



Impact Report 2025



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MOVING FORWARD.





**EVEN IN A CHALLENGING YEAR,
WE HAVE STAYED THE COURSE,
GUIDED BY A CLEAR VISION AND
THE FIRM CONVICTION THAT
SUSTAINABILITY STRENGTHENS
OUR BUSINESS.**



Stephan Schnabel, CEO and owner

MOVING FORWARD, STEP BY STEP

A very warm welcome to the second Impact Report of HELM. With this report, we want to reflect on 2025, and what a year it was. In November 2025, we celebrated 125 years of HELM with over 1,500 employees, partners, and friends of the company from all over the world. Over the past 125 years, the history of HELM has been characterized by the German economic miracle, numerous global crises, record-breaking years, and deep valleys of declines. What carried us through these phases consistently: our courage, our willpower, solution orientation, personal contacts, flexibility and always: long-term thinking.

In 2025, those were exactly the skills that were needed again and again. At the same time, the world – and the chemical industry in particular – faced enormous challenges. Rising geopolitical tensions and the abrupt imposition of new tariffs have thrown global trade into turmoil. World-wide, conflicts escalated, and protectionist tendencies grew across nations; Europe was impacted by weak economic growth and demand for sustainable solutions vanished.

I want to thank everyone who encouraged me and the teams to stay in the lane while many companies stepped back from their sustainable ambitions in the face of crisis. As one team, we will continue to pursue this direction, even though I must acknowledge that the sustainable initiatives, measures, and investments have not yet translated into tangible improvements in earnings.

Why do I remain convinced?

Developing the company into sustainable business with positive impact is our way forward. Progress in making a positive impact for the planet from a social and environmental perspective while achieving economic growth is and remains our definition of success.

Regarding our company goals (climate-aligned business, advancing women's empowerment and education and

protecting biodiversity), we continue on the path toward HELM 2030. As outlined, market conditions for sustainable products have become more challenging, yet we remain convinced: long-term successful business can only be achieved through sustainable solutions.

And this, again, is my continued invitation to existing and new partners, stakeholders, banks and companies that share the vision that sustainable business growth is not a contradiction and that together in close partnership, we can all achieve more.

What differentiates this year's report?

This year's report is led by the theme of "progress" and showcases the bigger and smaller improvements we made to pave the way for further development. We want to demonstrate that progress may not come through step changes in improvement every year, but a consistent march forward, consisting of many confident steps that add up in the right direction.

We want to share our data openly, to learn, to improve, to give clarity, guidance, and to work with those who value transparency as much as we do. Since reliable data is essential for achieving measurable progress, the teams improved the data management with greater rigor, progress tracking and new KPIs, for example, in the Governance section. So, as you will see when you turn the first page, there are plenty of new things to discover.

I hope you enjoy reading, exploring, and immersing yourself in the world of HELM.

Sincerely,

Stephan Schnabel
(CEO & Owner, HELM AG)

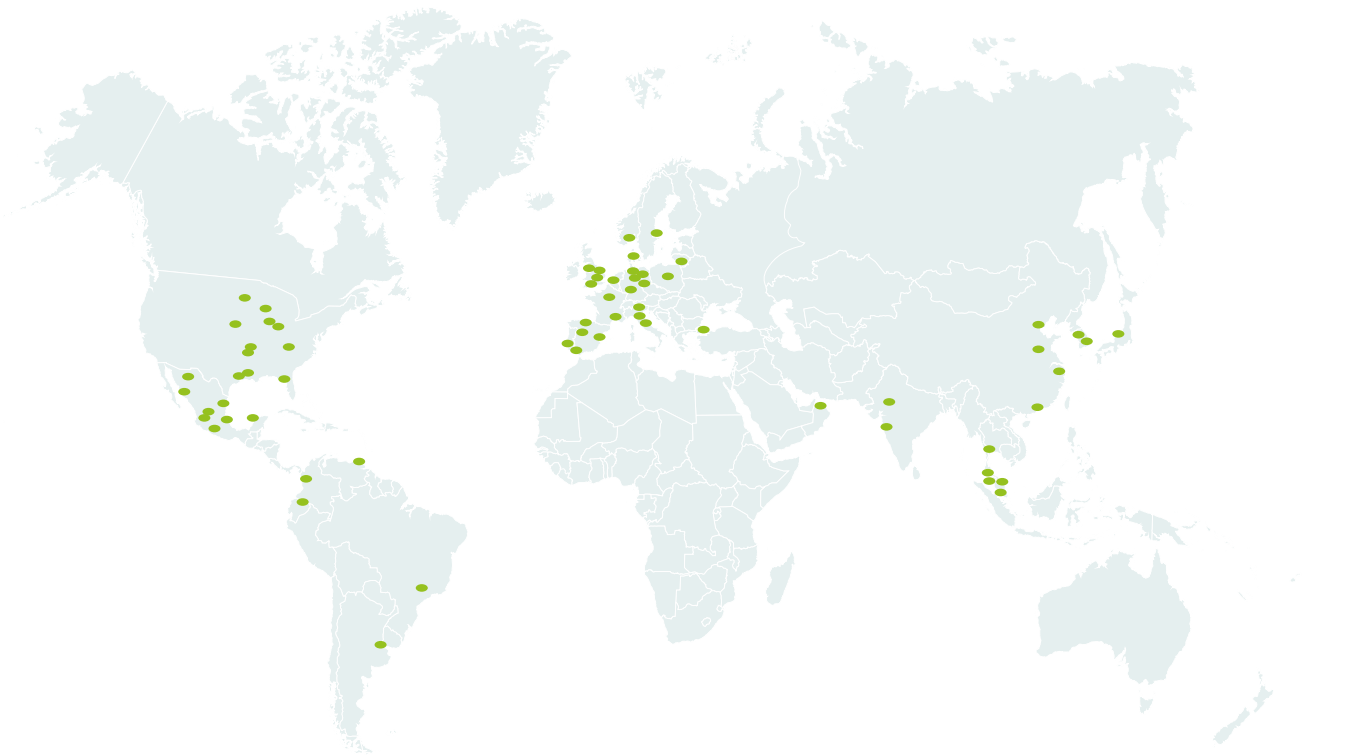


HELM AG (“HELM”) is a family-owned company based in Hamburg, Germany. Founded in 1900, HELM is today one of the largest independent chemical companies worldwide, operating in several industries, with subsidiaries and participations in 27 countries. At the end of the 2025 reporting year, the HELM Group employed a total of 1,810 people.

HELM Organisation

We specialise in the global distribution and manufacturing of chemicals, agricultural products, pharmaceuticals and energy materials. Through logistics, project development, technical services, market intelligence and sustainable solutions such as low carbon or biobased products, we connect manufacturers with end users. Our global network of subsidiaries use their local presence to provide our business partners with added value. Product and logistics manager teams work together, combining product knowledge with logistical expertise.

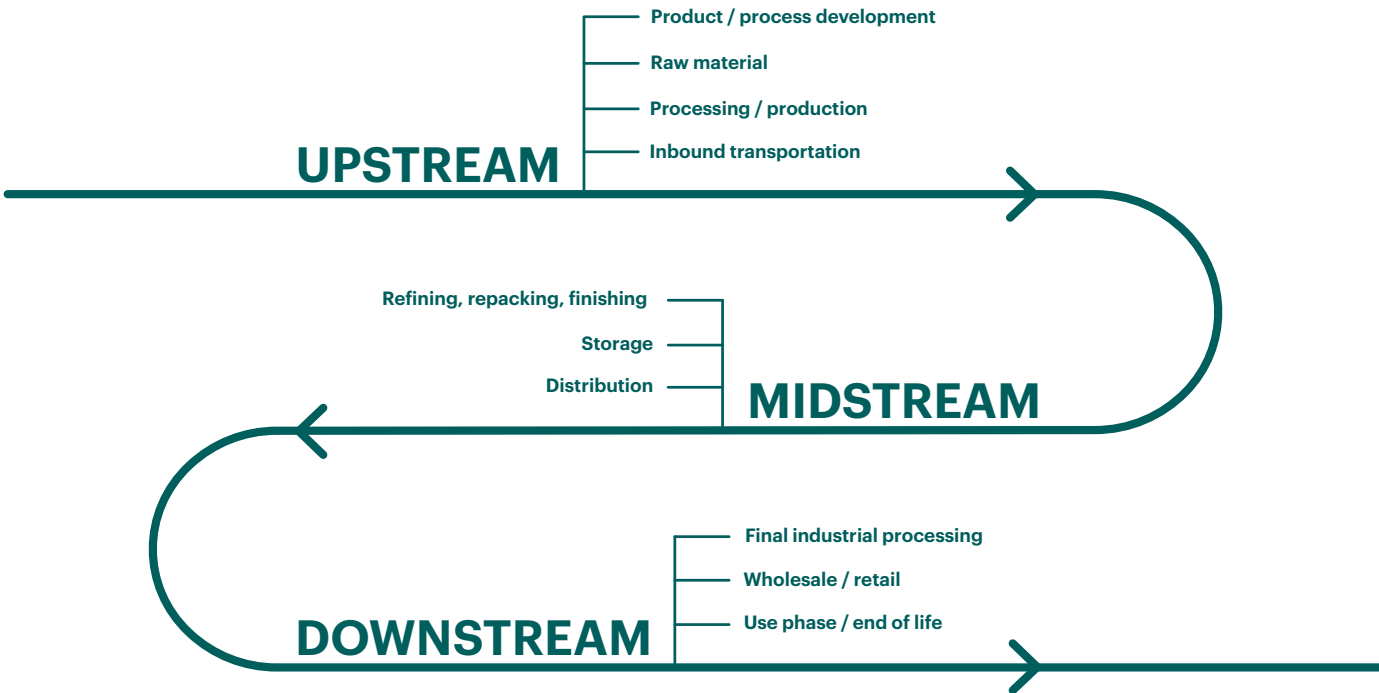
Our diverse business models and strategic participations provide both risk diversification and long-term stability. A key strength of our organisation is the ongoing expansion of our global network of subsidiaries, each with a focus on local and regional markets. These activities are supported by a limited number of production sites that complement our business operations. This set-up enables us to combine our knowledge of international trade flows with regional distribution opportunities, allowing us to achieve optimal marketing results for both our company and our business partners.



HELM around the world

Value Chain

HELM operates in four distinct business units, each with their own value chain, designed to meet the specific needs of the markets they operate in. Within this complex and distributed value chain, we have identified the key activities of our own operations as well as those of our distributors, customers and suppliers. These activities are reflected across the upstream, midstream and downstream stages of the value chain.



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

Upstream value chain

Our upstream value chain is centred on procurement and supplier-focused activities, including the conceptualisation, design and development of new business activities and new products. Unprocessed or minimally processed raw materials, such as methanol, styrene and propylene, are procured from a global network of suppliers. In our crop solution business, finished products are predominantly sourced. Additionally, the further processing of these raw materials into intermediate products forms part of the upstream value chain.

Midstream value chain

The midstream value chain focuses on distributing intermediate products (e.g. base chemicals) and finished products (e.g. fertilisers and crop protection products). This includes inbound transportation by land or sea, moving products from suppliers to a HELM company, formulator or customer. The number of processing steps necessary to prepare the finished product may vary according to the specific business unit and product involved. Storage in tanks or warehouses is also an essential component prior to further distribution, and supports supply reliability. Activities to ensure that quality and safety requirements are met are likewise part of the midstream value chain.

Downstream value chain

Executed by our customers, the downstream value chain includes activities related to the distribution and sale of intermediate and finished products. This involves outbound transportation from warehouses or tanks to customers, wholesale, retail and fulfilment operations. Final industrial processing describes the production of end products (e.g. Crop Solution products), which are then sold to end customers in the agricultural sector. Additionally, the use phase and end-of-life activities cover the application and consumption of these products, such as painting walls, applying crop solution products to fields or disposing of or recycling them.

Core business

HELM's core business activities differ along the value chain depending on the business model. Own operations are considered part of the core business when the assets are owned by us or when they are leased but operated by our own employees (e.g. offices). While the business models of our business units differ, they can be broadly categorised into three core activities.

- ➡ **Distribution:** encompasses sourcing from suppliers, inbound logistics, storage as well as sales and customer service.
- ➡ **Production:** involves the operation of a limited number of production sites (UK, Singapore and Malaysia) for Energy Materials and Chemical products.
- ➡ **Product development:** covers research & development (R&D), regulatory pathway management as well as technical development of new or improved products.

All business units are engaged in distribution, whereas production is primarily focused within the Energy Materials and Chemicals sectors. Product development is carried out by the Pharma and Crop Solutions business units.

Value chain: business activities

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

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



BUSINESS UNITS







CHEMICALS



CROP SOLUTIONS



ENERGY MATERIALS

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

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



CHEMICALS



Chemicals bridges producers and business customers, matching upstream capacities with regional demand. Our broad customer network and market expertise provide suppliers with secure offtake and give customers reliable access – supported by tailored solutions on both sides of the value chain.

PRODUCT PORTFOLIO

Base chemicals

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

Intermediates

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

Inorganics, acids & lyes

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

TURNOVER

2.5

BILLION €

GOODS MOVED

5

MILLION TONS

MORE THAN

140

PRODUCTS

PEOPLE

650

IN WORKFORCE

ACTIONS FOR IMPACT

The Chemicals business unit drives measurable progress towards HELM's 2030 sustainability ambitions by embedding environmental considerations directly into commercial decisions and operational practices. The following initiatives illustrate how we translate our sustainability strategy into concrete actions with tangible impact for our customers and along our value chains.

Engagement for portfolio decarbonisation

In 2025, we increased transparency across key products and suppliers by establishing a comprehensive PCF database. This enables us to continuously improve our product portfolio and to anchor PCF criteria more strongly in supplier selection. In parallel, we proactively engage with suppliers via structured dialogue on scenario analyses and joint reduction pathways. Those partnerships help us identify targeted levers for future decarbonisation and position HELM as a trusted partner for low-carbon solutions across global value chains.

Scaling sustainable feedstocks & circular material flows

Alongside reducing the carbon footprint of fossil-based products, HELM is expanding its portfolio of bio-based and recycled materials through off-take partnerships with bio-innovation startups and established producers, helping to scale sustainable feedstocks and increase bio-based content in downstream and consumer-facing applications. In parallel, we are piloting circular solutions with customers – from taking back waste streams to exploring closed loop material cycles and improving packaging compostability. By developing these pathways collaboratively, we reduce waste, conserve resources, strengthen supply chain resilience and unlock additional economic value – making circularity both an environmental and a business advantage.

Advancing low-carbon transport solutions

Reducing transport-related emissions is another key focus, addressed through more sustainable fuels, route optimisation and selective intermodal solutions. Our transport portfolio currently focuses on HVO- and partially on Bio-LNG-powered trucks, as fully electric trucks are not yet feasible for transporting hazardous liquid chemicals. In addition, we continuously optimise transport routes by consolidating shipments and, where appropriate, evaluating buffer storage solutions closer to customer locations to reduce overall transport distances.

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

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CROP SOLUTIONS



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

PRODUCT PORTFOLIO

Plant Advantage

HELM Plant Advantage is our new Crop Solutions portfolio that supports plant processes with a blend of signalling compounds and metabolites. Easy to use and field-proven, they boost yields across various crops. Our partners:

Alltech Crop Science

This partnership combines traditional and biological crop inputs to deliver integrated, science-backed solutions for better crop performance. HELM distributes Alltech's unique fermentation-based biological products, while Alltech drives research and innovation.

alltech.com

Unium Bioscience

Characterised by trusting col-laboration, our R&D company provides access to modern and sustainable technologies. The aim is to contribute to balanced food and feed production with biostimulants that help plants to grow better.

uniumbioscience.com

SUL4R-PLUS

This partnership expands reliable access to high-quality calcium sulfate fertiliser across North America, combining HELM's logistics and market reach with SUL4R-PLUS's season-long nutrient delivery.

sul4r-plus.com

Crop Nutrition

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

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

Crop Protection

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

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

TURNOVER

1.8

BILLION €

GOODS MOVED

3.9

MILLION TONS

OVER

2.3K

CUSTOMERS

SALES IN MORE THAN

40

COUNTRIES

EDUCATION FOR IMPACT

We see education as a strategic enabler: by translating agronomic science into practical knowledge, we build the capabilities needed to apply our innovations effectively. Through consistent training and shared learning tools, we empower our teams and partners to use Plant Advantage with confidence, strengthen credibility in the field and drive meaningful impact on our journey to HELM 2030.

Masterclass

With Masterclass, we build deep agronomic and product expertise across regions. Blending in-person and digital learning, we create advocates who understand and champion Plant Advantage.

HELM Academy

Through the HELM Academy, we expand our internal knowledge base with structured, science-driven digital courses developed through in house expertise – strengthening the capabilities needed to support our strategy.

Trial Platform

Our Trial Platform provides easy access to global Plant Advantage performance data. By consolidating results across crops, regions and products, we enable informed decisions and reinforce credibility with customers.

