



VIBRANTZ
TECHNOLOGIES™

Elevating the everyday

2023 CORPORATE SOCIAL RESPONSIBILITY REPORT
LENDER SUMMARY





A MESSAGE FROM OUR CEO

As we launch our inaugural CSR report, Vibrantz Technologies is also proudly celebrating our second anniversary as a global specialty chemicals and materials solutions provider.

Just 24 months into our journey, we continue honoring and building upon the combined 300-year legacy of our predecessor companies as we innovate advanced materials, color solutions and performance coatings technologies for customers worldwide. At Vibrantz, we often say that “we elevate the everyday.” Our core purpose is to bring color, performance and vibrancy to life and – daily – we live out this calling by providing critical, high-value products, cultivating a creative and collaborative spirit among employees, and being a responsible and impactful presence in our communities.

The world faced another tumultuous year in 2023. Throughout the year, demand across many end-markets remained weak as customers worked through high inventory levels built up during the pandemic, forcing many to revise financial expectations and cost structures. Amidst this difficult

environment, the Vibrantz team took swift action to ensure we remained well positioned to serve customers while continuing the heavy lift of our large-scale integration.

The resilience of our global workforce throughout 2023 was remarkable and inspiring. During the year, we delivered strong revenue and earnings and improved earnings margins. We also began to establish the “Vibrantz Way,” a manner of working in which we move at speed, prioritize the safety of our people and operations, focus on enhancing the customer experience, and hold each other accountable.

This report is a shining example of our purpose in action and how we are stepping closer to becoming world class with a sound CSR mindset at the core of our strategy. Enriching our people, culture, communities and planet are vital to the long-term future we envision and our report is organized to reflect the guiding commitments of our CSR program, including remaining **ethically centered, socially connected, environmentally responsible** and **financially disciplined**. Each section outlines our actions, progress, targets and key performance indicators in each category.

Vibrantz has been awarded a “Committed” badge by EcoVadis. This is impressive considering that in just 12 months we established our CSR Council, mobilized our sustainability efforts and undertook the EcoVadis rating process. We achieved two of our highest scores in the environmental and sustainable procurement categories, highlighting the hard work and commitment to sustainable practices that Vibrantz embodies every day. Notably, two of our European subsidiaries in Spain and The Netherlands earned Platinum and Silver medals, respectively.

Looking ahead, Vibrantz is positioned to contribute to megatrends shaping societal and consumer needs like digitization and connectivity, the effects of climate change, global policy driving cleaner technologies, and urbanization around the world. We are particularly excited about the ways our innovations are elevating each day.

Memory and electronics: Our innovations for electronic materials and surface polishing will impact next-generation microchips and semiconductors as processing and memory needs in everyday devices increase.

Mobility: Our products remain instrumental in making automobiles, trains, buses and recreational vehicles safer and durable. Our nanotube dispersions for battery housing aid electrical conductivity and create lighter, stronger materials. And our manganese products for batteries support the shift to zero-emission automobiles.

Eco-friendly paints: Our Pearls biocide-free tinting solution is positioned to grow as regulations encourage colorant producers and retail paint stores to seek more eco-friendly options. And our reflective pigments are helping improve energy efficiency of buildings.

Plastic pollution: Our reflective pigments reflect near-infrared light in black and dark plastics, making them easily detectable in recycling operations and lessening unnecessary waste at landfills.

Digital printing: Our digital inks for appliance glass and ceramic dinnerware are important as home and decorative applications embrace printing to achieve quick, stylish and affordable design.

I am incredibly grateful to our CSR Council and all our employees for embracing our shared purpose and remaining steadfast since we began our journey in 2022. They are the reason we are delivering on our promise to make the everyday brighter and more functional for customers and consumers. Vibrantz is fortunate they have chosen to share their heads, hands and hearts with us.

On behalf of the Vibrantz team, thank you for following our journey to create this very special company and shape a culture, footprint and legacy we are so proud to call our own.

MICHAEL WILSON, President and CEO

WHO WE ARE AND ASPIRE TO BECOME

We began our journey in 2022 with a clear vision: to become a sustainable world-class specialty chemicals and materials company. Guided by our purpose to bring color, performance and vibrancy to life, we are committed to providing world-class service to customers while enriching the lives of our people, culture, communities and planet. We believe that we are the best versions of ourselves when we are connected to and positively impacting others, and for us, this starts internally with a genuine care and concern for our employees.

