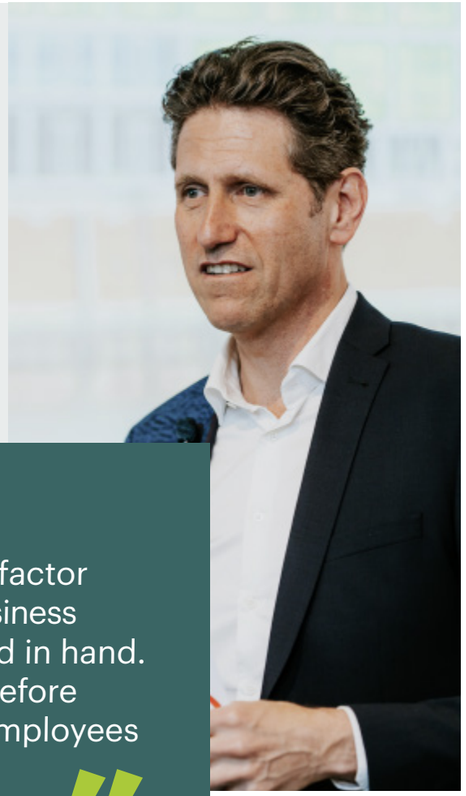
HELM 2030

The HELM 2030 strategy marks a new chapter in the company's development, aligning business growth with fundamental sustainability standards. Using a structured, forward-looking approach, it defines clear goals for addressing three global challenges: climate change, biodiversity loss and social inequality. Co-created with in-house experts and external advisors, the strategy is in line with our double materiality assessment and considers internationally recognized standards of initiatives like SBTi or UN Global Compact.

Partner up, Power up.

We are continuously investing in meaningful partnerships to develop and drive ideas, encourage mutual inspiration and ultimately unlock sustainable growth.



> Sustainability is a critical success factor in our growth, which is why our business and sustainability strategy go hand in hand. Our HELM 2030 strategy was therefore developed in collaboration with employees across the entire organization.
>
> Daniel Tepe, Executive Vice President, Corporate Development

Sustainability

We are committed to developing products and processes that minimize our environmental impact, protect biodiversity and enhance equality. This involves making sustainable decisions when sourcing raw materials, reducing waste and ensuring that our products are less harmful for the environment and contribute positively to humankind. For example by providing products that ensure food security to the growing global population. It also means promoting gender equality within and outside of our company. Our goal is to create a lasting positive impact on society and reducing our negative impact on the planet by addressing climate change, resource scarcity and inequality.

Innovation

Innovation drives our ability to stay competitive and meet the changing needs of our customers. We focus on developing new products and refining existing ones to ensure they are efficient, effective and less harmful to the environment. By promoting research and development, we aim to bring cutting-edge solutions to the market that address current and future challenges. Innovation is not just about new products but also about improving our value proposition, processes and operations to be more sustainable and efficient.

Global collaboration

Global collaboration is essential for achieving our goals. We believe in the power of partnerships and knowledge sharing to drive progress. By working closely with reliable and responsible partners worldwide, we can leverage diverse expertise and resources to create a stronger, more sustainable impact. This collaborative approach extends to our employees, suppliers and customers, all of whom are dedicated to our shared vision of driving progress in the industry.

WANT TO LEARN MORE ABOUT HELM 2030 AND ESG AT HELM? LET'S GET IN TOUCH.

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SUSTAINABILITY TARGETS

Our sustainability targets are set to drive growth and create an impact, going beyond regulatory requirements. They were developed mid-2024 as an integral part of the HELM 2030 strategy, which was launched at the end of 2023.

The ambitiousness and feasibility of these targets is ensured by a multi-stakeholder approach involving external experts and in-house business unit managers. Target robustness is ensured by incorporating expected growth and divestments.

HELM is fully aware of its responsibility towards the environment and society – a commitment that is reflected in our sustainability targets and HELM 2030 strategy.

With this in mind, we actively seek partnerships to develop solutions that provide economic benefits, reduce our negative impacts on climate change, preserve biodiversity and enhance equality.

Challenge #1: Climate

At HELM, we believe that businesses play a crucial role in reducing greenhouse gas emissions, transitioning to renewable energy sources, and embracing more responsible and sustainable practices.

Climate targets
Climate Change (ESRS E1)

We aim to reduce by 2030 our emissions across different categories, throughout the entire value chain.
The focus is on emissions from purchased products (Scope 3.1), application of crop solution products (Scope 3.11) and from our own operations (Scope 1 & 2).

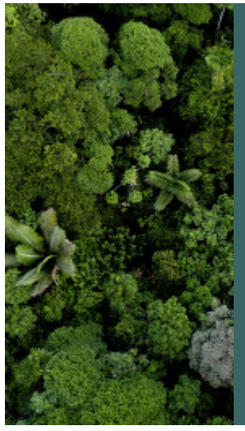
REDUCE PRODUCT-RELATED EMISSIONS BY
20%
PER TON

REDUCE OWN EMISSIONS BY
42%

REDUCE DOWNSTREAM EMISSIONS BY
685KT

Challenge #2: Biodiversity

Conscious decisions in business and supply chains are an important part of the solution. By integrating biodiversity considerations into business practices, we can minimize its staggering effects, open new markets, foster innovation and build powerful partnerships.



REDUCE GROUNDWATER POLLUTION BY
85KT

Biodiversity targets
Biodiversity & Ecosystems (ESRS E4)

We focus on developing products that reduce biodiversity impacts, starting with Crop Solutions. By 2030, we aim to cut groundwater pollution by 85,000 tons less nitrate by increasing the use of treated nitrogen fertilizers and plant advantage products, which result in ~21% less nitrate leakage compared to conventional fertilizers.

Challenge #3: Inequality

It is our goal to support equality on all levels together with external partners and by implementing internal measures to support female empowerment.

35%
WOMEN IN LEADERSHIP POSITIONS BY 2030

Equality targets
Own Workforce (ESRS S1)

We are committed to promoting equality – both within our organization and globally. By 2030, we aim to ensure that women occupy 35% of leadership roles across all levels of the HELM Group, reinforcing our dedication to gender diversity and inclusiveness.

We also collaborate with the NGO Plan International to address global inequalities, focusing on girls' education and empowerment.

ESG REPORTING

Scope of this Report

HELM created this report on a consolidated basis for the entire HELM Group. The scope of consolidation is based on the “operational control” approach in line with the Corporate Sustainability Reporting Directive (CSRD). The report covers all fully consolidated companies within the HELM Group, as well as joint ventures and associated companies with a share of more than or equal to 50%. Unless stated otherwise, the scope is the same for all information provided in this report.

This section outlines our approach to environmental, social, and governance (ESG) responsibilities in line with the Corporate Sustainability Reporting Directive (CSRD). It highlights our initiatives and performance across key ESG areas, ensuring transparency and accountability. The double materiality assessment serves as the foundation for this section of the report.

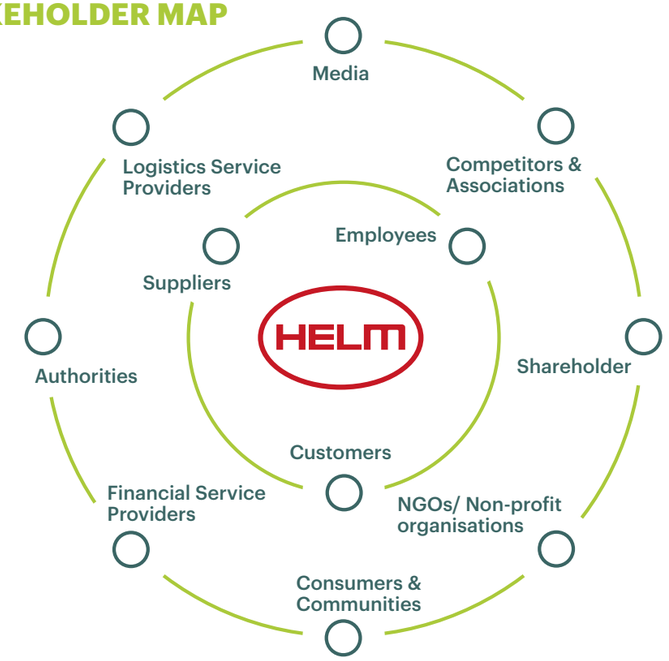
Double Materiality Assessment

As part of our HELM 2030 strategy, we have adopted a proactive approach to focus on those topics that play an important role in the strategic direction of our company and enable long-term opportunities and positive effects.

At the same time, a double materiality assessment was carried out in accordance with the requirements of the European Sustainability Reporting Standards (ESRS) to establish a systematic framework for sustainability reporting.
This identified topics that are of high materiality from the perspective of internal and external stakeholders and regulatory requirements. We recognize that the results of the materiality assessment are mostly in line with the original priorities of our HELM 2030 strategy, with only a few exceptions, which further strengthens our HELM 2030 strategy.

The results of the double materiality assessment will be used to further drive sustainability initiatives and elevate positive impact. This will help us to pursue an integrated and holistic approach to sustainability.

STAKEHOLDER MAP



Interests and views of stakeholders
At HELM, we recognize the importance of understanding and integrating the interests and views of our stakeholders into our strategy and business models. This approach is essential for ensuring that our operations align with the expectations and needs of those who are affected by or can affect our business.

Our double materiality assessment revealed that, our stakeholder engagement process is centred around internal stakeholders, who serve as representatives for external stakeholders. These stakeholders bring extensive industry and company-specific experience and maintain close partnerships with our business partners, enabling them to effectively represent our stakeholders' interests. We actively engage with them through workshops and regular meetings.

In addition to internal stakeholders, the double materiality assessment also focused on HELM's membership in the UN Global Compact since 2022 and its alignment with the initiative's general interests and views, Ten Principles and Sustainable Development Goals. Another important external stakeholder group which we engage directly with to secure sustainable financing for the future are banks with which we maintain close ties with.

In general, stakeholder engagement is designed to develop an understanding of the concerns, expectations and suggestions of stakeholders. As partnerships are key to our business activities and are also reflected in our HELM 2030 strategy, we are keen to incorporate the views and comments of our partners to enhance our sustainability performance and strengthen our partnerships with strategically important stakeholders. HELM does not currently have a works council to represent the views of our employees. Our colleagues in Human Resources (HR) act as representatives of our own employees.

Double materiality assessment process
HELM conducted its first double materiality assessment in 2023, in line with the ESRS. The aim of the analysis was to identify on a topical level the sustainability matters, that are material for HELM as a company. In line with the CSRD, these topics have been documented according to impacts, risks and opportunities (IRO). Materiality is based on their severity and likelihood, which takes into account the scale, scope, irremediability and financial nature. In total, HELM identified and evaluated 105 IROs.

