



# Innovating Today for a **Better Tomorrow**



2023-2024 SUSTAINABILITY REPORT

## ► Dover Chemical Corporation,

a subsidiary of ICC Industries Inc. since 1975, is a global leader in specialty chemical additives that enhance the performance, durability, and utility of products used in homes and businesses worldwide. We have more than 50 years of industry experience and more than 230 employees at two state-of-the-art manufacturing facilities in Dover, Ohio, and Hammond, Indiana.

We design and manufacture a broad range of high-performance additives, including antioxidants, flame retardants, lubricant additives, metalworking compounds, and fuel additives. These product lines serve our primary markets of flame retardants, plastic additives and stabilizers, and metalworking and drilling fluid additives.

Dover Chemical, which began as a family-owned company, stands as a trusted partner to our customers, empowering their products with chemistry that improves performance and meets and/or exceeds rigorous industry standards. Part of our history is a deep connection to our local communities, as well as upholding the principles of respect and care for our employees.

### TABLE OF CONTENTS

|              |                                        |                                           |                                     |                               |                         |
|--------------|----------------------------------------|-------------------------------------------|-------------------------------------|-------------------------------|-------------------------|
| Introduction | A Formula<br>for Sustainable<br>Growth | Caring for<br>Our People &<br>Communities | Our<br>Environmental<br>Commitments | Doing Business<br>Responsibly | 2021–2024<br>SASB Index |
|--------------|----------------------------------------|-------------------------------------------|-------------------------------------|-------------------------------|-------------------------|



# About This Report

We appreciate your interest in Dover Chemical's sustainability report, published in May 2025 and covering our progress in 2023 and 2024, except where noted. Information presented in this report is compiled in reference to standards established by the Sustainability Accounting Standards Board (SASB) for the Resource Transformation sector.

**Innovating Today for a Better Tomorrow** provides transparency and accountability as we develop sustainable innovations, increase efficiencies in our operations, and serve as a responsible corporate citizen. This inaugural report demonstrates our commitment to sustainability while also providing a benchmark we can use to measure our progress going forward.

## OUR MISSION, VISION, AND CORE VALUES

### Mission

To provide innovative and sustainable solutions for our customers around the world who make products that extend product life, improve durability, and enhance the products they produce. We seek to create sustainable growth and value through our commitment to the interests of our stakeholders – our employees, customers, suppliers, communities, and shareholders.

### Vision

To be the industry pioneer in sustainable chemical solutions, creating a positive environmental impact through responsible product development, advanced life cycle analysis, and rigorous emissions reduction. We envision a world where our practices not only meet, but exceed the highest standards of environmental stewardship, driving a transition to a greener and more sustainable chemical industry.

### Core Values

- Innovative
- Dedication
- Respect
- Integrity
- Systematic
- Collaboration



Dover Chemical maintains [ISO 9001:2015](#) certification from the International Organization for Standardization in recognition of our ongoing commitment to uncompromising quality.

# Message from Our President



At Dover Chemical, we are committed to expanding frontiers, elevating alternative perspectives, and finding common ground. Our focus remains on reducing our environmental impact and creating a more sustainable world for all.



In 2021, Dover Chemical Corporation launched a sustainability strategy that encompassed our operations, products, and commitments. This strategy initiated our journey toward a more sustainable future and set the stage for the progress we have made over the last three years. That progress is driven by a steadfast commitment to improving the quality of life of our employees, customers, and the communities that surround our facilities. We also strive to protect our environment through the innovative products we create and markets we serve.

This report marks our next step forward in our sustainability journey – sharing our progress, priorities, and pursuit of continuous improvement. You will see these characteristics in many of the topics covered in this

report, including our innovative LGP-12 product line with its sustainability benefits, our intensified focus on safety practices in the workplace, and our initiatives in the community, from developing our talent pipeline to supporting local cleanup efforts. The theme of this report, **Innovating Today for a Better Tomorrow**, encapsulates the work we do each day and our aspirations for a future that is safe and sustainable. Our product lines are at the forefront of this mission, and our employees drive that pursuit.

As an organization, we uphold our responsibility to provide a safe, healthy workplace environment for our employees. We monitor the environmental impact of our facilities and products and collaborate with local partners to mitigate risks. As a family-owned company whose founder maintained close ties to the community of Dover, Ohio, making a difference through volunteerism and environmental awareness remains crucial – both in Dover and at our facility in Hammond, Indiana.

This report illustrates how we embrace an optimistic mindset and recognize opportunities where others see challenges. Together, we are committed to **innovating today** and making a meaningful difference in the world as we seek a **better tomorrow**. We thank you for your interest in Dover Chemical and encourage you to follow our sustainability journey in the years ahead.

**Marc Nolen**  
President

# Our Sustainability Approach

Dover Chemical's sustainability journey, which began in 2021, focuses on three key areas of measurement: product sustainability and circularity, environmental performance, and social responsibility. As we seek to create sustainable growth and value, we rely on input from a wide range of stakeholders, including customers, suppliers, employees, and communities.

We continuously invest in research and development to explore new materials, technologies, and business models that reduce environmental impacts and generate value for our stakeholders. We have strategies in place to engage and evaluate suppliers, source materials responsibly, reduce our environmental impacts, innovate sustainably, and empower our people and our communities. As we continue to hear from our stakeholders throughout this sustainability journey, we will refine our strategies as needed to ensure optimal outcomes.