PURPOSE

We bring color, performance and vibrancy to life

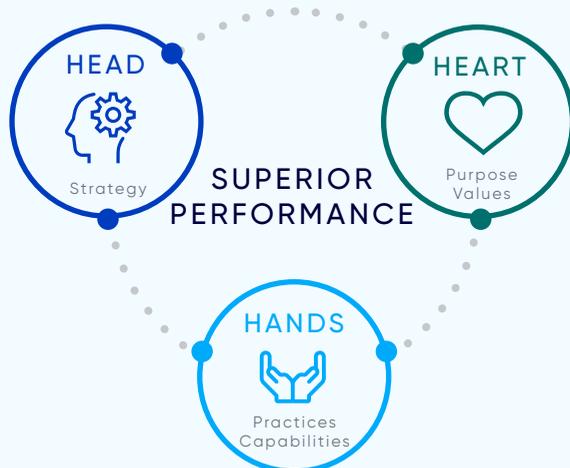
VISION

We aspire to be a sustainable world-class specialty chemicals and materials company

HOW WE WILL GET THERE

We strive to create a highly engaging workplace where our shared values are on display every day. Our ability to captivate employees' heads, hands and hearts is vital as we work to foster strong engagement, or the connection our colleagues feel to our purpose and their unique contributions. We have committed to living out and holding each other accountable to six core values as we work.

SYNERGY



VALUES

SAFETY

- Aspire to be injury free
- Look out for each other
- Be accountable

CUSTOMERS

- Deliver highest quality
- Listen to needs and go the extra mile
- Follow through on commitments

OUR PEOPLE

- Encourage learning, adapting and growth
- Value authenticity and diversity
- Foster engaging environment

ENVIRONMENTAL STEWARDSHIP

- Favorably impact the planet
- Innovate and improve products 24/7
- Use resources responsibly and efficiently

EXCELLENCE

- Set high standards
- Problem solve collaboratively
- Challenge status quo to drive improvement

ETHICS, INTEGRITY AND TRUST

- Communicate respectfully and transparently
- Do the right thing every time
- Foster comfort with raising concerns

VIBRANTZ AT A GLANCE

Headquartered in Houston, Texas, we are a global, diversified specialty chemicals and materials company of scale with leading positions in attractive end-use markets.



ADVANCED MATERIALS

Specialty mineral additives and battery and electronic materials for the following applications:

- Animal and crop nutrition
- Automotive
- Battery raw materials
- Brick and roof tile colorants
- Optical and semiconductor polishing
- Electronic ceramic components
- Electronic packaging materials
- Glass colorants
- Oilfield drilling fluid additives
- Metallurgical sands and additives



COLOR SOLUTIONS

Dry pigments and liquid dispersions for the following applications:

- Architectural coatings
- Automotive coatings
- Construction
- Fabrics
- Food packaging
- Health and personal care
- Industrial coatings
- Plastics
- Thermosets



PERFORMANCE COATINGS

Porcelain enamel and ceramic and glass coatings for the following applications:

- Appliances
- Architectural specialty glass
- Appliance specialty glass
- Automotive glass
- Dental composites
- Dinnerware
- Glass containers
- Holloware
- Roof tiles
- Sanitaryware

