



A n d e r s o n
DEVELOPMENT COMPANY

Act Responsibly, Think Sustainably

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MARK KRAMER

Anderson Development Company
President & CEO

Dear Friends of Anderson Development,

Anderson Development Company is a leading specialty chemical manufacturer, headquartered in North America, and serving customers around the globe. To promote sustainable growth today, tomorrow and well into the future, we must achieve excellence in all three facets of the triple bottom line:

People – We must achieve excellence in supporting and protecting people, our most important resource, and operate in harmony with the community around us. Our significant investment in skills training and workplace safety for our associates, as well as helping local education institutions develop their students will ensure our mutual success.

Planet – We must achieve excellence in protecting our planet, its valuable resources, and its climate. It is critical for us to properly manage the materials we use, shrink our carbon footprint, minimize air emissions, reduce waste and ensure it is managed properly, and conserve energy and water.

Economic viability – Economic strength allows us to maintain our license to operate, execute our mission sustainably, and secure technical and financial resources from our stakeholders. Excellence ensures we can continue paying competitive wages, supporting our local business partners, and fulfilling our regulatory and tax obligations.

We accept our responsibility for the impact our operations have on people and the environment and strive to lead by example, knowing long term economic success is not possible in a society that fails. This ethic manifests in our products, relationships, and workplace.

Anderson Development Company partners with customers to solve their problems helping to make their businesses safe, sound, and competitive. As a material science company that supplies businesses with products that they, in turn, use to produce a wide range of industrial and consumer goods, we realize that the contributions of our materials may go largely unseen. Our products make end-use products tougher and longer lasting, more resource or footprint efficient, or may allow the final products to be produced in a manner that is safer and more environmentally friendly. In any event, the focus on customer, their success, and their positive impact on the world is critical to Anderson Development Company's success.

We continually aspire to operate an incident-free workplace. By engaging our people in our common goals for a safe and environmentally-

friendly workplace, Anderson Development works as one team, comprised of diverse individuals who have accepted the challenge of creatively collaborating cross-functionally, to achieve our goals.

While we are always setting our expectations higher in our pursuit of excellence, in the last year, the company has progressed significantly along its journey. We will continue to focus on operational sustainability through excellence in Safety, Health, Environment, and Quality and we will continue to pursue sustainability holistically and steward our broader impact on society.

We have high aspirations and expectations with respect to how we can make a positive impact on society. At the same time, we have the humility to understand and believe that we need to learn and improve in order to achieve our goals, so our journey is not yet complete. With our team of passionate people, I have every confidence that we will achieve our dreams.

Sincerely,

Mark Kramer

COMMUNITY ENGAGEMENT // EDUCATIONAL OUTREACH

Anderson Development Company is an active and responsible member of the community in which we operate. We are committed to the protection of the environment, and the health, safety, and security of our employees and our community. We are actively involved in several community educational and outreach programs throughout the year.

- 1 January: River Raisin Watershed Council Volunteer River Clean-Up.
- 2 February: Lenawee Christian First Robotics.
- 3 March: Tri-County STEM Fair/ You Be The Chemist/ Adrian Public School Stadium Seating Project Sponsor/ Engaged with Hudson Area School Students on Environmental and Sustainability Practices.
- 4 May: Joint Waste Collection Event/ Strokes for Students/ Scholarships .
- 5 June: Junior Achievement Annual Golf Outing/ ProMedica & Virginia Hickman Hospital Annual Golf Outing.
- 6 July: Lenawee Now and Lenawee Intermediate School District Externship.
- 7 September: Boys & Girls Club of Lenawee Sponsor.
- 8 October: Lenawee County Drone Program Supporter.
- 9 November: Manufacturing Day/ Junior Achievement Crazy Bowl Sponsor/ Lenawee County Young Marines Annual Veterans Dinner Sponsor.
- 10 December: Pack the Pickup - An annual event for ADC. Food is packed into a pickup truck and donated to The Daily Bread of Lenawee. ADC collected 1340 lbs of food and \$210 in cash donations.



Employees volunteer for the waste collection event.



Vehicles lined up to dispose of household hazardous waste.



Employees volunteers for the pack the pickup event.

Cooperative Education and Internships

Anderson development partners with local Universities each year to provide collaborative education and internship experiences to college students in hopes of inspiring the next generation to pursue STEM careers. Students perform engineering functions or participate in chemistry research and development to complement their university education.

20/23

SUSTAINABILITY REPORT

Aim

The goal of this 2023 Sustainability Report is to inform all stakeholders of Anderson Development Company in a comprehensive manner about our sustainability performance. Information about our sustainability strategy and initiatives can be found on our website:

andersondevelopment.com/sustainability

Targets and Time covered in this Report

This Sustainability Report represents the company's strategy and biennial actions for the four pillars of Corporate Social Responsibility (Society, Environment, Marketplace and Workplace) for the period January 1, 2023 to December 31, 2023.

The Report includes our commitments to the principles and the strategy of Anderson Development Company towards Corporate Social Responsibility.

Global Reporting Initiative (GRI)

This report has been prepared in accordance with the GRI Standards: Core option.

Contact for the Report

For any further queries regarding the Sustainability Report for 2023 you may contact us at the following address:

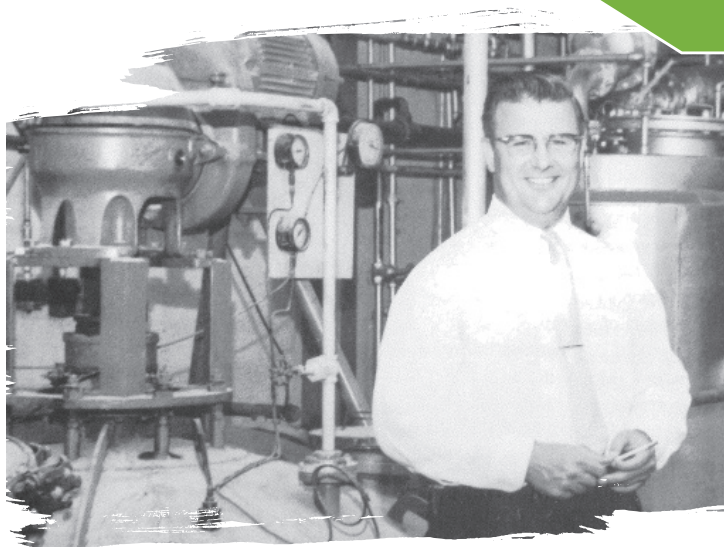


Anderson
DEVELOPMENT COMPANY

Sustainability Committee
Product Stewardship Department

1415 E. Michigan St.
Adrian, MI 49221

csr@anddev.com



HISTORY

Anderson Development Company is a Specialty Chemical Company located in Adrian, MI (USA). We are a wholly owned subsidiary of Mitsui Chemicals Inc., incorporated in the state of Michigan in the USA.

Anderson Development Company was founded in 1966 and incorporated in 1968 by Mr. Amos R. Anderson, after a long career in research and operations at leading chemical companies. Mr. Anderson's leadership and expertise in organometallic chemistry was pivotal to building a solid reputation for the development and manufacture of unique specialty chemicals. Over the years, the company evolved from contract research to contract manufacturing to development and manufacturing of differentiated high performance specialty materials. Anderson Development now serves the chemical industry as a key producer of thousands of tons of unique proprietary products for the coatings, elastomer, pharmaceutical, catalyst and electronics markets, as well as assisting other leading companies with toll manufacturing of select products within our chemical competencies. Core competencies include a wide range of chemistries like Acrylic and Urethane polymers, Organometallics, Organoboron reagents, and many others, including the necessary separation and purification processes required to produce high quality products.

In 1988, the company was acquired by Mitsui Toatsu Chemicals, which later merged with Mitsui Petrochemicals to become Mitsui Chemicals. Anderson Development's current product lines consist of a diverse line of differentiated specialty chemicals developed organically in our Adrian Research Facilities, transplanted from Mitsui Chemicals Research in Japan, or developed by and custom manufactured for leading Fortune 100 chemical companies. Anderson Development can either work completely independently from Mitsui Chemicals or cooperatively with Mitsui Chemicals, with complete secrecy and intellectual property protection or utilizing Mitsui Chemicals significant resources, depending on customer requirements. Independently operated, Anderson Development Company serves as the business center and technical center of excellence for a number of product lines within the Mitsui Chemicals Group.

