



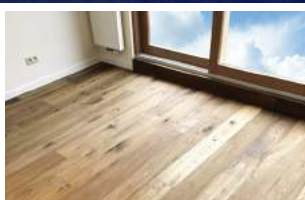
Corporate Center

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The name 'allnex' refers to the Allnex Group, which consists of Allnex (Luxembourg) & Cy S.C.A. and its subsidiaries.

www.allnex.com





INSIDE ALLNEX

INITIATIVES 2018-2019

About allnex

The name 'allnex' refers to the Allnex Group, which consists of Allnex (Luxembourg) & Cy S.C.A. and its subsidiaries.

A global company with over €2.1 billion revenue, allnex is a leading producer of coating resins and additives for industrial, protective, automotive and special purpose coatings and inks. We also supply materials to the construction, composites and other manufacturing industries.

With 33 manufacturing facilities, 5 joint ventures and 23 research and technology support centers, allnex is present on four continents and serves customers in over 100 countries.

allnex was formed in September 2016 when Allnex, formerly Cytec Industries' coating resins business (acquired by Advent International in 2013), and Nuplex Industries were brought together to form the leading industrial coating resins company. We are recognized as a specialty and performance

chemicals pioneer and offer an extensive range of products including innovative liquid resins and additives, radiation cured and powder coating resins, as well as crosslinkers for use on wood, metal, plastic and other surfaces.

Our products cater to multiple end-user segments, including:

- Automotive
- General Industrial
- Packaging Coatings and Inks
- Protective
- Consumer Electronics & Industrial Plastics
- Specialty Architectural

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allnex

The Coating Company

Inside allnex 2018-2019



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The last year has been an eventful and challenging year for allnex – but also a year marked with new beginnings as we laid the framework to realize our ambitious targets.

In this report, we will share with you many of the exciting initiatives that will continue to prioritize the needs of our customers, provide the best service in our industry, as well as positively impact the markets we serve and the environment.

Many highly anticipated investments were kicked-off in allnex across the globe for capacity expansion and in areas that will help to increase efficiency in our business processes. Additionally, we were extremely eager to release our company-wide Sustainability Targets this year, as well as unveil our intention to make sustainability a core part of our culture through the launch of the allnex Primavera Initiative. We will also share with you the sustainable actions our sites continuously take, underlining our lasting goal to bring positive change for the environment through process and product innovation.

Over the past year we have taken important steps for our business and I am confident that this hard work will pay off to achieve our vision and help us maintain our leading position in the industry for years to come.

Miguel Mantas
CEO, *allnex*



A photograph of an industrial facility at dusk. The scene is dominated by a complex network of green-painted metal pipes and structural beams. In the background, a building with large windows is illuminated from within, and a bright light source, possibly a lamp or the setting sun, creates a starburst effect in the upper right. A pink rectangular box is overlaid in the center of the image, containing the text "Corporate Strategy".

Corporate Strategy

2

We aim to drive sustainable, profitable growth to continue to achieve our ambitious goals. In line with our vision and mission, we have identified three key pillars as foundation areas for allnex: China, Green and Optimization.

Building upon these three key areas, we will continue to improve and evolve, also creating value for our customers, employees and communities we operate in.



China and Emerging Countries

We aim to leverage our favorably positioned portfolio to accelerate growth in emerging regions. We see the largest growth potential in Asia-Pacific, with China alone accounting for over 35% of the global industrial coating resins consumption. Other key countries in the region of focus include Vietnam, India, Indonesia, Thailand and Malaysia, as well as Japan and Korea.

13 out of 33 manufacturing sites in growth countries such as China, Russia, Brazil, Vietnam, Indonesia, Thailand, and Malaysia.

China is undoubtedly one of our largest areas for business activities. Currently, the country is experiencing a strong regulatory shift with more strict regulations for environmental protection being implemented all over the country. This environmental policy renewal is driving double digit growth for green coatings solutions.

As one of the leaders of innovation in our industry, with a strong heritage in green solutions, we are among the pioneers to promote and contribute to the industrial green transformation of China.

One third of allnex capacity is installed in Asia Pacific

We have already registered success in leading the development of waterborne coatings for containers – a huge market in China – in 2016 & 2017. Over the next years we plan to expand and upgrade our sites to meet the growing demand for other quickly evolving market segment, such as, for example, wood coatings.





allnex partners with Alibaba to launch online store

To further develop the Chinese market, and in alignment with our digital focus, allnex partnered with Alibaba to launch a flagship store on the e-commerce giant's B2B platform, 1688.com during 2018. This e-store marks a key milestone in our e-commerce ambitions.

