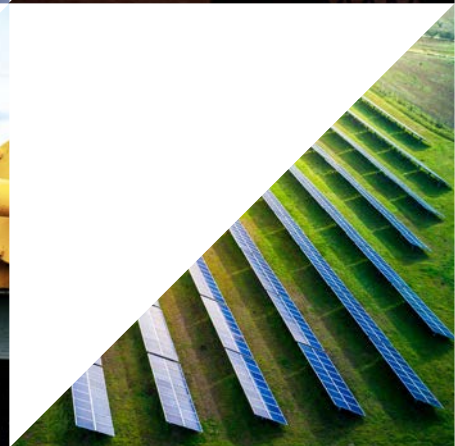




Flexitallic®



***MAKING THE WORLD SAFER
AND CLEANER THROUGH
ENGINEERED SEALING SOLUTIONS***

2021 ESG PERFORMANCE REPORT



2021 ESG PERFORMANCE REPORT

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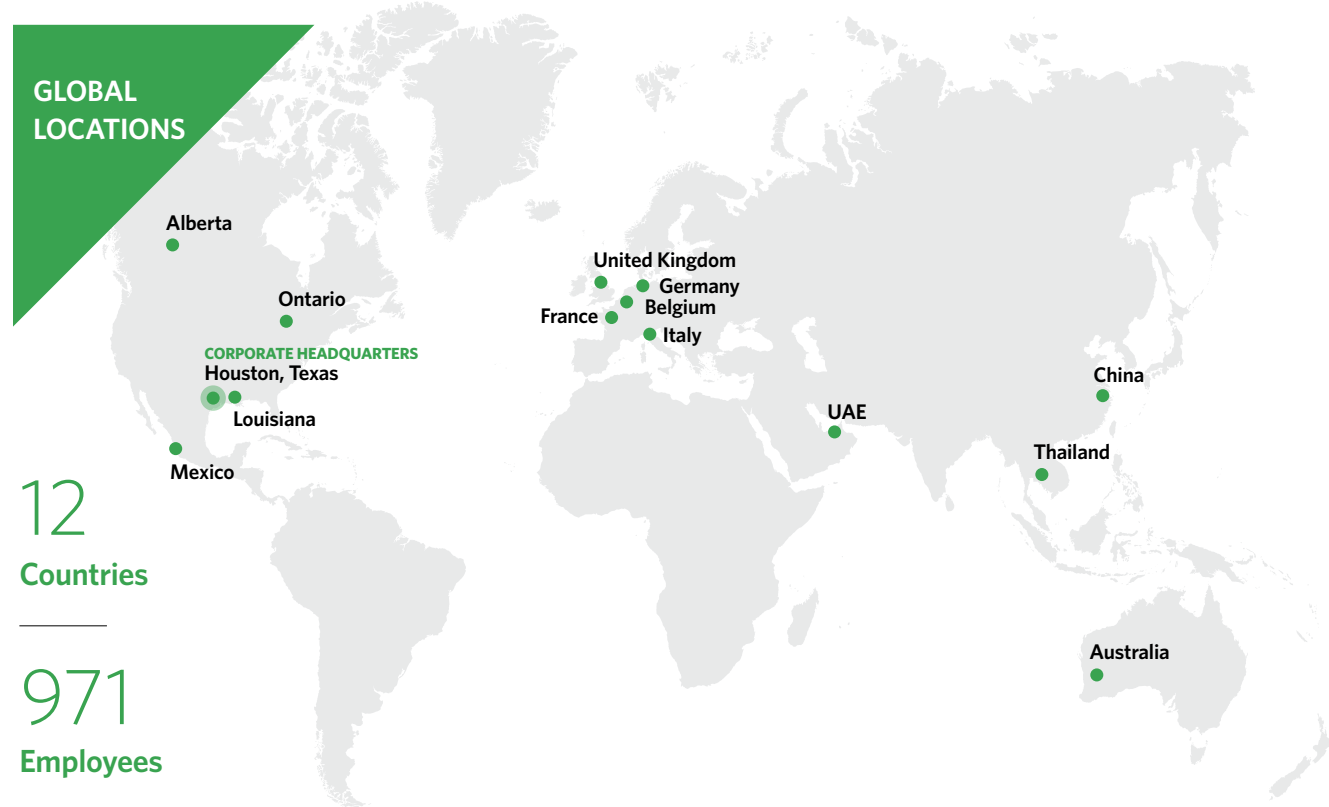
Corporate Governance



Flexitallic's mission is to make the world safer and cleaner through engineered sealing solutions.

Over the decades, Flexitallic has built on our legacy of innovation, starting with the spiral wound gasket in 1912 and continuing with new products and materials such as Thermiculite®, Sigma® and Change®. By drawing upon our rich history and present-day values of safety, quality, continuous improvement, teamwork, integrity and performance, Flexitallic is at the forefront of developing sealing solutions for industries around the world.

Based in Houston, Texas, Flexitallic has offices and manufacturing facilities in 12 countries: Australia, Belgium, Canada, China, France, Germany, Italy, Mexico, Thailand, the United Arab Emirates, United Kingdom and United States. Our reach extends globally through a customer service network of fully owned manufacturing facilities, manufacturing licensees and distributors. At the end of 2021, Flexitallic employed 971 people around the world. To learn more, visit www.flexitallic.com.



Our CARE Framework

We are trusted by our customers to provide best-in-class sealing solutions that allow them to operate their plants, complete projects and execute turnarounds safely and efficiently. Our goal is to help customers achieve zero leaks on startup, reduce their emissions throughout the operating cycle and enhance the safety of their operations.

