



A n d e r s o n
DEVELOPMENT COMPANY

SUSTAINABILITY REPORT 2024

Presented By

Jill Lindeman

Nicole Zielinski



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Dear Friends of Anderson Development,

As a leading specialty chemicals manufacturer headquartered in Adrian, Michigan, Anderson Development Company is proud to serve customers around the globe with solutions for the most pressing challenges. As it is our goal to be successful not just today, but for the longer term, we can only be successful if we excel in all three facets of the triple bottom line:

People – Whether they are our employees, our neighbors, or our customers, people are the key to our business. We must support them, protect them, develop them, invest in their skills and their safety. We must operate in harmony with the community around us. Our significant investment in skills training and workplace safety and helping local education institutions develop their students will ensure our mutual success.

Planet – Protecting our planet and its resources is vital to our long-term success. We are part of the environment and its ecosystems, and we need to protect them. This is where we live and work. It is critical for us to properly manage the materials we use, minimize emissions, reduce waste, while ensuring it is managed properly, and conserve resources.

Economic viability – Economic strength allows us to maintain our license to operate, execute our mission sustainably, and secure technical and financial resources from our stakeholders. Excellence ensures we can pay competitive wages, support our local business partners, and fulfill our regulatory and tax obligations. We accept responsibility for the impact our operations have on people and the environment and strive to lead by example, knowing long-term economic success is not possible in a society that fails. This is manifested in what we do every day, in our products, relationships, and workplace.

Anderson Development Company is a solution provider. We partner with customers to solve problems, and work with them to try to help them make their businesses safe, sound, and competitive. The materials that we produce are used by our customers to solve a wide range of problems. They are used to make coatings that protect our cars and allowing them to last longer, precision materials to make computer chips faster, tailored materials to make machinery parts that last longer, and packaging that protects our food. Often, we work behind the scenes, and the contributions of our materials may not be obvious. But always, the focus on customer success and their positive impact on the world is key to our long-term success.

We continually aspire to operate a workplace that is focused on Zero Harm to people or the environment. By engaging our people in our common goals for a safe and environmentally friendly workplace, we work as one team, comprised of diverse individuals who have accepted the challenge of creatively collaborating cross-functionally, to achieve our goals. While we always set our expectations higher in our pursuit of excellence, in the last year, the company has progressed significantly along its journey. We will continue to focus on operational sustainability through excellence in Safety, Health, Environment, and Quality and we will continue to pursue sustainability holistically and steward our broader impact on society. We have high aspirations and expectations with respect to how we can make a positive impact on society. At the same time, we have the humility to understand and believe that we need to learn and improve in order to achieve our goals, so our journey is not yet complete. With our team of passionate people, I have every confidence that we will achieve our aspirations.



MARK KRAMER

Anderson Development Company
President & CEO

Sincerely,

Mark Kramer

COMMUNITY ENGAGEMENT / EDUCATIONAL OUTREACH

Anderson Development Company (ADC) is an active and responsible member of the communities in which we operate. We are committed to protecting the environment and safeguarding the health, safety, and security of our employees and our community. Throughout the year, we actively participate in a variety of community education and outreach programs.

January

- You Be the Chemist

March

- Tri-County Stem-Fair

May

- Joint Waste Collect
- Strokes for Students
- Scholarships

June

- Junior Achievement Annual Golf Outing
- ProMedica & Virginia Hickman Hospital Annual Golf Outing

September

- Boys & Girls Club of Lenawee Sponsor

October

- Manufacturing Day

November

- Junior Achievement Crazy Bowl Sponsor
- Lenawee County Young Marines Annual Veterans Dinner Sponsor

December

- Pack The Pick-Up (donations go to Daily Bread of Lenawee)



Annual Golf Outing



Senator Visit



Pack the Pickup

Cooperative Education & Internships

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

2024 SUSTAINABILITY REPORT

AIM

The goal of this 2024 Sustainability Report is to provide all Anderson Development Company stakeholders with a clear and comprehensive overview of our sustainability performance. Additional information about our sustainability strategy and initiatives is available on our website:

andersondevelopment.com/sustainability

CONTACT FOR THE REPORT

For any further queries regarding the Sustainability Report for 2024 you may contact us at the following address:



A n d e r s o n
DEVELOPMENT COMPANY

TARGETS AND TIME COVERS IN THIS REPORT

This Sustainability Report outlines the company's strategy and biennial actions across the four pillars of Corporate Social Responsibility—Society, Environment, Marketplace, and Workplace—for the period January 1, 2024, through December 31, 2024. It also details Anderson Development Company's commitments to the principles and strategic direction guiding our approach to Corporate Social Responsibility.

GLOBAL REPORTING INITIATIVE (GRI)

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

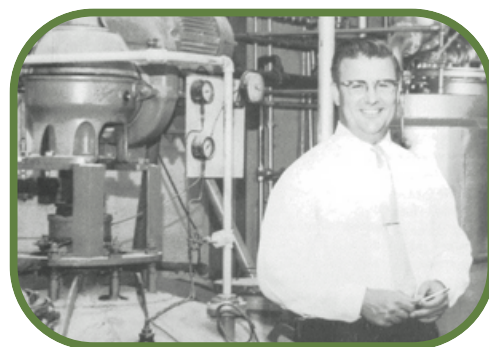
Sustainability Committee
Product Stewardship Department

1415 E. Michigan St.
Adrian, MI 49221

csr@anddev.com

HISTORY

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



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

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

Anderson Development has maintained its entrepreneurial and developmental spirit while evolving into a global manufacturer using the systematic ISO 9001, ISO 14001, RC[®] 14001 and cGMP work processes needed to exceed the

expectations of Quality, Safety, and Environmentally focused industries like top tier Automotive, Coatings, Pharmaceutical, and Semiconductor Manufacturers, while remaining globally cost-competitive.