Masterclass Digital Assistant

The Masterclass Digital Assistant is our always on expert, offering instant, science-based answers and simplified agronomy. It extends learning beyond the classroom and supports teams anytime, anywhere.

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

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ENERGY MATERIALS



Energy Materials focuses on developing high-quality lithium specialties that support multiple industries and the global shift toward electrification and sustainable energy storage. With a growing portfolio and a strong technological foundation, the business unit contributes to building more resilient and responsible value chains for the battery industry.

INNOVATION FOR IMPACT

At Energy Materials, we focus on strengthening Europe's lithium value chain through targeted investments and forward-looking partnerships. By expanding modern production capacities and advancing circular refining approaches, we support sustainable battery materials for future energy systems.

Lithium chloride plant opening

Expanding our footprint for impact

By opening a modern lithium chloride facility in the UK, we strengthened our European production base for high-quality lithium chemicals, enhancing our ability to serve industrial applications and laying a strong foundation for the value chain supporting next generation batteries.

NESI collaboration

Advancing circular technologies for impact

Through our industrial-scale validation campaign with NORAM Electrolysis Systems Inc. (NESI), we demonstrated an innovative electrochemical process that enables lithium from recycling streams to be converted into battery grade lithium, reinforcing our commitment to sustainable, technology-driven solutions.

TURNOVER

34

MILLION €

SALES IN
MORE THAN

50

COUNTRIES

LITHIUM PRODUCTS

9

WITH SEVERAL
PRODUCT GRADES

OVER

300

ACTIVE
CUSTOMERS

PRODUCT PORTFOLIO

Lithium Iodide

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

Lithium Hydroxide

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

Lithium Chloride

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

Lithium Carbonate

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

Lithium Nitrate

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

Lithium Citrate

Lithium citrate is used in a range of specialty applications, particularly in pharmaceuticals and dietary supplements. It serves as a bio-available lithium source and is also applied in selected chemical formulations where controlled lithium dosing and high purity are required.

Lithium Bromide

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

Lithium Sulphate

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

Lithium Acetate

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

HOW WE HELP OUR CUSTOMERS

We support our customers by providing reliable access to high-quality lithium specialties that are essential for various industrial applications and modern battery technologies. Through our expanding European production footprint and vast technical expertise, we ensure consistent quality, supply chain resilience and tailored guidance across key energy storage applications. Our portfolio centres on advanced lithium-based materials – including high purity lithium chloride produced at our new UK-based facility – that meet the performance, safety and durability requirements of next-generation batteries. By continuously investing in capabilities, technology and quality standards, we enable our customers to innovate confidently and scale sustainable solutions in a rapidly evolving global market.

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

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With HELM 2030, we have established a strategic frame that outlines how we align sustainable business growth with environmental and social responsibility. HELM 2030 defines how we create positive impact in the four dimensions: Environment, Social, Business and Emotional.

At HELM, we firmly believe that long-term business growth can only be achieved by addressing environmental and social challenges alongside economic performance. That's why in 2023 sustainability has been introduced as an integral part of HELM's corporate strategy "HELM 2030", embedding sustainability in all areas of the company.

HELM 2030 defines our approach to sustainable growth by setting out clear measures and initiatives to guide us toward our targets. With that, we're ensuring that every decision made contributes to a more resilient and responsible business model.

HELM 2030 is built on four dimensions, each with defined targets.

- ➔ **Environment:** take ownership to tackle the global challenges of climate change and loss of biodiversity to secure our place to live.
- ➔ **Social:** fulfilling our responsibility to supporting and promoting equality on all levels.
- ➔ **Business:** driving sustainable financial performance and growth through innovation and long-term value creation.
- ➔ **Emotional:** building and strengthening partnerships for impact and act according to our values "We create", "We care", "We enjoy".

Our purpose "We elevate impact through partnerships" serves as a guiding principle for every strategic decision taken.

Together with our partners we aim to foster collaboration to drive meaningful changes, while achieving economic success. To achieve lasting impact, HELM has set clear medium-term targets with milestones set until 2030 for each dimension. These targets are monitored quarterly, and in 2025 we have focused on making progress transparent and enabling the organisation to actively drive change.

While the reference year for our targets is 2030, our ambitions reach well beyond. As a family owned business with a 125 year history, we take a long term view, and this perspective is reflected in our actions. We operate under the guiding principle that every action we take, whether introducing new measures or refining existing processes, must contribute sustainable success and impact beyond 2030.

HELM 2030 is more than a growth plan; it is our responsibility to create impact within and beyond our value chain. By combining global reach with local expertise, innovation with responsibility and growth with sustainability, HELM is preparing for the challenges and opportunities of the next decade.

We cannot achieve HELM 2030 and the associated targets on our own. To make meaningful progress and create lasting impact, we depend on partners who are willing to exchange and work with us toward practical, long-term solutions that benefit future generations.

HELM 2030 Development



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

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SUSTAINABILITY TARGETS

At HELM, we are convinced that long-term business success goes hand in hand with environmental and social responsibility. As a global company operating in industries with significant impact, we acknowledge our role in shaping a more sustainable future. This is why we have set clear sustainability targets covering both environmental and social topics.

Our targets address the most material challenges across our operations and our value chain. However, we know that we cannot achieve this transformation alone. Real impact requires collaboration. Our progress depends on strong partnerships, with our suppliers, our customers, our employees and many other stakeholders who share our ambition. Together, we will develop solutions that enable us to reach our targets and create long-term success.

The ambition and feasibility of our targets are informed by a multi-stakeholder development process that incorporates perspectives from external experts, partners and HELM’s own business unit leaders and internal specialists. These diverse inputs help ensure that each target is grounded in scientific understanding and shaped by practical business insights. All targets are defined from a 2023 baseline, with 2030 as the reference year.

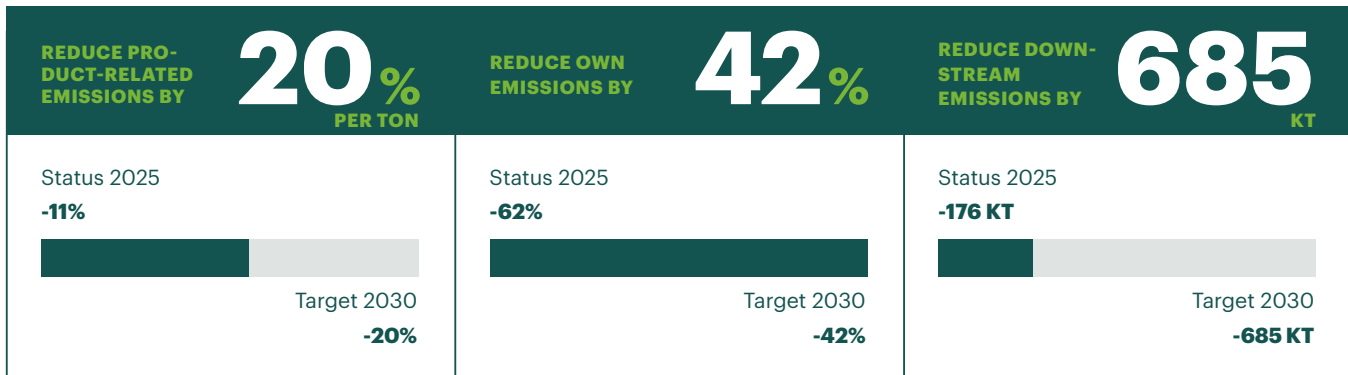
Climate

At HELM, we believe that businesses play a crucial role in reducing greenhouse gas (GHG) emissions, energy efficiency, renewable energy, innovative technologies and sustainable practices.

Climate targets

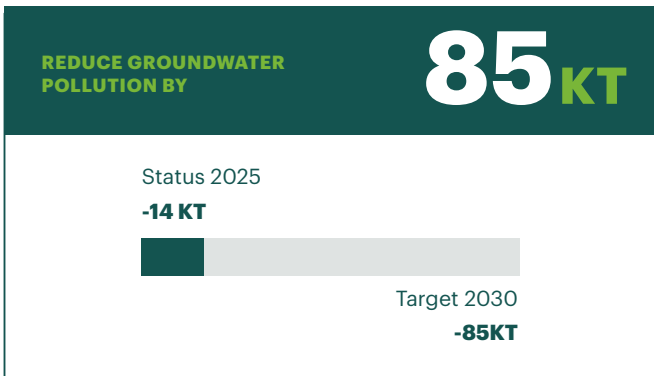
Climate Change (ESRS E1)

To drive emission reductions throughout the entire value chain, HELM has set GHG reduction targets covering both our own operations (Scope 1 & 2) and value chain emissions (Scope 3). Within Scope 3, we focus primarily on emissions from purchased goods and services (Scope 3.1) and from the application of crop solution products (Scope 3.11), as these categories represent our most significant impact areas.



Biodiversity

Biodiversity is the variety of life on Earth. It includes all living organisms like plants, animals, fungi and micro-organisms and the ecosystems these organisms live in. As a company closely linked to natural resources and agricultural ecosystems, HELM recognises its responsibility to protect and promote biodiversity. By integrating the impact on biodiversity into our business decisions, we can mitigate adverse impacts, foster innovation and build powerful partnerships.



Equality & Diversity

Equality and diversity foster innovation and enhance decision-making. Therefore, at HELM, we view equality and diversity as a fundamental driver of long-term business. It is our goal to create and maintain an inclusive work environment in which all employees feel valued, respected and empowered to contribute. Beyond our own operations, we also acknowledge our responsibility to help address broader societal inequalities.

Equality & Diversity targets

Own Workforce (ESRS S1)

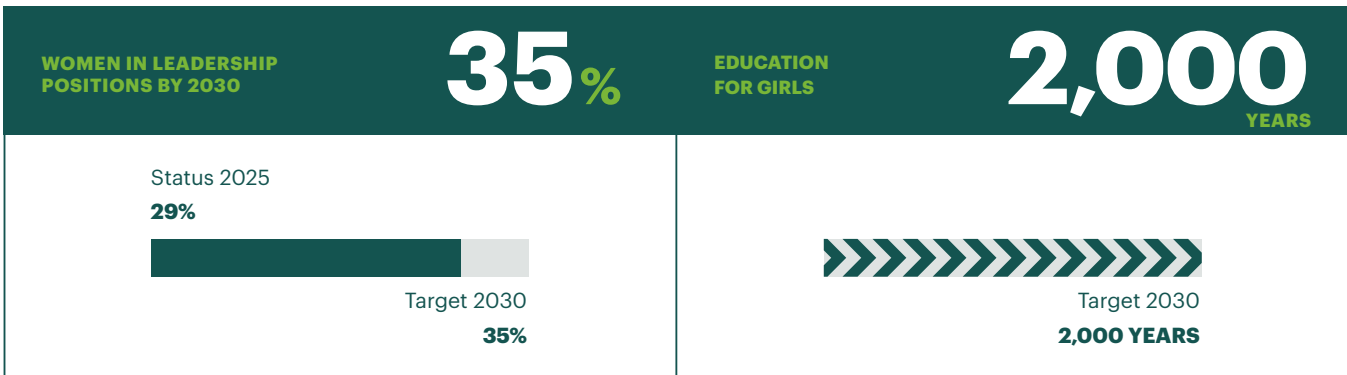
We are committed to promoting equality and diversity – both within our organisation and globally. By 2030, our

Biodiversity targets

Biodiversity & Ecosystems (ESRS E4)

Our focus is on developing products that help reduce negative impacts on biodiversity, beginning with our Crop Solutions business. By 2030, we aim to reduce groundwater pollution by 85,000 tons less nitrate through the increased use of treated nitrogen fertilisers and plant advantage products. These solutions result in approximately 21% lower nitrate leaching compared to conventional fertilisers.

target is that women hold 35% of leadership roles across all levels of the HELM Group, demonstrating our dedication to gender diversity and inclusiveness. We also collaborate with the non-governmental organisation (NGO) Plan International to address global inequalities, focusing on girls’ education and empowerment. Together, we have set a target of providing one year of school education for a girl for every HELM employee, aiming for a total of 2,000 years of education by 2030. Due to the various ways in which we support Plan, measuring the overall impact is complex. We are therefore currently developing a framework to translate our contributions into equivalent years of girls’ education.



ESG REPORTING

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Scope of this Chapter

HELM created the following ESG reporting on a consolidated basis for the entire HELM Group. The scope of consolidation follows the “operational control” approach in accordance with the Corporate Sustainability Reporting Directive (CSRD).¹ It includes all fully consolidated companies within the HELM Group, as well as joint ventures and associated companies where HELM holds a share of 50% or more. Unless stated otherwise, this scope applies to all information presented in the following ESG report.

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

¹ Referring to the ESRS Standards (Set 1), published on 22 December 2023 in the Official Journal of the European Union.

Double Materiality Assessment

In addition to our HELM 2030 strategy, we apply a structured, forward-looking approach to identify and prioritise the sustainability topics that are of material impact, risk or opportunity for our business.

We conducted our initial double materiality assessment (DMA) in 2023. In 2024, we performed an update in alignment with the requirements of the European Sustainability Reporting Standards (ESRS), creating a structured framework for reporting on sustainability matters. The DMA identifies the topics that are material to HELM, based on their actual and potential impacts, as well as relevant risks and opportunities.

The assessment identified topics of high materiality based on the perspectives of internal and external stakeholders, as well as applicable regulatory requirements. These findings will guide our sustainability initiatives and support a more integrated, strategic approach to managing environmental, social and governance impacts.

Interests and views of stakeholders

At HELM, we recognise the importance of understanding and integrating the interests and views of our stakeholders into our strategy and business models. This approach is essential to ensure that our operations align with the expectations and needs of those who are affected by, or can affect, our business. Key stakeholder groups include employees, suppliers, customers, other business partners, banks and representatives of society. In the process we integrated stakeholder perspectives both directly and indirectly to identify sustainability topics that are material for HELM.

Our stakeholder engagement process was primarily centred around internal stakeholders, who served as proxies for external stakeholders. Internal stakeholders from different functions, regions and business units were selected for their broad experience and knowledge of HELM's operations and value chain and provided input through structured workshops and interviews. These sessions assessed potential and actual impacts, risks and opportunities in a systematic way. Another stakeholder group involved was the management team, who also validated the results to ensure alignment with HELM's strategic priorities.

In addition to internal representatives, external stakeholders were engaged directly where relevant. For example, banks were consulted directly to provide insights related to sustainable financing and risk management. The DMA also considered HELM's membership in the UN Global Compact since 2022, aligning our processes with its Ten Principles, Sustainable Development Goals and broader expectations of responsible business conduct.

Overall, our stakeholder engagement process is designed to capture concerns, expectations and suggestions of stakeholders, which guides the identification and prioritisation of material sustainability topics, supporting better decision-making and strengthening key business relationships.

Process to identify and assess material impacts, risks and opportunities

The double materiality assessment was conducted in five steps. The aim was to identify on a topical level the sustainability matters that are material for HELM as a company. In line with the European Sustainability Reporting Standards (ESRS 1), these topics were documented according to their impacts, risks and opportunities (IROs). The impact, risks and opportunities of each topic and sub-topic was then assessed along the value chain, with input gathered from approximately 45 colleagues from different business units and regions working in business development, product management, sales management, logistics, operations, HSEQ, finance and HR.

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

Identification of potentially relevant topics (longlist)

The first step of the assessment was to compile a longlist of more than 300 (potentially) relevant sustainability topics to HELM's stakeholder groups and different frameworks. These topics were identified via internal survey, external standards, market requirements and regulations.

Definition of relevant topics and impacts, risks and opportunities (shortlist)

In the second step, a shortlist was developed based on

the initial longlist, resulting in 14 topic clusters. These clusters were defined in alignment with the ten topical ESRS standards (ESRS 1 AR 16) and tailored to HELM's specific business context. In terms of content, the topic clusters collectively cover all ten topical ESRS standards. In addition, a company-specific sub-topic, "Risk Management and HELM Governance," was defined under entity-specific matters. Each topic cluster was subsequently broken down into associated impacts, risks and opportunities.

Assessment of impacts

In accordance with ESRS 1, both actual and potential, negative and positive impacts were assessed. Actual impacts were evaluated based on their scale and scope. Scale refers to the magnitude of an impact, meaning how serious it is, while scope describes its extent, meaning how widespread the impact is. For negative impacts, irremediability was additionally considered. Irremediability refers to the degree to which the affected environment or people can be restored to their original condition.

For potential impacts, the likelihood of occurrence was also assessed. Accordingly, the overall impact assessment is based on severity for actual impacts and on the combination of severity and likelihood for potential impacts.