At the end of the day, our aim is to manufacture products of the highest quality and to be our customers' preferred provider. We strive to meet or exceed customer expectations through our "CARE" framework.



Our goal is to help
customers achieve
**zero leaks
on startup**
and throughout the
operating cycle.

Our Guiding Principles

We are committed to uncompromising integrity in all that we do and in the way in which we relate to each other and to people outside Flexitallic, as reflected in Our Guiding Principles.

We obey the laws, rules and regulations of all countries where we conduct business.	We do not tolerate, and we actively oppose, corruption in our businesses.	We comply with all laws on a global basis.		We ensure our books and records are accurate, complete and maintained according to the recognized accounting principles, industry best practices and all applicable laws.
We use assets of the Company, such as email, Internet access, telephones and computers, responsibly and honorably.		We act in the best interests of the Company, and we spend its money solely for the business purposes of the Company.	We are committed to providing safe, quality products and services. We address and do not hide risks or mistakes.	We protect the privacy of all individuals.
We communicate accurately with our customers, our vendors and the public.	We are inclusive, value diversity and support our global team members in realizing their potential.	We respect freedom of association and obey all laws on working hours and compensation.	We safeguard the health and safety of our global team members.	
We believe in vigorous competition and do not use illegal or unethical means to gain an advantage over a competitor.	We protect the confidential information of Flexitallic and its group companies, and we respect and protect the confidential information of our customers.		We comply with all applicable environmental laws and regulations.	We endeavor to minimize any detrimental impact on the environment through waste reduction and efficiency improvement.

Flexitallic 2021 ESG Performance Report

Flexitallic strives for Environmental, Social and Governance (ESG) excellence as a Company while helping our customers, affiliates, suppliers and business partners achieve their ESG goals. We educate our customers globally about our culture of innovation and best-in-class engineered solutions and how we can assist them to reach their environmental, operational and safety goals. We aim to be good environmental stewards and safe, responsible partners to our customers.



Flexitallic's approach to ESG is based on the following pillars that are foundational to everything we do:

Corporate Governance

We have strong financial controls and compliance with a clear code of conduct for all our dealings in the marketplace. Ethics and integrity are at the core of everything we do.

Contributing to Customers' Compliance and Quality Goals

We respect customer compliance requirements in full and deliver products and software solutions of the highest quality.

Innovative Solutions

We ensure that all our products and solutions provide superb sealing, use the best materials for the job and create minimal waste. We endeavor to improve our products and develop new products and solutions as the industries and customers we serve evolve their own operations. Our innovative software tools contribute to our customers' quality standards and overall success.

Human Resource Management

We have global policies on key issues such as diversity, ethics, incentives and rewards, and training and development.

Environmental Health & Safety (EHS) Management

We meet the regulatory requirements relevant to each operation. We have a global Health and Safety policy designed to eliminate injuries and unsafe conditions. We strive to reduce waste and minimize our impact to the environment.

Supply Chain Management

We ensure that our suppliers meet the requirements of our end users and meet our ethical and internal quality standards.

Community Involvement

We encourage volunteering in the communities where our employees live and work.





About This Report

For our inaugural ESG Performance Report, Flexitallic has chosen to disclose information and select metrics for relevant disclosure topics per the Global Reporting Initiative (GRI). GRI is the independent, international organization that helps businesses and other entities responsibly and transparently report their impacts by providing a global common language to communicate those impacts.

This report covers policies, programs and metrics for Flexitallic's operated assets around the world from Jan. 1, 2021, to Dec. 31, 2021, unless otherwise noted.

Report Approval

Flexitallic is committed to providing the most complete and accurate information available about our ESG performance. The content in this report was sourced from Company policies and through interviews with Flexitallic management and subject matter experts. It was approved by our executive leaders and the Flexitallic Board of Managers.

ESG Materiality Assessment

To identify topics of importance for this report, a third-party sustainability consultant reviewed peer group materials, common reporting frameworks, including GRI standards, and Flexitallic ESG and diversity surveys to map an initial materiality matrix. The consultant then conducted surveys and interviews with members of Flexitallic's leadership team, including the CEO, and updated the materiality matrix accordingly based on the input and observations. The feedback also helped to inform the strategic objectives of Flexitallic's reporting plan. To complete the initial phase of the reporting process, a mix of Flexitallic interview/survey participants and other leaders took part in a workshop to help ensure alignment on key stakeholders, relevant topics and other strategic objectives. The consultant used responses from the workshop to again update the materiality matrix and finalize the reporting plan.

Feedback

Flexitallic wants to report quality content that is relevant and valuable to our stakeholders. We welcome your feedback to help us improve our ESG reporting. Please contact us at +1 (281) 604-2586 if you have comments or questions about our initial ESG report.

Dear Stakeholders,

At Flexitallic, we are pleased to present this inaugural Environmental, Social and Governance (ESG) Report, which will provide tangible examples of how we are pursuing excellence in all areas of this vital component of our business. You will also learn how essential these practices are to achieving our Company's overall strategic goals.

Let me be clear, though. While this report represents a new forum for sharing our ESG accomplishments, excellence in this arena has long been part of Flexitallic's DNA. Environmental stewardship, social awareness and strong corporate governance are engrained in our Company's Guiding Principles and have been since our founding in 1912.

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Engagement starts with our customers, who serve critical industries and look to us to provide quality products and services that prevent leaks and enable safe operations from startup through the life of their projects. Establishing that kind of trust with clients is at the core of our environmental objectives and grounded in our Guiding Principles.

Lane Walker
President and Chief Executive Officer



At all levels of the Company, we take pride in our ESG practices, and we have plans in place to improve results and increase transparency in the years to come. It is good for business, and it is what our stakeholders expect from the market leader in providing innovative gasket and sealing solutions.