Anderson Development has maintained its entrepreneurial and developmental spirit while evolving into a global manufacturer using the

systematic ISO 9001, ISO 14001, RC[®] 14001 and cGMP work processes needed to exceed the expectations of Quality, Safety, and Environmentally focused industries like top tier Automotive, Coatings, Pharmaceutical, and Semiconductor Manufacturers, while remaining globally cost-competitive.

Anderson Development has remained in Adrian, Michigan, growing into a diversified performance and fine chemical company specializing in many chemistries and toll manufacturing.

Anderson Development's business has grown globally over the last 50 years, with products produced in Adrian, proving their quality and competitiveness with major exports to Europe and Asia. While Anderson Development may not be a household name, our customer focus has been crucial to commercializing, manufacturing, and selling products which are widely used by both domestic and international companies for the manufacture of leading end-use products. It is guaranteed that you have seen our products in action, and Anderson Development is proud to be supplying the world's industries.

CORPORATE MISSION

“Anderson Development Company will be a global supplier of innovative specialty chemical products, striving for continual improvement in all of our operations. It is our goal to be personal, efficient, and responsive to our customers and employees. We will provide a team-oriented atmosphere while allowing for individual diversity among our employees.”

OUR VALUES

As a respected member of the community, both global and local, it is essential that Anderson Development’s business is conducted in accordance with the highest standards.

Responsible Operation – All our operations will be conducted in a safe and environmentally sound manner, in compliance with all regulations. Anderson Development will endeavor to operate in harmony with our community.

Ethical and with Integrity – We will always act in good faith for people and society. We will act ethically and with integrity, and always follow our Code of Conduct.

Customer Focus – Anderson Development only succeeds when our customers succeed. Providing solutions to our customers to meet their needs is key to this success. We work every day to earn their trust and ensure their satisfaction.

Quality of Life – Anderson Development will work to improve the quality of life of our stakeholders- customers, employees, community, and shareholders.

Continual Improvement – We will challenge ourselves and never rest on the success of our past achievements. Using what we have learned, we will continue to move forward developing our business and ourselves. We will trust in our potential as we move forward and not fear failure.

Team Oriented Atmosphere – Our company and our associates are made stronger by working together towards our common mission. We will actively communicate, collaborate, and use our individual strengths to achieve success together.

Individual Diversity – Anderson Development values the differences that each unique associate brings to the team. We will encourage diversity.

RESPONSIBLE CARE®

At Anderson Development, the protection of our local and global communities is critical to the long-term success of our customers and to the long-term success of our company. Anderson Development follows the principles of Responsible Care® which aim to continually improve performance related to the environment, health, safety, and security with a focus on our stakeholders. To read about our full commitment to Responsible Care® visit our website:

andersondevelopment.com/sustainability/Responsible-Care-_reg_

CODE OF CONDUCT

The Anderson Development Company Code of Conduct states that every employee should act with integrity and responsibility. View our Code of Conduct on our website:

andersondevelopment.com/sustainability/code-of-conduct

PARTICIPATION IN ASSOCIATIONS AND ORGANIZATIONS

Anderson Development partners with organizations around the world, supports global sustainability initiatives, and engages regularly with outside stakeholder groups. We recognize that collaboration is key in solving some of the world’s greatest sustainability challenges. Our employees are encouraged to participate in associations and organizations at the regional, national, and international level. We have several employees who are actively engaged in their perspective organizations; holding leadership positions and serving as board members and committee chairs. In addition to our direct business engagement, many of our employees give back through corporate philanthropy and volunteerism.

View the association and organizations ADC participates in here:
www.andersondevelopment.com/sustainability/Sustainability



Mark Kramer

Organization: American Chemistry Council (ACC)
Role: Board Member, CSME Committee; Membership/Finance Committee; Responsible Care Committee
Organization: Michigan Chemistry Council (MCC)
Role: Past President, Board Member
Organization: Michigan Manufacturing Association (MMA)
Role: Board Member
Purpose of the organizations: Advocacy for the business of chemistry and for manufacturing, networking among companies in the business of chemistry, and sharing of best practices (safety, environmental, sustainability) for the business of chemistry.
Why are these organizations impactful or important? Engagement with ACC and MCC helps us to make sure we keep the bigger picture in our sights. We can learn from others and teach them what we have learned. We can engage with regulators to make sure the regulations proposed are meaningful, and have the intended outcomes. It is in our best interest to make sure our materials are used safely, are used in the right way, and having an effective regulatory structure helps us with that.



Chris Goeloe

Organization: Polyurethane Manufacturers Association (PMA).
Purpose of the organizations: PMA is a trade organization representing the hot cast, heat cured elastomer industry. PMA adds value to the cast polyurethane industry by providing a forum for sharing best business practices and technical innovations, and promoting sustainability by advocating for the safe and responsible use and accessibility of the chemicals in our industry.
Role: Co-Chair EHS-Regulatory Committee
Why is this organization impactful or important? I enjoy the opportunity to provide environmental, health, and safety assistance to members to promote sustainability within the cast elastomer industry.



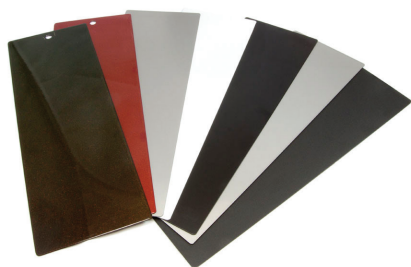
Robert Czeiszperger

Organization: Polyurethane Manufacturers Association (PMA)
Purpose of the organizations: A trade organization representing the hot cast, heat cured elastomer industry.
Role: Member of the Advocacy Committee
Why is this organization impactful or important? The PMA is important for multiple reasons. The organization addresses regulatory issues within our industry, particularly regarding MOCA, and shares valuable technical information with its members. The PMA hosts an annual conference, which is attended by both our customers and many suppliers.
Organization: Center for the Polyurethane Industry (CPI)
 A trade organization representing the polyurethane industry.
Role: Member
Why is this organization impactful or important? CPI supports its members by providing them important technical information and regulatory developments pertaining to isocyanates. The CPI also facilitates information sharing by hosting an annual conference, which is regularly attended by our suppliers.

PRODUCTS AND SERVICES

At Anderson Development Company, we focus on our customers' success, and are committed to providing our customers value-added solutions. We are a specialist in custom manufacturing with 50 years of diverse experience in synthesis, distillation, blending, crystallization, filtering, and related processes. Spacious, well-equipped and maintained facilities are available for producing intermediates or finished products.

Our Almatex[®] acrylic resins, Almathane[®] Waterborne Polyurethane Dispersions, Andur[®] urethane prepolymers and Curene[®] curatives, and Almabor[®] boron compounds are just four product lines that empower hundreds of applications world-wide, in markets as diverse as automotive coatings, adhesive, sealant, elastomers, semiconductors, pharmaceuticals, and catalysts.



Almatex[®] Acrylic Resins

Almatex[®] acrylic resins represent a wide range of high quality. These resins are mainly GMA acrylics (epoxy functional), although hydroxyl functional or carboxylic functional acrylics (HFA or CFA) are also available.

Powder coatings made from Almatex[®] GMA acrylics are especially noted for weather durability, gloss, crystal clear clarity, chemical resistance, and smooth finish. The evolution of powder coating resins goes hand in hand with aluminum wheel usage that allow for lighter vehicle weight and over a 3% reduction in fuel consumption.

During the application process, the transfer efficiency is greater than 98% due to optimized coating use and recovery steps. Additionally, volatiles are not emitted during the curing process. Their use provides significant VOC reductions and a lower carbon footprint for the end user compared to conventional liquid coatings.

Significant investments recently allow for reuse and recycle of in-process raw materials, resulting in significant waste reduction.

Market needs for reduction in energy use in down stream value chains have resulted in ADC's innovations in low cure technologies to save an estimated 10% in energy costs.