Assessment of risks and opportunities

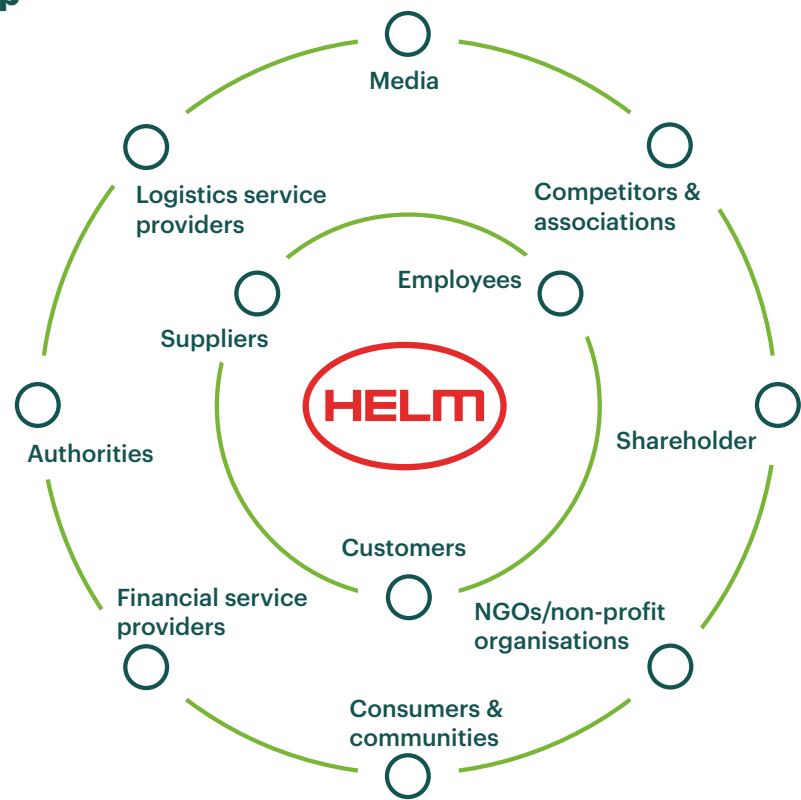
The financial materiality assessment was performed after completing the impact materiality assessment to consider interdependencies between impacts and related financial risks and opportunities. The 14 topic clusters were assessed qualitatively regarding their potential effects on key financial metrics, including profit and loss, balance sheet positions and cash flows. Identified risks and opportunities were classified as either current or anticipated financial effects. Both categories were evaluated based on the magnitude of their potential financial impact. Anticipated risks and opportunities were additionally assessed based on their likelihood of occurrence.

The assessment was carried out internally with the involvement of subject-matter experts from the business units and relevant corporate functions.

Validation of the results

Following the impact and financial materiality assessments, the results at business unit level were consolidated and weighted to derive the overall result for HELM Group. The

Stakeholder Map



consolidated outcome was reviewed by management and approved by the Executive Board. The process and methodology applied were reviewed by our external auditor to ensure that the double materiality assessment was based on a consistent and appropriate evaluation framework.

Both the impact materiality and financial materiality assessments were scored using a scale from one to four. This scoring model provided a structured and documented frame for determining the material sustainability matters for HELM Group.

Double Materiality Assessment Process



Double materiality assessment results

Of the 14 topics assessed in the double materiality assessment, eight were identified as material. Three of these eight topics were determined to be material from both an impact and a financial perspective. In total, 105 impacts, risks and opportunities were identified and evaluated. Of these, 7 positive impacts, 16 negative impacts, 8 risks and 5 opportunities were assessed as material. The remaining identified impacts, risks and opportunities did not meet the defined materiality thresholds and are therefore not subject to reporting.

Material topics

The double materiality assessment identified Climate Change, Pollution, Water and Biodiversity as material environmental topics. These topics reflect the nature of HELM’s activities in the chemical and agrochemical sectors and their associated environmental impacts across the value chain.

Climate Change and Biodiversity are prioritised within the HELM 2030 strategy, as they are considered the main global environmental challenges. The integration of these topics into the strategic framework reflects their significance in terms of risk exposure, regulatory developments and long-term business resilience.

Pollution and Water are not yet embedded as standalone priorities within the HELM 2030 strategy, they are addressed through existing environmental management processes, compliance measures and operational controls. HELM continues to monitor regulatory developments and KPIs related to these topics. The phased integration of material environmental matters into the HELM 2030 strategy reflects a prioritisation approach based on the severity of impacts, financial relevance and resource allocation.

In the social category, working conditions and human rights have been assessed as material topics from an impact perspective due to the nature of HELM’s operations and global value chains in the chemical and agrochemical industries.

Under the Governance category, Business Partner Management, Corporate Culture and Governance and Risk Management were identified as material topics. Corporate Culture and Business Partner Management were considered material due to the positive impacts HELM can achieve in these areas, such as promoting ethical conduct and responsible supply chain practices. Governance and Risk Management was identified as a material opportunity in the double materiality assessment.

Non-material topics

The double materiality assessment identified several topics as non-material at Group level. Circular Economy is not currently significant for HELM’s chemical and agricultural operations but may gain relevance with the development in the future and with the development of our lithium business.

Product and Consumer Safety was assessed as non-material due to HELM’s primarily B2B business model, where only a small number of products could affect end users and appropriate use prevents negative impacts. However, this does not diminish its importance to HELM, as we strictly comply with all applicable regulations and standards and remain fully committed to upholding them.

Political Influence and Anti-Corruption & Bribery were also deemed non-material. HELM participates in industry associations to access expertise and engage with peers but does not conduct political lobbying. Anti-corruption measures are firmly established and effectively mitigate related risks.

Inequality was not identified as material through the assessment process. Nevertheless, HELM addresses this topic in the HELM 2030 strategy, focusing on societal handprint initiatives to support communities beyond its direct value chain.

Double Materiality Assessment Results

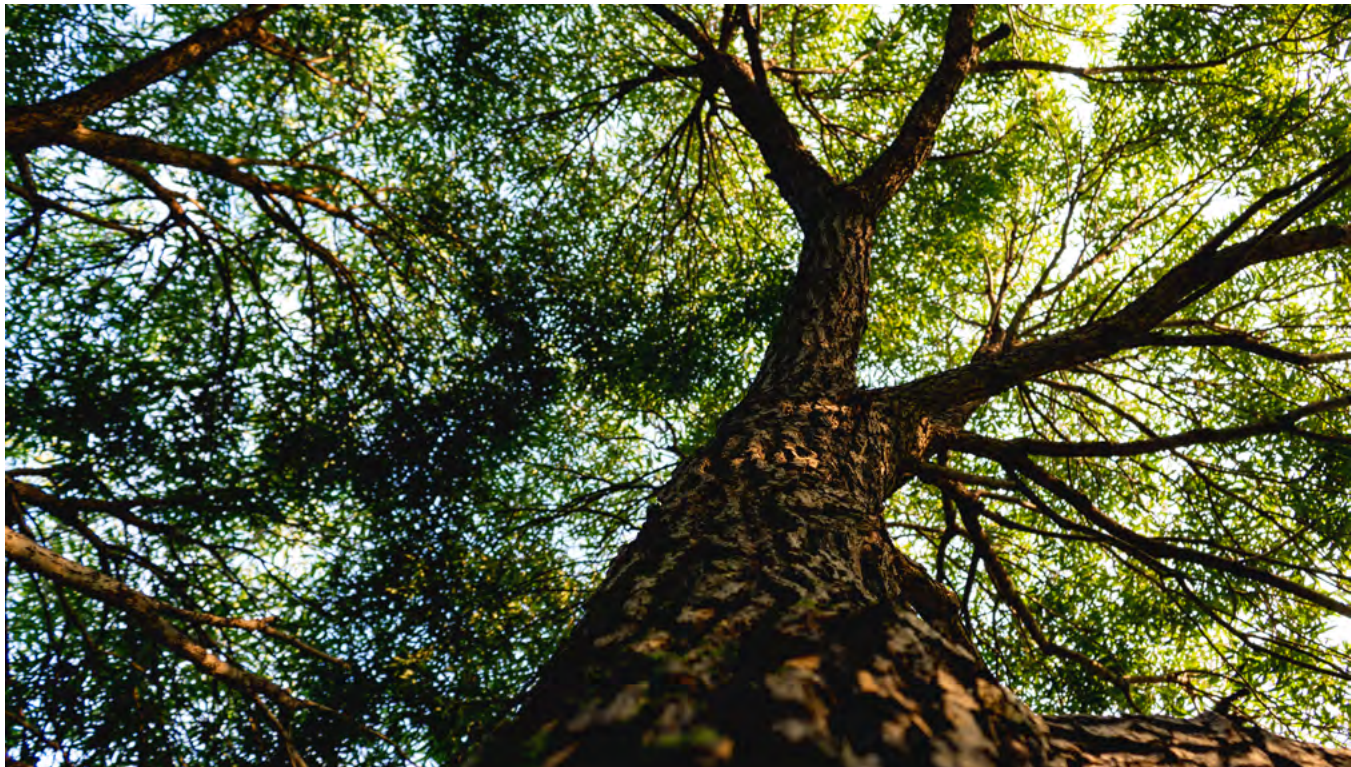




ENVIRONMENT

- Climate Change (ESRS E1) — 30
- Pollution (ESRS E2) — 38
- Water (ESRS E3) — 40
- Biodiversity and Ecosystems (ESRS E4) — 42

We recognise that our business activities have an impact on the planet, and we are committed to managing these effects with care, transparency and a long-term perspective. In this section, we outline our approach to the key topics identified in our double materiality assessment: Climate, Pollution, Biodiversity and Water. We focus on understanding our impacts and implementing measures to reduce our environmental footprint.



Climate change is one of the defining challenges of our time. Through our operations and traded products, we generate substantial greenhouse gas (GHG) emissions and therefore play a role in contributing to global climate change. We take this responsibility seriously and aim to reduce our carbon footprint while working with our partners to accelerate decarbonisation across the value chain.

Climate Change (ESRS E1)

Impacts, risks and opportunities related to climate change

Impacts related to climate change

In the double materiality assessment, climate change has been identified as a material topic for HELM. The impacts identified are primarily driven by activities in the upstream and downstream value chain. In the upstream value chain, the traded products contribute significantly to climate change due to the energy-intensive nature of the chemical and agricultural industries and their associated GHG emissions. Transportation activities, including shipping, road and rail, further add to these impacts through emissions from global logistics. Within HELM’s own operations, emissions arise from production sites in the UK, Malaysia and Singapore. However, in comparison to the impacts

identified in the upstream and downstream value chain, these are assessed as not material. In the downstream value chain, the use of fertilisers contributes notably to climate change due to the volatilisation of nitrous oxide, a potent greenhouse gas. Moreover, the processing of sold products typically involves multiple energy-intensive steps to convert chemical products into finished goods, resulting in additional greenhouse gas emissions across downstream stages of the value chain.

Risks and opportunities related to climate change

The double materiality assessment identified both risks

and opportunities related to climate change for HELM. Key risks include potential disruptions to the supply chain caused by extreme weather events, which may lead to increased freight costs across all business units. In the Crop Solutions segment, such events may also result in greater uncertainty in volume forecasts. In addition, evolving regulatory requirements and the introduction of CO₂ pricing mechanisms are expected to increase product and transportation costs for fossil-based products. Further risks arise from higher research and development expenditures required to develop less CO₂-intensive solutions.

At the same time, opportunities have been identified. Demand for low-emission products, particularly those not based on fossil fuels, is expected to increase, potentially enhancing their market competitiveness. As HELM already offers these types of products, this development may provide a competitive advantage. Addressing these risks and opportunities is essential for HELM to navigate the challenges posed by climate change and to ensure sustainable growth.



Understanding our GHG emissions

Understanding the sources of GHG emissions is essential for effectively managing and reducing environmental impacts. HELM has assessed its emissions in accordance with the GHG Protocol to identify key emission drivers and prioritise reduction measures where the greatest impact can be achieved. As a distributor of chemicals and agricultural products with limited production activities, the majority of HELM’s emissions occur in Scope 3, accounting for more than 95% of total emissions. Within upstream Scope 3 emissions, the main contributors are purchased goods and services (Scope 3.1) and transportation and distribution (Scope 3.4). Downstream emissions, particularly from the processing of sold products (Scope 3.10) and the use phase/application of fertilisers (Scope 3.11), are also expected to be significant contributors to HELM’s overall Corporate Carbon Footprint (CCF).

Data quality and methodology

We aim to continuously improve the quality, accuracy and coverage of our GHG emissions data. Emissions are calculated in accordance with the GHG Protocol, with ongoing efforts to refine data quality. For the calculation of Scope 3 emissions in 2023, we primarily used secondary data and emission factors from established databases. In 2024 and further in 2025, we enhanced our calculation approach by incorporating available primary data, particularly for purchased goods and services (Scope 3.1) and by improving our internal tools and processes for GHG emission calculation. These developments have contributed to increased data quality and a more accurate representation of our emissions.

At present, we do not disclose quantitative information on downstream Scope 3 emissions. Due to limited data availability and restricted knowledge over the use and usage behaviour of our customers, we are currently unable to measure these emissions with sufficient accuracy. In line with the principles of materiality and transparency, we continuously review whether and to what extent future measurement and disclosure of these emissions is possible and appropriate. Our goal is to improve data availability in the medium term, for example through closer collaboration with our customers and partners, as well as the development and implementation of appropriate methodologies and models.

For the calculation of Scope 1 and 2 emissions, as well as for emissions from waste (Scope 3.5), we have implemented a tool to systematically collect relevant consumption data from all entities under our operational control.

To calculate product related emissions, particularly within upstream Scope 3, we have established a partnership with CarbonChain. The software enhances data accuracy through the integration of primary data and enables us to provide Product Carbon Footprints (PCFs) for a growing share of our product portfolio. Despite these advancements, we continue to face challenges, such as the availability of primary data from third parties, including suppliers and logistics service providers. Many producing companies still lack the scale or resources to reliably quantify and monitor GHG metrics.

Energy consumption and mix

During the calculations for the 2025 reporting year, a calculation error affecting the 2024 data was identified. As a result, reported fuel consumption from crude oil and petroleum products, natural gas and other non renewable sources was revised upwards. In contrast, reported consumption of purchased or acquired electricity, heat, steam and cooling from fossil sources was revised downwards. Building on the corrected 2024 figures, total energy consumption in 2025 decreased by 12.6% compared to 2024. At the same time, the share of renewable energy increased to 6.3% (2024: 4.5%). While the overall share of renewable energy remains relatively low, it increased compared to the previous year, indicating a gradual shift in the energy mix towards renewable energy.

Energy consumption and mix

	Base year 2023	2024	2025
(1) Fuel consumption from coal and coal products (MWh)	–	–	–
(2) Fuel consumption from crude oil and petroleum products (MWh)	11,703	13,955	13,901
(3) Fuel consumption from natural gas (MWh)	–	21,205	12,533
(4) Fuel consumption from other non-renewable sources (MWh)	250	959	1,807
(5) Consumption from nuclear products (MWh)	–	–	–
(6) Consumption of purchased or acquired electricity, heat, steam, and cooling from non-renewable sources (MWh)	76,607	12,328	13,337
(7) Total non-renewable energy consumption (MWh)	88,560	48,447	41,578
Share of non-renewable sources in total energy consumption (%)	97.3%	95.5%	93.7%
(8) Fuel consumption for renewable sources (including biomass, biogas, non-fossil fuel waste, renewable hydrogen, etc.) (MWh)	–	–	–
(9) Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources (MWh)	2,484	2,307	2,654
(10) Consumption of self-generated non-fuel renewable energy (MWh)	-	–	151
(11) Total renewable energy consumption (MWh)	2,484	2,307	2,805
Share of renewable sources in total energy consumption (%)	2.7%	4.5%	6.3%
Total energy consumption (MWh)	91,044	50,754	44,383

GHG emissions

In 2025, we recalculated our GHG emissions baseline in accordance with the GHG Protocol following a structural change in our organisational boundaries. This change resulted from a reduction of our shareholding in Valenz, which led to the loss of operational control and, consequently, the exclusion of Valenz’s emissions from our GHG inventory. As Valenz previously accounted for approximately 13% of our total GHG emissions, this divestment exceeded our internally defined 5% significance threshold, which was validated with our auditors. The baseline was therefore adjusted to ensure consistency and comparability of emissions data over time.

Scope 1 & 2 emissions

Scope 1 and 2 emissions decreased by 5% in 2025 compared to 2024. The share of renewable energy consumption increased. This was supported by the installation of solar panels at a SPCI HELM production site in Singapore and at our site in Denmark. In addition, our Hamburg headquarters was connected to district heating from renewable sources in 2025, further contributing to the increased use of renewable energy.

At our LevertonHELM production facilities in the UK, production volumes increased following the commissioning of a new lithium chloride plant at the beginning of the year. In addition, the start of operations by a new drying plant contributed to higher energy consumption. Overall, CO₂e emissions increased by 18%, with a slight increase in CO₂e emissions intensity per ton (3.6%) and energy intensity per ton produced (9.6%).