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

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



CORPORATE MISSION

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

OUR VALUES

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

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

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

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

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

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

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

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

RESPONSIBLE CARE®

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

CODE OF CONDUCT

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

<https://www.andersondevelopment.com/sustainability/code-of-conduct>



PARTICIPATION IN ASSOCIATIONS AND ORGANIZATIONS

ADC partners with organizations worldwide, supports global sustainability initiatives, and engages regularly with external stakeholders, recognizing that collaboration is essential to addressing complex sustainability challenges. Our employees are encouraged to participate in regional, national, and international organizations, with many serving in leadership roles, on boards, and as committee chairs. Beyond our business partnerships, employees also contribute through corporate philanthropy and volunteerism.

View the association and organizations ADC participates in here:

www.andersondevelopment.com/sustainability/Sustainability



MARK KRAMER

American Chemistry Council (ACC)

Board Member, CSME Committee; Membership/Finance Committee; Responsible Care Committee

Michigan Chemistry Council (MCC)

Past President, Board Member

Michigan Manufacturing Association (MMA)

Board Member

Advocacy for the business of chemistry and for manufacturing, networking among companies in the business of chemistry, and sharing of best practices (safety, environmental, sustainability) for the business of chemistry.

SIGNIFICANCE

Engagement with ACC and MCC helps us to make sure we keep the bigger picture in our sights. We can learn from others and teach them what we have learned. We can engage with regulators to make sure the regulations proposed are meaningful and have the intended outcomes. It is in our best interest to make sure our materials are used safely, are used in the right way, and having an effective regulatory structure helps us with that.



CHRIS GOELOE

Polyurethane Manufacturers Association (PMA)

Co-Chair EHS-Regulatory Committee

PMA is a trade organization representing the hot cast, heat cured elastomer industry. PMA adds value to the cast polyurethane industry by providing a forum for sharing best business practices and technical innovations and promoting sustainability by advocating for the safe and responsible use and accessibility of the chemicals in our industry.

SIGNIFICANCE

I enjoy the opportunity to provide environmental, health, and safety assistance to members to promote sustainability within the cast elastomer industry.



ROBERT CZEISZPERGER

Polyurethane Manufacturers Association (PMA)

Member of the Advocacy Committee

A trade organization representing the hot cast, heat cured elastomer industry.

Center for the Polyurethane Industry (CPI)

Member

A trade organization representing the polyurethane industry.

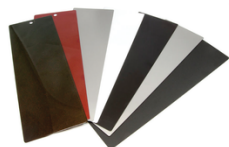
SIGNIFICANCE

PMA addresses regulatory issues within our industry, particularly regarding MOCA, and shares valuable technical information with its members.

CPI supports its members by providing them with important technical information and regulatory developments pertaining to isocyanates. Both organizations host an annual conference, which are attended by both our customers and suppliers.

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

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



Almatex® Acrylic Resins

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

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

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

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

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

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

Almabor® Boron Compounds

Anderson Development is a global supplier of a boron-based product line, Almabor®, including: Triisopropyl Borate (TiPB), Triethyl Borate (TEB), Tri-n- Butyl Borate (TnBB), and Trimethoxyboroxine (TMBX), among others. Anderson Development serves a diverse range of highly specialized industries with boron applications including electronic chip manufacturing, chemical intermediates, catalysts, fuel and lubricant additives, adhesion polymers, liquid crystal manufacturing, and more.

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

Almathane® Waterborne Polyurethane Dispersions

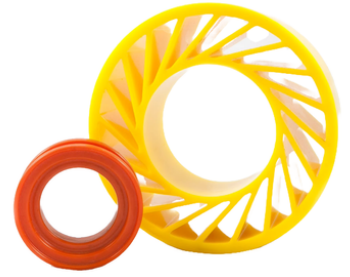
Almathane® Waterborne Polyurethane Dispersions are low VOC systems designed for a broad range of applications including architectural (deco, DIY), industrial and construction coatings. Waterborne coatings can be designed with <50 g/L VOC and provide toughness, adhesion and resistance properties specific to the end-use needs. Almathane® waterborne polyurethane dispersions are free of NMP and NEP, with a high level of hydrophobicity (resistance to water) across the portfolio. In addition, several products contain up to 10-12% of bio renewable content, demonstrating our commitment to circular economy initiatives.

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



ANDUR® / CURENE® POLYURETHANE SYSTEMS FOR CAST ELASTOMERS

ADC's polyurethane products are a core business of the company going back to our founding. There are 150 Andur® prepolymers in our product portfolio that are used in every industry imaginable, including mining, rollers, caster wheels, oil and gas, automotive, agriculture, electronics, food processing, sporting goods, and much more. Our urethane team has our customers in mind for all aspects of what we do, so that we can make their lives safer, their jobs easier, and their products better.



Application: No Crush Wheels

LFTDI Expansion

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

Nimbleness of a Small Company

When tasked with a challenge, our R&D team is able to move quickly to help customers get experimental samples in their hands in weeks, not months. This concept has led to our Andur "XP" product samples that number well over 850 now! Once the XP material is approved by the customer, it receives a commercial name, and a new product is born.

**Longer
Wear
Life
Andurable XT
Urethane
Systems**

Advancing Sustainability Through Durability

Our commitment to sustainability extends beyond raw material selection—it's engineered directly into product performance. The newly launched Andurable XT product line exemplifies this approach with formulations designed for maximum component lifespan and superior abrasion resistance. Through advanced R&D and precise formulation control, each Andurable XT product is engineered to withstand demanding wear environments, delivering up to three times longer service life compared to standard materials. This enhanced durability means fewer replacements, reduced maintenance needs, and significantly less waste generated over the product's lifecycle. By extending the performance and reliability of each component, Andurable XT products support both environmental and economic sustainability— helping customers reduce landfill waste, minimize downtime, and optimize long-term resource efficiency.