As one of allnex's major markets, China has enormous market potential for our growth. With the rapid development of online technologies, digitalization has moved to the top of the agenda for enterprises in China. Our Alibaba platform will not only help expand our distribution channels, but also allow our specialty products and services to reach clients more effectively.



Visit our new state
www.allnex.com

Green

Investing in product and market innovation with a particular focus on sustainability, we hope to grow beyond average market rates in every region. In this past year we've continued to expand and reinforce many aspects of our Green businesses, all of which will play key roles in our continued success for many years to come.

We have a vision of making circular thinking the core principle of how we do business. We have worked on increasing the use of renewable and recycled materials across our product portfolio, and we have supported China's aim to reduce VOC emission in the industry with our range of low, 0 VOC and waterborne products.

This Green mindset has been adopted across our locations as we have further engaged our sites globally to reinforce initiatives reducing the environmental impact of our operations.



te-of-the-art website at:
n

Optimization

Augmenting our digital and process technologies is key to transform how we make, market and sell our products. We put an emphasis on digitalization for our customer journey to enable and accelerate the conversion of business leads, as well as optimize all interfaces both internally and externally. Digital touches many dimensions of our business: how we buy raw materials, how we research and design products, how we find, interact with and supply to our customers, and how we monitor and manage the units where we make our products. We are living in a world that is in constant evolution and driven by new digital technologies that influence our strategy.

Across these changes, our Digital Program is taking shape in alignment with our customer journey and our internal process optimization. We see our customers are looking for faster and more automated purchasing processes and have new expectations in terms of value proposition. It is giving rise to new channels to market with new digital marketplace platforms.

Specialty Chemicals with the Click of a Button

Our new state-of-the-art website is now live and showcasing the extensive history of commitment to innovation and engagement, as well as an unmatched global reach. In addition, we have unveiled our custom-designed Product Finder, which offers the ability to search our range of specialty chemicals based on a wide-variety of categories such as technology, application, performance, formulation and sustainability, among others, making it much quicker and efficient to find the details of a product with just a few clicks.

Investing in the future of allnex

We continue to invest, expand and reinforce our businesses for the continued success of allnex.

North Augusta, USA

A brand-new oligomer reactor train is under construction to produce polyester acrylates (PEA), a chemistry primarily used in the graphic arts, food packaging and industrial coatings segments. The reactor will also support other chemistries and market segments with intermediate material building blocks. These market segments are currently growing on a global basis and this additional capacity will not only benefit North and South American customers, but also be able to support the Asian and European markets as well. This capacity expansion will provide sustainable support for the long-term partnership we have with our clients.

allnex invests over 35 M€ every year in research activities to continuously develop new and better products and applications.

Schoonaarde, Belgium

In order to meet increasing global demand and further consolidate our global leadership position, we have begun to expand our largest UV-curable monomer plant located in Schoonaarde, Belgium. The site's expansion is expected to bring an estimated 30% increase in annual production capacity added by a brand-new reactor. Schoonaarde is of critical strategic importance to our growth not only in EMEA, but other regions as well. The site's experienced operational team and its high automation degree enable a very efficient monomer production.





Romano d'Ezzelino, Italy

Currently underway, the project has been designed in line with the best practices and latest technology to support the Powder Coating Resins business for the EMEA region. Moreover, this expansion is intimately aligned with our increased promotion of sustainability topics. The expansion of our Tri-gen unit, which is powered by our own generation of electricity, will lead to a strongly reduced emission impact.



Sustainability

3 Sustainability is a key part of our continued success and a commitment to our stakeholders. We embrace this responsibility and, together with our customers and suppliers, are dedicated to developing a more sustainable future.

At allnex, we are committed to contributing to the achievement of the United Nations Sustainable Development Goals (UNSDG) and have implemented targets for our company to meet these through 2023. We have taken the time to listen to our customers and the markets we operate in, and to show our commitment to this Sustainability objective, we announced our goals publicly in early 2019.