105
IROs IDENTIFIED

DOUBLE MATERIALITY ASSESSMENT PROCESS

The double materiality assessment covered the upstream and downstream value chain as well as HELM's own operations, as defined in the section "Value Chain" Each business unit including the different business models, with internal stakeholders representing external perspectives to ensure a comprehensive evaluation.

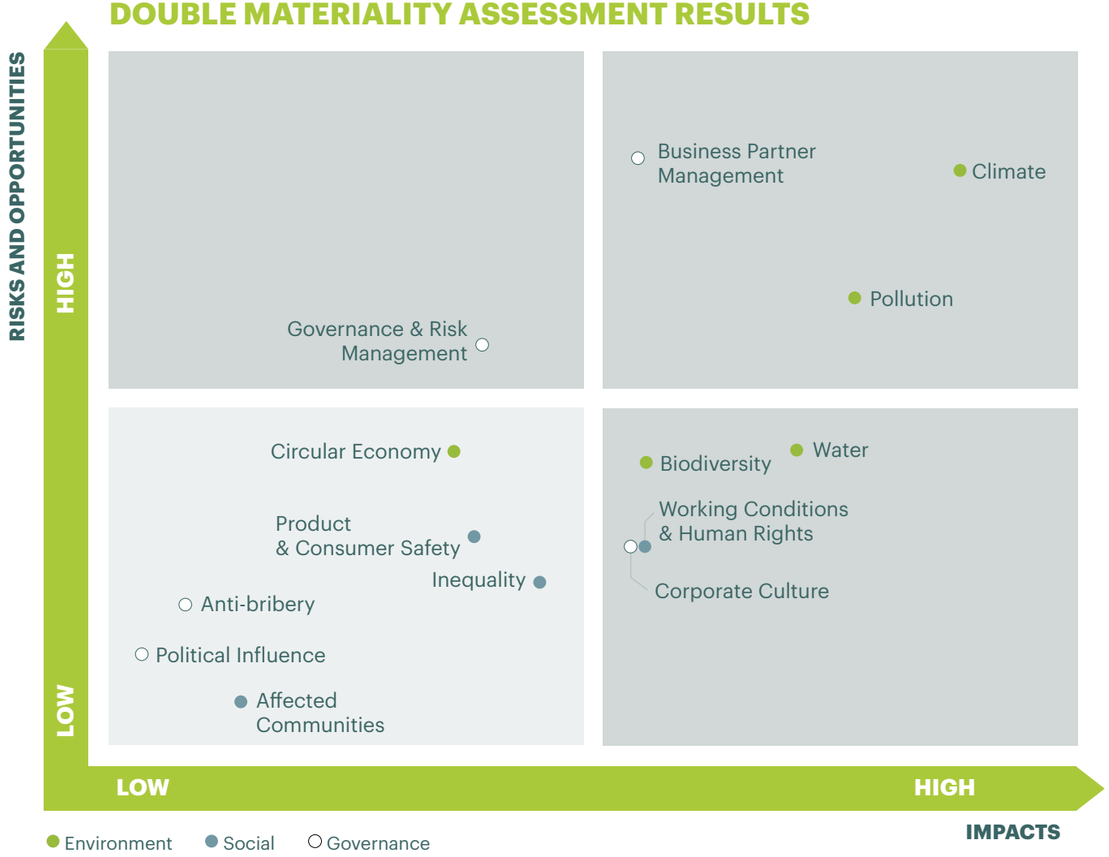
The first step was to compile a longlist of more than 300 ESG topics relevant to HELM's stakeholder groups and different frameworks. A shortlist was then created, resulting in 14 topic clusters. These clusters were defined in line with the 10 topical ESRS standards but tailored to HELM's needs. Content-wise, the topic clusters cover all 10 topical ESRS standards. The impact of each topic was then assessed along the value chain, with input gathered from approximately 45 colleagues from different business units and regions working in business development, product management, sales management, logistics, operations, HSEQ, finance and HR.

A financial assessment of risks and opportunities was also conducted internally with experts from each business unit and at corporate level. The 14 topic clusters were evaluated qualitatively based on their risks and opportunities for our profit and loss, balance sheet and cash flow KPIs.

Following the impact and financial assessment, the results per business unit were weighted and consolidated into the HELM Group result and validated by the management and approved by the Executive Board. The process was also reviewed by our auditors to assure a proper basis of evaluation for the double materiality assessment.

Both impact and financial assessments were scored on a scale from 1 to 4, providing a structured approach to understand the materiality of sustainability matters for HELM.

DOUBLE MATERIALITY ASSESSMENT RESULTS



Double materiality assessment results
Within the scope of the double materiality assessment, 8 out of 14 topics have been identified as material for the HELM Group. 3 out of the 8 material topics are material from both an impact and a financial point of view.

Most of the material topics identified relate to the environment — specifically climate, pollution, biodiversity and water. As a company operating in the chemical and agrochemical industry, we recognize our significant impact on the environment. In the social category, working conditions and human rights have been assessed as material topics. These cover both our own workforce and workers throughout the value chain. Under the governance category, business partner management, corporate culture and governance and risk management have been identified as material.

Special focus on material topics outside the scope of the HELM 2030 strategy (water and pollution)
As a company distributing high volumes of chemicals and fertilizers, the main impact of our business activities relates to climate change and other environmental topics (such as biodiversity, water and pollution) as well as the working conditions of both our own employees and those within the value chain.

Through the assessment we were able to define and establish transparency around material topics. Climate and biodiversity were identified as material focus topics – both by HELM's management during the development of the HELM 2030 strategy and through the results of the double materiality assessment. By prioritizing climate and biodiversity, HELM aims to ensure that it can make a tangible positive impact on the environment. Focussing on these two critical areas will be more effective than attempting to address multiple impacts simultaneously without achieving meaningful change.

Once substantial progress is made in these areas, HELM will turn its attention to water scarcity and pollution in the value chain, ensuring a structured and impactful approach to all environmental challenges.

Special focus on non-material topics
The assessment has identified the topic of circular economy as non-material on a Group level, as this is not considered to be of significant importance to the chemical and agriculture industry at this stage. It will likely become more relevant in the future with the development of our lithium business. Therefore, no material impact has been identified. The topic of product and consumer safety has also not been identified as material, as HELM is a B2B company with only a very small portion of products being directly marketed to end users and consumers.
HELM has only a very limited number of products (e.g. crop protection products) that could have a potential impact on affected communities. When used correctly, no negative impact occurs, therefore no material impact has been identified.

Political influence as well as anti-corruption and bribery have not been identified as material topics. HELM has become a member of various industry associations to gain access to industry expertise and information and strengthen ties with industry peers. The associations are used to exert political influence. As HELM is not active in any political lobbying activities, the topic was not identified as material.
Anti-corruption and bribery are taken seriously at HELM. Many measures have been implemented, to prevent corruption and bribery, which have led to a non-material evaluation of the topics for HELM.

Inequality was not assessed as a material topic according to the process of the double materiality assessment. Nevertheless, HELM defined inequality as one of the major challenges in the HELM 2030 strategy. This is because inequality is a topic close to our hearts as a family-owned business and we feel the responsibility to take care of communities and the society also outside of our value chain. Therefore, we will tackle this challenge from a handprint perspective and fight inequalities.

ENVIRONMENT

We are aware that our traded products and operations have a large environmental footprint. The chemicals and agricultural industry is contributing to climate change and we feel responsible for creating a secure world to live in for all future generations. Our aim is to reduce carbon emissions and to use our partnerships to positively impact climate change.

Climate Change (ESRS E1)

Impacts, risks and opportunities

The double materiality assessment conducted by HELM identified a number of material impacts, risks and opportunities regarding climate change.

A brief overview of the impact fields:

- The products we are trading have a notable impact on the climate, as the chemical and agricultural production industry is highly energy-intensive and results in significant GHG emissions.
- The transportation used in our value chain, including ships, trucks and rail, has an effect on the climate due to the emissions generated from moving goods globally.
- The application of fertilizers also has a considerable impact on the climate due to volatilization of nitrous oxide

Climate change poses potentially financial risks to HELM:

- Extreme weather conditions may disrupt the supply chain and raise freight costs for all business units; for Crop Solutions, it may result in higher uncertainty of volume forecasts
- Future governmental regulations and upcoming CO_2 taxation will lead to higher product and freight costs for all business units.
- Research and development (R&D) costs will increase as we strive to develop less GHG-intensive solutions.

Addressing these risks and opportunities is essential for HELM to navigate the challenges posed by climate change and to ensure sustainable growth.

Understanding our GHG emissions

Understanding our emissions is crucial to addressing these impacts effectively. Identifying the sources of our emissions has enabled us to prioritize our emission reduction measures and initiatives where we can have the highest impact on our GHG reduction path. We have calculated our emissions in accordance with the GHG Protocol.

As a distributor of chemicals and agricultural inputs with minimal production activities, ~95% of our Greenhouse Gas (GHG) emissions are derived from Scope 3 upstream. The primary contributors to our Scope 3 upstream emissions are the emissions from purchased products (Scope 3.1) and transportation (Scope 3.4). It is also assumed that downstream emissions from processing into final products (Scope 3.10) and from the use phase/application of fertilizers (Scope 3.11) contribute significantly to HELM's overall Corporate Carbon Footprint (CCF). However, due to the lack of detailed calculations, these emissions cannot be quantified yet.

Our goal is to increase data quality, accuracy and coverage every year. To calculate Scope 3 GHG emissions for the year 2023, we utilized emission factors from databases only. However, in 2024, we were able to incorporate some primary data for our purchased products (Scope 3.1), thereby enhancing the accuracy of our calculations. We currently do not publish any quantitative information on downstream-related Scope 3 emissions. Due to limited data availability and restricted knowledge over the use and usage behaviour of our customers, we are currently unable to measure these emissions with sufficient accuracy. In line with the principles of materiality and transparency, we are continuously reviewing whether and to what extent future measurement and disclosure of these emissions is possible and appropriate. Our goal is to improve data availability in the medium term, for example by working more closely with our customers and partners and implementing appropriate methods and models where necessary.

In 2023, we implemented a tool to collect all consumption data relevant for Scope 1 and 2 emission calculations from companies under our operational control. In 2024, we entered into a partnership with CarbonChain for the calculation of product-related emissions, mainly Scope 3 upstream emissions. This tool increases data accuracy by incorporating primary data and allows us to offer Product Carbon Footprints (PCF) for many of our products.

Despite these advancements, we continue to face challenges, such as the availability of primary data from third parties (e.g., suppliers or logistics service providers). Many of the producing companies currently still lack the scale or resources to quantify and track GHG metrics.