That engagement starts with our customers, who serve critical industries and look to us to provide quality products and services that prevent leaks and enable safe operations from startup through the life of their projects. Establishing that kind of trust with clients is at the core of our environmental objectives and grounded in our Guiding Principles.

One important question we've had to ask ourselves: What do long-lasting, sustainable operations look like now and in the future for Flexitallic, our partners and our industry as a whole? Without question, Flexitallic will continue to play a vital role in helping to deliver total joint integrity to our global customers for decades to come, and we will do so while maintaining a sharp focus on ESG excellence.

Importantly, our customers are innovating and engaging in ESG commitments as well, and we fully support them. We align closely with their priorities and the global community's environmental priorities. Our business is built on understanding our customers' operational needs, ensuring that our processes fulfill those needs and contribute to their ESG strategies.

The digital revolution is coming to static sealing, and we are on the cutting edge of today's progress. We already deploy a variety of digital tools and joint management software to improve customers' outcomes. The innovators on our R&D team are actively testing the latest sensors and other technologies with the aim of bringing data analytics to joint integrity.

I am proud – as are all of my colleagues at Flexitallic – that we already incorporate basic ESG concepts into our everyday business. Our commitment to ESG leadership starts at the highest levels of our Company. Our senior management and Board of Managers regularly review the Company's risks and opportunities related to ESG. To underscore that importance, our senior management's compensation is tied to achieving our overall ESG goals.

A MESSAGE FROM OUR CEO

We also have a Corporate Governance Committee, chaired by our Executive Vice President, Legal, Compliance and Corporate Governance. This Committee is charged with ensuring that we keep a sharp focus on the Company's ESG programs and objectives. We maintain that focus through the regular review of issues of importance to our global employees submitted via responses to quarterly questionnaires. As part of our active governance practices, we also conduct annual training for employees to emphasize the gravity of operating with the utmost attention to ethics and integrity.

Our top priority – one that I consider personal – is always the health, safety and overall wellbeing of our team members. The cornerstone of our safety program is Safety365, which entails an accounting and evaluation of our safety performance at each global location on a monthly basis. We also strive to foster an atmosphere where every employee feels that their viewpoint is valued and respected and that they have the opportunity to contribute to the Company's success.

Our commitment to safety and quality spans the breadth of our global operations, and we take that responsibility seriously. We have the industry's largest team of specialty applications engineers, who are always available to provide global troubleshooting and problem-solving advice. We also created the industry's first full-service joint integrity training academy, which offers accredited, practical training to customers covering all areas of flange assembly, sealing technology and joint integrity in an effort to prevent loss-of-containment incidents.

As Flexitallic continues to expand our global reach, we believe we are taking the right steps for the right reasons, and ESG is vital to positioning Flexitallic for further growth. We have established ESG commitments that provide a clear framework to build on as we expand our business and our focus on sustainability efforts.

Thank you for your interest in Flexitallic. Throughout this report, you will learn more about our commitment to operating responsibly, respecting the environment and working each day with the highest regard for honesty and integrity. It is what we do, and it is the right thing to do. I am confident you will share my pride in our ESG story.

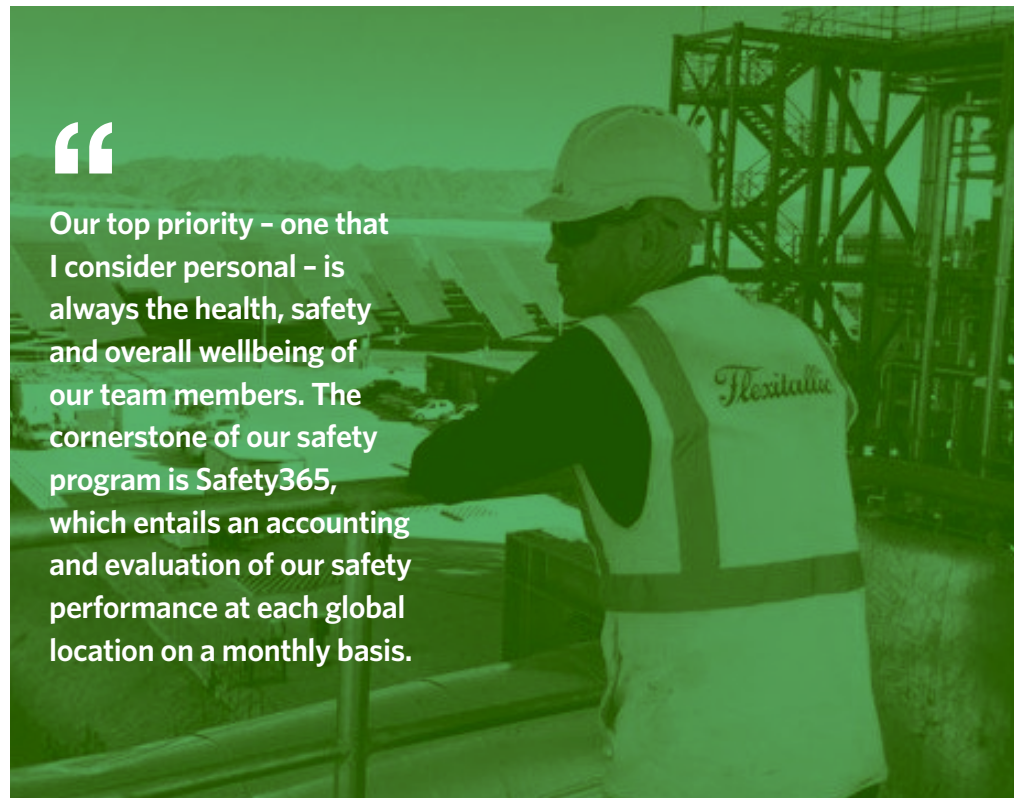
Sincerely,

Lane Walker

Chief Executive Officer

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Environment

We Take Our Environmental Responsibilities Seriously

Flexitallic recognizes that care for the environment is a primary responsibility and a core value, and any impacts that our activities may have on the environment will be considered when business decisions are made.