- We will dedicate annually 90% of corporate product development resources to projects making a positive impact on the environment
- We will reduce non-renewable energy purchases additionally by 15% within 5 years, measured as consumption per ton of manufactured product
- We will produce >40% of our production volume under ISO50001 certification by 2023

In addition, we have committed to set the basis in 2019 to:

- Fully map sustainable sourcing options for renewable, recycled and lower carbon footprint materials
- Implement sustainable product portfolio management practices on a continuous base
- Develop a waste & water consumption tracking system

“ As Sustainability is such a crucial part of what allnex stands for, we felt it was important to set visible goals to drive a positive change in the industry.

Michela Fusco, Head of Sustainability



Operating with a Sustainable Mindset

Safety

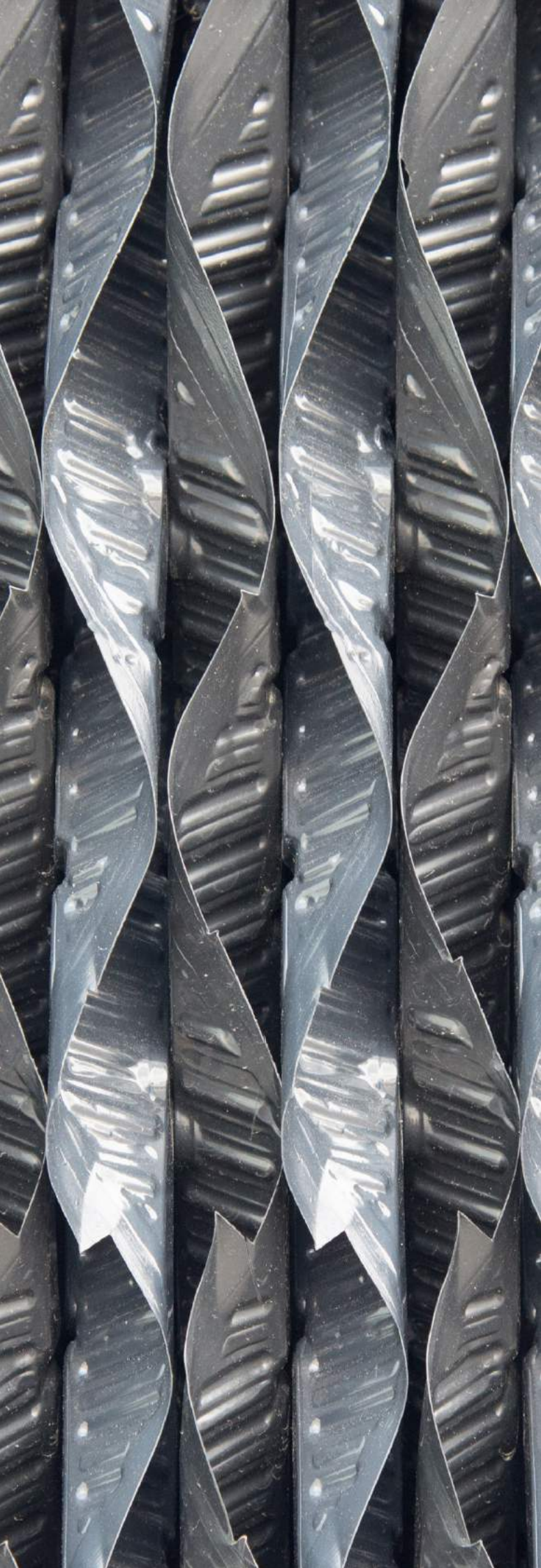
At the close of 2018, we were well within our defined Employee Safety targets. Thanks to the dedication and mindfulness of our employees and contractors, our combined injury rate continues to improve year over year.

	2017	2018
Employee Recordable Injury Rate (per 200,000 labor hours)	0.57	0.57
Permit Excursions	9	9
Releases to the environment (greater than one pound/454g)	9	9
Serious process safety incidents	ZERO	ZERO

The Global SHE team works closely with each of our locations to review key performance indicators based on the SHE interaction plans laid out by each site at the start of the year. These site-specific plans define tangible actions that the sites are taking throughout the year to ensure they continuously improve their performance in environment, as well as employee health and safety. Actions include: SHE priorities, process safety and occupational health and safety risk assessments, investments and associated action plans.