Internship Program

For nearly 30 years, our Urethane R&D group has proudly supported a strong internship program designed to inspire, educate, and develop the next generation of innovators. This long-standing tradition reflects our commitment to hands-on learning, mentorship, and career development within the field of polyurethane chemistry. Through real-world lab experience and collaborative project work, interns gain valuable technical skills while contributing to ongoing research that drives sustainable innovation.

CORPORATE GOVERNANCE

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

GOVERNANCE STRUCTURE

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

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

As a wholly owned consolidated subsidiary, Anderson Development is subject to oversight and audit by staff functions from Mitsui Chemicals and Mitsui Chemicals America for all areas, including but not limited to Internal Controls (JSOX), Responsible Care® (Health, Safety, Security and Environmental) and Quality Management. These Mitsui Chemicals staff functions assist the Board of Directors in fulfilling its oversight responsibilities regarding all Sustainability related issues. More information on Corporate Governance can be found in the Mitsui Chemicals Report 2024 here:

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

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

Antonios Grigoriou

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

Masanari Kitajima

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

Takefumi Suzuki

Director Mitsui Chemicals
Representing the Coatings and Engineered
Materials Division

Mark Kramer

Anderson Development Company
President and CEO

Heather Hawley

Anderson Development Company:
CFO, Treasurer and Corporate
Secretary

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

Antonios Grigoriou

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

Mark Kramer

Anderson Development Company
President and CEO

Masanari Kitajima

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

Heather Hawley

Anderson Development Company:
CFO, Treasurer and Corporate
Secretary

POLICIES AND CERTIFICATIONS

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

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

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

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

FINANCIAL INFORMATION

Anderson Development Company is 100% subsidiary of Mitsui Chemicals. The financial results of the ICT division of Mitsui Chemicals can be viewed in the 2024 Mitsui Chemicals report here:

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



Mitsui Chemicals
Group

COMMITMENT TO SUSTAINABILITY

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

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

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

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

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

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



In 2021, Anderson Development Company earned a Platinum Medal from EcoVadis—the highest sustainability recognition awarded to the top 1% of companies assessed globally. This distinction reflects exceptional performance across Environment, Labor & Human Rights, Ethics, and Sustainable Procurement, supported by robust management systems, verified data (including greenhouse gas emissions), and a commitment to continuous improvement. Achieving a Platinum rating demonstrates the deep integration of sustainability into ADC’s core business model and underscores our leadership and responsibility to customers and partners.

We are very proud of this rating, which recognizes the dedication and commitment ADC has shown in being a responsible corporate citizen—working in harmony with our community, our people, and the planet. ADC remains committed to the highest standards of corporate social responsibility by embracing sustainable practices and providing products that support our customers in achieving their own sustainability goals.

HEALTH AND SAFETY

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

Although our products provide many benefits to society, they must be managed in a responsible manner to prevent negative impacts to people and the environment. Anderson Development is committed to promoting product safety and stewardship throughout the value chain. This includes all aspects ranging from sourcing raw materials to our customers using and disposing of our materials.