The most significant contribution we can make to the environment is ensuring that our sealing products provide the tightest seal possible within the constraints of the particular application.

We continually strive to offer the industry's best sealing products and ensure that our customers have the appropriate solution for their particular job. We accomplish this by continually improving our materials, processes and product designs to create evolving products that meet our customers' needs and reduce their leaks as much as possible. In doing so, we reduce customers' fugitive emissions and leaks of volatile chemicals to the environment while carrying out our mission to make the world safer and cleaner through our engineered sealing solutions.

Innovation to Application

Flexitallic takes pride in helping our diverse portfolio of customers achieve their own ESG goals. Engineering and delivering seals that prevent potential costly and disruptive spills or leaks is critical to our partners in the industries we serve:



Hydrogen



Solar Power



Fuel Cells



Nuclear



Agrichemical



Power Generation



Chemical Processing



Refining



Petrochemical



Oil & Gas



Marine



Pharmaceutical



Food & Beverage



Aerospace

ENVIRONMENT

Flexitallic endeavors to accurately record our greenhouse gas emissions to the atmosphere. We want to play our part in the global fight against climate change, because it is the right thing to do. Flexitallic will conserve energy and work to improve the efficiency of the products we manufacture and of our own internal operations.

Greenhouse Gas Emissions

Year	2020	2021
Scope 1 emissions (tCO ₂ e):	5,072.48	5,841.11
Scope 2 emissions (tCO ₂ e):	6,211.02	4,657
Total Scope 1 + 2 emissions (tCO ₂ e):	11,283.5	10,498.11

In 2021, Flexitallic's greenhouse gas emissions decreased due to improved operating efficiencies focused on power consumption.

Flexitallic aims to minimize waste and, wherever practicable and viable, salvage materials for recycling or re-use. In 2021, we recycled, reprocessed or reused 84 percent of our waste generated. We minimize plastic and water use within our own operations to help limit the impact of our operations on the environment.

We ensure our employees are aware of our policies and understand the role they play in helping to reduce the environmental impact of our operations through the provision of regular training and awareness. The primary responsibility for implementing Flexitallic's environmental policy rests with the general managers of our individual group companies.

Flexitallic places great emphasis on maintaining international quality standards and is certified against ISO 14001, a set of standards put forward by the International Organization for Standardization. ISO 14001 is an internationally recognized standard that helps organizations improve their environmental standards and management practices.



Social

Protecting Our People and Communities is Priority One

Safety – Ingrained in Everything We Do



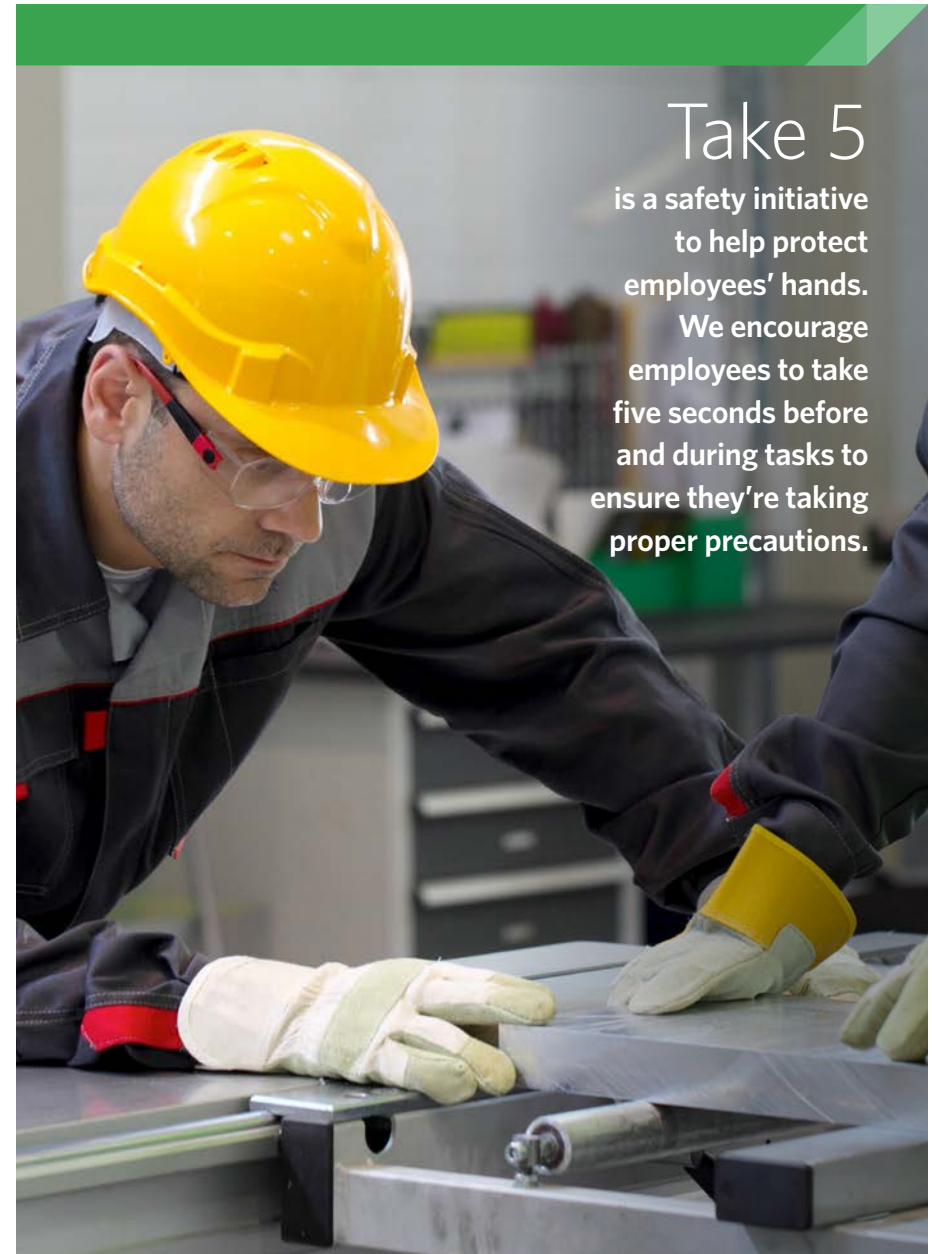
Employee health and safety is our top priority. Safety takes precedence over expediency and every other aspect of our operations. We incorporate safety into every job, every day.