OUR GLOBAL PRESENCE

~4,000

employees

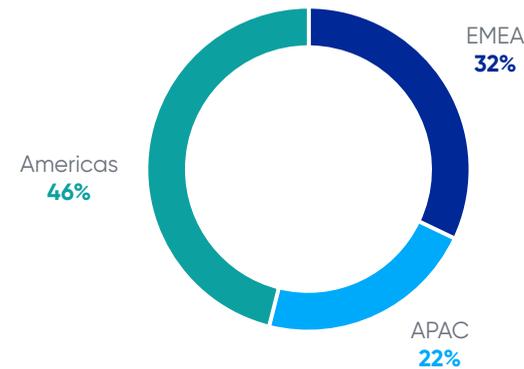
11,000+

customers worldwide

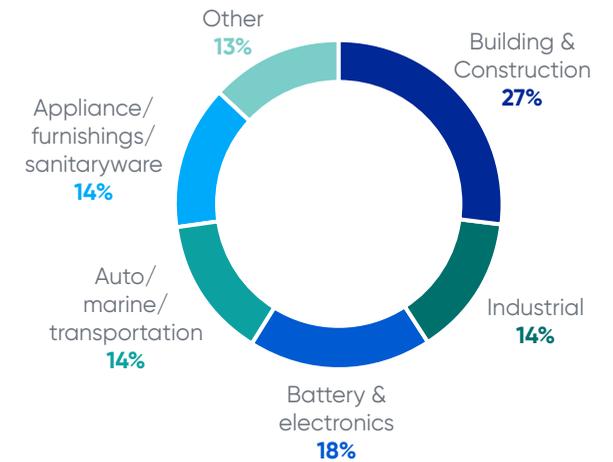
61 manufacturing sites
on 6 continents

\$60+M invested in R&D since 2022 with 500+ patents

SALES BY GEOGRAPHY



SALES BY END MARKET



WE ELEVATE THE EVERYDAY

Our advanced materials, color solutions and performance coatings are used in small amounts to make sizable impacts on many industrial and consumer applications. These are just a few of the end markets in which we play.



 Denotes a Vibrantz-led green initiative that aims to reduce environmental impact, conserve resources, increase recycling and/or promote sustainability. More information can be found throughout this report.



OUR CSR MINDSET

At Vibrantz, the core of our CSR efforts is a powerful shared belief that we are the best versions of ourselves when we are connected to and positively impacting others. Our CSR mindset is anchored in four core areas: ethically centered, socially connected, environmentally responsible and financially disciplined. Through this mindset, we value more than financial gain.

The remainder of this report is structured around each of our core areas. Each section concludes with an overview of key opportunities, which highlights areas for improvements, and our priority actions for this year. Some of these opportunities are under review by the CSR Council and will be prioritized with our Vibrantz leadership team.

ETHICALLY CENTERED

We engage honestly with employees, make a positive impact, are authentic and build long-term trust with our stakeholders.



SOCIALLY CONNECTED

We actively support each other's betterment through ongoing connection to and celebration of our values, and we give back to our communities through volunteerism.



FINANCIALLY DISCIPLINED

We make intelligent investments that consider more than the bottom line, including business opportunities that align with our core purpose, improve risk management and promote innovation.



ENVIRONMENTALLY RESPONSIBLE

Environmental stewardship is one of our core values and we recognize the importance of embracing sustainable practices in our operations.



OUR SCORECARD

MATERIAL TOPIC	KEY PERFORMANCE INDICATOR (KPI)	TARGET	TARGET YEAR
HEALTH AND SAFETY			
Ethically Centered	Total recordable incident rate (TRIR)	0.9 TRIR	2024
		0.4 TRIR	2028
		0.2 TRIR	2030
COMMUNITY RELATIONS			
Socially Connected	Percentage (%) of total employees that participate in a "Vibrantz in Action" event	40%	2024
		60%	2025
		80%	2026
GHG EMISSIONS			
Environmentally Responsible	Reduction in total Scope 1 and 2 GHG emissions based on 2022 baseline	4%	2025
	Long-term Scope 1 and 2 emissions reduction target set	Completed	2024
	Carbon management plan and Scope 3 targets complete for high priority sites	Completed	2026
PRODUCT LIFECYCLE / SUSTAINABLE SOURCING			
Financially Disciplined	LCAs on all six pilot products	Completed	2025
	EcoVadis supply chain assessment complete for our three business units and three operating regions	100%	2025

FINANCIALLY DISCIPLINED



As part of CSR efforts, we recognize the synergistic effects of dedicating a balanced focus to our stakeholders and hold one another accountable for making decisions in ways that consider more than financial gain alone. We take pride in our company's 2023 performance across many aspects of our business as we worked to integrate and build the foundation for a strong continuous improvement mindset in all we do.

MANAGEMENT APPROACH

Our sustainable corporate strategy and long-term objectives are set and directed by our Vibrantz leadership team with input and influence from our Board of Managers. Our chief financial officer oversees the financial and budgetary functions within our strategy. Our CSR Council works closely with the finance department to identify and quantify potential financial risks associated with climate change and other environmental impacts.