Energy consumption and mix

		Base year 2023	2024
(1)	Fuel consumption from coal and coal products (MWh)	-	-
(2)	Fuel consumption from crude oil and petroleum products (MWh)	11,703	11,325
(3)	Fuel consumption from natural gas (MWh)	-	-
(4)	Fuel consumption from other non-renewable sources (MWh)	250	775
(5)	Consumption from nuclear products (MWh)	-	-
(6)	Consumption of purchased or acquired electricity, heat, steam, and cooling from non-renewable sources (MWh)	76,607	48,867
(7)	**Total non-renewable energy consumption (MWh)**	**88,560**	**60,967**
	Share of non-renewable sources in total energy consumption (%)	*97.3%*	*96.4%*
(8)	Fuel consumption for renewable sources (including biomass, biogas, non-fossil fuel waste, renewable hydrogen, etc.) (MWh)	-	-
(9)	Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources (MWh)	2,484	2,307
(10)	Consumption of self-generated non-fuel renewable energy (MWh)	-	-
(11)	**Total renewable energy consumption (MWh)**	**2,484**	**2,307**
	Share of renewable sources in total energy consumption (%)	*2.7%*	*3.6%*
	Total energy consumption (MWh)	**91,044**	**63,274**

The significant decrease in the consumption of electricity, heat, steam and cooling from non-renewable sources is primarily due to reduced production volumes and temporary downtimes at one of SPCI HELM's production facilities.

Baseline comparison of GHG emissions (2024 vs 2023)

Scope 1 & 2

Scope 1 & 2 emissions decreased significantly in 2024 compared to 2023, but only partly due to long-term CO_2e reductions. The main driver was lower production volumes in 2024 of our SPCI HELM joint venture in Malaysia and Singapore. Together with higher production volumes in the upcoming years, we expect an increase in CO_2e emissions. However, we were able to cut our CO_2e emissions per metric ton produced by 21.8% compared to 2023. This is due to product mix effects and lower energy consumptions per metric ton produced (–12.2%). In 2024, some old energy inefficient facilities stopped production. In our LevertonHELM lithium production facilities in UK, we increased the production volumes and therefore CO_2e emissions increased as well. But here too, we were able to decrease the energy consumption per metric ton produced (–10.1%). As a result of a higher share of lithium chloride (LiCl) production volumes and related CO_2 process gases, the CO_2e emissions per metric ton produced increased by 16.1%.

CO_2e emissions produced by our offices and own warehouses were also cut by 8.9%. By end of 2024, almost 50% of our electricity was based on renewable sources, mainly driven by Europe (>80%). By switching to a more accurate calculation method (from spend-based to office space-related), CO_2e emissions were also lowered for a few offices.

Our Scope 1, 2 & 3 GHG emissions (in t CO_2e)

	Base year (2023)	2024	% change (2024/2023)
Gross Scope 1 GHG emissions	20,325	11,166	–45%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	–	–	–
Gross location-based Scope 2 GHG emissions	16,582	5,997	–
Gross market-based Scope 2 GHG emissions	16,205	5,919	–63%
Scope 1 & 2 (market-based) GHG emissions	**36,530**	**17,085**	**–53%**
Purchased goods and services	19,826,144	19,393,165	–2%
Capital goods	11,192	2,771	–75%
Fuel- and energy-related activities	4,564	3,327	–27%
Upstream transportation and distribution	275,734	331,273	20%
Waste generated in operations	417	204	–51%
Business travel	7,591	6,602	–13%
Employee commuting	945	881	–7%
Upstream leased assets	33,301	45,017	35%
Total Scope 3 upstream	**20,159,888**	**19,783,240**	**-1.87%**
Total GHG emissions (market-based)	20,196,418	19,800,325	-1,96%

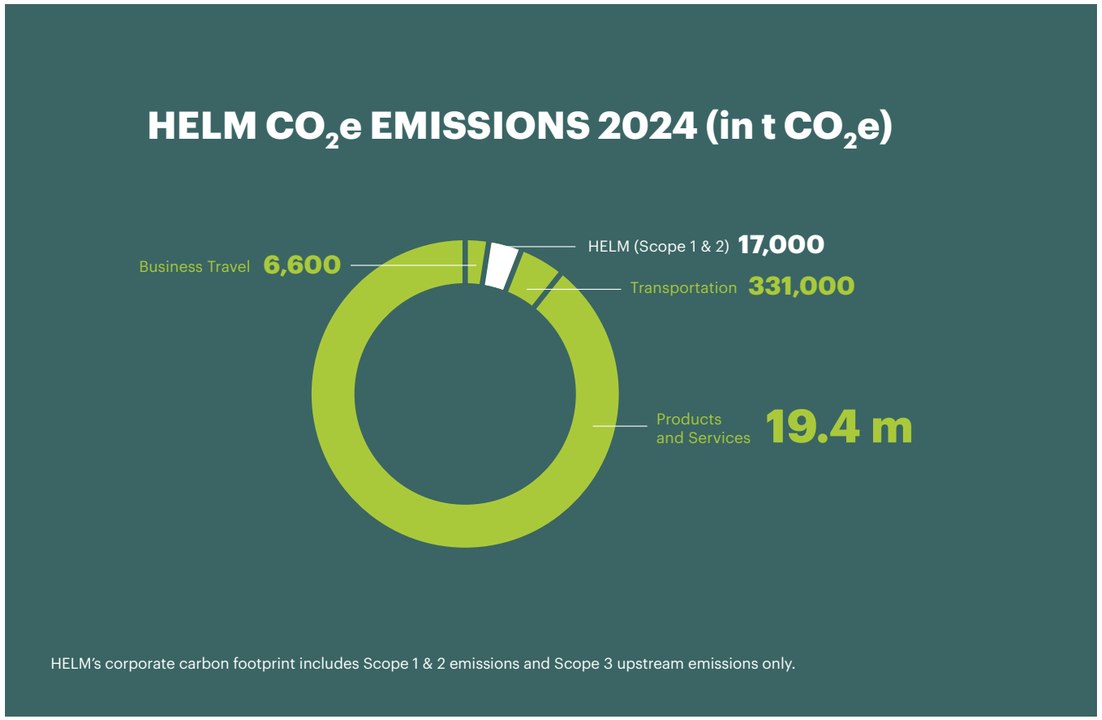
The significant decrease in Scope 1 GHG emissions is primarily due to reduced production volumes at SPCI HELM's sites. The changes in Scope 2 emissions mainly result from an adjustment in the calculation methodology: spend-based calculations used in 2023 for 9 offices have been replaced with consumption- or space based data for the 2024 calculations.
Details on the calculation of Scope 1, 2, and 3 GHG emissions can be found in the appendix in the section "GHG Emissions Accounting".

Scope 1, 2 & 3 GHG reduction targets (in t CO_2e)

Scope	Base year (2023)	Target 2030
Scope 1 & 2 (market-based)	36,530	–42%
Scope 3.1	19,826,144	–20% per mt
Scope 3.4	275,734	–15% per mt
Scope 3.6	7,591	–50%

Scope 3 upstream
Scope 3.1 (purchased goods) is the main driver of our CO_2e emissions. As a distributor, volumes from one year to the other are changing, therefore our HELM 2030 target is based on the CO_2e emission intensity per mt. The carbon intensity was cut by 2.4% in 2024 compared to 2023. The total CO_2e emissions of scope 3 upstream (incl. transportation and business travel) has been reduced by 1,87%. Primarily trough changes in our product mix.

Scope 3 downstream
The levers to reduce scope 3.11 downstream emissions of our fertilizer business are clear (for more details, please see our transition plan 2030). In 2024, we were able to sale 94.000 mt of treated nitrogen products and have increased the sales of our Plant Advantage product range that equals a treated area of 255.000 ha. With this, we already reduced downstream CO_2e emissions by 133.000 t CO_2e compared to conventional fertilizers.



Our Transition Plan for Climate Change

We are committed to reducing our greenhouse gas emissions and achieving our climate targets. Together with our units, we have defined measures to ensure that our targets are supported by the entire organization. We have also taken into account external standards and benchmarks (e.g. SBTi, Paris Agreement, peer groups) to make sure our targets meet partner and market expectations and are ambitious yet achievable from a business perspective.

Transition Plan for Scope 1 & 2
Emissions from our own operations (Scope 1 & 2) account for <1% of our total corporate carbon footprint. However, since we have full control over these emissions and can influence their reduction, we have set ourselves ambitious goals: we aim to reduce our overall Scope 1 & 2 GHG emissions by 42% until 2030 from a 2023 baseline. This target is in line with the requirements of the SBTi guidelines to limit global warming to 1.5 degree. With this we are also contributing to the target of the Paris Agreement. For our office activities, we are going even further, aiming to achieve net zero by 2030, which means a 90% reduction from our 2023 baseline.

We have already seen a significant year-on-year decrease from 2024 to 2023 due to considerably reduced production volumes at our SPCI HELM joint venture facilities in Malaysia and Singapore. As production levels are expected to rise in the coming years, we anticipate a corresponding increase in CO_2e emissions.

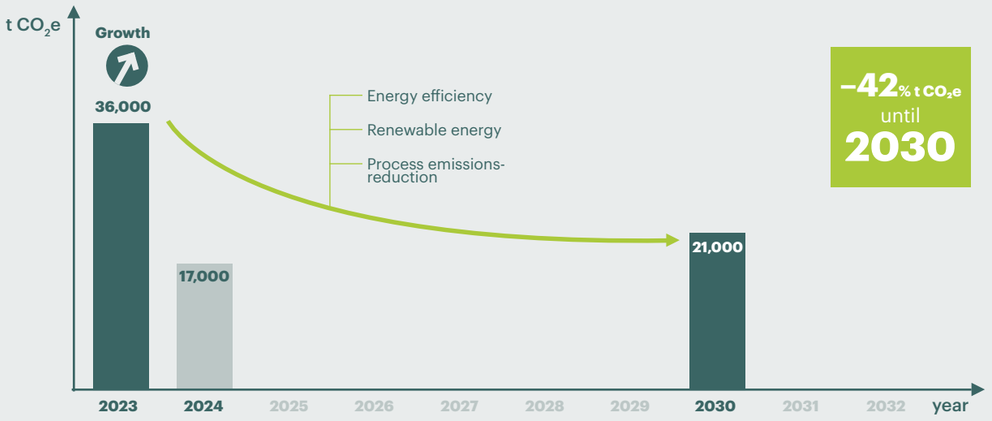
We will achieve our targets mainly by increasing energy efficiency at our production sites, raising awareness for sustainable behaviour among our employees and switching to renewable energy sources. Detailed decarbonization paths have been developed on how to implement these measures and achieve GHG emission reductions.