At allnex, safety is one of our core values. Two of our sites have recently reached extraordinary milestones with regard to on site safety. In Langley, South Carolina, our site has reached 25 years without a lost time injury (LTI), which is a huge testament to the Langley team and their dedication to operating safely. Similarly, in Shimonoseki, Japan, our colleagues have celebrated over 9,000 days (over 24 years) without recordable incidents. This success is a result of the employee's actions and dedication to continuous safety trainings and regular assessments.





Energy efficiency

Over the last 9 years we have continually reduced our energy intensity with a decrease of more than 15% (MWH/ton) in this period of time.

Across our sites, over 150 actions are taken every year to reduce our energy consumption. We have global energy teams in place consisting of over 75 passionate stewards across the company helping us to achieve this reduction. Our consumption of purchased energy has also decreased year over year.

Energy is, of course, vital to our production and we are making great efforts to purchase energy from sustainable sources. Greater than 10% of our energy is already obtained from sustainable sources.

Among others, our location in Wacol, Australia, dramatically reduced its energy footprint across electricity, natural gas usage and nitrogen consumption through a range of targeted projects that contributed to this achievement. Wacol's electrical energy consumption was reduced by 30% over 3 years, saving 536 MT of CO₂ per year. The most impactful changes included improving the site power factory and reducing wasted power, as well as reusing waste heat from the site's fume incinerator to heat hot water tanks. Additionally, recovering waste heat from the thermal oxidizer for heating process vessels and generating steam helped to reduce natural gas consumption by 36% over three years, which is a saving of 21,000 GJ/year. Finally, Wacol saved 70,000L/month of cryogenic nitrogen, achieving a 70% reduction over 3 years. The site achieved this by progressing away from Nitrogen sparging based processing techniques and optimizing Nitrogen flows to reactors during processing.

Reducing Emissions

In 2018, we recorded 9 incidents where one pound or more of a substance was accidentally released (with no lasting impact on the environment). Our Global SHE team is continuously working to educate and further prevent such minor accidents from occurring.

The allnex site in Suzhou (China) introduced the environmental protection concept of “one factory with one policy” as part of the site’s continuous improvements under its ISO14001:2015 environmental management system. So far, it has invested significantly in upgrading its VOC treatment system, including QC Lab exhaust absorption system, workshop exhaust treatment system (RTO), and exhaust balancing system for tank areas and tanker unloading. As a result, its annual VOC emissions have been reduced from 20.5 MT to 0.5 MT. With regard to VOC treatment in Suzhou, the site has always been committed to advanced environmental management and to also working together with the local government to manage environmental issues in the region. Hence, it was selected by the Suzhou Environment Protection Bureau (EPB) and RIET (Research Institute for Environmental Innovation, Tsinghua University) as one of the factories for the regional training program.

With this program, the Suzhou EPB intends to support showcasing the allnex Suzhou site into an environmental role model facility. The training program, co-hosted by RIET and the Suzhou EPB, aimed at exploring innovative practices in ecological and environmental protection through diverse approaches, including case studies, experience interchange, field trips, ERP simulation games, seminars and on-site

training. Meanwhile, this also has allowed the Suzhou municipality to share its successful experience in VOC management with other cities.



We continuously strive to operate responsibly and make a positive contribution to our communities. allnex systematically tracks potential environmental aspects and impact on local communities, resulting in a scorecard for each site. The scorecard rates each location for various potential inbound and outbound exposure types. This scorecard helps us to target and track our performance improvement efforts.





Creating Value Together With our Suppliers

We work in partnership with our suppliers to create value for our customers all over the world. Historically, we have sourced raw materials that are renewable, recycled and have a low carbon footprint. This comprises 5% of our raw material volume today.

Several initiatives are underway to further substitute petrochemical-based raw materials by raw materials that have a lower carbon footprint. These projects largely center currently around our top 10 raw materials in partnership with our suppliers and, in some cases, directly with our customers. A key objective for our Procurement and R&D teams over the next year is to build on this by mapping the market for sustainable raw materials in order to better understand the options available in the market, as well as to identify opportunities for allnex to further switch to environmentally-friendly alternatives.

New suppliers are evaluated and selected on a number of CSR (Corporate Social Responsibility) criteria as part of our vendor selection process, which is also aligned with our emphasis on safety, health and environment (SHE).

We evaluate our existing suppliers on an annual basis. Our main strategic vendors are evaluated on their performance in key areas such as safety, environment and partnership and innovation, including all actions related to increasing the sustainability of our joint supply chain.