Applications: Powder Coatings for automotive OEM, automotive components and parts including aluminum wheels, outdoor furniture, lawn and garden equipment, architectural and general industrial products.

Almabor[®] Boron Compounds

Anderson Development is a global supplier of a boron-based product line, Almabor[®], including: Triisopropyl Borate (TiPB), Triethyl Borate (TEB), Tri-n-Butyl Borate (TnBB), and Trimethoxyboroxine (TMBX), among others.

Anderson Development serves a diverse range of highly specialized industries with boron applications including electronic chip manufacturing, chemical intermediates, catalysts, fuel and lubricant additives, adhesion polymers, liquid crystal manufacturing, and more.

Applications: pharmaceutical synthesis, electronics, adhesion and lubrication additives, oil fields

Almathane[®] Waterborne Polyurethane Dispersions

Almathane[®] Waterborne Polyurethane Dispersions are low VOC systems designed for a broad range of applications including architectural (deco, DIY), industrial and construction coatings.

Waterborne coatings can be designed with <50 g/L VOC and provide toughness, adhesion and resistance properties specific to the end-use needs. Almathane[®] waterborne polyurethane dispersions are free of NMP and NEP, with a high level of hydrophobicity (resistance to water) across the portfolio.

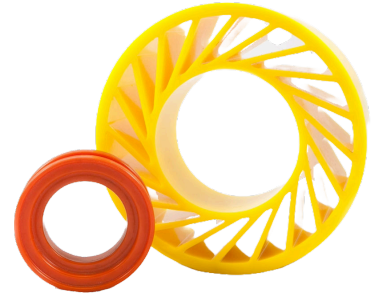
In addition, several products contain up to 10-12% of bio renewable content, demonstrating our commitment to circular economy initiatives.

Applications- Do it yourself architectural coatings, metal protection for industrial coatings, construction and concrete, and specialty temporary coatings.



Andur®/Curene® Polyurethane Systems for Cast Elastomers

ADC's polyurethane products are a core business of the company going back to our founding. There are roughly 140 Andur® prepolymers in our product portfolio that are used in every industry imaginable, including mining, rollers, caster wheels, oil and gas, automotive, agriculture, electronics, food processing, sporting goods, and much more. Our urethane team has our customers in mind for all aspects of what we do, so that we can make their lives safer, their jobs easier, and their products better.



Application: No Crush Wheels

LFTDI Expansion

In November of 2022, we started up an expansion to our current **Low Free** isocyanate system, which allowed us to grow our "LF" products, putting ADC in a good position to help customers use safer products with low isocyanate monomer content (<0.1%). We currently make products based on TDI and trans-1,4H6XDI with this technology.

Nimbleness of a Small Company

When tasked with a challenge, our R&D team is able to move quickly to help customers get experimental samples in their hands in weeks, not months. This concept has led to our Andur "XP" product samples that number well over 800 now. Once the XP material is approved by the customer, it receives a commercial name, and a new product is born.



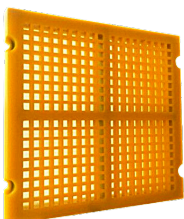
R&D Efforts into Sustainable Products

Our R&D team's research into more sustainable products continues to be a high priority, whether it be developing products constructed from bio-based raw materials or our AndurElite® products which have extended durability in the field so that less waste is generated and put in landfills. Many bio-based polyols have come into the market in recent years enabling us to find the best combination of properties to offer not only sustainable solutions, but also products that are as good as their petroleum-based counterparts.

Due to our continually growing and diverse product line, we are able to get customers just the right product for their needs to help solve a problem they have or just make their end product better.

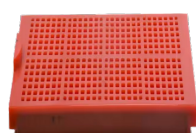


Product Success Stories



Application:

Mining Screens



Recently, our Andur® BD 78 AP was used in an electronics application with exposure to very strong acids and the end customer was ecstatic with the results. Since the BD 78 AP has excellent acid resistance, the parts made by our customer lasted far longer than the previous material.

Similarly, we had another customer making parts that get subjected to synthetic transmission fluid and the incumbent material was degrading very quickly due to some newer synthetic fluids that are more detrimental to polyurethane. We were able to provide them a solution using AndurElite® PC 90APLF, originally Andur® XP-774 developed in our lab. The material is a low free trans-1,4 H6XDI-Polycarbonate prepolymer which has much better chemical resistance to the fluid compared to standard products in lab studies. Based on these lab studies, the prepolymer should last longer in the field.

CORPORATE GOVERNANCE

Strong corporate governance is an integral part of our core values and supports our sustainable growth mission. We are committed to having sound corporate governance principles and practices.

GOVERNANCE STRUCTURE

As a wholly owned subsidiary of Mitsui Chemicals America, a wholly owned subsidiary of Mitsui Chemicals, Inc., Tokyo, Anderson Development Company functions as an independent entity that is fully consolidated into the Coating and Engineered Materials Division, within the ICT Division of Mitsui Chemicals. Anderson Development is registered in the US as a Michigan corporation.

Our company's governance processes are integrated with that of Mitsui Chemicals and board processes are designed to keep board members informed of significant economic, environmental, and social issues impacting the company.

As a wholly owned consolidated subsidiary, Anderson Development is subject to oversight and audit by staff functions from Mitsui Chemicals and Mitsui Chemicals America for all areas, including but not limited to Internal Controls (JSOX), Responsible Care® (Health, Safety, Security and Environmental) and Quality Management. These Mitsui Chemicals staff functions assist the Board of Directors in fulfilling its oversight responsibilities regarding all Sustainability related issues.

More information on Corporate Governance can be found in the Mitsui Chemicals Report 2023 here: <https://jp.mitsuichemicals.com/jp/corporate/governance/index.htm>

Anderson Development is governed by a board of directors comprised of:

Antonios Grigoriou

*Chairman of the Board
Anderson Development Company
President of Mitsui Chemicals America*

Masanari Kitajima

*Mitsui Chemicals America
Representing the Coatings and Engineered Materials Division
and Mitsui Chemicals America*

Takefumi Suzuki

*Director Mitsui Chemicals
Representing the Coatings and Engineered Materials Division*

Mark Kramer

*Anderson Development Company
President and CEO*

Heather Hawley

Anderson Development Company: CFO, Treasurer and Corporate Secretary

The board of directors has only one committee, the Executive Committee, comprised of all the US based directors, which governs the routine operations of the company.

Antonios Grigoriou

*Chairman of the Board of Anderson Development Company,
President of Mitsui Chemicals America*

Mark Kramer

*Anderson Development Company
President and CEO*

Masanari Kitajima

*Mitsui Chemicals America, Representing the Coatings and
Engineered Materials Division and Mitsui Chemicals America*

Heather Hawley

*Anderson Development Company
CFO, Treasurer and Corporate Secretary*

POLICIES AND CERTIFICATIONS

At Anderson Development, we are dedicated to continuously improving the safety and security of our manufacturing operations. We maintain our focus on emergency response, product stewardship, minimizing our environmental impact and supporting our community. We demonstrate this commitment by embedding responsible and sustainable practices into our procedures, and we align our operations and activities with the following:

- Responsible Care® Management System
- ISO 9001 Quality Management
- RC14001 Technical Specification
- ISO 14001 Environmental Management
- ICCA Global Responsible Care® Charter

We also adhere to the policies of our parent company, Mitsui Chemicals, in our daily operations. These policies can be found here:

<https://jp.mitsuichemicals.com/en/corporate/policylist/index.htm>

FINANCIAL INFORMATION

Anderson Development Company is 100% subsidiary of Mitsui Chemicals. The financial results of the ICT division of Mitsui Chemicals can be viewed in the 2023 Mitsui Chemicals report here:

<https://jp.mitsuichemicals.com/en/ir/library/ar/index.htm#title-99156ca8f3>



Mitsui Chemicals
Group



COMMITMENT TO SUSTAINABILITY

At Anderson Development Company we demonstrate our commitment to sustainability by balancing our responsibilities for social, environmental, and economic health. Our sustainability strategy guides our actions and our sustainability policy communicates our intentions to:

- Enhance the “Quality of Life” of our employees and our community
- Strive for an incident free workplace through the continual improvement of health, safety and security
- Ensure environmental preservation through careful consideration of the impacts of our activities, products and services
- Assure customer satisfaction
- Meet compliance obligations and other agreed upon commitments
- Support the Responsible Care® Guiding Principles

This policy describes our intentions and provides direction for conducting business.