Transition Plan for Scope 3 upstream
As a chemical company, reducing GHG emissions from the value chain is a major challenge for us. Therefore, finding solutions together with our partners is especially relevant when looking at the reduction of our Scope 3 emissions. We believe that by working together with our existing and new partners – customers, suppliers and joint ventures – we can achieve our target of reducing Scope 3 upstream emissions by 20% per metric ton of product purchased by 2030, compared to 2023 (baseline).
We have already established important partnerships in this area in recent years, such as Qore (bio BDO/QIRA) and Again (acetic acid). And together with our existing and new partners, we will find more solutions. Offering alternative products with a significantly lower carbon footprint is one core activity to reduce our upstream Scope 3 emissions. Low-emission products can be bio-based products, recycled products, products from innovative or improved/more efficient production processes or produced with renewable energy sources.

Additionally, we are partnering with CarbonChain to understand the Product Carbon Footprint (PCF) of our products. PCF calculations give us a very precise view of the decarbonization efforts of our suppliers – this includes sharing of primary data as well as regular exchange on improvements.

Emissions arising from logistics activities, whether operated by our business partners or by us, account for only 3.5% of HELM's total corporate carbon footprint. Nevertheless, there is significant potential for reduction in this area. HELM relies on third-party Logistics Service Providers (LSPs) to perform logistics activities, making partnerships crucial to achieving our GHG reduction targets. By collaborating with innovative and efficient partners, we can effectively reduce our GHG emissions.

TRANSITION PLAN FOR SCOPE 1 & 2 EMISSION REDUCTION



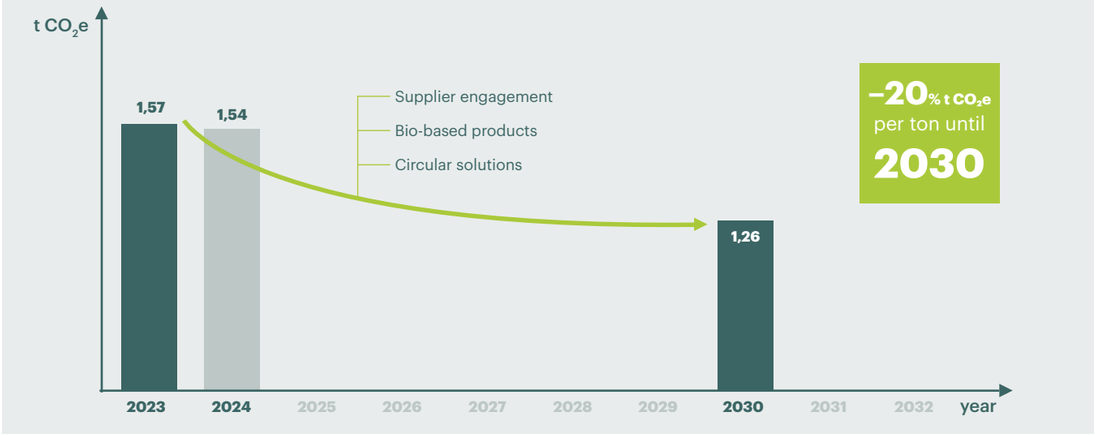
The reduction in Scope 1 & 2 emissions from 2023 to 2024 is attributed to changes in production volumes and updates in calculation methodologies (explanation on page 31).

Together with experts from our various logistic departments, we have developed measures to minimize the impact of transportation on our overall CCF. For example, we promote the use of less CO_2-intensive modes of transport, optimize our tank set-up for liquid chemicals and fertilizers or make geographical swaps with our partners. This reduces transport quantities and distances, leading to lower GHG emissions.
By reducing emissions from both products and logistics activities, we can offer our customers products with a lower product carbon footprint. Our target is to continuously reduce the overall PCF of our products.

By treating our nitrogen fertilizers, we not only reduce the CO_2e emissions associated with fertilizer application by up to 31%[2] we also achieve higher Nutrient Use Efficiency (NUE) of our fertilizers, meaning plants can uptake more nitrogen.

Additionally, we will increase our use of plant advantage products such as biostimulants and micronutrients to help farmers achieve higher yields with the same or less amount of product used. This will also contribute to less volatilization of nitrous oxide (between –37% and ≥ –50%, depending on the product[3]) and finally to a reduction in GHG emissions.

TRANSITION PLAN FOR SCOPE 3.1 EMISSION INTENSITY REDUCTION



The reduction per ton in Scope 3.1 emissions from 2023 to 2024 includes integration of primary data and product mix effects.

Transition Plan for Scope 3 downstream
Furthermore, we are aware that our position also gives us the opportunity to exert influence over the use of products and product application. Hence, our BU Crop Solutions focuses on the emissions arising from the application of fertilizers, as agriculture is one of the major sources of greenhouse gases. We especially focus on reducing the impact of nitrogen fertilizers. When nitrogen is applied to fields and crops, it can turn into nitrous oxide, a greenhouse gas with approximately 300 times the global warming potential of carbon dioxide.
As accurately measuring downstream emissions is not feasible currently, we have set targets that are based on internal assumptions and external studies, to ensure quantifiability. These targets underline our commitment and clearly demonstrate the direction and significance of our HELM 2030 strategy.

These two levers will help us to cut CO_2e emissions by more than 685,000 tons (from a 2023 baseline) by 2030. We currently do not publish any quantitative information on downstream-related Scope 3 emissions. Due to limited data availability and restricted knowledge on the use and usage behaviour of our customers, we are currently unable to measure these emissions with sufficient accuracy. In line with the principles of materiality and transparency, we are continuously reviewing whether and to what extent future measurement and disclosure of these emissions is possible and appropriate. Our goal is to improve data availability in the medium term, for example by working more closely with our customers and partners, and implementing appropriate methods and models where necessary.

[2] Wang, H., Köbke, S. & Dittert, K. (2020). Use of urease and nitrification inhibitors to reduce gaseous nitrogen emissions from fertilizers containing ammonium nitrate and urea. Global Ecology And Conservation, 22, e00933.
[3] Souza, E.F.C., Rosen, C.J., Venterea R.T. (2021). Co-application of DMPSA and NBPT with urea mitigates both nitrous oxide emissions and nitrate leaching during irrigated potato production. Environmental Pollution, 284, 117124

HELM operates on a global scale, with extensive transportation and production activities integral to our value chain. These activities are significant sources of pollution, impacting air, water and soil quality.

Pollution (ESRS E2)

Impacts, risks and opportunities related to pollution

HELM's impact on air, water and soil pollution, was identified as material in the double materiality assessment. The major pollution sources stemming from activities within HELM's value chain (upstream and downstream). HELM's own operations have only a limited impact on pollution in the context of the entire group, whereas the production sites SPCI HELM and LevertonHELM contribute the most to pollution within HELM's own operations.

The use of fertilizer products potentially leads to soil and water pollution, as fertilizers release nutrients like nitrogen and phosphates directly into the environment if they are not taken up by the plant. Mining and raw material extraction as well as production activities in the upstream value chain also generate substantial pollution.

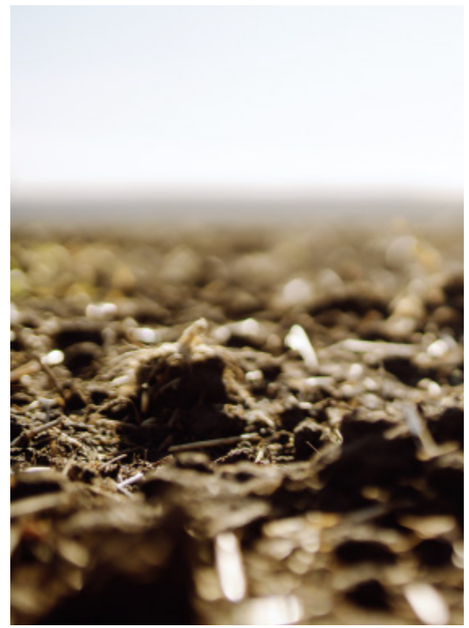
Transportation – particularly by ship or truck – is a significant contributor to air pollution.
Stricter regulations, such as limits on exhaust gases and nitrate application, may result in higher costs. Overall, product and freight costs are expected to rise for all business units due to the need to implement mechanisms to further reduce pollution levels. However, they also offer opportunities for HELM to innovate and improve sustainability practices, potentially leading to enhanced market positioning and long-term benefits.

The pollution of water through the use of fertilizers is covered in the section "Biodiversity & Ecosystems", as this falls within the scope of the HELM 2030 strategy, which includes biodiversity as a focal area.

Substances of (very) high concern
We recognize that some of our products contain substances of high concern or very high concern. These substances are integral to the production process and are key components in various industrial applications. At HELM, we are committed to ensuring that our products, including those containing substances of high concern or very high concern, are safe for people and the environment when used responsibly and as intended. Our commitment to Responsible Care® also demonstrates that product safety is essential for all our business activities.

Pollution metrics (own operations)

Within our own operations, HELM measures the pollution emitted by our production sites (SPCI HELM and LevertonHELM) and our terminals for fertilizers in the US. Given the limited number of production activities and sites with pollution impact, HELM remains well below the thresholds outlined in the CSRD.[4]



Pollution metrics (own operations)

CAS number	Pollutant	To air (kg/year)	To water (kg/year)	To soil (kg/year)
7664-41-7	Ammonia	3.5	-	-
630-08-0	Carbon monoxide (CO)	2,947	-	-
-	Chlorine and inorganic compounds (as HCl)	61.66	-	-
-	Mercury compounds (as Hg)	0.28	-	-
-	Nitrogen	-	11	-
-	Nitrogen oxides (NOx/NO_2)	2,313.65	-	-
-	Particulate matter (PM10)	16,196.43	-	-
-	Sulphur oxides (SOx/SO_2)	2,014.77	-	-
-	Zinc compounds	-	2	-
-	Others	692.77	2	-

[4] European Parliament & Council. (2006, February 4). Regulation (EC) No. 166/2006 establishing a European Pollutant Release and Transfer Register and amending Council Directives 91/689/EEC and 96/61/EC (Official Journal L33, pp. 1–17).

Water is a highly valuable resource and is essential throughout HELM's value chain. It is used in production, logistics and downstream in our Crop Solution business to support crop growth globally. Given the scarcity of water in some regions, it is crucial to focus on efficient water use. By doing so, HELM aims to ensure sustainable practices that benefit both our operations and the environment.

Water (ESRS E3)

Impacts, risks and opportunities for water and marine resources

Water scarcity poses a significant threat to agricultural productivity and food security worldwide. It is a material issue for HELM, particularly in regions where our Crop Solution products are distributed and used. Decreased soil health and poor nutritional quality lead to reduced crop yields. Additionally, farmers have to implement practices or products to mitigate the effects of water scarcity.

These risks directly impact HELM's Crop Solution business, making it challenging to accommodate farmers' demands in terms of fertilizers and crop protection products. Furthermore, water is essential for mixing Crop Solution products for application to fields, which becomes critical when water is already scarce.