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

ENVIRONMENTAL MANAGEMENT

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

QUALITY


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

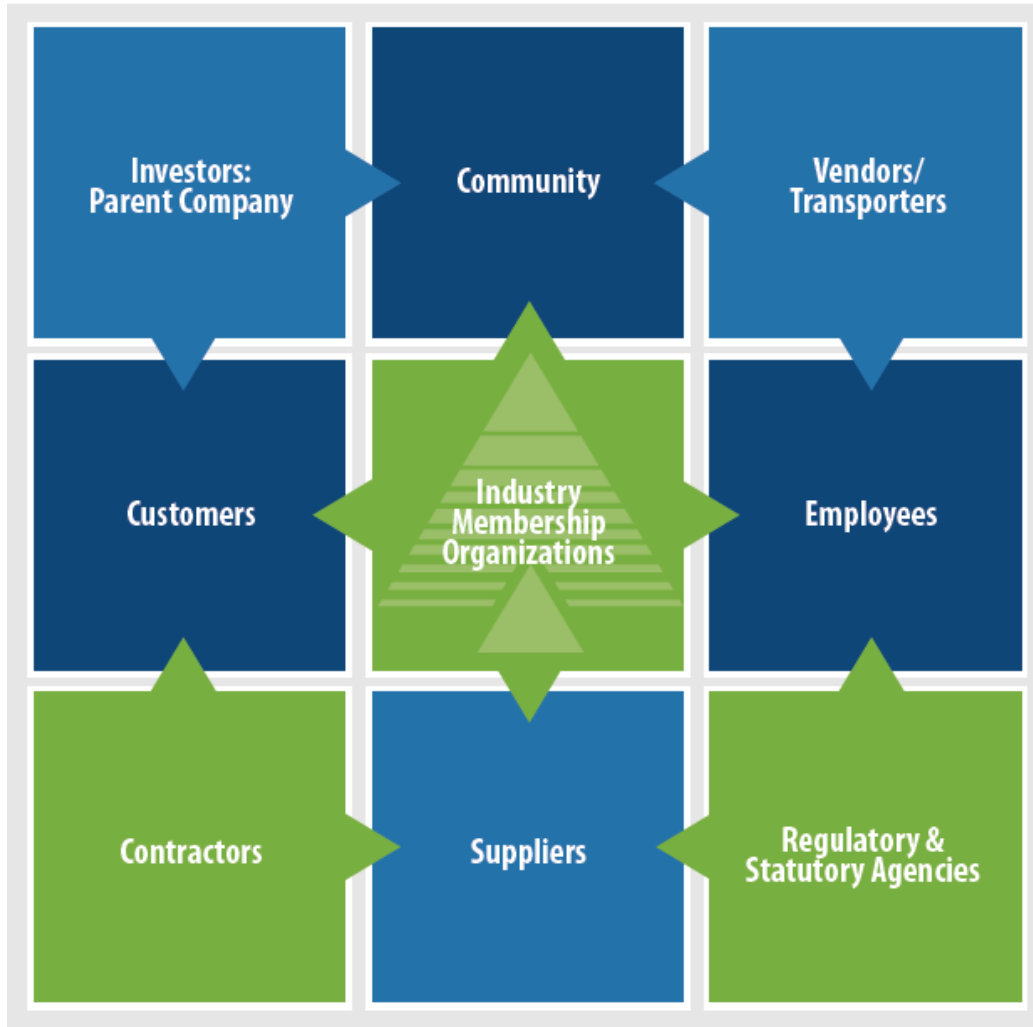
SECURITY

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

MANAGEMENT SYSTEM

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





STAKEHOLDERS

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



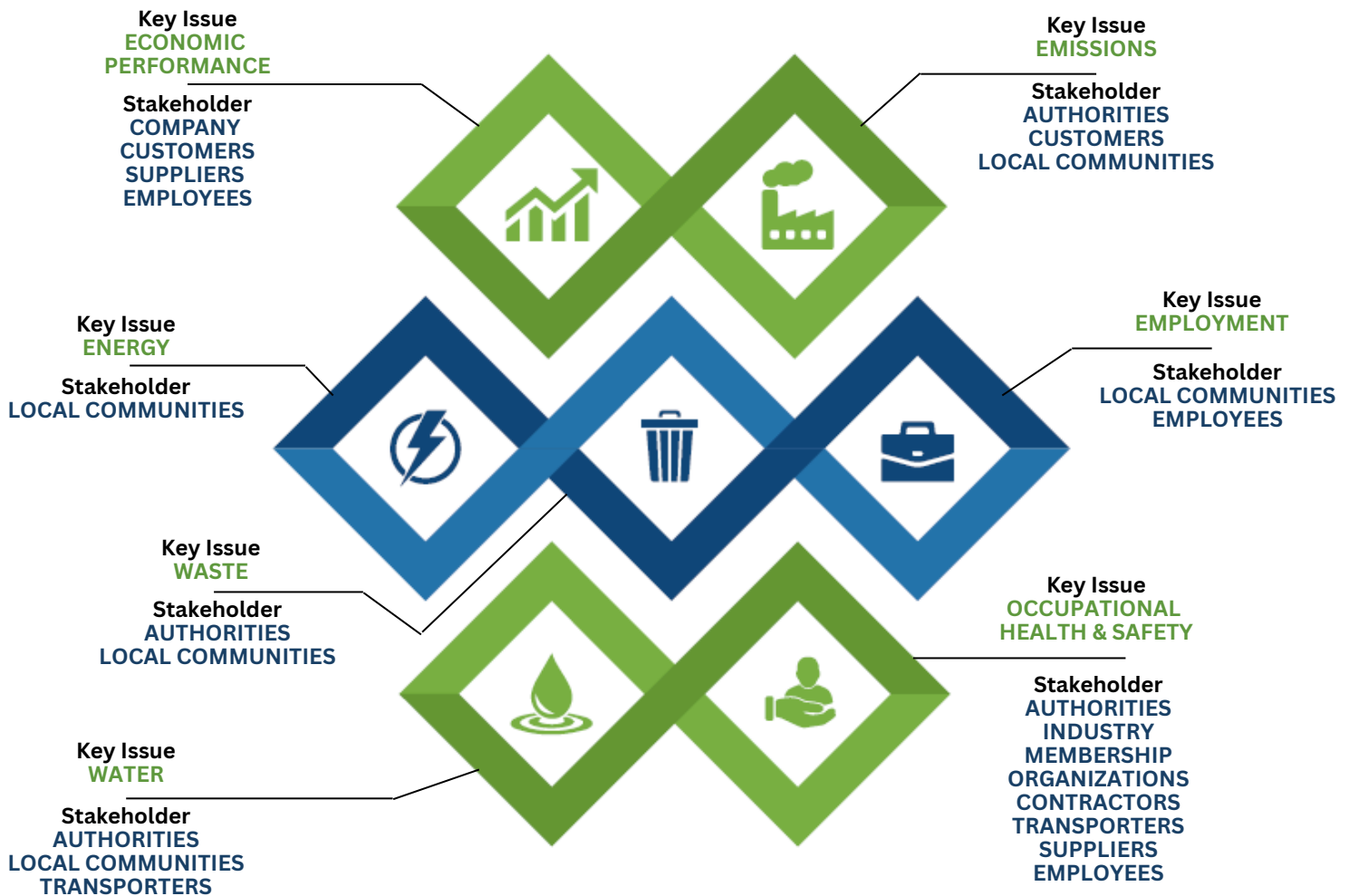
View our Stakeholder Engagement Matrix on our website
www.andersondevelopment.com/quality/Sustainability