Dover Chemical joins other members and partners of the American Chemistry Council in our dedication to the global, voluntary principles of Responsible Care®. Its guiding principles address topics such as employee health and safety, product stewardship, community engagement, emergency preparedness and response, pollution prevention, and process safety. Dover continually operates under the principles of Responsible Care and has earned recognition for 100% compliance. We undergo regular audits to ensure that we are meeting all requirements and received our biannual conformance certification in 2023.



# A Formula for Sustainable Growth

Dover Chemical recognizes that the work we do today must be engineered to deliver a better tomorrow – for our employees, our customers, and the people who use our products every day. We strive to embed sustainability into everything we do, beginning with our products. Our commitment begins at the executive level and extends into every aspect of product development.

Integrating sustainability into our products advances the pursuit of our own aspirations as well as those of our customers, who increasingly prioritize sustainability as they source input materials. Our Environmental, Health, and Safety (EHS) team maintains oversight of ongoing and planned projects, as well as regulatory

compliance connected to Dover’s research and development. Together with EHS, all our operating teams work to incorporate sustainability in our innovations.

Our approach to product stewardship helps us:

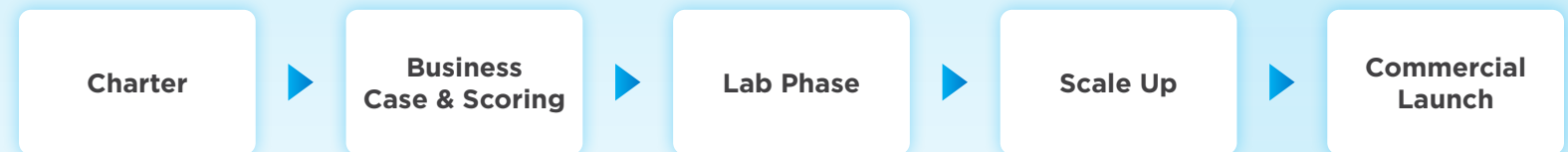
- Replace current commercial products with safer, more sustainable chemistry
- Source more plant-based and renewable raw materials
- Reduce environmental impacts in manufacturing, as described in detail in [Our Environmental Commitments](#)
- Ensure the safety of our products for end users
- Facilitate recycling of our customers’ products at the end of their life cycle

## Our Product Innovation Process

Dover Chemical is home to several laboratories where new products are developed and existing products are modified. These include analytical labs, synthetic labs, and application testing labs for product research and development, design, and evaluation.

Our technical team brings a strategic mindset to development, ensuring that Dover Chemical products bring value to stakeholders, customers, and end users. Through this work, we are positioned to fulfill our mission to provide innovative and sustainable solutions for our customers around the world.

## STAGE-GATE SYSTEM FOR PRODUCT DEVELOPMENT



Dover Chemical integrates sustainability into the development of new products and considers environmental impacts at every stage of the process. Environmental responsibility and consumer safety are built in from the charter stage, as we establish the overall framework and parameters of the product design, and are integrated into each subsequent stage as the product is brought to market.

### Sustainable Products to Meet Customer Expectations

Dover Chemical offers a range of products with the sustainable properties our customers and end users value, including the following:

- Doverphos® LGP (Liquid Green Phosphite) is one of Dover Chemical's flagship platforms, and a key example of our approach to innovation, employing the forward-thinking principles of sustainable chemistry. The LGP polymeric phosphite line is manufactured using nontoxic, biodegradable materials and is itself biodegradable. It is non-bioavailable, meaning it is not absorbed when used by humans, and it uses no substances of very high concern (SVHCs). Its excellent compatibility in thermoplastic resins results in reduced additive migration and exposure.
- Our chlorinated ester is an alternative to chlorinated paraffins used as flame retardants, plasticizers, and lubricant additives in a variety of applications. This product is biodegradable and not a persistent, bioaccumulative, and toxic (PBT) chemical. More than 75% of this chlorinated ester is considered natural and sustainable.
- Doverphos S-9228® and our Doverphos® LGP platform are both considered non-NIAS (non-intentionally added substances). They have broad global food approvals and GRAS (generally recognized as safe) status from the U.S. Food and Drug Administration.
- Several Dover Chemical products allow for better plastic recycling while also offering enhanced properties. In addition, a number of our products replace per- and polyfluoroalkyl substances (PFAS) as a polymer processing aid (PPA), reducing forever chemicals in our environment.

DOVERPHOS



# Caring for Our People & Communities

Our people are our most vital asset. Consistent with our core values, we respect and are dedicated to our employees, and strive to create a work culture in which they feel valued, appreciated, and able to move forward in their careers with us. The care we have for our team extends into the communities where we all work and live. By engaging fully with the residents of Dover, Ohio, and Hammond, Indiana, we help strengthen our ties with the regions that are very much a part of our success as a company.

We provide a safe, rewarding environment that complies with applicable standards for our employees. For our communities and natural resources, we are committed to continuously working to improve the safety, efficiency, and integrity of our processes, and protecting the environment through the principles of the chemical industry’s Responsible Care® initiative. We prioritize continuous improvement in all our

practices for a better tomorrow, which includes improving quality of life – for our employees, their families, and the people in our communities.