Despite these challenges, there are opportunities for HELM to innovate and develop more water-efficient products and practices. Proactively addressing water scarcity could strengthen our sustainability efforts and support farmers in managing this vital resource more effectively. However, no concrete measures have been taken in this area so far. Additionally, no impact or risk related to marine resources has been identified.

Water consumption metrics (own operations)

	Unit	2023	2024
Total water consumption	in m³	704,208	539,531
Water consumption in areas at high water risk*	in m³	0	0
Total water withdrawals	in m³	704,208	658,136
Total water reused	in m³	n/a	120,173
Total water stored	in m³	7,633	14,193
Total water discharged	in m³	n/a	118,605

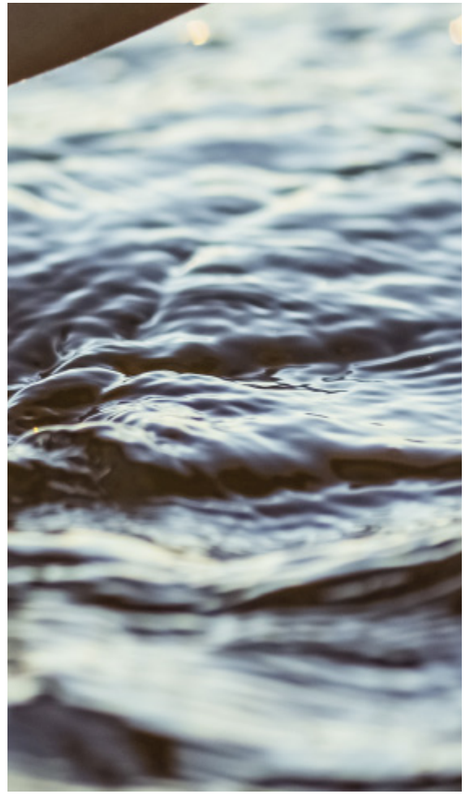
* No sites in areas at high water risks have been identified (see section "Areas at high water risk"). For more information on the calculation of water consumption, please refer to the 'Water consumption metrics' section in the Appendix.

Water consumption metrics (own operations)

Even though the materiality of water consumption for HELM arising from water scarcity in certain regions of the world (focus on downstream value chain), HELM tracks the water consumption of all its sites on an annual basis and strives to keep overall site consumption to a minimum.

Areas at high water risk

HELM has no sites located in areas at high water risk based on an assessment conducted using the WWF water risk filter. An area was defined as "area at high water risk" if the score was "high (3–4)" or above. The assessment focused on sites where any kind of production, warehousing or other operational activity could have a potential negative impact on water consumption.



Biodiversity is the variety of life on earth. It supports the functioning of ecosystems and human well-being, it provides us with food, medicine, clean air, water and much more. For HELM, loss of biodiversity is one of the biggest challenges.

We are aware of the impact we and our industry have in this area and feel immense responsibility for the environment and society to maintain and increase biodiversity while securing food safety.

Biodiversity & Ecosystems (ESRS E4)

Impacts, risks and opportunities for biodiversity and ecosystems

Biodiversity has been identified as a material aspect in HELM's double materiality assessment, primarily due to the impact of our Crop Solutions products, which are directly applied to the environment by our customers or end users. The materiality of biodiversity stems from our value chain activities rather than our own operations.

To assess the impact on biodiversity, HELM utilized the "pressures on nature" framework from the Science-Based Targets (SBTs) for nature. This framework ensures compliance with globally recognized standards, acknowledging the complexity of biodiversity and the need for a structured approach. During the assessment, the following pressures on nature were identified as material:

- **Climate change**
  (refer to section Climate Change (ESRS E1))
- **Water and soil pollution**
- **Species population and abundance**

Understanding our impact on biodiversity

Nitrogen-based fertilizers, in particular, have a potentially negative impact on water and soil pollution through nitrate leaching. Additionally, our conventional Crop Protection products (fungicides, insecticides, herbicides) affect the state of species. While these products are designed to protect plants from diseases, they can negatively impact certain organisms. Nevertheless, these products are essential to ensure food security for everyone on the planet.

Beyond the downstream impact of our Crop Solutions products, the sourcing of raw materials (e.g. phosphates and lithium) for our products also potentially contributes to land degradation in our upstream value chain.

For our own operations, no material impact was assessed, neither from the activities taking place there nor from the location itself. Using the Key Biodiversity Areas (KBA) map, we assessed our sites according to operational activities (e.g. production, blending, warehousing) and did not identify any site in or close to a KBA.
Potential financial risks for our Crop Solutions business include competitors designing products that are less harmful to the environment more quickly. Stricter regulations in some markets (e.g. Europe compared to the US) might also affect HELM's market share.

Despite these risks, there are opportunities for HELM to innovate and lead in developing products which are less harmful to the environment. By prioritizing sustainability and compliance with global standards, HELM can enhance its reputation and market position, contributing positively to biodiversity and ecosystems while ensuring food security.

Science-based targets (SBTs) for nature

		Land	Freshwater	Ocean
Land/Water/Sea Use Change	Land/Water/Sea Use Change	Deforestation	Drainage	Dredging
	Resource Exploitation	Land degradation	Water use	Overexploitation of marine resources
	Climate Change	GHG emissions		
	Pollution	**Soil pollution**	**Water pollution**	Marine pollution
	Invasive Species & Other	Invasives / accidential mortality		
State Nature	Ecosystems	**Pollination**		
	Species	**Species population** Extinction rate		

Our Transition Plan for Biodiversity

Recognizing the significant impact of our business activities on biodiversity and the drastic loss of biodiversity over the past 50 years, HELM has made the loss of biodiversity a central challenge in our HELM 2030 strategy. We understand that healthy ecosystems are crucial for our wellbeing and prosperity. By integrating biodiversity considerations into our business practices, we aim to minimize negative effects, open new markets, foster innovation and build powerful partnerships. However, we acknowledge that we are still at the beginning of this journey and are currently focusing on a limited scope as we build our understanding and capacity to address biodiversity more comprehensively in the future.

Given that our Crop Solutions business has a high impact on biodiversity, as the products are directly applied to the environment, specific targets have been defined to reduce its negative impact and contribute positively to biodiversity and ecosystems:

- Reduce nitrate leaching from nitrogen-based fertilizers by 85,000 metric tons by 2030
- Reach 4 million hectares treated with our plant advantage products per year, which partially contribute to higher nutrient use efficiency by 2030

To achieve our targets, we are implementing various technologies and practices aimed at improving nutrient use efficiency (NUE), enhancing crop health through biological sources and leveraging digital solutions to boost customer value.

Treated nitrogen products
These products aim to make more nutrients available to plants while reducing nutrient loss through evaporation or leaching. Technologies supporting this goal include coating fertilizers with slow-release additives to ensure nutrients are released over a longer period. Studies show that the use of NBPT inhibitor can reduce nitrate leaching by 21% compared to non-treated nitrogen-based fertilizer.[5] HELM also develops smart alternatives, which additionally contribute to reducing CO_2e emissions.

Plant advantage products
These products stimulate plants to improve nutrient uptake during stress situations, such as drought. They also activate soil bacteria to efficiently transform nutrients into a chemical form that plants can absorb to make more nutrients available to crops and reduce leaching.

Technologies to improve nutrient use efficiency
We optimize nutrient input beyond nitrogen, to prevent loss and ensure efficient release. Microbials are used to improve nutrient uptake and plants are stimulated to enhance nutrient metabolism pathways.

Crop health based on biological sources
Our bio-pesticides, including bio-insecticides, bio-fungicides, bio-herbicides and bio-plant growth regulators (PGR), are designed to protect crops while minimizing environmental impact.

Impact on species
Our Crop Protection products potentially have a negative impact on a variety of species. Therefore, we are currently exploring ways to minimize this impact.

Digital solutions
We employ crop scouting focusing on preventive measures, application efficiency control to increase efficient use and reduce environmental impact and data models to create insights for third parties. Our customer excellence initiatives include education, knowledge management, digital analysis and optimizing the customer journey.

By implementing these strategies, HELM is committed to reducing its negative impact on biodiversity and ecosystems, ensuring a sustainable future for both our business and the planet.

[5] Souza, E.F.C., Rosen, C.J., Venterea R.T. (2021). Co-application of DMPSA and NBPT with urea mitigates both nitrous oxide emissions and nitrate leaching during irrigated potato production. Environmental Pollution, 284, 117124

SOCIAL

This section highlights our commitment to respecting and promoting human rights, fair working conditions and employee well-being. It covers two key areas: our own workforce and workers in the value chain reflecting our responsibility both within and outside our organization.

Employees worldwide

During the double materiality assessment the topic “working conditions and human rights” was identified as material. This topic includes issues related to the working conditions of the company’s own workforce and workers in the value chain.

Own Workforce (ESRS S1)

As a third-generation, family owned business, our employees are the backbone of our company. Their dedication and expertise are key to achieving our sustainability goals and driving innovation and thus securing our long-term success. We prioritize creating a supportive work environment where everyone feels valued. This is founded on an open corporate culture of mutual trust, respect and dedication to top performance.

Impacts, risks and opportunities

Several positive impacts relating to our own workforce were identified during the assessment. These impacts mainly relate to working conditions, i.e. issues such as secure employment, work–life balance, and adequate wages, reinforcing our commitment to our corporate value “we care”.
According to our double materiality assessment, HELM is perceived as a secure employer, fostering a high degree of loyalty among employees. By offering sufficient flexibility in worker contracts and work models, HELM positively influences the overall work–life balance of its employees. We ensure market-oriented compensation across all regions, guaranteeing fair wages for all our employees globally.

Despite the positive impacts mentioned, we recognize that a small number of employees have reported increased workload. Given the limited scope of these cases, the effect has been assessed as non-material. Nevertheless, we look after our colleagues, their well being and their development (e.g. through regular feedback and development reviews, various corporate sports activities and free access to the Fürstenberg Institute, which specializes in mental health coaching).

Employee structure (metrics)

At the end of 2024, HELM employed a total of 2,207 employees. This headcount includes everyone with an active employment contract, encompassing both part-time and full-time employees, as well as apprentices and dual students. Not included in this count are inactive employees, such as those on parental or garden leave, consultants, freelancers and all other types of workers who are not directly employed by HELM.
Our workforce is notably diverse, with employees from 50 nationalities, contributing to a rich and inclusive work environment. This diversity highlights our commitment to fostering a global and inclusive workplace, where different backgrounds and perspectives drive innovation and growth.
We value having direct, open and constructive dialogue with our employees. There is currently no works council in place at HELM to represent the views of our employees. We regularly use town hall meetings, employee forums and ongoing dialogue between management and employees to ensure that concerns are identified and considered at an early stage. We see the involvement of our employees as an important part of sustainable corporate governance, and foster an open feedback culture, further reinforced by our HELM Performance and Talent Review process.