FINANCIAL STRATEGY

During another tumultuous year around the world and particularly in the chemicals industry, the Vibrantz team navigated demand weakness in many of the end-markets we serve. Despite lower demand, we continued providing excellent service to customers while also continuing our large-scale integration efforts. During the year, we delivered strong revenue and earnings and maintained healthy earnings margins.

In 2023, we acted with agility and precision to streamline operations and drive productivity improvements that helped us navigate dynamic economic headwinds and be well positioned for growth when our markets do recover.

MICHAEL TURNER, EVP AND CFO

We also strategically advanced three of our core values – People, Customers and Excellence – to drive improvements and savings. In 2023, we:

- Captured \$60+ million in cost synergies by continuing to integrate and optimize as one company.
- Migrated onto a single Microsoft Office365 platform, began the initial phase of our transition to SAP's S/4HANA enterprise resource management system, and harmonized our IT security processes and protocols.
- Launched Workday as our single HRIS globally.
- Completed our Shared Vision process, under the direction of our Board of Managers, to identify significant organic growth opportunities in the near and longer term, with a focus on key trends shaping societal and consumer needs like digitization and connectivity, climate change and policy, and urbanization.
- Made key technology advancements in:
 - Reflective pigments that improve sorting and recyclability of dark plastics and energy efficiency of buildings.
 - Our Pearls eco-friendly tinting solution by expanding production at our facility in Sittard, Netherlands.
 - The pilot production of our high-purity manganese sulfate at our Tampico site, which is used in lithium-ion batteries.

As a privately held portfolio company of American Securities, we have chosen to maintain confidentiality and omit the disclosure of further financial goals and metrics.

Our global procurement team continues to set the standard for excellence and innovation. Our recently established sustainable procurement policy underscores our dedication to sustainability and ethics. Our team is committed to identifying cost efficiencies and integrating sustainable and ethical practices into every aspect of our work.

JIM O'DAY, SENIOR VICE PRESIDENT OF PROCUREMENT



OUR SHARED VISION COMMITMENT TO GROWTH

Vibrantz's Shared Vision details our growth plans for the next three to five years considering macro and market trends with our core competencies and product development opportunities. For us, Shared Vision includes three core elements:

- **Growth vision:** We are focused on commercial opportunities that enable us to grow our core businesses, enhance our impact on the global energy transition and reduce our environmental footprint. We will also continue investing in strategic acquisitions and optimizing our work.
- **Growth commitment:** By 2025, we will grow revenue and earnings by focusing on four key near-term and four key longer-term priorities.
- **Resources:** Our people, systems and processes across our business units remain integral as we work to achieve this growth and focus on continuous improvement.

Among many exciting growth technologies, our Shared Vision priorities detail key near- and longer-term opportunities that align with our core competencies and key macrotrends.



NEAR TERM

Advanced Materials

Defend and grow electronic materials
Leverage core products to pursue growth globally

Color Solutions

Cross-selling
Develop pipeline of cross-selling opportunities

Cross-region application transfer
Identify applications that can be sold in new regions

Performance Coatings

Porcelain enamel geographic expansion
Expand our positions in underrepresented applications



LONGER TERM

Advanced Materials

Li-ion batteries
Become leading Western supplier of battery-grade manganese sulfate

Silicon carbide (SiC) polishes for EV sensors
Develop SiC polishes to support EV sensors

Color Solutions

Pearls
Drive adoption, increase production capacity, accelerate growth through a defined go-to market strategy

Performance Coatings

Digital Inks
Penetrate broader digital inks market



EXCITING AND IMPACTFUL GROWTH TECHNOLOGIES

ADVANCED MATERIALS

HIGH-PURITY MANGANESE SULFATE FOR BATTERIES

MARKET DRIVER

EV production growth requires precursor materials for battery manufacturing that use high-purity manganese as a critical input, which is largely supplied by Chinese producers today. Particular to automakers, the U.S. Inflation Reduction Act includes tax credits and measures designed to encourage EV sales and the use of domestic materials and parts throughout the auto industry.

VIBRANTZ SOLUTION

Manganese-based materials are a sustainable and cost-effective way to improve the safety, longevity and thermal stability of batteries.

- Vibrantz is the most experienced and only western producer of high-purity manganese sulfate monohydrate (HPMSM).
- A recent Sphera LCA on behalf of the International Manganese Institute showcased the ultra-low carbon footprint of our HPMSM out of our Mexico and Belgium sites.
- We aim to become a leading western supplier of HPMSM for EV battery production and the supplier of choice for manganese chemicals for the rechargeable battery market.
- We are driving supply chain stability via expanded HPMSM production in Mexico and a long-term manganese ore partnership with Eramet.