To further demonstrate our commitment to improve our quality, environmental, health, safety, and security performance, Anderson Development has obtained registrations to ISO 9001 and RC14001, an environmental, health, safety, and security management system standard.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

We recognize that the protection of our local and global communities is vital to the future of our company. We pledge to support the United Nations Sustainable Development Goals (SDGs) by contributing to goals and targets that are material to our organization, and where we can achieve the greatest impact. Our initiatives and actions illustrate our support of the following SDGs:

- SDG 3 – Good Health and Well Being
- SDG 4 – Quality Education
- SDG 10 – Reduced Inequalities
- SDG 12 – Responsible Consumption and Production

HEALTH AND SAFETY

Anderson Development strives for an accident and injury free work place by identifying and eliminating workplace hazards. Anderson Development provides employees with the equipment, procedures, and training necessary to reduce exposure to hazards. In addition, Anderson Development provides information to employees which is intended to help our people manage their own personal well-being.

Although our products provide many benefits to society, they must be managed in a responsible manner to prevent negative impacts to people and the

environment. Anderson Development is committed to promoting product safety and stewardship throughout the value chain. This includes all aspects ranging from sourcing raw materials to our customers using and disposing of our materials.

Anderson Development is strongly committed to preventing catastrophic accidents associated with the manufacturing of chemicals. To this end, we support a culture that promotes process safety. Proper design, operation, and maintenance of facilities are important aspects of process safety.

ENVIRONMENTAL MANAGEMENT

Anderson Development aspires towards waste minimization and environmental preservation through sound operation of its manufacturing facility as well as through the development of new products and technologies.

QUALITY

Anderson Development strives to be a customer focused organization that aspires to understand and meet our customers' requirements. As a learning organization, to better serve the customer, to be more efficient, and to do things right the first time, Anderson Development is focused on continual improvement and embraces opportunities to learn and improve.

SECURITY

Anderson Development cooperates with the appropriate governmental agencies, such as the Department of Homeland Security and local municipalities, to preserve the security of our community through the protection of the public, our employees, facilities, products, and information.

MANAGEMENT SYSTEM

Anderson Development utilizes an integrated management system based on the concept of Plan, Do, Check, Act. We are committed to conforming to Quality and Responsible Care® Management System (QRCMS) requirements. We set and annually review goals and objectives to ensure continual improvement in our QRCMS and our sustainability policy and goals and targets to support our sustainability vision and mission. We promote a spirit of openness with our key interested parties, considering employee, public, and customer inputs. This policy is communicated to all persons working for and on behalf of the organization and is available to the public.



STAKEHOLDERS

We recognize the importance of all stakeholder groups whether these are internal stakeholders such as employees or external stakeholders such as suppliers and customers. Primary stakeholders we have identified are shown.



View our Stakeholder Engagement Matrix on our website
www.andersondevelopment.com/quality/Sustainability

DETERMINING THE CONTENT OF OUR REPORT

To determine those sustainability issues directly related to our operations and activities, we used a three-channel approach. Firstly, through our daily and frequent engagement with our key stakeholder groups, we were able to derive those issues that directly influence their relationship with Anderson Development, as well as those issues that are of high concern to them. Secondly, we considered the impact we have as a company in each area, through our operations and performance. Thirdly, we performed a benchmarking of sustainability reports of our sector to verify that all issues considered of high importance by the sector are included in the report.

View our Key Topics and Boundaries on our website:
<http://www.andersondevelopment.com/sustainability>

We have determined that the following topics are of high importance to us, and thus included in this report.



2023

Total Company turnover rate

14.08%

Voluntary **10.95%**

Involuntary **1.56%**

Retirement **1.57%**

Average length of service

11.06 years

New hires by age group

Age <30 = **6**

Age 30-50 = **4**

Age >50 = **3**

Total Number Hires

4 Females

9 Males






OUR EMPLOYEES









Our employees are our most important asset in moving us forward. They take ownership in the success of the Company and each employee contributes a valuable set of skills and experiences. Every day they bring their passion, dedication, strength, and talent to contribute to the success of Anderson Development Company's mission, its safe operation, and sustainability. We strive to provide them with a friendly and pleasant working environment, a safe and positive working experience, proper rewards, and support and recognize their potential. We are an equal opportunity employer and we are committed to a culture of fairness and respect for everyone.

Our goal is to inspire our employees. We support career development and enhance the self-esteem of our employees through rewards and promotions. We encourage our employees to confront challenges and to further develop their abilities. Our belief is that consistent and relevant training is the key to succeed in our development goals. We strive to create a work environment where employees can develop and grow to achieve their full potential. Therefore, we have managed to build specific strategies for every department and reward plans for highly qualified employees; this starts on day one with their onboarding process and continues through their career with on the job training, career development, professional trainings, and educational support.

We are appreciative that our employees have chosen to work and stay working for Anderson Development Company. We have low employee turnover, noteworthy employee longevity, and a strong knowledge base at all levels of the Company. Our employees truly do make us better.

To view Anderson Development's Benefits, visit website: <https://andersondevelopment.com/careers/>

		2023
TOTAL EMPLOYEES		127
PERMANENT		105
		22
TEMPORARY		1
		1
FULL TIME		104
		20

		2023
PART TIME		2
		1
CONTRACTOR		0
		2
SELF EMPLOYED		0
		0
SENIOR MANAGEMENT		5
		2



We are honored to help serve and support the veteran community and we are grateful to be recognized as a Veteran-Friendly Employer.

EMPLOYEE HEALTH AND SAFETY

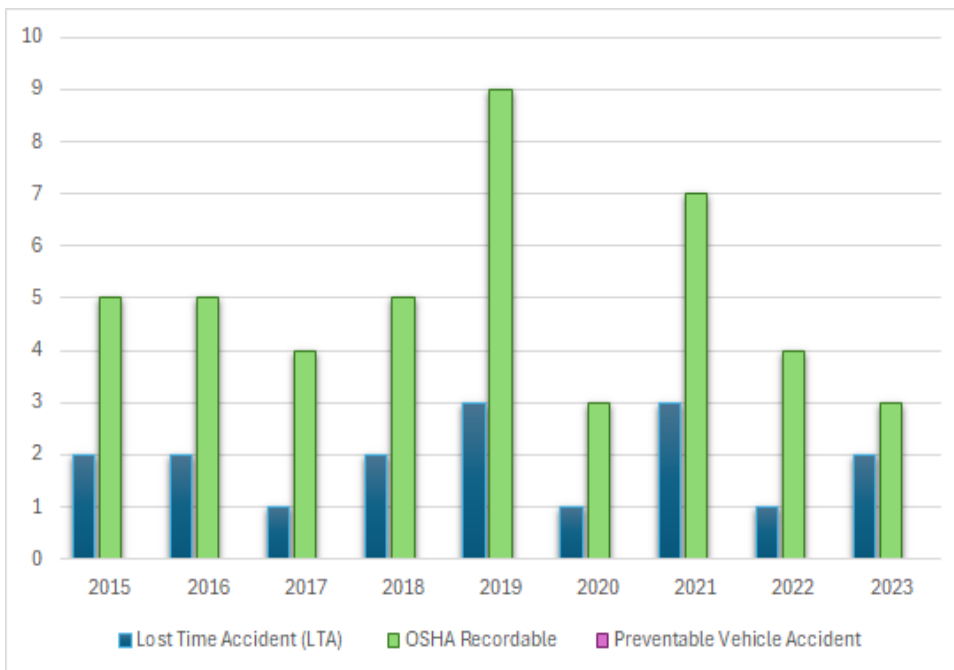
Ensuring the health and safety of our employees and our community is our most important task at Anderson Development. We are committed to providing a safe working environment for our employees and to the protection of our community by ensuring the safe use and security of chemicals at our facility. Although, the products we manufacture provide many benefits to society they must be responsibly managed to prevent negative impacts to people and to the environment.