Employees by gender (as of 31.12.2024)

Gender	Employees
Male	1,305
Female	902
Diverse	-
Total workforce	**2,207**

EMPLOYEES FROM
50
DIFFERENT NATIONALITIES

Employees by age group (as of 31.12.2024)*

Age group	Gender	Employees (headcount)
Total	**Female**	**691**
	Male	**811**
<25	Female	29
	Male	39
25–34	Female	162
	Male	187
35–44	Female	220
	Male	231
45–54	Female	155
	Male	187
55–64	Female	121
	Male	149
>65	Female	3
	Male	17
Not specified	Female	1
	Male	1

* Incl. all subsidiaries and affiliated companies where HELM holds 100% of the shares. Not included are joint ventures or affiliated companies where HELM holds <100% of the shares.

Employees by contract type and gender (as of 31.12.2024)*

Contract type	Male	Female
Total employees	**811**	**691**
Employees with a permanent contract	740	636
Employees with a temporary contract	71	55

92%*
EMPLOYEES WITH PERMANENT CONTRACT

* Incl. all subsidiaries and affiliated companies where HELM holds 100% of the shares. Not included are joint ventures or affiliated companies, where HELM holds <100% of the shares.

At HELM, we are dedicated to creating a workplace where every employee feels valued and empowered. Our commitment to providing secure employment opportunities and an open and tolerant working environment ensures that we continue to attract and retain top talent from around the world. This is confirmed by our average tenure of approximately nine years and an employee turnover of 12% in 2024 (including voluntary and involuntary leavers during 2024). The tenure and employee turnover covers all subsidiaries and affiliated companies, where HELM holds 100% of the shares.

9
YEARS AVERAGE TENURE

Maintaining and promoting health and safety

At HELM, we are committed to achieving zero accidents as part of our overall "Goal ZERO" initiative. By prioritizing health and safety, we create a secure and productive workplace, fostering trust and confidence among our workforces.

HELM has established a robust health, safety and environment (HSE) management system built on a foundation of strong leadership commitment to health, safety and environmental policies and practices. We have developed clear and comprehensive policies and procedures, alongside effective risk management processes. Our training programmes ensure that employees are well-prepared and we have detailed plans and procedures in place for responding to emergencies.

Additionally, we have systems for reporting, investigating and analyzing incidents to prevent recurrence. Performance monitoring and measurement, as well as thorough documentation and record-keeping, are integral parts of our approach, ensuring continuous improvement and adherence to HSE standards.

Even though the Total Recordable Incident Rate (TRIR) and Lost time injury rate (LTIR) of HELM are below the industry averages (TRIR = 2.0 and LTIR = 0.90)[8], we continue our efforts towards our "Goal ZERO" ambition.

Occupational health and safety metrics for 2024

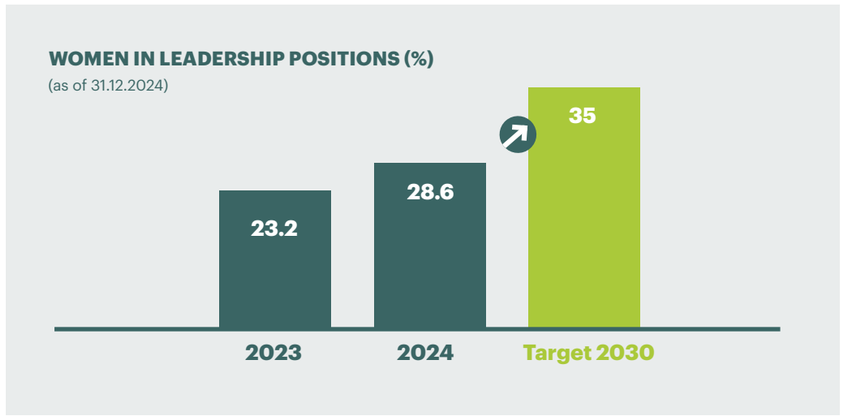
Metrics	KPIs
Number of fatalities as a result of work-related injuries/ill health	0
Number of recordable work-related injuries[1]	28
Rate of recordable work-related injuries (TRIR)[1,2]	**1.03**
Number of work-related lost time injuries	20
Rate of work-related lost time injuries (LTIR)[2]	**0.73**
Number of days lost to work-related injuries	178

1 Consists of lost time injuries, medical treatment cases and restricted work cases
2 Per 200,000 hours
8 Bureau of Labor Statistics. (2024, November 8). Table 1. Incidence rates of nonfatal occupational injuries and illnesses by industry and case types, 2022 (national). In Injuries, Illnesses, and Fatalities. U.S. Department of Labor.

Fostering gender diversity and equality

Gender diversity brings a wealth of perspectives and ideas, driving innovation and enhancing our overall performance and long-term success. By prioritizing gender diversity and inequality in our HELM 2030 strategy, we aim to create a more balanced and dynamic work environment, where every employee feels valued and empowered.
Our target is to achieve a share of women in leadership positions of at least 35% by 2030 across all HELM companies globally (coming from 23% in our base year 2023).

The target is aligned with the equal nomination of all expected leadership vacancies between women and men by 2030. To ensure that we achieve this goal, we are closely monitoring and promoting female talents with the aim of developing future leaders. By the end of 2024, 52% of the company's senior management positions (directly below leadership positions) were held by women.



For more information regarding the calculation of the values please refer to the section "Female in Leadership Positions" in the Appendix.

Initiatives to promote gender equality

We are committed to fostering gender diversity and promoting women in leadership positions, which is also reflected by including diversity in our HELM 2030 strategy. To achieve gender equality, we have defined various actions like our "Women Empowerment" initiative. This initiative focuses on five key areas:

Attraction and recruiting
We have adjusted our personnel selection process and developed information materials to ensure that job descriptions are more inclusive and our overall recruiting processes gender neutral.

Working conditions
A survey was conducted to understand the needs of our employees in terms of balancing family and career at HELM. The findings are used to create a more supportive work environment.

Talent identification & development
We reflect on potential improvements in our talent reviews and have implemented female development programmes to support the growth of women within the company.

Parental Leave
As an initial step, we have piloted better support for employees before, during and after parental leave in Germany, ensuring a smoother transition and continued career development.

Culture
To promote our corporate culture according to our values, we have introduced initiatives such as impulses in global management meetings, regular internal communications and our "Role Model" podcast to raise awareness and promote a culture of diversity.
Additionally, HELM has participated in the "UN Global Compact's Target Gender Equality Accelerator 2024," a six-month programme designed to help companies translate their gender equality commitments into concrete actions. This further demonstrates our commitment to gender equality and diversity in the workplace.

Supporting local projects and reducing inequalities

At HELM, we believe it is essential to take responsibility for our own employees, but also for the society around us. Our commitment to reducing inequality is reflected in our approach to social responsibility, where we "think globally and act locally". This philosophy drives our support for local and global initiatives and aid organizations, with the aim to create positive change worldwide.

One of the ways we encourage social responsibility among our employees is through our Social Days, which were first introduced in 2024. These days give each HELM employee the opportunity to support local projects of their choice, allowing them to actively contribute to the community and embrace social and environmental responsibility. Through this, we want to increase our positive impact towards the society.

Apart from that we are proud of our long-term partnership with Plan International, an independent aid organization that works to improve the lives of girls and boys around the world through its development programmes. By partnering with such organizations, we contribute to increasing equality and taking responsibility for creating a more equitable world.

Support for girls
Plan International uses the Girls' Fund to finance projects that enable girls and young women to grow up with equal rights.

Regional initiatives around the globe
We support a wide range of projects and initiatives worldwide. Our aim is to strengthen local communities, promote social cohesion and improve local living conditions.

In Rwanda, Plan International supports young women and men in finding a sustainable income in agriculture. Through various training courses, they learn about the use of new technologies, the importance of adapting to climate change and the sustainable use of natural resources.

> Our partnership with HELM represents what we understand as long-term responsibility: a collaboration based on trust, foresight and the shared goal of giving children around the world better opportunities for the future.
>
> We are pleased that our commitment is not focused on short-term results but rather aims for sustainable change – and is already having an impact. Through the cooperation established by HELM and Hamburg soccer club HSV, we are reaching significantly more new sponsors in the Hamburg area than before – an encouraging trend that goes hand in hand with increased visibility in the region.
>
> Frank Thomsen, Member of the Board
> Plan International Deutschland e.V.

As an internationally active company, HELM is engaged in diverse supply chains, businesses and partnerships worldwide. We acknowledge our responsibilities and opportunities along the value chain and are committed, together with our partners, to strengthening human and labor rights and minimizing risks by working with the right partners.

Workers in the Value Chain (ESRS S2)

Impacts, risks and opportunities for workers in the value chain

The up- and downstream supply chain of HELM is complex, meaning there is only limited transparency regarding actual impacts on workers in the value chain. Therefore, these impacts are based on assumptions of internal experts, working closely together with the corresponding partners until we have greater transparency over our up- and downstream supply chain.

The double materiality assessment identified that HELM's most significant impact on workers in the value chain relates to working conditions, particularly in the areas of working hours and fair wages. A negative impact is associated with the working hours of workers in the value chain, with a focus on Logistics Service Providers. As HELM relies on a diverse set-up of different LSPs to transport products between suppliers and customers, it can be difficult to track whether all existing occupational regulations are being adhered to. In general, working hours in the logistics industry can be very demanding. Thus, the negative impact associated with working hours is shift work and overtime.

In several steps of the company's value chain it is particularly important to have trained workers – especially when handling (sometimes) hazardous chemicals – so that products can be produced and transported in a safe manner to prevent accidents. Strict regulations and restrictions limit these potential risks, while detailed user instructions and training are provided for finished goods.

Grievance mechanism

We foster an environment where critical impacts and concerns can be raised at any time. For this, we implemented our global whistle-blower system, the HELMLINE, in 2023. The system is accessible to everyone in more than 60 languages and allows HELM employees and external parties, particularly the workers in our supply chains, to report compliance breaches or suspicions anonymously and confidentially.

This also includes concerns in relation to health and occupational safety as well as child labour. The information is accessible only to a very limited group of specially trained individuals who process these reports, ensuring protection for all involved parties.

Our whistle-blower system is also described in our Code of Conduct, which is publicly available to our employees and partners on our website.

Labor and human rights

HELM is committed to mitigating negative impacts on workers within its value chain through a series of proactive measures. The first step in this process is increasing transparency with our partners, facilitated by our internal partnership monitoring system. This system provides visibility into specific key performance indicators, ensuring we can effectively oversee and manage our suppliers and LSPs. Labour and human rights risks and ethics risks are monitored and, if necessary, corrective and/or preventive measures can be taken.

To further enhance visibility of our supply chains, we are combining our internal information with external data. For this, we are partnering with EcoVadis, a leading sustainability data and rating provider for the industries we are operating in. Based on this transparent database, we can focus on the suppliers and LSPs with potentially high sustainability risks (environment, labour and human rights, fair business and sustainable procurement). Please find more details about our "Partnership Monitoring" system in the section "Management of relationships with business partners".