## Shared Responsibility for Health & Safety

We believe safety at work is an ever-present mindset that requires awareness and focus, and we hold all employees and leaders to high expectations. We are committed to operating our facilities in Dover and Hammond in a safe and responsible manner that aligns with our Code of Conduct and Ethics. Adherence to the Code is supported by a wide range of compliance programs, continuous improvement efforts, and employee engagement and training initiatives.

Our safety record was strong in 2023, with zero recordable injuries through most of the year. Unfortunately, 2024 was more challenging, as both of our U.S. production facilities recorded multiple injuries. None of the injuries were life-threatening, but all incidents are important opportunities to review and improve. Those results do not reflect who Dover Chemical Corporation is, nor how we value and uphold our employees as our greatest asset. Obtaining zero injuries will always be our goal and continuous improvement is essential.

In response, we are focused on continuous improvement through the following initiatives:

- Empowering our team members to raise concerns and stop work if necessary so risks can be fully evaluated and addressed
- Involving affected operators and other team members in job safety analyses and problem-solving
- Rigorously investigating near-misses to identify improvements for preemptive action
- Migrating more of our training to hands-on practice and demonstrations instead of presentations and classroom discussions
- Reviewing and revising written training procedures in manuals
- Engaging government agencies more proactively and cooperatively to generate and share best practices
- Expanding our staff and aligning all training sessions between operating plants
- Initiating the use of a contractor management platform that grades safety performance

### 2023–2024 SAFETY INCIDENT RATES

|      | Total Recordable<br>Incident Rate | Lost Time<br>Incident Rate |
|------|-----------------------------------|----------------------------|
| 2023 | 1.25                              | 0.42                       |
| 2024 | 4.59                              | 3.75                       |

## CARING FOR OUR PEOPLE & COMMUNITIES

### Evolving Our Training to Enhance Safety

We continuously enhance our training and job qualification requirements. Our training sessions have become more hands-on and include on-the-job learning opportunities to help our employees see and practice the steps and procedures required to perform tasks safely.

We have increased the amount of training required for an employee to qualify for a new position. Our training manuals provide dynamic instructions, including written procedures, infographics, and visual cues, to improve both understanding and retention. Dover production employees receive extensive, job-specific training before qualifying for a new position. In addition, all employees are required to complete regular safety training sessions. Our operators engage in hands-on training for three to seven months before obtaining verification that they are qualified for a new role.

All Dover Chemical employees receive a minimum of **24 hours of health and safety training each year** to ensure compliance with government entities. Some employees receive additional training based on their roles and responsibilities.

### Community Partnerships in Tuscarawas County Enhance Preparedness

The nature of our business requires us to be fully prepared in the event of an emergency. We maintain close relationships with emergency contacts and first responders in Dover (Tuscarawas County in Ohio) and Hammond (Lake County in Indiana). Meetings with our local partners often include capabilities and operational updates, tabletop exercises, and general planning and preparedness discussions.

In Ohio, we work closely with the State Emergency Response Commission (SERC) and the Local Emergency Planning Committee (LEPC). In 2024, we hosted a tabletop drill to help coordinate our efforts with the city and county's hospitals, first responders, fire and emergency medical services vehicles and personnel, local radio stations, and hazardous material teams. Nearly 40 people participated in the drill. In an assessment of our combined efforts, the Ohio SERC said our partnership with the Tuscarawas County LEPC is a "best practice" for preparation, care, and response.



**The strong partnership between Dover Chemical and the LEPC keeps our emergency resources in Tuscarawas County on top of preparation and response to any incident involving hazardous materials. The drill at the Dover plant tested our personnel and identified areas for improvement.**

– Jennifer James, Director, Tuscarawas County Homeland Security and Emergency Management Agency

## Employee Recruitment, Retention, & Engagement

We strive to be an employer of choice, and continuously evaluate and improve our strategies for attracting the best talent. By providing employees with a welcoming and fulfilling work culture, we encourage them to remain with us for years to come. The average tenure for Dover Chemical employees is 10.5 years, and 13% have tenure of more than 25 years.

### Recruitment

We maintain strong partnerships with educational and career development groups in our community to develop our talent pipeline and enhance our visibility to potential applicants. Key connections for us include:

- **Buckeye Career Center:** We contribute insights to the center's training and educational programs, and we frequently offer positions to students enrolled in those programs.
- **Area schools and universities:** Open positions are visible through the career center websites of nearby colleges and universities. We also connect with area high school students to show them career paths that enable them to stay in the region after they graduate.
- **Ohio Chemistry Technology Council:** Dover Chemical is part of the Ohio Chemistry Technology Council, which includes organizations in surrounding counties. The group includes approximately 15 organizations that meet each month to share best practices in attraction and retention.

- **Tuscarawas Valley Manufacturing Partnership:**

Hosted by the Tuscarawas County Chamber of Commerce in Ohio, area manufacturers have the opportunity to meet quarterly to discuss industry-related issues. The partnership also organizes plant tours and informational programs.

### Retention and Engagement

We believe that Dover Chemical is a great place for our employees to come to work every day. We foster a supportive culture by looking for long-term compensation and benefits solutions that encourage our employees to develop their careers and, ultimately, retire from Dover. In addition, we offer flexibility for employees in applicable departments to encourage work-life balance and focus on home and family life as needed.

We value the voice of every Dover employee and invite feedback to help us identify areas for improvement. We regularly conduct employee engagement surveys, and participation has increased over the last two years. In addition, we have instituted an Employee Rap-Back program where we ask employees to tell us how we are performing as an employer.