We continuously strive for an accident and injury free work place, and make every effort to identify and eliminate workplace hazards. Our employees play an important role in ensuring safety in our manufacturing operations. We employ highly trained professionals and make certain that our training programs are effective, and provide our employees with the equipment and procedures necessary to reduce exposure to hazards. Proper design, operation, and maintenance of our facility are important aspects of process safety. Our employees are actively involved in all elements of our process safety management systems including planned preventative maintenance, process hazard analysis,

pre-startup safety review, and management of change. Employees also periodically participate in job safety analysis (JSA) reviews to identify and assess work place hazards. We maintain an active Safety Committee, which meets to openly review, discuss, and improve our overall employee health and safety performance, and all employees participate in our Near Miss Reporting program to promote awareness and prevent future incidents.

We endeavor to maintain a climate in our company that is safety focused, and are committed to the continuous improvement of our safety culture. In 2019, we undertook the development of a behavioral safety standard. A framework was developed to define the critical behaviors and specify the tools needed to understand and reinforce the behaviors that foster a strong safety culture. In 2023, our goal is to continue to ensure that all employees understand and exhibit the behaviors that will support and strengthen our safety culture.

OCCUPATIONAL HEALTH AND SAFETY COMPARISON



These metrics represent all employees at ADC including contractors

HIDDEN ASSETS



Jamie Williams
EHS Supervisor

What is one positive experience or change you have observed at ADC? Over the past 38 years, I have personally witnessed changes in the employees' conduct at all levels of the business in relation to our safety initiatives and the influence the Anderson Development Company (ADC) has on the community. For instance, each year ADC improves by promoting scholarships, executing food drives for local food banks, and annually allowing the community to dispose of unused household chemicals for free, which helps to keep this waste out of landfills.

What is your perspective on the sustainability efforts at ADC? ADC's commitment to sustainability has significantly improved, with a focus on waste reduction and recycling whenever possible. The company is making significant steps toward decreasing its environmental impact.



Chris Snyder
QC Manager

What is one positive experience or change you have observed at ADC? ADC had prioritized improving our laboratory hygiene and cleanliness and I have observed a substantial improvement. The laboratory employees are doing a much better job at ensuring our shared workspaces are kept as clean as possible, waste is properly disposed of, and containers are properly labeled. It's great to see everyone working together to improve the overall safety and experience working in our labs.

What is your perspective on the sustainability efforts at ADC? I am proud to work for a company that prioritizes sustainability to help reduce our impact on the environment. We are committed to continuous improvement and include sustainability in our plans for new products and manufacturing processes. It's nice to see employees at all levels of the company offer ideas on how to improve sustainability and the company's willingness to dedicate resources towards those improvements.



Jessica Voorhees
AP Accounting Associate

What is one positive experience or change you have observed at ADC? Anderson participates in a Household hazardous waste day every year, holding the event at ADC every other year. I was able to volunteer and interact with all of the people returning waste. The genuine appreciation and positive feedback we received made us all proud that day to be a part of an initiative that assists our community.

What is your perspective on the sustainability efforts at ADC? For me our ability to form, develop and retain relationships within the organization is a key factor is us being able to further our sustainability goal. I may work with someone from the sales department and customer service one day and engineering and EH&S the next. One great thing about this is we all look at a task or problem differently, thus allowing us to come up with better solutions than we would have individually. Anderson takes great care in building and maintaining relationships not only with our customers and vendors, but also within the organization between employees, managers, supervisors and senior management as well. This allows us to continue pushing forward, finding new ways to approach sustainability.



Dr. Szuping Lu
AP R&D Manager

What is one positive experience or change you have observed at ADC? ADC has led the way in the powder coating industry innovation, allocating a significant amount of effort and resources to develop Low Temperature Cure (LTC) GMA powder coating resins. We have continued to design new systems and we are getting close to commercialization. The LTC GMA powder coatings made from our products can help end-customers lower energy use or increase line speeds.

What is your perspective on the sustainability efforts at ADC? ADC continues to optimize processes to use more recycled solvent, reduce product residual volatile content and developing low temperature cure resin systems. These actions are aligned with our sustainability mission statement.



Devon Cole
Process Engineer

What is one positive experience or change you have observed at ADC? While I have been here, I have seen some great improvements in safety and company teamwork. Many steps have been made to improve operational efficiency, from process automation improvements to Incident Investigations that dive deep into issues so they can be corrected and fixed to prevent future issues.

What is your perspective on the sustainability efforts at ADC? Sustainability at ADC is very apparent by being able to sustain long term processes along with bringing in new processes. We also cover a wide variety of products, so if one area of the economy is down, we're spread enough to be able to handle it with other areas being ok.



Chuck Owens
Production Operator

What is one positive experience or change you have observed at ADC? The biggest change I've seen over the years is the commitment to Safety from the top to bottom. From top to bottom people are listening to each other's input on how to continually make things safer.

What is your perspective on the sustainability efforts at ADC? We have gone from a company of Us and Them, to a company that is "US" People caring about each other.



Marie Sell
Urethane Sales Representative

What is one positive experience or change you have observed at ADC? In the two years that I've been with ADC, one positive experience that stands out is the strong drive for continuous improvement. It's been impressive to witness the commitment and execution towards this goal on a daily basis. The team's dedication to refining processes and finding innovative solutions has been a key factor in our success and growth.

What is your perspective on the sustainability efforts at ADC? ADC has demonstrated a clear commitment to sustainability through its innovative practices and responsible resource management. In my time here, I've seen a strong focus on minimizing environmental impact, whether through reducing waste, improving energy efficiency, or developing more sustainable products. It's encouraging to be part of a company that actively seeks to balance business growth with environmental stewardship, ensuring that our actions today contribute to a healthier future for all.



Tony Garcia
Safety Manager

What is one positive experience or change you have observed at ADC? I have witnessed our continued efforts of providing a safe work environment for all ADC employees. We emphasize safety in all work activities and empower our personnel with STOP WORK AUTHORITY, if they witness an unsafe condition. We have proceduralized all safe work permits to ensure consistency and thoroughness when the permits are being completed, we have a corrective action database (CAR) to ensure corrective actions developed from near misses, JSA's and internal audits are completed in a timely fashion.

What is your perspective on the sustainability efforts at ADC? I appreciate our efforts in supporting an annual Household Hazardous Waste Day for the community. This gives our local residents and businesses an opportunity to properly dispose of their unwanted hazardous materials.



Jordan Duckett, Sr.
R&D Chemist

What is one positive experience or change you have observed at ADC? One of the positive experiences that stands out is the company's willingness to invest in safety. ADC doesn't just talk and train in safety but also is continuously spending actual money to update equipment and process areas. We also work closely with local emergency responders in safety training with an onsite designated training facility.

What is your perspective on the sustainability efforts at ADC? Sustainability means different things to different people. Identifying what sustainability looks like can be difficult. For me, I think sustainability is our dedication to our community. Participating in local food drives, payback for education, and emergency responder training helps improve the lives of those around us. It's in our dedication to process improvements that allows us to operate more efficiently and reduce our environmental impact. Lastly, it's in our dedication to our customers and our drive to help them operate efficiently and safely with our products.



Bill Vondrasek
IT Project Manager

What is one positive experience or change you have observed at ADC? One positive experience I've observed at ADC is the emphasis on recognition and growth. It's incredibly motivating to see colleagues being acknowledged for their hard work and achievements. This culture of appreciation not only boosts morale but also encourages everyone to strive for excellence. Additionally, the opportunities for professional development have been a game-changer, allowing us to continuously learn and advance in our careers. This supportive environment has truly made a difference in my experience at ADC.

What is your perspective on the sustainability efforts at ADC? One thing I really appreciate about ADC is our commitment to sustainability. It's inspiring to see how dedicated we are to reducing our environmental impact. From implementing energy-efficient practices to promoting recycling and waste reduction, ADC is making significant strides towards a greener future. This focus not only benefits the planet but also fosters a sense of pride and responsibility among employees. It's great to be part of a company that values sustainability and actively works towards it.