We are a reliable producer of sustainable battery-grade manganese sulfate that is committed to advancing the global energy transition.

ZOE OLLAGNON, STRATEGY AND PRODUCT MANAGER, RECHARGEABLE BATTERIES

SURFACE POLISHING TECHNOLOGIES FOR NEXT-GEN SEMICONDUCTORS

MARKET DRIVER

The global semiconductor industry is projected to become a trillion-dollar industry by 2030¹. Compared to conventional semiconductors made of silicon, those made of SiC process electricity more efficiently, particularly in battery applications for EV manufacturers where SiC-based semiconductors improve battery control and save energy, greatly increasing EV range. SiC also has the potential to significantly impact fifth-generation (5G) electronics applications for mobile network providers, smartphone manufacturers and automation due to their ability to enable faster speed switching and minimize heat loss and their incredibly compact size.

VIBRANTZ SOLUTION

Vibrantz's expertise in chemical mechanical planarization technology enables high-yield processes for next-gen and 5G devices through slurries that improve polishing capability and minimize defects in chips and sensors. SiC-based semiconductors:

- Are 10 times smaller than traditional semiconductors made of silicon.
- Enable up to 50% less heat loss, leaving more energy for charging.
- In batteries can enable 10% to 15% more range for an EV and the installation of smaller batteries.
- Have the potential to enable faster charging of devices, wireless charging and high-speed server processing.



¹The semiconductor decade: A trillion-dollar industry | McKinsey

EXCITING AND IMPACTFUL GROWTH TECHNOLOGIES

COLOR SOLUTIONS

DURABLE COMPOSITES FOR VEHICLE MATERIAL LIGHTWEIGHTING

MARKET DRIVER

Governments worldwide continue implementing stricter regulations to reduce emissions and promote sustainable mobility. This means automakers must explore lightweight materials such as thermoset composites for sheet molding components that meet environmental and performance requirements. Ultraviolet (UV) stability is critical in thermoset plastics for vehicle applications because constant exposure to sunlight and weather can cause unprotected composites to degrade and lose structural integrity over time.

VIBRANTZ SOLUTION

Our UVSolutions® pigment dispersion technology is engineered for use in fiber-reinforced plastics to enhance durability against harsh and prolonged weather exposure.

- UVSolutions are increasingly used in composite applications for truck beds and tailgates.
- UV-stable composites are engineered to maintain their original glossy or matte black finish through years of weather exposure.
- We continue innovating in line with key automotive industry trends, like the desire to reduce weight and improve fuel efficiency.



Our UVSolutions enable customers to replace traditional metal materials with lighter, more durable options that help vehicle exteriors last longer.

ALISON CLARK, COMMERCIAL VICE PRESIDENT, COLOR SOLUTIONS

INFRARED REFLECTIVE PIGMENTS TO IMPROVE PLASTIC RECYCLING

MARKET DRIVER

Infrared technology used at plastic recycling operations makes it hard to detect plastics colored with traditional carbon black pigment, causing recyclable plastics to be unnecessarily discarded and sent to landfills. Plastic pollution today is undeniable, with an estimated 14 million metric tons entering oceans annually¹.

VIBRANTZ SOLUTION

Our infrared pigments reflect light, making them easily detectable in recycling operations. They also:

- Meet food contact and FDA regulations.
- Promote cost-effective, accurate recycling.
- Help minimize global plastic pollution.



¹IUCN Issues Brief. [Marine plastic pollution - resource | IUCN](#)

EXCITING AND IMPACTFUL GROWTH TECHNOLOGIES

COLOR SOLUTIONS

REFLECTIVE PIGMENTS TO IMPROVE BUILDING ENERGY EFFICIENCY

MARKET DRIVER

The use of air conditioning (AC) for residential and commercial use is increasingly common, putting enormous strain on electricity systems and making cooling the fastest growing use of energy in buildings¹. High energy costs also increase the need for lower-cost and more efficient cooling options. Architectural and construction markets continue to seek eco-friendly and energy efficient building materials.