In our most recent employee engagement survey, **92%** of respondents indicated that they believe Dover Chemical provides meaningful opportunities for career growth and professional development. And **90%** believe that through their roles, they provide meaningful work that contributes to the company's success.

We aim to be transparent in our communications, and regularly provide updates to employees through various channels, including emails, video monitors in break rooms, and on-site bulletin boards. Quarterly town hall meetings allow our leadership team to present timely topics and business updates. We alternate hosting these town halls between our Dover and Hammond sites, and broadcast the meeting via video at the non-hosting site.



## Employee Training & Development

Dover Chemical recognizes that developing our employees is an investment in our own growth. Over the past year, we prioritized training opportunities around software programs that enhance our daily work and data analytics.

In 2024, we completed a 12-month leadership training program for managers at every level of experience. Approximately 30 key functional managers were selected to complete the program, which began with the basic principles of leadership and introduced increasingly in-depth topics such as collaboration, strategic initiatives, and building for growth.

## Labor Relations

Dover Chemical respects the rights of our employees, including their right to collective bargaining. We strive to maintain positive relationships with the unions that represent our employees and meet with union representatives monthly. To foster a strong working connection between labor and management, we continuously clarify our expectations by collaboratively updating our handbook and other policies.

## Community Impact & Partnerships

Dover Chemical is proud to be an essential part of our communities in both Dover, Ohio, and Hammond, Indiana. Our approach to philanthropy and community impact echoes our local focus. Our benefits package includes one volunteer day each year to encourage our employees to make a difference in their communities.

Dover employees give back to the community in many ways, including:

- Participation in Clean Up the Community Day, helping remove litter, painting, and weeding in Dover.
- Hosting Go Shred, a drive-through paper shredding event, at our Dover and Hammond locations.
- Involvement in the Leadership Tuscarawas program, which empowers participants to become effective community leaders.
- Membership in the Stark Tuscarawas Workforce Development Board, which helps area businesses meet their employment needs.



# Our Environmental Commitments

As Dover Chemical progresses on our sustainability journey, we continue to monitor and reduce our environmental impact, including safeguarding our water and air, minimizing waste (particularly hazardous waste), and reducing energy consumption through efficiency.

## Reducing Our GHG Emissions and Energy Usage

We monitor and work to reduce our greenhouse gas (GHG) emissions at our facilities and throughout our supply chain. For the past three years, we have calculated our GHG emissions for Scopes 1, 2, and 3 following the GHG Protocol. This includes all direct and indirect energy use, as well as estimated emissions associated with our supply chain, including raw materials, plant operational supplies, product packaging, and logistics. We provide emissions information at the product level to customers, including those who are covered under the European Union's Corporate Sustainability Reporting Directive (CSRD) requirements.

### Scope 1 Emissions

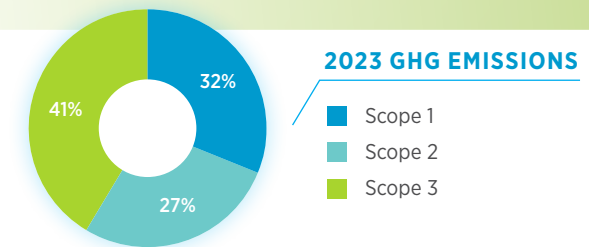
Our Scope 1 emissions make up approximately 32% of our total calculated emissions and originate from our steam boilers and process heaters, which are powered by natural gas. We constantly monitor, optimize, and maintain our boilers to ensure efficient and safe operation. The recent addition of a reverse osmosis system to clean source water at our Dover, Ohio, facility enables our boilers to run more efficiently and increases the lifespan of the units.

### Scope 2 Emissions

Electricity to power our processing equipment and general facility energy consumption comprise approximately 27% of our emissions. A primary electrical substation and capacitor bank, installed at our Dover plant in 2022, improves power quality, stabilizes voltage, and reduces power loss. In addition, our on-site nitrogen system eliminates the need for nitrogen delivery to our Dover facility. This system reduces our Scope 3 upstream transportation emissions and improves the overall carbon efficiency of the nitrogen used for our processes.

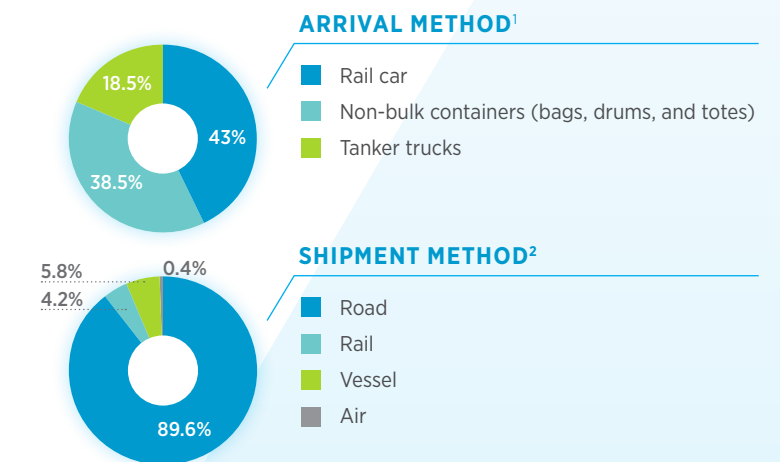
### Scope 3 Emissions

Our Scope 3 emissions, primarily from our supply chain, are estimated at 41% of our overall emissions. The raw materials that go into our products account for more than 59% of our calculated Scope 3 total emissions. The next largest source of our Scope 3 emissions, approximately 23%, comes from the materials and services for maintenance and repair operations within our facilities. This source includes various maintenance activities and consumable materials such as lubrication and cleaning supplies, which do not end up in our products.