GOVERNANCE

This section outlines the structures and initiatives that guide responsible business conduct at HELM. It covers business conduct matters identified as material in the double materiality assessment, such as governance and risk management, corporate culture and business partner management.

Business Conduct (ESRS G1)

As an internationally operating company, HELM operates in different markets, where different guidelines and conditions apply. Our Code of Conduct lays the foundation for our business and guides our activities every day.

HELM fosters integrity, respect and transparency as the basis for good cooperations and trustful relationships: within the workforce, with our customers and business partners, with authorities and government institutions. Promoting fair competition and preventing corruption enhances HELM's standing as a reliable and responsible business partner.

At HELM, we ensure compliance with all applicable local, national and international laws and regulations wherever we do business worldwide. In case of doubt, we refrain from achieving a business goal to avoid violating the law, regardless of any direct economic disadvantages this may cause. We expect the same from our business partners.

Impacts, risks and opportunities for business conduct

HELM has identified a positive material impact in managing relationships with business partners. Positioned at different stages of the value chain between producers and end-consumers, partnerships are central to HELM's business activities. HELM offers added value to both ends of the chain and the success of these partnerships is heavily reliant on trusted relationships with business partners and joint venture partners.

Governance and risk management at HELM have been identified as material from a financial perspective. HELM has implemented an internal control system (ICoS), an operational risk management and a strategic risk management system. These systems are crucial in proactively identifying financial and other risks, enabling the company to address potential impacts before they escalate. With these robust systems in place, HELM can make more informed and strategic decisions, enhancing overall decision-making processes. Additionally, proactive identification and management of risks contribute to building and maintaining trust and a strong reputation among stakeholders, including customers, partners and banks.

During the double materiality assessment, HELM's corporate culture was identified as having a positive material impact. As part of our HELM 2030 strategy, we have committed ourselves to the values "we create – we care – we enjoy". These values are visibly present in many areas of the company, guiding the day-to-day work of our employees.

"We create" positive impact by actively seeking new business opportunities, sustainable growth, and new perspectives.

"We care" for future generations and are committed to social, economic, and environmental sustainability. As a family business, we care for our colleagues, their well-being, and their development.

"We enjoy" what we do, and that shows in how we work. To us, that means valuing one another and recognizing the importance of every contribution to our shared mission. It means speaking up, embracing different perspectives, and engaging in controversial discussions.

Business partner management

Partnerships are deeply embedded in our purpose, vision and mission statements, reflecting our commitment to building strong and long-term partnerships. We believe that by working closely with our partners, we can achieve our HELM 2030 targets and drive sustainable growth. Partnerships are at the core of our business and only together with our partners we can create lasting value.

Our regional presence and personal connections enable us to understand and transform local challenges into opportunities. This enables us to create value not only for our business partners but also for the communities we serve.

Business partner monitoring

At HELM, we are dedicated to sustainable and ethical practices. Therefore, based on four sustainability criteria, we have established and further developing an internal "Partnership Monitoring" to evaluate our partners, specifically suppliers and logistics service providers according to:

- Environmental risk
- Labour and human rights risk
- Ethics risk
- Sustainable procurement risk

The data for evaluating and consolidating the four categories into an overall sustainability Risk is provided by EcoVadis. If our partners also have an EcoVadis rating, the score of each category will also be assessed and monitored, reflecting our partners' efforts in labour and human rights, the environment, ethics and sustainable procurement. We also check to see if our business partners hold various ISO certifications, such as ISO 9001, 14001, or 45001 and verify whether they have ISCC Plus or RSPO Certificates, if required. HELM also conducts human rights audits at partner sites or requests partners to undergo sustainability training when necessary.

We are monitoring whether our partners have signed our Supplier Code of Conduct or provided their own. By signing, suppliers commit to compliance with all applicable regulations, respecting and protecting human rights and adhering to social and environmental standards. Our global Health, Safety, Environment & Quality (HSEQ) Team considers all these criteria in our supplier qualification and evaluation process.

As a globally operating company, HELM has a great responsibility towards its partners and especially towards smaller partners (e.g. SMEs) to ensure fair payment practices. Payment terms differ depending on the industry and region. HELM consistently strives to ensure timely payments to all its partners, regardless of their size, maintaining a reputation as a reliable and trustworthy payer.

Business partner monitoring KPIs of the BU Chemicals

	2023	2024
Suppliers Code of Conduct (100%):	42%	75%
EcoVadis ratings (80% PTO):	74%	76%

For more information regarding the calculation of the values please refer to the section "Business partner monitoring of BU Chemicals" in the Appendix.

Governance and risk management

HELM's risk management framework is structured around three key pillars:

- Operational risk management (day-to-day business)
- Strategic risk assessment (once a year)
- Internal control system (ICoS)

HELM's operational risk management focuses on managing price and volume risks arising from both fixed and unfixed purchase and sales volumes. The overall approach is standardized across the company but tailored to product/department-specific needs. HELM ensures effective decision-making through training programmes for product managers. Risk limits set by management are closely monitored using a specialized price risk management tool, which tracks current exposures and forecasts future risk positions.

Once a year, a strategic risk assessment is conducted to evaluate medium- and long-term corporate risks. This assessment considers both the potential financial impact and the probability of occurrence. After categorizing risks into red, yellow, and green, the risk matrix and mitigation plans for the red risks are reviewed and approved by the Executive Board. Strategic risk management is essential for achieving our financial and non-financial HELM 2030 targets.

The ICoS is a continuous review process designed to identify potential process gaps that could pose significant risks to HELM's legal entities worldwide and their representatives if not adequately addressed. It is supervised by our global Compliance department to ensure compliance with regulations. Updated in 2022, the new ICoS ensures that when gaps are detected, appropriate mitigation actions are taken to manage and reduce these risks continously. The ICoS covers the topics, governance/compliance, HR, finance and accounting and business unit-specific regulatory Requirements. For the 2024/2025 cycle, the scope has been expanded to include IT/cybercrime, health, safety and environment (HSE) and data protection.

Role of the Executive Board, Executive Management and Supervisory Board

The Executive Board is accountable for achieving our HELM 2030 strategy.. Each Board member oversees specific business or service units and is therefore accountable for achieving the respective financial and non-financial targets of their units. We have deliberately refrained from making one Executive Board member responsible for sustainability and have not established a sustainability committee at corporate level, as we want to include non-financial targets and decisions in our regular steering model, embedding sustainability across the whole organization.

The business and service units are fully responsible for achieving their targets and implementing appropriate measures and initiatives which support their achievement. The executive managers are accountable for non-financial performance from the outset. Therefore, the units already today integrate sustainability targets into the incentive bonus scheme, depending on position, function and region.

EcoVadis
Awarded 8 Oct. 2024
Score: 69 points

CDP
Awarded 6 Feb. 2025
Climate Score: B-

United Nations
Joined on 30 Aug. 2022

ESG ratings

Our commitment to sustainability is reinforced by our engagement with leading global sustainability initiatives and ratings such as EcoVadis and CDP. In 2024, HELM achieved:

- An EcoVadis score of 69 points and the silver medal, meaning that HELM is among the top 15% in its peer-group
- A CDP score of B- ("Management"), proving that HELM has taken coordinated action on environmental issues

Our membership in the United Nations Global Compact (UN GC) also highlights our commitment to aligning business operations with the universal principles of the UN GC.

The experts at corporate level provide guidance through frameworks, develop a solid data and reporting base, and supporting the measures and initiatives of the units. They drive HELM's ESG agenda and have a control function (e.g. ensuring new investment projects fulfill our sustainability criteria) and a reporting function for consolidated financial and non-financial Group KPIs.

The Supervisory Board is informed on a regular basis about the progress being made towards our sustainability targets and gives guidance on the next steps.

Promoting our corporate culture

HELM has implemented several initiatives to foster our values and corporate culture:

- Our Leadership Principles serve as both an orientation and an obligation for everyone at HELM. Workshops, trainings and, if needed, individual coaching guarantee a high level of leadership quality.
  Our success is directly tied to effective leadership.
- Our Female Empowerment working group and Women@HELM Network promote gender equality and support the professional growth of women at HELM. Their vision is to "contribute to HELM's overall success by encouraging of women to boost their potential and enhance HELM's talent pool". By providing platforms for empowerment and development, they contribute to a more inclusive and diverse workplace.
- Our HELM Ambassador Network acts as a sounding board for our HELM 2030 strategy. The goal is to spread the message of our strategy globally, ensuring that our values and objectives are understood and embraced across all regions.

Through these efforts, HELM not only promotes a strong corporate culture but also ensures that our values are lived and experienced by every member of our organization.

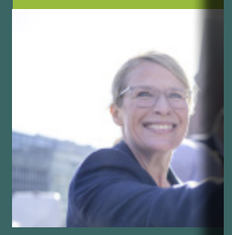
KEY FIGURES

5.8 BILLION

EUROS IN GROUP TURNOVER

28.6%

WOMEN IN POSITION



1.54 TONS

CO_2e/METRIC TON SCOPE 3.1 INTENSITY

12.7 MILLION

METRIC TONS SOLD

280,0

EUROS DO TO CHARI

17,085 TONS

CO_2e SCOPE 1 & 2 EMISSIONS

2,207

EMPLOYE WORLDW

MEASURING IMPACT.