“ We are tracking the percentage of renewable, recycled and low carbon footprint raw materials sourced and mapping the sustainable sourcing options for allnex’s top 10 global raw materials.

Sophie Haan, Global Procurement Director ”



Certifications and Compliance

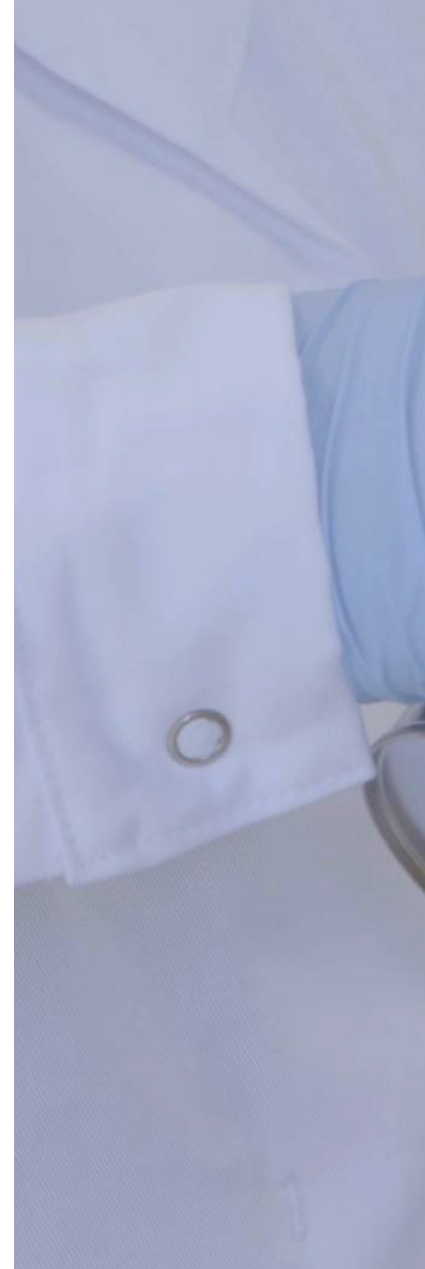
Following a successful series of audits, our global ISO 14001 and OHSAS 18001 certificates have been extended to 5 of the more recent additional allnex locations (Changshu, Ponta Grossa, Foshan, Shebekino and Wacol) and now include 27 locations. Silvertown, Bergen-op-Zoom and Surabaya were recertified for ISO 14001 on standalone certificates, as well as our Zhuhai joint venture, which is also certified on standalone certificates for both ISO 14001 and OHSAS 18001.

Additionally, 26 allnex locations are now listed under the allnex global ISO 9001 certificate for quality performance. 20 allnex locations were approved to be renewed on the global ISO 9001 certificate: Alpharetta, Drogenbos regional hub, Drogenbos production site, Fengxian, Graz, Hamburg, Kalamazoo, Langley, Lillestrøm, North Augusta, Rayong, Romano d'Ezzelino, Schoonaarde, Seremban, Shimonoseki, Wallingford, Werndorf, Wiesbaden, Willow Island.

In 2019, 6 additional allnex locations have been added to the global certificate: Louisville, East Saint Louis, Ponta Grossa, Suzhou, Changshu, Foshan, and Riga GBS.

At allnex, our values serve as a compass to achieve the company mission. Our Code of Conduct builds on these values and formulates guidelines for our daily actions. The compliance of our company with laws and regulations is fundamental to our business success. In the eyes of our customers, suppliers, employees and other stakeholders, we are also measured on our integrity and responsibility for our actions. Integrity and compliance imply not only the observance of laws and regulations, but also of generally accepted standards and our own internal rules and requirements. Our goal remains, of course, to continuously meet all legal requirements, as well as the expectations of our stakeholders.

The fundamental principles described in the Code of Conduct apply to all allnex managers and employees, regardless of the country they work in or the job they do. This is important, because markets and ways of doing business vary and we therefore need a reliable standardized code of behaviors. Our common objective is to ensure that, every day, all activities in the company are shaped by these principles.





The full corporate social responsibility profile of allnex was reviewed according to the EcoVadis CSR rating system, which covers aspects such as sustainable procurement, protection of the environment, labor practices and human rights, as well as fair business practices. Worldwide, we are implementing various projects to improve energy efficiency and reduce water consumption at our production plants and work on energy saving projects to reduce our overall carbon footprint. allnex has achieved an EcoVadis Silver rating in 2018.