Overall, CO₂e emissions from our production facilities within the SPCI HELM joint venture in Malaysia and Singapore decreased by 3.6%, while total production volumes increased significantly by approximately 45%. As a result, emissions per ton produced decreased by 33.6% and energy intensity per ton declined by 44.3%. These substantial reductions in CO₂e emissions and energy consumption per ton were primarily driven by the shutdown of two energy-inefficient furnaces at one of the production sites in Malaysia. For our offices and own warehouses, we achieved a 12.5% reduction in Scope 1 & 2 CO₂e emissions compared to

2024. This decrease was primarily driven by an increased share of renewable electricity in our operations. In 2025, approximately 63% of our total electricity consumption for offices and warehouses was sourced from renewable sources. This development was largely driven by our European operations, where the share of renewable electricity for offices and warehouses reached 87%.

Scope 3 upstream emissions

Scope 3.1 (purchased goods and services) represents the main driver of HELM’s GHG emissions. As a distribution focused business, our annual trading volumes may vary significantly. Therefore, the HELM 2030 target is based on CO₂e emission intensity per metric ton. In 2025, total Scope 3.1 CO₂e emissions decreased by 3%, while emission intensity declined by 4.3% compared to 2024. This reduction was primarily driven by changes in the product mix and the increased use of primary data in emissions calculations.

An increase in emissions was observed for Scope 3.4 (upstream transportation and distribution) and Scope 3.2 (capital goods). The increase in Scope 3.4 emissions is mainly attributable to a change in the calculation methodology. In 2025, we transitioned our CO₂e calculations to our PCF tool CarbonChain, which provides more detailed data on transportation routes and modes, resulting in a more comprehensive assessment. The increase in Scope 3.2 emissions is primarily related to the construction of our Helaxa production plant for active ingredient heparin in Germany, as well as the construction of an additional production site for LevertonHELM in the UK.

Scope 3 downstream

The levers to reduce Scope 3.11 downstream emissions in our fertiliser business are clearly defined (for further details, please refer to our Transition Plan 2030). In 2025, we sold 124,000 metric tons of treated nitrogen products, representing an increase of 32% compared to 2024. As a result, downstream CO₂e emissions in 2025 were reduced by approximately 176,000 t CO₂e compared to conventional fertilisers. In addition, we increased sales of our Plant Advantage product range, covering a treated area of 353,000 hectares, which corresponds to an increase of 21% compared to 2024.

Our Scope 1, 2 & 3 GHG emissions (in t CO₂e)

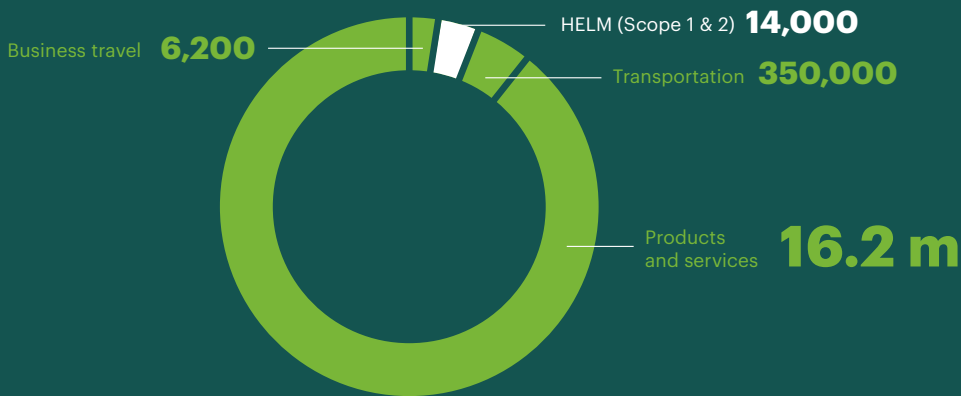
	Base year (2023)	2024	2025	% change (2025/2024)
Gross Scope 1 GHG emissions	20,325	8,746	6,822	-22%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	–	–	–	-
Gross location-based Scope 2 GHG emissions	16,582	5,995	6,446	8%
Gross market-based Scope 2 GHG emissions	16,205	5,877	7,135	21%
Scope 1 & 2 (market-based) GHG emissions	36,530	14,622	13,957	-5%
Purchased goods and services	17,248,677	17,244,487	16,529,364	-4%
Capital goods	11,192	2,771	25,195	809%
Fuel- and energy-related activities	4,564	3,327	2,814	-15%
Upstream transportation and distribution	230,405	273,014	350,258	28%
Waste generated in operations	417	204	301	47%
Business travel	7,591	6,602	6,212	-6%
Employee commuting	945	881	840	-5%
Upstream leased assets	33,301	45,017	28,927	-36%
Total Scope 3 upstream	17,537,092	17,576,302	16,943,910	-4%
Total GHG emissions (market-based)	17,573,622	17,593,378	16,957,867	-4%

Details on the calculation of Scope 1, 2 and 3 GHG emissions can be found in the appendix in the section “GHG Emissions Accounting”.

Scope 1, 2 & 3 GHG reduction targets (in t CO₂e)

Scope	Base year (2023)	Target 2030
Scope 1 & 2 (market-based)	36,530	-42%
Scope 3.1	17,248,677	-20% per mt
Scope 3.4	230,405	-15% per mt
Scope 3.6	7,591	-50%

HELM CO₂e EMISSIONS 2025 (in t CO₂e)



HELM’s corporate carbon footprint includes Scope 1 & 2 emissions and Scope 3 upstream emissions only.

Our transition plan for climate change

We are committed to reducing GHG emissions across our value chain and to achieving our climate targets by 2030. In close collaboration with our units, we have defined a set of measures to ensure that these targets are supported and implemented throughout the organisation. In developing our climate targets, we have considered relevant external standards and benchmarks, including the Science Based Targets initiative (SBTi), the Paris Agreement and industry peer practices. This approach ensures that our targets align with stakeholder expectations and market requirements, while remaining both ambitious and achievable.

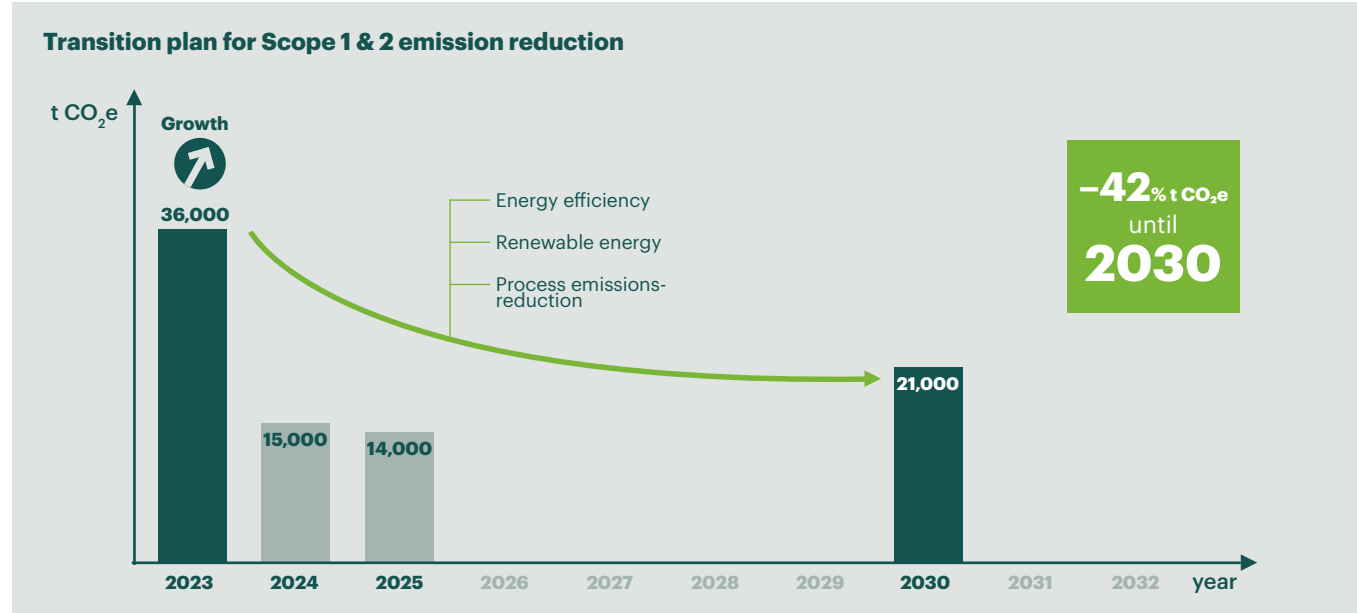
Transition plan for Scope 1 & 2 emissions

Emissions from our own operations (Scope 1 & 2) account for less than 1% of our total CCF. However, as these emissions are under our direct operational control, we can directly manage and reduce them. We have therefore set an ambitious target to reduce our combined Scope 1 & 2 emissions by 42% by 2030, using 2023 as the baseline year. This target is aligned with the requirements of the Science Based Targets initiative (SBTi) for limiting global warming to 1.5°C and contributes to the objectives of the

Paris Agreement. For our office activities, we are going even further, aiming to achieve net zero by 2030, corresponding to a 90% reduction from our 2023 baseline.

We have observed a year-on-year decrease in CO₂e emissions from 2023 to 2024 and again from 2024 to 2025. This continuous reduction was primarily driven by the shutdown of several old furnaces and their replacement with new ones at our SPCI HELM joint venture facilities in Malaysia and Singapore, as well as by improvements in energy efficiency at the production sites and the installation of solar panels at one of the production sites in Singapore. As production levels are expected to increase in the coming years, we anticipate a corresponding rise in CO₂e emissions.

We aim to achieve our targets primarily by further improving energy efficiency at our production sites, strengthening employee awareness of sustainable practices and increasing the use of renewable energy sources. To support this, detailed decarbonisation pathways have been developed with experts in the respective regions outlining how these measures will be implemented and how the GHG emission reductions will be achieved.



Transition plan for scope 3 upstream

As a company positioned in the middle of the chemical value chain, reducing GHG emissions across our value chain represents a significant challenge. Collaboration with our partners is therefore essential, particularly in addressing Scope 3 emissions. By working closely with customers, suppliers and joint ventures, we aim to reduce Scope 3 upstream emissions by 20% per metric ton of product purchased by 2030 compared to the 2023 baseline.

One of our core levers to reduce upstream Scope 3 emissions is the expansion of alternative products with a significantly lower carbon footprint. These include bio-based and recycled products, products manufactured through innovative or more energy-efficient production processes, and products produced using renewable energy sources. Examples include bio-based Vinyl Acetate Monomer (Bio-VAM), produced from certified biogenic waste and residue feedstocks, as well as our partnership with AGC Vinythai for bio-based Epichlorohydrin (ECH), which serves as a lower-carbon alternative to conventional ECH and supports our customers in reducing their GHG emissions.

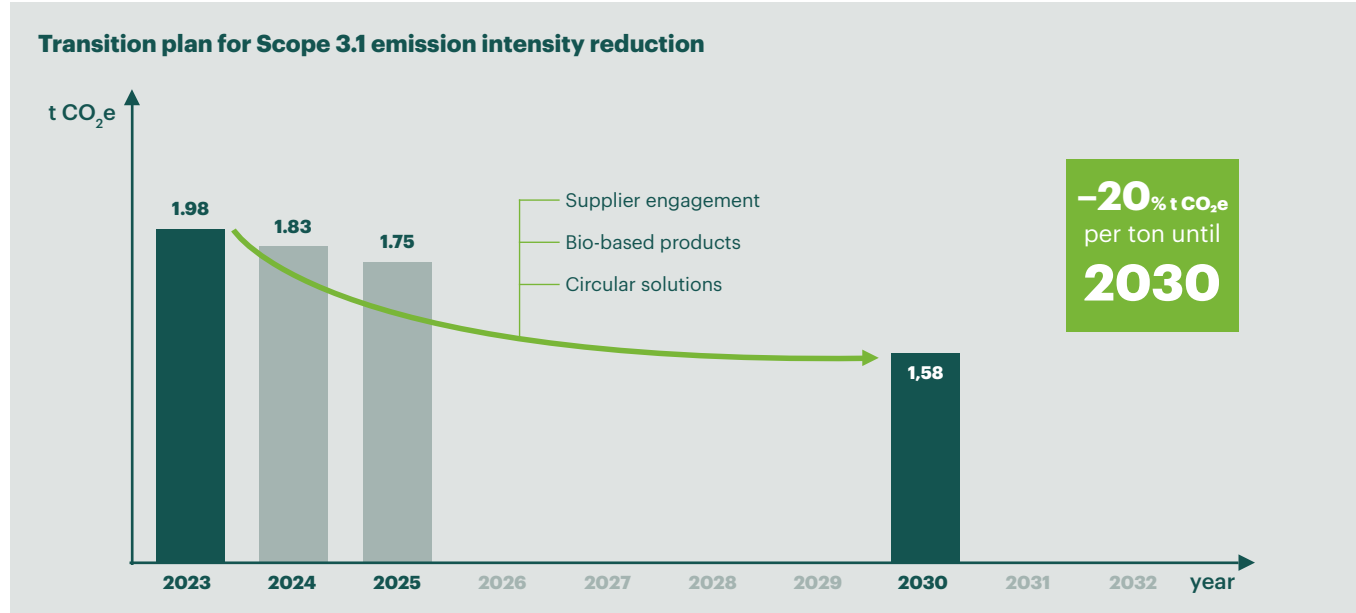
To increase transparency on product- and transport-related emissions and further improve data quality, we partner with CarbonChain to calculate and refine the PCF of our products. PCF calculations provide detailed insights into the decarbonisation efforts of our suppliers, including the use of primary data and continuous exchange on

improvement measures. Currently, primary data accounts for 5.6% of our Scope 3.1 GHG emissions, representing a slight increase compared to the previous year (4.4% in 2024). Nevertheless, we continue to pursue a gradual increase in the share of primary data over time.

In addition to product-related emissions, logistics activities account for approximately 4% of HELM's total Corporate Carbon Footprint. Although this share is relatively small, it offers tangible potential for further emissions reductions. As the majority of our logistics operations are carried out by third-party logistics service providers (LSPs), close collaboration with these partners is essential. By working with innovative and efficient LSPs, we aim to achieve measurable reductions in logistics-related emissions.

Together with experts across our logistics functions, we have developed targeted measures to reduce transport-related emissions. These include promoting less CO₂-intensive transport modes, optimising tank set-ups for liquid chemicals and fertilisers and implementing geographical swaps with partners. Such initiatives help to reduce transport distances and volumes, thereby lowering overall GHG emissions.

One example for these initiatives in 2025 is the start of supply of Styrene Monomer to a Brazilian customer by fully bio-diesel powered trucks, resulting in an 86% CO₂ reduction vs conventional fuels. Similar offerings are available in Europe where trucks operated with HVO



The reduction per ton in Scope 3.1 emissions from 2023 to 2025 includes integration of primary data and product mix effects.

(hydrogenated vegetable oil) are available for various destinations.

By addressing both product-related emissions and logistics activities, we aim to continuously reduce the overall PCF of our product portfolio and offer our customers solutions with a lower carbon footprint.

Transition plan for scope 3 downstream

We recognise that our position in the value chain also provides us with opportunities to influence the use and application of our products. Accordingly, our business unit Crop Solutions focuses on emissions arising from the application of fertilisers, as agriculture represents a significant source of GHG emissions. When applied to soils and crops, nitrogen can be converted into nitrous oxide, a greenhouse gas with a global warming potential approximately 300 times higher than that of CO₂.

As precise measurement of downstream emissions is currently not feasible, we have defined targets based on internal assumptions and external studies to ensure quantifiability and comparability. By 2030, we aim to achieve a reduction of 685,000 t CO₂e through the use of treated nitrogen fertilisers and Plant Advantage products, compared to the 2023 baseline. In 2025, we already observed

a significant increase in sales of treated nitrogen and Plant Advantage products compared to 2024, indicating progress towards this target.

By treating our nitrogen fertilisers, we not only reduce the CO₂e emissions associated with fertilisers application by up to 31%² but we also achieve higher Nutrient Use Efficiency (NUE) of our fertilisers, meaning plants can uptake more nitrogen. Additionally, we will increase our use of Plant Advantage products such as biostimulants and micronutrients to help farmers achieve higher yields with the same or lower product input. This also contributes to reduced nitrous oxide volatilisation (between -37% and -50%, depending on the product³) and therefore to lower overall GHG emissions.

To support the achievement of these targets, we have established partnerships with various companies that promote the use of Plant Advantage products. In addition, we provide a range of educational offerings to translate agronomic science into practical knowledge for farmers, thereby supporting the greater use of treated nitrogen fertilisers and Plant Advantage products. These targets and initiatives are closely aligned with our biodiversity targets and support our broader commitment to more sustainable product solutions.

² Wang, H., Köbke, S. & Dittert, K. (2020). Use of urease and nitrification inhibitors to reduce gaseous nitrogen emissions from fertilizers containing ammonium nitrate and urea. *Global Ecology And Conservation*, 22, e00933.