PRODUCT RESPONSIBILITY

At Anderson Development, we are committed to supporting the safe handling and use of chemicals. We proactively manage health, safety and environmental aspects throughout the value chain of our products: from sourcing raw materials, to new product development. We are dedicated to minimizing the risks associated with the delivery of our chemical products and we manage our distribution system to reduce potential issues from occurring. Anderson Development complies with the requirements of governmental agencies, such as OSHA, the Department of Transportation, the Department of Homeland Security, and our Responsible Care® commitments.

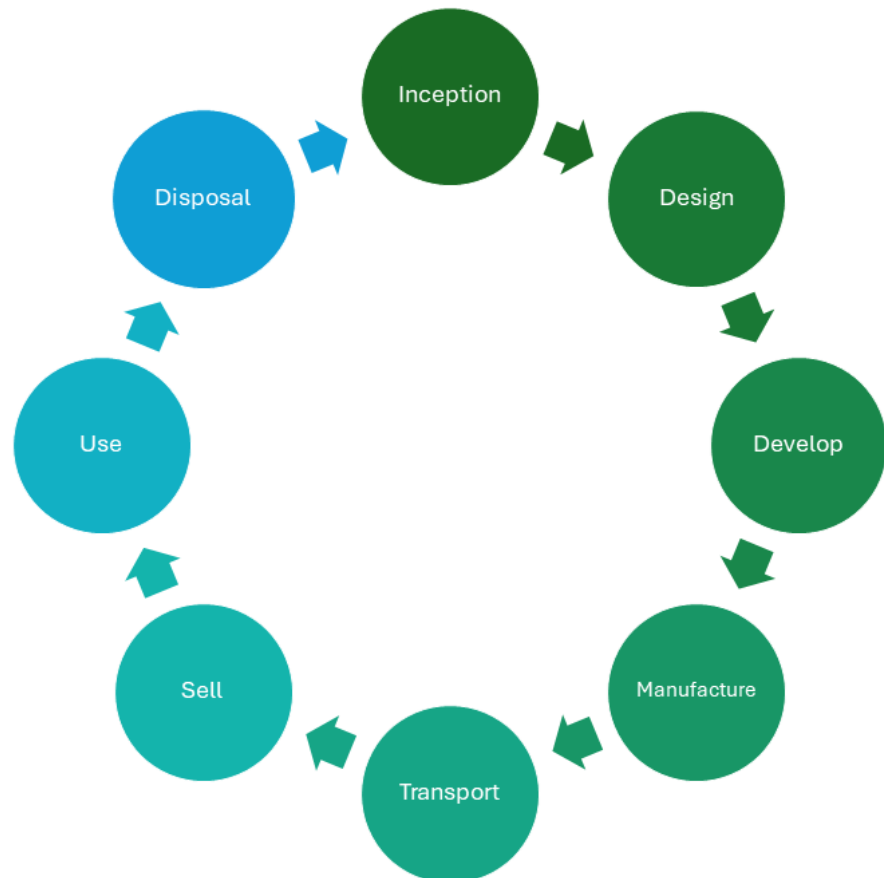
PRODUCT STEWARDSHIP

Product stewardship is the responsible management throughout the full life cycle of a product to ensure safe design, development, handling, use and disposal. Product Stewardship provides a valuable framework to improve chemical management by integrating all aspects of a product’s health, safety and environmental management while considering regulatory requirements, societal pressures and best business practices.

At Anderson Development, we cultivate the sharing of information about the proper use, storage, and disposal of products with our stakeholders, including customers, suppliers, distributors, and contractors.

Chemical Product Lifecycle & Supply Chain

- We are a global supplier of innovative specialty chemicals with a diverse customer base.
- The materials we manufacture help our customers produce superior products.
- We utilize global suppliers and view our suppliers as partners.



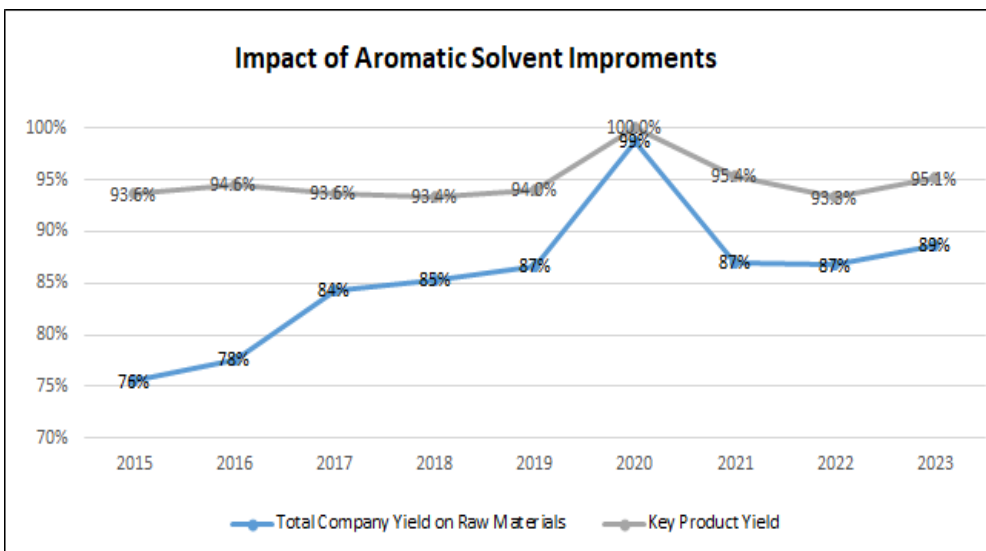
ENVIRONMENT

We aim to reduce our environmental impact by focusing on material recovery and reuse, the collection of hazardous household waste, understanding and reducing our carbon footprint, and managing our waste, water, and emissions. We subscribe to the principles of Responsible Care® and utilize the Responsible Care® management system to continually improve our environmental performance.

ENVIRONMENTAL INITIATIVES

Solvent Recovery and Reuse – In 2017, Anderson Development launched an aromatic solvent recovery and recycling initiative. The project required a significant capital investment and resulted in a significant reduction of raw material use, solvent purchases and GHG emissions. The GHG reductions reported are a result of the reduced transportation requirements previously required to both purchase virgin solvent and the shipping of the processed solvent off site. An unintentional positive impact not identified initially is the risk of transportation incidents may be reduced via this initiative as well. The following data demonstrate the reductions

- obtained since the solvent recovery system began operating full time (Qtr. 4 2017).
- 82% reduction in key product solvent usage since 2015.
- Eliminated the need for approximately 63 shipments of raw material solvent and virtually eliminated the need to ship resale solvent from our key product line since 2015, which contributes to a reduction in mobile source greenhouse gas emissions generation.
- Reduced our key product carbon footprint by 1%.
- Site wide raw material yields have improved by 11% since 2015 (see table)



WATER

At Anderson Development our main water source is purchased water as we do not currently use any water which we collected from surface water, seawater, directly collected rainwater, or groundwater. It is our goal to constantly improve our water consumption efficiency. In 2022, we consumed 7.3 million gallons of purchased water, and in 2023, we consumed 7.2 million gallons of purchased water.

Although we currently do not have the capabilities to track the quantity of wastewater generated from each source within our processes, we do track the total amount of wastewater generated site wide. In the 2018 Fiscal Year, Anderson Development initiated a study to determine how to quantify the amount of wastewater generated from the different sources. During the study, it was determined where meters should be installed within the system to quantify the amount of wastewater generated from the different sources within the facility. The next step of the process will be to install meters, collect usage data and analyze the data to determine how we can make the largest positive impact in our water consumption efficiency.

We acknowledge the benefits of recycling and reuse to society and for the preservation of natural resources. Wastewater generated at Anderson Development is sent off site to a regulated, permitted facility for treatment, and subsequently discharged to a water-body once acceptable discharge limits have been met. The process allows water to return to the natural water cycle rather than being sent for disposal.

HOUSEHOLD HAZARDOUS WASTE COLLECTION

To assist our local community with responsibly managing the hazardous materials that are generated in the community’s homes, Anderson Development, Wacker Chemical Corporation, and the Stubnitz Environmental Education Center hold annual joint collection events. These events are immensely important for our community as they assist in the removal of, and proper disposal of household hazardous chemicals from homes thereby reducing the potential for accidental exposures. These events are always a great success, and have strong local business and community support.