It's in our DNA

Dr. Herbert Hönel, a chemist and researcher from Graz, had the idea back in the 1930s: he wanted to protect his employees and the environment from harmful substances and the potential fire hazard caused by solvents used in synthetic resin production. This idea sparked skepticism from colleagues in different countries. – an idea which seemed unthinkable at the time – Nonetheless, Dr. Hönel persevered and created waterborne resins for the first time in Graz. This “new way” to produce synthetic resins without harmful solvents became the 1948 name of our heritage company: “Vianova”.

Staying at the forefront of innovation and sustainability

Through constant innovation in a wide array of resin technologies, our global footprint, the industry's broadest product portfolio and outstanding customer support, we hold a unique position to help formulators in developing new "green," high-performance and cost-effective coating solutions that can quickly reach the market.

Our Corporate Innovation Group (CIG) has focused resources on projects that have a positive environmental impact. We have implemented a database of sustainable raw materials to help our researchers across all of our business units increase the level of sustainability in our newest product developments.

Sustainability is a historic and intrinsic core value of allnex. For many decades, allnex has been a reference company in the context of sustainable coatings technologies and a pioneer with important historical know-how. About 70 years ago, the first generation of water-based resin products were developed in our site of Werndorf, Austria. In fact, some of these products are still used today in paint applications.

Building off of our focus areas (safer materials, renewable sourcing, air emissions, circular economy, energy efficiency) we are developing a sustainability product portfolio management system, as a continuous improvement process to assess, but also effectively communicate our products' characteristics, environmental footprint and value. This process helps to facilitate cooperation with our customers and create a common language for sustainability across our business units, our target-setting and our reporting.

Our sustainable solutions

Our five sustainability pillars highlight our commitment to improving our performance by acting on priority areas, both from a product and process standpoint, which also align with the UNSDG.



Renewable sourcing

Already today, approximately 5% of our raw materials are renewable or recycled substances. We utilize, for example, natural oils like soybean or castor oil, and we are expanding the use of such materials.

allnex solutions: SETATHANE® Hydrophobic Polyols made of natural oils, Recycled PET based CRYLCOAT Resins, EBECRYL and UCECOAT® Radiation Curing Resins with High Bio-Based content.



Safer materials

Reducing chemicals of concern is of utmost importance and a core competency of allnex. We offer a wide array of novel products that are, for example, tin-free, formaldehyde-free, BPA-free, and also have a total organic compound reduction process in place.

allnex solutions: ACURE®, Easy Cure Waterborne Epoxy Systems, Self-Curing EBECRYL® LEO Resins, Tin-Free CRYLCOAT® and SETAPOLLTM Powder Coating Resins, Formaldehyde-Free CYMEL® Crosslinking Resins, BPA-Free EBECRYL® Resins.



Air emissions

We have a wide selection of waterborne and low volatile organic compound products in our portfolio, including a high proportion of almost VOC-free powder coating resins and energy-curable resins. Additionally, our continued focus on sustainability has resulted in the establishment of processes to reduce air emissions at all of our sites across the world.

allnex solutions: Continuously growing portfolio of Waterborne and Low VOC Products, Powder Coating Resins and Energy-Curable Resins.



Circular economy

Our initiatives in this field include the incorporation of recycled PET in our products and solutions that allow for increased product durability and longevity. From a process standpoint, we have made a great step forward with new processes to recover solvent components from waste streams.

allnex solutions: ACURE, Recycled PET Based CRYLCOAT Resins, BECKOPOXTM Waterborne Epoxy Primers.



Energy Efficiency

We have launched a significant number of products that either require lower curing temperatures, or have very rapid drying times, than before, which reduces the amount of energy needed in application processes. Additionally, we have novel products that cure using LED lighting, the new green standard for energy-cured inks and coatings.

allnex solutions: FAST Curing 2k Acrylic Polyol Systems, Low Temperature Cure CYMEL Amino Resins, Low Bake CRYLCOAT Powder Resins, EBECRYL Booster for LED Curing.



Painting a Sustainable World

Primavera Initiative

In 2019 we launched our Primavera Initiative, which supports our renewed, global focus of contributing to a greener, more sustainable future together with our customers.

Primavera Day, correlating with March 21st, the first day of spring, affirmed that sustainability is an integral part of allnex and a pillar of our strategy. From improved recycling to community outreach programs, increased efficiency to responsible consumption, each of our 33 production sites acted to prioritize sustainability.