³ Souza, E.F.C., Rosen, C.J., Venterea R.T. (2021). Co-application of DMPA and NBPT with urea mitigates both nitrous oxide emissions and nitrate leaching during irrigated potato production. *Environmental Pollution*, 284, 117124



As a globally active company, HELM operates in complex and diverse supply chains, including transportation and production activities. These activities contribute to emissions to air, water and soil. Therefore, we are committed to identifying, monitoring and reducing pollution across our operations and value chain, in line with regulatory requirements and our ambition to minimise environmental impact.

Pollution (ESRS E2)

Impacts, risks and opportunities related to pollution

Impacts related to pollution

HELM’s impact on air, water and soil pollution has been identified as material in the double materiality assessment. The main sources of pollution arise from activities across HELM’s upstream and downstream value chain. Pollution in the upstream value chain arises from mining, raw material extraction and production activities, all of which have a substantial negative impact on air, water and soil. In our midstream value chain, transportation – particularly by ship or truck – is a significant contributor to air pollution. Across HELM’s own operations, the overall impact on pollution is limited at Group level; however, SPCI HELM’s production sites constitute the main source of impact within the Group’s own operations.

The use of fertiliser products can contribute to soil and water pollution, as nutrients such as nitrogen and phosphates may be released into the environment if not absorbed by plants. Water pollution resulting from fertiliser use is addressed in the “Biodiversity & Ecosystems” section, reflecting its inclusion in the HELM 2030 strategy, which identifies biodiversity as a key focus area.

Risks and opportunities related to pollution

Risks and opportunities related to pollution in HELM’s upstream and downstream value chain have been identified as material in the double materiality assessment. Stricter regulations, including limits on exhaust emissions and nitrate application, may lead to increased costs. As

a result, product and freight expenses are expected to rise across all business units due to the implementation of measures aimed at further reducing pollution levels. At the same time, these challenges present opportunities for HELM to innovate and advance its sustainability practices, potentially strengthening market positioning and delivering long-term benefits.

Substances of (very) high concern

We recognise that some of our products contain substances of (very) high concern as these substances may be components of chemical products. The use and improper handling of these substances can have negative effects on humans and the environment. At HELM, we are committed to ensuring that our products, including those containing substances of (very) high concern, are safe for people and the environment when used responsibly and as intended. We strive to comply with all relevant national and international regulations and laws. Furthermore, our commitment to Responsible Care® demonstrates that product safety is essential for all our business activities.

Pollution metrics (own operations)

Within our own operations, HELM measures the pollution generated by its production sites (SPCI HELM and LevertonHELM) and its fertiliser terminals in the United States. Given the limited number of production activities and sites with pollution impacts, HELM remains well below the thresholds outlined in the CSRD.⁴ The value for particulate matter (PM10) to air was retrospectively adjusted for 2024, as mistakes in the calculation logic were identified and corrected. Between 2024 and 2025, emissions to air decreased for most key pollutants. Notable reductions were achieved for particulate matter (PM10), nitrogen oxides (NOx), sulphur oxides (SOx), mainly driven through the shut-down of two furnaces in one of our SPCI HELM production sites in Malaysia.

Pollutants to air (kg/year)

Pollutant	2024	2025
Ammonia	4	7
Carbon monoxide (CO)	2,947	3,560
Chlorine and inorganic compound (as HCl)	62	97
Nitrogen oxides (NOx/NO2)	2,314	909
Particulate matter (PM 10)	3,840	2,062
Sulphur oxides (SOx/SO2)	2,015	586
Others (please specify)	693	12

Pollutants to soil (kg/year)

Pollutant	2024	2025
Nitrogen	11	2
Zinc compounds	2	1

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



Water is a highly valuable resource and is essential throughout HELM’s value chain. It is used in production, logistics and downstream in our Crop Solution business to support crop growth globally. Given the increasing water scarcity in some regions, it is crucial to focus on efficient water use. HELM is committed to promoting sustainable water management practices that support both our operations and the broader environment.

Water (ESRS E3)

Impacts, risks and opportunities related to water and marine resources

Impacts related to water and marine resources

HELM’s impact on water has been identified as material in the double materiality assessment. The main impact arises from water consumption in the upstream and downstream value chain. The extraction of raw materials and the production of chemicals and fertilisers require significant water consumption. Therefore, these activities affect water availability, especially in water-stressed areas. In our own operations, no material impact related to water has been identified. In our downstream value chain, a negative impact has been identified regarding the water consumption required for the application of our crop protection and fertilisers products.

No material impact or risk related to marine resources has been identified.

Risks and opportunities related to water and marine resources

Water scarcity is a significant risk to agricultural productivity and global food security and has been identified as a material risk for HELM, particularly in regions where Crop Solutions products are distributed and applied. Farmers are increasingly required to adopt practices and products that mitigate the effects of limited water availability. This development directly affects HELM’s Crop Solutions business, as changing demand patterns may influence

the need for fertilisers and crop protection products. In addition, water is required for the mixing and application of Crop Solutions products, which can become a critical constraint in water-scarce regions. At the same time, water scarcity was identified as an opportunity for HELM to innovate and develop more water-efficient products and solutions. Proactively addressing this challenge may support farmers in managing water resources more effectively and strengthen HELM’s market position in the long term. To date, however, no specific measures have been implemented in this area.

Water consumption metrics (own operations)

Although the materiality of water is rooted in the value chain, HELM currently focuses its water consumption monitoring on its own operations, as these lie within the company’s direct sphere of influence and offer the greatest ability to actively manage water use. From 2024 to 2025, our overall water consumption increased by 25% but remained below the 2023 baseline level. This increase in water consumption is primarily due to higher water withdrawals at our production facilities in Malaysia, related to increased production volumes.

Water consumption metrics (own operations)

	Unit	2024	2025
Total water consumption	in m³	539,531	679,027
Water consumption in areas at high water risk*	in m³	0	0
Total water withdrawals	in m³	653,177	784,914
Total water reused	in m³	120,173	44
Total water stored	in m³	14,485	532
Total water discharged	in m³	113,646	105,887

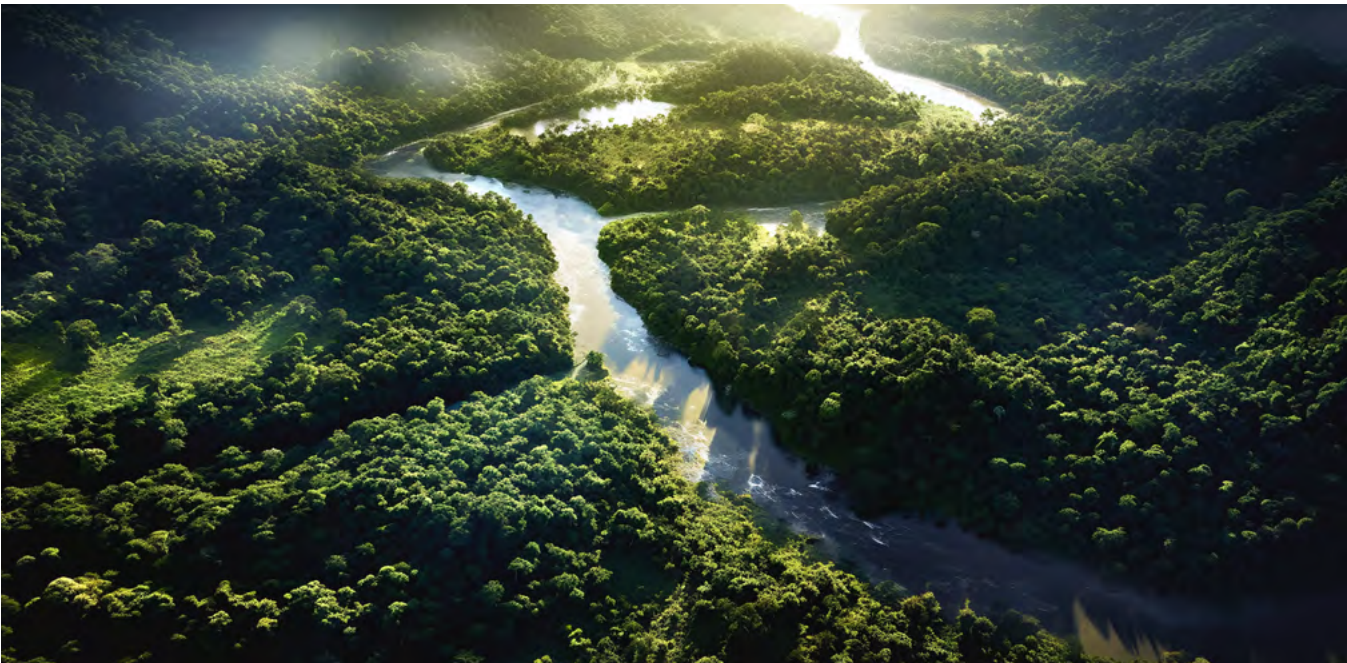
* No sites in areas at high water risk have been identified (see section “Areas at high water risk”). For more information on the calculation of water consumption, please refer to the ‘Water consumption metrics’ section in the Appendix.

Areas at high water risk

HELM has no own sites located in areas at high water risk based on an assessment conducted using the WWF water risk filter. Areas were classified as “high water risk” where the score was rated as “high (3–4)” or above. The assess-

ment focused on sites where any kind of production, warehousing or other operational activity could have a potentially negative impact on water consumption.





Biodiversity is the variety of life on Earth. It underpins the functioning of ecosystems and human wellbeing, providing essential resources such as food, medicine, clean air and water, yet it is under increasing pressure.

As a global chemical and agricultural distribution company, we recognise the impact that our activities and our industry have on biodiversity. Addressing biodiversity loss is therefore a core responsibility and an integral part of our HELM 2030 strategy. We are committed to maintaining and enhancing biodiversity while safeguarding food security.

Biodiversity & Ecosystems (ESRS E4)

Impacts, risks and opportunities related to biodiversity and ecosystems

To assess the impact on biodiversity, HELM utilised the Science-based Targets (SBTs) for nature framework by the Science Based Targets Network (SBTN). This framework ensures compliance with globally recognised standards, acknowledging the complexity of biodiversity and the need for a structured approach. The following key pressures on nature were identified as material:

- ➡ Climate change (refer to section Climate Change (ESRS E1))
- ➡ Soil and water pollution
- ➡ Species population and abundance

Material impacts related to biodiversity & ecosystems
Negative and potential negative impacts have been identified across both the upstream and downstream value chain.
In our upstream value chain, the sourcing of raw materials for our Crop Nutrition and Energy Materials products (e.g. phosphates and lithium) contributes to land degradation. While we recognise this impact, we are currently focusing on our downstream activities, as we believe by concentrating our resources we can achieve the most significant impact.

For our own operations no material impacts on biodiversity and ecosystems have been identified. These were assessed using the Key Biodiversity Areas (KBA) map to evaluate potential impacts on biodiversity. We assessed our sites based on their operational activities (e.g. pro-

duction, blending and warehousing) and did not identify any locations within or near a KBA.

In our downstream value chain, our Crop Solutions products have the greatest impact on biodiversity and ecosystems. A significant part of HELM’s Crop Solutions business focuses on nitrogen-based fertilisers. These products can have a potentially negative impact on ground water quality through nitrate leaching following application. If nitrogen-based fertilisers are misused or overapplied, higher nitrate levels can lead to soil and water pollution.

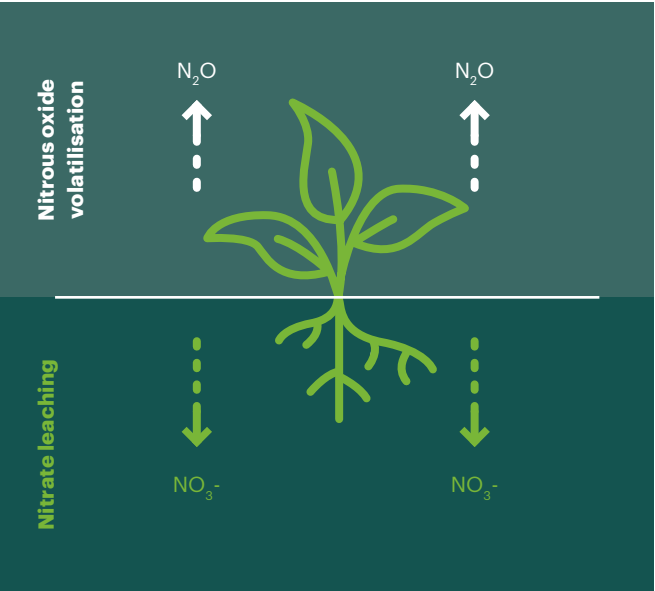
In addition, conventional Crop Protection products (such as fungicides, insecticides and herbicides) can affect species and ecosystems. While these products are designed to protect crops from diseases and pests, they may also have negative impacts on certain organisms. Nevertheless, these products are essential to secure agricultural production, ensure global food security and support a growing world population.

Material risks and opportunities related to biodiversity and ecosystems
Despite the (potentially) negative impacts and financial risks described above, opportunities arise for HELM to innovate and take a leading role in developing products that are less harmful to the environment. By prioritising sustainability and compliance with globally recognised standards, HELM can strengthen its reputation and

market position. This, in turn, contributes positively to biodiversity and ecosystems while supporting long-term food security.

Material potential financial risks arise if competitors develop products that are less harmful to the environment more quickly than we do. In addition, stricter regulations in certain markets (e.g., Europe compared to the United States) may also affect HELM’s market share.

Impact of nitrogen fertilisers on the environment



Science-based targets (SBTs) for nature

		Land	Freshwater	Ocean
Land/water/sea use/change	Land/water/sea use/change	Deforestation	Drainage	Dredging
	Resource exploitation	Land degradation	Water use	Overexploitation of marine resources
	Climate change	GHG emissions		
	Pollution	Soil pollution	Water pollution	Marine pollution
	Invasive species & other	Invasives / accidental mortality		
State of nature	Ecosystems	Pollination Species population Extinction rate		
	Species			

Our transition plan for biodiversity

Recognising both the significant impact of our business activities on biodiversity and the substantial global decline over the past 50 years, HELM has identified biodiversity loss as a key focus area within its HELM 2030 strategy. We acknowledge that healthy ecosystems are fundamental to long-term societal wellbeing and economic prosperity.

By gradually integrating biodiversity considerations into our business practices, we aim to minimise negative impacts while enabling innovation, supporting the development of new markets and strengthening partnerships. In 2025, our efforts focused on the Crop Nutrition and Plant Advantage portfolio, with an emphasis on advancing solutions that help mitigate biodiversity loss. We recognise that we are still at an early stage in this journey and therefore intentionally started with a limited scope to build the necessary understanding and capabilities. This approach will allow us to address biodiversity more comprehensively and reduce our negative impacts over time.

For our Crop Nutrition and Plant Advantage portfolio, we have defined specific targets to reduce negative impacts and contribute positively to the protection of biodiversity and ecosystems:

- ➔ Reduce nitrate leaching from nitrogen-based fertilisers by 85,000 metric tons by 2030
- ➔ Reach 4 million hectares treated with our Plant Advantage products per year, which will contribute to higher nutrient use efficiency by 2030

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

Benefits of Uplink Usage



Enhanced nutrient use efficiency



Increased photosynthetic activity



Resilience towards abiotic stress



Promoting yield development



Improved yield quality

UpLink

Treated nitrogen products

HELM promotes the use of treated nitrogen products that help plants use nitrogen more efficiently while reducing losses to the environment. These products increase nitrogen availability for crops and at the same time reduce nitrogen losses caused by volatilisation and leaching. One example is the HELM PLUS product range, which combines nutrient formulations with advanced inhibitors and additives and is available globally.

They work through technologies such as stabilisers and controlled- or slow-release additives, which help regulate the transformation of nitrogen releasing parts of it into the soil and air. As a result, nitrogen is supplied more gradually and in closer alignment with plant demand. For example, urease inhibitors such as NBPT slow down the conversion of urea into ammonia, helping to reduce nitrogen losses and improve uptake efficiency. Studies show that the use of NBPT can reduce nitrate leaching by up to 21% compared to untreated nitrogen fertilisers.¹

Plant Advantage products

These products are designed to support plants under challenging conditions, such as drought, by stimulating natural plant processes that improve nutrient uptake. In addition, they help convert nutrients into forms plants can absorb more easily, increasing overall nutrient availability.

One example of a Plant Advantage product from HELM's Crop Solution portfolio is UpLink. UpLink is based on a carefully balanced combination of signalling compounds and nutrients that act on targeted physiological processes in the plant. It enhances nutrient uptake and nitrogen assimilation in the plant, improving NUE and photosynthetic activity resulting on an increased yield and quality.

Together with other products and technologies in HELM's portfolio, it supports the optimisation of nutrient inputs, helping to minimise losses and ensure their efficient and timely availability to crops. By reducing nutrient losses to the surrounding environment, these solutions contribute to healthier soils and ecosystems, supporting greater biodiversity.

Digital solutions

We offer digital solutions in the agricultural field to help monitor crop health, improve input efficiency and reduce unnecessary use of crop protection products and fertilisers. By optimising these inputs, we aim to help prevent resistances, crop loss and yield reduction, while also limiting impacts on biodiversity, rural livelihoods and human health.