The foundation for our global safety efforts is Safety365, our safety program launched in 2021 and led by the Managing Director of our U.K.-based facilities. Each month, the health and safety managers for each Flexitallic facility collectively report their health and safety statistics for their respective location. In the second half of 2022, we performed a gap analysis and benchmarking exercise across each of the individual group entities to identify and fill any gaps in our safety processes and protocols.

Every employee receives general safety training during onboarding and then again annually as a refresher. All Flexitallic employees are covered by the Company's health and safety management system, which is aligned against ISO 45001. Protecting our employees, our equipment, our property and any customer's property is paramount.

We make every reasonable effort to reduce the potential for accidents. That includes assessing risks, implementing robust procedures and providing training for general safety awareness.

One safety initiative undertaken as part of Safety365 is called Take 5, a program aimed at protecting employees' hands. Because our work is often hand intensive, we encourage employees before and during tasks to take five seconds on occasion to ensure they are taking the correct precautions to protect their hands. To further the effort, the Company plans to launch a global hand safety course and a bi-annual global safety day with a focus on continuous improvement by every employee.



Employees must understand their personal responsibility for the prevention of accidents and injuries on and off the job. Accident prevention and effective production go hand-in-hand. We believe that every time an accident occurs, the root cause can be traced to someone's behavior. We have policies, programs and training that encourage employees to engage in dialogue with their peers and management about safe and at-risk behaviors. Safety is a team effort, involving employees, management, contractors and other stakeholders.

Flexitallic employees have Stop Work Authority and are encouraged to stop work if they're concerned that a job or procedure is unsafe or dangerous.

The general managers of each of our facilities and locations have the ability to implement new, useful, or otherwise novel safety ideas that can help lower accident risk on the job. We empower our staff to think critically about safety and take actions to lower the possibility of accidents on the job.

Every injury must be reported immediately to a supervisor, management, or Human Resources. Unsafe conditions also should be reported immediately, regardless of whether there is an incident or injury.

The general managers of each of our facilities and locations have the ability to implement new, useful, or otherwise novel safety ideas that can help lower accident risk on the job.

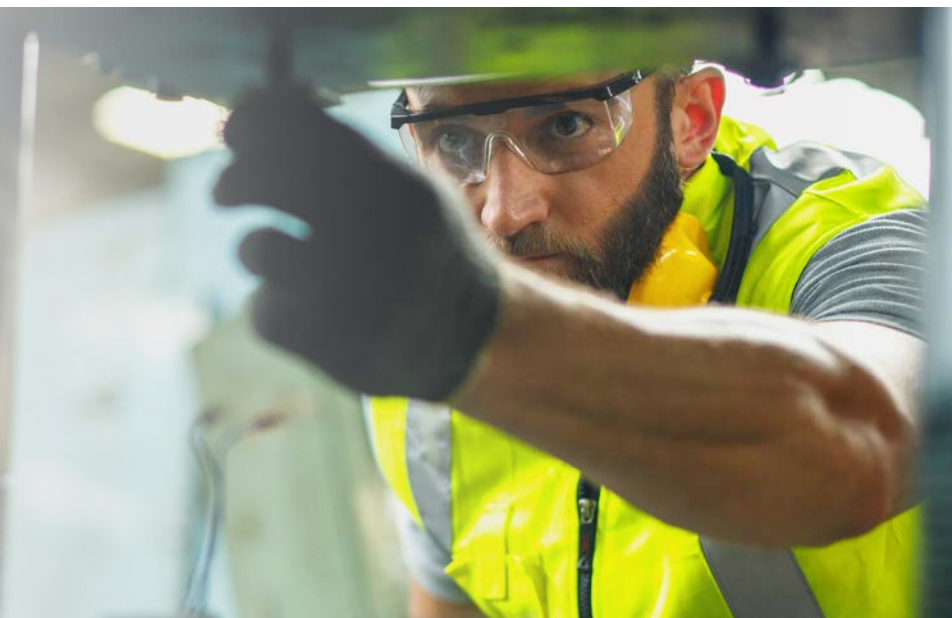
All recordable injuries will be investigated using a structured cause/analysis process. Employees, particularly employees involved in the incident, are expected to participate in the cause analysis. Corrective actions will be identified and tracked to completion. Lessons learned from this process will be shared across Flexitallic and periodically evaluated to ensure we are implementing proactive actions at all sites.