“ We want to contribute to a greener world by making circular thinking the core principle of how we do business. We aim to achieve this by designing products with enhanced longevity or intended for multiple uses, increasing resources’ productivity as well as reducing the use of finite sources.

Miguel Mantas, allnex CEO





United Nations Sustainable Development Goals

At allnex, sustainability is a corporate focus year-round. At the start of each year, our locations identify sustainable actions, working in line with the 17 United Nations Sustainable Development Goals. As a company we believe we have the most impact in three areas: affordable and clean energy, responsible consumption and production and climate action.



Supporting education through the allnex CEAMLESS program

A new initiative this year to support our sustainability initiatives of education and community, allnex in Alpharetta, Georgia, invited teenagers and young adults for a week of education and training on the chemical industry. They left our sessions with certifications in 10-hour OSHA, Georgia Tech "Young Workers" Certification, DOT Certification, 8 Hour Hazwoper Certification (Hazardous Waste Operations and Emergency Response) and CPR/First Aid Certification. **(UNSDG 3, 11)**

Changshu site joins Local "Responsible Care Company Committee"

The allnex Changshu site officially joined the Changshu Advanced Material Industry Park (AMIP) Responsible Care Company Committee (RCCAC). RCCAC is a public welfare organization under the International Chemical Association charter. It aims to improve the safe management of chemicals throughout their whole lifecycle, while also contributing to the improvement of the quality of life, environmental protection and sustainable development. **(UNSDG 8, 9, 11, 12, 13, 17)**

Chemistry and Botany together in harmony

In Melaka, Malaysia, the local SHE team and site management introduced an innovative way to treat the site's waste water through the use of amino by-product. After treatment the team repurposed the leftover sludge from our waste water treatment into a renewable source for fertilizer. They discovered this waste provided the appropriate nutrients for plants and by doing so, our colleagues have been able to eliminate the disposal as a waste. Several flourishing Bougainvillea plants are thriving on site thanks to this trial. **(UNSDG 9,11,12,13,15)**

Pioneering Eco-Management in Austria

Allnex Austria GmbH, which includes both of our sites in Werndorf and Graz, was awarded as one of the "Pioneers of EMAS in Austria," a certification that recognizes a long history of eco-management – 20 years to be precise! The Austrian Federal Minister of Sustainability presented Allnex Austria the award at a ceremony organized by the Eco-Management Audit Scheme (EMAS) Organization. **(UNSDG 9, 11, 12, 13, 14, 15, 16, 17)**



Maintaining gold in environmental excellence

allnex in Rayong, Thailand was awarded its 5th consecutive Gold Star Award (2013-2018) and 11th consecutive Green Star Award for environmental excellence from the Industrial Estate Authority of Thailand. allnex Rayong maintained its excellent standard granted by the IEAT environmental committee in all aspects of environmental and SHE management including community support. The allnex plant has a strong history of compliance to all applicable laws and regulations, which is deeply ingrained in our corporate practices. The plant has well established systems in place to reach objectives and maintain the confidence of our stakeholders and communities.

(UNSDG 9, 11, 12, 13, 15)

Eliminating plastic waste for the environment and community

The allnex site in Drogenbos, Belgium has committed to go plastic free. All single-use plastic cups used for coffee machines, water fountains, meeting rooms and kitchenettes are being eliminated.

This project was implemented with the aim to further embrace allnex values to protect the environment, as well as reduce the site's ecological footprint.

Both of our sites in Drogenbos and Schoonaarde, Belgium, participate in the Flemish Chamber of Commerce Charter for Sustainable Entrepreneurship. By doing so, each site is on its way to obtain the UNITAR label in 3 years' time.

In addition, the factories in Drogenbos and Schoonaarde have actions in the field of poverty reduction, preventing hunger, health, training, diversity in the broad sense, innovation, sustainable community water and partnerships.

(UNSDG 11, 12, 13, 14, 15)



Our People

4

allnex is active in 35 countries and our staff represents over 80 different nationalities. This allows us to bring together the best talent globally available to solve our clients' challenges.

With about 4,000 employees across the globe, we celebrate our diverse, multi-cultural workforce, through recognition and cross-functional learning. Our key focus is to build highly effective and innovative teams that are the foundation for our competitive advantage in the marketplace.