One example of a digital tool in our portfolio is Plantix. It enables farmers to make more informed and targeted decisions in crop protection and nutrition, thereby contributing to more sustainable agricultural practices. In 2025, the Plantix app had 5.8 million users worldwide.

Plantix supports both reactive and preventive approaches to crop management. Its crop diagnosis function – used approximately 9 million times in 2025 – helps identify plant diseases, pests and nutrient deficiencies, reducing the risk of incorrect treatments and the over- or misuse of fertilisers and crop protection products. This contributes to lower pressure on biodiversity and ecosystems from agricultural inputs. In addition, Plantix provides preventive support through agronomic weather advice, helping farmers avoid practices that could lead to unintended

environmental impacts, such as pesticide drift or leaching. More than 40 million disease alerts notified users when pest or disease pressure reached a critical threshold in 2025. This enabled farmers to take preventive action in time and reduced the need for more intensive treatments later.

By helping farmers use inputs more precisely and act early when needed, Plantix reduces the impact of agriculture on surrounding ecosystems and supports the protection of biodiversity.

Biological solutions

Our biological solutions portfolio includes bio-pesticides such as bio-insecticides, bio-fungicides, bio-herbicides, plant growth regulators (PGR), as well as bio-stimulants. These solutions are designed to protect crops and enhance crop performance by working with natural processes, reducing reliance on synthetic chemicals and helping to minimise environmental impact.

Unium supports our ambitions in this field. Unium specialises in the development of biological solutions based on signaling-compound technologies, with a strong focus on bio-stimulants. As an example of bio-stimulants within our portfolio, Unium strengthens our global offering and accelerates the development of advanced, more sustainable crop protection and crop nutrition solutions.

¹ Souza, E.F.C., Rosen, C.J., Venterea R.T. (2021). Co-application of DMPSA and NBPT with urea mitigates both nitrous oxide emissions and nitrate leaching during irrigated potato production. Environmental Pollution, 284, 117124

Geographical Distribution of Crop Diagnoses in 2025

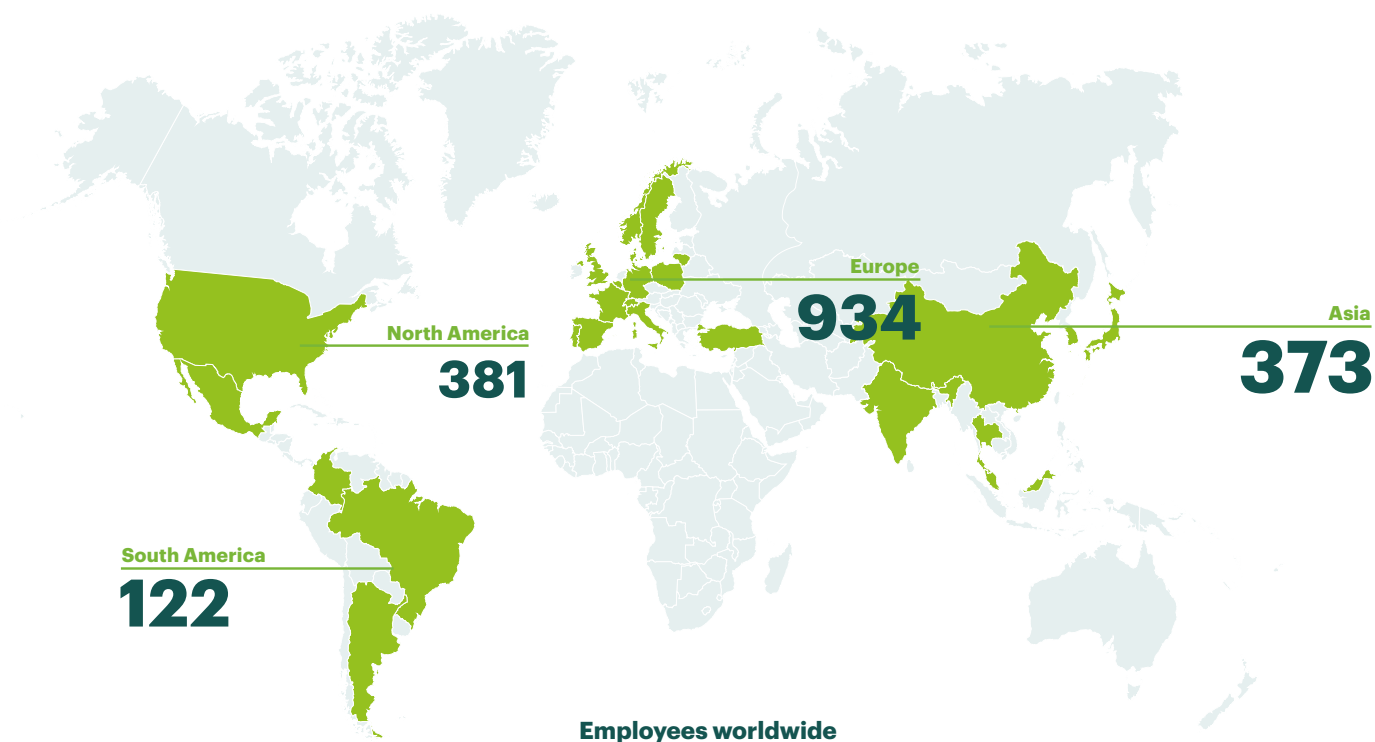




SOCIAL

- Own Workforce (ESRS S1) — 48
- Workers in the Value Chain (ESRS S2) — 54

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



At HELM, we believe that people are our greatest asset and that the company’s success is only possible through the dedication of our employees. We are committed to providing fair working conditions and a safe, attractive and inspiring workplace, guided by our values: “We Create”, “We Care”, “We Enjoy”. At the same time, we strive to support our employees’ development and retain them for the long term.

Own Workforce (ESRS S1)

Impacts, risks and opportunities related to own workforce

Impacts related to own workforce

This chapter refers to employees employed by HELM or any company within the HELM Group’s scope of consolidation as of 31 December 2025. In the double materiality assessment, the own workforce was identified as a material topic for HELM. A negative material impact has been identified regarding increased workload and the perceived stress associated with it. This was recognised by a small number of employees who have reported increased workload. Several positive impacts were also highlighted during the assessment, primarily related to working conditions, including secure employment, work–life balance and fair compensation. HELM is perceived as a stable and reliable employer, fostering a high degree of employee

loyalty. By offering flexible contracts and adaptable work models, HELM further supports the work-life balance of its workforce.

Risks and opportunities related to own workforce

During the double materiality assessment, an opportunity related to working conditions of HELM’s own workforce was identified. HELM ensures market-oriented compensation across all regions, providing fair wages for all employees globally. This contributes to high employee satisfaction, which in turn strengthens loyalty, enhances the company’s attractiveness as an employer and lowers recruitment costs.

Policies related to own workforce

At HELM, our employees are central to our long-term success. We are committed to respecting human rights and providing fair, safe and inclusive working conditions across all operations. This commitment is embedded in a global framework of policies that define minimum standards and expectations throughout the employee lifecycle.

Respect for internationally recognised human rights and labour standards is a fundamental element of HELM’s governance framework. The Code of Conduct, which applies to all employees worldwide, sets out binding principles on integrity, mutual respect, non-discrimination, fair working conditions and compliance with applicable laws. It reflects HELM’s commitment to internationally recognised frameworks, including the International Bill of Human Rights, ILO labour standards, the UN Global Compact and the OECD Guidelines for Multinational Enterprises. The Code of Conduct also promotes an open and transparent corporate culture, encouraging employees to raise concerns. This is supported by established reporting channels and whistleblowing mechanisms.

Our Global HR Principle establishes binding standards for key HR processes, including recruitment, compensation, performance management and employee development. They ensure transparent, fair and legally compliant practices, supporting employee engagement, retention and equal opportunities.

Expectations for responsible leadership are outlined in HELM’s Leadership Principle and emphasise fostering a culture of trust, promoting diversity and inclusion, providing regular feedback and enabling employee participation. Their implementation is supported by mandatory training and development programmes.

Minimum standards for occupational health and safety and risk management are set out in HELM’s Health, Safety, Environment (HSE) and Responsible Care Policy. HELM is committed to a zero-incident culture, continuous improvement and compliance with applicable legal and international standards. Preventive measures and health initiatives aim to protect the physical and mental wellbeing of employees.

Secure employment and adequate wages

At the end of 2025, HELM employed a total of 1,810 people. This figure includes all employees with an active employment contract, covering full-time and part-time employees as well as apprentices and dual students. Employees not

actively working, such as those on parental or garden leave, as well as consultants, freelancers and other non-employed workers, are not included in this number.

During the reporting year, the total workforce decreased by approximately 400 employees. This development is primarily attributable to structural changes within the company, in particular by the divestment of the Pharma distribution business in Mexico and Portugal and the discontinuation of the Plantix India business. These measures were part of a broader effort to focus on core activities and ensure the long-term sustainability of the business.

The employee turnover rate in 2025 was 26.8%, including voluntary and involuntary resignation as well as retirements. This comparatively high rate is largely driven by the aforementioned portfolio adjustments, structural changes within Business Units and the discontinuation of non-profitable activities. While acknowledging this development, HELM remains committed to providing stable and secure employment opportunities wherever possible. 94% of all employees hold a permanent employment contract, underlining this commitment to long-term and reliable employment relationships. This commitment is further reflected in the company’s average employee tenure of approximately eight years, indicating a generally stable workforce and long-term employment relationships.

HELM continues to foster a working environment that supports fair and adequate working conditions. The company aims to offer competitive and appropriate remuneration aligned with local market conditions and individual responsibilities. HELM also places a strong emphasis on employee development and continuous learning as part of its commitment to secure employment and adequate wages. Targeted development measures and training programs, including access to digital learning platforms such as LinkedIn Learning, are implemented to enhance skills and support career progression. In addition, mandatory annual performance and talent reviews support employees’ individual development and help identify growth opportunities.

Employees by gender (as of 31.12.2025)

Gender	Employees
Male	1,097
Female	713
Diverse	-
Total workforce	1,810

Employees by contract type and gender (as of 31.12.2025)

Contract type	Male	Female
Total employees	1,097	713
Employees with a permanent contract	1,033	674
Employees with a temporary contract	64	39

94%

EMPLOYEES
WITH A PERMANENT
CONTRACT

Working conditions

Across all locations, HELM ensures decent working conditions that are aligned with applicable local legal requirements and internal standards. Working hours are defined in accordance with national legislation and relevant agreements. HELM places particular importance on enabling a healthy balance between professional and personal life. To support this, HELM offers flexible working arrangements, including hybrid working models where operationally feasible. In 2025, the mobile work policy was further updated to better support employees with caregiving responsibilities. In cases of care work, including childcare and the care of relatives, individual agreements on mobile working days can be made.

Employee wellbeing is supported through a range of measures, for example including confidential counselling services via the Fürstenberg Institute, digital mental health support through nilo health, access to a company doctor and additional offerings such as corporate benefits, sports activities, gym memberships and holiday apartments.

We consider constructive dialogue with our employees to be an important part of responsible corporate governance. HELM promotes open communication through regular town hall meetings, employee forums and continuous exchange between management and employees. While there is currently no formal works council in place, employee perspectives are actively considered through these formats as well as through structured processes such as the HELM Performance and Talent Review. Furthermore, there is a corporate culture working group that meets regularly and discusses topics of concern to employees. This approach supports early identification of concerns and contributes to a transparent and participative working environment.

Occupational health and safety

HELM takes responsibility for the health and safety of its employees and is committed to providing a safe and healthy working environment in line with applicable international standards. To support this commitment, HELM applies structured health and safety management processes to monitor and assess workplace incidents across the organisation. This system is supported by clear and comprehensive policies and procedures. The objective is to systematically track work-related injuries and illnesses and, where necessary, implement appropriate measures to prevent and reduce such incidents over time. HELM provides targeted training programs to ensure employees are well prepared to work safely and responsibly. Detailed emergency plans and response procedures are in place to enable effective action in case of incidents and to further strengthen workplace safety. In 2025, 82.3% of HELM’s employees were covered by an ISO 45001 health and safety management system.

At HELM, we are committed to achieving zero accidents as part of our overall “Goal ZERO” initiative. By prioritising health and safety, we create a safe and productive workplace, while strengthening trust and confidence among our workforces. From 2024 to 2025, safety performance improved across all reported metrics. The number of fatalities remained at zero in both years. The most significant improvement was observed in the number of days lost due to work-related injuries, which decreased by 49%.

Occupational health and safety metrics for 2025

Metrics	2024	2025
Number of fatalities as a result of work-related injuries/ill health	0	0
Number of recordable work-related injuries ¹	28	17
Rate of recordable work-related injuries (TRIR) ^{1,2}	1.03	0.79
Number of work-related lost time injuries	20	14
Rate of work-related lost time injuries (LTIR) ²	0.73	0.65
Number of days lost to work-related injuries	178	90

1 Consists of fatalities (FAT), lost time injuries (LTI), restricted work cases (RWC) and medical treatment cases (MTC), excluding first aid cases.
2 Per 200,000 hours

Equal treatment and opportunities for all

Diversity

Diversity brings a wealth of perspectives and ideas, driving innovation and enhancing our overall performance and long-term success. As an internationally active company, HELM brings together people from different backgrounds, cultures and generations, which strengthens collaboration and supports innovative thinking. HELM is committed to fostering an inclusive workplace where all employees are treated with respect and have equal opportunities to contribute and develop. By promoting diversity and inclusion, HELM aims to create a culture in which different perspectives are valued and can contribute to business success.

In 2025, employees from 57 nationalities were part of the organisation, reflecting the company’s international footprint and its commitment to diversity and equal opportunities.

EMPLOYEES FROM

57

DIFFERENT
NATIONALITIES

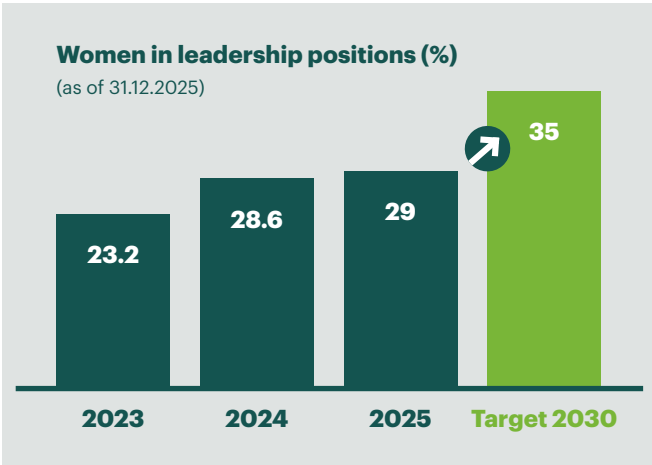
A balanced age distribution within the workforce supports diversity of perspectives, fosters knowledge transfer across generations and contributes to the long-term resilience of the company. At HELM, the age distribution is relatively balanced, with the largest share of employees aged 34 to 55 years. The collaboration of employees across different generations brings together a wide range of experience, perspectives and skills, supporting mutual learning and strengthening teamwork.

Employees by age group (as of 31.12.2025)

Age group	Gender	Employees (headcount)
Total	Female	713
	Male	1,097
<25	Female	40
	Male	60
25–34	Female	197
	Male	287
35–44	Female	212
	Male	331
45–54	Female	149
	Male	228
55–64	Female	106
	Male	172
>65	Female	9
	Male	18
Not specified	Female	0
	Male	1

Gender diversity

Gender diversity and equality foster a balanced and inclusive work environment in which all employees are supported and empowered. By prioritising gender diversity and inequality in our HELM 2030 strategy, we aim to achieve this. We have set a target to increase the share of women in leadership positions to at least 35% by 2030 across all group companies, compared to 23% in the base year 2023. In 2025, 29% of all leadership positions were held by women. This target is supported by the objective of achieving balanced gender representation in the appointments for leadership positions by 2030. For this purpose, HELM focuses on the systematic identification, monitoring and development of female talent to strengthen the pipeline of future leaders. As of the end of 2025, women held 48% of senior management positions directly below the leadership level. To ensure that we achieve our goal, we are closely monitoring and promoting female talents with the aim of developing future leaders.



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

Initiatives to promote gender diversity

To achieve gender equality, all measures taken are steered through our “Women Empowerment” initiative (established in 2024) and supported by the “Women @HELM” network. To track progress toward our diversity targets, gender diversity data is shared and discussed with the top management on a quarterly basis. This enhances transparency on developments and ensures that initiatives remain on track or can be adjusted if progress deviates from expectations. In attraction and recruitment, our personnel selection processes ensure that job descriptions are inclusive and that recruitment procedures are gender neutral. This is also defined in a policy to ensure consistent application.