The final significant categories are logistics (both downstream and upstream) and packaging. A key element in our efforts to reduce our Scope 3 emissions is to maximize our transportation efficiency – for raw materials coming into our two manufacturing facilities and for finished products leaving our facilities to go to our customers. Both of our facilities are located on well-connected rail lines, which are one of the most fuel- and resource-efficient ways to transport materials. Rail tank transportation reduces the need for 55-gallon drums. Where drums are needed, we seek to use refurbished drums and send our empty drums out for cleaning and reuse.

## TRANSPORT VOLUMES FOR DOVER CHEMICAL



<sup>1</sup> Encompasses inbound shipments at Dover and Hammond sites between 1/1/24 and 12/31/24.

<sup>2</sup> Encompasses outbound shipments at Dover and Hammond sites between 8/1/24 and 12/31/24.

OUR ENVIRONMENTAL COMMITMENTS

Air Quality

Dover Chemical is compliant with all applicable air quality regulations. We have operated below our permitted emissions levels for the past three years. There were no reportable releases in 2024.

2023–2024 EMISSIONS<sup>1</sup>

| YEAR | NO <sub>x</sub> | SO <sub>x</sub> | VOCs     | HAPs      |
|------|-----------------|-----------------|----------|-----------|
| 2023 | 13.13 mt        | 0.08 mt         | 35.25 mt | 15,163 mt |
| 2024 | 13.30 mt        | 0.08 mt         | 31.89 mt | 15,958 mt |

<sup>1</sup> NO<sub>x</sub>: Nitrogen oxides  
SO<sub>x</sub>: Sulfur oxides  
VOCs: Volatile organic compounds  
HAPs: Hazardous air pollutants  
mt: metric tons

We use multiple systems to monitor and track our air quality compliance and performance:

- **Continuous Parameter Monitoring Systems (CPMS)** track operating parameters on many of the environmental control systems in place throughout the Dover plant (scrubbers, absorbers, tanks, etc.). This allows employees to respond to environmental data and trends in real time to help prevent incidents from occurring and assist us in permit compliance. Using this data, we populate environmental reports that are submitted to the Ohio Environmental Protection Agency (EPA)

and U.S. EPA on quarterly, semiannual, and annual bases and describe Dover Chemical’s performance as it relates to established environmental emission limits and operational restrictions.

- **Leak Detection and Repair (LDAR) program** focuses on reducing emissions of VOCs and HAPs from specified equipment at the Dover plant. This program also helps us identify equipment that needs to be repaired. On a monthly basis, we screen applicable LDAR equipment using portable organic vapor analyzers in accordance with U.S. EPA Test Method 21. Our operators also perform weekly Audio, Visual, and Olfactory (AVO) inspections of applicable LDAR equipment in their areas.

Responsible Water Use and Consumption

Our operations rely on access to water. We recognize the necessity of strong water stewardship, balancing our needs with the needs of our neighbors and the protection of the environment. Our facilities use water primarily for cooling and producing steam for process heat; the water is not used in our products and typically does not come in contact with the products. We are committed to responsible and efficient use of water in our facilities and to ensuring that any water we discharge meets or exceeds drinking water regulations. Our manufacturing sites are designed to prevent water discharge prior to treatment, and we have monitoring and processes in place in the event of an accidental discharge.



OUR ENVIRONMENTAL COMMITMENTS

In 2024, we had one incident of accidental release of a phenol-based material at our Dover facility. We responded quickly to contain the leak, which occurred in a limited area of our plant and was managed within an engineered containment system. The discharge lasted less than 10 minutes, but unfortunately, a small fish kill occurred as a result. We coordinated with the Ohio EPA and repaired the area of our facility where the leak occurred. No lingering effects from the release were observed.

Water management practices are particularly active at our Dover facility, which is located next to two tributaries that flow into the Tuscarawas River. The river is both recreational and a critical water supply for regional agriculture, and we take great care to protect its quality.

To manage our water usage, we:

- Draw water directly from an aquifer, reducing our reliance on the municipal water system.
- Filter through a reverse osmosis system to increase efficiency, improve quality, and reduce consumption.
- Use various control equipment including carbon drums, soil vapor extraction (SVE), and aeration towers to improve water quality.

Waste Reduction

Diverting waste from landfill is an important element of our environmental program. We reduce our waste generation through a combination of increased resource efficiency, incineration, fuel blending, and recycling. We audit our waste management partners to make sure they have systems and procedures in place to track waste destinations.

At both our Dover and Hammond plants, we have significant reuse and recycling initiatives in place, including reprocessing manufacturing byproducts to prevent them from becoming waste. We have also developed on-site systems to recover phenol and xylene so they can be reused in our operations. In addition, we send our carbon absorption materials (which include coconut husks and other naturally occurring materials) to an off-site third party, which processes and returns the materials for reuse.