Hazardous Waste Collection Day

Year	Cars Processed	Pounds	Ton
2018	550	45,008	22.5
2019	573	53,461	26.7
2020	Cancelled due to COVID		
2021	580	37,828	18.9
2022	467	59,597	29.8
2023	540	37,400	18.7

Estimated total disposed - entire 26 year period: **635,247 lbs.** (317.6 tons).

Visitors responded that ADC does a great job in relation to Responsible Care and community support.

WASTE MANAGEMENT

Anderson Development follows the waste minimization requirements outlined in the Resource Recovery and Conservation Act and the company’s Pollution Prevention Act policy to prevent pollution at its source and recycle or dispose of waste in a compliant, environmentally friendly manner. Anderson Development’s waste minimization

ENERGY AND EMISSIONS

The following information presents our energy performance for the past six years, including our Scope 1 and Scope 2 emissions.

Direct greenhouse gas emissions (Scope 1), resulting from the consumption of natural gas were:

- 2023 5.73 tons of CO₂eq
- 2022 5.94 tons of CO₂eq
- 2021 6.21 tons of CO₂eq
- 2020 6.06 tons of CO₂eq
- 2019 6.01 tons of CO₂eq
- 2018 6.10 tons of CO₂eq

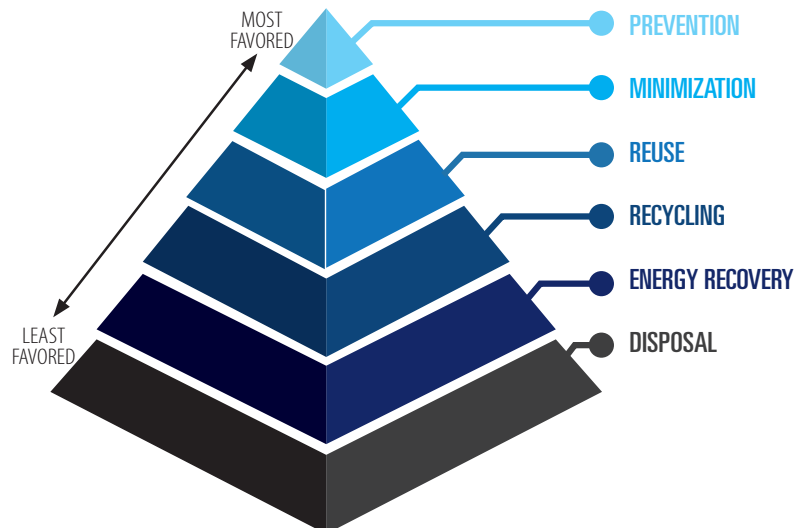
Indirect greenhouse gas emissions (Scope 2) resulting from electricity consumption were:

- 2023 5,416.88 tons of CO₂eq (9757.6 MWh)
- 2022 5,239.48 tons of CO₂eq (9438.0 MWh)
- 2021 5,361.19 tons of CO₂eq (9657.2 MWh)
- 2020 5,277.76 tons of CO₂eq (9506.9 MWh)
- 2019 5,408.35 tons of CO₂eq (9742.2 MWh)
- 2018 5,389.98 tons of CO₂eq (9709.1 MWh)

Total greenhouse gas emissions were:

- 2023 5,422.61 tons of CO₂eq
- 2022 5,245.42 tons of CO₂eq
- 2021 5,367.40 tons of CO₂eq
- 2020 5,283.82 tons of CO₂eq
- 2019 5,414.36 tons of CO₂eq
- 2018 5,396.07 tons of CO₂eq

The United States Environmental Protection Agency for Greenhouse Gas Inventories, dated June 5, 2024, was used to calculate scope emission. Usage is calculated directly from utility statements and standard conversions were used. ADC has operational control of reported emissions.

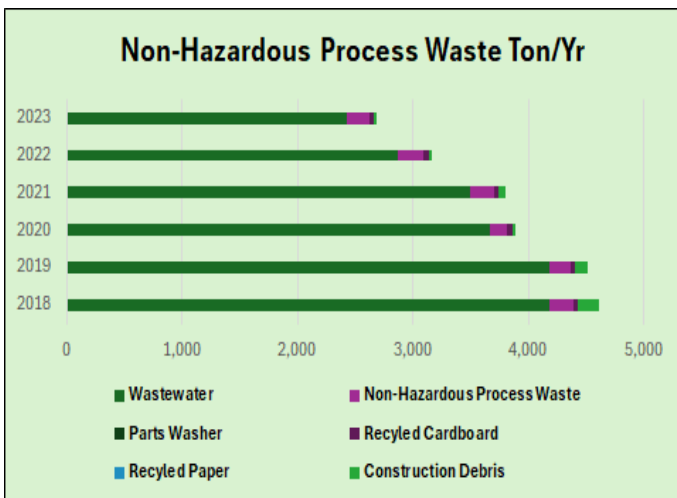


methods include equipment or technology modifications, process or procedure modifications, reformulation or redesign of products, substitution of raw materials, reuse of raw materials within the process, and improvements in housekeeping, maintenance, training, and inventory control. When the generation of waste cannot be prevented, Anderson Development follows the sustainable material management - waste management hierarchy illustrated on the previous page.

We recycle paper, cardboard and metal generated on site in lieu of landfilling these waste streams. In addition, raw material drums are sent out for reclamation and reuse instead of disposal. Pallets are reused on site. There is only one waste stream generated on site, which is sent to landfill for disposal. This waste stream represents less than 3% of all waste generated. Anderson Development will continue to track sustainable material management progress to quantify materials that fall into the bottom four categories of the waste hierarchy and take action, as appropriate.

NON-HAZARDOUS WASTE

Our non-hazardous wastes (liquid and solid waste) are managed through a variety of technologies, which include off site treatment and discharge for water, incineration, and recycling. Our goal is to send as little waste as possible to landfills. The only waste stream sent to landfill for disposal is the waste generated from on site construction projects. The following data represents the non-hazardous waste streams sent off site and the technologies used to treat and/or dispose of these from 2018 to 2023.

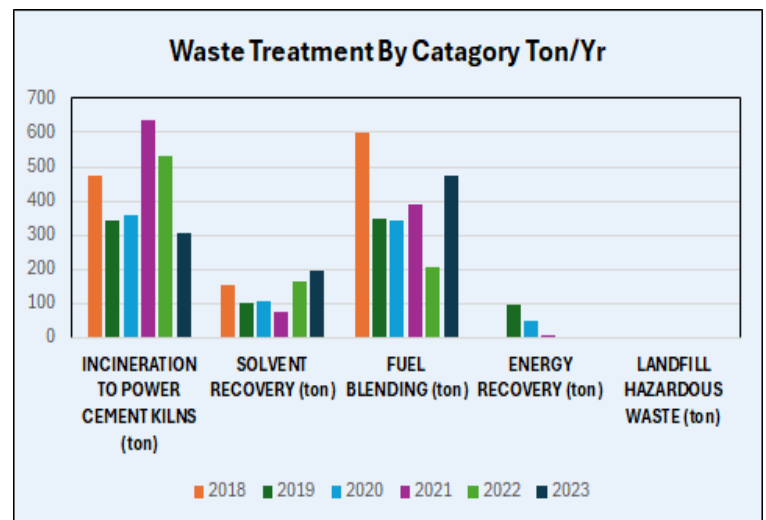


- Wastewater is sent off site for treatment and discharge under the disposal facility’s National Pollutant Discharge Elimination permit.
- Non-hazardous process waste sent off site for incineration.
- Parts washer solution, Paper, and cardboard are sent off site for recycling.
- Construction debris sent off site for landfill.

HAZARDOUS WASTE

When possible, in order to eliminate the use of landfills for hazardous waste disposal, we manage our unusable or non-recyclable hazardous wastes by sending them offsite for incineration to help power cement kilns, for solvent recovery and for fuel blending. When hazardous waste disposal is necessary we use licensed hazardous waste contractors and all waste is tracked via a waste manifest. We only employ contractors whose compliance practices have been reviewed and who demonstrates that they can fulfill their compliance obligations.