In the area of talent identification and development, we continuously reflect on and improve our talent review processes and have implemented a female development program, which includes coaching opportunities and exchange sessions to foster peer learning. The program specifically addresses the challenges women face in their careers, equipping them with the skills and support needed for their continued growth. In 2025, HELM also became part of the “Women in Chemicals” community. “Women in Chemicals” is a registered non-profit organisation, which focuses on creating and identifying opportunities that foster gender equality. Its mission is to provide a supportive network that encourages women to connect, collaborate and share expertise. To further strengthen an inclusive corporate culture aligned with our values “We create”, “We care”, “We enjoy”, we have global management meetings, regular internal communications and different podcast formats in place (e.g. the “Role Model” podcast) to raise awareness of diversity topics.

Supporting local projects and reducing inequalities

At HELM, we recognise our responsibility not only toward our employees but also toward the wider society. Our commitment to reducing inequality is embedded in our social responsibility approach, guided by the principle “think globally, act locally”. This approach underpins our support for both local and global initiatives and charitable organisations, with the aim of creating positive impact also beyond our value chain. To further promote social engagement among our employees, we offer Social Days. These days allow each HELM employee to dedicate time to local projects of their choice, enabling active contribution to the community and the promotion of social and environmental responsibility. In this way, we aim to strengthen our positive contribution to society. Apart from that, we are proud of our long-term partnership with Plan International, an independent aid organisation that works to improve the lives of girls and boys around the world through its development programs. We can already see a positive impact through this partnership. Studies show that children who participate in Plan projects or receive messages from their sponsors are more likely to attend school, empowering them with knowledge and skills and giving them equal opportunities. At the same time, we acknowledge that measuring our social impact is complex, as we have been working on a variety of initiatives, donations and activities with multiple stakeholders involved. We therefore started to develop a more structured way forward to assess and quantify our social impact more consistently, with the aim of improving the effectiveness of our efforts.

Driving Social Impact Through Purpose Driven Partnerships

Empowering girls and women through sport

At HELM, sustainability goes beyond environmental responsibility and includes working with partners to create lasting social impact. Together with Hamburger SV (HSV) and Plan International, HELM has established a unique three-party partnership that demonstrates how sports sponsorship can promote social responsibility and equal opportunities. The aim is to strengthen girls and women worldwide by using visibility and engagement to drive tangible impact as part of HELM 2030 – focusing on long-term change rather than short-term initiatives. Within the first 1.5 years, several initiatives have already been implemented. HSV representatives visited a Plan International project in India, while in Hamburg, a girls’ football day on World Girls’ Day raised awareness and local engagement. A key highlight was the World Girls’ Day special jersey, co-created with 11 girls to reflect shared values, which were symbolically embedded in the jersey numbers. Part of the revenue from jersey sales and auctions was donated to Plan International, complemented by an additional contribution of €15,000 from HELM.

The partnership continues across multiple seasons, reflecting HELM’s focus on long-term collaboration and shared value creation.



Strong Women through sustainable agriculture

Over three years, HELM supported Plan International’s project “Strong Women through Sustainable Agriculture,” aiming to empower young people in Rwanda, especially women, and improve their opportunities in the agricultural sector while strengthening climate resilience. Rwanda remains one of the poorest countries globally, with much of the population dependent on agriculture but facing low productivity due to limited knowledge, inefficient methods, and lack of technology. Challenges also intensified by climate change. The project addressed this by equipping five vocational training centers and ten training hubs with modern technology and new materials and by updating curricula to include climate-smart agriculture and gender equality. More than 1,000 young people have already received training in sustainable agriculture and entrepreneurship. Through multiplier programs, knowledge is further shared within communities, reaching around 459,000 people to date. HELM supported the project, completed in December 2025, with €217,000 in donations, helping to improve future prospects – particularly for young women in Rwanda.



As a globally active company, HELM is involved in diverse supply chains, businesses and partnerships worldwide. We acknowledge our responsibilities and opportunities along the value chain and are committed, together with our partners, to strengthening human and labour rights and minimising risks by collaborating with the right partners.

Workers in the Value Chain (ESRS S2)

Impacts, risks and opportunities related to workers in the value chain

HELM’s upstream and downstream value chain is complex, resulting in limited transparency regarding the actual impacts on workers within the value chain. As a result, these impacts are currently based on the assessments of internal experts, who collaborate closely with relevant partners, until greater transparency is achieved across our supply chain.

Impacts related to workers in the value chain

The double materiality assessment revealed that HELM’s most significant impact on workers in the value chain is related to working conditions, particularly in the areas of working hours and fair wages. A negative impact is associated with the working hours of workers, especially within the logistics service provider (LSP) segment. Given HELM’s reliance on a diverse network of LSPs for transporting products between suppliers and customers, it can be challenging to ensure full compliance with

occupational regulations across all partners. In general, working hours in the logistics industry can be demanding, with shift work and overtime contributing to the identified negative impact on workers’ wellbeing. Furthermore, a potential negative impact has been identified regarding adequate wages of workers in the value chain. In several stages of HELM’s value chain, it is crucial to have trained workers – particularly when handling potentially hazardous chemicals – to ensure that products are produced and transported safely, minimising the risk of accidents. Strict regulations and safety restrictions help mitigate these risks, while detailed user instructions and training are provided for handling finished goods. No risks and opportunities related to workers in the value chain have been identified in the double materiality assessment.

Responsible business practices across the value chain

Workers in the value chain include workers employed at HELM’s own sites who are not part of the direct workforce, as well as workers employed within the direct upstream and downstream value chain (e.g. at production facilities, logistics service providers or IT providers). HELM has established policies specifically designed to address the impacts outlined above. The Supplier Code of Conduct is a central element of this as it sets clear expectations for business partners to ensure responsible, ethical and sustainable business practices across our value chain. This includes ensuring fair and safe working conditions, preventing forced and child labour, discrimination, corruption and other criminal acts, protecting data and confidential information and minimising environmental impacts. Suppliers are also expected to promote these standards within their own value chains and, where applicable, participate in sustainability ratings or audits where required.

Furthermore, the Code of Conduct reaffirms HELM’s commitment to complying with all relevant local, national and international laws and regulations in every region where we operate. It also commits HELM to internationally recognised human rights standards, including the ILO conventions, the UN Global Compact and the International Bill of Human Rights.

Partnership monitoring

HELM is committed to mitigating negative impacts on workers within its value chain through a series of proactive measures. We recognise that achieving full transparency across the entire value chain is challenging. As a first step, we are focused on increasing the transparency of our

direct business partners, supported by our internal partnership monitoring system. This system provides visibility into key performance indicators, enabling us to effectively oversee and manage our suppliers. Labour, human rights and ethics risks are monitored, and corrective or preventive measures are implemented as needed. Reports and outcomes are accessible to relevant internal stakeholders working closely with our business partners and top management is regularly informed to ensure transparency and support timely corrective action where needed. With the support of partnership monitoring, we can focus on the suppliers with potentially high sustainability risks (environment, labour and human rights, ethics and sustainable procurement). More details about our “Partnership Monitoring” system can be found in the section “Business Partner Management” in the Governance chapter.

Grievance mechanism

We foster an environment where critical impacts and concerns can be raised at any time. For this, we have a global whistleblower system, HELMLINE, in place. Accessible in over 60 languages, the system allows HELM employees and external parties, particularly workers in our value chain, to report compliance breaches or suspicions anonymously and confidentially. This includes concerns related to health and safety, as well as child labour. Reports are accessible only to a limited group of specially trained individuals, who process the information ensuring the protection of all parties involved. Our whistleblower system is also outlined in our Code of Conduct. Find more information on HELMLINE under “Compliance Governance and Policies” in the Governance chapter.





GOVERNANCE

Business Conduct (ESRS G1) — 58

This section describes HELM’s corporate governance and explains how sustainability-related matters are governed and embedded within the organisation. It focuses on the policies, processes, roles and responsibilities as well as internal controls through which HELM addresses material sustainability-related governance topics identified in the double materiality assessment – including governance and risk management, business partner management and corporate culture.

Business Conduct (ESRS G1)

Impacts, risks and opportunities

HELM has identified a positive material impact in managing relationships with business partners. Positioned at different stages of the value chain between producers and end-consumers, partnerships are central to HELM's business activities. HELM offers added value to both ends of the chain and the success of these partnerships is heavily reliant on trusted relationships with business partners and joint venture partners. Governance and risk management at HELM have been identified as an opportunity, because strong controls and risk processes protect cash flows and resilience, support access to financing, and enable timely, evidence based decisions. HELM's corporate culture was also identified as an opportunity, anchored in our HELM 2030 values which foster integrity, speaking up and collaboration, driving responsible conduct and continuous improvement across our organisation and partnerships.

ESG governance and organisation

Our HELM 2030 strategy balances business ambitions with environmental and social objectives. As the custodian of this strategy, the Executive Board makes environmental and social matters an integral part of its strategic considerations. While sustainability is formally assigned to the Chief Development Officer, we have intentionally not established a separate corporate-level sustainability committee. Instead, sustainability is fully embedded in line management responsibilities, and group wide planning covers both financial and sustainability objectives.



The Supervisory Board is regularly briefed on progress and provides guidance on next steps.

A central Strategy & Sustainability unit at the corporate level, reporting directly to the Executive Board, orchestrates the overall ESG agenda. It establishes group-wide standards and tools and develops the reporting framework for monitoring and steering sustainability performance at group level. The operational implementation of sustainability measures is carried out in a decentralised manner within the business and service units. As part of a collaborative process, group-level targets were translated into unit-specific targets and are implemented through concrete action plans defined by each unit. Executive managers of the respective business and service units are accountable for sustainability performance. To reinforce ownership and effective implementation, sustainability targets are embedded in incentive schemes, tailored to position, function and region.

To ensure year-round traction at executive-board level, we apply a clear management rhythm and guardrails:

- ➔ **Quarterly management reporting** with consolidated sustainability KPIs to track improvements and steer corrective actions.
- ➔ **Bi-annual strategic reviews** to evaluate the progress of our transformation and target achievement.
- ➔ **Policies and standards** defined in line with our HELM 2030 ambition – e.g. investment criteria that systematically integrate sustainability considerations into decision making.

Our governance and operating model are grounded in two internal policies: the Strategy and Steering Principle and the Sustainability Principle. Together, they define our steering model, corporate standards and sustainability investment criteria, and outline our sustainability scope, focus areas and targets in line with HELM 2030.

Integrated risk and control framework

HELM operates an integrated risk and control framework comprising operational risk management, an annual strategic risk assessment and the Internal Control System (ICoS). Together, these mechanisms enable early identification and mitigation of financial and sustainability risks, support informed decision making, and reinforce trust among stakeholders such as customers, partners and banks.

- ➔ **Operational risk management (day to day)**
HELM manages price and volume risks arising from fixed and unfixed purchase and sales volumes, as well as currency and credit default risks, through standardised frameworks tailored to product and department needs. In addition to these commercial risks, ESG-related risks are managed with the support of our Quality Management (QM) and Health, Safety, Environment (HSE) management systems.
- ➔ **Strategic risk assessment (annual)**
Once per year, HELM evaluates medium and long-term corporate risks based on potential financial impact and likelihood. Risks are categorised (red/yellow/green); for red risks, the risk matrix and mitigation plans are reviewed and approved by the Executive Board. This process underpins delivery of HELM 2030 financial and sustainability targets.
- ➔ **Internal Control System (ICoS) (continuous)**
Supervised by the global Compliance function, the ICoS continuously reviews process controls across HELM's legal entities to identify and remediate gaps that could pose significant risks if left unaddressed. The ICoS ensures that identified gaps lead to defined and executed mitigation actions. The scope includes governance/compliance, HR, finance and accounting, and business unit-specific regulatory requirements, IT/cybercrime, health, safety and environment (HSE), and data protection.

Compliance governance and policies

Acting with integrity is essential for HELM as a global company operating across numerous jurisdictions. Ensuring compliance with local, national and international regulations requires clear responsibilities and strong

governance structures. At HELM, this responsibility lies with the Compliance Officer, who reports directly to the Executive Board. This direct reporting line ensures that compliance-related risks and expectations are anchored at the highest management level and integrated into strategic and operational decision making.

To translate these responsibilities into daily practice, HELM operates a structured compliance management system based on the internationally recognised pillars of prevention, detection and reaction. Preventive measures, such as guidelines, policies and mandatory training, help employees understand expected behaviour and reduce the likelihood of misconduct. Detection mechanisms, including accessible reporting channels and continuous monitoring, ensure that potential violations can be recognised at an early stage. When incidents occur, they are followed by a clear reaction framework that defines how issues are assessed, addressed and used to strengthen existing processes.

A central element of this preventive framework is the HELM Code of Conduct, which outlines expectations for ethical behaviour and responsible business practices. The Code is an integral part of all new employment contracts and is available internally and also externally via helmag.com. To ensure a broad understanding across the organisation, all employees must complete a mandatory e-learning course on the Code. 89.8% of employees have already completed this training. Complementary guidelines – such as the Anti Bribery and Corruption guideline, the Conflict of Interest guideline, and the Anti Money Laundering policy – further specify behavioural expectations in risk sensitive areas. The corresponding mandatory Anti Bribery and Corruption e-learning course has been completed by 90.4% of employees, while the Conflicts of Interest e-learning has been completed by 90.8% of employees. Our employees are generally given 60 days to complete all mandatory e-learning courses.

Overview of training KPIs

	2025
Completion rate for the Code of Conduct e-learning	89.8%
Completion rate for the Anti-Corruption & Bribery e-learning	90.4%
Completion rate for the Conflicts of Interest e-learning	90.8%

Recognising that even a robust set of policies cannot prevent all challenges, HELM places great importance on maintaining a trusted and fully confidential speak-up environment. HELMline, the company's global and multilingual whistleblowing system, offers employees and external stakeholders a secure, confidential and – if preferred – anonymous channel to report potential misconduct. All submissions are handled within a protected IT environment, and access is limited to very few specially trained compliance professionals, ensuring absolute confidentiality for all individuals involved. Reports may relate to human rights issues, environmental or climate-related violations, occupational health and safety, corruption, antitrust matters or data protection breaches. In 2025, seven cases were registered via HELMline, marking a 63% decrease compared to 19 cases in 2024. All cases were thoroughly investigated and closed, with no substantiated compliance violations and no corruption cases identified. The declining number of reports combined with the low substantiation rate indicates that there are no signs of systemic issues, while the continued use of the HELMline confirms that it remains an accessible, trusted and effective channel for raising concerns.

Overview of HELMline KPIs

	2024	2025
Number of incidents reported	19	7
Number of incidents confirmed	0	0

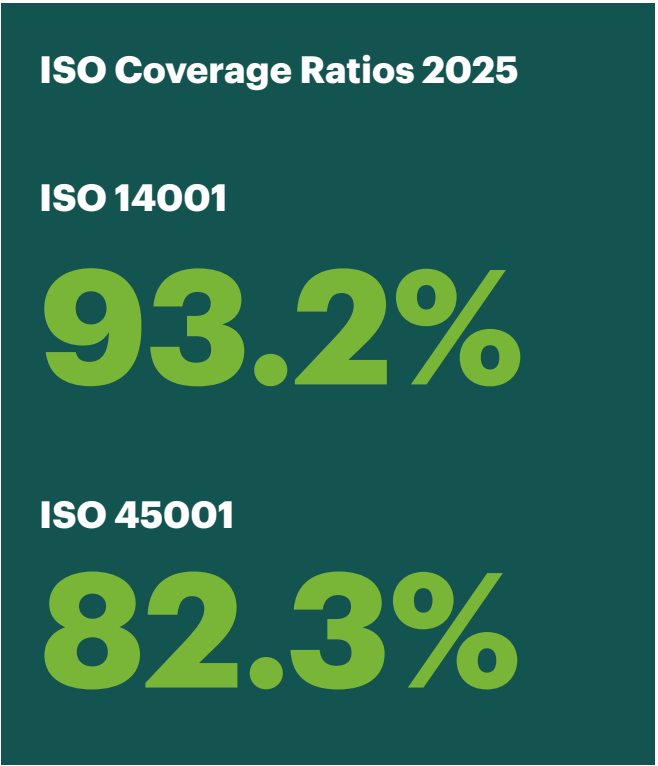
Regulatory risks are actively monitored and managed. A political monitoring software supports the Compliance Officer and other key users in identifying and assessing regulatory developments – for example in relation to REACH – and enables the timely adjustment of internal processes and controls.

Management of chemical and occupational safety risks

HELM operates in highly regulated industries where compliance with chemical safety, occupational health and safety, and other legal requirements is essential. To manage these obligations, HELM combines early regulatory monitoring with structured HSE governance under the Global HSE & Responsible Care Framework. The framework defines corporate principles, mandatory standards, reporting lines and escalation processes for chemical and occupational safety. It includes the Global HSE & Responsible Care Policy, Life Critical Standards, onboarding and awareness measures, and a harmonised Incident Classification & Notification Plan.