Operationalizing Environmental Sustainability

Consistent with our commitment to continuous improvement, we have invested in modern, higher-efficiency production equipment in recent years. Two notable recent investments at our Hammond plant are:

- Installation of a condenser, receiver vessel, and vacuum pump in our functional additive unit, resulting in a better and more consistent vacuum process during batch operations. This has decreased cycle times; reduced our consumption of steam, cooling water, and electricity; and increased overall efficiency and productivity.
- Replacement of an existing hot oil heater, which serves as the primary high-temperature heat source for sulfurization and functional additives operations. The new heater uses hot stack gas from the combustion chamber to preheat the combustion air, reducing natural gas consumption and GHG emissions.

2023-2024 TOTAL WATER WITHDRAWN

| YEAR | AMOUNT WITHDRAWN<br>(in millions of gallons) |
|------|----------------------------------------------|
| 2023 | 1,893                                        |
| 2024 | 1,719                                        |

2023-2024 HAZARDOUS WASTE MANAGEMENT

| YEAR | AMOUNT<br>GENERATED (in tons) | % RECYCLED |
|------|-------------------------------|------------|
| 2023 | 790.28                        | 86         |
| 2024 | 956.93                        | 85         |

# Doing Business Responsibly

## Responsible Supply Chain

Dover Chemical enlists partners across our supply chain that share our priorities and adhere to our standards for sustainability: environmental responsibility, commitment to safeguarding human rights, ethical governance and compliance, and International Organization for Standardization (ISO) certifications. By prioritizing corporate responsibility in our sourcing, we mitigate risk, address the needs of our customers, and reinforce sustainability throughout our entire value chain.

We have policies and procedures in place to convey our expectations for sustainability to our suppliers, most notably by requiring them to confirm compliance with our Supplier Code of Conduct. These documents guide our supply chain sustainability activities and include the development of benchmarks and key performance indicators.

Our approach to supply chain sustainability covers all stages of our relationship with every supplier. We have a set of onboarding protocols for new suppliers, which includes audits and risk assessments to ensure due diligence. Our selection process includes considerations for local suppliers – approximately 80% of supplied material comes from suppliers located within 250 miles of one of our facilities. We are committed to working with small businesses and veteran-owned businesses. Dover Chemical also has corrective action and remediation policies for companies that do not comply with our expectations.

Current suppliers receive an annual questionnaire that assesses their performance, quality, reliability, and compliance, while identifying areas for improvement or potential risks. Topics covered in the questionnaire include:

- Quality assurance certifications
- Policies on corporate ethics and human rights
- Demonstration of environmental, social, and governance policies and procedures

### 2024 SUPPLIER SURVEY RESULTS

**78.5%**  
completion rate

Representing  
**>80%**  
of our direct spend



## Cybersecurity & Data Privacy

Cybersecurity is a critical component of Dover Chemical's approach to responsible governance. Protecting our business, employees, and customers against data breaches and operational disruptions is a top priority, and we continuously improve our systems and training as we work to remain ahead of potential threats.

We make strategic investments to ensure cybersecurity and data privacy across our enterprise. This includes a recent rebuilding of our IT infrastructure, including robust threat detection systems, following a significant data breach that we experienced in 2023. In 2024, we began implementing a new enterprise resource planning (ERP) system to streamline our processes. We also work to protect and educate our employees, providing identity theft protection and a training program designed to educate them about best practices for safeguarding their personal data and our company's assets.

## Risk Management

To identify risks, we employ an annual enterprise risk assessment framework involving all members of the Dover Chemical leadership team. This framework prioritizes risks based on their magnitude and likelihood of occurrence. Management is responsible for continuously developing and executing mitigation plans for key risks.

Dover maintains membership and active participation in various industry associations to share best practices, address challenging issues, and leverage resources. In the United States, Dover Chemical is involved in numerous workgroups of the American Chemistry Council (ACC), and our president serves as an active member.

As a member of the ACC, we are committed to the Responsible Care® program, which is the chemical industry's comprehensive initiative for environmental, health, safety, and security performance.

We engage annually with compliant governmental organizations, including the Environmental Protection Agency (EPA) and the Occupational Safety and Health Administration (OSHA).

## Continuous Improvement in Governance

Dover Chemical drives accountability through continuous improvement. We regularly assess and refresh our guiding documents, which include the following:

**Code of Conduct and Ethics:** Dover believes no important business objective can be achieved without acting ethically. Our Code of Conduct and Ethics applies to all employees, directors, and officers. All agents, representatives, consultants, and temporary workers are expected to follow the principles and standards outlined in the code. We plan to update the code in 2025.

**Employee Handbook:** Issued upon a salaried employee's hire date, the Employee Handbook provides Dover Chemical's personnel policies and guidelines for the conduct of employees. Employees are required to acknowledge that they have reviewed the handbook on an annual basis.