DETERMINING THE CONTENT OF OUR REPORT

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

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

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



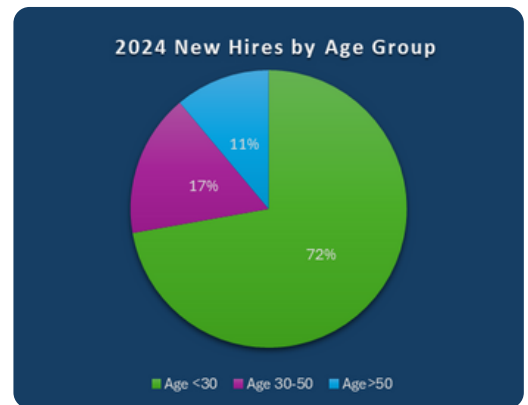
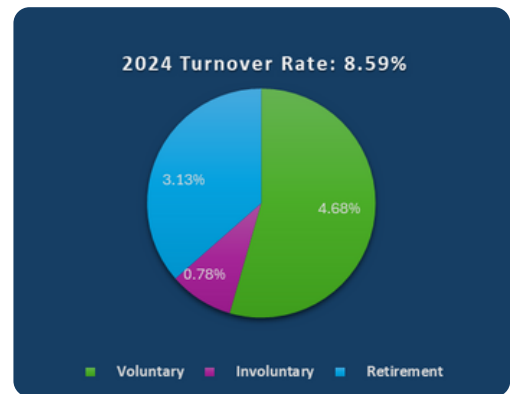
OUR EMPLOYEES

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

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

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

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



2024 Total Employees		
Category	Female	Male
Permanent	23	108
Temporary	0	1
Full Time	20	106
Part Time	3	2
Contractor	2	0
Self Employed	0	0
Senior Management	2	5



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

EMPLOYEE HEALTH AND SAFETY

Ensuring the health and safety of our employees and our community is our highest priority at Anderson Development. We are committed to maintaining a safe working environment and protecting our community by ensuring the secure and responsible handling of chemicals at our facility. While the products we manufacture offer significant benefits to society, they must be carefully managed to prevent potential impacts on people and the environment.

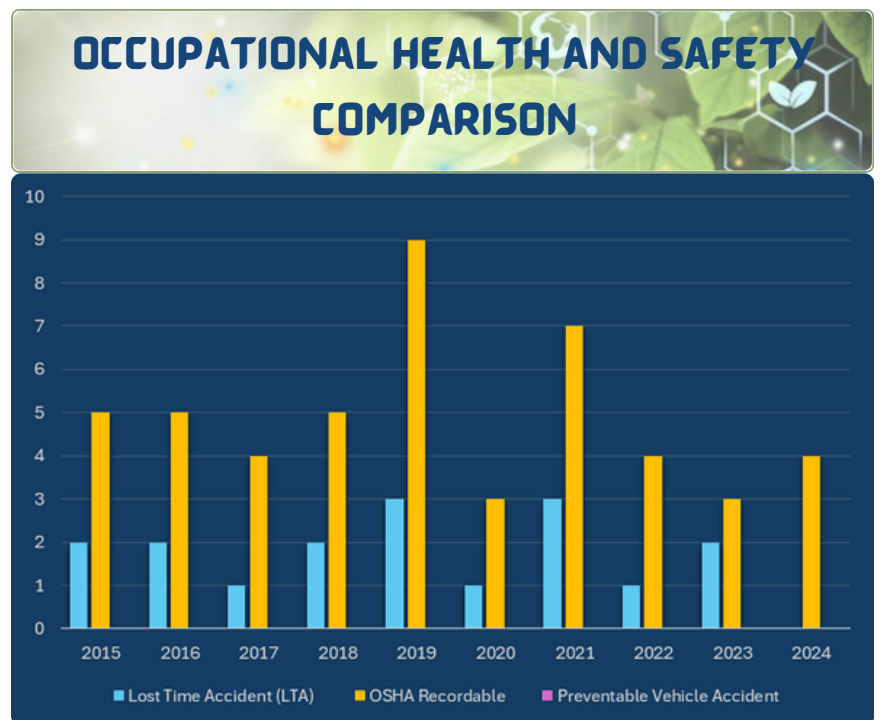
We continuously strive for an accident- and injury-free workplace and work proactively to identify and eliminate potential hazards. Our employees play a critical role in maintaining safety throughout our manufacturing operations. We employ highly trained professionals and ensure our training programs are effective, equipping employees with the tools, knowledge, and procedures needed to minimize exposure to hazards.

Proper design, operation, and maintenance of our facility are essential components of process safety. Employees are actively involved in all aspects of our process safety management system, including preventive maintenance, process hazard analyses, pre-startup safety reviews, and management of change activities.

Employees also take part in periodic Job Safety Analysis (JSA) reviews to identify and evaluate workplace risks.

We maintain an active Safety Committee that meets regularly to review performance, discuss concerns, and recommend improvements. In addition, all employees participate in our Near Miss Reporting program, which promotes awareness, strengthens our safety culture, and helps prevent future incidents.

We are dedicated to maintaining a safety-focused workplace and continually strengthening our safety culture. In 2019, we began developing a behavioral safety standard that defines the critical behaviors and tools needed to understand, reinforce, and sustain a strong culture of safety. In 2024, our focus remains on ensuring that all employees clearly understand and consistently demonstrate the behaviors that support and enhance this culture.



These metrics represent all employees at ADC including contractors

HIDDEN ASSETS



Jamie Williams
EHS Supervisor

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

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



Chris Snyder
QC Manager

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

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



Jessica Voorhees
AP Accounting Associate

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

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



Dr. Szuping Lu
AP R&D Manager

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

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



Devon Cole
Sr. Process Engineer

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

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



Chuck Owens
Production Operator

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

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



Marie Sell
Urethane Sales Representative

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

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



Tony Garcia
Safety Manager

What is one positive experience or change you have observed at ADC? I have witnessed our continued efforts of providing a safe work environment for all ADC employees. We emphasize safety in all work activities and empower our personnel with STOP WORK AUTHORITY, if they witness an unsafe condition. We have proceduralized all safe work permits to ensure consistency and thoroughness

when the permits are being completed, we have a corrective action database (CAR) to ensure corrective actions developed from near misses, JSA's and internal audits are completed in a timely fashion.