In the past year, new initiatives to foster open communication, collaboration and knowledge sharing were kicked-off. At every site, monthly "Lunch & Learn" sessions are offered to everyone, hosting a speaker over lunch to discuss diverse topics such as employee health and wellness, or learning opportunities for business applications.

Our "Meet the ExCo" initiative is running regularly, where the Executive Committee members of allnex meet with local staff on a regular basis. This is an excellent opportunity to connect and get answers on topics of interest.

Finally, we continue to connect our colleagues across functions through our "Connect! Lunch" program. Colleagues at four of our major sites in Drogenbos, Riga, Werndorf, Bergen Op Zoom, are randomly paired for lunch. Over the past year, more than 300 lunches have been organized.

Today, we are further strengthening our talent and culture by introducing new programs to develop our people. Important ingredients to any talent program are team assignments and mentoring that virtually link employees from different functions, sites and regions. This strongly supports our focus in engaging a global, fully connected allnex community.

Building the foundation for a high-performance culture

Employees are our most valuable resource. We give priority to training and motivating our teams, promoting leadership and teamwork, all the while encouraging a sense of pride in our organization. Our core values are embedded into our annual performance management processes. Employees are measured not only on their results, but also on the way they live our values.

Employee performance and engagement is the basis for our success. Connecting performance not only with compensation processes, but also in our employee development processes makes a lasting impact. Equally important to talent management, we identify performance gaps and work together to find tailored solutions to keep our workforce engaged and motivated within their roles.

We make it a priority to identify people that have the potential to grow into bigger roles in our organization and place them in new and greater challenges. Supporting our employees with external coaches or internal mentors and giving feedback regularly is part of our commitment to successfully develop our workforce. Through our Emerging Leaders Program, mentors and mentees are paired for 12 months to kick-start their professional development goals. In 2018, the newest class of 25 emerging leaders began their program designed to shape leadership skills, network building and strengthening business insights. Through a variety of development initiatives that are in place today, we aim to develop the skills we need to be successful tomorrow.





Honoring exceptional performance

The purpose of the allnex Allstar Awards is to bring the allnex values to life, create visibility of talent and high performance in our organization, as well as showcase best practices. The selection process is done in three stages: at a local, regional and executive level. In the second edition of the award program, we received in total 68 highly qualified nominations worldwide and 8 winners were selected and celebrated.



Shedding a light on the world of Chemistry

allnex sites in Romano d'Ezzelino, Italy, Drogenbos, Belgium, and Werndorf, Austria opened doors to the community in full transparency to show how our sites operate and to give insight on what it takes to run a chemical plant.

Romano d'Ezzelino, Italy

One of our largest production sites for powder coating resins is in Romano, Italy. With its open-door day, the site celebrated 50 years of production, as well as emphasized the continued importance of Italy for allnex. About 400 visitors took part in guided tours to learn about the company's history and mission, which in addition to being at the forefront of production processes, is also responsible for occupational safety.



Drogenbos, Belgium

allnex in Drogenbos, Belgium opened its doors for nearly 500 employees, retirees, neighbors, family and friends to participate in a wide variety of activities, from guided tours through our laboratories and production zones, to video presentations on our products, sustainable actions and corporate initiatives. allnex was one of the 50 companies and institutions that participated in the “discovery weekend of chemistry and life sciences” organized by Essenscia, the Belgian Federation of the Chemical Industry and Life Sciences.

Werndorf, Austria

allnex in Werndorf, Austria welcomed a stunning 1,000 visitors for its open door event. Politicians, community members, as well as neighbors, employees and their families were excited to take part in factory tours, informative booths, a raffle for prizes, and children’s activities. The event also celebrated an important milestone for the site: 70 years of production and 50 years of research in Graz.

Further enriching our communities

We are proud of the determination of our local sites to band together to help those in the community who might not have the means for a better livelihood.

Among others, our colleagues in Alpharetta, Wallingford, Langley and North Augusta have made an impact on the lives of children and their families by supporting Toys for Tots, Meals on Wheels, the United Way and local back-to-school supply donation drives.

Each year for over 10 years in Botany, Australia, allnex has participated in ‘Australia’s Biggest Morning Tea,’ a country-wide event in support of the Cancer Council of Australia. The site’s annual silent auction raised a significant sum to fund cancer research.

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We welcome comments and feedback on this report:
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