# 2021–2024 SASB Index

This index is intended to help our valued stakeholders align the information from our sustainability report and related disclosures with the Sustainability Accounting Standards Board (SASB) Standard for the Chemicals industry within the Resource Transformation sector. Where possible, because this is our first report, we provide four years of data disclosures. In some cases, where indicated, we do not have all four years of data available.

| TOPIC                     | METRIC                                                                                                                                                                                                     | CODE         | PARAMETER                                                                                                   | 2021 DISCLOSURES                                                     | 2022 DISCLOSURES            | 2023 DISCLOSURES            | 2024 DISCLOSURES  |
|---------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|-------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------|-----------------------------|-------------------|
| <b>ACCOUNTING METRICS</b> |                                                                                                                                                                                                            |              |                                                                                                             |                                                                      |                             |                             |                   |
| Greenhouse Gas Emissions  | Gross global Scope 1 emissions                                                                                                                                                                             | RT-CH-110a.1 | Quantitative                                                                                                | 34,696 mt CO <sub>2</sub> e                                          | 34,557 mt CO <sub>2</sub> e | 35,609 mt CO <sub>2</sub> e | Not available yet |
|                           | Percentage covered under emissions-limiting regulations                                                                                                                                                    |              | Quantitative                                                                                                | 0%                                                                   | 0%                          | 0%                          | Not available yet |
|                           | Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets                                     | RT-CH-110a.2 | Discussion and Analysis                                                                                     | See our 2023–2024 Sustainability Report, <a href="#">p. 11</a> .     |                             |                             |                   |
| Air Quality               | Air emissions of the following pollutants:<br>(1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> ,<br>(3) volatile organic compounds (VOCs),<br>and (4) hazardous air pollutants (HAPs) | RT-CH-120a.1 | NO <sub>x</sub> (excluding N <sub>2</sub> O)                                                                | 13.21 mt                                                             | 12.64 mt                    | 13.13 mt                    | 13.30 mt          |
|                           |                                                                                                                                                                                                            |              | SO <sub>x</sub>                                                                                             | 0.08 mt                                                              | 0.08 mt                     | 0.08 mt                     | 0.08 mt           |
|                           |                                                                                                                                                                                                            |              | VOCs                                                                                                        | 114.29 mt                                                            | 65.78 mt                    | 35.25 mt                    | 31.89 mt          |
|                           |                                                                                                                                                                                                            |              | HAPs                                                                                                        | 14,625 mt                                                            | 15,163 mt                   | 15,163 mt                   | 15,958 mt         |
| Energy Management         | (1) Total energy consumed,<br>(2) percentage grid electricity,<br>(3) percentage renewable,<br>(4) total self-generated energy                                                                             | RT-CH-130a.1 | Total energy consumed                                                                                       | 28,428,094 kWh                                                       | 27,333,608 kWh              | 28,424,295 kWh              | Not available yet |
|                           |                                                                                                                                                                                                            |              | Percentage grid electricity                                                                                 | 100%                                                                 | 100%                        | 100%                        | 100%              |
|                           |                                                                                                                                                                                                            |              | Percentage renewable                                                                                        | 0%                                                                   | 0%                          | 0%                          | 0%                |
|                           |                                                                                                                                                                                                            |              | Total self-generated energy                                                                                 | 0 kWh                                                                | 0 kWh                       | 0 kWh                       | 0 kWh             |
| Water Management          | (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress                                                                       | RT-CH-140a.1 | Total water withdrawn                                                                                       | 2,025 Mgals                                                          | 1,870 Mgals                 | 1,893 Mgals                 | 1,719 Mgals       |
|                           |                                                                                                                                                                                                            |              | Total water consumed (with percentage of each in regions with High or Extremely High Baseline Water Stress) | 0%                                                                   | 0%                          | 0%                          | 0%                |
|                           | Number of incidents of non-compliance associated with water quality permits, standards, and regulations                                                                                                    | RT-CH-140a.2 | Quantitative                                                                                                | Data not available                                                   |                             | 4                           | 3                 |
|                           | Description of water management risks and discussion of strategies and practices to mitigate those risks                                                                                                   | RT-CH-140a.3 | Discussion and Analysis                                                                                     | See our 2023–2024 Sustainability Report, <a href="#">pp. 12–13</a> . |                             |                             |                   |