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



Jordan Duckett, Sr.
R&D Chemist

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

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



Bill Vondrasek
IP Project Manager

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

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



Product Responsibility

Anderson Development is dedicated in supporting the safe handling and use of chemicals. We proactively manage the health, safety and environmental aspects throughout the value chain of our products beginning from raw material sourcing to new product development. Anderson Development is committed to minimizing the risks related to the delivery of our chemical products as we oversee our distribution system to reduce potential issues from occurring. Anderson Development complies with the requirements of governmental agencies, such as EPA, OSHA, REACH, DOT, DHS, and our Responsible Care® commitments.

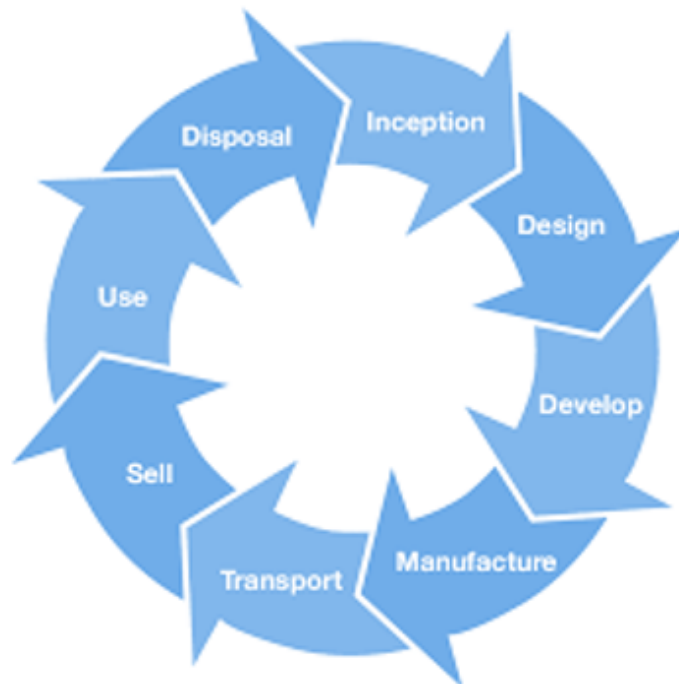
PRODUCT STEWARDSHIP

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

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

CHEMICAL PRODUCT LIFECYCLE & SUPPLY CHAIN

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



ENVIRONMENT

We work to reduce our environmental impact by increasing material recovery and reuse, supporting safe collection of hazardous household waste, and improving our understanding and reduction of our carbon footprint. We also manage our waste, water, and emissions responsibly through ongoing monitoring and improvement efforts. As a proud supporter of Responsible Care®, we use the Responsible Care® management system to continually strengthen our environmental performance.

ENVIRONMENTAL INITIATIVES

Solvent Recovery and Reuse

In 2017, Anderson Development launched an aromatic solvent recovery and recycling program that required a major capital investment and has delivered significant environmental benefits. The initiative has substantially reduced raw material consumption, solvent purchases, and greenhouse gas emissions. These GHG reductions are primarily due to fewer transportation needs for both incoming virgin solvent and outgoing processed solvent. An additional unanticipated benefit is the reduced risk of transportation-related incidents.

Since the system began full-time operation in Q4 2017, the following reductions have been achieved:

- **82% reduction** in key product solvent usage since 2015
- **Eliminated ~63 shipments** of raw material solvent and nearly all resale-solvent shipments since 2015, lowering mobile-source GHG emissions
- **1% reduction** in the carbon footprint of our key product
- **11% improvement** in sitewide raw material yields since 2015 (see table 3)



WATER

Water Stewardship

Anderson Development relies exclusively on purchased water for its operations. We do not currently draw from surface water, seawater, rainwater collection systems, or groundwater sources. Improving water-use efficiency remains a key priority. In 2023, our total water consumption was 7.2 million gallons, increasing to 7.9 million gallons in 2024.

Wastewater Management and Measurement

While we currently track total sitewide wastewater generation, we do not yet have the capability to measure wastewater volumes by individual process source. In FY2018, we initiated a comprehensive study to determine the metering infrastructure needed to enable source-level measurement. The study identified optimal meter locations within the system. The next phase includes installing these meters, collecting detailed flow data, and using the insights to drive targeted improvements in water-use efficiency.

Recycling and Resource Conservation

We recognize the critical role of water recycling and reuse in preserving natural resources. All wastewater generated at our facility is transported to a regulated, permitted treatment facility. Once treated and compliant with discharge limits, the water is released to a natural water body, allowing it to return to the natural water cycle. This process supports broader conservation efforts and minimizes disposal impacts.

HOUSEHOLD HAZARDOUS WASTE COLLECTION

To support our community in responsibly managing hazardous materials generated in local homes, Anderson Development partners each year with Wacker Chemical Corporation and the Stubnitz Environmental Education Center to host joint collection events. These events play an essential role in removing and properly disposing of household hazardous chemicals, reducing the risk of accidental exposure and promoting a safer environment. They continue to be highly successful and benefit from strong participation and support from local businesses and community members.



Year	Cars Processed	Ton
2018	550	23
2019	573	27
2021	580	19
2022	467	30
2023	540	19
2024	465	27

Estimated total disposed - entire 27-year period: 688,797 lbs. (341 tons).

Visitors indicated that ADC excels in its Responsible Care® efforts and its support for the community.

WASTE MANAGEMENT

Anderson Development adheres to the waste minimization requirements of the Resource Recovery and Conservation Act and our Pollution Prevention Act policy, prioritizing pollution prevention at the source. Our approach ensures that any waste generated is reduced, reused, recycled, or disposed of in a compliant and environmentally responsible manner.