To minimize exposure to hazards that can cause injuries or illness, we provide employees and others who may be exposed to such conditions with appropriate and effective personal protective equipment (PPE).

Safety Statistics

	2020	2021
Work-Related Injuries*	7	10
Work-Related Fatalities	0	0
Total Number of Lost Days Due to Injury	0	51
Total Recordable Incident Rate (TRIR)	0.39	0.93

*Over 50% of injuries were hand injuries





Since the Academy of Joint Integrity was founded:

700+

Customers have
been served

300

Hours of training per year
completed on average



Flexitallic's Applications Engineers

Our attention to safety extends to our customers through our dedicated team of applications engineers.

Flexitallic's team of application engineers offers a range of joint integrity services designed to complement and enhance our product offerings. Our goal is to help customers achieve leak-free start-ups and conduct operations, including turnarounds, within scheduled maintenance cycles. Our applications engineers can and do provide critical end-user support for problematic sealing applications, design reviews for bespoke connections and critical equipment, joint integrity management software and gasket installation supervision.

The Academy of Joint Integrity

In addition to our applications engineers, Flexitallic further assists customers through our industry-first Academy of Joint Integrity. Through the Academy, Flexitallic provides the process industries with access to critical training related to gasket fit, proper installation, appropriate torque values and bolting and tensioning processes. Our customers use this training to ensure leak-free startups and the safe and efficient operation of their equipment and facilities.

We provide these customers with appropriate process safety benchmarks and three-year certifications regarding their competence as safe operators in the field of Joint Integrity. From time to time, the Academy also supports the applications engineers when customers require a quick response on issues involving Joint Integrity.

Since its founding in 2011, the Academy has worked with more than 700 customers. Throughout the years, the Academy has provided an average of 300 hours of training per year.

Human Rights, Resources, Respect

As a Company with global operations, we're committed to respecting human rights wherever we operate. This includes observing those laws that pertain to the prohibition of forced, compulsory and child labor and human trafficking. We also take steps to ensure that our business partners adopt the necessary measures to meet these goals.

Our statement on Modern Slavery and Human Trafficking states our zero-tolerance approach to modern slavery and our commitment to improving practices to combat all forms of modern slavery and human trafficking within our own operations and our supply chain. Flexitallic imposes the same high standards on our contractors, suppliers and other business partners.

Within Flexitallic, we expect each individual to treat others fairly and honestly, with courtesy and respect, and without harassment, humiliation or discrimination. Everyone at Flexitallic has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits unlawful discriminatory practices, including harassment.

Flexitallic encourages reporting of all perceived incidents of discrimination or harassment. It is our policy to investigate such reports promptly and thoroughly. Flexitallic prohibits retaliation against any individual who reports discrimination or harassment or who participates in an investigation of such reports. Confidentiality will be maintained throughout the investigatory process to the extent consistent with an adequate investigation and appropriate corrective action.

113

Organic new
hires in 2021

Thoughtfully expanding our team, engaging with our staff and providing incentives and activities to retain team members is an important part of our global human resources efforts.

Employee Engagement and Retention

Thoughtfully expanding our team, engaging with our staff and providing incentives and activities to retain team members is an important part of our global human resources efforts. The Company had 113 organic net new hires in 2021, growing our total headcount at year-end to 971. We conduct employee appreciation events to mark milestones and other accomplishments and, where possible, provide accommodations, such as modern break rooms, in our facilities to make the workday more pleasant.

Training, developing and retaining our workforce is a critical element of sustaining a business for the long term. Our focus is on creating specific action steps and commitments that focus people's attention on incorporating their new skills and ideas on the job.

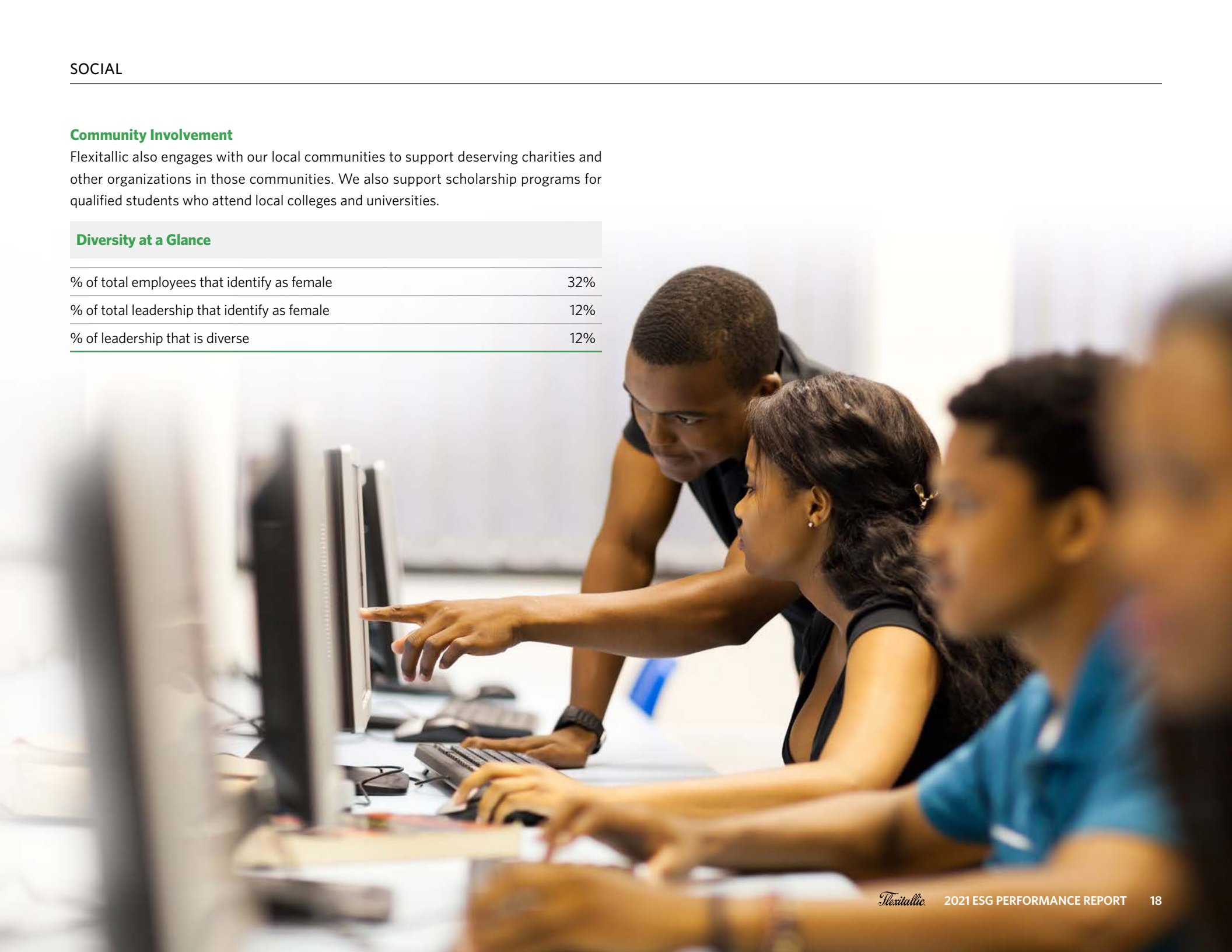
Flexitallic promotes and fosters individual and organizational effectiveness by developing and offering programs in support of our commitment to employee development and organizational enrichment. We will accomplish these objectives by focusing on the following goals:

- Providing quality, cost-effective training designed to increase individual and organizational productivity and enrichment.
- Providing development opportunities that enhance knowledge, develop skills and enrich the organization.
- Identifying and developing high-potential employees.
- Creating, promoting and fostering an organizational environment that values development, diversity and growth opportunities for all employees.
- Providing individuals and the organization with the tools to respond effectively to customer needs as well as current and future demands for service.
- Conducting annual performance reviews to assess our workforce and continuously improve employee performance.
- Providing ongoing leadership and support to the organization's succession efforts.
- Promoting, supporting and leveraging technology resources and tools to improve and enhance workflow efficiency and improve customer service.

Community Involvement

Flexitallic also engages with our local communities to support deserving charities and other organizations in those communities. We also support scholarship programs for qualified students who attend local colleges and universities.

Diversity at a Glance	
% of total employees that identify as female	32%
% of total leadership that identify as female	12%
% of leadership that is diverse	12%



Corporate Governance

Operating With The Highest Ethical Standards

At Flexitallic, we believe strong governance is critical to running a sustainable business and positioning the Company as the global market leader for manufacturing and supplying static sealing solutions.



Our Guiding Principles apply to all employees, officers, directors, suppliers and third parties we work with, and they lay out the guidelines and expectations for applying our values in every facet of our business.

Rigorous, attentive business practices, combined with oversight from our Board of Directors, serve the best interests of our Company, employees, customers and communities.

Senior Management and Board of Managers Oversight

Our Board of Managers (Board) has appointed a Special Management Committee that includes two independent members and four non-independent members. This Special Management Committee meets regularly and reviews all matters related to material risk management, business strategy, financial performance and related processes and forwards its recommendations and findings to our Board for final review and approval. The members of this Special Committee include Flexitallic's CEO, Flexitallic's CFO, representatives of Bridgepoint, our majority shareholder, and an independent member with a broad background and interests related to ESG, energy transition and new energy, who serves as Chairman of the Special Management Committee.

Our Special Management Committee and our Board consider ESG excellence to be of strategic importance to Flexitallic's growth as a business, and the Company's ESG objectives and metrics are tied to senior management compensation. Our leaders regularly review our ESG risks and opportunities profile, including those related to climate change.

Flexitallic operates with a Board-approved ESG policy that outlines the Company's commitment to ESG advancement. This includes maintaining strong financial controls, contributing to customers' compliance programs, managing rigorous human resources policies and ensuring that our suppliers meet our own ethical and internal quality standards.

Governance Committee

While the Special Management Committee and our Board regularly monitor the Company's ESG performance, day-to-day responsibility for our ESG progress is overseen by the Executive Vice President (VP), Legal, Compliance and Corporate Governance, and the management of each Business Unit. The Corporate Governance Committee meets quarterly to ensure Flexitallic continues to comply with our ESG policies and advances our ESG programs. This Corporate Governance Committee also reviews and discusses ongoing matters submitted via quarterly questionnaire responses from the Business Units related to health, safety, quality, business risks, anti-corruption, antitrust issues, employment issues, claims, litigation and supply chain matters. Committee members include the CEO, CFO, Executive VP, Legal, Compliance and Corporate Governance, and global leaders from Human Resources (HR), Information Technology (IT) and Supply Chain.

The Executive VP, Legal, Compliance and Corporate Governance, is responsible for collecting the information reported in the quarterly corporate governance questionnaires directed to each of the Company's Business Units, as well as the information and data collected in annual ESG questionnaires directed to Flexitallic group companies. The surveys cover topics related to training; resource efficiency; health, safety and employee welfare; and responsible sourcing.