2021-2024 SASB INDEX

| TOPIC                                           | METRIC                                                                                                                                                                                                                                                       | CODE         | PARAMETER                                                                                                                                                                       | 2021 DISCLOSURES                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 2022 DISCLOSURES | 2023 DISCLOSURES | 2024 DISCLOSURES |
|-------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|------------------|------------------|
| <b>ACCOUNTING METRICS</b>                       |                                                                                                                                                                                                                                                              |              |                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                  |                  |                  |
| Hazardous Waste Management                      | Amount of hazardous waste generated, percentage recycled                                                                                                                                                                                                     | RT-CH-150a.1 | Hazardous waste generated                                                                                                                                                       | Data not available                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                  | 790.28 tons      | 956.93 tons      |
|                                                 |                                                                                                                                                                                                                                                              |              | Percentage recycled                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                  | 86%              | 85%              |
| Community Relations                             | Discussion of engagement processes to manage risks and opportunities associated with community interests                                                                                                                                                     | RT-CH-210a.1 | Discussion and Analysis                                                                                                                                                         | See our 2023–2024 Sustainability Report, <a href="#">pp. 7–10</a> .                                                                                                                                                                                                                                                                                                                                                                                                                              |                  |                  |                  |
| Workforce Health & Safety                       | (1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees                                                                                                                                          | RT-CH-320a.1 | Total recordable incident rate (TRIR) for direct employees                                                                                                                      | 2.15                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 2.7              | 1.25             | 4.59             |
|                                                 |                                                                                                                                                                                                                                                              |              | Lost time incident rate (LTIR) for direct employees                                                                                                                             | 1.6                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 1.93             | 0.42             | 3.75             |
|                                                 |                                                                                                                                                                                                                                                              |              | Fatality rate for direct employees                                                                                                                                              | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 0                | 0                | 0                |
|                                                 |                                                                                                                                                                                                                                                              |              | TRIR for contract employees                                                                                                                                                     | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 0                | 0                | 0                |
|                                                 |                                                                                                                                                                                                                                                              |              | Fatality rate for contract employees                                                                                                                                            | 0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 0                | 0                | 0                |
|                                                 | Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks                                                                                                                         | RT-CH-320a.2 | Discussion and Analysis                                                                                                                                                         | See our 2023–2024 Sustainability Report, <a href="#">pp. 7–8</a> .                                                                                                                                                                                                                                                                                                                                                                                                                               |                  |                  |                  |
| Product Design for Use-phase Efficiency         | Revenue from products designed for use-phase resource efficiency                                                                                                                                                                                             | RT-CH-410a.1 | Discussion and Analysis                                                                                                                                                         | A majority of Dover Chemical's products are used by customers in a variety of formulations to produce other end-use products or further ingredients. Because the use is not known, it is not possible to determine whether the product is creating resource efficiency. Dover strives to exceed customer requirements and has certain products designed to help customers achieve improved sustainability. For more information, see our 2023–2024 Sustainability Report, <a href="#">p. 6</a> . |                  |                  |                  |
| Safety & Environmental Stewardship of Chemicals | (1) Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment | RT-CH-410b.1 | Percentage of products that contain Globally Harmonized System of Classification and Labeling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances | 5%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 5%               | 5%               | 5%               |
|                                                 |                                                                                                                                                                                                                                                              |              | Percentage of such products that have undergone a hazard assessment                                                                                                             | 100%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 100%             | 100%             | 100%             |
|                                                 | Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact                                                                                                                        | RT-CH-410b.2 | Discussion and Analysis                                                                                                                                                         | See our 2023–2024 Sustainability Report, <a href="#">p. 5</a> .                                                                                                                                                                                                                                                                                                                                                                                                                                  |                  |                  |                  |

2021-2024 SASB INDEX

| TOPIC                                                 | METRIC                                                                                                                                                           | CODE         | PARAMETER                                         | 2021 DISCLOSURES                                                                                                             | 2022 DISCLOSURES | 2023 DISCLOSURES | 2024 DISCLOSURES |
|-------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|---------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------|------------------|------------------|------------------|
| ACCOUNTING METRICS                                    |                                                                                                                                                                  |              |                                                   |                                                                                                                              |                  |                  |                  |
| Genetically Modified Organisms                        | Percentage of products by revenue that contain genetically modified organisms (GMOs)                                                                             | RT-CH-410c.1 | Quantitative                                      | 0%                                                                                                                           | 0%               | 0%               | 0%               |
| Management of the Legal & Regulatory Environment      | Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry | RT-CH-530a.1 | Discussion and Analysis                           | See our 2023-2024 Sustainability Report, <a href="#">p. 15</a> .                                                             |                  |                  |                  |
| Operational Safety, Emergency Preparedness & Response | Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)                             | RT-CH-540a.1 | Tier 1 Process Safety Incidents Count (PSIC)      | 3                                                                                                                            | 6                | 2                | 1                |
|                                                       |                                                                                                                                                                  |              | Tier 1 Process Safety Total Incident Rate (PSTIR) | 1.10                                                                                                                         | 2.31             | 0.77             | 0.42             |
|                                                       |                                                                                                                                                                  |              | Tier 2 Process Safety Incidents Count (PSIC)      | 0                                                                                                                            | 8                | 5                | 5                |
|                                                       |                                                                                                                                                                  |              | Tier 2 Process Safety Total Incident Rate (PSTIR) | 0                                                                                                                            | 3.08             | 1.93             | 2.08             |
|                                                       | Number of transport incidents                                                                                                                                    | RT-CH-540a.2 | Quantitative                                      | Dover does not track this because all transportation is provided by third-party logistics companies that manage the drivers. |                  |                  |                  |

| METRIC                           | CODE        | PARAMETER                                | 2021 DISCLOSURES                      | 2022 DISCLOSURES                      | 2023 DISCLOSURES                     | 2024 DISCLOSURES                                 |
|----------------------------------|-------------|------------------------------------------|---------------------------------------|---------------------------------------|--------------------------------------|--------------------------------------------------|
| ACTIVITY METRICS                 |             |                                          |                                       |                                       |                                      |                                                  |
| Production by reportable segment | RT-CH-000.A | Dover Plant (DCC)<br>Hammond Plant (HWC) | DCC: 144,146 tons<br>HWC: 52,182 tons | DCC: 127,620 tons<br>HWC: 49,161 tons | DCC: 96,264 tons<br>HWC: 47,317 tons | DCC: Not available yet<br>HWC: Not available yet |



As Dover Chemical's sustainability journey advances, our commitment to creating a more sustainable world will continue to grow. The products we innovate today will help lead us to a better tomorrow, in the same spirit of optimism that has driven our journey from the beginning.

– Marc Nolen, President



**Dover Facility**

3676 Davis Road NW  
Dover, OH 44622-0040

**Hammond Facility**

3000 Sheffield Ave.  
Hammond, IN 46327



[www.doverchem.com](http://www.doverchem.com)