ENERGY AND EMISSION

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

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

- 2024: 5.60 tons of CO₂eq
- 2023: 5.73 tons of CO₂eq
- 2022: 5.94 tons of CO₂eq
- 2021: 6.21 tons of CO₂eq
- 2020: 6.06 tons of CO₂eq
- 2019: 6.01 tons of CO₂eq
- 2018: 6.10 tons of CO₂eq

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

- 2024: 5,660.90 tons of CO₂eq (10197.1 MWh)
- 2023: 5,416.88 tons of CO₂eq (9757.6 MWh)
- 2022: 5,239.48 tons of CO₂eq (9438.0 MWh)
- 2021: 5,361.19 tons of CO₂eq (9657.2 MWh)
- 2020: 5,277.76 tons of CO₂eq (9506.9 MWh)
- 2019: 5,408.35 tons of CO₂eq (9742.2 MWh)
- 2018: 5,389.98 tons of CO₂eq (9709.1 MWh)

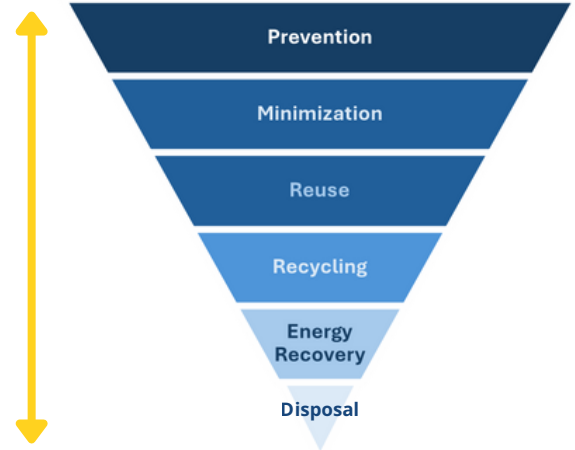
Total greenhouse gas emissions:

- 2024: 5,668.94 tons of CO₂eq
- 2023: 5,422.61 tons of CO₂eq
- 2022: 5,245.42 tons of CO₂eq
- 2021: 5,367.40 tons of CO₂eq
- 2020: 5,283.82 tons of CO₂eq
- 2019: 5,414.36 tons of CO₂eq
- 2018: 5,396.07 tons of CO₂eq

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

Our waste minimization practices include upgrading equipment or technology, modifying processes and procedures, reformulating or redesigning products, substituting raw materials with safer alternatives, reusing raw materials within production, and strengthening housekeeping, maintenance, training, and inventory control. When waste cannot be prevented, we follow the sustainable materials management hierarchy. We actively recycle paper, cardboard, and metal generated on-site to avoid landfilling these materials. Raw material drums are reclaimed and reused rather than disposed of, and pallets are reused within our operations. Only one waste stream generated on-site is sent to landfill, representing less than 3% of our total waste. Anderson Development will continue to track its sustainable materials management performance, monitor materials in the lower tiers of the waste hierarchy, and take action where needed to further reduce environmental impact.

MOST FAVORED



LEAST FAVORED

NON-HAZARDOUS WASTE

Our non-hazardous liquid and solid wastes are managed using a range of technologies, including off-site treatment and discharge for water, incineration, and recycling. We are committed to minimizing the amount of waste sent to landfills, and the only waste stream currently landfilled is that generated from on-site construction activities. The following data reflects the non-hazardous waste streams sent off-site and the treatment or disposal methods used from 2018 through 2024.

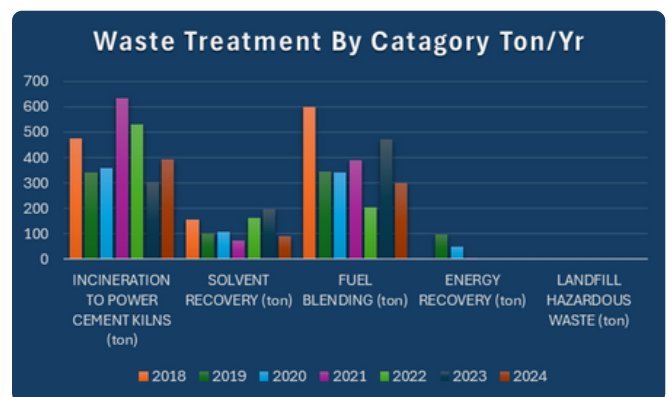


- Wastewater is sent off-site for treatment and discharge under the disposal facility's National Pollutant Discharge Elimination System (NPDES) permit.
- Non-hazardous process waste is sent off-site for incineration.
- Parts washer solution, paper, and cardboard are sent off-site for recycling.
- Construction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

HAZARDOUS WASTE

When possible, we avoid landfilling hazardous waste by managing unusable or non-recyclable materials through off-site incineration to help power cement kilns, solvent recovery, and fuel blending. When disposal is necessary, we use licensed hazardous waste contractors, and all shipments are tracked using waste manifests. We work only with contractors whose compliance practices have been reviewed and who demonstrate the ability to meet all regulatory requirements.

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



Anderson Development is committed to advancing meaningful sustainability goals that shape a resilient and responsible future. Our sustainability strategy is designed to guide our actions as we strengthen our workforce, enhance our marketplace, and safeguard our planet.

We are dedicated to fostering a workplace where safety is paramount, striving for zero accidents and incidents. At the same time, we remain focused on improving the quality of life for our employees and the communities we serve.

Together, these commitments reflect our long-term vision for a more sustainable and equitable future.