Recognizing Our Ethical and Legal Responsibilities

Flexitallic conducts robust training to ensure employees understand our ethical and legal obligations. During onboarding, new employees receive a comprehensive list and must acknowledge awareness of the Company's policies for safety, ethics, anti-bribery and anti-corruption, sexual harassment, workplace violence and other topics. Employees in each of Flexitallic's global locations receive a refresher course once a year to ensure awareness of the Company's corporate governance and ethics policies.

Employees whose roles involve working with customers, suppliers and other third parties also receive additional online training on anti-bribery, anti-corruption and antitrust issues and the proper handling of contracts.

To accommodate the largest number of employees, training is offered in a variety of ways – in group settings, online and individually. Flexitallic tracks completion of the online third-party compliance training courses with software from third-party supplier NAVEX. In 2021, 27% of Flexitallic's employees completed the NAVEX compliance training, and 100% of Flexitallic's employees received annual training on the Company's corporate governance policies.

We publish the following Policies & Statements related to corporate governance on our corporate website:

- Anti-Corruption Policy
- Antitrust Policy
- Safety Policy
- Statement on Modern Slavery
- Ethics Policy
- Reporting Illegal or Unethical Conduct

Flexitallic's policies on human rights and modern slavery, including child labor, align with the United Nations' Universal Declaration of Human Rights, a milestone document that dates to 1948 and states that fundamental human rights are to be universally protected. Our policies and procedures also incorporate principles of the UN Global Compact, which express fundamental responsibilities related to human rights, labor, the environment and anti-corruption.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs)

Flexitallic's products and services contribute positively to the achievement of three UN SDGs, which provide a global roadmap for a more prosperous and sustainable future: 6, Clean Water and Sanitation; 9, Industry, Innovation and Infrastructure; and 12, Responsible Production and Consumption.

Specifically, we are aligned to the following SDGs:



6.3

By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.



9.4

By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.



12.2

By 2030, achieve sustainable management and efficient use of natural resources.

12.4

By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.

Reporting Concerns, Asking Questions

Every employee is responsible for protecting Flexitallic's culture of integrity. A potential violation is a serious matter. If anyone at the Company sees something or is unsure if something potentially violates our Anti-Corruption Policy, Ethics Policy, Antitrust Policy or any of Our Guiding Principles, they are expected to speak up. This applies equally to suspected violations by any suppliers, customers or third parties.

Additionally, we assess risks related to corruption through quarterly reports from Business Units and the investigation of any potential incidents or issues should they arise. If an investigation reveals an incident of corruption involving an employee, distributor or supplier, we take immediate corrective action to reduce and/or eliminate that risk going forward.

If an employee has a question about our Anti-Corruption Policy, Ethics Policy, Antitrust Policy or any of our corporate governance policies, or is concerned about a potential violation, they have a number of options:

- Discuss the issue with their supervisor.
- Discuss the issue with another supervisor or manager.
- Contact their Human Resources Department or the Executive VP, Legal, Compliance and Corporate Governance.
- Contact the Company's confidential, anonymous hotline.

Employees may make their inquiries confidentially, and all reports of possible violations are investigated. All employees are expected to fully cooperate with investigations conducted by the Company. We do not tolerate retaliation against anyone for raising good faith concerns.

Protecting Our Data, IT Systems

Like most companies, Flexitallic relies heavily on IT networks and systems, including the Internet, to process, transmit and store electronic information, to manage or support a variety of business functions, and to maintain various records. This may include information regarding our customers, employees or other third parties. The integrity of these systems is essential for us to conduct business. We make significant efforts to maintain the security and integrity of these types of information and systems and to guard against both internal and external threats.

The Flexitallic Global IT Director and CFO are primarily responsible for our cybersecurity strategy and oversight of the Company's cybersecurity policy. A cybersecurity/IT update is a standing topic at the quarterly Corporate Governance Committee meeting, and cybersecurity is included in our annual risk management report. The Special Management Committee and our Board also conduct an annual cybersecurity review.

We identify cybersecurity risks through multiple sources, including employees, management, insurance company presentations/meetings, board discussions and alerts from suppliers. Since 2021, we have had 24-hour monitoring in place provided by the cybersecurity company Sophos. Our cybersecurity protections are compliant with the requirements of the General Data Protection Regulations.

Supply Chain Compliance

The Supply Chain is an integral component of our ability to conduct business on a global basis. Our objective is to obtain the best total cost of manufacture through commercial expertise and effective governance of consistent, targeted procurement and materials management processes. We develop relationships with suppliers who share our commitment to safety, quality, the environment, compliance and business ethics, and we support supplier efforts for continuous improvement in these areas.

Flexitallic's procurement team is trained to conduct supplier pre-qualification assessments that include, when applicable, anti-corruption, modern slavery issues, human trafficking issues, environmental matters, safety performance, quality and delivery performance.

Specifically, we assess and audit suppliers against environmental factors, including applicable standards such as ISO 14001, and personally visit supplier facilities in connection with assessments and audits on a periodic basis – typically every two to three years. All other audits are performed remotely. We also assess and audit for compliance related to modern slavery and human trafficking regulations.

2021 ESG Performance Data

GRI Standard	Disclosure	Location
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Located on page <u>22</u> of this report
	205-2 Communication and training about anti-corruption policies and procedures	Located on page <u>21</u> of this report.
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Located on page <u>12</u> of this report.
	305-2 Energy indirect (Scope 2) GHG emissions	Located on page <u>12</u> of this report.
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Located on page <u>22</u> of this report.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Located on page <u>17</u> of this report.
GRI 403: Occupational Health & Safety 2018	403-8 Workers covered by an occupational health and safety management system	Located on page <u>14</u> of this report.
	403-9 Work-related injuries	Located on page <u>15</u> of this report.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Located on page <u>18</u> of this report.
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Located on page <u>22</u> of this report.

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