The chart below illustrates the quantities of hazardous waste treated by category:





SUSTAINABILITY

VISION AND MISSION

Anderson Development has established purposeful sustainability targets. We have designed our sustainability strategy to foster our goals as we journey toward a more sustainable future. This strategy will guide our actions to develop our workforce, our marketplace, and protect our planet. We will create a more sustainable business environment by communicating our sustainability expectations with our business partners. We will further support those United Nations Sustainable Development Goals (UN SDGs) material to our organization. We will aspire towards an accident and incident free workplace. We will continue our efforts to improve the quality of life of our employees and community.

TOPIC	GOALS	2023 PROGRESS
SUSTAINABILITY	Educate all of our employees on sustainability to foster in them the desire to support our goals and strategy and to inspire them to actively participate in our initiatives and to identify future initiatives material to our organization.	Employees have been educated in sustainability through review of sustainability activities and metrics. Results of an employee engagement survey revealed that employees recognize Anderson Development as a socially and environmentally responsible company.
HUMAN AND WORKPLACE RIGHTS	Committed to enhancing our employee's quality of life through continual improvement of and investment in employee engagement, training & development, and health and wellness initiatives.	Continued training and development of employees. Results of an employee engagement survey revealed that employees feel that diversity and inclusion is valued at Anderson Development.
GIVING BACK	Invest in educational outreach and assistance to foster interest in chemistry to support our future workforce and contribute specifically to the UN SDGs (Quality Education and Reduced Inequalities) in ways which are most material to Anderson Development, have the most impact in or local community, and align with our mission.	Continued participation in the educational outreach programs we provide to our community.

TOPIC	GOALS	2023 PROGRESS
<p>EMPLOYEE SAFETY</p>	<p>Protect the health and welfare of our employees and community through the development of world-class, safe operating performance. Engage all ADC employees to work towards an injury and accident free workplace through safe operating systems, behaviors and conditions.</p>	<p>Increased education, communication and participation in our safety initiatives to improve our occupational and process safety performance.</p> <ul style="list-style-type: none"> • Continued implementation ADC S.A.F.E., our safety behavior standard. • Employees participated in safety meetings. • Two-thirds of employees contributed to the near miss program. • Continued efforts towards incident investigation including root cause analysis including human factors. • Results of an employee engagement survey revealed that employees believe that safety is very important to Anderson Development. • Continued to interact with, and to provide monetary support to local emergency responders. This includes providing an on-site training area for emergency responders.
<p>CLIMATE PROTECTION</p>	<p>We will continue to reduce our impact on the environment, and will develop a set of initiatives to ensure our success.</p>	<p>Continued optimization and monitoring of our solvent recovery/recycling initiative.</p> <p>Continue rationalization of utility usage and waste generation to identify opportunities to reduce our operational footprint.</p>
<p>SUSTAINABLE SOLUTIONS</p>	<p>Actively develop and promote products that support the UN SDGs (Good Health and Wellbeing and Responsible Consumption and Production).</p>	<p>>80% of research and development allocated toward products which contribute to reduced environmental impacts or focused on enhancing product safety.</p>
<p>ENVIRONMENT, HEALTH, AND SAFETY</p>	<p>Continue the development of world-class Safety and Environmental management systems utilizing the Responsible Care RC14001® standard.</p>	<p>Successful 3rd party audit to RC14001® standard.</p>
<p>SUSTAINABLE MARKETPLACE</p>	<p>In support of ADC’s 2020 Sustainability Targets, we will continue to improve customer satisfaction and to improve the sustainability of our supply chain, ensuring all critical suppliers are aligned with our vision of sustainability.</p>	<p>57% of our customers responded to our satisfaction survey and the feedback was overall positive.</p> <p>Validated that our material supply base are in alignment with our sustainability expectations.</p>

GRI INDEX

The current Sustainability Report for Anderson Development Company communicates its sustainability performance. The report covers our activities during 2023. This report is aligned with the GRI Standards at the Core level.

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S)/REFERENCE
GRI 102: GENERAL DISCLOSURES		
O R G A N I Z A T I O N A L P R O F I L E		
GRI 102-1	Name of the organization	Anderson Development Company
GRI 102-2	Activities, brands, products, and services	7, 10-11
GRI 102-3	Location of headquarters	1415 E. Michigan St., Adrian, MI 49221
GRI 102-4	Location of operations	7
GRI 102-5	Ownership and legal form	7, 12-13
GRI 102-6	Markets served	7, 10-11
GRI 102-7	Scale of the organization	7, 11, 13, 20
GRI 102-8	Information on employees and other workers	20
GRI 102-9	Supply chain	24
GRI 102-10	Significant changes to the organization and its supply chain	During this period there were no significant changes to the supply chain
GRI 102-11	Precautionary principle or approach	8, 14, 24, 28
GRI 102-12	External initiatives	8, 13, 14
GRI 102-13	Membership of associations	4-5, 9
S T R A T E G Y		
GRI 102-14	Statement from senior decision-maker	3
E T H I C S A N D I N T E G R I T Y		
GRI 102-16	Values, principles, standards, and norms of behavior	8, 13, 28
G O V E R N A N C E		
GRI 102-18	Governance structure	12, 21, 28
S T A K E H O L D E R E N G A G E M E N T		
GRI 102-40	List of stakeholder groups	18
GRI 102-41	Collective bargaining agreements	There are no collective bargaining agreements at Anderson Development Company
GRI 102-42	Identifying and selecting stakeholders	18
GRI 102-43	Approach to stakeholder engagement	19
GRI 102-44	Key topics and concerns raised	18
R E P O R T I N G P R A C T I C E		
GRI 102-45	Entities included in the consolidated financial statements	13
GRI 102-46	Defining report content and topic boundaries	19
GRI 102-47	List of material topics	19
GRI 102-48	Restatements of information	There are no restatements of information from our previous reports
GRI 102-49	Changes in reporting	There are no significant changes at ADC during this reporting period
GRI 102-50	Reporting period	January 1, 2023– December 31, 2023
GRI 102-51	Date of most recent report	2023
GRI 102-52	Reporting cycle	Biennial
GRI 102-53	Contact point for questions regarding the report	Sustainability Committee - Product Stewardship Department 1415 E. Michigan Ave. Adrian, MI 49221 csr@anddev.com

GRI STANDARD	DISCLOSURE	PAGE NUMBER(S)/REFERENCE
R E P O R T I N G P R A C T I C E C O N T I N U E D . . .		
GRI 102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
GRI 102-55	GRI content index	28-29 / There were no omissions from the disclosures for this reporting period

TOPIC SPECIFIC DISCLOSURES		
E C O N O M Y		
GRI 201	ECONOMIC PERFORMANCE 2016	
GRI 103	Management Approach Disclosures	7, 12-13
GRI 201-1	Direct economic value generated and distributed	13
E N V I R O N M E N T		
GRI 302	ENERGY	
GRI 103	Management Approach Disclosures	8, 14, 17, 25-26, 28
GRI 302-1	Energy consumption within the organization	26
GRI 303	WATER	
GRI 103	Management Approach Disclosures	8, 14, 17, 25, 28
GRI 303-1	Water withdrawal by source	25
GRI 305	EMISSIONS	
GRI 103	Management Approach Disclosures	8, 14, 17, 25-26, 28
GRI 305-1	Direct (Scope 1) GHG emissions	26
GRI 305-2	Energy indirect (Scope 2) GHG emissions	26
GRI 306	EFFLUENTS AND WASTE	
GRI 103	Management Approach Disclosures	8, 14, 17, 25-28
GRI 306-2	Waste by type and disposal method	27
E M P L O Y E E S - S O C I E T Y		
GRI 401	EMPLOYMENT	
GRI 103	Management Approach Disclosures	17, 20, 22-23
GRI 401-1	New employee hires and employee turnover	20
GRI 401-2	Benefits provided to full time employees	20
GRI 403	OCCUPATIONAL HEALTH & SAFETY	
GRI 103	Management Approach Disclosures	14, 17, 21
GRI 403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	14, 21



Act Responsibly, Think Sustainably



Anderson
DEVELOPMENT COMPANY