TOPIC	GOALS	2024 PROGRESS
<p>SUSTAINABILITY</p>	<p>Educate all of our employees on sustainability to foster in them the desire to support our goals and strategy and to inspire them to actively participate in our initiatives and to identify future initiatives material to our organization.</p>	<p>Employees have been educated in sustainability through review of sustainability activities and metrics. Results of an employee engagement survey revealed that employees recognize Anderson Development as a socially and environmentally responsible company.</p>
<p>HUMAN AND WORKPLACE RIGHTS</p>	<p>Committed to enhancing our employee’s quality of life through continual improvement of and investment in employee engagement, training & development, and health and wellness initiatives.</p>	<p>Continued training and development of employees. Results of an employee engagement survey revealed that employees feel that diversity and inclusion is valued at Anderson Development.</p>
<p>SUSTAINABLE SOLUTIONS</p>	<p>Actively develop and promote products that support the UN SDGs (Good Health and Wellbeing and Responsible Consumption and Production</p>	<p>>80% of research and development allocated toward products which contribute to reduced environmental impacts or focused on enhancing product safety.</p>
<p>GIVING BACK</p>	<p>Invest in educational outreach and assistance to foster interest in chemistry to support our future workforce and contribute specifically to the UN SDGs (Quality Education and Reduced Inequalities) in ways which are most material to Anderson Development, have the most impact in or local community, and align with our mission.</p>	<p>Continued participation in the educational outreach programs we provide to our community.</p>

TOPIC	GOALS	2024 PROGRESS
EMPLOYEE SAFETY	Protect the health and welfare of our employees and community through the development of world-class, safe operating performance. Engage all ADC employees to work towards an injury and accident free workplace through safe operating systems, behaviors and conditions.	<p>Increased education, communication and participation in our safety initiatives to improve our occupational and process safety performance.</p> <ul style="list-style-type: none"> Continued implementation ADC S.A.F.E., our safety behavior standard. Employees participated in safety meetings. Two-thirds of employees contributed to the near miss program. Continued efforts towards incident investigation including root cause analysis including human factors. Results of an employee engagement survey revealed that employees believe that safety is very important to Anderson Development. Continued to interact with, and to provide monetary support to local emergency responders. This includes providing an on-site training area for emergency responders.
CLIMATE PROTECTION	We will continue to reduce our impact on the environment, and will develop a set of initiatives to ensure our success	<p>Continued optimization and monitoring of our solvent recovery/recycling initiative.</p> <p>Continue rationalization of utility usage and waste generation to identify opportunities to reduce our operational footprint.</p>
ENVIRONMENT, HEALTH, AND SAFETY	Continue the development of world-class Safety and Environmental management systems utilizing the Responsible Care RC14001® standard.	Successful 3rd party audit to RC14001® standard.
SUSTAINABLE MARKETPLACE	In support of ADC's 2020 Sustainability Targets, we will continue to improve customer satisfaction and to improve the sustainability of our supply chain, ensuring all critical suppliers are aligned with our vision of sustainability	<p>57% of our customers responded to our satisfaction survey and the feedback was overall positive.</p> <p>Validated that our material supply bases are in alignment with our sustainability expectations.</p>

This Sustainability Report provides an overview of Anderson Development Company’s sustainability performance and initiatives for the 2024 calendar year. It has been prepared in alignment with the GRI Standards and follows the Core reporting option.

STANDARD	DISCLOSURE	PAGE NUMBER(S)/REFERENCE
GRI 102: GENERAL DISCLOSURES		
E C O N O M Y		
GRI 102-1	Name of the organization	Anderson Development Company
GRI 102-2	Activities, brands, products, and services	7, 10-11
GRI 102-3	Location of headquarters	1415 E. Michigan St., Adrian, MI 49221
GRI 102-4	Location of operations	7
GRI 102-5	Ownership and legal form	7, 12-13
GRI 102-6	Markets served	7, 10-11
GRI 102-7	Scale of the organization	7, 11, 13, 20
GRI 102-8	Information on employees and other workers	20
GRI 102-9	Supply chain	24
GRI 102-10	Significant changes to the organization and its supply chain	During this period there were no significant changes to the supply chain
GRI 102-11	Precautionary principle or approach	8, 14, 24, 28
GRI 102-12	External initiatives	8, 13, 14
GRI 102-13	Membership of associations	4-5, 9
S T R A T E G Y		
GRI 102-14	Statement from senior decision-maker	3
E T H I C S A N D I N T E G R I T Y		
GRI 102-16	Values, principles, standards, and norms of behavior	8, 13, 28
G O V E R N A N C E		
GRI 102-18	Governance structure	12, 21, 28
S T A K E H O L D E R E N G A G E M E N T		
GRI 102-40	List of stakeholder groups	18
GRI 102-41	Collective bargaining agreements	There are no collective bargaining agreements at Anderson Development Company
GRI 102-42	Identifying and selecting stakeholders	18
GRI 102-43	Approach to stakeholder engagement	19
GRI 102-44	Key topics and concerns raised	18
R E P O R T I N G P R A C T I C E		
GRI 102-45	Entities included in the consolidated financial statement	13
GRI 102-46	Defining report content and topic boundaries	19
GRI 102-47	List of material topics	19
GRI 102-48	Restatements of information	There are no restatements of information from our previous reports
GRI 102-49	Changes in reporting	There are no significant changes at ADC during this reporting period
GRI 102-50	Reporting period	January 1, 2024– December 31, 2024
GRI 102-51	Date of most recent report	2024
GRI 102-52	Reporting cycle	Annual
GRI 102-53	Contact point for questions regarding the report	Sustainability Committee - Product Stewardship Department 1415 E. Michigan Ave. Adrian, MI 49221 csr@anddev.com
GRI 102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
GRI 102-55	GRI content index	28-29 / There were no omissions from the disclosures for this reporting period

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



**EVERY CHOICE
WE MAKE TODAY
CONTRIBUTES
TO THE FUTURE
WE CREATE.**

Our present actions and decisions
are essential in shaping a more
sustainable, thriving world
for years to come.



A n d e r s o n
DEVELOPMENT COMPANY