

Sustainability Plan

Adesis is committed to **sustainability** for our employees, our shareholders and our customers.

Adesis endeavors to conduct our business in a **socially responsible** and **ethical** manner with a focus on **environmental** stewardship, staff **safety** and **community** engagement.

Adesis complies with Federal and State regulations while pursuing responsible economic **growth and profitability**.

Green Chemistry Initiatives

Adesis will focus on waste prevention through enhanced project planning and third-party buyback programs for surplus chemicals.

Adesis' scale-up chemistry team is focused on developing less hazardous synthetic routes for all client projects.

Environmental Initiatives

- Recycling efforts: e-waste, cardboard, plastics, light bulbs
- Goal of zero hazardous waste to landfills by 2022

Social Initiatives

- Community outreach and volunteer hours
- STEM Education sponsorship and scholarships

Economic Initiatives

- In 2021, all electricity will be sourced from 100% renewable energy from Renewable Energy Credits (RECs)
- All HVAC units at our manufacturing location will be replaced with energy-efficient units by 2023
- All incandescent and fluorescent lighting will be replaced with LED lighting fixtures by 2022