VIBRANTZ SOLUTION

Our reflective pigments and dispersions:

- Improve building energy efficiency by up to 20%.
- Reduce AC consumption, lowering energy bill costs.
- Increase the durability of exterior coatings.



¹IEA (2018), [The Future of Cooling](#), IEA, Paris.

PEARLS ECO-FRIENDLY TINTING SOLUTION

MARKET DRIVER

Traditional tinting solutions for liquid colorants found at point-of-sale kiosks in retail stores often contain controversial additives like biocides and humectants, utilize messy dispensing processes, and contain colorants that cause paint to dry and thicken, wasting roughly 5% - 10% of paint can contents. Global regulations continue to encourage colorant producers and retail paint stores to seek more eco-friendly options that still enable high-performing end-use paint. Yet many of today's "greener" colorants create paint that do not perform as well or last as long as traditionally tinted paint.

VIBRANTZ SOLUTION

Pearls is the first volumetrically dosed tinting system of solid colorants for water-based architectural and industrial applications that is eco-friendly and high-performing. Pearls is:

- A biocide-free technology made with 100% recyclable packaging.
- An accurate, low maintenance and cost-effective alternative.
- Easier to use due to simplified equipment, reduced maintenance and cleaner overall process.



This game-changing technology substantially reduces costs and simplifies tinting processes in paint stores. Pearls' ease of use will change the daily habits of operators forever.

MARTIJN KUNNEN , EMEA COMMERCIAL DIRECTOR AND GLOBAL STRATEGY DIRECTOR, COLOR SOLUTIONS

EXCITING AND IMPACTFUL GROWTH TECHNOLOGIES

PERFORMANCE COATINGS

CHEMICAL-FREE PORCELAIN ENAMELS FOR COOKWARE

MARKET DRIVER

Consumer commitments to sustainable products and overall well-being have driven the culinary landscape to offer cookware without “forever chemicals” (also known as perfluoroalkyl and polyfluoroalkyl substances, or PFAS) in the production of nonstick surfaces.

VIBRANTZ SOLUTION

Genuine porcelain enamel (PE) has been a staple of ceramic coatings for cookware for decades to resist corrosion from cleaners, abrasion and the wear of daily use. PE differs from heavily advertised “ceramic-coated” cookware that often contains solvents because it is derived from naturally occurring minerals like rock and clay.

- Our PE coatings are made without lead and PFAS.
- Several of our products for cast iron cookware satisfy European food contact tests and comply with ISO 4531.



As our products make their way to homes around the world, we embrace the responsibility to deliver genuine porcelain enamel coatings that prioritize safety and longevity.

**ARIANE VENTURA , COMMERCIAL DIRECTOR
SOUTH AMERICA, PERFORMANCE COATINGS**

ENGINEERED INKS FOR DIGITAL PRINTING

MARKET DRIVER

Manual screen printing techniques are difficult for large-scale production, labor intensive, require skilled personnel and specialized equipment, and risk inconsistent results. At the same time, home and decorative applications – particularly for appliance and structural glass, and ceramic dinnerware – are increasingly using novel printing techniques to achieve quick, stylish, affordable and durable design.

VIBRANTZ SOLUTION

Compared to traditional glass decoration methods, digital printing enables flexibility in project size, precise application, less waste, rapid turnaround, streamlined production and unlimited options for image reproduction. Digital printing also leverages light and heat technology to boost ink's protective properties on almost any substrate. Vibrantz digital inks are:

- Fortified with ceramic ingredients to ensure exceptional durability.
- Resilient against mechanical, environmental, UV and chemical exposure and damage.
- Comply with EU REACH 1907/200.



As we conclude this inaugural CSR report, we celebrate a significant milestone in our journey toward become an enduring and sustainable world-class specialty chemicals and materials company. The accomplishments and progress made in 2023 underscore the collective efforts and commitment from every member of our organization. Looking ahead, we are excited for the opportunities to further integrate sustainability into our operations and expand our efforts to make a meaningful difference for all stakeholders and the communities we serve. Vibrantz will continue to be guided by our shared belief that we are the best versions of ourselves when we are positively impacting others. We invite you to follow our CSR journey by visiting www.vibrantz.com, where you can learn about our latest initiatives, community partnerships and impactful projects. Stay connected with us as we work to ensure a thriving future by bringing color, performance and vibrancy to life.

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