KEY FIGURES

5.8 BILLION

EUROS IN GROUP TURNOVER

1.54 TONS

CO_2e/METRIC TON SCOPE 3.1 INTENSITY

12.7 MILLION

METRIC TONS SOLD

17,085 TONS

CO_2e SCOPE 1 & 2 EMISSIONS

28.6%

WOMEN IN LEADERSHIP POSITIONS

280,000

EUROS DONATED TO CHARITY

2,207

EMPLOYEES WORLDWIDE

255,000

HECTARES TREATED WITH PLANT ADVANTAGE PRODUCTS

B-

CDP RATING FOR CLIMATE CHANGE

69

POINTS AWARDED BY ECOVADIS

ENERGY MATERIALS

10+

DIFFERENT LITHIUM PRODUCTS

50

NATIONALITIES IN OUR OWN WORKFORCE

92%

OF EMPLOYEES WITH PERMANENT CONTRACTS

50%

SHARE OF RENEWABLE ELECTRICITY IN OUR OFFICES

27

COUNTRIES WORLDWIDE WITH SUBSIDIARIES

0

OWN SITES IN WATER STRESSED AREAS OR KEY BIODIVERSITY AREAS

APPENDIX

Contents

List of Abbreviations

AIB	Association of Issuing Bodies
BDO	Butane-1,4-diol
BU	Business Unit
B2B	Business-to-Business
CCF	Corporate Carbon Footprint
CDP	Carbon Disclosure Project
CoC	Code of Conduct
CO_2e	Carbon dioxide equivalent
CRM	Customer Relationship Management
CSRD	Corporate Sustainability Reporting Directive
DEFRA	Department for Environment, Food & Rural Affairs
ESG	Environment, Social, Governance
ESRS	European Sustainability Reporting Standards
EU	Entrepreneurial Unit
GHG	Greenhouse Gases
HELM	HELM AG
HR	Human Resources
HSEQ	Health, Safety, Environment, Quality
ICoS	Internal Control System
IPCC	Intergovernmental Panel on Climate Change
IRO	Impacts, Risks and Opportunities
ISCC	International Sustainability and Carbon Certification
ISO	International Organisation for Standardisation
IT	Information Technology
JV	Joint Venture
KBA	Key Biodiversity Area
KPI	Key Performance Indicator
LSP	Logistics Service Provider
LTIR	Lost Time Incident Rate
MWh	Megawatt-hours
NBPT	N-(n-butyl) thiophosphoric triamide
NUE	Nutrient Use Efficiency
PCF	Product Carbon Footprint
PGR	Plant Growth Regulators
PTO	Purchase Turnover
R&D	Research and Development
RSPO	Roundtable on Sustainable Palm Oil
SBTi	Science Based Targets Initiative
SBT	Science Based Targets for nature
SU	Service Unit
TRIR	Total Recordable Incident Rate
UN GC	United Nations Global Compact
U.S.	United States
VDA	Verband der Automobilindustrie e.V.

Scope of Consolidation

HELM created this report on a consolidated basis for the entire HELM Group. The scope of consolidation is based on the "operational control" approach in line with the Corporate Sustainability Reporting Directive (CSRD). The report covers all fully consolidated companies within the HELM Group as well as joint ventures and associated companies with a share of more than or equal to 50%. Holding companies and non-operating companies are not considered as they do not have operational business.

The following companies of the HELM AG have been considered in the report:

Affiliated companies

Europe
HELM Skandinavien A/S, Copenhagen
HELM Great Britain Ltd., London
HELM Baltics UAB, Kaunas (LTU)
HELM France S.A.R.L., Paris
HELM Swiss GmbH, Zurich
HELM Iberica S.A.U., Madrid
HELM Italia S.R.L., Milano
MFH Holding Ges.m.b.H., Vienna
HELM Kimya Ltd. Sirketi, Istanbul
HELM Polska Sp. z o. o., Warsaw
HELM Portugal Unipessoal Lda., Lisbon
HELM2024Portugal Services Unipessoal, LDA., Lisbon
Helaxa GmbH & Co. KG, Hamburg
AUSTRALIA Grundstücksges. Wessel & Co. (GmbH & Co.), Hamburg
Kraeft Logistik GmbH, Hamburg
PEAT GmbH, Berlin
HELM Pharmaceuticals GmbH, Hamburg
LevertonHELM Limited, Hampshire
VALENZ AG, Wollerau*

Americas
HELM U.S. Corp., Houston
HELM de Mexico S.A., Mexico-City
HELM SYDNEY F&N, S.A. de C.V., Mexico-City
HELM do Brasil Mercantil Ltda., Sao Paulo
HELM Argentina S.R.L., Buenos Aires
HELM Andina S.A.S., Bogotá
HELM Fertilizer Corp., Tampa
HELM Fertilizer Terminal Inc., Memphis
HELM Agro US Inc., Tampa
VALENZ Corp., Houston*
VALENZ Corp. Distribution, Houston*

Asia
HELM Asia Pte. Ltd., Singapore
HELM India Pvt. Ltd., Mumbai
HELM Japan Co. Ltd., Tokyo
HELM China Co. Ltd., Shanghai
HELM Korea Ltd., Seoul
HELM TH (Thailand) Ltd., Bangkok
Plantix Agritech India Pvt. Ltd., Indore
VALENZ Pte. Ltd., Singapore*

Joint Ventures

Brineflow Ltd., UK, Great Yarmouth
Fertilizantes de la Costa Atlántica S.A.P.I. de C.V., Veracruz
SPCI HELM Pte Ltd., Singapore
SPCI HELM Advance Pte Ltd., Singapore
SPCI HELM Malaysia Sdn Bhd, Petaling Jaya
Unium Bioscience Ltd., Doncaster

Associated companies

MIDER-Helm Methanol Vertriebs GmbH, Hamburg

*Included only until 30.11.2024 due to reduction of participation share

Environment Metrics

GHG emissions accounting

HELM reports its energy consumption and CO_2e emissions based on the operational control approach, in line with the principles and requirements of the GHG Protocol.

For Scope 1 & 2 emissions, not all energy and electricity consumption data could be reported. In 2023, for sites where no activity data was available, either a spend-based approach or a calculation based on square meters (m²) was used. In 2024, for sites where energy consumption data was still unavailable, the spend-based method was no longer applied. Instead, emissions were estimated based on the m² of the respective sites, using an internal assumption for the emission factor.

Scope 1 emissions are calculated using emission factors provided by the UK Department for Environment, Food & Rural Affairs (DEFRA).

Scope 2 emissions are calculated using country-specific emission factors, determined by the type of electricity source. If the electricity source is unknown, an average country mix emission factor is applied.

Emission factors are sourced from the Verband der Automobilindustrie e.V. (VDA 2022; 2024), the Association of Issuing Bodies (AIB 2020; 2023), and the Intergovernmental Panel on Climate Change (IPCC, 2022). For renewable electricity sources, an emission factor of 0 kg CO_2e/kWh is applied.

Where primary emission factor data (e.g., from electricity or energy providers) is available, it is used to calculate market-based emissions. For non-electricity energy consumption included under Scope 2, internal assumptions are applied to calculate CO_2e emissions.

Scope 3 emissions are calculated using the methodology outlined in the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, which applies the following formula:

GHG emissions = activity data × emission factor

The table below outlines the approaches chosen for each GHG Protocol category, based on the availability of relevant data. Scope 3 emissions reporting covers those associated with HELM's business operations during the financial year 2024.

Calculation methodologies for Scope 3 categories

Emission category	Calculation Methodology
3.1 – Purchased goods and services	Distribution products: Average data method: mass-based method, with 4,4% derived from primary data Other goods and services: spend-based method
3.2 – Capital goods	Spend-based method
3.3 – Fuel- and energy-related activities (not included in Scope 1 or 2)	Average-data method: allocation based on Scope 1 & 2 emission data
3.4 – Transportation and distribution (upstream)	Hybrid approach: average data-, distance-based and spend-based method, depending on the data availability
3.5 – Waste generated (in own operations)	Activity data method: waste-type and treatment as input
3.6 – Business travel	Activity data method: distances and mode of transport as inputs
3.7 – Employee commuting	Average data method: Regions and number of employees as inputs
3.8 – Leased assets (upstream)	Spend-based method

Emission category	Calculation Methodology
3.9 – Transportation and distribution (downstream)	Not calculated due to complexity and insufficient data availability
3.10 – Processing of sold goods	Not calculated due to complexity and insufficient data availability
3.11 – Use of sold goods	Not calculated due to complexity and insufficient data availability
3.12 – End-of-life treatment of sold products	Not applicable in the context of HELM's business operations
3.13 – Leased assets (downstream)	Not applicable in the context of HELM's business operations
3.14 – Franchises	Not applicable in the context of HELM's business operations
3.15 – Investments	Not applicable in the context of HELM's business operations

Water consumption metrics

Water consumption refers to the volume of water withdrawn by a company or facility that is not returned to the water environment or transferred to a third party during the reporting period. HELM reports its water consumption based on the operational control approach. Although data is gathered from all applicable sites, most of the water consumption occurs at HELM's production facilities – SPCI HELM and LevertonHELM.

Where available, sites use water bills to report consumption. In cases where such data is not accessible (e.g. in shared office spaces or offices with utilities included in rental agreements) water consumption is estimated based on the number of employees at the site.

Social Metrics

Occupational health and safety metrics

The Total Recordable Injury Rate (TRIR) is a widely used global industry metric that measures the frequency of work-related injuries among employees. It is used as a standardized metric to enable consistent comparison of safety performance across different companies and industries. TRIR represents the number of work-related injuries requiring medical attention — including fatalities (FAT), lost time injuries (LTI), medical treatment cases (MTC), and restricted work cases (RWC) — per 200,000 hours worked. HELM includes all its own employees in the reporting of health and safety performance.

$$\text{TRIR} = \frac{(\text{number of incidents} \times 200.000)}{(\text{total hours worked})}$$

The Lost Time Injury Rate (LTIR) is calculated similarly to the TRIR but includes only those incidents that result in employees missing work due to injury (i.e., lost time injuries).

Employee metrics (employees by gender, age group and contract type)

HELM uses a human resources management system to capture and analyze HR metrics.

Contract type
Employment contracts are categorized as either permanent, which are open-ended and not limited by time, or temporary, which are set for a defined duration and expire automatically at the end of the specified period. Apprentices and dual students are included under temporary employment contracts.

Gender
Employees have the option to indicate their gender as female, male, or diverse, which can also be displayed in the system. To date, no employee has indicated 'diverse' as their gender.

Age group
The age of employees is calculated based on their date of birth, which is stored in the HR management system. Employees for whom no date of birth is available in the management system are "not specified".

Employee turnover

HELM generally breaks down fluctuation into three categories: Voluntary fluctuation (e.g. resignations by employees), involuntary fluctuation (e.g. resignation by employer) and other fluctuation (e.g. retirement, death). HELM reports the overall turnover rate as a percentage. The turnover rate is calculated by using the Schlüter formula, where the total number of exits / leavers is compared to the number of employees at the beginning of the reporting period and the new hires during the reporting year.

Female in leadership positions

Leadership positions include all positions which either have at least one direct subordinate (excl. apprentices and dual students) or are being classified as 'expert' (= Associate Director level and above). It is a strategic choice to place equal importance on expert and leadership roles, while actively promoting gender equality in these positions. At HELM we distinguish between four levels of leadership

- Manager/ Head of Department
- Director
- Vice President
- Executive Vice President

Employees in the Leadership level 'Executive Vice President' report directly to the Executive Board of HELM.

Governance Metrics

Business partner monitoring of BU Chemicals

Supplier Code of Conduct
The value is calculated based on the number of suppliers of the BU Chemicals who have either signed our Supplier Code of Conduct or who shared their Code of Conduct with HELM. The information is stored in our Customer Relationship Management (CRM) Tool Salesforce.

EcoVadis ratings
The value is calculated based on the number of suppliers who have an EcoVadis rating. This includes the main suppliers, which account for 80% of HELM's Purchase Turnover (PTO). HELM monitors these KPIs across all business units and logistics service providers. The values displayed in the table only cover BU Chemicals suppliers.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