Operational HSE risks are managed through the Operational Excellence model, which integrates KPI monitoring, structured performance reviews and follow-up of mitigation actions. Material risks are regularly reported to the Executive Board. A risk-based approach to ISO 14001 and ISO 45001 certification further strengthens governance by prioritising certification for entities with significant HSE exposure, while lower-risk administrative sites are covered proportionately through the Corporate HSE Framework. In 2025, HELM achieved an ISO 14001 coverage of 93.2% and an ISO 45001 coverage of 82.3%, reflecting the broad implementation of systematic environmental and occupational health & safety management practices across the organisation.

Through this integrated approach, HELM ensures that regulatory requirements and safety standards are consistently embedded in daily operations and that regulatory changes, incidents and HSE risks are managed proactively across its global portfolio.



Business partner management

Partnerships are integral to HELM's purpose, vision and mission and enable progress toward HELM 2030. Thus, responsible supplier relationships are a core element of HELM's governance approach. HELM applies a structured supplier due diligence and monitoring process across the sustainability dimensions environment, labour and human rights, ethics and sustainable procurement. This includes the use of external risk data from EcoVadis IQ Plus, assessment of management system certifications, sector schemes where relevant, risk based audits and monitoring of acceptance of the Supplier Code of Conduct (or equivalent). Environmental due diligence is complemented by the collection and evaluation of LCA data from suppliers through HELM's PCF Tool, as described in the Environment chapter. These insights increasingly inform purchasing decisions and the negotiation of framework agreements. As a global company, HELM also promotes fair and timely payment practices, including for SMEs, in order for them to remain a reliable and trustworthy partner.

The Sustainable Procurement Principle establishes group-wide expectations for integrating ESG considerations into all procurement activities. It reinforces that sustainable procurement is a core responsibility within our supply chain strategy and defines how HELM systematically manages supply chain risks – by evaluating supplier practices, strengthening due diligence processes and ensuring that

risk mitigation measures are consistently applied across regions and categories. The policy also clarifies that responsible procurement requires the continuous assessment of environmental and social impacts along the value chain and promotes transparency and accountability in supplier relationships.

To support transparency and steering, HELM has recently implemented a Sustainability Partnership Report, providing a consolidated, group-wide view of key supplier KPIs, including Supplier Code of Conduct coverage and sustainability risk indicators. It streamlines evaluation, equips product managers for strategic supplier choices and feeds the HELM 2030 management reporting and external disclosures.

Business partner monitoring KPIs of the Chemicals BU

	2025
Supplier Code of Conduct Coverage (100%):	83%
EcoVadis Rating Coverage (80% PTO):	44%

Coverage reflects suppliers recorded in currently deployed systems; group-wide rollout is still ongoing



Promoting our corporate culture

As part of HELM 2030, we are committed to the values “We Create”, “We Care”, “We Enjoy”. These values guide daily collaboration, foster responsible behaviour and strengthen an inclusive, performance-oriented culture across the company.

- ➔ **We create:** we generate positive impact by actively pursuing new business opportunities, sustainable growth and new perspectives.
- ➔ **We care:** we take responsibility for future generations – socially, economically and environmentally – and, as a family business, we support our colleagues’ wellbeing and development.
- ➔ **We enjoy:** we value every contribution, speak up, welcome diverse viewpoints and engage constructively – even in controversial discussions.

Guided by our values, the initiatives outlined below cultivate a resilient and engaging corporate culture:

Our Leadership Principles serve as both an orientation and an obligation for everyone at HELM. Workshops, training and – if needed – individual coaching guarantee a high level of leadership quality. Our success is directly tied to effective leadership.

Our Female Empowerment working group and Women@ HELM Network promote gender equality and support the professional growth of women at HELM. Their vision is to “contribute to HELM’s overall success by encouraging women to boost their potential and enhance HELM’s talent pool”. By providing platforms for empowerment and development, they contribute to a more inclusive and diverse workplace.

The HELM Global Community Blog – our internal intranet blog – provides a space where all employees can share stories, insights and experiences across locations and functions. It strengthens community spirit, encourages peer-to-peer engagement and fosters a sense of belonging by making diverse perspectives visible.

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



EcoVadis
Awarded 20 April 2026
Score: 80 points



CDP
Awarded 10 Dec. 2025
Climate Score: B-



United Nations
Joined on 30 Aug. 2022

Sustainability Performance Assessment

HELM remains committed to working each day to find better solutions to the many environmental and social challenges we and our industry face. With this report, we aim to provide transparency about our progress. In addition, our company completes certain questionnaires from independent ratings agencies such as EcoVadis and CDP where there is no risk of conflict of interest. In 2025, HELM achieved:

- ➔ An EcoVadis score of 80 points
[EcoVadis Recognition Page](#)
- ➔ A CDP score of B- (“Management”), proving that HELM has taken coordinated action on environmental issues

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



Stephan Schnabel (left) demonstrating the Power of Partnership at the HELM 125-Year-Event with David Cassidy (right), CEO of Proman, one of HELM’s longstanding partners for Methanol.

[illegible]

KEY FIGURES

4.7 BILLION

EUROS IN GROUP
TURNOVER



29%

WOMEN IN LEADERSHIP
POSITIONS

94%

OF EMPLOYEES
WITH PERMANENT
CONTRACTS



80

POINTS AWARDED
BY ECOVADIS



1.75 TONS

CO₂e/METRIC TON
SCOPE 3.1 INTENSITY

9.2 MILLION

METRIC TONS
SOLD



B-

CDP RATING FOR
CLIMATE CHANGE

9 MILLION

DIGITAL CROP
DIAGNOSES
VIA PLANTIX APP

57

NATIONALITIES IN OUR
OWN WORKFORCE

63%

SHARE OF RENEWABLE
ELECTRICITY IN OUR
OFFICES



13,957 TONS

CO₂e
SCOPE 1 & 2 EMISSIONS

1,810

EMPLOYEES
WORLDWIDE

353,000

HECTARES TREATED
WITH PLANT
ADVANTAGE
PRODUCTS



190,000

EUROS DONATED
TO CHARITY

27

COUNTRIES
WORLDWIDE WITH
SUBSIDIARIES

APPENDIX

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List of Abbreviations

BDO	Butane-1,4-diol	NBPT	N-(n-butyl) thiophosphoric triamide
BU	Business Unit	NGO	Non-Governmental Organization
B2B	Business-to-Business	NUE	Nutrient Use Efficiency
CCF	Corporate Carbon Footprint	OECD	Organisation for Economic Co-operation and Development
CDP	Carbon Disclosure Project	PCF	Product Carbon Footprint
CoC	Code of Conduct	PGR	Plant Growth Regulators
CO2e	Carbon dioxide equivalent	PTO	Purchase Turnover
CSRD	Corporate Sustainability Reporting Directive	R&D	Research and Development
ECH	Epichlorohydrin	REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals
ESG	Environment, Social and Governance	SBTi	Science Based Targets Initiative
ESRS	European Sustainability Reporting Standards	SBT	Science Based Targets
EU	Entrepreneurial Unit	SBTN	Science Based Targets Network
GHG	Greenhouse Gas	SMEs	Small and Medium-sized Enterprises
HELM	HELM AG	SU	Service Unit
HR	Human Resources	TRIR	Total Recordable Incident Rate
HVO	Hydrotreated Vegetable Oil	UK	United Kingdom
HSEQ	Health, Safety, Environment, Quality	UNGC	United Nations Global Compact
ICoS	Internal Control System	U.S.	United States
ILO	International Labour Organization	VAM	Vinyl Acetate Monomer
IPCC	Intergovernmental Panel on Climate Change	WWF	World Wide Fund for Nature
IROs	Impacts, Risks and Opportunities		
ISO	International Organization for Standardization		
JV	Joint Venture		
KBA	Key Biodiversity Area		
KPI	Key Performance Indicator		
LCA	Life Cycle Assessment		
LNG	Liquefied Natural Gas		
LSP	Logistics Service Provider		
LTIR	Lost Time Incident Rate		
MWh	Megawatt-hours		

Scope of Consolidation

HELM created this report on a consolidated basis for the entire HELM Group. The scope of consolidation is based on the “operational control” approach in line with the Corporate Sustainability Reporting Directive (CSRD) (ESRS Standards Set 1, 2023). The report covers all fully consolidated companies within the HELM Group as well as joint ventures and associated companies with a share of ≥ 50% Holding companies and non-operating companies are not considered as they do not have operational business.

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

Affiliated companies

Europe

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

Americas

- HELM U.S. Corp., Houston
- HELM de Mexico S.A., Mexico-City
- HELM do Brasil Mercantil Ltda., Sao Paulo
- HELM Argentina S.R.L., Buenos Aires
- HELM Andina S.A.S., Bogotá
- HELM Fertilizer Terminal Inc., Memphis
- HELM Agro US Inc., Tampa

Asia

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

Joint Ventures

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

Associated companies

- MIDER-Helm Methanol Vertriebs GmbH, Hamburg

Environment Metrics

GHG emissions accounting

HELM reports its energy consumption and CO2e emissions based on the operational control approach, in line with the principles and requirements of the GHG Protocol. For Scope 1 & 2 emission calculation, not all energy and electricity consumption data could be fully collected. For sites where no activity data was available, a calculation based on square meters (m²) and an internal assumption for the emission factor per m2 was used.

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

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

Emission factors are sourced from the Verband der Automobilindustrie e.V. (VDA 2025), the Association of Issuing Bodies (AIB 2024), and the Intergovernmental Panel on

Climate Change (IPCC, 2022). For renewable electricity sources, an emission factor of 0 kg CO2 e/kWh is applied. Where primary emission factor data (e.g., from electricity or energy providers) is available, it is used to calculate market-based emissions. For non-electricity energy consumption included under Scope 2, internal assumptions are applied to calculate CO2e emissions.

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

GHG emissions = activity data × emission factor

The table below outlines the approaches chosen for each GHG Protocol category, based on the availability of relevant data. Scope 3 emissions reporting covers those associated with HELM’s business operations during the financial year 2025.

Calculation methodologies for Scope 3 categories

Emission category	Calculation Methodology
3.1 – Purchased goods and services	Distribution products: hybrid method: mix of supplier-specific data (PCFs) and average-data method, with 5.6% derived from primary data Other goods and services: spend-based method
3.2 – Capital goods	Spend-based method
3.3 – Fuel- and energy-related activities (not included in Scope 1 or 2)	Average-data method: allocation based on Scope 1 & 2 emission data
3.4 – Transportation and distribution (upstream)	Hybrid method: average data-, distance-based method, depending on the data availability
3.5 – Waste generated (in own operations)	Activity data method: waste-type and treatment as inputs
3.6 – Business travel	Activity data method: distance and mode of transport as inputs
3.7 – Employee commuting	Activity data method: regions and number of employees as inputs
3.8 – Leased assets (upstream)	Spend-based method

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

Water consumption metrics

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

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

Social Metrics

Occupational health and safety metrics

The Total Recordable Injury Rate (TRIR) measures the frequency of recordable work related injuries and illnesses among employees. The TRIR includes fatalities (FAT), lost time injuries (LTI), restricted work cases (RWC) and medical treatment cases (MTC), excluding first aid cases. In line with HELM’s defined HSE KPI methodology, the TRIR is calculated per 200,000 hours worked, representing 100 full time employees working one year. HELM includes all its own employees in the reporting scope. HELM applies a 200,000 hour basis to ensure internal consistency and continuity of safety performance reporting. As a result, this TRIR is not directly comparable with indicators normalized per 1,000,000 hours.

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

HELM uses a human resources management system to capture and analyse HR metrics. For joint ventures that are not integrated into the same human resources system, data has been collected manually using Excel, based on the respective HR management systems of the Joint Ventures.

Contract type

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

Gender

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

Age group

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

Employee turnover

HELM generally breaks down fluctuation into three categories: Voluntary fluctuation (e.g. resignations by employees), involuntary fluctuation (e.g. resignation by employer) and other fluctuation (e.g. retirement, death). HELM reports the overall turnover rate as a percentage. The turnover rate is calculated by diving the total number of employees left in the reporting year by the average number of employees during the reporting year.

Female in leadership positions

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

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

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

Governance Metrics

Training KPIs

The share of employees who have completed the Code of Conduct, Anti-Corruption and Bribery, and Conflict of Interest e-learning courses is calculated by dividing the number of active employees who have completed the e-learning by the total number of active employees as of December 31, 2025. Since the e-learnings are assigned only once, the completion rates include all e-learnings completed by all active employees from the initial assignment in 2024 through the end of 2025.

ISO Coverage Ratio

The coverage ratio for ISO 14001 and ISO 45001 is calculated based on operational FTEs within entities included in the ISO 14001/45001 certification scope. The ISO certification scope includes entities that meet the following criteria:

1. Fully owned (100%) and majority-owned entities (<75% with decisive control (>50%).
2. Entities under full operational control from an ownership perspective.
3. Entities with moderate or significant operational risk. Administrative offices, pre-operational entities, and joint ventures without decisive operational control are excluded to ensure that the metric accurately reflects operational risk exposure.

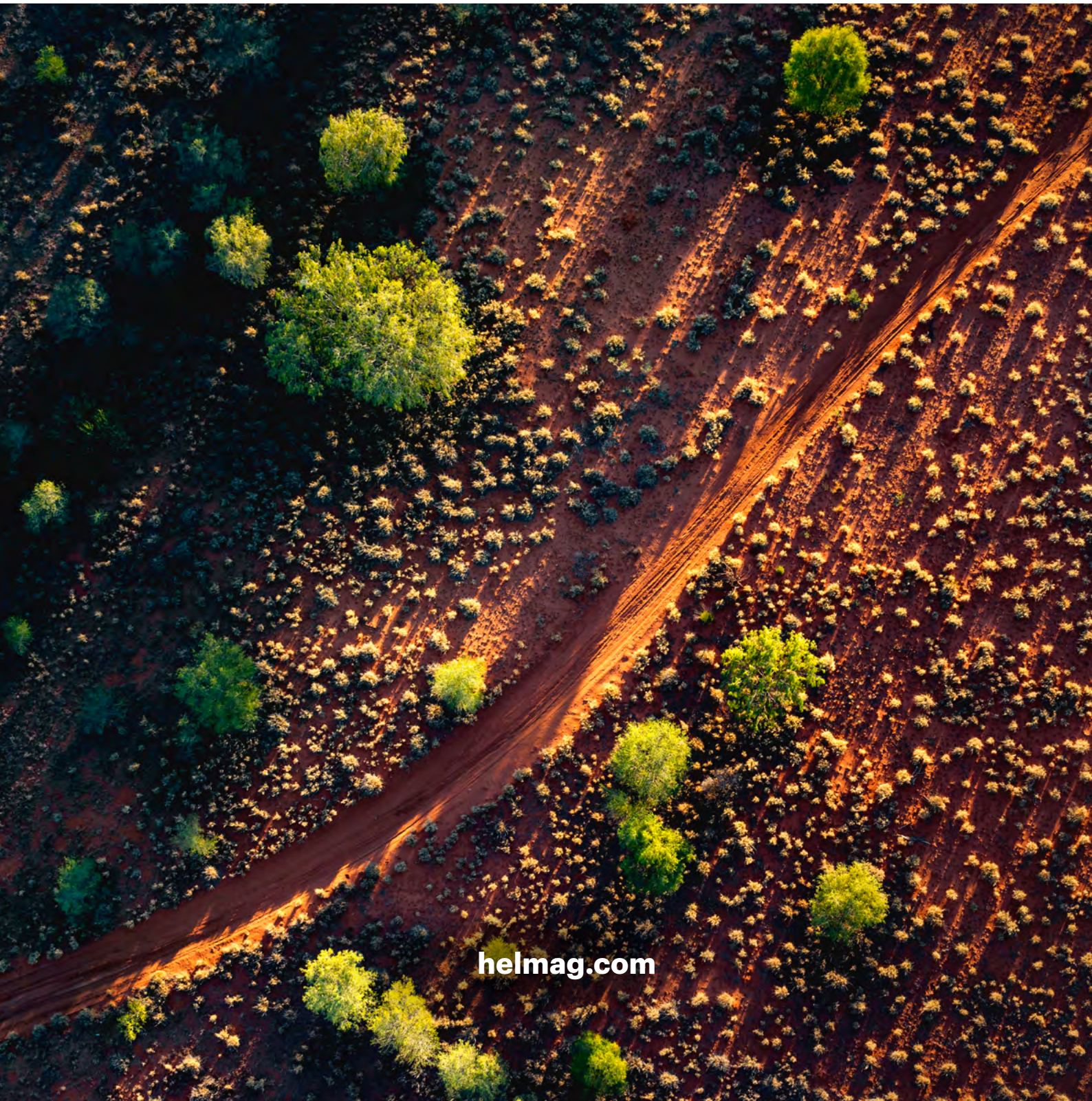
Business partner monitoring of BU Chemicals

Supplier Code of Conduct coverage

The value is calculated based on the number of suppliers of the BU Chemicals who have either signed our Supplier Code of Conduct or who shared their Code of Conduct with HELM. The information is stored in our Customer Relationship Management (CRM) Tool Salesforce. The coverage ratio includes 100% of suppliers for the BU Chemicals in the Europe and Asia regions.

EcoVadis ratings

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



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